## OVERALL TOTAL COMPENSATION SUMMARY SNAPSHOT

		BASE S	SALARY (Ann	ual)	OVERALL BENEFITS- TIER I					OVERALL BENEFITS- TIER II					TOTAL CO	OMPENSATIO		TOTAL COMPENSATION- Tier II					
			Market	%Diff		State	0/ D:ff	State %Diff		State	%Diff	State	%Diff (State		State	%Diff	State	%Diff		State	%Diff	State	%Diff
	GBS Assigned	Current	Market 50th	(State from		(Funded	(State from	(includes (State Unfunded from		(Funded	(State from	(includes Unfunded	from		(Funded	(State from	(includes Unfunded	(State from		(Funded	(State from	(includes Unfunded	(State from
S.No Benchmark Job Title	Occupational Group	State	Percentile	Mrkt)	Market	Liahility)	Mrkt)	Liability) Mrkt)	Market	Liability)	Mrkt)	Liability)	Mrkt)	Market	Liability)	Mrkt)	Liability)	Mrkt)	Market	Liability)	Mrkt)	Liability)	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 <b>54.6</b> %	\$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 <b>63.1</b> %	\$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%	\$56,064	-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 <b>50.9</b> %	\$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 <b>82.7</b> %	\$17,739	\$24,422	37.7%	\$30,185	70.2%	\$103,325	\$84,520	-18.2%	\$90,282	-12.6%	\$103,377	\$82,393	-20.3%	\$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 <b>51.6</b> %	\$15,569	\$20,580	32.2%	\$22,766	46.2%	\$47,757	\$43,381	-9.2%	\$45,567	-4.6%	\$47,777	\$42,574	-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 <b>50.9</b> %	\$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 <b>55.2</b> %	\$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 <b>57.3</b> %	\$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 <b>64.7</b> %	\$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 <b>52.0</b> %	\$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 <b>75.4</b> %	\$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 <b>102.7</b> %	\$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 <b>43.8</b> %	\$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 RESOURCE SUPERVISOR, ERIC	Human Resources	\$52,135	\$72,524	-28.1%	\$17,163	\$25,713	49.8%	\$30,895 <b>80.0</b> %	\$17,206	\$23,799	38.3%	\$28,981	68.4%	\$89,687	\$77,848	-13.2%	\$83,030	-7.4%	\$89,730	\$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 <b>90.0</b> %	\$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 <b>65.7</b> %	\$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 <b>69.3</b> %	\$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 <b>107.9</b> %	\$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 <b>79.1</b> %	\$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%	\$73,481	\$66,023	-10.1%	\$70,177	-4.5%	\$73,515	\$64,489	-12.3%	\$68,643	-6.6%
235 FOOD SERVICE SUPERVISOR I	Food service	\$28,542	\$38,843	-26.5%	\$15,816	\$22,327	41.2%	\$25,164 59.1%	\$15,839	\$21,279	34.3%	\$24,116	52.3%	\$54,659	\$50,868	-6.9%	\$53,705	-1.7%	\$54,682	\$49,821	-8.9%	\$52,658	-3.7%
71 BUILDING/GROUNDS SUPERVISOR II	Maintenance	\$45,797	\$61,993	-26.1%	\$16,742	\$24,803	48.2%	\$29,355 75.3%	\$16,779	\$23,122	37.8%	\$27,674	64.9%	\$78,735	\$70,600	-10.3%	\$75,152	-4.6%	\$78,772	\$68,919	-12.5%	\$73,471	-6.7%
84 CHIEF INFORMATION OFFICER	II	\$107,232	\$144,783	-25.9%	\$20,053	\$33,619	67.6%	\$44,278 120.8%	\$20,140	\$29,684	47.4%	\$40,343	100.3%	\$164,836	\$140,851	-14.6%	\$151,510	-8.1%	\$164,923	\$136,916	-17.0%	\$147,575	-10.5%
220 FINANCIAL ANALYST I, ATT GEN	Finance	\$37,274	\$49,970	-25.4%	\$16,261	\$23,580	45.0%	\$27,285 67.8%	\$16,291	\$22,212	36.3%	\$25,917	59.1%	\$66,230	\$60,854	-8.1%	\$64,559	-2.5%	\$66,260	\$59,486	-10.2%	\$63,191	-4.6%
429 PROGRAM ADMINISTRATOR II	Program Management	\$61,419	\$82,213	-25.3%	\$17,550	\$27,045	54.1%	\$33,150 88.9%	\$17,600	\$24,791	40.9%	\$30,896	75.5%	\$99,763	\$88,463	-11.3%	\$94,568	-5.2%	\$99,813	\$86,209	-13.6%	\$92,314	-7.5%
331 JOURNEY ELECTRICIAN	Maintenance	\$42,975	\$57,314	-25.0%	\$16,554	\$24,398	47.4%	\$28,670 73.2%	\$16,589	\$22,821	37.6%	\$27,093	63.3%	\$73,868	\$67,373	-8.8%	\$71,645	-3.0%	\$73,903	\$65,796	-11.0%	\$70,068	-5.2%
537 WAREHOUSE WORKER II	Materials Management	\$23,469	\$31,262	-24.9%	\$15,512	\$21,599	39.2%	\$23,932 54.3%	\$15,531	\$20,738		\$23,071	48.5%	\$46,774	\$45,068	-3.6%	\$47,401		\$46,793	\$44,207	-5.5%	\$46,540	-0.5%
424 PHYSICIAN ASSISTANT	Medical	\$70,361	\$93,683	-24.9%	\$18,009	\$28,328	57.3%	\$35,322 96.1%	\$18,065	\$25,746	42.5%	\$32,740	81.2%	\$111,692	\$98,689	-11.6%	\$105,683	-5.4%	\$111,748	\$96,107	-14.0%	\$103,101	-7.7%
250 GENERAL SERVICES SPECIALIST	Non-exempt	\$31,807	\$42,348	-24.9%	\$15,956	\$22,795	42.9%	\$25,957 62.7%	\$15,981	\$21,628		\$24,790		\$58,303	\$54,602	-6.3%	\$57,764		\$58,329	\$53,435 \$48.063	-8.4%	\$56,597	-3.0%
405 OFFICE SPECIALIST I	Non-exempt	\$26,953	\$35,860	-24.8%	\$15,696	\$22,099	40.8%	\$24,778 57.9%	\$15,718	\$21,110		\$23,789	51.4%	\$51,556	\$49,052	-4.9%	\$51,731		\$51,578	, ,,,,,,	-6.8%	\$50,742	-1.6%
342 LAW CLERK	Legal	\$47,516	\$63,135	-24.7%	\$16,787	\$25,050	49.2%	\$29,773 77.4%	\$16,825	\$23,306	38.5%	\$28,029	66.6%	\$79,922	\$72,566	-9.2%	\$77,289	-3.3%	\$79,960	\$70,822	-11.4%	\$75,545	-5.5%
80 CHEMIST/MICROBIOLOGIST II 363 LEGAL SECRETARY	Professional-other	\$46,713	\$62,017	-24.7%	\$16,743	\$24,935	48.9%	\$29,578 76.7%	\$16,780	\$23,220		\$27,863	66.1%	\$78,760	\$71,648	-9.0%	\$76,291	-3.1%	\$78,797	\$69,933	-11.2%	\$74,577	-5.4%
	Administrative Assistant	\$29,128	\$38,642	-24.6%	\$15,808	\$22,411	41.8%	\$25,306 60.1%	\$15,831	\$21,342	34.8%	\$24,237	53.1%	\$54,449	\$51,539	-5.3%	\$54,434		\$54,472	\$50,470	-7.3%	\$53,365	-2.0%
309 INFORMATION TECHNOLOGY MANAGER I	Element .	\$85,640	\$113,607	-24.6%	\$18,806	\$30,521	62.3%	\$39,033 107.6%	\$18,874	\$27,378	45.1%	\$35,890	90.2%	\$132,413	\$116,161	-12.3%	\$124,673	-5.8%	\$132,481	\$113,018	-14.7%	\$121,530	-8.3%
7 ACCOUNTING TECHNICIAN IV	Finance Nutrition	\$35,610 \$37,304	\$47,216 \$49,446	-24.6% -24.6%	\$16,151 \$16,240	\$23,341 \$23,584	44.5% 45.2%	\$26,881 66.4% \$27,292 68.1%	\$16,179 \$16,269	\$22,034 \$22,215		\$25,574 \$25,923	58.1% 59.3%	\$63,367 \$65,686	\$58,951 \$60,888	-7.0% -7.3%	\$62,490 \$64,596		\$63,395	\$57,644 \$59,519	-9.1% -9.4%	\$61,183 \$63,227	-3.5% -3.8%
131 DIETICIAN II	INULTILION	<i>\$31,</i> 304	343,440	-24.0%	\$10,24U	<b>\$25,584</b>	43.270	321,232 00.1%	\$10,269	\$22,215	30.370	ş25,923	33.370	σδσ,ευς	<b>300,888</b>	-7.370	\$04,59b	-1./70	\$65,716	\$39,519	-5.470	/ ٥٥,۷۷	-3.0%

		BASE S	SALARY (Annual	)	OVERALL BENEFITS- TIER I						OVERALL	BENEFITS	S- TIER II		TOTAL COMPENSATION- Tier I					TOTAL COMPENSATION- Tier II					
			1 9	oDiff				State	%Diff			%Diff	State	%Diff		Chata	0/ D:66	State	%Diff		Sh. L.	%Diff	State	%Diff	
	GBS Assigned	Current		State		State (Funded	%Diff (State from	(includes Unfunded	(State from		State (Funded	(State from	(includes Unfunded	(State from		State (Funded	(State from	(includes Unfunded	(State from		State (Funded	(State from	(includes Unfunded	(State from	
S.No Benchmark Job Title	Occupational Group	State		Irkt)	Market	Liability)	Mrkt)	Liability)	Mrkt)	Market	Liability)	Mrkt)	Liability)	Mrkt)	Market	Liability)	Mrkt)	Liability)	Mrkt)	Market	Liability)	Mrkt)	Liability)	Mrkt)	
432 PROGRAM SPECIALIST I	Program Management	\$43,219		4.2%	\$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	-10.2%	\$70,362	-4.4%	
113 CUSTODIAN II	Custodial	\$21,208		4.2%	\$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%	\$43.812	1.0%	
32 APPLICATION DEVELOPER III	IT	\$76,773		4.1%	\$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		3.9%	\$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		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		3.6%	\$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		3.5%	\$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		3.5%	\$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 I FGAL ASSISTANT II. ATT GFN	Legal	\$40,884		3.4%	\$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		3.4%	\$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		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		3.2%	\$16,407	\$24,141	47.1%	\$28,234	72.1%	\$16,439	\$22,629	37.7%	\$26,722	62.6%	\$70,024	\$65,320	-6.7%	\$69,414	-0.9%	\$70,056	\$63,809	-8.9%	\$67,902	-3.1%	
205 EXECUTIVE ASSISTANT	Administrative Assistant	\$40,768		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		3.0%	\$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		23.0%	\$16,571	\$24,615	48.5%	\$29,013	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		2.7%	\$16,238	\$23,708	46.0%	\$27,502	69.4%	\$16,268	\$22,308	37.1%	\$26,101	60.4%	\$65,645	\$61.876	-5.7%	\$65,670	0.0%	\$65,674	\$60,476	-7.9%	\$64,269	-2.1%	
420 PHYSICAL THERAPIST	Therapist	\$64,072		2.7%	\$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		2.7%	\$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		2.6%	\$15,192	\$20,815	37.0%	\$22,605	48.8%	\$15,206	\$20,154	32.5%	\$20,300	44.3%	\$38,442	\$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		2.5%	\$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		2.5%	\$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		2.4%	\$15,542	\$21,792	40.2%	\$24,259	56.1%	\$15,561	\$20,881	34.2%	\$23,348	50.0%	\$47,538	\$46,607	-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		2.4%	\$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		2.4%	\$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		2.3%	\$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	\$63,746	-8.1%	\$67,834	-2.2%	
513 TECHNICAL WRITER, DHS	Marketing/Communications	\$46,528		2.3%	\$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		2.3%	\$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		2.3%	\$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	\$78,860	-10.0%	\$84,305	-3.7%	
281 HUMAN RESOURCE DIRECTOR, FIELD	Human Resources	\$93,224		2.2%	\$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 IT	\$23,059		2.1%	\$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		2.1%	\$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		2.0%	\$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		1.8%	\$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		1.7%	\$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		1.7%	\$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		1.6%	\$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		1.6%	\$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, GOVR	Administrative Assistant	\$35,712		1.5%	\$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		1.3%	\$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	1 1	1.2%	\$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		1.2%	\$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 IT	\$34,478		1.2%	\$16,012	\$23,179	44.8%	\$26,606	66.2%	\$16,038	\$21,913	36.6%	\$25,341	58.0%	\$59,758	\$57,657	-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		1.0%	\$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	1 1	1.0%	\$15,806	\$22,608	43.0%	\$25,639	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		1.0%	\$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		0.9%	\$17,032	\$26,096	53.2%	\$31,543	85.2%	\$17,073	\$24,084	41.1%	\$29,532	73.0%	\$86,277	\$80,901	-6.2%	\$86,349	0.1%	\$86,319	\$78,890	-8.6%	\$84.338	-2.3%	
398 OCCUPATIONAL THERAPIST	Therapist	\$59,222		0.8%	\$17,052	\$26,730	54.9%	\$32,616	89.0%	\$17,299	\$24,556	41.9%	\$30,443	76.0%	\$92,070	\$85,952	-6.6%	\$91,839	-0.3%	\$92,115	\$83,779	-9.1%	\$89,665	-2.7%	
52 AUDIT COORDINATOR	Finance	\$37,669		20.8%	\$16,164	\$23,637	46.2%	\$27,381	69.4%	\$16,193	\$22,254	37.4%	\$25,999	60.6%	\$63,725	\$61,305	-3.8%	\$65,050	2.1%	\$63,753	\$59,923	-6.0%	\$63,667	-0.1%	
12 ADMIN ASSIST TO DIR. COMMUNICATIONS	Administrative Assistant	\$39,620		0.8%	\$16,262	\$23,037	47.1%	\$27,855	71.3%	\$16,292	\$22,254	37.9%	\$26,401	62.0%	\$66,261	\$63,536	-4.1%	\$67,475	1.8%	\$66,291	\$62.082	-6.3%	\$66,021	-0.4%	
195 ENVIRONMENTAL PROGRAM COORDINATOR	Environmental Health	\$42,337		20.8%	\$16,399	\$24,307	48.2%	\$28,515	73.9%	\$16,431	\$22,753	38.5%	\$26,961	64.1%	\$69.826	\$66,644	-4.6%	\$70,852	1.5%	\$69,858	\$65,090	-6.8%	\$69,298	-0.8%	
292 HUMAN RESOURCES TECHNICIAN II	Human Resources	\$30,835		0.5%	\$15,813	\$22,656	43.3%	\$25,721	62.7%	\$15,837	\$21,524	35.9%	\$24,589	55.3%	\$54,601	\$53,492	-2.0%	\$56,557	3.6%	\$54,624	\$52,360	-4.1%	\$55,425	1.5%	
303 INFORMATION SPECIALIST III	IT IT	\$45,053		0.4%	\$16,527	\$24,696	49.4%	\$29,175	76.5%	\$16,561	\$23,043		\$27,521	66.2%	\$73,153	\$69,749	-4.7%	\$74,227	1.5%	\$73,186	\$68,096	-7.0%	\$72,574		
254 GENERAL SERVICES TECHNICIAN III	Non-exempt	\$28,811		0.4%	\$15,710	\$22,366	42.4%	\$25,229	60.6%	\$15,732	\$23,043		\$24,172	53.6%	\$51,917	\$51,177	-1.4%	\$54,040	4.1%	\$51,939	\$50,119	-3.5%	\$52,983		
336 JOURNEY PAINTER	Maintenance	\$31,980		0.3%	\$15,866	\$22,820	43.8%	\$25,223	63.9%	\$15,732	\$21,647	36.2%	\$24,825	56.2%	\$55,981	\$54,800	-2.1%	\$57,979	3.6%	\$56,005	\$53,627	-4.2%	\$56,805		
108 CONTRACT/GRANT ANALYST II	Grants	\$54,943		0.2%	\$17,015	\$26,116	53.5%	\$31,577	85.6%	\$17,057	\$24,099	41.3%	\$29,561	73.3%	\$85,852	\$81,059	-5.6%	\$86,520	0.8%	\$85,894	\$79,043	-8.0%	\$84,504		
31 APPLICATION DEVELOPER II	IT.	\$63,382		9.8%	\$17,424	\$27,326	56.8%	\$33,627	93.0%	\$17,471	\$25,000		\$31,301	79.2%	\$96,467	\$90,708	-6.0%	\$97,008	0.6%	\$96,515	\$88,382	-8.4%	\$94,682		
359 LEGAL ASSISTANT III, ATT GEN	Legal	\$51,723		9.7%	\$16,839	\$25,653	52.3%	\$30,795		\$16,878	\$23,755		\$28,896	71.2%	\$81,266	\$77,377	-4.8%	\$82,518	1.5%	\$81,304		-7.2%	\$80,620		
320 IT ANALYST II	IT	\$66,667		9.6%	\$17,580	\$27,798	58.1%	\$34,425	95.8%	\$17,630	\$25,755	43.8%	\$31,978	81.4%	\$100,531	\$94,465	-6.0%	\$101,091	0.6%	\$100,581	\$92,018	-8.5%	\$98,645		
474 SAFETY AND HEALTH MANAGER	Safety	\$71,611		9.5%	\$17,819	\$27,798	60.0%	\$34,425		\$17,830	\$25,351		\$31,978	84.6%	\$100,531	\$100,119	-6.2%	\$101,091	0.5%	\$100,581		-8.7%	\$104,609		
332 JOURNEY HEATING & AIR CONDITIONING SPECIALIST	Maintenance	\$39,369		9.0%	\$17,819	\$28,507	47.4%	\$35,626		\$17,873	\$25,879		\$26,349	62.3%	\$64,788	\$63,250	-0.2%	\$67,163	3.7%	\$64,817	\$61,805	-4.6%	\$65,718		
332 JOURNEY HEATING & AIR CONDITIONING SPECIALIST 329 JOURNEY CARPENTER	Maintenance	\$39,369		.8.9%	\$16,205	\$23,598	46.5%	\$27,794	69.6%	\$16,234	\$22,436	37.8%	\$25,944	60.8%	\$62,202	\$61,000	-1.9%	\$64,718	4.0%	\$62,230	\$59,628	-4.0%	\$63,346		
493 SUPPORT SERVICES COORD II	Finance	\$44,719		8.6%	\$16,460	\$23,598	49.7%	\$27,316	76.7%	\$16,133	\$22,226	39.5%	\$25,944	66.4%	\$62,202	\$69,367	-1.9%	\$73,812	3.3%	\$71,454	\$67,726	-5.2%	\$72,171		
204 EXEC DIRECTOR. OFFICE OF MANAGEMENT AND BUDGET		\$154,003		8.6%	\$16,460	\$40,331	84.8%	\$55,639		\$16,493	\$34,679		\$49,987	127.8%	\$71,421	\$194,334	-7.9%	\$209,642	-0.6%	\$211,093		-5.2%	\$203,990		
204 EXEC DIRECTOR, OFFICE OF MANAGEMENT AND BODGET	Management	\$154,UU3	\$102,131 -]	0.070	<b>3</b> ∠1,8∠8	<b>34∪,331</b>	04.8%	950,639	134.9%	۶ <b>21,94</b> 1	9/0,54ډ	30.1%	/ 49,984	147.8%	3210,979	Ş134,334	-7.9%	\$2U9,04Z	-0.0%	⇒∠11,U93	\$168,082	-10.0%	\$2U3,99U	-3.4%	

March   State   Stat			BASE S	SALARY (Annual)		OVERALL BENEFITS- TIER I						OVERALL	BENEFIT:	S- TIER II			TOTAL CO	MPENSATIO	N- Tier I		TOTAL COMPENSATION- Tier II					
Company of the part of the p				% (6)	Diff		Charles	0/ D:66	State	%Diff			%Diff	State	%Diff		Chata	0/ D:66	State	%Diff		Chata	%Diff	State	%Diff	
Section   Composition   Comp		GBS Assigned	Current	,				702111										%Diff (State from	(	•				(	(State from	
Section   Control   Cont	S.No Benchmark Job Title		State			Market					Market	*				Market					Market				Mrkt)	
Section   Control   Cont	445 PURCHASING AGENT II	Purchasing	\$49,262	\$60,315 -18	3.3%	\$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%	
The processor   The processo																									0.3%	
The presence of the control of the																									2.5%	
Section   Part   Section   Part   Section	307 INFORMATION TECHNOLOGY DIRECTOR	IT	\$106,775	\$130,302 -18	3.1%	\$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%		0.8%		\$136,409	-9.0%	\$147,023	-1.9%	
Expressionation   1988   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   1989   198	520 TRAINER I	Human Resources	\$38,948	\$47,491 -18	3.0%	\$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%	
Section   Continue of the co	326 IT MASTER ENGINEER	IT	\$93,074	\$113,358 -17	7.9%	\$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%	
Designation	25 ADMINISTRATIVE SUPPORT SPECIALIST	Administrative Assistant	\$36,650	\$44,614 -17	7.9%	\$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%	\$63,783	5.1%	\$60,687	\$58,795	-3.1%	\$62,438	2.9%	
Description   Company	51 AUDIOLOGIST/SPEECH PATHOLOGIST II	Professional-other	\$50,844	\$61,701 -17	7.6%	\$16,730	\$25,527	52.6%	\$30,581	82.8%	\$16,767	\$23,661	41.1%	\$28,715	71.3%	\$78,431	\$76,371	-2.6%	\$81,425	3.8%	\$78,468	\$74,505	-5.1%	\$79,559	1.4%	
Section   Control   Cont	512 TECHNICAL WRITER	Marketing/Communications	\$49,343	\$59,865 -17	7.6%	\$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%	
The Property   Prope	172 ENGINEER II	Engineering	\$57,770	\$70,076 -17	7.6%	\$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%	
Section   Sect	321 IT ANALYST II, TRUST LANDS ADMINISTRATION	IT	\$68,536	\$82,939 -17	7.4%	\$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%	
The part of the	218 FINANCE OFFICER III	Finance	\$53,570	\$64,761 -17	7.3%	\$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%	
Column   C	166 ELECTRONICS MAINTENANCE/REPAIR SPECIALIST	Maintenance	\$44,405	\$53,598 -17	7.2%	\$16,406	\$24,603	50.0%	\$29,017	76.9%	\$16,438	\$22,974	39.8%	\$27,387	66.6%	\$70,004	\$69,008	-1.4%	\$73,422	4.9%	\$70,036	\$67,378	-3.8%	\$71,792	2.5%	
Company Control (Control (Co	535 WAREHOUSE MANAGER	Materials Management	\$43,418	\$52,379 -17	7.1%	\$16,357		49.5%		75.9%		\$22,868			65.9%	\$68,737	\$67,880		\$72,195		\$68,768	\$66,286	-3.6%	\$70,602	2.7%	
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1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20   1-20		Therapist																							2.5%	
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Company   Comp	<del>                                     </del>	Engineering																							2.6%	
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Page																									5.1%	
20   DATE   15		IT																							4.9%	
BADDINICATION ASSISTANT   Administrative Assistant   \$379,248   \$44,479   \$15,000   \$15,689   \$22,242   \$4.48   \$52,358   \$4.58   \$15,269   \$21,255   \$4.58   \$15,269   \$21,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$15,269   \$22,255   \$4.58   \$22,269   \$1.58   \$15,269   \$22,255   \$4.58   \$22,269   \$1.58   \$15,269   \$22,255   \$4.58   \$22,269   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58   \$1.58		Administrative Assistant										, ,				, ,			1 7		, ,			1 . , .	5.5%	
ELICIMENT/ANCHORLOGISTIII														_											6.8%	
289 HAMAN RESOURCES COMPOSITION   Province   \$33.488   \$39.175   \$43.40   \$51.528   \$23.007   \$45.55   \$23.606   \$6.607   \$31.525   \$23.208   \$25.205   \$36.007   \$35.226   \$25.205   \$36.007   \$36.205   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$36.007   \$3	81 CHEMIST/MICROBIOLOGIST III	Professional-other	\$53,686		1.9%	\$16,786		54.5%		86.3%		\$23,965	42.4%		74.2%	\$79,893				6.3%		\$77,651	-2.9%	\$82,988	3.8%	
BAPTICATION DEVELOPMENT   T.	56 AUDITOR I	Finance	\$40,464	\$47,561 -14	1.9%	\$16,164	\$24,038	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%	
48   SPICHALTRIC/PREST/ALT TSCHNICAN   500-exempt   521,933   \$25,501   14.0%   \$15,282   \$21,179   39.9%   \$23,259   54.2%   \$35,074   34.5%   \$22,756   88.7%   \$40,783   \$43,312   6.7%   \$45,492   11.5%   \$54,078   \$42,507   4.2%   \$44,687   \$50,000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000   51.000	293 HUMAN RESOURCES TECHNICIAN, ATT GEN	Human Resources	\$33,488	\$39,175 -14	1.5%	\$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%	
## SEPARATE SEPARATION   Filamene		IT						55.5%					43.1%		75.9%										4.3%	
## SEPARATERINATION TERMICALITY ETRIPORT STRYCES CORDIN   Finance   \$34,001   \$33,478   \$13,978   \$51,588   \$32,578   \$53,405   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,588   \$32,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578   \$51,578	438 PSYCHIATRIC/DEVELOPMENTAL TECHNICIAN	Non-exempt	\$21,933	\$25,501 -14	1.0%	\$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%	
## POPER SPECIALIST II Non-exempt \$30,942 \$33,860 -13.7% \$15,696 \$92,2671 44.8% \$52,674 64.0% \$15,718 \$21,536 \$70.0% \$54,611 \$56.0% \$55,133 4.0% \$56,689 10.0% \$51,578 \$52,478 1.7% \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$34,071 \$3	494 SUPPORT SERVICES COORD III		\$52,450	\$60,907 -13	3.9%	\$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%	
SAMPTERMANANN   Professional-other   \$57,556   \$78,176   -13.6%   \$517,389   \$27,925   60.6%   \$34,641   92.2%   \$517,436   \$25,446   45.9%   \$52,161   84.5%   \$505,555   \$595,861   -0.1%   \$5102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$599,717   4.3   \$102,196   6.9%   \$595,661   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%   \$590,002   -2.7%	6 ACCOUNTING TECHNICIAN III, ATT GEN	Finance	\$34,001	\$39,478 -13	3.9%	\$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%	
302 INFORMATION SPECIALIST II, ATT GEN  T  \$41,198  \$47,669  \$13,678  \$54,7669  \$54,996  \$54,996  \$54,996  \$55,400  \$55,400  \$55,240  \$55,240  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,220  \$55,	409 OFFICE SPECIALIST II	Non-exempt	\$30,942	\$35,860 -13	3.7%	\$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%	
91 CLAIMS EXAMINER III Claims/Collections \$48,996 \$56,450 -13.2% \$16,520 \$25,262 \$2.9% \$30,132 82.4% \$16,554 \$23,464 41.7% \$28,334 71.2% \$72,970 \$74,258 1.8% \$73,004 \$72,459 -0.7% \$77,330 5.9 378,128 \$18,540 \$15,861 \$22,289 42.2% \$15,861 \$23,464 41.7% \$28,334 71.2% \$72,970 \$74,258 1.8% \$73,004 \$72,459 -0.7% \$77,330 5.9 378,485 1.8% \$73,004 \$72,459 \$15,861 \$23,470 4.8% \$15,861 \$23,470 4.8% \$15,861 \$23,470 4.8% \$15,861 \$23,470 4.8% \$15,861 \$23,470 4.8% \$15,861 \$23,470 4.8% \$15,861 \$18,40 \$15,861 \$18,40 \$15,861 \$18,40 \$15,861 \$18,40 \$16,904 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,804 \$16,80	534 VETERINARIAN	Professional-other	\$67,556	\$78,176 -13	3.6%	\$17,389	\$27,925	60.6%	\$34,641	99.2%	\$17,436	\$25,446	45.9%	\$32,161	84.5%	\$95,565	\$95,481	-0.1%	\$102,196	6.9%	\$95,611	\$93,002	-2.7%	\$99,717	4.3%	
378 LEGIS RECEPTIONIST/SECRETARY Administrative Assistant \$28,276 \$32,440 -12.8% \$15,559 \$22,289 \$43.2% \$25,099 61.3% \$15,579 \$21,251 36.4% \$24,062 \$64.4% \$47,999 \$50,564 \$5.3% \$53,375 11.2% \$48,019 \$49,527 3.1% \$52,337 9.0   476 SCHOOL FINANCES SPECIALIST Finance \$34,414 \$39,478 -12.8% \$15,659 \$51,586 \$51,007 38.1% \$52,307 \$9.6% \$55,541 \$55,543 \$4.1% \$61,000 \$48,019 \$49,527 3.1% \$52,337 9.0   468 RESEARCH CONSULTANTI REPORT	302 INFORMATION SPECIALIST II, ATT GEN	IT	\$41,198	\$47,669 -13	3.6%	\$16,169	\$24,143	49.3%	\$28,238	74.6%	\$16,197	\$22,631	39.7%	\$26,726	65.0%	\$63,837	\$65,341	2.4%	\$69,436	8.8%	\$63,866	\$63,829	-0.1%	\$67,924	6.4%	
476 SCHOOL FINANCE SPECIALIST Finance \$34,414 \$39,478 -12.8% \$15,841 \$23,170 \$46.3% \$26,590 67.9% \$15,865 \$21,907 38.1% \$25,327 \$59.6% \$55,319 \$57,583 \$4.1% \$561,004 10.3% \$55,342 \$56,320 1.8% \$559,741 7.9 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861 \$18,861	91 CLAIMS EXAMINER III	Claims/Collections	\$48,996	\$56,450 -13	3.2%	\$16,520					\$16,554	\$23,464		\$28,334		\$72,970	\$74,258		\$79,128				-0.7%	\$77,330	5.9%	
185 ENGINEERING TECHNICIAN IV   Engineering   \$52,693   \$60,415   -12.8%   \$16,678   \$25,793   54.6%   \$31,030   86.0%   \$16,715   \$23,859   42.7%   \$52,906   74.1%   \$57,093   \$578,485   1.8%   \$583,723   8.6%   \$57,129   \$576,551   -0.7%   \$81,789   6.0		Administrative Assistant				1 -7								1 7		, ,	1 ,				,			1 - ,	9.0%	
468 RESEARCH CONSULTANT II RESEARCH S59,948 S68,414 -12.4% S16,998 S26,834 57.9% S32,792 92.9% S17,039 S24,634 44.6% S30,592 79.5% S85,412 S86,781 1.6% S92,740 8.6% S85,453 S84,581 -1.0% S90,540 6.0 164 ELECTRONIC TECHNICAL SPECIALIST II Ministrative Assistant S46,675 S53,071 -12.1% S16,365 S24,994 52.4% S29,679 80.9% S16,438 S23,265 41.5% S27,949 70.0% S70,004 S72,124 3.0% S76,809 9.7% S70,036 S70,395 0.5% S75,079 7.2 14.0 14.0 14.0 14.0 14.0 14.0 14.0 14.0	<del>                                     </del>	Finance								67.9%															7.9%	
164 ELECTRONIC TECHNICAL SPECIALIST II Maintenance \$47,130 \$53,598 -12.1% \$16,406 \$24,994 \$2.4% \$29,679 \$80.9% \$16,438 \$23,265 \$41.5% \$27,049 70.0% \$70,004 \$72,124 3.0% \$76,809 9.7% \$70,036 \$70,395 0.5% \$75,079 7.2 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800 \$20,800		Engineering								86.0%		Q20,000													6.0%	
208 EXECUTIVE ASSISTANT, INSP GEN MEDICAID SRVS Administrative Assistant \$46,675 \$53,071 -12.1% \$16,385 \$24,929 \$2.1% \$29,569 80.5% \$16,417 \$23,216 41.4% \$27,856 69.7% \$69,456 \$71,604 3.1% \$76,244 9.8% \$69,488 \$69,81 0.6% \$74,531 7.3 79 CHEMIST/MICROBIOLOGIST I Professional-other \$39,562 \$44,979 -12.0% \$16,061 \$23,908 48.9% \$27,841 73.3% \$16,088 \$22,456 39.6% \$26,389 64.0% \$61,040 \$63,470 4.0% \$67,402 10.4% \$61,067 \$62,018 1.6% \$65,950 8.0 160 ELECTRONIC BUSINESS PROJECT MANAGER IT \$89,549 \$101,721 -12.0% \$18,331 \$31,082 69.6% \$39,983 118.1% \$18,392 \$27,795 \$1.1% \$36,696 99.5% \$120,052 \$120,631 0.5% \$129,532 7.9% \$120,113 \$117,344 -2.3% \$126,245 5.1 175 ENGINEER IV Engineering \$83,539 \$94,702 -11.8% \$18,050 \$30,219 67.4% \$38,523 113.4% \$18,107 \$27,153 50.0% \$354,547 95.8% \$112,752 \$113,758 0.9% \$122,061 8.3% \$112,809 \$110,692 -1.9% \$118,995 5.5 436 PROGRAM SUPPORT SPECIALIST, ATT GEN Program Management \$44,335 \$50,237 -11.7% \$16,271 \$24,593 51.1% \$28,998 78.2% \$16,002 \$22,966 40.9% \$27,373 67.9% \$66,509 \$68,929 3.6% \$73,336 10.3% \$66,539 \$67,203 1.1% \$71,708 78.8 312 INFORMATION TECHNICIONY SENIOR PROJECT MANAGER IT \$85,234 \$96,324 -11.5% \$18,115 \$30,462 68.2% \$38,935 114.9% \$18,173 \$27,334 50.4% \$35,007 97.0% \$114,439 \$115,697 1.1% \$124,169 \$9.3% \$92,516 \$91,970 -0.6% \$98,593 66.8 80.0 \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.0% \$10,007 1.																										
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			BASE	SALARY (Ann	ual)		OVERAL	L BENEFITS	- TIER I	OVERALL BEN	TIER II		TOTAL CO	OMPENSATIO	ON- Tier I	TOTAL COMPENSATION- Tier II						
					%Diff			0/ D:66	State %Diff	%	Diff	State %Diff		Chaha	0/ D:66	State	%Diff			%Diff	State	%Diff
		GBS Assigned	Current	Market 50th	(State from		State (Funded	%DIII (State from	(includes (State Unfunded from	(-	tate om I	(includes (State Unfunded from		State (Funded	(State from	(includes Unfunded	(State from		State (Funded	(State from	(includes Unfunded	(State from
S.No	Benchmark Job Title	Occupational Group	State	Percentile	Mrkt)	Market	Liability)	Mrkt)	Liability) Mrkt)		rkt)	Liability) Mrkt)	Market	Liability)	Mrkt)	Liability)	Mrkt)	Market	Liability)	Mrkt)	Liability)	Mrkt)
30-	INFORMATION SPECIALIST III, ATT GEN	İIT	\$50,305	\$56,626	-11.2%	\$16,527	\$25,450	54.0%	\$30,450 84.2%	\$16,561 \$23,604 42	2.5%	\$28,604 72.7%	\$73,153	\$75,755	3.6%	\$80,755	10.4%	\$73,186	\$73,909	1.0%	\$78,909	7.8%
	INFORMATION SECURITY ANALYST III	IT	\$79,903	\$89,801	-11.0%	\$17,854	\$29,697	66.3%	\$37,640 110.8%		0.5%	\$34,707 93.8%	\$107,655	\$109,601	1.8%	\$117,543	9.2%	\$107,709	\$106,668	-1.0%	\$114,610	6.4%
	ENGINEER III	Engineering	\$67,551	\$75,875	-11.0%	\$17,297	\$27,925	61.4%	\$34,639 100.3%		5.7%	\$32,160 85.4%	\$93,172	\$95,476	2.5%	\$102,191	9.7%	\$93,217	\$92,997	-0.2%	\$99,712	7.0%
	ACCOUNTING SPECIALIST II	Finance	\$33,758	\$37,904	-10.9%	\$15,778	\$23,076	46.3%	\$26,431 67.5%		3.2%	\$25,192 <b>59.4</b> %	\$53,682	\$56,834	5.9%	\$60,190	12.1%	\$53,705	\$55,595	3.5%	\$58,951	9.8%
45	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	5.4%	\$23,854 <b>53.9</b> %	\$46,032	\$49,413	7.3%	\$52,124	13.2%	\$46,050	\$48,412	5.1%	\$51,123	11.0%
31	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	3.2%	\$29,074 <b>74.6</b> %	\$75,525	\$78,363	3.8%	\$83,590	10.7%	\$75,560	\$76,433	1.2%	\$81,660	8.1%
1	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	3.8%	\$25,639 <b>61.3</b> %	\$56,099	\$59,314	5.7%	\$62,885	12.1%	\$56,123	\$57,996	3.3%	\$61,567	9.7%
26	GROUNDSKEEPER II	Custodial	\$22,440	\$25,106	-10.6%	\$15,266	\$21,451	40.5%	\$23,682 <b>55.1%</b>	\$15,281 \$20,628 35	5.0%	\$22,858 <b>49.6</b> %	\$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 <b>112.0</b> %	\$17,937 \$26,887 <b>49</b>	0.9%	\$34,942 <b>94.8</b> %	\$108,394	\$110,904	2.3%	\$118,959	9.7%	\$108,448	\$107,929	-0.5%	\$115,985	6.9%
13	DIRECTOR OF HUMAN RESOURCES	Human Resources	\$107,266	\$119,751	-10.4%	\$19,052	\$33,624	76.5%	\$44,286 <b>132.4</b> %	\$19,124 \$29,687 <b>55</b>	5.2%	\$40,349 <b>111.0</b> %	\$138,803	\$140,889	1.5%	\$151,552	9.2%	\$138,875	\$136,953	-1.4%	\$147,615	6.3%
3	ARCHITECT	Professional-other	\$57,916	\$64,587	-10.3%	\$16,845	\$26,542	57.6%	\$32,299 <b>91.7</b> %	\$16,884 \$24,417 <b>44</b>	1.6%	\$30,173 <b>78.7</b> %	\$81,433	\$84,458	3.7%	\$90,214	10.8%	\$81,472	\$82,332	1.1%	\$88,089	8.1%
32	IT ARCHITECT	IT	\$96,071	\$106,540	-9.8%	\$18,523	\$32,017	72.8%	\$41,567 <b>124.4</b> %	\$18,587 \$28,492 <b>53</b>	3.3%	\$38,041 <b>104.7</b> %	\$125,063	\$128,088	2.4%	\$137,638	10.1%	\$125,127	\$124,562	-0.5%	\$134,112	7.2%
23	FOOD SERVICE WORKER III	Food service	\$22,784	\$25,260	-9.8%	\$15,272	\$21,501	40.8%	\$23,765 <b>55.6%</b>	\$15,287 \$20,665 <b>35</b>	5.2%	\$22,929 <b>50.0</b> %	\$40,533	\$44,285	9.3%	\$46,550	14.8%	\$40,548	\$43,449	7.2%	\$45,713	12.7%
19:	ENVIRONMENTAL MANAGER	Environmental Health	\$77,866	\$86,186	-9.7%	\$17,709	\$29,405	66.0%	\$37,145 <b>109.7</b> %	\$17,761 \$26,547 49	9.5%	\$34,287 <b>93.0</b> %	\$103,896	\$107,271	3.2%	\$115,011	10.7%	\$103,947	\$104,413	0.4%	\$112,153	7.9%
2:	ADMINISTRATIVE SECRETARY	Administrative Assistant	\$34,925	\$38,620	-9.6%	\$15,807	\$23,243	47.0%	\$26,714 <b>69.0</b> %	\$15,830 \$21,961 <b>38</b>	3.7%	\$25,433 <b>60.7</b> %	\$54,426	\$58,168	6.9%	\$61,639	13.3%	\$54,450	\$56,886	4.5%	\$60,357	10.9%
	EXECUTIVE DIRECTOR, DEPT. OF HUMAN RESOURCE MGMT	Administrative Assistant	\$128,742	\$141,955	-9.3%	\$19,940	\$36,706	84.1%	\$49,503 <b>148.3</b> %	1 -7	.7%	\$44,778 <b>123.6</b> %	\$161,895	\$165,447	2.2%	\$178,244	10.1%	\$161,980	\$160,722	-0.8%	\$173,519	7.1%
	DENTIST	Dental	\$97,620	\$107,329	-9.0%	\$18,555	\$32,240	73.8%	\$41,943 <b>126.0</b> %	1 -7	3.9%	\$38,360 106.0%	\$125,884	\$129,859	3.2%	\$139,563	10.9%	\$125,948	\$126,277	0.3%	\$135,980	8.0%
	MARKETING & COMMUNICATIONS SPECIALIST III	Marketing/Communications	\$58,053	\$63,821	-9.0%	\$16,815	\$26,562	58.0%	\$32,332 92.3%	1 -7	5.0%	\$30,202 <b>79.2</b> %	\$80,635	\$84,615	4.9%	\$90,385	12.1%	\$80,674	\$82,484	2.2%	\$88,254	9.4%
	WAREHOUSE/SURPLUS PROPERTY MANAGER	Materials Management	\$50,466	\$55,450	-9.0%	\$16,480	\$25,473	54.6%	\$30,489 85.0%		3.0%	\$28,637 <b>73.4</b> %	\$71,930	\$75,939	5.6%	\$80,955	12.5%	\$71,964	\$74,087	3.0%	\$79,103	9.9%
	TRAINER II	Human Resources	\$49,991	\$54,857	-8.9%	\$16,456	\$25,405	54.4%	\$30,374 84.6%		2.9%	\$28,539 <b>73.1</b> %	\$71,313	\$75,395	5.7%	\$80,364	12.7%	\$71,346	\$73,561	3.1%	\$78,530	10.1%
	MARKETING & COMMUNICATIONS SPECIALIST II	Marketing/Communications	\$49,661	\$54,490	-8.9%	\$16,441	\$25,358	54.2%	\$30,294 84.3%	,	2.9%	\$28,471 <b>72.8</b> %	\$70,932	\$75,019	5.8%	\$79,955	12.7%	\$70,965	\$73,197	3.1%	\$78,133	10.1%
	DIRECTOR OF FINANCE	Finance	\$94,474	\$103,399	-8.6%	\$18,398	\$31,788	72.8%	\$41,179 123.8%		3.4%	\$37,712 <b>104.3</b> %	\$121,797	\$126,262	3.7%	\$135,652	11.4%	\$121,859	\$122,795	0.8%	\$132,185	8.5%
	LAUNDRY WORKER/SEAMSTRESS	Custodial	\$19,985	\$21,847	-8.5%	\$15,136	\$21,099	39.4%	\$23,086 <b>52.5</b> %	1 -7 - 1 -7	1.4%	\$22,352 47.6%	\$36,982	\$41,085	11.1%	\$43,071	16.5%	\$36,996	\$40,351	9.1%	\$42,338	14.4%
	HEALTH PROGRAM SPECIALIST II	Program Management	\$38,579	\$42,162	-8.5%	\$15,948	\$23,767	49.0%	\$27,602 <b>73.1</b> %	1 -7-	0.9%	\$26,186 63.9%	\$58,110	\$62,346	7.3%	\$66,181	13.9%	\$58,136	\$60,930	4.8%	\$64,765	11.4%
	MARKETING & COMMUNICATIONS SPECIALIST I	Marketing/Communications	\$37,128	\$40,527	-8.4%	\$15,883	\$23,559	48.3%	\$27,250 71.6%		0.5%	\$25,887 62.7%	\$56,410	\$60,687	7.6%	\$64,378	14.1%	\$56,435	\$59,324	5.1%	\$63,015	11.7%
	GENERAL COUNSEL	Legal	\$128,398	\$140,154	-8.4%	\$19,868	\$36,656	84.5%	\$49,419 148.7%	1 -7	0.1%	\$44,707 124.1%	\$160,022	\$165,055	3.1%	\$177,818	11.1%	\$160,106	\$160,343	0.1%	\$173,105	8.1%
	SUPPORT SERVICES COORD I JOURNEY MACHINIST	Finance Maintenance	\$35,721 \$44.377	\$38,988	-8.4%	\$15,821	\$23,357 \$24,599	47.6%	\$26,908 <b>70.1%</b> \$29,010 <b>79.1%</b>	1 -7	0.1%	\$25,597 <b>61.5%</b> \$27,382 <b>68.7%</b>	\$54,809	\$59,078 \$68.976	7.8%	\$62,629 \$73,387	14.3%	\$54,833 \$64,640	\$57,767 \$67,347	5.4%	\$61,318 \$71,758	11.8%
	ENGINEER MANAGER III - ADMIN. UDOT		\$116,962	\$48,413 \$127,478	-8.3%	\$16,198 \$19,361	\$35,015	51.9% 80.9%	\$29,010 <b>79.1%</b> \$46,641 <b>140.9%</b>		3.1%		\$64,611 \$146,839	\$151,977	6.8% 3.5%	\$163,603	13.6%	\$146,916	\$147,685	4.2%	\$159,311	11.0% 8.4%
	IT ANALYST III	Engineering	\$83,251	\$90,512	-8.2% -8.0%	\$17,882	\$30,178	68.8%	\$38,453 115.0%		.2%	\$42,349 <b>117.9%</b> \$35,397 <b>97.3%</b>	\$108,394	\$131,977	4.6%	\$103,003	11.4% 12.3%	\$108,448	\$110,373	0.5% 1.8%	\$139,311	9.4%
	AUDITOR II. ATT GEN	Finance	\$55,162	\$59,803	-7.8%	\$16,654	\$26,147	57.0%	\$31,630 89.9%		1.5%	\$29,606 77.4%	\$76,457	\$81,308	6.3%	\$86,792	13.5%	\$76,493	\$79,284	3.6%	\$84,767	10.8%
	OFFICE SPECIALIST I, INSP GEN MEDICAID SRVS	Non-exempt	\$33,102	\$35,860	-7.6%	\$15,696	\$20,147	46.4%	\$26,278 67.4%		3.5%	\$25,062 59.5%	\$51,556	\$56,112	8.8%	\$59,405	15.2%	\$51,578	\$54.897	6.4%	\$58,190	12.8%
	FINANCIAL DIRECTOR, OFFICE OF STATE TREASURER	Finance	\$105,955	\$114,621	-7.6%	\$18,847	\$33,436	77.4%	\$43,968 133.3%		5.2%	\$40,079 111.9%	\$133,467	\$139,391	4.4%	\$149,923	12.3%	\$133,536	\$135,502	1.5%	\$146,034	9.4%
	DENTAL ASSISTANT II	Dental	\$30,525	\$32,783	-6.9%	\$15,573	\$22,612	45.2%	\$25,646 64.7%		1.8%	\$24,525 <b>57.3</b> %	\$48,356	\$53,137	9.9%	\$56,171	16.2%	\$48,376	\$52,016	7.5%	\$55,051	13.8%
	CHILD NUTRITION SPECIALIST	Nutrition	\$46.076	\$49,446	-6.8%	\$16,240	\$24,843	53.0%	\$29,423 81.2%		2.3%	\$27,732 70.5%	\$65,686	\$70,919	8.0%	\$75,499	14.9%	\$65,716	\$69,228	5.3%	\$73,808	12.3%
	RETAIL SALES CLERK I	Non-exempt	\$18,257	\$19,485	-6.3%	\$15,041	\$20,851	38.6%	\$22,666 50.7%		1.1%	\$21,996 46.1%	\$34,526	\$39,108	13.3%	\$40,923	18.5%	\$34,538	\$38,438	11.3%	\$40,253	16.5%
	REGISTERED NURSE	Nursing	\$56,270	\$59,934	-6.1%	\$16,659	\$26,306	57.9%	\$31,899 <b>91.5</b> %		.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%
	FINANCE DIRECTOR, ATT GEN	Finance	\$97,760	\$103,399	-5.5%	\$18,398	\$32,260	75.3%	\$41,977 128.2%		5.3%	\$38,389 108.0%	\$121,797	\$130,020	6.8%	\$139,737	14.7%	\$121,859	\$126,432	3.8%	\$136,149	11.7%
	FINANCE DIRECTOR	Finance	\$97,894	\$103,399	-5.3%	\$18,398	\$32,279	75.4%	\$42,010 128.3%		.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%
	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%		3.0%	\$27,999 <b>71.9</b> %	\$66,261	\$72,401	9.3%	\$77,110	16.4%	\$66,291	\$70,663	6.6%	\$75,371	13.7%
	TECHNICAL SUPPORT SPEC I	IT	\$39,749	\$41,920	-5.2%	\$15,939	\$23,935	50.2%	\$27,886 <b>75.0</b> %		0.8%	\$26,427 65.5%	\$57,859	\$63,684	10.1%	\$67,635	16.9%	\$57,884	\$62,226	7.5%	\$66,177	14.3%
	ENTERPRISE SYSTEMS MANAGER	IT	\$103,397	\$108,216	-4.5%	\$18,591	\$33,069	77.9%	\$43,346 133.2%		5.9%	\$39,552 112.0%	\$126,806	\$136,465	7.6%	\$146,743	15.7%	\$126,871	\$132,671	4.6%	\$142,948	12.7%
	DIRECTOR, DIVISION OF FINANCE	Finance	\$135,928	\$141,954	-4.2%	\$19,940	\$37,737	89.3%	\$51,248 <b>157.0</b> %		3.5%	\$46,260 <b>131.0</b> %	\$161,894	\$173,665	7.3%	\$187,176	15.6%	\$161,979	\$168,676	4.1%	\$182,188	12.5%
	HUMAN RESOURCES REPRESENTATIVE I	Human Resources	\$44,470	\$46,278	-3.9%	\$16,113	\$24,613	52.8%	\$29,033 80.2%		2.4%	\$27,401 69.8%	\$62,391	\$69,083	10.7%	\$73,503	17.8%	\$62,419	\$67,451	8.1%	\$71,871	15.1%
16	ELECTRONIC TECH/JOURNEY ELECTRICIAN	Maintenance	\$55,467	\$57,707	-3.9%	\$16,570	\$26,191	58.1%	\$31,704 <b>91.3</b> %	\$16,605 \$24,155 45	5.5%	\$29,669 78.7%	\$74,277	\$81,658	9.9%	\$87,171	17.4%	\$74,312	\$79,622	7.1%	\$85,136	14.6%
44:	PUBLIC INFORMATION OFFICER I	Marketing/Communications	\$54,904	\$57,084	-3.8%	\$16,545	\$26,110	57.8%	\$31,567 <b>90.8</b> %	\$16,579 \$24,095 45	5.3%	\$29,552 <b>78.2</b> %	\$73,629	\$81,014	10.0%	\$86,472	17.4%	\$73,663	\$78,999	7.2%	\$84,457	14.7%
14	DIVISION DIRECTOR, TECHNOLOGY SERVICES	IT	\$128,490	\$133,565	-3.8%	\$19,604	\$36,670	87.0%	\$49,441 <b>152.2</b> %	\$19,685 \$31,954 62	2.3%	\$44,726 <b>127.2</b> %	\$153,169	\$165,159	7.8%	\$177,931	16.2%	\$153,249	\$160,444	4.7%	\$173,216	13.0%
45	REHABILITATION COUNSELOR I	Rehabilitation	\$36,223	\$37,580	-3.6%	\$15,765	\$23,429	48.6%	\$27,030 <b>71.5</b> %	\$15,788 \$22,100 40	0.0%	\$25,700 <b>62.8</b> %	\$53,346	\$59,652	11.8%	\$63,253	18.6%	\$53,368	\$58,323	9.3%	\$61,923	16.0%
414	OPTOMETRIST	Professional-other	\$98,545	\$102,203	-3.6%	\$18,350	\$32,372	76.4%	\$42,168 <b>129.8</b> %	\$18,411 \$28,756 <b>56</b>	5.2%	\$38,551 <b>109.4</b> %	\$120,553	\$130,918	8.6%	\$140,713	16.7%	\$120,614	\$127,301	5.5%	\$137,096	13.7%
11	DATA BASE ADMINISTRATOR	IT	\$83,699	\$86,576	-3.3%	\$17,725	\$30,242	70.6%	\$38,562 <b>117.6</b> %	\$17,777 \$27,170 <b>52</b>	2.8%	\$35,490 <b>99.6</b> %	\$104,301	\$113,941	9.2%	\$122,261	17.2%	\$104,353	\$110,869	6.2%	\$119,189	14.2%
44	PURCHASING COORDINATOR	Purchasing	\$67,111	\$69,088	-2.9%	\$17,025	\$27,862	63.6%	\$34,533 <b>102.8</b> %	\$17,067 \$25,399 48	3.8%	\$32,070 <b>87.9</b> %	\$86,114	\$94,973	10.3%	\$101,644	18.0%	\$86,155	\$92,510	7.4%	\$99,181	15.1%
39:	MARKETING SPECIALIST	Marketing/Communications	\$53,543	\$54,829	-2.3%	\$16,455	\$25,915	57.5%	\$31,237 <b>89.8</b> %		5.3%	\$29,272 <b>77.5</b> %	\$71,284	\$79,458	11.5%	\$84,780		\$71,317	\$77,493	8.7%	1 . /	16.1%
	AUDITOR II, INSP GEN MEDICAID SRVS	Finance	\$58,406	\$59,803	-2.3%	\$16,654	\$26,613	59.8%	\$32,418 <b>94.7</b> %		5.6%	\$30,275 <b>81.4</b> %	\$76,457	\$85,019	11.2%	\$90,825		\$76,493	\$82,875	8.3%		15.9%
	FLEET VEHICLE SERVICES CENTER SPECIALIST	Fleet	\$44,018	\$45,044	-2.3%	\$16,064	\$24,548	52.8%	\$28,923 <b>80.1</b> %		2.5%	\$27,308 <b>69.7</b> %	\$61,107	\$68,566	12.2%	\$72,941	19.4%	\$61,134	\$66,950	9.5%		
	SUPPORT SERVICES MANAGER, ATT GEN	Finance	\$71,406	\$72,912	-2.1%	\$17,178	\$28,478	65.8%	\$35,576 <b>107.1%</b>		).1%	\$32,955 <b>91.4</b> %	\$90,091	\$99,884	10.9%	\$106,982	18.7%	\$90,134	\$97,264	7.9%	\$104,362	15.8%
	HUMAN RESOURCE CONSULTANT	Human Resources	\$65,714	\$66,778	-1.6%	\$16,933	\$27,661	63.4%	\$34,193 <b>101.9</b> %	1 77 1	3.8%	\$31,781 <b>87.2</b> %	\$83,711	\$93,375	11.5%	\$99,907	19.3%	\$83,751	\$90,964	8.6%	1. /	16.4%
	ADMINISTRATIVE ANALYST, SITFO	Administrative Assistant	\$67,371	\$68,414	-1.5%	\$16,998	\$27,899	64.1%	\$34,596 <b>103.5</b> %	1 /	).2%	\$32,123 <b>88.5</b> %	\$85,412	\$95,270	11.5%	\$101,967	19.4%	\$85,453	\$92,798	8.6%	1,	
	ASSISTANT DIRECTOR, DIVISION OF FINANCE	Finance	\$102,086	\$103,399	-1.3%	\$18,398	\$32,881	78.7%	\$43,028 <b>133.9</b> %		7.8%	\$39,281 <b>112.8</b> %	\$121,797	\$134,967	10.8%	\$145,114	19.1%	\$121,859	\$131,220	7.7%	\$141,368	16.0%
	INSURANCE SPECIALIST	Insurance	\$37,614	\$38,063	-1.2%	\$15,784	\$23,629	49.7%	\$27,368 <b>73.4</b> %	1 -7	).7%	\$25,987 64.4%	\$53,847	\$61,243	13.7%	\$64,981	20.7%	\$53,870	\$59,862	11.1%	\$63,601	18.1%
	BUSINESS DEVELOPMENT PROGRAM SPECIALIST	IT	\$75,326	\$76,192	-1.1%	\$17,310	\$29,040	67.8%	\$36,528 111.0%	1 /222	.4%	\$33,763 94.5%	\$93,501	\$104,366	11.6%	\$111,854		\$93,547	\$101,602	8.6%	1,	16.6%
	AUDITOR III, INSP GEN MEDICAID SRVS	Finance	\$65,634	\$66,312	-1.0%	\$16,914	\$27,650	63.5%	\$34,174 102.0%		3.9%	\$31,765 <b>87.4</b> %	\$83,227	\$93,284	12.1%	\$99,808	19.9%	\$83,267	\$90,875	9.1%		17.0%
	HUMAN RESOURCES SPECIALIST	Human Resources	\$60,404	\$60,943	-0.9%	\$16,700	\$26,899	61.1%	\$32,903 97.0%		7.5%	\$30,686 83.4%	\$77,643	\$87,303	12.4%	\$93,307	20.2%	\$77,679	\$85,086	9.5%		17.3%
1 21	FACILITIES COORDINATOR II	Facilities	\$51,552	\$51,784	-0.4%	\$16,333	\$25,629	56.9%	\$30,753 <b>88.3</b> %	\$16,364 \$23,737 <b>45</b>	.1%	\$28,861 <b>76.4</b> %	\$68,118	\$77,181	13.3%	\$82,305	20.8%	\$68,149	\$75,289	10.5%	\$80,413	18.0%

		BASE S	SALARY (Annual)	OVERALL BENEFITS- TIER I					OVERALL	BENEFIT!	S- TIER II			TOTAL CO	OMPENSATIO	N- Tier I		TOTAL COMPENSATION- Tier II					
		DIIDE	%Diff			L DENTETTIO	State %Diff			%Diff	State	%Diff			1	State	%Diff	%Diff State %Diff					
	CDC Assissed		Market (State		State	%Diff	(includes (State		State	(State	(includes	(State		State	%Diff	(includes	(State		State	(State	(includes	(State	
CN- D	GBS Assigned	Current	50th from	Mauliot	(Funded	(State from	Unfunded from	Mouleat	(Funded	from	Unfunded	from	Mouleat	(Funded	(State from	Unfunded	from	Mouleot	(Funded Liability)	from Mades	Unfunded	from	
S.No Benchmark Job Title	Occupational Group	State	Percentile Mrkt)	Market	Liability)	Mrkt)	Liability) Mrkt)	Market	Liability)	Mrkt)	Liability)	Mrkt)	Market	Liability)	Mrkt)	Liability)	Mrkt)	Market		Mrkt)	Liability)	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 <b>0.2</b> %	\$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 <b>128.7</b> %	\$18,069	\$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 <b>1.6</b> %	\$16,540	\$26,536	60.4%	\$32,289 <b>95.2</b> %	\$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 <b>1.7</b> %	\$15,582	\$23,050	47.9%	\$26,388 <b>69.3</b> %	\$15,602	\$21,818	39.8%	\$25,155	61.2%	\$48,597	\$56,630	16.5%	\$59,968	23.4%	\$48,617	\$55,398	13.9%	\$58,736	20.8%	
327 JOURNEY AUTO WORKER	Fleet	\$39,354	\$38,596 <b>2.0</b> %	\$15,806	\$23,879	51.1%	\$27,790 <b>75.8</b> %	\$15,829	\$22,434	41.7%	\$26,346	66.4%	\$54,401	\$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 <b>2.0</b> %	\$16,405	\$26,073	58.9%	\$31,505 <b>92.0</b> %	\$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 ADMINSTRATION	Non-exempt	\$36,621	\$35,860 <b>2.1</b> %	\$15,696	\$23,486	49.6%	\$27,126 <b>72.8</b> %	\$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 <b>2.4</b> %	\$18,407	\$33,457	81.8%	\$44,003 <b>139.1</b> %	\$18,469	\$29,563	60.1%	\$40,109	117.2%	\$122,027	\$139,557	14.4%	\$150,104		\$122,089	\$135,664	11.1%	\$146,210	19.8%	
323 IT ANALYST III, ATT GEN	IT	\$93,267	\$90,512 <b>3.0</b> %	\$17,882	\$31,615	76.8%	\$40,886 <b>128.6%</b>	\$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 <b>3.7</b> %	\$16,342	\$25,971	58.9%	\$31,332 <b>91.7</b> %	\$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 <b>3.8</b> %	\$18,352	\$33,454	82.3%	\$43,998 <b>139.7</b> %	\$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 <b>3.8</b> %	\$16,491	\$26,528	60.9%	\$32,276 <b>95.7</b> %	\$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 <b>3.9</b> %	\$17,405	\$29,941	72.0%	\$38,052 <b>118.6%</b>	\$17,452	\$26,946	54.4%	\$35,057	100.9%	\$95,974	\$111,541	16.2%	\$119,653	24.7%	\$96,021	\$108,547	13.0%	\$116,658	21.5%	
83 CHIEF ADMINISTRATIVE OPERATIONS DIRECTOR	Management	\$128,731	\$123,513 <b>4.2</b> %	\$19,202	\$36,704	91.1%	\$49,500 <b>157.8</b> %	\$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 <b>4.2</b> %	\$15,866	\$24,231	52.7%	\$28,387 <b>78.9</b> %	\$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 <b>4.3</b> %	\$16,890	\$28,068	66.2%	\$34,882 <b>106.5</b> %	\$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 <b>4.5</b> %	\$16,881	\$28,046	66.1%	\$34,844 <b>106.4</b> %	\$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 <b>4.5</b> %	\$16,385	\$26,193	59.9%	\$31,708 <b>93.5</b> %	\$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 <b>4.8</b> %	\$16,647	\$27,195	63.4%	\$33,404 <b>100.7</b> %	\$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 <b>5.0</b> %	\$16,384	\$26,227	60.1%	\$31,766 <b>93.9</b> %	\$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 <b>5.0</b> %	\$16,659	\$27,264	63.7%	\$33,520 <b>101.2</b> %	\$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 <b>5.0</b> %	\$19,538	\$38,112	95.1%	\$51,883 <b>165.6%</b>	\$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 <b>131.5</b> %	\$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 <b>7.2</b> %	\$16,271	\$25,960	59.5%	\$31,314 <b>92.4</b> %	\$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 <b>7.2</b> %	\$17,392	\$30,272	74.1%	\$38,612 <b>122.0</b> %	\$17,439	\$27,192	55.9%	\$35,533	103.8%	\$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 <b>7.4</b> %	\$19,604	\$38,807	97.9%	\$53,059 <b>170.6</b> %	\$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, CJC	Human Resources	\$72,446	\$67,467 <b>7.4</b> %	\$16,961	\$28,627	68.8%	\$35,828 <b>111.2</b> %	\$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 <b>128.7</b> %	\$17,664	\$27,924	58.1%	\$36,945	109.2%	\$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 <b>123.6</b> %	\$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 <b>113.4</b> %	\$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 <b>150.6</b> %	\$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 <b>108.2</b> %	\$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 <b>10.0</b> %	\$16,298	\$26,269	61.2%	\$31,837 <b>95.3</b> %	\$16,329	\$24,214	48.3%	\$29,781	82.4%	\$67,211	\$82,284	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 <b>10.7</b> %	\$16,889	\$28,661	69.7%	\$35,886 <b>112.5</b> %	\$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 <b>171.4</b> %	\$19,322	\$33,181	71.7%	\$47,096	143.7%	\$143,879	\$178,303	23.9%	\$192,217	33.6%	\$143,954	\$173,165	20.3%	\$187,080	30.0%	
99 COMPUTER OPERATIONS TECHNICAL SPECIALIST	IT	\$50,523	\$44,908 12.5%	\$16,058	\$25,481	58.7%	\$30,503 90.0%	\$16,085	\$23,627	46.9%	\$28,649	78.1%	\$60,966	\$76,004	24.7%	\$81,026	32.9%	\$60,993	\$74,150	21.6%	\$79,172	29.8%	
472 RETAIL SALES CLERK II	Non-exempt	\$22,140	\$19,485 13.6%	\$15,041	\$21,408	42.3%	\$23,609 <b>57.0</b> %	\$15,053	\$20,596	36.8%	\$22,797	51.4%	\$34,526	\$43,549	26.1%	\$45,749	32.5%	\$34,538	\$42,736	23.7%	\$44,937	30.1%	
231 FLEET ANCILLARY EQUIPMENT SPECIALIST	Fleet	\$51,189	\$45,044 13.6%	\$16,064	\$25,577	59.2%	\$30,665 90.9%	\$16,091	\$23,698	47.3%	\$28,786	78.9%	\$61,107	\$76,766	25.6%	\$81,854	34.0%	\$61,134	\$74,887	22.5%	\$79,975	30.8%	
69 BUDGET AND POLICY ANALYST/ECONOMIST, GOMB	Finance	\$96,025	\$84,171 14.1%	\$17,629	\$32,011	81.6%	\$41,556 <b>135.7</b> %	\$17,679	\$28,487	61.1%	\$38,032	115.1%	\$101,799	\$128,036	25.8%	\$137,581	35.1%	\$101,850	\$124,512	22.3%	\$134,057	31.6%	
511 TECHNICAL SUPPORT SPECIALIST III, TRUST LANDS ADMI	IT	\$68,245	\$59,309 15.1%	\$16,634	\$28,024	68.5%	\$34,808 <b>109.3</b> %	\$16,670	\$25,520	53.1%	\$32,303	93.8%	\$75,943	\$96,269	26.8%	\$103,053	35.7%	\$75,978	\$93,765	23.4%	\$100,548	32.3%	
526 TRAINING COORDINATOR I, INSP GEN MEDICAID SRVS	Human Resources	\$65,770	\$56,941 15.5%	\$16,540	\$27,669	67.3%	\$34,207 <b>106.8%</b>	\$16,574	\$25,255	52.4%	\$31,793	91.8%	\$73,481	\$93,439	27.2%	\$99,976	36.1%	\$73,515	\$91,025	23.8%	\$97,562	32.7%	
10 ACTUARY	Finance	\$98,951	\$81,896 20.8%	\$17,538	\$32,431	84.9%	\$42,266 141.0%	\$17,587	\$28,799	63.8%	\$38,635	119.7%	\$99,433	\$131,381	32.1%	\$141,217	42.0%	\$99,482	\$127,750	28.4%	\$137,586	38.3%	
510 TECHNICAL SUPPORT SPECIALIST III	IT	\$72,337	\$59,309 22.0%	\$16,634	\$28,611	72.0%	\$35,802 115.2%	\$16,670	\$25,957	55.7%	\$33,147	98.8%	\$75,943	\$100,948	32.9%	\$108,138	42.4%	\$75,978	\$98,293	29.4%	\$105,484	38.8%	
249 GENERAL SERVICES MANAGER	Facilities	\$63.121	\$51,138 <b>23.4</b> %	\$16,307	\$27,289	67.3%	\$33,563 105.8%	\$16,338	\$24,973	52.8%	\$31,247	91.3%	\$67,445	\$90,410	34.0%	\$96,684	43.4%	\$67,476	\$88,094	30.6%	\$94,368	39.9%	
527 TRAINING COORDINATOR II	Human Resources	\$67,356	\$54,249 24.2%	\$16,432	\$27,897	69.8%	\$34,592 <b>110.5</b> %	\$16,464	\$25,425	54.4%	\$32,120	95.1%	\$70,681	\$95,252	34.8%	\$101,947	44.2%	\$70,713	\$92,780	31.2%	\$99,476	40.7%	
530 TRAINING SPECIALIST	Human Resources	\$64,553	\$51,450 <b>25.5</b> %	\$16,320	\$27,495	68.5%	\$33,911 107.8%	\$16,351	\$25,425	53.7%	\$31,542	92.9%	\$67,770	\$92,047	35.8%	\$98,464		\$67,801	\$89,678	32.3%	\$96,095	41.7%	
525 TRAINING COORDINATOR I, ATT GEN	Human Resources	\$71,573	\$56,941 25.7%	\$16,540	\$28,502	72.3%	\$35,616 115.3%	\$16,574	\$25,875	56.1%	\$32,990	99.0%	\$73,481	\$100,075	36.2%	\$107,189		\$73,515	\$97,448	32.6%	\$104,562		
507 TECHNICAL SUPPORT SPEC II	IT	\$58,592	\$46,361 26.4%	\$16,116	\$26,639	65.3%	\$32,463 101.4%	\$16,144			\$30,313		\$62,478	\$85,231	36.4%	\$91,055		\$62,506	\$83,080	32.9%	\$88,904		
531 TRAINING SPECIALIST, ATT GEN	Human Resources	\$66,269	\$51,450 28.8%	\$16,320	\$27,741	70.0%	\$34,328 110.3%	\$16,351	\$25,309		\$31,896		\$67,770	\$94,010	38.7%	\$100,597		\$67,801	\$91,578	35.1%	\$98,165		
381 LEGIS SYST ANALYST/COMPUTER SPEC I	IT	\$100,318	\$74,370 34.9%	\$17,237	\$32,627	89.3%	\$42,599 147.1%	\$17,281	\$28,945	67.5%	\$38,917	125.2%	\$91,607	\$132,945	45.1%	\$142,917	56.0%	\$91,651	\$129,264	41.0%	\$139,235	51.9%	
509 TECHNICAL SUPPORT SPEC III. ATT GEN	IT.	\$81,442	\$59,309 37.3%	\$16,634	\$29,918	79.9%	\$38,014 128.5%	\$16,670	\$26,929		\$35,025		\$75,943	\$111,361	46.6%	\$119,456		\$75,978	\$108,372	42.6%	\$139,233		
207 EXECUTIVE ASSISTANT, GOV'S OFFICE	Administrative Assistant	\$89,606	\$65,079 37.7%	\$16,865	\$31,090	84.3%	\$39,997 137.2%	\$16,904			\$36,708		\$81,944	\$120,696	47.3%	\$119,436		\$81,983	\$108,372	43.2%	\$116,467		
508 TECHNICAL SUPPORT SPEC II, ATT GEN	IT	\$68,047	\$46,361 46.8%	\$16,865	\$27,996	73.7%	\$34,760 115.7%	\$16,904			\$32,263		\$62,478	\$96,043	53.7%	\$102,807		\$62,506	\$93,546	49.7%	\$120,314		
	ļu			710,110	721,330			710,144	,435,499	•			702,410	ر450,045 د		7102,007		202,300	<i>433,34</i> 0		010,510	•	
Overall % differ	ence (State from Market):		-12.28%			56.01%	88.89%			43.55%		76.35%			2.04%		8.93%			-0.55%		6.34%	
		\$19,502,579	4	\$8,070,271		\$9,770,850	ĆE 404 464	\$7,442,391		\$9,142,970		624 675 242	\$25,178,71	2	\$26,879,292		\$24,687,044	£24 FF0 022		\$26,251,412			