Annual Compensation Survey Report for FY2013-2014

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Colorado Department of Personnel & Administration

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INTRODUCTION

The Department of Personnel & Administration (Department), Division of Human Resources (Division) conducted its FY 2013-14 annual compensation survey and is reporting the findings as mandated by 24-50-104 (1)(a)(II) and 24-50-104 (4)(c) C.R.S. The purpose of the annual compensation survey is to determine any necessary adjustments to the two major components of total compensation that require increased dollars year to year: employee salaries and employer contributions to group benefit plans for the State Personnel System. A summary of the survey process, findings, and estimated costs resulting from the findings are highlighted in the body of this report.

The State of Colorado's policy is to provide competitive total compensation to employees in the State Personnel System to ensure the recruitment, motivation and retention of a qualified and competent workforce.

A summary of findings on the salary survey for employees in the State Personnel System can be found on page 12. Estimated costs for employer contributions to group benefit plans can be found on page 24. State statute also requires the State Personnel Director (Director) to submit recommendations and estimated costs to the Governor and Joint Budget Committee of the General Assembly. This report is not a recommendation, but rather a summary of findings. While the findings in this report are considered, the Director's recommendations (a published letter separate from this report) also consider other factors, including but not limited to fiscal constraints and recruitment and retention that will reflect cost estimates separate from the findings in this report. All changes resulting from the Director's recommendations, which are based upon this survey report and other system studies included in this report, would be for implementation on July 1, 2013, subject to funding by the General Assembly.

It is the State's policy to compensate its employees competitive with the prevailing market and to recognize employee performance and contributions. The State's policy of performance or merit pay is consistent with prevailing practices in the market, which is to include performance, market, and other base and non-base salary increases. The State's policy to provide group benefit plans is also consistent with prevailing practices in the market to provide a competitive total rewards package designed to attract and retain a qualified workforce.

SURVEY PROCESS

The annual compensation survey process document published prior to conducting the survey may be found on the Division's Web site at http://www.colorado.gov/dpa/dhr/TotalComp. The document highlights the process used by the Division to conduct the annual compensation survey and this section of this report provides a brief summary.

Pursuant to C.R.S. 24-50-104 (4)(a), the annual compensation survey is to be based on an analysis of surveys published by public or private organizations that include a fair sample of public and private sector employers. The two primary third-party survey sources used to conduct the FY 2013-14 compensation survey are Mountain States Employers Council (MSEC) and the Central States Compensation Association (CSCA). Other survey sources used include the Economic Research Institute (ERI), WorldatWork, and Segal Company. Appendix A contains a list of all specific third-party surveys used.

Not all survey publications or their participants utilize the same effective date for collection of data. In order for all survey data to have a common effective date (i.e., July 1), the Department projects (ages) pay rates and benefit premiums by applying relevant trend factors.

- To project all salary rates reported in the market to July 1, 2013, the Department applied the most recent annual Employment Cost Index (ECI) – Wages and Salary for all Civilian Workers. The ECI is published quarterly by the U.S. Department of Labor, Bureau of Labor Statistics (BLS), and reflects the change in employment costs for civilian workers. The ECI is an estimate of wage adjustments from year to year; the most recent estimate of 1.68 percent from March 2012 was used by the Division to age market data. Based upon the most recent version of published third-party surveys, market data may be projected up to 36 months.
- To project medical and dental benefit premium rates reported in the market to July 1, 2013, the Division used the *2012 Segal Health Plan Cost Trend Survey* and the State's actuarial consultant. Cost increase trend factors of 10.0 percent for medical plans and 5.0 percent for dental plans were used to project market premium rates.

Eight published surveys were used for the collection of salary data from public and private sector employers in Colorado and state governments across the central and western regions (listed in Appendix A). The Economic Research Institute (ERI) geographic assessor was used to adjust out-of-state data based on geographic differentials in average wage and income levels (adjustments are detailed in Appendix B). The Department participates in the development and review of benchmark jobs included in the published surveys, in conjunction with other participating survey organizations.

- Benchmark jobs serve as the market anchor points because they are comparable to jobs readily identifiable and commonly found in the marketplace, are used to compare the State's salary data in relationship to the market, and to validate the State's internal pay relationships.
- The Division's Compensation Unit reviews the survey benchmark descriptions to determine whether the State has jobs that are comparable, verifying job duties through class descriptions, position descriptions, job announcements, and confirmation from Human Resources professionals and subject matter experts in departments where positions are assigned.
- The Compensation Unit conducts a second review of benchmark matches once all survey data are collected and compiled for analysis to ensure the validity of matches and verify the accuracy of data collected. This follows, and is in addition to, the validation of data performed by the third-party organizations conducting the surveys.

One published survey source was used for the collection and comparison of data on group benefit plans of public and private sector employers within Colorado. Data from this survey was used to analyze plan premiums, employer and employee cost sharing, and plan design features.

In addition to regular survey process methodology review and analysis by Department staff, the Department contracted with Hay Group in May 2012 as a consultant on several components of the State's compensation program. The Hay Group confirmed the Department's methodology and direction related to a redesign of pay structures. Specifically, the Hay Group supports the consolidation of classes and utilizing separate pay structures for different groups of jobs, commonly referred to as occupational groups.

MARKET TRENDS IN SALARY PLANNING

The Division collected salary budget increase projections from the WorldatWork *2012-13 Salary Budget Planning Survey* and the MSEC *2012 Colorado Benchmark Compensation Briefing* to assess prevailing market practice for total actual salary increases and planned pay structure for 2013. Total salary increases are defined as all increases market employers plan for the upcoming year through various compensation programs, such as merit, performance, longevity, across-the-board, cost of living, market, and other base and non-base increases to actual salaries. Pay structures are used to establish a range of pay for jobs and generally are not automatically included as part of any salary increase.

Findings from the WordatWork survey estimate salary increase projections at 3.0 percent nationally and for Colorado for 2013. WorldatWork projections for pay structure increases in 2013 are estimated at 2.0 percent. In addition, the WorldatWork survey projects 2013 merit increases for expected or successful performers at 2.7 percent and top or exceptional performers at 4.1 percent.

Findings from the MSEC survey estimate salary increase projections at 2.5 percent in 2013 for Colorado private and public sector employers. MSEC projections for pay structure increases in 2013 are estimated at 1.5 percent for Colorado private and public sector employers.

Local market trends collected and published by MSEC are historically more conservative than nationwide trends published by WorldatWork.

COST OF LIVING

The U.S Department of Labor, Bureau of Labor Statistics publishes a Consumer Price Index (CPI) that provides a readily available metric that is close to a true cost of living measure. A cost of living metric measures changes over time in the amount consumers need to spend to reach a certain level or standard of living. The Division used the CPI-U (all urban consumers) for Denver-Greeley-Boulder to estimate cost of living changes from the previous year. The March 2012 CPI-U annual percent change, as reported by the U.S. Department of Labor's Bureau of Labor Statistics, is 3.4 percent for the Denver-Boulder-Greeley area (CPI-U is not calculated statewide) and 2.3 percent nationally.

MARKET DATA COLLECTION

The Department collected and reviewed data on numerous survey benchmarks. Following reviews of the benchmark matches and data collected, the final analysis and summary included 448 market comparisons to jobs within 176 (36 percent) of 496 state classes (includes trooper classes; excludes trainee and temporary classes) representing approximately 24,111 (75 percent) of 32,254 employees in the State Personnel System. In addition to the benchmark jobs identified and included in the report and comparisons, the Department also reviewed market data on other non-benchmark survey jobs matching the State's classes as a further guide for pay structure design. Although some of these jobs are not considered core benchmarks, they provide additional occupational group trend data for ensuring appropriate external market and internal class alignment. More information regarding pay structure redesign begins on page 8 of this report.

Data reported in published surveys are in various formats, thus have been adjusted to reflect common and consistent figures to draw valid comparisons. All market rates were adjusted to monthly figures based on full-time hours for direct comparison to state salaries; and, all data were projected (aged) based on the effective dates of data collection reported by each survey to reflect the common effective date of July 1, 2013.

Because geographic markets are different across the nation, geographic differential factors were collected by referencing the ERI Geographic Assessor Report. Salary data from other state governments (the only labor market employers referenced from outside Colorado) were adjusted to Colorado income levels using the ERI assessor. The geographic figures reflecting wage and salary differentials by the average of each state are provided in Appendix B.

Published survey data are reported in various labor market groups including industry, geographic region, and by individual organization in public sector surveys. Where data were reported by individual organizations, the Department summarized data into an aggregate format by calculating the median (50th percentile) of actual salaries reported and the average (mean) of salary range midpoints reported. State data were excluded from the aggregate where applicable. For the Trooper classes, individual salary data in the market was summarized by calculating the average of actual salaries reported, as directed in 24-50-104 (1)(a)(III)(A) C.R.S.

The Department applied technically and professionally sound compensation industry guidelines, including those recommended by the U.S. Department of Labor, WorldatWork, and the Sherman Antitrust Act, to ensure integrity of all data. With the exception of methodology specifically directed by C.R.S. 24-50-104 (1)(a)(III)(A) for conducting the survey of State Trooper classes, benchmarks and salary data with fewer than five data points reported for both salary and salary range figures were excluded from the comparisons; fewer than five data points is considered an insufficient sample for drawing comparisons.

SUMMARY OF BENCHMARK COMPARISONS

Following a review and validation of summary results of each published survey, the Division combined final market results to conduct individual comparisons of the State's benchmark classes to survey benchmarks. A summary of findings are provided on the following pages that reflect the comparisons of state salaries and salary range midpoints in relationship to the market salaries and range midpoints. For each benchmark, the Division compared the State's median salary (50th percentile) in relationship to the market median salary. For pay structures, the Division compared the State's salary range midpoint to the market average range midpoint for each given benchmark. Detailed comparisons for all benchmark classes can be found within Appendix B.

For State Trooper classes, 24-50-104 (1)(a)(III)(A) C.R.S. outlines two provisions for determining the prevailing market and adjusting salaries that differ from other classes. First, statute defines the labor market for Trooper classes to include the three highest-paid, large (more than 100 commissioned officers) law enforcement jurisdictions within Colorado. Similar to last year, the Trooper market is again identified in this year's survey as the cities of Denver (Career Service Authority), Fort Collins, and Lakewood. Second, salary adjustments for the Trooper classes are to be at least 99 percent of the actual average salary provided in its defined market.

The Department compared the State's average salary in relationship to 99 percent of the market average salaries for each benchmark surveyed.

In each of the benchmark comparisons, the percentage difference has been calculated between the State's figure and the market figure. The percent difference is a tool for comparing two data figures. This approach provides a means for the State to determine what percentage it would need to adjust its salaries or salary ranges, either upward or downward, to align with the market. For example, in comparing the salary range midpoints a positive percentage figure indicates the amount the State would have to increase its midpoint to align with the market midpoint; a negative figure indicates the percentage the State would need to decrease its midpoint to align with the market.

Overall, findings from the benchmark comparisons suggest that the median of the State's salaries lag the market median salaries by approximately 9.2 percent. The State's midpoints were found to be 2.1 percent below market on average. Table C1 provides a summary of the overall difference found across all benchmark comparisons. The comparisons of Trooper classes to the market are provided in a separate table.

Table C1 – Overall Benchmark Comparison of State to Market Salaries and Midpoints

	State Salaries vs. Market Salaries [1]	State Midpoints vs. Market Midpoints [2]
Overall Difference	**9.2%**	**2.1%**

[1] Median of state salaries compared to median of market salaries
[2] Average of state midpoints compared to average of market midpoints

This is an overall average and does not reflect the amount of budget or salary adjustment needed to increase state salaries. This finding does indicate that on average, state salaries fall outside a competitive position with the market. The State has identified pay as competitive if it is within 7.5 percent (plus or minus) of market levels. This establishes a target or threshold for determining whether salaries are within a competitive position with prevailing market, and whether salaries or the pay ranges may require an adjustment. For example, if the market median salary were set at the midpoint of a range, a variance in salaries up to 20% from the midpoint (plus or minus) might reflect a balanced distribution of salaries for employees with minimally qualifying skills and experience to highly skilled and high-performing employees. The salaries would be within the minimum and maximum range of pay established for jobs assigned to the pay grade. However, if a salary is less than or greater than 20% from the midpoint, this indicates it no longer falls within a competitive range of pay. A variance of 7.5 percent provides an indicator as to the general difference between pay grades and helps to determine whether a job may need to be adjusted to a higher or lower pay grade.

Detailed comparisons by individual benchmarks (as shown in Appendix B) provide a more telling metric than the overall averages. Individual comparisons showing the significant differences in the State's salaries and salary range midpoints in relationship to market for several benchmark classes are highlighted in Table C2. These are considered "outliers" (outside of the 7.5 target threshold). It is important to note that even if the overall comparison of state salaries is

within the target threshold (7.5 percent), that comparison alone does not indicate whether salary adjustments are needed. Other factors, including but not limited to, market trends in salary budget planning and projections, economic indicators, individual class differences, and recruitment and retention issues serve as indicators in determining the need for annual salary adjustments.

Table C2 - Median Salary Comparisons Number of State Benchmarks Above/Below Market		
Percentage Difference	*# Above Market*	*# Under Market*
20% or greater	6	42
7.5% to 20%	17	51
Within 7.5%	58	

Of the 176 classes benchmarked to survey jobs, two of the state classes are vacant with a zero salary figure, representing a void percentage difference. Table C2 above represents findings of 174 of the benchmark comparisons.

The benchmark analysis indicates a need to address these "outlier" job classes and make system wide adjustments to ensure alignment of internal pay relationships relative to external market pay. System wide adjustments will provide a sound basis to address inconsistencies in state pay relative to market and build a framework for making meaningful annual salary adjustments in the future. The basis for a sound pay philosophy is an internally and externally equitable pay structure that ensures all state jobs are within a comparable and competitive position. The following section of this report and Appendix C provide detailed information regarding the Department's plans to redesign all state pay structures to better align with market.

State Troopers

Benchmark comparisons for the Trooper classes are provided in Table C3 below. The percent difference reflects the adjustment needed to reach 99 percent of the market average salaries. Insufficient data were reported by the defined market for State Patrol Intern and State Patrol Trooper III and are not included in the summary.

Table C3 - Comparison of State and Market Salaries for Troopers	
Trooper Job Classes	**State Salaries vs. Market Salaries [1]**
State Patrol Trooper	30.3%
State Patrol Supervisor	7.7%
State Patrol Admin I	9.4%
State Patrol Admin II	13.0%
[1] Weighted average of state salaries compared to 99 percent of weighted average of market salaries	

Comparisons of all Trooper classes indicate a percent outside the target threshold or that the State needs to increase salaries to align with market. The State Patrol Trooper class continues to significantly lag the statutorily defined Trooper market, which would now require approximately

30.3 percent to bring the average salary for the State Patrol Trooper class to 99 percent of the market.

Salary data in the market for trooper class comparisons will be volatile due to the limited number of jurisdictions included in the statutorily defined market for the Trooper classes and because the jurisdictions meeting the market definition are subject to change each year.

This salary survey methodology is consistent with recommendations in the audit conducted of the annual compensation survey process in 2009 by the Office of the State Auditor. Specifically, it was recommended that in order to ensure state salaries are competitive with the market the Department should base its annual compensation survey analysis and all subsequent recommendations for salary increases on comparisons of the state system with the prevailing market, which should include a comparison of state actual salaries and midpoints with market actual salaries and midpoints.

PAY STRUCTURE REDESIGN

The Colorado State Personnel System transitioned to open pay ranges in 1998. Since 1998 few changes have been made to the State's pay structures. Across the board adjustments by occupational groups, minimal refinements to the pay structures, and salary and pay structure adjustment freezes for the last four years have caused the State's pay structures to fall out of alignment with the market. Three years ago improvements to the annual compensation survey resulted in an improved means for measuring the prevailing market by providing a direct comparison of the State's actual salaries and salary range midpoints to market actual salaries and midpoints. Findings from surveys for FY 2010-11, FY 2011-12, and FY 2012-13 indicate that overall, the State was within a competitive position in relationship to the market but that some individual classes moved below or above the target threshold established for market comparisons; in some cases by more than 30 percent. As a result, the Department identified the need to correct or update the current pay structures, because misaligned pay structures has caused pay levels for some classes to fall out of a competitive position with the market.

It is not uncommon for individual classes to become misaligned with market over time when an organization provides across-the-board pay structure adjustments based on average findings for an entire occupational group or job family, as the State has done. While there are common market trends in how salaries and structures adjust for jobs assigned to an occupational group, eventually, applying average increases across many classes may result in over-adjusting some jobs and under-adjusting others.

The Department has communicated its plan to redesign all State Personnel System pay structures for the last two years; within the FY 2011-12 and FY 2012-13 Annual Compensation Survey reports and Director's recommendation letters. This report for FY 2013-14 contains the Department's detailed plan for redesigning the pay structures. The next paragraph contains a summary and brief explanation; more detail, including the proposed redesign of each occupational group and class' pay structures, are within Appendix C.

Several factors were taken into consideration when redesigning pay structures. The two primary factors are internal and external equity. A pay grade must be competitive with the market in

order to recruit and retain qualified employees. In addition, internal equity must be considered, as each organization may value jobs differently. For benchmark classes where market data is available the primary factor for designating a new pay grade was the market median salary. Other factors were also taken into consideration, such as market average midpoint, current state midpoint, relationship to other internal job classes, and the State Personnel System's job evaluation system. The job evaluation system consists of four compensable job factors; Decision Making, Complexity, Purpose of Contact, and Line/Staff Authority. The Decision Making and Complexity factors were the dominant factors considered; supervisory and management levels were factored in for determining placement into the corresponding pay structure groups. Non-benchmark classes were slotted into new proposed pay grades based on current internal relationships.

The Department has placed a priority on implementing the pay structure redesign, because it re-establishes the appropriate alignment of the State's pay ranges with the market, which is the framework for determining and maintaining competitive base pay levels through merit pay. One primary outcome of redesigning the pay structures is that some individual employee salaries will fall outside of the new pay range minimums and maximums. For employee salaries that fall above new range maximums there will be no immediate cost avoidance, as Colorado statute mandates that salaries will be placed in "saved pay" status for a period not to exceed three years (24-50-104 (1)(e) C.R.S.). This means that employee salaries that fall above new range maximums may not be lowered immediately upon implementation. However, salaries that fall below new pay range minimums will need to be adjusted to the new minimum at implementation. This is because no employee shall be paid lower than the range minimum (except in disciplinary actions resulting in salary temporarily below the new minimum).

Table C4 shows the estimated proposed pay structure redesign costs. Pay structure redesign involves new pay grades (new range minimum, midpoint, and maximum values) as well as the creation of new occuptional groups and redistribution of classes into these occupational groups. Class codes are not changing at this time; however, based on the analysis of market and internal relationships it appears additional system maintenance studies may be needed, which will likely result in additional new class codes and possibly class titles. It is also possible that further class consolidation will occur, which may change pay grades in the future. Details of all new pay structures are listed in Appendices C (by class code) and D (by occupational group).

Table C4 - Total Cost Estimated to Move all Classified Employees to New Range Minimums		
Proposed Pay Group	**# Employees Receiving Adjustment to New Range Minimum**	**Total Annual Cost of Movement to New Range Minimum**
Administrative Support	1576	$4,303,137
Enforcement and Protective Services	126	$446,654
Labor, Trades, and Crafts	1800	$3,992,514
Professional and Supervisory (includes Management)	1156	$3,889,868
Technical	1758	$6,156,338
State Patrol Trooper	395	$4,272,053
Total	**6811**	**$23,060,564**
% relative to total payroll		1.22%

As an illustration, page 33 of Appendix C, shows the Police Administrator II class current pay range midpoint and the proposed new range minimum, midpoint, and maximum, as displayed below in table C5.

Table C5 – Example of Current and Proposed Pay Ranges										
Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	**Class Code**	**Class Title**	**Pay Grade**	**Range Midpoint**	**Pay Grade**	**Range Minimum**	**Market Guide Midpoint**	**Range Maximum**		
A-EPS	A4B6	POLICE ADMINISTRATOR II	A49	$7,674	M04	$6,841	$8,722	$10,604	$10,608	13.7%

Upon implementation of the new pay structures on July 1, 2013, any employee in the Police Administrator II class with a current salary above the new range minimum will not receive a salary increase from pay structure redesign. Any employee in the Police Administrator II class with a salary below the new range minimum of $6,841 *will* have his or her salary increased to the new range minimum upon implementation.

For reference, the current pay range minimum for the Police Administrator II class is $6,338; current midpoint is $7,674; current pay range maximum is $9,010.

For example, Employee A is a Police Administrator II employee with a salary of $6,338 (at the current range minimum) on July 1, 2013. When pay structure redesign is implemented and any base-building merit pay adjustments applied (for this example, please assume no base merit pay is applied), Employee A will receive a salary increase to the new range minimum of $6,841 for an increase of $503 to base salary. Employee B is also a Police Administrator II employee with a salary of $6,800 on July 1, 2013. When pay structure redesign is implemented and any base-building merit pay adjustments applied (for this example, please assume no base merit pay is applied), Employee B will receive a salary increase to the new range minimum of $6,841 for an increase of $41 to base salary. Employee C is also a Police Administrator II employee with a salary of $7,000 on July 1, 2013. When pay structure redesign is implemented and any base-building merit pay adjustments applied (for this example, please assume no base merit pay is applied), Employee C will not receive a salary increase, as $7,000 is already above the new range minimum of $6,841.

These are just three examples. If an employee wishes to see whether he or she may receive an increase to base salary because of the pay structure redesign, please reference Appendix C. Find the class to which the position is allocated and if the employee's salary on implementation date is below the new range minimum he or she will likely receive an increase to that new range minimum (two exceptions: if an employee were on temporary disciplinary salary reduction or if base-building merit pay is applied and adjusts the employee salary above the new range minimum).

MERIT PAY AND PRIORITY GROUPS

All businesses – private and public – operate on the basis of employing individuals with a broad range of experience and skills, which translate to a total workforce well-placed across quartiles of pay ranges and allows for professional growth. Therefore, beginning in FY 2013-14, the State is moving toward a merit-based approach, as authorized by House Bill 12-1321. This approach will provide an annual compensation system designed to recognize performance and placement within the pay range. This affords lower paid, yet high-performing employees greater opportunity to work toward the midpoint of the range. Merit pay does not replace salary survey (cost of living increase). Merit pay may be a base and/or non-base increase. It is based upon placement in market, placement in range and performance.

Awards of merit pay will be based upon priority groups. The priority group for merit pay increases will be for employees based upon their performance and placement within the pay range as follows (A being the highest level of funding, F being the lowest level of funding and G being no funding):

Second Priority Group for Merit Pay Increases				
	Quartile			
Performance Level	**1**	**2**	**3**	**>=4**
L3	A	C	D	E
L2	B	D	E	F
L1	G	G	G	G

In the report provided by the Hay Group with which the Department contracted in May 2012, the Hay Group discussed the same concerns and methods for pay delivery identified above.

- In establishing pay structures, it is very important to recognize two key concepts:
  - Internal equity – the differences in jobs as measured by a defensible job evaluation methodology; and,
  - External competitiveness – that provides a market value for the job.
- The Hay Group affirms the use of multiple pay structures as long as they reflect the appropriate occupational groupings.

In addition, the Hay Group endorses merit pay as "a trend in the public sector toward the creation of a stronger link between pay and performance." Specifically, the concept of administering a pay delivery mechanism that takes into consideration position in the pay range and performance.

Summary of Findings

Findings by individual benchmark comparisons indicate that salaries for many state classes surveyed are significantly above or below the market median salaries, as are some of the State's range midpoints. In order to correct the misaligned range midpoints, the State's pay structures need to be redesigned to better align with market. In addition, funding is needed for merit pay to reward performance and service with the State. As reported in 2012 salary planning surveys, market employers are budgeting up to 3.0 percent for overall salary increase budgets. Cost of living increased by 3.4 percent per the March 2012 CPI-U and State Personnel System employees have not received an annucal salary increase in four years. Overall, the comparison of the State's actual salaries in relationship to the market salaries indicate that the majority of classes benchmarked are under a competitive position with the market (behind the market) – the overall average approximately 9.2 percent.

Other System Costs

One system maintenance study is included in this report: the Information Technology Services and Applications Programmer class series'. A more detailed summary of the study findings is included in Appendix E of this document. The expected cost of these changes is estimated to be **$321,965**. PERA and Medicare costs are included in the calculations.

TOTAL NEW COST ESTIMATED FOR SALARY ADJUSTMENTS

The Division estimated the prevailing salary cost based upon the direct comparison of the State's actual median salaries to market actual median salaries to be **$120,922,556.** This estimated cost reflects a cumulative prevailing market level, which reflects to some degree, four years of salary freezes.

Additionally, the Division estimated the costs associated with pay structure redesign and a merit pay matrix increase. The total estimated cost of this is **$60,445,977**. This estimated cost reflects a one-year, current assessment of prevailing market level; this is not a cumulative estimate reflecting four years of salary freezes.

- Estimated cost to adjust salaries through merit pay is **$43,366,995** (fully loaded) or 2.30 percent of the current salary base.

- Estimated cost to adjust salaries to minimum of the redesigned pay structures is **$16,960,548** (fully loaded) or 0.9 percent of the current salary base.
- Incremental non-base merit (lump-sum) adjustment for compensation up to the merit matrix recommended adjustments for employees performing at a level two or three is **$118,434** (fully loaded) or 0.006% of the current salary base (fully loaded).

GROUP BENEFIT PLANS

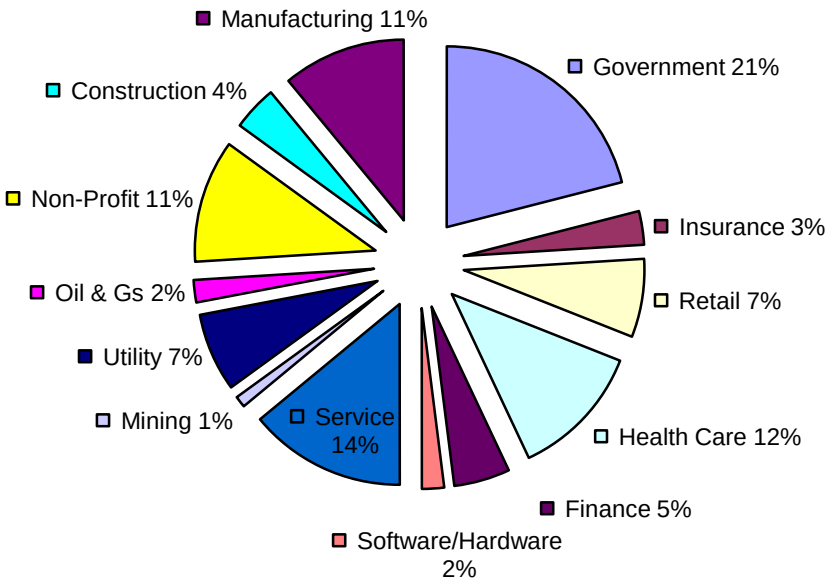
To determine prevailing market rates for Fiscal Year 2013-14, the Department collected market data in 2012 on market trends and practices in medical, dental, life, short term disability (STD), long term disability (LTD benefits, and pension benefits for comparison of plan costs and cost-sharing features. Depending on types of benefits and data availability, the comparison includes, but is not limited to, premium rates, the employer and employee share of contributions toward premiums, and cost-related features of plan options, such as member deductibles and out-of-pocket maximums. Cost-sharing data and plan design features were used to measure the competitiveness of the State's group benefit plans as compared to the prevailing market, and were also used to support decisions on the future designs of cost-effective plan options.

To determine prevailing market, the Department used the information provided by employers of all sizes, regardless of benefit plans, who submitted their benefit information to the Mountain States Employers Council (MSEC). For example, employers may provide Preferred Provider Organization (PPO), Health Maintenance Organization (HMO), Point of Service Plan (POS) medical plans, and/or Health Savings Accounts (HSA) for their employees, while the State provides PPO and HMO options to its workforce. The average practice (e.g., for premium contributions or co-pay amounts) was used as the prevailing practice for the market. In assessing the prevailing practice for the majority of the organizations in the market, the weighting factor was the number of organizations.

The Department also collected data that monitors healthcare-related trends that impact overall costs, including new laws and regulations, utilization, claims, and other practices that are used to project increases in premium rates and employer costs in the market as well as the State's plans. Cost increase trends are used to project all data to a common point in time, and specifically to the new plan year, which begins July 1, 2013. Segal Consulting, in its 2012 Segal Health Plan Cost Trend Survey Report, shows a medical cost increase trend between 9.6% and 10.4%. The State's actuary consultant projected a 9% trend increase for medical and a 5% trend increase for dental based on the State's actual utilization. An overall trend projection of 10% for medical and 5% for dental from these sources of information were the basis used to compare the State to the market.

Data on market premiums, the employers' share of premiums, and the related cost-sharing design features of benefit plans were collected from the *MSEC 2012 Health and Welfare Plans Survey*. The survey represents the practices of 545 Colorado private and public sector employers who participated in the MSEC survey. Figure 1 shows the industries of the survey participants. Medical and dental insurance cost increase trend information on market practices were collected from the *2012 Segal Health Plan Cost Trend Survey* and from the State's actuary consulting firm, Leif Associates.

Figure 1 - Participating Organization Industry Type



Medical Plan – Summary of Findings

To compare with the market, the Department used 2012 market data reported on plan options and plan tiers comparable to those provided by the State for FY 2012-13. The State's medical plan includes two self-funded Preferred Provider Organization (PPO) options (a co-pay option and a High Deductible Health Plan option (HDHP, [HSA-qualified]) and two fully-funded Health Maintenance Organization (HMO) options (a co-pay option and a HDHP option [HSA-qualified]). The State provides a four-tier premium schedule for coverage of the employee, employee plus spouse, employee plus children, and employee plus family. Based on data collected in the MSEC survey (Table B1a), the State compares favorably with market employers by offering both PPO and HMO programs to the state workforce. Table B1b shows the May 2012 enrollment summary of active state employees. State employees show a slightly higher enrollment in the PPO plan options than in the Kaiser (HMO) options.

Table B1a - Types of Health Coverage Offered by Market	
Types	Percentage of Participants*
Preferred Provider Organization (PPO)	70%
Health Savings Account (HSA)	33%
Health Maintenance Organization (HMO)	28%
Health Reimbursement Arrangement (HRA)	13%
Point of Service (POS)	10%
* Multiple responses were permitted	

Table B1b - July 2012 State Classified Workforce Enrollment (w/o University of Colorado)					
plan	EE Only	EE and Spouse	EE and Children	Family	Total
KP-HDHP	594	121	170	236	1,121
KP-CoPay	5,629	1,143	2,381	1,678	10,831
KP Subtotal	6,223	1,264	2,551	1,914	11,952
UHC-HDHP	2,171	580	766	1,120	4,637
UHC-CoPay	3,612	996	1,227	1,002	6,837
UHC Subtotal	5,783	1,576	1,993	2,122	11,474
Classified Workforce	12,006	2,840	4,544	4,036	23,426

Medical cost trend is influenced by a number of complex factors including, but not limited to, utilization, medical cost inflation and cost sharing between employer and employees. Cost increase trends projected in the market for 2012 have remained consistent with last year, showing an average projected increase of 10%, consistent with the projection provided by the State's actuary consultant. By using the 10% trend to project market and state premiums for FY 2013-14 would ensure that the State remains comparable with cost increases in the market. Health care costs continue to outpace projected wage increases, especially in light of the lack of salary increases experienced by the State and other market employers.

As shown in Table B2, the State's total premium rates for all tiers are higher than the market, likely due to an older workforce (Colorado 2010 Census shows a median workforce age of 35.8 in comparison of the median State of Colorado age of 47.1). Older age may be associated with higher utilization of health care services, resulting in higher medical costs. With the support from the General Assembly, the Governor's office, and DPA, the State reached the prevailing market employer share of contributions for FY 2012-13. In addition, some of the funding reserve from the State's benefit program was used to supplement the premium contribution for the state employees.

On average in FY 2012-13, all state employees are paying less toward their health premium rates across all tiers as shown in Table B2. The State applies the market premium tier ratio in setting its total premium pay. A tier ratio of 2.1 between the Employee plus Spouse (EE + SP) and the Employee Only (EE Only) tier means that the total premium rate for the Employee plus Spouse tier is 2.1 times of the premium rate for the Employee Only tier. For the Employer Contribution (ER$) Tier Ratio, the State differs from the market. For example, the ratio of 1.7 for the Employee plus Children (EE + CH) tier and 2.5 for the Family tier from the State means that relatively the State is contributing more for both the Employee plus Children and the Family tiers, This is different from the prevailing practice.

Table B2 – FY 2012-13 Medical Rates Comparison							
Market	Total	Premium Tier Ratio	ER$	ER$ Tier Ratio	ER$ Percent	EE $	EE$ Ratio
EE Only	$484.09	1.0	$411.48	1.0	85%	$93.65	1.0
EE + SP	$1,000.37	2.1	$710.26	1.7	71%	$312.47	3.3

Table B2 – FY 2012-13 Medical Rates Comparison							
EE + CH	$896.23	1.9	$636.32	1.5	71%	$273.95	2.9
Family	$1,413.62	3.0	$961.26	2.2	68%	$472.38	5.0
Colorado	Total	Premium Ratio	ER$	ER$ Ratio	SOC$ Percent	EE $	EE$ Ratio
EE Only	$488.82	1.0	$404.72	1.0	83%	$73.28	1.0
EE + SP	$1,017.44	2.1	$733.24	1.8	72%	$284.20	3.9
EE + CH	$930.25	1.9	$705.20	1.7	76%	$177.02	2.4
Family	$1,438.08	3.0	$1,025.72	2.5	71%	$411.52	5.6

As it relates to coverage, the State's medical plan options provide typical and prevailing coverage that includes inpatient care, office visits, psychiatric care, substance abuse programs, prescription drugs, outpatient surgery, home health care and hospice, well baby care, annual physical, nurse line, maternity management, chiropractic, first-dollar preventive care, chronic disease management, and pre-tax flexible spending accounts. Overall, the State's medical plan options show a mixed comparison with the market in terms of basic cost-sharing features such as deductibles, out-of-pocket maximums, co-pays, and deductibles with prescriptions (Table B3). The State has, on average, higher deductibles for network services and lower out-of-pocket maximums, when weighted by the number enrolled in each plan option. In general, state employees have lower co-pay amounts for prescriptions both for pharmacy and mail-order services.

Table B3 - Basic Plan Coverage				
Core Benefit	Tier	Market	State	Difference
In-Network Deductible	Employee	$933.50	$1,347.63	$414.13
	Family	$2,327.08	$2,728.47	$401.39
In-Network Maximum Out-of-Pocket Cost	Employee	$2,823.50	$2,663.58	-$159.92
	Family	$6,025.63	$5,730.60	-$295.03
Co-Pay for an office visit	Employee	$25.93	$30.00	$4.07
Average Co-Pay at the Pharmacy		Market	State	Difference
	Tier 1	$13.30	$10.00	-$3.30
	Tier 2	$34.13	$25.00	-$9.13
	Tier 3	$56.73	$50.00	-$6.73
	Tier 4	$171.32	na	
Average Co-Pay for Mail Order				
	Tier 1	$25.91	$25.00	-$0.91
	Tier 2	$71.95	$62.50	-$9.45
	Tier 3	$123.20	$125.00	$1.80
	Tier 4	$404.42	na	

Other changes in healthcare that will impact medical plans and costs for the State (as well as other market employers) to be phased in over the next eight years are provisions of the Patient Protection and Affordable Care Act (PPACA) and the Health Care and Education Reconciliation Act of 2010 (HCERS), collectively referred to as the Affordable Care Act (ACA). DPA will monitor and report estimated costs when regulations are issued in order to be in compliance with all regulations.

In order to report the State's share of contributions to medical plan premiums for FY 2013-14, the Department used the percentage share of market employer contributions by tiers as the foundation to estimate the dollars that would enable the State to maintain its competitive position with prevailing market practice. Consequently, the Department used July 2012 enrollment numbers for all four tiers to project recommended State contribution dollars for each tier. The increases in the state contribution dollars between FY 2012-13 and FY 2013-14 vary due to variances in prevailing market contribution tier ratios and State enrollments among four tiers as shown in Table B4.

Table B4 - State Contribution Dollars

Tier	Market ER Ratio	FY 2012-13 - Actual	SOC FY 2012-13 Ratio	FY 2013-14 - Projected	Projected SOC FY 2013-14 Ratio
Employee Only	1.0	$404.72	1.0	$470.20	1.0
Employee Plus Spouse	1.7	$733.24	1.8	$810.76	1.7
Employee Plus Children	1.5	$705.20	1.7	$726.48	1.5
Employee Plus Family	2.2	$1,025.72	2.5	$1,032.98	2.2

Dental Plan – Summary of Findings

For FY 2012-13, the State has two PPO plan options, Delta Dental Basic and Delta Dental Plus. The dental program, a self-funded program, is administered by Delta Dental. Based on the FY 2012-13 survey findings and recommendations, the Department enhanced its dental programs by expanding the network to allow better access to in-network services to employees, particularly employees in rural areas. Combining both plan option (Basic and Plus), the State overall weighted average total premiums are comparable with the market (Table B5). However, in addition to slight employer contribution tier ratio differences between the market and State, current state dental contribution levels are not up to the market prevailing levels, resulting in higher employee contribution across all tiers.

Table B5 – FY 2012-13 Dental Rates Comparison

Market	Total	Premium Ratio	ER$	ER$ Ratio	ER$ Percent	EE $	EE$ Ratio
Employee Only	$34.35	1.0	$23.36	1.0	68%	$10.99	1.0
Employee + Spouse	$66.63	1.9	$38.65	1.7	58%	$27.98	2.5
Employee + Child(ren)	$73.80	2.1	$42.07	1.8	57%	$31.73	2.9
Family	$110.15	3.2	$58.38	2.5	53%	$51.77	4.7
Colorado	Total	Premium Ratio	ER$	ER$ Ratio	SOC$ Percent	EE $	EE$ Ratio
Employee Only	$36.47	1.0	$23.74	1.0	65%	$12.73	1.0
Employee + Spouse	$70.44	1.9	$38.30	1.6	54%	$32.14	2.5
Employee + Child(ren)	$78.00	2.1	$39.34	1.7	50%	$38.66	3.0
Family	$110.32	3.0	$51.18	2.2	46%	$59.14	4.6

In addition, cost-sharing features were compared and summarized in Table B6. The Department compared the average of PPO dental plans reported in the market to both the State's PPO dental plan options. The State's dental plan options provide typical and prevailing coverage that includes diagnostic and preventive services; basic services such as restorations, periodontal treatment, root canal therapy, and extractions; major services such as crowns, bridges, and dentures, and orthodontia.

Table B6 – Dental Plan Benefit Options & Cost – Sharing Features			
Types of Dental Plans Offered	**Market** **% of Organizations Providing Plan**	**State** **Plan Offered**	
Dental PPO	86%	Yes	
Dental HMO	13%	No	
Group Indemnity	12%	No	
Maximum Benefit (Per person per year)	**PPO Plans**	**Basic**	**Basic Plus**
$1,000	23%	$1,000	--
$1,200-$1,250	7%	--	--
$1,500	51%	--	--
$2,000	15%	--	$2,000
Maximum Lifetime Orthodontic Benefit (Per person) - Median	$1,500	N/A	$2,000
Miscellaneous Plan Features (Most common)	**PPO Plans**	**Basic**	**Basic Plus**
Deductible applies to basic & major coverage, but not preventive	77%	Yes	Yes
Orthodontics covered for children	77%	No	Yes
Orthodontics covered for adults	25%	No	Yes

Like medical rate projections, market employer contribution tier ratios were used in projecting prevailing state contributions for FY 2013-14. Currently, the State has not reached 100% of market contribution levels for dental. In order to be comparable with the market (i.e., applying the market employer contribution tier ratios) and to reach 100% of the prevailing levels the projected FY 2013-14 state contribution for dental coverage is higher for all tiers (Table B7).

Table B7 - State Contribution Dollars					
Tier	Market ER Ratio	FY 2012-13 - Actual	SOC FY 2012-13 Ratio	FY 2013-14 - Projected	Projected SOC FY 2013-14 Ratio
Employee Only	1.0	$23.74	1.0	$25.92	1.0
Employee Plus Spouse	1.6	$38.30	1.6	$42.61	1.6
Employee Plus Children	1.8	$39.34	1.7	$46.43	1.8
Employee Plus Family	2.4	$51.18	2.2	$62.21	2.4

Life Insurance and Accidental Death & Dismemberment (AD&D) – Summary of Findings
The Department collected data from the MSEC survey to compare the basic life and AD&D insurance benefits provided by market employers, including common practices relative to the share of premiums paid by the employee and employer and value of the benefit. Detailed comparisons are provided in Table 8.

Overall, benefits in life and AD&D insurances remain stable as reported by MSEC. The most common practice (96% of large employers offering a policy) is for the employer to pay 100 percent of the premium costs for the plan. The State provides 100 percent state-paid basic life insurance and AD&D of $50,000 to all employees at a cost of $9.18 per month per employee (State pays 100%). The most common practice reported in the market in terms of the amount of insurance offered is a multiplier of one times the annual salary (64 percent of employers providing benefits in this manner). Table B8 shows the comparison of the equivalent dollar value using the market multiplier based on the State's average annual salary. The average market basic life coverage is approximately $65,000 which is higher than the State's current basic life coverage of $50,000.

TABLE B8 - BASIC LIFE AND ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE

	Market **% of Organizations Providing Plan**	**State** **Plan Offered**
Life Insurance Offered as a Benefit	96%	Yes
Premium Costs - Paid by Employer		
Basic Life Insurance	Yes	Yes
Basic Accidental Death & Dismemberment	Yes	Yes
Value of Basic Life Insurance		
Provided as a specific dollar ($) amount	31%	Yes
Average value including the following practices	$65,065	$50,000
Provided as a multiple of annual base salary	**% of Organizations Providing Plans**	**Average $ Value if State Offered***
1x base salary	30%	$52,476
1.5x base salary	11%	$78,714
2x base salary	19%	$104,952
2.5X = 4 X base salary	4%	$170,547

**Value estimated using the State's average annual salary of $52,476, effective May 2012.*

Short-Term Disability Insurance (STD) – Summary of Findings

Currently, the State provides STD insurance at no cost to employees for the purpose of protecting employees' income. This insurance pays up to 60% of pre-disability income for up to 150 days following a required 30-day waiting period. Table B9 details the State and market comparison. The State's STD benefit is comparable with the market, with state employees having to use their leave accrual to cover the first 30 days. The MSEC survey does not provide market information pertaining to the waiting period.

TABLE B9 - SHORT-TERM DISABILITY INSURANCE		
	Market	**State**
	% of Organizations Providing Plan	**Plan Offered**
STD Offered as a Benefit	62%	Yes
Premium Costs - Paid by Employer	75% - Yes	Yes
Maximum Weekly Benefits		
Average maximum dollars	$1,389	na
Specific maximum percentage	Median 60%	60%
Duration of STD Benefits		
8 Weeks (2 months)	3%	150 days following the required 30-day waiting period.
11 weeks	12%	
13 Weeks (3 months)	37%	
22 Weeks (5 months)	3%	
26 Weeks (6 months)	29%	
52 Weeks (1 year)	2%	
Market Average Weeks	18.2	

Long-Term Disability Insurance (LTD) – Summary of Findings

Currently, the State does not provide Long Term Disability insurance as a benefit, i.e., salary contribution plan for total disability. Ninety percent of Colorado market employers included in the MSEC survey provide this benefit to their employees. Eighty-two percent of them provide such benefit plans at no cost to their employees, and 15% of the market employers have their employees pay 100% of the total insurance premium cost. Sixty-five percent of the employers require 90 days (3 months) of an elimination period after one becomes totally disabled and before the LTD benefits begin. Like the State's STD benefits plans, 72% of employers have policies that continue 60% of salary during the total disability period. Currently, the State, through the Defined Benefit (DB) program with the Public Employees Retirement Association (PERA) has a LTD benefit program for vested employees (employees with five years or more of PERA service). As the average age of the State workforce is older than the market in Colorado, the State may pursue this benefit as a competitive tool to recruit and retain a quality workforce.

Retirement Benefits – Summary of Findings

State employees do not pay into Social Security. Newly hired state employees have a choice of two basic retirement plans – the Colorado PERA Defined Benefit Plan or the Defined Contribution Plan. For FY 2013-14, the State pays 10.15% toward an employee's PERA pension plan and employees contribute 8% (slightly different for State Troopers). Per legislation, the State as a PERA employer pays an additional 3.6% **Amortization Equalization Disbursement (AED)** to PERA (http://www.copera.org/pdf/5/5-123.pdf) during FY 2013-14.

Social Security is part of the retirement plan for about 96% of American workers (http://www.socialsecurity.gov/pubs/10035.html#a0=0). Federal Insurance Contribution Act (FICA) taxes are withheld from payroll for Social Security (6.2%) and Medicare (1.45%).

As shown in Table B10, in addition to market employers' contribution toward FICA (7.65%), employers also offer to their employees different types of retirement plans. Table B11 compares the employer contribution percentages in employees' pension packages between the State and its competitive market. Overall, the State contributes a higher payroll amount toward its employees pension benefits.

TABLE B10 - Retirement Plans

Type of retirement plan offered	Market	State
No	1%	
401k	66%	
403b	15%	
457b	26%	
401a plan/money purchase	19%	
Defined Benefit	10%	
Other	15%	
PERA	5%	Yes

TABLE B11 - Total Percent Employer Contribution

Components of Pension Benefits	Market	State
Social Security	6.20%	na
Medicare (FICA)	1.45%	1.45%
DB/DC Contribution	na	10.15%
AED for PERA	na	3.60%
Average Tax Deferred Matching	4.45%	Na
Total Contribution from Employer	12.10%	15.20%

TOTAL NEW COST ESTIMATED FOR GROUP BENEFIT PLANS

In order to maintain and to reach the prevailing market level of benefit programs, it will cost the State $17,785,271 (including medical, dental, and life) for its classified workforce (Table B12). Please note that the classified workforce includes the employees from the University of Colorado (CU) who are enrolled in CU plans (50% or more employment with CU) and those who are enrolled in the State's plans (less than 50% employment with CU).

TABLE B12 - FY 2013-14 Cost	
Medical	$15,449,862
Dental	$1,612,098
Life	$1,062,258
STD	$270,454
Total	$18,394,672

TOTAL NEW COST ESTIMATED FOR COMPENSATION AND BENEFITS

	Merit Adjustment to Performance Matrix	Adjustment to Minimum for Performance Matrix	One-time Increase for Performance Matrix Leveling	Total Incremental Cost
Number of Employees Receiving Adjustment	29,980	5,090	1,281	N/A
Total FY 11-12 Salary Cost	N/A	N/A	N/A	0
Incremental Annual Salary Cost	$36,501,528	$14,217,912	$100,070	$50,819,510
Incremental PERA Cost	$3,749,585	$1,524,087	$10,120	$5,283,792
Incremental Medicare (FICA) Cost	$509,123	$203,616	$1,194	$713,933
Incremental AED Cost	$1,314,168	$511,657	$3,506	$1,829,331
Incremental SAED Cost	$1,186,321	$462,154	$3,254	$1,651,729
Incremental STD Cost	$69,770	$26,903	$191	$96,864
Total Salary and Salary Related Cost	$43,330,495	$16,946,329	$118,334	$60,395,158
Medical				$15,449,862
Dental				$1,612,098
Life				$1,062,258
STD				$270,454
Total Benefit Cost				$18,394,672
Total FY 2013-14 Annual Compensation & Benefit Cost				**$78,789,830**
Total FY 2013-14 Annual Compensation & Benefit % Cost to FY 2012-13 Total Payroll				**3.75%**

Organization	Publication	Component(s)
Economic Research Institute (ERI)	Geographic Assessor Report	Salary
Mountain States Employers Council (MSEC)	2012 Colorado Benchmark Survey	Salary
Mountain States Employers Council (MSEC)	2012 Public Employers Survey	Salary
Mountain States Employers Council (MSEC)	2011 Information Technology Survey	Salary
Central States Compensation Association (CSCA)	2010 Central States Salary Survey	Salary
Mountain States Employers Council (MSEC)	2011 Health Care Compensation, Summer	Salary
Mountain States Employers Council (MSEC)	2011 Mental Health Survey	Salary
Mountain States Employers Council (MSEC)	2011 Hotel Industry Survey	Salary
Mountain States Employers Council (MSEC)	2012 Colorado Public Library Survey	Salary
Mountain States Employers Council (MSEC)	2012 Health & Welfare Plans	Benefits
The Segal Company	2012 Health Plan Cost Trend Survey	Benefits Cost Trends
Mountain States Employers Council (MSEC)	2012 Colorado Benchmark Compensation Briefing	Salary Planning
WorldatWork	2012-13 Salary Budget Planning Survey	Salary Planning

Geographic Differentials

Because geographic markets are different across the nation, geographic differential factors were collected by referencing the Economic Research Institute's (ERI) *2010 Geographic Assessor Report*, effective April 2010. The geographic figures reflect wage and salary differentials by each geographic location (statewide averages).

The geographic figures reflect the average of each state for which salary data were collected from the CSCA survey. For making data comparisions, Colorado is considered to be the base state and all other states are compared to the base. For instance, if a state was +3.5 percent above, that state's data were decreased by 3.5 percent to be comparable to Colorado's geographic market; if a state was -4.3 percent below, that state's data were increased by 4.3 percent. A differential of "1" means that it is equal to the State of Colorado's geographic area.

State	Differential
Alaska – Statewide	15.2%
Arizona – Statewide	-4.2%
Arkansas – Statewide	-10.2%
Idaho – Statewide	-7.5%
Illinois – Statewide	4.4%
Indiana – Statewide	-4.0%
Iowa – Statewide	-6.2%
Kansas – Statewide	-6.5%
Louisiana – Statewide	-7.0%
Michigan – Statewide	3.5%
Minnesota – Statewide	1.8%
Missouri – Statewide	-3.2%
Montana – Statewide	-10.2%
Nebraska – Statewide	-8.0%
Nevada – Statewide	3.3%
New Mexico – Statewide	-8.3%
North Dakota – Statewide	-8.9%
Oklahoma – Statewide	-10.1%
Oregon – Statewide	2.6%
South Dakota – Statewide	-10.6%
Texas – Statewide	-4.6%
Utah – Statewide	-5.0%
Washington – Statewide	8.6%
Wisconsin – Statewide	-1.1%
Wyoming - Statewide	-8.6%
State of Colorado	1.0

Enforcement & Protective Services

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
A4B2	POLICE OFFICER I	124	$4,042	72	5,375	$4,977	*23.1%*	$4,489	$4,797	*6.9%*
A4B5	POLICE ADMINISTRATOR I	4	$7,292	38	334	$8,224	*12.8%*	$6,960	$7,412	*6.5%*
A4B6	POLICE ADMINISTRATOR II	1	$7,977	39	141	$8,872	*11.2%*	$7,674	$8,172	*6.5%*
A1D2	CORR/YTH/CLIN SEC OFF I	2,721	$3,292	43	55,654	$3,581	*8.8%*	$3,962	$3,779	*-4.6%*
A4B4	POLICE OFFICER III	28	$6,214	66	1,149	$6,746	*8.6%*	$6,013	$6,243	*3.8%*
A1K1	CORR SUPP LIC TRADES SUPV I	22	$4,072	7	358	$4,369	*7.3%*	$4,489	$4,100	*-8.7%*
A2A2	CRIMINAL INVESTIGATOR I	89	$4,813	105	2,245	$5,086	*5.7%*	$5,575	$5,148	*-7.7%*
A1L1	CORR SUPP TRADES SUPV I	539	$3,662	6	333	$3,852	*5.2%*	$4,368	$3,925	*-10.1%*
A4B1	POLICE OFFICER INTERN	19	$3,510	12	112	$3,650	*4.0%*	$4,071	$3,799	*-6.7%*
A4B3	POLICE OFFICER II	26	$5,136	15	184	$5,038	*-1.9%*	$5,056	$4,946	*-2.2%*
A3C1	COMMUNITY PAROLE OFF	215	$3,941	30	6,812	$3,639	*-7.7%*	$4,730	$4,029	*-14.8%*
A1D5	CORR/YTH/CLN SEC SUPV III	270	$5,094	24	7,250	$4,301	*-15.6%*	$4,815	$4,182	*-13.1%*
A1A1	CORRECTIONS CASE MGR I	161	$5,323	35	2,952	$3,975	*-25.3%*	$4,815	$4,222	*-12.3%*
A3C3	COMM PAROLE SUPV	23	$6,918	21	2,117	$4,940	*-28.6%*	$6,013	$5,117	*-14.9%*
EPS -	***Occupational Group Average % Difference (excludes Trooper classes)***						***4.7%***			***-6.4%***

Trooper Subgroup

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
A4A3	STATE PATROL TROOPER	381	$4,689	3	1,029	$6,112	*30.3%*	$5,044	$5,727	*13.6%*
A4A7	STATE PATROL ADMIN II	8	$8,829	3	20	$9,973	*13.0%*	$7,571	$9,998	*32.1%*
A4A6	STATE PATROL ADMIN I	30	$7,907	3	75	$8,649	*9.4%*	$6,760	$8,634	*27.7%*
A4A5	STATE PATROL SUPERVISOR	96	$6,949	3	257	$7,485	*7.7%*	$5,969	$7,487	*25.4%*
EPS -	***Trooper Subgroup Average % Difference***						***24.6%***			***16.9%***

**Market comparison for State Patrol classes is 99% of the market average salary for each class, C.R.S. 24-50-104 (1)(a)(III)(A)*

Health Care Services

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
C8A3	DIAG PROCED TECHNOL III	12	$4,290	62	316	$6,375	*48.6%*	$4,827	$6,169	*27.8%*
C5K2	THERAPIST II	12	$4,451	106	977	$6,152	*38.2%*	$4,958	$5,762	*16.2%*
C8E3	PHARMACY III	8	$9,236	34	42	$12,252	*32.7%*	$9,088	$11,784	*29.7%*
C8A4	DIAG PROCED TECHNOL IV	3	$5,002	31	91	$6,631	*32.6%*	$6,025	$6,297	*4.5%*
C8E1	PHARMACY I	3	$7,068	58	857	$9,301	*31.6%*	$7,858	$8,517	*8.4%*
C6Q1	DENTAL CARE I	12	$2,300	19	306	$2,931	*27.5%*	$2,762	$2,995	*8.5%*
C7C6	HEALTH PROFESSIONAL VI	40	$6,577	39	131	$8,295	*26.1%*	$7,129	$8,459	*18.7%*
C8A2	DIAG PROCED TECHNOL II	15	$3,658	72	623	$4,467	*22.1%*	$4,282	$4,490	*4.9%*
C8D3	LABORATORY TECHNOLOGY III	32	$4,472	29	910	$5,443	*21.7%*	$4,958	$5,029	*1.4%*
C8F1	PHARMACY TECHNICIAN I	6	$2,363	43	746	$2,871	*21.5%*	$2,821	$2,841	*0.7%*
C8C1	LABORATORY SUPPORT I	18	$2,137	27	166	$2,589	*21.2%*	$2,385	$2,625	*10.1%*
C8D1	LABORATORY TECHNOLOGY I	38	$3,318	36	311	$3,878	*16.9%*	$3,886	$3,680	*-5.3%*
C6S1	NURSE I	412	$4,971	96	14,755	$5,778	*16.2%*	$5,066	$5,611	*10.8%*
C6S3	NURSE III	87	$6,100	80	878	$7,088	*16.2%*	$6,025	$6,560	*8.9%*
C6S4	MID-LEVEL PROVIDER	101	$6,619	115	552	$7,570	*14.4%*	$6,642	$7,477	*12.6%*
C6R2	HEALTH CARE TECH II	104	$3,121	66	5,676	$3,511	*12.5%*	$3,268	$3,487	*6.7%*
C8D4	LABORATORY TECHNOLOGY IV	7	$6,114	21	117	$6,641	*8.6%*	$5,467	$6,102	*11.6%*
C6R1	HEALTH CARE TECH I	538	$2,583	25	1,851	$2,792	*8.1%*	$3,111	$3,012	*-3.2%*
C5L2	THERAPY ASSISTANT II	49	$3,692	44	157	$3,831	*3.8%*	$3,430	$3,649	*6.4%*
C4L2	SOCIAL WORK/COUNSELOR II	25	$4,227	56	513	$4,363	*3.2%*	$4,597	$4,475	*-2.6%*
C6S6	NURSE VI	4	$8,595	38	219	$8,858	*3.1%*	$8,986	$8,353	*-7.0%*
C6P2	CLIENT CARE AIDE II	348	$2,309	27	10,039	$2,363	*2.4%*	$2,562	$2,665	*4.0%*
C4M2	PSYCHOLOGIST I	39	$6,639	31	782	$6,775	*2.0%*	$6,642	$6,108	*-8.0%*
C4L3	SOCIAL WORK/COUNSELOR III	93	$4,626	31	518	$4,626	*0.0%*	$5,066	$4,781	*-5.6%*
C8B2	DIETITIAN II	6	$4,494	59	420	$4,391	*-2.3%*	$4,597	$4,497	*-2.2%*
C6Q4	DENTAL CARE IV	5	$4,929	16	99	$4,750	*-3.6%*	$4,958	$4,074	*-17.8%*
C7C3	HEALTH PROFESSIONAL III	127	$4,934	77	1,776	$4,569	*-7.4%*	$5,321	$4,840	*-9.0%*
C4L4	SOCIAL WORK/COUNSELOR IV	31	$5,280	22	3,509	$4,852	*-8.1%*	$5,321	$4,993	*-6.2%*

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
C9B1	VETERINARIAN I	7	$6,772	22	92	$6,149	*-9.2%*	$7,691	$6,318	*-17.9%*
C1H1	DENTIST I	15	$10,725	14	183	$9,548	*-11.0%*	$10,694	$9,601	*-10.2%*
C1J1	PHYSICIAN I	0		36	656	$14,470		$13,942	$13,983	*0.3%*
HCS -	***Occupational Group Average % Difference***						***9.1%***			***2.9%***

Labor, Trades, & Crafts

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
D8E3	GROUNDS & NURSERY III	23	$3,337	30	93	$4,524	*35.6%*	$3,827	$4,608	*20.4%*
D8C5	DINING SERVICES V	41	$2,749	32	79	$3,694	*34.4%*	$3,150	$3,657	*16.1%*
D7B2	EQUIPMENT OPERATOR II	33	$2,562	74	1,835	$3,431	*33.9%*	$3,066	$3,328	*8.5%*
D8E2	GROUNDS & NURSERY II	54	$2,894	51	252	$3,835	*32.5%*	$3,308	$3,774	*14.1%*
D8E1	GROUNDS & NURSERY I	118	$2,583	45	367	$3,357	*30.0%*	$3,066	$3,370	*9.9%*
D7C2	PRODUCTION II	30	$2,283	47	102	$2,931	*28.4%*	$2,523	$3,194	*26.6%*
D6D1	STRUCTURAL TRADES I	89	$2,740	86	308	$3,427	*25.1%*	$3,001	$3,394	*13.1%*
D7B1	EQUIPMENT OPERATOR I	27	$2,226	39	117	$2,725	*22.4%*	$2,523	$2,777	*10.1%*
D8B3	CUSTODIAN III	99	$2,785	59	154	$3,400	*22.1%*	$3,066	$3,600	*17.4%*
D8B1	CUSTODIAN I	986	$1,747	159	8,522	$2,112	*20.9%*	$2,075	$2,337	*12.6%*
D6A2	ELECTRICAL TRADES II	100	$4,177	77	341	$5,048	*20.9%*	$4,314	$4,641	*7.6%*
D6D2	STRUCTURAL TRADES II	252	$3,323	113	417	$3,993	*20.2%*	$3,471	$4,011	*15.6%*
D8C3	DINING SERVICES III	195	$1,980	71	2,249	$2,362	*19.3%*	$2,349	$2,429	*3.4%*
D9B3	ENGR/PHYS SCI ASST III	50	$3,209	34	68	$3,766	*17.4%*	$3,308	$3,726	*12.7%*
D8D1	GENERAL LABOR I	113	$2,212	37	321	$2,592	*17.2%*	$2,648	$3,216	*21.5%*
D7A2	EQUIPMENT MECHANIC II	23	$3,560	67	399	$4,115	*15.6%*	$3,726	$3,881	*4.2%*
D8G2	MATERIALS HANDLER II	66	$2,880	58	613	$3,252	*12.9%*	$3,150	$3,210	*1.9%*
D6E1	UTILITY PLANT OPER I	49	$4,207	26	145	$4,704	*11.8%*	$4,107	$4,323	*5.3%*
D9C2	INSPECTOR II	21	$4,321	26	67	$4,825	*11.7%*	$4,753	$4,665	*-1.9%*
D6A1	ELECTRICAL TRADES I	25	$3,515	37	164	$3,899	*10.9%*	$3,827	$3,800	*-0.7%*
D8G1	MATERIALS HANDLER I	53	$2,273	193	1,235	$2,516	*10.7%*	$2,592	$2,799	*8.0%*

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
D8H1	SECURITY I	81	$2,375	31	304	$2,623	*10.4%*	$2,721	$2,673	*-1.8%*
D9D2	LTC OPERATIONS II	32	$6,371	48	61	$7,009	*10.0%*	$5,652	$6,776	*19.9%*
D7C3	PRODUCTION III	29	$2,773	13	44	$3,026	*9.1%*	$2,782	$3,325	*19.5%*
D6C2	PIPE/MECH TRADES II	213	$4,290	111	467	$4,667	*8.8%*	$4,314	$4,404	*2.1%*
D9C3	INSPECTOR III	56	$5,084	36	91	$5,302	*4.3%*	$5,242	$5,083	*-3.0%*
D7A4	EQUIPMENT MECHANIC IV	7	$4,855	53	148	$5,055	*4.1%*	$4,753	$4,957	*4.3%*
D7D2	TRANSPORTATION MTC II	257	$4,085	28	186	$4,208	*3.0%*	$3,726	$4,043	*8.5%*
D8G4	MATERIALS SUPERVISOR	22	$4,255	66	102	$4,348	*2.2%*	$4,653	$5,044	*8.4%*
D9D1	LTC OPERATIONS I	93	$5,519	166	320	$5,634	*2.1%*	$5,129	$5,331	*4.0%*
D7A3	EQUIPMENT MECHANIC III	106	$4,445	46	290	$4,451	*0.2%*	$4,430	$4,222	*-4.7%*
D7B3	EQUIPMENT OPERATOR III	152	$3,428	19	169	$3,332	*-2.8%*	$3,379	$3,770	*11.6%*
D7B4	EQUIPMENT OPERATOR IV	38	$4,085	29	305	$3,909	*-4.3%*	$3,549	$3,792	*6.9%*
D7D3	TRANSPORTATION MTC III	105	$4,799	57	1,984	$4,512	*-6.0%*	$4,653	$4,504	*-3.2%*
D7D1	TRANSPORTATION MTC I	806	$3,350	52	10,759	$3,062	*-8.6%*	$3,379	$3,150	*-6.8%*
D6B2	MACHINING TRADES II	17	$4,245	32	141	$3,744	*-11.8%*	$4,018	$4,125	*2.7%*
D9A2	CORRECTL INDUS SUPV II	18	$5,234	35	141	$4,515	*-13.7%*	$4,883	$4,619	*-5.4%*
D9A1	CORRECTL INDUS SUPV I	0		20	518	$3,889		$4,107	$4,001	*-2.6%*
LTC -	***Occupational Group Average % Difference***						***10.7%***			***6.4%***

Administrative Support & Related

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
G4A2	COLLECTIONS REP II	14	$2,483	38	912	$3,208	*29.2%*	$3,481	$3,562	*2.3%*
G2D2	DATA ENTRY OPERATOR I	20	$2,176	9	17	$2,806	*29.0%*	$2,598	$2,847	*9.6%*
G3A2	ADMIN ASSISTANT I	129	$2,148	445	2,505	$2,692	*25.3%*	$2,543	$2,752	*8.3%*
G3A4	ADMIN ASSISTANT III	1,540	$3,177	198	1,288	$3,968	*24.9%*	$3,481	$3,824	*9.8%*
G3A3	ADMIN ASSISTANT II	1,178	$2,611	260	1,808	$3,220	*23.3%*	$3,091	$3,186	*3.1%*
G3D2	MEDICAL RECORDS TECH II	29	$3,693	34	201	$4,282	*15.9%*	$3,839	$4,147	*8.0%*
G3A5	OFFICE MANAGER I	155	$4,153	123	369	$4,517	*8.8%*	$4,141	$4,623	*11.6%*

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
G1A3	POLICE COMMUNICATION SUPV	26	$4,861	37	122	$5,150	*5.9%*	$4,792	$4,880	*1.8%*
G1A2	POLICE COMMUNICATION TECH	164	$3,707	43	676	$3,924	*5.8%*	$3,656	$3,860	*5.6%*
G4B2	DRIVER'S LIC EXAM II	92	$3,042	20	3,230	$3,046	*0.1%*	$3,091	$3,102	*0.4%*
G3C3	LIBRARY TECHNICIAN II	147	$2,879	27	249	$2,870	*-0.3%*	$3,407	$3,164	*-7.1%*
G3D1	MEDICAL RECORDS TECH I	46	$2,800	28	233	$2,754	*-1.7%*	$3,315	$2,841	*-14.3%*
G4B4	DRIVER'S LIC EXAM IV	19	$3,902	17	678	$3,562	*-8.7%*	$4,232	$3,726	*-12.0%*
ASR -	***Occupational Group Average % Difference***						***20.4%***			***5.9%***

Professional Services

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
H8B4	ACCOUNTING TECHNICIAN IV	44	$4,117	44	47	$5,672	*37.8%*	$4,530	$5,665	*25.1%*
H2A3	APP PROGRAMMER II	6	$4,713	53	210	$6,492	*37.8%*	$4,780	$6,294	*31.7%*
H2A2	APP PROGRAMMER I	5	$3,828	13	23	$5,246	*37.0%*	$4,335	$5,238	*20.9%*
H8B1	ACCOUNTING TECHNICIAN I	33	$2,394	18	31	$3,261	*36.2%*	$2,920	$3,353	*14.8%*
H2A4	APP PROGRAMMER III	1	$6,095	73	272	$7,884	*29.4%*	$5,269	$7,231	*37.2%*
H4O1	AIRCRAFT PILOT	5	$4,475	19	124	$5,610	*25.4%*	$4,993	$5,143	*3.0%*
H8B2	ACCOUNTING TECHNICIAN II	169	$2,719	305	801	$3,396	*24.9%*	$3,219	$3,385	*5.2%*
H8A3	ACCOUNTANT III	85	$5,743	88	159	$7,063	*23.0%*	$5,937	$6,741	*13.6%*
H4R1	PROGRAM ASSISTANT I	755	$3,700	148	492	$4,466	*20.7%*	$3,646	$4,246	*16.4%*
H2I4	IT PROFESSIONAL II	369	$5,245	347	909	$6,295	*20.0%*	$5,533	$6,289	*13.7%*
H4Q2	PORT OF ENTRY I	68	$3,324	18	1,227	$3,980	*19.7%*	$3,830	$3,799	*-0.8%*
H5E1	LEGAL ASSISTANT I	17	$3,650	29	99	$4,344	*19.0%*	$4,316	$4,540	*5.2%*
H8D5	AUDITOR IV	24	$7,116	29	42	$8,451	*18.8%*	$7,026	$8,736	*24.3%*
H2I5	IT PROFESSIONAL III	358	$6,302	347	1,012	$7,470	*18.5%*	$6,099	$7,152	*17.3%*
H8D3	AUDITOR II	34	$4,117	54	1,181	$4,846	*17.7%*	$4,886	$4,865	*-0.4%*
H6G6	GENERAL PROFESSIONAL VI	263	$7,500	134	174	$8,715	*16.2%*	$7,377	$8,651	*17.3%*

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
H8A4	ACCOUNTANT IV	22	$6,766	29	59	$7,847	*16.0%*	$7,377	$7,897	*7.0%*
H5E2	LEGAL ASSISTANT II	48	$4,850	44	107	$5,623	*15.9%*	$4,993	$5,462	*9.4%*
H8C1	CONTROLLER I	4	$7,064	105	114	$8,148	*15.4%*	$6,873	$7,692	*11.9%*
H6P3	PARK MANAGER III	21	$3,895	21	494	$4,490	*15.3%*	$4,756	$4,704	*-1.1%*
H8B3	ACCOUNTING TECHNICIAN III	414	$3,375	237	466	$3,888	*15.2%*	$3,728	$3,886	*4.2%*
H7C2	EARLY CHILDHOOD EDUC I	15	$2,068	14	73	$2,353	*13.8%*	$2,408	$2,486	*3.2%*
H2I3	IT PROFESSIONAL I	199	$4,386	53	106	$4,923	*12.3%*	$5,019	$5,130	*2.2%*
H6M3	FOOD SERV MGR III	4	$5,679	19	24	$6,369	*12.2%*	$5,781	$5,294	*-8.4%*
H2I6	IT PROFESSIONAL IV	194	$7,519	213	318	$8,348	*11.0%*	$7,063	$8,092	*14.6%*
H6G5	GENERAL PROFESSIONAL V	432	$6,667	380	467	$7,377	*10.7%*	$6,692	$7,124	*6.5%*
H3U4	ARTS PROFESSIONAL II	25	$3,936	90	157	$4,344	*10.4%*	$3,912	$4,183	*6.9%*
H2I8	IT PROFESSIONAL VI	11	$9,300	64	150	$10,188	*9.5%*	$8,768	$9,966	*13.7%*
H3I4	MEDIA SPECIALIST III	9	$3,617	14	33	$3,949	*9.2%*	$4,019	$4,364	*8.6%*
H8F3	FIN/CREDIT EXAMINER II	31	$5,020	33	567	$5,403	*7.6%*	$5,937	$5,339	*-10.1%*
H6R2	REHABILITATION COUNS I	99	$3,919	20	1,494	$4,207	*7.3%*	$4,756	$4,307	*-9.4%*
H2I2	IT TECHNICIAN II	166	$3,956	119	365	$4,235	*7.1%*	$4,554	$4,442	*-2.4%*
H5F2	HEARINGS OFFICER II	36	$5,206	22	541	$5,557	*6.7%*	$5,781	$5,935	*2.7%*
H8N1	TAX EXAMINER I	106	$3,204	24	1,635	$3,404	*6.2%*	$3,912	$3,575	*-8.6%*
H6P2	PARK MANAGER II	36	$3,387	36	1,019	$3,578	*5.7%*	$4,109	$4,047	*-1.5%*
H4P2	FINGERPRINT EXAMINER I	26	$3,803	21	183	$3,978	*4.6%*	$4,220	$3,792	*-10.1%*
H8J3	PROPERTY TAX SPEC II	14	$4,644	19	365	$4,833	*4.1%*	$5,386	$4,606	*-14.5%*
H2I1	IT TECHNICIAN I	25	$3,380	69	178	$3,502	*3.6%*	$4,129	$3,868	*-6.3%*
H8G3	RATE/FINANCIAL ANLYST II	27	$4,789	56	972	$4,945	*3.3%*	$5,781	$4,914	*-15.0%*
H8C3	CONTROLLER III	15	$8,976	73	73	$9,216	*2.7%*	$8,751	$9,110	*4.1%*
H7A1	STATE TEACHER I	190	$4,436	21	1,901	$4,501	*1.5%*	$5,386	$4,451	*-17.3%*
H6J3	COMP INSURANCE SPEC II	25	$4,488	44	250	$4,470	*-0.4%*	$4,756	$4,563	*-4.1%*
H8A1	ACCOUNTANT I	108	$3,887	88	268	$3,859	*-0.7%*	$4,316	$4,159	*-3.6%*
H6G3	GENERAL PROFESSIONAL III	1,103	$4,580	696	6,962	$4,532	*-1.0%*	$4,756	$4,640	*-2.4%*
H8G5	RATE/FINANCIAL ANLYST IV	24	$6,662	12	84	$6,557	*-1.6%*	$7,746	$6,150	*-20.6%*
H2I7	IT PROFESSIONAL V	47	$8,850	154	269	$8,701	*-1.7%*	$8,352	$8,489	*1.6%*
H6U3	WILDLIFE MANAGER III	184	$4,584	44	3,050	$4,495	*-1.9%*	$4,993	$4,702	*-5.8%*

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
H8A2	ACCOUNTANT II	141	$4,633	141	314	$4,492	*-3.0%*	$4,756	$4,757	*0.0%*
H3I5	MEDIA SPECIALIST IV	8	$4,443	11	13	$4,214	*-5.2%*	$4,431	$4,689	*5.8%*
H8K3	REVENUE AGENT II	35	$4,508	44	1,378	$4,272	*-5.2%*	$5,507	$4,660	*-15.4%*
H8E2	BUDGET ANALYST II	27	$5,870	83	196	$5,538	*-5.7%*	$5,386	$5,644	*4.8%*
H6G4	GENERAL PROFESSIONAL IV	797	$5,600	288	2,506	$5,257	*-6.1%*	$5,781	$5,409	*-6.4%*
H6G8	MANAGEMENT	180	$9,579	90	96	$8,971	*-6.3%*	$8,635	$9,671	*12.0%*
H6G8 S	MANAGEMENT-SES	75	$11,000	733	1,176	$10,177	*-7.5%*	$9,961	$10,471	*5.1%*
H4M4	TECHNICIAN IV	306	$4,139	33	343	$3,790	*-8.4%*	$4,316	$4,181	*-3.1%*
H8E5	BUDGET & POLICY ANLST V	8	$9,140	79	119	$8,226	*-10.0%*	$8,138	$8,004	*-1.6%*
H6N3	LABOR/EMPLOYMENT SPEC II	244	$3,956	53	3,731	$3,467	*-12.4%*	$4,756	$3,833	*-19.4%*
H8K5	REVENUE AGENT IV	21	$7,722	14	21	$6,354	*-17.7%*	$7,580	$6,338	*-16.4%*
H6U5	WILDLIFE MANAGER V	45	$6,920	15	256	$5,629	*-18.7%*	$7,026	$5,399	*-23.2%*
H6V1	YOUTH SERV COUNSELOR I	43	$4,509	21	3,094	$3,484	*-22.7%*	$4,756	$3,687	*-22.5%*
H6N5	LABOR/EMPLOYMENT SPEC IV	30	$6,117	26	620	$4,674	*-23.6%*	$6,692	$4,969	*-25.7%*
PS -	***Occupational Group Average % Difference***						***6.4%***			***2.3%***

Physical Sciences & Engineering

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
I2C2	ENGINEER-IN-TRAINING II	34	$4,960	84	203	$6,370	*28.4%*	$5,592	$6,622	*18.4%*
I2C1	ENGINEER-IN-TRAINING I	29	$4,281	45	75	$5,219	*21.9%*	$4,964	$5,441	*9.6%*
I5E3	ELECTRONICS SPEC II	99	$4,373	75	334	$5,149	*17.7%*	$4,601	$5,013	*9.0%*
I3A6	ENVIRON PROTECT SPEC V	12	$9,408	9	12	$10,236	*8.8%*	$8,679	$8,858	*2.1%*
I5D1	ENGR/PHYS SCI TECH I	90	$3,882	88	262	$4,129	*6.4%*	$4,288	$4,198	*-2.1%*
I9B3	PROF LAND SURVEYOR I	22	$5,100	37	262	$5,364	*5.2%*	$5,872	$5,011	*-14.7%*
I2C6	PROFESSIONAL ENGINEER III	47	$9,659	30	94	$10,120	*4.8%*	$9,338	$9,605	*2.9%*
I2C4	PROFESSIONAL ENGINEER I	238	$7,156	122	2,499	$7,089	*-0.9%*	$6,649	$6,761	*1.7%*
I5D2	ENGR/PHYS SCI TECH II	162	$4,733	81	362	$4,507	*-4.8%*	$4,601	$4,402	*-4.3%*

Class Code	Class Title	#State EEs	State Median Salary 5/31/12	#Market Orgs	#Market EEs	Market Median Salary 7/1/13	*% Diff Salary*	State Midpoint 7/1/12	Market Midpoint 7/1/13	*% Diff Midpoint*
I2C5	PROFESSIONAL ENGINEER II	142	$8,500	134	2,274	$8,047	*-5.3%*	$7,868	$7,605	*-3.3%*
I3B3	PHY SCI RES/SCIENTIST II	72	$6,031	99	1,041	$5,407	*-10.3%*	$6,032	$5,423	*-10.1%*
I5D3	ENGR/PHYS SCI TECH III	117	$5,537	50	2,906	$4,856	*-12.3%*	$5,072	$4,690	*-7.5%*
I2A3	ARCHITECT I	8	$6,475	21	187	$5,298	*-18.2%*	$6,164	$5,438	*-11.8%*
I1B2	STATISTICAL ANALYST II	41	$5,052	24	1,407	$3,937	*-22.1%*	$5,592	$4,294	*-23.2%*
I3A3	ENVIRON PROTECT SPEC II	150	$6,195	65	2,189	$4,472	*-27.8%*	$6,032	$4,721	*-21.7%*
PSE -	***Occupational Group Average % Difference***						***-3.8%***			***-4.1%***

The following tables list the proposed pay structure redesign, which involves new pay grades (new range minimum, midpoint, and maximum values) and new occuptional groups. Class codes are not changing at this time, although it appears system maintenance is needed, which will likely result in new class codes and possibly class titles. It is also possible that further class consolidation will occur, which may change pay grades in the future. Lastly, the Director will collect input and make a decision on final pay structure redesign before implemenation on July 1, 2013. If costs change significantly, the Director will notify the Joint Budget Committee (JBC) of the General Assembly and the Governor's Office of State Planning and Budgeting (OSPB). The new pay structures listed by group are listed in Appendix D, beginning on page 56. NOTE: Percents in these tables illustrating the difference between current and proposed pay ranges do not necessarily correlate to salary increases for any employee in that class. For more detail on what pay structure redesign may mean to an employee's salary, please reference the Pay Structure Redesign section of this report, on pages 8-11.

NG = No grade assigned, due to vacant class; likely to abolish the class through system maintenance study.

PROPOSED MANAGEMENT GROUP

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
A-EPS	A1D7	CORR OR YTH SEC OFF V	A40	$6,145	M01	$4,741	$6,045	$7,349	$10,608	-1.6%
A-EPS	A1L4	CORR SUPP TRADES SUPV IV	A40	$6,145	M01	$4,741	$6,045	$7,349	$10,608	-1.6%
A-EPS	A2A5	CRIMINAL INVESTIGATOR IV	A52	$8,238	M04	$6,841	$8,722	$10,604	$10,608	5.9%
A-EPS	A3C4	COMM PAROLE MGR	A43	$6,629	M02	$5,358	$6,831	$8,304	$10,608	3.0%
A-EPS	A4B5	POLICE ADMINISTRATOR I	A45	$6,960	M03	$6,054	$7,719	$9,384	$10,608	10.9%
A-EPS	A4B6	POLICE ADMINISTRATOR II	A49	$7,674	M04	$6,841	$8,722	$10,604	$10,608	13.7%
C-HCS	C1K2	PUB HLTH MED ADMIN II	C94	$14,471	M08	$11,735	$15,255	$18,776	$18,891	5.4%
C-HCS	C6S6	NURSE VI	C72	$8,986	M04	$6,841	$8,722	$10,604	$10,608	-2.9%
C-HCS	C7C7	HEALTH PROFESSIONAL VII	C66	$7,858	M03	$6,054	$7,719	$9,384	$10,608	-1.8%
C-HCS	C9B3	VETERINARIAN III	C72	$8,986	M04	$6,841	$8,722	$10,604	$10,608	-2.9%
H-PS	H2B1	COMPUTER OPERATIONS MGR	H90	$7,956	M03	$6,054	$7,719	$9,384	$10,608	-3.0%
H-PS	H6G7	GENERAL PROFESSIONAL VII	H57	$7,746	M03	$6,054	$7,719	$9,384	$10,608	-0.4%
H-PS	H6G8	MANAGEMENT	H99	$8,635	M04	$6,841	$8,722	$10,604	$10,608	1.0%
H-PS	H6G8S	MANAGEMENT-SES	H99	$9,961	M05	$7,716	$10,031	$12,345	$13,260	0.7%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
H-PS	H6J7	COMP INSURANCE SPEC VI	H57	$7,746	M03	$6,054	$7,719	$9,384	$10,608	-0.4%
H-PS	H6M3	FOOD SERV MGR III	H45	$5,781	M01	$4,741	$6,045	$7,349	$10,608	4.6%
H-PS	H6M4	FOOD SERV MGR IV	H51	$6,692	M02	$5,358	$6,831	$8,304	$10,608	2.1%
H-PS	H6P6	PARK MANAGER VI	H55	$7,377	M03	$6,054	$7,719	$9,384	$10,608	4.6%
H-PS	H6Q2	RECORDS ADMINISTRATOR II	H46	$5,937	M01	$4,741	$6,045	$7,349	$10,608	1.8%
H-PS	H6R5	REHABILITATION SUPV II	H53	$7,026	M02	$5,358	$6,831	$8,304	$10,608	-2.8%
H-PS	H6U6	WILDLIFE MANAGER VI	H57	$7,746	M03	$6,054	$7,719	$9,384	$10,608	-0.4%
H-PS	H6V5	YOUTH SERV ADMIN	H55	$7,377	M03	$6,054	$7,719	$9,384	$10,608	4.6%
H-PS	H8A4	ACCOUNTANT IV	H55	$7,377	M03	$6,054	$7,719	$9,384	$10,608	4.6%
H-PS	H8C3	CONTROLLER III	H62	$8,751	M04	$6,841	$8,722	$10,604	$10,608	-0.3%
H-PS	H8D6	AUDITOR V	H58	$7,958	M04	$6,841	$8,722	$10,604	$10,608	9.6%
H-PS	H8E5	BUDGET & POLICY ANLST V	H59	$8,138	M04	$6,841	$8,722	$10,604	$10,608	7.2%
H-PS	H8F6	FIN/CREDIT EXAMINER V	H58	$7,958	M03	$6,054	$7,719	$9,384	$10,608	-3.0%
H-PS	H8G6	RATE/FINANCIAL ANLYST V	H61	$8,538	M04	$6,841	$8,722	$10,604	$10,608	2.2%
H-PS	H8M4	TAX COMPLIANCE AGENT III	H48	$6,236	M01	$4,741	$6,045	$7,349	$10,608	-3.1%
H-PS	H8N5	TAX EXAMINER V	H52	$6,873	M02	$5,358	$6,831	$8,304	$10,608	-0.6%
I-PSE	I1B5	STATISTICAL ANALYST V	I43	$7,698	M03	$6,054	$7,719	$9,384	$10,608	0.3%
I-PSE	I2B4	ELECTRONIC ENGINEER IV	I50	$9,043	M04	$6,841	$8,722	$10,604	$10,608	-3.5%
I-PSE	I2C6	PROFESSIONAL ENGINEER III	I53	$9,338	M04	$6,841	$8,722	$10,604	$10,608	-6.6%
I-PSE	I2C7	PROFESSIONAL ENGINEER IV	I57	$9,752	M05	$7,716	$10,031	$12,345	$10,608	2.9%
I-PSE	I3A6	ENVIRON PROTECT SPEC V	I48	$8,679	M04	$6,841	$8,722	$10,604	$10,608	0.5%
I-PSE	I3B6	PHY SCI RES/SCIENTIST V	I48	$8,679	M04	$6,841	$8,722	$10,604	$10,608	0.5%

PROPOSED PROFESSIONAL & SUPERVISORY PAY GROUP

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
C-HCS	C1H1	DENTIST I	C90	$10,694	P20	$8,095	$10,119	$12,142	$18,891	-5.4%
C-HCS	C1H2	DENTIST II	C91	$10,964	P20	$8,095	$10,119	$12,142	$18,891	-7.7%
C-HCS	C1H3	DENTIST III	C92	$11,233	P21	$8,783	$10,979	$13,174	$18,891	-2.3%
C-HCS	C1J1	PHYSICIAN I	C93	$13,942	P24	$11,218	$14,023	$16,828	$18,891	0.6%
C-HCS	C1J2	PHYSICIAN II	C95	$15,020	P25	$12,172	$15,215	$18,258	$18,891	1.3%
C-HCS	C1K1	PUB HLTH MED ADMIN I	C93	$13,942	P24	$11,218	$14,023	$16,828	$18,891	0.6%
C-HCS	C4J2	CLIN BEHAV SPEC II	C46	$4,827	P11	$4,122	$4,946	$5,771	$10,608	2.5%
C-HCS	C4J3	CLIN BEHAV SPEC III	C50	$5,321	P12	$4,431	$5,317	$6,204	$10,608	-0.1%
C-HCS	C4K1	GENETIC COUNSELOR	C52	$5,587	NG					
C-HCS	C4L1	SOCIAL WORK/COUNSELOR I	C39	$4,080	P08	$3,318	$3,982	$4,645	$10,608	-2.4%
C-HCS	C4L2	SOCIAL WORK/COUNSELOR II	C44	$4,597	P10	$3,834	$4,601	$5,368	$10,608	0.1%
C-HCS	C4L3	SOCIAL WORK/COUNSELOR III	C48	$5,066	P11	$4,122	$4,946	$5,771	$10,608	-2.4%
C-HCS	C4L4	SOCIAL WORK/COUNSELOR IV	C50	$5,321	P12	$4,431	$5,317	$6,204	$10,608	-0.1%
C-HCS	C4M1	PSYCHOLOGIST CANDIDATE	C56	$6,158	P14	$5,063	$6,202	$7,341	$10,608	0.7%
C-HCS	C4M2	PSYCHOLOGIST I	C59	$6,642	P15	$5,493	$6,729	$7,965	$10,608	1.3%
C-HCS	C4M3	PSYCHOLOGIST II	C62	$7,129	P16	$5,960	$7,301	$8,642	$10,608	2.4%
C-HCS	C5J1	CLINICAL THERAPIST I	C33	$3,526	P06	$2,871	$3,446	$4,020	$10,608	-2.3%
C-HCS	C5J2	CLINICAL THERAPIST II	C37	$3,886	P08	$3,318	$3,982	$4,645	$10,608	2.5%
C-HCS	C5J3	CLINICAL THERAPIST III	C41	$4,282	P09	$3,567	$4,280	$4,994	$10,608	0.0%
C-HCS	C5J4	CLINICAL THERAPIST IV	C50	$5,321	P12	$4,431	$5,317	$6,204	$10,608	-0.1%
C-HCS	C5J5	CLINICAL THERAPIST V	C54	$5,864	P13	$4,764	$5,716	$6,669	$10,608	-2.5%
C-HCS	C5K1	THERAPIST I	C42	$4,376	P09	$3,567	$4,280	$4,994	$10,608	-2.2%
C-HCS	C5K2	THERAPIST II	C47	$4,958	P13	$4,764	$5,716	$6,669	$10,608	15.3%
C-HCS	C5K3	THERAPIST III	C52	$5,587	P14	$5,063	$6,202	$7,341	$10,608	11.0%
C-HCS	C5K4	THERAPIST IV	C59	$6,642	P15	$5,493	$6,729	$7,965	$10,608	1.3%
C-HCS	C5L1	THERAPY ASSISTANT I	C28	$3,111	P05	$2,671	$3,205	$3,739	$10,608	3.0%
C-HCS	C5L2	THERAPY ASSISTANT II	C32	$3,430	P07	$3,087	$3,704	$4,321	$10,608	8.0%
C-HCS	C5L3	THERAPY ASSISTANT III	C36	$3,780	P08	$3,318	$3,982	$4,645	$10,608	5.3%
C-HCS	C5L4	THERAPY ASSISTANT IV	C38	$3,970	P09	$3,567	$4,280	$4,994	$10,608	7.8%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
C-HCS	C6S1	NURSE I	C48	$5,066	P13	$4,764	$5,716	$6,669	$10,608	12.8%
C-HCS	C6S2	NURSE II	C53	$5,739	P14	$5,063	$6,202	$7,341	$10,608	8.1%
C-HCS	C6S3	NURSE III	C55	$6,025	P15	$5,493	$6,729	$7,965	$10,608	11.7%
C-HCS	C6S4	MID-LEVEL PROVIDER	C59	$6,642	P16	$5,960	$7,301	$8,642	$10,608	9.9%
C-HCS	C6S5	NURSE V	C64	$7,484	P17	$6,467	$7,922	$9,377	$10,608	5.9%
C-HCS	C6T1	NURSE ANESTHETIST	C75	$9,272	NG					
C-HCS	C6U1	MENTAL HLTH CLINICIAN I	C31	$3,356	P06	$2,871	$3,446	$4,020	$10,608	2.7%
C-HCS	C6U2	MENTAL HLTH CLINICIAN II	C35	$3,700	P07	$3,087	$3,704	$4,321	$10,608	0.1%
C-HCS	C6U3	MENTAL HLTH CLINICIAN III	C39	$4,080	P08	$3,318	$3,982	$4,645	$10,608	-2.4%
C-HCS	C7A1	CLINICAL TEAM LEADER	C64	$7,484	P17	$6,467	$7,922	$9,377	$10,608	5.9%
C-HCS	C7C1	HEALTH PROFESSIONAL I	C39	$4,080	P08	$3,318	$3,982	$4,645	$10,608	-2.4%
C-HCS	C7C2	HEALTH PROFESSIONAL II	C44	$4,597	P10	$3,834	$4,601	$5,368	$10,608	0.1%
C-HCS	C7C3	HEALTH PROFESSIONAL III	C50	$5,321	P11	$4,122	$4,946	$5,771	$10,608	-7.0%
C-HCS	C7C4	HEALTH PROFESSIONAL IV	C54	$5,864	P12	$4,431	$5,317	$6,204	$10,608	-9.3%
C-HCS	C7C5	HEALTH PROFESSIONAL V	C58	$6,468	P14	$5,063	$6,202	$7,341	$10,608	-4.1%
C-HCS	C7C6	HEALTH PROFESSIONAL VI	C62	$7,129	P17	$6,467	$7,922	$9,377	$10,608	11.1%
C-HCS	C7D1	HCS TRAINEE I	C14	$2,213	P01	$2,000	$2,400	$2,800	$10,608	8.5%
C-HCS	C7D2	HCS TRAINEE II	C22	$2,689	P01	$2,000	$2,400	$2,800	$10,608	-10.7%
C-HCS	C7D3	HCS TRAINEE III	C33	$3,526	P05	$2,671	$3,205	$3,739	$10,608	-9.1%
C-HCS	C7E1	NURSE CONSULTANT	C62	$7,129	P16	$5,960	$7,301	$8,642	$10,608	2.4%
C-HCS	C8A1	DIAG PROCED TECHNOL I	C31	$3,356	P06	$2,871	$3,446	$4,020	$10,608	2.7%
C-HCS	C8A2	DIAG PROCED TECHNOL II	C41	$4,282	P10	$3,834	$4,601	$5,368	$10,608	7.5%
C-HCS	C8A3	DIAG PROCED TECHNOL III	C46	$4,827	P14	$5,063	$6,202	$7,341	$10,608	28.5%
C-HCS	C8A4	DIAG PROCED TECHNOL IV	C55	$6,025	P15	$5,493	$6,729	$7,965	$10,608	11.7%
C-HCS	C8B1	DIETITIAN I	C40	$4,169	P09	$3,567	$4,280	$4,994	$10,608	2.7%
C-HCS	C8B2	DIETITIAN II	C44	$4,597	P10	$3,834	$4,601	$5,368	$10,608	0.1%
C-HCS	C8B3	DIETITIAN III	C48	$5,066	P11	$4,122	$4,946	$5,771	$10,608	-2.4%
C-HCS	C8D1	LABORATORY TECHNOLOGY I	C37	$3,886	P08	$3,318	$3,982	$4,645	$10,608	2.5%
C-HCS	C8D2	LABORATORY TECHNOLOGY II	C41	$4,282	P09	$3,567	$4,280	$4,994	$10,608	0.0%
C-HCS	C8D3	LABORATORY TECHNOLOGY III	C47	$4,958	P12	$4,431	$5,317	$6,204	$10,608	7.3%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
C-HCS	C8D4	LABORATORY TECHNOLOGY IV	C51	$5,467	P14	$5,063	$6,202	$7,341	$10,608	13.5%
C-HCS	C8E1	PHARMACY I	C66	$7,858	P18	$7,017	$8,595	$10,174	$10,608	9.4%
C-HCS	C8E2	PHARMACY II	C70	$8,576	P20	$8,095	$10,119	$12,142	$10,608	18.0%
C-HCS	C8E3	PHARMACY III	C73	$9,088	P22	$9,530	$11,912	$14,294	$10,608	31.1%
C-HCS	C9B1	VETERINARIAN I	C65	$7,691	P16	$5,960	$7,301	$8,642	$10,608	-5.1%
C-HCS	C9B2	VETERINARIAN II	C69	$8,397	P19	$7,613	$9,326	$11,039	$10,608	11.1%
C-HCS	C9C1	VETERINARY TECHNOLOGY I	C27	$3,046	P05	$2,671	$3,205	$3,739	$10,608	5.2%
C-HCS	C9C2	VETERINARY TECHNOLOGY II	C35	$3,700	P07	$3,087	$3,704	$4,321	$10,608	0.1%
C-HCS	C9C3	VETERINARY TECHNOLOGY III	C38	$3,970	P08	$3,318	$3,982	$4,645	$10,608	0.3%
C-HCS	C9C4	VETERINARY TECHNOLOGY IV	C41	$4,282	P09	$3,567	$4,280	$4,994	$10,608	0.0%
H-PS	H3I4	MEDIA SPECIALIST III	H30	$4,019	P08	$3,318	$3,982	$4,645	$10,608	-0.9%
H-PS	H3I5	MEDIA SPECIALIST IV	H34	$4,431	P10	$3,834	$4,601	$5,368	$10,608	3.9%
H-PS	H3I6	MEDIA SPECIALIST V	H40	$5,131	P11	$4,122	$4,946	$5,771	$10,608	-3.6%
H-PS	H3U3	ARTS PROFESSIONAL I	H25	$3,551	P06	$2,871	$3,446	$4,020	$10,608	-3.0%
H-PS	H3U4	ARTS PROFESSIONAL II	H29	$3,912	P09	$3,567	$4,280	$4,994	$10,608	9.4%
H-PS	H3U5	ARTS PROFESSIONAL III	H35	$4,530	P10	$3,834	$4,601	$5,368	$10,608	1.6%
H-PS	H3U6	ARTS PROFESSIONAL IV	H41	$5,244	P12	$4,431	$5,317	$6,204	$10,608	1.4%
H-PS	H4N1	AIR TRAFFIC CONTRL I	H46	$5,937	P14	$5,063	$6,202	$7,341	$10,608	4.5%
H-PS	H4N2	AIR TRAFFIC CONTRL II	H50	$6,547	P15	$5,493	$6,729	$7,965	$10,608	2.8%
H-PS	H4N3	AIR TRAFFIC CONTRL III	H57	$7,746	P16	$5,960	$7,301	$8,642	$10,608	-5.7%
H-PS	H4O1	AIRCRAFT PILOT	H39	$4,993	P13	$4,764	$5,716	$6,669	$10,608	14.5%
H-PS	H4Q1	PORT OF ENTRY INTERN	H24	$3,474	P06	$2,871	$3,446	$4,020	$10,608	-0.8%
H-PS	H4Q2	PORT OF ENTRY I	H28	$3,830	P08	$3,318	$3,982	$4,645	$10,608	4.0%
H-PS	H4Q3	PORT OF ENTRY II	H34	$4,431	P09	$3,567	$4,280	$4,994	$10,608	-3.4%
H-PS	H4Q4	PORT OF ENTRY III	H38	$4,886	P10	$3,834	$4,601	$5,368	$10,608	-5.8%
H-PS	H4S1	STATE SERV PROF TRAIN I	H22	$3,309	P05	$2,671	$3,205	$3,739	$10,608	-3.1%
H-PS	H4S2	STATE SERV PROF TRAIN II	H27	$3,728	P06	$2,871	$3,446	$4,020	$10,608	-7.6%
H-PS	H4T1	STUDENT TRAINEE I	H18	$3,001	P03	$2,311	$2,774	$3,236	$10,608	-7.6%
H-PS	H4T2	STUDENT TRAINEE II	H22	$3,309	P05	$2,671	$3,205	$3,739	$10,608	-3.1%
H-PS	H4T3	STUDENT TRAINEE III	H26	$3,646	P06	$2,871	$3,446	$4,020	$10,608	-5.5%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
H-PS	H4T4	STUDENT TRAINEE IV	H31	$4,109	P07	$3,087	$3,704	$4,321	$10,608	-9.8%
H-PS	H5F1	HEARINGS OFFICER I	H33	$4,316	P09	$3,567	$4,280	$4,994	$10,608	-0.8%
H-PS	H5F2	HEARINGS OFFICER II	H45	$5,781	P13	$4,764	$5,716	$6,669	$10,608	-1.1%
H-PS	H5F3	HEARINGS OFFICER III	H51	$6,692	P15	$5,493	$6,729	$7,965	$10,608	0.6%
H-PS	H5L1	ADMIN LAW JUDGE I	H57	$7,746	P16	$5,960	$7,301	$8,642	$10,608	-5.7%
H-PS	H5L2	ADMIN LAW JUDGE II	H58	$7,958	P16	$5,960	$7,301	$8,642	$10,608	-8.2%
H-PS	H5L3	ADMIN LAW JUDGE III	H59	$8,138	P17	$6,467	$7,922	$9,377	$10,608	-2.6%
H-PS	H6G1	GENERAL PROFESSIONAL I	H26	$3,646	P07	$3,087	$3,704	$4,321	$10,608	1.6%
H-PS	H6G2	GENERAL PROFESSIONAL II	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H6G3	GENERAL PROFESSIONAL III	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H6G4	GENERAL PROFESSIONAL IV	H45	$5,781	P13	$4,764	$5,716	$6,669	$10,608	-1.1%
H-PS	H6G5	GENERAL PROFESSIONAL V	H51	$6,692	P16	$5,960	$7,301	$8,642	$10,608	9.1%
H-PS	H6G6	GENERAL PROFESSIONAL VI	H55	$7,377	P18	$7,017	$8,595	$10,174	$10,608	16.5%
H-PS	H6H1	ARCHIVIST I	H26	$3,646	P07	$3,087	$3,704	$4,321	$10,608	1.6%
H-PS	H6H2	ARCHIVIST II	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H6I1	CHAPLAIN I	H41	$5,244	P12	$4,431	$5,317	$6,204	$10,608	1.4%
H-PS	H6I2	CHAPLAIN II	H43	$5,507	P12	$4,431	$5,317	$6,204	$10,608	-3.4%
H-PS	H6J1	COMP INSURANCE INTERN	H26	$3,646	P07	$3,087	$3,704	$4,321	$10,608	1.6%
H-PS	H6J2	COMP INSURANCE SPEC I	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H6J3	COMP INSURANCE SPEC II	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H6J4	COMP INSURANCE SPEC III	H45	$5,781	P13	$4,764	$5,716	$6,669	$10,608	-1.1%
H-PS	H6J5	COMP INSURANCE SPEC IV	H51	$6,692	P15	$5,493	$6,729	$7,965	$10,608	0.6%
H-PS	H6J6	COMP INSURANCE SPEC V	H55	$7,377	P16	$5,960	$7,301	$8,642	$10,608	-1.0%
H-PS	H6K1	COMPL INVESTIGATOR INT	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H6K2	COMPL INVESTIGATOR I	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H6K3	COMPL INVESTIGATOR II	H45	$5,781	P13	$4,764	$5,716	$6,669	$10,608	-1.1%
H-PS	H6K4	COMPL INVESTIGATOR III	H51	$6,692	P15	$5,493	$6,729	$7,965	$10,608	0.6%
H-PS	H6L1	CORRL ACCOUNT SALES REP	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H6M1	FOOD SERV MGR I	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H6M2	FOOD SERV MGR II	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
H-PS	H6N1	LABOR/EMPLOY SPEC INT	H26	$3,646	P07	$3,087	$3,704	$4,321	$10,608	1.6%
H-PS	H6N2	LABOR/EMPLOYMENT SPEC I	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H6N3	LABOR/EMPLOYMENT SPEC II	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H6N4	LABOR/EMPLOYMENT SPEC III	H45	$5,781	P13	$4,764	$5,716	$6,669	$10,608	-1.1%
H-PS	H6N5	LABOR/EMPLOYMENT SPEC IV	H51	$6,692	P14	$5,063	$6,202	$7,341	$10,608	-7.3%
H-PS	H6N6	LABOR/EMPLOYMENT SPEC V	H55	$7,377	P16	$5,960	$7,301	$8,642	$10,608	-1.0%
H-PS	H6O1	LOTTERY SALES REP I	H26	$3,646	P07	$3,087	$3,704	$4,321	$10,608	1.6%
H-PS	H6O2	LOTTERY SALES REP II	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H6O3	LOTTERY SALES REP III	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H6P1	PARK MANAGER I	H26	$3,646	P07	$3,087	$3,704	$4,321	$10,608	1.6%
H-PS	H6P2	PARK MANAGER II	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H6P3	PARK MANAGER III	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H6P4	PARK MANAGER IV	H43	$5,507	P12	$4,431	$5,317	$6,204	$10,608	-3.4%
H-PS	H6P5	PARK MANAGER V	H51	$6,692	P15	$5,493	$6,729	$7,965	$10,608	0.6%
H-PS	H6Q1	RECORDS ADMINISTRATOR I	H40	$5,131	P11	$4,122	$4,946	$5,771	$10,608	-3.6%
H-PS	H6R1	REHABILITATION INTERN	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H6R2	REHABILITATION COUNS I	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H6R3	REHABILITATION COUNS II	H41	$5,244	P11	$4,122	$4,946	$5,771	$10,608	-5.7%
H-PS	H6R4	REHABILITATION SUPV I	H49	$6,374	P14	$5,063	$6,202	$7,341	$10,608	-2.7%
H-PS	H6S1	SALES MANAGER I	H26	$3,646	P07	$3,087	$3,704	$4,321	$10,608	1.6%
H-PS	H6S2	SALES MANAGER II	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H6S3	SALES MANAGER III	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H6S4	STORE MANAGER	H45	$5,781	P13	$4,764	$5,716	$6,669	$10,608	-1.1%
H-PS	H6T1	STAFF ACCOMPANIST	H26	$3,646	P07	$3,087	$3,704	$4,321	$10,608	1.6%
H-PS	H6U1	WILDLIFE MANAGER I	H28	$3,830	P07	$3,087	$3,704	$4,321	$10,608	-3.3%
H-PS	H6U2	WILDLIFE MANAGER II	H33	$4,316	P09	$3,567	$4,280	$4,994	$10,608	-0.8%
H-PS	H6U3	WILDLIFE MANAGER III	H39	$4,993	P11	$4,122	$4,946	$5,771	$10,608	-0.9%
H-PS	H6U4	WILDLIFE MANAGER IV	H47	$6,069	P14	$5,063	$6,202	$7,341	$10,608	2.2%
H-PS	H6U5	WILDLIFE MANAGER V	H53	$7,026	P15	$5,493	$6,729	$7,965	$10,608	-4.2%
H-PS	H6V1	YOUTH SERV COUNSELOR I	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
H-PS	H6V2	YOUTH SERV COUNSELOR II	H41	$5,244	P12	$4,431	$5,317	$6,204	$10,608	1.4%
H-PS	H6V3	YOUTH SERV COUNSELOR III	H47	$6,069	P14	$5,063	$6,202	$7,341	$10,608	2.2%
H-PS	H7A1	STATE TEACHER I	H42	$5,386	P11	$4,122	$4,946	$5,771	$10,608	-8.2%
H-PS	H7A2	STATE TEACHER II	H48	$6,236	P13	$4,764	$5,716	$6,669	$10,608	-8.3%
H-PS	H7A3	STATE TEACHER III	H54	$7,217	P16	$5,960	$7,301	$8,642	$10,608	1.2%
H-PS	H7A4	STATE TEACHER IV	H58	$7,958	P17	$6,467	$7,922	$9,377	$10,608	-0.4%
H-PS	H7B1	STATE TEACHER AIDE	H15	$2,782	P03	$2,311	$2,774	$3,236	$10,608	-0.3%
H-PS	H7C2	EARLY CHILDHOOD EDUC I	H09	$2,408	P01	$2,000	$2,400	$2,800	$10,608	-0.3%
H-PS	H7C3	EARLY CHILDHOOD EDUC II	H13	$2,650	P03	$2,311	$2,774	$3,236	$10,608	4.7%
H-PS	H8A1	ACCOUNTANT I	H33	$4,316	P08	$3,318	$3,982	$4,645	$10,608	-7.7%
H-PS	H8A2	ACCOUNTANT II	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H8A3	ACCOUNTANT III	H46	$5,937	P15	$5,493	$6,729	$7,965	$10,608	13.4%
H-PS	H8C1	CONTROLLER I	H52	$6,873	P17	$6,467	$7,922	$9,377	$10,608	15.3%
H-PS	H8C2	CONTROLLER II	H57	$7,746	P18	$7,017	$8,595	$10,174	$10,608	11.0%
H-PS	H8D1	AUDIT INTERN	H26	$3,646	P07	$3,087	$3,704	$4,321	$10,608	1.6%
H-PS	H8D2	AUDITOR I	H32	$4,220	P09	$3,567	$4,280	$4,994	$10,608	1.4%
H-PS	H8D3	AUDITOR II	H38	$4,886	P11	$4,122	$4,946	$5,771	$10,608	1.2%
H-PS	H8D4	AUDITOR III	H45	$5,781	P13	$4,764	$5,716	$6,669	$10,608	-1.1%
H-PS	H8D5	AUDITOR IV	H53	$7,026	P17	$6,467	$7,922	$9,377	$10,608	12.8%
H-PS	H8E1	BUDGET ANALYST I	H36	$4,654	P11	$4,122	$4,946	$5,771	$10,608	6.3%
H-PS	H8E2	BUDGET ANALYST II	H42	$5,386	P13	$4,764	$5,716	$6,669	$10,608	6.1%
H-PS	H8E3	BUDGET & POLICY ANLST III	H50	$6,547	P15	$5,493	$6,729	$7,965	$10,608	2.8%
H-PS	H8E4	BUDGET & POLICY ANLST IV	H56	$7,580	P17	$6,467	$7,922	$9,377	$10,608	4.5%
H-PS	H8F1	FIN/CREDIT EXAMINER INT	H36	$4,654	P10	$3,834	$4,601	$5,368	$10,608	-1.1%
H-PS	H8F2	FIN/CREDIT EXAMINER I	H42	$5,386	P11	$4,122	$4,946	$5,771	$10,608	-8.2%
H-PS	H8F3	FIN/CREDIT EXAMINER II	H46	$5,937	P12	$4,431	$5,317	$6,204	$10,608	-10.4%
H-PS	H8F4	FIN/CREDIT EXAMINER III	H50	$6,547	P14	$5,063	$6,202	$7,341	$10,608	-5.3%
H-PS	H8F5	FIN/CREDIT EXAMINER IV	H56	$7,580	P16	$5,960	$7,301	$8,642	$10,608	-3.7%
H-PS	H8G1	RATE/FINANCIAL ANLYST INT	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H8G2	RATE/FINANCIAL ANLYST I	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
H-PS	H8G3	RATE/FINANCIAL ANLYST II	H45	$5,781	P12	$4,431	$5,317	$6,204	$10,608	-8.0%
H-PS	H8G4	RATE/FINANCIAL ANLYST III	H51	$6,692	P14	$5,063	$6,202	$7,341	$10,608	-7.3%
H-PS	H8G5	RATE/FINANCIAL ANLYST IV	H57	$7,746	P15	$5,493	$6,729	$7,965	$10,608	-13.1%
H-PS	H8H1	INVESTMENT OFFICER I	H46	$5,937	P14	$5,063	$6,202	$7,341	$10,608	4.5%
H-PS	H8H2	INVESTMENT OFFICER II	H54	$7,217	P16	$5,960	$7,301	$8,642	$10,608	1.2%
H-PS	H8H3	INVESTMENT OFFICER III	H59	$8,138	P17	$6,467	$7,922	$9,377	$10,608	-2.6%
H-PS	H8J1	PROPERTY TAX SPEC INTERN	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H8J2	PROPERTY TAX SPEC I	H36	$4,654	P10	$3,834	$4,601	$5,368	$10,608	-1.1%
H-PS	H8J3	PROPERTY TAX SPEC II	H42	$5,386	P11	$4,122	$4,946	$5,771	$10,608	-8.2%
H-PS	H8J4	PROPERTY TAX SPEC III	H50	$6,547	P13	$4,764	$5,716	$6,669	$10,608	-12.7%
H-PS	H8J5	PROPERTY TAX SPEC IV	H56	$7,580	P15	$5,493	$6,729	$7,965	$10,608	-11.2%
H-PS	H8K1	REVENUE AGENT INTERN	H31	$4,109	P08	$3,318	$3,982	$4,645	$10,608	-3.1%
H-PS	H8K2	REVENUE AGENT I	H37	$4,756	P10	$3,834	$4,601	$5,368	$10,608	-3.3%
H-PS	H8K3	REVENUE AGENT II	H43	$5,507	P11	$4,122	$4,946	$5,771	$10,608	-10.2%
H-PS	H8K4	REVENUE AGENT III	H51	$6,692	P13	$4,764	$5,716	$6,669	$10,608	-14.6%
H-PS	H8K5	REVENUE AGENT IV	H56	$7,580	P15	$5,493	$6,729	$7,965	$10,608	-11.2%
H-PS	H8L1	TAX CONFEREE I	H56	$7,580	P16	$5,960	$7,301	$8,642	$10,608	-3.7%
H-PS	H8L2	TAX CONFEREE II	H58	$7,958	P17	$6,467	$7,922	$9,377	$10,608	-0.4%
H-PS	H8M1	TAX COMPLIANCE AGENT IN	H34	$4,431	P09	$3,567	$4,280	$4,994	$10,608	-3.4%
H-PS	H8M2	TAX COMPLIANCE AGENT I	H38	$4,886	P11	$4,122	$4,946	$5,771	$10,608	1.2%
H-PS	H8M3	TAX COMPLIANCE AGENT II	H44	$5,656	P13	$4,764	$5,716	$6,669	$10,608	1.1%
H-PS	H8N1	TAX EXAMINER I	H29	$3,912	P07	$3,087	$3,704	$4,321	$10,608	-5.3%
H-PS	H8N2	TAX EXAMINER II	H33	$4,316	P09	$3,567	$4,280	$4,994	$10,608	-0.8%
H-PS	H8N3	TAX EXAMINER III	H39	$4,993	P11	$4,122	$4,946	$5,771	$10,608	-0.9%
H-PS	H8N4	TAX EXAMINER IV	H44	$5,656	P13	$4,764	$5,716	$6,669	$10,608	1.1%
I-PSE	I1A1	ACTUARY I	I34	$6,164	P14	$5,063	$6,202	$7,341	$10,608	0.6%
I-PSE	I1A2	ACTUARY II	I36	$6,474	P14	$5,063	$6,202	$7,341	$10,608	-4.2%
I-PSE	I1A3	ACTUARY III	I43	$7,698	P17	$6,467	$7,922	$9,377	$10,608	2.9%
I-PSE	I1A4	ACTUARY IV	I47	$8,490	P18	$7,017	$8,595	$10,174	$10,608	1.2%
I-PSE	I1B1	STATISTICAL ANALYST I	I23	$4,727	P10	$3,834	$4,601	$5,368	$10,608	-2.7%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
I-PSE	I1B2	STATISTICAL ANALYST II	I30	$5,592	P11	$4,122	$4,946	$5,771	$10,608	-11.5%
I-PSE	I1B3	STATISTICAL ANALYST III	I34	$6,164	P14	$5,063	$6,202	$7,341	$10,608	0.6%
I-PSE	I1B4	STATISTICAL ANALYST IV	I39	$6,981	P15	$5,493	$6,729	$7,965	$10,608	-3.6%
I-PSE	I2A2	DESIGNER/PLANNER	I29	$5,472	P12	$4,431	$5,317	$6,204	$10,608	-2.8%
I-PSE	I2A3	ARCHITECT I	I34	$6,164	P14	$5,063	$6,202	$7,341	$10,608	0.6%
I-PSE	I2A4	ARCHITECT II	I40	$7,138	P16	$5,960	$7,301	$8,642	$10,608	2.3%
I-PSE	I2A5	ARCHITECT III	I44	$7,868	P17	$6,467	$7,922	$9,377	$10,608	0.7%
I-PSE	I2B1	ELECTRONIC ENGINEER I	I38	$6,796	P15	$5,493	$6,729	$7,965	$10,608	-1.0%
I-PSE	I2B2	ELECTRONIC ENGINEER II	I42	$7,494	P16	$5,960	$7,301	$8,642	$10,608	-2.6%
I-PSE	I2B3	ELECTRONIC ENGINEER III	I46	$8,264	P17	$6,467	$7,922	$9,377	$10,608	-4.1%
I-PSE	I2C1	ENGINEER-IN-TRAINING I	I25	$4,964	P12	$4,431	$5,317	$6,204	$10,608	7.1%
I-PSE	I2C2	ENGINEER-IN-TRAINING II	I30	$5,592	P13	$4,764	$5,716	$6,669	$10,608	2.2%
I-PSE	I2C3	ENGINEER-IN-TRAINING III	I34	$6,164	P14	$5,063	$6,202	$7,341	$10,608	0.6%
I-PSE	I2C4	PROFESSIONAL ENGINEER I	I37	$6,649	P15	$5,493	$6,729	$7,965	$10,608	1.2%
I-PSE	I2C5	PROFESSIONAL ENGINEER II	I44	$7,868	P17	$6,467	$7,922	$9,377	$10,608	0.7%
I-PSE	I2D1	LANDSCAPE INTERN	I23	$4,727	P10	$3,834	$4,601	$5,368	$10,608	-2.7%
I-PSE	I2D2	LANDSCAPE SPECIALIST	I27	$5,210	P11	$4,122	$4,946	$5,771	$10,608	-5.1%
I-PSE	I2D3	LANDSCAPE ARCHITECT I	I32	$5,872	P13	$4,764	$5,716	$6,669	$10,608	-2.7%
I-PSE	I2D4	LANDSCAPE ARCHITECT II	I38	$6,796	P15	$5,493	$6,729	$7,965	$10,608	-1.0%
I-PSE	I3A1	ENVIRON PROTECT INTERN	I21	$4,502	P10	$3,834	$4,601	$5,368	$10,608	2.2%
I-PSE	I3A2	ENVIRON PROTECT SPEC I	I27	$5,210	P11	$4,122	$4,946	$5,771	$10,608	-5.1%
I-PSE	I3A3	ENVIRON PROTECT SPEC II	I33	$6,032	P13	$4,764	$5,716	$6,669	$10,608	-5.2%
I-PSE	I3A4	ENVIRON PROTECT SPEC III	I39	$6,981	P15	$5,493	$6,729	$7,965	$10,608	-3.6%
I-PSE	I3A5	ENVIRON PROTECT SPEC IV	I44	$7,868	P16	$5,960	$7,301	$8,642	$10,608	-7.2%
I-PSE	I3B1	PHY SCI RES/SCIENTIST INT	I21	$4,502	P10	$3,834	$4,601	$5,368	$10,608	2.2%
I-PSE	I3B2	PHY SCI RES/SCIENTIST I	I27	$5,210	P11	$4,122	$4,946	$5,771	$10,608	-5.1%
I-PSE	I3B3	PHY SCI RES/SCIENTIST II	I33	$6,032	P12	$4,431	$5,317	$6,204	$10,608	-11.8%
I-PSE	I3B4	PHY SCI RES/SCIENTIST III	I39	$6,981	P15	$5,493	$6,729	$7,965	$10,608	-3.6%
I-PSE	I3B5	PHY SCI RES/SCIENTIST IV	I44	$7,868	P16	$5,960	$7,301	$8,642	$10,608	-7.2%
I-PSE	I5C1	CIVIL ENG PROJ MANAGER I	I32	$5,872	P13	$4,764	$5,716	$6,669	$10,608	-2.7%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
I-PSE	I5C2	CIVIL ENG PROJ MANAGER II	I36	$6,474	P15	$5,493	$6,729	$7,965	$10,608	3.9%
I-PSE	I5E1	ELECTRONICS SPEC INTERN	I10	$3,433	P06	$2,871	$3,446	$4,020	$10,608	0.4%
I-PSE	I5E2	ELECTRONICS SPEC I	I16	$3,975	P07	$3,087	$3,704	$4,321	$10,608	-6.8%
I-PSE	I5E3	ELECTRONICS SPEC II	I22	$4,601	P11	$4,122	$4,946	$5,771	$10,608	7.5%
I-PSE	I5E4	ELECTRONICS SPEC III	I28	$5,325	P12	$4,431	$5,317	$6,204	$10,608	-0.1%
I-PSE	I5E5	ELECTRONICS SPEC IV	I34	$6,164	P14	$5,063	$6,202	$7,341	$10,608	0.6%
I-PSE	I9B1	LAND SURVEY INTERN I	I11	$3,528	P06	$2,871	$3,446	$4,020	$10,608	-2.3%
I-PSE	I9B2	LAND SURVEY INTERN II	I21	$4,502	P09	$3,567	$4,280	$4,994	$10,608	-4.9%
I-PSE	I9B3	PROF LAND SURVEYOR I	I32	$5,872	P12	$4,431	$5,317	$6,204	$10,608	-9.4%
I-PSE	I9B4	PROF LAND SURVEYOR II	I36	$6,474	P15	$5,493	$6,729	$7,965	$10,608	3.9%
P-TEMP	P1A1	TEMPORARY AIDE	P10	$5,967	PT01	$1,325	$5,967	$10,608	$10,608	0.0%

PROPOSED INFORMATION TECHNOLOGY GROUP

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
H-PS	H2A1	APP PROGRAMMER INTERN	H80	$3,933	IT02	$3,269	$4,250	$5,231	$10,608	8.1%
H-PS	H2A2	APP PROGRAMMER I	H82	$4,335	IT03	$4,200	$6,300	$8,400	$10,608	45.3%
H-PS	H2A3	APP PROGRAMMER II	H84	$4,780	IT03	$4,200	$6,300	$8,400	$10,608	31.8%
H-PS	H2A4	APP PROGRAMMER III	H86	$5,269	IT03	$4,200	$6,300	$8,400	$10,608	19.6%
H-PS	H2A6	APP PROGRAMMING MANAGER	H89	$7,063	IT05	$7,715	$10,030	$12,345	$10,608	42.0%
H-PS	H2I1	IT TECHNICIAN I	H81	$4,129	IT02	$3,269	$4,250	$5,231	$10,608	2.9%
H-PS	H2I2	IT TECHNICIAN II	H83	$4,554	IT02	$3,269	$4,250	$5,231	$10,608	-6.7%
H-PS	H2I3	IT PROFESSIONAL I	H85	$5,019	IT03	$4,200	$6,300	$8,400	$10,608	25.5%
H-PS	H2I4	IT PROFESSIONAL II	H87	$5,533	IT03	$4,200	$6,300	$8,400	$10,608	13.9%
H-PS	H2I5	IT PROFESSIONAL III	H88	$6,099	IT03	$4,200	$6,300	$8,400	$10,608	3.3%
H-PS	H2I6	IT PROFESSIONAL IV	H89	$7,063	IT04	$6,385	$8,300	$10,215	$10,608	17.5%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
H-PS	H2I7	IT PROFESSIONAL V	H91	$8,352	IT04	$6,385	$8,300	$10,215	$10,608	-0.6%
H-PS	H2I8	IT PROFESSIONAL VI	H92	$8,768	IT05	$7,715	$10,030	$12,345	$10,608	14.4%
H-PS	H2I9	IT PROFESSIONAL VII	H93	$9,074	IT05	$7,715	$10,030	$12,345	$10,608	10.5%

PROPOSED TECHNICAL GROUP

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
C-HCS	C6P1	CLIENT CARE AIDE I	C14	$2,213	T02	$1,872	$2,200	$2,528	$10,608	-0.6%
C-HCS	C6P2	CLIENT CARE AIDE II	C20	$2,562	T03	$2,013	$2,365	$2,717	$10,608	-7.7%
C-HCS	C6Q1	DENTAL CARE I	C23	$2,762	T06	$2,500	$2,938	$3,376	$10,608	6.4%
C-HCS	C6Q2	DENTAL CARE II	C29	$3,198	T07	$2,688	$3,158	$3,629	$10,608	-1.2%
C-HCS	C6Q3	DENTAL CARE III	C39	$4,080	T10	$3,339	$3,924	$4,508	$10,608	-3.8%
C-HCS	C6Q4	DENTAL CARE IV	C47	$4,958	T13	$4,148	$4,874	$5,600	$10,608	-1.7%
C-HCS	C6Q5	DENTAL CARE V	C53	$5,739	T15	$4,794	$5,633	$6,472	$10,608	-1.8%
C-HCS	C6R1	HEALTH CARE TECH I	C28	$3,111	T07	$2,688	$3,158	$3,629	$10,608	1.5%
C-HCS	C6R2	HEALTH CARE TECH II	C30	$3,268	T08	$2,890	$3,395	$3,901	$10,608	3.9%
C-HCS	C6R3	HEALTH CARE TECH III	C34	$3,601	T09	$3,106	$3,650	$4,194	$10,608	1.4%
C-HCS	C6R4	HEALTH CARE TECH IV	C38	$3,970	T10	$3,339	$3,924	$4,508	$10,608	-1.2%
C-HCS	C7B1	COMMUNITY WORKER I	C17	$2,385	T05	$2,326	$2,733	$3,140	$10,608	14.6%
C-HCS	C7B2	COMMUNITY WORKER II	C23	$2,762	T06	$2,500	$2,938	$3,376	$10,608	6.4%
C-HCS	C8C1	LABORATORY SUPPORT I	C17	$2,385	T04	$2,164	$2,542	$2,921	$10,608	6.6%
C-HCS	C8C2	LABORATORY SUPPORT II	C23	$2,762	T06	$2,500	$2,938	$3,376	$10,608	6.4%
C-HCS	C8C3	LABORATORY SUPPORT III	C30	$3,268	T08	$2,890	$3,395	$3,901	$10,608	3.9%
C-HCS	C8F1	PHARMACY TECHNICIAN I	C24	$2,821	T06	$2,500	$2,938	$3,376	$10,608	4.1%
C-HCS	C8F2	PHARMACY TECHNICIAN II	C28	$3,111	T07	$2,688	$3,158	$3,629	$10,608	1.5%
C-HCS	C9A1	ANIMAL CARE I	C24	$2,821	T03	$2,013	$2,365	$2,717	$10,608	-16.2%
C-HCS	C9A2	ANIMAL CARE II	C30	$3,268	T08	$2,890	$3,395	$3,901	$10,608	3.9%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
C-HCS	C9A3	ANIMAL CARE III	C38	$3,970	T10	$3,339	$3,924	$4,508	$10,608	-1.2%
G-ASR	G1A2	POLICE COMMUNICATION TECH	G41	$3,656	T10	$3,339	$3,924	$4,508	$10,608	7.3%
G-ASR	G1A3	POLICE COMMUNICATION SUPV	G52	$4,792	T13	$4,148	$4,874	$5,600	$10,608	1.7%
G-ASR	G3C2	LIBRARY TECHNICIAN I	G34	$3,091	T06	$2,500	$2,938	$3,376	$10,608	-4.9%
G-ASR	G3C3	LIBRARY TECHNICIAN II	G38	$3,407	T07	$2,688	$3,158	$3,629	$10,608	-7.3%
G-ASR	G3C4	LIBRARY TECHNICIAN III	G42	$3,756	T08	$2,890	$3,395	$3,901	$10,608	-9.6%
G-ASR	G3D1	MEDICAL RECORDS TECH I	G37	$3,315	T06	$2,500	$2,938	$3,376	$10,608	-11.4%
G-ASR	G3D2	MEDICAL RECORDS TECH II	G43	$3,839	T11	$3,590	$4,218	$4,846	$10,608	9.9%
G-ASR	G3D3	MEDICAL RECORDS TECH III	G49	$4,444	T12	$3,859	$4,534	$5,210	$10,608	2.0%
G-ASR	G3H1	UNEMP INSURANCE TECH INT	G35	$3,158	T07	$2,688	$3,158	$3,629	$10,608	0.0%
G-ASR	G3H2	UNEMP INSURANCE TECH	G39	$3,481	T08	$2,890	$3,395	$3,901	$10,608	-2.5%
G-ASR	G4A1	COLLECTIONS REP I	G32	$2,946	T06	$2,500	$2,938	$3,376	$10,608	-0.3%
G-ASR	G4A2	COLLECTIONS REP II	G39	$3,481	T08	$2,890	$3,395	$3,901	$10,608	-2.5%
G-ASR	G4A3	COLLECTIONS REP III	G55	$5,143	T13	$4,148	$4,874	$5,600	$10,608	-5.2%
G-ASR	G4B1	DRIVER'S LIC EXAM I	G29	$2,728	T05	$2,326	$2,733	$3,140	$10,608	0.2%
G-ASR	G4B2	DRIVER'S LIC EXAM II	G34	$3,091	T07	$2,688	$3,158	$3,629	$10,608	2.2%
G-ASR	G4B3	DRIVER'S LIC EXAM III	G41	$3,656	T09	$3,106	$3,650	$4,194	$10,608	-0.2%
G-ASR	G4B4	DRIVER'S LIC EXAM IV	G47	$4,232	T11	$3,590	$4,218	$4,846	$10,608	-0.3%
G-ASR	G4B5	DRIVER'S LIC EXAM V	G53	$4,898	T13	$4,148	$4,874	$5,600	$10,608	-0.5%
H-PS	H3I1	MEDIA SPECIALIST INTERN	H10	$2,469	T03	$2,013	$2,365	$2,717	$10,608	-4.2%
H-PS	H3I2	MEDIA SPECIALIST I	H16	$2,859	T06	$2,500	$2,938	$3,376	$10,608	2.8%
H-PS	H3I3	MEDIA SPECIALIST II	H22	$3,309	T07	$2,688	$3,158	$3,629	$10,608	-4.6%
H-PS	H3U1	ARTS TECHNICIAN I	H11	$2,524	T03	$2,013	$2,365	$2,717	$10,608	-6.3%
H-PS	H3U2	ARTS TECHNICIAN II	H17	$2,920	T06	$2,500	$2,938	$3,376	$10,608	0.6%
H-PS	H4M1	TECHNICIAN I	H16	$2,859	T06	$2,500	$2,938	$3,376	$10,608	2.8%
H-PS	H4M2	TECHNICIAN II	H22	$3,309	T07	$2,688	$3,158	$3,629	$10,608	-4.6%
H-PS	H4M3	TECHNICIAN III	H27	$3,728	T10	$3,339	$3,924	$4,508	$10,608	5.2%
H-PS	H4M4	TECHNICIAN IV	H33	$4,316	T11	$3,590	$4,218	$4,846	$10,608	-2.3%
H-PS	H4M5	TECHNICIAN V	H41	$5,244	T14	$4,460	$5,240	$6,020	$10,608	-0.1%
H-PS	H4P1	FINGERPRINT EXAMIN INT	H28	$3,830	T09	$3,106	$3,650	$4,194	$10,608	-4.7%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
H-PS	H4P2	FINGERPRINT EXAMINER I	H32	$4,220	T10	$3,339	$3,924	$4,508	$10,608	-7.0%
H-PS	H4P3	FINGERPRINT EXAMINER II	H38	$4,886	T13	$4,148	$4,874	$5,600	$10,608	-0.2%
H-PS	H4P4	FINGERPRINT EXAMINER III	H44	$5,656	T15	$4,794	$5,633	$6,472	$10,608	-0.4%
H-PS	H4R1	PROGRAM ASSISTANT I	H26	$3,646	T12	$3,859	$4,534	$5,210	$10,608	24.4%
H-PS	H4R2	PROGRAM ASSISTANT II	H31	$4,109	T11	$3,590	$4,218	$4,846	$10,608	2.7%
H-PS	H5E1	LEGAL ASSISTANT I	H33	$4,316	T12	$3,859	$4,534	$5,210	$10,608	5.1%
H-PS	H5E2	LEGAL ASSISTANT II	H39	$4,993	T15	$4,794	$5,633	$6,472	$10,608	12.8%
H-PS	H7C1	CHILD CARE AIDE	H05	$2,182	T02	$1,872	$2,200	$2,528	$10,608	0.8%
H-PS	H8B1	ACCOUNTING TECHNICIAN I	H17	$2,920	T06	$2,500	$2,938	$3,376	$10,608	0.6%
H-PS	H8B2	ACCOUNTING TECHNICIAN II	H21	$3,219	T08	$2,890	$3,395	$3,901	$10,608	5.5%
H-PS	H8B3	ACCOUNTING TECHNICIAN III	H27	$3,728	T10	$3,339	$3,924	$4,508	$10,608	5.2%
H-PS	H8B4	ACCOUNTING TECHNICIAN IV	H35	$4,530	T12	$3,859	$4,534	$5,210	$10,608	0.1%
I-PSE	I5A1	AIR ENVIRON SYS TECH I	I28	$5,325	T14	$4,460	$5,240	$6,020	$10,608	-1.6%
I-PSE	I5A2	AIR ENVIRON SYS TECH II	I34	$6,164	T16	$5,154	$6,055	$6,957	$10,608	-1.8%
I-PSE	I5D1	ENGR/PHYS SCI TECH I	I19	$4,288	T11	$3,590	$4,218	$4,846	$10,608	-1.6%
I-PSE	I5D2	ENGR/PHYS SCI TECH II	I22	$4,601	T12	$3,859	$4,534	$5,210	$10,608	-1.5%
I-PSE	I5D3	ENGR/PHYS SCI TECH III	I26	$5,072	T13	$4,148	$4,874	$5,600	$10,608	-3.9%
I-PSE	I9A1	LABORATORY COORD I	I18	$4,173	T10	$3,339	$3,924	$4,508	$10,608	-6.0%
I-PSE	I9A2	LABORATORY COORD II	I24	$4,832	T13	$4,148	$4,874	$5,600	$10,608	0.9%
I-PSE	I9A3	LABORATORY COORD III	I31	$5,745	T15	$4,794	$5,633	$6,472	$10,608	-1.9%

PROPOSED ADMINISTRATIVE SUPPORT GROUP

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
D-LTC	D9F1	SCHEDULER	D36	$3,150	A09	$2,843	$3,354	$3,866	$10,608	6.5%
G-ASR	G1B2	SERVICE DISPATCHER	G31	$2,866	A08	$2,644	$3,120	$3,596	$10,608	8.9%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
G-ASR	G1C1	TELEPHONE OPERATOR INTERN	G16	$1,993	A02	$1,713	$2,022	$2,330	$10,608	1.5%
G-ASR	G1C2	TELEPHONE OPERATOR I	G20	$2,198	A04	$1,980	$2,336	$2,693	$10,608	6.3%
G-ASR	G1C3	TELEPHONE OPERATOR II	G26	$2,543	A04	$1,980	$2,336	$2,693	$10,608	-8.1%
G-ASR	G2A1	COMPUTER OPERATOR INTERN	G30	$2,804	A02	$1,713	$2,022	$2,330	$10,608	-27.9%
G-ASR	G2A2	COMPUTER OPERATOR I	G34	$3,091	A07	$2,460	$2,903	$3,345	$10,608	-6.1%
G-ASR	G2A3	COMPUTER OPERATOR II	G42	$3,756	A10	$3,056	$3,606	$4,156	$10,608	-4.0%
G-ASR	G2A4	COMPUTER OPER SUPV I	G54	$5,033	A14	$4,106	$4,927	$5,749	$10,608	-2.1%
G-ASR	G2A5	COMPUTER OPER SUPV II	G62	$6,115	A16	$4,968	$5,962	$6,956	$10,608	-2.5%
G-ASR	G2B1	COMPUTER PROD COORD INT	G24	$2,422	A02	$1,713	$2,022	$2,330	$10,608	-16.5%
G-ASR	G2B2	COMPUTER PROD COORD I	G28	$2,670	A06	$2,288	$2,700	$3,112	$10,608	1.1%
G-ASR	G2C1	CUST SUPPORT INTERN	G41	$3,656	A10	$3,056	$3,606	$4,156	$10,608	-1.4%
G-ASR	G2C2	CUST SUPPORT COORD I	G45	$4,031	A12	$3,531	$4,167	$4,803	$10,608	3.4%
G-ASR	G2C3	CUST SUPPORT COORD II	G50	$4,566	A13	$3,796	$4,479	$5,163	$10,608	-1.9%
G-ASR	G2C4	CUST SUPPORT COORD III	G58	$5,548	A15	$4,517	$5,420	$6,323	$10,608	-2.3%
G-ASR	G2D1	DATA ENTRY INTERN	G24	$2,422	A02	$1,713	$2,022	$2,330	$10,608	-16.5%
G-ASR	G2D2	DATA ENTRY OPERATOR I	G27	$2,598	A06	$2,288	$2,700	$3,112	$10,608	3.9%
G-ASR	G2D3	DATA ENTRY OPERATOR II	G32	$2,946	A07	$2,460	$2,903	$3,345	$10,608	-1.5%
G-ASR	G2D4	DATA SPECIALIST	G38	$3,407	A09	$2,843	$3,354	$3,866	$10,608	-1.5%
G-ASR	G2D5	DATA SUPERVISOR	G43	$3,839	A11	$3,285	$3,876	$4,467	$10,608	1.0%
G-ASR	G3A1	ADMIN ASSISTANT INT	G22	$2,306	A02	$1,713	$2,022	$2,330	$10,608	-12.3%
G-ASR	G3A2	ADMIN ASSISTANT I	G26	$2,543	A06	$2,288	$2,700	$3,112	$10,608	6.2%
G-ASR	G3A3	ADMIN ASSISTANT II	G34	$3,091	A08	$2,644	$3,120	$3,596	$10,608	0.9%
G-ASR	G3A4	ADMIN ASSISTANT III	G39	$3,481	A11	$3,285	$3,876	$4,467	$10,608	11.4%
G-ASR	G3A5	OFFICE MANAGER I	G46	$4,141	A13	$3,796	$4,479	$5,163	$10,608	8.2%
G-ASR	G3A6	OFFICE MANAGER II	G50	$4,566	A14	$4,106	$4,927	$5,749	$10,608	7.9%
G-ASR	G3B2	HEARINGS REPORTER	G52	$4,792	A14	$4,106	$4,927	$5,749	$10,608	2.8%
G-ASR	G3E1	MUSEUM GUIDE	G23	$2,358	A04	$1,980	$2,336	$2,693	$10,608	-0.9%
G-ASR	G3F1	SALES ASSISTANT I	G19	$2,138	A03	$1,842	$2,173	$2,505	$10,608	1.7%
G-ASR	G3F2	SALES ASSISTANT II	G25	$2,475	A05	$2,128	$2,512	$2,895	$10,608	1.5%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
G-ASR	G3F3	SALES ASSISTANT III	G31	$2,866	A07	$2,460	$2,903	$3,345	$10,608	1.3%
G-ASR	G3J1	STATE SERVICE TRAINEE I	G10	$1,720	A01	$1,594	$1,881	$2,168	$10,608	9.4%
G-ASR	G3J2	STATE SERVICE TRAINEE II	G14	$1,897	A01	$1,594	$1,881	$2,168	$10,608	-0.9%
G-ASR	G3J3	STATE SERVICE TRAINEE III	G20	$2,198	A02	$1,713	$2,022	$2,330	$10,608	-8.0%
G-ASR	G3J4	STATE SERVICE TRAINEE IV	G26	$2,543	A04	$1,980	$2,336	$2,693	$10,608	-8.1%
G-ASR	G3J5	STATE SERVICE TRAINEE V	G32	$2,946	A05	$2,128	$2,512	$2,895	$10,608	-14.7%

PROPOSED LABOR, TRADES & CRAFTS GROUP

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
D-LTC	D6A1	ELECTRICAL TRADES I	D44	$3,827	L12	$3,325	$3,924	$4,522	$10,608	2.5%
D-LTC	D6A2	ELECTRICAL TRADES II	D49	$4,314	L15	$4,131	$4,874	$5,618	$10,608	13.0%
D-LTC	D6A3	ELECTRICAL TRADES III	D57	$5,242	L17	$4,774	$5,633	$6,492	$10,608	7.5%
D-LTC	D6B1	MACHINING TRADES I	D42	$3,645	L11	$3,093	$3,650	$4,207	$10,608	0.1%
D-LTC	D6B2	MACHINING TRADES II	D46	$4,018	L12	$3,325	$3,924	$4,522	$10,608	-2.3%
D-LTC	D6B3	MACHINING TRADES III	D52	$4,653	L14	$3,843	$4,534	$5,226	$10,608	-2.5%
D-LTC	D6B4	MACHINING TRADES IV	D58	$5,384	L16	$4,441	$5,240	$6,039	$10,608	-2.7%
D-LTC	D6C1	PIPE/MECH TRADES I	D43	$3,726	L12	$3,325	$3,924	$4,522	$10,608	5.3%
D-LTC	D6C2	PIPE/MECH TRADES II	D49	$4,314	L14	$3,843	$4,534	$5,226	$10,608	5.1%
D-LTC	D6C3	PIPE/MECH TRADES III	D55	$4,992	L16	$4,441	$5,240	$6,039	$10,608	5.0%
D-LTC	D6D1	STRUCTURAL TRADES I	D34	$3,001	L10	$2,877	$3,395	$3,913	$10,608	13.2%
D-LTC	D6D2	STRUCTURAL TRADES II	D40	$3,471	L12	$3,325	$3,924	$4,522	$10,608	13.0%
D-LTC	D6D3	STRUCTURAL TRADES III	D49	$4,314	L14	$3,843	$4,534	$5,226	$10,608	5.1%
D-LTC	D6E1	UTILITY PLANT OPER I	D47	$4,107	L14	$3,843	$4,534	$5,226	$10,608	10.4%
D-LTC	D6E2	UTILITY PLANT OPER II	D55	$4,992	L16	$4,441	$5,240	$6,039	$10,608	5.0%
D-LTC	D7A1	EQUIPMENT MECHANIC I	D39	$3,379	L10	$2,877	$3,395	$3,913	$10,608	0.5%
D-LTC	D7A2	EQUIPMENT MECHANIC II	D43	$3,726	L12	$3,325	$3,924	$4,522	$10,608	5.3%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
D-LTC	D7A3	EQUIPMENT MECHANIC III	D50	$4,430	L14	$3,843	$4,534	$5,226	$10,608	2.4%
D-LTC	D7A4	EQUIPMENT MECHANIC IV	D53	$4,753	L15	$4,131	$4,874	$5,618	$10,608	2.6%
D-LTC	D7B1	EQUIPMENT OPERATOR I	D27	$2,523	L07	$2,316	$2,733	$3,150	$10,608	8.3%
D-LTC	D7B2	EQUIPMENT OPERATOR II	D35	$3,066	L10	$2,877	$3,395	$3,913	$10,608	10.7%
D-LTC	D7B3	EQUIPMENT OPERATOR III	D39	$3,379	L11	$3,093	$3,650	$4,207	$10,608	8.0%
D-LTC	D7B4	EQUIPMENT OPERATOR IV	D41	$3,549	L12	$3,325	$3,924	$4,522	$10,608	10.6%
D-LTC	D7C1	PRODUCTION I	D21	$2,180	L05	$2,004	$2,365	$2,726	$10,608	8.5%
D-LTC	D7C2	PRODUCTION II	D27	$2,523	L08	$2,490	$2,938	$3,386	$10,608	16.5%
D-LTC	D7C3	PRODUCTION III	D31	$2,782	L09	$2,677	$3,158	$3,640	$10,608	13.5%
D-LTC	D7C4	PRODUCTION IV	D36	$3,150	L11	$3,093	$3,650	$4,207	$10,608	15.9%
D-LTC	D7C5	PRODUCTION V	D46	$4,018	L14	$3,843	$4,534	$5,226	$10,608	12.9%
D-LTC	D7D1	TRANSPORTATION MTC I	D39	$3,379	L09	$2,677	$3,158	$3,640	$10,608	-6.5%
D-LTC	D7D2	TRANSPORTATION MTC II	D43	$3,726	L13	$3,575	$4,218	$4,861	$10,608	13.2%
D-LTC	D7D3	TRANSPORTATION MTC III	D52	$4,653	L14	$3,843	$4,534	$5,226	$10,608	-2.5%
D-LTC	D8A1	BARBER/COSMETOLOGIST	D24	$2,349	L05	$2,004	$2,365	$2,726	$10,608	0.7%
D-LTC	D8B1	CUSTODIAN I	D19	$2,075	L04	$1,864	$2,200	$2,536	$10,608	6.0%
D-LTC	D8B2	CUSTODIAN II	D23	$2,288	L05	$2,004	$2,365	$2,726	$10,608	3.4%
D-LTC	D8B3	CUSTODIAN III	D35	$3,066	L10	$2,877	$3,395	$3,913	$10,608	10.7%
D-LTC	D8B4	CUSTODIAN IV	D44	$3,827	L12	$3,325	$3,924	$4,522	$10,608	2.5%
D-LTC	D8C1	DINING SERVICES I	D14	$1,840	L02	$1,613	$1,904	$2,194	$10,608	3.5%
D-LTC	D8C2	DINING SERVICES II	D18	$2,031	L03	$1,734	$2,047	$2,359	$10,608	0.8%
D-LTC	D8C3	DINING SERVICES III	D24	$2,349	L05	$2,004	$2,365	$2,726	$10,608	0.7%
D-LTC	D8C4	DINING SERVICES IV	D28	$2,592	L06	$2,155	$2,542	$2,930	$10,608	-1.9%
D-LTC	D8C5	DINING SERVICES V	D36	$3,150	L11	$3,093	$3,650	$4,207	$10,608	15.9%
D-LTC	D8D1	GENERAL LABOR I	D29	$2,648	L07	$2,316	$2,733	$3,150	$10,608	3.2%
D-LTC	D8D2	GENERAL LABOR II	D33	$2,919	L08	$2,490	$2,938	$3,386	$10,608	0.7%
D-LTC	D8D3	GENERAL LABOR III	D38	$3,308	L10	$2,877	$3,395	$3,913	$10,608	2.7%
D-LTC	D8E1	GROUNDS & NURSERY I	D35	$3,066	L10	$2,877	$3,395	$3,913	$10,608	10.7%
D-LTC	D8E2	GROUNDS & NURSERY II	D38	$3,308	L11	$3,093	$3,650	$4,207	$10,608	10.4%
D-LTC	D8E3	GROUNDS & NURSERY III	D44	$3,827	L14	$3,843	$4,534	$5,226	$10,608	18.5%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
D-LTC	D8F1	LTC TRAINEE I	D10	$1,669	L01	$1,501	$1,771	$2,041	$10,608	6.1%
D-LTC	D8F2	LTC TRAINEE II	D15	$1,885	L01	$1,501	$1,771	$2,041	$10,608	-6.0%
D-LTC	D8F3	LTC TRAINEE III	D22	$2,238	L03	$1,734	$2,047	$2,359	$10,608	-8.6%
D-LTC	D8F4	LTC TRAINEE IV	D26	$2,468	L05	$2,004	$2,365	$2,726	$10,608	-4.2%
D-LTC	D8F5	LTC TRAINEE V	D30	$2,721	L06	$2,155	$2,542	$2,930	$10,608	-6.6%
D-LTC	D8F7	LTC TRAINEE VII	D38	$3,308	L09	$2,677	$3,158	$3,640	$10,608	-4.5%
D-LTC	D8G1	MATERIALS HANDLER I	D28	$2,592	L06	$2,155	$2,542	$2,930	$10,608	-1.9%
D-LTC	D8G2	MATERIALS HANDLER II	D36	$3,150	L09	$2,677	$3,158	$3,640	$10,608	0.3%
D-LTC	D8G3	MATERIALS HANDLER III	D44	$3,827	L12	$3,325	$3,924	$4,522	$10,608	2.5%
D-LTC	D8G4	MATERIALS SUPERVISOR	D52	$4,653	L14	$3,843	$4,534	$5,226	$10,608	-2.5%
D-LTC	D8H1	SECURITY I	D30	$2,721	L07	$2,316	$2,733	$3,150	$10,608	0.4%
D-LTC	D8H2	SECURITY II	D35	$3,066	L09	$2,677	$3,158	$3,640	$10,608	3.0%
D-LTC	D8H3	SECURITY III	D41	$3,549	L11	$3,093	$3,650	$4,207	$10,608	2.9%
D-LTC	D9A1	CORRECTL INDUS SUPV I	D47	$4,107	L12	$3,325	$3,924	$4,522	$10,608	-4.5%
D-LTC	D9A2	CORRECTL INDUS SUPV II	D54	$4,883	L14	$3,843	$4,534	$5,226	$10,608	-7.1%
D-LTC	D9A3	CORRECTL INDUS SUPV III	D63	$6,067	L18	$5,132	$6,055	$6,979	$10,608	-0.2%
D-LTC	D9B1	ENGR/PHYS SCI ASST I	D26	$2,468	L06	$2,155	$2,542	$2,930	$10,608	3.0%
D-LTC	D9B2	ENGR/PHYS SCI ASST II	D32	$2,858	L08	$2,490	$2,938	$3,386	$10,608	2.8%
D-LTC	D9B3	ENGR/PHYS SCI ASST III	D38	$3,308	L11	$3,093	$3,650	$4,207	$10,608	10.4%
D-LTC	D9C1	INSPECTOR I	D47	$4,107	L13	$3,575	$4,218	$4,861	$10,608	2.7%
D-LTC	D9C2	INSPECTOR II	D53	$4,753	L15	$4,131	$4,874	$5,618	$10,608	2.6%
D-LTC	D9C3	INSPECTOR III	D57	$5,242	L16	$4,441	$5,240	$6,039	$10,608	0.0%
D-LTC	D9D1	LTC OPERATIONS I	D56	$5,129	L17	$4,774	$5,633	$6,492	$10,608	9.8%
D-LTC	D9D2	LTC OPERATIONS II	D60	$5,652	L20	$5,930	$6,998	$8,065	$10,608	23.8%
D-LTC	D9E1	PROJECT PLANNER I	D55	$4,992	L16	$4,441	$5,240	$6,039	$10,608	5.0%
D-LTC	D9E2	PROJECT PLANNER II	D61	$5,778	L18	$5,132	$6,055	$6,979	$10,608	4.8%

PROPOSED ENFORCEMENT & PROTECTIVE SERVICES GROUP

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
A-EPS	A1A1	CORRECTIONS CASE MGR I	A30	$4,815	EP06	$3,556	$4,267	$4,979	$10,608	-11.4%
A-EPS	A1A2	CORRECTIONS CASE MGR II	A34	$5,309	EP08	$4,186	$5,024	$5,861	$10,608	-5.4%
A-EPS	A1A3	CORRECTIONS CASE MGR III	A36	$5,575	EP09	$4,542	$5,451	$6,359	$10,608	-2.2%
A-EPS	A1D1	CORR/YTH/CLIN SEC INTERN	A13	$3,191	EP02	$2,566	$3,079	$3,592	$10,608	-3.5%
A-EPS	A1D2	CORR/YTH/CLIN SEC OFF I	A22	$3,962	EP04	$3,021	$3,625	$4,229	$10,608	-8.5%
A-EPS	A1D3	CORR/YTH/CLIN SEC OFF II	A26	$4,368	EP05	$3,278	$3,933	$4,589	$10,608	-9.9%
A-EPS	A1D4	CORR/YTH/CLN SEC SPEC III	A30	$4,815	EP07	$3,858	$4,630	$5,402	$10,608	-3.8%
A-EPS	A1D5	CORR/YTH/CLN SEC SUPV III	A30	$4,815	EP07	$3,858	$4,630	$5,402	$10,608	-3.8%
A-EPS	A1D6	CORR OR YTH SEC OFF IV	A36	$5,575	EP09	$4,542	$5,451	$6,359	$10,608	-2.2%
A-EPS	A1K1	CORR SUPP LIC TRADES SUPV I	A27	$4,489	EP06	$3,556	$4,267	$4,979	$10,608	-4.9%
A-EPS	A1K2	CORR SUPP LIC TRADES SUPV II	A31	$4,946	EP08	$4,186	$5,024	$5,861	$10,608	1.6%
A-EPS	A1K3	CORR SUPP LIC TRADES SUPV III	A36	$5,575	EP09	$4,542	$5,451	$6,359	$10,608	-2.2%
A-EPS	A1L1	CORR SUPP TRADES SUPV I	A26	$4,368	EP06	$3,556	$4,267	$4,979	$10,608	-2.3%
A-EPS	A1L2	CORR SUPP TRADES SUPV II	A30	$4,815	EP08	$4,186	$5,024	$5,861	$10,608	4.3%
A-EPS	A1L3	CORR SUPP TRADES SUPV III	A36	$5,575	EP09	$4,542	$5,451	$6,359	$10,608	-2.2%
A-EPS	A2A1	CRIMINAL INVESTIGATOR INT	A30	$4,815	EP07	$3,858	$4,630	$5,402	$10,608	-3.8%
A-EPS	A2A2	CRIMINAL INVESTIGATOR I	A36	$5,575	EP08	$4,186	$5,024	$5,861	$10,608	-9.9%
A-EPS	A2A3	CRIMINAL INVESTIGATOR II	A44	$6,775	EP11	$5,347	$6,417	$7,486	$10,608	-5.3%
A-EPS	A2A4	CRIMINAL INVESTIGATOR III	A50	$7,844	EP13	$6,295	$7,554	$8,813	$10,608	-3.7%
A-EPS	A3C1	COMMUNITY PAROLE OFF	A92	$4,730	EP07B	$3,307	$4,630	$5,953	$10,608	-2.1%
A-EPS	A3C2	COMM PAROLE TEAM LDR	A35	$5,453	EP08	$4,186	$5,024	$5,861	$10,608	-7.9%
A-EPS	A3C3	COMM PAROLE SUPV	A39	$6,013	EP10	$4,928	$5,914	$6,900	$10,608	-1.6%
A-EPS	A4B1	POLICE OFFICER INTERN	A23	$4,071	EP04	$3,021	$3,625	$4,229	$10,608	-11.0%
A-EPS	A4B2	POLICE OFFICER I	A27	$4,489	EP08	$4,186	$5,024	$5,861	$10,608	11.9%
A-EPS	A4B3	POLICE OFFICER II	A32	$5,056	EP08	$4,186	$5,024	$5,861	$10,608	-0.6%
A-EPS	A4B4	POLICE OFFICER III	A39	$6,013	EP12	$5,802	$6,962	$8,123	$10,608	15.8%

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
A-EPS	A4C1	SAFETY SECURITY OFF I	A27	$4,489	EP06	$3,556	$4,267	$4,979	$10,608	-4.9%
A-EPS	A4C3	SAFETY SECURITY OFF III	A36	$5,575	EP09	$4,542	$5,451	$6,359	$10,608	-2.2%
A-EPS	A9A1	ANG PATROL OFFICER I	A12	$3,105	EP02	$2,566	$3,079	$3,592	$10,608	-0.8%
A-EPS	A9A2	ANG PATROL OFFICER II	A16	$3,425	EP03	$2,784	$3,341	$3,898	$10,608	-2.4%
A-EPS	A9A3	ANG PATROL OFFICER III	A22	$3,962	EP04	$3,021	$3,625	$4,229	$10,608	-8.5%

PROPOSED STATE PATROL GROUP

Current Pay Structure 7/1/12					Proposed Pay Structure 7/1/13				Current Salary Lid 7/1/12	Midpoint % Diff (current to proposed)
Occ Group	Class Code	Class Title	Pay Grade	Range Midpoint	Pay Grade	Range Minimum	Market Guide Midpoint	Range Maximum		
A-EPS	A4A1	STATE PATROL INTERN	A81	$4,356	SP01	$4,484	$4,708	$4,932	$10,608	8.1%
A-EPS	A4A3	STATE PATROL TROOPER	A82	$5,044	SP02	$5,143	$6,120	$7,097	$10,608	21.3%
A-EPS	A4A4	STATE PATROL TROOPER III	A83	$5,303	SP03	$5,771	$6,579	$7,387	$10,608	24.1%
A-EPS	A4A5	STATE PATROL SUPERVISOR	A84	$5,969	SP04	$6,867	$7,485	$8,103	$10,608	25.4%
A-EPS	A4A6	STATE PATROL ADMIN I	A85	$6,760	SP05	$8,160	$8,650	$9,140	$10,608	28.0%
A-EPS	A4A7	STATE PATROL ADMIN II	A86	$7,571	SP06	$9,500	$9,975	$10,450	$10,608	31.8%

New Proposed Pay Structures - Eight Groups

MANAGEMENT

Includes management levels from current occupational groups

Prop'd Grades	Range Minimum	Minimum of 2nd Quartile	Market Guide Midpoint	Minimum of 4th Quartile	Range Maximum	Range Spread	Progression Rate
M01	$4,741	$5,393	$6,045	$6,697	$7,349	55.00%	
M02	$5,358	$6,094	$6,831	$7,568	$8,304	55.00%	13.00%
M03	$6,054	$6,886	$7,719	$8,551	$9,384	55.00%	13.00%
M04	$6,841	$7,782	$8,722	$9,663	$10,604	55.00%	13.00%
M05	$7,716	$8,873	$10,031	$11,188	$12,345	60.00%	15.00%
M06	$8,873	$10,204	$11,535	$12,866	$14,197	60.00%	15.00%
M07	$10,204	$11,735	$13,266	$14,796	$16,327	60.00%	15.00%
M08	$11,735	$13,495	$15,255	$17,016	$18,776	60.00%	15.00%

PROFESSIONAL & SUPERVISORY

Includes professional, paraprofessional, & supervisory classes from current HCS, PS & PSE
Includes a Temporary Aide class, with proposed grade PT01

Prop'd Grades	Range Minimum	Minimum of 2nd Quartile	Market Guide Midpoint	Minimum of 4th Quartile	Range Maximum	Range Spread	Progression Rate
P01	$2,000	$2,200	$2,400	$2,600	$2,800	40.00%	
P02	$2,150	$2,365	$2,580	$2,795	$3,010	40.00%	7.50%
P03	$2,311	$2,542	$2,774	$3,005	$3,236	40.00%	7.50%
P04	$2,485	$2,733	$2,982	$3,230	$3,478	40.00%	7.50%
P05	$2,671	$2,938	$3,205	$3,472	$3,739	40.00%	7.50%
P06	$2,871	$3,158	$3,446	$3,733	$4,020	40.00%	7.50%
P07	$3,087	$3,395	$3,704	$4,013	$4,321	40.00%	7.50%
P08	$3,318	$3,650	$3,982	$4,314	$4,645	40.00%	7.50%
P09	$3,567	$3,924	$4,280	$4,637	$4,994	40.00%	7.50%
P10	$3,834	$4,218	$4,601	$4,985	$5,368	40.00%	7.50%
P11	$4,122	$4,534	$4,946	$5,359	$5,771	40.00%	7.50%
P12	$4,431	$4,874	$5,317	$5,761	$6,204	40.00%	7.50%
P13	$4,764	$5,240	$5,716	$6,193	$6,669	40.00%	7.50%
P14	$5,063	$5,633	$6,202	$6,772	$7,341	45.00%	8.50%
P15	$5,493	$6,111	$6,729	$7,347	$7,965	45.00%	8.50%
P16	$5,960	$6,631	$7,301	$7,972	$8,642	45.00%	8.50%
P17	$6,467	$7,194	$7,922	$8,649	$9,377	45.00%	8.50%
P18	$7,017	$7,806	$8,595	$9,385	$10,174	45.00%	8.50%
P19	$7,613	$8,469	$9,326	$10,182	$11,039	45.00%	8.50%
P20	$8,095	$9,107	$10,119	$11,130	$12,142	50.00%	8.50%
P21	$8,783	$9,881	$10,979	$12,077	$13,174	50.00%	8.50%
P22	$9,530	$10,721	$11,912	$13,103	$14,294	50.00%	8.50%
P23	$10,340	$11,632	$12,924	$14,217	$15,509	50.00%	8.50%
P24	$11,218	$12,621	$14,023	$15,425	$16,828	50.00%	8.50%
P25	$12,172	$13,693	$15,215	$16,736	$18,258	50.00%	8.50%
PT01	$1,325	$3,646	$5,967	$8,288	$10,608		

TECHNICAL

Includes supervisory levels in technical classes

Prop'd Grades	Range Minimum	Minimum of 2nd Quartile	Market Guide Midpoint	Minimum of 4th Quartile	Range Maximum	Range Spread	Progression Rate
T01	$1,742	$1,894	$2,047	$2,199	$2,351	35.00%	
T02	$1,872	$2,036	$2,200	$2,364	$2,528	35.00%	7.50%
T03	$2,013	$2,189	$2,365	$2,541	$2,717	35.00%	7.50%
T04	$2,164	$2,353	$2,542	$2,732	$2,921	35.00%	7.50%
T05	$2,326	$2,530	$2,733	$2,937	$3,140	35.00%	7.50%
T06	$2,500	$2,719	$2,938	$3,157	$3,376	35.00%	7.50%
T07	$2,688	$2,923	$3,158	$3,394	$3,629	35.00%	7.50%
T08	$2,890	$3,142	$3,395	$3,648	$3,901	35.00%	7.50%
T09	$3,106	$3,378	$3,650	$3,922	$4,194	35.00%	7.50%
T10	$3,339	$3,631	$3,924	$4,216	$4,508	35.00%	7.50%
T11	$3,590	$3,904	$4,218	$4,532	$4,846	35.00%	7.50%
T12	$3,859	$4,197	$4,534	$4,872	$5,210	35.00%	7.50%
T13	$4,148	$4,511	$4,874	$5,237	$5,600	35.00%	7.50%
T14	$4,460	$4,850	$5,240	$5,630	$6,020	35.00%	7.50%
T15	$4,794	$5,213	$5,633	$6,052	$6,472	35.00%	7.50%
T16	$5,154	$5,604	$6,055	$6,506	$6,957	35.00%	7.50%
T17	$5,540	$6,025	$6,510	$6,994	$7,479	35.00%	7.50%

ADMINISTRATIVE SUPPORT

Includes supervisory levels in the administrative support classes

Prop'd Grades	Range Minimum	Minimum of 2nd Quartile	Market Guide Midpoint	Minimum of 4th Quartile	Range Maximum	Range Spread	Progression Rate
A01	$1,594	$1,737	$1,881	$2,024	$2,168	36.00%	
A02	$1,713	$1,868	$2,022	$2,176	$2,330	36.00%	7.50%
A03	$1,842	$2,008	$2,173	$2,339	$2,505	36.00%	7.50%
A04	$1,980	$2,158	$2,336	$2,515	$2,693	36.00%	7.50%
A05	$2,128	$2,320	$2,512	$2,703	$2,895	36.00%	7.50%
A06	$2,288	$2,494	$2,700	$2,906	$3,112	36.00%	7.50%
A07	$2,460	$2,681	$2,903	$3,124	$3,345	36.00%	7.50%
A08	$2,644	$2,882	$3,120	$3,358	$3,596	36.00%	7.50%
A09	$2,843	$3,098	$3,354	$3,610	$3,866	36.00%	7.50%
A10	$3,056	$3,331	$3,606	$3,881	$4,156	36.00%	7.50%
A11	$3,285	$3,581	$3,876	$4,172	$4,467	36.00%	7.50%
A12	$3,531	$3,849	$4,167	$4,485	$4,803	36.00%	7.50%
A13	$3,796	$4,138	$4,479	$4,821	$5,163	36.00%	7.50%
A14	$4,106	$4,517	$4,927	$5,338	$5,749	40.00%	10.00%
A15	$4,517	$4,968	$5,420	$5,872	$6,323	40.00%	10.00%
A16	$4,968	$5,465	$5,962	$6,459	$6,956	40.00%	10.00%
A17	$5,465	$6,012	$6,558	$7,105	$7,651	40.00%	10.00%

LABOR, TRADES & CRAFTS

Includes supervisory levels in labor, trades & crafts classes

Prop'd Grades	Range Minimum	Minimum of 2nd Quartile	Market Guide Midpoint	Minimum of 4th Quartile	Range Maximum	Range Spread	Progression Rate
L01	$1,501	$1,636	$1,771	$1,906	$2,041	36.00%	
L02	$1,613	$1,759	$1,904	$2,049	$2,194	36.00%	7.50%
L03	$1,734	$1,890	$2,047	$2,203	$2,359	36.00%	7.50%
L04	$1,864	$2,032	$2,200	$2,368	$2,536	36.00%	7.50%
L05	$2,004	$2,185	$2,365	$2,545	$2,726	36.00%	7.50%
L06	$2,155	$2,348	$2,542	$2,736	$2,930	36.00%	7.50%
L07	$2,316	$2,525	$2,733	$2,942	$3,150	36.00%	7.50%
L08	$2,490	$2,714	$2,938	$3,162	$3,386	36.00%	7.50%
L09	$2,677	$2,917	$3,158	$3,399	$3,640	36.00%	7.50%
L10	$2,877	$3,136	$3,395	$3,654	$3,913	36.00%	7.50%
L11	$3,093	$3,372	$3,650	$3,928	$4,207	36.00%	7.50%
L12	$3,325	$3,624	$3,924	$4,223	$4,522	36.00%	7.50%
L13	$3,575	$3,896	$4,218	$4,540	$4,861	36.00%	7.50%
L14	$3,843	$4,188	$4,534	$4,880	$5,226	36.00%	7.50%
L15	$4,131	$4,503	$4,874	$5,246	$5,618	36.00%	7.50%
L16	$4,441	$4,840	$5,240	$5,640	$6,039	36.00%	7.50%
L17	$4,774	$5,203	$5,633	$6,063	$6,492	36.00%	7.50%
L18	$5,132	$5,594	$6,055	$6,517	$6,979	36.00%	7.50%
L19	$5,517	$6,013	$6,510	$7,006	$7,503	36.00%	7.50%
L20	$5,930	$6,464	$6,998	$7,531	$8,065	36.00%	7.50%
L21	$6,375	$6,949	$7,523	$8,096	$8,670	36.00%	7.50%

ENFORCEMENT & PROTECTIVE SERVICES

Includes supervisory levels in enforcement and protective service classes

Prop'd Grades	Range Minimum	Minimum of 2nd Quartile	Market Guide Midpoint	Minimum of 4th Quartile	Range Maximum	Range Spread	Progression Rate
EP01	$2,365	$2,602	$2,838	$3,075	$3,311	40.00%	
EP02	$2,566	$2,823	$3,079	$3,336	$3,592	40.00%	8.50%
EP03	$2,784	$3,063	$3,341	$3,619	$3,898	40.00%	8.50%
EP04	$3,021	$3,323	$3,625	$3,927	$4,229	40.00%	8.50%
EP05	$3,278	$3,605	$3,933	$4,261	$4,589	40.00%	8.50%
EP06	$3,556	$3,912	$4,267	$4,623	$4,979	40.00%	8.50%
EP07	$3,858	$4,244	$4,630	$5,016	$5,402	40.00%	8.50%
EP07B	$3,307	$3,969	$4,630	$5,292	$5,953	80.00%	8.50%
EP08	$4,186	$4,605	$5,024	$5,442	$5,861	40.00%	8.50%
EP09	$4,542	$4,997	$5,451	$5,905	$6,359	40.00%	8.50%
EP10	$4,928	$5,421	$5,914	$6,407	$6,900	40.00%	8.50%
EP11	$5,347	$5,882	$6,417	$6,951	$7,486	40.00%	8.50%
EP12	$5,802	$6,382	$6,962	$7,542	$8,123	40.00%	8.50%
EP13	$6,295	$6,924	$7,554	$8,183	$8,813	40.00%	8.50%
EP14	$6,830	$7,513	$8,196	$8,879	$9,562	40.00%	8.50%

STATE PATROL TROOPER

Pursuant to State Trooper's defined labor market and statutory mandate of 99% of market average salaries, CRS 24-50-104(1)(III)(A)

Prop'd Grades	Range Minimum	Minimum of 2nd Quartile	Market Guide Midpoint	Minimum of 4th Quartile	Range Maximum	Range Spread	Progression Rate
SP01	$4,484	$4,596	$4,708	$4,820	$4,932	10.0%	
SP02	$5,143	$5,631	$6,120	$6,609	$7,097	38.0%	30.0%
SP03	$5,771	$6,175	$6,579	$6,983	$7,387	28.0%	7.5%
SP04	$6,867	$7,176	$7,485	$7,794	$8,103	18.0%	13.8%
SP05	$8,160	$8,405	$8,650	$8,895	$9,140	12.0%	15.6%
SP06	$9,500	$9,738	$9,975	$10,213	$10,450	10.0%	15.3%

INFORMATION TECHNOLOGY SERVICES

Includes consolidated class levels and broad pay ranges per system maintenance study results (JEL 12-02)

Prop'd Grades	Range Minimum	Minimum of 2nd Quartile	Market Guide Midpoint	Minimum of 4th Quartile	Range Maximum	Range Spread	Midpoint Differential
IT01	$3,083	$3,392	$3,700	$4,008	$4,317	40.00%	
IT02	$3,269	$3,760	$4,250	$4,740	$5,231	60.00%	14.86%
IT03	$4,200	$5,250	$6,300	$7,350	$8,400	100.00%	48.24%
IT04	$6,385	$7,342	$8,300	$9,258	$10,215	60.00%	31.75%
IT05	$7,715	$8,873	$10,030	$11,187	$12,345	60.00%	20.84%

SYSTEM MAINTENANCE STUDY

C.R.S. 24-50-104(4)(c) and (6)(a) require that any study involving increased costs must be included in the annual compensation report for an effective date on the ensuing July 1. The study completed this year for inclusion in the report is the Information Technology Services and Application Programmer class series.

The final findings of the Information Technology Services and Applications Programmer study are contained in JEL 12-02, published July 27, 2012. According to state workforce data from CPPS, as of March 2012, there are 1,389 positions in the Information Technology Services class series and 12 in the Applications Programmer class series.

Data Assumptions

- Data was taken from CPPS as of April 30, 2012, and is assumed to be accurate as of that date.
- Only permanent, full-time positions are reported. Vacant, temporary, part-time and substitute positions are excluded.
- The planned implementation date of July 1, 2013, coincides with the presumed implementation of any annual compensation adjustments. In accordance with the Director's Rules regarding the order of multiple actions on the same effective date, system maintenance studies are implemented first. For this reason, these calculations use the final FY 2011-12 compensation plan values.
- In accordance with the Director's Rules, system maintenance studies are implemented on a "dollar-for-dollar" basis where an employee's current salary remains unchanged when a class is moved to a new grade. An exception is when a class moves upward and individual employee salaries that are below the new grade minimum are adjusted upward to the new grade minimum. Such adjustments to base salary represent increased cost.
- The estimated total first-year cost to implement this study is approximately **$321,965** PERA, AED, and Medicare costs are included in the calculations.

The recommended pay grades for each class are shown in the following table (final rates may vary pending pay structure redesign).

CURRENT			**PROPOSED**		
Classes	**Min**	**Max**	**Broad Class**	**Min**	**Max**
Application Programmer Intern, IT Technician I & II	$3,221	$5,379	IT Technician	$3,269	$5,231
Applications Programmer I – III, IT Professional I - III	$4,110	$7,203	IT Professional	$4,200	$8,400
IT Professional IV & V	$5,784	$9,863	IT Supervisor	$6,385	$10,215
Applications Programming Manager, IT Professional VI & VII	$7,181	$10,230	IT Manager	$7,715	$12,345