

The background features a large, stylized 'W' shape. The left side of the 'W' is filled with the Wyoming state flag (red, white, and blue stripes). The right side of the 'W' is filled with a blue field containing a white silhouette of the state of Wyoming. Overlaid on the Wyoming map is the Wyoming State Seal, which depicts a figure holding a scale and a sword, surrounded by the text 'WYOMING' and '1907'.

STATE OF
WYOMING
Compensation
Facts



Budget Session 2022

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Introduction

The average base pay for 89 classifications is less as of October 2021 than it was in October 2011. Additionally, this rate reduction does *not* take into account 26% inflation during the same time period. This reduced base pay rate is a driving force in the loss of nearly 860 filled full time workers over the same time period, moving yearly turnover from a 10 year low of 12.6% in 2011 to a historic rate of 18.1% in 2020. Simply put, compensation is not competitive; no one wants these jobs at the current rate, including benefits. This compensation challenge is only one of the considerable issues facing our state.

Wage stagnation and inflation have led the Executive Branch to experience competitive pressure in all pay grades and has negatively impacted the State of Wyoming's ability to recruit and retain employees. Statewide budget issues are a concern, and it is imperative that the classified pay structure, as well as the actual salaries of employees as a percent of current market rates, be reviewed for the efficient and effective delivery of services that the Legislature has deemed essential to the public good.

At the request of the Joint Appropriations Committee, the Department of Administration & Information has compiled additional employee compensation numbers by agency for discussion during agency budget hearings. This book contains both statewide and agency specific data. As of August 2021, the Executive Branch would need \$97,863,048 (general funds = \$43,889,947) per year to move every classified employee in the workforce to the 2020 market rate, including base pay and benefits. Executive Branch pay has fallen so far behind that requesting a move to 2020 market rates for all employees has become unrealistic. The recommendation put forth in the Governor's Budget and detailed further in this document, moves the pay tables to the 2020 rate and implements a merit matrix. Step one of this recommendation, moving the pay tables, requires movement of all employees below the 2020 minimum to the new minimum with a yearly cost of \$5,303,438 (general funds = \$2,838,895). Step 2 of the recommendation is implementation of a merit matrix at a cost of \$27,285,373 (general funds = \$11,880,473) per year. The total Executive Branch request is \$32,588,811 (general funds = \$14,719,368) per year and \$65,177,622 (general funds = \$29,438,736) in base pay and benefits for the biennium.¹

This begins to address compensation issues facing the State of Wyoming. Implementing this recommendation still leaves the Executive Branch workforce \$67,204,135 per year (\$134,408,270 per biennium) behind 2020 market rates. Going forward, we will continue the discussion on Executive Branch pay methodology, funding, and budgeting practices to ensure fair compensation for all Executive Branch employees. Fair employee compensation, a key component of employee recruitment and retention, highlights the need for the Great State of Wyoming to create a sustainable funding model in order to recruit, fairly compensate, and retain our dedicated state employees.

¹ The Governor's recommendation of \$31,182,487 properly forecasts vacant positions and includes the Enhanced Oil Recovery Commission's ask of \$182,487. The numbers included in this document discuss filled positions only for the Executive Branch Agencies.

Definitions

Classified Employee: An employee who falls within the regular State of Wyoming Classification System. This does *NOT* include temporary employees or employees who work for the Wyoming Business Council, Wyoming Office of Tourism, Judicial Branch, Legislative Branch, University of Wyoming, or Wyoming Community Colleges.

Classification (Class) Code: A code used to identify a type of job performed in the State of Wyoming Classification System

COMPA Ratio: An employee's current pay rate as a percent of MPP to illustrate where in the range an employee's pay rate is located (Current Pay/MPP).

Days to Fill: The number of days from the time a position is open for applications (not necessarily vacated) until the chosen hire's start date.

Market Policy Position (MPP): The market rate established for all jobs within the grade.

Market Rate: The prevailing rate of compensation employers are paying for a job. For the purposes of this report, it is an average of the actual median salaries for a group of similar benchmark jobs.

Market Lag: The actual percentage increase in base pay needed to move an incumbent to MPP $((MPP - \text{Current Pay}) / \text{Current Pay})$.

Merit Matrix: A mathematical grid used to accurately and transparently administer salary increases based on performance and current rate of pay.

Turnover: The measurement of employees who leave an organization during a specified time period (number of employees who left/average number of employees in timeframe)

Vacancy: A legislatively authorized position not filled with an incumbent.

Class Codes Paid Less in October 2021 than in October 2011

Class Code	Class Title	Number of Employees October 2011	Average Hourly Rate October 2011	Number of Employees October 2021	Average Hourly Rate October 2021	Actual Decrease in Hourly Rate Over 10 Years
ATPA01	Practicing Attorney 1	12	\$29.75	23	\$29.64	-\$0.11
ATPA05	Practicing Attorney 5	5	\$52.37	6	\$50.26	-\$2.12
BABO08	Business Office Coordinator I	14	\$25.19	23	\$25.04	-\$0.15
BACA08	Senior Consumer Affairs Specialist	1	\$24.95	2	\$21.93	-\$3.01
BADL06	Driver's License Field Examiner	16	\$19.61	29	\$18.57	-\$1.04
BADL08	Drivers License Regional Supervisor	5	\$24.57	5	\$22.68	-\$1.88
BAGC08	Grants & Contract Administration Specialist II	17	\$24.63	12	\$24.60	-\$0.02
BALG09	Hearing Officer	6	\$30.16	5	\$28.33	-\$1.83
BAMR07	Mail Services Supervisor	2	\$23.19	2	\$22.66	-\$0.53
BAPS07	Policy & Planning Analyst I	11	\$24.71	3	\$22.68	-\$2.03
BAPS10	Senior Policy & Planning Analyst	18	\$32.34	24	\$31.42	-\$0.93
BEBP06	Benefits & Eligibility Specialist I	116	\$18.89	95	\$18.72	-\$0.17
BEBP12	Benefits & Eligibility Manager II	1	\$39.99	5	\$35.78	-\$4.21
BEDD08	Senior Disability Determination Specialist	5	\$23.10	2	\$22.46	-\$0.64
BEWC07	Claims Specialist	76	\$22.68	85	\$21.93	-\$0.75
COCI12	Correctional Investigative Major	1	\$38.97	1	\$37.85	-\$1.12
COCP09	Correctional Program Coordinator	1	\$38.76	6	\$27.39	-\$11.38
COCP11	Correctional Program Manager I	5	\$34.78	3	\$34.73	-\$0.05
CTBA07	Computer Technology Business Applications Specialist I	12	\$23.30	1	\$23.18	-\$0.12
CTMG12	Computer Technology Program Manager II	11	\$40.75	5	\$39.65	-\$1.10
CTSU07	Computer Technology Support Specialist I	47	\$21.83	8	\$21.26	-\$0.57
CTSU09	Computer Technology Support Analyst	3	\$28.75	2	\$28.32	-\$0.43
CTSY07	Computer Technology Systems & Infrastructure Specialist I	21	\$22.05	1	\$20.00	-\$2.05
CTSY08	Computer Technology Systems & Infrastructure Specialist II	37	\$26.34	5	\$25.45	-\$0.88
CTSY09	Computer Technology Systems & Infrastructure Analyst	5	\$30.66	1	\$26.82	-\$3.84
EBH10	Employee Assistance Program Coordinator	1	\$34.12	1	\$31.93	-\$2.19
ENGE08	Geologist I	3	\$24.18	4	\$23.75	-\$0.43
ENGE09	Geologist II	5	\$28.14	4	\$27.50	-\$0.64
ENNR09	Natural Resources Analyst	119	\$27.30	93	\$26.33	-\$0.97
ENNR10	Natural Resources Program Principal	78	\$33.71	79	\$32.42	-\$1.29
ENNR11	Natural Resources Program Supervisor	25	\$39.10	28	\$37.48	-\$1.62
ENNR13	Natural Resources Program Manager	20	\$44.61	28	\$44.19	-\$0.42
ETCT10	Certified Academic Manager I	7	\$30.10	6	\$30.07	-\$0.03
ETCT11	Certified Academic Manager II	2	\$36.28	2	\$35.62	-\$0.66
ETIN07	Instructor I	6	\$22.71	5	\$22.29	-\$0.42
ETVT07	Vocational Trainer	11	\$21.66	9	\$21.57	-\$0.10
FIAC06	Accounting Technician	25	\$18.64	19	\$18.22	-\$0.42
FIAU11	Supervising Auditor	3	\$37.46	7	\$37.41	-\$0.04

Class Code	Class Title	Number of Employees October 2011	Average Hourly Rate October 2011	Number of Employees October 2021	Average Hourly Rate October 2021	Actual Decrease in Hourly Rate Over 10 Years
FIIE08	Senior Investment Educator	2	\$27.71	3	\$26.20	-\$1.51
HSHC04	Health Care Assistant	12	\$16.96	7	\$16.81	-\$0.14
HSHC06	Health Care Technician	3	\$20.11	4	\$18.73	-\$1.38
HSOT09	Occupational Therapist	8	\$32.41	4	\$32.31	-\$0.11
HSSL08	Laboratory Scientist I	8	\$26.99	6	\$26.15	-\$0.84
ININ11	Inspection Supervisor	13	\$33.81	6	\$33.79	-\$0.02
ISFS01	Food Services Assistant	27	\$11.33	19	\$11.22	-\$0.11
LRAP09	Appraiser	6	\$34.71	3	\$29.46	-\$5.25
PIMM10	Multi-Media Supervisor	1	\$31.29	1	\$31.24	-\$0.05
PSDI04	Highway Patrol Dispatcher I	10	\$15.33	7	\$15.31	-\$0.02
PSDI06	Highway Patrol Dispatcher II	30	\$21.47	23	\$21.41	-\$0.05
PSDI10	Highway Patrol Assistant Dispatch Program Manager	1	\$32.14	1	\$30.22	-\$1.92
PSEP09	Emergency Preparedness Specialist II	7	\$28.34	8	\$28.32	-\$0.02
PSEP11	Senior Emergency Preparedness Analyst	3	\$35.08	6	\$33.52	-\$1.56
PSES07	Security Officer	13	\$21.78	13	\$21.52	-\$0.26
PSFF04	Firefighter I	15	\$16.69	18	\$15.93	-\$0.75
PSFF05	Firefighter II	8	\$19.63	11	\$18.16	-\$1.47
PSFF07	Senior Firefighter	4	\$22.84	5	\$21.51	-\$1.33
PSFF09	Fire Services Supervisor	3	\$29.33	4	\$28.00	-\$1.34
PSHP07	Highway Patrol Trooper I	38	\$22.06	33	\$21.32	-\$0.73
PSPE06	Port of Entry Specialist	11	\$21.97	12	\$21.85	-\$0.13
PSPE07	Port of Entry Compliance Review Auditor	2	\$23.98	4	\$22.64	-\$1.34
PSSA10	Special Agent I	16	\$34.04	13	\$32.60	-\$1.44
PSSG05	Security Guard Supervisor	5	\$20.85	5	\$19.72	-\$1.14
SOAP11	Adult Probation & Parole Manager	11	\$36.10	12	\$33.36	-\$2.74
SOCW10	Casework Supervisor	2	\$31.34	1	\$30.43	-\$0.91
SOLC11	Clinical Director	1	\$34.91	1	\$33.82	-\$1.10
SOVS10	Client Services Supervisor	1	\$30.96	1	\$29.67	-\$1.29
SOYS03	Youth Services Aide	30	\$15.59	14	\$15.31	-\$0.28
SOYS04	Youth Services Security Officer	11	\$17.50	8	\$16.81	-\$0.69
SOYS06	Youth Services Specialist II	51	\$19.83	41	\$19.75	-\$0.08
TDBG03	Buildings & Grounds Assistant	43	\$15.49	21	\$15.14	-\$0.35
TDEL08	JOURNEY ELECTRICIAN	3	\$26.37	10	\$25.67	-\$0.71
TDEL11	Electrical Manager	1	\$33.97	1	\$33.82	-\$0.15
TDFA06	Fabricator	7	\$21.84	10	\$21.83	-\$0.01
TDHM06	Heavy Mechanic	54	\$21.44	49	\$20.47	-\$0.97
TDHM07	Senior Heavy Mechanic	17	\$25.85	22	\$25.83	-\$0.02
TDHM10	Fleet Program Coordinator	1	\$34.75	3	\$32.05	-\$2.70
TDPL05	Plumber	13	\$17.65	3	\$17.51	-\$0.14
TDST06	Skilled Trades Specialist	14	\$21.05	39	\$20.75	-\$0.30
TNCF06	Construction & Field Survey Specialist	63	\$20.71	52	\$20.53	-\$0.18
TNDE06	Design Specialist I	25	\$22.19	1	\$19.37	-\$2.82
TNDE07	Design Specialist II	16	\$23.92	7	\$22.30	-\$1.61
TNDR05	Driller Technician	2	\$17.67	1	\$17.31	-\$0.36
TNFD05	Field Data Collection & Lab Analysis Technician	29	\$18.42	4	\$17.60	-\$0.82
TNFD06	Field Data Collection & Lab Analysis Specialist I	15	\$22.27	15	\$20.12	-\$2.15
TNPS06	Photogrammetry and Survey Specialist I	8	\$20.64	1	\$18.92	-\$1.72
TNPS07	Photogrammetry and Survey Specialist II	3	\$26.13	5	\$22.57	-\$3.56
TNST07	Staff Technician I	2	\$23.84	5	\$22.99	-\$0.86
TNTM04	Transportation Mgt Center Assistant	9	\$15.29	6	\$15.13	-\$0.16
TNTO07	Technical Operations Technician II	17	\$21.72	17	\$21.58	-\$0.14

State of Wyoming Employee Satisfaction Survey Results

In August 2021, the Department of Administration & Information (A&I) in collaboration with the Jobs/Workforce Committee assembled by the Governor released an employee satisfaction survey. Questions asked covered a variety of topics, none of which were required to be answered. Responses were completely anonymous. The survey yielded 4,344 respondents (52% of the eligible workforce). Respondents included supervisors and non-supervisors, employees spanning from less than 1 year of service to over 20 years of service, a variety of civil service statuses, and employees located from all over the state.

Highlights

- Question - Why did you choose to work for the State of Wyoming? (Please select up to 3) - Ranked Responses

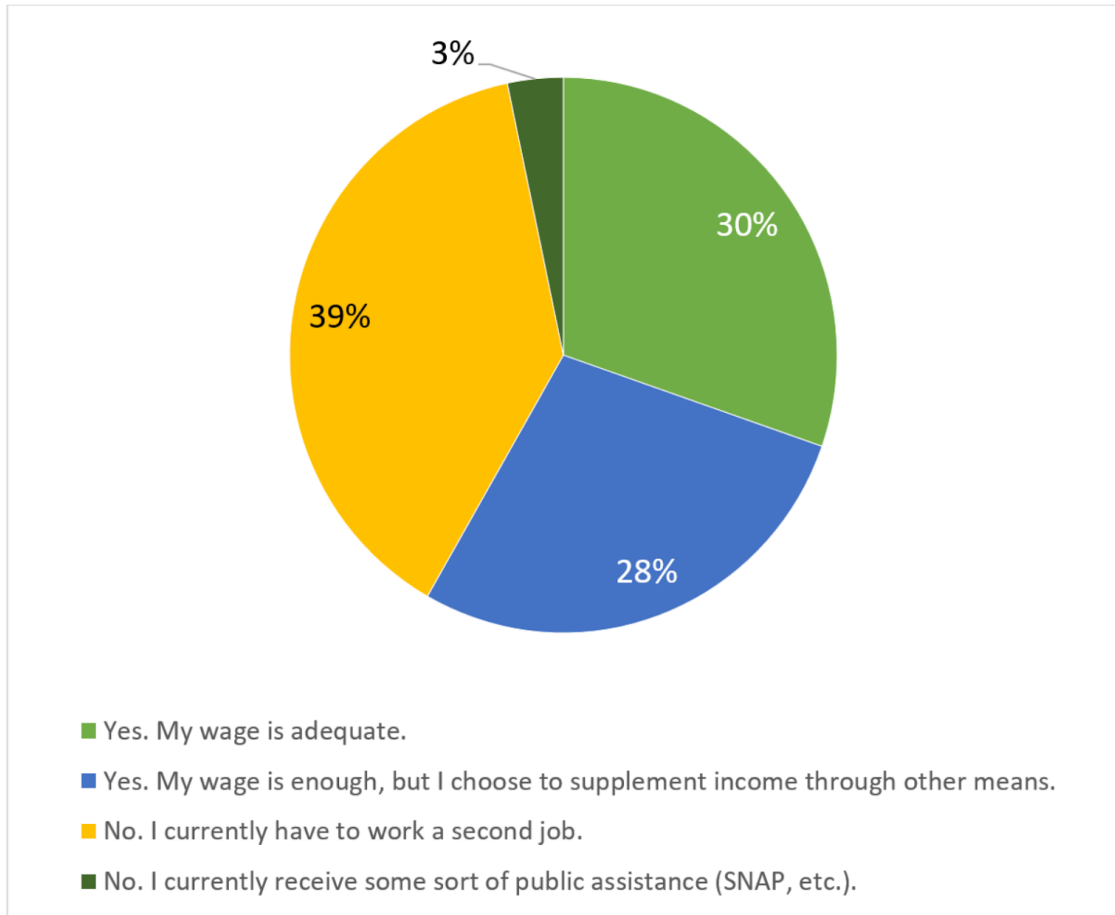
Option	Count
Benefits - Retirement	2,415 (56%)
Stability	2,299 (53%)
Benefits - Insurance	2,178 (50%)
Public Service	1,062 (24%)
Pay	1,060 (24%)
Benefits - Leave	1,029 (24%)
Workplace Environment (colleagues, customers, culture, mission, etc.)	829 (19%)
Flexibility (schedules, etc.)	740 (17%)
Opportunity for Advancement	602 (14%)
Other	185 (4%)

- Question - What keeps you working for the State of Wyoming? (Please select up to 3) - Ranked Responses

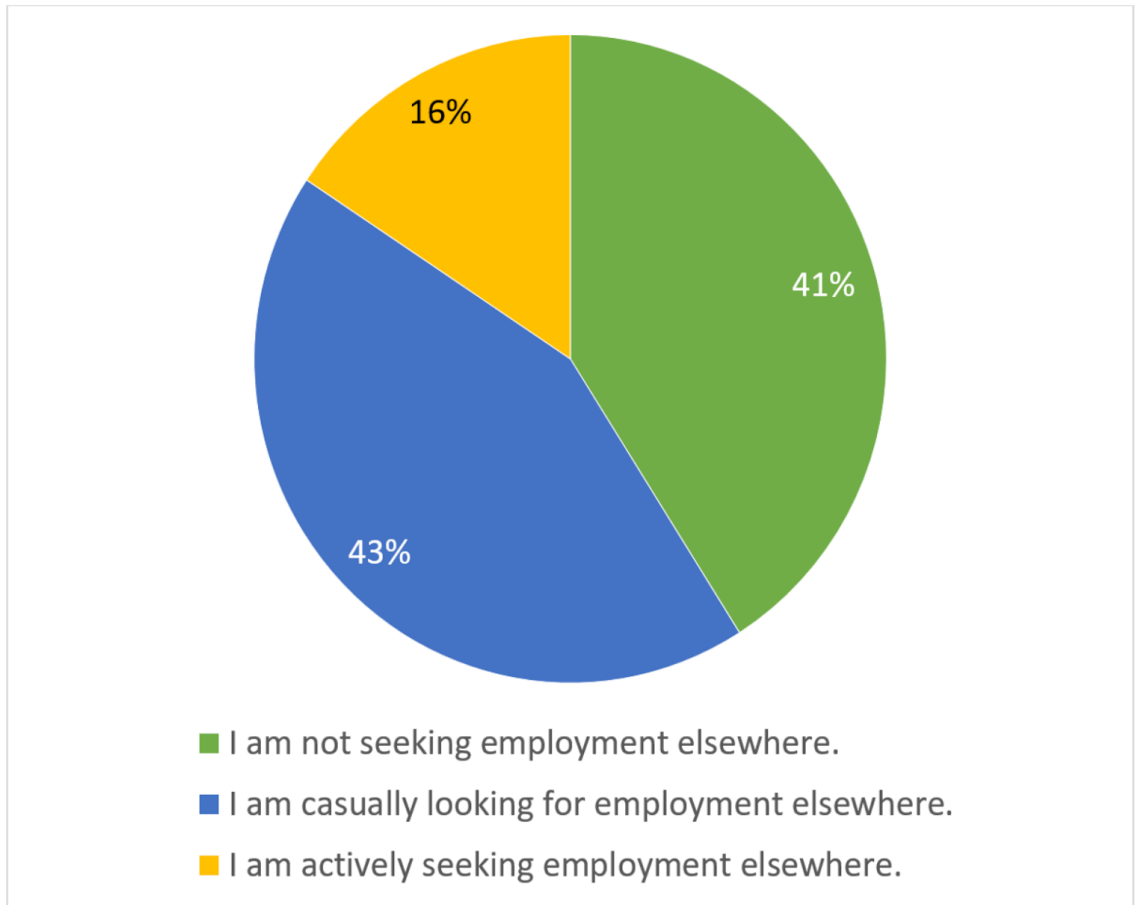
Option	Count
Benefits - Retirement	2,382 (55%)
Stability	1,894 (44%)
Benefits - Insurance	1,847 (43%)
Workplace Environment (colleagues, customers, culture, mission, etc.)	1,143 (26%)
Benefits - Leave	1,041 (24%)
Flexibility (schedules, etc.)	1,040 (24%)

Public Service	878 (20%)
Pay	759 (17%)
Opportunity for Advancement	317 (7%)
Other	114 (3%)

- Question - Does your current compensation plan support you and/or your family? (Please select all that apply)

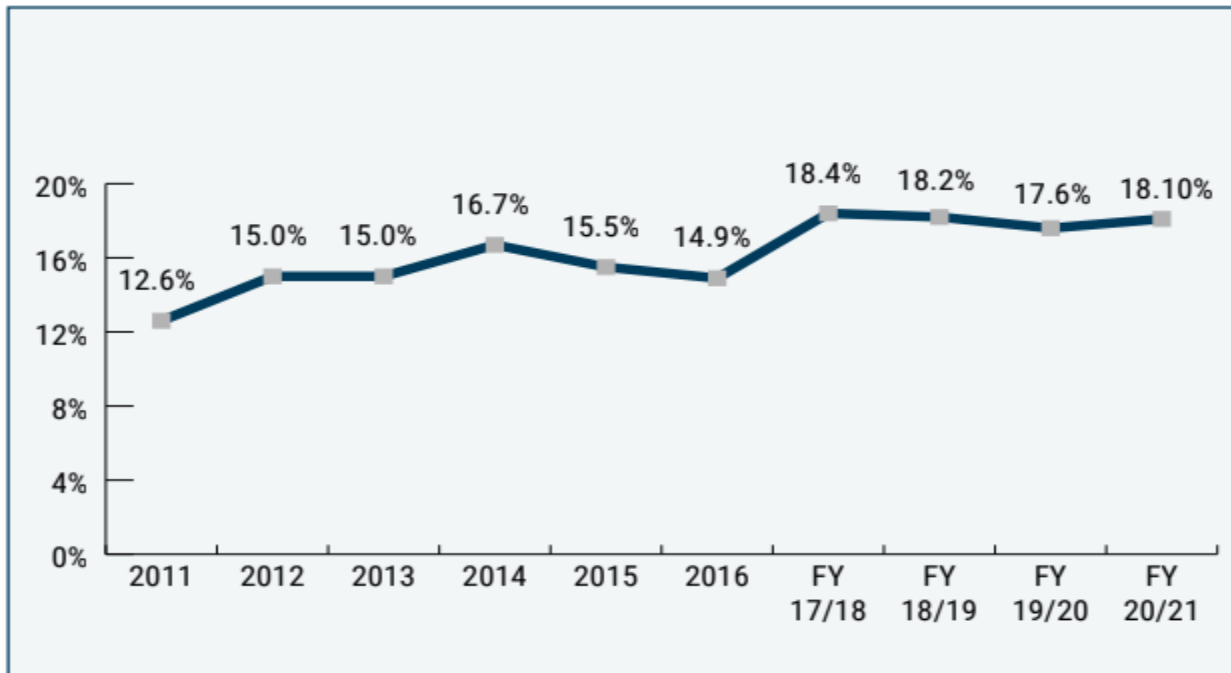


- Question - How often do you seek employment elsewhere?



Turnover History

10-Year History Total Turnover (Including Transfers)



10-Year History Total Turnover (Excluding Transfers)



Illustrations pulled from the 2020-2021 State of Wyoming Workforce Report measuring turnover from July 1, 2020 - June 30, 2021.

Retirement History

Plan	2017	2018	2019	2020	2021 (thru Oct 21)	Total
Public Employee Tier 1	318	300	329	251	225	1423
Public Employee Tier 2	2	7	11	13	10	43
Law Enforcement	20	14	15	17	7	73
Air Guard Firefighter	1	1	2	3	2	9
Warden Patrol and DCI	16	11	14	11	14	66
Total	357	333	371	295	258	1614

* Includes those who left state employment, left their money on deposit and came back for a benefit at a later date
 * Does not include Deceased
 * Does not include Survivors

Health Insurance Analysis - State Comparison

Active Single Percent of Employer Contribution for Health Insurance

- Wyoming 82% employer contribution
- 27 states with greater than 82% employer contribution
- 12 states with less than 82% employer contribution

Active Single Employee Contribution for Health Insurance

- Wyoming single employee contribution \$189.30
- 43 states with less than Wyoming's \$189.30 employee contribution
- 3 states with more than Wyoming's \$189.30 employee contribution

State Contribution for Retiree Coverage

- Wyoming subsidizes premiums \$11.50 per year of service or \$5.75 per year of service if Medicare eligible
- 36 states provide employer contributions for retiree coverage (up to 100%)
- 10 states do not provide employer contributions for retiree coverage

Active Single Deductible Health Insurance

- Wyoming has a \$900 deductible plan
- 90% of the states have a lower deductible plan
- 10% of the state have a higher deductible plan

State of Wyoming Compensation Methodology

1. Respond to survey requests. Numerous requests are received each year asking the State to provide actual salary information. Each survey request provides a list of job titles and job descriptions that HRD matches to a State of Wyoming title and description. Only salary information for jobs that match 80% of both descriptions is provided. Some of these requests come from entities that provide composite data in return that is used to conduct the market analysis. Below is a list of the compensation surveys used in the analysis.

National Compensation Association of State Governments (NCASG) – NCASG is a national organization composed of state government human resource professionals. Their mission is to provide a forum for compensation professionals from member states to exchange information, professional expertise, and knowledge related to the compensation of state government employees. Annually, NCASG conducts a compensation survey that collects salary data from member states for a variety of jobs found in state governments.

Employers Council – Employer’s Council serves employers of all sizes in the public and private sectors. Since 1939, their collective power of over 4,000 employers has enabled them to offer a depth of expertise. Their extensive database offers wage survey data on more than 400 jobs and employer practices (combined public and private sector data) to assist in the benchmarking process.

Economic Research Institute (ERI) – ERI Economic Research Institute was founded over 30 years ago to provide compensation applications for private and public organizations. ERI compiles robust salary, cost of living, and executive compensation for more than 1,100 industry sectors, spanning 11,000 jobs in 9,000 different locations. They collect their salary survey data from internal surveys, third party surveys, salary surveys, and public sector sources to calculate geographic salary differentials and assist with compensation planning.

National Business Aviation Association (NBAA) – Pro Pilot Salary Study This survey is widely used among the aviation community in comparing salaries for positions dealing with aircraft. The survey specifies the going rate for a pilot by position and by type of aircraft.

Compdata- Compdata is a national compensation survey data and consulting firm. Compdata has one of the largest and most comprehensive databases of current compensation information, collecting data from approximately 34,000 organizations. Compdata produces salary survey data annually.

PayScale - PayScale is a compensation software tool that combines with employer sourced compensation data to allow organizations to do more with their compensation data and salary surveys. PayScale pioneered the use of big data to reveal market pay trends and insights related to pay equity and hiring best practices; their survey library comprises 1,100 employers and 4,000 different jobs.

- Conduct the market analysis. Once the survey results are received, relevant data cuts are identified. Survey data covers both public and private entities. Only data from comparator states (listed below) are utilized in the market analysis.

Comparator States – Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah, Washington.

Once benchmarked jobs and relevant data cuts have been identified, they are compiled and averaged to create a composite median for the benchmark. All class codes are assigned a specific pay grade based on the Hay Evaluation Method. Medians in each grade are averaged to identify a market average. A regression analysis is run to calculate midpoints for each grade. This is done separately for each pay table: Attorney, Executive, Nursing, Highway Patrol and Criminal Investigation (HPCI), and General. Once midpoints are identified, the minimum and maximum of the pay ranges can be calculated. The standard is that the minimum is 20% below MPP and the maximum is 20% above MPP. A percent change and market lag can then be calculated and this new data can then be compared to previous market data or current pay tables.

2017 Pay Tables vs. 2020 Pay Tables

	Current Pay Table					Proposed Pay Table			
	Salary Range	Min	MPP	Max		Salary Range	Min	MPP	Max
HPCI Pay Table	HJ	\$20.04	\$25.83	\$31.00		HJ	\$23.42	\$29.28	\$35.14
	HL	\$23.86	\$30.75	\$36.90		HL	\$25.84	\$32.30	\$38.76
	HM	\$26.04	\$33.55	\$40.26		HM	\$28.51	\$35.64	\$42.77
	HN	\$28.41	\$36.61	\$43.93		HN	\$31.45	\$39.31	\$47.17
	HO	\$31.00	\$39.94	\$47.93		HO	\$34.70	\$43.37	\$52.04
	HP	\$33.82	\$43.58	\$52.30		HP	\$38.27	\$47.84	\$57.41
	HQ	\$36.90	\$47.55	\$57.06		HQ	\$42.22	\$52.78	\$63.34
	HR	\$40.26	\$51.88	\$62.26		HR	\$46.58	\$58.22	\$69.86
	HS	\$43.93	\$56.61	\$67.93		HS	\$51.38	\$64.23	\$77.08
	HU	\$52.30	\$67.39	\$80.87		HU	\$56.68	\$70.85	\$85.02
Nursing Pay Table	NI	\$18.30	\$23.59	\$28.30		NI	\$22.79	\$28.49	\$34.19
	NL	\$24.08	\$31.03	\$37.23		NL	\$25.78	\$32.22	\$38.66
	NN	\$28.91	\$37.25	\$44.70		NN	\$29.14	\$36.43	\$43.72
	NO	\$31.67	\$40.81	\$48.98		NO	\$32.95	\$41.19	\$49.43
	NP	\$34.70	\$44.72	\$53.67		NP	\$37.26	\$46.57	\$55.88
	NR	\$41.66	\$53.69	\$64.43		NR	\$42.13	\$52.66	\$63.19
	NS	\$45.65	\$58.83	\$70.60		NS	\$47.63	\$59.54	\$71.45
Attorney Pay Table	AT01	\$27.92	\$35.98	\$43.18		AT01	\$26.65	\$33.31	\$39.97
	AT02	\$30.51	\$39.32	\$47.18		AT02	\$32.56	\$40.70	\$48.84
	AT03	\$33.34	\$42.97	\$51.56		AT03	\$39.78	\$49.72	\$59.66
	AT04	\$36.43	\$46.95	\$56.34		AT04	\$48.59	\$60.74	\$72.89
	AT05	\$43.51	\$56.07	\$67.28		AT05	\$59.36	\$74.20	\$89.04

	Current Pay Table					Proposed Pay Table			
	Salary Range	Min	MPP	Max		Salary Range	Min	MPP	Max
General Pay Table	C	\$10.52	\$13.56	\$16.28		C	\$11.57	\$14.46	\$17.35
	D	\$11.50	\$14.82	\$17.78		D	\$12.61	\$15.76	\$18.91
	E	\$12.57	\$16.20	\$19.43		E	\$13.74	\$17.17	\$20.60
	F	\$13.73	\$17.70	\$21.24		F	\$14.97	\$18.71	\$22.45
	G	\$15.01	\$19.34	\$23.21		G	\$16.31	\$20.39	\$24.47
	H	\$16.40	\$21.13	\$25.36		H	\$17.78	\$22.22	\$26.66
	I	\$17.92	\$23.09	\$27.71		I	\$19.38	\$24.22	\$29.06
	J	\$19.58	\$25.23	\$30.28		J	\$21.11	\$26.39	\$31.67
	K	\$21.40	\$27.58	\$33.09		K	\$23.01	\$28.76	\$34.51
	L	\$23.38	\$30.13	\$36.16		L	\$25.07	\$31.34	\$37.61
	M	\$25.55	\$32.93	\$39.51		M	\$27.33	\$34.16	\$40.99
	N	\$27.92	\$35.98	\$43.18		N	\$29.78	\$37.22	\$44.66
	O	\$30.51	\$39.32	\$47.18		O	\$32.45	\$40.56	\$48.67
	P	\$33.34	\$42.97	\$51.56		P	\$35.36	\$44.20	\$53.04
	Q	\$36.43	\$46.95	\$56.34		Q	\$38.54	\$48.17	\$57.80
	R	\$39.81	\$51.31	\$61.57		R	\$42.00	\$52.50	\$63.00
	S	\$43.51	\$56.07	\$67.28		S	\$45.77	\$57.21	\$68.65
	T	\$47.54	\$61.27	\$73.52		T	\$49.87	\$62.34	\$74.81
U	\$51.95	\$66.95	\$80.34		U	\$54.35	\$67.94	\$81.53	
W	\$57.77	\$74.45	\$89.34		W	\$59.23	\$74.04	\$88.85	
Executive Pay Table	EX03	\$13.73	\$17.70	\$21.24		EX03	\$18.06	\$22.57	\$27.08
	EX04	\$15.01	\$19.34	\$23.21		EX04	\$19.68	\$24.60	\$29.52
	EX05	\$16.40	\$21.13	\$25.36		EX05	\$21.46	\$26.82	\$32.18
	EX06	\$19.58	\$25.23	\$30.28		EX06	\$23.39	\$29.24	\$35.09
	EX07	\$21.40	\$27.58	\$33.09		EX07	\$25.50	\$31.87	\$38.24
	EX08	\$23.38	\$30.13	\$36.16		EX08	\$27.80	\$34.75	\$41.70
	EX09	\$25.55	\$32.93	\$39.51		EX09	\$30.30	\$37.88	\$45.46
	EX10	\$27.92	\$35.98	\$43.18		EX10	\$33.03	\$41.29	\$49.55
	EX11	\$33.34	\$42.97	\$51.56		EX11	\$36.01	\$45.01	\$54.01
	EX12	\$36.43	\$46.95	\$56.34		EX12	\$39.26	\$49.07	\$58.88
	EX13	\$39.81	\$51.31	\$61.57		EX13	\$42.79	\$53.49	\$64.19
	EX14	\$43.51	\$56.07	\$67.28		EX14	\$46.65	\$58.31	\$69.97
	EX15	\$51.95	\$66.95	\$80.34		EX15	\$50.86	\$63.57	\$76.28
	EX16	\$56.77	\$73.16	\$87.79		EX16	\$55.43	\$69.29	\$83.15
	EX17	\$62.04	\$79.94	\$95.93		EX17	\$60.43	\$75.54	\$90.65
	EX18	\$67.79	\$87.36	\$104.83		EX18	\$65.88	\$82.35	\$98.82
	EX19	\$74.08	\$95.46	\$114.55		EX19	\$71.82	\$89.77	\$107.72

The minimum in the Current Pay Table is 23% below the 2017 MPP. Over 11% (869 employees) of the workforce is currently paid below the standard minimum.

Current 2017 Market

Years of Service	Compa <80%	Compa 80%-85%	Compa 85%-90%	Compa 90%-95%	Compa 95%-100%	Compa 100%-105%	Compa 105%-110%	Compa 110%-115%	Compa 115%-120%	Compa 120%+
0-4	555	926	648	525	247	33	11	3	4	17
5-9	190	380	420	214	180	35	7	5	1	4
10-14	67	249	438	214	153	67	9	2	1	6
15-19	38	167	318	163	94	59	21	7	3	2
20-24	19	83	187	114	68	42	10	6	3	1
25-29	4	45	112	67	50	21	15	4	2	1
30-34	8	26	73	53	24	18	3	3	1	1
35-39	7	18	42	23	11	4	3	0	2	0
40+	1	4	14	9	4	1	0	2	2	0

Proposed 2020 Market

Years of Service	Compa <80%	Compa 80%-85%	Compa 85%-90%	Compa 90%-95%	Compa 95%-100%	Compa 100%-105%	Compa 105%-110%	Compa 110%-115%	Compa 115%-120%	Compa 120%+
0-4	1217	795	620	200	82	27	4	6	4	14
5-9	416	515	252	179	50	13	6	2	2	5
10-14	168	535	238	171	73	12	3	0	3	6
15-19	94	376	187	103	75	21	11	2	2	1
20-24	50	210	114	88	48	17	6	2	1	0
25-29	10	118	76	58	28	22	3	2	0	1
30-34	11	80	51	38	20	4	4	0	2	0
35-39	12	45	26	17	4	2	2	2	0	0
40+	2	15	8	7	1	0	2	2	0	0

- Run a cost analysis. The first meaningful statistic is the percentage of the workforce that would be affected by the new minimum and the cost to move those employees to the new minimum. Moving employees at the bottom of the range without accounting for time and service of current employees not affected by the minimum move creates compression. To avoid this, it is a best practice to consider options that benefit a higher percentage of the workforce.

Proposed Compensation Adjustment

- Step 1 – Adjust pay tables based on the 2020 market. This includes adjusting all three values found within a pay range (Minimum, MPP, and Maximum). Employees whose current pay rate falls below the proposed minimum must receive a pay adjustment bringing their pay rate up to the new minimum of the pay range.
- Step 2 – Provide a pay adjustment to employees based on the below merit matrix. This matrix considers both performance and how far an employee is behind market. High performers who are furthest behind the market receive the largest pay adjustment. This matrix affects 92% of the classified workforce. The average base pay increase after matrix implementation is 4.95%.

		7	6	5	4	3	2	1
		MIN ----- MPP ----- MAX						
	Overall Performance Score	Min to 10th Percentile COMPA: <85%	10th to 25th Percentile COMPA: 85%-90%	25th to 50th Percentile COMPA: 90%-100%	50th to 75th Percentile COMPA: 100%-110%	75th to 90th Percentile COMPA: 110%-115%	90th Percentile to Max COMPA: 115%-120%	Over Max
14	Superior (3.8 - 4.0)	7.35%	7.00%	6.65%	6.30%	5.95%	5.60%	
13	Superior (3.6 - 3.8)	7.00%	6.65%	6.30%	5.95%	5.60%	5.25%	
12	Superior (3.5)	6.65%	6.30%	5.95%	5.60%	5.25%	4.90%	
11	Commendable (3.2 - 3.4)	6.30%	5.95%	5.60%	5.25%	4.90%	4.55%	
10	Commendable (2.9 - 3.1)	5.95%	5.60%	5.25%	4.90%	4.55%	4.20%	
9	Commendable (2.6 - 2.8)	5.60%	5.25%	4.90%	4.55%	4.20%	3.85%	
8	Commendable (2.4 - 2.5)	5.25%	4.90%	4.55%	4.20%	3.85%	3.50%	
7	Meets Expectation (2.1 - 2.3)	4.90%	4.55%	4.20%	3.85%	3.50%	3.15%	
6	Meets Expectation (1.8 - 2.0)	4.55%	4.20%	3.85%	3.50%	3.15%	2.80%	
5	Meets Expectation (1.5 - 1.7)	4.20%	3.85%	3.50%	3.15%	2.80%	2.45%	
4	Growth Necessary (1.2 - 1.4)	3.85%	3.50%	3.15%	2.80%	2.45%	2.10%	
3	Growth Necessary (1.0 - 1.2)	3.50%	3.15%	2.80%	2.45%	2.10%	1.75%	
2	Growth Necessary (.5 - .8)	3.15%	2.80%	2.45%	2.10%	1.75%	1.40%	
1	Growth Necessary (.5 - 1.4)	2.80%	2.45%	2.10%	0.00%	0.00%	0.00%	0.00%
0	Unsatisfactory (0 - 0.4)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Examples

- Employee 1 is a TDBG05, pay grade H, who received a 2.2 overall score on their last performance evaluation of Meets Expectation. Their August 2021 rate of pay is \$17.70 which is below the 2020 proposed minimum. The first step is to move their base pay to the new minimum of pay grade H at \$17.78. This puts their compa ratio at 80%, and their actual pay in the minimum to 10th percentile. On the matrix, find the column with 80% compa and find the row that coincides with a 2.2 PMI score; row 7, column 7. This employee's raise from the new minimum will be 4.9% for a new hourly rate of \$18.65.

- Employee 2 is a BAAS06, pay grade I, who received a 3.5 overall score on their last performance evaluation of Superior. Their August 2021 rate of pay is \$19.48 which is above the 2020 proposed minimum. This puts their compa ratio at 80.4%, and their actual pay in the minimum to 10th percentile. On the matrix, find the column with 80% compa and find the row that coincides with a 3.5 PMI score; row 7, column 12. This employee's raise will be 6.65% for a new hourly rate of \$20.78.
- Employee 3 is a FIAC07, pay grade J, who received a 2 overall score on their last performance evaluation of Meets Expectation. Their August 2021 rate of pay is \$23.76 which is above the 2020 proposed minimum. This puts their compa ratio at 90% and their actual pay in the 25th-50th percentile. On the matrix, find the column with 90% compa ratio and find the row that coincides with a 2 PMI score; row 6, column 5. This employee's raise will be 3.85% for a new hourly rate of \$24.68.

Executive Branch Overview

- Employee Count: 7,684 classified employees (August 2021)
- Vacancy Count: 1,054 classified vacancies (October 2021)

Turnover

- 18.1% (including transfers from June 2020- July 2021)
- 16.6% (excluding transfers from June 2020-July 2021)
- 36.0% (including transfers from June 2019-July 2021)
- 32.1% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
HSHP09	356
PIMM09	353
HSNP12	269
PSHP07	248
PSFF04	228

According to the 2020-2021 State of Wyoming Workforce Report, the State received 41,757 applications from July 1, 2020 - June 30, 2021. This was 15,836 applications less than what was received the prior fiscal year.

Compensation

- Compa Ratio: 88.2% (2017 Market) vs. 84.4% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	86.2%	82.5%
5-10 years	87.5%	83.8%
10-20 years	89.4%	85.7%
More than 20 years	91.0%	87.5%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATHE04	99.5%	76.9%
ATLA12	91.9%	89.4%
ATMA01	97.7%	75.5%
ATMA02	90.7%	68.5%
ATPA01	82.1%	88.7%
ATPA02	86.6%	83.7%
ATPA03	89.4%	77.3%
ATPA04	97.1%	75.0%
ATPA05	89.6%	67.7%
BAAS03	83.5%	78.8%
BAAS04	88.0%	83.3%
BAAS05	83.9%	79.5%
BAAS06	85.2%	81.3%
BAAS07	88.8%	84.9%
BABO08	90.8%	87.1%
BABO09	89.3%	85.9%
BABO10	85.6%	82.8%
BABO11	88.0%	85.3%
BABO12	94.4%	91.8%
BABO13	89.9%	87.6%
BACA07	100.6%	96.2%
BACA08	79.5%	76.3%
BADC06	86.6%	82.6%
BADL06	80.3%	76.6%
BADL07	82.3%	78.7%
BADL08	82.3%	78.9%
BADL11	82.6%	80.1%
BADL13	82.6%	80.7%
BADS05	82.8%	78.8%
BADS06	80.8%	77.1%
BADS07	83.1%	79.5%
BADS10	90.6%	87.6%
BADT07	85.4%	81.7%
BAED12	112.0%	108.9%
BAGC07	89.9%	85.9%
BAGC08	89.2%	85.5%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIWH05	87.8%	83.3%
FIWH08	83.3%	79.9%
FIWH09	84.6%	81.5%
FIWH11	85.7%	83.1%
FWFC08	82.5%	79.1%
FWFC09	85.1%	81.8%
FWFC11	86.0%	83.4%
FWGP11	91.7%	88.9%
FWGW08	81.8%	78.4%
FWGW10	84.3%	81.5%
FWGW11	93.3%	90.5%
FWMG11	93.1%	90.3%
FWMG12	95.6%	92.9%
FWMG13	87.5%	85.5%
FWMG14	90.5%	88.7%
FWMG15	91.4%	89.9%
FWMG16	95.1%	93.7%
FWVT13	78.7%	76.9%
FWVT14	77.6%	76.0%
FWWB08	85.7%	82.2%
FWWB09	83.0%	80.0%
FWWB10	84.6%	81.8%
FWWB11	86.5%	83.8%
GOAS01	149.4%	117.2%
GOAS03	127.9%	100.7%
GOAS04	104.0%	90.0%
GOAS05	107.0%	93.0%
HSDE06	110.3%	105.8%
HSDO13	154.0%	150.9%
HSEP09	87.3%	84.1%
HSEP10	88.0%	85.0%
HSEP12	106.4%	103.4%
HSHC04	95.0%	89.9%
HSHC06	80.4%	76.6%
HSHP08	89.8%	86.1%
HSHP09	91.4%	88.1%

BAGC09	85.4%	82.3%
BAGC10	87.9%	85.0%
BAGC11	91.6%	88.8%
BALG07	91.8%	87.8%
BALG08	89.4%	85.7%
BALG09	86.0%	83.0%
BALG12	88.6%	86.1%
BALS08	88.6%	85.0%
BAMR03	84.2%	79.4%
BAMR04	90.1%	85.2%
BAMR05	85.2%	80.8%
BAMR07	82.2%	78.8%
BAPM09	90.6%	87.3%
BAPM10	88.6%	85.7%
BAPM11	91.7%	88.9%
BAPM12	87.3%	84.8%
BAPP05	86.7%	82.4%
BAPP07	94.7%	90.6%
BAPP09	86.5%	83.4%
BAPS07	89.9%	85.9%
BAPS09	86.1%	83.0%
BAPS10	87.5%	84.6%
BAPS11	94.7%	91.8%
BAPS12	87.9%	85.5%
BAPS13	98.7%	96.2%
BARD03	85.1%	80.3%
BARD05	86.9%	82.4%
BARD06	79.4%	75.7%
BARD07	88.9%	85.0%
BARD08	83.1%	79.9%
BARD09	86.7%	83.6%
BARD10	85.8%	83.0%
BARD11	82.9%	80.4%
BARM08	88.7%	85.0%
BARM10	95.2%	92.0%
BEBP06	81.1%	77.3%
BEBP07	90.3%	86.3%
BEBP08	88.9%	85.5%
BEBP09	82.2%	79.3%
BEBP10	84.9%	82.1%
BEBP11	91.7%	88.9%
BEBP12	83.4%	81.1%

HSHP10	87.0%	84.1%
HSHP11	87.2%	84.5%
HSHP12	87.9%	85.4%
HSHS04	92.0%	87.0%
HSHS05	96.5%	91.5%
HSHS08	84.1%	80.8%
HSHS09	84.7%	81.6%
HSNP12	112.7%	109.6%
HSNU06	90.5%	75.0%
HSNU08	90.4%	87.1%
HSNU10	94.9%	97.1%
HSNU11	88.5%	87.7%
HSNU12	90.3%	86.7%
HSNU14	79.2%	78.3%
HSOT07	84.2%	80.5%
HSOT09	98.1%	94.6%
HSPH11	124.2%	120.4%
HSPP12	122.8%	119.3%
HSPS13	281.6%	274.5%
HSPT07	88.8%	84.9%
HSPT09	124.8%	120.3%
HSPY11	88.0%	85.3%
HSPY12	94.6%	91.9%
HSRA07	86.0%	82.3%
HSRA09	83.8%	80.6%
HSRD09	88.6%	85.5%
HSRT06	117.2%	111.4%
HSSL05	84.5%	80.2%
HSSL08	85.5%	82.2%
HSSL09	82.3%	79.4%
HSSL10	84.9%	82.1%
HSSL11	84.6%	82.0%
HSSL12	82.2%	80.2%
HSSL13	82.0%	80.1%
HSSL14	90.0%	88.2%
HSST09	90.5%	87.2%
ININ07	96.5%	92.2%
ININ08	87.2%	83.6%
ININ09	87.2%	84.1%
ININ11	85.9%	83.3%
INMI11	95.4%	92.5%
INOS08	95.0%	91.1%

BEDD07	82.7%	79.0%
BEDD08	81.2%	77.8%
BEDD09	93.4%	90.1%
BEDD11	92.7%	89.9%
BEDD13	83.1%	81.2%
BEQA07	90.9%	86.9%
BEQA08	85.0%	81.7%
BEQA09	83.8%	80.8%
BEQA10	85.5%	82.6%
BEQA12	91.2%	88.6%
BEWC07	86.9%	83.1%
BEWC08	88.2%	84.8%
BEWC10	94.3%	91.2%
BEWC12	90.0%	87.4%
COAW12	87.3%	84.8%
COCB10	92.6%	89.5%
COC109	85.5%	82.4%
COC110	85.8%	83.0%
COC111	85.0%	82.4%
COC112	88.1%	85.6%
COCP09	83.2%	80.2%
COCP10	86.0%	83.1%
COCP11	88.3%	85.6%
COCP12	89.9%	87.6%
COPR05	93.5%	88.9%
COPR06	94.2%	89.8%
COPR08	88.1%	84.7%
COPR09	87.8%	84.6%
COPR11	88.4%	85.7%
COPR12	84.0%	81.7%
COPR13	83.0%	81.1%
CRAR08	82.3%	78.9%
CRAR10	79.5%	76.9%
CRAR11	93.1%	90.2%
CRAR12	84.8%	82.4%
CRAR15	77.6%	76.0%
CRCR08	88.9%	85.3%
CRCR10	84.0%	81.2%
CRCR12	83.7%	81.3%
CRLI08	86.8%	83.2%
CRLI09	88.9%	85.5%
CRLI10	82.9%	80.2%

INOS09	92.2%	88.9%
INOS10	98.8%	95.5%
INOS11	96.4%	93.4%
INOS13	97.5%	95.2%
ISFS01	83.0%	77.9%
ISFS05	84.3%	79.9%
ISFS08	83.8%	80.3%
ISFS09	82.6%	79.6%
ISHK01	85.6%	80.4%
ISHK06	87.8%	83.5%
LRAP09	89.5%	86.3%
LRAP10	90.1%	87.1%
LRLM06	85.5%	81.5%
LRLM07	84.2%	80.6%
LRLM08	89.4%	85.7%
LRLM09	89.0%	85.8%
LRLM10	99.7%	96.4%
LRLM11	105.8%	102.5%
LRLM13	87.2%	85.2%
LRRP10	94.6%	91.5%
LRSU10	90.4%	87.4%
LRSU11	90.4%	87.6%
PIMM05	121.4%	115.1%
PIMM08	90.6%	86.8%
PIMM09	90.4%	87.2%
PIMM10	86.8%	83.9%
PIPR07	81.6%	78.1%
PIPR08	91.6%	87.8%
PIPR09	88.7%	85.5%
PIPR10	88.7%	85.7%
PIPR13	80.6%	78.8%
PSAI09	92.9%	87.4%
PSAI10	98.7%	91.9%
PSAI11	98.7%	90.9%
PSAI12	93.4%	84.2%
PSCI09	93.3%	87.8%
PSCI10	96.3%	89.6%
PSCI11	93.4%	86.0%
PSCJ07	89.1%	85.2%
PSCJ08	84.4%	81.1%
PSCJ10	95.0%	91.8%
PSDI04	86.5%	81.9%

CRPA03	82.2%	77.7%
CRPA05	87.9%	83.6%
CRPA08	87.1%	83.8%
CRPA09	84.7%	81.6%
CRPA10	88.3%	85.3%
CRPA11	83.0%	80.5%
CRPA12	81.8%	79.5%
CRPT08	87.5%	83.9%
CRPT09	83.4%	80.4%
CRPT12	84.1%	81.7%
CTBA07	91.9%	87.8%
CTBA08	90.5%	87.0%
CTBA09	89.9%	86.7%
CTBA10	93.0%	89.9%
CTEM11	92.7%	89.9%
CTEM14	80.0%	78.4%
CTMG10	89.7%	86.7%
CTMG11	95.9%	93.0%
CTMG12	92.3%	89.7%
CTMG14	84.2%	82.5%
CTSD08	82.9%	79.7%
CTSD09	84.1%	81.1%
CTSD10	88.0%	85.1%
CTSS07	84.4%	80.7%
CTSS08	84.7%	81.4%
CTSS09	85.6%	82.5%
CTSS10	84.1%	81.3%
CTST07	86.1%	82.3%
CTST08	87.1%	83.8%
CTST09	86.2%	83.1%
CTST10	89.2%	86.2%
CTSU07	84.3%	80.6%
CTSU08	83.6%	80.3%
CTSU09	86.0%	82.9%
CTSY07	79.3%	75.8%
CTSY08	84.5%	81.2%
CTSY09	81.5%	78.5%
CTSY10	95.2%	92.0%
CTTA08	81.3%	78.2%
CTTA09	84.2%	81.1%
CTTA10	85.6%	82.7%
EHAH11	85.7%	83.0%

PSDI06	93.0%	88.7%
PSDI07	99.9%	95.5%
PSDI08	93.8%	89.9%
PSDI10	84.0%	81.2%
PSDI11	92.7%	89.9%
PSEP07	102.4%	97.9%
PSEP08	97.7%	93.7%
PSEP09	86.0%	82.9%
PSEP10	90.0%	87.0%
PSEP11	85.3%	82.7%
PSEP14	79.3%	77.7%
PSES07	78.1%	74.9%
PSES08	83.6%	80.4%
PSES11	79.7%	77.3%
PSFC06	90.6%	86.4%
PSFC08	89.0%	85.3%
PSFC09	86.5%	83.4%
PSFC10	96.5%	93.3%
PSFC12	97.1%	94.4%
PSFF04	82.7%	78.5%
PSFF05	89.8%	85.4%
PSFF07	85.2%	81.5%
PSFF09	85.3%	82.2%
PSFF10	106.0%	102.5%
PSFI07	88.3%	84.4%
PSHM09	107.1%	100.8%
PSHM11	95.3%	87.8%
PSHM12	102.5%	93.4%
PSHM14	91.7%	80.8%
PSHM16	83.0%	78.9%
PSHP07	82.6%	72.8%
PSHP08	96.5%	91.8%
PSHP09	99.0%	93.2%
PSIA09	85.8%	82.5%
PSIN09	84.9%	81.6%
PSIN10	90.7%	87.7%
PSIN11	111.3%	107.9%
PSPE04	81.1%	76.9%
PSPE05	86.5%	82.3%
PSPE06	94.6%	90.2%
PSPE07	89.7%	85.8%
PSPE08	95.0%	91.1%

EHAH12	86.1%	83.7%
EHAH13	93.1%	90.8%
EHAH14	90.3%	88.2%
EBBH08	93.3%	89.4%
EBBH10	88.7%	85.8%
EHCH09	80.6%	77.7%
EHCH10	94.3%	91.2%
EHCH11	90.0%	87.2%
EHCH12	92.0%	89.4%
EHCH14	95.1%	93.0%
EHEM07	82.0%	78.4%
EHEM09	92.8%	89.5%
EHEM12	90.0%	87.5%
EHGH06	90.6%	86.3%
EHGH07	88.2%	84.4%
EHGH08	89.4%	85.7%
EHGH09	88.9%	85.5%
EHGH10	87.3%	84.2%
EHLS09	87.1%	83.7%
EHLS10	91.3%	88.3%
EHLS12	85.9%	83.6%
ENAG07	83.8%	80.1%
ENAG10	92.0%	88.7%
ENAG11	97.6%	94.7%
ENAG12	92.7%	90.2%
ENEG08	82.5%	79.1%
ENEG09	87.6%	84.4%
ENEG10	90.8%	87.8%
ENEG12	88.5%	86.1%
ENEG13	86.5%	84.4%
ENEG14	80.4%	78.8%
ENEG15	82.0%	80.6%
ENEG16	81.6%	80.4%
ENFC07	79.5%	76.3%
ENFC08	88.8%	85.4%
ENFC10	91.7%	88.7%
ENFD08	85.6%	82.3%
ENFD09	93.3%	89.9%
ENFM08	84.9%	81.6%
ENFM09	92.7%	89.3%
ENFM12	90.6%	88.1%
ENGE08	86.1%	82.6%

PSPE09	93.0%	89.7%
PSPE10	92.6%	89.5%
PSSA10	89.2%	83.0%
PSSA11	92.2%	84.9%
PSSA12	98.2%	89.5%
PSSA13	96.4%	85.9%
PSSG03	86.9%	82.2%
PSSG04	85.5%	81.1%
PSSG05	93.3%	88.7%
PSSG07	97.0%	93.0%
SOAP06	85.4%	81.5%
SOAP08	85.9%	82.4%
SOAP09	83.0%	80.0%
SOAP10	83.0%	80.2%
SOAP11	84.8%	82.2%
SOAP12	93.4%	90.8%
SOCP09	82.2%	79.3%
SOCP10	92.1%	89.1%
SOCW08	85.0%	81.5%
SOCW09	83.2%	80.2%
SOCW10	84.6%	81.8%
SOCW11	85.3%	82.7%
SOCW12	95.6%	93.0%
SOLC08	85.8%	82.3%
SOLC10	86.4%	83.6%
SOLC11	86.0%	83.4%
SOMC10	98.5%	100.7%
SOMC11	97.5%	96.7%
SORS10	84.4%	81.6%
SOSP03	81.9%	77.3%
SOSP08	80.5%	77.2%
SOSP09	84.7%	81.7%
SOSP10	82.4%	79.6%
SOSP11	84.7%	82.1%
SOSP12	82.5%	80.5%
SOVR09	80.1%	77.2%
SOVR10	87.4%	84.5%
SOVR11	83.1%	80.5%
SOVR12	86.4%	84.0%
SOVR13	79.5%	77.7%
SOVS07	84.1%	80.5%
SOVS08	92.3%	88.5%

ENGE09	83.5%	80.5%
ENGE10	88.6%	85.6%
ENGE11	86.5%	83.8%
ENGE12	89.8%	87.3%
ENGE13	88.2%	86.0%
ENGE14	79.6%	78.0%
ENGE15	81.7%	80.3%
ENGS07	88.2%	84.4%
ENGS08	89.2%	85.5%
ENNR06	88.6%	84.5%
ENNR08	84.9%	81.4%
ENNR09	87.4%	84.0%
ENNR10	90.3%	87.3%
ENNR11	95.1%	92.2%
ENNR13	86.1%	84.2%
ETCT05	88.5%	83.9%
ETCT09	81.7%	78.8%
ETCT10	83.6%	80.8%
ETCT11	90.6%	87.8%
ETEP08	88.1%	84.5%
ETEP09	84.4%	81.4%
ETEP10	89.7%	86.7%
ETEP11	95.0%	92.1%
ETEP12	96.0%	93.3%
ETIN07	91.0%	87.0%
ETIN08	90.9%	87.2%
ETIN09	99.8%	96.2%
ETIN10	87.2%	84.3%
ETIN11	87.6%	84.9%
ETVT04	91.0%	86.1%
ETVT07	85.5%	81.7%
ETVT08	86.3%	82.7%
ETVT10	84.8%	82.0%
EXMT01	99.3%	95.1%
EXMT02	103.7%	99.4%
EXMT03	97.8%	94.1%
EXMT04	92.6%	97.5%
EXMT05	85.7%	90.5%
EXMT06	86.2%	91.2%
EXMT07	79.3%	84.1%
EXMT08	84.2%	89.5%
EXOF03	109.7%	95.4%

SOVS09	84.7%	81.6%
SOVS10	82.5%	79.7%
SOYS03	85.1%	80.5%
SOYS04	87.6%	83.0%
SOYS05	89.9%	85.5%
SOYS06	85.6%	81.6%
SOYS07	87.2%	83.4%
SOYS09	83.6%	80.6%
TDAE07	89.0%	85.3%
TDAE10	106.8%	103.2%
TDBG01	88.1%	82.7%
TDBG03	86.4%	81.7%
TDBG05	84.6%	80.5%
TDBG07	90.6%	86.6%
TDBG08	88.5%	84.9%
TDBG10	85.4%	82.6%
TDBG11	90.0%	87.2%
TDBG12	93.6%	91.0%
TDCA05	86.7%	82.5%
TDCA07	91.6%	87.8%
TDEL08	85.2%	81.9%
TDEL09	82.3%	79.3%
TDEL10	77.6%	75.0%
TDEL11	86.0%	83.4%
TDFA06	94.5%	90.1%
TDFA07	90.8%	87.0%
TDFA10	88.6%	85.7%
TDHM06	88.8%	84.6%
TDHM07	93.7%	89.8%
TDHM09	91.7%	88.4%
TDHM10	89.1%	86.1%
TDHM11	94.4%	91.5%
TDHM12	94.5%	91.9%
TDHV05	95.3%	90.7%
TDHV07	86.7%	83.1%
TDHV08	90.9%	87.4%
TDME05	85.7%	81.5%
TDME07	85.3%	81.8%
TDME10	77.6%	75.0%
TDPL05	82.9%	78.8%
TDPL07	85.8%	82.3%
TDPL08	94.4%	90.8%

EXOF04	106.9%	93.1%
EXOF05	92.2%	88.0%
FIAC04	86.6%	81.9%
FIAC06	86.2%	82.0%
FIAC07	85.3%	81.6%
FIAC08	87.7%	84.1%
FIAC09	86.9%	83.5%
FIAC10	86.2%	83.4%
FIAC11	93.4%	90.6%
FIAC12	91.5%	89.0%
FIAC13	91.3%	89.0%
FIAC14	91.0%	89.2%
FIAP09	81.3%	78.4%
FIAP10	94.5%	91.4%
FIAU07	87.2%	83.3%
FIAU08	81.4%	78.1%
FIAU09	85.3%	82.0%
FIAU10	86.6%	83.7%
FIAU11	96.6%	93.6%
FIAU12	95.3%	92.6%
FIBD08	87.0%	83.4%
FIBD09	84.5%	81.3%
FIBD10	83.7%	80.9%
FIBD11	88.9%	86.2%
FIBD12	91.5%	88.9%
FIBD14	88.8%	87.0%
FIEC09	77.6%	74.6%
FIEC10	87.6%	84.7%
FIEC11	94.0%	91.1%
FIEC12	94.1%	91.5%
FIEC13	94.2%	91.8%
FIEX10	93.9%	90.8%
FIEX12	100.0%	97.2%
FIIE07	92.9%	88.8%
FIIE08	96.2%	92.3%
FIIE09	100.0%	96.1%
FIIE10	100.0%	96.7%
FIIN10	109.6%	105.9%
FIPU08	85.9%	82.4%
FIPU09	83.3%	80.3%
FIPU10	82.5%	79.7%
FIPU11	84.3%	81.7%

TDST04	98.2%	92.9%
TDST06	82.5%	78.9%
TDST08	85.5%	82.2%
TDST09	88.7%	85.5%
TDST10	85.0%	82.2%
TDST11	87.0%	84.3%
TDST12	80.2%	78.0%
TDST13	80.5%	78.6%
TNAU09	86.5%	83.4%
TNCF05	85.8%	81.6%
TNCF06	88.9%	84.8%
TNCF08	89.5%	86.1%
TNCF09	87.8%	84.7%
TNCM05	90.0%	85.6%
TNDE03	88.1%	83.1%
TNDE05	84.2%	80.1%
TNDE06	83.9%	80.0%
TNDE07	87.9%	84.1%
TNDE09	84.6%	81.5%
TNDO09	87.1%	84.0%
TNDR05	81.9%	77.9%
TNDR07	87.0%	83.2%
TNDR09	84.9%	81.9%
TNFD05	83.3%	79.2%
TNFD06	87.3%	83.2%
TNFD07	91.1%	87.1%
TNFD09	85.8%	82.7%
TNHM05	86.1%	81.8%
TNHM06	88.6%	84.5%
TNHM07	86.3%	82.7%
TNHM09	87.3%	84.1%
TNHM11	86.5%	83.8%
TNPI08	126.0%	121.2%
TNPI12	108.8%	105.7%
TNPS06	81.9%	78.1%
TNPS07	89.5%	85.5%
TNPS09	84.9%	81.9%
TNRW07	81.3%	77.7%
TNRW09	81.9%	78.9%
TNST07	92.7%	88.7%
TNST08	91.1%	87.6%
TNST09	86.0%	82.9%

FIPU12	90.6%	88.1%
FIST09	85.3%	82.0%
FIST10	89.1%	86.1%
FIST11	94.3%	91.4%
FIST12	92.1%	89.5%
FIST13	82.2%	80.3%
FITE07	83.1%	79.5%
FITE08	87.2%	83.6%
FITE09	85.4%	82.1%
FITE10	86.8%	83.9%
FITE11	85.6%	83.0%
FITE12	88.7%	86.2%
FIWH04	91.5%	86.6%

TNTM04	85.5%	80.8%
TNTM06	86.6%	82.5%
TNTM08	86.3%	82.7%
TNTM09	86.1%	83.0%
TNTO07	85.6%	81.8%
TNTO08	86.3%	83.0%
TNTO09	85.4%	82.4%
TNTO10	84.5%	81.7%
TNTO11	85.4%	82.8%
TNTO14	81.0%	79.4%
TNUL06	95.1%	90.7%
TNUL08	79.5%	76.2%
TNUL09	79.5%	76.7%

A complete list of class codes, associated job titles, and pay ranges can be found on A&I's website (<https://drive.google.com/file/d/13hOv4Yhdi4obnYT2NLbKiINI7XNJE1pL/view>).

- Top 5 Statewide Class Codes Behind 2020 Market (excluding attorneys)

Class Code	Job Title	Lag from 2020 Market
PSHP07	Highway Patrol Trooper I	37.65%
FIEC09	Economic Analyst	34.05%
HSNU06	LPN	33.72%
PSES07	Security Officer	33.58%
TDME10	Mechanic Supervisor	33.30%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$2,838,895	\$949,816	\$1,156,040	\$358,687	\$5,303,438

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$11,880,473	\$3,062,773	\$5,988,467	\$6,353,710	\$27,285,373

001 - Governor's Office (& Homeland Security)

- Employee Count: 37 classified employees (August 2021)
- Vacancy Count: 4 classified vacancies (October 2021)

Turnover

- 24.8% (including transfers from June 2020- July 2021)
- 22.0% (excluding transfers from June 2020-July 2021)
- 52.8% (including transfers from June 2019-July 2021)
- 41.7% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
PSEP10	62
PSEP08	52
BAGC09	38
PSEP09	36

Compensation

- Compa Ratio: 93.5% (2017 Market) vs. 88.8% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	95.0%	89.2%
5-10 years	90.5%	85.2%
10-20 years	93.3%	89.6%
More than 20 years	91.6%	91.0%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	90.0%	85.8%
BAAS07	90.0%	86.1%
BAGC09	90.0%	86.8%
EXMT01	96.6%	92.4%
EXMT02	95.7%	91.8%
EXMT03	85.1%	81.8%
EXMT05	78.9%	83.3%
EXMT06	99.2%	105.0%
EXMT08	88.1%	93.7%
EXOF05	90.6%	86.5%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAC09	90.0%	86.5%
GOAS01	149.4%	117.2%
GOAS04	104.0%	90.0%
GOAS05	107.0%	93.0%
PIMM09	90.0%	86.8%
PSEP08	97.7%	93.7%
PSEP09	90.0%	86.8%
PSEP10	90.0%	87.0%
PSEP11	90.1%	87.3%
TNTO09	90.0%	86.8%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
GOAS01	Governor’s Administrative Staff 1	27.57%
EXMT03	Executive Management 3	22.41%
EXMT05	Executive Management 5	20.10%
BAAS06	Office Support Specialist II	16.55%
BAAS07	Senior Office Support Specialist	16.20%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$8,435	\$0	\$0	\$0	\$8,435

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$144,323	\$41,792	\$1,546	\$0	\$187,660

002 - Secretary of State

- Employee Count: 29 classified employees (August 2021)
- Vacancy Count: 1 classified vacancy (October 2021)

Turnover

- 13.5% (including transfers from June 2020- July 2021)
- 13.5% (excluding transfers from June 2020-July 2021)
- 20.2% (including transfers from June 2019-July 2021)
- 20.2% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
CTBA07	45
BAAS06	44
BAAS07	21
BAPS09	17
BACA08	14

Compensation

- Compa Ratio: 91.0% (2017 Market) vs. 87.5% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	83.7%	80.1%
5-10 years	88.6%	85.3%
10-20 years	99.2%	95.8%
More than 20 years	107.7%	103.8%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	79.5%	75.8%
BAAS07	82.4%	78.7%
BABO11	92.4%	89.6%
BACA08	79.5%	76.3%
BAED12	112.0%	108.9%
BAPS09	92.5%	89.2%
BAPS11	120.0%	116.3%
BARD07	94.2%	90.0%
BARD09	89.4%	86.1%
CTBA07	91.9%	87.8%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
CTBA09	92.7%	89.3%
CTMG11	91.0%	88.2%
EXMT02	101.4%	97.3%
EXMT03	116.8%	112.3%
FIAC07	80.0%	76.5%
FIAC09	82.3%	79.2%
FIAU09	91.8%	88.3%
FIAU10	91.5%	88.5%
FIAU11	120.0%	116.3%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS06	Office Support Specialist II	31.85%
BACA08	Senior Consumer Affairs Specialist	31.12%
FIAC07	Accountant	30.69%
BAAS07	Senior Office Support Specialist	26.33%
FIAC09	Accounting Analyst	26.33%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$29,268	\$0	\$0	\$0	\$29,268

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$107,028	\$5,709	\$15,409	\$0	\$128,146

003 - State Auditor's Office

- Employee Count: 20 classified employees (August 2021)
- Vacancy Count: 2 classified vacancies (October 2021)

Turnover

- 18.1% (including transfers from June 2020- July 2021)
- 13.6% (excluding transfers from June 2020-July 2021)
- 25.2% (including transfers from June 2019-July 2021)
- 16.8% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
EXMT01	84
FIAC11	51

Compensation

- Compa Ratio: 91.4% (2017 Market) vs. 88.1% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	85.0%	81.9%
5-10 years	93.5%	90.0%
10-20 years	104.2%	100.6%
More than 20 years	91.7%	88.2%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAPM09	92.7%	89.3%
CTBA10	96.8%	93.6%
CTMG11	100.0%	96.9%
EXMT01	98.5%	94.3%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
EXMT03	115.8%	111.3%
FIAC09	81.1%	78.0%
FIAC10	79.5%	76.9%
FIAC11	101.4%	98.3%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
FIAC10	Senior Accounting Analyst	30.05%
FIAC09	Accounting Analyst	28.23%
CTBA10	Senior Computer Technology Business Applications Analyst	16.03%
BAPM09	Business Project Management Analyst	11.95%
EXMT01	Executive Management I	6.23%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$18,919	\$0	\$0	\$0	\$18,919

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$102,819	\$0	\$0	\$0	\$102,819

004 - State Treasurer's Office

- Employee Count: 31 classified employees (August 2021)
- Vacancy Count: 6 classified vacancies (October 2021)

Turnover

- 3.1% (including transfers from June 2020- July 2021)
- 3.1% (excluding transfers from June 2020-July 2021)
- 6.3% (including transfers from June 2019-July 2021)
- 6.3% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
FIAC10	60
FIAC11	34

Compensation

- Compa Ratio: 97.6% (2017 Market) vs. 92.2% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	95.5%	92.4%
5-10 years	94.5%	87.5%
10-20 years	95.6%	88.9%
More than 20 years	108.6%	104.7%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATPA04	120.6%	93.2%
BAPM09	78.8%	76.0%
CTMG10	90.4%	87.4%
EXMT01	116.8%	111.8%
EXMT02	105.3%	101.0%
EXMT03	117.6%	113.0%
FIAC08	85.8%	82.3%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAC09	87.1%	83.8%
FIAC10	90.6%	87.6%
FIAC11	95.9%	92.9%
FIAC12	107.4%	104.4%
FIAC14	97.8%	95.8%
FIAU10	92.6%	89.5%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAPM09	Business Project Management Analyst	31.58%
FIAC08	Senior Accountant	21.55%
FIAC09	Accounting Analyst	19.42%
CTMG10	Computer Technology Supervisor	14.41%
FIAC10	Senior Accounting Analyst	14.19%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$3,568	\$0	\$0	\$0	\$3,568

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$31,823	\$0	\$80,141	\$0	\$111,964

006 - Department of Administration & Information

- Employee Count: 238 classified employees (August 2021) (includes those from HR centralization)
- Vacancy Count: 20 classified vacancies (October 2021) (excludes those from HR centralization)

Turnover

- 18.5% (including transfers from June 2020- July 2021)
- 13.6% (excluding transfers from June 2020-July 2021)
- 35.6% (including transfers from June 2019-July 2021)
- 26.4% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
PIPR09	145
FIAC11	99
TDST12	75
TDEL07	70
BAPM12	66

Compensation

- Compa Ratio: 87.9% (2017 Market) vs. 84.3% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	85.1%	81.2%
5-10 years	86.8%	83.4%
10-20 years	90.0%	86.5%
More than 20 years	90.6%	87.4%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS03	89.4%	84.3%
BAAS06	82.1%	78.3%
BAAS07	87.8%	84.0%
BABO08	79.5%	76.3%
BABO09	83.9%	80.6%
BABO10	79.5%	76.9%
BABO11	90.1%	87.3%
BAMR03	86.7%	81.7%
BAMR04	95.7%	90.5%
BAPM10	85.5%	82.6%
BAPM12	87.3%	84.8%
BARD07	86.9%	83.1%
BARD09	89.4%	86.1%
BARM08	83.7%	80.3%
BARM10	100.0%	96.7%
CRLI08	86.8%	83.2%
CRLI09	88.9%	85.5%
CRLI10	82.9%	80.2%
EHAH11	85.7%	83.0%
EHAH12	86.1%	83.7%
EHAH13	93.1%	90.8%
EHAH14	90.3%	88.2%
EHBH08	93.3%	89.4%
EHBH10	88.7%	85.8%
EHCH09	80.6%	77.7%
EHCH10	94.3%	91.2%
EHCH11	90.0%	87.2%
EHCH12	92.0%	89.4%
EHCH14	95.1%	93.0%
EHGH06	90.6%	86.3%
EHGH07	88.2%	84.4%
EHGH08	89.4%	85.7%
EHGH09	88.9%	85.5%
EHGH10	87.3%	84.2%
ETIN09	121.8%	117.5%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAC04	106.4%	100.6%
FIAC06	90.5%	86.1%
FIAC07	87.8%	83.9%
FIAC08	87.4%	83.8%
FIAC09	87.9%	84.5%
FIAC10	92.8%	89.7%
FIAC11	102.7%	99.6%
FIEC10	88.8%	85.9%
FIEC11	91.0%	88.2%
FIPU08	96.2%	92.3%
FIPU10	82.3%	79.6%
FIPU12	93.9%	91.3%
FIWH04	83.5%	79.0%
FIWH05	87.1%	82.7%
FIWH08	82.6%	79.2%
INOS09	93.0%	89.7%
PIMM09	96.8%	93.3%
PIMM10	86.8%	83.9%
PIPR09	98.1%	94.6%
TDBG01	86.2%	80.9%
TDBG03	78.7%	74.4%
TDBG05	82.1%	78.1%
TDBG07	90.2%	86.3%
TDBG08	88.8%	85.2%
TDBG10	86.4%	83.5%
TDBG12	93.6%	91.0%
TDCA05	87.6%	83.3%
TDCA07	88.3%	84.6%
TDEL08	82.4%	79.3%
TDHV05	84.8%	80.6%
TDHV07	87.5%	83.9%
TDME05	82.6%	78.6%
TDME07	79.5%	76.3%
TDME10	77.6%	75.0%
TDPL05	88.5%	84.2%

EXMT01	113.0%	108.2%
EXMT02	104.9%	100.7%
EXMT03	97.8%	94.0%
EXMT04	90.5%	95.3%
EXMT05	94.6%	99.9%
EXMT08	84.1%	89.4%

TDPL07	87.2%	83.6%
TDST06	78.1%	74.6%
TDST10	84.6%	81.8%
TDST12	90.6%	88.1%
TNST07	100.9%	96.5%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
TDBG03	Buildings & Grounds Assistant II	35.05%
TDST06	Skilled Trades Specialist	33.99%
TDME10	Mechanic Supervisor	33.30%
TDME07	Senior Mechanic	31.12%
TDBG05	Buildings & Grounds Specialist	28.92%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$99,957	\$0	\$31,667	\$0	\$131,625

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$669,761	\$6,464	\$116,751	\$36,204	\$829,180

007 - Military Department

- Employee Count: 234 classified employees (August 2021)
- Vacancy Count: 28 classified vacancies (October 2021)

Turnover

- 23.4% (including transfers from June 2020- July 2021)
- 23.0% (excluding transfers from June 2020-July 2021)
- 50.2% (including transfers from June 2019-July 2021)
- 48.0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
PSFF04	228
PSFF05	204
BAPM10	139
PSFF07	124
PSES07	108

Compensation

- Compa Ratio: 85.2% (2017 Market) vs. 81.4% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	83.7%	79.8%
5-10 years	84.2%	80.6%
10-20 years	88.2%	84.6%
More than 20 years	91.4%	87.5%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS05	84.0%	79.7%
BAAS06	84.5%	80.5%
BAAS07	91.9%	87.9%
BABO08	84.3%	80.8%
BAGC07	99.8%	95.5%
BAGC09	84.3%	81.3%
BAGC10	88.8%	85.8%
BAPM10	82.2%	79.4%
BAPS09	87.4%	84.3%
BAPS10	84.2%	81.4%
BARD05	83.7%	79.3%
BARD07	86.4%	82.6%
BARD08	83.8%	80.6%
BARD09	91.0%	87.7%
BEBP09	91.0%	87.7%
CRAR08	82.3%	78.9%
CRAR12	83.5%	81.2%
CRCR08	84.2%	80.8%
CRCR12	79.0%	76.8%
CTMG10	79.5%	76.9%
CTSU07	85.7%	81.9%
ENEG08	88.4%	84.8%
ENEG09	82.3%	79.3%
ENGS08	84.3%	80.8%
ENNR06	96.3%	91.8%
ENNR08	85.5%	81.9%
ENNR10	86.5%	83.6%
ENNR11	104.6%	101.4%
ETCT09	77.9%	75.1%
ETCT10	84.2%	81.4%
ETEP10	84.2%	81.4%
ETIN08	89.6%	85.9%
EXMT01	91.4%	87.4%
EXMT02	107.4%	103.0%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
HSNU06	80.6%	66.7%
HSNU08	88.4%	85.1%
ISHK01	95.9%	90.0%
ISHK06	85.8%	81.6%
LRSU10	84.2%	81.4%
PIPR07	80.9%	77.4%
PSES07	78.1%	74.9%
PSFF04	82.7%	78.5%
PSFF05	89.8%	85.4%
PSFF07	85.2%	81.5%
PSFF09	85.3%	82.2%
PSFF10	106.0%	102.5%
SOCW08	79.6%	76.3%
SOVS07	83.6%	79.9%
SOVS10	82.5%	79.7%
SOYS05	89.9%	85.5%
SOYS07	87.2%	83.4%
SOYS09	87.6%	84.5%
TDBG01	82.4%	77.4%
TDBG03	98.1%	92.8%
TDBG05	83.4%	79.3%
TDBG07	85.2%	81.5%
TDBG08	86.8%	83.3%
TDBG10	84.2%	81.4%
TDCA05	85.8%	81.6%
TDCA07	87.5%	83.9%
TDEL08	84.7%	81.4%
TDEL09	82.3%	79.3%
TDEL10	77.6%	75.0%
TDHV05	99.4%	94.6%
TDHV07	84.8%	81.3%
TDME07	91.0%	87.3%
TDPL07	84.1%	80.6%
TDST06	79.5%	76.0%

EXMT04	108.9%	114.7%
FIAC07	85.2%	81.5%
FIAC08	85.4%	81.9%
FIAC10	84.2%	81.4%
FIAC12	91.0%	88.5%
FIBD08	87.4%	83.8%

TDST08	83.5%	80.3%
TDST10	83.7%	80.9%
TDST12	77.6%	75.4%
TDST13	79.5%	77.7%
TNTO07	85.7%	81.9%
TNTO08	91.0%	87.5%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
HSNU06	LPN	49.95%
PSES07	Security Officer	33.58%
TDEL10	Electrical Supervisor	33.30%
ETCT09	Certified Teacher	33.15%
TDST06	Skilled Trades Specialist	31.75%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$29,909	\$128,556	\$64,528	\$0	\$222,992

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$171,662	\$373,285	\$176,758	\$0	\$721,706

008 - Public Defender

- Employee Count: 82 classified employees (August 2021)
- Vacancy Count: 13 classified vacancies (October 2021)

Turnover

- 32.6% (including transfers from June 2020- July 2021)
- 19.3% (excluding transfers from June 2020-July 2021)
- 46.9% (including transfers from June 2019-July 2021)
- 31.3% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ATTY99	143
BALG08	60
ATPA03	13
APPA02	8

Compensation

- Compa Ratio: 88.6% (2017 Market) vs. 79.4% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	86.6%	79.0%
5-10 years	87.1%	76.4%
10-20 years	90.9%	80.5%
More than 20 years	95.2%	82.3%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATMA01	96.1%	74.3%
ATMA02	85.9%	64.9%
ATPA01	82.6%	89.2%
ATPA02	82.9%	80.1%
ATPA03	86.6%	74.8%
ATPA04	94.9%	73.4%
ATPA05	94.7%	71.5%
BAAS07	94.2%	90.0%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BABO09	91.9%	88.4%
BALG07	85.1%	81.4%
BALG08	87.7%	84.1%
EXMT03	100.0%	96.2%
EXMT05	86.7%	91.6%
FIAC12	89.2%	86.7%
PSIN09	83.0%	79.8%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ATMA01	Managing Attorney 1	64.49%
ATMA02	Managing Attorney 2	54.37%
ATPA05	Practicing Attorney 5	39.80%
ATPA04	Practicing Attorney 4	36.55%
ATPA03	Practicing Attorney 3	34.50%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$528,563	\$0	\$93,276	\$0	\$621,839

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$371,778	\$0	\$65,608	\$0	\$437,386

010 - Department of Agriculture

- Employee Count: 69 classified employees (August 2021)
- Vacancy Count: 5 classified vacancies (October 2021)

Turnover

- 16.6% (including transfers from June 2020- July 2021)
- 16.6% (excluding transfers from June 2020-July 2021)
- 28.7% (including transfers from June 2019-July 2021)
- 27.4% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
HSSL10	129
ININ08	123
HSSL05	82
ENAG11	73
TDBG03	54

Compensation

- Compa Ratio: 87.1% (2017 Market) vs. 83.9% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	85.5%	82.0%
5-10 years	85.0%	81.9%
10-20 years	88.2%	85.3%
More than 20 years	90.6%	87.3%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS05	83.5%	79.2%
BAAS06	87.0%	83.0%
BAAS07	85.3%	81.6%
BABO09	99.9%	96.1%
BABO13	89.9%	87.6%
ENAG10	92.0%	88.7%
ENAG11	97.6%	94.7%
ENAG12	92.7%	90.2%
ENNR10	91.5%	88.4%
EXMT02	89.8%	86.2%
EXMT03	85.8%	82.5%
EXMT05	83.1%	87.7%
EXOF05	89.5%	85.5%
FIAC07	85.3%	81.6%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
HSSL05	84.5%	80.2%
HSSL08	79.4%	76.4%
HSSL09	84.3%	81.3%
HSSL10	84.0%	81.2%
HSSL11	85.4%	82.8%
HSSL12	85.3%	83.1%
ININ08	85.2%	81.6%
ININ09	88.3%	85.1%
ININ11	87.9%	85.2%
PIPR10	85.6%	82.7%
TDBG03	81.9%	77.4%
TDBG10	84.5%	81.7%
TDST06	77.6%	74.2%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
TDST06	Skilled Trades Specialist	34.77%
HSSL08	Laboratory Scientist I	30.91%
EXOF01	Executive Officer 1	29.67%
TDBG03	Buildings & Grounds Assistant II	29.12%
HSSL05	Laboratory Assistant	24.71%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$15,579	\$840	\$2,346	\$0	\$18,765

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$230,412	\$12,667	\$12,615	\$0	\$255,694

011 - Department of Revenue

- Employee Count: 102 classified employees (August 2021)
- Vacancy Count: 9 classified vacancies (October 2021)

Turnover

- 18.5% (including transfers from June 2020- July 2021)
- 14.8% (excluding transfers from June 2020-July 2021)
- 30.0% (including transfers from June 2019-July 2021)
- 22.8% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
EXMT01	105
BARD05	76
FIAC08	52
FITE07	51
FIAC07	39

Compensation

- Compa Ratio: 87.6% (2017 Market) vs. 84.1% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	86.0%	82.4%
5-10 years	86.0%	82.4%
10-20 years	87.3%	83.9%
More than 20 years	90.4%	87.0%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	81.3%	77.5%
BARD05	92.4%	87.6%
CTBA10	84.7%	81.9%
CTMG12	99.9%	97.1%
EXMT01	109.4%	104.7%
EXMT02	99.5%	95.4%
EXMT04	93.4%	98.3%
FIAC07	86.2%	82.5%
FIAC08	85.8%	82.3%
FIAC11	84.7%	82.1%
FIAC12	111.2%	108.1%
FIAP09	81.3%	78.4%
FIAP10	94.5%	91.4%
FIPU08	83.2%	79.8%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIPU09	84.2%	81.2%
FIPU11	84.7%	82.1%
FITE07	83.4%	79.8%
FITE08	87.6%	84.0%
FITE09	85.4%	82.1%
FITE10	86.5%	83.7%
FITE11	85.6%	83.0%
FITE12	89.3%	86.8%
FIWH04	92.2%	87.2%
FIWH05	96.1%	91.1%
FIWH08	79.5%	76.3%
FIWH11	85.7%	83.1%
ININ09	84.7%	81.6%
ININ11	84.7%	82.1%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
FIWH08	Warehouse Assistant Supervisor	31.12%
BAAS06	Office Support Specialist II	28.97%
FIAP09	Revenue Appraiser	27.79%
FITE07	Tax Examiner	25.25%
FIPU08	Associate Buyer	24.18%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$27,205	\$0	\$7,890	\$0	\$35,095

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$216,587	\$0	\$145,226	\$0	\$361,813

014 - Miners Hospital Board

- Employee Count: 11 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 33.3% (including transfers from June 2020- July 2021)
- 33.3% (excluding transfers from June 2020-July 2021)
- 64.0% (including transfers from June 2019-July 2021)
- 64.0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
N/a	

Compensation

- Compa Ratio: 84.9% (2017 Market) vs. 81.1% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	84.7%	80.9%
5-10 years	85.4%	81.4%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	85.4%	81.4%
BAAS07	77.6%	74.2%
EXOF05	91.8%	87.6%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS07	Senior Office Support Specialist	34.78%
BAAS06	Office Support Specialist II	22.88%
EXOF05	Executive Officer 5	14.17%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$3,989	\$0	\$3,989

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$12,037	\$0	\$12,037

015 - Attorney General

- Employee Count: 216 classified employees (August 2021)
- Vacancy Count: 14 classified vacancies (October 2021)

Turnover

- 25.7% (including transfers from June 2020- July 2021)
- 21.1% (excluding transfers from June 2020-July 2021)
- 38.0% (including transfers from June 2019-July 2021)
- 32.6% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
PSAI09	472
TDBG05	103
ISFS01	101
ATMA01	100
PIMM08	91

Compensation

- Compa Ratio: 90.6% (2017 Market) vs. 84.8% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	88.2%	83.5%
5-10 years	90.0%	82.9%
10-20 years	93.4%	86.6%
More than 20 years	95.6%	88.7%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATLA12	91.9%	89.4%
ATMA01	98.8%	76.3%
ATMA02	93.9%	71.0%
ATPA01	81.6%	88.2%
ATPA02	85.8%	82.9%
ATPA03	90.1%	77.9%
ATPA04	95.2%	73.6%
ATPA05	100.5%	76.0%
BAAS05	83.5%	79.2%
BAAS06	82.1%	78.3%
BAAS07	89.7%	85.8%
BABO09	91.8%	88.3%
BAGC09	85.9%	82.9%
BAGC10	84.8%	82.0%
BALG08	90.5%	86.8%
BAPM09	80.8%	77.9%
BARD08	82.4%	79.2%
BEBP10	90.7%	87.7%
EXMT01	100.7%	96.4%
EXMT04	91.4%	96.3%
EXMT05	82.7%	87.3%
EXMT06	87.0%	92.1%
EXMT08	89.1%	94.8%
EXOF03	109.7%	95.4%
EXOF05	83.5%	79.7%
FIAC07	92.7%	88.6%
FIAC08	87.9%	84.3%
FIAC09	89.6%	86.2%
FIAC10	93.0%	89.9%
FIAC12	94.5%	91.9%
FIAU10	84.2%	81.4%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ISFS01	91.0%	85.4%
ISFS05	87.9%	83.3%
ISFS08	85.8%	82.3%
ISHK01	89.5%	84.0%
ISHK06	79.5%	75.6%
PIMM08	85.7%	82.2%
PIPR08	95.9%	91.9%
PIPR09	92.7%	89.3%
PSAI09	92.9%	87.4%
PSAI10	98.7%	91.9%
PSAI11	98.7%	90.9%
PSAI12	93.4%	84.2%
PSCJ07	89.1%	85.2%
PSCJ08	84.4%	81.1%
PSCJ10	95.0%	91.8%
PSFC06	100.0%	95.3%
PSFC08	89.0%	85.3%
PSFC09	86.5%	83.4%
PSFC10	96.5%	93.3%
PSFC12	97.1%	94.4%
PSFI07	88.3%	84.4%
PSIA09	85.8%	82.5%
PSIN09	92.6%	89.0%
PSIN10	94.7%	91.5%
PSSA10	89.2%	83.0%
PSSA11	92.2%	84.9%
PSSA12	98.2%	89.5%
PSSA13	96.4%	85.9%
TDBG05	89.5%	85.1%
TDST08	78.6%	75.5%
TDST12	77.6%	75.4%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ATMA01	Managing Attorney 1	61.12%
ATPA04	Practicing Attorney 4	35.85%
ATPA05	Practicing Attorney 5	33.75%
TDST08	Skilled Trades Supervisor I	32.40%
ISHK06	Housekeeping Supervisor	32.19%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$394,454	\$30,923	\$93,491	\$0	\$518,868

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$763,000	\$20,823	\$125,154	\$0	\$908,978

018 - Real Estate Commission

- Employee Count: 6 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 70.6% (including transfers from June 2020- July 2021)
- 52.9% (excluding transfers from June 2020-July 2021)
- 68.6% (including transfers from June 2019-July 2021)
- 51.4% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
EXOF05	64
BALS08	48
FIAC10	34

Compensation

- Compa Ratio: 100.4% (2017 Market) vs. 96.4% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	102.0%	97.6%
5-10 years	99.4%	95.5%
10-20 years	100.0%	96.7%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BALG07	100.0%	95.6%
BALS08	99.2%	95.1%
EXOF05	104.1%	99.3%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAC10	100.0%	96.7%
PSIN10	100.0%	96.7%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BALS08	Licensing Specialist	5.18%
BALG07	Legal Support Specialist	4.58%
FIAC10	Senior Accounting Analyst	3.44%
PSIN10	Senior Investigator	3.44%
EXOF05	Executive Officer 5	0.67%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$25,198	\$0	\$25,198

019 - Professional Teaching Standards Board

- Employee Count: 7 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 0% (including transfers from June 2020- July 2021)
- 0% (excluding transfers from June 2020-July 2021)
- 14.3% (including transfers from June 2019-July 2021)
- 14.3% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
N/a	

Compensation

- Compa Ratio: 93.1% (2017 Market) vs. 89.2% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	93.3%	89.3%
10-20 years	92.6%	88.8%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS05	90.1%	85.5%
BAAS07	87.2%	83.4%
BALS08	90.3%	86.6%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ETEP10	96.2%	93.0%
EXOF05	107.4%	102.5%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS07	Senior Office Support Specialist	19.95%
BAAS05	Office Support Specialist I	16.98%
BALS08	Licensing Specialist	15.62%
ETEP10	Education Program Consultant	7.52%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$28,773	\$0	\$28,773

020 - Department of Environmental Quality

- Employee Count: 235 classified employees (August 2021)
- Vacancy Count: 28 classified vacancies (October 2021)

Turnover

- 10.6% (including transfers from June 2020- July 2021)
- 9.7% (excluding transfers from June 2020-July 2021)
- 23.0% (including transfers from June 2019-July 2021)
- 21.0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ENEG12	216
EXMT03	111
ENEG09	76
ENNR09	75
FIAC12	69

Compensation

- Compa Ratio: 89.1% (2017 Market) vs. 86.1% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	83.9%	80.8%
5-10 years	86.7%	83.8%
10-20 years	91.8%	88.7%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS05	85.7%	81.3%
BAAS06	82.3%	78.4%
BAAS07	91.1%	87.2%
BABO08	111.1%	106.5%
BAPS09	77.6%	74.8%
BARD03	85.8%	80.9%
BARD05	87.1%	82.6%
BARD07	87.2%	83.4%
BARD08	84.7%	81.5%
BARD09	92.9%	89.5%
ENEG08	85.9%	82.4%
ENEG09	81.6%	78.6%
ENEG10	90.2%	87.2%
ENEG12	95.4%	92.7%
ENGE10	89.4%	86.4%
ENGE12	91.2%	88.7%
ENGS08	92.8%	89.0%
ENNR06	83.2%	79.3%
ENNR08	83.9%	80.4%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ENNR09	87.0%	83.7%
ENNR10	89.1%	86.1%
ENNR11	97.6%	94.6%
ENNR13	84.9%	83.0%
EXMT02	95.4%	91.5%
EXMT03	93.2%	89.6%
EXMT06	90.2%	95.5%
FIAC07	89.2%	85.3%
FIAC09	84.4%	81.1%
FIAC10	100.0%	96.7%
FIAC11	92.7%	89.9%
FIAC12	93.9%	91.3%
FIEC10	88.2%	85.3%
FIST09	87.5%	84.1%
HSSL08	93.6%	90.0%
HSSL11	92.7%	89.9%
PIPR07	84.6%	80.9%
PIPR10	92.6%	89.5%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAPS09	Policy & Planning Analyst III	33.69%
ENEG09	Engineer II	28.76%
BAAS06	Office Support Specialist II	27.69%
ENNR06	Natural Resources Technician	26.09%
ENNR08	Natural Resources Specialist	24.96%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$75,156	\$42,211	\$36,102	\$0	\$153,468

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$499,305	\$286,132	\$249,549	\$0	\$1,034,987

021 - Department of Audit

- Employee Count: 91 classified employees (August 2021)
- Vacancy Count: 14 classified vacancies (October 2021)

Turnover

- 17.1% (including transfers from June 2020- July 2021)
- 16.0% (excluding transfers from June 2020-July 2021)
- 32.0% (including transfers from June 2019-July 2021)
- 26.8% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
FIAU08	86
FIAU09	72
ATPA04	56
FIAU11	50
FIAU10	49

Compensation

- Compa Ratio: 87.4% (2017 Market) vs. 83.8% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	82.8%	79.0%
5-10 years	86.7%	83.6%
10-20 years	87.8%	84.5%
More than 20 years	93.9%	90.0%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATPA04	97.8%	75.6%
BAAS06	87.9%	83.8%
EXMT01	98.9%	94.7%
EXMT02	98.9%	94.9%
FIAC08	85.8%	82.3%
FIAC09	89.6%	86.2%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAU08	80.5%	77.1%
FIAU09	84.9%	81.6%
FIAU10	86.4%	83.5%
FIAU11	93.2%	90.3%
FIAU12	95.4%	92.8%
ININ07	89.8%	85.9%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ATPA04	Practicing Attorney 4	32.58%
FIAU08	Auditor II	29.73%
FIAU09	Senior Auditor	22.63%
FIAC08	Senior Accountant	21.55%
FIAU10	Principal Auditor	20.02%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$22,353	\$14,112	\$18,020	\$0	\$54,485

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$179,850	\$98,544	\$80,294	\$0	\$358,688

023 - Public Service Commission

- Employee Count: 34 classified employees (August 2021)
- Vacancy Count: 4 classified vacancies (October 2021)

Turnover

- 19.6% (including transfers from June 2020- July 2021)
- 16.8% (excluding transfers from June 2020-July 2021)
- 42.1% (including transfers from June 2019-July 2021)
- 39.3% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ATTY99	120
BAAS06	77
FIEC10	58
BALG08	53
ATMA02	18

Compensation

- Compa Ratio: 94.0% (2017 Market) vs. 90.0% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	88.6%	87.2%
5-10 years	88.1%	84.3%
10-20 years	94.4%	91.0%
More than 20 years	102.7%	94.5%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)	Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATMA01	100.0%	77.3%	CTBA10	100.3%	97.0%
ATMA02	95.2%	71.9%	ENEG09	96.4%	92.9%
ATPA01	89.5%	96.7%	ENEG10	90.4%	87.4%
ATPA02	98.3%	95.0%	ENEG12	104.3%	101.4%
BAAS05	84.9%	80.5%	EXMT02	102.3%	98.1%
BAAS06	85.0%	81.0%	EXMT03	108.6%	104.4%
BAAS07	100.0%	95.6%	FIEC10	87.6%	84.7%
BABO08	100.0%	95.9%	FIEC11	100.0%	96.9%
BALG08	93.8%	90.0%	FIEC12	94.1%	91.5%
BARD08	79.5%	76.5%			

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ATMA01	Managing Attorney 1	58.07%
ATMA02	Managing Attorney 2	39.04%
BARD08	Records & Data Management Specialist II	30.76%
BAAS05	Office Support Specialist I	24.25%
BAAS06	Office Support Specialist II	23.46%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$59,959	\$0	\$59,950

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$173,418	\$0	\$173,418

024 - State Parks & Cultural Resources

- Employee Count: 145 classified employees (August 2021)
- Vacancy Count: 15 classified vacancies (October 2021)

Turnover

- 15.9% (including transfers from June 2020- July 2021)
- 14.5% (excluding transfers from June 2020-July 2021)
- 32.5% (including transfers from June 2019-July 2021)
- 20.9% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
TDBG05	92
FIBD08	91
CRPA11	77
PSES08	73
CRPA08	63

Compensation

- Compa Ratio: 86.3% (2017 Market) vs. 82.9% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	85.6%	82.0%
5-10 years	86.5%	83.1%
10-20 years	86.6%	83.4%
More than 20 years	86.5%	83.5%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS04	83.3%	78.8%
BAAS06	86.7%	82.7%
BAAS07	84.0%	80.3%
BAGC07	86.2%	82.4%
BAGC08	90.0%	86.3%
BAGC09	83.9%	80.9%
BAGC10	85.7%	82.8%
BAPS10	89.6%	86.7%
BARD05	84.4%	80.0%
BARD07	91.0%	87.0%
BARD08	85.1%	81.8%
BARD10	85.0%	82.2%
CRAR10	79.5%	76.9%
CRAR11	93.1%	90.2%
CRAR12	86.0%	83.6%
CRAR15	77.6%	76.0%
CRCR08	89.2%	85.5%
CRCR10	84.0%	81.2%
CRCR12	84.4%	82.1%
CRPA03	82.2%	77.7%
CRPA05	87.9%	83.6%
CRPA08	87.1%	83.8%
CRPA09	84.7%	81.6%
CRPA10	88.3%	85.3%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
CRPA11	83.0%	80.5%
CRPA12	81.8%	79.5%
CRPT08	87.5%	83.9%
CRPT09	83.4%	80.4%
CRPT12	84.1%	81.7%
ENEG13	84.4%	82.2%
ENGS07	84.6%	80.9%
EXMT02	98.4%	94.3%
EXMT04	92.2%	97.1%
FIAC04	90.7%	85.8%
FIAC07	80.8%	77.3%
FIAC09	86.3%	83.0%
FIAC10	84.2%	81.4%
FIAC12	86.7%	84.3%
FIBD08	85.8%	82.2%
PIMM08	84.2%	80.8%
PIMM09	77.6%	74.8%
PIPR10	84.6%	81.8%
PSES08	83.6%	80.4%
PSES11	79.7%	77.3%
TDHM06	90.0%	85.8%
TDST06	82.1%	78.6%
TDST08	82.8%	79.6%
TDST10	84.8%	82.0%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
PIMM09	Senior Multi-Media Specialist	33.69%
CRAR15	State Archeologist	31.50%
CRAR10	Senior Archeologist	30.05%
FIAC07	Accountant	29.35%
CRPA03	Parks Maintenance Assistant	28.47%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$34,257	\$145	\$3,825	\$0	\$38,227

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$384,073	\$32,751	\$40,253	\$0	\$457,076

027 - State Construction

- Employee Count: 24 classified employees (August 2021)
- Vacancy Count: 3 classified vacancies (October 2021)

Turnover

- 18.9% (including transfers from June 2020- July 2021)
- 15.1% (excluding transfers from June 2020-July 2021)
- 29.4% (including transfers from June 2019-July 2021)
- 25.7% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
EXMT04	5
EXMT03	4
EXMT02	2

Compensation

- Compa Ratio: 88.6% (2017 Market) vs. 86.1% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	87.6%	86.9%
5-10 years	89.3%	86.5%
10-20 years	88.7%	85.5%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BABO08	94.8%	90.9%
BAGC09	79.5%	76.7%
BAGC11	85.7%	83.1%
BAPS09	89.4%	86.2%
BAPS11	89.4%	86.6%
BARD09	82.0%	79.0%
EXMT02	96.5%	92.5%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
EXMT03	106.0%	101.9%
EXMT04	94.8%	99.8%
FIAC08	95.2%	91.3%
FIAC10	79.5%	76.9%
FIBD14	98.4%	96.5%
PIMM09	89.4%	86.2%
TDST13	80.3%	78.4%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAGC09	Senior Grants & Contract Administration Specialist	30.43%
FIAC10	Senior Accounting Analyst	30.05%
TDST13	Construction Manager	27.60%
BARD09	Records & Data Management Analyst	26.57%
BAGC11	Grants & Contract Administration Manager II	20.36%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$14,080	\$0	\$12,283	\$0	\$26,363

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$51,319	\$0	\$74,224	\$0	\$125,543

029 - Water Development Office

- Employee Count: 20 classified employees (August 2021)
- Vacancy Count: 5 classified vacancies (October 2021)

Turnover

- 13.6% (including transfers from June 2020- July 2021)
- 13.6% (excluding transfers from June 2020-July 2021)
- 36.1% (including transfers from June 2019-July 2021)
- 22.6% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ENNR10	
ENNR13	

Compensation

- Compa Ratio: 95.4% (2017 Market) vs. 92.2% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	93.1%	89.7%
5-10 years	94.0%	91.1%
10-20 years	94.1%	91.2%
More than 20 years	97.5%	94.1%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	86.6%	82.5%
BABO08	87.2%	83.6%
ENNR09	96.1%	92.4%
ENNR10	98.6%	95.3%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ENNR13	88.1%	86.1%
EXMT03	100.0%	96.2%
FIAC07	89.2%	85.3%
FIAC12	100.0%	97.2%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS06	Office Support Specialist II	21.16%
BABO08	Business Office Coordinator I	19.64%
FIAC07	Accountant	17.25%
ENNR13	Natural Resources Program Manager	16.26%
ENNR09	Natural Resources Analyst	8.27%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$103,255	\$0	\$103,255

033 - Cosmetology Board

- Employee Count: 4 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 63.2% (including transfers from June 2020- July 2021)
- 31.6% (excluding transfers from June 2020-July 2021)
- 53.9% (including transfers from June 2019-July 2021)
- 27.0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
BAAS06	59
ININ08	39

Compensation

- Compa Ratio: 95.1% (2017 Market) vs. 91.3% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	97.7%	93.4%
5-10 years	92.6%	88.8%
10-20 years	92.6%	89.5%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	97.4%	92.9%
BABO10	92.6%	89.5%
ININ08	95.2%	91.3%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BABO10	Business Office Supervisor I	11.76%
ININ08	Inspection Specialist II	9.59%
BAAS06	Office Support Specialist II	7.64%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$14,292	\$0	\$14,292

037 - State Engineer

- Employee Count: 104 classified employees (August 2021)
- Vacancy Count: 10 classified vacancies (October 2021)

Turnover

- 16.4% (including transfers from June 2020- July 2021)
- 14.5% (excluding transfers from June 2020-July 2021)
- 29.5% (including transfers from June 2019-July 2021)
- 26.8% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
BAAS06	59
ININ08	39

Compensation

- Compa Ratio: 87.3% (2017 Market) vs. 84.0% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	82.9%	79.9%
5-10 years	86.4%	83.0%
10-20 years	88.7%	85.2%
More than 20 years	92.5%	89.2%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS05	84.3%	80.0%
BAAS06	81.4%	77.6%
BAAS07	85.0%	81.3%
BABO08	83.9%	80.5%
BABO09	83.3%	80.1%
BABO10	90.8%	87.8%
BALS08	79.5%	76.3%
BARD05	82.9%	78.6%
BARD08	77.6%	74.6%
CTBA09	92.6%	89.2%
CTMG12	81.7%	79.5%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ENEG12	86.8%	84.4%
ENNR08	82.9%	79.5%
ENNR09	87.6%	84.2%
ENNR10	89.3%	86.3%
ENNR11	89.3%	86.6%
ENNR13	93.9%	91.8%
EXMT01	101.0%	96.7%
EXMT04	100.0%	105.3%
FIAC07	89.6%	85.7%
FIAC10	88.2%	85.3%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BALS08	Licensing Specialist	31.12%
BARD05	Records & Data Management Clerk I	29.13%
BAAS06	Office Support Specialist II	28.55%
ENNR08	Natural Resources Specialist	25.93%
CTMG12	Computer Technology Program Manager II	25.86%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$13,789	\$0	\$22,200	\$0	\$35,989

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$145,537	\$0	\$211,505	\$0	\$357,041

038 - Gaming Commission

- Employee Count: 6 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 17.1% (including transfers from June 2020- July 2021)
- 17.1% (excluding transfers from June 2020-July 2021)
- 36.4% (including transfers from June 2019-July 2021)
- 18.2% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
PSCI09	84
FIAC08	29

Compensation

- Compa Ratio: 96.7% (2017 Market) vs. 91.8% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	95.0%	89.4%
5-10 years	97.6%	93.4%
10-20 years	100.0%	95.5%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	100.0%	95.3%
EXOF05	100.0%	95.5%
FIAC08	94.1%	90.3%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAU09	95.2%	91.5%
PSCI09	100.0%	94.1%
PSCI11	91.0%	83.8%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
PSCI11	Criminal Investigation Supervisor	19.35%
FIAC08	Senior Accountant	10.79%
FIAU09	Senior Auditor	9.27%
PSCI09	Criminal Investigator	6.23%
BAAS06	Office Support Specialist II	4.88%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$27,499	\$0	\$27,499

039 - Wildlife and Natural Resource

- Employee Count: 2 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 0% (including transfers from June 2020- July 2021)
- 0% (excluding transfers from June 2020-July 2021)
- 0% (including transfers from June 2019-July 2021)
- 0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
N/a	

Compensation

- Compa Ratio: 94.7% (2017 Market) vs. 91.4% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	82.1%	79.6%
10-20 years	107.4%	103.3%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAGC11	82.1%	79.6%
EXMT03	107.4%	103.3%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAGC11	Grants & Contract Administration Manager II	25.66%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$450	\$0	\$450

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$15,813	\$0	\$15,813

040 - Game & Fish

- Employee Count: 374 classified employees (August 2021)
- Vacancy Count: 29 classified vacancies (October 2021)

Turnover

- 7.6% (including transfers from June 2020- July 2021)
- 7.1% (excluding transfers from June 2020-July 2021)
- 14.9% (including transfers from June 2019-July 2021)
- 13.4% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
PIMM09	353
PSCI09	213
FWGW08	168
FWMG15	148
FWWB09	141

Compensation

- Compa Ratio: 86.6% (2017 Market) vs. 83.6% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	84.6%	81.4%
5-10 years	84.8%	81.8%
10-20 years	87.5%	84.5%
More than 20 years	88.5%	85.7%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)	Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS05	84.1%	79.8%	FWFC11	86.0%	83.4%
BAAS06	85.0%	81.1%	FWGP11	91.7%	88.9%
BAAS07	94.6%	90.5%	FWGW08	81.8%	78.4%
BABO09	96.3%	92.6%	FWGW10	84.3%	81.5%
BAGC10	91.0%	88.0%	FWGW11	93.3%	90.5%
BAMR04	86.0%	81.3%	FWMG11	93.1%	90.3%
BAPM09	90.5%	87.3%	FWMG12	95.6%	92.9%
BAPS07	99.1%	94.7%	FWMG13	87.5%	85.5%
BAPS10	81.8%	79.1%	FWMG14	90.5%	88.7%
BAPS11	98.6%	95.6%	FWMG15	91.4%	89.9%
CTBA08	82.4%	79.2%	FWMG16	95.1%	93.7%
CTBA09	93.6%	90.3%	FWVT13	78.7%	76.9%
CTBA10	92.6%	89.5%	FWVT14	77.6%	76.0%
CTMG10	88.0%	85.1%	FWWB08	85.7%	82.2%
CTMG11	100.0%	96.9%	FWWB09	83.0%	80.0%
CTMG14	87.5%	85.7%	FWWB10	84.6%	81.8%
ENEG10	90.6%	87.6%	FWWB11	86.5%	83.8%
ENEG14	81.4%	79.8%	HSSL10	83.7%	80.9%
ENGS08	85.8%	82.2%	HSSL11	83.6%	81.1%
EXMT02	100.9%	96.8%	HSSL12	84.5%	82.3%
EXMT03	101.5%	97.6%	HSSL13	82.0%	80.1%
EXMT07	82.9%	87.9%	LRLM09	87.6%	84.5%
FIAC07	85.7%	82.0%	LRRP10	85.4%	82.5%
FIAC08	85.9%	82.4%	LRSU11	88.5%	85.8%
FIAC09	84.1%	80.9%	PIMM08	86.4%	82.9%
FIAC10	84.3%	81.5%	PIMM09	89.7%	86.5%
FIAC12	95.1%	92.4%	PIPR09	86.8%	83.7%
FWFC08	82.5%	79.1%	PSCI09	92.7%	87.2%
FWFC09	85.1%	81.8%	PSCI11	95.9%	88.3%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
FWVT14	State Veterinarian	31.5%
FWVT13	Assistant State Wildlife Veterinarian	30.0%
BAPS10	Senior Policy & Planning Analyst	26.5%
FWFC08	Fish Culturalist	26.42%
CTBA08	Computer Technology Business Applications Specialist II	26.22%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$63,719	\$63,719

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$1,726,017	\$1,726,017

041 - Fire Prevention & Electrical Safety

- Employee Count: 29 classified employees (August 2021)
- Vacancy Count: 2 classified vacancies (October 2021)

Turnover

- 10.2% (including transfers from June 2020- July 2021)
- 10.2% (excluding transfers from June 2020-July 2021)
- 13.3% (including transfers from June 2019-July 2021)
- 13.3% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ININ07	104
ININ08	40

Compensation

- Compa Ratio: 93.1% (2017 Market) vs. 89.1% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	91.5%	87.5%
5-10 years	91.1%	87.3%
10-20 years	96.7%	92.5%
More than 20 years	87.1%	83.8%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS03	92.6%	87.4%
BAAS05	77.6%	73.6%
BAAS06	85.9%	81.9%
BARD05	92.9%	88.1%
ENEG10	100.1%	96.8%
ETIN08	96.1%	92.2%
ETIN09	92.9%	89.5%
ETIN11	87.6%	84.9%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
EXMT01	89.7%	85.8%
EXMT02	91.7%	87.9%
EXMT03	89.3%	85.8%
FIBD08	87.7%	84.1%
ININ07	95.3%	91.1%
ININ08	96.7%	92.7%
ININ09	86.5%	83.4%
PSCI09	86.7%	81.6%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS05	Office Support Specialist I	35.84%
PSCI09	Criminal Investigator	22.55%
BAAS06	Office Support Specialist II	22.08%
ININ09	Senior Inspection Specialist	19.89%
FIBD08	Budget Specialist I	18.92%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$3,389	\$0	\$0	\$0	\$3,389

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$103,473	\$0	\$9,809	\$0	\$113,282

042 - Geological Survey

- Employee Count: 18 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 5.1% (including transfers from June 2020- July 2021)
- 5.1% (excluding transfers from June 2020-July 2021)
- 40.3% (including transfers from June 2019-July 2021)
- 40.3% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
N/a	

Compensation

- Compa Ratio: 88.3% (2017 Market) vs. 85.1% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	87.9%	84.4%
5-10 years	89.6%	86.4%
10-20 years	84.9%	82.2%
More than 20 years	96.8%	93.3%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	87.3%	83.2%
BABO10	85.5%	82.6%
ENGE08	88.5%	84.9%
ENGE09	86.9%	83.8%
ENGE10	82.2%	79.4%
ENGE11	86.5%	83.8%
ENGE13	88.2%	86.0%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ENGE14	79.3%	77.7%
ENGS08	94.1%	90.2%
ENNR10	79.5%	76.9%
EXMT03	108.1%	103.9%
FIAC07	93.7%	89.6%
PIMM09	91.6%	88.3%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ENNR10	Natural Resources Program Principal	30.05%
ENGE14	Geology Manager II	28.65%
ENGE10	Project Geologist	25.88%
BABO10	Business Office Supervisor I	21.04%
BAAS06	Office Support Specialist II	20.23%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$6,970	\$0	\$0	\$0	\$6,970

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$76,223	\$0	\$0	\$0	\$76,223

044 - Insurance Department

- Employee Count: 26 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 7.7% (including transfers from June 2020- July 2021)
- 7.7% (excluding transfers from June 2020-July 2021)
- 27.6% (including transfers from June 2019-July 2021)
- 27.6% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
BALG08	36
FIAC07	26

Compensation

- Compa Ratio: 92.2% (2017 Market) vs. 88.3% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	93.0%	89.4%
5-10 years	91.4%	86.4%
10-20 years	86.7%	82.8%
More than 20 years	95.4%	91.9%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)	Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATPA03	97.9%	84.6%	EXMT02	101.4%	97.3%
BAAS05	81.6%	77.4%	EXMT03	107.1%	103.0%
BAAS06	83.3%	79.4%	FIAC07	87.7%	83.8%
BABO08	100.0%	95.9%	FIAU07	93.7%	89.6%
BACA07	100.6%	96.2%	FIAU08	91.5%	87.7%
BALG08	90.3%	86.6%	FIAU10	92.6%	89.5%
BAPS09	84.8%	81.8%	FIEX10	93.9%	90.8%
BAPS10	92.0%	89.0%	FIEX12	100.0%	97.2%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS05	Office Support Specialist I	29.29%
BAAS06	Office Support Specialist II	25.89%
BAPS09	Policy & Planning Analyst III	22.65%
FIAC07	Accountant	19.30%
ATPA03	Practicing Attorney 3	18.21%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$7,469	\$0	\$7,469

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$95,243	\$0	\$95,243

045 - Department of Transportation

- Employee Count: 1809 classified employees (August 2021)
- Vacancy Count: 246 classified vacancies (October 2021)

Turnover

- 15.1% (including transfers from June 2020- July 2021)
- 14.5% (excluding transfers from June 2020-July 2021)
- 28.6% (including transfers from June 2019-July 2021)
- 26.9% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
PSHP07	248
FITE07	197
TDST06	160
ENEG09	156
PSHP08	142

Compensation

- Compa Ratio: 88.2% (2017 Market) vs. 84.2% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	85.9%	81.6%
5-10 years	87.4%	83.6%
10-20 years	90.1%	86.2%
More than 20 years	90.3%	87.0%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS03	85.1%	80.3%
BAAS04	83.0%	78.5%
BAAS05	85.4%	81.0%
BAAS06	86.4%	82.4%
BAAS07	95.3%	91.1%
BABO08	86.0%	82.5%
BABO11	86.5%	83.9%
BADC06	86.6%	82.6%
BADL06	80.3%	76.6%
BADL07	82.3%	78.7%
BADL08	82.3%	78.9%
BADL11	82.6%	80.1%
BADL13	82.6%	80.7%
BADS05	82.8%	78.8%
BADS06	80.8%	77.1%
BADS07	83.1%	79.5%
BADS10	90.6%	87.6%
BADT07	85.4%	81.7%
BAGC07	85.0%	81.3%
BAGC08	86.8%	83.2%
BAGC09	83.3%	80.3%
BAGC10	85.4%	82.5%
BAGC11	84.2%	81.6%
BAMR03	81.8%	77.1%
BAMR07	80.4%	77.0%
BAPM09	96.7%	93.2%
BAPM10	85.2%	82.4%
BAPP05	86.7%	82.4%
BAPP07	94.7%	90.6%
BAPP09	86.5%	83.4%
BAPS07	89.0%	85.1%
BAPS09	86.7%	83.6%
BAPS10	84.8%	82.0%
BAPS11	95.5%	92.6%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
LRLM09	89.8%	86.5%
LRLM10	101.0%	97.7%
LRLM11	105.8%	102.5%
LRLM13	92.6%	90.5%
LRRP10	103.9%	100.4%
LRSU10	92.0%	88.9%
LRSU11	92.3%	89.5%
PIMM05	121.4%	115.1%
PIMM09	80.3%	77.4%
PIPR08	87.2%	83.7%
PIPR09	86.9%	83.8%
PIPR13	80.6%	78.8%
PSDI04	86.5%	81.9%
PSDI06	93.0%	88.7%
PSDI07	99.9%	95.5%
PSDI08	93.8%	89.9%
PSDI10	84.0%	81.2%
PSDI11	92.7%	89.9%
PSHM09	107.1%	100.8%
PSHM11	95.3%	87.8%
PSHM12	102.5%	93.4%
PSHM14	91.7%	80.8%
PSHM16	83.0%	78.9%
PSHP07	82.6%	72.8%
PSHP08	96.5%	91.8%
PSHP09	99.0%	93.2%
PSIN09	79.5%	76.5%
PSIN10	85.1%	82.3%
PSIN11	111.3%	107.9%
PSPE04	81.1%	76.9%
PSPE05	86.5%	82.3%
PSPE06	94.6%	90.2%
PSPE07	89.7%	85.8%
PSPE08	95.0%	91.1%

BAPS12	86.1%	83.7%
BARD03	83.3%	78.6%
BARD05	88.0%	83.5%
BARD07	90.1%	86.2%
BARD08	79.5%	76.5%
BARD09	86.1%	83.0%
BARD10	85.4%	82.5%
BARD11	85.7%	83.1%
CRCR10	84.5%	81.7%
CTBA08	95.6%	91.9%
CTBA09	91.8%	88.5%
CTBA10	94.0%	90.8%
CTMG11	97.5%	94.5%
CTMG14	81.0%	79.4%
CTSY08	92.4%	88.8%
CTSY10	94.1%	91.0%
EHLS12	85.9%	83.6%
ENEG08	81.2%	77.9%
ENEG09	86.6%	83.5%
ENEG10	90.9%	87.9%
ENEG12	86.2%	83.8%
ENEG13	86.7%	84.5%
ENEG14	80.3%	78.7%
ENEG15	82.0%	80.6%
ENEG16	81.6%	80.4%
ENGE08	83.8%	80.3%
ENGE09	80.1%	77.2%
ENGE10	88.7%	85.8%
ENGE12	88.0%	85.6%
ENGE14	79.9%	78.3%
ENGE15	81.7%	80.3%
ENGS07	89.5%	85.5%
ENNR09	88.9%	85.5%
ENNR10	89.8%	86.8%
ENNR11	89.7%	87.0%
ENNR13	81.7%	79.9%
ETEP09	84.4%	81.4%
ETIN07	102.4%	97.9%
ETIN08	90.1%	86.4%
ETIN09	84.7%	81.7%
ETIN10	82.7%	79.9%

PSPE09	93.0%	89.7%
PSPE10	92.6%	89.5%
PSSG03	88.8%	84.0%
PSSG05	87.0%	82.7%
TDAE07	89.0%	85.3%
TDAE10	106.8%	103.2%
TDBG01	100.0%	93.9%
TDBG03	94.6%	89.4%
TDBG05	89.0%	84.6%
TDBG08	89.7%	86.0%
TDBG10	89.0%	86.0%
TDBG11	90.0%	87.2%
TDCA07	102.3%	98.1%
TDEL08	88.0%	84.6%
TDFA06	94.5%	90.1%
TDFA07	89.0%	85.3%
TDFA10	88.6%	85.7%
TDHM06	88.5%	84.4%
TDHM07	94.0%	90.1%
TDHM09	91.7%	88.4%
TDHM10	91.3%	88.2%
TDHM11	94.4%	91.5%
TDHM12	94.5%	91.9%
TDHV07	89.1%	85.5%
TDHV08	90.9%	87.4%
TDME05	89.0%	84.6%
TDPL07	92.6%	88.8%
TDPL08	95.1%	91.4%
TDST10	88.6%	85.7%
TDST11	89.0%	86.3%
TNAU09	86.5%	83.4%
TNCF05	85.8%	81.6%
TNCF06	88.9%	84.8%
TNCF08	89.5%	86.1%
TNCF09	87.8%	84.7%
TNCM05	90.0%	85.6%
TNDE03	88.1%	83.1%
TNDE05	84.2%	80.1%
TNDE06	83.9%	80.0%
TNDE07	87.9%	84.1%
TNDE09	84.6%	81.5%

ETVT07	91.6%	87.6%
EXMT02	99.7%	95.6%
EXMT03	95.7%	92.0%
EXMT05	82.9%	87.5%
EXMT06	81.3%	86.0%
EXMT08	79.6%	84.6%
FIAC06	85.5%	81.3%
FIAC07	83.8%	80.1%
FIAC08	84.5%	81.0%
FIAC09	88.4%	85.0%
FIAC10	86.8%	83.9%
FIAC11	87.3%	84.6%
FIAC12	86.0%	83.6%
FIAC13	88.9%	86.6%
FIAC14	85.1%	83.4%
FIAU10	85.3%	82.4%
FIAU11	90.2%	87.5%
FIAU12	90.1%	87.6%
FIBD09	84.5%	81.3%
FIBD10	81.8%	79.1%
FIBD11	86.0%	83.3%
FIBD14	80.4%	78.8%
FIPU08	91.1%	87.3%
FIPU09	80.5%	77.6%
FIPU11	83.9%	81.4%
FIPU12	87.3%	84.8%
FITE07	82.5%	78.9%
FITE08	85.8%	82.3%
FITE10	87.4%	84.5%
FITE12	87.3%	84.8%
FIWH05	83.7%	79.4%
FIWH09	84.7%	81.6%
INOS08	98.0%	94.0%
INOS09	86.4%	83.3%
INOS10	96.2%	93.0%
LRLM07	84.2%	80.6%
LRLM08	88.5%	84.8%

TNDO09	87.1%	84.0%
TNDR05	81.9%	77.9%
TNDR07	87.0%	83.2%
TNDR09	84.9%	81.9%
TNFD05	83.3%	79.2%
TNFD06	87.3%	83.2%
TNFD07	91.1%	87.1%
TNFD09	85.8%	82.7%
TNHM05	86.1%	81.8%
TNHM06	88.6%	84.5%
TNHM07	86.3%	82.7%
TNHM09	87.3%	84.1%
TNHM11	86.5%	83.8%
TNPI08	126.0%	121.2%
TNPI12	108.8%	105.7%
TNPS06	81.9%	78.1%
TNPS07	89.5%	85.5%
TNPS09	84.9%	81.9%
TNRW07	81.3%	77.7%
TNRW09	81.9%	78.9%
TNST07	91.1%	87.1%
TNST08	91.1%	87.6%
TNST09	86.0%	82.9%
TNTM04	85.5%	80.8%
TNTM06	86.6%	82.5%
TNTM08	86.3%	82.7%
TNTM09	86.1%	83.0%
TNTO07	85.6%	81.9%
TNTO08	85.9%	82.6%
TNTO09	84.7%	81.7%
TNTO10	84.5%	81.7%
TNTO11	85.4%	82.8%
TNTO14	81.0%	79.4%
TNUL06	95.1%	90.7%
TNUL08	79.5%	76.2%
TNUL09	79.5%	76.7%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
PSHP07	Highway Patrol Trooper	37.65%
BADS06	Drivers Services Helpdesk Specialist	31.86%
TNUL08	Utilities Specialist	31.20%
BARD08	Records & Data Management Specialist II	30.76%
PSIN09	Investigator	30.76%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$422,328	\$294,968	\$717,296

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$27,002	\$1,794,369	\$4,585,952	\$6,407,323

048 - Department of Health

- Employee Count: 1079 classified employees (August 2021)
- Vacancy Count: 315 classified vacancies (October 2021)

Turnover

- 30.0% (including transfers from June 2020- July 2021)
- 29.6% (excluding transfers from June 2020-July 2021)
- 51.5% (including transfers from June 2019-July 2021)
- 49.4% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
HSHP09	356
HSNP12	269
EXMT01	204
HSOT07	169
HSHS04	147

Compensation

- Compa Ratio: 90.2% (2017 Market) vs. 86.5% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	90.7%	86.7%
5-10 years	89.1%	85.7%
10-20 years	89.7%	86.2%
More than 20 years	90.9%	87.2%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS03	85.0%	80.2%
BAAS04	88.4%	83.6%
BAAS05	87.0%	82.5%
BAAS06	85.0%	81.0%
BAAS07	85.7%	82.0%
BABO08	91.7%	87.9%
BABO09	86.1%	82.8%
BABO11	84.7%	82.1%
BABO13	89.9%	87.6%
BAGC07	94.9%	90.8%
BAGC08	90.9%	87.1%
BAGC09	85.1%	82.0%
BAGC10	90.0%	87.0%
BAPM09	89.8%	86.5%
BAPM10	98.8%	95.5%
BAPS07	81.5%	77.9%
BAPS09	85.8%	82.7%
BAPS10	86.7%	83.8%
BAPS11	89.9%	87.2%
BAPS12	84.3%	81.9%
BARD05	85.8%	81.4%
BARD06	72.9%	69.5%
BARD07	90.5%	86.5%
BARD08	83.5%	80.3%
BARD09	84.5%	81.5%
BARD10	85.0%	82.2%
BARD11	80.1%	77.7%
BEBP06	81.2%	77.4%
BEBP07	90.3%	86.3%
BEBP08	88.9%	85.5%
BEBP09	82.3%	79.4%
BEBP10	79.5%	76.9%
BEBP11	91.7%	88.9%
BEBP12	86.3%	83.9%
BEQA07	86.5%	82.7%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
HSHP10	87.0%	84.1%
HSHP11	87.2%	84.5%
HSHP12	87.9%	85.4%
HSHS04	92.0%	87.0%
HSHS05	96.5%	91.5%
HSHS08	84.1%	80.8%
HSHS09	84.7%	81.6%
HSNP12	112.7%	109.6%
HSNU06	92.0%	76.1%
HSNU08	90.6%	87.2%
HSNU10	95.5%	97.7%
HSNU11	88.5%	87.7%
HSNU12	89.9%	86.3%
HSNU14	79.2%	78.3%
HSOT07	84.2%	80.5%
HSOT09	98.1%	94.6%
HSPH11	124.3%	120.5%
HSPP12	122.8%	119.3%
HSPS13	281.6%	274.5%
HSPT07	88.8%	84.9%
HSPT09	124.8%	120.3%
HSPY11	88.0%	85.3%
HSPY12	94.6%	91.9%
HSRA07	86.2%	82.4%
HSRA09	83.4%	80.2%
HSRD09	88.6%	85.5%
HSRT06	117.2%	111.4%
HSSL08	79.5%	76.5%
HSSL09	81.7%	78.7%
HSSL10	86.1%	83.3%
HSSL11	82.7%	80.2%
HSSL12	79.6%	77.6%
HSSL14	90.0%	88.2%
HSST09	90.5%	87.2%
ISFS01	81.9%	76.9%

BEQA08	84.4%	81.2%
BEQA09	82.1%	79.1%
BEQA10	85.6%	82.8%
BEQA12	100.0%	97.2%
CTMG12	82.3%	80.0%
ENEG10	88.4%	85.5%
ENEG13	86.8%	84.6%
ETEP10	88.2%	85.3%
ETIN08	87.9%	84.3%
ETIN10	91.7%	88.7%
ETVT04	91.0%	86.1%
ETVT08	88.5%	84.8%
EXMT01	98.1%	93.9%
EXMT02	134.0%	128.6%
EXMT03	96.1%	92.4%
EXMT04	92.2%	97.1%
EXMT05	86.7%	91.6%
EXMT08	66.0%	70.2%
FIAC06	81.9%	77.9%
FIAC07	87.3%	83.4%
FIAC08	91.2%	87.4%
FIAC09	83.9%	80.6%
FIAC10	88.2%	85.3%
FIAC12	88.3%	85.8%
FIAC13	92.5%	90.1%
FIPU08	85.8%	82.3%
FIST09	83.2%	80.0%
FIWH04	91.2%	86.3%
FIWH05	86.8%	82.3%
FIWH08	85.8%	82.3%
HSDE06	110.3%	105.8%
HSDO13	154.0%	150.9%
HSEP09	87.3%	84.1%
HSEP10	88.0%	85.0%
HSEP12	106.4%	103.4%
HSHC04	95.0%	89.9%
HSHC06	80.4%	76.6%
HSHP08	89.8%	86.1%
HSHP09	91.4%	88.1%

ISFS05	80.9%	76.7%
ISFS08	82.2%	78.9%
ISFS09	79.5%	76.7%
ISHK01	83.9%	78.8%
ISHK06	94.7%	90.1%
PIPR09	100.0%	96.4%
PSEP07	102.4%	97.9%
PSEP09	80.7%	77.8%
PSEP11	80.4%	78.0%
PSEP14	79.3%	77.7%
PSFC06	85.9%	82.0%
PSIN09	84.2%	81.0%
PSSG04	85.5%	81.1%
PSSG05	94.9%	90.2%
PSSG07	97.0%	93.0%
SOCW08	81.0%	77.6%
SOCW10	84.6%	81.8%
SOCW11	85.3%	82.7%
SOCW12	95.6%	93.0%
SOLC10	80.3%	77.7%
SORS10	84.4%	81.6%
SOVS08	99.0%	94.9%
TDBG03	80.9%	76.5%
TDBG05	83.2%	79.1%
TDBG10	80.1%	77.4%
TDCA05	86.3%	82.1%
TDFA07	92.6%	88.8%
TDHV05	106.6%	101.4%
TDME05	86.1%	81.9%
TDME07	85.8%	82.3%
TDPL05	80.0%	76.1%
TDPL07	80.1%	76.8%
TDPL08	93.7%	90.1%
TDST04	98.2%	92.9%
TDST06	83.4%	79.7%
TDST08	103.0%	99.0%
TDST10	83.0%	80.3%
TDST12	77.6%	75.4%
TDST13	80.3%	78.4%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
HSNU06	LPN Nursing	31.40%
TDPL05	Plumber	31.40%
HSHC06	Health Care Technician	31.00%
TDBG03	Buildings & Grounds Assistant II	30.81%
HSSL08	Laboratory Scientist I	30.80%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$375,576	\$58,844	\$112,396	\$0	\$546,817

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$1,854,920	\$568,937	\$682,533	\$0	\$3,106,390

049 - Department of Family Services

- Employee Count: 621 classified employees (August 2021)
- Vacancy Count: 40 classified vacancies (October 2021)

Turnover

- 19.5% (including transfers from June 2020- July 2021)
- 17.2% (excluding transfers from June 2020-July 2021)
- 36.3% (including transfers from June 2019-July 2021)
- 32.0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
SOYS06	119
HSNU08	97
ETCT05	76
FIAC07	65
SOSP03	62

Compensation

- Compa Ratio: 82.7% (2017 Market) vs. 79.2% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	79.3%	75.7%
5-10 years	81.3%	77.8%
10-20 years	85.4%	82.0%
More than 20 years	87.5%	84.0%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS03	79.9%	75.4%
BAAS05	82.9%	78.6%
BAAS06	85.5%	81.5%
BABO08	81.5%	78.2%
BABO11	84.4%	81.8%
BAGC08	85.2%	81.7%
BAPM09	88.6%	85.5%
BAPS10	88.9%	85.9%
BAPS12	85.0%	82.7%
BAPS13	98.7%	96.2%
BARD07	79.5%	76.1%
BARD09	83.2%	80.2%
BARD10	90.0%	87.0%
BEBP06	81.1%	77.3%
BEBP07	90.3%	86.4%
BEBP09	81.8%	78.9%
BEBP10	90.0%	87.0%
BEBP12	82.5%	80.2%
BEQA07	89.1%	85.2%
BEQA08	86.6%	83.2%
BEQA09	84.1%	81.1%
BEQA12	94.0%	91.4%
ETCT05	88.5%	83.9%
ETCT09	82.1%	79.2%
ETCT11	90.6%	87.8%
EXMT01	99.8%	95.5%
EXMT02	89.9%	86.2%
EXMT03	93.0%	89.4%
EXMT07	79.2%	84.1%
EXOF05	84.4%	80.6%
FIAC04	82.4%	77.9%
FIAC06	87.4%	83.1%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAC07	82.8%	79.2%
FIAC08	85.5%	82.0%
FIAC09	88.3%	84.9%
FIAC10	80.5%	77.8%
FIAC11	85.7%	83.1%
FIAC12	85.1%	82.8%
FIST11	84.4%	81.8%
HSNU08	87.4%	84.2%
HSNU10	83.9%	85.8%
ININ08	83.2%	79.8%
ININ09	85.2%	82.1%
ININ11	79.5%	77.1%
ISFS08	85.8%	82.3%
PSIN09	84.9%	81.6%
SOCP09	82.2%	79.3%
SOCP10	92.1%	89.1%
SOCW08	86.6%	83.0%
SOCW09	81.6%	78.6%
SOLC08	85.8%	82.3%
SOSP03	81.9%	77.3%
SOSP08	80.5%	77.2%
SOSP09	84.7%	81.7%
SOSP10	82.4%	79.6%
SOSP11	84.7%	82.1%
SOSP12	82.5%	80.5%
SOYS03	85.1%	80.5%
SOYS04	87.6%	83.0%
SOYS06	85.6%	81.6%
SOYS09	83.2%	80.2%
TDST06	80.7%	77.1%
TDST08	85.1%	81.8%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS03	Office Assistant I	32.67%
BARD07	Records & Data Management Specialist I	31.48%
TDST06	Skilled Trades Specialist	29.85%
SOSP08	Social Services Worker	29.74%
ININ11	Inspection Supervisor	29.69%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$743,261	\$252,386	\$64,776	\$0	\$1,060,423

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$1,312,271	\$408,091	\$77,794	\$0	\$1,798,156

051 - Livestock Board

- Employee Count: 14 classified employees (August 2021)
- Vacancy Count: 3 classified vacancies (October 2021)

Turnover

- 6.5% (including transfers from June 2020- July 2021)
- 6.5% (excluding transfers from June 2020-July 2021)
- 13.5% (including transfers from June 2019-July 2021)
- 13.5% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
PSCI09	77
BARD07	63

Compensation

- Compa Ratio: 88.7% (2017 Market) vs. 84.9% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	96.5%	92.0%
5-10 years	84.5%	80.5%
10-20 years	85.3%	81.9%
More than 20 years	91.4%	88.1%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS07	100.0%	95.6%
BABO12	88.8%	86.3%
BARD07	86.7%	82.9%
BARD08	80.4%	77.3%
EXMT01	91.1%	87.2%
EXMT02	103.1%	98.9%
EXMT03	83.2%	80.0%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAU07	82.0%	78.4%
FIBD10	83.3%	80.5%
ININ08	83.2%	79.8%
ININ09	85.4%	82.3%
PSCI09	95.4%	89.8%
PSCI10	96.3%	89.6%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BARD08	Records & Data Management Specialist II	29.34%
FIAU07	Auditor I	27.51%
ININ08	Inspection Specialist II	25.52%
EXMT03	Executive Management 3	25.04%
FIBD10	Budget Analyst	24.17%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$40	\$0	\$5,345	\$0	\$5,385

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$36,342	\$0	\$20,924	\$0	\$57,266

052 - Board of Medicine

- Employee Count: 7 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 0% (including transfers from June 2020- July 2021)
- 0% (excluding transfers from June 2020-July 2021)
- 0% (including transfers from June 2019-July 2021)
- 0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
BAAS06	29

Compensation

- Compa Ratio: 89.5% (2017 Market) vs. 85.9% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	82.5%	78.7%
5-10 years	92.8%	89.0%
10-20 years	86.4%	83.3%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)	Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	82.4%	78.6%	BALS08	84.3%	80.8%
BABO09	82.5%	79.3%	EXMT02	120.0%	115.1%
BABO10	84.5%	81.7%	PSIN10	90.3%	87.3%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS06	Office Support Specialist II	27.31%
BABO09	Business Office Coordinator II	26.60%
BALS08	Licensing Specialist	23.75%
BABO10	Business Office Supervisor I	22.37%
PSIN10	Senior Investigator	14.57%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$2,345	\$0	\$2,345

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$33,462	\$0	\$33,462

053 - Department of Workforce Services

- Employee Count: 514 classified employees (August 2021)
- Vacancy Count: 38 classified vacancies (October 2021)

Turnover

- 10.6% (including transfers from June 2020- July 2021)
- 9.70% (excluding transfers from June 2020-July 2021)
- 24.50% (including transfers from June 2019-July 2021)
- 21.9% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
SOVR11	208
CTSY07	161
INOS09	125
FIEC10	101
SOVR09	93

Compensation

- Compa Ratio: 86.4% (2017 Market) vs. 83.2% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	83.0%	79.8%
5-10 years	85.4%	82.2%
10-20 years	88.9%	85.5%
More than 20 years	92.5%	89.3%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS03	90.3%	85.2%
BAAS05	80.8%	76.7%
BAAS06	85.2%	81.3%
BAAS07	88.4%	84.5%
BABO12	94.5%	91.9%
BAGC07	86.6%	82.8%
BAGC09	82.7%	79.7%
BAGC11	97.1%	94.1%
BALG08	86.3%	82.8%
BALG09	86.0%	83.0%
BALG12	88.6%	86.1%
BAMR03	82.9%	78.2%
BAPM09	92.7%	89.3%
BAPM10	92.1%	89.1%
BAPM11	91.7%	88.9%
BAPS09	81.9%	79.0%
BAPS10	92.5%	89.5%
BAPS12	89.8%	87.3%
BARD03	89.2%	84.1%
BARD05	101.6%	96.4%
BARD08	84.8%	81.5%
BARD09	84.0%	81.0%
BARM08	91.1%	87.4%
BARM10	90.3%	87.3%
BEDD07	82.7%	79.0%
BEDD08	81.2%	77.8%
BEDD09	93.4%	90.1%
BEDD11	92.7%	89.9%
BEDD13	83.1%	81.2%
BEQA07	96.1%	91.9%
BEQA08	85.7%	82.4%
BEQA09	84.1%	81.1%
BEQA10	84.6%	81.8%
BEQA12	79.5%	77.3%
BEWC07	86.9%	83.1%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
EHEM12	90.0%	87.5%
EHLS09	87.1%	83.7%
EHLS10	91.3%	88.3%
ETIN08	92.6%	88.8%
EXMT01	108.5%	103.8%
EXMT02	98.8%	94.7%
EXMT03	85.8%	82.5%
EXMT05	81.3%	85.8%
EXMT06	78.2%	82.7%
EXMT07	79.2%	84.1%
FIAC04	91.2%	86.3%
FIAC06	79.5%	75.6%
FIAC07	83.3%	79.7%
FIAC08	82.6%	79.2%
FIAC09	87.7%	84.4%
FIAC10	81.5%	78.8%
FIAC12	84.3%	81.9%
FIAC13	89.3%	87.0%
FIAC14	90.1%	88.3%
FIAU08	81.1%	77.8%
FIAU09	84.3%	81.1%
FIAU10	81.7%	79.0%
FIAU11	91.5%	88.7%
FIAU12	94.5%	91.9%
FIEC09	77.6%	74.6%
FIEC10	86.8%	83.9%
FIEC13	94.2%	91.8%
FIST10	89.1%	86.1%
FIST11	98.0%	95.0%
FIST12	85.4%	83.0%
INMI11	95.4%	92.5%
INOS09	93.1%	89.8%
INOS10	101.3%	97.9%
INOS11	96.4%	93.4%
INOS13	97.5%	95.2%

BEWC08	88.2%	84.8%
BEWC10	94.3%	91.2%
BEWC12	90.0%	87.4%
CTBA08	77.6%	74.6%
CTBA09	78.2%	75.4%
CTBA10	96.8%	93.6%
CTMG11	94.9%	92.0%
CTMG12	97.4%	94.7%
CTSU07	79.5%	76.1%
CTSY07	79.3%	75.8%
CTSY08	78.9%	75.9%
CTSY09	81.5%	78.5%
EHEM07	82.0%	78.4%
EHEM09	92.8%	89.5%

PIMM08	111.1%	106.5%
PIMM09	92.7%	89.3%
PIPR09	92.7%	89.3%
PIPR10	92.0%	89.0%
SOMC10	98.5%	100.7%
SOMC11	97.5%	96.7%
SOSP09	84.7%	81.6%
SOVR09	80.1%	77.2%
SOVR10	87.4%	84.5%
SOVR11	83.1%	80.5%
SOVR12	86.4%	84.0%
SOVR13	79.5%	77.7%
TDBG05	109.2%	103.8%
TDBG07	101.6%	97.2%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
FIEC09	Economic Analyst	34.05%
CTBA08	Computer Technology Business Applications Specialist II	34.03%
CTBA09	Computer Technology Business Applications Analyst	32.64%
FIAC06	Accounting Technician	32.19%
CTSY07	Computer Technology Systems & Infrastructure Specialist I	31.95%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$47,205	\$421,802	\$36,586	\$0	\$505,594

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$229,830	\$1,019,556	\$663,947	\$0	\$1,913,333

054 - Nursing Board

- Employee Count: 6 classified employees (August 2021)
- Vacancy Count: 3 classified vacancies (October 2021)

Turnover

- 35.3% (including transfers from June 2020- July 2021)
- 23.5% (excluding transfers from June 2020-July 2021)
- 56.9% (including transfers from June 2019-July 2021)
- 45.5% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
HSNU13	61
BAAS06	34

Compensation

- Compa Ratio: 88.1% (2017 Market) vs. 84.3% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	87.8%	83.9%
5-10 years	86.5%	82.8%
10-20 years	91.9%	88.1%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	81.0%	77.2%
BALS08	91.9%	88.1%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
EXMT02	100.0%	95.9%
HSNU12	93.5%	89.8%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS06	Office Support Specialist II	28.99%
BABO08	Business Office Coordinator I	22.59%
BALS08	Licensing Specialist	13.49%
HSNU12	Nurse Manager II	11.34%
EXMT02	Executive Management 2	4.25%

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$6,158	\$0	\$6,158

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$26,094	\$0	\$26,094

055 - Oil & Gas Commission

- Employee Count: 35 classified employees (August 2021)
- Vacancy Count: 6 classified vacancies (October 2021)

Turnover

- 18.9% (including transfers from June 2020- July 2021)
- 16.2% (excluding transfers from June 2020-July 2021)
- 28.5% (including transfers from June 2019-July 2021)
- 25.9% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ENEG09	85
ININ07	45
BABO10	7

Compensation

- Compa Ratio: 95.0% (2017 Market) vs. 90.9% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	96.2%	91.8%
5-10 years	93.1%	89.4%
10-20 years	96.8%	92.8%
More than 20 years	94.6%	90.2%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS03	100.0%	94.4%
BAAS05	94.6%	89.8%
BAAS06	87.8%	83.7%
BABO10	86.8%	84.0%
BALG08	90.3%	86.6%
ENEG09	102.4%	98.7%
ENNR06	86.6%	82.5%
ENNR08	92.6%	88.8%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ENNR11	92.7%	89.9%
EXMT02	121.3%	116.3%
FIAC04	100.0%	94.6%
ININ07	97.0%	92.7%
ININ09	89.4%	86.2%
PIPR09	92.7%	89.3%
TDBG03	100.0%	94.6%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ENNR06	Natural Resources Technician	21.16%
BAAS06	Office Support Specialist II	20.04%
BABO10	Business Office Supervisor I	19.10%
ININ09	Senior Inspection Specialist	16.15%
BALG08	Legal Assistant	15.46%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$4,754	\$0	\$4,754

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$3,812	\$86,931	\$0	\$90,743

057 - Wyoming Community College Commission

- Employee Count: 11 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 8.8% (including transfers from June 2020- July 2021)
- 8.8% (excluding transfers from June 2020-July 2021)
- 43.8% (including transfers from June 2019-July 2021)
- 17.5% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
BAPS09	52

Compensation

- Compa Ratio: 101.8% (2017 Market) vs. 98.2% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	106.1%	102.0%
10-20 years	97.6%	94.3%
More than 20 years	97.6%	94.3%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	100.0%	95.3%
BAGC09	98.1%	94.6%
BAPM10	100.0%	96.7%
BAPS09	93.8%	90.4%
CTBA09	93.8%	90.4%
CTBA10	106.9%	103.3%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
CTMG12	100.0%	97.2%
ETEP10	92.1%	89.1%
EXMT02	101.5%	97.4%
EXMT03	141.5%	136.0%
FIAC11	92.7%	89.9%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ETEP10	Education Program Consultant	12.26%
FIAC11	Principal Accountant	11.27%
CTBA09	Computer Technology Business Applications Analyst	10.60%
BAPS09	Policy & Planning Analyst III	10.59%
BAGC09	Senior Grants & Contract Administration Specialist	5.73%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$47,063	\$4,106	\$4,294	\$0	\$55,463

059 - Pharmacy Board

- Employee Count: 6 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 65.5% (including transfers from June 2020- July 2021)
- 43.6% (excluding transfers from June 2020-July 2021)
- 57.0% (including transfers from June 2019-July 2021)
- 38.0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
BAAS03	96
HSPH11	67

Compensation

- Compa Ratio: 103.1% (2017 Market) vs. 99.0% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	107.4%	103.1%
5-10 years	81.8%	78.5%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS03	100.0%	94.4%
BAAS07	89.4%	85.5%
BALS08	81.8%	78.5%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
EXMT02	99.5%	95.4%
HSPH11	124.0%	120.2%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BALS08	Licensing Specialist	27.45%
BARD07	Records & Data Management Specialist I	16.98%
BAAS03	Office Assistant I	5.99%
EXMT02	Executive Management 2	4.77%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$1,158	\$0	\$1,158

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$14,490	\$0	\$14,490

060 - Office of State Lands and Investments

- Employee Count: 91 classified employees (August 2021)
- Vacancy Count: 4 classified vacancies (October 2021)

Turnover

- 13.5% (including transfers from June 2020- July 2021)
- 10.1% (excluding transfers from June 2020-July 2021)
- 31.3% (including transfers from June 2019-July 2021)
- 28.0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
LRLM08	180
LRAP09	132
CTMG11	101
ENNR08	95
LRLM06	81

Compensation

- Compa Ratio: 89.2% (2017 Market) vs. 85.7% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	88.5%	85.0%
5-10 years	88.1%	84.8%
10-20 years	90.1%	86.6%
More than 20 years	91.0%	87.6%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS05	85.6%	81.2%
BAAS06	86.6%	82.5%
BAAS07	94.2%	90.0%
BAGC08	87.6%	84.0%
BAGC11	97.6%	94.6%
BAPS09	89.8%	86.6%
BARD05	85.6%	81.2%
BARD08	79.5%	76.5%
CTMG11	92.9%	90.0%
ENFC07	79.5%	76.3%
ENFC08	88.8%	85.4%
ENFC10	91.7%	88.7%
ENFD08	85.6%	82.3%
ENFD09	93.3%	89.9%
ENFM08	84.9%	81.6%
ENFM09	92.7%	89.3%
ENFM12	90.6%	88.1%
ENNR06	88.6%	84.5%
ENNR08	88.7%	85.0%
ENNR10	88.7%	85.8%
ETIN08	91.5%	87.7%
EXMT02	105.1%	100.8%
EXMT03	113.4%	109.1%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAC06	83.9%	79.8%
FIAC07	90.7%	86.7%
FIAC08	87.3%	83.7%
FIAC09	89.6%	86.2%
FIAC10	88.3%	85.4%
FIAC11	87.7%	85.1%
FIAC13	92.2%	89.8%
FIAU07	85.7%	82.0%
FIAU08	83.8%	80.4%
FIAU09	88.7%	85.3%
FIWH08	86.2%	82.7%
ININ07	107.9%	103.2%
LRAP09	89.5%	86.3%
LRAP10	90.1%	87.1%
LRLM06	85.5%	81.5%
LRLM08	90.7%	87.0%
LRLM09	88.4%	85.2%
LRLM10	97.2%	93.9%
LRLM13	84.5%	82.6%
TDHM06	92.2%	87.9%
TDHM07	86.1%	82.6%
TDHM10	84.7%	81.9%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ENFC07	Correctional Forestry Crew Supervisor	31.20%
BARD08	Records & Data Management Specialist II	30.76%
FIAC06	Accounting Technician	25.25%
FIAU08	Auditor II	24.51%
BARD05	Records & Data Management Clerk I	23.19%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$23,811	\$0	\$0	\$0	\$23,811

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$304,730	\$22,659	\$10,357	\$0	\$337,746

061 - Board of CPA

- Employee Count: 2 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 50.0% (including transfers from June 2020- July 2021)
- 50.0% (excluding transfers from June 2020-July 2021)
- 106.7% (including transfers from June 2019-July 2021)
- 53.3% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
BABO08	33

Compensation

- Compa Ratio: 91.3% (2017 Market) vs. 87.3% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	100.0%	95.9%
10-20 years	82.6%	78.8%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BABO08	100.0%	95.9%
EXOF05	82.6%	78.8%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
EXOF05	Executive Officer 5	26.86%
BABO08	Business Office Coordinator I	4.32%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$1,379	\$0	\$1,379

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$7,023	\$0	\$7,023

063 - Governor's Residence

- Employee Count: 2 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 0% (including transfers from June 2020- July 2021)
- 0% (excluding transfers from June 2020-July 2021)
- 0% (including transfers from June 2019-July 2021)
- 0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
N/a	

Compensation

- Compa Ratio: 127.9% (2017 Market) vs. 100.7% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	136.5%	107.6%
More than 20 years	119.2%	93.9%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
GOAS03	127.9%	100.7%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
N/a		

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$9,105	\$0	\$0	\$0	\$9,105

072 - Wyoming Retirement

- Employee Count: 42 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 11.9% (including transfers from June 2020- July 2021)
- 11.9% (excluding transfers from June 2020-July 2021)
- 31.7% (including transfers from June 2019-July 2021)
- 26.8% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
AWIN01	48
BAPS11	47
FIIE07	39
BAAS04	34
FIAC08	31

Compensation

- Compa Ratio: 96.8% (2017 Market) vs. 93.8% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	96.0%	92.0%
5-10 years	93.4%	91.7%
10-20 years	100.1%	97.0%
More than 20 years	95.8%	92.0%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS04	100.0%	94.6%
BAAS06	83.3%	79.4%
BABO12	100.0%	97.2%
BALG07	100.0%	95.6%
BAPS10	100.0%	96.7%
BAPS11	100.0%	96.9%
EXMT05	100.0%	105.6%
EXMT07	88.9%	94.3%
EXMT08	98.2%	104.4%
EXOF05	89.3%	85.2%
FIAC07	92.5%	88.5%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAC08	97.2%	93.2%
FIAC09	100.0%	96.1%
FIAC13	100.0%	97.5%
FIAU10	91.0%	88.0%
FIAU12	100.0%	97.2%
FIIE07	92.9%	88.8%
FIIE08	96.2%	92.3%
FIIE09	100.0%	96.1%
FIIE10	100.0%	96.7%
FIIN10	109.6%	105.9%
PIMM09	100.0%	96.4%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS06	Office Support Specialist II	25.93%
EXOF05	Executive Officer 5	17.32%
FIAU10	Principal Auditor	13.67%
FIAC07	Accountant	13.02%
FIIE07	Investment Educator	11.54%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$356	\$0	\$356

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$161,929	\$0	\$161,929

075 - Board of Outfitters

- Employee Count: 3 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 0% (including transfers from June 2020- July 2021)
- 0% (excluding transfers from June 2020-July 2021)
- 0% (including transfers from June 2019-July 2021)
- 0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
N/a	

Compensation

- Compa Ratio: 93.1% (2017 Market) vs. 88.8% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
5-10 years	90.2%	86.0%
10-20 years	91.8%	87.0%
More than 20 years	95.7%	92.5%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	90.2%	86.0%
BABO10	95.7%	92.5%
PSCI09	93.4%	87.9%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS06	Office Support Specialist II	16.30%
PSCI09	Criminal Investigator	13.72%
BABO10	Business Office Supervisor I	8.13%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$11,742	\$0	\$11,742

077 - Enterprise Technology Services

- Employee Count: 203 classified employees (August 2021)
- Vacancy Count: 26 classified vacancies (October 2021)

Turnover

- 12.3% (including transfers from June 2020- July 2021)
- 9.0% (excluding transfers from June 2020-July 2021)
- 30.0% (including transfers from June 2019-July 2021)
- 21.6% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
FIAC11	119
CTSY08	99
CTSS08	93
CTST10	90
CTEM11	89

Compensation

- Compa Ratio: 86.7% (2017 Market) vs. 83.7% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	83.7%	80.6%
5-10 years	85.5%	82.3%
10-20 years	87.6%	84.8%
More than 20 years	90.3%	87.4%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS07	85.8%	82.0%
BABO08	92.6%	88.8%
BAGC08	94.3%	90.4%
BAGC09	89.4%	86.1%
BAPS11	88.7%	86.0%
CTBA08	96.0%	92.3%
CTBA10	86.6%	83.7%
CTEM11	92.7%	89.9%
CTEM14	80.0%	78.4%
CTMG10	101.0%	97.6%
CTMG11	97.3%	94.3%
CTSD08	82.9%	79.7%
CTSD09	84.1%	81.1%
CTSD10	86.9%	84.0%
CTSS07	84.4%	80.7%
CTSS08	84.7%	81.4%
CTSS09	85.6%	82.5%
CTSS10	84.1%	81.3%
CTST07	86.1%	82.3%
CTST08	87.1%	83.8%
CTST09	86.2%	83.1%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
CTST10	89.2%	86.2%
CTSU07	84.8%	81.1%
CTSU08	83.6%	80.3%
CTSU09	86.0%	82.9%
CTSY08	93.3%	89.7%
CTSY10	95.4%	92.3%
CTTA08	81.3%	78.2%
CTTA09	84.2%	81.1%
CTTA10	85.6%	82.7%
ETEP10	84.6%	81.8%
ETIN07	87.6%	83.7%
EXMT02	85.1%	81.6%
EXMT04	81.6%	85.9%
EXMT05	74.7%	78.8%
EXMT07	62.5%	66.3%
FIAC07	84.4%	80.7%
FIAC08	87.8%	84.2%
FIAC09	85.1%	81.8%
FIAC11	87.7%	85.1%
FIBD14	80.2%	78.6%
FIPU09	85.0%	81.9%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
CTTA08	Technical Analyst I	28.14%
FIBD14	Budget Manager	27.27%
CTEM14	Technology Management III	27.09%
CTSD08	Software Development II	25.55%
CTSU08	Computer Technology Support Specialist II	24.56%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$120,075	\$0	\$13,864	\$0	\$133,939

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$556,130	\$0	\$236,087	\$0	\$792,216

080 - Department of Corrections

- Employee Count: 902 classified employees (August 2021)
- Vacancy Count: 145 classified vacancies (October 2021)

Turnover

- 18.5% (including transfers from June 2020- July 2021)
- 17.3% (excluding transfers from June 2020-July 2021)
- 35.0% (including transfers from June 2019-July 2021)
- 33.1% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
COPR05	171
TDME07	112
ETVT07	107
ETIN07	96
PSSG03	91

Compensation

- Compa Ratio: 89.1% (2017 Market) vs. 85.2% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	88.1%	84.0%
5-10 years	90.6%	86.6%
10-20 years	89.0%	85.4%
More than 20 years	90.1%	86.6%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS03	84.0%	79.2%
BAAS04	83.0%	78.5%
BAAS05	83.9%	79.6%
BAAS06	83.1%	79.3%
BAAS07	85.8%	82.1%
BABO10	83.7%	80.9%
BAMR04	84.0%	79.5%
BAMR05	85.2%	80.8%
BAMR07	84.0%	80.5%
BAPM10	83.0%	80.2%
BAPS11	84.0%	81.4%
BARD06	83.7%	79.8%
BARD07	85.1%	81.4%
BARD08	84.0%	80.8%
BARD10	85.2%	82.4%
COAW12	87.3%	84.8%
COCB10	92.6%	89.5%
COCI09	85.5%	82.4%
COCI10	85.8%	83.0%
COCI11	85.0%	82.4%
COCI12	88.1%	85.6%
COCP09	83.2%	80.2%
COCP10	86.0%	83.1%
COCP11	88.3%	85.6%
COCP12	89.9%	87.6%
COPR05	93.5%	88.9%
COPR06	94.2%	89.8%
COPR08	88.1%	84.7%
COPR09	87.8%	84.6%
COPR11	88.4%	85.7%
COPR12	84.0%	81.7%
COPR13	83.0%	81.1%
ENAG07	83.8%	80.1%
ETCT09	83.6%	80.6%
ETCT10	83.3%	80.5%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIAC06	85.7%	81.5%
FIAC07	84.7%	81.0%
FIAC08	83.0%	79.6%
FIAC10	84.0%	81.2%
FIAC13	83.0%	80.9%
FIPU08	83.3%	79.9%
FIPU10	83.0%	80.2%
FIST11	105.9%	102.6%
FIWH05	83.0%	78.7%
FIWH08	84.3%	80.8%
FIWH09	84.5%	81.5%
FWFC11	86.2%	83.5%
HSRA07	85.8%	82.1%
HSRA09	87.2%	83.8%
INOS08	83.0%	79.6%
INOS09	89.4%	86.2%
ISFS05	88.3%	83.8%
ISFS08	84.6%	81.1%
ISFS09	85.7%	82.6%
ISHK06	84.0%	79.9%
PSSG03	85.0%	80.4%
SOAP06	85.4%	81.5%
SOAP08	85.9%	82.4%
SOAP09	83.0%	80.0%
SOAP10	83.0%	80.2%
SOAP11	84.8%	82.2%
SOAP12	93.4%	90.8%
SOCW08	86.8%	83.2%
SOCW09	83.4%	80.4%
SOLC10	90.5%	87.5%
SOLC11	86.0%	83.4%
SOVS08	85.8%	82.3%
TDBG05	85.6%	81.4%
TDEL08	87.3%	83.9%
TDEL11	86.0%	83.4%

ETEP11	90.2%	87.5%
ETIN07	83.0%	79.4%
ETIN08	84.0%	80.5%
ETVT07	83.7%	80.0%
ETVT08	84.4%	81.0%
ETVT10	84.8%	82.0%
EXMT01	94.8%	90.7%
EXMT02	96.5%	92.6%
EXMT03	92.0%	88.5%
EXMT04	89.6%	94.4%
EXMT06	81.2%	85.9%
EXMT07	82.9%	87.9%

TDHV05	92.9%	88.3%
TDHV07	85.0%	81.5%
TDME05	85.0%	80.8%
TDME07	87.0%	83.4%
TDPL07	87.9%	84.2%
TDST06	88.6%	84.7%
TDST08	85.3%	82.0%
TDST09	88.7%	85.5%
TDST11	86.5%	83.9%
TDST13	84.0%	82.1%
TNTO07	85.0%	81.3%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS04	Office Assistant II	27.37%
FIWH05	Shipping & Receiving Clerk II	27.04%
BAAS03	Office Assistant I	26.21%
BAAS06	Office Support Specialist II	26.12%
ETIN07	Instructor I	25.97%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$38,256	\$0	\$1,524	\$0	\$39,780

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$2,831,269	\$0	\$102,924	\$0	\$2,934,193

081 - Board of Parole

- Employee Count: 6 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 33.8% (including transfers from June 2020- July 2021)
- 16.9% (excluding transfers from June 2020-July 2021)
- 49.3% (including transfers from June 2019-July 2021)
- 32.9% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
BABO08	62

Compensation

- Compa Ratio: 90.6% (2017 Market) vs. 86.5% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	88.4%	84.0%
5-10 years	90.0%	86.3%
10-20 years	94.8%	90.7%
More than 20 years	86.9%	83.1%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS05	90.1%	85.5%
BAAS06	86.6%	82.6%
BABO08	90.0%	86.3%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
EXMT02	97.5%	93.5%
EXOF05	92.2%	88.0%
SOVS07	86.9%	83.1%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BAAS06	Office Support Specialist II	21.10%
SOVS07	Client Services Advocate	20.33%
BAAS05	Office Support Specialist I	16.98%
BABO08	Business Office Coordinator I	15.83%
EXOF05	Executive Officer 5	13.62%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$21,642	\$0	\$0	\$0	\$21,642

084 - Board of Geologists

- Employee Count: 2 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 50.0% (including transfers from June 2020- July 2021)
- 50.0% (excluding transfers from June 2020-July 2021)
- 50.0% (including transfers from June 2019-July 2021)
- 50.0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
N/a	

Compensation

- Compa Ratio: 88.8% (2017 Market) vs. 85.3% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	92.5%	88.2%
10-20 years	85.2%	82.4%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS06	92.5%	88.2%
BABO10	85.2%	82.4%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BABO10	Business Office Supervisor I	21.34%
BAAS06	Office Support Specialist II	13.44%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$7,875	\$0	\$7,875

096 - State Budget Department

- Employee Count: 8 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 12.8% (including transfers from June 2020- July 2021)
- 12.8% (excluding transfers from June 2020-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
FIBD11	38

Compensation

- Compa Ratio: 92.3% (2017 Market) vs. 90.7% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
10-20 years	89.3%	86.9%
More than 20 years	95.3%	94.5%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
EXMT04	97.9%	103.1%
FIBD11	90.7%	87.9%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
FIBD12	91.5%	88.9%
FIBD14	96.1%	94.1%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
FIBD11	Senior Budget Analyst	14.54%
FIBD12	Lead State Budget Analyst	12.47%
FIBD14	Budget Manager	6.24%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$5,052	\$0	\$0	\$0	\$5,052

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$50,150	\$0	\$0	\$0	\$50,150

098 - Office of Guardian Ad Litem

- Employee Count: 10 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 10.2% (including transfers from June 2020- July 2021)
- 10.2% (excluding transfers from June 2020-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ATPA03	45

Compensation

- Compa Ratio: 92.0% (2017 Market) vs. 87.6% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	86.2%	83.3%
5-10 years	91.2%	84.5%
10-20 years	97.6%	93.9%
More than 20 years	94.5%	90.6%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATPA02	87.6%	84.6%
ATPA03	99.6%	86.1%
BALG08	91.6%	87.8%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
EXMT02	112.4%	107.9%
FIAC09	86.5%	83.2%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
FIAC09	Accounting Analyst	20.17%
ATPA02	Practicing Attorney 2	18.79%
ATPA03	Practicing Attorney 3	16.19%
BALG08	Legal Assistant	13.94%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$4,271	\$0	\$1,068	\$0	\$5,339

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$45,995	\$0	\$11,499	\$0	\$57,494

151 - District Attorney Laramie County

- Employee Count: 15 classified employees (August 2021)
- Vacancy Count: 4 classified vacancies (October 2021)

Turnover

- 64.0% (including transfers from June 2020- July 2021)
- 26.7% (excluding transfers from June 2020-July 2021)
- 74.7% (including transfers from June 2019-July 2021)
- 34.9% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ATPA01	51
BALG08	41
ATPA02	34

Compensation

- Compa Ratio: 86.6% (2017 Market) vs. 81.5% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	83.9%	79.9%
5-10 years	86.5%	75.0%
10-20 years	101.6%	96.6%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATPA01	80.2%	86.6%
ATPA03	91.3%	78.9%
ATPA04	86.0%	66.5%
ATPA05	78.9%	59.6%
BAAS05	77.6%	73.6%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BALG08	89.6%	85.9%
PSCI09	94.8%	89.3%
SOVS07	85.6%	81.8%
SOVS08	87.0%	83.5%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ATPA05	Practicing Attorney 5	67.76%
ATPA04	Practicing Attorney 4	50.40%
BAAS05	Office Support Specialist I	35.87%
ATPA03	Practicing Attorney 3	23.12%
SOVS07	Client Services Advocate	22.23%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$66,865	\$0	\$0	\$0	\$66,865

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$59,936	\$1,126	\$0	\$0	\$61,062

157 - District Attorney Natrona County

- Employee Count: 18 classified employees (August 2021)
- Vacancy Count: 1 classified vacancy (October 2021)

Turnover

- 15.9% (including transfers from June 2020- July 2021)
- 15.9% (excluding transfers from June 2020-July 2021)
- 15.9% (including transfers from June 2019-July 2021)
- 15.9% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ATPA01	264

Compensation

- Compa Ratio: 87.6% (2017 Market) vs. 82.4% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	83.6%	80.9%
5-10 years	92.5%	89.4%
10-20 years	89.4%	85.8%
More than 20 years	89.3%	74.1%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATPA01	77.6%	83.8%
ATPA02	91.3%	88.2%
ATPA04	91.6%	70.8%
ATPA05	81.6%	61.6%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BABO08	93.3%	89.5%
BALG08	90.1%	86.4%
SOVS08	90.7%	86.9%
SOVS09	84.7%	81.6%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ATPA05	Practicing Attorney 5	62.60%
ATPA04	Practicing Attorney 4	41.24%
SOVS09	Victim Services Program Coordinator	22.54%
ATPA01	Practicing Attorney 1	19.30%
BALG08	Legal Assistant	15.85%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$85,564	\$0	\$0	\$0	\$85,564

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$29,266	\$0	\$1,304	\$0	\$30,570

206 - Department of Education

- Employee Count: 98 classified employees (August 2021)
- Vacancy Count: 10 classified vacancies (October 2021)

Turnover

- 11.7% (including transfers from June 2020- July 2021)
- 10.7% (excluding transfers from June 2020-July 2021)
- 31.0% (including transfers from June 2019-July 2021)
- 28.1% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ETEP10	56
FIST11	54
ETEP11	48
CTMG11	45
ETEP12	31

Compensation

- Compa Ratio: 92.4% (2017 Market) vs. 89.3% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	91.3%	87.7%
5-10 years	90.6%	88.5%
10-20 years	94.4%	91.3%
More than 20 years	94.0%	90.7%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BAAS03	92.6%	87.4%
BAAS05	92.4%	87.6%
BAAS06	90.5%	86.3%
BAAS07	100.9%	96.5%
BAGC09	87.6%	84.5%
BAPS12	98.0%	95.3%
BARD09	93.0%	89.7%
CTBA09	87.4%	84.3%
CTBA10	98.6%	95.3%
CTMG11	88.0%	85.3%
CTSD10	97.9%	94.6%
ETEP08	88.1%	84.5%
ETEP10	89.8%	86.8%
ETEP11	95.5%	92.6%
ETEP12	96.0%	93.3%
EXMT02	99.1%	95.1%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
EXMT03	103.6%	99.6%
EXMT04	89.4%	94.2%
EXMT05	95.9%	101.3%
EXOF04	106.9%	93.1%
FIAC08	90.7%	86.9%
FIAC09	94.9%	91.2%
FIAC10	87.3%	84.4%
FIAC11	91.0%	88.2%
FIAC12	94.0%	91.4%
FIBD10	87.9%	85.0%
FIPU08	86.6%	83.1%
FIST11	99.0%	95.9%
FIST12	98.7%	96.0%
FIST13	82.2%	80.3%
PIMM08	100.0%	95.9%
PIMM09	91.1%	87.8%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
FIST13	Statistical Data Manager	24.52%
FIPU08	Associate Buyer	20.37%
CTBA09	Computer Technology Business Applications Analyst	18.69%
FIAC10	Senior Accounting Analyst	18.51%
BAGC09	Senior Grants & Contract Administration Specialist	18.42%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$202,672	\$129,267	\$73,745	\$0	\$405,684

211 - Board of Equalization

- Employee Count: 5 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 0% (including transfers from June 2020- July 2021)
- 0% (excluding transfers from June 2020-July 2021)
- 37.4% (including transfers from June 2019-July 2021)
- 37.4% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
N/a	

Compensation

- Compa Ratio: 103.6% (2017 Market) vs. 99.5% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	85.8%	82.3%
5-10 years	98.5%	94.9%
More than 20 years	117.6%	112.8%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BABO08	85.8%	82.3%
EXMT02	117.6%	112.8%
FIST11	79.5%	77.1%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
FIST11	Principal Statistician	29.69%
BABO08	Business Office Coordinator I	21.56%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$3,063	\$0	\$0	\$0	\$3,063

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$31,624	\$0	\$0	\$0	\$31,624

220 - Environmental Quality Council

- Employee Count: 2 classified employees (August 2021)
- Vacancy Count: 0 classified vacancies (October 2021)

Turnover

- 0% (including transfers from June 2020- July 2021)
- 0% (excluding transfers from June 2020-July 2021)
- 0% (including transfers from June 2019-July 2021)
- 0% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
N/a	

Compensation

- Compa Ratio: 100.2% (2017 Market) vs. 96.0% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
10-20 years	112.4%	107.3%
More than 20 years	88.0%	84.6%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BABO09	88.0%	84.6%
EXOF05	112.4%	107.3%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
BABO09	Business Office Coordinator II	18.18%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$0	\$0	\$0

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$7,552	\$0	\$0	\$0	\$7,552

270 - Office of Administrative Hearing

- Employee Count: 11 classified employees (August 2021)
- Vacancy Count: 1 classified vacancy (October 2021)

Turnover

- 40.7% (including transfers from June 2020- July 2021)
- 40.7% (excluding transfers from June 2020-July 2021)
- 50.8% (including transfers from June 2019-July 2021)
- 50.8% (excluding transfers from June 2019-July 2021)

Recruitment

- Top 5 Longest to Fill Class Codes from July 1, 2020 - June 30, 2021

Class Code	Average Days to Fill
ATHE04	69
BALG07	34

Compensation

- Compa Ratio: 99.3% (2017 Market) vs. 86.7% (2020 Market)
- Compa Ratio Summary by Length of Service

Length of Service	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
Less than 5 years	97.1%	79.0%
5-10 years	102.0%	91.6%
10-20 years	99.7%	86.3%
More than 20 years	99.2%	95.1%

- Compa Ratio Summary by Class Code

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
ATHE04	99.5%	76.9%
BAAS05	90.1%	85.5%
BABO08	106.1%	101.8%

Class Code	Average Compa Ratio (2017 Market)	Average Compa Ratio (2020 Market)
BALG07	97.1%	92.8%
BALG08	92.2%	88.4%
EXMT02	112.4%	107.9%

- Top 5 Agency Class Codes Behind 2020 Market

Class Code	Job Title	Lag from 2020 Market
ATHE04	Senior Hearing Examiner	30.04%
BAAS05	Office Support Specialist I	16.98%
BALG08	Legal Assistant	13.10%
BALG07	Legal Support Specialist	7.82%

Annual Impact of Proposed Compensation Adjustment

- Step 1: Estimated Cost with Benefits to Move to New Minimum

General	Federal	Other	Commission	Total
\$0	\$0	\$24,516	\$0	\$24,516

- Step 2: Estimated Cost with Benefits to Move to Matrix

General	Federal	Other	Commission	Total
\$0	\$0	\$58,772	\$0	\$58,772

Actual Cost by Agency to Move to 2020 Market as of August 2021

Agency	General	Federal	Other	Commission	Total
Administration & Information	\$2,294,346	\$24,436	\$422,168	\$110,397	\$2,851,347
Attorney General	\$3,093,752	\$136,979	\$619,703	\$0	\$3,850,434
Board of CPA	\$0	\$0	\$27,946	\$0	\$27,946
Board of Equalization	\$37,503	\$0	\$0	\$0	\$37,503
Board of Geologists	\$0	\$0	\$24,550	\$0	\$24,550
Board of Medicine	\$0	\$0	\$88,449	\$0	\$88,449
Board of Outfitters	\$0	\$0	\$27,554	\$0	\$27,554
Board of Parole	\$63,750	\$0	\$0	\$0	\$63,750
Cosmetology Board	\$0	\$0	\$26,560	\$0	\$26,560
Department of Agriculture	\$882,522	\$48,555	\$42,299	\$0	\$973,375
Department of Audit	\$634,640	\$320,227	\$351,538	\$0	\$1,306,406
Department of Corrections	\$9,638,764	\$0	\$379,121	\$0	\$10,017,885
Department of Education	\$484,828	\$364,291	\$184,930	\$0	\$1,034,049
Department of Environmental Quality	\$1,433,108	\$904,090	\$787,592	\$0	\$3,124,790
Department Of Family Services	\$6,708,094	\$2,173,053	\$470,211	\$0	\$9,351,358
Department Of Health	\$6,579,190	\$2,012,598	\$2,482,014	\$0	\$11,073,802
Department of Revenue & Taxation	\$805,609	\$0	\$498,295	\$0	\$1,303,905
Department of Transportation	\$0	\$61,017	\$5,410,711	\$16,687,997	\$22,159,725
Department of Workforce Services	\$747,517	\$4,308,320	\$1,830,837	\$0	\$6,886,674
District Attorney-Laramie County	\$277,929	\$12,514	\$0	\$0	\$290,443
District Attorney-Natrona County	\$362,465	\$0	\$9,803	\$0	\$372,268
Environmental Quality Council	\$12,572	\$0	\$0	\$0	\$12,572
Fire Prevention & Elect Safety	\$227,156	\$0	\$24,482	\$0	\$251,638
Game & Fish Commission	\$0	\$0	\$0	\$5,825,270	\$5,825,270
Geological Survey	\$259,622	\$0	\$0	\$0	\$259,622
Governor's Office (& Office of Homeland Security)	\$355,081	\$111,973	\$11,784	\$0	\$478,838
Governor's Residence	\$4,242	\$0	\$0	\$0	\$4,242
Insurance Department	\$0	\$0	\$250,852	\$0	\$250,852
Livestock Board	\$110,122	\$0	\$87,597	\$0	\$197,720
Military Department	\$591,670	\$1,719,786	\$825,225	\$0	\$3,136,681
Miner's Hospital Board	\$0	\$0	\$35,198	\$0	\$35,198
Nursing Board	\$0	\$0	\$90,393	\$0	\$90,393
Office of Administrative Hearing	\$0	\$0	\$209,167	\$0	\$209,167
Office of Guardian Ad Litem	\$105,438	\$0	\$26,359	\$0	\$131,797
Office of State Lands & Investments	\$1,004,197	\$52,874	\$17,755	\$0	\$1,074,826
Oil & Gas Commission	\$0	\$10,516	\$221,130	\$0	\$231,647
Pharmacy Board	\$0	\$0	\$35,009	\$0	\$35,009
Professional Teaching Standards Board	\$0	\$0	\$56,084	\$0	\$56,084
Public Defender	\$1,954,241	\$0	\$344,866	\$0	\$2,299,107

Agency	General	Federal	Other	Commission	Total
Public Service Commission	\$0	\$0	\$387,867	\$0	\$387,867
Real Estate Commission	\$0	\$0	\$17,618	\$0	\$17,618
Secretary of State	\$287,239	\$3,211	\$23,974	\$0	\$314,425
State Auditor's Office	\$237,099	\$0	\$0	\$0	\$237,099
State Budget Department	\$85,587	\$0	\$0	\$0	\$85,587
State Construction Department	\$169,571	\$0	\$222,656	\$0	\$392,227
State Engineer	\$520,430	\$0	\$778,396	\$0	\$1,298,826
State Parks & Cultural Resources	\$1,558,194	\$132,332	\$178,182	\$0	\$1,868,708
State Treasurer's Office	\$46,516	\$0	\$155,691	\$0	\$202,207
Water Development Office	\$0	\$0	\$155,465	\$0	\$155,465
Wildlife and Natural Resource	\$0	\$0	\$21,593	\$0	\$21,593
Wyoming Community College Commission	\$55,888	\$3,951	\$0	\$0	\$59,839
Wyoming Department of Enterprise Technology Services	\$2,261,065	\$0	\$863,102	\$0	\$3,124,167
Wyoming Gaming Commission	\$0	\$0	\$46,705	\$0	\$46,705
Wyoming Retirement	\$0	\$0	\$177,280	\$0	\$177,280
Grand Total	\$43,889,947	\$12,400,724	\$18,948,713	\$22,623,664	\$97,863,048

Actual Cost by Agency behind 2020 Market after Matrix Implementation

Agency	General	Federal	Other	Commission	Total
Administration & Information	\$1,588,583	\$17,972	\$281,112	\$74,193	\$1,961,860
Attorney General	\$1,965,101	\$85,233	\$408,086	\$0	\$2,458,420
Board of CPA	\$0	\$0	\$19,543	\$0	\$19,543
Board of Equalization	\$24,280	\$0	\$0	\$0	\$24,280
Board of Geologists	\$0	\$0	\$16,675	\$0	\$16,675
Board of Medicine	\$0	\$0	\$62,195	\$0	\$62,195
Board of Outfitters	\$0	\$0	\$15,812	\$0	\$15,812
Board of Parole	\$42,108	\$0	\$0	\$0	\$42,108
Cosmetology Board	\$0	\$0	\$13,414	\$0	\$13,414
Department of Agriculture	\$637,719	\$35,049	\$27,337	\$0	\$700,105
Department of Audit	\$437,696	\$214,027	\$259,723	\$0	\$911,447
Department of Corrections	\$6,783,757	\$0	\$274,672	\$0	\$7,058,429
Department of Education	\$320,835	\$241,000	\$116,643	\$0	\$678,478
Department of Environmental Quality	\$913,062	\$599,171	\$523,654	\$0	\$2,035,887
Department Of Family Services	\$4,660,447	\$1,514,625	\$327,641	\$0	\$6,502,713
Department Of Health	\$4,624,825	\$1,431,793	\$1,788,511	\$0	\$7,845,129
Department of Revenue & Taxation	\$580,102	\$0	\$366,138	\$0	\$946,240
Department of Transportation	\$0	\$34,015	\$3,349,948	\$11,901,037	\$15,285,000
Department of Workforce Services	\$492,102	\$2,902,860	\$1,213,729	\$0	\$4,608,690
District Attorney-Laramie County	\$154,946	\$11,388	\$0	\$0	\$166,334
District Attorney-Natrona County	\$247,634	\$0	\$8,499	\$0	\$256,133
Environmental Quality Council	\$9,426	\$0	\$0	\$0	\$9,426
Fire Prevention & Elect Safety	\$134,995	\$0	\$14,673	\$0	\$149,668
Game & Fish Commission	\$0	\$0	\$0	\$4,045,174	\$4,045,174
Geological Survey	\$184,169	\$0	\$0	\$0	\$184,169
Governor's Office (& Office of Homeland Security)	\$223,820	\$77,354	\$10,238	\$0	\$311,413
Governor's Residence	\$0	\$0	\$0	\$0	\$0
Insurance Department	\$0	\$0	\$164,806	\$0	\$164,806
Livestock Board	\$80,318	\$0	\$61,327	\$0	\$141,646
Military Department	\$441,515	\$1,229,123	\$586,319	\$0	\$2,256,957
Miner's Hospital Board	\$0	\$0	\$28,050	\$0	\$28,050
Nursing Board	\$0	\$0	\$66,603	\$0	\$66,603
Office of Administrative Hearing	\$0	\$0	\$137,016	\$0	\$137,016
Office of Guardian Ad Litem	\$61,067	\$0	\$15,267	\$0	\$76,334
Office of State Lands & Investments	\$705,723	\$31,440	\$7,627	\$0	\$744,790
Oil & Gas Commission	\$0	\$6,704	\$143,711	\$0	\$150,415
Pharmacy Board	\$0	\$0	\$22,544	\$0	\$22,544
Professional Teaching Standards Board	\$0	\$0	\$33,207	\$0	\$33,207
Public Defender	\$1,091,181	\$0	\$192,561	\$0	\$1,283,743

Agency	General	Federal	Other	Commission	Total
Public Service Commission	\$0	\$0	\$215,952	\$0	\$215,952
Real Estate Commission	\$0	\$0	\$3,447	\$0	\$3,447
Secretary of State	\$187,973	\$0	\$11,065	\$0	\$199,038
State Auditor's Office	\$143,024	\$0	\$0	\$0	\$143,024
State Budget Department	\$40,734	\$0	\$0	\$0	\$40,734
State Construction Department	\$115,445	\$0	\$141,378	\$0	\$256,823
State Engineer	\$374,964	\$0	\$585,983	\$0	\$960,947
State Parks & Cultural Resources	\$1,176,890	\$99,437	\$134,105	\$0	\$1,410,432
State Treasurer's Office	\$24,576	\$0	\$93,505	\$0	\$118,080
Water Development Office	\$0	\$0	\$84,707	\$0	\$84,707
Wildlife and Natural Resource	\$0	\$0	\$15,221	\$0	\$15,221
Wyoming Community College Commission	\$21,711	\$0	\$0	\$0	\$21,711
Wyoming Department of Enterprise Technology Services	\$1,603,064	\$0	\$626,209	\$0	\$2,229,274
Wyoming Gaming Commission	\$0	\$0	\$19,772	\$0	\$19,772
Wyoming Retirement	\$0	\$0	\$70,117	\$0	\$70,117
Grand Total	\$30,093,796	\$8,531,190	\$12,558,745	\$16,020,404	\$67,204,135

Other Resources

Job Classification Descriptions

<https://www.governmentjobs.com/careers/wyoming/classspecs>

The State of Wyoming Executive Branch Workforce Report July 1, 2020 - June 30, 2021

<https://drive.google.com/file/d/1QdYxz-7gdxNohFs-ubynfqtYPC93JqsD/view>

The State of Wyoming Compensation Policy

<https://drive.google.com/file/d/1b8UYbRVFS6TW5Pvsl6eGatEVMqIZ9pDN/view>

Wyoming Cost of Living Index

<http://eadiv.state.wy.us/wcli/inflation.pdf>