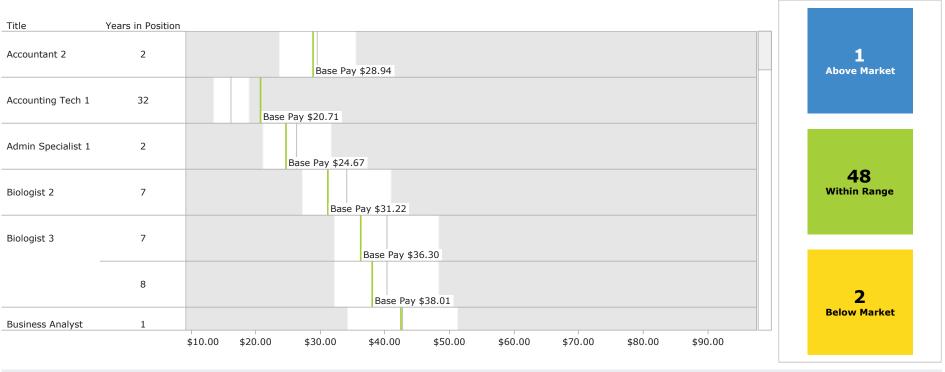


Human Resources

	Market Rate Analysis		Recruitment							
Occupation Category All	Job Title All	Market Range All								
The white bar for each position displa Department of Administration's 2022 reference line marks the actual bas bayroll. By default, the chart displays harrow the list, use the drop-down fil	ys the market range from the Market Analysis. The green e pay as of the 10/10/2023 all titles and positions. To ters above. Mathematic 2. Job Title 3. Market 4. State Analysis	ion Category - select a category to view titles and p s"). a - select a title to compare all positions classified un Range - select above range, below range, or within r rerage Base Pay - show/hide a reference line (dotte the market range to view min, mid, max values.	nder the same title. range.							
	Market I	Rate Analysis		Summary						
Title Years in Positio Accountant 2 2	n Base Pay \$2			1 Above Market						



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Human Resources

Market Rate Analysis								Recruitment																	
Applicants and Positions Filled								Recruitments																	
	FY 202	1		FY 2	2022			FY 2	023	Date Filled	e Filled Job Title Applicants				ants										
		104								7/1/2020	GIS Specialist 1														
100-		104									Program Supervisor														
100										7/15/2020	Database Admin 3														
										7/20/2020	Software Developer 3														
80 -			77	-						10/14/2020	Accountant 2														
				68	-					12/8/2020	Librarian 1														
60 -										1/7/2021	GIS Specialist 1			-											
									1/8/2021	Admin Specialist 1															
40-				42				42			42					4/19/2021	GIS Specialist 1								
40	32				27			5/17/2021	IT Systems Admin 1																
	23 21					27		9/3/2021	IT Systems Admin 1																
20 -	20-		10			9/16/2021	GIS Specialist 2			-															
						9/21/2021	IT Systems Support 1																		
0						1		1	1	9/29/2021	Biologist 2			-											
	Q1 Q2	Q3 Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3 Q	↓ 	Biologist 3														
Meas										10/5/2021	GIS Specialist 3														
Ap	oplicants	Positions Fi	illed							11/24/2021	Librarian 1														
	•			- 6			D 141 -			12/2/2021	Business Analyst														
	A	/erage N	umber	or Ap	plicant	s per	Positio	on		12/21/2021	Biologist 3														
20-	18					19				1/7/2022	Research Analyst 3														
									17	1/26/2022	Trainer 2			-											
			13							3/10/2022	IT Systems Admin 1														
					-					11/20/2022	Grants Contracts Coo			<u> </u>											
10-										1/31/2023	IT Systems Analyst 1														
												0 1	D	20	30	40	50	60	70						
											line (dotted) marks the mu		ivera	ge for app	olicants.										
0_											int above fiscal year ave	erage?													
	FY 2021		FY 2022	2	F	FY 2023	3	Gra	and Total	False	Irue														

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Title	Years in Position											
Accountant 2	2			Base Pa	ay \$28.94							
Accounting Tech 1	32		Base	Pay \$20.71								
Admin Specialist 1	2			Base Pay \$24.	67							
Biologist 2	7			Base	e Pay \$31.22							
Biologist 3	7				Base Pay \$	36.30						
	8				Base Pa	y \$38.01						
Business Analyst	1				E	ase Pay \$42.4	9					
Business Executive	5						1	Base Pay	\$59.49			
	8								Base Pay \$64.93	7		
Data Processor 2	4		Base Pay \$	17.05								
	3		Base Pay \$									
Database Admin 2	10				Base Pay	/ \$37.59						
Database Admin 3	3					ay \$38.73						
		\$10.00	\$20.00	\$30.00	\$40.00	\$50.00	\$60	0.00	\$70.00	\$80.00	\$90.00	

Title	Years in Position	1	_							
GIS Specialist 1	13			Ba	se Pay \$32.91					
	2			Base Pay :	\$28.31					
GIS Specialist 2	2				Base Pay \$35.07					
	3				Base Pay \$34.52					
GIS Specialist 3	8					Base Pay	y \$49.29			
	13					Base Pay	\$48.70			
	3					Base Pay	y \$49.29			
	24					Base P	ay \$50.39			
	1					Base P	ay \$50.39			
GIS Specialist Supv _	8					Base	e Pay \$51.70			
	7						ay \$50.49			
	8						e Pay \$51.70			
Grants Contracts Coord 2	1			Base	e Pay \$32.13					
		\$10.00	\$20.00	\$30.00	\$40.00	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00

Title	Years in Position									
HR Generalist 3	3			Base	e Pay \$36.7	1				
IT Systems Admin 1	1		Bi	ase Pay \$29.8	36					
	2			Base Pay \$						
	2			Base Pay \$3	1.39					
	4			Base Pay \$31	1.14					
IT Systems Admin Spvsr	3			Ba	ase Pay \$38	8.05				
	4			Ba	ase Pay \$38	8.05				
IT Systems Analyst 1	0			Base	Pay \$35.88					
IT Systems Analyst Supv	6					Base Pay \$4	46.55			
IT Systems Support 1	8		Base Pa	ay \$26.43						
Librarian 1	3		Base	Pay \$27.29						
	5		Base Pay	\$24.66						
Librarian 2	12			Base Pay	\$33.39					
		\$10.00 \$20	0.00 \$30.0	0 \$4	0.00	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00

Title	Years in Position										
Librarian 2											
	9										
					Base Pa	y \$33.11					
					Duseru	y 4 55111					
	21										
	21										
					Base Pa	ay \$33.81					
	24										
					Base Pa	ay \$33.81					
						, .					
Librarian Supv	3										
	5			Deres	D+20	50					
				Base	Pay \$29.	.50					
	7										
					Base Pa	ay \$33.87					
	7										
				Ba	ase Pay \$	31.68					
				De	Joe Tuy q	51100					
Program Executive	11										
Program Executive	11										
						1			Base Pay	\$69.05	
Program Supervisor	8										
						Base Pay \$	39.03				
Research Analyst 3	5										
					Raco Ray	/ \$32.96					
					Dase ray	/ \$32.90					
Software Developer											
3	16										
						E	Base Pay \$45.2	2			
Trainer 1	5										
			Ba	ase Pay \$22.47	,						
Trainer 2	1										
	I										
		1		Base Pa	y \$27.92	1		I	1	1	
		\$10.00	\$20.00	\$30.00	\$	40.00	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00