

Human Resources

Market Rat	e Analysis	Recruitment		Staff Education
Occupation Category	Work Group	Job Title	Market Range	State Average Base Pay
All	All	All	All	Hide

The white bar for each position displays the market range from the Department of Administration's 2022 Market Analysis. The green reference line marks the actual base pay as of 11/17/2023. By default, the chart displays all positions. To narrow the list, use the drop-down filters above.

1. Occupation Category - select a category to view titles and positions within the same broad category (e.g. "Computers and Mathematics").

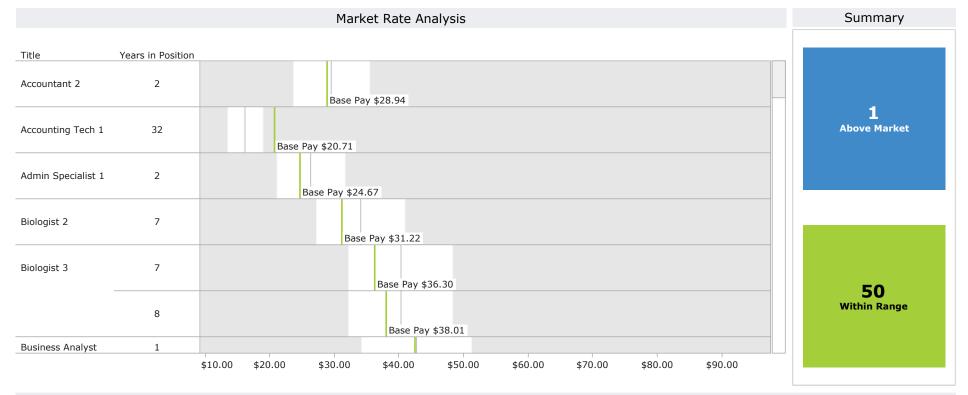
2. Work Group - select a group to view positions within an agency work group. Membership within a group can be fluid as work requires.

3. Job Title - select a title to compare all positions classified under the same title.

4. Market Range - select above range, below range, or within range.

5. State Average Base Pay - show/hide a reference line (dotted) for the state average base pay from the 10/10/23 payroll.

Hover over the market range to view min, mid, max values.



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Human Resources

Market Rate Analysis					Recruitment						Staff Education										
			Applie	cants	and P	ositior	s Fille	ed						Recruitments							
	FY 2	2021 FY 2022					FY 2023				Date Filled	Job Title	Applicants								
100 -		104										7/1/2020	GIS Specialist 1 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						4/19/2021	Recruitments Job Title Applicants GIS Specialist 1 Applicants Program Supervisor Applicants Database Admin 3 Applicants Software Developer 3 Applicants O Accountant 2 Applicants Librarian 1 Admin Specialist 1 GIS Specialist 1 Admin Specialist 1 IT Systems Admin 1 Implicants GIS Specialist 2 Implicants IT Systems Support 1 Implicants Biologist 2 Implicants Biologist 3 Implicants It Librarian 1 Implicants Biologist 3 Implicants It Biologist 3 Implicants It Systems Admin 1 Implicants It Systems Analyst 1 Implicants It Systems Analyst 1 Implicants It Systems Analyst 1 Implicants								
-0	40-32		32					27			5/17/2021	IT Systems Admin 1									
	23	21				27				9/3/2021	IT Systems Admin 1										
20 -									9/16/2021	GIS Specialist 2											
	4 2	2	2	5 5 4				10				9/21/2021	IT Systems Support 1								
0							-		1	1		9/29/2021	Biologist 2								
	Q1 Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		Biologist 3								
Meas												10/5/2021	GIS Specialist 3								
Ap	plicants	Posit	ions Fill	ed								11/24/2021	Librarian 1								
		A		mahar	ofAn	ممدان		Deciti	~ ~			12/2/2021	Business Analyst								
E.	1	Avera	ge nu	mber	ог Ар	plicant	s per	POSILI	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								
10-												1/31/2023	IT Systems Analyst 1			:					
														0	10	20	30	40	50	60	70
0												Applicant cour	nt above fiscal year ave	,		ge for a	pplicants				I
1	FY 2021		F	Y 2022	2	. I	FY 2023	3	Gr	and Tot	al	False 📕 T	rue								

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Market Rate Analysis	Recruitme	ent	Staff Education
	MSL Staff Educa	ation Level	
Advanced Degree	Bachelor's Degree	Some Post-HS Education	HS Diploma
33	14	2	1
66%	28%	4%	2%

Advanced Degree 33 66%	Bachelor's Degree 14 28%	
66%	28%	
	Some Post-HS Education HS Diplon	ma
	2 4% 2%	

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Title	Years in Position									
Accountant 2	2			Base Pa	y \$28.94					
Accounting Tech 1	32		Base	e 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 Pay \$	38.01				
Business Analyst	1				Bas	e Pay \$42.49				
Business Executive	5						Base Pa	ay \$59.49		
	8							Base Pay \$64.97	7	
Data Processor 2	4		Base Pay s	\$17.05						
	3		Base Pay s							
Database Admin 2	10				Base Pay \$	37.59				
Database Admin 3	3				Base Pay					
		\$10.00	\$20.00	\$30.00	\$40.00	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00

Title	Years in Position					
GIS Specialist 1	13		Ва	ase 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 \$49.29	
	13				Base Pay \$48.70	
	3				Base Pay \$49.29	
	24				Base Pay \$50.39	
	1				Base Pay \$50.39	
GIS Specialist Supv	8				Base Pay \$51.70	
-	7				Base Pay \$50.49	
	8				Base Pay \$51.70	
Grants Contracts Coord 2	1		Bas	e Pay \$32.13		
		\$10.00 \$20.0		\$40.00	\$50.00 \$60.00 \$70.00 \$80.00	\$90.00

Title	Years in Position	1								
HR Generalist 3	3				Base Pay \$36	.71				
IT Systems Admin 1	1			Base	Pay \$30.28					
	2			Ва	se Pay \$32.19					
	2			Base	e Pay \$31.39					
	4				e Pay \$31.14					
IT Systems Admin Spvsr	3				Base Pay \$	38.05				
_	4				Base Pay \$	38.05				
IT Systems Analyst 1	0				Base Pay \$35.					
IT Systems Analyst Supv	6					Base Pay \$46	5.55			
IT Systems Support 1	8			Base Pay \$2	26.43					
Librarian 1	3			Base Pay \$						
	5			Base Pay \$24.						
Librarian 2	12				Base Pay \$33.39					
		\$10.00	\$20.00	\$30.00	\$40.00	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00

Title	Years in Position	1									
Librarian 2	9			В	ase Pay	\$33.11					
	21			E	Base Pa	y \$33.81					
	24			E	Base Pa	y \$33.81					
ibrarian Supv	3			Base Pa	ay \$29.	50					
-	7			E	Base Pa	ıy \$33.87					
	7			Base	e Pay \$	31.68					
Program Executive	11								Base Pay	[,] \$69.05	
Program Supervisor	8					Base Pay \$	39.03				
Research Analyst 3	5			Ba	ase Pay	\$32.96					
Software Developer 3	16					В	ase Pay \$45.	22			
Trainer 1	5		Bas	se Pay \$22.47							
Frainer 2	1			Base Pay	\$27.92						
		\$10.00	\$20.00	\$30.00	\$4	10.00	\$50.00	\$60.00	\$70.00	\$80.00	\$90.00