



Human Resources

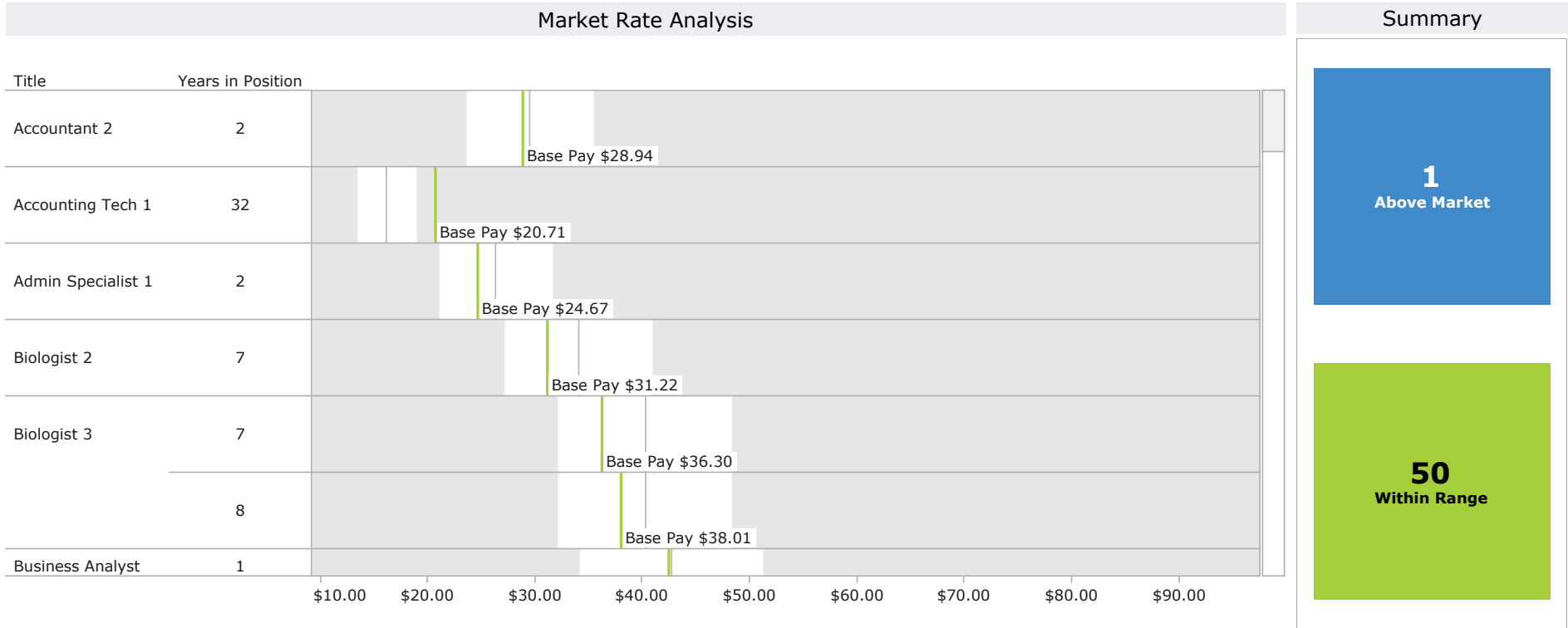
Market Rate Analysis Recruitment Staff Education

Occupation Category All Work Group All Job Title All Market Range All State Average Base Pay 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.

- Occupation Category** - select a category to view titles and positions within the same broad category (e.g. "Computers and Mathematics").
- Work Group** - select a group to view positions within an agency work group. Membership within a group can be fluid as work requires.
- Job Title** - select a title to compare all positions classified under the same title.
- Market Range** - select above range, below range, or within range.
- 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.





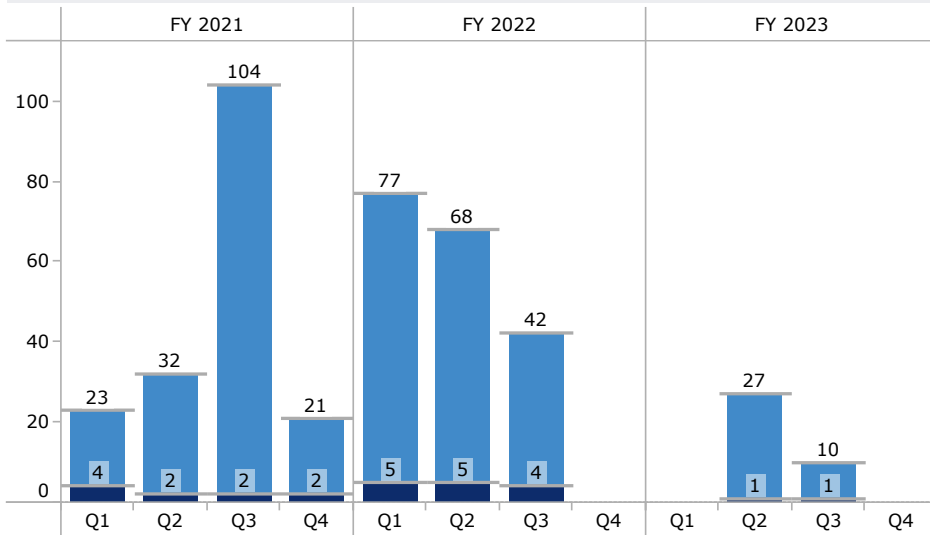
Human Resources

Market Rate Analysis

Recruitment

Staff Education

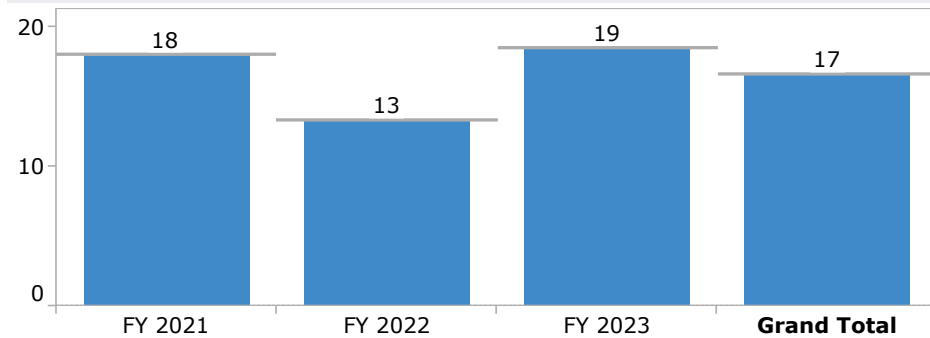
Applicants and Positions Filled



Measures

Applicants (Blue bar) Positions Filled (Dark Blue bar)

Average Number of Applicants per Position



Recruitments

Date Filled	Job Title	Applicants
7/1/2020	GIS Specialist 1 Program Supervisor	False
7/15/2020	Database Admin 3	False
7/20/2020	Software Developer 3	False
10/14/2020	Accountant 2	True
12/8/2020	Librarian 1	False
1/7/2021	GIS Specialist 1	True
1/8/2021	Admin Specialist 1	True
4/19/2021	GIS Specialist 1	False
5/17/2021	IT Systems Admin 1	False
9/3/2021	IT Systems Admin 1	True
9/16/2021	GIS Specialist 2	True
9/21/2021	IT Systems Support 1	False
9/29/2021	Biologist 2 Biologist 3	False
10/5/2021	GIS Specialist 3	True
11/24/2021	Librarian 1	True
12/2/2021	Business Analyst	False
12/21/2021	Biologist 3	False
1/7/2022	Research Analyst 3	True
1/26/2022	Trainer 2	False
3/10/2022	IT Systems Admin 1	True
11/20/2022	Grants Contracts Coo..	True
1/31/2023	IT Systems Analyst 1	False

The reference line (dotted) marks the multi-year average for applicants.

Applicant count above fiscal year average?

False (Yellow square) True (Green square)

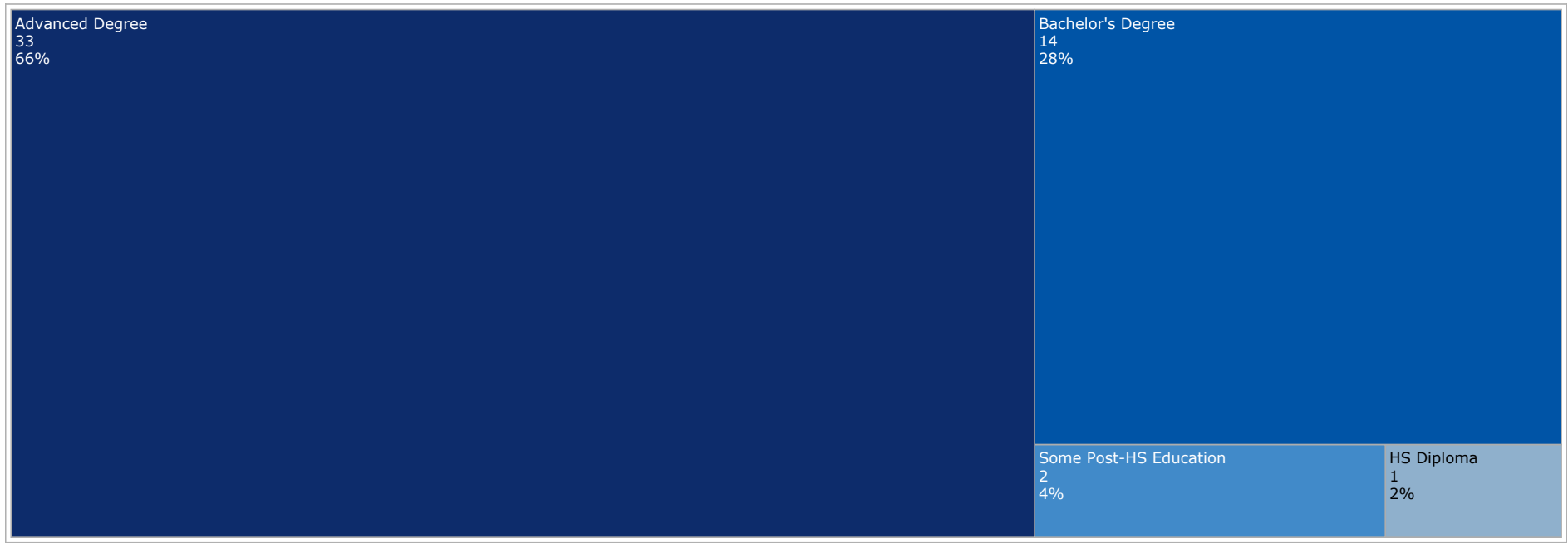


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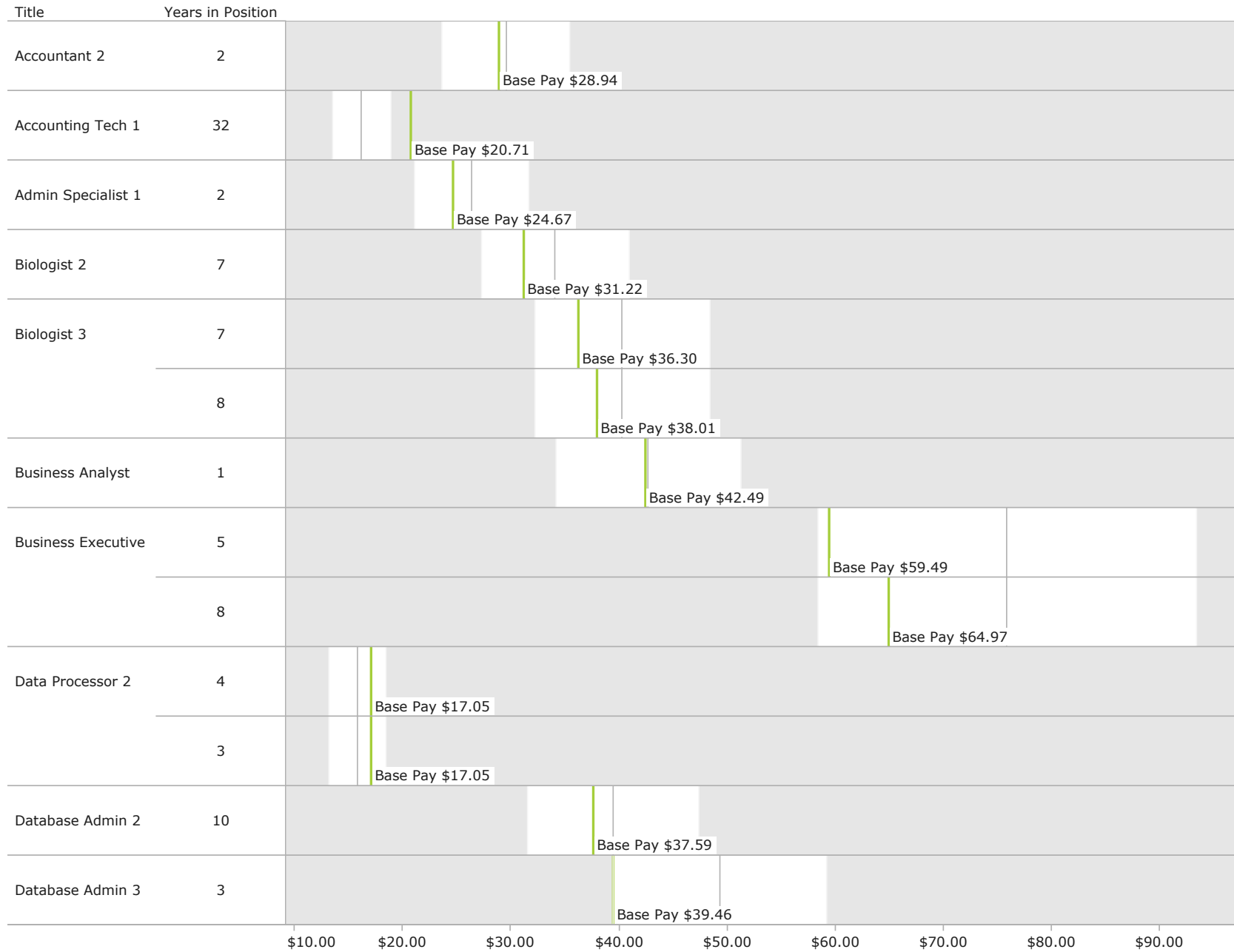
Market Rate Analysis	Recruitment	Staff Education
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MSL Staff Education Level

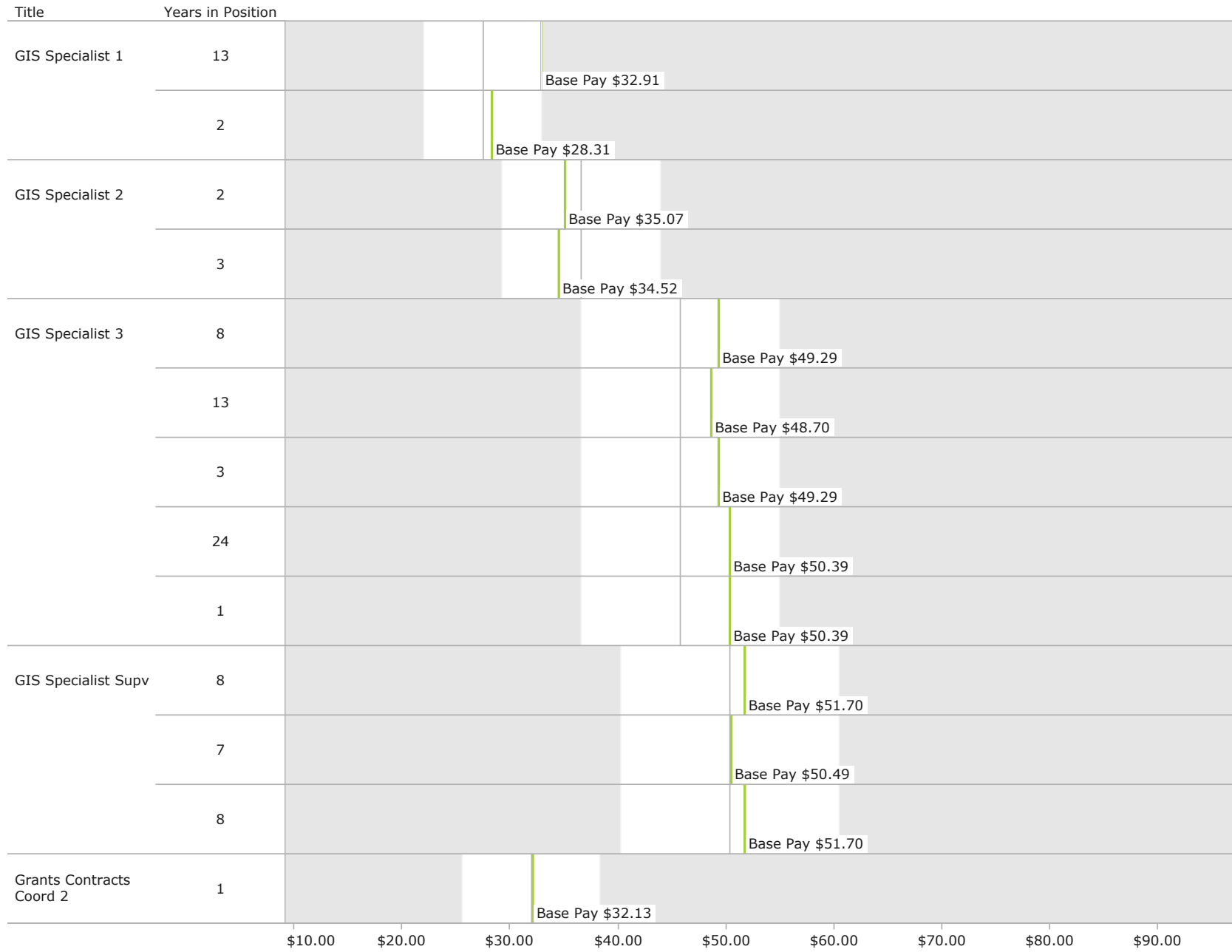
Advanced Degree	Bachelor's Degree	Some Post-HS Education	HS Diploma
33	14	2	1
66%	28%	4%	2%



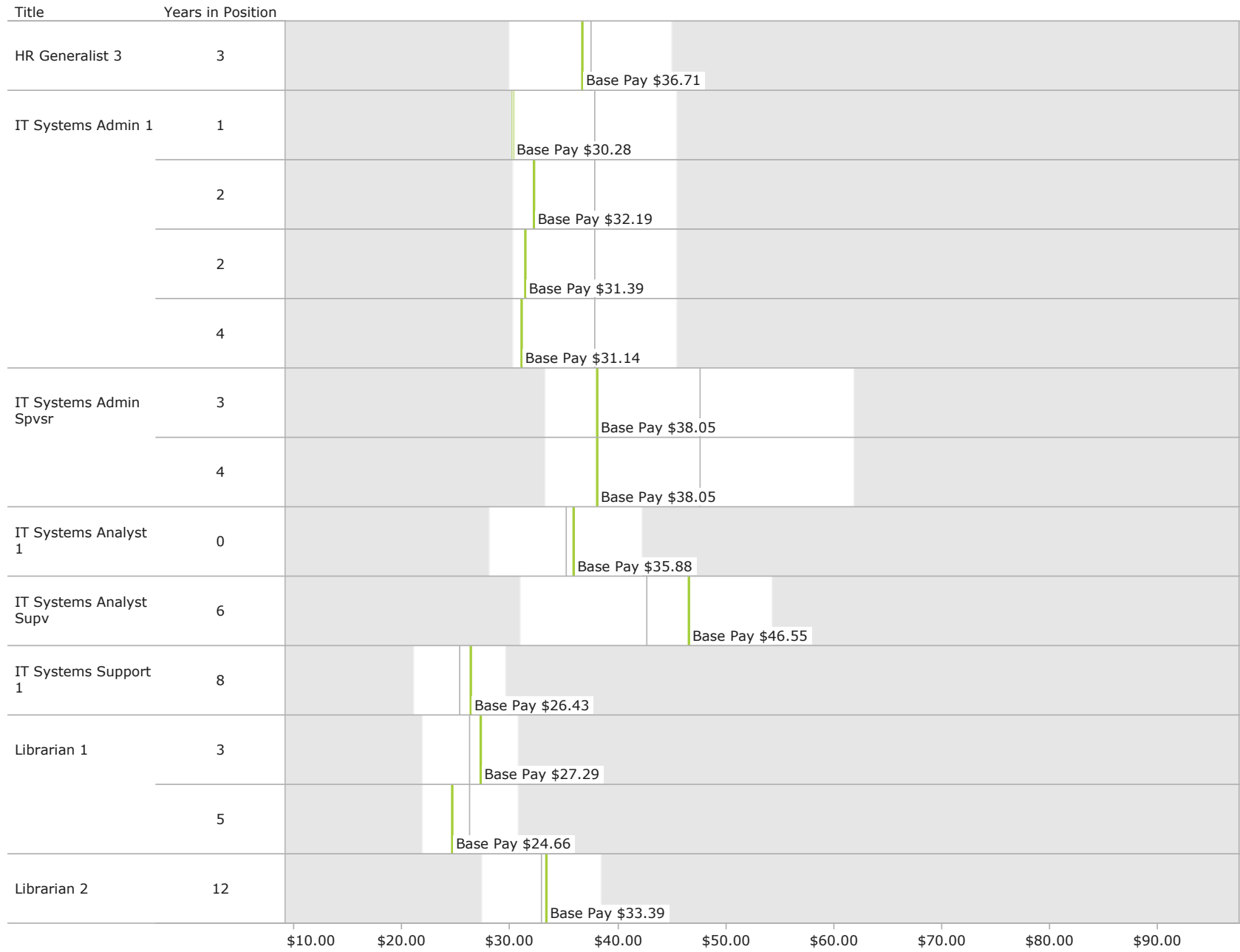
Market Rate Analysis (Expanded)



Market Rate Analysis (Expanded)



Market Rate Analysis (Expanded)



Market Rate Analysis (Expanded)

