

Oregon State Government

2015

PAY EQUITY STUDY

APPENDICES

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APPENDIX A

Significant Compensation Changes: Comparison Chart Fiscal Years 2001-2015

This appendix provides documentation and a timeline for significant compensation changes that took place between 2001 and 2015.

This includes the action taken, the effective date, and the employment categories affected (represented or management, unclassified, and executive service).

Significant Compensation Changes: Comparison Chart Fiscal Years 2001-2015

Employment Categories: Represented Classified Staff and Management Service, Unclassified, & Executive Service

Fiscal Year	Effective Date	Represented Classified *	Effective Date	Management Service, Unclassified, & Executive Service
2001-2003	1.1.2002 2.1.2003	<ul style="list-style-type: none"> • 2% or \$40 minimum COLA ¹ • 3% COLA 		
2003-2005	7.1.2003	<ul style="list-style-type: none"> • Step increases frozen 	7.1.2003	<ul style="list-style-type: none"> • Special merit increases frozen
2005-2007	7.1.2005 7.1.2006 12.1.2006	<ul style="list-style-type: none"> • 2% or \$50 minimum COLA • New top step added for all ranges • 2% or \$50 minimum COLA 	7.1.2005	<ul style="list-style-type: none"> • 2% COLA • Special merit freeze removed
2007-2009	7.1.2007 7.1.2008 11.1.2008	<ul style="list-style-type: none"> • 3% or \$80 minimum COLA • New top step added for all ranges • 3.2% or \$85 minimum COLA 	7.1.2007 7.1.2008 11.1.2008 3.1.2009	<ul style="list-style-type: none"> • Agency heads new salary plan with increase at 10% • 3% COLA for range 24 and above • Bottom step removed and new top step added • New top step added for all ranges • Administrative restrictions for 2007-2009 lifted • 3.2% COLA • Top step removed • Employee salaries decreased • Furloughs implemented • Salaries frozen • Special merit increases frozen
2009-2011	6.30.2009 9.1.2009 9.1.2010	<ul style="list-style-type: none"> • Bottom step removed and new top step added • SED ² adjusted to 7.1.2010 • Furloughs implemented • Salaries frozen • Step increases for employees hired in 2009-2011 		
2011-2013	7.1.2011 7.1.2012	<ul style="list-style-type: none"> • Step increases frozen • Step increase split implemented 	7.1.2012	<ul style="list-style-type: none"> • Salary freeze lifted
2013-2015	7.1.2013 12.1.2013 12.1.2014	<ul style="list-style-type: none"> • Furloughs eliminated • 1.5% COLA • 2% COLA 	7.1.2013 12.1.2013 6.23.2014 12.1.2014	<ul style="list-style-type: none"> • Furloughs eliminated • Frozen step increases restored • 1.5% COLA • Special merit increases unfrozen • 2% COLA

*Based on the language of the SEIU Collective Bargaining Agreement

¹ COLA: cost of living adjustment, or other adjustment to pay based on market factors

² SED: salary eligibility date

APPENDIX B

Detailed Regression Analysis Results

This appendix provides more comprehensive regression results than are included in the report. The report includes the relevant results for difference in pay based on gender and minority status only. However, this appendix includes additional information for all variables in the regression equation.

The appendix includes results for the executive branch overall as well as the following sub-analyses:

Agency Type

Service Type

Generation

EEO-4 Employee Categories

Part Time and Job Share Employees

Veteran Employees

Disabled Employees

Regression Results

Note: When we undertook this study the State specifically wanted to look at a regression analysis. We agree that this is a more accurate result than a simple mean or median comparison because we are able to control for additional relevant variables. We have included the very basic result in the report and include a detailed result for each section below.

Overall Model Summary:

Regression Equation: This equation is a predictive model used to estimate the monthly base pay for an individual with specified characteristics.

Some Key Components of Regression Results (Model Summary and ANOVA):

R – Reports the correlation between the observed and predicted values of the monthly base pay.

Adjusted R Squared – The proportion of variance in monthly base pay explained by the model. For example, in the table below, the model explains .385 (or 38.5%) of the variance in monthly base pay.

Standard Error of the Estimate – Standard deviation of the error (the variance not explained by the model).

F-Statistic – The mean square of the regression divided by the mean square of the residual

Significance – Based on the F-statistic, indicates if the overall model is significant (anything less than .05).

Table with Individual Variables (Coefficients):

Predictor Variable – Allows us to look at each variable individually and the difference within that variable as well as the relative weight of each variable.

Unstandardized Coefficient (B) – The change in the specific variable (note: cannot compare across variables because each variable has its own units of measure – to compare across please see the standardized coefficient). As you go up one unit (e.g., up one year in age, up from male (coded as 0) to female (coded as 1)), the difference in that particular variable. So, for

example, in the table below as we move from male (0) to female (1) we see a change of -100; meaning females' predicted monthly base pay is \$100 less than that of males. Or, alternatively, as we go up one year in age, the difference is 20; meaning that for every year of age the employee has we expect their monthly base pay to increase by \$20.

Gender – Relative to male (shows the difference of female employees from male employees). If the value is negative, females are making less. If the difference is positive, females are making more.

Minority Status – Relative to non-minorities (shows the difference of minority employees). If the value is negative, minority employees are making less. If the difference is positive, minority employees are making more.

Age – Not relative to a particular group. The unit change is based on years of age.

Length of Service at State – Not relative to a particular group. The unit change is based on years at the State.

Length of Service in Current Position – Not relative to a particular group. The unit change is based on years in the employees' current position.

Service Type – Relative to union employees (shows the difference between the stated service type as compared to the union service type). If the value is negative, employees of that service type are predicted to make less than employees in the union service type. If the value is positive, employees of that service type are predicted to make more than employees in the union service type.

Agency Type – Relative to redistributive agencies (shows the difference between the stated agency type as compared to the redistributive agency type). If the value is negative, employees of that agency type are predicted to make less than employees in the redistributive agency type. If the value is positive, employees of that agency type are predicted to make more than employees in the redistributive agency type.

Agency Size – Relative to large agencies (shows the difference between the employees in the stated size agency as compared to employees in a large agency). If the value is negative, employees of that agency size are predicted to make less than employees in large agencies. If the value is positive, employees of that agency size are predicted to make more than employees in large agencies.

EEO-4 Code – Relative to EEO-4 Code B – Professionals (shows the difference between each EEO-code, numbered 1 -9 (with 1 being EEO code A), and EEO-4 Code B, Professionals).

Standard Error – The standard errors associated with the unstandardized coefficient (B).

Standardized Coefficient (β) – Allows us to compare across variables and examine the weight of each predictor variable in the regression equation. So, a variable with a higher value has a greater influence on monthly base salary than does a variable with a lower β value.

t-statistic – statistic (similar to F-statistic above) for each of the variables

Significance (Sig.) – Indicates which of the predictor variables' results are possibly due to chance (n.s. – not significant) and which are most likely not due to chance ($p < .05$).

95% Confidence Limit – 95% confidence levels, lower and upper bound. Shows how much the B value could vary.

Executive Branch Overall

Model Equation

Base Pay = constant + b1(gender) + b2(minority status) + b3(age) + b4(length of employment at the State) + b5(length of employment in current position) + b6(agency type) + b7(service type) + b8(size of agency) + b9(EEO-4 Group)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.774 ^a	.599	.599	1143.89343	.599	2107.263	21	29569	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	57904075894.393	21	2757336947.352	2107.263	.000 ^b
	Residual	38690805180.637	29569	1308492.177		
	Total	96594881075.030	29590			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4049.147	34.078		118.819	.000					
LENGTH OF SERVICE APPOINTMENT	4.052	1.627	.013	2.491	.013	.168	.014	.009	.528	1.894

LENGTH OF SERVICE WITH STATE	34.287	1.084	.166	31.625	.000	.351	.181	.116	.493	2.027
EMPLOYEE AGE	19.074	.713	.117	26.743	.000	.274	.154	.098	.704	1.421
SEX	-380.341	15.221	-.105	-24.987	.000	-.170	-.144	-	.772	1.295
Minority v. non-minority	-92.114	18.685	-.018	-4.930	.000	-.089	-.029	-	.964	1.038
Agency Dummy 1 - Distributive	301.835	22.338	.069	13.512	.000	.022	.078	.050	.527	1.899
Agency Dummy 2 - Financial/General	642.033	38.691	.073	16.594	.000	.092	.096	.061	.708	1.412
Agency Dummy 3 - Regulatory	580.497	19.864	.152	29.224	.000	.101	.168	.108	.504	1.985
Agency Size Dummy - Small	-266.646	40.377	-.027	-6.604	.000	.096	-.038	-	.838	1.193
Agency Size Dummy - Medium	-376.809	18.385	-.091	-20.495	.000	.064	-.118	-	.684	1.462
Service Type Dummy 1 - Exec	3259.632	53.734	.264	60.662	.000	.353	.333	.223	.714	1.401
Service Type Dummy 2 - Mgmt	749.126	27.926	.137	26.826	.000	.340	.154	.099	.521	1.919
Service Type 3 - Non Union	569.048	44.346	.050	12.832	.000	.068	.074	.047	.892	1.121
EEO1	585.504	34.941	.089	16.757	.000	.438	.097	.062	.479	2.089
EEO3	-1344.072	31.349	-.171	-42.874	.000	-.084	-.242	-	.847	1.181
EEO4	-1256.948	26.839	-.217	-46.833	.000	-.045	-.263	-	.630	1.588
EEO5	-1683.545	24.903	-.279	-67.604	.000	-.277	-.366	-	.796	1.257
EEO6	-2105.376	20.777	-.414	-	.000	-.365	-.508	-	.812	1.232
				101.332				.373		

EEO7	-1612.887	37.134	-.181	-43.434	.000	-.074	-.245	-	.777	1.288
EEO8	-1929.510	40.359	-.182	-47.809	.000	-.119	-.268	-	.933	1.072
EEO9	2150.888	198.984	.041	10.809	.000	.074	.063	.040	.945	1.058

Agency Type Results

Model Equation (one equation for each group; limited to only those employees who are employed in the specified agency type)

Base Pay = constant + b1(gender) + b2(minority status) + b3(age) + b4(length of employment at the State) + b5(length of employment in current position) + b6(service type) + b7(size of agency) + b8(EEO-4 Group)

Distributive Agencies

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.826 ^b	.683	.682	925.69192	.683	755.283	18	6319	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11649712027.168	18	647206223.732	755.283	.000 ^c
	Residual	5414786036.449	6319	856905.529		
	Total	17064498063.617	6337			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4584.294	62.295		73.591	.000					

LENGTH OF SERVICE APPOINTMENT	7.856	2.711	.029	2.898	.004	.176	.036	.021	.504	1.983
LENGTH OF SERVICE WITH STATE	25.782	1.778	.151	14.503	.000	.371	.179	.103	.465	2.152
EMPLOYEE AGE	20.017	1.308	.131	15.304	.000	.291	.189	.108	.682	1.467
SEX	-328.044	27.481	-.096	-	.000	-.150	-.149	-	.771	1.297
Minority v. non-minority	-54.223	40.348	-.010	11.937	.179	-.032	-.017	.085	.982	1.018
Agency Size Dummy - Small	294.008	81.551	.028	-	.000	.125	.045	.026	.816	1.225
Agency Size Dummy - Medium	-586.250	27.625	-.175	21.222	.000	-.039	-.258	.150	.740	1.352
Service Type Dummy 1 - Exec	2560.137	108.822	.191	-	.000	.287	.284	.167	.765	1.307
Service Type Dummy 2 - Mgmt	586.499	42.951	.129	23.526	.000	.403	.169	.097	.563	1.778
Service Type 3 - Non Union	-469.482	59.455	-.061	13.655	.000	-.015	-.099	.056	.835	1.198
EEO1	757.398	58.632	.125	-7.896	.000	.478	.160	.092	.534	1.871
EEO3	-1419.015	35.225	-.327	12.918	.000	-.155	-.452	.285	.764	1.309
EEO4	-472.648	95.218	-.036	-	.000	-.006	-.062	.035	.942	1.062
EEO5	-2189.246	114.623	-.138	40.285	.000	-.138	-.234	.135	.956	1.046
EEO6	-2336.628	40.351	-.480	-4.964	.000	-.403	-.589	.410	.730	1.371
EEO7	-1929.785	39.089	-.436	-	.000	-.227	-.528	.350	.645	1.550
				49.369						

EEO8	-1652.614	63.736		-0.194	25.929	.000	-0.147	-0.310	-	.184	.896	1.117
EEO9	-1107.920	926.397		-0.008	-1.196	.232	-0.006	-0.015	-	.008	.999	1.001

Financial Administration & General Control Agencies

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.783 ^b	.613	.608	1501.69994	.613	134.521	15	1274	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4550388080.986	15	303359205.399	134.521	.000 ^c
	Residual	2873000869.230	1274	2255102.723		
	Total	7423388950.216	1289			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	5070.663	260.606		19.457	.000					

LENGTH OF SERVICE APPOINTMENT	-10.828	10.339									
			-.025	-1.047	.295	.011	-.029	-	.535	1.868	
LENGTH OF SERVICE WITH STATE	41.706	6.302	.156	6.618	.000	.210	.182	.115	.547	1.827	
EMPLOYEE AGE	24.975	4.698	.111	5.316	.000	.118	.147	.093	.701	1.427	
SEX											
	-844.083	88.917	-.176	-9.493	.000	-.193	-.257	-	.887	1.128	
								.165			
Minority v. non-minority	222.421	120.892	.033	1.840	.066	-.042	.051	.032	.952	1.050	
Agency Size Dummy - Medium											
	-1035.894	159.389	-.133	-6.499	.000	-.299	-.179	-	.725	1.379	
								.113			
Service Type Dummy 1 - Exec	1306.380	220.123	.132	5.935	.000	.281	.164	.103	.613	1.631	
Service Type Dummy 2 - Mgmt	776.851	133.318	.117	5.827	.000	.229	.161	.102	.748	1.337	
Service Type 3 - Non Union	1184.774	124.653	.185	9.505	.000	.218	.257	.166	.798	1.253	
EEO1	2013.652	156.504	.285	12.866	.000	.564	.339	.224	.618	1.619	
EEO3											
	-1066.033	306.170	-.061	-3.482	.001	-.058	-.097	-	.981	1.019	
								.061			
EEO4											
	-3218.416	243.330	-.249	-	.000	-.237	-.347	-	.859	1.165	
				13.227				.231			
EEO6											
	-2117.595	127.652	-.308	-	.000	-.382	-.421	-	.881	1.135	
				16.589				.289			
EEO7											
	-1529.871	234.080	-.119	-6.536	.000	-.110	-.180	-	.909	1.100	
								.114			
EEO8											
	-2691.972	242.319	-.201	-	.000	-.180	-.297	-	.924	1.082	
				11.109				.194			

Regulatory Agencies

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.771 ^b	.594	.593	1177.92137	.594	801.708	18	9863	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	20022641106.600	18	1112368950.367	801.708	.000 ^c
	Residual	13684900170.918	9863	1387498.750		
	Total	33707541277.517	9881			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta				Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4800.196	62.892			76.324	.000					
LENGTH OF SERVICE APPOINTMENT	20.059	2.787	.065		7.198	.000	.170	.072	.046	.504	1.985
LENGTH OF SERVICE WITH STATE	33.012	2.044	.148		16.149	.000	.334	.160	.104	.489	2.044
EMPLOYEE AGE	18.360	1.342	.106		13.678	.000	.259	.136	.088	.680	1.472
SEX	-428.157	27.551	-.116		-15.541	.000	-.160	-.155	.100	.743	1.346

Redistributive Agencies

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.783 ^b	.613	.613	1068.18697	.613	1125.143	17	12063	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21824846559.911	17	1283814503.524	1125.143	.000 ^c
	Residual	13764165420.736	12063	1141023.412		
	Total	35589011980.647	12080			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	3847.590	46.093		83.475	.000					
LENGTH OF SERVICE APPOINTMENT	-19.317	2.638	-.053	-7.322	.000	.121	-.067	-.041	.613	1.632
LENGTH OF SERVICE WITH STATE	40.212	1.609	.194	24.992	.000	.350	.222	.142	.530	1.886
EMPLOYEE AGE	19.056	.995	.128	19.161	.000	.286	.172	.108	.715	1.398
SEX	-246.952	22.223	-.064	-11.112	.000	-.108	-.101	-.063	.952	1.050

Minority v. non-minority	-76.973	24.162									
			-.018	-3.186	.001	-.103	-.029	-	.968	1.033	
								.018			
Agency Size Dummy - Small	197.315	82.797	.014	2.383	.017	.042	.022	.013	.987	1.013	
Agency Size Dummy - Medium	627.992	50.262	.072	12.494	.000	.151	.113	.071	.978	1.023	
Service Type Dummy 1 - Exec	4175.096	96.225	.274	43.389	.000	.322	.367	.246	.805	1.242	
Service Type Dummy 2 - Mgmt	1191.385	44.668	.228	26.672	.000	.412	.236	.151	.439	2.279	
Service Type 3 - Non Union	578.951	144.720	.023	4.000	.000	.025	.036	.023	.995	1.005	
EEO1	205.408	54.691	.033	3.756	.000	.441	.034	.021	.417	2.398	
EEO3	-1031.871	84.722									
			-.070	-	.000	-.044	-.110	-	.983	1.018	
				12.180				.069			
EEO4	-2545.523	126.197									
			-.115	-	.000	-.090	-.181	-	.987	1.013	
				20.171				.114			
EEO5	-1526.247	25.169									
			-.375	-	.000	-.379	-.483	-	.839	1.192	
				60.641				.343			
EEO6	-1889.093	29.446									
			-.387	-	.000	-.329	-.504	-	.880	1.137	
				64.155				.363			
EEO7	-959.495	149.562									
			-.037	-6.415	.000	-.003	-.058	-	.985	1.015	
								.036			
EEO8	-1914.090	76.974									
			-.143	-	.000	-.103	-.221	-	.970	1.031	
				24.867				.141			

Service Type Analysis Results

Model Equation

Base Pay = constant + b1(gender) + b2(minority status) + b3(age) + b4(length of employment at the State) + b5(length of employment in current position) + b6(agency type) + b7(size of agency) + b8(EEO-4 Group)

Executive Service – EEO Code A: Officials/Administrators

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.408 ^a	.166	.149	1706.78605	.166	9.559	10	480	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	278461511.456	10	27846151.146	9.559	.000 ^b
	Residual	1398296931.661	480	2913118.608		
	Total	1676758443.117	490			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF

1	(Constant)	7538.326	553.037		13.631	.000						
	LENGTH OF SERVICE APPOINTMENT	-10.766	23.288	-.023	-.462	.644	.021	-.021	-	.019	.710	1.408
	LENGTH OF SERVICE WITH STATE	-2.243	9.400	-.012	-.239	.811	.077	-.011	-	.010	.676	1.480
	EMPLOYEE AGE	54.860	9.983	.253	5.496	.000	.240	.243	.229		.821	1.217
	SEX	-200.187	164.828	-.054	-1.215	.225	-.112	-.055	-	.051	.885	1.130
	Minority v. non-minority	-274.108	241.611	-.048	-1.135	.257	-.054	-.052	-	.047	.976	1.025
	Agency Size Dummy - Small	-1443.239	243.086	-.325	-5.937	.000	-.252	-.262	-	.247	.581	1.720
	Agency Size Dummy - Medium	-431.157	197.462	-.111	-2.183	.029	.034	-.099	-	.091	.672	1.488
	Agency Dummy 1 - Distributive	-173.322	279.183	-.034	-.621	.535	-.021	-.028	-	.026	.564	1.774
	Agency Dummy 2 - Financial/General	729.938	331.276	.125	2.203	.028	.041	.100	.092		.544	1.840
	Agency Dummy 3 - Regulatory	-371.440	218.410	-.100	-1.701	.090	-.145	-.077	-	.071	.498	2.010

Executive Service – EEO Code B: Professionals

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.849 ^a	.721	.683	3103.79288	.721	19.354	10	75	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1864475188.683	10	186447518.868	19.354	.000 ^b
	Residual	722514769.894	75	9633530.265		
	Total	2586989958.577	85			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	5609.790	2025.210		2.770	.007					
LENGTH OF SERVICE APPOINTMENT	322.830	87.419	.298	3.693	.000	.425	.392	.225	.573	1.745
LENGTH OF SERVICE WITH STATE	-210.561	51.789	-.311	4.066	.000	-.062	-.425	-.248	.635	1.576
EMPLOYEE AGE	162.679	36.256	.325	4.487	.000	.528	.460	.274	.709	1.410
SEX	-2479.615	894.451	-.223	2.772	.007	-.645	-.305	-.169	.575	1.738
Minority v. non-minority	809.356	1051.361	.051	.770	.444	-.126	.089	.047	.844	1.185

Agency Size Dummy - Small	-4636.345	1134.849									
Agency Size Dummy - Medium	-4037.585	1041.878									
Agency Dummy 1 - Distributive	788.614	1524.670									
Agency Dummy 2 - Financial/General	-144.879	1379.120									
Agency Dummy 3 - Regulatory	348.197	918.323									

Executive Service – EEO Code F: Administrative Support

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.713 ^a	.508	.423	313.37084	.508	5.994	10	58	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5885716.827	10	588571.683	5.994	.000 ^b
	Residual	5695674.419	58	98201.283		
	Total	11581391.246	68			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	3141.591	234.747		13.383	.000					
LENGTH OF SERVICE APPOINTMENT	12.707	15.045	.131	.845	.402	.547	.110	.078	.352	2.841
LENGTH OF SERVICE WITH STATE	19.428	6.747	.417	2.880	.006	.593	.354	.265	.404	2.477
EMPLOYEE AGE	9.442	4.399	.270	2.146	.036	.484	.271	.198	.537	1.863
SEX	-149.422	145.775	-.103	-1.025	.310	.078	-.133	-	.844	1.185
Minority v. non-minority	-191.299	105.282	-.183	-1.817	.074	-.185	-.232	-	.840	1.191
Agency Size Dummy - Small	266.108	156.901	.309	1.696	.095	-.093	.217	.156	.255	3.924
Agency Size Dummy - Medium	241.228	140.994	.263	1.711	.092	.166	.219	.158	.359	2.787
Agency Dummy 1 - Distributive	-37.860	126.312	-.033	-.300	.765	.120	-.039	-	.720	1.389
Agency Dummy 2 - Financial/General	-40.255	170.238	-.040	-.236	.814	-.036	-.031	-	.304	3.293
Agency Dummy 3 - Regulatory	-318.894	144.902	-.371	-2.201	.032	-.055	-.278	-	.299	3.347

Management Service

Model Summary^a

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.579 ^b	.335	.332	1239.44553	.335	102.599	18	3658	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2837060584.914	18	157614476.940	102.599	.000 ^c
	Residual	5619511902.252	3658	1536225.233		
	Total	8456572487.166	3676			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4453.033	122.393		36.383	.000					
LENGTH OF SERVICE APPOINTMENT	-6.102	5.195	-.020	-1.175	.240	.157	-.019	-.016	.647	1.546
LENGTH OF SERVICE WITH STATE	19.738	2.742	.122	7.199	.000	.247	.118	.097	.632	1.581
EMPLOYEE AGE	37.128	2.507	.229	14.807	.000	.298	.238	.200	.762	1.312
SEX	-357.294	43.718	-.117	-8.173	.000	-.160	-.134	.110	.879	1.137

Minority v. non-minority	-49.440	65.290	-0.010	-0.757	.449	-0.039	-0.013	-	.981	1.019
Agency Size Dummy - Small	197.541	123.308	.025	1.602	.109	.080	.026	.022	.730	1.369
Agency Size Dummy - Medium	-121.088	54.276	-0.038	-2.231	.026	-0.016	-0.037	-	.640	1.561
EEO1	309.211	44.663	.102	6.923	.000	.242	.114	.093	.838	1.193
EEO3	-1438.527	163.626	-0.124	-8.792	.000	-0.109	-0.144	-	.912	1.096
EEO4	-363.346	441.169	-0.011	-0.824	.410	-0.021	-0.014	-	.989	1.011
EEO5	-1530.941	557.849	-0.037	-2.744	.006	-0.045	-0.045	-	.989	1.011
EEO6	-2359.878	94.571	-0.355	-	.000	-0.405	-0.381	-	.900	1.111
EEO7	-1283.409	377.249	-0.046	-3.402	.001	-0.037	-0.056	-	.984	1.016
EEO8	-1404.410	200.253	-0.096	-7.013	.000	-0.096	-0.115	-	.968	1.033
EEO9	1977.652	247.490	.125	7.991	.000	.151	.131	.108	.745	1.343
Agency Dummy 1 - Distributive	1.343	60.665	.000	.022	.982	-0.002	.000	.000	.582	1.718
Agency Dummy 2 - Financial/General	493.652	106.782	.074	4.623	.000	.067	.076	.062	.709	1.410
Agency Dummy 3 - Regulatory	-11.277	56.117	-0.003	-0.201	.841	.011	-0.003	-	.664	1.505
								.003		

Union Service

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.718 ^b	.515	.515	1012.80096	.515	1443.372	18	24480	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26650107454.796	18	1480561525.266	1443.372	.000 ^c
	Residual	25110746581.516	24480	1025765.792		
	Total	51760854036.312	24498			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4111.764	32.353		127.091	.000					
LENGTH OF SERVICE APPOINTMENT	-1.413	1.591	-.006	-.888	.375	.259	-.006	.004	.504	1.983
LENGTH OF SERVICE WITH STATE	42.981	1.111	.250	38.672	.000	.371	.240	.172	.476	2.103
EMPLOYEE AGE	14.569	.685	.113	21.283	.000	.262	.135	.095	.697	1.434
SEX	-341.108	15.088	-.117	-22.609	.000	-.184	-.143	.101	.745	1.342

Minority v. non-minority	-89.266	17.825										
			-0.023	-5.008	.000		-0.089	-0.032	-	.022	.962	1.039
Agency Size Dummy - Small	-243.963	47.026							-			
			-0.024	-5.188	.000		.019	-0.033	.023		.953	1.050
Agency Size Dummy - Medium	-416.829	18.180							-			
			-0.122	-22.928	.000		.037	-0.145	.102		.698	1.433
EEO1	1175.071	292.787							-			
			.018	4.013	.000		.029	.026	.018		.998	1.002
EEO3	-1332.300	29.170							-			
			-0.223	-45.673	.000		-0.047	-0.280	.203		.831	1.203
EEO4	-1290.434	24.742							-			
			-0.300	-52.155	.000		.039	-0.316	.232		.598	1.673
EEO5	-1632.822	22.400							-			
			-0.365	-72.895	.000		-0.286	-0.422	.325		.791	1.264
EEO6	-2030.310	19.532							-			
			-0.515	-	.000		-0.377	-0.553	.463		.808	1.238
				103.949								
EEO7	-1636.325	33.874							-			
			-0.249	-48.306	.000		-0.042	-0.295	.215		.745	1.343
EEO8	-1933.942	36.831							-			
			-0.243	-52.508	.000		-0.118	-0.318	.234		.927	1.079
EEO9	-950.971	1013.127							-			
			-0.004	-0.939	.348		-0.001	-0.006	.004		.999	1.001
Agency Dummy 1 - Distributive	434.614	22.362							-			
			.120	19.435	.000		.029	.123	.087		.518	1.929
Agency Dummy 2 - Financial/General	468.427	41.718							-			
			.057	11.228	.000		.030	.072	.050		.772	1.296
Agency Dummy 3 - Regulatory	696.179	19.556							-			
			.227	35.600	.000		.148	.222	.158		.487	2.054

Unrepresented Service

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.781 ^b	.610	.601	1520.68178	.610	73.084	16	749	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2704091403.570	16	169005712.723	73.084	.000 ^c
	Residual	1732042336.165	749	2312473.079		
	Total	4436133739.735	765			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4297.263	351.567		12.223	.000					
LENGTH OF SERVICE APPOINTMENT	54.860	13.108	.141	4.185	.000	.251	.151	.096	.456	2.192
LENGTH OF SERVICE WITH STATE	.611	9.110	.002	.067	.947	.246	.002	.002	.425	2.352
EMPLOYEE AGE	32.366	6.053	.150	5.347	.000	.203	.192	.122	.661	1.513

SEX	-562.320	118.653									
			-.116	-4.739	.000	-.259	-.171	-	.869	1.151	
								.108			
Minority v. non-minority	332.231	166.340	.046	1.997	.046	-.009	.073	.046	.978	1.023	
Agency Size Dummy - Small	763.639	190.748	.139	4.003	.000	.149	.145	.091	.434	2.302	
Agency Size Dummy - Medium	217.652	195.419	.045	1.114	.266	.103	.041	.025	.318	3.143	
EEO1	3330.336	244.219	.360	13.637	.000	.534	.446	.311	.747	1.339	
EEO3											
EEO4	-1640.479	246.003	-.173	-6.669	.000	-.241	-.237	-	.775	1.291	
								.152			
EEO5	-2091.483	1544.200	-.031	-1.354	.176	-.022	-.049	-	.971	1.030	
								.031			
EEO6	-1482.929	777.007	-.044	-1.909	.057	-.020	-.070	-	.963	1.039	
								.044			
EEO8	-2553.221	154.049	-.412	-	.000	-.454	-.518	-	.842	1.187	
EEO8	-3668.090	894.288	-.095	-4.102	.000	-.041	-.148	-	.968	1.033	
Agency Dummy 1 - Distributive	-950.605	247.157	-.193	-3.846	.000	-.266	-.139	-	.206	4.849	
Agency Dummy 2 - Financial/General	174.945	304.021	.033	.575	.565	.311	.021	.013	.160	6.251	
Agency Dummy 3 - Regulatory	-225.115	287.325	-.040	-.783	.434	.006	-.029	-	.198	5.046	
								.018			

Generation Analysis

Model Equation

Base Pay = constant + b1(gender) + b2(minority status) + b3(length of employment at the State) + b4(length of employment in current position) + b5(agency type) + b6(service type) + b7(size of agency) + b8(EEO-4 Group)

Millennial Generation

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.723 ^b	.522	.520	792.50552	.522	294.526	20	5389	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3699629317.171	20	184981465.859	294.526	.000 ^c
	Residual	3384642275.670	5389	628064.998		
	Total	7084271592.841	5409			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4036.161	30.515		132.267	.000					
LENGTH OF SERVICE APPOINTMENT	29.124	6.414	.060	4.541	.000	.185	.062	.043	.510	1.961
LENGTH OF SERVICE WITH STATE	55.394	4.546	.159	12.186	.000	.284	.164	.115	.521	1.919
SEX	-111.893	24.998	-.048	-4.476	.000	-.094	-.061	-.042	.757	1.322
Minority v. non-minority	-137.293	27.243	-.049	-5.040	.000	-.137	-.068	-.047	.947	1.056
Agency Size Dummy - Small	18.280	72.647	.003	.252	.801	.098	.003	.002	.800	1.249
Agency Size Dummy - Medium	-330.014	33.224	-.118	-9.933	.000	.024	-.134	-.094	.624	1.602
EEO1	364.067	87.226	.048	4.174	.000	.262	.057	.039	.681	1.468
EEO3	-939.624	50.751	-.197	-18.514	.000	-.055	-.245	-.174	.787	1.271
EEO4	-723.447	43.724	-.216	-16.546	.000	.068	-.220	-.156	.518	1.929
EEO5	-1268.043	33.747	-.408	-37.576	.000	-.317	-.456	-.354	.753	1.329
EEO6	-1566.870	32.795	-.501	-47.778	.000	-.369	-.545	-.450	.807	1.239

EEO7	-1071.547	69.477									
				-169	-15.423	.000					
									-		
EEO8	-1365.900	67.028								.740	1.352
				-200	-20.378	.000					
									-		
									.145		
EEO9	2739.208	568.137								.917	1.090
				.046	4.821	.000					
									.192		
Agency Dummy 1 - Distributive	245.816	40.297								.973	1.027
				.083	6.100	.000					
									.045		
Agency Dummy 2 - Financial/General	462.515	77.117								.484	2.068
				.069	5.998	.000					
									.057		
Agency Dummy 3 - Regulatory	342.741	34.457								.676	1.479
				.138	9.947	.000					
									.056		
Service Type Dummy 1 - Exec	1934.081	130.465								.464	2.157
				.152	14.825	.000					
									.094		
Service Type Dummy 2 - Mgmt	796.156	59.388								.845	1.183
				.153	13.406	.000					
									.140		
Service Type 3 - Non Union	496.233	79.655								.682	1.466
				.065	6.230	.000					
									.126		
									.059		
									.804		1.243

Generation X

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.747 ^b	.557	.557	1143.97758	.557	798.375	20	12674	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	20896422620.581	20	1044821131.029	798.375	.000 ^c
	Residual	16586270056.998	12674	1308684.713		
	Total	37482692677.579	12694			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4776.635	29.272		163.179	.000					
LENGTH OF SERVICE APPOINTMENT	10.614	2.817	.029	3.768	.000	.105	.033	.022	.580	1.723
LENGTH OF SERVICE WITH STATE	46.768	1.849	.191	25.292	.000	.318	.219	.149	.613	1.632
SEX	-364.025	23.212	-.106	-15.683	.000	-.159	-.138	-	.771	1.298
Minority v. non-minority	-59.569	27.570	-.013	-2.161	.031	-.069	-.019	-	.972	1.029
Agency Size Dummy - Small	-129.299	66.203	-.013	-1.953	.051	.107	-.017	-	.831	1.203
Agency Size Dummy - Medium	-401.720	28.348	-.101	-14.171	.000	.037	-.125	-	.691	1.447
EEO1	605.675	52.295	.098	11.582	.000	.420	.102	.068	.485	2.061
EEO3	-1383.051	49.792	-.177	-27.777	.000	-.108	-.240	-	.858	1.165
EEO4	-1195.554	39.540	-.233	-30.236	.000	-.009	-.259	-	.588	1.701
EEO5	-1691.722	38.411	-.290	-44.043	.000	-.284	-.364	-	.807	1.239

EEO6	-2030.080	33.224	-.396	-61.104	.000	-.355	-.477	-	.361	.830	1.205
EEO7	-1541.550	58.628	-.176	-26.294	.000	-.081	-.227	-	.155	.776	1.288
EEO8	-1883.968	63.444	-.182	-29.695	.000	-.128	-.255	-	.175	.932	1.073
EEO9	2475.958	353.361	.042	7.007	.000	.068	.062	.041		.954	1.049
Agency Dummy 1 - Distributive	310.182	35.190	.072	8.814	.000	-.001	.078	.052		.519	1.928
Agency Dummy 2 - Financial/General	857.409	60.897	.098	14.080	.000	.107	.124	.083		.717	1.395
Agency Dummy 3 - Regulatory	591.805	30.230	.165	19.577	.000	.126	.171	.116		.494	2.025
Service Type Dummy 1 - Exec	2841.695	82.787	.240	34.325	.000	.331	.292	.203		.712	1.404
Service Type Dummy 2 - Mgmt	658.806	41.413	.130	15.908	.000	.327	.140	.094		.523	1.911
Service Type 3 - Non Union	412.483	70.947	.037	5.814	.000	.055	.052	.034		.879	1.138

Baby Boomer Generation

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.780 ^b	.609	.608	1210.65271	.609	824.524	20	10584	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	24169765782.320	20	1208488289.116	824.524	.000 ^c
	Residual	15512756989.737	10584	1465679.988		
	Total	39682522772.057	10604			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	5383.384	36.544		147.312	.000					
LENGTH OF SERVICE APPOINTMENT	2.823	2.273	.009	1.242	.214	.055	.012	.008	.640	1.561
LENGTH OF SERVICE WITH STATE	26.399	1.502	.131	17.577	.000	.244	.168	.107	.661	1.514
SEX	-441.668	26.932	-.113	-16.399	.000	-.204	-.157	-.100	.772	1.295
Minority v. non-minority	-155.625	36.761	-.026	-4.233	.000	-.047	-.041	.026	.981	1.019
Agency Size Dummy - Small	-398.162	65.203	-.040	-6.106	.000	.078	-.059	.037	.849	1.178
Agency Size Dummy - Medium	-345.375	31.264	-.081	-11.047	.000	.071	-.107	.067	.686	1.459
EEO1	523.643	56.377	.085	9.288	.000	.463	.090	.056	.445	2.249

EEO3	-1406.573	53.443	-.173	-26.319	.000	-.082	-.248	-	.160	.855	1.170
EEO4	-1665.289	51.083	-.232	-32.600	.000	-.089	-.302	-	.198	.728	1.374
EEO5	-1935.393	49.699	-.261	-38.942	.000	-.241	-.354	-	.237	.824	1.213
EEO6	-2348.936	36.186	-.444	-64.913	.000	-.417	-.534	-	.395	.790	1.266
EEO7	-1827.444	59.894	-.210	-30.511	.000	-.106	-.284	-	.185	.782	1.279
EEO8	-2185.123	68.072	-.202	-32.100	.000	-.136	-.298	-	.195	.932	1.073
EEO9	1982.411	294.835	.042	6.724	.000	.072	.065	.041	.938	1.066	
Agency Dummy 1 - Distributive	271.641	37.101	.061	7.322	.000	.016	.071	.044	.536	1.867	
Agency Dummy 2 - Financial/General	569.900	62.874	.066	9.064	.000	.063	.088	.055	.691	1.447	
Agency Dummy 3 - Regulatory	594.472	34.695	.144	17.134	.000	.065	.164	.104	.520	1.923	
Service Type Dummy 1 - Exec	3576.086	86.104	.306	41.532	.000	.392	.374	.252	.680	1.470	
Service Type Dummy 2 - Mgmt	769.098	46.570	.143	16.515	.000	.336	.159	.100	.491	2.037	
Service Type 3 - Non Union	710.467	73.712	.061	9.638	.000	.065	.093	.059	.911	1.098	

Traditionalist Generation

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.789 ^b	.622	.614	1464.77554	.622	70.902	20	860	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3042486679.782	20	152124333.989	70.902	.000 ^c
	Residual	1845187960.400	860	2145567.396		
	Total	4887674640.182	880			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	6136.009	151.306		40.554	.000					
LENGTH OF SERVICE APPOINTMENT	-7.314	9.304	-.021	-7.786	.432	-.028	-.027	-.016	.616	1.624
LENGTH OF SERVICE WITH STATE	21.061	6.828	.080	3.085	.002	.077	.105	.065	.649	1.541
SEX	-872.788	116.961	-.183	-7.462	.000	-.356	-.247	-.156	.729	1.371
Minority v. non-minority	9.879	162.356	.001	.061	.951	-.075	.002	.001	.960	1.041

EEO-4 Code Analysis

Model Equation

Base Pay = constant + b1(gender) + b2(minority status) + b3(age) + b4(length of employment at the State) + b5(length of employment in current position) + b6(agency type) + b7(service type) + b8(size of agency)

EEO Code A – Officials/Administrators

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.654 ^b	.427	.424	1571.14590	.427	139.329	13	2426	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4471132620.746	13	343933278.519	139.329	.000 ^c
	Residual	5988579604.251	2426	2468499.425		
	Total	10459712224.998	2439			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4405.261	491.398		8.965	.000					
LENGTH OF SERVICE APPOINTMENT	-19.004	8.088	-.044	-2.350	.019	.033	-.048	-.036	.669	1.496
LENGTH OF SERVICE WITH STATE	19.463	4.082	.089	4.767	.000	.113	.096	.073	.674	1.485
SEX	-529.879	66.701	-.128	-7.944	.000	-.196	-.159	-.122	.910	1.098
Minority v. non-minority	-53.322	100.736	-.008	-.529	.597	-.024	-.011	-.008	.991	1.009
Agency Size Dummy - Small	-369.497	143.412	-.047	-2.576	.010	.176	-.052	-.040	.702	1.425
Agency Size Dummy - Medium	-13.092	83.863	-.003	-.156	.876	.093	-.003	-.002	.701	1.427
Agency Dummy 1 - Distributive	146.270	94.970	.029	1.540	.124	.024	.031	.024	.681	1.468
Agency Dummy 2 - Financial/General	559.203	166.582	.069	3.357	.001	.212	.068	.052	.556	1.797
Agency Dummy 3 - Regulatory	-105.671	86.880	-.024	-1.216	.224	.053	-.025	-.019	.623	1.605
Service Type Dummy 1 - Exec	2867.099	463.511	.555	6.186	.000	.535	.125	.095	.029	34.134
Service Type Dummy 2 - Mgmt	36.781	459.169	.007	.080	.936	-.576	.002	.001	.027	36.806
Service Type 3 - Non Union	3131.450	522.083	.226	5.998	.000	.199	.121	.092	.166	6.042
EMPLOYEE AGE	46.345	4.073	.197	11.379	.000	.254	.225	.175	.785	1.274

EEO Code B – Professionals

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.527 ^b	.278	.277	1388.28422	.278	375.453	13	12702	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	9407098849.457	13	723622988.420	375.453	.000 ^c
	Residual	24480984660.764	12702	1927333.070		
	Total	33888083510.221	12715			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta				Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	3498.380	61.505			56.880	.000					
LENGTH OF SERVICE APPOINTMENT	11.741	2.987	.039		3.930	.000	.234	.035	.030	.571	1.751
LENGTH OF SERVICE WITH STATE	25.201	1.934	.135		13.027	.000	.304	.115	.098	.526	1.900
SEX	-473.636	25.962	-.143		18.243	.000	-.178	-.160	-.138	.930	1.076
Minority v. non-minority	-118.025	35.494	-.025		-3.325	.001	-.067	-.029	.025	.979	1.021

Agency Size Dummy - Small	-491.799	66.484									
Agency Size Dummy - Medium	-509.764	33.669									
Agency Dummy 1 - Distributive	377.634	38.745									
Agency Dummy 2 - Financial/General	716.419	62.173									
Agency Dummy 3 - Regulatory	744.804	33.491									
Service Type Dummy 1 - Exec	4410.568	151.201									
Service Type Dummy 2 - Mgmt	943.242	40.002									
Service Type 3 - Non Union	524.415	66.197									
EMPLOYEE AGE	32.414	1.337									

EEO Code C – Technicians

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.634 ^b	.402	.397	886.77795	.402	85.490	13	1652	.000

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	873953139.133	13	67227164.549	85.490	.000 ^c
Residual	1299091732.130	1652	786375.141		
Total	2173044871.263	1665			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Zero-	Partial	Part	Tolerance	VIF	
						order					
1	(Constant)	3398.627	126.413		26.885	.000					
	LENGTH OF SERVICE APPOINTMENT	-8.949	5.432	-.046	-1.647	.100	.339	-.041	-.031	.469	2.132
	LENGTH OF SERVICE WITH STATE	48.928	3.718	.399	13.159	.000	.483	.308	.250	.394	2.536
	SEX	-645.852	48.057	-.280	-	.000	-.301	-.314	-.256	.832	1.201
	Minority v. non-minority	-216.759	61.769	-.068	-3.509	.000	-.082	-.086	-.067	.967	1.034
	Agency Size Dummy - Small	1286.204	523.283	.055	2.458	.014	.087	.060	.047	.720	1.390
	Agency Size Dummy - Medium	-828.359	58.147	-.351	-	.000	-.173	-.331	-.271	.596	1.677
	Agency Dummy 1 - Distributive	161.399	79.144	.067	2.039	.042	.171	.050	.039	.334	2.997
	Agency Dummy 2 - Financial/General	1382.921	200.958	.147	6.882	.000	.044	.167	.131	.791	1.265
	Agency Dummy 3 - Regulatory	515.104	93.891	.190	5.486	.000	-.134	.134	.104	.301	3.319
	Service Type Dummy 1 - Exec	46.998	1028.074	.001	.046	.964	.050	.001	.001	.744	1.343
	Service Type Dummy 2 - Mgmt	732.818	123.710	.123	5.924	.000	.177	.144	.113	.835	1.198
	Service Type 3 - Non Union	-751.623	127.474	-.116	-5.896	.000	-.119	-.144	-.112	.943	1.060
	EMPLOYEE AGE	11.848	2.370	.119	4.999	.000	.351	.122	.095	.643	1.555

EEO Code D – Protective Service Workers

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.725 ^b	.526	.524	656.50171	.526	275.197	13	3225	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1541907405.006	13	118608261.924	275.197	.000 ^c
	Residual	1389957240.972	3225	430994.493		
	Total	2931864645.978	3238			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta				Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	1869.730	99.753			18.744	.000					
LENGTH OF SERVICE APPOINTMENT	-15.854	2.759	-.104		-5.746	.000	.379	-.101	-.070	.447	2.239
LENGTH OF SERVICE WITH STATE	80.622	2.457	.632		32.813	.000	.557	.500	.398	.397	2.520
SEX	-76.116	30.531	-.031		-2.493	.013	-.097	-.044	.030	.967	1.034
Minority v. non-minority	-33.107	33.082	-.012		-1.001	.317	-.063	-.018	.012	.972	1.029

Agency Size Dummy - Small	-76.979	465.730									
			-0.002	-.165	.869	-.018	-.003	-	.002	.994	1.006
Agency Size Dummy - Medium	-430.804	33.069									
			-0.182	-	.000	-.149	-.224	-	.158	.757	1.321
				13.027							
Agency Dummy 1 - Distributive	2476.115	109.720									
			.455	22.568	.000	.043	.369	.274		.362	2.759
Agency Dummy 2 - Financial/General	218.452	130.336									
			.027	1.676	.094	-.246	.030	.020		.559	1.787
Agency Dummy 3 - Regulatory	1999.323	80.628									
			.530	24.797	.000	.282	.400	.301		.322	3.106
Service Type Dummy 1 - Exec	6219.433	466.644									
			.162	13.328	.000	.123	.228	.162		.990	1.010
Service Type Dummy 2 - Mgmt	1358.435	237.765									
			.071	5.713	.000	.062	.100	.069		.955	1.047
Service Type 3 - Non Union	176.661	658.202									
			.003	.268	.788	-.009	.005	.003		.995	1.005
EMPLOYEE AGE	-1.268	1.442									
			-0.014	-.879	.379	.238	-.015	-	.011	.602	1.660

EEO Code E – Paraprofessionals

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.783 ^b	.613	.612	350.82933	.613	422.742	11	2933	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	572347183.498	11	52031562.136	422.742	.000 ^c
	Residual	360997218.113	2933	123081.220		
	Total	933344401.612	2944			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	2677.799	28.047		95.475	.000					
LENGTH OF SERVICE APPOINTMENT	-6.964	1.868	-.057	-3.728	.000	.455	-.069	-.043	.565	1.770
LENGTH OF SERVICE WITH STATE	51.722	1.189	.697	43.487	.000	.717	.626	.499	.513	1.951
SEX	14.535	14.446	.012	1.006	.314	.025	.019	.012	.981	1.019
Minority v. non-minority	-4.715	14.284	-.004	-.330	.741	-.047	-.006	-.004	.974	1.027
Agency Size Dummy - Small	1497.123	351.113	.109	4.264	.000	.114	.078	.049	.200	5.000
Agency Size Dummy - Medium	65.099	178.228	.018	.365	.715	-.146	.007	.004	.054	18.373
Agency Dummy 1 - Distributive	-650.941	183.364	-.175	-3.550	.000	-.158	-.065	-.041	.054	18.407
Agency Dummy 3 - Regulatory	767.740	40.420	.228	18.994	.000	.304	.331	.218	.913	1.096
Service Type Dummy 2 - Mgmt	1909.809	163.186	.140	11.703	.000	.094	.211	.134	.926	1.080
Service Type 3 - Non Union	-667.776	394.516	-.044	-1.693	.091	.105	-.031	-.019	.198	5.051
EMPLOYEE AGE	2.667	.642	.057	4.156	.000	.414	.077	.048	.713	1.402

EEO Code F – Administrative Support

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.683 ^b	.467	.465	419.11103	.467	294.531	13	4371	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	672561486.547	13	51735498.965	294.531	.000 ^c
	Residual	767783872.732	4371	175654.055		
	Total	1440345359.279	4384			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	2520.657	32.106		78.510	.000					
LENGTH OF SERVICE APPOINTMENT	-2.818	1.670	-.027	-1.688	.092	.406	-.026	.019	.466	2.147
LENGTH OF SERVICE WITH STATE	39.597	1.128	.577	35.090	.000	.597	.469	.388	.451	2.219
SEX	51.883	19.567	.030	2.651	.008	.064	.040	.029	.983	1.017
Minority v. non-minority	-51.635	17.671	-.033	-2.922	.003	-.082	-.044	.032	.969	1.032
Agency Size Dummy - Small	21.055	29.514	.009	.713	.476	.067	.011	.008	.859	1.165

Agency Size Dummy - Medium	-125.166	16.617									
Agency Dummy 1 - Distributive	21.340	18.692									
Agency Dummy 2 - Financial/General	249.971	36.103									
Agency Dummy 3 - Regulatory	232.703	15.829									
Service Type Dummy 1 - Exec	559.589	51.948									
Service Type Dummy 2 - Mgmt	655.128	30.395									
Service Type 3 - Non Union	56.407	37.304									
EMPLOYEE AGE	2.151	.620									

EEO Code G – Skilled Craft Worker

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.582 ^b	.339	.333	649.02890	.339	59.041	11	1265	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	273574669.921	11	24870424.538	59.041	.000 ^c
	Residual	532866711.066	1265	421238.507		
	Total	806441380.987	1276			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	3548.497	130.442		27.204	.000					
LENGTH OF SERVICE APPOINTMENT	9.795	4.085	.080	2.398	.017	.286	.067	.055	.470	2.127
LENGTH OF SERVICE WITH STATE	21.222	3.004	.242	7.064	.000	.344	.195	.161	.444	2.250
SEX	-193.131	71.720	-.062	-2.693	.007	-.073	-.075	-	.989	1.011
Minority v. non-minority	-77.039	73.057	-.024	-1.055	.292	-.014	-.030	-	.995	1.005
Agency Size Dummy - Small	384.852	380.841	.023	1.011	.312	.055	.028	.023	.970	1.031
Agency Size Dummy - Medium	97.873	74.694	.037	1.310	.190	.106	.037	.030	.638	1.568
Agency Dummy 1 - Distributive	-370.778	95.400	-.181	-3.887	.000	-.350	-.109	-	.240	4.170
Agency Dummy 2 - Financial/General	-342.440	149.340	-.081	-2.293	.022	.013	-.064	-	.417	2.397
Agency Dummy 3 - Regulatory	647.859	108.199	.253	5.988	.000	.394	.166	.137	.292	3.421
Service Type Dummy 2 - Mgmt	1249.334	197.147	.145	6.337	.000	.144	.175	.145	.994	1.006
EMPLOYEE AGE	8.861	2.083	.119	4.255	.000	.335	.119	.097	.668	1.498

EEO Code H – Service Maintenance Workers

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.829 ^b	.688	.684	431.82020	.688	175.598	11	876	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	360178210.629	11	32743473.694	175.598	.000 ^c
	Residual	163346566.361	876	186468.683		
	Total	523524776.990	887			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	2513.521	69.942		35.937	.000					
LENGTH OF SERVICE APPOINTMENT	10.551	3.791	.074	2.783	.005	.427	.094	.053	.510	1.961
LENGTH OF SERVICE WITH STATE	40.385	2.513	.427	16.070	.000	.524	.477	.303	.504	1.986
SEX	-89.310	33.824	-.051	-2.640	.008	-.024	-.089	-.050	.948	1.054
Minority v. non-minority	-108.268	43.657	-.048	-2.480	.013	-.144	-.083	-.047	.963	1.038

Agency Size Dummy - Medium	-736.744	41.246	-.480	-	.000	-.122	-.517	-	.494	2.024
				17.862				.337		
Agency Dummy 1 - Distributive	1086.088	57.420	.632	18.915	.000	.070	.538	.357	.319	3.137
Agency Dummy 2 - Financial/General	539.814	88.353	.151	6.110	.000	-.098	.202	.115	.584	1.713
Agency Dummy 3 - Regulatory	853.050	43.590	.553	19.570	.000	.258	.552	.369	.447	2.238
Service Type Dummy 2 - Mgmt	1593.764	71.114	.431	22.411	.000	.414	.604	.423	.965	1.036
Service Type 3 - Non Union	212.884	259.762	.016	.820	.413	.029	.028	.015	.924	1.082
EMPLOYEE AGE	2.869	1.514	.042	1.895	.058	.360	.064	.036	.738	1.354

EEO Code O – Other

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.799 ^b	.639	.562	688.04225	.639	8.263	6	28	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	23471216.184	6	3911869.364	8.263	.000 ^c
	Residual	13255259.987	28	473402.142		
	Total	36726476.171	34			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	2956.453	1176.833		2.512	.018					
LENGTH OF SERVICE APPOINTMENT	44.513	59.102	.311	.753	.458	.067	.141	.086	.076	13.216
LENGTH OF SERVICE WITH STATE	-78.832	63.068	-.559	-	.222	.055	-.230	-	.064	15.512
SEX	-336.555	391.959	-.105	-	.398	.025	-.160	-	.870	1.150
Minority v. non-minority	-626.894	516.495	-.142	-	.235	-.071	-.224	-	.941	1.063
Service Type Dummy 2 - Mgmt	5126.643	734.345	.834	6.981	.000	.766	.797	.793	.904	1.107
EMPLOYEE AGE	19.632	17.858	.160	1.099	.281	.014	.203	.125	.606	1.649

Part Time and Job Share Employee Analysis

Model Equation

Base Pay = constant + b1(gender) + b2(minority status) + b3(age) + b4(length of employment at the State) + b5(length of employment in current position) + b6(agency type) + b7(service type) + b8(size of agency) + b9(EEO-4 Code)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.719 ^a	.517	.509	1451.60453	.517	64.774	20	1209	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2729760484.013	20	136488024.201	64.774	.000 ^b
	Residual	2547551256.515	1209	2107155.713		
	Total	5277311740.528	1229			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	4686.417	219.434		21.357	.000					

LENGTH OF SERVICE APPOINTMENT	19.427	10.079	.048	1.927	.054	.097	.055	.039	.632	1.582
LENGTH OF SERVICE WITH STATE	16.268	6.086	.070	2.673	.008	.239	.077	.053	.579	1.727
EMPLOYEE AGE	16.677	3.919	.099	4.255	.000	.132	.121	.085	.739	1.354
SEX	-206.260	109.576	-.048	-1.882	.060	-.003	-.054	-	.622	1.609
Minority v. non-minority	-241.228	135.706	-.036	-1.778	.076	-.044	-.051	-.038	.965	1.037
Agency Dummy 1 - Distributive	423.456	160.641	.085	2.636	.008	-.255	.076	.053	.381	2.622
Agency Dummy 2 - Financial/General	2212.326	357.429	.135	6.190	.000	.121	.175	.124	.838	1.193
Agency Dummy 3 - Regulatory	708.998	128.124	.169	5.534	.000	.118	.157	.111	.426	2.349
Service Type Dummy 1 - Exec	2853.931	401.984	.156	7.100	.000	.199	.200	.142	.826	1.211
Service Type Dummy 2 - Mgmt	539.931	236.745	.052	2.281	.023	.194	.065	.046	.755	1.325
Service Type 3 - Non Union	-917.748	128.238	-.207	-7.157	.000	-.206	-.202	-	.477	2.096
Agency Size Dummy - Small	-396.665	252.485	-.035	-1.571	.116	.073	-.045	-.143	.797	1.255
Agency Size Dummy - Medium	-802.046	121.929	-.194	-6.578	.000	-.208	-.186	-.031	.461	2.169
EEO1	464.468	362.212	.030	1.282	.200	.197	.037	.026	.743	1.345
EEO3	-2169.126	197.922	-.275	-	.000	-.200	-.301	-	.632	1.582
EEO4	-1677.709	187.565	-.197	10.959	.000	-.091	-.249	-.219	.820	1.220
EEO5	-2354.210	204.988	-.243	-	.000	-.134	-.314	-	.893	1.120
				11.485				.229		

EEO6	-2653.238	121.411	-.492	-	.000	-.316	-.532	-	.789	1.268
EEO7	-2722.535	1039.284	-.053	-2.620	.009	-.021	-.075	-	.977	1.024
EEO8	-2194.659	210.123	-.270	-	.000	-.285	-.288	-	.597	1.676
				10.445				.209		

Veteran Analysis

Model Equation

Base Pay = constant + b1(gender) + b2(minority status) + b3(age) + b4(length of employment at the State) + b5(length of employment in current position) + b6(agency type) + b7(service type) + b8(size of agency) + b9(EEO-4 Code)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.799 ^a	.638	.633	990.73985	.638	127.820	20	1452	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2509278716.500	20	125463935.825	127.820	.000 ^b
	Residual	1425233031.382	1452	981565.449		
	Total	3934511747.882	1472			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	3935.433	162.899		24.159	.000					

LENGTH OF SERVICE APPOINTMENT	-3.431	6.233	-.012	-.550	.582	.141	-.014	-	.518	1.929
LENGTH OF SERVICE WITH STATE	48.924	4.440	.251	11.019	.000	.407	.278	.174	.481	2.080
SEX	-289.322	75.298	-.065	-3.842	.000	-.150	-.100	-	.880	1.137
Minority v. non-minority	-162.271	93.293	-.028	-1.739	.082	-.056	-.046	-	.979	1.022
Agency Size Dummy - Small	-144.265	179.011	-.013	-.806	.420	.061	-.021	-	.922	1.084
Agency Size Dummy - Medium	-104.247	68.000	-.028	-1.533	.125	.117	-.040	-	.742	1.349
Agency Dummy 1 - Distributive	300.484	89.453	.082	3.359	.001	.045	.088	.053	.417	2.398
Agency Dummy 2 - Financial/General	1010.823	163.054	.116	6.199	.000	.116	.161	.098	.710	1.409
Agency Dummy 3 - Regulatory	324.762	85.502	.099	3.798	.000	-.082	.099	.060	.365	2.741
Service Type Dummy 1 - Exec	2770.800	212.494	.255	13.039	.000	.367	.324	.206	.654	1.528
Service Type Dummy 2 - Mgmt	721.133	107.601	.159	6.702	.000	.415	.173	.106	.442	2.265
Service Type 3 - Non Union	90.863	192.952	.008	.471	.638	.021	.012	.007	.927	1.078
EMPLOYEE AGE	15.073	3.118	.099	4.834	.000	.320	.126	.076	.593	1.685
EEO1	764.122	127.777	.145	5.980	.000	.520	.155	.094	.422	2.372
EEO3	-927.747	109.116	-.154	-8.502	.000	-.077	-.218	-	.759	1.317
EEO4	-814.284	89.793	-.216	-9.068	.000	-.214	-.232	-	.438	2.284
EEO5	-1727.666	169.729	-.172	-	.000	-.170	-.258	-	.876	1.142
				10.179				.161		

EEO6	-2072.474	106.463	-0.342	-	19.467	.000	-0.325	-0.455	-	.810	1.234
EEO7	-1337.745	124.042	-0.193	-	10.785	.000	-0.131	-0.272	-	.779	1.283
EEO8	-1897.716	154.357	-0.204	-	12.294	.000	-0.149	-0.307	-	.905	1.104

Disability Status Analysis

Model Equation

Base Pay = constant + b1(gender) + b2(minority status) + b3(age) + b4(length of employment at the State) + b5(length of employment in current position) + b6(agency type) + b7(service type) + b8(size of agency) + b9(EEO-4 Code)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.833 ^a	.694	.684	835.48811	.694	73.595	20	650	.000

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1027452558.325	20	51372627.916	73.595	.000 ^b
	Residual	453726247.645	650	698040.381		
	Total	1481178805.970	670			

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1 (Constant)	4103.564	215.766		19.019	.000					

LENGTH OF SERVICE APPOINTMENT	-9.308	5.961	-.042	-1.561	.119	.049	-.061	-	.034	.655	1.526
LENGTH OF SERVICE WITH STATE	34.183	5.003	.194	6.832	.000	.270	.259	.148		.585	1.711
SEX											
Minority v. non-minority	-467.795	73.630	-.153	-6.353	.000	-.267	-.242	-	.138	.813	1.230
Agency Size Dummy - Small	35.801	94.780	.008	.378	.706	.003	.015	.008		.953	1.049
Agency Size Dummy - Medium	-103.679	183.205	-.013	-.566	.572	.039	-.022	-	.012	.832	1.202
Agency Dummy 1 - Distributive	-169.296	93.745	-.049	-1.806	.071	.054	-.071	-	.039	.638	1.566
Agency Dummy 2 - Financial/General	123.905	92.161	.037	1.344	.179	-.002	.053	.029		.613	1.630
Agency Dummy 3 - Regulatory	-67.449	171.443	-.010	-.393	.694	-.044	-.015	-	.009	.679	1.472
Service Type Dummy 1 - Exec	302.764	106.143	.082	2.852	.004	.093	.111	.062		.571	1.750
Service Type Dummy 2 - Mgmt	2627.518	300.847	.214	8.734	.000	.333	.324	.190		.783	1.277
Service Type 3 - Non Union	625.981	146.786	.129	4.265	.000	.376	.165	.093		.517	1.935
EMPLOYEE AGE	14.170	159.339	.002	.089	.929	-.056	.003	.002		.902	1.108
EEO1	14.305	4.123	.087	3.470	.001	.145	.135	.075		.748	1.336
EEO3	1028.400	191.426	.170	5.372	.000	.488	.206	.117		.473	2.113
EEO4	-893.973	142.700	-.154	-6.265	.000	.012	-.239	-	.136	.784	1.275
EEO5	-1120.954	223.844	-.119	-5.008	.000	-.015	-.193	-	.109	.841	1.189
	-1444.504	120.501	-.293	-	.000	-.181	-.426	-	.260	.787	1.271
				11.988							

EEO6	-1828.929	82.425	-0.565	22.189	0.000	-0.562	-0.657	-	0.726	1.378
EEO7	-1322.061	275.149	-0.108	-4.805	0.000	-0.026	-0.185	-	0.936	1.068
EEO8	-1652.862	263.235	-0.141	-6.279	0.000	-0.061	-0.239	-	0.931	1.074

APPENDIX C

Descriptive Statistics: Mean Median, and Number of Employees for the Executive Branch Overall & Sub-Analyses

The results of this section include descriptive statistics (mean, median, and number of employees) for monthly base pay by gender, minority status, and gender/minority status combined.

Additionally, a comparison (*Mann-Whitney U* test for median and *t*-test for mean) based on gender and minority status was performed to determine if the difference between the groups is statistically significant.

The results are provided for the executive branch overall as well as the following sub-analyses:

Agency Type

Service Type

Generation

EEO-4 Employee Categories

Part-Time and Job Share Employees

Veteran Employees

Disabled Employees

Central Tendency Group Analysis

The results of this section include both median results and statistical significance for sub-groups (comparing male v. female and minority v. non-minority groups). After examining descriptive statistics of monthly base pay of male vs. female and minorities (non-white) vs. non-minorities (white), statistical analyses (*Mann-Whitney U test and t-test*) were conducted to examine if the difference in the monthly base pay is statistically significant.

The tables for gender exclude the four outliers discussed in the methods section of the report (N = 34, 016). In order to maintain consistency with the body of the report, the tables exclude veterans, disabled employees, part time and job share employees, and those employees who did not identify their minority status. The number of employees reported here do not match the numbers for each group in the regression analysis because the regression analysis additionally excludes employees with missing data.

The difference in pay as well as the percent difference, based on both the mean and median for each group for gender and minority status are provided. Statistical tests were conducted to examine if the difference between male and female or minority and non-minority status is statistically significant. Where there is a significant difference in the base pay it is noted with an asterisk¹.

Executive Branch Overall

Gender:

Table 1 Central Tendencies (mean and median) and Number for Gender, with significant differences based on both mean median

Gender	Mean Monthly Base Pay	Difference in Mean (Male – Female)	Median Monthly Base Pay	Difference in Median (Male – Female)	Number of Employees
Female	\$4,407.12		\$3,974.00		16,827
Male	\$5,024.49	\$617.37*	\$4,786.00	\$812.00*	13,542

¹ It should be noted that a significant difference does not speak to the magnitude of the difference. It only means that there is a 95% or greater likelihood, that the difference is not due to chance, and thus suggests some systematic differences.

Minority Status:

Table 2 Central Tendencies (mean and median) and Number for Minority Status, with significant differences based on both mean and median

Minority Status	Mean Monthly Base Pay	Difference in Mean (Non-Minority – Minority)	Median Monthly Base Pay	Difference in Median (Non-Minority – Minority)	Number of Employees
Minority	\$4,310.31		\$3,946.00		4,696
Non-Minority	\$4,758.71	\$448.41*	\$4,358.00	\$412.00*	25,382

Gender and Minority Status Combined

Table 3 Central Tendencies (mean and median) and Number for Gender and Minority Status Combined

Gender	Minority Status	Mean Monthly Base Pay	Median Monthly Base Pay	Number of Employees
Female	Minority	\$4,097.77	\$3,607.00	2,795
	Non-Minority	\$4,477.69	\$4,111.00	13,855
Male	Minority	\$4,622.80	\$4,176.00	1,901
	Non-Minority	\$5,096.49	\$4,786.00	11,527

Agency Type

Gender:

Table 4 Central Tendencies (mean and median) and Number for Gender, with significant differences based on mean and median identified, by Agency Type

Agency Type	Gender	Mean Monthly Base Pay	Difference in Mean (Male – Female)	Median Monthly Base Pay	Difference in Median (Male – Female)	Number of Employees
Distributive	Female	\$4,440.45		\$3,974.00		2,357
	Male	\$4,950.50	\$510.05*	\$4,621.00	\$647.00*	4,061
Financial Administration & General Control	Female	\$5,016.80		\$4,569.00		688
	Male	\$5,942.39	\$925.59*	\$5,545.00	\$976.00*	617
Regulatory	Female	\$4,635.41		\$4,180.00		4,705
	Male	\$5,226.63	\$591.22*	\$4,786.00	\$606.00*	5,320
Redistributive	Female	\$4,243.20		\$3,953.00		8,900
	Male	\$4,652.79	\$409.60*	\$4,161.00	\$208.00*	3,430

Minority Status:

Table 5 Central Tendencies (mean and median) and Number for Minority Status, with significant differences based on mean and median identified, by Agency Type

Agency Type	Minority Status	Mean Monthly Base Pay	Difference in Mean (Non-Minority – Minority)	Median Monthly Base Pay	Difference in Median (Non-Minority – Minority)	Number of Employees
Distributive	Minority	\$4,605.25		\$4,161.00		600
	Non-Minority	\$4,779.47	\$174.23*	\$4,358.00	\$197.00*	5,818
Financial Administration & General Control	Minority	\$5,214.25		\$4,408.50		193
	Non-Minority	\$5,496.10	\$281.84*	\$5,028.00	\$619.50*	1,112
Regulatory	Minority	\$4,652.88		\$4,349.00		1,278
	Non-Minority	\$4,992.44	\$339.56*	\$4,786.00	\$437.00*	8,747
Redistributive	Minority	\$4,009.65		\$3,607.00		2,625
	Non-Minority	\$4,451.13	\$441.48*	\$3,974.00	\$367.00*	9,705

Gender and Minority Status Combined

Table 6 Central Tendencies (mean and median) and Number for Gender and Minority Status Combined by Agency Type

Agency Type	Gender	Minority Status	Mean Monthly Base Pay	Median Monthly Base Pay	Number of Employees
Distributive	Female	Minority	\$4,349.99	\$3,972.00	256
		Non-Minority	\$4,451.47	\$3,974.00	2,101
	Male	Minority	\$4,795.20	\$4,418.50	344
		Non-Minority	\$4,964.87	\$4,621.00	3,717
Financial Admin & General Control	Female	Minority	\$4,781.94	\$4,161.00	101
		Non-Minority	\$5,057.21	\$4,569.00	587
	Male	Minority	\$5,688.86	\$4,904.50	92
		Non-Minority	\$5,986.82	\$5,573.00	525
Regulatory	Female	Minority	\$4,388.38	\$3,974.00	604
		Non-Minority	\$4,671.79	\$4,305.00	4,101
	Male	Minority	\$4,889.91	\$4,764.00	674
		Non-Minority	\$5,275.48	\$4,786.00	4,646
Redistributive	Female	Minority	\$3,929.18	\$3,607.00	1,834
		Non-Minority	\$4,324.70	\$3,974.00	7,066
	Male	Minority	\$4,196.23	\$3,607.00	791
		Non-Minority	\$4,789.64	\$4,358.00	2,639

Service Type

Gender:

Table 7 Central Tendencies (mean and median) and Number for Gender, with significant differences based on mean and median identified, by Service Type

Service Type	Gender	Mean Monthly Base Pay	Difference in Mean (Male – Female)	Median Monthly Base Pay	Difference in Median (Male – Female)	Number of Employees
Executive Service - Official/ Administrator (EEO Code A)	Female	\$9,316.61		\$8,917.00		223
	Male	\$9,726.68	\$410.07*	\$9,354.00	\$437.00*	276
Executive Service – Professional (EEO Code B)	Female	\$7,062.11		\$5,492.00		53
	Male	\$13,864.53	\$6,802.42*	\$15,993.00	\$10,500.50*	38
Executive Service – Administrative Support (EEO Code F)	Female	\$3,670.45		\$3,717.00		65
	Male	\$3,556.17	(\$114.28)	\$3,547.00	(\$170.00)	6
Management Service	Female	\$6,097.48		\$6,046.00		2,008
	Male	\$6,591.62	\$494.13*	\$6,351.00	\$305.00*	1,715
Union	Female	\$4,069.65		\$3,781.00		13,868
	Male	\$4,605.41	\$535.76*	\$4,358.00	\$577.00*	11,045
Unrepresented	Female	\$4,875.21		\$4,571.00		431
	Male	\$6,122.70	\$1,247.49*	\$5,530.00	\$959.00*	347

Minority Status:

Table 8 Central Tendencies (mean and median) and Number for Minority Status, with significant differences based on mean and median identified, by Service Type

Service Type	Minority Status	Mean Monthly Base Pay	Difference in Mean (Non-Minority – Minority)	Median Monthly Base Pay	Difference in Median (Non-Minority – Minority)	Number of Employees
Executive Service - Official/ Administrator (EEO Code A)	Minority	\$9,245.93		\$8,917.00		60
	Non-Minority	\$9,584.09	\$338.15	\$8,917.00	\$0.00	439
Executive Service – Professional (EEO Code B)	Minority	\$8,124.33		\$5,361.50		12
	Non-Minority	\$10,172.81	\$2,048.47	\$7,343.00	\$1,981.50	79
Executive Service – Administrative Support (EEO Code F)	Minority	\$3,517.14		\$3,547.00		14
	Non-Minority	\$3,696.07	\$178.93	\$3,717.00	\$170.00	57
Management Service	Minority	\$6,143.90		\$6,046.00		422
	Non-Minority	\$6,348.27	\$204.37*	\$6,351.00	\$305.00*	3,301
Union	Minority	\$4,014.24		\$3,607.00		4,089
	Non-Minority	\$4,364.70	\$350.46*	\$4,143.00	\$536.00*	20,824
Unrepresented	Minority	\$5,381.69		\$4,791.00		99
	Non-Minority	\$5,438.89	\$57.20	\$5,028.00	\$237.00	679

Gender and Minority Status Combined

Table 9 Central Tendencies (mean and median) and Number for Gender and Minority Status Combined by Service Type

Service Type	Gender	Minority Status	Mean Monthly Base Pay	Median Monthly Base Pay	Number of Employees
Executive Service - Official/Administrator (EEO Code A)	Female	Minority	\$8,765.44	\$8,917.00	32
		Non-Minority	\$9,408.96	\$8,917.00	191
	Male	Minority	\$9,795.07	\$10,064.00	28
		Non-Minority	\$9,718.96	\$9,354.00	248
Executive Service - Professional (EEO Code B)	Female	Minority	\$6,330.25	\$4,986.50	8
		Non-Minority	\$7,192.21	\$5,492.00	45
	Male	Minority	\$11,712.50	\$11,812.50	4
		Non-Minority	\$14,117.71	\$15,992.50	34
Executive Service - Administrative Support (EEO Code F)	Female	Minority	\$3,525.08	\$3,547.00	12
		Non-Minority	\$3,703.36	\$3,717.00	53
	Male	Minority	\$3,469.50	\$3,469.50	2
		Non-Minority	\$3,599.50	\$3,547.00	4
Management Service	Female	Minority	\$5,929.26	\$5,764.00	244
		Non-Minority	\$6,120.75	\$6,046.00	1,764
	Male	Minority	\$6,438.12	\$6,351.00	178
		Non-Minority	\$6,609.39	\$6,351.00	1,537
Union	Female	Minority	\$3,831.62	\$3,602.00	2,443
		Non-Minority	\$4,120.55	\$3,814.00	11,425
	Male	Minority	\$4,285.27	\$3,974.00	1,646
		Non-Minority	\$4,661.48	\$4,372.00	9,399
Unrepresented	Female	Minority	\$4,865.13	\$4,681.00	56
		Non-Minority	\$4,876.71	\$4,571.00	375
	Male	Minority	\$6,054.42	\$4,830.00	43
		Non-Minority	\$6,132.36	\$5,783.00	304

Generation:

Gender:

Table 10 Central Tendencies (mean and median) and Number for Gender, with significant differences based on mean and median identified, by Generation

Service Type	Gender	Mean Monthly Base Pay	Difference in Mean (Male – Female)	Median Monthly Base Pay	Difference in Median (Male – Female)	Number of Employees
Millennial	Female	\$3,603.03		\$3,435.00		3,182
	Male	\$3,815.18	\$212.15*	\$3,607.00	\$172.00*	2,439
Gen X	Female	\$4,476.72		\$4,161.00		7,009
	Male	\$5,026.16	\$549.44*	\$4,786.00	\$625.00*	5,894
Baby Boomer	Female	\$4,771.47		\$4,358.00		5,949
	Male	\$5,570.66	\$799.19*	\$5,277.00	\$919.00*	4,720
Traditionalist	Female	\$4,442.01		\$3,974.00		509
	Male	\$6,165.99	\$1,723.98*	\$5,529.00	\$1,555.00*	375

Minority Status:

Table 11 Central Tendencies (mean and median) and Number for Minority Status, with significant differences based on mean and median identified, by Generation

Service Type	Minority Status	Mean Monthly Base Pay	Difference in Mean (Non-Minority – Minority)	Median Monthly Base Pay	Difference in Median (Non-Minority – Minority)	Number of Employees
Millennial	Minority	\$3,395.17		\$3,139.00		1,176
	Non-Minority	\$3,774.44	\$379.27*	\$3,607.00	\$468.00*	4,445
Gen X	Minority	\$4,464.49		\$3,994.00		2,162
	Non-Minority	\$4,780.68	\$316.19*	\$4,518.00	\$524.00*	10,741
Baby Boomer	Minority	\$4,872.31		\$4,358.00		1,263
	Non-Minority	\$5,158.97	\$286.66*	\$4,791.00	\$433.00*	9,406
Traditionalist	Minority	\$4,658.49		\$3,974.00		95
	Non-Minority	\$5,235.33	\$576.83*	\$4,791.00	\$817.00*	789

Gender and Minority Status Combined

Table 12 Central Tendencies (mean and median) and Number for Gender and Minority Status Combined by Generation

Generation	Gender	Minority Status	Mean Monthly Base Pay	Median Monthly Base Pay	Number of Employees
Millennial	Female	Minority	\$3,365.72	\$3,134.00	765
		Non-Minority	\$3,678.14	\$3,450.00	2,417
	Male	Minority	\$3,449.97	\$3,343.00	411
		Non-Minority	\$3,889.20	\$3,650.00	2,028
Generation X	Female	Minority	\$4,239.15	\$3,974.00	1,251
		Non-Minority	\$4,528.33	\$4,161.00	5,758
	Male	Minority	\$4,773.93	\$4,358.00	911
		Non-Minority	\$5,072.27	\$4,786.00	4,983
Baby Boomer	Female	Minority	\$4,600.92	\$4,349.00	717
		Non-Minority	\$4,794.84	\$4,358.00	5,232
	Male	Minority	\$5,228.68	\$4,791.00	546
		Non-Minority	\$5,615.39	\$5,277.00	4,174
Traditionalists	Female	Minority	\$4,459.19	\$3,797.00	62
		Non-Minority	\$4,439.63	\$3,974.00	447
	Male	Minority	\$5,032.94	\$4,358.00	33
		Non-Minority	\$6,275.32	\$5,764.00	342

EEO-4 Code

Gender:

Table 13 Central Tendencies (mean and median) and Number for Gender, with significant differences based on mean and median identified, by EEO-4 Code

EEO-4 Code	Gender	Mean Monthly Base Pay	Mean Difference (Males – Females)	Median Monthly Base Pay	Median Difference (Males – Females)	Number of Employees
A	Female	\$6,941.88		\$6,663.00		1,278
	Male	\$7,757.90	\$816.02*	\$7,701.00	\$1,038.00*	1,194
B	Female	\$5,119.31		\$4,979.00		7,610
	Male	\$5,705.63	\$586.32*	\$5,529.00	\$550.00*	5,278
C	Female	\$3,664.30		\$3,475.00		752
	Male	\$4,351.04	\$686.74*	\$4,192.00	\$717.00*	963
D	Female	\$4,274.85		\$4,349.00		598
	Male	\$4,511.40	\$236.55*	\$4,398.00	\$49.00*	2,689
E	Female	\$3,191.96		\$3,134.00		2,160
	Male	\$3,154.69	(\$37.26)	\$3,001.00	(\$133.00)*	868
F	Female	\$3,127.07		\$3,139.00		3,921
	Male	\$3,011.20	(\$115.87)*	\$2,873.00	(\$266.00)*	543
G	Female	\$3,856.04		\$3,974.00		89
	Male	\$4,082.01	\$225.97*	\$3,974.00	\$0.00	1,195
H	Female	\$3,432.07		\$3,475.00		237
	Male	\$3,478.19	\$46.11	\$3,450.00	(\$25.00)	667
O	Female	\$8,640.25		\$8,274.00		4
	Male	\$8,561.19	(\$79.06)	\$8,274.00	\$0.00	31

Minority Status:

Table 14 Central Tendencies (mean and median) and Number for Minority Status, with significant differences based on mean and median identified, by EEO-4 Code

EEO-4 Code	Minority Status	Mean Monthly Base Pay	Mean Difference (Non-Minorities – Minorities)	Median Monthly Base Pay	Median Difference (Non-Minorities – Minorities)	Number of Employees
A	Minority	\$7,189.66		\$6,998.00		281
	Non-Minority	\$7,354.80	\$165.14	\$7,343.00	\$345.00	2,191
B	Minority	\$5,086.40		\$4,791.00		1,856
	Non-Minority	\$5,405.36	\$318.96*	\$5,231.00	\$440.00*	11,032
C	Minority	\$3,845.46		\$3,607.00		259
	Non-Minority	\$4,086.28	\$240.82*	\$3,793.00	\$186.00*	1,456
D	Minority	\$4,323.05		\$4,349.00		477
	Non-Minority	\$4,493.03	\$169.99*	\$4,377.00	\$28.00*	2,810
E	Minority	\$3,140.77		\$3,001.00		914
	Non-Minority	\$3,198.79	\$58.01*	\$3,134.00	\$133.00*	2,114
F	Minority	\$3,005.28		\$2,873.00		705
	Non-Minority	\$3,133.17	\$127.89*	\$3,139.00	\$266.00*	3,759
G	Minority	\$4,026.88		\$3,974.00		85
	Non-Minority	\$4,069.15	\$42.27	\$3,974.00	\$0.00	1,199
H	Minority	\$3,198.88		\$3,139.00		117
	Non-Minority	\$3,505.82	\$306.94*	\$3,451.00	\$312.00*	787
O	Minority	\$8,274.00		\$8,274.00		2
	Non-Minority	\$8,588.18	\$314.18	\$8,274.00	\$0.00	33

Gender and Minority Status Combined

Table 15 Central Tendencies (mean and median) and Number for Gender and Minority Status Combined by EEO-4 Code

EEO-4 Code	Gender	Minority Status	Mean Monthly Base Pay	Median Monthly Base Pay	Number of Employees
A	Female	Minority	\$6,760.17	\$6,351.00	163
		Non-Minority	\$6,968.45	\$6,663.00	1,115
	Male	Minority	\$7,782.94	\$7,343.00	118
		Non-Minority	\$7,755.16	\$7,701.00	1,076
B	Female	Minority	\$4,876.57	\$4,569.00	1,153
		Non-Minority	\$5,162.65	\$5,028.00	6,457
	Male	Minority	\$5,430.55	\$5,073.00	703
		Non-Minority	\$5,747.90	\$5,545.00	4,575
C	Female	Minority	\$3,587.18	\$3,607.00	131
		Non-Minority	\$3,680.57	\$3,450.00	621
	Male	Minority	\$4,109.80	\$3,792.50	128
		Non-Minority	\$4,388.02	\$4,305.00	835
D	Female	Minority	\$4,072.33	\$4,180.00	90
		Non-Minority	\$4,310.73	\$4,349.00	508
	Male	Minority	\$4,381.35	\$4,349.00	387
		Non-Minority	\$4,533.27	\$4,586.00	2,302
E	Female	Minority	\$3,154.22	\$3,001.00	626
		Non-Minority	\$3,207.36	\$3,139.00	1,534
	Male	Minority	\$3,111.55	\$3,001.00	288
		Non-Minority	\$3,176.12	\$3,134.00	580
F	Female	Minority	\$3,023.09	\$2,907.00	599
		Non-Minority	\$3,145.82	\$3,139.00	3,323
	Male	Minority	\$2,904.66	\$2,756.00	106
		Non-Minority	\$3,037.04	\$2,936.00	437
G	Female	Minority	\$4,167.80	\$4,161.00	5
		Non-Minority	\$3,837.49	\$3,877.50	84
	Male	Minority	\$4,018.08	\$3,974.00	80
		Non-Minority	\$4,086.60	\$3,974.00	1,115
H	Female	Minority	\$3,073.21	\$3,156.00	28
		Non-Minority	\$3,480.15	\$3,607.00	209
	Male	Minority	\$3,238.42	\$3,139.00	89
		Non-Minority	\$3,515.11	\$3,450.00	578
O	Female	Non-Minority	\$8,640.25	\$8,274.00	4
	Male	Minority	\$8,274.00	\$8,274.00	2
		Non-Minority	\$8,581.00	\$8,274.00	29

Part-Time and Job Share Employees

Gender:

Table 16 Central Tendencies (mean and median) and Number for Gender, with significant differences based on mean and median identified, for Part-Time and Job Share employees

	Gender	Mean Monthly Base Pay	Mean Difference (Males – Females)	Median Monthly Base Pay	Median Difference (Males – Females)	Number of Employees
Full-Time	Female	\$4,407.12		\$3,974.00		16,827
	Male	\$5,024.49	\$617.37*	\$4,786.00	\$812.00*	13,542
Non-Full-Time	Female	\$4,397.83		\$3,973.00		803
	Male	\$4,401.54	\$3.72	\$3,973.00	\$0.00	445

Minority Status:

Table 17 Central Tendencies (mean and median) and Number for Minority Status, with significant differences based on mean and median identified, for Part-Time and Job Share employees

	Minority Status	Mean Monthly Base Pay	Mean Difference (Non-Minorities – Minorities)	Median Monthly Base Pay	Median Difference (Non-Minorities – Minorities)	Number of Employees
Full-Time	Minority	\$4,310.31		\$3,946.00		4,696
	Non-Minority	\$4,758.71	\$448.41*	\$4,358.00	\$412.00*	25,382
Non-Full-Time	Minority	\$4,161.01		\$3,973.00		136
	Non-Minority	\$4,428.28	\$267.27	\$3,973.00	\$0.00	1,112

Gender and Minority Status Combined

Table 18 Central Tendencies (mean and median) and Number for Gender and Minority Status Combined for Part-Time and Job Share Employees

	Gender	Minority Status	Mean Monthly Base Pay	Median Monthly Base Pay	Number of Employees
Full-Time	Female	Minority	\$4,097.77	\$3,607.00	2,795
		Non-Minority	\$4,477.69	\$4,111.00	13,855
	Male	Minority	\$4,622.80	\$4,176.00	1,901
		Non-Minority	\$5,096.49	\$4,786.00	11,527
Non-Full-Time	Female	Minority	\$4,406.25	\$3,974.00	92
		Non-Minority	\$4,396.74	\$3,973.00	711
	Male	Minority	\$3,648.23	\$3,973.00	44
		Non-Minority	\$4,484.20	\$3,973.00	401

Veteran Employees

Gender:

Table 19 Central Tendencies (mean and median) and Number for Gender, with significant differences based on mean and median identified, for veteran employees

Veteran Status	Gender	Mean Monthly Base Pay	Difference in Mean (Male-Female)	Median Monthly Base Pay	Difference in Median (Male-Female)	Number of Employees
Non-Veteran	Female	\$4,407.12		\$3,974.00		16,827
	Male	\$5,024.49	\$617.37*	\$4,786.00	\$812.00*	13,542
Veteran	Female	\$4,473.06		\$4,349.00		237
	Male	\$5,149.32	\$676.26*	\$4,851.00	\$502.00*	1,260

Minority Status:

Table 20 Central Tendencies (mean and median) and Number for Minority Status, with significant differences based on mean and median identified, for veteran employees

Veteran Status	Minority Status	Mean Monthly Base Pay	Mean Difference (Non-Minorities – Minorities)	Median Monthly Base Pay	Median Difference (Non-Minorities – Minorities)	Number of Employees
Non-Veteran	Minority	\$4,310.31		\$3,946.00		4,696
	Non-Minority	\$4,758.71	\$448.41*	\$4,358.00	\$412.00*	25,382
Veteran	Minority	\$4,736.37		\$4,552.50		130
	Non-Minority	\$5,071.35	\$334.98	\$4,791.00	\$238.50	1,367

Gender and Minority Status Combined

Table 21 Central Tendencies (mean and median) and Number for Gender and Minority Status Combined for veteran employees

Veteran Status	Gender	Minority Status	Mean Monthly Base Pay	Median Monthly Base Pay	Number of Employees
Non-Veterans	Female	Minority	\$4,097.77	\$3,607.00	2,795
		Non-Minority	\$4,477.69	\$4,111.00	13,855
	Male	Minority	\$4,622.80	\$4,176.00	1,901
		Non-Minority	\$5,096.49	\$4,786.00	11,527
Veterans	Female	Minority	\$4,155.32	\$4,077.00	22
		Non-Minority	\$4,505.57	\$4,358.00	215
	Male	Minority	\$4,854.73	\$4,786.00	108
		Non-Minority	\$5,176.94	\$4,851.00	1,152

Disabled Employees (Reported Disability)

Gender:

Table 22 Central Tendencies (mean and median) and Number for Gender, with significant differences based on mean and median identified, for disabled employees

Disability Status	Gender	Mean Monthly Base Pay	Difference in Mean (Male-Female)	Median Monthly Base Pay	Difference in Median (Male-Female)	Number of Employees
None Reported	Female	\$4,407.12		\$3,974.00		16,827
	Male	\$5,024.49	\$617.37*	\$4,786.00	\$812.00*	13,542
Reported Disability	Female	\$4,146.42		\$3,973.00		418
	Male	\$4,939.03	\$792.62*	\$4,766.00	\$793.00*	258

Minority Status:

Table 23 Central Tendencies (mean and median) and Number for Minority Status, with significant differences based on mean and median identified, for disabled employees

Disability Status	Minority Status	Mean Monthly Base Pay	Mean Difference (Non-Minorities – Minorities)	Median Monthly Base Pay	Median Difference (Non-Minorities – Minorities)	Number of Employees
None Reported	Minority	\$4,310.31		\$3,946.00		4,696
	Non-Minority	\$4,758.71	\$448.41*	\$4,358.00	\$412.00*	25,382
Reported Disability	Minority	\$4,486.02		\$4,170.50		96
	Non-Minority	\$4,442.78	(\$43.24)	\$4,161.00	(\$9.50)	580

Gender and Minority Status Combined

Table 24 Central Tendencies (mean and median) and Number for Gender and Minority Status Combined for disabled employees

Disability Status	Gender	Minority Status	Mean Monthly Base Pay	Median Monthly Base Pay	Number of Employees
None Reported	Female	Minority	\$4,097.77	\$3,607.00	2,795
		Non-Minority	\$4,477.69	\$4,111.00	13,855
	Male	Minority	\$4,622.80	\$4,176.00	1,901
		Non-Minority	\$5,096.49	\$4,786.00	11,527
Reported Disability	Female	Minority	\$4,218.86	\$3,974.00	56
		Non-Minority	\$4,135.21	\$3,849.00	362
	Male	Minority	\$4,860.05	\$4,788.50	40
		Non-Minority	\$4,953.52	\$4,742.00	218

APPENDIX D

Descriptive Statistics by Agency

Provides a detailed list of each executive branch agency including the following information:

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Median Monthly Base Pay

Number of Employees

This is then broken down by gender, minority status, and gender/minority status combined for each agency.

Agency Median Monthly Base Pay

Agency Title	Median Monthly Base Pay	Number of Employees
ACCOUNTANCY, OREGON BOARD OF	\$4,272.00	8
ADMINISTRATIVE SRVCS, DEPT OF	\$5,224.50	676
ADVOCACY COMMISSIONS, OREGON	\$4,519.50	2
AGRICULTURE, DEPT OF	\$5,028.00	264
AVIATION, DEPARTMENT OF	\$4,909.50	12
BLIND, COMMISSION FOR THE	\$4,680.00	32
CHIROPRACTIC EXAMINERS, BRD OF	\$5,370.50	2
COMM COLL/WRKFRCE DEV, DEPT OF	\$6,380.00	41
CONSTRUCTION CONTRACTORS BOARD	\$3,782.00	44
CONSUMER AND BUS SRVCS, DEPT	\$5,277.00	757
CORRECTIONS, DEPT OF	\$4,786.00	3,915
COUNSELORS & THERAPIST BRD	\$3,419.00	2
CRIMINAL JUSTICE COMMISSION	\$6,046.00	5
DENTISTRY, BOARD OF	\$3,974.00	3
DISTRICT ATTORNEYS/DEPUTIES	\$8,274.00	35
EDUCATION, DEPT OF	\$5,283.00	375
EMPLOYMENT DEPT	\$4,358.00	1,002
EMPLOYMENT RELATIONS BOARD	\$8,496.00	13
ENERGY, DEPARTMENT OF	\$5,802.00	83
ENVIRONMENTAL QUALITY, DEPT	\$5,764.00	548
FISH & WILDLIFE, DEPT OF	\$4,161.00	875
FORESTRY, DEPT OF	\$4,358.00	534
GEOLOGY & MINERAL IND, DEPT OF	\$5,221.00	34
GOVERNMENT ETHICS COMMISSION	\$4,162.00	7
GOVERNOR, OFFICE OF THE	\$7,343.00	52
HI-ED COORDINATING COMM	\$6,076.50	18
HOUSING & COMM SRVCS, DEPT OF	\$5,277.00	112
HUMAN SERVICES, DEPARTMENT OF	\$3,781.00	6,700
JUSTICE, DEPARTMENT OF	\$4,358.00	1,110
LABOR & INDUSTRIES, BUREAU OF	\$4,569.00	81
LAND CONSERV & DEV, DEPT OF	\$6,533.00	48
LAND USE BOARD OF APPEALS	\$7,548.50	6
LANDS, DEPARTMENT OF STATE	\$4,738.00	91
LIBRARY, OREGON STATE	\$4,569.00	34
LICENSED SOCIAL WORKERS BOARD	\$3,256.00	6
LIQUOR CONTROL COMMISSION	\$4,162.00	193
LONG TERM CARE OMBUDSMAN	\$5,277.00	11
MARINE BOARD	\$4,791.00	32
MEDICAL IMAGING, BOARD	\$3,607.00	3
MILITARY, DEPT OF	\$4,359.00	301
MORTUARY AND CEMETERY BOARD	\$4,234.50	6
NATUROPATHIC MEDICINE, BOARD	\$5,157.50	2
NURSING, BOARD OF	\$3,877.50	42
OR BUSINESS DEV DEPT	\$6,381.00	114
OR EDUCATION INVESTMENT BRD	\$6,925.50	10
OREGON HEALTH AUTHORITY	\$4,161.00	3,968
OREGON MEDICAL BOARD	\$4,234.50	32
PARKS & RECREATION, DEPT OF	\$4,161.00	374
PAROLE/POST PRISON SUPV, BRD	\$4,191.00	13
PHARMACY, OREGON BOARD OF	\$4,742.00	13
POLICE, OREGON STATE	\$5,231.00	956
PSYCHIATRIC SECURITY REV BRD	\$3,695.00	8
PSYCHOLOGISTS EXAMINERS BRD	\$4,161.00	3
PUBLIC EMPS RETIREMENT SYSTEM	\$4,161.00	325

Agency Median Monthly Base Pay

Agency Title	Median Monthly Base Pay	Number of Employees
PUBLIC SAFETY STANDARDS & TRNG	\$5,254.00	100
PUBLIC UTILITY COMMISSION	\$5,802.00	96
RACING COMMISSION	\$5,005.00	8
REAL ESTATE AGENCY	\$4,571.00	29
REVENUE, DEPARTMENT OF	\$3,607.00	892
SECRETARY OF STATE	\$5,277.00	166
SPEECH PATHOLOGY/AUDIOLOGY	\$4,916.50	2
STUDENT ACCESS / COMPLETION	\$4,791.00	23
TAX PRACTITIONERS, ST BRD OF	\$3,707.00	3
TEACHER STANDARDS & PRACTICES	\$3,974.00	17
TRANSPORTATION, DEPT OF	\$4,257.50	3,700
TREASURY, OREGON STATE	\$6,844.50	86
VETERANS AFFAIRS, DEPT OF	\$4,358.00	64
VETERINARY MED EXAMINING BRD	\$5,026.50	2
WATER RESOURCES, DEPT OF	\$5,028.00	128
WATERSHED ENHANCEMENT BOARD	\$5,277.00	29
YOUTH AUTHORITY, OREGON	\$4,349.00	800

Agency by Gender

Agency Title	Median Monthly Base Pay		Number of Employees	
	Female	Male	Female	Male
ACCOUNTANCY, OREGON BOARD OF	\$4,571.00	\$3,226.00	5	3
ADMINISTRATIVE SRVCS, DEPT OF	\$4,791.00	\$5,529.00	304	372
ADVOCACY COMMISSIONS, OREGON	\$4,519.50		2	
AGRICULTURE, DEPT OF	\$4,791.00	\$5,277.00	130	134
AVIATION, DEPARTMENT OF	\$4,161.00	\$5,802.00	5	7
BLIND, COMMISSION FOR THE	\$4,791.00	\$4,259.50	18	14
CHIROPRACTIC EXAMINERS, BRD OF	\$5,370.50		2	
COMM COLL/WRKFRCE DEV, DEPT OF	\$5,787.50	\$6,691.00	30	11
CONSTRUCTION CONTRACTORS BOARD	\$3,696.00	\$4,471.00	26	18
CONSUMER AND BUS SRVCS, DEPT	\$4,789.00	\$5,802.00	443	314
CORRECTIONS, DEPT OF	\$4,575.00	\$4,786.00	1,367	2,548
COUNSELORS & THERAPIST BRD		\$3,419.00		2
CRIMINAL JUSTICE COMMISSION	\$6,046.00	\$6,185.50	3	2
DENTISTRY, BOARD OF	\$3,974.00	\$5,902.00	1	2
DISTRICT ATTORNEYS/DEPUTIES	\$8,274.00	\$8,274.00	5	30
EDUCATION, DEPT OF	\$5,277.00	\$6,080.00	255	120
EMPLOYMENT DEPT	\$4,161.00	\$4,358.00	669	333
EMPLOYMENT RELATIONS BOARD	\$6,303.50	\$9,822.00	8	5
ENERGY, DEPARTMENT OF	\$5,277.00	\$6,381.00	37	46
ENVIRONMENTAL QUALITY, DEPT	\$4,929.00	\$5,802.00	226	322
FISH & WILDLIFE, DEPT OF	\$3,915.00	\$4,358.00	255	620
FORESTRY, DEPT OF	\$3,974.00	\$4,774.00	166	368
GEOLOGY & MINERAL IND, DEPT OF	\$4,791.00	\$5,343.00	12	22
GOVERNMENT ETHICS COMMISSION	\$4,067.50	\$7,827.00	6	1
GOVERNOR, OFFICE OF THE	\$6,046.00	\$8,917.00	33	19
HI-ED COORDINATING COMM	\$5,802.00	\$6,663.00	11	7
HOUSING & COMM SRVCS, DEPT OF	\$4,791.00	\$5,802.00	79	33
HUMAN SERVICES, DEPARTMENT OF	\$3,717.00	\$3,781.00	5,188	1,512
JUSTICE, DEPARTMENT OF	\$3,974.00	\$7,180.00	843	267
LABOR & INDUSTRIES, BUREAU OF	\$3,974.00	\$4,979.00	52	29
LAND CONSERV & DEV, DEPT OF	\$5,647.00	\$6,683.00	24	24
LAND USE BOARD OF APPEALS	\$4,791.00	\$10,306.00	3	3
LANDS, DEPARTMENT OF STATE	\$4,359.00	\$5,801.00	56	35
LIBRARY, OREGON STATE	\$4,680.00	\$4,155.00	24	10
LICENSED SOCIAL WORKERS BOARD	\$2,449.00	\$5,370.50	4	2
LIQUOR CONTROL COMMISSION	\$4,162.00	\$4,162.00	82	111
LONG TERM CARE OMBUDSMAN	\$5,277.00	\$4,791.00	8	3
MARINE BOARD	\$3,609.00	\$6,386.00	20	12
MEDICAL IMAGING, BOARD	\$2,873.00	\$5,187.50	1	2
MILITARY, DEPT OF	\$4,111.00	\$4,518.00	77	224
MORTUARY AND CEMETERY BOARD	\$4,111.00	\$5,492.00	5	1
NATUROPATHIC MEDICINE, BOARD	\$5,157.50		2	
NURSING, BOARD OF	\$3,694.00	\$5,116.50	38	4
OR BUSINESS DEV DEPT	\$5,530.00	\$6,691.00	60	54
OR EDUCATION INVESTMENT BRD	\$6,925.50	\$7,438.50	8	2
OREGON HEALTH AUTHORITY	\$3,974.00	\$4,305.00	2,585	1,383
OREGON MEDICAL BOARD	\$3,607.00	\$5,277.00	21	11
PARKS & RECREATION, DEPT OF	\$3,974.00	\$4,161.00	160	214
PAROLE/POST PRISON SUPV, BRD	\$4,002.50	\$5,828.00	10	3
PHARMACY, OREGON BOARD OF	\$4,328.50	\$7,343.00	8	5
POLICE, OREGON STATE	\$4,111.00	\$5,701.00	369	587
PSYCHIATRIC SECURITY REV BRD	\$3,781.00	\$3,609.00	7	1
PSYCHOLOGISTS EXAMINERS BRD	\$4,161.00		3	

Agency by Gender

Agency Title	Median Monthly Base Pay		Number of Employees	
	Female	Male	Female	Male
PUBLIC EMPS RETIREMENT SYSTEM	\$3,974.00	\$4,766.50	213	112
PUBLIC SAFETY STANDARDS & TRNG	\$3,781.00	\$5,530.00	47	53
PUBLIC UTILITY COMMISSION	\$4,791.00	\$6,501.00	51	45
RACING COMMISSION	\$5,005.00	\$5,485.50	4	4
REAL ESTATE AGENCY	\$4,162.00	\$5,028.00	20	9
REVENUE, DEPARTMENT OF	\$3,450.00	\$4,325.00	582	310
SECRETARY OF STATE	\$5,028.00	\$5,492.00	93	73
SPEECH PATHOLOGY/AUDIOLOGY	\$6,444.00	\$3,389.00	1	1
STUDENT ACCESS / COMPLETION	\$4,271.50	\$4,963.00	18	5
TAX PRACTITIONERS, ST BRD OF	\$3,707.00		3	
TEACHER STANDARDS & PRACTICES	\$3,450.00	\$5,053.50	13	4
TRANSPORTATION, DEPT OF	\$3,974.00	\$4,569.00	1,380	2,320
TREASURY, OREGON STATE	\$5,028.00	\$8,496.00	45	41
VETERANS AFFAIRS, DEPT OF	\$4,042.50	\$4,909.50	44	20
VETERINARY MED EXAMINING BRD	\$6,444.00	\$3,609.00	1	1
WATER RESOURCES, DEPT OF	\$4,383.00	\$5,167.50	60	68
WATERSHED ENHANCEMENT BOARD	\$5,028.00	\$5,771.50	21	8
YOUTH AUTHORITY, OREGON	\$4,349.00	\$4,349.00	298	502

Agency by Minority Status

Agency Title	Median Monthly Base Pay		Number of Employees	
	Non-Minority	Minority	Non-Minority	Minority
ACCOUNTANCY, OREGON BOARD OF	\$4,272.00		8	
ADMINISTRATIVE SRVCS, DEPT OF	\$5,277.00	\$4,358.00	581	95
ADVOCACY COMMISSIONS, OREGON	\$4,519.50		2	
AGRICULTURE, DEPT OF	\$5,028.00	\$5,152.50	236	28
AVIATION, DEPARTMENT OF	\$5,028.00	\$4,518.00	11	1
BLIND, COMMISSION FOR THE	\$4,680.00	\$4,501.00	28	4
CHIROPRACTIC EXAMINERS, BRD OF	\$5,370.50		2	
COMM COLL/WRKFRCE DEV, DEPT OF	\$6,380.00	\$6,380.00	36	5
CONSTRUCTION CONTRACTORS BOARD	\$3,782.00	\$3,782.00	37	7
CONSUMER AND BUS SRVCS, DEPT	\$5,277.00	\$5,529.00	679	78
CORRECTIONS, DEPT OF	\$4,786.00	\$4,786.00	3,430	485
COUNSELORS & THERAPIST BRD	\$3,419.00		2	
CRIMINAL JUSTICE COMMISSION	\$6,046.00		5	
DENTISTRY, BOARD OF	\$3,974.00		3	
DISTRICT ATTORNEYS/DEPUTIES	\$8,274.00	\$8,274.00	33	2
EDUCATION, DEPT OF	\$5,443.00	\$5,277.00	314	61
EMPLOYMENT DEPT	\$4,358.00	\$4,161.00	775	227
EMPLOYMENT RELATIONS BOARD	\$8,496.00	\$3,915.00	12	1
ENERGY, DEPARTMENT OF	\$6,213.50	\$5,277.00	70	13
ENVIRONMENTAL QUALITY, DEPT	\$5,802.00	\$5,409.00	489	59
FISH & WILDLIFE, DEPT OF	\$4,161.00	\$4,161.00	836	39
FORESTRY, DEPT OF	\$4,358.00	\$4,358.00	506	28
GEOLOGY & MINERAL IND, DEPT OF	\$5,221.00	\$6,766.50	32	2
GOVERNMENT ETHICS COMMISSION	\$4,162.00		7	
GOVERNOR, OFFICE OF THE	\$7,343.00	\$6,046.00	39	13
HI-ED COORDINATING COMM	\$5,802.00	\$8,086.00	15	3
HOUSING & COMM SRVCS, DEPT OF	\$5,277.00	\$4,979.00	95	17
HUMAN SERVICES, DEPARTMENT OF	\$3,781.00	\$3,602.00	5,172	1,528
JUSTICE, DEPARTMENT OF	\$4,358.00	\$3,607.00	946	164
LABOR & INDUSTRIES, BUREAU OF	\$4,766.50	\$4,111.00	60	21
LAND CONSERV & DEV, DEPT OF	\$6,533.00		48	
LAND USE BOARD OF APPEALS	\$10,306.00	\$4,791.00	5	1
LANDS, DEPARTMENT OF STATE	\$4,791.00	\$4,161.00	80	11
LIBRARY, OREGON STATE	\$4,791.00	\$4,569.00	31	3
LICENSED SOCIAL WORKERS BOARD	\$2,539.00	\$5,277.00	5	1
LIQUOR CONTROL COMMISSION	\$4,162.00	\$3,696.00	161	32
LONG TERM CARE OMBUDSMAN	\$5,277.00	\$4,060.50	9	2
MARINE BOARD	\$4,885.00	\$4,272.00	30	2
MEDICAL IMAGING, BOARD	\$3,607.00		3	
MILITARY, DEPT OF	\$4,359.00	\$4,042.00	271	30
MORTUARY AND CEMETERY BOARD	\$4,166.00	\$4,801.50	4	2
NATUROPATHIC MEDICINE, BOARD	\$5,157.50		2	
NURSING, BOARD OF	\$3,877.50	\$6,398.00	40	2
OR BUSINESS DEV DEPT	\$6,381.00	\$6,081.00	99	15
OR EDUCATION INVESTMENT BRD	\$7,130.00	\$6,196.00	8	2
OREGON HEALTH AUTHORITY	\$4,349.00	\$3,601.00	3,189	779
OREGON MEDICAL BOARD	\$4,791.00	\$3,607.00	23	9
PARKS & RECREATION, DEPT OF	\$4,161.00	\$4,476.00	352	22
PAROLE/POST PRISON SUPV, BRD	\$3,814.00	\$8,148.00	11	2
PHARMACY, OREGON BOARD OF	\$5,702.50	\$2,636.00	12	1
POLICE, OREGON STATE	\$5,131.00	\$5,701.00	896	60
PSYCHIATRIC SECURITY REV BRD	\$3,781.00	\$3,139.00	7	1
PSYCHOLOGISTS EXAMINERS BRD	\$4,719.00	\$2,636.00	2	1

Agency by Minority Status

Agency Title	Median Monthly Base Pay		Number of Employees	
	Non-Minority	Minority	Non-Minority	Minority
PUBLIC EMPS RETIREMENT SYSTEM	\$4,161.00	\$4,161.00	269	56
PUBLIC SAFETY STANDARDS & TRNG	\$5,277.00	\$2,635.00	93	7
PUBLIC UTILITY COMMISSION	\$5,802.00	\$6,077.50	82	14
RACING COMMISSION	\$5,005.00		8	
REAL ESTATE AGENCY	\$4,571.00	\$3,578.50	27	2
REVENUE, DEPARTMENT OF	\$3,717.00	\$3,450.00	747	145
SECRETARY OF STATE	\$5,277.00	\$4,791.00	147	19
SPEECH PATHOLOGY/AUDIOLOGY	\$4,916.50		2	
STUDENT ACCESS / COMPLETION	\$4,569.00	\$5,296.50	21	2
TAX PRACTITIONERS, ST BRD OF	\$3,707.00		3	
TEACHER STANDARDS & PRACTICES	\$3,974.00	\$6,740.00	15	2
TRANSPORTATION, DEPT OF	\$4,358.00	\$3,974.00	3,288	412
TREASURY, OREGON STATE	\$6,691.00	\$7,436.50	76	10
VETERANS AFFAIRS, DEPT OF	\$4,358.00	\$2,538.00	63	1
VETERINARY MED EXAMINING BRD	\$5,026.50		2	
WATER RESOURCES, DEPT OF	\$5,028.00	\$4,791.00	115	13
WATERSHED ENHANCEMENT BOARD	\$5,370.00	\$2,538.00	28	1
YOUTH AUTHORITY, OREGON	\$4,349.00	\$4,349.00	647	153

Agency by Gender and Minority Status

Agency Title	Gender	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
ACCOUNTANCY, OREGON BOARD OF	Female	\$4,571.00		5	
	Male	\$3,226.00		3	
ADMINISTRATIVE SRVCS, DEPT OF	Female	\$4,791.00	\$4,358.00	265	39
	Male	\$5,559.00	\$4,488.50	316	56
ADVOCACY COMMISSIONS, OREGON	Female	\$4,519.50		2	
AGRICULTURE, DEPT OF	Female	\$4,791.00	\$4,680.00	114	16
	Male	\$5,277.00	\$5,287.00	122	12
AVIATION, DEPARTMENT OF	Female	\$3,884.00	\$4,518.00	4	1
	Male	\$5,802.00		7	
BLIND, COMMISSION FOR THE	Female	\$4,791.00	\$4,501.00	14	4
	Male	\$4,259.50		14	
CHIROPRACTIC EXAMINERS, BRD OF	Female	\$5,370.50		2	
COMM COLL/WRKFRCE DEV, DEPT OF	Female	\$6,046.00	\$4,111.00	27	3
	Male	\$6,876.00	\$6,380.00	9	2
CONSTRUCTION CONTRACTORS BOARD	Female	\$3,696.00	\$3,616.50	22	4
	Male	\$4,371.00	\$4,571.00	15	3
CONSUMER AND BUS SRVCS, DEPT	Female	\$4,658.50	\$4,791.00	394	49
	Male	\$5,802.00	\$6,077.00	285	29
CORRECTIONS, DEPT OF	Female	\$4,575.00	\$4,180.00	1,194	173
	Male	\$4,786.00	\$4,786.00	2,236	312
COUNSELORS & THERAPIST BRD	Male	\$3,419.00		2	
CRIMINAL JUSTICE COMMISSION	Female	\$6,046.00		3	
	Male	\$6,185.50		2	
DENTISTRY, BOARD OF	Female	\$3,974.00		1	
	Male	\$5,902.00		2	
DISTRICT ATTORNEYS/DEPUTIES	Female	\$8,274.00		5	
	Male	\$8,274.00	\$8,274.00	28	2
EDUCATION, DEPT OF	Female	\$5,277.00	\$5,152.50	213	42
	Male	\$6,080.00	\$6,351.00	101	19
EMPLOYMENT DEPT	Female	\$4,161.00	\$4,161.00	514	155
	Male	\$4,791.00	\$4,358.00	261	72
EMPLOYMENT RELATIONS BOARD	Female	\$8,496.00	\$3,915.00	7	1
	Male	\$9,822.00		5	
ENERGY, DEPARTMENT OF	Female	\$5,277.00	\$5,152.50	31	6
	Male	\$6,381.00	\$5,802.00	39	7
ENVIRONMENTAL QUALITY, DEPT	Female	\$5,028.00	\$4,162.00	205	21
	Male	\$5,802.00	\$5,486.00	284	38
FISH & WILDLIFE, DEPT OF	Female	\$3,974.00	\$3,577.00	243	12
	Male	\$4,358.00	\$4,789.00	593	27
FORESTRY, DEPT OF	Female	\$3,974.00	\$3,824.00	158	8
	Male	\$4,758.00	\$5,028.00	348	20
GEOLOGY & MINERAL IND, DEPT OF	Female	\$4,681.00	\$6,766.50	10	2
	Male	\$5,343.00		22	
GOVERNMENT ETHICS COMMISSION	Female	\$4,067.50		6	
	Male	\$7,827.00		1	
GOVERNOR, OFFICE OF THE	Female	\$6,057.50	\$6,046.00	24	9
	Male	\$8,917.00	\$6,829.50	15	4
HI-ED COORDINATING COMM	Female	\$5,647.00	\$8,496.00	10	1
	Male	\$6,663.00	\$6,944.00	5	2
HOUSING & COMM SRVCS, DEPT OF	Female	\$4,791.00	\$4,569.00	66	13
	Male	\$5,802.00	\$6,198.50	29	4
HUMAN SERVICES, DEPARTMENT OF	Female	\$3,781.00	\$3,450.00	4,082	1,106
	Male	\$3,974.00	\$3,602.00	1,090	422

Agency by Gender and Minority Status

Agency Title	Gender	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
JUSTICE, DEPARTMENT OF	Female	\$3,974.00	\$3,607.00	715	128
	Male	\$7,180.00	\$4,574.50	231	36
LABOR & INDUSTRIES, BUREAU OF	Female	\$3,974.00	\$3,974.00	39	13
	Male	\$4,979.00	\$5,185.50	21	8
LAND CONSERV & DEV, DEPT OF	Female	\$5,647.00		24	
	Male	\$6,683.00		24	
LAND USE BOARD OF APPEALS	Female	\$7,062.50	\$4,791.00	2	1
	Male	\$10,306.00		3	
LANDS, DEPARTMENT OF STATE	Female	\$4,359.00	\$4,161.00	49	7
	Male	\$5,801.00	\$3,970.50	31	4
LIBRARY, OREGON STATE	Female	\$4,791.00	\$4,569.00	22	2
	Male	\$3,781.00	\$4,529.00	9	1
LICENSED SOCIAL WORKERS BOARD	Female	\$2,359.00	\$5,277.00	3	1
	Male	\$5,370.50		2	
LIQUOR CONTROL COMMISSION	Female	\$4,162.00	\$4,235.00	72	10
	Male	\$4,173.00	\$3,006.50	89	22
LONG TERM CARE OMBUDSMAN	Female	\$5,277.00	\$4,060.50	6	2
	Male	\$4,791.00		3	
MARINE BOARD	Female	\$3,609.00	\$3,973.00	19	1
	Male	\$6,691.00	\$4,571.00	11	1
MEDICAL IMAGING, BOARD	Female	\$2,873.00		1	
	Male	\$5,187.50		2	
MILITARY, DEPT OF	Female	\$4,111.00	\$4,284.00	73	4
	Male	\$4,571.00	\$4,042.00	198	26
MORTUARY AND CEMETERY BOARD	Female	\$4,166.00	\$4,111.00	4	1
	Male		\$5,492.00		1
NATUROPATHIC MEDICINE, BOARD	Female	\$5,157.50		2	
NURSING, BOARD OF	Female	\$3,694.00	\$6,398.00	36	2
	Male	\$5,116.50		4	
OR BUSINESS DEV DEPT	Female	\$5,530.00	\$5,530.00	49	11
	Male	\$6,691.00	\$6,862.00	50	4
OR EDUCATION INVESTMENT BRD	Female	\$7,130.00	\$6,196.00	6	2
	Male	\$7,438.50		2	
OREGON HEALTH AUTHORITY	Female	\$4,161.00	\$3,601.00	2,077	508
	Male	\$4,509.00	\$3,601.00	1,112	271
OREGON MEDICAL BOARD	Female	\$3,974.00	\$3,373.00	15	6
	Male	\$5,633.50	\$4,569.00	8	3
PARKS & RECREATION, DEPT OF	Female	\$3,974.00	\$4,161.00	149	11
	Male	\$4,161.00	\$4,791.00	203	11
PAROLE/POST PRISON SUPV, BRD	Female	\$3,814.00	\$8,209.00	9	1
	Male	\$4,367.50	\$8,087.00	2	1
PHARMACY, OREGON BOARD OF	Female	\$4,328.50		8	
	Male	\$7,981.00	\$2,636.00	4	1
POLICE, OREGON STATE	Female	\$4,162.00	\$3,654.00	345	24
	Male	\$5,701.00	\$5,701.00	551	36
PSYCHIATRIC SECURITY REV BRD	Female	\$3,848.00	\$3,139.00	6	1
	Male	\$3,609.00		1	
PSYCHOLOGISTS EXAMINERS BRD	Female	\$4,719.00	\$2,636.00	2	1
PUBLIC EMP'S RETIREMENT SYSTEM	Female	\$3,974.00	\$3,607.00	173	40
	Male	\$4,740.00	\$6,072.00	96	16
PUBLIC SAFETY STANDARDS & TRNG	Female	\$3,915.00	\$2,311.00	45	2
	Male	\$5,802.00	\$3,609.00	48	5

Agency by Gender and Minority Status

Agency Title	Gender	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
PUBLIC UTILITY COMMISSION	Female	\$4,885.00	\$4,571.00	44	7
	Male	\$6,441.00	\$6,663.00	38	7
RACING COMMISSION	Female	\$5,005.00		4	
	Male	\$5,485.50		4	
REAL ESTATE AGENCY	Female	\$4,260.50	\$3,578.50	18	2
	Male	\$5,028.00		9	
REVENUE, DEPARTMENT OF	Female	\$3,450.00	\$3,607.00	492	90
	Male	\$4,569.00	\$3,290.00	255	55
SECRETARY OF STATE	Female	\$5,129.50	\$4,791.00	84	9
	Male	\$5,492.00	\$5,881.00	63	10
SPEECH PATHOLOGY/AUDIOLOGY	Female	\$6,444.00		1	
	Male	\$3,389.00		1	
STUDENT ACCESS / COMPLETION	Female	\$3,845.50	\$5,296.50	16	2
	Male	\$4,963.00		5	
TAX PRACTITIONERS, ST BRD OF	Female	\$3,707.00		3	
TEACHER STANDARDS & PRACTICES	Female	\$3,450.00	\$6,740.00	11	2
	Male	\$5,053.50		4	
TRANSPORTATION, DEPT OF	Female	\$3,974.00	\$3,607.00	1,201	179
	Male	\$4,569.00	\$4,358.00	2,087	233
TREASURY, OREGON STATE	Female	\$5,277.00	\$3,877.50	41	4
	Male	\$8,496.00	\$10,827.50	35	6
VETERANS AFFAIRS, DEPT OF	Female	\$4,111.00	\$2,538.00	43	1
	Male	\$4,909.50		20	
VETERINARY MED EXAMINING BRD	Female	\$6,444.00		1	
	Male	\$3,609.00		1	
WATER RESOURCES, DEPT OF	Female	\$4,488.50	\$3,694.00	52	8
	Male	\$5,058.00	\$6,691.00	63	5
WATERSHED ENHANCEMENT BOARD	Female	\$5,152.50	\$2,538.00	20	1
	Male	\$5,771.50		8	
YOUTH AUTHORITY, OREGON	Female	\$4,349.00	\$4,358.00	252	46
	Male	\$4,349.00	\$4,349.00	395	107

APPENDIX E

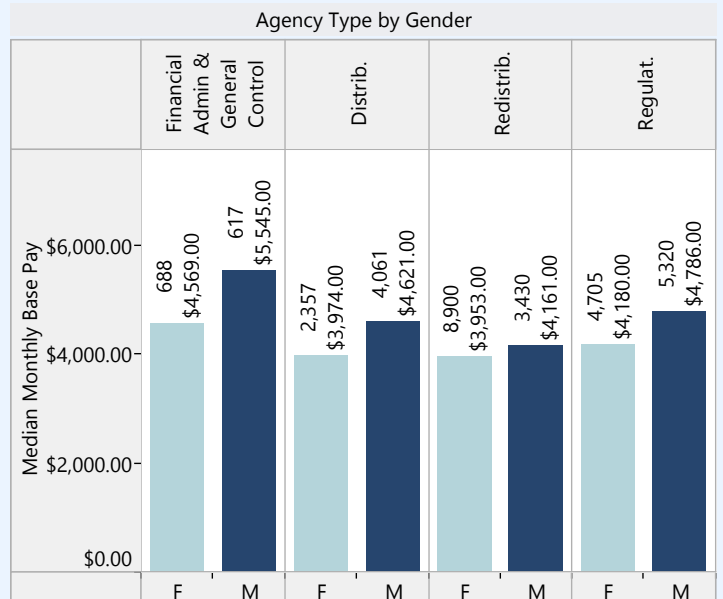
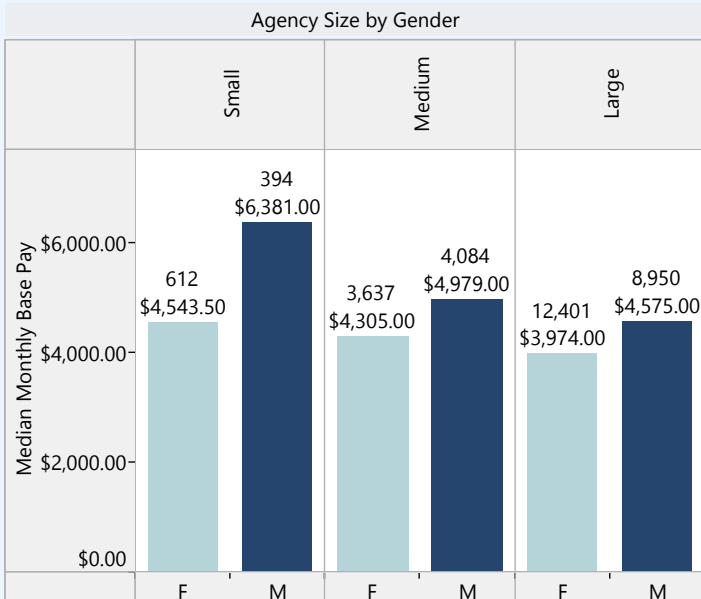
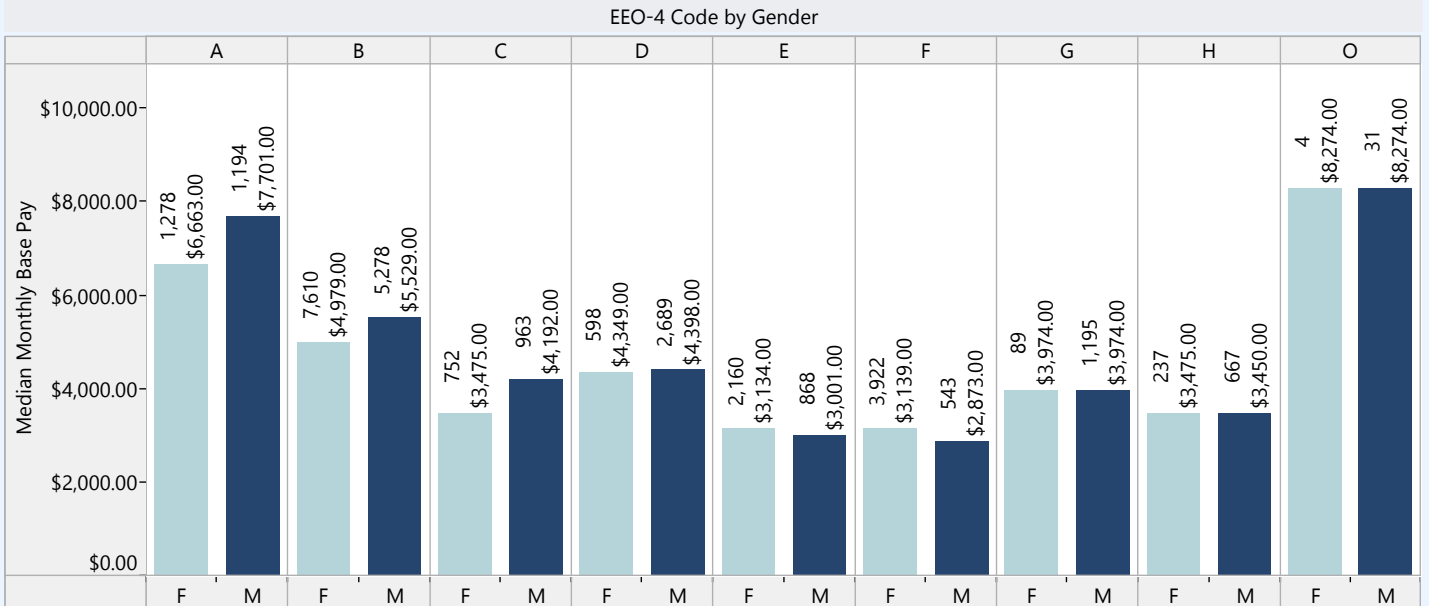
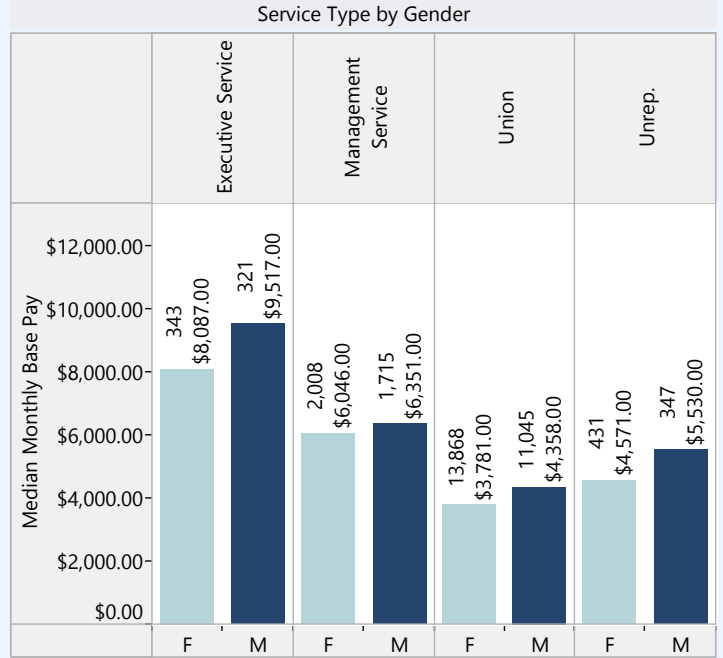
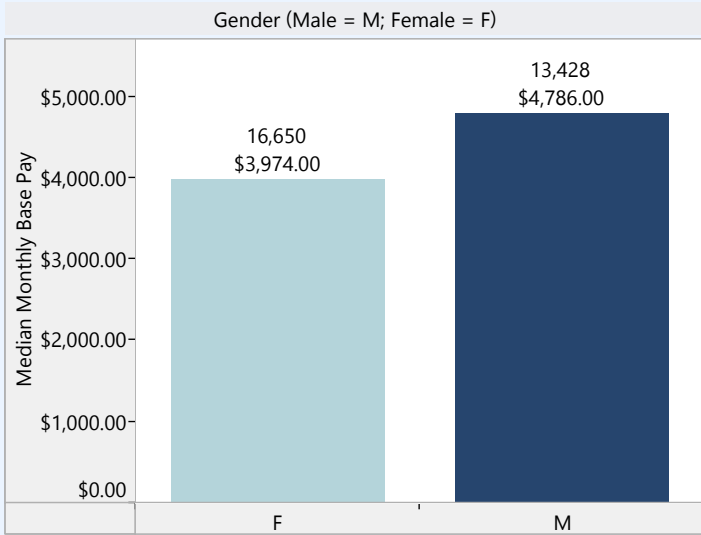
Agency Information Sheets

This appendix provides more detailed information for each agency. Each agency has two information sheets—one based on gender and another based on minority status.

Each information sheet includes the median salary for either males and females or minorities and non-minorities. Additionally, each information sheet then breaks down the employees in that agency by service type and EEO-4 employee category.

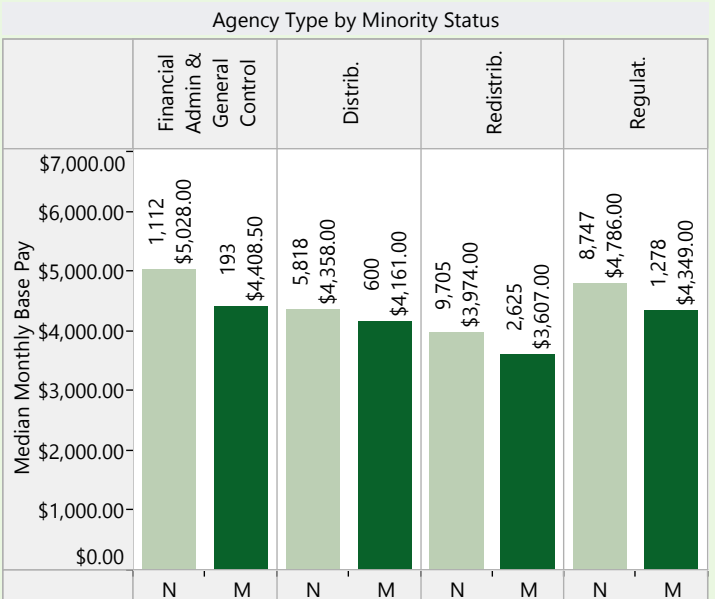
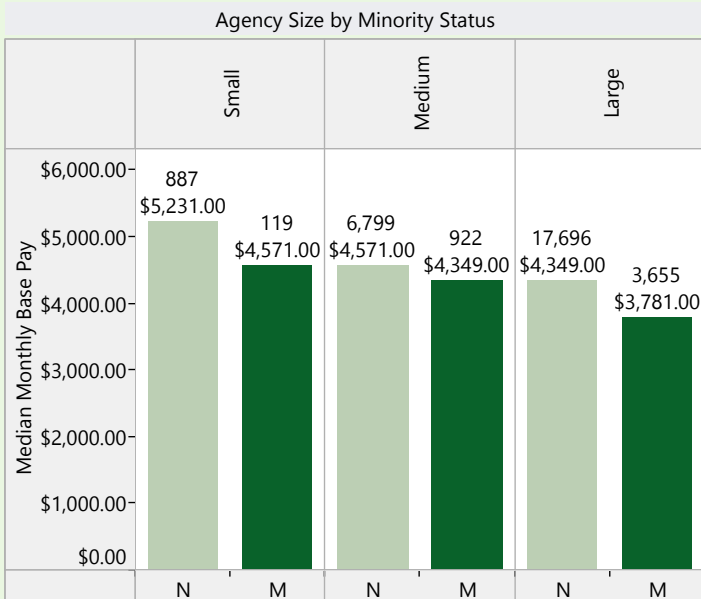
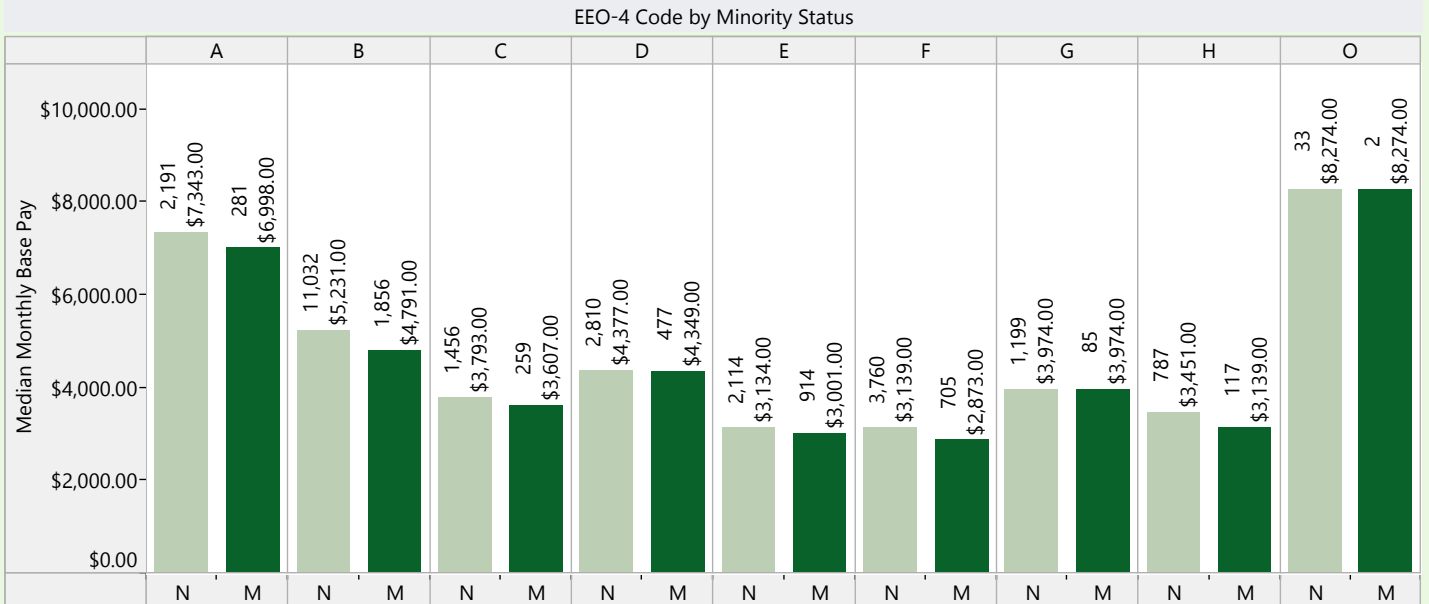
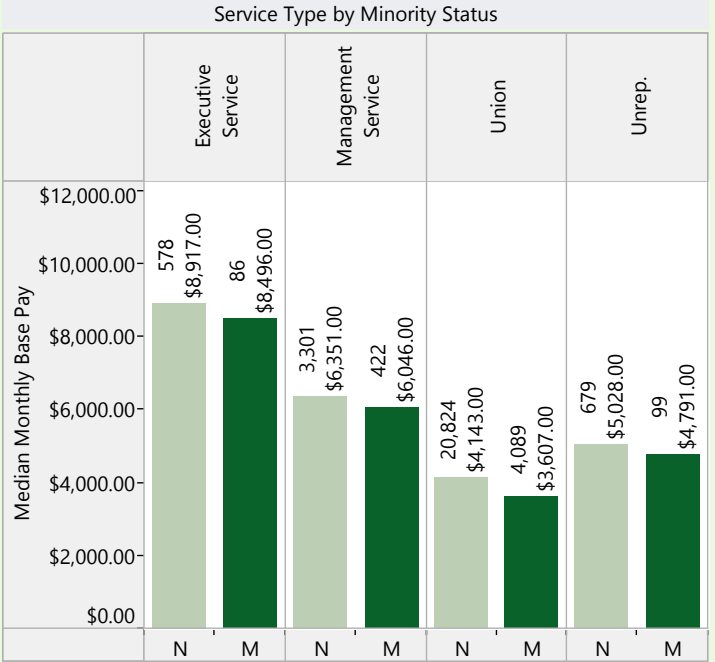
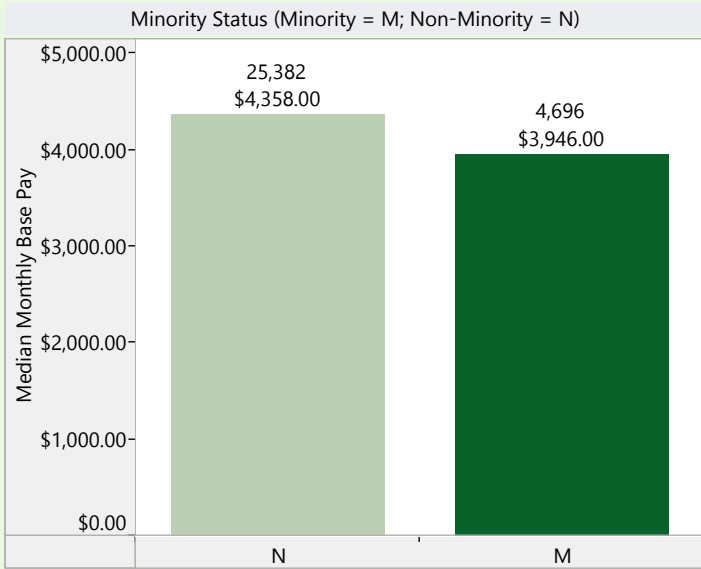
Executive Branch Overall

All



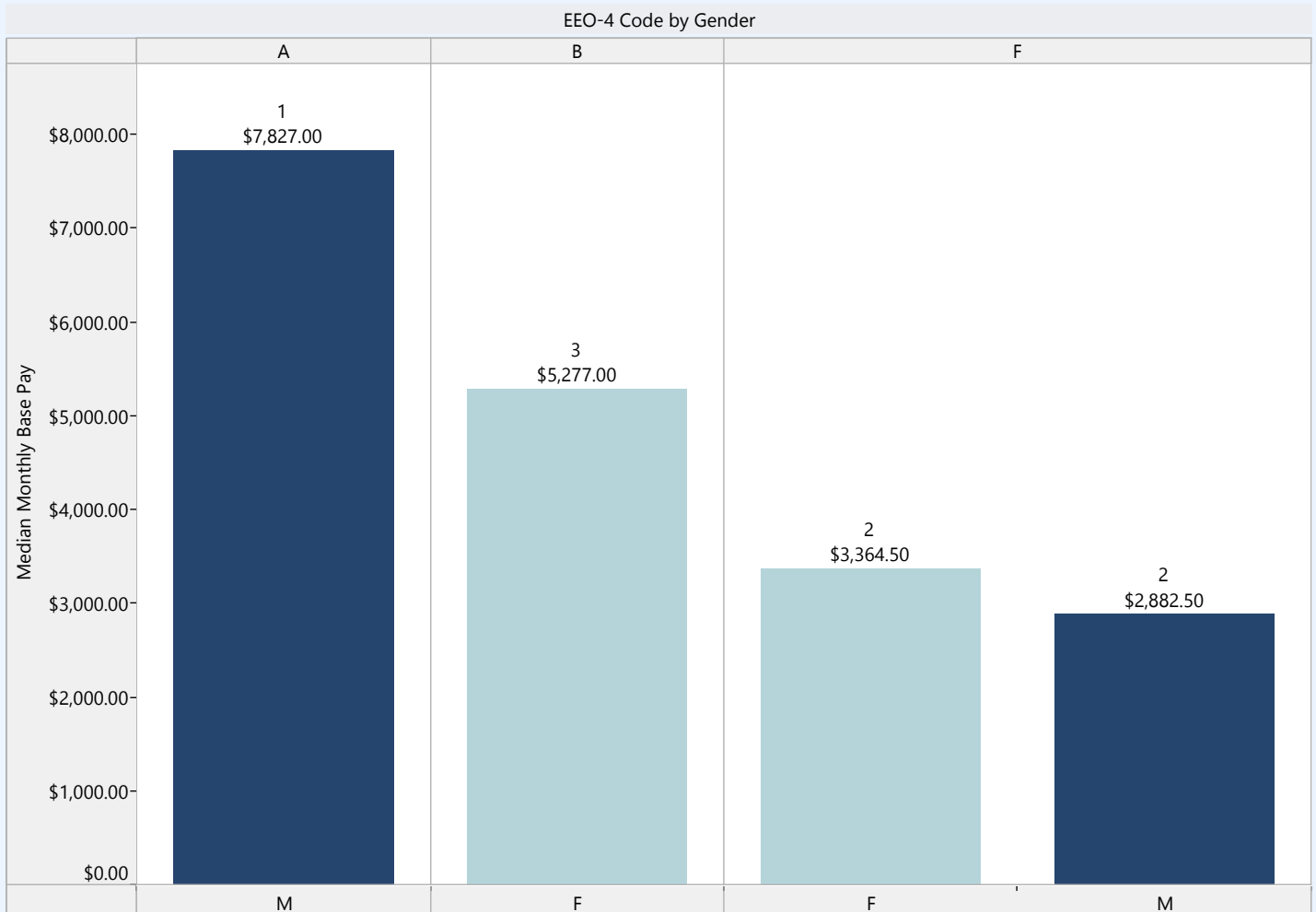
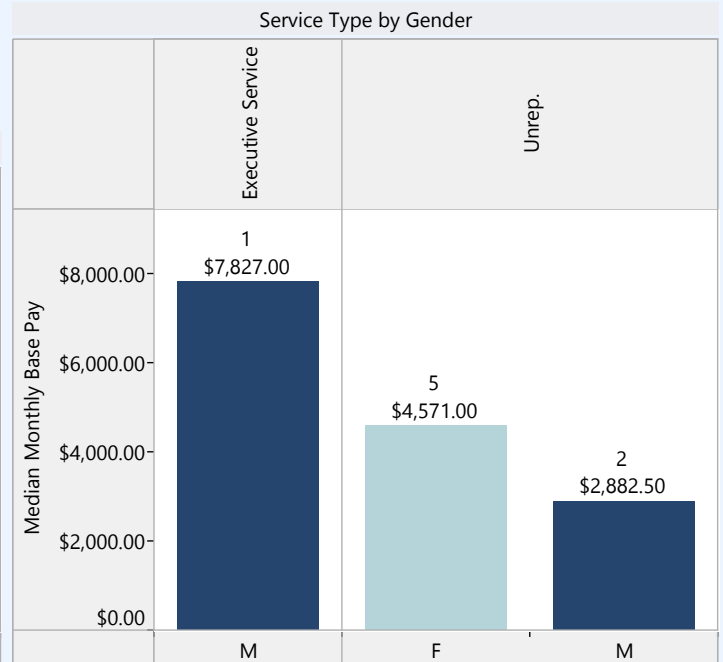
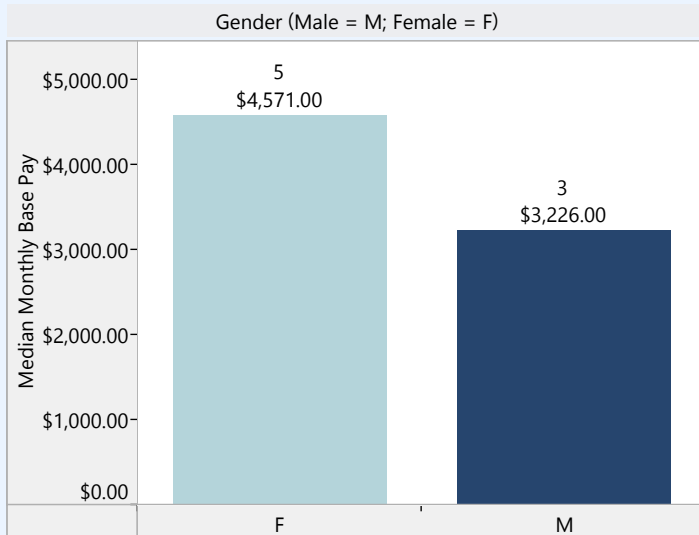
Executive Branch Overall

All



Executive Branch Overall

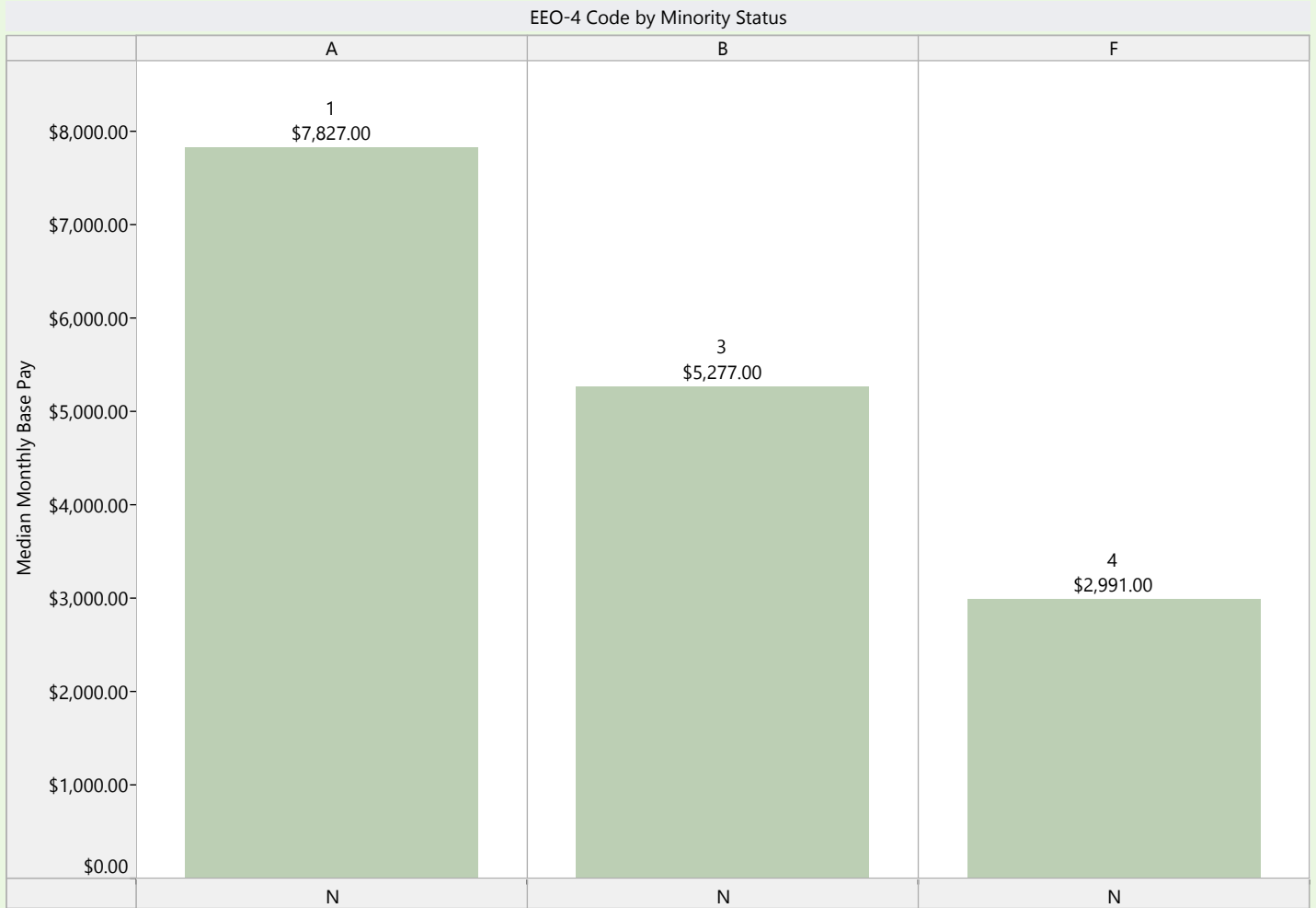
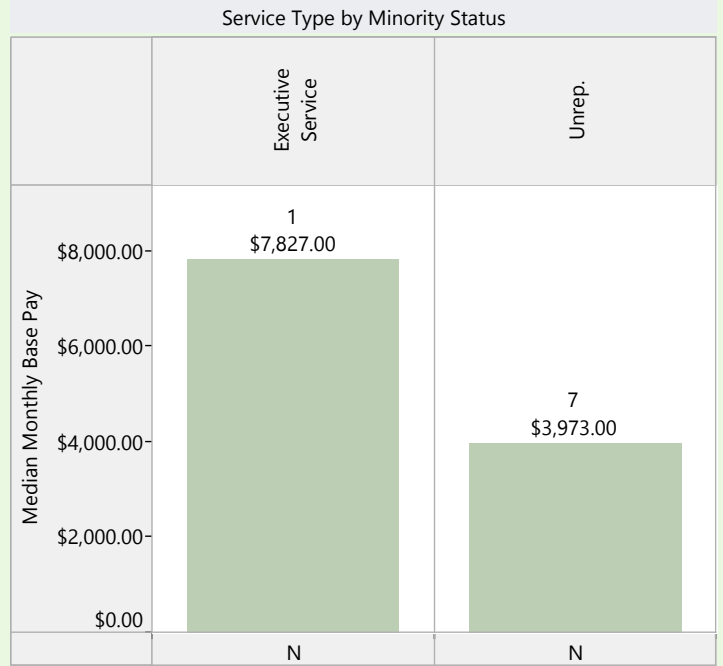
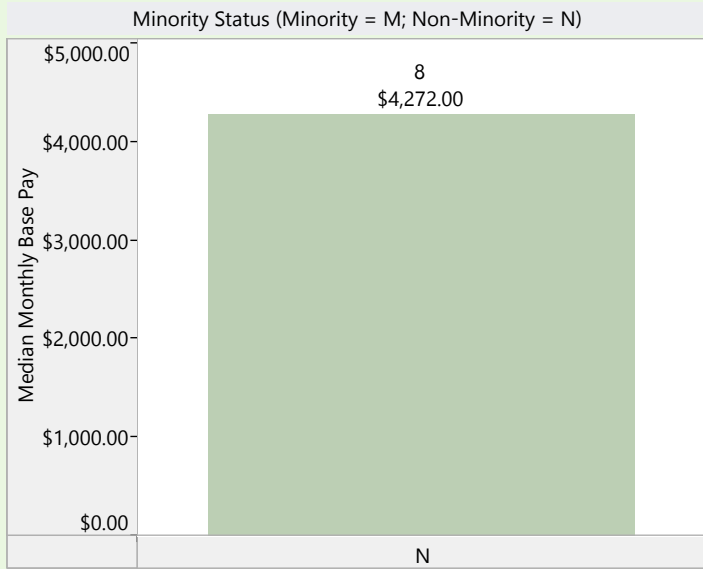
ACCOUNTANCY, OREGON BOARD OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

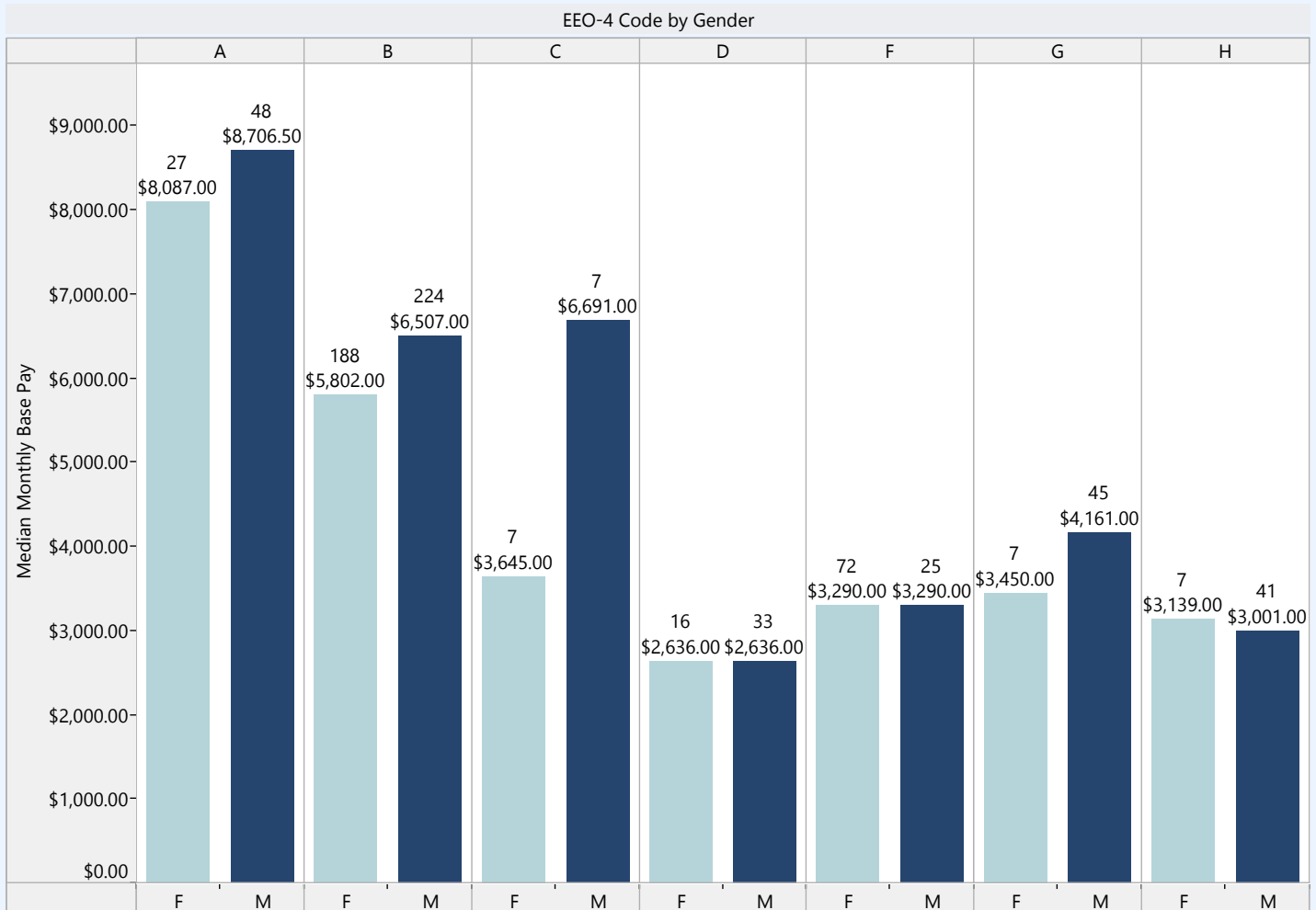
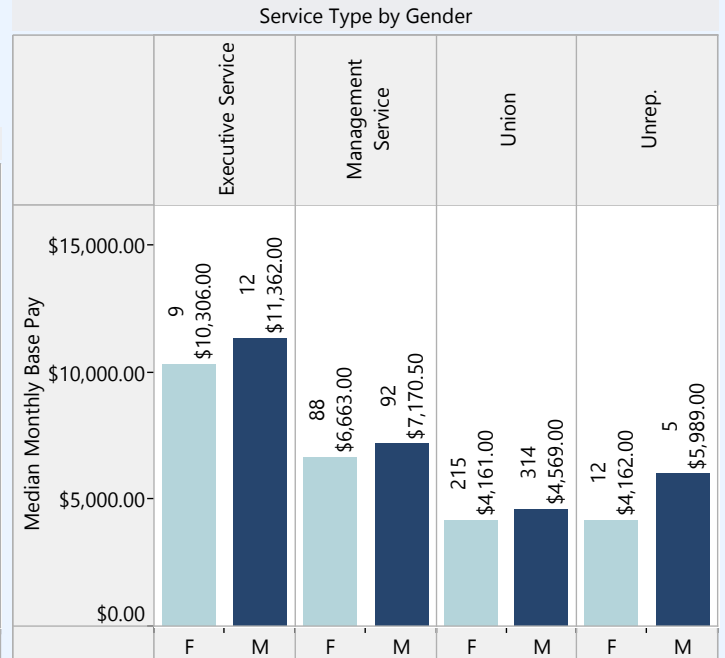
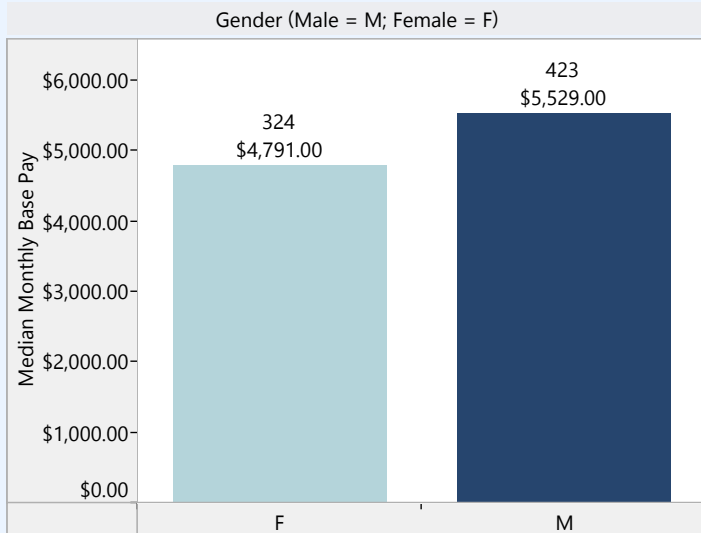
ACCOUNTANCY, OREGON BOARD OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

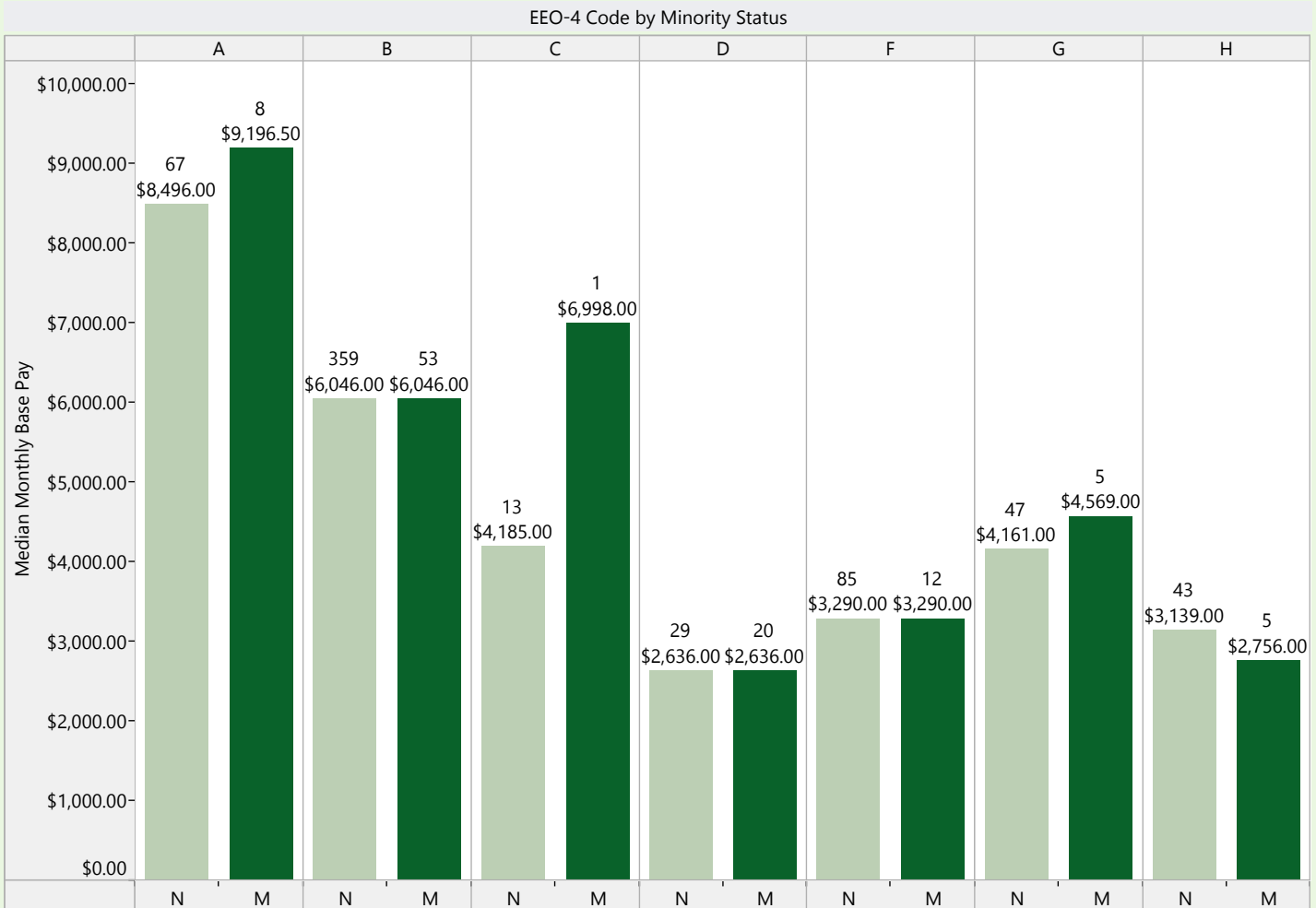
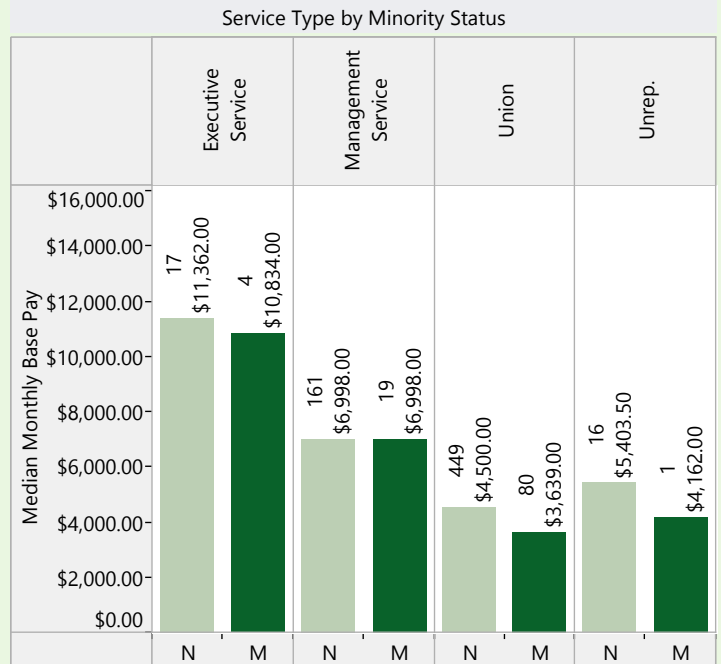
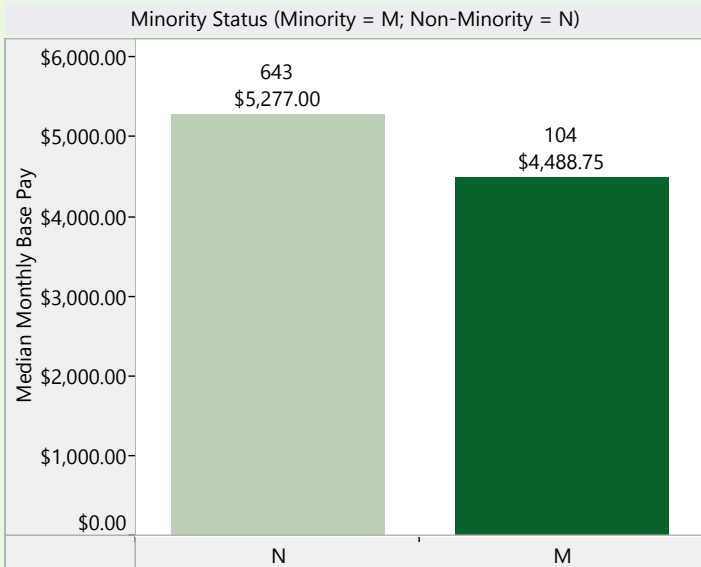
ADMINISTRATIVE SRVCS, DEPT OF



Agency Type: Financial Administration & General Control
 Agency Size: Medium

Executive Branch Overall

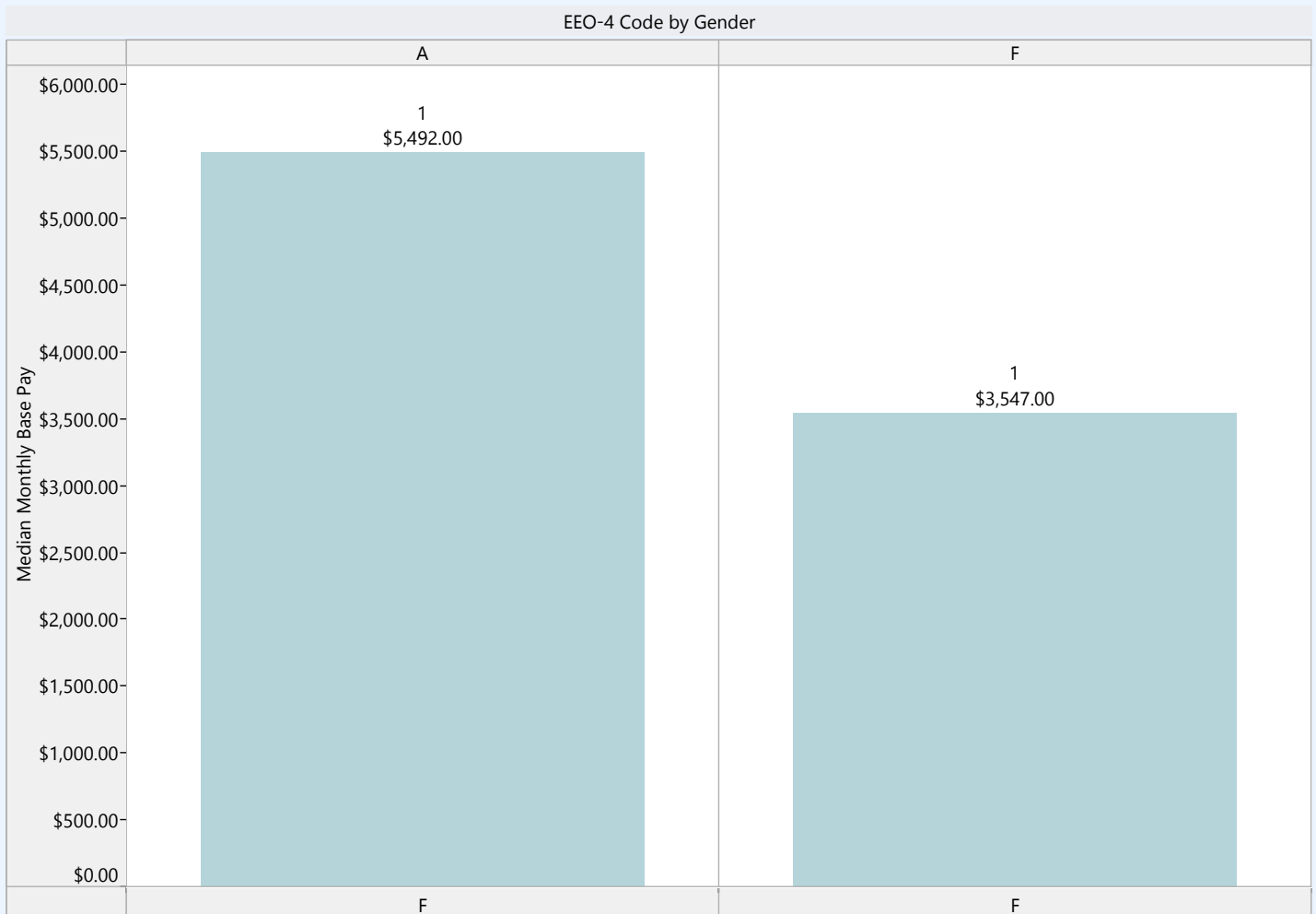
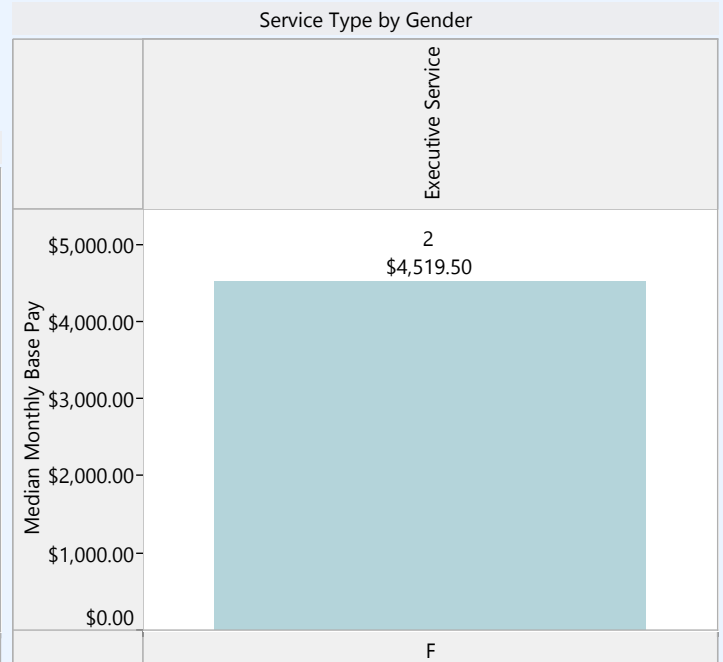
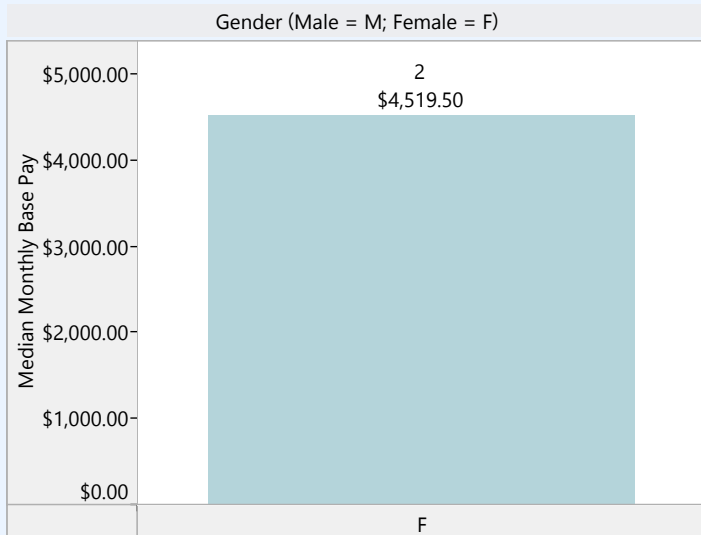
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Agency Type: Financial Administration & General Control
 Agency Size: Medium

Executive Branch Overall

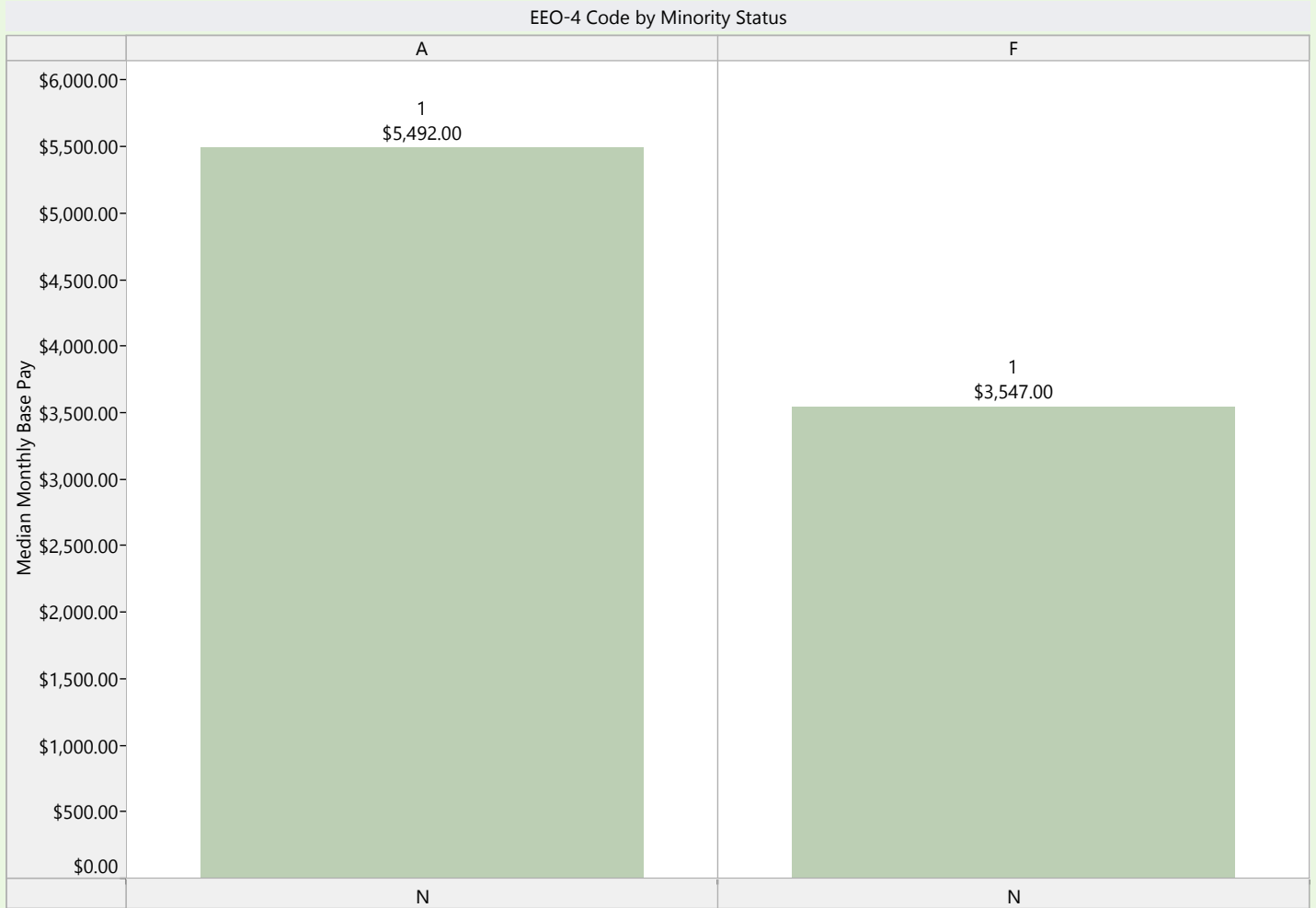
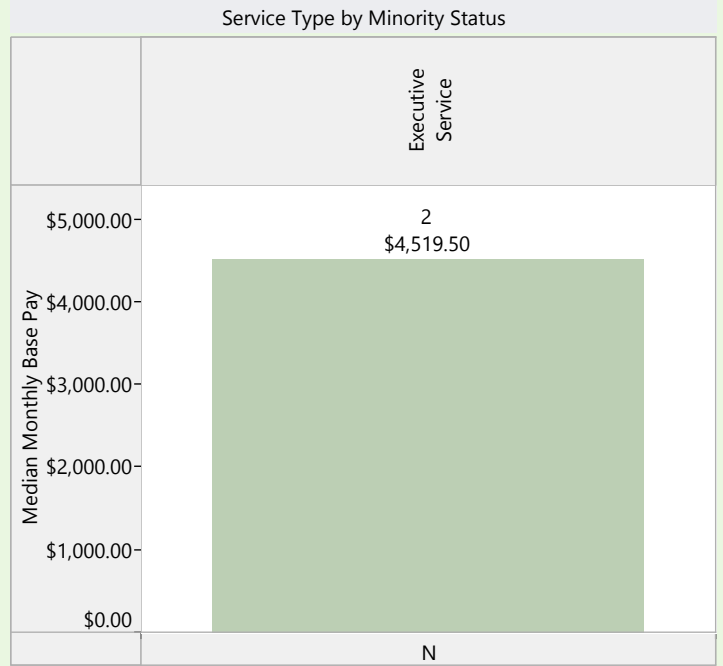
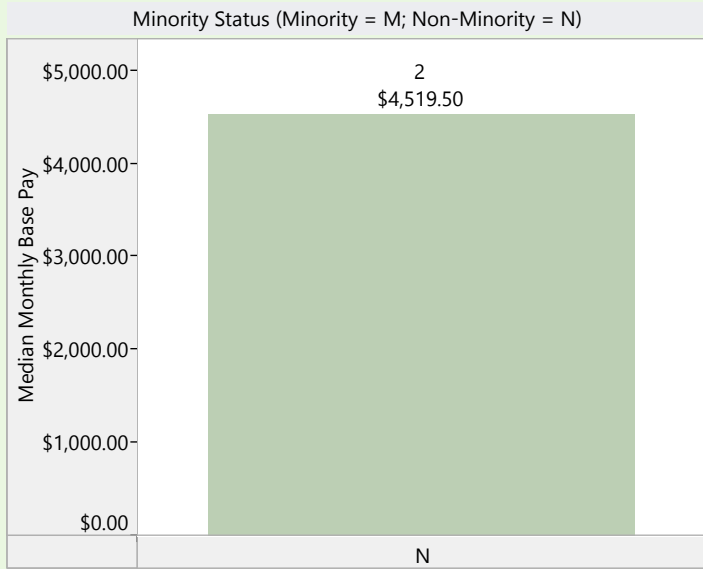
ADVOCACY COMMISSIONS, OREGON



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

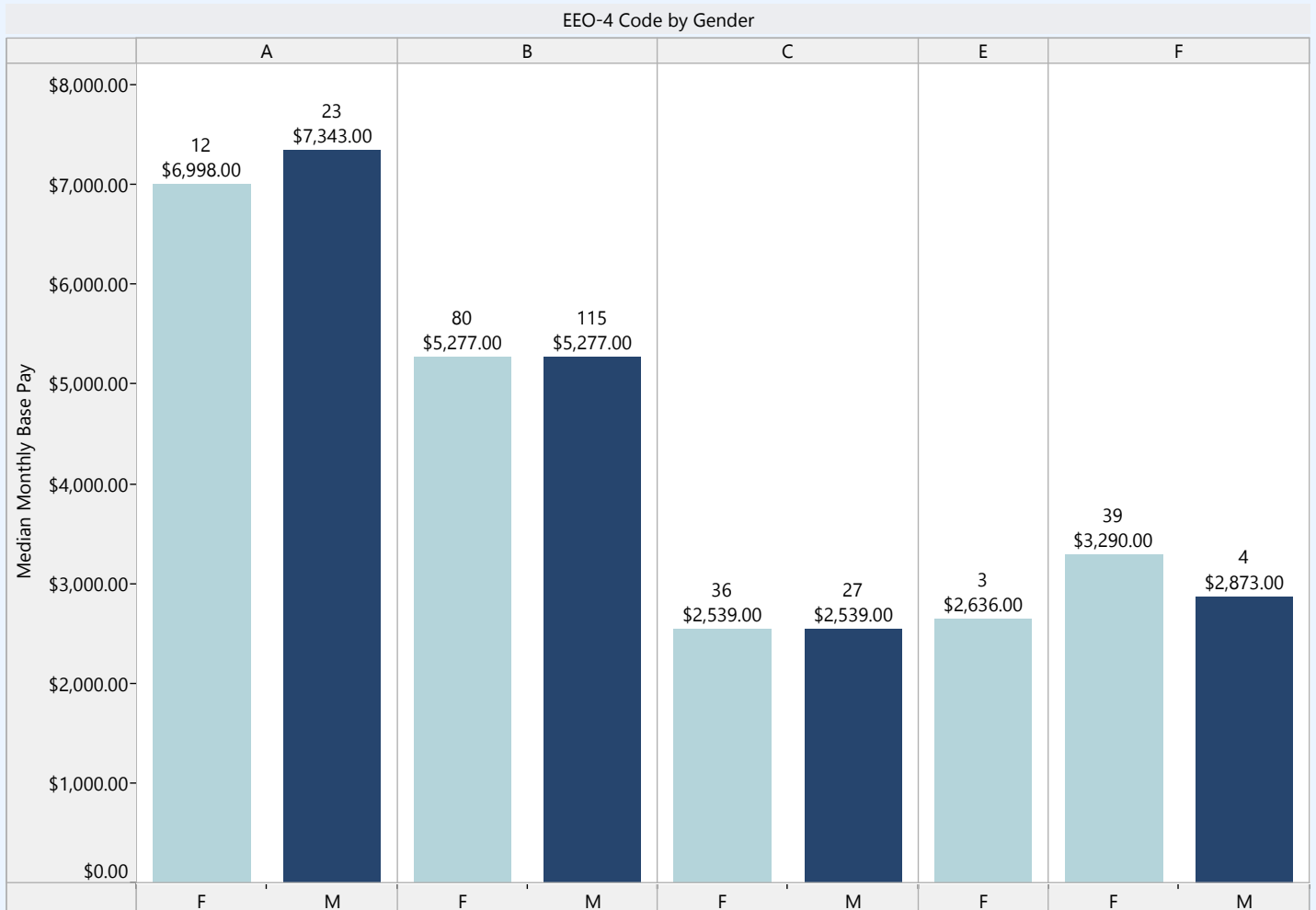
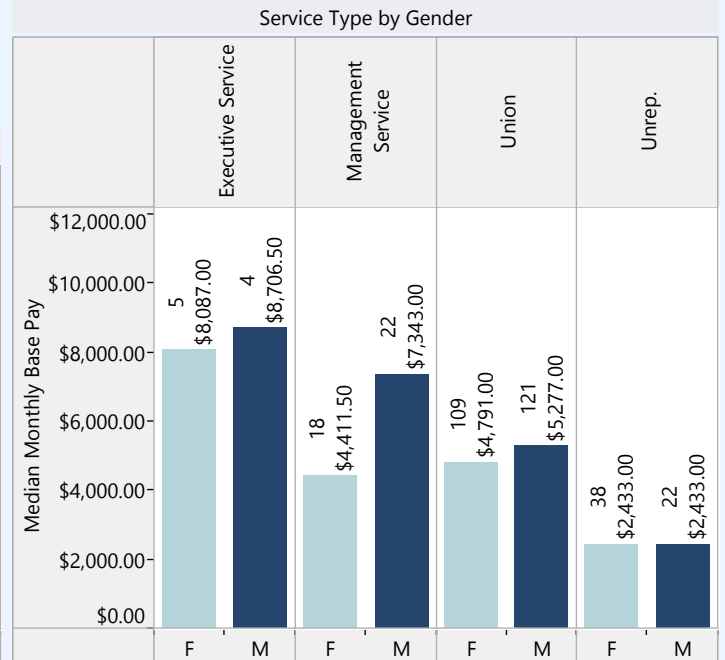
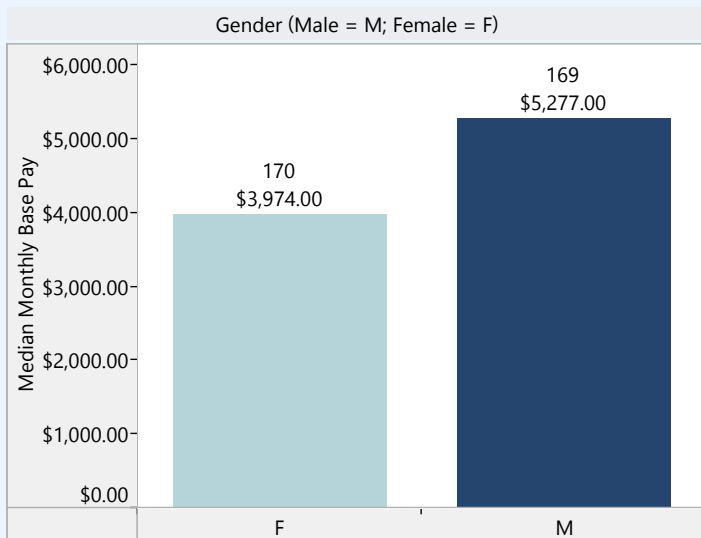
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Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

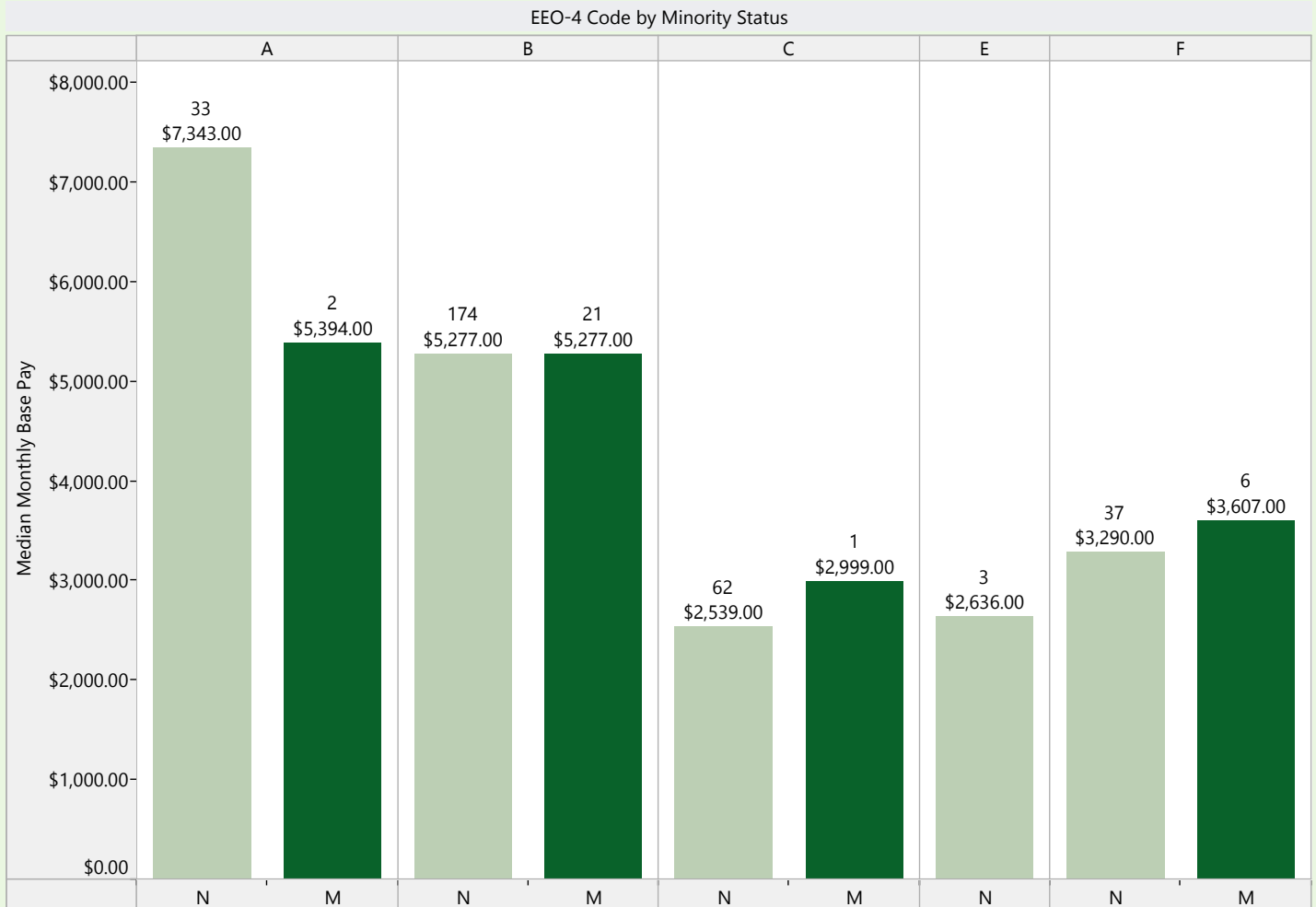
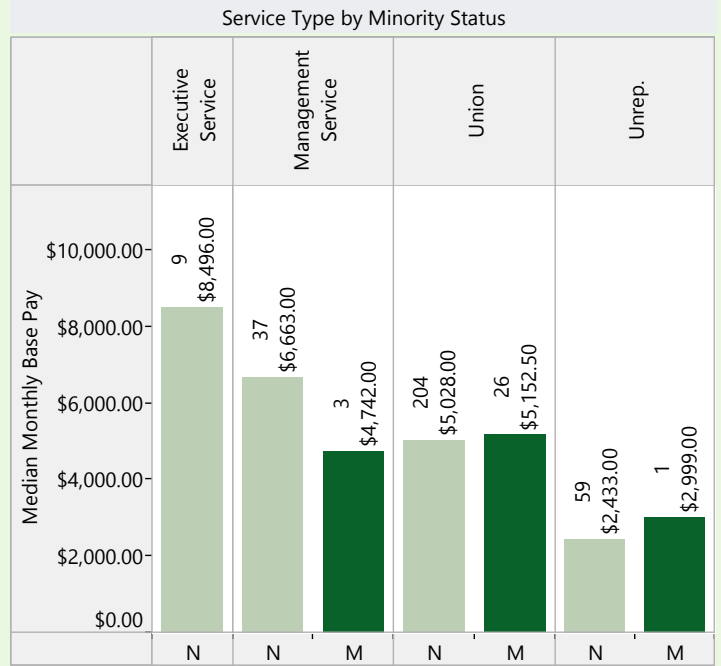
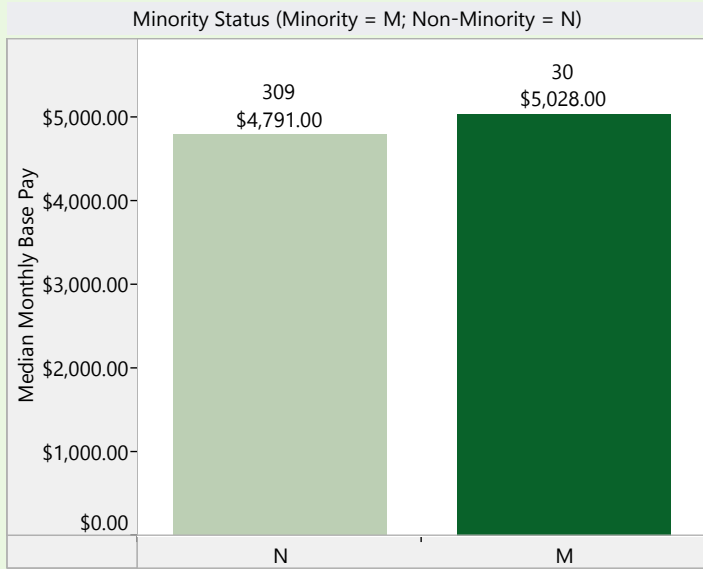
AGRICULTURE, DEPT OF



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

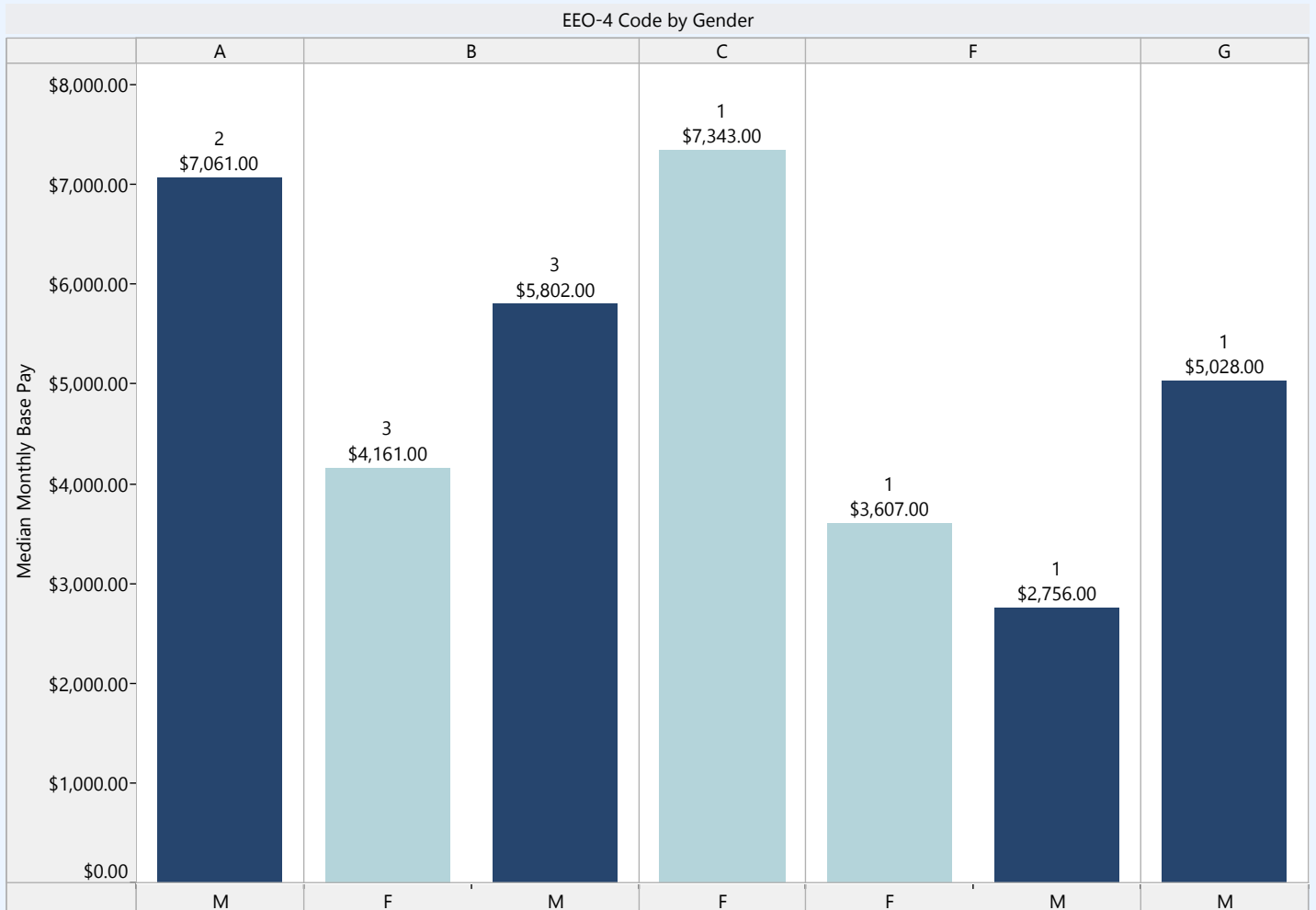
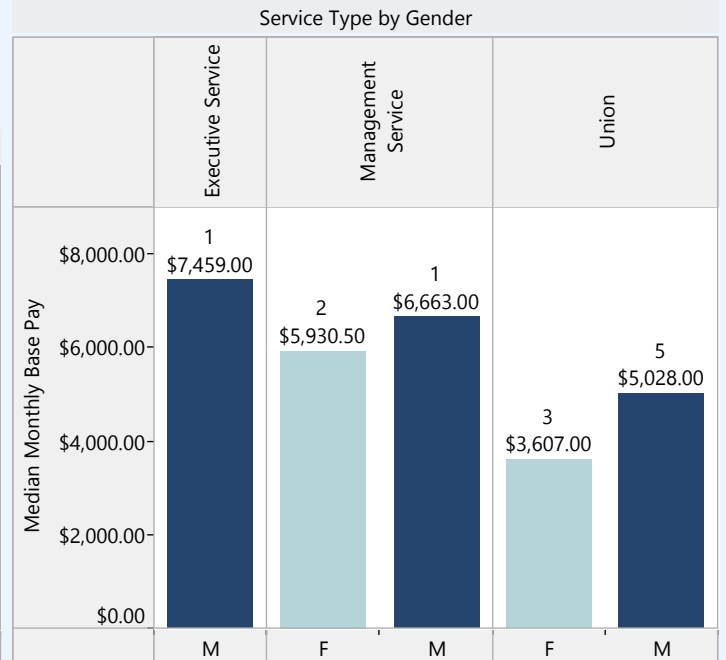
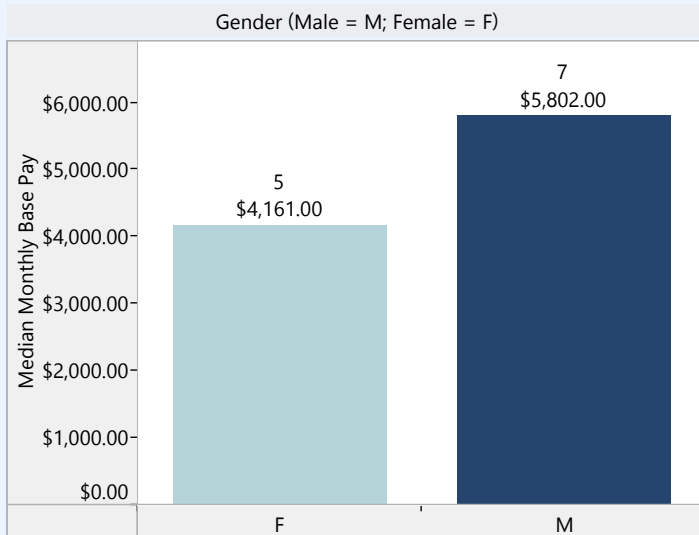
AGRICULTURE, DEPT OF



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

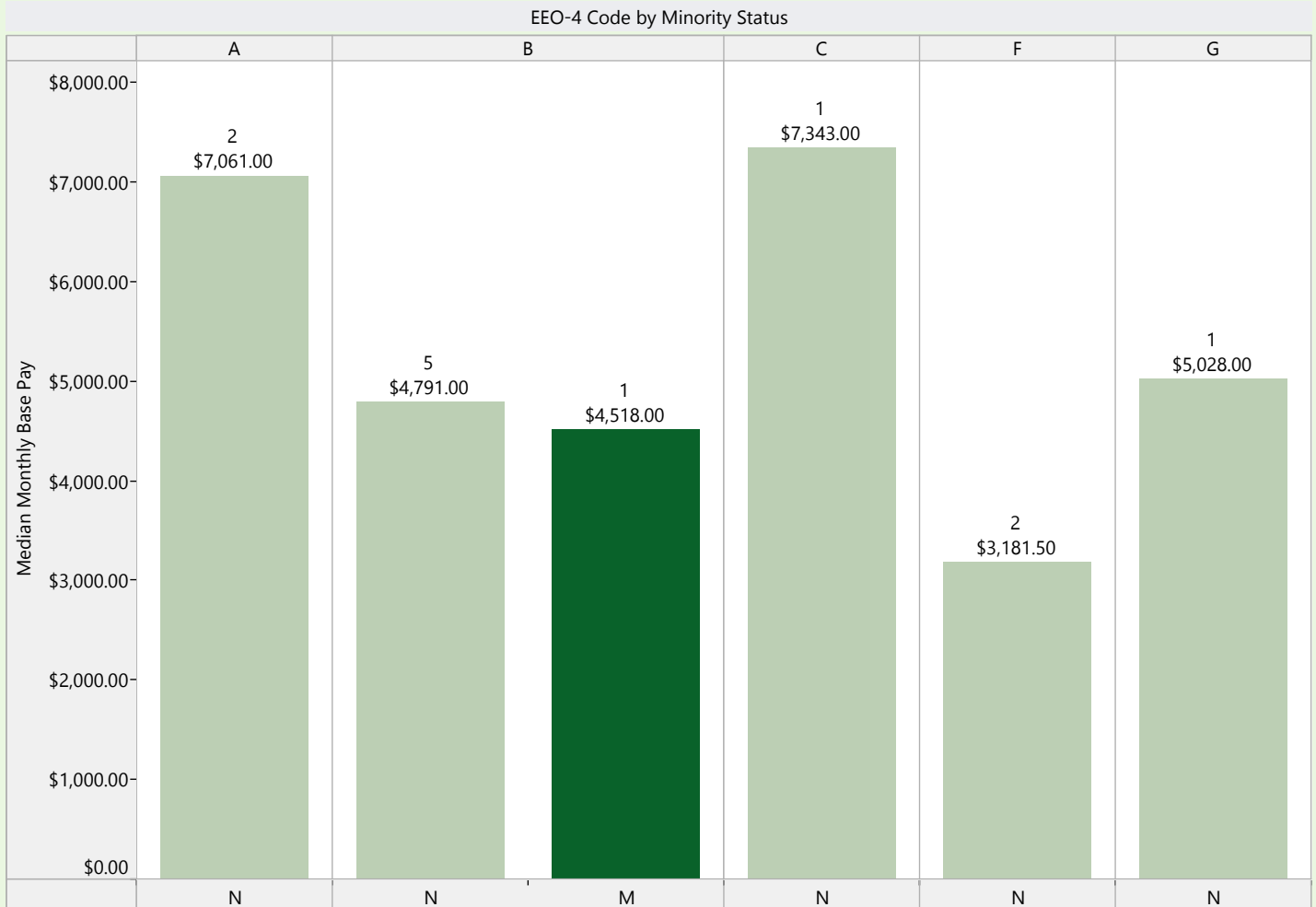
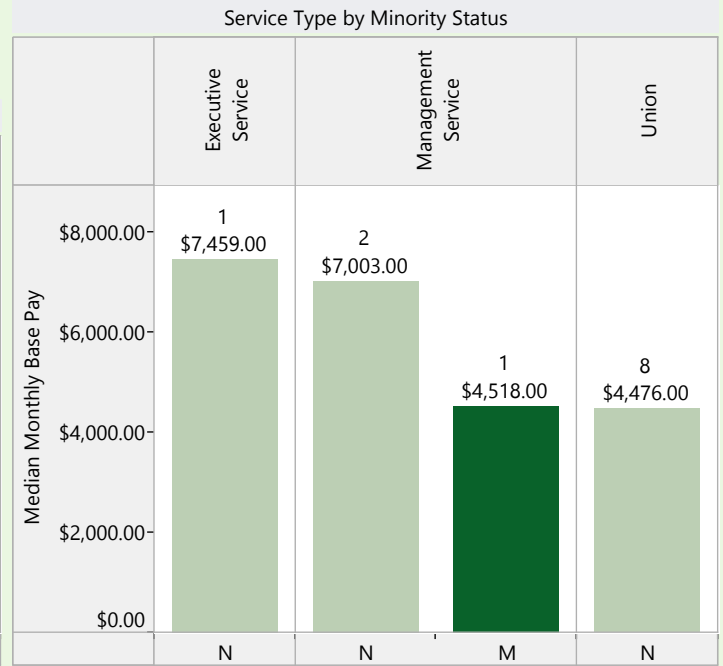
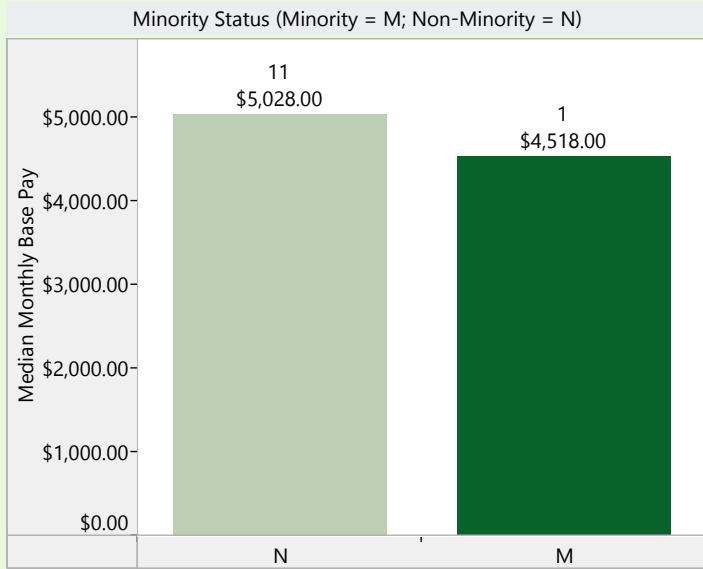
AVIATION, DEPARTMENT OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

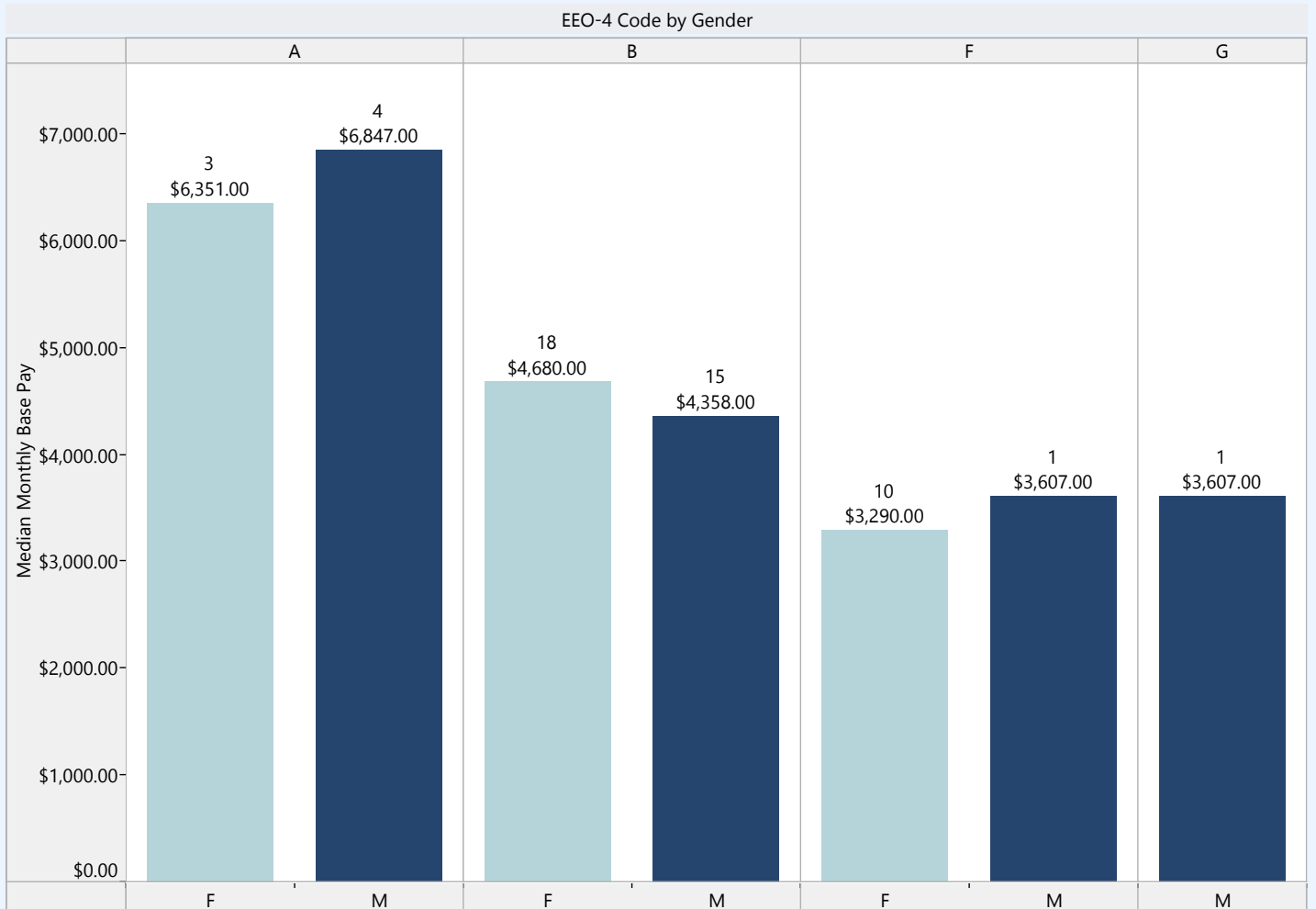
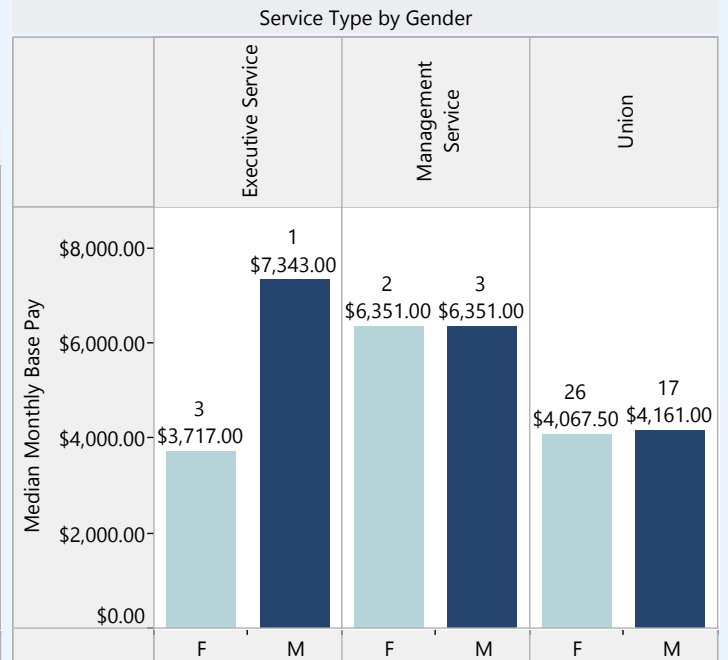
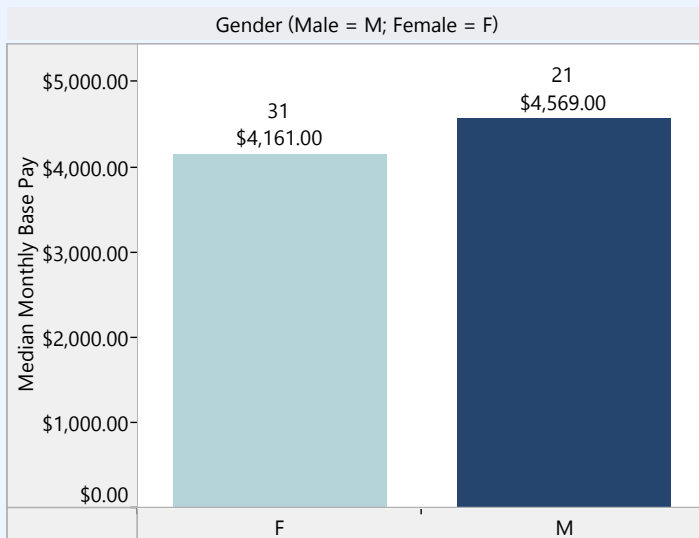
AVIATION, DEPARTMENT OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

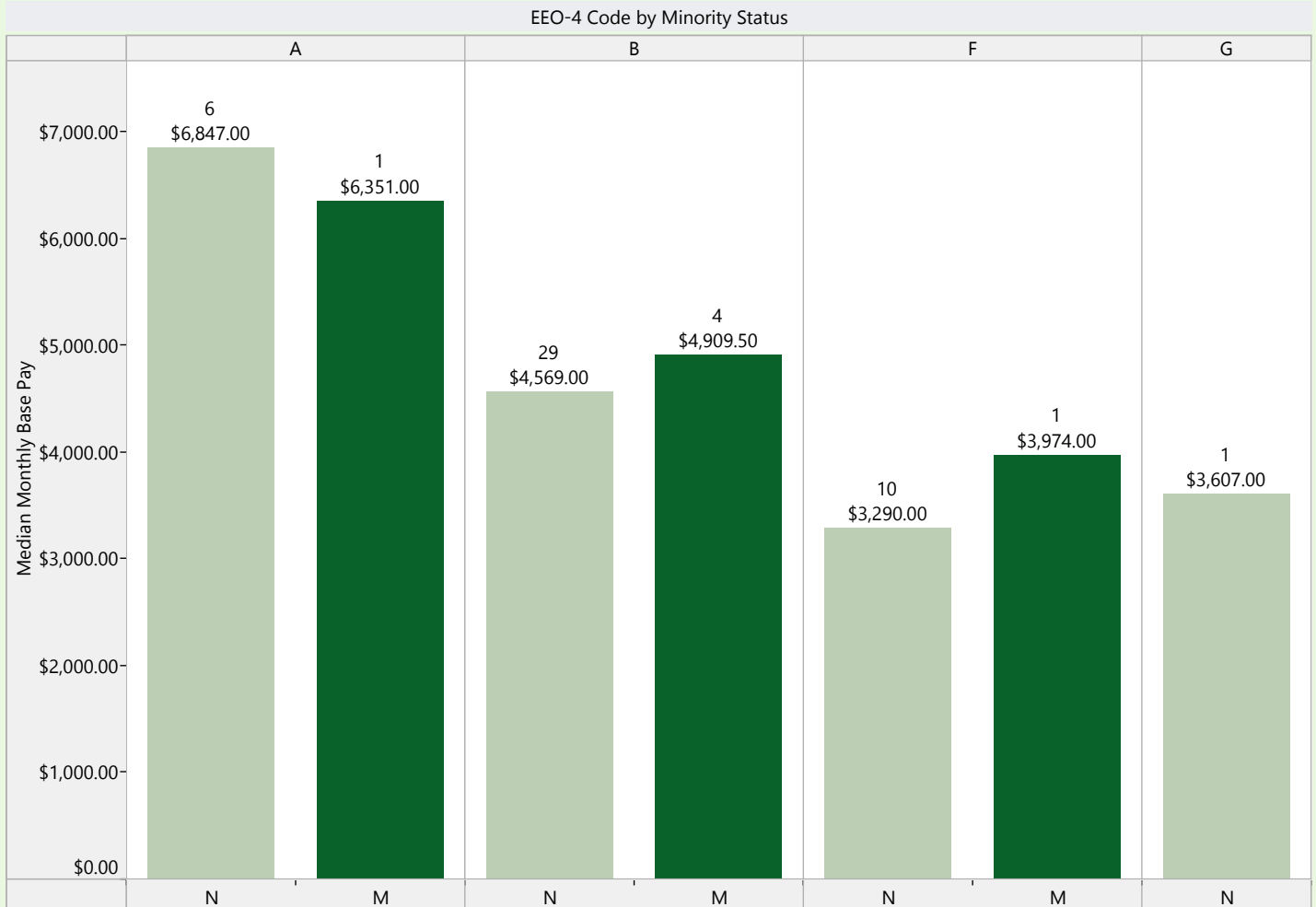
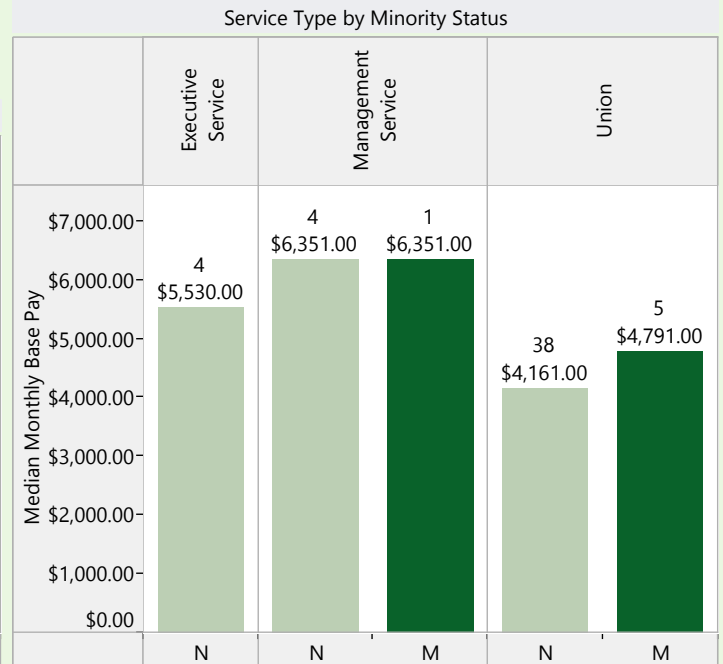
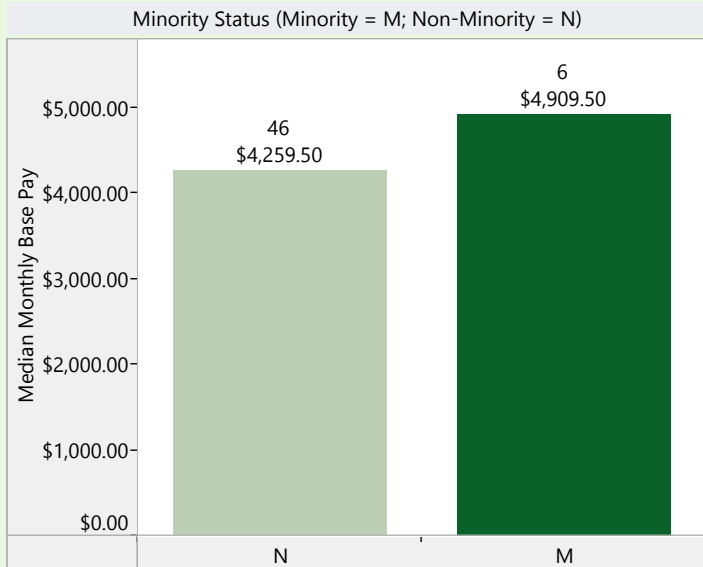
BLIND, COMMISSION FOR THE



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

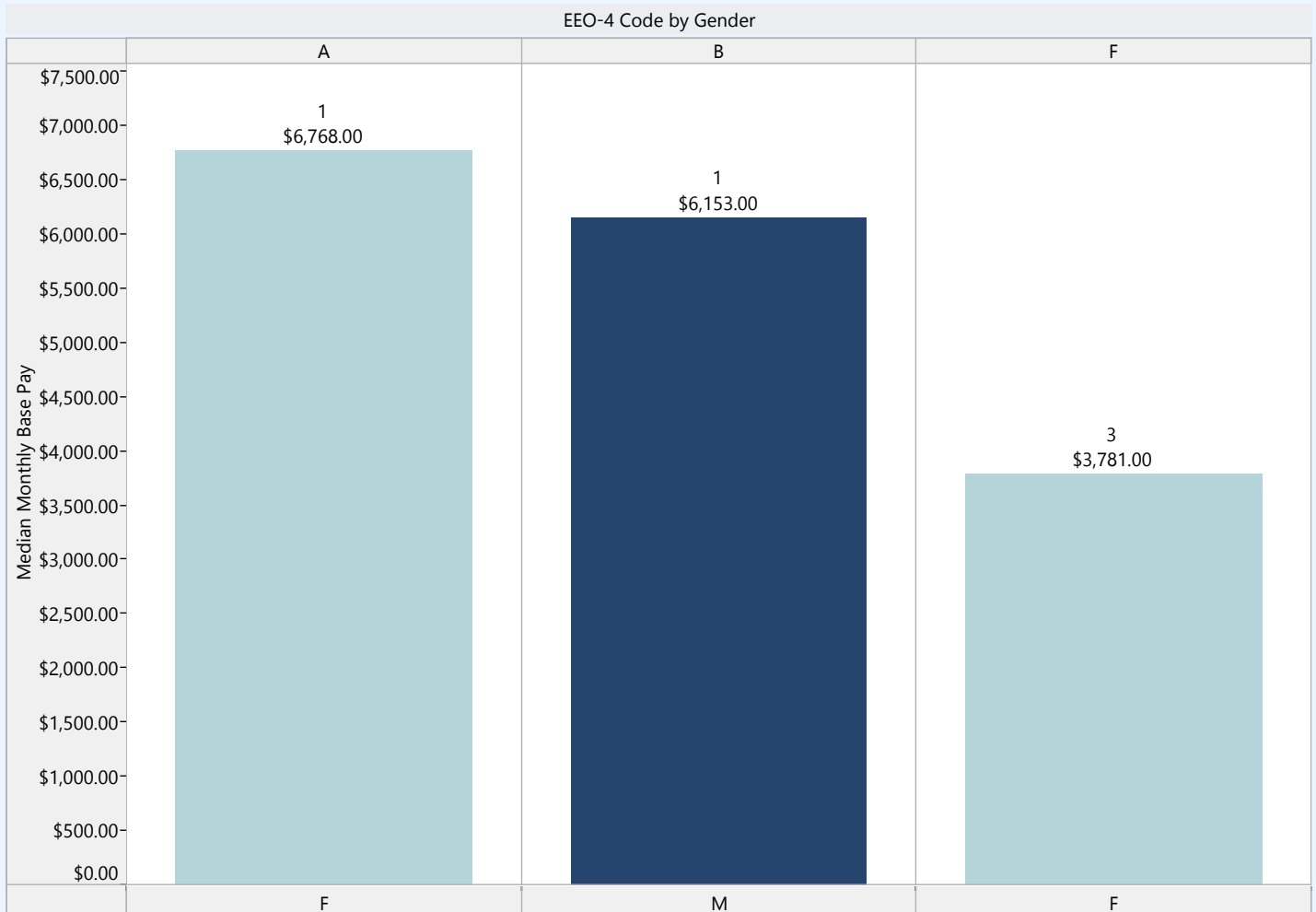
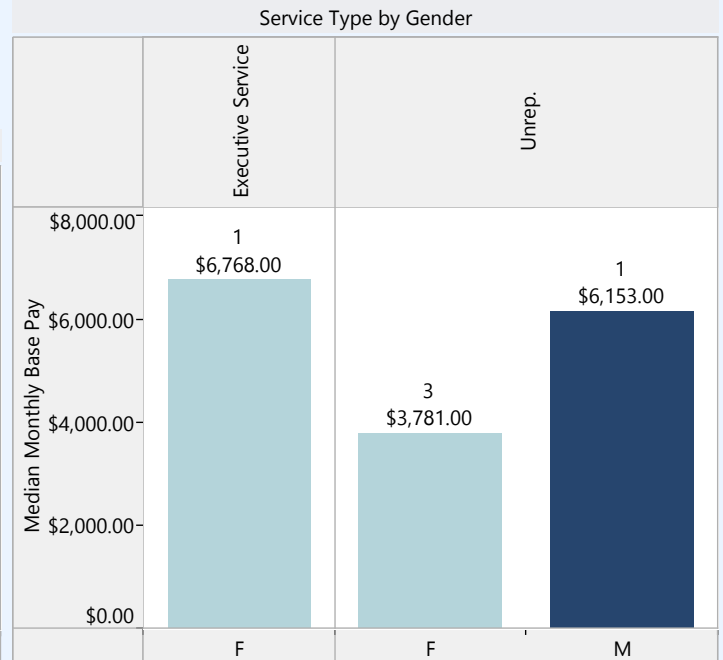
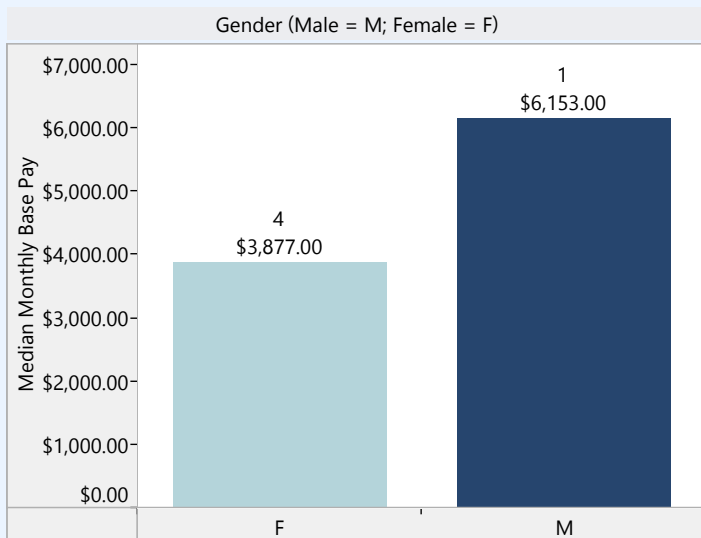
BLIND, COMMISSION FOR THE



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

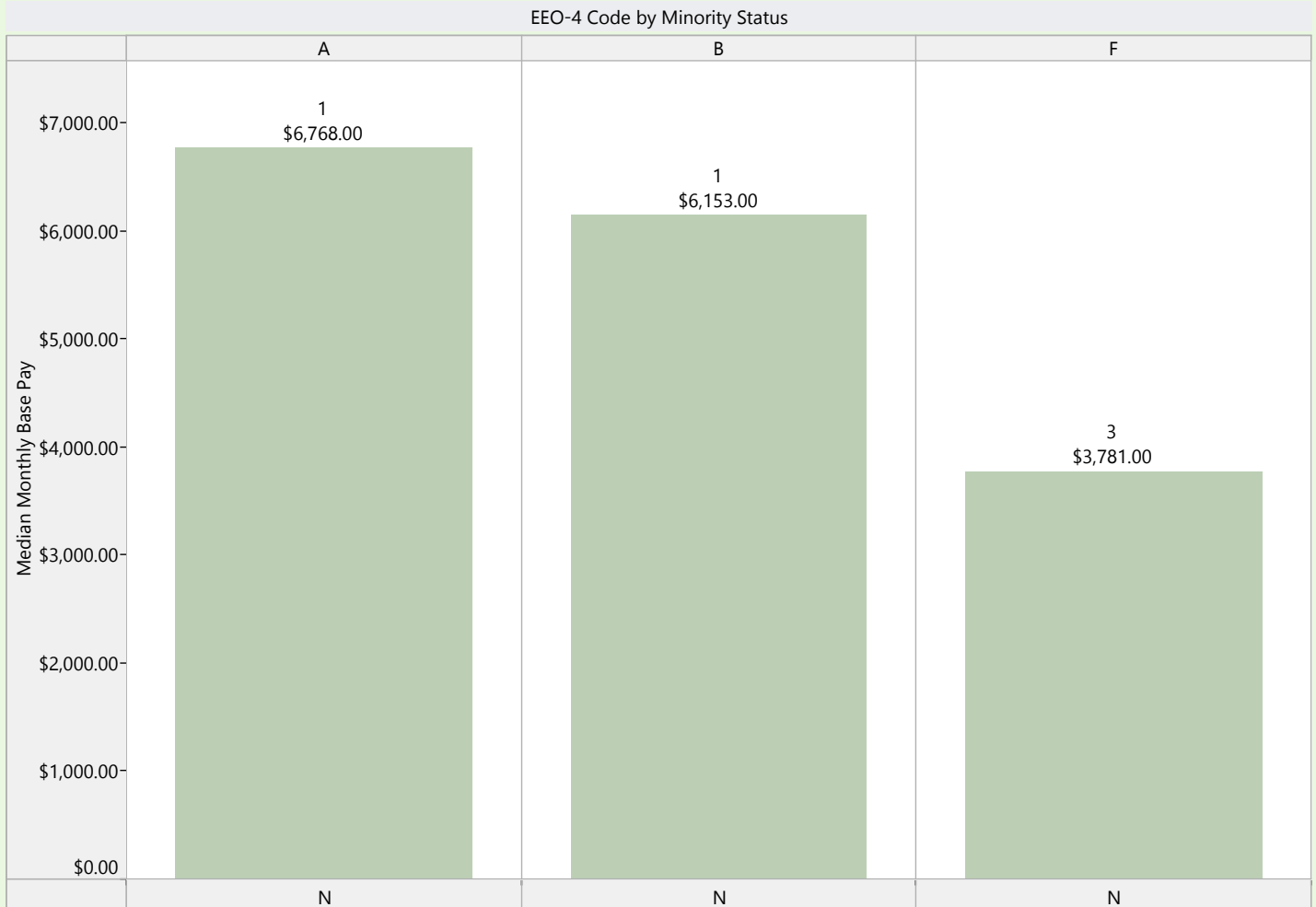
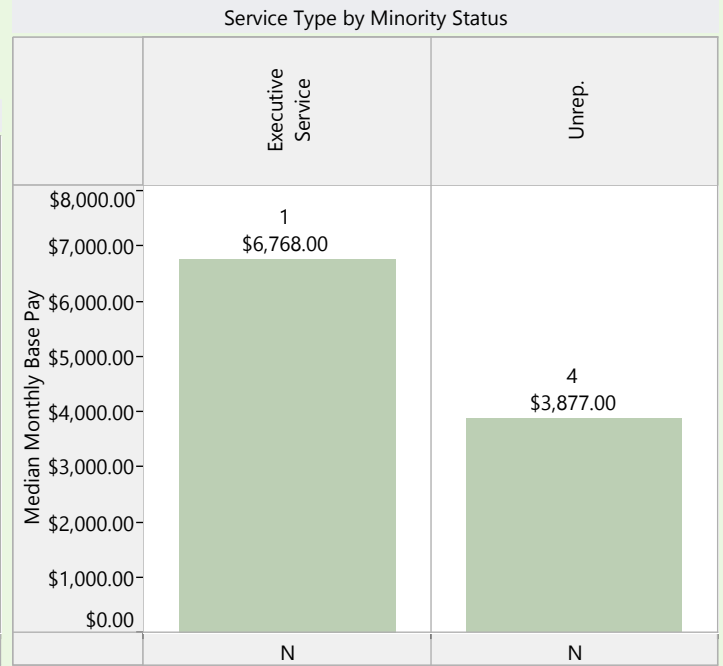
CHIROPRACTIC EXAMINERS, BRD OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

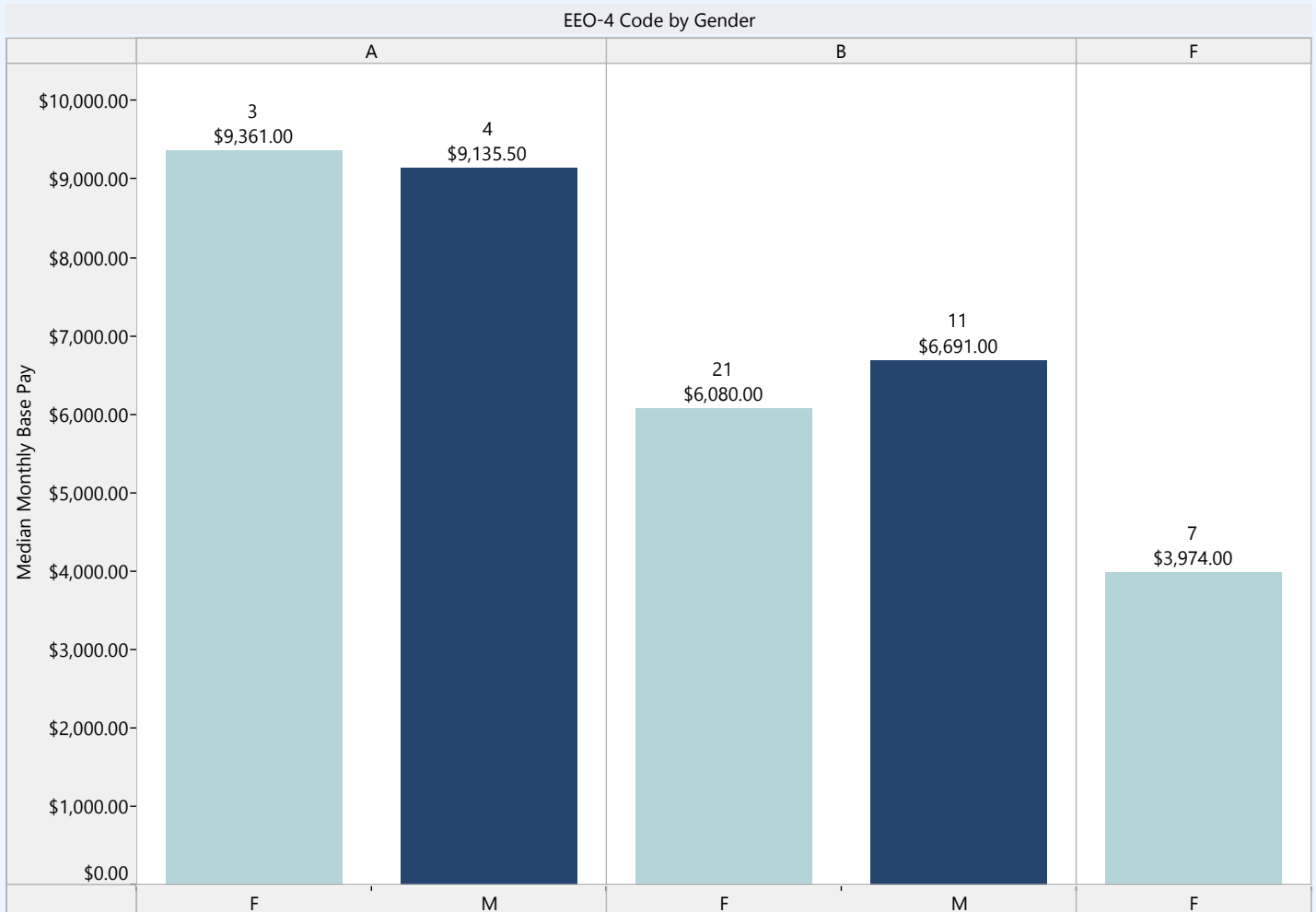
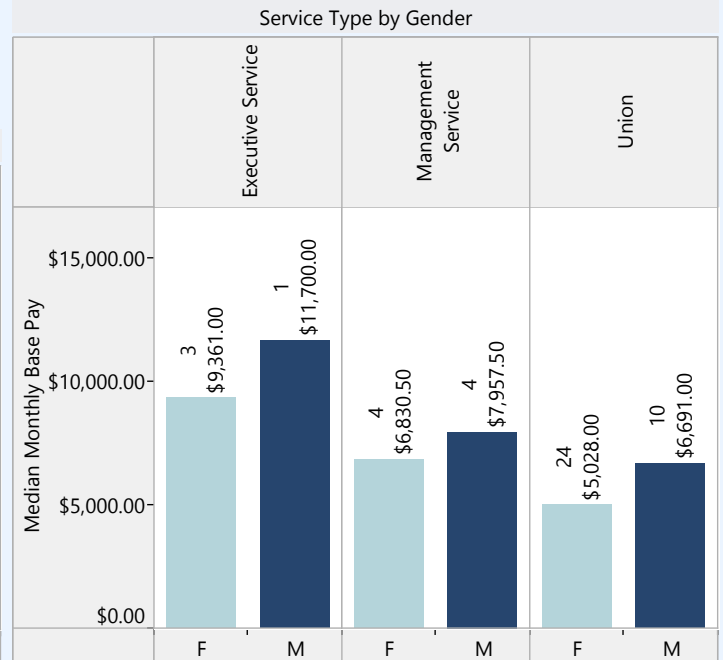
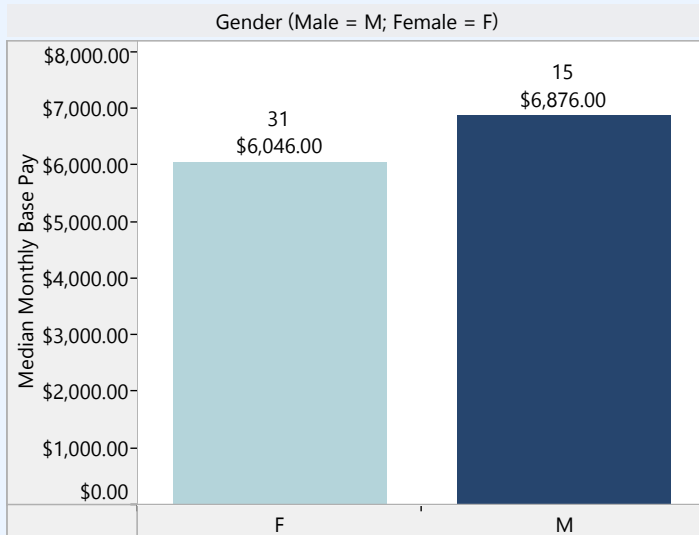
CHIROPRACTIC EXAMINERS, BRD OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

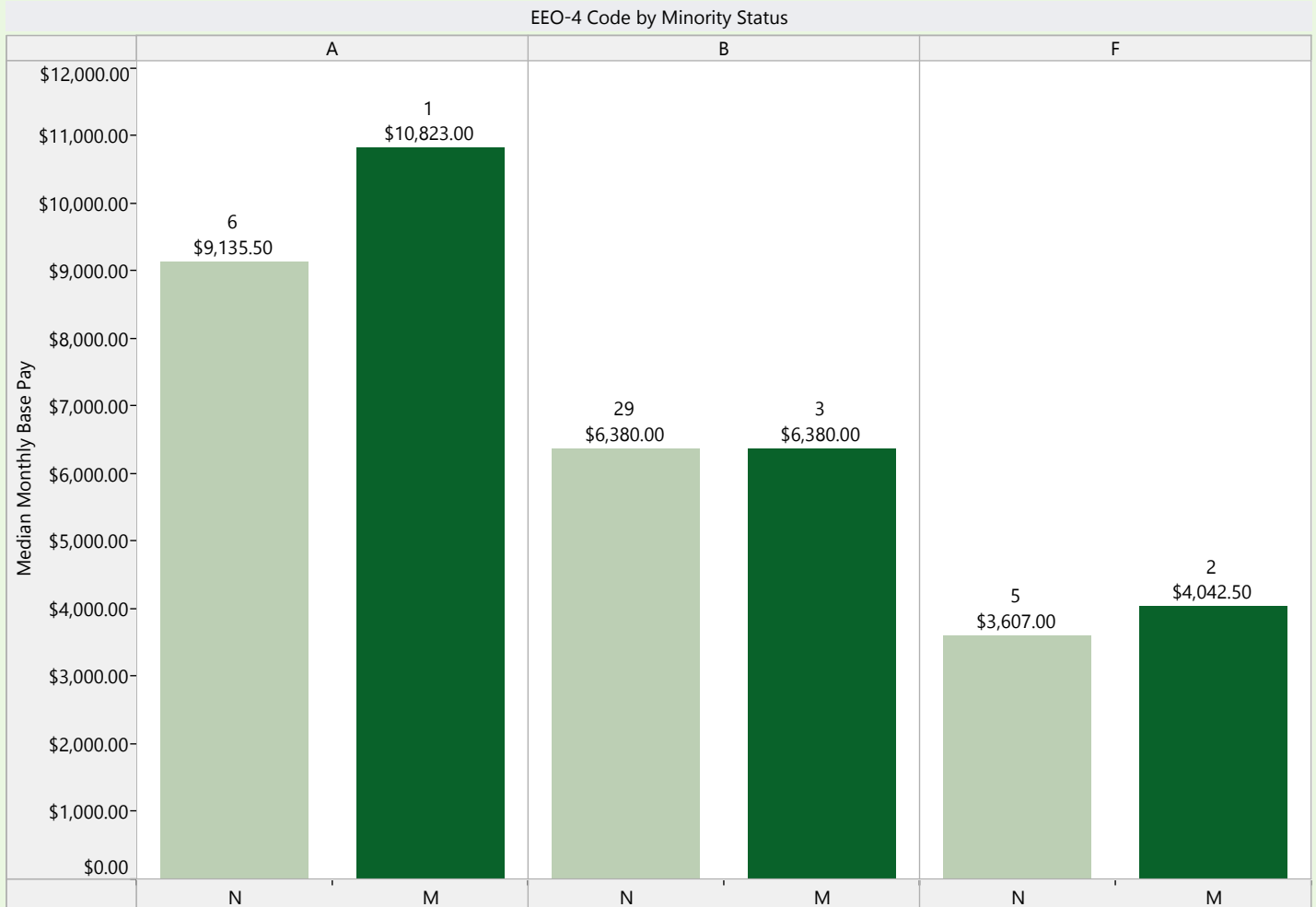
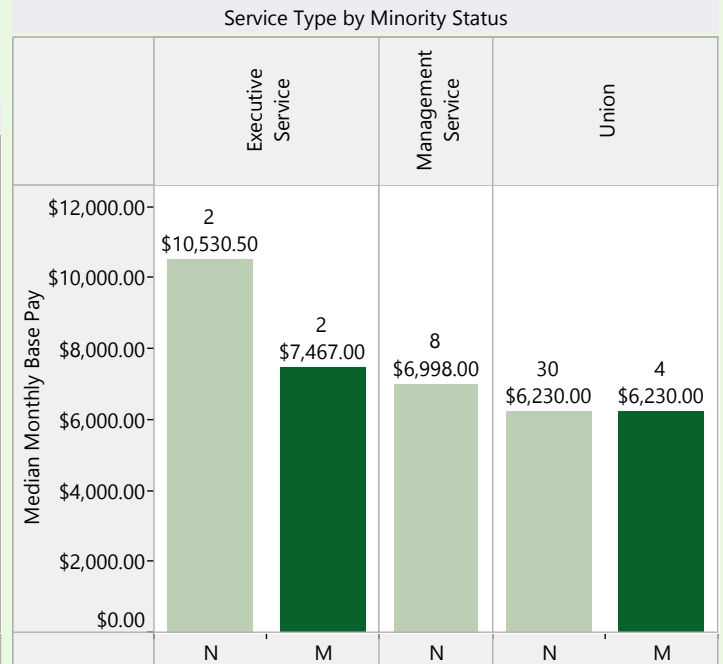
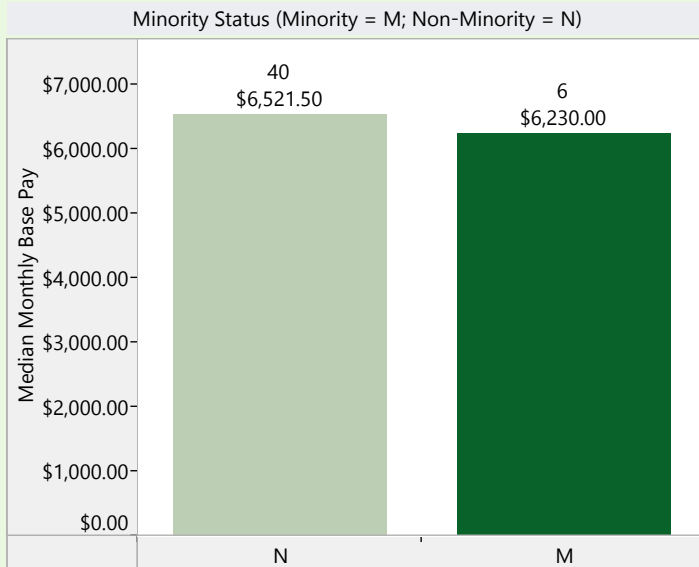
COMM COLL/WRKFRCE DEV, DEPT OF



Agency Type: Redistributive
Agency Size: Small

Executive Branch Overall

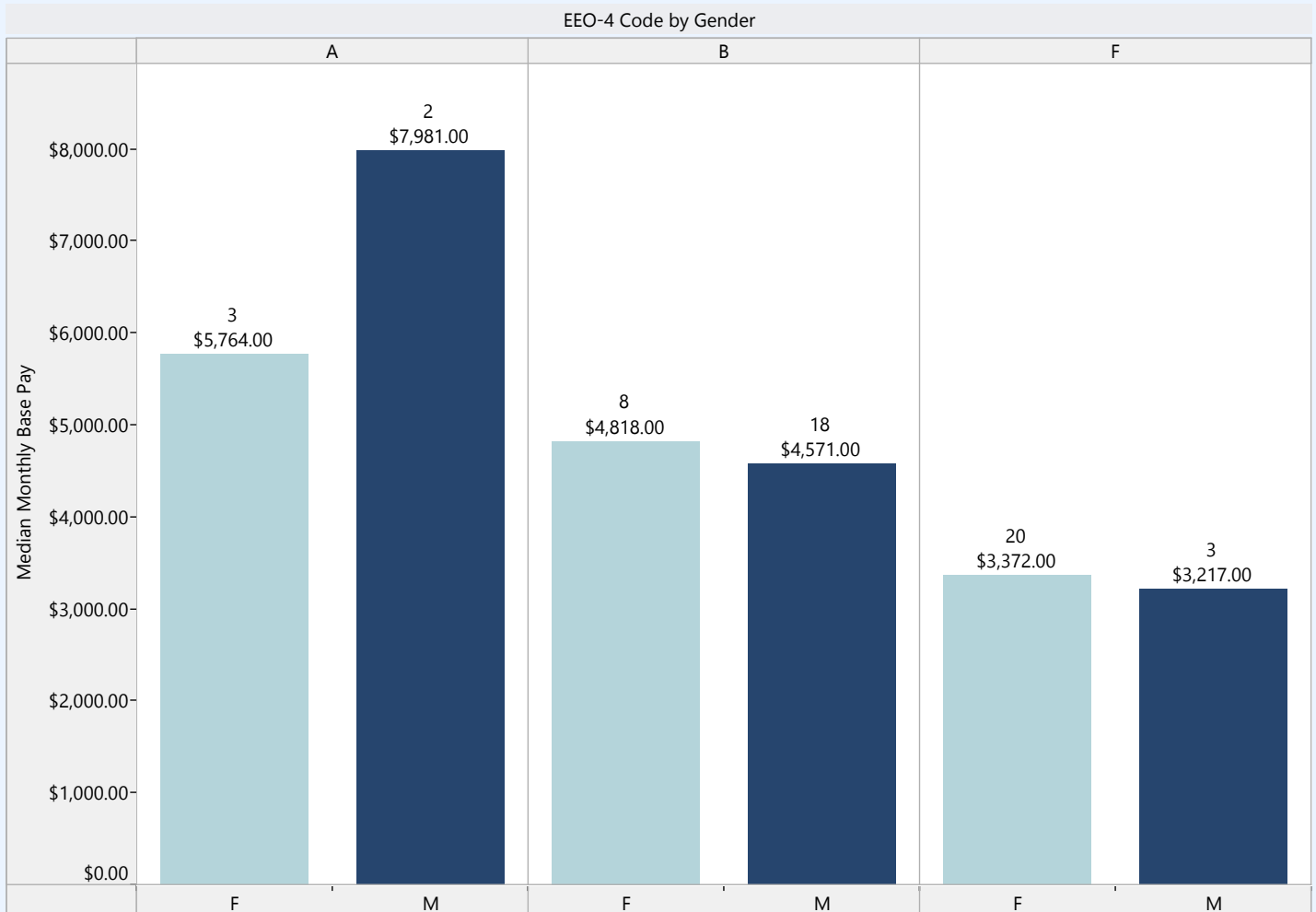
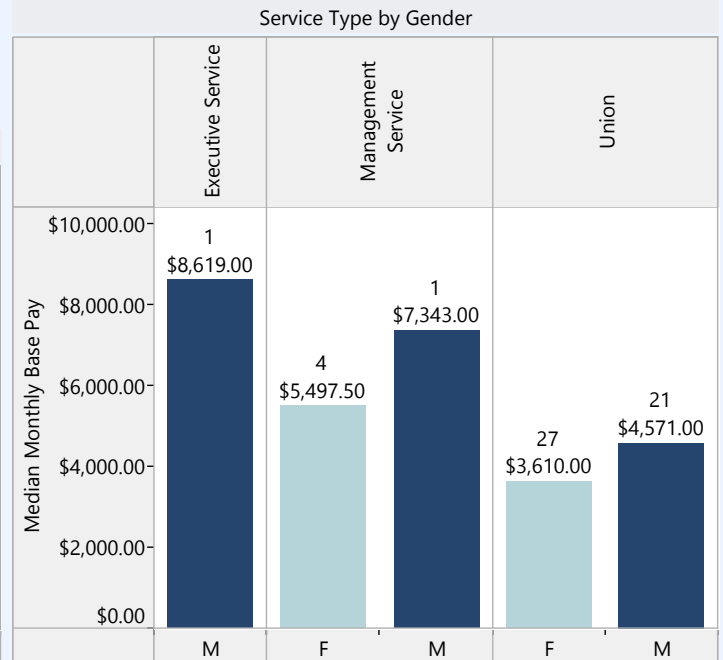
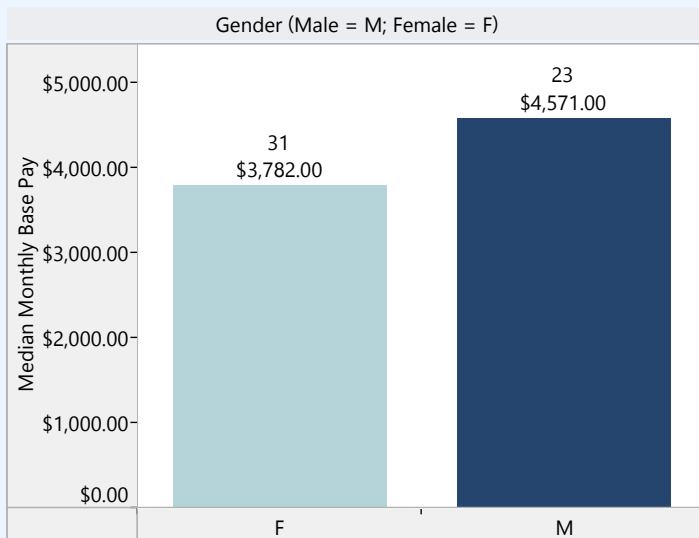
COMM COLL/WRKFRCE DEV, DEPT OF



Agency Type: Redistributive
Agency Size: Small

Executive Branch Overall

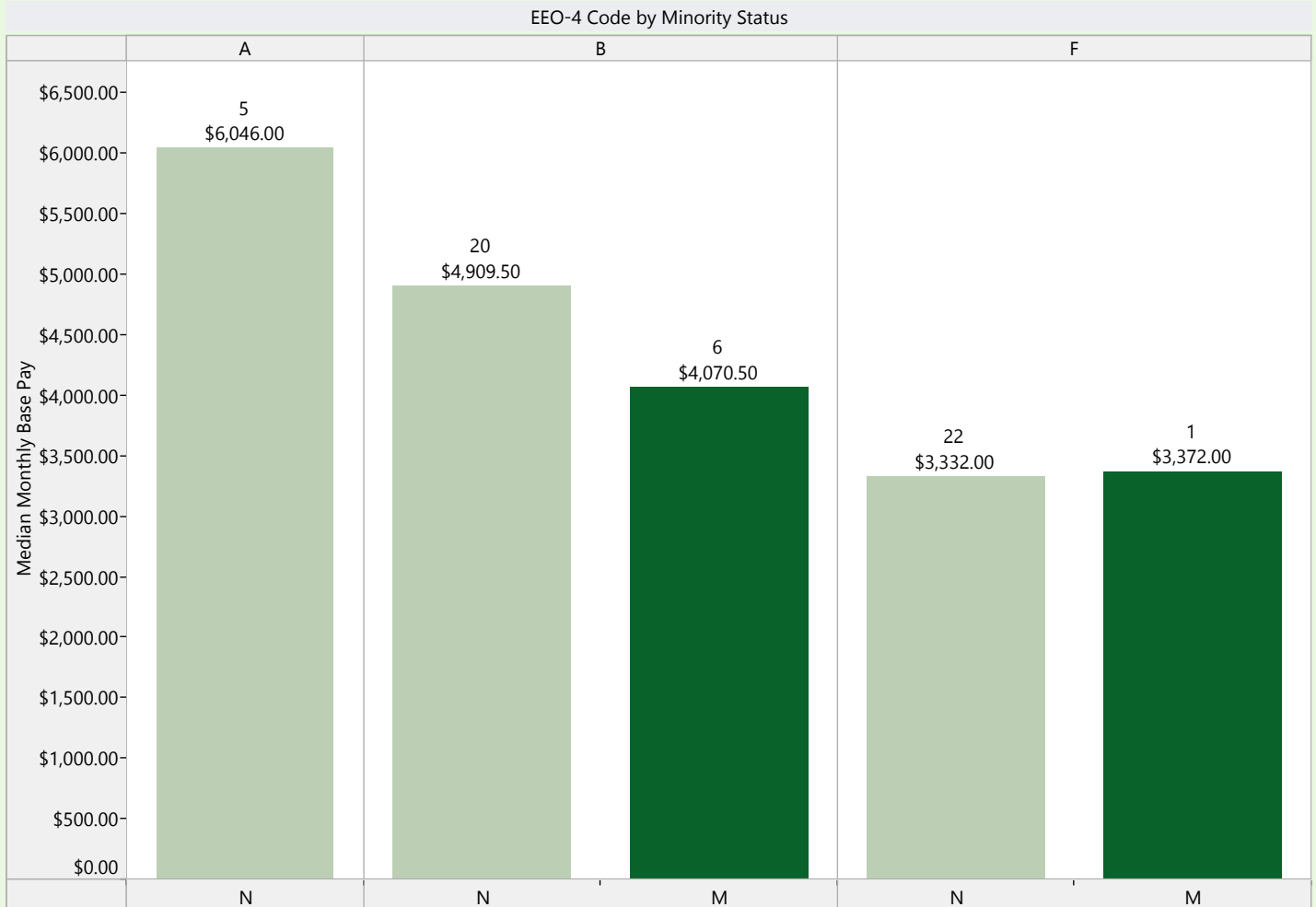
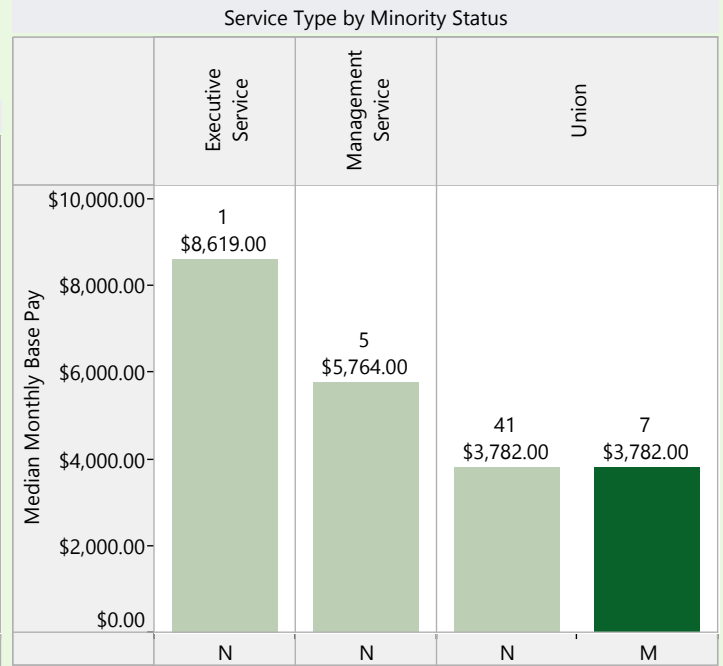
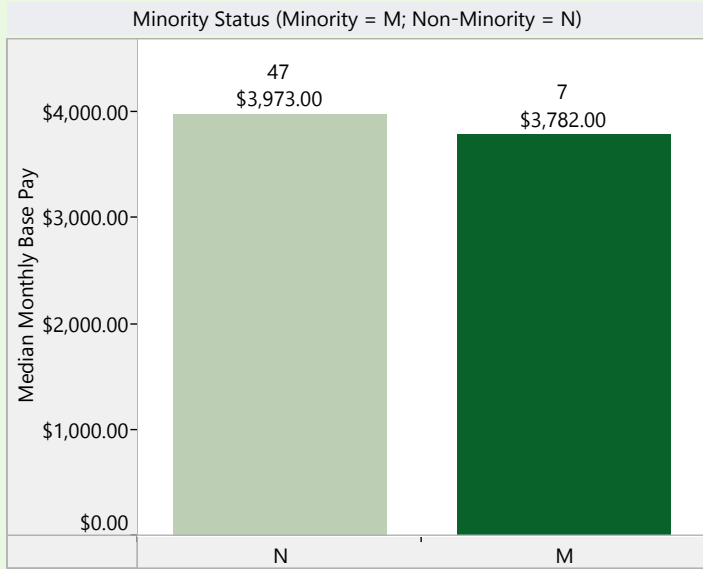
CONSTRUCTION CONTRACTORS BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

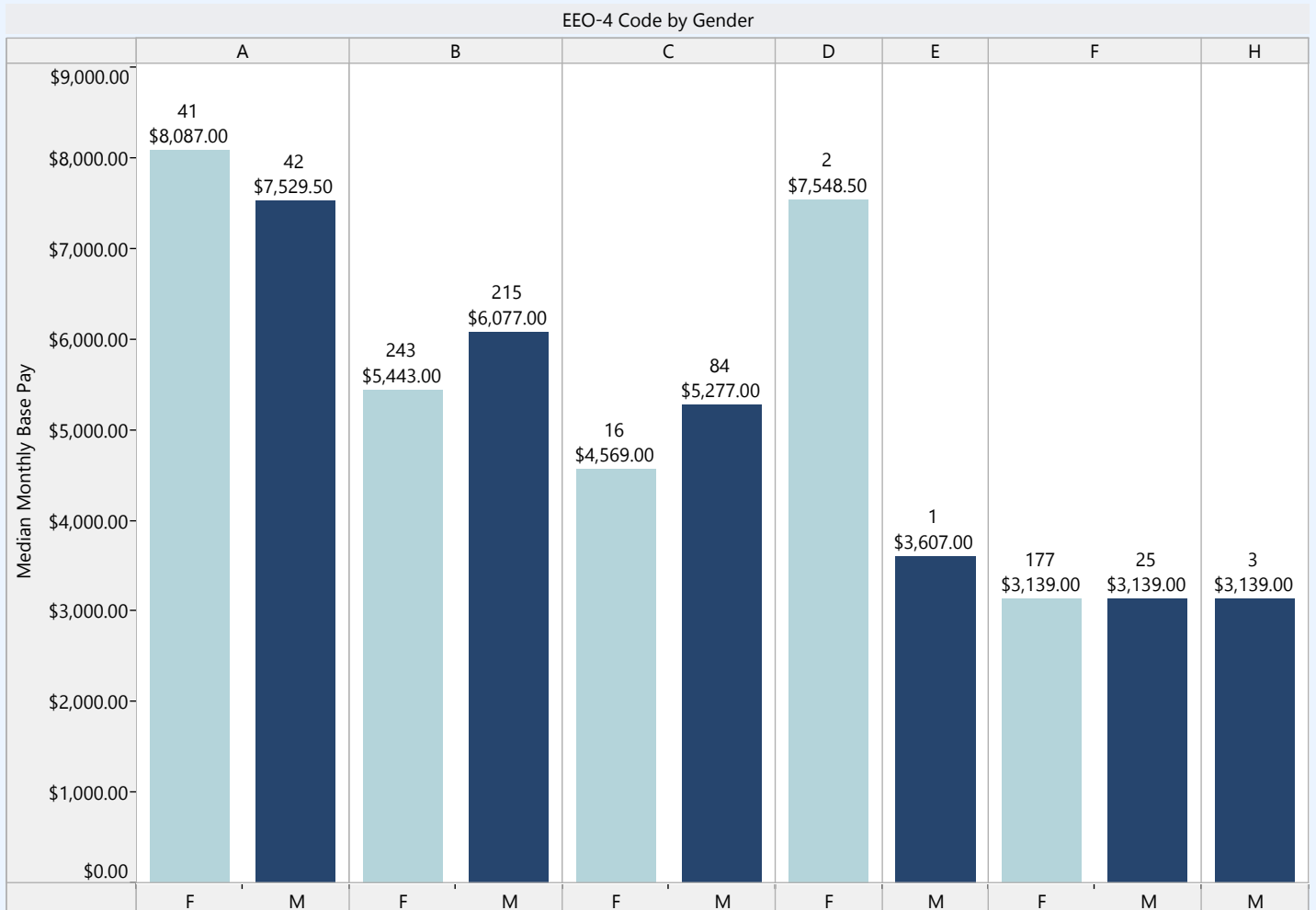
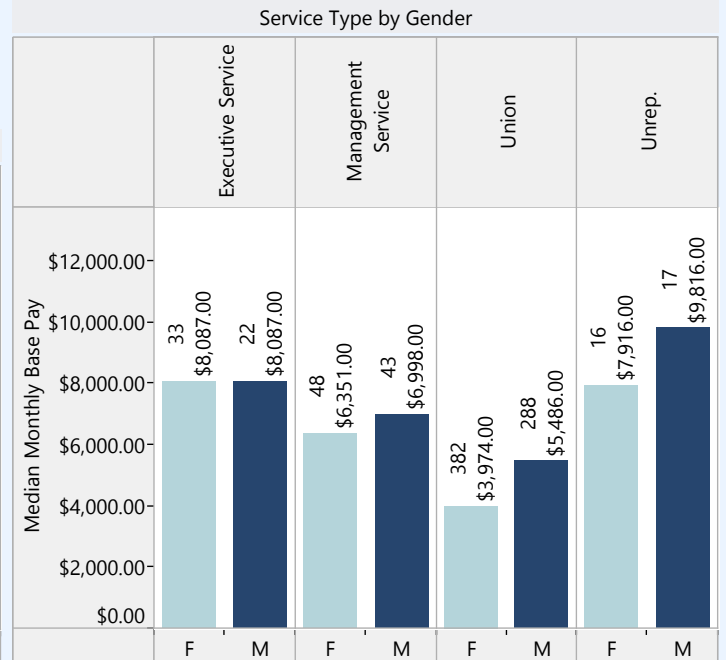
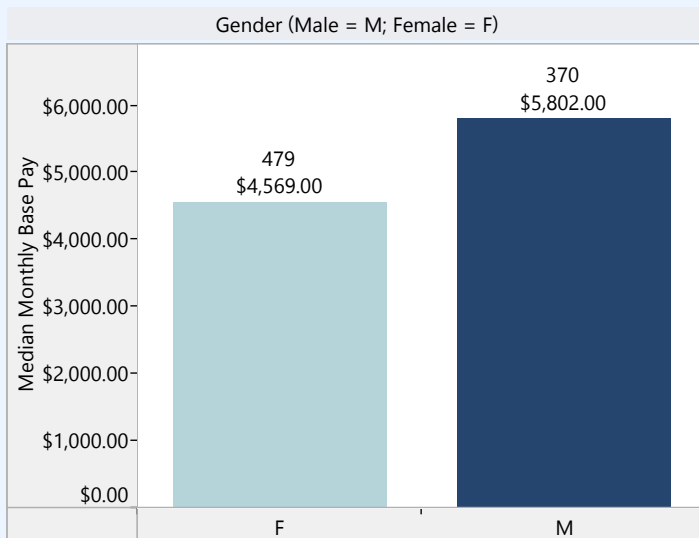
CONSTRUCTION CONTRACTORS BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

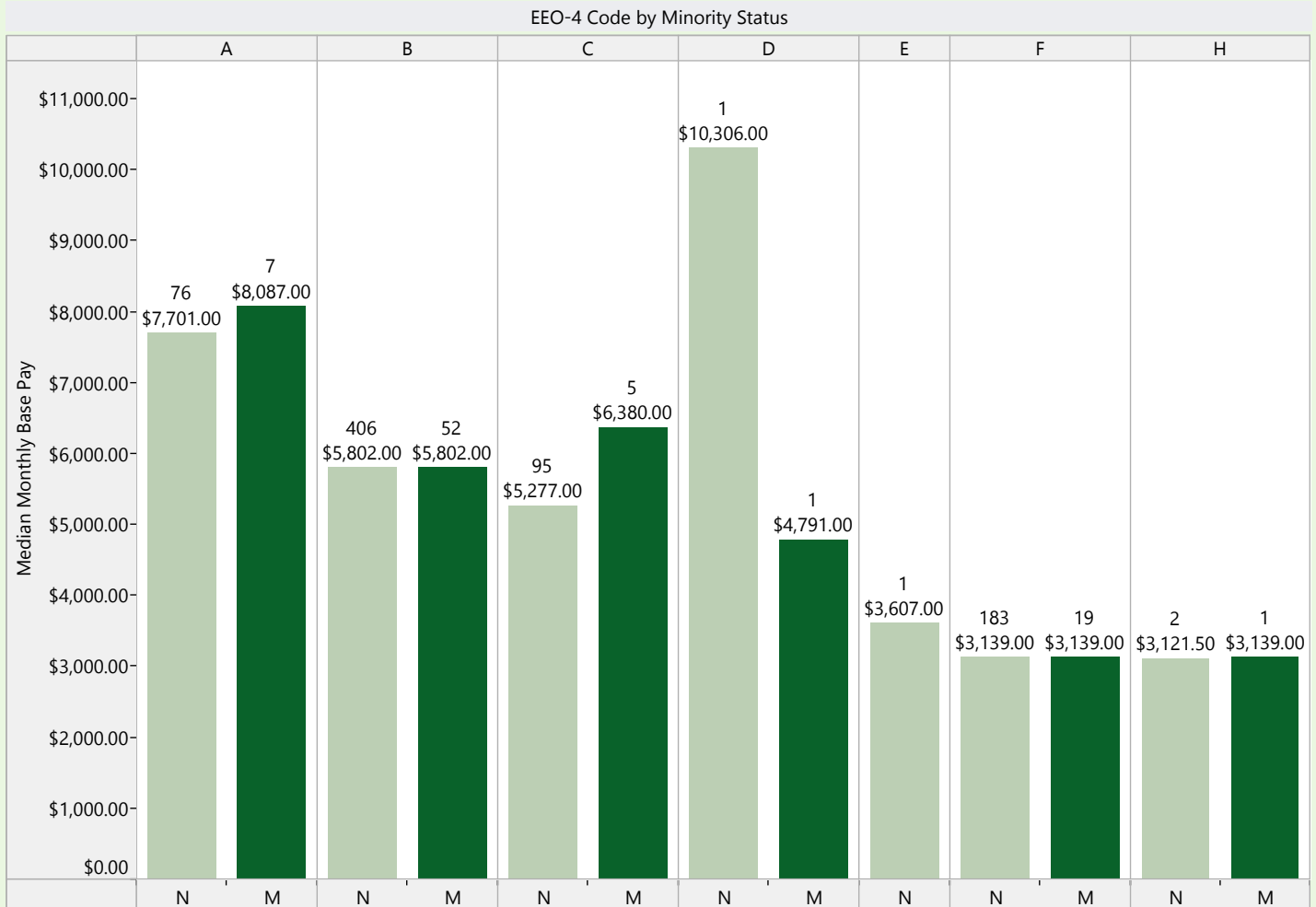
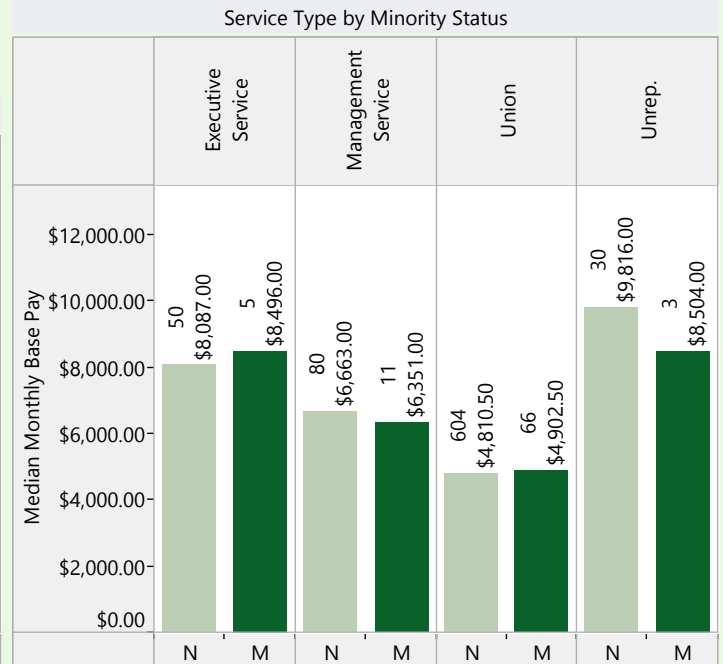
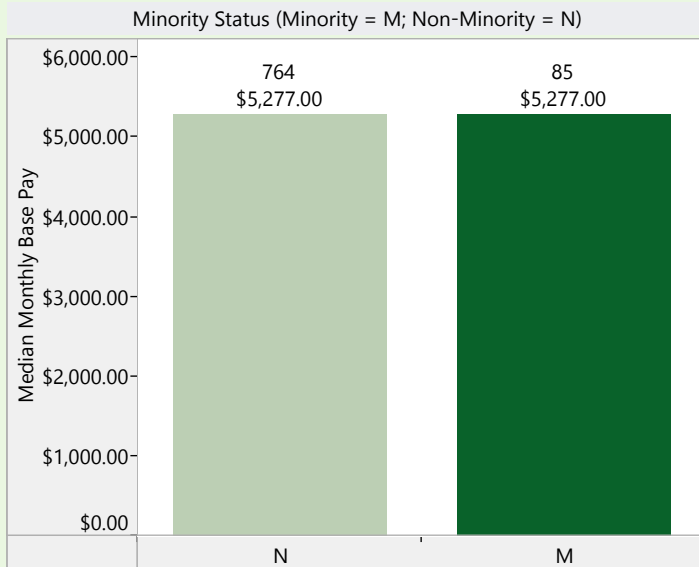
CONSUMER AND BUS SRVCS, DEPT



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

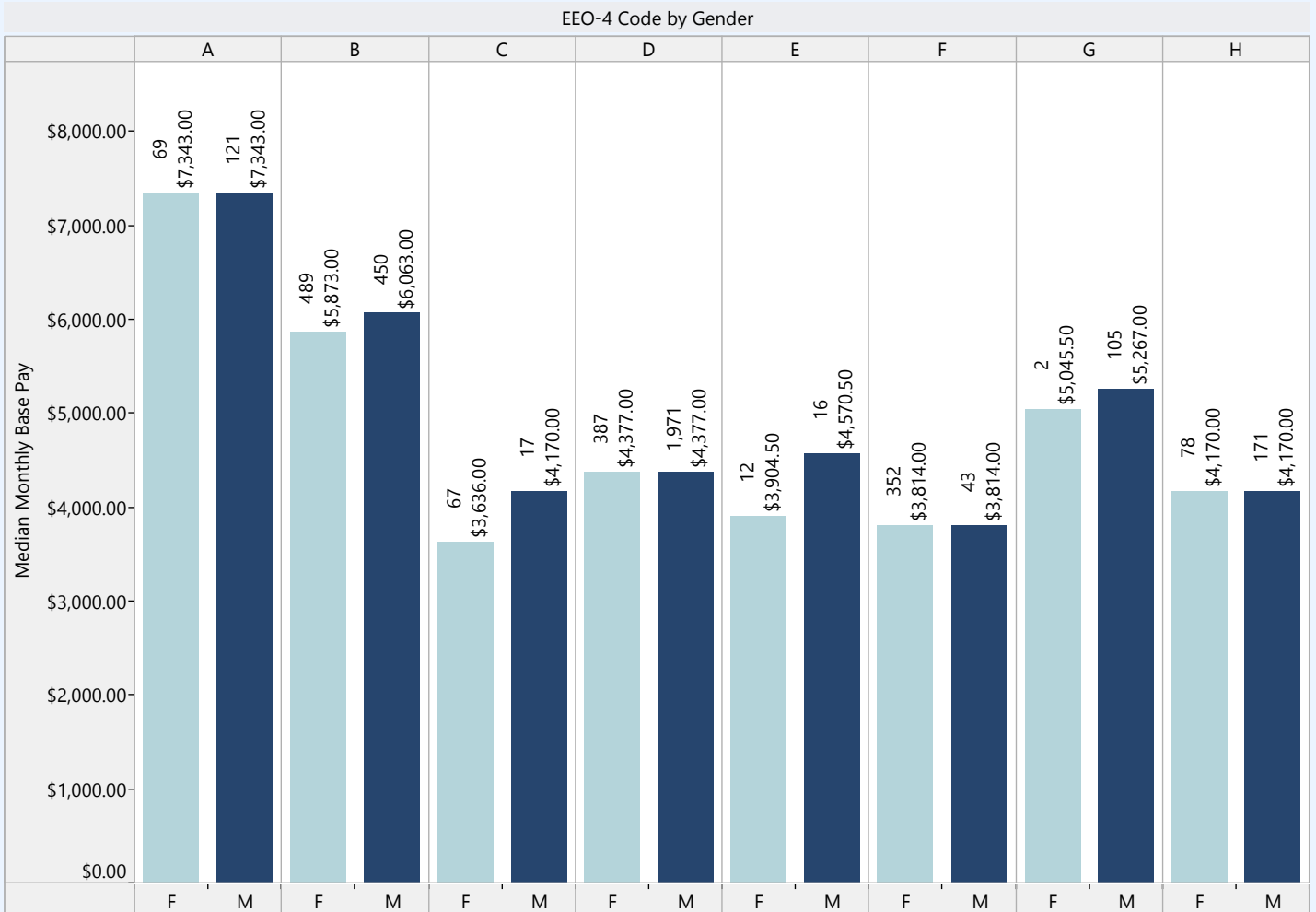
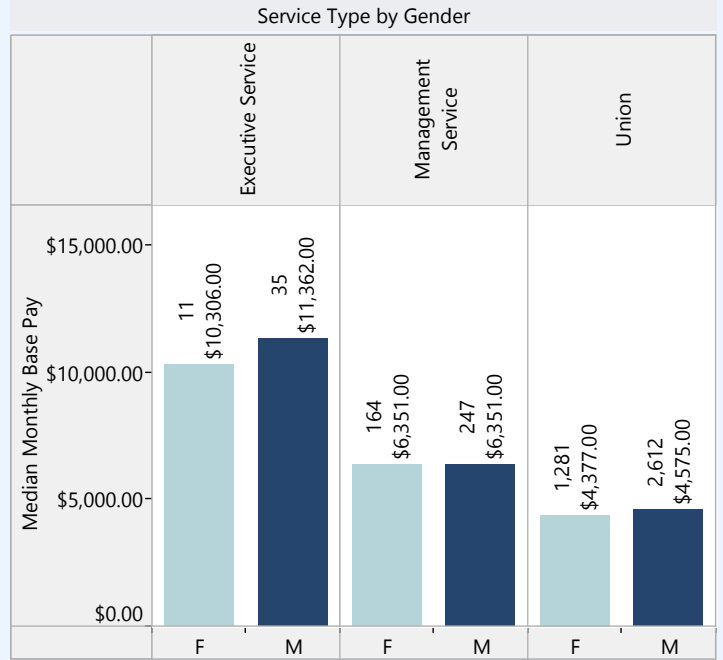
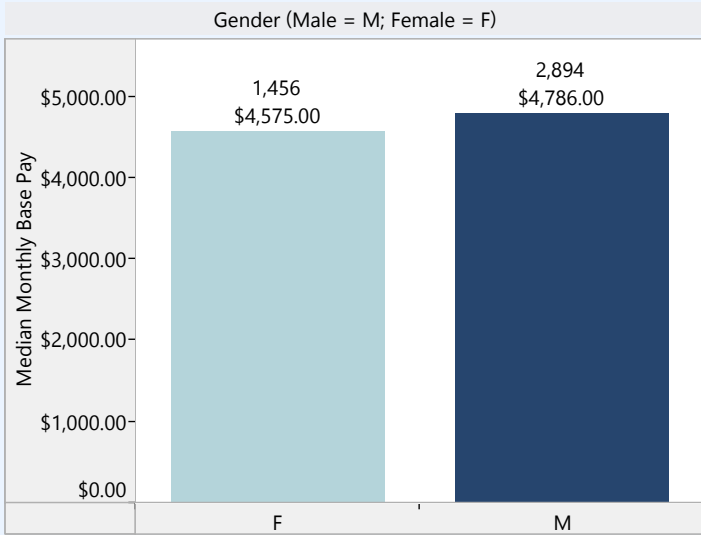
CONSUMER AND BUS SRVCS, DEPT



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

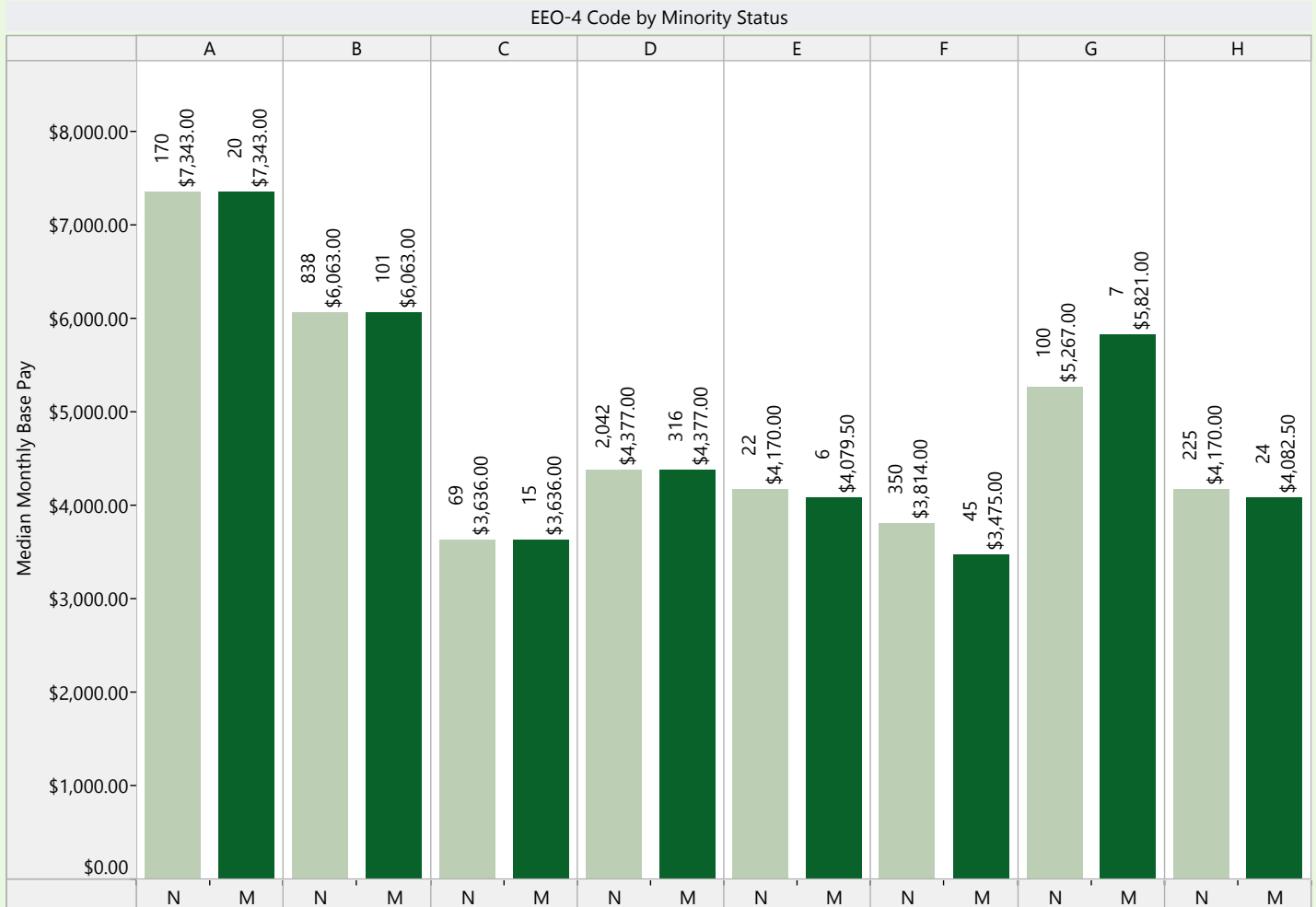
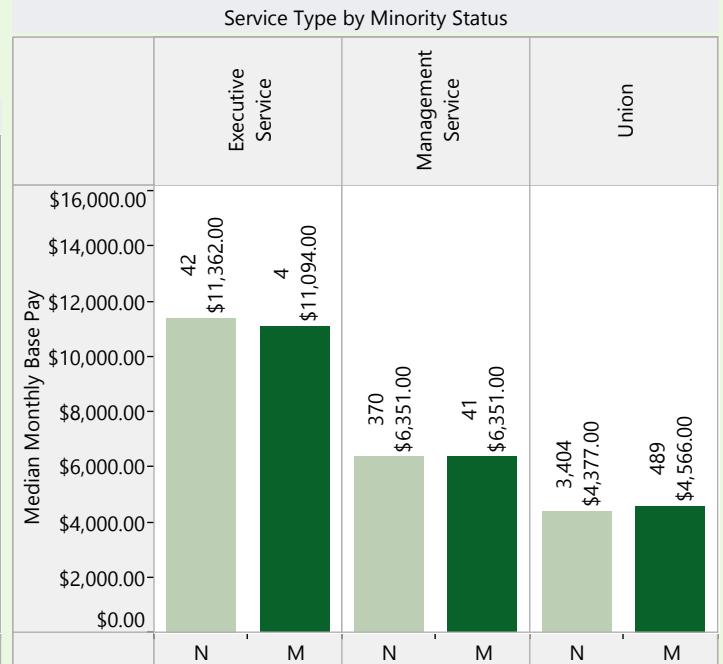
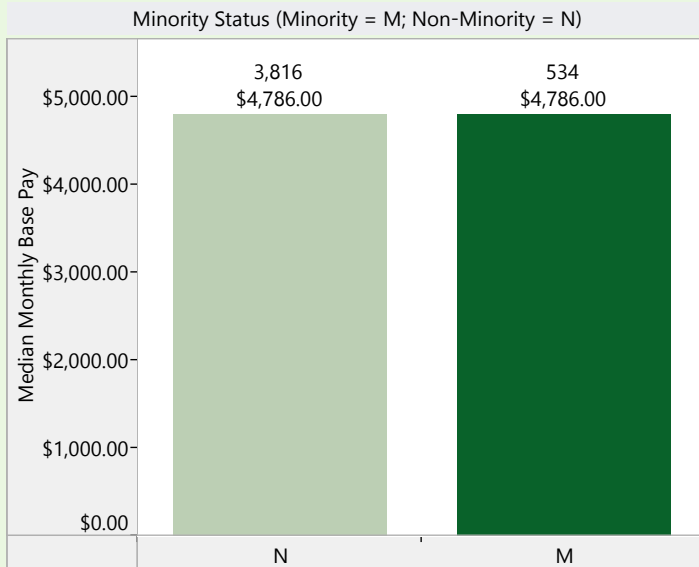
CORRECTIONS, DEPT OF



Agency Type: Regulatory
Agency Size: Large

Executive Branch Overall

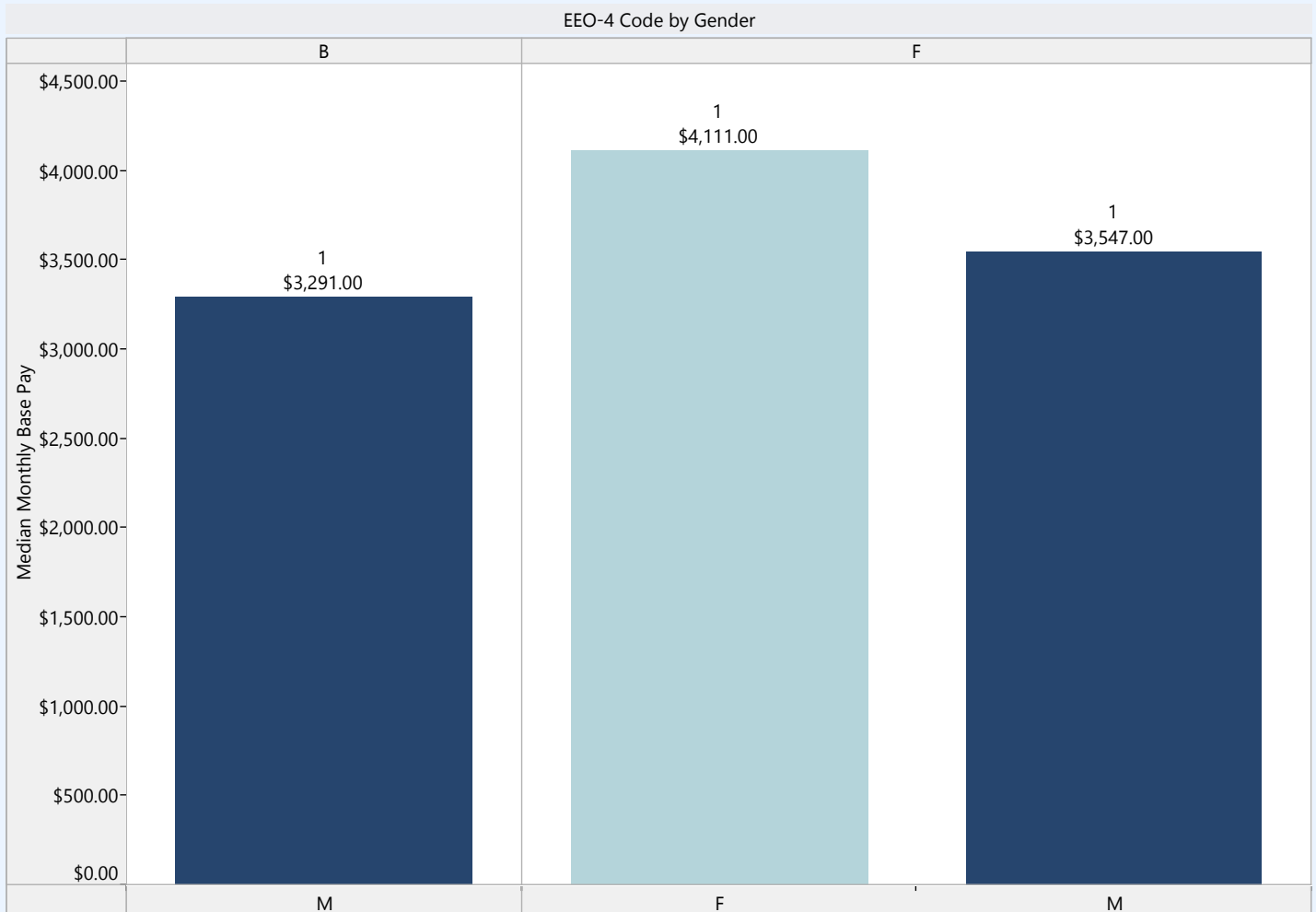
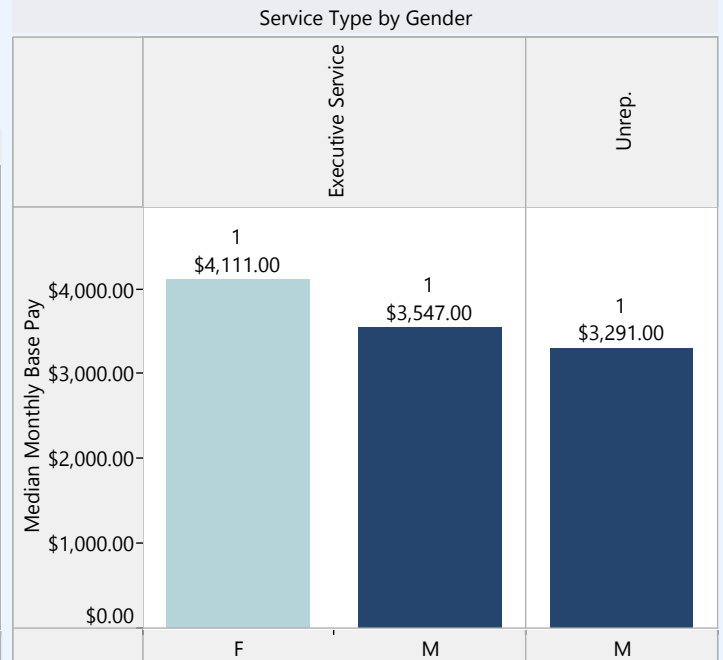
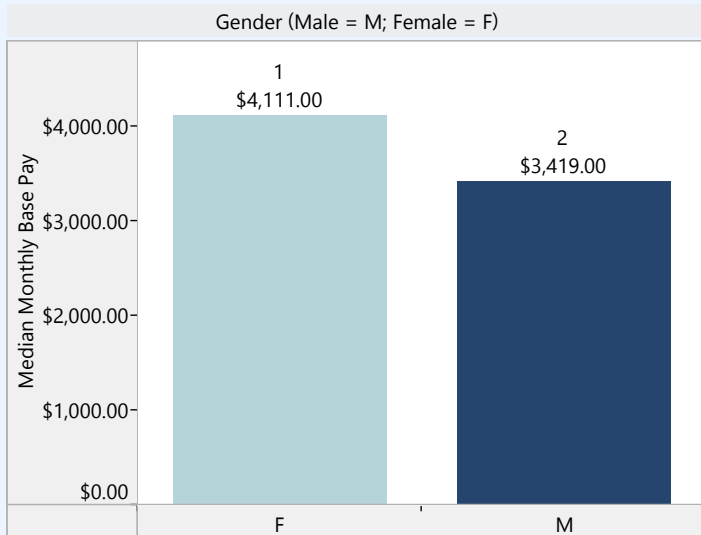
CORRECTIONS, DEPT OF



Agency Type: Regulatory
Agency Size: Large

Executive Branch Overall

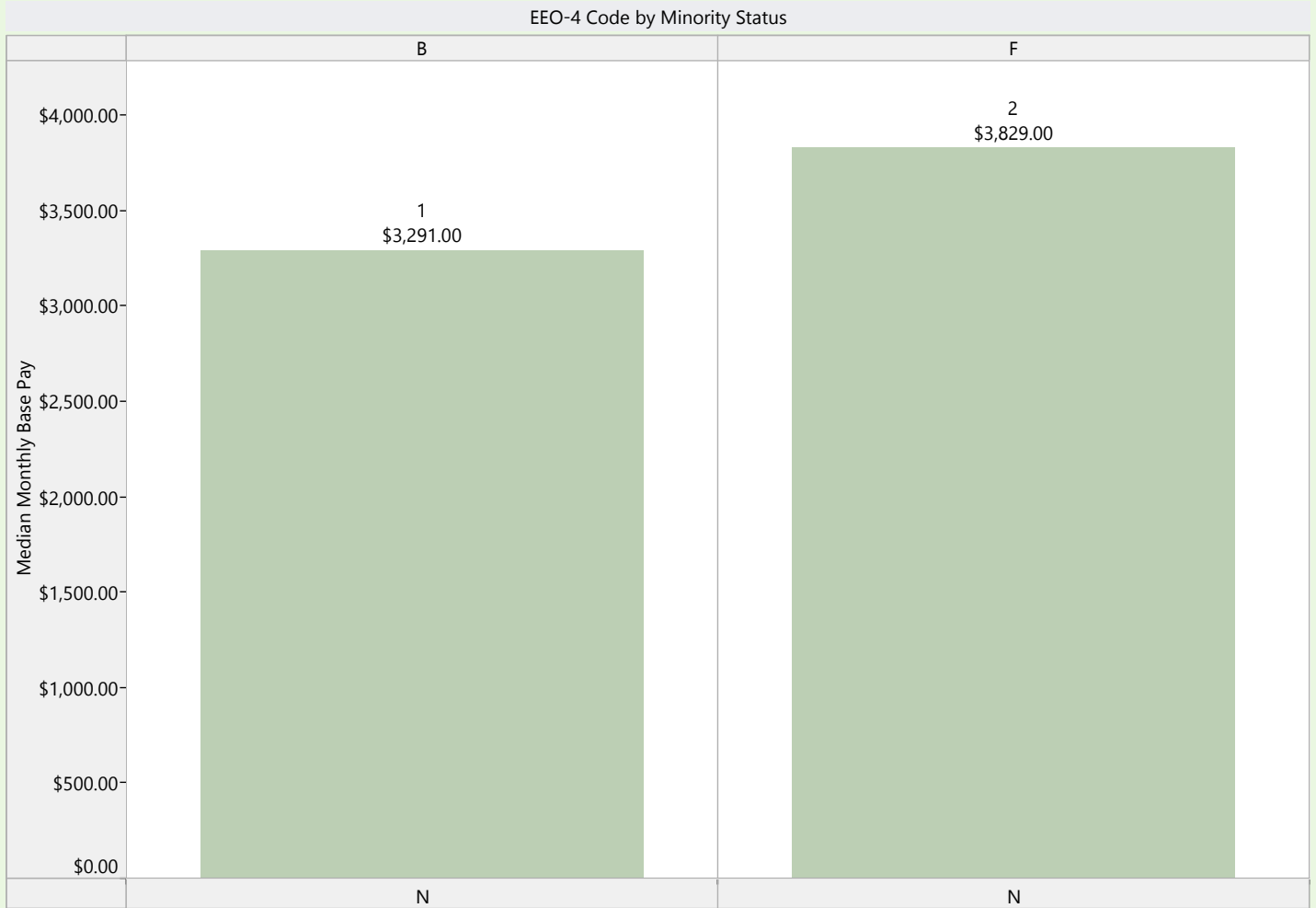
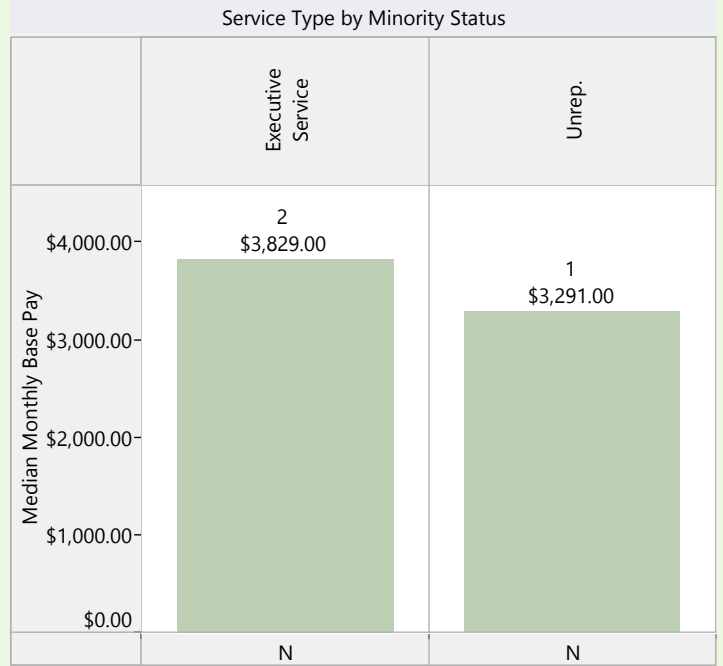
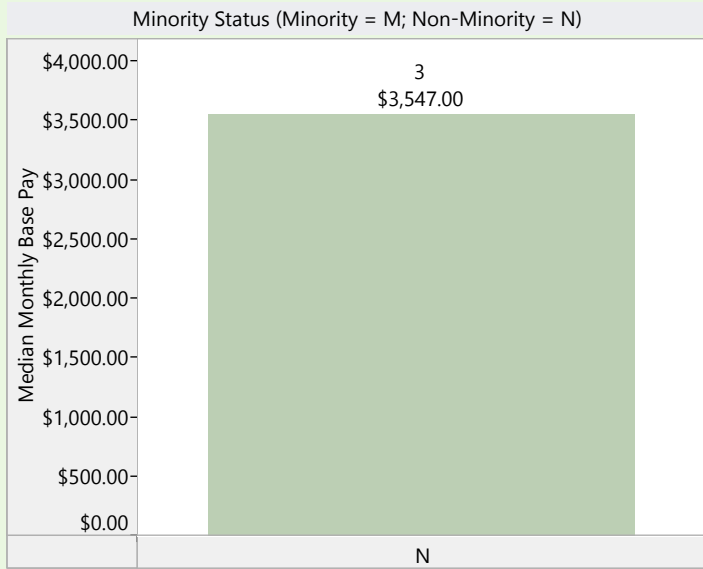
COUNSELORS & THERAPIST BRD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

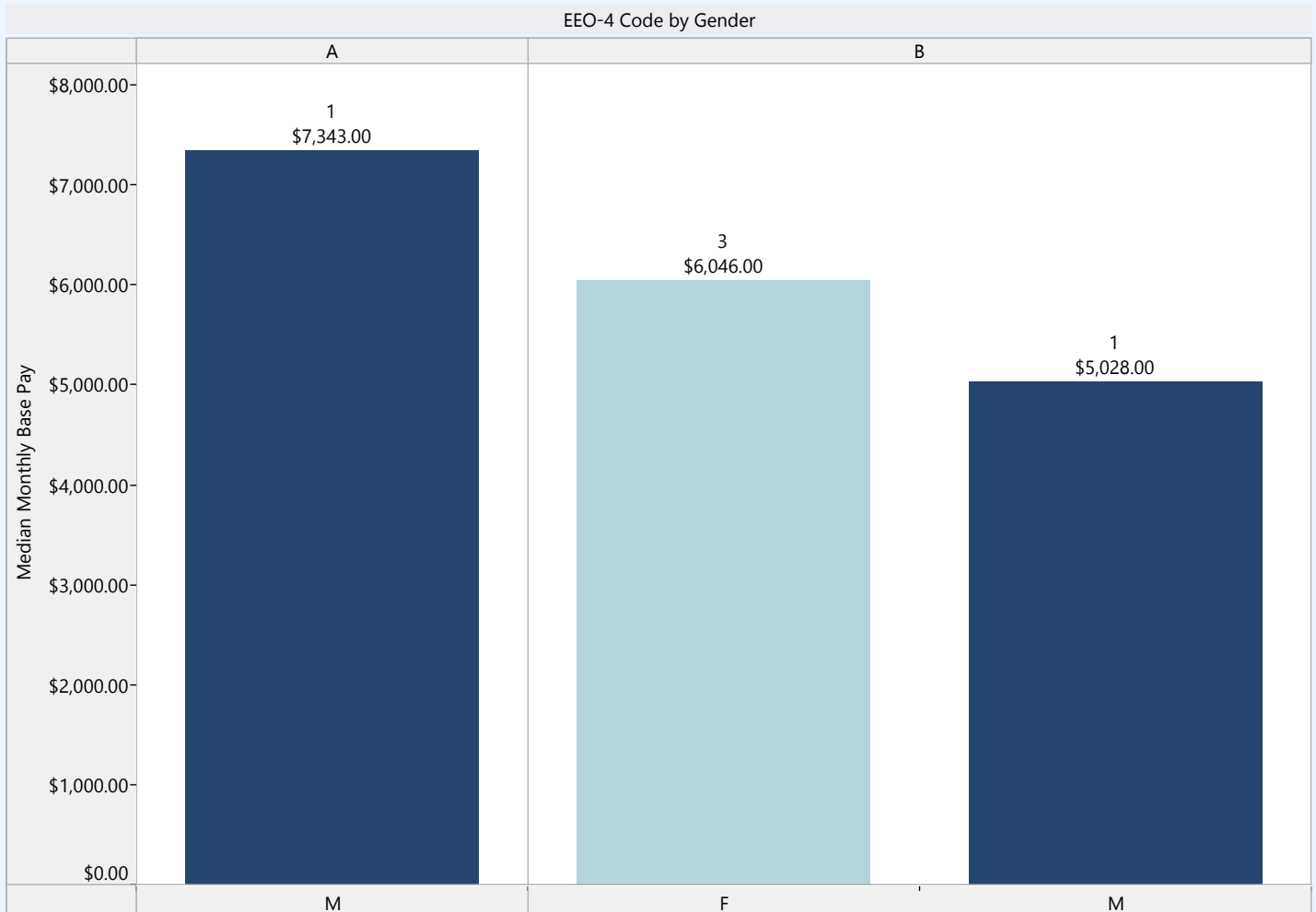
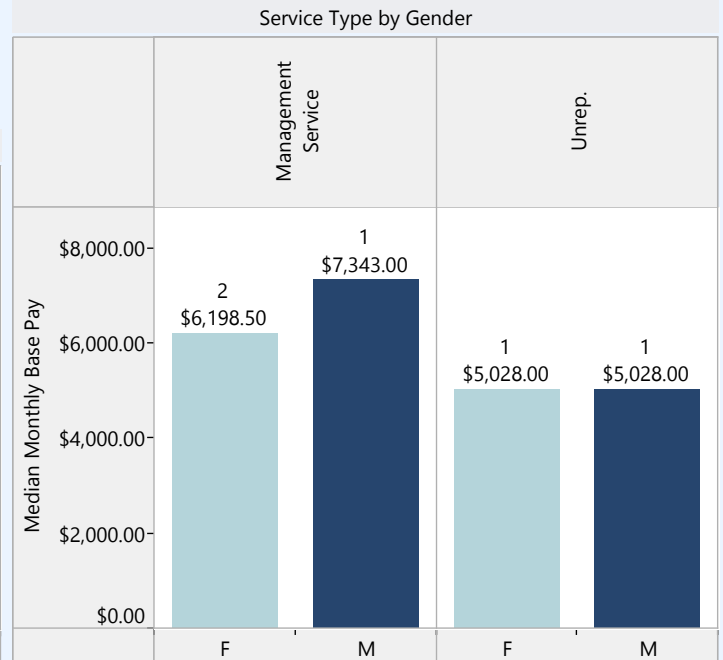
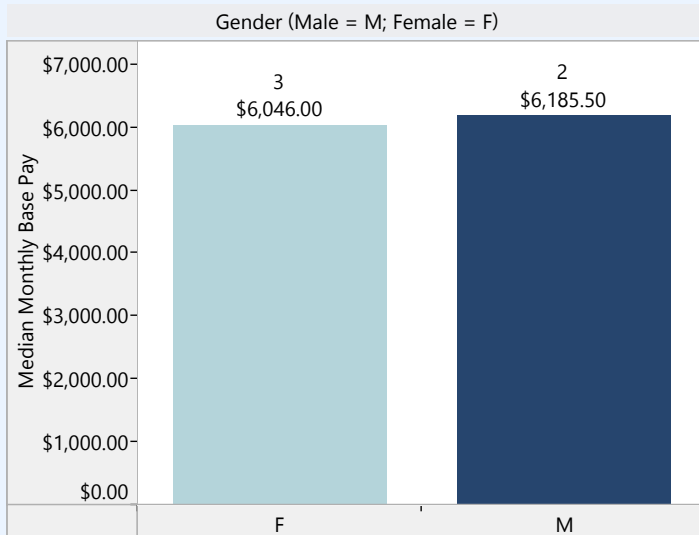
COUNSELORS & THERAPIST BRD



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

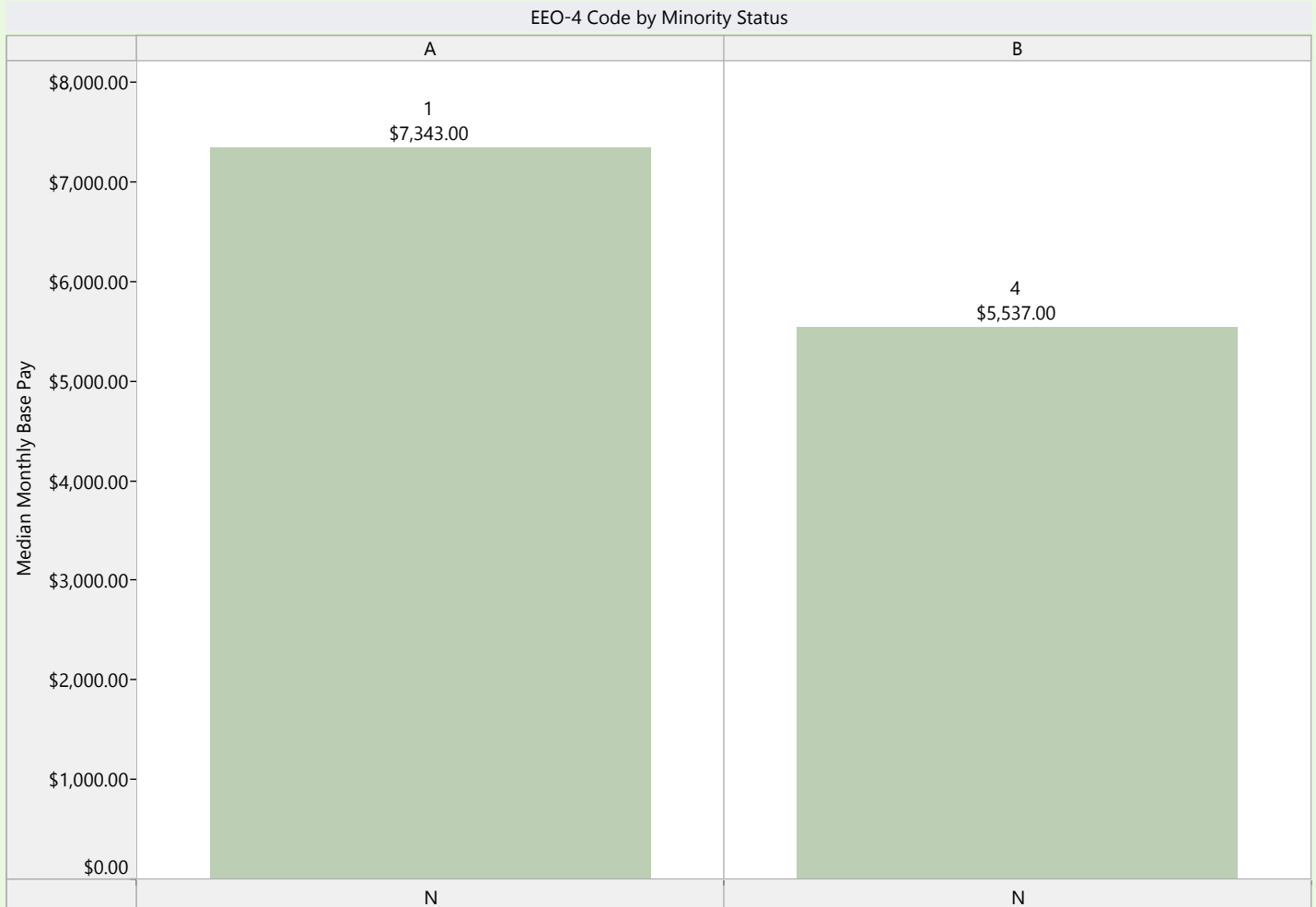
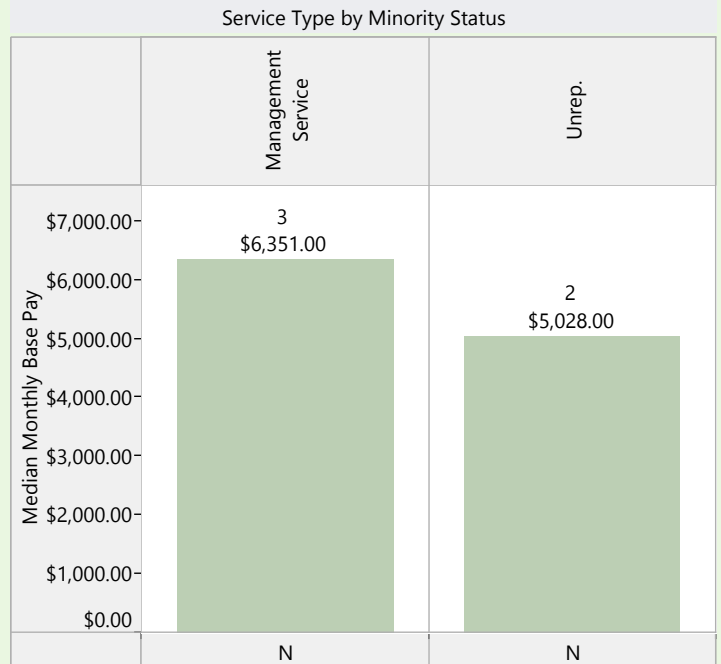
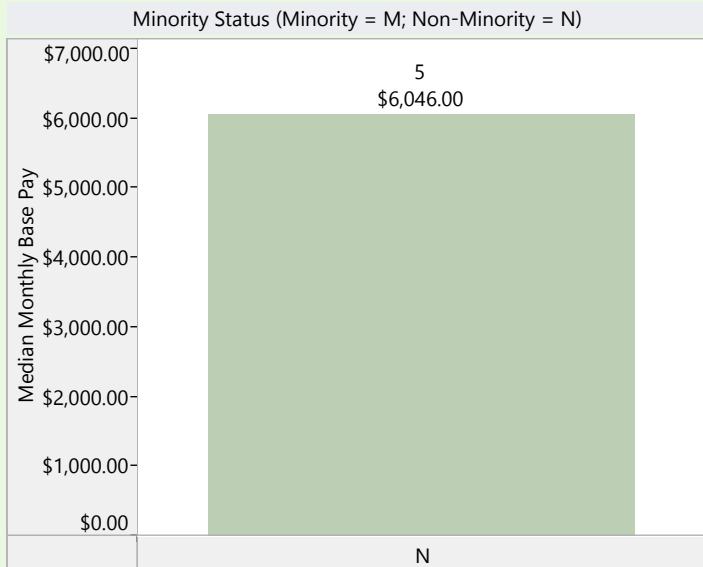
CRIMINAL JUSTICE COMMISSION



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

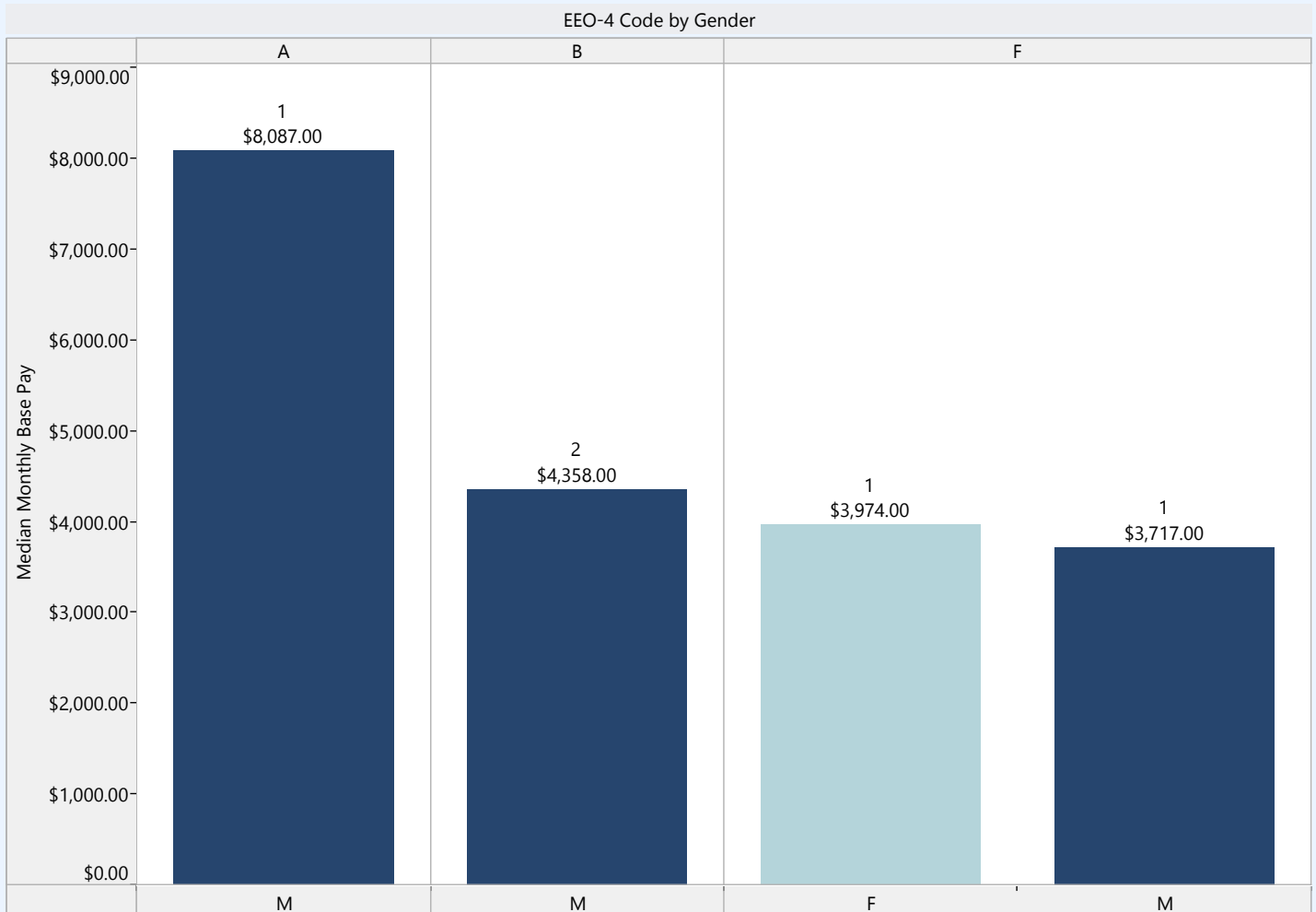
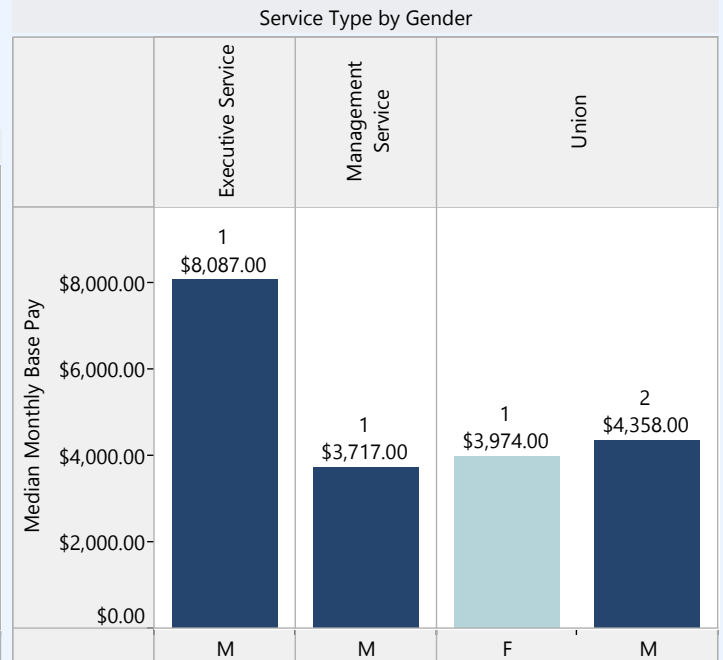
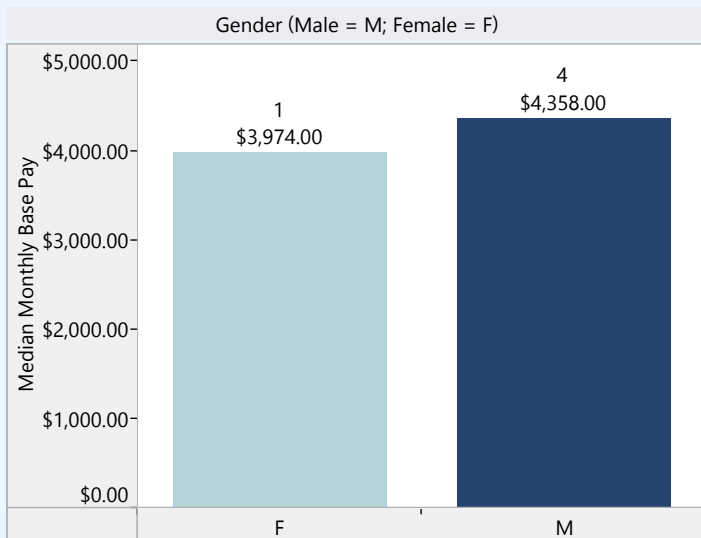
CRIMINAL JUSTICE COMMISSION



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

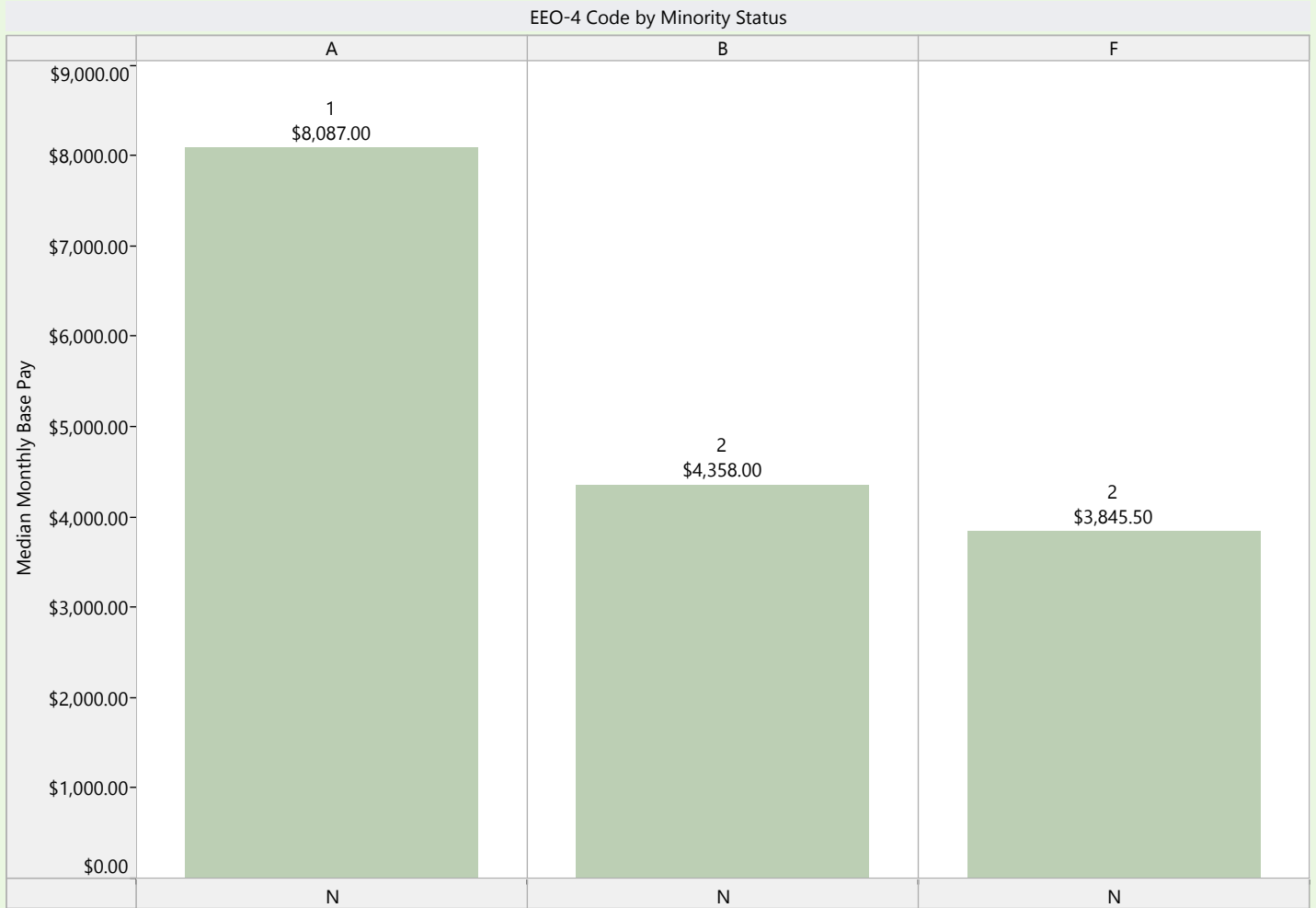
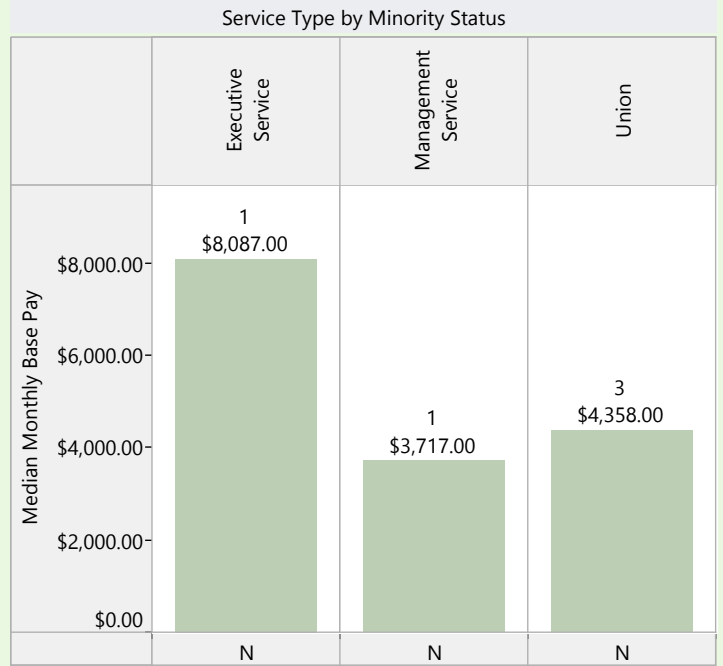
DENTISTRY, BOARD OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

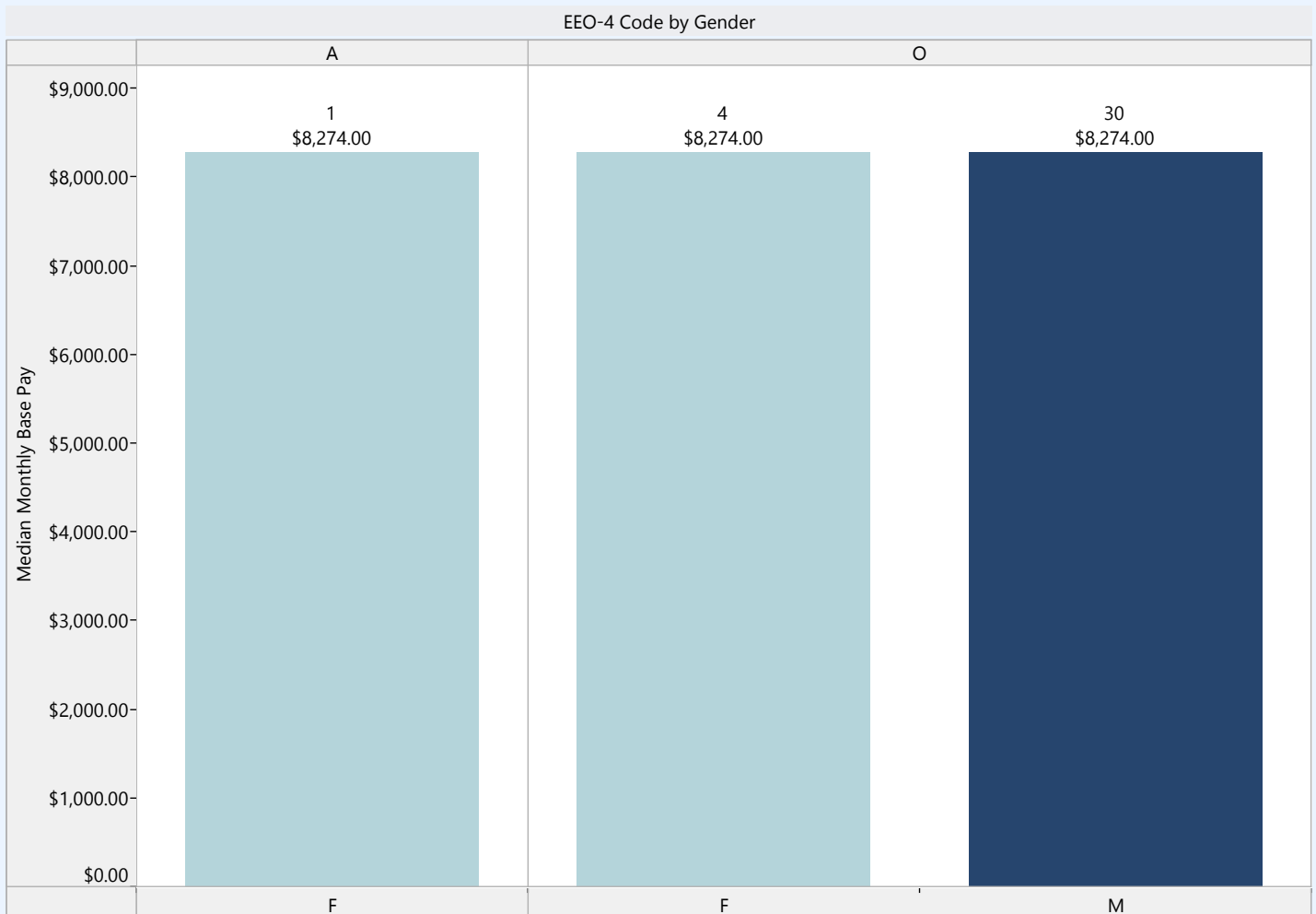
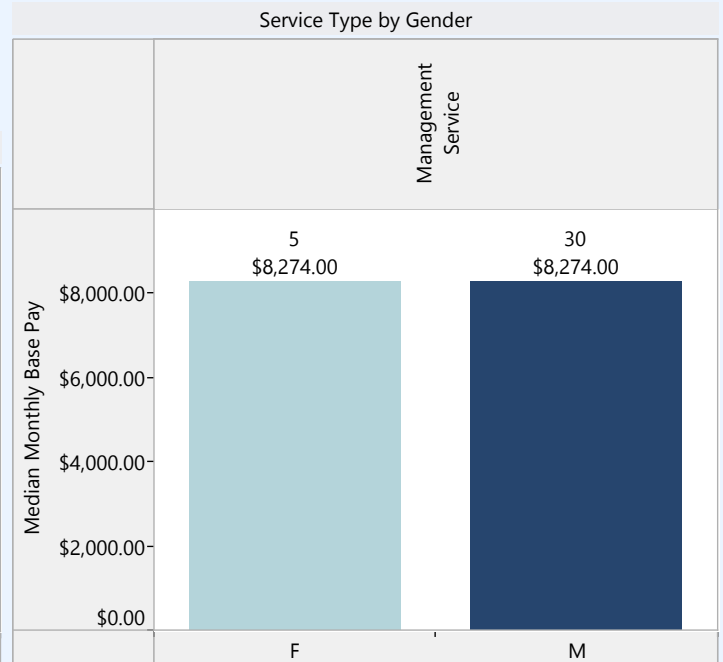
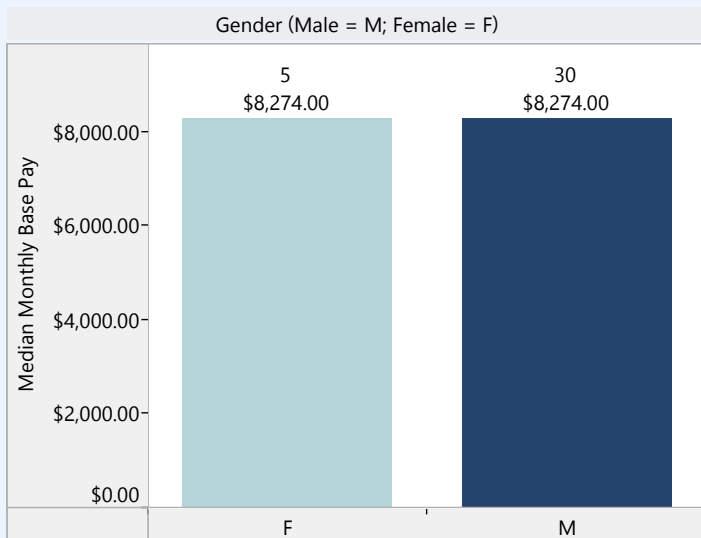
DENTISTRY, BOARD OF



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

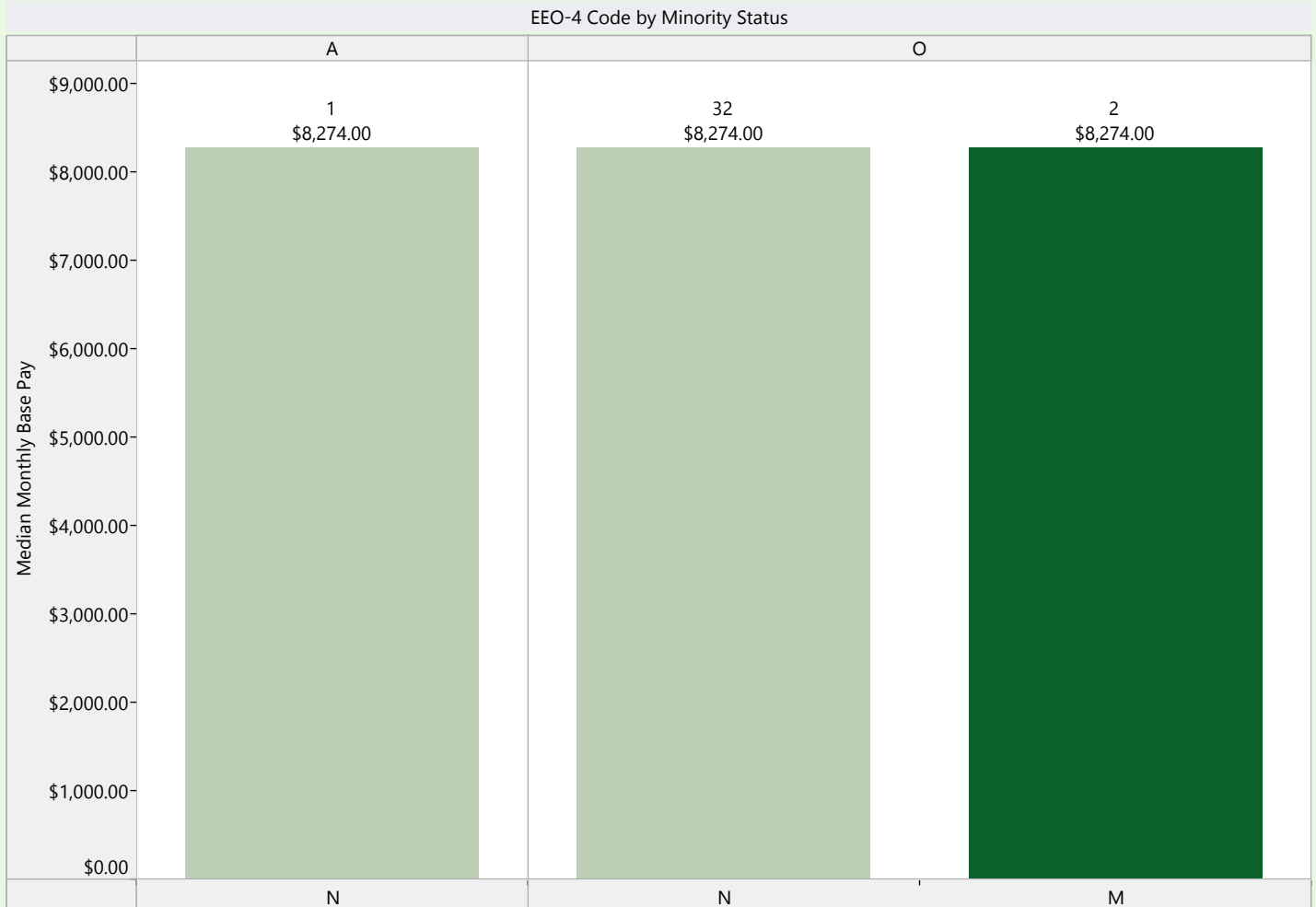
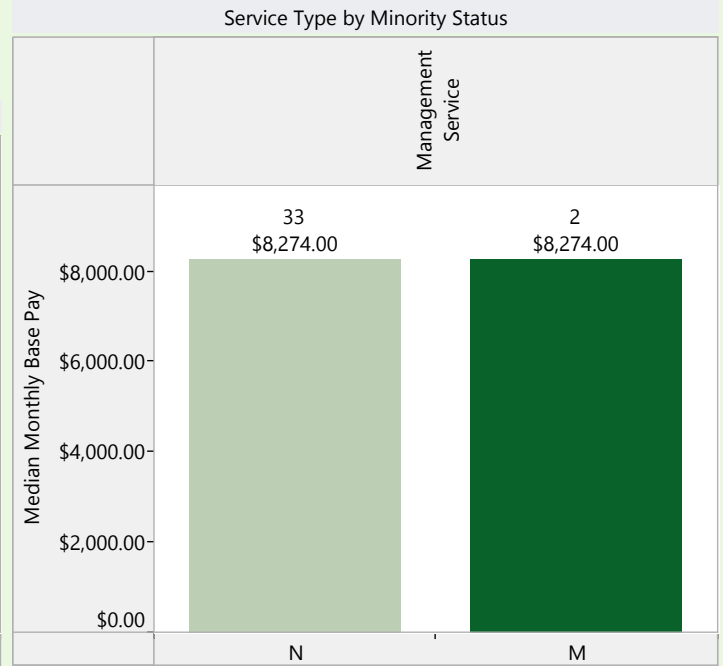
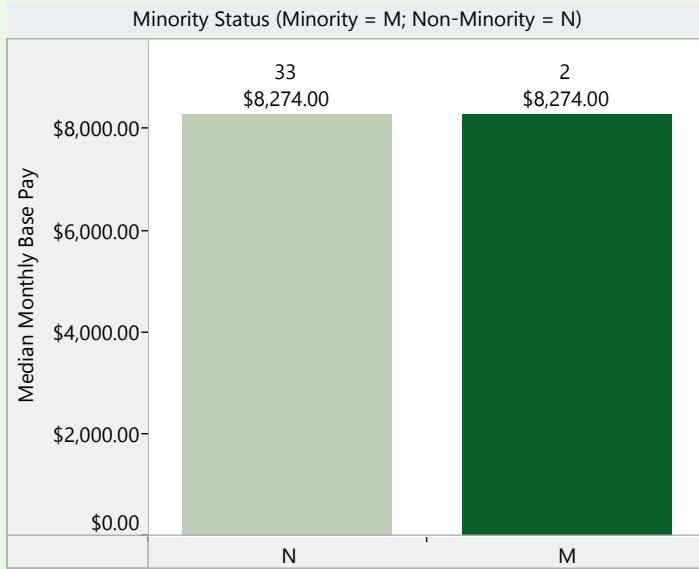
DISTRICT ATTORNEYS/DEPUTIES



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

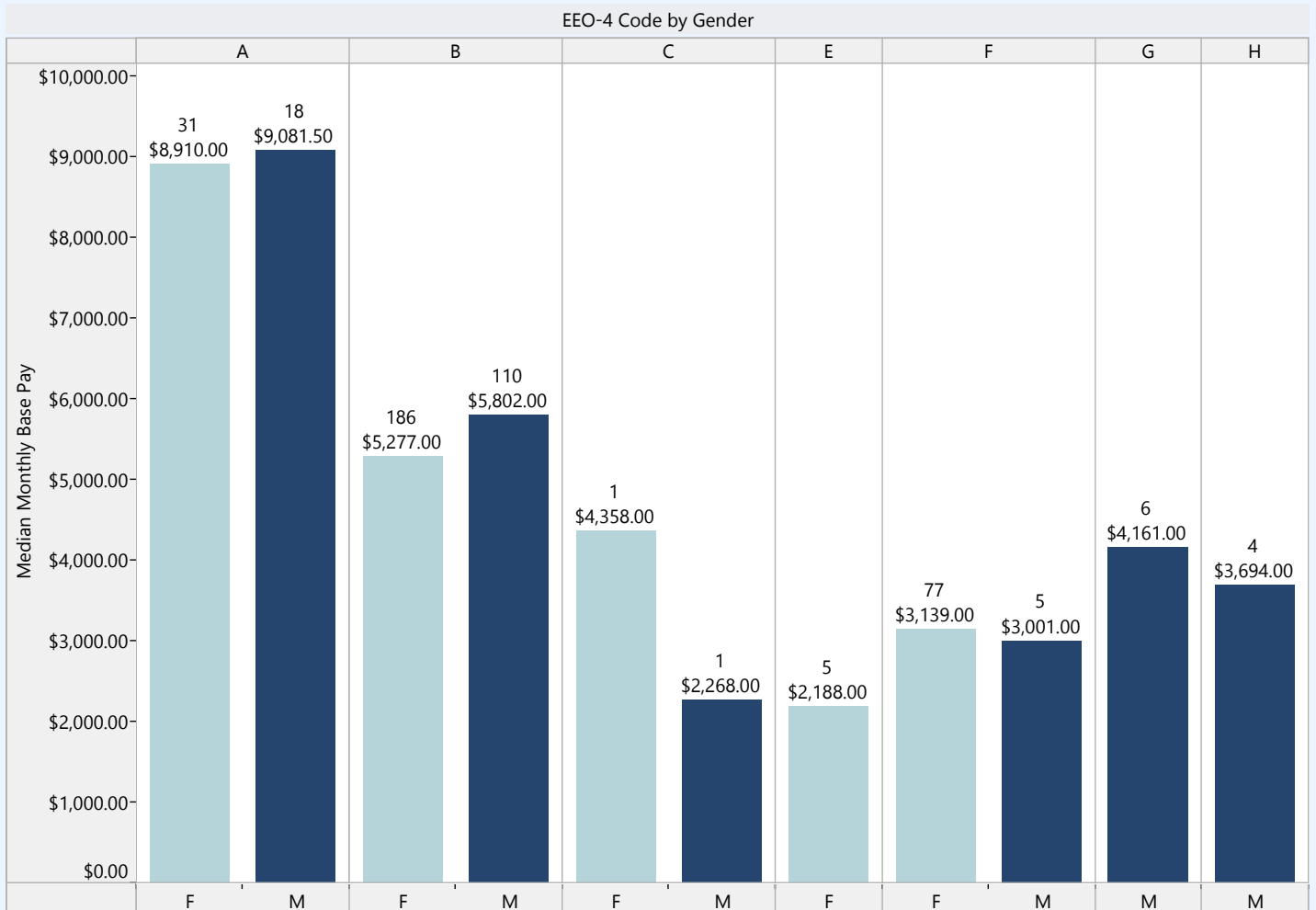
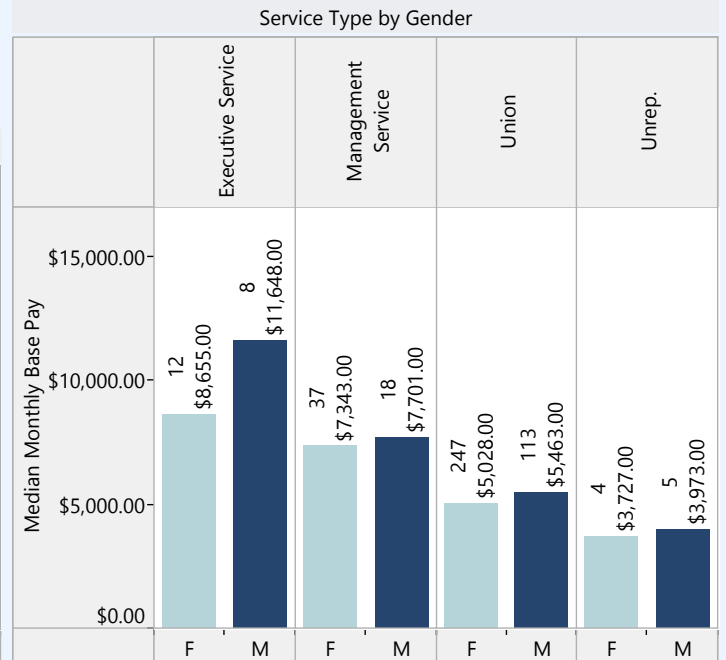
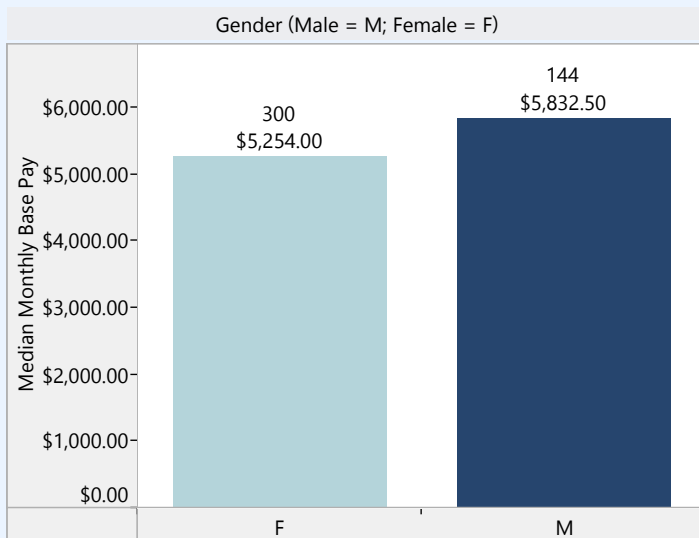
DISTRICT ATTORNEYS/DEPUTIES



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

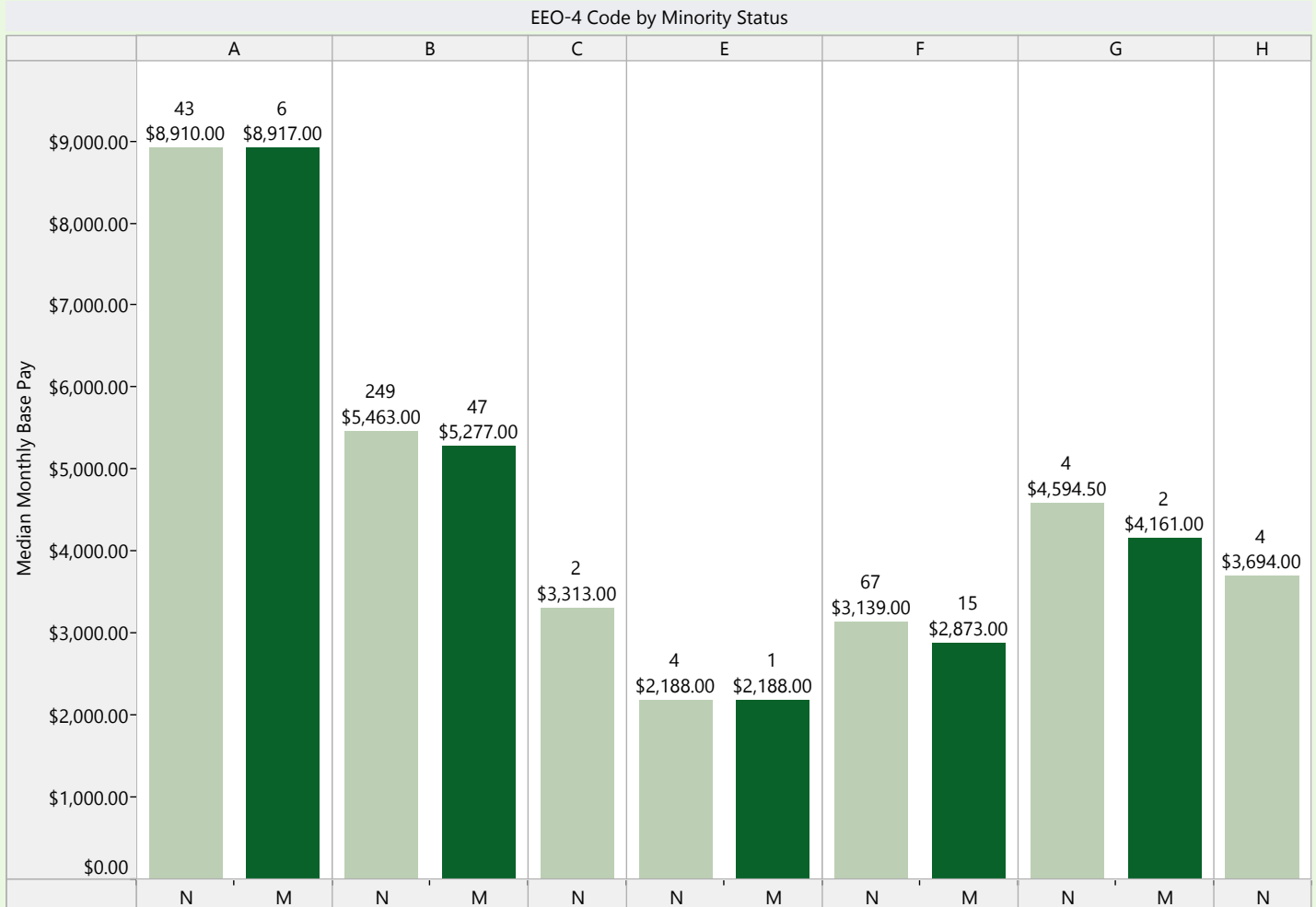
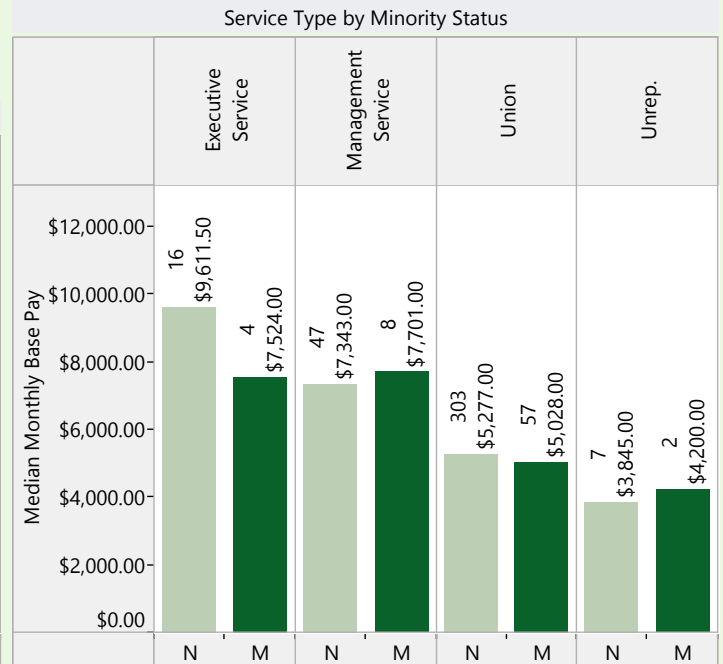
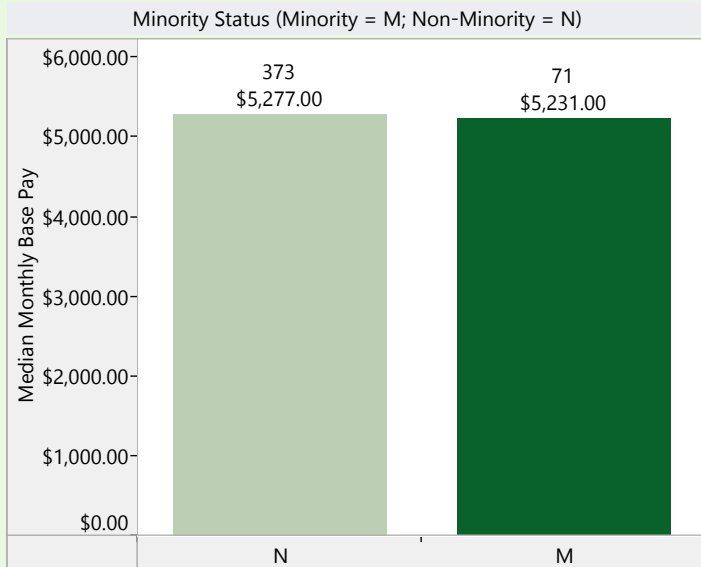
EDUCATION, DEPT OF



Agency Type: Redistributive
Agency Size: Medium

Executive Branch Overall

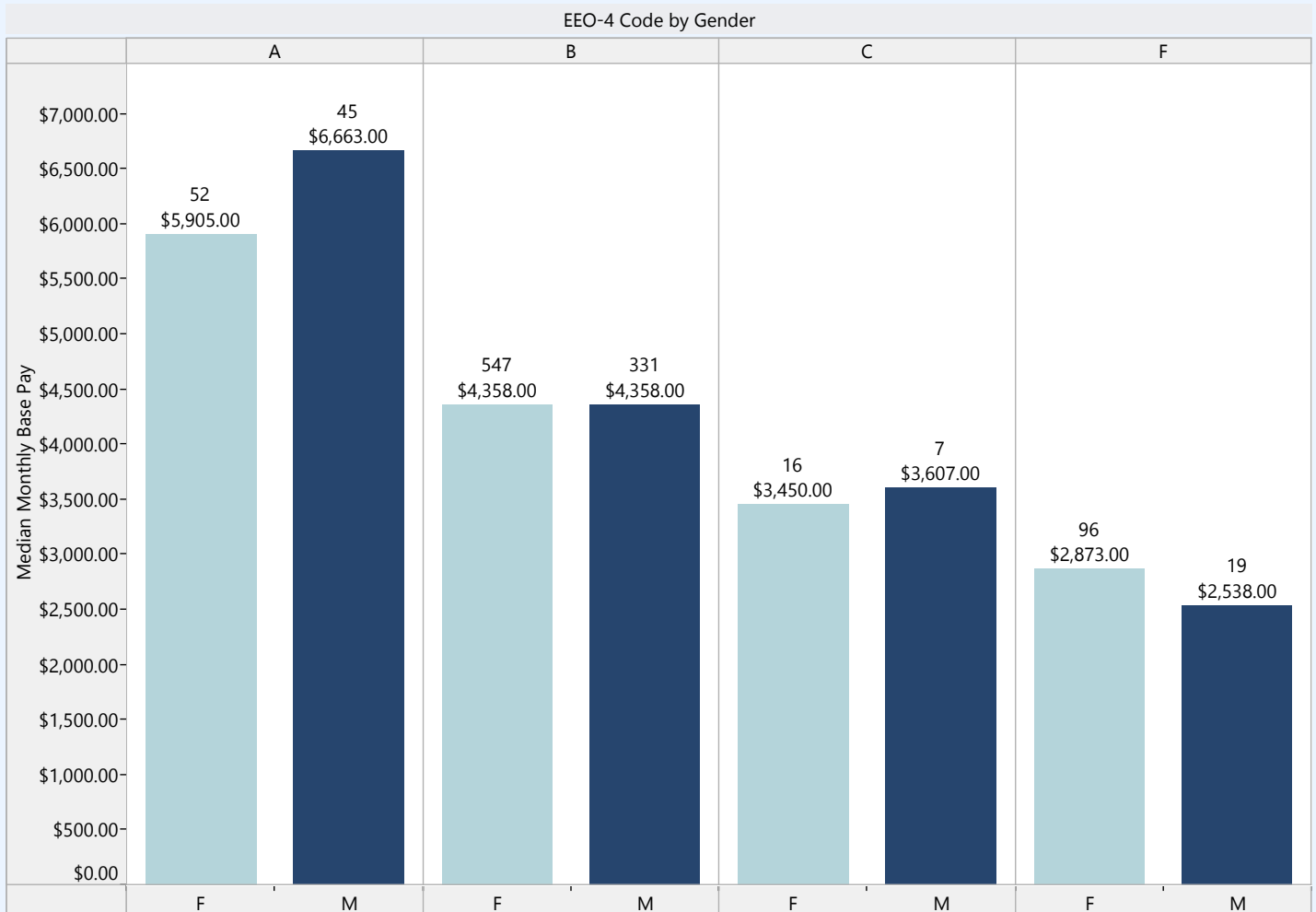
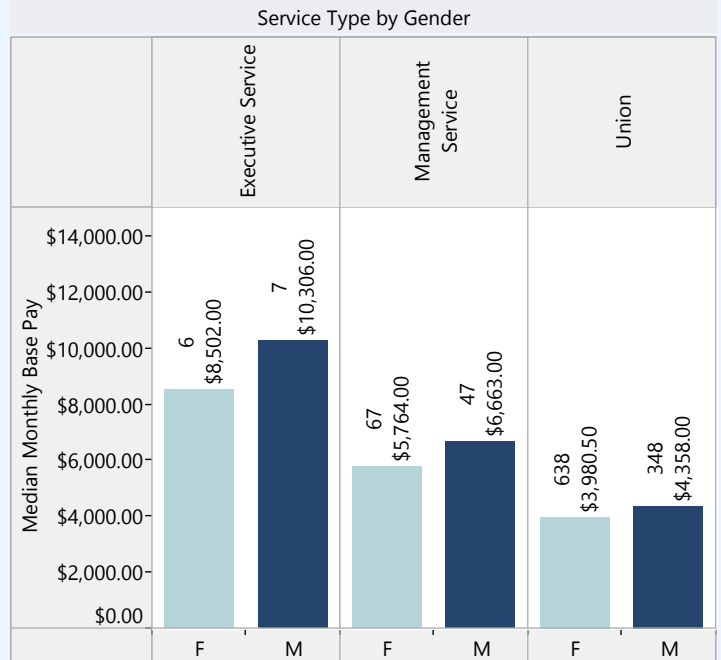
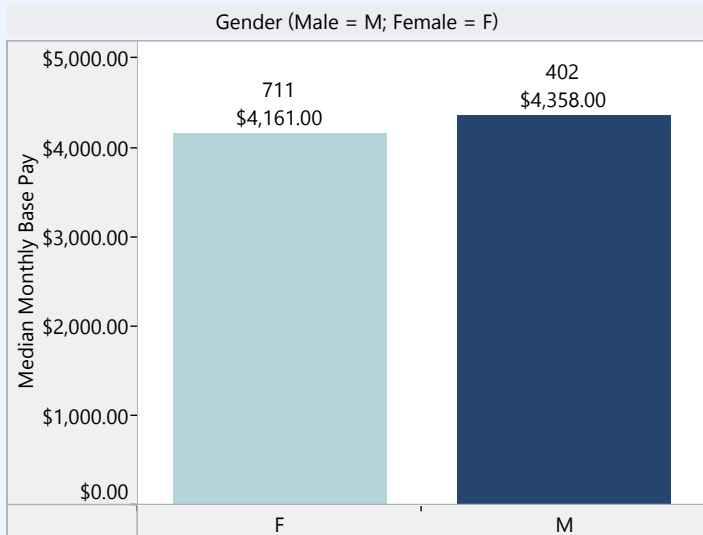
EDUCATION, DEPT OF



Agency Type: Redistributive
Agency Size: Medium

Executive Branch Overall

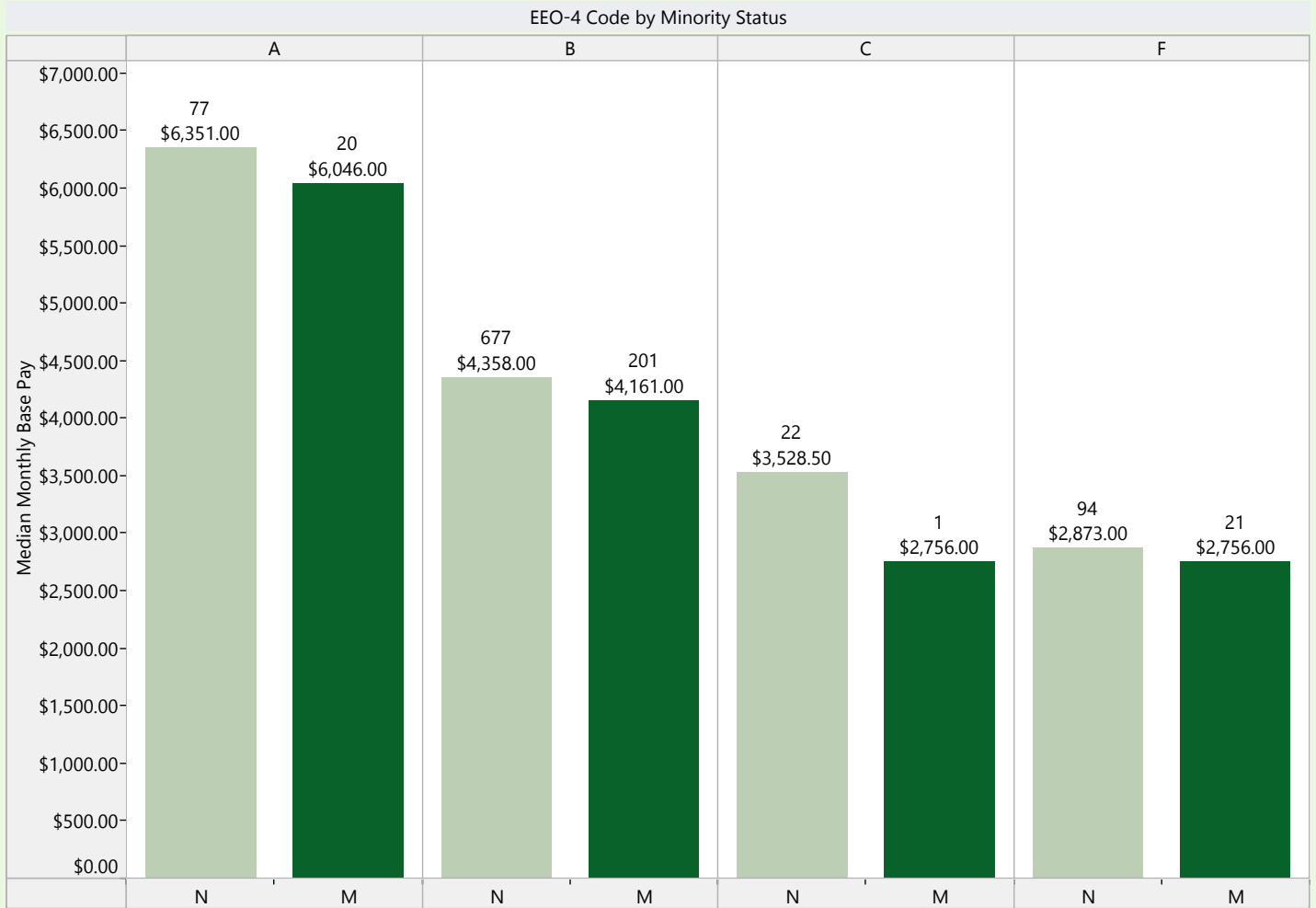
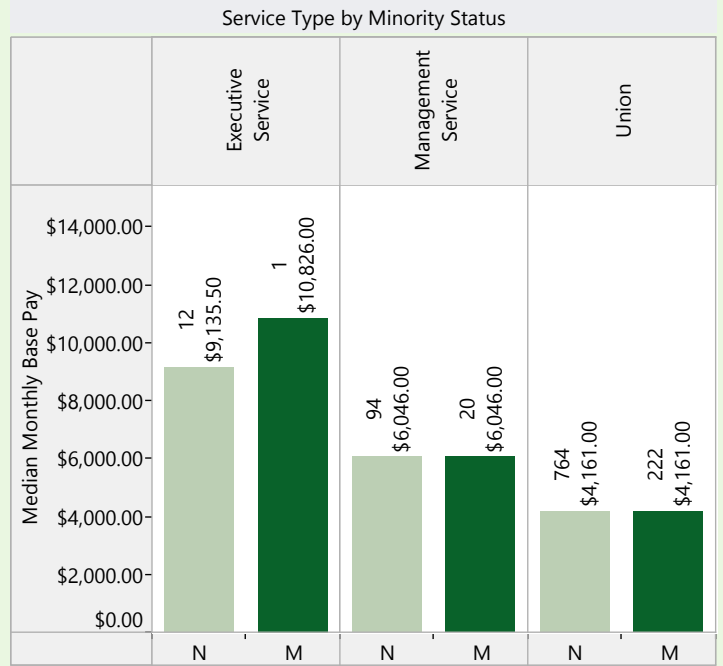
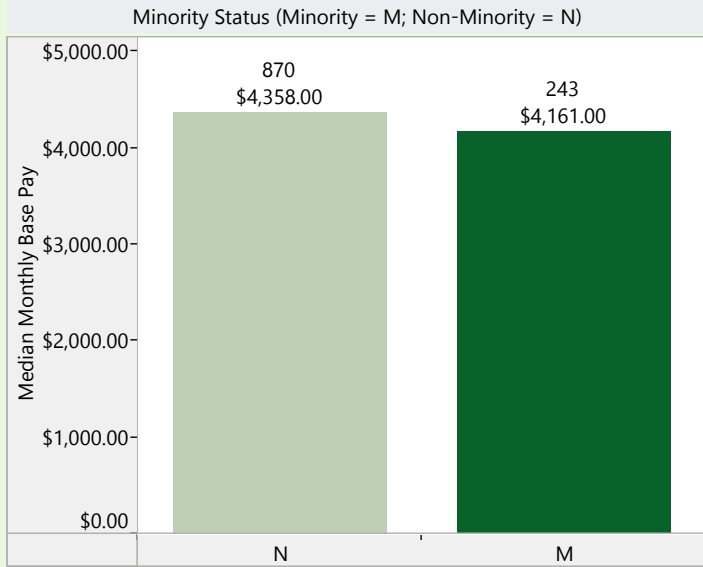
EMPLOYMENT DEPT



Agency Type: Redistributive
Agency Size: Large

Executive Branch Overall

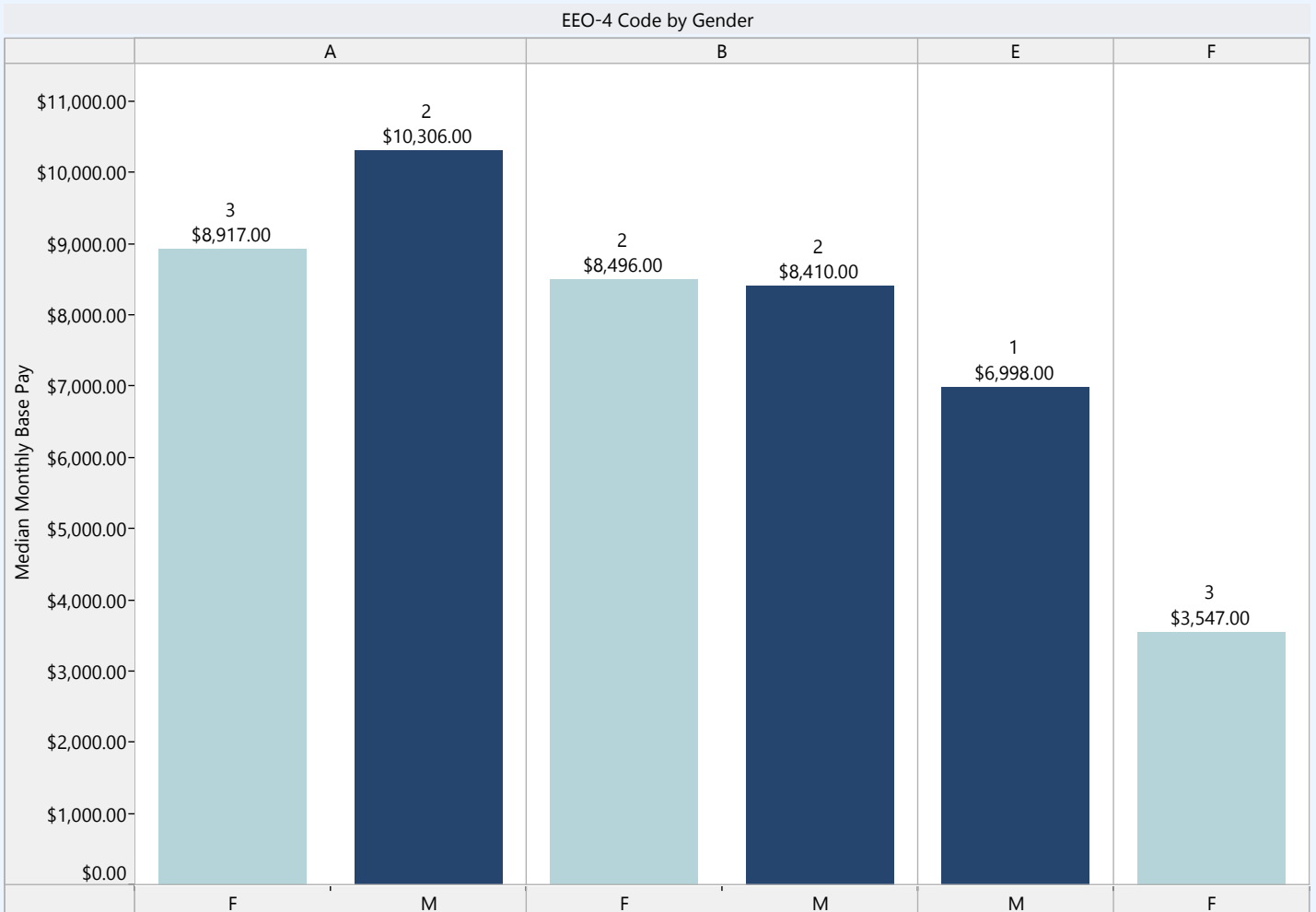
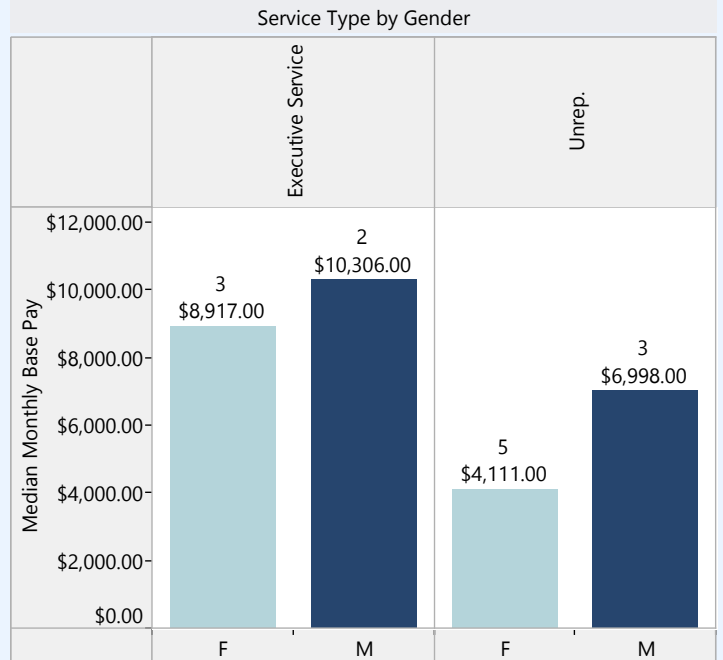
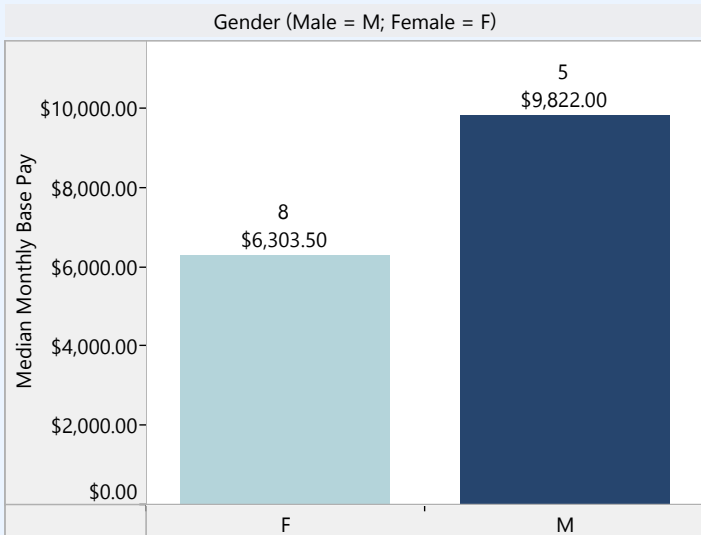
EMPLOYMENT DEPT



Agency Type: Redistributive
Agency Size: Large

Executive Branch Overall

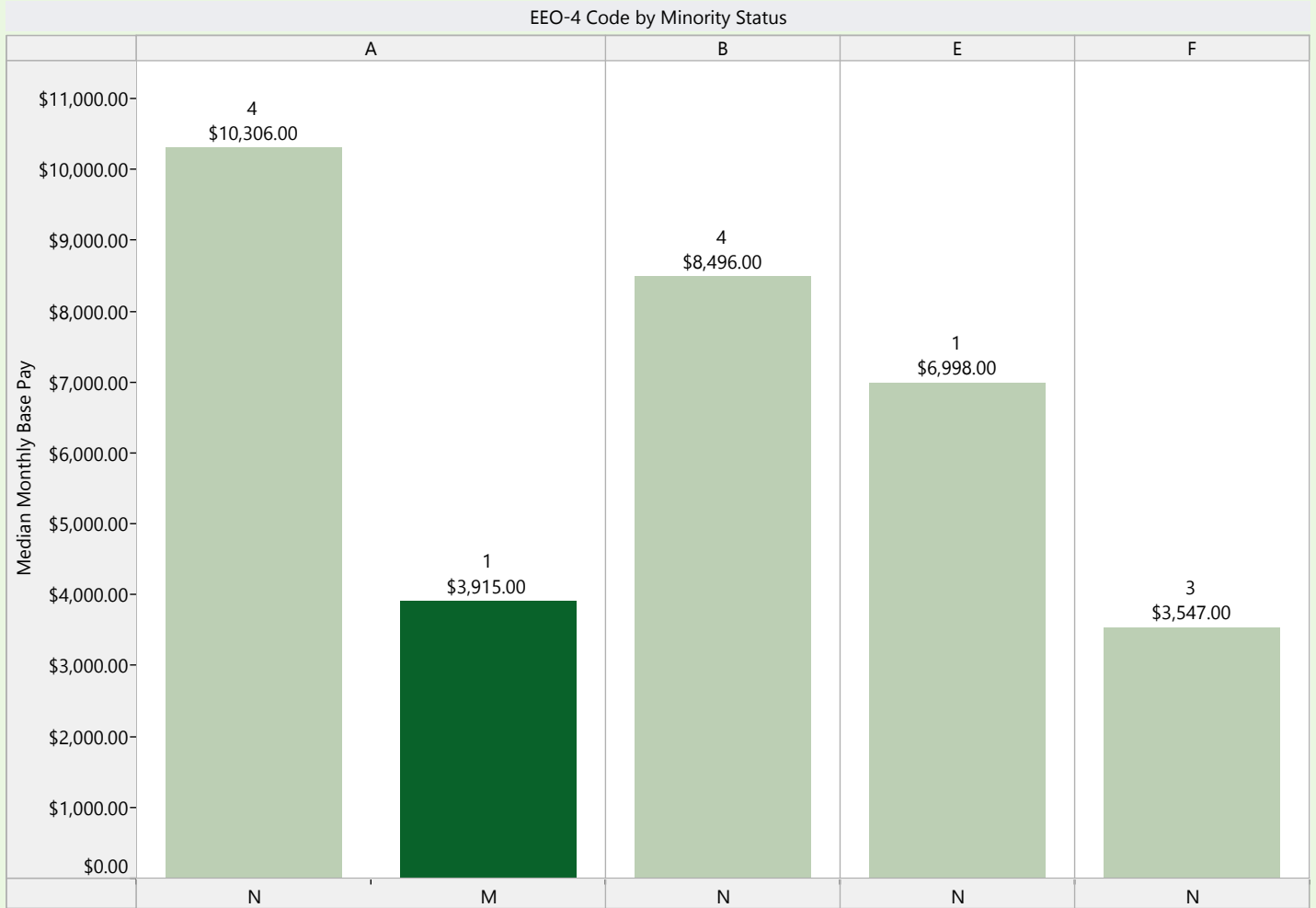
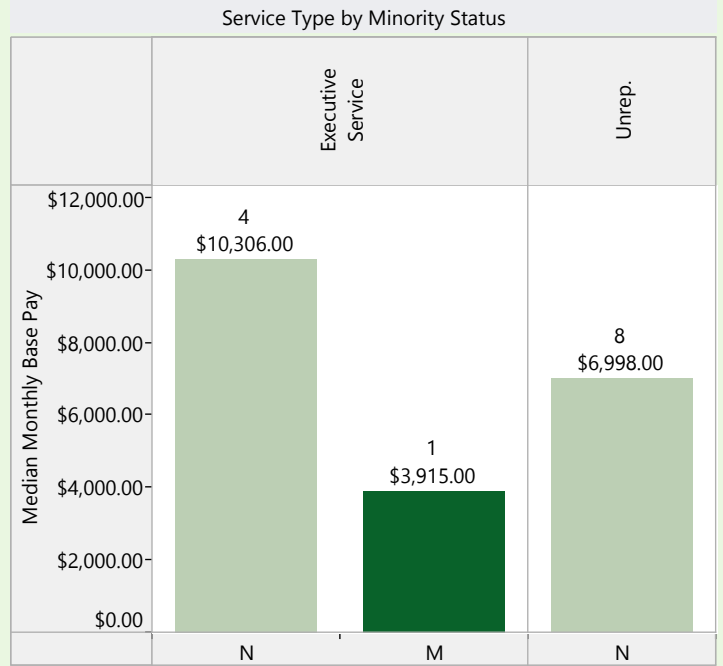
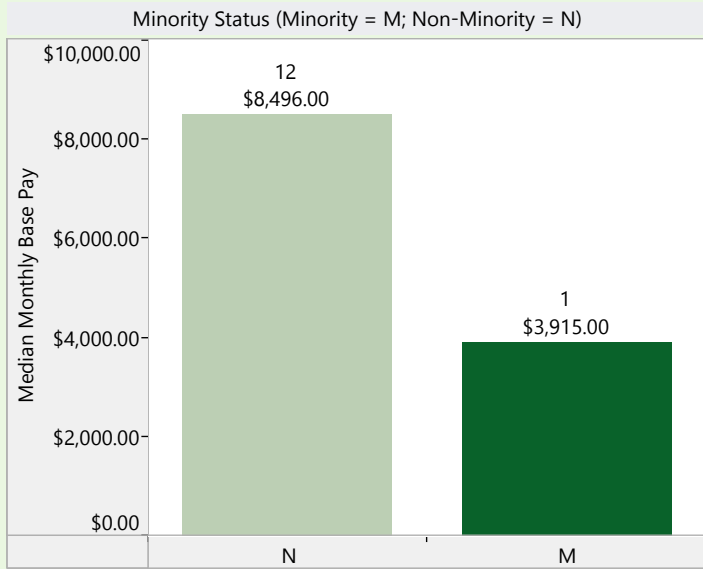
EMPLOYMENT RELATIONS BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

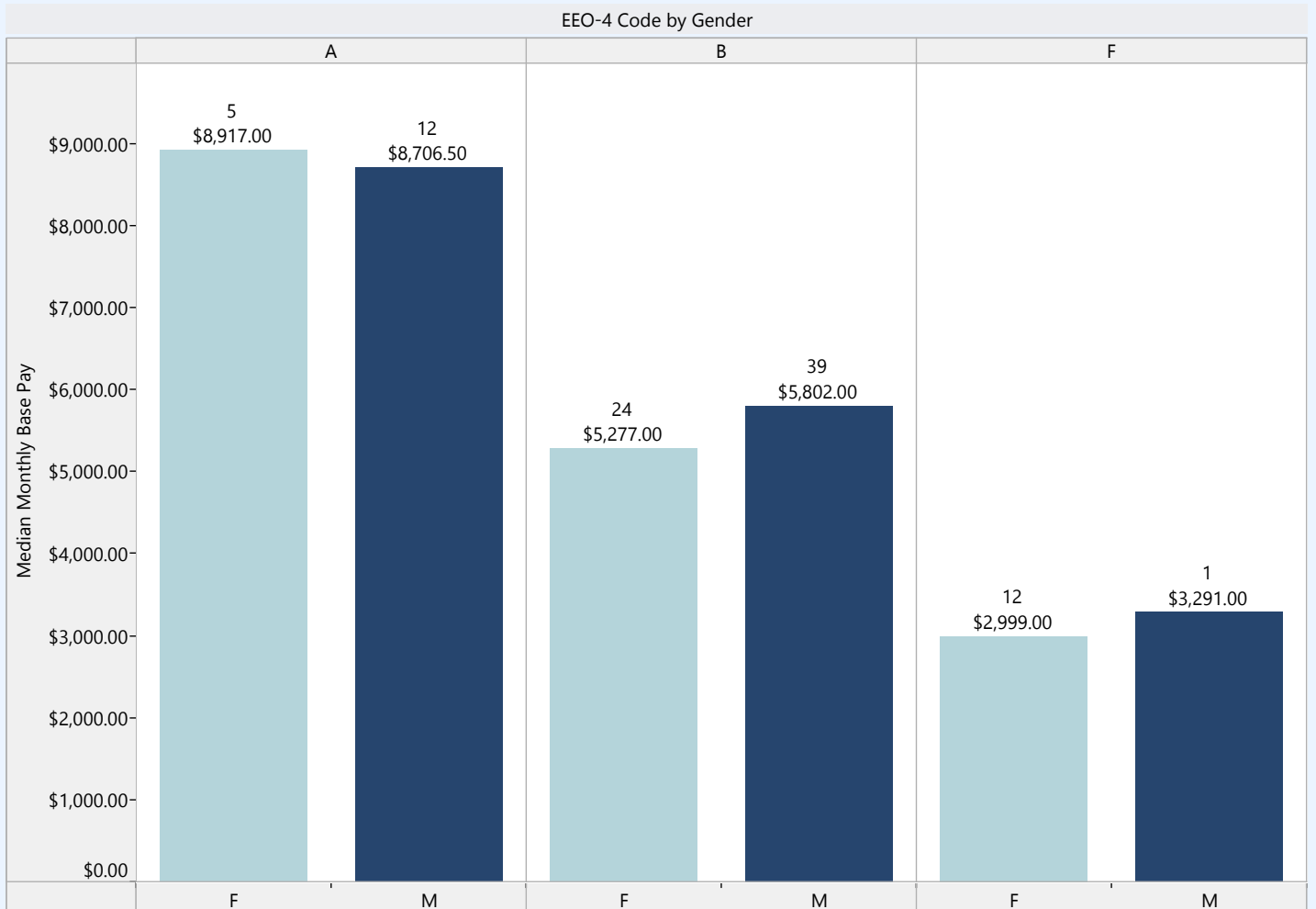
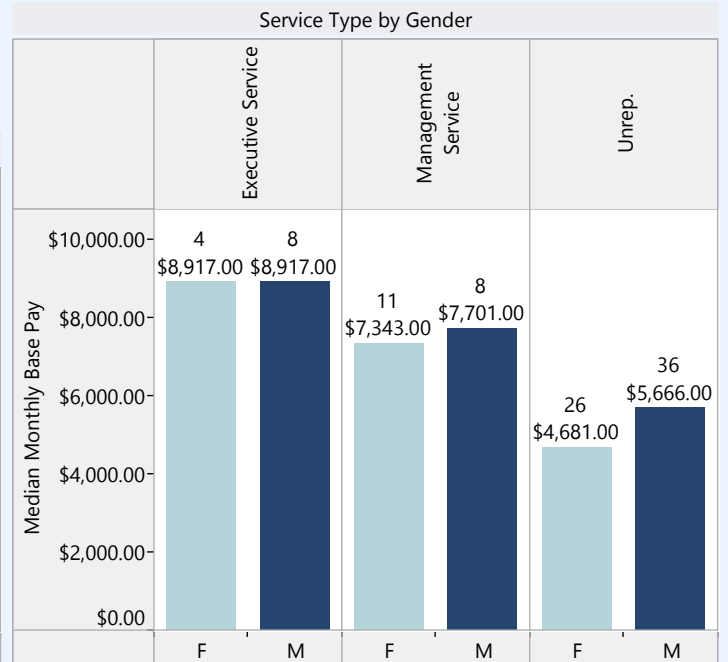
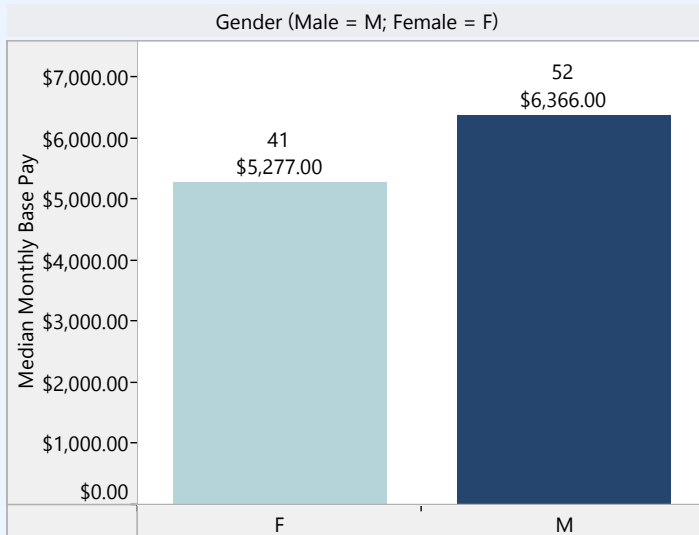
EMPLOYMENT RELATIONS BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

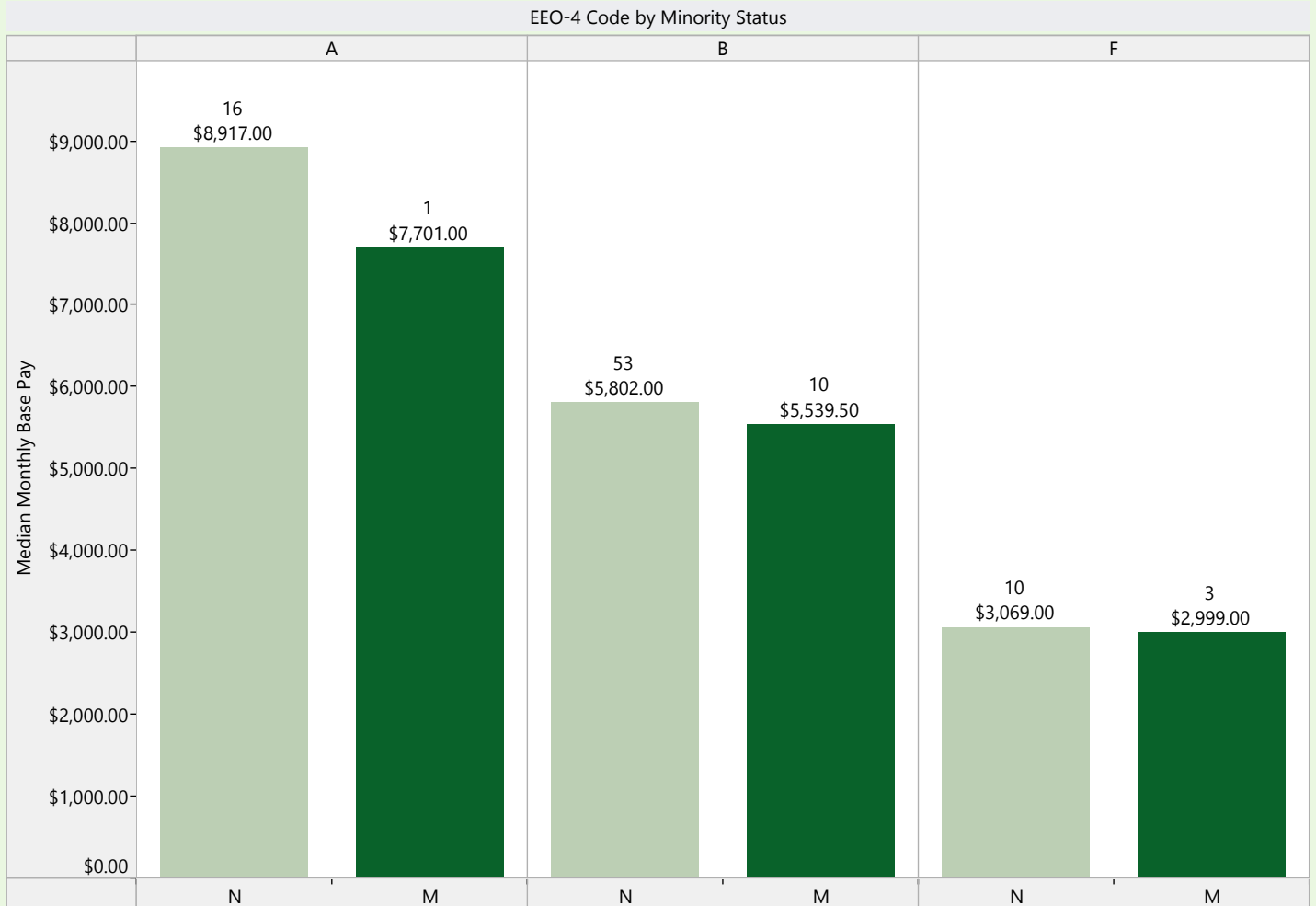
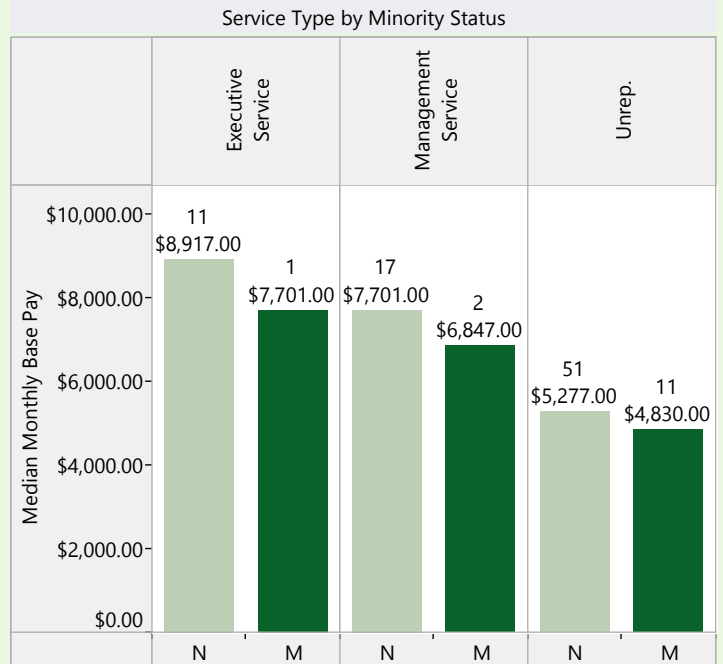
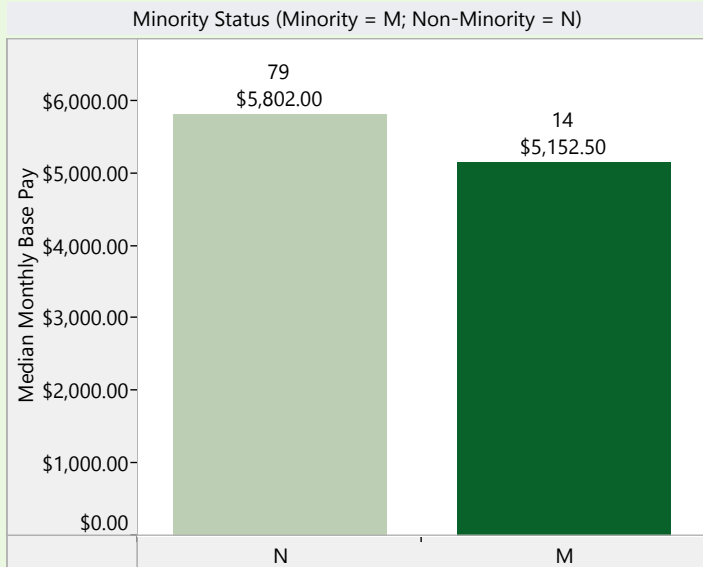
ENERGY, DEPARTMENT OF



Agency Type: Distributive
Agency Size: Small

Executive Branch Overall

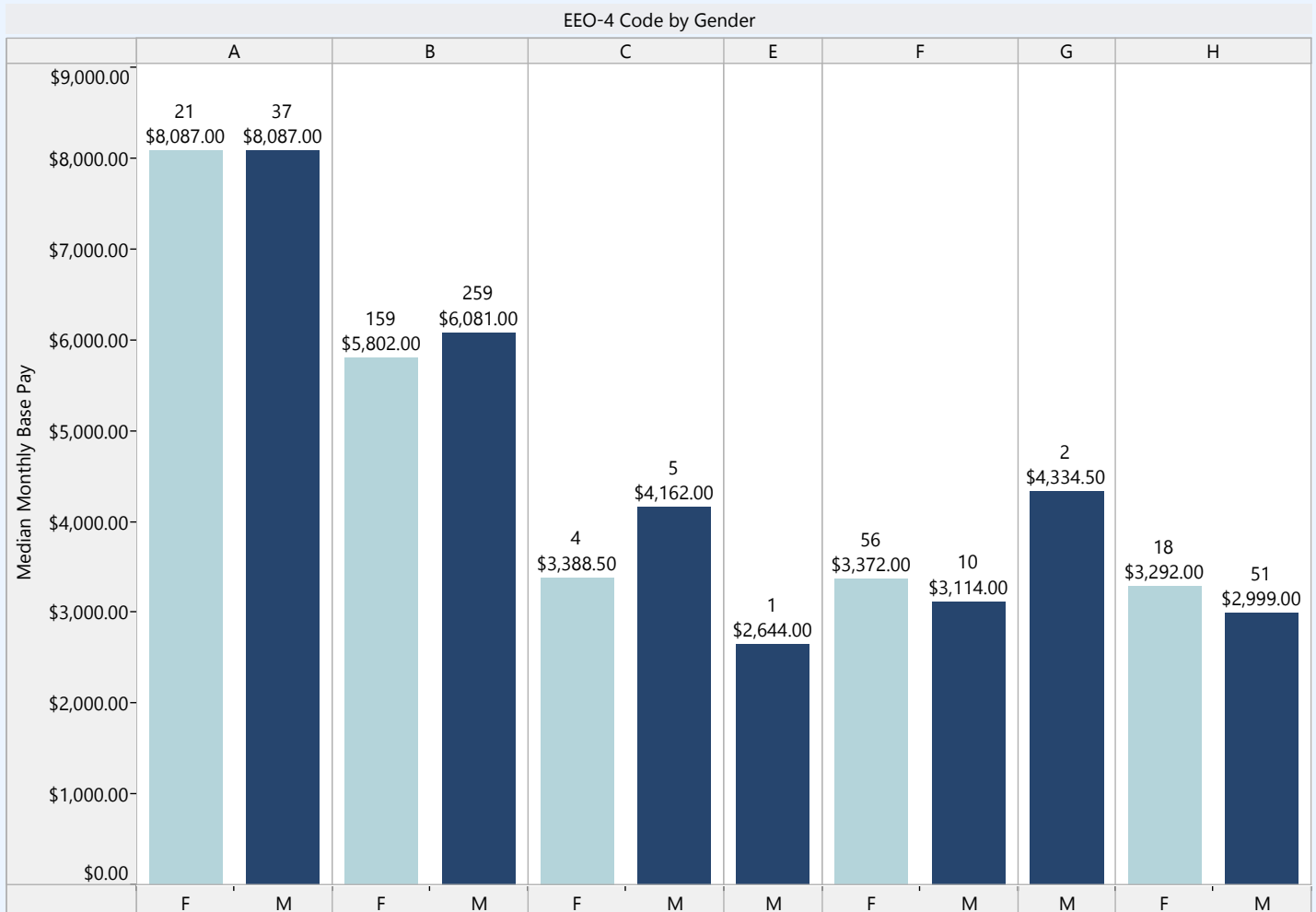
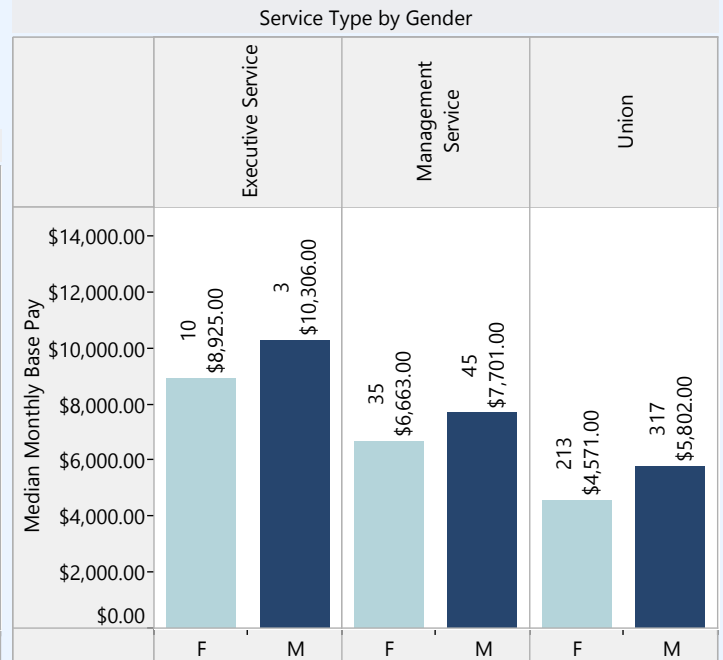
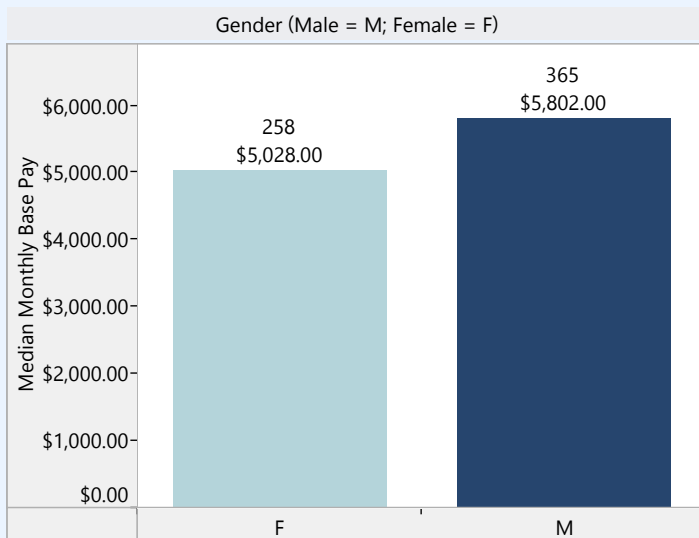
ENERGY, DEPARTMENT OF



Agency Type: Distributive
Agency Size: Small

Executive Branch Overall

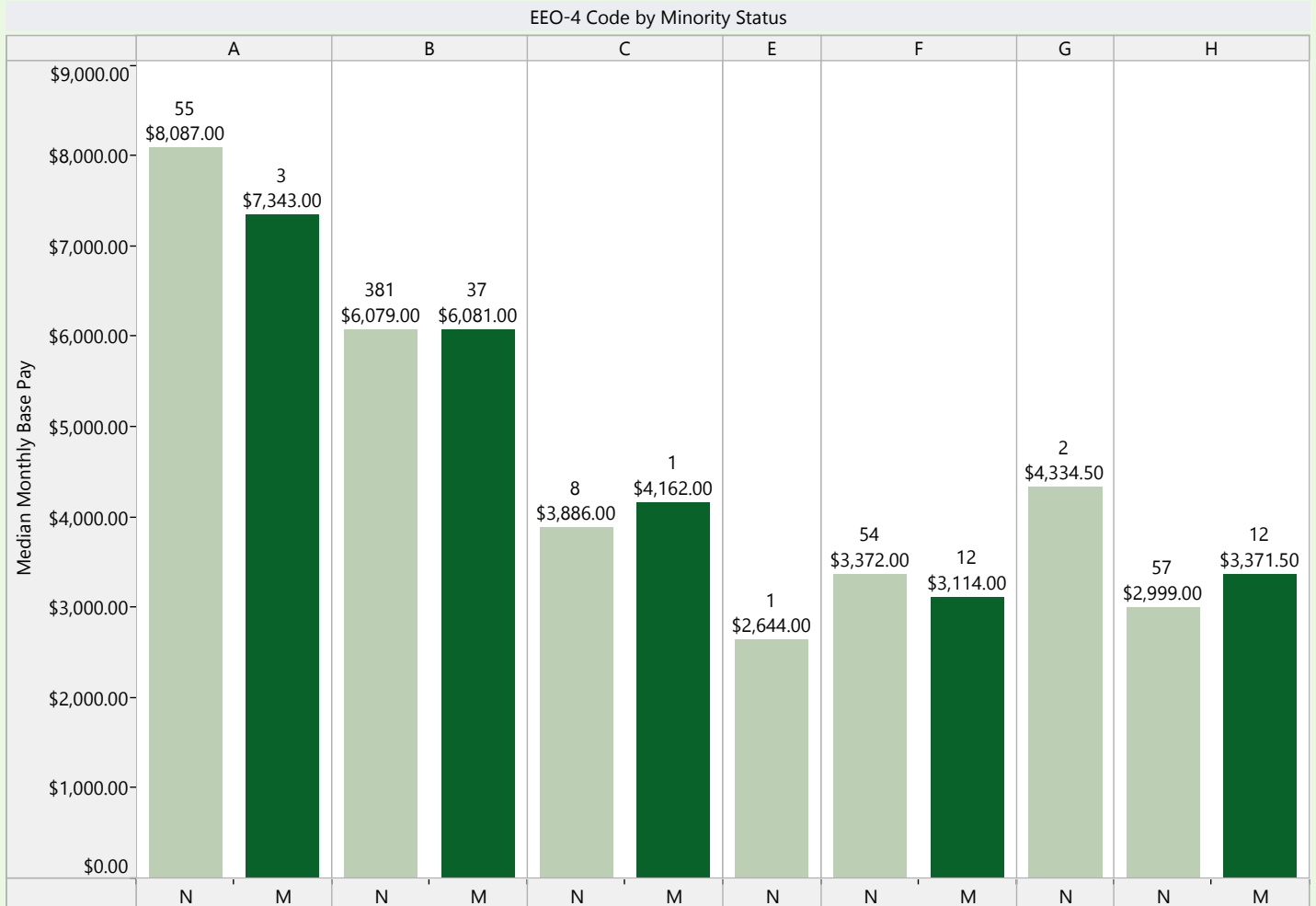
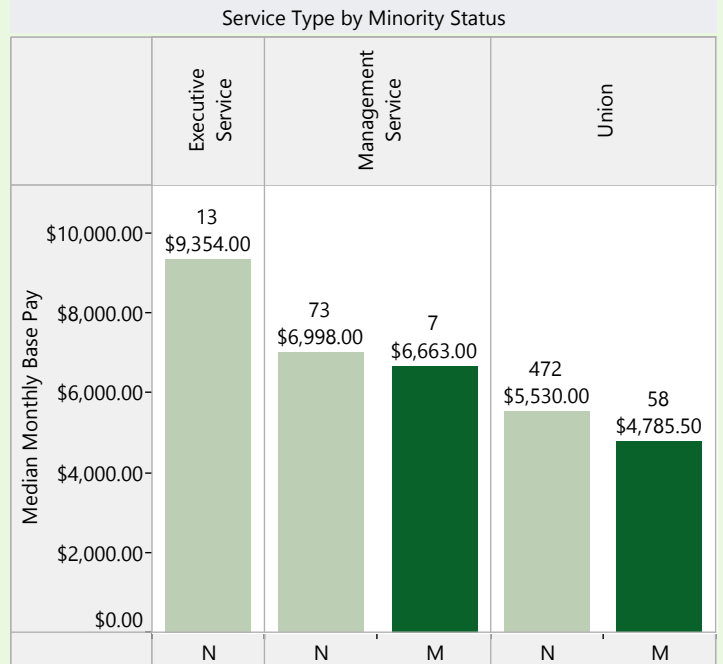
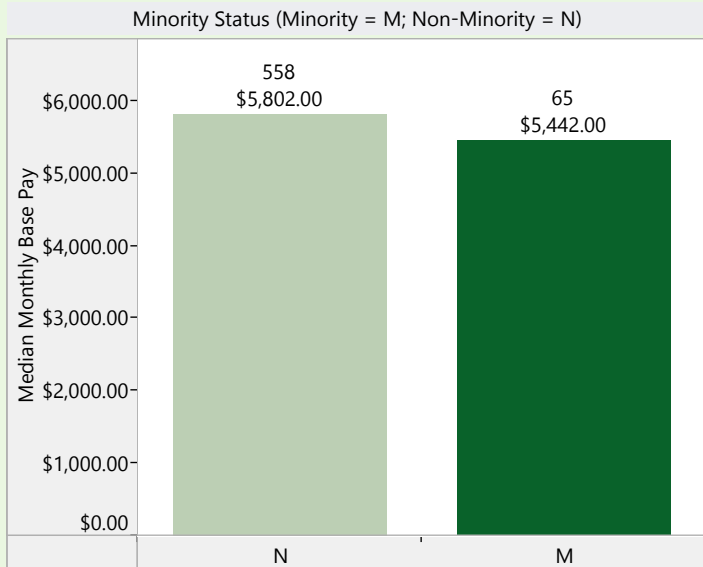
ENVIRONMENTAL QUALITY, DEPT



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

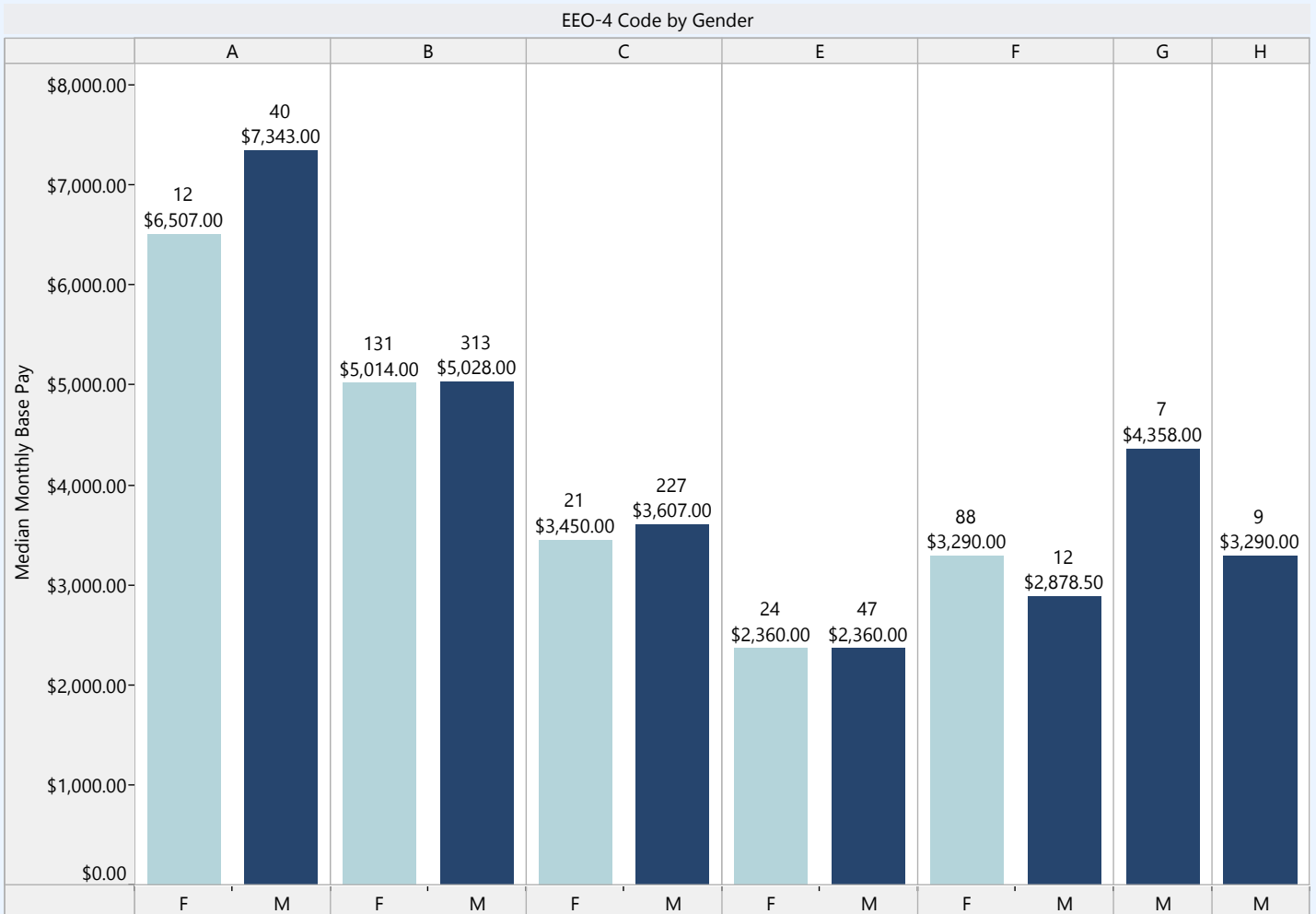
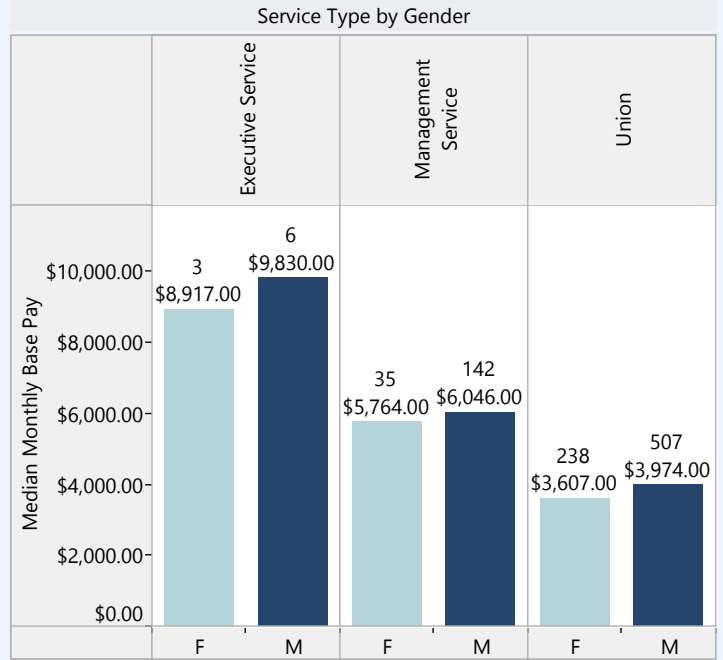
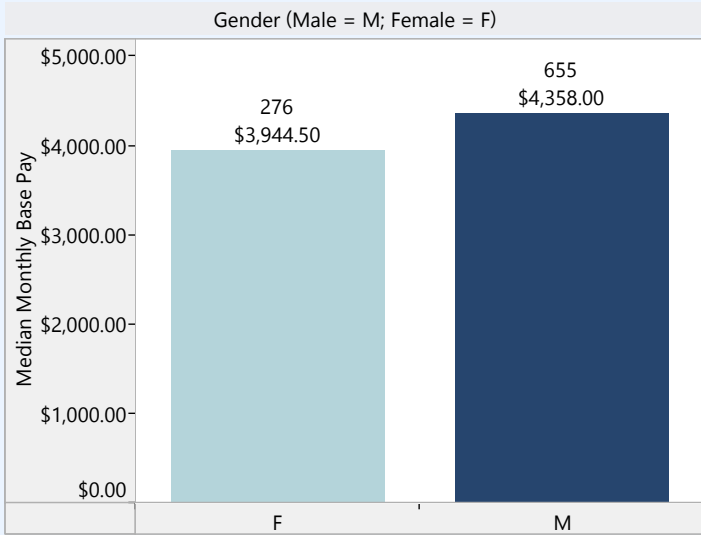
ENVIRONMENTAL QUALITY, DEPT



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

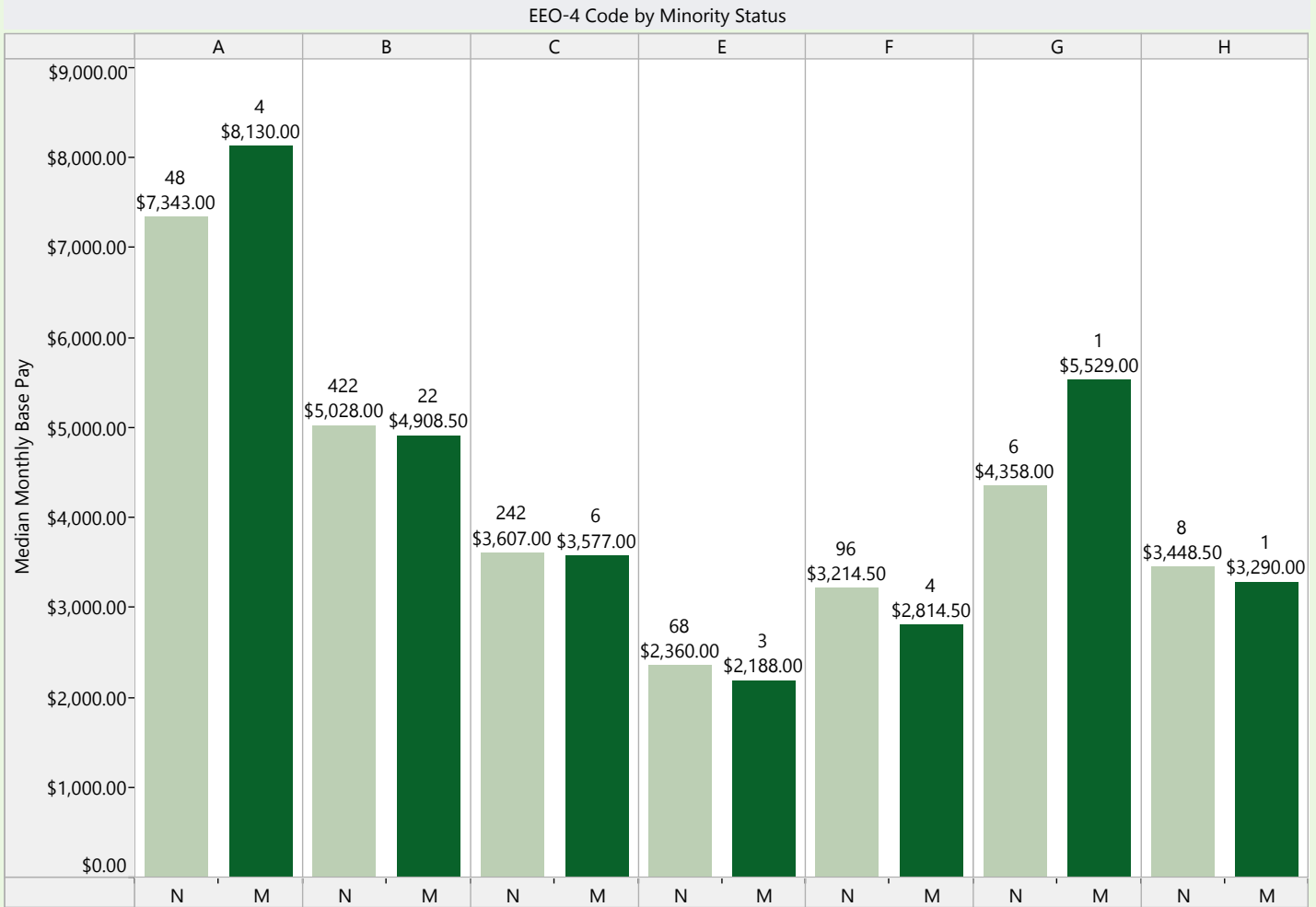
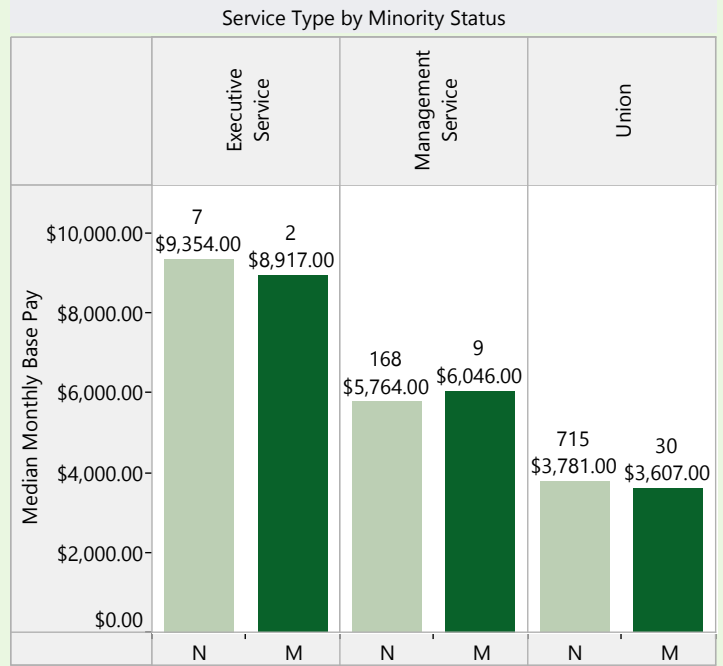
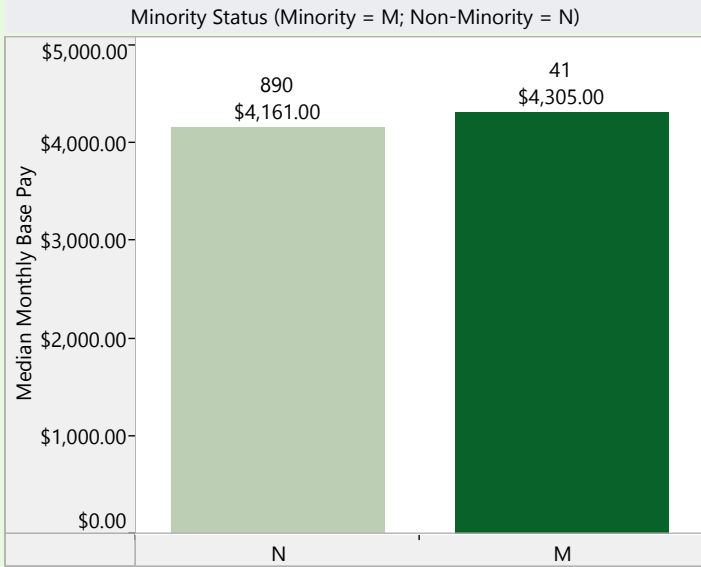
FISH & WILDLIFE, DEPT OF



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

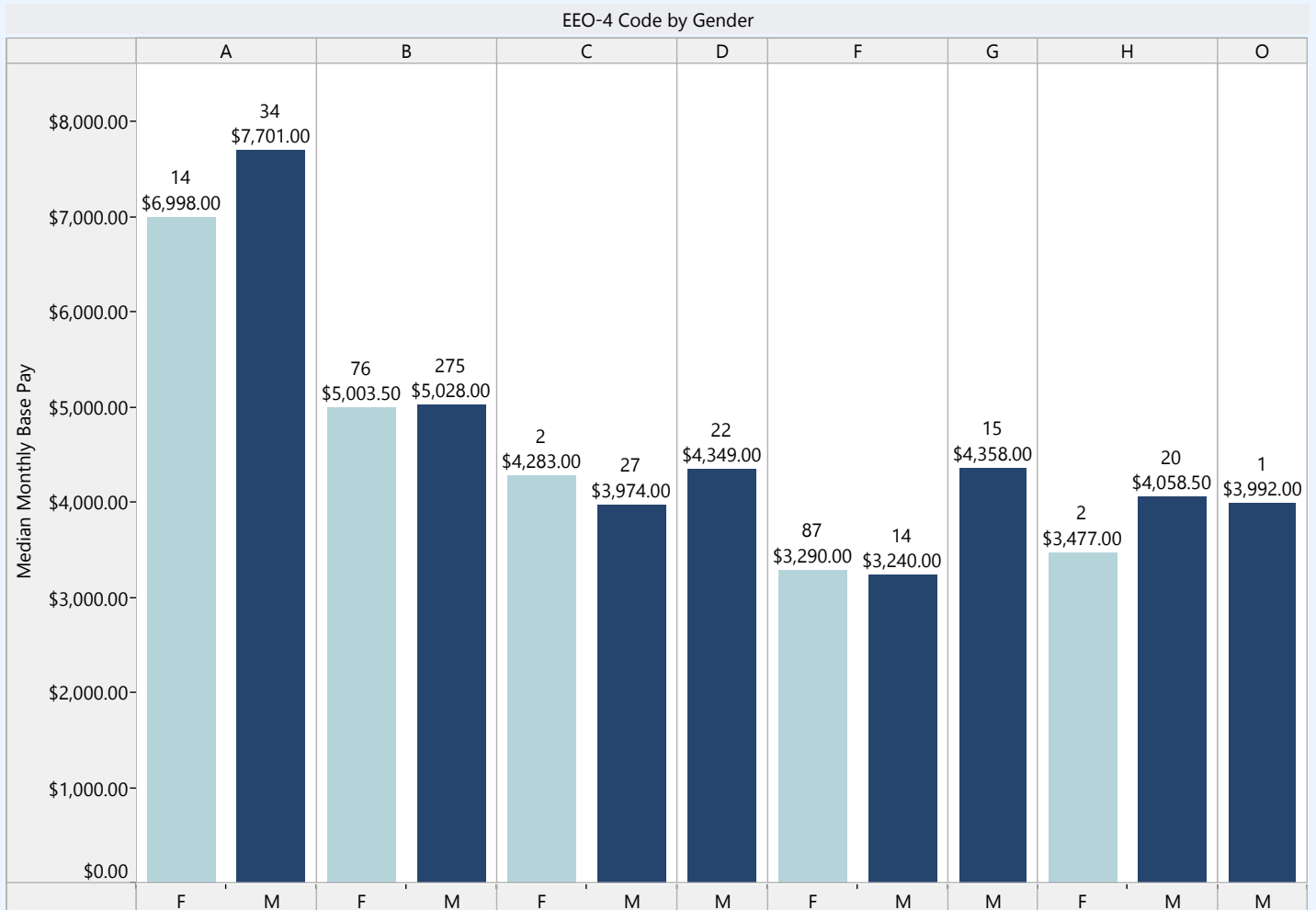
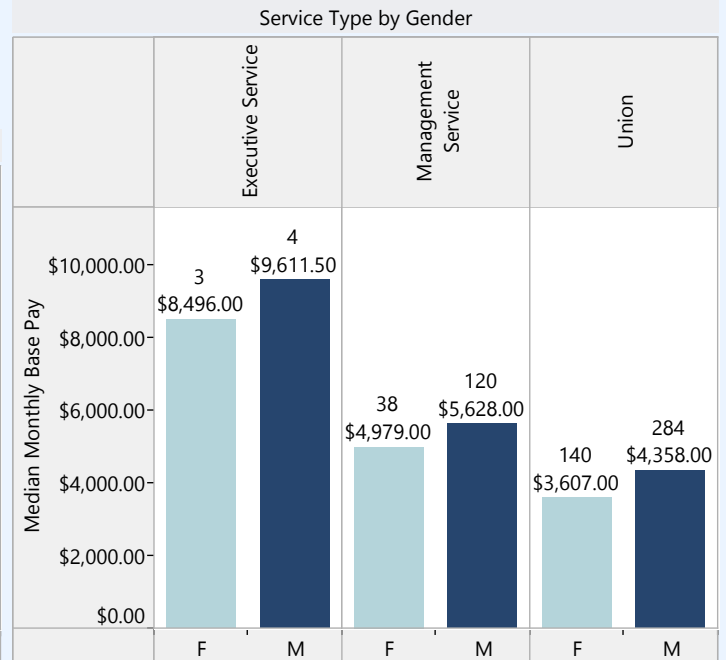
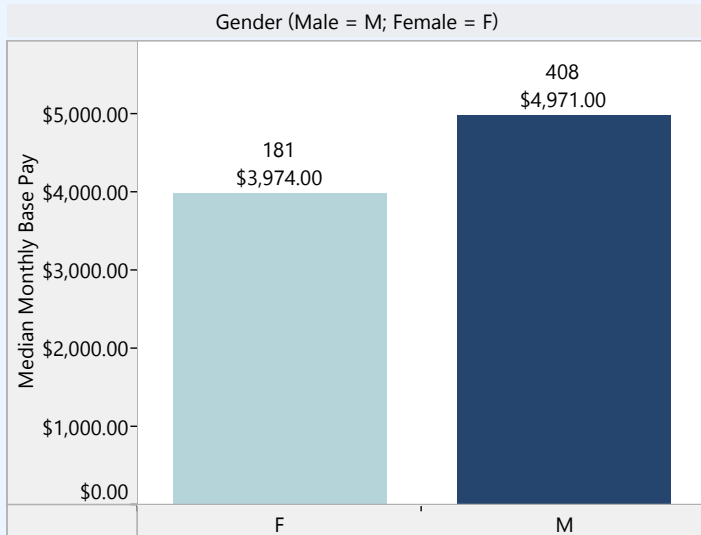
FISH & WILDLIFE, DEPT OF



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

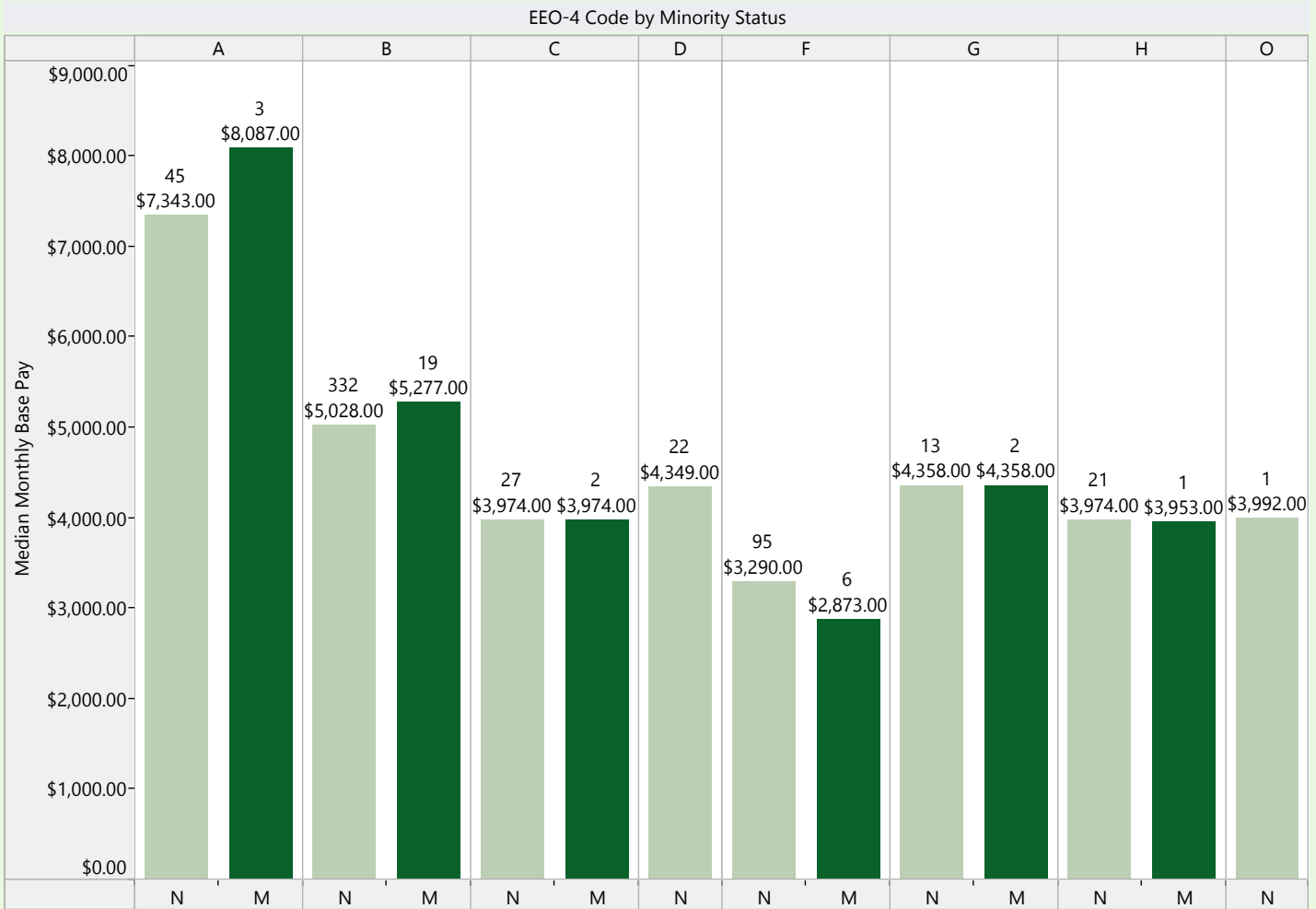
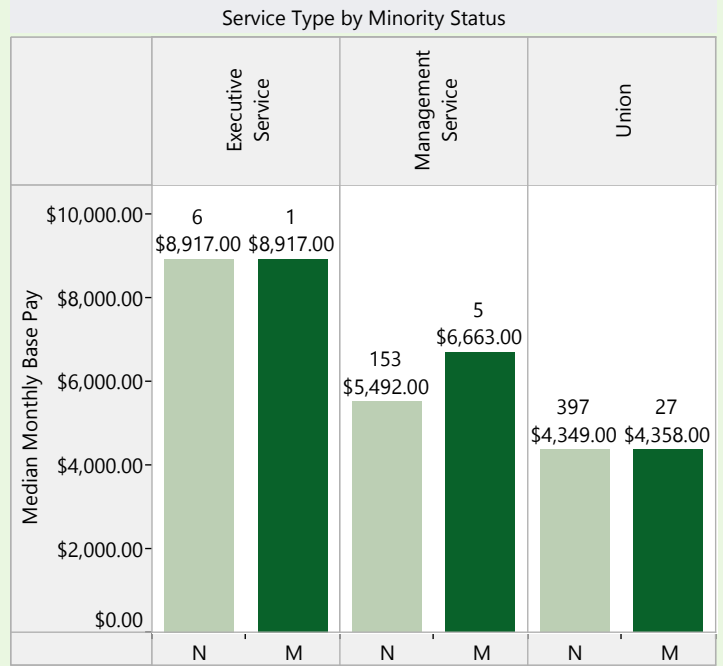
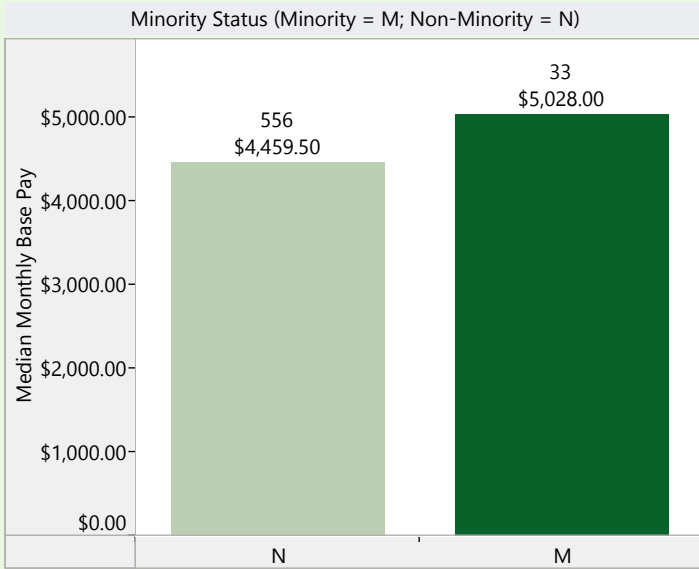
FORESTRY, DEPT OF



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

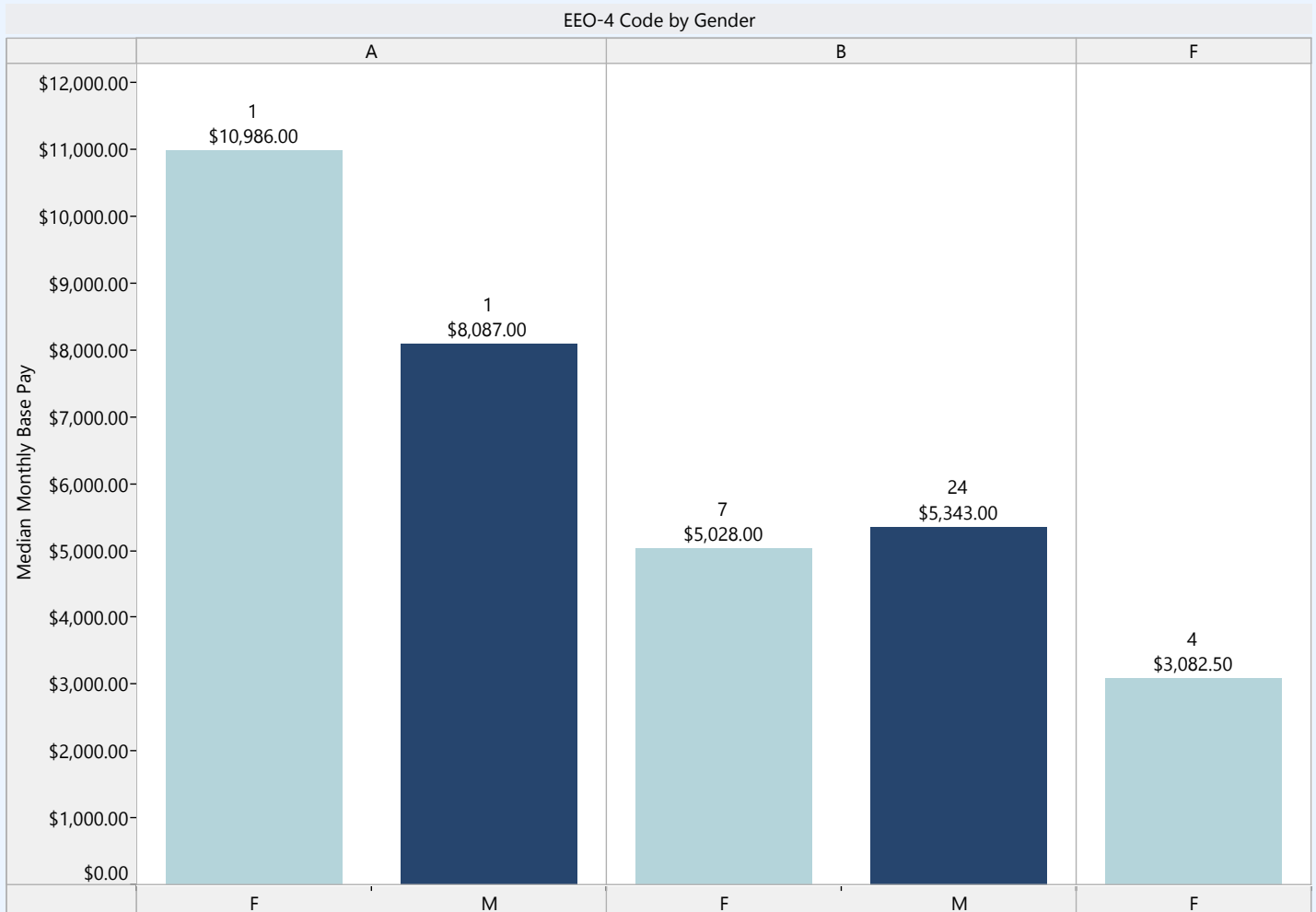
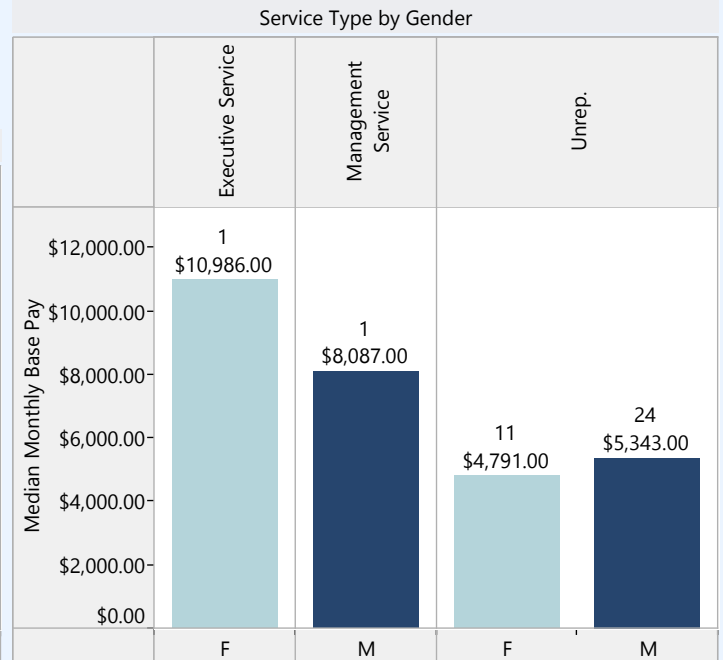
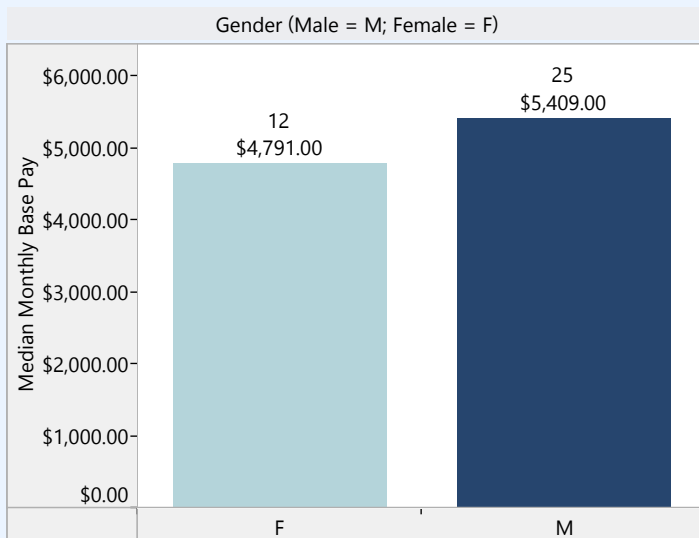
FORESTRY, DEPT OF



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

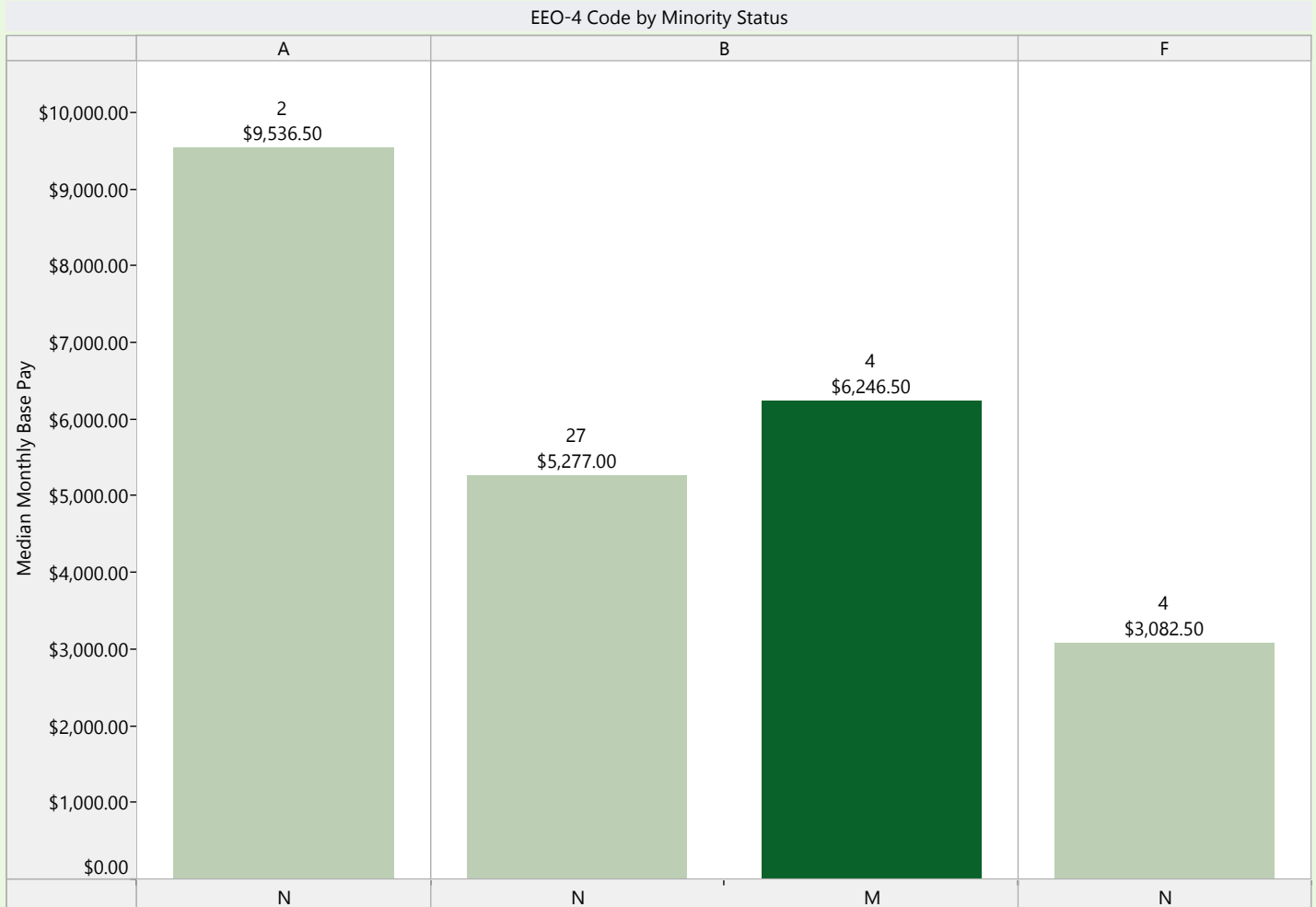
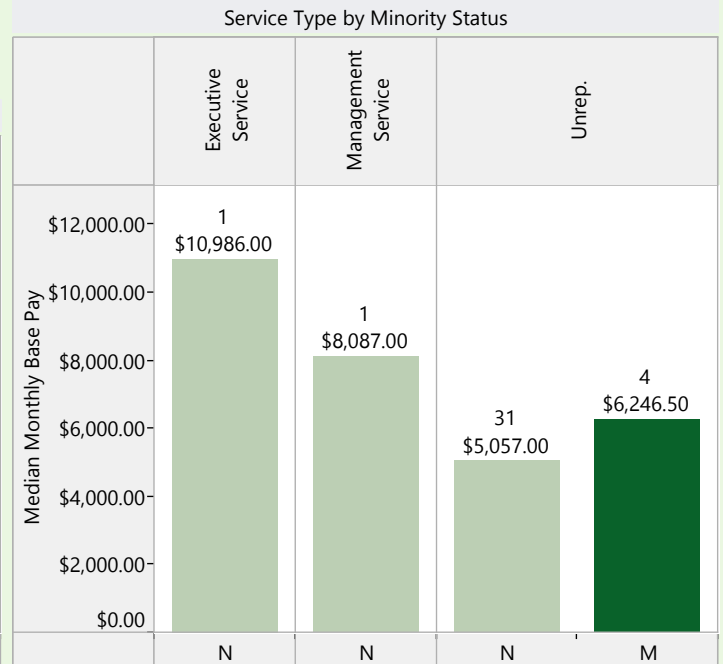
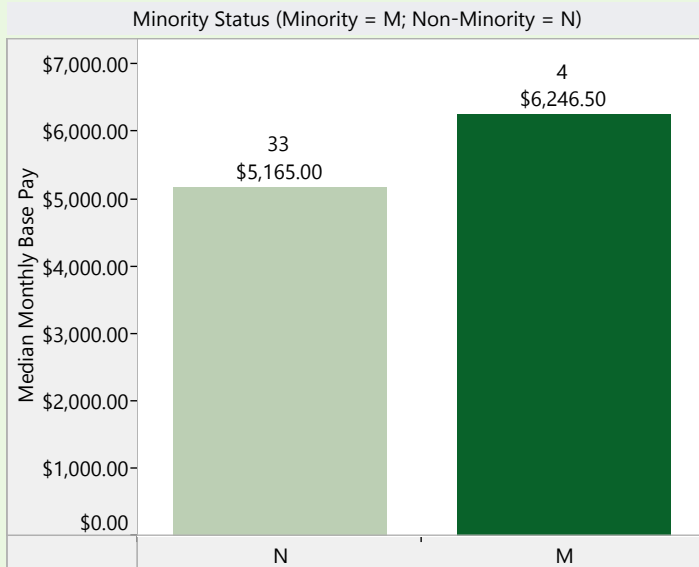
GEOLOGY & MINERAL IND, DEPT OF



Agency Type: Distributive
Agency Size: Small

Executive Branch Overall

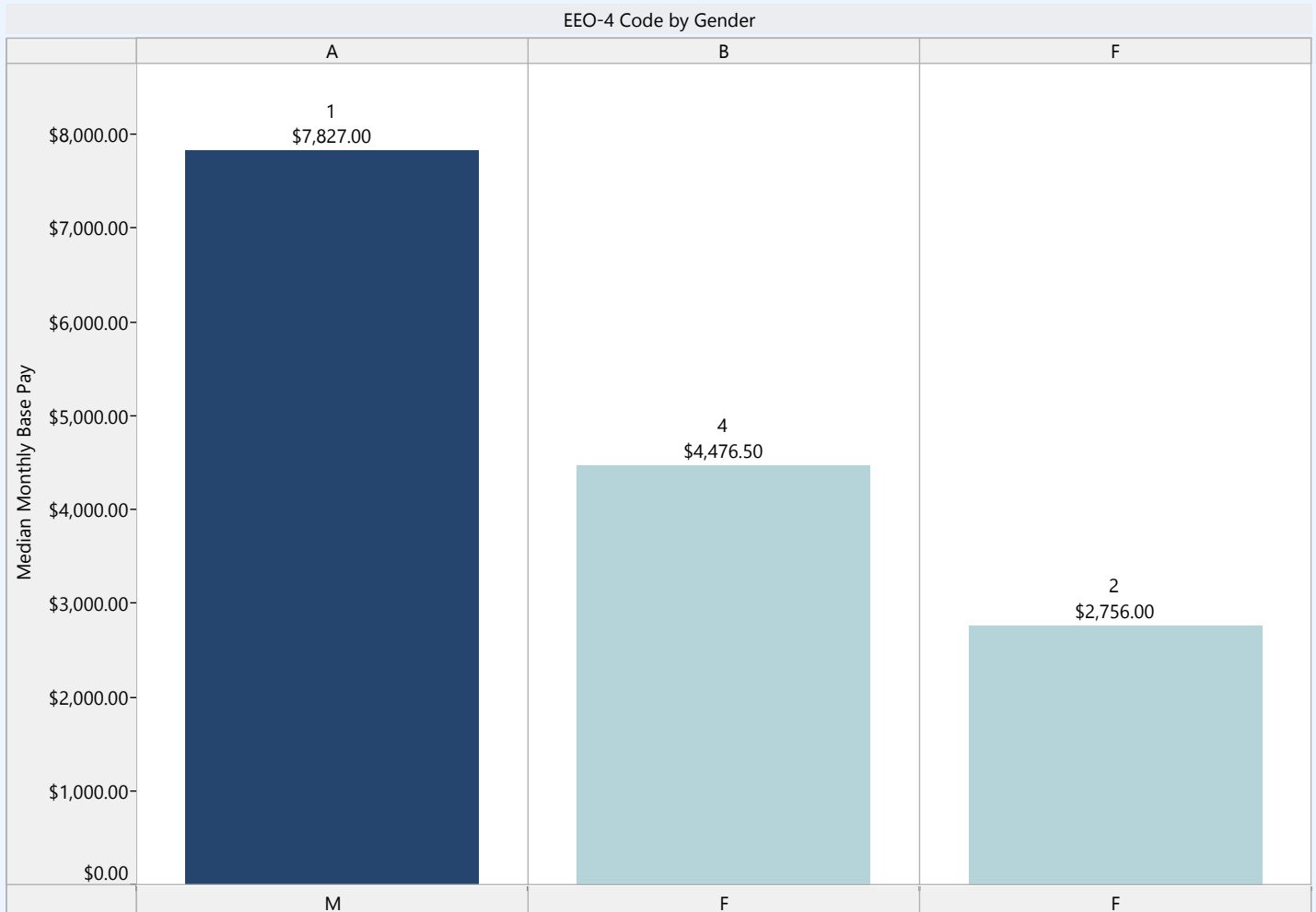
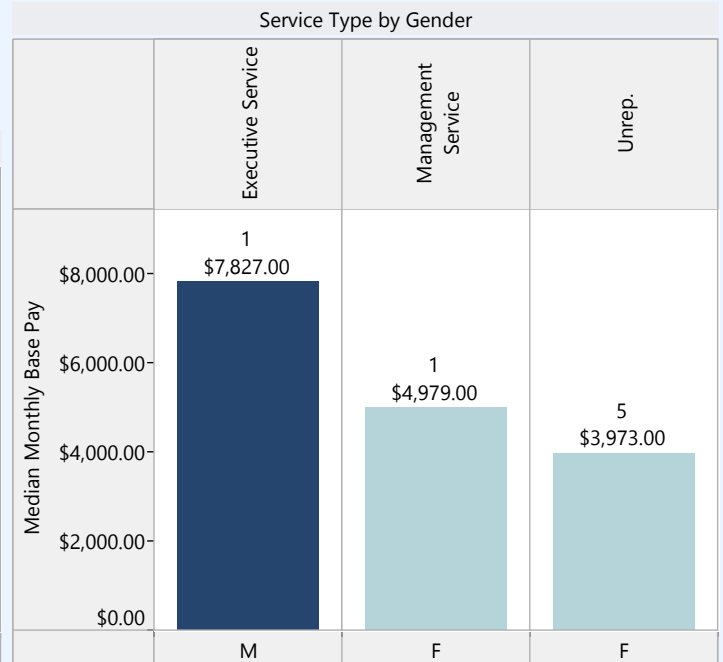
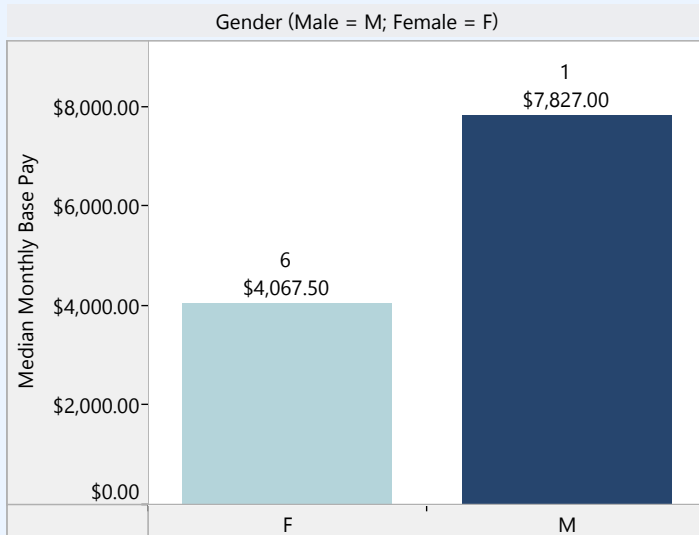
GEOLOGY & MINERAL IND, DEPT OF



Agency Type: Distributive
Agency Size: Small

Executive Branch Overall

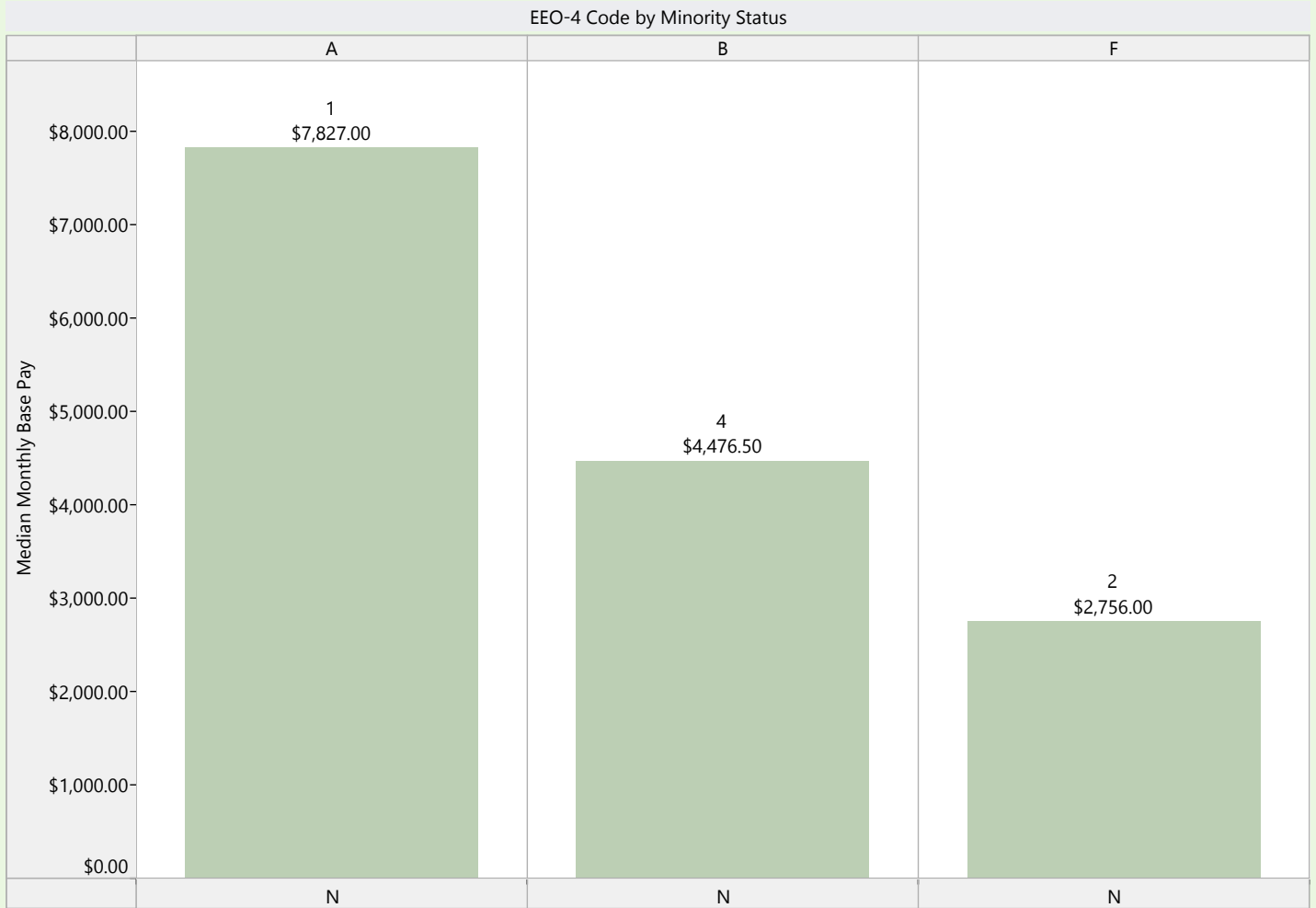
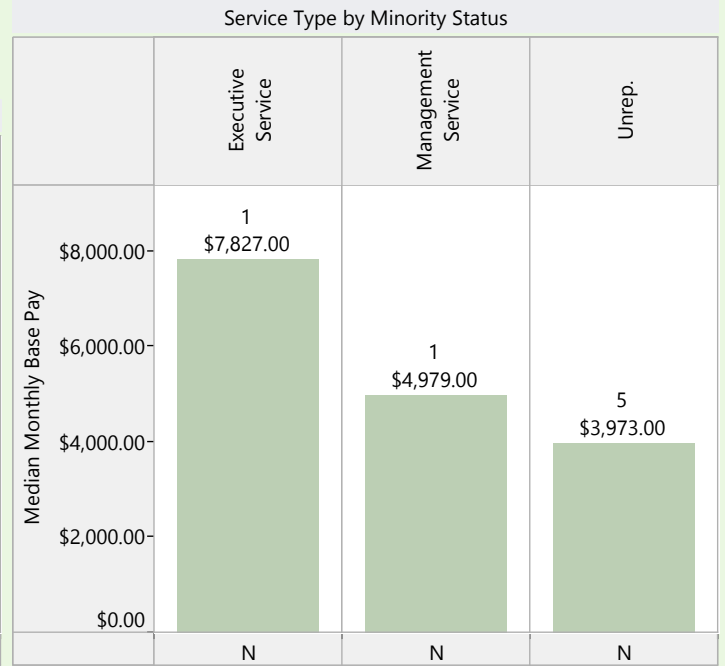
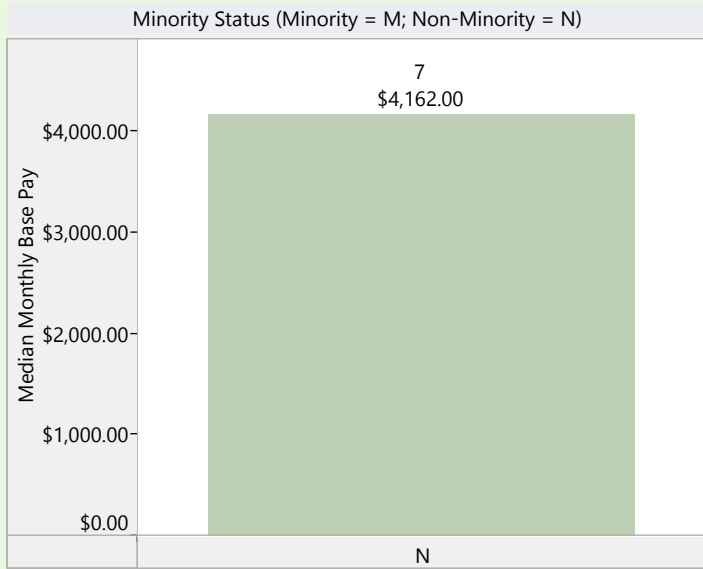
GOVERNMENT ETHICS COMMISSION



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

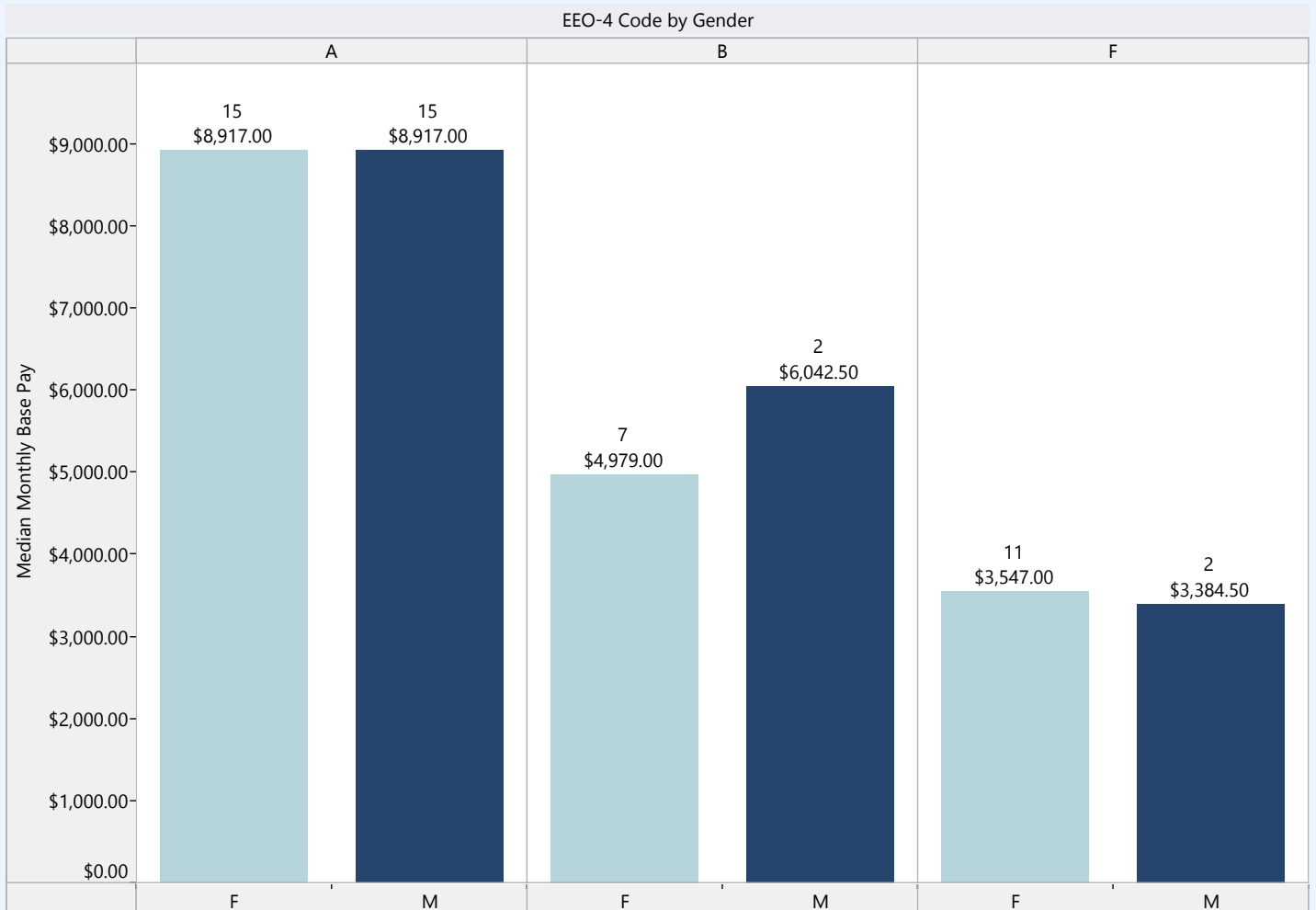
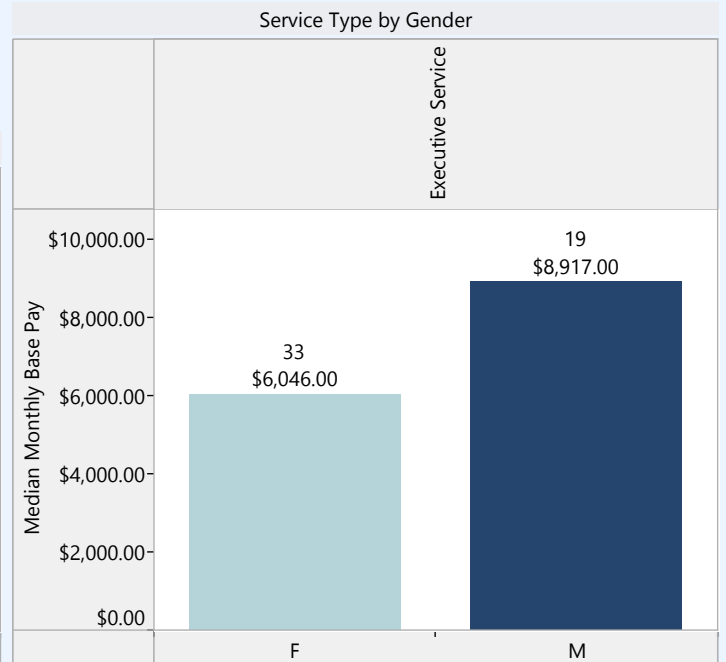
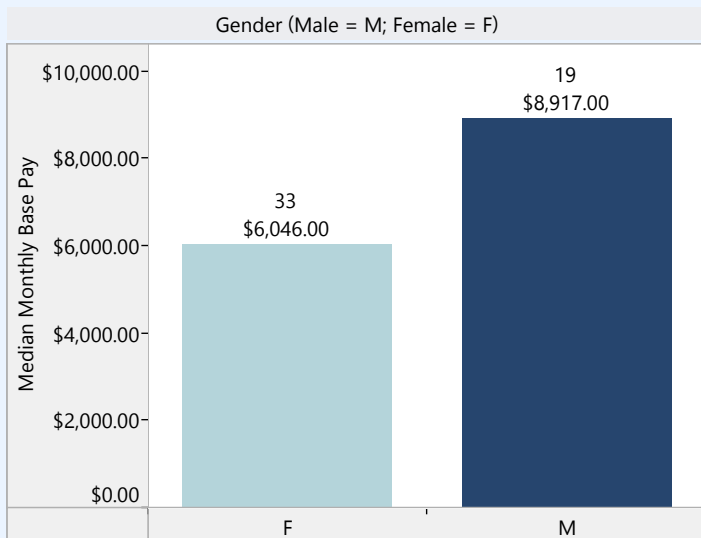
GOVERNMENT ETHICS COMMISSION



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

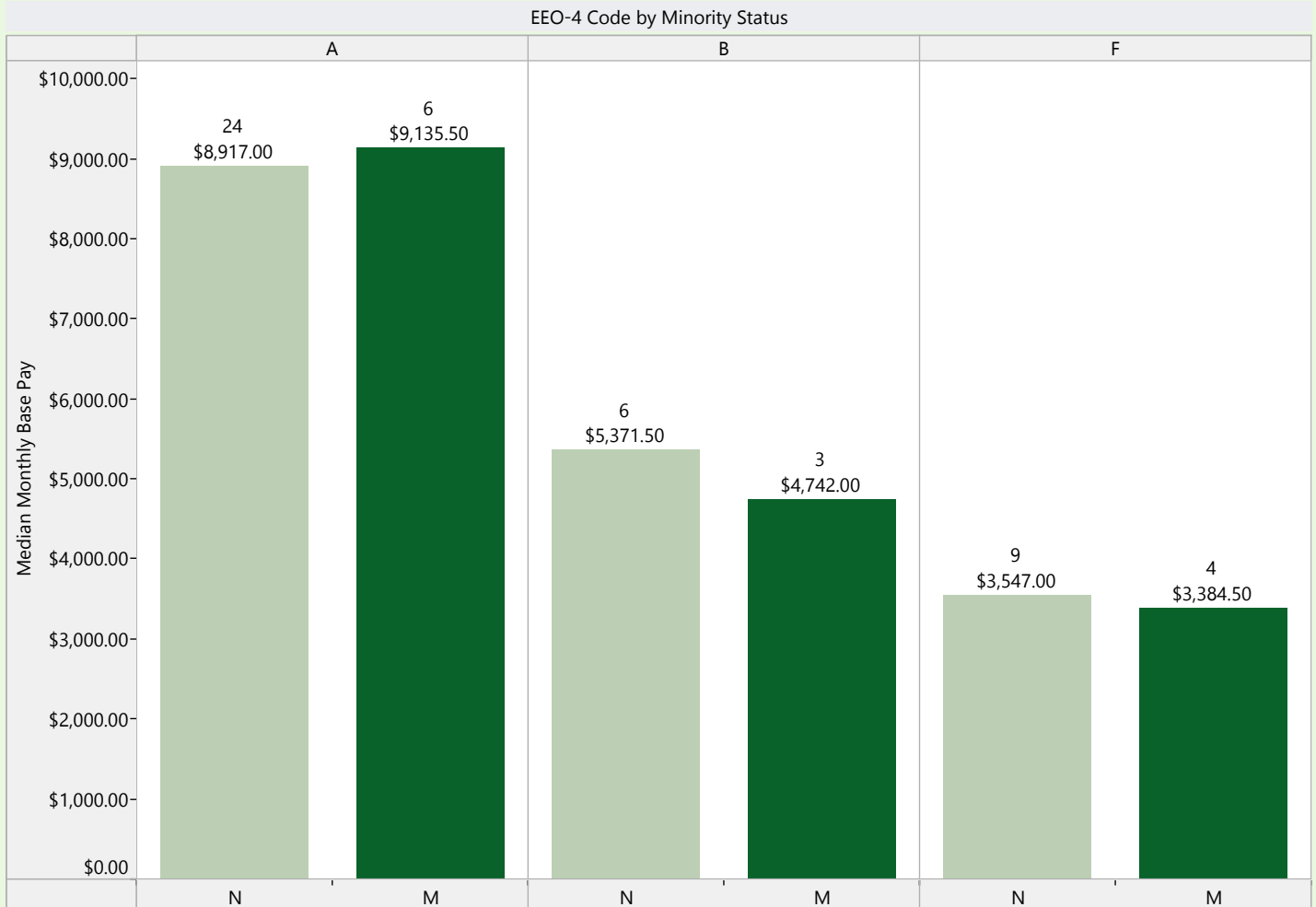
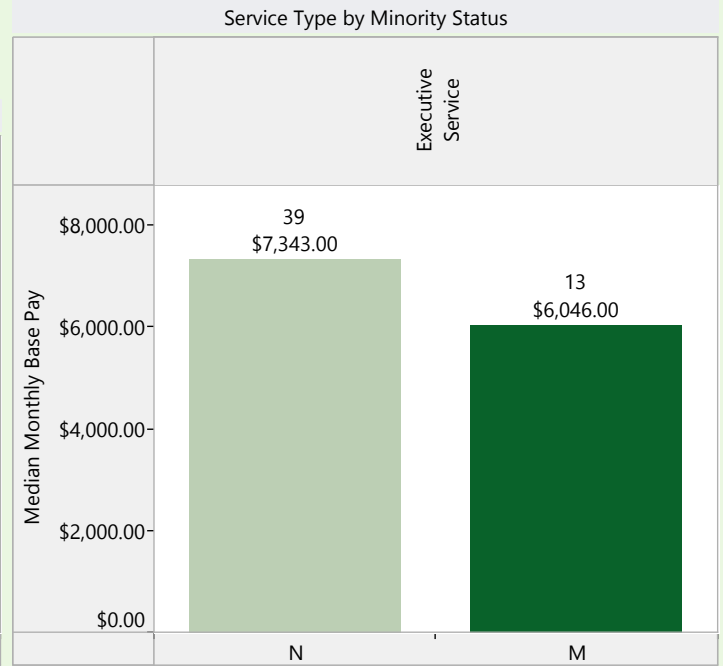
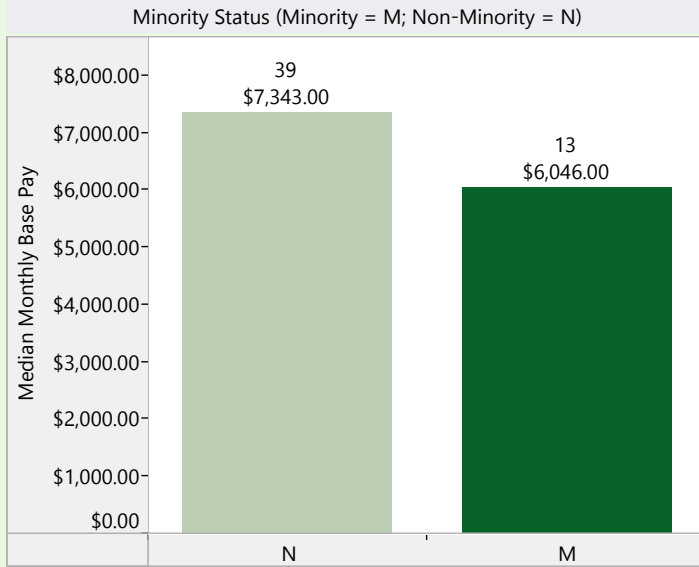
GOVERNOR, OFFICE OF THE



Agency Type: Financial Administration & General Control
Agency Size: Small

Executive Branch Overall

GOVERNOR, OFFICE OF THE

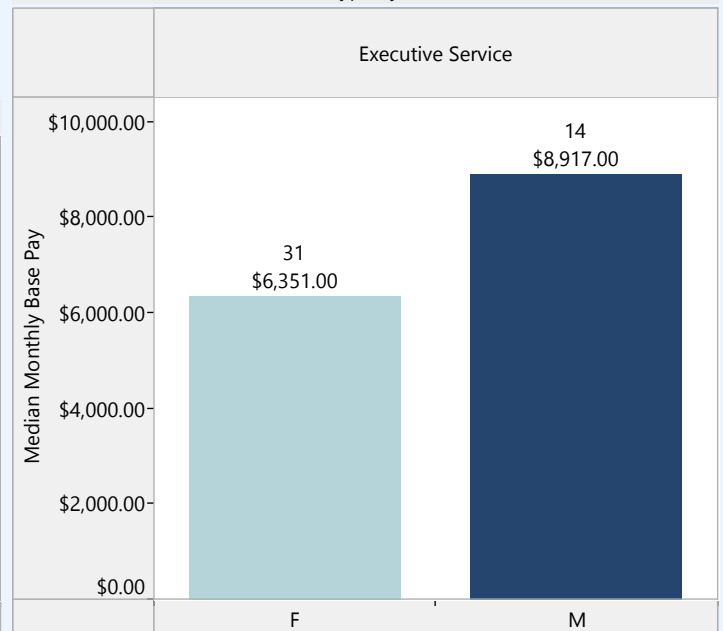
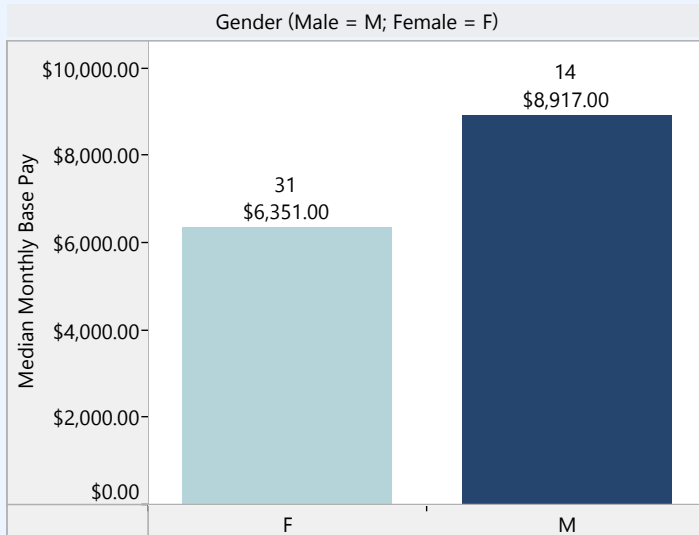


Agency Type: Financial Administration & General Control
Agency Size: Small

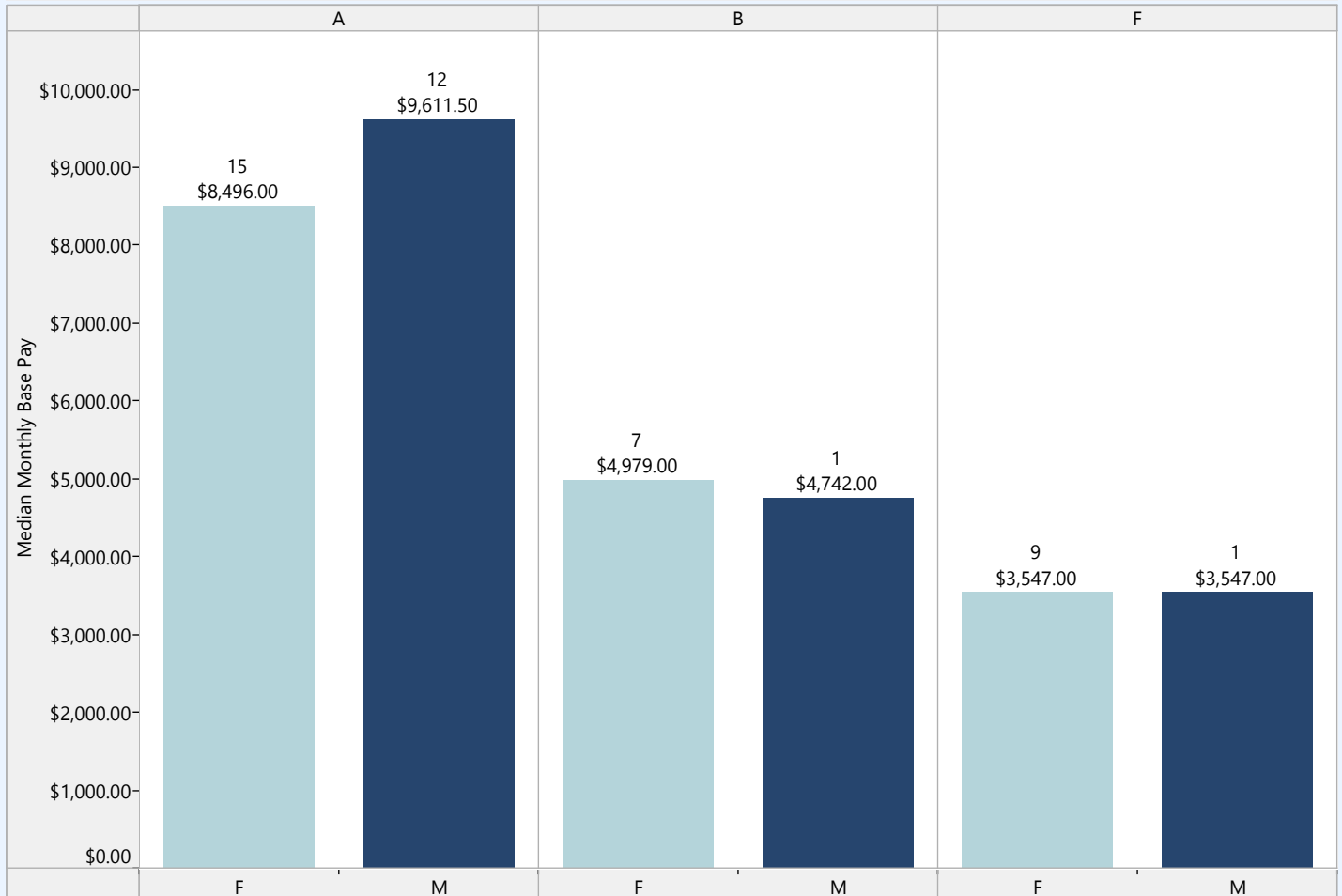
Executive Branch Overall

GOVERNOR, OFFICE OF THE (AS OF 4.22.15)

Service Type by Gender



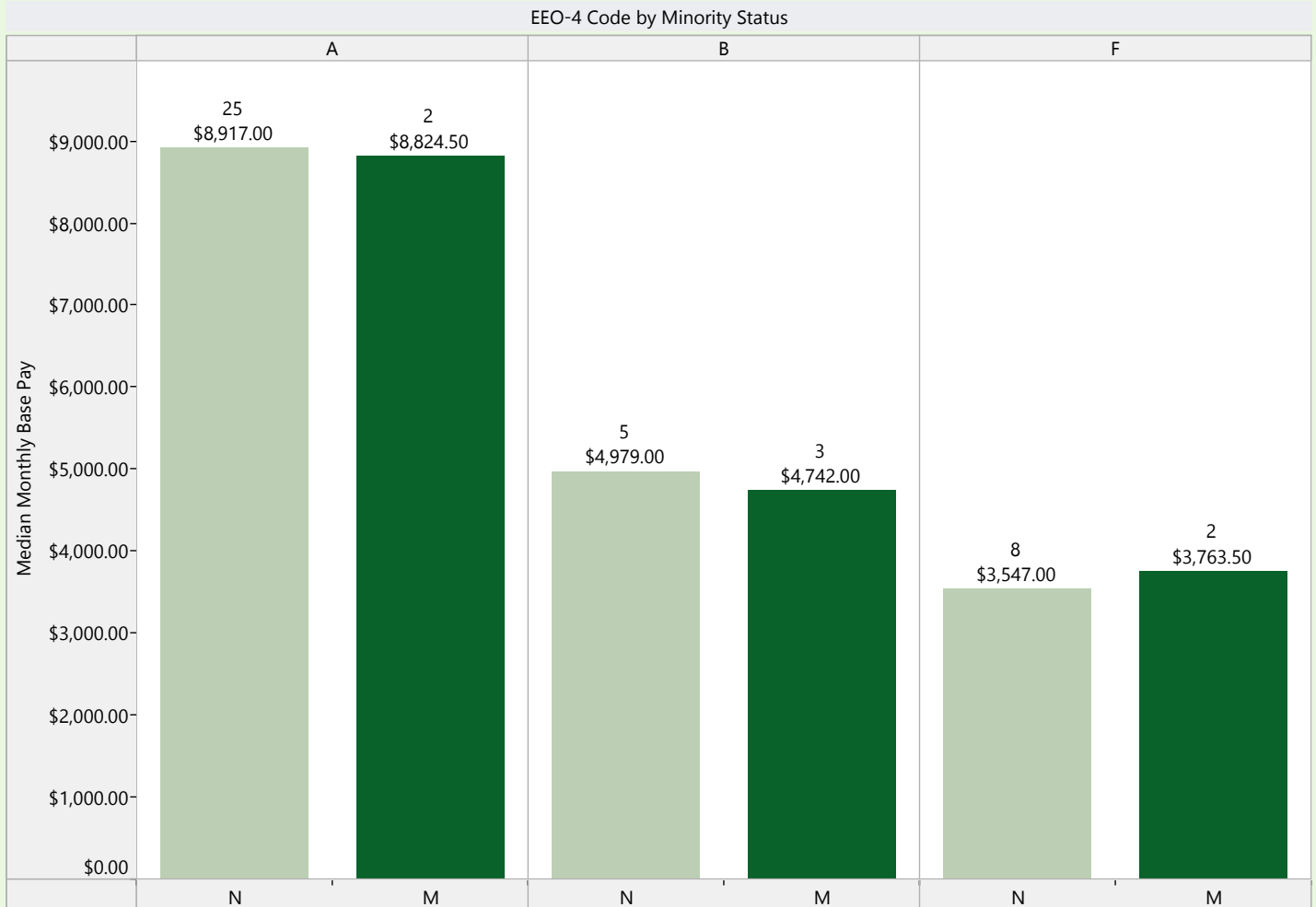
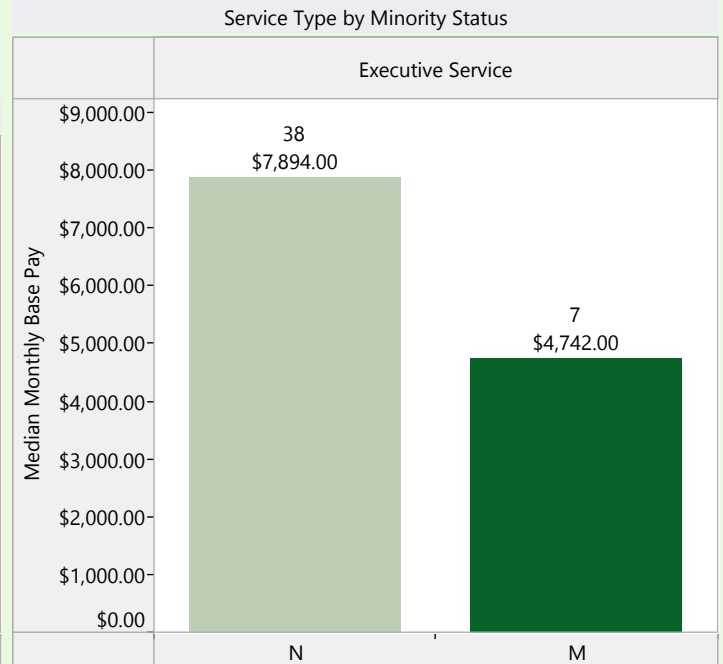
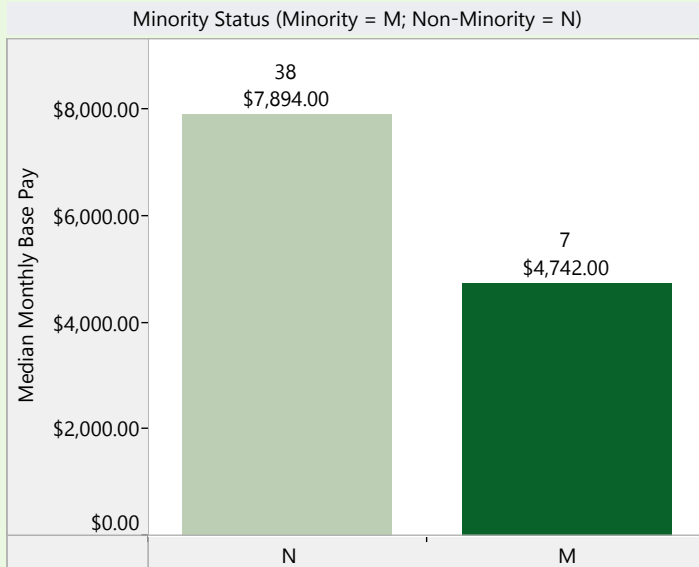
EEO-4 Code by Gender



Agency Type: Financial Administration & General Control
Agency Size: Small

Executive Branch Overall

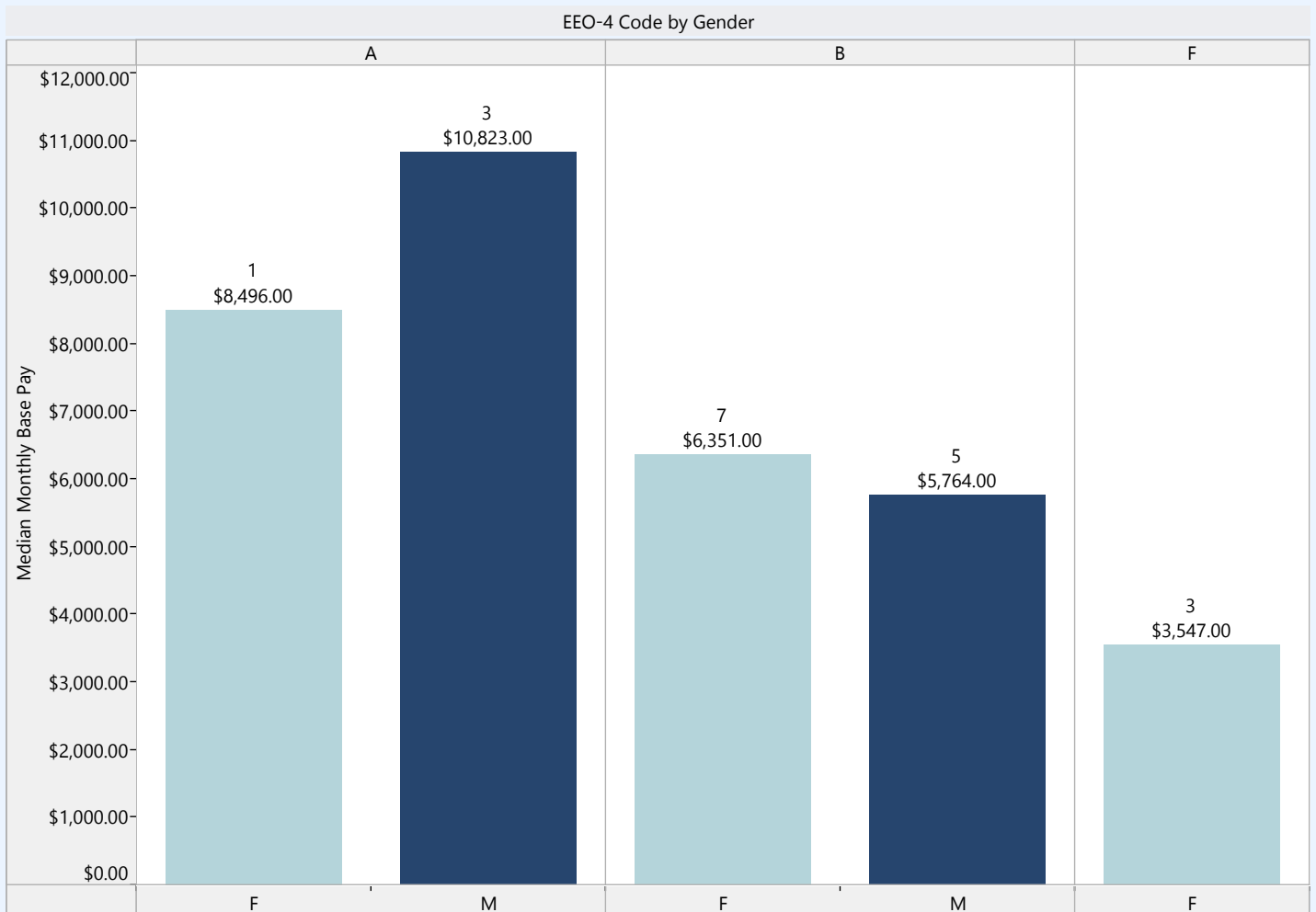
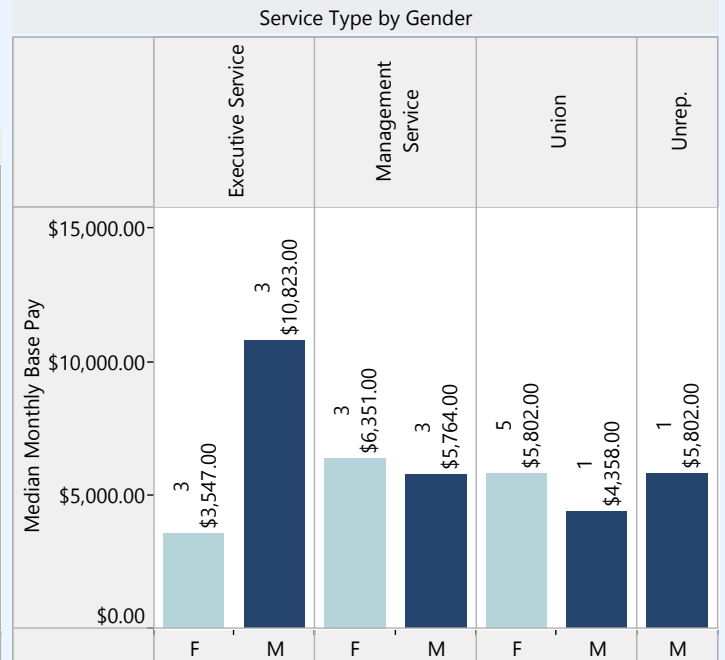
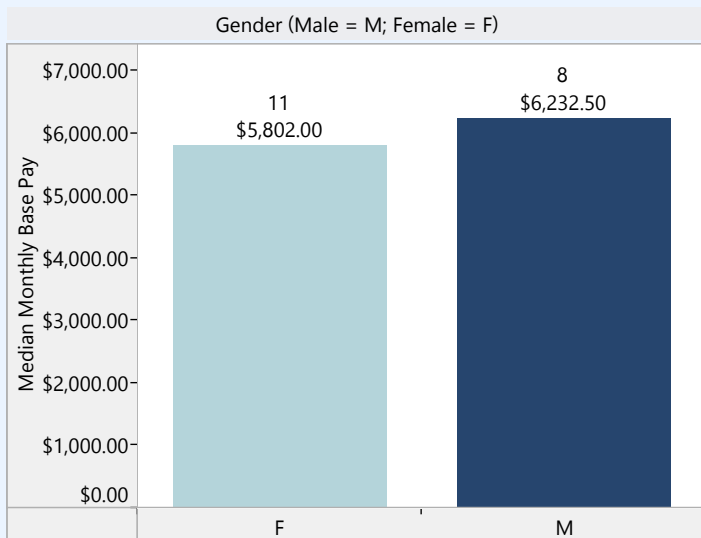
GOVERNOR, OFFICE OF THE (AS OF 4.22.15)



Agency Type: Financial Administration & General Control
Agency Size: Small

Executive Branch Overall

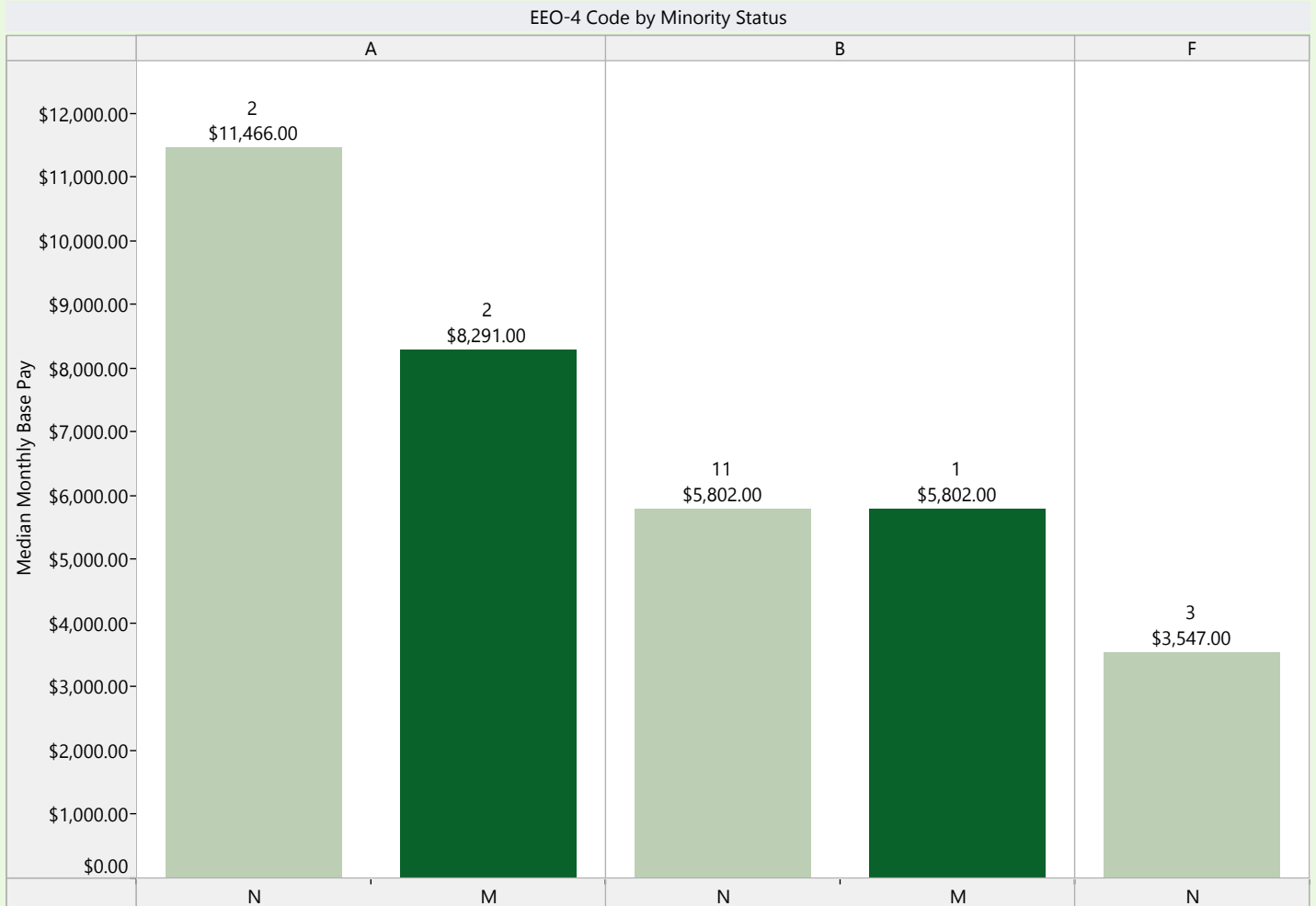
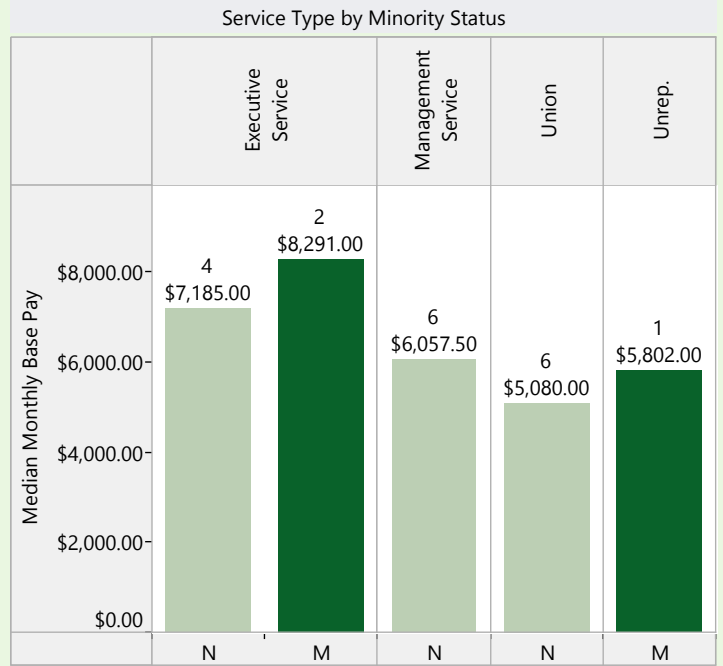
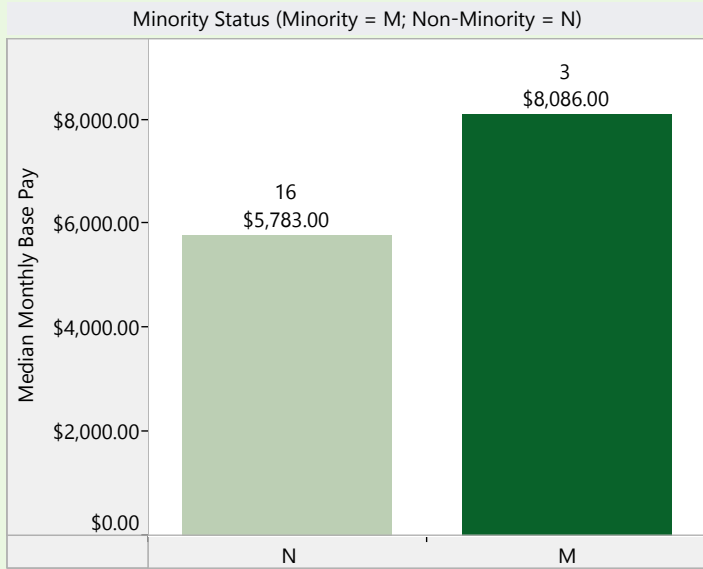
HI-ED COORDINATING COMM



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

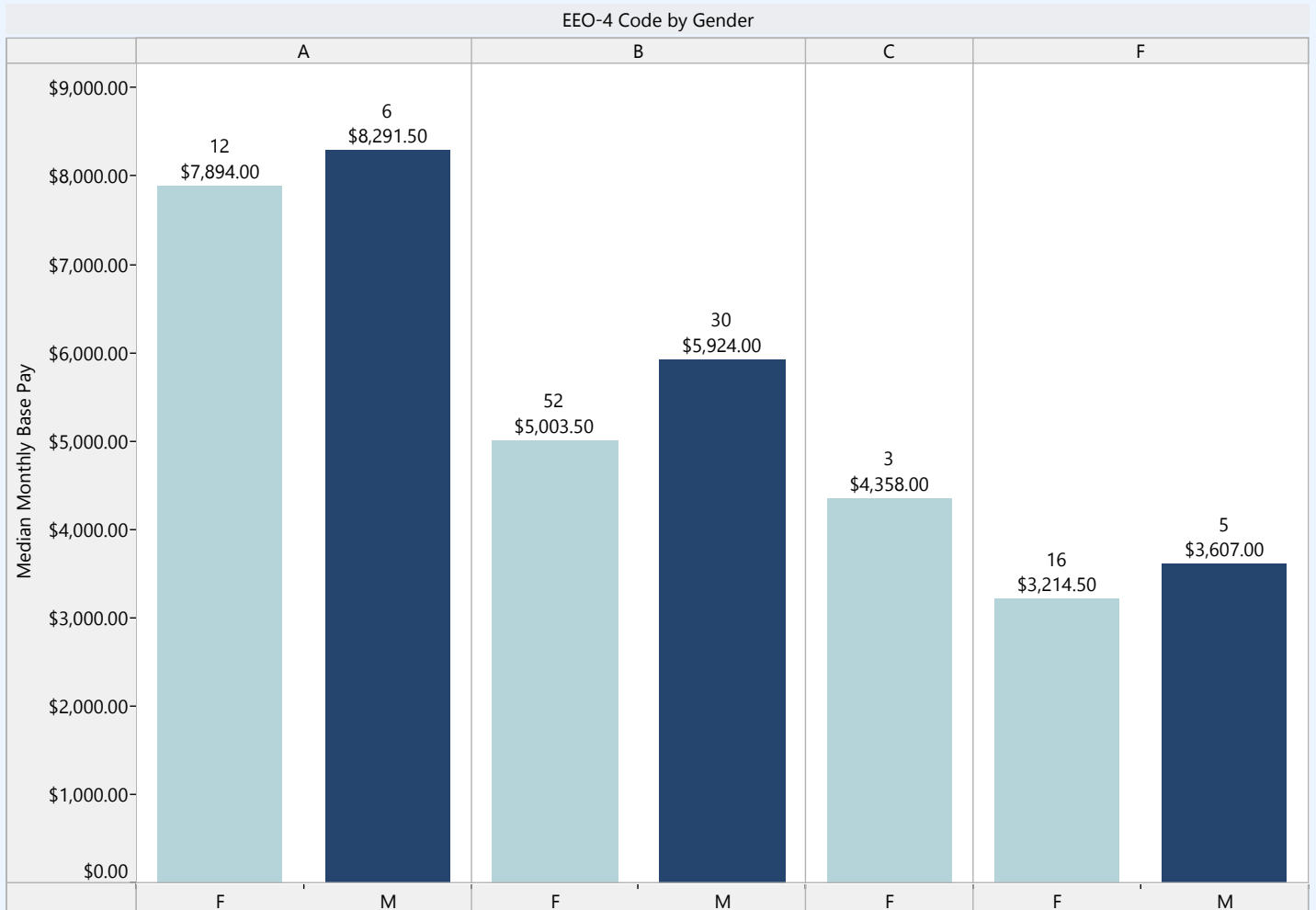
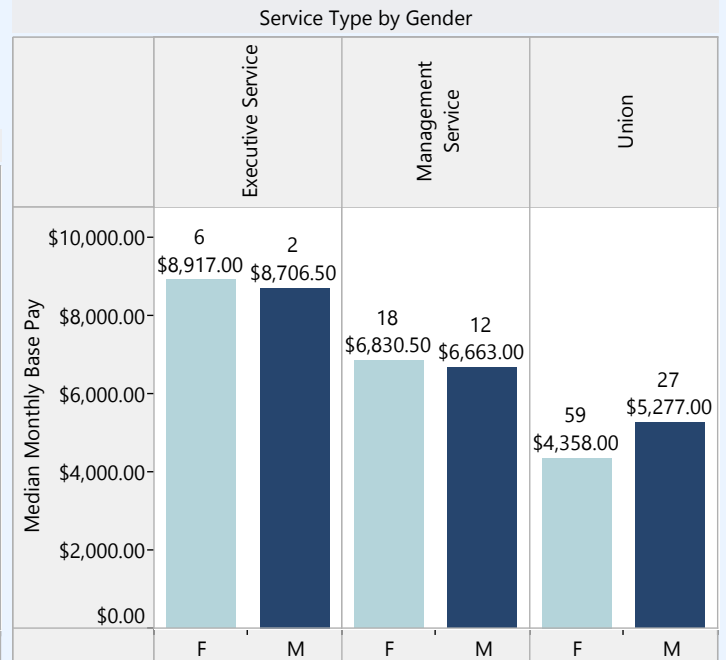
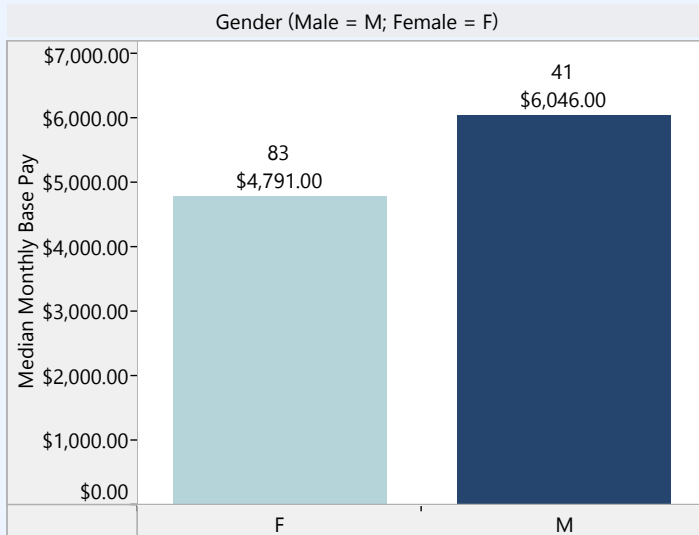
HI-ED COORDINATING COMM



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

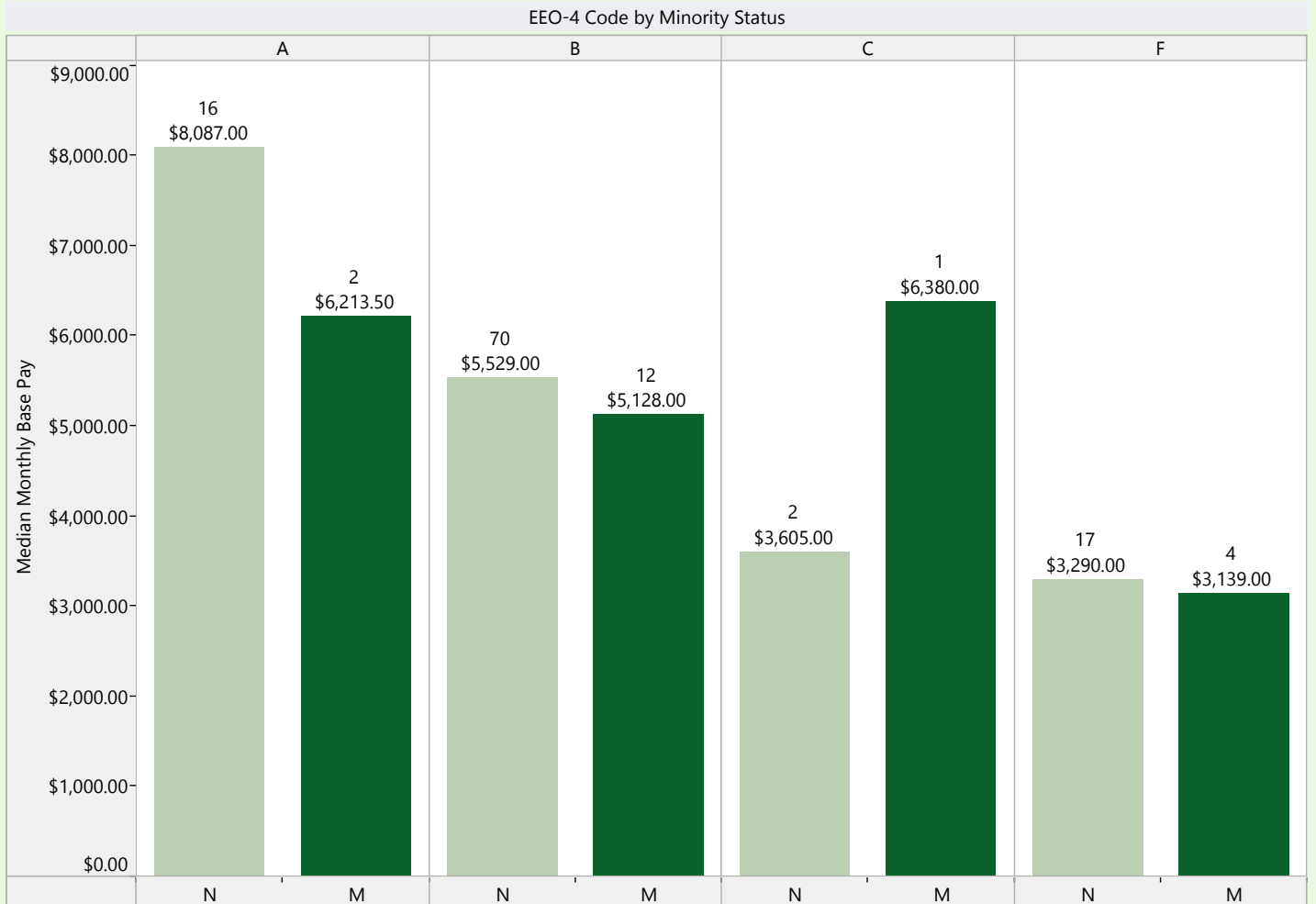
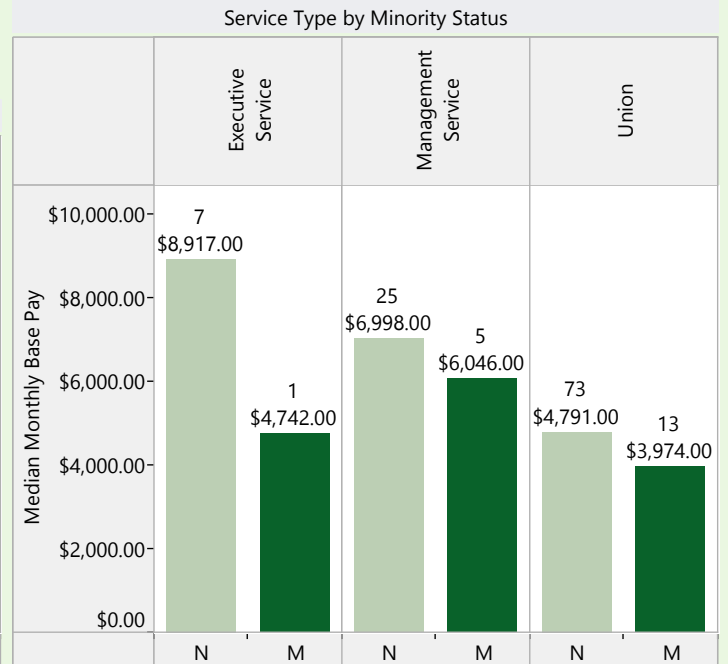
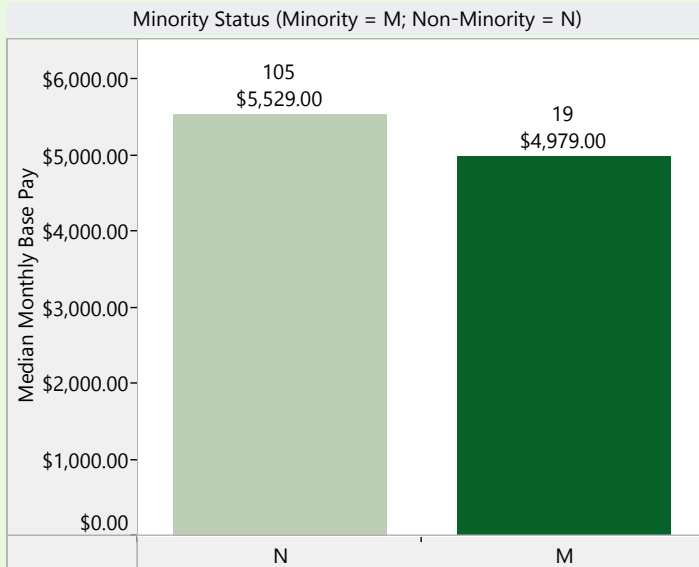
HOUSING & COMM SRVCS, DEPT OF



Agency Type: Redistributive
Agency Size: Medium

Executive Branch Overall

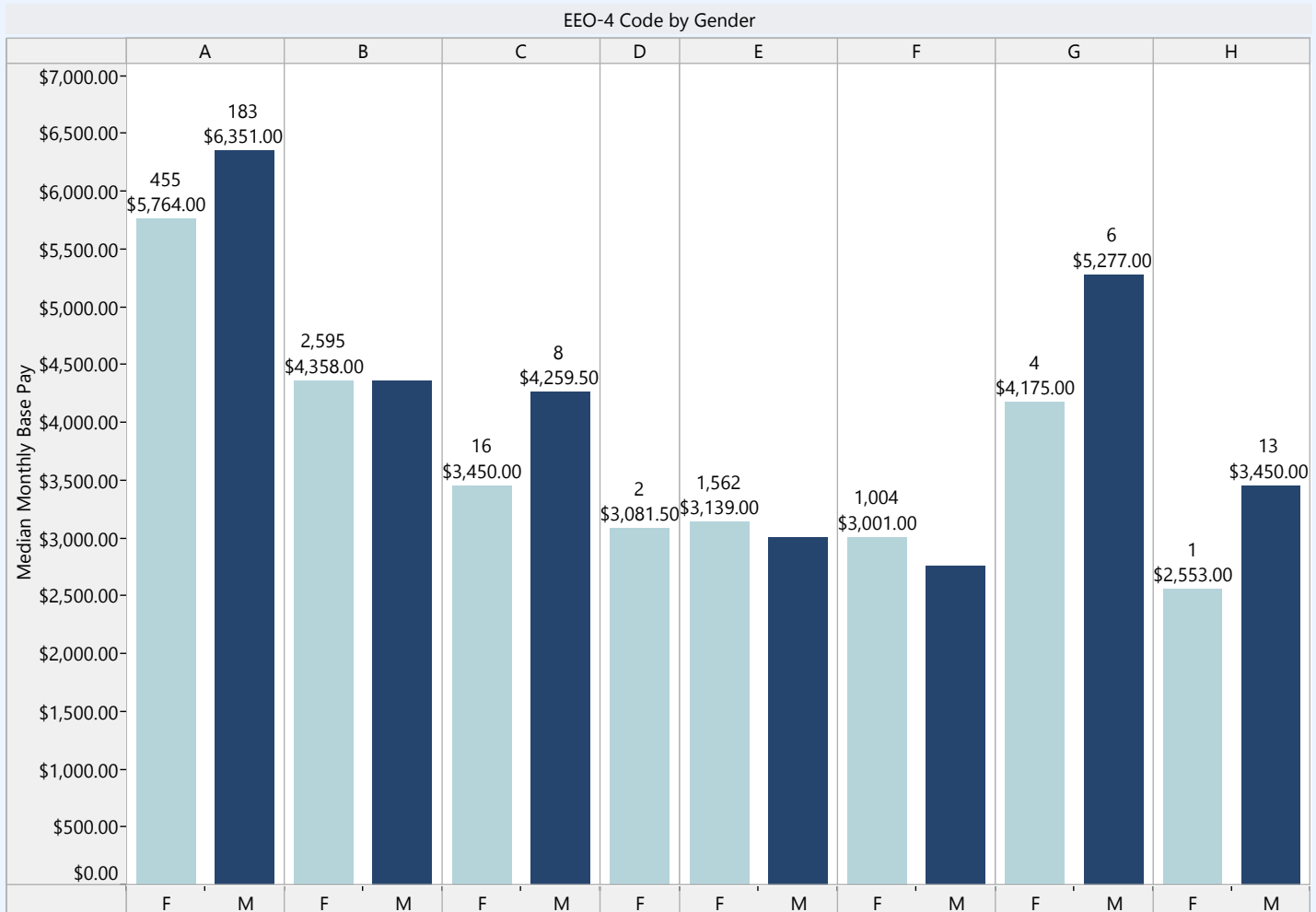
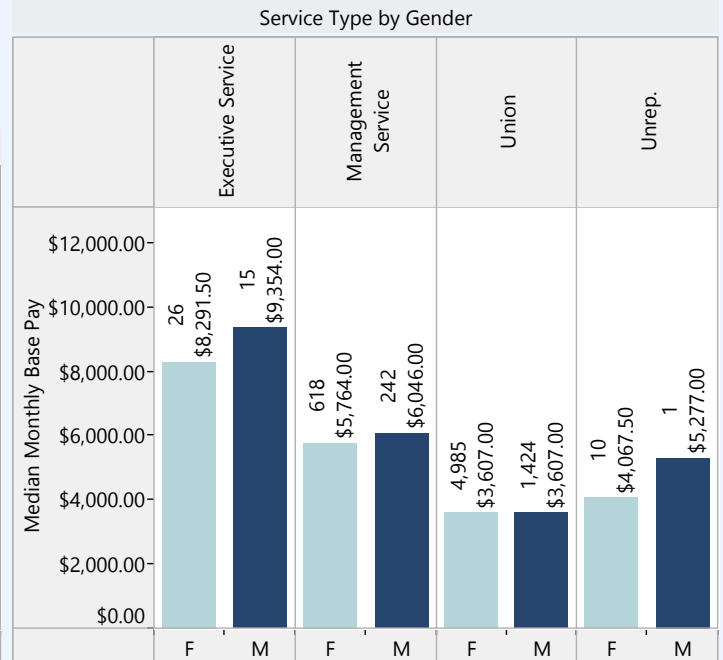
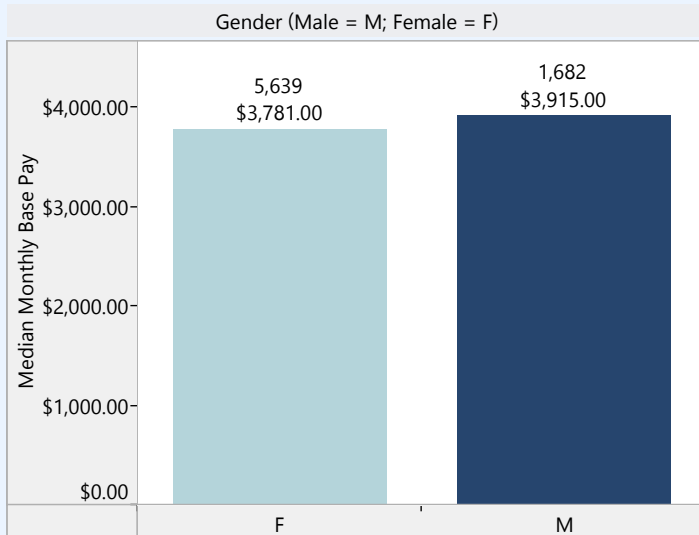
HOUSING & COMM SRVCS, DEPT OF



Agency Type: Redistributive
Agency Size: Medium

Executive Branch Overall

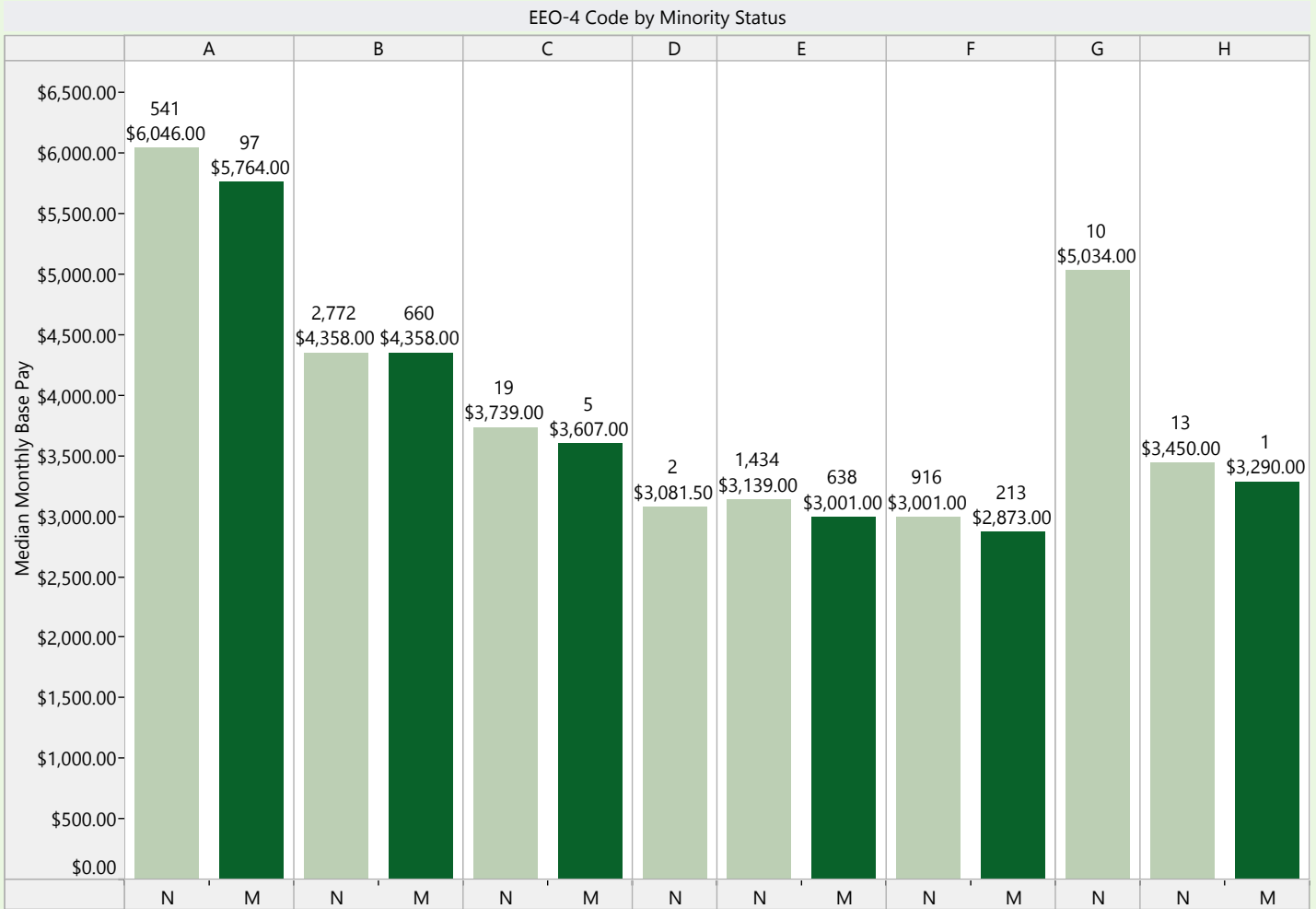
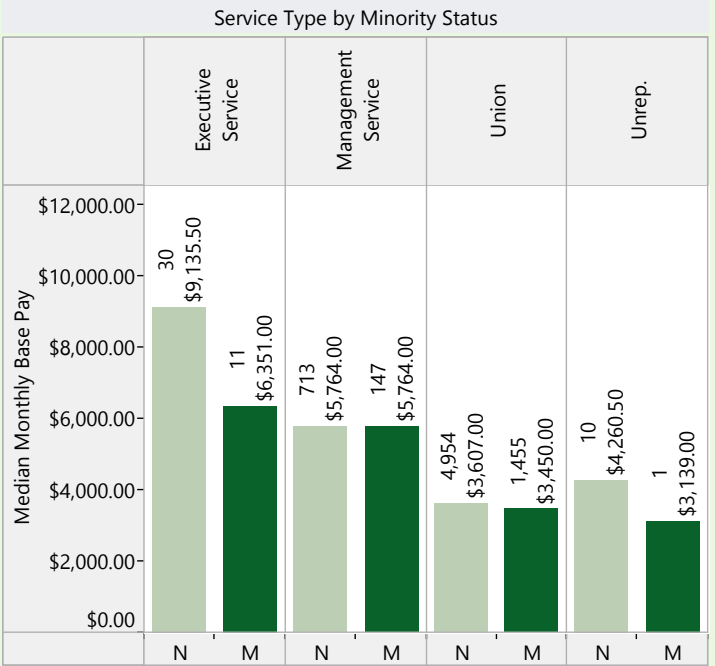
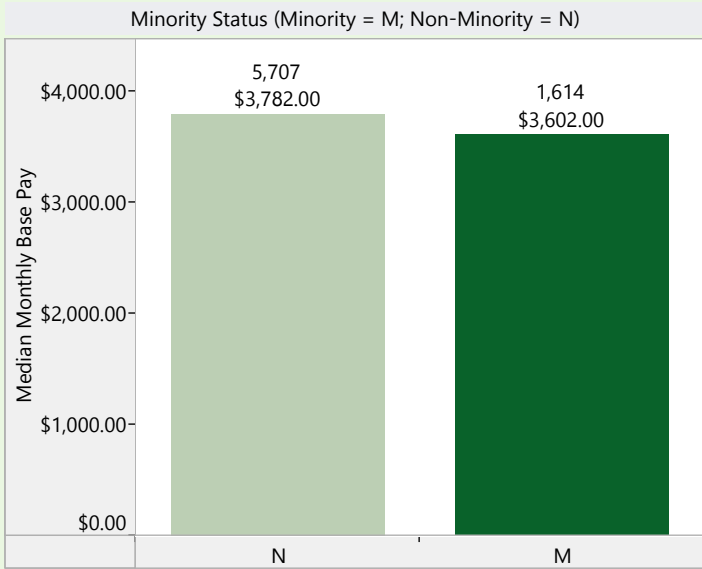
HUMAN SERVICES, DEPARTMENT OF



Agency Type: Redistributive
Agency Size: Large

Executive Branch Overall

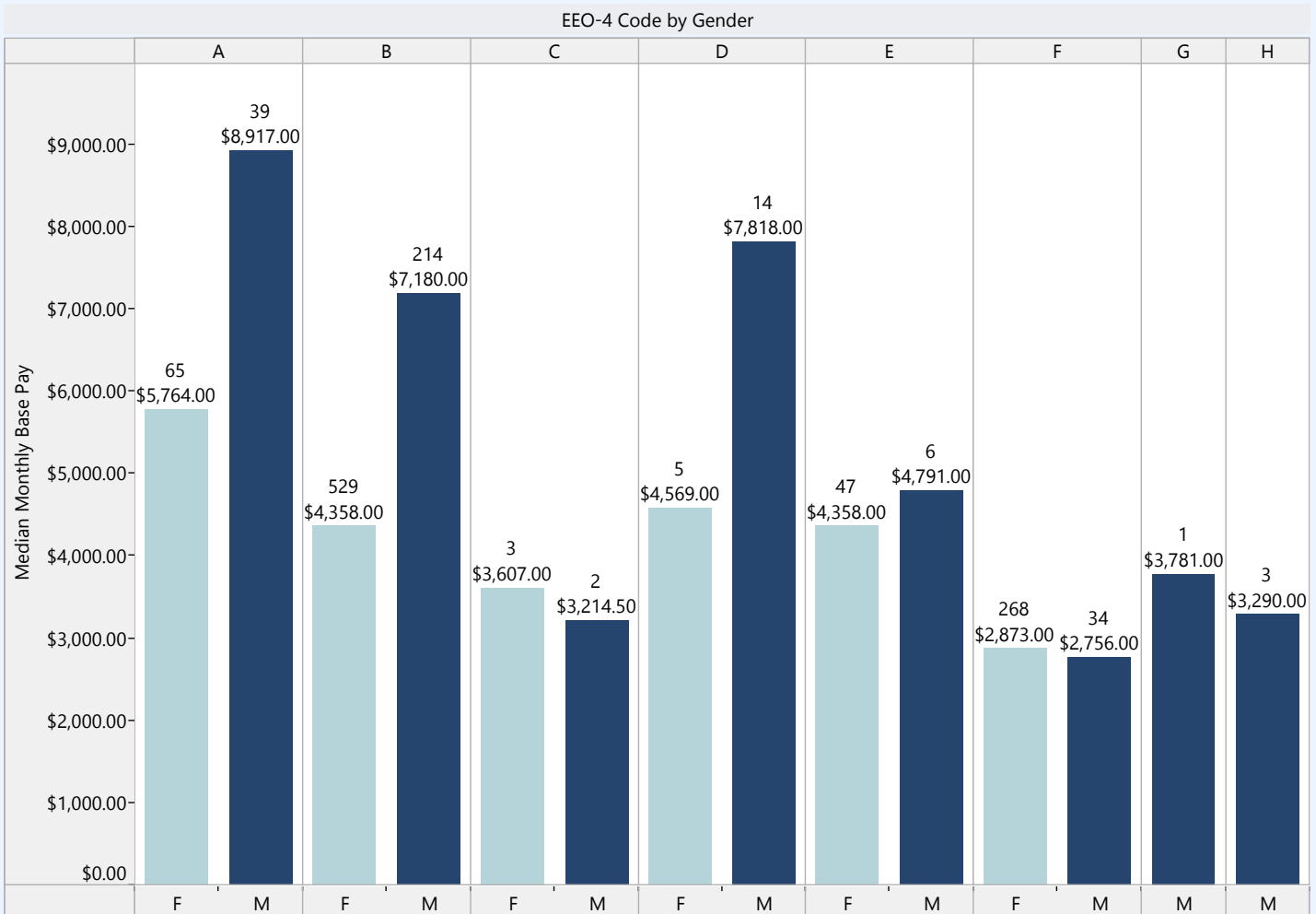
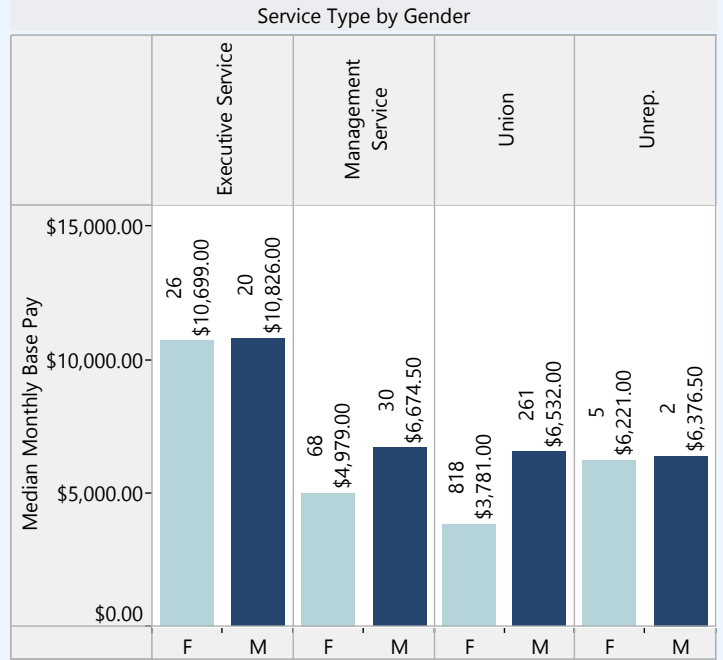
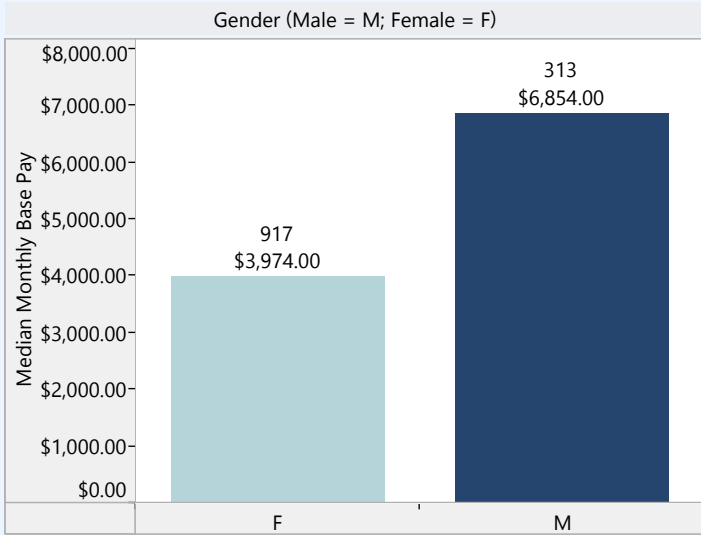
HUMAN SERVICES, DEPARTMENT OF



Agency Type: Redistributive
Agency Size: Large

Executive Branch Overall

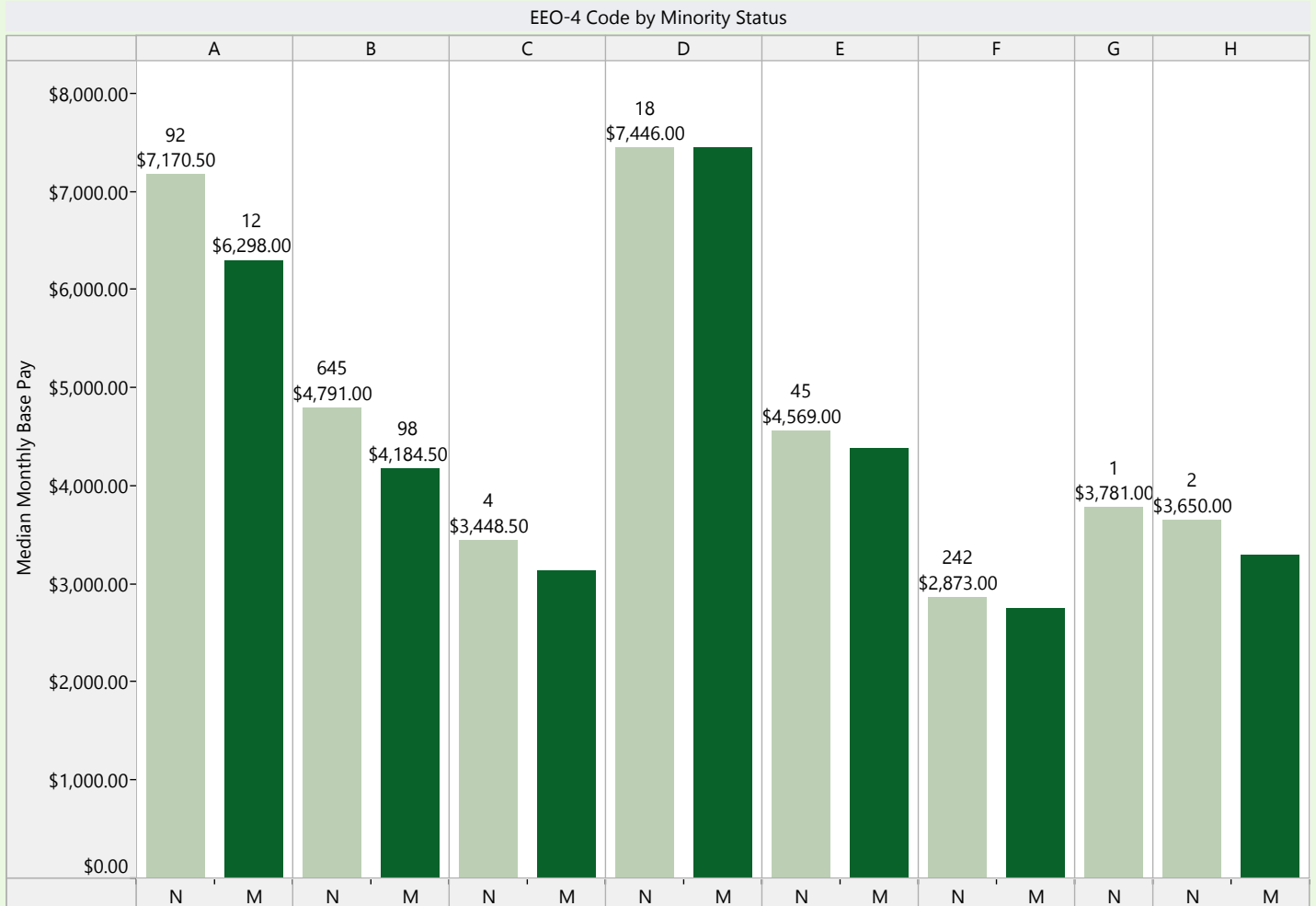
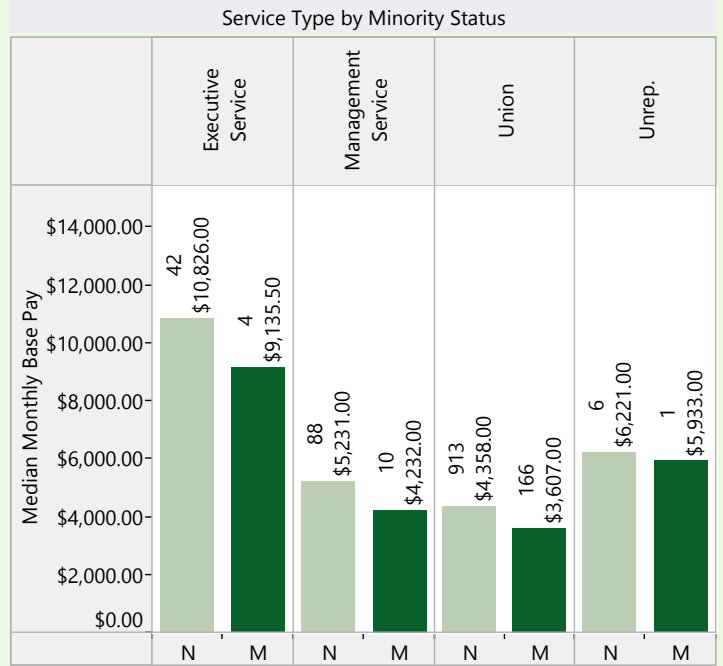
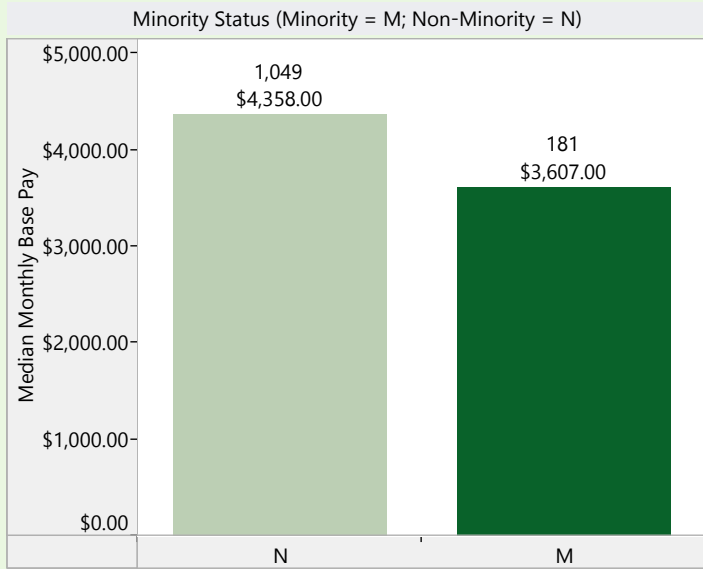
JUSTICE, DEPARTMENT OF



Agency Type: Regulatory
Agency Size: Large

Executive Branch Overall

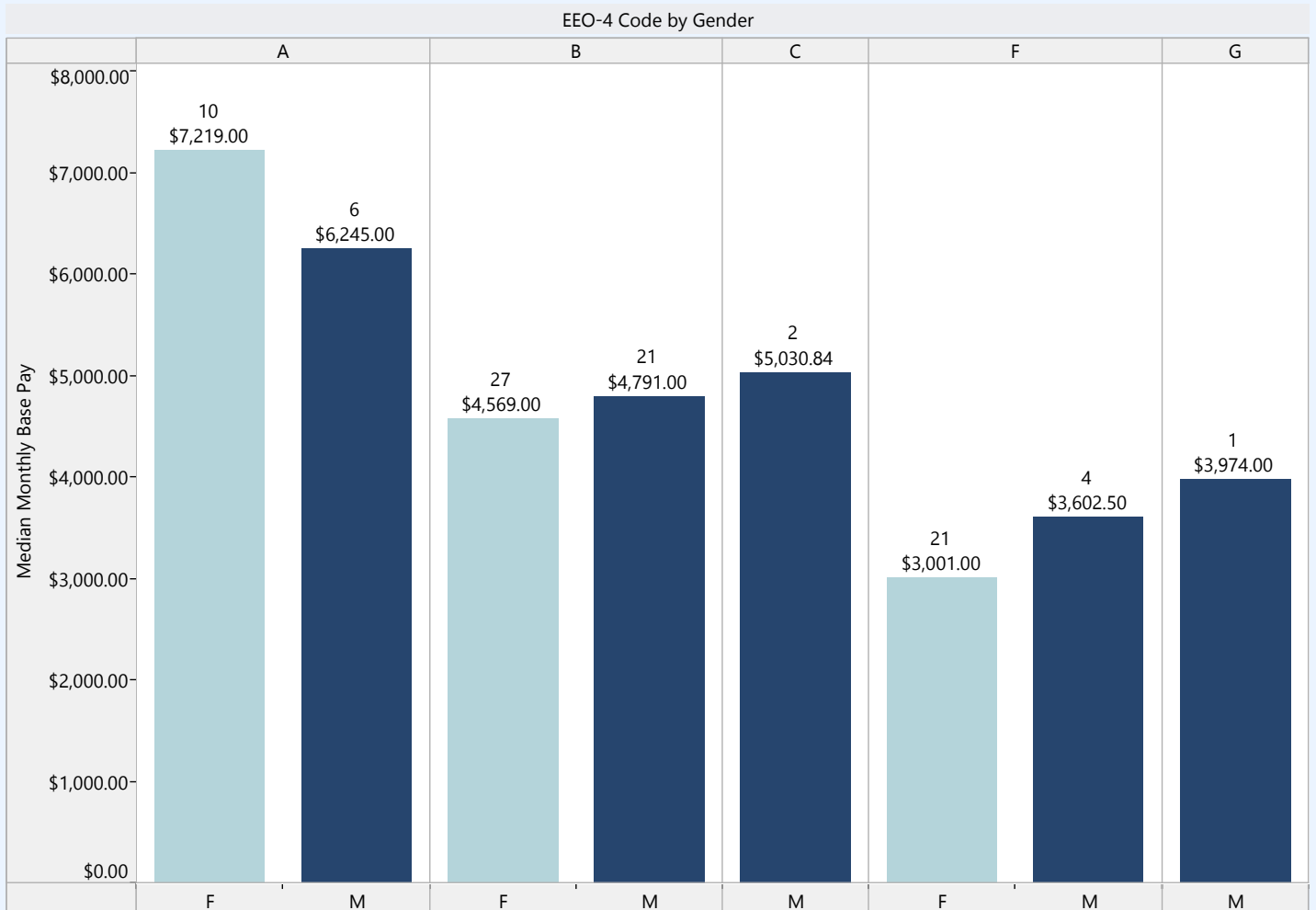
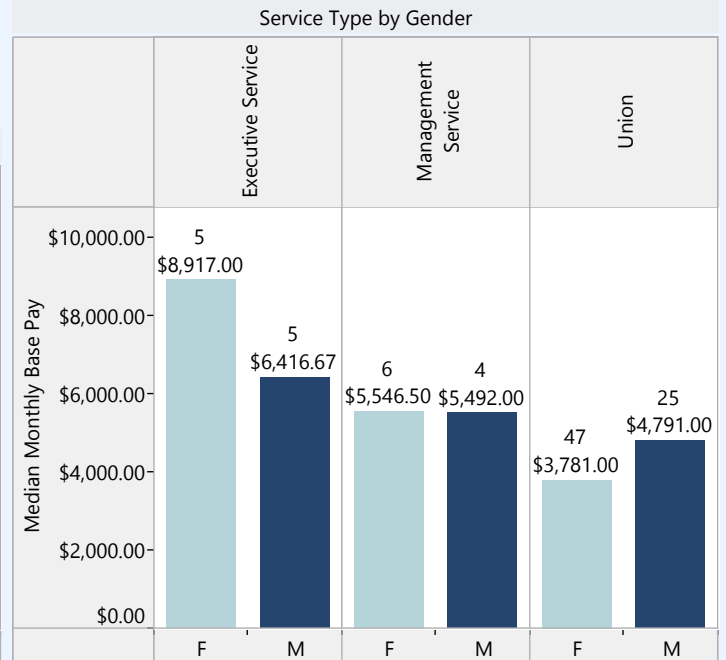
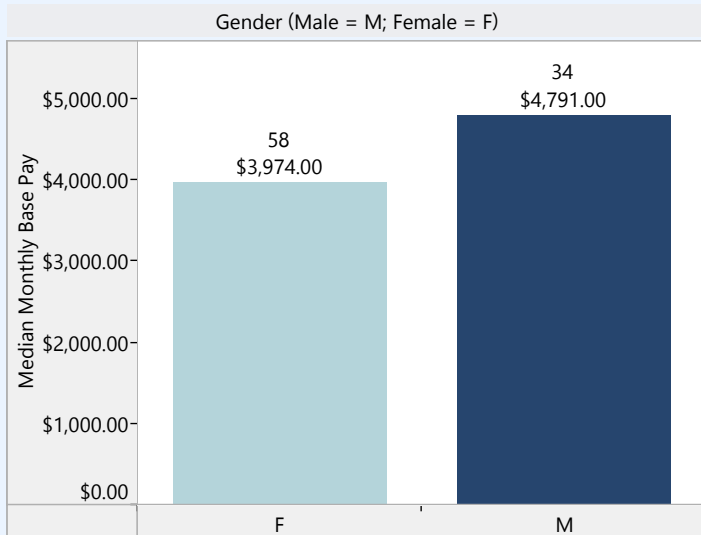
JUSTICE, DEPARTMENT OF



Agency Type: Regulatory
Agency Size: Large

Executive Branch Overall

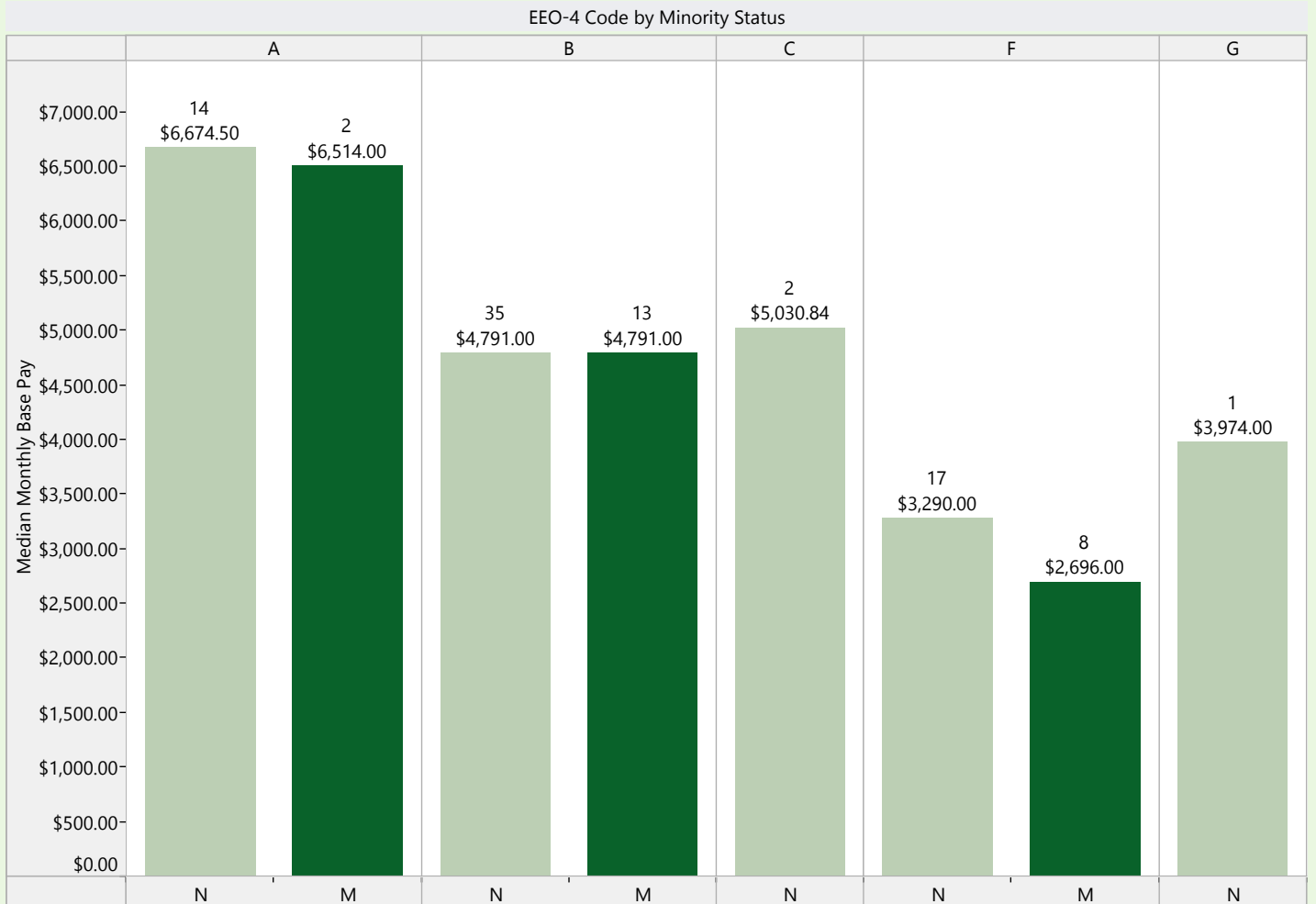
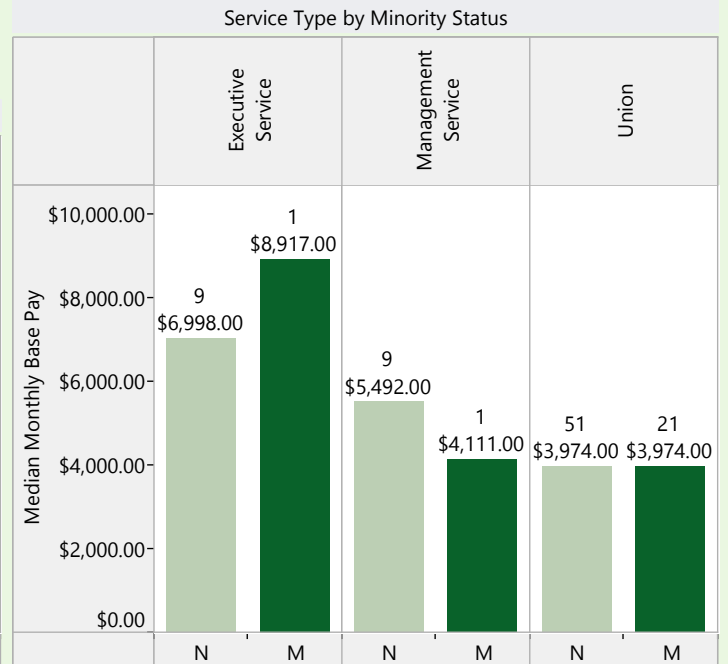
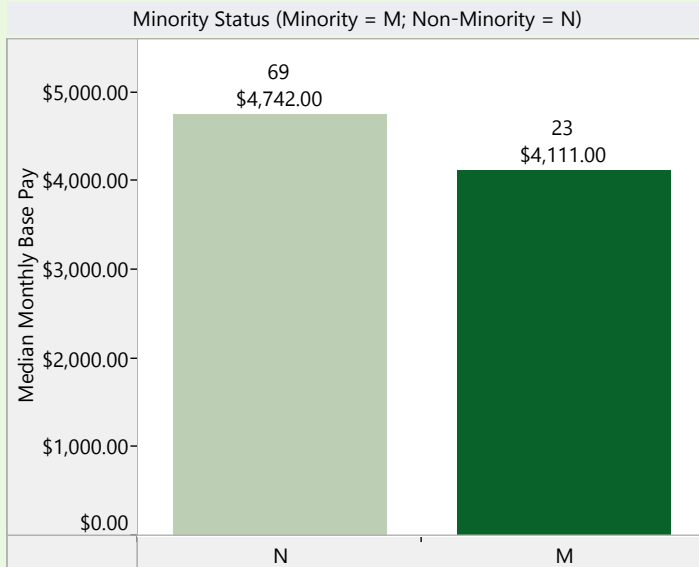
LABOR & INDUSTRIES, BUREAU OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

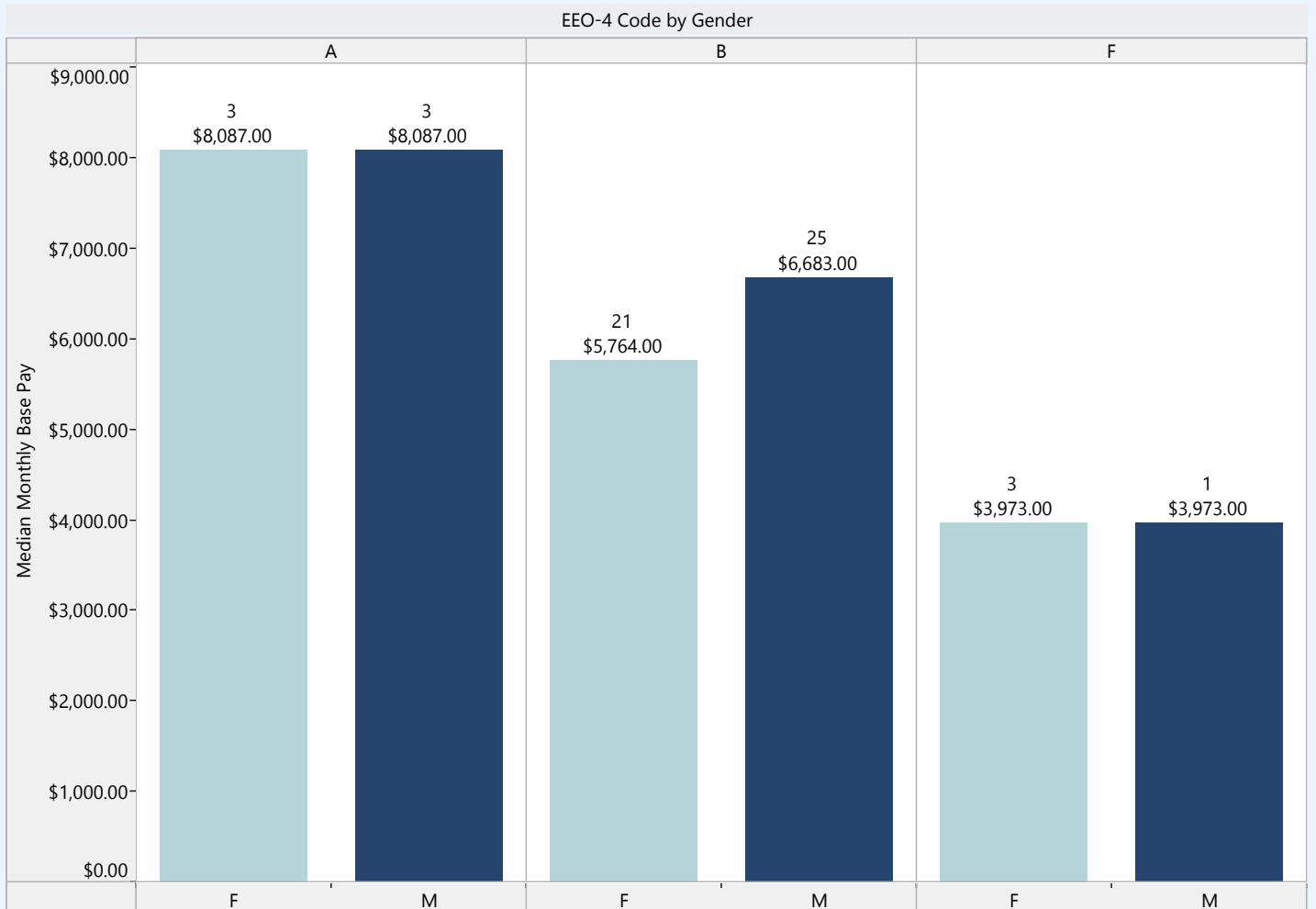
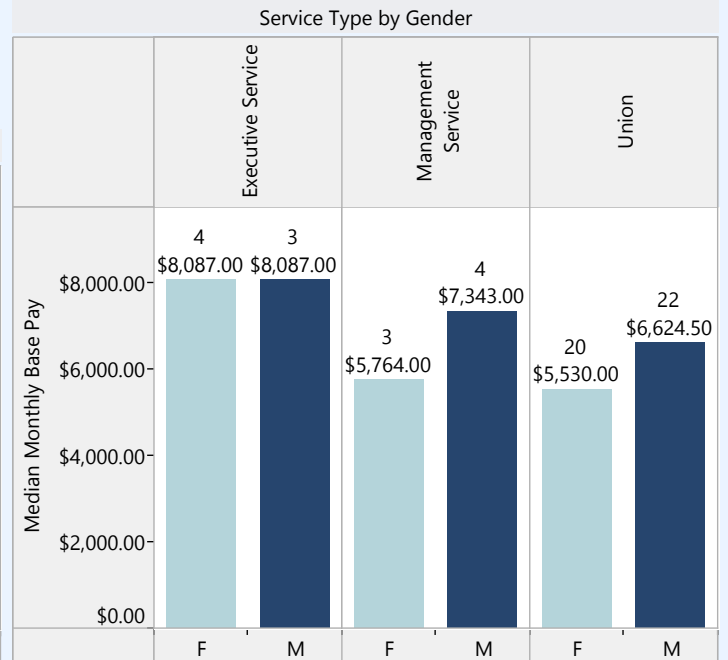
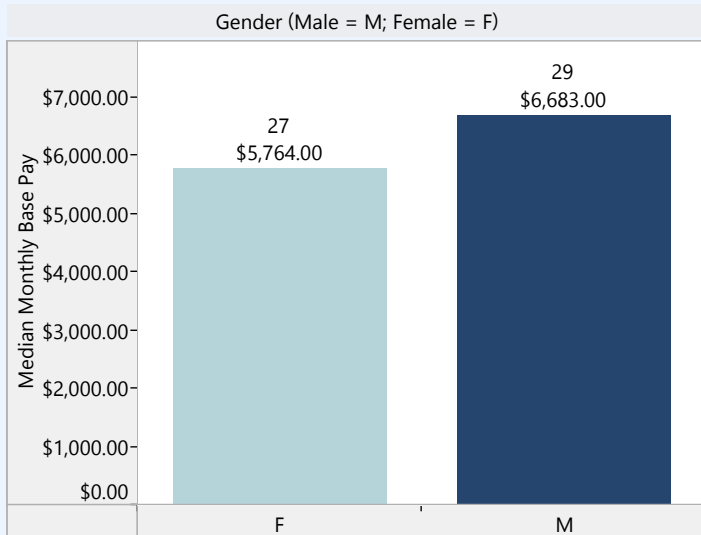
LABOR & INDUSTRIES, BUREAU OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

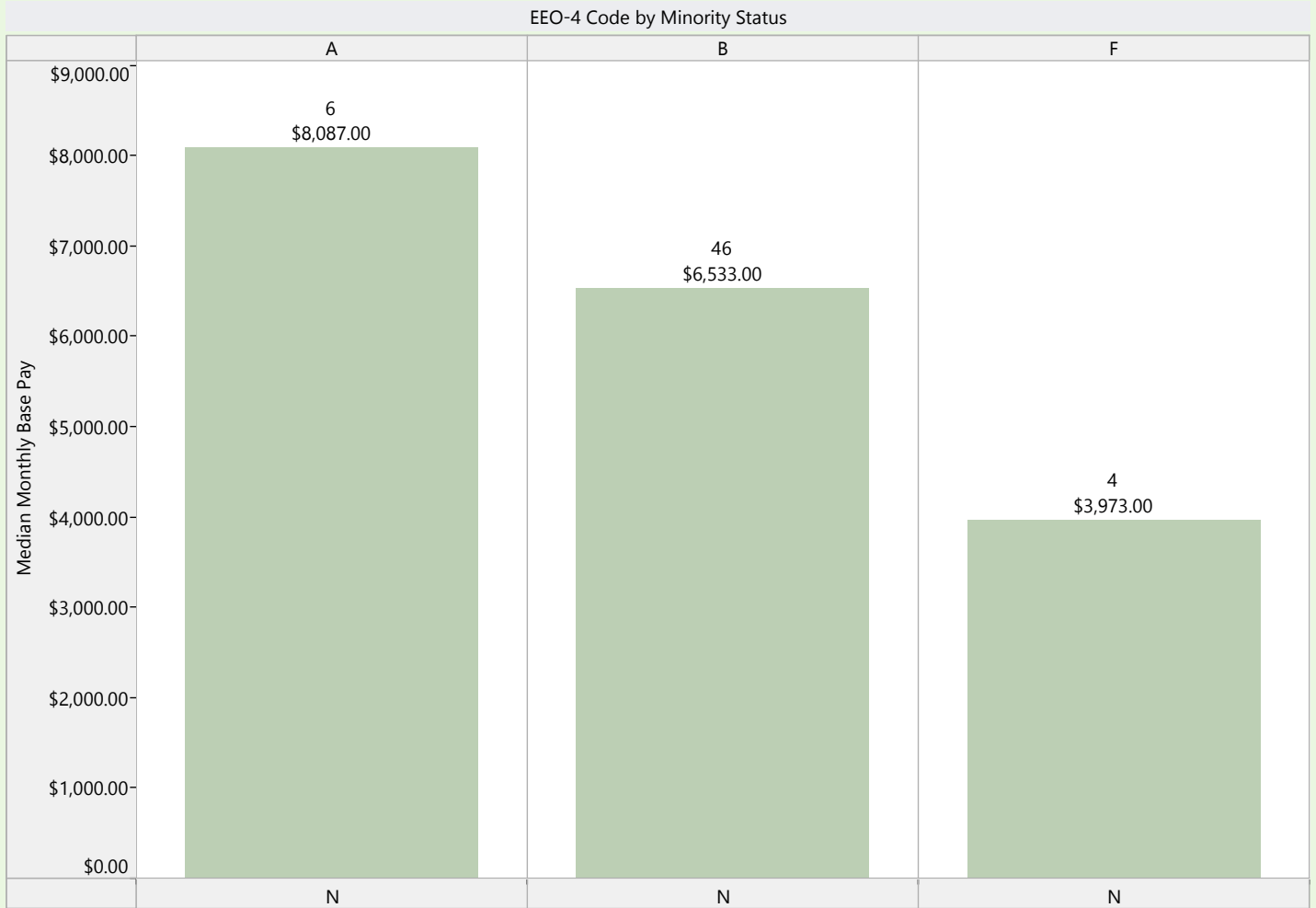
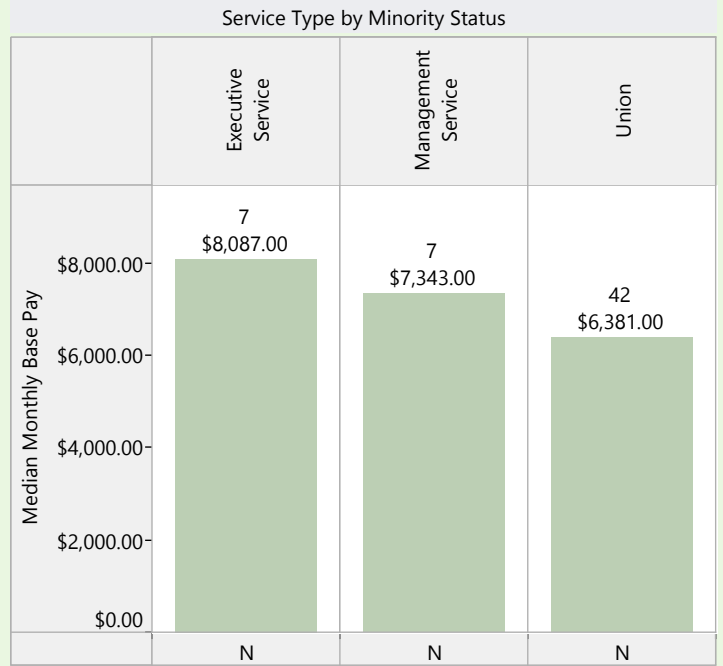
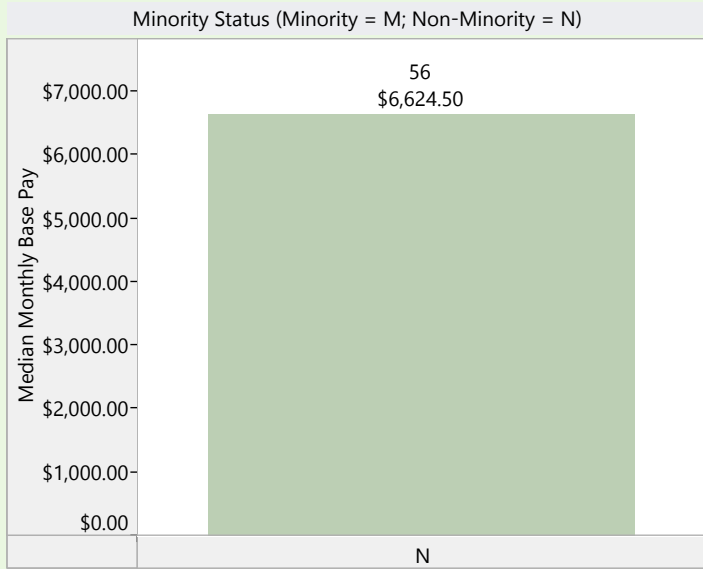
LAND CONSERV & DEV, DEPT OF



Agency Type: Distributive
Agency Size: Small

Executive Branch Overall

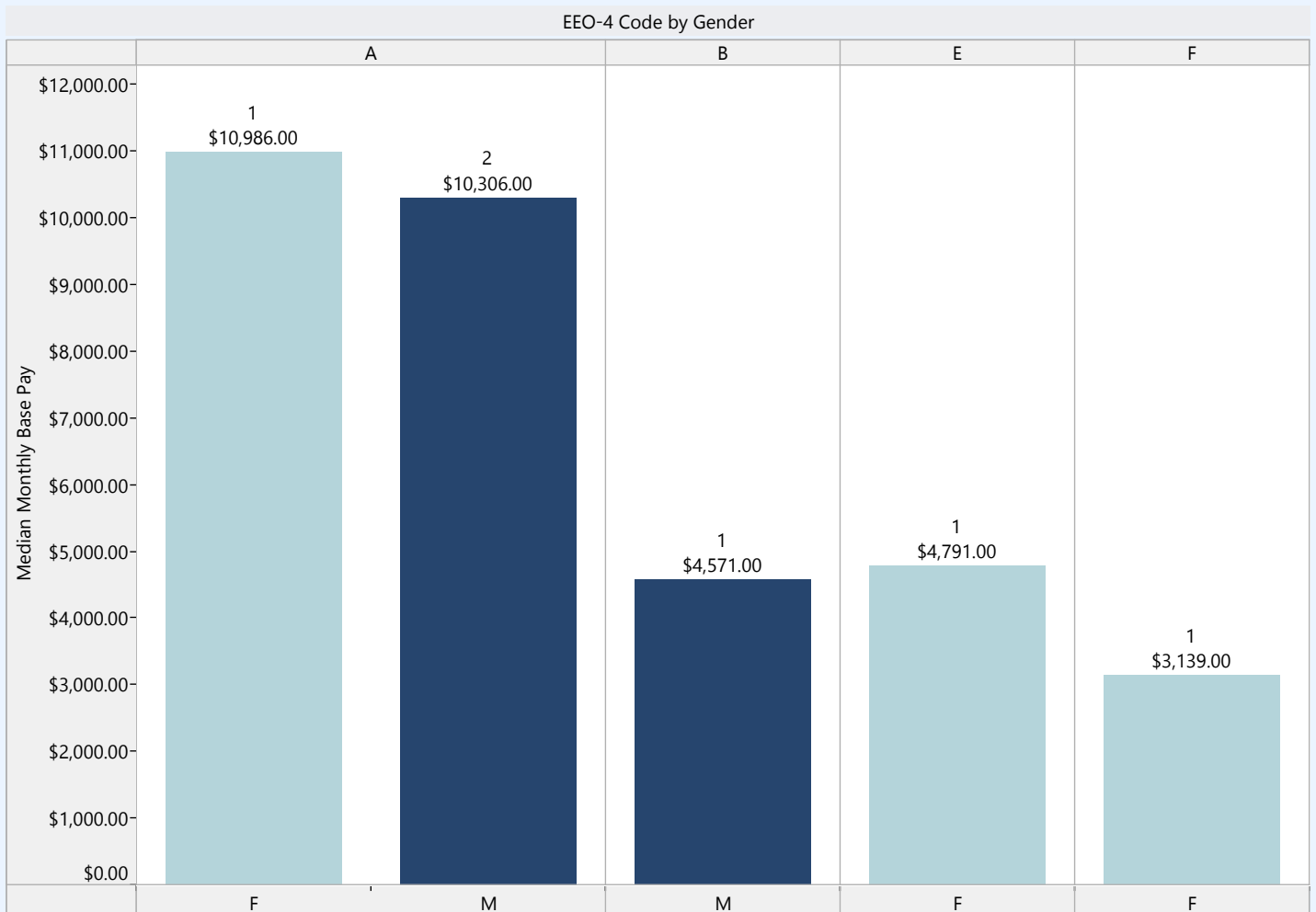
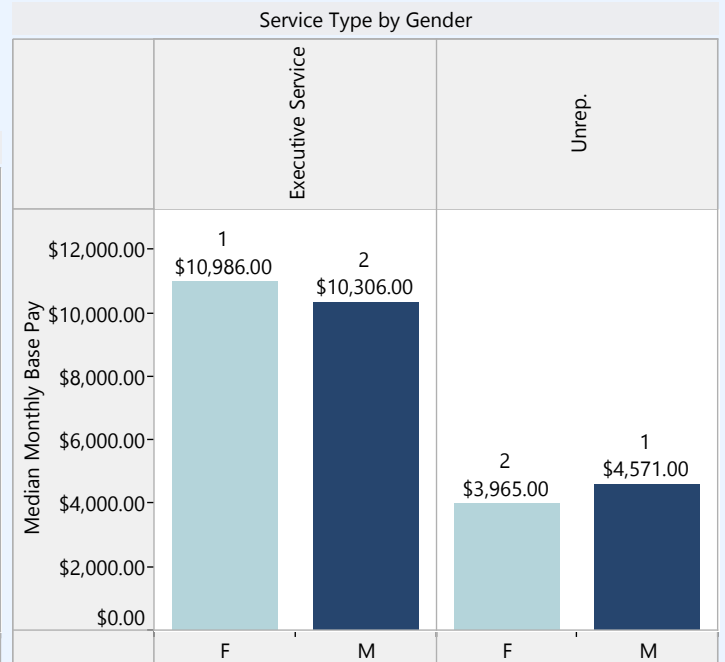
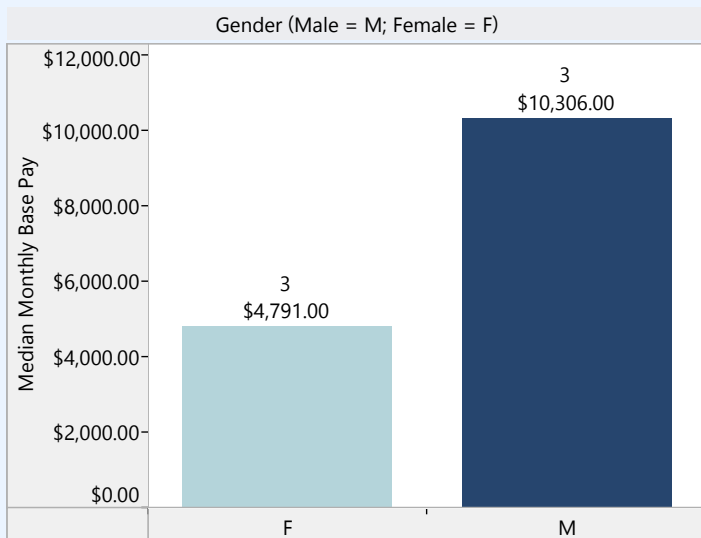
LAND CONSERV & DEV, DEPT OF



Agency Type: Distributive
Agency Size: Small

Executive Branch Overall

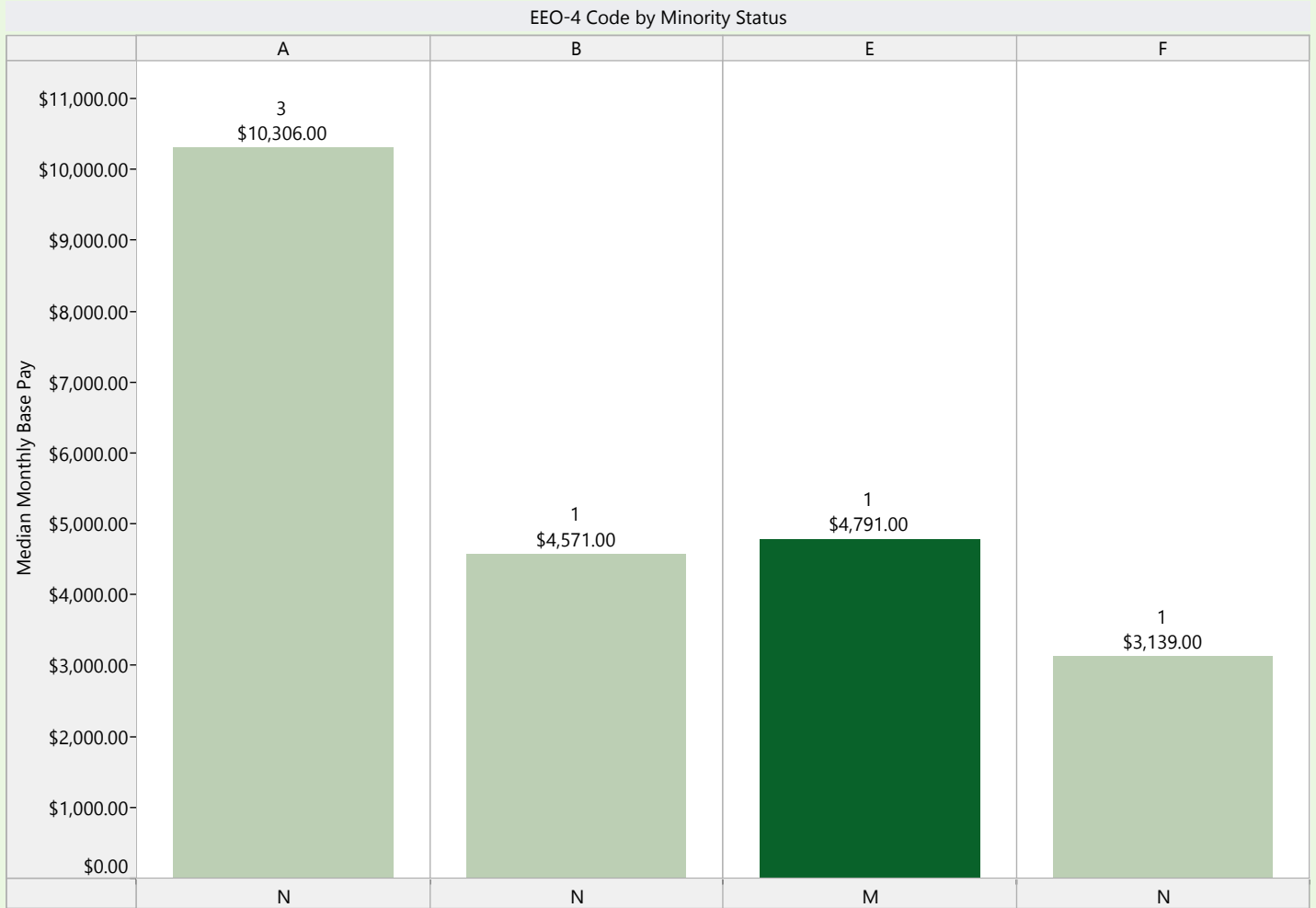
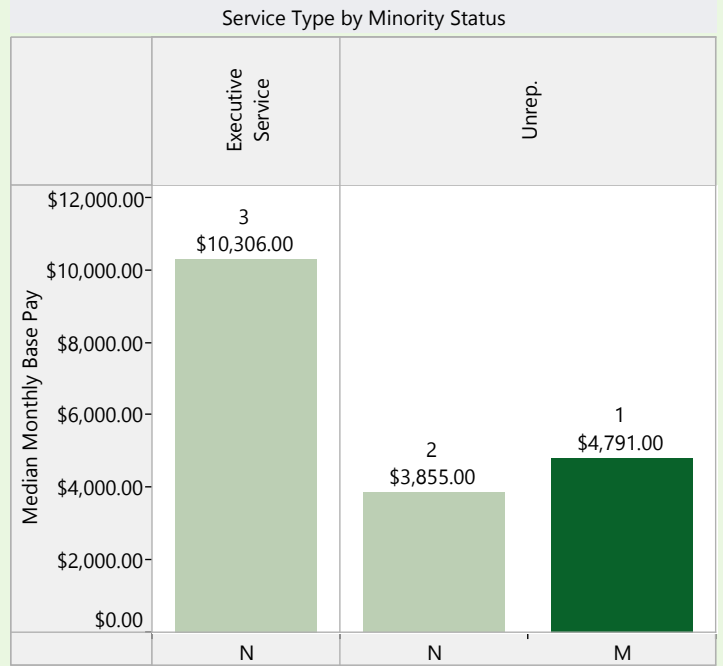
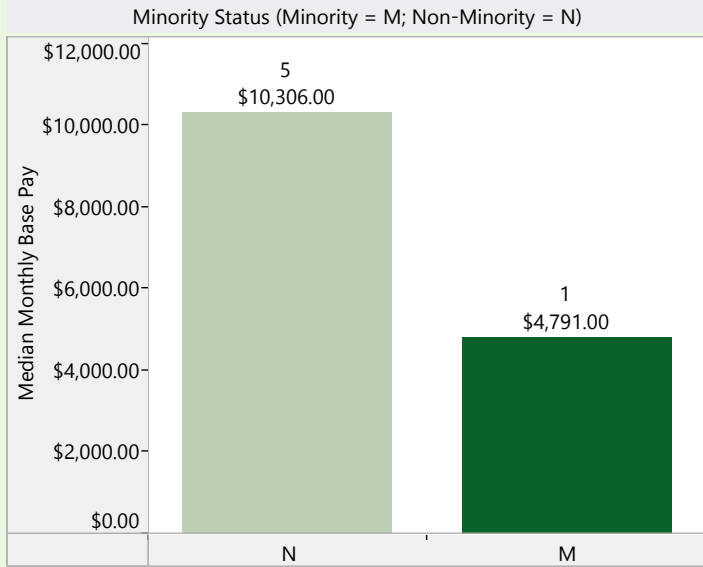
LAND USE BOARD OF APPEALS



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

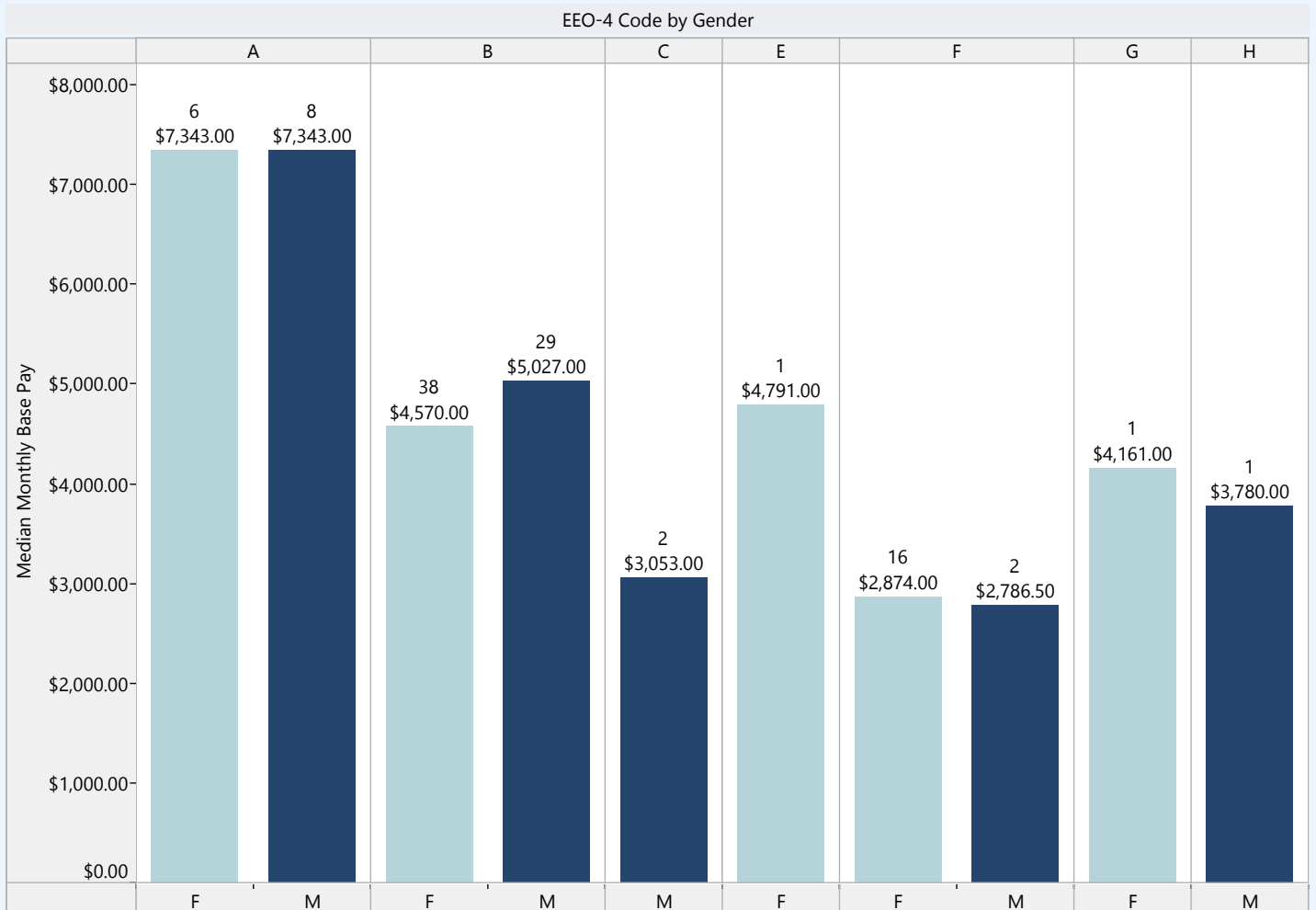
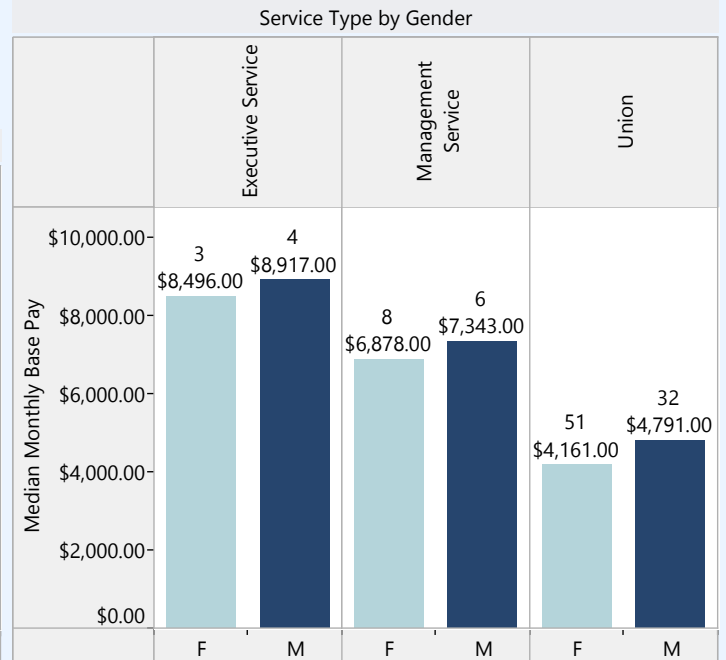
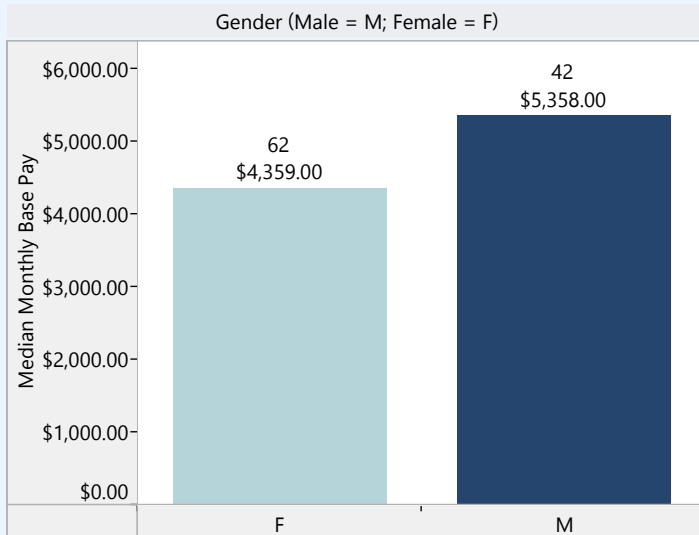
LAND USE BOARD OF APPEALS



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

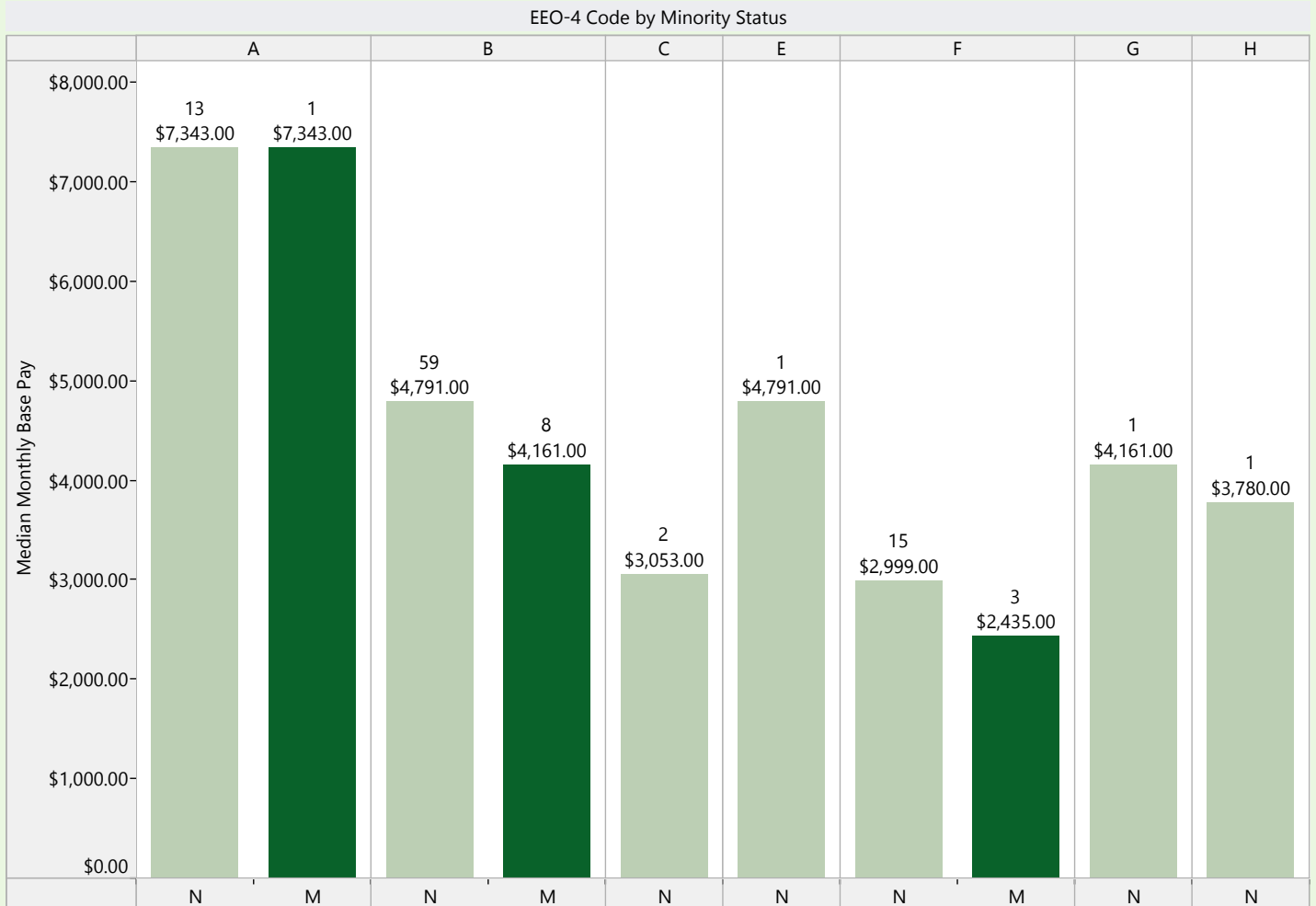
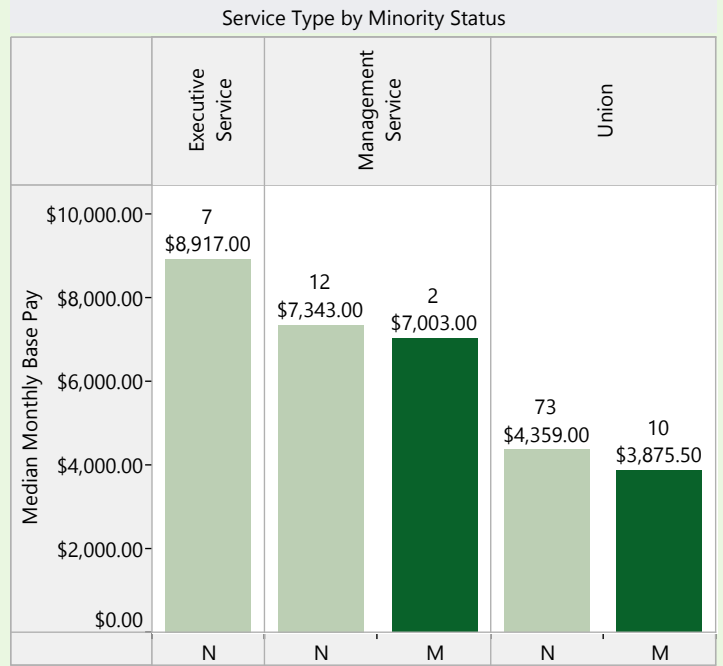
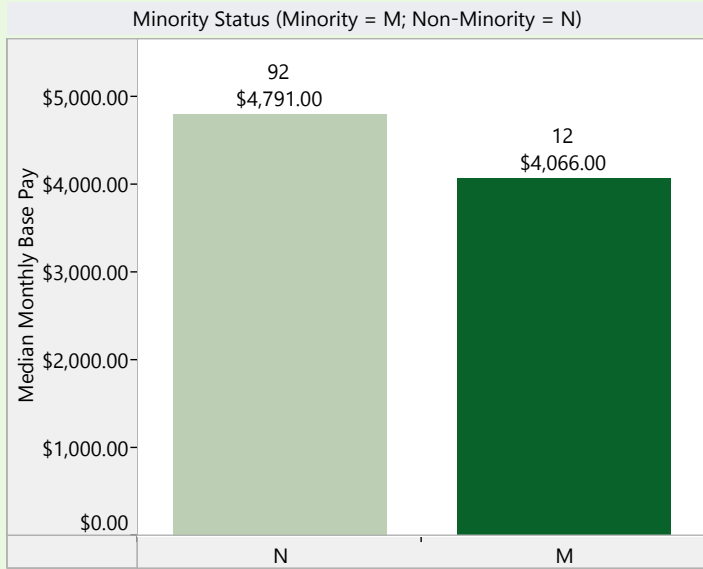
LANDS, DEPARTMENT OF STATE



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

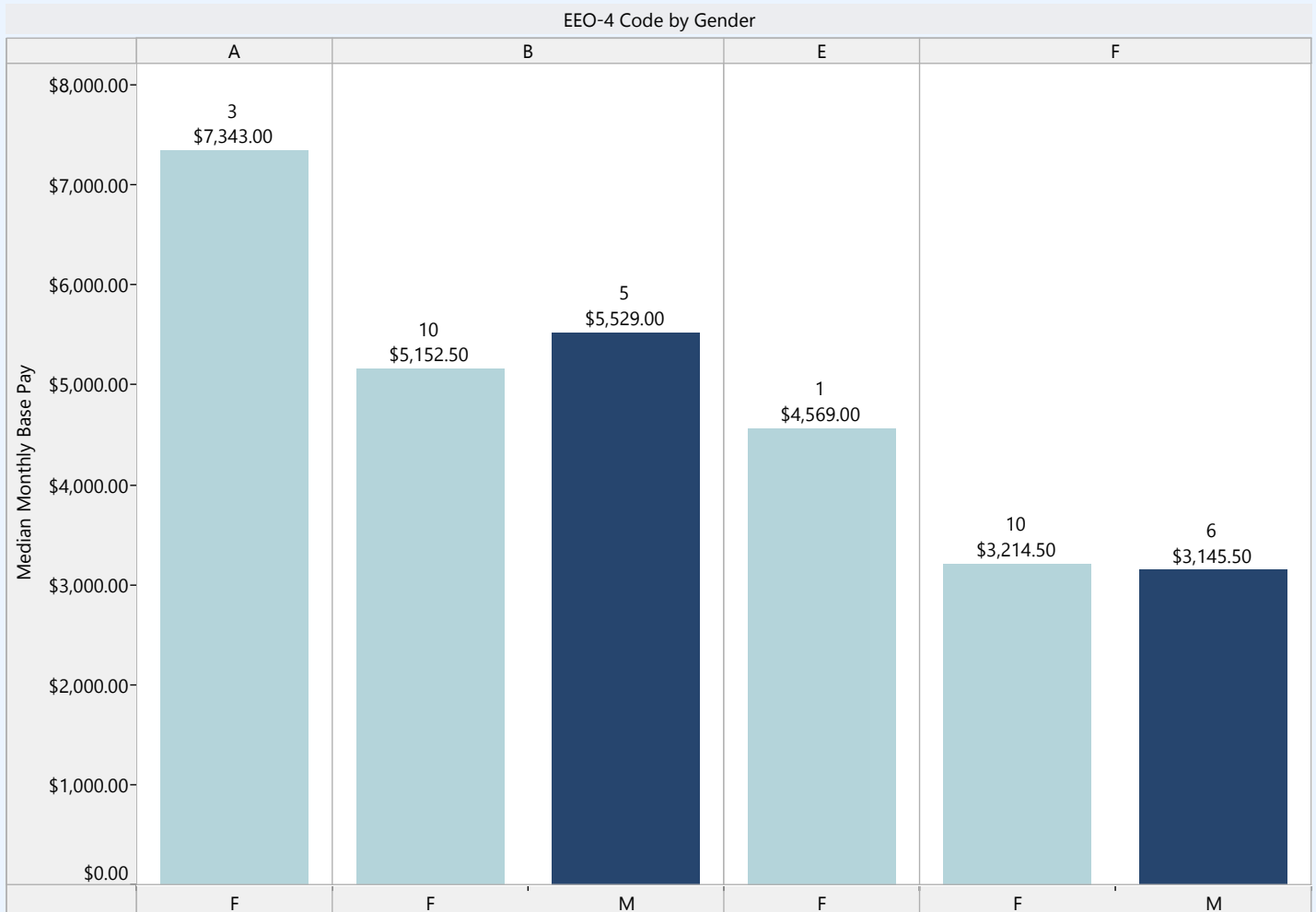
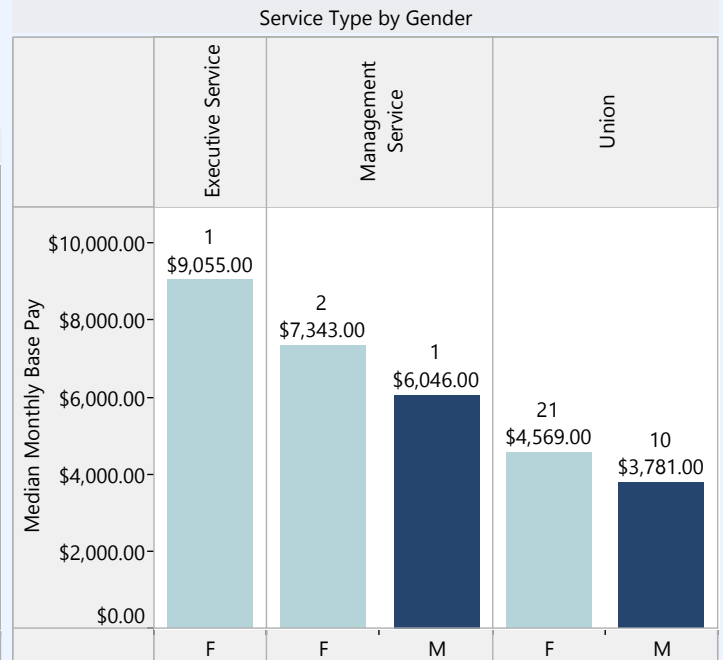
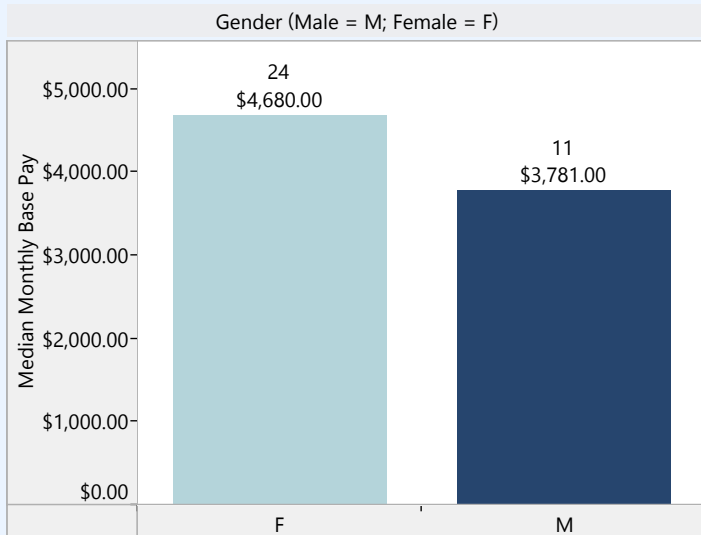
LANDS, DEPARTMENT OF STATE



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

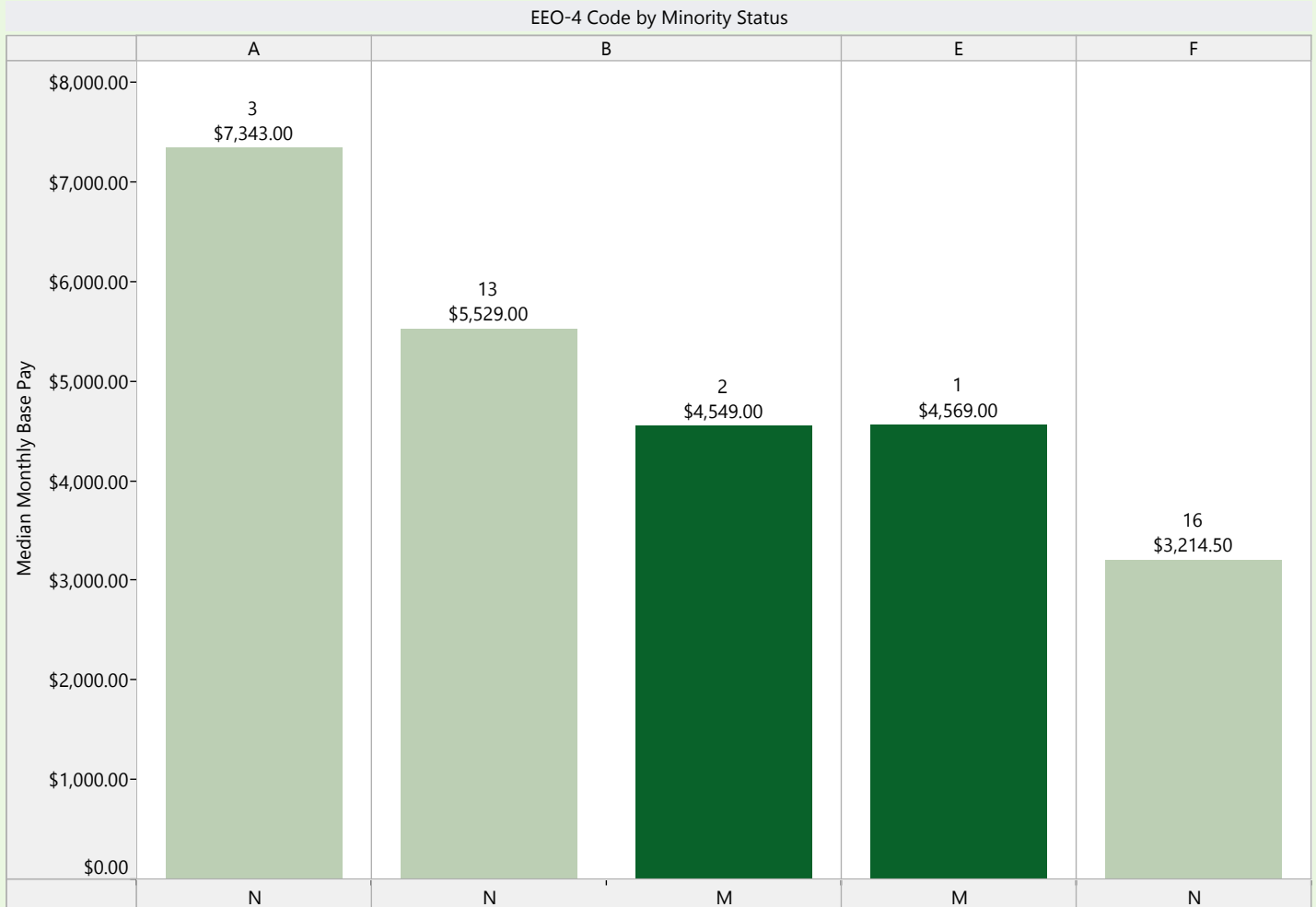
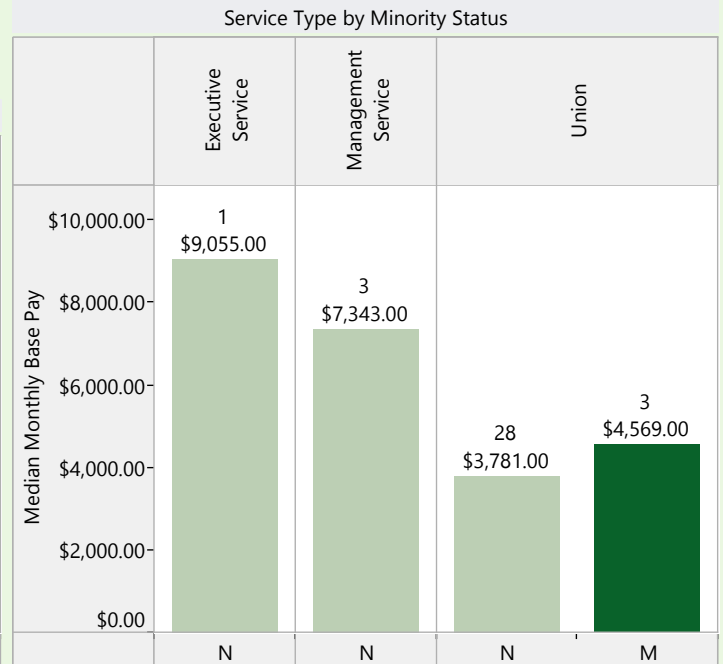
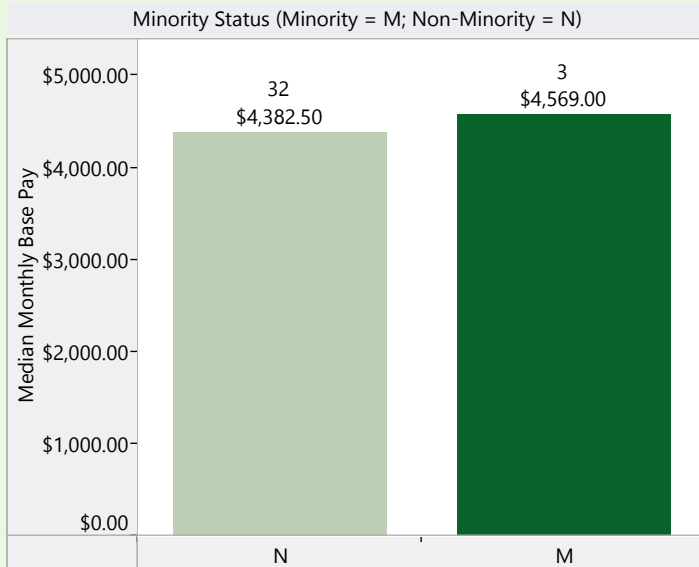
LIBRARY, OREGON STATE



Agency Type: Redistributive
Agency Size: Small

Executive Branch Overall

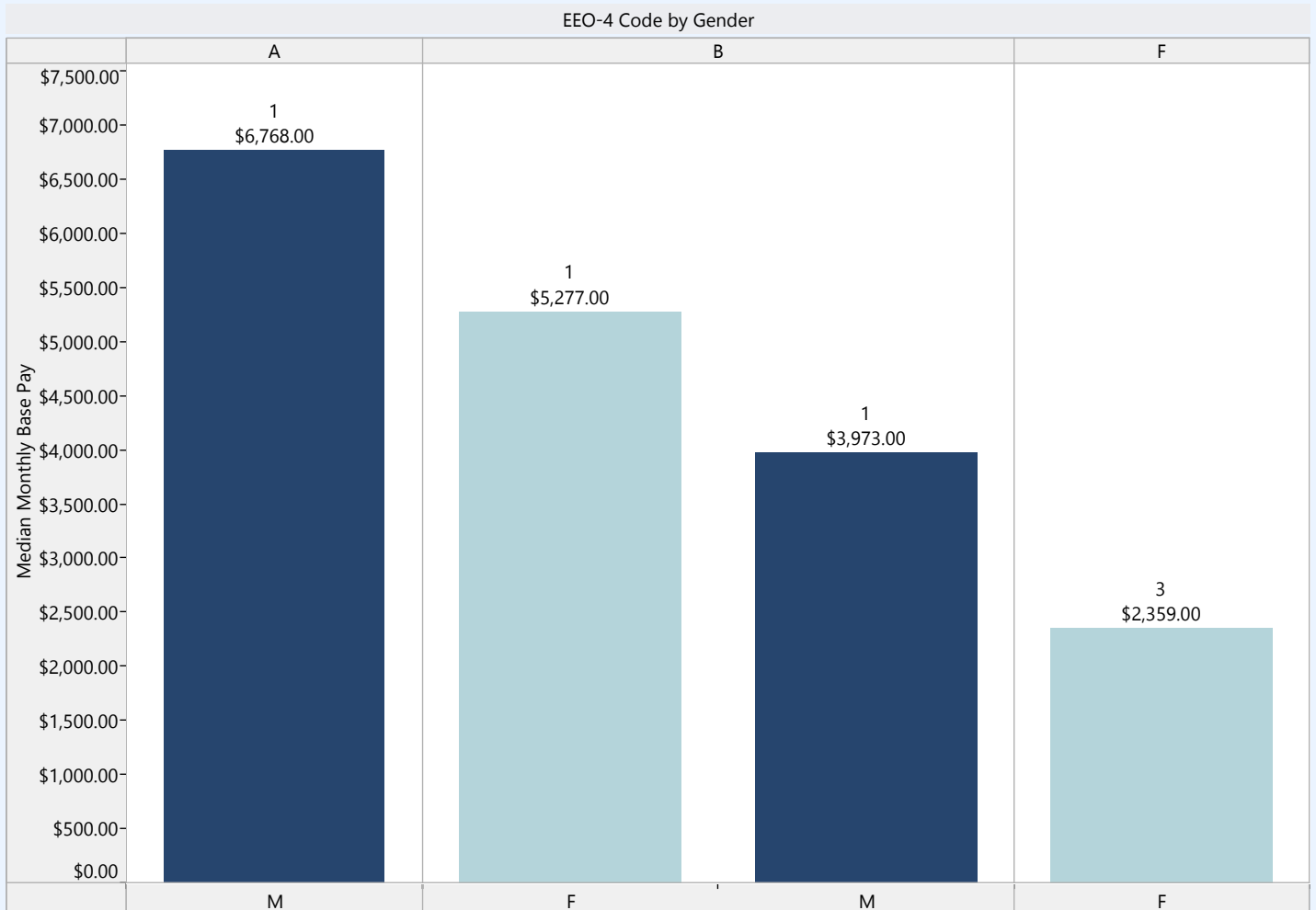
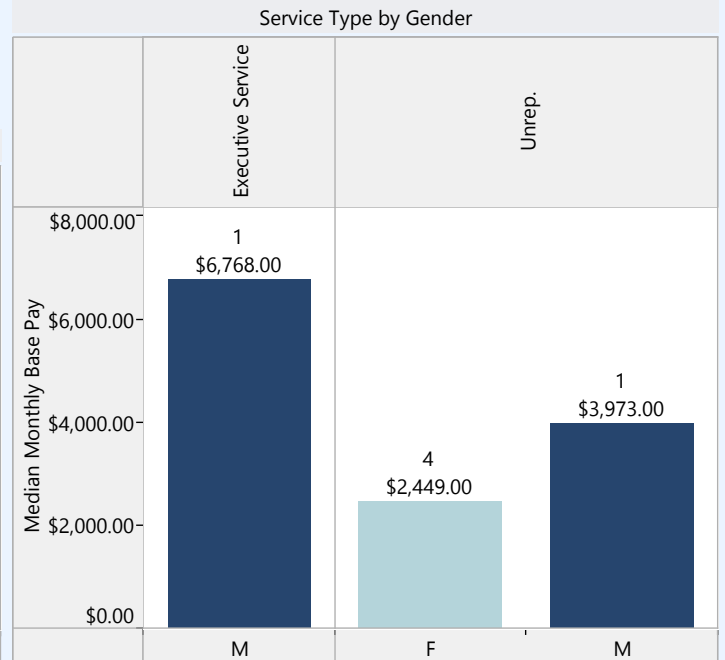
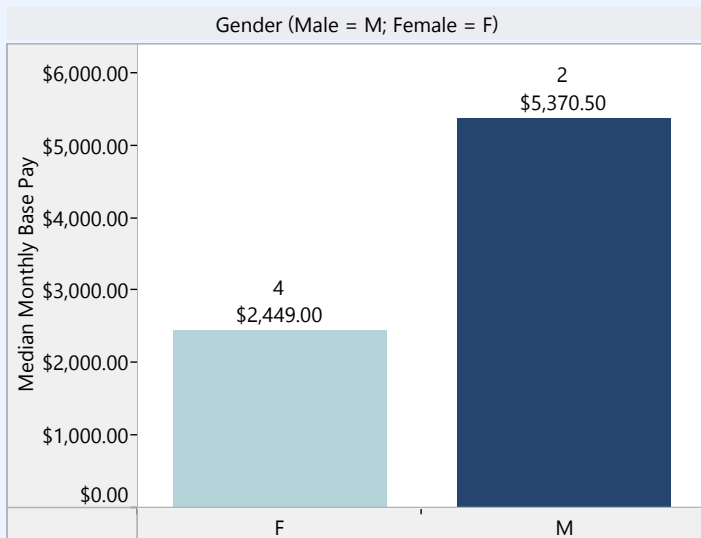
LIBRARY, OREGON STATE



Agency Type: Redistributive
Agency Size: Small

Executive Branch Overall

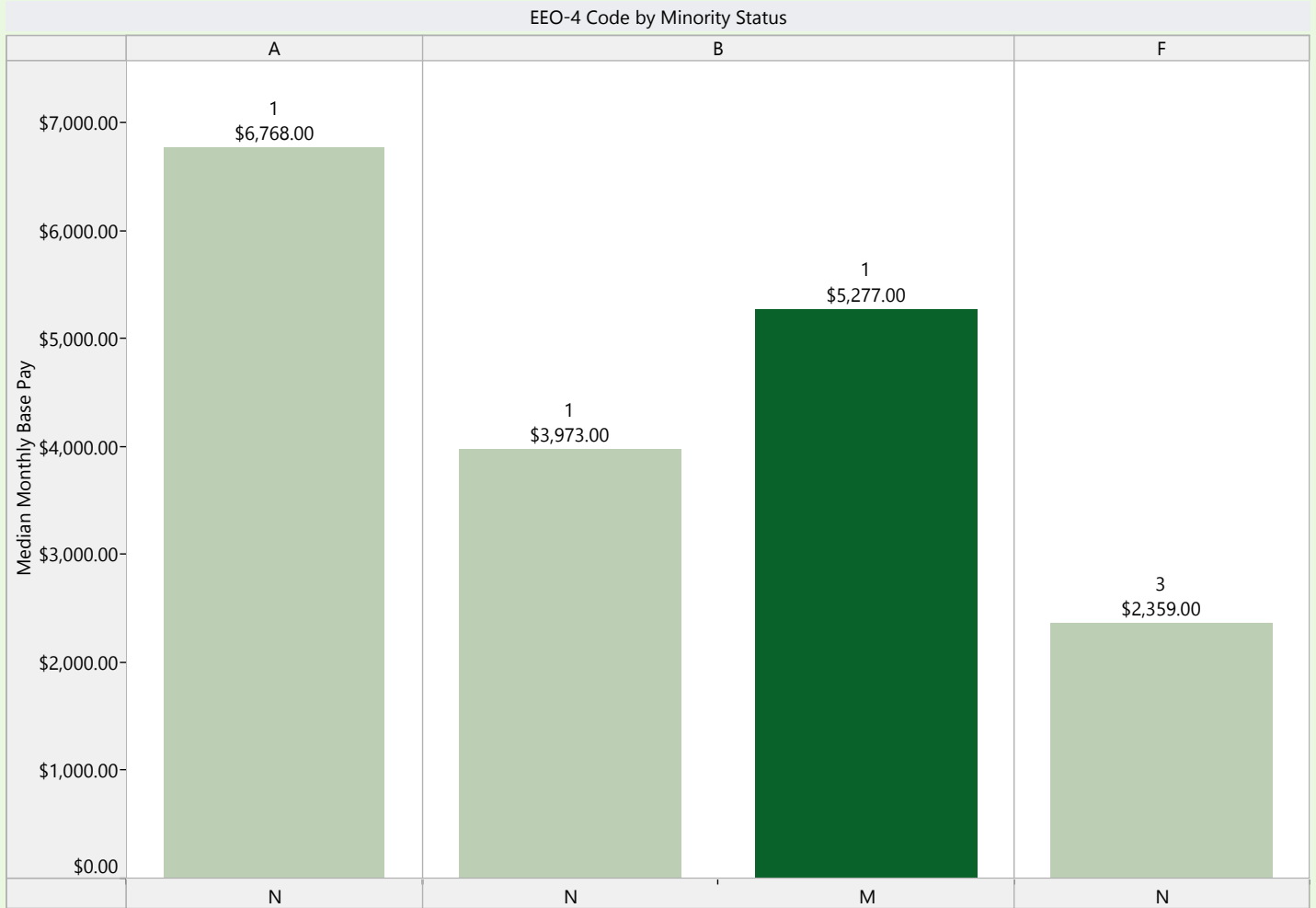
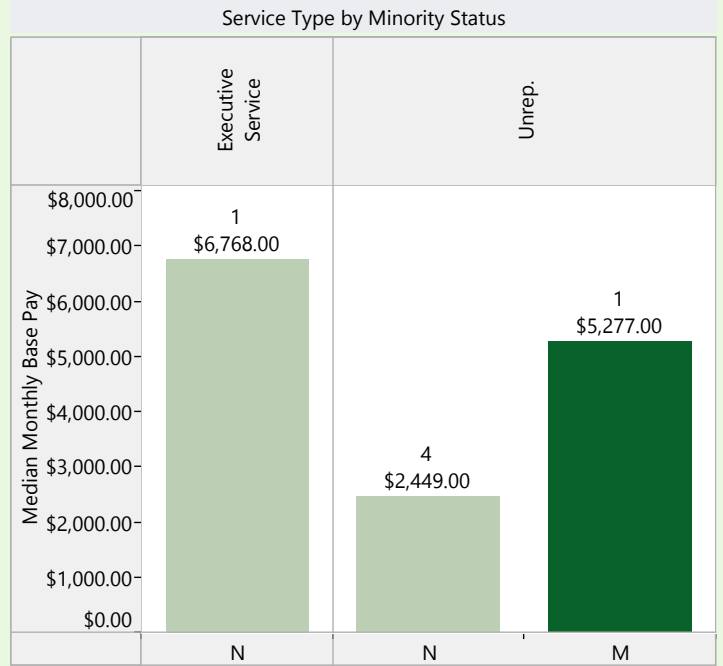
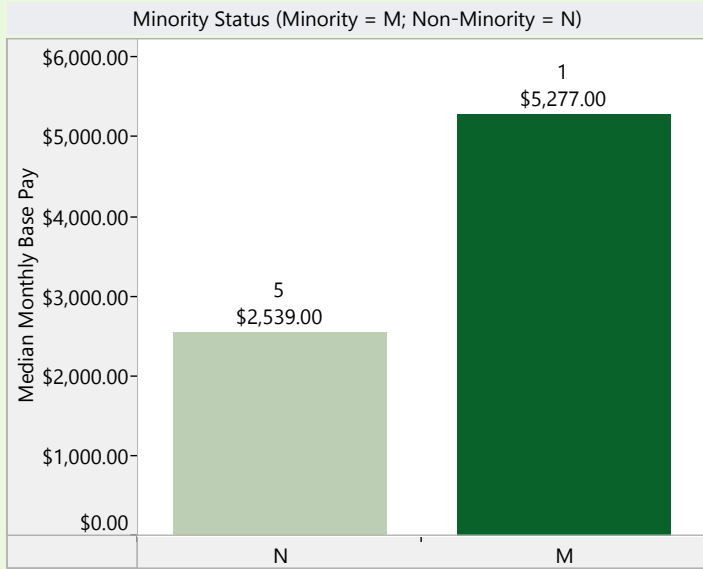
LICENSED SOCIAL WORKERS BOARD



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

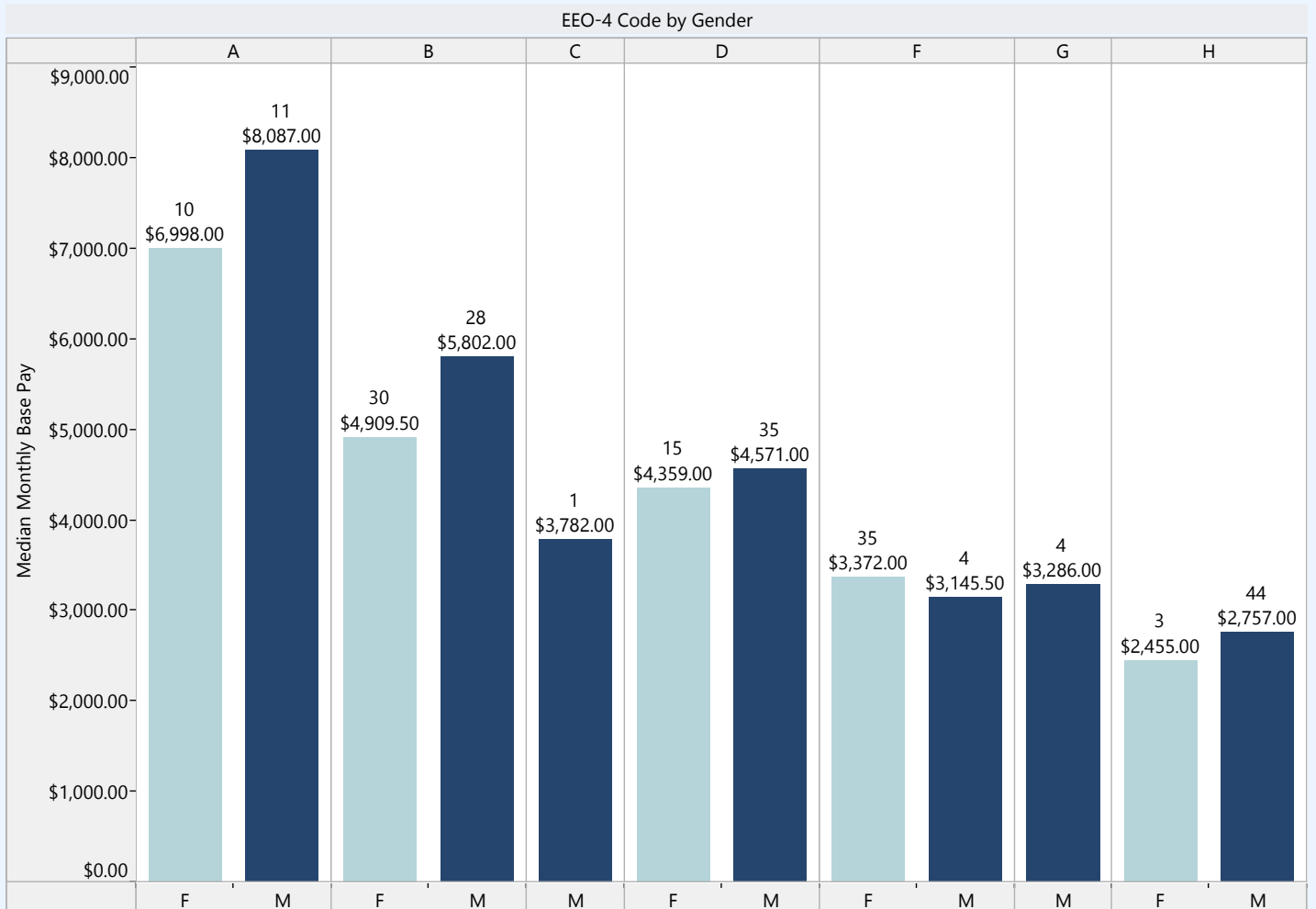
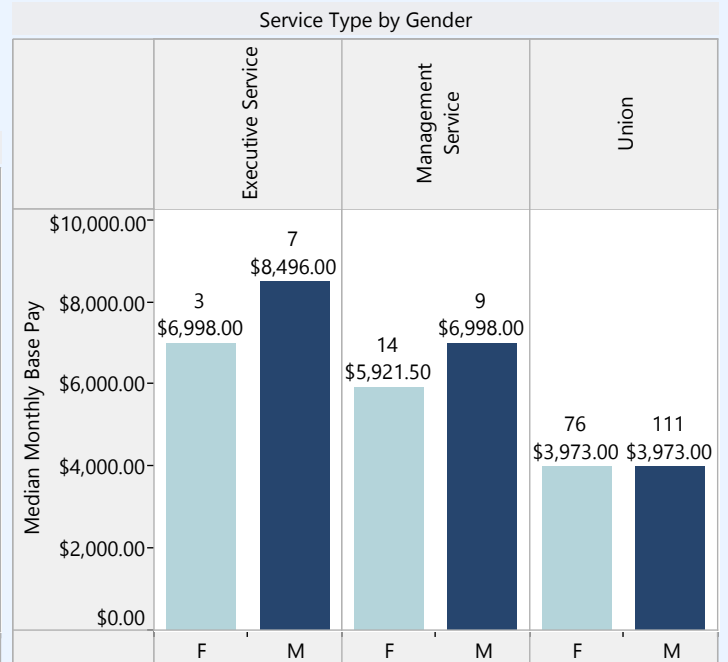
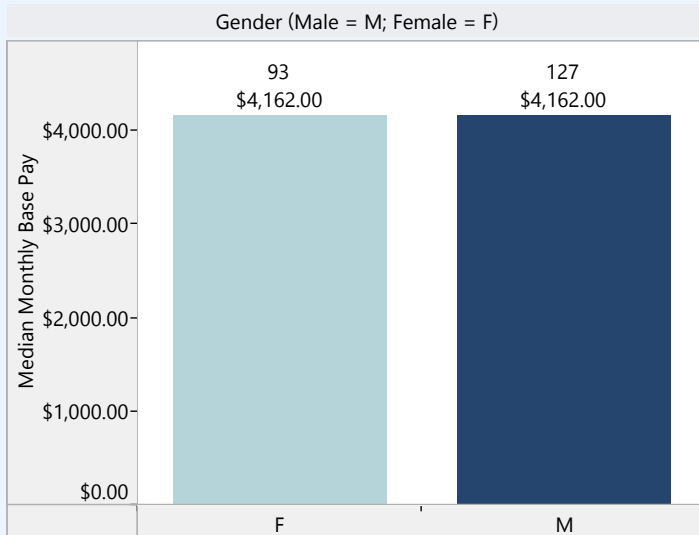
LICENSED SOCIAL WORKERS BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

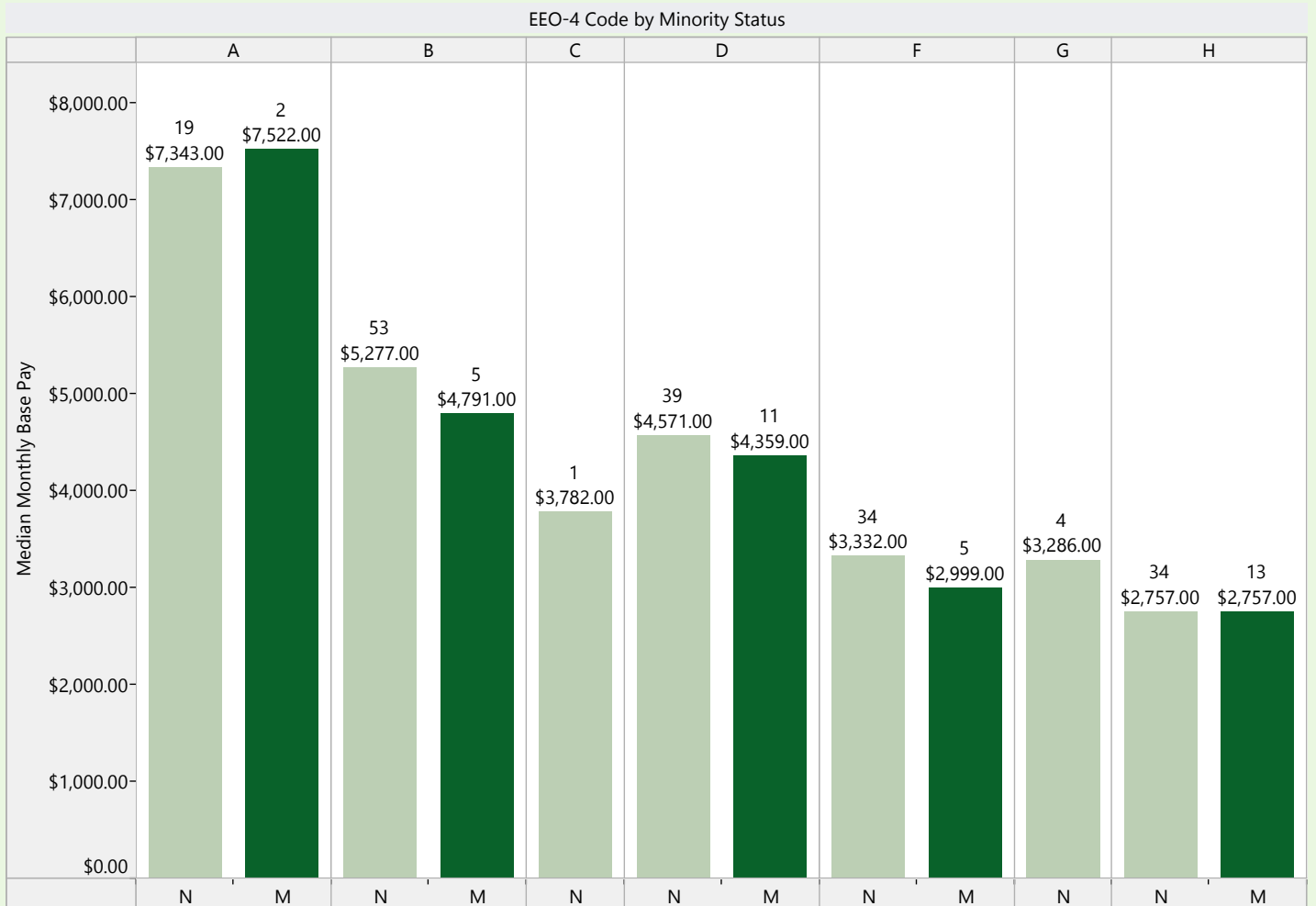
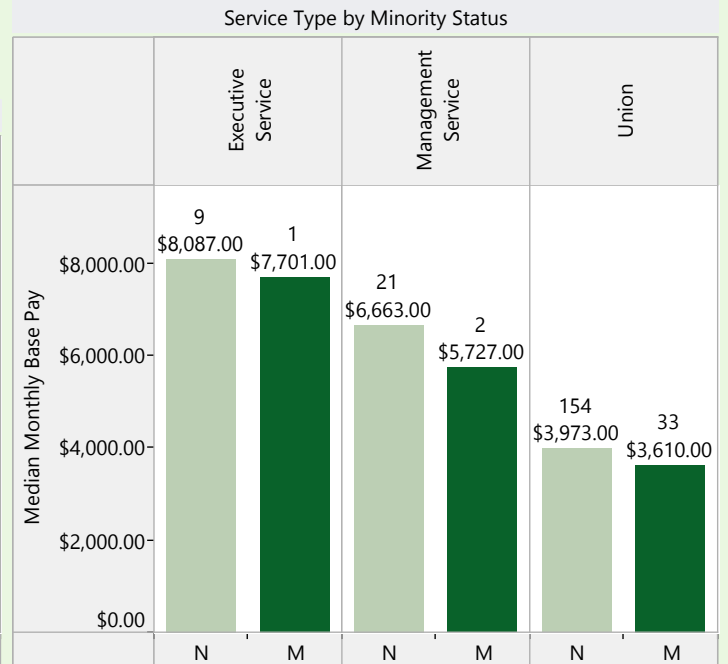
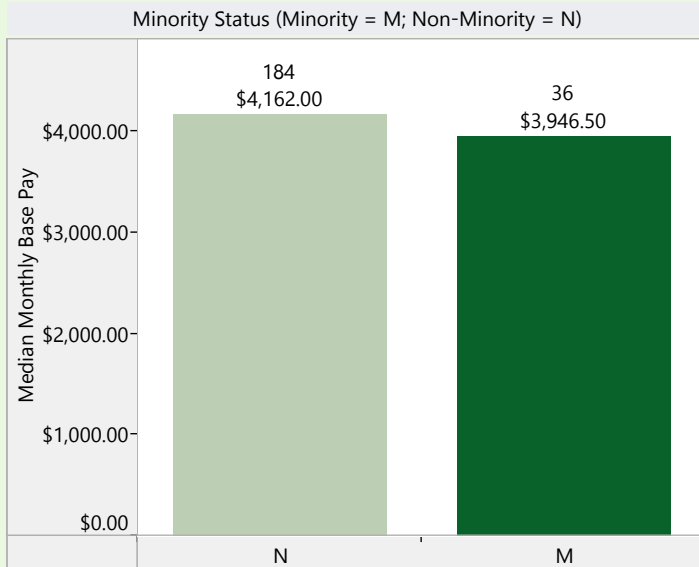
LIQUOR CONTROL COMMISSION



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

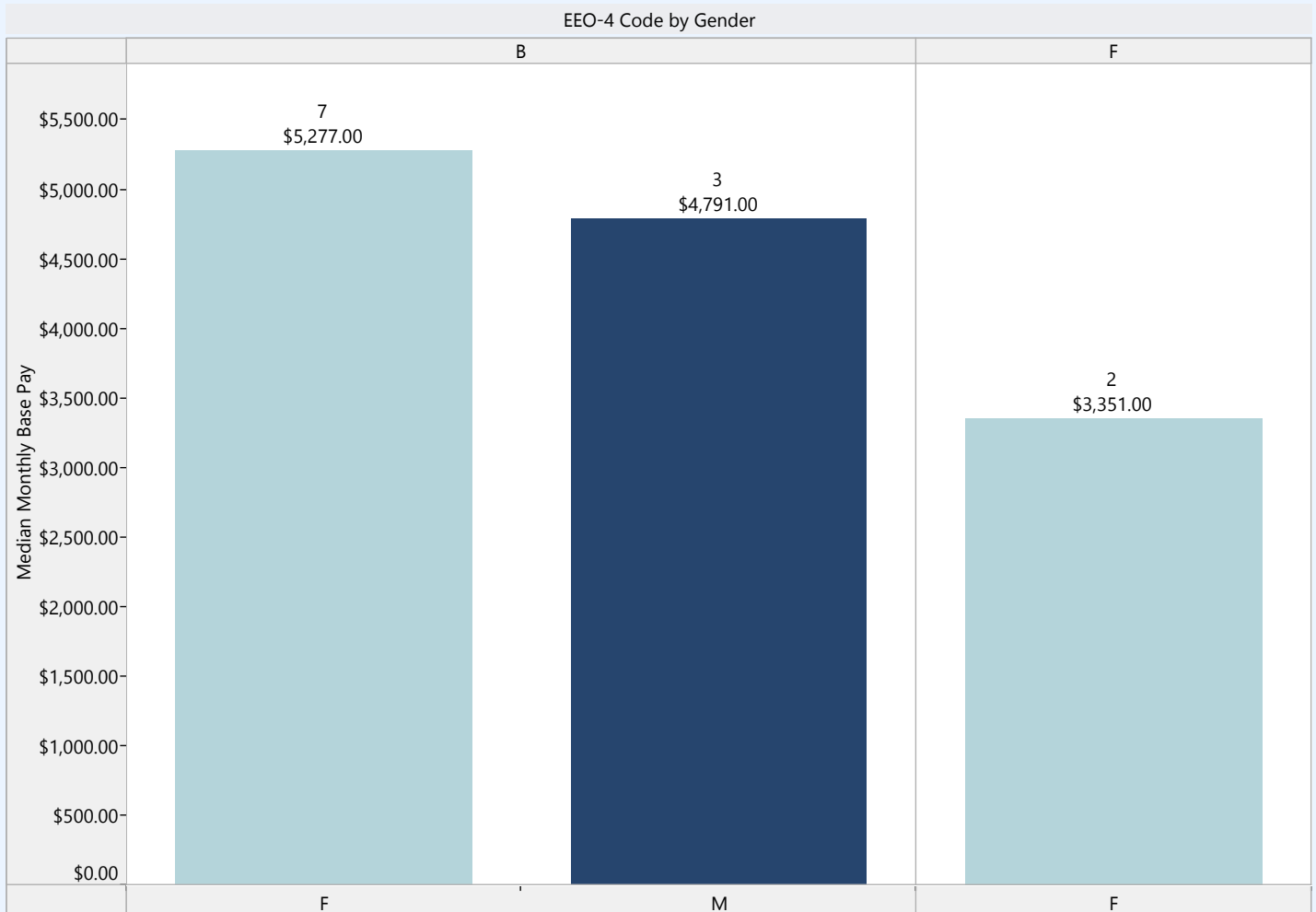
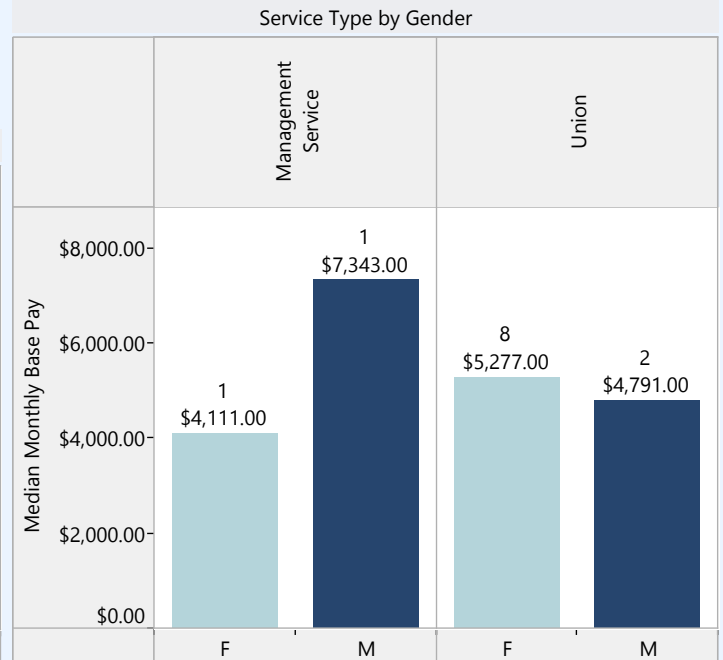
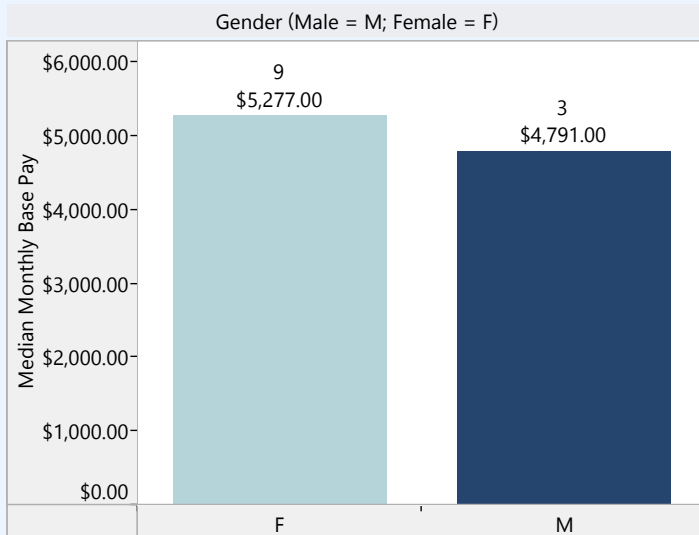
LIQUOR CONTROL COMMISSION



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

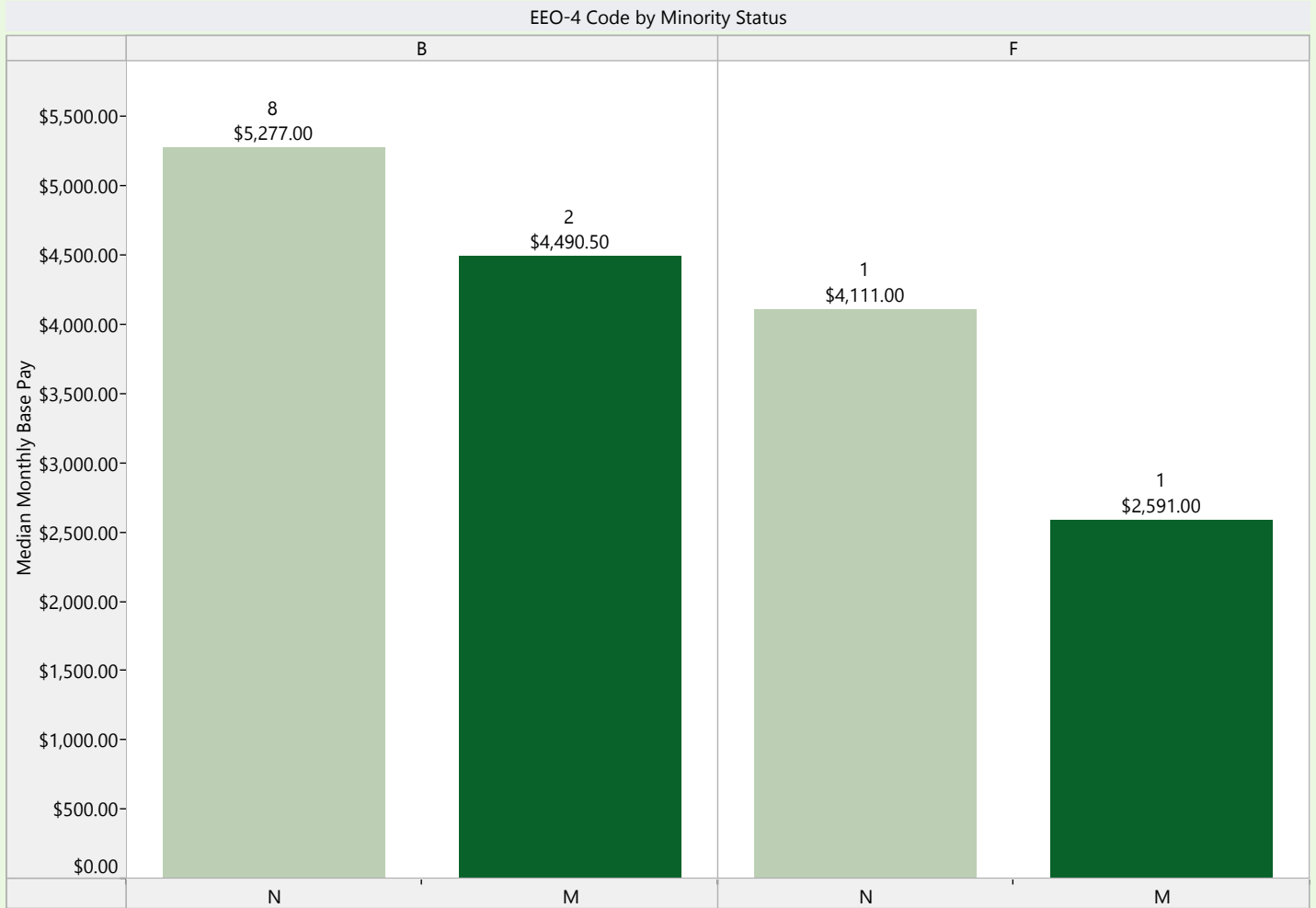
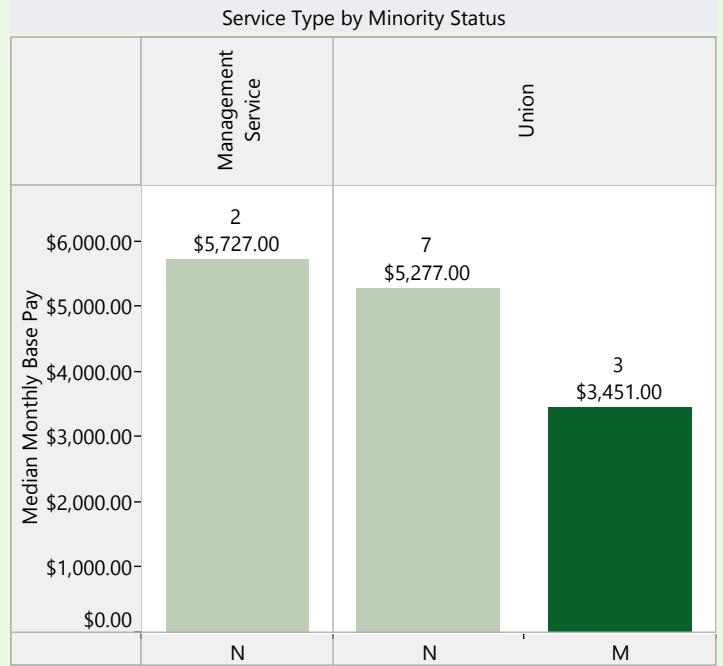
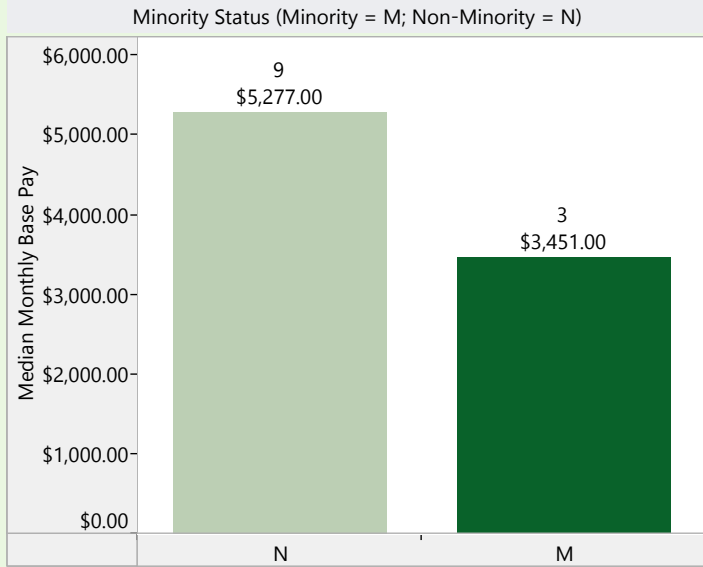
LONG TERM CARE OMBUDSMAN



Agency Type: Redistributive
Agency Size: Small

Executive Branch Overall

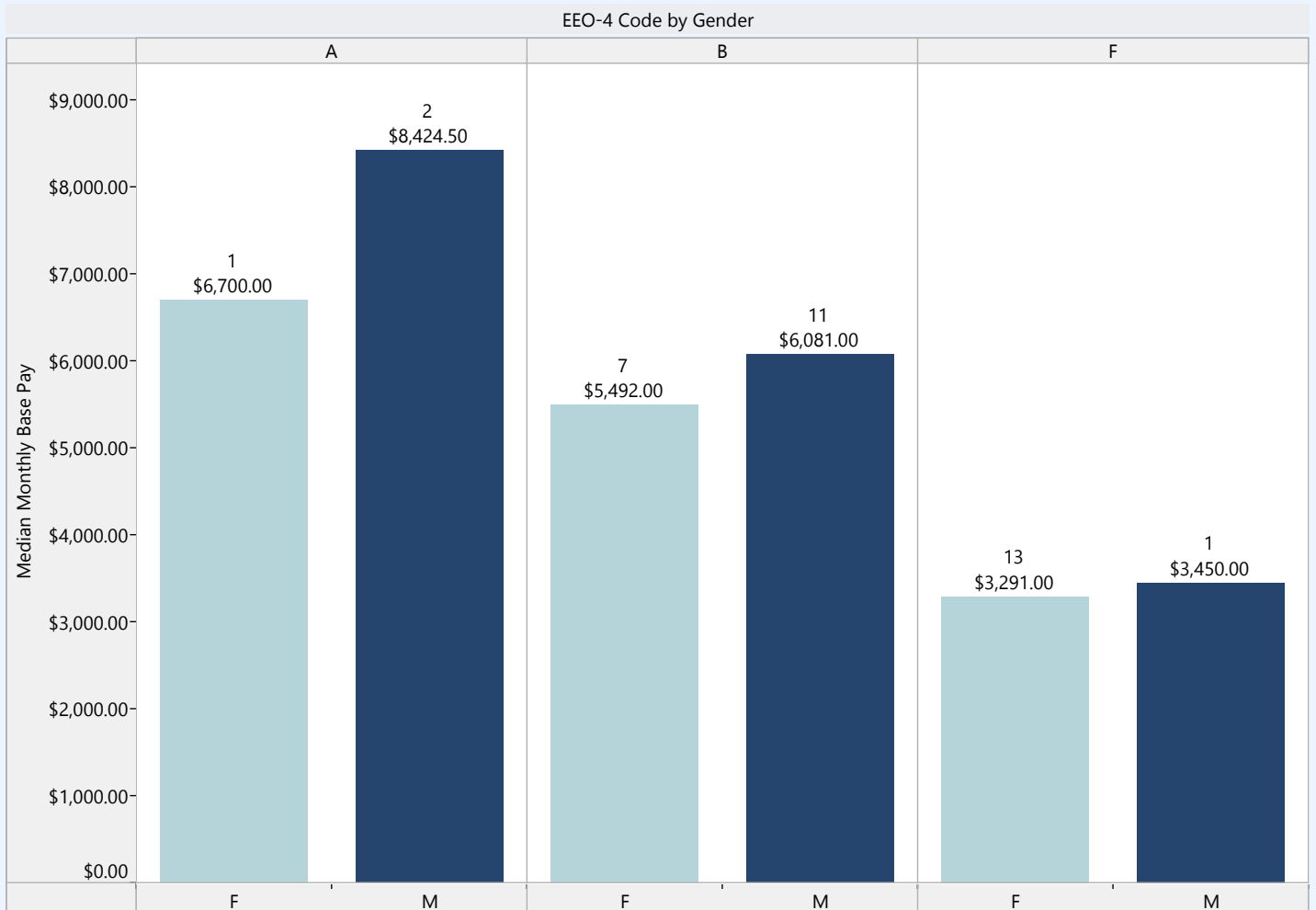
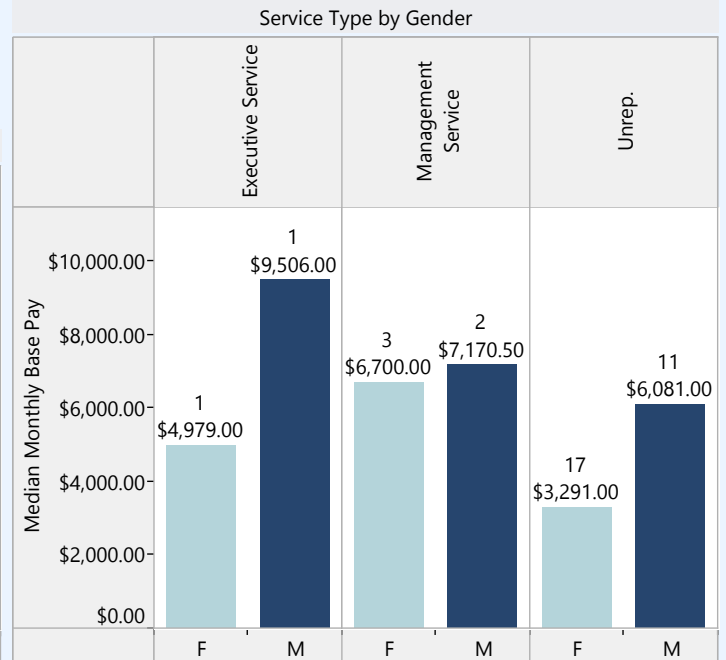
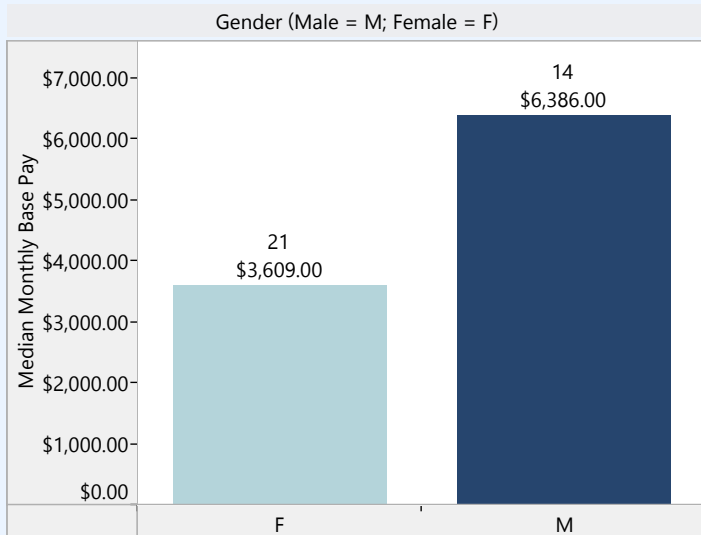
LONG TERM CARE OMBUDSMAN



Agency Type: Redistributive
Agency Size: Small

Executive Branch Overall

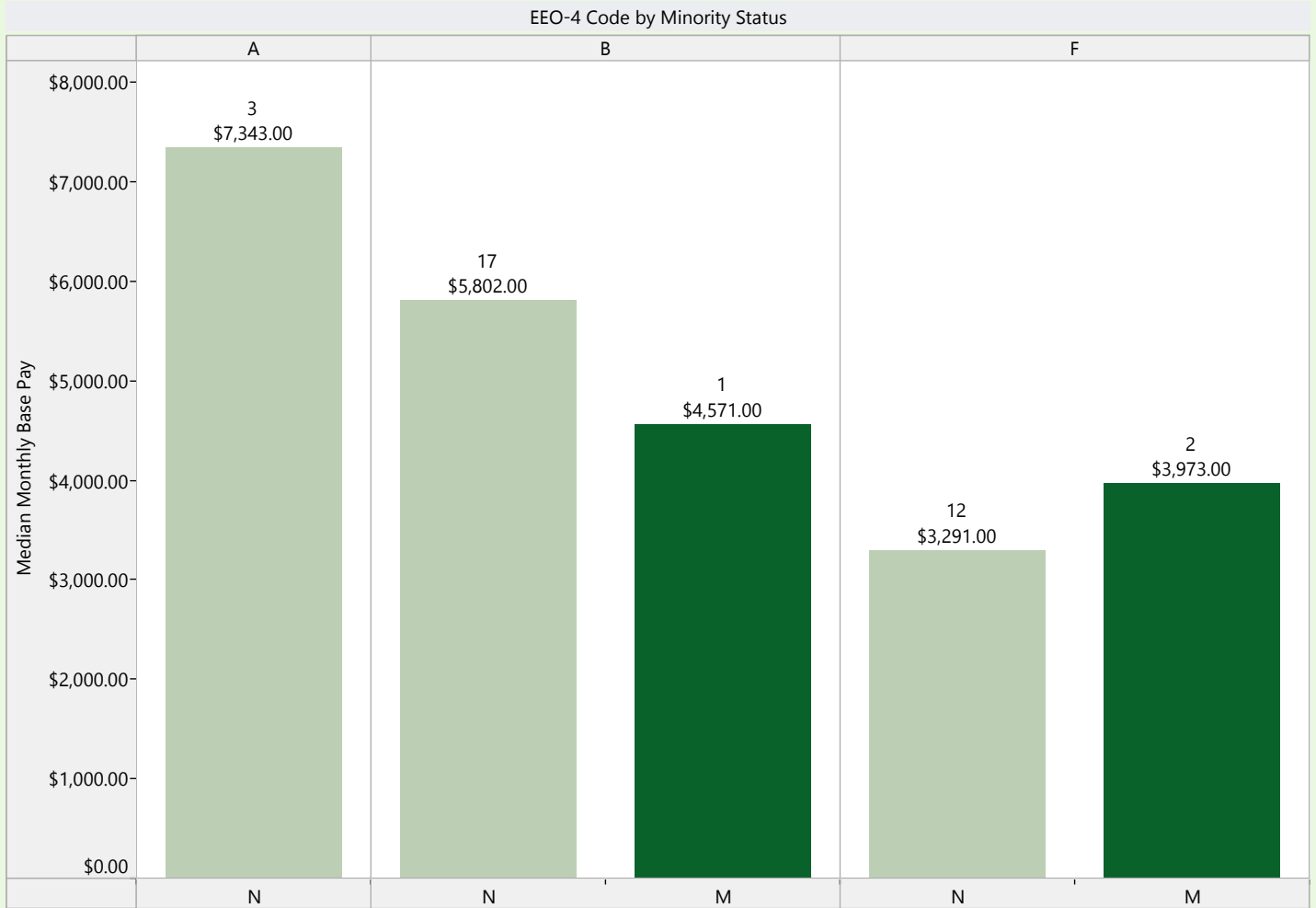
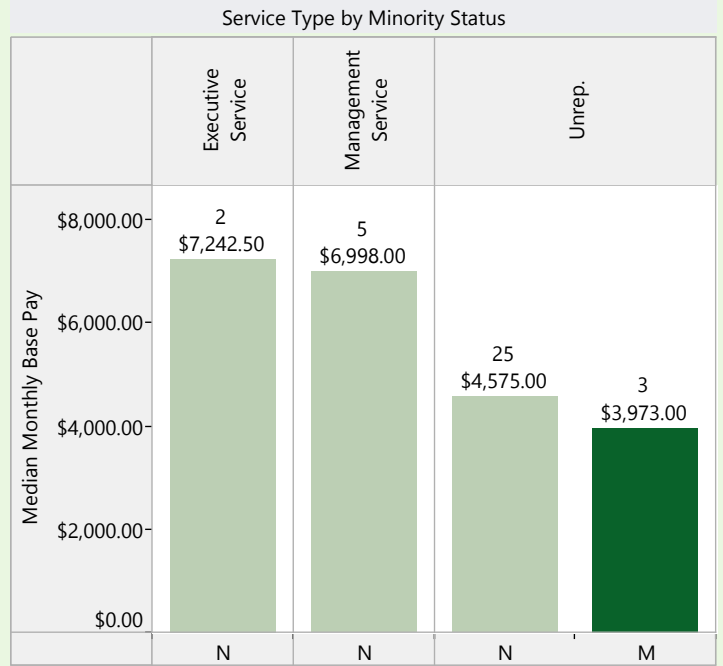
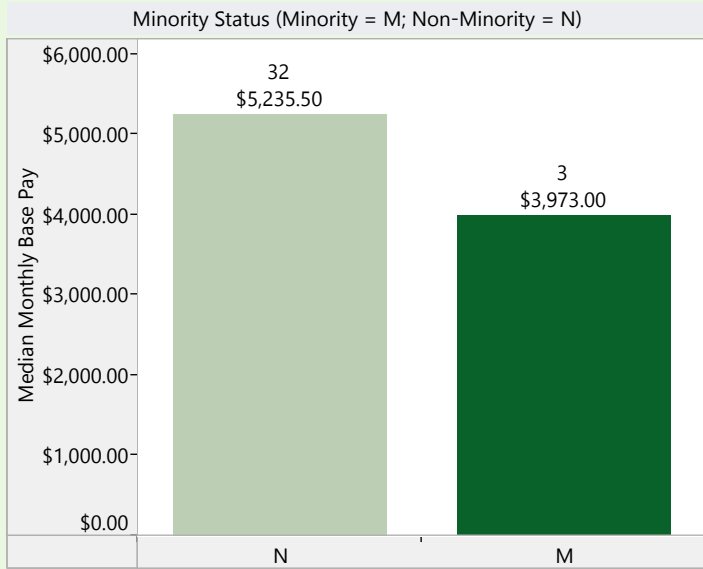
MARINE BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

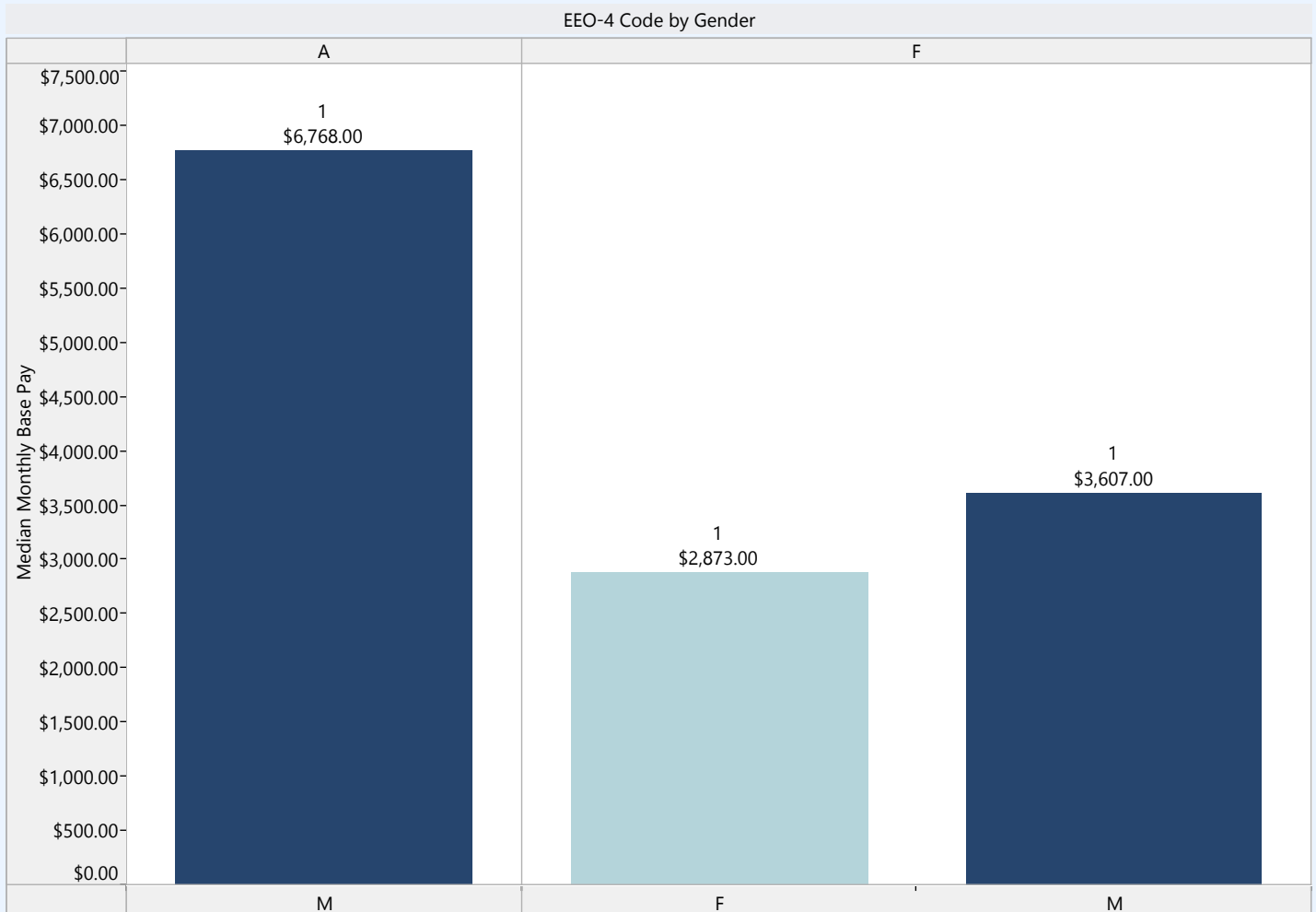
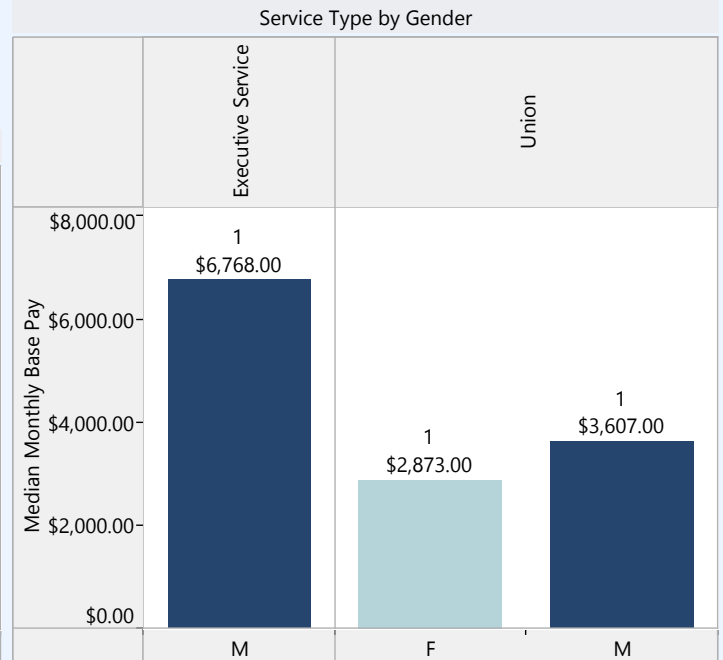
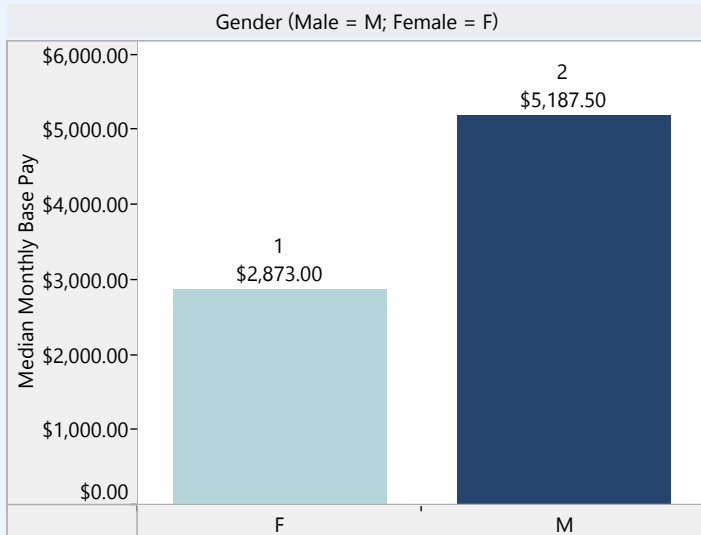
MARINE BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

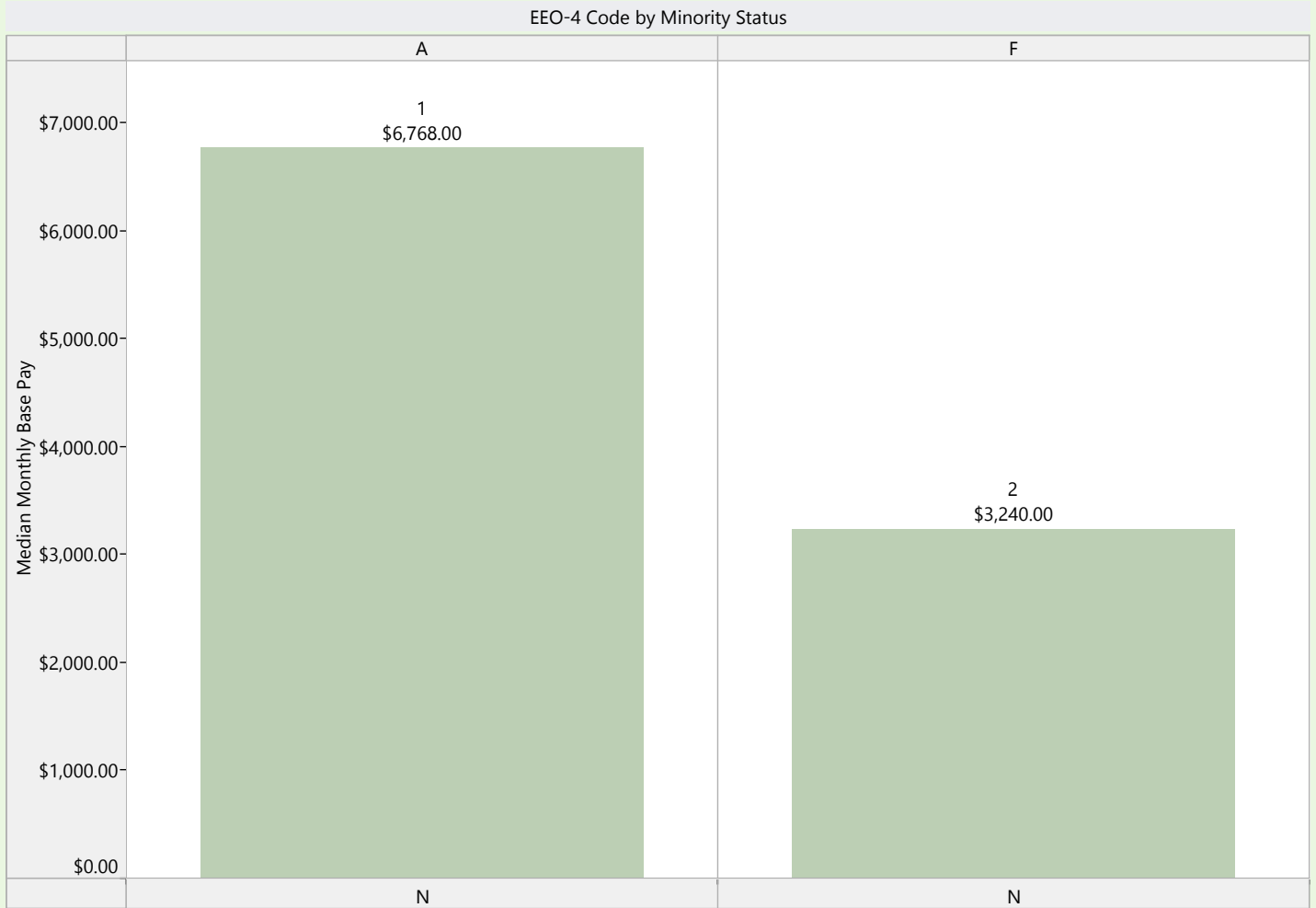
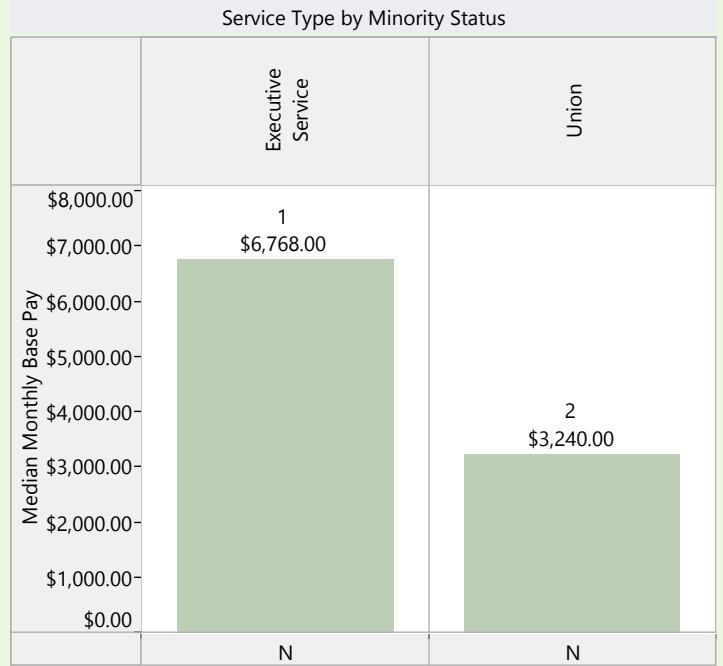
MEDICAL IMAGING, BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

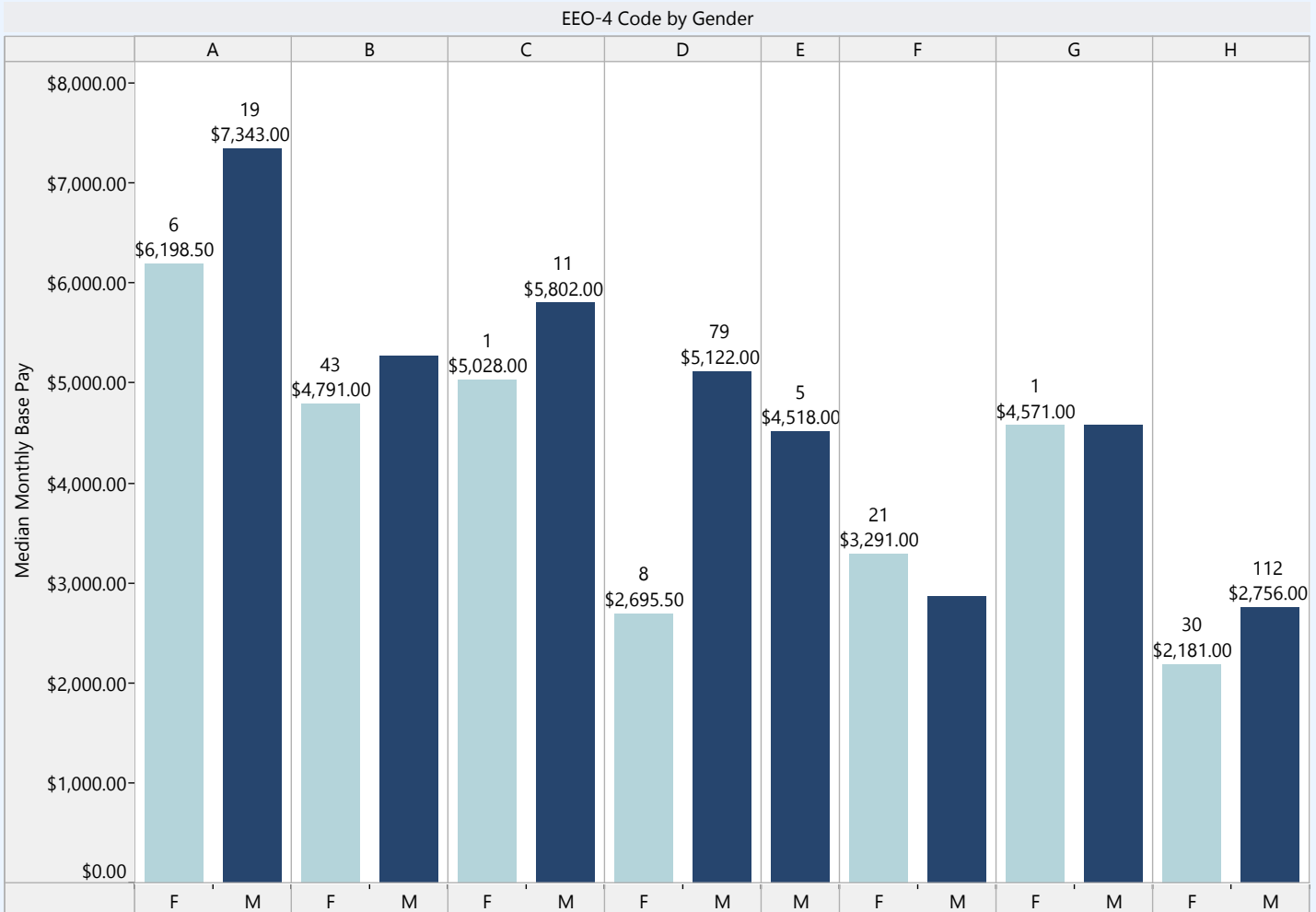
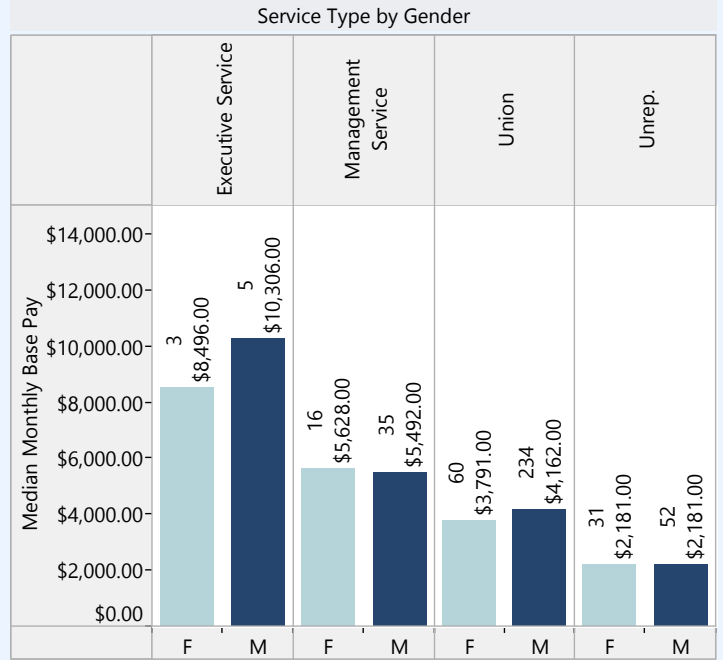
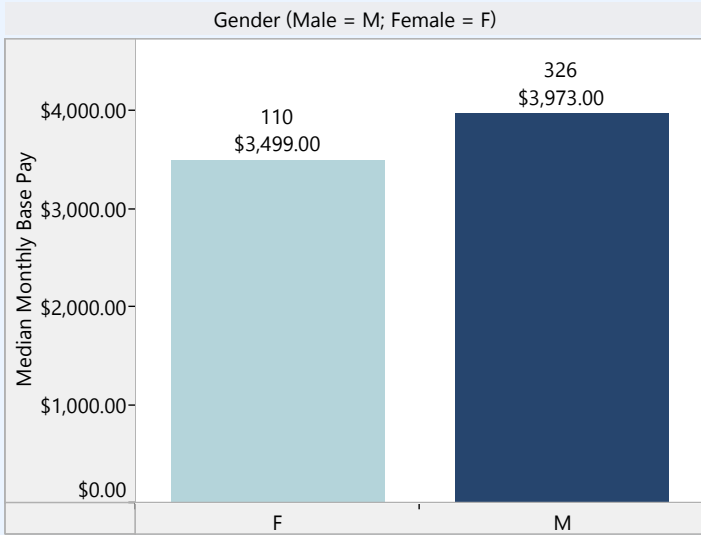
MEDICAL IMAGING, BOARD



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

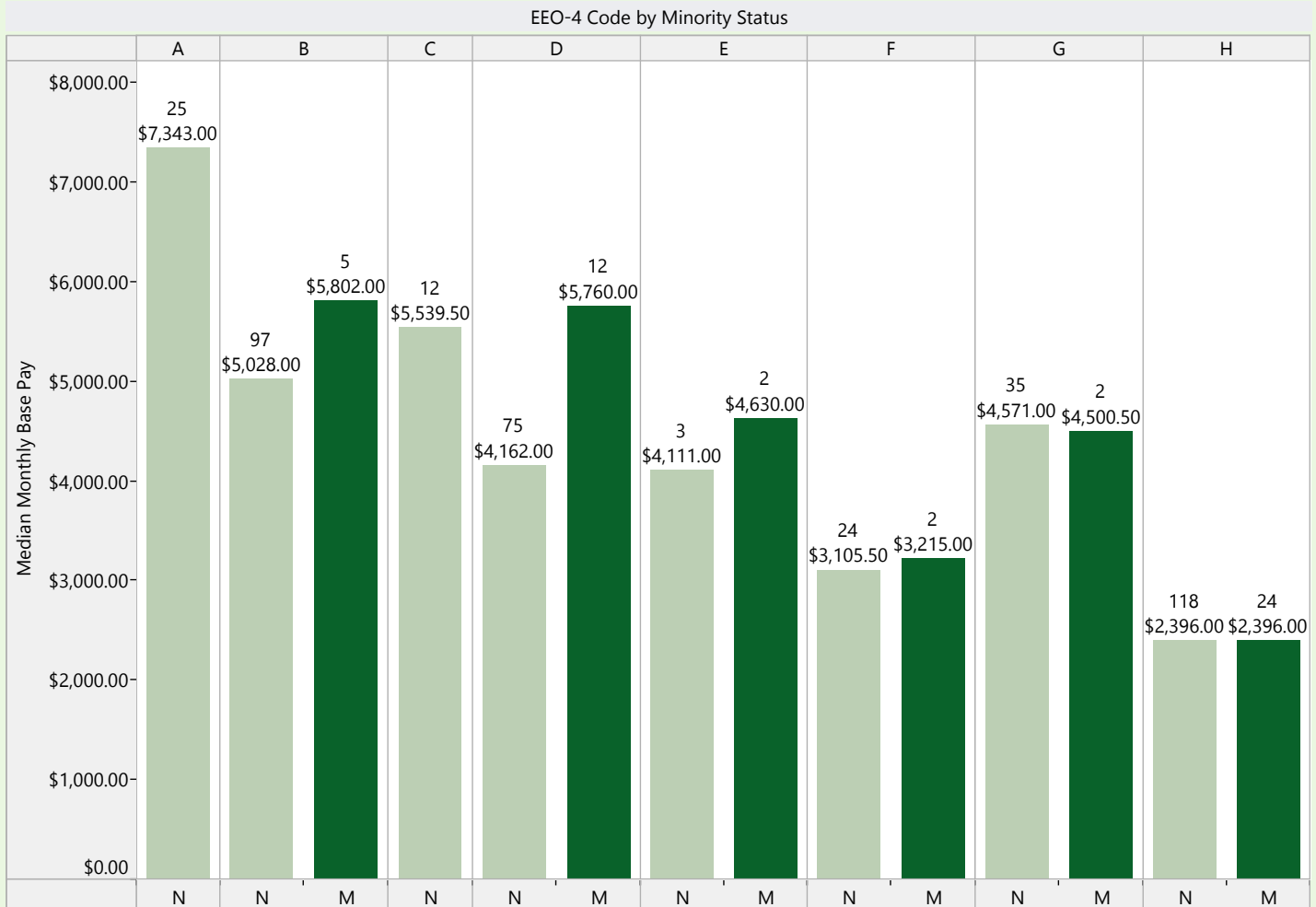
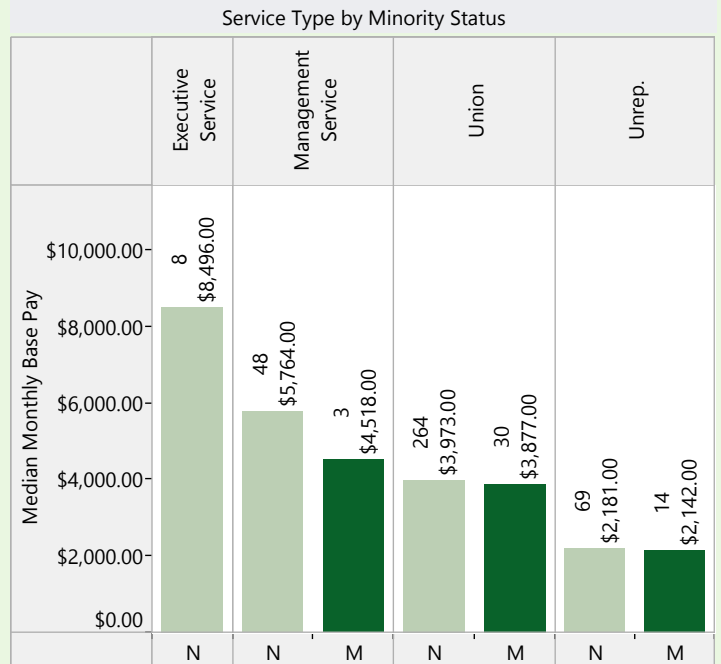
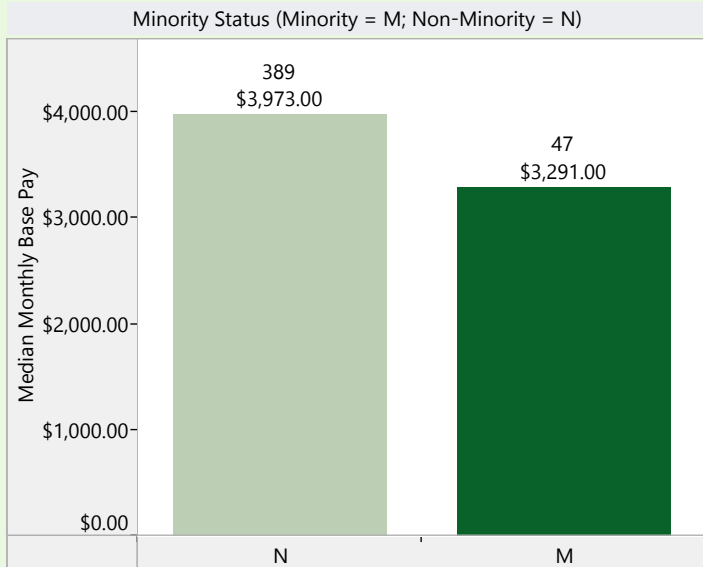
MILITARY, DEPT OF



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

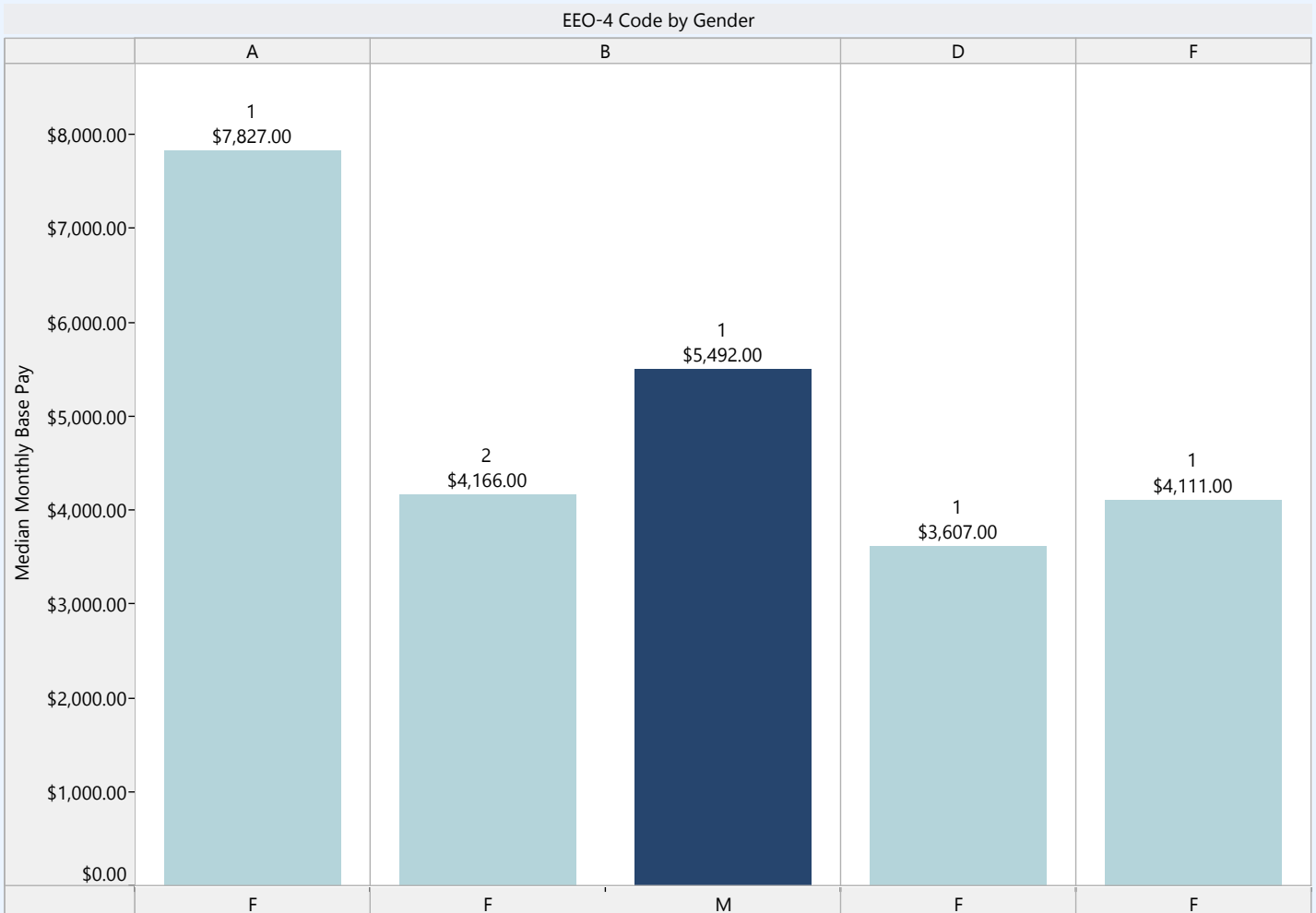
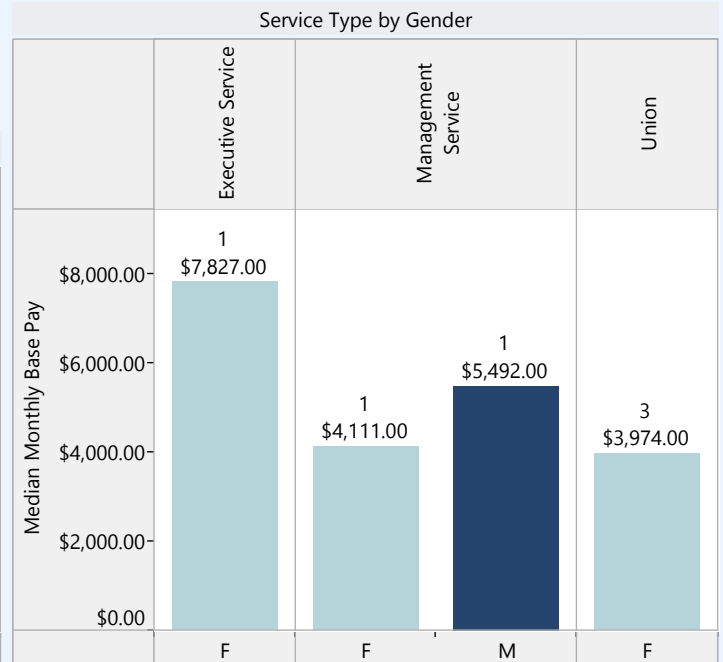
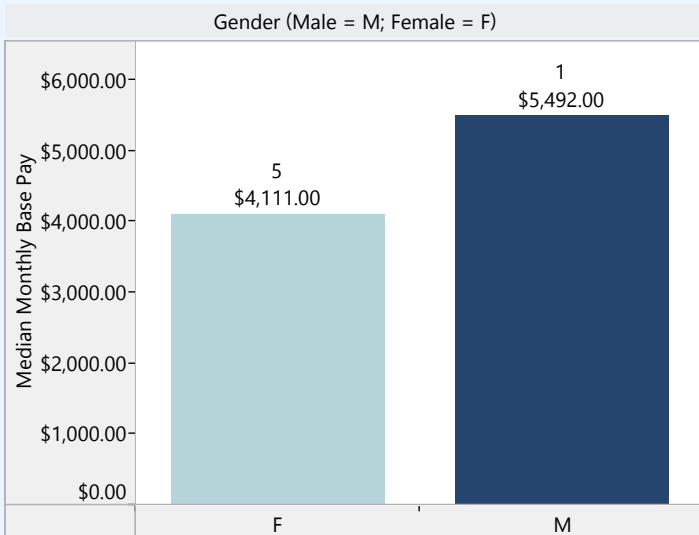
MILITARY, DEPT OF



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

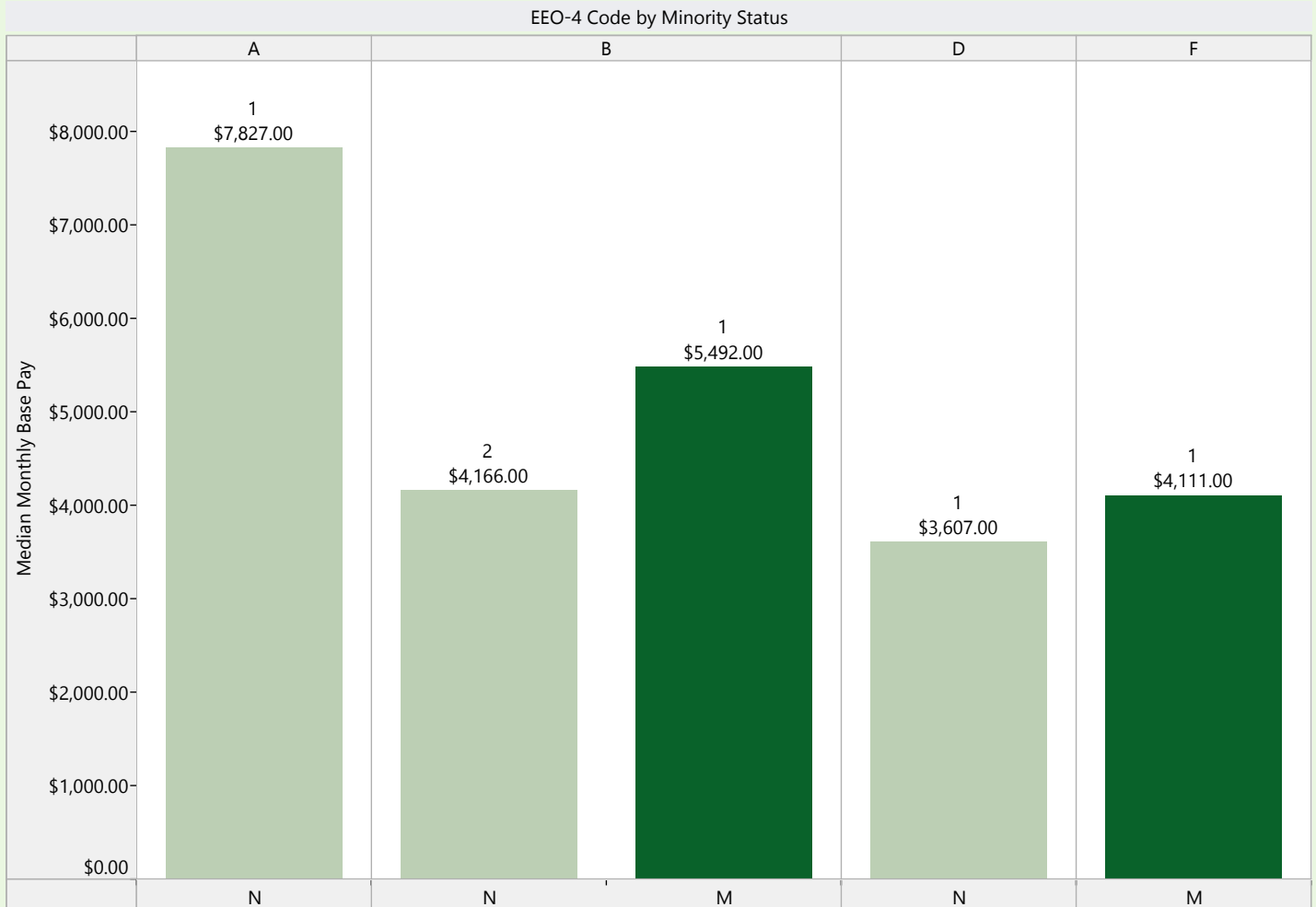
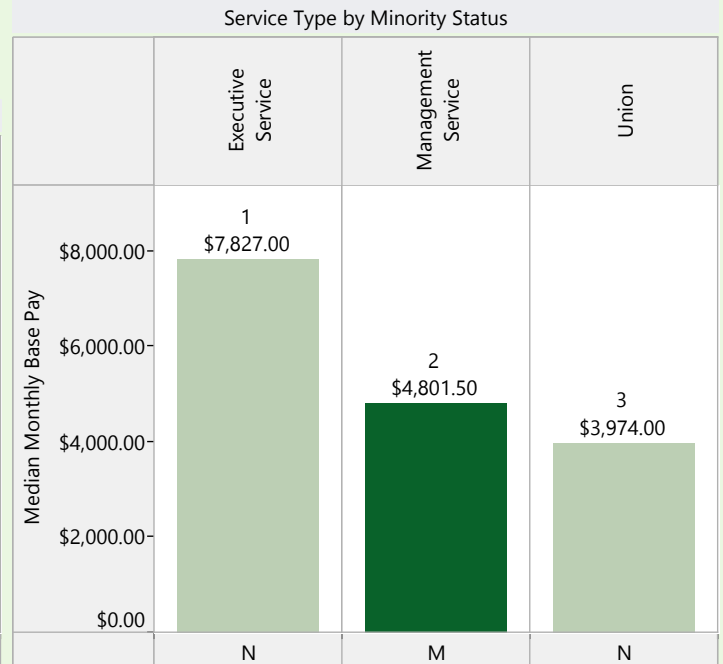
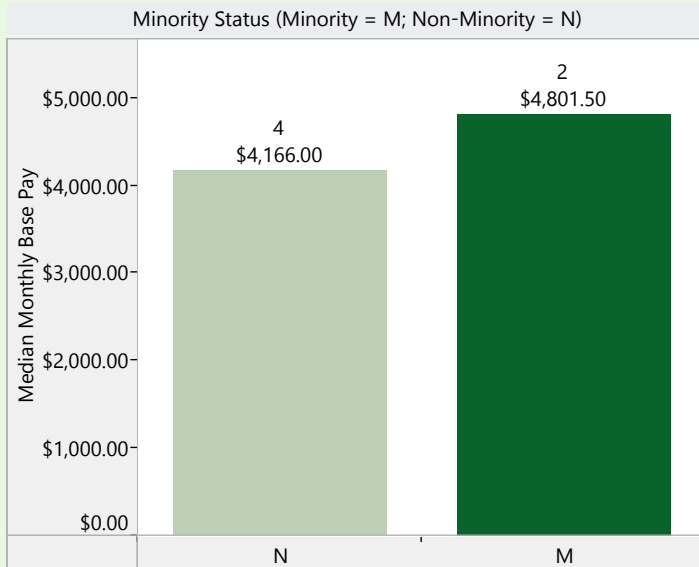
MORTUARY AND CEMETERY BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

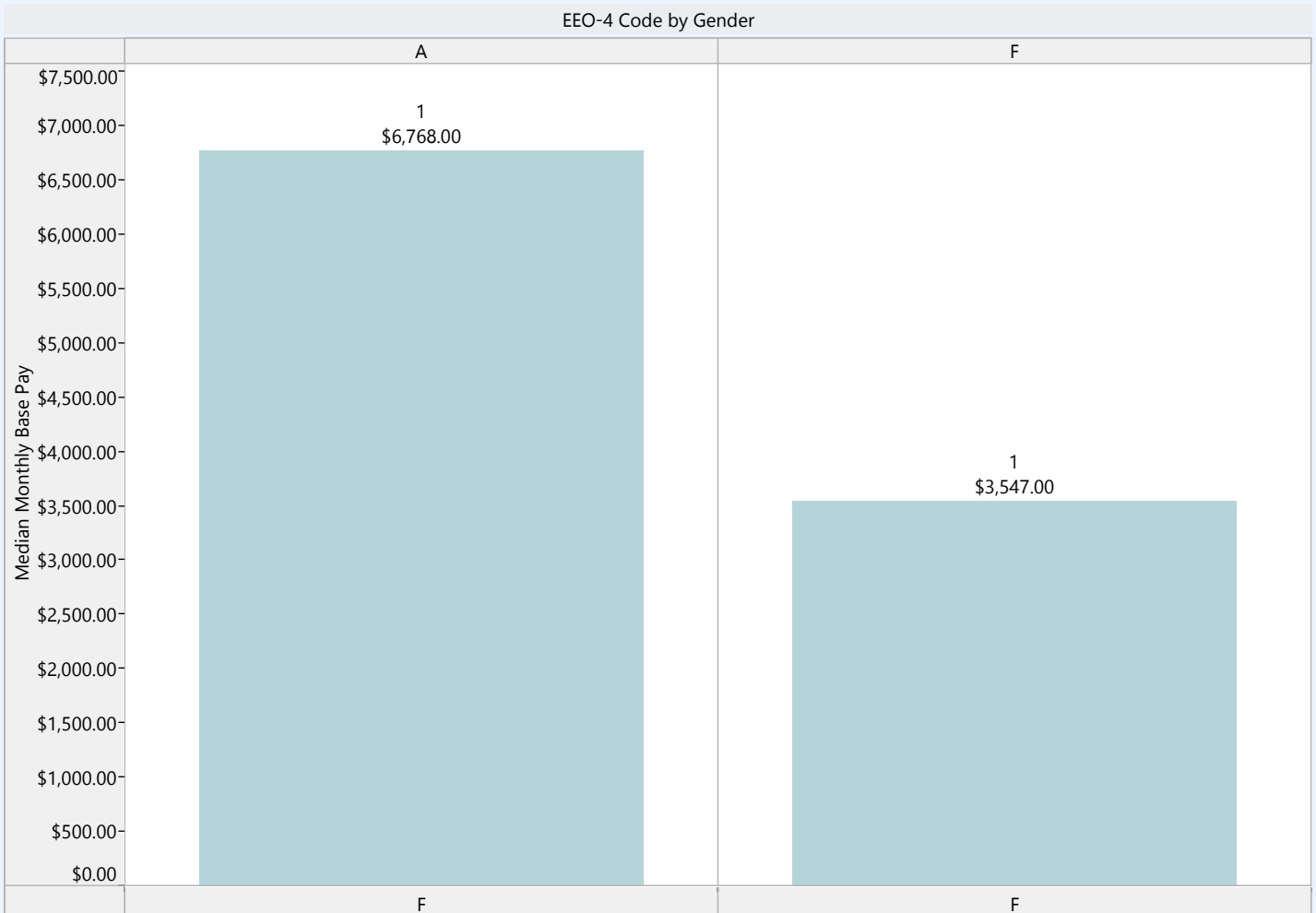
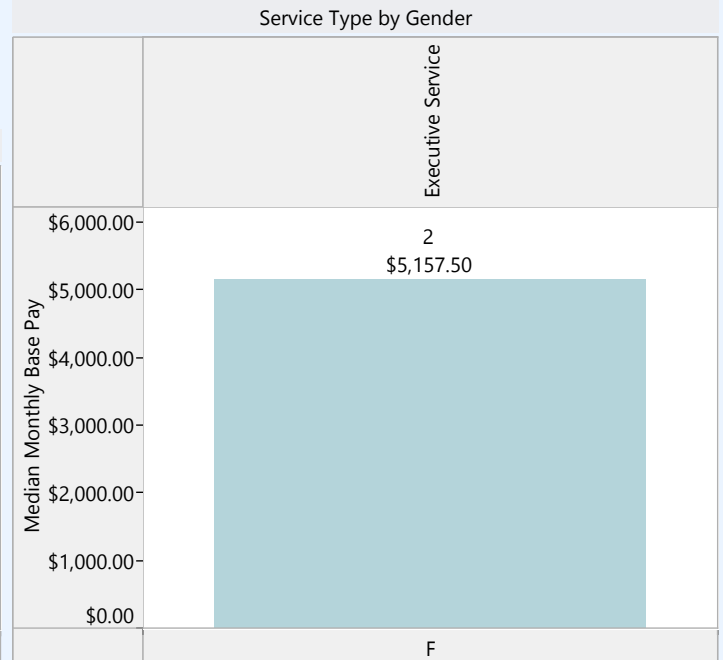
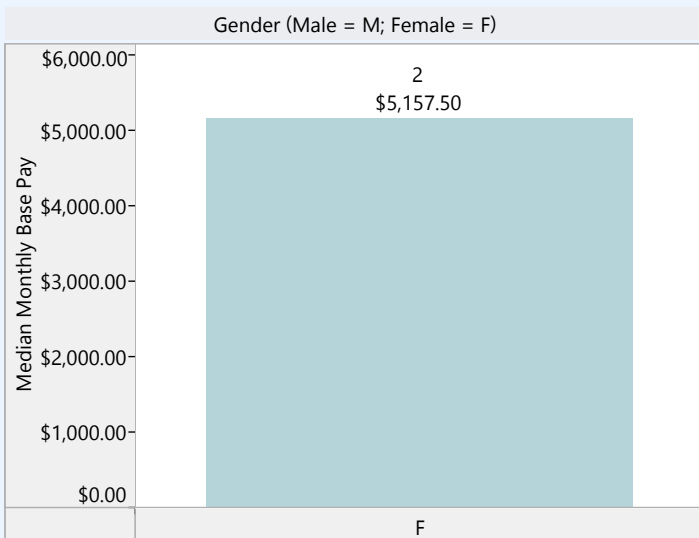
MORTUARY AND CEMETERY BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

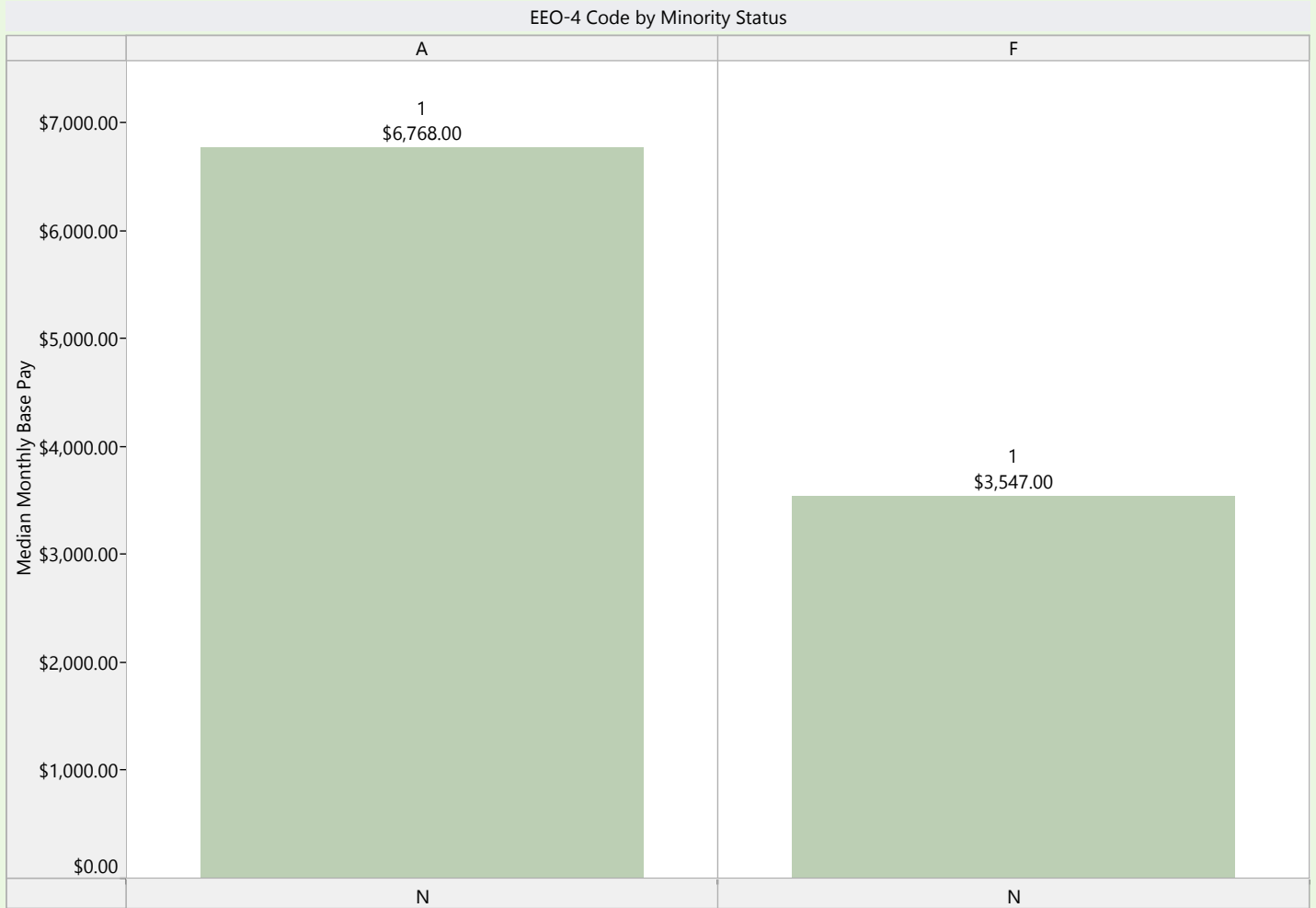
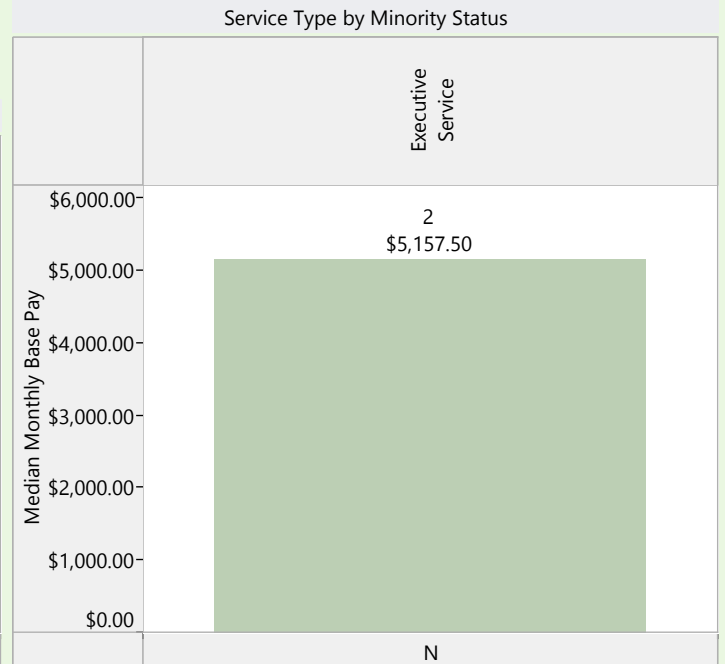
NATUROPATHIC MEDICINE, BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

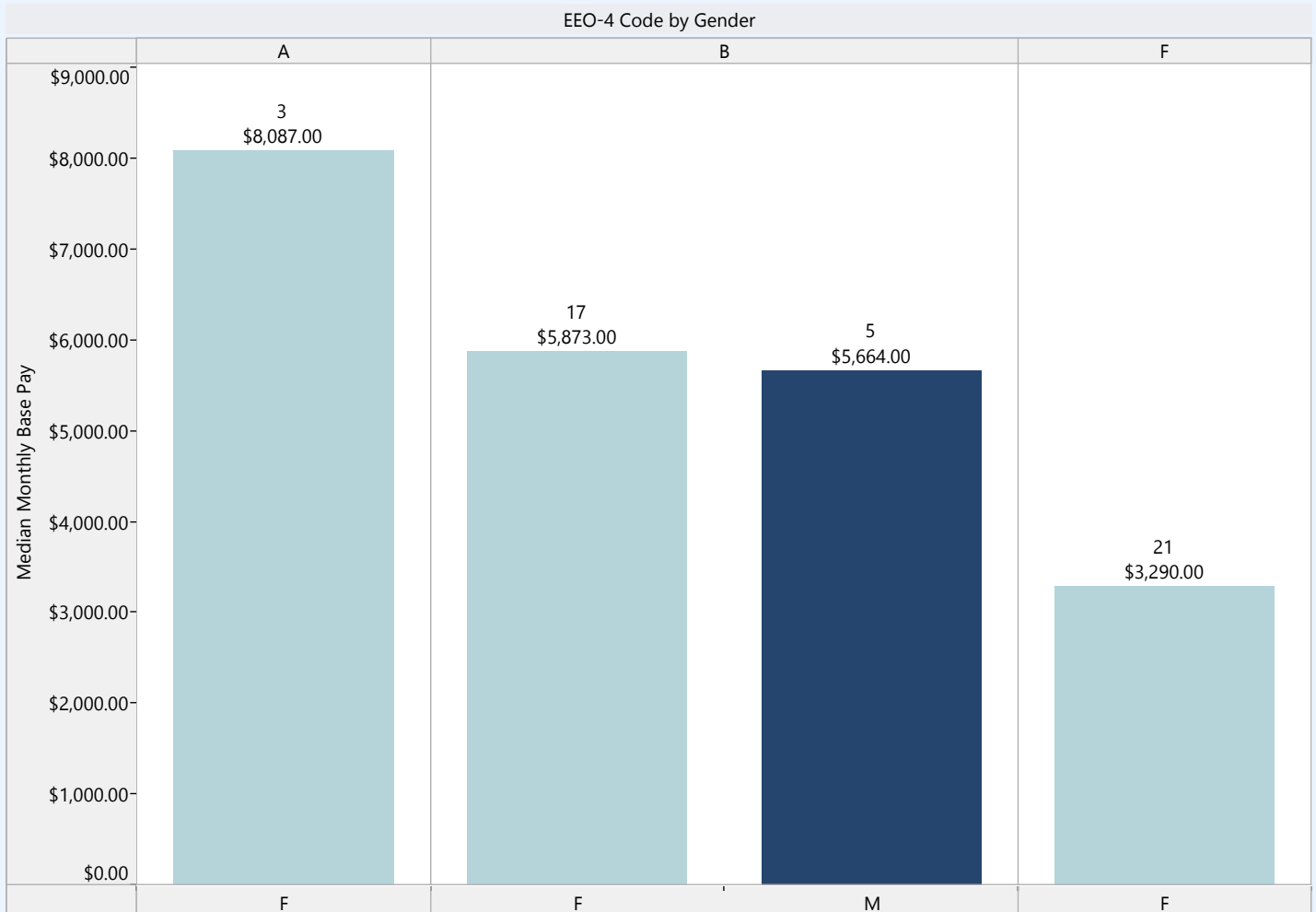
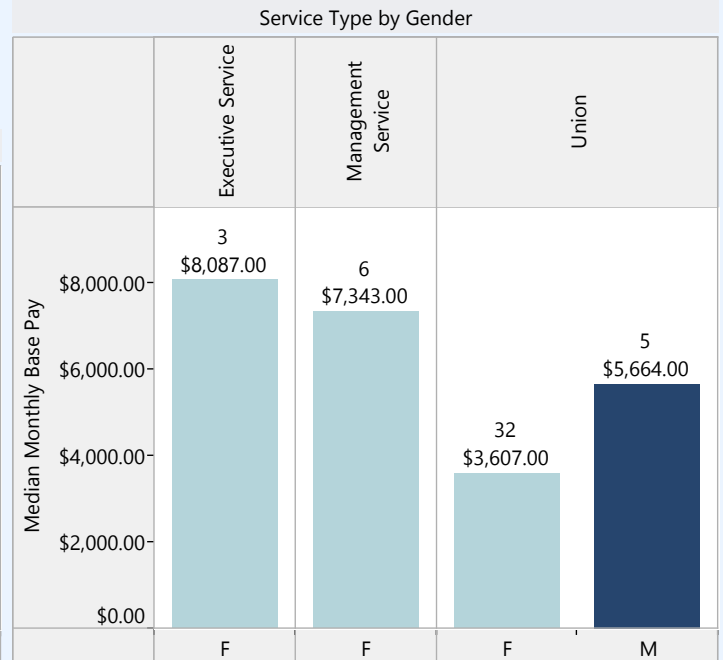
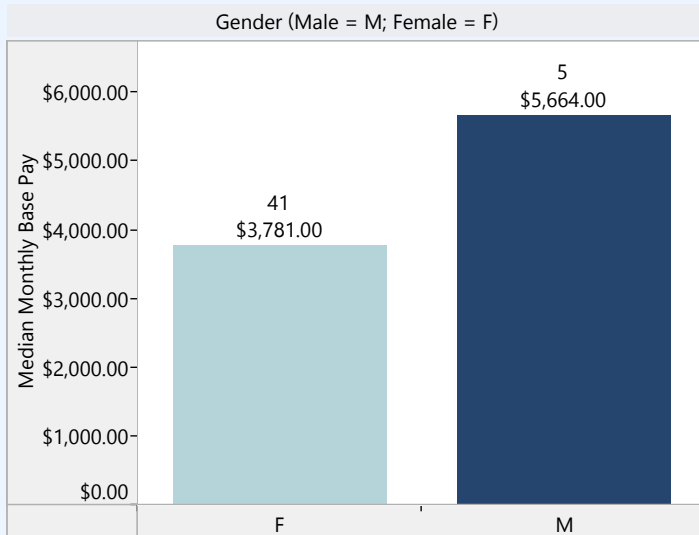
NATUROPATHIC MEDICINE, BOARD



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

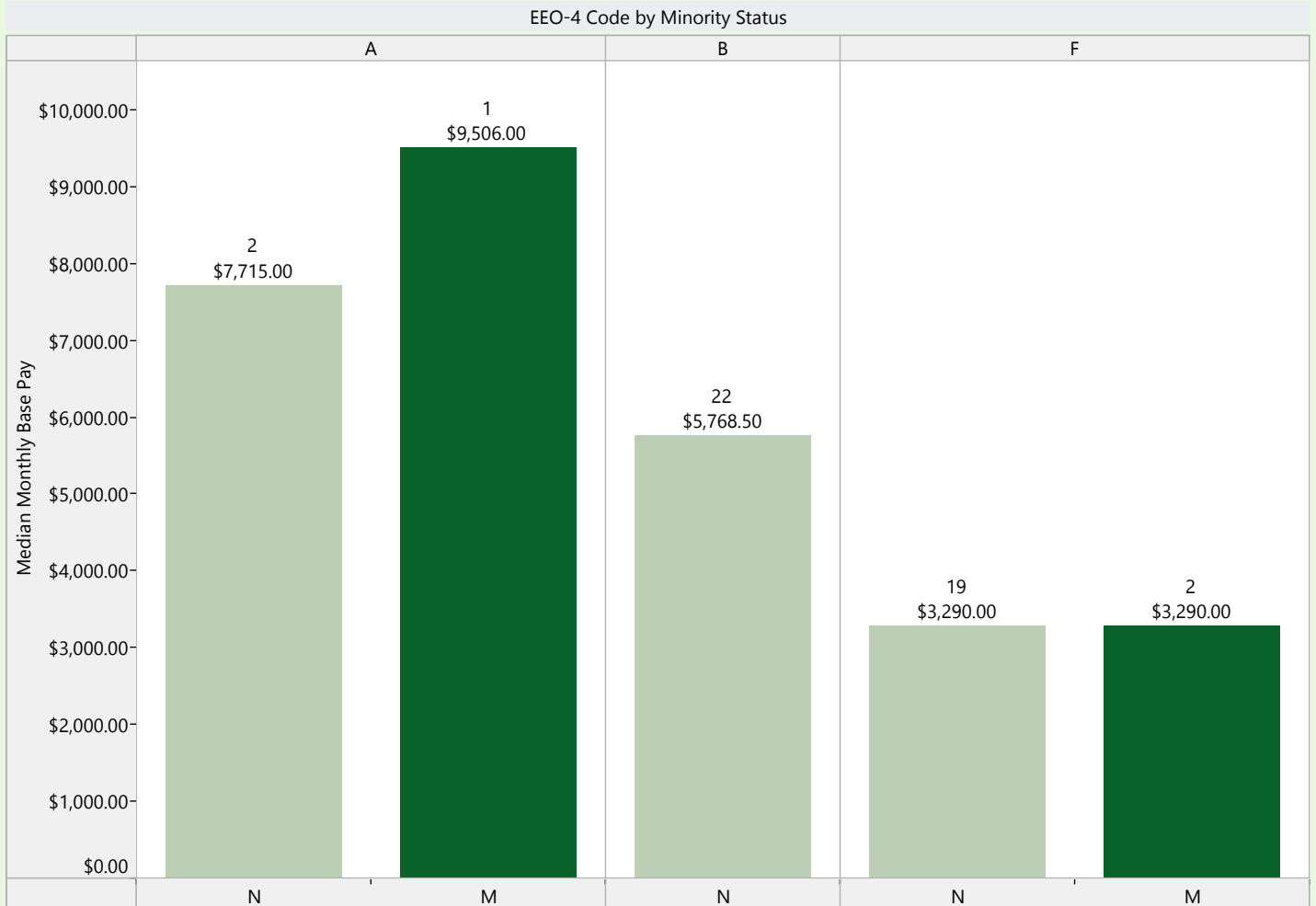
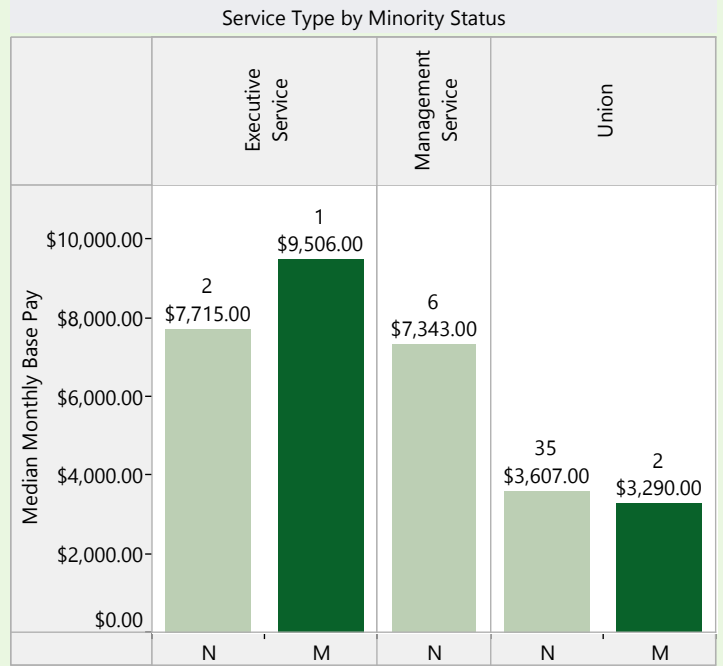
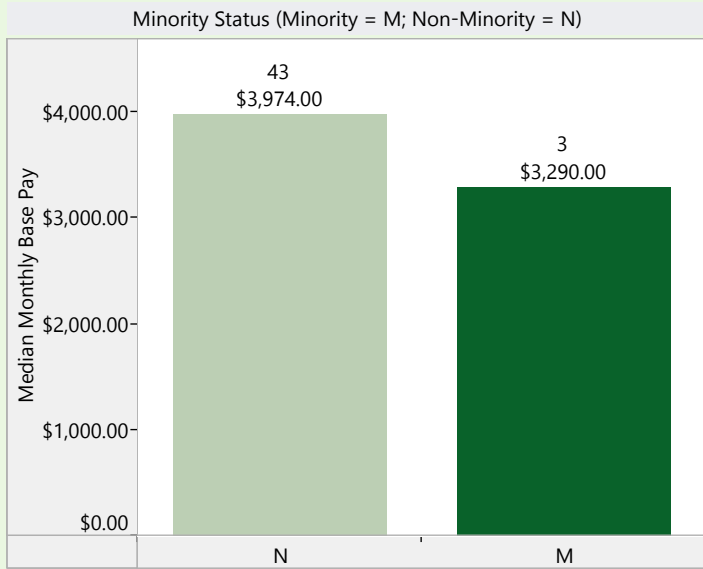
NURSING, BOARD OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

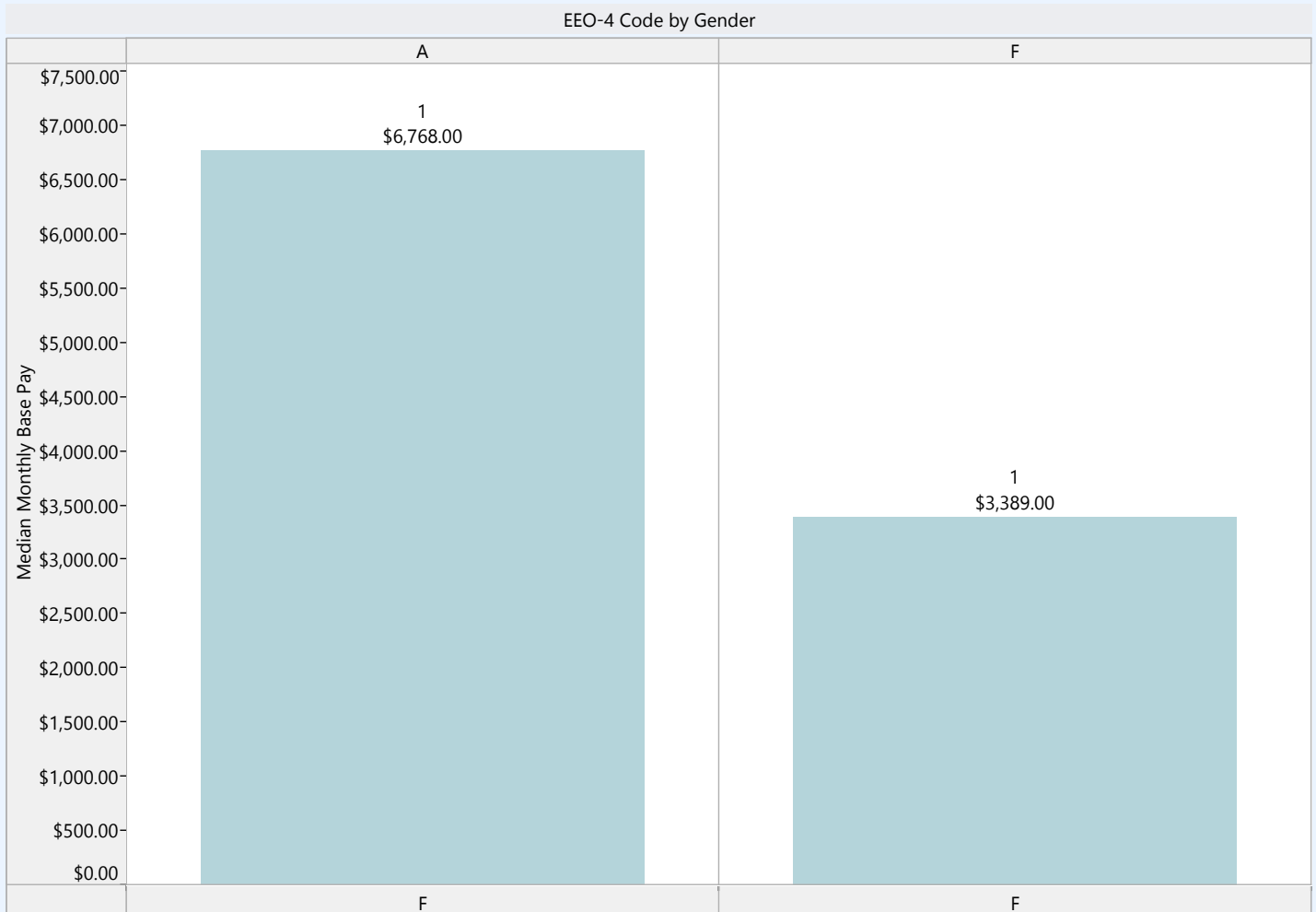
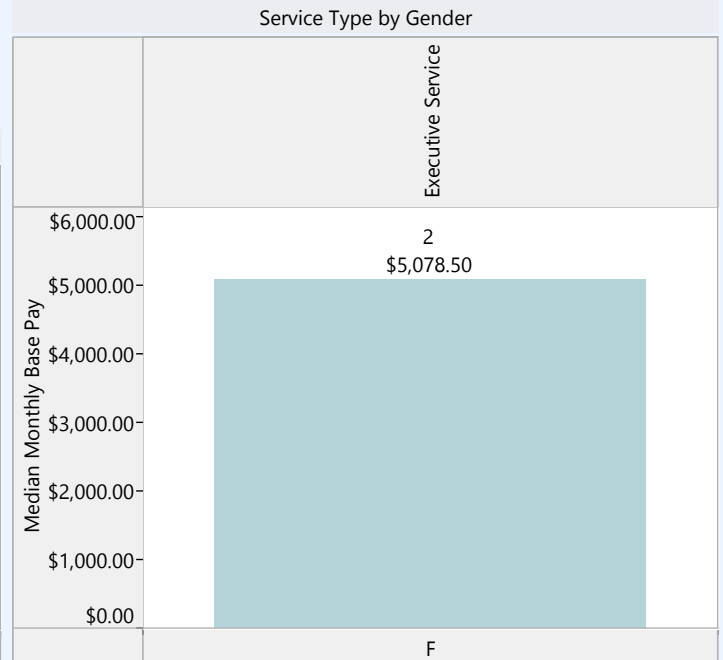
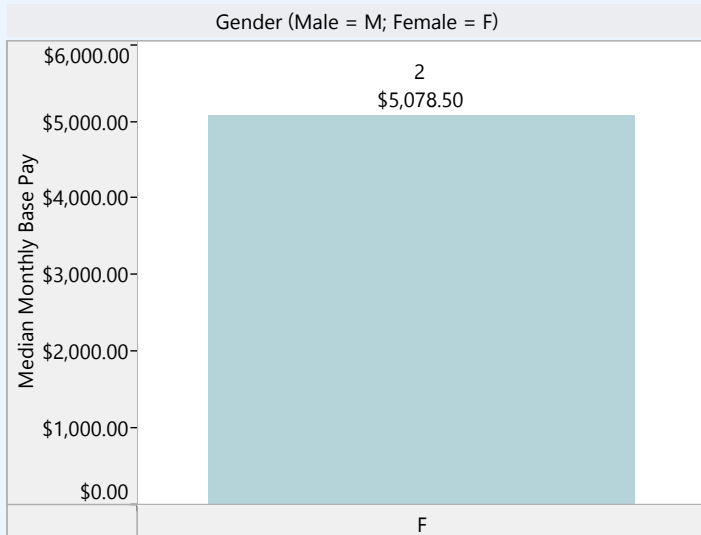
NURSING, BOARD OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

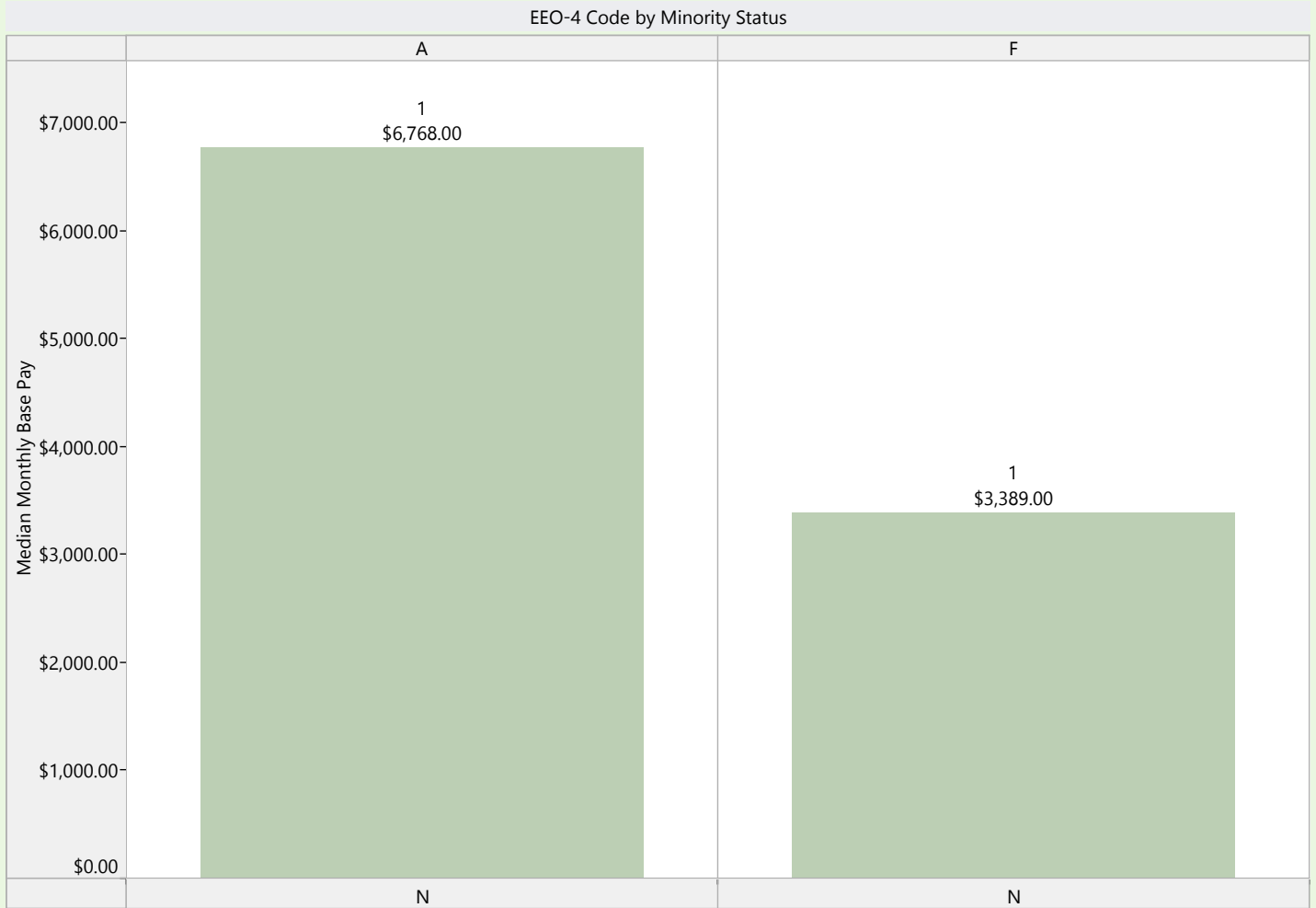
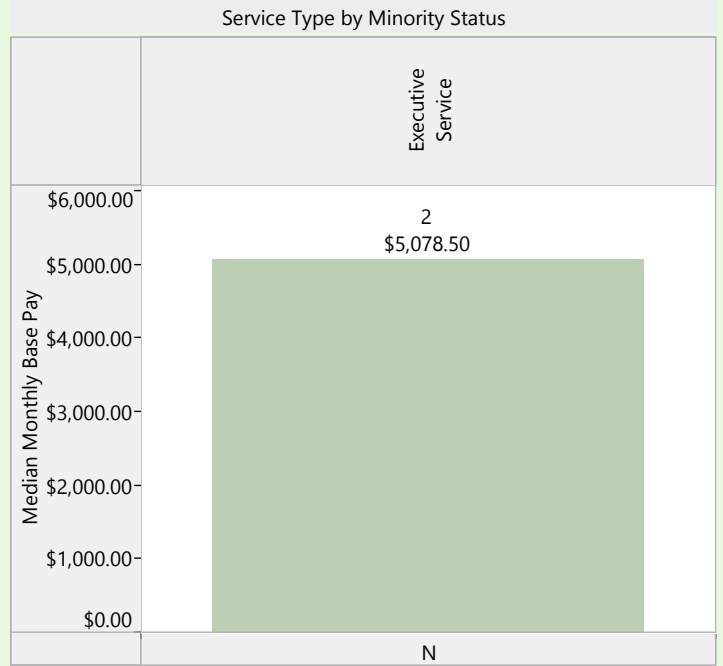
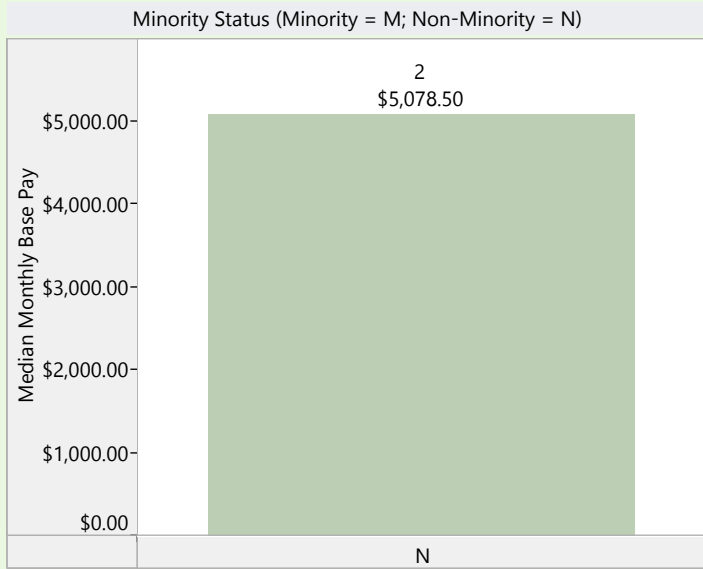
OCCUPATIONAL THERAPY, BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

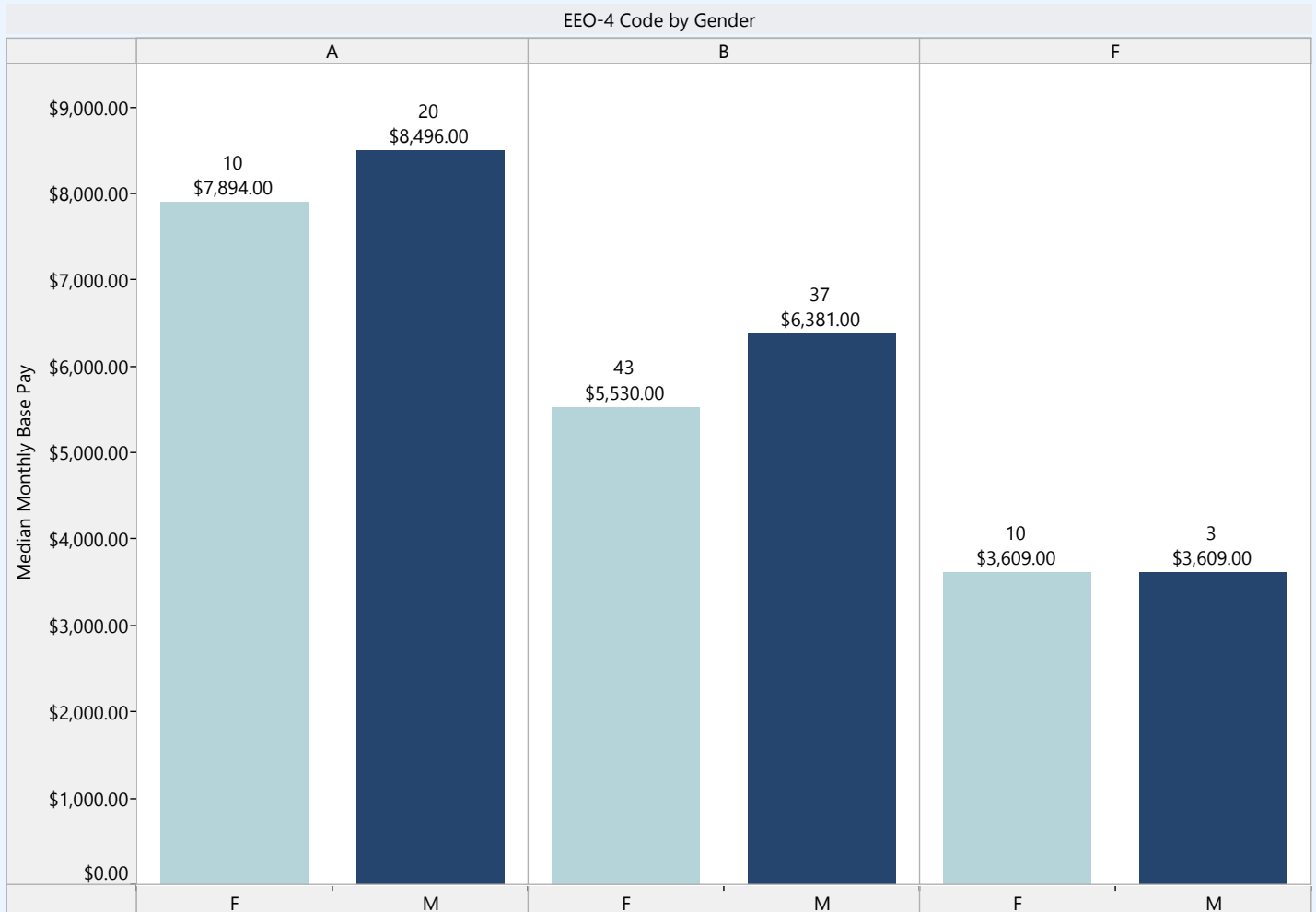
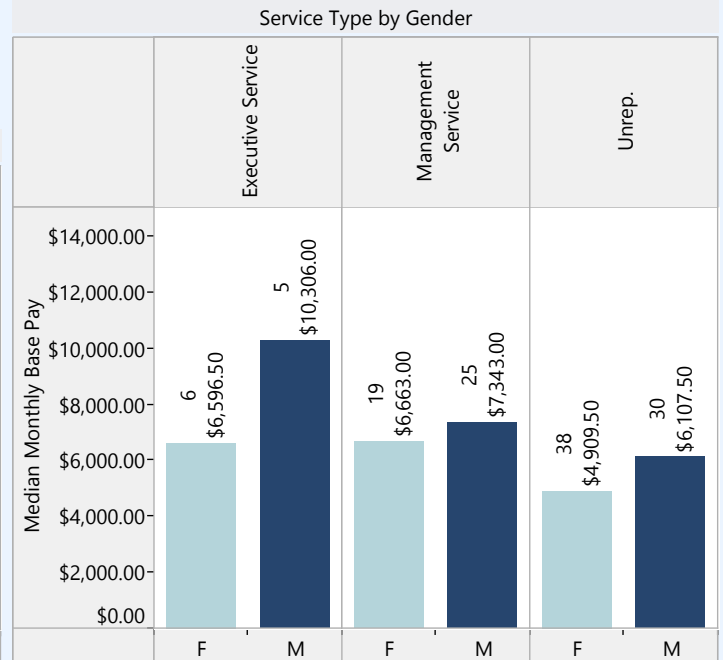
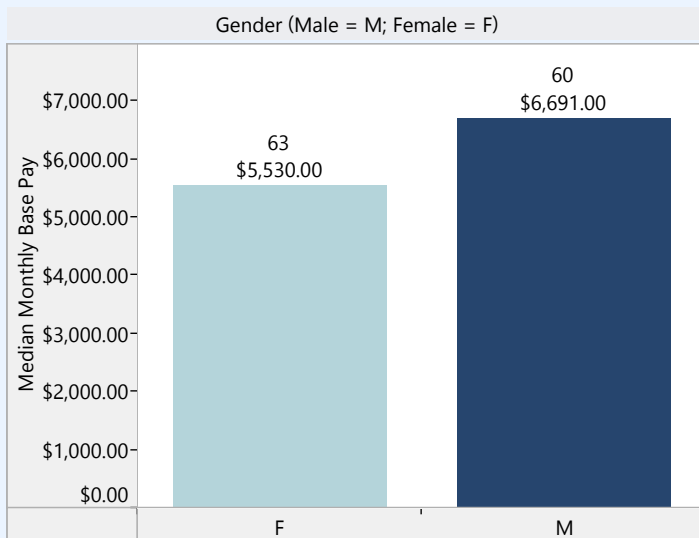
OCCUPATIONAL THERAPY, BOARD



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

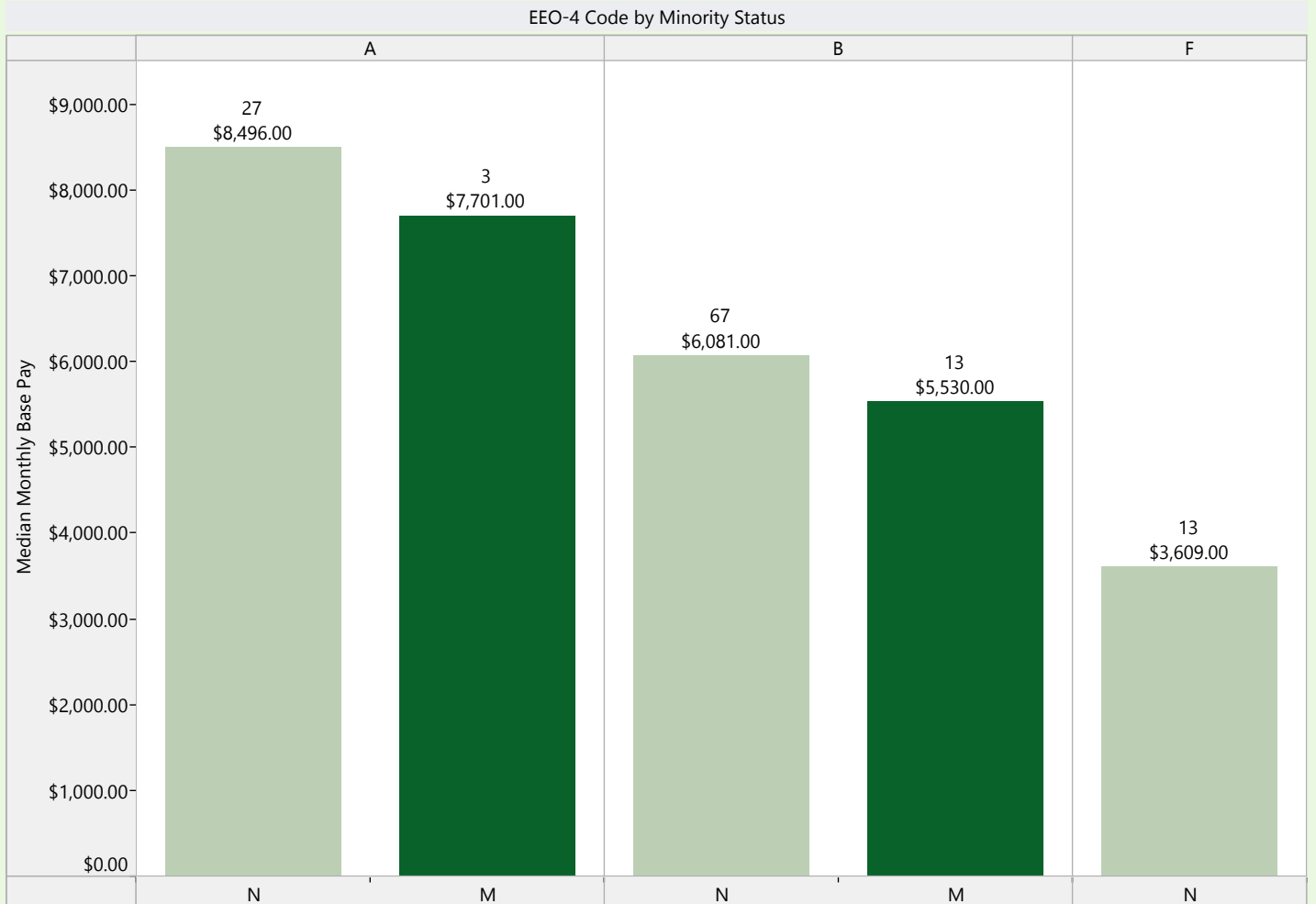
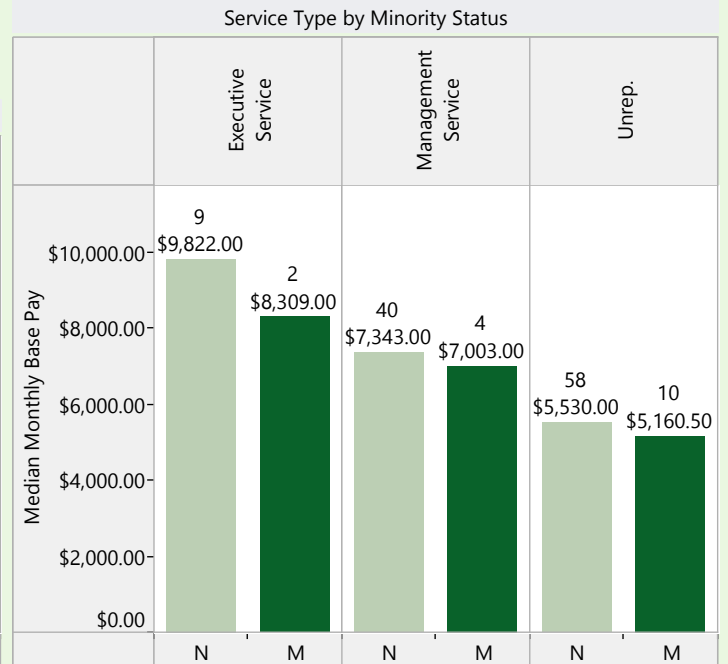
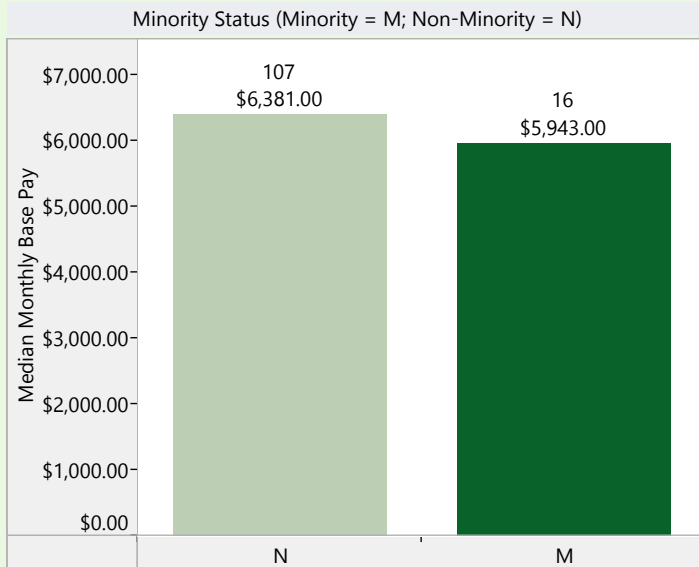
OR BUSINESS DEV DEPT



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

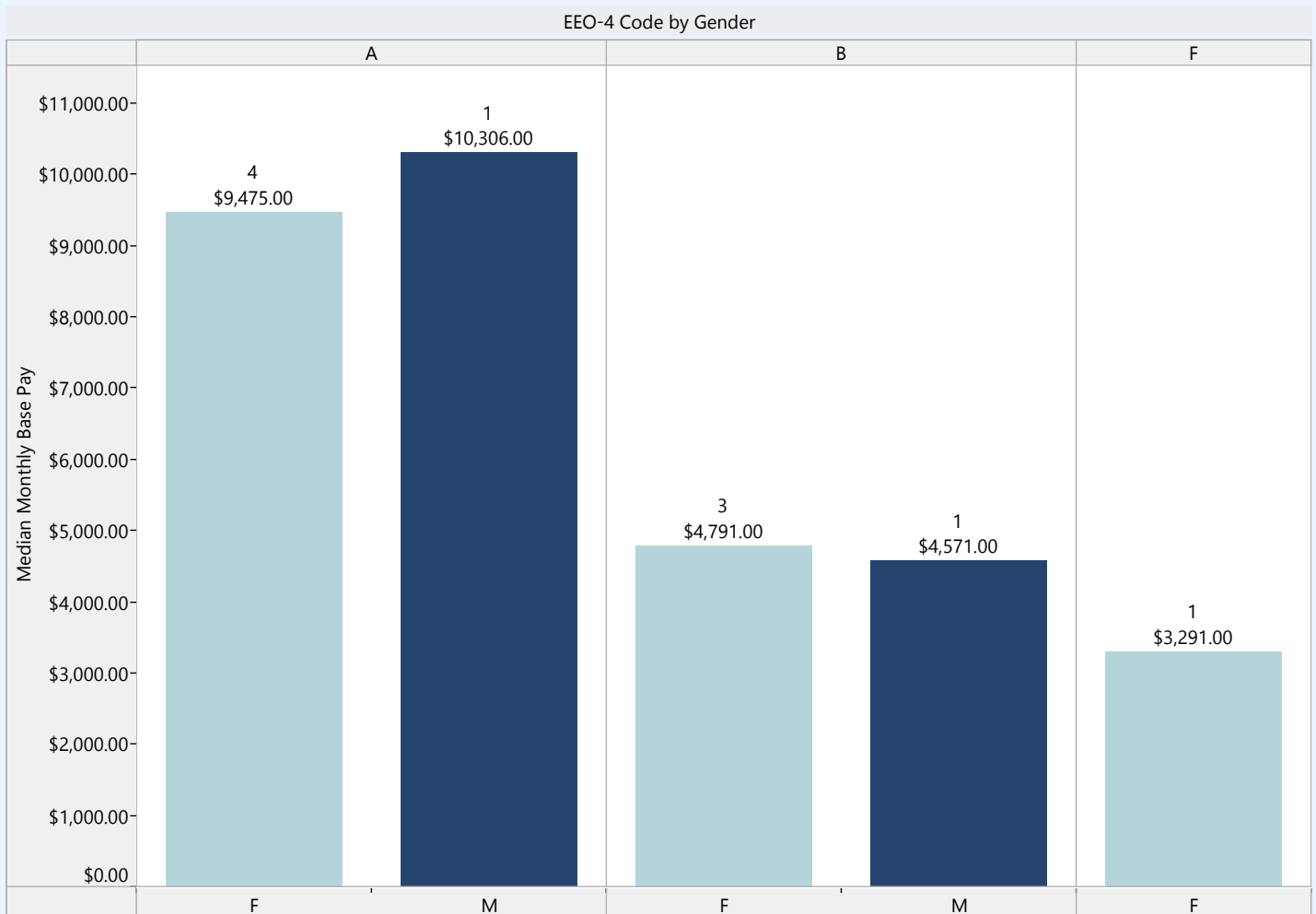
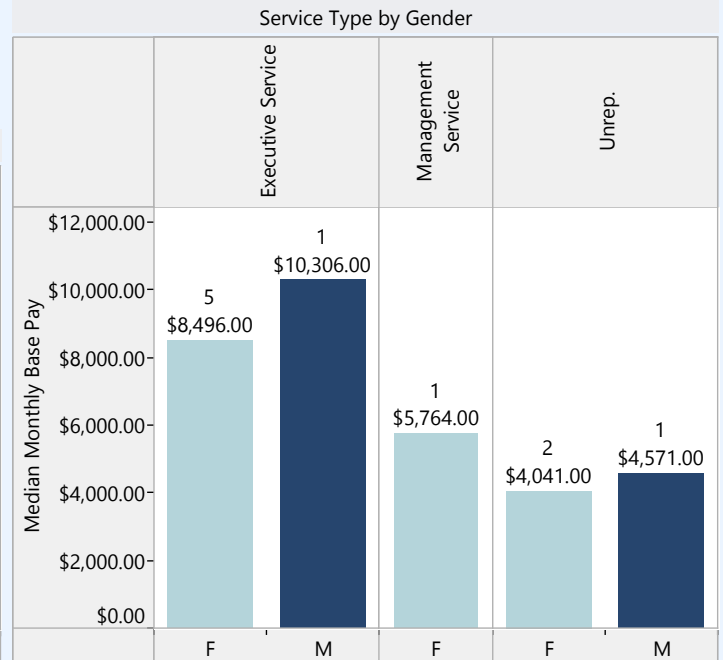
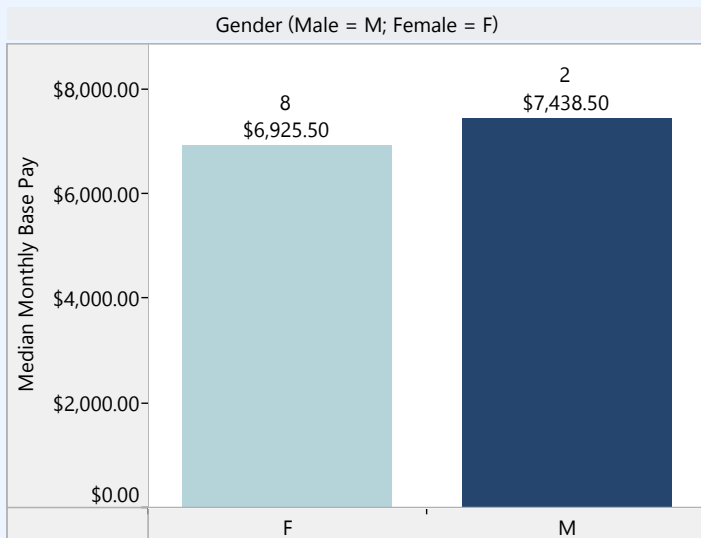
OR BUSINESS DEV DEPT



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

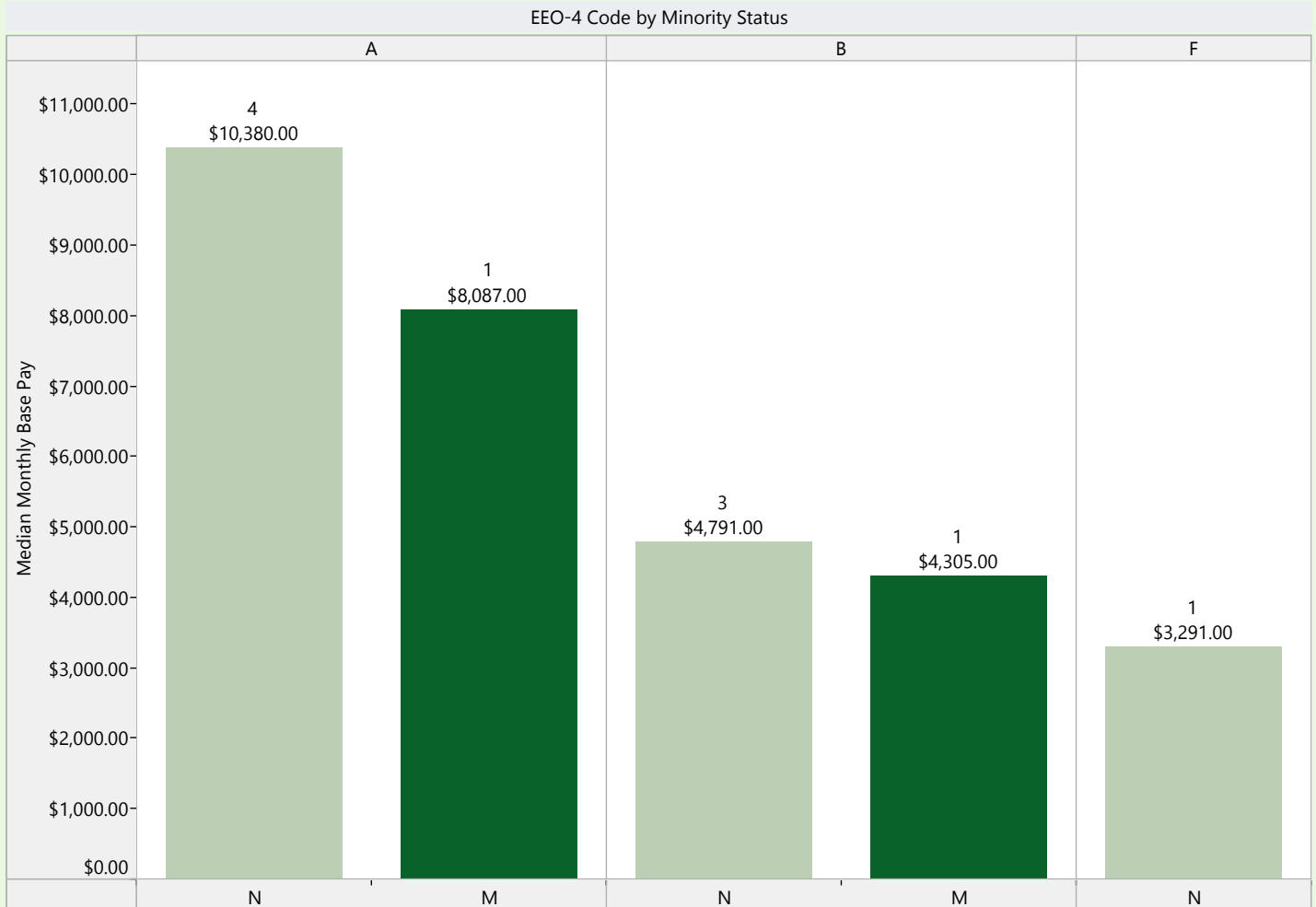
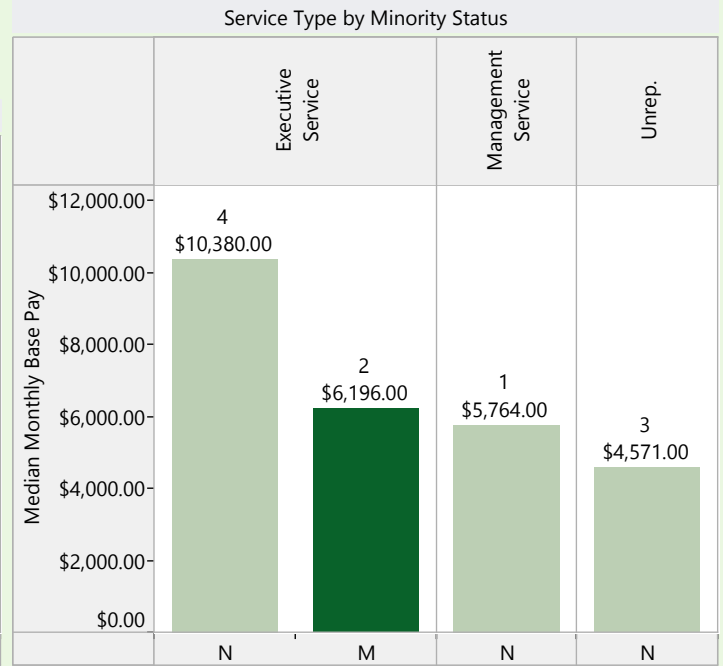
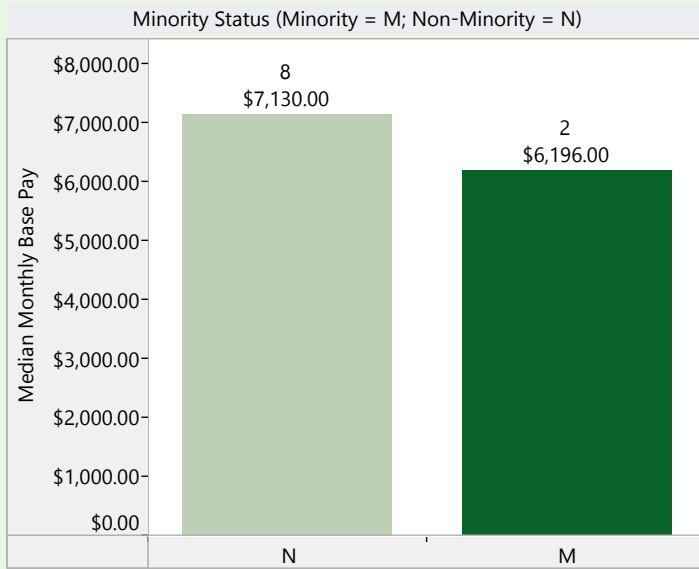
OR EDUCATION INVESTMENT BRD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

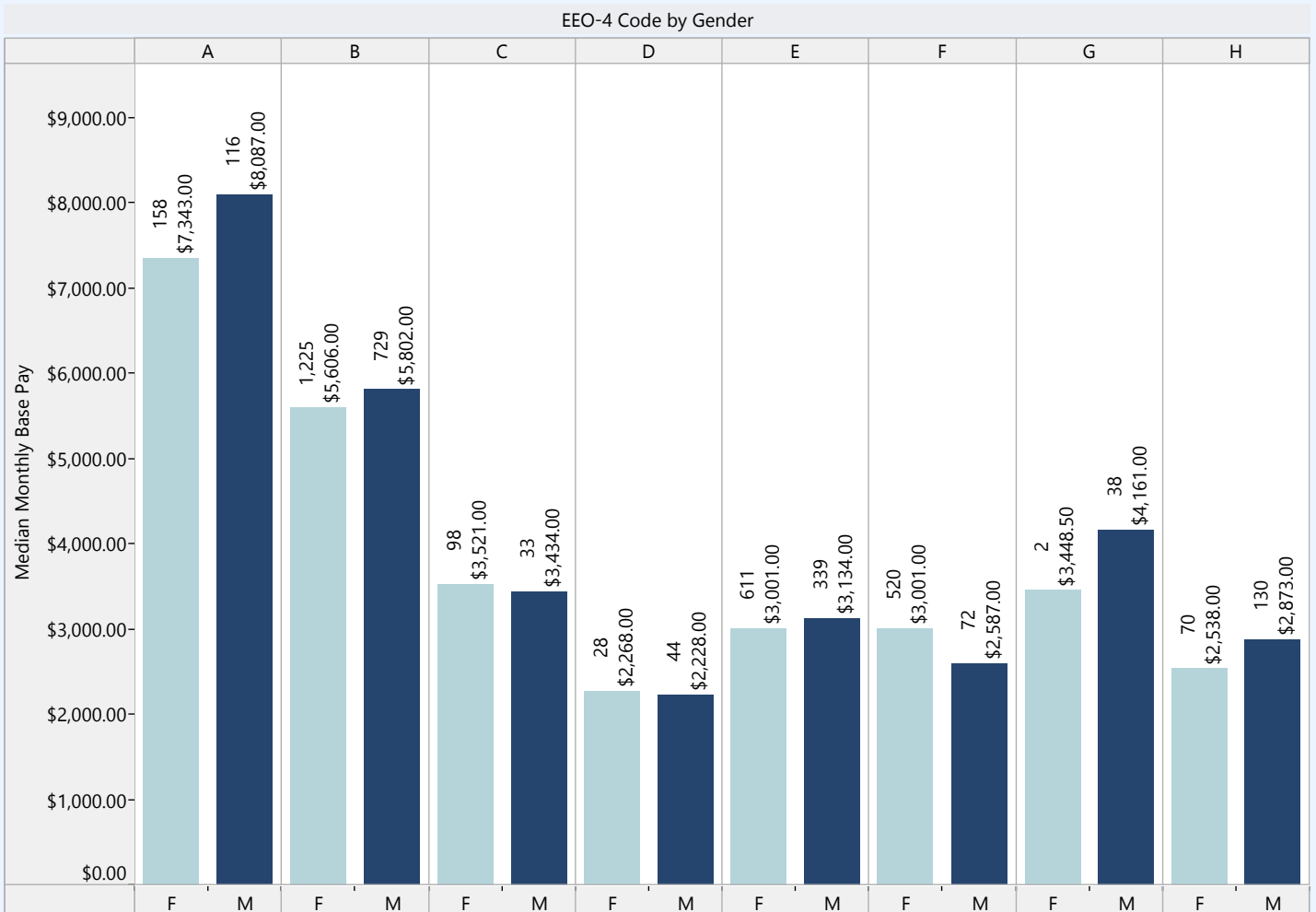
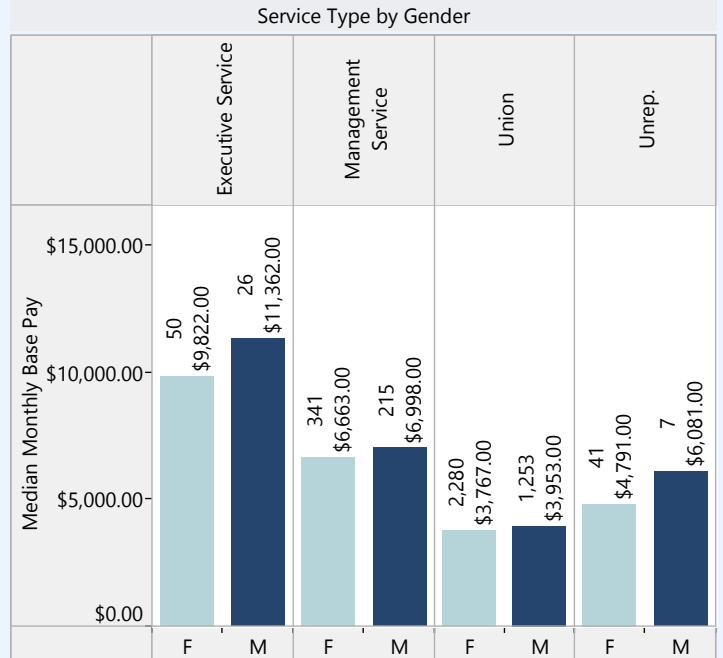
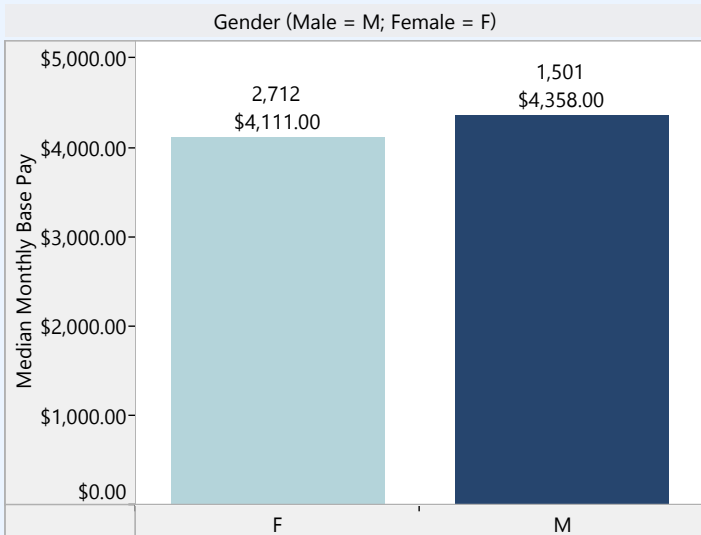
OR EDUCATION INVESTMENT BRD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

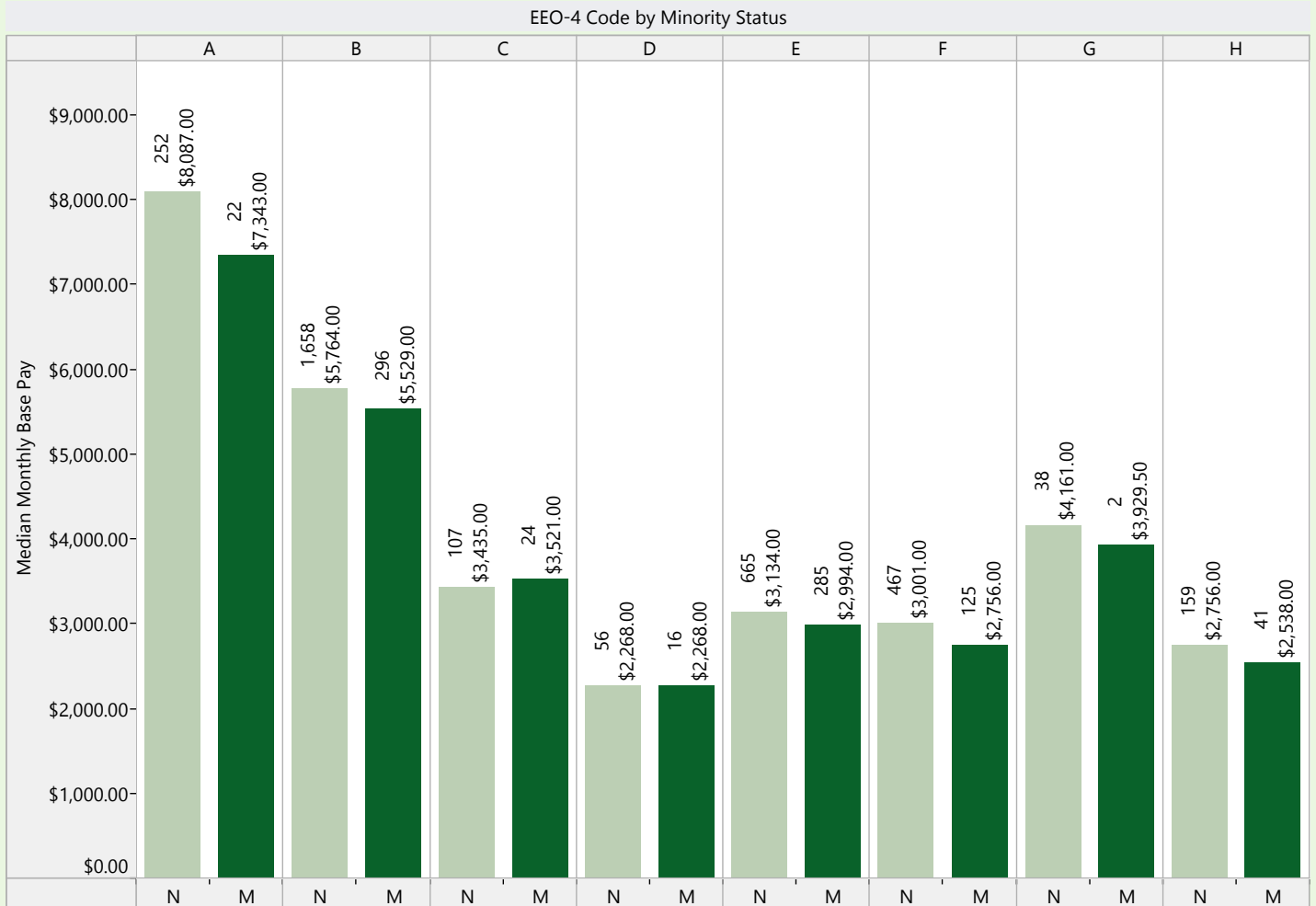
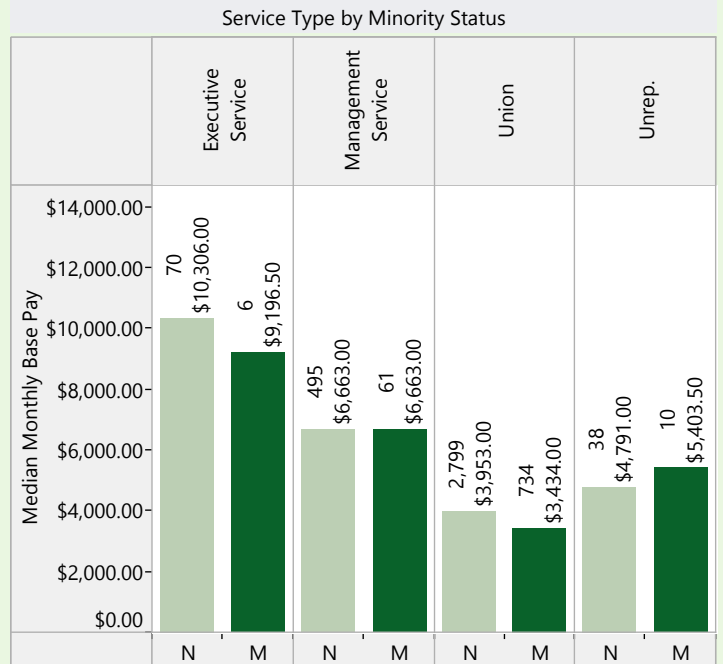
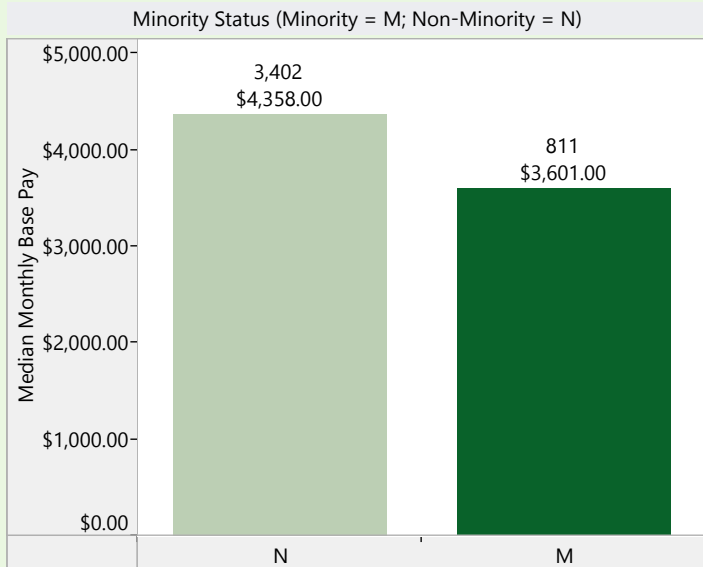
OREGON HEALTH AUTHORITY



Agency Type: Redistributive
Agency Size: Large

Executive Branch Overall

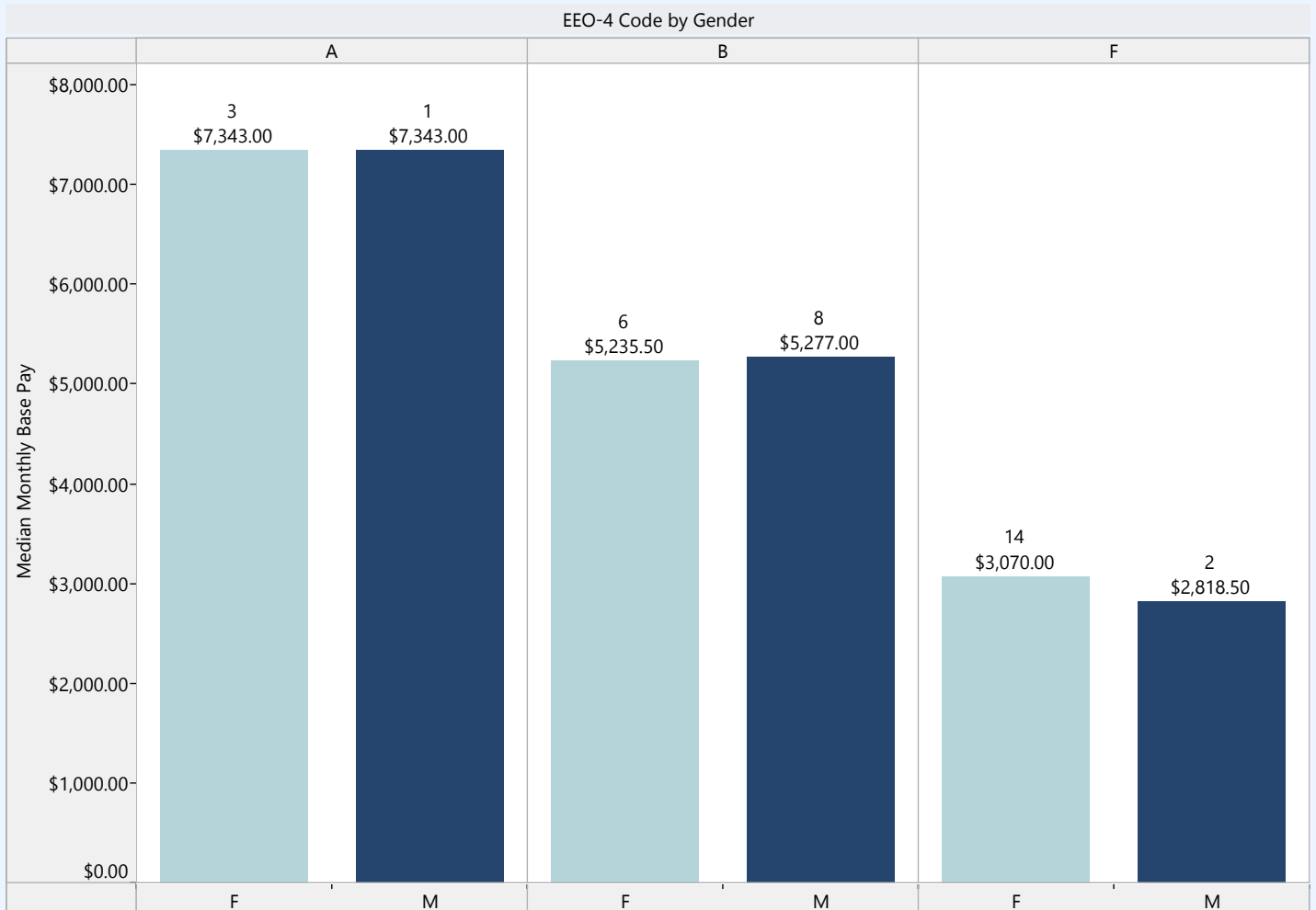
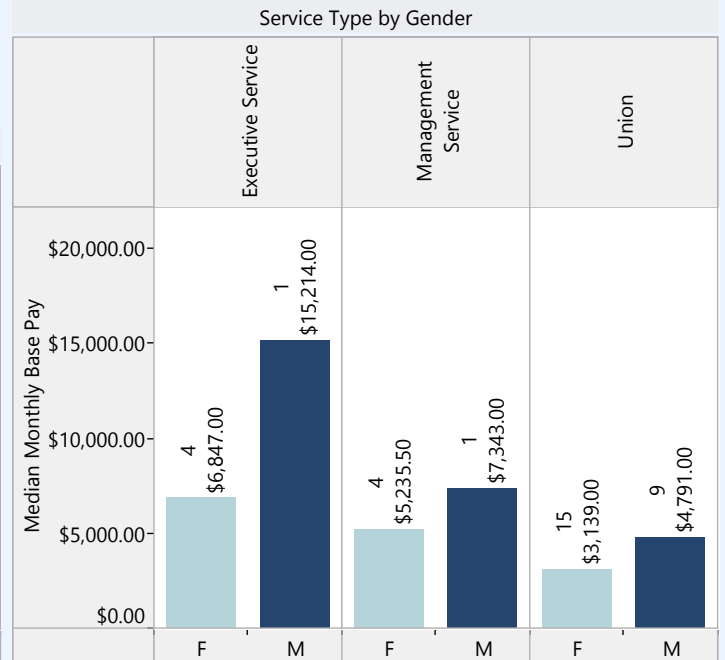
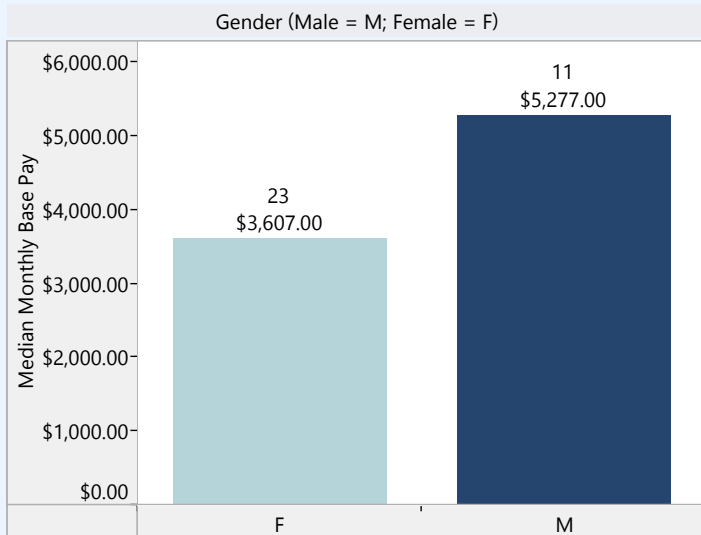
OREGON HEALTH AUTHORITY



Agency Type: Redistributive
Agency Size: Large

Executive Branch Overall

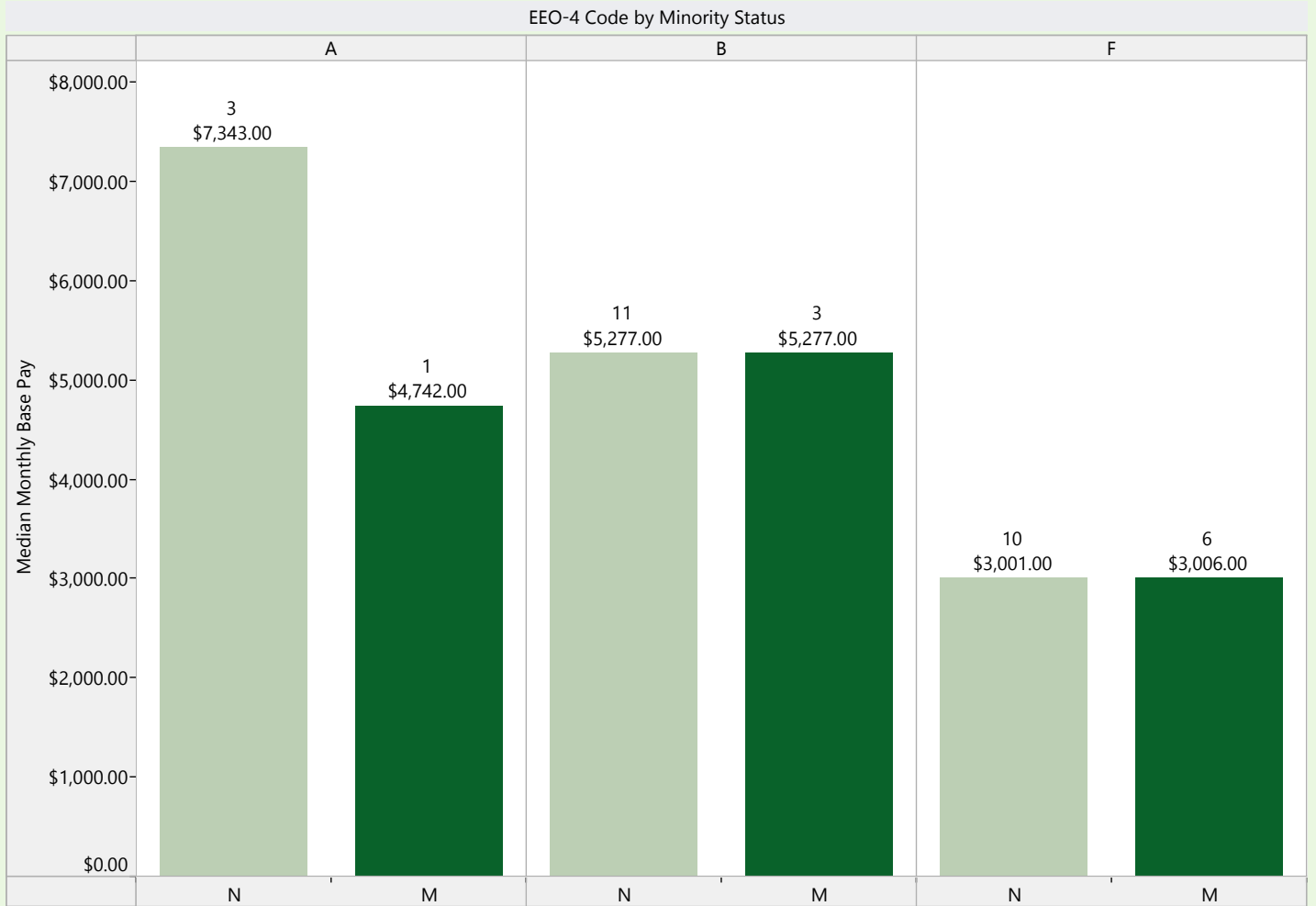
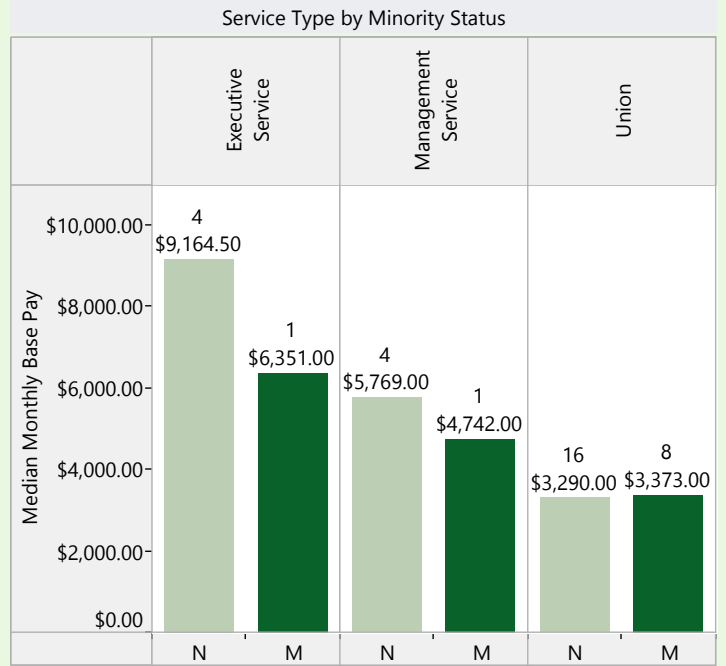
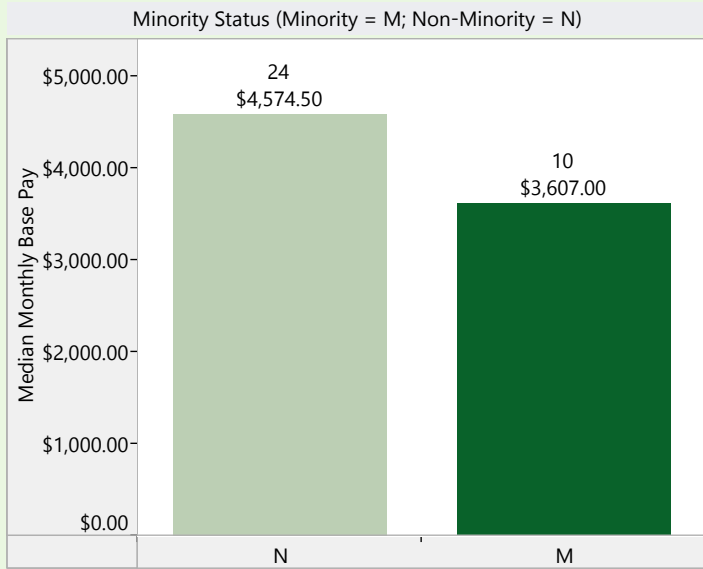
OREGON MEDICAL BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

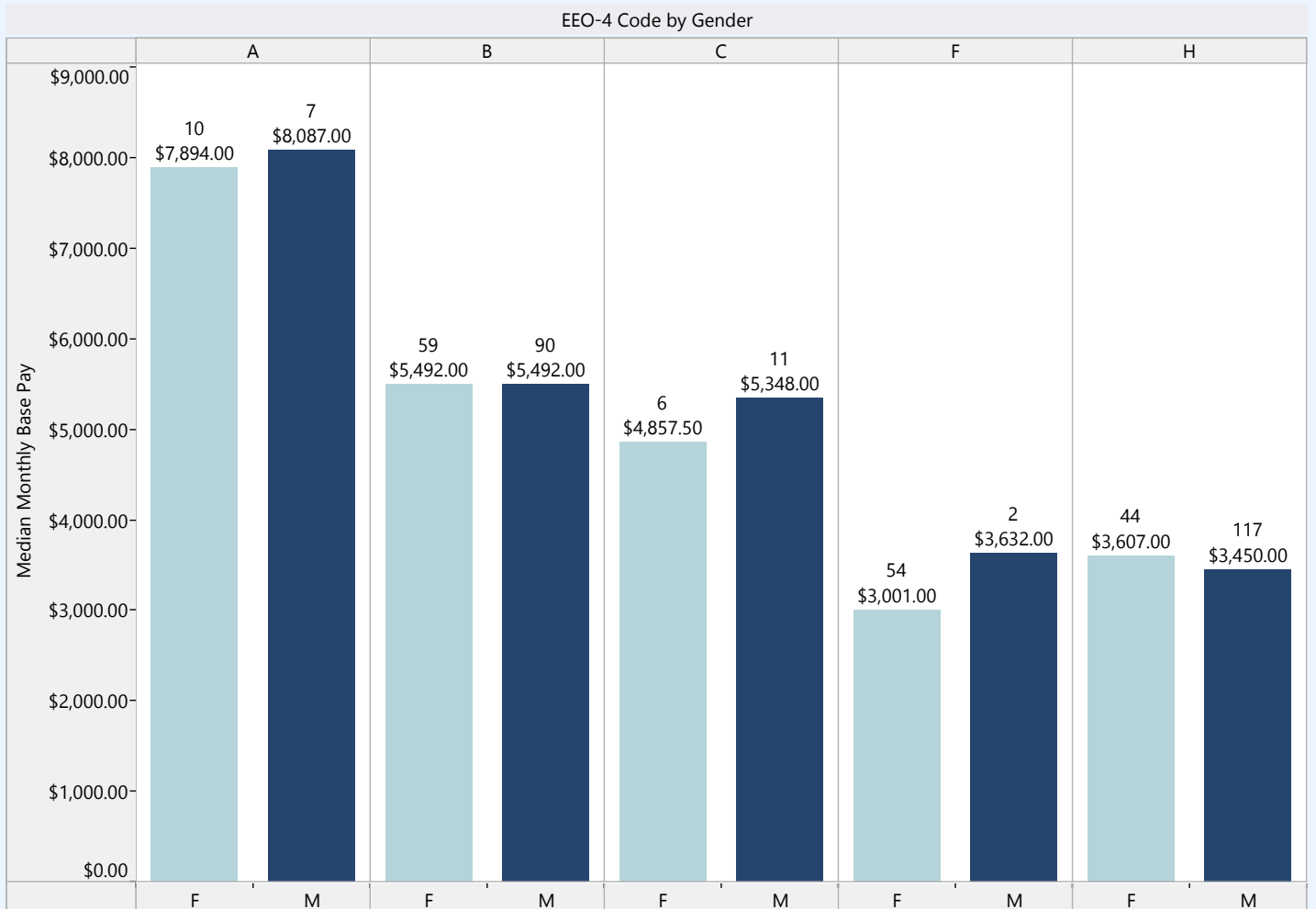
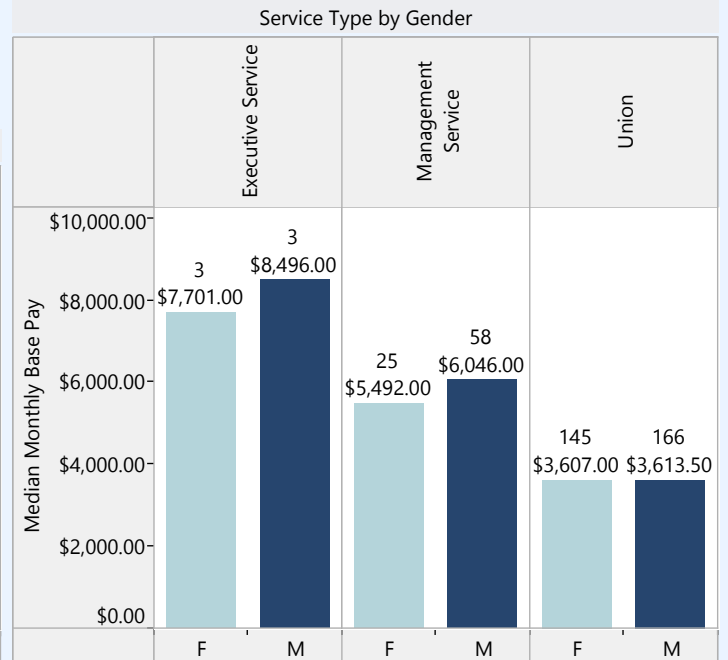
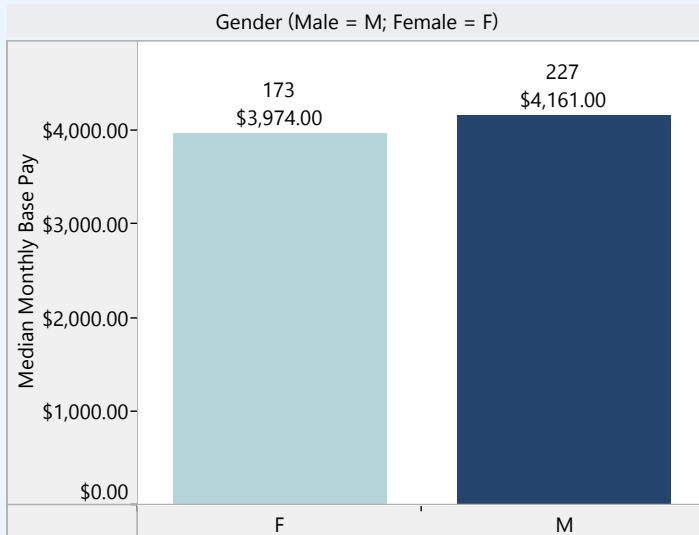
OREGON MEDICAL BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

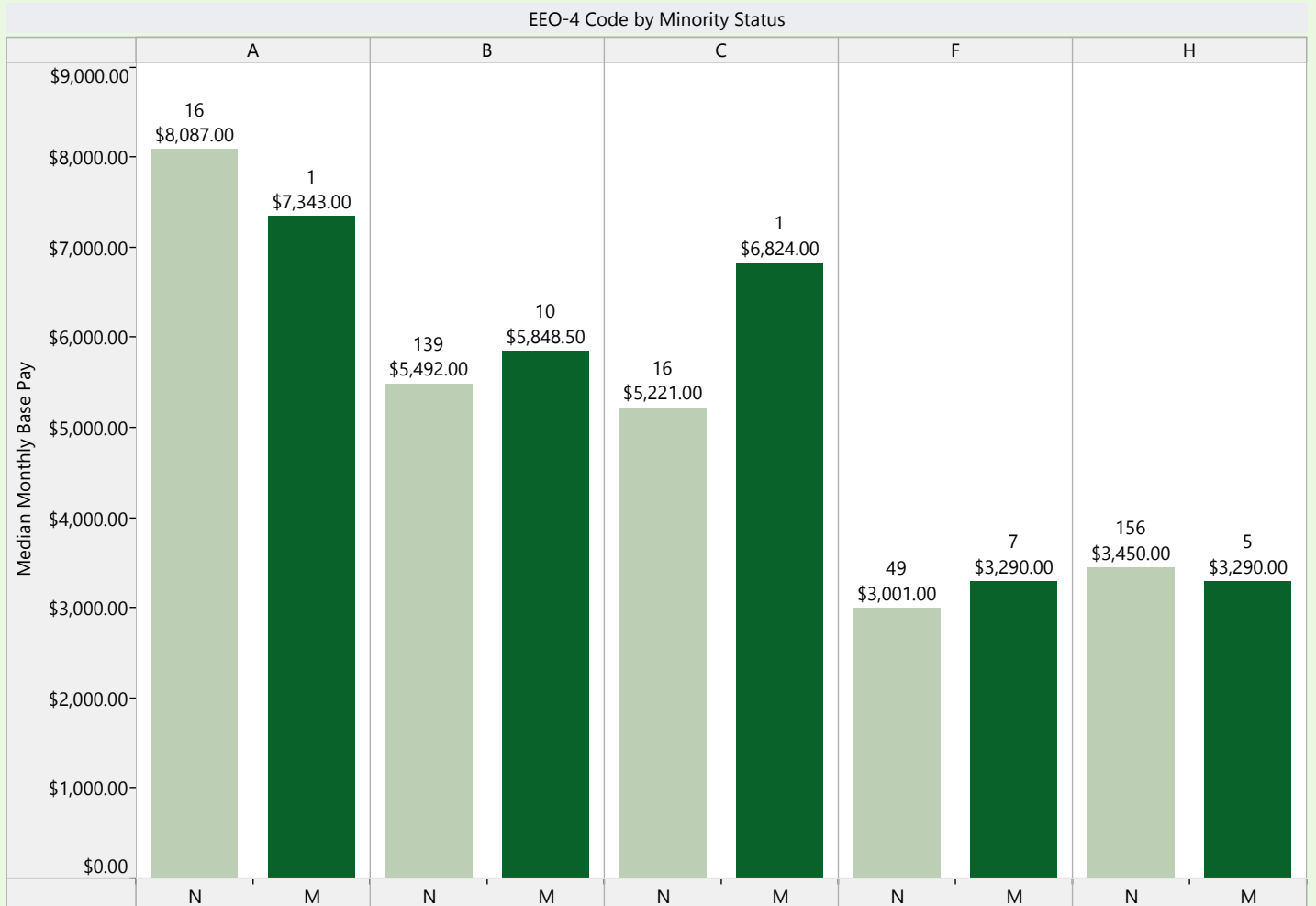
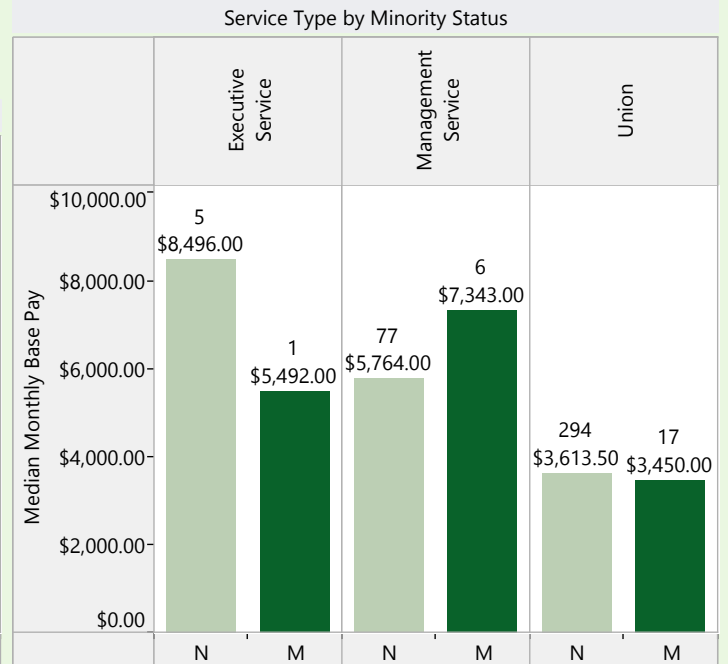
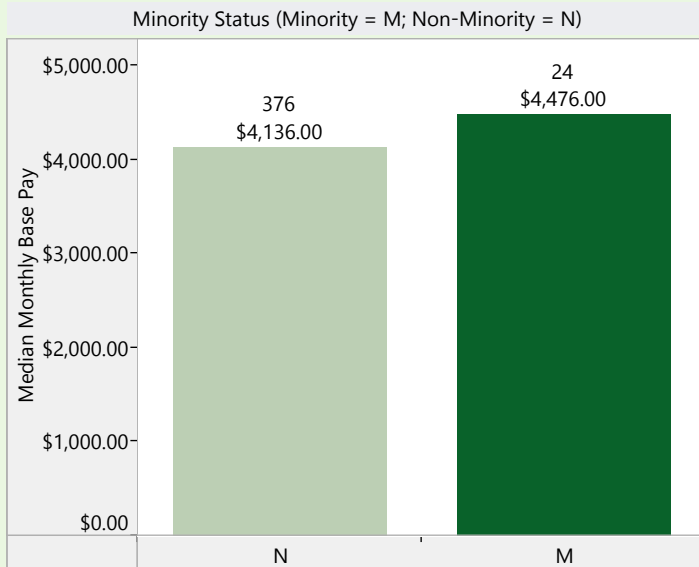
PARKS & RECREATION, DEPT OF



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

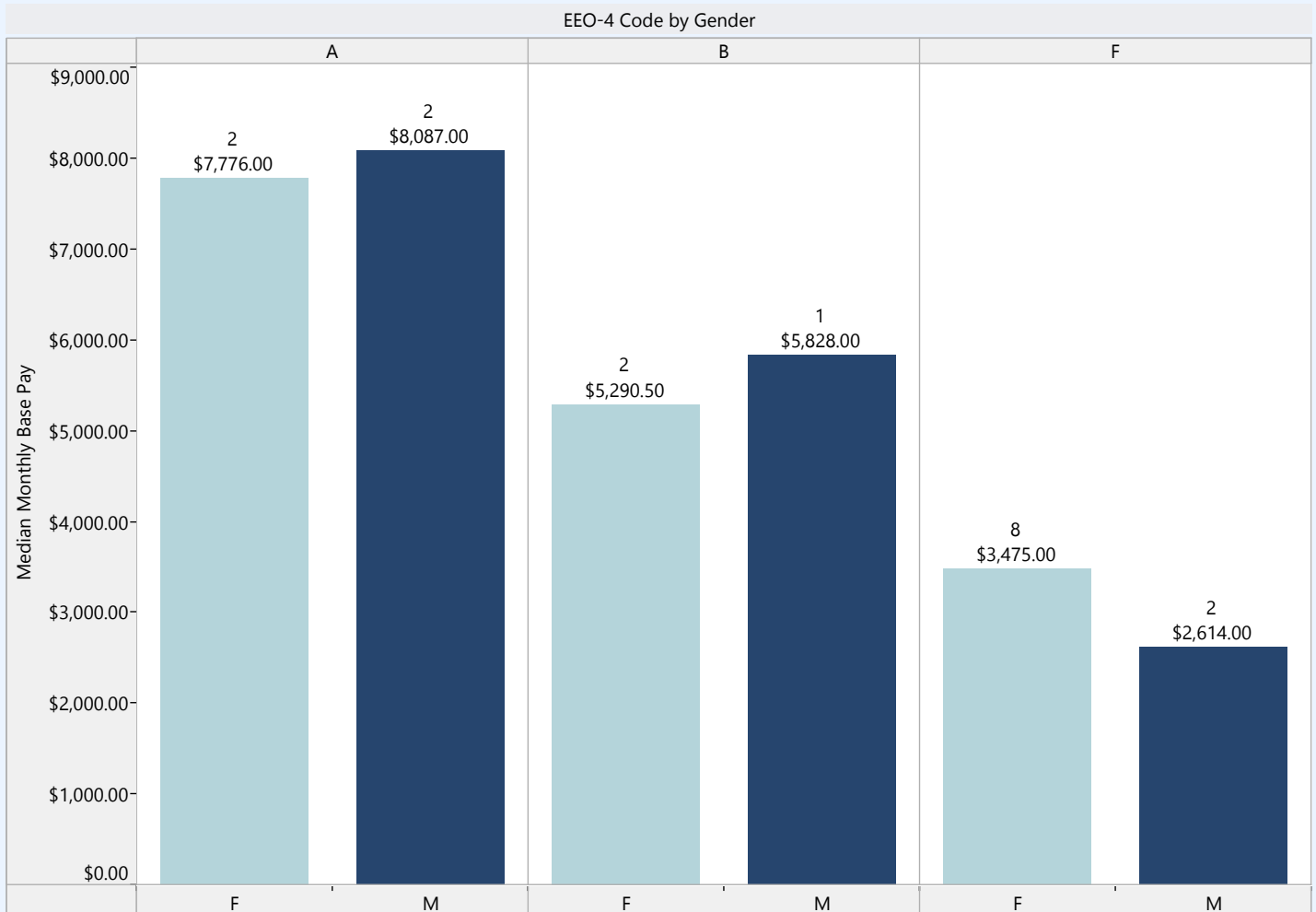
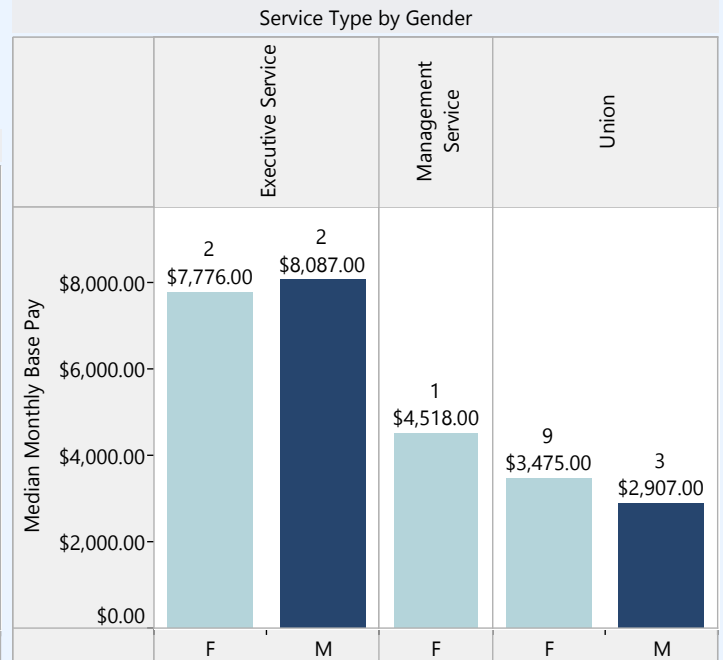
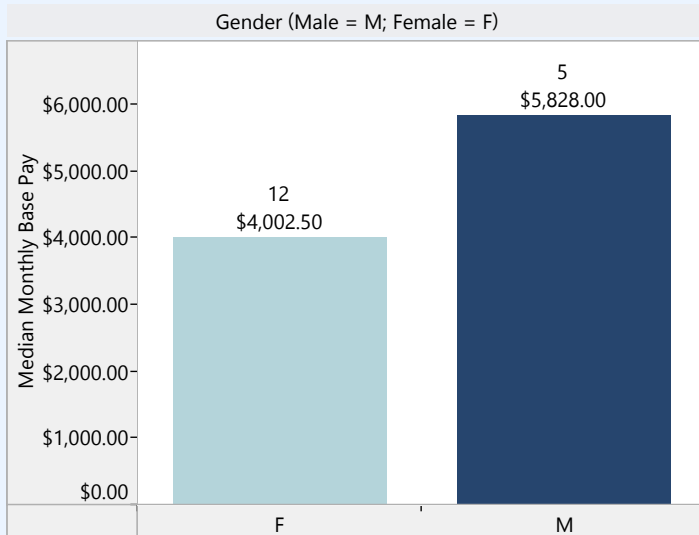
PARKS & RECREATION, DEPT OF



Agency Type: Distributive
Agency Size: Medium

Executive Branch Overall

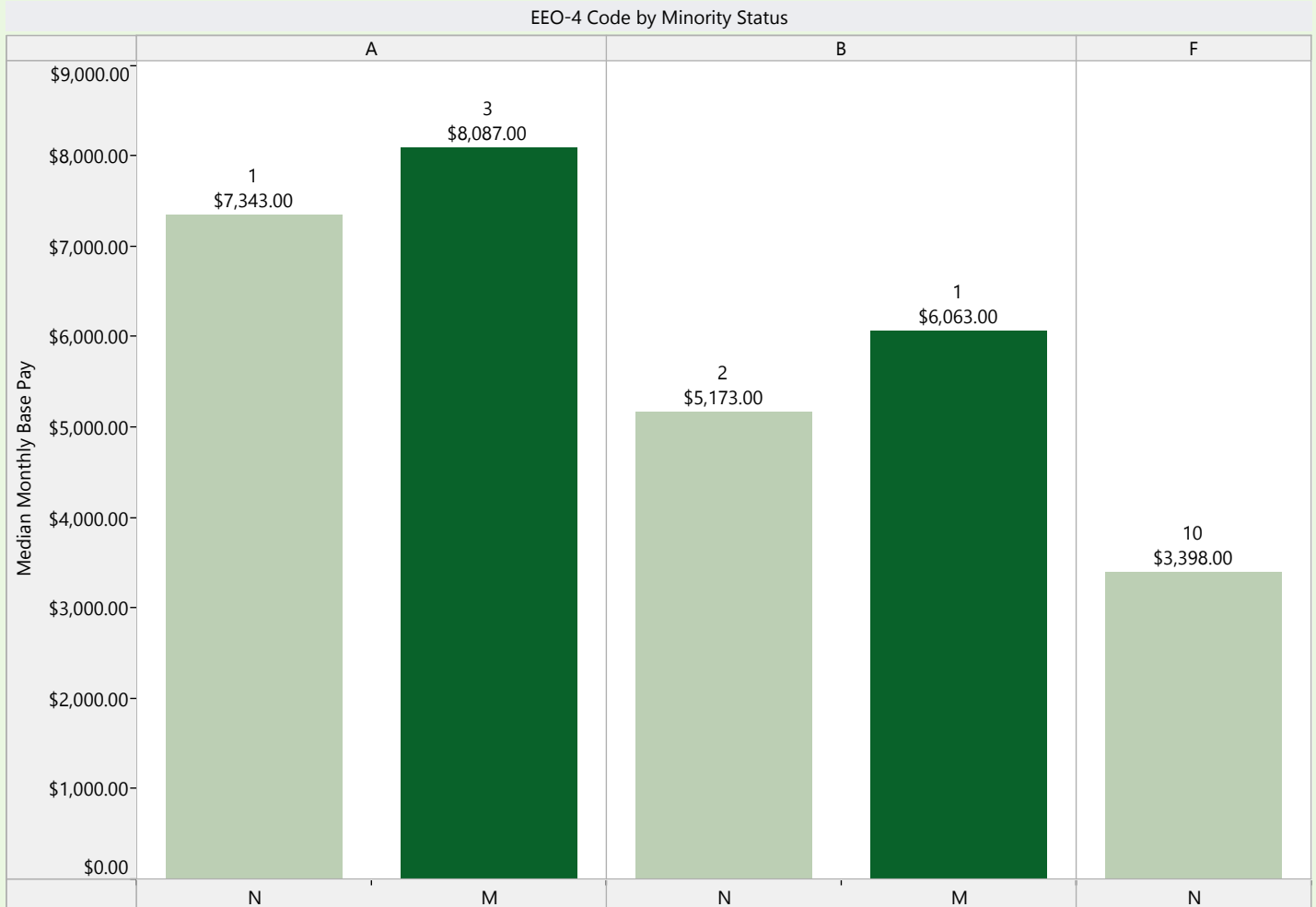
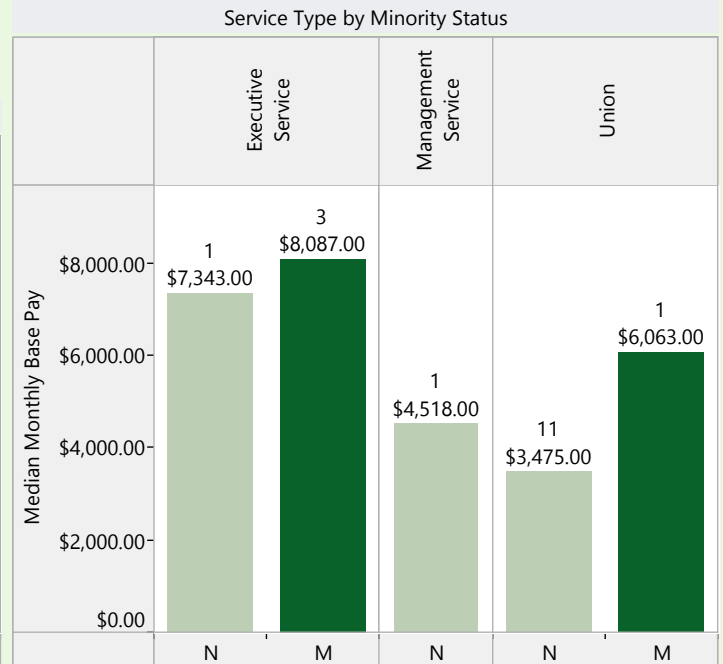
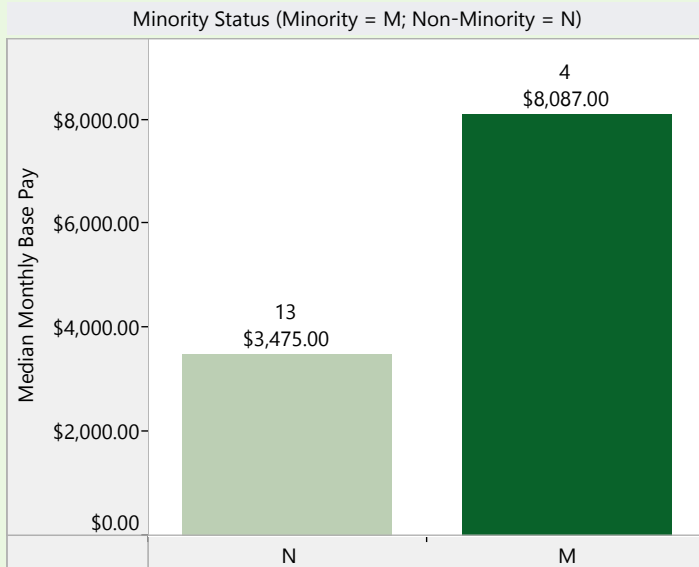
PAROLE/POST PRISON SUPV, BRD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

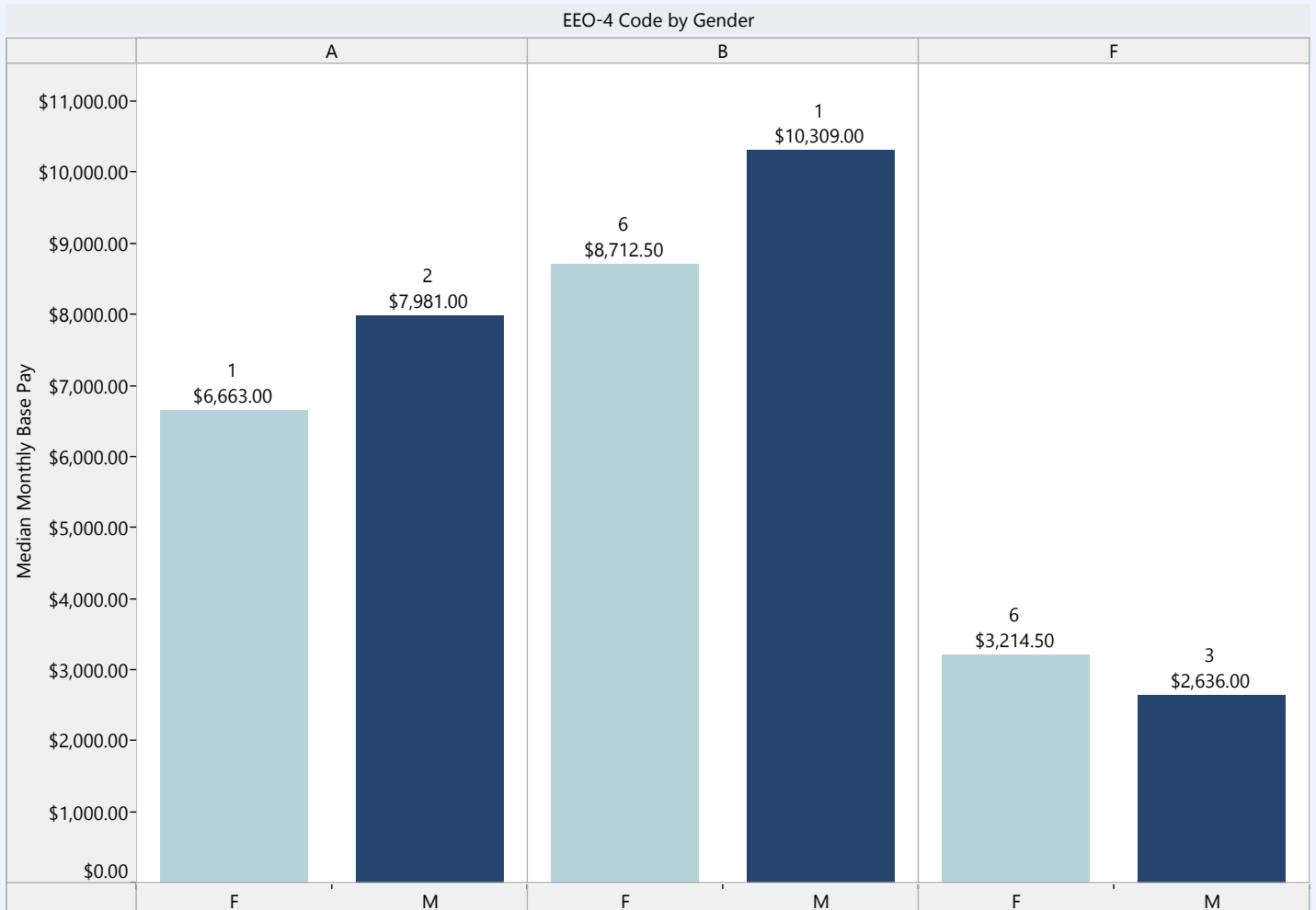
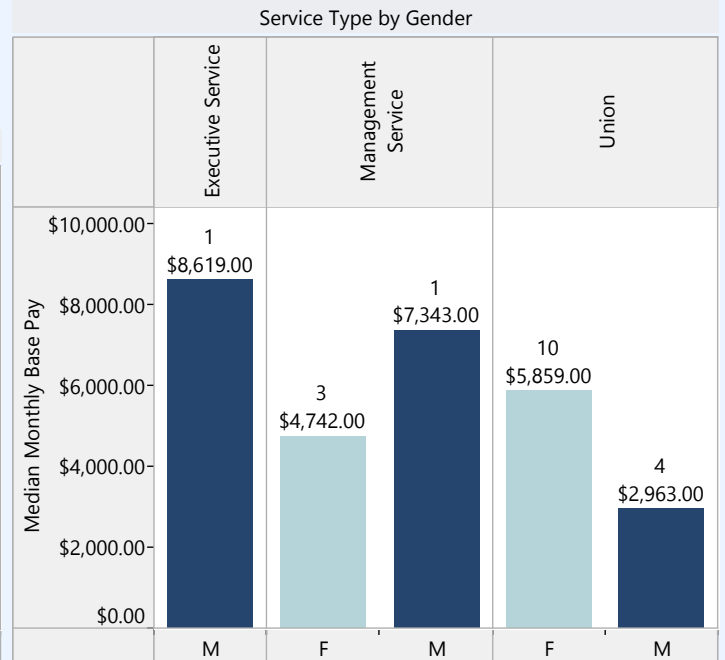
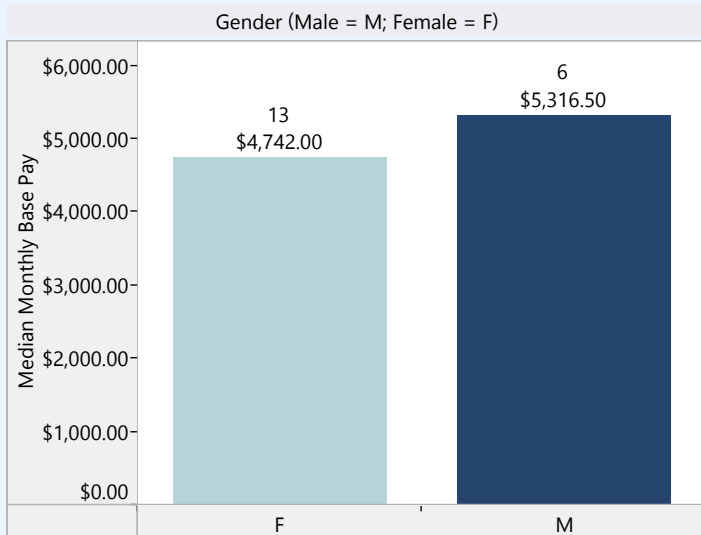
PAROLE/POST PRISON SUPV, BRD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

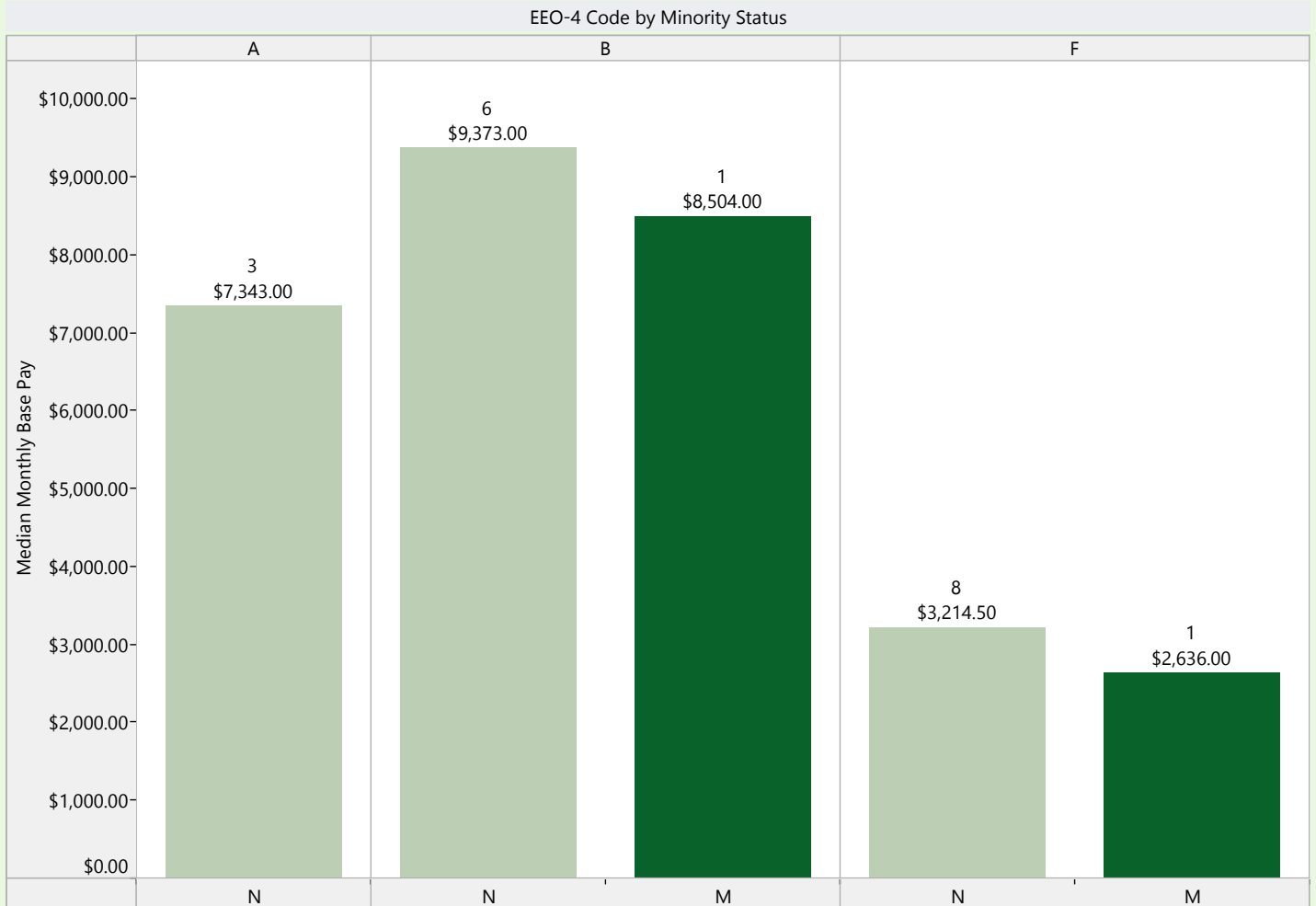
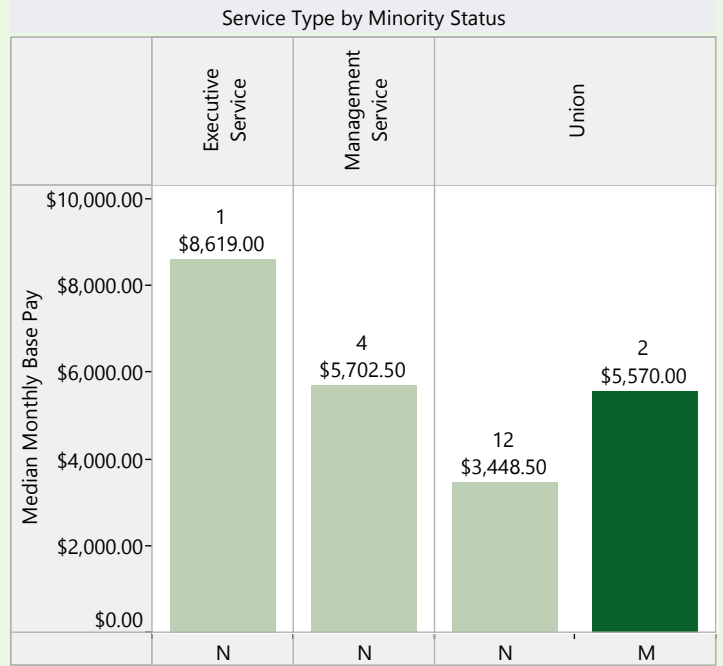
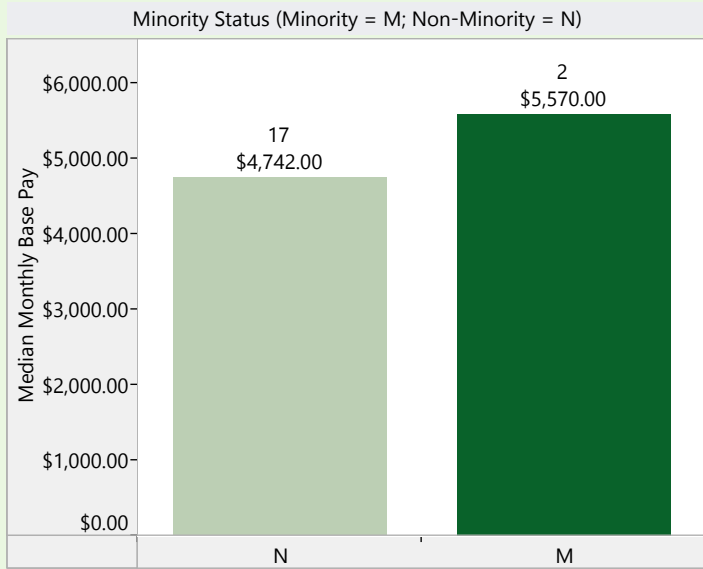
PHARMACY, OREGON BOARD OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

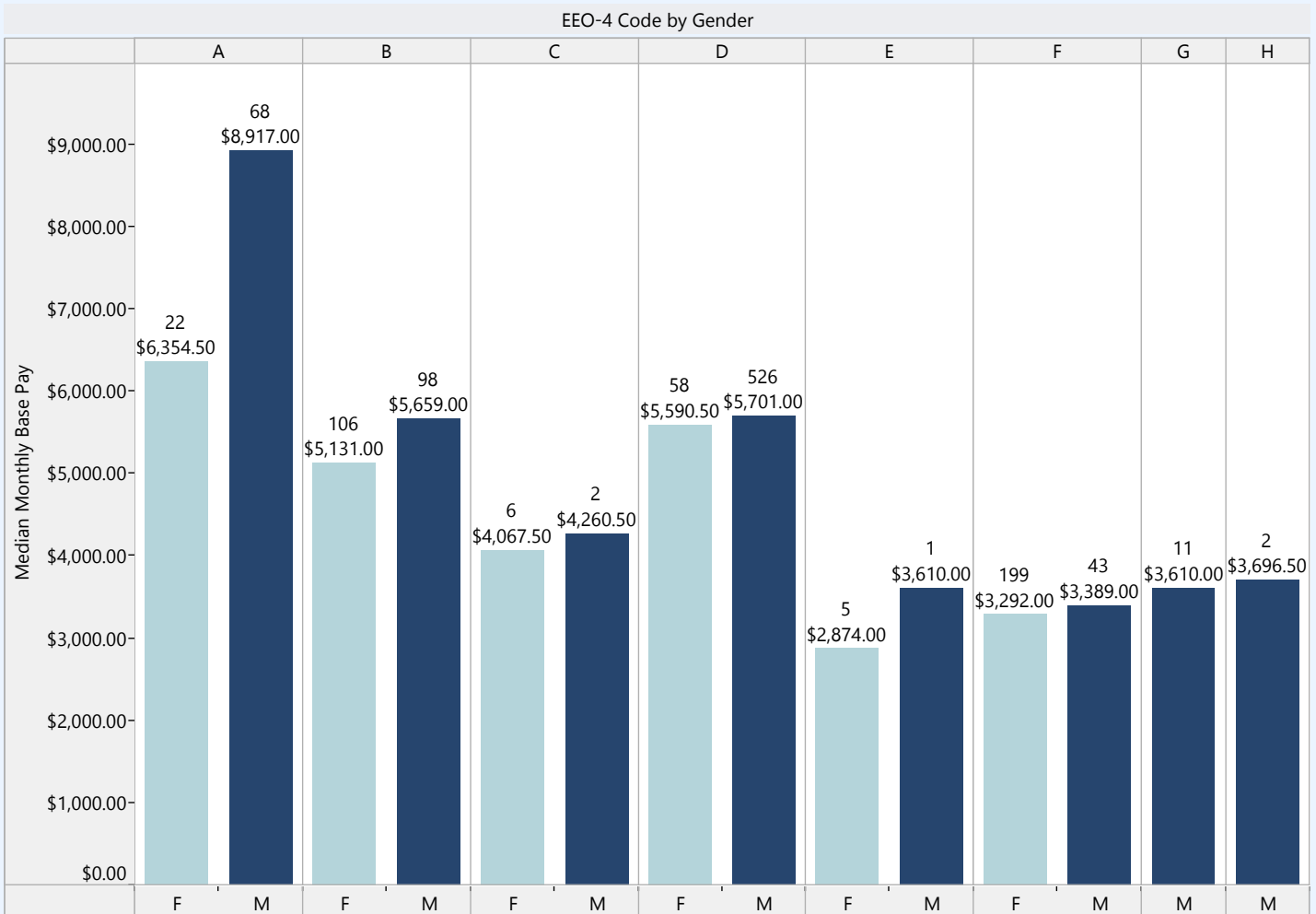
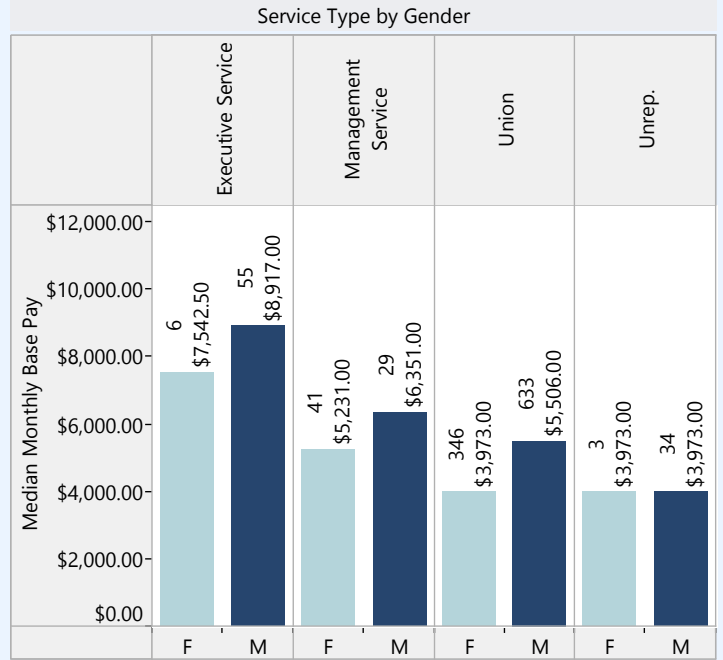
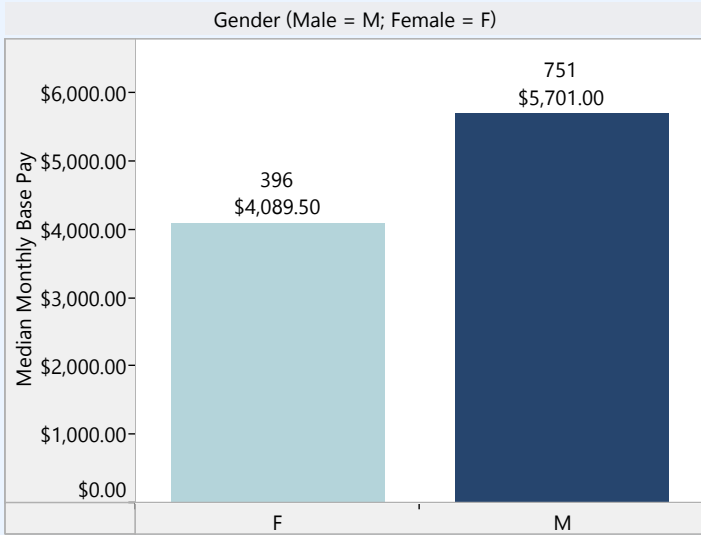
PHARMACY, OREGON BOARD OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

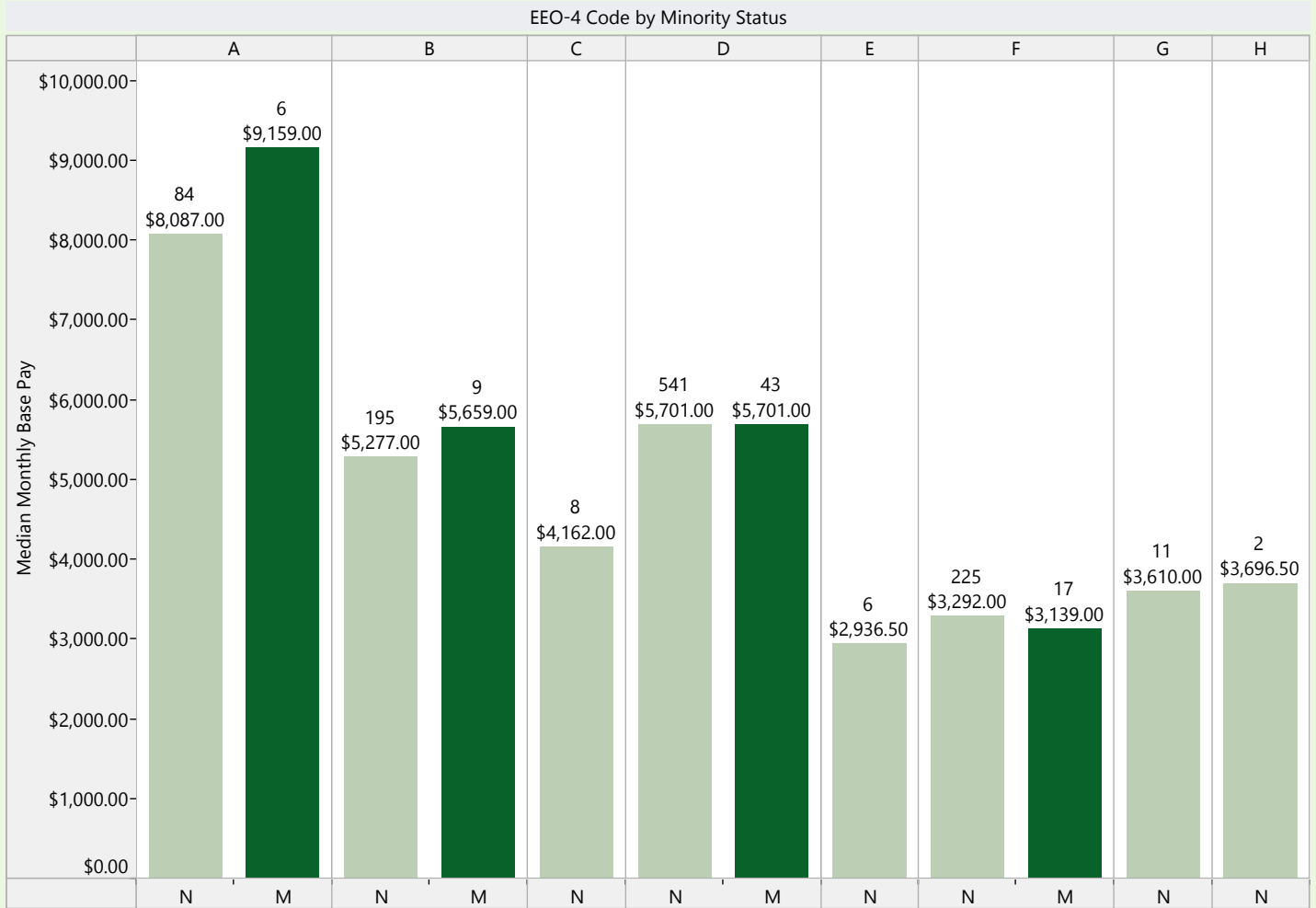
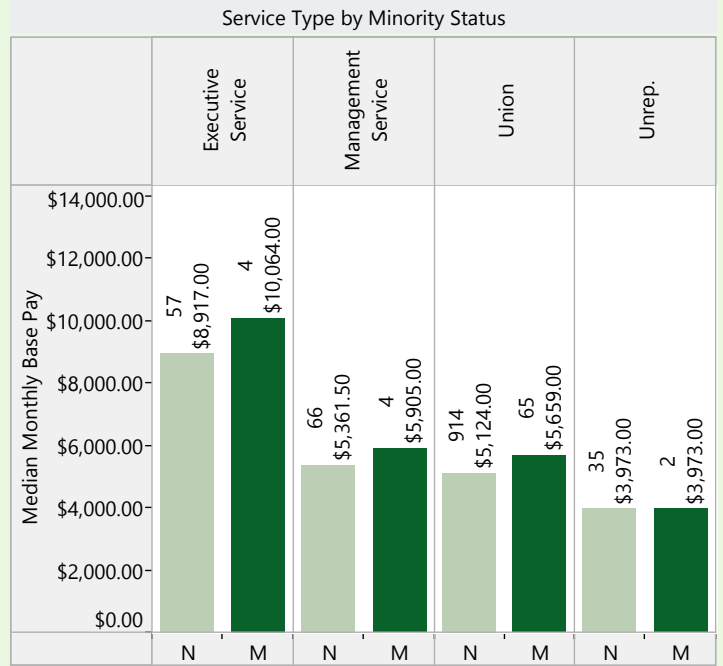
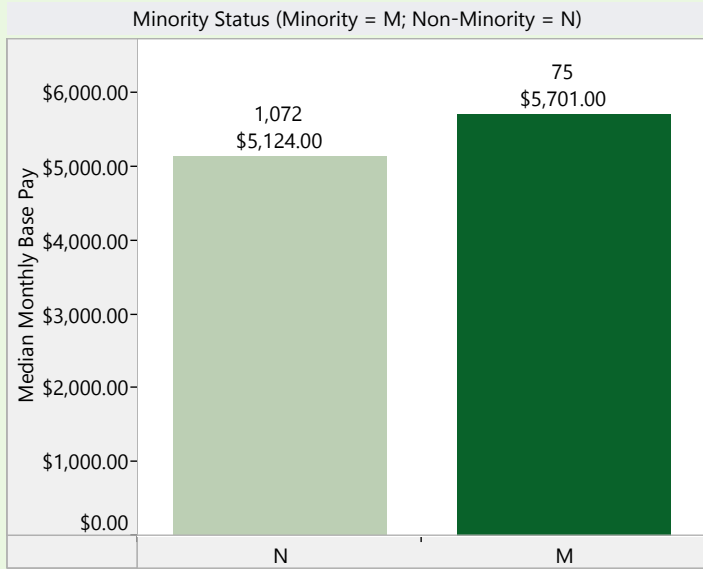
POLICE, OREGON STATE



Agency Type: Regulatory
Agency Size: Large

Executive Branch Overall

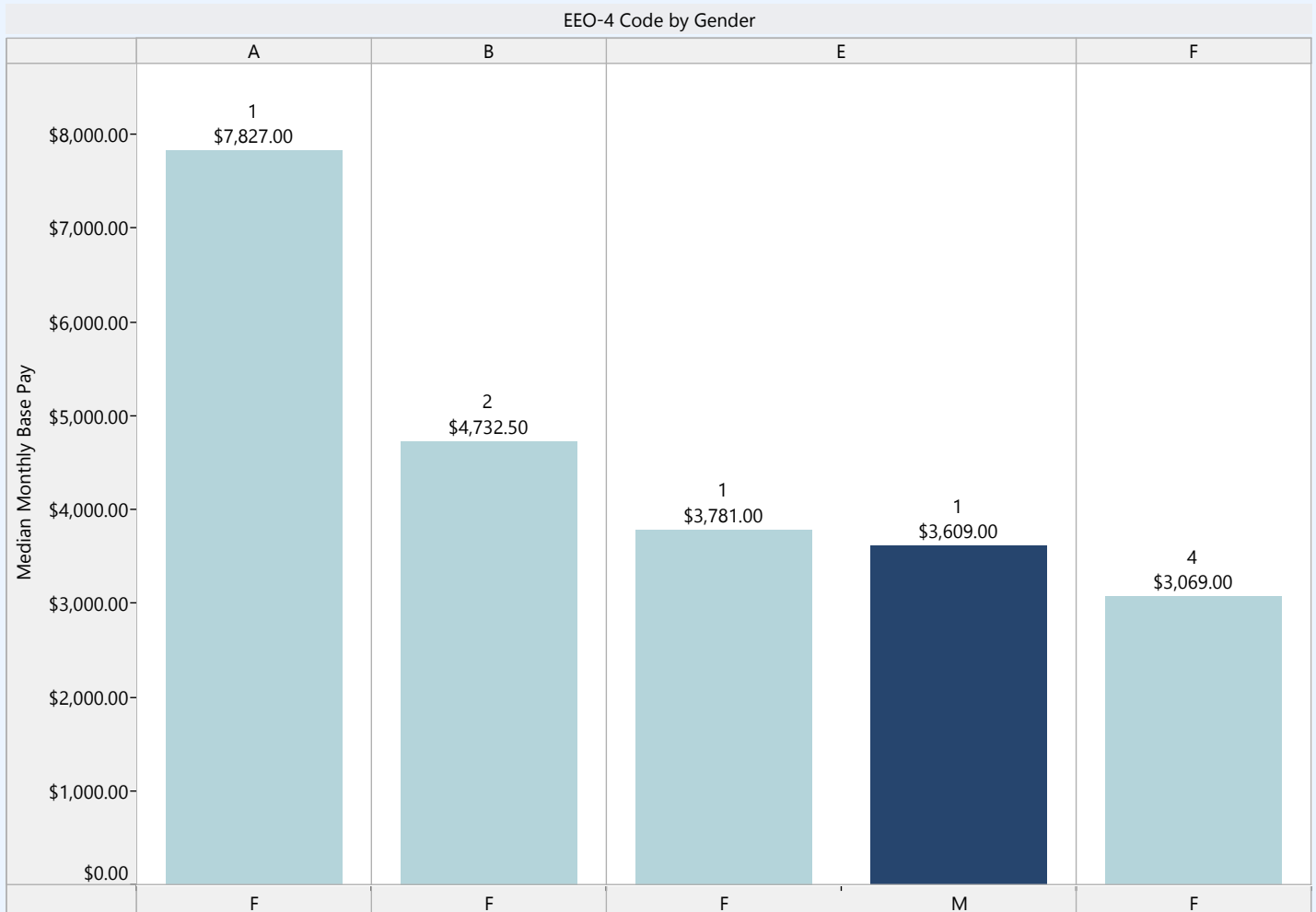
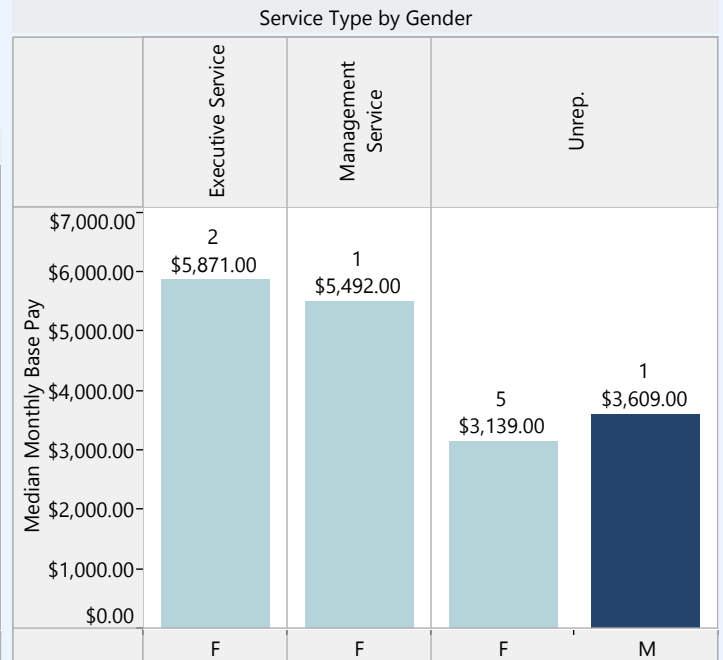
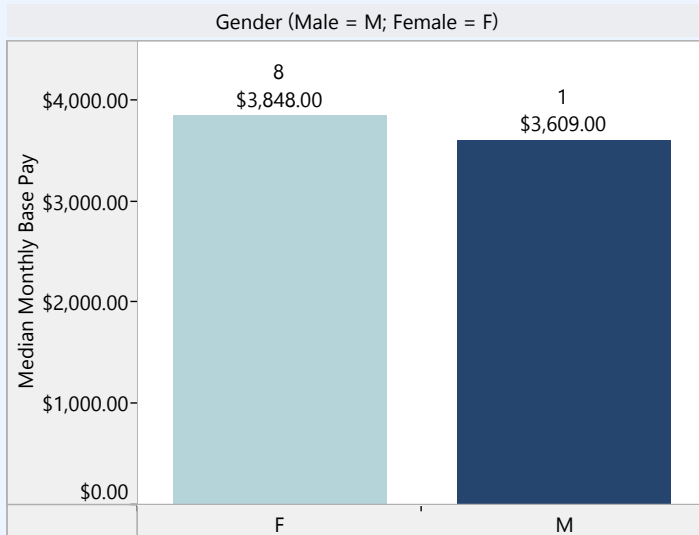
POLICE, OREGON STATE



Agency Type: Regulatory
Agency Size: Large

Executive Branch Overall

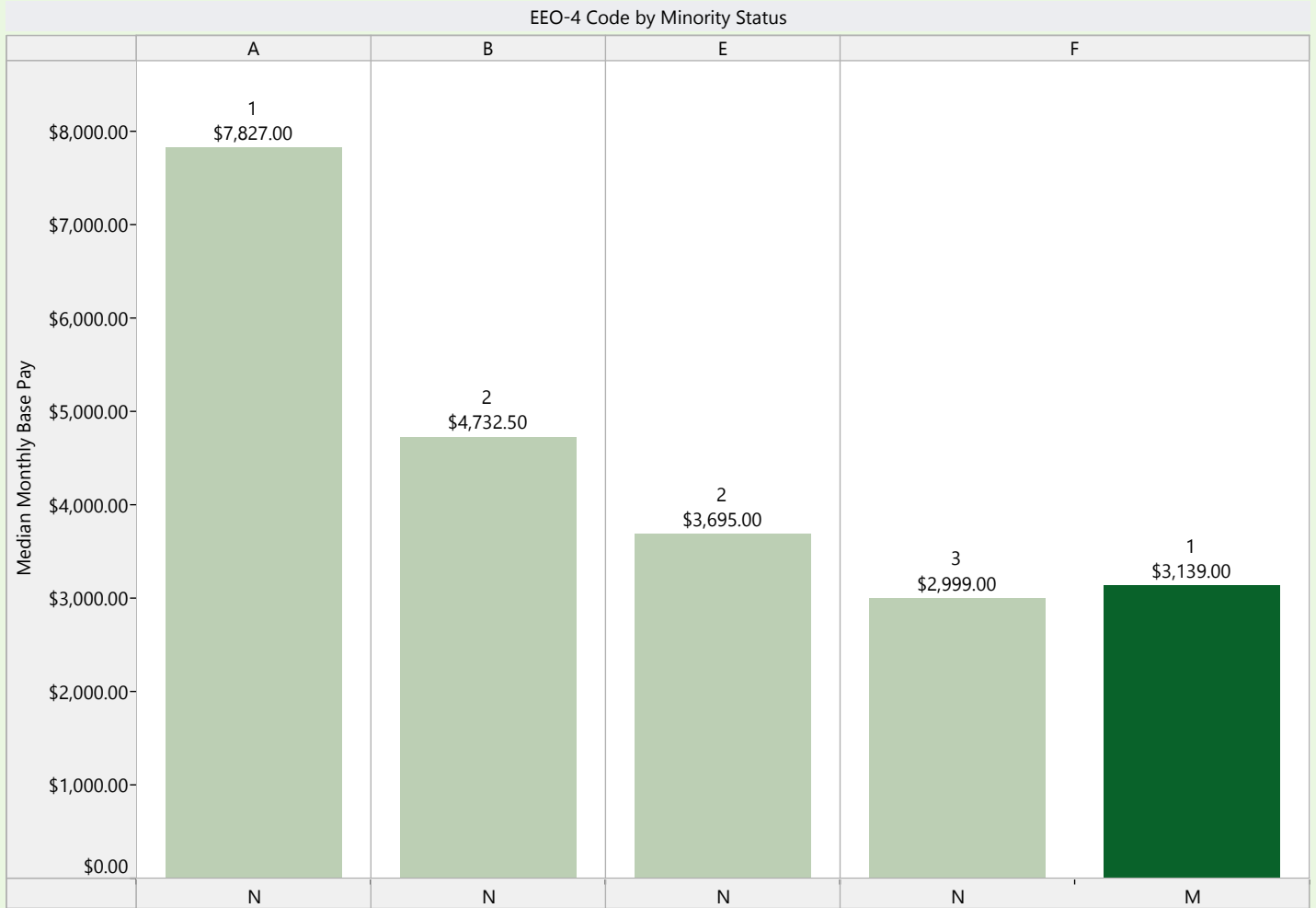
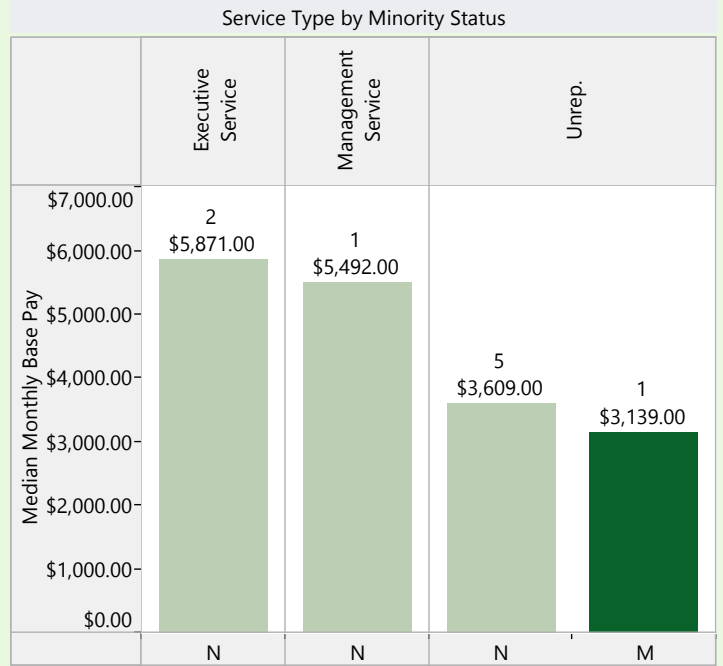
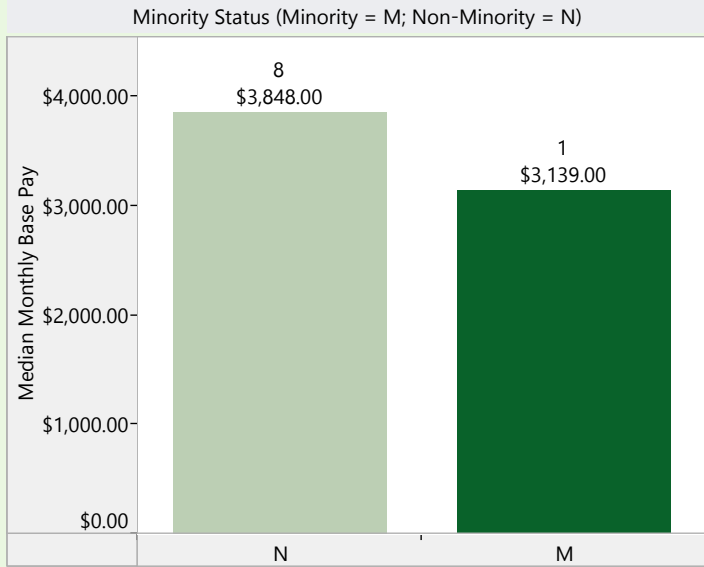
PSYCHIATRIC SECURITY REV BRD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

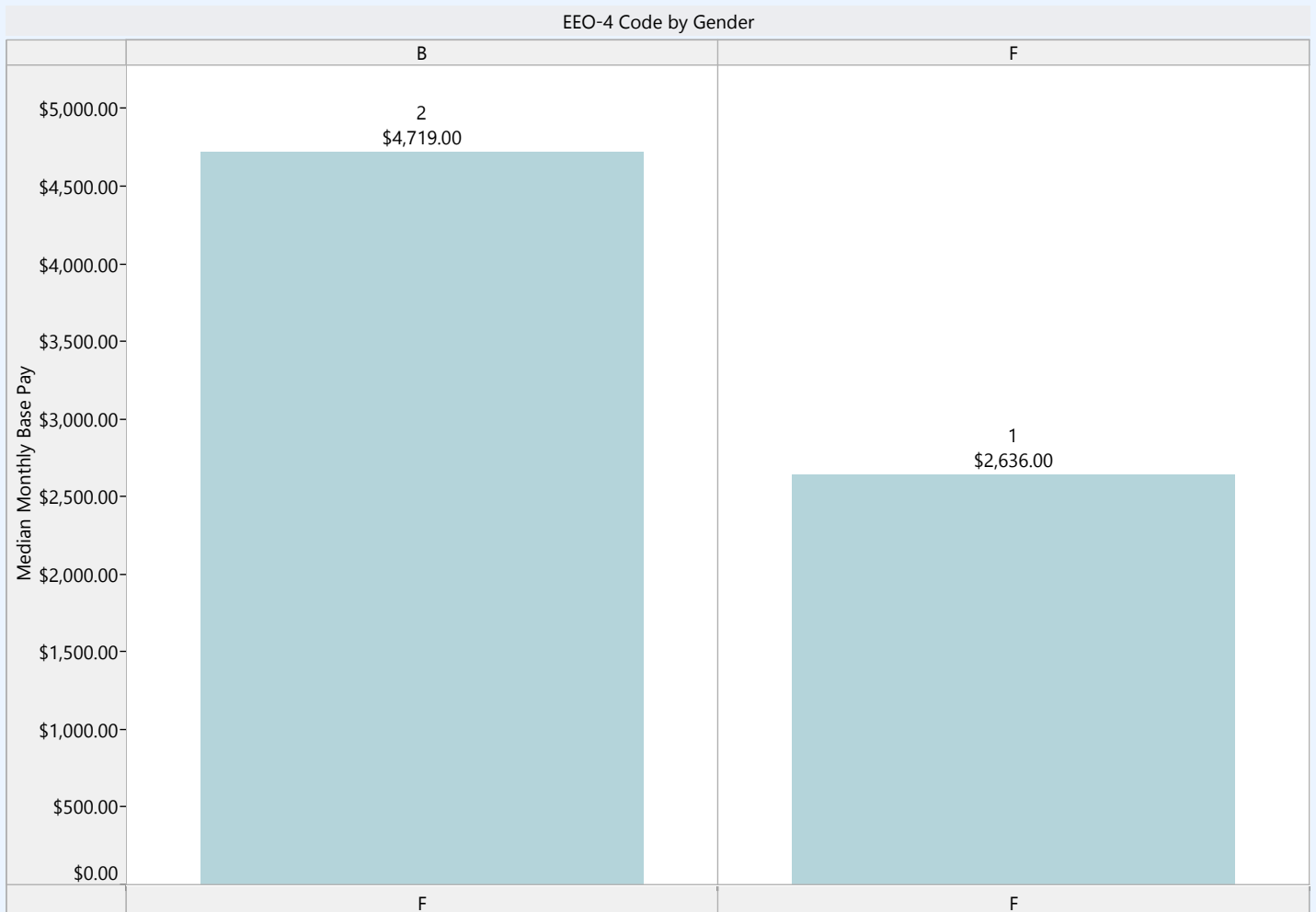
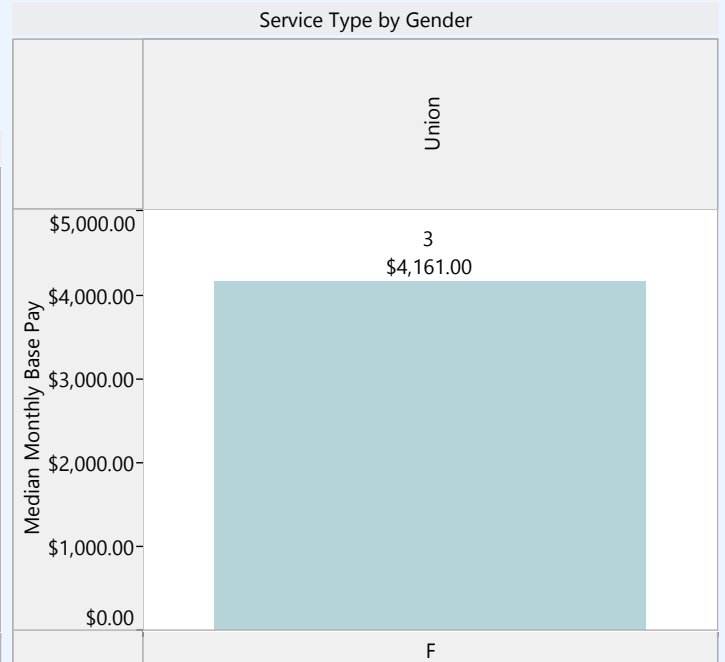
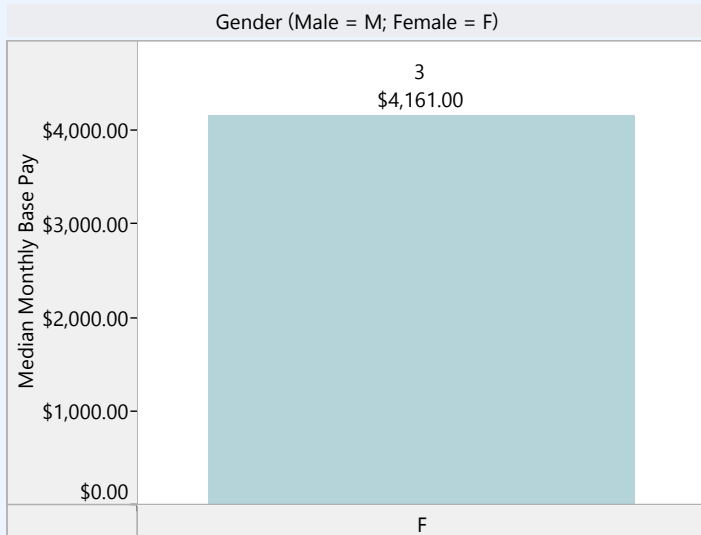
PSYCHIATRIC SECURITY REV BRD



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

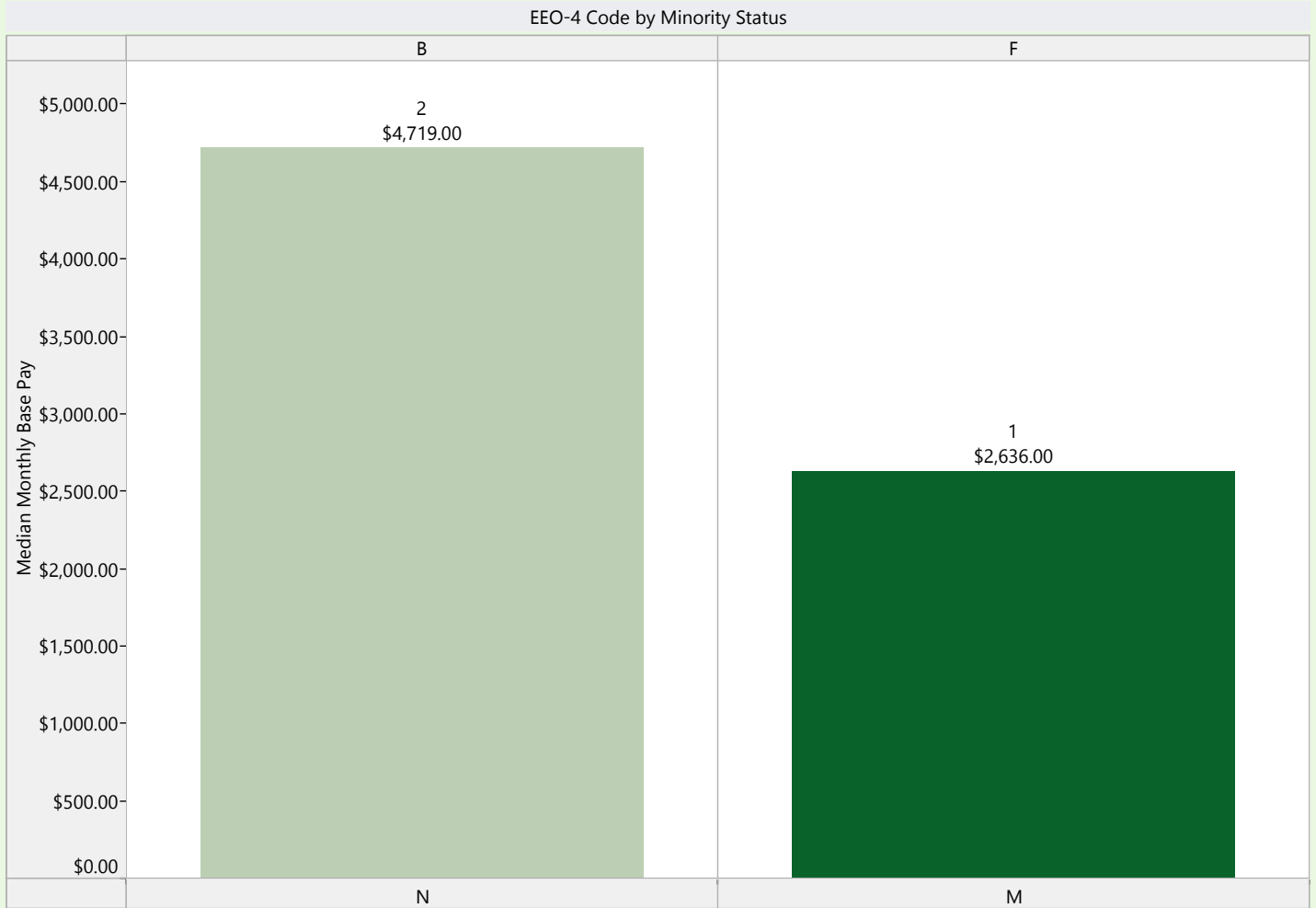
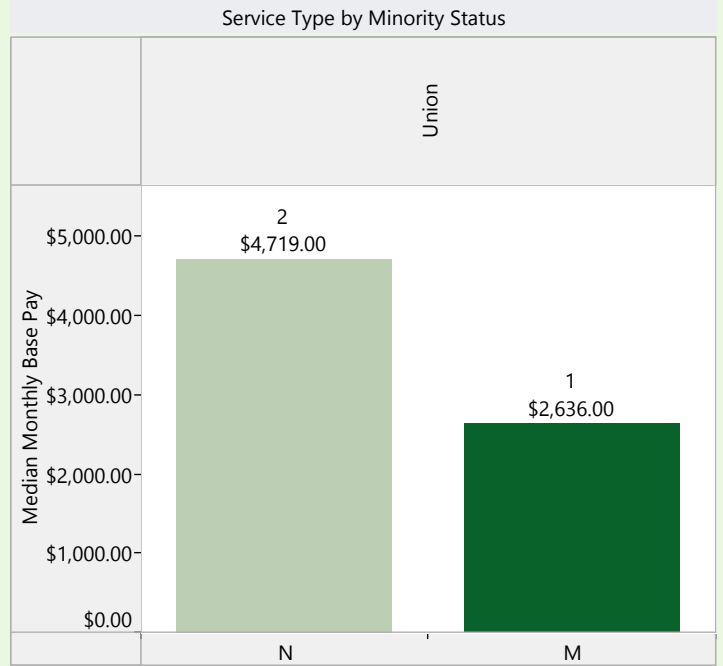
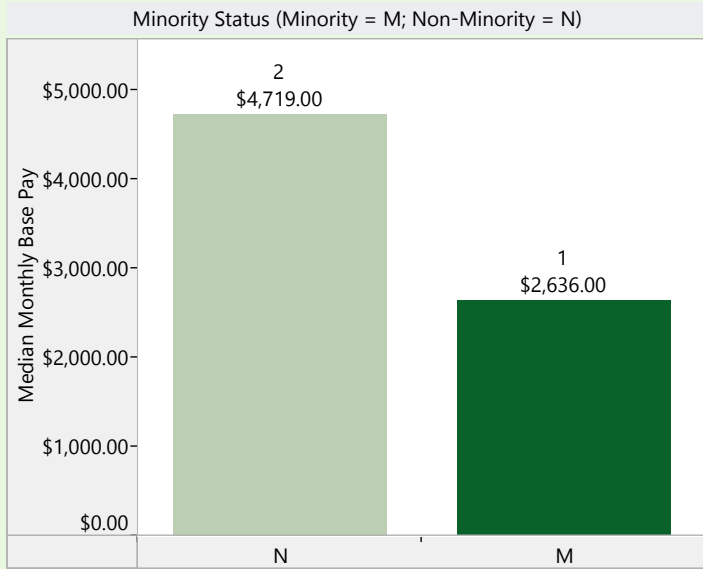
PSYCHOLOGISTS EXAMINERS BRD



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

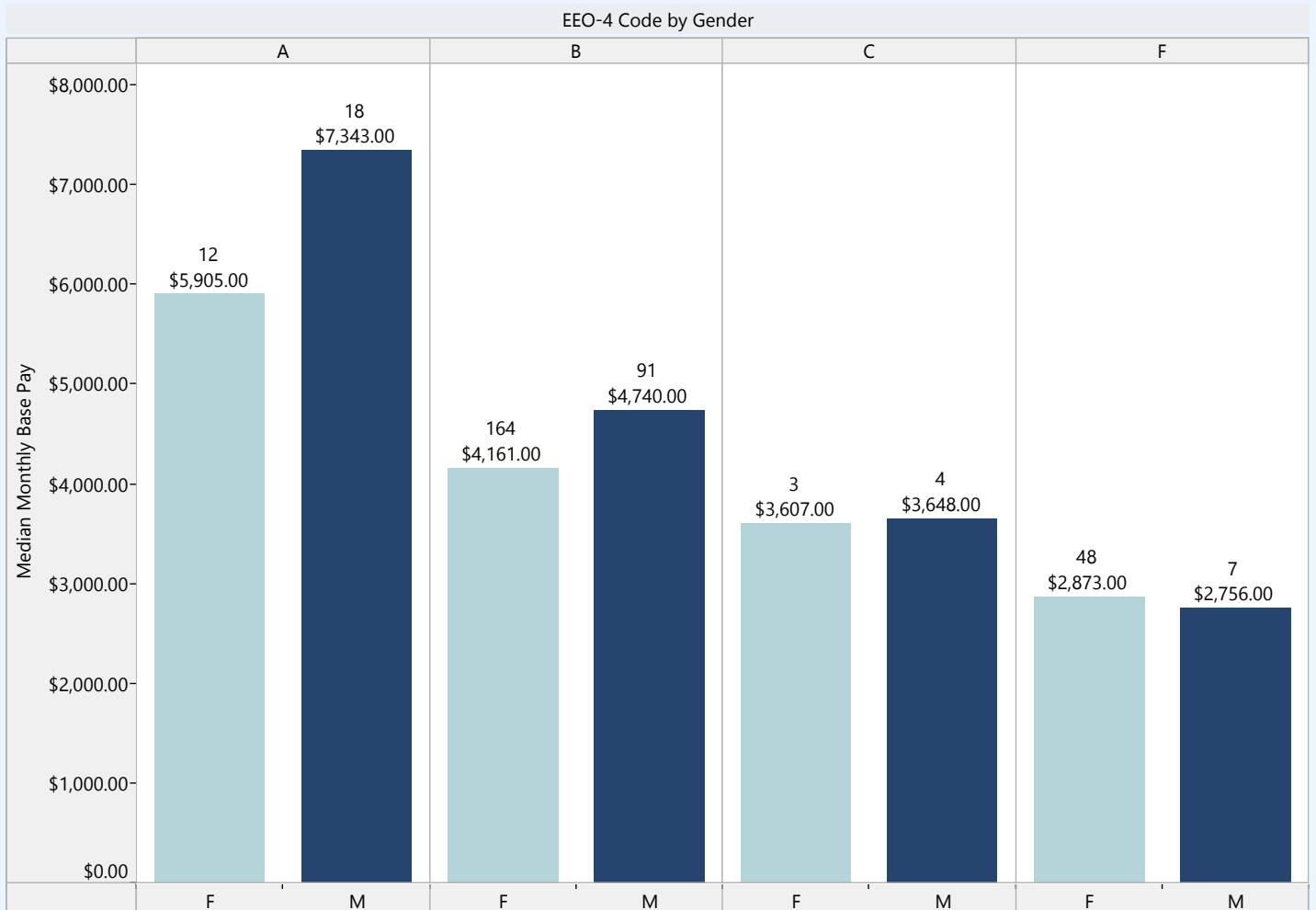
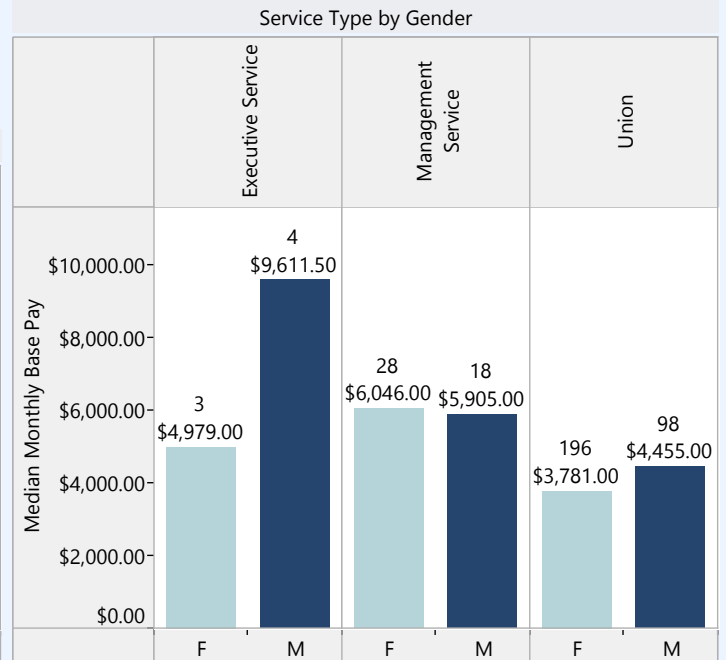
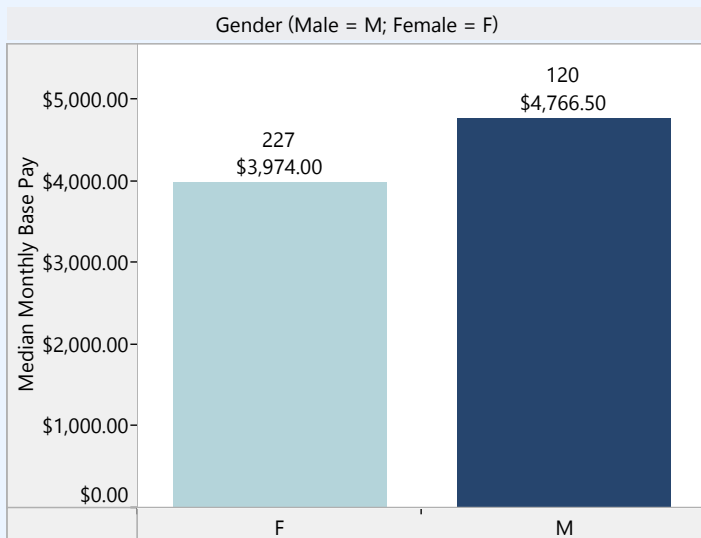
PSYCHOLOGISTS EXAMINERS BRD



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

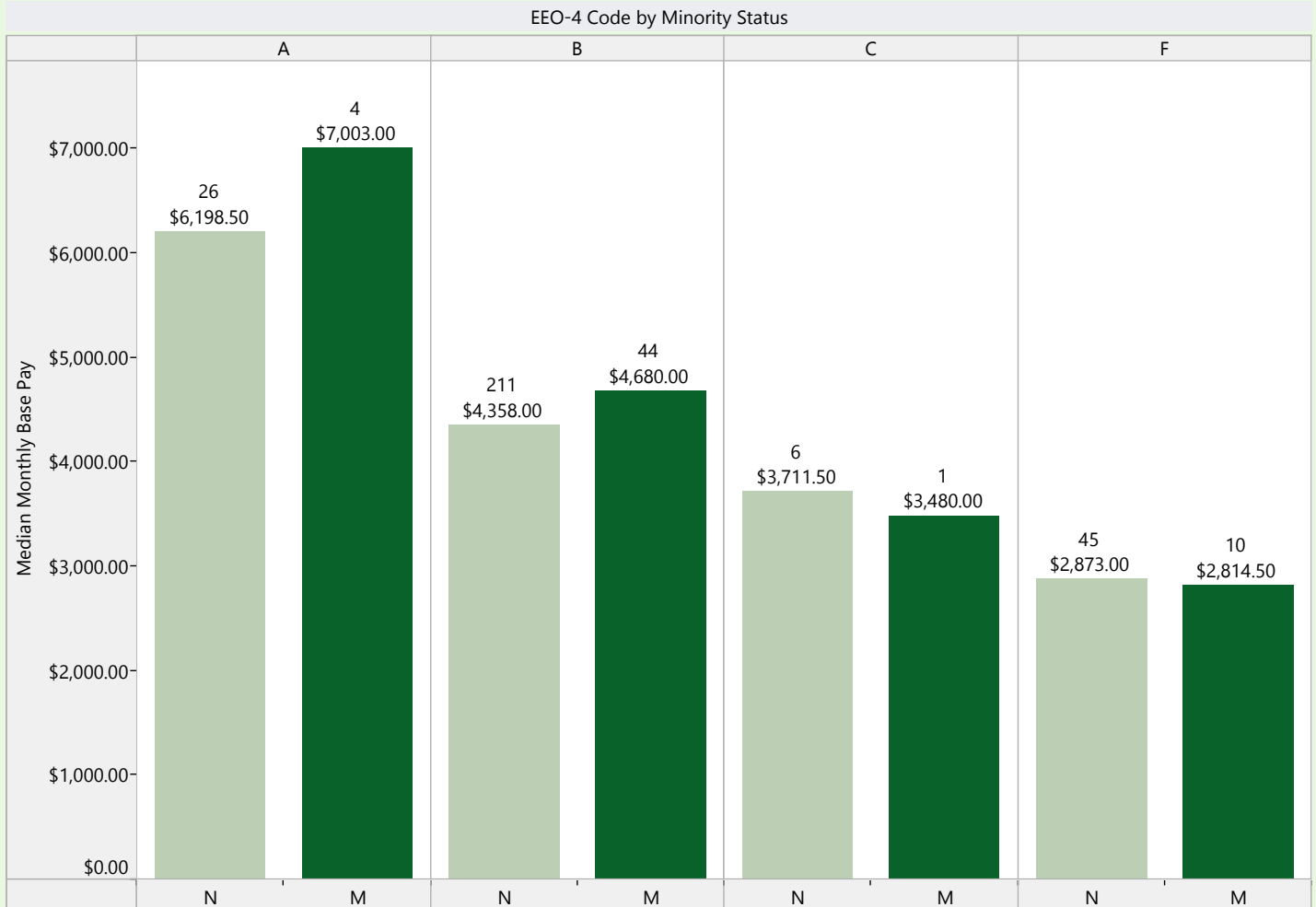
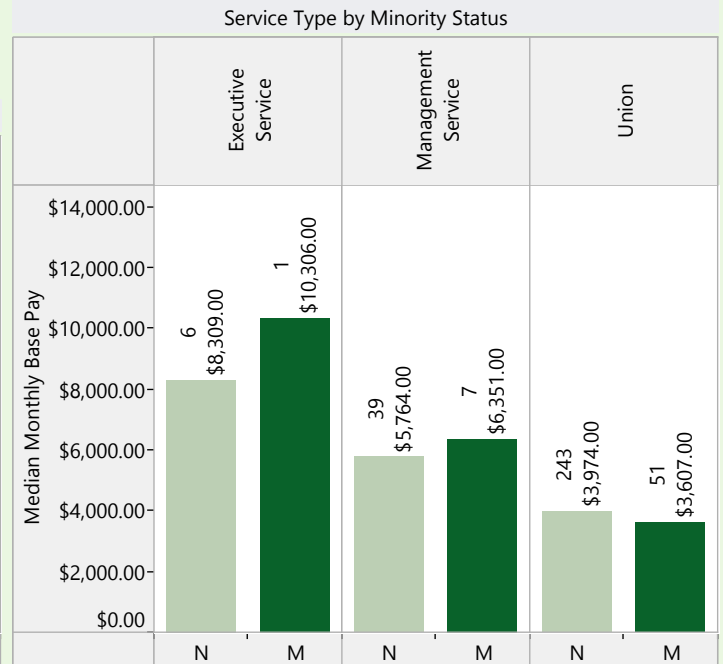
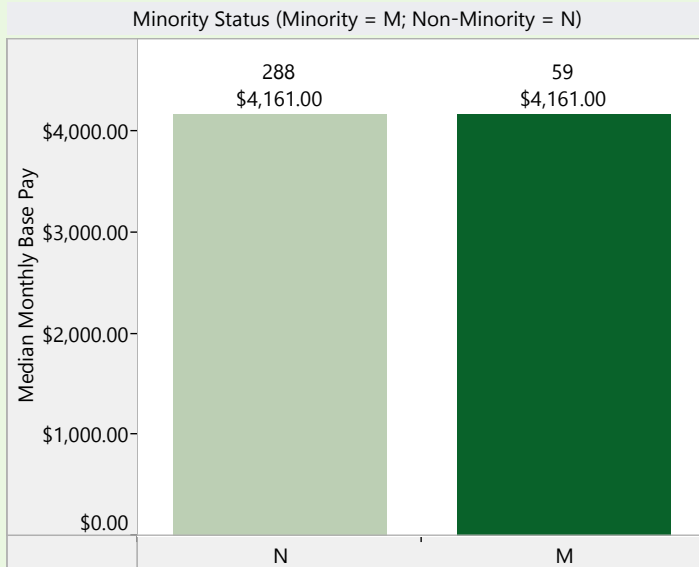
PUBLIC EMPS RETIREMENT SYSTEM



Agency Type: Financial Administration & General Control
 Agency Size: Medium

Executive Branch Overall

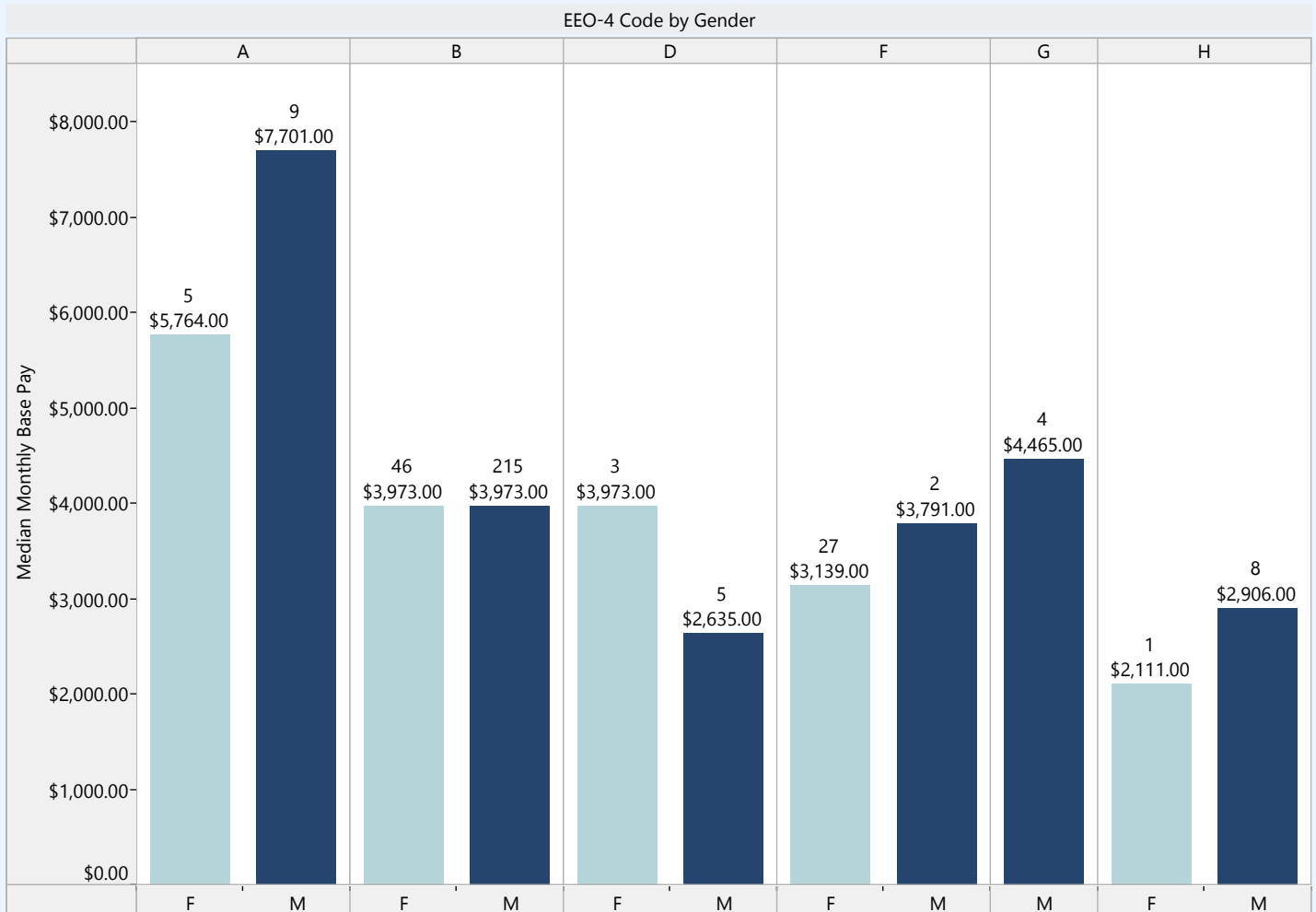
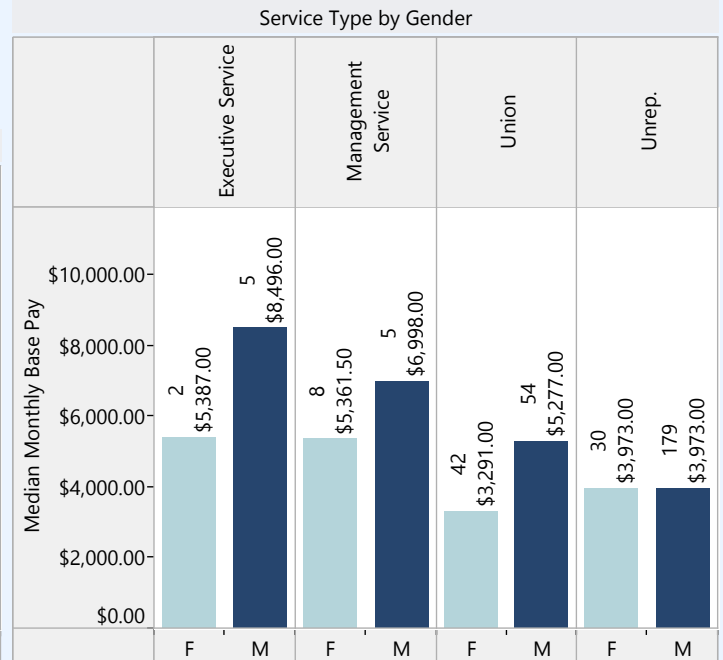
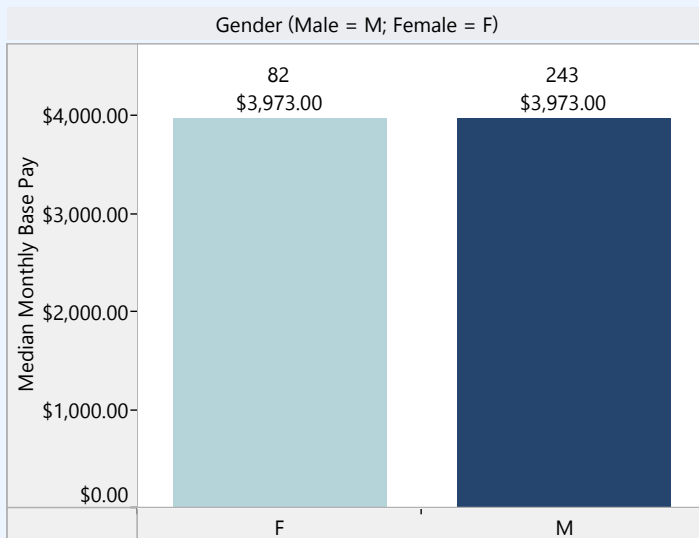
PUBLIC EMPMS RETIREMENT SYSTEM



Agency Type: Financial Administration & General Control
 Agency Size: Medium

Executive Branch Overall

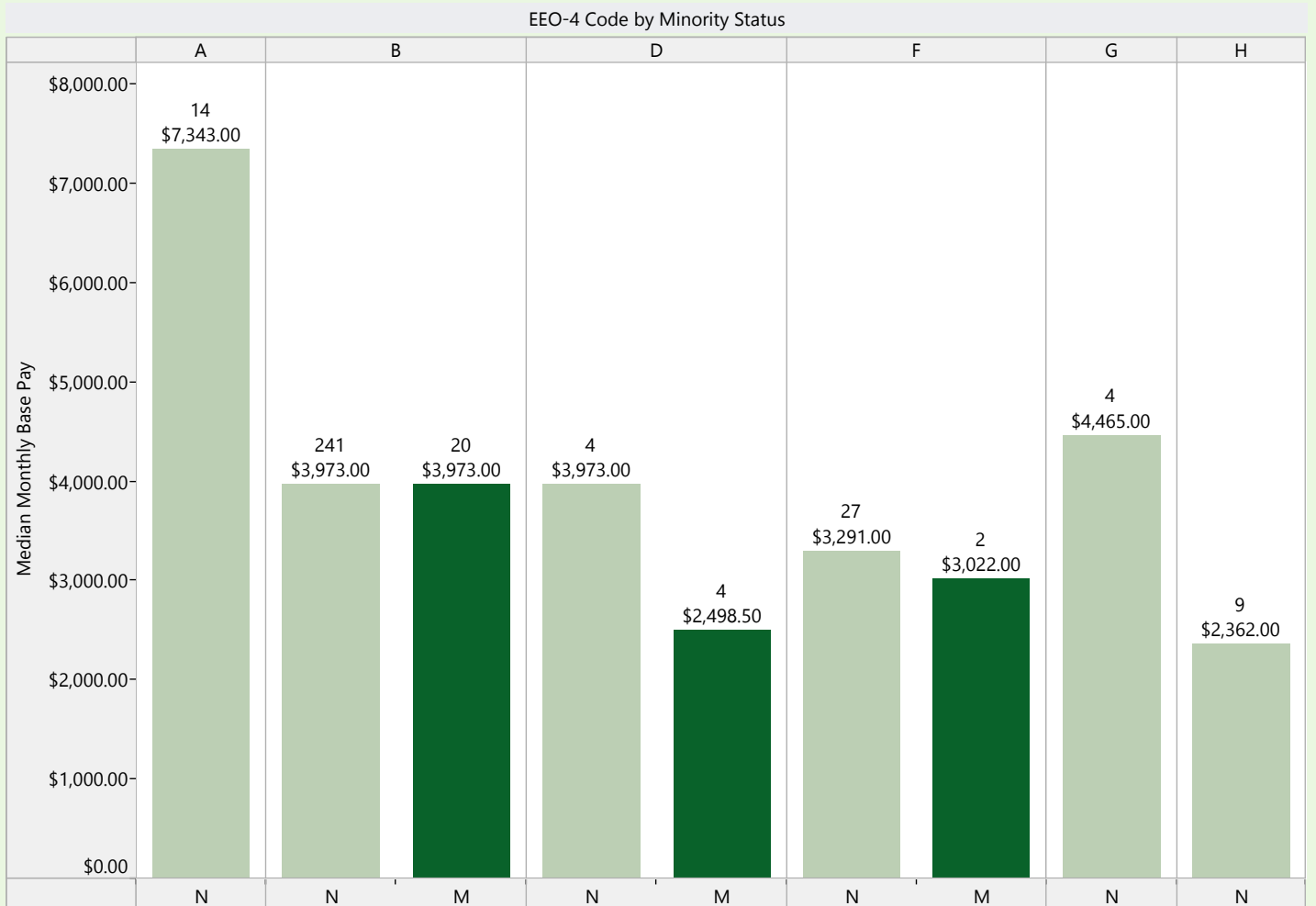
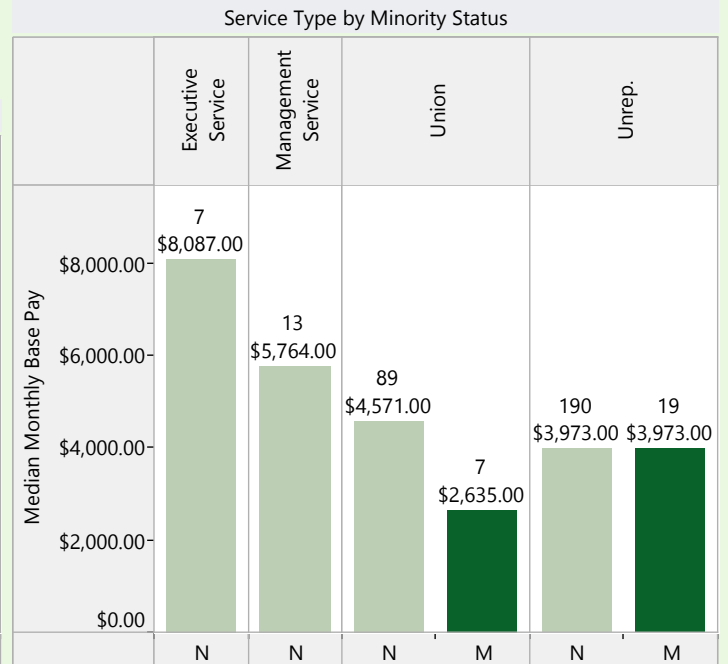
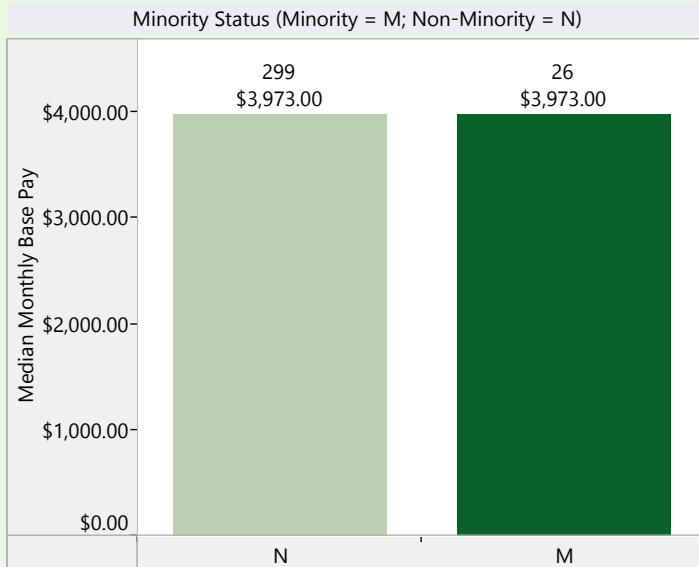
PUBLIC SAFETY STANDARDS & TRNG



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

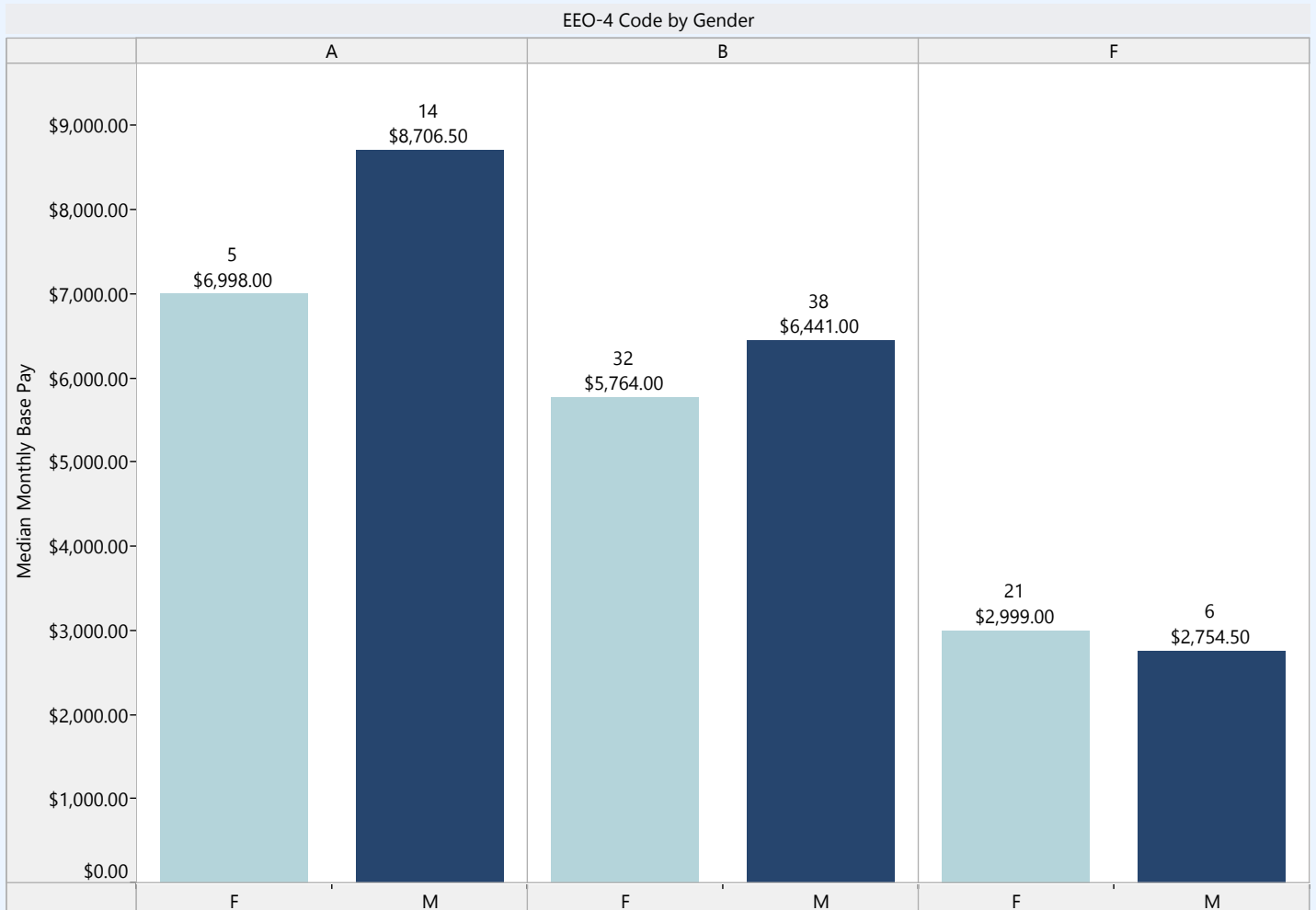
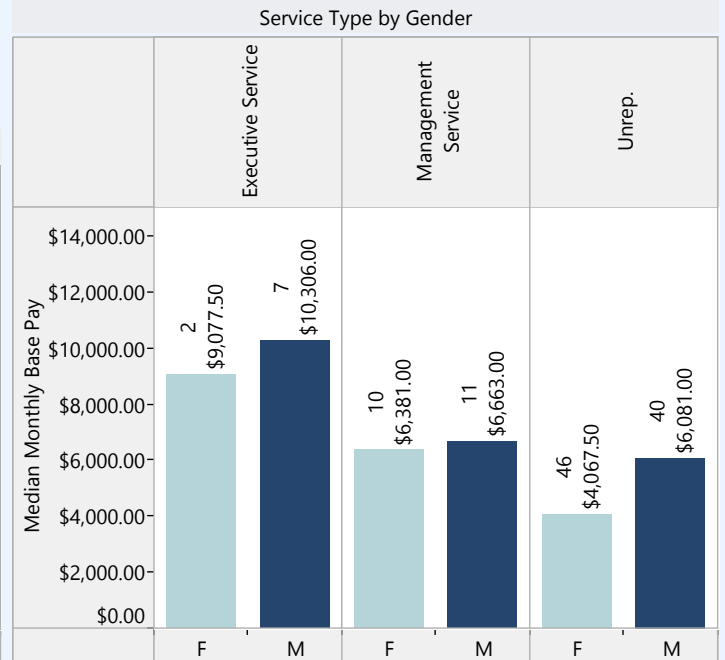
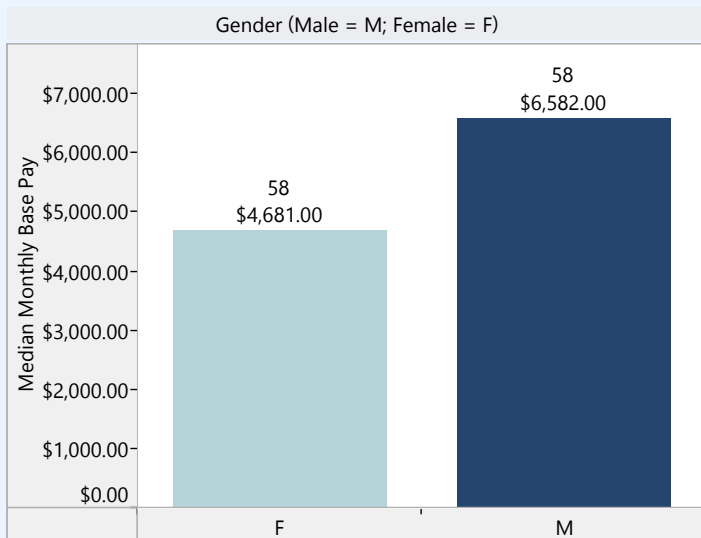
PUBLIC SAFETY STANDARDS & TRNG



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

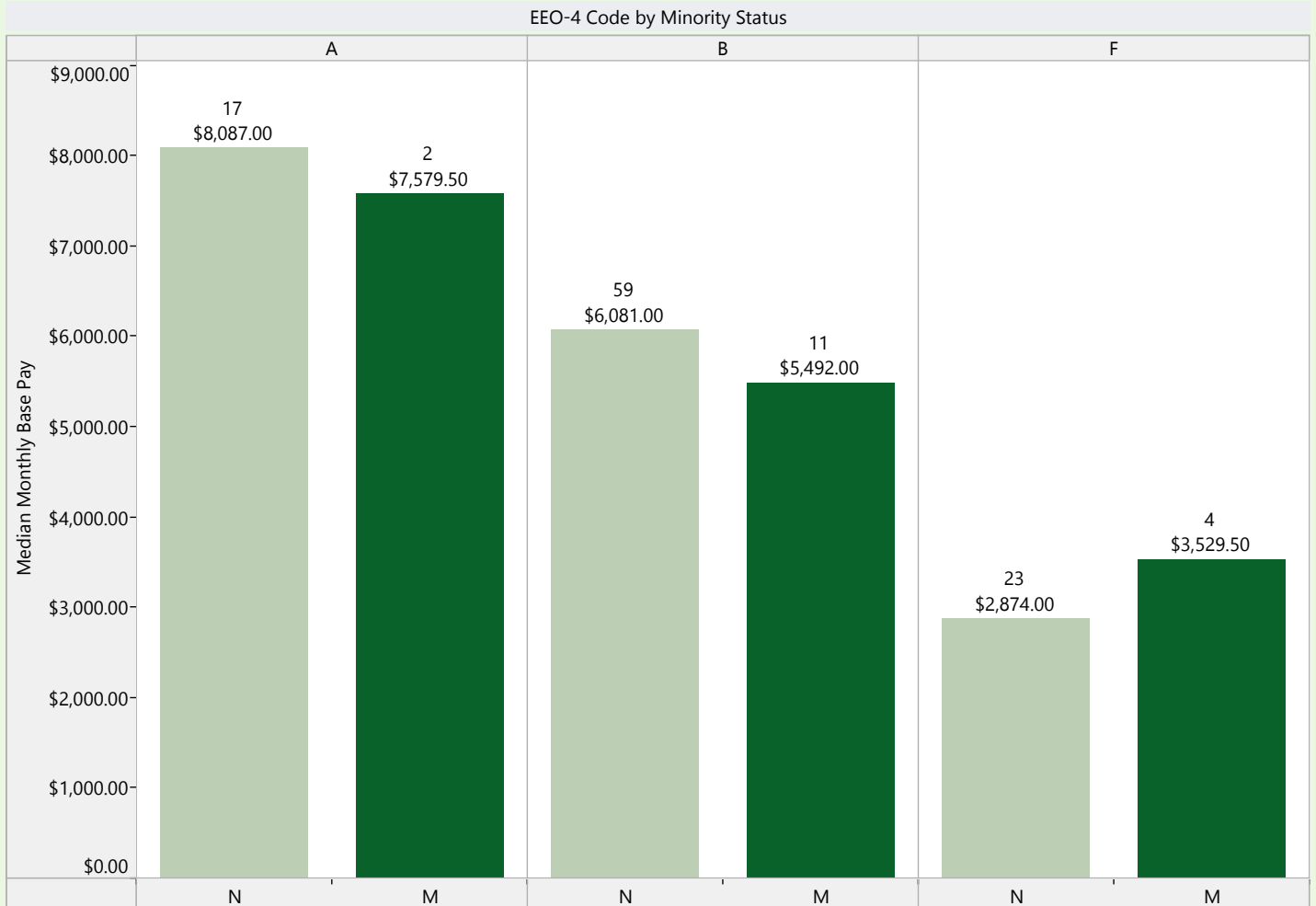
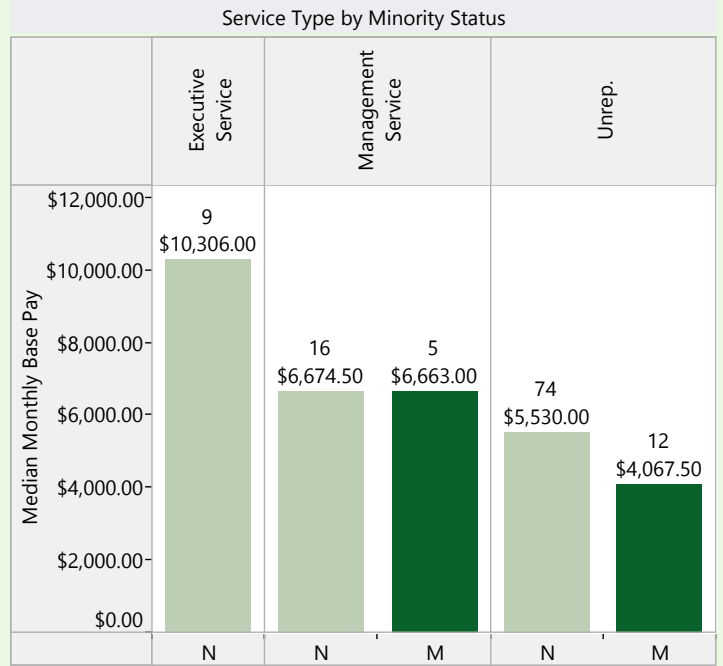
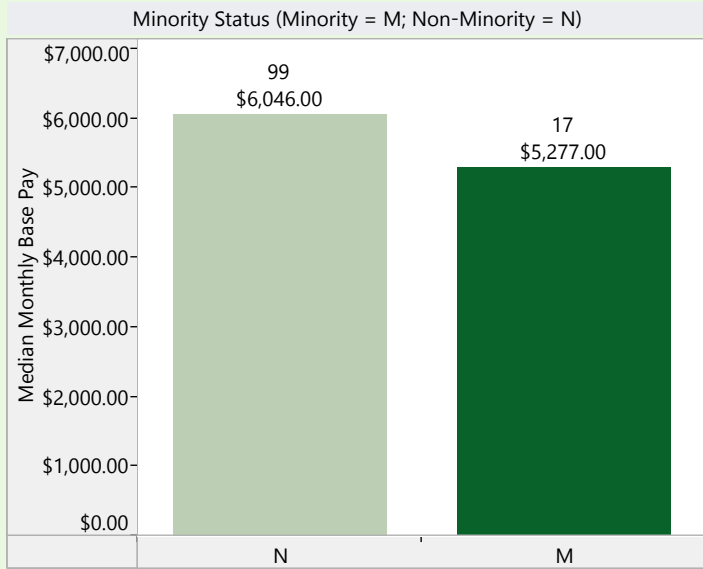
PUBLIC UTILITY COMMISSION



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

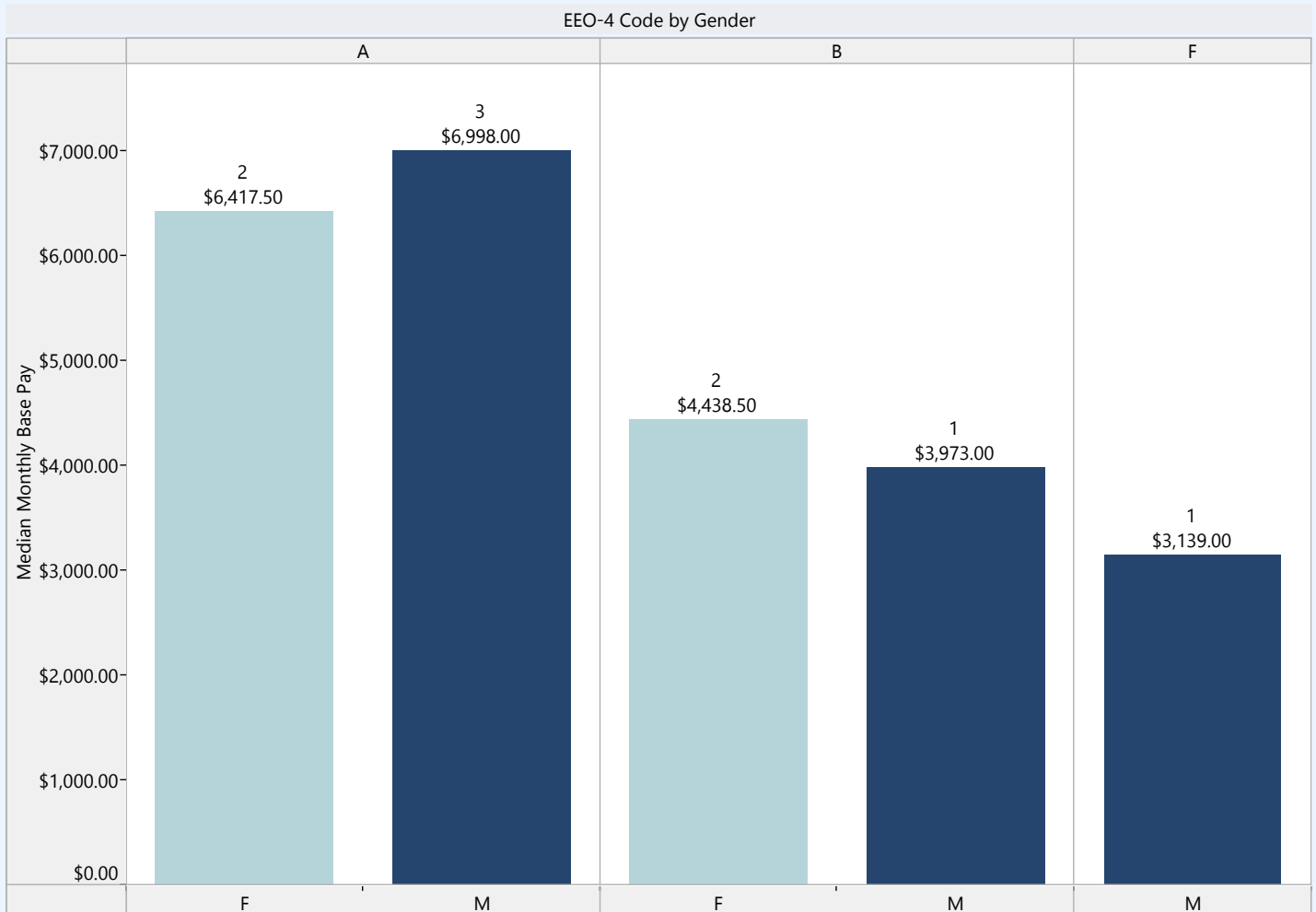
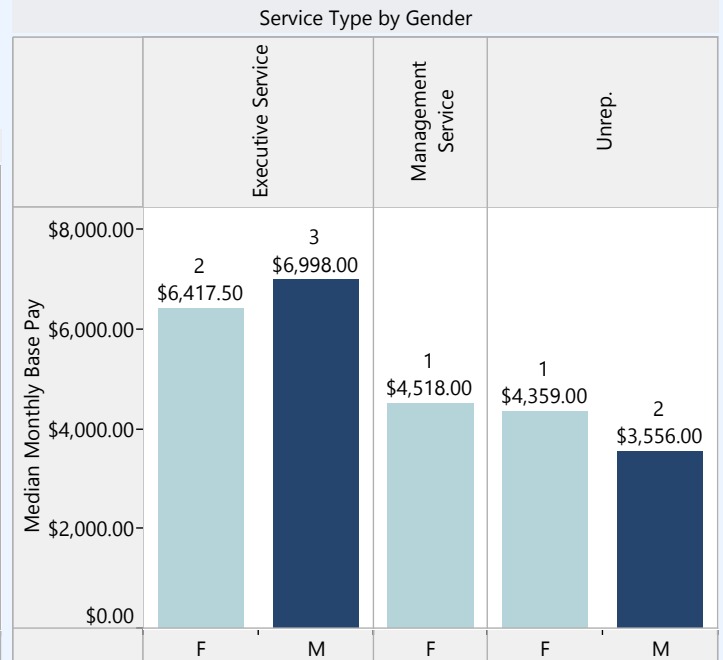
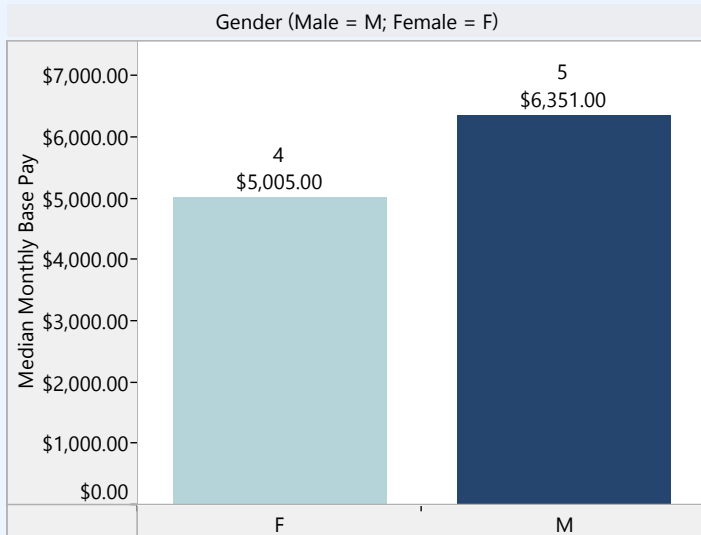
PUBLIC UTILITY COMMISSION



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

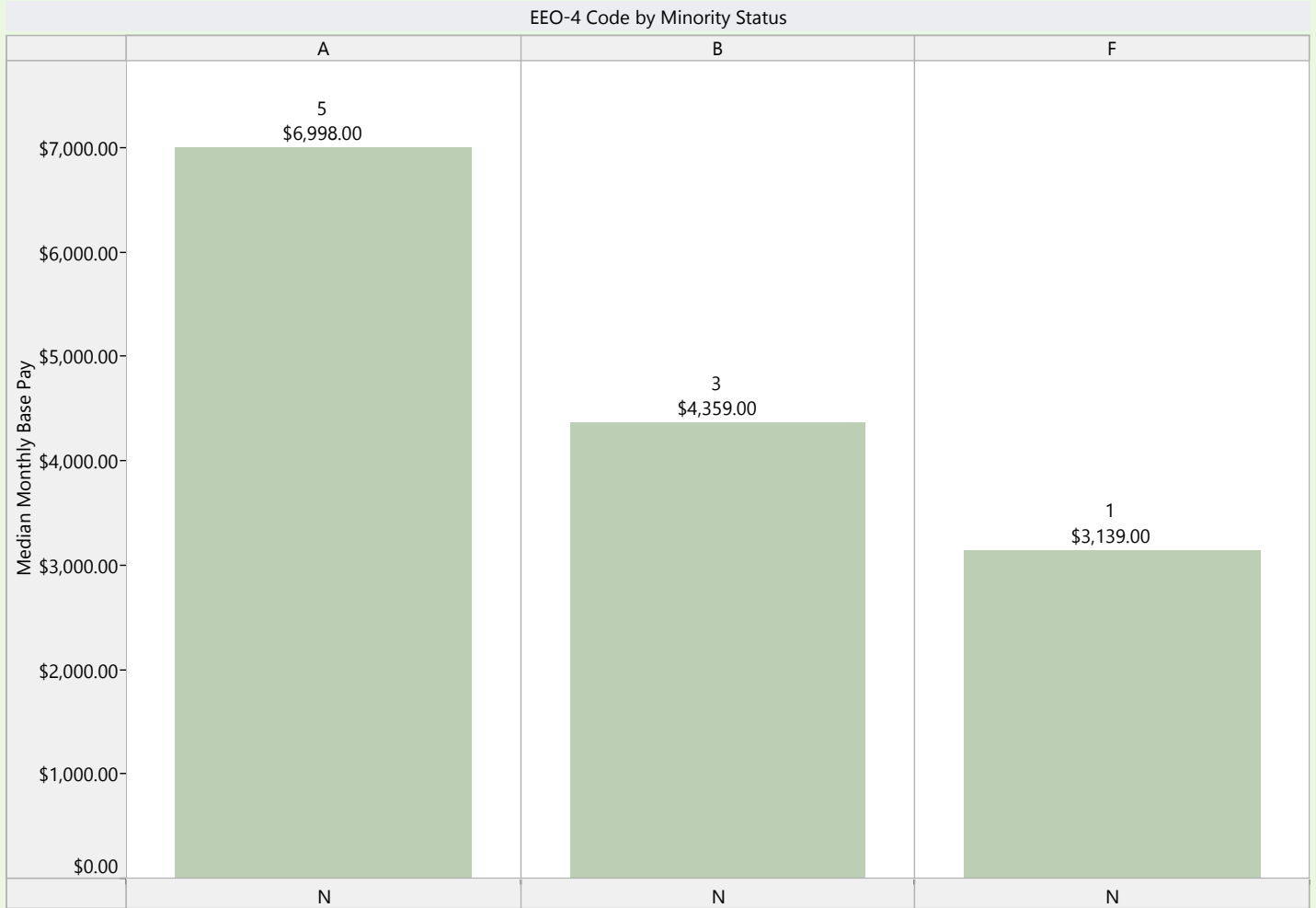
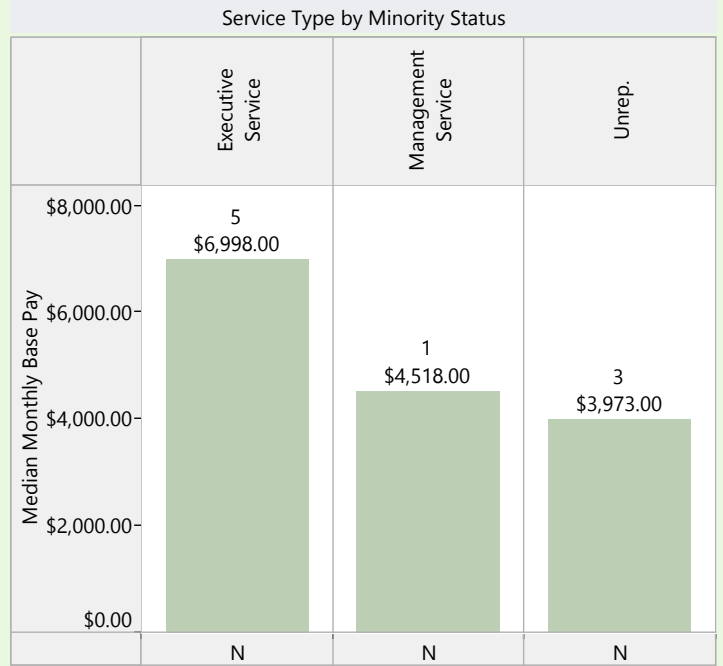
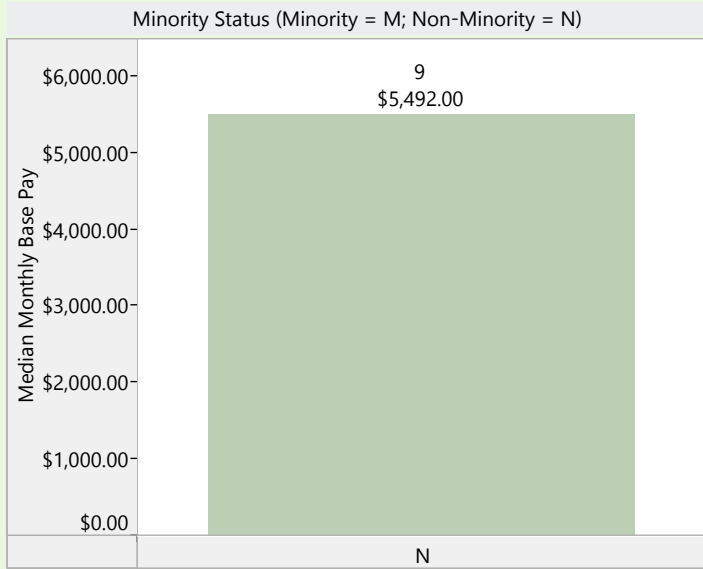
RACING COMMISSION



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

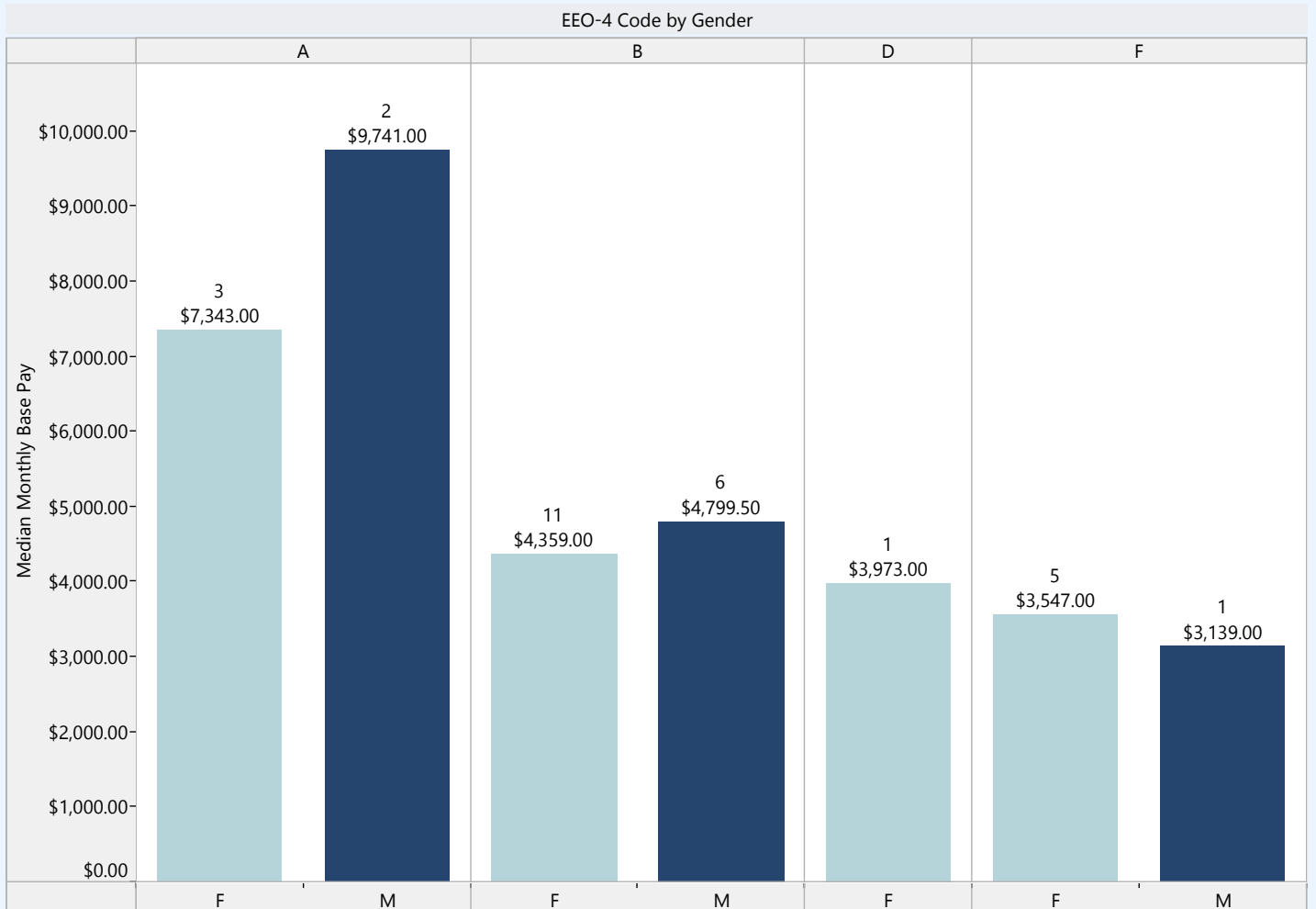
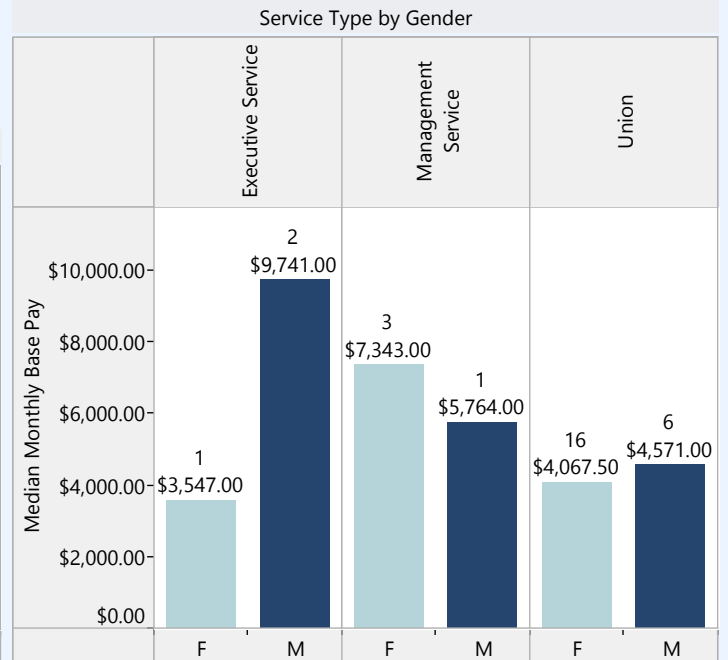
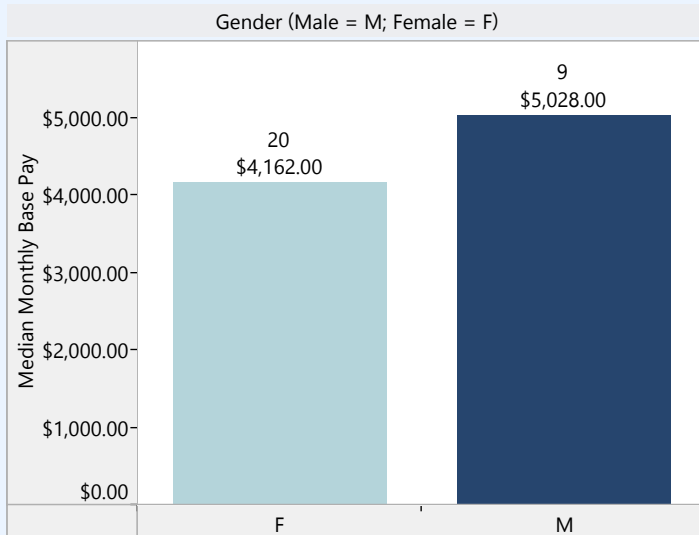
RACING COMMISSION



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

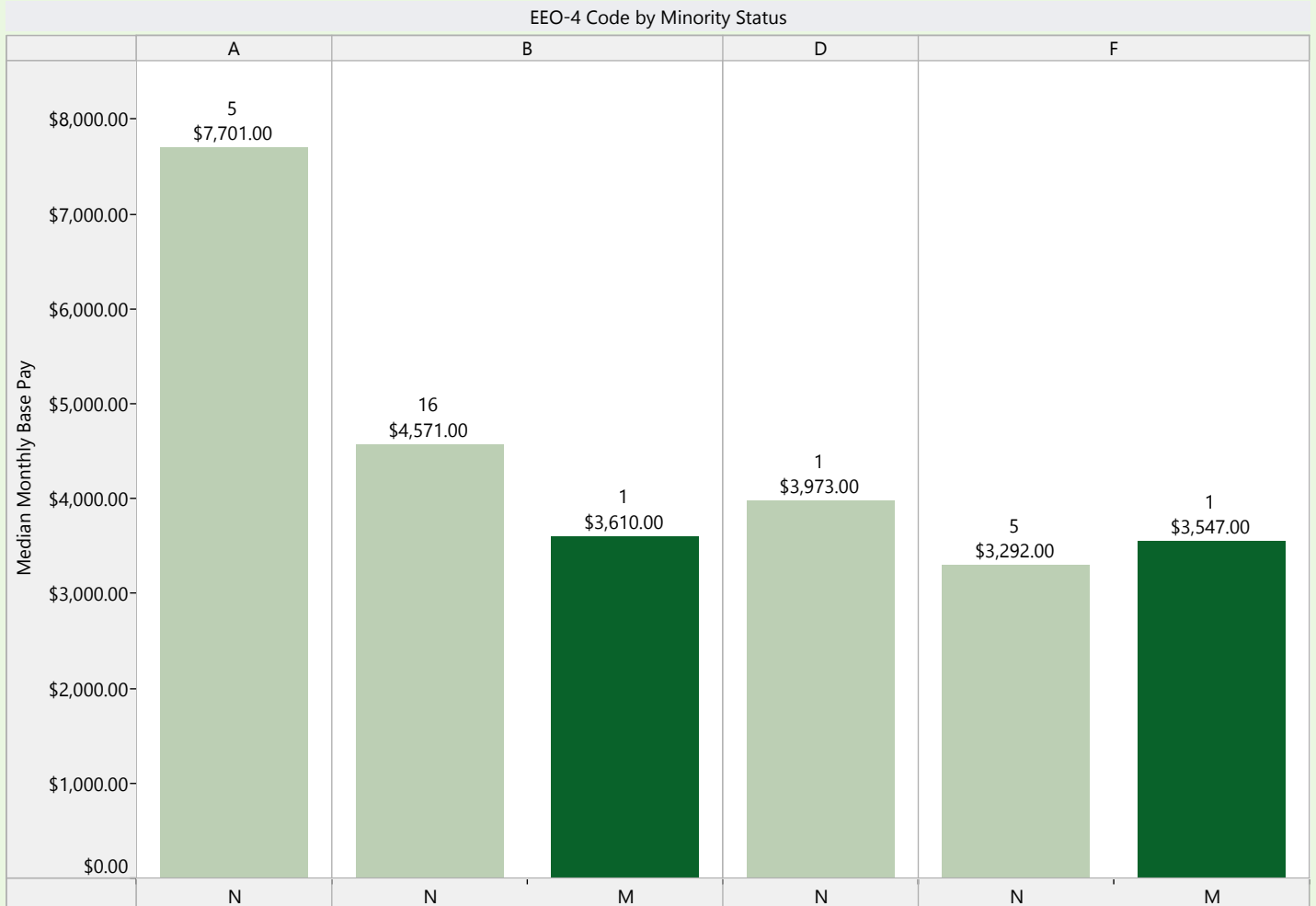
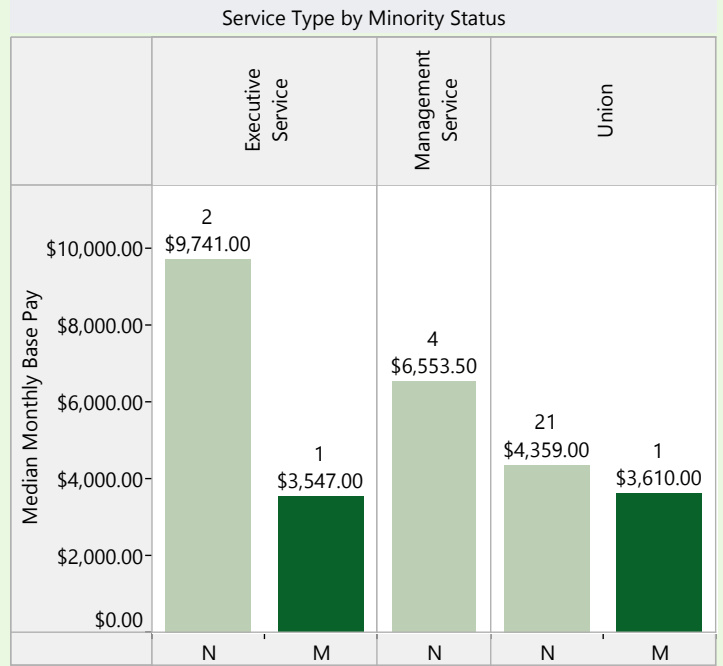
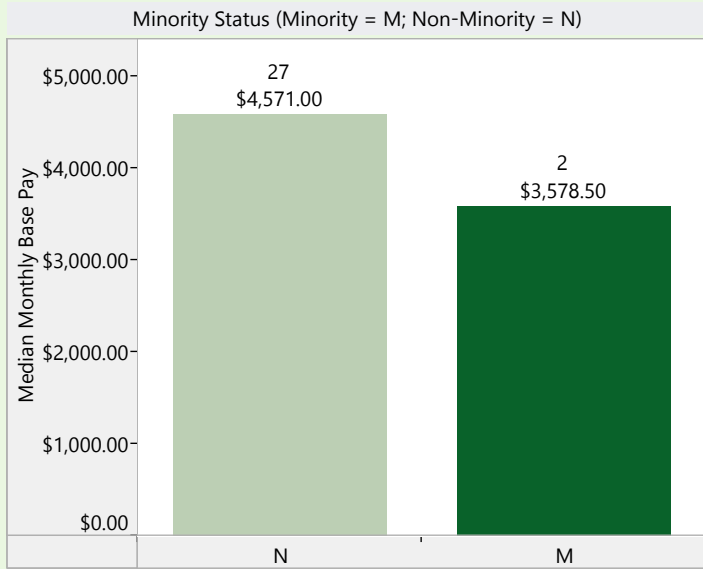
REAL ESTATE AGENCY



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

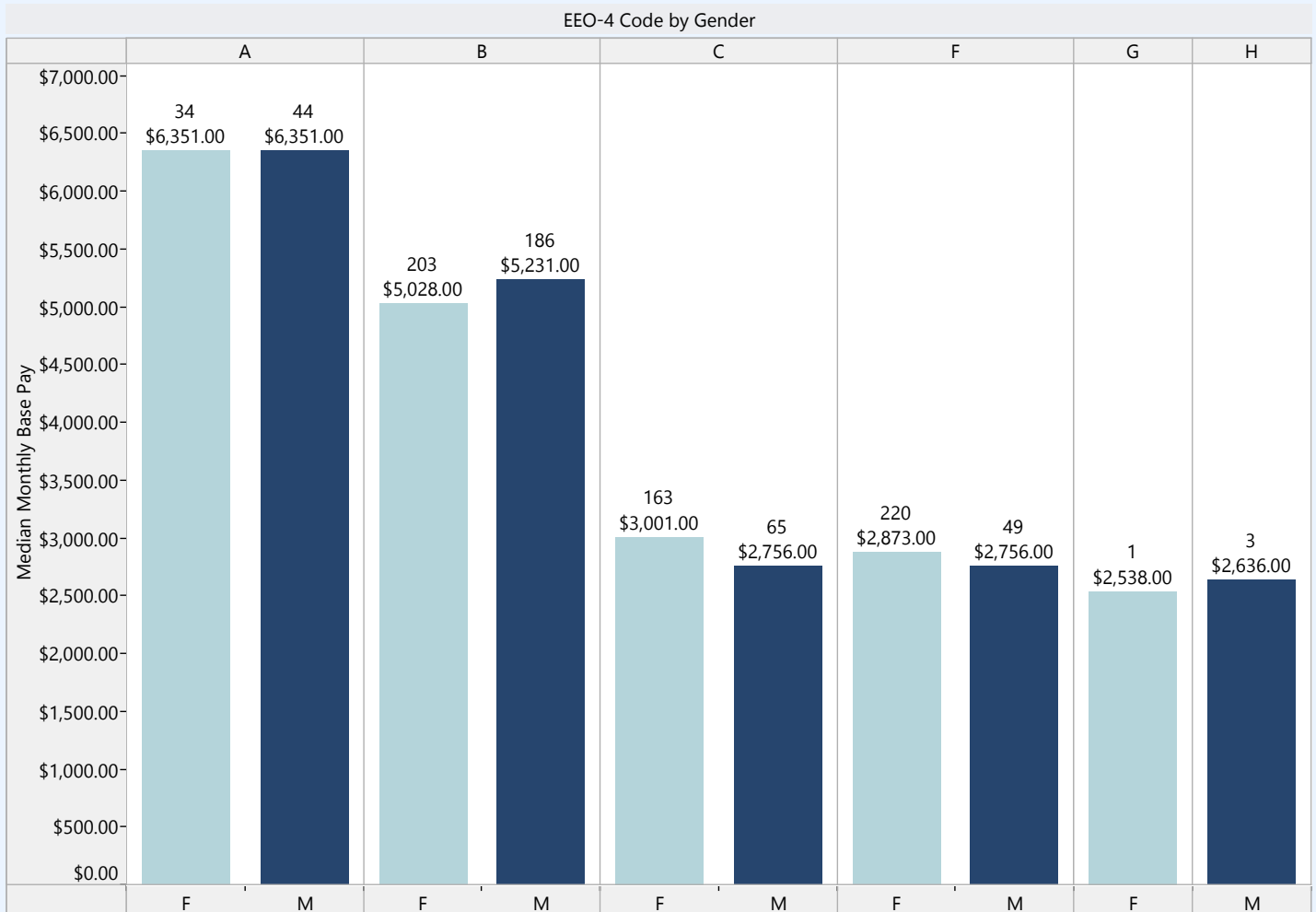
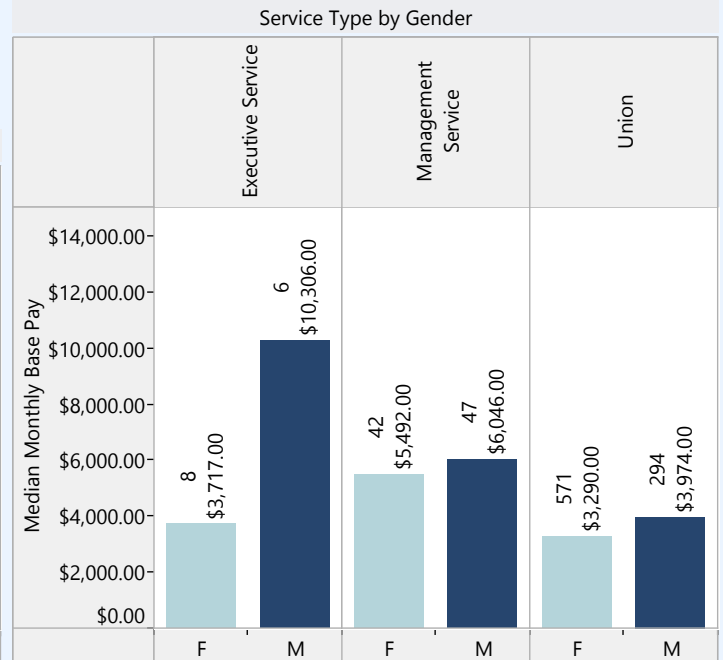
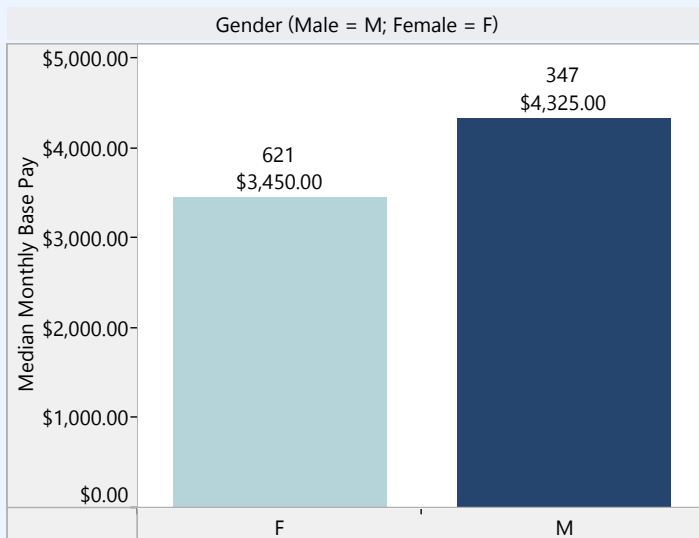
REAL ESTATE AGENCY



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

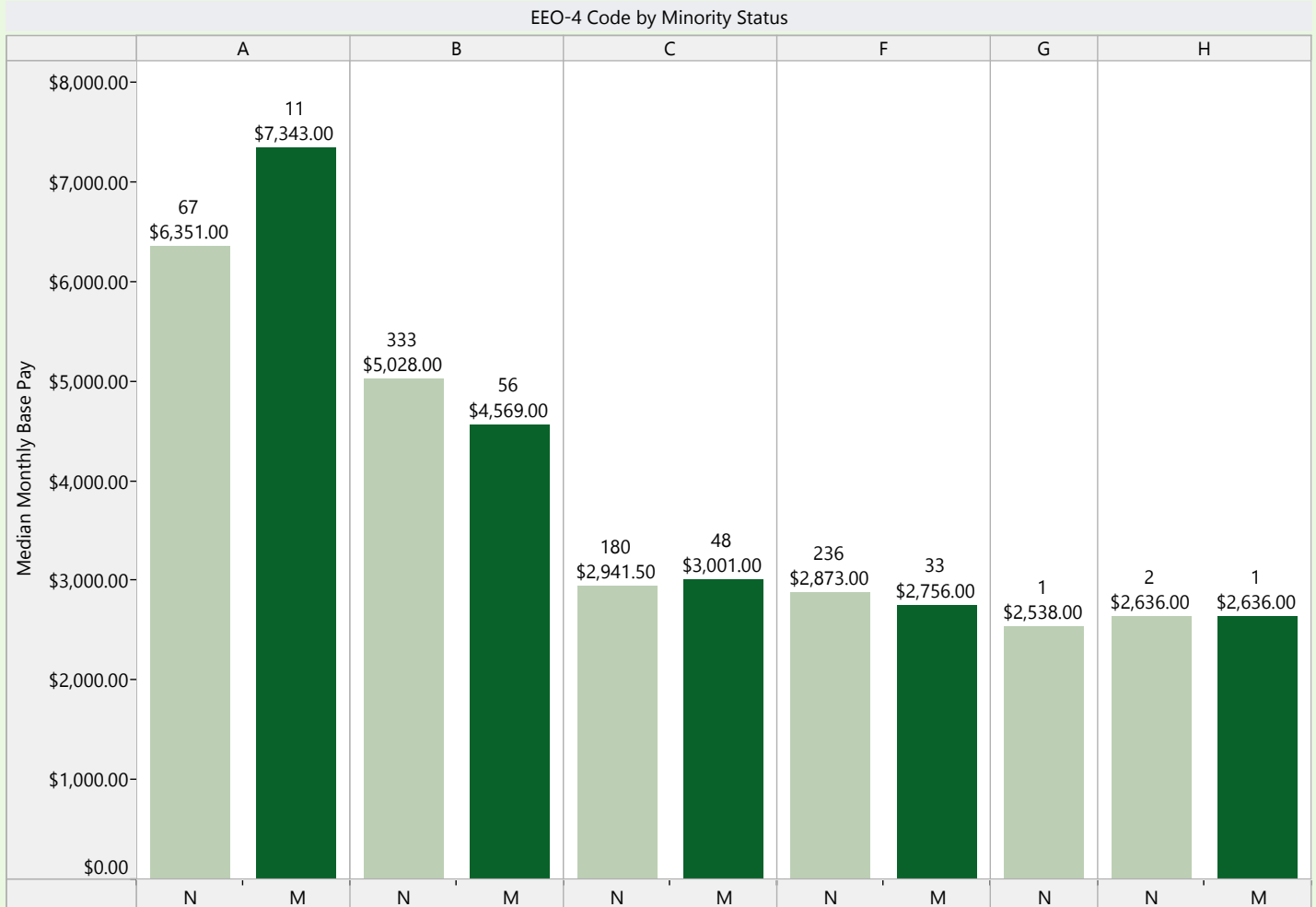
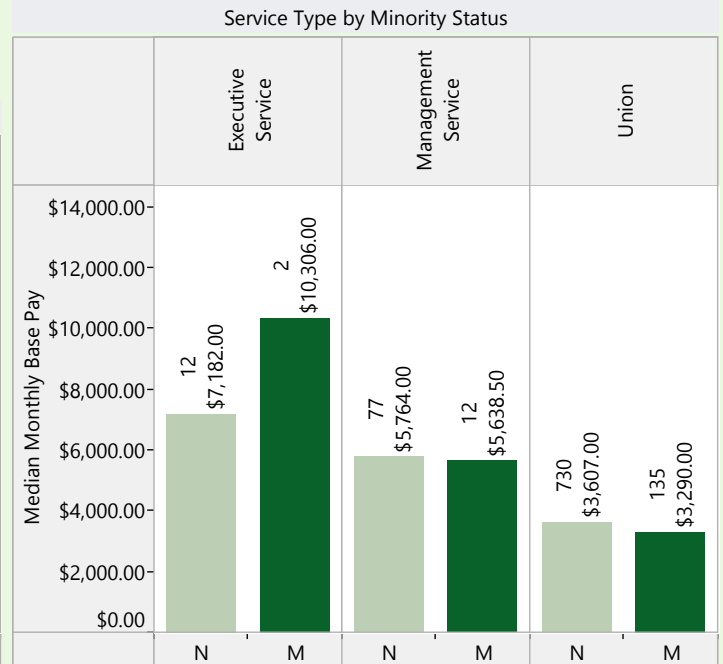
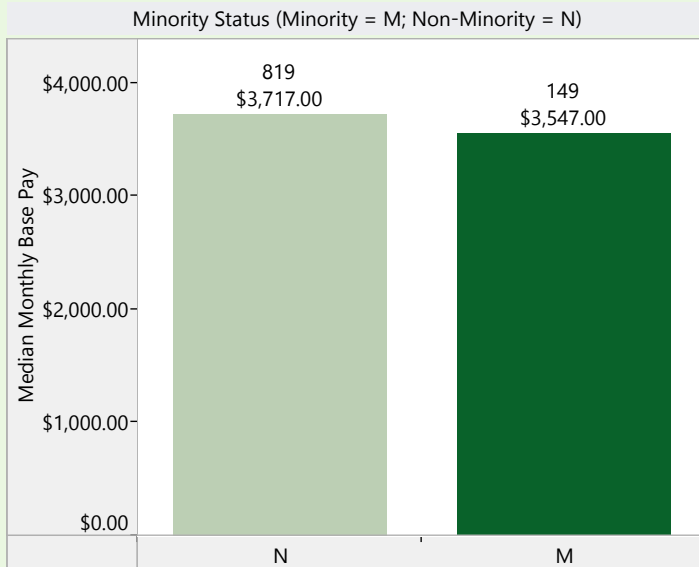
REVENUE, DEPARTMENT OF



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

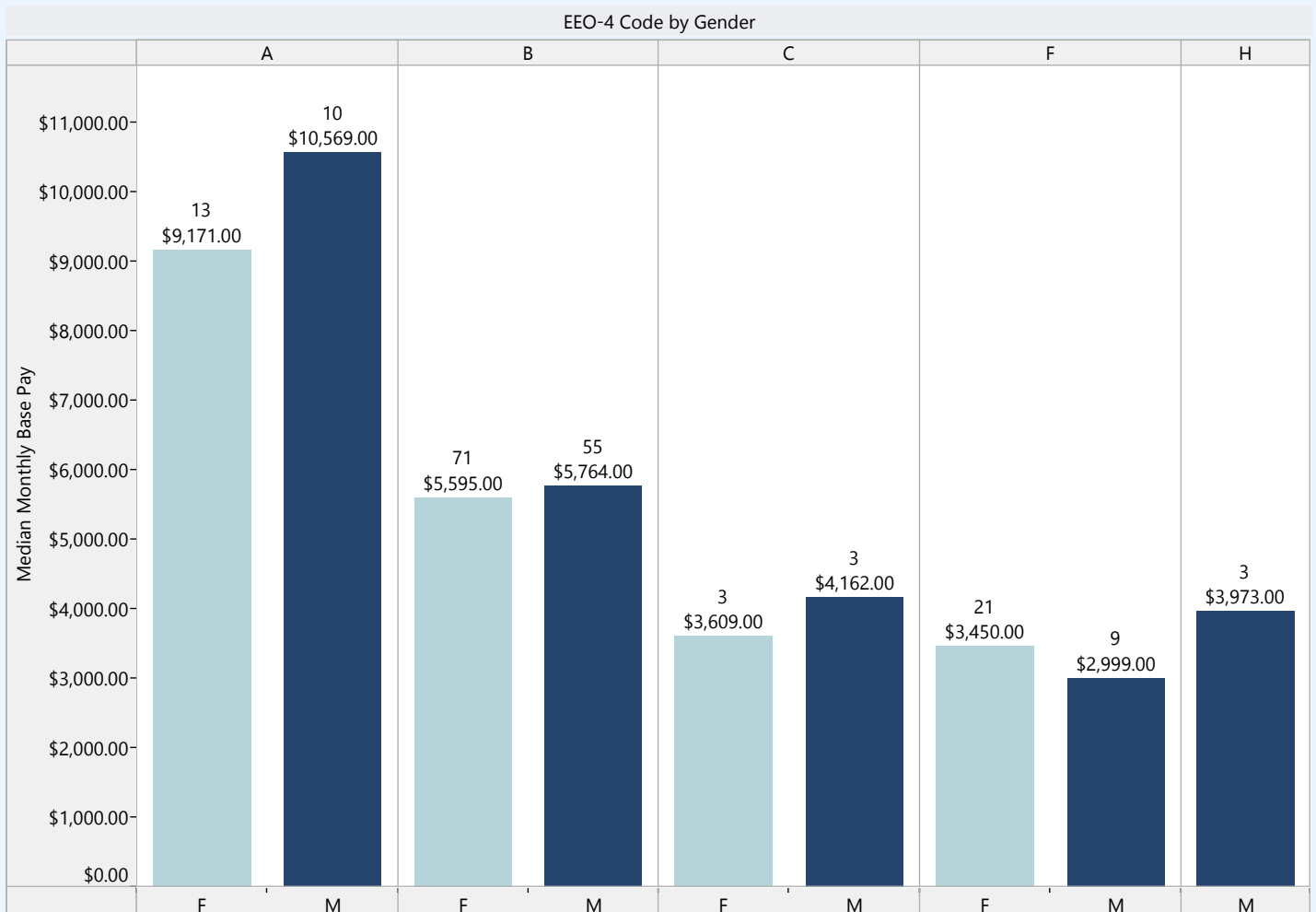
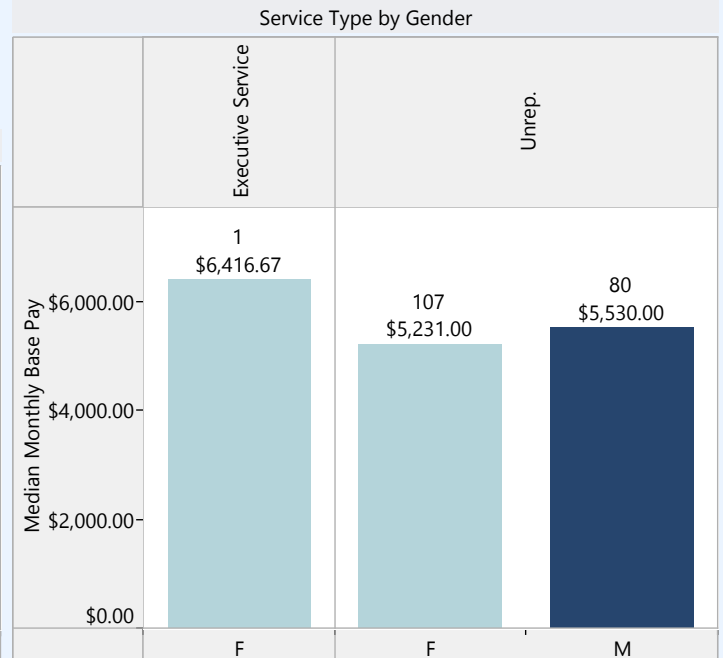
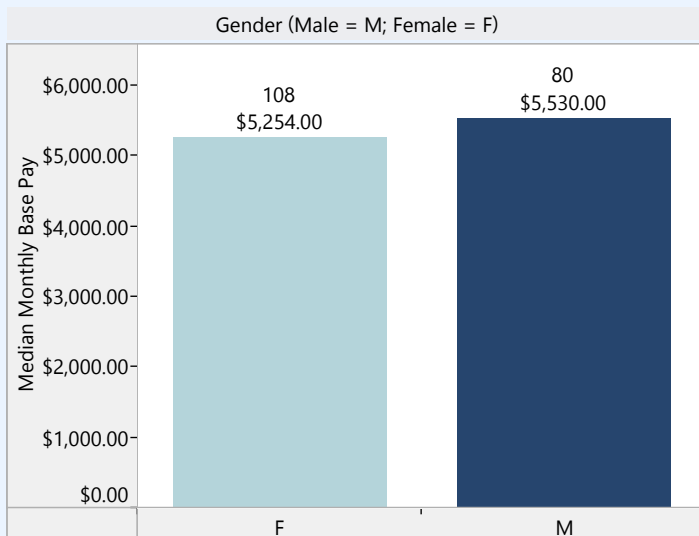
REVENUE, DEPARTMENT OF



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

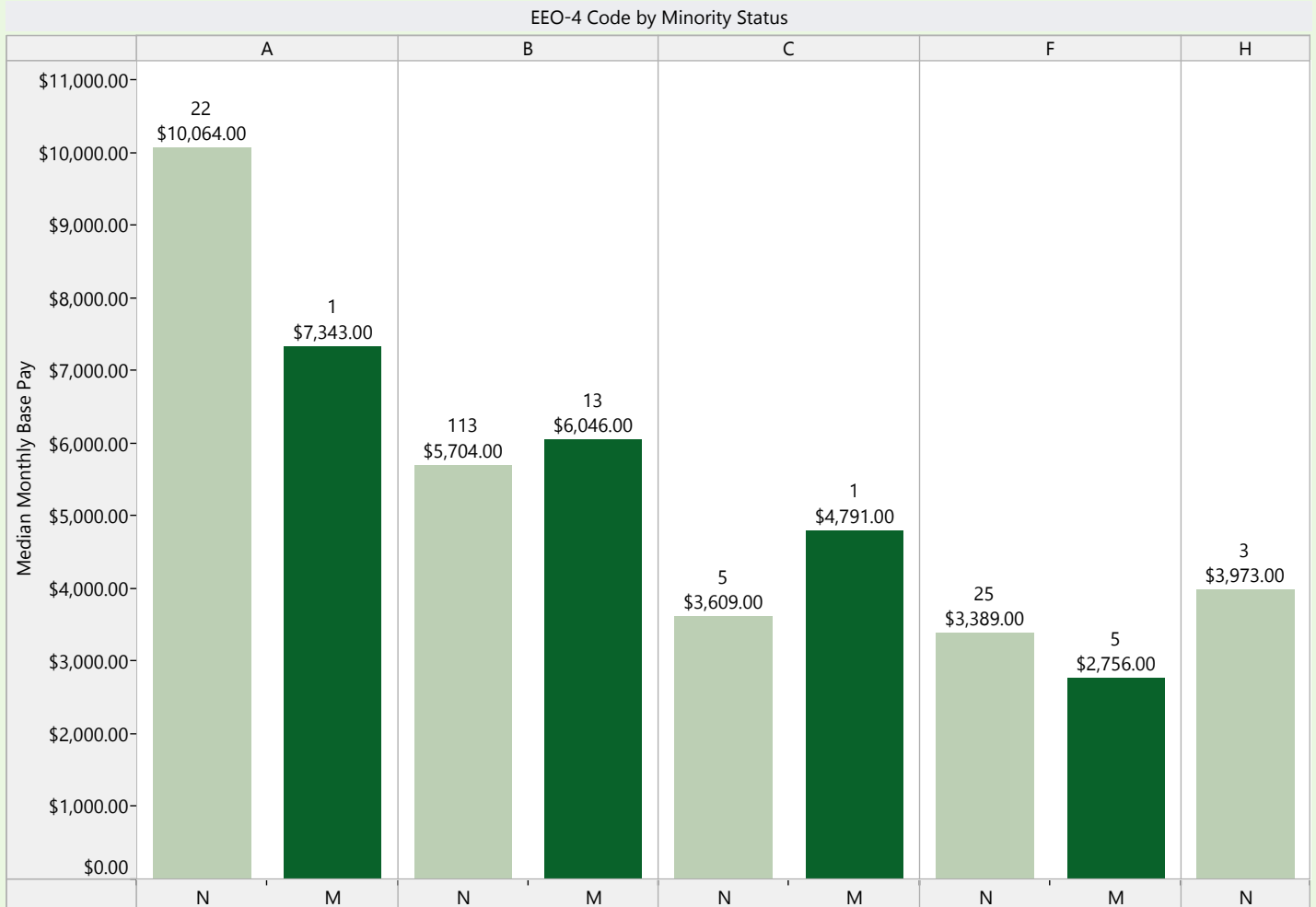
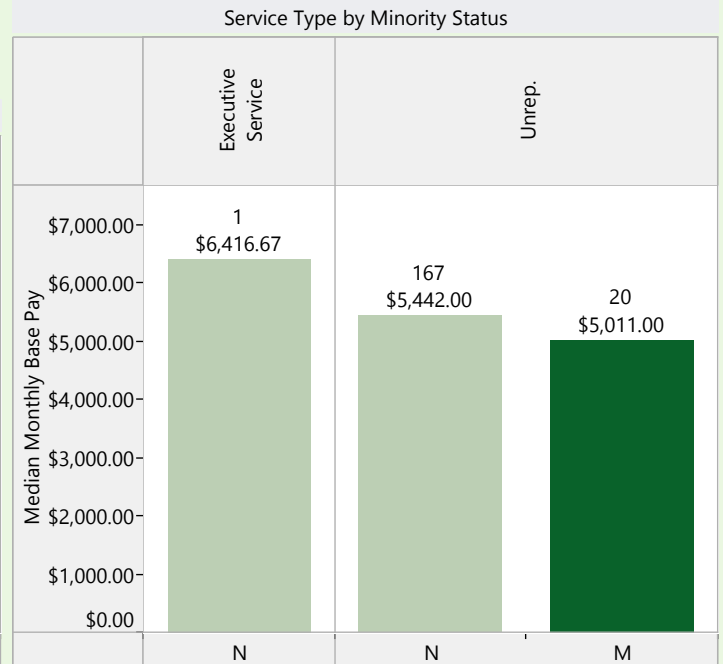
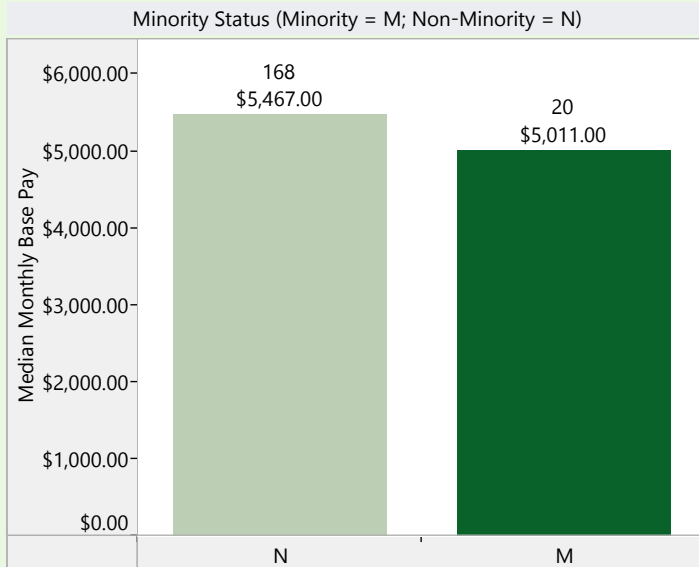
SECRETARY OF STATE



Agency Type: Financial Administration & General Control
 Agency Size: Medium

Executive Branch Overall

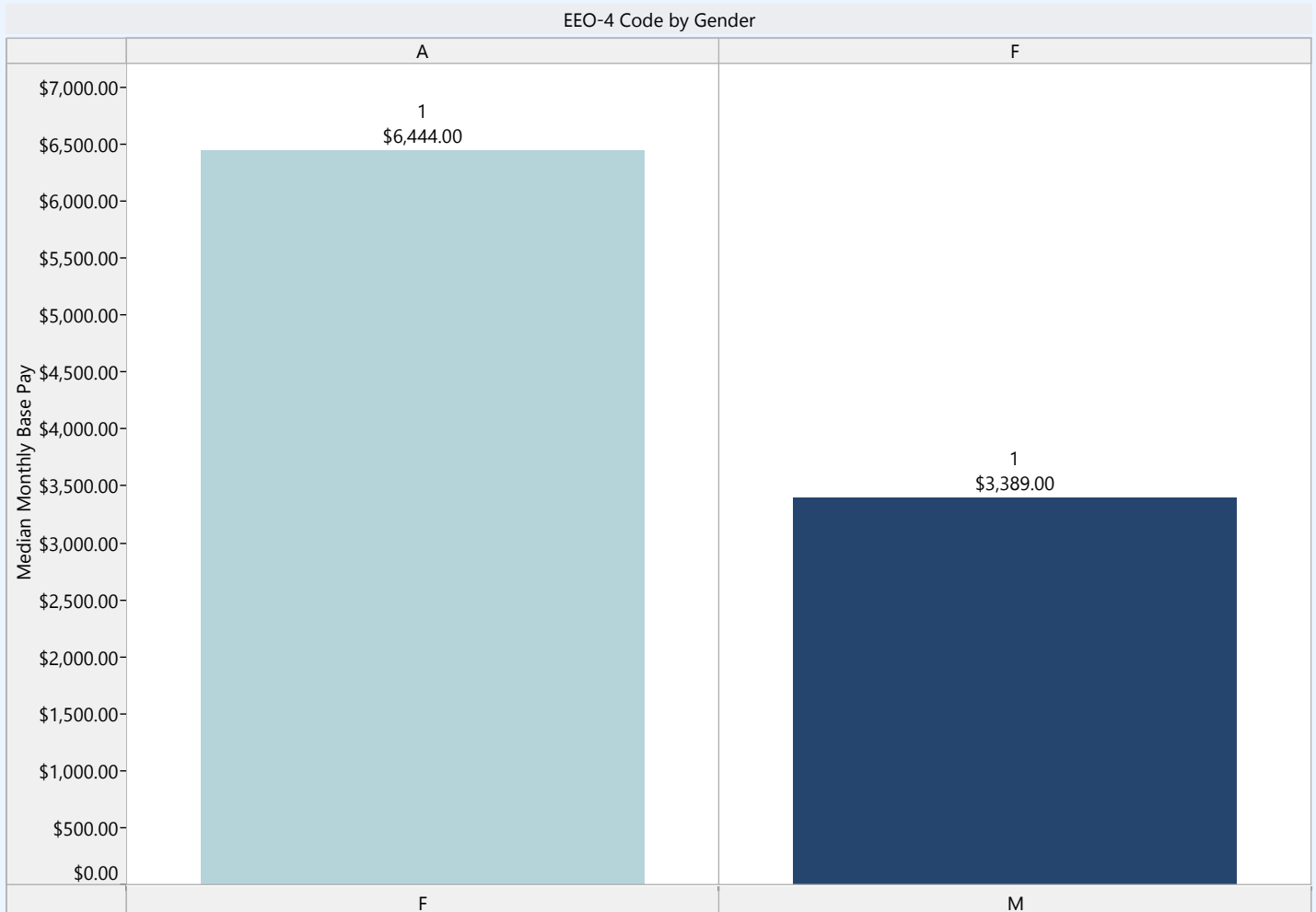
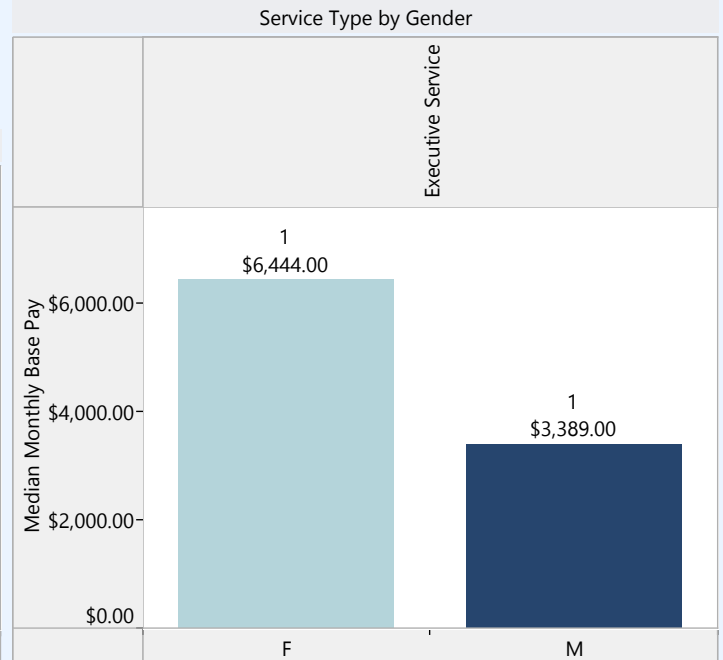
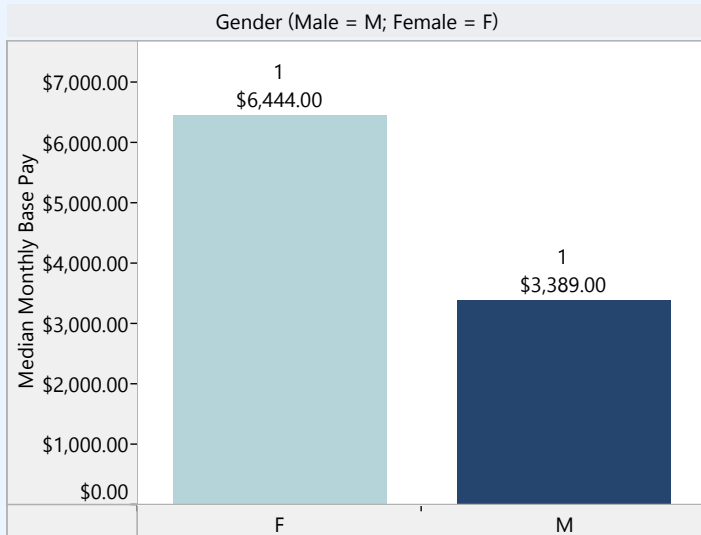
SECRETARY OF STATE



Agency Type: Financial Administration & General Control
 Agency Size: Medium

Executive Branch Overall

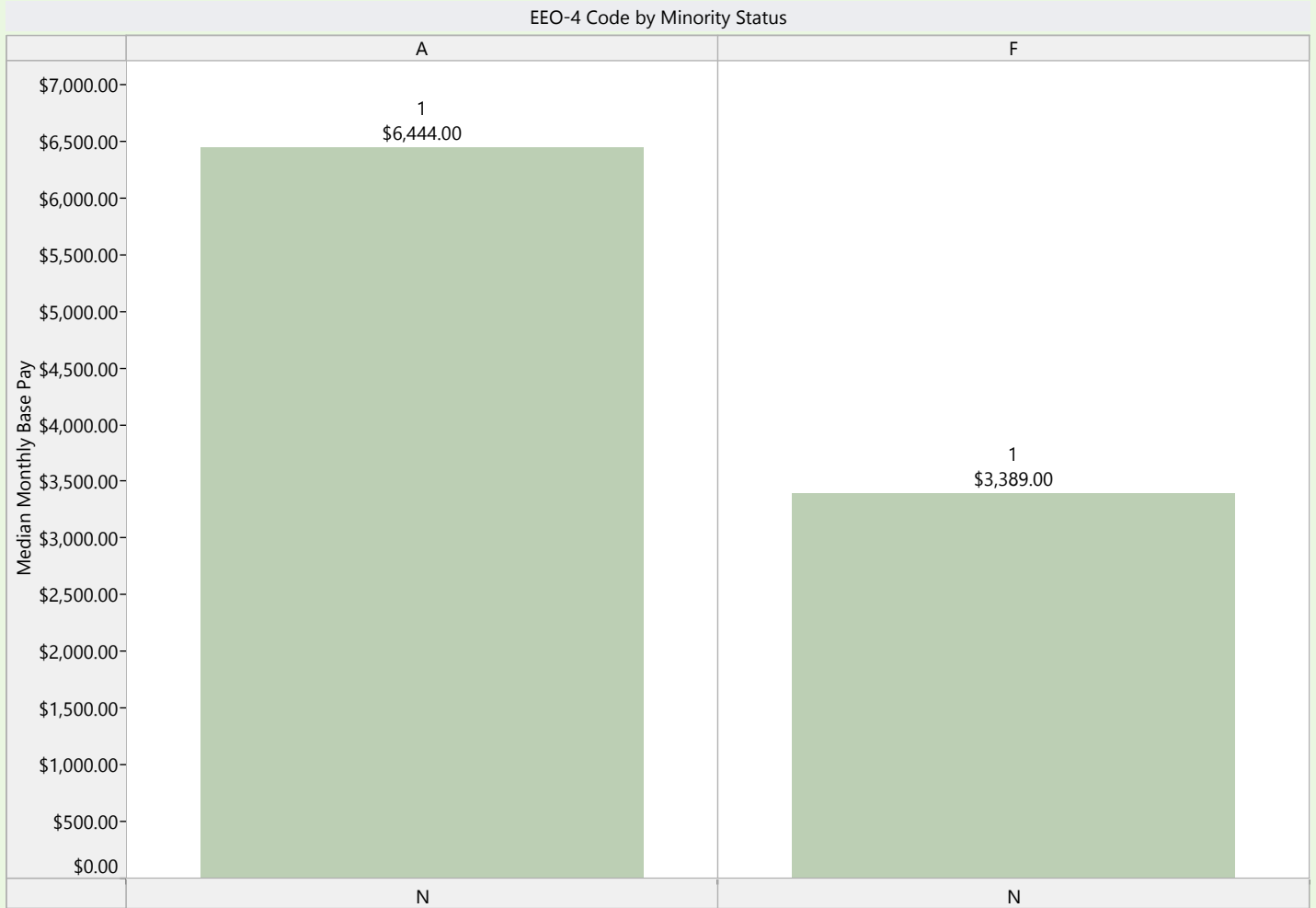
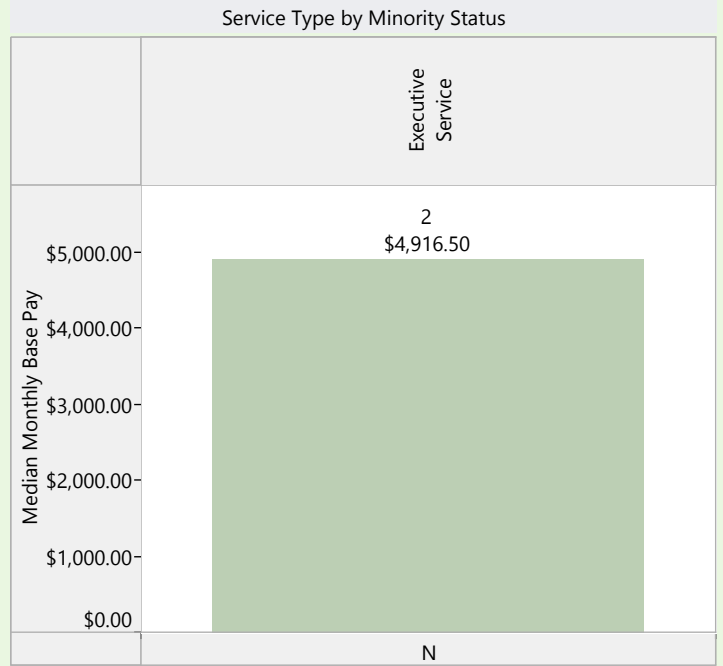
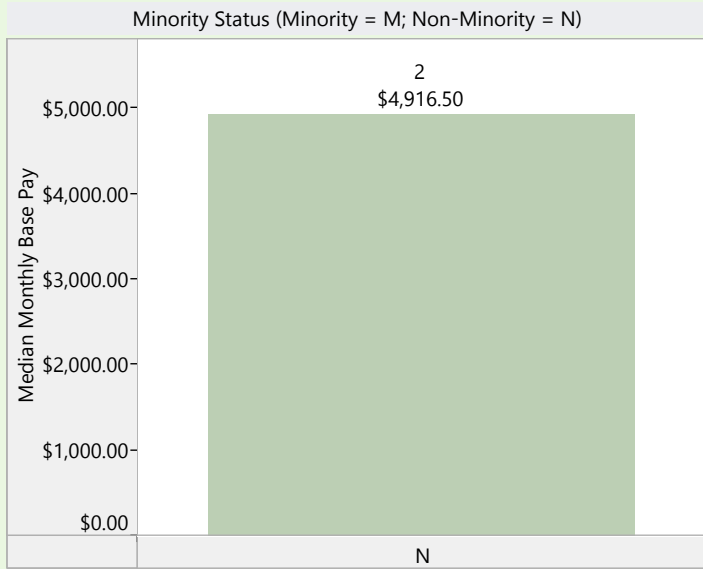
SPEECH PATHOLOGY/AUDIOLOGY



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

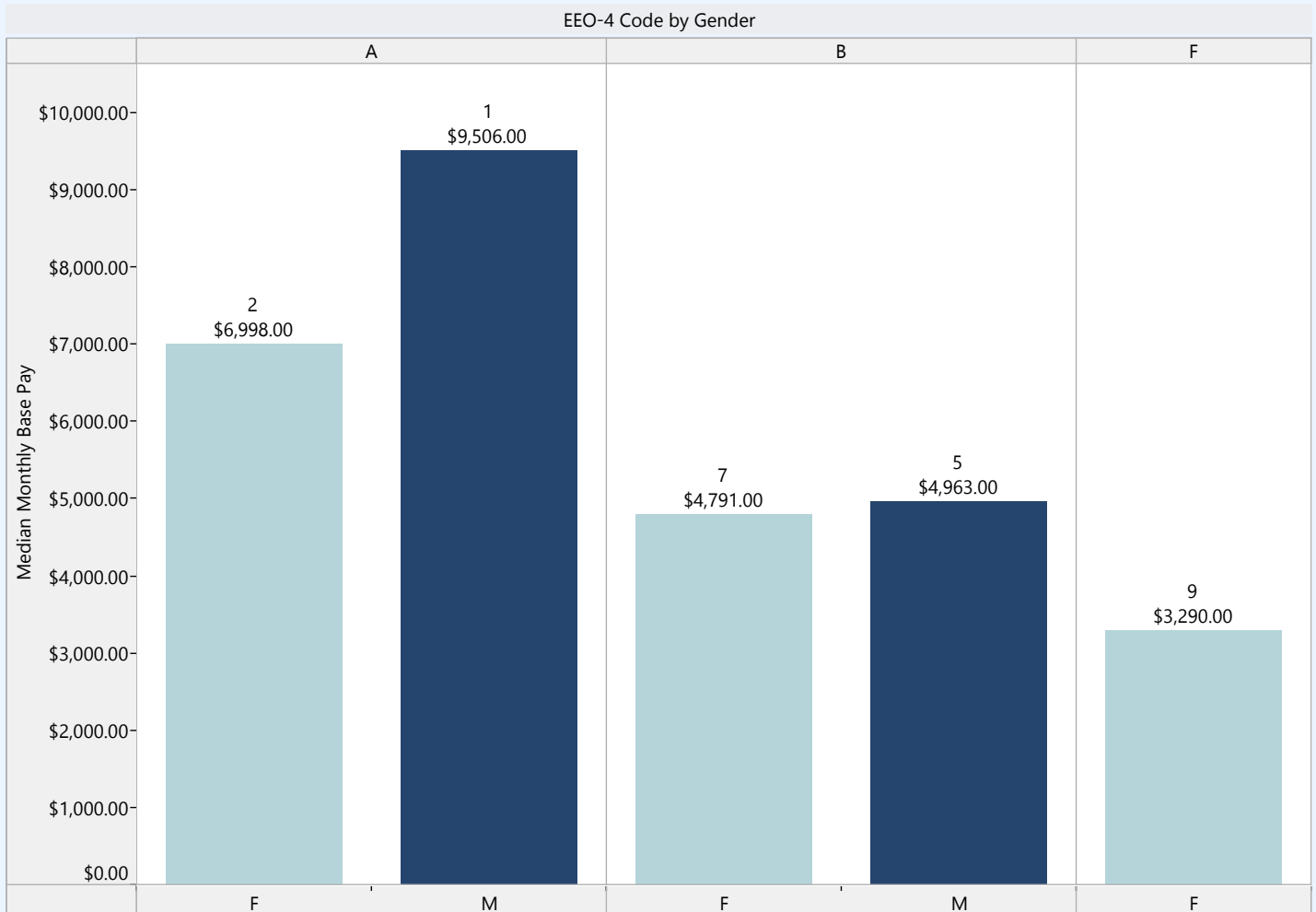
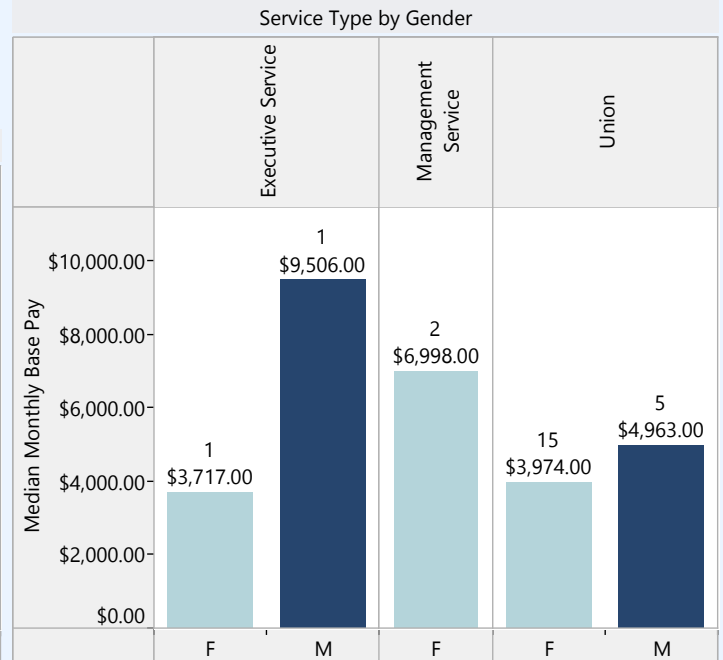
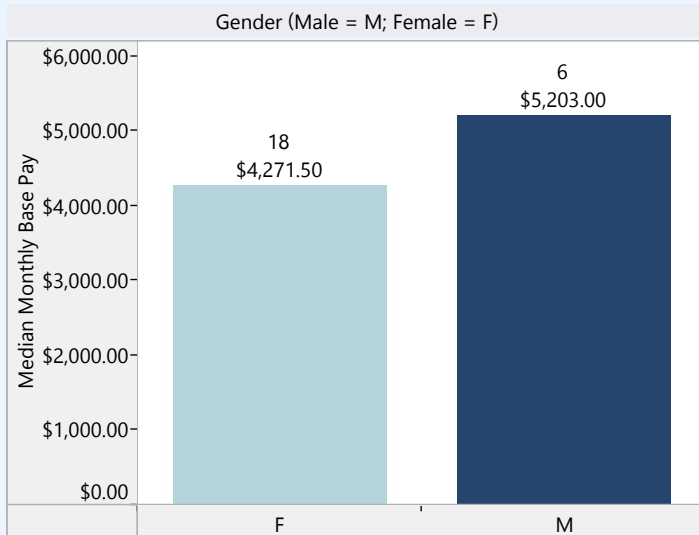
SPEECH PATHOLOGY/AUDIOLOGY



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

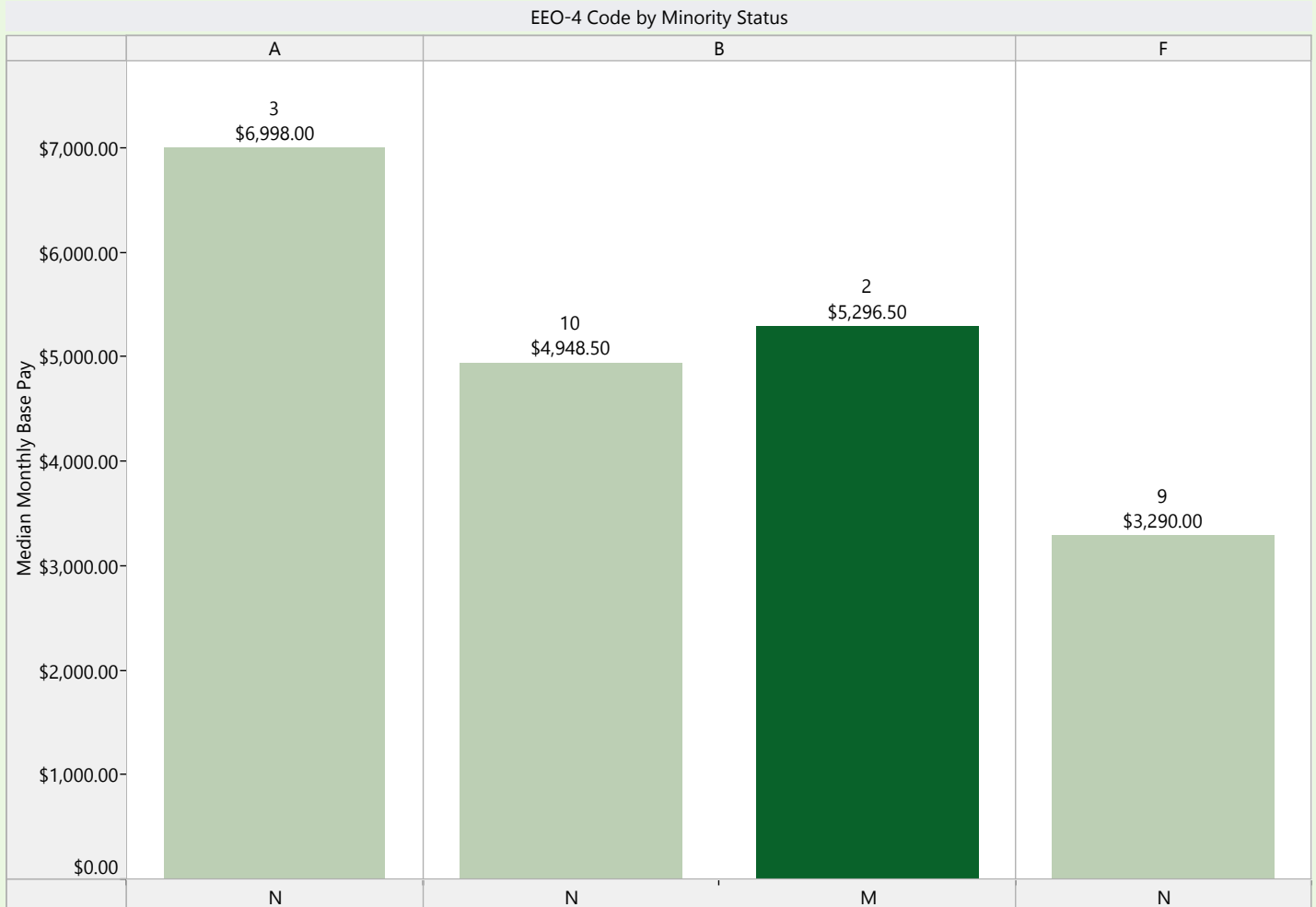
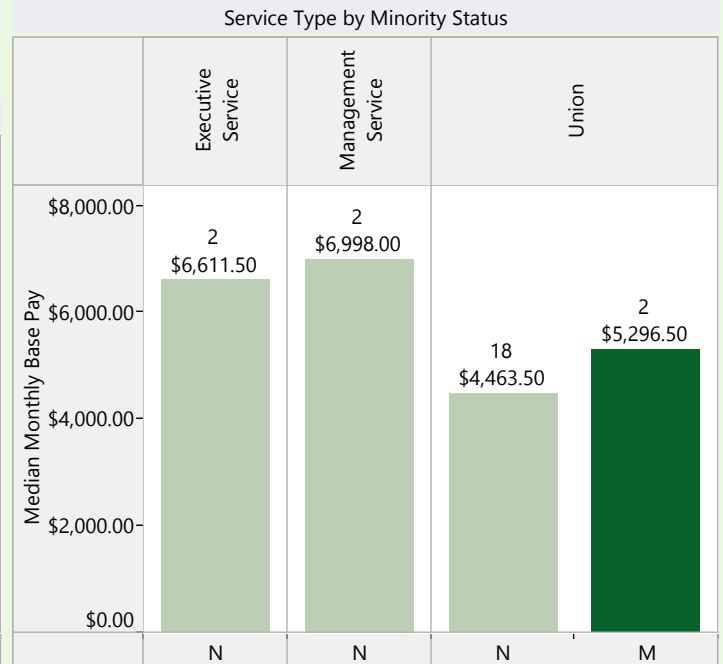
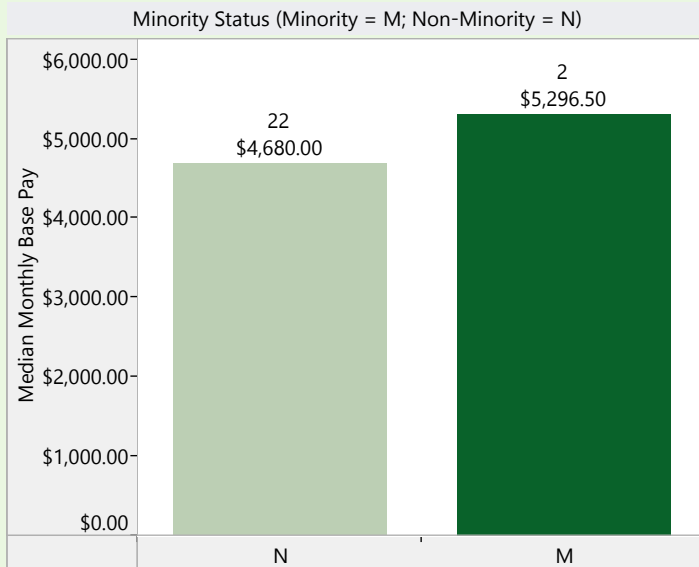
STUDENT ACCESS / COMPLETION



Agency Type: Redistributive
Agency Size: Small

Executive Branch Overall

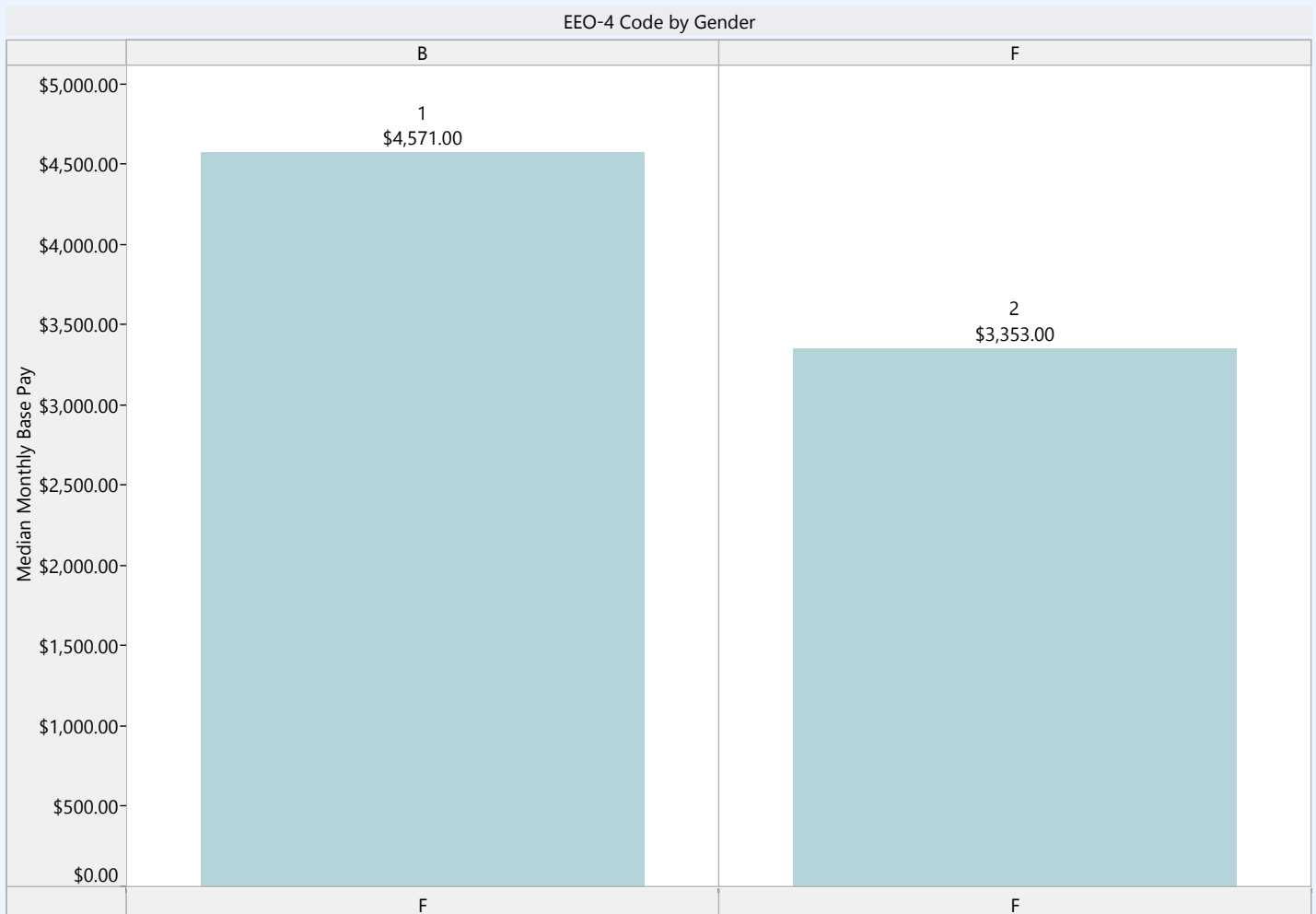
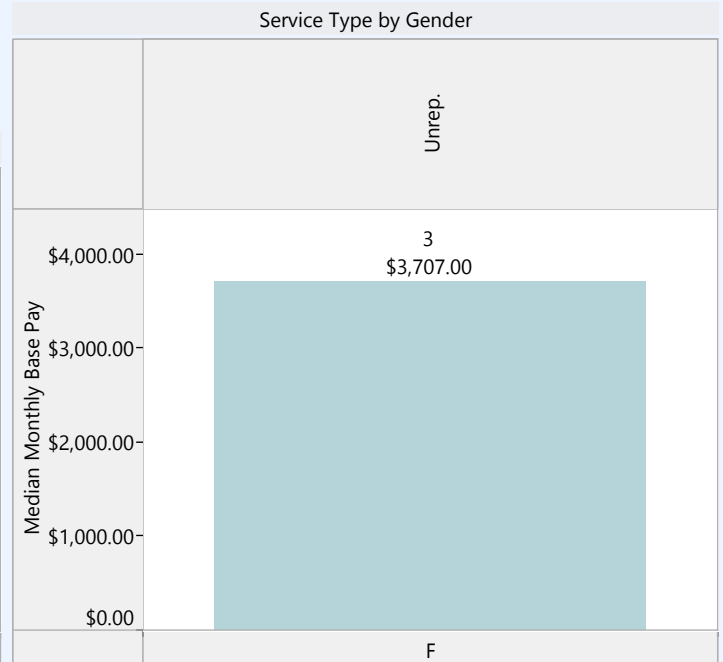
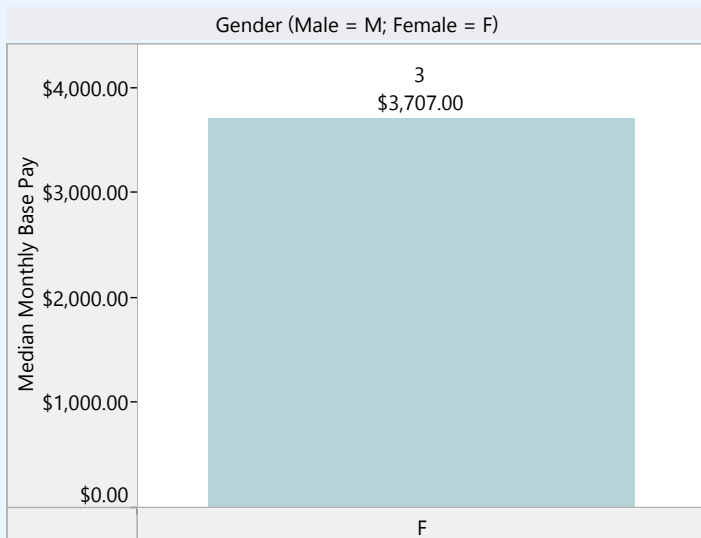
STUDENT ACCESS / COMPLETION



Agency Type: Redistributive
Agency Size: Small

Executive Branch Overall

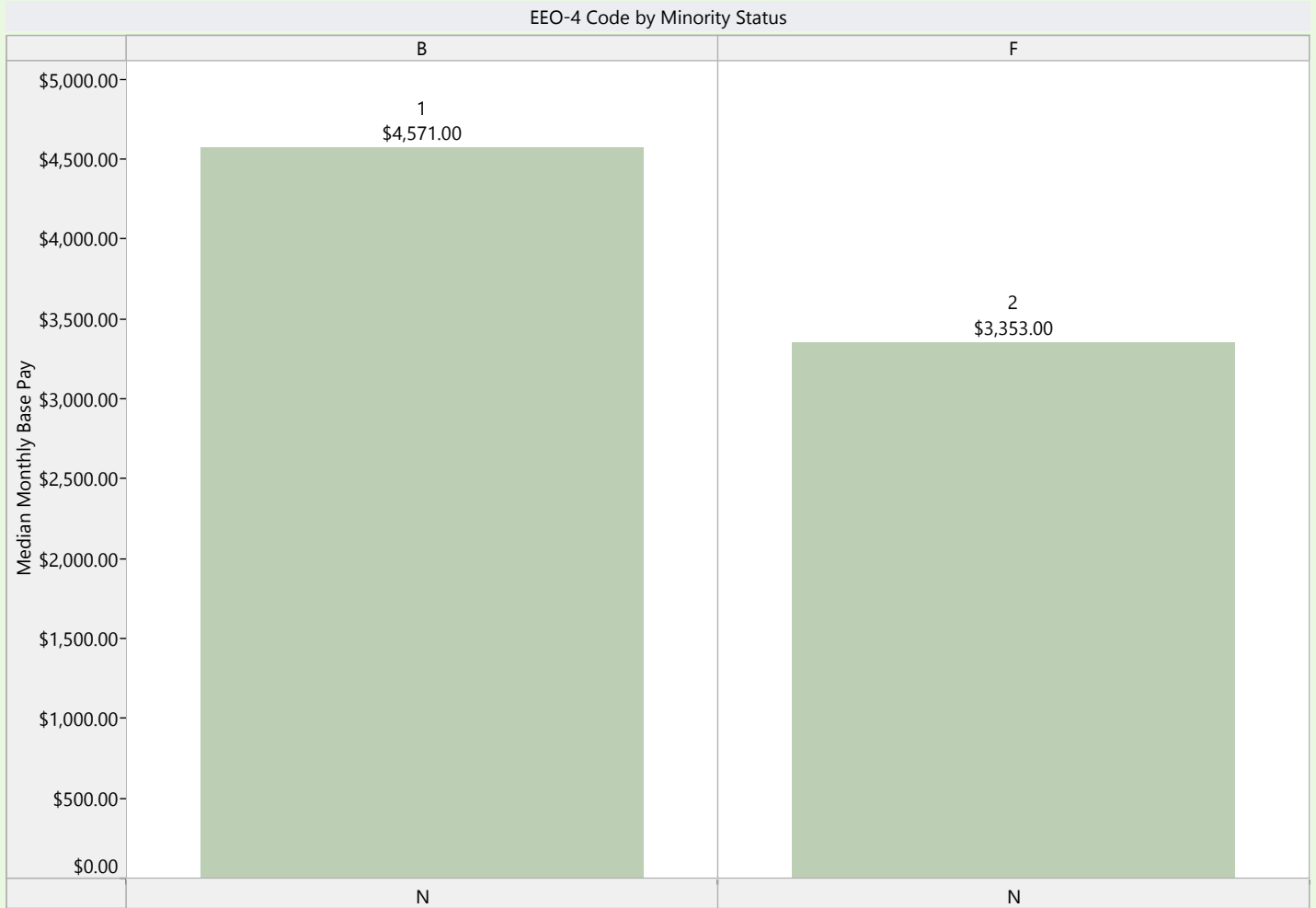
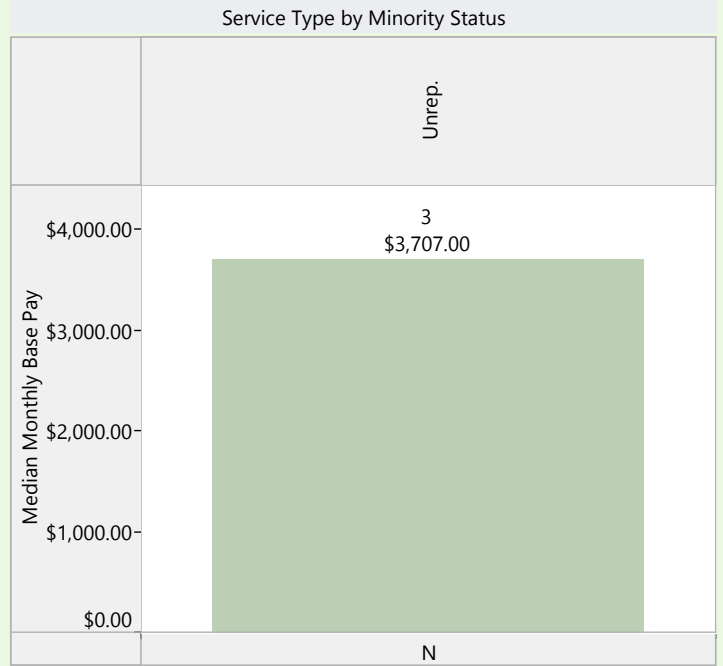
TAX PRACTITIONERS, ST BRD OF



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

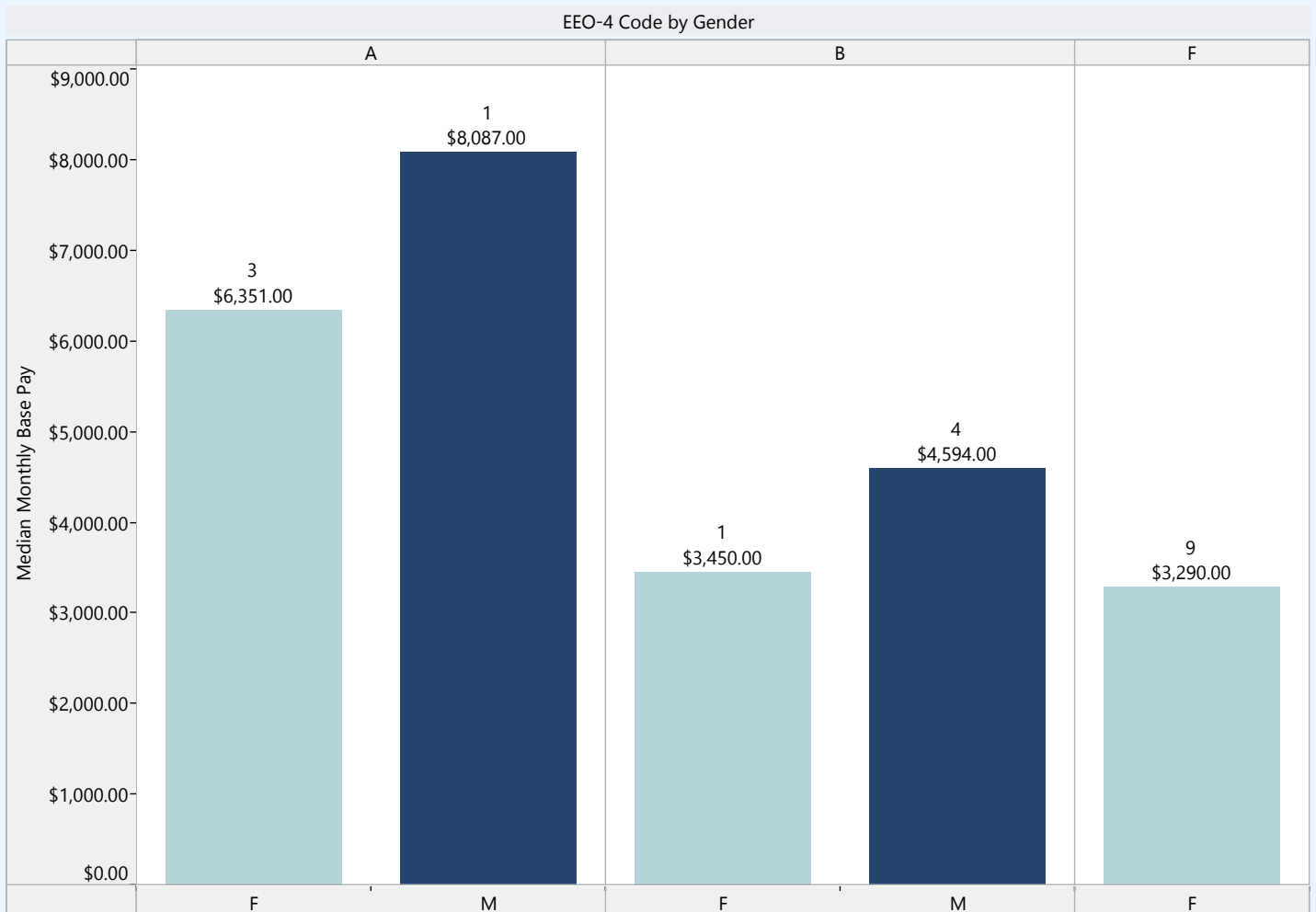
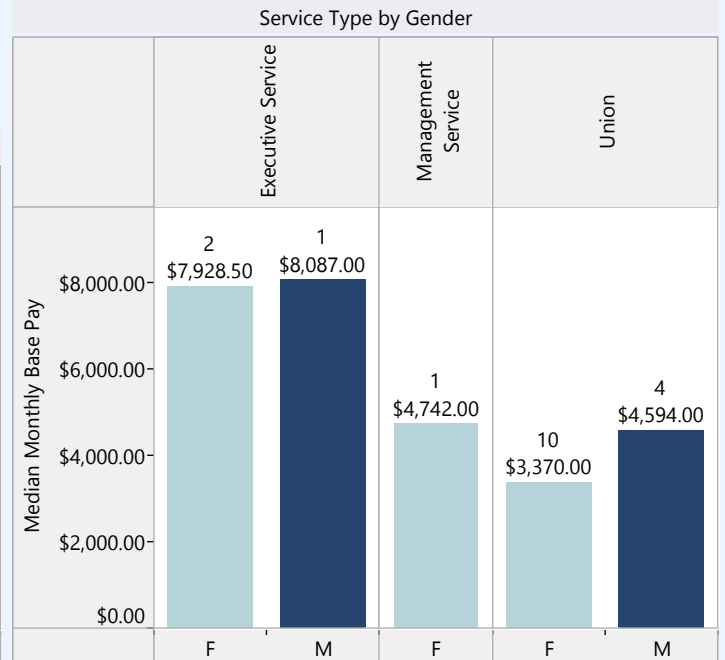
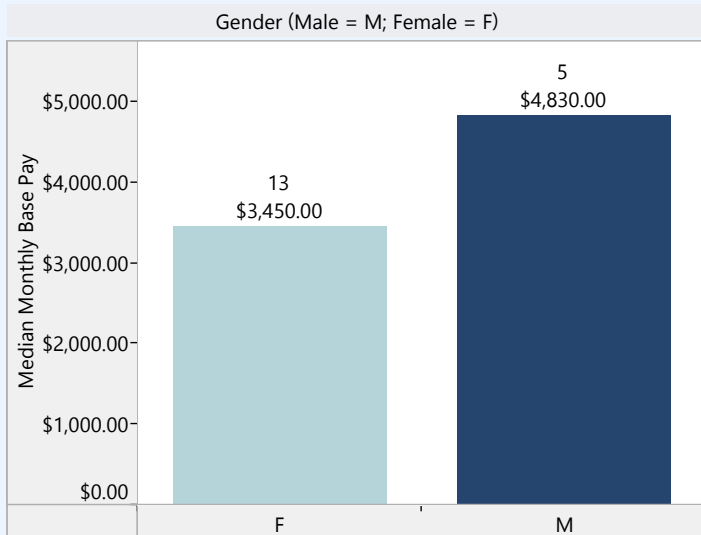
TAX PRACTITIONERS, ST BRD OF



Agency Type: Regulatory
 Agency Size: Small

Executive Branch Overall

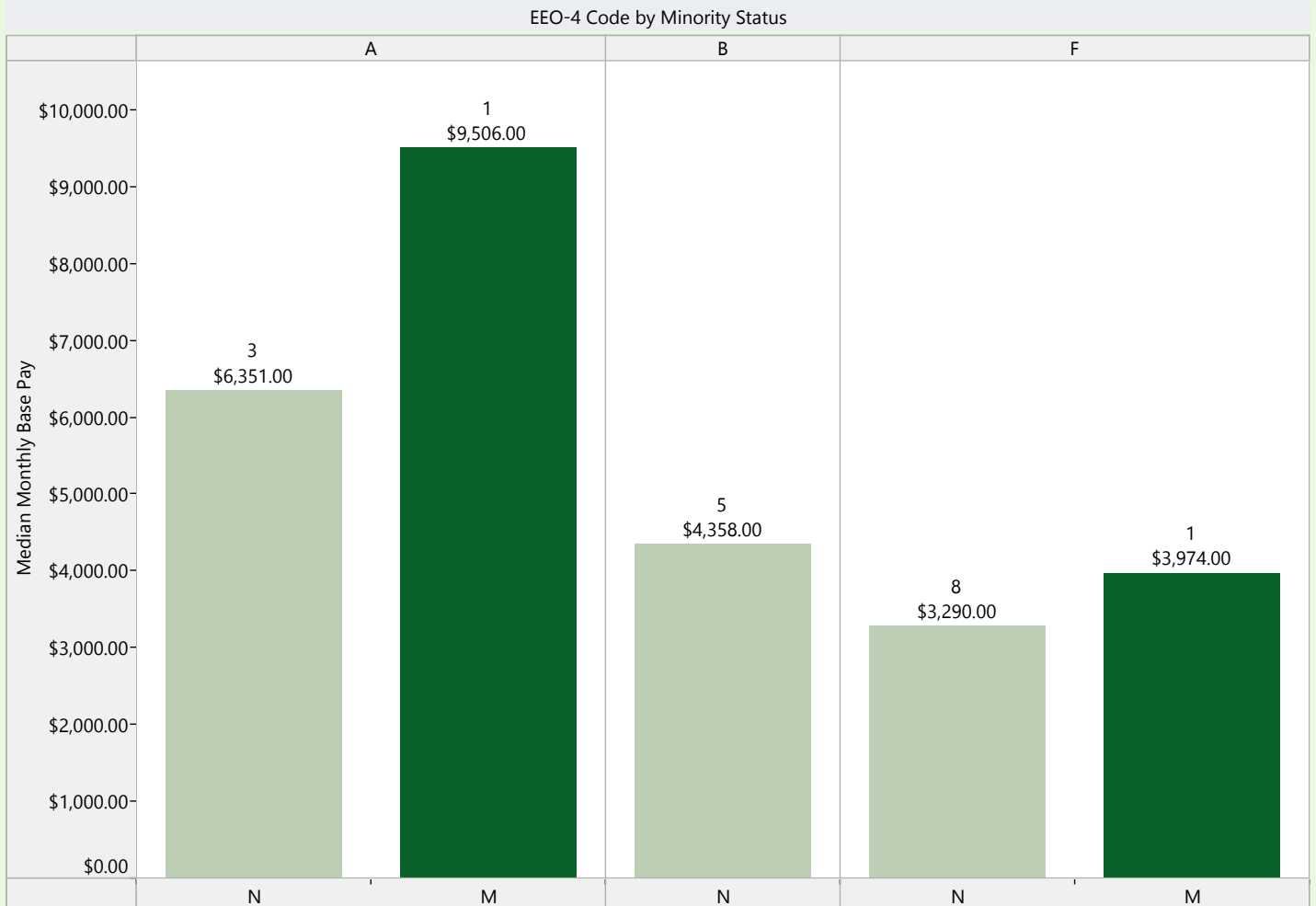
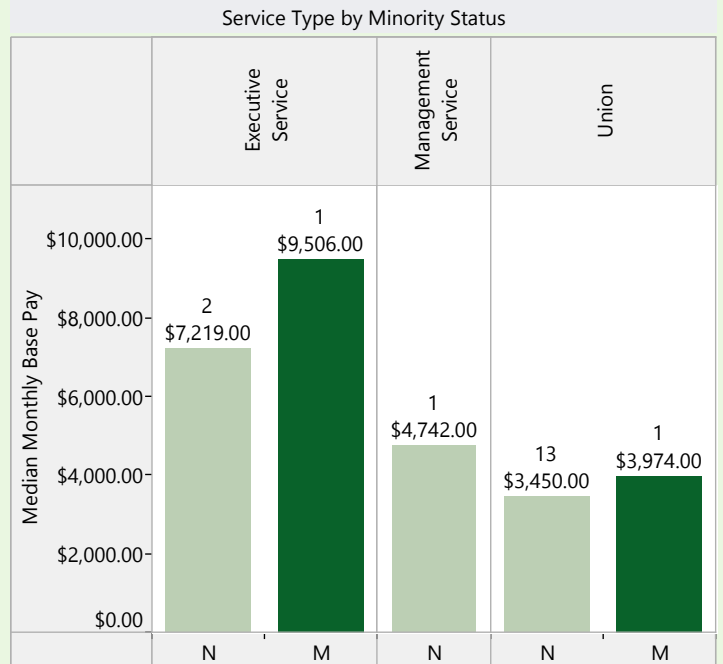
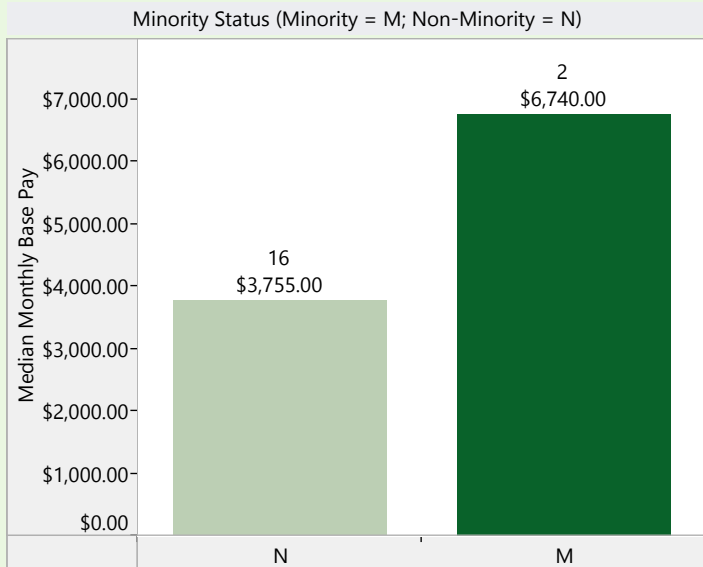
TEACHER STANDARDS & PRACTICES



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

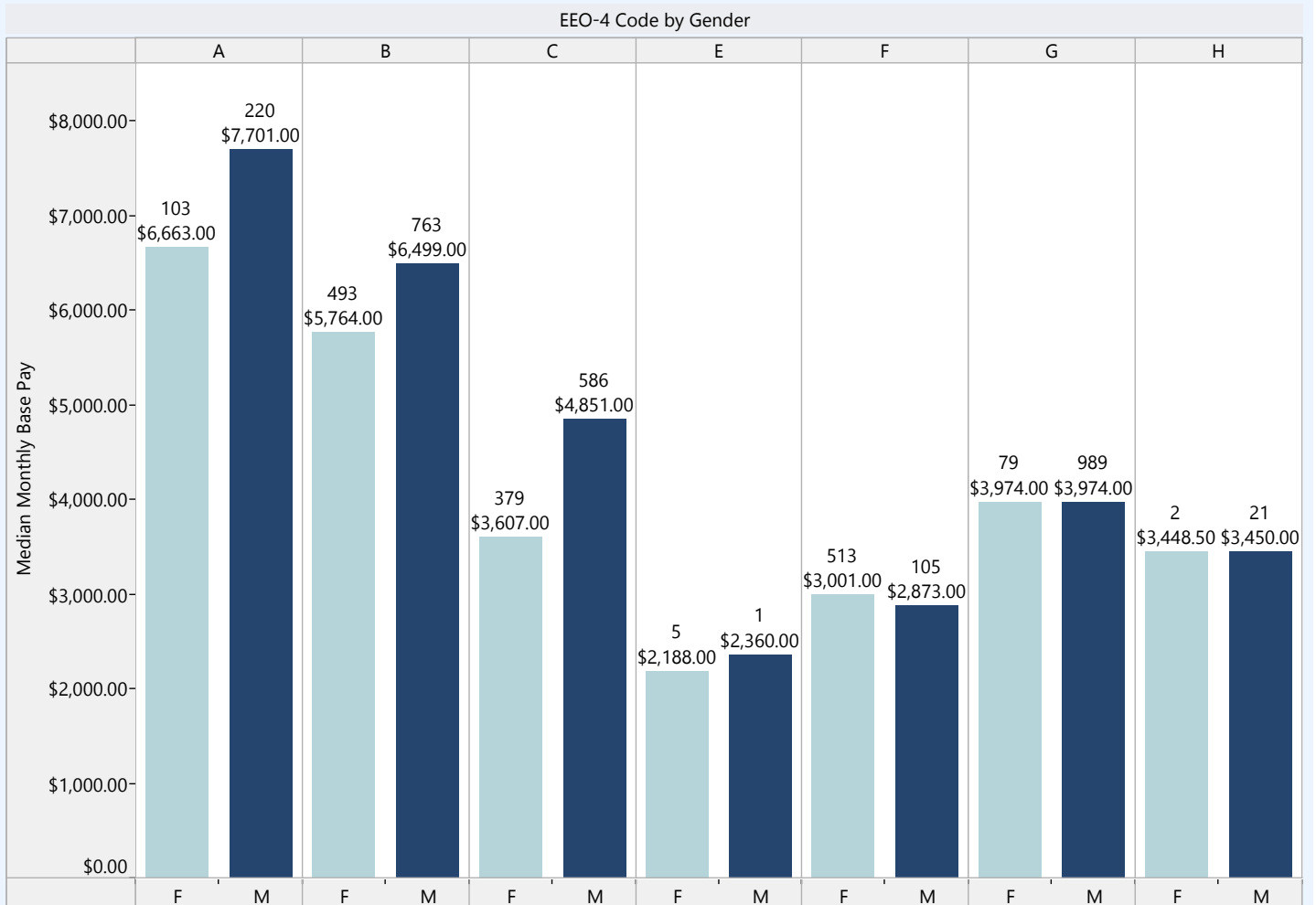
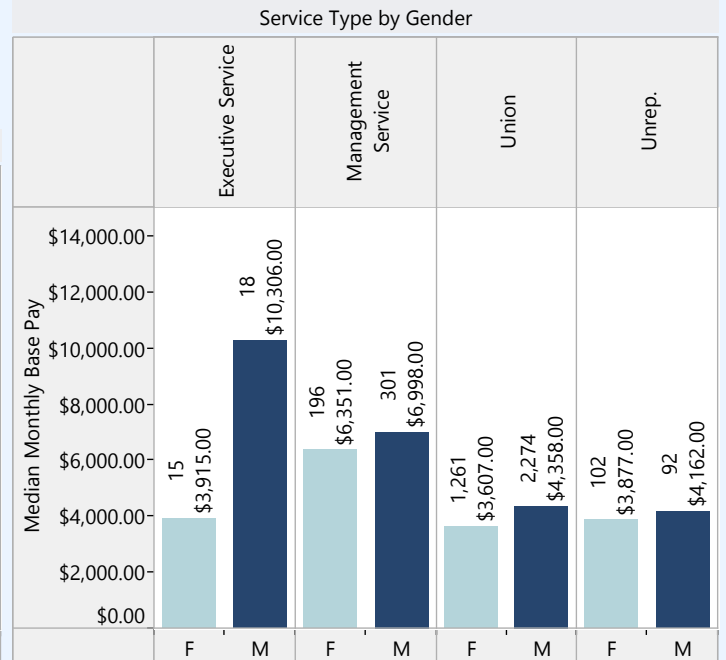
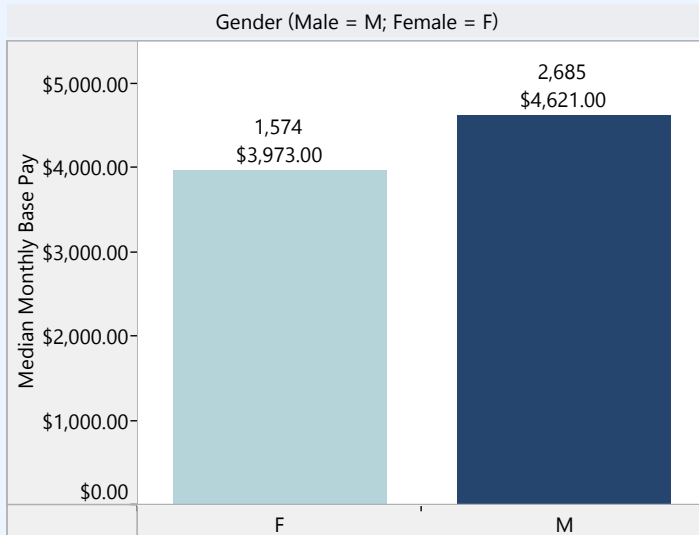
TEACHER STANDARDS & PRACTICES



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

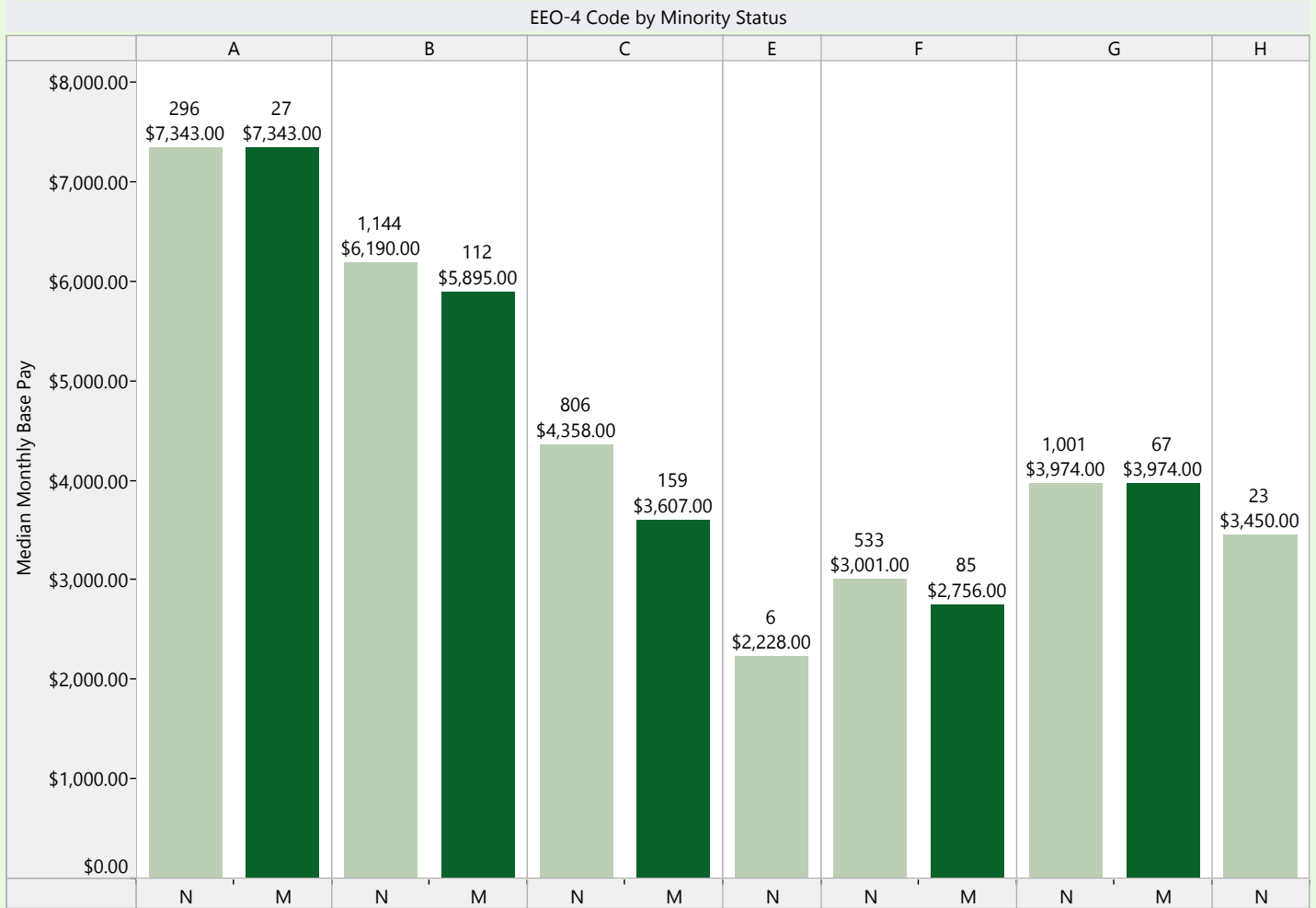
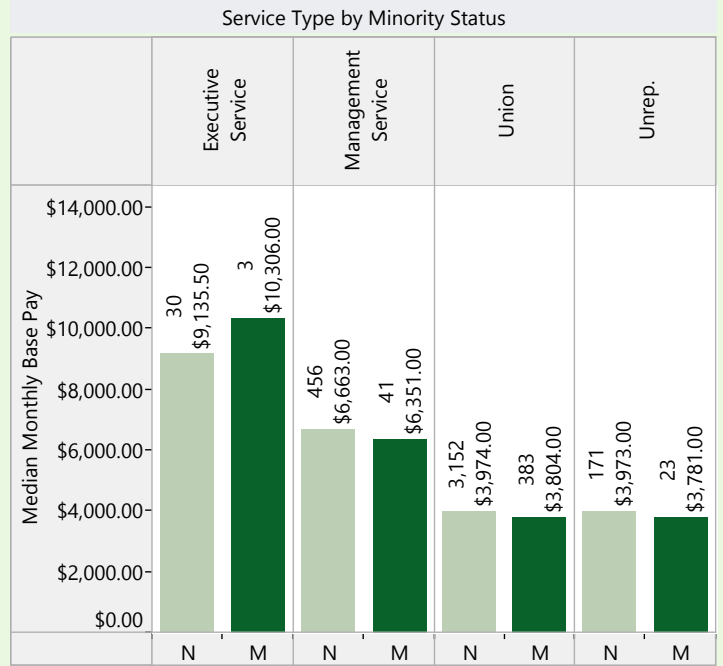
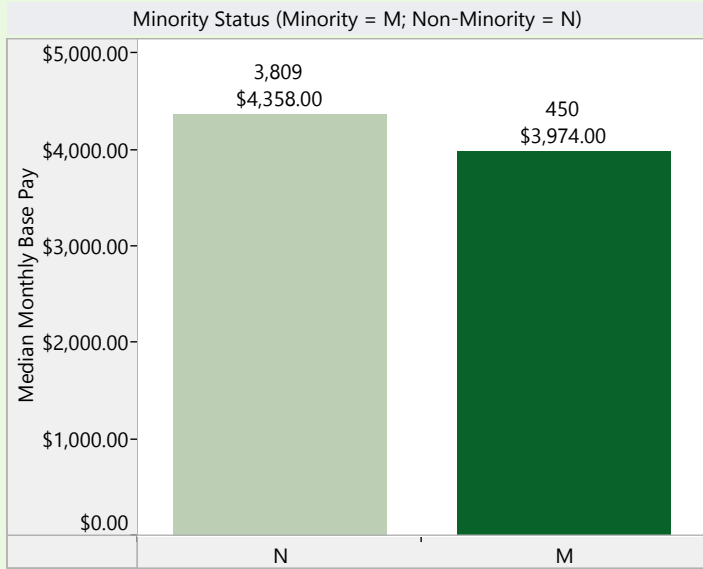
TRANSPORTATION, DEPT OF



Agency Type: Distributive
Agency Size: Large

Executive Branch Overall

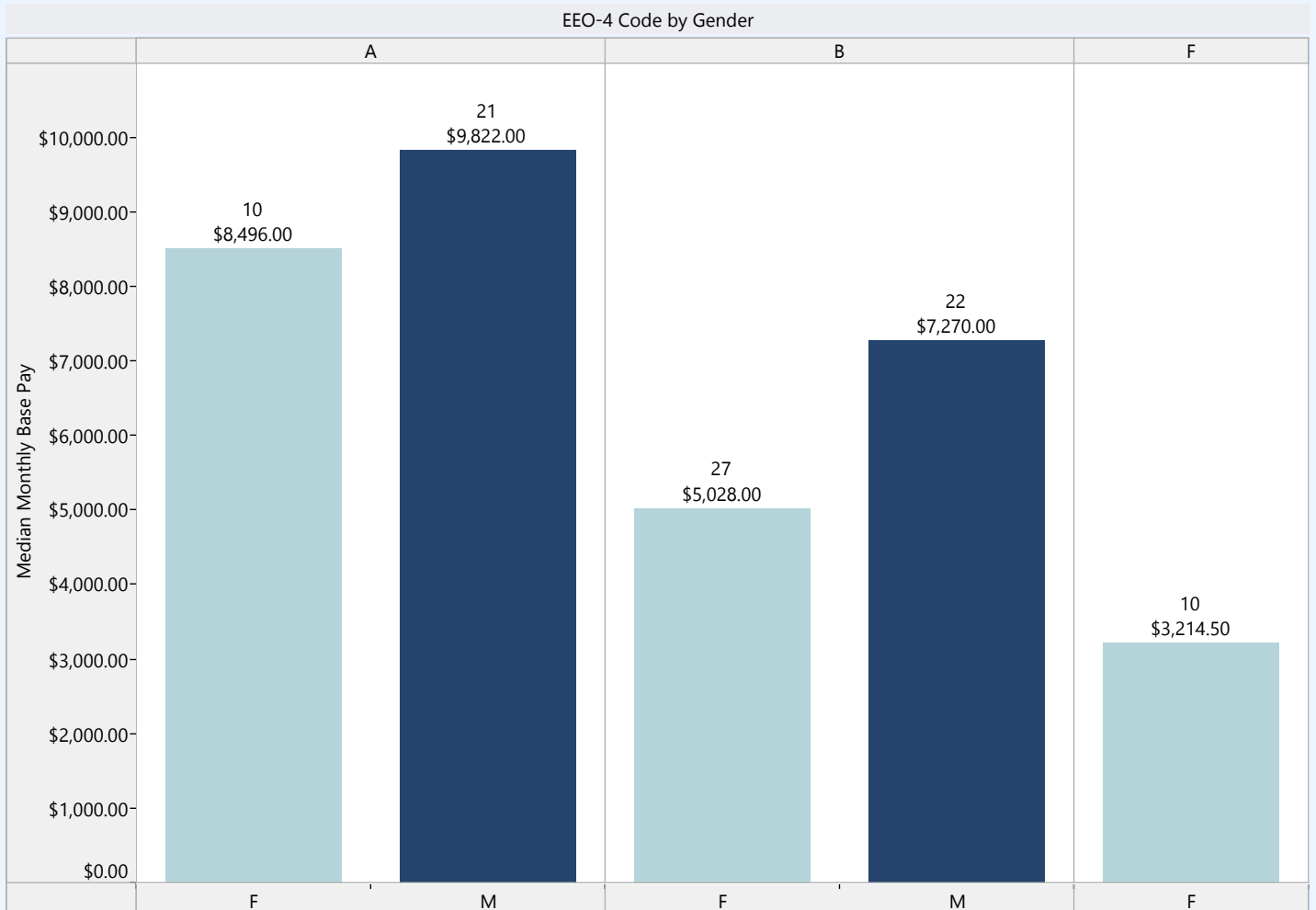
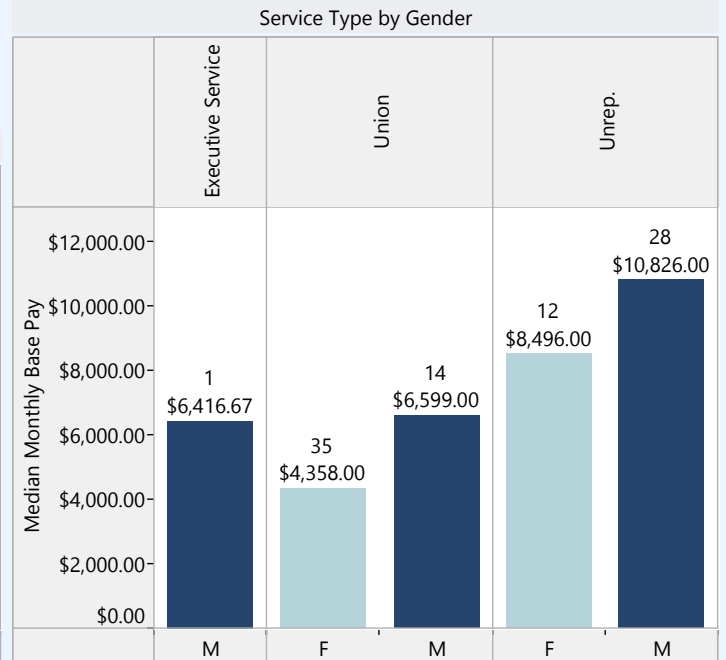
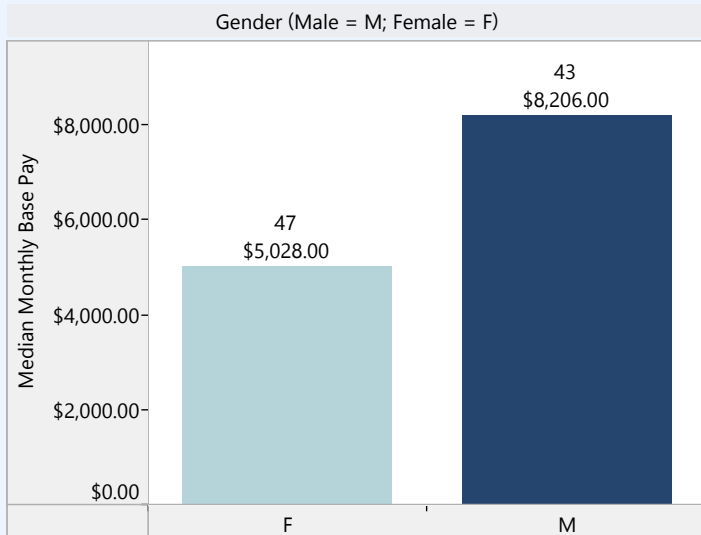
TRANSPORTATION, DEPT OF



Agency Type: Distributive
Agency Size: Large

Executive Branch Overall

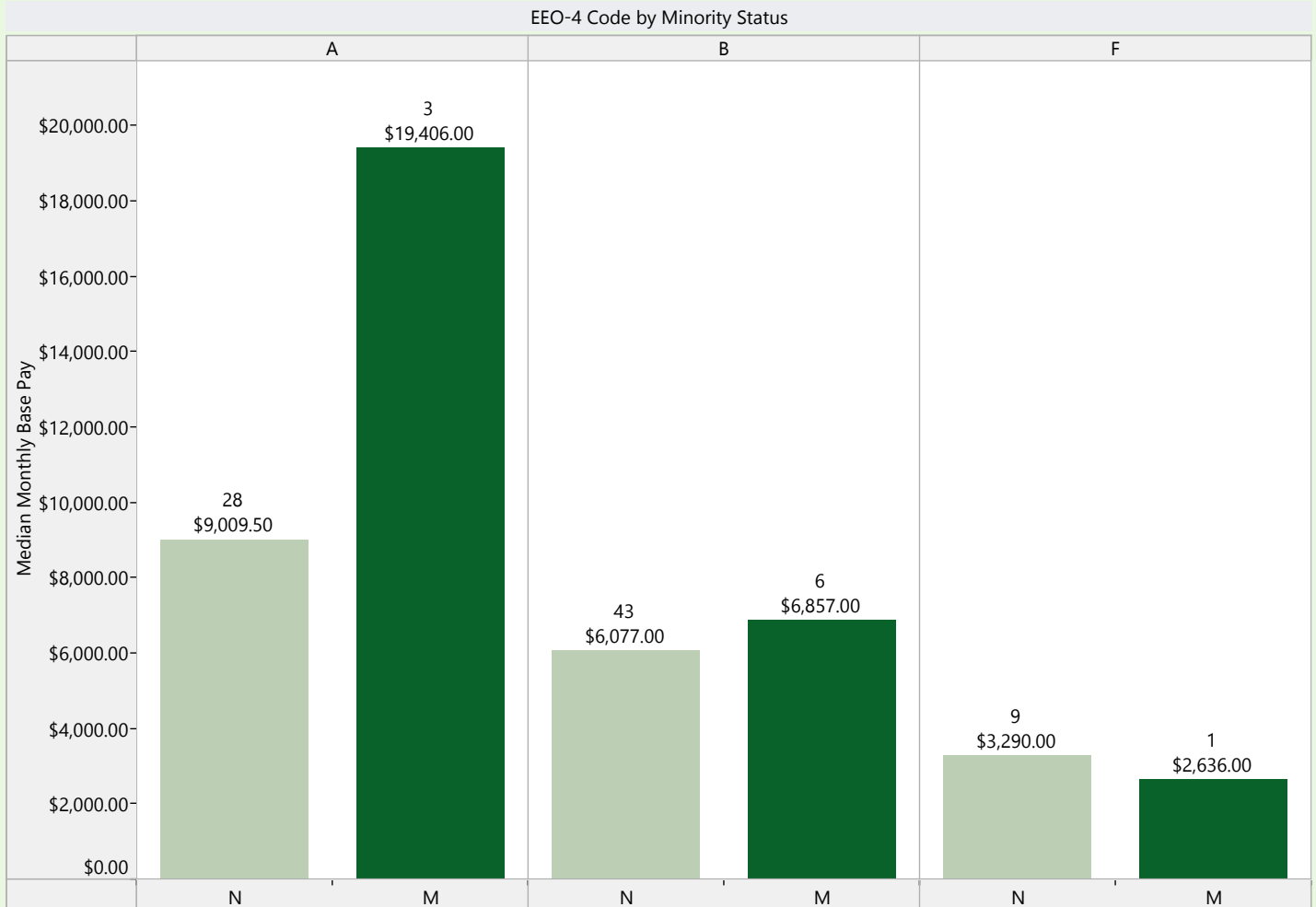
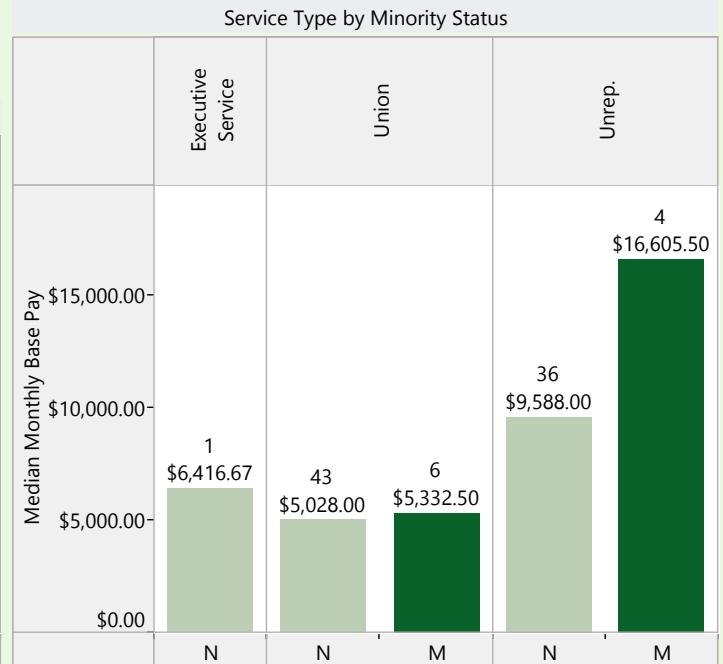
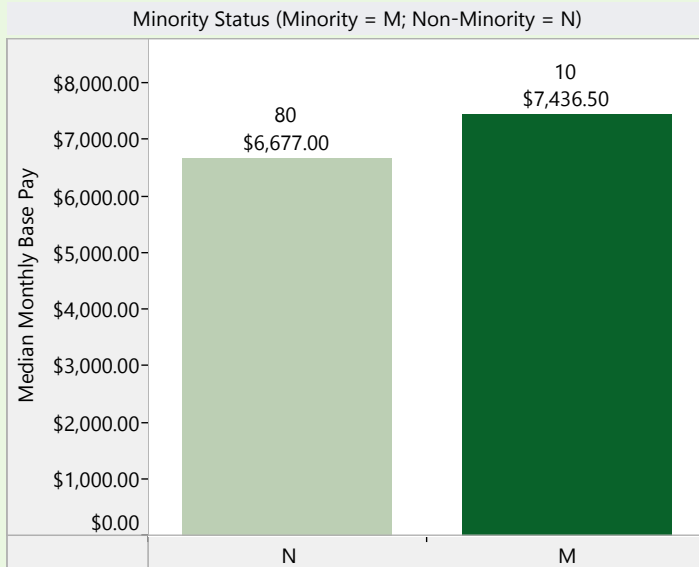
TREASURY, OREGON STATE



Agency Type: Financial Administration & General Control
Agency Size: Small

Executive Branch Overall

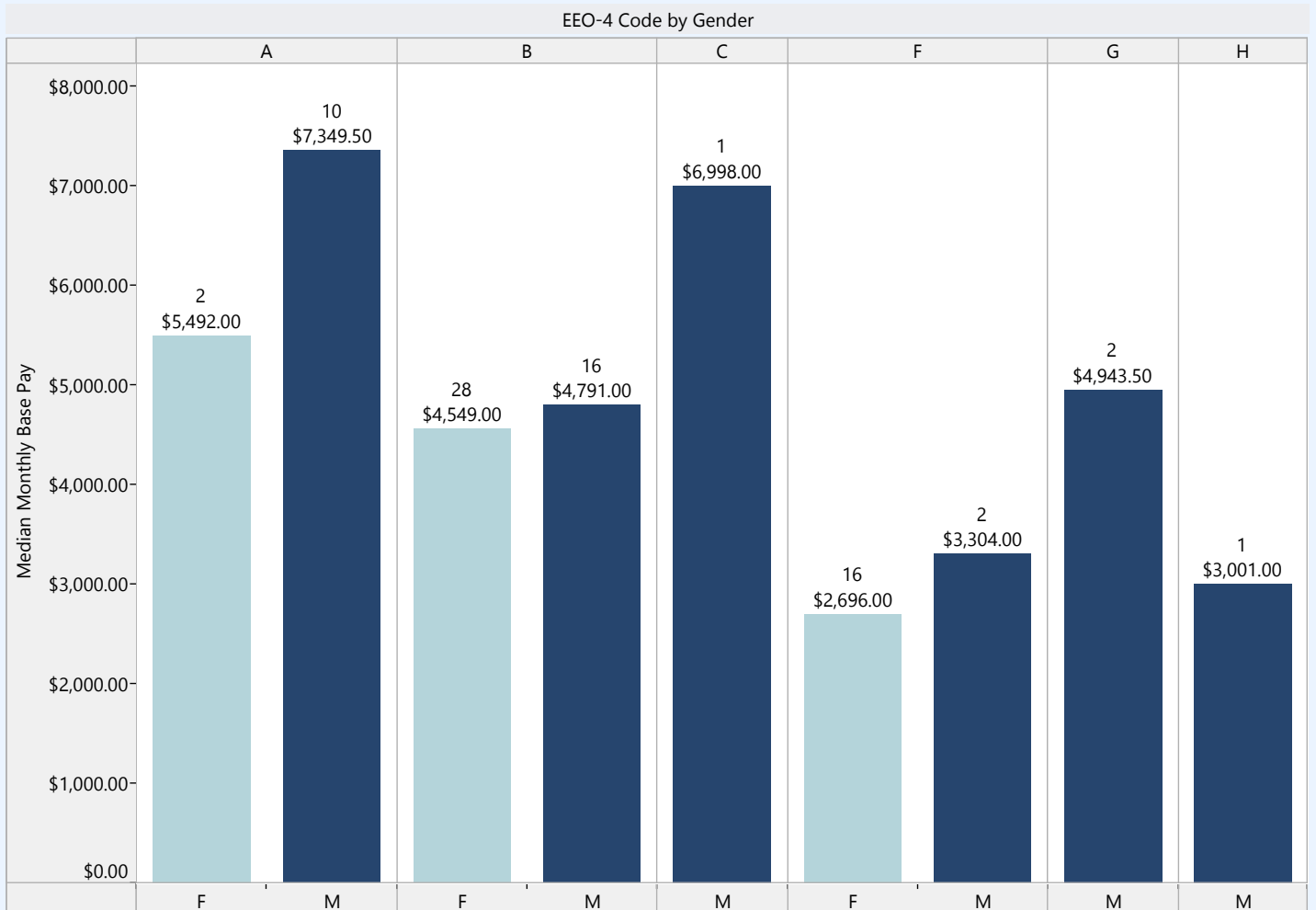
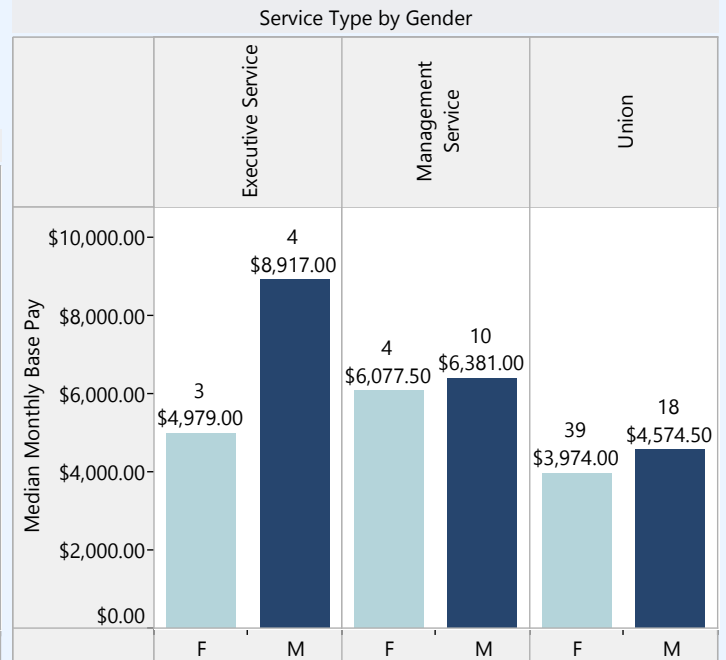
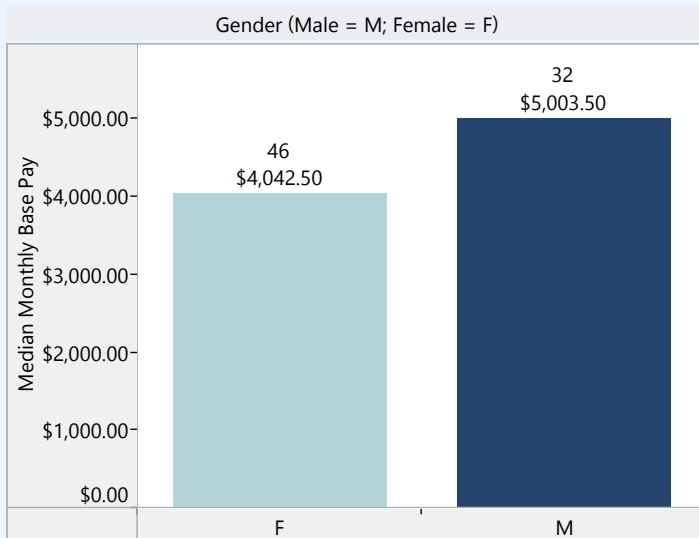
TREASURY, OREGON STATE



Agency Type: Financial Administration & General Control
Agency Size: Small

Executive Branch Overall

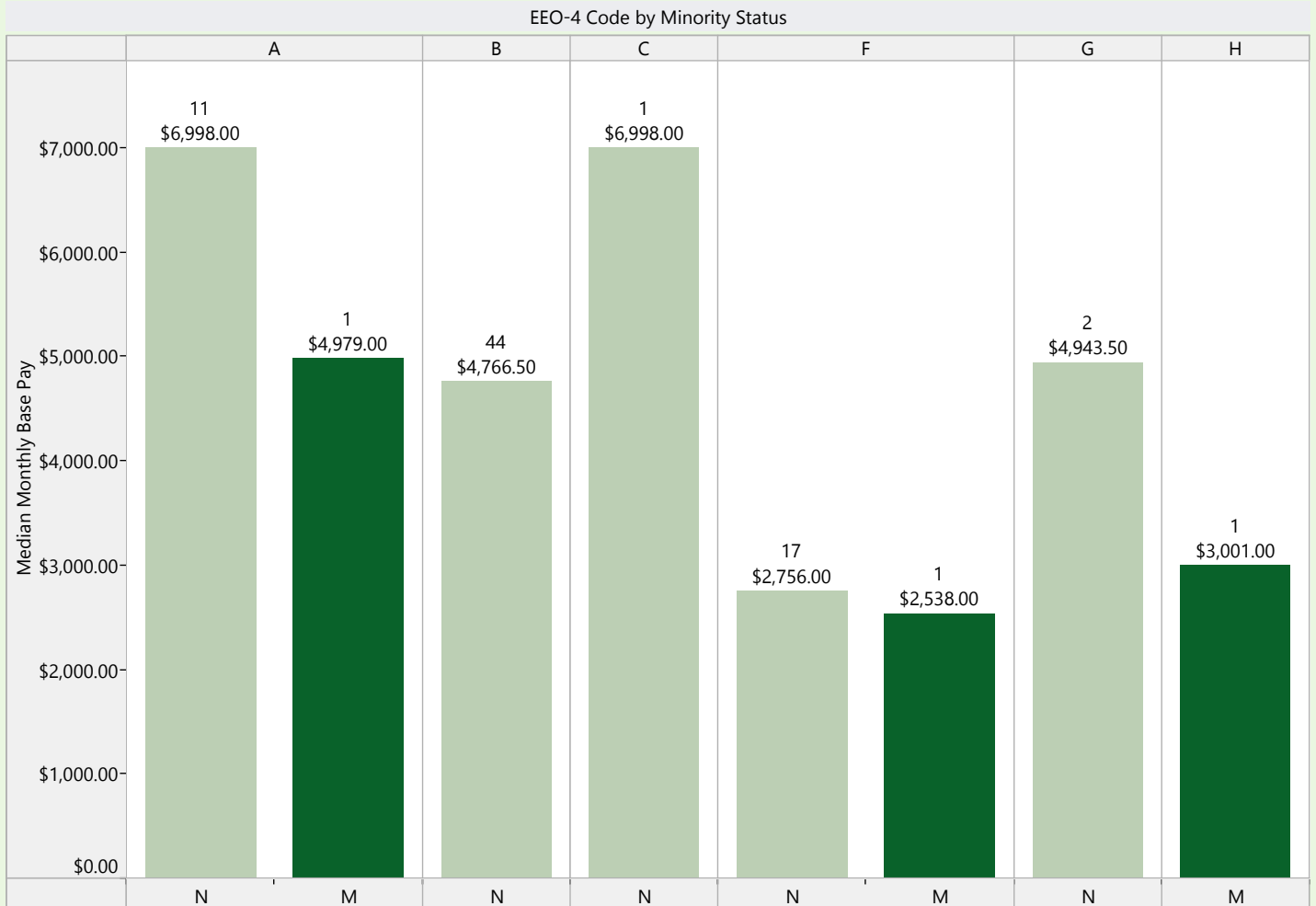
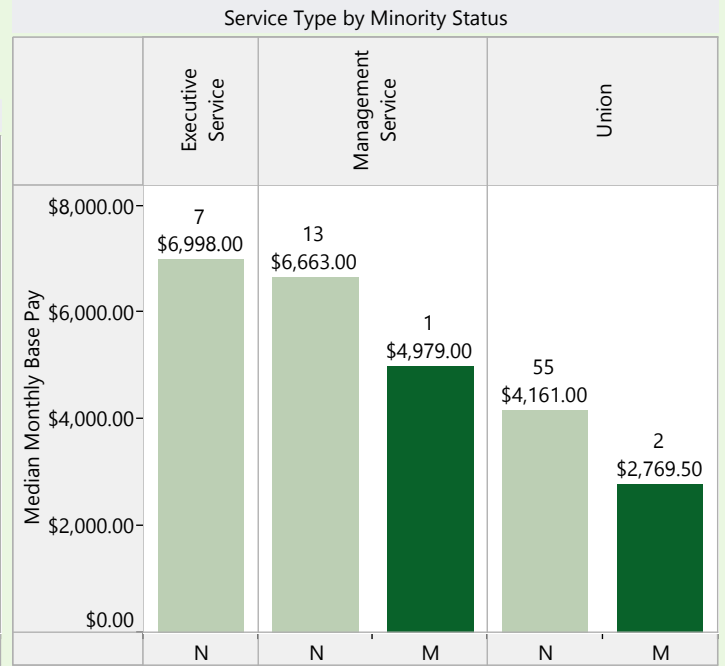
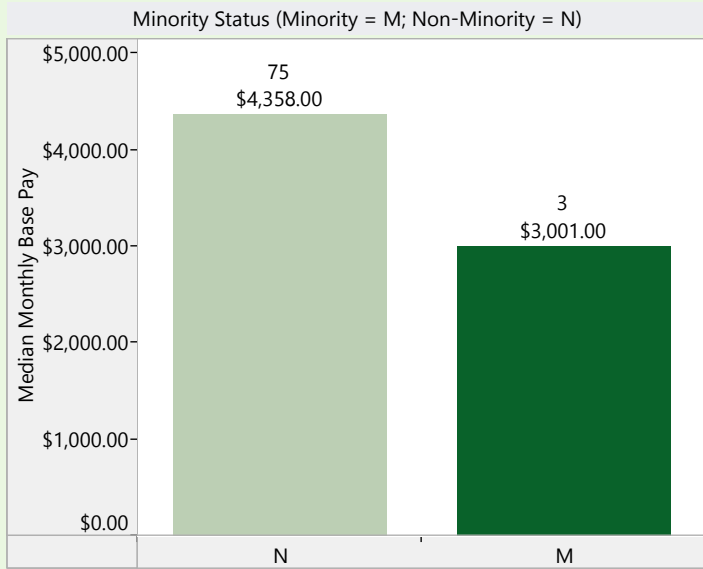
VETERANS AFFAIRS, DEPT OF



Agency Type: Redistributive
Agency Size: Small

Executive Branch Overall

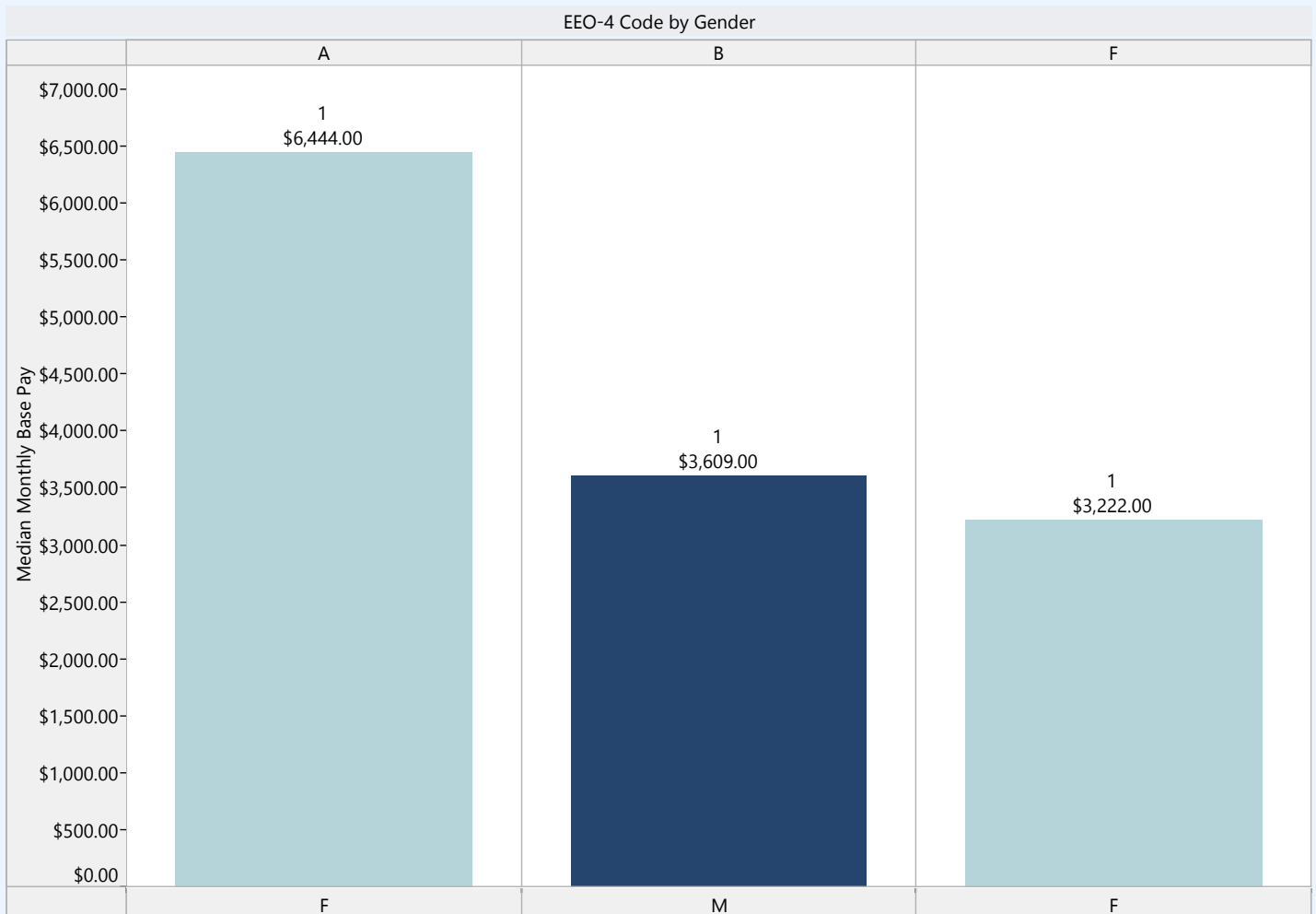
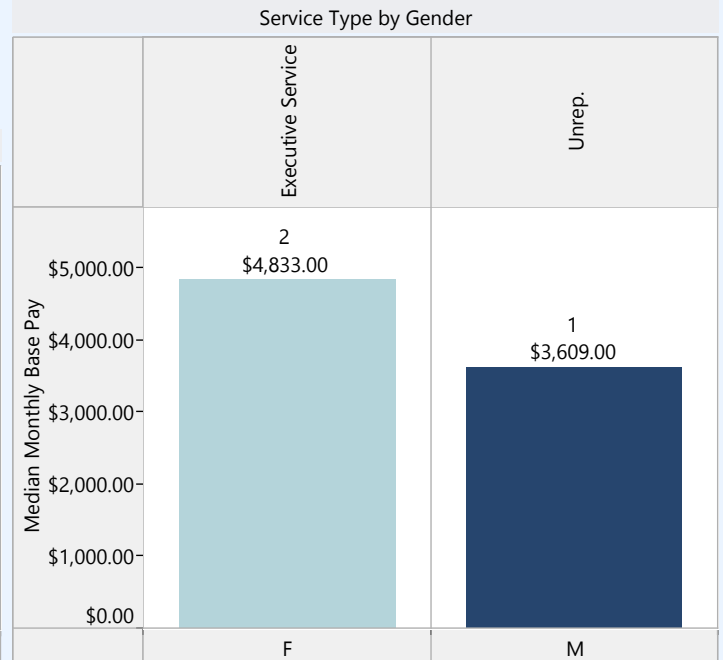
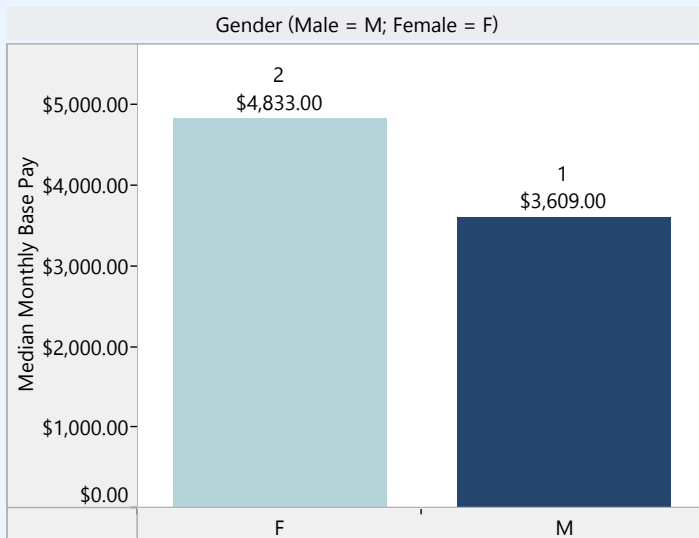
VETERANS AFFAIRS, DEPT OF



Agency Type: Redistributive
Agency Size: Small

Executive Branch Overall

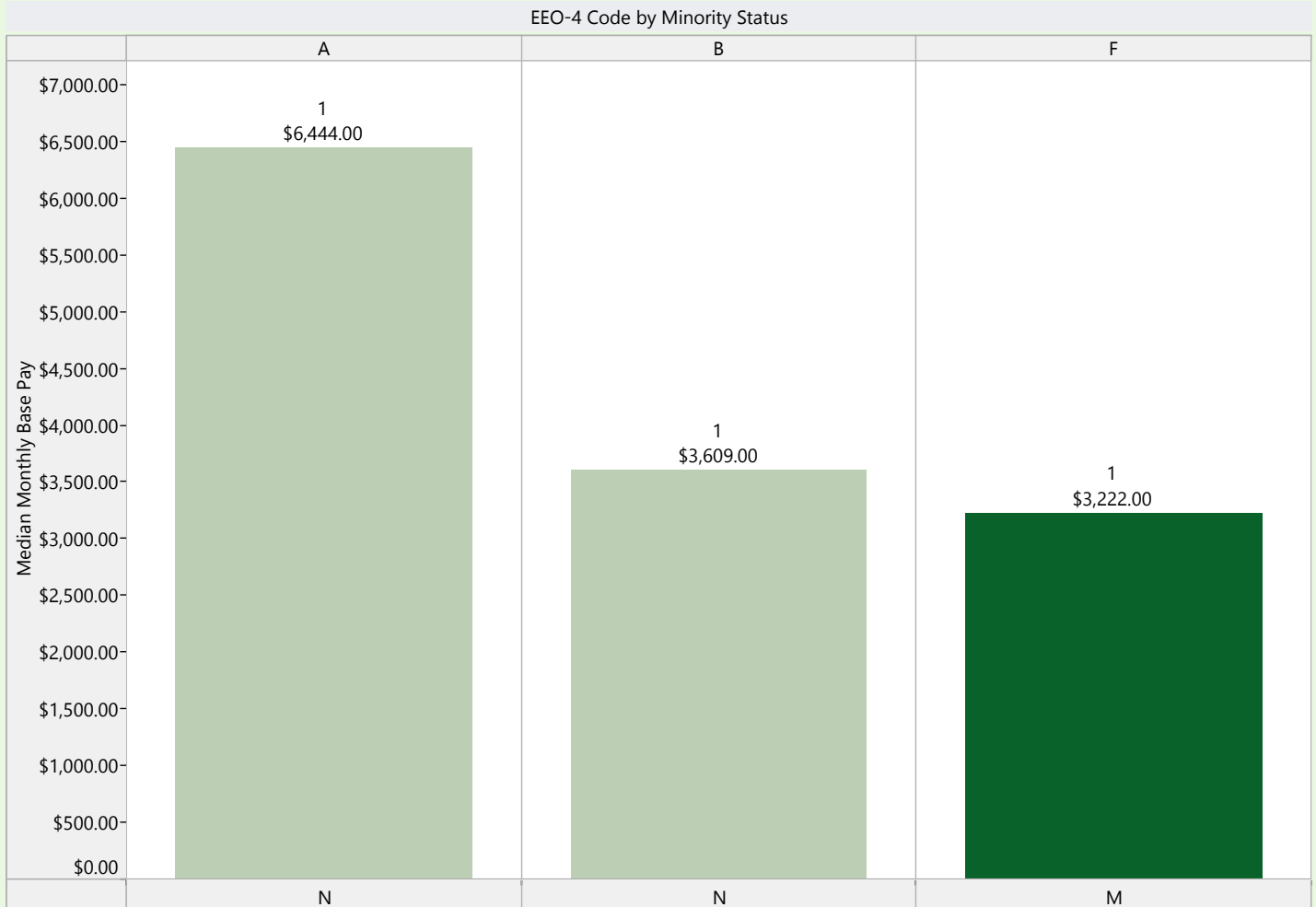
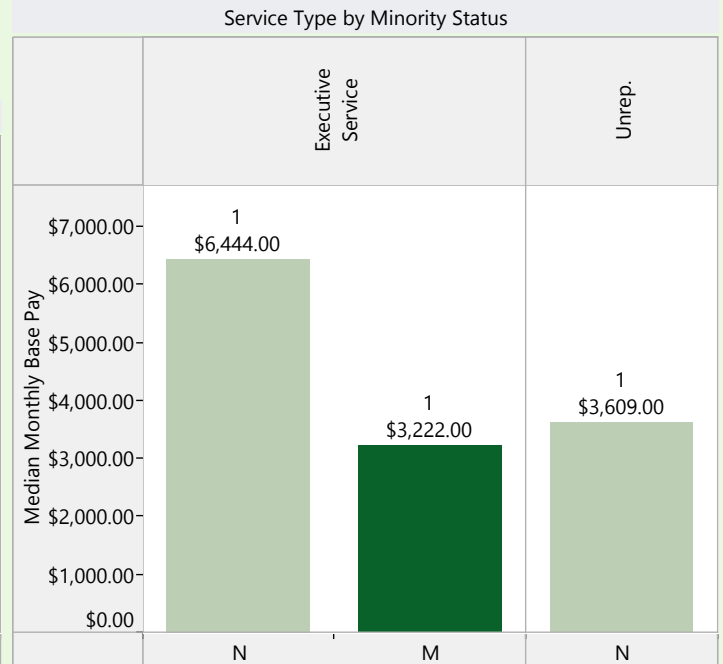
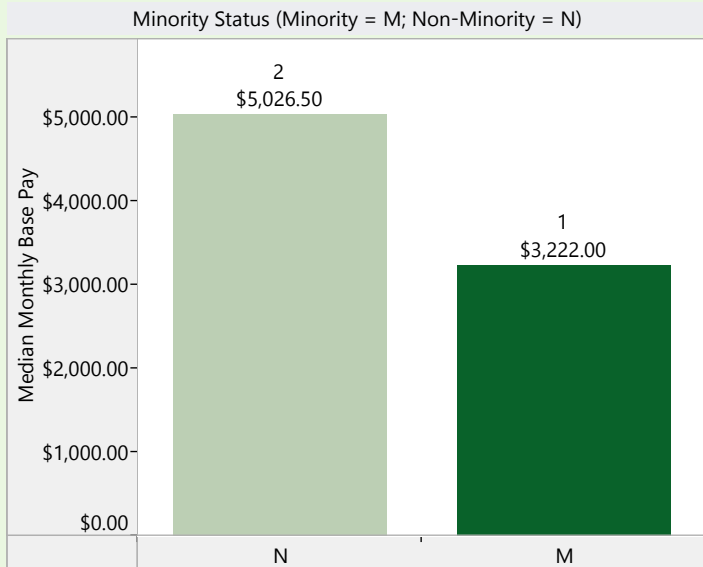
VETERINARY MED EXAMINING BRD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

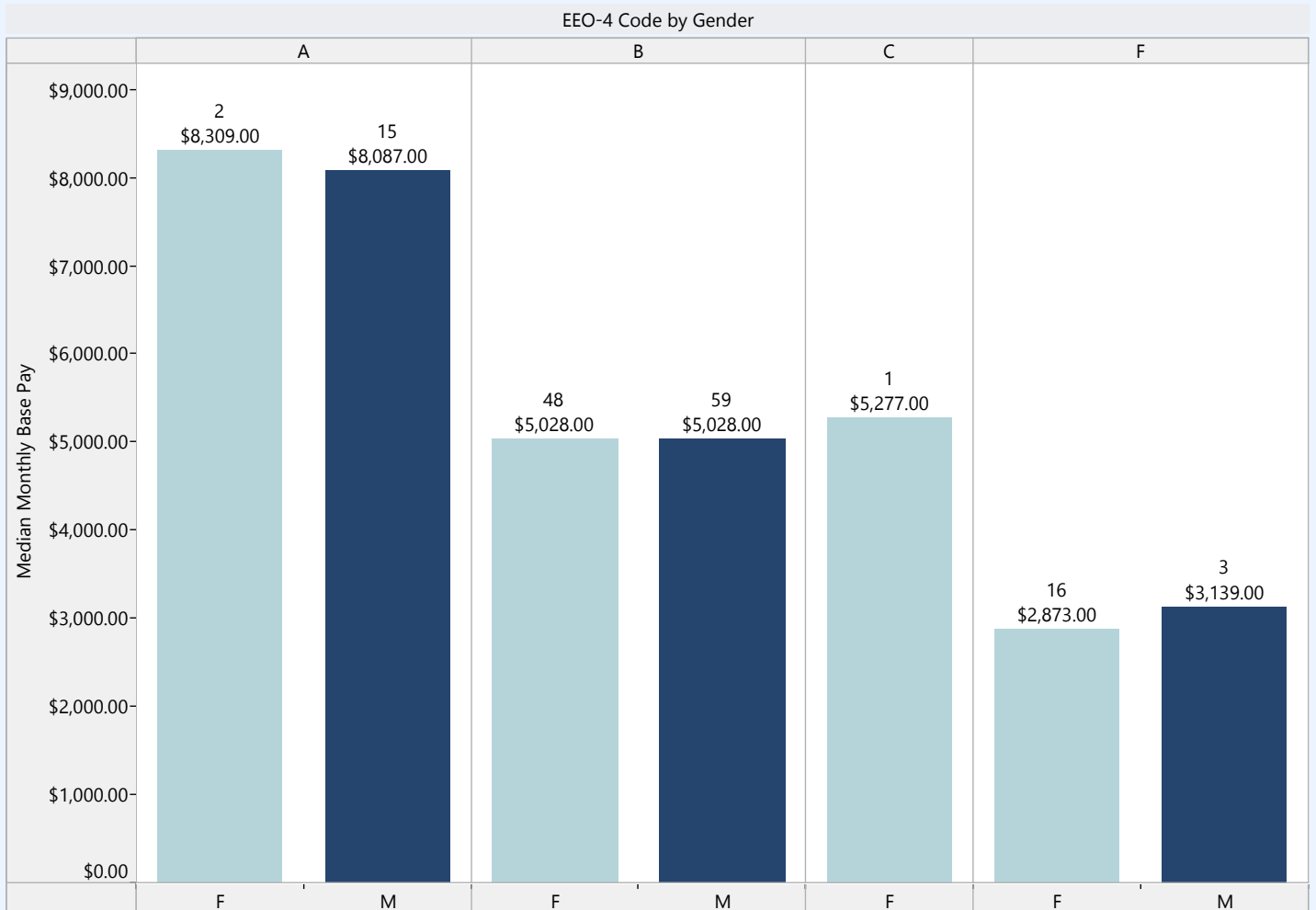
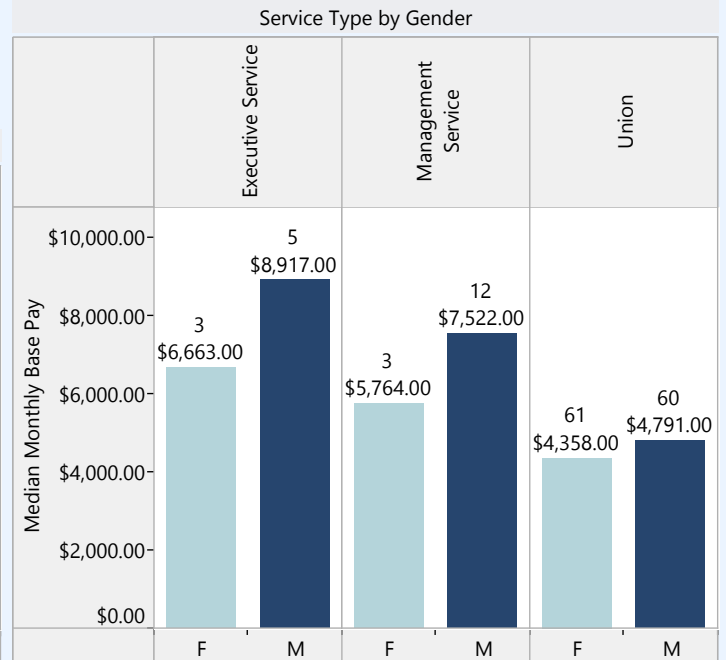
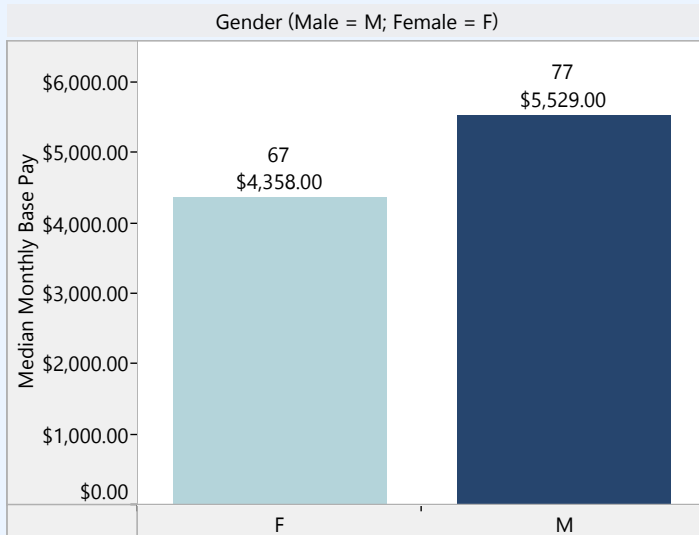
VETERINARY MED EXAMINING BRD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

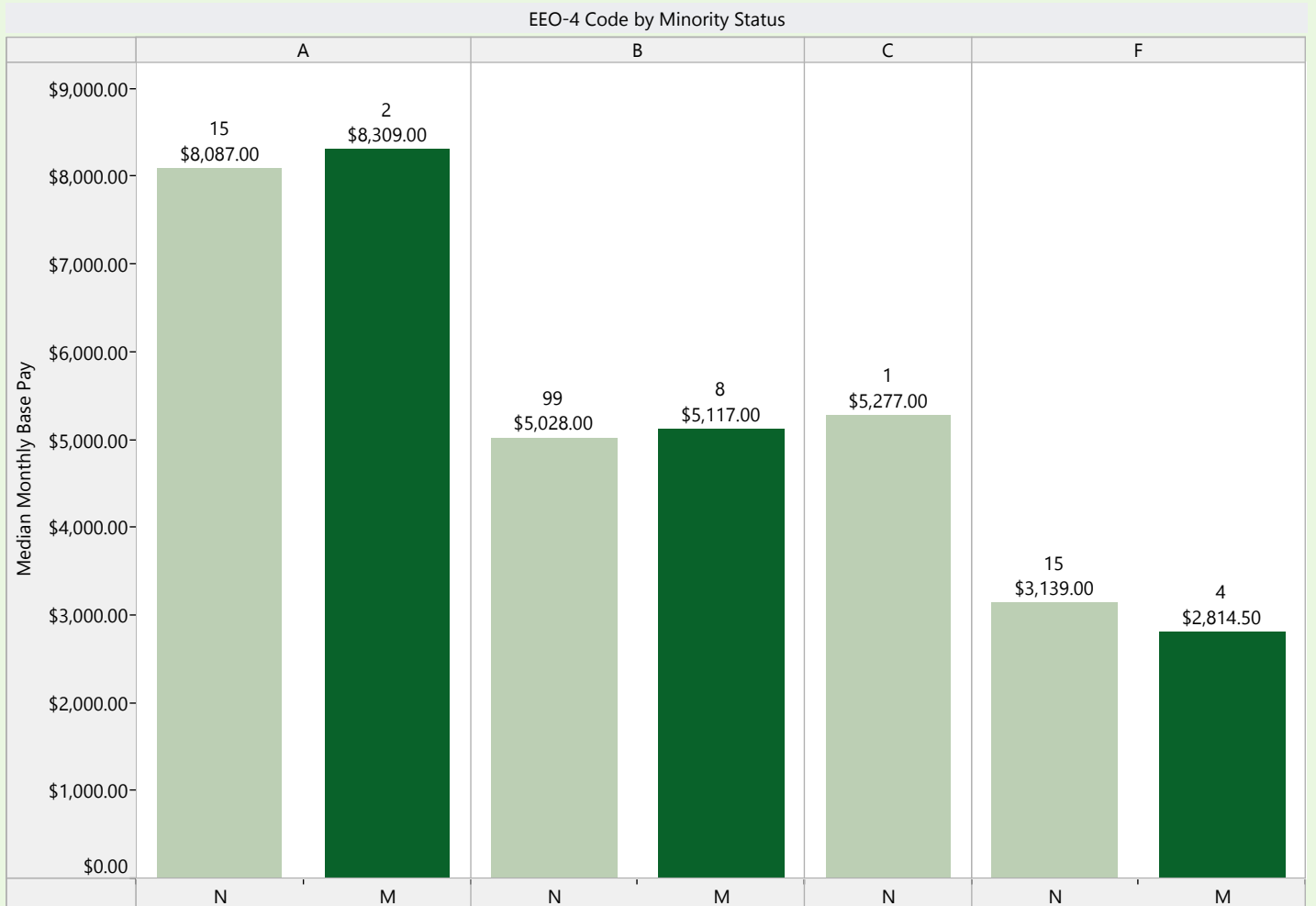
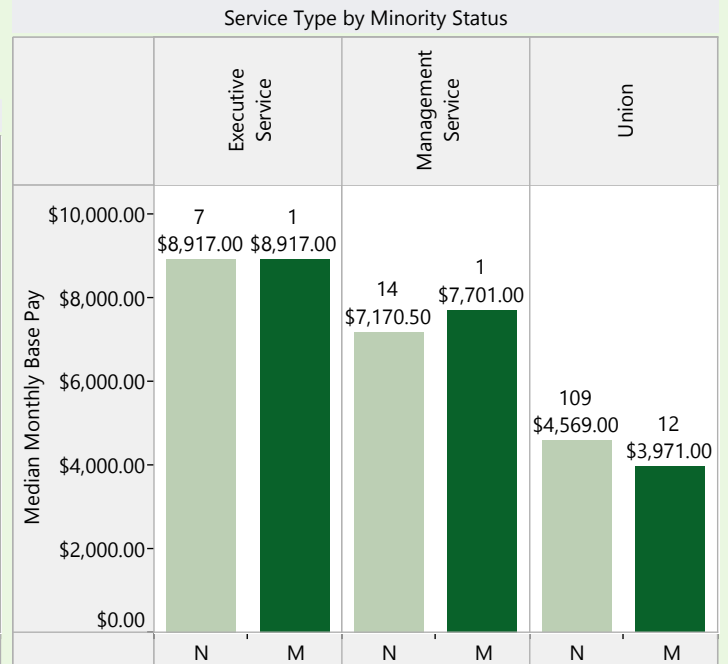
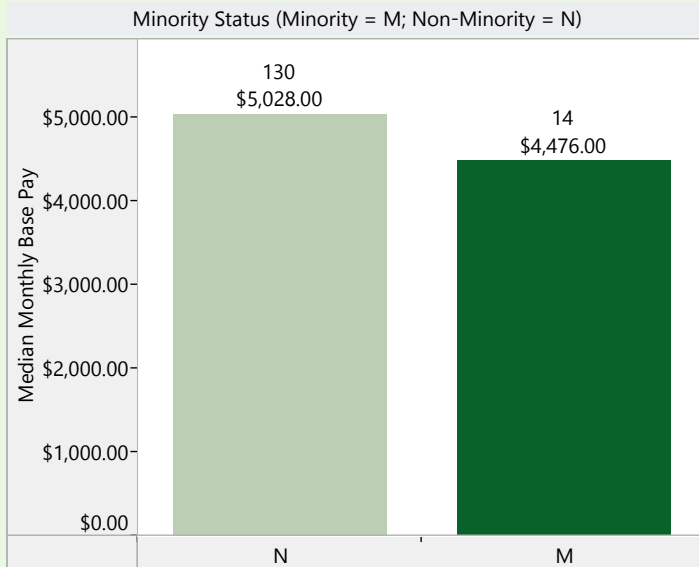
WATER RESOURCES, DEPT OF



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

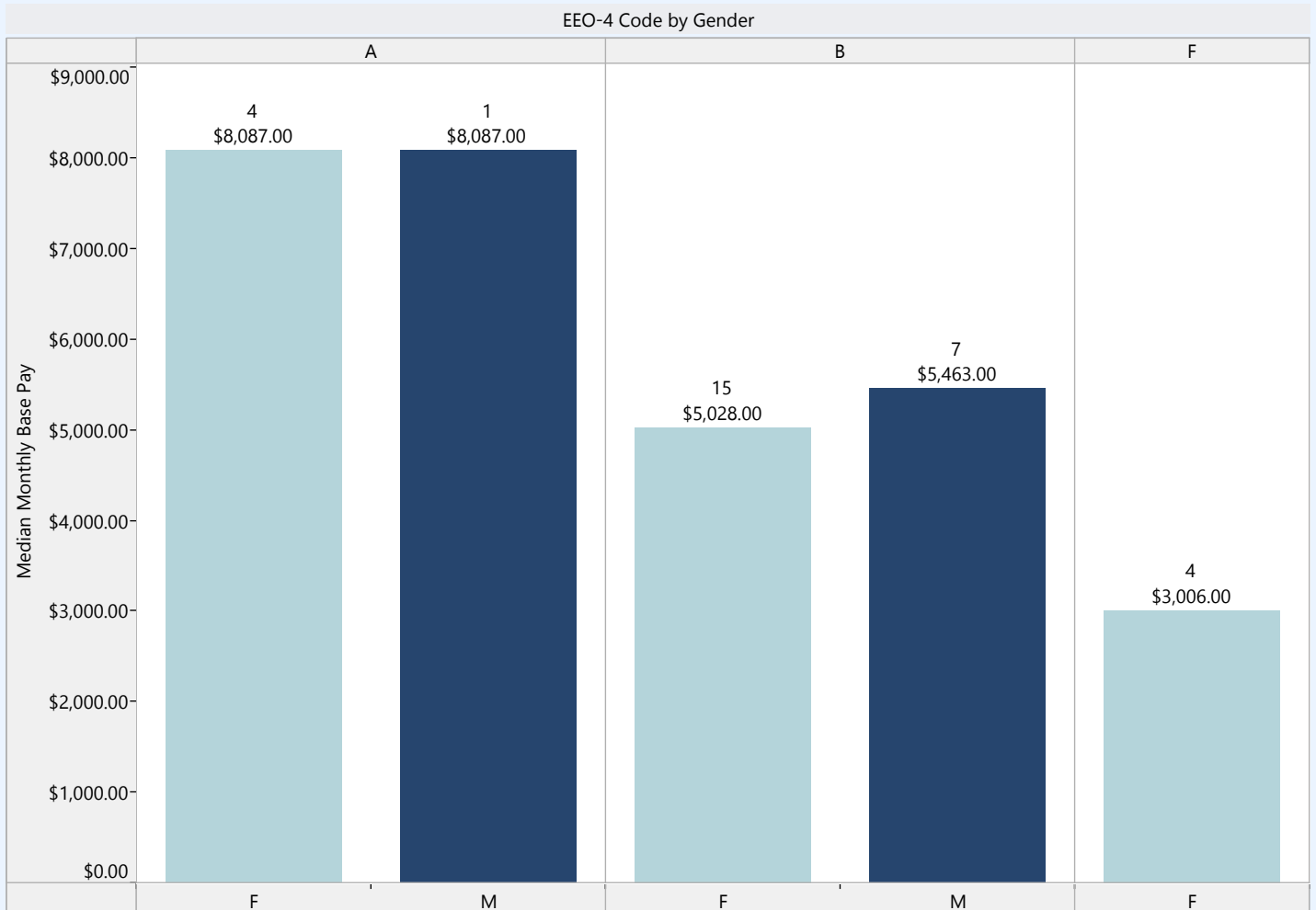
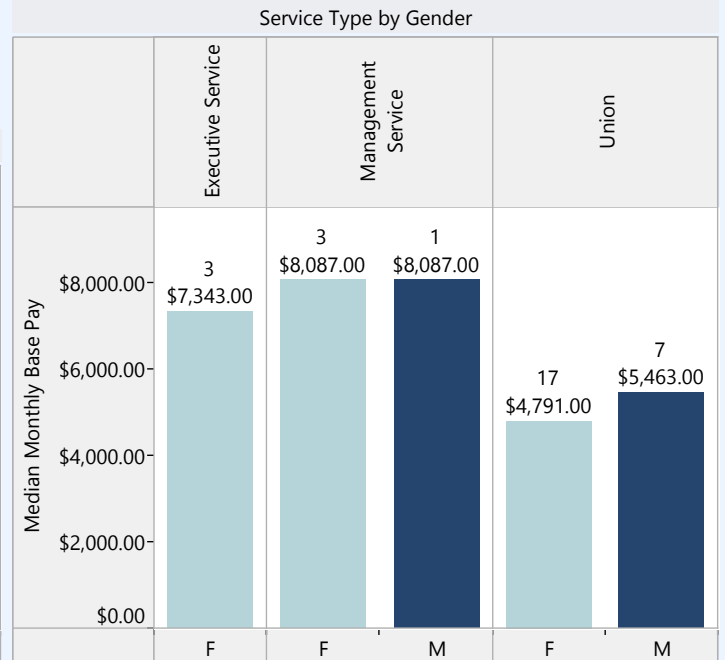
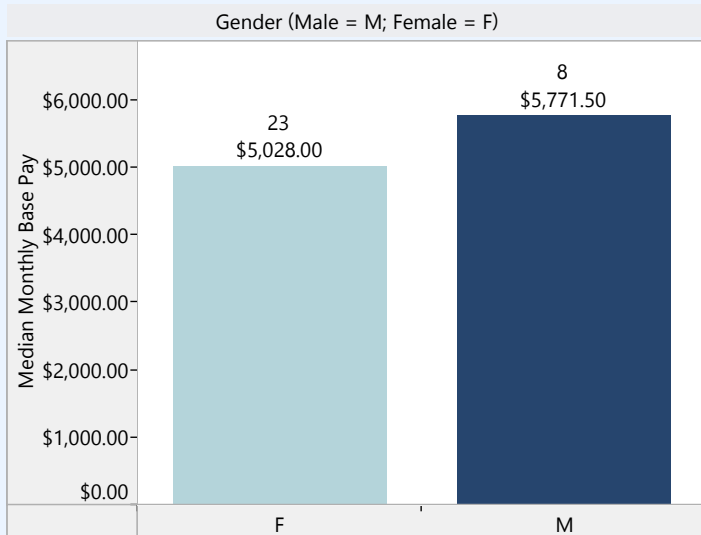
WATER RESOURCES, DEPT OF



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

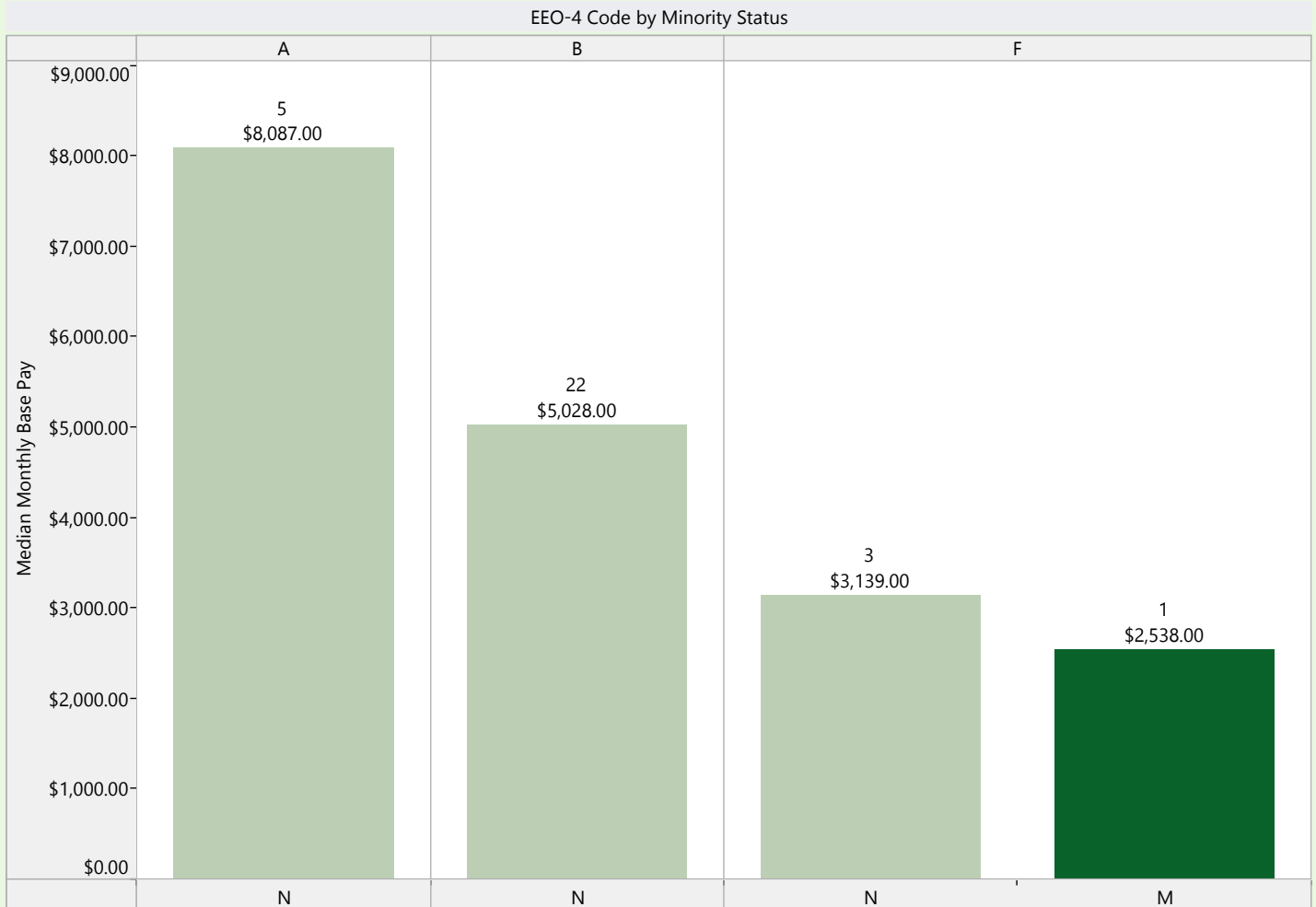
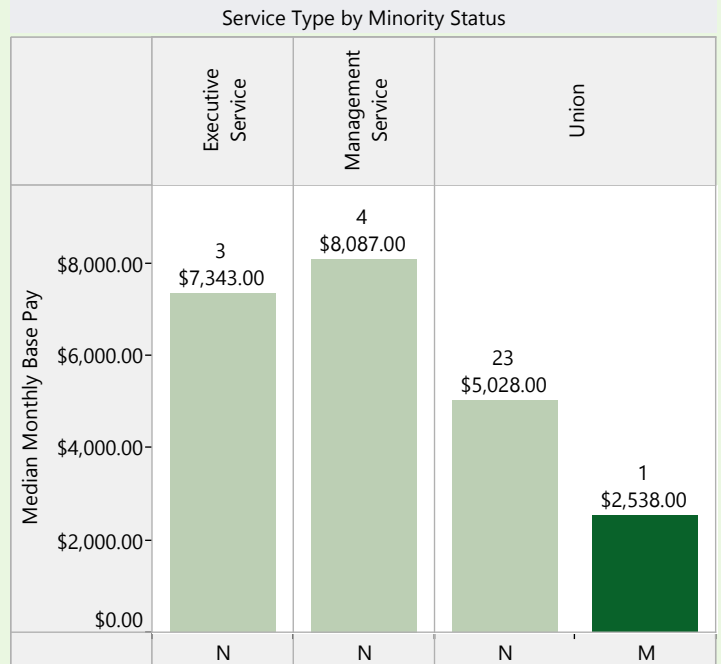
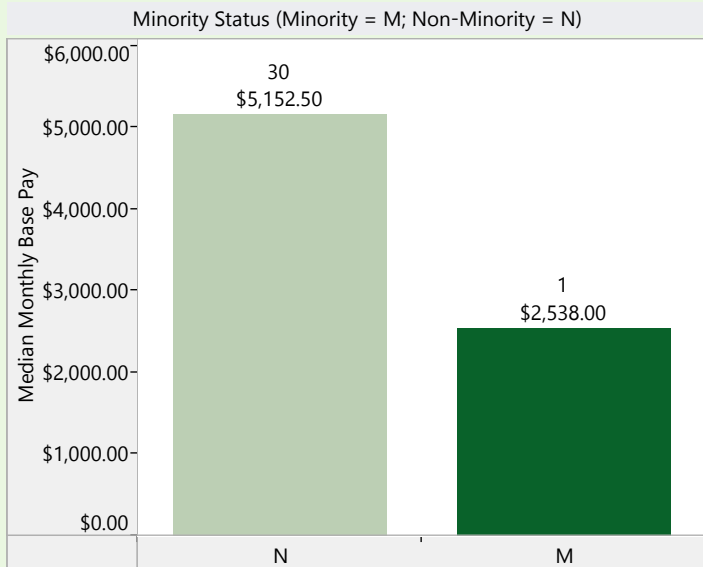
WATERSHED ENHANCEMENT BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

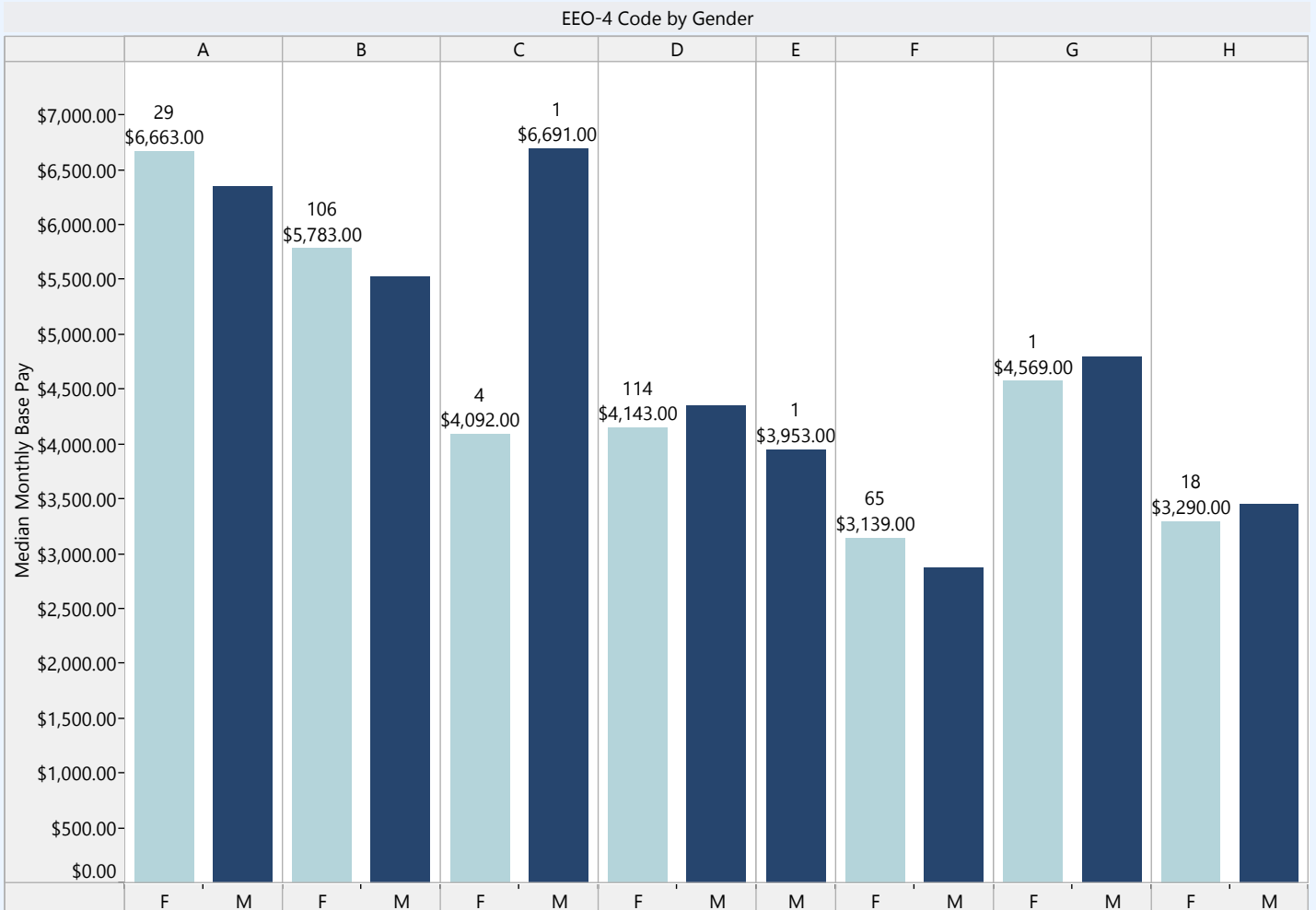
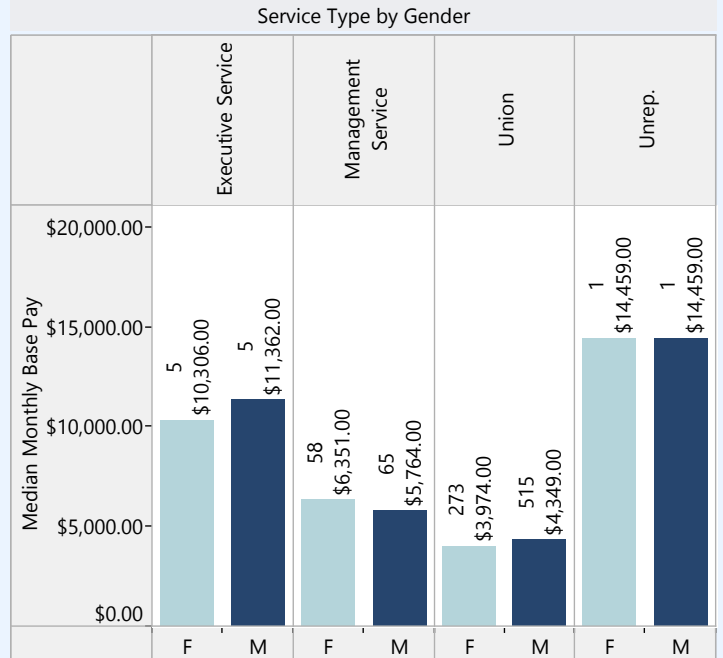
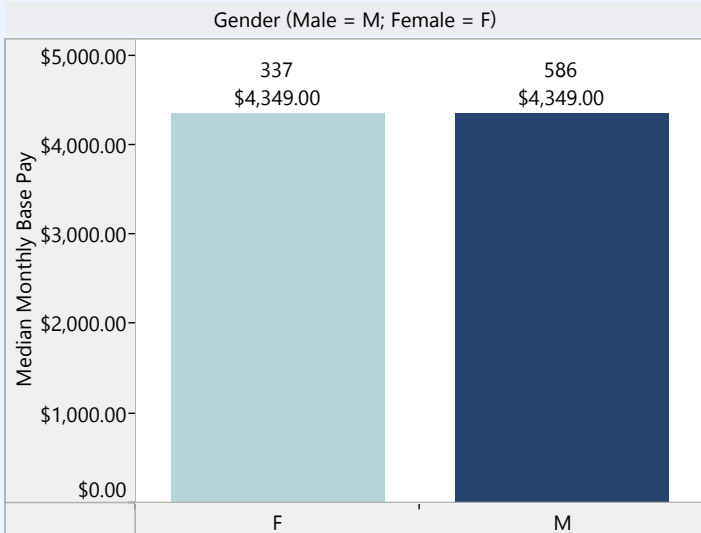
WATERSHED ENHANCEMENT BOARD



Agency Type: Regulatory
Agency Size: Small

Executive Branch Overall

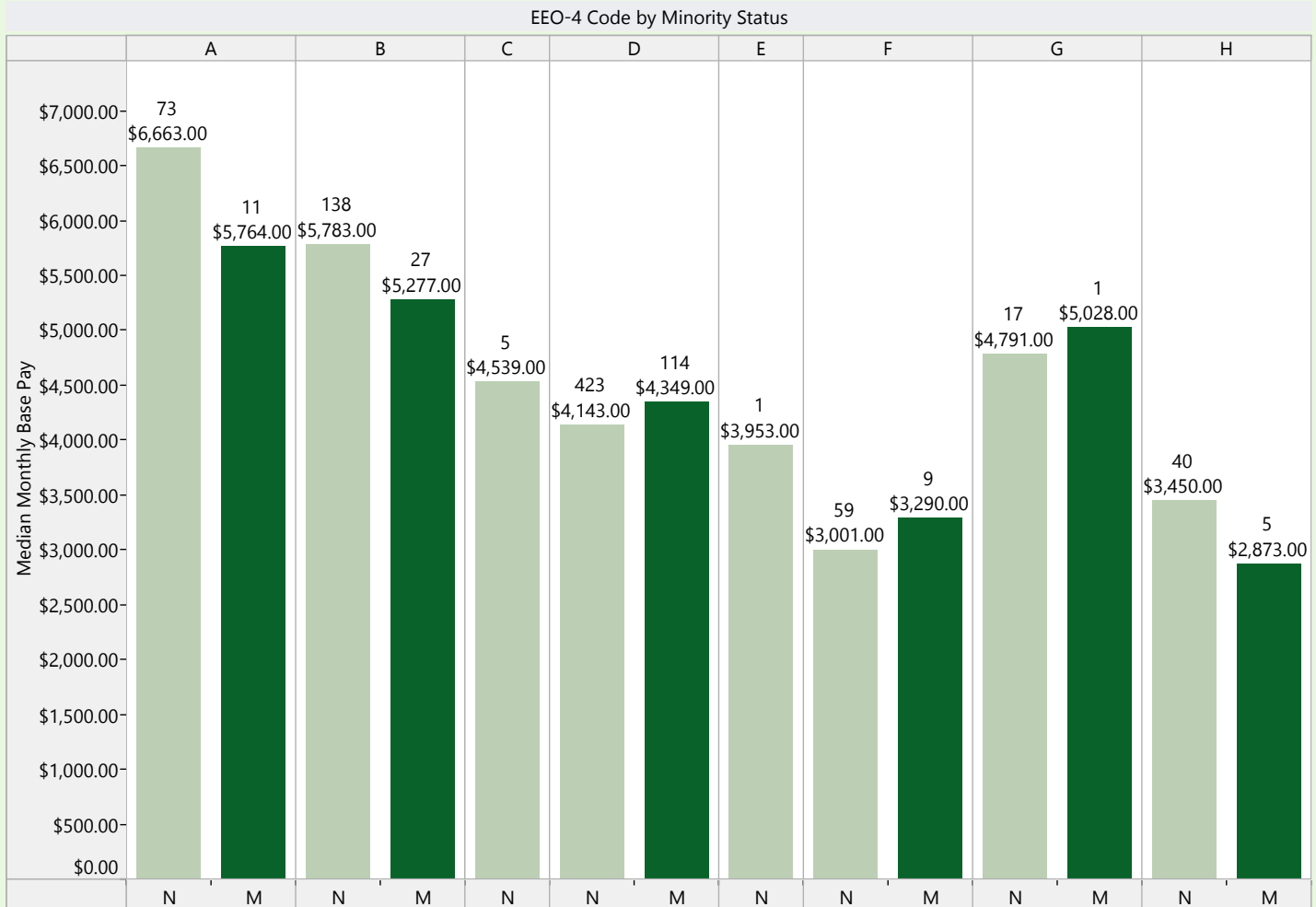
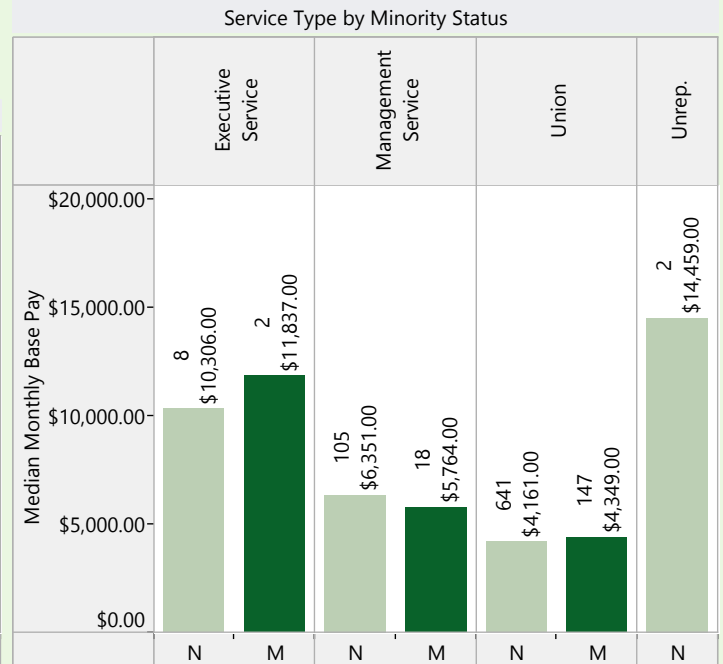
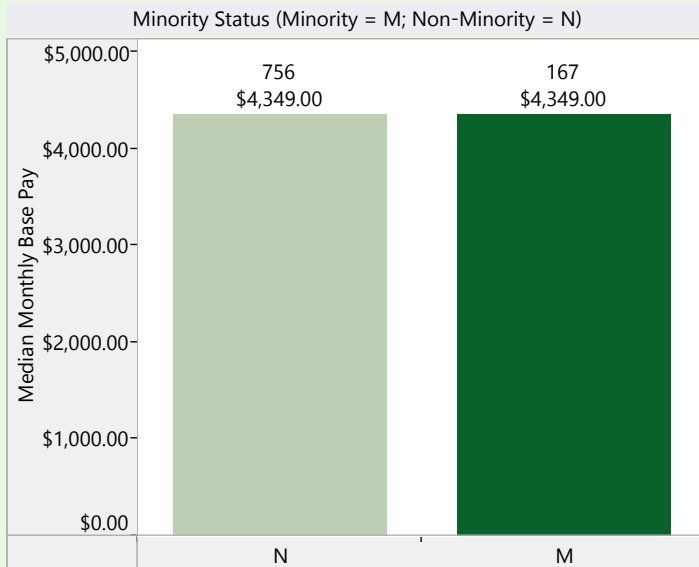
YOUTH AUTHORITY, OREGON



Agency Type: Regulatory
Agency Size: Medium

Executive Branch Overall

YOUTH AUTHORITY, OREGON



Agency Type: Regulatory
Agency Size: Medium

APPENDIX F

Employee Service Types by Gender and Minority Status

This appendix provides a list of service types broken down by EEO-4 employee category, gender, minority status, and gender/minority status combined.

Additionally, the numbers of employees in each group are included.

Service Type with EEO-4 Code: Median Monthly Base Pay

Service Type	EEO-4 Co..	Median Monthly Base Pay	Number of Employees
Executive Service	A	\$8,917.00	499
	B	\$6,998.00	91
	C	\$6,416.67	1
	D	\$9,196.50	2
	F	\$3,717.00	71
Management Service	A	\$6,351.00	1,904
	B	\$6,351.00	1,450
	C	\$4,979.00	64
	D	\$4,523.50	8
	E	\$4,518.00	5
	F	\$3,717.00	207
	G	\$5,231.00	11
	H	\$5,231.00	40
	O	\$8,274.00	34
Union	A	\$2,873.00	13
	B	\$5,028.00	10,833
	C	\$3,636.00	1,595
	D	\$4,377.00	3,276
	E	\$3,134.00	3,019
	F	\$3,001.00	4,042
	G	\$3,974.00	1,273
	H	\$3,450.00	861
	O	\$3,992.00	1
Unrepresented	A	\$9,354.00	56
	B	\$5,530.00	514
	C	\$3,139.00	55
	D	\$3,973.00	1
	E	\$4,286.00	4
	F	\$3,139.00	145
	H	\$3,973.00	3

Service Type by Gender

Service Type	EEO-4 Co..	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
Executive Service	A	\$8,917.00	\$9,354.00	223	276
	B	\$5,492.00	\$15,992.50	53	38
	C		\$6,416.67		1
	D	\$9,196.50		2	
	F	\$3,717.00	\$3,547.00	65	6
	Total	\$8,087.00	\$9,517.00	343	321
	Management Service	A	\$6,351.00	\$7,343.00	1,025
B		\$6,351.00	\$6,351.00	796	654
C		\$4,013.00	\$4,979.00	6	58
D			\$4,523.50		8
E			\$4,518.00		5
F		\$3,915.00	\$3,389.00	172	35
G		\$6,351.00	\$4,986.50	1	10
H		\$3,553.00	\$5,361.50	4	36
O		\$8,274.00	\$8,274.00	4	30
Total		\$6,046.00	\$6,351.00	2,008	1,715
Union	A	\$2,855.00	\$8,185.00	5	8
	B	\$4,791.00	\$5,297.00	6,513	4,320
	C	\$3,607.00	\$4,161.00	713	882
	D	\$4,349.00	\$4,398.00	596	2,680
	E	\$3,134.00	\$3,001.00	2,158	861
	F	\$3,001.00	\$2,873.00	3,562	480
	G	\$3,974.00	\$3,974.00	88	1,185
	H	\$3,475.00	\$3,321.00	233	628
	O		\$3,992.00		1
	Total	\$3,781.00	\$4,358.00	13,868	11,045
Unrepresented	A	\$8,496.00	\$10,306.00	25	31
	B	\$5,277.00	\$5,802.00	248	266
	C	\$3,291.00	\$3,139.00	33	22
	D		\$3,973.00		1
	E	\$4,286.00	\$5,303.50	2	2
	F	\$3,139.00	\$3,069.00	123	22
	H		\$3,973.00		3
	Total	\$4,571.00	\$5,530.00	431	347

Service Type by Minority Status

Service Type	EEO-4 Co..	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
Executive Service	A	\$8,917.00	\$8,917.00	439	60
	B	\$7,343.00	\$5,361.50	79	12
	C	\$6,416.67		1	
	D	\$9,196.50		2	
	F	\$3,717.00	\$3,547.00	57	14
	Total	\$8,917.00	\$8,496.00	578	86
	Management Service	A	\$6,351.00	\$6,351.00	1,689
B		\$6,351.00	\$6,351.00	1,288	162
C		\$4,979.00	\$4,768.00	60	4
D		\$4,742.00	\$4,111.00	7	1
E		\$4,518.00	\$4,630.00	3	2
F		\$3,717.00	\$3,717.00	174	33
G		\$5,361.50	\$4,742.00	10	1
H		\$5,231.00	\$5,394.00	38	2
O		\$8,274.00	\$8,274.00	32	2
Total		\$6,351.00	\$6,046.00	3,301	422
Union	A	\$2,864.00	\$12,209.00	12	1
	B	\$5,028.00	\$4,569.00	9,216	1,617
	C	\$3,770.50	\$3,607.00	1,348	247
	D	\$4,377.00	\$4,349.00	2,800	476
	E	\$3,134.00	\$3,001.00	2,108	911
	F	\$3,001.00	\$2,873.00	3,404	638
	G	\$3,974.00	\$3,974.00	1,189	84
	H	\$3,450.00	\$3,139.00	746	115
	O	\$3,992.00		1	
	Total	\$4,143.00	\$3,607.00	20,824	4,089
Unrepresented	A	\$9,354.00	\$9,354.00	51	5
	B	\$5,530.00	\$5,409.00	449	65
	C	\$3,139.00	\$3,082.50	47	8
	D	\$3,973.00		1	
	E	\$3,781.00	\$4,791.00	3	1
	F	\$3,139.00	\$3,139.00	125	20
	H	\$3,973.00		3	
	Total	\$5,028.00	\$4,791.00	679	99

Service Type by Gender and Minority Status

Service Type	EEO-4 Code	Median Monthly Base Pay				Number of Employees			
		Non-Minority		Minority		Non-Minority		Minority	
		Female	Male	Female	Male	Female	Male	Female	Male
Executive Service	A	\$8,917.00	\$9,354.00	\$8,917.00	\$10,064.00	191	248	32	28
	B	\$5,492.00	\$15,992.50	\$4,986.50	\$11,812.50	45	34	8	4
	C		\$6,416.67				1		
	D	\$9,196.50				2			
	F	\$3,717.00	\$3,547.00	\$3,547.00	\$3,469.50	53	4	12	2
	Total	\$8,087.00	\$9,517.00	\$8,087.00	\$9,369.50	291	287	52	34
Management Service	A	\$6,351.00	\$7,343.00	\$6,046.00	\$6,351.00	897	792	128	87
	B	\$6,351.00	\$6,351.00	\$6,351.00	\$6,351.00	708	580	88	74
	C	\$4,111.00	\$4,979.00	\$3,547.00	\$5,231.00	5	55	1	3
	D		\$4,742.00		\$4,111.00		7		1
	E		\$4,518.00		\$4,630.00		3		2
	F	\$3,915.00	\$3,389.00	\$3,915.00	\$3,384.50	145	29	27	6
	G	\$6,351.00	\$5,231.00		\$4,742.00	1	9		1
	H	\$3,553.00	\$5,361.50		\$5,394.00	4	34		2
	O	\$8,274.00	\$8,274.00		\$8,274.00	4	28		2
	Total	\$6,046.00	\$6,351.00	\$5,764.00	\$6,351.00	1,764	1,537	244	178
Union	A	\$2,855.00	\$4,161.00		\$12,209.00	5	7		1
	B	\$4,791.00	\$5,443.00	\$4,358.00	\$4,791.00	5,491	3,725	1,022	595
	C	\$3,475.00	\$4,188.50	\$3,607.00	\$3,853.50	586	762	127	120
	D	\$4,349.00	\$4,586.00	\$4,180.00	\$4,349.00	506	2,294	90	386
	E	\$3,139.00	\$3,134.00	\$3,001.00	\$3,001.00	1,533	575	625	286
	F	\$3,139.00	\$2,873.00	\$2,873.00	\$2,756.00	3,016	388	546	92
	G	\$3,781.00	\$3,974.00	\$4,161.00	\$3,974.00	83	1,106	5	79
	H	\$3,607.00	\$3,450.00	\$3,156.00	\$3,139.00	205	541	28	87
	O		\$3,992.00				1		
	Total	\$3,814.00	\$4,372.00	\$3,602.00	\$3,974.00	11,425	9,399	2,443	1,646
Unrepresented	A	\$8,496.00	\$9,822.00	\$7,343.00	\$19,891.00	22	29	3	2
	B	\$5,277.00	\$5,802.00	\$5,277.00	\$5,802.00	213	236	35	30
	C	\$3,139.00	\$3,291.00	\$3,609.00	\$2,874.00	30	17	3	5
	D		\$3,973.00				1		
	E	\$3,781.00	\$5,303.50	\$4,791.00		1	2	1	
	F	\$3,139.00	\$3,069.00	\$3,139.00	\$2,947.50	109	16	14	6
	H		\$3,973.00				3		
	Total	\$4,571.00	\$5,783.00	\$4,681.00	\$4,830.00	375	304	56	43

APPENDIX G

Employee Classification and EEO-4 Employee Category

This appendix provides a list of which classifications fall into which EEO-4 employee category. This is supplemental to the EEO-4 code analysis in the body of the Oregon State Government 2015 Pay Equity Study of Executive Branch Employees.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code								
		A	B	C	D	E	F	G	H	O
ACCOUNTANT 1	C1215		49							
	X1215		1							
ACCOUNTANT 2	C1216		69							
ACCOUNTANT 3	C1217		82							
ACCOUNTANT 4	C1218		26							
	X1218		24							
ACCOUNTING TECHNICIAN 1	C0210						5			
ACCOUNTING TECHNICIAN 2	C0211						124			
	C0212						177			
ACCOUNTING TECHNICIAN 3	X0212						1			
ACTUARY	X1190		9							
ADMINISTRATIVE LAW JUDGE 1	C1510		31							
ADMINISTRATIVE LAW JUDGE 2	C1511		17							
	C1512		18							
ADMINISTRATIVE LAW JUDGE 3	X1512		5							
ADMINISTRATIVE SPECIALIST 1	C0107						685			
	X0107						8			
	C0108						480			
ADMINISTRATIVE SPECIALIST 2	X0108						5			
	Z0108						4			
ADULT PAROLE/PROBATION OFFICER	C6787		36							
ADULT PROTECTIVE SERVICE SPEC	C6616		65							
AERIAL PHOTOGRAPHER	C2540			1						
AIRCRAFT PILOT	C8222			2						
APPLICATIONS SYSTEMS MANAGER	X1412		2							
APPRAISER ANALYST 2	C0726		3							
APPRAISER ANALYST 3	C0727		31							
	C0728		12							
APPRAISER ANALYST 4	X0728		1							
APPRENTICESHIP REPRESENTATIVE	C4280		6					1		
ARCHIVIST 1	C2204		4							
ARCHIVIST 2	C2205		1							
AREA FOREST MANAGER	X8262	3								
ASSISTANT ATTORNEY GENERAL	U7504	4	62							
	Z7504		2							
ASSOCIATE IN ENGINEERING 1	C3146		1	42						
ASSOCIATE IN ENGINEERING 2	C3147			77						
ATTORNEY GENERAL	Y1370		1							
AUTO/HEAVY EQUIP REPAIR SUPVR	X4439								5	
AUTOMOTIVE SERVICE TECHNICIAN	C4417								5	
AUTOMOTIVE TECHNICIAN 1	C4418								9	
AUTOMOTIVE TECHNICIAN 2	C4419								16	
BEHAVIOR/VOCATIONAL SPEC 1	C6296		19							
BEHAVIOR/VOCATIONAL SPEC 2	C6297		22							
BOILER INSPECTOR	C5353			5						
BUSINESS & EMPLOYMENT SPEC 1	C6698		47							
BUSINESS & EMPLOYMENT SPEC 2	C6699		397							
CAPTAIN	C5557					5				
CARPENTER	C4003								18	
CERT OCCUPATION THERAPIST ASST	C6506		1				4			
CHAPLAIN	C6680		23				1			
CHEMIST 1	C3715		7							
CHEMIST 2	C3716		11							
CHEMIST 3	C3717		18							
CHIEF CLINICAL DIETICIAN	X6269		1							

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code									
		A	B	C	D	E	F	G	H	O	
CHIEF CRIMINAL INVESTIGATOR	X5225		1		1						
CHILD NUTRITION SPECLST	C5950		16			1					
CHILD SUPPORT CASE MANAGER	C5129		268								
CHILD SUPPORT CASE MGR ENTRY	C5128		44	1							
CHILD SUPPORT SPECIALIST	C5132		23								
CIVIL ENGINEERING SPECIALIST 1	C3136			114							
CIVIL ENGINEERING SPECIALIST 2	C3137			56							
CIVIL ENGINEERING SPECIALIST 3	C3138			55							
CIVIL RIGHTS FIELD REP 1	C5240		2								
CIVIL RIGHTS FIELD REP 2	C5241		14								
CLAIMS REPRESENTATIVE 1	C5207		2								
CLAIMS REPRESENTATIVE 2	C5208		2								
CLIENT CARE SURVEYOR	C6685		70								
CLINCIAL DIRECTOR	Z7519		1								
CLINICAL DIETICIAN	C6268		8								
CLINICAL EPIDEMIOLOGIST	C6218		2								
CLINICAL PSYCHOLOGIST 1	C6294		6								
CLINICAL PSYCHOLOGIST 2	C6295		35								
COMM DISEASE INVESTIGATOR	C5902		3	1							
COMMUNICATIONS SYS ANALYST 1	C2167									1	
COMMUNICATIONS SYS ANALYST 2	C2168			5							
COMMUNICATIONS SYS ANALYST 3	C2169			5							
COMMUNITY OUTREACH SPECIALIST	C6614		1								
COMPLIANCE SPECIALIST 1	C5246		63								
COMPLIANCE SPECIALIST 2	C5247		414								
COMPLIANCE SPECIALIST 3	C5248		141								
	X5248		17								
CONSTRUCTION INSPECTOR	C3265		1	2							
CONSTRUCTION PROJECT MANAGER 1	C3267			5							
CONSTRUCTION PROJECT MANAGER 2	C3268			21							
CONSTRUCTION PROJECT MANAGER 3	C3269			7							
	X3269			8							
CONSULTING PHYSICIAN	U7520		1								
COOK 1	C9116		4						18		
COOK 2	C9117								38		
CORRECTION LIBRARY COORDINATOR	C2219		1			10					
CORRECTIONAL CAPTAIN	X6780		45								
CORRECTIONAL CORPORAL	C6776				223						
CORRECTIONAL COUNSELOR	C6783		118								
CORRECTIONAL HEARINGS OFFICER	C1519		11								
CORRECTIONAL LIEUTENANT	X6779		102		1						
CORRECTIONAL OFFICER	C6775				1,890						
CORRECTIONAL SERGEANT	C6777		1		243						
CORRECTIONS FOOD SERV COORD	C9120								121		
CORRECTIONS PHYSICIAN SPECIALI	Z7514		17								
CORRECTIONS RECREATION SPEC 2	C6519		1			16					
CRIMINAL FINANCIAL INVESTIGATR	C5236		1								
CRIMINAL INVESTIGATOR	C5234		1		13						
CRIMINALIST 3-LTD	U7562				2						
CRIMNL JUSTICE/EMERG COMM SPEC	C1461		1	6							
CUSTODIAL SERVICES COORDINATOR	C4103				1				7		
CUSTODIAN	C4101				137				1		
DATA ENTRY CONTROL TECHNICIAN	C1475			1			1				
DATA ENTRY OPERATOR	C0501						125				
DENTAL ASSISTANT	C6391			33			1				

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code									
		A	B	C	D	E	F	G	H	O	
DENTAL HYGIENIST	C6396			1							
DENTIST	U7510	4	19								
DEPT/CORRECTIONS INSPECTOR 2	C5238		11		1						
DEPT/CORRECTIONS INSPECTOR 3	X5239		6								
DEPUTY CHIEF INVESTMNT OFCR	X1236	1									
DEPUTY FIRE CHIEF	X5554				2						
DEPUTY STATE FIRE MARSHAL	C5561		11		1						
DEPUTY STATE MEDICAL EXAMINER	Z7507		3								
DIETETIC TECHNICIAN	C6380			1							
DISABILITY ANALYST 1	C5926		33		1						
DISABILITY ANALYST 2	C5927		103								
DISTRICT ATTORNEY	Y1960	1								34	
DISTRICT FOREST MANAGER	X8261	7	4								
DISTRICT VETERINARIAN	C6440		2	1							
DOJ CLAIMS EXAMINER	C5923		1		4						
DOJ SUPERVISOR INVESTIGATOR	X5228				1						
EAB LEGAL STAFF	C1543		4								
ECONOMIST 1	C1161		14								
ECONOMIST 2	C1162		9								
ECONOMIST 3	C1163		6								
ECONOMIST 4	C1164		4								
	X1164		17								
EDUCATION PROGRAM SPECIALIST 1	C2300		4								
EDUCATION PROGRAM SPECIALIST 2	C2301		74								
	X2301		2								
ELECTRICAL INSPECTOR	C5355			4							
ELECTRICIAN 1	C4007								2		
ELECTRICIAN 2	C4008								63		
ELECTRICIAN 3	C4009								13		
	X4009								2		
ELECTRONIC PUB DESIGN SPEC 1	C2510			11					1		
ELECTRONIC PUB DESIGN SPEC 2	C2511			14							
ELECTRONIC PUB DESIGN SPEC 3	C2512			24							
ELEVATOR INSPECTOR	C5342		1	8							
EMPLOYMENT ADJUDICATOR	C6693		96								
ENGINEERING SPECIALIST 1	C3105			4							
ENGINEERING SPECIALIST 2	C3106			70							
ENGINEERING SPECIALIST 3	C3107			78							
ENGINEERING TECHNICIAN 2	C3110			1							
ENGINEERING TECHNICIAN 3	C3111			2							
ENVIRONMENTAL ENGINEER 2	C3411		11	1							
ENVIRONMENTAL ENGINEER 3	C3412		33								
ENVIRONMENTAL HLTH SPECIALST 3	C3819		15							1	
ENVIRONMENTAL LAW SPECIALIST	C5750		8								
ENVIRONMENTAL PROGRAM COORD 1	C3845		1								
ENVIRONMENTAL PROGRAM COORD 2	C3846		26								
ENVIRONMENTAL PROGRAM COORD 3	C3847		34								
ENVIRONMENTAL SPECIALIST 1	C3820		1								
EPIDEMIOLOGIST 1	C6216		4								
EPIDEMIOLOGIST 2	C6217		15								
EQUIPMENT OPERATOR	C4422								1	18	
ERB MEDIATOR	C1542		1			1					
EXECUTIVE ASSISTANT	X0830		1								
	Z0830		25								
EXECUTIVE SUPPORT SPECIALIST 1	C0118						111				

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code								
		A	B	C	D	E	F	G	H	O
EXECUTIVE SUPPORT SPECIALIST 1	X0118						9			
	Z0118						10			
	C0119						81			
EXECUTIVE SUPPORT SPECIALIST 2	X0119						56			
	Z0119						57			
EXPERIMENTAL BIOLOGY AIDE	C3769		1			70				
FACILITIES ENGINEER 1	C3251		1							
FACILITIES ENGINEER 2	C3252		1							
FACILITIES ENGINEER 3	C3253		11							
FACILITY ENERGY TECHNICIAN 1	C4032							1		
FACILITY ENERGY TECHNICIAN 2	C4033							47		
FACILITY ENERGY TECHNICIAN 3	C4034							30		
FACILITY ENERGY TECHNICIAN 4	C4035							2		
FACILITY MAINTENANCE SPEC	C4012							1	138	
FACILITY OPERATIONS SPEC 1	C4014							20	1	
FACILITY OPERATIONS SPEC 2	C4015							17		
FINANCIAL ENFORCEMENT OFFICER	C1547		10							
FINANCIAL EXAMINER 1	C5675		8							
FINANCIAL EXAMINER 2	C5676		12							
FINANCIAL EXAMINER 3	C5677		8							
	X5677		1							
FINANCIAL INVESTIGATOR 1	C5235		10		1					
FINGERPRINT TECHNICIAN	C3786		1				12			
FIREFIGHTER	C5555				25					
FISCAL ANALYST 1	C1243		41							
FISCAL ANALYST 2	C1244		95							
	X1244		3							
FISCAL ANALYST 3	C1245		58							
	X1245		32							
FISCAL AUDITOR 1	C5641		8							
FISCAL AUDITOR 2	C5642		2							
FISH & W/L TECH SENIOR	C8342			58						
FISH & WILDLIFE SUPERVISOR	X8343			12						
FISH & WILDLIFE TECH COORD	C8346			2						
FISH & WILDLIFE TECH ENTRY	C8340	1								
FISH & WILDLIFE TECHNICIAN	C8341	1		129			2			
FISH AND WILDLIFE MANAGER 1	X8344			26						
FISH AND WILDLIFE MANAGER 2	X8345			16						
FOOD SERVICE MANAGER 1	X9105		5						4	
FOOD SERVICE MANAGER 2	X9107		2							
FOOD SERVICE WORKER 1	C9100		1			1				
FOOD SERVICE WORKER 2	C9101					2			47	
FOOD SERVICE WORKER 3	C9102								10	
FORCE PROTECTION LEADER	C5521				2					
FORCE PROTECTION OFFICER	C5519			1	8					
FORENSIC LAB SUPP SPECIALIST	C0803						9			
FORENSIC SCIENTIST 1	C3791		69							
FORENSIC SCIENTIST 2	C3792		1							
FORENSIC SCIENTIST - ENTRY	C3790		10				1			
FOREST INMATE CREW COORDINATOR	C8218			15						
FOREST MANAGEMENT TECHNICIAN	C8211	3		1					1	
FOREST MANAGER 1	X8259		23							
FOREST MANAGER 2	X8260		28							
FOREST OFFICER	C8257		2		18				2	
FORESTRY NURSERY WORKER 3	C8203	1								

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code								
		A	B	C	D	E	F	G	H	O
GENERAL MAINTENANCE MECHANIC	C4409							1	1	
GEOLOGIST 1	C3520		1							
GEOLOGIST 2	C3521		10							
GEOLOGIST 3	C3522		7							
GEOLOGIST 4	C3523		3							
GEOTECHNICAL DRILLING SPEC 1	C4240							1		
GEOTECHNICAL DRILLING SPEC 2	C4241							1		
GOVERNMENTAL AUDITOR 1	C5646		4							
GOVERNMENTAL AUDITOR 2	C5647		19							
GOVERNMENTAL AUDITOR 3	C5648		3							
	X5648		4							
GOVERNMENTAL AUDITOR (ENTRY)	C5645		1							
GOVERNOR	Y1210	1								
GROUNDS MAINTENANCE WORKER 1	C4109									7
GROUNDS MAINTENANCE WORKER 2	C4110									20
GROUP LIFE COORDINATOR 1	C6750					1	1			
GROUP LIFE COORDINATOR 2	C6751					445				
GROUP LIFE COORDINATOR 3	C6752					6				
GROUP LIFE SUPERVISOR	X6754					1	4			
HABILITATIVE TRAINING TECH 2	C6726		1				30			
HAIRDRESSER	C9300									2
HEALTH CARE INVESTIGTR/ADVISR	C5911		11							
HEALTH FACILITIES CONSULTANT	X3618		2							
HEALTH SERVICES TECHNICIAN	C6138			20						
HEAVY EQUIPMENT TECHNICIAN 1	C4437							37	1	
HEAVY EQUIPMENT TECHNICIAN 2	C4438							42		
HR CONSULTANT 1	X1326		6							
HR CONSULTANT 2	X1327		8							
HUMAN RESOURCE ANALYST 1	X1320		57							
HUMAN RESOURCE ANALYST 2	X1321		58							
HUMAN RESOURCE ANALYST 3	X1322		97							
HUMAN RESOURCE ASSISTANT	X1319		30							
HUMAN SERVICES ASSISTANT 2	C6606			1		70				
HUMAN SERVICES CASE MANAGER	C6630		606							
HUMAN SERVICES SPECIALIST 1	C6657		1			471				
HUMAN SERVICES SPECIALIST 2	C6658					49	2			
HUMAN SERVICES SPECIALIST 3	C6659					904				
HUMAN SERVICES SPECIALIST 4	C6660					89				
INDUSTRIAL HYGIENIST 2	C5706	1	8							
INDUSTRIAL HYGIENIST 3	C5707		17							
INDUSTRIAL HYGIENIST 4	C5708		17							
INFO SYSTEMS SPECIALIST 1	C1481			4			2			
INFO SYSTEMS SPECIALIST 2	C1482			25						
INFO SYSTEMS SPECIALIST 3	C1483		105	1						
INFO SYSTEMS SPECIALIST 4	C1484		241							
INFO SYSTEMS SPECIALIST 5	C1485		270							
INFO SYSTEMS SPECIALIST 6	C1486		290							
	X1486		2							
INFO SYSTEMS SPECIALIST 7	C1487		327							
INFO SYSTEMS SPECIALIST 8	C1488		258							
	X1488		6							
INSTITUTION REGISTERED NURSE	C6214		235							
INSTITUTION TEACHER-MA	C2320		6					1		
INSURANCE EXAMINER	C5748		15							
INSURANCE EXAMINER ENTRY	C5747		1			1				

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code								
		A	B	C	D	E	F	G	H	O
INTERNAL AUDITOR 1	X5616		1							
INTERNAL AUDITOR 2	X5617		8							
INTERNAL AUDITOR 3	X5618		20							
INVESTIGATOR 1	C5231				1					
INVESTIGATOR 2	C5232		23							
	X5232		1							
INVESTIGATOR 3	C5233		71							
	X5233		19							
INVESTMENT OFFICER	X1242	1	7							
JUVENILE PAROLE/PROB ASSISTNT	C6633		1		10					
JUVENILE PAROLE/PROB OFFICER	C6634				71					
JV PROB/SOC SV OF/JV COR COUNS	C6632		9							
LABOR COMMISSIONER	Y8390			1						
LABORATORY TECHNICIAN 1	C6810		1			1				
LABORATORY TECHNICIAN 2	C6811					14				
LABORER/STUDENT WORKER	C4116								23	
LATENT PRINT EXAMINER	C3789						5			
	C0110						89			
LEGAL SECRETARY	X0110						3			
LIBRARIAN	C2220		12			1				
LICENSED PHYSICAL THERAPY ASST	C6502		1							
LICENSED PRACTICAL NURSE	C6135			87		1				
LICENSED RESPIRATORY CARE TECH	C6550		1	1						
LIEUTENANT	C5556				11					
LIQUOR DISTRIBUTION EQUIP OPER	C4139								12	
LIQUOR DISTRIBUTION WORKER 1	C4137							1	17	
LIQUOR DISTRIBUTION WORKER 2	C4138								14	
LIQUOR REGULATORY SPECIALIST	C5723		3	1	50					
	C5420			1						
LIVESTOCK BRAND INSPECTOR	U5420			54						
LOAN SPECIALIST 1	C1001		6							
LOAN SPECIALIST 2	C1002		11							
LOAN SPECIALIST 3	C1003		20							
MACHINIST	C4018							5		
MAIL DELIVERY DRIVER	C4404								16	
MAIL EQUIPMENT OPERATOR 1	C0403						4			
MAIL EQUIPMENT OPERATOR 2	C0404						12			
MAIL SERVICES ASSISTANT	C0405						7			
MAINTENANCE & OPERATIONS SUPV	X4046							1	27	
MANUAL ARTS INSTRUCTOR	C2304					1		10		
MEDICAL CONSULTANT	U7538		21							
MEDICAL LAB TECHNOLOGIST	C6823			4						
MEDICAL LABORATORY TECH 1	C6820			5		1				
MEDICAL LABORATORY TECH 2	C6821			5						
MEDICAL RECORDS CONSULTANT	C5937		1			1				
MEDICAL RECORDS SPECIALIST	C0015						11			
MEDICAL REVIEW COORDINATOR	C6210		9							
MEDICAL TRANSCRIPTIONIST 2	C0011						6			
MENTAL HEALTH REGISTERED NURSE	C6208		301	1						
MENTAL HEALTH SECURITY TECH	C6708		1						63	
MENTAL HEALTH SPECIALIST	C6531		33							
MENTAL HEALTH SUPERVISING RN	X6209		44							
MENTAL HEALTH THERAPIST 1	C6711					93				
MENTAL HEALTH THERAPIST 2	C6712					218				
MENTAL HEALTH THERAPY COORD	C6718					12				

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code									
		A	B	C	D	E	F	G	H	O	
MENTAL HEALTH THERAPY TECH	C6710					867				1	
MICROBIOLOGIST 1	C3779		5								
MICROBIOLOGIST 2	C3780		19								
MICROBIOLOGIST 3	C3781		12								
MILITARY LEASE AGENT	C0723									80	
MOTOR CARRIER ENFORCMNT OFCR 1	C5857		1	59							
MOTOR CARRIER ENFORCMNT OFCR 2	C5858			12							
NATURAL RESOURCE SPECIALIST 1	C8501		144								
NATURAL RESOURCE SPECIALIST 2	C8502		308								
NATURAL RESOURCE SPECIALIST 3	C8503		369								
NATURAL RESOURCE SPECIALIST 4	C8504		247								
	X8504		11								
NATURAL RESOURCE SPECIALIST 5	C8505		18								
	X8505		4								
NURSE MANAGER	X6241		58								
NURSE PRACTITIONER	C6255		24								
NUTRITION CONSULTANT	C5955		9								
OCCUPATIONAL SFTY SPECIALIST 2	C5710		1	7							
OCCUPATIONAL SFTY SPECIALIST 3	C5711			51							
OCCUPATIONAL THERAPIST	C6508		15			1					
OFFICE ASSISTANT 1	U0101							6			
OFFICE ASSISTANT 2	C0102							53			
OFFICE COORDINATOR	C0801							97			
OFFICE MANAGER 1	X0805							7			
OFFICE MANAGER 2	X0806							61			
OFFICE MANAGER 3	X0807							25			
	Z0807							2			
OFFICE SPECIALIST 1	C0103							384			
	X0103							1			
OFFICE SPECIALIST 2	C0104			2		2	1,814				
	X0104							5			
	Z0104							3			
OPERATIONS & POLICY ANALYST 1	C0870		167								
	X0870		5								
	Z0870		5								
OPERATIONS & POLICY ANALYST 2	C0871		381								
	X0871		24								
	Z0871		3								
OPERATIONS & POLICY ANALYST 3	C0872		373								
	X0872		183								
OPERATIONS & POLICY ANALYST 4	C0873		14								
	X0873		243								
	Z0873		4								
OSP CAPTAIN	Z7574	9									
OSP DEPUTY SUPERINTENDENT	Z7576	1									
OSP LIEUTENANT	Z7573	33	4								
OSP MAJOR	Z7575	4									
OSP SUPERINTENDENT	Z7577	1									
OSP TELECOMMUNICATOR 1	C0313							4			
OSP TELECOMMUNICATOR 2	C0314							52			
OSP TROOPER	U7555		4		527						
PAINTER	C4001		1						13		
PARALEGAL	C1524		1			84					
PARK DISTRICT MANAGER 2	X8438		7							4	
PARK MANAGER 1	X8441		11								

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code									
		A	B	C	D	E	F	G	H	O	
PARK MANAGER 2	X8442		16								
PARK MANAGER 3	X8443		8								
PARK RANGER 1	C8434	1		2					72		
PARK RANGER 2	C8435								65		
PARK RANGER 3	C8436								21		
PARK RANGER ASSISTANT	C8433			1							
PARK RANGER SUPERVISOR	X8440		8								
PARK REGION MANAGER	X8439		3								
PARKING SERVICES REPRESENTATIV	C5550					2					
PARTS SPECIALIST 2	C0783								9		
PASTORAL EDUCATION COORDINATOR	X2380		2								
PHARMACIST	C6260		23								
PHARMACY MANAGER 1	X6264		3								
PHARMACY MANAGER 2	X6265		1								
PHARMACY TECHNICIAN 1	C6385			12							
PHARMACY TECHNICIAN 2	C6386			32							
PHYSCL/ELECTRNC SECRTY TECH 1	C4037								9		
PHYSCL/ELECTRNC SECRTY TECH 2	C4038								4		
PHYSCL/ELECTRNC SECRTY TECH 3	C4039								18		
PHYSICAL THERAPIST	C6503						1				
PHYSICIAN SPECIALIST	U7517		26								
	Z7517		1								
PLANNER 1	C1096		2								
PLANNER 2	C1097		8								
PLANNER 3	C1098		51								
	X1098		1								
PLANNER 4	C1099		17								
	X1099		4								
PLANS EXAMINER 2	C5344			2							
PLUMBER	C4005							21			
PLUMBING INSPECTOR	C5354			2							
POLICY AND BUDGET ANALYST	X1143		11								
PREADMISSIONS SCREENING SPEC	C6684		44								
PRINCIPAL EXECUTIVE/MANAGER A	X7000	94		1							
	X7002	315									
PRINCIPAL EXECUTIVE/MANAGER B	Z7002	2									
	X7004	494									
PRINCIPAL EXECUTIVE/MANAGER C	Z7004	13									
	X7006	450	1								
PRINCIPAL EXECUTIVE/MANAGER D	Z7006	17									
	X7008	441									
PRINCIPAL EXECUTIVE/MANAGER E	Z7008	64									
	X7010	268									
PRINCIPAL EXECUTIVE/MANAGER F	Z7010	127									
	X7012	52									
PRINCIPAL EXECUTIVE/MANAGER G	Z7012	142									
	X7014	7									
PRINCIPAL EXECUTIVE/MANAGER H	Z7014	114									
	X7016	1									
PRINCIPAL EXECUTIVE/MANAGER I	Z7016	26									
	Z7018	8									
PRINT SERVICES TECHNICIAN	C2446			1				11			
PRINTING PRODUCTION COORD	C2475							3			
PROCUREMENT & CONTRACT SPEC 1	C0436		31								
PROCUREMENT & CONTRACT SPEC 2	C0437		70								

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code								
		A	B	C	D	E	F	G	H	O
PROCUREMENT & CONTRACT SPEC 3	C0438		84							
	X0438		2							
PROCUREMENT AND CONTRACT ASST	C0435		34							
PROFESSIONAL ENGINEER 1	C3148		134	1						
PROFESSIONAL ENGINEER 2	C3149		65							
	X3149		19							
PROFESSIONAL LAND SURVEYOR 1	C3144		11	1						
PROFESSIONAL LAND SURVEYOR 2	C3145		13							
PROGRAM ANALYST 1	C0860		171							
	X0860		1							
	Z0860		1							
PROGRAM ANALYST 2	C0861		350							
	X0861		15							
	Z0861		1							
PROGRAM ANALYST 3	C0862		142							
	X0862		31							
PROGRAM ANALYST 4	C0863		19							
	X0863		40							
PROJECT MANAGER 1	C0854		22							
	X0854		1							
PROJECT MANAGER 2	C0855		46							
	X0855		6							
PROJECT MANAGER 3	C0856		12							
	X0856		26							
PSYCHIATRIC SOCIAL WORKER	C6720		116			1				
PUBLIC ADMINISTRATIVE TRAINEE	X1178		1							
PUBLIC AFFAIRS SPECIALIST 1	C0864		22							
	Z0864		2							
PUBLIC AFFAIRS SPECIALIST 2	C0865		41							
	X0865		9							
PUBLIC AFFAIRS SPECIALIST 3	C0866		10							
	X0866		35							
	Z0866		4							
PUBLIC HEALTH EDUCATOR 1	C2327		1							
PUBLIC HEALTH EDUCATOR 2	C2328		24							
PUBLIC HEALTH NURSE 2	C6229		13							
PUBLIC HEALTH PHYSICIAN 1	Z7571				1					
PUBLIC HEALTH PHYSICIAN 2	Z7572		9							
PUBLIC HEALTH TOXICOLOGIST	C3432		1							
PUBLIC HEALTH VETERINARIAN	X6445		1							
PUBLIC SAFETY TRAINING SPEC 1	C1347	1	211		4					
PUBLIC SAFETY TRAINING SPEC 2	C1348		27							
PUBLIC SERVICE PHYSICIAN	Z7540		1							
PUBLIC SERVICE REP 2	C0322						21			
PUBLIC SERVICE REP 3	C0323						246			
PUBLIC SERVICE REP 4	C0324						138			
	Z0324						5			
RADIOLOGIC TECHNOLOGIST	C6348			3		1				
RAIL COMPLIANCE SPECIALIST	C5832		15							
RECORDS MANAGEMENT ANALYST 1	C2202		2	1						
RECORDS MANAGEMENT ANALYST 2	C2203		1							
RECREATIONAL SPECIALIST	C6520		33			1				
RECREATIONAL VEH/PARKS INSPECT	C5346			3						
REHAB INST FOR THE BLIND	C2333		17							
REHAB INST FOR THE BLIND-ENTRY	C2332		1							

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code									
		A	B	C	D	E	F	G	H	O	
REHABILITATION INDUSTRIES REP	C0427		2								
REHABILITATION THERAPIST	C6521		29								
REHABILITATION THERAPY PRG MGR	X6524		2								
RESEARCH ANALYST 1	C1115		13								
RESEARCH ANALYST 2	C1116		38								
RESEARCH ANALYST 3	C1117		93								
RESEARCH ANALYST 4	C1118		77								
	X1118		4								
RETIREMENT COUNSELOR 1	C0841		67								
RETIREMENT COUNSELOR 2	C0842		41								
REVENUE AGENT 1	C5110			185				1			
REVENUE AGENT 2	C5111			36							
REVENUE AGENT 3	C5112			41							
RIGHT-OF-WAY AGENT 1	C0761		18								
RIGHT-OF-WAY AGENT 2	C0762		26								
RN EPIDEMIOLOGIST	C6219		2								
	X6219		1								
SAFETY SPECIALIST 1	C1345		6								
	C1346		3								
SAFETY SPECIALIST 2	X1346		18								
SCIENTIFIC INSTRUMENT TECH	C4339			6				1			
SEAMSTER	C9201									3	
SECRETARY OF STATE	Y1650		1								
SECURITIES EXAMINER	C5671		4								
SERGEANT	U7556				89						
	Z7556				3						
SHIPPING POINT INSP ASST MGR	X5453			1							
SHIPPING POINT INSPECTOR 2	C5451			1							
SIGN TECHNICIAN 1	C4131							3	1		
SOCIAL SERVICE ASSISTANT	C6609					190					
SOCIAL SERVICE SPECIALIST 1	C6612		1,393			1					
SOCIAL SERVICES SPECIALIST 2	C6613		23								
SR ASSISTANT ATTORNEY GENERAL	U7505		174								
	Z7505		4								
SR INVESTMNT OFCR FIXED INCOME	X1233	1									
SR INVESTMNT OFCR REAL ESTATE	X1232	3									
STATE AUDIT MANAGER	X5687	6	1								
STATE AUDITOR 1	C5681		1								
STATE AUDITOR 2	C5682		24								
STATE AUDITOR 3	C5683		11								
STATE AUDITOR 4	C5684		12								
STATE LABOR RELATIONS MANAGER	X1324		6								
STATE LIBRARY SPECIALIST 1	C0251						3				
STATE LIBRARY SPECIALIST 2	C0252						8				
STATE MEDICAL EXAMINER	Z7508		1								
STATE PROCUREMENT ANALYST	C0770		18								
STATE VETERINARIAN	X6441		2								
STRUCTURAL/MECHANICAL INSPECTO	C5345			3							
STUDENT OFFICE WORKER	C0100						1				
STUDENT PROF/TECH WORKER	C0150			1							
SUPERVISING ACCOUNTANT	X1219		1								
SUPERVISING COOK	X9119									9	
SUPERVISING DENTIST A	Z7511		1								
SUPERVISING PHYSICIAN	Z7518		7								
SUPERVISING RN	X6240		1								

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code								
		A	B	C	D	E	F	G	H	O
SUPPLY SPECIALIST 1	C0758								13	
SUPPLY SPECIALIST 2	C0759								97	
SUPPORT SERVICES SUPERVISOR 1	X0112						2			
SUPPORT SERVICES SUPERVISOR 2	X0113						34			
SUPPORT SERVICES SUPERVISOR 3	X0114						8			
SUPV DEPUTY STATE FIRE MARSHAL	X5562		2							
SUPV EXECUTIVE ASSISTANT	X0833		11							
	Z0833		3							
SUPV FISH/WILDLIFE BIOLOGIST	X3775		52			1				
SUPV LIVESTOCK BRAND INSPECTOR	X5423			3						
SUPV TEACHER SPEC SCHOOLS-MA	Z7544		2							
SYSTEMS & PROGRAMMING SUPV 1	X1410	1								
SYSTEMS & PROGRAMMING SUPV 2	X1411		1							
TAX AUDITOR 1	C5631		51							
TAX AUDITOR 2	C5632		77							
TAX AUDITOR/ENTRY	C5630		41							
TEACHER SPECIAL SCHOOLS-BA	U7545		2							
TEACHER SPECIAL SCHOOLS-MA	U7546		27							
TEACHING ASSISTANT	C2302		1			3				
TEST COORDINATOR	C6298		1			2				
TRAFFIC SURVEY INTERVIEWER	C1105					6				
TRAFFIC SYSTEMS TECH 2	C4310							9		
TRAFFIC SYSTEMS TECH 3	C4311							4		
TRAFFIC SYSTEMS TECHN CN 1	C4309		1							
TRAINING & DEVELOPMENT SPEC 1	C1338		44							
	X1338		1							
TRAINING & DEVELOPMENT SPEC 2	C1339		98							
	X1339		7							
TRANSP MAINTENANCE COORD 1	C4161							72		
TRANSP MAINTENANCE COORD 2	C4162							44		
TRANSP MAINTENANCE SPECIALST 1	C4151							29	1	
TRANSP MAINTENANCE SPECIALST 2	C4152							729		
TRANSP OPERATIONS SPECIALIST	C4163							52		
TRANSP SVCS OFFICE LEADER	C0333			53						
TRANSPORTATION MAINTENANCE SPV	X4160							6		
TRANSPORTATION SVCS REP 1	C0331			251						
TRANSPORTATION SVCS REP 2	C0332			76						
TRANSPORTING MENTAL HLTH AIDE	C6101		1			28				
TREASURER	Y1700	1								
TRUCK DRIVER 1	C4401			1					2	
TRUCK DRIVER 2	C4402								8	
UTILITY AND ENERGY ANALYST 1	C1155		3							
UTILITY AND ENERGY ANALYST 2	C1156		9							
UTILITY AND ENERGY ANALYST 3	C1157		33							
VEHICLE EMISSION TECHNICIAN 1	C3807		1						67	
VEHICLE EMISSION TECHNICIAN 2	C3808								3	
VETERANS SERVICE OFFICER	C0799		10							
VETERANS SERVICE OFFICER ENTRY	C0798		1							
VETERANS TRUST OFFICER	C0784		3							
VIDEO PRODUCER	C2176			2						
VOC REHAB COUNSELOR-ENTRY	C6646		2		1					
VOC REHABILITATION COUNSELOR	C6647		133							
VOC REHABILITATION SPECIALIST	C6648		10							
WAGE/HOUR COMPLIANCE SPEC	C5245		7							
WATER RESOURCE DATA TECH 1	C8510		2							

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

Class Title by EEO-4 Employee Category (Number of Employees)

Class Title	Class#	EEO-4 Code								
		A	B	C	D	E	F	G	H	O
WATER RESOURCE DATA TECH 2	C8511		1							
WCB ADMIN LAW JUDGE	U7522	4	20							
WCB LEGAL STAFF	C1545		8							
WCB PRESID ADMIN LAW JUDGE	Z7560				1					
WELDER 2	C4021							6		
WILDLAND FIRE DISPATCH SUPV	X8265	1								
WILDLAND FIRE DISPATCHER	C8264	1								
WILDLAND FIRE SUPERVISOR	X8258		32		4					
WILDLAND FIRE SUPPRESSION SPEC	C8255			2						
WORD PROCESSING TECHNICIAN 2	C0531						8			
WORD PROCESSING TECHNICIAN 3	C0532						1			
WORKERS COMP BOARD MEMBER	Z7521	2	3							
YOUTH CORRECTIONS UNIT COORD	C6755				27	1				

Sum of Number of Records broken down by EEO-4 Code vs. Class Title and Class#.

APPENDIX H

Descriptive Statistics by Classification

Provides a detailed list of each executive branch agency including the following information:

• **Median Monthly Base Pay**

• **Number of Employees**

This is then broken down by gender, minority status, and gender/minority status combined for each agency.

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
ACCOUNTANT 1	C1215	\$4,161.00	40
	X1215	\$3,717.00	1
ACCOUNTANT 2	C1216	\$4,166.00	60
ACCOUNTANT 3	C1217	\$5,277.00	72
ACCOUNTANT 4	C1218	\$6,380.00	25
	X1218	\$6,351.00	22
ACCOUNTING TECHNICIAN 1	C0210	\$2,435.00	5
ACCOUNTING TECHNICIAN 2	C0211	\$3,450.00	109
ACCOUNTING TECHNICIAN 3	C0212	\$3,781.00	162
	X0212	\$4,111.00	1
ACTUARY	X1190	\$6,998.00	9
ADMINISTRATIVE LAW JUDGE 1	C1510	\$6,380.00	29
ADMINISTRATIVE LAW JUDGE 2	C1511	\$6,535.50	16
ADMINISTRATIVE LAW JUDGE 3	C1512	\$7,721.00	16
	X1512	\$8,706.50	4
ADMINISTRATIVE SPECIALIST 1	C0107	\$3,139.00	604
	X0107	\$3,468.00	8
	C0108	\$3,636.00	430
ADMINISTRATIVE SPECIALIST 2	X0108	\$4,111.00	5
	Z0108	\$3,547.00	3
ADULT PAROLE/PROBATION OFFICER	C6787	\$6,063.00	35
ADULT PROTECTIVE SERVICE SPEC	C6616	\$4,358.00	60
AERIAL PHOTOGRAPHER	C2540	\$4,569.00	1
AIRCRAFT PILOT	C8222	\$5,802.00	2
APPLICATIONS SYSTEMS MANAGER	X1412	\$8,496.00	1
APPRAISER ANALYST 2	C0726	\$3,974.00	3
APPRAISER ANALYST 3	C0727	\$5,277.00	29
APPRAISER ANALYST 4	C0728	\$7,023.00	12
	X0728	\$6,663.00	1
APPRENTICESHIP REPRESENTATIVE	C4280	\$4,791.00	5
ARCHIVIST 1	C2204	\$4,286.00	4
ARCHIVIST 2	C2205	\$5,530.00	1
AREA FOREST MANAGER	X8262	\$8,087.00	3
ASSISTANT ATTORNEY GENERAL	U7504	\$6,854.00	59
	Z7504	\$7,186.00	2
ASSOCIATE IN ENGINEERING 1	C3146	\$4,851.00	36
ASSOCIATE IN ENGINEERING 2	C3147	\$5,615.00	71
ATTORNEY GENERAL	Y1370	\$6,850.00	1
AUTO/HEAVY EQUIP REPAIR SUPRVR	X4439	\$5,492.00	4
AUTOMOTIVE SERVICE TECHNICIAN	C4417	\$2,435.00	5
AUTOMOTIVE TECHNICIAN 1	C4418	\$3,290.00	7
AUTOMOTIVE TECHNICIAN 2	C4419	\$4,358.00	14
BEHAVIOR/VOCATIONAL SPEC 1	C6296	\$4,162.00	19
BEHAVIOR/VOCATIONAL SPEC 2	C6297	\$3,877.50	22
BOILER INSPECTOR	C5353	\$4,571.00	1
BUSINESS & EMPLOYMENT SPEC 1	C6698	\$2,873.00	40
BUSINESS & EMPLOYMENT SPEC 2	C6699	\$3,607.00	348
CAPTAIN	C5557	\$7,595.00	5
CARPENTER	C4003	\$4,571.00	15
CERT OCCUPATION THERAPIST ASST	C6506	\$3,781.00	5
CHAPLAIN	C6680	\$5,516.00	24
CHEMIST 1	C3715	\$3,610.00	6
CHEMIST 2	C3716	\$4,359.00	11
CHEMIST 3	C3717	\$6,080.00	18

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
CHIEF CLINICAL DIETICIAN	X6269	\$4,518.00	1
CHIEF CRIMINAL INVESTIGATOR	X5225	\$8,087.00	2
CHILD NUTRITION SPECLST	C5950	\$5,277.00	15
CHILD SUPPORT CASE MANAGER	C5129	\$3,974.00	247
CHILD SUPPORT CASE MGR ENTRY	C5128	\$2,756.00	43
CHILD SUPPORT SPECIALIST	C5132	\$4,358.00	21
CIVIL ENGINEERING SPECIALIST 1	C3136	\$5,348.00	93
CIVIL ENGINEERING SPECIALIST 2	C3137	\$5,895.00	49
CIVIL ENGINEERING SPECIALIST 3	C3138	\$6,824.00	46
CIVIL RIGHTS FIELD REP 1	C5240	\$3,581.00	2
CIVIL RIGHTS FIELD REP 2	C5241	\$3,781.00	11
CLAIMS REPRESENTATIVE 1	C5207	\$4,569.00	1
CLAIMS REPRESENTATIVE 2	C5208	\$4,693.00	2
CLIENT CARE SURVEYOR	C6685	\$6,080.00	67
CLINICAL DIRECTOR	Z7519	\$20,373.00	1
CLINICAL DIETICIAN	C6268	\$4,358.00	7
CLINICAL EPIDEMIOLOGIST	C6218	\$6,380.00	2
CLINICAL PSYCHOLOGIST 1	C6294	\$5,277.00	5
CLINICAL PSYCHOLOGIST 2	C6295	\$6,535.50	30
COMM DISEASE INVESTIGATOR	C5902	\$4,569.00	3
COMMUNICATIONS SYS ANALYST 1	C2167	\$3,992.00	1
COMMUNICATIONS SYS ANALYST 2	C2168	\$5,118.00	4
COMMUNICATIONS SYS ANALYST 3	C2169	\$6,063.00	3
COMMUNITY OUTREACH SPECIALIST	C6614	\$4,569.00	1
COMPLIANCE SPECIALIST 1	C5246	\$3,973.00	54
COMPLIANCE SPECIALIST 2	C5247	\$4,791.00	373
COMPLIANCE SPECIALIST 3	C5248	\$5,529.00	135
	X5248	\$5,905.00	12
CONSTRUCTION INSPECTOR	C3265	\$5,152.50	2
CONSTRUCTION PROJECT MANAGER 1	C3267	\$5,348.00	5
CONSTRUCTION PROJECT MANAGER 2	C3268	\$6,691.00	16
CONSTRUCTION PROJECT MANAGER 3	C3269	\$7,017.00	7
	X3269	\$7,522.00	8
COOK 1	C9116	\$2,435.00	22
COOK 2	C9117	\$3,001.00	33
CORRECTION LIBRARY COORDINATOR	C2219	\$3,995.00	11
CORRECTIONAL CAPTAIN	X6780	\$7,343.00	39
CORRECTIONAL CORPORAL	C6776	\$4,377.00	196
CORRECTIONAL COUNSELOR	C6783	\$5,821.00	114
CORRECTIONAL HEARINGS OFFICER	C1519	\$6,985.00	9
CORRECTIONAL LIEUTENANT	X6779	\$6,351.00	81
CORRECTIONAL OFFICER	C6775	\$4,180.00	1,678
CORRECTIONAL SERGEANT	C6777	\$5,430.00	208
CORRECTIONS FOOD SERV COORD	C9120	\$3,995.00	116
CORRECTIONS PHYSICIAN SPECIALI	Z7514	\$18,483.00	17
CORRECTIONS RECREATION SPEC 2	C6519	\$4,575.00	16
CRIMINAL FINANCIAL INVESTIGATR	C5236	\$7,818.00	1
CRIMINAL INVESTIGATOR	C5234	\$7,818.00	13
CRIMINALIST 3-LTD	U7562	\$6,526.00	2
CRIMNL JUSTICE/EMERG COMM SPEC	C1461	\$4,067.50	6
CUSTODIAL SERVICES COORDINATOR	C4103	\$2,539.00	7
CUSTODIAN	C4101	\$2,360.00	133
DATA ENTRY CONTROL TECHNICIAN	C1475	\$2,882.00	2
DATA ENTRY OPERATOR	C0501	\$2,268.00	113

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
DENTAL ASSISTANT	C6391	\$3,475.00	29
DENTAL HYGIENIST	C6396	\$5,277.00	1
DENTIST	U7510	\$13,585.00	16
DEPT/CORRECTIONS INSPECTOR 2	C5238	\$6,063.00	12
DEPT/CORRECTIONS INSPECTOR 3	X5239	\$6,351.00	6
DEPUTY CHIEF INVESTMNT OFCR	X1236	\$19,406.00	1
DEPUTY FIRE CHIEF	X5554	\$7,897.00	2
DEPUTY STATE FIRE MARSHAL	C5561	\$6,231.00	8
DEPUTY STATE MEDICAL EXAMINER	Z7507	\$15,214.00	3
DIETETIC TECHNICIAN	C6380	\$2,360.00	1
DISABILITY ANALYST 1	C5926	\$3,528.50	34
DISABILITY ANALYST 2	C5927	\$4,569.00	100
DISTRICT ATTORNEY	Y1960	\$8,274.00	35
DISTRICT FOREST MANAGER	X8261	\$7,343.00	11
DISTRICT VETERINARIAN	C6440	\$5,802.00	3
DOJ CLAIMS EXAMINER	C5923	\$4,569.00	5
EAB LEGAL STAFF	C1543	\$5,277.00	4
ECONOMIST 1	C1161	\$4,791.00	13
ECONOMIST 2	C1162	\$5,802.00	9
ECONOMIST 3	C1163	\$6,230.00	6
ECONOMIST 4	C1164	\$7,900.00	4
	X1164	\$6,998.00	17
EDUCATION PROGRAM SPECIALIST 1	C2300	\$6,691.00	4
EDUCATION PROGRAM SPECIALIST 2	C2301	\$7,539.50	66
	X2301	\$7,522.00	2
ELECTRICAL INSPECTOR	C5355	\$5,530.00	3
ELECTRICIAN 1	C4007	\$4,570.00	2
ELECTRICIAN 2	C4008	\$5,529.00	58
ELECTRICIAN 3	C4009	\$6,080.00	13
	X4009	\$6,351.00	2
ELECTRONIC PUB DESIGN SPEC 1	C2510	\$3,607.00	11
ELECTRONIC PUB DESIGN SPEC 2	C2511	\$4,161.00	12
ELECTRONIC PUB DESIGN SPEC 3	C2512	\$4,791.00	23
ELEVATOR INSPECTOR	C5342	\$5,277.00	9
EMPLOYMENT ADJUDICATOR	C6693	\$4,358.00	92
ENGINEERING SPECIALIST 1	C3105	\$3,299.50	4
ENGINEERING SPECIALIST 2	C3106	\$3,992.00	61
ENGINEERING SPECIALIST 3	C3107	\$5,094.00	68
ENGINEERING TECHNICIAN 2	C3110	\$2,756.00	1
ENGINEERING TECHNICIAN 3	C3111	\$3,982.50	2
ENVIRONMENTAL ENGINEER 2	C3411	\$5,941.50	10
ENVIRONMENTAL ENGINEER 3	C3412	\$7,329.00	29
ENVIRONMENTAL HLTH SPECIALST 3	C3819	\$5,277.00	15
ENVIRONMENTAL LAW SPECIALIST	C5750	\$6,081.00	7
ENVIRONMENTAL PROGRAM COORD 1	C3845	\$3,804.00	1
ENVIRONMENTAL PROGRAM COORD 2	C3846	\$6,190.00	24
ENVIRONMENTAL PROGRAM COORD 3	C3847	\$6,824.00	33
ENVIRONMENTAL SPECIALIST 1	C3820	\$3,973.00	1
EPIDEMIOLOGIST 1	C6216	\$4,574.50	4
EPIDEMIOLOGIST 2	C6217	\$6,230.00	14
EQUIPMENT OPERATOR	C4422	\$3,974.00	19
ERB MEDIATOR	C1542	\$7,747.00	2
EXECUTIVE ASSISTANT	X0830	\$5,764.00	1
	Z0830	\$4,979.00	25

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
EXECUTIVE SUPPORT SPECIALIST 1	C0118	\$3,321.00	106
	X0118	\$3,632.00	6
	Z0118	\$3,309.50	8
EXECUTIVE SUPPORT SPECIALIST 2	C0119	\$3,973.00	74
	X0119	\$3,915.00	54
	Z0119	\$3,717.00	53
EXPERIMENTAL BIOLOGY AIDE	C3769	\$2,360.00	68
FACILITIES ENGINEER 1	C3251	\$5,277.00	1
FACILITIES ENGINEER 2	C3252	\$5,530.00	1
FACILITIES ENGINEER 3	C3253	\$6,691.00	11
FACILITY ENERGY TECHNICIAN 1	C4032	\$2,756.00	1
FACILITY ENERGY TECHNICIAN 2	C4033	\$4,161.00	43
FACILITY ENERGY TECHNICIAN 3	C4034	\$5,028.00	27
FACILITY ENERGY TECHNICIAN 4	C4035	\$5,529.00	2
FACILITY MAINTENANCE SPEC	C4012	\$3,781.00	113
FACILITY OPERATIONS SPEC 1	C4014	\$4,680.00	20
FACILITY OPERATIONS SPEC 2	C4015	\$5,403.00	16
FINANCIAL ENFORCEMENT OFFICER	C1547	\$5,802.00	9
FINANCIAL EXAMINER 1	C5675	\$4,365.00	8
FINANCIAL EXAMINER 2	C5676	\$5,802.00	11
FINANCIAL EXAMINER 3	C5677	\$6,691.00	8
	X5677	\$6,998.00	1
FINANCIAL INVESTIGATOR 1	C5235	\$5,028.00	11
FINGERPRINT TECHNICIAN	C3786	\$2,936.50	12
FIREFIGHTER	C5555	\$6,159.00	25
FISCAL ANALYST 1	C1243	\$3,974.00	35
FISCAL ANALYST 2	C1244	\$5,529.00	84
	X1244	\$5,764.00	3
FISCAL ANALYST 3	C1245	\$6,380.00	54
	X1245	\$6,351.00	28
FISCAL AUDITOR 1	C5641	\$4,680.50	6
FISCAL AUDITOR 2	C5642	\$5,529.00	1
FISH & W/L TECH SENIOR	C8342	\$3,450.00	55
FISH & WILDLIFE SUPERVISOR	X8343	\$4,305.00	11
FISH & WILDLIFE TECH COORD	C8346	\$3,824.00	2
FISH & WILDLIFE TECH ENTRY	C8340	\$2,188.00	1
FISH & WILDLIFE TECHNICIAN	C8341	\$3,001.00	123
FISH AND WILDLIFE MANAGER 1	X8344	\$4,742.00	25
FISH AND WILDLIFE MANAGER 2	X8345	\$5,492.00	15
FOOD SERVICE MANAGER 1	X9105	\$4,305.00	9
FOOD SERVICE MANAGER 2	X9107	\$4,874.50	2
FOOD SERVICE WORKER 2	C9101	\$2,268.00	47
FOOD SERVICE WORKER 3	C9102	\$2,360.00	9
FORCE PROTECTION LEADER	C5521	\$4,162.00	2
FORCE PROTECTION OFFICER	C5519	\$3,609.00	9
FORENSIC LAB SUPP SPECIALIST	C0803	\$3,451.00	6
FORENSIC SCIENTIST 1	C3791	\$5,659.00	65
FORENSIC SCIENTIST 2	C3792	\$6,640.00	1
FORENSIC SCIENTIST - ENTRY	C3790	\$4,372.00	11
FOREST INMATE CREW COORDINATOR	C8218	\$3,974.00	15
FOREST MANAGEMENT TECHNICIAN	C8211	\$2,873.00	5
FOREST MANAGER 1	X8259	\$5,492.00	23
FOREST MANAGER 2	X8260	\$6,046.00	25
FOREST OFFICER	C8257	\$4,349.00	22

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
FORESTRY NURSERY WORKER 3	C8203	\$2,360.00	1
GENERAL MAINTENANCE MECHANIC	C4409	\$3,457.50	2
GEOLOGIST 1	C3520	\$3,449.00	1
GEOLOGIST 2	C3521	\$5,615.00	10
GEOLOGIST 3	C3522	\$6,190.00	6
GEOLOGIST 4	C3523	\$6,824.00	3
GEOTECHNICAL DRILLING SPEC 1	C4240	\$2,979.00	1
GEOTECHNICAL DRILLING SPEC 2	C4241	\$4,192.00	1
GOVERNMENTAL AUDITOR 1	C5646	\$4,569.00	3
GOVERNMENTAL AUDITOR 2	C5647	\$5,034.00	18
GOVERNMENTAL AUDITOR 3	C5648	\$5,802.00	3
	X5648	\$5,628.00	4
GOVERNMENTAL AUDITOR (ENTRY)	C5645	\$2,756.00	1
GOVERNOR	Y1210	\$8,216.67	1
GROUNDS MAINTENANCE WORKER 1	C4109	\$2,636.00	7
GROUNDS MAINTENANCE WORKER 2	C4110	\$3,321.00	19
GROUP LIFE COORDINATOR 1	C6750	\$2,595.50	2
GROUP LIFE COORDINATOR 2	C6751	\$3,953.00	369
GROUP LIFE COORDINATOR 3	C6752	\$3,711.50	4
GROUP LIFE SUPERVISOR	X6754	\$4,518.00	5
HABILITATIVE TRAINING TECH 2	C6726	\$3,292.00	30
HAIRDRESSER	C9300	\$2,818.50	2
HEALTH CARE INVESTIGTR/ADVISR	C5911	\$7,132.00	6
HEALTH FACILITIES CONSULTANT	X3618	\$6,354.50	2
HEALTH SERVICES TECHNICIAN	C6138	\$4,170.00	18
HEAVY EQUIPMENT TECHNICIAN 1	C4437	\$4,958.00	35
HEAVY EQUIPMENT TECHNICIAN 2	C4438	\$5,529.00	39
HR CONSULTANT 1	X1326	\$6,830.50	6
HR CONSULTANT 2	X1327	\$6,998.00	7
HUMAN RESOURCE ANALYST 1	X1320	\$4,305.00	49
HUMAN RESOURCE ANALYST 2	X1321	\$4,979.00	51
HUMAN RESOURCE ANALYST 3	X1322	\$6,351.00	86
HUMAN RESOURCE ASSISTANT	X1319	\$3,547.00	25
HUMAN SERVICES ASSISTANT 2	C6606	\$2,873.00	60
HUMAN SERVICES CASE MANAGER	C6630	\$3,607.00	552
HUMAN SERVICES SPECIALIST 1	C6657	\$2,538.00	423
HUMAN SERVICES SPECIALIST 2	C6658	\$3,290.00	42
HUMAN SERVICES SPECIALIST 3	C6659	\$3,290.00	824
HUMAN SERVICES SPECIALIST 4	C6660	\$3,974.00	83
INDUSTRIAL HYGIENIST 2	C5706	\$4,680.00	8
INDUSTRIAL HYGIENIST 3	C5707	\$6,380.00	16
INDUSTRIAL HYGIENIST 4	C5708	\$7,023.00	16
INFO SYSTEMS SPECIALIST 1	C1481	\$3,212.00	4
INFO SYSTEMS SPECIALIST 2	C1482	\$3,995.00	23
INFO SYSTEMS SPECIALIST 3	C1483	\$4,080.00	94
INFO SYSTEMS SPECIALIST 4	C1484	\$4,740.00	202
INFO SYSTEMS SPECIALIST 5	C1485	\$5,545.00	236
INFO SYSTEMS SPECIALIST 6	C1486	\$6,500.00	246
	X1486	\$5,267.00	1
INFO SYSTEMS SPECIALIST 7	C1487	\$7,197.00	285
INFO SYSTEMS SPECIALIST 8	C1488	\$7,850.00	224
	X1488	\$8,003.00	5
INSTITUTION REGISTERED NURSE	C6214	\$6,153.00	196
INSTITUTION TEACHER-MA	C2320	\$4,282.00	7

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
INSURANCE EXAMINER	C5748	\$6,691.00	13
INSURANCE EXAMINER ENTRY	C5747	\$5,160.00	2
INTERNAL AUDITOR 1	X5616	\$4,518.00	1
INTERNAL AUDITOR 2	X5617	\$5,231.00	8
INTERNAL AUDITOR 3	X5618	\$6,663.00	16
INVESTIGATOR 1	C5231	\$3,607.00	1
INVESTIGATOR 2	C5232	\$3,974.00	20
	X5232	\$3,389.00	1
INVESTIGATOR 3	C5233	\$4,791.00	65
	X5233	\$4,742.00	17
INVESTMENT OFFICER	X1242	\$12,835.00	8
JUVENILE PAROLE/PROB ASSISTNT	C6633	\$4,398.00	10
JUVENILE PAROLE/PROB OFFICER	C6634	\$5,927.00	68
JV PROB/SOC SV OF/JV COR COUNS	C6632	\$5,028.00	8
LABOR COMMISSIONER	Y8390	\$6,416.67	1
LABORATORY TECHNICIAN 1	C6810	\$2,363.00	2
LABORATORY TECHNICIAN 2	C6811	\$3,000.00	14
LABORER/STUDENT WORKER	C4116	\$2,228.00	16
LATENT PRINT EXAMINER	C3789	\$5,924.00	5
LEGAL SECRETARY	C0110	\$3,139.00	87
	X0110	\$3,547.00	3
LIBRARIAN	C2220	\$5,529.00	11
LICENSED PHYSICAL THERAPY ASST	C6502	\$3,781.00	1
LICENSED PRACTICAL NURSE	C6135	\$3,767.00	86
LICENSED RESPIRATORY CARE TECH	C6550	\$4,571.00	2
LIEUTENANT	C5556	\$6,719.00	10
LIQUOR DISTRIBUTION EQUIP OPER	C4139	\$2,757.00	12
LIQUOR DISTRIBUTION WORKER 1	C4137	\$2,455.00	17
LIQUOR DISTRIBUTION WORKER 2	C4138	\$3,530.50	14
LIQUOR REGULATORY SPECIALIST	C5723	\$4,571.00	43
LIVESTOCK BRAND INSPECTOR	C5420	\$3,001.00	1
LOAN SPECIALIST 1	C1001	\$4,161.00	6
LOAN SPECIALIST 2	C1002	\$4,569.00	10
LOAN SPECIALIST 3	C1003	\$6,081.00	19
MACHINIST	C4018	\$5,028.00	4
MAIL DELIVERY DRIVER	C4404	\$2,756.00	15
MAIL EQUIPMENT OPERATOR 1	C0403	\$2,530.50	4
MAIL EQUIPMENT OPERATOR 2	C0404	\$3,225.00	11
MAIL SERVICES ASSISTANT	C0405	\$2,360.00	5
MAINTENANCE & OPERATIONS SUPV	X4046	\$5,492.00	25
MANUAL ARTS INSTRUCTOR	C2304	\$3,370.00	8
MEDICAL CONSULTANT	U7538	\$10,309.00	9
MEDICAL LAB TECHNOLOGIST	C6823	\$5,028.00	3
MEDICAL LABORATORY TECH 1	C6820	\$3,153.50	4
MEDICAL LABORATORY TECH 2	C6821	\$3,884.00	4
MEDICAL RECORDS SPECIALIST	C0015	\$3,888.00	10
MEDICAL REVIEW COORDINATOR	C6210	\$6,153.00	9
MEDICAL TRANSCRIPTIONIST 2	C0011	\$2,815.00	6
MENTAL HEALTH REGISTERED NURSE	C6208	\$6,153.00	288
MENTAL HEALTH SECURITY TECH	C6708	\$3,284.00	60
MENTAL HEALTH SPECIALIST	C6531	\$4,161.00	30
MENTAL HEALTH SUPERVISING RN	X6209	\$6,663.00	42
MENTAL HEALTH THERAPIST 1	C6711	\$3,601.00	91
MENTAL HEALTH THERAPIST 2	C6712	\$3,601.00	213

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
MENTAL HEALTH THERAPY COORD	C6718	\$4,396.00	12
MENTAL HEALTH THERAPY TECH	C6710	\$2,855.00	847
MICROBIOLOGIST 1	C3779	\$3,781.00	5
MICROBIOLOGIST 2	C3780	\$5,277.00	16
MICROBIOLOGIST 3	C3781	\$5,802.00	12
MOTOR CARRIER ENFORCMNT OFCR 1	C5857	\$3,607.00	52
MOTOR CARRIER ENFORCMNT OFCR 2	C5858	\$4,161.00	6
NATURAL RESOURCE SPECIALIST 1	C8501	\$3,607.00	133
NATURAL RESOURCE SPECIALIST 2	C8502	\$4,569.00	284
NATURAL RESOURCE SPECIALIST 3	C8503	\$5,529.00	336
NATURAL RESOURCE SPECIALIST 4	C8504	\$6,683.00	211
	X8504	\$6,663.00	11
NATURAL RESOURCE SPECIALIST 5	C8505	\$7,329.00	15
	X8505	\$7,701.00	4
NURSE MANAGER	X6241	\$7,701.00	55
NURSE PRACTITIONER	C6255	\$8,040.00	19
NUTRITION CONSULTANT	C5955	\$6,380.00	7
OCCUPATIONAL SFTY SPECIALIST 2	C5710	\$4,463.50	6
OCCUPATIONAL SFTY SPECIALIST 3	C5711	\$6,380.00	42
OCCUPATIONAL THERAPIST	C6508	\$5,802.00	16
OFFICE ASSISTANT 2	C0102	\$2,435.00	39
OFFICE COORDINATOR	C0801	\$3,001.00	82
OFFICE MANAGER 1	X0805	\$3,915.00	7
OFFICE MANAGER 2	X0806	\$3,915.00	58
OFFICE MANAGER 3	X0807	\$4,111.00	23
	Z0807	\$4,642.00	2
OFFICE SPECIALIST 1	C0103	\$2,538.00	320
	C0104	\$2,873.00	1,565
OFFICE SPECIALIST 2	X0104	\$3,230.50	4
	Z0104	\$3,389.00	1
OPERATIONS & POLICY ANALYST 1	C0870	\$4,161.00	152
	X0870	\$4,111.00	5
	Z0870	\$4,979.00	5
OPERATIONS & POLICY ANALYST 2	C0871	\$5,028.00	333
	X0871	\$5,231.00	18
	Z0871	\$5,764.00	3
OPERATIONS & POLICY ANALYST 3	C0872	\$6,080.00	340
	X0872	\$6,351.00	167
OPERATIONS & POLICY ANALYST 4	C0873	\$7,023.00	14
	X0873	\$7,343.00	218
	Z0873	\$6,830.50	2
OSP CAPTAIN	Z7574	\$8,917.00	9
OSP LIEUTENANT	Z7573	\$8,706.50	32
OSP MAJOR	Z7575	\$9,822.00	3
OSP SUPERINTENDENT	Z7577	\$12,709.00	1
OSP TELECOMMUNICATOR 1	C0313	\$4,127.00	3
OSP TELECOMMUNICATOR 2	C0314	\$4,068.00	46
OSP TROOPER	U7555	\$5,480.00	379
PAINTER	C4001	\$4,571.00	13
PARALEGAL	C1524	\$4,161.00	71
PARK DISTRICT MANAGER 2	X8438	\$7,343.00	9
PARK MANAGER 1	X8441	\$4,518.00	10
PARK MANAGER 2	X8442	\$5,492.00	16
PARK MANAGER 3	X8443	\$6,046.00	8

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
PARK RANGER 1	C8434	\$3,139.00	70
PARK RANGER 2	C8435	\$3,607.00	63
PARK RANGER 3	C8436	\$3,974.00	20
PARK RANGER ASSISTANT	C8433	\$2,634.00	1
PARK RANGER SUPERVISOR	X8440	\$4,518.00	8
PARK REGION MANAGER	X8439	\$8,087.00	3
PARKING SERVICES REPRESENTATIV	C5550	\$2,360.00	1
PARTS SPECIALIST 2	C0783	\$3,450.00	9
PASTORAL EDUCATION COORDINATOR	X2380	\$5,492.00	2
PHARMACIST	C6260	\$10,309.00	22
PHARMACY MANAGER 1	X6264	\$10,306.00	3
PHARMACY MANAGER 2	X6265	\$13,147.00	1
PHARMACY TECHNICIAN 1	C6385	\$2,907.00	10
PHARMACY TECHNICIAN 2	C6386	\$3,139.00	30
PHYSCL/ELECTRNC SECRTY TECH 1	C4037	\$3,702.00	7
PHYSCL/ELECTRNC SECRTY TECH 2	C4038	\$4,359.00	3
PHYSCL/ELECTRNC SECRTY TECH 3	C4039	\$5,147.50	18
PHYSICAL THERAPIST	C6503	\$6,380.00	1
PHYSICIAN SPECIALIST	U7517	\$17,833.00	21
PLANNER 1	C1096	\$3,720.00	2
PLANNER 2	C1097	\$4,851.00	8
PLANNER 3	C1098	\$6,499.00	43
	X1098	\$6,663.00	1
PLANNER 4	C1099	\$7,329.00	13
	X1099	\$7,003.00	4
PLANS EXAMINER 2	C5344	\$5,034.00	2
PLUMBER	C4005	\$5,028.00	19
PLUMBING INSPECTOR	C5354	\$4,944.50	2
POLICY AND BUDGET ANALYST	X1143	\$8,917.00	10
PREADMISSIONS SCREENING SPEC	C6684	\$4,569.00	42
PRINCIPAL EXECUTIVE/MANAGER A	X7000	\$4,742.00	85
	X7002	\$4,979.00	290
PRINCIPAL EXECUTIVE/MANAGER B	Z7002	\$4,839.50	2
	X7004	\$5,764.00	455
PRINCIPAL EXECUTIVE/MANAGER C	Z7004	\$6,444.00	11
	X7006	\$6,998.00	402
PRINCIPAL EXECUTIVE/MANAGER D	Z7006	\$7,343.00	15
	X7008	\$8,087.00	397
PRINCIPAL EXECUTIVE/MANAGER E	Z7008	\$8,087.00	55
	X7010	\$8,917.00	241
PRINCIPAL EXECUTIVE/MANAGER F	Z7010	\$8,917.00	118
	X7012	\$9,822.00	43
PRINCIPAL EXECUTIVE/MANAGER G	Z7012	\$10,306.00	128
	X7014	\$11,362.00	6
PRINCIPAL EXECUTIVE/MANAGER H	Z7014	\$11,362.00	102
	X7016	\$12,523.00	1
PRINCIPAL EXECUTIVE/MANAGER I	Z7016	\$12,523.00	25
	Z7018	\$14,363.50	8
PRINT SERVICES TECHNICIAN	C2446	\$3,450.00	10
PRINTING PRODUCTION COORD	C2475	\$4,791.00	3
PROCUREMENT & CONTRACT SPEC 1	C0436	\$4,192.00	21
PROCUREMENT & CONTRACT SPEC 2	C0437	\$5,277.00	59
PROCUREMENT & CONTRACT SPEC 3	C0438	\$6,080.00	80
	X0438	\$6,663.00	2

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
PROCUREMENT AND CONTRACT ASST	C0435	\$3,214.50	32
PROFESSIONAL ENGINEER 1	C3148	\$7,166.00	120
PROFESSIONAL ENGINEER 2	C3149	\$8,297.00	61
	X3149	\$8,496.00	16
PROFESSIONAL LAND SURVEYOR 1	C3144	\$6,344.50	10
PROFESSIONAL LAND SURVEYOR 2	C3145	\$7,525.00	13
PROGRAM ANALYST 1	C0860	\$4,569.00	150
	X0860	\$4,979.00	1
	C0861	\$5,028.00	324
PROGRAM ANALYST 2	X0861	\$5,231.00	13
	Z0861	\$6,046.00	1
PROGRAM ANALYST 3	C0862	\$6,080.00	123
	X0862	\$6,351.00	27
PROGRAM ANALYST 4	C0863	\$6,381.00	18
	X0863	\$7,343.00	37
PROJECT MANAGER 1	C0854	\$4,596.00	22
	X0854	\$4,742.00	1
PROJECT MANAGER 2	C0855	\$6,380.00	38
	X0855	\$6,354.50	6
PROJECT MANAGER 3	C0856	\$6,380.00	9
	X0856	\$6,998.00	21
PSYCHIATRIC SOCIAL WORKER	C6720	\$4,914.00	108
PUBLIC ADMINISTRATIVE TRAINEE	X1178	\$4,111.00	1
PUBLIC AFFAIRS SPECIALIST 1	C0864	\$4,791.00	19
	Z0864	\$4,013.00	2
PUBLIC AFFAIRS SPECIALIST 2	C0865	\$5,802.00	39
	X0865	\$5,764.00	7
PUBLIC AFFAIRS SPECIALIST 3	C0866	\$6,691.00	9
	X0866	\$7,343.00	31
	Z0866	\$7,343.00	4
PUBLIC HEALTH EDUCATOR 1	C2327	\$3,781.00	1
PUBLIC HEALTH EDUCATOR 2	C2328	\$4,358.00	19
PUBLIC HEALTH NURSE 2	C6229	\$7,023.00	11
PUBLIC HEALTH PHYSICIAN 1	Z7571	\$8,087.00	1
PUBLIC HEALTH PHYSICIAN 2	Z7572	\$11,362.00	7
PUBLIC HEALTH TOXICOLOGIST	C3432	\$4,791.00	1
PUBLIC SAFETY TRAINING SPEC 1	C1347	\$5,277.00	7
PUBLIC SAFETY TRAINING SPEC 2	C1348	\$6,682.00	27
PUBLIC SERVICE REP 2	C0322	\$2,591.00	17
PUBLIC SERVICE REP 3	C0323	\$2,538.00	215
	C0324	\$3,292.00	127
PUBLIC SERVICE REP 4	Z0324	\$3,547.00	5
	C6348	\$3,918.00	4
RADIOLOGIC TECHNOLOGIST	C6348	\$3,918.00	4
RAIL COMPLIANCE SPECIALIST	C5832	\$5,895.00	13
RECORDS MANAGEMENT ANALYST 1	C2202	\$3,609.00	3
RECORDS MANAGEMENT ANALYST 2	C2203	\$5,530.00	1
RECREATIONAL SPECIALIST	C6520	\$3,001.00	27
RECREATIONAL VEH/PARKS INSPECT	C5346	\$5,028.00	3
REHAB INST FOR THE BLIND	C2333	\$4,791.00	10
REHABILITATION INDUSTRIES REP	C0427	\$3,632.00	2
REHABILITATION THERAPIST	C6521	\$4,259.50	26
REHABILITATION THERAPY PRG MGR	X6524	\$5,361.50	2
RESEARCH ANALYST 1	C1115	\$3,528.50	10
RESEARCH ANALYST 2	C1116	\$3,973.00	31

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
RESEARCH ANALYST 3	C1117	\$5,028.00	83
RESEARCH ANALYST 4	C1118	\$6,080.50	68
	X1118	\$5,638.50	4
RETIREMENT COUNSELOR 1	C0841	\$3,450.00	63
RETIREMENT COUNSELOR 2	C0842	\$3,781.00	38
REVENUE AGENT 1	C5110	\$2,873.00	179
REVENUE AGENT 2	C5111	\$3,290.00	35
REVENUE AGENT 3	C5112	\$3,877.50	40
RIGHT-OF-WAY AGENT 1	C0761	\$4,972.50	14
RIGHT-OF-WAY AGENT 2	C0762	\$6,499.00	24
RN EPIDEMIOLOGIST	C6219	\$7,414.50	2
	X6219	\$7,190.00	1
SAFETY SPECIALIST 1	C1345	\$4,569.00	5
SAFETY SPECIALIST 2	C1346	\$5,028.00	3
	X1346	\$5,231.00	15
SCIENTIFIC INSTRUMENT TECH	C4339	\$4,162.00	6
SEAMSTER	C9201	\$3,290.00	3
SECRETARY OF STATE	Y1650	\$6,416.67	1
SECURITIES EXAMINER	C5671	\$4,751.50	4
SERGEANT	U7556	\$7,266.00	76
SHIPPING POINT INSP ASST MGR	X5453	\$4,111.00	1
SHIPPING POINT INSPECTOR 2	C5451	\$3,607.00	1
SIGN TECHNICIAN 1	C4131	\$3,290.00	4
SOCIAL SERVICE ASSISTANT	C6609	\$3,139.00	178
SOCIAL SERVICE SPECIALIST 1	C6612	\$4,161.00	1,242
SOCIAL SERVICES SPECIALIST 2	C6613	\$5,529.00	17
SR ASSISTANT ATTORNEY GENERAL	U7505	\$10,572.00	161
	Z7505	\$10,572.00	3
SR INVESTMNT OFCR FIXED INCOME	X1233	\$19,406.00	1
SR INVESTMNT OFCR REAL ESTATE	X1232	\$19,406.00	3
STATE AUDIT MANAGER	X5687	\$9,822.00	6
STATE AUDITOR 1	C5681	\$3,989.00	1
STATE AUDITOR 2	C5682	\$4,603.00	22
STATE AUDITOR 3	C5683	\$6,046.00	11
STATE AUDITOR 4	C5684	\$7,701.00	9
STATE LABOR RELATIONS MANAGER	X1324	\$8,087.00	5
STATE LIBRARY SPECIALIST 1	C0251	\$2,268.00	3
STATE LIBRARY SPECIALIST 2	C0252	\$3,139.00	7
STATE MEDICAL EXAMINER	Z7508	\$17,606.00	1
STATE PROCUREMENT ANALYST	C0770	\$6,080.00	17
STATE VETERINARIAN	X6441	\$7,343.00	2
STRUCTURAL/MECHANICAL INSPECTO	C5345	\$4,719.50	2
STUDENT PROF/TECH WORKER	C0150	\$2,268.00	1
SUPERVISING ACCOUNTANT	X1219	\$4,979.00	1
SUPERVISING COOK	X9119	\$3,717.00	9
SUPERVISING DENTIST A	Z7511	\$8,496.00	1
SUPERVISING PHYSICIAN	Z7518	\$16,771.00	6
SUPERVISING RN	X6240	\$6,663.00	1
SUPPLY SPECIALIST 1	C0758	\$2,636.00	12
SUPPLY SPECIALIST 2	C0759	\$4,161.00	87
SUPPORT SERVICES SUPERVISOR 2	X0113	\$3,389.00	31
SUPPORT SERVICES SUPERVISOR 3	X0114	\$3,915.00	7
SUPV DEPUTY STATE FIRE MARSHAL	X5562	\$7,522.00	2

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
SUPV EXECUTIVE ASSISTANT	X0833	\$5,764.00	9
	Z0833	\$4,979.00	3
SUPV FISH/WILDLIFE BIOLOGIST	X3775	\$6,046.00	51
SUPV LIVESTOCK BRAND INSPECTOR	X5423	\$4,305.00	3
SUPV TEACHER SPEC SCHOOLS-MA	Z7544	\$5,844.00	1
SYSTEMS & PROGRAMMING SUPV 2	X1411	\$6,663.00	1
TAX AUDITOR 1	C5631	\$3,974.00	47
TAX AUDITOR 2	C5632	\$5,277.00	68
TAX AUDITOR/ENTRY	C5630	\$2,873.00	40
TEACHER SPECIAL SCHOOLS-BA	U7545	\$3,937.00	2
TEACHER SPECIAL SCHOOLS-MA	U7546	\$5,215.50	14
TEST COORDINATOR	C6298	\$3,636.00	3
TRAFFIC SYSTEMS TECH 2	C4310	\$5,348.00	8
TRAFFIC SYSTEMS TECH 3	C4311	\$5,895.00	3
TRAFFIC SYSTEMS TECHNCN 1	C4309	\$4,401.00	1
TRAINING & DEVELOPMENT SPEC 1	C1338	\$4,571.00	39
	X1338	\$4,111.00	1
TRAINING & DEVELOPMENT SPEC 2	C1339	\$5,277.00	86
	X1339	\$5,905.00	6
TRANSP MAINTENANCE COORD 1	C4161	\$4,358.00	64
TRANSP MAINTENANCE COORD 2	C4162	\$4,569.00	39
TRANSP MAINTENANCE SPECIALST 1	C4151	\$3,290.00	28
TRANSP MAINTENANCE SPECIALST 2	C4152	\$3,781.00	692
TRANSP OPERATIONS SPECIALIST	C4163	\$3,781.00	44
TRANSP SVCS OFFICE LEADER	C0333	\$4,358.00	46
TRANSPORTATION MAINTENANCE SPV	X4160	\$4,742.00	4
TRANSPORTATION SVCS REP 1	C0331	\$3,139.00	209
TRANSPORTATION SVCS REP 2	C0332	\$3,139.00	62
TRANSPORTING MENTAL HLTH AIDE	C6101	\$3,284.00	27
TREASURER	Y1700	\$6,416.67	1
TRUCK DRIVER 1	C4401	\$3,450.00	3
TRUCK DRIVER 2	C4402	\$4,575.00	8
UTILITY AND ENERGY ANALYST 1	C1155	\$4,571.00	2
UTILITY AND ENERGY ANALYST 2	C1156	\$5,530.00	8
UTILITY AND ENERGY ANALYST 3	C1157	\$6,691.00	29
VEHICLE EMISSION TECHNICIAN 1	C3807	\$2,999.00	63
VEHICLE EMISSION TECHNICIAN 2	C3808	\$3,610.00	3
VETERANS SERVICE OFFICER	C0799	\$4,067.50	8
VETERANS TRUST OFFICER	C0784	\$4,161.00	3
VIDEO PRODUCER	C2176	\$5,802.00	2
VOC REHAB COUNSELOR-ENTRY	C6646	\$3,450.00	3
VOC REHABILITATION COUNSELOR	C6647	\$4,358.00	115
VOC REHABILITATION SPECIALIST	C6648	\$5,529.00	9
WAGE/HOUR COMPLIANCE SPEC	C5245	\$4,791.00	7
WATER RESOURCE DATA TECH 1	C8510	\$2,873.00	1
WATER RESOURCE DATA TECH 2	C8511	\$3,781.00	1
WCB ADMIN LAW JUDGE	U7522	\$9,816.00	24
WCB LEGAL STAFF	C1545	\$6,872.00	8
WCB PRESID ADMIN LAW JUDGE	Z7560	\$10,306.00	1
WELDER 2	C4021	\$5,516.00	5
WILDLAND FIRE DISPATCH SUPV	X8265	\$4,111.00	1
WILDLAND FIRE DISPATCHER	C8264	\$2,855.00	1
WILDLAND FIRE SUPERVISOR	X8258	\$4,979.00	33
WILDLAND FIRE SUPPRESSION SPEC	C8255	\$2,635.00	2

Classification Median Monthly Base Pay

Class Title	Class#	Median Monthly Base Pay	Number of Employees
WORD PROCESSING TECHNICIAN 2	C0531	\$3,139.00	8
WORD PROCESSING TECHNICIAN 3	C0532	\$3,450.00	1
WORKERS COMP BOARD MEMBER	Z7521	\$10,306.00	4
YOUTH CORRECTIONS UNIT COORD	C6755	\$5,245.00	25

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
ACCOUNTANT 1	C1215	\$4,161.00	\$4,067.50	30	10
	X1215	\$3,717.00		1	
ACCOUNTANT 2	C1216	\$4,162.00	\$4,170.00	43	17
ACCOUNTANT 3	C1217	\$5,277.00	\$5,802.00	62	10
ACCOUNTANT 4	C1218	\$6,380.00	\$5,859.50	21	4
	X1218	\$6,198.50	\$6,351.00	10	12
ACCOUNTING TECHNICIAN 1	C0210	\$2,435.00	\$2,634.00	3	2
ACCOUNTING TECHNICIAN 2	C0211	\$3,450.00	\$3,450.00	96	13
ACCOUNTING TECHNICIAN 3	C0212	\$3,781.00	\$3,139.00	149	13
	X0212	\$4,111.00		1	
ACTUARY	X1190	\$6,998.00	\$7,701.00	3	6
ADMINISTRATIVE LAW JUDGE 1	C1510	\$6,380.00	\$6,380.00	15	14
ADMINISTRATIVE LAW JUDGE 2	C1511	\$7,358.00	\$6,080.00	7	9
ADMINISTRATIVE LAW JUDGE 3	C1512	\$7,721.00	\$7,721.00	9	7
	X1512	\$8,917.00	\$8,496.00	1	3
ADMINISTRATIVE SPECIALIST 1	C0107	\$3,139.00	\$3,139.00	537	67
	X0107	\$3,468.00	\$3,115.00	6	2
	C0108	\$3,781.00	\$3,475.00	393	37
ADMINISTRATIVE SPECIALIST 2	X0108	\$4,111.00		5	
	Z0108	\$3,547.00	\$3,468.00	1	2
ADULT PAROLE/PROBATION OFFICER	C6787	\$6,063.00	\$6,063.00	15	20
ADULT PROTECTIVE SERVICE SPEC	C6616	\$4,463.50	\$4,067.50	44	16
AERIAL PHOTOGRAPHER	C2540		\$4,569.00		1
AIRCRAFT PILOT	C8222		\$5,802.00		2
APPLICATIONS SYSTEMS MANAGER	X1412	\$8,496.00		1	
APPRAISER ANALYST 2	C0726	\$4,625.50	\$3,974.00	2	1
APPRAISER ANALYST 3	C0727	\$5,277.00	\$5,277.00	17	12
APPRAISER ANALYST 4	C0728	\$6,701.50	\$7,023.00	2	10
	X0728		\$6,663.00		1
APPRENTICESHIP REPRESENTATIVE	C4280	\$4,791.00	\$4,791.00	4	1
ARCHIVIST 1	C2204	\$3,450.00	\$4,791.00	1	3
ARCHIVIST 2	C2205		\$5,530.00		1
AREA FOREST MANAGER	X8262		\$8,087.00		3
ASSISTANT ATTORNEY GENERAL	U7504	\$6,854.00	\$7,180.00	35	24
	Z7504	\$7,518.00	\$6,854.00	1	1
ASSOCIATE IN ENGINEERING 1	C3146	\$4,643.00	\$4,851.00	6	30
ASSOCIATE IN ENGINEERING 2	C3147	\$5,615.00	\$5,615.00	16	55
ATTORNEY GENERAL	Y1370	\$6,850.00		1	
AUTO/HEAVY EQUIP REPAIR SUPRVR	X4439		\$5,492.00		4
AUTOMOTIVE SERVICE TECHNICIAN	C4417	\$2,756.00	\$2,351.50	1	4
AUTOMOTIVE TECHNICIAN 1	C4418		\$3,290.00		7
AUTOMOTIVE TECHNICIAN 2	C4419		\$4,358.00		14
BEHAVIOR/VOCATIONAL SPEC 1	C6296	\$4,162.00	\$4,162.00	14	5
BEHAVIOR/VOCATIONAL SPEC 2	C6297	\$3,973.00	\$3,782.00	9	13
BOILER INSPECTOR	C5353		\$4,571.00		1
BUSINESS & EMPLOYMENT SPEC 1	C6698	\$2,873.00	\$2,873.00	28	12
BUSINESS & EMPLOYMENT SPEC 2	C6699	\$3,781.00	\$3,607.00	251	97
CAPTAIN	C5557		\$7,595.00		5
CARPENTER	C4003		\$4,571.00		15
CERT OCCUPATION THERAPIST ASST	C6506	\$3,781.00	\$3,781.00	4	1
CHAPLAIN	C6680	\$5,146.00	\$5,516.00	8	16
CHEMIST 1	C3715	\$3,610.00	\$3,610.00	1	5
CHEMIST 2	C3716	\$4,359.00	\$4,162.00	6	5

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
CHEMIST 3	C3717	\$6,080.00	\$6,081.00	9	9
CHIEF CLINICAL DIETICIAN	X6269	\$4,518.00		1	
CHIEF CRIMINAL INVESTIGATOR	X5225		\$8,087.00		2
CHILD NUTRITION SPECLST	C5950	\$5,277.00	\$5,152.50	11	4
CHILD SUPPORT CASE MANAGER	C5129	\$3,974.00	\$4,161.00	219	28
CHILD SUPPORT CASE MGR ENTRY	C5128	\$2,756.00	\$2,756.00	39	4
CHILD SUPPORT SPECIALIST	C5132	\$4,463.50	\$3,974.00	20	1
CIVIL ENGINEERING SPECIALIST 1	C3136	\$5,348.00	\$5,348.00	17	76
CIVIL ENGINEERING SPECIALIST 2	C3137	\$5,895.00	\$5,895.00	10	39
CIVIL ENGINEERING SPECIALIST 3	C3138	\$6,824.00	\$6,824.00	14	32
CIVIL RIGHTS FIELD REP 1	C5240	\$3,581.00		2	
CIVIL RIGHTS FIELD REP 2	C5241	\$3,694.00	\$4,569.00	6	5
CLAIMS REPRESENTATIVE 1	C5207	\$4,569.00		1	
CLAIMS REPRESENTATIVE 2	C5208	\$4,358.00	\$5,028.00	1	1
CLIENT CARE SURVEYOR	C6685	\$6,080.00	\$6,080.00	51	16
CLINICAL DIRECTOR	Z7519		\$20,373.00		1
CLINICAL DIETICIAN	C6268	\$4,358.00		7	
CLINICAL EPIDEMIOLOGIST	C6218	\$6,380.00		2	
CLINICAL PSYCHOLOGIST 1	C6294	\$5,152.50	\$5,529.00	2	3
CLINICAL PSYCHOLOGIST 2	C6295	\$6,691.00	\$6,380.00	13	17
COMM DISEASE INVESTIGATOR	C5902	\$4,569.00	\$4,569.00	1	2
COMMUNICATIONS SYS ANALYST 1	C2167		\$3,992.00		1
COMMUNICATIONS SYS ANALYST 2	C2168		\$5,118.00		4
COMMUNICATIONS SYS ANALYST 3	C2169		\$6,063.00		3
COMMUNITY OUTREACH SPECIALIST	C6614	\$4,569.00		1	
COMPLIANCE SPECIALIST 1	C5246	\$3,973.00	\$3,973.50	32	22
COMPLIANCE SPECIALIST 2	C5247	\$4,791.00	\$4,791.00	246	127
COMPLIANCE SPECIALIST 3	C5248	\$5,666.00	\$5,529.00	92	43
	X5248	\$5,764.00	\$6,046.00	3	9
CONSTRUCTION INSPECTOR	C3265		\$5,152.50		2
CONSTRUCTION PROJECT MANAGER 1	C3267	\$5,448.00	\$5,348.00	2	3
CONSTRUCTION PROJECT MANAGER 2	C3268	\$6,824.00	\$6,691.00	3	13
	C3269		\$7,017.00		7
CONSTRUCTION PROJECT MANAGER 3	X3269	\$7,343.00	\$7,701.00	1	7
COOK 1	C9116	\$2,435.00	\$2,397.50	14	8
COOK 2	C9117	\$3,290.00	\$2,873.00	15	18
CORRECTION LIBRARY COORDINATOR	C2219	\$3,904.50	\$4,170.00	10	1
CORRECTIONAL CAPTAIN	X6780	\$6,046.00	\$7,343.00	5	34
CORRECTIONAL CORPORAL	C6776	\$4,377.00	\$4,586.00	38	158
CORRECTIONAL COUNSELOR	C6783	\$5,516.00	\$6,063.00	64	50
CORRECTIONAL HEARINGS OFFICER	C1519	\$6,524.00	\$6,985.00	2	7
CORRECTIONAL LIEUTENANT	X6779	\$6,351.00	\$6,351.00	13	68
CORRECTIONAL OFFICER	C6775	\$4,180.00	\$4,180.00	302	1,376
CORRECTIONAL SERGEANT	C6777	\$5,430.00	\$5,430.00	27	181
CORRECTIONS FOOD SERV COORD	C9120	\$4,354.00	\$3,990.00	51	65
CORRECTIONS PHYSICIAN SPECIALI	Z7514	\$17,627.00	\$18,483.00	2	15
CORRECTIONS RECREATION SPEC 2	C6519	\$4,106.00	\$4,575.00	2	14
CRIMINAL FINANCIAL INVESTIGATR	C5236		\$7,818.00		1
CRIMINAL INVESTIGATOR	C5234	\$7,446.00	\$7,818.00	2	11
CRIMINALIST 3-LTD	U7562	\$6,526.00	\$6,526.00	1	1
CRIMNL JUSTICE/EMERG COMM SPEC	C1461	\$3,973.00	\$4,162.00	5	1
CUSTODIAL SERVICES COORDINATOR	C4103	\$2,718.00	\$2,539.00	2	5
CUSTODIAN	C4101	\$2,360.00	\$2,360.00	47	86

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
DATA ENTRY CONTROL TECHNICIAN	C1475	\$2,882.00	\$2,882.00	1	1
DATA ENTRY OPERATOR	C0501	\$2,268.00	\$2,268.00	91	22
DENTAL ASSISTANT	C6391	\$3,476.00	\$3,139.00	28	1
DENTAL HYGIENIST	C6396	\$5,277.00		1	
DENTIST	U7510	\$13,452.50	\$13,585.00	2	14
DEPT/CORRECTIONS INSPECTOR 2	C5238	\$5,423.00	\$6,063.00	4	8
DEPT/CORRECTIONS INSPECTOR 3	X5239	\$6,057.50	\$6,351.00	2	4
DEPUTY CHIEF INVESTMNT OFCR	X1236		\$19,406.00		1
DEPUTY FIRE CHIEF	X5554		\$7,897.00		2
DEPUTY STATE FIRE MARSHAL	C5561	\$5,955.50	\$6,382.00	2	6
DEPUTY STATE MEDICAL EXAMINER	Z7507		\$15,214.00		3
DIETETIC TECHNICIAN	C6380	\$2,360.00		1	
DISABILITY ANALYST 1	C5926	\$3,450.00	\$3,607.00	31	3
DISABILITY ANALYST 2	C5927	\$4,569.00	\$4,358.00	77	23
DISTRICT ATTORNEY	Y1960	\$8,274.00	\$8,274.00	5	30
DISTRICT FOREST MANAGER	X8261	\$6,046.00	\$7,522.00	1	10
DISTRICT VETERINARIAN	C6440	\$5,802.00	\$5,802.00	1	2
DOJ CLAIMS EXAMINER	C5923	\$4,569.00	\$4,569.00	4	1
EAB LEGAL STAFF	C1543	\$5,152.50	\$5,678.50	2	2
ECONOMIST 1	C1161	\$4,791.00	\$4,791.00	7	6
ECONOMIST 2	C1162	\$5,802.00	\$5,802.00	1	8
ECONOMIST 3	C1163	\$6,385.50	\$6,091.00	4	2
ECONOMIST 4	C1164	\$7,900.00	\$7,900.00	1	3
	X1164	\$6,663.00	\$8,087.00	7	10
EDUCATION PROGRAM SPECIALIST 1	C2300	\$6,691.00	\$6,691.00	3	1
EDUCATION PROGRAM SPECIALIST 2	C2301	\$7,358.00	\$7,721.00	37	29
	X2301	\$7,343.00	\$7,701.00	1	1
ELECTRICAL INSPECTOR	C5355		\$5,530.00		3
ELECTRICIAN 1	C4007		\$4,570.00		2
ELECTRICIAN 2	C4008	\$5,529.00	\$5,529.00	4	54
ELECTRICIAN 3	C4009		\$6,080.00		13
	X4009	\$6,351.00	\$6,351.00	1	1
ELECTRONIC PUB DESIGN SPEC 1	C2510	\$3,001.00	\$3,607.00	7	4
ELECTRONIC PUB DESIGN SPEC 2	C2511	\$4,067.50	\$4,161.50	8	4
ELECTRONIC PUB DESIGN SPEC 3	C2512	\$4,791.00	\$4,574.50	17	6
ELEVATOR INSPECTOR	C5342		\$5,277.00		9
EMPLOYMENT ADJUDICATOR	C6693	\$4,358.00	\$4,161.00	59	33
ENGINEERING SPECIALIST 1	C3105		\$3,299.50		4
ENGINEERING SPECIALIST 2	C3106	\$3,992.00	\$3,898.00	13	48
ENGINEERING SPECIALIST 3	C3107	\$4,851.00	\$5,094.00	13	55
ENGINEERING TECHNICIAN 2	C3110		\$2,756.00		1
ENGINEERING TECHNICIAN 3	C3111		\$3,982.50		2
ENVIRONMENTAL ENGINEER 2	C3411	\$6,081.00	\$5,802.00	1	9
ENVIRONMENTAL ENGINEER 3	C3412	\$7,329.00	\$7,329.00	7	22
ENVIRONMENTAL HLTH SPECIALST 3	C3819	\$5,277.00	\$5,415.00	9	6
ENVIRONMENTAL LAW SPECIALIST	C5750	\$6,382.00	\$5,028.00	4	3
ENVIRONMENTAL PROGRAM COORD 1	C3845		\$3,804.00		1
ENVIRONMENTAL PROGRAM COORD 2	C3846	\$6,190.00	\$5,902.50	8	16
ENVIRONMENTAL PROGRAM COORD 3	C3847	\$6,824.00	\$6,824.00	12	21
ENVIRONMENTAL SPECIALIST 1	C3820	\$3,973.00		1	
EPIDEMIOLOGIST 1	C6216	\$4,574.50		4	
EPIDEMIOLOGIST 2	C6217	\$6,080.00	\$6,380.00	10	4
EQUIPMENT OPERATOR	C4422		\$3,974.00		19

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
ERB MEDIATOR	C1542	\$8,496.00	\$6,998.00	1	1
EXECUTIVE ASSISTANT	X0830	\$5,764.00		1	
	Z0830	\$4,979.00		25	
EXECUTIVE SUPPORT SPECIALIST 1	C0118	\$3,321.00	\$3,607.00	100	6
	X0118	\$3,717.00	\$3,072.00	5	1
	Z0118	\$3,309.50		8	
EXECUTIVE SUPPORT SPECIALIST 2	C0119	\$3,973.00	\$3,781.00	71	3
	X0119	\$3,915.00	\$3,389.00	53	1
	Z0119	\$3,717.00	\$3,717.00	50	3
EXPERIMENTAL BIOLOGY AIDE	C3769	\$2,360.00	\$2,360.00	24	44
FACILITIES ENGINEER 1	C3251		\$5,277.00		1
FACILITIES ENGINEER 2	C3252		\$5,530.00		1
FACILITIES ENGINEER 3	C3253	\$6,080.00	\$6,857.00	1	10
FACILITY ENERGY TECHNICIAN 1	C4032		\$2,756.00		1
FACILITY ENERGY TECHNICIAN 2	C4033		\$4,161.00		43
FACILITY ENERGY TECHNICIAN 3	C4034		\$5,028.00		27
FACILITY ENERGY TECHNICIAN 4	C4035		\$5,529.00		2
FACILITY MAINTENANCE SPEC	C4012	\$3,475.00	\$3,781.00	3	110
FACILITY OPERATIONS SPEC 1	C4014	\$4,161.00	\$4,791.00	3	17
FACILITY OPERATIONS SPEC 2	C4015	\$5,529.00	\$5,277.00	1	15
FINANCIAL ENFORCEMENT OFFICER	C1547	\$5,802.00	\$6,080.00	6	3
FINANCIAL EXAMINER 1	C5675	\$4,161.00	\$5,028.00	5	3
FINANCIAL EXAMINER 2	C5676	\$4,574.50	\$5,802.00	4	7
FINANCIAL EXAMINER 3	C5677	\$6,691.00	\$6,246.50	4	4
	X5677		\$6,998.00		1
FINANCIAL INVESTIGATOR 1	C5235	\$5,277.00	\$4,799.50	5	6
FINGERPRINT TECHNICIAN	C3786	\$2,999.00	\$2,874.00	11	1
FIREFIGHTER	C5555		\$6,159.00		25
FISCAL ANALYST 1	C1243	\$3,974.00	\$3,607.00	28	7
FISCAL ANALYST 2	C1244	\$5,312.50	\$5,802.00	60	24
	X1244	\$5,497.50	\$5,764.00	2	1
FISCAL ANALYST 3	C1245	\$6,358.00	\$6,380.00	33	21
	X1245	\$5,764.00	\$6,998.00	15	13
FISCAL AUDITOR 1	C5641	\$4,680.50	\$4,575.00	4	2
FISCAL AUDITOR 2	C5642		\$5,529.00		1
FISH & W/L TECH SENIOR	C8342	\$3,370.00	\$3,607.00	6	49
FISH & WILDLIFE SUPERVISOR	X8343	\$3,731.00	\$4,305.00	2	9
FISH & WILDLIFE TECH COORD	C8346		\$3,824.00		2
FISH & WILDLIFE TECH ENTRY	C8340	\$2,188.00		1	
FISH & WILDLIFE TECHNICIAN	C8341	\$3,070.00	\$3,001.00	12	111
FISH AND WILDLIFE MANAGER 1	X8344		\$4,742.00		25
FISH AND WILDLIFE MANAGER 2	X8345		\$5,492.00		15
FOOD SERVICE MANAGER 1	X9105	\$4,305.00	\$3,915.00	4	5
FOOD SERVICE MANAGER 2	X9107		\$4,874.50		2
FOOD SERVICE WORKER 2	C9101	\$2,228.00	\$2,268.00	26	21
FOOD SERVICE WORKER 3	C9102	\$2,538.00	\$2,268.00	7	2
FORCE PROTECTION LEADER	C5521		\$4,162.00		2
FORCE PROTECTION OFFICER	C5519		\$3,609.00		9
FORENSIC LAB SUPP SPECIALIST	C0803	\$3,451.00		6	
FORENSIC SCIENTIST 1	C3791	\$5,659.00	\$5,659.00	38	27
FORENSIC SCIENTIST 2	C3792	\$6,640.00		1	
FORENSIC SCIENTIST - ENTRY	C3790	\$4,281.50	\$4,372.00	8	3
FOREST INMATE CREW COORDINATOR	C8218		\$3,974.00		15

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
FOREST MANAGEMENT TECHNICIAN	C8211	\$2,937.00	\$2,756.00	2	3
FOREST MANAGER 1	X8259	\$5,231.00	\$5,628.00	3	20
FOREST MANAGER 2	X8260	\$6,046.00	\$6,046.00	3	22
FOREST OFFICER	C8257	\$3,953.00	\$4,349.00	1	21
FORESTRY NURSERY WORKER 3	C8203		\$2,360.00		1
GENERAL MAINTENANCE MECHANIC	C4409		\$3,457.50		2
GEOLOGIST 1	C3520	\$3,449.00		1	
GEOLOGIST 2	C3521	\$4,491.50	\$5,615.00	2	8
GEOLOGIST 3	C3522		\$6,190.00		6
GEOLOGIST 4	C3523	\$6,824.00	\$6,995.00	1	2
GEOTECHNICAL DRILLING SPEC 1	C4240		\$2,979.00		1
GEOTECHNICAL DRILLING SPEC 2	C4241		\$4,192.00		1
GOVERNMENTAL AUDITOR 1	C5646	\$4,286.00	\$4,569.00	2	1
GOVERNMENTAL AUDITOR 2	C5647	\$4,574.50	\$5,403.00	12	6
GOVERNMENTAL AUDITOR 3	C5648	\$5,185.50	\$6,380.00	2	1
	X5648	\$5,492.00	\$6,663.00	3	1
GOVERNMENTAL AUDITOR (ENTRY)	C5645	\$2,756.00		1	
GOVERNOR	Y1210		\$8,216.67		1
GROUNDS MAINTENANCE WORKER 1	C4109	\$2,538.00	\$2,696.00	1	6
GROUNDS MAINTENANCE WORKER 2	C4110		\$3,321.00		19
GROUP LIFE COORDINATOR 1	C6750	\$2,756.00	\$2,435.00	1	1
GROUP LIFE COORDINATOR 2	C6751	\$3,774.00	\$3,953.00	75	294
GROUP LIFE COORDINATOR 3	C6752		\$3,711.50		4
GROUP LIFE SUPERVISOR	X6754		\$4,518.00		5
HABILITATIVE TRAINING TECH 2	C6726	\$3,145.50	\$3,371.50	16	14
HAIRDRESSER	C9300	\$2,818.50		2	
HEALTH CARE INVESTIGTR/ADVISR	C5911	\$6,153.00	\$10,309.00	5	1
HEALTH FACILITIES CONSULTANT	X3618	\$6,354.50		2	
HEALTH SERVICES TECHNICIAN	C6138	\$4,164.00	\$4,170.00	13	5
HEAVY EQUIPMENT TECHNICIAN 1	C4437		\$4,958.00		35
HEAVY EQUIPMENT TECHNICIAN 2	C4438		\$5,529.00		39
HR CONSULTANT 1	X1326	\$6,998.00	\$5,231.00	5	1
HR CONSULTANT 2	X1327	\$6,830.50	\$7,701.00	6	1
HUMAN RESOURCE ANALYST 1	X1320	\$4,305.00	\$3,717.00	46	3
HUMAN RESOURCE ANALYST 2	X1321	\$4,979.00	\$4,979.00	42	9
HUMAN RESOURCE ANALYST 3	X1322	\$6,351.00	\$6,351.00	64	22
HUMAN RESOURCE ASSISTANT	X1319	\$3,547.00	\$3,389.00	22	3
HUMAN SERVICES ASSISTANT 2	C6606	\$2,814.50	\$3,290.00	54	6
HUMAN SERVICES CASE MANAGER	C6630	\$3,607.00	\$3,607.00	449	103
HUMAN SERVICES SPECIALIST 1	C6657	\$2,636.00	\$2,538.00	329	94
HUMAN SERVICES SPECIALIST 2	C6658	\$3,290.00	\$3,145.50	36	6
HUMAN SERVICES SPECIALIST 3	C6659	\$3,290.00	\$3,001.00	684	140
HUMAN SERVICES SPECIALIST 4	C6660	\$3,974.00	\$4,365.00	73	10
INDUSTRIAL HYGIENIST 2	C5706	\$4,680.00	\$4,981.50	6	2
INDUSTRIAL HYGIENIST 3	C5707	\$6,380.00	\$6,380.00	9	7
INDUSTRIAL HYGIENIST 4	C5708	\$7,023.00	\$7,023.00	5	11
INFO SYSTEMS SPECIALIST 1	C1481	\$2,852.00	\$3,572.00	3	1
INFO SYSTEMS SPECIALIST 2	C1482	\$4,185.00	\$3,645.00	12	11
INFO SYSTEMS SPECIALIST 3	C1483	\$4,372.00	\$3,899.00	30	64
INFO SYSTEMS SPECIALIST 4	C1484	\$5,442.00	\$4,529.00	73	129
INFO SYSTEMS SPECIALIST 5	C1485	\$5,566.00	\$5,545.00	71	165
INFO SYSTEMS SPECIALIST 6	C1486	\$6,507.00	\$6,355.00	72	174
	X1486	\$5,267.00		1	

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
INFO SYSTEMS SPECIALIST 7	C1487	\$7,197.00	\$7,195.00	88	197
INFO SYSTEMS SPECIALIST 8	C1488	\$7,850.00	\$7,850.00	42	182
	X1488	\$8,003.00	\$8,003.00	1	4
INSTITUTION REGISTERED NURSE	C6214	\$6,444.00	\$6,013.00	148	48
INSTITUTION TEACHER-MA	C2320	\$4,282.00	\$4,332.50	3	4
INSURANCE EXAMINER	C5748	\$5,802.00	\$6,691.00	3	10
INSURANCE EXAMINER ENTRY	C5747	\$5,160.00		2	
INTERNAL AUDITOR 1	X5616		\$4,518.00		1
INTERNAL AUDITOR 2	X5617	\$6,046.00	\$5,231.00	3	5
INTERNAL AUDITOR 3	X5618	\$6,998.00	\$6,351.00	11	5
INVESTIGATOR 1	C5231	\$3,607.00		1	
INVESTIGATOR 2	C5232	\$3,984.50	\$3,973.00	10	10
	X5232	\$3,389.00		1	
INVESTIGATOR 3	C5233	\$4,791.00	\$4,791.00	32	33
	X5233	\$4,742.00	\$4,305.00	10	7
INVESTMENT OFFICER	X1242	\$11,362.00	\$13,147.00	1	7
JUVENILE PAROLE/PROB ASSISTNT	C6633		\$4,398.00		10
JUVENILE PAROLE/PROB OFFICER	C6634	\$5,927.00	\$5,927.00	22	46
JV PROB/SOC SV OF/JV COR COUNS	C6632	\$5,028.00	\$4,594.50	4	4
LABOR COMMISSIONER	Y8390		\$6,416.67		1
LABORATORY TECHNICIAN 1	C6810	\$2,363.00		2	
LABORATORY TECHNICIAN 2	C6811	\$2,999.00	\$3,139.00	11	3
LABORER/STUDENT WORKER	C4116		\$2,228.00		16
LATENT PRINT EXAMINER	C3789	\$5,924.00	\$5,810.50	3	2
LEGAL SECRETARY	C0110	\$3,139.00	\$3,607.00	82	5
	X0110	\$3,547.00		3	
LIBRARIAN	C2220	\$5,277.00	\$5,529.00	9	2
LICENSED PHYSICAL THERAPY ASST	C6502	\$3,781.00		1	
LICENSED PRACTICAL NURSE	C6135	\$3,767.00	\$3,435.00	69	17
LICENSED RESPIRATORY CARE TECH	C6550		\$4,571.00		2
LIEUTENANT	C5556		\$6,719.00		10
LIQUOR DISTRIBUTION EQUIP OPER	C4139		\$2,757.00		12
LIQUOR DISTRIBUTION WORKER 1	C4137	\$2,455.00	\$2,455.00	1	16
LIQUOR DISTRIBUTION WORKER 2	C4138		\$3,530.50		14
LIQUOR REGULATORY SPECIALIST	C5723	\$4,359.00	\$4,909.50	15	28
LIVESTOCK BRAND INSPECTOR	C5420		\$3,001.00		1
LOAN SPECIALIST 1	C1001	\$4,161.00	\$4,791.00	5	1
LOAN SPECIALIST 2	C1002	\$4,463.50	\$4,680.00	4	6
LOAN SPECIALIST 3	C1003	\$5,802.00	\$6,536.00	5	14
MACHINIST	C4018		\$5,028.00		4
MAIL DELIVERY DRIVER	C4404	\$3,139.00	\$2,756.00	2	13
MAIL EQUIPMENT OPERATOR 1	C0403	\$2,530.50	\$2,530.50	2	2
MAIL EQUIPMENT OPERATOR 2	C0404	\$3,070.00	\$3,290.00	4	7
MAIL SERVICES ASSISTANT	C0405	\$2,268.00	\$2,498.00	1	4
MAINTENANCE & OPERATIONS SUPV	X4046		\$5,492.00		25
MANUAL ARTS INSTRUCTOR	C2304	\$3,448.50	\$3,294.50	2	6
MEDICAL CONSULTANT	U7538	\$9,836.00	\$10,309.00	4	5
MEDICAL LAB TECHNOLOGIST	C6823	\$5,028.00		3	
MEDICAL LABORATORY TECH 1	C6820	\$2,873.00	\$3,434.00	3	1
MEDICAL LABORATORY TECH 2	C6821	\$3,884.00		4	
MEDICAL RECORDS SPECIALIST	C0015	\$3,781.00	\$4,361.00	9	1
MEDICAL REVIEW COORDINATOR	C6210	\$6,153.00		9	
MEDICAL TRANSCRIPTIONIST 2	C0011	\$2,757.00	\$2,873.00	5	1

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
MENTAL HEALTH REGISTERED NURSE	C6208	\$6,153.00	\$6,153.00	215	73
MENTAL HEALTH SECURITY TECH	C6708	\$3,953.00	\$3,284.00	12	48
MENTAL HEALTH SPECIALIST	C6531	\$4,358.00	\$3,781.00	23	7
MENTAL HEALTH SUPERVISING RN	X6209	\$6,507.00	\$7,182.00	36	6
MENTAL HEALTH THERAPIST 1	C6711	\$3,434.00	\$3,774.00	46	45
MENTAL HEALTH THERAPIST 2	C6712	\$3,601.00	\$3,601.00	119	94
MENTAL HEALTH THERAPY COORD	C6718	\$4,396.00	\$4,396.00	3	9
MENTAL HEALTH THERAPY TECH	C6710	\$2,855.00	\$2,855.00	522	325
MICROBIOLOGIST 1	C3779	\$3,781.00		5	
MICROBIOLOGIST 2	C3780	\$5,277.00	\$5,028.00	13	3
MICROBIOLOGIST 3	C3781	\$5,415.00	\$5,802.00	8	4
MOTOR CARRIER ENFORCMNT OFCR 1	C5857	\$3,973.50	\$3,607.00	14	38
MOTOR CARRIER ENFORCMNT OFCR 2	C5858	\$3,607.00	\$4,161.00	3	3
NATURAL RESOURCE SPECIALIST 1	C8501	\$3,607.00	\$3,607.00	29	104
NATURAL RESOURCE SPECIALIST 2	C8502	\$4,379.50	\$4,569.00	90	194
NATURAL RESOURCE SPECIALIST 3	C8503	\$5,028.00	\$5,801.00	120	216
NATURAL RESOURCE SPECIALIST 4	C8504	\$6,683.00	\$6,683.00	61	150
	X8504	\$6,998.00	\$6,663.00	3	8
NATURAL RESOURCE SPECIALIST 5	C8505	\$7,329.00	\$7,329.00	5	10
	X8505	\$7,701.00	\$6,663.00	3	1
NURSE MANAGER	X6241	\$7,701.00	\$7,522.00	43	12
NURSE PRACTITIONER	C6255	\$8,040.00	\$7,856.00	15	4
NUTRITION CONSULTANT	C5955	\$6,380.00		7	
OCCUPATIONAL SFTY SPECIALIST 2	C5710	\$4,569.00	\$4,358.00	3	3
OCCUPATIONAL SFTY SPECIALIST 3	C5711	\$4,798.50	\$6,380.00	4	38
OCCUPATIONAL THERAPIST	C6508	\$5,802.00	\$5,665.50	14	2
OFFICE ASSISTANT 2	C0102	\$2,435.00	\$2,538.00	31	8
OFFICE COORDINATOR	C0801	\$3,001.00	\$3,290.00	79	3
OFFICE MANAGER 1	X0805	\$3,915.00		7	
OFFICE MANAGER 2	X0806	\$3,915.00	\$3,717.00	50	8
OFFICE MANAGER 3	X0807	\$4,111.00	\$4,426.50	19	4
	Z0807	\$4,642.00		2	
OFFICE SPECIALIST 1	C0103	\$2,538.00	\$2,435.00	272	48
	C0104	\$2,873.00	\$2,756.00	1,404	161
OFFICE SPECIALIST 2	X0104	\$3,230.50		4	
	Z0104		\$3,389.00		1
OPERATIONS & POLICY ANALYST 1	C0870	\$4,161.00	\$4,161.00	121	31
	X0870	\$4,111.00		5	
	Z0870	\$4,979.00	\$4,742.00	4	1
OPERATIONS & POLICY ANALYST 2	C0871	\$5,028.00	\$5,028.00	231	102
	X0871	\$5,361.50	\$5,105.00	14	4
	Z0871	\$5,764.00		3	
OPERATIONS & POLICY ANALYST 3	C0872	\$6,080.00	\$6,285.00	244	96
	X0872	\$6,351.00	\$6,046.00	107	60
OPERATIONS & POLICY ANALYST 4	C0873	\$7,023.00	\$7,358.00	9	5
	X0873	\$7,343.00	\$7,343.00	145	73
	Z0873	\$6,830.50		2	
OSP CAPTAIN	Z7574	\$6,998.00	\$9,369.50	1	8
OSP LIEUTENANT	Z7573	\$8,087.00	\$8,917.00	1	31
OSP MAJOR	Z7575		\$9,822.00		3
OSP SUPERINTENDENT	Z7577		\$12,709.00		1
OSP TELECOMMUNICATOR 1	C0313		\$4,127.00		3
OSP TELECOMMUNICATOR 2	C0314	\$4,068.00	\$4,587.00	39	7

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
OSP TROOPER	U7555	\$5,480.00	\$5,480.00	48	331
PAINTER	C4001	\$4,571.00	\$4,686.00	1	12
PARALEGAL	C1524	\$4,161.00	\$4,476.00	65	6
PARK DISTRICT MANAGER 2	X8438		\$7,343.00		9
PARK MANAGER 1	X8441	\$4,518.00	\$4,630.00	2	8
PARK MANAGER 2	X8442	\$5,105.00	\$5,492.00	4	12
PARK MANAGER 3	X8443	\$6,077.50	\$6,046.00	2	6
PARK RANGER 1	C8434	\$3,139.00	\$3,139.00	23	47
PARK RANGER 2	C8435	\$3,781.00	\$3,450.00	15	48
PARK RANGER 3	C8436	\$4,358.00	\$3,781.00	7	13
PARK RANGER ASSISTANT	C8433		\$2,634.00		1
PARK RANGER SUPERVISOR	X8440		\$4,518.00		8
PARK REGION MANAGER	X8439		\$8,087.00		3
PARKING SERVICES REPRESENTATIV	C5550		\$2,360.00		1
PARTS SPECIALIST 2	C0783	\$3,448.50	\$3,450.00	2	7
PASTORAL EDUCATION COORDINATOR	X2380	\$5,492.00	\$5,492.00	1	1
PHARMACIST	C6260	\$10,309.00	\$10,309.00	6	16
PHARMACY MANAGER 1	X6264	\$11,925.00	\$10,064.00	1	2
PHARMACY MANAGER 2	X6265		\$13,147.00		1
PHARMACY TECHNICIAN 1	C6385	\$2,907.00	\$2,912.00	8	2
PHARMACY TECHNICIAN 2	C6386	\$3,139.00	\$3,139.00	25	5
PHYSCL/ELECTRNC SECRTY TECH 1	C4037		\$3,702.00		7
PHYSCL/ELECTRNC SECRTY TECH 2	C4038		\$4,359.00		3
PHYSCL/ELECTRNC SECRTY TECH 3	C4039	\$5,045.50	\$5,147.50	2	16
PHYSICAL THERAPIST	C6503		\$6,380.00		1
PHYSICIAN SPECIALIST	U7517	\$16,985.00	\$17,833.00	9	12
PLANNER 1	C1096	\$3,992.00	\$3,448.00	1	1
PLANNER 2	C1097	\$5,094.00	\$4,851.00	3	5
PLANNER 3	C1098	\$6,190.00	\$6,591.00	21	22
	X1098		\$6,663.00		1
PLANNER 4	C1099	\$7,017.00	\$7,329.00	3	10
	X1099	\$6,351.00	\$7,343.00	1	3
PLANS EXAMINER 2	C5344		\$5,034.00		2
PLUMBER	C4005		\$5,028.00		19
PLUMBING INSPECTOR	C5354		\$4,944.50		2
POLICY AND BUDGET ANALYST	X1143	\$8,917.00	\$8,309.00	6	4
PREADMISSIONS SCREENING SPEC	C6684	\$4,569.00	\$3,974.00	35	7
PRINCIPAL EXECUTIVE/MANAGER A	X7000	\$4,742.00	\$4,860.50	63	22
PRINCIPAL EXECUTIVE/MANAGER B	X7002	\$4,979.00	\$4,979.00	207	83
	Z7002	\$4,839.50		2	
PRINCIPAL EXECUTIVE/MANAGER C	X7004	\$5,764.00	\$5,764.00	253	202
	Z7004	\$6,444.00	\$6,768.00	9	2
PRINCIPAL EXECUTIVE/MANAGER D	X7006	\$6,998.00	\$7,343.00	206	196
	Z7006	\$7,343.00	\$7,343.00	9	6
PRINCIPAL EXECUTIVE/MANAGER E	X7008	\$7,701.00	\$8,087.00	176	221
	Z7008	\$8,087.00	\$8,087.00	29	26
PRINCIPAL EXECUTIVE/MANAGER F	X7010	\$8,917.00	\$8,917.00	109	132
	Z7010	\$8,917.00	\$8,917.00	57	61
PRINCIPAL EXECUTIVE/MANAGER G	X7012	\$9,354.00	\$10,306.00	20	23
	Z7012	\$9,822.00	\$10,306.00	63	65
PRINCIPAL EXECUTIVE/MANAGER H	X7014	\$11,925.00	\$11,362.00	3	3
	Z7014	\$11,362.00	\$11,362.00	39	63

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
PRINCIPAL EXECUTIVE/MANAGER I	X7016	\$12,523.00		1	
	Z7016	\$12,523.00	\$12,523.00	10	15
PRINCIPAL EXECUTIVE/MANAGER J	Z7018	\$13,908.00	\$14,848.50	4	4
PRINT SERVICES TECHNICIAN	C2446	\$3,450.00	\$3,450.00	3	7
PRINTING PRODUCTION COORD	C2475	\$4,791.00	\$4,791.00	2	1
PROCUREMENT & CONTRACT SPEC 1	C0436	\$4,192.00	\$4,358.00	16	5
PROCUREMENT & CONTRACT SPEC 2	C0437	\$5,277.00	\$4,909.50	49	10
PROCUREMENT & CONTRACT SPEC 3	C0438	\$6,080.00	\$6,081.00	52	28
	X0438	\$6,663.00		2	
PROCUREMENT AND CONTRACT ASST	C0435	\$3,450.00	\$3,139.00	23	9
PROFESSIONAL ENGINEER 1	C3148	\$7,166.00	\$7,166.00	18	102
PROFESSIONAL ENGINEER 2	C3149	\$8,297.00	\$8,297.00	4	57
	X3149	\$8,496.00	\$8,496.00	1	15
PROFESSIONAL LAND SURVEYOR 1	C3144		\$6,344.50		10
PROFESSIONAL LAND SURVEYOR 2	C3145		\$7,525.00		13
PROGRAM ANALYST 1	C0860	\$4,569.00	\$4,358.00	117	33
	X0860	\$4,979.00		1	
PROGRAM ANALYST 2	C0861	\$5,028.00	\$5,277.00	222	102
	X0861	\$5,492.00	\$5,105.00	7	6
	Z0861	\$6,046.00		1	
PROGRAM ANALYST 3	C0862	\$6,080.00	\$5,802.00	85	38
	X0862	\$6,046.00	\$6,663.00	20	7
PROGRAM ANALYST 4	C0863	\$6,381.00	\$7,023.00	13	5
	X0863	\$7,170.50	\$7,343.00	18	19
PROJECT MANAGER 1	C0854	\$4,260.00	\$5,278.50	16	6
	X0854	\$4,742.00		1	
PROJECT MANAGER 2	C0855	\$5,802.00	\$6,380.00	13	25
	X0855	\$6,354.50	\$5,947.00	2	4
PROJECT MANAGER 3	C0856	\$7,023.00	\$6,307.50	5	4
	X0856	\$6,663.00	\$7,170.50	9	12
PSYCHIATRIC SOCIAL WORKER	C6720	\$4,803.00	\$5,028.00	79	29
PUBLIC ADMINISTRATIVE TRAINEE	X1178	\$4,111.00		1	
PUBLIC AFFAIRS SPECIALIST 1	C0864	\$4,791.00	\$5,034.00	15	4
	Z0864	\$4,111.00	\$3,915.00	1	1
PUBLIC AFFAIRS SPECIALIST 2	C0865	\$5,802.00	\$5,941.00	25	14
	X0865	\$5,492.00	\$6,213.50	5	2
PUBLIC AFFAIRS SPECIALIST 3	C0866	\$6,380.00	\$6,691.00	3	6
	X0866	\$6,998.00	\$7,343.00	23	8
	Z0866		\$7,343.00		4
PUBLIC HEALTH EDUCATOR 1	C2327	\$3,781.00		1	
PUBLIC HEALTH EDUCATOR 2	C2328	\$4,569.00	\$4,259.50	17	2
PUBLIC HEALTH NURSE 2	C6229	\$7,023.00		11	
PUBLIC HEALTH PHYSICIAN 1	Z7571	\$8,087.00		1	
PUBLIC HEALTH PHYSICIAN 2	Z7572	\$11,362.00	\$11,362.00	2	5
PUBLIC HEALTH TOXICOLOGIST	C3432		\$4,791.00		1
PUBLIC SAFETY TRAINING SPEC 1	C1347		\$5,277.00		7
PUBLIC SAFETY TRAINING SPEC 2	C1348	\$6,374.00	\$6,682.00	5	22
PUBLIC SERVICE REP 2	C0322	\$2,513.00	\$2,936.00	16	1
PUBLIC SERVICE REP 3	C0323	\$2,538.00	\$2,435.00	159	56
PUBLIC SERVICE REP 4	C0324	\$3,450.00	\$3,214.50	105	22
	Z0324	\$3,547.00	\$3,222.00	4	1
RADIOLOGIC TECHNOLOGIST	C6348	\$3,918.00		4	
RAIL COMPLIANCE SPECIALIST	C5832	\$5,373.00	\$5,895.00	2	11

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
RECORDS MANAGEMENT ANALYST 1	C2202	\$3,609.00	\$3,781.00	2	1
RECORDS MANAGEMENT ANALYST 2	C2203		\$5,530.00		1
RECREATIONAL SPECIALIST	C6520	\$3,001.00	\$2,814.50	9	18
RECREATIONAL VEH/PARKS INSPECT	C5346		\$5,028.00		3
REHAB INST FOR THE BLIND	C2333	\$4,791.00	\$4,476.00	4	6
REHABILITATION INDUSTRIES REP	C0427	\$3,974.00	\$3,290.00	1	1
REHABILITATION THERAPIST	C6521	\$4,161.00	\$4,569.00	15	11
REHABILITATION THERAPY PRG MGR	X6524	\$5,231.00	\$5,492.00	1	1
RESEARCH ANALYST 1	C1115	\$3,528.50		10	
RESEARCH ANALYST 2	C1116	\$4,067.50	\$3,607.00	20	11
RESEARCH ANALYST 3	C1117	\$5,028.00	\$4,680.00	43	40
RESEARCH ANALYST 4	C1118	\$6,080.00	\$6,285.00	36	32
	X1118	\$5,791.00	\$5,638.50	2	2
RETIREMENT COUNSELOR 1	C0841	\$3,450.00	\$3,694.00	45	18
RETIREMENT COUNSELOR 2	C0842	\$3,781.00	\$4,161.00	29	9
REVENUE AGENT 1	C5110	\$2,873.00	\$2,636.00	130	49
REVENUE AGENT 2	C5111	\$3,290.00	\$3,001.00	26	9
REVENUE AGENT 3	C5112	\$3,877.50	\$3,877.50	28	12
RIGHT-OF-WAY AGENT 1	C0761	\$4,972.50	\$4,972.50	4	10
RIGHT-OF-WAY AGENT 2	C0762	\$6,661.50	\$6,499.00	16	8
RN EPIDEMIOLOGIST	C6219	\$7,757.00	\$7,072.00	1	1
	X6219	\$7,190.00		1	
SAFETY SPECIALIST 1	C1345	\$4,463.50	\$4,569.00	2	3
SAFETY SPECIALIST 2	C1346	\$4,982.00	\$5,028.00	2	1
	X1346	\$4,979.00	\$5,769.00	7	8
SCIENTIFIC INSTRUMENT TECH	C4339		\$4,162.00		6
SEAMSTER	C9201	\$3,290.00		3	
SECRETARY OF STATE	Y1650	\$6,416.67		1	
SECURITIES EXAMINER	C5671	\$5,529.00	\$3,974.00	1	3
SERGEANT	U7556	\$7,447.50	\$7,266.00	4	72
SHIPPING POINT INSP ASST MGR	X5453	\$4,111.00		1	
SHIPPING POINT INSPECTOR 2	C5451	\$3,607.00		1	
SIGN TECHNICIAN 1	C4131		\$3,290.00		4
SOCIAL SERVICE ASSISTANT	C6609	\$3,139.00	\$3,607.00	144	34
SOCIAL SERVICE SPECIALIST 1	C6612	\$4,161.00	\$3,974.00	961	281
SOCIAL SERVICES SPECIALIST 2	C6613	\$5,529.00	\$5,529.00	14	3
SR ASSISTANT ATTORNEY GENERAL	U7505	\$10,572.00	\$11,096.00	82	79
	Z7505	\$10,572.00		3	
SR INVESTMNT OFCR FIXED INCOME	X1233		\$19,406.00		1
SR INVESTMNT OFCR REAL ESTATE	X1232		\$19,406.00		3
STATE AUDIT MANAGER	X5687	\$9,588.00	\$10,067.00	4	2
STATE AUDITOR 1	C5681		\$3,989.00		1
STATE AUDITOR 2	C5682	\$4,603.00	\$4,603.00	11	11
STATE AUDITOR 3	C5683	\$6,046.00	\$5,764.00	7	4
STATE AUDITOR 4	C5684	\$7,182.00	\$7,701.00	6	3
STATE LABOR RELATIONS MANAGER	X1324	\$7,343.00	\$8,917.00	3	2
STATE LIBRARY SPECIALIST 1	C0251	\$2,268.00	\$2,351.50	1	2
STATE LIBRARY SPECIALIST 2	C0252	\$3,139.00	\$3,391.00	5	2
STATE MEDICAL EXAMINER	Z7508	\$17,606.00		1	
STATE PROCUREMENT ANALYST	C0770	\$6,691.00	\$5,802.00	10	7
STATE VETERINARIAN	X6441		\$7,343.00		2
STRUCTURAL/MECHANICAL INSPECTO	C5345		\$4,719.50		2
STUDENT PROF/TECH WORKER	C0150		\$2,268.00		1

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
SUPERVISING ACCOUNTANT	X1219	\$4,979.00		1	
SUPERVISING COOK	X9119	\$3,717.00	\$3,422.00	3	6
SUPERVISING DENTIST A	Z7511		\$8,496.00		1
SUPERVISING PHYSICIAN	Z7518	\$16,372.00	\$17,627.00	2	4
SUPERVISING RN	X6240	\$6,663.00		1	
SUPPLY SPECIALIST 1	C0758	\$2,450.00	\$2,636.00	2	10
SUPPLY SPECIALIST 2	C0759	\$4,170.00	\$3,995.00	30	57
SUPPORT SERVICES SUPERVISOR 2	X0113	\$3,717.00	\$3,389.00	14	17
SUPPORT SERVICES SUPERVISOR 3	X0114	\$3,915.00	\$3,847.00	5	2
SUPV DEPUTY STATE FIRE MARSHAL	X5562		\$7,522.00		2
SUPV EXECUTIVE ASSISTANT	X0833	\$5,764.00		9	
	Z0833	\$4,979.00		3	
SUPV FISH/WILDLIFE BIOLOGIST	X3775	\$6,046.00	\$6,046.00	6	45
SUPV LIVESTOCK BRAND INSPECTOR	X5423	\$4,305.00	\$4,305.00	1	2
SUPV TEACHER SPEC SCHOOLS-MA	Z7544		\$5,844.00		1
SYSTEMS & PROGRAMMING SUPV 2	X1411		\$6,663.00		1
TAX AUDITOR 1	C5631	\$3,974.00	\$3,781.00	25	22
TAX AUDITOR 2	C5632	\$5,277.00	\$5,529.00	38	30
TAX AUDITOR/ENTRY	C5630	\$2,873.00	\$2,873.00	23	17
TEACHER SPECIAL SCHOOLS-BA	U7545	\$3,128.00	\$4,746.00	1	1
TEACHER SPECIAL SCHOOLS-MA	U7546	\$5,148.00	\$5,283.00	11	3
TEST COORDINATOR	C6298	\$3,271.50	\$3,995.00	2	1
TRAFFIC SYSTEMS TECH 2	C4310		\$5,348.00		8
TRAFFIC SYSTEMS TECH 3	C4311		\$5,895.00		3
TRAFFIC SYSTEMS TECHCN 1	C4309		\$4,401.00		1
TRAINING & DEVELOPMENT SPEC 1	C1338	\$4,359.00	\$4,573.00	23	16
	X1338	\$4,111.00		1	
TRAINING & DEVELOPMENT SPEC 2	C1339	\$5,152.50	\$5,529.00	50	36
	X1339	\$5,905.00		6	
TRANSP MAINTENANCE COORD 1	C4161	\$3,904.00	\$4,358.00	2	62
TRANSP MAINTENANCE COORD 2	C4162	\$4,365.00	\$4,569.00	4	35
TRANSP MAINTENANCE SPECIALST 1	C4151	\$3,001.00	\$3,290.00	6	22
TRANSP MAINTENANCE SPECIALST 2	C4152	\$3,974.00	\$3,781.00	38	654
TRANSP OPERATIONS SPECIALIST	C4163	\$3,781.00	\$3,781.00	17	27
TRANSP SVCS OFFICE LEADER	C0333	\$4,358.00	\$4,358.00	33	13
TRANSPORTATION MAINTENANCE SPV	X4160		\$4,742.00		4
TRANSPORTATION SVCS REP 1	C0331	\$3,139.00	\$3,290.00	150	59
TRANSPORTATION SVCS REP 2	C0332	\$3,139.00	\$3,139.00	35	27
TRANSPORTING MENTAL HLTH AIDE	C6101	\$3,359.00	\$3,134.00	12	15
TREASURER	Y1700		\$6,416.67		1
TRUCK DRIVER 1	C4401		\$3,450.00		3
TRUCK DRIVER 2	C4402		\$4,575.00		8
UTILITY AND ENERGY ANALYST 1	C1155	\$4,571.00	\$4,571.00	1	1
UTILITY AND ENERGY ANALYST 2	C1156	\$6,081.00	\$5,530.00	3	5
UTILITY AND ENERGY ANALYST 3	C1157	\$5,802.00	\$6,691.00	11	18
VEHICLE EMISSION TECHNICIAN 1	C3807	\$3,292.00	\$2,874.00	16	47
VEHICLE EMISSION TECHNICIAN 2	C3808	\$3,610.00	\$3,616.50	1	2
VETERANS SERVICE OFFICER	C0799	\$3,974.00	\$4,358.00	7	1
VETERANS TRUST OFFICER	C0784	\$3,982.50	\$4,161.00	2	1
VIDEO PRODUCER	C2176		\$5,802.00		2
VOC REHAB COUNSELOR-ENTRY	C6646	\$3,161.50	\$4,161.00	2	1
VOC REHABILITATION COUNSELOR	C6647	\$4,358.00	\$4,358.00	86	29
VOC REHABILITATION SPECIALIST	C6648	\$5,529.00	\$5,529.00	6	3

Classification by Gender

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Female	Male	Female	Male
WAGE/HOUR COMPLIANCE SPEC	C5245	\$4,286.00	\$4,791.00	6	1
WATER RESOURCE DATA TECH 1	C8510	\$2,873.00		1	
WATER RESOURCE DATA TECH 2	C8511	\$3,781.00		1	
WCB ADMIN LAW JUDGE	U7522	\$9,816.00	\$9,816.00	9	15
WCB LEGAL STAFF	C1545	\$6,872.00	\$6,582.50	6	2
WCB PRESID ADMIN LAW JUDGE	Z7560	\$10,306.00		1	
WELDER 2	C4021		\$5,516.00		5
WILDLAND FIRE DISPATCH SUPV	X8265	\$4,111.00		1	
WILDLAND FIRE DISPATCHER	C8264	\$2,855.00		1	
WILDLAND FIRE SUPERVISOR	X8258	\$4,979.00	\$4,979.00	4	29
WILDLAND FIRE SUPPRESSION SPEC	C8255		\$2,635.00		2
WORD PROCESSING TECHNICIAN 2	C0531	\$3,139.00		8	
WORD PROCESSING TECHNICIAN 3	C0532	\$3,450.00		1	
WORKERS COMP BOARD MEMBER	Z7521	\$10,306.00		4	
YOUTH CORRECTIONS UNIT COORD	C6755	\$5,245.00	\$5,245.00	7	18

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
ACCOUNTANT 1	C1215	\$4,161.00	\$3,974.00	35	5
	X1215	\$3,717.00		1	
ACCOUNTANT 2	C1216	\$4,162.00	\$4,358.00	53	7
ACCOUNTANT 3	C1217	\$5,277.00	\$5,277.00	63	9
ACCOUNTANT 4	C1218	\$6,691.00	\$5,278.50	19	6
	X1218	\$6,351.00	\$5,628.00	18	4
ACCOUNTING TECHNICIAN 1	C0210	\$2,435.00	\$3,001.00	4	1
ACCOUNTING TECHNICIAN 2	C0211	\$3,385.50	\$3,607.00	92	17
ACCOUNTING TECHNICIAN 3	C0212	\$3,781.00	\$3,536.00	144	18
	X0212	\$4,111.00		1	
ACTUARY	X1190	\$7,701.00	\$6,998.00	5	4
ADMINISTRATIVE LAW JUDGE 1	C1510	\$6,230.00	\$6,691.00	26	3
ADMINISTRATIVE LAW JUDGE 2	C1511	\$6,691.00	\$6,080.00	15	1
ADMINISTRATIVE LAW JUDGE 3	C1512	\$7,721.00	\$7,721.00	15	1
	X1512	\$8,706.50		4	
ADMINISTRATIVE SPECIALIST 1	C0107	\$3,139.00	\$3,139.00	515	89
	X0107	\$3,468.00	\$3,309.50	6	2
	C0108	\$3,636.00	\$3,607.00	372	58
ADMINISTRATIVE SPECIALIST 2	X0108	\$3,914.00	\$4,111.00	4	1
	Z0108	\$3,547.00		3	
ADULT PAROLE/PROBATION OFFICER	C6787	\$6,063.00	\$6,063.00	33	2
ADULT PROTECTIVE SERVICE SPEC	C6616	\$4,358.00	\$5,028.00	51	9
AERIAL PHOTOGRAPHER	C2540	\$4,569.00		1	
AIRCRAFT PILOT	C8222	\$5,802.00		2	
APPLICATIONS SYSTEMS MANAGER	X1412	\$8,496.00		1	
APPRAISER ANALYST 2	C0726	\$4,625.50	\$3,974.00	2	1
APPRAISER ANALYST 3	C0727	\$5,277.00		29	
APPRAISER ANALYST 4	C0728	\$7,023.00	\$7,023.00	11	1
	X0728	\$6,663.00		1	
APPRENTICESHIP REPRESENTATIVE	C4280	\$4,791.00		5	
ARCHIVIST 1	C2204	\$4,286.00		4	
ARCHIVIST 2	C2205	\$5,530.00		1	
AREA FOREST MANAGER	X8262	\$8,291.50	\$8,087.00	2	1
ASSISTANT ATTORNEY GENERAL	U7504	\$6,854.00	\$6,854.00	50	9
	Z7504	\$7,518.00	\$6,854.00	1	1
ASSOCIATE IN ENGINEERING 1	C3146	\$4,851.00	\$4,736.00	24	12
ASSOCIATE IN ENGINEERING 2	C3147	\$5,615.00	\$5,895.00	63	8
ATTORNEY GENERAL	Y1370	\$6,850.00		1	
AUTO/HEAVY EQUIP REPAIR SUPRVR	X4439	\$5,492.00		4	
AUTOMOTIVE SERVICE TECHNICIAN	C4417	\$2,435.00		5	
AUTOMOTIVE TECHNICIAN 1	C4418	\$2,999.00	\$3,290.00	5	2
AUTOMOTIVE TECHNICIAN 2	C4419	\$4,358.00	\$4,358.00	12	2
BEHAVIOR/VOCATIONAL SPEC 1	C6296	\$4,162.00	\$3,451.00	17	2
BEHAVIOR/VOCATIONAL SPEC 2	C6297	\$3,973.00	\$3,292.00	19	3
BOILER INSPECTOR	C5353	\$4,571.00		1	
BUSINESS & EMPLOYMENT SPEC 1	C6698	\$2,873.00	\$2,873.00	26	14
BUSINESS & EMPLOYMENT SPEC 2	C6699	\$3,607.00	\$3,781.00	237	111
CAPTAIN	C5557	\$7,596.50	\$7,251.00	2	3
CARPENTER	C4003	\$4,571.00	\$4,461.50	13	2
CERT OCCUPATION THERAPIST ASST	C6506	\$3,781.00	\$3,781.00	4	1
CHAPLAIN	C6680	\$5,516.00	\$5,025.00	21	3
CHEMIST 1	C3715	\$3,610.00		6	
CHEMIST 2	C3716	\$4,359.00		11	

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
CHEMIST 3	C3717	\$6,080.00	\$6,080.00	11	7
CHIEF CLINICAL DIETICIAN	X6269	\$4,518.00		1	
CHIEF CRIMINAL INVESTIGATOR	X5225	\$8,087.00		2	
CHILD NUTRITION SPECLST	C5950	\$5,277.00		15	
CHILD SUPPORT CASE MANAGER	C5129	\$3,974.00	\$3,781.00	210	37
CHILD SUPPORT CASE MGR ENTRY	C5128	\$2,756.00	\$2,756.00	33	10
CHILD SUPPORT SPECIALIST	C5132	\$4,569.00	\$3,781.00	16	5
CIVIL ENGINEERING SPECIALIST 1	C3136	\$5,348.00	\$5,348.00	84	9
CIVIL ENGINEERING SPECIALIST 2	C3137	\$5,895.00	\$5,895.00	41	8
CIVIL ENGINEERING SPECIALIST 3	C3138	\$6,824.00	\$6,824.00	41	5
CIVIL RIGHTS FIELD REP 1	C5240	\$3,001.00	\$4,161.00	1	1
CIVIL RIGHTS FIELD REP 2	C5241	\$3,781.00	\$4,175.00	7	4
CLAIMS REPRESENTATIVE 1	C5207	\$4,569.00		1	
CLAIMS REPRESENTATIVE 2	C5208	\$4,693.00		2	
CLIENT CARE SURVEYOR	C6685	\$6,080.00	\$5,539.50	57	10
CLINICAL DIRECTOR	Z7519	\$20,373.00		1	
CLINICAL DIETICIAN	C6268	\$4,574.50	\$4,161.00	6	1
CLINICAL EPIDEMIOLOGIST	C6218	\$6,380.00	\$6,380.00	1	1
CLINICAL PSYCHOLOGIST 1	C6294	\$5,277.00	\$6,080.00	4	1
CLINICAL PSYCHOLOGIST 2	C6295	\$6,380.00	\$7,023.00	27	3
COMM DISEASE INVESTIGATOR	C5902	\$4,569.00	\$4,569.00	1	2
COMMUNICATIONS SYS ANALYST 1	C2167	\$3,992.00		1	
COMMUNICATIONS SYS ANALYST 2	C2168	\$5,118.00		4	
COMMUNICATIONS SYS ANALYST 3	C2169	\$6,063.00		3	
COMMUNITY OUTREACH SPECIALIST	C6614		\$4,569.00		1
COMPLIANCE SPECIALIST 1	C5246	\$3,974.00	\$3,610.00	45	9
COMPLIANCE SPECIALIST 2	C5247	\$4,791.00	\$4,791.00	308	65
COMPLIANCE SPECIALIST 3	C5248	\$5,802.00	\$5,278.50	121	14
	X5248	\$6,046.00	\$5,492.00	9	3
CONSTRUCTION INSPECTOR	C3265	\$5,152.50		2	
CONSTRUCTION PROJECT MANAGER 1	C3267	\$5,348.00		5	
CONSTRUCTION PROJECT MANAGER 2	C3268	\$6,691.00	\$6,380.00	13	3
	C3269	\$7,017.00		7	
CONSTRUCTION PROJECT MANAGER 3	X3269	\$7,701.00	\$6,998.00	7	1
COOK 1	C9116	\$2,435.00	\$2,435.00	14	8
COOK 2	C9117	\$3,290.00	\$2,814.50	29	4
CORRECTION LIBRARY COORDINATOR	C2219	\$4,079.50	\$3,814.00	10	1
CORRECTIONAL CAPTAIN	X6780	\$7,343.00	\$7,343.00	32	7
CORRECTIONAL CORPORAL	C6776	\$4,377.00	\$4,992.00	170	26
CORRECTIONAL COUNSELOR	C6783	\$5,821.00	\$6,063.00	101	13
CORRECTIONAL HEARINGS OFFICER	C1519	\$6,985.00	\$6,985.00	7	2
CORRECTIONAL LIEUTENANT	X6779	\$6,351.00	\$6,351.00	70	11
CORRECTIONAL OFFICER	C6775	\$4,180.00	\$4,087.00	1,456	222
CORRECTIONAL SERGEANT	C6777	\$5,430.00	\$5,430.00	173	35
CORRECTIONS FOOD SERV COORD	C9120	\$4,164.00	\$3,814.00	99	17
CORRECTIONS PHYSICIAN SPECIALI	Z7514	\$18,483.00		17	
CORRECTIONS RECREATION SPEC 2	C6519	\$4,575.00	\$4,164.00	13	3
CRIMINAL FINANCIAL INVESTIGATR	C5236	\$7,818.00		1	
CRIMINAL INVESTIGATOR	C5234	\$7,818.00	\$7,446.00	11	2
CRIMINALIST 3-LTD	U7562	\$6,526.00		2	
CRIMNL JUSTICE/EMERG COMM SPEC	C1461	\$4,067.50		6	
CUSTODIAL SERVICES COORDINATOR	C4103	\$2,539.00	\$2,487.00	5	2
CUSTODIAN	C4101	\$2,360.00	\$2,486.50	93	40

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
DATA ENTRY CONTROL TECHNICIAN	C1475	\$2,882.00		2	
DATA ENTRY OPERATOR	C0501	\$2,268.00	\$2,110.00	97	16
DENTAL ASSISTANT	C6391	\$3,476.00	\$3,475.00	22	7
DENTAL HYGIENIST	C6396	\$5,277.00		1	
DENTIST	U7510	\$13,398.00	\$13,772.00	11	5
DEPT/CORRECTIONS INSPECTOR 2	C5238	\$6,063.00	\$6,063.00	11	1
DEPT/CORRECTIONS INSPECTOR 3	X5239	\$6,057.50	\$6,351.00	4	2
DEPUTY CHIEF INVESTMNT OFCR	X1236	\$19,406.00		1	
DEPUTY FIRE CHIEF	X5554	\$7,897.00		2	
DEPUTY STATE FIRE MARSHAL	C5561	\$6,081.00	\$6,381.00	7	1
DEPUTY STATE MEDICAL EXAMINER	Z7507	\$15,214.00		3	
DIETETIC TECHNICIAN	C6380		\$2,360.00		1
DISABILITY ANALYST 1	C5926	\$3,450.00	\$3,971.00	30	4
DISABILITY ANALYST 2	C5927	\$4,569.00	\$5,277.00	88	12
DISTRICT ATTORNEY	Y1960	\$8,274.00	\$8,274.00	33	2
DISTRICT FOREST MANAGER	X8261	\$7,343.00		11	
DISTRICT VETERINARIAN	C6440	\$5,802.00		3	
DOJ CLAIMS EXAMINER	C5923	\$4,569.00		5	
EAB LEGAL STAFF	C1543	\$5,277.00		4	
ECONOMIST 1	C1161	\$4,791.00	\$4,791.00	12	1
ECONOMIST 2	C1162	\$5,802.00		9	
ECONOMIST 3	C1163	\$6,230.00		6	
ECONOMIST 4	C1164	\$7,900.00		4	
	X1164	\$6,998.00	\$8,087.00	15	2
EDUCATION PROGRAM SPECIALIST 1	C2300	\$6,691.00		4	
EDUCATION PROGRAM SPECIALIST 2	C2301	\$7,721.00	\$7,023.00	55	11
	X2301	\$7,522.00		2	
ELECTRICAL INSPECTOR	C5355	\$5,530.00		3	
ELECTRICIAN 1	C4007	\$4,570.00		2	
ELECTRICIAN 2	C4008	\$5,529.00	\$5,529.00	53	5
ELECTRICIAN 3	C4009	\$6,080.00		13	
	X4009	\$6,351.00		2	
ELECTRONIC PUB DESIGN SPEC 1	C2510	\$3,528.50	\$3,607.00	10	1
ELECTRONIC PUB DESIGN SPEC 2	C2511	\$4,161.00	\$4,161.00	11	1
ELECTRONIC PUB DESIGN SPEC 3	C2512	\$4,791.00	\$4,476.00	19	4
ELEVATOR INSPECTOR	C5342	\$5,277.00		9	
EMPLOYMENT ADJUDICATOR	C6693	\$4,161.00	\$4,791.00	73	19
ENGINEERING SPECIALIST 1	C3105	\$3,299.50		4	
ENGINEERING SPECIALIST 2	C3106	\$3,992.00	\$4,120.50	57	4
ENGINEERING SPECIALIST 3	C3107	\$5,094.00	\$5,094.00	61	7
ENGINEERING TECHNICIAN 2	C3110		\$2,756.00		1
ENGINEERING TECHNICIAN 3	C3111	\$3,982.50		2	
ENVIRONMENTAL ENGINEER 2	C3411	\$5,941.50		10	
ENVIRONMENTAL ENGINEER 3	C3412	\$7,329.00	\$7,163.50	27	2
ENVIRONMENTAL HLTH SPECIALST 3	C3819	\$5,539.50	\$4,791.00	14	1
ENVIRONMENTAL LAW SPECIALIST	C5750	\$6,081.00		7	
ENVIRONMENTAL PROGRAM COORD 1	C3845	\$3,804.00		1	
ENVIRONMENTAL PROGRAM COORD 2	C3846	\$6,190.00	\$6,190.00	23	1
ENVIRONMENTAL PROGRAM COORD 3	C3847	\$6,824.00	\$6,824.00	31	2
ENVIRONMENTAL SPECIALIST 1	C3820	\$3,973.00		1	
EPIDEMIOLOGIST 1	C6216	\$4,358.00	\$5,802.00	3	1
EPIDEMIOLOGIST 2	C6217	\$6,080.00	\$6,380.00	13	1
EQUIPMENT OPERATOR	C4422	\$3,974.00		19	

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
ERB MEDIATOR	C1542	\$7,747.00		2	
EXECUTIVE ASSISTANT	X0830	\$5,764.00		1	
	Z0830	\$4,979.00	\$4,742.00	21	4
EXECUTIVE SUPPORT SPECIALIST 1	C0118	\$3,450.00	\$3,214.50	94	12
	X0118	\$3,394.50	\$3,632.00	4	2
	Z0118	\$3,547.00	\$3,072.00	7	1
	C0119	\$3,973.00	\$3,790.50	70	4
EXECUTIVE SUPPORT SPECIALIST 2	X0119	\$4,013.00	\$3,468.00	48	6
	Z0119	\$3,915.00	\$3,547.00	43	10
EXPERIMENTAL BIOLOGY AIDE	C3769	\$2,360.00	\$2,188.00	65	3
FACILITIES ENGINEER 1	C3251	\$5,277.00		1	
FACILITIES ENGINEER 2	C3252	\$5,530.00		1	
FACILITIES ENGINEER 3	C3253	\$7,023.00	\$5,941.00	9	2
FACILITY ENERGY TECHNICIAN 1	C4032		\$2,756.00		1
FACILITY ENERGY TECHNICIAN 2	C4033	\$4,161.00	\$4,482.00	41	2
FACILITY ENERGY TECHNICIAN 3	C4034	\$5,028.00	\$5,028.00	24	3
FACILITY ENERGY TECHNICIAN 4	C4035	\$5,529.00		2	
FACILITY MAINTENANCE SPEC	C4012	\$3,781.00	\$3,290.00	102	11
FACILITY OPERATIONS SPEC 1	C4014	\$4,680.00		20	
FACILITY OPERATIONS SPEC 2	C4015	\$5,403.00	\$5,403.00	14	2
FINANCIAL ENFORCEMENT OFFICER	C1547	\$5,802.00	\$5,941.00	7	2
FINANCIAL EXAMINER 1	C5675	\$4,365.00		8	
FINANCIAL EXAMINER 2	C5676	\$5,802.00	\$5,080.00	9	2
FINANCIAL EXAMINER 3	C5677	\$6,246.50	\$6,691.00	6	2
	X5677	\$6,998.00		1	
FINANCIAL INVESTIGATOR 1	C5235	\$5,028.00		11	
FINGERPRINT TECHNICIAN	C3786	\$2,936.50	\$2,936.50	10	2
FIREFIGHTER	C5555	\$6,159.00	\$5,760.00	21	4
FISCAL ANALYST 1	C1243	\$4,161.00	\$3,608.00	27	8
FISCAL ANALYST 2	C1244	\$5,522.50	\$5,529.00	70	14
	X1244	\$5,764.00	\$5,231.00	2	1
FISCAL ANALYST 3	C1245	\$6,380.00	\$6,358.00	47	7
	X1245	\$6,351.00	\$6,351.00	25	3
FISCAL AUDITOR 1	C5641	\$4,575.00	\$4,680.50	4	2
FISCAL AUDITOR 2	C5642	\$5,529.00		1	
FISH & W/L TECH SENIOR	C8342	\$3,450.00		55	
FISH & WILDLIFE SUPERVISOR	X8343	\$4,305.00	\$3,547.00	10	1
FISH & WILDLIFE TECH COORD	C8346	\$3,824.00		2	
FISH & WILDLIFE TECH ENTRY	C8340	\$2,188.00		1	
FISH & WILDLIFE TECHNICIAN	C8341	\$3,001.00	\$3,528.50	121	2
FISH AND WILDLIFE MANAGER 1	X8344	\$4,742.00	\$4,768.00	23	2
FISH AND WILDLIFE MANAGER 2	X8345	\$5,492.00		15	
FOOD SERVICE MANAGER 1	X9105	\$4,305.00		9	
FOOD SERVICE MANAGER 2	X9107	\$4,874.50		2	
FOOD SERVICE WORKER 2	C9101	\$2,188.00	\$2,268.00	31	16
FOOD SERVICE WORKER 3	C9102	\$2,449.00	\$2,268.00	8	1
FORCE PROTECTION LEADER	C5521	\$4,162.00		2	
FORCE PROTECTION OFFICER	C5519	\$3,609.00	\$3,781.00	8	1
FORENSIC LAB SUPP SPECIALIST	C0803	\$3,451.00		6	
FORENSIC SCIENTIST 1	C3791	\$5,659.00	\$5,131.00	62	3
FORENSIC SCIENTIST 2	C3792	\$6,640.00		1	
FORENSIC SCIENTIST - ENTRY	C3790	\$4,372.00		11	
FOREST INMATE CREW COORDINATOR	C8218	\$3,774.00	\$3,974.00	13	2

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
FOREST MANAGEMENT TECHNICIAN	C8211	\$2,873.00		5	
FOREST MANAGER 1	X8259	\$5,492.00		23	
FOREST MANAGER 2	X8260	\$6,046.00		25	
FOREST OFFICER	C8257	\$4,349.00	\$3,953.00	21	1
FORESTRY NURSERY WORKER 3	C8203	\$2,360.00		1	
GENERAL MAINTENANCE MECHANIC	C4409	\$3,457.50		2	
GEOLOGIST 1	C3520	\$3,449.00		1	
GEOLOGIST 2	C3521	\$5,615.00		10	
GEOLOGIST 3	C3522	\$6,190.00		6	
GEOLOGIST 4	C3523	\$6,824.00		3	
GEOTECHNICAL DRILLING SPEC 1	C4240	\$2,979.00		1	
GEOTECHNICAL DRILLING SPEC 2	C4241	\$4,192.00		1	
GOVERNMENTAL AUDITOR 1	C5646	\$4,680.00	\$3,781.00	2	1
GOVERNMENTAL AUDITOR 2	C5647	\$4,574.50	\$5,529.00	16	2
GOVERNMENTAL AUDITOR 3	C5648	\$5,802.00		3	
	X5648	\$5,628.00		4	
GOVERNMENTAL AUDITOR (ENTRY)	C5645	\$2,756.00		1	
GOVERNOR	Y1210	\$8,216.67		1	
GROUPS MAINTENANCE WORKER 1	C4109	\$2,587.50	\$2,756.00	6	1
GROUPS MAINTENANCE WORKER 2	C4110	\$3,321.00		19	
GROUP LIFE COORDINATOR 1	C6750	\$2,595.50		2	
GROUP LIFE COORDINATOR 2	C6751	\$3,953.00	\$3,953.00	285	84
GROUP LIFE COORDINATOR 3	C6752	\$3,711.50		4	
GROUP LIFE SUPERVISOR	X6754	\$4,314.50	\$4,518.00	2	3
HABILITATIVE TRAINING TECH 2	C6726	\$3,292.00	\$3,292.00	19	11
HAIRDRESSER	C9300	\$2,818.50		2	
HEALTH CARE INVESTIGTR/ADVISR	C5911	\$7,132.00		6	
HEALTH FACILITIES CONSULTANT	X3618	\$6,354.50		2	
HEALTH SERVICES TECHNICIAN	C6138	\$4,170.00	\$4,170.00	13	5
HEAVY EQUIPMENT TECHNICIAN 1	C4437	\$4,958.00		35	
HEAVY EQUIPMENT TECHNICIAN 2	C4438	\$5,529.00		39	
HR CONSULTANT 1	X1326	\$6,830.50		6	
HR CONSULTANT 2	X1327	\$6,998.00		7	
HUMAN RESOURCE ANALYST 1	X1320	\$4,305.00	\$4,348.00	47	2
HUMAN RESOURCE ANALYST 2	X1321	\$4,979.00	\$4,979.00	40	11
HUMAN RESOURCE ANALYST 3	X1322	\$6,351.00	\$6,663.00	75	11
HUMAN RESOURCE ASSISTANT	X1319	\$3,468.00	\$3,717.00	22	3
HUMAN SERVICES ASSISTANT 2	C6606	\$2,873.00	\$3,070.00	50	10
HUMAN SERVICES CASE MANAGER	C6630	\$3,781.00	\$3,607.00	377	175
HUMAN SERVICES SPECIALIST 1	C6657	\$2,636.00	\$2,538.00	257	166
HUMAN SERVICES SPECIALIST 2	C6658	\$3,290.00	\$3,290.00	34	8
HUMAN SERVICES SPECIALIST 3	C6659	\$3,290.00	\$3,139.00	523	301
HUMAN SERVICES SPECIALIST 4	C6660	\$3,974.00	\$4,161.00	58	25
INDUSTRIAL HYGIENIST 2	C5706	\$4,463.50	\$5,665.50	6	2
INDUSTRIAL HYGIENIST 3	C5707	\$6,380.00	\$5,941.00	14	2
INDUSTRIAL HYGIENIST 4	C5708	\$7,023.00	\$7,023.00	15	1
INFO SYSTEMS SPECIALIST 1	C1481	\$3,212.00		4	
INFO SYSTEMS SPECIALIST 2	C1482	\$4,185.00	\$3,480.00	20	3
INFO SYSTEMS SPECIALIST 3	C1483	\$4,173.00	\$3,811.00	81	13
INFO SYSTEMS SPECIALIST 4	C1484	\$4,738.50	\$5,197.00	180	22
INFO SYSTEMS SPECIALIST 5	C1485	\$5,555.50	\$5,295.50	206	30
INFO SYSTEMS SPECIALIST 6	C1486	\$6,500.00	\$6,501.00	213	33
	X1486	\$5,267.00		1	

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
INFO SYSTEMS SPECIALIST 7	C1487	\$7,197.00	\$7,196.00	249	36
INFO SYSTEMS SPECIALIST 8	C1488	\$7,850.00	\$7,850.00	184	40
	X1488	\$8,003.00	\$8,003.00	4	1
INSTITUTION REGISTERED NURSE	C6214	\$6,153.00	\$5,739.50	176	20
INSTITUTION TEACHER-MA	C2320	\$4,282.00		7	
INSURANCE EXAMINER	C5748	\$6,691.00	\$6,691.00	11	2
INSURANCE EXAMINER ENTRY	C5747	\$5,529.00	\$4,791.00	1	1
INTERNAL AUDITOR 1	X5616		\$4,518.00		1
INTERNAL AUDITOR 2	X5617	\$5,231.00	\$5,638.50	6	2
INTERNAL AUDITOR 3	X5618	\$6,663.00	\$6,351.00	15	1
INVESTIGATOR 1	C5231	\$3,607.00		1	
INVESTIGATOR 2	C5232	\$3,974.00		20	
	X5232	\$3,389.00		1	
INVESTIGATOR 3	C5233	\$4,791.00	\$5,277.00	51	14
	X5233	\$4,742.00		17	
INVESTMENT OFFICER	X1242	\$12,523.00	\$13,805.00	7	1
JUVENILE PAROLE/PROB ASSISTNT	C6633	\$4,398.00		10	
JUVENILE PAROLE/PROB OFFICER	C6634	\$5,927.00	\$5,785.00	50	18
JV PROB/SOC SV OF/JV COR COUNS	C6632	\$4,594.50	\$5,028.00	2	6
LABOR COMMISSIONER	Y8390	\$6,416.67		1	
LABORATORY TECHNICIAN 1	C6810	\$2,363.00		2	
LABORATORY TECHNICIAN 2	C6811	\$3,000.00		14	
LABORER/STUDENT WORKER	C4116	\$2,188.00	\$2,360.00	13	3
LATENT PRINT EXAMINER	C3789	\$5,924.00		5	
LEGAL SECRETARY	C0110	\$3,139.00	\$3,001.00	72	15
	X0110	\$3,175.50	\$3,717.00	2	1
LIBRARIAN	C2220	\$5,529.00	\$4,569.00	9	2
LICENSED PHYSICAL THERAPY ASST	C6502	\$3,781.00		1	
LICENSED PRACTICAL NURSE	C6135	\$3,767.00	\$3,688.00	72	14
LICENSED RESPIRATORY CARE TECH	C6550	\$4,571.00	\$4,571.00	1	1
LIEUTENANT	C5556	\$6,719.00	\$6,719.00	9	1
LIQUOR DISTRIBUTION EQUIP OPER	C4139	\$2,878.00	\$2,757.00	6	6
LIQUOR DISTRIBUTION WORKER 1	C4137	\$2,455.00	\$2,644.00	11	6
LIQUOR DISTRIBUTION WORKER 2	C4138	\$3,451.00	\$3,610.00	13	1
LIQUOR REGULATORY SPECIALIST	C5723	\$4,571.00	\$4,359.00	34	9
LIVESTOCK BRAND INSPECTOR	C5420	\$3,001.00		1	
LOAN SPECIALIST 1	C1001	\$4,161.00		6	
LOAN SPECIALIST 2	C1002	\$4,569.00		10	
LOAN SPECIALIST 3	C1003	\$6,081.00	\$6,246.50	17	2
MACHINIST	C4018	\$5,028.00		4	
MAIL DELIVERY DRIVER	C4404	\$3,001.00	\$2,647.00	13	2
MAIL EQUIPMENT OPERATOR 1	C0403	\$2,530.50		4	
MAIL EQUIPMENT OPERATOR 2	C0404	\$3,257.50	\$2,636.00	10	1
MAIL SERVICES ASSISTANT	C0405	\$2,360.00		5	
MAINTENANCE & OPERATIONS SUPV	X4046	\$5,492.00	\$5,394.00	23	2
MANUAL ARTS INSTRUCTOR	C2304	\$3,370.00		8	
MEDICAL CONSULTANT	U7538	\$10,309.00	\$8,833.50	7	2
MEDICAL LAB TECHNOLOGIST	C6823	\$5,028.00		3	
MEDICAL LABORATORY TECH 1	C6820	\$3,153.50		4	
MEDICAL LABORATORY TECH 2	C6821	\$4,161.00	\$3,607.00	1	3
MEDICAL RECORDS SPECIALIST	C0015	\$3,888.00		10	
MEDICAL REVIEW COORDINATOR	C6210	\$6,153.00		9	
MEDICAL TRANSCRIPTIONIST 2	C0011	\$2,873.00	\$2,636.00	5	1

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
MENTAL HEALTH REGISTERED NURSE	C6208	\$6,153.00	\$6,153.00	245	43
MENTAL HEALTH SECURITY TECH	C6708	\$3,284.00	\$3,863.50	48	12
MENTAL HEALTH SPECIALIST	C6531	\$4,161.00	\$4,161.00	27	3
MENTAL HEALTH SUPERVISING RN	X6209	\$6,663.00	\$6,351.00	37	5
MENTAL HEALTH THERAPIST 1	C6711	\$3,601.00	\$3,284.00	71	20
MENTAL HEALTH THERAPIST 2	C6712	\$3,601.00	\$3,601.00	151	62
MENTAL HEALTH THERAPY COORD	C6718	\$4,396.00	\$3,434.00	11	1
MENTAL HEALTH THERAPY TECH	C6710	\$2,994.00	\$2,855.00	620	227
MICROBIOLOGIST 1	C3779	\$3,781.00	\$3,607.00	4	1
MICROBIOLOGIST 2	C3780	\$5,277.00	\$5,277.00	9	7
MICROBIOLOGIST 3	C3781	\$5,802.00	\$5,802.00	11	1
MOTOR CARRIER ENFORCMNT OFCR 1	C5857	\$3,607.00	\$3,781.00	43	9
MOTOR CARRIER ENFORCMNT OFCR 2	C5858	\$4,161.00	\$3,607.00	5	1
NATURAL RESOURCE SPECIALIST 1	C8501	\$3,607.00	\$3,607.00	126	7
NATURAL RESOURCE SPECIALIST 2	C8502	\$4,569.00	\$4,358.00	271	13
NATURAL RESOURCE SPECIALIST 3	C8503	\$5,529.00	\$5,152.50	320	16
NATURAL RESOURCE SPECIALIST 4	C8504	\$6,683.00	\$6,683.00	194	17
	X8504	\$6,663.00	\$6,998.00	10	1
NATURAL RESOURCE SPECIALIST 5	C8505	\$7,329.00		15	
	X8505	\$7,701.00		4	
NURSE MANAGER	X6241	\$7,701.00	\$7,522.00	53	2
NURSE PRACTITIONER	C6255	\$8,040.00	\$8,426.00	18	1
NUTRITION CONSULTANT	C5955	\$6,380.00		7	
OCCUPATIONAL SFTY SPECIALIST 2	C5710	\$4,569.00	\$4,161.00	5	1
OCCUPATIONAL SFTY SPECIALIST 3	C5711	\$6,380.00	\$6,380.00	38	4
OCCUPATIONAL THERAPIST	C6508	\$5,802.00	\$5,049.00	14	2
OFFICE ASSISTANT 2	C0102	\$2,486.50	\$2,110.00	38	1
OFFICE COORDINATOR	C0801	\$3,001.00	\$3,023.00	76	6
OFFICE MANAGER 1	X0805	\$3,915.00	\$3,915.00	6	1
OFFICE MANAGER 2	X0806	\$3,915.00	\$4,305.00	49	9
OFFICE MANAGER 3	X0807	\$4,013.00	\$4,742.00	16	7
	Z0807	\$4,979.00	\$4,305.00	1	1
OFFICE SPECIALIST 1	C0103	\$2,538.00	\$2,435.00	249	71
	C0104	\$2,907.00	\$2,756.00	1,302	263
OFFICE SPECIALIST 2	X0104	\$3,072.00	\$3,389.00	3	1
	Z0104	\$3,389.00		1	
	C0870	\$4,161.00	\$3,974.00	134	18
OPERATIONS & POLICY ANALYST 1	X0870	\$4,111.00		5	
	Z0870	\$4,979.00	\$4,742.00	4	1
	C0871	\$5,028.00	\$5,147.50	291	42
OPERATIONS & POLICY ANALYST 2	X0871	\$5,231.00	\$5,231.00	15	3
	Z0871	\$5,764.00		3	
OPERATIONS & POLICY ANALYST 3	C0872	\$6,080.50	\$5,529.00	300	40
	X0872	\$6,351.00	\$6,351.00	140	27
OPERATIONS & POLICY ANALYST 4	C0873	\$7,023.00		14	
	X0873	\$7,343.00	\$7,701.00	197	21
	Z0873	\$6,830.50		2	
OSP CAPTAIN	Z7574	\$8,917.00	\$9,401.00	7	2
OSP LIEUTENANT	Z7573	\$8,706.50		32	
OSP MAJOR	Z7575	\$10,139.50	\$9,822.00	2	1
OSP SUPERINTENDENT	Z7577	\$12,709.00		1	
OSP TELECOMMUNICATOR 1	C0313	\$4,127.00		3	
OSP TELECOMMUNICATOR 2	C0314	\$4,068.00	\$4,142.50	44	2

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
OSP TROOPER	U7555	\$5,480.00	\$5,701.00	358	21
PAINTER	C4001	\$4,687.00	\$4,569.00	12	1
PARALEGAL	C1524	\$4,259.50	\$4,161.00	56	15
PARK DISTRICT MANAGER 2	X8438	\$7,343.00	\$7,343.00	7	2
PARK MANAGER 1	X8441	\$4,518.00		10	
PARK MANAGER 2	X8442	\$5,492.00		16	
PARK MANAGER 3	X8443	\$6,046.00		8	
PARK RANGER 1	C8434	\$3,139.00	\$3,290.00	67	3
PARK RANGER 2	C8435	\$3,528.50	\$4,161.00	62	1
PARK RANGER 3	C8436	\$3,974.00	\$3,139.00	19	1
PARK RANGER ASSISTANT	C8433	\$2,634.00		1	
PARK RANGER SUPERVISOR	X8440	\$4,518.00		8	
PARK REGION MANAGER	X8439	\$8,087.00		3	
PARKING SERVICES REPRESENTATIV	C5550	\$2,360.00		1	
PARTS SPECIALIST 2	C0783	\$3,450.00		9	
PASTORAL EDUCATION COORDINATOR	X2380	\$5,492.00	\$5,492.00	1	1
PHARMACIST	C6260	\$10,309.00	\$10,309.00	18	4
PHARMACY MANAGER 1	X6264	\$10,306.00		3	
PHARMACY MANAGER 2	X6265	\$13,147.00		1	
PHARMACY TECHNICIAN 1	C6385	\$2,907.00	\$3,321.00	9	1
PHARMACY TECHNICIAN 2	C6386	\$3,139.00	\$3,139.00	26	4
PHYSCL/ELECTRNC SECRTY TECH 1	C4037	\$3,702.00		7	
PHYSCL/ELECTRNC SECRTY TECH 2	C4038	\$3,984.00	\$4,569.00	2	1
PHYSCL/ELECTRNC SECRTY TECH 3	C4039	\$5,267.00	\$5,028.00	17	1
PHYSICAL THERAPIST	C6503	\$6,380.00		1	
PHYSICIAN SPECIALIST	U7517	\$17,833.00	\$17,409.00	13	8
PLANNER 1	C1096	\$3,448.00	\$3,992.00	1	1
PLANNER 2	C1097	\$4,851.00		8	
PLANNER 3	C1098	\$6,381.00	\$6,661.50	41	2
	X1098	\$6,663.00		1	
PLANNER 4	C1099	\$7,329.00	\$7,017.00	12	1
	X1099	\$7,343.00	\$6,351.00	3	1
PLANS EXAMINER 2	C5344	\$5,034.00		2	
PLUMBER	C4005	\$5,025.00	\$5,821.00	17	2
PLUMBING INSPECTOR	C5354	\$4,944.50		2	
POLICY AND BUDGET ANALYST	X1143	\$8,917.00		10	
PREADMISSIONS SCREENING SPEC	C6684	\$4,569.00	\$4,358.00	39	3
PRINCIPAL EXECUTIVE/MANAGER A	X7000	\$4,742.00	\$4,135.00	77	8
	X7002	\$4,979.00	\$4,979.00	241	49
PRINCIPAL EXECUTIVE/MANAGER B	Z7002	\$5,764.00	\$3,915.00	1	1
	X7004	\$5,764.00	\$6,046.00	400	55
PRINCIPAL EXECUTIVE/MANAGER C	Z7004	\$6,444.00		11	
	X7006	\$6,998.00	\$6,998.00	363	39
PRINCIPAL EXECUTIVE/MANAGER D	Z7006	\$7,343.00	\$7,343.00	14	1
	X7008	\$8,087.00	\$7,701.00	367	30
PRINCIPAL EXECUTIVE/MANAGER E	Z7008	\$8,087.00	\$8,086.00	48	7
	X7010	\$8,917.00	\$8,917.00	211	30
PRINCIPAL EXECUTIVE/MANAGER F	Z7010	\$8,917.00	\$8,917.00	94	24
	X7012	\$9,822.00	\$9,354.00	38	5
PRINCIPAL EXECUTIVE/MANAGER G	Z7012	\$10,306.00	\$10,306.00	115	13
	X7014	\$11,362.00		6	
PRINCIPAL EXECUTIVE/MANAGER H	Z7014	\$11,362.00	\$11,362.00	91	11

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
PRINCIPAL EXECUTIVE/MANAGER I	X7016	\$12,523.00		1	
	Z7016	\$12,523.00		25	
PRINCIPAL EXECUTIVE/MANAGER J	Z7018	\$14,363.50		8	
PRINT SERVICES TECHNICIAN	C2446	\$3,450.00		10	
PRINTING PRODUCTION COORD	C2475	\$4,791.00		3	
PROCUREMENT & CONTRACT SPEC 1	C0436	\$4,275.00	\$4,192.00	20	1
PROCUREMENT & CONTRACT SPEC 2	C0437	\$5,152.50	\$5,277.00	54	5
PROCUREMENT & CONTRACT SPEC 3	C0438	\$6,080.00	\$5,152.50	74	6
	X0438	\$6,663.00		2	
PROCUREMENT AND CONTRACT ASST	C0435	\$3,294.50	\$3,082.00	30	2
PROFESSIONAL ENGINEER 1	C3148	\$7,166.00	\$7,166.00	105	15
PROFESSIONAL ENGINEER 2	C3149	\$8,297.00	\$8,297.00	53	8
	X3149	\$8,496.00		16	
PROFESSIONAL LAND SURVEYOR 1	C3144	\$6,344.50		10	
PROFESSIONAL LAND SURVEYOR 2	C3145	\$7,525.00	\$7,525.00	12	1
PROGRAM ANALYST 1	C0860	\$4,569.00	\$4,358.00	121	29
	X0860	\$4,979.00		1	
PROGRAM ANALYST 2	C0861	\$5,061.00	\$5,028.00	274	50
	X0861	\$5,105.00	\$6,046.00	10	3
	Z0861		\$6,046.00		1
PROGRAM ANALYST 3	C0862	\$5,941.00	\$6,380.00	114	9
	X0862	\$6,351.00	\$5,492.00	25	2
PROGRAM ANALYST 4	C0863	\$6,381.00	\$6,276.50	16	2
	X0863	\$7,343.00	\$7,343.00	31	6
PROJECT MANAGER 1	C0854	\$4,791.00	\$4,260.50	18	4
	X0854		\$4,742.00		1
PROJECT MANAGER 2	C0855	\$6,380.00	\$6,080.00	35	3
	X0855	\$6,046.00	\$6,663.00	5	1
PROJECT MANAGER 3	C0856	\$6,380.00	\$5,802.00	8	1
	X0856	\$6,998.00	\$6,847.00	19	2
PSYCHIATRIC SOCIAL WORKER	C6720	\$4,803.00	\$5,277.00	97	11
PUBLIC ADMINISTRATIVE TRAINEE	X1178	\$4,111.00		1	
PUBLIC AFFAIRS SPECIALIST 1	C0864	\$4,791.00	\$4,382.00	15	4
	Z0864	\$3,915.00	\$4,111.00	1	1
PUBLIC AFFAIRS SPECIALIST 2	C0865	\$5,802.00	\$6,080.00	35	4
	X0865	\$5,628.00	\$6,663.00	6	1
PUBLIC AFFAIRS SPECIALIST 3	C0866	\$6,691.00		9	
	X0866	\$7,170.50	\$7,343.00	30	1
	Z0866	\$7,343.00		4	
PUBLIC HEALTH EDUCATOR 1	C2327	\$3,781.00		1	
PUBLIC HEALTH EDUCATOR 2	C2328	\$4,358.00		19	
PUBLIC HEALTH NURSE 2	C6229	\$7,023.00		11	
PUBLIC HEALTH PHYSICIAN 1	Z7571	\$8,087.00		1	
PUBLIC HEALTH PHYSICIAN 2	Z7572	\$11,362.00		7	
PUBLIC HEALTH TOXICOLOGIST	C3432	\$4,791.00		1	
PUBLIC SAFETY TRAINING SPEC 1	C1347	\$5,277.00		7	
PUBLIC SAFETY TRAINING SPEC 2	C1348	\$6,528.00	\$6,682.00	26	1
PUBLIC SERVICE REP 2	C0322	\$2,673.50	\$2,435.00	12	5
PUBLIC SERVICE REP 3	C0323	\$2,538.00	\$2,435.00	164	51
PUBLIC SERVICE REP 4	C0324	\$3,291.00	\$3,450.00	102	25
	Z0324	\$3,547.00	\$3,384.50	3	2
RADIOLOGIC TECHNOLOGIST	C6348	\$4,361.00	\$3,475.00	3	1
RAIL COMPLIANCE SPECIALIST	C5832	\$5,895.00		13	

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
RECORDS MANAGEMENT ANALYST 1	C2202	\$3,695.00	\$3,609.00	2	1
RECORDS MANAGEMENT ANALYST 2	C2203	\$5,530.00		1	
RECREATIONAL SPECIALIST	C6520	\$2,942.00	\$3,070.00	21	6
RECREATIONAL VEH/PARKS INSPECT	C5346	\$5,028.00		3	
REHAB INST FOR THE BLIND	C2333	\$4,791.00		10	
REHABILITATION INDUSTRIES REP	C0427	\$3,632.00		2	
REHABILITATION THERAPIST	C6521	\$4,358.00	\$3,694.00	22	4
REHABILITATION THERAPY PRG MGR	X6524	\$5,361.50		2	
RESEARCH ANALYST 1	C1115	\$3,607.00	\$2,873.00	9	1
RESEARCH ANALYST 2	C1116	\$3,973.00	\$4,199.00	29	2
RESEARCH ANALYST 3	C1117	\$4,909.50	\$5,277.00	70	13
RESEARCH ANALYST 4	C1118	\$6,380.00	\$6,080.00	51	17
	X1118	\$6,046.00	\$5,231.00	3	1
RETIREMENT COUNSELOR 1	C0841	\$3,607.00	\$3,450.00	53	10
RETIREMENT COUNSELOR 2	C0842	\$4,067.50	\$3,528.50	32	6
REVENUE AGENT 1	C5110	\$2,873.00	\$2,636.00	147	32
REVENUE AGENT 2	C5111	\$3,290.00	\$3,214.50	29	6
REVENUE AGENT 3	C5112	\$4,067.50	\$3,450.00	28	12
RIGHT-OF-WAY AGENT 1	C0761	\$4,972.50	\$5,258.00	12	2
RIGHT-OF-WAY AGENT 2	C0762	\$6,499.00	\$5,895.00	23	1
RN EPIDEMIOLOGIST	C6219	\$7,414.50		2	
	X6219	\$7,190.00		1	
SAFETY SPECIALIST 1	C1345	\$4,569.00		5	
SAFETY SPECIALIST 2	C1346	\$5,415.00	\$4,162.00	2	1
	X1346	\$5,231.00	\$4,860.50	11	4
SCIENTIFIC INSTRUMENT TECH	C4339	\$4,162.00	\$4,162.00	5	1
SEAMSTER	C9201	\$3,290.00		3	
SECRETARY OF STATE	Y1650	\$6,416.67		1	
SECURITIES EXAMINER	C5671	\$4,751.50		4	
SERGEANT	U7556	\$6,923.00	\$8,008.00	67	9
SHIPPING POINT INSP ASST MGR	X5453	\$4,111.00		1	
SHIPPING POINT INSPECTOR 2	C5451	\$3,607.00		1	
SIGN TECHNICIAN 1	C4131	\$3,290.00	\$3,974.00	3	1
SOCIAL SERVICE ASSISTANT	C6609	\$3,139.00	\$3,290.00	127	51
SOCIAL SERVICE SPECIALIST 1	C6612	\$4,161.00	\$3,974.00	1,001	241
SOCIAL SERVICES SPECIALIST 2	C6613	\$5,277.00	\$5,529.00	11	6
SR ASSISTANT ATTORNEY GENERAL	U7505	\$10,572.00	\$11,096.00	148	13
	Z7505	\$10,572.00		3	
SR INVESTMNT OFCR FIXED INCOME	X1233		\$19,406.00		1
SR INVESTMNT OFCR REAL ESTATE	X1232	\$18,944.50	\$20,376.00	2	1
STATE AUDIT MANAGER	X5687	\$9,822.00		6	
STATE AUDITOR 1	C5681	\$3,989.00		1	
STATE AUDITOR 2	C5682	\$4,603.00	\$4,392.50	20	2
STATE AUDITOR 3	C5683	\$5,905.00	\$6,046.00	10	1
STATE AUDITOR 4	C5684	\$7,701.00	\$7,343.00	8	1
STATE LABOR RELATIONS MANAGER	X1324	\$8,502.00	\$7,343.00	4	1
STATE LIBRARY SPECIALIST 1	C0251	\$2,268.00		3	
STATE LIBRARY SPECIALIST 2	C0252	\$3,139.00		7	
STATE MEDICAL EXAMINER	Z7508	\$17,606.00		1	
STATE PROCUREMENT ANALYST	C0770	\$6,080.00	\$6,691.00	16	1
STATE VETERINARIAN	X6441	\$7,343.00		2	
STRUCTURAL/MECHANICAL INSPECTO	C5345	\$4,719.50		2	
STUDENT PROF/TECH WORKER	C0150	\$2,268.00		1	

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
SUPERVISING ACCOUNTANT	X1219	\$4,979.00		1	
SUPERVISING COOK	X9119	\$3,717.00		9	
SUPERVISING DENTIST A	Z7511	\$8,496.00		1	
SUPERVISING PHYSICIAN	Z7518	\$16,771.00	\$16,771.00	3	3
SUPERVISING RN	X6240		\$6,663.00		1
SUPPLY SPECIALIST 1	C0758	\$2,636.00	\$2,636.00	11	1
SUPPLY SPECIALIST 2	C0759	\$4,161.00	\$3,805.00	79	8
SUPPORT SERVICES SUPERVISOR 2	X0113	\$3,389.00	\$2,929.00	28	3
SUPPORT SERVICES SUPERVISOR 3	X0114	\$3,915.00		7	
SUPV DEPUTY STATE FIRE MARSHAL	X5562	\$7,522.00		2	
SUPV EXECUTIVE ASSISTANT	X0833	\$5,764.00	\$4,518.00	8	1
	Z0833	\$4,642.00	\$5,231.00	2	1
SUPV FISH/WILDLIFE BIOLOGIST	X3775	\$6,046.00	\$6,046.00	49	2
SUPV LIVESTOCK BRAND INSPECTOR	X5423	\$4,305.00		3	
SUPV TEACHER SPEC SCHOOLS-MA	Z7544	\$5,844.00		1	
SYSTEMS & PROGRAMMING SUPV 2	X1411	\$6,663.00		1	
TAX AUDITOR 1	C5631	\$3,974.00	\$3,974.00	35	12
TAX AUDITOR 2	C5632	\$5,277.00	\$5,277.00	54	14
TAX AUDITOR/ENTRY	C5630	\$2,873.00	\$2,937.00	28	12
TEACHER SPECIAL SCHOOLS-BA	U7545	\$3,937.00		2	
TEACHER SPECIAL SCHOOLS-MA	U7546	\$5,148.00	\$5,821.00	13	1
TEST COORDINATOR	C6298	\$3,271.50	\$3,995.00	2	1
TRAFFIC SYSTEMS TECH 2	C4310	\$5,348.00	\$5,348.00	6	2
TRAFFIC SYSTEMS TECH 3	C4311	\$5,895.00		3	
TRAFFIC SYSTEMS TECHNCN 1	C4309	\$4,401.00		1	
TRAINING & DEVELOPMENT SPEC 1	C1338	\$4,573.00	\$3,607.00	32	7
	X1338	\$4,111.00		1	
TRAINING & DEVELOPMENT SPEC 2	C1339	\$5,277.00	\$5,802.00	77	9
	X1339	\$6,046.00	\$5,764.00	4	2
TRANSP MAINTENANCE COORD 1	C4161	\$4,358.00	\$4,358.00	62	2
TRANSP MAINTENANCE COORD 2	C4162	\$4,569.00	\$4,569.00	36	3
TRANSP MAINTENANCE SPECIALST 1	C4151	\$3,290.00	\$2,878.50	24	4
TRANSP MAINTENANCE SPECIALST 2	C4152	\$3,781.00	\$3,607.00	649	43
TRANSP OPERATIONS SPECIALIST	C4163	\$3,781.00	\$3,781.00	39	5
TRANSP SVCS OFFICE LEADER	C0333	\$4,358.00	\$4,358.00	36	10
TRANSPORTATION MAINTENANCE SPV	X4160	\$4,742.00	\$4,742.00	3	1
TRANSPORTATION SVCS REP 1	C0331	\$3,001.00	\$3,450.00	143	66
TRANSPORTATION SVCS REP 2	C0332	\$3,139.00	\$2,874.00	55	7
TRANSPORTING MENTAL HLTH AIDE	C6101	\$3,284.00	\$3,284.00	23	4
TREASURER	Y1700	\$6,416.67		1	
TRUCK DRIVER 1	C4401	\$3,450.00		3	
TRUCK DRIVER 2	C4402	\$4,575.00	\$4,575.00	7	1
UTILITY AND ENERGY ANALYST 1	C1155	\$4,571.00		2	
UTILITY AND ENERGY ANALYST 2	C1156	\$5,530.00	\$4,571.00	7	1
UTILITY AND ENERGY ANALYST 3	C1157	\$6,381.00	\$6,858.00	25	4
VEHICLE EMISSION TECHNICIAN 1	C3807	\$2,999.00	\$3,292.00	53	10
VEHICLE EMISSION TECHNICIAN 2	C3808	\$3,530.50	\$3,782.00	2	1
VETERANS SERVICE OFFICER	C0799	\$4,067.50		8	
VETERANS TRUST OFFICER	C0784	\$4,161.00		3	
VIDEO PRODUCER	C2176	\$5,802.00		2	
VOC REHAB COUNSELOR-ENTRY	C6646	\$3,450.00		3	
VOC REHABILITATION COUNSELOR	C6647	\$4,358.00	\$4,358.00	100	15
VOC REHABILITATION SPECIALIST	C6648	\$5,529.00	\$5,278.50	7	2

Classification by Minority Status

Class Title	Class#	Median Monthly Base Pay		Number of Employees	
		Non-Minority	Minority	Non-Minority	Minority
WAGE/HOUR COMPLIANCE SPEC	C5245	\$4,791.00	\$4,120.50	5	2
WATER RESOURCE DATA TECH 1	C8510	\$2,873.00		1	
WATER RESOURCE DATA TECH 2	C8511	\$3,781.00		1	
WCB ADMIN LAW JUDGE	U7522	\$9,816.00	\$9,160.00	22	2
WCB LEGAL STAFF	C1545	\$7,363.00	\$5,802.00	7	1
WCB PRESID ADMIN LAW JUDGE	Z7560	\$10,306.00		1	
WELDER 2	C4021	\$5,516.00		5	
WILDLAND FIRE DISPATCH SUPV	X8265	\$4,111.00		1	
WILDLAND FIRE DISPATCHER	C8264	\$2,855.00		1	
WILDLAND FIRE SUPERVISOR	X8258	\$4,979.00	\$5,492.00	31	2
WILDLAND FIRE SUPPRESSION SPEC	C8255	\$2,635.00		2	
WORD PROCESSING TECHNICIAN 2	C0531	\$3,139.00		8	
WORD PROCESSING TECHNICIAN 3	C0532	\$3,450.00		1	
WORKERS COMP BOARD MEMBER	Z7521	\$10,306.00		4	
YOUTH CORRECTIONS UNIT COORD	C6755	\$5,245.00	\$5,245.00	23	2

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
ACCOUNTANT 1	C1215	Female	\$4,161.50	\$3,878.00	26	4
		Male	\$3,974.00	\$4,358.00	9	1
	X1215	Female	\$3,717.00		1	
ACCOUNTANT 2	C1216	Female	\$4,161.50	\$4,358.00	38	5
		Male	\$4,162.00	\$4,574.50	15	2
ACCOUNTANT 3	C1217	Female	\$5,277.00	\$5,277.00	53	9
		Male	\$5,802.00		10	
ACCOUNTANT 4	C1218	Female	\$6,691.00	\$5,529.00	16	5
		Male	\$6,691.00	\$5,028.00	3	1
	X1218	Female	\$6,351.00	\$5,492.00	9	1
		Male	\$6,351.00	\$5,764.00	9	3
ACCOUNTING TECHNICIAN 1	C0210	Female	\$2,435.00		3	
		Male	\$2,267.00	\$3,001.00	1	1
ACCOUNTING TECHNICIAN 2	C0211	Female	\$3,385.50	\$3,607.00	84	12
		Male	\$3,225.50	\$3,450.00	8	5
ACCOUNTING TECHNICIAN 3	C0212	Female	\$3,781.00	\$3,536.00	133	16
		Male	\$3,139.00	\$3,632.00	11	2
	X0212	Female	\$4,111.00		1	
ACTUARY	X1190	Female		\$6,998.00		3
		Male	\$7,701.00	\$7,701.00	5	1
ADMINISTRATIVE LAW JUDGE 1	C1510	Female	\$6,080.00	\$6,691.00	12	3
		Male	\$6,380.00		14	
ADMINISTRATIVE LAW JUDGE 2	C1511	Female	\$7,358.00		7	
		Male	\$6,080.00	\$6,080.00	8	1
ADMINISTRATIVE LAW JUDGE 3	C1512	Female	\$7,721.00		9	
		Male	\$8,113.00	\$7,721.00	6	1
	X1512	Female	\$8,917.00		1	
		Male	\$8,496.00		3	
ADMINISTRATIVE SPECIALIST 1	C0107	Female	\$3,139.00	\$3,139.00	459	78
		Male	\$3,214.50	\$2,873.00	56	11
	X0107	Female	\$3,468.00	\$3,309.50	4	2
		Male	\$3,115.00		2	
ADMINISTRATIVE SPECIALIST 2	C0108	Female	\$3,781.00	\$3,541.00	339	54
		Male	\$3,475.00	\$3,607.00	33	4
	X0108	Female	\$3,914.00	\$4,111.00	4	1
		Female	\$3,547.00		1	
Z0108	Male	\$3,468.00		2		
	C6787	Female	\$6,063.00	\$6,063.00	14	1
Male		\$6,063.00	\$6,063.00	19	1	
ADULT PROTECTIVE SERVICE SPEC	C6616	Female	\$4,358.00	\$5,028.00	39	5
		Male	\$3,974.00	\$4,259.50	12	4
AERIAL PHOTOGRAPHER	C2540	Male	\$4,569.00		1	
AIRCRAFT PILOT	C8222	Male	\$5,802.00		2	
APPLICATIONS SYSTEMS MANAGER	X1412	Female	\$8,496.00		1	
APPRAISER ANALYST 2	C0726	Female	\$5,277.00	\$3,974.00	1	1
		Male	\$3,974.00		1	
APPRAISER ANALYST 3	C0727	Female	\$5,277.00		17	
		Male	\$5,277.00		12	
APPRAISER ANALYST 4	C0728	Female	\$6,701.50		2	
		Male	\$7,023.00	\$7,023.00	9	1
	X0728	Male	\$6,663.00		1	
APPRENTICESHIP REPRESENTATIVE	C4280	Female	\$4,791.00		4	
		Male	\$4,791.00		1	

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
ARCHIVIST 1	C2204	Female	\$3,450.00		1	
		Male	\$4,791.00		3	
ARCHIVIST 2	C2205	Male	\$5,530.00		1	
AREA FOREST MANAGER	X8262	Male	\$8,291.50	\$8,087.00	2	1
ASSISTANT ATTORNEY GENERAL	U7504	Female	\$6,854.00	\$6,854.00	30	5
		Male	\$7,180.00	\$7,180.00	20	4
	Z7504	Female	\$7,518.00		1	
		Male		\$6,854.00		1
ASSOCIATE IN ENGINEERING 1	C3146	Female	\$4,192.00	\$5,094.00	3	3
		Male	\$4,851.00	\$4,621.00	21	9
ASSOCIATE IN ENGINEERING 2	C3147	Female	\$5,615.00	\$5,895.00	14	2
		Male	\$5,615.00	\$5,895.00	49	6
ATTORNEY GENERAL	Y1370	Female	\$6,850.00		1	
AUTO/HEAVY EQUIP REPAIR SUPRVR	X4439	Male	\$5,492.00		4	
AUTOMOTIVE SERVICE TECHNICIAN	C4417	Female	\$2,756.00		1	
		Male	\$2,351.50		4	
AUTOMOTIVE TECHNICIAN 1	C4418	Male	\$2,999.00	\$3,290.00	5	2
AUTOMOTIVE TECHNICIAN 2	C4419	Male	\$4,358.00	\$4,358.00	12	2
BEHAVIOR/VOCATIONAL SPEC 1	C6296	Female	\$4,162.00	\$3,451.00	12	2
		Male	\$4,162.00		5	
BEHAVIOR/VOCATIONAL SPEC 2	C6297	Female	\$3,877.50	\$4,791.00	8	1
		Male	\$3,973.00	\$3,292.00	11	2
BOILER INSPECTOR	C5353	Male	\$4,571.00		1	
BUSINESS & EMPLOYMENT SPEC 1	C6698	Female	\$2,873.00	\$2,873.00	19	9
		Male	\$2,873.00	\$2,873.00	7	5
BUSINESS & EMPLOYMENT SPEC 2	C6699	Female	\$3,607.00	\$3,781.00	175	76
		Male	\$3,450.00	\$3,781.00	62	35
CAPTAIN	C5557	Male	\$7,596.50	\$7,251.00	2	3
CARPENTER	C4003	Male	\$4,571.00	\$4,461.50	13	2
CERT OCCUPATION THERAPIST ASST	C6506	Female	\$3,781.00	\$3,781.00	3	1
		Male	\$3,781.00		1	
CHAPLAIN	C6680	Female	\$5,391.50	\$4,316.00	6	2
		Male	\$5,516.00	\$5,516.00	15	1
CHEMIST 1	C3715	Female	\$3,610.00		1	
		Male	\$3,610.00		5	
CHEMIST 2	C3716	Female	\$4,359.00		6	
		Male	\$4,162.00		5	
CHEMIST 3	C3717	Female	\$6,080.00	\$5,804.50	5	4
		Male	\$6,081.00	\$6,080.00	6	3
CHIEF CLINICAL DIETICIAN	X6269	Female	\$4,518.00		1	
CHIEF CRIMINAL INVESTIGATOR	X5225	Male	\$8,087.00		2	
CHILD NUTRITION SPECLST	C5950	Female	\$5,277.00		11	
		Male	\$5,152.50		4	
CHILD SUPPORT CASE MANAGER	C5129	Female	\$3,974.00	\$3,781.00	185	34
		Male	\$4,161.00	\$3,139.00	25	3
CHILD SUPPORT CASE MGR ENTRY	C5128	Female	\$2,756.00	\$2,756.00	29	10
		Male	\$2,756.00		4	
CHILD SUPPORT SPECIALIST	C5132	Female	\$4,569.00	\$3,781.00	15	5
		Male	\$3,974.00		1	
CIVIL ENGINEERING SPECIALIST 1	C3136	Female	\$5,348.00		17	
		Male	\$5,348.00	\$5,348.00	67	9
CIVIL ENGINEERING SPECIALIST 2	C3137	Female	\$5,895.00	\$5,621.50	8	2
		Male	\$5,895.00	\$5,895.00	33	6

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
CIVIL ENGINEERING SPECIALIST 3	C3138	Female	\$6,824.00		14	
		Male	\$6,824.00	\$6,824.00	27	5
CIVIL RIGHTS FIELD REP 1	C5240	Female	\$3,001.00	\$4,161.00	1	1
CIVIL RIGHTS FIELD REP 2	C5241	Female	\$3,607.00	\$4,791.00	5	1
		Male	\$4,791.00	\$3,781.00	2	3
CLAIMS REPRESENTATIVE 1	C5207	Female	\$4,569.00		1	
CLAIMS REPRESENTATIVE 2	C5208	Female	\$4,358.00		1	
		Male	\$5,028.00		1	
CLIENT CARE SURVEYOR	C6685	Female	\$6,080.00	\$5,415.00	43	8
		Male	\$6,080.00	\$5,678.50	14	2
CLINICAL DIRECTOR	Z7519	Male	\$20,373.00		1	
CLINICAL DIETICIAN	C6268	Female	\$4,574.50	\$4,161.00	6	1
CLINICAL EPIDEMIOLOGIST	C6218	Female	\$6,380.00	\$6,380.00	1	1
CLINICAL PSYCHOLOGIST 1	C6294	Female	\$5,152.50		2	
		Male	\$5,403.00	\$6,080.00	2	1
CLINICAL PSYCHOLOGIST 2	C6295	Female	\$6,691.00	\$6,276.00	11	2
		Male	\$6,380.00	\$7,358.00	16	1
COMM DISEASE INVESTIGATOR	C5902	Female		\$4,569.00		1
		Male	\$4,569.00	\$4,569.00	1	1
COMMUNICATIONS SYS ANALYST 1	C2167	Male	\$3,992.00		1	
COMMUNICATIONS SYS ANALYST 2	C2168	Male	\$5,118.00		4	
COMMUNICATIONS SYS ANALYST 3	C2169	Male	\$6,063.00		3	
COMMUNITY OUTREACH SPECIALIST	C6614	Female		\$4,569.00		1
COMPLIANCE SPECIALIST 1	C5246	Female	\$3,974.00	\$3,610.00	25	7
		Male	\$3,973.50	\$3,904.00	20	2
COMPLIANCE SPECIALIST 2	C5247	Female	\$4,791.00	\$4,791.00	209	37
		Male	\$4,791.00	\$5,028.00	99	28
COMPLIANCE SPECIALIST 3	C5248	Female	\$5,802.00	\$5,529.00	82	10
		Male	\$5,529.00	\$4,909.50	39	4
	X5248	Female	\$6,213.50	\$5,231.00	2	1
		Male	\$6,046.00	\$6,077.50	7	2
CONSTRUCTION INSPECTOR	C3265	Male	\$5,152.50		2	
CONSTRUCTION PROJECT MANAGER 1	C3267	Female	\$5,448.00		2	
		Male	\$5,348.00		3	
CONSTRUCTION PROJECT MANAGER 2	C3268	Female	\$7,321.00	\$6,602.00	1	2
		Male	\$6,691.00	\$5,277.00	12	1
CONSTRUCTION PROJECT MANAGER 3	C3269	Male	\$7,017.00		7	
		Female	\$7,343.00		1	
	X3269	Male	\$7,701.00	\$6,998.00	6	1
COOK 1	C9116	Female	\$2,435.00	\$2,435.00	11	3
		Male	\$2,268.00	\$2,435.00	3	5
COOK 2	C9117	Female	\$3,290.00	\$3,607.00	14	1
		Male	\$2,873.00	\$2,756.00	15	3
CORRECTION LIBRARY COORDINATOR	C2219	Female	\$3,995.00	\$3,814.00	9	1
		Male	\$4,170.00		1	
CORRECTIONAL CAPTAIN	X6780	Female	\$6,046.00	\$6,663.00	4	1
		Male	\$7,343.00	\$7,343.00	28	6
CORRECTIONAL CORPORAL	C6776	Female	\$4,377.00	\$4,686.00	36	2
		Male	\$4,377.00	\$4,992.00	134	24
CORRECTIONAL COUNSELOR	C6783	Female	\$5,516.00	\$5,942.00	60	4
		Male	\$6,063.00	\$6,063.00	41	9
CORRECTIONAL HEARINGS OFFICER	C1519	Female	\$6,524.00		2	
		Male	\$6,985.00	\$6,985.00	5	2

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
CORRECTIONAL LIEUTENANT	X6779	Female	\$6,046.00	\$6,351.00	11	2
		Male	\$6,351.00	\$6,046.00	59	9
CORRECTIONAL OFFICER	C6775	Female	\$4,180.00	\$4,278.50	250	52
		Male	\$4,180.00	\$3,994.00	1,206	170
CORRECTIONAL SERGEANT	C6777	Female	\$5,430.00	\$5,430.00	23	4
		Male	\$5,430.00	\$5,430.00	150	31
CORRECTIONS FOOD SERV COORD	C9120	Female	\$4,361.00	\$3,556.50	45	6
		Male	\$3,902.00	\$3,995.00	54	11
CORRECTIONS PHYSICIAN SPECIALI	Z7514	Female	\$17,627.00		2	
		Male	\$18,483.00		15	
CORRECTIONS RECREATION SPEC 2	C6519	Female	\$4,575.00	\$3,637.00	1	1
		Male	\$4,575.00	\$4,365.00	12	2
CRIMINAL FINANCIAL INVESTIGATR	C5236	Male	\$7,818.00		1	
CRIMINAL INVESTIGATOR	C5234	Female	\$7,446.00		2	
		Male	\$7,818.00	\$7,446.00	9	2
CRIMINALIST 3-LTD	U7562	Female	\$6,526.00		1	
		Male	\$6,526.00		1	
CRIMNL JUSTICE/EMERG COMM SPEC	C1461	Female	\$3,973.00		5	
		Male	\$4,162.00		1	
CUSTODIAL SERVICES COORDINATOR	C4103	Female	\$3,001.00	\$2,435.00	1	1
		Male	\$2,403.50	\$2,539.00	4	1
CUSTODIAN	C4101	Female	\$2,268.00	\$2,636.00	32	15
		Male	\$2,360.00	\$2,360.00	61	25
DATA ENTRY CONTROL TECHNICIAN	C1475	Female	\$2,882.00		1	
		Male	\$2,882.00		1	
DATA ENTRY OPERATOR	C0501	Female	\$2,268.00	\$2,110.00	76	15
		Male	\$2,268.00	\$2,110.00	21	1
DENTAL ASSISTANT	C6391	Female	\$3,477.00	\$3,475.00	21	7
		Male	\$3,139.00		1	
DENTAL HYGIENIST	C6396	Female	\$5,277.00		1	
DENTIST	U7510	Female	\$14,696.00	\$12,209.00	1	1
		Male	\$13,398.00	\$14,234.00	10	4
DEPT/CORRECTIONS INSPECTOR 2	C5238	Female	\$5,423.00		4	
		Male	\$6,063.00	\$6,063.00	7	1
DEPT/CORRECTIONS INSPECTOR 3	X5239	Female	\$5,764.00	\$6,351.00	1	1
		Male	\$6,351.00	\$6,351.00	3	1
DEPUTY CHIEF INVESTMNT OFCR	X1236	Male	\$19,406.00		1	
DEPUTY FIRE CHIEF	X5554	Male	\$7,897.00		2	
DEPUTY STATE FIRE MARSHAL	C5561	Female	\$5,530.00	\$6,381.00	1	1
		Male	\$6,382.00		6	
DEPUTY STATE MEDICAL EXAMINER	Z7507	Male	\$15,214.00		3	
DIETETIC TECHNICIAN	C6380	Female		\$2,360.00		1
DISABILITY ANALYST 1	C5926	Female	\$3,450.00	\$3,781.00	28	3
		Male	\$3,607.00	\$4,161.00	2	1
DISABILITY ANALYST 2	C5927	Female	\$4,569.00	\$5,277.00	65	12
		Male	\$4,358.00		23	
DISTRICT ATTORNEY	Y1960	Female	\$8,274.00		5	
		Male	\$8,274.00	\$8,274.00	28	2
DISTRICT FOREST MANAGER	X8261	Female	\$6,046.00		1	
		Male	\$7,522.00		10	
DISTRICT VETERINARIAN	C6440	Female	\$5,802.00		1	
		Male	\$5,802.00		2	

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
DOJ CLAIMS EXAMINER	C5923	Female	\$4,569.00		4	
		Male	\$4,569.00		1	
EAB LEGAL STAFF	C1543	Female	\$5,152.50		2	
		Male	\$5,678.50		2	
ECONOMIST 1	C1161	Female	\$4,791.00	\$4,791.00	6	1
		Male	\$4,791.00		6	
ECONOMIST 2	C1162	Female	\$5,802.00		1	
		Male	\$5,802.00		8	
ECONOMIST 3	C1163	Female	\$6,385.50		4	
		Male	\$6,091.00		2	
ECONOMIST 4	C1164	Female	\$7,900.00		1	
		Male	\$7,900.00		3	
	X1164	Female	\$6,663.00		7	
		Male	\$7,542.50	\$8,087.00	8	2
EDUCATION PROGRAM SPECIALIST 1	C2300	Female	\$6,691.00		3	
		Male	\$6,691.00		1	
EDUCATION PROGRAM SPECIALIST 2	C2301	Female	\$7,358.00	\$7,372.00	31	6
		Male	\$7,721.00	\$6,380.00	24	5
	X2301	Female	\$7,343.00		1	
		Male	\$7,701.00		1	
ELECTRICAL INSPECTOR	C5355	Male	\$5,530.00		3	
ELECTRICIAN 1	C4007	Male	\$4,570.00		2	
		Female	\$5,529.00		4	
ELECTRICIAN 2	C4008	Male	\$5,529.00	\$5,529.00	49	5
		Female	\$6,080.00		13	
ELECTRICIAN 3	X4009	Female	\$6,351.00		1	
		Male	\$6,351.00		1	
ELECTRONIC PUB DESIGN SPEC 1	C2510	Female	\$3,001.00		7	
		Male	\$3,607.00	\$3,607.00	3	1
ELECTRONIC PUB DESIGN SPEC 2	C2511	Female	\$3,974.00	\$4,161.00	7	1
		Male	\$4,161.50		4	
ELECTRONIC PUB DESIGN SPEC 3	C2512	Female	\$4,680.00	\$4,791.00	14	3
		Male	\$4,791.00	\$4,161.00	5	1
ELEVATOR INSPECTOR	C5342	Male	\$5,277.00		9	
EMPLOYMENT ADJUDICATOR	C6693	Female	\$4,358.00	\$4,791.00	48	11
		Male	\$3,974.00	\$4,791.00	25	8
ENGINEERING SPECIALIST 1	C3105	Male	\$3,299.50		4	
ENGINEERING SPECIALIST 2	C3106	Female	\$3,992.00	\$4,621.00	12	1
		Male	\$3,992.00	\$3,620.00	45	3
ENGINEERING SPECIALIST 3	C3107	Female	\$4,626.00	\$5,094.00	12	1
		Male	\$5,094.00	\$5,094.00	49	6
ENGINEERING TECHNICIAN 2	C3110	Male		\$2,756.00		1
ENGINEERING TECHNICIAN 3	C3111	Male	\$3,982.50		2	
ENVIRONMENTAL ENGINEER 2	C3411	Female	\$6,081.00		1	
		Male	\$5,802.00		9	
ENVIRONMENTAL ENGINEER 3	C3412	Female	\$7,329.00		7	
		Male	\$7,329.00	\$7,163.50	20	2
ENVIRONMENTAL HLTH SPECIALST 3	C3819	Female	\$5,277.00		9	
		Male	\$5,802.00	\$4,791.00	5	1
ENVIRONMENTAL LAW SPECIALIST	C5750	Female	\$6,382.00		4	
		Male	\$5,028.00		3	
ENVIRONMENTAL PROGRAM COORD 1	C3845	Male	\$3,804.00		1	

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
ENVIRONMENTAL PROGRAM COORD 2	C3846	Female	\$6,190.00		8	
		Male	\$5,615.00	\$6,190.00	15	1
ENVIRONMENTAL PROGRAM COORD 3	C3847	Female	\$6,824.00		12	
		Male	\$6,824.00	\$6,824.00	19	2
ENVIRONMENTAL SPECIALIST 1	C3820	Female	\$3,973.00		1	
EPIDEMIOLOGIST 1	C6216	Female	\$4,358.00	\$5,802.00	3	1
EPIDEMIOLOGIST 2	C6217	Female	\$6,080.00		10	
		Male	\$6,380.00	\$6,380.00	3	1
EQUIPMENT OPERATOR	C4422	Male	\$3,974.00		19	
ERB MEDIATOR	C1542	Female	\$8,496.00		1	
		Male	\$6,998.00		1	
EXECUTIVE ASSISTANT	X0830	Female	\$5,764.00		1	
	Z0830	Female	\$4,979.00	\$4,742.00	21	4
EXECUTIVE SUPPORT SPECIALIST 1	C0118	Female	\$3,385.50	\$3,214.50	88	12
		Male	\$3,607.00		6	
	X0118	Female	\$3,717.00	\$3,632.00	3	2
		Male	\$3,072.00		1	
	Z0118	Female	\$3,547.00	\$3,072.00	7	1
	EXECUTIVE SUPPORT SPECIALIST 2	C0119	Female	\$3,973.00	\$3,790.50	67
Male			\$3,781.00		3	
X0119		Female	\$4,111.00	\$3,468.00	47	6
		Male	\$3,389.00		1	
Z0119		Female	\$3,915.00	\$3,547.00	41	9
		Male	\$3,731.00	\$3,717.00	2	1
EXPERIMENTAL BIOLOGY AIDE	C3769	Female	\$2,360.00	\$2,530.50	22	2
		Male	\$2,360.00	\$2,188.00	43	1
FACILITIES ENGINEER 1	C3251	Male	\$5,277.00		1	
FACILITIES ENGINEER 2	C3252	Male	\$5,530.00		1	
FACILITIES ENGINEER 3	C3253	Female		\$6,080.00		1
		Male	\$7,023.00	\$5,802.00	9	1
FACILITY ENERGY TECHNICIAN 1	C4032	Male		\$2,756.00		1
FACILITY ENERGY TECHNICIAN 2	C4033	Male	\$4,161.00	\$4,482.00	41	2
FACILITY ENERGY TECHNICIAN 3	C4034	Male	\$5,028.00	\$5,028.00	24	3
FACILITY ENERGY TECHNICIAN 4	C4035	Male	\$5,529.00		2	
FACILITY MAINTENANCE SPEC	C4012	Female	\$3,475.00		3	
		Male	\$3,781.00	\$3,290.00	99	11
FACILITY OPERATIONS SPEC 1	C4014	Female	\$4,161.00		3	
		Male	\$4,791.00		17	
FACILITY OPERATIONS SPEC 2	C4015	Female	\$5,529.00		1	
		Male	\$5,277.00	\$5,403.00	13	2
FINANCIAL ENFORCEMENT OFFICER	C1547	Female	\$5,802.00	\$5,802.00	5	1
		Male	\$6,580.00	\$6,080.00	2	1
FINANCIAL EXAMINER 1	C5675	Female	\$4,161.00		5	
		Male	\$5,028.00		3	
FINANCIAL EXAMINER 2	C5676	Female	\$4,791.00	\$4,358.00	3	1
		Male	\$5,802.00	\$5,802.00	6	1
FINANCIAL EXAMINER 3	C5677	Female	\$6,691.00	\$6,691.00	3	1
		Male	\$5,802.00	\$6,691.00	3	1
	X5677	Male	\$6,998.00		1	
FINANCIAL INVESTIGATOR 1	C5235	Female	\$5,277.00		5	
		Male	\$4,799.50		6	
FINGERPRINT TECHNICIAN	C3786	Female	\$2,999.00	\$2,936.50	9	2
		Male	\$2,874.00		1	

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
FIREFIGHTER	C5555	Male	\$6,159.00	\$5,760.00	21	4
FISCAL ANALYST 1	C1243	Female	\$4,162.00	\$3,609.00	21	7
		Male	\$3,712.00	\$3,607.00	6	1
FISCAL ANALYST 2	C1244	Female	\$5,277.00	\$5,529.00	50	10
		Male	\$5,802.00	\$5,666.00	20	4
	X1244	Female	\$5,764.00	\$5,231.00	1	1
		Male	\$5,764.00		1	
FISCAL ANALYST 3	C1245	Female	\$6,380.00	\$5,802.00	28	5
		Male	\$6,380.00	\$6,691.00	19	2
	X1245	Female	\$5,764.00	\$5,791.00	13	2
		Male	\$6,998.00	\$6,663.00	12	1
FISCAL AUDITOR 1	C5641	Female	\$4,382.00	\$4,680.50	2	2
		Male	\$4,575.00		2	
FISCAL AUDITOR 2	C5642	Male	\$5,529.00		1	
FISH & W/L TECH SENIOR	C8342	Female	\$3,370.00		6	
		Male	\$3,607.00		49	
FISH & WILDLIFE SUPERVISOR	X8343	Female	\$3,915.00	\$3,547.00	1	1
		Male	\$4,305.00		9	
FISH & WILDLIFE TECH COORD	C8346	Male	\$3,824.00		2	
FISH & WILDLIFE TECH ENTRY	C8340	Female	\$2,188.00		1	
FISH & WILDLIFE TECHNICIAN	C8341	Female	\$3,070.00		12	
		Male	\$3,001.00	\$3,528.50	109	2
FISH AND WILDLIFE MANAGER 1	X8344	Male	\$4,742.00	\$4,768.00	23	2
FISH AND WILDLIFE MANAGER 2	X8345	Male	\$5,492.00		15	
FOOD SERVICE MANAGER 1	X9105	Female	\$4,305.00		4	
		Male	\$3,915.00		5	
FOOD SERVICE MANAGER 2	X9107	Male	\$4,874.50		2	
FOOD SERVICE WORKER 2	C9101	Female	\$2,110.00	\$2,268.00	17	9
		Male	\$2,268.00	\$2,188.00	14	7
FOOD SERVICE WORKER 3	C9102	Female	\$2,538.00		7	
		Male	\$2,268.00	\$2,268.00	1	1
FORCE PROTECTION LEADER	C5521	Male	\$4,162.00		2	
FORCE PROTECTION OFFICER	C5519	Male	\$3,609.00	\$3,781.00	8	1
FORENSIC LAB SUPP SPECIALIST	C0803	Female	\$3,451.00		6	
FORENSIC SCIENTIST 1	C3791	Female	\$5,659.00	\$5,131.00	35	3
		Male	\$5,659.00		27	
FORENSIC SCIENTIST 2	C3792	Female	\$6,640.00		1	
FORENSIC SCIENTIST - ENTRY	C3790	Female	\$4,281.50		8	
		Male	\$4,372.00		3	
FOREST INMATE CREW COORDINATOR	C8218	Male	\$3,774.00	\$3,974.00	13	2
FOREST MANAGEMENT TECHNICIAN	C8211	Female	\$2,937.00		2	
		Male	\$2,756.00		3	
FOREST MANAGER 1	X8259	Female	\$5,231.00		3	
		Male	\$5,628.00		20	
FOREST MANAGER 2	X8260	Female	\$6,046.00		3	
		Male	\$6,046.00		22	
FOREST OFFICER	C8257	Female	\$3,953.00		1	
		Male	\$4,349.00	\$3,953.00	20	1
FORESTRY NURSERY WORKER 3	C8203	Male	\$2,360.00		1	
GENERAL MAINTENANCE MECHANIC	C4409	Male	\$3,457.50		2	
GEOLOGIST 1	C3520	Female	\$3,449.00		1	
GEOLOGIST 2	C3521	Female	\$4,491.50		2	
		Male	\$5,615.00		8	

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
GEOLOGIST 3	C3522	Male	\$6,190.00		6	
GEOLOGIST 4	C3523	Female	\$6,824.00		1	
		Male	\$6,995.00		2	
GEOTECHNICAL DRILLING SPEC 1	C4240	Male	\$2,979.00		1	
GEOTECHNICAL DRILLING SPEC 2	C4241	Male	\$4,192.00		1	
GOVERNMENTAL AUDITOR 1	C5646	Female	\$4,791.00	\$3,781.00	1	1
		Male	\$4,569.00		1	
GOVERNMENTAL AUDITOR 2	C5647	Female	\$4,358.00	\$5,529.00	11	1
		Male	\$5,277.00	\$5,529.00	5	1
GOVERNMENTAL AUDITOR 3	C5648	Female	\$5,185.50		2	
		Male	\$6,380.00		1	
	X5648	Female	\$5,492.00		3	
		Male	\$6,663.00		1	
GOVERNMENTAL AUDITOR (ENTRY)	C5645	Female	\$2,756.00		1	
GOVERNOR	Y1210	Male	\$8,216.67		1	
GROUNDS MAINTENANCE WORKER 1	C4109	Female	\$2,538.00		1	
		Male	\$2,636.00	\$2,756.00	5	1
GROUND MAINTENANCE WORKER 2	C4110	Male	\$3,321.00		19	
GROUP LIFE COORDINATOR 1	C6750	Female	\$2,756.00		1	
		Male	\$2,435.00		1	
GROUP LIFE COORDINATOR 2	C6751	Female	\$3,774.00	\$4,246.00	65	10
		Male	\$3,953.00	\$3,953.00	220	74
GROUP LIFE COORDINATOR 3	C6752	Male	\$3,711.50		4	
GROUP LIFE SUPERVISOR	X6754	Male	\$4,314.50	\$4,518.00	2	3
HABILITATIVE TRAINING TECH 2	C6726	Female	\$3,145.50	\$3,162.50	10	6
		Male	\$3,451.00	\$3,292.00	9	5
HAIRDRESSER	C9300	Female	\$2,818.50		2	
HEALTH CARE INVESTIGTR/ADVISR	C5911	Female	\$6,153.00		5	
		Male	\$10,309.00		1	
HEALTH FACILITIES CONSULTANT	X3618	Female	\$6,354.50		2	
HEALTH SERVICES TECHNICIAN	C6138	Female	\$4,164.00	\$3,813.00	10	3
		Male	\$4,170.00	\$4,170.00	3	2
HEAVY EQUIPMENT TECHNICIAN 1	C4437	Male	\$4,958.00		35	
HEAVY EQUIPMENT TECHNICIAN 2	C4438	Male	\$5,529.00		39	
HR CONSULTANT 1	X1326	Female	\$6,998.00		5	
		Male	\$5,231.00		1	
HR CONSULTANT 2	X1327	Female	\$6,830.50		6	
		Male	\$7,701.00		1	
HUMAN RESOURCE ANALYST 1	X1320	Female	\$4,305.00	\$4,348.00	44	2
		Male	\$3,717.00		3	
HUMAN RESOURCE ANALYST 2	X1321	Female	\$4,979.00	\$4,979.00	34	8
		Male	\$5,105.00	\$4,518.00	6	3
HUMAN RESOURCE ANALYST 3	X1322	Female	\$6,351.00	\$6,663.00	59	5
		Male	\$6,351.00	\$6,663.00	16	6
HUMAN RESOURCE ASSISTANT	X1319	Female	\$3,547.00	\$3,717.00	19	3
		Male	\$3,389.00		3	
HUMAN SERVICES ASSISTANT 2	C6606	Female	\$2,814.50	\$2,769.50	46	8
		Male	\$3,290.00	\$3,214.50	4	2
HUMAN SERVICES CASE MANAGER	C6630	Female	\$3,781.00	\$3,607.00	320	129
		Male	\$3,607.00	\$3,450.00	57	46
HUMAN SERVICES SPECIALIST 1	C6657	Female	\$2,636.00	\$2,538.00	206	123
		Male	\$2,538.00	\$2,435.00	51	43

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
HUMAN SERVICES SPECIALIST 2	C6658	Female	\$3,290.00	\$3,290.00	29	7
		Male	\$3,290.00	\$3,001.00	5	1
HUMAN SERVICES SPECIALIST 3	C6659	Female	\$3,290.00	\$3,139.00	446	238
		Male	\$2,873.00	\$3,001.00	77	63
HUMAN SERVICES SPECIALIST 4	C6660	Female	\$3,781.00	\$4,259.50	51	22
		Male	\$4,569.00	\$4,161.00	7	3
INDUSTRIAL HYGIENIST 2	C5706	Female	\$4,569.00	\$5,529.00	5	1
		Male	\$4,161.00	\$5,802.00	1	1
INDUSTRIAL HYGIENIST 3	C5707	Female	\$6,380.00	\$5,941.00	7	2
		Male	\$6,380.00		7	
INDUSTRIAL HYGIENIST 4	C5708	Female	\$7,023.00		5	
		Male	\$7,023.00	\$7,023.00	10	1
INFO SYSTEMS SPECIALIST 1	C1481	Female	\$2,852.00		3	
		Male	\$3,572.00		1	
INFO SYSTEMS SPECIALIST 2	C1482	Female	\$4,185.00	\$3,995.00	11	1
		Male	\$3,816.00	\$3,329.00	9	2
INFO SYSTEMS SPECIALIST 3	C1483	Female	\$4,372.00	\$4,693.00	28	2
		Male	\$3,986.00	\$3,811.00	53	11
INFO SYSTEMS SPECIALIST 4	C1484	Female	\$5,442.00	\$5,443.00	64	9
		Male	\$4,529.00	\$4,325.00	116	13
INFO SYSTEMS SPECIALIST 5	C1485	Female	\$5,555.50	\$5,805.00	62	9
		Male	\$5,555.50	\$5,073.00	144	21
INFO SYSTEMS SPECIALIST 6	C1486	Female	\$6,503.50	\$6,507.00	60	12
		Male	\$6,213.00	\$6,500.00	153	21
	X1486	Female	\$5,267.00		1	
INFO SYSTEMS SPECIALIST 7	C1487	Female	\$7,197.00	\$7,197.00	70	18
		Male	\$7,197.00	\$7,035.00	179	18
INFO SYSTEMS SPECIALIST 8	C1488	Female	\$7,850.00	\$7,850.00	34	8
		Male	\$7,850.00	\$7,850.00	150	32
	X1488	Female	\$8,003.00		1	
		Male	\$8,003.00	\$8,003.00	3	1
INSTITUTION REGISTERED NURSE	C6214	Female	\$6,444.00	\$5,873.00	131	17
		Male	\$6,153.00	\$5,606.00	45	3
INSTITUTION TEACHER-MA	C2320	Female	\$4,282.00		3	
		Male	\$4,332.50		4	
INSURANCE EXAMINER	C5748	Female	\$5,802.00		3	
		Male	\$6,691.00	\$6,691.00	8	2
INSURANCE EXAMINER ENTRY	C5747	Female	\$5,529.00	\$4,791.00	1	1
INTERNAL AUDITOR 1	X5616	Male		\$4,518.00		1
INTERNAL AUDITOR 2	X5617	Female	\$5,947.00	\$6,046.00	2	1
		Male	\$5,105.00	\$5,231.00	4	1
INTERNAL AUDITOR 3	X5618	Female	\$6,998.00		11	
		Male	\$6,354.50	\$6,351.00	4	1
INVESTIGATOR 1	C5231	Female	\$3,607.00		1	
INVESTIGATOR 2	C5232	Female	\$3,984.50		10	
		Male	\$3,973.00		10	
	X5232	Female	\$3,389.00		1	
INVESTIGATOR 3	C5233	Female	\$4,569.00	\$5,277.00	25	7
		Male	\$4,791.00	\$4,791.00	26	7
	X5233	Female	\$4,742.00		10	
		Male	\$4,305.00		7	
INVESTMENT OFFICER	X1242	Female	\$11,362.00		1	
		Male	\$12,835.00	\$13,805.00	6	1

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
JUVENILE PAROLE/PROB ASSISTNT	C6633	Male	\$4,398.00		10	
JUVENILE PAROLE/PROB OFFICER	C6634	Female	\$5,927.00	\$5,521.00	20	2
		Male	\$5,927.00	\$5,785.00	30	16
JV PROB/SOC SV OF/JV COR COUNS	C6632	Female	\$5,028.00	\$5,028.00	1	3
		Male	\$4,161.00	\$5,028.00	1	3
LABOR COMMISSIONER	Y8390	Male	\$6,416.67		1	
LABORATORY TECHNICIAN 1	C6810	Female	\$2,363.00		2	
LABORATORY TECHNICIAN 2	C6811	Female	\$2,999.00		11	
		Male	\$3,139.00		3	
LABORER/STUDENT WORKER	C4116	Male	\$2,188.00	\$2,360.00	13	3
LATENT PRINT EXAMINER	C3789	Female	\$5,924.00		3	
		Male	\$5,810.50		2	
LEGAL SECRETARY	C0110	Female	\$3,139.00	\$3,001.00	69	13
		Male	\$3,607.00	\$3,181.50	3	2
	X0110	Female	\$3,175.50	\$3,717.00	2	1
LIBRARIAN	C2220	Female	\$5,529.00	\$4,569.00	7	2
		Male	\$5,529.00		2	
LICENSED PHYSICAL THERAPY ASST	C6502	Female	\$3,781.00		1	
LICENSED PRACTICAL NURSE	C6135	Female	\$3,767.00	\$3,609.00	56	13
		Male	\$3,435.00	\$4,539.00	16	1
LICENSED RESPIRATORY CARE TECH	C6550	Male	\$4,571.00	\$4,571.00	1	1
LIEUTENANT	C5556	Male	\$6,719.00	\$6,719.00	9	1
LIQUOR DISTRIBUTION EQUIP OPER	C4139	Male	\$2,878.00	\$2,757.00	6	6
LIQUOR DISTRIBUTION WORKER 1	C4137	Female	\$2,455.00		1	
		Male	\$2,455.00	\$2,644.00	10	6
LIQUOR DISTRIBUTION WORKER 2	C4138	Male	\$3,451.00	\$3,610.00	13	1
LIQUOR REGULATORY SPECIALIST	C5723	Female	\$4,359.00	\$4,818.00	13	2
		Male	\$5,028.00	\$4,359.00	21	7
LIVESTOCK BRAND INSPECTOR	C5420	Male	\$3,001.00		1	
LOAN SPECIALIST 1	C1001	Female	\$4,161.00		5	
		Male	\$4,791.00		1	
LOAN SPECIALIST 2	C1002	Female	\$4,463.50		4	
		Male	\$4,680.00		6	
LOAN SPECIALIST 3	C1003	Female	\$5,678.50	\$5,802.00	4	1
		Male	\$6,381.00	\$6,691.00	13	1
MACHINIST	C4018	Male	\$5,028.00		4	
MAIL DELIVERY DRIVER	C4404	Female	\$3,139.00		2	
		Male	\$2,756.00	\$2,647.00	11	2
MAIL EQUIPMENT OPERATOR 1	C0403	Female	\$2,530.50		2	
		Male	\$2,530.50		2	
MAIL EQUIPMENT OPERATOR 2	C0404	Female	\$3,139.00	\$2,636.00	3	1
		Male	\$3,290.00		7	
MAIL SERVICES ASSISTANT	C0405	Female	\$2,268.00		1	
		Male	\$2,498.00		4	
MAINTENANCE & OPERATIONS SUPV	X4046	Male	\$5,492.00	\$5,394.00	23	2
MANUAL ARTS INSTRUCTOR	C2304	Female	\$3,448.50		2	
		Male	\$3,294.50		6	
MEDICAL CONSULTANT	U7538	Female	\$9,836.00	\$8,833.50	2	2
		Male	\$10,309.00		5	
MEDICAL LAB TECHNOLOGIST	C6823	Female	\$5,028.00		3	
MEDICAL LABORATORY TECH 1	C6820	Female	\$2,873.00		3	
		Male	\$3,434.00		1	
MEDICAL LABORATORY TECH 2	C6821	Female	\$4,161.00	\$3,607.00	1	3

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
MEDICAL RECORDS SPECIALIST	C0015	Female	\$3,781.00		9	
		Male	\$4,361.00		1	
MEDICAL REVIEW COORDINATOR	C6210	Female	\$6,153.00		9	
MEDICAL TRANSCRIPTIONIST 2	C0011	Female	\$2,815.00	\$2,636.00	4	1
		Male	\$2,873.00		1	
MENTAL HEALTH REGISTERED NURSE	C6208	Female	\$6,153.00	\$6,153.00	184	31
		Male	\$6,153.00	\$5,879.50	61	12
MENTAL HEALTH SECURITY TECH	C6708	Female	\$3,953.00	\$3,134.00	9	3
		Male	\$3,134.00	\$3,953.00	39	9
MENTAL HEALTH SPECIALIST	C6531	Female	\$4,358.00	\$4,161.00	20	3
		Male	\$3,781.00		7	
MENTAL HEALTH SUPERVISING RN	X6209	Female	\$6,507.00	\$6,674.50	32	4
		Male	\$7,701.00	\$5,764.00	5	1
MENTAL HEALTH THERAPIST 1	C6711	Female	\$3,434.00	\$3,284.00	37	9
		Male	\$3,774.00	\$3,434.00	34	11
MENTAL HEALTH THERAPIST 2	C6712	Female	\$3,601.00	\$3,601.00	91	28
		Male	\$3,601.00	\$3,601.00	60	34
MENTAL HEALTH THERAPY COORD	C6718	Female	\$4,396.00		3	
		Male	\$4,396.00	\$3,434.00	8	1
MENTAL HEALTH THERAPY TECH	C6710	Female	\$2,855.00	\$2,855.00	395	127
		Male	\$2,994.00	\$2,855.00	225	100
MICROBIOLOGIST 1	C3779	Female	\$3,781.00	\$3,607.00	4	1
MICROBIOLOGIST 2	C3780	Female	\$5,277.00	\$5,277.00	6	7
		Male	\$5,028.00		3	
MICROBIOLOGIST 3	C3781	Female	\$5,028.00	\$5,802.00	7	1
		Male	\$5,802.00		4	
MOTOR CARRIER ENFORCMNT OFCR 1	C5857	Female	\$3,973.50		14	
		Male	\$3,290.00	\$3,781.00	29	9
MOTOR CARRIER ENFORCMNT OFCR 2	C5858	Female	\$3,805.50	\$3,607.00	2	1
		Male	\$4,161.00		3	
NATURAL RESOURCE SPECIALIST 1	C8501	Female	\$3,607.00	\$3,528.50	27	2
		Male	\$3,607.00	\$3,607.00	99	5
NATURAL RESOURCE SPECIALIST 2	C8502	Female	\$4,569.00	\$3,973.00	87	3
		Male	\$4,569.00	\$4,909.50	184	10
NATURAL RESOURCE SPECIALIST 3	C8503	Female	\$5,185.50	\$4,680.00	114	6
		Male	\$5,665.50	\$5,802.00	206	10
NATURAL RESOURCE SPECIALIST 4	C8504	Female	\$6,683.00	\$6,687.00	55	6
		Male	\$6,683.00	\$6,683.00	139	11
	X8504	Female	\$6,998.00		3	
		Male	\$6,663.00	\$6,998.00	7	1
NATURAL RESOURCE SPECIALIST 5	C8505	Female	\$7,329.00		5	
		Male	\$7,329.00		10	
	X8505	Female	\$7,701.00		3	
		Male	\$6,663.00		1	
NURSE MANAGER	X6241	Female	\$7,701.00	\$7,522.00	41	2
		Male	\$7,522.00		12	
NURSE PRACTITIONER	C6255	Female	\$8,040.00	\$8,426.00	14	1
		Male	\$7,856.00		4	
NUTRITION CONSULTANT	C5955	Female	\$6,380.00		7	
OCCUPATIONAL SFTY SPECIALIST 2	C5710	Female	\$5,049.00	\$4,161.00	2	1
		Male	\$4,358.00		3	
OCCUPATIONAL SFTY SPECIALIST 3	C5711	Female	\$4,569.00	\$5,028.00	3	1
		Male	\$6,380.00	\$6,380.00	35	3

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
OCCUPATIONAL THERAPIST	C6508	Female	\$5,802.00	\$5,049.00	12	2
		Male	\$5,665.50		2	
OFFICE ASSISTANT 2	C0102	Female	\$2,435.00	\$2,110.00	30	1
		Male	\$2,538.00		8	
OFFICE COORDINATOR	C0801	Female	\$3,001.00	\$2,756.00	74	5
		Male	\$3,023.00	\$3,290.00	2	1
OFFICE MANAGER 1	X0805	Female	\$3,915.00	\$3,915.00	6	1
OFFICE MANAGER 2	X0806	Female	\$3,915.00	\$4,305.00	44	6
		Male	\$3,717.00	\$3,222.00	5	3
OFFICE MANAGER 3	X0807	Female	\$3,915.00	\$4,630.00	13	6
		Male	\$4,111.00	\$4,742.00	3	1
	Z0807	Female	\$4,979.00	\$4,305.00	1	1
OFFICE SPECIALIST 1	C0103	Female	\$2,538.00	\$2,435.00	217	55
		Male	\$2,435.00	\$2,397.50	32	16
OFFICE SPECIALIST 2	C0104	Female	\$2,907.00	\$2,756.00	1,177	227
		Male	\$2,756.00	\$2,756.00	125	36
	X0104	Female	\$3,072.00	\$3,389.00	3	1
	Z0104	Male	\$3,389.00		1	
OPERATIONS & POLICY ANALYST 1	C0870	Female	\$4,358.00	\$3,974.00	109	12
		Male	\$4,161.00	\$4,067.50	25	6
	X0870	Female	\$4,111.00		5	
	Z0870	Female	\$4,979.00		4	
Male			\$4,742.00		1	
OPERATIONS & POLICY ANALYST 2	C0871	Female	\$5,028.00	\$5,267.00	200	31
		Male	\$5,028.00	\$4,791.00	91	11
	X0871	Female	\$5,361.50	\$5,638.50	12	2
		Male	\$5,231.00	\$4,979.00	3	1
	Z0871	Female	\$5,764.00		3	
OPERATIONS & POLICY ANALYST 3	C0872	Female	\$6,080.00	\$5,529.00	220	24
		Male	\$6,380.00	\$5,529.00	80	16
	X0872	Female	\$6,351.00	\$6,351.00	95	12
		Male	\$6,351.00	\$6,046.00	45	15
OPERATIONS & POLICY ANALYST 4	C0873	Female	\$7,023.00		9	
		Male	\$7,358.00		5	
	X0873	Female	\$7,343.00	\$7,343.00	129	16
		Male	\$7,343.00	\$7,701.00	68	5
	Z0873	Female	\$6,830.50		2	
OSP CAPTAIN	Z7574	Female	\$6,998.00		1	
		Male	\$9,369.50	\$9,401.00	6	2
OSP LIEUTENANT	Z7573	Female	\$8,087.00		1	
		Male	\$8,917.00		31	
OSP MAJOR	Z7575	Male	\$10,139.50	\$9,822.00	2	1
OSP SUPERINTENDENT	Z7577	Male	\$12,709.00		1	
OSP TELECOMMUNICATOR 1	C0313	Male	\$4,127.00		3	
OSP TELECOMMUNICATOR 2	C0314	Female	\$4,068.00	\$4,142.50	37	2
		Male	\$4,587.00		7	
OSP TROOPER	U7555	Female	\$5,480.00		48	
		Male	\$5,480.00	\$5,701.00	310	21
PAINTER	C4001	Female	\$4,571.00		1	
		Male	\$4,803.00	\$4,569.00	11	1
PARALEGAL	C1524	Female	\$4,358.00	\$4,067.50	51	14
		Male	\$4,161.00	\$4,791.00	5	1
PARK DISTRICT MANAGER 2	X8438	Male	\$7,343.00	\$7,343.00	7	2

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
PARK MANAGER 1	X8441	Female	\$4,518.00		2	
		Male	\$4,630.00		8	
PARK MANAGER 2	X8442	Female	\$5,105.00		4	
		Male	\$5,492.00		12	
PARK MANAGER 3	X8443	Female	\$6,077.50		2	
		Male	\$6,046.00		6	
PARK RANGER 1	C8434	Female	\$3,139.00		23	
		Male	\$3,139.00	\$3,290.00	44	3
PARK RANGER 2	C8435	Female	\$3,781.00	\$4,161.00	14	1
		Male	\$3,450.00		48	
PARK RANGER 3	C8436	Female	\$4,358.00	\$3,139.00	6	1
		Male	\$3,781.00		13	
PARK RANGER ASSISTANT	C8433	Male	\$2,634.00		1	
PARK RANGER SUPERVISOR	X8440	Male	\$4,518.00		8	
PARK REGION MANAGER	X8439	Male	\$8,087.00		3	
PARKING SERVICES REPRESENTATIV	C5550	Male	\$2,360.00		1	
PARTS SPECIALIST 2	C0783	Female	\$3,448.50		2	
		Male	\$3,450.00		7	
PASTORAL EDUCATION COORDINATOR	X2380	Female		\$5,492.00		1
		Male	\$5,492.00		1	
PHARMACIST	C6260	Female	\$8,833.50	\$10,309.00	4	2
		Male	\$10,309.00	\$10,483.00	14	2
PHARMACY MANAGER 1	X6264	Female	\$11,925.00		1	
		Male	\$10,064.00		2	
PHARMACY MANAGER 2	X6265	Male	\$13,147.00		1	
PHARMACY TECHNICIAN 1	C6385	Female	\$2,907.00	\$3,321.00	7	1
		Male	\$2,912.00		2	
PHARMACY TECHNICIAN 2	C6386	Female	\$3,139.00	\$3,139.00	22	3
		Male	\$3,139.00	\$3,139.00	4	1
PHYSCL/ELECTRNC SECRTY TECH 1	C4037	Male	\$3,702.00		7	
PHYSCL/ELECTRNC SECRTY TECH 2	C4038	Male	\$3,984.00	\$4,569.00	2	1
PHYSCL/ELECTRNC SECRTY TECH 3	C4039	Female	\$5,045.50		2	
		Male	\$5,267.00	\$5,028.00	15	1
PHYSICAL THERAPIST	C6503	Male	\$6,380.00		1	
PHYSICIAN SPECIALIST	U7517	Female	\$17,833.00	\$16,581.50	5	4
		Male	\$17,409.00	\$17,833.00	8	4
PLANNER 1	C1096	Female		\$3,992.00		1
		Male	\$3,448.00		1	
PLANNER 2	C1097	Female	\$5,094.00		3	
		Male	\$4,851.00		5	
PLANNER 3	C1098	Female	\$6,135.00	\$6,499.00	20	1
		Male	\$6,499.00	\$6,824.00	21	1
	X1098	Male	\$6,663.00		1	
PLANNER 4	C1099	Female	\$6,924.50	\$7,017.00	2	1
		Male	\$7,329.00		10	
	X1099	Female		\$6,351.00		1
		Male	\$7,343.00		3	
PLANS EXAMINER 2	C5344	Male	\$5,034.00		2	
PLUMBER	C4005	Male	\$5,025.00	\$5,821.00	17	2
PLUMBING INSPECTOR	C5354	Male	\$4,944.50		2	
POLICY AND BUDGET ANALYST	X1143	Female	\$8,917.00		6	
		Male	\$8,309.00		4	

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
PREADMISSIONS SCREENING SPEC	C6684	Female	\$4,569.00	\$4,693.00	33	2
		Male	\$4,166.00	\$3,974.00	6	1
PRINCIPAL EXECUTIVE/MANAGER A	X7000	Female	\$4,742.00	\$4,450.50	57	6
		Male	\$5,105.00	\$3,731.00	20	2
PRINCIPAL EXECUTIVE/MANAGER B	X7002	Female	\$4,979.00	\$4,979.00	168	39
		Male	\$4,979.00	\$5,141.00	73	10
PRINCIPAL EXECUTIVE/MANAGER C	Z7002	Female	\$5,764.00	\$3,915.00	1	1
		Male	\$5,764.00	\$5,492.00	228	25
	X7004	Female	\$6,444.00		9	
		Male	\$6,768.00		2	
PRINCIPAL EXECUTIVE/MANAGER D	X7006	Female	\$6,998.00	\$6,663.00	182	24
		Male	\$7,343.00	\$7,343.00	181	15
	Z7006	Female	\$7,343.00		9	
		Male	\$7,343.00	\$7,343.00	5	1
PRINCIPAL EXECUTIVE/MANAGER E	X7008	Female	\$8,087.00	\$7,343.00	161	15
		Male	\$8,087.00	\$8,087.00	206	15
	Z7008	Female	\$8,087.00	\$7,894.00	25	4
		Male	\$8,087.00	\$8,086.00	23	3
PRINCIPAL EXECUTIVE/MANAGER F	X7010	Female	\$8,917.00	\$8,917.00	92	17
		Male	\$8,917.00	\$8,917.00	119	13
	Z7010	Female	\$8,917.00	\$8,706.50	43	14
		Male	\$8,917.00	\$8,917.00	51	10
PRINCIPAL EXECUTIVE/MANAGER G	X7012	Female	\$9,588.00	\$8,925.00	16	4
		Male	\$10,306.00	\$10,306.00	22	1
	Z7012	Female	\$10,306.00	\$9,354.00	54	9
		Male	\$10,306.00	\$10,306.00	61	4
PRINCIPAL EXECUTIVE/MANAGER H	X7014	Female	\$11,925.00		3	
		Male	\$11,362.00		3	
	Z7014	Female	\$11,362.00	\$9,830.00	35	4
		Male	\$11,362.00	\$11,362.00	56	7
PRINCIPAL EXECUTIVE/MANAGER I	X7016	Female	\$12,523.00		1	
		Female	\$12,523.00		10	
		Male	\$12,523.00		15	
PRINCIPAL EXECUTIVE/MANAGER J	Z7018	Female	\$13,908.00		4	
		Male	\$14,848.50		4	
PRINT SERVICES TECHNICIAN	C2446	Female	\$3,450.00		3	
		Male	\$3,450.00		7	
PRINTING PRODUCTION COORD	C2475	Female	\$4,791.00		2	
		Male	\$4,791.00		1	
PROCUREMENT & CONTRACT SPEC 1	C0436	Female	\$4,192.00	\$4,192.00	15	1
		Male	\$4,358.00		5	
PROCUREMENT & CONTRACT SPEC 2	C0437	Female	\$5,277.00	\$5,277.00	44	5
		Male	\$4,909.50		10	
PROCUREMENT & CONTRACT SPEC 3	C0438	Female	\$6,080.00	\$5,152.50	46	6
		Male	\$6,081.00		28	
	X0438	Female	\$6,663.00		2	
PROCUREMENT AND CONTRACT ASST	C0435	Female	\$3,450.00		23	
		Male	\$3,139.00	\$3,082.00	7	2
PROFESSIONAL ENGINEER 1	C3148	Female	\$7,166.00	\$7,166.00	15	3
		Male	\$7,166.00	\$7,166.00	90	12
PROFESSIONAL ENGINEER 2	C3149	Female	\$8,297.00	\$8,297.00	3	1
		Male	\$8,297.00	\$8,297.00	50	7

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
PROFESSIONAL ENGINEER 2	X3149	Female	\$8,496.00		1	
		Male	\$8,496.00		15	
PROFESSIONAL LAND SURVEYOR 1	C3144	Male	\$6,344.50		10	
PROFESSIONAL LAND SURVEYOR 2	C3145	Male	\$7,525.00	\$7,525.00	12	1
PROGRAM ANALYST 1	C0860	Female	\$4,570.00	\$4,359.00	94	23
		Male	\$4,569.00	\$4,069.00	27	6
	X0860	Female	\$4,979.00		1	
PROGRAM ANALYST 2	C0861	Female	\$5,028.00	\$5,028.00	187	35
		Male	\$5,277.00	\$4,791.00	87	15
	X0861	Female	\$5,492.00	\$5,638.50	5	2
		Male	\$4,979.00	\$6,046.00	5	1
	Z0861	Female		\$6,046.00		1
PROGRAM ANALYST 3	C0862	Female	\$6,080.00	\$6,380.00	80	5
		Male	\$5,802.00	\$5,737.00	34	4
	X0862	Female	\$6,198.50	\$5,492.00	18	2
		Male	\$6,663.00		7	
PROGRAM ANALYST 4	C0863	Female	\$6,381.00	\$5,530.00	12	1
		Male	\$6,412.50	\$7,023.00	4	1
	X0863	Female	\$6,998.00	\$7,343.00	15	3
		Male	\$7,343.00	\$7,343.00	16	3
PROJECT MANAGER 1	C0854	Female	\$4,260.00	\$4,260.50	12	4
		Male	\$5,278.50		6	
	X0854	Female		\$4,742.00		1
PROJECT MANAGER 2	C0855	Female	\$5,708.50	\$5,802.00	12	1
		Male	\$6,380.00	\$6,230.00	23	2
	X0855	Female	\$6,046.00	\$6,663.00	1	1
		Male	\$5,947.00		4	
PROJECT MANAGER 3	C0856	Female	\$7,023.00	\$5,802.00	4	1
		Male	\$6,307.50		4	
	X0856	Female	\$7,003.00	\$6,351.00	8	1
		Male	\$6,998.00	\$7,343.00	11	1
PSYCHIATRIC SOCIAL WORKER	C6720	Female	\$4,803.00	\$5,272.00	69	10
PUBLIC ADMINISTRATIVE TRAINEE	X1178	Female	\$4,111.00		1	
		Male	\$5,028.00	\$5,529.00	28	1
PUBLIC AFFAIRS SPECIALIST 1	C0864	Female	\$4,791.00	\$4,382.00	11	4
		Male	\$5,034.00		4	
	Z0864	Female		\$4,111.00		1
		Male	\$3,915.00		1	
PUBLIC AFFAIRS SPECIALIST 2	C0865	Female	\$5,802.00	\$6,080.00	21	4
		Male	\$5,941.00		14	
	X0865	Female	\$5,492.00		5	
		Male	\$5,764.00	\$6,663.00	1	1
PUBLIC AFFAIRS SPECIALIST 3	C0866	Female	\$6,380.00		3	
		Male	\$6,691.00		6	
	X0866	Female	\$6,998.00	\$7,343.00	22	1
		Male	\$7,343.00		8	
	Z0866	Male	\$7,343.00		4	
PUBLIC HEALTH EDUCATOR 1	C2327	Female	\$3,781.00		1	
PUBLIC HEALTH EDUCATOR 2	C2328	Female	\$4,569.00		17	
		Male	\$4,259.50		2	
PUBLIC HEALTH NURSE 2	C6229	Female	\$7,023.00		11	
PUBLIC HEALTH PHYSICIAN 1	Z7571	Female	\$8,087.00		1	

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
PUBLIC HEALTH PHYSICIAN 2	Z7572	Female	\$11,362.00		2	
		Male	\$11,362.00		5	
PUBLIC HEALTH TOXICOLOGIST	C3432	Male	\$4,791.00		1	
PUBLIC SAFETY TRAINING SPEC 1	C1347	Male	\$5,277.00		7	
PUBLIC SAFETY TRAINING SPEC 2	C1348	Female	\$6,374.00		5	
		Male	\$6,682.00	\$6,682.00	21	1
PUBLIC SERVICE REP 2	C0322	Female	\$2,591.00	\$2,435.00	11	5
		Male	\$2,936.00		1	
PUBLIC SERVICE REP 3	C0323	Female	\$2,636.00	\$2,435.00	122	37
		Male	\$2,435.00	\$2,535.50	42	14
PUBLIC SERVICE REP 4	C0324	Female	\$3,292.00	\$3,450.00	85	20
		Male	\$3,139.00	\$3,974.00	17	5
	Z0324	Female	\$3,547.00	\$3,547.00	3	1
		Male		\$3,222.00		1
RADIOLOGIC TECHNOLOGIST	C6348	Female	\$4,361.00	\$3,475.00	3	1
RAIL COMPLIANCE SPECIALIST	C5832	Female	\$5,373.00		2	
		Male	\$5,895.00		11	
RECORDS MANAGEMENT ANALYST 1	C2202	Female	\$3,609.00	\$3,609.00	1	1
		Male	\$3,781.00		1	
RECORDS MANAGEMENT ANALYST 2	C2203	Male	\$5,530.00		1	
RECREATIONAL SPECIALIST	C6520	Female	\$3,001.00	\$3,607.00	8	1
		Male	\$2,756.00	\$3,001.00	13	5
RECREATIONAL VEH/PARKS INSPECT	C5346	Male	\$5,028.00		3	
REHAB INST FOR THE BLIND	C2333	Female	\$4,791.00		4	
		Male	\$4,476.00		6	
REHABILITATION INDUSTRIES REP	C0427	Female	\$3,974.00		1	
		Male	\$3,290.00		1	
REHABILITATION THERAPIST	C6521	Female	\$4,358.00	\$3,694.00	11	4
		Male	\$4,569.00		11	
REHABILITATION THERAPY PRG MGR	X6524	Female	\$5,231.00		1	
		Male	\$5,492.00		1	
RESEARCH ANALYST 1	C1115	Female	\$3,607.00	\$2,873.00	9	1
RESEARCH ANALYST 2	C1116	Female	\$3,974.00	\$4,791.00	19	1
		Male	\$3,694.00	\$3,607.00	10	1
RESEARCH ANALYST 3	C1117	Female	\$5,028.00	\$4,569.00	36	7
		Male	\$4,569.00	\$5,529.00	34	6
RESEARCH ANALYST 4	C1118	Female	\$6,080.00	\$6,081.00	27	9
		Male	\$6,677.00	\$5,802.00	24	8
	X1118	Female	\$6,351.00	\$5,231.00	1	1
		Male	\$5,638.50		2	
RETIREMENT COUNSELOR 1	C0841	Female	\$3,450.00	\$3,450.00	37	8
		Male	\$3,877.50	\$3,070.00	16	2
RETIREMENT COUNSELOR 2	C0842	Female	\$3,781.00	\$3,528.50	23	6
		Male	\$4,161.00		9	
REVENUE AGENT 1	C5110	Female	\$2,873.00	\$2,636.00	114	16
		Male	\$2,636.00	\$2,636.00	33	16
REVENUE AGENT 2	C5111	Female	\$3,290.00	\$3,290.00	21	5
		Male	\$3,001.00	\$2,756.00	8	1
REVENUE AGENT 3	C5112	Female	\$4,161.00	\$3,607.00	19	9
		Male	\$3,974.00	\$3,290.00	9	3
RIGHT-OF-WAY AGENT 1	C0761	Female	\$4,972.50		4	
		Male	\$4,972.50	\$5,258.00	8	2

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
RIGHT-OF-WAY AGENT 2	C0762	Female	\$6,824.00	\$5,895.00	15	1
		Male	\$6,499.00		8	
RN EPIDEMIOLOGIST	C6219	Female	\$7,757.00		1	
		Male	\$7,072.00		1	
	X6219	Female	\$7,190.00		1	
SAFETY SPECIALIST 1	C1345	Female	\$4,463.50		2	
		Male	\$4,569.00		3	
SAFETY SPECIALIST 2	C1346	Female	\$5,802.00	\$4,162.00	1	1
		Male	\$5,028.00		1	
	X1346	Female	\$5,231.00	\$4,860.50	5	2
		Male	\$6,046.00	\$4,898.50	6	2
SCIENTIFIC INSTRUMENT TECH	C4339	Male	\$4,162.00	\$4,162.00	5	1
SEAMSTER	C9201	Female	\$3,290.00		3	
SECRETARY OF STATE	Y1650	Female	\$6,416.67		1	
SECURITIES EXAMINER	C5671	Female	\$5,529.00		1	
		Male	\$3,974.00		3	
SERGEANT	U7556	Female	\$7,266.00	\$7,629.00	3	1
		Male	\$6,923.00	\$8,008.00	64	8
SHIPPING POINT INSP ASST MGR	X5453	Female	\$4,111.00		1	
SHIPPING POINT INSPECTOR 2	C5451	Female	\$3,607.00		1	
SIGN TECHNICIAN 1	C4131	Male	\$3,290.00	\$3,974.00	3	1
SOCIAL SERVICE ASSISTANT	C6609	Female	\$3,139.00	\$3,139.00	107	37
		Male	\$3,607.00	\$3,448.50	20	14
SOCIAL SERVICE SPECIALIST 1	C6612	Female	\$4,161.00	\$3,974.00	801	160
		Male	\$3,974.00	\$3,974.00	200	81
SOCIAL SERVICES SPECIALIST 2	C6613	Female	\$5,403.00	\$5,529.00	10	4
		Male	\$5,277.00	\$5,529.00	1	2
SR ASSISTANT ATTORNEY GENERAL	U7505	Female	\$10,572.00	\$10,585.50	76	6
		Male	\$11,096.00	\$11,096.00	72	7
	Z7505	Female	\$10,572.00		3	
SR INVESTMNT OFCR FIXED INCOME	X1233	Male		\$19,406.00		1
SR INVESTMNT OFCR REAL ESTATE	X1232	Male	\$18,944.50	\$20,376.00	2	1
STATE AUDIT MANAGER	X5687	Female	\$9,588.00		4	
		Male	\$10,067.00		2	
STATE AUDITOR 1	C5681	Male	\$3,989.00		1	
STATE AUDITOR 2	C5682	Female	\$4,603.00	\$4,182.00	10	1
		Male	\$4,718.50	\$4,603.00	10	1
STATE AUDITOR 3	C5683	Female	\$6,046.00	\$6,046.00	6	1
		Male	\$5,764.00		4	
STATE AUDITOR 4	C5684	Female	\$7,182.00		6	
		Male	\$8,095.50	\$7,343.00	2	1
STATE LABOR RELATIONS MANAGER	X1324	Female	\$7,542.50	\$7,343.00	2	1
		Male	\$8,917.00		2	
STATE LIBRARY SPECIALIST 1	C0251	Female	\$2,268.00		1	
		Male	\$2,351.50		2	
STATE LIBRARY SPECIALIST 2	C0252	Female	\$3,139.00		5	
		Male	\$3,391.00		2	
STATE MEDICAL EXAMINER	Z7508	Female	\$17,606.00		1	
STATE PROCUREMENT ANALYST	C0770	Female	\$6,691.00	\$6,691.00	9	1
		Male	\$5,802.00		7	
STATE VETERINARIAN	X6441	Male	\$7,343.00		2	
STRUCTURAL/MECHANICAL INSPECTO	C5345	Male	\$4,719.50		2	
STUDENT PROF/TECH WORKER	C0150	Male	\$2,268.00		1	

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
SUPERVISING ACCOUNTANT	X1219	Female	\$4,979.00		1	
SUPERVISING COOK	X9119	Female	\$3,717.00		3	
		Male	\$3,422.00		6	
SUPERVISING DENTIST A	Z7511	Male	\$8,496.00		1	
SUPERVISING PHYSICIAN	Z7518	Female	\$16,771.00	\$15,973.00	1	1
		Male	\$16,848.50	\$17,627.00	2	2
SUPERVISING RN	X6240	Female		\$6,663.00		1
SUPPLY SPECIALIST 1	C0758	Female	\$2,450.00		2	
		Male	\$2,636.00	\$2,636.00	9	1
SUPPLY SPECIALIST 2	C0759	Female	\$4,170.00	\$3,712.00	28	2
		Male	\$3,995.00	\$4,212.00	51	6
SUPPORT SERVICES SUPERVISOR 2	X0113	Female	\$3,717.00	\$2,929.00	13	1
		Male	\$3,389.00	\$3,238.00	15	2
SUPPORT SERVICES SUPERVISOR 3	X0114	Female	\$3,915.00		5	
		Male	\$3,847.00		2	
SUPV DEPUTY STATE FIRE MARSHAL	X5562	Male	\$7,522.00		2	
SUPV EXECUTIVE ASSISTANT	X0833 Z0833	Female	\$5,764.00	\$4,518.00	8	1
		Female	\$4,642.00	\$5,231.00	2	1
SUPV FISH/WILDLIFE BIOLOGIST	X3775	Female	\$6,046.00		6	
		Male	\$6,046.00	\$6,046.00	43	2
SUPV LIVESTOCK BRAND INSPECTOR	X5423	Female	\$4,305.00		1	
		Male	\$4,305.00		2	
SUPV TEACHER SPEC SCHOOLS-MA	Z7544	Male	\$5,844.00		1	
SYSTEMS & PROGRAMMING SUPV 2	X1411	Male	\$6,663.00		1	
TAX AUDITOR 1	C5631	Female	\$4,161.00	\$3,974.00	19	6
		Male	\$3,781.00	\$3,790.50	16	6
TAX AUDITOR 2	C5632	Female	\$5,028.00	\$5,277.00	27	11
		Male	\$5,529.00	\$4,791.00	27	3
TAX AUDITOR/ENTRY	C5630	Female	\$2,873.00	\$3,001.00	16	7
		Male	\$2,873.00	\$2,873.00	12	5
TEACHER SPECIAL SCHOOLS-BA	U7545	Female	\$3,128.00		1	
		Male	\$4,746.00		1	
TEACHER SPECIAL SCHOOLS-MA	U7546	Female	\$5,081.00	\$5,821.00	10	1
		Male	\$5,283.00		3	
TEST COORDINATOR	C6298	Female	\$3,271.50		2	
		Male		\$3,995.00		1
TRAFFIC SYSTEMS TECH 2	C4310	Male	\$5,348.00	\$5,348.00	6	2
TRAFFIC SYSTEMS TECH 3	C4311	Male	\$5,895.00		3	
TRAFFIC SYSTEMS TECHNCN 1	C4309	Male	\$4,401.00		1	
TRAINING & DEVELOPMENT SPEC 1	C1338	Female	\$4,571.00	\$3,607.00	19	4
		Male	\$4,791.00	\$3,607.00	13	3
	X1338	Female	\$4,111.00		1	
TRAINING & DEVELOPMENT SPEC 2	C1339	Female	\$5,028.00	\$5,802.00	47	3
		Male	\$5,403.00	\$5,982.50	30	6
	X1339	Female	\$6,046.00	\$5,764.00	4	2
TRANSP MAINTENANCE COORD 1	C4161	Female	\$3,904.00		2	
		Male	\$4,358.00	\$4,358.00	60	2
TRANSP MAINTENANCE COORD 2	C4162	Female	\$4,161.00	\$4,569.00	3	1
		Male	\$4,569.00	\$4,569.00	33	2
TRANSP MAINTENANCE SPECIALST 1	C4151	Female	\$3,001.00		6	
		Male	\$3,290.50	\$2,878.50	18	4
TRANSP MAINTENANCE SPECIALST 2	C4152	Female	\$3,974.00	\$3,974.00	36	2
		Male	\$3,781.00	\$3,607.00	613	41

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
TRANSP OPERATIONS SPECIALIST	C4163	Female	\$3,607.00	\$4,161.00	15	2
		Male	\$4,067.50	\$3,607.00	24	3
TRANSP SVCS OFFICE LEADER	C0333	Female	\$4,358.00	\$4,259.50	27	6
		Male	\$4,358.00	\$4,358.00	9	4
TRANSPORTATION MAINTENANCE SPV	X4160	Male	\$4,742.00	\$4,742.00	3	1
TRANSPORTATION SVCS REP 1	C0331	Female	\$3,001.00	\$3,450.00	107	43
		Male	\$3,370.00	\$2,873.00	36	23
TRANSPORTATION SVCS REP 2	C0332	Female	\$3,139.00	\$3,291.00	34	1
		Male	\$3,291.00	\$2,874.00	21	6
TRANSPORTING MENTAL HLTH AIDE	C6101	Female	\$3,359.00		12	
		Male	\$3,134.00	\$3,284.00	11	4
TREASURER	Y1700	Male	\$6,416.67		1	
TRUCK DRIVER 1	C4401	Male	\$3,450.00		3	
TRUCK DRIVER 2	C4402	Male	\$4,575.00	\$4,575.00	7	1
UTILITY AND ENERGY ANALYST 1	C1155	Female	\$4,571.00		1	
		Male	\$4,571.00		1	
UTILITY AND ENERGY ANALYST 2	C1156	Female	\$6,081.00	\$4,571.00	2	1
		Male	\$5,530.00		5	
UTILITY AND ENERGY ANALYST 3	C1157	Female	\$5,802.00	\$6,328.00	9	2
		Male	\$6,536.00	\$6,858.00	16	2
VEHICLE EMISSION TECHNICIAN 1	C3807	Female	\$3,292.00	\$3,292.00	13	3
		Male	\$2,757.00	\$3,292.00	40	7
VEHICLE EMISSION TECHNICIAN 2	C3808	Female	\$3,610.00		1	
		Male	\$3,451.00	\$3,782.00	1	1
VETERANS SERVICE OFFICER	C0799	Female	\$3,974.00		7	
		Male	\$4,358.00		1	
VETERANS TRUST OFFICER	C0784	Female	\$3,982.50		2	
		Male	\$4,161.00		1	
VIDEO PRODUCER	C2176	Male	\$5,802.00		2	
VOC REHAB COUNSELOR-ENTRY	C6646	Female	\$3,161.50		2	
		Male	\$4,161.00		1	
VOC REHABILITATION COUNSELOR	C6647	Female	\$4,358.00	\$4,358.00	75	11
		Male	\$4,358.00	\$3,781.00	25	4
VOC REHABILITATION SPECIALIST	C6648	Female	\$5,529.00	\$5,278.50	4	2
		Male	\$5,529.00		3	
WAGE/HOUR COMPLIANCE SPEC	C5245	Female	\$4,286.00	\$4,120.50	4	2
		Male	\$4,791.00		1	
WATER RESOURCE DATA TECH 1	C8510	Female	\$2,873.00		1	
WATER RESOURCE DATA TECH 2	C8511	Female	\$3,781.00		1	
WCB ADMIN LAW JUDGE	U7522	Female	\$9,816.00	\$8,504.00	8	1
		Male	\$9,816.00	\$9,816.00	14	1
WCB LEGAL STAFF	C1545	Female	\$7,363.00	\$5,802.00	5	1
		Male	\$6,582.50		2	
WCB PRESID ADMIN LAW JUDGE	Z7560	Female	\$10,306.00		1	
WELDER 2	C4021	Male	\$5,516.00		5	
WILDLAND FIRE DISPATCH SUPV	X8265	Female	\$4,111.00		1	
WILDLAND FIRE DISPATCHER	C8264	Female	\$2,855.00		1	
WILDLAND FIRE SUPERVISOR	X8258	Female	\$4,979.00	\$5,492.00	3	1
		Male	\$4,979.00	\$5,492.00	28	1
WILDLAND FIRE SUPPRESSION SPEC	C8255	Male	\$2,635.00		2	
WORD PROCESSING TECHNICIAN 2	C0531	Female	\$3,139.00		8	
WORD PROCESSING TECHNICIAN 3	C0532	Female	\$3,450.00		1	
WORKERS COMP BOARD MEMBER	Z7521	Female	\$10,306.00		4	

Classification by Gender and Minority Status

Class Title	Class#	Gender	Median Monthly Base Pay		Number of Employees	
			Non-Minority	Minority	Non-Minority	Minority
YOUTH CORRECTIONS UNIT COORD	C6755	Female	\$5,124.50	\$5,245.00	6	1
		Male	\$5,245.00	\$5,245.00	17	1