LABOR MARKET ADJUSTMENT RESERVE





The Office of State Human Resources (OSHR) has compiled a single report detailing how Labor Market Adjustment Reserve funds (LMAR) were distributed by each agency. The report displays the salary increases made for each position classification, the average increase provided to employees in each position classification and the market-based justification for the awarded salary increases.

January 15, 2024

Barbara Gibson | State Human Resources Director Andrea Clinkscales | Director, Total Rewards

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EXECUTIVE SUMMARY

The 2023 Appropriations Act (Session Law 2023-134) established a Labor Market Adjustment Reserve (LMAR) for most state agencies. The Appropriations Act provided funding equal to the cost of providing a one- and one-half percent increase of the agency's appropriated salaries and associated benefits. In addition, the Appropriations Act authorized the Director of State Budget to adjust an agency's budgeted receipts to provide an equivalent one- and one-half percent LMAR.[Sec. 39.2(c).]

Agencies were required to report the use of LMAR to the Office of State Human Resources (OSHR) by December 15, 2023. In turn, OSHR is charged with submitting a report to Fiscal Research Division by January 15, 2024. OSHR has compiled a single report detailing how these funds were distributed by each agency, using a uniform reporting mechanism¹, that displays the salary increases for each job classification, the average increase amount, and the market-based justification for the awarded salary increases. The market-based justification for awarding salary increases included the following options:

- 1. Increase salary, which was below minimum of range.
- 2. Increase salary for an employee who was below the midpoint of the salary range.
- 3. To address salary compression, or salary inequity issues.
- 4. To address classifications with high turnover, or high vacancy rates.
- 5. Other²

Agencies were also able to select more than one market-based justification for the awarded salary increases.

The 1.5% LMAR funding³ (a 50% increase from last year which includes the same criteria of up to 25% of positions) allowed agencies to provide increases to a broader number of job classifications and, on average, larger increases. The 2023 report reflects LMAR increases for 7,641 positions across 501 different job classifications. This represents an increase of 4.25% from the 2022 report in which 7,329 positions across 317 different job classifications received LMAR increases. This also represents a 58.04% increase in the number of job classifications that were awarded LMAR increases from 2022 to 2023⁴. The average LMAR increase in this year's

¹ The uniform reporting mechanism used to create this document is called the Total Reporting Data file. The file was provided to the Fiscal Research Division in a separate Excel file on January 15, 2024.

² Based on agency feedback this option was primarily used to address labor market concerns.

³ 2023 Funding was for agencies and did not include the University of North Carolina System.

⁴ This data pertains to state agencies, excluding the Judicial Branch.

report is approximately \$3,109 which is a 38.9% increase over last year, in which the average increase was \$2,238.

To date, 25 state agencies, including the Judicial Branch have reported LMAR usage. Enclosed are the average salary increases by job classification. The market-based justifications for LMAR increases by agency and by job classification are also included. The following state agencies and the Judicial Branch reported the usage of LMAR funds as of December 15, 2023:

LMAR Usage by Cabinet Agencies					
Administration (DOA)	Adult Correction (DAC)				
Commerce (DOC)	Health and Human Services (DHHS)				
Information Technology (DIT)	Military and Veterans Affairs (DMVA)				
Natural and Cultural Resources (DNCR)	Office of the Governor (GOV)				
Office of State Budget and Management (OSBM)	Office of State Human Resources (OSHR)				
Public Safety (DPS)	Revenue (DOR)				
Transportation (DOT)					

LMAR Usage by Non-Cabinet Agencies					
Agriculture and Consumer Services (DACS)	Insurance (DOI)				
Labor (DOL)	Judicial Branch (JB)				
Justice (DOJ)	North Carolina Community College System (NCCCS)				
Office of Administrative Hearings (OAH)	Office of the State Controller (OSC)				
Secretary of State (SOS)	State Board of Elections (SBE)				
State Treasurer (DST)	Wildlife Resource Commission (WRC)				

Agencies With No LMAR Usage as of December 2023				
Environmental Quality (DEQ)	Office of the State Auditor (OSA)			
Public Instruction (DPI)				

LMAR REPORTING DATA

STATE AGENCY AVERAGE INCREASES (BY JOB)

Agencies, excluding the Judicial Branch, reported LMAR funding for 7641 positions across 501 different job classifications. The following table lists the average salary increase by job classification.

Job	Average		Job	Average
Accountant I	\$	4,523.67	Administrative Officer I	\$ 2,673.10
Accountant II	\$	4,559.84	Administrative Officer II	\$ 2,764.26
Accountant III	\$	3,700.86	Administrative Officer III	\$ 2,066.29
Accountant IV	\$	6,823.50	Administrative	4 2404.22
Accounting Clerk II	\$	847.00	Specialist I Administrative	\$ 2,104.22
Accounting Director II	\$	8,425.84	Specialist II	\$ 3,036.36
Accounting Manager I	\$	6,044.20	Administrative Supervisor	\$ 3,214.21
Accounting	\$	2,483.95	Agency General Counsel I	\$ 7,000.00
Specialist Accounting	\$	2,300.83	Agency General Counsel II	\$ 11,267.00
Technician I Accounting Technician II	\$	2,478.36	Agency HR Consultant I	\$ 3,424.49
Accounting Technician III	\$	2,467.18	Agency HR Consultant II	\$ 5,059.92
Actuary - Life & Health	\$	8,500.00	Agency HR Consultant III	\$ 5,412.93
Actuary Director	\$	5,000.00	Agency HR Director I	\$ 7,721.00
Administrative Assistant	\$	3,498.00	Agency HR Director II	\$ 5,557.80
Administrative Associate I	\$	2,111.67	Agency HR Director III	\$ 7,521.89
Administrative Associate II	\$	1,572.46	Agency HR Director IV	\$ 7,301.00
Administrative Lead	\$	1,497.67	Agency HR Manager I	\$ 5,545.04
Administrative Officer	\$	4,688.16	Agency HR Manager II	\$ 6,618.39

Job	Average		Job	Average	
Agency HR Manager III	\$	4,232.00	Applications Technician I	\$	5,077.00
Agency HR Supervisor	\$	10,173.00	Applications Technician II	\$	2,955.00
Agency Legal Consultant I	\$	6,908.25	Architectural Supervisor II	\$	5,000.00
Agency Legal Consultant II	\$	3,738.00	Assistant Agency General	\$	8,066.67
Agricultural Program Director I	\$	4,784.00	Counsel I Assistant Agency General	\$	7,158.11
Agricultural Program Director II	\$	3,369.75	Counsel II Assistant Judicial District	\$	3,769.44
Agricultural Program Manager III	\$	2,516.00	Manager I Assistant Judicial District	\$	3,240.00
Agricultural Program Technician I	\$	1,650.27	Manager II Assistant State Forester	\$	2,867.00
Agricultural Research	\$	3,192.00	Assistive Technologist	\$	2,000.00
Director	*	0,202.00	Attorney II	\$	10,000.00
Agricultural	\$	1,582.55	Attorney III Attorney IV	\$	7,482.00 6,561.00
Technician II Aircraft Maintenance			Attorney Manager II	\$	3,200.00
Supervisor	\$	10,404.00	Audiologist	\$	10,162.80
Aircraft	\$	0.142.42	Audit Manager I	\$	3,200.00
Mechanic ALE Assistant		8,143.43	Auditor III Autopsy Technician II	\$	2,500.00 1,142.00
Special Agent In Charge Apiary Inspector	\$	2,106.80	Banking Manager I	\$	6,645.00
Applications Systems Analyst	\$	4,527.18	Boiler & Pressure Vessel Inspector	\$	2,121.25
Applications Systems Analyst	\$	4,125.58	Boiler & Pressure Vessel Inspector	\$	2,000.00
Applications Systems Manager I	\$	8,226.86	Supervisor Boiler Inspection	\$	2,000.00
Applications Systems Manager II	\$	6,500.00	Assistant Director Boiler Operator	\$	5,301.80

Job	Average		Job	Average	
Budget Analyst I	\$	4,180.50	Chemistry	\$	4,656.50
Budget Analyst	\$	3,342.67	Technician II	۶	4,030.30
II	ې	3,342.07	Chief Deputy I	\$	6,254.67
Budget Analyst	\$	5,800.80	Chief Deputy II	\$	4,434.00
III	7	3,000.00	Chief Deputy III	\$	9,356.00
Budget Manager	\$	4,790.13	Chief Legal Counsel	\$	7,004.00
Business Enterprise Consultant II	\$	2,000.00	Chief Probation and Parole Officer	\$	4,635.05
Business Manager I	\$	5,927.67	Comm Corr Asst Chief of Special	\$	3,208.00
Business Officer	\$	2,953.80	Ops Comm Corr		
Business Officer	\$	4,458.81	Deputy Director	\$	16,967.00
Business Services	\$	2,556.64	Community Development Planner II	\$	2,667.00
Coordinator I Business Services Coordinator II	\$	2,592.00	Community Development Specialist I	\$	3,138.50
Business Systems Analyst	\$	4,272.81	Community Development Specialist II	\$	2,672.00
Business Systems Analyst	\$	6,431.95	Community Employment Program Manager	\$	5,000.00
Business Systems Analyst Supervisor	\$	5,691.25	Community Employment Program	\$	3,156.41
Carpenter I	\$	2,090.00	Specialist		
Carpenter II Casework Associate I	\$	3,061.75 2,666.67	Community Employment Program	\$	2,000.00
Casework Associate II	\$	1,918.25	Supervisor Contract	<u></u>	2 000 00
Central Regional			Specialist I	\$	2,000.00
Field Coordinator,	\$	2,860.00	Contracts Technician	\$	2,716.00
Gove			Cook	\$	1,662.30
Chaplain I	\$	2,463.67	Correctional	\$	12,037.00
Chemist I	\$	616.00	Administrator I	7	12,037.00
Chemist II Chemistry Supervisor II	\$	9,728.00	Correctional Administrator II	\$	10,741.60

Job	Average		Job	Average	
Correctional			Correctional		
Asst Supt for	\$	2,955.00	Food Service	\$	1,950.54
Program I			Supervisor I		
Correctional			Correctional		
Asst Supt for	\$	3,158.50	Food Service	\$	1,727.56
Programs II			Supervisor II		
Correctional	\$	3,401.00	Correctional		
Asst Supt II	7	3,401.00	Food Service	\$	2,096.91
Correctional	\$	3,302.29	Supervisor III		
Captain I	7	3,302.23	Correctional		
Correctional	\$	3,080.41	Housing Unit	\$	3,232.86
Captain II	7	3,000.41	Manager I		
Correctional	\$	3,141.09	Correctional		
Captain III	7	3,141.03	Housing Unit	\$	2,908.91
Correctional	\$	3,463.00	Manager II		
Case Manager	7	3,403.00	Correctional		
Correctional			Housing Unit	\$	2,701.07
Facility	\$	9,220.70	Manager III		
Administrator			Correctional	\$	2,841.35
Correctional			Lieutenant I	T	
Facility	\$	11,969.25	Correctional	\$	2,800.83
Superintendent	, , , , , , , , , , , , , , , , , , ,	,5 655	Lieutenant II	T	
<u> </u>			Correctional	\$	2,895.24
Correctional			Lieutenant III		,
Facility	\$	9,114.00	Correctional	\$	6,816.00
Superintendent			Prison Warden		
 			Correctional	<u></u>	2.544.66
Correctional			Programs	\$	2,544.66
Facility	\$	7,279.00	Supervisor		
Superintendent III			Correctional	\$	2,274.28
			Sergeant I		
Correctional Food Service	\$	1,577.37	Correctional	\$	2,363.18
Manager I	٦	1,577.57	Sergeant II Correctional		
Correctional			Sergeant III	\$	2,371.90
Food Service	\$	2,483.29	Criminal Justice		
Manager II	7	2,403.23	Planner I	\$	2,963.33
Correctional			Criminal Justice		
Food Service	ر د	2 150 00	Planner II	\$	2,802.00
	\$	2,158.80	Criminal Justice		
Manager III			Specialist/Invest	\$	2,390.33
Correctional	_				2,330.33
Food Service	\$	1,867.17			
Officer I			Criminal Justice		
Correctional			Specialist/Invest	\$	2,202.84
Food Service	\$	2,115.28	II		
Officer II				I	

Job	Average		Job	Average	
Criminal Justice			Elections	\$	7,000.00
Specialist/Invest	\$	3,036.00	Specialist II		,
IV			Electrician I	\$	2,429.00
Criminal Justice	_	2 004 40	Electrician II	\$	4,527.56
Training Coordinator I	\$	2,884.40	Electrician	\$	1,194.00
Customer			Supervisor Electronics		
Experience	\$	3,938.25	Technician I	\$	1,835.40
Specialist	*	3,330.23	Electronics		
Dental Assistant	\$	812.00	Technician II	\$	1,424.50
Dental			Electronics	<u> </u>	2.011.00
Equipment	\$	190.00	Technician III	\$	2,011.00
Technician			Elevator		
Dep Director			Inspection	\$	1,622.00
Samarc and	\$	3,102.00	Supervisor		
Training	*	3,202.00	Elevator	\$	2,396.21
Academy			Inspector		·
Deputy Secretary/Com	\$	7,297.75	Emergency Management		
missioner I	٦	7,297.75	Area	\$	2,435.93
Deputy			Coordinator		
Secretary/Com	\$	9,111.00	Emergency		
missioner II	·	,	Management	\$	2,012.89
Deputy			Officer		
Secretary/Com	\$	2,585.00	Emergency		2,370.00
missioner III			Management	\$	
Dir Of	_		Officer	,	_,
Governor's	\$	3,765.00	Supervisor		
Western Office Director			Emergency Management	\$	2,769.55
Governor's	\$	3,765.00	Specialist	7	2,703.33
Eastern Office	7	3,703.00	Emergency		
Disability			Management	\$	2,500.83
Determination	\$	939.00	Supervisor	,	,
Specialist I			-Emergency		
Driver License	\$	1,619.00	Medical		
Examiner I	7	1,013.00	Program	\$	5,625.00
Educational	_		Specialist		
Developmental	1 d 1 206 25 H	Employment			
Assistant Educational			Retaliation	\$	4,350.00
Developmental	\$	1,582.00	Investigator		
Assistant Lead		1,582.00	Engineer I	\$	3,807.36
			Engineer II	\$	8,347.93
Elections	\$	3,500.00	Engineer III	\$	4,763.82
Investigator I		· 	Engineering	\$	15,000.00
			Director I		·

Job	Average		Job	Average	
Engineering	\$	3,004.50	Financial		7.026.50
Supervisor I	Ş	3,004.50	Investigator	\$	7,836.50
Engineering	\$	6,223.33	Firefighter	\$	2,216.00
Technician I	Ş	0,223.33	Food & Drug	· ·	2,210.00
Engineering	\$	6,980.67	Protection	\$	5,610.00
Technician II	ې 	0,960.07	Division Dir	T	5,525.55
Engineering	\$	8,884.00	Food Regulatory		
Technician III	ب	0,004.00	Specialist I	\$	1,329.25
Enterprise Risk			Food Service	A	2.252.67
& Security	\$	14,467.00	Supervisor I	\$	2,352.67
Director			Food Service	<u> </u>	2.076.06
Environmental			Supervisor II	\$	2,076.86
Program	\$	15,000.00	Foreign		
Manager II			Language	\$	1,853.00
Environmental			Interpreter		
Program	\$	2,979.00	Forensic	\$	1 001 00
Supervisor I			Pathologist	Ş	1,981.00
Environmental	\$	2,514.00	Forest Fire		
Specialist I	<u>'</u>	,	Equipment	\$	2,307.80
Environmental	\$	1,740.00	Operator		
Technician II	<u>'</u>	,	Forester I	\$	2,289.70
Evidence	\$	3,440.00	Forester III	\$	1,556.00
Technician	•	,	Forestry	\$	2.052.14
Executive	\$	4,709.42	Supervisor I	Ş	2,052.14
Assistant I	•	•	-Forestry	\$	2,386.25
Executive	\$	4,573.75	Supervisor III	Ş	2,300.23
Assistant II			Grants	\$	1,872.00
Extension Educ	A	4 027 02	Administrator II	Ş	1,872.00
& Training Spec	\$	4,827.83	Graphic Design	\$	2,867.50
Fa attia.			Supervisor	۲	2,807.30
Facility	ė.	1 002 11	Graphic	\$	2,843.20
Compliance Consultant I	\$	1,893.11	Designer II	٧	2,843.20
Facility			Grounds	\$	1,088.00
Compliance	\$	3,900.70	Supervisor I	7	1,000.00
Consultant II	Ş	3,900.70	Grounds	\$	3,381.22
Facility Planner	\$	2,462.00	Supervisor II	7	3,301.22
Finance and	7	2,402.00	Grounds Worker	\$	1,610.83
Business			I	т	_,;;;;;;;
Compliance	\$	2,018.67	Grounds Worker	\$	3,063.09
Analyst I			II	т	-,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
Financial Analyst			Health Plan	\$	2,834.50
	\$	3 <i>,</i> 590.25	Business Analyst	т	_,
•			Hearings Officer	\$	3,914.29
Financial Analyst	\$	3,951.13	II	•	-,
II	, <u>, , , , , , , , , , , , , , , , , , </u>		Housekeeper	\$	1,206.52

Job	Average		Job	Average	
Housekeeping	\$	1,090.40	Human Services		
Supervisor I	Ş	1,090.40	Program	\$	3,764.00
Housekeeping	\$	1,236.67	Manager III		,
Supervisor II	Ş	1,230.07	Human Services		
Housekeeping	\$	914.00	Program	\$	3,489.29
Supervisor III	Ş	914.00	Supervisor I		,
Housing Unit	\$	1,638.00	HVAC Mechanic	<u></u>	2 402 22
Supervisor	Ş	1,036.00	l	\$	3,102.22
HR Technician I	\$	2,206.54	HVAC Mechanic	<u></u>	2.472.07
HR Technician II	\$	2,002.64	II	\$	2,172.07
HR Technician III	\$	2,099.30	HVAC	4	4.047.67
Human Services			Supervisor	\$	1,847.67
Assistant Div Dir	\$	2,000.00	Information &		
III			Communication	\$	3,690.50
Human Services			s Spec I		
Asst Div Director	\$	5,000.00	Information &		
1			Communication	\$	3,821.50
Human Services			s Spec II		,
Asst Div Director	\$	3,618.00	Information &		
II			Communication	\$	3,261.92
Human Services			s Spec III		
Planner/Evaluat	\$	2,117.20	Insurance		
or I	·	•	Company	<u></u>	0.350.00
Human Services			Examiner	\$	9,250.00
Planner/Evaluat	\$	5,925.33	Director		
or II	, ,	3,323.33	Insurance		
Human Services			Company	\$	4,000.00
Planner/Evaluat	\$	11,003.25	Examiner I		
or III	7	11,003.23	Insurance		
Human Services			Company	\$	1,500.00
Planning	\$	4,163.30	Examiner II		
Supervisor II	7	4,105.50	Insurance		
Human Services			Company	\$	5,000.00
Program	\$	5,009.07	Examiner	٦	3,000.00
Consultant I	7	3,003.07	Manager		
Human Services			Insurance		
Program	\$	3,336.23	Consumer	\$	3,000.00
Consultant II	7	3,330.23	Analyst I		
Human Services			Insurance		
Program	\$	4,505.24	Consumer	\$	2,062.50
Consultant III	т	.,555.21	Analyst II		
			Insurance		
Human Services			Consumer		
Program	\$	5,550.45	Analyst	\$	2,000.00
Manager I			Manager		

Insurance Criminal Investigations Supervisor Supe	Job	Average		Job	Average	
Transport State	Insurance			IT Director I		6,948.00
Investigations Supervisor Insurance Criminal Supervisor Insurance Criminal Supervisor Insurance Criminal Supervisor Insurance Regulatory Analyst Director Insurance Regulatory Supervisor Supervisor Insurance Regulatory Supervisor Insurance Regulatory Supervisor Internal Auditor Intern				IT Director II		4,122.00
Supervisor Planning Analyst Supervisor Planning Analyst Supervisor Supe		\$	5,000.00	IT Enterprise	4	40.255.00
Insurance	_				\$	19,255.00
Criminal Investigator Crim	•				\$	4,000.00
Investigator	Criminal	Ś	5.000.00	IT Planning	ć	C 01F 00
Insurance Regulatory		Y		Analyst	۶	6,015.00
Regulatory Analyst Director Seguilatory Analyst I Tropject Manager II Manager II Tropject Manager II Manager				IT Project	ė	9 712 60
Insurance Regulatory Sanalyst Implementary Implemen		خ ا	0 500 00	Manager I	Ş	0,712.00
Insurance Regulatory S A,615.38 T Project/Program Portfolio Manager		۶	9,500.00	IT Project	ć	C COO F7
Track Regulatory Sanalyst Project/Program Proffolio Manager Track Sanalyst Track Proffolio Manager Track Security & Compliance Security & Co	-			Manager II	۶	6,609.57
Analyst		<u>,</u>	4.645.20			
Insurance Regulatory Sanalyst II IT Security & Compliance Specialist IT Technical IT Technical Specialist IT Techn	_ ,	\$	4,615.38	Project/Program	_	5 746 00
Regulatory				• •	Ş	5,/16.00
T Security & Compliance Specialist T Security & Secialist T Secialist T S		_		Manager		
Analyst Insurance Regulatory Sanager Foundation Specialist IT Security & Compliance Specialist IT Technical Writer Specialist IT Technical Specialist IT Technical Writer Specialist IT Technical Specialist Specialist IT Technical Specialist Specialist IT Technical Specialist Specialist IT Technical Specialist Specia		\$	3,444.44			
Manager	-			'	Ś	6.318.50
T Security & Compliance Specialist T T Security & Specialist T				11	,	.,.
Analoger Compliance Specialist Compliance Compliance Specialist Compliance Specialist Compliance Specialist Compliance Specialist Compliance Speci		Ś	5.050.00			
Internal Audit Specialist IT Security & Compliance Specialist IT Security & Compliance Specialist IT Technical Specialist IT Technical Writer Specialist Specialist IT Technical Writer Specialist	•	T	3,000.00		Ś	4.602.15
Internal Audit Director S				11	Y	1,002.13
Internal Auditor Supervisor Internal Auditor		Ś	3 171 50	.		
Supervisor \$ 2,937.00 Specialist II		7	3,171.30		\$	2 422 01
Internal Auditor Saperation September Septembe	Internal Audit	¢	2 937 00	·		3,423.91
Internal Auditor III \$ 2,608.40 Writer \$ 4,669.00 Internal Auditor III \$ 4,129.25 Judicial District Manager I Judicial District Manager II Judicial District Manager III Judicial Division Administrator Judicial Division Administrator Judicial Division Administrator Judicial Division Administrator Judicial Division Asst Administrator Administrator Specialist I Juvenile Court Counselor Chief IT Business Systems Analyst \$ 3,539.60 Juvenile Detention Center Supervisor \$ 2,668.00	Supervisor	7	2,337.00	<u> </u>		
Internal Auditor II Internal Auditor III Internal Auditor III Internal Auditor III Inventory Assistant Inventory Associate I Inventory Associate II II Architect II Business Systems Analyst II Business Systems Analyst Internal Auditor III Internal Auditor III III III III III III III III III I	Internal Auditor	ر	2 609 40	IT Technical	خ	4 669 00
Internal Auditor III Internal Auditor III Inventory Assistant Inventory Associate I Inventory Associate II IT Business Systems Analyst IT	1	Y	2,008.40	Writer	,	4,005.00
Internal Auditor III Inventory Assistant Inventory Associate I Inventory Associate II IT Architect IT Business Systems Analyst Systems Analyst IT Business Systems Analyst Systems Analyst Systems Analyst IT Business Systems Analyst Systems Analyst IT Business Systems Analyst Systems Analyst Systems Analyst Systems Analyst IT Business Systems Analyst Systems Ana	Internal Auditor	ر	A 120 25	Judicial District		
Internal Auditor III \$ 3,608.67 Judicial District Manager II \$ 5,363.67 Inventory	II	J.	4,129.23	Manager I	Ş	6,176.00
Inventory Assistant Inventory Associate I Inventory Associate II Inventory Associate II Inventory Associate II IT Business Systems Analyst IT Business Systems Analyst IT Business Systems Analyst System	Internal Auditor	خ	2 609 67	_		
Inventory Assistant Inventory Associate I Inventory Associate II Inventory Associate II Inventory Associate II Inventory Associate II IT Architect IT Business Systems Analyst I IT Business Systems Analyst S	III	J.	3,008.07		\$	5,363.67
Inventory Associate I Inventory Associate II Inventory Associate II IT Architect Relationship Specialist IT Business Systems Analyst IT Business Systems Analyst Systems Analy	Inventory	<u> </u>	1 404 00			
Inventory Associate I Inventory Associate II Inventory Associate II IT Architect IT Business Systems Analyst I IT Business Systems Analyst	Assistant	۶	1,494.00		\$	6 732 50
Inventory Associate II Inventory Associate II IT Architect IT Business Relationship Specialist IT Business Systems Analyst I Business Systems Analyst I Business Systems Analyst Systems An	Inventory	ć	1 202 00	Manager III	Y	0,732.30
Inventory Associate II IT Architect \$ 12,748.00 Asst \$ 13,717.00 IT Business Relationship \$ 4,965.25 Systems Analyst I Business Systems Analyst I Business Systems Analyst \$ 4,641.00 Supervisor \$ 2,668.00	Associate I	۶	1,292.00	Judicial Division	4	12 615 75
IT Architect \$ 12,748.00 Asst \$ 13,717.00 IT Business Relationship \$ 4,965.25 Systems Analyst \$ 1,539.60 IT Business \$ 1,539.60 Juvenile Detention \$ 2,668.00 IT Business \$ 4,641.00 \$ 2,668.00 Systems Analyst \$ 4,641.00 \$ 2,668.00 Systems Analyst \$ 4,641.00 \$ 5 2,668.00 Systems Analyst \$ 4,641.00 \$ 2,668.00 Systems An	Inventory	ć	1 501 75		\$	13,615./5
IT Architect \$ 12,748.00 Asst \$ 13,717.00 IT Business Relationship \$ 4,965.25 Systems Analyst I Business Systems Analyst \$ 13,717.00 IT Business Systems Analyst \$ 4,641.00 Systems Analyst \$ 4,641.00	Associate II	\$	1,501.75			
IT Business Relationship \$ 4,965.25 Specialist IT Business Systems Analyst \$ 3,539.60 IT Business Systems Analyst \$ 4,641.00 IT Business Systems Analyst \$ 4,641.00 Administrator Juvenile Court Counselor Chief \$ 2,893.67 \$ 2,668.00 \$ 2,668.00	IT Architect	\$	12,748.00	Asst	\$	13,717.00
Relationship \$ 4,965.25 Juvenile Court Counselor Chief \$ 2,893.67 IT Business Systems Analyst \$ 3,539.60 Juvenile Detention Center Systems Analyst \$ 4,641.00 Supervisor				[]	•	,
Specialist IT Business Systems Analyst I Business Systems Analyst Supervisor Supervisor Supervisor Supervisor Supervisor Supervisor \$ 2,893.67 \$ 2,893.67		\$	4,965.25	65.25		
IT Business Systems Analyst I IT Business Systems Analyst Syst	·		•		\$	2,893.67
Systems Analyst I IT Business Systems Analyst \$ 3,539.60 Juvenile Detention Center Supervisor \$ 2,668.00	•			Counselor Chief	,	,
IT Business Systems Analyst \$ 4,641.00		\$	3,539.60	luvenile		
IT Business Systems Analyst \$ 4,641.00 Center Supervisor \$ 2,668.00			-,			
Systems Analyst \$ 4,641.00 Supervisor	IT Business				\$ 2	2,668.00
		Ś	4,641,00			
	II	7	.,0 .1.00	Super visur		

Job	Average		Job	Average
Laboratory	\$	4,417.89	Maintenance/C	
Specialist	т	., 117.05	onstruction	\$ 3,981.82
Laundry Washer	\$	1,265.00	Technician IV	
Operator	7	1,203.00	Management	\$ 1,696.00
Law			Engineer I	\$ 1,696.00
Enforcement	\$	2,970.67	Marketing	\$ 3,670.00
Program	T	_,0 / 0.0 /	Director	3,070.00
Specialist			Marketing	\$ 2,618.56
Legislative	\$	4,000.00	Specialist II	2,018.30
Affairs Manager	'		Meat & Poultry	\$ 3,223.00
Legislative	\$	2,850.00	Insp Director	3,223.00
Liaison	'		Medical	
Licensed Mental	_		Examiner	\$ 4,054.00
Health	\$	3,396.45	Specialist	
Professional			Medical	
Licensed	\$	3,500.00	Laboratory	\$ 12,026.00
Practical Nurse			Supervisor I	
Locksmith II	\$	1,200.00	Medical	
Maintenance/C			Laboratory	\$ 894.00
onstruction	\$	1,637.00	Technician	
Coordinator			Medical	
Maintenance/C			Laboratory	\$ 8,447.00
onstruction	\$	2,473.00	Technologist I	
Manager I			Medical	
Maintenance/C			Laboratory	\$ 3,677.56
onstruction	\$	5,000.00	Technologist II	
Manager II			Metrologist I	\$ 2,410.50
Maintenance/C		274242	Metrologist II	\$ 3,186.00
onstruction	\$	2,712.10	Multimedia	\$ 1,420.00
Supervisor I			Technician I	1,420.00
Maintenance/C		2 772 70	Multimedia	\$ 1,606.50
onstruction	\$	2,779.79	Technician II	1,000.50
Supervisor II			Network Analyst	\$ 2,307.50
Maintenance/C		2 222 42	1	2,507.50
onstruction	\$	3,222.40	Network Analyst	\$ 3,204.00
Supervisor III			II	3,204.00
Maintenance/C	_	2.056.66	Network	\$ 11,926.80
onstruction	\$	2,856.00	Engineer	7 11,320.80
Supervisor IV			Network	\$ 11,702.00
Maintenance/C			Manager I	7 11,702.00
onstruction	\$	1,593.63	Network	\$ 5,774.50
Technician I			Manager II	3,774.30
Maintenance/C			Nurse	\$ 3,566.65
onstruction	\$	2,237.58	Consultant I	50.005
Technician II	,	_,	Nurse	\$ 4,142.72
	I		Consultant II	<i>γ</i> 4,142./2

Job	Average		Job	Average	
Nurse		3,700.00	Procurement	\$	2 852 02
Supervisor III	\$	3,700.00	Specialist II	Ş	2,852.02
Nutrition			Procurement	\$	3,620.00
Program	\$	6,149.00	Specialist III	۲	3,020.00
Assistant			Procurement	\$	1,884.00
Nutrition			Technician	7	1,004.00
Program	\$	3,279.50	Program Analyst	\$	4,474.50
Consultant			I	7	., .,
Operating			Program Analyst	\$	2,646.50
Systems	\$	5,075.50		'	,
Software			Program	\$	2,469.50
Programmer I			Coordinator I	,	
Operating			Program	\$	4,097.43
Systems	\$	7,256.00	Coordinator II		•
Software			Program	\$	3,687.30
Programmer II			Coordinator III		
Operations	\$	1,288.00	Program	\$	6,518.06
Technician			Coordinator IV		
Paralegal I	\$	2,245.25	Program	\$	2 542 06
Paralegal II	\$	4,631.33	Development Coordinator	۶	3,542.06
Paralegal III	\$	3,794.00	Program		
Paralegal to	\$	8,073.00	Director I	\$	4,047.09
General Counsel			Program		
Plumber II	\$	3,726.80	Director II	\$	5,900.00
Police Director I	\$	3,616.00	Program		
Police Officer I	\$	2,365.82	Manager I	\$	7,983.58
Police Officer II	\$	2,293.00	Program		
Police Officer	\$	3,934.00	Manager II	\$	4,637.45
Supervisor I				<u> </u>	2 700 00
Police Officer	\$	3,124.00	Program Officer	\$	2,700.00
Supervisor II	_	4 257 22	Program Supervisor I	\$	5,194.88
Policy Analyst	\$	4,257.93	Program		
Policy				\$	6,813.28
Development	\$	3,773.00	Supervisor II		
Analyst II	_		Psychological	_	5 445 00
Press Secretary	\$	6,396.00	Program	\$	5,445.00
Print Shop	\$	4,000.00	Director I		
Manager			Psychological	خ	6 112 00
Printing	خ	1 224 00	Program Director II	\$	6,112.00
Equipment	\$	1,334.00	Psychological		
Operator I Probation/Parol			Program	\$	4,636.00
e Field Specialist	\$	2,072.83	Manager	,	4,030.00
Procurement			Psychological		
Manager	\$	3,531.00	Services	\$	4,234.50
Manager	<u> </u>		Coordinator	*	1,234.30
			Coordinatol		

Job	Average		Job	Average	
Psychologist Senior	\$	1,880.00	Revenue Administration	\$	2,388.80
Public Health Epidemiologist	\$	9,864.00	Officer II Revenue		
Public Health Scientist	\$	5,619.21	Administration Officer III	\$	3,009.63
Public Health Educator I	\$	1,259.00	Revenue Field Auditor I	\$	2,761.12
Public Health Educator II	\$	6,226.00	Revenue Field Auditor II	\$	4,289.71
Public Information Director I	\$	9,128.00	Revenue Field Auditor Supervisor	\$	3,114.33
Public Information	\$	2,735.00	Revenue Officer	\$	3,817.72
Manager Real Property Agent I	\$	3,341.00	Revenue Officer	\$	5,266.95
Real Property Agent II	\$	3,942.50	Revenue Tax Assistant Administrator I	\$	3,430.75
Receptionist	\$	4,256.00	Revenue Tax		
Recreational Therapist	\$	3,500.00	Assistant Administrator II	\$	8,622.17
Registered Nurse	\$	2,563.50	Revenue Tax Auditor I	\$	3,056.25
Rehabilitation Counselor	\$	1,321.75	Revenue Tax Technician	\$	2,586.20
Rehabilitation Program	\$	5,000.00	Risk Mitigation Manager	\$	5,954.00
Manager II Rehabilitation Regional Asst	\$	4,000.00	Rules Review Commission Counsel	\$	4,387.33
Dir Rehabilitation			Safety Consultant	\$	6,459.33
Regional Director	\$	3,000.00	Safety Director I Safety Director	\$	6,693.16 10,400.00
Rehabilitation Services	\$	4,500.00	II Safety Officer I	\$	5,482.00
Manager I Rehabilitation			Security Coordinator	\$	1,915.50
Services	\$	1,530.00	Security Guard	\$	1,704.37
Manager II			Security Supervisor	\$	2,070.00
Residential Life Trainer	\$	3,375.00	Sheriff's Standards Deputy Director	\$	11,484.00

SHP Manager, Project Supervisor Superv	Job	Average		Job	Average	
Project S	SHP Manager,	4	4 406 00	State Controller		
SHP Project Coordinator		\$	4,406.00	Financial	\$	4,450.02
State Forester Stat				Specialist II		ŕ
Social Research Sacial Research Specialist Social Work Specialist Social Work Specialist Social Work Social Worker Special Assistant Special Worker Special Assistant Special Worker Special Assistant Special Worker Special Worker Special Assistant Special Worker Special	· ·	\$	1,482.00	•	\$	3.182.00
Assistant		,				·
Social Research Specialist State HRIS Shanalyst State HRIS Analyst State H		\$	1,000.00		\$	9,016.00
Specialist Social Research Specialist Social Work Social Work Social Worker Supervisor State HRIS State HRIS State HRIS Shalps State HRIS State HRIS Shalps S						
Social Research Specialist Special State Special Work Program Social Work Program Social Worker Special Worker Special Worker Special Worker Special State State HRIS Supervisor Special Worker Supervisor State		\$	3,536.56		\$	6,400.00
Specialist II						
Social Work Social Worker Supervisor State HRIS State Budget Management State Budget St		\$	5,204.29	Analyst I	\$	1,559.67
Program S						
Director State HRIS Supervisor State HRIS Supervisor Substitution Substituti		\$	4,390.00		\$	6,870.00
Social Worker \$ 2,760.90 Supervisor \$ 3,871.02	_		,	-	4	
Social Worker Clinical State Veterinarian State Veterinarian State Veterinarian State Veterinarian State Veterinarian State Veterinarian State Supervisor Statistician State Supervisor Systems Administrator Systems	Social Worker	\$	2,760.90		\$	3,871.02
Clinical S	Social Worker			· ·	1	
Social Worker Supervisor Social Worker Supervisor Social Worker Supervisor Social Worker Supervisor Social Worker School School School School School Special Advisor Social Advisor Special Advisor Special Assistant Social Administrator II Systems Administrator II Systems Administrator II Systems Administrator II Systems Administrator II Social Special School Special Administrator II Social Special School Speci	Clinical	\$	1,567.00		\$	4,310.00
Supervisor Sup		1		Statistician I	\$	4.436.86
Systems Syst	Supervisor	\$	3,361.57			•
Enforcement Agent						
Agent	Enforcement	\$	3,000.00	'	\$	4,952.20
Special Advisor \$ 7,457.73 Administrator II \$ \$ \$ \$ \$ \$ \$ \$ \$,			
Special Assistant \$ 3,671.50 Technical Trainer \$ 1,968.00		\$	7,457.73	_ ′	\$	5,844.00
Trainer						
Language Pathologist \$ 8,189.75 Telecommunicat or Supervisor \$ 1,495.00 Pathologist \$ 5,207.90 Television Producer Director Television/Medi a Services Coordinator Specialist Staff Development \$ 2,517.00 Television Producer Director Television/Medi a Services Coordinator Supervisor Supervisor	•		,		\$	1,968.00
Pathologist Staff Development Coordinator Staff Development Coordinator Staff Development Director I Staff Development Specialist I Staff Development Specialist II State Budget Management Analyst II Staff Managem	•	\$	8 189 75		4	
Staff Development Coordinator Staff Development Director I Staff Development Specialist I Development Specialist II State Budget Management Analyst II Staff Development Analyst II Staff Development Specialist II Staff Development Specialist II Staff Development Specialist II Staff Development Specialist II State Budget Management Analyst II Staff Management Analyst II Staff Development Specialist Specia		7	0,103.73		\$	1,495.00
Development Staff Development Staff Development Specialist Staff Development Staff Development Staff Development Specialist Staff Development Staff Development Specialist State Budget Management Analyst Manager State Budget Management Analyst State Budget Management Analyst State Budget Management State Budget State Budget Management State Budget State Budget Management State Budget State				Telecommunicat		
CoordinatorTelevision Producer Director ITelevision Producer Director\$ 6,000.00Producer Director\$ 6,259.00Staff Development Specialist I\$ 2,517.00Television/Medi a Services Coordinator\$ 1,543.67Staff Development Specialist II\$ 3,697.47User Support Manager I\$ 8,105.00State Budget Management Analyst I\$ 4,628.64User Support Manager II\$ 10,887.00State Budget Management Analyst II\$ 6,064.25User Support Manager II\$ 4,473.00State Budget Management Analyst II\$ 6,064.25User Support Specialist\$ 1,604.71		\$	5.207.90		\$	1,701.00
Staff Development Director I Staff Development Staff Development Specialist I Staff Development Specialist II Staff Development Specialist II Staff Development Specialist II Staff Development Specialist II State Budget Management Analyst II	•	Y	3,207.30			
Development \$ 6,000.00 Director Television/Medi a Services \$ 1,543.67 Coordinator Specialist I Staff Development \$ 2,517.00 User Support Analyst II Staff Development \$ 3,697.47 User Support Manager II User Support Specialist User Support Manager II User Support Specialist State Budget Management Analyst II State Budget Management Analyst II User Support Specialist User Support Technician I User Support Specialist User Support Spe				Producer	\$	6,259.00
Director ITelevision/Medi a ServicesTelevision/Medi a ServicesDevelopment Specialist I\$ 2,517.00CoordinatorStaff Development Specialist IIUser Support Analyst\$ 5,167.19State Budget Management Analyst IUser Support Manager II\$ 8,105.00State Budget Management Analyst IUser Support Manager II\$ 10,887.00State Budget Management Analyst IIUser Support Specialist\$ 4,473.00State Budget Management Analyst II\$ 6,064.25User Support Technician I User Support\$ 1,604.71User Support Supp		Ś	6.000.00	Director	·	
Staff Development Specialist I Staff Development Specialist I Staff Development Specialist II Staff Development Specialist II State Budget Management Analyst I State Budget Management Analyst II State Budget Management Analyst II As Services Coordinator User Support Analyst User Support Manager II User Support Specialist User Support Specialist User Support Specialist User Support Specialist State Budget Management Analyst II State Budget Management	•	*	0,000.00	Television/Medi		
Development \$ 2,517.00 Coordinator Specialist I User Support Analyst User Support Manager I User Support State Budget Management Management Analyst I Management Manag				a Services	\$	1,543.67
Specialist I Staff Development Specialist II State Budget Management Analyst I State Budget Management Analyst II State Budget Analyst II State Budget Management Analyst II State Budget Analyst II State Budget Management Analyst II State Budget Analyst II State Budget Analyst II State Budget Analyst II Sta		Ś	2.517.00	Coordinator		·
Staff Development Specialist II State Budget Management Analyst I State Budget Management Analyst II Analyst User Support Manager II User Support Manager II User Support Specialist Specialist User Support Specialist Specialist User Support Specialist	· ·	*	_,-,	User Support	4	F 467 40
Development \$ 3,697.47 User Support \$ 8,105.00 State Budget Management Analyst I \$ 4,628.64 User Support \$ 10,887.00 User Support \$ 10,887.00 User Support \$ 4,473.00 State Budget Management Analyst II \$ 1,604.71 User Support \$ 1,604.71 User Support \$ 2,609.60				Ц : :	\$	5,167.19
Specialist II State Budget Management Analyst I State Budget Management Analyst II State Budget Management State Budget Management State Budget Management State Budget State Budget Management State Budget Management State Budget State Budget Management State Budget State Budget Management State Budget State Budget State Budget Management State Budget State Bu		خ	2 607 47	·	_	2.125.22
State Budget Management Analyst I State Budget Management Analyst I State Budget Management Analyst II State Budget Management State Budget Management State Budget Management State Budget Management State Budget State Budget State Budget Management State Budget	· ·	Ş	3,097.47		\$	8,105.00
State Budget Management Analyst I State Budget Management Analyst II State Budget Management Analyst II State Budget Management Analyst II State Budget Management Specialist User Support Technician I User Support Specialist User Support Specialist	Sheciglist II				<u> </u>	40.007.00
Management Analyst I State Budget Management Analyst II \$ 4,628.64 User Support Specialist User Support Technician I User Support Technician I User Support \$ 2,609.60	State Budget				\$	10,887.00
Analyst I State Budget Management Analyst II Specialist Specialist User Support Technician I User Support	Management	\$	4,628.64		_	4 470 00
State Budget Management Analyst II State Budget \$ 1,604.71 User Support User Support User Support \$ 2,609.60	Analyst I				\$	4,4/3.00
Management \$ 6,064.25 Technician I State Budget Technician I Technician I User Support \$ 2,609.60	Charles D. H. J.			<u> </u>	_	4.604.51
Analyst II User Support \$ 2,609,60	_	<u></u>	C 0C4 35		Ş	1,604.71
Alidivst	_	\$	6,064.25			
	Analyst II			Technician II	\$	2,609.60

Job	Average
Vehicle/Equipm	
ent Repair	\$ 1,800.42
Technician I	
Vehicle/Equipm	
ent Repair	\$ 1,862.45
Technician II	
Vehicle/Equipm	¢ 2.452.00
ent Repair	\$ 2,153.00
Technician III	
Veterans Service	\$ 4,707.50
Office Manager Veterans	
Services Officer	\$ 1,484.33
Veterinarian	\$ 10,499.79
Vocational	
Evaluator	\$ 2,222.50
Wage And Hour	
Investigator I	\$ 4,350.00
Wage And Hour	
Investigator II	\$ 4,350.00
Wage And Hour	\$ 4,350.00
Supervisor	\$ 4,350.00
Water/Wastewa	
ter Treatment	\$ 4,069.50
Operator	
Workforce	
Development	\$ 5,939.25
Training	9,000.20
Specialist I	
Youth	
Development	\$ 3,550.00
Center Director	
Youth	
Program/Educat	\$ 2,177.50
ion Assistant I	
Overall Average	3,109.85

MARKET-BASED JUSTIFICATION (BY STATE AGENCY)

The following table lists the Market Based Justifications by agency, excluding the Judicial Branch. Agencies may select more than one market-based justification reason. The top two reasons state agencies provided salary increases using LMAR funding was to address salary compression/salary inequity issues and increases for employees whose salaries were below the midpoint of the range:

Agency	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Administration		68	17	39	
Adult Correction			2669		97
Agriculture and Consumer Service		54	76	329	
Commerce					20
Environmental Quality					
Health and Human Service	114	1385		263	108
Information Technology		45	47		
Insurance				118	
Justice		72	92	12	11
Labor			126		
Military and Veteran Affairs			16	2	
Natural and Cultural Resources			437		
North Carolina Community College System		31		4	
Office of Administrative Hearings		10			
Office of the State Auditor					
Office of State Budget Management		24	7	3	1

Agency	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Office of State Controller		49	14	1	22
Office of State Human Resources		1		6	
Office of the Governor				11	
Public Instruction					
Public Safety				973	
Revenue		88	142	50	
Secretary of State		49	1		
State Board of Elections		11	8	2	1
State Treasurer		103	9		
Transportation		26	1	2	
Wildlife Resource Commission			4	4	
Grand Total	114	2016	3666	1819	260

MARKET-BASED JUSTIFICATION BY JOB (IN STATE AGENCIES)

The following table lists the Market Based Justifications by job classification. Agencies may select more than one market-based justification:

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Accountant I		17		10	1
Accountant II		9	2	16	13
Accountant III		1	1	5	
Accountant IV		1		1	1
Accounting Clerk II				1	
Accounting Director II					1
Accounting Manager I				1	2
Accounting Specialist		4	3		2
Accounting Technician I			2	10	
Accounting Technician II		1	4	20	
Accounting Technician III			5	5	2
Actuary - Life & Health				2	
Actuary Director				1	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Administrative Assistant				1	
Administrative Associate I		1	6	2	
Administrative Associate II		7	39	80	
Administrative Lead		5		4	3
Administrative Officer		1	6	5	
Administrative Officer I	1	5		14	
Administrative Officer II		7		12	
Administrative Officer III		5		12	2
Administrative Specialist I	33	493	139	93	12
Administrative Specialist II	5	56	38	55	3
Administrative Supervisor	1	18	8	2	
Agency General Counsel I		1		1	
Agency General Counsel II		1			
Agency HR Consultant I		9	2	9	
Agency HR Consultant II		8	2	3	
Agency HR Consultant III		4	3	10	1
Agency HR Director I		2		1	
Agency HR Director II		3		2	
Agency HR Director III		1		1	1
Agency HR Director IV				1	
Agency HR Manager I		3	3	3	
Agency HR Manager II		4	2	1	2

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Agency HR Manager III				1	
Agency HR Supervisor		2			
Agency Legal Consultant I		2		2	
Agency Legal Consultant II		1		2	
Agricultural Program Director I			2		
Agricultural Program Director II			4		
Agricultural Program Manager III			1		
Agricultural Program Technician I			14	1	
Agricultural Research Director			1		
Agricultural Technician II				71	
Aircraft Maintenance Supervisor			1		
Aircraft Mechanic				7	
ALE Assistant Special Agent In Charge				15	
Apiary Inspector		4	1	1	
Applications Systems Analyst I	1	1		6	
Applications Systems Analyst II	1	4	3	7	
Applications Systems Manager I		1		6	6
Applications Systems Manager II			1		
Applications Systems Specialist		1	1	5	5
Applications Technician I		1			
Applications Technician II		1			
Architectural Supervisor II		1			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Assistant Agency General Counsel I		2	1	1	1
Assistant Agency General Counsel II		1		8	2
Assistant Judicial District Manager I			9		
Assistant Judicial District Manager II			22		
Assistant State Forester		1			
Assistive Technologist		4		2	2
Attorney II				2	
Attorney III			1	1	
Attorney IV		3			
Attorney Manager II		1			
Audiologist		5			
Audit Manager I		1			
Auditor III				1	
Autopsy Technician II	1				
Banking Manager I		2			
Boiler & Pressure Vessel Inspector			12		
Boiler & Pressure Vessel Inspector Supervisor			1		
Boiler Inspection Assistant Director			1		
Boiler Operator		2		3	
Boiler Operator Lead				1	
Budget Analyst I		2		4	
Budget Analyst II				3	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Budget Analyst III				5	
Budget Manager I		1	2		1
Business Enterprise Consultant II		1			
Business Manager I		2		1	1
Business Officer I		1		4	
Business Officer II		6	1	9	
Business Services Coordinator I	1	11		2	2
Business Services Coordinator II		15		1	
Business Systems Analyst I	3	14		4	
Business Systems Analyst II		14		6	6
Business Systems Analyst Supervisor		4			
Carpenter I			1		
Carpenter II			4		
Casework Associate I		2		22	
Casework Associate II				8	5
Central Regional Field Coordinator, Gove				1	
Chaplain I				3	
Chemist I		1			
Chemist II		1			
Chemistry Supervisor II		1			
Chemistry Technician I		3		3	3
Chemistry Technician II		2			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Chief Deputy I		2	1	1	
Chief Deputy II		1			
Chief Deputy III				2	
Chief Legal Counsel				1	
Chief Probation and Parole Officer			76		
Comm Corr Asst Chief of Special Ops			4		
Comm Corr Deputy Director					2
Community Development Planner II				5	
Community Development Specialist I				4	
Community Development Specialist II	1	7		1	
Community Employment Program Manager		1		1	1
Community Employment Program Specialist		56		22	
Community Employment Program Supervisor		1			
Contract Specialist I		1			
Contracts Technician		2			
Cook				23	
Correctional Administrator I					4
Correctional Administrator II					5
Correctional Associate Warden Operations			1		
Correctional Asst Supt for Program I			1		
Correctional Asst Supt for Programs II			2		
Correctional Asst Supt II			1		

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Correctional Captain I			7		
Correctional Captain II			79		
Correctional Captain III			80		
Correctional Case Manager			286		
Correctional Facility Administrator					20
Correctional Facility Superintendent I					12
Correctional Facility Superintendent II					7
Correctional Facility Superintendent III					7
Correctional Food Service Manager I			19		
Correctional Food Service Manager II			14		
Correctional Food Service Manager III			15		
Correctional Food Service Officer I			58		
Correctional Food Service Officer II			72		
Correctional Food Service Officer III			93		
Correctional Food Service Supervisor I			28		
Correctional Food Service Supervisor II			25		
Correctional Food Service Supervisor III			33		
Correctional Housing Unit Manager I			28		
Correctional Housing Unit Manager II			95		
Correctional Housing Unit Manager III			45		
Correctional Lieutenant I			43		
Correctional Lieutenant II			101		

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Correctional Lieutenant III			116		
Correctional Prison Warden					2
Correctional Programs Supervisor			149		
Correctional Sergeant I			260		
Correctional Sergeant II			443		
Correctional Sergeant III			446		
Criminal Justice Planner I				3	
Criminal Justice Planner II				3	
Criminal Justice Specialist/Invest I			5		
Criminal Justice Specialist/Invest II		19		6	
Criminal Justice Specialist/Invest III			12	1	
Criminal Justice Specialist/Invest IV				1	
Criminal Justice Training Coordinator I		29		1	1
Customer Experience Specialist			4		
Dental Assistant	1				
Dental Equipment Technician	1				
Dep Director Samarcand Training Academy				2	
Deputy Secretary/Commissioner I		2	2		
Deputy Secretary/Commissioner II		3		2	
Deputy Secretary/Commissioner III				1	
Director of Governor's Western Office				1	
Director of Governor's Eastern Office				1	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Disability Determination Specialist I	2				
Driver License Examiner I					
Educational Developmental Assistant				4	
Educational Developmental Assistant Lead				1	
Elections Investigator I		2	2		
Elections Specialist I		2	2		
Elections Specialist II		1	1		
Electrician I			1		
Electrician II		5	3	8	
Electrician Supervisor				1	
Electronics Technician I		3		2	
Electronics Technician II		4			
Electronics Technician III		1		1	
Elevator Inspection Supervisor			4		
Elevator Inspector			39		
Emergency Management Area Coordinator				15	
Emergency Management Officer				9	
Emergency Management Officer Supervisor				1	
Emergency Management Specialist				31	
Emergency Management Supervisor				12	
Emergency Medical Program Specialist		1			
Employment Retaliation Investigator			7		

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Engineer I		9		2	
Engineer II		5	7	3	
Engineer III			2	9	
Engineering Director I		1			
Engineering Director II		1			
Engineering Supervisor I				2	
Engineering Technician I		3			
Engineering Technician II		3			
Engineering Technician III			1		
Enterprise Risk & Security Director		2	2		
Environmental Program Manager II		1			
Environmental Program Supervisor I				1	
Environmental Specialist I				2	
Environmental Technician II				1	
Evidence Technician				7	7
Executive Assistant I	1	11		7	4
Executive Assistant II		1		3	3
Extension Educ & Training Spec I	1	23			
Facility Compliance Consultant I		32			
Facility Compliance Consultant II		4			
Facility Planner				1	
Finance and Business Compliance Analyst I				3	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Finance and Business Compliance Analyst II				4	
Financial Analyst I		3		1	
Financial Analyst II		4		11	
Financial Analyst III		1		1	1
Financial Investigator		2			
Firefighter				2	
Food & Drug Protection Division Dir		1			
Food Regulatory Specialist I		14	2		
Food Service Supervisor I				3	
Food Service Supervisor II				7	
Foreign Language Interpreter				1	
Forensic Pathologist	2				
Forest Fire Equipment Operator				96	
Forester I				30	
Forester III				11	
Forestry Supervisor I			14		
Forestry Supervisor III			4		
Grants Administrator II		1			
Graphic Design Supervisor			2		
Graphic Designer II		1	4		
Grounds Supervisor I		1	1		
Grounds Supervisor II		2	6	1	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Grounds Worker I		4		2	
Grounds Worker II		5	28		
Health Plan Business Analyst			2		
Hearings Officer II		14			
Housekeeper		6	2	13	
Housekeeping Manager				1	
Housekeeping Supervisor I		2	1	2	
Housekeeping Supervisor II		3			
Housekeeping Supervisor III				1	
Housing Unit Supervisor				2	
HR Technician I		6	1	28	
HR Technician II			3	21	1
HR Technician III		2	1	15	
Human Services Assistant Div Dir III		1			
Human Services Asst Div Director I		1			
Human Services Asst Div Director II		2		1	
Human Services Planner/Evaluator I	1	2		2	
Human Services Planner/Evaluator II	1	2			
Human Services Planner/Evaluator III		4			
Human Services Planning Supervisor II		1		1	
Human Services Program Consultant I	4	36		1	
Human Services Program Consultant II		21		1	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Human Services Program Consultant III		37		21	
Human Services Program Manager I		20		2	
Human Services Program Manager II		13		1	
Human Services Program Manager III		2			
Human Services Program Supervisor I		7			
HVAC Mechanic I		2	2	5	
HVAC Mechanic II		2		13	2
HVAC Supervisor				3	1
Information & Communications Spec I		4	9	1	
Information & Communications Spec II		5	15	6	
Information & Communications Spec III		2	4	6	
Insurance Company Examiner Director				2	
Insurance Company Examiner I				1	
Insurance Company Examiner II				2	
Insurance Company Examiner Manager				4	
Insurance Consumer Analyst I				6	
Insurance Consumer Analyst II				8	
Insurance Consumer Analyst Manager				2	
Insurance Criminal Investigations Supervisor				1	
Insurance Criminal Investigator I				24	
Insurance Regulatory Analyst Director				2	
Insurance Regulatory Analyst I				13	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Insurance Regulatory Analyst II				9	
Insurance Regulatory Analyst Manager				10	
Internal Audit Director		1		1	
Internal Audit Supervisor				1	
Internal Auditor I		1		4	
Internal Auditor II				4	4
Internal Auditor III				3	2
Inventory Assistant				1	
Inventory Associate I				2	
Inventory Associate II				4	
IT Architect		2	2		1
IT Business Relationship Specialist		4	3		
IT Business Systems Analyst I	2	8	1		
IT Business Systems Analyst II	3	5	1		
IT Business Systems/Planning Manager		2	1		
IT Director I		2	3		
IT Director II		2	1		
IT Enterprise Planning Analyst				4	
IT Executive I		1			
IT Planning Analyst	1	1			
IT Project Manager I		5	3		
IT Project Manager II		7	5		

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
IT Project/Program Portfolio Manager		1			
IT Security & Compliance Manager I		3		1	1
IT Security & Compliance Specialist I	1	7	2	5	1
IT Security & Compliance Specialist II				11	
IT Technical Writer		1			
Judicial District Manager I					14
Judicial District Manager II					9
Judicial District Manager III					8
Judicial Division Administrator					4
Judicial Division Asst Administrator					3
Juvenile Court Counselor Chief				3	
Juvenile Detention Center Supervisor				1	
Laboratory Improvement Consultant	1	1			
Laboratory Specialist		17		1	1
Laundry Washer Operator				1	
Law Enforcement Program Specialist				3	
Legislative Affairs Manager				1	
Legislative Liaison				2	
Licensed Mental Health Professional				11	
Licensed Practical Nurse				2	
Locksmith II				1	
Maintenance/Construction Coordinator				1	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Maintenance/Construction Manager I		1			
Maintenance/Construction Manager II				1	1
Maintenance/Construction Supervisor I		5	24	1	
Maintenance/Construction Supervisor II		5	8	6	
Maintenance/Construction Supervisor III			5	5	
Maintenance/Construction Supervisor IV		1		1	
Maintenance/Construction Technician I			36	13	
Maintenance/Construction Technician II		2	38	20	
Maintenance/Construction Technician III		5	30	28	
Maintenance/Construction Technician IV			5	6	
Management Engineer I				1	
Marketing Director		2			
Marketing Specialist II			9		
Meat & Poultry Insp Director			1		
Medical Examiner Specialist	1	1			
Medical Laboratory Supervisor I		1			
Medical Laboratory Technician	1				
Medical Laboratory Technologist I		1			
Medical Laboratory Technologist II	1	34		10	
Metrologist I		3		1	
Metrologist II			1		
Multimedia Technician I				1	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Multimedia Technician II			2		
Network Analyst I	1	2		1	
Network Analyst II		3	1	1	
Network Engineer		5	4		
Network Manager I		1			
Network Manager II		2	2	1	
Nurse Consultant I		113			
Nurse Consultant II		18			
Nurse Supervisor II		2		1	
Nurse Supervisor III				1	
Nutrition Program Assistant		7			
Nutrition Program Consultant		8			
Operating Systems Software Programmer I		1	2		
Operating Systems Software Programmer II		2			
Operations Technician	1				
Paralegal I	1	3			
Paralegal II		1		1	
Paralegal III		1		1	
Paralegal to General Counsel				1	
Plumber II		6	1	3	
Police Director I				1	
Police Officer I				60	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Police Officer II				2	
Police Officer Supervisor I				7	
Police Officer Supervisor II				4	
Policy Analyst		1	2		
Policy Development Analyst II		1		1	
Press Secretary				1	
Print Shop Manager				1	1
Printing Equipment Operator I				2	
Probation/Parole Field Specialist			18		
Procurement Manager		1		1	
Procurement Specialist I					2
Procurement Specialist II			1	3	1
Procurement Specialist III			2	1	
Procurement Technician				2	
Program Analyst I	1	2	1	10	
Program Analyst II	1	1		8	
Program Coordinator I		1		5	
Program Coordinator II		20	2	4	
Program Coordinator III		38	1	5	
Program Coordinator IV	4	24	1	4	
Program Development Coordinator	1			4	1
Program Director I		1	1	2	2

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Program Director II		1		1	1
Program Manager I		12	1	4	3
Program Manager II		6		11	11
Program Officer			1	1	
Program Supervisor I		3	5		
Program Supervisor II	1	10	1	3	1
Psychological Program Director I				1	
Psychological Program Director II				1	
Psychological Program Manager				1	
Psychological Services Coordinator				2	
Psychologist		1		4	
Psychologist Senior	2				
Public Health Epidemiologist		1			
Public Health Scientist		11		3	
Public Health Educator I	1	1			
Public Health Educator II		5		1	
Public Information Director I		1	1	3	2
Public Information Manager				2	
Real Property Agent I		1		3	
Real Property Agent II		1		1	1
Receptionist				1	
Recreational Therapist				2	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Registered Nurse				8	
Rehabilitation Counselor	7	1			
Rehabilitation Program Manager II		1			
Rehabilitation Regional Asst Dir		1			
Rehabilitation Regional Director		1			
Rehabilitation Services Manager I		2			
Rehabilitation Services Manager II	1				
Residential Life Trainer		4			
Revenue Administration Officer I			17		
Revenue Administration Officer II			8		
Revenue Administration Officer III			32		
Revenue Field Auditor I			12		
Revenue Field Auditor II			12		
Revenue Field Auditor Supervisor			3		
Revenue Officer I		88			
Revenue Officer II			1		
Revenue Tax Assistant Administrator I			2		
Revenue Tax Assistant Administrator II			5		
Revenue Tax Auditor I			17	17	
Revenue Tax Technician			33	33	
Risk Mitigation Manager			1		
Rules Review Commission Counsel		3			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Safety Consultant			2	1	
Safety Director I					1
Safety Director II			1		
Safety Officer I				1	
Security Coordinator				4	
Security Guard				27	
Security Supervisor				1	
Sheriff's Standards Deputy Director			1		
Shipping/Receiving Supervisor I		1		1	
SHP Manager, Projects			1		
SHP Project Coordinator			2		
Social Research Assistant II			3		
Social Research Specialist I	2	15		1	
Social Research Specialist II		7			
Social Work Program Director				1	
Social Worker		2		19	
Social Worker Clinical				2	
Social Worker Supervisor		3		4	
SOS Law Enforcement Agent		2			
Special Advisor			1	2	1
Special Assistant				2	
Speech And Language Pathologist		4			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Staff Development Coordinator			1	2	1
Staff Development Director I		2	1		
Staff Development Specialist I		3		7	
Staff Development Specialist II	4	14	1	10	1
State Budget Management Analyst I		14			
State Budget Management Analyst II		4			
State Controller Financial Specialist I		4			
State Controller Financial Specialist II			7		
State Forester			1		
State HR Consultant II		1		1	
State HR Consultant III				1	
State HRIS Analyst I		15			18
State HRIS Analyst II		1			
State HRIS Supervisor		4	2		
State Veterinarian		1			
Statistician I	3	1	1	2	
Statistician II		9			
Systems Administrator I	1	2		2	1
Systems Administrator II		1		2	2
Technical Trainer I				1	
Telecommunicator				5	
Telecommunicator Supervisor				1	

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Television Producer Director			1		
Television/Media Services Coordinator			3		
User Support Analyst	1	24	7	6	
User Support Manager I	1	3	2		
User Support Manager II		4	2		
User Support Specialist		14	2	3	
User Support Technician I	7	22		5	
User Support Technician II		15	1		
Vehicle/Equipment Operator I		2		7	
Vehicle/Equipment Repair Technician I		1		18	
Vehicle/Equipment Repair Technician II		1		19	
Vehicle/Equipment Repair Technician III				3	
Veterans Service Office Manager			2		
Veterans Services Officer			7	1	
Veterinarian				19	
Vocational Evaluator				4	
Wage And Hour Investigator I			10		
Wage And Hour Investigator II			4		
Wage And Hour Supervisor			2		
Water/Wastewater Treatment Operator			2		
Workforce Development Training Specialist I		4			
Youth Development Center Director				1	

Job Classification	Count of Market	Count of Market	Count of Market	Count of Market	Count of
	Based	Based	Based	Based	Market
	Justification #1:	Justification #2:	Justification #3:	Justification #4:	Based
	Increase salary,	Increase Salary	Salary	Addresses class	Justification
	which was	for an employee	compression, or	with high	#5 Other
	below minimum	who was below	salary inequity	turnover, or high	
	of range	the midpoint of	Issues	vacancy rate	
		the salary range			
Youth Program/Education Assistant I				12	
Youth Program/Education Assistant II				4	
Zookeeper			49		
Zookeeper Supervisor			9		
Grand Total	114	2015	3666	1819	260

JUDICIAL BRANCH AVERAGE INCREASES (BY JOB)

The Judicial Branch reported LMAR funding for 590 positions across 160 different job classifications. The following table lists the average salary increase by job classification.

Job	Average	
Accountant	\$	3,246.33
Accounting Specialist I	\$	1,248.00
Accounting Specialist II	\$	1,288.50
Accounting Specialist III	\$	1,903.40
Accounting Specialist IV	\$	2,446.00
Administrative Officer I	\$	3,254.75
Administrative Officer II	\$	1,927.50
Administrative Secretary	\$	1,645.67
Applications Analyst	\$	5,953.00
Programmer III		
Applications Analyst	\$	4,871.00
Programmer Spec		
Applications Portfolio Manager	\$	4,466.00
Assistant Legal Counsel	\$	5,706.71
Benefits Specialist	\$	4,322.67
Business Analysis & Process Mgt	\$	10,000.00
Manager		
Business Systems Analyst	\$	2,998.50
Communications Specialist	\$	3,921.00
Compensation Analyst	\$	3,648.00
Compensation Analyst Senior	\$	3,648.00
Computer Operator	\$	1,960.00
Computing Services Manager	\$	4,452.00
Contracts Administrator	\$	2,537.50

Job	Average	
Court Administrator II	\$ 3,342.00	
Court Administrator III	\$ 2,377.50	
Court Assistant	\$ 1,058.00	
Court Coordinator	\$ 1,579.77	
Court Management Specialist I	\$ 7,062.00	
Court Management Specialist II	\$ 5,295.67	
Court Manager I	\$ 650.00	
Court Manager II	\$ 1,505.29	
Court Manager III	\$ 1,429.00	
Custodian	\$ 1,931.00	
Custody and Visitation Mediator	\$ 2,824.89	
Custody Mediation Program	\$ 1,524.11	
Assistant		
Customer Relations Manager	\$ 11,334.00	
Cybersecurity Analyst	\$ 5,544.00	
Cybersecurity Architect	\$ 3,898.00	
Data Control Specialist	\$ 2,993.60	
Data Reporting Analyst	\$ 2,676.00	
Database Administrator	\$ 3,169.00	
DCS Services Supervisor	\$ 3,740.00	
Delivery Driver	\$ 2,152.25	
Deputy Legal Counsel	\$ 6,067.50	

Job	Average	
Distributed Computing Services	\$	3,764.00
Manager		
Distribution Assistant	\$	1,917.80
Distribution Services Manager	\$	1,910.00
Distribution Staff Supervisor	\$	2,607.00
eCourts Program Manager	\$	7,784.00
Employee Relations Specialist	\$	2,819.00
Endpoint Services Manager	\$	5,969.00
Endpoint Services Specialist	\$	4,523.00
Executive Assistant to the AOC	\$	3,801.00
Director		
Facilities & Maintenance	\$	3,004.50
Assistant		
Facilities & Maintenance	\$	2,051.00
Technician		
Facility Coordinator	\$	2,413.00
Facility Maintenance	\$	2,395.00
Coordinator		
Financial Analysis & Process	\$	14,449.00
Manager		
Financial Management Analyst I	\$	4,014.86
Financial Management Analyst II	\$	5,468.00
Financial Officer	\$	7,744.00
GAL Advocacy Specialist I	\$	2,443.50
GAL Advocacy Supervisor	\$	1,606.00
GAL Associate Counsel	\$	3,791.50
GAL Attorney	\$	4,174.67
GAL Attorney Advocate	\$ \$ \$	3,902.00
GAL District Administrator	\$	2,282.34
GAL Program Assistant	\$	2,232.60
L		

Job	Average	
GAL Program Specialist II	\$	1,980.71
GAL Program Specialist I	\$	1,957.64
GAL Regional Administrator	\$	1,820.00
GAL Supervisor	\$	2,719.93
GAL Training & Development	\$	1,500.00
Manager		
Grants Accountant	\$	2,830.00
Graphic Designer	\$	2,485.00
Human Resources Assistant	\$	2,000.00
Human Resources Manager	\$	3,691.00
Human Resources Specialist	\$	6,100.00
Human Trafficking Commission	\$	4,929.00
Exec Dir		
IDS Administrative Assistant	\$	1,301.50
IDS Assistant Director	\$	2,428.00
IDS Budget Manager	\$	7,410.00
IDS Defender Policy & Planning	\$	3,807.00
Attorney		
IDS Financial Analyst	\$	2,427.00
IDS Legal Associate	\$	2,605.50
IDS Research Director	\$	4,012.00
Indigent Defense Services Staff	\$	3,495.00
Attorney		
Information & Communications	\$	3,571.00
Specialist		
Information Assurance	\$	3,459.00
Coordinator		
Network Engineer III	\$	4,784.00

Job	Average	
Information Technology	\$ 4,285.0	0
Manager Infrastructure & Cloud Services	\$ 4,823.0	0
Infrastructure & Cloud Services	\$ 11,490.0	0
Manager Instructional Designer	\$ 2,274.5	0
Internal Auditor	\$ 2,718.6	
Interpreting Services Management Specialist	\$ 5,002.0	
IT Access Administration Specialist	\$ 3,367.0	0
IT Asset Management Specialist	\$ 1,882.0	0
IT Asset Manager	\$ 2,799.0	0
IT Help Desk Specialist	\$ 3,085.0	0
IT Project Portfolio Manager	\$ 3,432.0	0
IT Support Services Manager	\$ 6,443.0	0
IT Support Specialist	\$ 2,864.3	8
IT Support Supervisor	\$ 5,798.6	0
Judicial Standards Comm Investigator	\$ 1,500.0	0
Judicial Standards Commission Counsel	\$ 6,100.0	0
Judicial Standards Executive Director	\$ 5,000.0	0
Judicial Support Center Supervisor	\$ 5,197.0	0
Juvenile Defender	\$ 6,399.0	0
Micrographics Services Assistant	\$ 1,233.4	0
Motor Fleet Manager	\$ 2,726.0	0

Job	Average	
Network Security Architect	\$	3,706.00
Network Security Specialist II	\$	3,122.00
Network Security Specialist III	\$	3,430.00
Network Services Ops & Admin.	\$	4,082.00
Manager		
Organizational Development	\$	2,500.00
Manager		
Parent Defender	\$	6,399.00
Payroll Specialist	\$	2,160.50
PMO and QA Administrator	\$	4,514.00
Printing Equipment Operator	\$	1,757.33
Printing Services Manager	\$	6,522.00
Printing Staff Supervisor	\$	2,576.00
Privacy Officer	\$	3,890.00
Procedural Help Desk Specialist	\$	2,002.50
Procurement Specialist I	\$	2,642.00
Procurement Specialist II	\$	2,240.00
Procurement Specialist III	\$	3,950.00
Programs Administrative	\$	4,234.00
Specialist		
Project Coordinator	\$	4,220.00
Project Coordinator/Technical	\$	5,980.00
Writer		
Receptionist	\$	2,033.00
Records Manager	\$	7,816.00
Recruiting Specialist	\$	4,030.00
Regional Defender	\$	2,449.00

Job	Average	
Research and Policy Associate	\$	4,051.50
Senior		
Resource Defender	\$	1,436.00
Safety & COOP Consultant	\$	2,830.00
Salary Administration Manager		3,691.00
Salary Administration Specialist I	\$	4,500.00
Salary Administration Specialist II	\$	6,184.00
Salary Administration Specialist	\$	2,600.00
Sentencing & Policy Advis Comm Assoc Dir	\$	3,040.00
Sentencing & Policy Advis Comm Exec Dir	\$	19,280.00
Special Counsel Supervising Attorney	\$	6,399.00
Staff Court Interpreter	\$	2,376.33
Supreme Court Chief Deputy Marshal	\$	2,589.00
Supreme Court Deputy Marshal	\$	2,197.50
Supreme Court Marshal	\$	2,710.00
Systems Analyst I	\$	3,668.83
Systems Analyst II	\$	5,472.92
Systems Analyst III	\$	4,367.33
Systems Analyst IV	\$	6,449.50
Systems Programmer	\$	3,098.67
Systems Programmer Senior	\$	4,463.25
Talent Management Consultant Senior	\$	2,819.00

Job	Average	
Trial Court Research Assistant	\$	6,194.26
Overall Average	\$	3,289.85

MARKET-BASED JUSTIFICATION BY JOB (JUDICIAL BRANCH)

The following table lists the Market Based Justifications by job classification. Agencies may select more than one market-based justification:

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Accountant		3			
Accounting Specialist I		1			
Accounting Specialist II		2			
Accounting Specialist III		5			
Accounting Specialist IV		1			
Administrative Officer I		4			
Administrative Officer II		2			
Administrative Secretary		3			
Applications Analyst Programmer III		1			
Applications Analyst Programmer Spec		1			
Applications Portfolio Manager		1			
Assistant Legal Counsel		7			
Benefits Specialist		3			
Business Analysis & Process Mgt Manager		5			
Business Systems Analyst		2			
Communications Specialist		1			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Compensation Analyst		1			
Compensation Analyst Senior		2			
Computer Operator		3			
Computing Services Manager		1			
Contracts Administrator		2			
Court Administrator II		1			
Court Administrator III		2			
Court Assistant		5			
Court Coordinator		22			
Court Management Specialist I		1			
Court Management Specialist II		6			
Court Manager I		2			
Court Manager II		7			
Court Manager III		3			
Custodian		2			
Custody and Visitation Mediator		46			
Custody Mediation Program Assistant		9			
Customer Relations Manager		1			
Cybersecurity Analyst		1			
Cybersecurity Architect		1			
Data Control Specialist		5			
Data Reporting Analyst		1			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Database Administrator		1			
DCS Services Supervisor		1			
Delivery Driver		4			
Deputy Legal Counsel		2			
Distributed Computing Services Manager		1			
Distribution Assistant		5			
Distribution Services Manager		1			
Distribution Staff Supervisor		1			
eCourts Program Manager		1			
Employee Relations Specialist		1			
Endpoint Services Manager		1			
Endpoint Services Specialist		1			
Executive Assistant to the AOC Director		1			
Facilities & Maintenance Assistant		2			
Facilities & Maintenance Technician		1			
Facility Coordinator		1			
Facility Maintenance Coordinator		1			
Financial Analysis & Process Manager		1			
Financial Management Analyst I		7			
Financial Management Analyst II		1			
Financial Officer		1			
GAL Advocacy Specialist I		2			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
GAL Advocacy Supervisor		1			
GAL Associate Counsel		2			
GAL Attorney		3			
GAL Attorney Advocate		16			
GAL District Administrator		35			
GAL Program Assistant		5			
GAL Program Specialist II		7			
GAL Program Specialist I		11			
GAL Regional Administrator		3			
GAL Supervisor		96			
GAL Training & Development Manager		1			
Grants Accountant		1			
Graphic Designer		1			
Human Resources Assistant		1			
Human Resources Manager		1			
Human Resources Specialist		1			
Human Trafficking Commission Exec Dir		1			
IDS Administrative Assistant		2			
IDS Assistant Director		1			
IDS Budget Manager		1			
IDS Defender Policy & Planning Attorney		1			
IDS Financial Analyst		1			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
IDS Legal Associate		2			
IDS Research Director		1			
Indigent Defense Services Staff Attorney		1			
Information & Communications Specialist		1			
Information Assurance Coordinator		1			
Information Technology Manager		1			
Infrastructure & Cloud Services Director		1			
Infrastructure & Cloud Services Manager		1			
Instructional Designer		4			
Internal Auditor		3			
Interpreting Services Management Specialist		1			
IT Access Administration Specialist		2			
IT Asset Management Specialist		2			
IT Asset Manager		1			
IT Help Desk Specialist		12			
IT Project Portfolio Manager		1			
IT Support Services Manager		1			
IT Support Specialist		16			
IT Support Supervisor		5			
Judicial Standards Comm Investigator		1			
Judicial Standards Commission Counsel		1			
Judicial Standards Executive Director		1			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Judicial Support Center Supervisor		3			
Juvenile Defender		1			
Micrographics Services Assistant		5			
Motor Fleet Manager		1			
Multimedia Technician		3			
Network Engineer II		3			
Network Engineer III		1			
Network Security Architect		2			
Network Security Specialist II		1			
Network Security Specialist III		1			
Network Services Ops & Admin. Manager		1			
Organizational Development Manager		1			
Parent Defender		1			
Payroll Specialist		2			
PMO and QA Administrator		1			
Printing Equipment Operator		3			
Printing Services Manager		1			
Printing Staff Supervisor		1			
Privacy Officer		1			
Procedural Help Desk Specialist		2			
Procurement Specialist I		2			
Procurement Specialist II		1			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Procurement Specialist III		3			
Programs Administrative Specialist		1			
Project Coordinator		1			
Project Coordinator/Technical Writer		1			
Receptionist		1			
Records Manager		1			
Recruiting Specialist		1			
Regional Defender		1			
Research and Policy Associate		1			
Research and Policy Associate Senior		4			
Resource Defender		1			
Safety & COOP Consultant		1			
Salary Administration Manager		1			
Salary Administration Specialist I		1			
Salary Administration Specialist II		1			
Salary Administration Specialist I		4			
Sentencing & Policy Advis Comm Assoc Dir		1			
Sentencing & Policy Advis Comm Exec Dir		1			
Special Counsel Supervising Attorney		1			
Staff Court Interpreter		9			
Supreme Court Chief Deputy Marshal		1			
Supreme Court Deputy Marshal		2			

Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity Issues	Count of Market Based Justification #4: Addresses class with high turnover, or high vacancy rate	Count of Market Based Justification #5 Other
Supreme Court Marshal		1			
Systems Analyst I		6			
Systems Analyst II		13			
Systems Analyst III		6			
Systems Analyst IV		4			
Systems Programmer		3			
Systems Programmer Senior		4			
Talent Management Consultant Senior		1			
Trial Court Research Assistant		19			
Grand Total		590			

LABOR MARKET ADJUSTMENT RESERVE



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