

State of Wyoming Executive Branch **WORKFORCE REPORT**

July 1, 2018 - June 30, 2019



Prepared by:
Human Resources
DIVISION

2

COMPENSATION UPDATE

Compensation Executive Summary
Definitions
Benchmarks
Salary Surveys and the Relevant
Employment Market
Pay Table Competitiveness
Results
General Pay Table
HPCI Pay Table
Nursing Pay Table
Executive Pay Table
Attorney Pay Table
History of Legislative Increases
Total Compensation Analysis

24

EMPLOYEE COUNTS-SALARIES-DIVERSITY

Composition of Executive Branch
Employee Count - 10 Year History
Employee Count by Agency
Employee Count by Pay Rate
Span of Control by Agency
Average Pay Rate by Agency
Employee Gender by Agency
Employee Count by Pay Rate and Gender
Average Pay Rate by Gender
Workforce Ethnicity
Employees by County

35

EMPLOYEE AGE & LENGTH OF SERVICE

Average Age and Length of Service by Agency
Workforce Age and Length of Service Trends
Longevities by Agency
Retirement Eligibility by Agency
Retirement Trend Data

42

TURNOVER-RECRUITMENT

Total Turnover - 10 Year History
Agency Turnover Rates
Total Turnover by Age Group and Length of Service
Voluntary/Involuntary Turnover
Highest Turnover Rates by Classification
Recruitment Workload Summary by Year
Time to Fill by Agency in Days
Time to Fill by Classification in Days

TABLE OF CONTENTS



COMPENSATION UPDATE

The Mission as stated in the Compensation Policy says, “To apply and maintain policies and procedures that provide internal alignment and incorporates market-based data into pay ranges while establishing consistent and equitable base pay and non-base pay actions that will be consistently applied for all state employees.” This is accomplished by comparing pay range midpoints with median salaries for similar jobs within a relevant geographic area.

The midpoint of a pay range typically represents an organization’s competitive market policy position for the jobs assigned to that pay range. It is the level at which an organization chooses to set its pay against the external market and is established as a strategy against an organization’s competitors in recruiting and retaining personnel (WorldatWork, 2009).

Sections of this report include information that demonstrates the relative health of Executive branch pay structures as compared to the external market rates, as well as the competitiveness of actual salaries of classified and at-will employees. Other key information provided in this report that may assist in supporting recommendations to adjust pay schedules and/or salary increase for classified employees includes a percent into range analysis for classified employees, turnover data and historical data on pay structure adjustments and salary increases.

Overall, the Executive Branch is experiencing competitive pressure in all pay grades due to the inability to grant performance adjustments for several years, as well as the lack of structure adjustments for nearly five years. Although statewide budget issues are a concern, it is imperative that the classified pay structure as well as the actual salaries of employees be considered for the efficient and effective delivery of quality services to the public.



Benchmark Job

A job commonly found throughout all industries that is used as a reference point to make pay comparisons between employers.

Classified/Executive Branch

An employee who falls within the regular State of Wyoming Classification System. This does not include employees who work for the Wyoming Business Council, Wyoming Office of Tourism, Judicial or Legislative branch, University of Wyoming or Wyoming Community Colleges.

Lag

The amount by which a classified jobs pay range midpoint falls behind its comparable job in the market. May also refer to a compensation strategy to “lag” the market.

Market

The relevant labor market from which an organization gains or loses employees.

Market Rate

The prevailing rate of compensation employers are paying for a job. For the purposes of this report, it is an average of the actual median salaries for a group of similar benchmark jobs.

Market Ratio

An index that is used to determine the lag of classified benchmark jobs against the market rate. It is calculated by subtracting the market rate from the current pay range midpoint. This figure is then divided again by the market rate.

MPP

(Market Policy Position)

The market rate established for all jobs within the grade. This rate is based both on principles of internal equity and external compensation in the relevant market.

Median Salary

The middle value in a set of data responses that are ranked from lowest to highest and representative of actual salaries.

Midpoint

The middle value in a defined pay range. It is commonly used to adjust an organizations competitive position against the market rate for a given job.

Pay Range

A salary range that an organization is willing to pay for a given job. A pay range consists of a minimum and maximum salary.

Pay Grade

A salary-system in an organization in which bands of salaries are made and keeping into account the responsibility, seniority, position, experience, etc., the salaries are given.



The Department of Administration & Information Human Resources Division conducted this analysis according to the benchmarking process and principles recommended by the WorldatWork Society of Certified Professionals (www.worldatwork.org).

WorldatWork is the world's leading not-for-profit professional association dedicated to knowledge and leadership in the areas of total rewards, compensation, benefits, and work-life balance. The WorldatWork standards of professional practice are followed by compensation professionals nationally and worldwide.

The benchmarking process identifies jobs that are common throughout all industries. Examples include jobs such as receptionist, accountant, engineer, registered nurse, etc. Benchmark jobs are used as reference points to make pay comparisons between employers within a geographic area.

Benchmark jobs are used to represent multiple levels within occupations. This allows for the analysis of a "cross-section" of an occupation throughout the job market in order to make pay comparisons of entry-level to entry-level, up through supervisor to supervisor and beyond. For example, a comparison using this method would include the following job titles:

- Accountant Clerk
- Accounting Technician
- Accountant
- Senior Accountant
- Accounting Analyst
- Senior Accounting Analyst
- Principal Accountant
- Accounting Manager I
- Accounting Manager II
- Accounting Manager III

Benchmark jobs typically have broad usage within the relevant job market in order to allow for the application of statistically significant sampling methods. Additionally, universal standards established among compensation practitioners are used to ensure consistency of comparability.



Once applicable benchmark jobs have been identified, salary information for those jobs are obtained through surveys from professional compensation survey providers as well as from public compensation consortiums. The data in this report include comparisons to median salaries of employers in Wyoming's relevant employment market.

The Department of Administration & Information Human Resources Department defines the relevant employment market as public and private employers within the Midwest and/or Western regions, preferably in service-providing industries. States used for the analysis in this report in the Midwest and Western regions include Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah, Washington and Wyoming.

In an effort to maintain consistency in the collection and analysis of data, the following surveys have been used:

- Employer's Council (Formerly Mountain States Employers Council)
- Wyoming Hospital Association
- National Compensation Association of State Governments (NCASG)
- Compdata
- National Business Aviation Association (NBAA)
- Economic Research Institute (ERI)

Employer's Council (Formerly Mountain States Employers Council)

Employer's Council serves employers of all sizes in the public and private sectors. Since 1939, their collective power of over 4,000 employers has enabled them to offer a depth of expertise. Their extensive database offers wage-and-benefits survey data on more than 400 jobs and employer practices to help in the benchmarking process.

Wyoming Hospital Association (WHA)

WHA serves as the voice of Wyoming hospitals before local, state, regional and national legislative and regulatory bodies, the media and the public. While the Association's primary focus is representation and advocacy for Wyoming hospitals, WHA also provides data services, educational programs, and a variety of other membership services. The WHA provides salary data for healthcare positions and encompasses all of the State of Wyoming Hospitals as well as National data in our recognized States where we compare to including Colorado, Montana, North Dakota, New Mexico, Nevada, South Dakota and Utah.

National Compensation Association of State Governments (NCASG)

A National Organization composed of state government human resources professionals, NCASG's mission is to provide a forum for compensation professionals from member states to exchange information, professional expertise, and knowledge related to the compensation of state government employees. Annually, NCASG conducts a compensation survey that collects salary data from member states for a variety of jobs typically found in state government.

Compdata

A National Compensation survey data and consulting firm. Compdata has amassed the largest and most comprehensive database of current compensation and benefits information. Compdata typically collects information from approximately 34,000 organizations. In addition to the yearly-produced salary survey data, this year the company has launched Compdata Edge. Edge now brings real time data where waiting for an annual survey is no longer necessary.

National Business Aviation Association (NBAA)-Pro Pilot Salary Study

This survey is widely used among the Aviation community in comparing salaries for positions dealing with aircraft. The survey specifies by position and type of aircraft what the going rate is for a pilot.

Economic Research Institute (ERI)

Our most recent add on in the salary survey field, ERI was founded over 30 years ago to provide compensation applications for private and public organizations. Subscribers include corporate compensation, relocation, human resources and other professionals, as well as independent consultants and counselors, and US and Canadian public sector administrations (including military, law enforcement, city/county, state/provincial, and federal government pay administrators). The salary survey and compensation survey data and analytics encompasses 8,000 positions in more than 1,000 industries and over 9,000 locations. ERI software is used by most of the Fortune 500 companies and also thousands of small and medium-sized companies in the public and private sectors.



Executive Branch Midpoints vs. Median Market Salaries

Methodology

The following methodology is used for the next five charts to compare Executive Branch pay range market policy positions (MPP) to median market salaries for comparable benchmark jobs. Common standards in compensation administration suggest comparing the 50th percentile (MPP) of the pay range to the median market rate when recommending pay structure changes. Median salaries are said to be less susceptible to fluctuations caused by outliers in the survey data.

Executive Branch classified jobs were matched to benchmark jobs in the public and private sectors



Pay range midpoints were identified for each Executive Branch classified job



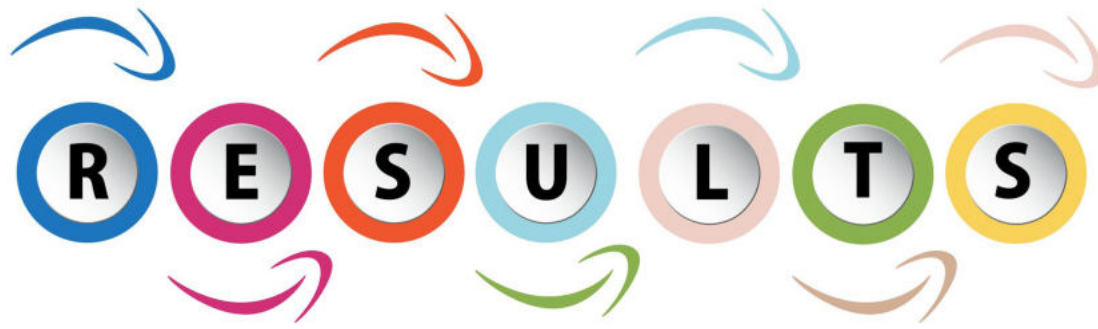
Median salaries were identified for each corresponding benchmark job in both the public and private sectors



Executive Branch pay range midpoints for benchmarked jobs were averaged to show a single value representative of the pay range for each sector. The median salaries of the jobs matched to Executive Branch benchmarks in each sector were also averaged to provide a single value for comparison



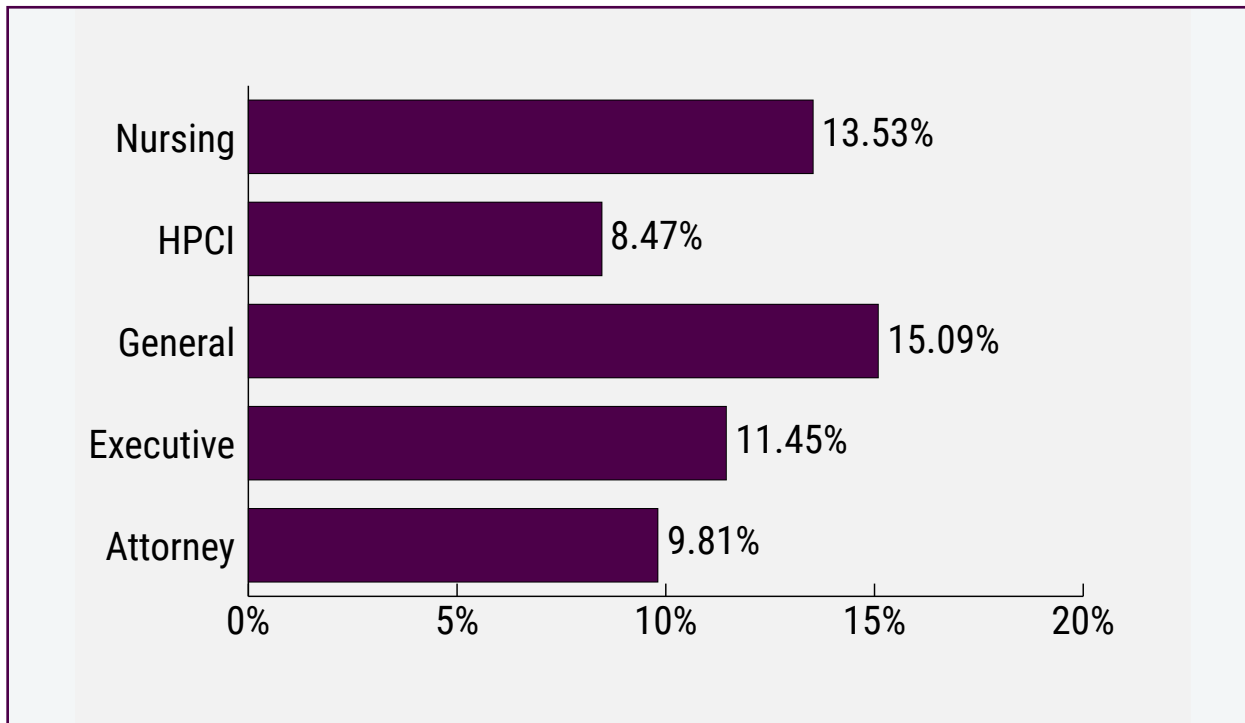
The lag of the Executive Branch pay tables was calculated by subtracting the average Executive Branch pay range midpoint from the average market median and then dividing that number by the average Executive Branch pay range midpoint



Results

As of January 1, 2018, Executive Branch pay range midpoints for benchmarked jobs are 0.83% to 24.08% behind median salaries offered by other public and private employers. At the same time in 2017, benchmarked jobs were 0.49% to 19.11% behind median salaries. In the graph below, the bars indicate the percentages by which the average Executive Branch pay range midpoint has fallen behind the corresponding median market salary for benchmarked jobs. Each average is separated by the five pay tables recognized in the Executive Branch. A detailed comparison for each pay range can be found on the following pages.

2018 Market Lag of Executive Branch Pay Table Midpoints



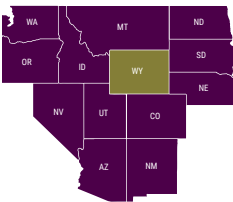
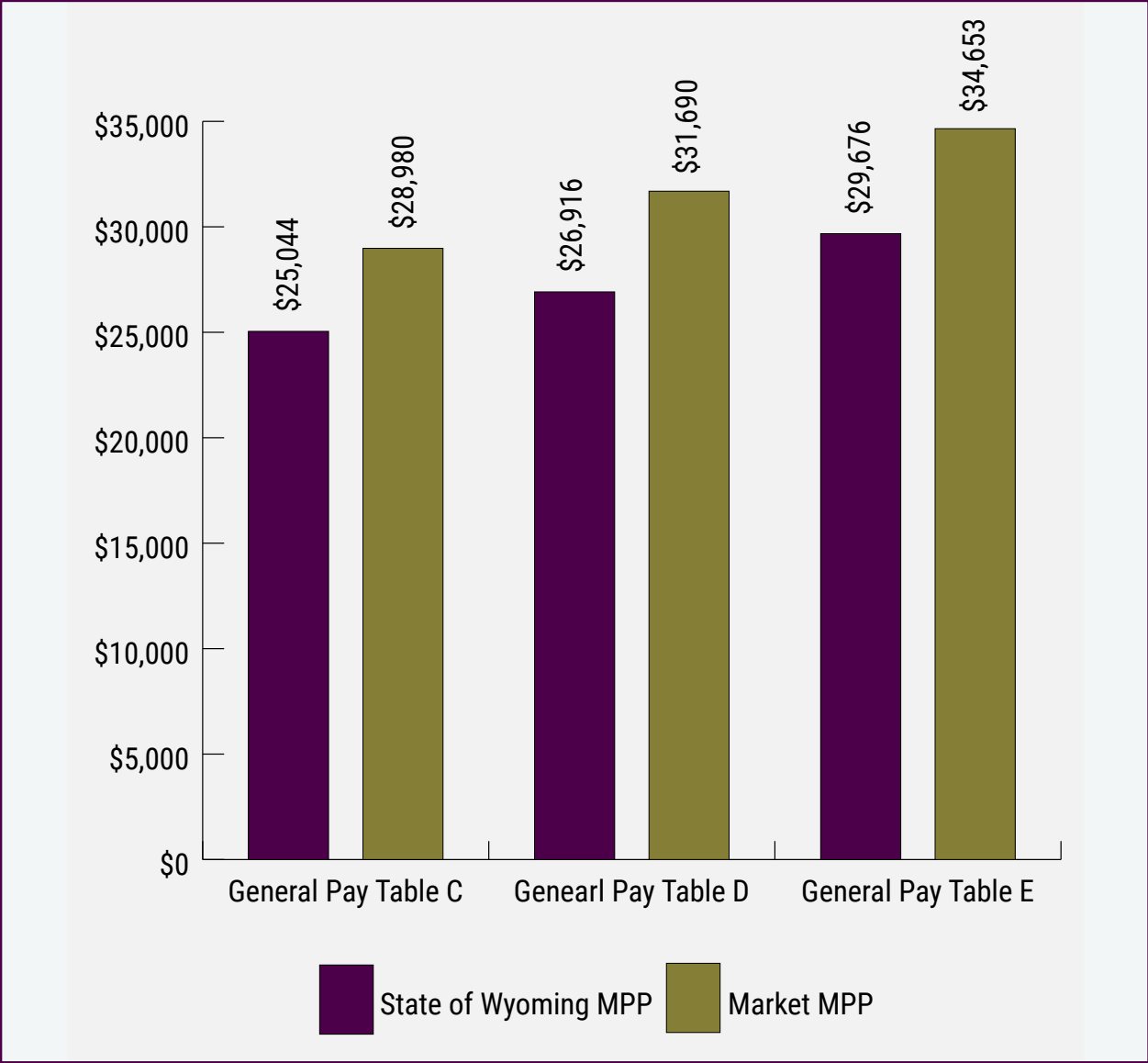
Nursing = Nursing Pay Table
HPCI = Highway Patrol/Criminal
Investigations Pay Table

General = General Pay Table
Executive = Executive Pay Table
Attorney = Attorney Pay Table

General Pay Table C, D & E

220 Classified Employees	15.72% Lag Table C	17.74% Lag Table D	16.77% Lag Table E
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Jobs in Pay tables C, D & E include Buildings & Grounds Assistant I, Food Services Assistant, Housekeepers, Security Guards, Office Assistant I, Records & Data Management Technicians, Design Assistants, etc. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming General Pay Table C is, on average, 15.72% lower than competing employers. Pay table D is, on average, 17.74% lower, and Pay table E is, on average, 16.77% lower.

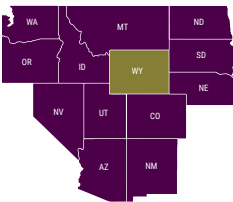
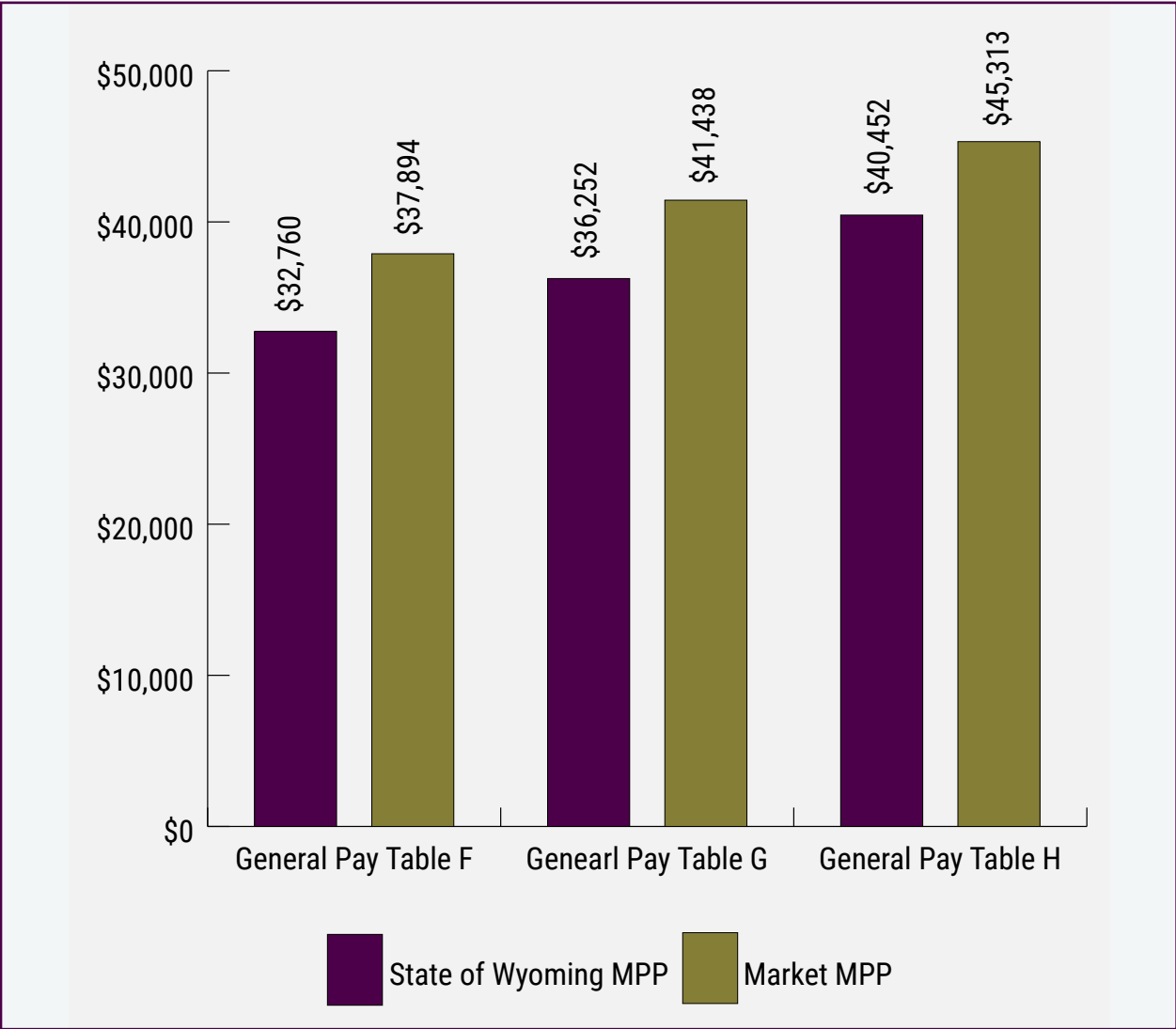


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table F, G & H

1,566 Classified Employees	15.67% Lag Table F	14.31% Lag Table G	12.02% Lag Table H
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Jobs in Pay tables F, G & H include Shipping & Receiving Clerk I, Accounting Clerk, Sign Fabricator, Firefighter I, Food Services Specialist, Photographer, Mechanic, Highway Maintenance Technician, Construction & Maintenance Technician, etc. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming General Pay table F is, on average, 15.67% lower than competing employers. Pay table G is, on average, 14.31% lower, and Pay table H is, on average, 12.02% lower.

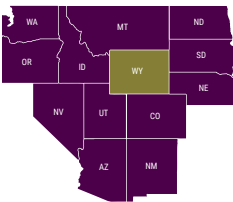
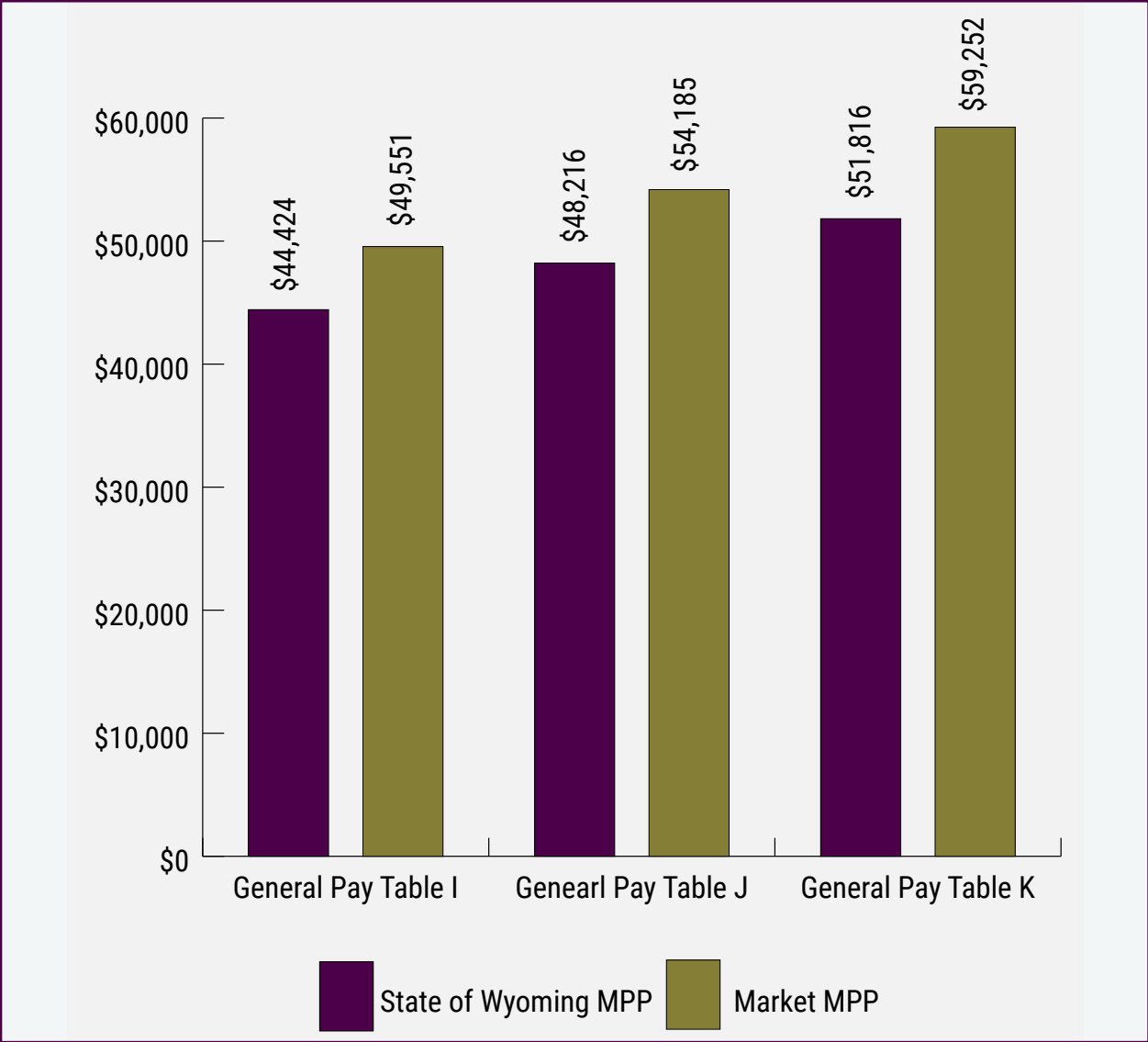


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table I, J & K

2,430 Classified Employees	11.54% Lag Table I	12.38% Lag Table J	14.35% Lag Table K
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Jobs in Pay tables I, J & K include Office Support Specialist II, Forensic Evidence Technician, Heavy Mechanic, Accountant, Senior Firefighter, Tax Examiner, Senior Human Resources Associate, Librarian, Legal Assistant, etc. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming General Pay table I is, on average, 11.54% lower than competing employers. Pay table J is, on average, 12.38% lower, and Pay table K is, on average, 14.35% lower.

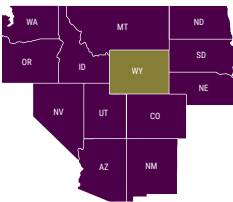
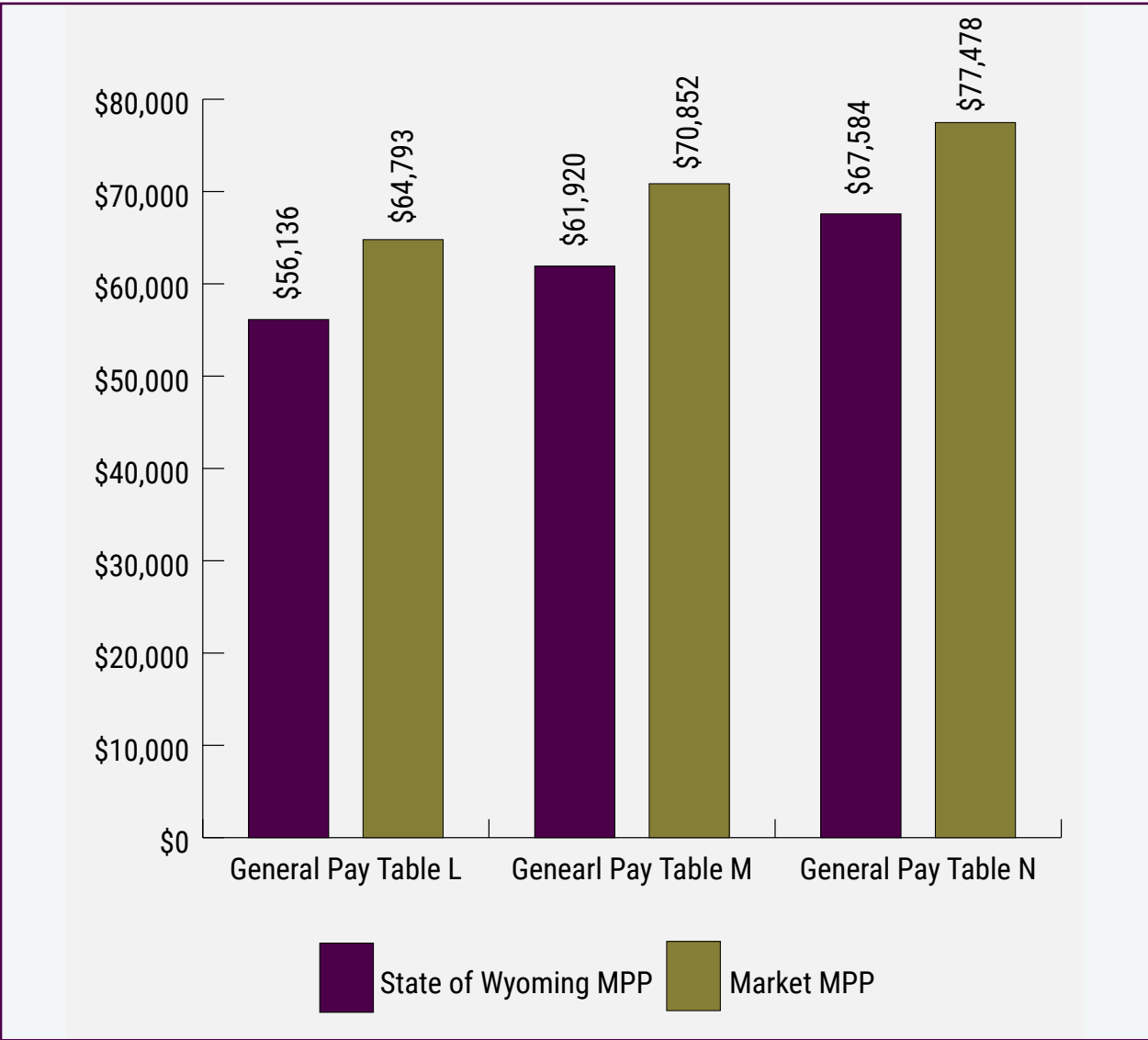


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table L, M & N

2,197 Classified Employees	15.42% Lag Table L	14.43% Lag Table M	14.64% Lag Table N
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Jobs in Pay tables L, M & N include Accounting Analyst, Senior Electrician, Natural Resources Analyst, Buyer, Senior Multi-Media Specialist, Senior Staff Technician, Skilled Trades Manager I, Budget Analyst, Senior Forensic Analyst, etc. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming General Pay table L is, on average, 15.42% lower than competing employers. Pay table M is, on average 14.43% lower and Pay table N is, on average, 14.64% lower.

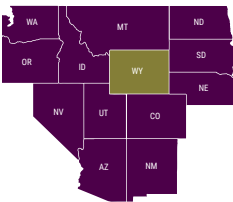
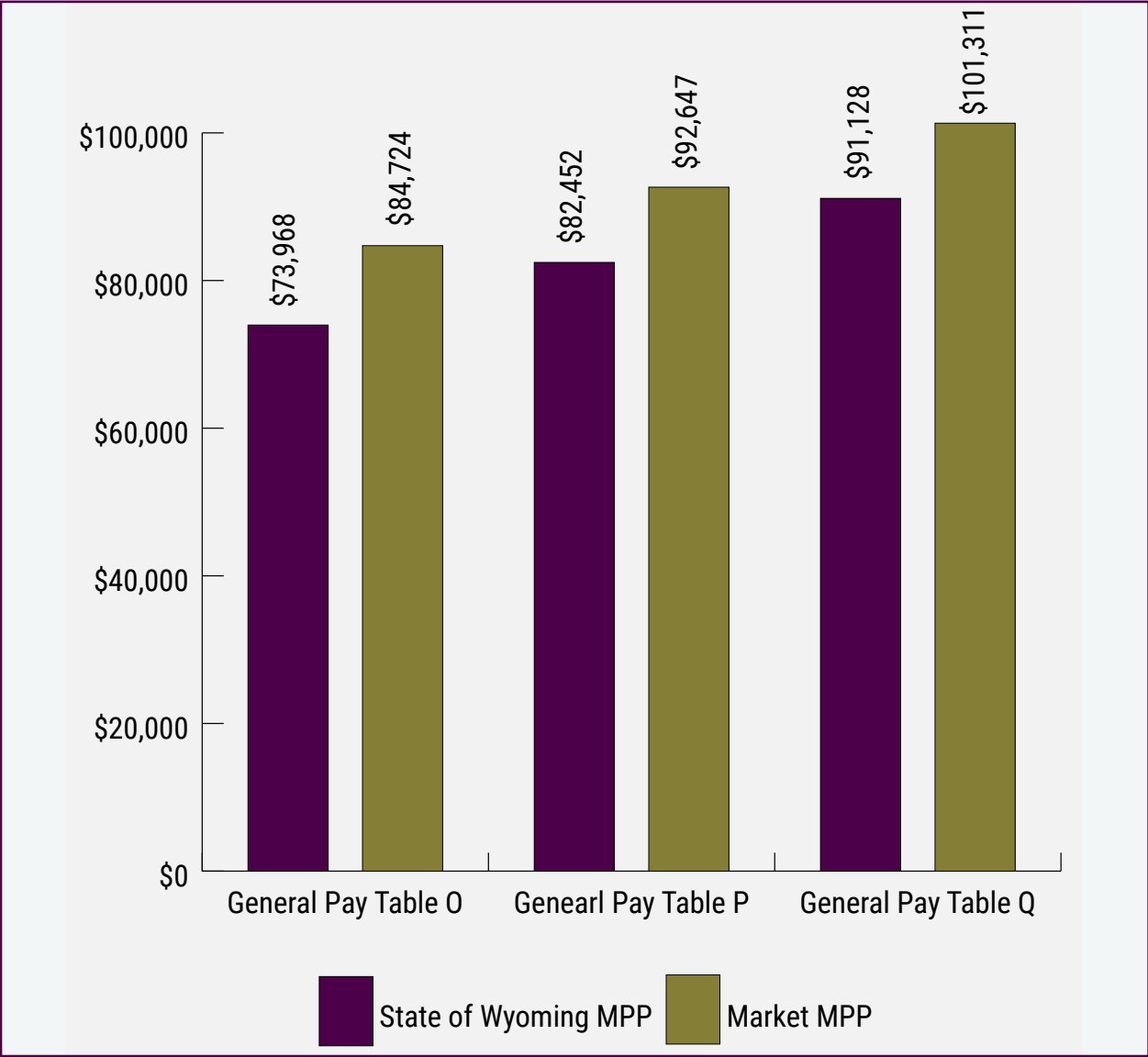


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table O, P & Q

645 Classified Employees	14.54% Lag Table O	12.36% Lag Table P	11.17% Lag Table Q
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Jobs in Pay tables O, P & Q include Senior Budget Analyst, Senior Human Resource Consultant, Skilled Trades Manager II, Tax Examination Manager, Principal Engineer, Geology Supervisor, Staff Engineer, Accounting Manager II, Laboratory Manager I, etc. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming General Pay table O is, on average, 14.54% lower than competing employers. Pay table P is, on average, 12.36% lower and Pay table Q is, on average, 11.17% lower.

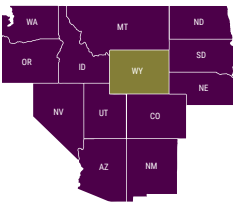
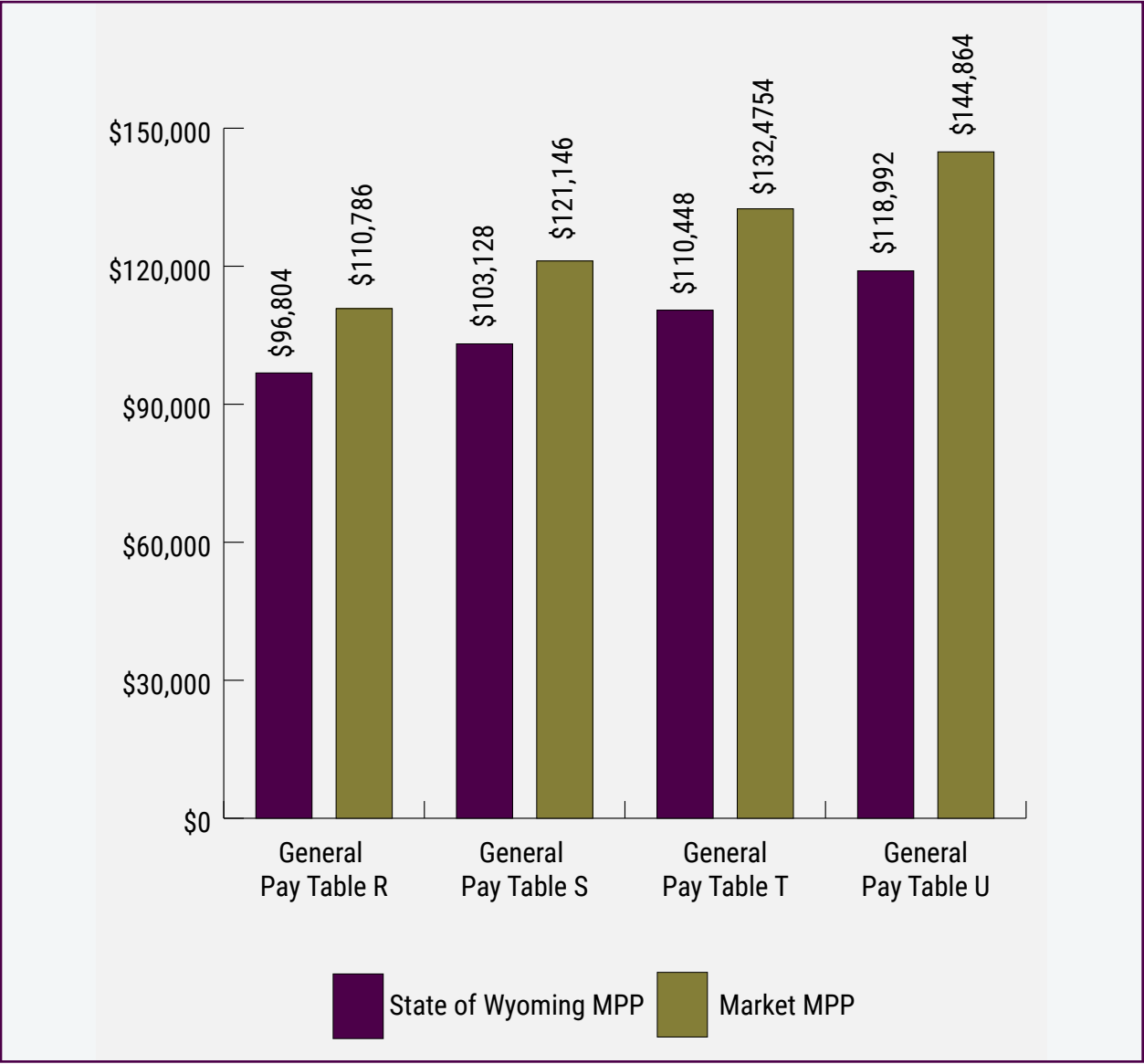


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table R, S, T & U

140 Classified Employees | **14.44% Lag Table R** | **17.47% Lag Table S** | **19.94% Lag Table T** | **21.74% Lag Table U**

Jobs in Pay tables R, S, T & U include Disability Determination Program Manager, Driver’s License Program Manager, Statistical Data Manager, Director of Investment & Finance, Public Health Lab Administrator, Emergency Preparedness Program Manager-Public Health, Park Operations Manager, Pharmacist, Assistant Chief Engineer-Transportation, etc. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming General Pay table R is, on average, 14.44% lower than competing employers. Pay table S is, on average, 17.47% lower, Pay table T is, on average, 19.94% lower and Pay table U is, on average, 21.74% lower.

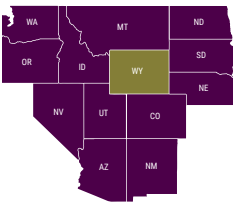
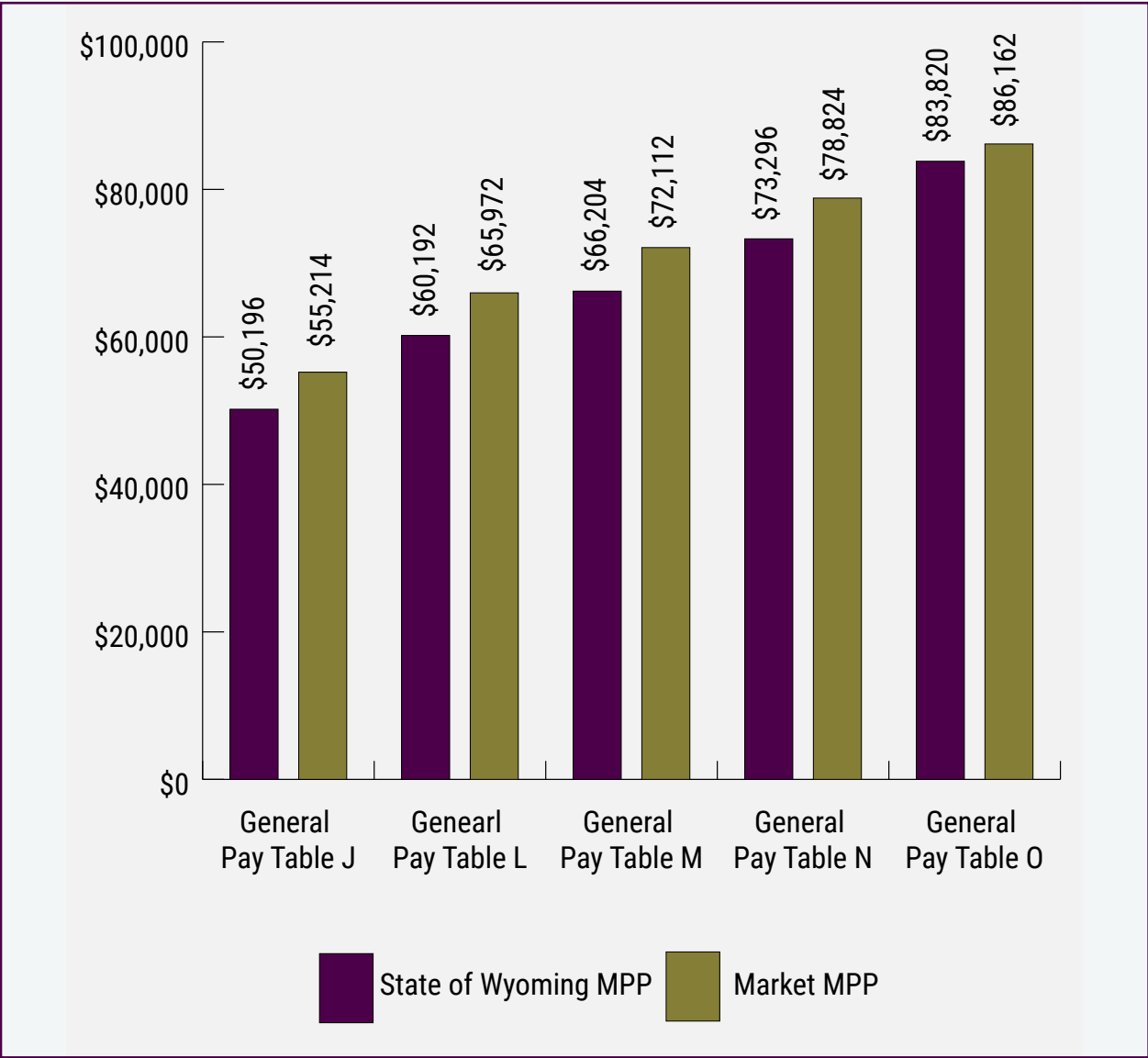


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

HPCI Pay Table J, L, M, N & O

214 Classified Employees	10.00% Lag Table J	9.60% Lag Table L	8.92% Lag Table M	7.54% Lag Table N	2.79% Lag Table O
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Jobs in the HPCI Pay tables J,L,M,N & O include Highway Patrol Trooper I, Highway Patrol Trooper II, Law Enforcement Academy Instructor, Criminal Investigator, CJIS Program Supervisor, Highway Patrol Trooper III, Highway Patrol Lieutenant, etc. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming HPCI Pay table J is, on average 10.0% lower than competing employers. Pay table L is, on average, 9.60% lower, Pay table M is, on average, 8.92% lower, Pay table N is, on average, 7.54% lower and Pay table O is, on average 2.79% lower.

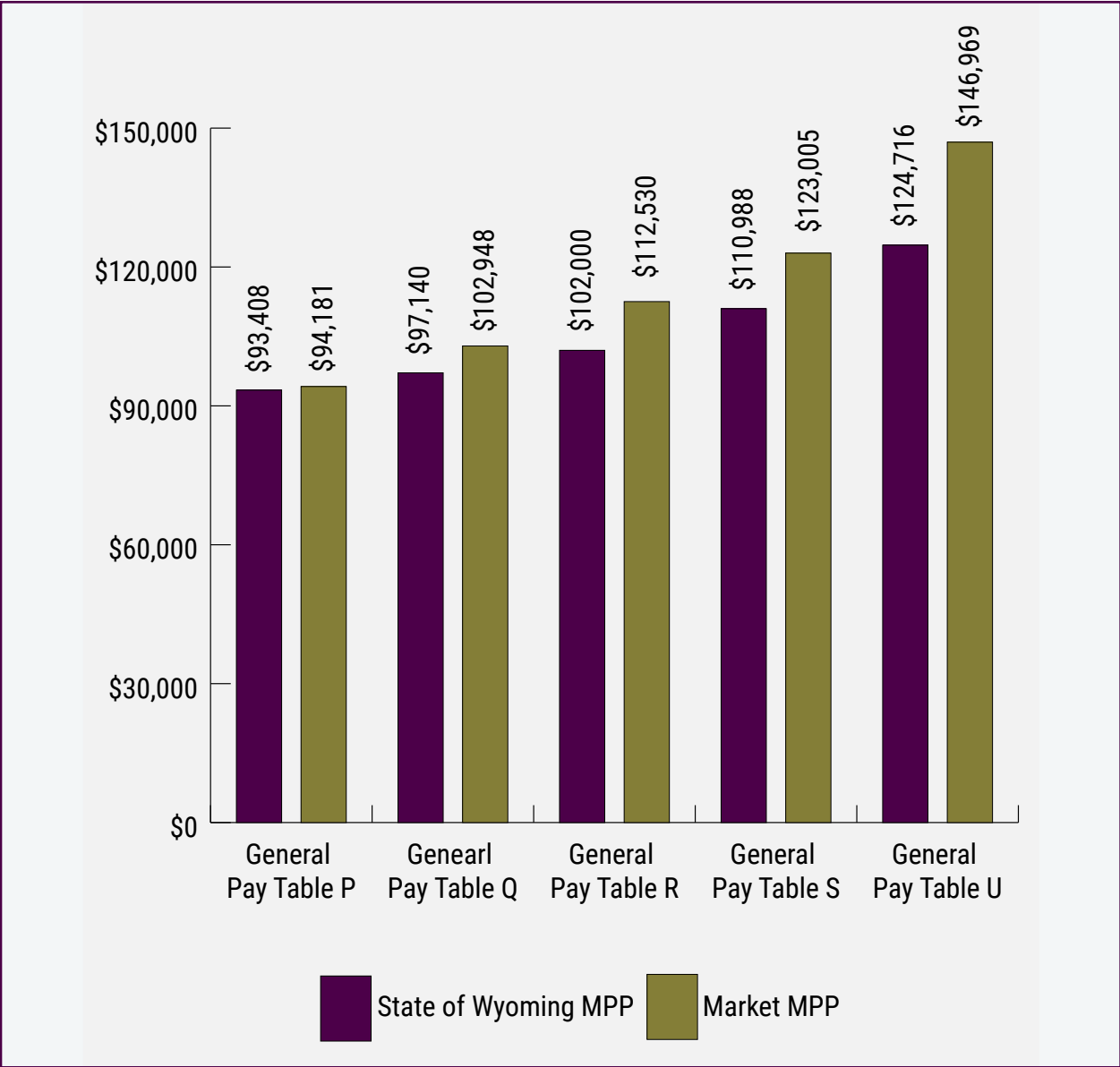


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

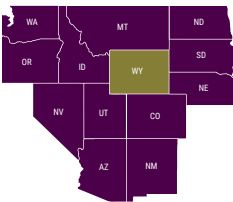
HPCI Pay Table P, Q, R, S & U

23 Classified Employees	0.83% Lag Table P	5.98% Lag Table Q	10.32% Lag Table R	10.83% Lag Table S	17.84% Lag Table U
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Jobs in HPCI Pay tables P,Q,R,S & U include Law Enforcement Academy Manager, Special Agent Supervisor, Special Agent Manager, Highway Patrol Captain, Highway Patrol Major, Highway Patrol Lieutenant Colonel, etc. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming HPCI Pat table P is, on average, 0.83% lower than competing employers. Pay table Q is, on average, 5.98% lower, Pay table R is, on average, 10.32% lower, Pay table S is, on average 10.83% lower and Pay table U is, on average 17.84% lower.



PAY TABLE COMPETITIVENESS

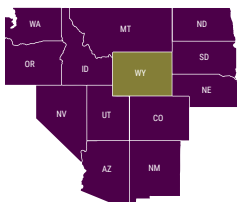
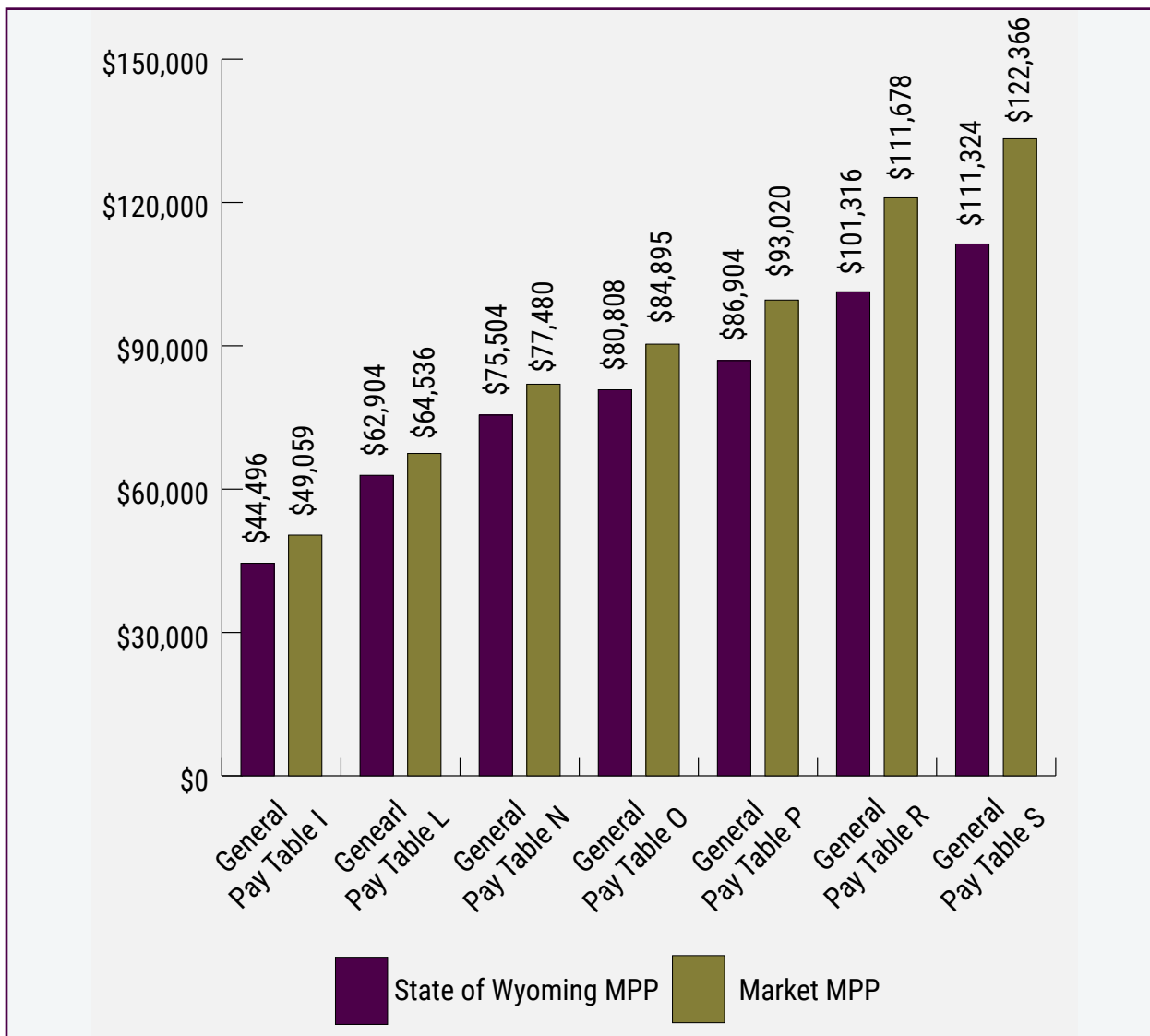


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

Nursing Pay Table I, L, N, O, P, R & S

173 Classified Employees	13.26% Lag Table I	7.27% Lag Table L	8.57% Lag Table N	11.81% Lag Table O	14.59% Lag Table P	19.41% Lag Table R	19.78% Lag Table S
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Jobs in Nursing Pay tables I, L, N, O, P, R & S include LPN, Nurse, Senior Nurse, Nurse Manager I, II & III, Nurse Director, RN-Medical Case Reviewer and RN-Medical Case Supervisor. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming Nursing Pay table I is, on average, 13.26% lower than competing employers. Pay table L is, on average, 7.27% lower, Pay table N is, on average, 8.57% lower, Pay table O is, on average, 11.81% lower, Pay table P is, on average 14.59% lower, Pay table R is, on average, 19.41% lower and Pay table S is, on average 19.78% lower.

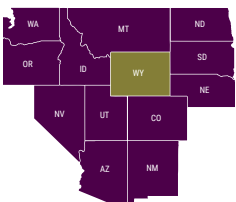
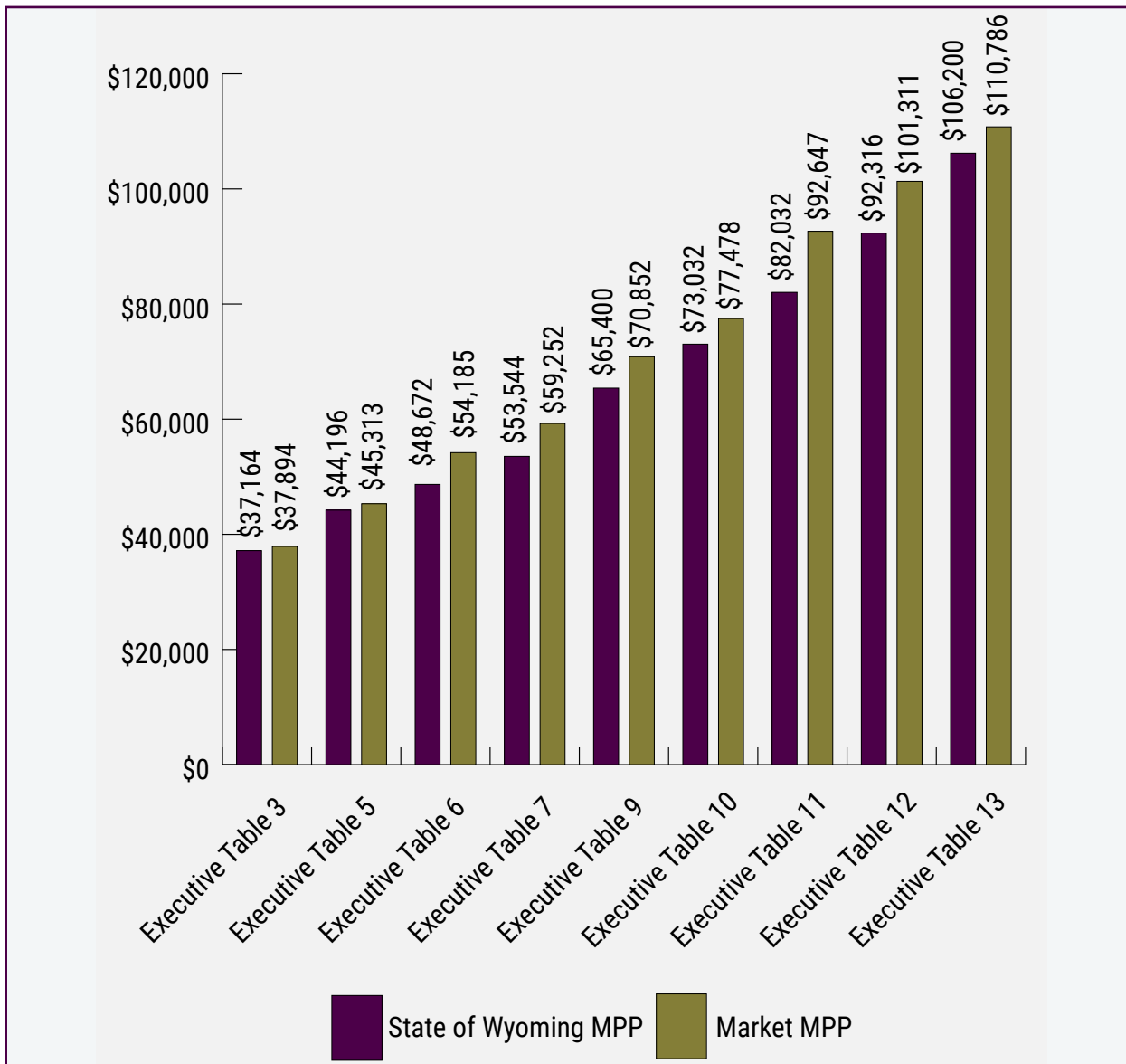


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

Executive Pay Tables (3, 5, 6, 7, 9, 10, 11, 12 & 13)

120 At-Will Employees	1.96% Lag Table 3	2.53% Lag Table 5	11.33% Lag Table 6	10.66% Lag Table 7	8.34% Lag Table 9	6.09% Lag Table 10	12.94% Lag Table 11	9.74% Lag Table 12	4.32% Lag Table 13
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Jobs in these Executive Pay tables start at the Executive Officer 3 and go up to the Executive Management 2 level. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming Pay table 3 is, on average, 1.93% lower than competing employers. Pay table 5 is, on average, 2.53% lower, Pay Table 6 is, on average 11.33% lower, Pay table 7 is, on average, 10.66% lower, Pay table 9 is, on average, 8.34% lower, Pay table 10 is, on average 6.09% lower, Pay table 11 is, on average, 12.94% lower, Pay table 12 is, on average 9.74% lower and Pay table 13 is, on average, 4.32% lower.

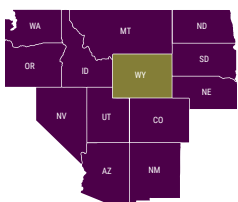
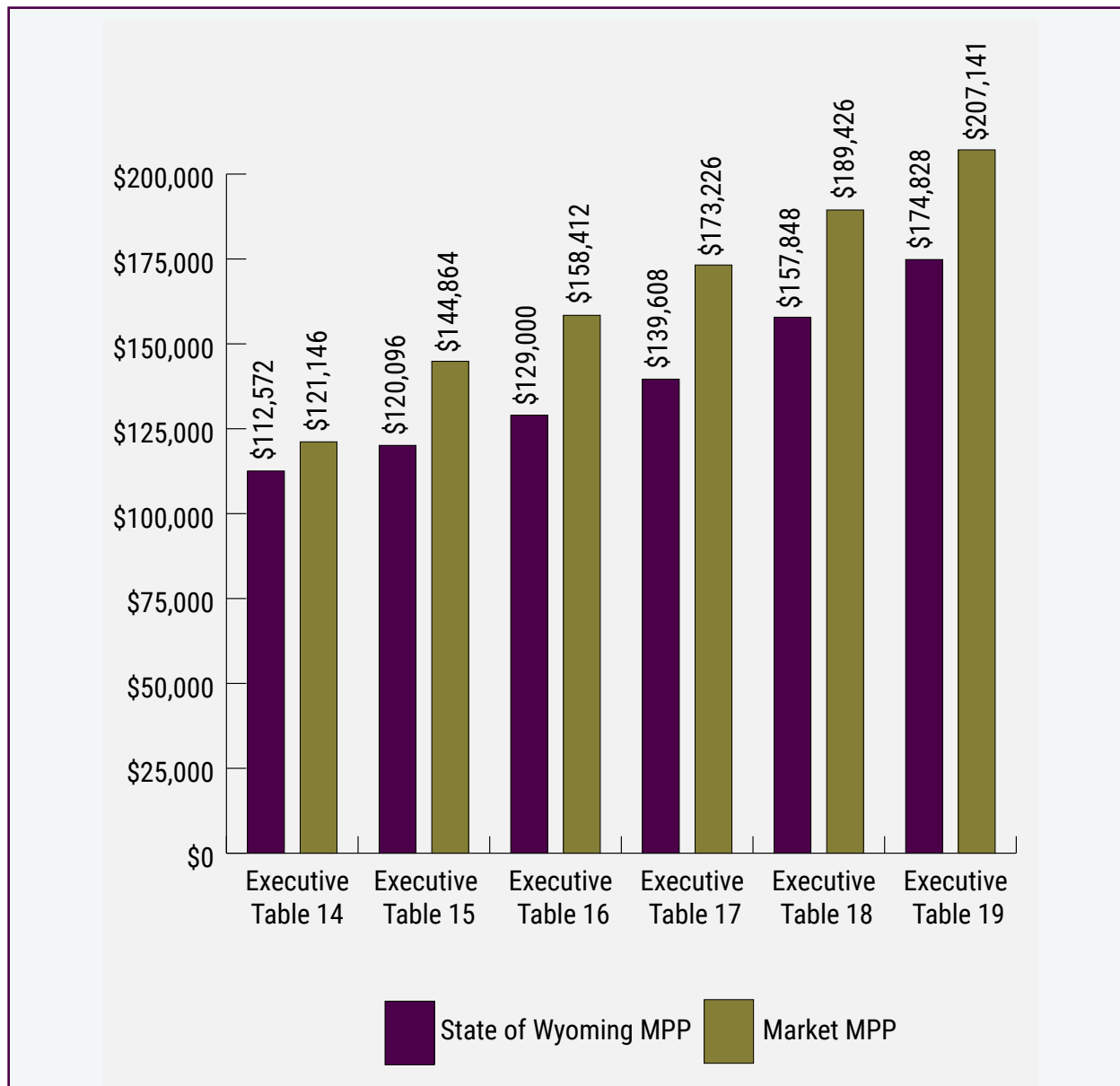


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

Executive Pay Tables (14, 15, 16, 17, 18 & 19)

114 At-Will Employees	7.62% Lag	20.62% Lag	22.80% Lag	24.08% Lag	20.01% Lag	18.48% Lag
Classified Employees	Table 14	Table 15	Table 16	Table 17	Table 18	Table 19

Jobs in these Executive Pay tables start at the Executive Management 3 level and go up to the Executive Management 8 level. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming Pay table 14 is, on average 7.62% lower, Pay table 15 is, on average, 20.62% lower, Pay table 16 is, on average 22.80% lower, Pay table 17 is, on average, 24.08% lower, Pay table 18 is, on average, 20.01% lower and Pay table 19 is, on average 18.48% lower.

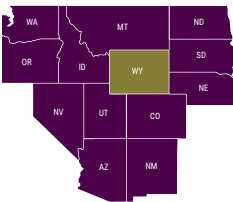
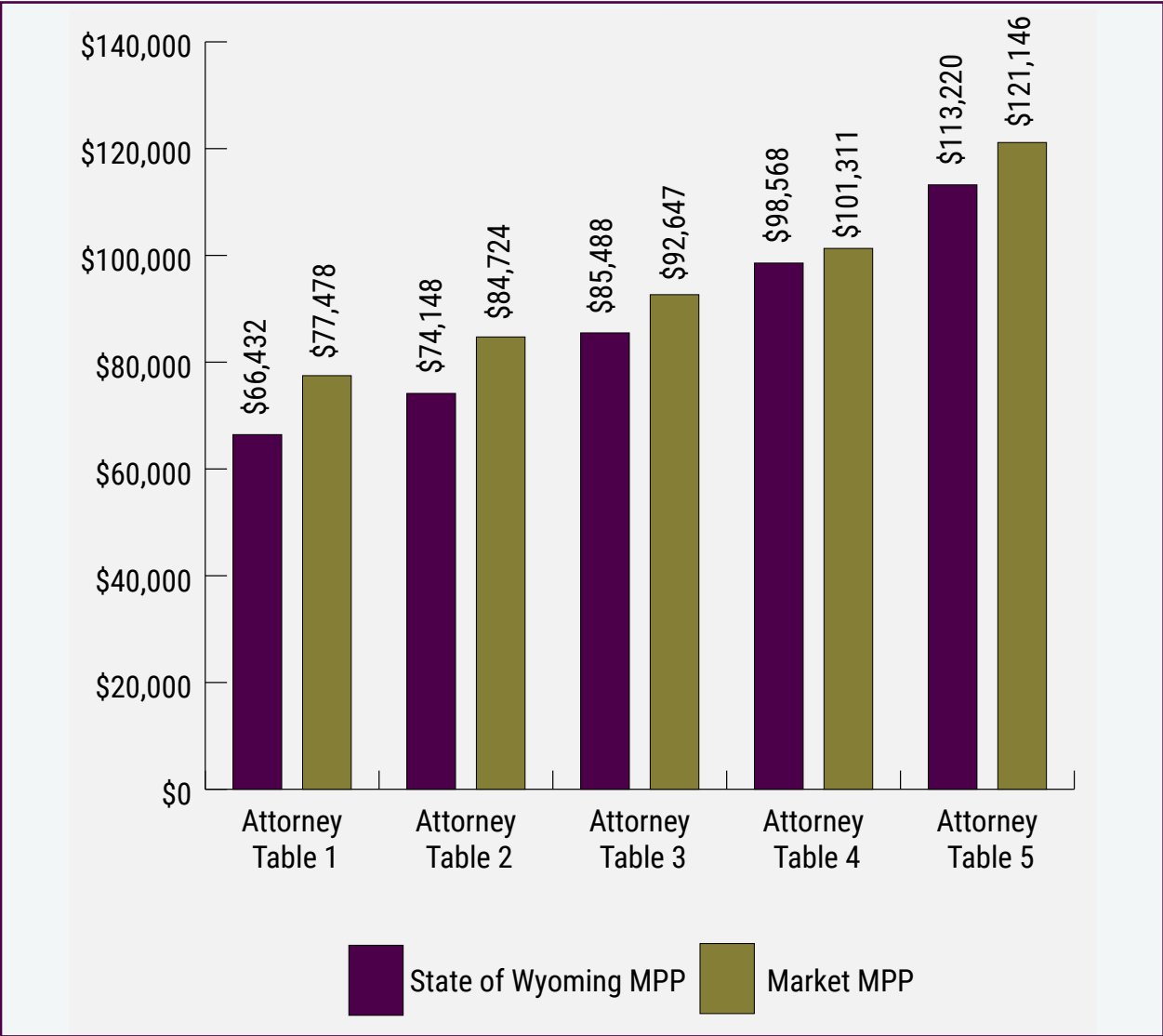


The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

Attorney Pay Table 1, 2, 3, 4 & 5

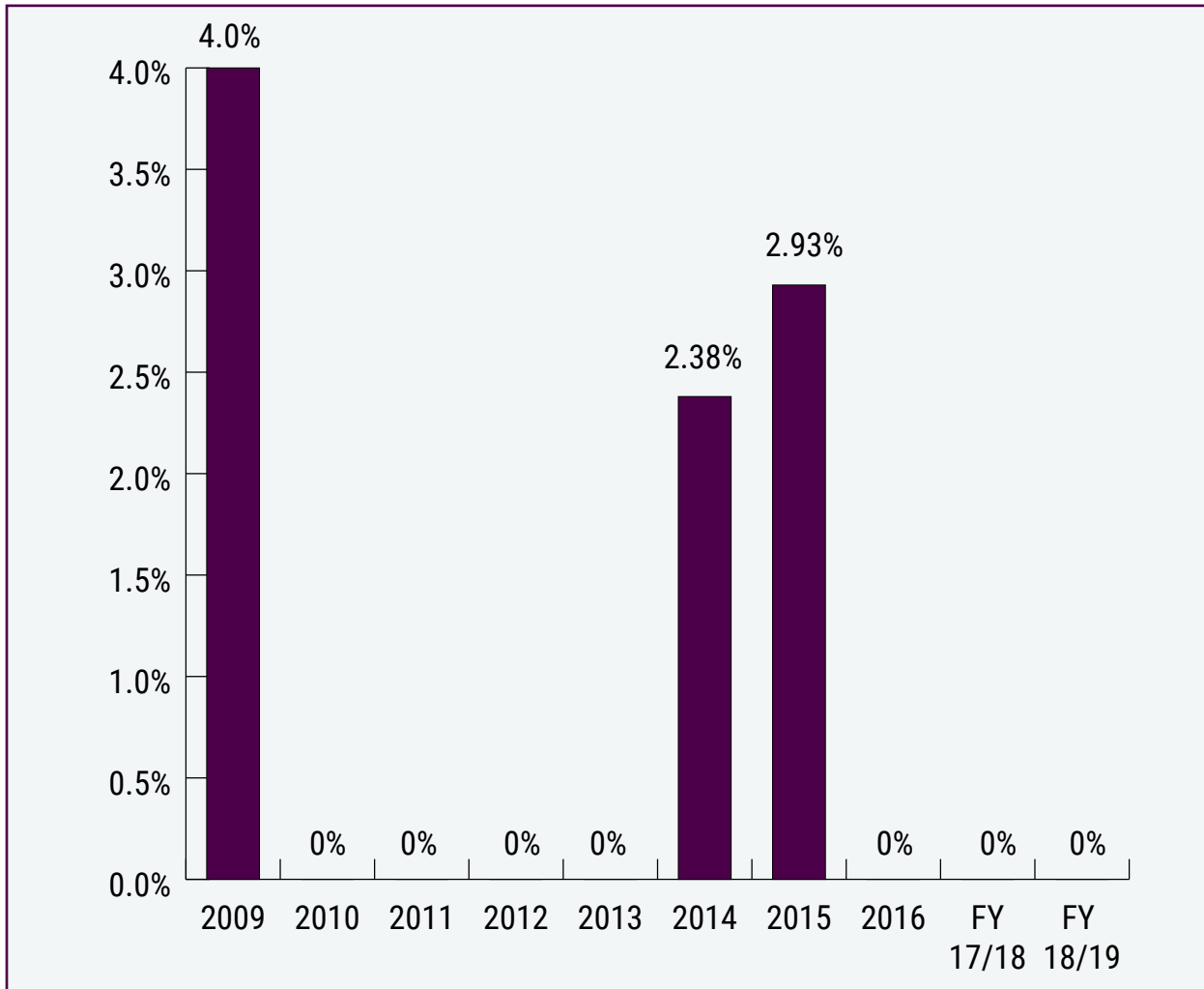
147 Classified Employees	16.63% Lag Table 1	14.26% Lag Table 2	8.37% Lag Table 3	2.78% Lag Table 4	7.00% Lag Table 5
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Jobs in Attorney Pay tables 1,2,3,4 & 5 include Practicing Attorney 1, Practicing Attorney 2, Practicing Attorney 3, Practicing Attorney 4, Practicing Attorney 5, Managing Attorney 1, Managing Attorney 2 and Senior Hearing Examiner. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmark jobs. According to this data, the State of Wyoming Attorney Pay table 1 is, on average, 16.63% lower than competing employers. Pay table 2 is, on average, 14.26% lower, Pay table 3 is, on average, 8.37% lower, Pay table 4 is, on average, 2.78% lower, and Pay table 5 is, on average 7.00% lower.



The salary survey data used when comparing equivalent benchmark jobs include states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

10-Year History of Increases for State Employees



Note: Years 2014 and 2015 are based on an employee's average increase.



Total Compensation is the average of all contributions as a percentage of the average base salary and average longevity for FY 18/19. This does not include overtime, housing assistance, bonuses or any other forms of pay.

Executive Branch	Annually
Average Base Salary	\$54,766
Average Longevity*	\$816
Subtotal	\$55,582
Employer Paid Benefits	
Paid Time Off**	\$8,215
FICA @ 7.65%	\$4,252
Retirement @ 14.19%***	\$7,887
Insurance****	\$14,332
Unemployment @ 0.5%	\$278
Workers' Compensation @ 2.25%	\$1,251
Deferred Compensation*****	\$240
Subtotal	\$36,455
Total Compensation (Salary + Benefits)	\$92,037
Benefits as a Percent of Salary	65.6%

*The average amount of longevity paid to employees per month is \$68.

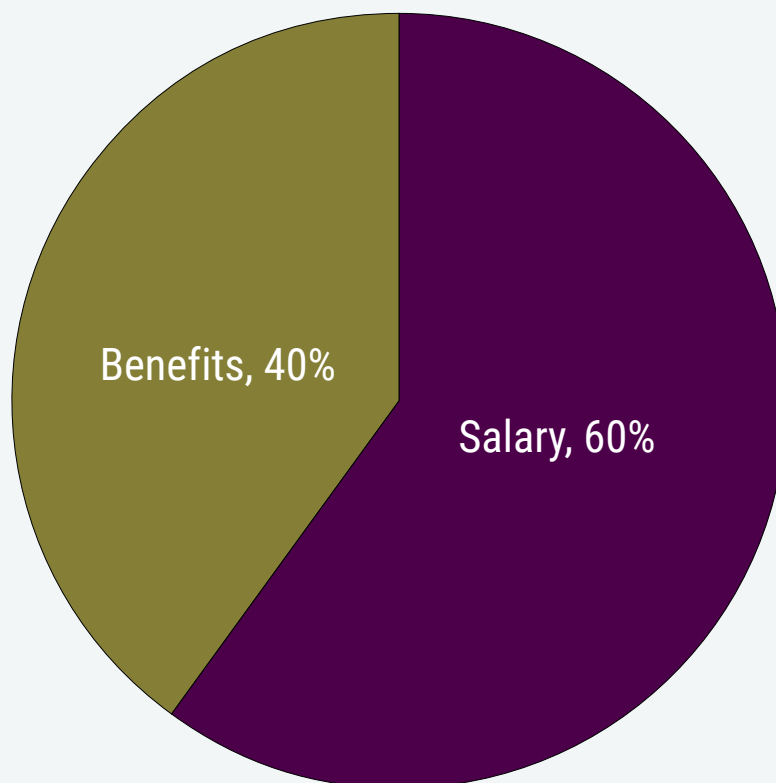
**Combined annual, sick, and holiday leave provided the average length of service for employees is 10 years.

***Combined percent of employer and employer paid employee share for the Public Pension Plan.

****The average state match for all participants.

*****Employees hired or rehired on or after July 1, 2015 are enrolled automatically in the 457 Plan. Employees who do not elect to opt out receive a \$20 deferred compensation match each month.

Total Compensation as of June 30, 2019



EMPLOYEE COUNTS- SALARIES-DIVERSITY

Composition of State Government Workforce

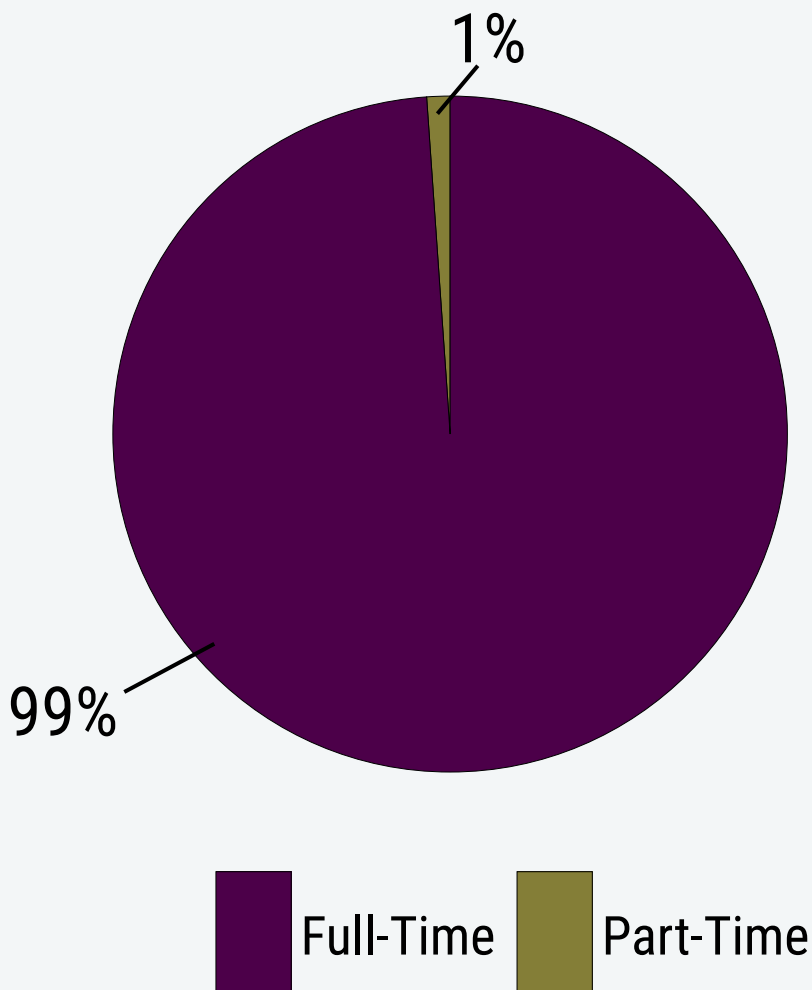
On June 30, 2019, 8,159 employees worked for the Executive Branch of the State of Wyoming. 96% of the Workforce worked on a full-time basis. This report explores data about the State's Executive Branch Workforce.

The numbers above do not include:

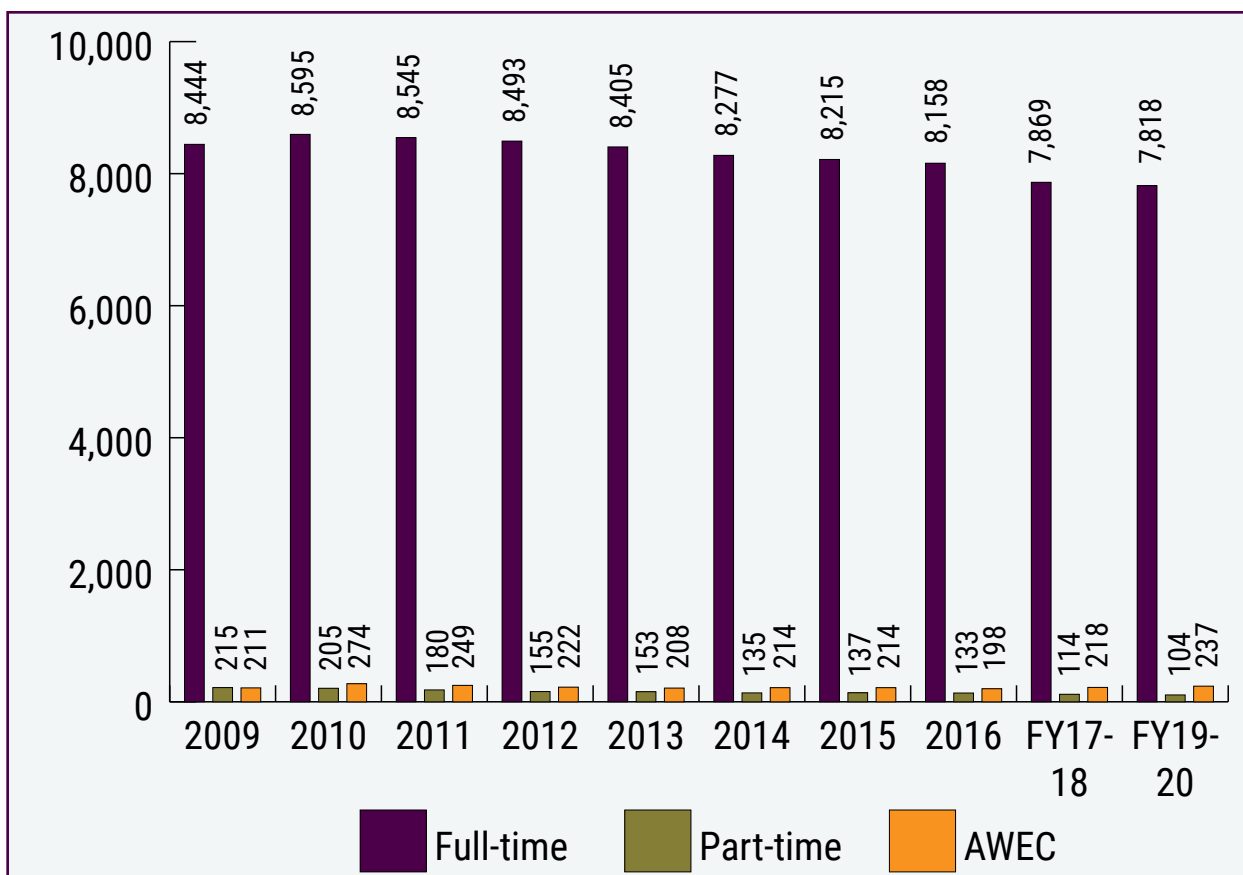
- 1,364 vacant positions
- 7 Elected Officials
- 202 Board Members/Commissioners
- 310 Temporary (Seasonal) Employees
- 24 Wyoming Travel & Tourism Employees
- 38 Wyoming Business Council Employees

There are 363 At-Will employees (not Attorney's) and 142 At-Will Attorney's. These are included in the full-time and part-time counts.

Please Note: All data reported was pulled June 30, 2019 and will be based off fiscal year 18-19 (July 1, 2018 through June 30, 2019) unless otherwise noted.



Detailed in the chart below is the employee count over a 10-year period. FY 18/19 saw a decrease in positions by 42 when compared with FY 17/18 and 711 when compared to calendar year 2012 as well as calendar year 2009.

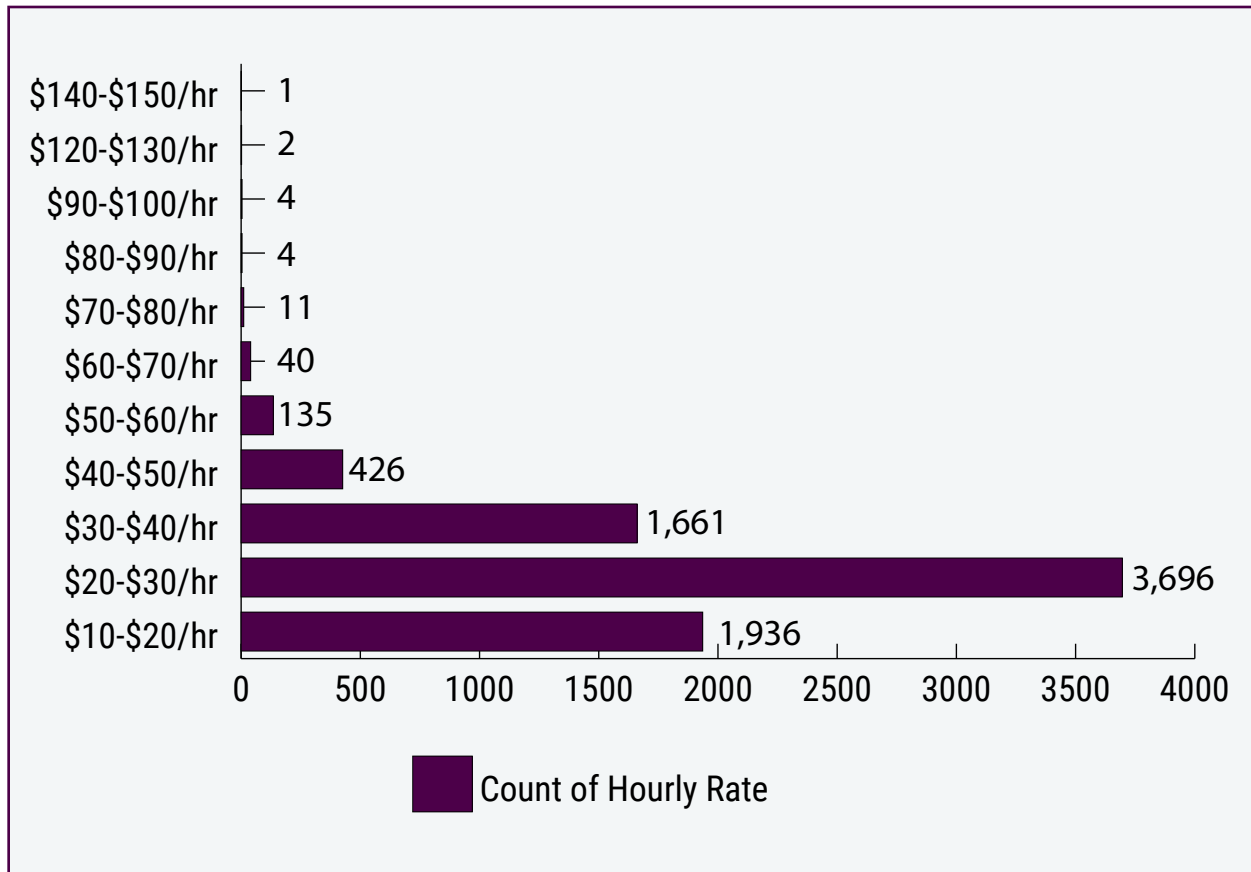


	2009	2010	2011	2012	2013	2014	2015	2016	FY17-18	FY18-19
Full-Time	8,444	8,595	8,545	8,493	8,405	8,277	8,215	8,158	7,869	7,818
Part-Time	215	205	180	155	153	135	137	133	114	104
AWEC	211	274	249	222	208	214	214	198	218	237

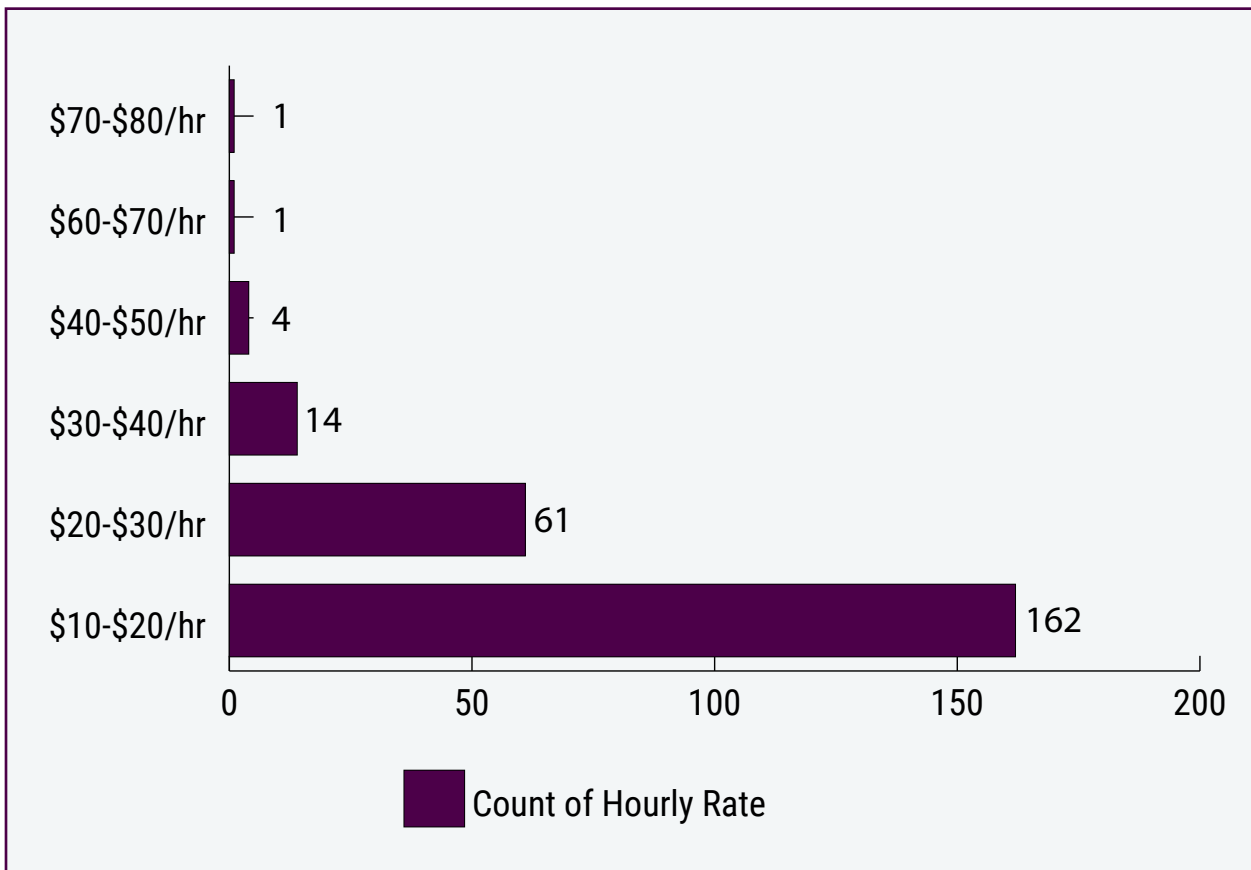


Department	Full-time	Part-time	AWEC
Administration & Information	185	2	0
Agriculture	72	0	1
Attorney General	223	0	7
Audit	102	0	0
Board of CPA	2	0	0
Board of Equalization	6	0	0
Board of Geologists	1	1	0
Board of Medicine	7	0	0
Board of Outfitters	3	0	0
Board of Parole	6	1	0
Corrections	972	2	9
Cosmetology Board	2	2	0
District Attorney-Laramie County	21	0	0
District Attorney-Natrona County	19	0	0
Education	96	1	7
Enterprise Technology Services	219	1	0
Environmental Quality	242	0	2
Environmental Quality Council	2	0	0
Family Services	647	16	0
Fire Prevention & Electrical Safety	28	0	0
Game & Fish	371	0	77
Geological Survey	21	0	0
Governor's Office (& Office of Homeland Security)	36	0	2
Governor's Residence	2	0	0
Health	1,038	55	24
Insurance Department	25	0	0
Livestock Board	15	0	82
Military Department	216	10	5
Miner's Hospital Board	2	2	0
Nursing Board	9	0	0
Office of Administrative Hearing	9	0	0
Oil & Gas Commission	40	0	3
Pari-Mutuel Commission	5	0	0
Pharmacy Board	5	0	0
Professional Teaching Standards Board	7	0	1
Public Defender	97	0	0
Public Service Commission	37	0	1
Real Estate Commission	6	0	0
Retirement	39	0	0
Revenue & Taxation	109	0	0
Secretary of State	27	0	0
State Auditor's Office	25	0	0
State Construction Department	27	0	0
State Engineer	112	0	0
State Lands & Investments	90	0	1
State Parks & Cultural Resources	148	4	8
State Treasurer's Office	29	0	1
Transportation	1,858	7	2
Water Development Office	23	0	0
Wildlife and Natural Resource	2	0	0
Workforce Services	522	0	4
Wyoming Community College Commission	11	0	0

Full-Time/ Part-Time Employee Count by Pay Rate



AWEC Employee Count by Pay Rate



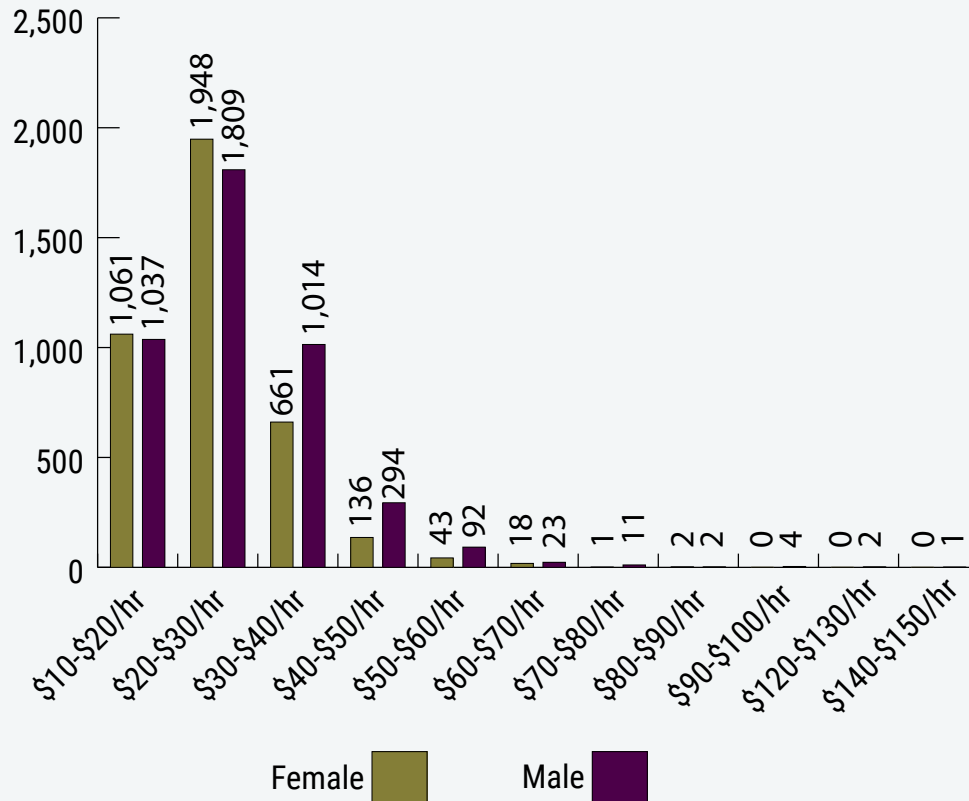
Department Name	Average Span of Control Per Supervisory Position
Administration & Information	4.40
Agriculture	4.11
Attorney General	4.03
Audit	6.18
Board of CPA	1.00
Board of Equalization	1.67
Board of Geologists	1.00
Board of Medicine	2.00
Board of Outfitters	2.00
Board of Parole	6.00
Corrections	5.64
Cosmetology Board	3.00
District Attorney-Laramie County	5.50
District Attorney-Natrona County	22.00
Education	3.70
Enterprise Technology Services	5.88
Environmental Quality	3.36
Environmental Quality Council	1.00
Family Services	5.74
Fire Prevention & Elect Safety	8.00
Game & Fish	4.46
Geological Survey	4.00
Governor's Office (& Office of Homeland Security)	4.63
Governor's Residence	1.00
Health	5.38
Insurance Department	3.13
Livestock Board	3.75
Military Department	4.15
Miner's Hospital Board	2.00
Nursing Board	2.25
Office of Administrative Hearing	5.50
Oil & Gas Commission	6.83
Pari-Mutuel Commission	5.00
Pharmacy Board	2.50
Professional Teaching Standards Board	3.00
Public Defender	5.21
Public Service Commission	3.30
Real Estate Commission	5.00
Retirement	2.56
Revenue & Taxation	4.19
Secretary of State	4.29
State Auditor's Office	4.00
State Construction Department	3.00
State Engineer	3.59
State Lands & Investments	3.24
State Parks & Cultural Resources	3.05
State Treasurer's Office	5.67
Transportation	4.96
Water Development Office	4.80
Wildlife and Natural Resource	1.00
Workforce Services	6.86
Wyoming Community College Commission	3.00
Grand Total	4.87

SPAN OF CONTROL BY AGENCY

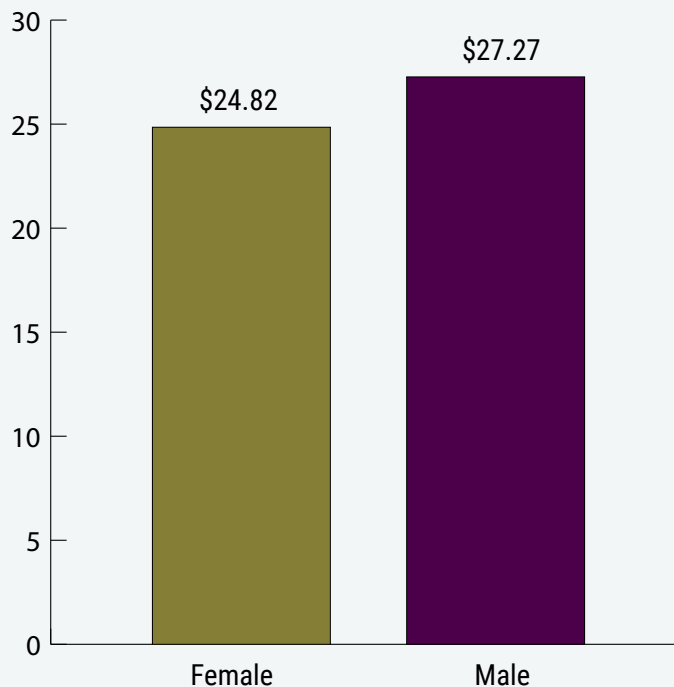
Department	Full-time	Part-time	AWEC
Administration & Information	\$24.36	\$12.43	N/A
Agriculture	\$28.40	N/A	\$30.00
Attorney General	\$34.26	N/A	\$18.06
Audit	\$30.24	N/A	N/A
Board of CPA	\$30.51	N/A	N/A
Board of Equalization	\$47.04	N/A	N/A
Board of Geologists	\$30.67	\$21.88	N/A
Board of Medicine	\$30.16	N/A	N/A
Board of Outfitters	\$28.86	N/A	N/A
Board of Parole	\$28.97	\$17.29	N/A
Corrections	\$22.81	\$15.07	\$21.61
Cosmetology Board	\$27.33	\$24.88	N/A
District Attorney-Laramie County	\$30.64	N/A	N/A
District Attorney-Natrona County	\$28.21	N/A	N/A
Education	\$34.01	\$17.87	\$34.55
Enterprise Technology Services	\$30.45	\$34.91	N/A
Environmental Quality	\$32.58	N/A	\$36.22
Environmental Quality Council	\$37.08	N/A	N/A
Family Services	\$22.88	\$13.60	N/A
Fire Prevention & Electrical Safety	\$28.53	N/A	N/A
Game & Fish	\$31.15	N/A	\$18.46
Geological Survey	\$31.86	N/A	N/A
Governor's Office (& Office of Homeland Security)	\$34.49	N/A	\$55.05
Governor's Residence	\$27.02	N/A	N/A
Health	\$23.98	\$23.44	\$25.11
Insurance Department	\$28.62	N/A	N/A
Livestock Board	\$31.81	N/A	\$14.15
Military Department	\$24.32	\$12.03	\$17.31
Miner's Hospital Board	\$30.06	\$21.13	N/A
Nursing Board	\$29.11	N/A	N/A
Office of Administrative Hearing	\$35.44	N/A	N/A
Oil & Gas Commission	\$25.81	N/A	\$18.60
Pari-Mutuel Commission	\$28.88	N/A	N/A
Pharmacy Board	\$32.22	N/A	N/A
Professional Teaching Standards Board	\$27.41	N/A	\$17.43
Public Defender	\$34.40	N/A	N/A
Public Service Commission	\$35.48	N/A	\$18.00
Real Estate Commission	\$29.35	N/A	N/A
Retirement	\$35.33	N/A	N/A
Revenue & Taxation	\$26.42	N/A	N/A
Secretary of State	\$29.36	N/A	N/A
State Auditor's Office	\$33.16	N/A	N/A
State Construction Department	\$39.04	N/A	N/A
State Engineer	\$28.51	N/A	N/A
State Lands & Investments	\$28.19	N/A	\$33.65
State Parks & Cultural Resources	\$26.22	\$14.92	\$21.59
State Treasurer's Office	\$43.18	N/A	\$29.77
Transportation	\$25.25	\$18.69	\$30.00
Water Development Office	\$35.99	N/A	N/A
Wildlife and Natural Resource	\$46.25	N/A	N/A
Workforce Services	\$26.00	N/A	\$21.71
Wyoming Community College Commission	\$42.39	N/A	N/A

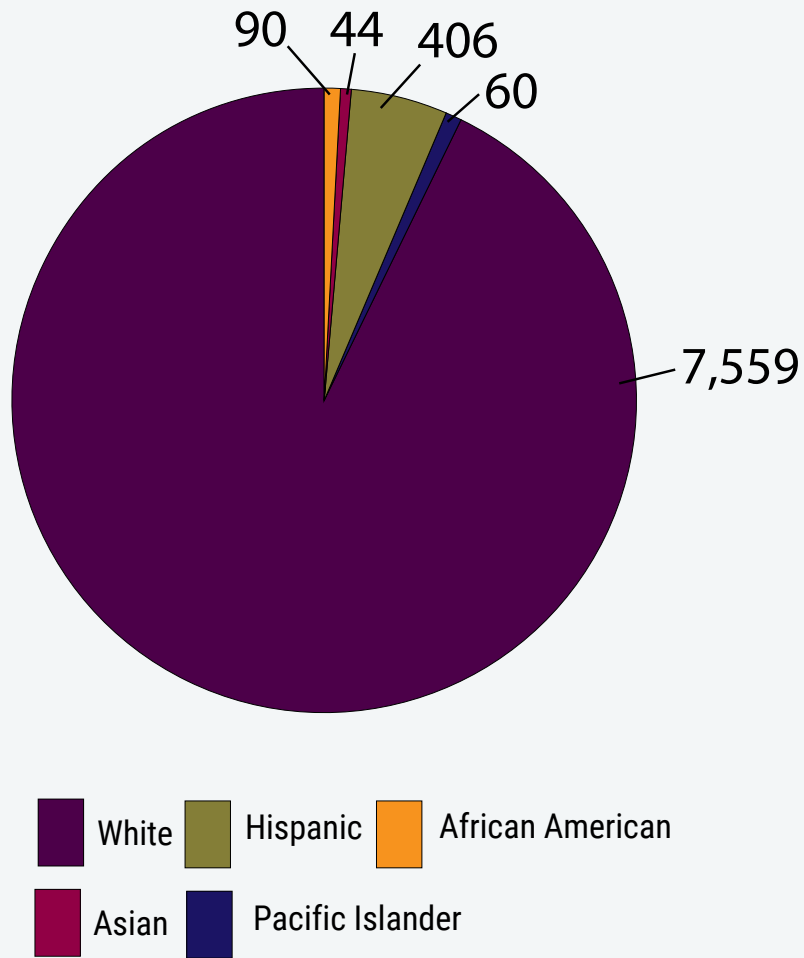
Department	% Male	% Female
Administration & Information	50.3%	49.7%
Agriculture	49.3%	50.7%
Attorney General	50.0%	50.0%
Audit	58.8%	41.2%
Board of CPA	0.0%	100.0%
Board of Equalization	66.7%	33.3%
Board of Geologists	0.0%	100.0%
Board of Medicine	14.3%	85.7%
Board of Outfitters	33.3%	66.7%
Board of Parole	42.9%	57.1%
Corrections	59.3%	40.7%
Cosmetology Board	25.0%	75.0%
District Attorney-Laramie County	19.0%	81.0%
District Attorney-Natrona County	31.6%	68.4%
Education	30.8%	69.2%
Enterprise Technology Services	74.5%	25.5%
Environmental Quality	62.7%	37.3%
Environmental Quality Council	100.0%	0.0%
Family Services	21.1%	78.9%
Fire Prevention & Electrical Safety	71.4%	28.6%
Game & Fish	69.2%	30.8%
Geological Survey	47.6%	52.4%
Governor's Office (& Office of Homeland Security)	42.1%	57.9%
Governor's Residence	0.0%	100.0%
Health	25.7%	74.3%
Insurance Department	24.0%	76.0%
Livestock Board	84.5%	15.5%
Military Department	71.4%	28.6%
Miner's Hospital Board	0.0%	100.0%
Nursing Board	0.0%	100.0%
Office of Administrative Hearing	33.3%	66.7%
Oil & Gas Commission	41.9%	58.1%
Pari-Mutuel Commission	60.0%	40.0%
Pharmacy Board	60.0%	40.0%
Professional Teaching Standards Board	12.5%	87.5%
Public Defender	43.3%	56.7%
Public Service Commission	47.4%	52.6%
Real Estate Commission	33.3%	66.7%
Retirement	38.5%	61.5%
Revenue & Taxation	46.8%	53.2%
Secretary of State	25.9%	74.1%
State Auditor's Office	40.0%	60.0%
State Construction Department	59.3%	40.7%
State Engineer	61.6%	38.4%
State Lands & Investments	54.9%	45.1%
State Parks & Cultural Resources	53.1%	46.9%
State Treasurer's Office	43.3%	56.7%
Transportation	76.6%	23.4%
Water Development Office	65.2%	34.8%
Wildlife and Natural Resource	50.0%	50.0%
Workforce Services	25.9%	74.1%
Wyoming Community College Commission	54.5%	45.5%
Overall Statewide	47.4%	52.6%

EMPLOYEE COUNT BY PAY RATE AND GENDER

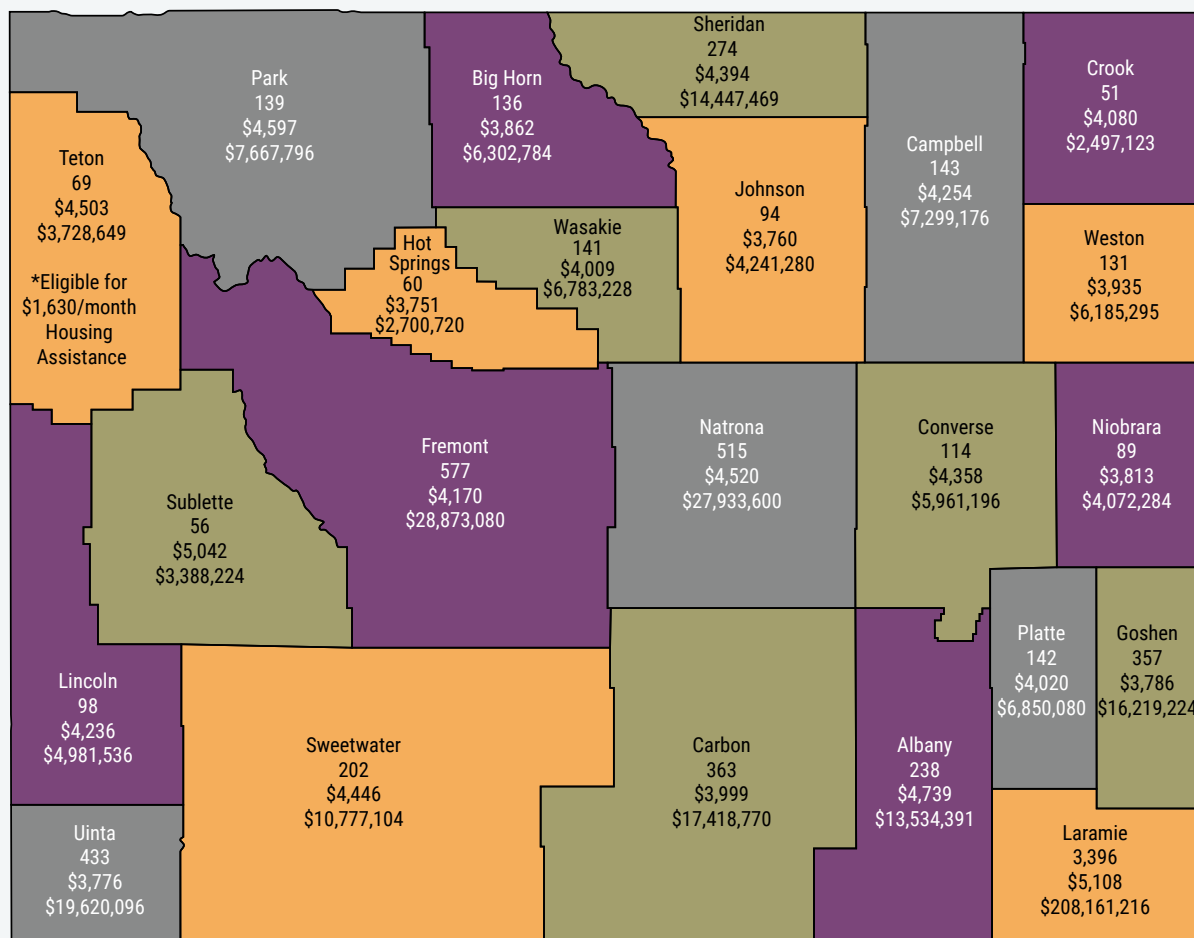


AVERAGE PAY RATE BY GENDER





EMPLOYEES BY COUNTY



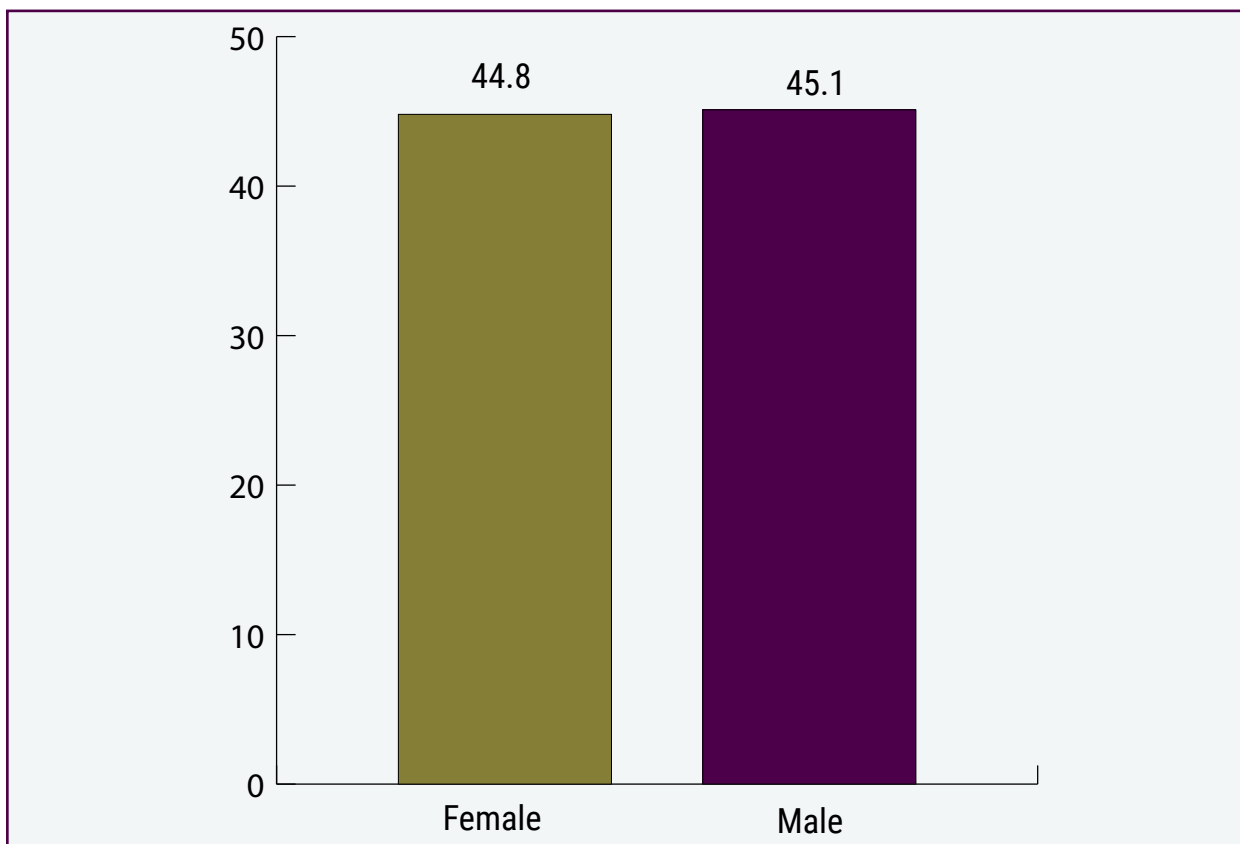
Full-Time Employee Count	7,818
Average Monthly Base Pay	\$4,224
Total Average Annualized Base Pay	\$396,278,784



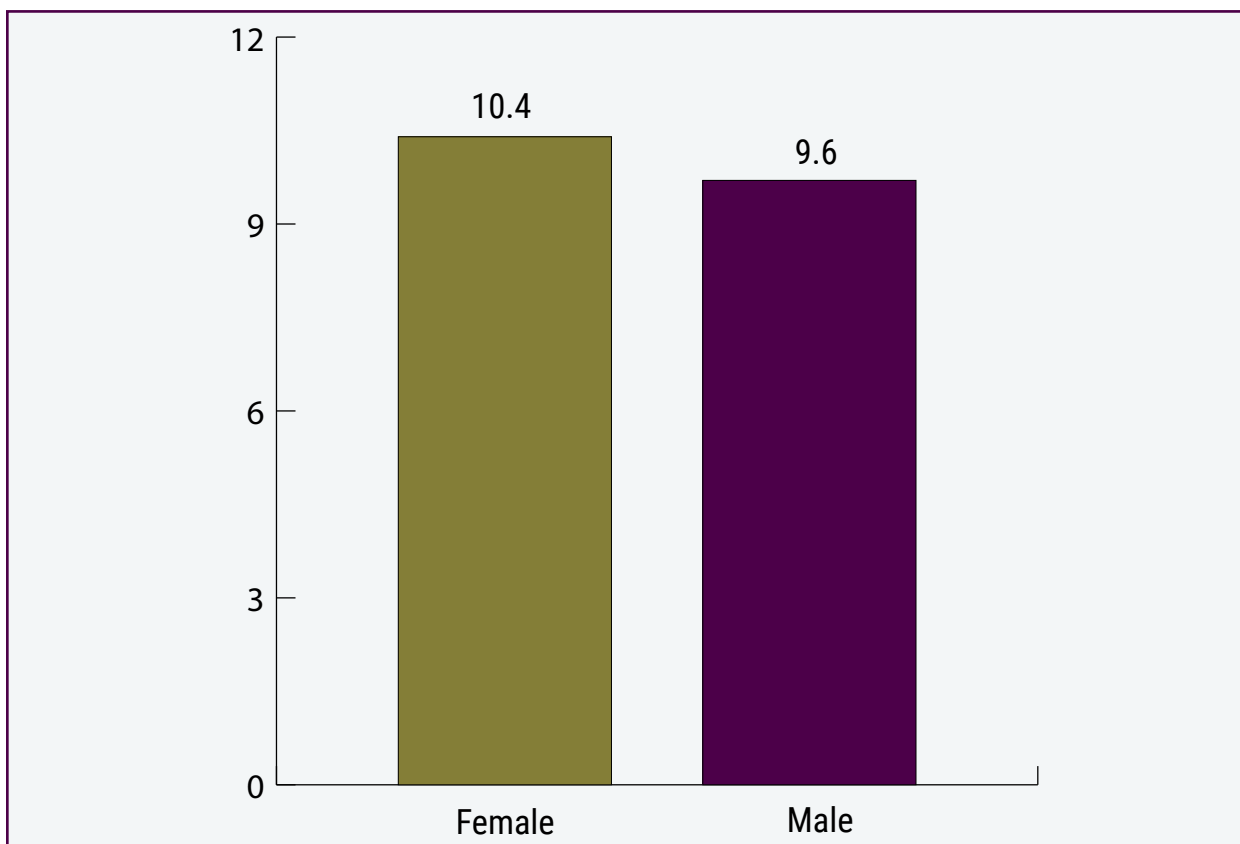
EMPLOYEE AGE & LENGTH OF SERVICE

Agency	Avg. Employee Age by Agency	Avg. Employee Length of Service By Agency
Administration & Information	47.3	12.9
Agriculture	44.3	11.9
Attorney General	42.5	8.6
Audit	43.1	10.9
Board of CPA	39.0	5.0
Board of Equalization	51.2	13.5
Board of Geologists	71.0	9.0
Board of Medicine	45.6	6.9
Board of Outfitters	39.7	13.3
Board of Parole	44.8	11.5
Corrections	41.3	7.3
Cosmetology Board	46.5	6.0
District Attorney-Laramie County	40.5	2.6
District Attorney-Natrona County	43.1	8.9
Education	47.5	8.5
Enterprise Technology Services	46.7	11.9
Environmental Quality	46.7	11.5
Environmental Quality Council	55.0	16.5
Family Services	44.5	9.5
Fire Prevention & Electrical Safety	55.2	8.9
Game & Fish	43.3	13.2
Geological Survey	43.6	9.2
Governor's Office (& Office of Homeland Security)	46.5	7.0
Governor's Residence	40.5	10.5
Health	45.2	8.6
Insurance Department	51.3	13.4
Livestock Board	56.2	13.1
Military Department	44.2	7.5
Miner's Hospital Board	57.5	3.5
Nursing Board	49.1	6.3
Office of Administrative Hearing	41.2	11.7
Oil & Gas Commission	52.7	9.8
Pari-Mutuel Commission	57.0	4.2
Pharmacy Board	38.8	4.4
Professional Teaching Standards Board	37.9	4.9
Public Defender	46.3	7.2
Public Service Commission	46.6	13.3
Real Estate Commission	46.3	9.0
Retirement	46.6	10.6
Revenue & Taxation	49.1	13.5
Secretary of State	37.7	8.9
State Auditor's Office	42.8	10.9
State Construction Department	49.8	8.3
State Engineer	48.3	12.3
State Lands & Investments	44.8	10.6
State Parks & Cultural Resources	46.0	11.3
State Treasurer's Office	43.5	10.4
Transportation	45.7	11.4
Water Development Office	49.6	16.3
Wildlife and Natural Resource	62.0	9.5
Workforce Services	45.6	9.1
Wyoming Community College Commission	56.8	12.7
Statewide	45.0	10.0

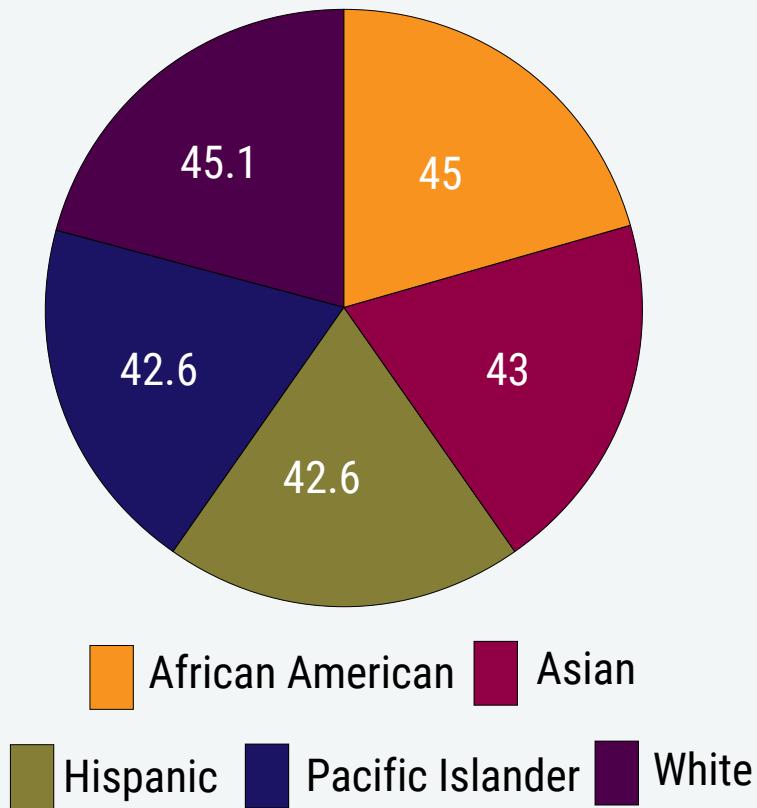
Statewide Average Age in Years by Gender



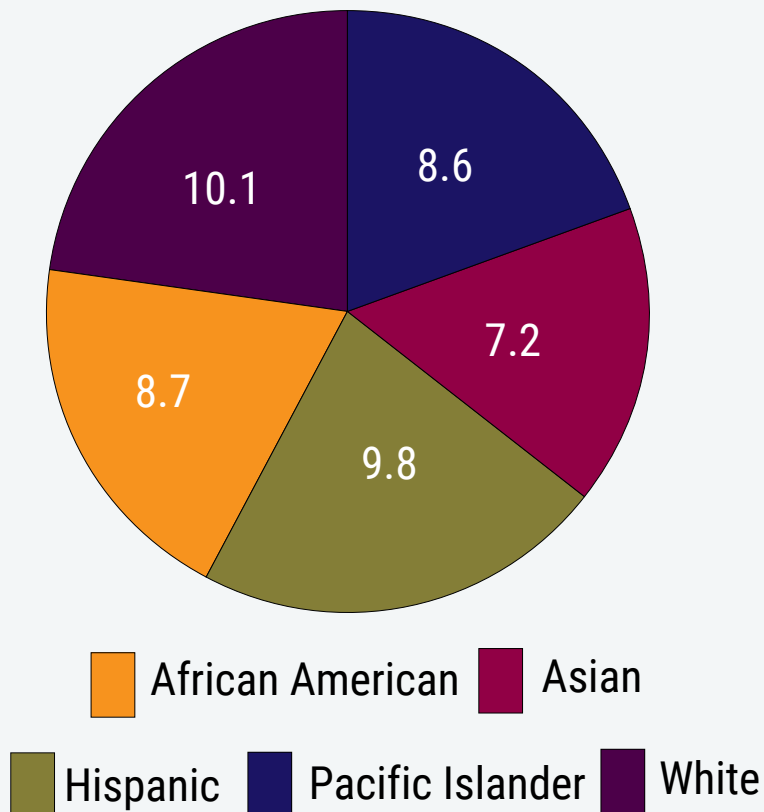
Statewide Average Length of Service in Years by Gender



Statewide Average Age in Years by Ethnicity



Statewide Average Length of Service in Years by Ethnicity



Longevity	< 5 yr \$0	5 yr \$40	10 yr \$80	15 yr \$120	20 yr \$160	25 yr \$200	30 yr \$240	35 yr \$280	40 yr \$320	45 yr \$360	50 yr \$400	55 yr \$440	Total	Monthly Expense
Administration & Information	56	24	41	20	15	11	7	7	2	2	0	0	185	\$16,800
Agriculture	21	8	19	11	5	3	3	2	0	0	0	0	72	\$5,840
Attorney General	91	41	48	24	7	7	4	1	0	0	0	0	223	\$12,120
Audit	36	15	17	10	12	10	1	1	0	0	0	0	102	\$7,600
Board of CPA	1	1	0	0	0	0	0	0	0	0	0	0	2	\$40
Board of Equalization	0	3	0	0	3	0	0	0	0	0	0	0	6	\$600
Board of Geologists	0	1	0	0	0	0	0	0	0	0	0	0	1	\$40
Board of Medicine	3	1	3	0	0	0	0	0	0	0	0	0	7	\$280
Board of Outfitters	0	1	1	1	0	0	0	0	0	0	0	0	3	\$240
Board of Parole	2	1	0	2	0	0	1	0	0	0	0	0	6	\$520
Corrections	425	277	154	55	24	20	13	4	0	0	0	0	972	\$42,080
Cosmetology Board	1	0	1	0	0	0	0	0	0	0	0	0	2	\$80
District Attorney- Laramie County	17	2	1	1	0	0	0	0	0	0	0	0	21	\$280
District Attorney- Natrona County	7	3	5	3	0	0	1	0	0	0	0	0	19	\$1,120
Education	41	14	23	8	6	3	0	0	0	1	0	0	96	\$5,280
Enterprise Technology Services	62	36	47	31	18	15	7	3	0	0	0	0	219	\$17,320
Environmental Quality	69	42	49	35	28	10	6	1	2	0	0	0	242	\$19,200
Environmental Quality Council	0	0	1	0	1	0	0	0	0	0	0	0	2	\$240
Family Services	251	111	115	75	51	22	17	3	2	0	0	0	647	\$41,320
Fire Prevention & Electrical Safety	12	4	6	3	1	2	0	0	0	0	0	0	28	\$1,560
Game & Fish	83	70	76	58	25	26	22	5	5	1	0	0	371	\$35,080
Geological Survey	7	6	4	1	2	1	0	0	0	0	0	0	21	\$1,200
Governor's Office (& Office of Homeland Security)	15	9	7	4	1	0	0	0	0	0	0	0	36	\$1,560
Governor's Residence	1	0	0	0	1	0	0	0	0	0	0	0	2	\$160
Health	496	175	136	74	57	48	34	16	2	0	0	0	1,038	\$59,320
Insurance Department	10	3	1	1	3	5	2	0	0	0	0	0	25	\$2,280
Livestock Board	4	4	1	2	2	0	0	1	1	0	0	0	15	\$1,680
Military Department	109	37	34	17	7	5	4	1	2	0	0	0	216	\$10,800
Miner's Hospital Board	2	0	0	0	0	0	0	0	0	0	0	0	2	\$-
Nursing Board	4	3	1	1	0	0	0	0	0	0	0	0	9	\$320
Office of Administrative Hearing	1	3	2	1	1	1	0	0	0	0	0	0	9	\$760
Oil & Gas Commission	20	8	2	1	3	3	0	1	2	0	0	0	40	\$3,160
Pari-Mutuel Board	4	0	1	0	0	0	0	0	0	0	0	0	5	\$80
Pharmacy Board	4	0	0	1	0	0	0	0	0	0	0	0	5	\$120
Professional Teaching Standards Board	4	1	2	0	0	0	0	0	0	0	0	0	7	\$200
Public Defender	45	19	18	6	6	2	1	0	0	0	0	0	97	\$4,520
Public Service Commission	8	6	8	5	4	3	2	0	1	0	0	0	37	\$3,800
Real Estate Commission	1	2	2	1	0	0	0	0	0	0	0	0	6	\$360
Retirement	7	13	12	1	2	3	0	1	0	0	0	0	39	\$2,800
Revenue & Taxation	23	17	22	17	15	7	6	1	1	0	0	0	109	\$10,600
Secretary of State	14	6	0	2	1	2	2	0	0	0	0	0	27	\$1,520
State Auditor's Office	13	0	4	5	1	0	0	1	1	0	0	0	25	\$1,960
State Construction Department	6	13	5	2	0	0	0	0	1	0	0	0	27	\$1,760
State Engineer	31	16	20	24	5	9	4	2	1	0	0	0	112	\$9,840
State Lands & Investments	36	14	13	8	8	8	0	2	1	0	0	0	90	\$6,600
State Parks & Cultural Resources	49	23	29	21	10	3	9	3	1	0	0	0	148	\$11,560
State Treasurer's Office	10	7	3	3	0	5	1	0	0	0	0	0	29	\$2,120
Transportation	636	317	297	211	150	90	80	65	10	2	0	0	1,858	\$147,880
Water Development Office	2	5	3	5	4	1	3	0	0	0	0	0	23	\$2,600
Wildlife and Natural Resource	1	0	0	1	0	0	0	0	0	0	0	0	2	\$120
Workforce Services	217	101	87	42	36	19	12	5	3	0	0	0	522	\$31,680
Wyoming Community College Commission	3	1	0	4	3	0	0	0	0	0	0	0	11	\$1,000
Grand Total	2,961	1,464	1,321	798	518	344	242	126	38	2	0	0	7,818	\$530,000

Agency	Number of Employees	Retirement Eligible Now	Retirement Eligible 3 Years	Retirement Eligible 5 Years	Percentage Eligible Now	Percentage Eligible in 3 Years	Percentage Eligible in 5 Years
Administration & Information	185	39	63	69	21.10%	34.10%	37.30%
Agriculture	72	11	13	17	15.30%	18.10%	23.60%
Attorney General	223	19	33	19	8.50%	14.80%	8.50%
Audit	102	14	16	23	13.70%	15.70%	22.50%
Board of CPA	2	0	0	0	0.00%	0.00%	0.00%
Board of Equalization	6	2	2	3	33.30%	33.30%	50.00%
Board of Geologists	1	1	1	1	100.00%	100.00%	100.00%
Board of Medicine	7	0	2	2	0.00%	28.60%	28.60%
Board of Outfitters	3	0	0	0	0.00%	0.00%	0.00%
Board of Parole	6	0	1	1	0.00%	16.70%	16.70%
Corrections	972	88	156	205	9.10%	16.00%	21.10%
Cosmetology Board	2	0	0	0	0.00%	0.00%	0.00%
District Attorney-Laramie County	21	0	0	2	0.00%	0.00%	9.50%
District Attorney-Natrona County	19	1	2	4	5.30%	10.50%	21.10%
Education	96	13	19	27	13.50%	19.80%	28.10%
Enterprise Technology Services	219	33	48	63	15.10%	21.90%	28.80%
Environmental Quality	242	32	65	78	13.20%	26.90%	32.20%
Environmental Quality Council	2	1	1	1	50.00%	50.00%	50.00%
Family Services	647	80	128	164	12.40%	19.80%	25.30%
Fire Prevention & Electrical Safety	28	9	11	16	32.10%	39.30%	57.10%
Game & Fish	371	37	70	88	10.00%	18.90%	23.70%
Geological Survey	21	4	5	5	19.00%	23.80%	23.80%
Governor's Office (& Office of Homeland Security)	36	1	7	11	2.80%	19.40%	30.60%
Governor's Residence	2	0	0	1	0.00%	0.00%	50.00%
Health	1038	160	270	348	15.40%	26.00%	33.50%
Insurance Department	25	7	10	14	28.00%	40.00%	56.00%
Livestock Board	15	7	8	11	46.70%	53.30%	73.30%
Military Department	216	28	52	59	13.00%	24.10%	27.30%
Miner's Hospital Board	2	1	1	1	50.00%	50.00%	50.00%
Nursing Board	9	2	3	3	22.20%	33.30%	33.30%
Office of Administrative Hearing	9	0	0	0	0.00%	0.00%	0.00%
Oil & Gas Commission	40	13	21	24	32.50%	52.50%	60.00%
Pari-Mutuel Commission	5	2	3	3	40.00%	60.00%	60.00%
Pharmacy Board	5	0	0	0	0.00%	0.00%	0.00%
Professional Teaching Standards Board	7	0	0	0	0.00%	0.00%	0.00%
Public Defender	97	14	23	30	14.40%	23.70%	30.90%
Public Service Commission	37	5	9	13	13.50%	24.30%	35.10%
Real Estate Commission	6	0	1	2	0.00%	16.70%	33.30%
Retirement	39	9	15	17	23.10%	38.50%	43.60%
Revenue & Taxation	109	23	39	47	21.10%	35.80%	43.10%
Secretary of State	27	1	4	5	3.70%	14.80%	18.50%
State Auditor's Office	25	2	3	4	8.00%	12.00%	16.00%
State Construction Department	27	6	10	10	22.20%	37.00%	37.00%
State Engineer	112	26	43	50	23.20%	38.40%	44.60%
State Lands & Investments	90	11	23	27	12.20%	25.60%	30.00%
State Parks & Cultural Resources	148	32	39	50	21.60%	26.40%	33.80%
State Treasurer's Office	29	2	5	8	6.90%	17.20%	27.60%
Transportation	1858	283	467	600	15.20%	25.10%	32.30%
Water Development Office	23	8	10	11	34.80%	43.50%	47.80%
Wildlife and Natural Resource	2	1	2	2	50.00%	100.00%	100.00%
Workforce Services	522	62	109	154	11.90%	20.90%	29.50%
Wyoming Community College Commission	11	0	3	5	0.00%	27.30%	45.50%
Grand Total	7818	1090	1816	2298	13.9%	23.2%	29.4%

The average age of those eligible to retire now is 62.

The average length of service (in years) of those eligible to retire now is 22.

RETIREMENT ELIGIBILITY BY AGENCY

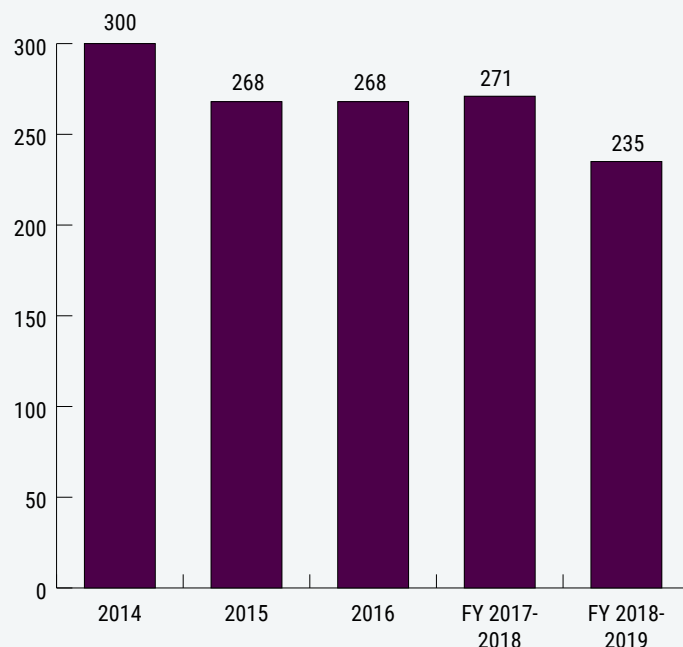
Highest Retirement Eligibility within 5 Years

Agency	Number of Employees	Retirement Eligible Now	Retirement Eligible 3 Years	Retirement Eligible 5 Years	Percentage Eligible Now	Percentage Eligible in 3 Years	Percentage Eligible in 5 Years
Oil & Gas Commission	40	13	21	24	32.50%	52.50%	60.00%
Fire Prevention & Electrical Safety	28	9	11	16	32.10%	39.30%	57.10%
Insurance Department	25	7	10	14	28.00%	40.00%	56.00%
Water Development Office	23	8	10	11	34.80%	43.50%	47.80%
State Engineer	112	26	43	50	23.20%	38.40%	44.60%
Retirement	39	9	15	17	23.10%	38.50%	43.60%
Revenue & Taxation	109	23	39	47	21.10%	35.80%	43.10%
Administration & Information	185	39	63	69	21.10%	34.10%	37.30%
State Construction Department	27	6	10	10	22.20%	37.00%	37.00%
Public Service Commission	37	5	9	13	13.50%	24.30%	35.10%
State Parks & Cultural Resources	148	32	39	50	21.60%	26.40%	33.80%
Health	1038	160	270	348	15.40%	26.00%	33.50%
Transportation	1858	283	467	600	15.20%	25.10%	32.30%
Environmental Quality	242	32	65	78	13.20%	26.90%	32.20%
Public Defender	97	14	23	30	14.40%	23.70%	30.90%
Governor's Office (& Office of Homeland Security)	36	1	7	11	2.80%	19.40%	30.60%
State Lands & Investments	90	11	23	27	12.20%	25.60%	30.00%
Workforce Services	522	62	109	154	11.90%	20.90%	29.50%
Enterprise Technology Services	219	33	48	63	15.10%	21.90%	28.80%
Education	96	13	19	27	13.50%	19.80%	28.10%
State Treasurer's Office	29	2	5	8	6.90%	17.20%	27.60%
Military Department	216	28	52	59	13.00%	24.10%	27.30%
Family Services	647	80	128	164	12.40%	19.80%	25.30%
Geological Survey	21	4	5	5	19.00%	23.80%	23.80%
Game & Fish	371	37	70	88	10.00%	18.90%	23.70%
Agriculture	72	11	13	17	15.30%	18.10%	23.60%
Audit	102	14	16	23	13.70%	15.70%	22.50%
Corrections	972	88	156	205	9.10%	16.00%	21.10%
Secretary of State	27	1	4	5	3.70%	14.80%	18.50%
State Auditor's Office	25	2	3	4	8.00%	12.00%	16.00%

This table contains data on agencies with at least 20 employees and 20% or more of the employees eligible to retire in 5 years.

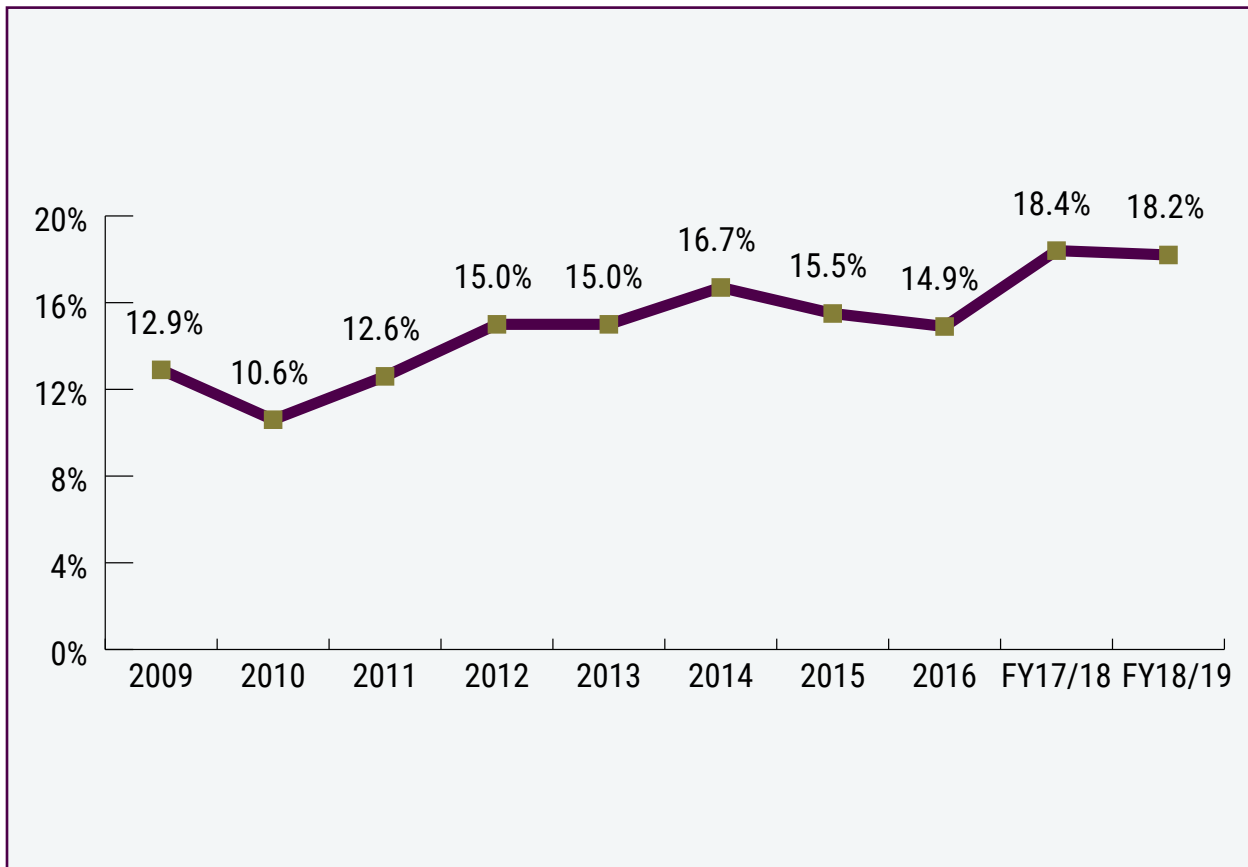
Eligibility calculations are based on payroll data and do not include non-state employment service that may effect eligibility. Eligibility determined for employees who have at least 4 years of service and are age 60 or older or meet the rule of 85.

Retirement History

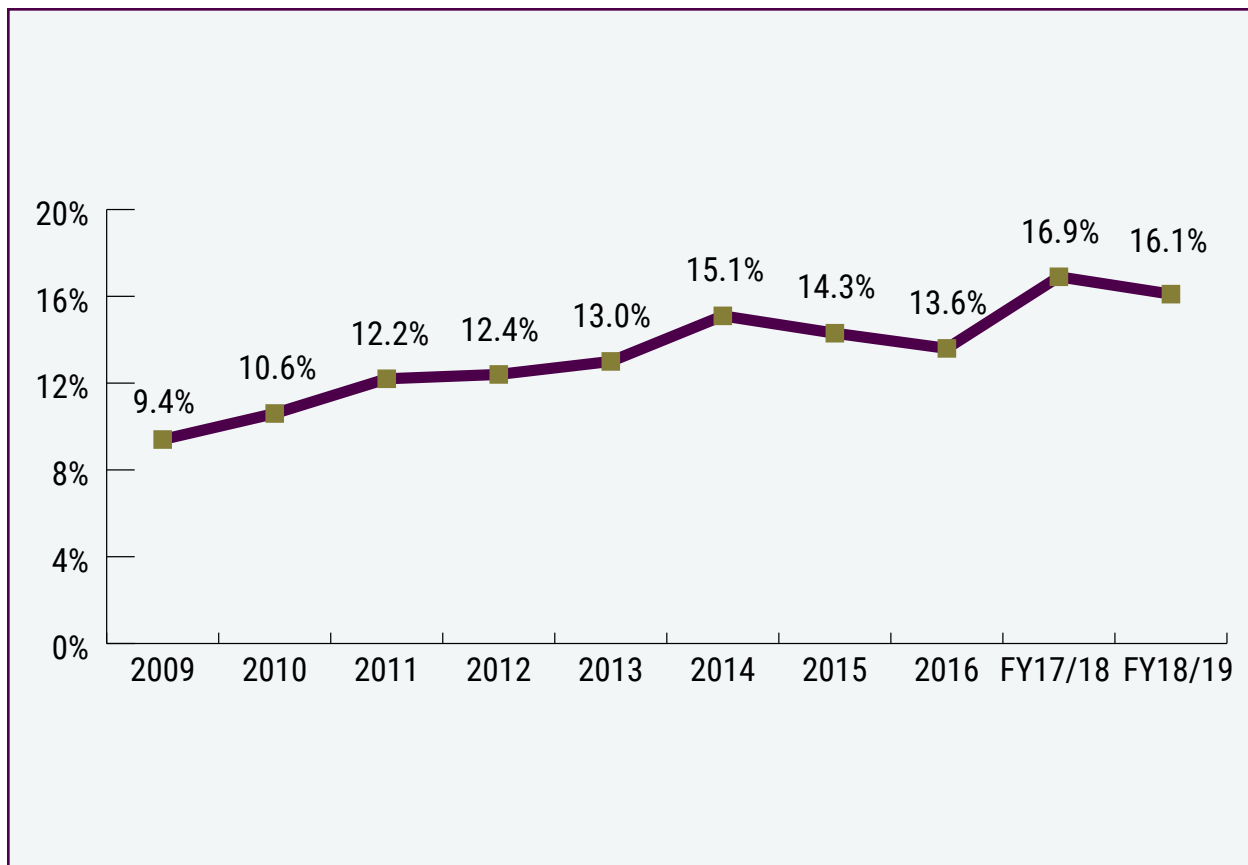


TURNOVER-RECRUITMENT

10-Year History Total Turnover (Including Transfers)



10-Year History Total Turnover (Excluding Transfers)



TOTAL TURNOVER-10 YEAR HISTORY

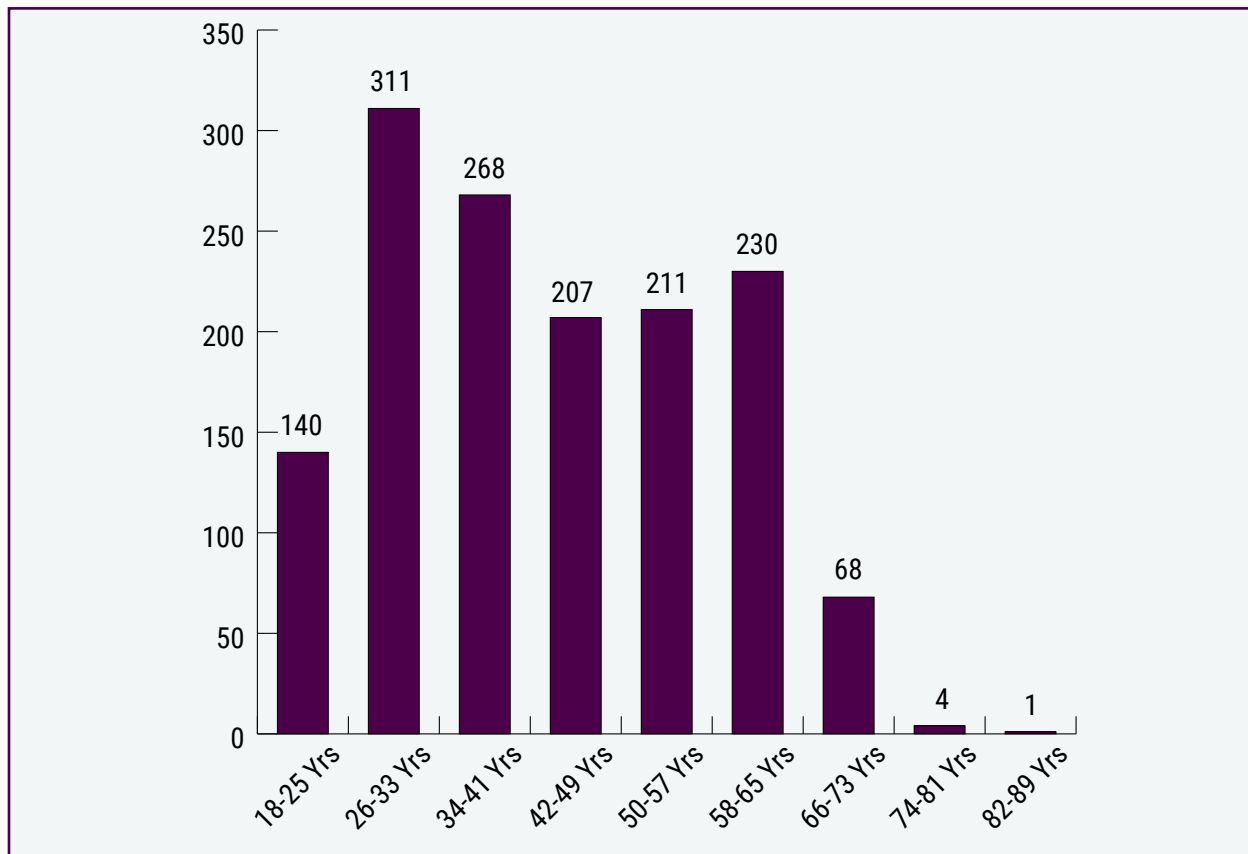
Agency Turnover Rates

Agency	Incumbents	Separations	FY 18/19	FY 17/18	2016	2015	2014	2013	2012	2011	2010	2009
Administration & Information	187	23	12.30%	20.80%	13.50%	13.60%	19.20%	11.00%	14.50%	7.80%	6.20%	6.70%
Agriculture	72	13	18.10%	12.80%	10.40%	15.40%	9.80%	11.10%	8.40%	9.80%	3.50%	1.10%
Attorney General	223	39	17.50%	17.30%	17.00%	12.30%	15.20%	10.60%	11.80%	14.90%	6.10%	5.70%
Audit	102	17	16.70%	11.10%	7.20%	10.90%	14.40%	18.30%	15.70%	10.60%	4.50%	9.80%
Board of CPA	2	1	50.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	50.00%	0.00%
Board of Equalization	6	0	0.00%	16.70%	16.70%	50.00%	0.00%	0.00%	60.00%	14.30%	0.00%	14.30%
Board of Geologists	2	1	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Board of Medicine	5	0	0.00%	40.00%	0.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Board of Nursing	9	1	11.10%	10.00%	33.30%	50.00%	20.00%	40.00%	50.00%	11.10%	25.00%	0.00%
Board of Outfitters	3	0	0.00%	50.00%	0.00%	33.30%	0.00%	0.00%	33.30%	0.00%	0.00%	0.00%
Board of Parole	7	6	85.70%	50.00%	0.00%	16.70%	16.70%	0.00%	0.00%	14.30%	14.30%	0.00%
Corrections	974	150	15.40%	18.60%	18.80%	20.20%	21.80%	19.10%	20.60%	16.30%	17.50%	14.20%
Cosmetology Board	4	1	25.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
District Attorney-Laramie County	20	18	90.00%	28.60%	9.10%	52.40%	20.00%	22.70%	32.40%	30.70%	8.90%	8.10%
District Attorney-Natrona County	20	3	15.00%	19.00%	20.00%	15.80%	10.00%	0.00%	9.50%	14.30%	23.80%	0.00%
Education	98	24	24.50%	16.50%	14.20%	14.30%	25.00%	17.50%	10.00%	0.00%	4.80%	0.00%
Enterprise Technology Services	220	19	8.60%	10.30%	15.50%	12.50%	15.80%	10.00%	6.40%	0.00%	0.00%	0.00%
Environmental Quality	242	27	11.20%	9.80%	11.10%	10.80%	9.50%	11.80%	8.70%	10.50%	6.60%	3.80%
Environmental Quality Council	2	0	0.00%	50.00%	0.00%	0.00%	50.00%	33.30%	50.00%	0.00%	0.00%	0.00%
Family Services	663	138	20.80%	18.00%	11.30%	16.10%	17.30%	14.50%	15.70%	11.50%	8.50%	10.00%
Fire Prevention & Electrical Safety	28	6	21.40%	12.50%	16.70%	12.50%	12.50%	11.80%	14.70%	5.60%	8.30%	0.00%
Game & Fish	371	29	7.80%	7.90%	8.60%	5.50%	9.00%	11.50%	6.50%	5.70%	4.90%	5.20%
Geological Survey	21	3	14.30%	9.50%	19.00%	21.10%	9.10%	9.10%	27.30%	26.10%	16.00%	4.00%
Governor's Office (& Office of Homeland Security)	36	19	52.80%	14.70%	36.80%	20.00%	22.20%	17.40%	26.10%	48.90%	18.20%	26.80%
Governor's Residence	2	1	50.00%	0.00%	50.00%	0.00%	0.00%	33.30%	0.00%	33.30%	0.00%	66.70%
Health	1,093	357	32.70%	36.00%	23.60%	26.10%	25.60%	20.00%	22.50%	16.30%	15.00%	15.00%
Insurance Department	25	4	16.00%	12.50%	16.00%	15.40%	20.00%	3.80%	8.70%	0.00%	8.70%	13.00%
Livestock Board	15	1	6.70%	35.70%	10.50%	22.20%	15.80%	5.30%	10.50%	5.00%	10.00%	5.30%
Military Department	226	49	21.70%	23.80%	17.10%	22.20%	18.60%	20.00%	17.50%	18.70%	10.40%	12.50%
Miner's Hospital Board	4	0	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Office of Administrative Hearing	9	3	33.30%	9.10%	25.00%	25.00%	0.00%	8.30%	0.00%	10.00%	10.00%	0.00%
Oil & Gas Commission	40	5	12.50%	7.50%	10.30%	7.70%	18.90%	21.60%	10.50%	4.90%	7.50%	2.40%
Pari-Mutuel Board	5	1	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Pharmacy Board	5	5	100.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	20.00%	0.00%	20.00%
Professional Teaching Standards Board	7	2	28.60%	25.00%	0.00%	0.00%	0.00%	50.00%	33.30%	20.00%	33.30%	16.70%
Public Defender	97	24	24.70%	16.00%	11.00%	8.60%	12.20%	25.00%	12.50%	9.90%	13.70%	10.40%
Public Service Commission	37	6	16.20%	8.80%	10.80%	11.40%	8.30%	17.60%	19.40%	19.40%	8.30%	5.70%
Real Estate Commission	6	0	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	25.00%	0.00%	25.00%	25.00%
Retirement	37	5	13.50%	10.30%	2.60%	2.70%	19.40%	13.50%	2.70%	11.10%	2.60%	10.00%
Revenue & Taxation	109	8	7.30%	7.20%	5.40%	7.80%	10.30%	8.50%	17.20%	7.00%	4.70%	5.50%
Secretary of State	28	4	14.30%	13.80%	17.90%	16.70%	16.70%	38.50%	3.30%	14.30%	11.10%	3.60%
State Auditor's Office	26	7	26.90%	44.00%	21.70%	4.00%	27.30%	18.20%	13.00%	4.80%	4.20%	0.00%
State Construction Department	27	4	14.80%	11.10%	7.40%	13.30%	0.00%	30.80%	28.60%	13.30%	7.70%	0.00%
State Engineer	112	17	15.20%	9.90%	13.10%	8.20%	15.50%	9.90%	13.20%	1.50%	7.60%	8.30%
State Lands & Investments	90	17	18.90%	15.10%	14.10%	16.90%	21.10%	9.40%	22.20%	5.90%	7.80%	5.90%
State Parks & Cultural Resources	152	20	13.20%	11.70%	11.30%	15.10%	6.20%	8.60%	11.20%	9.00%	3.40%	8.10%
State Treasurer's Office	30	10	33.30%	3.70%	16.70%	14.30%	19.00%	4.30%	4.30%	13.00%	4.00%	0.00%
Transportation	1,865	255	13.70%	15.90%	11.90%	10.70%	12.30%	12.40%	10.00%	11.30%	9.20%	7.10%
Water Development Office	23	5	21.70%	8.30%	0.00%	12.50%	16.70%	8.30%	20.00%	4.00%	7.70%	3.80%
Wildlife & Natural Resources	2	0	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Workforce Services	522	88	16.90%	15.90%	13.90%	15.20%	15.60%	14.90%	14.50%	8.30%	12.00%	9.80%
Wyoming Community College Commission	11	4	36.40%	15.40%	0.00%	7.10%	6.70%	20.00%	18.80%	12.50%	26.70%	13.30%
Grand Total	7,922	1,440	18.2%	18.4%	14.9%	15.5%	16.7%	15.0%	15.0%	12.6%	10.6%	9.4%

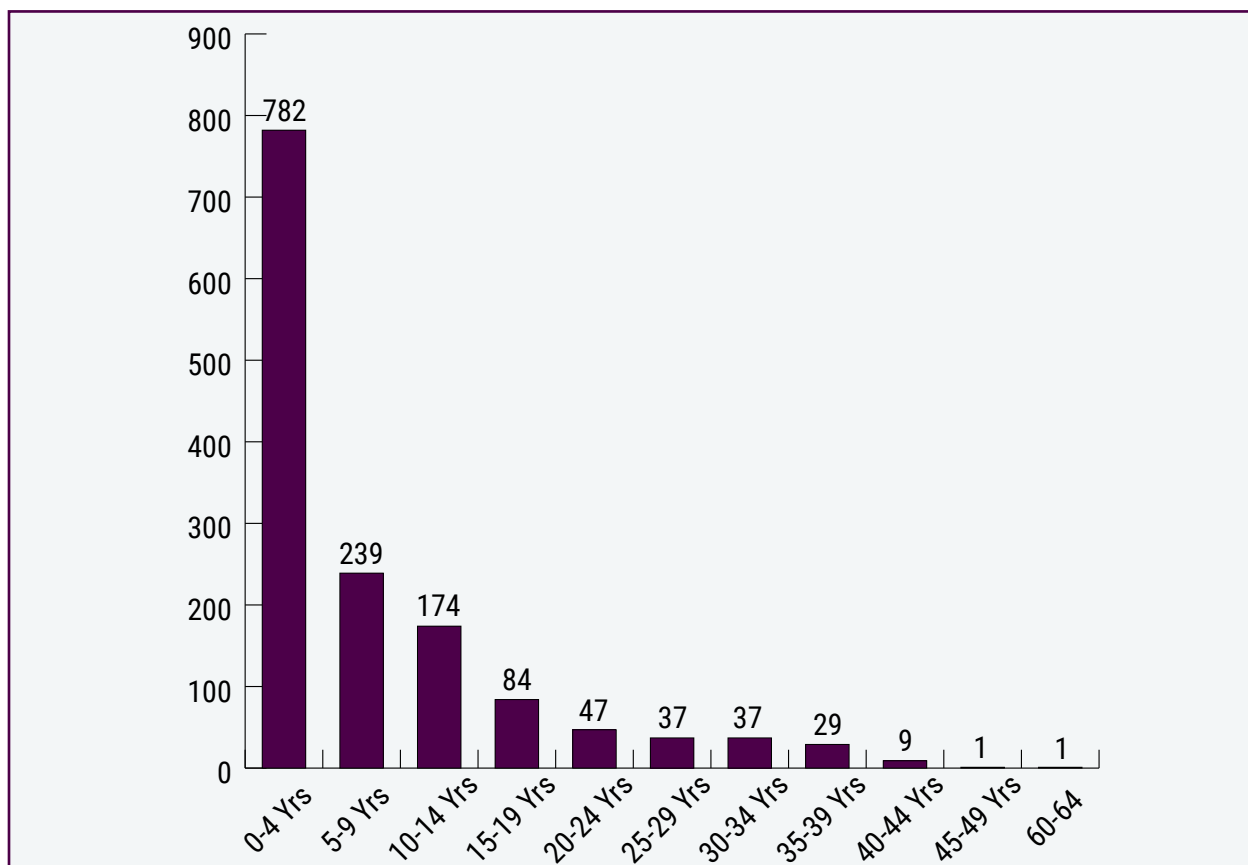
Data does not include AWEC's.

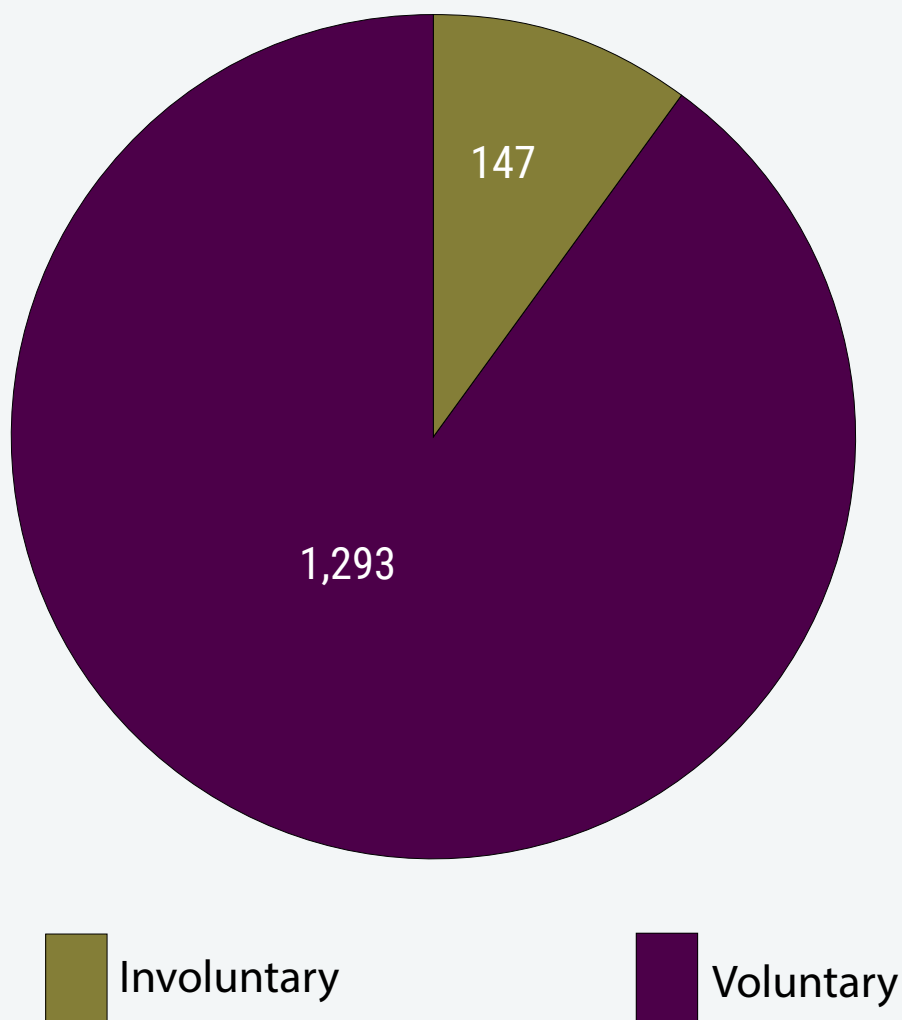
Turnover includes voluntary separation, retirement, death, involuntary separation, and transfers to another agency or branch of State Government.

Total Turnover by Age Group



Total Turnover by Length of Service





Involuntary = Any dismissal or requested resignation
Voluntary = Employee resigns at their own will



Classification Code	Title	Number of Incumbents	Number of Separations	Percentage of Total Turnover Rate
HS04	Human Services Aide	223	143	64.1%
SO03	Youth Services Aide	26	16	61.5%
HS05	Human Service Specialist	35	18	51.4%
HS08	NURSE	84	40	47.6%
IS01	Food Services Assistant	20	9	45.0%
IS01	Housekeeper	36	16	44.4%
AT02	Practicing Attorney 2	33	14	42.4%
AT03	Practicing Attorney 3	29	12	41.4%
EX03	Executive Management 3	47	19	40.4%
FI04	Accounting Clerk	18	7	38.9%
ET10	Education Program Consultant	40	15	37.5%
PS04	Port of Entry Assistant I	35	13	37.1%
BA03	Office Assistant I	51	18	35.3%
TD03	Buildings & Grounds Assistant II	27	9	33.3%
CR08	Cultural Resources Specialist	16	5	31.3%
FI04	Shipping & Receiving Clerk I	16	5	31.3%
PS04	Security Guard	27	8	29.6%
EN09	Engineer II	54	15	27.8%
BAL08	Legal Assistant	64	17	26.6%
SOC08	Caseworker	57	15	26.3%
HS10	Health Program Supervisor	27	7	25.9%
SO09	Vocational Rehabilitation Counselor	27	7	25.9%
EH07	Employment Services Specialist	86	22	25.6%
BE07	Benefits & Eligibility Specialist II	20	5	25.0%
FI12	Accounting Manager I	16	4	25.0%
BARD05	Records & Data Management Clerk I	29	7	24.1%
FIAU08	Auditor II	25	6	24.0%
BE06	Benefits & Eligibility Specialist I	92	22	23.9%
SOSP08	Social Services Worker	152	36	23.7%
IS05	Food Services Specialist	55	13	23.6%
TN05	Highway Maintenance Technician	272	64	23.5%
BAGC09	Senior Grants & Contract Administration Specialist	27	6	22.2%
EX04	Executive Management 4	23	5	21.7%
TD01	Buildings & Grounds Assistant I	60	13	21.7%
AT04	Practicing Attorney 4	33	7	21.2%
EX01	Executive Management 1	38	8	21.1%
FI07	Tax Examiner	19	4	21.1%
COPR05	Correctional Officer	324	68	21.0%
BAPS10	Senior Policy & Planning Analyst	24	5	20.8%
IN09	Senior OSHA Specialist	24	5	20.8%
TD06	Heavy Mechanic	48	10	20.8%
SOAP08	Adult Probation & Parole Officer	103	21	20.4%
EX02	Executive Management 2	69	14	20.3%
BADL07	Driver's License Field Office Supervisor	15	3	20.0%
BARD08	Records & Data Management Specialist II	25	5	20.0%
HS08	Health Program Specialist	35	7	20.0%
HS10	Senior Nurse	25	5	20.0%
SOSP03	Social Services Aide	20	4	20.0%
TD05	Buildings & Grounds Specialist	30	6	20.0%
TN09	Technical Operations Principal	15	3	20.0%

This table contains data with turnover rate higher than 20%. Classifications with less than 15 incumbents are not included.

RECRUITMENT WORKLOAD SUMMARY BY YEAR

Year	Requisitions Received	Positions Recruited For	Applications Received	Eligible Candidates	Hires
2014	1,873	2,959	59,439	7,662	2,006
2015	1,659	2,484	55,960	9,905	2,059
2016	1,550	2,417	62,935	7,975	2,118
2017	1,999	3,004	59,518	7,404	2,464
FY 18/19*	2,184	3,016	57,039	6,915	2,469

*Data changed to be reported based on the fiscal year.

TIME TO FILL BY AGENCY IN DAYS

Agency	Average Days to Fill
Administration & Information	55
Agriculture	73
Attorney General	114
Audit	61
Board of CPA	70
Board of Geologists	32
Board of Medicine	59
Board of Outfitters	83
Board of Parole	67
Corrections	112
Cosmetology Board	52
District Attorney-Laramie County	50
District Attorney-Natrona County	51
Education	52
Enterprise Technology Services	72
Environmental Quality	68
Family Services	62
Fire Prevention & Electrical Safety	86
Game & Fish	103
Geological Survey	60
Governor's Office (& Office of Homeland Security)	73
Health	83
Insurance Department	51
Livestock Board	118
Military Department	102
Miner's Hospital Board	35
Nursing Board	22
Office of Administrative Hearing	38
Oil & Gas Commission	51
Pari-Mutuel Commission	195
Pharmacy Board	39
Professional Teaching Standards Board	91
Public Defender	54
Public Service Commission	64
Real Estate Commission	55
Retirement	67
Revenue & Taxation	52
Secretary of State	36
State Auditor's Office	64
State Construction Department	59
State Engineer	49
State Lands & Investments	95
State Parks & Cultural Resources	84
State Treasurer's Office	76
Transportation	73
Water Development Office	88
Workforce Services	59
Wyoming Community College Commission	90
Statewide Average	80

Class Code	Title	Average
ATMA01	Managing Attorney 1	153
ATMA02	Managing Attorney 2	29
ATPA01	Practicing Attorney 1	129
ATPA02	Practicing Attorney 2	85
ATPA03	Practicing Attorney 3	91
ATPA04	Practicing Attorney 4	52
AWEC	Employee Contract	95
BAAS03	Office Assistant I	51
BAAS04	Office Assistant II	66
BAAS05	Office Support Specialist I	51
BAAS06	Office Support Specialist II	52
BAAS07	Senior Office Support Specialist	48
BAB008	Business Office Coordinator I	32
BAB009	Business Office Coordinator II	78
BAB010	Business Office Supervisor I	63
BAB011	Business Office Supervisor II	36
BAB012	Business Office Manager I	29
BAB013	Business Office Manager II	108
BACA07	Consumer Affairs Specialist	35
BADC06	Drivers License CDL Examiner	52
BADL06	Drivers License Field Examiner	45
BADL07	Drivers License Field Office Supervisor	70
BADL08	Drivers License Regional Supervisor	77
BADL11	Drivers License Program Supervisor	109
BADL13	Drivers License Program Manager	79
BADS05	Drivers Services Specialist	57
BADS06	Drivers Services Helpdesk Specialist	60
BADT07	Drivers Services Trainer Analyst	32
BAGC07	Grants & Contract Administration Specialist I	36
BAGC08	Grants & Contract Administration Specialist II	30
BAGC09	Senior Grants & Contract Administration Specialist	71
BAGC10	Grants & Contract Administration Manager I	47
BALG07	Legal Support Specialist	61
BALG08	Legal Assistant	56
BALS08	Licensing Specialist	55
BAMR03	Mail Room Clerk I	94
BAMR04	Mail Room Clerk II	159
BAMR07	Mail Services Supervisor	24
BAPM09	Business Project Management Analyst	41
BAPM10	Senior Business Project Management Analyst	44
BAPS07	Policy & Planning Analyst I	73
BAPS08	Policy & Planning Analyst II	26
BAPS09	Policy & Planning Analyst III	65
BAPS10	Senior Policy & Planning Analyst	31
BAPS11	Policy & Planning Coordinator	64
BAPS12	Policy & Planning Supervisor	100
BARD03	Records & Data Management Technician	65
BARD05	Records & Data Management Clerk I	91
BARD06	Records & Data Management Clerk II	57
BARD07	Records & Data Management Specialist I	58
BARD08	Records & Data Management Specialist II	48
BARD09	Records & Data Management Analyst	56
BARD10	Records & Data Management Supervisor	50

BARM08	Risk Analyst	38
BARM10	Risk Manager	8
BEBP06	Benefits & Eligibility Specialist I	56
BEBP07	Benefits & Eligibility Specialist II	48
BEDD07	Disability Determination Specialist	39
BEQA07	Quality Assurance Specialist	33
BEWC07	Claims Specialist	52
BEWC08	Senior Claims Specialist	38
BEWC10	Claims Supervisor	31
COAW12	Associate Warden	74
COC109	Correctional Investigative Sergeant	49
COC110	Correctional Investigative Lieutenant	27
COC111	Correctional Investigative Program Captain	49
COC112	Correctional Investigative Major	70
COC109	Correctional Program Supervisor	67
COC110	Correctional Unit Supervisor	82
COPR05	Correctional Officer	168
COPR06	Correctional Corporal	86
COPR08	Correctional Sergeant	54
COPR09	Correctional Lieutenant	79
COPR11	Correctional Captain	94
COPR12	Correctional Major	93
CRAR08	Archeologist I	22
CRCR08	Cultural Resources Specialist	102
CRCR10	Cultural Resources Supervisor	131
CRCR12	Cultural Resources Manager	95
CRPA10	Park Superintendent II	113
CTBA07	Computer Technology Business Applications Specialist I	106
CTBA08	Computer Technology Business Applications Specialist II	60
CTBA09	Computer Technology Business Applications Analyst	83
CTBA10	Senior Computer Technology Business Applications Analyst	77
CTEM11	Technology Management I	83
CTMG12	Computer Technology Program Manager II	57
CTSD08	Software Development II	103
CTSD10	Software Development IV	66
CTSS07	Support Technologist II	90
CTSS08	Support Technologist III	54
CTSS10	Support Technologist V	37
CTST08	Systems Technologist II	61
CTSU07	Computer Technology Support Specialist I	80
CTSU08	Computer Technology Support Specialist II	60
CTSY10	Senior Computer Technology Systems & Infrastructure Analyst	66
CTTA09	Technical Analyst II	58
CTTA10	Technical Analyst III	46
EHAH11	Human Resource Supervisor	73
EHAH12	Human Resource Manager I	136
EHAH13	Human Resource Manager II	132
EHEM07	Employment Services Specialist	67
EHEM09	Employment Services Supervisor	50
EHGH07	Human Resource Associate II	59
EHGH08	Senior Human Resource Associate	47
EHGH09	Human Resource Coordinator	80
EHLS09	Labor Standards Analyst	64
EHLS10	Senior Labor Standards Analyst	49

ENAG07	Corrections Agriculture Program Supervisor	77
ENAG10	Agriculture Program Coordinator	58
ENAG12	Agriculture Program Manager	70
ENEG08	Engineer I	103
ENEG09	Engineer II	58
ENEG10	Project Engineer	67
ENEG12	Principal Engineer	57
ENEG13	Staff Engineer	36
ENEG14	Engineering Manager I	76
ENFC07	Correctional Forestry Crew Supervisor	116
ENFD08	Assistant District Forester	119
ENFD09	District Forester	42
ENFM09	Forestry Program Analyst	117
ENGE08	Geologist I	83
ENGE10	Project Geologist	56
ENGE12	Geology Supervisor	30
ENGS07	Geospatial Technology Analyst	86
ENNR06	Natural Resources Technician	86
ENNR08	Natural Resources Specialist	58
ENNR09	Natural Resources Analyst	72
ENNR10	Natural Resources Program Principal	54
ENNR11	Natural Resources Program Supervisor	62
ENNR13	Natural Resources Program Manager	66
ETCT09	Certified Teacher	72
ETCT10	Certified Academic Manager I	56
Etep10	Education Program Consultant	74
Etep11	Education Program Manager I	65
ETIN07	Instructor I	88
ETIN08	Instructor II	97
ETIN10	Training Supervisor	33
ETVT07	Vocational Trainer	63
ETVT08	Senior Vocational Trainer	75
EXMT01	Executive Management 1	99
EXMT02	Executive Management 2	84
EXMT03	Executive Management 3	184
EXMT04	Executive Management 4	80
EXMT05	Executive Management 5	85
EXMT07	Executive Management 7	35
EXOF05	Executive Officer 5	93
FIAC04	Accounting Clerk	50
FIAC06	Accounting Technician	38
FIAC07	Accountant	61
FIAC08	Senior Accountant	83
FIAC09	Accounting Analyst	61
FIAC10	Senior Accounting Analyst	53
FIAC11	Principal Accountant	61
FIAC12	Accounting Manager I	46
FIAC13	Accounting Manager II	60
FIAU07	Auditor I	31
FIAU08	Auditor II	75
FIAU09	Senior Auditor	59
FIAU10	Principal Auditor	38
FIAU11	Supervising Auditor	28
FIAU12	Auditing Manager	58

FIBD08	Budget Specialist I	84
FIBD09	Budget Specialist II	45
FIBD10	Budget Analyst	41
FIBD11	Senior Budget Analyst	55
FIEC09	Economic Analyst	50
FIEC10	Senior Economic Analyst	32
FIEC11	Principal Economist	12
FIEX10	Financial Examiner	44
FIIN10	Investment Officer	73
FIIN11	Senior Investment Officer	140
FIPU08	Associate Buyer	45
FITE07	Tax Examiner	67
FITE08	Senior Tax Examiner	85
FITE09	Tax Examination Analyst	59
FITE11	Principal Tax Examiner	33
FIWH04	Shipping & Receiving Clerk I	52
FIWH05	Shipping & Receiving Clerk II	62
FIWH08	Warehouse Assistant Supervisor	10
FWFC08	Fish Culturalist	114
FWFC09	Senior Fish Culturalist	83
FWGW08	Game Warden	276
FWGW10	Senior Game Warden	237
FWMG11	Biologist Supervisor	78
FWMG12	Game & Fish Manager I	61
FWMG13	Game & Fish Manager II	64
FWMG14	Game & Fish Manager III	82
FWMG15	Game & Fish Administrator	63
FWWB09	Wildlife Biologist II	108
FWWB10	Senior Wildlife Biologist	157
FWWB11	Principal Wildlife Biologist	92
HSEP09	Epidemiologist I	139
HSEP10	Epidemiologist II	79
HSHC06	Health Care Technician	81
HSHP08	Health Program Specialist	56
HSHP09	Health Facility Surveyor	171
HSHP10	Health Program Supervisor	64
HSHP11	Health Program Manager I	123
HSHP12	Health Program Manager II	36
HSHS04	Human Services Aide	103
HSHS05	Human Services Specialist	88
HSHS09	Human Services Unit Supervisor	35
HSNP12	Nurse Practitioner	125
HSNU06	LPN	169
HSNU08	Nurse	101
HSNU10	Senior Nurse	42
HSNU11	Nurse Manager I	56
HSNU12	Nurse Manager II	97
HSNU13	Nurse Manager III	39
HSOT07	Occupational Therapist Assistant	110
HSPH11	Pharmacist	43
HSPS13	Psychiatrist	137
HSPT09	Physical Therapist	77
HSPY12	Psychologist	136
HSRA07	Recreational Activities Specialist	148

HSRA09	Recreational Activities Coordinator	133
HSSL05	Laboratory Assistant	53
HSSL08	Laboratory Scientist I	86
HSSL09	Laboratory Scientist II	107
HSSL10	Senior Laboratory Scientist	38
HSSL11	Laboratory Supervisor	89
HSSL12	Laboratory Manager I	65
ININ07	Inspection Specialist I	117
ININ08	Inspection Specialist II	79
ININ09	Senior Inspection Specialist	40
INOS09	Senior OSHA Specialist	98
INOS13	OSHA Program Manager	10
ISFS01	Food Services Assistant	58
ISFS05	Food Services Specialist	79
ISFS08	Food Services Supervisor	54
ISHK01	Housekeeper	77
ISHK06	Housekeeping Supervisor	94
LRLM07	Lands Management Specialist II	59
LRLM08	Senior Lands Management Specialist I	63
LRLM09	Lands Management Program Analyst	70
LRLM10	Lands Management Program Supervisor	49
PIMM09	Senior Multi-Media Specialist	79
PIPR07	Public Relations Specialist I	65
PIPR08	Public Relations Specialist II	28
PIPR09	Senior Public Relations Specialist	147
PSAI09	Law Enforcement Academy Instructor	275
PSAI10	Law Enforcement Academy Supervisor	71
PSAI12	Law Enforcement Academy Manager	52
PSCI09	Criminal Investigator	116
PSCI10	Senior Criminal Investigator	191
PSCI11	Criminal Investigation Supervisor	74
PSCJ07	CJIS Records Analyst	68
PSCJ08	Control Terminal CJIS Specialist	27
PSDI04	Highway Patrol Dispatcher I	120
PSDI06	Highway Patrol Dispatcher II	32
PSDI07	Highway Patrol Dispatch Trainer	37
PSDI10	Highway Patrol Assistant Dispatch Program Manager	86
PSEP09	Emergency Preparedness Specialist II	92
PSEP11	Senior Emergency Preparedness Analyst	41
PSSES07	Security Officer	88
PSFC08	Forensic Specialist	172
PSFC12	Principal Forensic Analyst	37
PSFF04	Firefighter I	229
PSFF05	Firefighter II	164
PSFF07	Senior Firefighter	28
PSFI07	Fingerprint Examiner	79
PSHM09	Highway Patrol Sergeant	56
PSHM11	Highway Patrol Lieutenant	56
PSHM12	Highway Patrol Captain	70
PSHP07	Highway Patrol Trooper I	216
PSHP08	Highway Patrol Trooper II	27
PSHP09	Highway Patrol Trooper III	34
PSIN09	Investigator	64
PSPE04	Port of Entry Assistant I	59

PSPE06	Port of Entry Specialist	34
PSPE07	Port of Entry Compliance Review Auditor	68
PSPE08	Port of Entry Supervisor	58
PSPE09	Port of Entry Manager-Dual State Port	64
PSSA10	Special Agent I	130
PSSA12	Special Agent Supervisor	46
PSSG04	Security Guard	57
PSSG05	Security Guard Supervisor	56
SOAP08	Adult Probation & Parole Officer	94
SOAP09	Senior Adult Probation & Parole Officer	41
SOAP10	Adult Probation & Parole Supervisor	79
SOAP11	Adult Probation & Parole Manager	91
SOCPO9	Senior Social Services Worker	42
SOCW08	Caseworker	91
SOCW11	Casework Manager I	62
SOLC10	Principal Licensed Counselor	70
SOMC10	RN-Medical Case Reviewer	132
SORS10	Religious Consultant	95
SOSP03	Social Services Aide	54
SOSP08	Social Services Worker	67
SOSP09	Social Services Program Analyst	159
SOSP10	Social Services Program Supervisor	30
SOSP12	Social Services Program Manager II	43
SOVR09	Vocational Rehabilitation Counselor	69
SOVR11	Vocational Rehabilitation Supervisor	14
SOVS07	Client Services Advocate	83
SOVS10	Client Services Supervisor	96
SOYS03	Youth Services Aide	89
SOYS04	Youth Services Security Officer	21
SOYS05	Youth Services Specialist I	129
SOYS06	Youth Services Specialist II	62
SOYS07	Senior Youth Services Specialist	119
SOYS09	Youth Services Supervisor	65
TDBG01	Buildings & Grounds Assistant I	73
TDBG03	Buildings & Grounds Assistant II	58
TDBG05	Buildings & Grounds Specialist	74
TDBG07	Senior Buildings & Grounds Specialist	88
TDBG08	Buildings & Grounds Supervisor I	38
TDBG10	Buildings & Grounds Supervisor II	43
TDCA05	Carpenter	36
TDEL07	Senior Electrician	103
TDEL09	Electrical Supervisor II	157
TDFA04	Sign Fabricator	60
TDFA06	Fabricator	34
TDFA07	Senior Fabricator	322
TDHM06	Heavy Mechanic	53
TDHM07	Senior Heavy Mechanic	24
TDHM10	Equipment Program Coordinator-Transportation	60
TDHV07	Senior HVAC Specialist	174
TDLO05	Locksmith	6
TDME05	Mechanic	70
TDME07	Senior Mechanic	29
TDPL05	Plumber	79
TDPL07	Senior Plumber	81

TDST04	Skilled Trades Laborer	47
TDST06	Skilled Trades Specialist	59
TDST08	Skilled Trades Supervisor I	86
TDST10	Skilled Trades Manager I	63
TDST11	Skilled Trades Manager II	47
TDST13	Construction Manager	63
TNCF05	Construction & Field Survey Technician	71
TNCF06	Construction & Field Survey Specialist	60
TNCF08	Senior Construction & Field Survey Specialist	49
TNCF09	Construction & Field Survey Analyst	67
TNCM05	Construction & Maintenance Technician	74
TNDE03	Design Assistant	118
TNDE05	Design Technician	118
TNDE06	Design Specialist I	117
TNDE07	Design Specialist II	119
TNDE09	Senior Design Specialist	86
TNDR07	Driller	25
TNFD05	Field Data Collection & Lab Analysis Technician	42
TNFD06	Field Data Collection & Lab Analysis Specialist I	52
TNFD07	Field Data Collection & Lab Analysis Specialist II	57
TNFD09	Senior Field Data Collection & Lab Analysis Specialist	52
TNHM05	Highway Maintenance Technician	73
TNHM06	Highway Maintenance Specialist I	63
TNHM07	Highway Maintenance Specialist II	48
TNHM09	Highway Maintenance Supervisor I	36
TNHM11	Highway Maintenance Supervisor II	61
TNPI08	Pilot	159
TNPS06	Photogrammetry and Survey Specialist I	51
TNRW07	Right of Way Specialist	71
TNST07	Staff Technician I	78
TNST08	Staff Technician II	57
TNST09	Senior Staff Technician	61
TNTM04	Transportation Mgt Center Assistant	117
TNTM06	Transportation Mgt Center Specialist	60
TNTM08	Transportation Mgt Center Senior Specialist	59
TNT006	Technical Operations Technician I	167
TNT007	Technical Operations Technician II	77
TNT008	Senior Technical Operations Technician	40
TNT009	Technical Operations Principal	67
TNT010	Technical Operations Supervisor I	54
TNUL08	Utilities Specialist	99
TNUL09	Senior Utilities Specialist	116
TP01	Temporary	82



Administration & Information

Human Resources Division

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