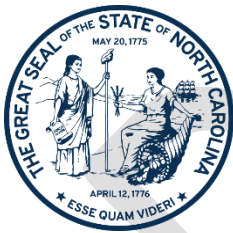


LABOR MARKET ADJUSTMENT RESERVE



NORTH CAROLINA Office of *State Human Resources*

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
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This report was produced by the North Carolina Office of State Human Resources in December 2023.



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

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 Counsel I	\$ 8,066.67
Agricultural Program Director I	\$ 4,784.00	Assistant Agency General Counsel II	\$ 7,158.11
Agricultural Program Director II	\$ 3,369.75	Assistant Judicial District Manager I	\$ 3,769.44
Agricultural Program Manager III	\$ 2,516.00	Assistant Judicial District Manager II	\$ 3,240.00
Agricultural Program Technician I	\$ 1,650.27	Assistant State Forester	\$ 2,867.00
Agricultural Research Director	\$ 3,192.00	Assistive Technologist	\$ 2,000.00
Agricultural Technician II	\$ 1,582.55	Attorney II	\$ 10,000.00
Aircraft Maintenance Supervisor	\$ 10,404.00	Attorney III	\$ 7,482.00
Aircraft Mechanic	\$ 8,143.43	Attorney IV	\$ 6,561.00
ALE Assistant Special Agent In Charge	\$ 4,168.00	Attorney Manager II	\$ 3,200.00
Apiary Inspector	\$ 2,106.80	Audiologist	\$ 10,162.80
Applications Systems Analyst I	\$ 4,527.18	Audit Manager I	\$ 3,200.00
Applications Systems Analyst II	\$ 4,125.58	Auditor III	\$ 2,500.00
Applications Systems Manager I	\$ 8,226.86	Autopsy Technician II	\$ 1,142.00
Applications Systems Manager II	\$ 6,500.00	Banking Manager I	\$ 6,645.00
		Boiler & Pressure Vessel Inspector	\$ 2,121.25
		Boiler & Pressure Vessel Inspector Supervisor	\$ 2,000.00
		Boiler Inspection Assistant Director	\$ 2,000.00
		Boiler Operator	\$ 5,301.80

Job	Average	Job	Average
Budget Analyst I	\$ 4,180.50	Chemistry Technician II	\$ 4,656.50
Budget Analyst II	\$ 3,342.67	Chief Deputy I	\$ 6,254.67
Budget Analyst III	\$ 5,800.80	Chief Deputy II	\$ 4,434.00
Budget Manager I	\$ 4,790.13	Chief Deputy III	\$ 9,356.00
Business Enterprise Consultant II	\$ 2,000.00	Chief Legal Counsel	\$ 7,004.00
Business Manager I	\$ 5,927.67	Chief Probation and Parole Officer	\$ 4,635.05
Business Officer I	\$ 2,953.80	Comm Corr Asst Chief of Special Ops	\$ 3,208.00
Business Officer II	\$ 4,458.81	Comm Corr Deputy Director	\$ 16,967.00
Business Services Coordinator I	\$ 2,556.64	Community Development Planner II	\$ 2,667.00
Business Services Coordinator II	\$ 2,592.00	Community Development Specialist I	\$ 3,138.50
Business Systems Analyst I	\$ 4,272.81	Community Development Specialist II	\$ 2,672.00
Business Systems Analyst II	\$ 6,431.95	Community Employment Program Manager	\$ 5,000.00
Business Systems Analyst Supervisor	\$ 5,691.25	Community Employment Program Specialist	\$ 3,156.41
Carpenter I	\$ 2,090.00	Community Employment Program Supervisor	\$ 2,000.00
Carpenter II	\$ 3,061.75	Contract Specialist I	\$ 2,000.00
Casework Associate I	\$ 2,666.67	Contracts Technician	\$ 2,716.00
Casework Associate II	\$ 1,918.25	Cook	\$ 1,662.30
Central Regional Field Coordinator, Gove	\$ 2,860.00	Correctional Administrator I	\$ 12,037.00
Chaplain I	\$ 2,463.67	Correctional Administrator II	\$ 10,741.60
Chemist I	\$ 616.00		
Chemist II	\$ 9,728.00		
Chemistry Supervisor II	\$ 10,395.00		

Job	Average	Job	Average
Correctional Asst Supt for Program I	\$ 2,955.00	Correctional Food Service Supervisor I	\$ 1,950.54
Correctional Asst Supt for Programs II	\$ 3,158.50	Correctional Food Service Supervisor II	\$ 1,727.56
Correctional Asst Supt II	\$ 3,401.00	Correctional Food Service Supervisor III	\$ 2,096.91
Correctional Captain I	\$ 3,302.29	Correctional Housing Unit Manager I	\$ 3,232.86
Correctional Captain II	\$ 3,080.41	Correctional Housing Unit Manager II	\$ 2,908.91
Correctional Captain III	\$ 3,141.09	Correctional Housing Unit Manager III	\$ 2,701.07
Correctional Case Manager	\$ 3,463.00	Correctional Lieutenant I	\$ 2,841.35
Correctional Facility Administrator	\$ 9,220.70	Correctional Lieutenant II	\$ 2,800.83
Correctional Facility Superintendent I	\$ 11,969.25	Correctional Lieutenant III	\$ 2,895.24
Correctional Facility Superintendent II	\$ 9,114.00	Correctional Prison Warden	\$ 6,816.00
Correctional Facility Superintendent III	\$ 7,279.00	Correctional Programs Supervisor	\$ 2,544.66
Correctional Food Service Manager I	\$ 1,577.37	Correctional Sergeant I	\$ 2,274.28
Correctional Food Service Manager II	\$ 2,483.29	Correctional Sergeant II	\$ 2,363.18
Correctional Food Service Manager III	\$ 2,158.80	Correctional Sergeant III	\$ 2,371.90
Correctional Food Service Officer I	\$ 1,867.17	Criminal Justice Planner I	\$ 2,963.33
Correctional Food Service Officer II	\$ 2,115.28	Criminal Justice Planner II	\$ 2,802.00
		Criminal Justice Specialist/Invest I	\$ 2,390.33
		Criminal Justice Specialist/Invest II	\$ 2,202.84

Job	Average	Job	Average
Criminal Justice Specialist/Invest IV	\$ 3,036.00	Elections Specialist II	\$ 7,000.00
		Electrician I	\$ 2,429.00
Criminal Justice Training Coordinator I	\$ 2,884.40	Electrician II	\$ 4,527.56
		Electrician Supervisor	\$ 1,194.00
Customer Experience Specialist	\$ 3,938.25	Electronics Technician I	\$ 1,835.40
		Electronics Technician II	\$ 1,424.50
Dental Assistant	\$ 812.00	Electronics Technician III	\$ 2,011.00
Dental Equipment Technician	\$ 190.00	Elevator Inspection Supervisor	\$ 1,622.00
Dep Director Samarc and Training Academy	\$ 3,102.00	Elevator Inspector	\$ 2,396.21
Deputy Secretary/Commissioner I	\$ 7,297.75	Emergency Management Area Coordinator	\$ 2,435.93
Deputy Secretary/Commissioner II	\$ 9,111.00	Emergency Management Officer	\$ 2,012.89
Deputy Secretary/Commissioner III	\$ 2,585.00	Emergency Management Officer Supervisor	\$ 2,370.00
Dir Of Governor's Western Office	\$ 3,765.00	Emergency Management Specialist	\$ 2,769.55
Director Governor's Eastern Office	\$ 3,765.00	Emergency Management Supervisor	\$ 2,500.83
Disability Determination Specialist I	\$ 939.00	Emergency Medical Program Specialist	\$ 5,625.00
Driver License Examiner I	\$ 1,619.00	Employment Retaliation Investigator	\$ 4,350.00
Educational Developmental Assistant	\$ 1,396.25	Engineer I	\$ 3,807.36
Educational Developmental Assistant Lead	\$ 1,582.00	Engineer II	\$ 8,347.93
		Engineer III	\$ 4,763.82
Elections Investigator I	\$ 3,500.00	Engineering Director I	\$ 15,000.00

Job	Average	Job	Average
Engineering Supervisor I	\$ 3,004.50	Financial Investigator	\$ 7,836.50
Engineering Technician I	\$ 6,223.33	Firefighter	\$ 2,216.00
Engineering Technician II	\$ 6,980.67	Food & Drug Protection Division Dir	\$ 5,610.00
Engineering Technician III	\$ 8,884.00	Food Regulatory Specialist I	\$ 1,329.25
Enterprise Risk & Security Director	\$ 14,467.00	Food Service Supervisor I	\$ 2,352.67
Environmental Program Manager II	\$ 15,000.00	Food Service Supervisor II	\$ 2,076.86
Environmental Program Supervisor I	\$ 2,979.00	Foreign Language Interpreter	\$ 1,853.00
Environmental Specialist I	\$ 2,514.00	Forensic Pathologist	\$ 1,981.00
Environmental Technician II	\$ 1,740.00	Forest Fire Equipment Operator	\$ 2,307.80
Evidence Technician	\$ 3,440.00	Forester I	\$ 2,289.70
Executive Assistant I	\$ 4,709.42	Forester III	\$ 1,556.00
Executive Assistant II	\$ 4,573.75	Forestry Supervisor I	\$ 2,052.14
Extension Educ & Training Spec I	\$ 4,827.83	Forestry Supervisor III	\$ 2,386.25
Facility Compliance Consultant I	\$ 1,893.11	Grants Administrator II	\$ 1,872.00
Facility Compliance Consultant II	\$ 3,900.70	Graphic Design Supervisor	\$ 2,867.50
Facility Planner	\$ 2,462.00	Graphic Designer II	\$ 2,843.20
Finance and Business Compliance Analyst I	\$ 2,018.67	Grounds Supervisor I	\$ 1,088.00
Financial Analyst I	\$ 3,590.25	Grounds Supervisor II	\$ 3,381.22
Financial Analyst II	\$ 3,951.13	Grounds Worker I	\$ 1,610.83
		Grounds Worker II	\$ 3,063.09
		Health Plan Business Analyst	\$ 2,834.50
		Hearings Officer II	\$ 3,914.29
		Housekeeper	\$ 1,206.52

Job	Average	Job	Average
Housekeeping Supervisor I	\$ 1,090.40	Human Services Program Manager III	\$ 3,764.00
Housekeeping Supervisor II	\$ 1,236.67	Human Services Program Supervisor I	\$ 3,489.29
Housekeeping Supervisor III	\$ 914.00	HVAC Mechanic I	\$ 3,102.22
Housing Unit Supervisor	\$ 1,638.00	HVAC Mechanic II	\$ 2,172.07
HR Technician I	\$ 2,206.54	HVAC Supervisor	\$ 1,847.67
HR Technician II	\$ 2,002.64	Information & Communication s Spec I	\$ 3,690.50
HR Technician III	\$ 2,099.30	Information & Communication s Spec II	\$ 3,821.50
Human Services Assistant Div Dir III	\$ 2,000.00	Information & Communication s Spec III	\$ 3,261.92
Human Services Asst Div Director I	\$ 5,000.00	Insurance Company Examiner Director	\$ 9,250.00
Human Services Asst Div Director II	\$ 3,618.00	Insurance Company Examiner I	\$ 4,000.00
Human Services Planner/Evaluator I	\$ 2,117.20	Insurance Company Examiner II	\$ 1,500.00
Human Services Planner/Evaluator II	\$ 5,925.33	Insurance Company Examiner Manager	\$ 5,000.00
Human Services Planner/Evaluator III	\$ 11,003.25	Insurance Consumer Analyst I	\$ 3,000.00
Human Services Planning Supervisor II	\$ 4,163.30	Insurance Consumer Analyst II	\$ 2,062.50
Human Services Program Consultant I	\$ 5,009.07	Insurance Consumer Analyst Manager	\$ 2,000.00
Human Services Program Consultant II	\$ 3,336.23		
Human Services Program Consultant III	\$ 4,505.24		
Human Services Program Manager I	\$ 5,550.45		

Job	Average	Job	Average
Insurance Criminal Investigations Supervisor	\$ 5,000.00	IT Director I	\$ 6,948.00
		IT Director II	\$ 4,122.00
		IT Enterprise Planning Analyst	\$ 19,255.00
Insurance Criminal Investigator I	\$ 5,000.00	IT Executive I	\$ 4,000.00
		IT Planning Analyst	\$ 6,015.00
Insurance Regulatory Analyst Director	\$ 9,500.00	IT Project Manager I	\$ 8,712.60
		IT Project Manager II	\$ 6,609.57
Insurance Regulatory Analyst I	\$ 4,615.38	IT Project/Program Portfolio Manager	\$ 5,716.00
Insurance Regulatory Analyst II	\$ 3,444.44	IT Security & Compliance Manager I	\$ 6,318.50
Insurance Regulatory Analyst Manager	\$ 5,050.00	IT Security & Compliance Specialist I	\$ 4,602.15
		IT Security & Compliance Specialist II	\$ 3,423.91
Internal Audit Director	\$ 3,171.50	IT Technical Writer	\$ 4,669.00
Internal Audit Supervisor	\$ 2,937.00	Judicial District Manager I	\$ 6,176.00
Internal Auditor I	\$ 2,608.40	Judicial District Manager II	\$ 5,363.67
Internal Auditor II	\$ 4,129.25	Judicial District Manager III	\$ 6,732.50
Internal Auditor III	\$ 3,608.67	Judicial Division Administrator	\$ 13,615.75
Inventory Assistant	\$ 1,494.00	Judicial Division Asst Administrator	\$ 13,717.00
Inventory Associate I	\$ 1,292.00	Juvenile Court Counselor Chief	\$ 2,893.67
Inventory Associate II	\$ 1,501.75	Juvenile Detention Center Supervisor	\$ 2,668.00
IT Architect	\$ 12,748.00		
IT Business Relationship Specialist	\$ 4,965.25		
IT Business Systems Analyst I	\$ 3,539.60		
IT Business Systems Analyst II	\$ 4,641.00		

Job	Average	Job	Average
Laboratory Specialist	\$ 4,417.89	Maintenance/Construction Technician IV	\$ 3,981.82
Laundry Washer Operator	\$ 1,265.00	Management Engineer I	\$ 1,696.00
Law Enforcement Program Specialist	\$ 2,970.67	Marketing Director	\$ 3,670.00
Legislative Affairs Manager	\$ 4,000.00	Marketing Specialist II	\$ 2,618.56
Legislative Liaison	\$ 2,850.00	Meat & Poultry Insp Director	\$ 3,223.00
Licensed Mental Health Professional	\$ 3,396.45	Medical Examiner Specialist	\$ 4,054.00
Licensed Practical Nurse	\$ 3,500.00	Medical Laboratory Supervisor I	\$ 12,026.00
Locksmith II	\$ 1,200.00	Medical Laboratory Technician	\$ 894.00
Maintenance/Construction Coordinator	\$ 1,637.00	Medical Laboratory Technologist I	\$ 8,447.00
Maintenance/Construction Manager I	\$ 2,473.00	Medical Laboratory Technologist II	\$ 3,677.56
Maintenance/Construction Manager II	\$ 5,000.00	Metrologist I	\$ 2,410.50
Maintenance/Construction Supervisor I	\$ 2,712.10	Metrologist II	\$ 3,186.00
Maintenance/Construction Supervisor II	\$ 2,779.79	Multimedia Technician I	\$ 1,420.00
Maintenance/Construction Supervisor III	\$ 3,222.40	Multimedia Technician II	\$ 1,606.50
Maintenance/Construction Supervisor IV	\$ 2,856.00	Network Analyst I	\$ 2,307.50
Maintenance/Construction Technician I	\$ 1,593.63	Network Analyst II	\$ 3,204.00
Maintenance/Construction Technician II	\$ 2,237.58	Network Engineer	\$ 11,926.80
		Network Manager I	\$ 11,702.00
		Network Manager II	\$ 5,774.50
		Nurse Consultant I	\$ 3,566.65
		Nurse Consultant II	\$ 4,142.72

Job	Average	Job	Average
Nurse Supervisor III	\$ 3,700.00	Procurement Specialist II	\$ 2,852.02
Nutrition Program Assistant	\$ 6,149.00	Procurement Specialist III	\$ 3,620.00
Nutrition Program Consultant	\$ 3,279.50	Procurement Technician	\$ 1,884.00
Operating Systems Software Programmer I	\$ 5,075.50	Program Analyst I	\$ 4,474.50
Operating Systems Software Programmer II	\$ 7,256.00	Program Analyst II	\$ 2,646.50
Operations Technician	\$ 1,288.00	Program Coordinator I	\$ 2,469.50
Paralegal I	\$ 2,245.25	Program Coordinator II	\$ 4,097.43
Paralegal II	\$ 4,631.33	Program Coordinator III	\$ 3,687.30
Paralegal III	\$ 3,794.00	Program Coordinator IV	\$ 6,518.06
Paralegal to General Counsel	\$ 8,073.00	Program Development Coordinator	\$ 3,542.06
Plumber II	\$ 3,726.80	Program Director I	\$ 4,047.09
Police Director I	\$ 3,616.00	Program Director II	\$ 5,900.00
Police Officer I	\$ 2,365.82	Program Manager I	\$ 7,983.58
Police Officer II	\$ 2,293.00	Program Manager II	\$ 4,637.45
Police Officer Supervisor I	\$ 3,934.00	Program Officer	\$ 2,700.00
Police Officer Supervisor II	\$ 3,124.00	Program Supervisor I	\$ 5,194.88
Policy Analyst	\$ 4,257.93	Program Supervisor II	\$ 6,813.28
Policy Development Analyst II	\$ 3,773.00	Psychological Program Director I	\$ 5,445.00
Press Secretary	\$ 6,396.00	Psychological Program Director II	\$ 6,112.00
Print Shop Manager	\$ 4,000.00	Psychological Program Manager	\$ 4,636.00
Printing Equipment Operator I	\$ 1,334.00	Psychological Services Coordinator	\$ 4,234.50
Probation/Parole Field Specialist	\$ 2,072.83		
Procurement Manager	\$ 3,531.00		

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

Job	Average	Job	Average
SHP Manager, Projects	\$ 4,406.00	State Controller Financial Specialist II	\$ 4,450.02
SHP Project Coordinator	\$ 1,482.00	State Forester	\$ 3,182.00
Social Research Assistant II	\$ 1,000.00	State HR Consultant II	\$ 9,016.00
Social Research Specialist I	\$ 3,536.56	State HR Consultant III	\$ 6,400.00
Social Research Specialist II	\$ 5,204.29	State HRIS Analyst I	\$ 1,559.67
Social Work Program Director	\$ 4,390.00	State HRIS Analyst II	\$ 6,870.00
Social Worker	\$ 2,760.90	State HRIS Supervisor	\$ 3,871.02
Social Worker Clinical	\$ 1,567.00	State Veterinarian	\$ 4,310.00
Social Worker Supervisor	\$ 3,361.57	Statistician I	\$ 4,436.86
SOS Law Enforcement Agent	\$ 3,000.00	Statistician II	\$ 6,265.33
Special Advisor	\$ 7,457.73	Systems Administrator I	\$ 4,952.20
Special Assistant	\$ 3,671.50	Systems Administrator II	\$ 5,844.00
Speech And Language Pathologist	\$ 8,189.75	Technical Trainer I	\$ 1,968.00
Staff Development Coordinator	\$ 5,207.90	Telecommunicator	\$ 1,495.00
Staff Development Director I	\$ 6,000.00	Telecommunicator Supervisor	\$ 1,701.00
Staff Development Specialist I	\$ 2,517.00	Television Producer Director	\$ 6,259.00
Staff Development Specialist II	\$ 3,697.47	Television/Media Services Coordinator	\$ 1,543.67
State Budget Management Analyst I	\$ 4,628.64	User Support Analyst	\$ 5,167.19
State Budget Management Analyst II	\$ 6,064.25	User Support Manager I	\$ 8,105.00
		User Support Manager II	\$ 10,887.00
		User Support Specialist	\$ 4,473.00
		User Support Technician I	\$ 1,604.71
		User Support Technician II	\$ 2,609.60

Job	Average
Vehicle/Equipment Repair Technician I	\$ 1,800.42
Vehicle/Equipment Repair Technician II	\$ 1,862.45
Vehicle/Equipment Repair Technician III	\$ 2,153.00
Veterans Service Office Manager	\$ 4,707.50
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 Supervisor	\$ 4,350.00
Water/Wastewater Treatment Operator	\$ 4,069.50
Workforce Development Training Specialist I	\$ 5,939.25
Youth Development Center Director	\$ 3,550.00
Youth Program/Education Assistant I	\$ 2,177.50
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 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
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 Programmer III	\$ 5,953.00
Applications Analyst Programmer Spec	\$ 4,871.00
Applications Portfolio Manager	\$ 4,466.00
Assistant Legal Counsel	\$ 5,706.71
Benefits Specialist	\$ 4,322.67
Business Analysis & Process Mgt Manager	\$ 10,000.00
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 Assistant	\$ 1,524.11
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 Manager	\$ 3,764.00
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 Director	\$ 3,801.00
Facilities & Maintenance Assistant	\$ 3,004.50
Facilities & Maintenance Technician	\$ 2,051.00
Facility Coordinator	\$ 2,413.00
Facility Maintenance Coordinator	\$ 2,395.00
Financial Analysis & Process Manager	\$ 14,449.00
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

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 Manager	\$ 1,500.00
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 Exec Dir	\$ 4,929.00
IDS Administrative Assistant	\$ 1,301.50
IDS Assistant Director	\$ 2,428.00
IDS Budget Manager	\$ 7,410.00
IDS Defender Policy & Planning Attorney	\$ 3,807.00
IDS Financial Analyst	\$ 2,427.00
IDS Legal Associate	\$ 2,605.50
IDS Research Director	\$ 4,012.00
Indigent Defense Services Staff Attorney	\$ 3,495.00
Information & Communications Specialist	\$ 3,571.00
Information Assurance Coordinator	\$ 3,459.00
Network Engineer III	\$ 4,784.00

Job	Average
Information Technology Manager	\$ 4,285.00
Infrastructure & Cloud Services Director	\$ 4,823.00
Infrastructure & Cloud Services Manager	\$ 11,490.00
Instructional Designer	\$ 2,274.50
Internal Auditor	\$ 2,718.67
Interpreting Services Management Specialist	\$ 5,002.00
IT Access Administration Specialist	\$ 3,367.00
IT Asset Management Specialist	\$ 1,882.00
IT Asset Manager	\$ 2,799.00
IT Help Desk Specialist	\$ 3,085.00
IT Project Portfolio Manager	\$ 3,432.00
IT Support Services Manager	\$ 6,443.00
IT Support Specialist	\$ 2,864.38
IT Support Supervisor	\$ 5,798.60
Judicial Standards Comm Investigator	\$ 1,500.00
Judicial Standards Commission Counsel	\$ 6,100.00
Judicial Standards Executive Director	\$ 5,000.00
Judicial Support Center Supervisor	\$ 5,197.00
Juvenile Defender	\$ 6,399.00
Micrographics Services Assistant	\$ 1,233.40
Motor Fleet Manager	\$ 2,726.00

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. Manager	\$ 4,082.00
Organizational Development Manager	\$ 2,500.00
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 Specialist	\$ 4,234.00
Project Coordinator	\$ 4,220.00
Project Coordinator/Technical Writer	\$ 5,980.00
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 Senior	\$ 4,051.50
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 I	\$ 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			

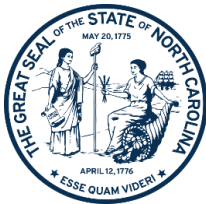
Job Classification	Count of Market Based Justification #1: Increase salary, which was below minimum of range	Count of Market Based Justification #2: Increase Salary for an employee who was below the midpoint of the salary range	Count of Market Based Justification #3: Salary compression, or salary inequity 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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