

TABLE 22: TARGETED COMPENSATION INCREASES BY AGENCY

The governor recommends funding equivalent to roughly a 3.75% general increase for performance-based targeted salary increases to employees in classifications below, along with supporting some funding spread exceptions. Under this recommendation, increases should be administered to employees who are within the recommended classifications, but agencies have the flexibility to take into account employee performance when determining the discrete percentage increases given on an individual basis. Listed dollar amounts are across General Fund, General Fund Impact, and Income Tax Fund sources unless noted otherwise.

Agriculture and Food			
Recommendation for Targeted Performance-based Increases			\$42,500
Targeted Funding Spread Exception			\$25,400
Classification Title	FTEs	Median Distance from Market	% Increase
Conservation Planner I	9	-20.6%	10.0%
Conservation Planner II	4	-28.5%	10.0%
Conservation Planner III	4	-25.5%	10.0%

Alcoholic Beverage Services			
Recommendation for Targeted Performance-based Increases			\$3,883,100
Classification Title	FTEs	Median Distance from Market	% Increase
Assistant Liquor Store Manager	80	-23.8%	31.2%
Liquor Retail Store Manager	51	-24.2%	31.9%
Program Manager	3	-25.9%	15.0%
Regional Manager, ABC Stores Division	3	-25.9%	15.0%
Retail Sales Clerk II	168	-11.0%	12.3%
Warehouse Worker I	5	-6.1%	6.5%
Warehouse Worker II	48	-6.4%	6.9%

Attorney General	
Paralegal Pay Plan	\$255,100
Recommendation for Targeted Performance-based Increases	\$684,000

Auditor	
Recommendation for Targeted Performance-based Increases	\$93,000

Board of Pardons and Parole			
Recommendation for Targeted Performance-based Increases			\$88,800
Classification Title	FTEs	Median Distance from Market	% Increase
Administrative Services Manager	2	-21.9%	10.0%
Program Specialist I	3	-26.4%	15.0%
Senior Research Analyst	2	-22.0%	10.0%

Capitol Preservation Board	
Recommendation for Targeted Performance-based Increases	\$31,800

Commerce

Recommendation for Targeted Performance-based Increases			\$275,800
Classification Title	FTEs	Median Distance from Market	% Increase
Investigator II, Non POST	44	-18.7%	10.0%

Corrections

Recommendation for Targeted Performance-based Increases			\$296,000
Classification Title	FTEs	Median Distance from Market	% Increase
Warehouse Manager	6	-31.3%	15.0%
Warehouse Specialist	34	-29.0%	15.0%

Courts

Recommendation for Targeted Performance-based Increases	\$4,097,700
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Cultural and Community Engagement

Recommendation for Targeted Performance-based Increases			\$208,300
Classification Title	FTEs	Median Distance from Market	% Increase
Arts Program Specialist	5	-13.2%	10.0%
Library Technician II	5	-17.3%	10.0%
Library Technician III	5	NA	10.0%
Program Specialist I	12	-15.5%	10.0%
Program Specialist II	18	-7.4%	10.0%

Economic Opportunity

Recommendation for Targeted Performance-based Increases	\$311,900
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Environmental Quality

Recommendation for Targeted Performance-based Increases			\$308,600
Targeted Funding Spread Exception			\$521,100
Classification Title	FTEs	Median Distance from Market	% Increase
Environmental Engineer II	9	-26.3%	10.0%
Environmental Engineer III	36	-14.3%	10.0%
Environmental Program Coordinator	9	-17.1%	10.0%
Environmental Program Manager I	33	-18.6%	10.0%
Environmental Program Manager II	11	-16.5%	10.0%
Environmental Scientist I	6	-18.5%	10.0%
Environmental Scientist II	19	-9.0%	10.0%
Environmental Scientist IV	14	-29.3%	10.0%
Financial Analyst I	5	-20.8%	10.0%
Financial Analyst II	5	-17.9%	10.0%
Financial Analyst III	2	-16.8%	10.0%
Financial Manager I	1	-23.0%	10.0%

Government Operations

Office of Inspector General Registered Nurse Investigator Increases \$31,800

Recommendation for Targeted Performance-based Increases* \$2,276,800

Classification Title	FTEs	Median Distance from Market	% Increase
Computer Support Specialist II	7	-27.0%	15.0%
Computer Support Specialist III	1	-32.4%	15.0%
Computer Support Supervisor	3	-41.6%	15.0%
Coordinator Of Resource Stewardship	1	-19.2%	10.0%
Financial Analyst I	11	-27.1%	10.0%
Financial Analyst II	5	-17.1%	10.0%
Financial Analyst III	9	-24.3%	10.0%
Human Resources Analyst I	15	-6.6%	10.0%
Human Resources Technician II	20	-19.9%	10.0%
Information Analyst II	21	-16.9%	10.0%
Information Analyst Supervisor	3	-16.9%	10.0%
Information Technology Manager I	33	-9.4%	10.0%
Information Technology Manager II	35	-3.5%	10.0%
Information Technology Project Manager	20	-17.4%	10.0%
Information Technology Senior Project Manager	8	-5.1%	10.0%
Infrastructure Supervisor	22	-6.9%	10.0%
Lead Human Resources Technician	1	-19.9%	10.0%
Records Manager/Archivist III	5	-15.4%	10.0%

*Includes all funding sources

Governor and Lieutenant Governor

Recommendation for Targeted Performance-based Increases \$432,700

Health and Human Services

DCFS and APS Frontline and Critical Frontline Support Pay Plans \$11,500,000

UDC/DHHS - Clinical Services Targeted Performance-based Increases* \$2,169,300

Recommendation for Targeted Performance-based Increases \$4,079,400

*Includes one-time and ongoing funding

House of Representatives

Recommendation for Targeted Performance-based Increases \$50,800

Legislative Auditor General

Recommendation for Targeted Performance-based Increases \$161,600

Legislative Fiscal Analyst

Recommendation for Targeted Performance-based Increases \$124,500

Legislative Research and General Counsel

Recommendation for Targeted Performance-based Increases \$276,700

Legislative Services

Recommendation for Targeted Performance-based Increases

\$135,600

National Guard

Recommendation for Targeted Performance-based Increases

\$7,100

Targeted Funding Spread Exception

\$76,500

Classification Title	FTEs	Median Distance from Market	% Increase
Building/Grounds Supervisor II	3	-22.0%	10.0%
Environmental Scientist III	2	-21.3%	10.0%
General Maintenance Worker II	9	-21.0%	10.0%
Office Technician II	1	-23.5%	10.0%

Natural Resources

Recommendation for Targeted Performance-based Increases

\$724,500

Classification Title	FTEs	Median Distance from Market	% Increase
Engineer I	4	-17.4%	5.0%
Engineer II	22	-9.7%	5.0%
Engineer III	20	-14.9%	5.0%
Engineer IV	7	-18.4%	5.0%
Engineering Technician I	8	-25.3%	5.0%
Engineering Technician II	16	-18.0%	5.0%
Engineering Technician III	7	-10.6%	5.0%
Engineering Technician IV	4	-10.0%	5.0%
Financial Analyst I	5	-16.3%	10.0%
Financial Analyst II	10	-11.8%	10.0%
Financial Analyst III	6	-25.1%	10.0%
Financial Manager II	9	-31.1%	15.0%
Geologic Program Manager/Senior Scientist	8	-20.2%	15.0%
Geological Technician	8	-30.4%	15.0%
Geologist	11	-28.5%	15.0%
GIS Analyst	6	-13.8%	10.0%
Program Specialist III	12	-18.7%	10.0%
Project Geologist	10	-20.2%	15.0%
Retail Store Manager I	4	-24.2%	10.0%
Senior Geological Technician	1	-27.2%	15.0%
Senior GIS Analyst	18	-20.4%	10.0%
Trainer III	2	-17.8%	10.0%
Volunteer Services Coordinator II	4	-16.4%	10.0%
Web Content Editor II	4	-32.6%	15.0%

Public Education

Recommendation for Targeted Performance-based Increases

\$1,357,400

Additional Recruitment and Retention Targeted Performance-based Increases

\$2,349,500

Public Safety

Communications Bureau Dispatch Pay Plan* \$3,088,000

Recommendation for Targeted Performance-based Increases \$243,200

Classification Title	FTEs	Median Distance from Market	% Increase
Administrative Assistant	2	-1.7%	15.0%
Administrative Secretary	6	-28.7%	15.0%
Business Analyst	8	-21.1%	10.0%
Business Analyst Supervisor	4	-30.8%	10.0%
Executive Secretary	2	-42.7%	15.0%
Financial Analyst I	10	-12.3%	10.0%
Financial Analyst III	8	-23.9%	10.0%
Financial Manager I	2	-12.3%	10.0%
Office Specialist II	68	-16.7%	10.0%
Program Coordinator	2	NA	10.0%
Program Manager	3	-7.5%	10.0%
Program Specialist I	6	-12.5%	10.0%
Program Specialist II	9	-22.5%	10.0%
Program Specialist III	4	-16.1%	10.0%
Senior Research Analyst	7	-19.0%	10.0%
Support Staff Supervisor	6	-29.9%	15.0%
Warehouse Worker III	4	-27.4%	15.0%

*Includes one-time and ongoing funding

School and Institutional Trust Fund Office

Recommendation for Targeted Performance-based Increases* \$61,900

*Includes all funding sources

School and Institutional Trust Lands Administration

Recommendation for Targeted Performance-based Increases* \$308,600

*Includes all funding sources

Senate

Recommendation for Targeted Performance-based Increases \$50,600

Tax Commission

Recommendation for Targeted Performance-based Increases \$797,600

Classification Title	FTEs	Median Distance from Market	% Increase
Accounting Technician II	1	-30.2%	10.0%
Accounting Technician III	11	-19.4%	10.0%
Accounting Technician IV	5	-12.8%	10.0%
Certified Vehicle Inspector	5	NA	10.0%
Collection/Compliance Supervisor	4	-25.17%	10.0%
Compliance Agent I	9	-23.9%	5.0%
Compliance Agent II	16	-2.7%	5.0%
Compliance Agent III	47	-14.7%	5.0%
Motor Vehicle Delegated Services Specialist	2	NA	10.0%
Motor Vehicle Quality Assurance Analyst	3	NA	10.0%
Motor Vehicle Supervisor II	17	NA	10.0%
Processing Services Technician I	10	-15.2%	5.0%
Processing Services Technician II	27	-15.2%	5.0%
Processing Services Technician III	9	-13.0%	5.0%
Tax/Motor Vehicle Specialist	8	NA	10.0%
Tax/Motor Vehicle Technician II	151	-19.4%	10.0%

*Includes one-time and ongoing funding

Transportation

Recommendation for Targeted Performance-based Increases*			\$1,741,200
Classification Title	FTEs	Median Distance from Market	% Increase
Financial Analyst I	4	-18.7%	10.0%
Financial Analyst II	9	-21.6%	10.0%
Financial Analyst III	12	-14.5%	10.0%
Financial Manager I	2	-8.4%	5.0%
Financial Manager II	1	-24.8%	5.0%
GIS Analyst	2	-26.7%	10.0%
GIS Manager	3	-10.5%	10.0%
Journey Diesel Mechanic	54	-19.1%	10.0%
Lead Diesel Mechanic	12	-18.6%	10.0%
Region Right Of Way Control Coordinator	4	-17.0%	10.0%
Right Of Way Agent III	4	-13.5%	10.0%
Senior GIS Analyst	6	-20.8%	10.0%
Transportation Technician I	172	-16.1%	10.0%
<i>*Includes all funding sources</i>			

Treasurer

Recommendation for Targeted Performance-based Increases	\$24,100
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Workforce Services

Recommendation for Targeted Performance-based Increases			\$526,800
Classification Title	FTEs	Median Distance from Market	% Increase
Administrative Law Judge - Non Juris Doctorate	10	-27.2%	15.0%
Licensed Clinical Therapist	14	1.5%	5.0%
Program Specialist - DWS	178	-17.1%	10.0%
Quality Control Data Analyst, DWS	93	-15.3%	10.0%
Rehab Supervisor/Program Specialist	27	-1.3%	5.0%
Senior Business Analyst	45	-27.4%	15.0%
Therapist Supervisor	3	12.6%	10.0%