

## Recommended Market Adjustments for FY2010

Class	No Emp	Market Alignment				Cost Estimates			
		BVPP	8 State	CSCA	Rec Adj	Resulting Market	BVPP	8 State	CSCA
Administrative Assistant	817	-24%			10%	-14%	\$ 2,418,451		
Senior Administrative Assistant	1078	-24%			10%	-14%	\$ 3,573,954		
Advanced Registered Nurse Practitioner	3		-3%	-5%	0	-3%			
Nursing Education Specialist	2		-15%	-15%	10%	-5%	\$ 13,292	\$ 13,292	
Nursing Practice Specialist	1		-13%	-17%	10%	-3% or -7%	\$ 6,053	\$ 6,053	
Public Health Nurse I	3				0				
Public Health Nurse II	2		17%	15%	0				
Public Health Nurse III	8				0				
Registered Nurse	14		-26%	-26%	20%	-6%	\$ 191,729	\$ 191,729	
Registered Nurse Senior	185		-14%	-16%	10%	-4% or -6%	\$ 1,492,778	\$ 1,492,778	
Registered Nurse Specialist	31				10%		\$ 229,006	\$ 229,006	
Registered Nurse Administrator	4		-11%	-13%	7.5%	-3.5% or -5.5%	\$ 25,272	\$ 25,272	
Attorney II	102		-13%	-14%	5%	-8% or -9%	\$ 349,572	\$ 349,572	
Attorney IV	19		-14%	-15%	5%	-9% or -10%	\$ 80,023	\$ 80,023	
Administrative Law Judge	6		-18%	-19%	0				
Archeologist I	0				0				
Archeologist II	5		1%	-5%	0				
Archeologist III	1		13%	7%	0				
Conservator	0								
Historic Preservation Specialist I	0				10%				
Historic Preservation Specialist II	5		-18%	-16%	10%	-8% or -6%	\$ 23,143	\$ 23,143	
Historic Site Curator I	8				10% or 12.5%		\$ 32,153	\$ 40,742	
Historic Site Curator II	2		-19%	-22%	10% or 12.5%	-9% or -10%	\$ 9,084	\$ 11,460	
Museum Assistant	3		-3%	-22%	2.5%	-0.5% or -19.5%	\$ 2,554	\$ 2,554	
Museum Exhibits Director	2		-31%	-28%	20%	-11% or -8%	\$ 23,762	\$ 23,762	
Museum Exhibits Technician	3		-12%	-12%	5%	-7%	\$ 4,827	\$ 4,827	
Museum Specialist	7		-14%	-14%	5%	-9%	\$ 13,935	\$ 13,935	
Audio Visual Technician	5		-19%	-17%	10% or 7.5%	-9% or -9.5%	\$ 16,708	\$ 12,302	
Media Production Director	4		-3%	-3%					
Media Production Technician	13		-16%	-16%	7.50%	-8.5%	\$ 64,392	\$ 64,392	
Photographer Senior	5		15%	17%					

Public Prog/Perform Tech.	1		-30%	-32%	20% or 22.5%	-10% or -9.5%		\$ 6,856	\$ 7,871
Automotive Driver	14	-3%			0				
Agricultural Assistant	24	3%			0				
Agricultural Technician	10	32%			0				
Animal Science Technician I	32	0%			0				
Animal Science Technician II	25	-3%			0				
Dairy Foods Assistant	2	-4%			0				
Grain Mill Supervisor	0				0				
Grain Mill Technician	1	1%			0				
Plant Science Technician I	11	-11%			0				
Plant Science Technician II	41	-32%			0				
Chemical Dependency Program Dir.	2		-22%	-25%	12.5% or 15%	-9.5% or -10%		\$ 9,307	\$ 12,029
Chemical Dependency Counselor	9		5%	6%	0				
Clinical Chaplain	16		-7%	-8%	2.5%	-4.5% or -5.5%		\$ 18,787	\$ 18,787
Clothing Specialist	2	-9%			0				
Cook Senior	93	10%			2.5%		\$ 79,132		
Food Service Manager	8		0%	-5%		NA			
Food Service Supervisor Sr.	38	-14%			5%	-9%	\$ 70,597		
Food Service Worker	81	-9%			2.5%	-6.5%	\$ 49,554		
Coordinator of Children's Services	5		-19%	-17%	10% or 7.5%	-9% or -9.5%		\$ 26,138	\$ 19,381
Cosmetologist	1		NA	NA	0				
Custodial Manager	17		-13%	-14%	5%	-8% or -9%		\$ 62,474	\$ 62,474
Custodial Supervisor Sr.	82	-24%			15%	-9%	\$ 459,397		
Custodial Specialist	579	-3%			0				
Developmental Disability Specialist	13		4%	-2%					
Education Specialist	1		18%	11%	0				
Extension Nutritional Assistant I	16				0				
Extension Nutritional Assistant I	0				0				
Grain Warehouse Examiner I	1		-36%	-19%	0				
Grain Warehouse Examiner II	4		-19%	2%	0				
Grain Warehouse Examiner III	1				0				

Graphic Designer Specialist	29		23%	22%	0				
Grounds Maintenance Supervisor II	18	-16%			7.5%	-8.5%	\$ 81,785		
Health Care Assistant	2	16%			0				
Health Care Technician I	1	4%			0				
Health Care Technician II	4				0				
Human Service Assistant	275				10%		\$ 683,847		
Human Service Specialist	908		-15%	-17%	5% to 7.5%	-10% or -9.5%		\$ 1,955,887	\$ 2,918,418
Human Service Consultant	125		-6%	2%					
Human Service Counselor	107		35%	40%					
Human Service Supervisor	120		-10%	-10%	7.5%	-3%		\$ 480,684	\$ 480,684
Laborer Supervisor	6				0				
Laundry Manager	7		35%	36%	0				
Laundry Supervisor	7	-6%			0				
Laundry Worker	14	6%			0				
Legal Assistant	65		9%	4%	0				
Librarian I	19				2.5%			\$ 20,915	\$ 20,915
Librarian II	7		8%	-11%	2.5%	10.5% or -8.5%		\$ 9,232	\$ 9,232
Librarian III	5				2.5%			\$ 7,302	\$ 7,302
Director of Reference Library	0				0				
Library Assistant I	17				0				
Library Assistant II	54		-4%	2%	0				
Library Assistant III	42				0				
Licensed Mental Health Technician	55		10%	23%	0				
Mental Health Dev. Disability Tech.	792		3%	-1%	0				
Mental Health Dev. Disability Tech. Trn.	84				0				
Certified Nurse Aide Trainee	0				5%				
Certified Nurse Aide I	68		-11%	-10%	5%	-5%	\$ 44,430		
Certified Nurse Aide II	54		0%	-1%	0				
Licensed Practical Nurse	32		-10%	-11%	5%	-5% to -6%		\$ 88,959	\$ 88,959
Licensed Practical Nurse Senior	98		3%	1%	0				
Mechanic Helper	2				0				

Motor Carrier Inspector I	2							
Motor Carrier Inspector II	29		-10%	12%	0			
Psychologist I	2				0			
Psychologist II - masters	25 ?		9%	8%	0			
Psychologist II- PhD	25?		-15%	-14%	0			
Psychologist III	13				0			
Psychologist IV - masters	3?				0			
Psychologist IV - PhD	3?		3%	3%	0			
Social Worker Supervisor -bachelors	82?		9%	9%	0			
Social Worker Supervisor - masters	82?		-15%	-15%	0			
Social Worker Specialist - bachelors	400?		15%	13%	0			
Social Worker Specialist - masters	400?		-6%	-8%	0			
Radiological Technologist I	3		-8%	-6%	0			
Radiological Technologist II	1		-3%	-6%	0			
Research Analyst I	21							
Research Analyst II	27		-33%	-35%				
Research Analyst III	27							
Research Analyst IV	12		-16%	-16%	0			
Research Analyst V	7				0			
Safety & Security Officer I	100	-28%			15%	-13%	\$ 483,728	
Safety & Security Officer II	25				15%		\$ 181,878	
Safety & Security Chief	2	-29%			15%	-14%	\$ 13,886	
Capitol Guard I	14	-16%			7.5%	-8.5%	\$ 30,717	
Capitol Guard II	1				7.5%		\$ 3,044	
Speech Pathologist/Audiologist I	2		6%	5%	0			
Speech Pathologist/Audiologist II	1				0			
Storekeeper Specialist	126	1%			0			
Tourist Counselor	3		0%	-3%	0			
Utility Worker	18	-34%			0			
Veterinarian	6		9%	12%				
Veterinary Technician I	0				0			

Veterinary Technician II	21		-10%	-8%	0				
Veterinary Anesthesia Technician	4		-20%	-20%	10%	-10%		\$ 16,213	\$ 16,213
VIN Inspector I	1								
VIN Inspector Lead	20		-2%	0%					
VIN Inspector Supervisor	3								
Law Clerk	0								
Veteran's Service Representative I	0								
Veteran's Service Representative II	0								
Conservation Worker	0								
Lifeguard	0								
Park Attendant	0								
<b>Non-Group I Classes</b>									
Corrections Counselor I	80				5%			\$ 83,117	\$ 83,117
Corrections Counselor II	81				5%			\$ 95,988	\$ 95,988
Electrician	11				5%			\$ 19,480	\$ 19,480
Electrician Senior	40				5%			\$ 80,815	\$ 80,815
Plumber	7				5%			\$ 13,366	\$ 13,366
Plumber Senior	35				5%			\$ 69,528	\$ 69,528
Carpenter	7				2.5%			\$ 5,619	\$ 5,619
Carpenter Senior	48				2.5%			\$ 45,964	\$ 45,964
Power Plant Operator	6				2.5%			\$ 5,099	\$ 5,099
Power Plant Operator Senior	22				2.5%			\$ 18,267	\$ 18,267
Lock Systems Specialist	4				2.5%			\$ 3,564	\$ 3,564
Lock Systems Specialist Senior	12				2.5%			\$ 12,302	\$ 12,302
Refrigeration & AC Service Tech.	5				2.5%			\$ 4,530	\$ 4,530
Refrigeration & AC Service Tech. Senior	34				2.5%			\$ 32,920	\$ 32,920
Machinist	2				2.5%			\$ 1,980	\$ 1,980
Building Systems Technician	50				2.5%			\$ 47,598	\$ 47,598
Computer Operator II	50				5%			\$ 102,721	\$ 102,721
Computer Operations Facility Technician	2				5%			\$ 4,406	\$ 4,406
Computer Operator Supervisor	16				5%			\$ 40,593	\$ 40,593

Computer Operations Manager	5				5%			\$ 15,123	\$ 15,123
Database Administrator I	1				5%			\$ 2,648	\$ 2,648
Database Administrator II	6				5%			\$ 18,192	\$ 18,192
Database Administrator III	15				5%			\$ 54,553	\$ 54,553
Database Administrator Supervisor	3				5%			\$ 12,574	\$ 12,574
Network Control Technician I	4				5%			\$ 5,594	\$ 5,594
Network Control Technician II	16				5%			\$ 21,212	\$ 21,212
Network Control Technician III	6				5%			\$ 8,614	\$ 8,614
Network Control Technician Supervisor	2				5%			\$ 3,119	\$ 3,119
Technology Support Technician I	13				5%			\$ 25,549	\$ 25,549
Technology Support Technician II	30				5%			\$ 63,835	\$ 63,835
Rehabilitation Support Worker II	3				10%			\$ 9,752	\$ 9,752
Rehabilitation Instructor	4				10%			\$ 15,693	\$ 15,693
<b>Additional Employees Receiving Wage Adjustments in FY2010 due to Meet and Confer with KOSE</b>									
Dietitian I	1				2.5%			\$ 2,432	\$ 2,432
Dietitian II	2				2.5%			\$ 5,554	\$ 5,554
Dietitian III	3				2.5%			\$ 9,585	\$ 9,585
Laboratory Technician II	23				2.5%			\$ 20,371	\$ 20,371
Laboratory Technician III	26				2.5%			\$ 27,029	\$ 27,029
Petroleum Industry Reg Tech I	0				2.5%			\$ -	\$ -
Petroleum Industry Reg Tech II	26				2.5%			\$ 32,054	\$ 32,054
Petroleum Industry Reg Tech III	8				2.5%			\$ 12,054	\$ 12,054
Special Investigator I	55				2.5%			\$ 58,179	\$ 58,179
Special Investigator II	63				2.5%			\$ 74,207	\$ 74,207
<b>Additional Employees Receiving Wage Adjustments in FY 2010 if Using the 8 States</b>									
Administrative Officer	167				2.5%			\$ 178,586	
Administrative Specialist	1067				2.5%			\$ 970,105	
Administrative Specialist Senior	108				2.5%			\$ 105,356	
<b>AVERAGE INCREASE</b>					<b>6.5% 8-State</b>		<b>8 State COST</b>		<b>\$15,895,264 for 6,403 employees</b>
					<b>8% all CSCA</b>		<b>All CSCA COST</b>		<b>\$15,607,287 for 5,061 employees</b>