

Board of Pardons and Parole	2024	B1J011	Program Specialist
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Current DOC Pay Policy Market Analysis

Job Code/Title	Entry Rate	Market Rate	Maximum Rate
B1J011 - Program Specialist 1	\$20.28	\$27.64	\$33.17

Assumptions

The Current DOC Pay Policy Market Analysis is what we use to determine the range of pay rates for positions. The Job Code (or Classification Code) is how the HR system identifies types of positions. The current position is B1J011 - Program Specialist 1 so that's what I used to determine what pay rate to use. We will use either market rate or the rate of an incumbent in a like position, whichever is higher. We have to be hired at that rate it just ensure the budget will be sufficient to cover the position.

The benefits include FICA, State Unemployment (SUTA), Worker's Comp (WC), Retirement & Insurance.

The new hire package is \$2,800 in the first year for a computer.

1.00	2080	27.64	57,491.00	22,413.00	79,904.00	2,800.00
1.00	2080	27.64	57,491.00	22,413.00	79,904.00	0.00

for a given position and its classification.

ent Job Code for Christy Slaughter's

When building a budget for a position

That doesn't mean the person would

range (\$1,054/month).