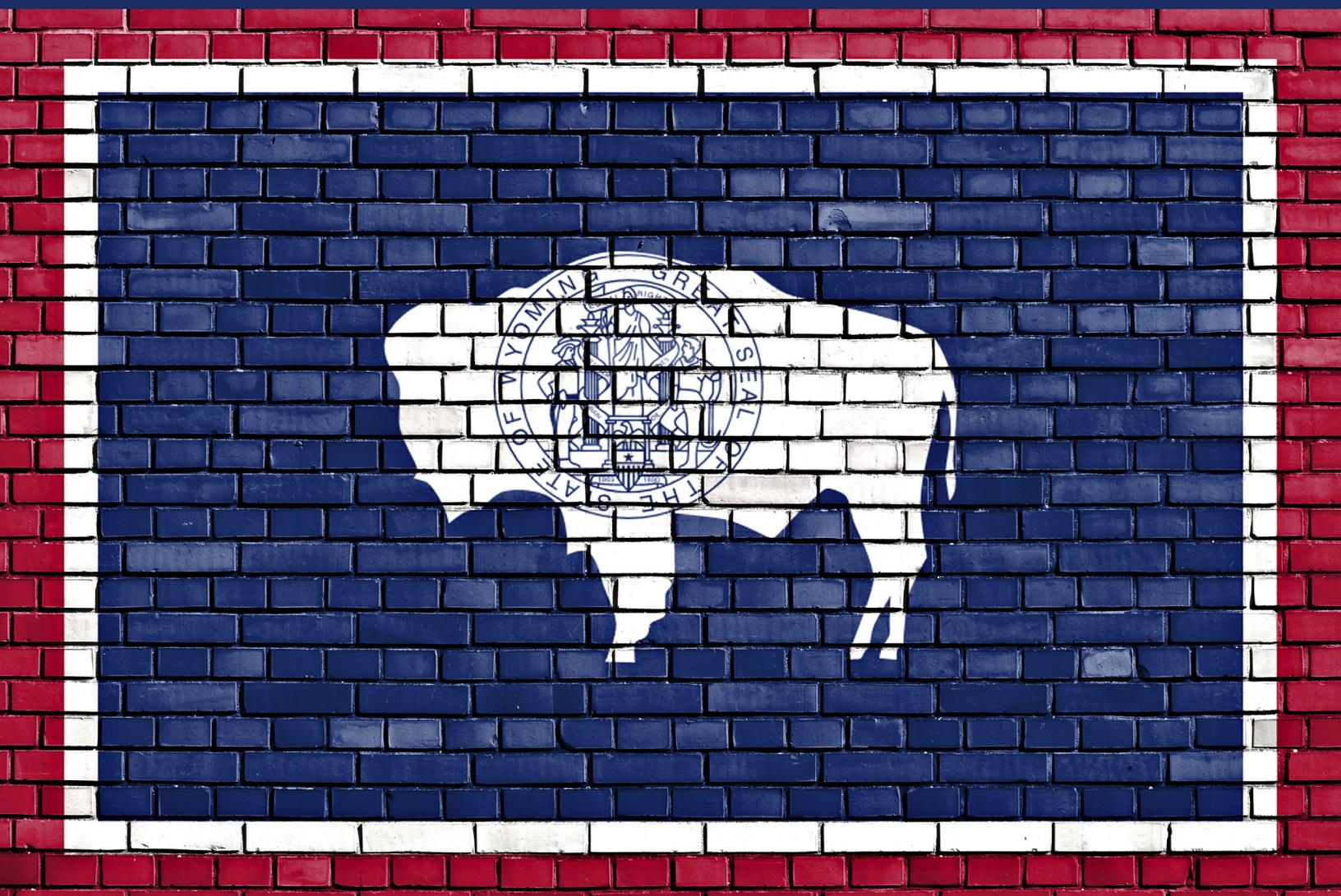




JULY 1, 2024 - JUNE 30, 2025

WORKFORCE REPORT



STATE OF WYOMING EXECUTIVE BRANCH

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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 the Executive Branch pay structures as compared to 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 salary increases for classified employees includes: a percent into range 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 as well as lack of competitive minimums in pay structure adjustment. Although statewide budget issues are a concern, it is imperative that the classified pay structure and the actual salaries of employees as a percent of current market rates, 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 Branch, 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 are representative of actual salaries.

Midpoint

The middle value in a defined pay range commonly used to adjust an organization's 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 common identifier for a salary range in an organization where multiple jobs of the same responsibility, seniority, position, and experience can be grouped.

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 including but certainly not limited to: receptionist, accountant, engineer, and registered nurse. Benchmark jobs are used as a reference point to make pay comparisons among employers within a geographic area.

Benchmark jobs used to represent multiple levels within occupations allows for the analysis of a "cross-section" of an occupation throughout the job market. This "cross-section" creates 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 is 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 Division defines the relevant employment market as public and private employers within the Midwest and Western regions, preferably in service-providing industries. States used for analysis in this report 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 Employer's Council)
- National Compensation Association of State Governments (NCASG)
- Compdata
- National Business Aviation Association (NBAA)
- Economic Research Institute (ERI)
- Payscale MarketPay

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.

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

Compdata is a national compensation survey data and consulting firm. Compdata has amassed one of the largest and most comprehensive databases of current compensation and benefits information, typically collecting data from approximately 34,000 organizations.

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 the going rate for a pilot by position and type of aircraft.

Economic Research Institute (ERI)

ERI was founded over 30 years ago to provide compensation applications for private and public organizations. ERI compiles robust salary, cost of living, and executive compensation for more than 1,100 industry sectors, spanning 11,000 jobs in 9,000 different locations. They collect their salary survey data from internal surveys, third party salary surveys, and public sector sources to calculate geographic salary differentials and assist with compensation planning.

Payscale MarketPay

Payscale MarketPay is a compensation software platform that collects, validates, and analyzes salary data from a variety of sources to represent the diversity of the general workforce. Salary insights are based on the most current market data comprising over 1,100 employers and 4,000 jobs.

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 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

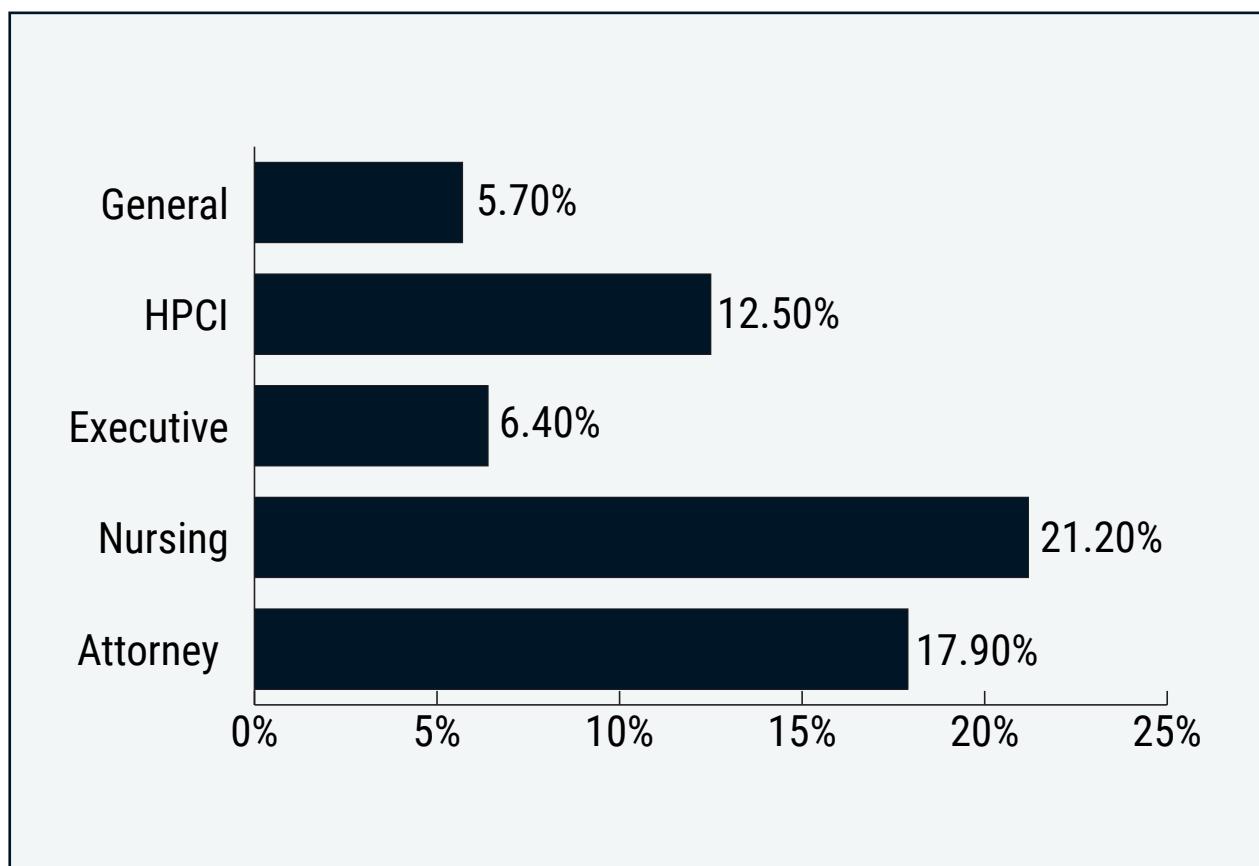
Executive Branch pay range midpoints for benchmarked jobs were averaged to show a single value representative of the pay range for each sector. The median salaries of the jobs matched to Executive Branch benchmarks in each sector were also averaged to provide a single value for comparison

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

Looking at 2024 market data compared to 2022 pay tables in effect at fiscal year end June 2025, Executive Branch benchmark jobs were on average 5.70% behind the market for the General Pay Table, 12.5% behind for the HPCI pay table, 6.40% behind for the Executive Pay Table, 21.2% behind for the Nursing Pay Table, and 17.9% behind for the Attorney Pay Table. These are the rates the midpoints have fallen behind the corresponding market salary for benchmarked jobs in the five pay tables the Executive Branch recognizes. This is solely the structures midpoint, on average, employee pay fell to 14.8% behind the market. At the same time in 2024, employee pay was on average 15.6% behind the market. A detailed comparison for each pay range is found on the following pages.

2024 Market Lag of Executive Branch Pay Table Midpoints



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

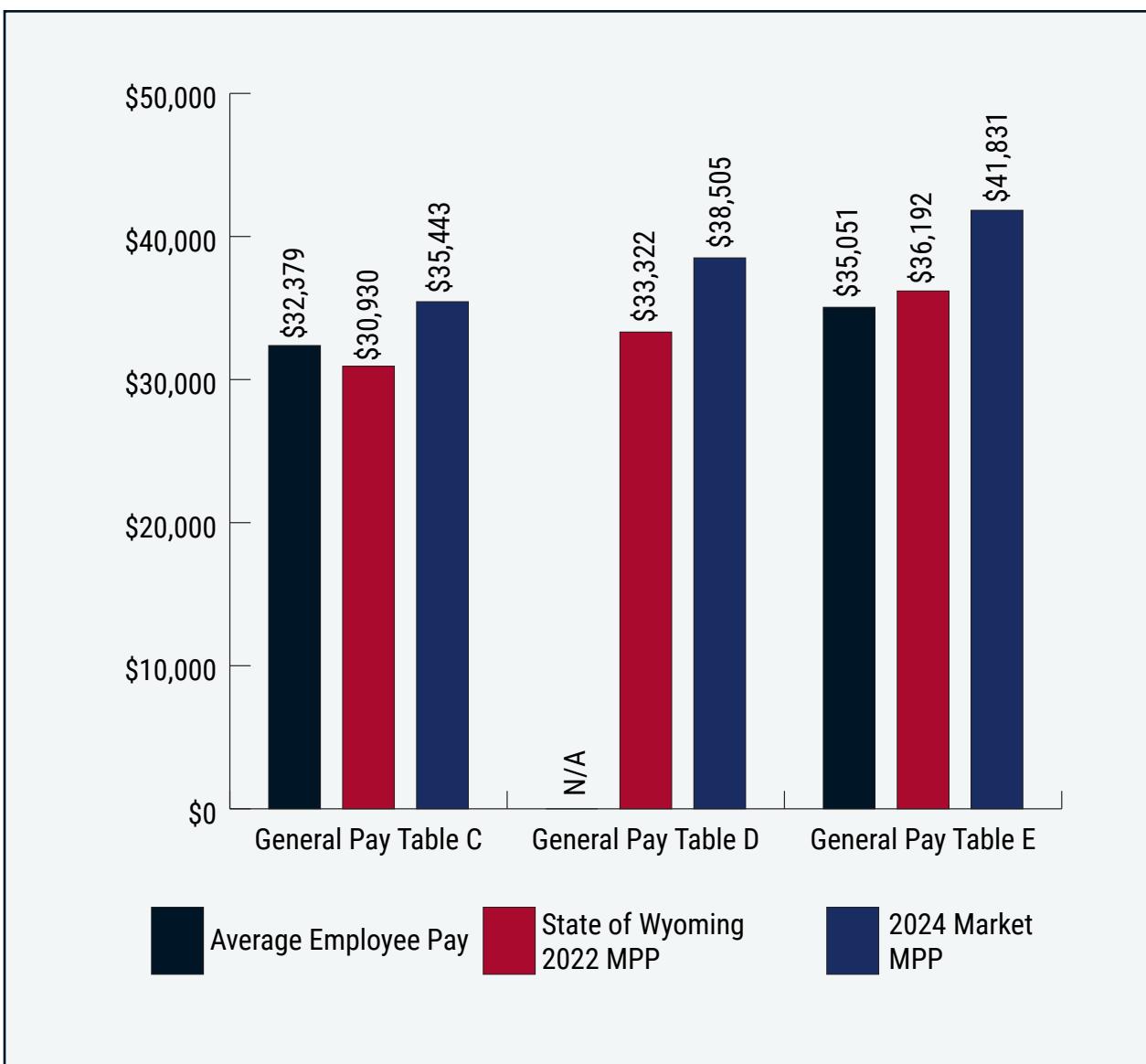
General = General Pay Table
Executive = Executive Pay Table
Attorney = Attorney Pay Table

Note: Investment Pay Table is set under WY Stat § 9-1-409.

General Pay Table C, D & E

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
C	107	14.60%	9.50%
D	0	15.50%	N/A
E	95	15.60%	19.90%

Jobs in pay tables C, D, and E include Custodians, Food Services Assistants, Housekeepers, Security Guards, Office Assistant I, Records & Data Management Technicians, and others. The graph below compares State of Wyoming salary structure midpoints, actual average employee pay from fiscal year end, and the market average. According to this data, the pay table lag from market for State of Wyoming General Pay Table C is, on average, 14.6% lower than competing employers. The pay table lag from market for Pay Table D is, on average 15.5% lower, and pay Table E is, on average, 15.6% lower.

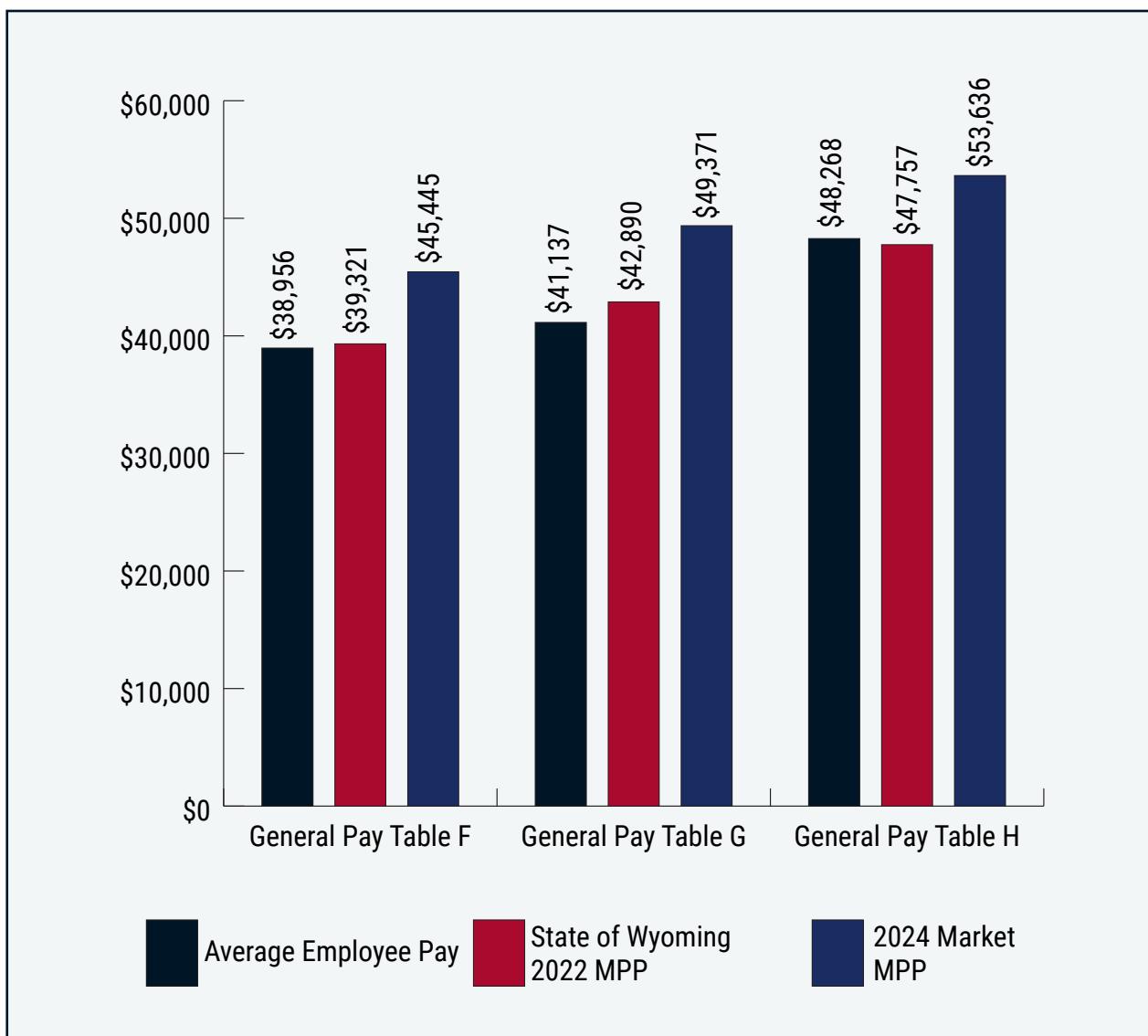


The salary survey data includes states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table F, G & H

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
F	255	15.6%	17.3%
G	375	15.1%	20.4%
H	747	12.3%	12.4%

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 pay table lag from market for State of Wyoming General Pay Table F is, on average, 15.6% lower than competing employers. The pay table lag from market for Pay Table G is, on average, 15.1% lower, and Pay Table H is, on average 12.3% lower.

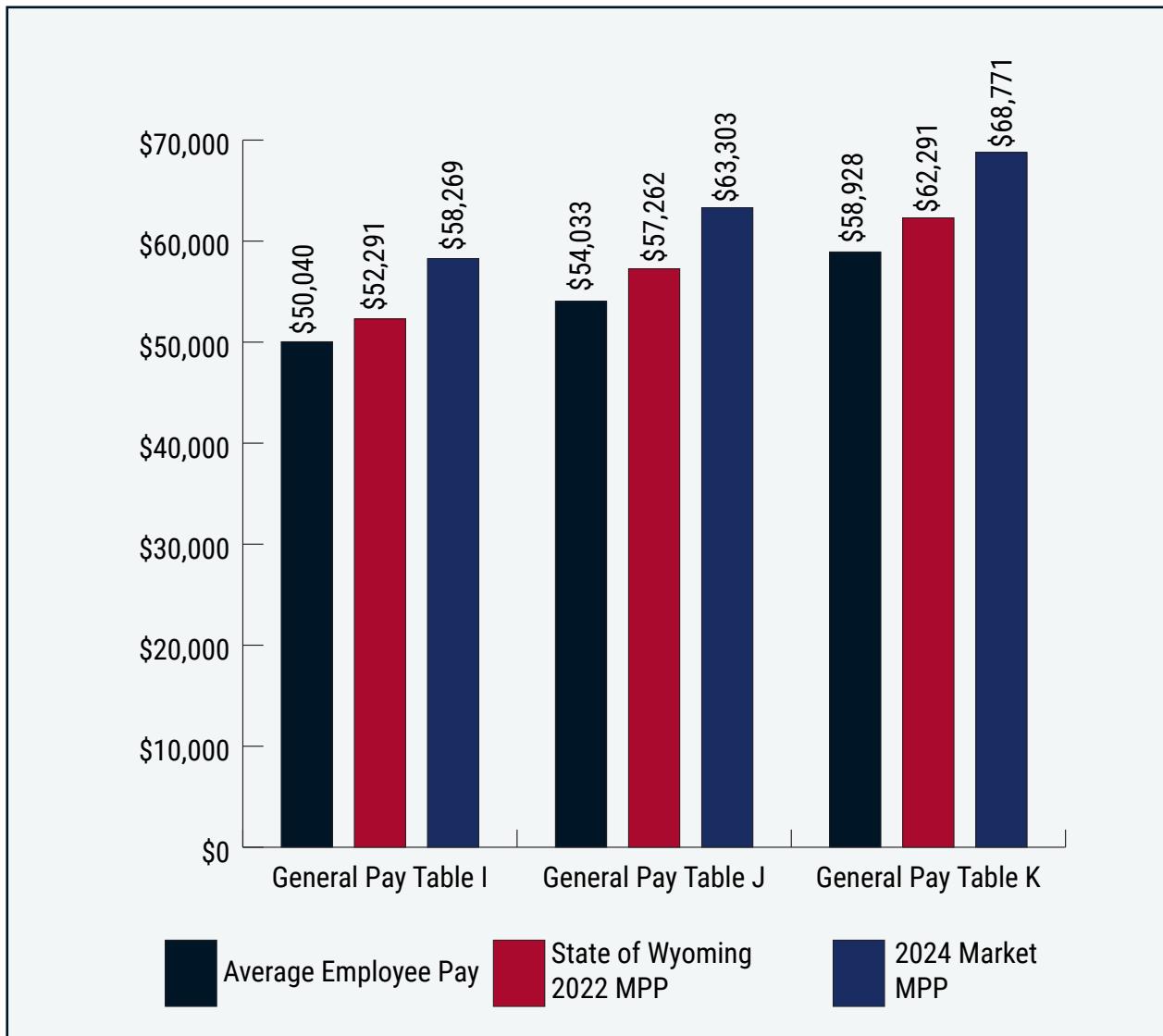


The salary survey data includes states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table I, J & K

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
I	645	11.4%	16.8%
J	672	10.5%	17.5%
K	911	9.7%	16.9%

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 pay table lag from market for State of Wyoming General Pay Table I is, on average, 11.4% lower than competing employers. The pay table lag from market for Pay Table J is, on average, 10.5% lower, and Pay Table K is, on average 9.7% lower.

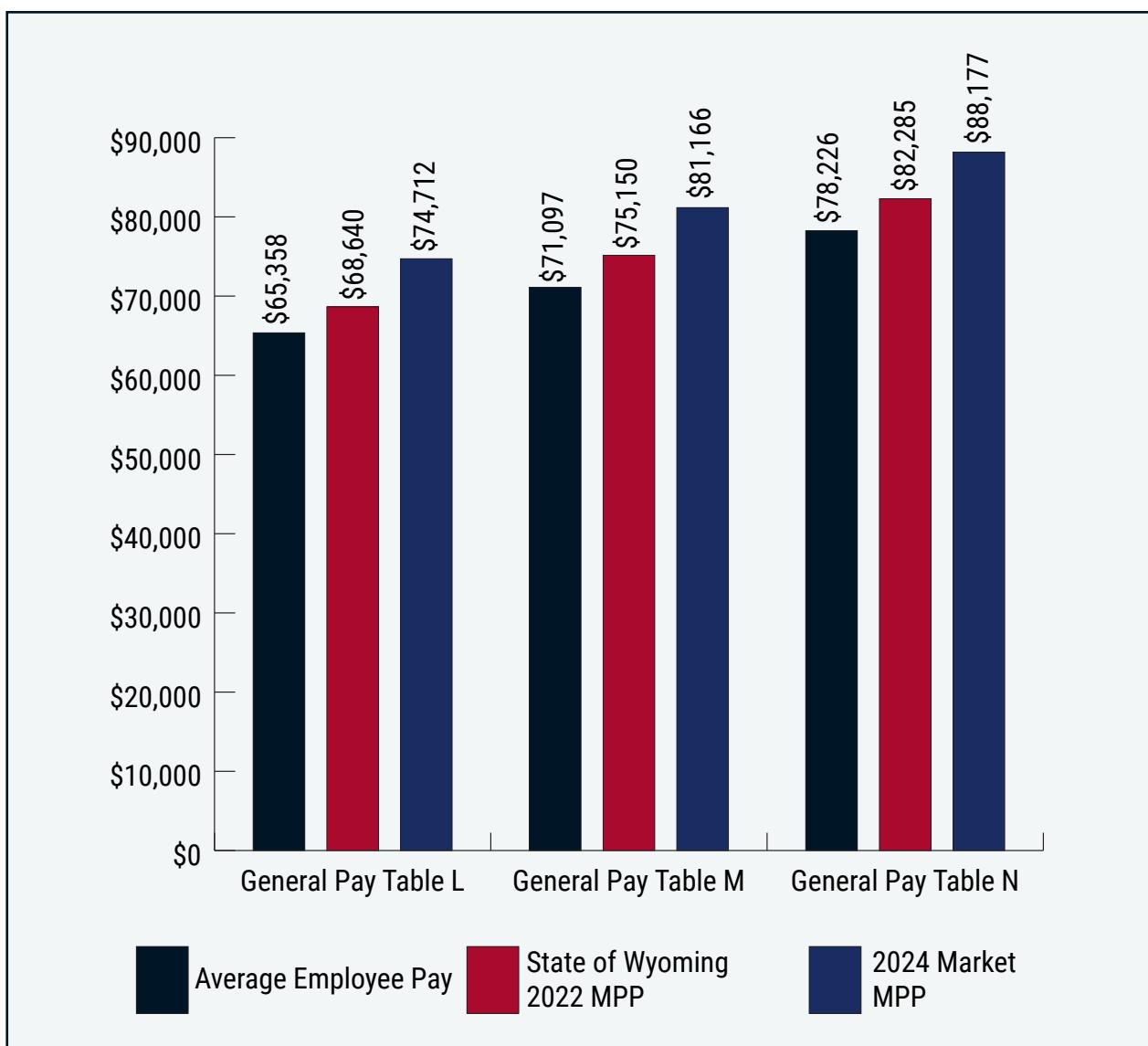


The salary survey data includes states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table L, M & N

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
L	634	8.8%	14.6%
M	765	8.0%	14.4%
N	981	7.2%	13.1%

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 pay table lag from market for State of Wyoming General Pay Table L is, on average, 8.8% lower than competing employers. The pay table lag from market for Pay Table M is, on average, 8.0% lower, and Pay Table N is, on average 7.2% lower.

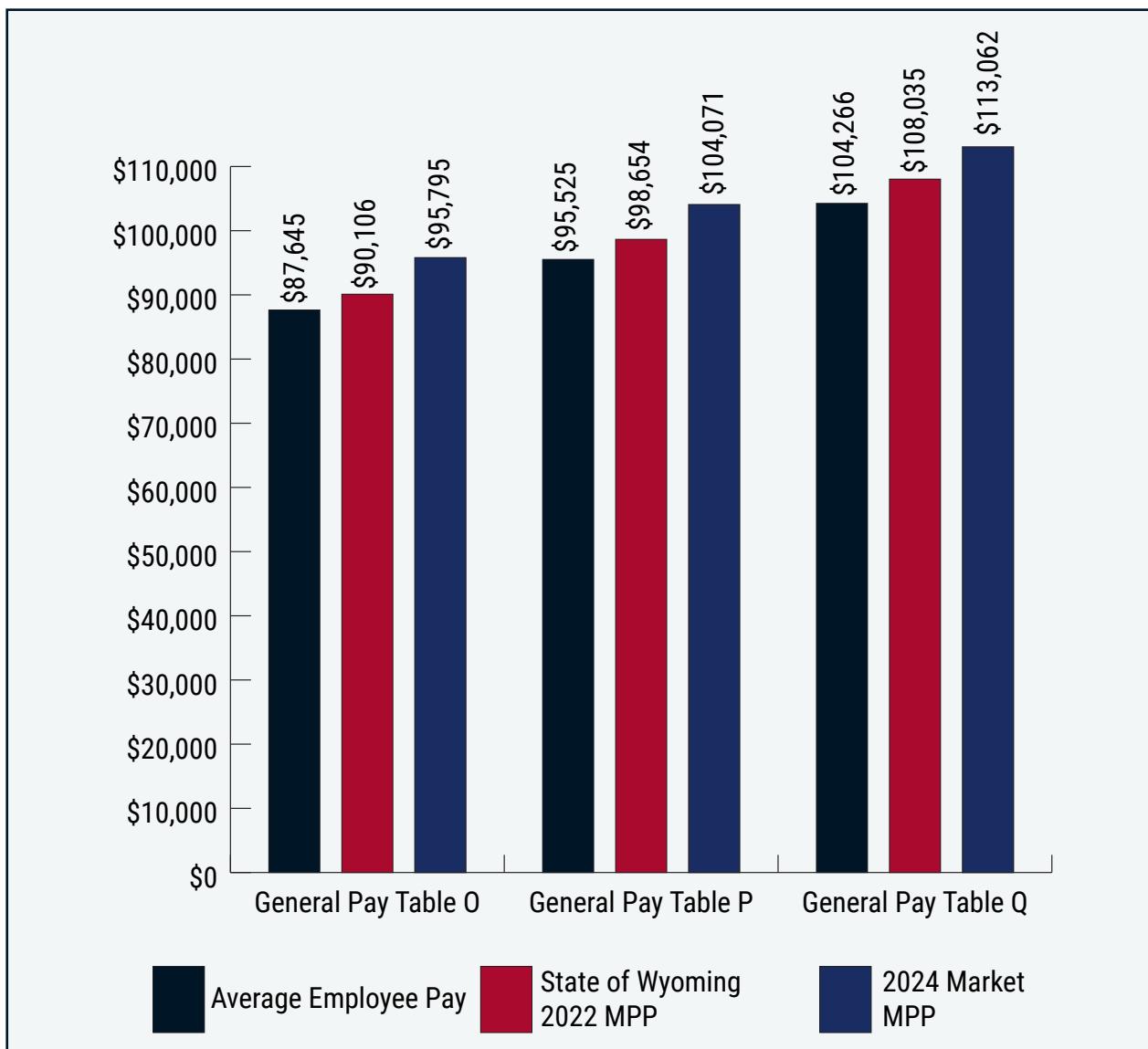


The salary survey data includes states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table O, P & Q

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
O	395	6.3%	10.4%
P	248	5.5%	9.4%
Q	64	4.7%	9.0%

Jobs in Pay tables O, P & Q include Senior Budget Analyst, Senior Human Resource Consultant, Skilled Trades Manager II, Tax Examination Manager, Principal Engineer, Pharmacist, 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 pay table lag from market for State of Wyoming General Pay Table O is, on average, 6.3% lower than competing employers. The pay table lag from market for Pay Table P is, on average, 5.5% lower, and Pay Table Q is, on average 4.7% lower.

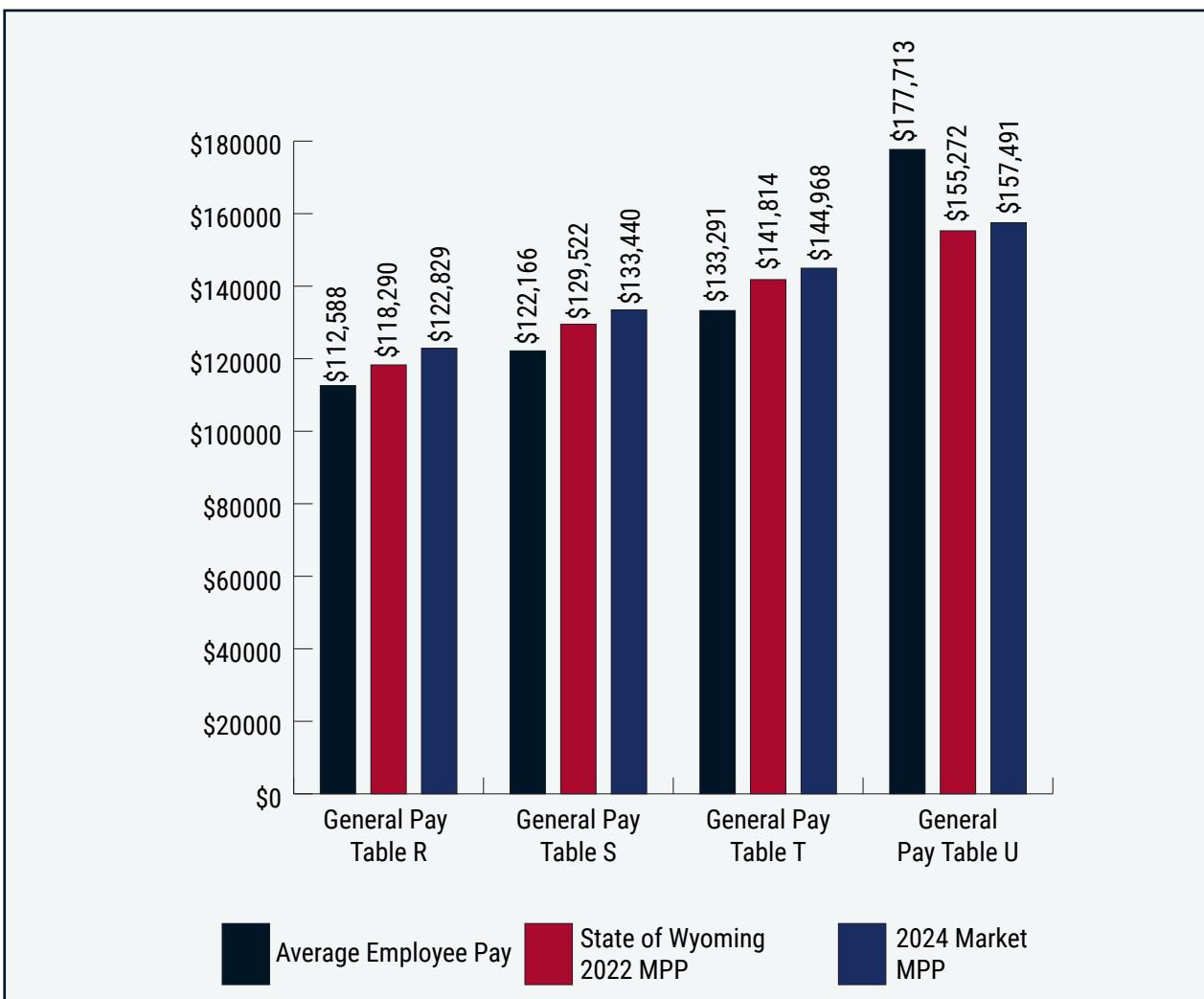


The salary survey data includes states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table R, S, T & U

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
R	88	3.8%	9.5%
S	55	3.0%	9.4%
T	15	2.2%	9.0%
U	6	1.4%	3.1%

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, 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 pay table lag from market for State of Wyoming General Pay Table R is, on average, 3.8% lower than competing employers. The pay table lag from market for Pay Table S is, on average, 3.0% lower, Pay Table T is, on average 2.2% lower, and Pay Table U is, on average, 1.4% lower

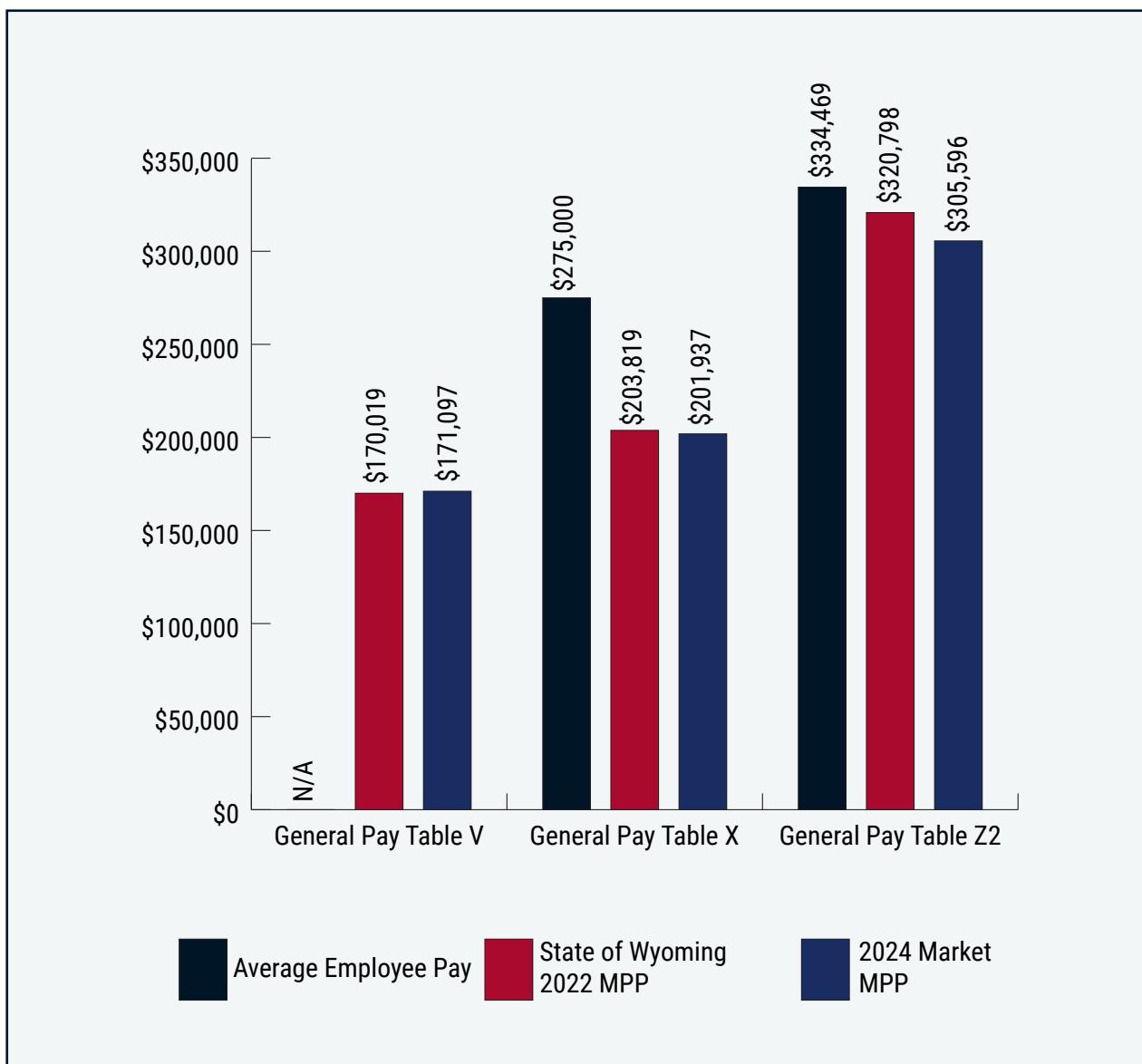


The salary survey data includes states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

General Pay Table V, X, & Z2

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
V	N/A	0.6%	N/A
X	2	-0.9%	0.0%
Z2	1	-4.0%	0.0%

Jobs in Pay tables V, X, and Z2 include Psychiatrists, Forensic Psychiatrists, and the Medical Director of the State Hospital. The graph below compares State of Wyoming midpoints and median salaries for equivalent benchmarks. According to this data, the pay table lag from market for State of Wyoming General Pay Table V is, on average, 0.6% lower than competing employers. The pay table lag from market for Pay Table X is, on average, 0.9% higher, and Pay Table Z2 is, on average 4.0% higher.

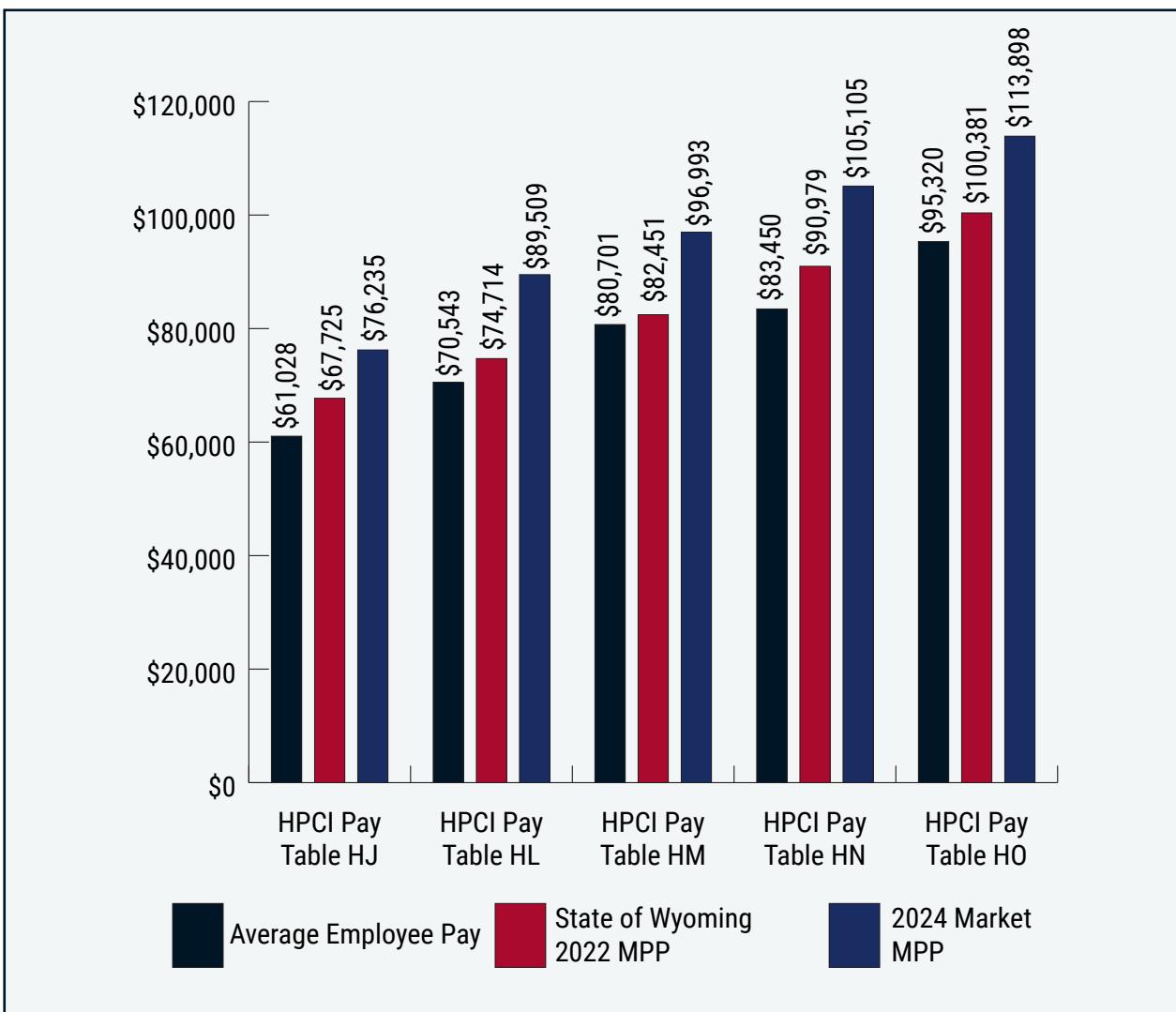


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HPCI Pay Table HJ, HL, HM, HN & HO

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
HJ	18	12.6%	24.9%
HL	86	19.8%	27.1%
HM	59	17.6%	20.6%
HN	18	15.5%	26.0%
HO	36	13.5%	19.6%

Jobs in the HPCI Pay tables HJ, HL, HM, HN & HO 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 pay table lag from market for State of Wyoming HPCI Pay Table HJ is, on average, 12.6% lower than competing employers. The pay table lag from market for Pay Table HL is, on average, 19.8% lower, Pay Table HM is, on average 17.6% lower, Pay Table HN is, on average, 15.5% lower, and Pay Table HO is, on average, 13.5% lower.

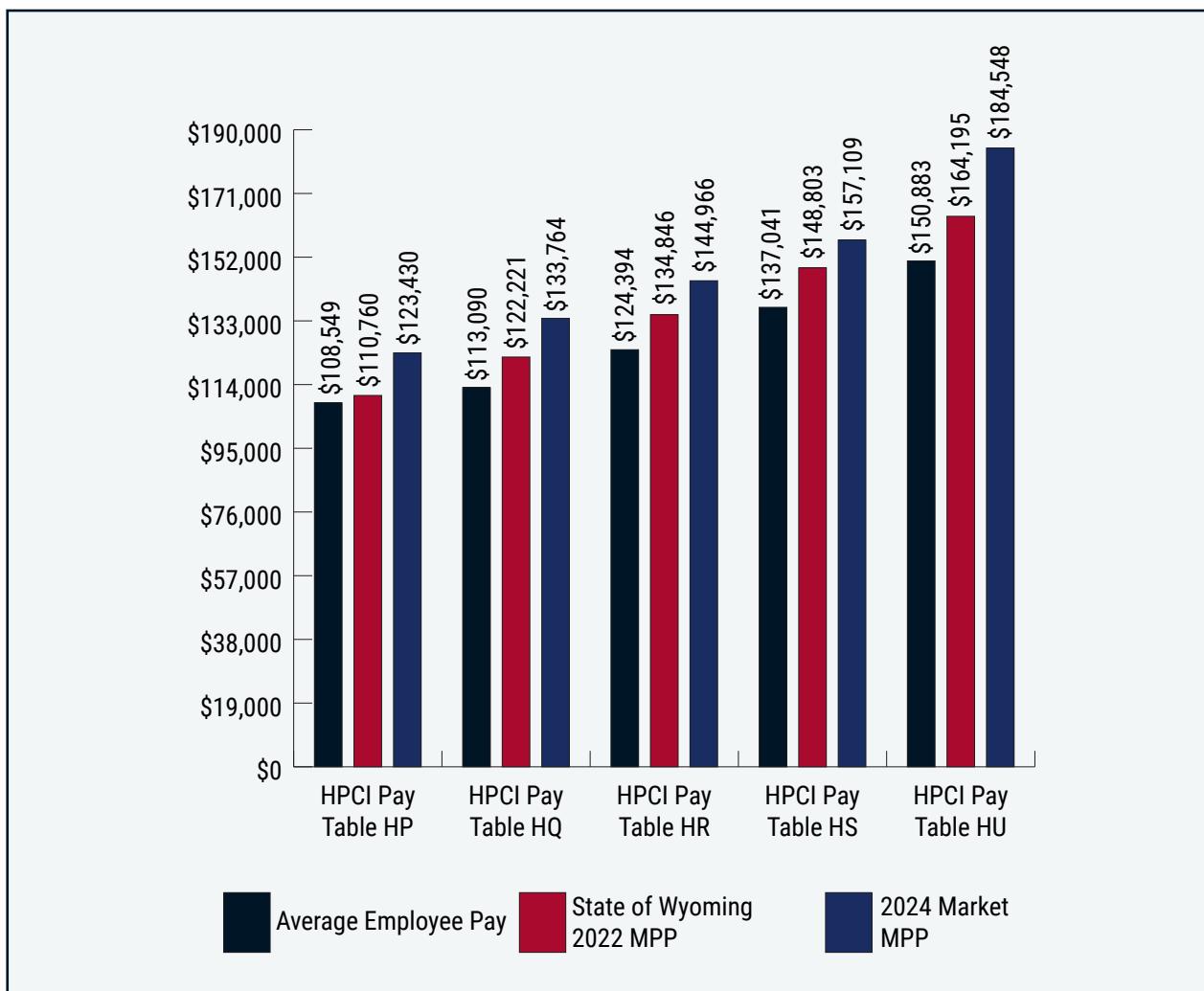


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HPCI Pay Table HP, HQ, HR, HS & HU

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
HP	15	11.4%	13.9%
HQ	1	9.4%	18.3%
HR	2	7.5%	16.5%
HS	2	5.6%	14.6%
HU	1	12.4%	22.3%

Jobs in HPCI Pay tables HP, HQ, HR, HS & HU 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 pay table lag from market for State of Wyoming HPCI Pay Table HP is, on average, 11.4% lower than competing employers. The pay table lag from market for Pay Table HQ is, on average, 9.4% lower, Pay Table HR is, on average, 7.5% lower, Pay Table HS is, on average 5.6% lower, and Pay Table HU is, on average, 12.4% lower.

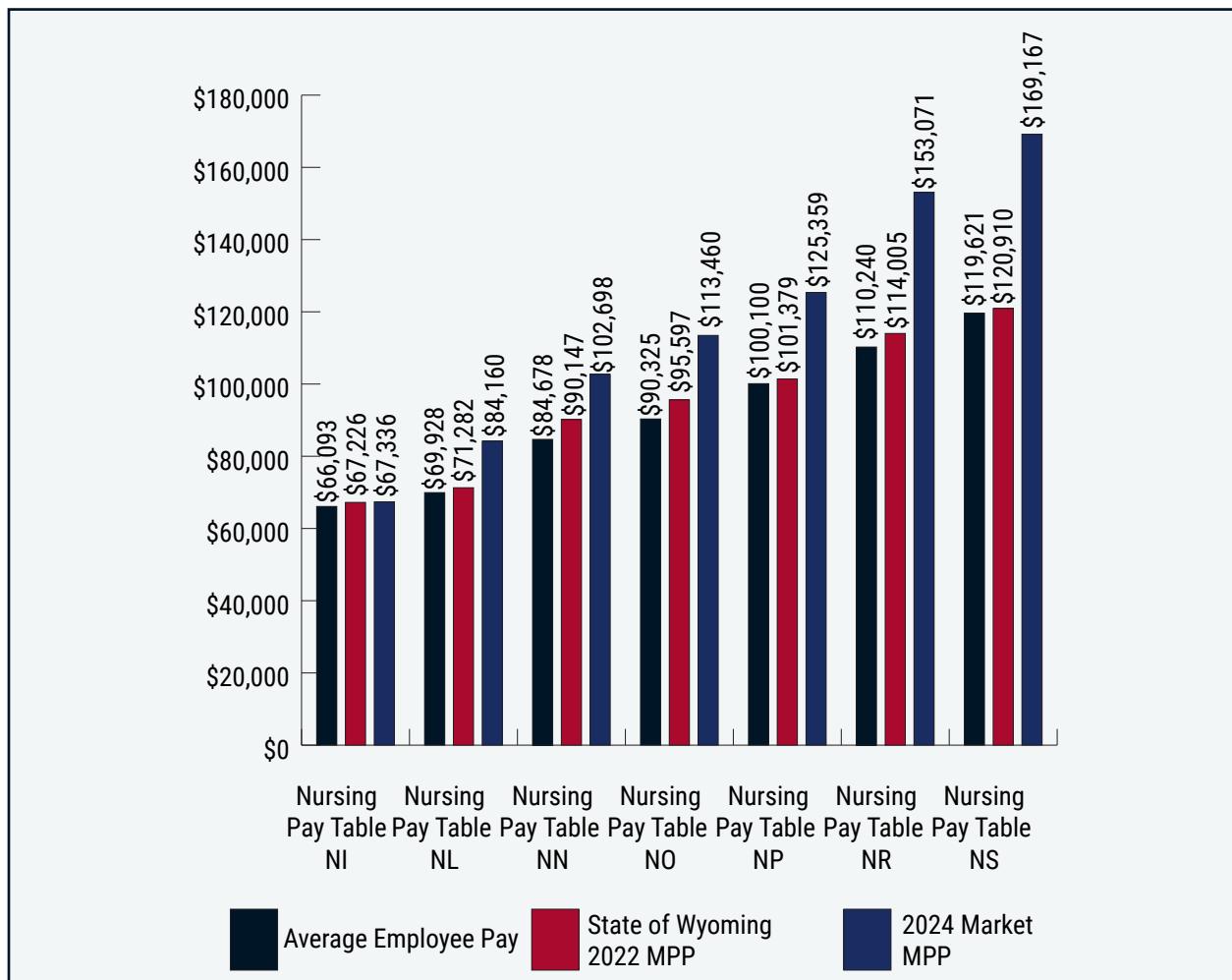


The salary survey data includes states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

Nursing Pay Table NI, NL, NN, NO, NP, NR & NS

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
NI	9	0.2%	2.6%
NL	44	18.1%	20.4%
NN	66	13.9%	21.5%
NO	26	18.7%	25.9%
NP	8	23.7%	25.4%
NR	1	34.3%	38.8%
NS	1	39.9%	41.4%

Jobs in Nursing Pay tables NI, NL, NN, NO, NP, NR & NS 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 pay table lag from market for State of Wyoming Nursing Pay Table NI is, on average, 0.2% lower than competing employers. The pay table lag from market for Pay Table NL is, on average, 18.1% lower, Pay Table NN is, on average, 13.9% lower, Pay Table NO is, on average, 18.7% lower, Pay Table NP is, on average, 23.7% lower, Pay Table NR is, on average, 34.3% lower, and pay table NS is, on average, 39.9% lower.

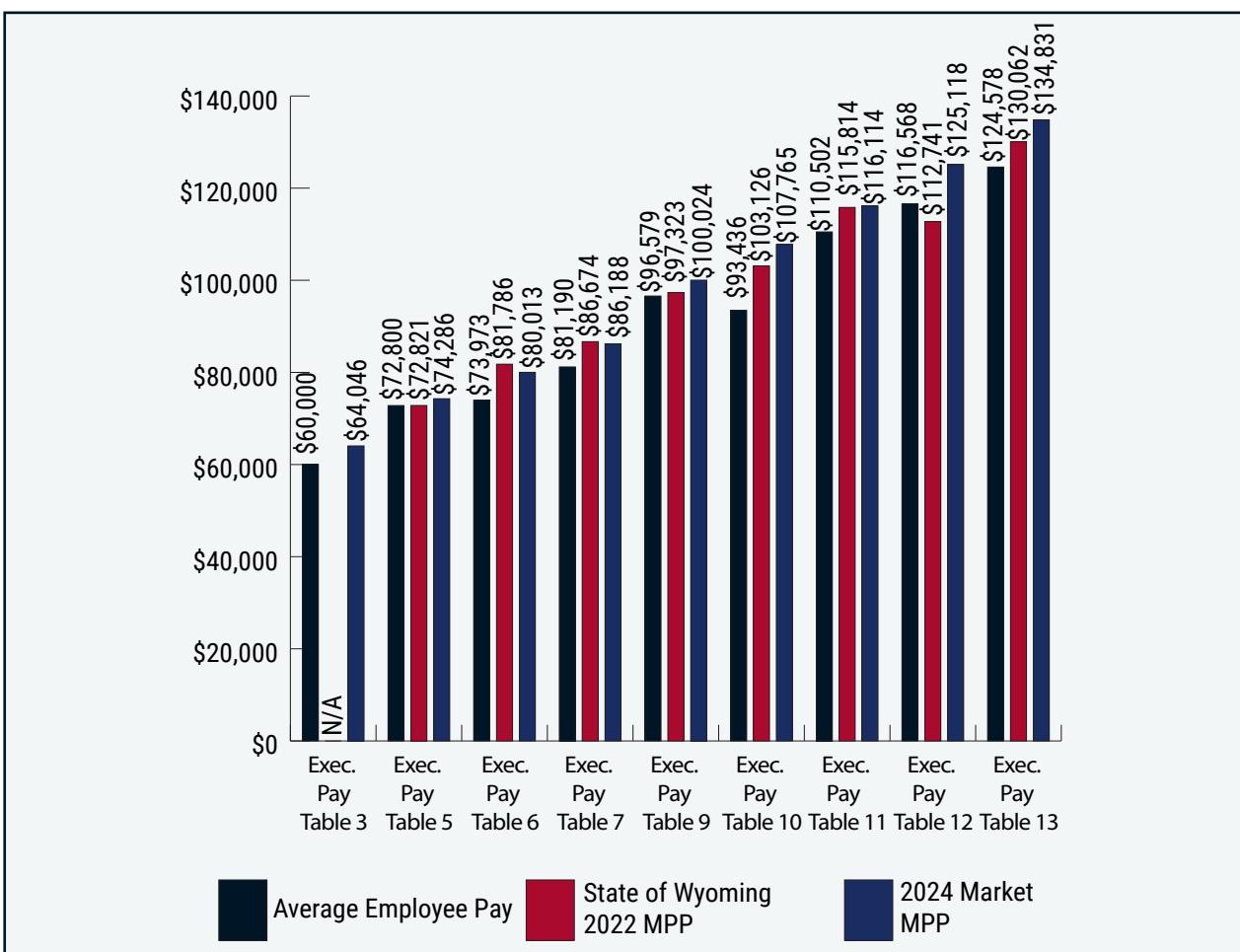


The salary survey data includes states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

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

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
EX03	1	-1.3%	6.7%
EX05	1	2.0%	2.0%
EX06	2	-2.2%	8.2%
EX07	5	-0.6%	6.4%
EX09	2	2.8%	3.6%
EX10	2	4.5%	15.3%
EX11	15	0.3%	6.7%
EX12	32	1.9%	8.4%
EX13	65	3.7%	8.8%

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 pay table lag from market for State of Wyoming Executive Pay Table 3 is, on average, 1.3% higher than competing employers. The pay table comparison from market for Pay Table 5 is, on average, 2.0% lower, Pay Table 6 is, on average, 2.2% higher, Pay Table 7 is, on average, 0.6% higher, Pay Table 9 is, on average, 2.8% lower, Pay Table 10 is, on average, 4.5% lower, Pay Table 11 is, on average, 0.3% lower, Pay Table 12 is, on average, 1.9% lower, and pay table 13 is, on average, 3.7% lower.

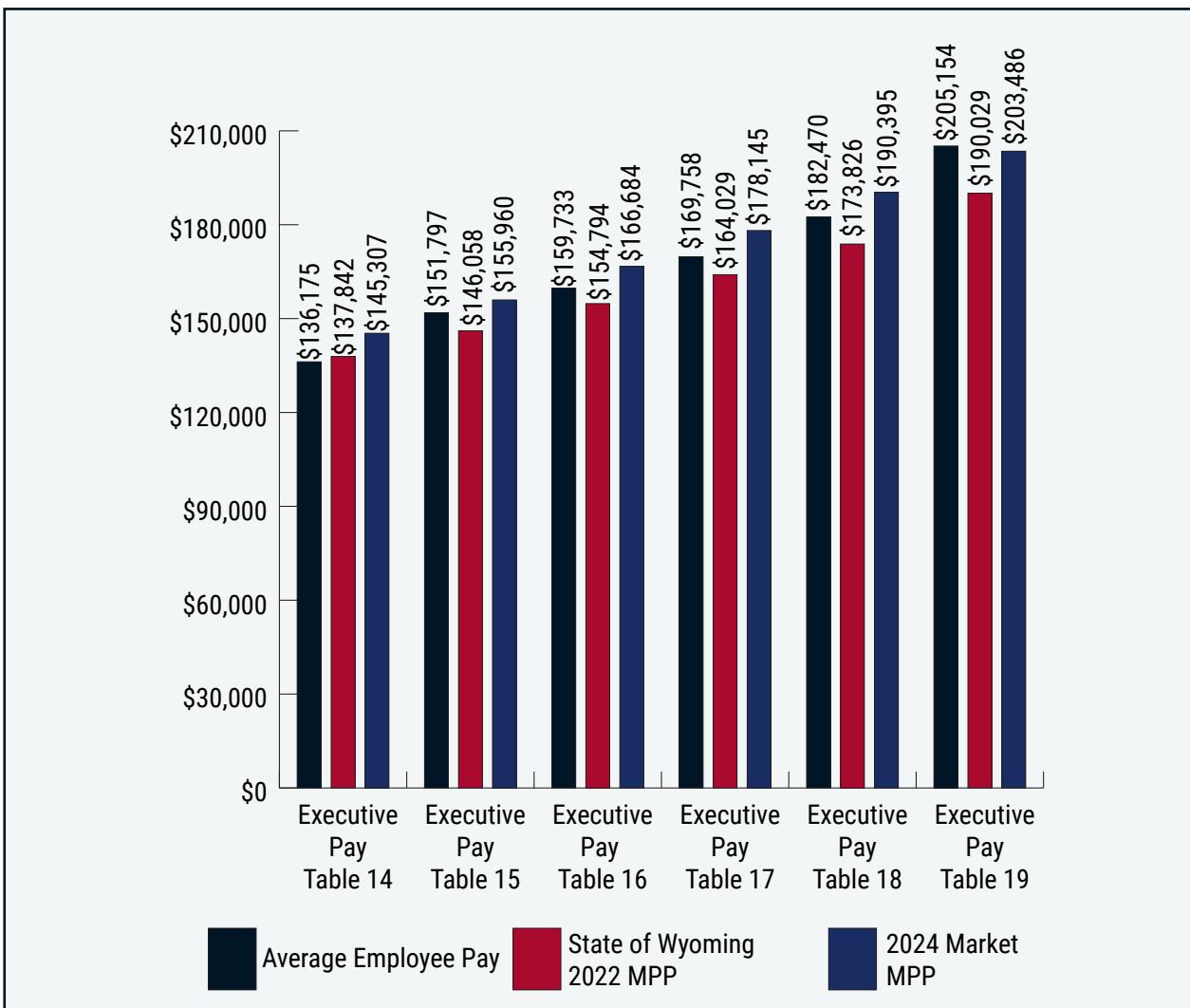


The salary survey data includes states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

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

Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
EX14	50	5.4%	8.3%
EX15	22	6.8%	4.9%
EX16	16	7.7%	5.7%
EX17	7	8.6%	7.0%
EX18	6	9.5%	5.2%
EX19	5	7.1%	1.6%

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 pay table lag from market for State of Wyoming Executive Pay Table 14 is, on average, 5.4% lower than competing employers. The pay table lag from market for Pay Table 15 is, on average, 6.8% lower, Pay Table 16 is, on average, 7.7% lower, Pay Table 17 is, on average, 8.6% lower, Pay Table 18 is, on average, 9.5% lower, and pay table 19 is, on average, 7.1% lower.

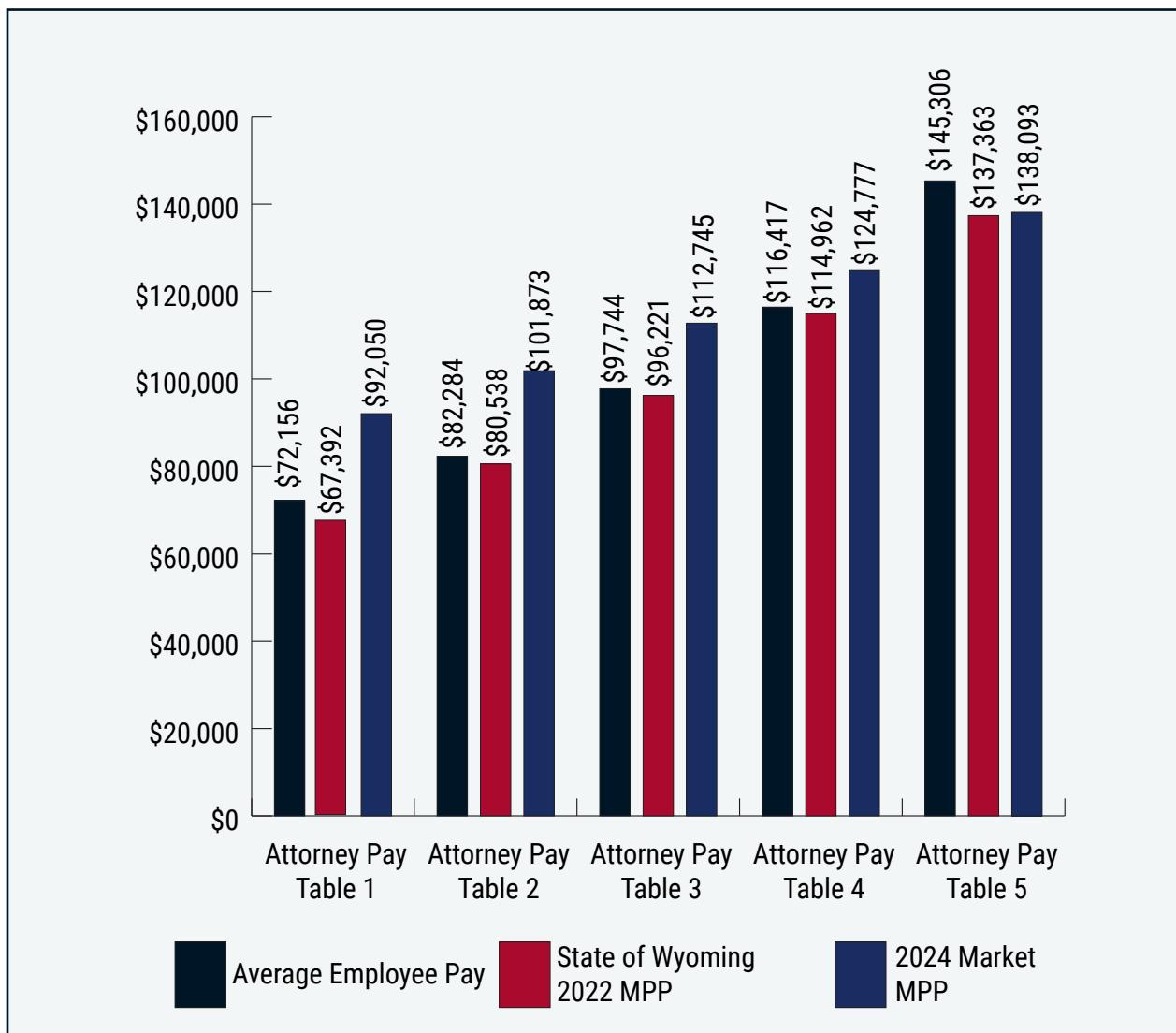


The salary survey data includes states in the Midwest and Western regions. These states are Arizona, Colorado, Idaho, Montana, Nebraska, Nevada, New Mexico, North Dakota, South Dakota, Oregon, Utah and Washington.

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

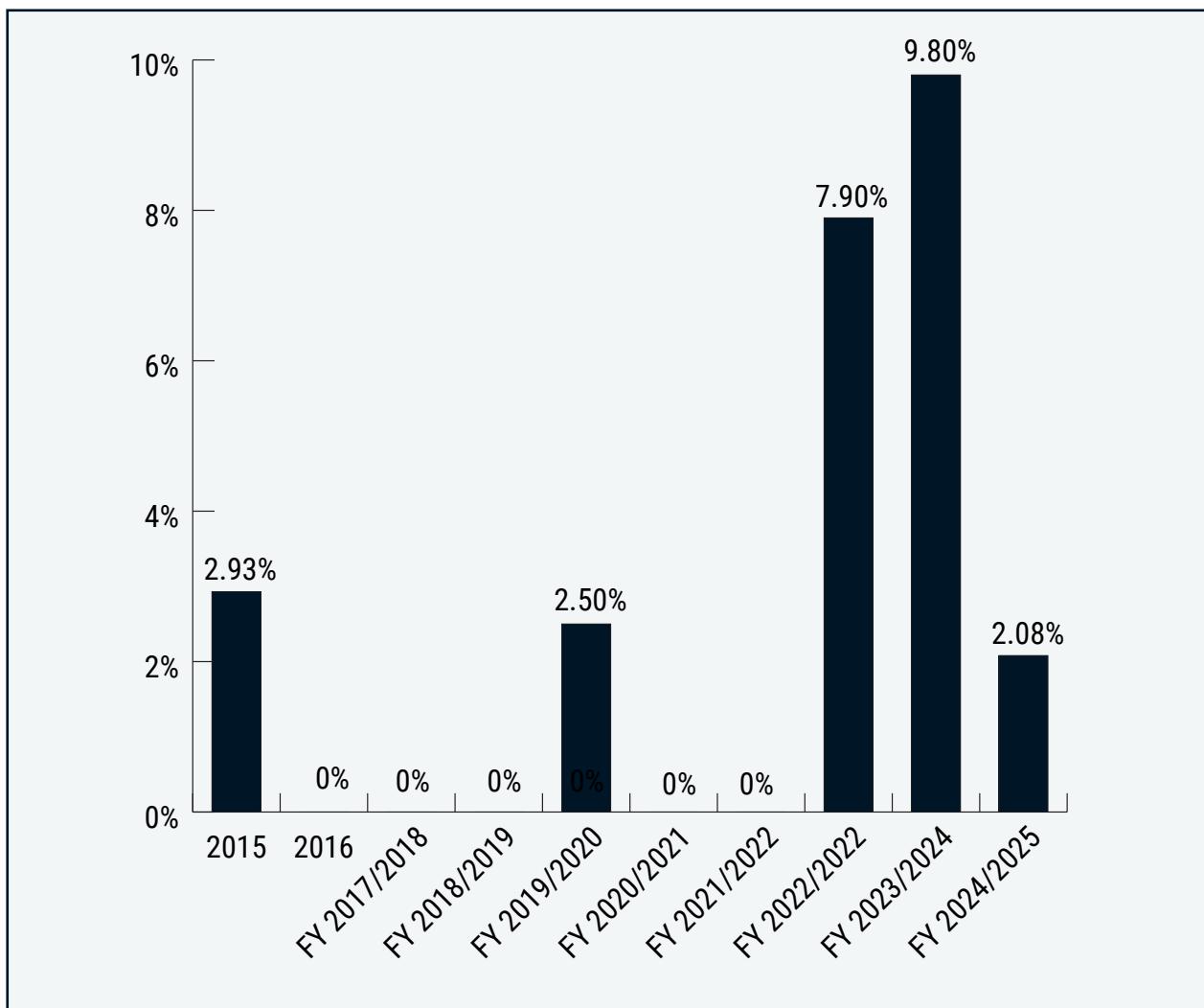
Table	Number of Classified Employees	Pay Table MPP Lag from 2024 Market	Average Employee Pay Lag from 2024 Market
AT01	15	36.6%	27.7%
AT02	26	26.5%	24.0%
AT03	32	17.2%	15.7%
AT04	46	8.5%	7.7%
AT05	23	0.5%	0.9%

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 pay table lag from market for State of Wyoming Attorney Pay Table 1 is, on average, 36.6% lower than competing employers. The pay table lag for Pay Table 2 is, on average, 26.5% lower, Pay Table 3 is, on average, 17.2% lower, Pay Table 4 is, on average, 8.5% lower, and Pay Table 5 is, on average, 0.5% lower.



The salary survey data includes 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 2015, FY2022/2023, FY2023/2024, and FY2024/2025 are based on an employee's average increase.



Current and Proposed Compa Ratios by Occupational Group

The following chart shows the average compa ratio by occupational group for the current 2022 and proposed 2024 pay tables. A compa ratio is the average percent of market we are paying for each occupational group. Overall we are currently paying, on average, 96.2% of 2022 market and 87.5% of 2024 market. This is below our goal of paying all employees at 90% of the given market rate.

Occupational Group	Current Compa Ratio	2024 Proposed Compa Ratio
Attorney	102.8%	89.9%
Benefits & Eligibility	95.4%	86.3%
Business Administration	93.8%	85.4%
Computer Technology	95.2%	87.4%
Correctional	106.5%	95.9%
Cultural Resources	93.1%	85.5%
Education & Training	94.8%	87.7%
Employment & Human Resources	94.3%	86.5%
Engineering & Natural Resources	94.8%	88.7%
Executive	98.3%	94.1%
Financial	95.5%	87.8%
Fish & Wildlife	94.7%	88.7%
Healthcare Services	97.1%	86.6%
Inspection & Safety	96.5%	88.8%
Institutional Support Services	98.2%	86.1%
Land & Real Estate	95.8%	88.8%
Public Information	94.9%	87.9%
Public Safety	96.5%	85.0%
Social Services	93.1%	84.9%
Trades	96.1%	86.9%
Transportation	95.5%	86.3%



Base Pay Increase Needed to Reach MPP

The following chart shows the average percent increase in base pay needed to reach the 2022 MPP and proposed 2024 MPP by classification family. Overall, employees, on average, would need a 14.8% increase in base pay to reach the 2024 proposed MPP.

Classification Family	% Increase needed to Reach 2022 MPP	% Increase needed to Reach 2024 MPP
Academy Instructor	8.7%	25.9%
Accounting	5.2%	14.6%
Administrative Support	5.2%	18.8%
Adult Probation & Parole	7.2%	17.1%
Aeronautics	3.1%	6.7%
Agency Human Resources	2.4%	8.3%
Agricultural Program Coordination	3.9%	11.8%
Appraisals	5.7%	13.7%
Appraiser	4.1%	12.3%
Archeology	7.9%	14.3%
Auditing	5.6%	14.2%
Banking Division Examiners	-2.4%	7.3%
Benefits Human Resources	7.0%	17.2%
Benefits Program	7.3%	18.2%
Budget	3.9%	11.0%
Building & Grounds	1.3%	14.5%
Business Operations	3.4%	11.8%
Carpenter	4.2%	15.7%
Caseworker	7.8%	17.8%
Central Human Resources	3.2%	9.8%
Certified Teacher	7.6%	16.6%
Construction & Field Surveying	5.5%	16.7%
Consumer Affairs	2.9%	12.4%
Correctional Forestry Management	7.0%	16.9%
Correctional Investigation	4.9%	12.5%
Correctional Program	5.4%	13.0%
Criminal Investigation	5.4%	23.1%
Criminal Justice Information	3.8%	14.0%
CT Business Applications	3.0%	10.8%
CT Management	-0.5%	5.8%
CT Support	9.1%	19.4%
CT Systems & Infrastructure	4.4%	12.8%
Cultural Resources	8.6%	17.4%
Dentistry	0.0%	9.7%
Design	3.8%	14.8%
Disability Determination	6.3%	15.3%
Dispatch	-7.7%	4.5%
District Forestry Management	7.2%	16.4%
Doctor	-4.8%	4.3%
Drilling	4.5%	14.7%
Drivers License	8.1%	20.0%
Economist	2.7%	9.5%
Education Programs	5.3%	12.7%
Electrician	6.6%	15.7%
Emergency Preparedness	7.1%	14.9%
Employment	7.5%	18.5%
Engineer	5.8%	12.3%
Enterprise Management	5.2%	17.9%
Enterprise Project Management	8.0%	15.9%
Enterprise Software Development	4.7%	22.5%
Enterprise Support Technology	8.5%	18.2%
Enterprise Systems Technology	5.5%	13.8%
Enterprise Technical Analysis	7.9%	15.9%
Epidemiology	1.4%	9.8%
Executive Management	1.8%	7.6%
Executive Officer	6.1%	7.6%
Fabricator	3.5%	14.2%
Field Data Collection & Lab Analysis	5.9%	16.9%
Financial Examination	1.7%	8.4%
Fingerprinting	8.3%	19.7%
Firefighting	0.4%	13.1%
Fish Culturalist	7.1%	16.1%
Food Services	4.3%	18.8%
Forensic Crime Laboratory	4.6%	13.1%
Forestry Program Management	6.2%	14.1%
Forestry Program Management	-0.7%	6.4%
G&F Management	0.6%	5.6%
Game Warden	6.8%	14.5%
General Human Resources	6.3%	16.2%
Geologist Specialists	6.2%	13.2%
GIS	4.3%	15.1%
Governor's Staff	5.5%	5.6%

Base Pay Increase Needed to Reach MPP

Classification Family	% Increase needed to Reach 2022 MPP	% Increase needed to Reach 2024 MPP
Grants & Contract Administration	5.4%	14.1%
Health Care Technician	6.1%	19.6%
Health Program	6.3%	14.5%
Hearing Examiner	-1.2%	7.2%
Heavy Mechanic	6.1%	16.6%
Highway Maintenance	5.0%	16.9%
Highway Maintenance Avalanche Forecaster	3.1%	12.2%
Highway Maintenance Avalanche Supervisor	-3.0%	4.8%
Highway Patrol	6.5%	26.1%
Highway Patrol Management	-0.2%	14.1%
Housekeeping	-2.9%	10.9%
Human Services	1.1%	16.2%
HVAC	5.4%	15.9%
Inspection	4.4%	13.7%
Instructor	5.1%	14.7%
Investigators	3.9%	12.8%
Investment Education	-1.1%	8.4%
Labor Standards	6.5%	15.1%
Lands Management	4.6%	13.2%
Law Enforcement Security Officer	9.4%	19.8%
Legal Support	4.9%	15.1%
Library	8.3%	17.9%
Licensed Counseling	8.6%	16.3%
Mail Room	1.5%	16.1%
Managing Attorney	-4.3%	3.0%
Mechanic	4.6%	15.9%
Medical Case Management	2.9%	17.6%
Multi-Media	4.3%	13.4%
Natural Resources	5.5%	13.3%
Nursing	4.8%	21.6%
Occupational Therapy	-2.9%	4.9%
OSHA	2.3%	10.5%
Parks	6.3%	17.0%
Parks Law Enforcement Program Manager	10.1%	17.0%
Pharmacy	-5.1%	1.8%
Photogrammetry and Survey	4.9%	14.4%
Pilot	-14.8%	0.0%
Plumber	5.0%	15.8%
Policy/Strategic Operations	5.2%	12.9%
Port of Entry	4.3%	17.3%
Practicing Attorney	-2.1%	16.4%
Prisons	-6.4%	4.3%
Production & Printing	2.1%	13.1%
Project Management	3.1%	10.8%
Psychiatry	-18.6%	0.0%
Psychology	3.1%	10.2%
Public Involvement/Awareness	6.6%	14.8%
Purchasing	6.6%	15.5%
Quality Assurance	6.0%	15.0%
Records & Data Management	4.9%	16.0%
Recreational Activities	6.5%	17.1%
Registered Dietitian	-9.6%	1.6%
Religious Services	7.5%	15.2%
Respiratory Therapy	-15.8%	11.6%
Right of Way	9.2%	19.6%
Risk Management	5.5%	14.7%
Scientific Laboratory	8.3%	15.9%
Security Guard	3.1%	18.2%
Skilled Trades	6.8%	15.7%
Social Services Program	8.1%	18.2%
Special Agent	9.0%	23.9%
Staff Technician	3.5%	12.1%
Statistician	3.1%	10.5%
Surveying	3.3%	10.4%
Tax Examination	8.0%	17.6%
Technical Operations	7.6%	16.7%
Transportation Management Center	4.2%	16.6%
Utilities	7.6%	17.4%
Veterinarian	9.8%	13.6%
Victim/Client Services	6.4%	16.8%
Vocational Rehabilitation	7.8%	16.0%
Vocational Training	5.0%	15.8%
Warehouse	3.1%	17.1%
Wildlife Biologist	7.1%	14.9%
Workers Comp/UI	6.5%	17.2%
Youth Services	6.7%	19.8%
Grand Total	4.30%	14.80%

Average Percent Increase Needed to Reach MPP by Agency

The following chart shows the average percentage increase in base pay by agency needed for employees to reach the 2022 MPP and the proposed 2024 MPP.

Agency	Average of % Increase Needed to Reach 2022 MPP	Average of % Increase Needed to Reach Proposed 2024 MPP
Administration & Information	3.7%	13.9%
Attorney General	3.6%	16.2%
Board of CPA	4.4%	9.4%
Board of Equalization	-2.0%	4.5%
Board of Geologists	-1.7%	7.1%
Board of Medicine	1.2%	11.0%
Board of Outfitters	1.2%	13.6%
Board of Parole	7.4%	15.6%
Cosmetology Board	-1.6%	7.8%
Department of Agriculture	6.1%	15.0%
Department of Audit	4.2%	12.9%
Department of Corrections	0.4%	11.1%
Department of Education	4.4%	12.3%
Department of Environmental Quality	4.9%	12.7%
Department of Family Services	7.1%	18.2%
Department of Health	3.9%	16.2%
Department of Revenue & Taxation	5.7%	16.2%
Department of Transportation	4.8%	15.9%
Department of Workforce Services	6.3%	16.4%
District Attorney-Laramie County	3.6%	18.0%
District Attorney-Natrona County	-0.1%	12.9%
Environmental Quality Council	6.7%	11.4%
Fire Prevention & Electrical Safety	2.7%	12.8%
Game & Fish Commission	5.3%	13.3%
Geological Survey	7.1%	15.3%
Governor's Office (& Office of Homeland Security)	4.6%	10.4%
Governor's Residence	4.8%	6.8%
Insurance Department	1.8%	11.1%
Livestock Board	5.4%	14.3%
Military Department	4.1%	15.1%
Miner's Hospital Board	9.9%	18.1%
Nursing Board	2.2%	15.0%
Office of Administrative Hearing	-1.2%	8.3%
Office of Guardian Ad Litem	-2.9%	15.3%
Office of State Lands & Investments	5.5%	14.7%
Oil & Gas Commission	1.6%	11.9%
Pharmacy Board	0.6%	9.5%
Professional Teaching Standards Board	1.6%	11.1%
Public Defender	-0.2%	12.3%
Public Service Commission	-0.7%	8.2%
Real Estate Commission	0.2%	6.9%
Secretary of State	4.5%	13.8%
State Auditor's Office	3.7%	10.8%
State Budget Department	0.0%	6.3%
State Construction Department	4.5%	10.8%
State Engineer	6.0%	14.9%
State Parks & Cultural Resources	7.0%	16.7%
State Treasurer's Office	2.8%	10.9%
Water Development Office	0.0%	8.0%
Wyoming Wildlife and Natural Resource	-0.8%	6.7%
Wyoming Community College Commission	-2.5%	5.2%
Wyoming Department of Enterprise Technology Services	6.4%	16.3%
Wyoming Gaming Commission	3.6%	14.3%
Wyoming Retirement	-1.7%	6.9%
Grand Total	4.3%	14.8%

Total Compensation is the average of all contributions as a percentage of the average base salary and average longevity for FY 24/25. This does not include overtime, housing assistance, bonuses, or any other forms of pay.

Executive Branch	Annually
Average Yearly Base Salary	\$66,974
Average Longevity*	\$480
Subtotal	\$67,454
Employer Paid Benefits	
Paid Time Off**	\$9,273
Social Security FICA 6.2%***	\$4,152
Medicare FICA 1.45%	\$971
Retirement EE 5.57%	\$3,730
Retirement State 8.87%	\$6,275
Insurance****	\$18,230
Unemployment @ 0.5%	\$335
Workers' Compensation @ 2.25%	\$1,507
Deferred Compensation*****	\$240
Subtotal	\$44,715
Total Compensation (Salary + Benefits)	\$112,169
Benefits as a Percent of Salary	66.3%

*The average amount of longevity paid to employees per month is \$40.

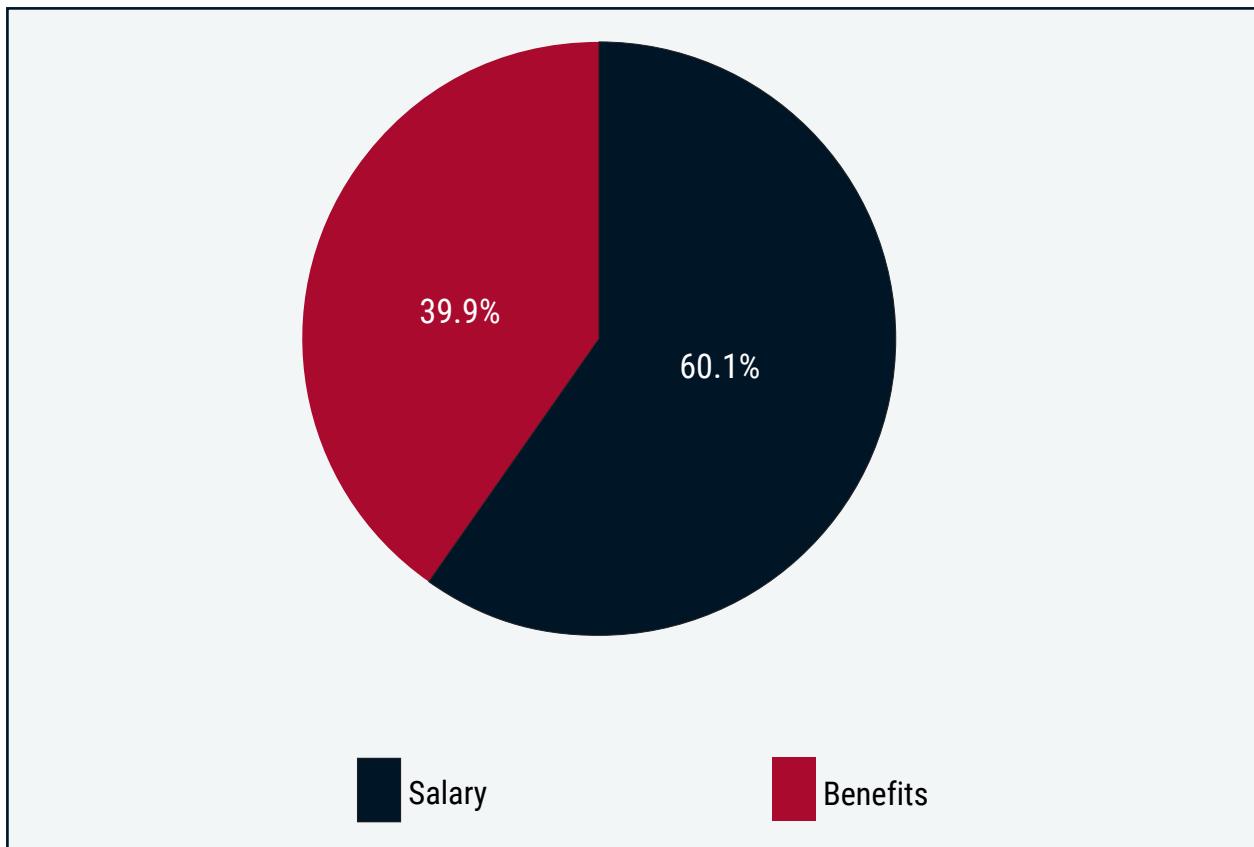
**Combined annual, sick, and holiday leave provided the average length of service for employees is 9.4 years.

***Employee also pays 7.65%.

****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, 2025



Employee Count, Salaries, & Diversity

Composition of State Government Workforce

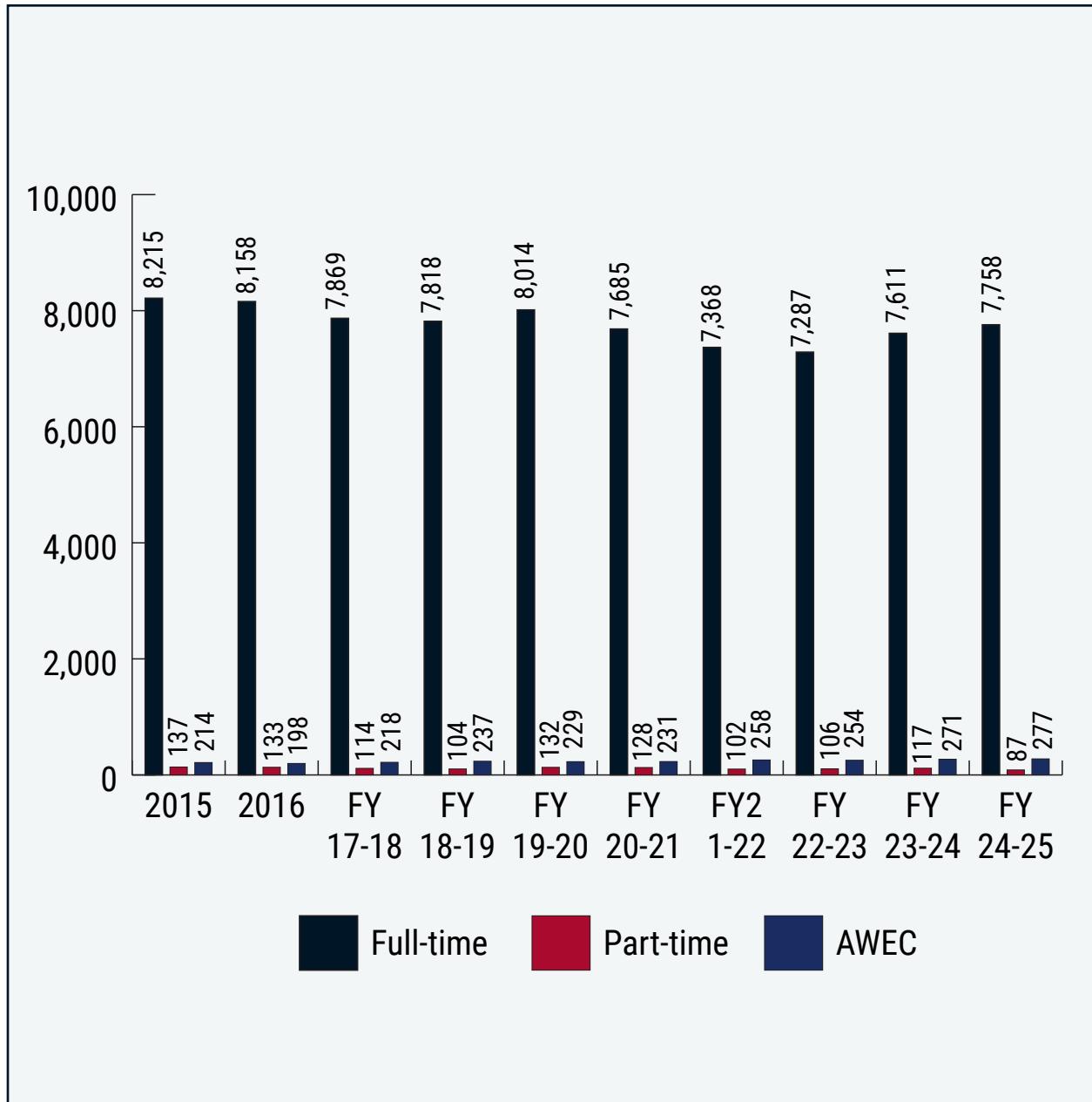
In the following section, Temporary, AWEC, Board Members, Commission Members, Wyoming Travel & Tourism, Wyoming Business Council, and Elected positions are not included in counts and averages unless separated out. All numbers are active employees that were on the payroll in the month listed.

	Special Class		Temporary		Board/ Commission	Classified Positions		
Month	Business Council/ Tourism	Elected	TP01	AWEC	Board/ Commission	Full-Time Filled	Part-Time Filled	Total
Jul-24	76	7	313	269	222	7,616	101	8,604
Aug-24	76	7	279	263	221	7,654	100	8,600
Sep-24	76	7	216	261	222	7,685	100	8,567
Oct-24	75	7	93	261	222	7,648	93	8,399
Nov-24	76	7	108	263	222	7,710	94	8,480
Dec-24	78	7	111	255	223	7,719	89	8,482
Jan-25	81	7	100	252	223	7,744	88	8,495
Feb-25	81	7	97	254	219	7,770	87	8,515
Mar-25	82	7	102	266	216	7,746	86	8,505
Apr-25	83	7	124	273	216	7,740	90	8,533
May-25	82	7	236	283	217	7,733	91	8,649
Jun-25	83	7	322	277	219	7,758	87	8,753
Average	79	7	175	265	220	7,710	92	8,549



Employee Count - 10 Year History

Detailed in the chart below is the employee year count at fiscal year end over a 10 year period. FY24/25 saw a increase from FY23/24 of 147 full time positions and an decrease of 30 part time positions. The full time employee count is down 457 since 2015. The full and part time employee counts are those in classified positions.



	2015	2016	FY 17-18	FY 18-19	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24	FY 24-25
Full-Time	8,215	8,158	7,869	7,818	8,014	7,685	7,368	7,287	7,611	7,758
Part-Time	137	133	114	104	132	128	102	106	117	87
AWEC	214	198	218	237	229	231	258	254	271	277

Department	Full-time	Part-time	AWEC	TP01
Administration & Information	263.0	1.3	1.0	0.0
Attorney General	220.0	0.0	5.3	0.0
Board of CPA	2.0	0.0	0.0	0.0
Board of Equalization	4.8	0.0	0.0	0.0
Board of Geologists	2.0	0.0	0.0	0.0
Board of Medicine	7.0	0.0	0.0	0.0
Board of Outfitters	3.0	0.0	0.0	0.0
Board of Parole	6.0	0.0	0.0	0.0
Cosmetology Board	3.0	1.0	0.0	0.0
Department of Agriculture	70.1	1.0	0.0	1.3
Department of Audit	95.0	0.0	0.0	0.0
Department of Corrections	892.7	1.0	4.3	0.0
Department of Education	107.9	2.0	16.7	0.0
Department of Environmental Quality	241.2	0.0	1.0	0.0
Department of Family Services	632.3	1.0	1.6	1.0
Department of Health	1,005.0	38.6	53.1	1.0
Department of Revenue & Taxation	120.5	0.0	0.0	0.0
Department of Transportation	1,790.5	3.0	9.4	30.6
Department of Workforce Services	531.4	0.0	7.3	1.0
District Attorney-Laramie County	21.0	0.0	0.0	0.0
District Attorney-Natrona County	18.5	0.0	0.0	0.0
Environmental Quality Council	2.0	0.0	0.0	0.0
Fire Prevention & Electrical Safety	27.5	0.0	0.0	0.0
Game & Fish Commission	396.9	0.0	53.1	55.4
Geological Survey	19.5	0.0	0.0	0.0
Governor's Office (& Office of Homeland Security)	36.9	1.5	6.0	0.0
Governor's Residence	1.8	0.0	0.0	0.0
Insurance Department	25.8	0.0	0.0	0.0
Livestock Board	16.8	0.0	90.0	0.0
Military Department	192.1	10.1	3.7	3.5
Miner's Hospital Board	1.0	2.0	0.0	0.0
Nursing Board	8.8	0.0	0.0	0.0
Office of Administrative Hearings	10.8	0.0	0.0	0.0
Office of Guardian Ad Litem	9.0	0.0	0.0	0.0
Office of State Lands & Investments	92.1	0.0	3.2	3.4
Oil & Gas Commission	31.6	0.0	0.0	0.0
Pharmacy Board	6.0	0.0	0.0	0.0
Professional Teaching Standards Board	7.0	0.0	0.0	0.0
Public Defender	62.9	17.1	0.0	0.0
Public Service Commission	38.3	0.0	1.0	0.0
Real Estate Commission	5.9	0.0	0.0	0.0
Secretary of State	29.2	0.0	0.0	0.0
Stable Token Commission	0.0	0.0	3.8	0.0
State Auditor's Office	20.5	0.0	0.0	0.0
State Budget Department	8.0	0.0	2.2	0.0
State Construction Department	26.8	6.0	1.0	0.0
State Engineer	104.8	5.7	0.0	0.0
State Parks & Cultural Resources	141.1	7.8	3.9	89.5
State Treasurer's Office	42.3	0.0	1.8	0.0
Water Development Office	21.3	0.0	0.0	0.0
Wyoming Wildlife and Natural Resource	2.0	0.0	0.0	0.0
Wyoming Community College Commission	11.9	0.0	0.0	0.0
Wyoming Department of Enterprise Technology Services	213.8	0.0	0.0	0.0
Wyoming Gaming Commission	14.7	0.0	0.0	1.0
Wyoming Retirement	44.3	0.0	1.8	0.0

Note: Count is taken at the end of every month and then averaged – includes full-time classified, part-time classified, AWEC, and temporary positions.

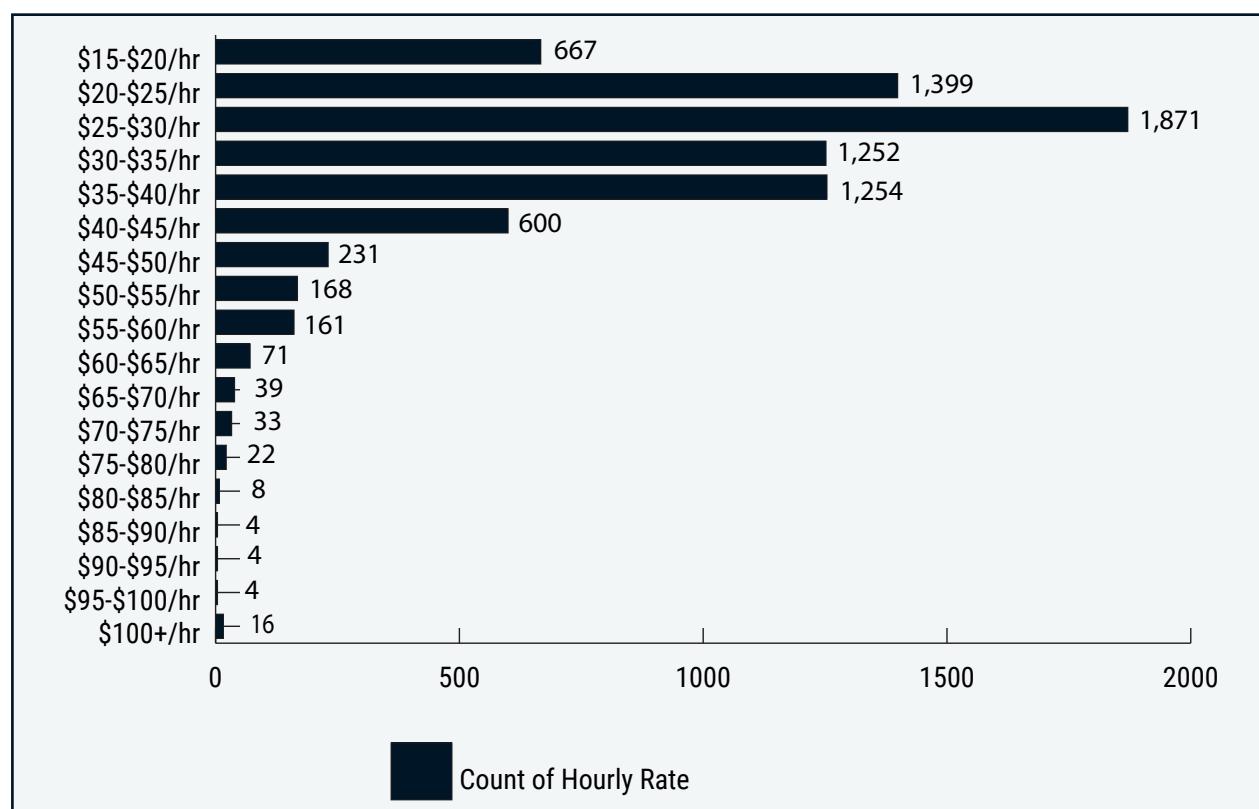
Active Employees by Occupational Group

	Jul-24	Aug-24	Sep-24	Oct-24	Nov-24	Dec-24	Jan-25	Feb-25	Mar-25	Apr-25	May-25	Jun-25
AT (Attorney)	145	148	148	142	142	140	140	140	138	140	141	142
AW (Investments)	18	18	18	18	18	18	19	18	18	18	18	18
BA (Business Administration)	1024	1017	1011	1015	1026	1025	1022	1028	1028	1023	1024	1033
BE (Benefits/Eligibility)	316	313	315	316	320	323	320	312	312	313	314	317
CO (Correctional)	460	459	468	470	472	475	477	479	475	475	482	483
CR (Cultural Resources)	115	114	116	114	114	113	116	115	116	114	112	113
CT (Computer Technology)	257	258	258	258	260	259	263	262	263	265	263	262
EH (Employment/Human Resources)	193	189	194	183	185	185	186	191	193	195	193	193
EN (Engineering/Natural Resources)	586	585	583	582	584	585	578	581	586	592	598	604
ET (Education/Training)	148	146	147	150	153	156	157	157	158	156	158	155
EX (Executive Management)	222	225	229	228	229	229	228	229	226	223	225	223
FI (Financial)	664	663	672	667	673	679	679	683	689	683	688	683
FW (Fish/Wildlife)	277	276	276	276	276	275	278	278	276	276	274	272
GO (Governor Staff)	5	5	6	6	6	6	8	8	8	8	8	8
HS (Healthcare Services)	612	617	612	602	606	598	597	601	592	606	604	607
IN (Inspection)	124	123	125	122	125	125	124	126	124	123	126	124
IS (Institutional Support Services)	134	134	132	130	135	130	133	133	133	134	130	126
LR (Land/Real Estate)	42	41	42	41	41	42	42	42	42	43	43	43
PI (Public Information)	53	53	54	51	53	54	55	55	54	54	53	53
PS (Public Safety)	526	550	554	554	553	553	568	565	558	556	556	549
SO (Social Services)	592	600	604	605	606	603	604	610	606	598	596	605
TD (Trades)	421	430	429	424	428	424	431	429	432	431	423	421
TN (Transportation)	783	790	792	787	799	811	807	815	805	804	795	811
TP01 (Temporary)	313	279	216	93	108	111	100	97	102	124	236	322
AWEC (At Will Contract)	269	263	261	261	263	255	252	254	266	273	283	277
EL (Electeds)	7	7	7	7	7	7	7	7	7	7	7	7

Note: Includes full-time and part-time classified.

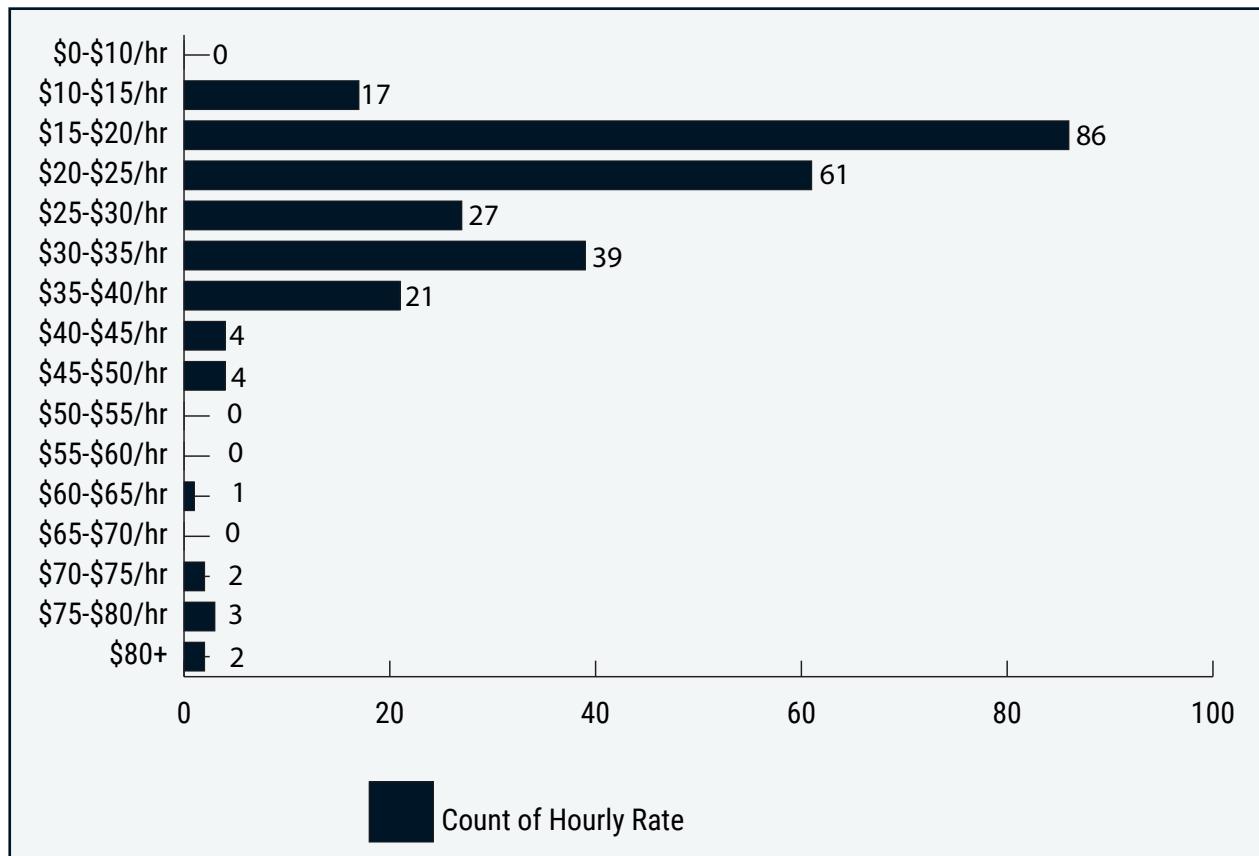


Full-Time/Part-Time Employee Count by Pay Rate



Note: Count is taken at the end of every month and then averaged. Includes classified positions only.

AWEC Employee Count by Pay Rate



Note: Count is taken at the end of every month and then averaged.

Average Span of Control by Agency

Department Name	Average Span of Control Per Supervisory Position
Administration & Information	4.3
Attorney General	4.1
Board of CPA	1.0
Board of Equalization	1.5
Board of Geologists	1.0
Board of Medicine	3.0
Board of Outfitters	2.0
Board of Parole	2.5
Cosmetology Board	3.0
Department of Agriculture	4.0
Department of Audit	5.7
Department of Corrections	4.8
Department of Education	4.1
Department of Environmental Quality	3.8
Department of Family Services	5.1
Department of Health	4.1
Department of Revenue & Taxation	4.8
Department of Transportation	4.5
Department of Workforce Services	6.1
District Attorney-Laramie County	10.5
District Attorney-Natrona County	18.3
Environmental Quality Council	1.0
Fire Prevention & Electrical Safety	8.3
Game & Fish Commission	4.1
Geological Survey	4.7
Governor's Office (& Office of Homeland Security)	4.0
Governor's Residence	1.0
Insurance Department	2.8
Livestock Board	4.0
Military Department	3.4
Miner's Hospital Board	2.0
Nursing Board	7.8
Office of Administrative Hearing	7.4
Office of Guardian Ad Litem	4.0
Office of State Lands & Investments	3.4
Oil & Gas Commission	4.3
Pharmacy Board	5.0
Professional Teaching Standards Board	6.0
Public Defender	4.7
Public Service Commission	3.8
Real Estate Commission	4.9
Secretary of State	4.1
State Auditor's Office	3.4
State Budget Department	2.4
State Construction Department	2.9
State Engineer	3.7
State Parks & Cultural Resources	2.7
State Treasurer's Office	5.9
Water Development Office	5.1
Wyoming Wildlife and Natural Resource	1.0
Wyoming Community College Commission	3.1
Wyoming Department of Enterprise Technology Services	5.1
Wyoming Gaming Commission	5.8
Wyoming Retirement	2.5

Note: This Span of Control does not include supervision of AWEC or temporary positions. Span of Control is taken at the end of each month and then averaged.

Ratio of At Will Executive to other Classified Employees



The following shows the ratio of at-will executive employees to other classified employees at fiscal year end, June 30, 2025. Executives are those employees who serve as at-will agency heads, administrators, and section leads and serve at the pleasure of their direct supervisor and the Governor's Office. They are paid off the executive pay table. This count excludes other high level classified employees, such as engineers, doctors, and attorneys, who may also serve in those roles.

Agency	Other Classified Employee Count	At-Will Executive Employee Count	Ratio of Executive to Classified
Administration & Information	262	7	2.7%
Attorney General	204	13	6.4%
Board of CPA	1	1	100.0%
Board of Equalization	2	2	100.0%
Board of Geologists	2	0	0.0%
Board of Medicine	6	1	16.7%
Board of Outfitters	3	0	0.0%
Board of Parole	4	2	50.0%
Cosmetology Board	4	0	0.0%
Department of Agriculture	65	4	6.2%
Department of Audit	89	6	6.7%
Department of Corrections	889	14	1.6%
Department of Education	101	10	9.9%
Department of Environmental Quality	244	8	3.3%
Department of Family Services	620	11	1.8%
Department of Health	1,024	23	2.2%
Department of Revenue & Taxation	114	4	3.5%
Department of Transportation	1,798	7	0.4%
Department of Workforce Services	523	9	1.7%
District Attorney-Laramie County	22	0	0.0%
District Attorney-Natrona County	19	0	0.0%
Environmental Quality Council	1	1	100.0%
Fire Prevention & Electrical Safety	26	2	7.7%
Game & Fish Commission	390	4	1.0%
Geological Survey	19	1	5.3%
Governor's Office (& Office of Homeland Security)	16	22	137.5%
Insurance Department	25	2	8.0%
Livestock Board	12	4	33.3%
Military Department	200	3	1.5%
Miner's Hospital Board	2	1	50.0%
Nursing Board	8	1	12.5%
Office of Administrative Hearing	10	0	0.0%
Office of Guardian Ad Litem	8	1	12.5%
Office of State Lands & Investments	98	3	3.1%
Oil & Gas Commission	30	2	6.7%
Pharmacy Board	5	1	20.0%
Professional Teaching Standards Board	6	1	16.7%
Public Defender	79	1	1.3%
Public Service Commission	33	5	15.2%
Real Estate Commission	4	1	25.0%
Secretary of State	26	3	11.5%
State Auditor's Office	17	4	23.5%
State Budget Department	7	1	14.3%
State Construction Department	23	6	26.1%
State Engineer	102	7	6.9%
State Parks & Cultural Resources	142	4	2.8%
State Treasurer's Office	41	3	7.3%
Water Development Office	20	1	5.0%
Wyoming Wildlife and Natural Resource	1	1	100.0%
Wyoming Community College Commission	9	3	33.3%
Wyoming Department of Enterprise Technology Services	204	10	4.9%
Wyoming Gaming Commission	14	1	7.1%
Wyoming Retirement	40	6	15.0%
Statewide	7,614	228	3.0%

Average Pay Rate by Agency

Department	Full-time	Part-time	AWEC
Administration & Information	\$30.61	\$16.95	\$30.00
Attorney General	\$40.70	\$0.00	\$27.32
Board of CPA	\$40.38	\$0.00	\$0.00
Board of Equalization	\$56.21	\$0.00	\$0.00
Board of Geologists	\$34.61	\$0.00	\$0.00
Board of Medicine	\$36.23	\$0.00	\$0.00
Board of Outfitters	\$33.74	\$0.00	\$0.00
Board of Parole	\$34.90	\$0.00	\$0.00
Cosmetology Board	\$32.07	\$30.02	\$0.00
Department of Agriculture	\$33.22	\$35.57	\$0.00
Department of Audit	\$35.71	\$0.00	\$0.00
Department of Corrections	\$28.71	\$18.98	\$31.31
Department of Education	\$39.22	\$19.30	\$37.29
Department of Environmental Quality	\$38.42	\$0.00	\$31.65
Department of Family Services	\$27.86	\$36.83	\$31.46
Department of Health	\$30.09	\$30.52	\$30.28
Department of Revenue & Taxation	\$29.88	\$0.00	\$0.00
Department of Transportation	\$30.39	\$23.28	\$29.20
Department of Workforce Services	\$31.07	\$0.00	\$25.15
District Attorney-Laramie County	\$38.71	\$0.00	\$0.00
District Attorney-Natrona County	\$37.92	\$0.00	\$0.00
Environmental Quality Council	\$40.80	\$0.00	\$0.00
Fire Prevention & Electrical Safety	\$31.46	\$0.00	\$0.00
Game & Fish Commission	\$37.54	\$0.00	\$23.18
Geological Survey	\$36.52	\$0.00	\$0.00
Governor's Office (& Office of Homeland Security)	\$46.02	\$29.36	\$57.32
Governor's Residence	\$45.76	\$0.00	\$0.00
Insurance Department	\$35.57	\$0.00	\$0.00
Livestock Board	\$37.51	\$0.00	\$16.61
Military Department	\$28.39	\$16.01	\$22.22
Miner's Hospital Board	\$45.95	\$23.89	\$0.00
Nursing Board	\$34.30	\$0.00	\$0.00
Office of Administrative Hearing	\$44.64	\$0.00	\$0.00
Office of Guardian Ad Litem	\$42.32	\$0.00	\$0.00
Office of State Lands & Investments	\$33.21	\$0.00	\$27.91
Oil & Gas Commission	\$33.57	\$0.00	\$0.00
Pharmacy Board	\$35.21	\$0.00	\$0.00
Professional Teaching Standards Board	\$30.96	\$0.00	\$0.00
Public Defender	\$41.12	\$53.14	\$0.00
Public Service Commission	\$43.09	\$0.00	\$26.29
Real Estate Commission	\$37.04	\$0.00	\$0.00
Secretary of State	\$34.21	\$0.00	\$0.00
Stable Token Commission	\$43.43	\$0.00	\$0.00
State Auditor's Office	\$49.78	\$0.00	\$0.00
State Budget Department	\$47.68	\$0.00	\$45.50
State Construction Department	\$33.74	\$28.28	\$0.00
State Engineer	\$31.64	\$24.92	\$22.54
State Parks & Cultural Resources	\$54.95	\$0.00	\$19.00
State Treasurer's Office	\$42.31	\$0.00	\$0.00
Water Development Office	\$56.08	\$0.00	\$0.00
Wyoming Wildlife and Natural Resource	\$45.78	\$0.00	\$0.00
Wyoming Community College Commission	\$36.43	\$0.00	\$0.00
Wyoming Department of Enterprise Technology Services	\$35.62	\$0.00	\$22.00
Wyoming Gaming Commission	\$48.42	\$0.00	\$20.00
Wyoming Retirement	\$47.50	\$0.00	\$20.00

Note: Count is taken at the end of every month and then averaged – excludes temporary positions.

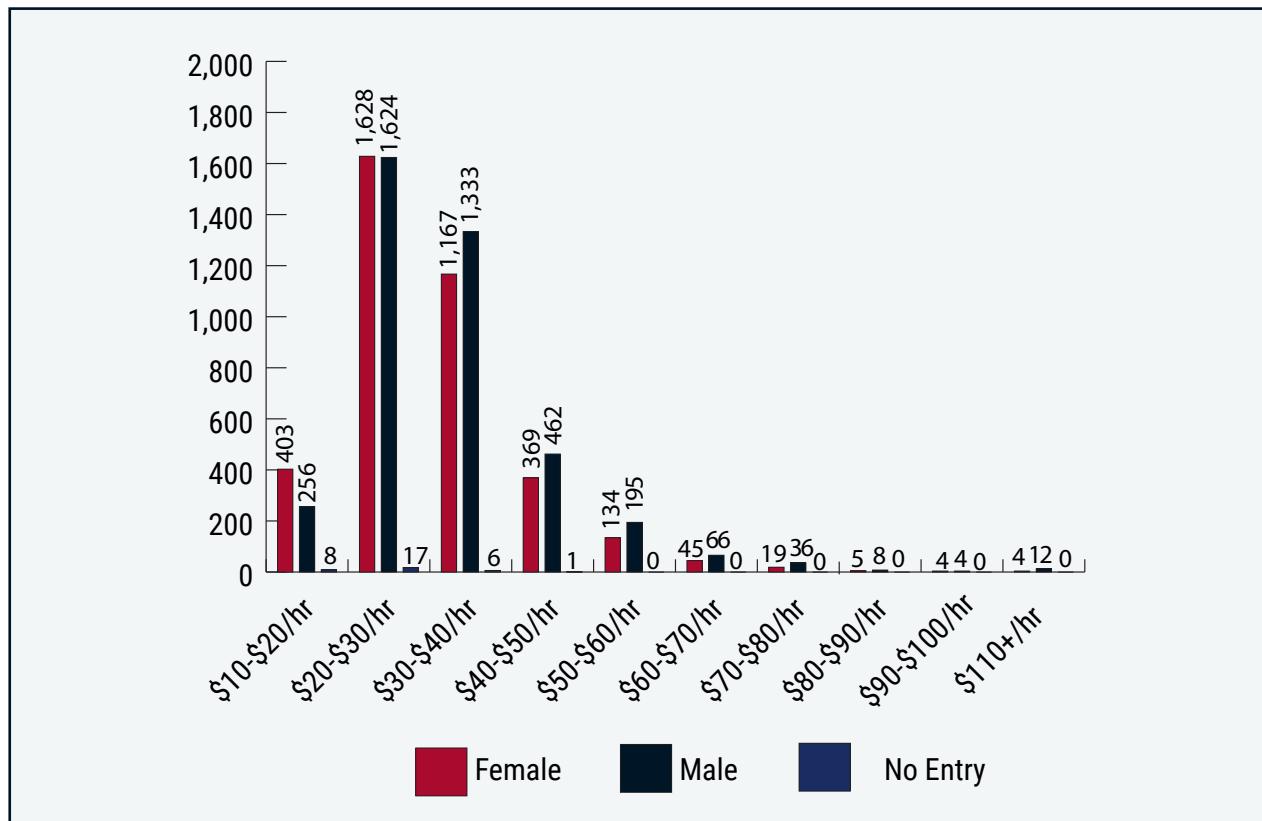
Average Employee Gender by Agency

Department	% Female	% Male	No Gender Entry
Administration & Information	56.3%	43.7%	0.0%
Attorney General	50.6%	49.4%	0.0%
Board of CPA	48.0%	52.0%	0.0%
Board of Equalization	39.3%	60.7%	0.0%
Board of Geologists	48.0%	52.0%	0.0%
Board of Medicine	84.7%	15.3%	0.0%
Board of Outfitters	64.9%	35.1%	0.0%
Board of Parole	64.9%	35.1%	0.0%
Cosmetology Board	73.5%	26.5%	0.0%
Department of Agriculture	42.8%	57.2%	0.0%
Department of Audit	43.1%	56.9%	0.0%
Department of Corrections	38.5%	61.3%	0.2%
Department of Education	77.0%	22.1%	0.9%
Department of Environmental Quality	35.8%	64.0%	0.2%
Department of Family Services	78.2%	21.5%	0.3%
Department of Health	71.3%	27.7%	1.1%
Department of Revenue & Taxation	50.4%	49.3%	0.3%
Department of Transportation	22.0%	78.0%	0.0%
Department of Workforce Services	69.5%	29.2%	1.3%
District Attorney-Laramie County	42.0%	58.0%	0.0%
District Attorney-Natrona County	64.9%	35.1%	0.0%
Environmental Quality Council	48.0%	52.0%	0.0%
Fire Prevention & Electrical Safety	20.6%	79.4%	0.0%
Game & Fish Commission	29.2%	70.8%	0.0%
Geological Survey	48.3%	51.7%	0.0%
Governor's Office (& Office of Homeland Security)	50.3%	48.8%	0.8%
Governor's Residence	100.0%	0.0%	0.0%
Insurance Department	74.4%	25.6%	0.0%
Livestock Board	56.7%	43.3%	0.0%
Military Department	28.6%	69.6%	1.8%
Miner's Hospital Board	100.0%	0.0%	0.0%
Nursing Board	85.0%	15.0%	0.0%
Office of Administrative Hearing	45.5%	54.5%	0.0%
Office of Guardian Ad Litem	64.9%	35.1%	0.0%
Office of State Lands & Investments	36.9%	62.1%	1.0%
Oil & Gas Commission	44.1%	55.9%	0.0%
Pharmacy Board	48.0%	52.0%	0.0%
Professional Teaching Standards Board	84.7%	15.3%	0.0%
Public Defender	51.8%	48.2%	0.0%
Public Service Commission	39.9%	60.1%	0.0%
Real Estate Commission	47.3%	52.7%	0.0%
Secretary of State	56.7%	43.0%	0.3%
State Auditor's Office	73.3%	26.7%	0.0%
State Budget Department	35.6%	64.4%	0.0%
State Construction Department	55.0%	45.0%	0.0%
State Engineer	38.4%	61.6%	0.0%
State Parks & Cultural Resources	44.0%	55.3%	0.6%
State Treasurer's Office	41.1%	58.1%	0.8%
Water Development Office	35.7%	64.3%	0.0%
Wyoming Wildlife and Natural Resource	48.0%	52.0%	0.0%
Wyoming Community College Commission	61.9%	38.1%	0.0%
Wyoming Department of Enterprise Technology Services	21.2%	78.4%	0.4%
Wyoming Gaming Commission	40.1%	59.9%	0.0%
Wyoming Retirement	61.6%	38.4%	0.0%

Note: Count is taken at the end of each month in the fiscal year and then averaged. Does not include AWEC or temporary positions.

Average Employee Count by Pay Rate and Gender Average Pay Rate by Gender

Average Employee Count by Pay Rate and Gender



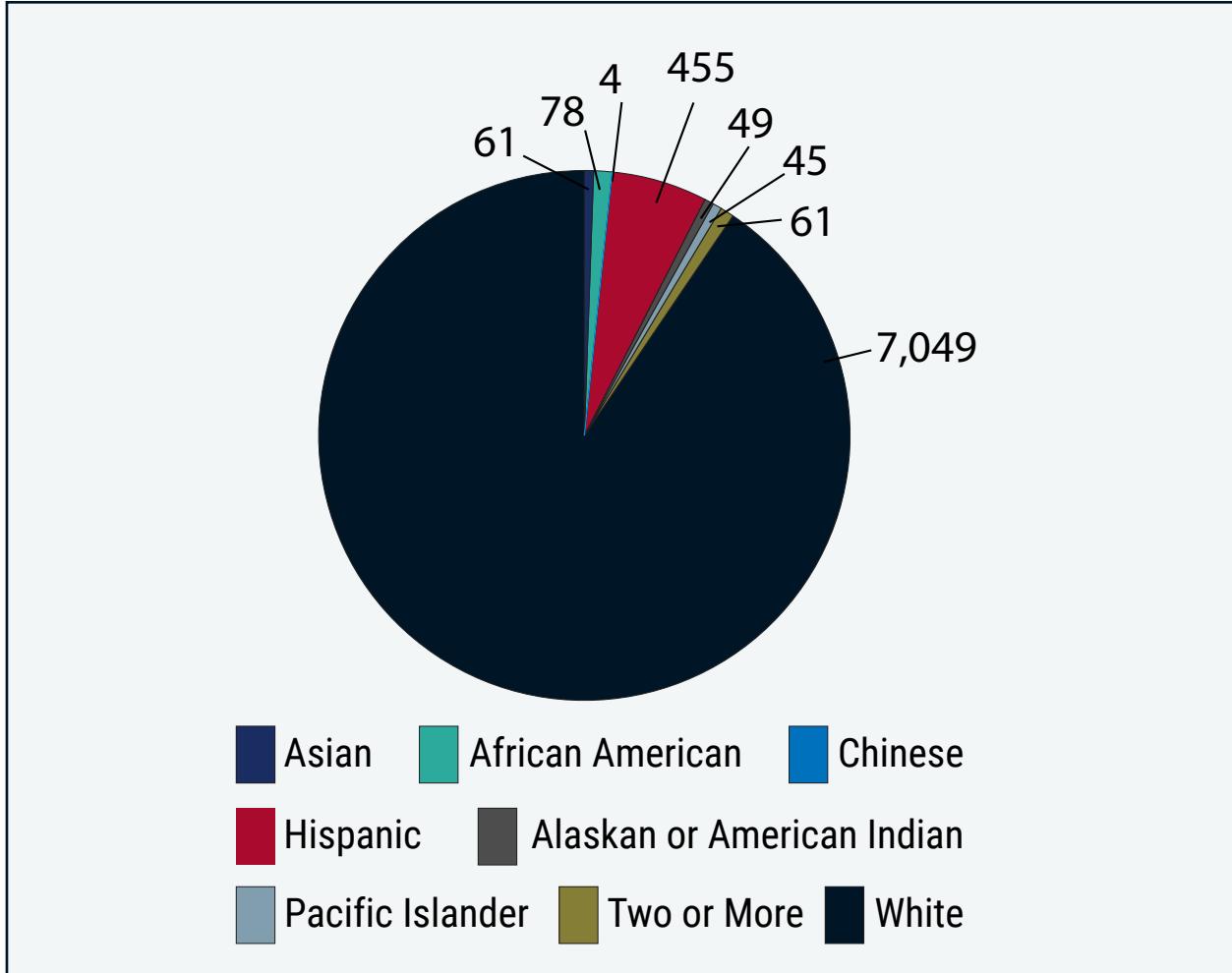
Note: Count is taken at the end of each month then averaged. Classified positions only.

Average Pay Rate by Gender



Note: Count is taken at the end of each month then averaged. Classified positions only.

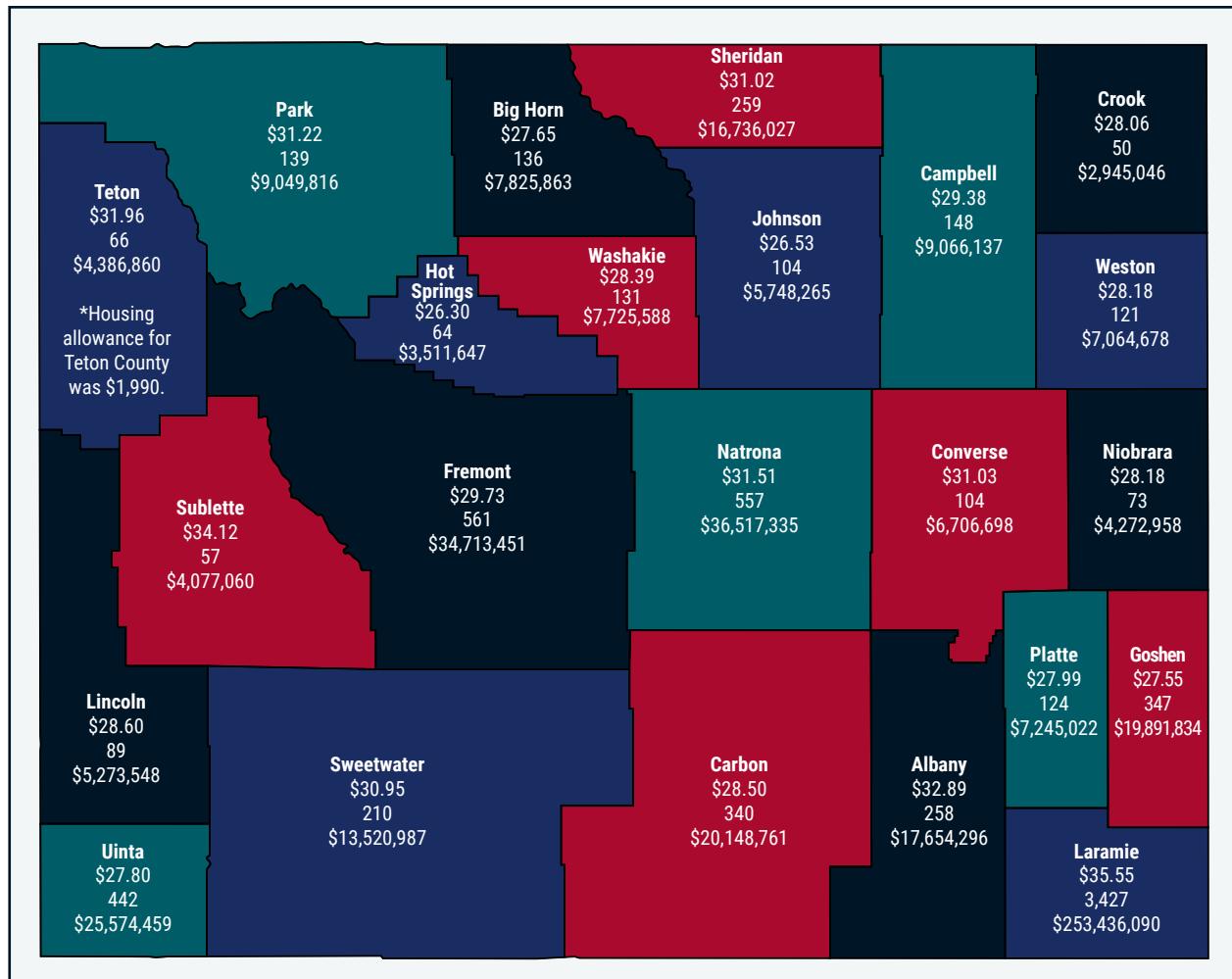
Average Workforce Ethnicity



Note: Average employees for FY24/25 - includes classified positions only. Count is taken at the end of each month and then averaged.

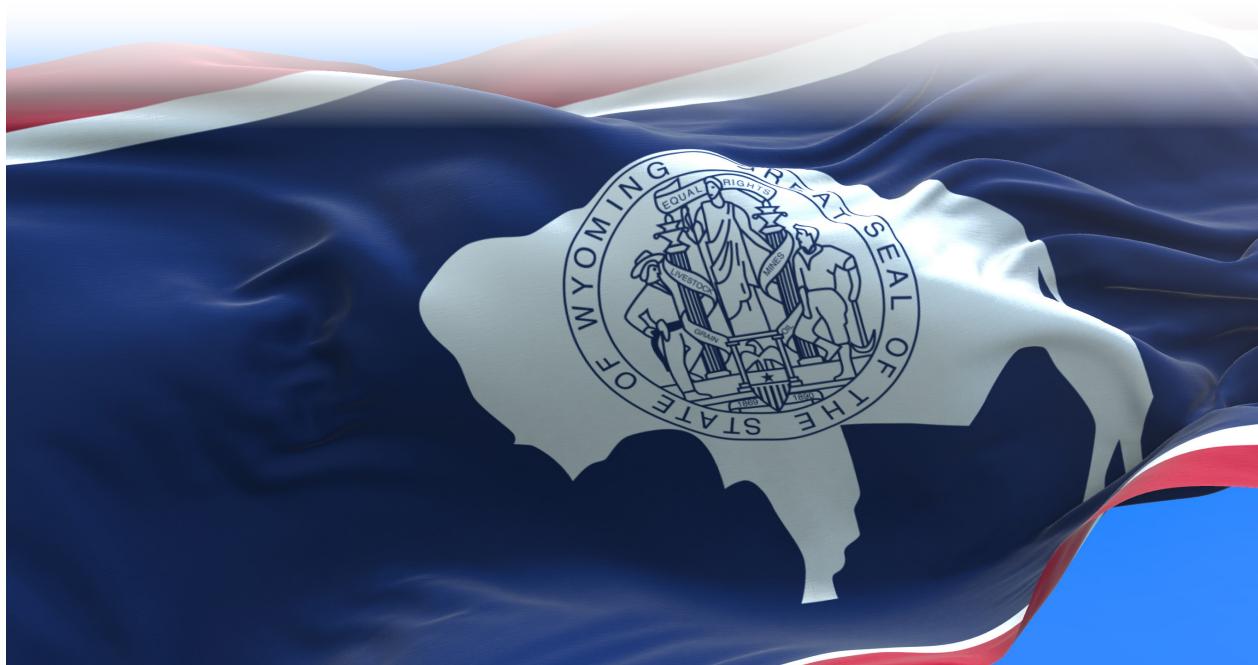


Average Employees by County



Statewide Average Hourly Rate	\$32.20
Statewide Average Employee Count	7,810
Approximate Annualized Base Pay Weighted by County	\$523,092,425

Note: Includes an average of classified positions and pay only. Yearly rates are based on 2,080 working hours per year.



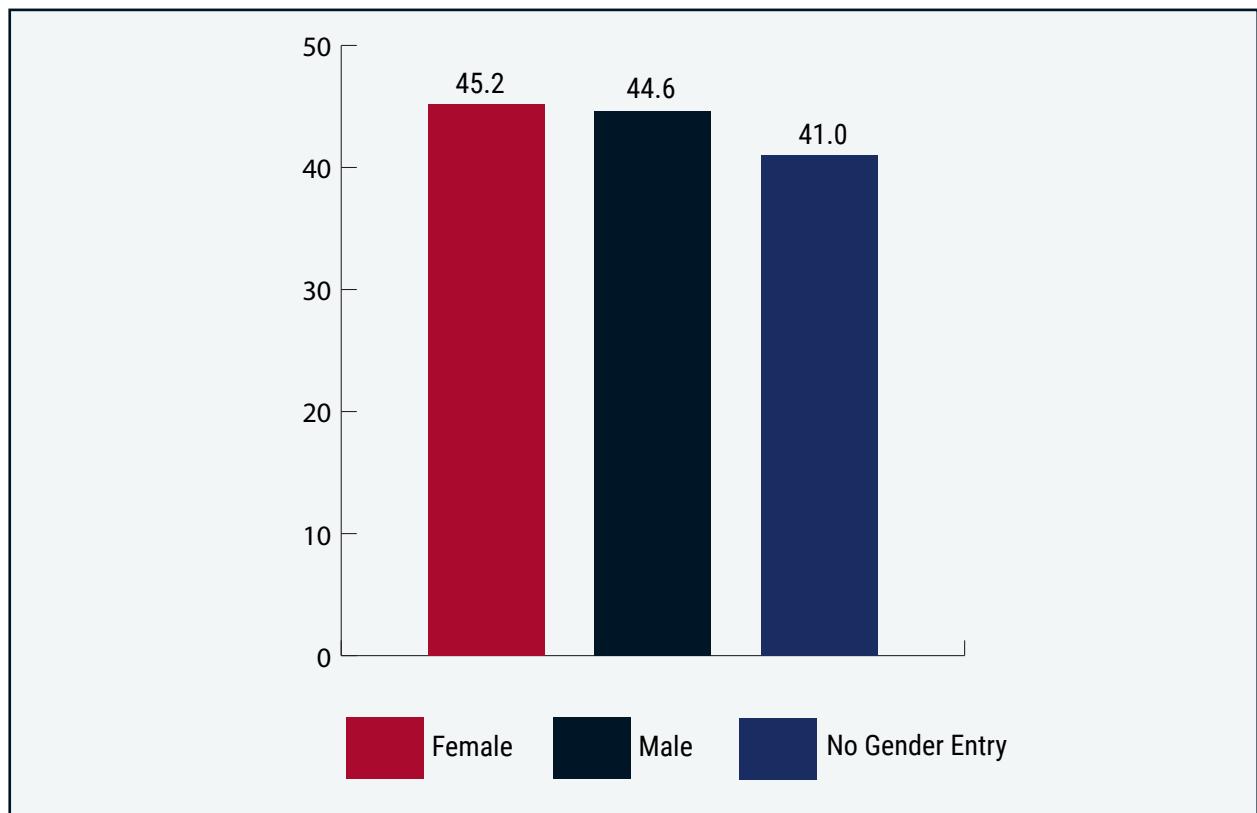
**Employee Age,
Length of Service,
Percent of Market by Pay
Grade, &
Retirement Eligibility**

Average Age & Length of Service by Agency

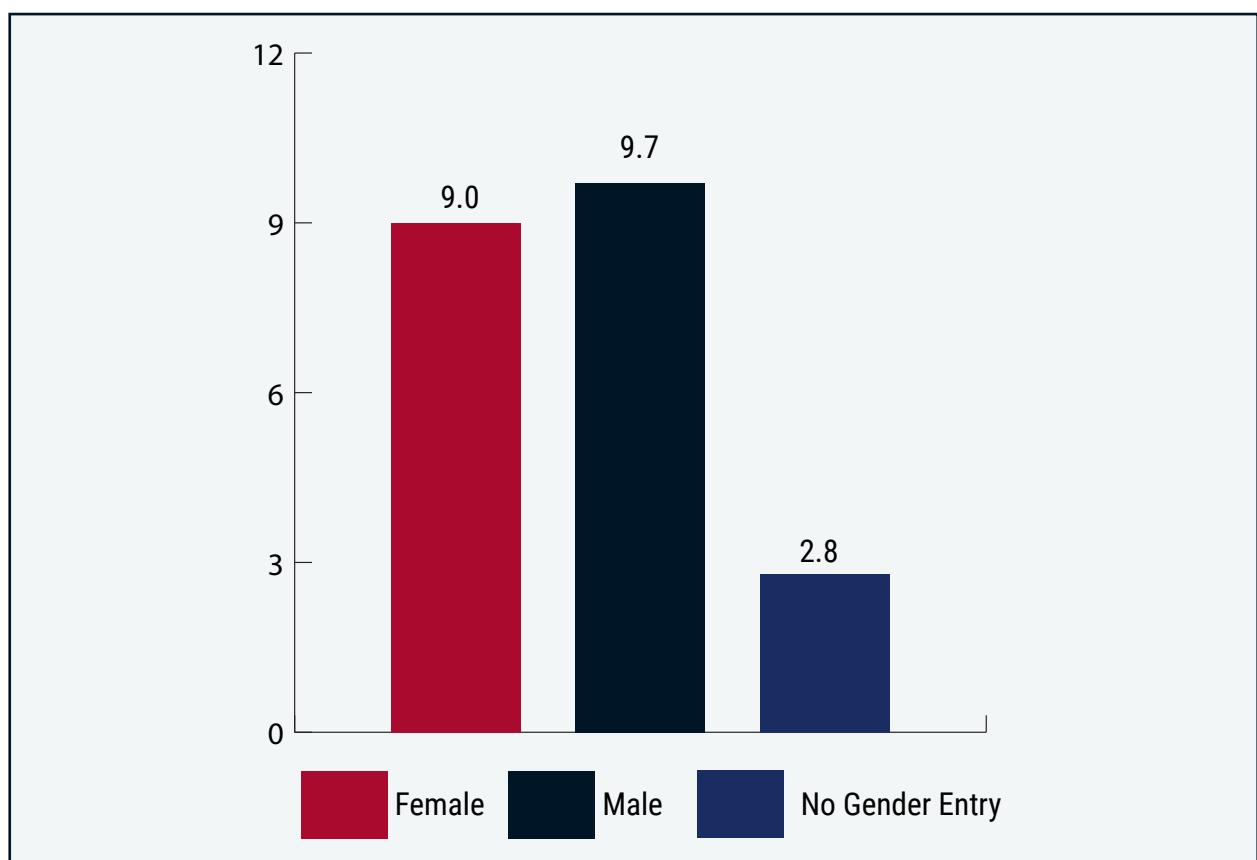


Agency	Avg. Employee Age by Agency	Avg. Employee Length of Service By Agency
Administration & Information	47.2	9.8
Attorney General	43.8	8.3
Board of CPA	34.5	5.5
Board of Equalization	50.5	14.0
Board of Geologists	51.0	9.5
Board of Medicine	50.9	12.4
Board of Outfitters	45.7	19.3
Board of Parole	52.8	14.2
Cosmetology Board	53.3	9.5
Department of Agriculture	44.7	11.8
Department of Audit	43.8	10.9
Department of Corrections	42.6	8.4
Department of Education	49.1	8.7
Department of Environmental Quality	44.4	9.8
Department of Family Services	44.7	9.4
Department of Health	44.4	7.5
Department of Revenue & Taxation	45.4	10.0
Department of Transportation	45.2	10.1
Department of Workforce Services	46.3	9.2
District Attorney-Laramie County	43.6	4.0
District Attorney-Natrona County	43.4	8.5
Environmental Quality Council	52.5	14.5
Fire Prevention & Electrical Safety	51.1	7.5
Game & Fish Commission	43.4	12.5
Geological Survey	44.7	8.8
Governor's Office (& Office of Homeland Security)	49.5	8.2
Governor's Residence	36.0	3.0
Insurance Department	48.7	8.6
Livestock Board	50.7	13.1
Military Department	44.9	7.5
Miner's Hospital Board	58.3	3.0
Nursing Board	44.3	3.2
Office of Administrative Hearing	52.9	8.7
Office of Guardian Ad Litem	48.3	10.9
Office of State Lands & Investments	44.7	8.8
Oil & Gas Commission	49.7	7.3
Pharmacy Board	46.7	4.0
Professional Teaching Standards Board	42.7	9.1
Public Defender	46.9	8.1
Public Service Commission	43.1	11.3
Real Estate Commission	43.0	8.6
Secretary of State	38.1	7.0
State Auditor's Office	43.8	11.8
State Budget Department	52.5	18.9
State Construction Department	52.9	10.4
State Engineer	47.5	11.5
State Parks & Cultural Resources	44.6	10.4
State Treasurer's Office	43.6	8.1
Water Development Office	46.7	11.4
Wyoming Wildlife and Natural Resource	57.0	17.0
Wyoming Community College Commission	53.6	15.1
Wyoming Department of Enterprise Technology Services	45.7	11.3
Wyoming Gaming Commission	50.7	3.0
Wyoming Retirement	44.7	7.6
Statewide	44.9	9.4

Statewide Average Age in Years by Gender

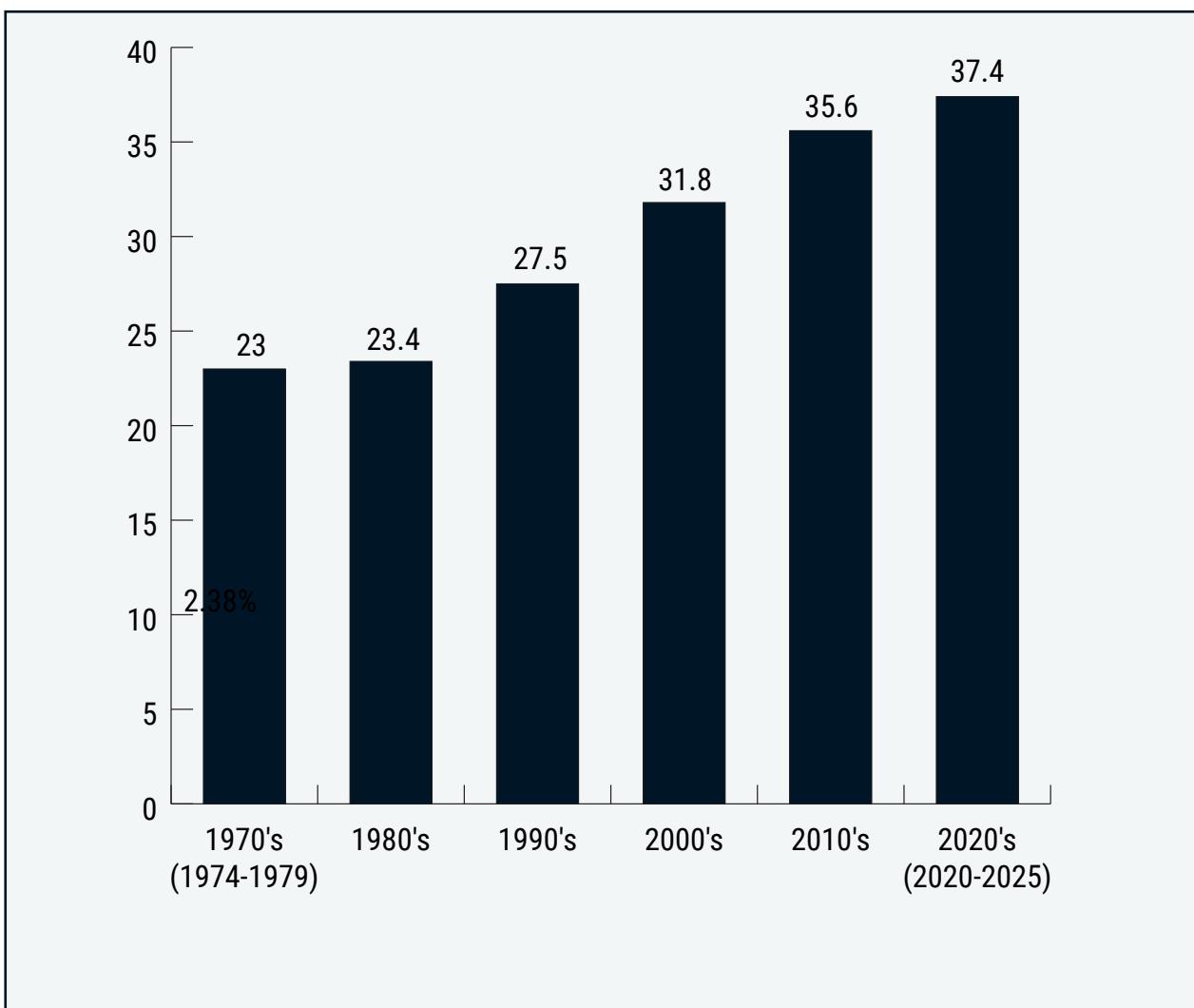


Statewide Average Length of Service in Years by Gender



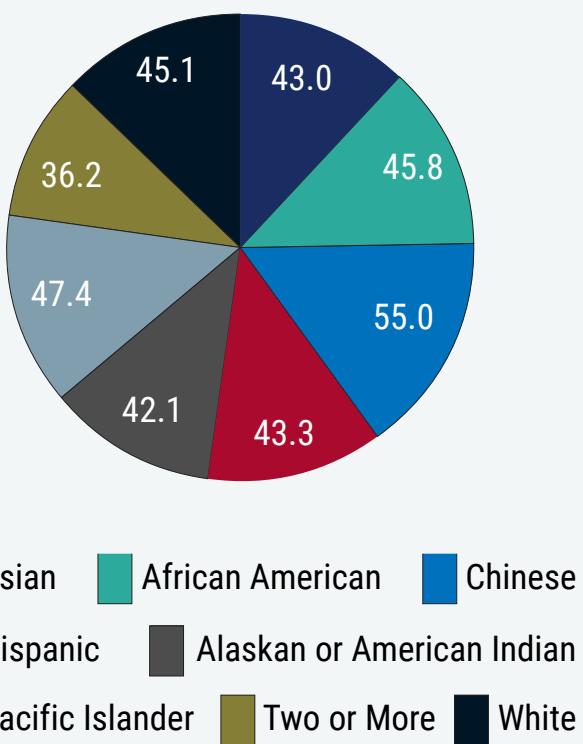
Employee Age at Time of Hire

Years	Average of Age at Time of Hire
1970's (1974-1979)	23
1980's	23.4
1990's	27.5
2000's	31.8
2010's	35.6
2020's (2020-2024)	37.4



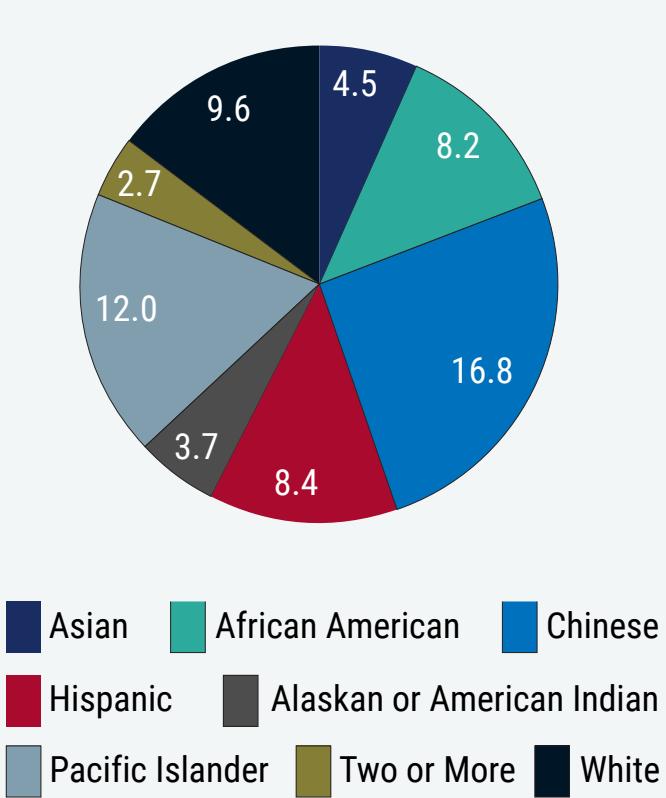
Note: Classified Employees at Fiscal Year End 24/25: June 30, 2025.

Statewide Average Age in Years by Ethnicity



Note: Classified EE at fiscal year end 24/25; June 30, 2025.

Statewide Average Length of Service in Years by Ethnicity



Note: Classified EE at fiscal year end 24/25; June 30, 2025.

Longevities by Agency

Longevity	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-44	45-50	51-55	Total	Monthly Cost	
Amount	\$0	\$40	\$80	\$120	\$160	\$200	\$240	\$380	\$320	\$360	\$400			
Administration & Information	116	51	29	26	17	11	10	7	1	0	1	269	\$18,180	
Attorney General	90	48	30	28	15	3	3	0	0	0	0	217	\$11,400	
Board of CPA	1	1	0	0	0	0	0	0	0	0	0	2	\$40	
Board of Equalization	0	1	2	0	0	1	0	0	0	0	0	4	\$400	
Board of Geologists	1	0	0	1	0	0	0	0	0	0	0	2	\$120	
Board of Medicine	1	1	3	1	1	0	0	0	0	0	0	7	\$560	
Board of Outfitters	0	0	1	1	0	1	0	0	0	0	0	3	\$400	
Board of Parole	2	0	1	2	0	0	0	1	0	0	0	6	\$700	
Cosmetology Board	1	2	0	1	0	0	0	0	0	0	0	4	\$200	
Department of Agriculture	23	12	7	11	10	4	0	1	1	0	0	69	\$5,460	
Department of Audit	35	19	10	7	8	9	7	0	0	0	0	95	\$7,160	
Department of Corrections	346	186	166	142	31	15	11	5	1	0	0	903	\$50,580	
Department of Education	44	23	21	13	6	2	1	0	0	0	1	111	\$6,160	
Department of Environmental Quality	102	43	31	31	23	17	4	0	0	1	0	252	\$16,320	
Department of Family Services	268	113	68	77	56	30	11	8	0	0	0	631	\$39,840	
Department of Health	534	211	112	81	49	21	21	13	4	1	0	1,047	\$50,780	
Department of Revenue & Taxation	54	15	11	12	13	9	2	1	0	1	0	118	\$8,020	
Department of Transportation	721	325	220	204	145	100	40	42	6	2	0	1,805	\$126,480	
Department of Workforce Services	207	115	79	55	40	22	8	4	2	0	0	532	\$32,400	
District Attorney-Laramie County	16	3	2	1	0	0	0	0	0	0	0	22	\$400	
District Attorney-Natrona County	9	3	1	3	2	0	1	0	0	0	0	19	\$1,120	
Environmental Quality Council	1	0	0	0	0	1	0	0	0	0	0	2	\$200	
Fire Prevention & Electrical Safety	11	8	4	3	2	0	0	0	0	0	0	28	\$1,320	
Game & Fish Commission	106	74	60	61	50	20	8	13	1	1	0	394	\$34,620	
Geological Survey	8	5	1	3	1	2	0	0	0	0	0	20	\$1,200	
Governor's Office (& Office of Homeland Security)	16	8	6	5	2	0	1	0	0	0	0	38	\$1,960	
Governor's Residence	1	1	0	0	0	0	0	0	0	0	0	2	\$40	
Insurance Department	8	8	5	4	2	0	0	0	0	0	0	27	\$1,520	
Livestock Board	4	2	4	1	3	1	0	0	1	0	0	16	\$1,520	
Military Department	98	43	23	23	9	2	2	2	0	1	0	203	\$9,760	
Miner's Hospital Board	2	1	0	0	0	0	0	0	0	0	0	3	\$40	
Nursing Board	7	1	1	0	0	0	0	0	0	0	0	9	\$120	
Office of Administrative Hearing	5	2	2	1	0	0	0	1	0	0	0	11	\$600	
Office of Guardian Ad Litem	2	3	2	1	0	0	0	1	0	0	0	9	\$640	
Office of State Lands & Investments	50	13	11	8	9	7	2	1	0	0	0	101	\$6,060	
Oil & Gas Commission	12	11	6	2	0	0	0	0	0	0	1	0	32	\$1,520
Pharmacy Board	4	1	1	0	0	0	0	0	0	0	0	6	\$120	
Professional Teaching Standards Board	1	4	0	2	0	0	0	0	0	0	0	7	\$400	
Public Defender	34	18	9	13	4	1	1	0	0	0	0	80	\$4,080	
Public Service Commission	15	5	4	5	4	3	1	1	0	0	0	38	\$2,980	
Real Estate Commission	2	1	1	1	0	0	0	0	0	0	0	5	\$240	
Secretary of State	14	8	4	1	1	0	1	0	0	0	0	29	\$1,160	
State Auditor's Office	5	5	6	1	2	1	0	0	0	0	1	0	21	\$1,680
State Budget Department	2	0	0	0	5	0	1	0	0	0	0	8	\$1,040	
State Construction Department	9	4	8	4	3	1	0	0	0	0	0	29	\$1,960	
State Engineer	35	20	17	9	17	5	5	0	1	0	0	109	\$8,480	
State Parks & Cultural Resources	57	25	17	23	13	4	3	0	4	0	0	146	\$10,000	
State Treasurer's Office	17	8	12	4	1	1	1	0	0	0	0	44	\$2,360	
Water Development Office	10	1	2	2	2	3	0	0	1	0	0	21	\$1,680	
Wyoming Wildlife and Natural Resource	0	0	1	0	1	0	0	0	0	0	0	2	\$240	
Wyoming Community College Commission	1	2	2	3	3	1	0	0	0	0	0	12	\$1,280	
Wyoming Department of Enterprise Technology Services	67	43	26	29	29	11	5	2	2	0	0	214	\$16,720	
Wyoming Gaming Commission	12	1	2	0	0	0	0	0	0	0	0	15	\$200	
Wyoming Retirement	21	7	10	5	1	1	1	0	0	0	0	46	\$2,280	
Monthly Totals	3,208	1,505	1,041	911	580	310	153	101	25	9	2	7,845	\$494,740	

Note: Includes all classified employees at fiscal year end 24/25; June 30, 2025.

Pay as a Percent of Market by Gender

	Pay Grade	Female Compa	Female Count	Avg Pay By Grade Female	Average Years Service Female	Male Compa	Male Count	Average Pay By Grade Male	Average Years Service Male
Attorney	AT01	107.0%	9	\$34.67	0.7	107.2%	6	\$34.72	0.3
	AT02	102.5%	13	\$39.70	3.5	101.8%	13	\$39.42	4.2
	AT03	99.8%	16	\$46.17	4.3	103.4%	16	\$47.82	4.6
	AT04	101.2%	17	\$55.93	8.9	101.3%	29	\$55.99	10.5
	AT05	104.4%	3	\$68.96	13.0	106.0%	20	\$69.99	13.3
Executive	EX03	92.5%	1	\$28.85	7.0	0.0%	0	\$0.00	0.0
	EX05	100.0%	1	\$35.00	0.0	0.0%	0	\$0.00	0.0
	EX06	0.0%	0	\$0.00	0.0	90.4%	2	\$35.56	2.0
	EX07	93.7%	5	\$39.03	10.8	0.0%	0	\$0.00	0.0
	EX09	98.8%	1	\$46.23	15.0	99.7%	1	\$46.63	0.0
	EX10	91.2%	1	\$45.22	5.0	90.0%	1	\$44.62	2.0
	EX11	91.9%	9	\$51.15	10.3	100.7%	6	\$56.10	6.8
	EX12	94.9%	12	\$56.01	12.5	95.0%	20	\$56.06	14.1
	EX13	95.3%	35	\$59.58	14.9	96.4%	30	\$60.25	14.5
	EX14	98.5%	25	\$65.24	16.1	99.1%	25	\$65.69	16.6
	EX15	103.8%	10	\$72.87	16.2	104.1%	12	\$73.07	16.0
	EX16	99.7%	4	\$74.20	16.3	104.4%	12	\$77.66	12.0
	EX17	110.1%	2	\$86.83	24.0	100.8%	5	\$79.53	24.6
	EX18	102.8%	4	\$85.93	17.0	109.3%	2	\$91.32	9.0
	EX19	106.4%	1	\$97.21	19.0	108.3%	4	\$98.99	12.5
HPCI	HJ	90.8%	2	\$29.57	2.0	90.0%	16	\$29.31	0.2
	HL	96.0%	6	\$34.50	7.5	94.3%	80	\$33.87	4.8
	HM	92.5%	2	\$36.65	2.5	98.1%	57	\$38.87	10.3
	HN	0.0%	0	\$0.00	0.0	91.7%	18	\$40.12	4.2
	HO	0.0%	0	\$0.00	0.0	95.0%	36	\$45.83	12.6
	HP	0.0%	0	\$0.00	0.0	98.0%	15	\$52.19	16.1
	HQ	0.0%	0	\$0.00	0.0	92.5%	1	\$54.37	12.0
	HR	0.0%	0	\$0.00	0.0	92.2%	2	\$59.81	20.5
	HS	0.0%	0	\$0.00	0.0	92.1%	2	\$65.89	23.5
Investment	HU	0.0%	0	\$0.00	0.0	91.9%	1	\$72.54	19.0
	IK	0.0%	0	\$0.00	0.0	125.0%	3	\$40.38	2.3
	IN	0.0%	0	\$0.00	0.0	125.0%	3	\$53.65	9.3
	IR	0.0%	0	\$0.00	0.0	125.0%	2	\$76.15	7.5
	IW	125.0%	1	\$109.04	3.0	125.0%	6	\$109.04	7.0
	IZ2	0.0%	0	\$0.00	0.0	118.1%	3	\$136.22	8.3
Nursing	NI	98.3%	9	\$31.78	5.2	0.0%	0	\$0.00	0.0
	NL	98.1%	41	\$33.61	6.3	98.3%	3	\$33.70	4.0
	NN	94.1%	54	\$40.79	6.0	93.7%	10	\$40.59	4.1
	NO	94.6%	22	\$43.46	10.0	94.1%	4	\$43.25	5.0
	NP	98.1%	7	\$47.83	12.4	103.0%	1	\$50.20	23.0
	NR	96.7%	1	\$53.00	1.0	0.0%	0	\$0.00	0.0
	NS	98.9%	1	\$57.51	14.0	0.0%	0	\$0.00	0.0
	C	104.7%	65	\$15.57	3.2	104.7%	41	\$15.57	2.7
General	D	0.0%	0	\$0.00	0.0	0.0%	0	\$0.00	0.0
	E	96.0%	79	\$16.71	5.2	101.0%	16	\$17.57	5.2
	F	99.5%	149	\$18.80	4.6	98.6%	105	\$18.63	5.8
	G	95.8%	250	\$19.75	6.3	96.0%	121	\$19.80	4.3
	H	102.8%	121	\$23.61	5.4	100.7%	624	\$23.13	4.8
	I	94.7%	341	\$23.81	7.4	96.8%	301	\$24.33	8.2
	J	94.5%	424	\$26.02	7.9	94.1%	242	\$25.91	7.0
	K	93.8%	603	\$28.28	7.6	94.4%	307	\$28.44	7.5
	L	94.4%	234	\$31.15	9.6	95.7%	400	\$31.58	10.7
	M	94.4%	374	\$34.12	11.1	94.8%	388	\$34.25	11.4
	N	94.8%	462	\$37.51	12.1	95.3%	518	\$37.70	12.3
	O	97.0%	159	\$42.02	14.2	97.4%	236	\$42.22	15.1
	P	96.8%	99	\$45.90	15.5	96.9%	149	\$45.94	17.3
	Q	97.1%	36	\$50.44	17.9	95.7%	28	\$49.72	18.5
	R	95.9%	25	\$54.54	11.1	94.9%	63	\$53.97	16.7
	S	93.5%	12	\$58.22	17.5	94.6%	43	\$58.88	22.1
	T	92.2%	1	\$62.83	26.0	94.1%	14	\$64.17	31.5
	U	131.3%	1	\$98.02	8.0	111.1%	5	\$82.92	20.8
	V	134.9%	1	\$132.21	5.0	134.9%	1	\$132.21	5.0
	Z3	0.0%	0	\$0.00	0.0	104.3%	1	\$160.80	12.0

Note: Compa ratio is the ratio of actual pay to pay table MPP (from our 2022 pay tables). Pay data taken at fiscal year end 24/25; June 30, 2025.

Compa Ratio by Agency and Gender



Agency	Female Average of Compa Ratio	Average of Yrs Svc	Male Average of Compa Ratio	Average of Yrs Svc	No Gender Listed Average of Compa Ratio	Average of Yrs Svc
Administration & Information	96.5%	9.5	97.1%	10.2	0.0%	0.0
Attorney General	97.5%	7.9	96.1%	8.8	0.0%	0.0
Board of CPA	91.9%	9.0	100.0%	2.0	0.0%	0.0
Board of Equalization	100.5%	8.5	103.8%	19.5	0.0%	0.0
Board of Geologists	103.0%	15.0	100.5%	4.0	0.0%	0.0
Board of Medicine	96.9%	12.8	112.4%	10.0	0.0%	0.0
Board of Outfitters	101.7%	19.5	93.6%	19.0	0.0%	0.0
Board of Parole	93.8%	16.5	92.0%	9.5	0.0%	0.0
Cosmetology Board	102.3%	11.3	99.6%	4.0	0.0%	0.0
Department of Agriculture	94.1%	11.3	94.7%	12.2	0.0%	0.0
Department of Audit	96.9%	10.8	95.8%	11.1	0.0%	0.0
Department of Corrections	96.4%	8.0	103.1%	8.7	110.0%	1.0
Department of Education	95.7%	8.4	97.3%	9.8	96.4%	2.0
Department of Environmental Quality	94.5%	8.3	96.3%	10.7	0.0%	0.0
Department of Family Services	93.4%	9.3	93.7%	10.1	91.1%	2.0
Department of Health	96.4%	7.8	97.1%	6.9	95.4%	2.0
Department of Revenue & Taxation	93.7%	10.1	96.2%	9.9	0.0%	0.0
Department of Transportation	96.1%	10.1	95.6%	10.1	0.0%	0.0
Department of Workforce Services	94.0%	9.2	95.0%	9.4	92.9%	5.0
District Attorney-Laramie County	94.8%	2.9	99.0%	4.9	0.0%	0.0
District Attorney-Natrona County	96.5%	11.3	107.6%	3.9	0.0%	0.0
Environmental Quality Council	90.5%	1.0	97.2%	28.0	0.0%	0.0
Fire Prevention & Electrical Safety	99.3%	9.8	97.3%	6.9	0.0%	0.0
Game & Fish Commission	95.0%	9.7	95.2%	13.8	0.0%	0.0
Geological Survey	96.7%	12.3	91.1%	5.8	0.0%	0.0
Governor's Office (& Office of Homeland Security)	96.3%	10.2	95.8%	6.1	0.0%	0.0
Governor's Residence	95.6%	3.0	0.0%	0.0	0.0%	0.0
Insurance Department	98.1%	9.0	99.9%	7.2	0.0%	0.0
Livestock Board	95.8%	10.3	94.1%	16.6	0.0%	0.0
Military Department	97.1%	7.4	96.0%	7.7	95.7%	2.5
Miner's Hospital Board	91.0%	3.0	0.0%	0.0	0.0%	0.0
Nursing Board	97.6%	3.0	100.0%	5.0	0.0%	0.0
Office of Administrative Hearing	100.0%	8.8	103.0%	8.6	0.0%	0.0
Office of Guardian Ad Litem	103.6%	10.7	102.7%	11.3	0.0%	0.0
Office of State Lands & Investments	95.6%	10.3	94.5%	8.0	94.5%	1.0
Oil & Gas Commission	97.2%	8.2	100.3%	6.5	0.0%	0.0
Pharmacy Board	100.8%	5.0	98.2%	3.0	0.0%	0.0
Professional Teaching Standards Board	98.5%	9.5	98.6%	7.0	0.0%	0.0
Public Defender	99.1%	8.3	102.6%	7.8	0.0%	0.0
Public Service Commission	102.4%	13.3	100.2%	10.2	0.0%	0.0
Real Estate Commission	101.1%	5.5	99.3%	10.7	0.0%	0.0
Secretary of State	96.1%	8.2	96.2%	5.3	0.0%	0.0
State Auditor's Office	96.6%	13.0	97.7%	8.7	0.0%	0.0
State Budget Department	96.8%	10.0	102.4%	24.2	0.0%	0.0
State Construction Department	96.8%	12.6	94.9%	7.3	0.0%	0.0
State Engineer	95.6%	13.1	93.9%	10.5	0.0%	0.0
State Parks & Cultural Resources	93.4%	10.2	93.8%	10.8	90.5%	2.0
State Treasurer's Office	98.8%	10.0	109.8%	6.6	0.0%	0.0
Water Development Office	97.5%	6.5	102.3%	14.4	0.0%	0.0
Wyoming Wildlife and Natural Resource	93.8%	12.0	109.0%	22.0	0.0%	0.0
Wyoming Community College Commission	103.2%	14.1	101.9%	18.0	0.0%	0.0
Wyoming Department of Enterprise Technology Services	94.7%	14.8	94.0%	10.3	90.0%	5.0
Wyoming Gaming Commission	99.3%	4.1	94.5%	2.0	0.0%	0.0
Wyoming Retirement	101.1%	7.8	112.1%	7.2	0.0%	0.0

Note: Compa ratio is the ratio of actual pay to market MPP (from our 2022 pay tables). Pay data taken at fiscal year end 24/25; June 30, 2025.

PMI Score by Position in Range

PMI Score	Position in Pay Range							
	Min - 10th %ile	10th %ile - 25th %ile	25th %ile - 50th %ile	50th %ile - 75th %ile	75th %ile - 90th %ile	90th %ile - Max	Over Max	Grand Total
Unsatisfactory	3	1						4
Growth Necessary Meets Expectations	21	21	10	3	3	3		61
Commendable	973	714	438	162	21	116	9	2,433
Superior	1,079	1,252	943	163	69	102	26	3,634
No Score	221	318	394	77	33	16	19	1,078
Totals	2,556	2,424	1,878	462	134	329	62	7,845*

*Classified Employees at FY End 24/25

Note: Most employees with a “No Score” on PMI are those with less than one year service who have not yet met the requirements for evaluation; few but other “No Scores” fall to extenuating circumstances.



Compa Ratio by Class Code 90.9% of MPP or Less

Class Code	Class Title	Class Code Compa Ratio	# of Employees
PSHP07	Highway Patrol Trooper I	90.1%	18
CRAR10	Senior Archaeologist	90.2%	3
PSES07	Security Officer	90.6%	13
PSSA10	Special Agent I	90.6%	15
PSAI09	Law Enforcement Academy Instructor	90.8%	5
CTSS07	Support Technologist II	90.8%	18
BADS05	Drivers Services Specialist	90.9%	10
ENFD08	Assistant District Forester	90.9%	6
HSSL08	Laboratory Scientist I	90.9%	5
PSFC08	Forensic Specialist	90.9%	5
FITE07	Tax Examiner	91.1%	19
PSEP09	Emergency Preparedness Specialist II	91.1%	5
TNRW07	Right of Way Specialist	91.2%	3
BEDD07	Disability Determination Specialist	91.2%	3
HSHC06	Health Care Technician	91.3%	4
ENEG08	Engineer I	91.4%	15
TNFD05	Field Data Collection & Lab Analysis Technician	91.5%	3
ETIN07	Instructor I	91.5%	3
ENFC07	Correctional Forestry Crew Supervisor	91.5%	4
CTSY09	Computer Technology Systems & Infrastructure Analyst	91.5%	3
TDCA05	Carpenter	91.6%	4
CTSU07	Computer Technology Support Specialist I	91.6%	5
CTSU08	Computer Technology Support Specialist II	91.6%	5
EHLS09	Labor Standards Analyst	91.6%	7
ETEP09	Education Program Analyst	91.7%	3
SOSP08	Social Services Worker	91.7%	147
ENGE09	Geologist II	91.7%	5
BADS06	Drivers Services Helpdesk Specialist	91.7%	4
BALG09	Hearing Officer	91.8%	4
CRCR10	Cultural Resources Supervisor	91.8%	13
CRLI09	Librarian Technical Analyst	91.8%	4
FIWH08	Warehouse Assistant Supervisor	91.9%	8

Note: Data as of Fiscal Year End 24/25; June 30, 2025. Compa Ratio by classification code quantifies actual pay by classification code against the midpoint in the pay table. It is the sum of actual pay against the sum of MPP for each class code, or the average percent of market we pay each classification code. Classifications with less than 2 incumbents have been filtered out. At Fiscal Year End 24/25 2,245 employees (28.7%) had a compa ratio of less than 92%.

Compa Ratio by Agency 90.1% of MPP or Less

Agency	Less than 90.1%
Administration & Information	25.3%
Attorney General	24.9%
Board of CPA	50.0%
Board of Equalization	0.0%
Board of Geologists	0.0%
Board of Medicine	0.0%
Board of Outfitters	0.0%
Board of Parole	33.3%
Cosmetology Board	0.0%
Department of Agriculture	31.9%
Department of Audit	23.2%
Department of Corrections	23.5%
Department of Education	17.1%
Department of Environmental Quality	30.6%
Department of Family Services	40.1%
Department of Health	24.3%
Department of Revenue & Taxation	32.2%
Department of Transportation	30.5%
Department of Workforce Services	41.7%
District Attorney-Laramie County	40.9%
District Attorney-Natrona County	15.8%
Environmental Quality Council	50.0%
Fire Prevention & Electrical Safety	14.3%
Game & Fish Commission	25.4%
Geological Survey	60.0%
Governor's Office (& Office of Homeland Security)	31.6%
Governor's Residence	50.0%
Insurance Department	11.1%
Livestock Board	31.3%
Military Department	27.6%
Miner's Hospital Board	66.7%
Nursing Board	0.0%
Office of Administrative Hearing	0.0%
Office of Guardian Ad Litem	11.1%
Office of State Lands & Investments	26.7%
Oil & Gas Commission	6.3%
Pharmacy Board	0.0%
Professional Teaching Standards Board	0.0%
Public Defender	13.8%
Public Service Commission	0.0%
Real Estate Commission	0.0%
Secretary of State	31.0%
State Auditor's Office	19.0%
State Budget Department	12.5%
State Construction Department	27.6%
State Engineer	33.0%
State Parks & Cultural Resources	37.0%
State Treasurer's Office	25.0%
Water Development Office	19.0%
Wyoming Wildlife and Natural Resource	0.0%
Wyoming Community College Commission	0.0%
Wyoming Department of Enterprise Technology Services	35.0%
Wyoming Gaming Commission	20.0%
Wyoming Retirement	0.0%
Statewide	28.7%

Note: Data as of Fiscal Year End 24/25; June 30, 2025. The chart above shows the percentage of employees at each agency paid at 90.1% of MPP or less. The Compensation Policy requires all employees be paid at 90% of MPP, so this depicts the employees at the lowest end of the available pay range. At Fiscal Year End 24/25 2,245 employees (28.7%) had a compa ratio of less than 92%.

Retirement Eligibility by Agency

Agency	Number of Employees	Retirement Eligible Now	Retirement Eligible in 3 Years	Retirement Eligible in 5 Years	Percentage Eligible Now	Percentage Eligible in 3 Years	Percentage Eligible in 5 Years
Administration & Information	269	33	76	93	12.3%	28.3%	34.6%
Attorney General	217	20	47	53	9.2%	21.7%	24.4%
Board of CPA	2	0	0	0	0.0%	0.0%	0.0%
Board of Equalization	4	1	2	2	25.0%	50.0%	50.0%
Board of Geologists	2	1	1	1	50.0%	50.0%	50.0%
Board of Medicine	7	2	2	2	28.6%	28.6%	28.6%
Board of Outfitters	3	0	1	1	0.0%	33.3%	33.3%
Board of Parole	6	2	2	2	33.3%	33.3%	33.3%
Cosmetology Board	4	0	2	2	0.0%	50.0%	50.0%
Department of Agriculture	69	3	12	17	4.3%	17.4%	24.6%
Department of Audit	95	7	24	30	7.4%	25.3%	31.6%
Department of Corrections	903	68	192	274	7.5%	21.3%	30.3%
Department of Education	111	8	30	35	7.2%	27.0%	31.5%
Department of Environmental Quality	252	28	59	73	11.1%	23.4%	29.0%
Department of Family Services	631	45	122	164	7.1%	19.3%	26.0%
Department of Health	1,047	75	209	283	7.2%	20.0%	27.0%
Department of Revenue & Taxation	118	12	29	38	10.2%	24.6%	32.2%
Department of Transportation	1,805	190	472	587	10.5%	26.1%	32.5%
Department of Workforce Services	532	39	111	150	7.3%	20.9%	28.2%
District Attorney-Laramie County	22	1	4	4	4.5%	18.2%	18.2%
District Attorney-Natrona County	19	1	2	5	5.3%	10.5%	26.3%
Environmental Quality Council	2	0	1	1	0.0%	50.0%	50.0%
Fire Prevention & Electrical Safety	28	0	9	12	0.0%	32.1%	42.9%
Game & Fish Commission	394	41	82	102	10.4%	20.8%	25.9%
Geological Survey	20	1	6	6	5.0%	30.0%	30.0%
Governor's Office (& Office of Homeland Security)	38	5	12	16	13.2%	31.6%	42.1%
Governor's Residence	2	0	0	0	0.0%	0.0%	0.0%
Insurance Department	27	3	7	9	11.1%	25.9%	33.3%
Livestock Board	16	4	8	8	25.0%	50.0%	50.0%
Military Department	203	20	49	63	9.9%	24.1%	31.0%
Miner's Hospital Board	3	0	2	2	0.0%	66.7%	66.7%
Nursing Board	9	0	2	2	0.0%	22.2%	22.2%
Office of Administrative Hearing	11	4	5	6	36.4%	45.5%	54.5%
Office of Guardian Ad Litem	9	2	3	4	22.2%	33.3%	44.4%
Office of State Lands & Investments	101	12	25	31	11.9%	24.8%	30.7%
Oil & Gas Commission	32	4	8	10	12.5%	25.0%	31.3%
Pharmacy Board	6	0	2	2	0.0%	33.3%	33.3%
Professional Teaching Standards Board	7	0	2	2	0.0%	28.6%	28.6%
Public Defender	80	5	14	26	6.3%	17.5%	32.5%
Public Service Commission	38	4	7	8	10.5%	18.4%	21.1%
Real Estate Commission	5	0	2	2	0.0%	40.0%	40.0%
Secretary of State	29	1	2	3	3.4%	6.9%	10.3%
State Auditor's Office	21	2	3	4	9.5%	14.3%	19.0%
State Budget Department	8	3	4	4	37.5%	50.0%	50.0%
State Construction Department	29	5	10	11	17.2%	34.5%	37.9%
State Engineer	109	14	25	33	12.8%	22.9%	30.3%
State Parks & Cultural Resources	146	17	30	38	11.6%	20.5%	26.0%
State Treasurer's Office	32	1	5	8	3.1%	15.6%	25.0%
Water Development Office	21	2	6	6	9.5%	28.6%	28.6%
Wyoming Wildlife and Natural Resource	2	1	1	1	50.0%	50.0%	50.0%
Wyoming Community College Commission	12	1	3	8	8.3%	25.0%	66.7%
Wyoming Department of Enterprise Technology Services	214	19	44	65	8.9%	20.6%	30.4%
Wyoming Gaming Commission	15	1	3	4	6.7%	20.0%	26.7%
Wyoming Retirement	40	3	4	8	7.5%	10.0%	20.0%
Grand Total	7,827	711	1,784	2,321	9.1%	22.8%	29.7%

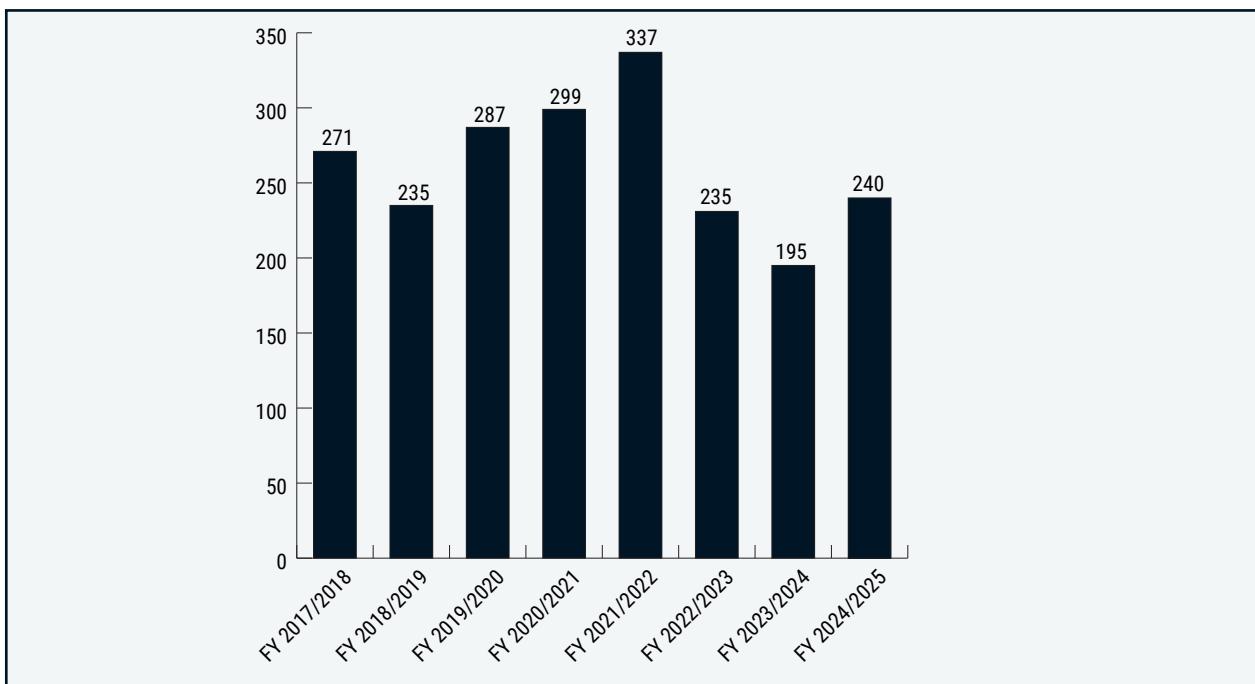
Note: The average age of those eligible to retire now is 63. The average length of service of those eligible to retire now is 26 years. Includes all classified employees at fiscal year end 24/25; June 30, 2025.

Agencies with Highest Retirement Eligibility in 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
Wyoming Community College Commission	12	1	3	8	8.3%	25.0%	66.7%
Office of Administrative Hearing Livestock Board	11	4	5	6	36.4%	45.5%	54.5%
Fire Prevention & Elect Safety Governor's Office (& Office of Homeland Security)	16	4	8	8	25.0%	50.0%	50.0%
State Construction Department Administration & Information	28		9	12	0.0%	32.1%	42.9%
Insurance Department	38	5	12	16	13.2%	31.6%	42.1%
Department of Transportation	29	5	10	11	17.2%	34.5%	37.9%
Public Defender	269	33	76	93	12.3%	28.3%	34.6%
Department of Revenue & Taxation	27	3	7	9	11.1%	25.9%	33.3%
Department of Audit	1,805	190	472	587	10.5%	26.1%	32.5%
Department of Education	80	5	14	26	6.3%	17.5%	32.5%
Oil & Gas Commission	118	12	29	38	10.2%	24.6%	32.2%
Military Department	95	7	24	30	7.4%	25.3%	31.6%
Office of State Lands & Investments	203	8	30	35	7.2%	27.0%	31.5%
Wyoming Department of Enterprise Technology Services	101	4	8	10	12.5%	25.0%	31.3%
Department of Corrections	214	20	49	63	9.9%	24.1%	31.0%
State Engineer	109	1	6	6	5.0%	30.0%	30.0%
Geological Survey	252	28	59	73	11.1%	23.4%	29.0%
Department of Environmental Quality	21	2	6	6	9.5%	28.6%	28.6%
Water Development Office	532	39	111	150	7.3%	20.9%	28.2%
Department of Workforce Services	1,047	14	25	33	12.8%	22.9%	30.3%
Department of Health	15	1	3	4	6.7%	20.0%	26.7%
Wyoming Gaming Commission	19	1	2	5	5.3%	10.5%	26.3%
District Attorney-Natrona County	146	17	30	38	11.6%	20.5%	26.0%
State Parks & Cultural Resources	631	45	122	164	7.1%	19.3%	26.0%
Department of Family Services	394	41	82	102	10.4%	20.8%	25.9%
Game & Fish Commission	32	1	5	8	3.1%	15.6%	25.0%
State Treasurer's Office							

Note: This table contains data on agencies with at least 10 employees and 25% or more of the employees eligible to retire in 5 years. Data taken at fiscal year end 24/25; June 30, 2025.

Retirement History



Top Classification Eligible to Retire at Fiscal Year End 2024/2025 - June 30, 2025

Class Code	Job Title	Eligible to Retire Now	Total Number of Employees in Class Code	% Eligible to Retire Now
ENEG14	Engineering Manager I	8	25	32.0%
TNCF08	Senior Construction & Field Survey Specialist	12	40	30.0%
EXMT03	Executive Management 3	11	49	22.4%
CTST10	Systems Technologist IV	5	23	21.7%
TDST10	Skilled Trades Manager	5	23	21.7%
PSHM11	Highway Patrol Lieutenant	4	20	20.0%
TNST09	Senior Staff Technician	6	32	18.8%
ENEG12	Principal Engineer	13	70	18.6%
EXMT04	Executive Management 4	4	22	18.2%
BARD07	Records & Data Management Specialist I	8	45	17.8%
PSHP09	Highway Patrol Trooper III	4	24	16.7%
FWMG11	Biologist Supervisor	4	25	16.0%
EXMT02	Executive Management 2	10	65	15.4%
ENNR11	Natural Resources Program Supervisor	6	40	15.0%
ENEG10	Project Engineer	6	41	14.6%
TDBG03	Buildings & Grounds Assistant	3	21	14.3%
FIAC07	Accountant	12	85	14.1%
BAAS03	Office Assistant I	7	50	14.0%
FIAU09	Senior Auditor	5	36	13.9%
CTEM11	Technology Management I	3	22	13.6%
TNHM11	Highway Maintenance Supervisor II	3	22	13.6%
PIPR09	Senior Public Relations Specialist	3	23	13.0%
BARD09	Records & Data Management Analyst	4	31	12.9%
BAAS07	Senior Office Support Specialist	8	64	12.5%
PSPE05	Port of Entry Assistant II	3	24	12.5%
TNCF06	Construction & Field Survey Specialist	6	50	12.0%
TDST06	Skilled Trades Specialist	5	42	11.9%
ATPA04	Practicing Attorney 4	3	27	11.1%
TNHM06	Highway Maintenance Specialist	10	91	11.0%

Note: Includes class codes with 20 or more incumbents.



Top Classification Eligible to Retire at Fiscal Year End 2027/2028 - June 30, 2028

Class Code	Job Title	Eligible to Retire Now	Total Number of Employees in Class Code	% Eligible to Retire Now
TDST10	Skilled Trades Manager	14	23	60.9%
ENEG14	Engineering Manager I	14	25	56.0%
PSHM11	Highway Patrol Lieutenant	9	20	45.0%
TNCF08	Senior Construction & Field Survey Specialist	18	40	45.0%
BARD05	Records & Data Management Clerk I	12	29	41.4%
CTST10	Systems Technologist IV	9	23	39.1%
EXMT03	Executive Management 3	19	49	38.8%
TDBG03	Buildings & Grounds Assistant	8	21	38.1%
TNHM08	Highway Maintenance Supervisor I	29	77	37.7%
TDST06	Skilled Trades Specialist	15	42	35.7%
EXMT02	Executive Management 2	23	65	35.4%
BAAS07	Senior Office Support Specialist	22	64	34.4%
ENNR13	Natural Resources Program Manager	11	32	34.4%
TNHM06	Highway Maintenance Specialist	31	91	34.1%
BAAS03	Office Assistant I	17	50	34.0%
ENNR11	Natural Resources Program Supervisor	13	40	32.5%
SOSP03	Social Services Aide	7	22	31.8%
FIAC07	Accountant	27	85	31.8%
TDBG01	Custodian	18	57	31.6%
ISFS05	Food Services Specialist	17	54	31.5%
TNST09	Senior Staff Technician	10	32	31.3%
BARD07	Records & Data Management Specialist I	14	45	31.1%
ININ09	Senior Inspection Specialist	7	23	30.4%
ENEG12	Principal Engineer	21	70	30.0%
TNCF06	Construction & Field Survey Specialist	15	50	30.0%
PSPE04	Port of Entry Assistant I	8	27	29.6%
ENEG10	Project Engineer	12	41	29.3%
BAAS06	Office Support Specialist II	45	154	29.2%
PSPE05	Port of Entry Assistant II	7	24	29.2%
FWMG11	Biologist Supervisor	7	25	28.0%
BAAS05	Office Support Specialist I	30	110	27.3%
EXMT04	Executive Management 4	6	22	27.3%
TNHM11	Highway Maintenance Supervisor II	6	22	27.3%
COPR09	Correctional Lieutenant	8	30	26.7%
ATPA04	Practicing Attorney 4	7	27	25.9%
BARD09	Records & Data Management Analyst	8	31	25.8%
CTBA10	Senior Computer Technology Business Applications Analyst	8	31	25.8%
BAGC09	Senior Grants & Contract Administration Specialist	9	35	25.7%
BAB008	Business Office Coordinator I	5	20	25.0%
FIAU09	Senior Auditor	9	36	25.0%
PSHP09	Highway Patrol Trooper III	6	24	25.0%
FIAC11	Principal Accountant	8	33	24.2%
FIAC12	Accounting Manager I	5	21	23.8%
INOS09	Senior Inspection and Safety Specialist	5	21	23.8%
SOYS06	Youth Services Specialist II	10	42	23.8%
ETCT09	Certified Teacher	6	26	23.1%
SOAP08	Adult Probation & Parole Officer	22	96	22.9%
EHGH08	Senior Human Resource Associate	8	35	22.9%
CTEM11	Technology Management I	5	22	22.7%
FIAU10	Principal Auditor	7	31	22.6%
BADL06	Driver's License Field Examiner	8	36	22.2%
FIAC10	Senior Accounting Analyst	13	59	22.0%
PIPR09	Senior Public Relations Specialist	5	23	21.7%
PSSG04	Security Guard	7	33	21.2%
TNHM05	Highway Maintenance Technician	58	274	21.2%
FIAC09	Accounting Analyst	9	44	20.5%
HSNU08	Nurse	9	44	20.5%

Note: Includes class codes with 20 or more incumbents.

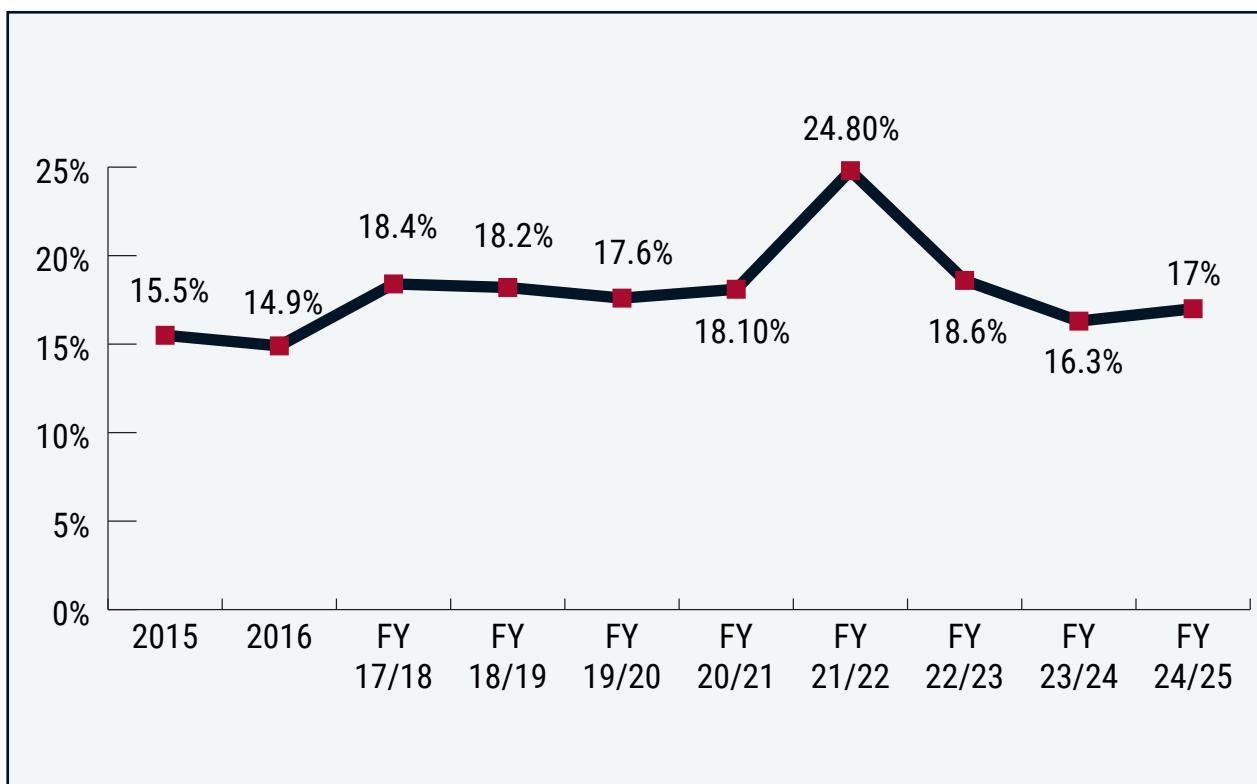
Top Classification Eligible to Retire at Fiscal Year End 2029/2030 - June 30, 2030

Class Code	Job Title	Eligible to Retire Now	Total Number of Employees in Class Code	% Eligible to Retire Now
TDST10	Skilled Trades Manager	14	23	60.9%
ENEG14	Engineering Manager I	15	25	60.0%
PSHM11	Highway Patrol Lieutenant	11	20	55.0%
TNHM08	Highway Maintenance Supervisor I	39	77	50.6%
CTST10	Systems Technologist IV	11	23	47.8%
ININ09	Senior Inspection Specialist	11	23	47.8%
TDBG03	Buildings & Grounds Assistant	10	21	47.6%
EXMT04	Executive Management 4	10	22	45.5%
BAB008	Business Office Coordinator I	9	20	45.0%
TNCF08	Senior Construction & Field Survey Specialist	18	40	45.0%
BARD05	Records & Data Management Clerk I	13	29	44.8%
PSPE04	Port of Entry Assistant I	12	27	44.4%
ENNR13	Natural Resources Program Manager	14	32	43.8%
COPR09	Correctional Lieutenant	13	30	43.3%
ISFS05	Food Services Specialist	23	54	42.6%
ETCT09	Certified Teacher	11	26	42.3%
EXMT02	Executive Management 2	27	65	41.5%
FIAC07	Accountant	35	85	41.2%
EXMT03	Executive Management 3	20	49	40.8%
TDST06	Skilled Trades Specialist	17	42	40.5%
TDBG01	Custodian	23	57	40.4%
ENNR11	Natural Resources Program Supervisor	16	40	40.0%
TNHM06	Highway Maintenance Specialist	36	91	39.6%
BAAS07	Senior Office Support Specialist	25	64	39.1%
BARD07	Records & Data Management Specialist I	17	45	37.8%
BAAS06	Office Support Specialist II	56	154	36.4%
CTEM11	Technology Management I	8	22	36.4%
TNHM11	Highway Maintenance Supervisor II	8	22	36.4%
ENEG12	Principal Engineer	25	70	35.7%
FIAC10	Senior Accounting Analyst	21	59	35.6%
CTBA10	Senior Computer Technology Business Applications Analyst	11	31	35.5%
TNST09	Senior Staff Technician	11	32	34.4%
ENEG10	Project Engineer	14	41	34.1%
BAAS03	Office Assistant I	17	50	34.0%
TNCF06	Construction & Field Survey Specialist	17	50	34.0%
EHEM07	Employment Services Specialist	28	83	33.7%
BAAS05	Office Support Specialist I	37	110	33.6%
ATPA04	Practicing Attorney 4	9	27	33.3%
FIAC11	Principal Accountant	11	33	33.3%
FIAC12	Accounting Manager I	7	21	33.3%
INOS09	Senior Inspection and Safety Specialist	7	21	33.3%
PSPE05	Port of Entry Assistant II	8	24	33.3%
PSSG04	Security Guard	11	33	33.3%
FIAU10	Principal Auditor	10	31	32.3%
FWMG11	Biologist Supervisor	8	25	32.0%
SOSP03	Social Services Aide	7	22	31.8%
COPR08	Correctional Sergeant	23	73	31.5%
BAGC09	Senior Grants & Contract Administration Specialist	11	35	31.4%
SOYS06	Youth Services Specialist II	13	42	31.0%
FIAU09	Senior Auditor	11	36	30.6%

Note: Includes class codes with 20 or more incumbents.

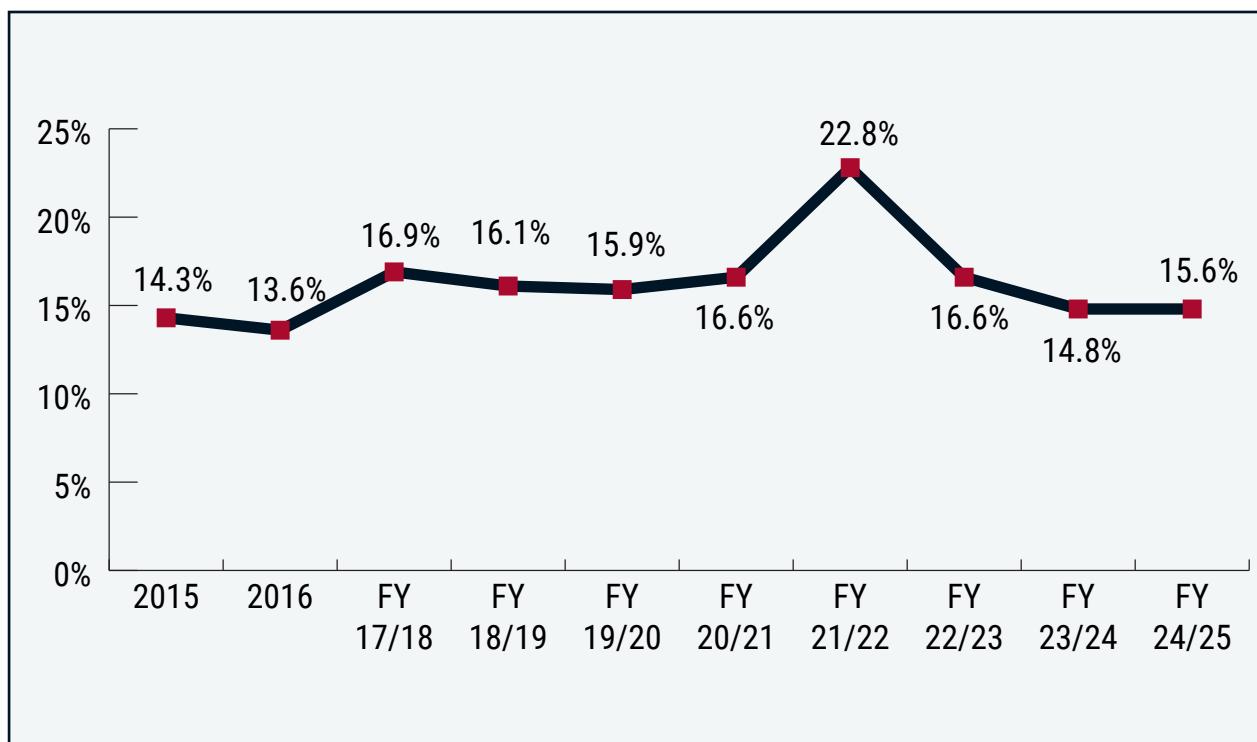
Turnover & Recruitment

10-Year History Total Turnover (Including Transfers)



Note: Turnover is calculated using the average number of employees over the fiscal year and the total amount of separations. Includes classified positions only.

10-Year History Total Turnover (Excluding Transfers)



Note: Turnover is calculated using the average number of employees over the fiscal year and the total amount of separations. Includes classified positions only.

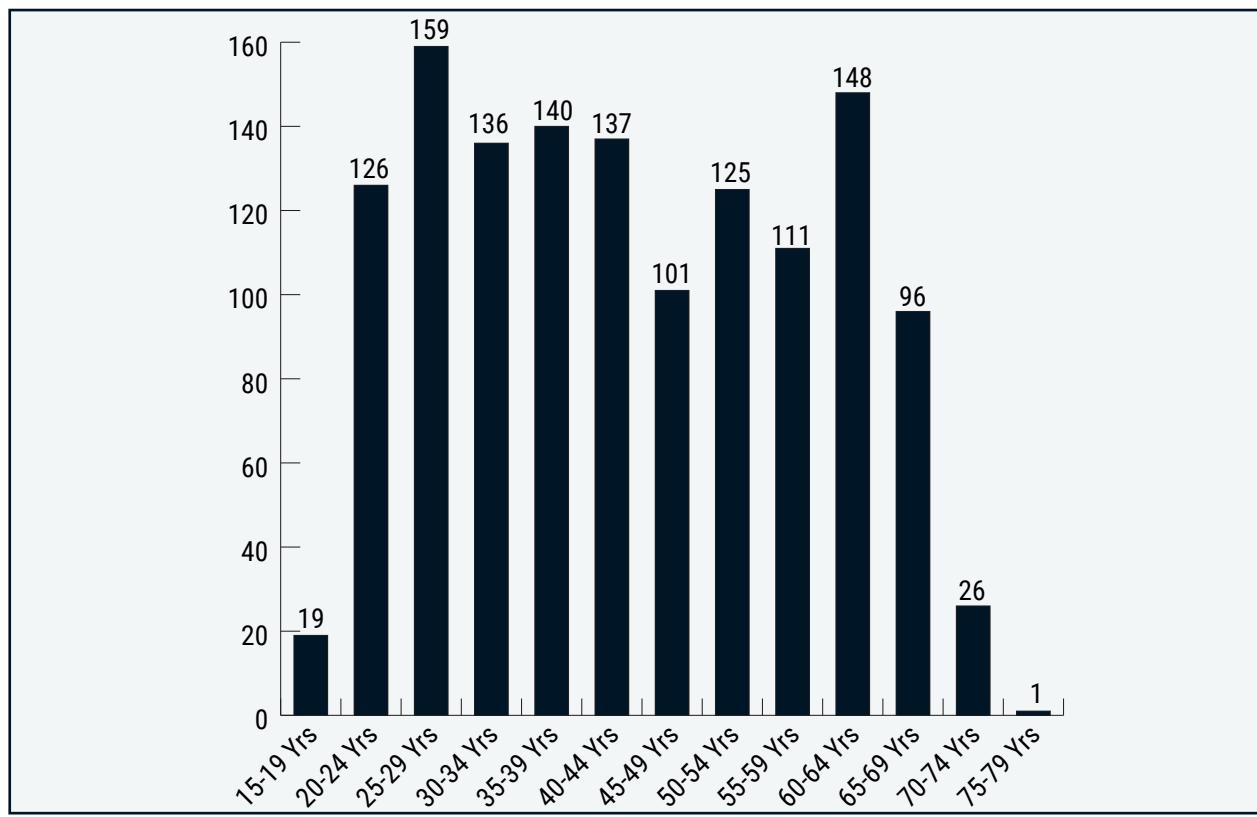
Agency Turnover Rates

Agency	With AWEC/ TP01 and Including Transfers	With AWEC/ TP01 Excluding Transfers	Without AWEC/TP01 and Including Transfers	Without AWEC/ TP01 and Excluding Transfers
Administration & Information	17.7%	15.5%	17.8%	15.5%
Attorney General	12.3%	10.4%	10.4%	8.6%
Board of CPA	0.0%	0.0%	0.0%	0.0%
Board of Equalization	20.7%	20.7%	0.0%	0.0%
Board of Geologists	0.0%	0.0%	0.0%	0.0%
Board of Medicine	0.0%	0.0%	0.0%	0.0%
Board of Outfitters	0.0%	0.0%	0.0%	0.0%
Board of Parole	0.0%	0.0%	0.0%	0.0%
Cosmetology Board	0.0%	0.0%	0.0%	0.0%
Department of Agriculture	25.0%	11.2%	12.7%	9.8%
Department of Audit	13.7%	11.6%	13.7%	11.6%
Department of Corrections	15.1%	14.6%	15.1%	14.5%
Department of Education	11.1%	10.3%	10.0%	9.1%
Department of Environmental Quality	13.6%	12.4%	13.7%	1.2%
Department of Family Services	17.2%	15.4%	16.9%	15.2%
Department of Health	25.8%	24.8%	25.5%	24.6%
Department of Revenue & Taxation	23.2%	19.1%	23.2%	19.1%
Department of Transportation	21.2%	20.4%	18.0%	17.3%
Department of Workforce Services	15.2%	13.0%	14.9%	12.6%
District Attorney-Laramie County	23.8%	23.8%	23.8%	23.8%
District Attorney-Natrona County	32.4%	27.0%	32.4%	27.0%
Environmental Quality Council	0.0%	0.0%	0.0%	0.0%
Fire Prevention & Electrical Safety	7.3%	7.3%	7.3%	7.3%
Game & Fish Commission	36.5%	35.5%	6.6%	5.3%
Geological Survey	15.4%	10.3%	15.4%	10.3%
Governor's Office (& Office of Homeland Security)	24.8%	20.3%	28.7%	23.5%
Governor's Residence	0.0%	0.0%	0.0%	0.0%
Insurance Department	11.7%	7.8%	11.7%	7.8%
Livestock Board	5.6%	5.6%	11.9%	11.9%
Military Department	25.6%	23.2%	23.3%	20.8%
Miner's Hospital Board	0.0%	0.0%	0.0%	0.0%
Nursing Board	11.3%	11.3%	11.3%	11.3%
Office of Administrative Hearing	18.6%	18.6%	18.6%	18.6%
Office of Guardian Ad Litem	11.1%	0.0%	11.1%	0.0%
Office of State Lands & Investments	23.5%	20.4%	17.4%	14.1%
Oil & Gas Commission	15.8%	15.8%	15.8%	15.8%
Pharmacy Board	0.0%	0.0%	0.0%	0.0%
Professional Teaching Standards Board	0.0%	0.0%	0.0%	0.0%
Public Defender	25.0%	21.2%	25.0%	21.2%
Public Service Commission	17.9%	15.4%	18.3%	15.7%
Real Estate Commission	16.9%	16.9%	16.9%	16.9%
Secretary of State	17.1%	17.1%	16.9%	16.9%
State Auditor's Office	14.6%	9.8%	14.6%	9.8%
State Budget Department	9.8%	9.8%	0.0%	0.0%
State Construction Department	20.9%	13.9%	21.6%	14.4%
State Engineer	11.7%	11.7%	11.7%	11.7%
State Parks & Cultural Resources	89.3%	88.5%	12.2%	11.5%
State Treasurer's Office	16.4%	16.4%	11.8%	11.8%
Water Development Office	14.1%	9.4%	14.1%	9.4%
Wyoming Wildlife and Natural Resource	0.0%	0.0%	0.0%	0.0%
Wyoming Community College Commission	42.0%	33.6%	42.0%	33.6%
Wyoming Department of Enterprise Technology Services	11.2%	9.8%	11.2%	9.8%
Wyoming Gaming Commission	20.0%	20.0%	6.8%	6.8%
Wyoming Retirement	24.6%	13.4%	22.6%	11.3%

Note: Turnover includes voluntary separation, retirement, death, involuntary separation, and transfers to another agency or branch of state government. Turnover rates use an average of employees throughout the year by agency and class code.

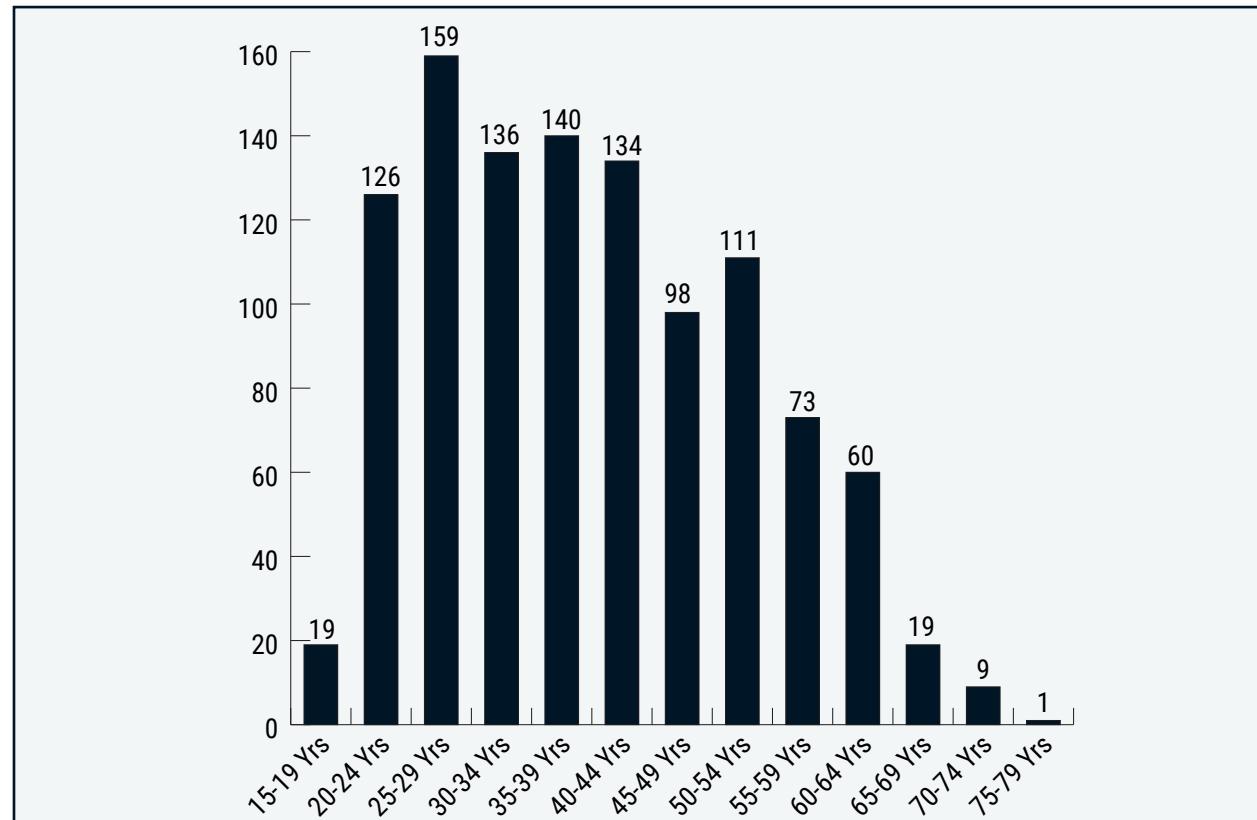
Total Turnover by Age Group

Total Turnover by Age Group with Retirees



Note: Turnover is calculated using the average number of employees over the fiscal year and the total amount of separations. Includes only classified positions (excludes AWEC/TP01). Transfers are included. Retirees are included.

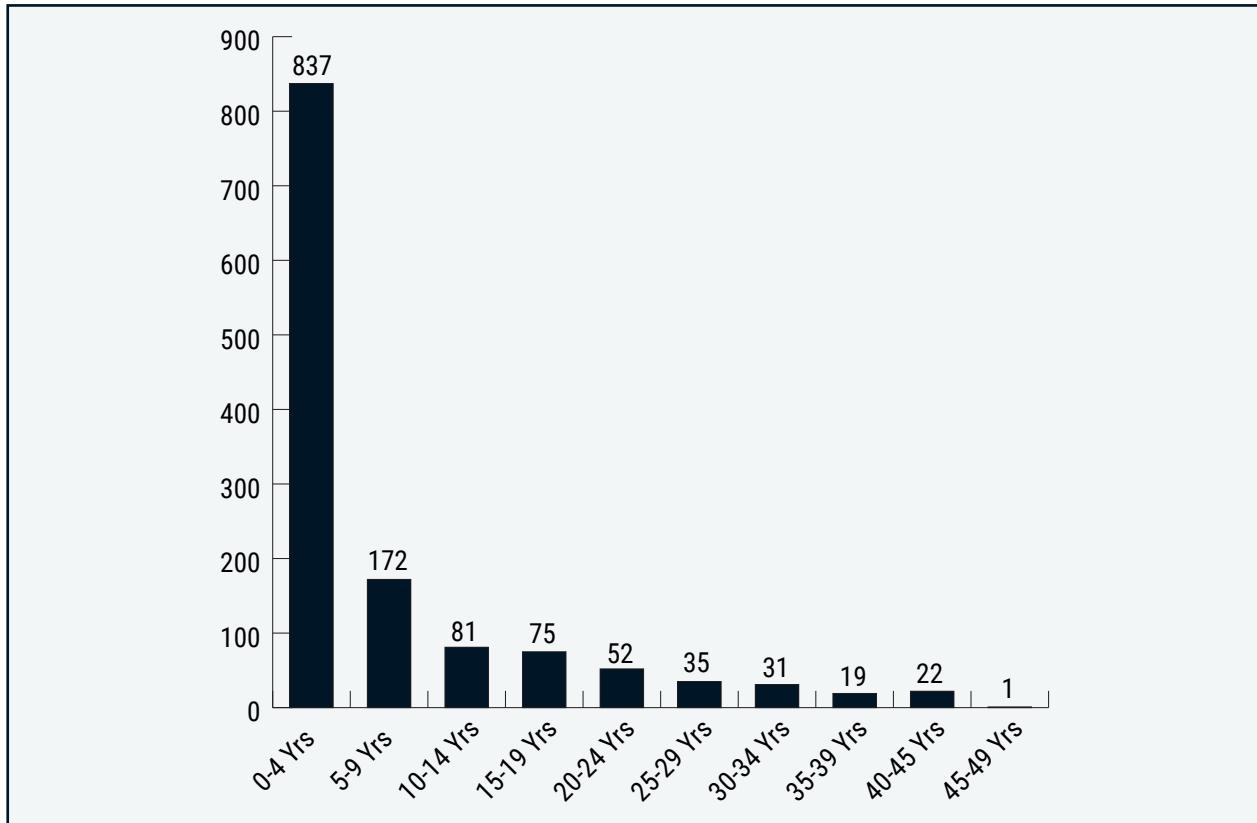
Total Turnover by Age Group without Retirees



Note: Turnover is calculated using the average number of employees over the fiscal year and the total amount of separations. Includes only classified positions (excludes AWEC/TP01). Transfers are included. Retirees are excluded.

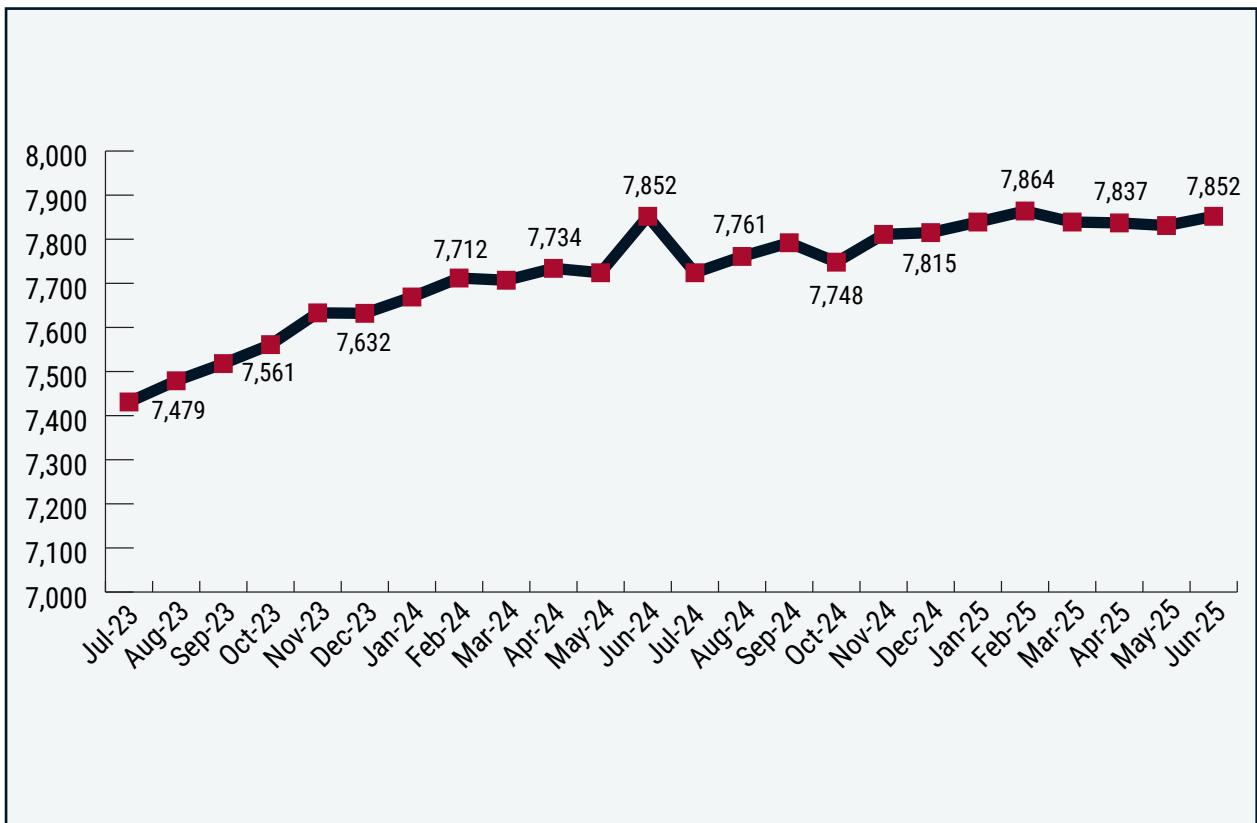
Total Turnover by Length of Service & Employee Count Over Time

Total Turnover by Length of Service



Note: Turnover is calculated using the average number of employees over the fiscal year and the total amount of separations. Includes only classified positions (excludes AWEC/TP01). Transfers are included.

Employee Count Over Time



Note: Includes only classified positions (excludes AWEC/TP01).

Turnover by Reason

Reason	Number of Employees
Benefits	3
Board Term Ended	1
Career Opportunities	120
Did Not Disclose	68
Dismissed (Involuntary)	73
Failure to Meet Minimum Qualifications (Involuntary)	2
Location	29
No Call/No Show (Involuntary)	3
Not Being Retained - At-Will (Involuntary)	3
Other Workplace Policies or Conditions	4
Pay/Compensation Plan	56
Personal Reasons	452
Reduction in Force	0
Resources or Equipment	0
Retired	240
Schedule	4
Supervisor/Management	14
Telework/Remote Work	1
Training Opportunities	0
Type of Job	21
Without Cause - During Probationary Period (Involuntary)	79
Work Environment/Culture	31
Workload	3
Transfer	110
Deceased	8



Voluntary/Involuntary Turnover & Turnover by Compa Ratio



Voluntary/Involuntary Turnover



*Involuntary = Any dismissal or requested resignation
 Voluntary = Employee resigns of their own free will*

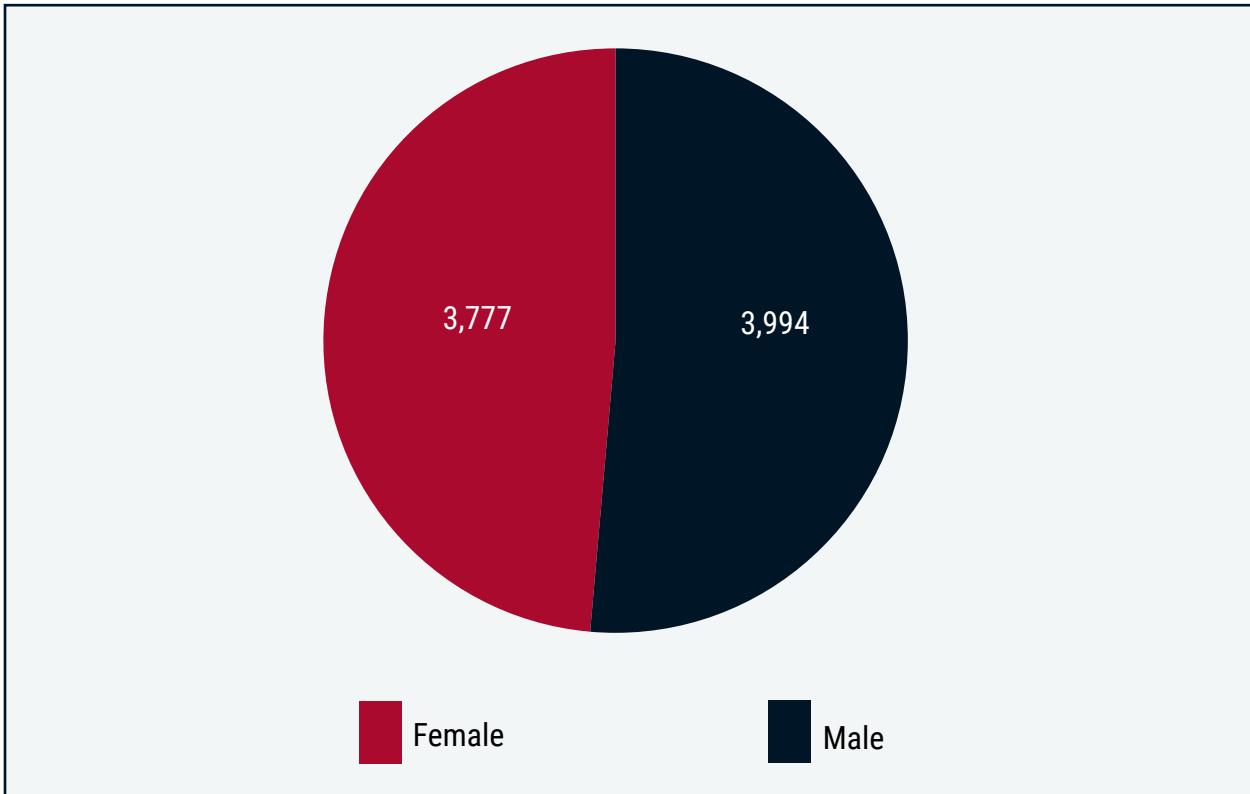
Note: Excludes AWEC/TP01.

Turnover by Compa Ratio

Compa Ratio	Years of Service											Total
	0-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40-45	45-49		
90%-92.9%	494	70	26	20	16	5	6	8	6	0	0	651
93%-95.9%	58	26	21	18	13	7	9	2	4	0	0	158
96%-98.9%	110	26	12	10	6	3	7	2	6	0	0	182
99%-100.9%	52	14	6	5	2	3	2	0	0	0	0	84
101%-105.9%	64	18	10	13	11	12	3	5	5	1	0	142
106%-110.9%	36	11	3	4	1	2	3	1	0	0	0	61
111%-115.9%	13	6	2	3	3	2	0	1	0	0	0	30
116%-120.9%	8	0	0	1	0	1	1	0	1	0	0	12
Over Max	2	1	1	1	0	0	0	0	0	0	0	5
Total	837	172	81	75	52	35	31	19	22	1	1,325	

Turnover by Gender

	Average Employees	Number of Terms	Percent Turnover
Male	3,994	660	16.5%
Female	3,777	654	17.3%



Note: Excludes temporary employees.



Highest Turnover Rates by Classification



Classification Code	Title	Average Number of Incumbents	Average Number of Separations	Percentage of Total Turnover Rate
ISFS01	Food Services Assistant	16.8	14.0	83.6%
PSES07	Security Officer	14.0	9.0	64.3%
FIWH04	Shipping & Receiving Clerk I	23.8	15.0	63.2%
ISHK01	Housekeeper	34.8	21.0	60.3%
SOYS03	Youth Services Aide	14.2	8.0	56.5%
FIEC10	Senior Economic Analyst	11.7	6.0	51.4%
TDST08	Senior Skilled Trades Specialist	12.3	6.0	48.6%
TNHM05	Highway Maintenance Technician	261.3	114.0	43.6%
ISFS05	Food Services Specialist	56.8	20.0	35.2%
PSHP07	Highway Patrol Trooper I	20.7	7.0	33.9%
ETCT09	Certified Teacher	26.7	9.0	33.8%
HSHS05	Human Services Specialist	72.1	24.0	33.3%
HSNU08	Nurse	49.1	16.0	32.6%
TDHM06	Heavy Mechanic	49.3	16.0	32.5%
FITE09	Tax Examination Analyst	12.3	4.0	32.4%
TDBG01	Custodian	58.9	19.0	32.2%
PSSG04	Security Guard	32.5	10.0	30.8%
ENNR08	Natural Resources Specialist	14.3	4.0	28.1%
FIAC11	Principal Accountant	28.8	8.0	27.8%
HSRA07	Recreational Activities Specialist	21.8	6.0	27.6%
PSFF04	Firefighter I	18.3	5.0	27.3%
ININ07	Inspection Specialist I	15.3	4.0	26.1%
ENEG08	Engineer I	11.6	3.0	25.9%
SOSP08	Social Services Worker	150.5	38.0	25.2%
SOYS06	Youth Services Specialist II	40.7	10.0	24.6%
FIAC12	Accounting Manager I	21.9	5.0	22.8%
SOSP03	Social Services Aide	22.9	5.0	21.8%
PSPE04	Port of Entry Assistant I	27.8	6.0	21.6%
FITE07	Tax Examiner	19.0	4.0	21.1%
FIAU09	Senior Auditor	39.2	8.0	20.4%
FIAC06	Accounting Technician	15.1	3.0	19.9%
HSHP08	Health Program Specialist	35.3	7.0	19.9%
BAGC08	Grants & Contract Administration Specialist II	10.4	2.0	19.2%
ISFS08	Food Services Supervisor	15.7	3.0	19.1%
TDST06	Skilled Trades Specialist	41.9	8.0	19.1%
PSCI09	Criminal Investigator	10.5	2.0	19.0%
TDPL07	Senior Plumber	10.7	2.0	18.8%
INOS09	Senior Inspection and Safety Specialist	21.4	4.0	18.7%
EXMT05	Executive Management 5	16.1	3.0	18.7%
EXMT04	Executive Management 4	21.8	4.0	18.4%
TDBG05	Buildings & Grounds Specialist	32.8	6.0	18.3%
SOAP08	Adult Probation & Parole Officer	94.7	17.0	18.0%
ETIN08	Instructor II	11.2	2.0	17.9%
TNFD06	Field Data Collection & Lab Analysis Specialist I	11.2	2.0	17.9%
LRLM09	Lands Management Program Analyst	11.3	2.0	17.6%
TDST13	Construction Manager	11.3	2.0	17.6%
TNHM06	Highway Maintenance Specialist	91.3	16.0	17.5%
TNCF05	Construction & Field Survey Technician	34.3	6.0	17.5%
PIPR09	Senior Public Relations Specialist	23.1	4.0	17.3%
PSDI06	Highway Patrol Dispatcher II	17.8	3.0	16.8%
BEWC10	Claims Supervisor	12.0	2.0	16.7%
FITE10	Senior Tax Examination Analyst	12.0	2.0	16.7%
TDHV07	Senior HVAC Specialist	12.2	2.0	16.4%
FIAC04	Accounting Clerk	12.6	2.0	15.9%
HSSL10	Senior Laboratory Scientist	12.6	2.0	15.9%
HSHP10	Health Program Supervisor	31.8	5.0	15.7%
TNCF08	Senior Construction & Field Survey Specialist	40.1	6.0	15.0%

Note: Turnover for all Classification Codes with an average of 10 or more incumbents for the fiscal year. Table contains data for Classification Codes with turnover rate 15% or higher.

Interagency Promotions, Lateral Transfers, and Position Adjustments



Agency	Employee Promotion to Higher Level	Employee Reclassification	Lateral Reappointment/Transfer	Voluntary Reappointment	Involuntary Reappointment
Administration & Information	24	4	4	3	0
Attorney General	14	13	4	0	0
Board of CPA	0	0	0	0	0
Board of Equalization	0	4	0	0	0
Board of Geologists	0	0	0	0	0
Board of Medicine	0	0	0	0	0
Board of Outfitters	0	0	0	0	0
Board of Parole	0	0	0	0	0
Cosmetology Board	0	0	0	0	0
Department of Agriculture	4	0	1	0	0
Department of Audit	14	19	0	0	0
Department of Corrections	0	0	0	0	0
Department of Education	2	0	1	1	0
Department of Environmental Quality	35	9	6	1	0
Department of Family Services	32	2	2	5	1
Department of Health	96	4	6	23	0
Department of Revenue & Taxation	11	0	2	1	0
Department of Transportation	167	22	15	13	0
Department of Workforce Services	67	2	7	9	0
District Attorney-Laramie County	0	0	0	0	0
District Attorney-Natrona County	0	0	0	0	0
Environmental Quality Council	0	0	0	0	0
Fire Prevention & Electrical Safety	0	0	0	0	0
Game & Fish Commission	0	0	0	0	0
Geological Survey	2	4	0	0	0
Governor's Office (& Office of Homeland Security)	0	0	0	0	0
Governor's Residence	0	0	0	0	0
Insurance Department	0	0	0	0	0
Livestock Board	0	0	0	0	0
Military Department	15	0	1	2	1
Miner's Hospital Board	0	0	0	0	0
Nursing Board	0	0	0	0	0
Office of Administrative Hearing	0	0	0	0	0
Office of Guardian Ad Litem	0	0	1	0	0
Office of State Lands & Investments	0	0	0	0	0
Oil & Gas Commission	2	1	1	0	0
Pharmacy Board	0	0	0	0	0
Professional Teaching Standards Board	0	0	0	0	0
Public Defender	4	3	0	3	0
Public Service Commission	7	1	2	0	0
Real Estate Commission	0	0	0	0	0
Secretary of State	1	2	0	0	0
State Auditor's Office	0	0	0	0	0
State Budget Department	1	0	0	0	0
State Construction Department	3	0	1	0	0
State Engineer	4	0	1	1	0
State Parks & Cultural Resources	6	1	1	2	0
State Treasurer's Office	0	0	0	0	0
Water Development Office	0	0	0	0	0
Wyoming Wildlife and Natural Resource	0	0	0	0	0
Wyoming Community College Commission	0	0	0	0	0
Wyoming Department of Enterprise Technology Services	0	0	0	0	0
Wyoming Gaming Commission	6	0	0	0	0
Wyoming Retirement	0	0	0	0	0
Statewide Total	517	91	56	64	2

Employee Compensation Adjustments



Agency	Compensation Adjustment (Agency Prerogative)	Retention Compensation Adjustment	Initiate Add-on Pay	Remove Add-on Pay
Administration & Information	6	0	9	1
Attorney General	1	1	3	0
Board of CPA	0	0	0	0
Board of Equalization	1	0	0	0
Board of Geologists	0	0	0	0
Board of Medicine	0	0	0	0
Board of Outfitters	0	0	0	0
Board of Parole	0	0	0	0
Cosmetology Board	0	0	0	0
Department of Agriculture	0	0	0	0
Department of Audit	14	0	24	0
Department of Corrections	1	0	0	0
Department of Education	0	0	1	0
Department of Environmental Quality	5	0	6	1
Department of Family Services	7	0	18	1
Department of Health	5	2	62	3
Department of Revenue & Taxation	0	0	3	0
Department of Transportation	4	0	81	5
Department of Workforce Services	4	0	3	0
District Attorney-Laramie County	4	0	0	0
District Attorney-Natrona County	1	0	0	0
Environmental Quality Council	0	0	0	0
Fire Prevention & Elect Safety	0	0	0	0
Game & Fish Commission	1	0	0	0
Geological Survey	1	0	0	0
Governor's Office (& Office of Homeland Security)	0	0	0	0
Governor's Residence	0	0	0	0
Insurance Department	0	0	0	0
Livestock Board	0	0	0	0
Military Department	42	0	9	0
Miner's Hospital Board	0	0	0	0
Nursing Board	0	0	0	0
Office of Adminstrative Hearing	0	0	0	0
Office of Guardian Ad Litem	0	0	2	0
Office of State Lands & Investments	1	0	0	0
Oil & Gas Commission	0	0	4	1
Pharmacy Board	0	0	0	0
Professional Teaching Standards Board	0	0	0	0
Public Defender	1	0	2	1
Public Service Commission	6	0	1	0
Real Estate Commission	0	0	0	0
Secretary of State	1	0	0	0
State Auditor's Office	2	0	0	0
State Budget Department	0	0	3	0
State Construction Department	0	0	0	0
State Engineer	4	0	3	0
State Parks & Cultural Resources	7	0	6	0
State Treasurer's Office	0	0	0	0
Water Development Office	1	0	0	0
Wildlife and Natural Resource	0	0	0	0
Wyoming Community College Commission	1	0	0	0
Wyoming Department of Enterprise Technology Services	0	0	0	0
Wyoming Gaming Commission	1	0	0	0
Wyoming Retirement	0	0	0	0
Statewide Total	122	3	240	13

5 Year Classification Update

Overall 07/01/2019 - 06/30/2024

The table below details the number of reclassifications requested, approved, and new positions requested that are reviewed by the classification team. All jobs are evaluated using the prescribed Hay Methodology. For a current incumbent to be considered for a reclassification, 30% or more of the essential duties of their job must have changed and they must perform those duties for a minimum of 90 days.

Agency	Total Number of Reclasses Entered	Total Number of Reclasses Approved	Total Number of L#/NPOS Requests	Active Employee Reclassifications Processed in Payroll	Total Average Position Count	Total Average Employee Count (Classified full and part time)	% of Total Number of Reclasses Approved to Total Avg Position Count	% of CGRCL to Avg Employee Count
Administration & Information	175	108	29	62	273	241	39.6%	25.7%
Attorney General	71	62	16	59	233	215	26.6%	27.5%
Board of CPA	0	0	0	0	2	2	0.0%	0.0%
Board of Equalization	6	5	0	4	5	5	99.6%	80.5%
Board of Geologists	1	1	0	1	2	2	50.0%	50.0%
Board of Medicine	0	0	2	0	7	7	0.0%	0.0%
Board of Outfitters	0	0	0	0	3	3	0.0%	0.0%
Board of Parole	2	2	1	2	6	6	33.0%	33.1%
Cosmetology Board	0	0	0	0	4	4	0.0%	0.0%
Department of Agriculture	5	2	4	2	75	70	2.7%	2.9%
Department of Audit	18	16	3	20	103	91	15.5%	22.0%
Department of Corrections	102	60	0	22	1,053	884	5.7%	2.5%
Department of Education	14	14	6	4	112	103	12.5%	3.9%
Department of Environmental Quality	51	50	40	13	262	235	19.1%	5.5%
Department of Family Services	48	42	16	16	663	630	6.3%	2.5%
Department of Health	299	254	109	60	1,408	1,050	18.0%	5.7%
Department of Revenue & Taxation	4	4	28	1	118	113	3.4%	0.9%
Department of Transportation	1,051	487	0	352	2,044	1,785	23.8%	19.7%
Department of Workforce Services	69	65	36	12	555	524	11.7%	2.3%
District Attorney-Laramie County	12	11	6	4	22	18	50.5%	22.4%
District Attorney-Natrona County	11	11	8	4	20	18	55.1%	21.8%
Environmental Quality Council	0	0	0	0	2	2	0.0%	0.0%
Fire Prevention & Electrical Safety	17	11	0	7	32	28	34.2%	24.8%
Game & Fish Commission	63	55	15	21	411	383	13.4%	5.5%
Geological Survey	23	23	6	12	20	19	117.2%	64.7%
Governor's Office (& Office of Homeland Security)	15	15	8	6	41	37	36.4%	16.1%
Governor's Residence	2	2	0	1	2	2	99.0%	51.2%
Insurance Department	2	2	2	0	26	25	7.6%	0.0%
Livestock Board	7	7	19	1	17	16	40.5%	6.3%
Military Department	115	48	28	34	258	202	18.6%	16.9%
Miner's Hospital Board	0	0	0	0	3	17	0.0%	0.0%
Nursing Board	6	6	0	0	10	8	60.0%	0.0%
Office of Administrative Hearing	0	0	0	0	12	10	0.0%	0.0%
Office of Guardian Ad Litem	2	2	1	1	10	9	20.6%	10.7%
Office of State Lands & Investments	27	22	21	10	97	83	22.7%	12.1%
Oil & Gas Commission	14	14	0	4	40	37	34.8%	10.7%
Pharmacy Board	5	5	0	1	6	7	83.3%	13.9%
Professional Teaching Standards Board	1	1	2	1	8	7	13.1%	14.7%
Public Defender	46	46	2	16	90	78	51.2%	20.6%
Public Service Commission	16	16	5	8	39	43	41.5%	18.4%
Real Estate Commission	1	1	0	0	6	8	16.6%	0.0%
Secretary of State	7	7	4	3	30	27	23.1%	11.1%
State Auditor's Office	8	8	0	3	23	20	35.3%	14.8%
State Budget Department	0	0	0	0	8	8	0.0%	0.0%
State Construction Department	9	8	4	2	29	27	27.6%	7.5%
State Engineer	21	19	9	8	116	103	16.4%	7.7%
State Parks & Cultural Resources	87	66	7	41	160	143	41.2%	28.7%
State Treasurer's Office	11	11	21	4	43	47	25.9%	8.6%
Water Development Office	0	0	1	0	25	22	0.0%	0.0%
Wyoming Wildlife and Natural Resource	0	0	0	0	2	3	0.0%	0.0%
Wyoming Community College Commission	1	1	1	1	12	11	8.3%	9.1%
Wyoming Department of Enterprise Technology Services	36	36	35	4	230	193	15.6%	2.1%
Wyoming Gaming Commission	4	4	20	4	10	22	39.2%	18.1%
Wyoming Retirement	10	9	20	0	45	41	19.9%	0.0%
Total	2,495	1,639	535	831	8,832	7,677	18.6%	10.8%

Recruitment Workload Summary by Year & Time to Fill by Agency in Days

Recruitment Workload Summary by Year

Year	Requisitions Received	Positions Recruited For	Applications Received	Eligible Candidates	Hires	Veteran Hires
2017	1,999	3,004	59,518	7,404	2,464	
FY18/19	2,184	3,016	57,039	6,915	2,469	
FY19/20	2,891	2,339	57,593	7,414	2,652	
FY20/21		2,185	41,757	3,938	1,421	89
FY21/22	2,614	3,374	39,341	5,222	1,356	113
FY22/23	2,616	2,634	35,385	5,040	1,477	100
FY23/24	2,368	2,241	43,211	4,790	1,966	178
FY24/25	2,214	2,214	49,473	9,184	1,763	77

Note: Includes AWEC/TP01. Our ratio of positions recruited for to eligible candidates is 4.1. This means for every position recruited for, on average, we receive 4.1 highly qualified eligible candidates. This is up from 2.1 the previous fiscal year.

Time to Fill by Agency in Days

Agency	Average Days to Fill
Administration & Information	27.5
Attorney General	62.7
Board of CPA	0.0
Board of Parole	0.0
Department of Agriculture	57.3
Department of Audit	36.4
Department of Corrections	57.7
Department of Education	40.6
Department of Environmental Quality	63.4
Department of Family Services	64.4
Department of Health	78.9
Department of Revenue & Taxation	21.3
Department of Transportation	73.9
Department of Workforce Services	23.8
District Attorney-Laramie County	46.0
District Attorney-Natrona County	58.6
Fire Prevention & Electrical Safety	81.8
Game & Fish Commission	42.7
Geological Survey	30.7
Governor's Office (& Office of Homeland Security)	54.4
Insurance Department	45.5
Livestock Board	76.8
Military Department	28.5
Office of Administrative Hearing	0.0
Office of Guardian Ad Litem	17.0
Office of State Lands & Investments	50.9
Oil & Gas Commission	50.0
Pharmacy Board	0.0
Professional Teaching Standards Board	0.0
Public Defender	47.5
Public Service Commission	27.3
Real Estate Commission	0.0
Secretary of State	29.0
State Auditor's Office	29.2
State Construction Department	73.9
State Engineer	51.0
State Parks & Cultural Resources	70.7
State Treasurer's Office	48.4
Water Development Office	21.0
Wyoming Wildlife and Natural Resource	0.0
Wyoming Community College Commission	57.3
Wyoming Department of Enterprise Technology Services	44.7
Wyoming Gaming Commission	9.2
Wyoming Retirement	30.2

Recruitment Bonus Paid by Agency

Agency	Total Amount Paid	Number of Bonuses Paid
Administration & Information	\$3,000.00	12
Attorney General	\$1,250.00	5
Department of Audit	\$1,000.00	4
Department of Corrections	\$8,250.00	33
Department of Education	\$250.00	1
Department of Environmental Quality	\$1,500.00	6
Department Of Family Services	\$1,500.00	6
Department Of Health	\$16,500.00	66
Department of Revenue & Taxation	\$1,250.00	5
Department of Transportation	\$19,150.00	77
Department of Workforce Services	\$4,750.00	19
District Attorney-Laramie County	\$250.00	1
Game & Fish Commission	\$100.00	1
Governor's Office (& Office of Homeland Security)	\$250.00	1
Office of State Lands & Investments	\$250.00	1
Public Defender	\$250.00	1
State Engineer	\$100.00	1
State Parks & Cultural Resources	\$500.00	2
Wyoming Department of Enterprise Technology Services	\$500.00	2
Wyoming Retirement	\$250.00	1
Statewide Total	\$60,850.00	245



Number of Eligible Candidates by Agency

Agency	Eligible Candidates by Agency	Total Recruitments by Agency	Hires/Rehires by Agency
Administration & Information	412	90	43
Attorney General	146	36	30
Board of CPA	0	0	0
Board of Medicine	0	0	1
Board of Parole	0	0	0
Cosmetology Board	0	0	0
Department of Agriculture	29	20	8
Department of Audit	57	38	11
Department of Corrections	866	293	159
Department of Education	157	25	17
Department of Environmental Quality	192	95	33
Department of Family Services	397	162	91
Department of Health	1,052	421	262
Department of Revenue & Taxation	292	41	24
Department of Transportation	1,805	637	387
Department of Workforce Services	683	171	80
District Attorney-Laramie County	31	8	5
Fire Prevention & Electrical Safety	8	8	3
Game & Fish Commission	1,217	237	190
Governor's Office (& Office of Homeland Security)	43	7	7
Livestock Board	37	12	5
Military Department	245	82	46
Nursing Board	20	1	1
Office of Administrative Hearing	0	0	2
Office of Guardian Ad Litem	1	1	0
Office of State Lands & Investments	159	52	33
Oil & Gas Commission	22	8	5
Pharmacy Board	10	0	0
Professional Teaching Standards Board	0	0	0
Public Defender	46	34	15
Public Service Commission	44	18	4
Real Estate Commission	0	0	0
Secretary of State	64	5	5
State Auditor's Office	33	6	1
State Budget Department	8	0	1
State Construction Department	25	9	4
State Engineer	37	15	7
State Parks & Cultural Resources	665	157	218
State Treasurer's Office	41	13	4
Wyoming Community College Commission	13	4	1
Wyoming Department of Enterprise Technology Services	230	45	23
Wyoming Gaming Commission	33	5	3
Wyoming Retirement	66	31	11

Note: Multiple candidates may be hired from one recruitment if more than one position is open. Hire/rehire by agency does not include interagency transfers.

Average Days to Fill by Location

Location	Average Days to Fill
Afton	58.2
Arlington	N/A
Baggs	56.3
Banner	40.5
Basin	70.5
Buffalo	74.9
Burgess Jct	38.0
Casper	48.5
Cheyenne	49.4
Chugwater	79.7
Clark	28.0
Cody	65.5
Cokeville	37.3
Douglas	82.1
Dubois	33.8
Elk Mountain	34.0
Evanston	67.6
Evansville	47.7
Farson	29.5
Fort Bridger	74.4
Gillette	72.1
Glendo	81.2
Glenrock	30.6
Granger	36.7
Green River	52.0
Greybull	55.0
Guernsey	58.8
Hulett	N/A
Hyattville	44.5
Jackson	72.8
Kaycee	69.7
Kemmerer	103.0
La Barge	54.8
Lander	57.1
Laramie	49.0
Lovell	64.3
Lusk	70.0
Lyman	56.3
Medicine Bow	44.0
Meeteetse	225.0
Midwest	33.3
Moorcroft	83.1
Muddy Gap	193.5
Newcastle	57.7
Patrick Draw	333.0
Pine Bluffs	N/A
Pinedale	56.7
Pole Creek	N/A
Powell	60.6
Rawlins	68.4
Reno Jct	77.7
Riverton	42.7
Rock Springs	58.1
Saratoga	64.0
Sheridan	53.3
Shirley Basin	N/A
Shoshoni	69.1
Sinclair	89.0
South Pass City	94.3
Statewide	55.8
Sundance	111.0
Ten Sleep	85.0
Thermopolis	51.5
Torrington	77.4
Wamsutter	32.0
Wheatland	39.1
Worland	108.0
Yoder	23.0

Eligible Candidates by Class Code



Class Code	Class Title	Eligible Candidates
ATAW10	Internship	12
ATAW99	AWEC	481
ATHE04	Senior Hearing Examiner	1
ATMA01	Managing Attorney 1	3
ATMA02	Managing Attorney 2	2
ATPA03	Practicing Attorney 3	7
ATPA04	Practicing Attorney 4	5
ATPA05	Practicing Attorney 5	2
ATTP99	Temporary	1295
ATTY99	Attorney - General	62
BAAS03	Office Assistant I	152
BAAS04	Office Assistant II	14
BAAS05	Office Support Specialist I	211
BAAS06	Office Support Specialist II	212
BAAS07	Senior Office Support Specialist	44
BABO08	Business Office Coordinator I	14
BABO09	Business Office Coordinator II	11
BABO10	Business Office Supervisor I	21
BABO11	Business Office Supervisor II	8
BABO13	Business Office Manager II	2
BACA07	Consumer Affairs Specialist	3
BACA12	Consumer Affairs Program Manager	5
BADC06	Drivers License CDL Examiner	5
BADL06	Driver's License Field Examiner	20
BADL07	Driver's License Field Office Supervisor	7
BADL08	Drivers License Regional Supervisor	4
BADS05	Drivers Services Specialist	11
BADS06	Drivers Services Helpdesk Specialist	2
BADS07	Drivers Services Supervisor I	1
BADS08	Drivers Services Supervisor II	1
BADS10	Drivers Services Internal Operations Manager	1
BAGC07	Grants & Contract Administration Specialist I	3
BAGC08	Grants & Contract Administration Specialist II	7
BAGC09	Senior Grants & Contract Administration Specialist	17
BAGC10	Grants & Contract Administration Manager I	7
BALG07	Legal Support Specialist	22
BALG08	Legal Assistant	42
BALG09	Hearing Officer	3
BAMR03	Mail Room Clerk I	9
BAMR04	Mail Room Clerk II	4
BAMR05	Senior Mail Clerk - Correctional Institution	1
BAMR07	Mail Services Supervisor	9
BAPM09	Project Management Analyst	11
BAPM10	Senior Project Management Analyst	11
BAPM12	Enterprise Project Management	1
BAPP05	Production & Printing Technician	5
BAPP07	Production & Printing Supervisor	3
BAPS07	Policy & Planning Analyst I	17
BAPS09	Policy & Planning Analyst III	90
BAPS10	Senior Policy & Planning Analyst	40
BAPS11	Policy & Planning Coordinator	2
BAPS12	Policy & Planning Supervisor	5
BARD03	Records & Data Management Technician	9
BARD05	Records & Data Management Clerk I	34
BARD06	Records & Data Management Clerk II	7
BARD07	Records & Data Management Specialist I	16
BARD08	Records & Data Management Specialist II	19
BARD09	Records & Data Management Analyst	8
BARD10	Records & Data Management Supervisor	4
BARM08	Risk Analyst	16
BARM10	Risk Manager	3
BEBP06	Benefits & Eligibility Specialist I	43
BEBP07	Benefits & Eligibility Specialist II	20
BEBP09	Benefits & Eligibility Program Analyst	26
BEBP10	Benefits & Eligibility Supervisor	3
BEBP12	Benefits & Eligibility Manager II	1
BEDD07	Disability Determination Specialist	10
BEDD08	Senior Disability Determination Specialist	1
BEDD09	Disability Determination Hearing Officer	1
BEQA07	Quality Assurance Specialist	23
BEQA08	Senior Quality Assurance Specialist	1
BEQA09	Quality Assurance Analyst	1
BEQA10	Quality Assurance Supervisor	1
BEQA12	Quality Assurance & Investigation Manager	1
BEWC07	Claims Specialist	135
BEWC08	Senior Claims Specialist	24
BEWC10	Claims Supervisor	4
BEWC12	Claims Manager	1
COC110	Correctional Investigative Lieutenant	2
COC111	Correctional Investigative Program Captain	1
COC112	Correctional Investigative Major	11
COCP09	Correctional Program Coordinator	1
COCP10	Correctional Unit Supervisor	7
COCP11	Correctional Program Manager I	10
COPR05	Correctional Officer	272
COPR06	Correctional Corporal	42
COPR08	Correctional Sergeant	39
COPR09	Correctional Lieutenant	18
COPR11	Correctional Captain	3
COPR13	Deputy Warden	1
CRAR10	Senior Archaeologist	2
CRCR08	Cultural Resources Specialist	29
CRCR10	Cultural Resources Supervisor	12
CRCR12	Cultural Resources Manager	4

Eligible Candidates by Class Code



Class Code	Class Title	Eligible Candidates
CRLI08	Librarian	15
CRLI09	Librarian Technical Analyst	3
CRLI10	Senior Librarian	1
CRPA03	Park Maintenance Assistant	5
CRPA05	Park Maintenance Technician	14
CRPA08	Assistant Park Superintendent	10
CRPA10	Park Superintendent II	1
CTBA07	Computer Technology Business Applications Specialist I	4
CTBA08	Computer Technology Business Applications Specialist II	11
CTBA09	Computer Technology Business Applications Analyst	19
CTBA10	Senior Computer Technology Business Applications Analyst	21
CTEM11	Technology Management I	10
CTEM14	Technology Management III	2
CTMG11	Computer Technology Program Manager I	8
CTMG12	Computer Technology Program Manager II	2
CTPM09	Project Management II	1
CTPM10	Project Management III	10
CTPM11	Project Management IV	2
CTSD09	Software Development III	1
CTSD10	Software Development IV	1
CTSS07	Support Technologist II	30
CTSS08	Support Technologist III	33
CTSS09	Support Technologist IV	11
CTSS10	Support Technologist V	12
CTST08	Systems Technologist II	17
CTST09	Systems Technologist III	2
CTST10	Systems Technologist IV	25
CTSU07	Computer Technology Support Specialist I	4
CTSU08	Computer Technology Support Specialist II	12
CTSU09	Computer Technology Support Analyst	14
CTSY08	Computer Technology Systems & Infrastructure Specialist II	5
CTSY09	Computer Technology Systems & Infrastructure Analyst	8
CTSY10	Senior Computer Technology Systems&Infrastructure Analyst	10
CTTA09	Technical Analyst II	1
EHAH11	Human Resource Supervisor	12
EHBH07	Human Resource Benefits Specialist	9
EHBH08	Senior Human Resource Benefits Specialist	12
EHBH10	Employee Assistance Program Coordinator	3
EHCH09	Human Resource Analyst	1
EHCH12	Human Resource Program Supervisor	2
EHCH14	Human Resource Program Manager	1
EHEM07	Employment Services Specialist	43
EHEM09	Employment Services Supervisor	9
EHGH08	Senior Human Resource Associate	64
EHGH10	Human Resource Senior Coordinator	13
EHLS09	Labor Standards Analyst	33
ENAG07	Corrections Agriculture Program Supervisor	1
ENAG10	Agriculture Program Coordinator	1
ENEG08	Engineer I	23
ENEG09	Engineer II	35
ENEG10	Project Engineer	12
ENEG12	Principal Engineer	27
ENEG13	Staff Engineer	7
ENEG14	Engineering Manager I	5
ENEG15	Engineering Manager II	9
ENEG16	Assistant Chief Engineer - Transportation	3
ENFC07	Correctional Forestry Crew Supervisor	4
ENFD07	Forestry Technician	1
ENFD08	Assistant District Forester	7
ENFD09	District Forester	1
ENFM08	Forestry Program Specialist	4
ENFM09	Forestry Program Analyst	9
ENFM12	Forestry Program Manager	1
ENGE08	Geologist I	12
ENGE09	Geologist II	1
ENGE10	Project Geologist	4
ENGE11	Senior Project Geologist	3
ENGE12	Geology Supervisor	5
ENGE14	Geology Manager II	1
ENGE15	Geology Program Manager	1
ENGSO7	Geospatial Technology Analyst	21
ENGSO8	Geospatial Technical Principal	4
ENNR06	Natural Resources Technician	1
ENNR08	Natural Resources Specialist	11
ENNR09	Natural Resources Analyst	93
ENNR10	Natural Resources Program Principal	64
ENNR11	Natural Resources Program Supervisor	23
ENNR13	Natural Resources Program Manager	9
ETCT05	Teacher Aide	10
ETCT09	Certified Teacher	20
ETCT11	Certified Academic Manager II	1
ETEP09	Education Program Analyst	16
ETEP10	Education Program Consultant	68
ETEP11	Education Program Manager I	5
ETIN07	Instructor I	5
ETIN08	Instructor II	9
ETIN09	Training Coordinator	8
ETIN10	Training Supervisor	2
ETVT04	Vocational Training Technician	3
ETVT07	Vocational Trainer	9
ETVT08	Senior Vocational Trainer	6
EXMT01	Executive Management 1	7
EXMT02	Executive Management 2	56
EXMT03	Executive Management 3	21

Eligible Candidates by Class Code



Class Code	Class Title	Eligible Candidates
EXMT04	Executive Management 4	2
EXMT05	Executive Management 5	7
EXMT06	Executive Management 6	4
EXMT07	Executive Management 7	4
EXOF03	Executive Officer 3	1
EXOF05	Executive Officer 5	13
FIAC04	Accounting Clerk	8
FIAC06	Accounting Technician	21
FIAC07	Accountant	88
FIAC08	Senior Accountant	77
FIAC09	Accounting Analyst	48
FIAC10	Senior Accounting Analyst	67
FIAC11	Principal Accountant	48
FIAC12	Accounting Manager I	9
FIAC13	Accounting Manager II	5
FIAU07	Auditor I	3
FIAU08	Auditor II	20
FIAU09	Senior Auditor	37
FIAU10	Principal Auditor	16
FIAU11	Supervising Auditor	4
FIAU12	Auditing Manager	5
FIBD09	Budget Specialist II	6
FIBD10	Budget Analyst	1
FIBD11	Senior Budget Analyst	9
FIBE08	Examiner I	1
FIBE09	Examiner II	1
FIEC10	Senior Economic Analyst	15
FIEC11	Principal Economist	11
FIEX10	Financial Examiner	1
FIEX12	Chief Financial Examiner	1
FIIE07	Investment Educator	19
FIIE08	Senior Investment Educator	7
FIIE10	Investment Education Program Manager	2
FIPU08	Associate Buyer	4
FIPU09	Buyer	9
FIPU11	Purchasing Officer	4
FIPU12	Purchasing Manager	1
FIST09	Statistician	3
FIST10	Senior Statistician	16
FIST11	Principal Statistician	5
FITE07	Tax Examiner	56
FITE08	Senior Tax Examiner	18
FITE09	Tax Examination Analyst	36
FITE10	Senior Tax Examination Analyst	14
FITE11	Principal Tax Examiner	3
FITE12	Tax Examination Manager	3
FIWH04	Shipping & Receiving Clerk I	105
FIWH05	Shipping & Receiving Clerk II	21
FIWH08	Warehouse Assistant Supervisor	5
FIWH09	Warehouse Supervisor	1
FWFC08	Fish Culturalist	17
FWFC09	Senior Fish Culturalist	2
FWGW08	Game Warden	7
FWGW10	Senior Game Warden	12
FWMG11	Biologist Supervisor	12
FWMG12	Game & Fish Manager I	8
FWMG13	Game & Fish Manager II	11
FWMG14	Game & Fish Manager III	15
FWMG15	Game & Fish Administrator	4
FWMG16	Game & Fish Deputy Director	7
FWVT13	Assistant State Wildlife Veterinarian	1
FWWB08	Wildlife Biologist I	4
FWWB09	Wildlife Biologist II	34
FWWB10	Senior Wildlife Biologist	78
FWWB11	Principal Wildlife Biologist	11
GOAS01	Governor's Administrative Staff 1	4
GOAS03	Governor's Administrative Staff 3	4
GOAS04	Governor's Senior Administrative Staff	4
HSDE06	Dental Hygienist	1
HSEP09	Epidemiologist I	1
HSEP10	Epidemiologist II	1
HSHC04	Health Care Assistant	2
HSHC06	Health Care Technician	2
HSHP08	Health Program Specialist	19
HSHP09	Health Facility Surveyor	8
HSHP10	Health Program Supervisor	21
HSHP11	Health Program Manager I	9
HSHP12	Health Program Manager II	2
HSHS04	Human Services Aide	317
HSHS05	Human Service Specialist	76
HSHS08	Human Services Shift Supervisor	7
HSHS09	Human Services Unit Supervisor	2
HSNP12	Nurse Practitioner	3
HSNU06	LPN	13
HSNU08	Nurse	57
HSNU10	Senior Nurse	36
HSNU11	Nurse Manager I	9
HSNU12	Nurse Manager II	3
HSNU13	Nurse Manager III	1
HSPH11	Pharmacist	1
HSPY05	Registered Behavior Technician	5
HSPY11	Psychology Services Analyst	4
HSRA07	Recreational Activities Specialist	17
HSRA09	Recreational Activities Coordinator	6

Eligible Candidates by Class Code

Class Code	Class Title	Eligible Candidates
HSRT06	Respiratory Therapist	1
HSSL05	Laboratory Assistant	2
HSSL08	Laboratory Scientist I	3
HSSL09	Laboratory Scientist II	5
HSSL10	Senior Laboratory Scientist	10
HSSL11	Laboratory Supervisor	3
HSSL12	Laboratory Manager I	1
ININ07	Inspection Specialist I	8
ININ08	Inspection Specialist II	12
ININ09	Senior Inspection Specialist	18
ININ11	Inspection Supervisor	2
INOS08	Inspection and Safety Specialist	5
INOS09	Senior Inspection and Safety Specialist	38
INOS10	Inspection and Safety Employee Supervisor	1
INOS11	OSHA Program Supervisor	1
INOS13	Osha Program Manager	2
ISFS01	Food Services Assistant	55
ISFS05	Food Services Specialist	59
ISFS08	Food Services Supervisor	9
ISHK01	Housekeeper	59
ISHK06	Housekeeping Supervisor	2
LRAP09	Appraiser	6
LRLM06	Lands Management Specialist I	9
LRLM07	Lands Management Specialist II	9
LRLM08	Senior Lands Management Specialist I	11
LRLM09	Lands Management Program Analyst	19
LRLM10	Lands Management Program Supervisor	8
LRLM13	Lands Management Program Manager II	1
PIMM08	Multi-Media Specialist	7
PIMM10	Multi-Media Supervisor	2
PIPR09	Senior Public Relations Specialist	57
PIPR10	Public Relations Supervisor	13
PSAI09	Law Enforcement Academy Instructor	3
PSAI10	Law Enforcement Academy Supervisor	2
PSAI11	Law Enforcement Academy Program Manager	3
PSCI09	Criminal Investigator	15
PSCI10	Senior Criminal Investigator	1
PSCI11	Criminal Investigation Supervisor	1
PSCJ07	CJIS Records Analyst	3
PSCJ08	Control Terminal CJIS Specialist	1
PSDI04	Highway Patrol Dispatcher I	25
PSDI06	Highway Patrol Dispatcher II	3
PSDI08	Highway Patrol Dispatch Supervisor	6
PSEP07	Emergency Preparedness Technician	1
PSEP08	Emergency Preparedness Specialist I	5
PSEP09	Emergency Preparedness Specialist II	9
PSEP10	Emergency Preparedness Analyst	8
PSEP11	Senior Emergency Preparedness Analyst	1
PSES07	Security Officer	19
PSES08	Park Ranger	1
PSFC08	Forensic Specialist	14
PSFC09	Forensic Analyst	6
PSFC10	Senior Forensic Analyst	2
PSFC12	Principal Forensic Analyst	1
PSFF04	Firefighter I	22
PSFF05	Firefighter II	8
PSFF07	Senior Firefighter	5
PSFF09	Fire Services Supervisor	4
PSFI07	Fingerprint Examiner	2
PSHM09	Highway Patrol Sergeant	15
PSHM11	Highway Patrol Lieutenant	8
PSHM12	Highway Patrol Captain	3
PSHM14	Highway Patrol Major	1
PSHM16	Highway Patrol Lieutenant Colonel	1
PSHP07	Highway Patrol Trooper I	43
PSHP08	Highway Patrol Trooper II	25
PSHP09	Highway Patrol Trooper III	12
PSIA09	Intelligence Analyst	3
PSIN09	Investigator	24
PSIN10	Senior Investigator	2
PSPE04	Port of Entry Assistant I	107
PSPE06	Port of Entry Specialist	9
PSPE07	Port of Entry Compliance Review Auditor	7
PSPE08	Port of Entry Supervisor	2
PSPE09	Port of Entry Manager - Dual State Port	1
PSSA10	Special Agent I	4
PSSA11	Special Agent II	2
PSSA12	Special Agent Supervisor	1
PSSG03	Security Escort	13
PSSG04	Security Guard	22
SOAP08	Adult Probation & Parole Officer	80
SOAP09	Senior Adult Probation & Parole Officer	1
SOCP09	Senior Social Services Worker	2
SOCP10	Social Services Clinical Program Specialist	
SOCW08	Caseworker	69
SOCW09	Senior Caseworker	12
SOCW11	Casework Manager I	1
SOCW12	Casework Program Manager	2
SOLC10	Principal Licensed Counselor	14
SOMC10	RN-MED CASE REV	6
SOMC11	RN - Medical Case Supervisor	3
SOSP03	Social Services Aide	14
SOSP08	Social Services Worker	111
SOSP09	Social Services Program Analyst	5

Eligible Candidates by Class Code

Class Code	Class Title	Eligible Candidates
SOSP10	Social Services Program Supervisor	4
SOVR09	Vocational Rehabilitation Counselor	21
SOVR10	Vocational Rehabilitation Consultant	3
SOVR11	Vocational Rehabilitation Supervisor	2
SOVR12	Principal Vocational Rehabilitation Coordinator	1
SOVR13	Vocational Rehabilitation Program Manager	1
SOVS07	Client Services Advocate	10
SOVS08	Victim Services Advocate	10
SOVS09	Victim Services Program Coordinator	1
SOYS03	Youth Services Aide	20
SOYS04	Youth Services Security Officer	14
SOYS06	Youth Services Specialist II	31
SOYS09	Youth Services Supervisor	4
TDBG01	Custodian	110
TDBG03	Buildings & Grounds Assistant	47
TDBG05	Buildings & Grounds Specialist	89
TDBG07	Senior Buildings & Grounds Specialist	8
TDBG08	Buildings & Grounds Supervisor I	9
TDBG10	Buildings & Grounds Supervisor II	5
TDBG11	Buildings & Grounds Manager	1
TDCA05	Carpenter	8
TDEL08	Journeyman Electrician	6
TDEL11	Electrical Manager	1
TDFA06	Fabricator	12
TDFA07	Senior Fabricator	4
TDHM06	Heavy Mechanic	42
TDHM07	Senior Heavy Mechanic	11
TDHM09	Heavy Mechanic Supervisor	9
TDHM10	Fleet Program Coordinator	7
TDHM11	District Equipment Manager	1
TDHM12	Equipment Program Manager	4
TDHV05	HVAC Specialist	2
TDHV07	Senior HVAC Specialist	11
TDHV08	HVAC Supervisor	1
TDME05	Mechanic	7
TDME07	Senior Mechanic	5
TDPL05	Plumber	4
TDPL07	Senior Plumber	2
TDPL08	Plumbing Supervisor	2
TDST04	Skilled Trades Assistant	1
TDST06	Skilled Trades Specialist	38
TDST08	Sr Skilled Trades Specialist	18
TDST09	Skilled Trades Supervisor II	1
TDST10	Skilled Trades Manager	12
TDST11	Correctional Skilled Trades Manager	2
TDST12	Facility Manager	4
TDST13	Construction Manager	16
TNCF05	Construction & Field Survey Technician	33
TNCF06	Construction & Field Survey Specialist	25
TNCF08	Senior Construction & Field Survey Specialist	8
TNCF09	Construction & Field Survey Analyst	1
TNDE03	Design Assistant	13
TNDE05	Design Technician	2
TNDE06	Design Specialist I	1
TNDE07	Design Specialist II	7
TNDE09	Senior Design Specialist	1
TNDO09	Senior Design Oversight Specialist	3
TNDR05	Driller Technician	1
TNDR07	Driller	5
TNDR09	Drilling Supervisor	2
TNFD05	Field Data Collection & Lab Analysis Technician	15
TNFD06	Field Data Collection & Lab Analysis Specialist I	15
TNFD07	Field Data Collection & Lab Analysis Specialist II	7
TNFD09	Senior Field Data Collection & Lab Analysis Specialist	4
TNHM05	Highway Maintenance Technician	350
TNHM06	Highway Maintenance Specialist	77
TNHM07	Highway Maintenance - Archived	15
TNHM08	Highway Maintenance Supervisor I	16
TNHM09	Highway Maintenance - Archived	3
TNHM11	Highway Maintenance Supervisor II	11
TNP109	Pilot	2
TNP110	Safety & Standardization Officer	1
TNP112	Flight Operations Manager	1
TNPS07	Photogrammetry and Survey Specialist II	5
TNRW07	Right of Way Specialist	4
TNST07	Staff Technician I	10
TNST08	Staff Technician II	4
TNST09	Senior Staff Technician	13
TNTM04	Transportation Mgt Center Assistant	3
TNTM06	Transportation Mgt Center Specialist	5
TNT007	Technical Operations Technician II	12
TNT008	Senior Technical Operations Technician	18
TNT009	Technical Operations Principal	14
TNT010	Technical Operations Supervisor I	24
TNT011	Technical Operations Supervisor II	3
TNUL06	Utilities Technician	2

Eligible Candidates by Occupational Group

Occupational Group Recruited For	# of Eligible Candidates	# of Recruitments for Occupational Family	Ratio of Eligible Candidates to Recruitments Posted
Healthcare Services	648	181	3.6
Inspection & Safety	87	29	3.0
Attorney	82	46	1.8
Benefits & Eligibility	296	60	4.9
Business Administration	1,174	286	4.1
Computer Technology	276	64	4.3
Correctional	407	35	11.6
Cultural Resources	96	15	6.4
Education & Training	162	41	4.0
Employment & Human Resources	202	58	3.5
Engineering & Natural Resources	403	199	2.0
Executive	115	31	3.7
Financial	834	194	4.3
Fish & Wildlife	223	30	7.4
Governor Staff	12	2	6.0
Institutional Support Services	184	54	3.4
Land & Real Estate	63	18	3.5
Public Information	79	17	4.6
Public Safety	476	88	5.4
Social Services	443	107	4.1
Trades	500	158	3.2
Transportation	736	231	3.2

Note: A ratio of 1 means that for every one recruitment posted in the occupational family, there is one eligible candidate. Multiple vacant positions can be listed on one recruitment, lowering the number of eligible candidates per position. An eligible candidate is one that qualified for and was selected for an interview.



Time to Fill by Classification in Days

Class Code	Class Title	Days to Fill
ATHE04	Senior Hearing Examiner	66.0
ATMA01	Managing Attorney 1	41.0
ATMA02	Managing Attorney 2	49.0
ATPA01	Practicing Attorney 1	50.0
ATPA03	Practicing Attorney 3	69.5
ATPA04	Practicing Attorney 4	11.5
ATPA05	Practicing Attorney 5	34.0
ATTY99	Attorney - General	95.5
AWIN02	Senior Investment Analyst	7.0
AWIN03	Investment Officer	8.5
AWIN04	Senior Investment Officer	8.5
BAAS03	Office Assistant I	36.2
BAAS04	Office Assistant II	31.5
BAAS05	Office Support Specialist I	44.7
BAAS06	Office Support Specialist II	34.3
BAAS07	Senior Office Support Specialist	30.9
BAB008	Business Office Coordinator I	52.0
BAB009	Business Office Coordinator II	58.8
BAB010	Business Office Supervisor I	42.0
BACA07	Consumer Affairs Specialist	18.0
BADC06	Drivers License CDL Examiner	78.6
BADL06	Driver's License Field Examiner	46.1
BADL07	Driver's License Field Office Supervisor	72.0
BADL08	Drivers License Regional Supervisor	73.0
BADS05	Drivers Services Specialist	38.0
BAGC07	Grants & Contract Administration Specialist I	52.0
BAGC08	Grants & Contract Administration Specialist II	35.5
BAGC09	Senior Grants & Contract Administration Specialist	47.7
BAGC10	Grants & Contract Administration Manager I	26.5
BAGC11	Grants & Contract Administration Manager II	45.0
BALG07	Legal Support Specialist	44.3
BALG08	Legal Assistant	36.1
BALG09	Hearing Officer	27.0
BAMR03	Mail Room Clerk I	28.3
BAMR04	Mail Room Clerk II	36.0
BAMR05	Senior Mail Clerk - Correctional Institution	33.0
BAMR07	Mail Services Supervisor	34.0
BAPM09	Project Management Analyst	28.0
BAPM10	Senior Project Management Analyst	27.7
BAPP05	Production & Printing Technician	51.0
BAPP07	Production & Printing Supervisor	26.0
BAPS07	Policy & Planning Analyst I	36.0
BAPS09	Policy & Planning Analyst III	47.3
BAPS10	Senior Policy & Planning Analyst	25.8
BAPS11	Policy & Planning Coordinator	25.0
BAPS12	Policy & Planning Supervisor	43.3
BARD03	Records & Data Management Technician	79.8
BARD05	Records & Data Management Clerk I	36.6
BARD06	Records & Data Management Clerk II	34.3
BARD07	Records & Data Management Specialist I	33.0
BARD08	Records & Data Management Specialist II	32.7
BARD09	Records & Data Management Analyst	44.9
BARD10	Records & Data Management Supervisor	24.0
BARM08	Risk Analyst	21.0
BARM10	Risk Manager	10.0
BEBP06	Benefits & Eligibility Specialist I	41.3
BEBP07	Benefits & Eligibility Specialist II	40.0
BEBP09	Benefits & Eligibility Program Analyst	43.3
BEBP10	Benefits & Eligibility Supervisor	11.0
BEDD07	Disability Determination Specialist	39.0
BEQA07	Quality Assurance Specialist	34.0
BEQA08	Senior Quality Assurance Specialist	14.0
BEQA12	Quality Assurance & Investigation Manager	25.0
BEWC07	Claims Specialist	36.9
BEWC08	Senior Claims Specialist	23.6
BEWC10	Claims Supervisor	21.0
BEWC12	Claims Manager	11.0
COAW12	Associate Warden	52.0
COCI11	Correctional Investigative Program Captain	48.0
COCI12	Correctional Investigative Major	82.0

Time to Fill by Classification in Days

Class Code	Class Title	Days to Fill
COCP11	Correctional Program Manager I	68.0
COPR05	Correctional Officer	85.6
COPR06	Correctional Corporal	85.4
COPR08	Correctional Sergeant	43.8
COPR09	Correctional Lieutenant	60.0
COPR11	Correctional Captain	41.0
COPR13	Deputy Warden	57.0
CRCR08	Cultural Resources Specialist	41.6
CRCR12	Cultural Resources Manager	40.0
CRLI08	Librarian	37.5
CRLI09	Librarian Technical Analyst	41.0
CRPA03	Park Maintenance Assistant	40.0
CRPA05	Park Maintenance Technician	63.5
CRPA08	Assistant Park Superintendent	60.5
CTBA08	Computer Technology Business Applications Specialist II	66.0
CTBA09	Computer Technology Business Applications Analyst	98.0
CTBA10	Senior Computer Technology Business Applications Analyst	49.7
CTEM11	Technology Management I	27.0
CTMG12	Computer Technology Program Manager II	61.0
CTPM10	Project Management III	65.5
CTPM11	Project Management IV	50.0
CTSD09	Software Development III	12.0
CTSS07	Support Technologist II	76.4
CTSS08	Support Technologist III	56.0
CTSS09	Support Technologist IV	34.5
CTSS10	Support Technologist V	56.8
CTST08	Systems Technologist II	91.0
CTST09	Systems Technologist III	44.0
CTST10	Systems Technologist IV	68.0
CTSU07	Computer Technology Support Specialist I	50.0
CTSU08	Computer Technology Support Specialist II	15.0
CTSY08	Computer Technology Systems & Infrastructure Specialist II	107.0
CTSY09	Computer Technology Systems & Infrastructure Analyst	43.5
CTSY10	Senior Computer Technology Systems&Infrastructure Analyst	70.0
EAHH11	Human Resource Supervisor	24.0
EHBH07	Human Resource Benefits Specialist	35.0
EHBH08	Senior Human Resource Benefits Specialist	33.0
EHBH10	Employee Assistance Program Coordinator	21.0
EHCH12	Human Resource Program Supervisor	6.0
EHEM07	Employment Services Specialist	49.1
EHEM09	Employment Services Supervisor	31.0
EHGH08	Senior Human Resource Associate	42.6
EHGH10	Human Resource Senior Coordinator	21.8
EHLS09	Labor Standards Analyst	46.2
ENEG08	Engineer I	91.1
ENEG09	Engineer II	43.2
ENEG10	Project Engineer	41.3
ENEG12	Principal Engineer	41.3
ENEG13	Staff Engineer	38.0
ENEG14	Engineering Manager I	39.0
ENEG15	Engineering Manager II	68.7
ENEG16	Assistant Chief Engineer - Transportation	22.0
ENFC07	Correctional Forestry Crew Supervisor	47.5
ENFD07	Forestry Technician	31.0
ENFD08	Assistant District Forester	25.0
ENFM08	Forestry Program Specialist	30.0
ENFM09	Forestry Program Analyst	46.5
ENGE08	Geologist I	55.5
ENGE10	Project Geologist	125.0
ENGE11	Senior Project Geologist	68.5
ENGE12	Geology Supervisor	46.0
ENGSO7	Geospatial Technology Analyst	54.2
ENNR08	Natural Resources Specialist	49.6
ENNR09	Natural Resources Analyst	47.4
ENNR10	Natural Resources Program Principal	38.2
ENNR11	Natural Resources Program Supervisor	44.2
ENNR13	Natural Resources Program Manager	49.8
ETCT05	Teacher Aide	820.5
ETCT09	Certified Teacher	52.1

Time to Fill by Classification in Days



Class Code	Class Title	Days to Fill
ETEP10	Education Program Consultant	54.5
ETEP11	Education Program Manager I	41.0
ETIN07	Instructor I	52.7
ETIN08	Instructor II	64.8
ETIN09	Training Coordinator	26.0
ETIN10	Training Supervisor	97.0
ETVT04	Vocational Training Technician	62.0
ETVT07	Vocational Trainer	25.0
ETVT08	Senior Vocational Trainer	25.0
EXMT01	Executive Management 1	48.5
EXMT02	Executive Management 2	57.4
EXMT03	Executive Management 3	66.2
EXMT04	Executive Management 4	90.0
EXMT05	Executive Management 5	53.5
EXMT06	Executive Management 6	15.0
EXOF03	Executive Officer 3	138.0
FIAC04	Accounting Clerk	52.3
FIAC06	Accounting Technician	24.8
FIAC07	Accountant	34.9
FIAC08	Senior Accountant	26.9
FIAC09	Accounting Analyst	35.6
FIAC10	Senior Accounting Analyst	42.5
FIAC11	Principal Accountant	73.7
FIAC12	Accounting Manager I	40.0
FIAC13	Accounting Manager II	52.0
FIAU08	Auditor II	55.4
FIAU09	Senior Auditor	56.0
FIAU10	Principal Auditor	45.3
FIAU11	Supervising Auditor	12.5
FIAU12	Auditing Manager	13.0
FIBD09	Budget Specialist II	28.5
FIBD10	Budget Analyst	14.0
FIBE08	Examiner I	56.0
FIBE09	Examiner II	21.0
FIEC10	Senior Economic Analyst	52.9
FIEC11	Principal Economist	44.5
FIIE07	Investment Educator	48.7
FIIE08	Senior Investment Educator	57.3
FIIE10	Investment Education Program Manager	35.0
FIPU09	Buyer	22.0
FIPU11	Purchasing Officer	22.0
FIST09	Statistician	18.0
FIST10	Senior Statistician	107.0
FITE07	Tax Examiner	67.0
FITE08	Senior Tax Examiner	18.0
FITE09	Tax Examination Analyst	51.0
FITE10	Senior Tax Examination Analyst	17.0
FIWH04	Shipping & Receiving Clerk I	20.6
FIWH05	Shipping & Receiving Clerk II	34.5
FIWH08	Warehouse Assistant Supervisor	46.5
FWGP11	Game Warden Program Manager	56.0
FWGW08	Game Warden	140.0
FWGW10	Senior Game Warden	39.7
FWMG11	Biologist Supervisor	54.8
FWMG13	Game & Fish Manager II	37.7
FWMG14	Game & Fish Manager III	59.5
FWMG15	Game & Fish Administrator	29.0
FWMG16	Game & Fish Deputy Director	84.0
FWVT13	Assistant State Wildlife Veterinarian	42.0
FWWB09	Wildlife Biologist II	86.0
FWWB10	Senior Wildlife Biologist	102.1
FWWB11	Principal Wildlife Biologist	57.0
GOAS01	Governor's Administrative Staff 1	57.0
GOAS04	Governor's Senior Administrative Staff	57.0
HSD013	Physician	42.0
HSEP10	Epidemiologist II	98.0
HSHC06	Health Care Technician	69.0
HSHP08	Health Program Specialist	45.2
HSHP09	Health Facility Surveyor	116.7

Time to Fill by Classification in Days

Class Code	Class Title	Days to Fill
HSHP10	Health Program Supervisor	47.8
HSHP11	Health Program Manager I	26.0
HSHP12	Health Program Manager II	43.5
HSHS04	Human Services Aide	69.1
HSHS05	Human Service Specialist	71.9
HSHS08	Human Services Shift Supervisor	115.3
HSHS09	Human Services Unit Supervisor	13.0
HSNP12	Nurse Practitioner	95.0
HSNU06	LPN	49.8
HSNU08	Nurse	77.6
HSNU10	Senior Nurse	102.5
HSNU11	Nurse Manager I	67.0
HSPY05	Registered Behavior Technician	49.0
HSRA07	Recreational Activities Specialist	39.2
HSRA09	Recreational Activities Coordinator	43.3
HSSL05	Laboratory Assistant	62.0
HSSL08	Laboratory Scientist I	44.0
HSSL09	Laboratory Scientist II	51.7
HSSL10	Senior Laboratory Scientist	34.5
HSSL11	Laboratory Supervisor	119.3
HSSL12	Laboratory Manager I	40.0
ININ07	Inspection Specialist I	67.3
ININ08	Inspection Specialist II	60.4
ININ09	Senior Inspection Specialist	63.3
INOS08	Inspection and Safety Specialist	41.0
INOS09	Senior Inspection and Safety Specialist	63.8
INOS11	OSHA Program Supervisor	20.0
INOS13	Osha Program Manager	28.0
ISFS01	Food Services Assistant	71.2
ISFS05	Food Services Specialist	54.7
ISFS08	Food Services Supervisor	32.5
ISHK01	Housekeeper	63.4
ISHK06	Housekeeping Supervisor	26.0
LRLM06	Lands Management Specialist I	92.3
LRLM07	Lands Management Specialist II	54.0
LRLM08	Senior Lands Management Specialist I	57.0
LRLM09	Lands Management Program Analyst	53.8
PIMM10	Multi-Media Supervisor	60.5
PIPR09	Senior Public Relations Specialist	62.5
PIPR10	Public Relations Supervisor	59.0
PSAI10	Law Enforcement Academy Supervisor	25.0
PSCI09	Criminal Investigator	57.5
PSCI10	Senior Criminal Investigator	166.0
PSCI11	Criminal Investigation Supervisor	13.0
PSCJ07	CJIS Records Analyst	88.0
PSDI04	Highway Patrol Dispatcher I	136.6
PSDI06	Highway Patrol Dispatcher II	178.0
PSDI08	Highway Patrol Dispatch Supervisor	37.5
PSEP08	Emergency Preparedness Specialist I	48.0
PSEP09	Emergency Preparedness Specialist II	92.0
PSEP11	Senior Emergency Preparedness Analyst	54.0
PSES07	Security Officer	29.8
PSES08	Park Ranger	6.0
PSFC08	Forensic Specialist	74.7
PSFF04	Firefighter I	95.8
PSFF05	Firefighter II	47.0
PSFF07	Senior Firefighter	17.0
PSHM09	Highway Patrol Sergeant	59.7
PSHM11	Highway Patrol Lieutenant	32.0
PSHM12	Highway Patrol Captain	35.0
PSHM14	Highway Patrol Major	50.0
PSHP08	Highway Patrol Trooper II	112.0
PSHP09	Highway Patrol Trooper III	7.0
PSIN09	Investigator	14.0
PSPE04	Port of Entry Assistant I	143.7
PSPE06	Port of Entry Specialist	40.0
PSSA10	Special Agent I	43.0
PSSA11	Special Agent II	34.0
PSSA12	Special Agent Supervisor	41.0

Time to Fill by Classification in Days

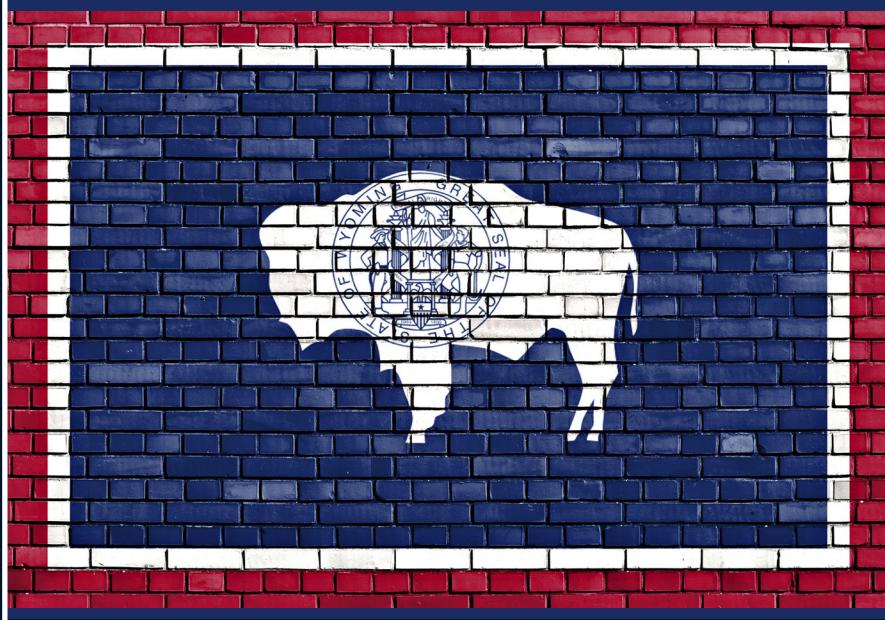
Class Code	Class Title	Days to Fill
PSSG03	Security Escort	93.8
PSSG04	Security Guard	102.2
SOAP08	Adult Probation & Parole Officer	55.6
SOCP09	Senior Social Services Worker	160.0
SOCP10	Social Services Clinical Program Specialist	77.0
SOCW08	Caseworker	56.5
SOCW12	Facility Casework Program Manager	33.0
SOLC10	Principal Licensed Counselor	34.3
SOSP03	Social Services Aide	43.3
SOSP08	Social Services Worker	40.0
SOSP10	Social Services Program Supervisor	30.0
SOVR09	Vocational Rehabilitation Counselor	41.8
SOVR11	Vocational Rehabilitation Supervisor	12.0
SOVS07	Client Services Advocate	40.3
SOVS08	Victim Services Advocate	101.0
SOYS03	Youth Services Aide	75.4
SOYS04	Youth Services Security Officer	55.4
SOYS06	Youth Services Specialist II	64.2
SOYS09	Youth Services Supervisor	17.0
TDBG01	Custodian	41.9
TDBG03	Buildings & Grounds Assistant	29.3
TDBG05	Buildings & Grounds Specialist	23.5
TDBG07	Senior Buildings & Grounds Specialist	58.5
TDBG08	Buildings & Grounds Supervisor I	16.5
TDCA05	Carpenter	58.3
TDEL08	Journeyman Electrician	65.8
TDEL11	Electrical Manager	29.0
TDFA06	Fabricator	26.0
TDFA07	Senior Fabricator	59.0
TDHM06	Heavy Mechanic	71.7
TDHM07	Senior Heavy Mechanic	40.8
TDHM09	Heavy Mechanic Supervisor	53.5
TDHM10	Fleet Program Coordinator	28.0
TDHM11	District Equipment Manager	31.0
TDHV05	HVAC Specialist	64.0
TDME05	Mechanic	37.3
TDPL05	Plumber	14.3
TDPL07	Senior Plumber	20.0
TDPL08	Plumbing Supervisor	46.0
TDST06	Skilled Trades Specialist	33.4
TDST08	Sr Skilled Trades Specialist	40.0
TDST09	Skilled Trades Supervisor II	23.0
TDST10	Skilled Trades Manager	79.5
TDST11	Correctional Skilled Trades Manager	20.0
TDST12	Facility Manager	108.0
TDST13	Construction Manager	80.0
TNCF05	Construction & Field Survey Technician	80.2
TNCF06	Construction & Field Survey Specialist	80.0
TNCF08	Senior Construction & Field Survey Specialist	48.6
TNDE03	Design Assistant	84.5
TNDE07	Design Specialist II	48.3
TND009	Senior Design Oversight Specialist	28.0
TNDR05	Driller Technician	113.0
TNDR07	Driller	82.0
TNDR09	Drilling Supervisor	31.0
TNFD05	Field Data Collection & Lab Analysis Technician	56.0
TNFD06	Field Data Collection & Lab Analysis Specialist I	42.0
TNFD07	Field Data Collection & Lab Analysis Specialist II	59.7
TNFD09	Senior Field Data Collection & Lab Analysis Specialist	26.0
TNHM05	Highway Maintenance Technician	76.2
TNHM06	Highway Maintenance Specialist	51.6
TNHM08	Highway Maintenance Supervisor I	84.6
TNHM11	Highway Maintenance Supervisor II	34
TNST07	Staff Technician I	48
TNST09	Senior Staff Technician	56
TNTM04	Transportation Mgt Center Assistant	196
TNTM06	Transportation Mgt Center Specialist	39
TNT008	Senior Technical Operations Technician	33.25
TNT009	Technical Operations Principal	62
TNT010	Technical Operations Supervisor I	38
TNT011	Technical Operations Supervisor II	52
TNUL06	Utilities Technician	42

October 2025



JULY 1, 2024 - JUNE 30, 2025

WORKFORCE REPORT



STATE OF WYOMING EXECUTIVE BRANCH

