



# 9976 Expert Tech I / 9978 Expert Tech II Compensation

*June 2026*





# Compensation Structure

Upon creation, classifications 9976 and 9978 were linked to other Local 21 and MEA classifications for internal equity purposes and to ensure that initial placement within the salary structures is consistent with other allocated positions. However, compensation adjustments post-appointment were left open to maintain flexibility for these contracted positions.

- **9976 Tech Expert I (Local 21)**
  - Experts with analytical, interpretive and technical skills
- **9978 Tech Expert II (MEA)**
  - Experts focused on setting policy, planning, organizing, directing and controlling resources and program delivery



# 9976 Tech. Expert I Compensation Approval Authority

| Position Allocation                    | Department / Client Services | Department / Client Services |
|--|------------------------------|------------------------------|
| 1043 IS Engineer - Senior              | Steps 1 – 10                 | N / A                        |
| 1044 IS Engineer - Principal           | Steps 1 – 10                 | Steps 11 – 15                |
| 1053 IS Business Analyst - Senior      | Steps 1 – 10                 | N / A                        |
| 1054 IS Business Analyst - Principal   | Steps 1 – 10                 | Steps 11 – 15                |
| 1063 IS Programmer Analyst - Senior    | Steps 1 – 10                 | N / A                        |
| 1064 IS Programmer Analyst - Principal | Steps 1 – 10                 | Steps 11 – 13                |

- **General Wage Increases** – Absent an alternative arrangement, the same general wage increases should be provided as under the Local 21 MOU.
- **Step Increases** – Absent an alternative arrangement, employees should advance one step every six months through step 10; steps 11 through the top step are solely at the discretion of the Appointing Officer.
- **Post-Appointment Adjustments** – Accelerated advancement up to the top step may be made at any time at the discretion of the Appointing Officer.



# 9978 Tech. Expert II Compensation Approval Authority

| Position Allocation | Department / Client Services | Classification and Compensation |
|---------------------|------------------------------|---------------------------------|
| 0931 Manager III    | Ranges A & B                 | Range C                         |
| 0932 Manager IV     | Ranges A & B                 | Range C                         |
| 0933 Manager V      | Ranges A & B                 | Range C                         |
| 0941 Manager VI     | Ranges A & B                 | Range C                         |
| 0942 Manager VII    | Ranges A & B                 | Range C                         |
| 0943 Manager VIII   | Ranges A & B                 | Range C                         |

- **General Wage Increases** – Absent an alternative arrangement, the same general wage increases should be provided as under the MEA Misc. MOU.
- **Annual 5% Increases** – Absent an alternative arrangement, the annual 5% increases up to the top of Range A should be provided as under the MEA Misc. MOU.
- **Post-Appointment Adjustments** – May be made at any time within Ranges A & B at the discretion of the Appointing Officer. Appointments in Range C may be made at any time with the approval of DHR’s Classification and Compensation Division.