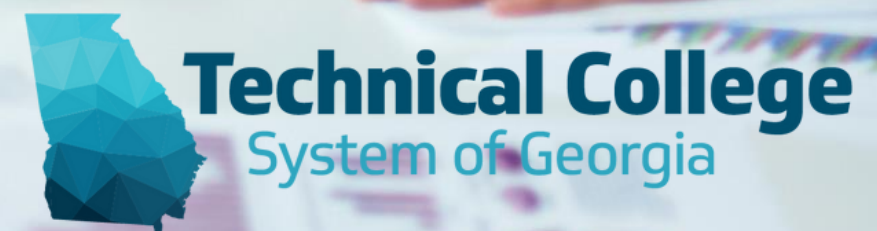




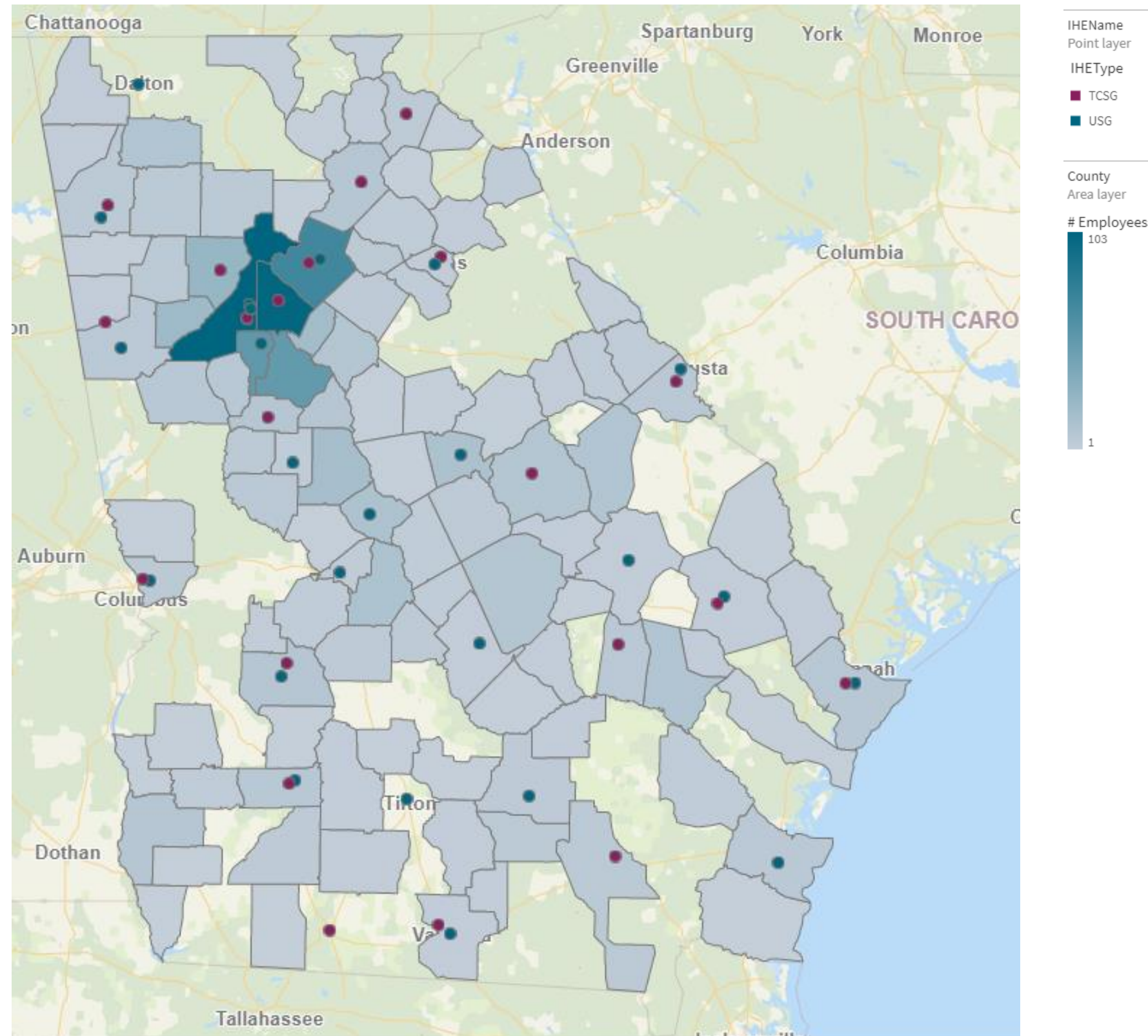
2022 WORKFORCE STRATEGIES INITIATIVE



Finance and Accounting



Location of People in Accountant, Auditor/Examiner, and Financial Ops Generalist Jobs



- People in accountant, auditor/examiner, and financial ops generalist jobs are located in most regions of the state
- 452 people who work in these jobs live in counties in the Atlanta Regional Commission, while 380 live in other counties across the state

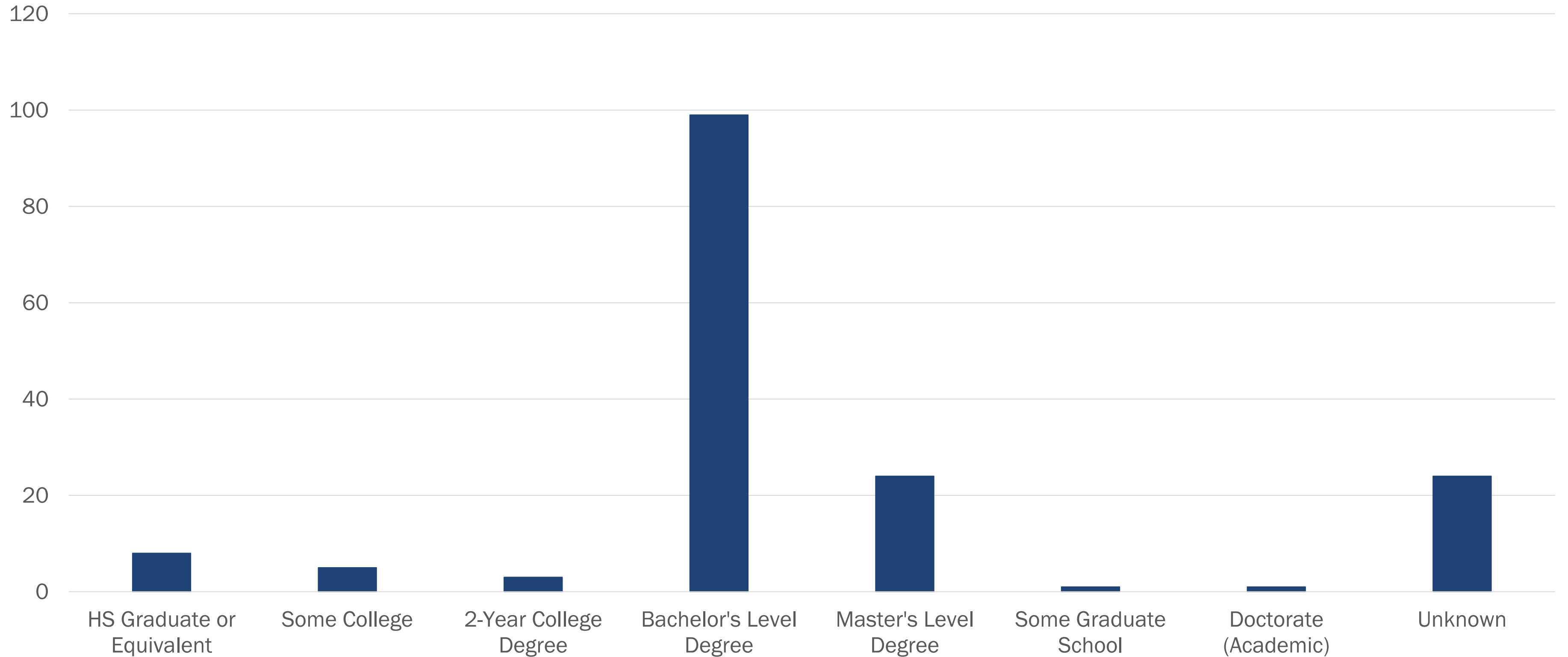
Top 5 Agencies with the Highest Number of Accountants

Agency	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	FY21 Hires/Rehires	FY21 Separations
All Agency Totals (41)	183	165	-9.8%	11.8%	19	19
Department of Transportation	25	20	-20.0%	14.8%	2	3
Department of Community Health	17	17	0.0%	11.6%	4	2
Department of Human Services	16	13	-18.8%	32.3%	3	5
Department of Community Affairs	9	10	11.1%	0.0%	0	0
Department of Education	9	10	11.1%	0.0%	0	0
All Other Agencies	107	95	-11.2%	10.1%	10	9

Accountant Occupation

Job	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	FY21 Hires/Rehires	FY21 Separations
Total	183	165	-9.8%	11.8%	19	19
Accountant	1	2	100.0%	0.0%	0	0
Accountant 1	32	24	-25.0%	23.5%	8	6
Accountant 2	40	34	-15.0%	6.1%	2	2
Accountant 3	83	76	-8.4%	9.3%	7	7
Accountant 4	27	29	7.4%	15.5%	2	4

Accountant Education Level at Time of Hire



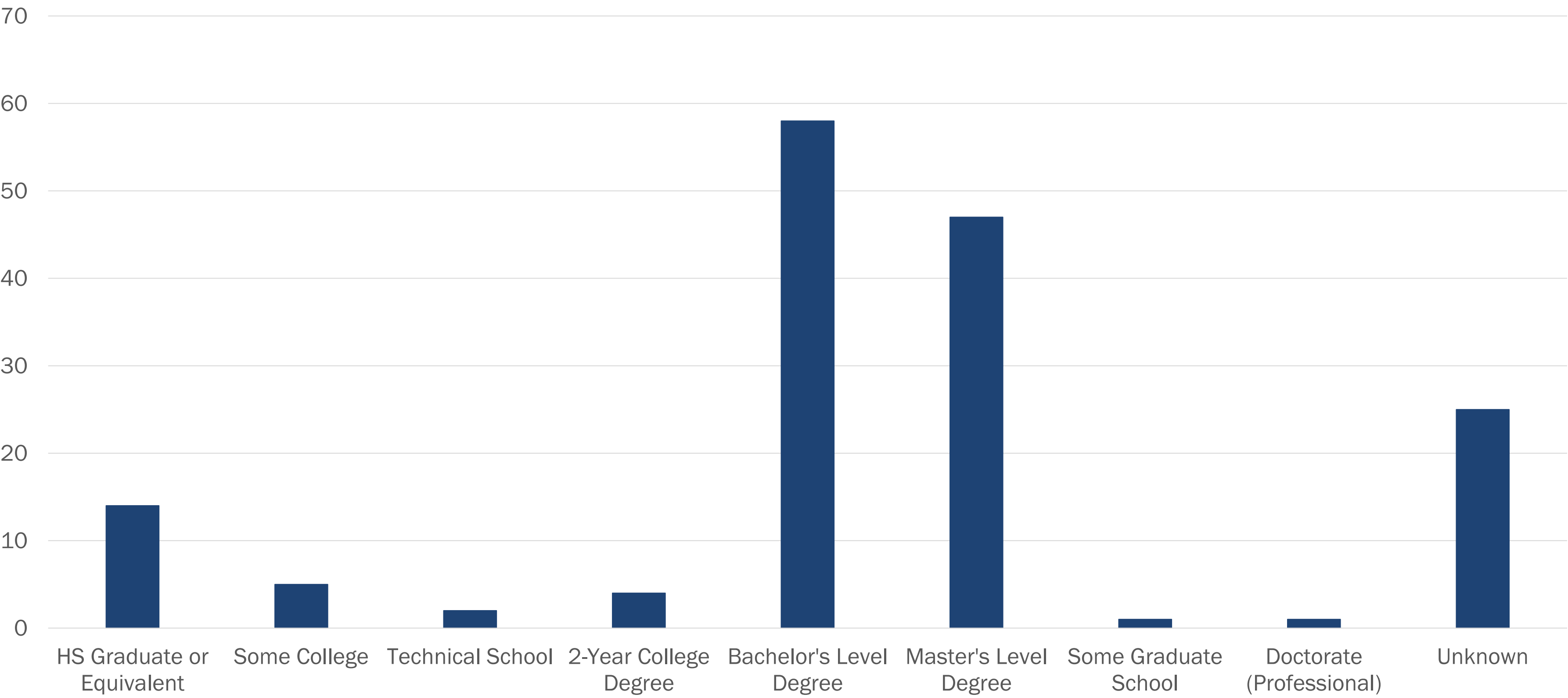
Top 5 Agencies with the Highest Number of Auditor/Examiners

Agency	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	FY21 Hires/Rehires	FY21 Separations
All Agency Totals (15)	173	157	-9.2%	12.8%	13	20
Department of Revenue	79	73	-7.6%	8.3%	5	6
Department of Labor	60	49	-18.3%	10.6%	6	5
Department of Early Care and Learning	9	12	33.3%	32.4%	1	4
Department of Administrative Services	3	5	66.7%	0.0%	0	0
Department of Transportation	4	5	25.0%	17.4%	0	1
All Other Agencies	18	13	-27.8%	29.8%	1	4

Auditor/Examiner Occupations

Job	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	FY21 Hires/Rehires	FY21 Separations
Total	173	157	-9.2%	12.8%	13	20
Auditor/Examiner 1	51	27	-47.1%	19.1%	8	5
Auditor/Examiner 2	66	54	-18.2%	9.2%	0	5
Auditor/Examiner 3	56	76	35.7%	13.2%	5	10

Auditor/Examiner Education Level at Time of Hire



Source: Georgia Department of Administrative Services, Human Resources Administration Division, Team Georgia Careers

Unknown = A hire that did not use Team Georgia Careers

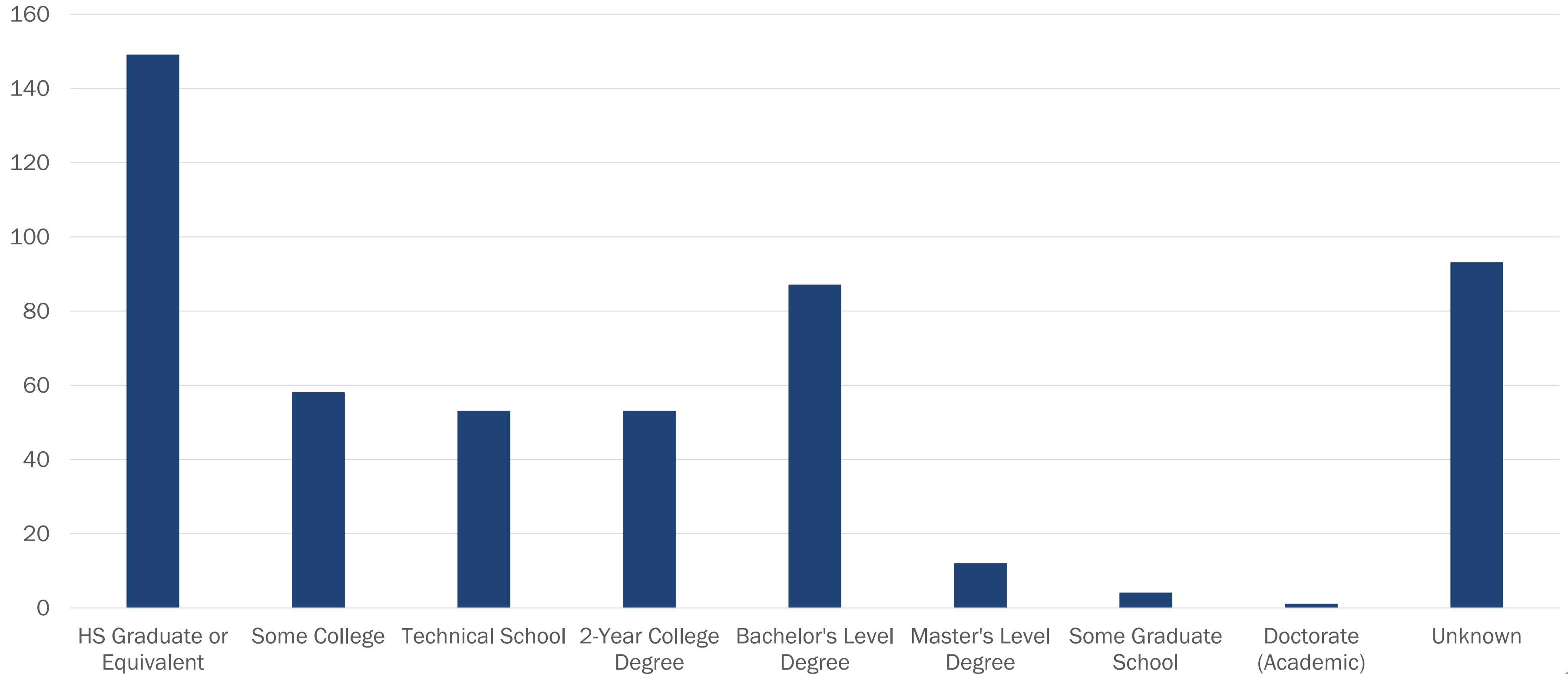
Top 5 Agencies with the Highest Number of Financial Operation Generalists

Agency	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	FY21 Hires/Rehires	FY21 Separations
All Agency Totals (33)	601	510	-15.1%	12.8%	34	65
Department of Corrections	180	123	-31.7%	14.7%	4	18
DHS - Division of Family and Children Services	109	110	0.9%	8.2%	2	9
Department of Human Services	68	58	-14.7%	9.3%	6	7
Department of Community Supervision	52	25	-51.9%	7.8%	0	2
Department of Behavioral Health and Developmental Disabilities	23	21	-8.7%	24.9%	3	5
All Other Agencies	169	173	2.4%	15.7%	19	24

Financial Ops Generalist Occupation

Job	June 2018 Employee Count	June 2021 Employee Count	Percent Change	FY21 Turnover Rate	FY21 Hires/Rehires	FY21 Separations
Total	601	510	-15.1%	12.8%	34	65
Financial Ops Generalist	1	1	0.0%	0.0%	0	0
Financial Ops Generalist 1	410	206	-49.8%	14.4%	25	31
Financial Ops Generalist 2	99	226	128.3%	9.8%	6	21
Financial Ops Generalist 3	91	77	-15.4%	17.3%	3	13

Financial Ops Generalist Education Level at Time of Hire



Finance and Accounting Job Descriptions



Accountant 1

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
FIP020	Accountant 1	SWD	H	\$27,249	\$38,926	\$47,685

Job Summary: Under supervision, analyzes financial information and prepares financial reports to document or maintain records of assets, liabilities, profit and loss or other financial activities within an agency. Records financial transactions, reconciles accounting records and prepares reports.

Entry Qualifications: Bachelor's degree in accounting from an accredited college or university OR Bachelor's degree in a business curriculum which included completion of introductory and intermediate accounting sequence. Note: Some positions may require certifications.

Accountant 2

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
FIP021	Accountant 2	SWD	I	\$29,973	\$42,819	\$52,453

Job Summary: Under general supervision, analyzes financial information and prepares financial reports to document or maintain records of assets, liabilities, profit and loss or other financial activities within an agency. Evaluates, audits and maintains accounts and transaction processing to ensure GAAP compliance.

Entry Qualifications: Master's degree in accounting from an accredited college or university OR Bachelor's degree in accounting from an accredited college or university AND One year of professional accounting experience OR Bachelor's degree in a business curriculum which included completion of introductory and intermediate accounting sequence from an accredited college or university AND One year of professional accounting experience. Note: Some positions may require certifications.

Accountant 3

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
FIP022	Accountant 3	SWD	K	\$36,268	\$51,811	\$63,469

Job Summary: Under broad supervision, performs or oversees the development, implementation and monitoring of accounting activity for a department or agency. Analyzes financial information and programs, identifies financial trends, makes recommendations to management and prepares a full range of financial reports, including specialized or non-standard reports.

Entry Qualifications: Master's degree in accounting from an accredited college or university AND One year of professional accounting experience OR Bachelor's degree in accounting from an accredited college or university AND Two years of professional accounting experience OR Bachelor's degree in a business curriculum which included completion of introductory and intermediate accounting sequence from an accredited college or university AND Three years of professional accounting experience. Note: Some positions may require certifications.

Accountant 4

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
FIP023	Accountant 4	SWD	L	\$40,982	\$58,982	\$71,720

Job Summary: Under limited supervision, performs or oversees the development, implementation and monitoring of accounting activity for a department or agency. Analyzes financial information and programs, identifies financial trends, makes recommendations to management and prepares a full range of financial reports, including specialized or non-standard reports. May also serve in a lead role.

Entry Qualifications: Master's degree in accounting from an accredited college or university AND Two years of professional accounting experience OR Bachelor's degree in accounting from an accredited college or university AND Three years of professional accounting experience OR Bachelor's degree in a business curriculum which included completion of introductory and intermediate accounting sequence from an accredited college or university AND Four years of professional accounting experience. Note: Some positions may require certifications.

Auditor/Examiner 1

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
FIP030	Auditor/Examiner 1	SWD	I	\$29,973	\$42,819	\$52,453

Job Summary: Under supervision, audits, examines and analyzes accounting records to determine the financial condition or compliance with tax code of an assigned organization or program. In a learning capacity, prepares financial reports concerning operating procedures.

Entry Qualifications: Bachelor's degree in business administration or a related field from an accredited college or university OR Three years of experience in a related area.

Auditor/Examiner 2

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
FIP031	Auditor/Examiner 2	SWD	J	\$32,970	\$47,101	\$57,699

Job Summary: Under general supervision, audits, examines and analyzes accounting records to determine the financial condition or compliance with tax code of an assigned organization or program. Prepares financial reports concerning operating procedures and ensures each organizations or programs compliance with applicable standards, laws, rules and regulations.

Entry Qualifications: Masters degree in business administration or a related field from an accredited college or university OR Bachelor's degree in business administration or a related field from an accredited college or university AND One year of related experience OR Four years of experience in a related area OR One year of experience required at the lower level Auditor/Examiner 1 (FIP030) or position equivalent.

Auditor/Examiner 3

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
FIP032	Auditor/Examiner 3	SWD	K	\$36,268	\$51,811	\$63,469

Job Summary: Under broad supervision, leads, plans and/or conducts the financial or tax audits of assigned organizations or programs and determines scope of investigation required. Auditors at this level generally work in one or more specialized areas of knowledge and conduct non-standard audits, complex or detailed audits or special investigations. May serve as lead worker.

Entry Qualifications: Master's degree in business administration or a related field from an accredited college or university AND One year of related experience OR Bachelor's degree in business administration or a related field from an accredited college or university AND Two years of related experience OR Five years of experience in a related area OR One year of experience at the lower level Auditor/Examiner 2 (FIP031) or position equivalent.

Financial Ops Generalist 1

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
FIP020	Financial Ops Generalist 1	SWD	G	\$24,771	\$35,387	\$43,350

Job Summary: Under direct supervision, performs paraprofessional accounting and fiscal control functions, such as accounts payable and receivable, payroll preparation, budget monitoring or related general accounting processes.

Entry Qualifications: Associate's degree in a business curriculum or related field from an accredited college or university OR High school diploma or GED AND Two years of experience performing accounting and/or fiscal control functions.

Financial Ops Generalist 2

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
FIP021	Financial Ops Generalist 2	SWD	H	\$27,248	\$38,926	\$47,685

Job Summary: Under general supervision, performs paraprofessional accounting and fiscal control functions, such as accounts payable and receivable, payroll preparation, budget monitoring or related general accounting processes.

Entry Qualifications: Associate's degree in a business curriculum or related field from an accredited college or university AND One year of experience performing accounting and/or fiscal control functions OR High school diploma or GED AND Three years of experience performing accounting and/or fiscal control functions.

Financial Ops Generalist 3

Job Code	Job Title	Salary Plan	Grade	Min Salary	Mid Salary	Max Salary
FIP022	Financial Ops Generalist 3	SWD	I	\$29,973	\$42,819	\$52,453

Job Summary: Under general supervision, performs paraprofessional accounting and fiscal control functions, such as accounts payable and receivable, payroll preparation, budget monitoring or related general accounting processes. Provides customer service and technical program support for an accounting office or related financial function. May act as lead worker.

Entry Qualifications: Bachelor's degree in a business curriculum or related field from an accredited college or university OR Associate's degree in a business curriculum or related field from an accredited college or university AND Two years of experience performing accounting and/or fiscal control functions OR High school diploma or GED AND Four years of experience performing accounting and/or fiscal control functions OR One year of experience required at the lower level Financial Ops Generalist 2 (FIT021) or position equivalent.