

2009

Compensation Survey

A Survey of Professional, Scientific and
Related Jobs in State Government
Prepared by AFT Public Employees

AFT Public Employees Compensation Survey

Forward

This is the 10th year that AFT Public Employees has released its report comparing the salaries of state employees across the country. Each year we have been able to improve on our analysis of wage data from state to state and, hopefully, better assist negotiators and administrators involved in setting wage rates for state employees. This year's report includes information on both compensation structures and actual salaries in effect as of March 1, 2009.

We have chosen to survey the wages of 45 different state employee job titles in order to provide a better understanding of compensation in state government. While the variations in job duties and responsibilities from state to state make it impossible to provide a perfect comparison, our methodology seeks to reduce these variations and provide the best comparison possible. After 10 years, we have managed to come up with the best available salary survey of a fairly diverse group of state employees.

This survey can serve as a guide to understanding compensation for state employees, but it is *not* possible to draw conclusions that stretch beyond the data. Of course, total compensation would include health insurance, retirement and other benefits that are not surveyed in this report. Also, conclusions from this survey's data should not be drawn about compensation for *all* state employees; while limited comparisons can be made with similar job titles in the private sector, this report should not be used to compare public employees with *all* private sector workers across the broader economy.

What *can* be discerned from this report is that the recession is significantly affecting state employees, who are having a more difficult time keeping up with the rate of inflation. On the whole, those employees with union representation and collective bargaining rights have a significant wage advantage in comparison to those without such representation. Also, this representation, with binding agreements on wages, prevents more significant declines during economic downturns.

This report focuses on one significant aspect of the recruitment and retention equation for state employees. Through this effort, we hope that more can be done to focus on the recruitment and retention of the most talented employees for the delivery of high-quality government services to the public.

This year, we have made two major changes to the methodology in this report. First, for purposes of analysis, missing data have been filled in so that salary range and number of employees are comparable across jobs, states and years (details on the imputation process are located in methodology section). Second, **all calculations of average salaries are now weighted by the number of employees**. Neither change in any way affects the job-by-job tables that comprise the bulk of this report. However the findings reported below are now calculated differently, using more accurate and comparable data, than in previous surveys.

This report has been issued every year since 2000. We have been collecting average salaries since 2002. The data allows us to begin a trend analysis, available for the first time this year, which offers an overview of the 45 job titles we have studied.

Acknowledgements

We are grateful to the state classification and compensation professionals all across the country who have actively participated in this annual survey. The accuracy of this report depends on their responsiveness and attention to detail. A listing of these important state employees is provided at the end of this report. Review and follow-up on these data also has been provided by local state employee compensation experts and AFT staff.

Gathering this data is an enormous undertaking and could not have been done without the essential work of our intern, Nina Inic, from Butler University. Jennifer Porcari provides outstanding guidance and coordination on every aspect of the report compilation, with critical assistance from Karen Schiffhauer and Marty Guinane. Jewell Gould and the AFT research department have provided valuable advice on the development of the project over the years, as have our local union leaders across the country. This year's extraordinary data analysis was provided by Matt Di Carlo of the AFT research department, giving us graphic detail on the variation in salaries from state to state, the impact of collective bargaining and the trends that have developed over the 10 years of the survey.

We welcome any comments and suggestions you may have regarding this report. You can contact us directly at 202/879-4550 or by e-mail at sporter@aft.org.

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AFT PUBLIC EMPLOYEES COMPENSATION SURVEY 2009

A Survey of Professional, Scientific and Related Jobs in State Government

INTRODUCTION

This report presents the results of a survey of professional, scientific and related occupations in state government, conducted by AFT Public Employees during the winter and spring of 2009. The survey was designed to collect information on occupational compensation in a manner that allows for comparison among states. Data from 50 states and the District of Columbia are presented in this report based on pay rates and compensation plans in effect as of March 1, 2009.

Forty-five jobs were selected for the study to represent the broad array of occupations participating in states' delivery of public services. The survey methods and terminology are described in the section called "Methodology and Definition of Terms." Compensation data are presented in the tables that follow, with one table for each job surveyed. Each table provides detailed comparisons of compensation structures in the states for which a job match is identified.

The report includes information on both compensation structures and actual salaries in effect during the survey period. For each title, the report shows minimum and maximum rates, average annual salary, number of employees, additional cash compensation opportunities and type of pay plan. Pay range midpoints—often reported in salary surveys—are not included here because of their limited applicability in state pay systems. Many state pay structures consist of step plans, which have no midpoint, and other newly implemented systems have "job rates" or "market rates" that do not necessarily fall at the 50th percentile. To better compare pay structures among the states, the report presents information on pay plan types applicable to each job (such as pay-for-performance plans, broadbands, merit systems, step plans, etc.), and, in the case of step plans, reports the number of *years* it takes to proceed from minimum to maximum rates.

Finally, this report acknowledges the underlying reality that the funding of pay increases and the application of pay plans depend on the political will of state legislatures.

Technical notes follow the tables, and occupational definitions for all jobs surveyed are provided in Appendix C. Appendix D provides guidance on how to use the information in this survey to make salary comparisons and includes private sector pay data from the U.S. Bureau of Labor Statistics.

METHODOLOGY AND DEFINITION OF TERMS

The 45 benchmark jobs included in this survey were selected to broadly represent professional, scientific and related occupations found in state governments. To ensure a high degree of comparability across states, occupational definitions (see Appendix A) were developed by sampling job descriptions and qualification standards available on numerous state Web sites. The survey instrument was developed and administered during the winter and spring of 2009. In several cases, data were verified or collected directly by accessing information available on state Web sites.

The survey tables present data collected on 50 states and the District of Columbia. The data reflect pay rates in effect March 1, 2009. Averages (means) and medians for minimum and maximum pay rates and for average annual salaries are shown at the bottom of each table. The survey also presents information, by job title, on number of employees, type of pay plan, length of progression schedules, cash compensation, collective bargaining status and length of the standard work week.

Terms and concepts used in the survey's data tables are defined as follows:

State's Title: This is the job title used by each state for the position that matches the benchmark job description.

Match Quality: Respondents were asked to indicate with a minus (-), equal (=) or plus (+) sign the degree to which the matching jobs in their states were similar to the benchmark job descriptions. For example, if the state's job is generally similar to the benchmark description but requires a slightly reduced scope of responsibility or does not require a degree, the respondent would use a minus sign. A job with responsibilities or other characteristics exceeding the benchmark would be indicated with a plus sign. A job that closely matches the benchmark description would be noted with an equal sign.

Annual Salary Range: The annual salary range reflects the *minimum* and *maximum* salary rates in effect for the job on the survey date. Note that the minimums are range-structure minimums that may differ from hiring rates.

Average Annual Base Salary: This column shows the actual average base salary for all employees in the job as of the survey date. Base pay excludes overtime, premium pay, differentials or other cash compensation that is not part of the base.

Number of Employees: This shows the total number of full-time employees in the job as of the survey date.

Pay Plan Type: This column indicates the type of pay structure that characterizes the pay range and compensation system, and guides employee movement within the range. This information helps survey users make comparisons among states by placing salary information in the context of the applicable pay structures. The types of plans shown and terms used are based on descriptive information provided by the state respondents or found on state Web sites. The types of plans most often identified include:

Step plans: Step plans, also known as increment or progression systems, are plans under which an employee moves from the minimum to the maximum rate by progressing through a series of predetermined pay levels or steps at regular intervals. The pay range is characterized by a minimum or start rate, a series of progression step rates, and a maximum rate.

Merit systems: Under traditional merit systems, employee movement through the range is generally based upon a regular (often annual) performance evaluation. The amount of the pay increase (dollar or percentage) varies depending on the evaluation rating received. A pay range under a merit system generally consists of a minimum rate, a maximum rate and a midpoint.

Pay-for-performance plans: Employee movement through the pay range is based on the evaluation of an employee's performance during the review period. Pay-for-performance plans are generally designed to link pay increases more closely to performance than traditional merit plans do by providing a wider variability of pay increases in relation to differences in performance ratings. Pay increases may be made as increases in base pay and/or lump-sum bonus or incentive payments. Decentralized administration may be a feature of pay-for-performance plans. Pay ranges under pay-for-performance plans are usually characterized by a minimum rate and a maximum rate, and also may feature a midpoint, a market rate, a job rate or a target rate.

Broadbands: Not actually a pay system, a broadband is a relatively wide pay band designed to encompass jobs and employees working at a range of levels. Broadbands often are associated with pay-for-performance systems.

Years to Top: This item shows the number of years it typically takes an employee to proceed from the minimum to the maximum rate. It primarily applies where step plans determine movement through the pay range, but some respondents provided this information for other types of pay plans as well. Combined with information about pay plan types, knowledge of range progression duration enables survey users to make meaningful comparisons among pay rates reported in the survey. Note: This item is reported in terms of number of years, *not* number of steps, because the distance between steps may vary (although one year per step is most common).

Other Cash Compensation: This item shows other types of compensation typically available. Respondents were asked to report information on relevant bonuses, incentives, longevity pay or other payments that comprise a key component of compensation. This item does not include differentials or premium pay (with a few exceptions as noted).

Collective Bargaining: This item indicates whether individuals employed under a particular job title have the right to collective bargaining in their states. A "Y" indicates that yes, the title does have collective bargaining rights, and an "N" indicates that the title does not. The exception to this rule is the "V," or "varies," meaning that whether or not a job title has collective bargaining rights varies by union membership in a specific agency.

Work Week: This item indicates the number of hours an employee in the job title is regularly scheduled to work each week.

Mean: The *mean* or average (unweighted) of the minimum and maximum salary rates and annual salaries are shown at the bottom of each table. The mean is calculated by adding the entries and then dividing by the number of state entries for each occupation. In addition, a *weighted mean* is shown for the average annual base salaries. The weighted mean is calculated by multiplying the average annual base salary for each state by the number of employees in the occupation, summing the resulting products, then dividing by the total number of employees.

Median: The median of the minimum and maximum rates is shown at the bottom of those columns on each table. The median is calculated by arraying the entries in the column in either ascending or descending order and identifying the entry at the midpoint.

Additional details, exceptions and special cases are provided in the **Technical Notes**, which follow the survey tables.

Regions:

Great Lakes: Illinois, Indiana, Iowa, Kentucky, Michigan, Minnesota, Ohio, Wisconsin

Northeast: Delaware, District of Columbia, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont

Southeast: Alabama, Arkansas, Florida, Georgia, Louisiana, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia

Mountain States: Colorado, Kansas, Montana, Nebraska, North Dakota, Oklahoma, South Dakota, Texas, Wyoming

West: Alaska, Arizona, California, Hawaii, Idaho, Nevada, New Mexico, Oregon, Utah, Washington

DATA IMPUTATION METHODOLOGY

NOTE: None of the procedures described below in any way affected the job-by-job tables in this report. They were only applied to the analysis in the “key findings” section. Full state responses are reported for all jobs in the complete tables.

Simply because not all states respond to the survey every year, and because this list of nonresponding states varies each year, previous surveys were not comparable. In other words, when comparing jobs or global averages between years, we always were comparing a different set of states.

This problem is far less severe when the data are not weighted by number of employees, since each state counts as only one observation and is therefore less likely to have a dramatic effect on the global averages. However, when the data are weighted, the failure of particular states (especially those with more employees in our job titles, or with unusually high or low average salaries) to respond to the survey can have rather drastic effects. For example, California did not respond to the survey in 2003, 2005 and 2006. Since the number of employees per job is, on average, much higher in California compared with other states, and also given the higher average salaries in that state, California’s absence from a given year’s survey can alter the aggregate calculations considerably.

In order to make the data comparable between years, we have taken steps to fill in missing values for states that did not respond to the survey in certain years. The procedure is described below:

Missing data only was imputed for states that did not respond at all in a given year. No changes were made for states that responded but had some jobs missing, even if many jobs were missing. This decision was based on the idea that responding states that leave the salaries for some jobs blank do so based on the lack of a match in those jobs. There were, however, a limited set of instances where the frequencies (number of employees) and/or the salaries reported did not seem consistent with those in previous years. In these cases, we took steps (e.g., contacting the state) to rectify the problems, which were typically due to inconsistent matching of state’s actual jobs to our job categories. In addition, to avoid stretching our imputation to unrealistic extents, we set a limit on response rate: states that

responded two or fewer times to the survey between 2002 and 2009 were eliminated from the data set. This resulted in the deletion of Idaho (two responses) and South Dakota (never responded) from the trend analysis.

For all other states, the imputation of average salaries to jobs took one of two forms. First, if a particular state didn't respond in a given year, but did respond in BOTH an earlier and a later year, we imputed salaries for each job by "splitting the difference" between the earlier and later years' salaries. For example, Kansas responded to the survey in all years except 2005. For each job in Kansas, we calculated the difference between the 2004 and 2006 average salaries, divided it in half, and added the result to the 2004 average. If a state failed to respond for two or more consecutive years, but did respond in earlier and subsequent years, we divided the difference in average salaries for the available years by the number of years missing and spread that difference out evenly across the missing years. For example, if a state reported an average salary of \$10,000 for a particular job in 2002, did not respond in 2003 or in 2004, and reported an average salary of \$13,000 in 2005, we imputed the salary of \$11,000 for 2003 and \$12,000 for 2004.

For situations in which a job title was missing data for EITHER the earlier or the subsequent year, we made no imputation.

The second imputation method was applied to states that did not respond in a given year and were missing EITHER a previous year or a subsequent year. For example, Rhode Island responded to our survey in all years except 2002. Because we could not impute 2002 data based on that state's responses in 2003 and 2001 (since 2002 was the first year we collected average salary data), we instead calculated the average annual change in the global mean salary for each state, and applied that percentage either "backward" (for nonresponse years without a prior response year) or "forward" (for nonresponse years lacking a subsequent response year).

For example, the average annual change for Rhode Island across all response years was 1.5 percent. We therefore multiplied each missing salary value for each job by 0.985, generating a slightly lower salary for that job, mimicking the average change in that state. Had Rhode Island been missing data from 2009 instead, we would have multiplied all available 2008 salaries by 1.015 to fill in the missing 2009 values. Once again, this method was not applied to any jobs for which there was no average salary in the year the state did respond.

Because our data are weighted by number of employees, we also had to replace these values for all job/state/year combinations for which average salaries were imputed. This was necessary because any job that did not have a figure representing number of employees was not counted in the average salary calculations.

For those job/state/year combinations where average salary was imputed, we also entered number of employees by simply using the same number as the closest available previous year. If no previous year was available (i.e., states missing 2002 or consecutive years after 2002), we applied the closest possible subsequent year. This method assumes that the number of employees did not change from the previous year. Although this assumption is almost certainly technically incorrect (the numbers usually fluctuate a bit for normal turnover reasons), it is a relatively accurate approximation and is unlikely to have biased our results in any appreciable way.

Broadbanding in Colorado and Florida

Colorado and Florida presented an unusual challenge to our analysis, because many of their state jobs are "broadbanded." This means that large groups of similar jobs are classified only into very broad categories, such as "Professional II." As a result, the average salaries and

numbers of employees reported pertain to the full set of diverse jobs within these broadbands, rather than to the specific job titles in our survey.

Therefore, we manually identified all jobs that were classified into these broadband categories in both states, and removed the values for these jobs. This eliminated 16 jobs in Colorado and 15 jobs in Florida. Data for all other (non-broadbanded) jobs are retained.

The same elimination process was applied to a handful of other jobs in other states—those in which the state reported a job match that was not specific to the occupation, but rather a general category containing a variety of specific job duties.

KEY FINDINGS

SUMMARY OF 2009 FINDINGS

The average salary for our 45 job titles in 2009 was \$47,077, an increase of 2.6 percent from the 2008 average (\$45,868). This was the smallest annual increase since 2003. The recession that began at the end of 2007 clearly has made its presence felt in the earnings of state employees.

Jobs with collective bargaining posted a 3.1 percent increase (to \$52,265), compared with a -0.1 percent change for non-collective bargaining jobs (to \$38,562). As discussed below, this type of divergence is typical in a recession, when the effects on wages of unionized workers tend to be less severe than for nonunion employees. The “gap” remains strong in 2009 between the salaries of workers with collective bargaining and workers without collective bargaining, with the former earning, on average, 35.5 percent more than the latter.

How did the one-year increase vary by job?

As always from one year to the next, the increase between 2008 and 2009 varied a great deal by job title. In Figure 1, below, we see that the one-year jump varied from an almost 9 percent increase for Senior/Lead Psychologist to small decreases for Chemists (-1.5 percent), Economists (-1.3 percent), and Geologists (-0.3 percent). A total of 27 jobs posted gains above the global average change, while the remaining 18 had below-average increases.

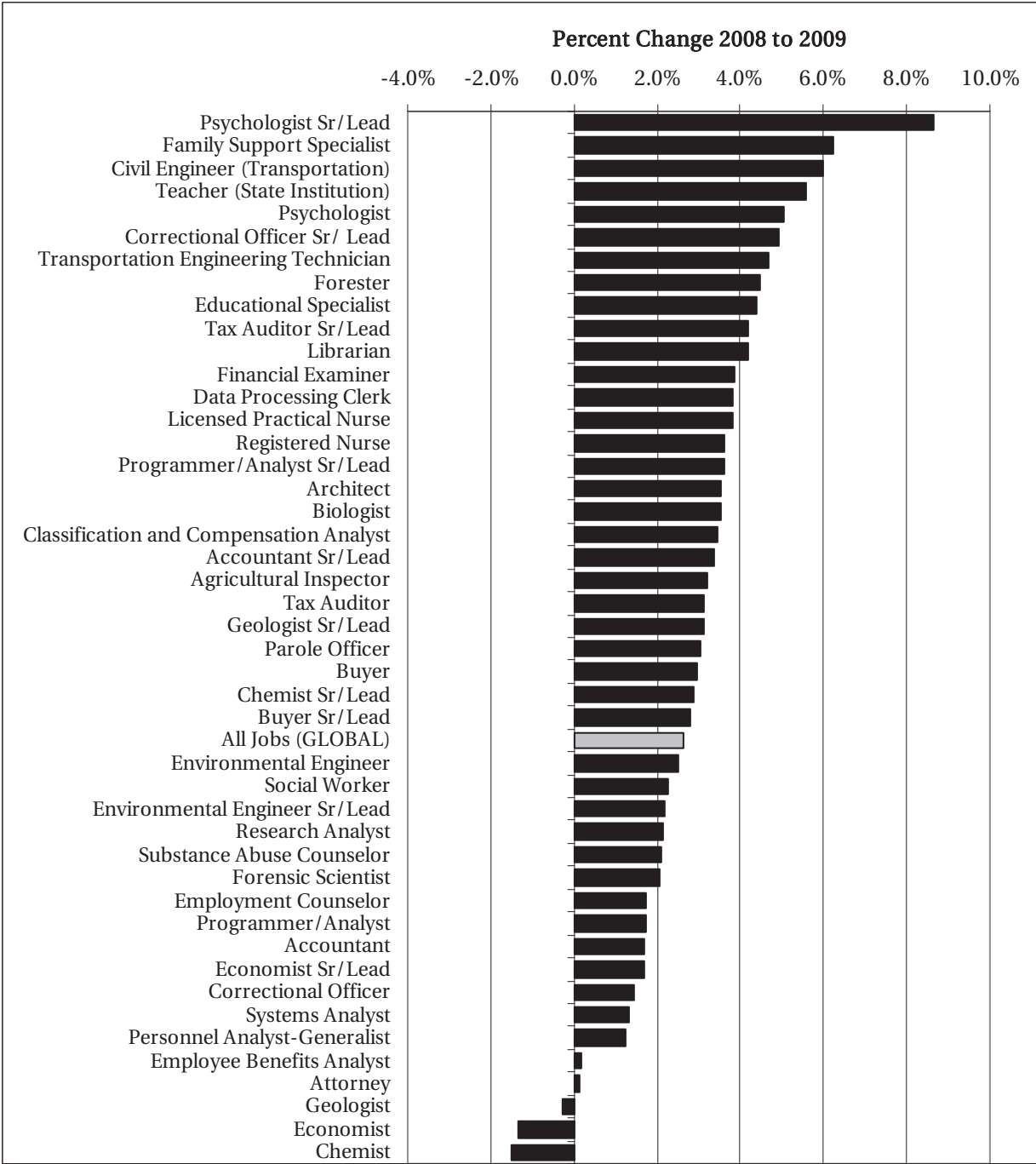


FIGURE 1
PERCENT INCREASE IN AVERAGE SALARY BETWEEN 2008 AND 2009, BY JOB
Actual figures can be found in Table 1.

Four of the top 10 jobs in terms of this increase were Senior/Lead positions, suggesting that these high seniority/supervisory jobs may be more resistant to the effects of the recession.

**TABLE 1
AVERAGE SALARIES AND ANNUAL CHANGES 2008-2009, BY JOB**

Job	Average Salaries		Annual Change	
	2008	2009	Percent	Dollars
All Jobs (GLOBAL)	\$45,868	\$47,077	2.6%	\$1,209
Accountant	\$44,952	\$45,720	1.7%	\$769
Accountant Sr/Lead	\$53,556	\$55,366	3.4%	\$1,809
Agricultural Inspector	\$39,020	\$40,277	3.2%	\$1,258
Architect	\$72,874	\$75,440	3.5%	\$2,565
Attorney	\$76,769	\$76,871	0.1%	\$101
Biologist	\$47,584	\$49,257	3.5%	\$1,673
Bridge Inspector Sr/ Lead	\$44,531	\$46,616	4.7%	\$2,085
Buyer	\$39,428	\$40,590	2.9%	\$1,161
Buyer Sr/Lead	\$47,976	\$49,311	2.8%	\$1,335
Chemist	\$49,785	\$49,036	-1.5%	-\$749
Chemist Sr/Lead	\$54,197	\$55,765	2.9%	\$1,568
Civil Engineer (Transportation)	\$64,753	\$68,621	6.0%	\$3,868
Classification and Compensation Analyst	\$48,808	\$50,495	3.5%	\$1,687
Correctional Officer	\$42,708	\$43,318	1.4%	\$610
Correctional Officer Sr/ Lead	\$43,012	\$45,138	4.9%	\$2,126
Data Processing Clerk	\$27,250	\$28,292	3.8%	\$1,042
Economist	\$55,419	\$54,683	-1.3%	-\$736
Economist Sr/Lead	\$64,586	\$65,685	1.7%	\$1,099
Educational Specialist	\$60,544	\$63,192	4.4%	\$2,648
Employee Benefits Analyst	\$45,695	\$45,777	0.2%	\$82
Employment Counselor	\$40,733	\$41,446	1.7%	\$712
Environmental Engineer	\$59,375	\$60,874	2.5%	\$1,499
Environmental Engineer Sr/Lead	\$71,738	\$73,307	2.2%	\$1,568
Family Support Specialist	\$37,227	\$39,548	6.2%	\$2,321
Financial Examiner	\$53,603	\$55,680	3.9%	\$2,077
Forensic Scientist	\$58,089	\$59,291	2.1%	\$1,202
Forester	\$44,565	\$46,556	4.5%	\$1,991
Geologist	\$51,947	\$51,810	-0.3%	-\$137
Geologist Sr/Lead	\$60,691	\$62,594	3.1%	\$1,902
Librarian	\$43,825	\$45,658	4.2%	\$1,833
Licensed Practical Nurse	\$37,854	\$39,295	3.8%	\$1,441
Parole Officer	\$45,015	\$46,377	3.0%	\$1,362
Personnel Analyst-Generalist	\$49,797	\$50,417	1.2%	\$620
Programmer/Analyst	\$58,638	\$59,651	1.7%	\$1,014
Programmer/Analyst Sr/Lead	\$68,241	\$70,711	3.6%	\$2,470
Psychologist	\$67,180	\$70,583	5.1%	\$3,403
Psychologist Sr/Lead	\$70,397	\$76,482	8.6%	\$6,085
Registered Nurse	\$53,338	\$55,275	3.6%	\$1,937
Research Analyst	\$51,571	\$52,684	2.2%	\$1,113
Social Worker	\$45,547	\$46,580	2.3%	\$1,033
Substance Abuse Counselor	\$38,671	\$39,477	2.1%	\$805
Systems Analyst	\$62,449	\$63,266	1.3%	\$817
Tax Auditor	\$46,294	\$47,747	3.1%	\$1,453
Tax Auditor Sr/Lead	\$57,011	\$59,402	4.2%	\$2,391
Teacher (State Institution)	\$48,553	\$51,271	5.6%	\$2,718

How do salaries vary between states and regions?

Given the large differences among states in the average salaries of similar jobs, we also might be interested in which jobs' salaries vary the most among states. In Figure 2, we present a measure of interstate deviation that indicates how much each job's salaries fluctuate around its mean (mean absolute deviation as a percentage of average salary).

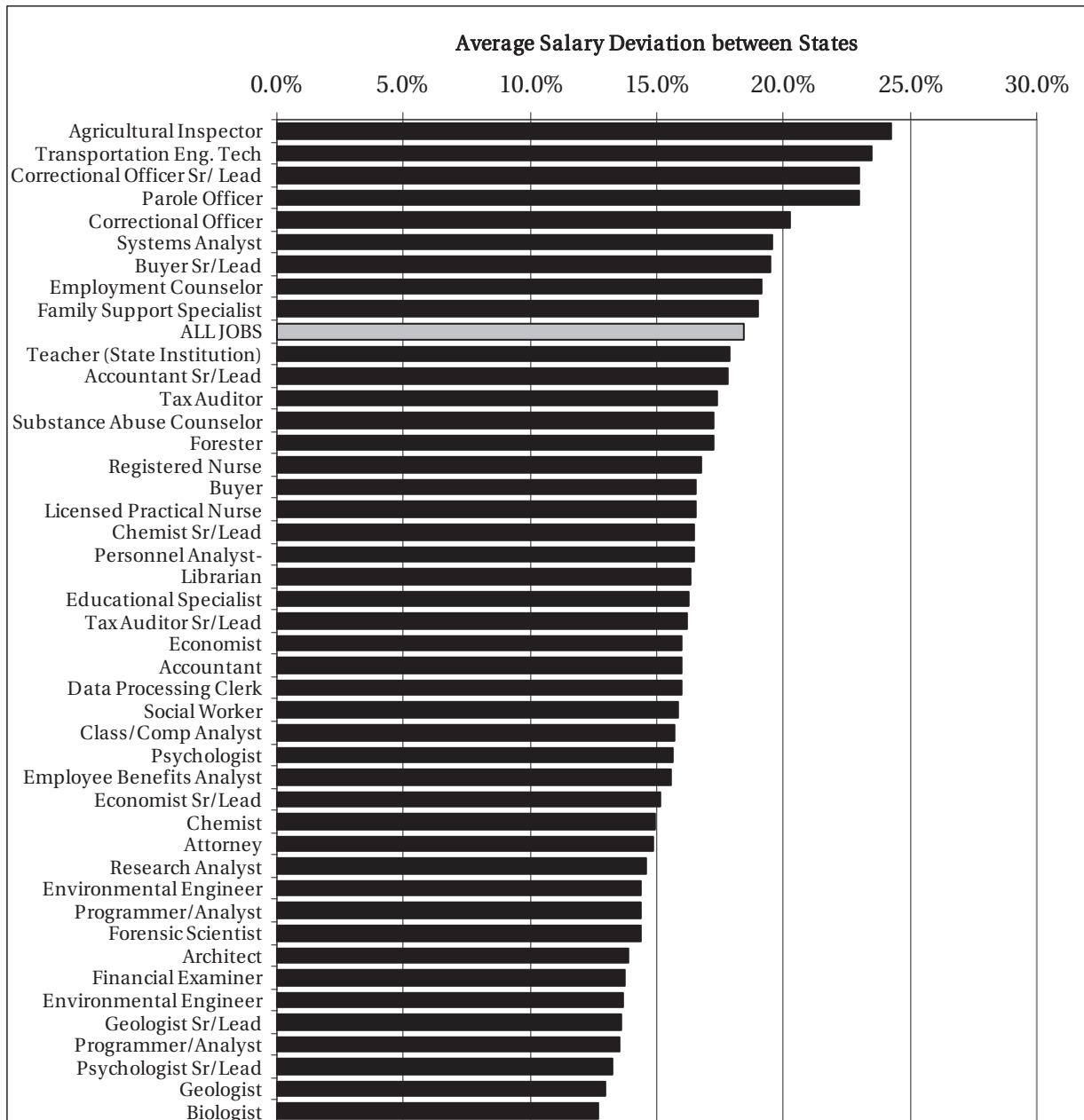


FIGURE 2
HOW MUCH DO AVERAGE SALARIES VARY BY STATE?
 Mean Deviation as a Percentage of Average Salary, by Job, 2009
Actual figures can be found in Appendix A

The average deviation for all jobs is 18.5 percent, which means that the typical job varies plus or minus 18.5 percent of its mean. The job exhibiting the most variation among states is Agricultural Inspector. Those salaries vary plus or minus almost 25 percent among states, or +/- \$9,759 around a mean of \$40,277.

A quick review of Figure 2 suggests that the jobs that vary most among states are either those that are supervisory or senior positions (the Senior/Lead jobs) or those that tend to be lower-paying and/or require less occupation-specific education/training.

There are a number of possible explanations for these differences. Leadership positions tend to vary for both public and private sector workers, since governments and firms can differ a great deal in the responsibilities they assign to these positions, as well as in the number of people the workers in these positions must supervise. Such differences are indeed embedded in the Senior/Lead distinction, which may imply either supervisory duties or simple seniority.

For jobs other than the Senior/Lead positions, a possible explanation is that jobs with occupation-specific education/training regimens and well-defined tasks will tend to exhibit less variation in compensation among states. For example, in Figure 2, the least variant jobs include most of the scientist and engineer positions, which have very specific education and training requirements, as well as institutionalized and well-defined tasks. One exception to this observation seems to be those professions that are predominantly female, most notably Teachers and Social Workers.

On the flip side, for those jobs that carry fewer well-defined tasks and requirements, there is a great deal more variation in their salaries among states. For instance, the licensure requirements for Correctional Officers (20.2 percent) likely differ among states and even among institutions in the same state. Some positions require formal training programs and certification, while others do not. Similarly, some positions require that the officers carry handguns (which also involves its own licensure requirements), while others do not. This type of variation generates concurrent salary differences among states.

Finally, as a similar comparison, we might also see how salaries vary among regions. In Table 2, we present the global average salary by region. In no small part due to the heavier unionization and higher cost of living in these regions, salaries are highest in the West (e.g., California) and the Northeast (e.g., New York, New Jersey, Massachusetts).

TABLE 2 GLOBAL AVERAGE SALARY BY REGION 2009	
Region	Salary
Great Lakes	\$43,307
Northeast	\$48,265
South	\$34,035
Southwest	\$34,557
West	\$55,064

Regional definitions are listed in methodology section

In the South and Southwest regions, the global averages are considerably lower. This discrepancy is likely due, at least in part, to the lower incidence of collective bargaining in those regions.

TRENDS IN AVERAGE SALARY 2002-2009

Although the percentage increase from 2008 to 2009 was the smallest since 2002-2003, inflation was negative between March 2008 and March 2009. This means that the annual increase, when adjusted for the cost of living, was the highest since we began collecting average salary data in 2002 (an increase of 3.1 percent). However, given that inflation picked

up during the latter half of 2008 and early 2009, the actual spending power of public employees may not have increased much.

Moreover, looking at longer-term trends, when inflation is taken into account, the global average salary for state employees in our survey has increased only \$2,681 since 2002, or 6 percent (less than 1 percent per year). These trend data are presented in Table 3. Salaries for individual jobs between 2002 and 2009 are presented in Appendix B.

Year	Not Adjusted		CPI-Adjusted	
	Average	% Chg	Average	% Chg
2002	\$37,255	--	\$44,395	--
2003	\$38,117	2.3%	\$44,089	-0.7%
2004	\$39,425	3.4%	\$44,823	1.7%
2005	\$40,873	3.7%	\$45,025	0.5%
2006	\$42,132	3.1%	\$44,855	-0.4%
2007	\$44,287	5.1%	\$45,875	2.3%
2008	\$45,868	3.6%	\$45,663	-0.5%
2009	\$47,077	2.6%	\$47,077	3.1%

Notes: Inflation adjustment uses Consumer Price Index (CPI-U) for March of each year.

If we recast these trends visually, as in Figure 3, the anemic inflation-adjusted growth for state employees is also apparent. Clearly, the average salary of all jobs in our survey mirrors inflation with considerable precision. The modest annual increases in the global average are “offset” every year by the cost of living, and as a result, the inflation-adjusted average salary has not increased appreciably since 2002.

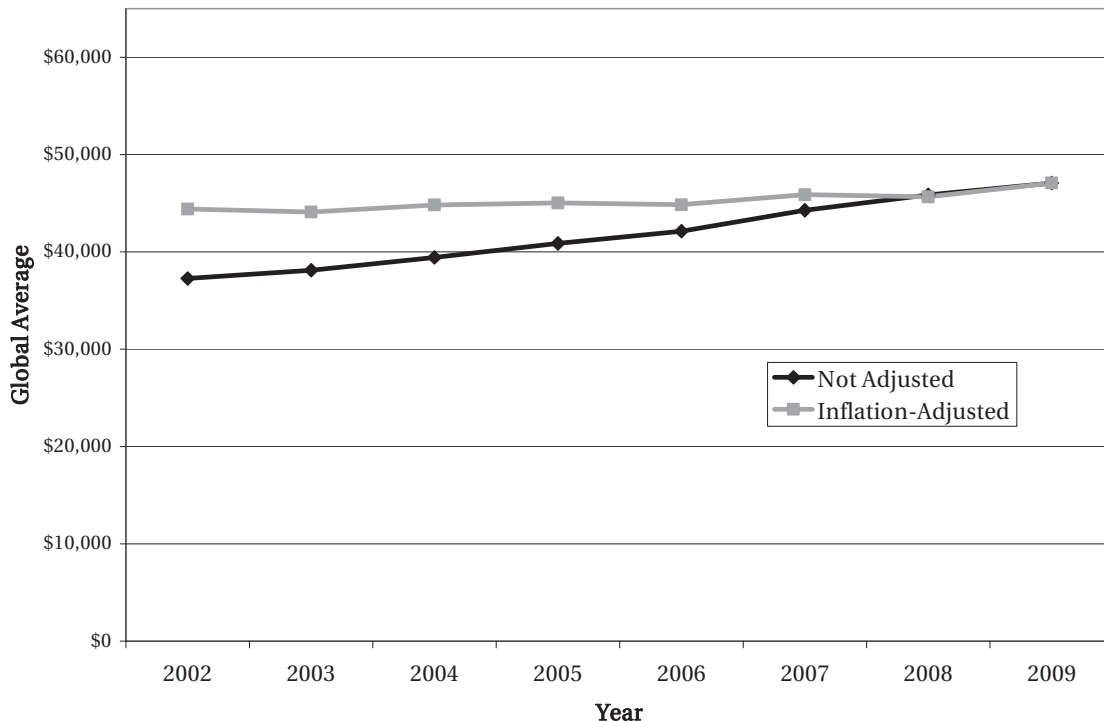


FIGURE 3 TREND IN THE GLOBAL AVERAGE SALARY, 2002-2009

THE IMPACT OF COLLECTIVE BARGAINING

In Figure 4, we break down the 2009 data by jobs with and without collective bargaining (CB). Jobs with CB paid an average of \$52,265, compared with \$38,562 for jobs without CB. This gap between CB and non-CB jobs is substantial, - \$13,704, or 35.5 percent of the non-CB average.

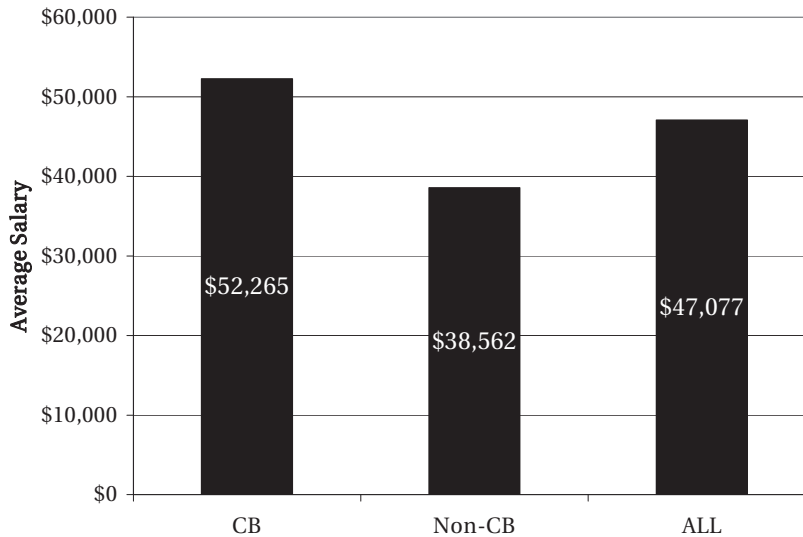


FIGURE 4
GLOBAL AVERAGE SALARY 2009,
BY COLLECTIVE BARGAINING STATUS

How has the impact of collective bargaining varied over time?

In Table 4, we see that non-CB jobs in our survey remained basically flat between 2008 and 2009, while CB jobs increased 3.1 percent. This increase was the fourth highest since 2002-2003 for CB jobs, and the second lowest for non-CB jobs.

This divergence is not without precedent. The effect of recessions on wages tends to be delayed for jobs with collective bargaining agreements. Therefore, it will be interesting to see how CB jobs fare in next year's survey.

TABLE 4
CHANGE IN AVERAGE SALARIES BY
COLLECTIVE BARGAINING STATUS

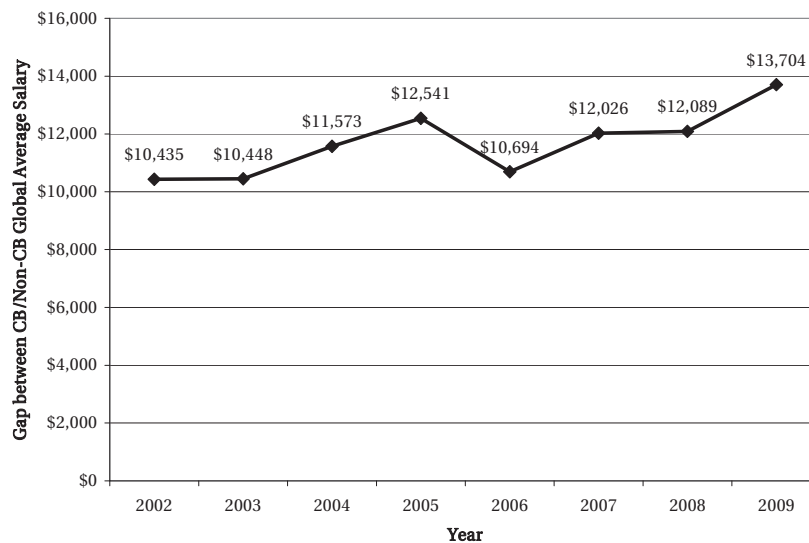
Year	Non-CB		CB	
	Average	Change	Average	Change
2002	\$31,496		\$41,931	
2003	\$32,834	4.2%	\$43,282	3.2%
2004	\$32,725	-0.3%	\$44,298	2.3%
2005	\$33,684	2.9%	\$46,226	4.4%
2006	\$35,699	6.0%	\$46,392	0.4%
2007	\$37,225	4.3%	\$49,250	6.2%
2008	\$38,595	3.7%	\$50,684	2.9%
2009	\$38,562	-0.1%	\$52,265	3.1%

In fact, over time, it is clear that the changes in CB versus non-CB jobs often tend to differ, as in 2006, when the non-CB increase (6 percent) was the highest we have recorded, and the CB increase (0.4 percent) was the lowest.

The trend in the CB/non-CB differential (average salary of CB versus non-CB jobs), presented in Table 5, indicates that while the gap has fluctuated a bit, it is persistently strong, never dipping below 30 percent since 2002.

Year	Status		Difference	
	Non-CB	CB	Dollars	Percent
2002	\$31,496	\$41,931	\$10,435	33.1%
2003	\$32,834	\$43,282	\$10,448	31.8%
2004	\$32,725	\$44,298	\$11,573	35.4%
2005	\$33,684	\$46,226	\$12,541	37.2%
2006	\$35,699	\$46,392	\$10,694	30.0%
2007	\$37,225	\$49,250	\$12,026	32.3%
2008	\$38,595	\$50,684	\$12,089	31.3%
2009	\$38,562	\$52,265	\$13,704	35.5%

As shown in Figure 5, there was a steady increase in the dollar gap between 2003 and 2005, a sharp drop in 2006, followed by three consecutive years of increase. The jump in the percentage gap between 2008 and 2009 (31.3 percent to 35.5 percent) was the largest jump since we have collected these data.



**FIGURE 5
DOLLAR GAP BETWEEN CB AND NON-CB JOBS 2002-2009**

Figure 6 also demonstrates the persistence of the CB/non-CB gap over time. The rate of increase for CB and non-CB jobs is similar, but the actual amounts are considerably higher for collective bargaining jobs.

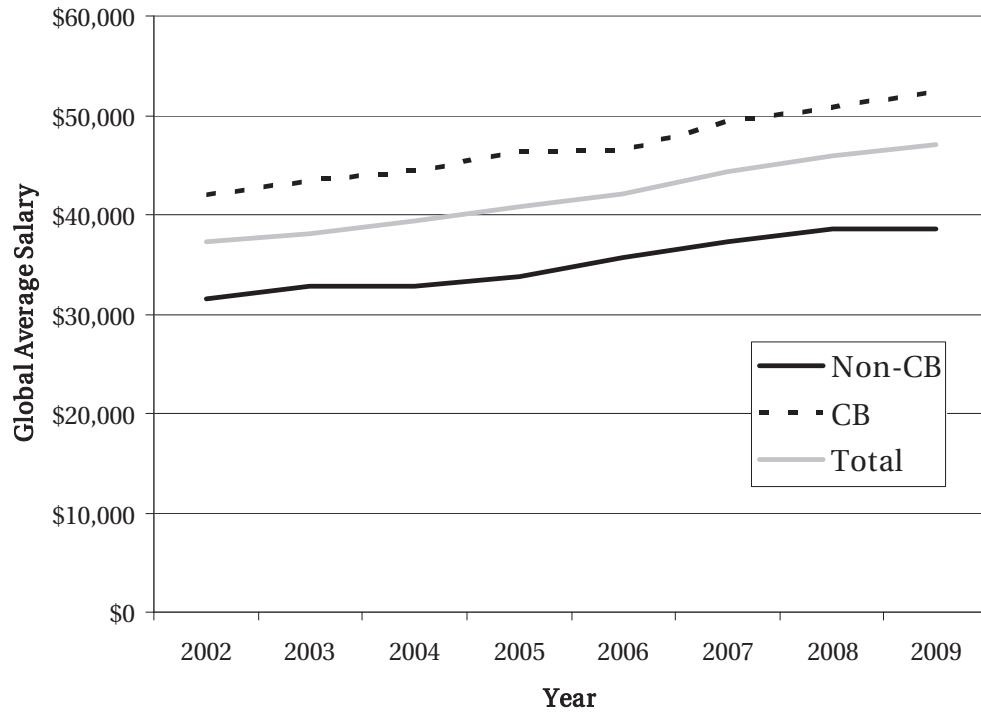


FIGURE 6
TREND IN GLOBAL AVERAGE SALARY 2002-2009, BY CB STATUS

How does the CB effect differ between lower-paying and higher-paying jobs?

One of the things that these global averages conceal is the distribution of salaries, and how this distribution varies between CB and non-CB jobs. For instance, how does the CB/non-CB gap differ for lower-paying jobs, compared with the gap for higher-paying jobs?

In Figure 7, we present the average salaries for both subgroups by percentile. For example, the salary presented for the 50th percentile for either group means that roughly half the jobs earn less than that amount, and half earn more. This figure portrays how quickly salaries increase when they are arrayed in rank order.

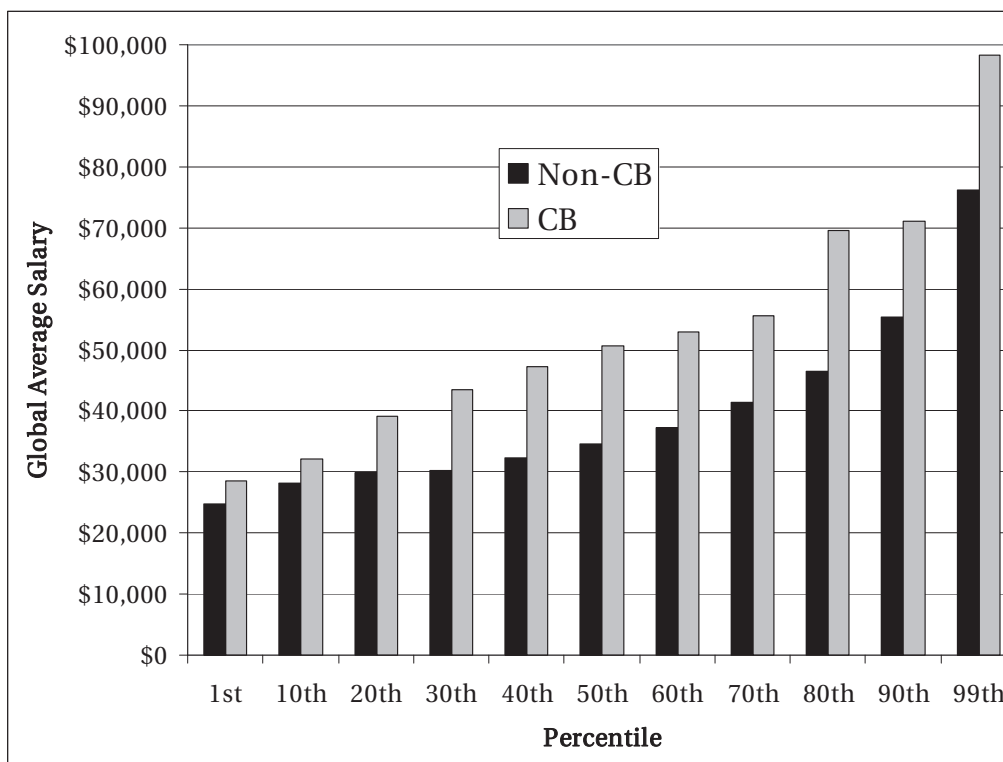


FIGURE 7
GLOBAL AVERAGE SALARY BY PERCENTILE AND CB STATUS, 2009

Figure 7 presents a fascinating picture of the collective bargaining premium. For CB jobs, salaries increase with remarkable regularity as one moves up the percentile ladder. The bottom 1 percent of jobs pay under \$30,000, while the top 1 percent pay over roughly \$100,000, with steady increments in between. For both CB and non-CB jobs, there are sharp increases at the 80th and 99th percentile.

However, while non-CB jobs remain competitive with CB jobs at the 1st and 10th percentiles, their salaries are basically flat until the median (50th percentile). This means that, strikingly, about half of the workers in non-CB jobs earn within \$10,000 of one another (between \$25,000 and \$35,000), while those in jobs at the 10th, 20th, 30th, and 40th percentiles are paid roughly the same (around \$30,000).

Putting this differently, the gap between the 50th and 99th percentiles is \$41,459 for non-CB jobs and \$47,705 for CB jobs. So, for the higher-paying jobs, there is a very similar increase in average salary for both groups as one moves up the ladder.

For the lower-paying jobs, it's a different story. The gap between the 1st and 50th percentile is \$22,015 for CB jobs, compared with \$9,930 for non-CB jobs. As a whole, these distributions indicate that the overall salary differential between CB and non-CB jobs is largely a result of differences in lower-paying jobs.

How does the impact of collective bargaining vary among specific job titles?

Like salary, the impact of collective bargaining also varies a great deal among specific job titles. In Figure 8, we present the CB/non-CB difference in terms of the how much higher (percentage) salaries of CB jobs are, compared with salaries of non-CB jobs, for the 20 highest-paying jobs.

TABLE 6
WHICH JOBS BENEFIT THE MOST FROM
COLLECTIVE BARGAINING?
Percent Difference between CB and Non-CB
Jobs, 2009

Job	Percent
Correctional Officer	55.4%
Correctional Officer Sr/ Lead	51.7%
Librarian	36.9%
Research Analyst	36.9%
Social Worker	36.1%
ALL JOBS	35.5%
Employment Counselor	34.5%
Teacher (State Institution)	32.4%
Buyer Sr/Lead	32.0%
Parole Officer	28.9%
Forester	28.7%
Family Support Specialist	28.4%
Substance Abuse Counselor	28.3%
Attorney	27.3%
Architect	27.1%
Psychologist	26.9%
Licensed Practical Nurse	26.1%
Civil Engineer (Transportation)	24.1%
Registered Nurse	22.2%
Chemist	21.3%
Buyer	20.7%

Incredibly, correctional officers with collective bargaining protections earn about 55 percent more than their counterparts without CB. Figure 8 clearly suggests that a large portion of the CB gap is driven by correctional officers, who are by the far the largest category of workers included in our survey. Both Senior/Lead Correctional Officers and State Institution Teachers also receive a CB premium of over 40 percent.

Still, for the vast majority of jobs, the CB benefits are considerable, with most receiving a premium of over 10 percent. The female-dominated occupations (Teacher, Social Worker, Librarian) seem to enjoy particularly high CB benefits, which may, in part, be responsible for the large interstate variation of these jobs. These sex-segregated occupations, although they entail well-defined, occupation-specific tasks and education/training requirements, still appear subject to the lower pay that many female-dominated jobs suffer. Collective bargaining might tend to have a larger impact on these occupations because it serves to make up this ground while also offering the normal wage benefits of unionization.

The key findings of this report indicate that the recession is having a significant impact on state employee salaries. While salary increases are slowing and it is more difficult for employees to keep pace with the cost of living, those state employees with collective bargaining representation have a significant advantage in terms of both long-term salary increases and protection against intermittent economic swings.

2009 Ranking of Weighted Average Salaries

<i>RANK</i>	<i>JOB TITLE</i>	<i>WEIGHTED AVERAGE SALARY</i>
1	Attorney	\$76,871
2	Psychologist Sr/Lead	\$76,482
3	Architect	\$75,440
4	Environmental Engineer Sr/Lead	\$73,307
5	Programmer Analyst Sr/Lead	\$70,711
6	Psychologist	\$70,583
7	Civil Engineer (Transportation)	\$68,621
8	Economist Sr/Lead	\$65,685
9	Systems Analyst	\$63,266
10	Educational Specialist	\$63,192
11	Geologist Sr/Lead	\$62,594
12	Environmental Engineer	\$60,874
13	Programmer/Analyst	\$59,651
14	Tax Auditor Sr/Lead	\$59,402
15	Forensic Scientist	\$59,291
16	Chemist Sr/Lead	\$55,765
17	Financial Examiner	\$55,680
18	Accountant Sr/Lead	\$55,366
19	Registered Nurse	\$55,275
20	Economist	\$54,683
21	Research Analyst	\$52,684
22	Geologist	\$51,810
23	Teacher (State Institution)	\$51,271
24	Classification and Compensation Analyst	\$50,295
25	Personnel Analyst - Generalist	\$50,417
26	Buyer Sr/Lead	\$49,311
27	Biologist	\$49,257
28	Chemist	\$49,036
29	Tax Auditor	\$47,747
30	Transportation Engineer Tech (Bridge Inspector)	\$46,616
31	Social Worker	\$46,580
32	Forester	\$46,556
33	Parole Officer	\$46,377
34	Employee Benefits Analyst	\$45,777
35	Accountant	\$45,720
36	Librarian	\$45,658
37	Correctional Officer Sr/Lead	\$45,138
38	Correctional Officer	\$43,318
39	Employment Counselor	\$41,446
40	Buyer	\$40,590
41	Agricultural Inspector	\$40,277
42	Family Support Specialist	\$39,548
43	Substance Abuse Counselor	\$39,477
44	Licensed Practical Nurse	\$39,295
45	Data Processing Clerk	\$28,292
	All Jobs (Global)	\$47,077

SALARY TABLES

ACCOUNTANT

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Staff Accountant	=	\$41,258	\$62,530	\$51,284	207	Step	Varies			N	40
Alaska	Accountant II	=	\$43,980	\$54,264	\$48,720	14	Merit	8	Location		Y	37.5
Arizona	Accountant 2		\$41,348	\$56,964	\$42,733	24	Legislated		2.75%	Perform	N	40
Arkansas	Accountant	=	\$28,802	\$51,581	\$34,299	154	Merit		\$600-\$900	Career Srv	N	40
California	Accounting Officer (Specialist)	=	\$46,092	\$56,040	\$50,129	662	Open Range				Y	40
Colorado	Accountant II	=	\$46,584	\$67,392	\$57,432	143	Performance		2%	Perform	N	40
Connecticut	Accountant	=	\$58,685	\$73,656	\$67,819	143	Step	8		Longevity	Y	40
Delaware	Accountant	=	\$30,518	\$45,778	\$34,619	68	Merit				N	37.5
Dist. of Columbia	Accountant Grade 12		\$62,499	\$79,959	\$74,581	24	Step	15			N	40
Florida	Accountants & Auditors 03	=	\$30,622	\$83,558			Broadband				V	40
Georgia	Accountant 2 Professional	=	\$32,418	\$56,724	\$42,613	61	Performance				N	40
Hawaii	Accountant III	=	\$42,132	\$62,424	\$48,288	48	Negotiated				Y	40
Idaho	Financial Specialist	=	\$34,507	\$61,630			Performance				N	40
Illinois	Accountant	=	\$36,744	\$52,968	\$50,350	177	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Accountant 2	=	\$33,228	\$57,486	\$38,213	51	Merit				N	37.5
Iowa	Accountant 2	=	\$38,688	\$58,760	\$53,310	57	Negotiated				Y	40
Kansas	Accountant II	=	\$37,981	\$53,414	\$42,145	109	Prog Step	11			Y	40
Kentucky	Accountant II	=	\$21,938	\$62,908	\$28,030	55	Merit				N	37.5
Louisiana	Accountant 2	=	\$27,664	\$58,240	\$41,410	180	Merit				N	40
Maine	Accountant II	=	\$27,851	\$36,899	\$35,970	6	Prog Step	7			Y	40
Maryland	Accountant Advanced	=	\$41,074	\$65,568	\$53,283	69	Prog Step	20			Y	40
Massachusetts	Accountant I	=	\$33,898	\$48,558	\$42,981	121	Step	13			Y	37.5
Michigan	Accountant 9 (P11)	=	\$37,125	\$58,150	\$54,789	38	Step	6			N	40
Minnesota	Account Officer Intermediate	=	\$36,665	\$53,265	\$50,342	86	Prog Step	11			Y	40
Mississippi	Accountant/Auditor II	=	\$33,939	\$69,893	\$43,063	21	Variable	Varies			N	40

Missouri	Accountant II	=	\$36,644	\$49,104	\$39,399	88	Step		%	Longevity	Y	40
Montana	Accountant	=	\$32,470	\$48,706	\$45,739	62	Broadband			Longevity	V	40
Nebraska	Accountant II	=	\$33,530	\$47,778	\$38,228	44	Negotiated			Longevity	V	40
Nevada	Accountant	=	\$43,179	\$64,226	\$51,364	13	Merit	9		Longevity	N	40
New Hampshire	Accountant I	=	\$30,985	\$41,087	\$37,291	45	Step	11	\$	Longevity	Y	37.5
New Jersey	Accountant 3	=	\$40,925	\$57,716	\$50,821	23	Step	10.5			Y	35
New Mexico	Accountant & Auditor Oper'l	=	\$27,664	\$49,171	\$41,205	161	Merit				Y	40
New York	Senior Accountant	=	\$47,860	\$59,362	\$55,495	252	Performance	7			Y	40
North Carolina	Accountant - Journey	=	\$35,585	\$94,675	\$56,953	42	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Account/Budget Specialist II	=	\$31,056	\$51,768	\$40,530	15	Open Range				N	40
Ohio	Financial Report Accountant 2	=	\$47,923	\$62,670	\$56,022	5	Prog Step	6			N	40
Oklahoma	Accountant II	=	\$28,288	\$47,146	\$37,795	105	Pay Band		\$1,250	Longevity	N	40
Oregon	Accountant 2	=	\$35,800	\$52,000	\$46,300	84	Step	8			Y	40
Pennsylvania	Accountant 2	=	\$41,017	\$62,338	\$47,879	195	Prog Step	20	2.25%	Cash/Max	N	37.5
Rhode Island	Accountant	=	\$35,438	\$39,643	\$38,341	11	Step	3.5		Longevity	Y	35
South Carolina	Accountant/ Fiscal Analyst I	=	\$24,881	\$46,033			Pay Band		\$	Bonus	N	40
South Dakota	Accountant	=	\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	Accountant 2	=	\$33,888	\$54,228	\$39,226	76	Legislated		\$	Longevity	N	37.5
Texas	Accountant III	=	\$36,764	\$52,198	\$33,031	279	Open Range		\$	Longevity	N	40
Utah	Financial Analyst II	=	\$35,392	\$56,146	\$40,506	74	Merit				N	40
Vermont	Financial Specialist III	=	\$36,920	\$57,491	\$44,440	29	Prog Step	24.5		Merit	Y	40
Virginia	Financial Services Spec I	=	\$31,352	\$64,347	\$43,139	301	Broadband		0-\$2,000	Recog	N	40
Washington	Financial Analyst 2	=	\$35,040	\$45,828			Merit	4.5			V	40
West Virginia	Accountant/Auditor 3	=	\$29,400	\$54,396	\$36,672	40	Merit				N	37.5
Wisconsin	Accountant Journey	=	\$45,088	\$103,705	\$56,522	99	Broadband			DCA	Y	40
Wyoming	Financial/Statistical Spec 3 B	=	\$40,440	\$55,248	\$49,503		Classification				N	40

Summary:

Mean	\$36,722	\$57,827	\$45,930
Median	\$35,585	\$56,146	\$43,790
Weighted Mean	-----	-----	\$45,720

ACCOUNTANT SENIOR/LEAD

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Employees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Senior Accountant	=	\$47,758	\$72,686	\$64,185	165	Step	Varies			N	40
Alaska	Accountant III	=	\$50,652	\$62,064	\$58,899	53	Merit	8		Location	Y	37.5
Arizona	Accountant 4	=	\$49,426	\$68,156	\$55,636	22	Legislated		2.75%	Perform	N	40
Arkansas	Accountant II	=	\$28,745	\$48,303	\$36,602	32	Merit		\$600-\$900	Career Srv	N	40
California	Sr. Accounting Officer (Spec)	=	\$52,800	\$64,176	\$58,169	362	Open Range				Y	40
Colorado	Accountant III	+	\$57,852	\$83,748	\$71,496	82	Performance		2%	Perform	N	40
Connecticut	Associate Accountant	=	\$67,691	\$84,522	\$78,107	102	Step	8		Longevity	Y	40
Delaware	Senior Accountant	=	\$32,652	\$48,978	\$36,999	55	Merit				N	37.5
Dist. of Columbia	Accountant Grade 13	=	\$72,010	\$92,782	\$86,281	13	Step	15			N	40
Florida	Accountants & Auditors 04	=	\$33,377	\$91,076			Broadband				Y	40
Georgia	Accountant 3 Professional	=	\$35,569	\$62,302	\$48,052	59	Performance				N	40
Hawaii	Accountant IV	=	\$45,576	\$67,488	\$54,362	55	Negotiated				Y	40
Idaho	Financial Specialist, Senior	=	\$38,958	\$69,555			Performance				N	40
Illinois	Accountant Supervisor	+	\$43,740	\$65,244	\$61,845	60	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Accountant 1	=	\$37,206	\$64,974	\$43,664	65	Merit				N	37.5
Iowa	Accountant 3	=	\$45,677	\$70,845	\$66,764	34	Negotiated				Y	40
Kansas	Accountant III	=	\$41,870	\$50,378	\$47,511	95	Prog Step	11			Y	40
Kentucky	Accountant III	=	\$24,073	\$38,898	\$29,224	65	Merit				N	37.5
Louisiana	Accountant 3	=	\$31,678	\$66,685	\$50,502	192	Merit				N	40
Maine	Accountant III	=	\$32,656	\$44,034	\$44,034	2	Prog Step	7			Y	40
Maryland	Accountant, Lead Specialized	=	\$43,725	\$69,999	\$60,176	11	Prog Step	20			Y	40
Massachusetts	Accountant V	=	\$48,314	\$70,044	\$65,930	78	Step	13			Y	37.5
Michigan	Accountant 12	=	\$42,971	\$62,828	\$62,724	85	Step	6			N	40
Minnesota	Accounting Officer Senior	=	\$40,361	\$59,195	\$56,209	95	Prog Step	11			Y	40
Mississippi	Accountant/Auditor III	=	\$44,004	\$77,077	\$47,224	27	Variable	Varies			N	40

Missouri	Accountant III	=	\$38,700	\$56,688	\$45,017	24	Step			Longevity	N	40
Montana	Accountant	=	\$38,964	\$58,447	\$56,056	17	Broadband			Longevity	V	40
Nebraska	Accountant III	+	\$38,748	\$55,214	\$46,925	22	Negotiated			Longevity	V	40
Nevada	Chief Accountant	=	\$53,682	\$80,680	\$64,226	8	Merit	9		Longevity	N	40
New Hampshire	Accountant IV	=	\$41,087	\$55,497	\$50,571	15	Step	11		Longevity	Y	37.5
New Jersey	Accountant 2	=	\$46,808	\$66,269	\$62,160	40	Step	10.5			Y	35
New Mexico	Accountant & Auditor - Advance	=	\$30,534	\$54,309	\$51,085	197	Merit				Y	40
New York	Associate Accountant	=	\$61,963	\$76,101	\$71,359	180	Performance	7			Y	40
North Carolina	Accountant - Advanced	=	\$35,585	\$94,675	\$71,382	18	Legislated			1.5% - 4.5%	N	40
North Dakota	Account/Budget Specialist III	=	\$36,984	\$61,632	\$49,386	34	Open Range				N	40
Ohio	Financial Report Accountant 4	=	\$58,094	\$89,110	\$89,110	1	Prog Step	6			N	40
Oklahoma	Accountant III	=	\$30,920	\$51,534	\$41,957	100	Pay Band			\$1,500	N	40
Oregon	Accountant 3	=	\$42,800	\$62,500	\$56,900	75	Step	8			Y	40
Pennsylvania	Accountant 3	=	\$46,807	\$71,101	\$56,597	128	Prog Step	20		2.25%	N	37.5
Rhode Island	Senior Accountant	=	\$38,629	\$44,250	\$42,789	7	Step	3.5			Y	35
South Carolina	Accountant/Fiscal Analyst III	=	\$36,840	\$68,160	\$68,160		Pay Band			\$	N	40
South Dakota	Senior Accountant	=	\$35,530	\$53,295	\$53,295		Open Range			\$	N	40
Tennessee	Accountant 3	=	\$35,400	\$56,664	\$43,319	134	Legislated			\$	N	37.5
Texas	Accountant V	=	\$44,254	\$67,270	\$53,436	192	Open Range			\$	N	40
Utah	Financial Analyst III	=	\$39,463	\$62,577	\$48,663	83	Merit				N	40
Vermont	Financial Administrator I	=	\$39,000	\$60,882	\$54,817	7	Prog Step	24.5			Y	40
Virginia	Financial Services Spec I	=	\$31,352	\$64,347	\$48,388	104	Broadband			0-\$2,000	N	40
Washington	Financial Analyst 3	=	\$40,524	\$53,148	\$44,197	40	Merit	4.5			V	40
West Virginia	Accountant/Auditor 4	=	\$31,164	\$57,660	\$68,864	79	Merit				N	37.5
Wisconsin	Accountant Advanced	=	\$52,737	\$121,296	\$72,256		Broadband				Y	40
Wyoming	Financial/Statistical Spec 1B	=	\$57,984	\$79,248	\$72,256		Classification				N	40

Summary:	Mean	\$42,625	\$66,247	\$55,958
	Median	\$40,524	\$64,347	\$55,227
	Weighted Mean	-----	-----	\$55,366

BUYER

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Buyer, Associate	=	\$31,488	\$47,758	\$44,005	2	Step	Varies			N	40
Alaska	Procurement Specialist II	=	\$43,980	\$54,264	\$51,401	22	Merit	8	Location		Y	37.5
Arizona	Buyer 2		\$29,008	\$49,561	\$33,959	16	Legislated		2.75%	Perform	N	40
Arkansas	Purchase Agent I	=	\$24,500	\$42,416	\$27,990	11	Merit		\$600-\$900	Career Srv	N	40
California	Buyer II	=	\$48,108	\$58,488			Open Range				Y	40
Colorado	General Professional I	=	\$35,820	\$51,684			Performance		2%	Perform	N	40
Connecticut	Purchasing Assistant	+	\$43,751	\$57,017	\$55,099	45	Step	10		Longevity	Y	40
Delaware	State Contract Procure Officer I	=	\$37,386	\$56,078	\$41,611	2	Merit				N	37.5
Dist. of Columbia	Purchasing Agent		\$39,638	\$51,005	\$45,953	3	Step	15			Y	40
Florida	Purchasing Agents 03	=	\$28,093	\$73,007	\$35,453	142	Broadband				V	40
Georgia	Procurement Officer	=	\$26,672	\$46,817	\$33,702	56	Performance				N	40
Hawaii	No Match											
Idaho	Buyer	=	\$30,805	\$55,016			Performance				N	40
Illinois	Buyer Assistant	=	\$31,656	\$43,644	\$43,303	5	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Purchasing Admin 3	=	\$23,764	\$42,978	\$34,157	17	Merit				N	37.5
Iowa	Purchasing Agent 2	=	\$38,366	\$58,760	\$51,627	26	Negotiated				Y	40
Kansas	Procurement Officer II	=	\$39,853	\$56,118	\$43,951	19	Prog Step	11			Y	40
Kentucky	Purchasing Officer II	=	\$30,564	\$38,071	\$35,391	3	Merit				N	37.5
Louisiana	Purchasing Tech 2	=	\$19,379	\$41,517	\$29,722	35	Merit				N	40
Maine	No Match											
Maryland	Agency Buyer II	=	\$30,200	\$47,420	\$41,466	7	Prog Step	20			Y	40
Massachusetts	Buyer I	=	\$33,898	\$48,558	\$46,238	3	Step	13			Y	37.5
Michigan	Buyer 9 (P11)	=	\$37,125	\$58,150	\$54,559	17	Step	6			N	40
Minnesota	Buyer 1	=	\$34,264	\$49,569	\$47,439	40	Prog Step	11			Y	40
Mississippi	Purchasing Agent II	=	\$26,130	\$45,727	\$29,826	29	Variable	Varies			N	40

Missouri	Buyer II	+	\$34,644	\$49,104	\$36,158	8	Step		%	Longevity	N	40
Montana	Purchasing Technician	=	\$22,350	\$33,524	\$27,706	14	Broadband			Longevity	V	40
Nebraska	Buyer II	=	\$36,256	\$51,967	\$41,290	14	Negotiated			Longevity	Y	40
Nevada	Buyer	=	\$36,372	\$53,682			Merit	9		Longevity	N	40
New Hampshire	Buyer	+	\$29,718	\$39,390	\$33,589	4	Step	11	\$	Longevity	Y	37.5
New Jersey	Assistant Buyer	+	\$40,925	\$57,716	\$53,363	18	Step	10.5			Y	35
New Mexico	Purchasing Agent - Oper'I	+	\$25,272	\$44,949	\$37,211	75	Merit				Y	40
New York	Purchasing Officer 1	=	\$47,860	\$59,362	\$55,049	43	Performance	7			Y	40
North Carolina	Department Purchasing Agent I	=	\$32,796	\$51,446	\$38,313	26	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	State Procurement Officer I	=	\$31,056	\$51,768			Open Range				N	40
Ohio	Purchasing Standards Analyst	+	\$45,282	\$66,269	\$58,269	17	Prog Step	9			Y	40
Oklahoma	Contract/Procurement Officer II	=	\$28,288	\$47,146	\$36,612	3	Pay Band				N	40
Oregon	Procurement/Contract Spec 2	=	\$43,300	\$63,200	\$53,400	71	Step	8			Y	40
Pennsylvania	Purchasing Agent 1	=	\$31,726	\$47,824	\$39,387	190	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Buyer II	+	\$45,773	\$51,268	\$51,268	1	Step	2.5		Longevity	Y	35
South Carolina	Procurement Specialist I	=	\$24,881	\$46,033			Pay Band		\$	Bonus	N	40
South Dakota	Purchasing Specialist	=	\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	Procurement Officer 1	=	\$24,288	\$38,868	\$30,074	46	Legislated		\$	Longevity	N	37.5
Texas	Purchaser III	=	\$34,625	\$49,162	\$38,990	116	Open Range		\$	Longevity	N	40
Utah	Purchasing Agent II	=	\$39,463	\$62,577	\$43,589	19	Merit				N	40
Vermont	Purchasing Agent	=	\$36,920	\$57,491	\$44,538	4	Prog Step	24.5		Merit	Y	40
Virginia	Procurement Officer I	=	\$31,352	\$64,347	\$41,538	74	Broadband		0-\$2,000	Recog	N	40
Washington	Procurement & Supply Spec 3	+	\$41,508	\$54,504			Merit	4.5			V	40
West Virginia	Buyer	+	\$29,400	\$54,396	\$38,292	1	Merit				N	37.5
Wisconsin	Purchasing Agent Objective	=	\$34,598	\$79,576	\$47,427	23	Broadband			DCA	Y	40
Wyoming	Financial/Statistical Spec 5E	=	\$25,188	\$33,888	\$31,434		Classification				N	40

Summary:

Mean	\$33,619	\$51,564	\$41,569
Median	\$32,796	\$51,268	\$41,466
Weighted Mean	-----	-----	\$40,590

BUYER SENIOR/LEAD

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Buyer	=	\$35,590	\$53,995	\$50,513	10	Step	Varies			N	40
Alaska	Procurement Specialist III	=	\$50,652	\$62,064	\$60,665	22	Merit	8	Location		Y	37.5
Arizona	Buyer 3		\$33,435	\$59,964	\$33,435	1	Legislated		2.75%	Perform	N	40
Arkansas	Purchase Agent II	=	\$27,801	\$49,271	\$33,352	36	Merit		\$600-\$900	Career Srv	N	40
California	Principal Buyer	+	\$55,464	\$66,912			Open Range				N	40
Colorado	General Professional II	=	\$40,392	\$58,212			Performance		2%	Perform	N	40
Connecticut	Contract Analyst	+	\$58,685	\$73,656	\$69,908	5	Step	8		Longevity	Y	40
Delaware	State Contract Procure Officer II	=	\$39,998	\$59,996	\$44,195	4	Merit				N	37.5
Dist. of Columbia	Contract Specialist		\$65,001	\$83,154	\$68,716	36	Step	15			Y	40
Florida	Purchasing Agents 04	=	\$36,382	\$99,275	\$48,921	62	Broadband				V	40
Georgia	Procurement Officer 2	=	\$32,418	\$56,724	\$41,133	12	Performance				N	40
Hawaii	No Match											
Idaho	Buyer, Senior	=	\$34,507	\$61,630			Performance				N	40
Illinois	Buyer	+	\$43,740	\$65,244	\$62,061	8	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Purchasing Admin 2	=	\$26,286	\$46,696	\$37,231	24	Merit				N	37.5
Iowa	Purchasing Agent 3	=	\$44,366	\$67,517	\$63,688	29	Negotiated				Y	40
Kansas	Procurement Officer III	=	\$48,485	\$68,182	\$66,052	8	Prog Step	11			Y	40
Kentucky	Purchasing Officer III	=	\$32,289	\$40,924	\$34,571	4	Merit				N	37.5
Louisiana	Procurement Specialist 1	+	\$24,170	\$50,877	\$33,586	32	Merit				N	40
Maine	Buyer II	=	\$30,035	\$40,144	\$40,144	6	Prog Step	7			Y	40
Maryland	Agency Buyer III	=	\$32,091	\$50,563	\$45,134	2	Prog Step	20			Y	40
Massachusetts	Buyer IV	=	\$48,314	\$70,044	\$66,841	10	Step	13			Y	37.5
Michigan	Buyer 12	=	\$42,971	\$62,828	\$62,536	14	Step	6			N	40
Minnesota	Buyer 2	-	\$37,793	\$55,102	\$51,949	24	Prog Step	11			Y	40
Mississippi	Purchasing Agent III	=	\$28,220	\$49,385	\$32,237	28	Variable	Varies			N	40

Missouri	Buyer III	+	\$41,712	\$61,620	\$46,738	6	Step		%	Longevity	N	40
Montana	Purchasing Technician	-	\$26,820	\$40,229	\$34,070	9	Broadband			Longevity	V	40
Nebraska	Buyer III	=	\$41,900	\$60,056	\$49,993	14	Negotiated			Longevity	V	40
Nevada	Buyer 4		\$43,179	\$64,226	\$51,364	1	Merit	9		Longevity	N	40
New Hampshire	Purchasing Agent	+	\$42,842	\$57,935	\$51,894	8	Step	11	\$	Longevity	Y	37.5
New Jersey	Buyer	+	\$46,808	\$66,269	\$63,192	26	Step	10.5			Y	35
New Mexico	Purchasing Agent - Advanced	=	\$30,534	\$54,309	\$48,235	75	Merit				Y	40
New York	Purchasing Officer 2	=	\$61,963	\$76,101	\$77,314	6	Performance	7			Y	40
North Carolina	Department Purchasing Agent II	=	\$36,685	\$58,897	\$44,437	22	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	State Procurement Officer II	=	\$36,984	\$61,632	\$45,702	4	Open Range				N	40
Ohio	State Procurement Analyst	+	\$49,650	\$72,842	\$66,953	7	Prog Step	9			Y	40
Oklahoma	Contract/Procurement Officer III	=	\$30,920	\$51,534	\$46,503	5	Pay Band		\$1,062	Longevity	N	40
Oregon	Procurement/Contract Spec III	=	\$47,800	\$69,700	\$60,000	80	Step	8			Y	40
Pennsylvania	Purchasing Agent 2	=	\$35,912	\$54,592	\$47,032	56	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Senior Buyer	+	\$49,429	\$55,904	\$55,904	1	Step	2.5		Longevity	Y	35
South Carolina	Procurement Specialist II	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	No Match											
Tennessee	Procurement Officer 2	=	\$27,504	\$44,004	\$34,907	46	Legislated		\$	Longevity	N	37.5
Texas	Purchaser V	=	\$44,254	\$67,270	\$53,071	67	Open Range		\$	Longevity	N	40
Utah	Purchasing Agent III	=	\$43,973	\$69,760	\$54,875	15	Merit				N	40
Vermont	Senior Purchasing Agent	=	\$39,000	\$60,882	\$43,784	2	Prog Step	24.5		Merit	Y	40
Virginia	Procurement Officer I	=	\$31,352	\$64,347	\$46,243	35	Broadband		0-\$2,000	Recog	N	40
Washington	Procurement & Supply Spec 4	+	\$45,828	\$60,120			Merit	4.5			V	40
West Virginia	Buyer, Senior	+	\$33,036	\$61,128	\$39,708	7	Merit				N	37.5
Wisconsin	Purchasing Agent Senior	=	\$45,088	\$103,705	\$58,973	32	Broadband			DCA	Y	40
Wyoming	Financial/Statistical Spec 4E	=	\$30,612	\$41,184	\$38,335		Classification				N	40

Summary:

Mean	\$39,656	\$60,951	\$50,139
Median	\$39,000	\$60,120	\$48,578
Weighted Mean	-----	-----	\$49,311

FINANCIAL EXAMINER

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Bank Examination Specialist	=	\$41,258	\$69,098	\$45,451	11	Step	Varies			N	40
Alaska	Financial Institution Exam II	=	\$54,264	\$66,264	\$54,264	1	Merit	8	Location		Y	37.5
Arizona	Financial Consultant 2	=	\$39,983	\$68,156	\$50,342	3	Legislated		2.75%	Perform	N	40
Arkansas	Financial Examiner I	=	\$36,306	\$36,843	\$36,485	3	Merit		\$600-\$900	Career Srv	N	40
California	Financial Institutions Examiner	=	\$57,996	\$70,512	\$61,056	28	Open Range				Y	40
Colorado	Financial/Credit Examiner II	=	\$57,852	\$83,748	\$65,328	20	Performance		2%	Perform	N	40
Connecticut	Financial Examiner	=	\$56,028	\$70,395	\$60,882	11	Step	8		Longevity	Y	40
Delaware	Bank Examiner II	=	\$37,386	\$56,078	\$40,925	1	Merit				N	37.5
Dist. of Columbia	Bank Examiner	=	\$65,001	\$83,154	\$69,035	3	Step	15			Y	40
Florida	Financial Analysts 03	=	\$30,622	\$83,558	\$42,015	148	Broadband				V	40
Georgia	Financial Examiner	=	\$39,038	\$68,418	\$48,634	22	Performance				N	40
Hawaii	Financial Institution Examiner I	=	\$45,576	\$67,488	\$47,412	2	Negotiated				Y	40
Idaho	Financial Exam/Investigator I	=	\$34,507	\$61,630			Performance				N	40
Illinois	Financial Institutions Examiner 2	+	\$46,032	\$69,312	\$56,467	10	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Financial Examiner 1	=	\$54,730	\$98,644	\$72,891	22	RD				N	37.5
Iowa	Bank Examiner	=	\$37,336	\$55,848	\$71,544	33	Performance				N	40
Kansas	Financial Examiner Senior	=	\$46,093	\$64,938	\$47,258	6	Prog Step	11			Y	40
Kentucky	Financial Institutions Exam II	=	\$39,915	\$49,702	\$43,661	7	Merit				N	37.5
Louisiana	Compliance Examiner 3	=	\$38,813	\$81,682	\$64,326	47	Merit				N	40
Maine	Bank Examiner	=	\$31,304	\$42,182	\$37,773	3	Prog Step	7			Y	40
Maryland	Finan Depository Examiner II	=	\$46,563	\$74,725	\$59,352	7	Prog Step	20			Y	40
Massachusetts	Bank Examiner	=	\$39,687	\$57,342	\$41,535	28	Step	13			Y	37.5
Michigan	Finan Institutions Examiner 9	=	\$35,099	\$60,406	\$48,525	49	Step	6			N	40
Minnesota	Financial Institution Examiner	=	\$40,361	\$59,195	\$53,098	5	Prog Step	11			Y	40
Mississippi	DBCF - Bank Examiner II	=	\$44,580	\$78,015	\$48,856	7	Variable	Varies			N	40

Missouri	No Match	=	\$39,046	\$58,570	\$55,682	11	Broadband		%	Longevity	V	40
Montana	Financial Examiner Examiner II	=			\$42,355	9	Merit			Longevity	N	40
Nebraska	Financial Institut Examiner	=	\$41,321	\$61,408			Merit	9		Longevity	N	40
Nevada	Bank Examiner II	=	\$37,850	\$50,915	\$42,546	7	Step	11	\$	Longevity	Y	37.5
New Hampshire												
New Jersey	Financial Examiner 4	=	\$44,750	\$63,279	\$52,632	5	Step	10.5			Y	35
New Mexico	Financial Examiner - Oper'l Bank Examiner	=	\$30,534	\$54,309	\$39,062	3	Merit				N	40
New York	Bank Examiner	=	\$53,037	\$65,518	\$57,864	74	Performance	7			Y	40
North Carolina	OCOB Financial Examiner	=	\$42,420	\$110,000	\$74,229	22	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Financial Institution Examiner II	=	\$36,984	\$61,632	\$47,940	1	Open Range				N	40
Ohio	Financial Institution Examiner 1	=	\$38,189	\$49,650	\$41,350	2	Prog Step	7			Y	40
Oklahoma	Auditor II	=	\$28,288	\$47,146	\$34,549	114	Pay Band		\$1,500	Longevity	N	40
Oregon	Financial Examiner 2	=	\$42,600	\$62,200	\$53,300	12	Step	8			Y	40
Pennsylvania	Financial Institutions Examiner	=	\$46,807	\$71,101	\$51,818	30	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Bank Examiner	=	\$39,838	\$45,931	\$43,900	3	Step	3.5		Longevity	Y	35
South Carolina	Accountant/Fiscal Analyst II	=	\$30,274	\$56,015							N	40
South Dakota	No Match											
Tennessee	Bank Examiner 4	=	\$41,832	\$66,912	\$60,979	7	Legislated		\$	Longevity	N	37.5
Texas	Financial Examiner III	=	\$41,606	\$63,231	\$50,336	80	Open Range		\$	Longevity	N	40
Utah	Financial Examiner III	=	\$59,278	\$89,053	\$61,111	9	Merit				N	40
Vermont	Financial Examiner II	=	\$41,288	\$64,501	\$50,450	2	Prog Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	Financial Examiner 2	=	\$49,368	\$64,740			Merit	4.5			V	40
West Virginia	Fin Institutions Examiner, Asst.	=	\$33,036	\$61,128			Merit				N	37.5
Wisconsin	Financial Examiner Journey	=	\$45,088	\$103,705	\$47,999	2	Broadband			DCA	Y	40
Wyoming	Financial/Statistical Spec 3A	=	\$40,440	\$55,248	\$50,312		Classification				N	40

Summary:	Mean	\$42,558	\$66,032	\$51,756
	Median	\$41,258	\$64,501	\$50,336
	Weighted Mean	-----	-----	\$55,680

TAX AUDITOR

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Revenue Examiner I	=	\$33,902	\$51,377	\$39,888	76	Step	Varies			N	40
Alaska	Tax Auditor III	=	\$57,972	\$70,848	\$65,878	6	Merit	8	Location		Y	37.5
Arizona	Tax Analyst 2	=	\$43,240	\$73,779	\$48,514	19	Legislated		2.75%	Perform	N	40
Arkansas	Tax Auditor I	=	\$36,540	\$49,695	\$37,537	18	Merit		\$600-\$900	Career Srv	N	40
California	Tax Auditor, Tax Board	=	\$46,092	\$58,836	\$48,837	101	Open Range				Y	40
Colorado	Revenue Agent II	=	\$53,928	\$78,036	\$56,676	20	Performance		2%	Perform	N	40
Connecticut	Revenue Examiner 1	=	\$58,685	\$73,656	\$68,702	20	Step	8		Longevity	Y	40
Delaware	Tax Auditor II	=	\$42,801	\$64,201	\$47,239	14	Merit				N	37.5
Dist. of Columbia	Auditor (Tax) Grade 12		\$65,001	\$83,154	\$71,602	22	Step	15			N	40
Florida	Accountants & Auditors 02	=	\$25,774	\$66,980			Broadband				V	40
Georgia	Tax Specialist 3	=	\$35,569	\$62,302	\$49,239	30	Performance				N	40
Hawaii	Auditor IV	=	\$45,576	\$67,488	\$57,080	34	Negotiated				Y	40
Idaho	Tax Auditor 2	=	\$38,958	\$55,640			Performance				N	40
Illinois	Revenue Auditor I	=	\$39,852	\$58,632	\$52,688	26	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Tax Analyst 5	=	\$23,764	\$42,978	\$27,574	71	Merit				N	37.5
Iowa	Revenue Auditor 2	=	\$40,456	\$61,298	\$53,813	25	Negotiated				Y	40
Kansas	State Auditor II	=	\$41,870	\$58,885	\$45,824	78	Prog Step	11			Y	40
Kentucky	Revenue Auditor II	=	\$35,613	\$50,075	\$39,410	8	Merit				N	37.5
Louisiana	Revenue Tax Auditor 2	=	\$31,678	\$66,685	\$49,273	24	Merit				N	40
Maine	Revenue Agent	+	\$31,304	\$42,182	\$38,860	23	Prog Step	7	10%	Recruit	Y	40
Maryland	Revenue Field Auditor II	=	\$38,594	\$61,427	\$49,958	18	Prog Step	20			N	40
Massachusetts	Tax Auditor I	=	\$53,081	\$76,568	\$73,001	124	Step	13			Y	37.5
Michigan	Auditor 9 (P11)	=	\$35,099	\$60,427	\$49,214	151	Step	6			N	40
Minnesota	Revenue Tax Special Intermed	=	\$40,361	\$59,195	\$47,648	169	Prog Step	11			Y	40
Mississippi	TC-Tax Auditor/Acct II	=	\$39,930	\$69,878	\$42,322	19	Variable	Varies			N	40

Missouri	Tax Auditor II	=	\$35,952	\$51,156	\$38,655	26	Step				N	40
Montana	Tax Examiner	=	\$28,370	\$42,539	\$39,811	51	Broadband				V	40
Nebraska	Auditor	=	\$34,507	\$49,163	\$39,622	23	Negotiated				V	40
Nevada	Auditor	=	\$39,588	\$58,693	\$47,042	112	Merit	9			N	40
New Hampshire	Tax Auditor I	-	\$30,986	\$41,087	\$35,555	16	Step	11	\$		Y	37.5
New Jersey	Auditor 3 Taxation	=	\$48,971	\$69,393	\$59,047	59	Step	10.5			Y	35
New Mexico	Accountant & Auditor - Oper'l	=	\$27,664	\$49,171	\$41,205	161	Merit				Y	40
New York	Tax Auditor 1	+	\$47,860	\$59,362	\$54,104	349	Performance	7			Y	40
North Carolina	Auditor - Journey	=	\$35,585	\$99,141	\$53,428	133	Legislated		1.5% - 4.5%		N	40
North Dakota	Auditor II	=	\$33,816	\$56,352	\$37,242	23	Open Range				N	40
Ohio	Tax Auditor Agent 2	-	\$41,350	\$54,662	\$49,813	88	Prog Step	7			Y	40
Oklahoma	Revenue Compliance Officer I	=	\$28,288	\$47,146	\$29,167	43	Pay Band		\$1,250		N	40
Oregon	Tax Auditor 1	=	\$38,800	\$56,600	\$42,900	63	Step	8			Y	40
Pennsylvania	Revenue Tax Auditor	=	\$41,017	\$62,338	\$41,937	23	Prog Step	20	2.25%		Y	37.5
Rhode Island	Revenue Agent II	=	\$42,664	\$49,275	\$45,878	15	Step	3.5			Y	40
South Carolina	Auditor I	+	\$20,450	\$37,840			Pay Band		\$		N	40
South Dakota	Revenue Auditor	=	\$29,039	\$43,559			Open Range		\$		N	40
Tennessee	Tax Auditor 2	=	\$35,400	\$56,664	\$37,557	35	Legislated		\$		N	37.5
Texas	Taxpayer Compliance Officer II	=	\$29,146	\$41,044	\$31,609	90	Open Range		\$		N	40
Utah	Auditor II	=	\$37,354	\$66,085	\$48,725	98	Merit				N	40
Vermont	Tax Examiner III	=	\$31,533	\$48,714	\$38,570	21	Prog Step	24.5			Y	40
Virginia	Auditor I	=	\$31,352	\$64,347	\$45,527	83	Broadband			0-\$2,000	N	40
Washington	Tax Information Specialist 3	-	\$41,508	\$54,504			Merit	4.5			V	40
West Virginia	Tax & Revenue Auditor 2	=	\$31,164	\$57,660	\$31,420	11	Merit				N	37.5
Wisconsin	Revenue Auditor 4	=	\$45,088	\$103,705	\$61,784	23	Broadband				Y	40
Wyoming	Financial/Statistical Spec 4A	=	\$35,004	\$47,844	\$42,589		Classification				N	40

Summary:	Mean	\$38,394	\$59,456	\$46,825
	Median	\$37,354	\$58,693	\$46,460
	Weighted Mean	-----	-----	\$47,747

TAX AUDITOR SENIOR/LEAD

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Revenue Examiner III	=	\$45,502	\$69,098	\$67,576	147	Step	Varies			N	40
Alaska	Tax Auditor IV	=	\$66,264	\$81,276	\$77,034	2	Merit	8		Location	Y	37.5
Arizona	No Match											
Arkansas	Tax Auditor II	=	\$39,463	\$58,584	\$54,107	127	Merit			Career Srv	N	40
California	Associate Tax Auditor	=	\$55,428	\$70,764	\$61,204	270	Open Range				Y	40
Colorado	Revenue Agent III	=	\$65,556	\$94,812	\$74,628	26	Performance		2%	Perform	N	40
Connecticut	Revenue Examiner 2	=	\$64,511	\$80,726	\$77,752	82	Step	8		Longevity	Y	40
Delaware	Tax Auditor III	=	\$49,005	\$73,507	\$54,033	12	Merit				N	37.5
Dist. of Columbia	Auditor (Tax) Grade 13		\$72,010	\$92,782	\$80,890	2	Step	15			N	40
Florida	Accountants & Auditors 03	=	\$30,622	\$83,556			Broadband				V	40
Georgia	Tax Specialist 4	=	\$39,038	\$68,418	\$55,695	14	Performance				N	40
Hawaii	Auditor V	=	\$51,312	\$75,960	\$66,990	34	Negotiated				Y	40
Idaho	Tax Auditor 3	=	\$44,034	\$78,624			Performance				N	40
Illinois	Revenue Auditor II	-	\$46,032	\$69,312	\$59,602	58	Prog Step	11		Longevity	Y	37.5
Indiana	Tax Analyst 4	=	\$26,286	\$46,696	\$33,535	109	Merit				N	37.5
Iowa	Revenue Auditor 3	=	\$44,336	\$67,688	\$64,810	15	Negotiated				Y	40
Kansas	State Auditor III	=	\$48,485	\$68,182	\$53,882	34	Prog Step	11			Y	40
Kentucky	Revenue Auditor III	=	\$40,676	\$51,617	\$45,220	6	Merit				N	37.5
Louisiana	Revenue Tax Auditor 3	=	\$36,275	\$76,336	\$57,295	69	Merit				N	40
Maine	Senior Revenue Agent	+	\$35,859	\$48,526	\$47,753	29	Prog Step	7		5%	Y	40
Maryland	Revenue Field Auditor, Sr	=	\$41,074	\$65,568	\$57,241	20	Prog Step	20			N	40
Massachusetts	Tax Auditor III	=	\$62,202	\$89,812	\$89,812	39	Step	13			Y	37.5
Michigan	Auditor 12	=	\$45,832	\$65,751	\$65,062	204	Step	6			N	40
Minnesota	Revenue Tax Specialist Senior	=	\$46,312	\$68,257	\$63,475	167	Prog Step	11			Y	40
Mississippi	TC-Tax Auditor/Accountant III	=	\$44,004	\$77,008	\$49,074	47	Variable	Varies			N	40

Missouri	Tax Auditor III	=	\$38,700	\$56,688	\$45,882	41	Step		%	Longevity	N	40
Montana	Tax Examiner	=	\$34,044	\$51,065	\$46,862	23	Broadband			Longevity	V	40
Nebraska	Auditor Senior	=	\$39,878	\$56,815	\$45,225	53	Negotiated			Longevity	V	40
Nevada	Supervising Auditor	=	45,079	67,191	53,682	2	Merit			Longevity	N	40
New Hampshire	Tax Auditor IV	=	\$44,753	\$60,567	\$51,441	7	Step	11	\$	Longevity	Y	37.5
New Jersey	Auditor 2 Taxation	=	\$56,123	\$79,773	\$74,603	92	Step	10.5			Y	35
New Mexico	Accountant & Auditor - Advance	=	\$30,534	\$54,309	\$51,085	197	Merit				Y	40
New York	Tax Auditor 2	=	\$61,963	\$76,101	\$69,395	268	Performance	7			Y	40
North Carolina	Auditor - Advanced	=	\$35,585	\$99,141	\$66,450	87	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Auditor III	=	\$36,984	\$61,632	\$44,976	44	Open Range				N	40
Ohio	Tax Auditor Agent 4	+	\$49,650	\$72,842	\$77,481	22	Prog Step	9			Y	40
Oklahoma	Revenue Compliance Officer II	=	\$30,920	\$51,534	\$33,256	16	Pay Band		\$1,500	Longevity	N	40
Oregon	Tax Auditor 2	=	\$44,700	\$65,300	\$59,100	55	Step	8			Y	40
Pennsylvania	Senior Revenue Tax Auditor	=	\$46,807	\$71,101	\$59,341	150	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Senior Revenue Agent	=	\$47,442	\$53,270	\$53,270	29	Step	2.5		Longevity	Y	35
South Carolina	Auditor IV	-	\$36,840	\$68,160			Pay Band		\$	Bonus	N	40
South Dakota	Senior Revenue Auditor	=	\$35,530	\$53,295			Open Range		\$	Longevity	N	40
Tennessee	Tax Auditor 4	=	\$41,832	\$66,912	\$55,074	72	Legislated		\$	Longevity	N	37.5
Texas	Taxpayer Compliance Officer V	=	\$41,606	\$63,231	\$50,074	73	Open Range		\$	Longevity	N	40
Utah	Auditor IV	=	\$49,026	\$77,778	\$59,870	67	Merit				N	40
Vermont	Tax Examiner IV	=	\$33,155	\$51,438	\$43,553	8	Prog Step	24.5		Merit	Y	40
Virginia	Auditor II	=	\$40,959	\$84,062	\$57,771	25	Broadband		0-\$2,000	Recog	N	40
Washington	Tax Information Specialist 4	-	\$47,016	\$61,632			Merit	4.5			V	40
West Virginia	Tax & Revenue Auditor 3	=	\$35,028	\$64,812	\$36,951	28	Merit				N	37.5
Wisconsin	Revenue Auditor 5	=	\$52,737	\$121,296	\$69,793	5	Broadband			DCA	Y	40
Wyoming	Financial/Statistical Spec 2A	=	\$48,312	\$66,036	\$61,494		Classification				N	40

Summary:

Mean
Median
Weighted Mean

\$44,906
\$44,518

\$69,577
\$68,171

\$58,296
\$57,295
\$59,402

BIOLOGIST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Biologist II	=	\$39,290	\$62,530	\$52,860	24	Step	Varies			N	40
Alaska	Fishery Biologist II	=	\$43,980	\$54,264	\$52,069	100	Merit	8		Location	Y	37.5
Arizona	No Match											
Arkansas	Biologist I	=	\$26,943	\$51,581	\$32,328	8	Merit			Career Srv	N	40
California	Associate Biologist (Marine/Fish)	-	\$55,596	\$67,008	\$61,729	88	Open Range				Y	40
Colorado	Wildlife Manager III	=	\$49,044	\$70,776			Performance		2%	Perform	N	40
Connecticut	Env Protection Wildlife Biologist 1	+	\$50,232	\$72,541	\$64,149	5	Step	13		Longevity	Y	35
Delaware	Environmental Scientist II	=	\$37,386	\$56,078	\$39,407	16	Merit				N	37.5
Dist. of Columbia	Wildlife Biologist		\$43,602	\$56,139	\$44,531	3	Step	15			Y	40
Florida	Biological Scientist 03	+	\$33,377	\$91,076	\$50,789	56	Broadband				V	40
Georgia	Wildlife Biologist 2	=	\$47,280	\$82,962	\$50,874	16	Performance				N	40
Hawaii	Wildlife Bio IV/Aquatic Bio IV	=	\$45,576	\$67,488	\$57,409	21	Negotiated				Y	40
Idaho	Biologist, Fish Research Senior	=	\$38,958	\$55,640			Performance				N	40
Illinois	Natural Resources Specialist	=	\$43,740	\$65,244	\$65,091	81	Prog Step	11		\$25 or \$50	Y	37.5
Indiana	Biologist 2	=	\$33,800	\$58,162	\$44,647	45	RD				N	37.5
Iowa	Natural Resource Biologist	=	\$41,746	\$63,274	\$58,648	73	Negotiated				Y	40
Kansas	Environmental Scientist II	=	\$46,093	\$64,938	\$48,717	131	Prog Step	11			Y	40
Kentucky	Wildlife Biologist II	=	\$38,209	\$41,019	\$39,323	3	Merit				N	37.5
Louisiana	Biologist 3	=	\$36,608	\$72,862	\$48,485	68	Merit				N	40
Maine	Biologist I	=	\$35,859	\$48,526	\$44,541	48	Prog Step	7		5.50%	Y	40
Maryland	Natural Resources Biologist II	=	\$38,594	\$61,427	\$50,202	31	Prog Step	20			Y	40
Massachusetts	Aquatic Biologist I	=	\$40,142	\$53,099	\$44,483	10	Step	11			Y	37.5
Michigan	Wildlife Biologist 9 (P11)	=	\$35,934	\$60,552	\$56,313	16	Step	6			Y	40
Minnesota	NR Spec Int-WR /Res Scientist	=	\$37,793	\$55,102	\$44,203	8	Prog Step	11			Y	40
Mississippi	DWFP - Consv Biologist	=	\$31,106	\$54,435			Variable	Varies			N	40

Missouri	Fisheries Mgmt Biologist		\$33,696	\$53,820	\$44,851	48	Step		%	Longevity	N	40
Montana	Fish Wildlife Biologist	=	\$34,456	\$51,684	\$45,531	105	Broadband			Longevity	V	40
Nebraska	Game/Parks Wildlife Biologist II	=	\$38,208	\$55,336	\$43,528	37	Negotiated			Longevity	Y	40
Nevada	Biologist	=	\$38,001	\$56,188	\$45,079	2	Merit	9		Longevity	N	40
New Hampshire	Biologist I	=	\$37,850	\$50,915	\$43,832	13	Step	11	\$	Longevity	Y	37.5
New Jersey	Assistant Biologist	=	\$42,791	\$60,420	\$51,279	6	Step	10.5			Y	35
New Mexico	Zoologist & Wildlife Biol. Oper'l	+	\$27,664	\$49,171	\$37,419	8	Merit				N	40
New York	Biologist 1	=	\$47,860	\$59,362	\$55,610	145	Performance	7			Y	40
North Carolina	Wildlife Fisheries Biologist I	=	\$34,065	\$53,814	\$39,310	34	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Biologist II	=	\$36,984	\$61,632	\$52,904	27	Open Range				N	40
Ohio	Wildlife Research Technician	+	\$34,008	\$41,350	\$41,204	4	Prog Step	7			Y	40
Oklahoma	No Match											
Oregon	Natural Resource Specialist II	=	\$37,000	\$53,900	\$48,000		Step	8			Y	40
Pennsylvania	Wildlife Biologist 2	-	\$43,752	\$66,494	\$53,896	16	Prog Step	20	2.25%	Cash/Max	Y	40
Rhode Island	Biologist	=	\$37,460	\$42,515			Step	3.5		Longevity	Y	35
South Carolina	Wildlife Biologist II	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	Wildlife Biologist	=	\$35,530	\$53,295			Open Range		\$	Longevity	N	40
Tennessee	Wildlife Biologist 2	=	\$36,576	\$56,820	\$50,066	19	Legislated		\$	Longevity	N	37.5
Texas	Natural Resource Specialist III	=	\$36,764	\$52,198	\$38,360	300	Open Range		\$	Longevity	N	40
Utah	Wildlife Biologist II	=	\$35,392	\$56,146	\$41,459	83	Merit				N	40
Vermont	Fish & Wildlife Scientist II	=	\$41,288	\$64,501	\$48,976	8	Prog Step	24.5		Merit	Y	40
Virginia	Scientist II	=	\$40,959	\$84,062	\$47,209	2	Broadband		0-\$2,000	Recog	N	40
Washington	Fish & Wildlife Biologist 2	=	\$38,556	\$50,568			Merit	4.5			V	40
West Virginia	Wildlife Biologist 1	=	\$29,400	\$54,396	\$36,637	12	Merit				N	37.5
Wisconsin	Wildlife Biologist Senior	=	\$45,088	\$103,705	\$52,812	36	Broadband			DCA	Y	40
Wyoming	Wildlife/Fish Spec Biologist	=	\$31,944	\$44,820	\$41,572		Classification				N	40

Summary:	Mean	\$38,703	\$59,589	\$47,865
	Median	\$37,850	\$56,139	\$47,605
	Weighted Mean	-----	-----	\$49,257

CHEMIST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Chemist II	=	\$35,590	\$59,518	\$47,481	23	Step	Varies			N	40
Alaska	Chemist II	=	\$43,980	\$52,264			Merit	8		Location	Y	37.5
Arizona	No Match											
Arkansas	Chemist II	=	\$34,810	\$58,584	\$48,799	46	Merit			Career Srv	N	40
California	Chemist	=	\$54,720	\$67,260	\$63,929	62	Open Range				Y	40
Colorado	Phy Science Res/Scientist II	=	\$59,448	\$85,308	\$76,188	11	Performance		2%	Perform	N	40
Connecticut	Chemist 2	=	\$49,499	\$67,162	\$63,593	21	Step	11		Longevity	Y	35
Delaware	Analytical Chemist II	=	\$37,386	\$56,078	\$45,033	5	Merit				N	37.5
Dist. of Columbia	Chemist Grade 11		\$52,530	\$67,731	\$57,597	1	Step	15			Y	40
Florida	Chemists 01	=	\$23,645	\$61,449	\$30,461	16	Broadband				V	40
Georgia	Chem Lab Scientist 1	=	\$35,569	\$62,302	\$36,746	21	Performance				N	40
Hawaii	Chemist III	=	\$42,132	\$62,424	\$50,247	14	Negotiated				Y	40
Idaho	Chemist, Senior	=	\$34,507	\$61,630			Performance				N	40
Illinois	Chemist 2	+	\$46,032	\$69,312	\$66,399	26	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Chemist 3	=	\$30,914	\$59,774	\$40,141	13	RD				N	37.5
Iowa	Chemist	=	\$39,853	\$60,112	\$53,323	13	Negotiated				Y	40
Kansas	Chemist I	=	\$36,171	\$50,918	\$49,006	5	Prog Step	11			Y	40
Kentucky	Chemist II	=	\$35,564	\$36,487	\$36,026	2	Merit				N	37.5
Louisiana	Professional Chemist 2	=	\$31,970	\$63,648	\$44,221	1	Merit				N	40
Maine	Chemist I	=	\$32,656	\$44,034	\$38,710	7	Prog Step	7	10%	Recruit	Y	40
Maryland	Chemist III	=	\$41,074	\$65,568	\$54,749	7	Prog Step	20			Y	40
Massachusetts	Chemist I	=	\$40,338	\$53,358	\$43,463	23	Step	11			Y	37.5
Michigan	Lab Scientist 9 (P11)	=	\$35,934	\$60,552	\$57,409	30	Step	6			Y	40
Minnesota	Chemist 2	=	\$36,665	\$53,265	\$51,448	4	Prog Step	11			Y	40
Mississippi	Chemist II	=	\$33,316	\$58,303	\$33,316	3	Variable	Varies			N	40

Missouri	Chemist II	=	\$33,420	\$47,184	\$34,644	2	Step		%	Longevity	N	40
Montana	Chemist	=	\$36,438	\$54,658	\$46,571	14	Broadband			Longevity	V	40
Nebraska	Chemist II	=	\$36,088	\$52,021	\$42,752	9	Negotiated			Longevity	Y	40
Nevada	Chemist	=	\$39,588	\$56,188	\$47,042	6	Merit	9		Longevity	N	40
New Hampshire	Toxicologist I	=	\$36,290	\$48,770			Step	11	\$	Longevity	Y	37.5
New Jersey	Chemist	=	\$42,791	\$60,420	\$52,095	4	Step	10.5			Y	35
New Mexico	Chemist - Operational	=	\$27,664	\$49,171	\$40,248	24	Merit				N	40
New York	Environmental Chemist 1	+	\$47,860	\$59,362	\$55,469	15	Performance	7			Y	40
North Carolina	Chemist I	=	\$41,173	\$67,369	\$46,520	44	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Chemist II	=	\$33,816	\$56,352	\$39,322	7	Open Range				N	40
Ohio	Laboratory Scientist 2	-	\$41,350	\$54,662	\$50,161	69	Prog Step	7			Y	40
Oklahoma	Clinical Laboratory Scientist II	=	\$30,920	\$51,534	\$39,003	15	Pay Band		\$1,062	Longevity	N	40
Oregon	Chemist 2	=	\$40,400	\$59,000	\$53,100	13	Step	8			Y	40
Pennsylvania	Chemist 1	-	\$35,912	\$54,592	\$40,300	15	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Chemist	=	\$38,629	\$44,250			Step	3.5		Longevity	Y	35
South Carolina	Chemist I	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	Chemist	=	\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	Chemist 2	=	\$32,484	\$51,960	\$38,427	21	Legislated		\$	Longevity	N	37.5
Texas	Chemist III	=	\$41,606	\$63,231	\$45,491	16	Open Range		\$	Longevity	N	40
Utah	Chemist/Microbiologist II	=	\$42,804	\$64,310	\$46,587	19	Merit				N	40
Vermont	Public Health Chemist II	=	\$34,965	\$54,330	\$45,053	3	Prog Step	24.5		Merit	Y	40
Virginia	Scientist I	=	\$31,352	\$64,347	\$43,862	3	Broadband		0-\$2,000	Recog	N	40
Washington	Chemist 2	=	\$44,712	\$58,656			Merit	4.5			V	40
West Virginia	Chemist 2	=	\$31,164	\$57,660	\$36,084	13	Merit				N	37.5
Wisconsin	Chemist Senior	=	\$45,088	\$103,705	\$51,432	57	Broadband			DCA	Y	40
Wyoming	Laboratory Scientist 2	=	\$41,724	\$54,168	\$49,268		Classification				N	40

Summary:

Mean	\$38,237	\$58,490	\$47,249
Median	\$36,364	\$58,444	\$46,571
Weighted Mean	-----	-----	\$49,036

CHEMIST SENIOR/LEAD

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Chemist III	=	\$43,339	\$72,686	\$64,796	12	Step	Varies			N	40
Alaska	Chemist IV	=	\$57,972	\$70,872	\$70,881	4	Merit	8		Location	Y	37.5
Arizona	No Match											
Arkansas	Chemist Supervisor	=	\$42,596	\$70,682	\$61,178	5	Merit		\$600-\$900	Career Srv	N	40
California	Staff Chemist	=	\$59,916	\$73,692	\$66,267	36	Open Range				Y	40
Colorado	Phy Science Res/Scientist III	+	\$68,796	\$98,748	\$89,604	10	Performance		2%	Perform	N	40
Connecticut	Principal Chemist	+	\$54,337	\$73,576	\$69,543	9	Step	11		Longevity	Y	35
Delaware	Analytical Chemist III	=	\$42,801	\$64,201	\$50,010	20	Merit				N	37.5
Dist. of Columbia	Chemist Grade 12		\$65,001	\$86,154	\$83,154	1	Step	15			Y	40
Florida	Chemists 02	=	\$30,622	\$83,558	\$39,054	83	Broadband				V	40
Georgia	Chemical Lab Scientist 2	=	\$29,400	\$51,406	\$37,150	2	Performance				N	40
Hawaii	Chemist IV	=	\$45,576	\$67,488	\$55,375	7	Negotiated				Y	40
Idaho	Chemist, Principal	=	\$38,958	\$69,555			Performance				N	40
Illinois	Chemist 3	=	\$51,324	\$77,832	\$75,804	6	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Chemist 2	=	\$35,334	\$68,536	\$45,280	19	RD				N	37.5
Iowa	No Match											
Kansas	Chemist II	=	\$39,853	\$56,118	\$43,966	17	Prog Step	11			Y	40
Kentucky	Chemist III	=	\$36,587	\$71,236	\$48,076	12	Merit				N	37.5
Louisiana	Professional Chemist 3	=	\$36,608	\$72,862	\$53,763	4	Merit				N	40
Maine	Chemist II	=	\$37,544	\$50,877	\$48,639	14	Prog Step	7	10%	Recruit	Y	40
Maryland	Chemist Advanced	=	\$43,725	\$69,999	\$63,551	1	Prog Step	20			Y	40
Massachusetts	Chemist III	=	\$48,758	\$65,266	\$58,841	46	Step	11			Y	37.5
Michigan	Lab Scientist 12	=	\$45,143	\$65,814	\$65,626	41	Step	6			Y	40
Minnesota	Analytical Laboratory Specialist	=	\$40,361	\$59,195	\$56,668	9	Prog Step	11			Y	40
Mississippi	Chemist III	=	\$37,666	\$65,915	\$41,577	13	Variable	Varies			N	40

Missouri	Chemist III	=	\$37,296	\$53,292	\$40,822	21	Step		%		Longevity	N	40
Montana	Chemist	=	\$43,726	\$65,589			Broadband				Longevity	V	40
Nebraska	Chemist III	=	\$40,687	\$58,650	\$49,662	8	Negotiated				Longevity	V	40
Nevada	Chemist	=	\$47,042	\$70,365	\$56,188	2	Merit	9			Longevity	N	40
New Hampshire	Toxicologist IV	+	\$53,138	\$72,852	\$66,955	5	Step	11	\$		Longevity	Y	37.5
New Jersey	Senior Chemist	=	\$48,971	\$69,393	\$64,855	4	Step	10.5				Y	35
New Mexico	Chemist - Advanced	=	\$30,534	\$54,309	\$47,299	12	Merit					N	40
New York	Environmental Chemist 2	=	\$61,963	\$76,101	\$72,361	18	Performance	7				Y	40
North Carolina	Chemist III	=	\$48,654	\$80,901	\$57,636	14	Legislated		1.5% - 4.5%		Longevity	N	40
North Dakota	Chemist III	=	\$36,984	\$61,632	\$49,896	3	Open Range					N	40
Ohio	Laboratory Scientist 3	-	\$45,282	\$66,269	\$63,625	42	Prog Step	7				Y	40
Oklahoma	Clinical Laboratory Scientist III	=	\$34,012	\$56,686	\$41,537	6	Pay Band		\$850		Longevity	N	40
Oregon	Chemist 3	=	\$43,600	\$63,700	\$61,300	15	Step	8				Y	40
Pennsylvania	Chemist 2	-	\$41,017	\$62,338	\$50,864	51	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Senior Chemist	=	\$42,664	\$49,638			Step	3.5			Longevity	Y	35
South Carolina	Chemist III	=	\$44,825	\$82,930			Pay Band		\$		Bonus	N	40
South Dakota	Senior Chemist	=	\$35,530	\$53,295			Open Range		\$		Longevity	N	40
Tennessee	Chemist 4	=	\$40,212	\$64,332	\$54,187	7	Legislated		\$		Longevity	N	37.5
Texas	Chemist V	=	\$53,294	\$85,926	\$64,178	34	Open Range		\$		Longevity	N	40
Utah	Chemist/Microbiologist III	=	\$47,711	\$71,681	\$55,203	24	Merit					N	40
Vermont	Public Health Chemist IV	=	\$41,288	\$64,501	\$48,526	3	Prog Step	24.5			Merit	Y	40
Virginia	Scientist II	=	\$40,959	\$84,062	\$48,962	5	Broadband		0-\$2,000		Recog	N	40
Washington	Chemist 3	+	\$51,864	\$68,016			Merit	4.5				V	40
West Virginia	Chemist 3	=	\$33,036	\$61,128	\$43,529	5	Merit					N	37.5
Wisconsin	Chemist Advanced	=	\$45,088	\$103,705	\$57,996	41	Broadband				DCA	Y	40
Wyoming	Laboratory Scientist 1	=	\$50,064	\$64,980	\$61,367		Classification					N	40

Summary:

Mean
Median
Weighted Mean

\$44,320
\$43,339

\$68,827
\$68,016

\$56,878
\$56,188
\$55,765

FORENSIC SCIENTIST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Employees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Forensic Scientist II/III	=	\$39,290	\$69,098	\$50,664	49	Step	Varies			N	40
Alaska	Forensic Scientist - Physical II	=	\$47,100	\$57,972			Merit	8		Location	Y	37.5
Arizona	No Match											
Arkansas	Forensic Scientist	=	\$34,702	\$61,380	\$39,715	15	Merit			Career Srv	N	40
California	Senior Criminalist	=	\$65,496	\$85,128	\$77,415	119	Open Range				Y	40
Colorado	Criminal Investigator I	=	\$55,260	\$78,540	\$63,288	88	Performance		2%	Perform	N	40
Connecticut	Forensic Science Examiner 1	=	\$59,253	\$80,316	\$72,291	33	Step	11		Longevity	Y	40
Delaware	Analytical Chemist II	=	\$37,386	\$56,078	\$44,963	4	Merit				N	37.5
Dist. of Columbia	Forensic Investigator	=	\$65,001	\$83,154	\$69,842	5	Step	15			Y	40
Florida	Forensic Sci Technicians 04	=	\$33,377	\$91,076	\$50,789	56	Broadband				V	40
Georgia	Crime Lab Scientist 2	=	\$39,038	\$68,418	\$40,938	18	Performance				N	40
Hawaii	No Match											
Idaho	ISP Forensic Scientist 2	=	\$34,507	\$61,630			Performance				N	40
Illinois	Forensic Scientist 2	=	\$48,624	\$73,308	\$56,444	28	Prog Step	11		Longevity	Y	37.5
Indiana	Forensic Scientist 1	=	\$43,654	\$82,342	\$64,737	19	RD				N	37.5
Iowa	Criminalist	=	\$49,650	\$76,357	\$67,961	42	Negotiated				Y	40
Kansas	Forensic Scientist II	=	\$46,093	\$64,938	\$47,447	11	Prog Step	11			Y	40
Kentucky	Forensic Scientist Spec I	=	\$43,944	\$66,689	\$46,413	29	Merit				N	37.5
Louisiana	Crime Lab Analyst 2	=	\$34,216	\$68,099	\$46,094	16	Merit				N	40
Maine	Forensic Chemist I	-	\$35,859	\$48,526	\$46,176	4	Prog Step	7	10%	Recruit	Y	40
Maryland	MSP Forensic Scientist III	=	\$56,496	\$90,706	\$76,051	19	Prog Step	20			Y	40
Massachusetts	No Match											
Michigan	Forensic Scientist 9 (P11)	=	\$35,934	\$61,721	\$45,952	14	Step	6			Y	40
Minnesota	Forensic Scientist 2	=	\$49,569	\$73,539	\$59,466	40	Prog Step	11			Y	40
Mississippi	DPS - Forensic Scientist II	=	\$43,729	\$76,525	\$45,139	10	Variable	Varies			N	40

Missouri	Criminalist III	=	\$35,952	\$51,156	\$45,672	19	Step		%	Longevity	N	40
Montana	Forensic Scientist	=	\$34,858	\$52,286	\$54,018	10	Broadband			Longevity	V	40
Nebraska	State Patrol Forensic Scientist	=	\$41,076	\$59,488	\$46,563	15	Negotiated			Longevity	V	40
Nevada	Forensic Specialist	=	\$33,491	\$49,172			Merit	9		Longevity	N	40
New Hampshire	Criminalist I	=	\$44,628	\$59,405	\$52,773	13	Step	11	\$	Longevity	Y	40
New Jersey	Forensic Scientist 1	=	\$56,123	\$79,773	\$68,813	82	Step	10.5			Y	35
New Mexico	Forensic Science Tech - Oper'I	=	\$38,168	\$67,870	\$55,661	9	Merit				N	40
New York	S/P Forensic Scientist 2	-	\$47,860	\$59,362	\$55,944	3	Performance	7			Y	40
North Carolina	Forensic Molecular Geneticist I	=	\$41,173	\$67,369	\$41,173	11	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Forensic Scientist II	=	\$33,816	\$56,352	\$40,500	3	Open Range				N	40
Ohio	Forensic Scientist	+	\$47,299	\$73,466	\$61,905	79	Prog Step	7			Y	40
Oklahoma	Criminalist III	=			\$62,536	35	Legislated		\$850	Longevity	N	40
Oregon	Forensic Scientist 1	=	\$49,500	\$72,300	\$61,900	33	Step	9			Y	40
Pennsylvania	Forensic Scientist 2	-	\$46,807	\$71,101	\$55,278	61	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Forensic Scientist	=	\$45,773	\$51,268	\$51,268	2	Step	2.5		Longevity	Y	35
South Carolina	Forensic Technician III	-	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	Forensic Chemist		\$39,549	\$59,324			Open Range		\$	Longevity	N	40
Tennessee	TBI Forensic Scientist 2	=	\$40,032	\$62,052	\$51,902	78	Legislated		\$	Longevity	N	37.5
Texas	Forensic Scientist III	=	\$44,254	\$67,270	\$56,559	37	Open Range		\$	Longevity	N	40
Utah	Forensic Scientist II	=	\$50,383	\$75,690	\$52,250	13	Merit				N	40
Vermont	Forensic Chemist II	=	\$39,000	\$60,882	\$43,722	2	Prog Step	24.5		Merit	Y	40
Virginia	Forensic Science Specialist III	=	\$40,959	\$84,062	\$71,038	1	Broadband		0-\$2,000	Recog	N	40
Washington	Forensic Scientist 3	=	\$51,864	\$68,016			Merit	4.5			V	40
West Virginia	Forensic Analyst 3	=	\$33,036	\$61,128	\$51,420	1	Merit				N	37.5
Wisconsin	DNA Analyst Senior	=	\$45,088	\$103,705	\$53,691	24	Broadband			DCA	Y	40
Wyoming	Forensic Evidence Technician	=	\$29,988	\$38,688	\$38,247		Classification				N	40

Summary:

Mean	\$43,386	\$67,718	\$54,396
Median	\$43,654	\$67,369	\$52,512
Weighted Mean	-----	-----	\$59,291

GEOLOGIST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Geologist II	=	\$43,339	\$65,690	\$58,367	38	Step	Varies			N	40
Alaska	Geologist II	=	\$47,100	\$57,972	\$50,269	9	Merit	8	Location		Y	37.5
Arizona	Geologist 2	=	\$40,443	\$62,693	\$49,572	4	Legislated		2.75%	Perform	N	40
Arkansas	Geologist	=	\$34,405	\$44,995	\$35,751	8	Merit		\$600-\$900	Career Srv	N	40
California	Associate Geologist	+	\$59,520	\$71,760	\$71,760	1	Open Range				Y	40
Colorado	Phy Science Res/Scientist II	=	\$59,448	\$85,308	\$73,344	11	Performance		2%	Perform	N	40
Connecticut	No Match											
Delaware	No Match											
Dist. of Columbia	No Match											
Florida	Geoscientists 02	=	\$30,622	\$83,558			Broadband				Y	40
Georgia	Geologist 2	=	\$43,063	\$75,523	\$45,019	12	Performance				N	40
Hawaii	Geologist I	=	\$51,312	\$75,960	\$61,780	3	Negotiated				Y	40
Idaho	Geologist Engineering, Assistant	=	\$34,507	\$61,630			Performance				N	40
Illinois	No Match											
Indiana	Geologist 3	=	\$33,904	\$60,268	\$44,263	2	RD				N	37.5
Iowa	Geologist 2	=	\$41,746	\$63,274	\$55,811	5	Negotiated				Y	40
Kansas	Professional Geologist II	=	\$46,093	\$64,938	\$50,882	11	Prog Step	11			Y	40
Kentucky	Geologist II	=	\$36,527	\$42,790	\$39,659	2	Merit				N	37.5
Louisiana	Geologist 2	=	\$39,166	\$77,958	\$47,486	5	Merit				N	40
Maine	Geologist	=	\$35,859	\$48,526			Prog Step	7			Y	40
Maryland	Geologist III	=	\$43,725	\$69,999	\$52,548	2	Prog Step	20			Y	40
Massachusetts	Geologist	=	\$50,922	\$67,850	\$67,850	3	Step	11			Y	37.5
Michigan	Geologist 9 (P11)	=	\$35,934	\$60,552	\$54,142	18	Step	6			Y	40
Minnesota	Geologist	=	\$37,793	\$55,102	\$39,797	2	Prog Step	11			Y	40
Mississippi	Geologist I	=	\$38,151	\$66,765			Variable	Varies			N	40

Missouri	Geologist II	=	\$38,700	\$56,688	\$42,911	15	Step Broadband		%	Longevity	N	40
Montana	Geologist	=	\$45,140	\$67,710	\$50,107	1				Longevity	V	40
Nebraska	No Match	=										
Nevada	Geologist Inform Specialist	=	\$38,001	\$56,188			Merit	9		Longevity	N	40
New Hampshire	Earth Scientist I	=	\$34,866	\$46,410			Step	11	\$	Longevity	Y	37.5
New Jersey	Assistant Geologist	=	\$42,791	\$60,420	\$44,750	1	Step	10.5			Y	35
New Mexico	Geoscientist - Operational	-	\$34,050	\$60,528	\$50,606	22	Merit				N	40
New York	Engineering Geologist 1	=	\$53,037	\$65,518	\$60,159	29	Performance	7			Y	40
North Carolina	Geologist/Hydrogeol Journey	=	\$37,074	\$82,424	\$55,407	77	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Geologist II	=	\$40,656	\$67,752			Open Range				N	40
Ohio	Geologist 1	+	\$35,818	\$48,863	\$48,863	1	Prog Step	7			Y	40
Oklahoma	No Match											
Oregon	Geologist 2	=	\$40,800	\$60,200	\$57,200	12	Step	8			Y	40
Pennsylvania	Geologic Scientist DCNR	=	\$43,795	\$62,338	\$53,445	6	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Geographic Info Sys Spec I	=	\$42,664	\$49,638	\$49,638	1	Step	3.5		Longevity	Y	35
South Carolina	Geologist/Hydrologist I	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	Geologist		\$35,863	\$53,794			Open Range		\$	Longevity	N	40
Tennessee	Geologist 3	=	\$33,888	\$54,228	\$40,584	28	Legislated		\$	Longevity	N	37.5
Texas	Geoscientist II	=	\$41,606	\$63,231	\$48,677	14	Open Range		\$	Longevity	N	40
Utah	Geologist	=	\$45,184	\$67,902	\$48,987	16	Merit				N	40
Vermont	Environmental Scientist III	-	\$39,000	\$60,882	\$46,295	10	Prog Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	No Match											
West Virginia	Geologist 2	=	\$31,164	\$57,660	\$39,377	8	Merit				N	37.5
Wisconsin	Hydrogeologist Senior	=	\$45,088	\$103,705	\$51,079	43	Broadband			DCA	Y	40
Wyoming	Geological Analyst, Senior	=	\$48,396	\$66,348	\$57,732		Classification				N	40

Summary:

Mean	\$40,964	\$63,524	\$51,298
Median	\$40,443	\$62,338	\$50,188
Weighted Mean	-----	-----	\$51,810

GEOLOGIST SENIOR/LEAD

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Geologist III	+	\$47,758	\$72,686	\$67,735	5	Step	Varies		N	40	
Alaska	Geologist IV	=	\$62,028	\$75,852	\$76,974	8	Merit	8	Location	Y	37.5	
Arizona	Research Geologist	=	\$46,932	\$80,150	\$56,211	2	Legislated		2.75%	N	40	
Arkansas	Professional Geologist	=	\$41,540	\$55,080	\$49,542	11	Merit		\$600-\$900	N	40	
California	Senior Geologist (Specialist)	=	\$67,428	\$81,348	\$81,348	1	Open Range			Y	40	
Colorado	Phy Science Res/Scientist III	=	\$68,796	\$98,748	\$88,620	19	Performance		2%	N	40	
Connecticut	No Match											
Delaware	No Match											
Dist. of Columbia	No Match											
Florida	Geoscientists 04	=	\$43,226	\$117,950	\$61,304	12	Broadband			V	40	
Georgia	Geologist 3	=	\$47,280	\$82,962	\$53,905	45	Performance			N	40	
Hawaii	No Match											
Idaho	Geologist, Engineering	=	\$44,034	\$78,624			Performance			N	40	
Illinois	No Match											
Indiana	Geologist 2	=	\$38,662	\$69,108	\$46,218	34	RD			N	37.5	
Iowa	Geologist 3	=	\$47,299	\$72,862	\$69,187	28	Negotiated			Y	40	
Kansas	Professional Geologist III	=	\$50,918	\$71,594	\$55,972	20	Prog Step	11		Y	40	
Kentucky	Geologist III	=	\$37,652	\$61,142	\$42,142	17	Merit			N	37.5	
Louisiana	Geologist 3	=	\$44,845	\$89,253	\$61,253	42	Merit			N	40	
Maine	Senior Geologist	+	\$40,851	\$55,474	\$53,373	5	Prog Step	7		Y	40	
Maryland	Geologist Lead/Adv, Envr Prgm	=	\$49,638	\$79,693	\$68,391	11	Prog Step	20		Y	40	
Massachusetts	No Match											
Michigan	Geologist 12	=	\$45,143	\$65,813	\$65,438	62	Step	6		Y	40	
Minnesota	No Match											
Mississippi	Geologist IV	=	\$49,321	\$86,311	\$60,546	5	Variable	Varies		N	40	

Missouri	Geologist III	=	\$41,712	\$61,620	\$57,864	1	Step Broadband		%	Longevity	N	40
Montana	Geologist	=	\$54,168	\$81,252							V	40
Nebraska	No Match											
Nevada	No Match											
New Hampshire	Earth Scientist III	-	\$44,753	\$60,567			Step	11	\$	Longevity	Y	37.5
New Jersey	Senior Geologist	=	\$48,971	\$69,393	\$65,706	16	Step	10.5			Y	35
New Mexico	Geoscientist - Advanced	-	\$38,168	\$67,870	\$60,507	23	Merit				N	40
New York	Engineering Geologist 2	=	\$65,264	\$79,946	\$78,518	63	Performance	7			Y	40
North Carolina	Geologist/Hydrogeol Advanced	=	\$37,074	\$82,424	\$78,369	2	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Geologist III	=	\$44,976	\$74,952	\$54,919	5	Open Range				N	40
Ohio	Geologist 4	+	\$49,650	\$77,813	\$75,421	31	Prog Step	9			Y	40
Oklahoma	No Match											
Oregon	Geologist 3	=	\$44,900	\$66,400	\$64,600	9	Step	8			Y	40
Pennsylvania	Licensed Profess Geologist	=	\$46,807	\$71,101	\$63,304	106	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Geographic Info Sys Spec II	=	\$47,696	\$53,849	\$53,656	3	Step	2.5		Longevity	Y	35
South Carolina	Geologist/Hydrologist III	=	\$44,825	\$82,930			Pay Band		\$	Bonus	N	40
South Dakota	Senior Geologist		\$39,804	\$59,706			Open Range		\$	Longevity	N	40
Tennessee	Geologist 4	=	\$36,972	\$59,148	\$45,971	16	Legislated		\$	Longevity	N	37.5
Texas	Geoscientist V	=	\$60,476	\$97,494	\$68,776	42	Open Range		\$	Longevity	N	40
Utah	Project Geologist	=	\$50,383	\$75,690	\$56,905	15	Merit				N	40
Vermont	Environmental Scientist V	=	\$43,763	\$68,474	\$53,321	2	Prog Step	24.5		Merit	Y	40
Virginia	Scientist II	=	\$40,959	\$84,062	\$66,611	6	Broadband		0-\$2,000	Recog	N	40
Washington	No Match											
West Virginia	Geologist 3	-	\$33,036	\$61,128	\$44,420	11	Merit			DCA	N	37.5
Wisconsin	Hydrogeologist Advanced	=	\$45,088	\$103,705	\$59,481	52	Broadband				Y	40
Wyoming	Geological Project Analyst	=	\$50,808	\$69,744	\$59,540		Classification				N	40

Summary:

Mean	\$47,090	\$75,098	\$61,887
Median	\$45,116	\$73,907	\$60,546
Weighted Mean	-----	-----	\$62,594

ECONOMIST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	No Match	=	\$50,652	\$62,028	\$54,138	4	Merit	8		Location	Y	37.5
Alaska	Economist II	=	\$40,016	\$62,693	\$42,906	10	Legislated		2.75%	Perform	N	40
Arizona	Economist 2	=	\$55,428	\$67,392	\$60,669	14	Open Range				N	40
Arkansas	No Match	=	\$46,740	\$67,404	\$58,083	3	Performance	8	2%	Perform	N	40
California	Research Analyst II (Econ)	+	\$56,028	\$70,395	\$83,250	3	Step	15		Longevity	Y	40
Colorado	General Professional III	=	\$52,433	\$78,649	\$40,057	1	Merit				N	37.5
Connecticut	Economist	=	\$72,010	\$92,782	\$83,250	3	Step				N	40
Delaware	Economic/Fiscal Analyst	+	\$28,093	\$73,007	\$40,057	1	Broadband				V	40
Dist. of Columbia	Economist Grade 13	=										
Florida	Economists 02	=	\$48,651	\$86,902	\$66,228	5	Performance	11	\$25 or \$50	Longevity	N	40
Georgia	No Match	=	\$43,740	\$65,244	\$66,228	5	Prog Step				Y	37.5
Hawaii	No Match	=	\$38,688	\$58,760	\$48,849	14	Negotiated				Y	40
Idaho	Economist	=	\$53,562	\$53,562	\$53,562	1	Merit				N	37.5
Illinois	Research Economist I	+	\$41,538	\$87,402	\$62,254	1	Merit				N	40
Indiana	No Match	=										
Iowa	Library Research Economist 2	=										
Kansas	No Match	=										
Kentucky	Economist II	=	\$39,687	\$57,342	\$42,282	6	Step	13			Y	37.5
Louisiana	Economist 2	=	\$37,125	\$58,151	\$42,282	6	Step	6			N	40
Maine	No Match	+	\$41,583	\$72,771	\$42,282	6	Variable	Varies			N	40
Maryland	No Match	=										
Massachusetts	Economist I	=										
Michigan	Economic Analyst 9 (P11)	=										
Minnesota	No Match	=										
Mississippi	Economist	=										

Missouri	Economist	=	\$51,156	\$73,068	\$64,272	1	Step		%	Longevity	N	40
Montana	Economist	=	\$41,027	\$61,540	\$47,299	4	Broadband				V	40
Nebraska	Economist	=	\$42,174	\$61,079			Negotiated				Y	40
Nevada	Economist	=	\$43,179	\$64,226	\$51,364	12	Merit	9		Longevity	N	40
New Hampshire	Economist I	+	\$42,842	\$57,935			Step	11	\$	Longevity	Y	37.5
New Jersey	Research Economist 3	+	\$56,123	\$79,773	\$75,394	3	Step	10.5			Y	35
New Mexico	Economist - Operational	-	\$38,168	\$67,870	\$51,730	11	Merit				N	40
New York	Senior Economist	=	\$47,860	\$59,362	\$52,192	3	Performance	7			Y	40
North Carolina	Economist II	=	\$50,940	\$84,691	\$61,248	3	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	No Match											
Ohio	Economist	=	\$41,350	\$54,662			Prog Step	7			Y	40
Oklahoma	No Match											
Oregon	Economist 2	=	\$43,100	\$63,100	\$58,000	11	Step	8			Y	40
Pennsylvania	No Match											
Rhode Island	Budget Analyst I/Economist	=	\$47,696	\$53,849	\$47,696	1	Step	2.5		Longevity	Y	35
South Carolina	Economist	=	\$44,825	\$82,930			Pay Band		\$	Bonus	N	40
South Dakota	Economic Analyst	=	\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	Economic Research Analyst	=	\$28,692	\$45,888	\$40,398	2	Legislated		\$	Longevity	N	37.5
Texas	Economist II	=	\$39,118	\$59,473	\$46,668	15	Open Range		\$	Longevity	N	40
Utah	Tax Economist	+	\$69,760	\$104,797	\$77,096	3	Merit				N	40
Vermont	No Match											
Virginia	Policy Planning Specialist II	=	\$40,959	\$84,062	\$51,495	4	Broadband		0-\$2,000	Recog	N	40
Washington	Economic Analyst 2	=	\$45,828	\$60,120			Merit	4.5			V	40
West Virginia	Tax Analyst 1	=	\$35,028	\$64,812			Merit				N	37.5
Wisconsin	Economist 4	=	\$41,818	\$63,504	\$49,356	2	General				Y	40
Wyoming	Financial/Statistical Spec 2 D	=	\$49,272	\$64,380	\$58,903		Classification				N	40

Summary:

Mean	\$45,156	\$67,610	\$55,592
Median	\$43,140	\$64,303	\$52,877
Weighted Mean	-----	-----	\$54,683

ECONOMIST SENIOR/LEAD

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	No Match	=	\$57,972	\$70,872	\$70,348	6	Merit	8		Location	Y	37.5
Alaska	Economist III		\$47,083	\$73,779	\$54,408	5	Legislated		2.75%	Perform	N	40
Arizona	Economist 3										N	40
Arkansas	No Match										N	40
California	Research Prog Spec. I (Econ)	=	\$57,996	\$70,488	\$62,870	5	Open Range				Y	40
Colorado	General Professional IV	+	\$56,796	\$81,936	\$83,907	4	Performance	8	2%	Perform	N	40
Connecticut	Associate Economist	=	\$67,691	\$84,522	\$76,166	2	Step			Longevity	Y	40
Delaware	Economic/Fiscal Sr Analyst	=	\$60,035	\$90,053	\$98,740	2	Merit	15			N	37.5
Dist. of Columbia	Economist Grade 14		\$85,105	\$109,648	\$98,740	2	Step				N	40
Florida	Economist 04	+	\$39,656	\$103,056	\$69,917	23	Broadband				V	40
Georgia	No Match											
Hawaii	No Match											
Idaho	Economist, Chief - DFM	=	\$57,637	\$102,939			Performance				N	40
Illinois	No Match											
Indiana	No Match											
Iowa	No Match											
Kansas	No Match											
Kentucky	Economist III	=	\$56,968	\$79,924	\$66,946	2	Merit				N	37.5
Louisiana	Economist 3	=	\$47,570	\$100,069	\$63,398	3	Merit				N	40
Maine	Sr Economic Research Analyst	=	\$43,514	\$59,114	\$45,336	8	Prog Step	7			Y	40
Maryland	No Match											
Massachusetts	Economist III	=	\$48,314	\$70,044	\$63,394	35	Step	13			Y	37.5
Michigan	Economic Analyst 12	=	\$42,971	\$62,828	\$62,285	15	Step	6			N	40
Minnesota	No Match											
Mississippi	No Match											

Missouri	Regulatory Economist III	=	\$51,156	\$73,068	\$52,936	6	Step				N	40
Montana	Economist	=	\$49,232	\$73,848	\$63,045	6	Broadband				V	40
Nebraska	No Match											
Nevada	Economist 4	=	\$53,682	\$80,680	\$64,226	1	Merit	9			N	40
New Hampshire	Economist II	=	\$46,722	\$63,180	\$48,770	1	Step	11	\$		Y	37.5
New Jersey	Research Economist 1	+	\$70,642	\$100,810	\$100,810	5	Step	10.5			Y	35
New Mexico	Economist - Advanced	-	\$43,056	\$76,544	\$61,838	34	Merit				N	40
New York	Associate Economist	=	\$61,963	\$76,101	\$74,231	6	Performance	7			Y	40
North Carolina	Economist III	=	\$55,724	\$92,922	\$65,821	1	Legislated		1.5% - 4.5%		N	40
North Dakota	No Match											
Ohio	No Match											
Oklahoma	No Match											
Oregon	Economist 4	=	\$63,700	\$93,900	\$84,900	13	Step	8			Y	40
Pennsylvania	No Match											
Rhode Island	No Match											
South Carolina	No Match											
South Dakota	Economist		\$35,530	\$53,295			Open Range				N	40
Tennessee	Econ Research Analyst Supv	=	\$32,484	\$51,960			Legislated				N	37.5
Texas	Economist III	=	\$44,254	\$67,270	\$55,024	5	Open Range				N	40
Utah	No Match											
Vermont	No Match											
Virginia	Policy Planning Specialist II	=	\$40,959	\$84,062	\$59,946	7	Broadband			0-\$2,000	N	40
Washington	Economic Analyst 3	=	\$53,148	\$69,756			Merit	4.5			V	40
West Virginia	Tax Analyst 2	=	\$37,140	\$68,712	\$39,592	3	Merit				N	37.5
Wisconsin	Economist 6	=	\$48,943	\$75,272	\$62,799	1	General				Y	40
Wyoming	Financial/Statistical Spec 1D	=	\$58,680	\$76,644	\$69,763		Classification				N	40

Summary:

Mean	\$52,139	\$78,622	\$66,208
Median	\$51,156	\$76,101	\$63,396
Weighted Mean	-----	-----	\$65,685

LIBRARIAN

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Librarian, Senior	+	\$33,902	\$56,686	\$49,654	3	Step	Varies			N	40
Alaska	Librarian II	+	\$50,652	\$62,064	\$56,921	5	Merit	8	Location		Y	37.5
Arizona	Librarian 2	=	\$38,793	\$56,964	\$41,769	24	Legislated		2.75%	Perform	N	40
Arkansas	Librarian II	=	\$51,581	\$51,581	\$51,581	2	Merit		\$600-\$900	Career Srv	N	40
California	Librarian	=	\$50,340	\$61,164	\$53,700	23	Open Range				Y	40
Colorado	General Professional III	=	\$46,740	\$67,404			Performance		2%	Perform	N	40
Connecticut	Librarian	=	\$58,685	\$73,656	\$70,981	12	Step	8		Longevity	Y	40
Delaware	Senior Librarian	=	\$37,386	\$56,078	\$44,134	3	Merit				N	37.5
Dist. of Columbia	Librarian	=	\$52,530	\$67,731	\$52,871	80	Step	15			Y	40
Florida	Librarians 02	=	\$28,093	\$73,007	\$34,955	40	Broadband				V	40
Georgia	Librarian 2	=	\$29,400	\$51,406	\$38,804	1	Performance				N	40
Hawaii	Librarian III	=	\$41,132	\$62,424	\$48,707	77	Negotiated				Y	40
Idaho	Librarian	=	\$34,507	\$61,630			Performance				N	40
Illinois	Librarian I	=	\$39,592	\$58,632	\$58,916	23	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Librarian 4	=	\$26,286	\$46,696	\$34,006	5	Merit				N	37.5
Iowa	Librarian 2	=	\$40,456	\$61,298	\$57,032	14	Performance				N	40
Kansas	Librarian II	=	\$26,998	\$37,981	\$44,946	7	Prog Step	11			Y	40
Kentucky	Librarian I - KDLA	=	\$26,483	\$52,311	\$34,904	6	Merit				N	37.5
Louisiana	Librarian 3	+	\$31,678	\$66,685	\$49,278	9	Merit				N	40
Maine	Librarian I	=	\$26,062	\$34,174	\$32,144	8	Prog Step	7			Y	40
Maryland	Associate Librarian II	=	\$36,280	\$57,567			Prog Step	20			Y	40
Massachusetts	Librarian (A/B)	=	\$39,105	\$53,255	\$45,462	4	Step	11			Y	40
Michigan	Librarian 9 (P11)	=	\$39,756	\$56,627	\$55,374	22	Step	6			Y	40
Minnesota	Library/Info Resourc Serv Spec	=	\$37,793	\$55,102	\$47,878	13	Prog Step	11			Y	40
Mississippi	Librarian II	=	\$25,928	\$45,373	\$29,520	5	Variable	Varies			N	40

Missouri	Librarian I	=	\$27,660	\$38,700	\$27,464	6	Step		%	Longevity	N	40
Montana	Librarian	=	\$31,312	\$46,968	\$42,266	6	Broadband			Longevity	V	40
Nebraska	Librarian	=	\$36,494	\$52,853	\$47,644	6	Negotiated			Longevity	Y	40
Nevada	Librarian	=	\$38,001	\$56,188	\$45,079	2	Merit	9		Longevity	N	40
New Hampshire	Librarian II	+	\$37,850	\$50,915	\$47,456	14	Step	11	\$	Longevity	Y	37.5
New Jersey	Librarian 3	=	\$40,925	\$57,716	\$51,119	1	Step	10.5			Y	35
New Mexico	Librarian - Advanced	=	\$30,534	\$54,309	\$46,758	16	Merit				N	40
New York	Senior Librarian	+	\$50,452	\$62,432	\$58,931	72	Performance	7			Y	40
North Carolina	Librarian - Journey	=	\$32,965	\$78,736	\$46,140	2	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Librarian II	=	\$33,816	\$56,352	\$38,838	4	Open Range				N	40
Ohio	Librarian 2 (Degreed)	-	\$43,077	\$63,211	\$59,825	22	Prog Step	6			Y	40
Oklahoma	Librarian II	=	\$30,920	\$51,534	\$41,534	4	Pay Band		\$1,250	Longevity	N	40
Oregon	Librarian	=	\$40,600	\$59,400	\$52,100	12	Step	8			Y	40
Pennsylvania	Librarian 2	=	\$41,017	\$62,338	\$50,767	19	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Librarian	=	\$33,739	\$37,330	\$36,828	4	Step	3.5		Longevity	Y	35
South Carolina	Library Specialist	=	\$24,881	\$46,033			Pay Band		\$	Bonus	N	40
South Dakota	Librarian	=	\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	Librarian 2	=	\$32,484	\$51,960			Legislated		\$	Longevity	N	37.5
Texas	Librarian II	=	\$34,625	\$49,162	\$35,536	79	Open Range		\$	Longevity	N	40
Utah	Librarian I	=	\$36,352	\$57,691	\$37,690	16	Merit				N	40
Vermont	Librarian B	=	\$34,965	\$54,330			Prog Step	24.5		Merit	Y	40
Virginia	Library Specialist II	=	\$31,352	\$64,347	\$44,130	2	Broadband		0-\$2,000	Recog	N	40
Washington	Library & Archival Professional 2	=	\$38,556	\$50,568			Merit	4.5			V	40
West Virginia	Librarian 2	=	\$31,164	\$57,660	\$39,583	7	Merit				N	37.5
Wisconsin	Librarian	=	\$37,148	\$74,295	\$49,239	52	General				Y	40
Wyoming	Librarian 2	=	\$38,208	\$47,772	\$43,539		Classification				N	40

Summary:

Mean	\$36,633	\$55,958	\$45,954
Median	\$36,352	\$56,352	\$46,140
Weighted Mean	-----	-----	\$45,658

RESEARCH ANALYST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Statistician		\$31,488	\$50,119	\$37,545	4	Step	Varies			N	40
Alaska	Research Analyst I	=	\$35,880	\$43,980	\$37,920	9	Merit	8	Location		Y	37.5
Arizona	Research Stat Analyst 2		\$29,008	\$49,561	\$32,529	16	Legislated		2.75%	Perform	N	40
Arkansas	Research Project Analyst	=	\$28,745	\$54,954	\$34,313	41	Merit		\$600-\$900	Career Srv	N	40
California	Research Analyst II (General)	=	\$55,428	\$67,392	\$62,545	341	Open Range				Y	40
Colorado	No Match											
Connecticut	Research Analyst	=	\$56,028	\$70,395	\$68,283	37	Step	8		Longevity	Y	40
Delaware	Research Specialist II	=	\$37,386	\$56,078	\$43,497	1	Merit				N	37.5
Dist. of Columbia	Program Analyst		\$52,530	\$67,731	\$56,640	42	Step	15			Y	40
Florida	Mathematicians 03	-	\$30,622	\$83,558	\$41,098	39	Broadband				V	40
Georgia	Research Analyst	=	\$32,418	\$56,724	\$37,420	4	Performance				N	40
Hawaii	Research Statistician IV	=	\$45,576	\$67,488	\$56,435	35	Negotiated				Y	40
Idaho	Research Analyst, Senior	=	\$38,958	\$69,555			Performance				N	40
Illinois	Statistical Research Specialist 2	=	\$36,744	\$52,968	\$47,554	5	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Research Supervisor 4	=	\$40,118	\$72,176	\$68,275	1	RD				N	37.5
Iowa	Statistical Research Analyst 2	=	\$37,336	\$55,848	\$49,802	9	Negotiated				Y	40
Kansas	Research Analyst II	=	\$34,445	\$48,485	\$35,468	30	Prog Step	11			Y	40
Kentucky	Research Specialist	=	\$31,500	\$53,563	\$39,566	4	Merit				N	37.5
Louisiana	Statistician 2	=	\$25,854	\$54,434	\$36,729	6	Merit				N	40
Maine	Planning & Research Assoc. I	=	\$31,304	\$42,182	\$40,139	43	Prog Step	7			Y	40
Maryland	Research Analyst	=	\$34,113	\$53,944	\$48,710	3	Prog Step	20			Y	40
Massachusetts	Research Analyst I	=	\$37,868	\$54,487	\$47,423	28	Step	13			Y	37.5
Michigan	Departmental Analyst 9 (P11)	=	\$37,125	\$58,151	\$54,881	918	Step	6			V	40
Minnesota	Research Analyst Intermediate	=	\$36,665	\$53,265	\$43,618	34	Prog Step	11			Y	40
Mississippi	Research Statistician II	=	\$28,627	\$50,098	\$44,000	1	Variable	Varies			N	40

Missouri	Research Analyst II	=	\$33,420	\$47,184	\$36,279	31	Step		%	Longevity	Y	40
Montana	Statistician	=	\$37,558	\$56,336	\$46,592	9	Broadband			Longevity	V	40
Nebraska	Research Analyst II	=	\$34,118	\$49,508	\$46,656	16	Negotiated				V	40
Nevada	Legal Research Assistant	=	\$41,321	\$61,408	\$49,172	2	Merit	9		Longevity	N	40
New Hampshire	Research Analyst	+	\$41,087	\$55,497	\$49,409	5	Step	11	\$	Longevity	Y	37.5
New Jersey	No Match											
New Mexico	Statistician - Operational	=	\$22,610	\$40,227	\$29,349	3	Merit				N	40
New York	Senior Administrative Analyst	=	\$47,860	\$59,362	\$55,073	198	Performance	7			Y	40
North Carolina	Soc/Clin Research Specialist	=	\$33,594	\$80,275	\$50,538	44	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Research Analyst II	=	\$31,056	\$51,768	\$36,826	5	Open Range				N	40
Ohio	Researcher 2	+	\$38,189	\$53,477	\$50,733	27	Prog Step	7			Y	40
Oklahoma	Statistical Research Spec II	=	\$25,730	\$42,884	\$31,656	7	Pay Band		\$1,500	Longevity	N	40
Oregon	Research Analyst 2	=	\$33,800	\$49,100	\$42,100	46	Step	8			Y	40
Pennsylvania	No Match											
Rhode Island	Research Technician	-	\$34,593	\$38,424	\$37,701	6	Step	3.5		Longevity	Y	35
South Carolina	Research Specialist I	=	\$24,881	\$46,033			Pay Band		\$	Bonus	N	40
South Dakota	No Match											
Tennessee	No Match											
Texas	Research Specialist III	=	\$39,118	\$59,473	\$43,767	33	Open Range		\$	Longevity	N	40
Utah	Research Analyst II	=	\$29,295	\$49,026	\$34,512	24	Merit				N	40
Vermont	Research & Statistics Analyst	=	\$33,155	\$51,438	\$34,715	1	Prog Step	24.5		Merit	Y	40
Virginia	Lab & Research Specialist I	=	\$23,999	\$49,255	\$35,761	15	Broadband			Recog	N	40
Washington	Research Analyst 2	=	\$34,260	\$44,712	\$29,142	2	Merit	4.5			V	40
West Virginia	Data Analyst 1	-	\$23,724	\$43,896	\$47,619	17	Merit				N	37.5
Wisconsin	Research Analyst 6	=	\$41,818	\$63,504	\$47,619		General				Y	40
Wyoming	Financial/Statistical Spec 3D		\$40,932	\$53,472	\$48,757		Classification				N	40

Summary:	Mean	\$35,476	\$55,074	\$44,203
	Median	\$34,353	\$53,520	\$43,618
	Weighted Mean	-----	-----	\$52,684

CORRECTIONAL OFFICER

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Correctional Officer	=	\$29,954	\$45,502	\$38,888	2,029	Step	Varies			N	40
Alaska	Correctional Officer II	=	\$42,536	\$58,219	\$49,384	535	Merit	18	Location		Y	40
Arizona	Correctional Officer 2	=	\$27,364	\$33,916	\$37,216	5,322	Legislated				N	40
Arkansas	CC/Correctional Officer I	=	\$23,370	\$37,637	\$27,808	1,064	Merit		Career Srv	\$600-\$900	N	40
California	Correctional Officer	=	\$60,660	\$73,728	\$71,042	20,624	Open Range				Y	40
Colorado	Corr, Youth, Clin Security Officer I	=	\$39,276	\$55,812	\$41,892	2,783	Performance		2%		N	40
Connecticut	Corrections Officer	=	\$39,539	\$52,089	\$48,775	4,212	Step	10	Longevity		Y	36.25
Delaware	Correctional Officer	=	\$29,396	\$48,994	\$33,025	1,021	Merit		\$3,120	Haz Duty	Y	40
Dist. of Columbia	Correctional Officer	=	\$45,453	\$57,009	\$54,367	394	Step	15			Y	40
Florida	Correctional Enforcement 01	+	\$28,093	\$73,007	\$32,197	12,690	Broadband				Y	40
Georgia	Correctional Officer	=	\$24,322	\$42,644	\$28,471	7,355	Performance				N	40
Hawaii	Adult Corrections Officer III	=	\$43,404	\$53,040	\$45,394	880	Negotiated				Y	40
Idaho	Correctional Officer	=	\$27,331	\$48,797			Performance				N	40
Illinois	Correctional Officer	=	\$37,092	\$52,596	\$52,916	6,098	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Correctional Officer	=	\$27,196	\$47,190	\$30,941	3,794	RD				N	37.5
Iowa	Correctional Officer	=	\$34,278	\$50,794	\$45,914	1,632	Negotiated				Y	40
Kansas	Corrections Officer I (B)	=	\$25,688	\$37,981	\$28,052	401	Prog Step	11			Y	40
Kentucky	Correctional Officer	=	\$21,887	\$55,488	\$26,754	1,791	Merit				N	37.5
Louisiana	Corrections Sergeant	=	\$21,008	\$47,278	\$29,800	1,973	Merit				N	40
Maine	Correctional Officer	+	\$28,226	\$36,670	\$33,093	507	Prog Step	7			Y	40
Maryland	Correctional Officer II	=	\$34,113	\$53,944	\$43,050	4,243	Prog Step	20			Y	40
Massachusetts	Correction Officer I	=	\$45,166	\$62,112	\$57,675	2,763	Step	6			Y	40
Michigan	Corrections Officer 8	=	\$31,800	\$46,667	\$33,011	487	Step	6			Y	40
Minnesota	Corrections Officer 2	=	\$34,389	\$49,715	\$42,282	1,435	Prog Step	11.5			Y	40
Mississippi	Correctional Officer II	=	\$24,420	\$42,735	\$25,788	196	Variable	Varies			N	40

Missouri	Corrections Officer I	=	\$26,784	\$37,296	\$28,583	4,867	Step			Longevity	Y	40
Montana	Correctional Officer	=	\$22,368	\$33,552	\$31,200	426	Broadband			Longevity	V	40
Nebraska	Corrections Officer	=	\$28,022	\$37,752	\$28,500	440	Negotiated			Longevity	Y	40
Nevada	Correctional Officer	=	\$38,001	\$56,188		1,461	Merit	9		Longevity	N	40
New Hampshire	Corrections Officer	=	\$33,611	\$44,410	\$41,820	334	Step	11	\$	Longevity	Y	40
New Jersey	Senior Correction Officer	=	\$50,105	\$72,136	\$65,630	5,409	Step	10.5			Y	40
New Mexico	Corr Officer & Jailer - Oper'l	=	\$20,363	\$36,213	\$31,595	921	Merit				Y	40
New York	Correction Officer	=	\$41,349	\$50,595	\$52,858	19,125	Performance	7			Y	40
North Carolina	Correctional Officer	=	\$28,404	\$43,576	\$29,907	9,669	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Correctional Officer II	=	\$28,608	\$47,688	\$31,494	159	Open Range				N	40
Ohio	Correction Officer	+	\$34,008	\$41,350	\$41,212	7,125	Prog Step	7			Y	40
Oklahoma	Correctional Security Officer III	=	\$23,234	\$38,724	\$29,589	538	Pay Band		\$426	Longevity	N	40
Oregon	Correctional Officer	=	\$36,000	\$51,600	\$44,000	1,903	Step	8			Y	40
Pennsylvania	Corrections Officer 1	=	\$32,297	\$61,841	\$44,833	6,185	Prog Step	28			Y	40
Rhode Island	Correctional Officer	=	\$37,217	\$52,790	\$52,790	882	Step	265 mos		Longevity	Y	40
South Carolina	Correctional Officer I	=	\$20,450	\$37,840			Pay Band		\$	Bonus	N	40
South Dakota	Correctional Officer	=	\$22,569	\$33,853			Open Range		\$	Longevity	N	40
Tennessee	Correctional Officer	=	\$23,304	\$37,272	\$26,064	2,460	Legislated		\$	Longevity	N	37.5
Texas	Correctional Officer III	=	\$26,180	\$35,975	\$30,170	6,192	Open Range		\$	Haz Duty	N	40
Utah	Correctional Officer	=	\$26,998	\$47,711	\$37,125	883	Merit				N	40
Vermont	Correctional Officer I	=	\$31,533	\$48,714	\$36,049	327	Prog Step	24.5		Merit	Y	40
Virginia	Security Officer III	=	\$23,999	\$49,255	\$30,493	125	Broadband		0-\$2,000	Recog	N	40
Washington	Correction/ Custody Officer 2	=	\$34,260	\$44,712			Merit	4.5			V	40
West Virginia	Correctional Officer 2	=	\$23,724	\$43,896	\$26,740	1,211	Merit				N	37.5
Wisconsin	Correctional Officer	=	\$30,487	\$51,079	\$39,148	3,100	Trans Grid				Y	40
Wyoming	Correctional Officer	=	\$29,724	\$40,164	\$34,115		Classification				N	40

Summary:	Mean	\$31,364	\$47,838	\$38,514
	Median	\$29,396	\$47,688	\$35,082
	Weighted Mean	-----	-----	\$43,318

CORRECTIONAL OFFICER SENIOR/LEAD

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Correctional Sergeant	=	\$31,488	\$47,758	\$37,545	258	Step	Varies			N	40
Alaska	Correctional Officer III	=	\$48,776	\$66,622	\$58,453	121	Merit	18	Location		Y	40
Arizona	Correctional Officer 3		\$37,425	\$58,173	\$42,828	408	Legislated				N	40
Arkansas	CC/Correctional Officer III	=	\$30,582	\$56,733	\$39,282	161	Merit		\$600-\$900	Career Srv	N	40
California	No Match											
Colorado	Corr/Youth/ Clin Security Officer II	=	\$43,284	\$61,536	\$52,704	876	Performance		2%	Perform	N	40
Connecticut	Correctional Lieutenant	+	\$53,196	\$70,283	\$63,421	366	Range				Y	40
Delaware	Correctional Corporal	=	\$31,454	\$52,423	\$37,698	246	Merit	15	\$3,120	Haz Duty	Y	40
Dist. of Columbia	Lead Correctional Officer		\$54,891	\$68,940	\$58,400	105	Step				Y	40
Florida	Correctional Enforcement 02	+	\$30,622	\$83,558	\$37,251	5,217	Broadband				Y	40
Georgia	No Match											
Hawaii	Adult Corrections Officer IV	=	\$48,948	\$62,676	\$52,393	183	Negotiated				Y	40
Idaho	Correctional Corporal	=	\$30,805	\$55,016			Performance				N	40
Illinois	Correctional Lieutenant	=	\$46,972	\$73,344	\$70,947	528	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Correctional Sergeant	=	\$28,002	\$47,944	\$35,677	535	RD				N	37.5
Iowa	Sr. Correctional Officer	=	\$37,336	\$55,848	\$54,996	98	Negotiated				Y	40
Kansas	Corrections Officer II	=	\$28,309	\$39,853	\$32,773	408	Prog Step	11			Y	40
Kentucky	Correctional Sergeant	=	\$24,372	\$41,629	\$31,096	184	Merit				N	37.5
Louisiana	Corrections Sergeant - Master	=	\$22,485	\$50,586	\$42,015	1,436	Merit				N	40
Maine	Correctional Sergeant	+	\$30,576	\$39,853	\$38,355	63	Prog Step	7			Y	40
Maryland	Correctional Officer Sergeant	=	\$36,280	\$57,567	\$49,034	896	Prog Step	20			Y	40
Massachusetts	Correction Officer III	=	\$54,982	\$75,892	\$75,404	240	Step	6			Y	40
Michigan	Corrections E9	=	\$33,032	\$48,713	\$47,272	4,860	Step	6			Y	40
Minnesota	Corrections Officer 3	=	\$39,630	\$57,086	\$53,975	368	Prog Step	11.5			Y	40
Mississippi	Correctional Officer IV	=	\$27,082	\$47,394	\$30,113	672	Variable	Varies			N	40

Missouri	Corrections Officer II	=	\$28,596	\$40,212	\$31,447	629	Step		%	Longevity	Y	40
Montana	Correctional Officer	=	\$26,842	\$40,262	\$36,650	98	Broadband			Longevity	V	40
Nebraska	Corrections Corporal	=	\$30,123	\$40,581	\$31,493	476	Negotiated			Longevity	Y	40
Nevada	Senior Correctional Officer	=	\$39,588	\$58,693		276	Merit	9		Longevity	N	40
New Hampshire	Corrections Corporal	=	\$36,356	\$48,208	\$46,563	95	Step	11	\$	Longevity	Y	40
New Jersey	Correction Sergeant	=	\$57,824	\$83,356	\$78,976	555	Step	10.5			Y	40
New Mexico	Corr Officer & Jailer - Advanced	=	\$22,610	\$40,227	\$39,957	264	Merit				Y	40
New York	Correction Sergeant	=	\$48,504	\$59,094	\$65,030	1,342	Performance	7			Y	40
North Carolina	Lead Correctional Officer	=	\$29,502	\$45,334	\$33,313	149	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Correctional Officer III	=	\$31,056	\$51,768	\$34,043	34	Open Range				N	40
Ohio	Correction Sergeant/Counselor	+	\$35,818	\$50,675	\$49,990	246	Prog Step	7			Y	40
Oklahoma	No Match											
Oregon	Correctional Corporal	=	\$37,600	\$53,900	\$46,900	240	Step	8			Y	40
Pennsylvania	Corrections Officer 2	=	\$34,947	\$67,119	\$55,891	1,119	Prog Step	28			Y	40
Rhode Island	Correctional Officer Lieutenant	=	\$44,912	\$62,689	\$62,689	52	Step	265 mos.			Y	40
South Carolina	Correctional Officer IV	=	\$36,840	\$68,160			Pay Band		\$	Bonus	N	40
South Dakota	Corrections Sergeant		\$26,608	\$39,912			Open Range		\$	Longevity	N	40
Tennessee	Correctional Corporal	=	\$25,320	\$40,500	\$29,108	383	Legislated		\$	Longevity	N	37.5
Texas	Correctional Officer V	=	\$30,806	\$42,970	\$34,642	8,934	Open Range		\$	Haz Duty	N	40
Utah	No Match											
Vermont	Correctional Officer II	=	\$34,965	\$54,330	\$42,946	123	Prog Step	24.5		Merit	Y	40
Virginia	Security Officer III	=	\$23,999	\$49,255	\$32,298	6,165	Broadband		0-\$2,000	Recog	N	40
Washington	No Match											
West Virginia	Correctional Officer 3	=	\$24,912	\$46,092	\$30,161	257	Merit				N	37.5
Wisconsin	Correctional Sergeant	=	\$32,011	\$53,943	\$47,473	1,659	Trans Grid				Y	40
Wyoming	Correctional Corporal	=	\$32,424	\$45,180	\$39,798		Classification				N	40

Summary:

Mean	\$35,276	\$54,389	\$45,500
Median	\$32,218	\$53,162	\$42,422
Weighted Mean	-----	-----	\$45,138

PAROLE OFFICER

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Probation and Parole Supervisor	=	\$39,290	\$62,530	\$53,811	109	Step	Varies			N	40
Alaska	Adult Probation Officer II	=	\$43,980	\$54,264	\$51,010	108	Merit	8		Location	Y	37.5
Arizona	Youth Parole Officer 3		\$38,033	\$62,644	\$43,207	33	Legislated				N	40
Arkansas	Parole/Probation Officer II	=	\$26,943	\$56,984	\$33,869	240	Merit		\$600-\$900	Career Srv	N	40
California	Parole Agent II /Parole Spec	=	\$84,240	\$102,324	\$98,766	435	Open Range				Y	40
Colorado	Community Parole Officer	=	\$40,320	\$73,200	\$54,204	232	Performance		2%	Perform	N	40
Connecticut	Parole Officer 1	=	\$55,545	\$72,527	\$60,575	17	Step	10		Longevity	Y	40
Delaware	Probation & Parole Officer II	=	\$34,828	\$52,242	\$38,558	96	Merit		\$3,120	Haz Duty	Y	40
Dist. of Columbia	No Match											
Florida	Prob Officer & Corr Treatment	+	\$23,645	\$61,449	\$30,769	1,863	Broadband				Y	40
Georgia	Parole Officer	=	\$29,400	\$51,406	\$40,495	292	Performance				N	40
Hawaii	Parole Officer III, IV	=	\$42,132	\$67,488	\$52,037	28	Negotiated				Y	40
Idaho	Probation & Parole Officer, Sr	=	\$34,507	\$61,630	\$61,630		Performance				N	40
Illinois	Corrections Parole Agent	=	\$43,416	\$64,440	\$65,412	1	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Parole Officer	=	\$24,050	\$38,038	\$36,165	129	RD				N	37.5
Iowa	No Match											
Kansas	Parole Officer I	=	\$32,760	\$46,093	\$34,810	76	Prog Step	11			Y	40
Kentucky	Parole & Probation Officer II	=	\$34,048	\$60,998	\$35,794	103	Merit				N	37.5
Louisiana	Prob & Parole Officer 2-Adult	=	\$27,560	\$61,693	\$38,590	231	Merit				N	40
Maine	Probation Officer	=	\$34,112	\$46,176	\$44,366	74	Prog Step	7	\$0.85	Recruit	Y	40
Maryland	Parole & Probation Agent II	=	\$36,280	\$57,567	\$41,117	78	Prog Step	20			Y	40
Massachusetts	Parole Officer II	=	\$52,402	\$71,910			Step	7			Y	37.5
Michigan	Parole/Probation Officer 9-12	=	\$37,187	\$59,132	\$52,102	1,234	Step	6			Y	40
Minnesota	Corrections Agent Senior	=	\$40,361	\$59,195	\$45,059	65	Prog Step	11			Y	40
Mississippi	Corrections-Field Officer II	=	\$31,377	\$54,910	\$31,978	67	Variable	Varies			N	40

Missouri	Probation & Parole Officer I	=	\$28,596	\$40,212	\$29,287	104	Step		%	Longevity	Y	40
Montana	Probation Parole Officer	=	\$34,210	\$51,315	\$41,600	163	Broadband			Longevity	V	40
Nebraska	Corrections Parole Officer Sr.	=	\$31,616	\$48,090	\$39,352	25	Negotiated			Longevity	Y	40
Nevada	Parole Probation Specialist	=	\$34,932	\$51,364	\$41,321	23	Merit	9		Longevity	N	40
New Hampshire	Probation Parole Officer I	+	\$46,451	\$62,425	\$49,360	7	Step	11	\$	Longevity	Y	40
New Jersey	Senior Parole Officer	=	\$61,623	\$89,363	\$80,202	324	Step	10.5			Y	40
New Mexico	Prob Off/Corr Treat Spec-Op	+	\$27,664	\$49,171	\$34,902	169	Merit				Y	40
New York	Parole Officer	=	\$55,849	\$68,878	\$66,044	773	Performance	7			Y	40
North Carolina	Probation Parole Officer	=	\$35,337	\$56,330	\$38,701	772	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Parole & Probation Officer II	=	\$36,984	\$61,632	\$40,227	38	Open Range				N	40
Ohio	Parole Officer	+	\$39,499	\$49,421	\$48,080	213	Prog Step	6			Y	40
Oklahoma	Probation and Parole Officer II	=	\$30,920	\$51,534	\$33,434	61	Pay Band		\$426	Longevity	N	40
Oregon	Adult Parole/Prob Officer	=	\$46,900	\$65,000	\$58,800	34	Step	7			Y	40
Pennsylvania	Parole Agent 2	=	\$43,752	\$66,494	\$53,495	499	Prog Step	20	2.25%	Cash/Max	Y	40
Rhode Island	Probation & Parole Officer II	=	\$53,511	\$60,589	\$60,589	90	Step	2.5		Longevity	Y	35
South Carolina	Probation & Parole Agent	=	\$24,881	\$46,033			Pay Band		\$	Bonus	N	40
South Dakota	Parole Agent		\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	Probation/Parole Officer 2	=	\$28,692	\$45,888	\$31,475	497	Legislated		\$	Longevity	N	37.5
Texas	Parole Officer III	=	\$34,625	\$49,162	\$40,196	276	Open Range		\$	Haz Duty	N	40
Utah	Adult Probation & Parole Officer	=	\$35,392	\$59,278	\$46,380	295	Merit				N	40
Vermont	Corrections Services Spec II	+	\$36,920	\$57,491	\$49,497	146	Prog Step	24.5		Merit	Y	40
Virginia	Probation Officer I	=	\$31,352	\$64,347	\$39,071	908	Broadband		0-\$2,000	Recog	N	40
Washington	Correctional Counselor 2	+	\$35,928	\$47,016			Merit	4.5			V	40
West Virginia	Probation/Parole Officer 3	+	\$29,400	\$54,396	\$39,129	7	Merit				N	37.5
Wisconsin	Probation & Parole Agent C	=	\$44,151	\$66,453	\$51,323	1,032	Trans Grid				Y	40
Wyoming	Caseworker Spec 1B - Corr	=	\$58,320	\$74,628	\$77,525		Classification				N	40

Summary:

Mean	\$38,428	\$58,753	\$47,106
Median	\$35,392	\$59,132	\$42,404
Weighted Mean	-----	-----	\$46,377

AGRICULTURAL INSPECTOR

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Agricultural Investigator	=	\$31,488	\$53,995	\$53,302	9	Step	Varies			N	40
Alaska	Agriculture Inspector	=	\$43,980	\$54,264	\$54,262	2	Merit	8	Location		Y	37.5
Arizona	Agricultural Inspector 4		\$29,008	\$49,561	\$38,062	2	Legislated		2.75%	Perform	N	40
Arkansas	Plant Board Agri Specialist II	+	\$28,745	\$54,954	\$38,599	29	Merit		\$600-\$900	Career Srv	N	40
California	Fruit/Veg Qual Control Inspector	-	\$39,144	\$47,604	\$47,604	16	Open Range				Y	40
Colorado	Technician III	=	\$36,624	\$52,848			Performance		2%	Perform	N	40
Connecticut	Agricult Market & Inspct Rep 1	+	\$54,534	\$66,862	\$59,724	5	Step	8		Longevity	Y	40
Delaware	Ag Commodities Inspector III	-	\$32,552	\$48,828			Merit				Y	40
Dist. of Columbia	No Match											
Florida	Agricultural Inspectors 02	+	\$23,645	\$61,449	\$30,280	206	Broadband				V	40
Georgia	Agriculture Inspector	=	\$22,078	\$38,662	\$29,007	19	Performance				N	40
Hawaii	Ag Commod Marketing Spec III	=	\$42,132	\$62,424	\$55,204	9	Negotiated				Y	40
Idaho	Agriculture Investigator, Sr	=	\$34,507	\$61,630			Performance				N	40
Illinois	Products & Standards Inspector	-	\$41,244	\$54,024	\$51,810	31	Prog Step	8	\$50 or \$225	Longevity	Y	37.5
Indiana	Livestock Specialist 3	=	\$29,614	\$51,168	\$36,711	4	Merit				N	37.5
Iowa	Agricultural Products Insp	=	\$31,429	\$46,218	\$39,363	7	Negotiated				Y	40
Kansas	Agricultural Inspector II	=	\$34,445	\$48,485	\$36,791	64	Prog Step	11			Y	40
Kentucky	Agricultural Inspector II	=	\$25,735	\$39,993	\$30,678	26	Merit				N	37.5
Louisiana	Agricultural Specialist 2	=	\$31,970	\$63,648	\$39,488	54	Merit				N	40
Maine	Produce Inspector II	-	\$26,062	\$34,174	\$27,346	9	Prog Step	7			Y	40
Maryland	Agricult Inspector III, Field Insp	=	\$30,200	\$47,420			Prog Step	20			Y	40
Massachusetts	Inspector Ag/Farm Products II	=	\$32,341	\$43,684			Step	11			Y	37.5
Michigan	Food Industry Field Scientist	=	\$35,934	\$60,552	\$56,479	28	Step	6			Y	40
Minnesota	Plant Industry Inspector 2	=	\$33,763	\$47,523	\$46,876	4	Prog Step	10.5			Y	40
Mississippi	Inspector Regulatory Serv II	=	\$28,962	\$50,684	\$30,671	17	Variable	Varies			N	40

TRANSPORTATION ENGINEERING TECHNICIAN (BRIDGE INSPECTOR)

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Employees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Transport Tech Bridge Option	=	\$33,086	\$56,686			Step	Varies			N	40
Alaska	Engineering Assistant III	+	\$62,028	\$75,852	\$72,686	113	Merit	8		Location	Y	37.5
Arizona	Transport Bridge Tech 2		\$33,199	\$58,707	\$37,066	2	Legislated				N	40
Arkansas	District Bridge Inspector		\$59,514	\$78,650		19	Step	9			N	40
California	Associate Bridge Engineer	+	\$83,124	\$101,004	\$93,285	23	Open Range				Y	40
Colorado	Engineer/Phy Science Tech II	=	\$45,348	\$65,076			Performance		2%	Perform	N	40
Connecticut	Transport Bridge Safety Inspect 2	=	\$46,597	\$65,847	\$62,192	17	Step	13		Longevity	Y	35
Delaware	Eng/Planning/Survey Tech III	=	\$30,518	\$45,778	\$34,701	7	Merit				Y	37.5
Dist. of Columbia	No Match											
Florida	Engineer, All Other 03	+	\$33,377	\$91,076			Broadband				V	40
Georgia	Bridge Inspector Technician 3	=	\$26,672	\$46,817	\$35,028	10	Performance				N	40
Hawaii	No Match											
Idaho	Transport Tech Principal Engineer	=	\$34,507	\$61,630			Performance				N	40
Illinois	Engineering Technician III		\$39,240	\$69,360	\$46,668	1	Prog Step	8			Y	37.5
Indiana	Highway Engineer 1	=	\$64,610	\$116,402	\$74,247	52	RD				N	37.5
Iowa	Bridge Inspector 2	=	\$40,456	\$61,298	\$58,469	24	Negotiated				Y	40
Kansas	Engineering Technician Senior	=	\$34,445	\$48,485	\$37,851	152	Prog Step	11			Y	40
Kentucky	Transportation Engineer I		\$45,801	\$64,740	\$54,062	20	Merit				N	37.5
Louisiana	Engineering Technician 4	=	\$29,869	\$59,488	\$40,535	306	Merit				N	40
Maine	Bridge Maintenance Master		\$26,707	\$34,653	\$33,867	32	Prog Step	7			Y	40
Maryland	Transport Engineer Tech IV		\$33,431	\$56,416	\$45,517	159	Prog Step	20			Y	40
Massachusetts	No Match											
Michigan	Construction Tech-8 (E10)	=	\$29,556	\$48,337	\$45,494	120	Step	6			Y	40
Minnesota	Transp Gen Sr/Trans Spec	=	\$37,772	\$54,539	\$50,321	36	Prog Step	9			Y	40
Mississippi	DOT - Bridge Inspector I	=	\$30,239	\$52,918	\$31,493	1	Variable	Varies			N	40

Missouri	Bridge Inspection Technician	+	\$45,012	\$62,244	\$49,386	6	Step		%	Longevity	N	40
Montana	Civil Engineer Technician	=	\$26,426	\$39,640	\$35,963	43	Broadband			Longevity	V	40
Nebraska	Highway Bridge Inspector	=	\$34,491	\$52,853	\$38,168	4	Negotiated			Longevity	Y	40
Nevada	Staff II. Assoc Engineer	=	\$45,079	\$67,191	\$53,682	66	Merit	9		Longevity	N	40
New Hampshire	Bridge Inspector	-	\$35,776	\$47,507	\$46,134	8	Step	11	\$	Longevity	Y	40
New Jersey	No Match											
New Mexico	Civil Engineer Tech - Advanced	+	\$43,056	\$76,544	\$72,196	151	Merit				Y	40
New York	Bridge Repair Supervisor 2	=	\$45,133	\$54,583	\$54,623	41	Performance	7			Y	40
North Carolina	Engineer Technician Journey	=	\$27,384	\$68,613	\$48,498	768	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Engineering Technician IV	=	\$31,056	\$51,768	\$41,815	52	Open Range				N	40
Ohio	Bridge Specialist 2	+	\$45,282	\$66,269	\$65,875	32	Prog Step	9			Y	40
Oklahoma	Transportation Specialist II	=	\$28,288	\$47,146	\$41,912	146	Pay Band		\$1,900	Longevity	N	40
Oregon	Civil Engineering Specialist 1	=	\$38,800	\$57,300	\$54,600	123	Step	8			Y	40
Pennsylvania	Transport Construction Inspect	=	\$31,726	\$47,824	\$36,244	409	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Supvsg. Bridge Safety Insp	-	\$45,931	\$51,741	\$45,931	1	Step	2.5		Longevity	Y	40
South Carolina	No Match											
South Dakota	Civil Engineering Technician		\$32,078	\$48,118			Open Range		\$	Longevity	N	40
Tennessee	Transportation Technician 1	=	\$23,304	\$37,272	\$28,853	280	Legislated		\$	Longevity	N	37.5
Texas	No Match											
Utah	Inspector III, UDOT	+	\$43,973	\$69,760	\$58,610	2	Merit				N	40
Vermont	Civil Engineer III	-	\$39,000	\$60,882	\$52,882	16	Prog Step	24.5		Merit	Y	40
Virginia	Engineering Technician III	=	\$31,352	\$64,347	\$50,144	24	Broadband		0-\$2,000	Recog	N	40
Washington	Bridge Engineer III	+	\$53,148	\$69,756	\$37,802	12	Merit	4.5			V	40
West Virginia	Bridge Safety Inspector 3	-	\$29,400	\$54,386	\$37,802	12	Merit				N	37.5
Wisconsin	Engineer Spec Trans Advan 2	+	\$46,792	\$74,867	\$56,215	73	General				Y	40
Wyoming	No Match											

Summary:	Mean	\$39,150	\$61,008	\$49,271
	Median	\$35,142	\$59,098	\$46,668
	Weighted Mean	-----	-----	\$46,616

CIVIL ENGINEER (TRANSPORTATION)

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Employees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Transportation Technologist	=	\$33,086	\$56,686			Step	Varies			N	40
Alaska	Engineer/Architect I	=	\$66,264	\$81,276	\$79,465	29	Merit	8	Location		Y	37.5
Arizona	Transport Engineering Spec		\$42,184	\$75,193	\$54,783	206	Legislated		2.75%	Perform	N	40
Arkansas	Civil Engineer						Step	9			N	40
California	Transportation Engineer, Civil	=	\$82,764	\$100,548	\$98,303	2,505	Open Range				Y	40
Colorado	Professional Engineer I	=	\$65,508	\$94,056			Performance		2%	Perform	N	40
Connecticut	Transportation Engineer 2	+	\$52,610	\$81,378	\$73,652	306	Step	13		Longevity	Y	37.5
Delaware	Engineer II	=	\$46,136	\$76,893	\$52,338	21	Merit/SMV				N	37.5
Dist. of Columbia	Civil Engineer		\$65,001	\$83,154	\$75,388	41	Step	15			Y	40
Florida	Engineer, All Other 03	+	\$33,377	\$91,076			Broadband				V	40
Georgia	Engineer 2	=	\$32,418	\$56,724	\$50,309	43	Performance				N	40
Hawaii	Engineer IV (DOT only)	=	\$51,312	\$75,960			Negotiated				Y	40
Idaho	Engineer, Staff	=	\$44,034	\$78,624			Performance				N	40
Illinois	Civil Engineer 2	-	\$41,616	\$61,668	\$57,714	4	Prog Step	8	\$50 or \$225	Longevity	Y	37.5
Indiana	Highway Engineer 3	=	\$53,586	\$96,512	\$58,360	26	RD				N	37.5
Iowa	Transportation Engineer	=	\$50,378	\$77,898	\$72,567	31	Performance				N	40
Kansas	Professional Civil Engineer I	=	\$56,118	\$78,936	\$62,668	65	Prog Step	11			Y	40
Kentucky	No Match											
Louisiana	Engineer 4	=	\$44,845	\$89,253	\$71,576	71	Merit				N	40
Maine	Civil Engineer II	=	\$43,514	\$59,114	\$57,168	38	Prog Step	7			Y	40
Maryland	DOT Transportation Engineer III	=	\$41,074	\$65,568	\$59,391	88	Prog Step	20			Y	40
Massachusetts	Civil Engineer I	=	\$42,315	\$55,974	\$48,979	170	Step	11			Y	37.5
Michigan	Transportation Engr 9 (P11)	=	\$38,816	\$64,540	\$57,558	135	Step	6			Y	40
Minnesota	Engineer Senior	=	\$52,701	\$75,732	\$71,117	211	Prog Step	9			Y	40
Mississippi	DOT - Engineer I	=	\$46,982	\$82,219	\$56,266	14	Variable	Varies			N	40

Missouri	Intermediate Civil Engineer	=	\$42,600	\$58,812	\$46,889	112	Step		%	Longevity	N	40
Montana	Civil Engineer Specialist	=	\$41,499	\$62,249	\$56,763	108	Broadband			Longevity	V	40
Nebraska	Engineer II	=	\$41,868	\$60,199	\$47,511	34	Negotiated			Longevity	V	40
Nevada	Staff II. Assoc Engineer	+	\$45,079	\$67,191	\$53,682	66	Merit	9		Longevity	N	40
New Hampshire	Civil Engineer II	-	\$37,850	\$50,915	\$44,116	18	Step	11	\$	Longevity	Y	37.5
New Jersey	Asst Engineer Transportation	=	\$44,750	\$63,279	\$56,981	51	Step	10.5			Y	40
New Mexico	Civil Engineer - Operational	=	\$38,168	\$67,870	\$62,837	14	Merit				Y	40
New York	Civil Engineer 1	+	\$53,037	\$65,518	\$62,806	1,296	Performance	7			Y	40
North Carolina	Engineer - Journey	=	\$41,532	\$108,999	\$62,858	469	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Transportation Engineer II	=	\$36,984	\$61,632	\$50,883	26	Open Range				N	40
Ohio	Transportation Engineer 2	=	\$49,650	\$72,842	\$68,104	130	Prog Step	9			Y	40
Oklahoma	Professional Engineer II	=	\$41,906	\$69,843	\$60,709	36	Pay Band		\$1,250	Longevity	N	40
Oregon	Professional Engineer 1	=	\$52,000	\$76,900	\$74,800	142	Step	8			Y	40
Pennsylvania	Civil Engineer Transportation	-	\$47,824	\$62,338	\$51,443	162	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Civil Engineer	=	\$45,931	\$51,741	\$51,741	10	Step	2.5		Longevity	Y	35
South Carolina	Engineer/Assoc Engineer II	=	\$36,840	\$68,160			Pay Band		\$	Bonus	N	40
South Dakota	Transportation Engineer		\$35,863	\$53,794			Open Range			Longevity	N	40
Tennessee	No Match											
Texas	Engineer III	=	\$50,071	\$76,123	\$59,602	137	Open Range		\$	Longevity	N	40
Utah	Engineer III	=	\$56,146	\$89,053	\$66,553	63	Merit				N	40
Vermont	Civil Engineer III	=	\$39,000	\$60,882	\$52,748	16	Prog Step	24.5		Merit	Y	40
Virginia	Architect/Engineer I	=	\$40,959	\$84,062	\$60,065	198	Broadband		0-\$2,000	Recog	N	40
Washington	Transportation Engineer 1	-	\$43,572	\$57,240			Merit	4.5			V	40
West Virginia	Highway Engineer	+	\$50,676	\$93,756	\$75,000	105	Merit				N	37.5
Wisconsin	Civil Eng Transport Senior	=	\$50,991	\$81,587	\$59,044	137	General				Y	40
Wyoming	Engineer, Sr	=	\$48,396	\$66,348	\$57,307		Classification				N	40

Summary:	Mean	\$46,663	\$72,715	\$61,001
	Median	\$44,797	\$71,342	\$58,702
	Weighted Mean	-----	-----	\$68,621

ENVIRONMENTAL ENGINEER

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Environmental Engineer Spec.	=	\$43,339	\$65,690	\$47,941	21	Step	Varies			N	40
Alaska	Environmental Engineer I	=	\$66,264	\$81,276	\$83,044	12	Merit	8	Location		Y	37.5
Arizona	Environmental Engineer		\$50,160	\$73,779	\$54,368	5	Legislated		2.75%	Perform	N	40
Arkansas	Engineer II	=	\$41,387	\$62,433	\$48,764	41	Merit		\$600-\$900	Career Srv	N	40
California	Engineer, Water Resources	+	\$82,764	\$100,764	\$92,075	145	Open Range				Y	40
Colorado	Professional Engineer I	=	\$65,508	\$94,056	\$85,980	39	Performance		2%	Perform	N	40
Connecticut	Environmental Comp Spec 2	=	\$40,224	\$57,527	\$54,634	4	Step	13		Longevity	Y	35
Delaware	Engineer II	=	\$46,136	\$76,893	\$47,762	11	Merit/SMV				N	37.5
Dist. of Columbia	Environmental Engineer Gr 12		\$65,001	\$83,154	\$70,742	13	Step	15			Y	40
Florida	Engineer, All Other 02	+	\$25,774	\$66,980			Broadband				V	40
Georgia	Environmental Engineer 2	=	\$43,063	\$75,523	\$48,431	27	Performance				N	40
Hawaii	Engineer IV (Environmental)	=	\$51,312	\$75,960	\$71,207	18	Negotiated				Y	40
Idaho	No Match						Performance					
Illinois	Environmental Engineer 3	=	\$46,032	\$69,312	\$70,356	6	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Environmental Engineer 3	=	\$40,898	\$79,274	\$47,335	9	RD				N	37.5
Iowa	Environmental Engineer	=	\$45,677	\$70,845	\$66,771	33	Performance				N	40
Kansas	Prof Environmental Engineer I	=	\$56,118	\$78,936	\$61,312	14	Prog Step	11			Y	40
Kentucky	Environmental Engineer I	=	\$48,201	\$67,506	\$57,124	6	Merit				N	37.5
Louisiana	Engineer 4	=	\$44,845	\$89,253	\$71,576	71	Merit				N	40
Maine	Environmental Engineer	-	\$37,544	\$50,877	\$50,014	17	Prog Step	7	11%	Recruit	Y	40
Maryland	Environmental Comp Spec III	=	\$38,594	\$61,427	\$49,783	25	Prog Step	20			Y	40
Massachusetts	Environmental Engineer I	=	\$40,931	\$54,143			Step	11			Y	37.5
Michigan	Environ Engineer-9 (P11)	=	\$38,816	\$64,540	\$69,932	33	Step	6			Y	40
Minnesota	No Match											
Mississippi	Engineer I, Environmental	=	\$46,982	\$82,219	\$60,352	3	Variable	Varies			N	40

Missouri	Environmental Engineer II	=	\$44,220	\$64,272	\$47,188	71	Step		%	Longevity	N	40
Montana	Environmental Engineer Spec	=	\$43,205	\$64,807	\$60,091	19	Broadband			Longevity	V	40
Nebraska	Environmental Engineer II	=	\$43,324	\$63,249	\$49,404	5	Negotiated			Longevity	Y	40
Nevada	Hwy Project Manager, RPE	=	\$61,408	\$92,728	\$73,602	6	Merit	9		Longevity	N	40
New Hampshire	Environmental Engineer II	-	\$34,866	\$46,410	\$39,781	16	Step	11	\$	Longevity	Y	37.5
New Jersey	Asst. Environmental Engineer	=	\$42,791	\$60,420	\$49,320	9	Step	10.5			Y	35
New Mexico	Environmental Engr - Oper'l	-	\$34,050	\$60,528			Merit				N	40
New York	Environmental Engineer 1	=	\$53,037	\$65,518	\$60,242	180	Performance	7			Y	40
North Carolina	Engineer - Journey	=	\$41,532	\$108,999	\$62,858	469	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Environmental Engineer II	=	\$36,984	\$61,632	\$49,952	9	Open Range				N	40
Ohio	Environmental Specialist 1	+	\$41,350	\$54,662	\$51,082	11	Prog Step	7			Y	40
Oklahoma	Professional Engineer II	=	\$41,906	\$69,843	\$60,709	36	Pay Band		\$1,250	Longevity	N	40
Oregon	Environmental Engineer 2	=	\$48,100	\$70,400	\$62,700	13	Step	8			Y	40
Pennsylvania	Civil Engineer General	-	\$47,824	\$62,338	\$51,969	16	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Sanitary Engineer	=	\$45,773	\$51,268	\$51,268	12	Step	2.5		Longevity	Y	35
South Carolina	Engineer/Associate Engineer II	=	\$36,840	\$68,160			Pay Band		\$	Bonus	N	40
South Dakota	Environmental Scientist	=	\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	Environment Protect Spec 3	=	\$43,440	\$69,528	\$49,918	78	Legislated		\$	Longevity	N	37.5
Texas	Engineer III	=	\$50,071	\$76,123	\$59,602	137	Open Range		\$	Longevity	N	40
Utah	Environmental Engineer II	=	\$50,383	\$79,908	\$52,090	14	Merit				N	40
Vermont	Environmental Engineer III	=	\$39,000	\$60,882	\$55,973	1	Prog Step	24.5		Merit	Y	40
Virginia	Architect/Engineer I	-	\$40,959	\$84,062	\$56,572	52	Broadband		0-\$2,000	Recog	N	40
Washington	Environmental Engineer 2	=	\$53,148	\$69,756			Merit	4.5			V	40
West Virginia	Engineer Associate	-	\$47,352	\$87,612	\$56,934	14	Merit				N	37.5
Wisconsin	Environ Civil Engineer Sr.	=	\$50,991	\$81,587			General				Y	40
Wyoming	Environmental Analyst	=	\$39,996	\$51,768	\$50,933		Classification				N	40

Summary:

Mean	\$45,860	\$70,457	\$58,612
Median	\$43,440	\$69,312	\$56,273
Weighted Mean	-----	-----	\$60,874

ENVIRONMENTAL ENGINEER SENIOR/LEAD

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Environmental Eng Spec, Sr.	=	\$50,119	\$76,349	\$65,030	77	Step	Varies			N	40
Alaska	Environmental Engineer II	=	\$70,848	\$87,168	\$92,194	11	Merit	8	Location		Y	37.5
Arizona	Environmental Engineer Sr.	=	\$52,460	\$80,150	\$72,511	2	Legislated		2.75%	Perform	N	40
Arkansas	Engineer, PE	=	\$44,070	\$66,356	\$55,201	29	Merit		\$600-\$900	Career Srv	N	40
California	Sr. Engineer, Water Resources	+	\$88,524	\$107,580	\$102,137	172	Open Range				Y	40
Colorado	Professional Engineer II	=	\$77,544	\$111,276	\$101,904	7	Performance		2%	Perform	N	40
Connecticut	Environmental Comp Spec 3	=	\$48,892	\$69,331	\$60,760	8	Step	13		Longevity	Y	35
Delaware	Engineer III	=	\$52,819	\$88,031	\$55,985	16	Merit/SMV				N	37.5
Dist. of Columbia	Environmental Engineer Gr 13	=	\$72,010	\$92,782	\$83,051	5	Step	15			Y	40
Florida	Engineers, All Other 03	+	\$33,377	\$91,076			Broadband				V	40
Georgia	Environmental Engineer 3	=	\$47,280	\$82,962	\$59,586	137	Performance				N	40
Hawaii	Engineer V (Environmental)	=	\$55,500	\$82,128	\$78,111	13	Negotiated				Y	40
Idaho	Engineer, Technical 1	=	\$48,651	\$86,902			Performance				N	40
Illinois	Environmental Engineer 4	=	\$54,240	\$82,476	\$99,804	4	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Environmental Engineer 1	=	\$51,220	\$101,686	\$67,675	32	RD				N	37.5
Iowa	Environmental Engineer Sr.	=	\$55,578	\$85,530	\$85,221	23	Performance				N	40
Kansas	Prof Environmental Engineer II	=	\$61,838	\$86,965	\$66,424	17	Prog Step	11			Y	40
Kentucky	Environmental Engineer II	=	\$50,491	\$76,657	\$59,188	15	Merit				N	37.5
Louisiana	Engineer 5-DCL	=	\$47,986	\$95,493	\$77,288	12	Merit				N	40
Maine	Sr. Environmental Engineer	-	\$46,176	\$63,502	\$62,540	15	Prog Step	7	11%	Recruit	Y	40
Maryland	Environmental Comp Spec IV	=	\$41,074	\$65,568	\$55,044	19	Prog Step	20			Y	40
Massachusetts	Environmental Engineer V	=	\$59,772	\$80,143	\$79,726	61	Step	11			Y	37.5
Michigan	Environmental Engineer-12	=	\$48,838	\$69,155	\$69,155	63	Step	6			Y	40
Minnesota	Engineer Principal	=	\$56,961	\$85,065	\$83,896	192	Prog Step	10			Y	40
Mississippi	Engineer IV, Environmental	=	\$56,804	\$99,408	\$78,352	36	Variable	Varies			N	40

Missouri	Environmental Engineer III	=	\$51,156	\$73,068	\$53,272	45	Step		%	Longevity	N	40
Montana	Environmental Engineer Spec	=	\$51,846	\$77,769	\$71,926	6	Broadband			Longevity	V	40
Nebraska	Environmental Engineer III	=	\$50,068	\$73,091	\$67,650	13	Negotiated			Longevity	V	40
Nevada	Staff II, Assoc Engineer	+	\$45,079	\$67,191	\$53,682	66	Merit	9		Longevity	N	40
New Hampshire	Environmental Engineer IV	=	\$48,770	\$66,008	\$60,186	58	Step	11	\$	Longevity	Y	37.5
New Jersey	Sr. Environmental Engineer	=	\$48,971	\$69,393	\$64,693	56	Step	10.5			Y	35
New Mexico	Environmental Engineer - Adv	-	\$38,168	\$67,870	\$67,746	2	Merit				N	40
New York	Environmental Engineer 2	=	\$65,264	\$79,946	\$77,788	323	Performance	7			Y	40
North Carolina	Engineer - Advanced	=	\$41,532	\$108,999	\$74,746	195	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Environmental Engineer III	=	\$40,656	\$67,752	\$56,610	14	Open Range				N	40
Ohio	Environmental Specialist 3	+	\$49,650	\$77,813	\$75,891	89	Prog Step	9			Y	40
Oklahoma	Professional Engineer III	=	\$46,934	\$78,223	\$64,080	31	Pay Band		\$1,500	Longevity	N	40
Oregon	Environmental Engineer 3	=	\$52,100	\$76,200	\$73,100	27	Step	8			Y	40
Pennsylvania	Senior Civil Engineer General	-	\$52,284	\$71,101	\$62,736	29	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Senior Sanitary Engineer	=	\$52,949	\$59,666	\$59,666	11	Step	2.5		Longevity	Y	35
South Carolina	Engineer/Associate Engineer IV	=	\$54,540	\$100,907			Pay Band		\$	Bonus	N	40
South Dakota	Sr Environmental Scientist	=	\$44,412	\$66,618			Open Range		\$	Longevity	N	40
Tennessee	Environ Protection Special 4	=	\$45,156	\$72,240	\$56,283	56	Legislated		\$	Longevity	N	37.5
Texas	Engineer V	=	\$56,785	\$91,543	\$70,804	204	Open Range		\$	Longevity	N	40
Utah	Environmental Engineer III	=	\$56,146	\$89,053	\$62,979	48	Merit				N	40
Vermont	Environmental Engineer V	=	\$43,763	\$68,474	\$63,835	7	Prog Step	24.5		Merit	Y	40
Virginia	Architect/Engineer I	=	\$40,959	\$84,062	\$61,498	50	Broadband		0-\$2,000	Recog	N	40
Washington	Environmental Engineer 3	=	\$61,632	\$80,892			Merit	4.5			V	40
West Virginia	Engineer	=	\$50,676	\$93,756	\$66,525	37	Merit				N	37.5
Wisconsin	Environ Civil Engineer Adv	=	\$55,138	\$88,222	\$71,719	5	General				Y	40
Wyoming	Environmental Analyst Senior	=	\$47,628	\$61,668	\$62,642		Classification				N	40

Summary:	Mean	\$52,261	\$80,887	\$69,801
	Median	\$50,676	\$80,143	\$67,088
	Weighted Mean	-----	-----	\$73,307

FORESTER

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Forester	=	\$33,086	\$56,686	\$39,369	26	Step	Varies			N	40
Alaska	Forester II	=	\$43,980	\$54,264	\$56,901	18	Merit	8		Location	Y	37.5
Arizona	No Match											
Arkansas	District Forester	=	\$36,715	\$66,356	\$54,595	8	Merit		\$600-\$900	Career Srv	N	40
California	Forester I (Nonsupervisory)	=	\$59,592	\$72,456	\$69,288	58	Open Range				Y	40
Colorado	No Match											
Connecticut	Environ Protection Forester 1	+	\$50,232	\$72,541	\$67,496	6	Step	13		Longevity	Y	35
Delaware	Senior Forester	=	\$42,801	\$64,201	\$48,682	4	Merit				N	37.5
Dist. of Columbia	Forester (Urban)		\$50,510	\$65,126	\$52,946	4	Step				Y	40
Florida	Forest & Conserv Workers 02	=	\$30,622	\$83,558	\$37,878	46	Broadband				V	40
Georgia	Forester	=	\$32,418	\$56,724	\$39,446	49	Performance				N	40
Hawaii	Forester IV	=	\$45,576	\$67,488	\$49,842	4	Negotiated				Y	40
Idaho	Lands Resource Specialist, Sr	=	\$38,958	\$69,555			Performance				N	40
Illinois	Natural Resources Adv Spec	=	\$43,740	\$65,244	\$71,648	36	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Forester 3	=	\$30,082	\$51,714	\$34,758	19	RD				N	37.5
Iowa	Forester 2	=	\$41,746	\$63,274	\$60,823	21	Negotiated				Y	40
Kansas	No Match											
Kentucky	Forester - District	=	\$41,116	\$65,099	\$50,009	7	Merit				N	37.5
Louisiana	Forest Parish Supervisor	=	\$31,970	\$63,648	\$42,709	24	Merit				N	40
Maine	Forester I	=	\$35,859	\$48,526	\$46,411	24	Prog Step	7	2.50%	Recruit	Y	40
Maryland	Forester, Registered	=	\$36,280	\$57,567	\$39,603	1	Prog Step	20			Y	40
Massachusetts	Forester I	=	\$42,129	\$56,036	\$51,172	12	Step	11			Y	37.5
Michigan	Forester 9 (P11)	=	\$35,934	\$60,552	\$55,643	67	Step	6			Y	40
Minnesota	Nat Resource Forestry Spec	=	\$34,264	\$49,569	\$35,141	31	Prog Step	11			Y	40
Mississippi	Forester II	=	\$32,887	\$57,552	\$39,122	38	Variable	Varies			N	40

Missouri	Resource Forester	=	\$34,368	\$60,528	\$43,385	45	Step		%	Longevity	N	40
Montana	Forester	=	\$33,938	\$50,908	\$46,613	39	Broadband			Longevity	V	40
Nebraska	No Match											
Nevada	Forester	=	\$38,001	\$56,188	\$45,079	16	Merit	9		Longevity	N	40
New Hampshire	Forester II	=	\$38,709	\$52,021	\$52,021	1	Step	11	\$	Longevity	Y	40
New Jersey	Forester	=	\$42,791	\$60,420	\$53,564	4	Step	10.5			Y	35
New Mexico	Forester - Operational	=	\$27,664	\$49,171	\$36,525	18	Merit				N	40
New York	Forester 1	=	\$47,860	\$59,362	\$56,787	72	Performance	7			Y	40
North Carolina	Forester I	=	\$35,337	\$56,330	\$40,707	39	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	No Match											
Ohio	Forester	+	\$38,189	\$49,650	\$48,599	33	Prog Step	7			Y	40
Oklahoma	Forester III	=	\$30,920	\$51,534	\$39,222	8	Pay Band		\$426	Longevity	N	40
Oregon	Natural Resource Specialist II	=	\$37,000	\$53,900	\$48,000		Step	8			Y	40
Pennsylvania	Forester	-	\$35,912	\$54,592	\$43,940	140	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Forester	-	\$35,354	\$39,548			Step	3.5			Y	35
South Carolina	Forester I	=	\$24,881	\$46,033			Pay Band		\$	Bonus	N	40
South Dakota	Service Forester		\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	Forester 3	=	\$33,888	\$54,228	\$41,192	36	Legislated		\$	Longevity	N	37.5
Texas	Natural Resource Specialist III	=	\$36,764	\$52,198	\$38,360	300	Open Range		\$	Longevity	N	40
Utah	Forester II	=	\$38,377	\$57,691	\$43,093	12	Merit				N	40
Vermont	Forester II	=	\$41,288	\$64,501	\$52,856	22	Prog Step	24.5		Merit	Y	40
Virginia	Natural Resource Spec III	=	\$31,352	\$64,347	\$42,163	4	Broadband		0-\$2,000	Recog	N	40
Washington	Natural Res Specialist II	=	\$38,556	\$50,568			Merit	4.5			V	40
West Virginia	Forester 2	-	\$29,400	\$54,396	\$29,400	8	Merit			DCA	N	37.5
Wisconsin	Forester Senior	=	\$45,088	\$103,705	\$51,757	153	Broadband				Y	40
Wyoming	Forestry Specialist 2	=	\$55,884	\$83,016	\$72,180		Classification				N	40

Summary:

Mean	\$38,066	\$59,481	\$48,023
Median	\$36,740	\$57,138	\$46,613
Weighted Mean	-----	-----	\$46,556

EMPLOYMENT COUNSELOR

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Rehab Counselor		\$33,902	\$51,737	\$44,795	92	Step	Varies			N	40
Alaska	Employment Counselor II	=	\$43,980	\$54,264	\$58,372	10	Merit	8	Location		Y	37.5
Arizona	Employment Counselor 3		\$29,008	\$49,561	\$40,311	7	Legislated		2.75%	Perform	N	40
Arkansas	ESD Interviewer I	=	\$22,312	\$42,674	\$24,073	200	Merit		\$600-\$900	Career Srv	N	40
California	Employment Program Rep	-	\$42,036	\$51,072	\$48,766	2055	Open Range				Y	40
Colorado	Labor/Employment Specialist II	=	\$46,740	\$67,404	\$56,808	221	Performance		2%	Perform	N	40
Connecticut	Career Dev Specialist	=	\$50,384	\$62,915	\$57,826	3	Step	9		Longevity	Y	40
Delaware	Employment Services Spec II	=	\$32,652	\$48,978	\$33,801	10	Merit				Y	37.5
Dist. of Columbia	Manpower Dev. Specialist		\$52,530	\$67,731	\$58,368	56	Step	15			Y	40
Florida	Training & Develop Spec 03	+	\$28,093	\$73,007	\$36,207	134	Broadband				V	40
Georgia	DOL Service Specialist	=	\$24,322	\$42,644	\$26,182	537	Performance				N	40
Hawaii	Employment Services Spec III	=	\$42,132	\$62,424	\$51,695	24	Negotiated				Y	40
Idaho	No Match											
Illinois	Human Resources Specialist	-	\$48,624	\$73,308	\$57,703	105	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Community Employ Specialist 3	=	\$29,614	\$51,168	\$33,478	107	Merit				N	37.5
Iowa	Vocational Rehab Specialist	=	\$38,126	\$57,616	\$51,719	4	Negotiated				Y	40
Kansas	Program Specialist I	=	\$29,744	\$41,870	\$32,133	96	Prog Step	11			Y	40
Kentucky	Workforce Develop Spec II	=	\$29,129	\$70,173	\$34,804	115	Merit				N	37.5
Louisiana	Workforce Developmt Officer 2	=	\$25,854	\$54,434	\$37,664	71	Merit				N	40
Maine	CareerCenter Consultant	=	\$31,304	\$42,182	\$39,343	59	Prog Step	7			Y	40
Maryland	Job Service Specialist III	=	\$32,091	\$50,563	\$44,800	39	Prog Step	20			Y	40
Massachusetts	Employment Serv Spec (A/B)	=	\$43,339	\$58,882	\$58,882	1	Step	11			Y	37.5
Michigan	Employment Counselor 9 (P11)	=	\$37,187	\$49,026	\$49,026	6	Step	6			Y	40
Minnesota	Employment Counselor Spec	=	\$36,665	\$53,265	\$46,834	13	Prog Step	11			Y	40
Mississippi	ES-Employment Counselor II	=	\$27,475	\$48,080	\$34,393	4	Variable	Varies			N	40

Missouri	Workforce Develop Specialist I	=	\$27,660	\$38,700	\$30,174	273	Step			Longevity	N	40
Montana	Employment Specialist	=	\$26,790	\$40,185	\$35,755	203	Broadband			Longevity	V	40
Nebraska	Workforce Coordinator	=	\$31,179	\$44,054	\$36,911	82	Negotiated			Longevity	Y	40
Nevada	Unemployment Ins Rep	=	\$34,932	\$51,364	\$41,321	149	Merit	9		Longevity	N	40
New Hampshire	Employment Counselor	=	\$33,540	\$44,538	\$40,166	20	Step	11	\$	Longevity	Y	37.5
New Jersey	Employment Counselor	=	\$42,791	\$60,420	\$55,222	101	Step	10.5			Y	35
New Mexico	Emp/Recruit/Place Spec-Op	-	\$25,272	\$44,949	\$32,531	103	Merit				N	40
New York	Employment Counselor	=	\$47,860	\$59,362	\$54,900	64	Performance	7			Y	40
North Carolina	Employment Counselor	=	\$34,065	\$53,814	\$43,083	22	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Customer Service Specialist	=	\$31,056	\$51,768	\$35,515	63	Open Range				N	40
Ohio	Employment Service Counselor	=	\$34,008	\$41,350	\$41,350	15	Prog Step	7			Y	40
Oklahoma	Workforce Services Spec II	=	\$23,234	\$38,724	\$26,002	358	Pay Band		\$250	Longevity	N	40
Oregon	Bus & Employment Specialist 2	=	\$32,300	\$46,800	\$42,300	3	Step	8			Y	40
Pennsylvania	Employment Counselor 1	=	\$35,912	\$54,592	\$38,188	61	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Sr. Employ & Train Interviewer	-	\$35,438	\$39,643	\$39,643	14	Steps	3.5		Longevity	Y	35
South Carolina	Program Coordinator II	+	\$36,840	\$68,160	\$44,673	21	Pay Band		\$	Bonus	N	40
South Dakota	Employment Specialist	=	\$29,039	\$43,559	\$41,358	19	Open Range		\$	Longevity	N	40
Tennessee	Employment Counselor 2	=	\$27,504	\$44,004	\$33,517	324	Legislated		\$	Longevity	N	37.5
Texas	Workforce Develop Spec III	=	\$29,146	\$41,044	\$32,036	193	Open Range		\$	Longevity	N	40
Utah	Workforce Services Specialist I	=	\$30,109	\$51,762	\$44,673	24.5	Merit				N	40
Vermont	Career Dev Facilitator I	=	\$33,155	\$51,438	\$36,873	1	Prog Step	4.5		Merit	Y	40
Virginia	Program Administration Spec I	=	\$31,352	\$64,347	\$32,628	89	Broadband		0-\$2,000	Recog	N	40
Washington	Vocational Rehab Counselor II	-	\$38,556	\$50,568	\$42,779	1	Merit				V	40
West Virginia	Employment Counselor 1	=	\$26,160	\$48,396	\$37,935	21	Merit				N	37.5
Wisconsin	Emp & Training Specialist B	=	\$34,882	\$52,553	\$42,779	19	General				Y	40
Wyoming	Employment Specialist 5	=	\$31,740	\$43,200	\$37,935	21	Classification				N	40

Summary:

Mean
Median
Weighted Mean

\$34,035
\$32,476

\$51,885
\$51,120

\$41,554
\$39,905
\$41,446

FAMILY SUPPORT SPECIALIST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Social Service Caseworker	=	\$29,954	\$47,758	\$37,459	813	Step	Varies			N	40
Alaska	Social Services Specialist II	=	\$43,890	\$54,264	\$45,123	7	Merit	8	Location		Y	37.5
Arizona	Human Services Specialist 3		\$34,054	\$53,107	\$36,990	266	Legislated		2.75%	Perform	N	40
Arkansas	Family Support Specialist II	=	\$23,783	\$45,497	\$27,383	139	Merit		\$600-\$900	Career Srv	N	40
California	No Match											
Colorado	No Match											
Connecticut	No Match											
Delaware	Sr Family Services Specialist	=	\$32,652	\$48,978	\$35,316	40	Merit				Y	37.5
Dist. of Columbia	Social Work Associate		\$47,832	\$61,638	\$51,795	12	Step	15			Y	40
Florida	Community/Soc Serv Spec 02	+	\$23,645	\$61,449			Broadband				V	40
Georgia	Family Service Worker	=	\$17,100	\$28,154	\$20,793	81	Performance				N	40
Hawaii	SelfSuffic Support Serv Spec III	=	\$42,132	\$62,424	\$50,538	47	Negotiated				Y	40
Idaho	Self-Reliance Specialist	=	\$30,805	\$55,016			Performance				N	40
Illinois	Public Aid Family Supp Spec I	=	\$41,616	\$61,668			Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Family Case Coordinator 3	=	\$29,614	\$51,168	\$32,544	13	Merit				N	37.5
Iowa	No Match											
Kansas	Human Service Assistant	=	\$23,317	\$32,760	\$25,256	275	Prog Step	11			Y	40
Kentucky	Family Support Specialist II	=	\$26,483	\$65,655	\$30,453	579	Merit				N	37.5
Louisiana	Social Services Analyst 2	=	\$25,854	\$54,434	\$38,588	1,209	Merit				N	40
Maine	Family Independence Specialist	-	\$28,933	\$38,626	\$34,783	341	Prog Step	7			Y	40
Maryland	Income Maintenance Spec III	=	\$32,091	\$50,563	\$43,564	64	Prog Step	20			Y	40
Massachusetts	Benefits Elig/Ref Soc Wrk A/B	=	\$39,105	\$53,255	\$49,763	988	Step	11			Y	37.5
Michigan	Family Ind Specialist-9 (P11)	=	\$37,187	\$51,240	\$51,177	1,239	Step	6			Y	40
Minnesota	No Match											
Mississippi	DHS-Case Manager	=	\$26,665	\$46,664	\$29,341	153	Variable	Varies			N	40

Missouri	Family Support Eligibility Spec	=	\$27,660	\$38,700	\$29,614	2,182	Step				Y	40
Montana	Child/Family Social Worker	=	\$31,312	\$46,968	\$38,875	262	Broadband				V	40
Nebraska	Family Support Specialist	=	\$25,669	\$37,176			Negotiated				Y	40
Nevada	Family Services Specialist	=	\$34,932	\$51,364		604	Merit			9	N	40
New Hampshire	Family Services Specialist I	-	\$29,718	\$39,390	\$32,562	75	Step		\$	11	Y	37.5
New Jersey	Family Service Specialist 2	=	\$48,971	\$69,393	\$53,974	2,479	Step			10.5	Y	35
New Mexico	Eligibility Interviewer - Oper'l	=	\$22,610	\$40,227	\$29,120	94	Merit				Y	40
New York	Child/Family Services Spec 1	=	\$47,860	\$59,362	\$56,797	203	Performance			7	Y	40
North Carolina	No Match											
North Dakota	Social Worker II	+	\$31,056	\$51,768	\$36,918	30	Open Range				N	40
Ohio	No Match											
Oklahoma	Social Services Specialist II	=	\$25,730	\$42,884	\$30,852	1,362	Pay Band		\$1,062		N	40
Oregon	Human Services Specialist 2	=	\$27,400	\$38,800	\$33,400	108	Step			8	Y	40
Pennsylvania	Income Maint Caseworker	=	\$35,912	\$54,592	\$43,436	4,284	Prog Step		2.25%	20	Y	37.5
Rhode Island	Social Caseworker	-	\$39,838	\$45,931	\$45,931	104	Step			3.5	Y	40
South Carolina	Human Services Coordinator I	=	\$30,274	\$56,015			Pay Band		\$		N	40
South Dakota	Family Services Specialist		\$32,079	\$48,118			Open Range		\$		N	40
Tennessee	Social Worker 2	=	\$28,692	\$45,888	\$33,792	12	Legislated		\$		N	37.5
Texas	Human Services Specialist II	=	\$27,601	\$38,677	\$28,162	1,749	Open Range		\$		N	40
Utah	Family Support Specialist	=	\$26,998	\$42,804	\$32,280	2	Merit				N	40
Vermont	Reach Up Case Manager	=	\$36,920	\$57,491	\$49,459	6	Prog Step			24.5	Y	40
Virginia	No Match											
Washington	Financial Services Specialist II	-	\$32,688	\$42,588			Merit			4.5	V	40
West Virginia	Family Support Specialist	-	\$24,912	\$46,092	\$28,405	237	Merit				N	37.5
Wisconsin	No Match											
Wyoming	Caseworker Specialist 3A	=	\$39,228	\$51,912	\$47,757		Classification				N	40

Summary:

Mean	\$32,018	\$49,297	\$38,006
Median	\$30,540	\$49,771	\$36,117
Weighted Mean	-----	-----	\$39,548

SOCIAL WORKER

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Senior Social Worker	=	\$35,590	\$53,995	\$44,203	154	Step	Varies			N	40
Alaska	Social Worker II (CS)	=	\$47,100	\$57,972	\$56,981	48	Merit	8	Location		Y	37.5
Arizona	Psych. Social Worker		\$36,814	\$62,693	\$48,708	16	Legislated		2.75%	Perform	N	40
Arkansas	Social Worker II	=	\$31,391	\$58,584	\$49,964	42	Merit		\$600-\$900	Career Srv	N	40
California	Clinical Social Worker	+	\$66,612	\$80,964	\$72,474	139	Open Range				Y	40
Colorado	Social Worker/Counselor II	=	\$45,084	\$65,232	\$51,744	28	Performance		2%	Perform	N	40
Connecticut	Social Worker	=	\$59,633	\$75,897	\$70,905	1,405	Step	9		Longevity	Y	40
Delaware	Sr Social Worker/Case Manager	=	\$32,652	\$48,978	\$37,149	330	Merit				Y	37.5
Dist. of Columbia	Social Worker		\$57,601	\$72,775	\$64,321	213	Step	15			Y	40
Florida	Community/Soc Serv Spec 03	+	\$28,093	\$73,007			Broadband				V	40
Georgia	Social Service Provider	=	\$32,418	\$56,724	\$46,052	75	Performance				N	40
Hawaii	Social Worker III	=	\$42,132	\$62,424			Negotiated				Y	40
Idaho	Social Worker	=	\$34,507	\$61,630			Performance				N	40
Illinois	Social Worker 2	=	\$43,740	\$62,544	\$64,191	116	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Family Case Manager 2	=	\$33,228	\$57,486	\$35,107	1,563	Merit				N	37.5
Iowa	Social Worker 2	=	\$36,816	\$54,725	\$47,786	609	Negotiated				Y	40
Kansas	Social Worker Specialist	=	\$37,981	\$53,414	\$40,616	394	Prog Step	11			Y	40
Kentucky	Social Services Worker II	=	\$32,042	\$42,773	\$35,218	258	Merit				N	37.5
Louisiana	Social Worker 2	=	\$29,598	\$62,317	\$41,678	37	Merit				N	40
Maine	Human Services Caseworker	=	\$34,091	\$46,218	\$41,711	408	Prog Step	7			Y	40
Maryland	Family Services Caseworker I	=	\$34,113	\$53,944	\$36,803	59	Prog Step	20			Y	40
Massachusetts	Social Worker (A/B)	=	\$41,129	\$56,175	\$45,513	1,209	Step	11			Y	37.5
Michigan	Services Specialist 9-12	=	\$37,187	\$61,178	\$48,379	2,321	Step	6			Y	40
Minnesota	No Match											
Mississippi	Family Protection Spec Adv	=	\$32,700	\$57,226	\$36,297	140	Variable	Varies			N	40

Missouri	Social Service Worker II	=	\$31,176	\$44,220	\$33,520	193	Step		%	Longevity	Y	40
Montana	Child/Family Social Worker	=	\$31,312	\$46,968	\$38,875	262	Broadband			Longevity	V	40
Nebraska	Child/Family Service Specialist	-	\$31,579	\$45,735	\$34,295	414	Negotiated			Longevity	Y	40
Nevada	Social Worker	=	\$41,321	\$61,408	\$49,172	121	Merit	9		Longevity	N	40
New Hampshire	Social Worker II	=	\$33,540	\$44,538	\$44,650	5	Step	11	\$	Longevity	Y	37.5
New Jersey	Social Worker 2	=	\$40,925	\$57,716	\$50,759	203	Step	10.5			Y	35
New Mexico	Social Worker - Oper'l	=	\$27,664	\$49,171	\$38,626	3	Merit				Y	40
New York	License Master Social Worker 1	=	\$47,860	\$59,362	\$52,364	124	Performance	7			Y	40
North Carolina	Social Worker II	=	\$34,065	\$53,814	\$39,040	25	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Social Worker III	=	\$33,816	\$56,352	\$42,076	22	Open Range				N	40
Ohio	Social Worker 1	=	\$36,566	\$45,074	\$42,214	5	Prog Step	6			Y	40
Oklahoma	Child Welfare Specialist II	=	\$28,288	\$47,146	\$32,251	678	Pay Band		\$426	Longevity	N	40
Oregon	Social Service Specialist 1	=	\$37,000	\$53,900	\$45,400	1,178	Step	8			Y	40
Pennsylvania	Social Worker 1	-	\$35,912	\$54,592	\$42,558	62	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Social Caseworker II	=	\$47,653	\$54,625	\$54,625	261	Step	3.5		Longevity	Y	35
South Carolina	Social Worker III	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	Human Services Social Worker	=	\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	Social Worker 2	=	\$28,692	\$45,888	\$33,792	12	Legislated		\$	Longevity	N	37.5
Texas	Clinical Social Worker	=	\$32,611	\$46,260	\$34,725	51	Open Range		\$	Longevity	N	40
Utah	Social Worker	=	\$38,377	\$57,691	\$42,841	43	Merit				N	40
Vermont	Social Worker B	=	\$39,000	\$60,882	\$51,103	131	Prog Step	24.5		Merit	Y	40
Virginia	Counselor I	=	\$23,999	\$49,255	\$36,847	59	Broadband		0-\$2,000	Recog	N	40
Washington	Social Worker 2	=	\$39,516	\$51,864			Merit	4.5			V	40
West Virginia	Social Worker 2	=	\$24,912	\$46,092	\$31,247	9	Merit				N	37.5
Wisconsin	Social Worker Senior	=	\$44,151	\$66,453	\$50,912	88	Trans Grid				Y	40
Wyoming	Caseworker Specialist 3 A	=	\$39,228	\$51,912	\$47,757		Classification				N	40

Summary:

Mean	\$37,015	\$55,787	\$45,124
Median	\$35,049	\$55,370	\$43,522
Weighted Mean	-----	-----	\$46,580

SUBSTANCE ABUSE COUNSELOR

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Drug Treatment Counselor	=	\$29,954	\$45,502	\$36,846	56	Step	Varies			N	40
Alaska	No Match											
Arizona	No Match											
Arkansas	Substance Abuse Program Lead	=	\$32,683	\$47,383	\$33,297	59	Merit		\$600-\$900	Career Srv	N	40
California	Alcohol Treatment Counselor	-	\$42,648	\$53,160	\$48,972	2	Open Range				Y	40
Colorado	Social Worker/Counselor II	=	\$45,084	\$65,232	\$51,744	28	Performance		2%	Perform	N	40
Connecticut	Correct Subst Abuse Counselor	+	\$50,338	\$65,727	\$59,587	77	Step	10		Longevity	Y	36.25
Delaware	Family Crisis Therapist	=	\$42,801	\$64,201	\$46,119	154	Merit				Y	37.5
Dist. of Columbia	No Match											
Florida	Community/Soc Serv Spec 03	+	\$28,093	\$73,007			Broadband				V	40
Georgia	Substance Abuse Counselor	=	\$26,672	\$46,817	\$32,166	80	Performance				N	40
Hawaii	Substance Abuse Specialist III	=	\$42,132	\$62,424	\$42,132	3	Negotiated				Y	40
Idaho	Drug/Alcohol Rehab Spec	=	\$34,507	\$61,630			Performance				N	40
Illinois	No Match											
Indiana	Substance Abuse Couns 4	=	\$26,286	\$46,696	\$33,620	50	Merit				N	37.5
Iowa	Drug Abuse Counselor 2	=	\$34,278	\$50,794	\$47,094	13	Negotiated				Y	40
Kansas	Chem Dependency Counselor	=	\$34,445	\$48,485	\$36,700	9	Prog Step	11			Y	40
Kentucky	Alcohol & Drug Rehab Couns	=	\$32,042	\$42,284	\$36,061	9	Merit				N	37.5
Louisiana	Social Service Counselor 4B	=	\$31,678	\$66,685	\$45,925	60	Merit				N	40
Maine	Substance Abuse Prog Spec	=	\$37,544	\$50,877	\$50,051	7	Prog Step	7			Y	40
Maryland	Alc/Drug Associate Counselor	=	\$38,594	\$61,427	\$46,448	106	Prog Step	20			Y	40
Massachusetts	Habilitation Coordinator (A/B)	=	\$39,105	\$53,255	\$52,377	53	Step	11			Y	37.5
Michigan	No Match											
Minnesota	Chemical Depend Counsel Sr	=	\$36,310	\$49,110	\$38,920	6	Prog Step	9.5			Y	40
Mississippi	Alcohol/Drug Counselor II	=	\$22,067	\$38,617	\$27,075	7	Variable	Varies			N	40

Missouri	Substance Abuse Counselor I	=	\$32,256	\$45,984	\$34,626	65	Step		%	Longevity	N	40
Montana	Substance Abuse Counselor	=	\$26,093	\$39,140	\$41,350	19	Broadband			Longevity	V	40
Nebraska	Chem Dependency Counselor	+	\$31,579	\$45,735	\$34,272	40	Negotiated			Longevity	V	40
Nevada	Substance Abuse Counselor	=	\$38,001	\$56,188	\$45,079	26	Merit	9		Longevity	N	40
New Hampshire	Substance Abuse Counselor	-	\$35,776	\$47,507	\$42,246	6	Step	11	\$	Longevity	Y	37.5
New Jersey	Substance Abuse Counselor 2	=	\$40,925	\$57,716	\$50,720	4	Step	10.5			Y	35
New Mexico	Sub Abuse Counselor - Oper'l	=	\$25,272	\$44,949	\$43,971	4	Merit				Y	40
New York	Substance Abuse Counselor 1	=	\$55,849	\$68,878	\$68,878	2	Performance	7			Y	40
North Carolina	Substance Abuse Counselor II	=	\$34,065	\$53,814	\$38,998	28	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Addiction Counselor II	=	\$33,816	\$56,352	\$40,508	78	Open Range				N	40
Ohio	Alcohol & Drug Counselor 2	=	\$39,499	\$49,421	\$47,040	16	Prog Step	6			Y	40
Oklahoma	Alcohol & Drug Counselor II	=	\$25,730	\$42,884	\$32,147	7	Pay Band		\$1,062	Longevity	N	40
Oregon	Mental Health Specialist	=	\$40,700	\$57,200	\$47,900	81	Step	8			Y	40
Pennsylvania	Drug & Alcohol Treat Spec 2	=	\$43,752	\$66,494	\$48,695	117	Prog Step	20	2.25%	Cash/Max	Y	40
Rhode Island	No Match											
South Carolina	Human Services Coordinator I	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	Chem Dependency Counselor		\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	No Match											
Texas	Substance Abuse Counselor II	=	\$29,146	\$41,044	\$29,394	61	Open Range		\$	Longevity	N	40
Utah	Caseworker II	=	\$34,452	\$51,762	\$37,421	169	Merit				N	40
Vermont	Substance Abuse Counselor	=	\$41,288	\$64,501	\$43,264	1	Prog Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	No Match											
West Virginia	Subst Abuse Therapist 1	-	\$27,732	\$51,312	\$31,725	14	Merit				N	37.5
Wisconsin	Substance Abuse Couns Obj	=	\$34,882	\$52,553	\$36,893	10	General				Y	40
Wyoming	Caseworker Specialist 3A	=	\$39,228	\$51,912	\$47,757		Classification				N	40

Summary:

Mean	\$35,157	\$53,291	\$42,316
Median	\$34,449	\$51,837	\$42,189
Weighted Mean	-----	-----	\$39,477

TEACHER (STATE INSTITUTION)

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Employees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Institution School Teacher I	=	\$29,225	\$44,417			Step	Varies			N	40
Alaska	AK Military Youth Acad Instructor	=	\$40,944	\$50,652	\$45,096	7	Merit	8	Location		Y	37.5
Arizona	Educ Program Teacher	=	\$37,192	\$64,671	\$48,705	54	Legislated		2.75%	Perform	N	40
Arkansas	Teacher	=	\$26,943	\$51,581	\$41,590	19	Merit		\$600-\$900	Career Srv	N	40
California	Teacher, State Hospital	=	\$57,828	\$77,448	\$74,023	13	Open Range				Y	40
Colorado	State Teacher I	=	\$52,908	\$76,344	\$59,820	141	Performance		2%	Perform	N	40
Connecticut	State School Teacher (12 mo)	=	\$32,833	\$98,833	\$80,926	232					Y	
Delaware	Teacher	=	\$46,682	\$88,576	\$66,294	47	Step				Y	37.5
Dist. of Columbia	No Match											
Florida	Special Ed Teacher	+	\$28,093	\$73,007	\$34,118	53	Broadband				Y	40
Georgia	Instructor	=	\$20,039	\$35,062	\$25,459	68	Performance				N	40
Hawaii	Special Education Teacher III	=	\$42,132	\$62,424	\$54,104	3	Negotiated				Y	40
Idaho	Instructor Specialist, DJC	=	\$34,507	\$61,630	\$61,630		Performance				N	40
Illinois	Educator (BA)	+	\$34,176	\$50,088	\$62,685	181	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Institutional Teacher				\$69,674	326	Merit				N	37.5
Iowa	Educator	=	\$37,336	\$61,298	\$54,017	43	Performance				N	40
Kansas	No Match											
Kentucky	Industrial and Trade Teacher	=	\$27,470	\$36,037	\$30,562	3	Merit				N	37.5
Louisiana	No Match											
Maine	Teacher BS	=	\$39,541	\$60,424	\$43,255	21	Prog Step	12			Y	40
Maryland	Teacher SPC	=	\$46,565	\$60,716	\$58,634	29	Prog Step	20			Y	40
Massachusetts	Teacher (C)	=	\$36,229	\$57,872	\$58,415	71	Step	9			Y	30
Michigan	School Teacher-11 (A,B,C)	=	\$40,528	\$64,106	\$63,893	171	Step	12			Y	40
Minnesota	Special Teacher: BA/BS + Lic	=	\$40,779	\$58,172	\$51,511	19	Prog Step	9			Y	40
Mississippi	Academic Teacher I (MH/DHS)	=	\$41,500	\$72,625	\$47,411	117	Variable	Varies			N	40

Missouri	Academic Teacher II	=	\$32,256	\$45,984	\$31,113	8	Step		%	Longevity	Y	40
Montana	Teacher Secondary	=	\$31,312	\$46,968	\$39,645	21	Broadband			Longevity	V	40
Nebraska	Teacher	=	\$28,273	\$55,415	\$48,379	72	Negotiated			Longevity	Y	40
Nevada	Academic Teacher	=	\$41,321	\$61,408	\$49,172	14	Merit	9		Longevity	N	40
New Hampshire	Teacher I	-	\$43,599	\$57,898	\$49,953	11	Step	11	\$	Longevity	Y	40
New Jersey	Teacher 3	=	\$39,146	\$55,161	\$49,532	96	Step	10.5			Y	35
New Mexico	No Match											
New York	Teacher 4	=	\$45,293	\$57,033	\$54,436	697	Performance	7			Y	40
North Carolina	School Educator I	=	\$36,771	\$72,096	\$51,367	245	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	No Match											
Ohio	Teacher 2	=	\$39,936	\$64,085	\$59,102	9	Prog Step	13		Longevity	Y	40
Oklahoma	Correctional Teacher II	=			\$54,059	14	Legislated		\$1,062	Longevity	N	40
Oregon	Teacher - Special Schools	=	\$32,800	\$64,000	\$52,800	40	Step	20			Y	40
Pennsylvania	Teacher Correction Education	-	\$42,732	\$84,687	\$59,808	149	Prog Step	12	2.25%	Cash/Max	Y	37.5
Rhode Island	Teacher (Academic)	=	\$36,729	\$66,775	\$66,775	29	Step	8.5		Longevity	Y	35
South Carolina	Teacher	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	Rehabilitation Teacher		\$29,039	\$43,559			Open Range		\$	Longevity	N	40
Tennessee	Correctional Teacher	=			\$56,359	108	Legislated		\$	Longevity	N	37.5
Texas	No Match											
Utah	Psych/Develop Technician	-	\$21,736	\$34,452	\$22,935	684	Merit				N	40
Vermont	Correctional Instructor	=	\$36,920	\$57,491	\$49,833	26	Prog Step	24.5		Merit	Y	40
Virginia	Trainer Instructor II	=	\$31,352	\$64,347	\$44,961	296	Broadband		0-\$2,000	Recog	N	40
Washington	No Match											
West Virginia	Teacher 1	=	\$24,912	\$46,092	\$52,912	10	Merit				N	37.5
Wisconsin	Teacher	=	\$39,580	\$79,160	\$55,635	415	General				Y	40
Wyoming	Instructor 2	=	\$35,676	\$50,256	\$44,000		Classification				N	40

Summary:

Mean	\$36,417	\$60,216	\$51,574
Median	\$36,771	\$60,424	\$52,156
Weighted Mean	-----	-----	\$51,271

LICENSED PRACTICAL NURSE

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Licensed Practical Nurse	=	\$27,120	\$42,266	\$33,154	87	Step	Varies			N	40
Alaska	Licensed Practical Nurse	=	\$47,100	\$57,972	\$55,644	52	Merit	8	Location		Y	37.5
Arizona	Licensed Practical Nurse		\$37,685	\$58,038	\$48,501	113	Legislated		2.75%	Perform	N	40
Arkansas	LPN III/LPTN III	=	\$33,364	\$45,497	\$44,195	26	Merit		\$600-\$900	Career Srv	N	40
California	Licensed Vocational Nurse	=	\$39,996	\$48,612	\$47,187	71	Open Range				Y	40
Colorado	Health Care Technician I	=	\$30,516	\$44,136			Performance		2%	Perform	N	40
Connecticut	Licensed Practical Nurse	=	\$41,913	\$56,030	\$52,658	485	Step	11		Longevity	Y	35
Delaware	Licensed Practical Nurse II	=	\$28,612	\$47,686	\$33,365	8	Merit/SMV				Y	37.5
Dist. of Columbia	Licensed Practical Nurse		\$37,673	\$46,880	\$45,038	5	Step	15			Y	40
Florida	Lic Prac & Lic Voc Nurses 03	=	\$23,645	\$61,448	\$32,171	901	Broadband				V	40
Georgia	Nurse Licensed Practical, PH	=	\$20,039	\$35,062	\$27,819	245	Performance				N	40
Hawaii	Licensed Practical Nurse	=	\$37,248	\$45,108	\$42,418	20	Negotiated				Y	40
Idaho	Nurse, Licensed Practical	=	\$27,331	\$48,797			Performance				N	40
Illinois	Licensed Practical Nurse 2	=	\$33,552	\$46,800	\$45,618	245	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Licensed Practical Nurse	=	\$27,924	\$45,994	\$37,208	190	RD				N	37.5
Iowa	Licensed Practical Nurse	=	\$34,278	\$50,794	\$45,836	179	Negotiated				Y	40
Kansas	Licensed Practical Nurse	=	\$26,998	\$37,981	\$32,096	30	Prog Step	11			Y	40
Kentucky	Licensed Practical Nurse	=	\$22,414	\$49,130	\$34,791	98	Merit				N	37.5
Louisiana	Licensed Practical Nurse 2	=	\$23,504	\$46,987	\$35,632	699	Merit				N	40
Maine	Licensed Practical Nurse	=	\$28,517	\$37,170	\$31,227	27	Prog Step	7			Y	40
Maryland	Licensed Practical Nurse II	=	\$32,091	\$50,563	\$42,289	152	Prog Step	20			Y	40
Massachusetts	Licensed Practical Nurse I	=	\$32,805	\$44,311			Step	11			Y	40
Michigan	Practical Nurse, Licensed	=	\$39,958	\$50,926	\$45,936	335	Step	6			Y	40
Minnesota	Licensed Practical Nurse 2	+	\$34,452	\$47,815	\$45,226	425	Prog Step	11			Y	40
Mississippi	Nurse, Licensed Practical II	=	\$28,051	\$49,090	\$30,082	433	Variable	Varies			N	40

Missouri	Licensed Practical Nurse II	=	\$25,944	\$35,952	\$30,641	228	Step		%	Longevity	Y	40
Montana	Licensed Practical Nurse	=	\$29,340	\$44,009	\$35,942	55	Broadband			Longevity	V	40
Nebraska	Licensed Practical Nurse II	=	\$28,063	\$52,029	\$34,644	107	Negotiated			Longevity	Y	40
Nevada	Licensed Practical Nurse	=	\$34,932	\$51,365	\$41,321	70	Merit	9		Longevity	N	40
New Hampshire	Licensed Practical Nurse I	=	\$39,661	\$52,591	\$50,218	38	Step	11	\$	Longevity	Y	40
New Jersey	Practical Nurse	=	\$37,041	\$52,111	\$48,844	738	Step	10.5			Y	40
New Mexico	Lic Prac & Lic Voc Nurse-Op	=	\$20,363	\$36,213	\$36,816	50	Merit				Y	40
New York	Licensed Practical Nurse	=	\$32,226	\$39,555	\$37,384	1,348	Performance	7			Y	40
North Carolina	Licen Practical Nurse - Journey	=	\$24,600	\$50,100	\$40,399	234	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Licensed Practical Nurse I	-	\$23,076	\$38,460	\$33,422	4	Open Range				N	40
Ohio	Licensed Practical Nurse	=	\$39,645	\$49,650	\$46,895	534	Prog Step	6			Y	40
Oklahoma	Licensed Practical Nurse II	=	\$23,234	\$38,724	\$31,628	222	Pay Band		\$426	Longevity	N	40
Oregon	Licensed Practical Nurse	=	\$31,000	\$46,600	\$44,000	41	Step	8			Y	40
Pennsylvania	Licensed Practical Nurse	=	\$38,306	\$58,231	\$45,939	792	Prog Step	20	2.25%	Cash/Max	Y	40
Rhode Island	Licensed Practical Nurse	-	\$40,505	\$54,537	\$54,537	33	Step	10.5		Longevity	Y	35
South Carolina	Licensed Practical Nurse	=	\$20,450	\$37,840			Pay Band		\$	Bonus	N	40
South Dakota	Licensed Practical Nurse	=	\$26,608	\$39,912			Open Range		\$	Longevity	N	40
Tennessee	Licensed Practical Nurse 2	=	\$22,356	\$35,772	\$30,901	292	Legislated		\$	Longevity	N	37.5
Texas	Licensed Vocational Nurse II	=	\$26,180	\$35,975	\$32,686	759	Open Range		\$	Longevity	N	40
Utah	Licensed Practical Nurse II	=	\$29,295	\$43,973	\$34,842	82	Merit				N	40
Vermont	State Hospital LPN	=	\$41,642	\$59,763	\$44,916	7	Prog Step	24.5		Merit	Y	40
Virginia	Licensed Practical Nurse	=	\$23,999	\$49,255	\$36,923	42	Broadband		0-\$2,000	Recog	N	40
Washington	Licensed Practical Nurse 2	=	\$32,688	\$42,588			Merit	4.5			V	40
West Virginia	Licensed Practical Nurse	=	\$21,504	\$39,792	\$28,984	193	Merit				N	37.5
Wisconsin	Licensed Practical Nurse	=	\$36,045	\$54,067	\$43,543	260	Trans Grid				Y	40
Wyoming	Licensed Practical Nurse	=	\$30,912	\$41,760	\$36,319		Classification				N	40

Summary:

Mean
Median
Weighted Mean

\$30,910
\$30,516

\$46,587
\$46,880

\$39,774
\$37,384
\$39,295

REGISTERED NURSE

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Staff Nurse	=	\$35,590	\$56,686	\$52,384	176	Step	Varies			N	40
Alaska	Nurse II	=	\$54,264	\$66,264	\$62,735	79	Merit	8	Location		Y	37.5
Arizona	Psych Nurse II		\$43,812	\$85,546	\$71,924	138	Legislated		2.75%	Perform	N	40
Arkansas	Health Public Health Nurse I	=	\$31,907	\$52,332	\$42,838	102	Merit		\$600-\$900	Career Srv	N	40
California	Registered Nurse	=	\$83,256	\$96,360	\$85,976	362	Open Range				Y	40
Colorado	Nurse I	=	\$49,692	\$71,892	\$60,156	414	Performance		2%	Perform	N	40
Connecticut	Nurse	=	\$48,183	\$63,788	\$59,264	192	Step	11		Longevity	Y	35
Delaware	Registered Nurse II	=	\$42,305	\$70,508	\$46,938	9	Merit/SMV				Y	37.5
Dist. of Columbia	Nurse		\$59,934	\$76,510	\$71,622	5	Step	15			Y	40
Florida	Registered Nurses 01	+	\$25,774	\$66,980	\$42,348	654	Broadband				Y	40
Georgia	Nurse PH	=	\$32,418	\$56,724	\$40,871	288	Performance				N	40
Hawaii	Registered Nurse III	=	\$68,736	\$85,320	\$81,195	172	Negotiated				Y	40
Idaho	Nurse, Registered	=	\$38,958	\$69,555			Performance				N	40
Illinois	Registered Nurse 2	=	\$52,500	\$71,412	\$70,472	395	Prog Step	8	\$25 or \$50	Longevity	Y	37.5
Indiana	Nurse	=	\$40,300	\$67,002	\$55,013	96	RD				N	37.5
Iowa	Registered Nurse	=	\$42,370	\$64,522	\$56,568	266	Negotiated				Y	40
Kansas	Registered Nurse Sr	=	\$43,950	\$61,838	\$51,034	181	Prog Step	11			Y	40
Kentucky	Registered Nurse	=	\$34,179	\$63,060	\$44,740	92	Merit				N	37.5
Louisiana	Registered Nurse 2	=	\$35,298	\$70,512	\$50,994	1,380	Merit				N	40
Maine	Nurse II	=	\$37,856	\$49,254	\$48,876	5	Prog Step	7	\$1	Recruit	Y	40
Maryland	Registered Nurse	=	\$41,074	\$65,568	\$54,418	149	Prog Step	20			Y	40
Massachusetts	Registered Nurse I	=	\$45,406	\$73,920			Step	11			Y	40
Michigan	Registered Nurse (P11)	=	\$42,720	\$69,280	\$54,460	28	Step	6			Y	40
Minnesota	Registered Nurse Senior	=	\$52,680	\$78,008	\$75,210	225	Prog Step	12			Y	40
Mississippi	Nurse II	=	\$39,552	\$69,217	\$42,425	285	Variable	Varies			N	40

Missouri	Registered Nurse II	=	\$35,952	\$51,156	\$43,049	60	Step		%	Longevity	Y	40
Montana	Registered Nurse	=	\$42,336	\$63,504	\$48,755	109	Broadband			Longevity	V	40
Nebraska	Nurse II	=	\$37,469	\$69,466	\$46,166	143	Negotiated			Longevity	Y	40
Nevada	Registered Nurse	=	\$47,042	\$70,365			Merit	9		Longevity	N	40
New Hampshire	Registered Nurse III	=	\$52,591	\$71,036	\$69,433	55	Step	11		Longevity	Y	40
New Jersey	Staff Nurse	=	\$44,750	\$63,279	\$59,436	90	Step	10.5			Y	40
New Mexico	Registered Nurse - Oper'l	+	\$34,050	\$60,528	\$49,254	78	Merit				Y	40
New York	Nurse 2	=	\$42,886	\$54,093	\$53,174	1,979	Performance	7			Y	40
North Carolina	Professional Nurse - Contrib	=	\$37,700	\$80,000	\$54,592	6	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Registered Nurse II	=	\$33,816	\$56,352	\$44,723	94	Open Range				N	40
Ohio	Nurse 1	=	\$51,792	\$72,446	\$65,961	387	Prog Step	8			Y	40
Oklahoma	Registered Nurse II	=	\$30,920	\$51,534	\$39,278	235	Pay Band		\$426	Longevity	N	40
Oregon	Institution Registered Nurse	=	\$52,500	\$76,000	\$64,300	180	Step	8			Y	40
Pennsylvania	Registered Nurse	=	\$49,928	\$75,841	\$62,096	1,010	Prog Step	20	2.25%	Cash/Max	Y	40
Rhode Island	Registered Nurse A	-	\$50,638	\$70,650	\$70,650	94	Step	10.5		Longevity	Y	35
South Carolina	Registered Nurse I	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	Human Services Nurse	=	\$35,863	\$53,794			Open Range		\$	Longevity	N	40
Tennessee	Registered Nurse 2	=			\$43,862	472	Legislated		\$	Longevity	N	37.5
Texas	Nurse II	=	\$39,118	\$59,473	\$50,526	637	Open Range		\$	Longevity	N	40
Utah	Registered Nurse II	=	\$38,377	\$57,691	\$51,127	132	Merit			Longevity	N	40
Vermont	Vets Home Registered Nurse	=	\$47,258	\$73,589	\$59,788	15	Prog Step	24.5		Merit	Y	40
Virginia	Registered Nurse I	=	\$31,352	\$64,347	\$47,583	186	Broadband		0-\$2,000	Recog	N	40
Washington	Registered Nurse 1	=	\$38,556	\$50,568			Merit	4.5			V	40
West Virginia	Nurse 2	+	\$31,164	\$57,660	\$39,746	58	Merit				N	37.5
Wisconsin	Nurse Clinician 2	=	\$58,291	\$98,906	\$68,670	583	Trans Grid				Y	40
Wyoming	Nurse 5	=	\$39,660	\$57,408	\$50,251		Classification				N	40

Summary:	Mean	\$43,140	\$66,755	\$55,664
	Median	\$41,690	\$66,622	\$53,174
	Weighted Mean	-----	-----	\$55,275

PSYCHOLOGIST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Psychologist	=	\$52,663	\$80,276	\$72,040	6	Step	Varies			N	40
Alaska	Mental Health Clinician II	=	\$54,264	\$66,264	\$60,304	26	Merit	8	Location		Y	37.5
Arizona	Psychologist 2		\$43,240	\$73,779	\$62,897	20	Legislated		2.75%	Perform	N	40
Arkansas	Psychologist	=	\$56,487	\$80,141	\$75,001	17	Merit		\$600-\$900	Career Srv	N	40
California	Psychologist - Clinical	+	\$100,800	\$107,160	\$102,341	613	Open Range				Y	40
Colorado	Psychologist I	+	\$65,172	\$94,236	\$78,996	37	Performance		2%	Perform	N	40
Connecticut	Psychologist - Clinical	=	\$69,240	\$94,162	\$85,134	45	Step	11		Longevity	Y	35
Delaware	Psychologist	=	\$52,433	\$78,649	\$70,025	33	Merit				N	37.5
Dist. of Columbia	Clinical Psychologist Grade 13		\$74,888	\$96,497	\$85,327	23	Step	15			Y	40
Florida	Clinical Couns & Sch Psych 03	+	\$30,622	\$83,558	\$45,158	351	Broadband				Y	40
Georgia	Psychologist	=	\$52,173	\$91,138	\$74,084	27	Performance				N	40
Hawaii	Clinical Psychologist VI	=	\$55,500	\$82,128	\$69,693	15	Negotiated				Y	40
Idaho	Clinician	=	\$38,958	\$69,555			Performance				N	40
Illinois	Psychologist 1	=	\$48,624	\$73,308	\$53,564	6	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Behavioral Clinician 3	=	\$32,604	\$56,264	\$40,101	28	RD				N	37.5
Iowa	Psychologist 2	=	\$45,677	\$70,845	\$61,635	37	Negotiated				Y	40
Kansas	Psychologist II	=	\$48,485	\$68,182	\$52,246	26	Prog Step	11			Y	40
Kentucky	Certified Psychologist Assoc I	=	\$36,500	\$64,686	\$47,523	31	Merit				N	37.5
Louisiana	Psychologist 2	+	\$43,243	\$86,382	\$73,682	12	Merit				N	40
Maine	Psychologist II	=	\$45,219	\$61,360	\$61,360	1	Prog Step	7			Y	40
Maryland	Psychology Assoc III, Masters	=	\$36,280	\$56,567	\$51,903	5	Prog Step	20			Y	40
Massachusetts	Psychologist I	=	\$47,715	\$77,681	\$77,681	2	Step	11			Y	37.5
Michigan	Psychologist 9 (P11)	=	\$40,653	\$71,806	\$66,021	133	Step	6			Y	40
Minnesota	Psychologist 2	=	\$46,312	\$68,257	\$67,505	25	Prog Step	11			Y	40
Mississippi	Psychologist I	=	\$41,284	\$72,247	\$46,519	90	Variable	Varies			N	40

Missouri	Associate Psychologist II	=	\$37,296	\$53,292	\$44,881	12	Step		%		Longevity	Y	40
Montana	Clinical Psychologist Specialist	=	\$39,556	\$59,334	\$44,970	10	Broadband				Longevity	V	40
Nebraska	Psychologist II	=	\$45,334	\$65,655	\$55,022	1	Negotiated				Longevity	Y	40
Nevada	Psychologist	=	\$49,172	\$73,602	\$58,693	1	Merit	9			Longevity	N	40
New Hampshire	Psychological Associate II	+	\$48,770	\$66,008	\$64,854	4	Step	11	\$		Longevity	Y	37.5
New Jersey	Staff Clinical Psychologist 2	=	\$46,808	\$66,269	\$58,701	2	Step	10.5				Y	35
New Mexico	Clinic Couns/Schl Psych-Opri	=	\$30,534	\$54,309	\$45,594	45	Merit					Y	40
New York	Psychologist 1	=	\$55,849	\$68,878	\$60,984	29	Performance	7				Y	40
North Carolina	Senior Psychologist I	=	\$58,270	\$97,279	\$74,311	28	Legislated		1.5% - 4.5%		Longevity	N	40
North Dakota	Lic Exempt Psychologist I	-	\$36,984	\$61,632	\$47,422	5	Open Range					N	40
Ohio	Psychology Assistant 2	-	\$51,792	\$85,405	\$72,798	104	Prog Step	6				Y	40
Oklahoma	Psychological Clinician II	=	\$37,752	\$62,920	\$43,478	56	Pay Band		\$850		Longevity	N	40
Oregon	Clinical Psychologist 1	=	\$49,100	\$71,800	\$55,500	9	Step	8				Y	40
Pennsylvania	Psychologist	=	\$46,807	\$71,101	\$64,907	3	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Clinical Psychologist	=	\$49,547	\$56,039	\$55,913	11	Step	2.5			Longevity	Y	35
South Carolina	Psychiatric Resident	-	\$36,840	\$68,160			Pay Band		\$		Bonus	N	40
South Dakota	Psychologist Assistant	=	\$29,039	\$43,559	\$46,767	8	Legislated		\$		Longevity	N	40
Tennessee	Psychological Examiner 1	=	\$35,400	\$56,664	\$69,302	40	Open Range		\$		Longevity	N	37.5
Texas	Psychologist II	=	\$56,785	\$91,543	\$66,797	13	Merit		\$		Longevity	N	40
Utah	Psychologist	=	\$47,711	\$71,681								N	40
Vermont	Corrections Psychologist	=	\$43,763	\$68,474	\$54,142	1	Prog Step	24.5			Merit	Y	40
Virginia	Psychologist I	=	\$31,352	\$64,347	\$44,814	24	Broadband		0-\$2,000		Recog	N	40
Washington	Psych Affiliate	=	\$34,260	\$44,712	\$35,887	7	Merit	4.5				V	40
West Virginia	Psychologist 1	=	\$31,164	\$57,660	\$55,234	65	Merit					N	37.5
Wisconsin	Psychologist Associate B	=	\$47,732	\$71,821	\$63,091		General					Y	40
Wyoming	Psychological Services Spec 2	=	\$51,024	\$66,876			Classification					N	40

Summary:

Mean	\$46,817	\$71,454	\$60,953
Median	\$46,807	\$69,555	\$60,984
Weighted Mean	-----	-----	\$70,583

PSYCHOLOGIST SENIOR/LEAD

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Employees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Senior Psychologist	=	\$64,078	\$97,766	\$92,078	2	Step	Varies			N	40
Alaska	Mental Health Clinician III	=	\$62,028	\$75,852	\$72,165	35	Merit	8	Location		Y	37.5
Arizona	Psychologist 3	=	\$46,932	\$80,150	\$71,201	3	Legislated		2.75%	Perform	N	40
Arkansas	Psychologist Supervisor	=	\$76,618	\$85,383	\$83,015	4	Merit		\$600-\$900	Career Srv	N	40
California	Senior Psychologist - Clinical	=	\$111,024	\$115,962	\$113,955	131	Open Range				Y	40
Colorado	Psychologist II	+	\$69,936	\$101,160	\$91,380	19	Performance		2%	Perform	N	40
Connecticut	Supervising Psychologist 1	=	\$74,906	\$101,467	\$97,892	18	Step	11		Longevity	Y	35
Delaware	Psychologist Supervisor	=	\$60,035	\$90,053	\$75,853	7	Merit				N	37.5
Dist. of Columbia	Clinical Psychologist Grade 14		\$88,545	\$123,963	\$90,537	2	Step	15			Y	40
Florida	Clinical Couns & Sch Psych 04	+	\$39,656	\$103,056	\$68,922	119	Broadband				Y	40
Georgia	No Match											
Hawaii	Clinical Psychologist VII	+	\$62,424	\$92,400	\$85,486	13	Negotiated				Y	40
Idaho	Chief of Psychology	=	\$52,728	\$94,141			Performance				N	40
Illinois	Psychologist 3	=	\$54,240	\$82,476	\$83,386	36	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Psychologist	=	\$47,658	\$86,944	\$71,198	7	RD				N	37.5
Iowa	Psychologist 3	=	\$50,378	\$77,896	\$74,483	20	Negotiated				Y	40
Kansas	Psychologist III	=	\$53,414	\$75,150	\$57,131	13	Prog Step	11			Y	40
Kentucky	Licensed Psychologist II	=	\$57,757	\$89,437	\$67,474	6	Merit				N	37.5
Louisiana	Psychologist 3	=	\$49,525	\$98,904	\$81,834	26	Merit				N	40
Maine	Psychologist III	=	\$48,734	\$66,331	\$57,720	8	Prog Step	7			Y	40
Maryland	Psychologist I	=	\$46,563	\$74,725	\$58,746	7	Prog Step	20			Y	40
Massachusetts	Psychologist IV	=	\$66,780	\$108,716	\$106,550	58	Step	11			Y	37.5
Michigan	Psychologist 12	=	\$53,515	\$78,425	\$75,562	21	Step	6			Y	40
Minnesota	Psychologist 3	=	\$53,265	\$79,198	\$75,460	41	Prog Step	11			Y	40
Mississippi	Psychologist II	=	\$45,352	\$79,366	\$51,410	6	Variable	Varies			N	40

Missouri	Psychologist II	=	\$53,292	\$76,284	\$65,803	15	Step		%	Longevity	N	40
Montana	Clinical Psychologist	=	\$47,467	\$71,201	\$60,694	11	Broadband			Longevity	V	40
Nebraska	Psychologist III	=	\$48,739	\$70,587	\$69,713	1	Negotiated			Longevity	V	40
Nevada	Psychologist 4	=	\$61,408	\$92,728	\$73,602	2	Merit	9			N	40
New Hampshire	Psychologist	=	\$53,138	\$72,852	\$71,461	11	Step	11	\$		Y	37.5
New Jersey	Clinical Psychologist 1	=	\$61,510	\$87,581	\$73,353	34	Step	10.5			Y	35
New Mexico	Clinic Couns/Schl Psych-Adv	+	\$34,050	\$60,528	\$58,677	42	Merit				Y	40
New York	Psychologist 2	=	\$61,963	\$76,101	\$72,924	371	Performance	7			Y	40
North Carolina	Senior Psychologist II	=	\$63,695	\$106,787	\$90,478	1	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Licensed Psychologist II	=	\$56,004	\$93,336	\$73,933	12	Open Range				N	40
Ohio	Psychologist	=	\$62,650	\$87,880	\$86,468	85	Prog Step	8			Y	40
Oklahoma	Psychological Clinician III	=	\$41,906	\$69,843	\$49,971	19	Pay Band		\$1,250	Longevity	N	40
Oregon	Clinical Psychologist 2	=	\$53,900	\$79,000	\$65,200	25	Step	8			Y	40
Pennsylvania	Licensed Psychologist Mngr	+	\$53,438	\$81,194	\$73,638	42	Prog Step	20	2.25%	Cash/Max	N	37.5
Rhode Island	Clinical Psychologist (PH.D)	=	\$54,942	\$61,900	\$61,900	1	Step	2.5		Longevity	Y	35
South Carolina	Chief Psychologist	=	\$44,825	\$82,930			Pay Band		\$	Bonus	N	40
South Dakota	No Match	=										
Tennessee	Psychologist	=	\$64,435	\$103,874	\$68,781	40	Legislated		\$	Longevity	N	37.5
Texas	Psychologist III	=	\$53,181	\$79,908	\$75,420	16	Open Range		\$	Longevity	N	40
Utah	Supervising Psychologist	=	\$46,426	\$72,779	\$77,841	3	Merit				N	40
Vermont	State Hosp Psychologist	-	\$40,959	\$84,062	\$63,798	67	Prog Step	24.5		Merit	Y	40
Virginia	Psychologist II	=	\$44,712	\$58,656			Broadband		0-\$2,000	Recog	N	40
Washington	Psych Associate	+	\$35,028	\$64,812	\$48,416	4	Merit	4.5			V	40
West Virginia	Psychologist 2	=	\$55,537	\$83,526	\$71,499	98	Merit				N	37.5
Wisconsin	Psychologist Licensed	=	\$56,700	\$74,292	\$70,433		General				Y	40
Wyoming	Psychologist	=					Classification				N	40

Summary:	Mean	\$55,958	\$84,408	\$73,943
	Median	\$53,477	\$81,835	\$72,924
	Weighted Mean	-----	-----	\$76,482

PROGRAMMER/ANALYST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Programmer Analyst	=	\$55,327	\$84,276	\$74,319	167	Step	Varies			N	40
Alaska	Analyst/ Programmer III	=	\$50,652	\$62,028	\$56,486	46	Merit	8		Location	Y	37.5
Arizona	No Match	=										
Arkansas	DIS Programmer/ Analyst	=	\$49,939	\$49,939	\$49,939	1	Merit			Career Srv	N	40
California	Staff Prog. Analyst (Specialist)	=	\$60,780	\$77,592	\$72,704	691	Open Range				Y	40
Colorado	Applications Programmer II	=	\$46,980	\$67,740	\$61,272	5	Performance		2%	Perform	N	40
Connecticut	IT Analyst 1	+	\$52,610	\$67,361	\$57,663	37	Step	9		Longevity	Y	40
Delaware	Application Support Specialist	=	\$39,998	\$59,996	\$48,856	10	Merit				N	37.5
Dist. of Columbia	IT Specialist Grade 12		\$65,001	\$83,154	\$70,725	83	Step	15			Y	40
Florida	Computer Programmers 02	+	\$25,774	\$66,980			Broadband				V	40
Georgia	Programmer Analyst 2	=	\$39,038	\$68,418	\$52,392	69	Performance				N	40
Hawaii	No Match											
Idaho	IT Programmer Analyst	=	\$34,507	\$61,630			Performance				N	40
Illinois	Information Services Spec 2	=	\$46,032	\$69,312	\$65,412	229	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Appl System Program Analyst 2	=	\$46,878	\$77,844	\$54,856	85	RD				N	37.5
Iowa	Information Tech Specialist 3	=	\$40,456	\$61,298	\$60,797	90	Negotiated				Y	40
Kansas	Applications Developer II	=	\$46,093	\$64,938	\$50,709	107	Prog Step	11			Y	40
Kentucky	Programmer Analyst II	=	\$35,246	\$49,026	\$42,343	9	Merit				N	37.5
Louisiana	IT Application Prog/Analyst 1	=	\$34,216	\$68,099	\$44,697	66	Merit				N	40
Maine	Programmer Analyst	=	\$35,859	\$48,526	\$45,140	57	Prog Step	7	15%	Recruit	Y	40
Maryland	DP Programmer Analyst II	=	\$43,725	\$69,999	\$57,796	112	Prog Step	20			Y	40
Massachusetts	EDP Programmer II	=	\$35,713	\$51,619	\$48,049	11	Step	13			Y	37.5
Michigan	IT Programmer Analyst (P11)	=	\$34,911	\$64,039	\$61,011	382	Step	6			N	40
Minnesota	Information Tech Specialist 3	=	\$47,690	\$78,404	\$69,530	704	Prog Step	14			Y	40
Mississippi	Programmer Analyst II	=	\$41,164	\$72,037	\$45,370	62	Variable	Varies			N	40

Missouri	Computer Info Tech III	=	\$41,712	\$61,620	\$45,848	326	Step		%		Longevity	N	40
Montana	Computer Programmer	=	\$40,157	\$60,235	\$51,542	56	Broadband				Longevity	V	40
Nebraska	IT Applications Developer	=	\$38,898	\$52,853	\$46,143	32	Negotiated				Longevity	V	40
Nevada	IT Professional	=	\$45,079	\$67,191	\$53,682	140	Merit	9			Longevity	N	40
New Hampshire	Systems Development Spec II	+	\$37,850	\$50,915	\$40,380	9	Step	11	\$		Longevity	Y	37.5
New Jersey	Software Develop Specialist 2	=	\$58,751	\$83,581	\$80,446	132	Step	10.5				Y	35
New Mexico	IT Applications Developer II	+	\$38,168	\$68,870	\$57,179	64	Merit					N	40
New York	Info Tech Specialist 1	=	\$47,860	\$59,362	\$51,548	559	Performance	7				Y	40
North Carolina	Bus & Tech Application Analyst	=	\$39,816	\$98,718	\$66,702	221	Legislated		1.5% - 4.5%		Longevity	N	40
North Dakota	Programmer / Analyst II	=	\$36,984	\$61,632	\$47,211	42	Open Range					N	40
Ohio	Programmer/Analyst 2	=	\$45,282	\$66,269	\$58,505	56	Prog Step	9				Y	40
Oklahoma	Info Systems Apps Specialist II	=	\$30,920	\$51,534	\$42,627	38	Pay Band		\$1,500		Longevity	N	40
Oregon	Info Systems Specialist 4	=	\$40,500	\$58,500	\$52,600		Step	8				Y	40
Pennsylvania	Computer Programmer 2	=	\$35,912	\$54,592	\$53,438	3	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Programmer/Analyst I	+	\$47,442	\$53,270	\$53,270	18	Step	2.5			Longevity	Y	35
South Carolina	Computer Programmer I	=	\$24,881	\$46,033			Pay Band		\$		Bonus	N	40
South Dakota	Programmer Analyst	=	\$35,863	\$53,794			Open Range		\$		Longevity	N	40
Tennessee	Programmer/Analyst 2	=	\$40,512	\$64,836	\$41,897	13	Legislated		\$		Longevity	N	37.5
Texas	Programmer III	=	\$44,254	\$67,270	\$52,698	99	Open Range		\$		Longevity	N	40
Utah	IT Analyst II	=	\$51,762	\$82,100	\$66,748	225	Merit					N	40
Vermont	Systems Developer II	=	\$41,208	\$64,501	\$51,402	58	Prog Step	24.5			Merit	Y	40
Virginia	Info Technology Spec II	=	\$40,959	\$84,062	\$50,465	156	Broadband		0-\$2,000		Recog	N	40
Washington	IT Application Specialist 3	=	\$49,368	\$64,740			Merit	4.5				V	40
West Virginia	Programmer/Analyst 2	+	\$37,140	\$68,712	\$42,544	57	Merit					N	37.5
Wisconsin	IS Systems Dev Serv Prof	=	\$34,598	\$79,576	\$46,049	33	Broadband				DCA	Y	40
Wyoming	Computer Tech Specialist 3	=	\$40,980	\$58,776	\$51,589		Classification					N	40

Summary:

Mean
Median
Weighted Mean

\$42,356
\$40,959

\$65,465
\$64,836

\$54,422
\$52,496
\$59,651

PROGRAMMER/ANALYST SENIOR/LEAD

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Programmer Analyst, Sr	=	\$64,078	\$97,766	\$90,584	48	Step	Varies			N	40
Alaska	Analyst/ Programmer IV	=	\$57,972	\$70,872	\$68,503	116	Merit	8		Location	Y	37.5
Arizona	No Match	=										
Arkansas	DIS Senior Programmer/ Analyst	=	\$34,702	\$63,815	\$42,903	4	Merit			Career Srv	N	40
California	Sr. Program. Analyst (Spec.)	=	\$66,852	\$85,308	\$81,149	358	Open Range				Y	40
Colorado	Applications Programmer III	=	\$51,780	\$74,676	\$67,608	4	Performance		2%	Perform	N	40
Connecticut	IT Analyst 2	+	\$66,911	\$84,799	\$77,299	305	Step	9		Longevity	Y	40
Delaware	Sr Application Support Specialist	=	\$45,801	\$68,701	\$56,636	92	Merit				N	37.5
Dist. of Columbia	IT Specialist Grade 13	=	\$74,888	\$96,497	\$83,905	80	Step	15			Y	40
Florida	Computer Programmers 02	=	\$25,774	\$66,980			Broadband				V	40
Georgia	Programmer Analyst 3	=	\$43,063	\$75,523	\$65,415	59	Performance				N	40
Hawaii	No Match	=										
Idaho	IT Programmer Analyst, Sr	=	\$38,958	\$69,555			Performance				N	40
Illinois	Information Systems Analyst I	=	\$51,324	\$77,832	\$75,678	326	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Appl System Program Analyst 1	=	\$53,950	\$89,284	\$63,535	89	RD				N	37.5
Iowa	Information Tech Specialist 4	=	\$58,323	\$89,710	\$86,106	189	Negotiated				Y	40
Kansas	Applications Developer III	=	\$50,918	\$71,594	\$56,651	99	Prog Step	11			Y	40
Kentucky	Programmer Analyst III	=	\$40,000	\$72,334	\$50,032	30	Merit				N	37.5
Louisiana	IT Appl Prog/Analyst 2	=	\$39,166	\$77,958	\$56,632	145	Merit				N	40
Maine	Senior Programmer Analyst	=	\$42,307	\$57,450	\$55,627	51	Prog Step	7	15%	Recruit	Y	40
Maryland	DP Prog Analyst Lead/ Adv	=	\$46,563	\$74,725	\$63,817	116	Prog Step	20			Y	40
Massachusetts	EDP Systems Analyst IV	=	\$53,081	\$76,568	\$73,748	129	Step	13			Y	37.5
Michigan	IT Programmer Analyst 12	=	\$48,045	\$69,050	\$68,528	323	Step	6			N	40
Minnesota	Information Tech Specialist 4	=	\$52,952	\$87,383	\$82,413	547	Prog Step	14			Y	40
Mississippi	Lead Programmer Analyst	=	\$55,274	\$96,730	\$62,223	25	Variable	Varies			N	40

Missouri	Computer Info Tech Spec II	=	\$53,292	\$76,284	\$60,670	87	Step		%	Longevity	N	40
Montana	Computer Programmer	=	\$48,188	\$72,282	\$59,114	13	Broadband			Longevity	V	40
Nebraska	IT Applic Developer/Staff Spec	=	\$54,473	\$70,587	\$68,066	2	Negotiated			Longevity	Y	40
Nevada	IT Professional 4	=	\$53,682	\$80,680	\$64,226	91	Merit	9		Longevity	N	40
New Hampshire	Systems Development Spec VI	+	\$55,497	\$76,187	\$70,518	25	Step	11	\$	Longevity	Y	37.5
New Jersey	Software Develop Specialist 3	=	\$67,448	\$96,189	\$95,940	141	Step	10.5			Y	35
New Mexico	IT Applications Developer III	=	\$48,963	\$87,048	\$72,030	137	Merit				N	40
New York	Info Tech Specialist 3	=	\$61,963	\$76,101	\$69,905	1,421	Performance	7			Y	40
North Carolina	Bus & Tech Application Analyst	=	\$39,816	\$98,718	\$76,101	197	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Programmer / Analyst III	=	\$40,656	\$67,752	\$55,641	55	Open Range				N	40
Ohio	Programmer/Analyst 5	+	\$60,091	\$88,462	\$87,153	195	Prog Step	9			Y	40
Oklahoma	Info Systems Apps Specialist III	=	\$34,012	\$56,686	\$48,468	43	Pay Band		\$1,062	Longevity	N	40
Oregon	Info Systems Specialist 5	=	\$45,300	\$65,400	\$59,800		Step	8			Y	40
Pennsylvania	Computer Programmer 3	=	\$41,017	\$62,338	\$62,338	3	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Programmer/Analyst II	+	\$54,942	\$61,900	\$61,900	22	Step	2.5		Longevity	Y	35
South Carolina	Computer Programmer II	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	Senior Programmer Analyst		\$39,804	\$59,706			Open Range		\$	Longevity	N	40
Tennessee	Programmer/Analyst 4	=	\$52,260	\$83,616	\$63,929	139	Legislated		\$	Longevity	N	37.5
Texas	Programmer V	=	\$56,785	\$91,543	\$71,889	144	Open Range		\$	Longevity	N	40
Utah	IT Analyst III	=	\$60,907	\$96,612	\$81,535	136	Merit				N	40
Vermont	Systems Developer III	=	\$49,338	\$77,376	\$63,529	54	Prog Step	24.5		Merit	Y	40
Virginia	Info Technology Spec II	=	\$40,959	\$84,062	\$61,425	116	Broadband		0-\$2,000	Recog	N	40
Washington	IT Application Specialist IV	=	\$54,504	\$71,496			Merit	4.5			V	40
West Virginia	Programmer/Analyst 3	=	\$39,372	\$72,840	\$47,789	51	Merit			DCA	N	37.5
Wisconsin	IS Systems Dev Serv Sr.	=	\$45,088	\$103,705	\$58,289	233	Broadband				Y	40
Wyoming	Computer Tech Specialist 2	=	\$46,200	\$66,996	\$58,100		Classification				N	40

Summary:	Mean	\$49,745	\$77,463	\$66,985
	Median	\$50,918	\$76,101	\$64,078
	Weighted Mean	-----	-----	\$70,711

SYSTEMS ANALYST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	IT Systems Specialist	=	\$59,518	\$90,725	\$78,561	118	Step	Varies			N	40
Alaska	Systems Programmer II	=	\$66,264	\$81,276	\$72,093	24	Merit	8		Location	Y	37.5
Arizona	No Match	=									N	40
Arkansas	Lead Programmer /Analyst	=	\$36,068	\$66,356	\$49,714	40	Merit		\$600-\$900	Career Srv	N	40
California	No Match	=										
Colorado	IT Professional II	=	\$54,360	\$78,420			Performance		2%	Perform	N	40
Connecticut	IT Supervisor	+	\$76,015	\$97,265	\$94,498	32	Step	9		Longevity	Y	40
Delaware	Sr Appl Support Specialist	=	\$45,801	\$68,701	\$56,636	92	Merit				N	37.5
Dist. of Columbia	IT Specialist - System Analyst		\$65,001	\$83,154	\$63,750	2	Step	15			Y	40
Florida	Computer Systems Analyst 03	+	\$30,622	\$83,558			Broadband				V	40
Georgia	Systems Analyst	=	\$47,280	\$82,962	\$61,514	14	Performance				N	40
Hawaii	IT Specialist I	=	\$45,576	\$67,488			Negotiated				Y	40
Idaho	IT Systems Analyst	=	\$44,034	\$78,624			Performance				N	40
Illinois	Info Systems Analyst 2	+	\$57,576	\$87,972	\$87,280	490	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Application Developer 2	=	\$58,604	\$97,084	\$68,607	14	RD				N	37.5
Iowa	Info Tech Specialist 4	=	\$50,378	\$77,896	\$72,781	214	Negotiated				Y	40
Kansas	Systems Software Analyst II	=	\$46,093	\$64,938	\$49,591	23	Prog Step	11			Y	40
Kentucky	Systems Analyst II	=	\$35,246	\$43,567	\$38,801	15	Merit				N	37.5
Louisiana	IT Applications Project Leader	=	\$44,845	\$89,253	\$69,308	65	Merit				N	40
Maine	Systems Analyst	=	\$42,307	\$57,450	\$55,903	43	Prog Step	7	15%	Recruit	Y	40
Maryland	DP Functional Analyst II	=	\$41,074	\$65,568	\$54,330	85	Prog Step	20			Y	40
Massachusetts	EDP Systems Analyst III	=	\$48,314	\$70,044	\$65,393	265	Step	13			Y	37.5
Michigan	IT Programmer Analyst (P11)	=	\$34,911	\$64,039	\$61,011	382	Step	6			N	40
Minnesota	Information Tech Specialist 4	=	\$52,952	\$87,383	\$82,413	547	Prog Step	14			Y	40
Mississippi	Business Systems Analyst II	=	\$51,358	\$89,878	\$57,085	69	Variable	Varies			N	40

Missouri	Computer Info Tech Spec I	=	\$45,984	\$67,080	\$52,084	234	Step		%		Longevity	N	40
Montana	Computer Systems Analyst	=	\$45,230	\$67,846	\$55,266	123	Broadband				Longevity	V	40
Nebraska	IT Business Systems Analyst	=	\$40,508	\$55,058	\$46,320	64	Negotiated				Longevity	V	40
Nevada	IT Technician	=	\$34,932	\$51,364	\$41,321	8	Merit	9			Longevity	N	40
New Hampshire	Technical Support Specialist V	+	\$53,138	\$72,852	\$66,060	36	Step	11	\$		Longevity	Y	37.5
New Jersey	Project Mgr, Data Processing	=	\$70,642	\$100,810	\$99,047	53	Step	10.5				Y	35
New Mexico	IT Project Manager	+	\$48,963	\$87,048	\$73,362	21	Merit					N	40
New York	Info Tech Specialist 2	=	\$47,860	\$59,362	\$51,548	559	Performance	7				Y	40
North Carolina	Bus & Tech Applicat Specialist	=	\$50,000	\$114,837	\$85,517	218	Legislated		1.5% - 4.5%		Longevity	N	40
North Dakota	No Match												
Ohio	Systems Analyst 2	+	\$60,091	\$88,462	\$88,138	85	Prog Step	9				Y	40
Oklahoma	Info Systems Planning Spec III	=	\$41,906	\$69,843	\$50,976	40	Pay Band		\$1,500		Longevity	N	40
Oregon	Info Systems Specialist 5	=	\$45,300	\$65,400	\$59,800		Step	8				Y	40
Pennsylvania	Applications Developer 2	=	\$46,807	\$71,101	\$56,648	204	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Systems Analyst	+	\$39,838	\$45,931	\$45,931	2	Step	3.5			Longevity	Y	35
South Carolina	Systems Programmer I	=	\$36,840	\$68,160			Pay Band		\$		Bonus	N	40
South Dakota	Sr Systems Programmer		\$44,412	\$66,618			Open Range		\$		Longevity	N	40
Tennessee	Info Systems Analyst 2	=	\$34,692	\$55,512	\$35,787	14	Legislated		\$		Longevity	N	37.5
Texas	Systems Analyst III	=	\$44,254	\$67,270	\$52,167	502	Open Range		\$		Longevity	N	40
Utah	No Match												
Vermont	Systems Analyst II	=	\$43,763	\$68,474	\$54,142	1	Prog Step	24.5			Merit	Y	40
Virginia	Info Technology Spec III	=	\$53,510	\$109,818	\$75,726	135	Broadband		0-\$2,000		Recog	N	40
Washington	IT Systems Specialist 3	=	\$49,368	\$64,740			Merit	4.5				V	40
West Virginia	Programmer/Analyst 3	-	\$39,372	\$72,840	\$47,789	51	Merit					N	37.5
Wisconsin	IS Systems Dev Serv Sr.	=	\$45,088	\$103,705	\$58,289	233	Broadband				DCA	Y	40
Wyoming	Computer Tech Specialist 1	=	\$54,396	\$76,500	\$66,175		Classification					N	40

Summary:

Mean	\$47,896	\$75,409	\$62,534
Median	\$45,984	\$71,101	\$59,045
Weighted Mean	-----	-----	\$63,266

ARCHITECT

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Architect	=	\$55,327	\$84,276	\$78,455	4	Step	Varies			N	40
Alaska	Engineer/Architect I	=	\$66,264	\$81,276	\$79,465	29	Merit	8	Location		Y	37.5
Arizona	Architect	=	\$43,057	\$62,693	\$44,612	2	Legislated		2.75%	Perform	N	40
Arkansas	Licensed Architect	=	\$48,837	\$53,079	\$51,175	3	Merit		\$600-\$900	Career Srv	N	40
California	Senior Architect	+	\$97,464	\$118,440	\$110,109	57	Open Range				Y	40
Colorado	Architect I	=	\$60,744	\$87,192	\$76,464	7	Performance		2%	Perform	N	40
Connecticut	Architect	=	\$70,265	\$100,921	\$95,962	9	Step	13		Longevity	Y	35
Delaware	Architect	=	\$49,005	\$73,507	\$55,268	1	Merit				N	37.5
Dist. of Columbia	Architect	=	\$72,010	\$92,782	\$79,833	3	Step	15			Y	40
Florida	Architect (Ex. Landscape) 04	+	\$39,656	\$103,056	\$62,068	26	Broadband				V	40
Georgia	Architect	=	\$39,038	\$68,418	\$59,372	3	Performance				N	40
Hawaii	Architect IV	=	\$51,312	\$75,960			Negotiated				Y	40
Idaho	Architect, Project	=	\$44,034	\$78,624			Performance				N	40
Illinois	Architect	-	\$54,240	\$84,476	\$84,114	20	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Architect I	=	\$38,454	\$68,770	\$58,146	1	RD				N	37.5
Iowa	No Match											
Kansas	Architect II	=	\$43,950	\$61,838	\$50,970	2	Prog Step	11			Y	40
Kentucky	Project Architect	=	\$55,146	\$58,549	\$56,848	2	Merit				N	37.5
Louisiana	Architect 3	=	\$44,845	\$89,253	\$75,558	18	Merit				N	40
Maine	Architect	=	\$45,219	\$61,360	\$60,577	3	Prog Step	7			Y	40
Maryland	Architect II	=	\$43,725	\$69,999	\$63,551	1	Prog Step	20			Y	40
Massachusetts	No Match											
Michigan	Architect 9 (P11)	=	\$38,816	\$64,540	\$61,199	10	Step	6			Y	40
Minnesota	Architect 2	=	\$59,195	\$84,835	\$84,835	7	Prog Step	10			Y	40
Mississippi	DFA-Architect	=	\$51,707	\$90,487	\$62,628	5	Variable	Varies			N	40

Missouri	Architect II	=	\$45,984	\$67,080	\$53,541	4	Step		%	Longevity	N	40
Montana	Architect	=	\$42,201	\$63,301	\$50,315	4	Broadband				V	40
Nebraska	Architect	=	\$46,236	\$69,844	\$65,844	5	Negotiated				Y	40
Nevada	No Match											
New Hampshire	Architect	+	\$48,770	\$66,008	\$66,008	2	Step	11	\$	Longevity	Y	37.5
New Jersey	Architect	=	\$58,751	\$83,581	\$81,742	6	Step	10.5			Y	40
New Mexico	Architect - Operational	-	\$34,050	\$60,528	\$50,190	3	Merit				N	40
New York	Senior Architect	=	\$65,264	\$79,946	\$77,507	35	Performance	7			Y	40
North Carolina	No Match											
North Dakota	No Match											
Ohio	Architect	-	\$54,662	\$80,226	\$75,546	10	Prog Step	9	\$1,900	Longevity	Y	40
Oklahoma	Chief Architect I	=	\$41,906	\$69,843	\$60,155	1	Pay Band				N	40
Oregon	Architectural Consultant	=	\$46,800	\$68,400	\$68,400	2	Step	8			Y	40
Pennsylvania	Architectural Designer 2	-	\$46,807	\$71,101	\$59,775	24	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Architect Building Commission	=	\$61,261	\$69,089	\$69,089	4	Step	2.5		Longevity	N	35
South Carolina	Architect/Design Engineer	=	\$36,840	\$68,160			Pay Band		\$	Bonus	N	40
South Dakota	Landscape Architect		\$32,079	\$48,118			Open Range		\$	Longevity	N	40
Tennessee	Architect	=			\$69,384	9	Legislated		\$	Longevity	N	37.5
Texas	Architect II	=	\$47,049	\$71,523	\$57,707	28	Open Range		\$	Longevity	N	40
Utah	Architect	=	\$41,656	\$66,085	\$57,077	7	Merit			Longevity	N	40
Vermont	Buildings Engineer II	-	\$46,426	\$72,779	\$67,977	7	Prog Step	24.5		Merit	Y	40
Virginia	Architect/Engineer I	=	\$40,959	\$84,062	\$58,623	6	Broadband		0-\$2,000	Recog	N	40
Washington	Architect 1	+	\$55,838	\$73,260			Merit	4.5			V	40
West Virginia	Architect	-	\$39,372	\$72,840			Merit				N	37.5
Wisconsin	Architect Senior	=	\$43,220	\$69,152	\$63,889	6	General				Y	40
Wyoming	Landscape Architect		\$53,544	\$64,584	\$69,397		Classification				N	40

Summary:

Mean
Median
Weighted Mean

\$49,822
\$46,800

\$74,530
\$71,101

\$66,834
\$63,720
\$75,440

DATA PROCESSING CLERK

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Employees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	No Match											
Alaska	Administrative Clerk II	=	\$26,532	\$31,824	\$28,828	363	Merit	8	Location		Y	37.5
Arizona	Data Entry Operator 4		\$24,340	\$34,054	\$25,726	12	Legislated		2.75%	Perform	N	40
Arkansas	Data Entry Specialist	=	\$17,798	\$22,843	\$18,978	12	Merit		\$600-\$900	Career Srv	N	40
California	Key Data Operator	-	\$29,400	\$35,700	\$34,817	447	Open Range				Y	40
Colorado	Data Entry Operator I	=	\$25,956	\$36,396	\$28,236	29	Performance		2%	Perform	N	40
Connecticut	Data Entry Operator 1	=	\$33,689	\$42,740	\$39,415	44	Step	10		Longevity	Y	40
Delaware	Data Entry Technician	=	\$23,283	\$34,925	\$34,405	3	Merit				N	37.5
Dist. of Columbia	Clerical Assistant		\$32,574	\$42,789	\$37,932	95	Step	15			Y	40
Florida	Data Entry Keyers 01	+	\$16,751	\$43,533	\$22,799	270	Broadband				V	40
Georgia	Data Entry Operator	=	\$18,549	\$31,482	\$22,283	8	Performance				N	40
Hawaii	Data Entry Operator I	-	\$25,668	\$39,480	\$31,309	11	Negotiated				Y	40
Idaho	Office Specialist I	=	\$15,891	\$28,371			Performance				N	40
Illinois	Data Processing Assistant	=	\$28,188	\$37,500	\$35,404	30	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	No Match											
Iowa	Info Tech Support Wkr 1	=	\$26,354	\$38,376	\$35,605	71	Negotiated				Y	40
Kansas	Administrative Assistant	=	\$22,214	\$31,262	\$23,358	783	Prog Step	11			Y	40
Kentucky	Office Support Assistant II	=	\$19,898	\$53,243	\$26,593	750	Merit				N	37.5
Louisiana	Admin Coordinator 3	=	\$21,112	\$44,429	\$28,388	2,485	Merit				N	40
Maine	Office Specialist I	+	\$28,184	\$39,458	\$36,243	83	Prog Step	7			Y	40
Maryland	Data Entry Operator II	=	\$23,796	\$36,928	\$29,926	27	Prog Step	20			Y	40
Massachusetts	EDP Entry Operator I	=	\$24,461	\$31,822			Step	13			Y	37.5
Michigan	Data Processing Asst 6 (E7)	=	\$31,445	\$41,184			Step	6			Y	40
Minnesota	No Match											
Mississippi	DP-Data Control Clerk II	=	\$19,886	\$34,800	\$22,225	47	Variable	Varies			N	40

Missouri	No Match	=	\$16,747	\$25,121	\$21,341	21	Broadband		%	Longevity	V	40
Montana	Data Processing Clerk	=	\$20,665	\$29,929	\$26,853	20	Negotiated			Longevity	Y	40
Nebraska	Data Entry Operator	=	\$27,394	\$39,588		811	Merit	9		Longevity	N	40
Nevada	Administrative Assistant	=	\$22,796	\$29,718	\$28,655	16	Step	11	\$	Longevity	Y	37.5
New Hampshire	Data Entry Operator III	-										
New Jersey	Data Entry Machine Operator	=	\$25,424	\$35,263	\$31,679	36	Step	10.5			Y	35
New Mexico	Data Entry Keyer - Oper'l	=	\$15,621	\$27,789	\$24,648	5	Merit				N	40
New York	Data Processing Clerk 2	=	\$30,483	\$37,469	\$39,583	7	Performance	7			Y	40
North Carolina	Data Entry Operator II	=	\$24,092	\$35,980	\$28,334	23	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Data Input Operator II	=	\$17,160	\$28,596	\$25,116	2	Open Range				N	40
Ohio	Data Entry Operator 2	=	\$30,222	\$34,008	\$33,792	115	Prog Step	6		Longevity	Y	40
Oklahoma	Administrative Technician II	=	\$17,600	\$29,094	\$22,649	179	Pay Band		\$626		N	40
Oregon	No Match											
Pennsylvania	Data Analyst 1	+	\$24,959	\$36,714	\$29,994	12	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Data Entry Operator	=	\$28,749	\$30,751	\$30,751	28	Step	3.5		Longevity	Y	35
South Carolina	Data Entry & Control Clerk I	=	\$16,806	\$31,095			Pay Band		\$	Bonus	N	40
South Dakota	Data Control Clerk		\$19,392	\$29,088			Open Range		\$	Longevity	N	40
Tennessee	Data Processing Operator 2	=	\$20,616	\$32,976	\$24,673	13	Legislated		\$	Longevity	N	37.5
Texas	Data Entry Clerk II	=	\$22,472	\$28,886	\$23,784	70	Open Range		\$	Longevity	N	40
Utah	Office Technician II	=	\$20,588	\$34,452	\$24,751	270	Merit				N	40
Vermont	Data Entry Operator B	=	\$23,587	\$36,026	\$27,302	5	Prog Step	24.5		Merit	Y	40
Virginia	Admin & Office Specialist I	=	\$15,371	\$31,548	\$22,742	10	Broadband		0-\$2,000	Recog	N	40
Washington	No Match											
West Virginia	Data Entry Operator 2	=	\$21,504	\$39,792	\$22,907	50	Merit				N	37.5
Wisconsin	Clerical Assistant	=	\$24,478	\$38,071	\$30,740	11	General				Y	40
Wyoming	Administrative Specialist 5	=	\$18,756	\$25,956	\$23,546		Classification				N	40

Summary:

Mean	\$23,143	\$34,690	\$28,367
Median	\$23,283	\$34,800	\$28,236
Weighted Mean	-----	-----	\$28,292

EDUCATIONAL SPECIALIST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Employees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Education Specialist	=	\$43,339	\$80,287	\$75,456	161	Step	Varies		N	40	
Alaska	Education Specialist I	=	\$54,264	\$66,264	\$61,074	6	Merit	8	Location	Y	37.5	
Arizona	Education Program Specialist		\$39,983	\$68,156	\$51,098	75	Legislated		2.75%	N	40	
Arkansas	Ed Program Analyst	=	\$31,216	\$62,433	\$47,974	10	Merit		\$600-\$900	N	40	
California	Education Programs Consultant		\$68,688	\$83,448	\$72,244	182	Open Range			Y	40	
Colorado	No Match											
Connecticut	Education Services Assistant	+	\$56,125	\$72,302	\$63,513	7	Step	9	Longevity	Y	40	
Delaware	Training/Educ Administrator I	+	\$49,005	\$73,507	\$54,521	32	Merit			N	37.5	
Dist. of Columbia	No Match											
Florida	Training & Develop Spec 04	+	\$36,382	\$99,275	\$45,893	137	Broadband			Y	40	
Georgia	Education Program Specialist	=	\$47,280	\$82,962	\$75,677	142	Performance			N	40	
Hawaii	No Match											
Idaho	Education Specialist	=	\$34,507	\$61,630			Performance			N	40	
Illinois	No Match											
Indiana	No Match											
Iowa	Education Prog Consultant	=	\$50,378	\$77,896	\$73,574	120	Performance			N	40	
Kansas	Education Program Consultant	=	\$37,981	\$53,414	\$46,093	1	Prog Step	11		Y	40	
Kentucky	Educ Academic Prog Consult	+	\$46,971	\$62,483	\$50,690	18	Merit			N	37.5	
Louisiana	Education Prog Consultant 2	=	\$36,275	\$76,336	\$60,413	107	Merit			N	40	
Maine	Education Specialist II	+	\$37,544	\$56,077	\$54,055	27	Prog Step	9		Y	40	
Maryland	Staff Specialist III Education	=	\$46,563	\$74,725	\$62,734	41	Prog Step	20		N	40	
Massachusetts	Educational Specialist II		\$41,129	\$56,175			Step	11		Y	37.5	
Michigan	Educational Specialist 9 (P11)	=	\$45,915	\$68,528	\$49,200	3	Step	6		Y	40	
Minnesota	Education Specialist 2	+	\$51,386	\$76,212	\$73,811	122	Prog Step	11		Y	40	
Mississippi	Education-Specialist	=	\$33,681	\$58,941	\$36,595	6	Variable	Varies		N	40	

Missouri	No Match	=	\$36,618	\$54,926	\$42,619	148	Broadband		%	Longevity	V	40
Montana	Instructional Coordinator	=										
Nebraska	No Match	=	\$49,172	\$73,602	\$58,693	9	Merit	9		Longevity	N	40
Nevada	Plan/Res/Eval Consultant	=	\$46,722	\$63,180	\$58,463	10	Step	11	\$	Longevity	Y	37.5
New Hampshire	Education Consultant I	=										
New Jersey	Ed Prgm Develop Specialist 3	=	\$58,751	\$83,581	\$76,515	41	Step	10.5			Y	35
New Mexico	Instructional Coord-Oper	=	\$27,664	\$49,171	\$37,294	17	Merit				N	40
New York	Assistant Educational Services	=	\$58,850	\$72,424	\$65,571	101	Performance	7			Y	40
North Carolina	Educ. Planning & Dev. Consul I	=	\$48,654	\$80,901	\$60,318	4	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Educat Progr Administrator III	=	\$36,984	\$61,632	\$40,608	8	Open Range				N	40
Ohio	No Match											
Oklahoma	No Match											
Oregon	Educational Program Spec 2	=	\$56,600	\$82,800	\$77,000	59	Step	8			Y	40
Pennsylvania	Adult Basic Lit Educ Advisor 1	=	\$46,807	\$71,101	\$54,514	6	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	No Match											
South Carolina	Educational Specialist	=	\$24,881	\$46,033			Pay Band		\$	Bonus	N	40
South Dakota	Educational Program Spec I		\$35,530	\$53,295			Open Range		\$	Longevity	N	40
Tennessee	Education Consultant 2		\$40,212	\$64,332	\$56,332	90	Legislated		\$	Longevity	N	37.5
Texas	No Match											
Utah	Educational Specialist	=	\$64,310	\$94,023	\$69,288	82	Merit				N	40
Vermont	Educational Consultant II	=	\$41,288	\$64,501	\$52,632	19	Prog Step	24.5		Merit	Y	40
Virginia	Education Administrator III	=	\$53,510	\$109,818	\$89,735	17	Broadband		0-\$2,000	Recog	N	40
Washington	No Match											
West Virginia	No Match											
Wisconsin	Education Specialist	=	\$39,611	\$79,223	\$48,916	41	General				Y	40
Wyoming	Education Program Consultant	=	\$47,112	\$64,212	\$57,210		Classification				N	40

Summary:

Mean	\$44,786	\$70,521	\$58,833
Median	\$46,239	\$69,815	\$57,836
Weighted Mean	-----	-----	\$63,192

PERSONNEL ANALYST GENERALIST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	State Personnel Analyst II	=	\$45,502	\$69,098	\$56,271	16	Step	Varies			N	40
Alaska	Human Resource Specialist I	=	\$44,592	\$54,468	\$50,328	26	Merit	7		Location	Y	37.5
Arizona	No Match											
Arkansas	Personnel Analyst	=	\$28,000	\$39,828	\$31,963	9	Merit			Career Srv	N	40
California	Associate Personnel Analyst	=	\$52,800	\$64,176	\$56,248	667	Open Range				Y	40
Colorado	General Professional III	=	\$46,740	\$67,404			Performance		2%	Perform	N	40
Connecticut	Human Resources Consultant	=	\$57,534	\$85,436	\$71,276	17	Range			Longevity	N	40
Delaware	Human Resource Specialist III	=	\$42,801	\$64,201	\$47,663	40	Merit				N	37.5
Dist. of Columbia	HR Generalist		\$62,499	\$79,959	\$71,229	2	Step	15			N	40
Florida	HR/Train/Lbr Relat Spec 03	=	\$28,093	\$73,007			Broadband				N	40
Georgia	Personnel Analyst	=	\$32,418	\$56,724	\$40,753	34	Performance				N	40
Hawaii	Personnel Mgmt Specialist IV	=	\$45,576	\$67,488	\$53,506	38	Negotiated				Y	40
Idaho	Human Resources Specialist	=	\$34,507	\$61,630			Performance				N	40
Illinois	Human Resources Specialist	-	\$48,624	\$73,308	\$57,703	30	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	HR Generalist 2	=	\$33,228	\$57,486	\$39,467	50	Merit				N	37.5
Iowa	Adv Personnel Mgmt Spec	=	\$44,367	\$67,516	\$70,448	18	Performance				N	40
Kansas	HR Professional II	=	\$41,870	\$58,885	\$44,862	52	Prog Step	11			Y	40
Kentucky	Personnel Program Analyst I	=	\$29,129	\$40,923	\$30,736	13	Merit				N	37.5
Louisiana	Human Resource Analyst C	=	\$31,678	\$66,685	\$45,568	232	Merit				N	40
Maine	No Match											
Maryland	HR Analyst, Budget & Mgmt	=	\$41,074	\$65,568	\$53,749	8	Prog Step	20			N	40
Massachusetts	Personnel Analyst II	=	\$46,021	\$66,593	\$62,774	15	Step	13			Y	37.5
Michigan	HR Analyst 9 (P11)	=	\$37,125	\$58,151	\$54,789	26	Step	6			V	40
Minnesota	Personnel Officer Senior	=	\$37,793	\$55,102	\$52,137	49	Performance	Varies			N	40
Mississippi	Personnel Officer II	=	\$29,086	\$50,900	\$32,740	35	Variable	Varies			N	40

Missouri	Personnel Analyst II	=	\$34,644	\$49,104	\$39,528	42	Step		%		Longevity	N	40
Montana	Human Resource Specialist	=	\$33,413	\$50,119	\$45,739	37	Broadband				Longevity	V	40
Nebraska	Personnel Manager I	=	\$38,060	\$57,088	\$48,050	18	Merit				Longevity	N	40
Nevada	Personnel Analyst II	=	\$39,588	\$58,693	\$47,042	25	Merit	9			Longevity	N	40
New Hampshire	Human Resource Technician	=	\$32,234	\$42,744	\$36,874	22	Step	11	\$		Longevity	Y	37.5
New Jersey	Personnel Assistant 3	=	\$48,971	\$69,393	\$64,282	99	Step	10.5				Y	35
New Mexico	HR/Train/Lbr Relat Spec-Oper	=	\$27,664	\$49,171	\$41,683	76	Merit					N	40
New York	Sr Personnel Administrator	=	\$47,952	\$59,504	\$54,977	210	Performance	7				N	40
North Carolina	Personnel Analyst I	=	\$38,174	\$51,348	\$61,632	32	Legislated		1.5% - 4.5%		Longevity	N	40
North Dakota	Human Resource Officer II	+	\$40,656	\$67,752	\$53,457	14	Open Range					N	40
Ohio	Human Capital Manage Analyst	=	\$39,915	\$53,414	\$50,264	166	Prog Step	5				N	40
Oklahoma	HR Management Specialist II	=	\$28,288	\$47,146	\$35,392	59	Pay Band		\$1,250		Longevity	N	40
Oregon	Human Resource Analyst 2	=	\$46,300	\$68,100	\$56,000	42	Step	8				Y	40
Pennsylvania	Human Resource Analyst 2	=	\$41,017	\$62,338	\$49,729	199	Prog Step	20	2.25%		Cash/Max	N	37.5
Rhode Island	Human Resources Analyst I	=	\$42,562	\$49,517	\$44,880	3	Step	3.5			Longevity	N	35
South Carolina	Human Resources Manager I	=	\$30,274	\$56,015			Pay Band		\$		Bonus	N	40
South Dakota	Personnel Specialist II	=	\$32,079	\$48,118			Open Range		\$		Longevity	N	40
Tennessee	Human Resource Analyst 2	=	\$28,692	\$45,888	\$36,050	72	Legislated		\$		Longevity	N	37.5
Texas	Human Resource Specialist III	=	\$36,764	\$52,198	\$42,252	81	Open Range		\$		Longevity	N	40
Utah	Senior HR Analyst	=	\$42,804	\$67,902	\$49,035	35	Merit					N	40
Vermont	Personnel Administrator B	=	\$36,920	\$57,491	\$49,969	3	Prog Step	24.5			Merit	Y	40
Virginia	Human Resource Analyst II	=	\$40,959	\$84,062	\$56,638	45	Broadband		0-\$2,000		Recog	N	40
Washington	Human Resource Consultant 2	=	\$40,524	\$53,148			Merit	4.5				V	40
West Virginia	Personnel Specialist	=	\$26,160	\$48,396	\$36,040	18	Merit					N	37.5
Wisconsin	Human Resources Specialist Sr.	=	\$45,088	\$103,705	\$61,145	51	Broadband				DCA	N	40
Wyoming	Human Resources Officer 3	=	\$44,160	\$61,416	\$60,535		Classification					N	40

Summary:

Mean	\$39,284	\$60,374	\$49,893
Median	\$39,915	\$58,693	\$49,969
Weighted Mean	-----	-----	\$50,417

EMPLOYEE BENEFITS ANALYST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Employees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Health Insurance Specialist	=	\$30,725	\$46,615	\$40,033	12	Step	Varies			N	40
Alaska	Retirement & Benes Specialist I	=	\$43,980	\$54,264	\$48,343	7	Merit	8		Location	Y	37.5
Arizona	No Match											
Arkansas	Insurance Specialist II	=	\$28,669	\$35,784	\$30,935	26	Merit		\$600-\$900	Career Srv	N	40
California	Benefits Program Spec	=	\$31,656	\$38,508	\$33,683	105	Open Range				Y	40
Colorado	General Professional III	=	\$46,740	\$67,404			Performance		2%	Perform	N	40
Connecticut	No Match											
Delaware	HR Specialist III	=	\$42,801	\$64,201	\$45,000	1	Merit				N	37.5
Dist. of Columbia	HR Specialist (Benefits)		\$62,499	\$79,959	\$69,483	5	Step	15			N	40
Florida	HR/Train/Lbr Relat Spec 03	+	\$28,093	\$73,007			Broadband				N	40
Georgia	Flex Benefits Specialist 2	=	\$29,400	\$51,406	\$43,917	4	Performance				N	40
Hawaii	No Match											
Idaho	Employee Benefits Specialist	=	\$30,805	\$55,016			Performance				N	40
Illinois	Human Resources Specialist	-	\$48,624	\$73,308	\$57,703	30	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	No Match											
Iowa	Personnel Mgmt Specialist	=	\$36,171	\$61,298	\$48,920	13	Performance				N	40
Kansas	No Match											
Kentucky	Benefits Specialist II	=	\$38,366	\$41,304	\$39,505	6	Merit				N	37.5
Louisiana	No Match											
Maine	No Match											
Maryland	No Match											
Massachusetts	Personnel Officer I		\$42,304	\$60,469	\$53,417	180	Step	13			Y	37.5
Michigan	HR Analyst 9 (P11)	=	\$37,125	\$58,151	\$54,789	26	Step	6			V	40
Minnesota	No Match											
Mississippi	No Match											

Missouri	No Match	=	\$32,867	\$49,301	\$46,010	8	Broadband		%	Longevity	V	40
Montana	Benefits Specialist	=	\$32,867	\$49,301	\$46,010	8	Broadband		%	Longevity	V	40
Nebraska	Personnel Benefits Specialist	+	\$32,937	\$49,404	\$45,155	1	Merit			Longevity	N	40
Nevada	Benefits Contract Spec	=	\$45,079	\$67,191			Merit	9		Longevity	N	40
New Hampshire	Program Specialist II	+	\$37,850	\$50,915	\$44,935	71	Step	11	\$	Longevity	Y	37.5
New Jersey	No Match											
New Mexico	Insur Claims/Policy Clerk-Op	=	\$20,363	\$36,213	\$29,786	16	Merit				N	40
New York	Employee Benefits Represent 1	=	\$47,952	\$59,504	\$53,671	15	Performance	7			N	40
North Carolina	Personnel Analyst I	=	\$38,174	\$51,348	\$61,632	32	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Employee Benefits Prog Spec	+	\$33,816	\$56,352	\$39,177	4	Open Range				N	40
Ohio	Employee Benes Coordinator 1	-	\$32,490	\$38,189			Prog Step	7			Y	40
Oklahoma	Flexible Benefits Rep II	=	\$30,920	\$51,534	\$40,702	2	Pay Band		\$1,500	Longevity	N	40
Oregon	No Match											
Pennsylvania	Human Resource Analyst 2	=	\$41,017	\$62,338	\$50,864	10	Prog Step	20	2.25%	Cash/Max	N	37.5
Rhode Island	Employees Benefit Specialist	-	\$37,460	\$42,515	\$40,508	4	Step	3.5		Longevity	Y	35
South Carolina	Benefits Counselor II	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	No Match											
Tennessee	Insurance Benefits Analyst 2	=	\$28,692	\$45,888	\$33,184	17	Legislated		\$	Longevity	N	37.5
Texas	No Match											
Utah	Human Resources Analyst	+	\$38,377	\$60,907	\$43,378	14	Merit				N	40
Vermont	Employee Benefits Admin	=	\$39,000	\$60,882	\$52,957	2	Prog Step	24.5		Merit	Y	40
Virginia	Human Resource Analyst I	=	\$31,352	\$64,347	\$40,561	2	Broadband		0-\$2,000	Recog	N	40
Washington	Benefits Specialist 1	=	\$32,688	\$42,588			Merit	4.5			V	40
West Virginia	No Match											
Wisconsin	Trans Funds Spec Objective	=	\$45,088	\$103,705	\$48,001	14	General				Y	40
Wyoming	Human Resources Specialist		\$32,448	\$45,216	\$41,699		Classification				N	40

Summary:

Mean	\$36,766	\$55,858	\$45,641
Median	\$36,171	\$55,016	\$44,968
Weighted Mean	-----	-----	\$45,777

CLASSIFICATION AND COMPENSATION ANALYST

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Employees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	State Personnel Analyst II	=	\$45,502	\$69,098	\$56,271	16	Step	Varies			N	40
Alaska	Human Resource Specialist I	-	\$44,592	\$54,468	\$50,328	26	Merit	7	Location		Y	37.5
Arizona	Class/Comp Analyst		\$44,063	\$56,964	\$44,275	3	Legislated		2.75%	Perform	N	40
Arkansas	Personnel Representative II	=	\$41,120	\$62,433	\$53,471	9	Merit		\$600-\$900	Career Srv	N	40
California	Personnel Program Analyst	=	\$52,824	\$64,176	\$58,387	18	Open Range				Y	40
Colorado	General Professional IV	=	\$56,796	\$81,936			Performance		2%	Perform	N	40
Connecticut	Human Resources Consultant	=	\$57,534	\$85,436	\$71,277	17	Range			Longevity	N	40
Delaware	Human Resource Manager I	+	\$56,104	\$84,156	\$65,718	2	Merit				N	37.5
Dist. of Columbia	HR Specialist (Comp/Class)		\$62,499	\$79,959			Step	15			N	40
Florida	HR/Train/Lbr Relat Spec 03	+	\$28,093	\$73,007			Broadband				N	40
Georgia	Human Resource Consultant 2	=	\$35,569	\$62,302	\$44,296	7	Performance				N	40
Hawaii	No Match											
Idaho	No Match											
Illinois	Human Resources Specialist	-	\$48,624	\$73,308	\$57,703	105	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	HR Generalist 1	=	\$37,206	\$64,974	\$42,538	4	Merit				N	37.5
Iowa	Personnel Mgmt Prgm Coord	=	\$58,323	\$89,710	\$80,538	4	Performance				N	40
Kansas	HR Professional II	=	\$41,870	\$58,885	\$44,862	52	Prog Step	11			Y	40
Kentucky	Personnel Program Analyst II	=	\$36,446	\$46,348	\$40,366	4	Merit				N	37.5
Louisiana	Human Resource Consultant C	=	\$36,275	\$76,336	\$51,918	16	Merit				N	40
Maine												
Maryland	Personnel Administrator II	=	\$46,563	\$74,725	\$65,585	26	Prog Step	20			N	40
Massachusetts	Personnel Analyst I		\$39,687	\$57,342	\$49,281	9	Step	13			Y	37.5
Michigan	HR Analyst -9 (P11)	=	\$37,125	\$58,151	\$54,789	26	Step	6			V	40
Minnesota	Personnel Officer Principal	=	\$40,361	\$59,195	\$58,318	18	Performance	Varies			N	40
Mississippi	SPB-Class/Comp Analyst II	=	\$35,000	\$61,250	\$36,745	1	Variable	Varies			N	40

Missouri	Personnel Analyst III	=	\$41,712	\$61,620	\$45,972	13	Step		%	Longevity	N	40
Montana	Compensation Class Spec	-	\$39,735	\$59,603	\$44,990	1	Broadband			Longevity	V	40
Nebraska	Personnel Analyst II	=	\$38,060	\$57,088	\$43,139	4	Merit			Longevity	N	40
Nevada	Personnel Analyst III	=	\$43,179	\$64,226	\$51,364	14	Merit	9		Longevity	N	40
New Hampshire	Human Resource Specialist II	-	\$42,842	\$57,935	\$52,026	2	Step	11	\$	Longevity	Y	37.5
New Jersey	Compensation Analyst	-	\$56,123	\$79,773	\$64,006	1	Step	10.5			N	35
New Mexico	Comp/Ben/Job Analyst- Operat	+	\$30,534	\$54,309	\$49,795	9	Merit				N	40
New York	Sr Classification & Pay Analyst	=	\$47,952	\$59,504	\$51,674	8	Performance	7			N	40
North Carolina	Personnel Analyst I	=	\$38,174	\$51,348	\$61,632	32	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Human Resource Officer I	+	\$33,816	\$56,352	\$43,887	7	Open Range				N	40
Ohio	Human Resources Analyst 3	=	\$47,923	\$62,670	\$62,152	9	Prog Step	6			N	40
Oklahoma	HR Management Specialist II	=	\$28,288	\$47,156	\$35,392	59	Pay Band		\$1,250	Longevity	N	40
Oregon	HR Consultant 1	=	\$56,000	\$82,700	\$73,700	2	Step	8			Y	40
Pennsylvania	Human Resource Analyst 2	=	\$41,017	\$62,338	\$45,958	12	Prog Step	20	2.25%	Cash/Max	N	37.5
Rhode Island	Human Resources Analyst II	-	\$49,429	\$55,904	\$49,429	3	Step	2.5		Longevity	N	35
South Carolina	Human Resources Manager I	=	\$30,274	\$56,015			Pay Band		\$	Bonus	N	40
South Dakota	No Match											
Tennessee	Class/Compensation Analyst 3	=	\$36,972	\$59,148	\$36,972	2	Legislated		\$	Longevity	N	37.5
Texas	No Match											
Utah	Human Resources Consultant	=	\$46,437	\$75,690	\$51,511	7	Merit				N	40
Vermont	Classification Analyst II	=	\$39,000	\$60,882	\$55,973	1	Prog Step	24.5		Merit	Y	40
Virginia	Human Resource Analyst I	=	\$31,352	\$64,347	\$41,852	6	Broadband		0-\$2,000	Recog	N	40
Washington	Human Resource Consultant 2	=	\$40,524	\$53,148	\$47,183	15	Merit	4.5			V	40
West Virginia	Personnel Specialist, Senior	=	\$29,400	\$54,396			Merit				N	37.5
Wisconsin	Executive HR Specialist Adv	=	\$34,598	\$79,576	\$64,371	9	Broadband			DCA	N	40
Wyoming	Human Resource Professional	=	\$36,792	\$51,192	\$46,127		Classification				N	40

Summary:

Mean
Median
Weighted Mean

\$42,224
\$40,771

\$64,371
\$61,435

\$52,336
\$51,364
\$50,495

ATTORNEY

State	State's Title	Match Quality (-, =, +)	Annual Salary Range as of 3/1/09		Avg Annual Base Salary as of 3/1/09	No. of Empl-oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Attorney I/II	=	\$54,502	\$80,278	\$61,242	79	Step	Varies			N	40
Alaska	Attorney IV	=	\$78,528	\$93,144	\$91,832	168	Merit	7		Location	Y	37.5
Arizona	Attorney 3	=	\$43,240	\$73,779	\$70,857	1	Legislated		2.75%	Perform	N	40
Arkansas	Attorney	=	\$42,500	\$75,265	\$50,313	62	Merit		\$600-\$900	Career Srv	N	40
California	Staff Counsel III (Specialist)	=	\$91,536	\$113,736	\$103,468	639	Open Range				Y	40
Colorado	No Match											
Connecticut	Staff Attorney 1	=	\$64,511	\$80,726	\$67,280	9	Step	8		Longevity	Y	40
Delaware	Deputy Attorney General III	=	\$71,184	\$118,640	\$72,657	29	Merit/SMV				N	37.5
Dist. of Columbia	Attorney Advisor	=	\$78,424	\$101,959	\$89,594	43	Step	15			Y	40
Florida	Lawyers 03	=	\$36,382	\$99,275	\$42,255	112	Broadband				N	40
Georgia	Attorney	=	\$43,063	\$75,523	\$64,602	44	Performance				N	40
Hawaii	No Match											
Idaho	Attorney 2	=	\$48,651	\$86,902	\$63,003	71	Performance				N	40
Illinois	Technical Advisor II	-	\$48,624	\$73,308	\$59,876	21	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Attorney 1	=	\$37,206	\$64,974	\$59,876	21	Merit				N	37.5
Iowa	Attorney 2	=	\$52,915	\$81,557	\$77,205	14	Negotiated				Y	40
Kansas	Attorney II	=	\$53,414	\$75,150	\$56,047	100	Prog Step	11			Y	40
Kentucky	Staff Attorney II	=	\$46,907	\$73,557	\$52,702	170	Merit				N	37.5
Louisiana	Attorney 3	=	\$44,450	\$93,517	\$69,113	156	Merit				N	40
Maine	Attorney	=	\$48,734	\$66,331	\$61,556	8	Prog Step	7			Y	40
Maryland	Assistant Attorney General VI	=	\$60,290	\$96,808	\$86,284	196	Prog Step	20			N	40
Massachusetts	Counsel II	=	\$55,377	\$80,020	\$74,485	477	Step	13			Y	37.5
Michigan	Attorney	=	\$48,128	\$90,598	\$67,484	70	Step	11			N	40
Minnesota	Attorney 1	=	\$46,312	\$68,257	\$59,466	6	Performance	Varies			N	40
Mississippi	Attorney Senior	=	\$47,100	\$82,425	\$67,134	46	Variable	Varies			N	40

Missouri	No Match	=	\$52,070	\$78,106	\$58,989	174	Broadband Negotiated		%	Longevity	V	40
Montana	Lawyer	=	\$45,336	\$65,657	\$54,070	22					V	40
Nebraska	Attorney II											
Nevada	No Match											
New Hampshire	Attorney II	+	\$50,915	\$69,557	\$63,020	27	Step	11	\$	Longevity	Y	37.5
New Jersey	Deputy Attorney General 3	=	\$71,880	\$100,624	\$85,330	195	Step	10.5			Y	35
New Mexico	Lawyer - Operational	=	\$38,168	\$67,870	\$57,866	176	Merit				N	40
New York	Senior Attorney	=	\$68,865	\$84,174	\$79,089	461	Performance	7			N	40
North Carolina	Attorney III	=	\$76,532	\$129,011	\$86,912	136	Legislated		1.5% - 4.5%	Longevity	N	40
North Dakota	Attorney II	=	\$44,976	\$74,952	\$58,245	17	Open Range				N	40
Ohio	Attorney 2	=	\$45,282	\$66,269	\$57,768	16	Prog Step	9			Y	40
Oklahoma	No Match											
Oregon	Senior Asst Attorney General	=	\$83,800	\$117,800	\$109,600	136	Step	7			Y	40
Pennsylvania	Attorney 2	=	\$53,438	\$81,194	\$66,429	21	Prog Step	20	2.25%	Cash/Max	N	37.5
Rhode Island	Senior Legal Counsel	=	\$59,859	\$67,857	\$67,857	23	Step	2.5		Longevity	N	35
South Carolina	Attorney II	=	\$36,840	\$68,160			Pay Band		\$	Bonus	N	40
South Dakota	Staff Attorney		\$44,216	\$66,324			Open Range		\$	Longevity	N	40
Tennessee	Attorney	=	\$45,156	\$72,240	\$55,500	201	Legislated		\$	Longevity	N	37.5
Texas	Attorney III	=	\$50,071	\$76,123	\$59,076	191	Open Range		\$	Longevity	N	40
Utah	Legal/Enforcement Counsel II	=	\$54,643	\$82,100	\$60,134	2	Merit				N	40
Vermont	Staff Attorney III	=	\$53,747	\$73,923	\$63,927	46	Prog Step			Merit	N	40
Virginia	Hearing Legal Servs Officer II	=	\$40,959	\$84,062	\$58,782	1	Broadband		0-\$2,000	Recog	N	40
Washington	No Match											
West Virginia	Attorney 2	-	\$41,736	\$77,220	\$59,471	26	Merit				N	37.5
Wisconsin	Attorney	=	\$48,458	\$117,124	\$93,440	275	General				Y	40
Wyoming	Attorney				\$75,189		Classification				N	40

Summary:	Mean	\$53,385	\$83,320	\$68,551
	Median	\$48,693	\$79,063	\$64,265
	Weighted Mean	-----	-----	\$76,871

TECHNICAL NOTES

Alabama: The number of steps varies by job classification, employee and employing agency. Transportation Technologist has title variations, matching both Bridge Inspector and Civil Engineer. The average salary for this title is \$46,284, and there are 378 employees.

Alaska: The maximum salary was reported differently in 2009 due to a legislative change that allows for a longevity pay increase every two years after the final step is attained. The maximum salary reported is the salary reached at the final step, not including the longevity step that some employees reach. The longevity step increase is approximately 3.75 percent of the base pay.

Arkansas: The Arkansas Highway Department is not able to provide information on the average wages for District Bridge Inspector or Civil Engineer. The department is a human resources division separate from the state system.

California: The Psychologist classification also matches the job title of Psychologist-Clinical-Correctional Facility, Unlicensed – Range P, with a minimum salary of \$85,392, a maximum of \$88,404 and an average of \$86,288. This job title covers 182 employees. The number of employees and averages are from Feb. 1, 2009.

Colorado: A number of job matches have broadly defined occupational classes, which may include job functions other than those that match the survey occupations. Therefore, the average salary and number of employees are excluded from the survey table. For information purposes, below are the averages and number of employees in the affected positions:

- General Professional I: \$41,016; 115 employees
- General Professional II: \$48,180; 378 employees
- General Professional III: \$57,612; 1,030 employees
- General Professional IV: \$69,828; 739 employees
- Wildlife Manager III: \$57,936; 189 employees
- Technician III: \$46,080; 48 employees
- Engineer/Physical Science Technician II: \$57,096; 105 employees
- Professional Engineer I: \$85,740; 208 employees
- Health Care Technician I: \$34,596; 552 employees
- IT Professional II: \$64,728; 457 employees

Delaware: Merit/SMV refers to selective market variation, which is a process used to increase the salary range for job classifications where severe market competition makes it difficult to recruit and retain employees.

District of Columbia: All bridge inspection work is contracted out.

Florida: The collective bargaining status of job titles depends on the agency. Job categories are broadbanded and may include functions other than those that match the survey occupations. For information purposes, below are the averages and number of employees in the affected broadbanded positions:

- Accountants and Auditors 02: \$34,182; 443 employees
- Accountants and Auditors 03: \$42,103; 923 employees
- Accountants and Auditors 04: \$56,413; 130 employees
- Engineers, All Other 02: \$39,463; 124 employees
- Engineers, All Other 03: \$50,599; 1,727 employees
- Community/Social Service Spec/All Other 02: \$28,894; 3,092 employees
- Community/Social Service Spec/All Other 03: \$37,190; 3,089 employees
- Computer Programmers 02: \$38,422; 223 employees

Computer Systems Analysts 03: \$47,110; 340 employees
HR Train/Labor Relations Spec Other 03: \$39,549; 138 employees

Hawaii: Shortage differentials are included in the average annual base salary for Adult Corrections Officer III, Adult Corrections Officer IV, Parole Officer III and IV, Engineer IV and V (Environmental), Social Worker III, Clinical Psychologist VI and VII, Registered Nurse and Information Technology Specialist IV.

Engineer IV (DOT) is a generic class covering multiple specialties. The average salary in the broad class is \$71,685, with 38 employees. The average salary includes the shortage differential.

Social Worker III is a generic class covering multiple specialties. The average salary of the broad class is \$47,659, with 123 employees. The average salary includes the shortage differential.

Information Technology Specialist IV is a generic class covering multiple specialties. The average salary of the broad class is \$53,581, with 117 employees. The average salary includes the shortage differential.

Illinois: The Institutional Teacher category also matches Educator (MA), which has a minimum salary of \$38,316, a maximum of \$56,772 and an average of \$69,471, with 142 current employees, and Educator (MA) Plus, which has a minimum salary of \$40,416, a maximum of \$59,256 and an average \$80,208, with one employee.

Indiana: The Institutional Teacher pay is the same as the local school system teacher contract amounts, which vary by school district. The average for all state teachers is provided.

“RD” stands for recruitment differential, which is developed using market data for positions that are difficult to recruit and retain.

Kansas: Social Worker and Social Worker Senior were combined to become Social Worker Specialist. Education Specialists were transferred to the “unclassified” workforce and therefore not included in the wage information.

Kentucky: All Kentucky wage data was researched by the AFT using the *Louisville Courier-Journal* government employee salary database.

Maine: There is a separate classification system for exempt management jobs. Human resource functions are included in this system and not easily available for reporting.

Massachusetts: Biologist category also matches Game Biologist I (which has the same pay range as Aquatic Biologist I shown in the table). Game Biologist I’s average salary is \$46,653, with three employees.

Michigan: Programmer/Analyst and Systems Analyst are included in the broadly defined title of IT Programmer/Analyst-P11. Average salary applies to the broadly defined title; number of employees in specific functions are not available.

Personnel Analyst—Generalist, Employee Benefits Representative, and Classification and Compensation Analyst are included in the broadly defined title of Personnel Management Analyst-9 P11. Average salary applies to the broadly defined title; number of employees in specific functions are not available.

Educational Specialist category also matches Educational Consultant 12, which has a minimum salary of \$48,797, a maximum of \$68,591 and an average of \$63,538, with three employees.

Minnesota: Programmer/Analyst Senior/Lead and Systems Analyst are included in the broadly defined title of Information Technology Specialist 4. Average salary applies to the broadly defined title; the number of employees in specific functions is not available.

Natural Resources Specialist Intermediate - Wildlife Research and Research Scientist classes were blended into one class that matches the Biologist title.

Mississippi: Employees progress through the range by different means including legislation, special compensation based on labor market issues, earning educational degrees or job-related certifications, and exceeding the minimum requirements of the job (up to 10 percent increase above starting salary).

Missouri: Missouri has a step pay plan with no set number of years to maximization.

Montana: Longevity is given to employees employed continuously for five years or more, in five-year increments. Longevity pay provides an additional 1.5 percent for the first, fifth or additional five-year increments. An additional 2 percent is given for the second, third and fourth increments of longevity.

A one-time lump sum will be given in July 2009. Employees with a base salary less than \$45,000 will receive a one-time lump sum bonus of \$450. Employees with a base salary of \$45,000 or more will not get a bonus or increase.

Nebraska: The minimum and maximum wages of the Examiner II position are “undefined.” A salary schedule is not specifically developed for the position, so only an average wage is available.

Nevada: Employees with eight or more years of continuous service are eligible for longevity pay.

The state has two salary schedules for employees, depending on the employee’s choice regarding retirement contributions. If the employee shares in the contributions to her own retirement, the salary schedule is higher. If the employer provides the entire retirement contribution, the salary is reduced. The minimum annual salary for all titles is taken from the employer-paid retirement plan. The maximum amount is taken from the employee/employer-paid retirement plan.

Some of the positions are vacant. However, Nevada provided a salary at the median step: Buyer, \$43,170; Financial Institution Examiner, \$49,172; Forensic Specialist, \$39,588; Geologic Information Specialist, \$45,079; Registered Nurse, \$56,188; and Benefits Contract Specialist, \$53,682.

Nevada was not able to provide average salaries for the job titles that employ more than 200 people, but, it did provide a salary at the median step: Correctional Officers, \$45,079; Senior Correctional Officers, \$47,042; Family Service Specialist, \$41,321; and Administrative Assistant, \$32,176.

New Hampshire: For longevity pay, full-time employees get \$300 per year after 10 years of continuous service and an additional \$300 per year for each five-year period of additional continuous service.

The 40-hour law enforcement salary with 20 percent-over-base adjustment, which applies to the Criminalist I title listed on the survey, means that a 20 percent salary adjustment is already factored into that position's assigned salary schedule. Similarly, the Corrections Officer series has a 10 percent salary adjustment. The Teacher I title receives a 15 percent salary enhancement that is not factored in to the salary figures.

The Probation/Parole Officers are assigned the "160 hours in 28 days" law enforcement schedule, which means that these employees must work a total of 160 hours within a 28-day pay cycle. They can work many hours one week and no hours the next week, or they can work an average number of hours per week, as long as the total number of hours adds up to 160 hours during the 28-day cycle. If an employee worked more than 160 hours at the end of the 28-day cycle, the agency then determines eligibility for compensatory time or overtime.

The Teacher title is for a nine-month employee.

New Jersey: There is no journey level title for Correctional Officers. This title series progresses from recruit level to senior level. Most of the registered nurses in New Jersey are classified as Charge Nurses rather than Staff Nurses. Bridge inspections are completed by local government agencies.

New York: Correction Sergeant includes longevity pay, which bumps the average wage above the stated maximum salary. Ninety percent of the Correction Sergeants (Grade 17) qualify for longevity pay.

The standard work week in New York is 40 hours. However, some agencies have been granted permission to adopt a 37.5-hour work week. For the purposes of this survey, 40 hours better reflects the typical work week.

The Buyer category matches Purchasing Agent, with a minimum salary of \$47,860, a maximum of \$59,362, and an average salary of \$56,327, and with 33 employees.

The Buyer Senior/Lead category matches Senior Purchasing Agent, with a minimum salary of \$61,963, a maximum of \$76,101, and an average salary of \$69,708, and with 18 employees.

The Financial Examiner category matches Financial Analyst 1, with a minimum salary of \$47,860, a maximum of \$59,362, and an average salary of \$55,181, and with two employees.

The Chemist category matches Senior Biochemist, with a minimum salary of \$47,860, a maximum of \$59,362, and an average salary of \$50,843, and with one employee; Senior Engineering Materials Chemist, with a minimum salary of \$47,860, a maximum of \$59,362, and an average salary of \$57,644, and with three employees; and Senior Food Chemist with a minimum of \$47,860, a maximum of \$59,362, an average salary of \$53,212, and 11 employees.

The Chemist Senior/Lead category matches Associate Chemist, with a minimum salary of \$61,963, a maximum of \$76,101, and an average salary of \$76,101, and with one employee; and Associate Food Chemist, with a minimum salary of \$61,963, a maximum of \$76,101, and an average salary of \$72,881, and with six employees).

The Social Worker category matches Social Worker 1, with a minimum salary of \$47,860, a maximum of \$59,362, an average salary of \$54,983, and with 87 employees.

Licensed Practical Nurse matches Senior Licensed Practical Nurse, with a minimum salary of \$38,184, a maximum of \$46,507, and an average salary of \$45,770, and with 131 employees.

The Psychologist Senior/Lead category matches Associate Psychologist, with a minimum salary of \$61,963, a maximum of \$76,101, and an average salary of \$68,592, and with 107 employees; and Licensed Psychologist, with a minimum salary of \$68,865, a maximum of \$84,174, and an average salary of \$79,528, and with 301 employees.

The Registered Nurse category matches Nurse 1, with a minimum salary of \$38,434, a maximum of \$48,845, and an average salary of \$44,149, and with 211 employees; and Nurse Practitioner, with a minimum salary of \$65,264, a maximum of \$79,946, and an average salary of \$76,453, and with 123 employees.

North Carolina: Personnel Analyst - Generalist, Employee Benefits Analyst, and Classification and Compensation Analyst are included in the broadly defined title of Personnel Analyst I. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (32 employees are in the broadly defined title).

North Carolina has two human resource systems—state agencies use one and the university uses another. The 2008 survey included the number of employees from both the agency system and the university system, while this year the reported numbers are only from the agency system.

Nurses, Pharmacists, Architects, Engineers and Librarians have been broadbanded.

Oklahoma: The minimum and maximum salaries for Criminalist III and Correctional Teacher II are set by statute.

Civil Engineer (Transportation) and Environmental Engineer are included in the broadly defined title of Professional Engineer II. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (36 employees are in the broadly defined title).

Personnel Analyst – Generalist, and Classification and Compensation Analyst, are included in the broadly defined title of Human Resource Management Specialist II. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (59 employees are in the broadly defined title).

Oregon: Biologist and Forester are included in the broadly defined title of Natural Resource Specialist II. Average salary applies to the broadly defined title.

Programmer Analyst Senior/Lead and Systems Analyst are included in the broadly defined title of Information Systems Specialist V. Average salary applies to the broadly defined title.

Pennsylvania: In addition to Wildlife Biologist 2, the Biologist category also matches Fisheries Biologist 2. The Fisheries Biologist 2 salary ranges from a minimum of \$41,017 to a maximum of \$62,338, with an average salary of \$49,537 (11 employees).

For all classifications, excluding those in law enforcement, the 2.25 percent refers to cash compensation paid at the maximum step.

Rhode Island: The following positions have nonstandard working hours: Buyer II, Senior Buyer, Biologist, Economist, Probation and Parole Officer II, Forester, Clinical Psychologist, Systems Analyst, Senior Legal Counsel and Human Resources Analyst II.

Some average salaries are above the maximum range. This is due to the incentive in-service training program. Upon completion of a four-credit curriculum program (job-related), employees are eligible to receive a one-step pay increment above the base step. If the

employee is at the top step, he or she will receive a pay increase equal to the difference between the last two steps. Additional monies are added to the gross wage based on years of service (longevity): seven years of service, 5 percent increase; 11 years of service, 10 percent increase; 15 years of service, 15 percent increase; 20 years of service, 17.5 percent increase; 25 years of service, 20 percent increase.

Tennessee: There is no single class for either Agricultural Inspector or Civil Engineer (Transportation), but rather several more specific classes responsible for the duties specified in the broad category job description.

Psychologist Senior - Lead and Architect are market-driven classes that have no minimum or maximum annual salary.

Correctional Teacher is on a mandated pay plan and does not have a minimum or maximum salary.

The Registered Nurse category has no minimum or maximum salary.

There is no prescribed method of moving employees through the salary range.

The longevity plan provides for an annual payment of \$100 per year of service for a maximum of 30 years. An employee is eligible after three years.

Texas: Agencies may award one-time merits, on-call pay, stand-by pay, recruitment and retention bonuses, and other forms of cash compensation. These programs vary depending upon the agency. Statewide, however, employees are eligible for longevity pay based upon years of service. Law enforcement positions receive a similar type of pay, but it is classified as hazardous duty pay.

Longevity pay is awarded in the following manner, as additional compensation per month: two to four years of service, \$20 per month; four to six years, \$40; six to eight years, \$60; eight to 10 years, \$80; 10 to 12 years, \$100; 12 to 14 years, \$120; 14 to 16 years, \$140; 16 to 18 years, \$160; 18 to 20 years, \$180; 20 to 22 years, \$200; 22 to 24 years, \$220; 24 to 26 years, \$240; 26 to 28 years, \$260; 28 to 30 years, \$280; 30 to 32 years, \$300; 32 to 34 years, \$320; 34 to 36 years, \$340; 36 to 38 years, \$360; 38 to 40 years, \$380; 40 to 42 years, \$400; more than 42 years, \$420.

Texas has employees who inspect bridges. However, the work is included in the broadly defined title that includes all types of inspectors (health, safety, etc.). The number of employees who only do bridge work is not available.

Virginia: Job categories are broadbanded and may include functions other than those that match the survey occupations. Band minimums and maximums are shown for broadband categories that include the specific AFT title. Average salaries and numbers of employees shown, however, do apply to the specific AFT title, not to the broadband.

As a consequence of an exceptional job market in the Northern Virginia (N. Va.) region, maximum salary ranges are higher there than in the rest of the state, as follows:

<u>AFT Title</u>	<u>Virginia Title</u>	<u>No. of Emp-loyees</u>	<u>N. Va. Avg Salary</u>	<u>Max</u>
Accountant	Financial Services Specialist I	2	\$30,545	\$41,012
Accountant Senior	Financial Services Specialist I	4	\$69,632	\$109,280

Agricultural Inspector	Agricultural Specialist IV	4	\$72,996	\$109,280
Architect	Architect/Engineer I	1	\$76,797	\$142,764
Biologist Journey	Scientist II	14	\$51,562	\$83,651
Bridge Inspector	Engineering Technician III	9	\$63,744	\$109,280
Buyer	Procurement Officer I	16	\$49,733	\$83,651
Buyer Senior	Procurement Officer I	9	\$47,260	\$83,651
Chemist Journey	Scientist I	1	\$35,978	\$83,651
Chemist Senior	Scientist II	9	\$50,004	\$83,651
Civil Engineer	Architect/Engineer I	2	\$55,212	\$83,651
Correctional Officer Journey	Security Officer III	9	\$69,000	\$109,280
Correctional Officer Senior	Security Officer III	2	\$52,796	\$83,651
Environmental Engineer	Architect/Engineer I	34	\$51,411	\$83,651
Forensic Scientist Journey	Forensic Science Specialist III	5	\$32,719	\$83,651
Forester Journey	Natural Resource Specialist III	4	\$71,907	\$109,280
Geologist Senior	Scientist II	1	\$57,452	\$64,032
Librarian Journey	Library Specialist II	44	\$79,154	\$109,280
Licensed Practical Nurse	Licensed Practical Nurse	6	\$65,010	\$109,280
Personnel Analyst Generalist	Human Resource Analyst II	1	\$63,451	\$109,280
Programmer/Analyst Senior	Info Tech Specialist II	1	\$55,717	\$109,280
Registered Nurse	Registered Nurse I	2	\$62,097	\$83,651
Systems Analyst	Info Tech Specialist III	129	\$46,953	\$83,651
Tax Auditor	Auditor I	1	\$49,060	\$83,651
Teacher Journey	Trainer Instructor II	1	\$35,200	\$83,651

Washington: The unionized pay scale was used to determine the wages in the survey.

West Virginia: Programmer Analyst Senior/Lead and Systems Analyst are included in the broadly defined title of Programmer Analyst 3. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (51 employees are in the broadly defined title).

Wisconsin: Programmer Analyst Senior/Lead and Systems Analyst are included in the broadly defined title of IS Systems Development Services Senior. Average salary applies to the broadly defined title; average salaries for specific functions not available (233 employees are in the broadly defined title).

The Transaction Grid system is not a step system because employees in these pay structures do not progress through the range automatically by steps; rather, the grid is used to determine the employee's pay whenever a personnel transaction occurs (new hire, transfer, reallocation, reclassification, promotion or demotion).

Some positions are eligible for discretionary compensation adjustments (DCA). The amount can vary up to the salary range maximum. Generally, a DCA greater than four steps (one step equals 3 percent of pay range minimum) requires approval by the Office of State Employee Relations (OSER). For now, all DCAs are suspended at the direction of the governor, in light of budget constraints.

APPENDIX A

PERCENTILE DISTRIBUTION, CB/NON-CB, AND INTERSTATE VARIATION IN AVERAGE SALARIES BY JOB TITLE 2009

Job	Percentile Distribution					Collective Bargaining		Mean Deviation	
	10th	25th	Median	75th	90th	NON-CB	CB	Dollars	Percent
Accountant	\$33,269	\$39,399	\$46,300	\$50,350	\$55,495	\$41,980	\$49,593	\$7,303	16.0%
Accountant Sr/Lead	\$43,319	\$48,663	\$53,436	\$62,160	\$71,359	\$51,575	\$60,164	\$9,850	17.8%
Agricultural Inspector	\$30,279	\$30,279	\$38,599	\$50,668	\$56,797	\$36,746	\$41,781	\$9,759	24.2%
Architect	\$57,707	\$60,577	\$75,558	\$81,742	\$110,109	\$63,344	\$80,540	\$10,455	13.9%
Attorney	\$55,500	\$59,076	\$78,320	\$91,832	\$103,468	\$65,716	\$83,629	\$11,406	14.8%
Biologist	\$38,360	\$42,456	\$48,717	\$55,610	\$58,648	\$45,200	\$52,851	\$6,245	12.7%
Bridge Inspector Sr/ Lead	\$35,963	\$37,851	\$46,284	\$48,498	\$65,875	\$44,271	\$49,739	\$10,951	23.5%
Buyer	\$32,590	\$35,453	\$39,387	\$43,951	\$53,400	\$36,152	\$43,629	\$6,724	16.6%
Buyer Sr/Lead	\$34,070	\$40,629	\$48,235	\$58,973	\$63,192	\$42,184	\$55,678	\$9,610	19.5%
Chemist	\$36,746	\$42,752	\$48,799	\$53,323	\$63,929	\$43,775	\$53,103	\$7,334	15.0%
Chemist Sr/Lead	\$39,053	\$48,076	\$57,636	\$64,178	\$66,267	\$54,106	\$56,638	\$9,175	16.5%
Civil Engineer (Transportation)	\$50,598	\$50,598	\$62,806	\$98,303	\$98,303	\$57,685	\$71,579	\$8,159	11.9%
Classification and Compensation Analyst	\$42,136	\$42,136	\$50,510	\$57,703	\$61,632	\$48,665	\$53,006	\$7,942	15.7%
Correctional Officer	\$28,471	\$30,170	\$41,212	\$52,858	\$71,042	\$31,541	\$49,003	\$8,767	20.2%
Correctional Officer Sr/ Lead	\$32,298	\$34,642	\$37,250	\$49,034	\$78,976	\$35,251	\$53,478	\$10,387	23.0%
Data Processing Clerk	\$23,358	\$26,593	\$28,388	\$28,828	\$34,817	\$28,000	\$28,859	\$4,514	16.0%
Economist	\$42,906	\$48,849	\$51,729	\$60,669	\$62,254	\$53,350	\$56,383	\$8,740	16.0%
Economist Sr/Lead	\$54,408	\$61,838	\$63,394	\$69,917	\$83,907	\$61,385	\$68,662	\$9,926	15.1%
Educational Specialist	\$44,256	\$51,098	\$69,288	\$73,811	\$75,677	\$65,716	\$60,266	\$10,264	16.2%
Employee Benefits Analyst	\$32,611	\$33,683	\$45,155	\$53,417	\$54,789	\$42,175	\$47,504	\$7,123	15.6%
Employment Counselor	\$26,182	\$33,517	\$42,300	\$48,766	\$51,707	\$34,514	\$46,406	\$7,924	19.1%
Environmental Engineer	\$47,188	\$49,952	\$60,242	\$62,858	\$83,044	\$57,951	\$67,266	\$8,763	14.4%
Environmental Engineer Sr/Lead	\$59,586	\$62,979	\$74,746	\$77,788	\$90,205	\$68,111	\$78,731	\$9,999	13.6%
Family Support Specialist	\$28,162	\$30,851	\$38,588	\$43,436	\$53,974	\$33,870	\$43,480	\$7,510	19.0%
Financial Examiner	\$43,900	\$48,856	\$53,098	\$61,056	\$71,544	\$57,130	\$53,587	\$7,649	13.7%
Forensic Scientist	\$46,094	\$51,902	\$59,466	\$67,961	\$77,415	\$53,422	\$63,192	\$8,503	14.3%
Forester	\$38,360	\$38,360	\$43,940	\$51,757	\$56,787	\$39,794	\$51,225	\$8,013	17.2%
Geologist	\$40,584	\$48,677	\$51,079	\$55,407	\$60,159	\$50,620	\$53,895	\$6,732	13.0%
Geologist Sr/Lead	\$49,542	\$54,919	\$63,304	\$68,391	\$78,518	\$57,828	\$66,559	\$8,521	13.6%
Librarian	\$30,860	\$35,536	\$48,707	\$52,871	\$58,931	\$37,154	\$50,865	\$7,461	16.3%
Licensed Practical Nurse	\$30,791	\$32,686	\$37,384	\$45,936	\$48,844	\$33,594	\$42,358	\$6,491	16.5%
Parole Officer	\$30,768	\$34,902	\$41,117	\$52,102	\$66,044	\$39,154	\$50,478	\$10,655	23.0%

Personnel Analyst-Generalist	\$39,528	\$45,568	\$50,328	\$56,248	\$56,638	\$46,001	\$54,522	\$8,292	16.4%
Programmer/Analyst	\$45,848	\$51,548	\$61,011	\$69,530	\$72,704	\$56,430	\$61,826	\$8,052	13.5%
Programmer/Analyst Sr/Lead	\$56,636	\$63,929	\$69,905	\$81,149	\$82,413	\$66,038	\$72,790	\$10,142	14.3%
Psychologist	\$45,158	\$46,518	\$66,021	\$102,341	\$102,341	\$58,743	\$74,564	\$11,012	15.6%
Psychologist Sr/Lead	\$63,798	\$68,921	\$72,924	\$75,853	\$106,550	\$81,276	\$74,316	\$10,138	13.3%
Registered Nurse	\$42,425	\$48,755	\$53,174	\$62,096	\$70,472	\$48,953	\$59,809	\$9,263	16.8%
Research Analyst	\$37,920	\$50,538	\$54,881	\$55,073	\$62,545	\$39,660	\$54,294	\$7,666	14.6%
Social Worker	\$35,106	\$37,149	\$45,513	\$48,379	\$70,905	\$36,489	\$49,663	\$7,383	15.9%
Substance Abuse Counselor	\$34,626	\$37,099	\$37,099	\$40,508	\$47,900	\$37,153	\$47,684	\$6,817	17.3%
Systems Analyst	\$51,548	\$52,167	\$55,266	\$77,144	\$87,280	\$59,090	\$66,364	\$12,394	19.6%
Tax Auditor	\$37,242	\$41,204	\$48,725	\$53,813	\$57,080	\$43,640	\$51,017	\$8,304	17.4%
Tax Auditor Sr/Lead	\$45,882	\$53,319	\$59,870	\$66,450	\$69,395	\$55,683	\$62,560	\$9,637	16.2%
Teacher (State Institution)	\$22,935	\$44,961	\$54,436	\$59,808	\$69,674	\$43,810	\$57,993	\$9,169	17.9%
ALL JOBS	\$29,800	\$33,269	\$44,833	\$53,974	\$71,042	\$38,562	\$52,265	\$8,692	18.5%

APPENDIX B
AVERAGE SALARIES BY JOB, 2002-2009

Job	2002	2003	2004	2005	2006	2007	2008	2009
Accountant	\$36,493	\$37,201	\$38,513	\$39,970	\$41,680	\$43,845	\$44,952	\$45,720
Accountant Sr/Lead	\$45,218	\$45,746	\$47,115	\$48,235	\$49,803	\$51,482	\$53,556	\$55,366
Agricultural Inspector	\$33,005	\$32,878	\$33,272	\$34,167	\$35,722	\$36,503	\$39,020	\$40,277
Architect	\$55,691	\$56,922	\$60,095	\$62,626	\$65,035	\$69,186	\$72,874	\$75,440
Attorney	++	\$51,958	\$54,584	\$66,441	\$67,475	\$73,041	\$76,769	\$76,871
Biologist	\$41,374	\$43,369	\$43,858	\$44,834	\$45,250	\$46,197	\$47,584	\$49,257
Bridge Inspector Sr/ Lead	\$42,153	\$39,447	\$36,753	\$40,523	\$41,568	\$41,546	\$44,531	\$46,616
Buyer	\$33,494	\$34,961	\$35,646	\$36,568	\$37,321	\$38,565	\$39,428	\$40,590
Buyer Sr/Lead	\$39,132	\$40,811	\$41,936	\$42,595	\$44,291	\$46,570	\$47,976	\$49,311
Chemist	\$40,839	\$42,300	\$42,302	\$43,671	\$44,769	\$48,300	\$49,785	\$49,036
Chemist Sr/Lead	\$46,305	\$46,707	\$47,913	\$49,013	\$49,736	\$51,048	\$54,197	\$55,765
Civil Engineer (Transportation)	++	\$50,720	\$55,312	\$56,730	\$58,301	\$62,156	\$64,753	\$68,621
Classification and Compensation Analyst	\$44,917	\$44,613	\$44,505	\$49,356	\$46,598	\$46,518	\$48,808	\$50,495
Correctional Officer	\$34,662	\$35,766	\$36,731	\$37,792	\$39,315	\$41,661	\$42,708	\$43,318
Correctional Officer Sr/ Lead	\$35,002	\$33,997	\$37,761	\$38,223	\$36,371	\$42,003	\$43,012	\$45,138
Data Processing Clerk	++	\$22,940	\$21,248	\$22,908	\$23,263	\$27,488	\$27,250	\$28,292
Economist	\$42,315	\$44,574	\$45,780	\$48,361	\$48,248	\$49,862	\$55,419	\$54,683
Economist Sr/Lead	\$52,757	\$54,845	\$55,438	\$58,379	\$59,017	\$61,807	\$64,586	\$65,685
Educational Specialist	\$52,300	\$53,704	\$53,935	\$56,010	\$54,415	\$59,729	\$60,544	\$63,192
Employee Benefits Analyst	\$39,154	\$39,496	\$40,811	\$42,303	\$46,581	\$45,679	\$45,695	\$45,777
Employment Counselor	\$36,338	\$34,968	\$36,137	\$36,328	\$38,146	\$37,792	\$40,733	\$41,446
Environmental Engineer	\$51,442	\$50,094	\$51,257	\$52,055	\$53,628	\$57,840	\$59,375	\$60,874
Environmental Engineer Sr/Lead	\$59,827	\$61,620	\$62,602	\$64,650	\$63,874	\$69,500	\$71,738	\$73,307
Family Support Specialist	\$32,871	\$33,419	\$33,689	\$34,801	\$36,572	\$36,707	\$37,227	\$39,548
Financial Examiner	\$40,620	\$42,336	\$45,948	\$46,920	\$49,009	\$50,525	\$53,603	\$55,680
Forensic Scientist	\$45,248	\$48,589	\$49,733	\$51,114	\$53,107	\$56,383	\$58,089	\$59,291
Forester	\$39,934	\$41,381	\$42,000	\$40,917	\$42,569	\$44,014	\$44,565	\$46,556
Geologist	\$44,177	\$45,160	\$45,674	\$46,908	\$47,764	\$50,942	\$51,947	\$51,810
Geologist Sr/Lead	\$51,231	\$53,520	\$53,769	\$55,504	\$56,053	\$58,515	\$60,691	\$62,594
Librarian	\$39,057	\$38,802	\$39,606	\$40,759	\$41,773	\$43,857	\$43,825	\$45,658
Licensed Practical Nurse	\$30,520	\$31,632	\$32,603	\$33,380	\$34,515	\$36,725	\$37,854	\$39,295
Parole Officer	\$37,975	\$39,929	\$43,484	\$46,423	\$45,521	\$43,850	\$45,015	\$46,377
Personnel Analyst-Generalist	\$43,747	\$45,042	\$42,360	\$45,212	\$46,033	\$48,285	\$49,797	\$50,417

Programmer/Analyst	\$46,583	\$49,239	\$48,334	\$52,244	\$53,081	\$56,878	\$58,638	\$59,651
Programmer/Analyst Sr/Lead	\$54,090	\$58,008	\$58,802	\$61,117	\$62,054	\$62,949	\$68,241	\$70,711
Psychologist	\$53,898	\$51,907	\$53,913	\$55,502	\$55,303	\$57,062	\$67,180	\$70,583
Psychologist Sr/Lead	\$60,065	\$61,315	\$62,725	\$63,310	\$66,041	\$69,415	\$70,397	\$76,482
Registered Nurse	\$42,783	\$44,710	\$45,441	\$46,694	\$49,073	\$51,288	\$53,338	\$55,275
Research Analyst	\$41,405	\$39,287	\$39,444	\$40,949	\$43,017	\$49,774	\$51,571	\$52,684
Social Worker	\$38,537	\$38,144	\$38,838	\$40,074	\$41,418	\$44,087	\$45,547	\$46,580
Substance Abuse Counselor	\$34,379	\$33,939	\$35,046	\$36,133	\$35,931	\$37,510	\$38,671	\$39,477
Systems Analyst	\$50,963	\$51,508	\$52,226	\$53,717	\$55,806	\$60,208	\$62,449	\$63,266
Tax Auditor	\$40,435	\$42,437	\$42,586	\$44,441	\$44,872	\$45,414	\$46,294	\$47,747
Tax Auditor Sr/Lead	\$51,136	\$52,657	\$53,769	\$55,213	\$53,791	\$55,803	\$57,011	\$59,402
Teacher (State Institution)	++	\$45,895	\$45,891	\$45,713	\$45,009	\$45,455	\$48,553	\$51,271
ALL JOBS	\$37,255	\$38,117	\$39,425	\$40,873	\$42,123	\$44,286	\$45,868	\$47,077
++ Data were not collected for these four jobs in 2002								

APPENDIX C

OCCUPATIONAL DEFINITIONS

(Alphabetical Listing)

ACCOUNTANT – Journey Level Under general supervision, applies principles, theories and practices of accounting to maintenance and operation of one or more specialized areas of state accounting systems. Develops reports, financial statements, tables and charts; develops and evaluates data; produces estimates and determines information needs.

Experience: 1 – 3 years

Education: Bachelor's degree in accounting, business or related field.

ACCOUNTANT – Senior/Lead Under general direction, performs work similar to journey-level Accountant, but handles most complex problems. Develops, recommends and handles implementation of solutions and methods for unprecedented problems or those that are systemwide in scope and impact. Acts as lead to lower-level Accountants and staff.

Experience: 3 – 5 years

Education: Bachelor's degree in accounting, business or related field.

AGRICULTURAL INSPECTOR – Journey Level Under broad direction, applies knowledge of relevant state laws of agriculture to the inspection, investigation, grading and weighing of agricultural commodities including grains, fruits, vegetables, potatoes, dairy and meat products. Conveys ideas, reasoning and information from the state's department of agriculture to the general public. Determines the lawfulness of agricultural businesses and the grade of agricultural products according to USDA standards. Coordinates agricultural investigations on a large scale across the county or state. Lifting and other physical requirements may apply.

Experience: 1 – 3 years

Education: Bachelor's degree in agriculture, environmental science, agribusiness or related field.

ARCHITECT – Journey Level Under general supervision of higher-grade Architect, prepares and reviews architectural plans for new buildings and modifications/renovations of existing structures, ensuring compliance with federal and state regulations. Performs life-cycle cost analysis; may prepare and review designs of structural, mechanical and electrical systems; performs inspections of site and facility conditions of projects; prepares code violation reports; participates in the review and updating of building codes; acts as an architect of record when directed.

Experience: 4 – 7 years

Education: Bachelor's degree with major work in architecture. A level of education in architecture beyond a bachelor's degree may be substituted for experience, generally

on a year-by-year basis. Most states require that employees be licensed as architects in their state.

ATTORNEY – Journey Level Under the general supervision of a higher-level attorney, performs consultation and advisory work and carries out the legal processes necessary to effect the rights, privileges and obligations of a state agency or the citizens of the state. Duties may include preparing and reviewing various legal instruments and documents (e.g., contracts, leases, opinions, briefs, settlement agreements, bills and regulations, etc.); acting as an agent of a state agency in its transactions; advising whether to initiate or defend lawsuits; conducting pretrial preparations and litigation before various courts or administrative forums; and advising officials on tax matters, government regulations and/or legal rights. May assign work to one or more lower-level attorneys, aides or clerks.

Experience: 3-5 years.

Education: Juris Doctor or equivalent degree (e.g., L.L.B.) from an accredited school of law. Generally requires admission to state bar.

BIOLOGIST – Journey Level Under general supervision, conducts research and performs field studies to monitor fish and wildlife populations within the state in order to assess fulfillment of state wildlife management goals. Prepares reports and recommendations. May specialize.

Experience: 2 – 3 years

Education: Bachelor's degree with major work in biology or related field.

BUYER – Journey Level Under general supervision, purchases standard materials, equipment, supplies and services. Identifies potential suppliers and deals directly with manufacturers and distributors. Ensures compliance with contracts and administers purchase contracts. May participate in contract negotiations.

Experience: 1 – 2 years

Education: High school graduation or equivalent.

BUYER – Senior/Lead Under general direction, negotiates or administers purchase contracts for large or complex, technical items or services, such as equipment or materials manufactured or customized for the state that involve multiyear implementation or other complex delivery requirements. May lead lower-level buyers.

Experience: 3 – 5 years

Education: High school graduation or equivalent; some college coursework.

CHEMIST – Journey Level Under general supervision of higher-grade Chemist, performs chemical analysis of various substances—food, drugs, household commodities, source emissions, biological specimens, the atmosphere—using standardized methods to determine specific components, including foreign substances, and conduct quality assurance testing; prepares detailed reports of testing procedures and findings; maintains technical laboratory equipment; and ensures maintenance of integrity of analyzed items.

Experience: 2 – 3 years

Education: Bachelor's degree with major work in chemistry, biochemistry or a closely related field.

CHEMIST – Senior/Lead Under general direction of higher-grade Chemist or administrative superior, handles nonstandardized and most complex chemical analyses. Expanded responsibilities include developing control programs to ensure validity of chemical determinations made within laboratory; conducting independent retests of initial tests to validate results; and researching new methods of chemical analysis. May function as lead.

Experience: 3 – 6 years

Education: Bachelor's degree with major work in chemistry, biochemistry or a closely related field.

CIVIL ENGINEER (TRANSPORTATION) – Journey Level Under general supervision, analyzes and evaluates the state's transportation systems. May review work completed by planning staff for technical validity. May assist in the planning, design, construction and maintenance of highways, structures or facilities. May investigate traffic problems and ensure contractor compliance with plans and specifications. Prepares transportation designs, cost estimates, reports, contract plans and specifications for transportation facilities.

Experience: 2 – 4 years

Education: Bachelor's degree in an engineering field. Generally requires state licensure as engineer and/or other certification.

CLASSIFICATION & COMPENSATION ANALYST – Journey Level Under general supervision, handles daily administration of state compensation systems. Responsible for managing employee payroll data, conducting compensation surveys, and advising agencies and staff on compensation issues. Applies job evaluation and classification methods and conducts job analysis. May develop cost estimates for use in collective bargaining or the development of new pay systems. Conducts research, develops statistical data and prepares reports.

Experience: 3 – 5 years

Education: Bachelor's degree in business, administration, personnel management or related field.

CORRECTIONAL OFFICER – Journey Level Under immediate to general supervision, exercises custody over and maintains control of inmate population. Inspects and ensures compliance with rules of institution visitors. Assists in supervising inmate activity, including mealtime, showers, use of exercise yard; escorts inmates being transported from confinement to other areas. Writes rule violation reports, and maintains records of inmate behavior. May advise inmates concerning personal problems. Work environment includes regular exposure to potentially dangerous situations.

Experience: 0 – 1 year

Education: High school graduation or equivalent.

Special requirements: Physical and age requirements may apply; employee may be required to attend training prior to job placement.

CORRECTIONAL OFFICER – Senior/Lead Under general supervision, performs same general duties as journey-level officer but at advanced level of performance; or acts as lead worker or officer in charge of lower-grade officers. May assist higher-grade officers in supervising specific prison areas during shifts, including the prison control center. May supervise K-9 units.

Experience: 3 years

Education: High school graduation or equivalent. May require coursework or associate degree in criminology or related field.

Special requirements: Some incumbents must be eligible to carry a firearm.

DATA-PROCESSING CLERK – Journey Level Under direct supervision, keys information into data-processing system and prepares reports. Responsible for finding and correcting errors. Maintains files of source documents or storage media. Performs a variety of clerical duties, such as record searching, verification, filing and logging of assignments received and completed work-flow documentation.

Experience: 6 months – 1 year

Education: High school diploma from an accredited school or GED equivalency.

ECONOMIST – Journey Level Under general supervision, plans and conducts economic research. Analyzes, interprets and makes less complex forecasts based on economic and social forces contributing to the state's economy. Determines relationships between economic factors and evaluates findings. Makes advisory reports to state officials, educators, regulatory agencies and legislative committees.

Experience: 1 – 2 years

Education: Bachelor's degree in economics, statistics, finance, mathematics or planning.

ECONOMIST – Senior/Lead Under general direction, coordinates, plans and directs professional economic studies, cost/benefit analyses and research for various programs; independently conducts complex analyses. Uses advanced statistical methods such as econometric modeling to make economic forecasts and conduct analyses. May make assignments, coordinate or oversee the work of other economists.

Experience: 3 – 4 years

Education: Master's degree in economics, statistics, finance or related field.

EDUCATIONAL SPECIALIST – Journey Level Under general direction, monitors and evaluates educational programs and curricula to ensure attainment of state goals. Prepares reports; recommends changes to existing programs or implementation of new programs. Consults with and provides technical advice and training to education professionals and staff. Develops and/or implements methods and procedures for program assessment.

Experience: 3 – 4 years

Education: Master's degree in education or specialized field. Teaching certificate may be required.

EMPLOYEE BENEFITS ANALYST – Journey Level Under general supervision, performs variety of functions dealing with employee benefits. Includes recording benefit plan premiums and responding to inquiries from employees regarding coverage, claims and service issues. Communicates changes in benefit plans to employees. May handle

benefit coordination, insurance claims and workers' compensation, and may keep track of current benefit trends.

Experience: 1 – 3 years

Education: May require bachelor's degree.

EMPLOYMENT COUNSELOR – Journey Level Under general supervision, interviews and counsels clients who face problems relating to vocation change, choice or adjustment. Helps clients evaluate, analyze and understand their assets; measures client aptitudes and interests; and presents clients with information on job training, requirements, opportunities and rehabilitation facilities to assist in clarifying and achieving career objectives. Records and reports client progress and performs follow-up procedures to monitor the success of vocational adjustment. Maintains relationships with community groups and other social agencies to facilitate vocational adjustment, and may participate in programs geared toward finding satisfactory employment of the elderly, the handicapped or youth.

Experience: 1 – 3 years

Education: Bachelor's degree in counseling, vocational guidance, human relations, sociology, psychology or social work.

ENVIRONMENTAL ENGINEER – Journey Level Under direct to general supervision, inspects industrial and commercial sites to ensure compliance with environmental laws. Reviews and/or prepares environmental impact statements for proposed developments, transportation projects and permit applications. May give expert testimony in court. Acts as a representative of the agency to other authorities, agencies and the public. Works closely with property owners, engineers, attorneys and developers in resolving/correcting environmental concerns. Work involves sample recovery, lab analysis, report writing, ecosystem management and frequent communication. Hazardous environmental conditions often are encountered. Some positions may be devoted to one of the following areas: pollution abatement, waste management, water resources management or air quality management.

Experience: 1 – 3 years, or equivalent combination of education/experience.

Education: Bachelor's degree in relevant engineering/environmental field. Generally requires state licensure as engineer or other relevant certification.

ENVIRONMENTAL ENGINEER – Senior/Lead Under general supervision or direction, performs same duties as journey-level Environmental Engineer and under similar conditions but at advanced level of performance, and/or handles most complex tasks. May lead engineers of lower grade and other technical employees, or act as project lead within the agency. Some positions devoted to one or more of the following areas: pollution abatement, waste management, water resources management or air quality management. All positions are considered experts in their field.

Experience: 3 – 6 years as an Environmental Engineer, or job knowledge at an advanced level in relevant engineer/environmental job title.

Education: Bachelor's degree. Generally requires state licensure as engineer and/or other relevant certification.

FAMILY SUPPORT SPECIALIST – Journey Level Under general supervision, interviews families to determine needs and assistance eligibility, and counsels families when necessary. Refers clients to appropriate assistance programs, community agencies and support networks; informs clients of the requirement to participate in and the

benefits of such programs; and helps clients apply to these programs. Negotiates contract with clients to outline goals of achieving family self-sufficiency, and creates plan to see that clients achieve contract goals. Determines education and competency level of clients and assists in job search and application process when appropriate.

Experience: 1 – 3 years

Education: Bachelor's degree in sociology, social work, psychology or related field.

FINANCIAL EXAMINER – Journey Level Under general supervision, identifies and reviews relevant documents and records of banks, savings and loans, and/or other financial institutions to determine compliance with relevant state and federal laws and regulations; develops conclusions and prepares reports. Interacts directly with personnel of financial institutions; may perform work on site.

Experience: 1 – 3 years

Education: Bachelor's degree in accounting, business or related field.

FORENSIC SCIENTIST – Journey Level Under general supervision, reviews investigator's summary of crime scenes; receives evidence, records findings and maintains secure chain of custody; performs complex forensic analysis of evidence, including chemical, liquid and gas tests; undertakes fingerprint analysis; analyzes documents to determine authenticity; examines bodily fluids to determine presence of foreign chemicals or identity; maintains detailed records of examinations and conclusions; testifies in court concerning findings; and interacts with law enforcement officials. May specialize or work in fingerprint, voiceprint, ballistics and physical evidence laboratories.

Experience: 2 – 4 years

Education: Bachelor's degree with major study in chemistry, biological sciences, forensic sciences or closely related field.

FORESTER – Journey Level Under general supervision or direction, compiles, examines and evaluates data in order to implement state forestry management programs. Prepares and implements comprehensive land management plans. Makes recommendations on timber harvesting, planting, road building and other activities. Interacts with private landowners and contractors. May lead or supervise technical or other employees, and oversee work of contractors and firefighting crews. Work generally involves travel or assignment throughout state.

Experience: 3 – 6 years

Education: Bachelor's degree in forestry or related area may substitute for portion of experience requirement.

GEOLOGIST – Journey Level Under general supervision, identifies and analyzes rocks and minerals for the appraisal of energy and mineral resources and the evaluation of geologically hazardous sites. Interprets field data for maps, conducts geochemical and geophysical surveys, and conducts research and writes reports. Provides information on resource management and regulation for state projects. Registration or state license as geologist may be required.

Experience: 1 – 4 years

Education: Bachelor's degree in geology, geological sciences, earth science, petroleum engineering or closely related field.

GEOLOGIST – Senior/Lead Under general direction, performs advanced professional and administrative work in environmental geology. Communicates geological information to agency administrators and other governmental officials and consultants. Acts as advisor and may provide expert testimony in public hearings, regulatory hearings and other meetings regarding permit review and other geology-related matters. Determines project, equipment, staffing and training needs. May oversee work of geological personnel and coordinates geological investigation projects and programs with related local, state and federal functions. Registration or state license as geologist or geophysicist required.

Experience: 4 – 6 years

Education: May require master's degree in geology, geological sciences, earth science, petroleum engineering or closely related field.

LIBRARIAN – Journey Level Under general supervision of an administrative superior, acquires and classifies materials; updates computer records of library materials; plans and conducts workshops and other patron programs; assigns, trains and supervises lower-level staff; writes grant proposals; assists patrons in performing difficult research; administers interlibrary loan process; evaluates library program; and makes recommendations on library operations.

Experience: 2 – 3 years

Education: Bachelor's degree in social sciences or library science.

LICENSED PRACTICAL NURSE – Journey Level Under supervision of a registered nurse, licensed physician or other professional, administers medications and treatments to patients, performs routine diagnostic tests and makes vital signs determinations. Changes sterile dressings, prepares patients for surgery and collects specimens. Records and reports patients' physical and mental progress/changes to doctors, and provides documentation to and updates patient records. Maintains medical supply inventory. Counsels patients and families to facilitate understanding of treatment goals.

Experience: 0 – 2 years as an LPN/LVN

Education: Licensure as a Licensed Practical Nurse by the respective state board of nursing.

PAROLE OFFICER – Journey Level Under general direction, performs case management and counseling for assigned group of parolees or for inmates who are eligible for parole; conducts needs assessments and investigations; and develops supervision plan. Coordinates development of rehabilitation plan with appropriate community, educational and other institutions; makes recommendations. May be authorized to make arrests. Potential for danger or injury from parolees or inmates.

Experience: 3 – 6 years

Education: College coursework or degree in criminology, social work, psychology or related field.

Special requirements: May be required to carry firearm.

PERSONNEL ANALYST – GENERALIST – Journey Level Under general supervision, performs a variety of functions dealing with personnel management. May perform work or provide advice to agencies and staff in areas such as recruitment, selection and testing, employee and labor relations, job evaluation, compensation, classification and job analysis. May develop and interpret data; interpret collective

bargaining agreements, personnel policies and procedures; and develop and make recommendations concerning the modification and implementation of new personnel policies and functions. May be responsible for maintaining personnel information.

Experience: 2 – 4 years

Education: May require bachelor's degree in personnel administration or related field.

PROGRAMMER/ANALYST – Journey Level Under general supervision, develops programs for new applications or to modify existing functions in one or more fields, such as payroll, purchasing, accounting or a particular technical or scientific area. Tests and documents work; interacts with end users. May work as part of team of programmers, or may lead specified project teams in area of expertise.

Experience: 1 – 3 years

Education: Relevant college coursework or specialized technical training.

PROGRAMMER/ANALYST – Senior/Lead Under general direction, functions as staff specialist or top technical expert in development, testing and implementation of most complex programming problems, such as those with broad systems impact. Leads project teams; interacts with users and technical experts in various fields.

Experience: 3 – 5 years

Education: Relevant college coursework or specialized technical training.

PSYCHOLOGIST – Journey Level Under general supervision, conducts individual or group therapy, and provides patients with counseling, psychological testing and assessment, and psychotherapy. Develops diagnoses and treatment plans. Psychology license may be required.

Experience: 2 – 3 years

Education: Master's degree in psychology, psychological counseling, clinical psychology or closely related field.

PSYCHOLOGIST – Senior/Lead Under general direction, performs therapeutic services characterized by diverse client population, multiple diagnoses and application of broad range of psychotherapy techniques. May involve supervising the activities of lower-level psychologists, possibly including frequent travel around the county or state. Psychology license required in most states. May have responsibility for special area, unit or program.

Experience: 3 – 5 years

Education: May require doctoral degree in psychology, psychological counseling, clinical psychology or closely related field.

REGISTERED NURSE – Journey Level Under supervision of nursing supervisor or higher-level medical professional, provides comprehensive nursing care in hospital or other medical facility. Assesses patient condition, interprets guidelines and modifies care as needed in accordance with professional standards and protocols. May advise LPNs or lower-level healthcare workers.

Experience: 2 – 3 years

Education: Bachelor's degree in nursing or equivalent. Requires state licensure.

RESEARCH ANALYST – Journey Level Under general supervision, conducts research and statistical studies in a specialized field, which may include social and cultural

phenomena or legal information. Obtains information from primary sources through the design and administration of survey questionnaires or interviews. May perform legal research. Analyzes and compiles data through the use of statistical and descriptive techniques such as charts and graphs; prepares reports.

Experience: 1 – 3 years

Education: May require bachelor's degree in economics, statistics, accounting, business, public administration, mathematics, sociology, psychology, computer programming or other specialized field.

SOCIAL WORKER – Journey Level Under immediate to general supervision, interacts with clients to ensure the welfare of families and children experiencing difficulties with abuse, neglect, mental or physical illness, drug or alcohol addiction, or other social concerns. Investigates and assesses problems; recommends course of action, monitors progress and prepares reports. May testify in court or other administrative hearings.

Experience: 2 – 3 years

Education: Bachelor's degree or equivalent, preferably with major work in social work, social science or humanities. May require master's degree in social work.

SUBSTANCE ABUSE COUNSELOR – Journey Level Under general supervision, facilitates individual or group therapy and counseling sessions, develops and evaluates individualized treatment plans, and observes and records patient's behavior and progress. Maintains good working relationships with community agencies and support networks to plan for patient's discharge; performs follow-up work with discharged patients. Certified by state as drug and alcohol abuse counselor.

Experience: 1 – 5 years

Education: Bachelor's degree in social work, psychology, health, rehabilitation, counseling or related field.

SYSTEMS ANALYST – Journey Level Under general direction, analyzes business, technical or scientific problems and develops comprehensive solutions through design and implementation of appropriate computer hardware and software applications. Coordinates with programmers, analysts, contractors, users and others; develops project plans and flow charts; identifies and secures resource needs; and ensures that outcomes meet specifications. Leads projects, often large in scope; may supervise junior staff.

Experience: 3 – 5 years

Education: Relevant college coursework or specialized technical training.

TAX AUDITOR – Journey Level Under the general supervision of a higher-grade Tax Auditor, examines records, such as federal tax returns, state taxpayer returns, fuel receipts, usage and inventory records, balance sheets and ledgers, to determine if an audit should be conducted. Conducts audits as directed, prepares work papers and accumulates documenting evidence in support of audit recommendations and adjustments. Investigates differentials in vendor charges with contract estimates. Directly communicates with concerned parties to explain audit. Testifies in court concerning audit procedures and conclusions.

Experience: 0 – 3 years

Education: Bachelor's degree in accounting, management, general business or related field with at least 20 hours of accounting.

TAX AUDITOR – Senior/Lead Under general direction, performs same duties as Tax Auditor but at advanced professional level and/or handles most difficult assignments; acts as lead auditor in large and complex audits.

Experience: 3 – 6 years

Education: Bachelor's degree in accounting, management, general business or related field with at least 20 hours of accounting.

TEACHER (STATE INSTITUTION) – Journey Level Under general direction, instructs students in subject matter utilizing various teaching methods. Has regular in-person contact with mentally or developmentally disabled residents, court-committed juveniles or adult felons. Positions are located in state schools, hospitals, facilities or institutions. Develops educational plans according to students' abilities. Responsible for instructing, supervising and disciplining students. Maintains student records and prepares progress reports. Displays ability to communicate at the appropriate level for students. May require knowledge of American Sign Language or Braille. Has knowledge of human behavior, child psychology, and human growth and development.

Experience: 1 – 2 years

Education: Bachelor's degree and valid state teaching certificate.

TRANSPORTATION ENGINEERING TECHNICIAN (BRIDGE INSPECTOR) Under the general supervision of an Engineer, Surveyor or higher-level technical employee, conducts roadway and bridge inspections. Performs transportation engineering surveys, inspections, materials testing, data collection, traffic analyses and administrative duties. Prepares written reports and makes remedial recommendations. Employees in this classification may be required to possess Federal Highway Administration (FHWA) certification for inspection of in-service bridges. Work may involve dangerous/strenuous physical activity.

Experience: 2 – 5 years

Education: Associate degree in engineering or other related technology.

APPENDIX D

HOW TO USE THIS SURVEY

1) Making salary comparisons

The pay information presented in this survey can be used to compare compensation and related practices among similar jobs in state governments and among other employers with jobs included in this survey. Pay comparisons can be made by following these steps:

- **Job matching:** Ensure the job in your state matches the survey job as closely as possible in terms of job content (such as skill, effort, responsibility and working conditions) and qualifications or requirements (education or licensure). Definitions of jobs included in the survey are presented in Appendix C, and in many cases, complete job descriptions or qualification standards are available on state Web sites. In addition, the “match quality” column of the survey tables indicates the extent to which jobs in each of the responding states match our survey definitions.
- **Compare pay range and average salary information:** Compare the minimum and maximum rates for the pay range, and the average annual salaries applicable to your job, to the information in the survey. Because pay ranges vary considerably in terms of both the dimensions of the pay range (that is, the width of the pay band and/or the length of the progression schedule) and the manner in which an employee moves through the pay range (such as merit versus automatic step increases and the timing of such increases), be sure to account for these differences in making your comparisons.
- **Account for other aspects of compensation:** Various types of cash compensation in addition to base pay are applicable to many occupations. These include longevity pay, bonuses, differentials or other forms of pay. While these types of compensation may not be granted regularly or may not comprise a large portion of pay, they should be accounted for, to the extent possible, when making comparisons.
- **Account for labor market variations:** Pay rates and changes in pay rates can be expected to differ by labor markets. Comparisons are best made with states or other employment sectors that have similar economic features (such as contingent states or states of similar size and industrial structure) rather than relying on comparisons with national averages. In general, labor markets conform more closely to metropolitan areas than to state government boundaries, and multiple labor markets may exist within the same state. In addition, labor markets may vary by occupation. For example, an employer may conduct a nationwide search to recruit for certain occupations while relying on the local labor market to fill other positions.
- **Account for differences in timing:** Information in this survey reflects pay practices in effect as of March 1, 2009, and should only be compared with pay data from the same time.

2) Sources of private sector pay information

The U.S. Bureau of Labor Statistics (BLS) regularly conducts a National Compensation Survey (NCS) for a variety of titles in 154 major metropolitan and other areas nationwide. NCS occupational pay estimates are reported by metropolitan area, by major census division and in a national summary. The data are provided separately for full-time and part-time workers, and for private industry and state and local government, or for all workers combined. BLS ensures that occupations are properly matched through on-site visits by analysts to employers included in the survey. Detailed NCS data can be found by occupation, metropolitan area or other designation at the NCS home page at <http://www.bls.gov/ncs/ncswage2007.htm>.

Another source of pay information is the Occupational Employment Survey (OES), also published by BLS. The data are collected through a mail survey administered by state employment security agencies; BLS then uses the data to produce salary estimates. OES provides market pay estimates for a variety of job titles by state and metropolitan area or in a national summary. The data combine private and public sector employees (including federal employees) into a single pay estimate. OES data can be found at <http://www.bls.gov/oes>.

3) Private sector pay estimates from the NCS

Private industry pay estimates from the NCS for jobs similar to those in this survey are presented in Appendix D-1. The private sector pay data were derived from the most recent NCS national bulletin (*National Compensation Survey: Occupational Wages in the United States, October 2007*, U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C., December 2007), which can be found on the NCS Web site at <http://www.bls.gov/ncs/ncswage2007.htm>. Definitions of NCS occupations used in this survey are listed in Appendix D-2.

To obtain the private sector pay estimates presented in Appendix Table D-1, annual earnings for full-time private industry workers (NCS Table 4) in each title for which a match could be found were multiplied by average (mean) weekly hours (NCS Table 4). Further, because the most recent NCS national data available were from 2007, the estimates were brought forward to March 2009 for comparability with our state survey data. This was accomplished by multiplying the private sector average annual pay estimates by the percentage change in the Employment Cost Index (ECI) for private industry workers, wages and salaries only, not seasonally adjusted, from October 2007 through March 2009. Additional information on the NCS and the ECI is available from the U.S. Bureau of Labor Statistics and can be found at <http://www.bls.gov>.

The private sector pay estimates in Appendix D-1 illustrate the types of publicly available pay information that may help users of this survey. As noted in the section on “Making Salary Comparisons” at the beginning of this appendix, pay comparisons always should be made with reference to the relevant labor market and by ensuring a reasonable degree of job match. NCS private sector pay data presented in Appendix Table D-1 may differ from the relevant pay rates in your state due to any of the following factors:

- The private sector data presented are based on NCS national summary data. Actual rates may vary considerably by labor markets within states and regions, and the relevant labor market may vary from job to job. Percentile data (25th, 50th or median, and 75th percentiles) are presented to show the middle range of salaries for each occupation.
- The NCS occupations may not match your jobs exactly, and they may not directly match the jobs in this survey. NCS occupational definitions are broadly defined (See Appendix

D-2), including a range of skill levels within each occupational category. BLS presents detailed survey data by skill level for some occupations in its metropolitan area surveys at <http://stats.bls.gov/ncs/home.htm>.

- The data have been brought forward from October 2007 to March 2009 for comparability with the pay information presented in this survey. This process assumes that the pay rates of all occupations have experienced the same rate of change during this period.
- The NCS data are estimates and, therefore, may vary from year to year due to differences in the sample.

APPENDIX D-1 PRIVATE SECTOR PAY ESTIMATES

National Compensation Survey Occupation*	Private Sector Average Pay March 2009			
	Mean	25th Percentile	Median	75th Percentile
Accountant and Auditors	\$61,816	\$46,158	\$56,551	\$73,110
Architect	\$72,239	\$53,724	\$65,794	\$89,636
Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$32,468	\$29,777	\$26,154	\$36,473
Chemist	\$71,489	\$51,135	\$61,252	\$81,032
Child, Family and School Social Workers	\$35,691	\$29,429	\$34,002	\$40,537
Civil Engineers	\$79,056	\$59,475	\$76,122	\$94,700
Clinical, Counseling, and School Psychologists	\$58,397	\$34,237	\$46,174	\$80,070
Compensation, Benefits, and Job Analysis Specialists	\$58,425	\$42,088	\$55,562	\$72,161
Computer Programmers	\$74,542	\$56,949	\$72,164	\$85,818
Computer Systems Analysts	\$83,867	\$67,611	\$81,814	\$96,522
Conservation Scientists	\$60,808	\$39,845	\$56,633	\$60,301
Construction and Building Inspectors	\$60,245	\$45,721	\$57,642	\$69,654
Data-Entry Keyers	\$27,438	\$23,488	\$26,901	\$29,958
Economists	\$87,557	\$50,401	\$71,227	\$92,840
Environmental Engineer	\$74,542	\$65,439	\$88,897	\$99,897
Financial Examiners	\$69,602	\$56,420	\$69,052	\$73,647
Foresters	\$60,808	\$39,845	\$56,633	\$60,301
Geoscientists	\$97,996	\$77,094	\$89,934	\$116,867
Lawyers	\$132,880	\$78,636	\$123,258	\$171,310
Librarians	\$62,645	\$42,384	\$56,741	\$75,573
Licensed Practical and Licensed Vocational Nurses	\$39,825	\$34,528	\$39,208	\$44,299
Purchasing Agents	\$61,816	\$46,998	\$56,551	\$72,128
Registered Nurses	\$64,609	\$52,278	\$61,262	\$73,569
Social & Human Service Assistant	\$27,660	\$23,706	\$27,075	\$34,214
Substance Abuse and Behavioral Disorder Counselors	\$36,575	\$29,944	\$36,886	\$43,269

* Pay estimates from the U.S. Bureau of Labor Statistics' 2007 *National Compensation Survey* have been updated to March 2009 using the Employment Cost Index. Estimates are for full-time workers.

APPENDIX D-2

PRIVATE SECTOR JOB DEFINITIONS

Occupational definitions for the private sector pay comparisons estimated from the U.S. Bureau of Labor Statistics *National Compensation Survey* are shown below.

NCS Occupation	NCS Occupational Definition
Accountants and Auditors	Examine, analyze and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data.
Architects, Except Landscape and Naval	Plan and design structures, such as private residences, office buildings, theaters, factories and other structural property.
Adult Literacy, Remedial Education, and GED Teachers and Instructors	Teach or instruct out-of-school youths and adults in remedial education classes, preparatory classes for the General Educational Development test, literacy or English as a Second Language. Teaching may or may not take place in a traditional educational institution.
Chemists	Conduct qualitative and quantitative chemical analyses or chemical experiments in laboratories for quality or process control, or to develop new products or knowledge.
Child, Family and School Social Workers	Provide social services and assistance to improve the social and psychological functioning of children and their families, and to maximize the family well-being and the academic functioning of children. May assist single parents, arrange adoptions and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior and truancy. May also advise teachers on how to deal with problem children.
Civil Engineers	Perform engineering duties in planning, designing and overseeing construction and maintenance of building structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, water and sewage systems, and waste disposal units. Include architectural, structural, traffic, ocean and geotechnical engineers.
Clinical, Counseling and School Psychologists	Diagnose and treat mental disorders, learning disabilities, and cognitive, behavioral and emotional problems using individual, child, family and group therapies. May design and implement behavior modification programs.
Compensation, Benefits and Job Analysis Specialists	Conduct compensation and benefit programs and job analyses for employer. May specialize in specific areas, such as position classification or pension programs.

NCS Occupation	NCS Occupational Definition
Computer Programmers	Convert project specifications and statements of problems and procedures to detailed logical flow charts for coding into computer language. Develop and write computer programs to store, locate and retrieve specific documents, data and information. May program Web sites.
Computer Systems Analysts	Analyze science, engineering, business and all other data-processing problems for application to electronic data-processing systems. Analyze user requirements, procedures and problems to automate or improve existing systems, and review computer system capabilities, workflow and scheduling limitations. May analyze or recommend commercially available software.
Conservation Scientists	Manage, improve and protect natural resources to maximize their use without damaging the environment. May conduct soil surveys and develop plans to eliminate soil erosion or to protect rangelands from fire and rodent damage. May instruct farmers, agricultural production managers or ranchers in best ways to use crop rotation, contour plowing or terracing to conserve soil and water; in the number and kind of livestock and forage plants best suited to particular ranges; and in range and farm improvements, such as fencing and reservoirs for stock watering.
Construction and Building Inspectors	Inspect structures using engineering skills to determine structural soundness and compliance with specifications, building codes and other regulations. Inspections may be general in nature or may be limited to a specific area, such as electrical systems or plumbing.
Data-Entry Keyers	Operate data-entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing.
Economists	Conduct research, prepare reports or formulate plans to aid in solution of economic problems arising from production and distribution of goods and services. May collect and process economic and statistical data using econometric and sampling techniques.
Financial Examiners	Enforce or ensure compliance with laws and regulations governing financial and securities institutions and financial and real estate transactions. May examine, verify correctness of, or establish authenticity of records.

NCS Occupation	NCS Occupational Definition
Foresters	Manage forested lands for economic, recreational and conservation purposes. May inventory the type, amount and location of standing timber, appraise the timber's worth, negotiate the purchase and draw up contracts for procurement. May determine how to conserve wildlife habitats, creek beds, water quality and soil stability, and how best to comply with environmental regulations. May devise plans for planting and growing new trees, monitor trees for healthy growth and determine the best time for harvesting. Develop forest management plans for public and privately owned forested lands.
Geoscientists, Except Hydrologists and Geographers	Study the composition, structure and other physical aspects of the earth. May use geological, physics and mathematics knowledge in exploration for oil, gas, minerals or underground water, or in waste disposal, land reclamation or other environmental problems. May study the earth's internal composition, atmospheres, oceans and its magnetic, electrical and gravitational forces. Include mineralogists, crystallographers, paleontologists, stratigraphers, geodesists and seismologists.
Lawyers	Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, and manage or advise clients on legal transactions. May specialize in a single area, or may practice broadly in many areas of law.
Librarians	Administer libraries and perform related library services. Work in a variety of settings, including public libraries, schools, colleges and universities, museums, corporations, government agencies, law firms, nonprofit organizations and healthcare providers. Tasks may include selecting, acquiring, cataloging, classifying, circulating and maintaining library materials, and furnishing reference, bibliographical and readers' advisory services. May perform in-depth, strategic research, and synthesize, analyze, edit and filter information. May set up or work with databases and information systems to catalog and access information.
Licensed Practical and Licensed Vocational Nurses	Care for ill, injured, convalescent or disabled persons in hospitals, nursing homes, clinics, private homes, group homes and similar institutions. May work under the supervision of a registered nurse. Licensing required.
Purchasing Agents, Except Wholesale, Retail and Farm Products	Purchase machinery, equipment, tools, parts, supplies or services necessary for the operation of an establishment. Purchase raw or semifinished materials for manufacturing. Include contract specialists, field contractors, purchasers, price analysts, tooling coordinators and media buyers.

NCS Occupation	NCS Occupational Definition
Registered Nurses	Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Include advance practice nurses such as nurse practitioners, clinical nurse specialists, certified nurse midwives and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education, and who function in highly autonomous and specialized roles.
Substance Abuse and Behavioral Disorder Counselors	Counsel and advise individuals with alcohol, tobacco, drug or other problems, such as gambling and eating disorders. May counsel individuals, families or groups, or engage in prevention programs.

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