

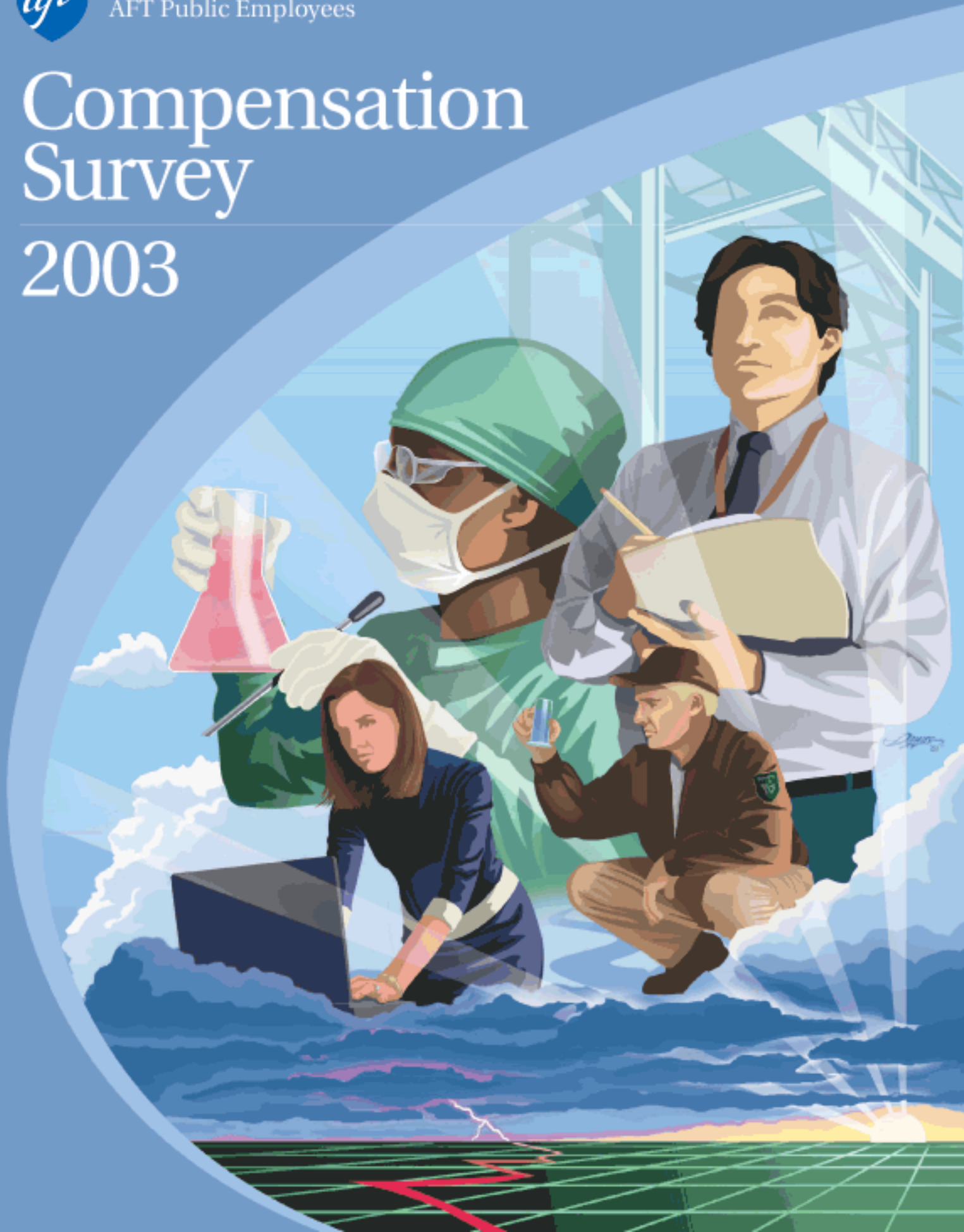


*A Union of Professionals*

AFT Public Employees

# Compensation Survey

## 2003



**AFT PUBLIC EMPLOYEES  
COMPENSATION SURVEY**

**2003**

*A Survey of Professional, Scientific and Related  
Occupations in State Government*

**AFT PUBLIC EMPLOYEES**

**June 2003**

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# FOREWORD

State governments are facing incredible challenges today. Tax cuts are straining budgets at every level of government, workloads of public employees are increasing dramatically, the state employee workforce is declining, and quality public services are suffering. State government has shown the greatest decline of any sector of our economy, and there is little relief in sight with more and more proposals for tax cuts to reduce revenues and services to the public.

State budgets in 2003 look radically different from 1999, the first year we conducted this survey. The collective state deficit looking forward to the 2004 budget cycle is now estimated at more than \$80 billion and growing. Layoffs are common in many sectors of our economy, the national unemployment rate has risen to 6.1 percent and demand for services to the poor and the unemployed is growing. State governments are resorting to across-the-board cuts and early retirement options to help balance the budget. Some state agencies are reporting losses of more than 30 percent of senior agency staff. Experts and experienced staff in all major areas of government are leaving public service in droves. For policy makers interested in building trust in government, these are very dangerous trends.

Government services are essential to building strong communities and expanding our economy. Will state governments be able to recruit and retain quality employees if the wages continue to lag behind the private sector? Will public services keep pace with the changing demands of our diverse society? Our union will continue the fight to maintain quality services and work toward more sensible tax and revenue policies to support these valuable services. The information in this survey we hope will assist in this effort.

Public employee salaries are at the heart of quality public service issues for government at all levels. By establishing decent salaries and benefits, government can keep and attract the best and most able employees. *AFT Public Employees Compensation Survey 2003* is our fourth edition to compare state employee salary ranges for specific job titles across the country. For the second year, the survey presents average salaries for the listed job titles and also provides the total number of employees in each title. Information on the type of pay plan, factors affecting pay and the number of hours worked in each state is also provided.

The *AFT Public Employees Compensation Survey 2003* represents our attempt to identify and compare compensation practices across state governments. The thousands of job titles among all agencies of state government in each of the 50 states make it very difficult to compare the relative standing of each state's pay practices. Such standings cannot be drawn from this survey. We can take a manageable number of specific job titles, however, and compare pay practices for those jobs in each state. While it is not possible to make broad generalizations regarding compensation practices for each state in this survey, it *is* possible to get a better sense of the compensation trends for state employee professionals across the country and to see very specific examples of how these professionals are compensated.

It is always appealing to try to rank the states according to the wages offered for a particular job category. It is not possible to determine which state pays better than another simply by looking at these figures. There are many different measures that should be considered when determining the effort a state is making to maintain a skilled workforce. Our survey is designed to focus on the actual salaries paid for each of the job categories and to consider some of the salary conditions in effect for specific states. This survey is not intended to be used as a stand-alone guide for contract negotiators, lobbyists and others who deal with compensation issues, but rather it is more appropriate to consider this survey as one tool in the overall evaluation of compensation for professionals in state government. Researchers must take into account the cost-of-living for specific geographic areas as well as benefits and other forms of compensation when making comparisons. Hopefully, this survey will prove useful in making a more accurate comparison, but by itself it is not a perfect tool.

Our 2003 survey expands coverage to 44 professional, scientific and related jobs covering more than 272,689 state employees and encompassing the broad array of services commonly provided by state governments and represented by AFT Public Employees in one or more states. We added three new titles: Civil Engineer (Transportation), Data -Processing Clerk, and Teacher (State Institution). In addition, this year we are continuing to provide comparative average pay information for private sector occupations based on information available from the U.S. Bureau of Labor Statistics. This report presents the results of our updated and expanded findings.

**We acknowledge the numerous representatives of state governments who provided information for this survey. We are pleased to report that we were able to include data from 46 state governments. We would also like to extend thanks to the leaders and members of AFT Public Employees who assisted and supported our efforts. Special recognition goes to our intern Emily Horn from Butler University, who did an outstanding job in bringing much of this data together. We are very grateful to Lorel Wisniewski of Workplace Economics, Inc. for her continuing advice and coordination. Lorel's guidance and expertise have been essential to the success of this survey.**

Since we are planning to continue this study in future years, we welcome your comments and suggestions for changes or additions. You can contact us at 202/879-4550 or by e-mail at [sporter@aft.org](mailto:sporter@aft.org).

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# **AFT PUBLIC EMPLOYEES COMPENSATION SURVEY 2003**

## **A Survey of Professional, Scientific and Related Occupations 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 2003. The survey was designed to collect information on occupational compensation in a manner that facilitates comparison among states. Data from 46 states are presented in this report based on pay rates and compensation plans in effect as of March 1, 2003.

Forty-four jobs were selected for the study to represent the broad array of occupations participating in the delivery of public services by state governments. The survey methodology and definitions of terms 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 salaries, numbers of employees, additional cash compensation opportunities and type of pay plan. Pay range midpoints—often reported in salary surveys—were 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 50<sup>th</sup> 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, broadband, merit, step plans, etc.), and in the case of step plans, additionally reports the number of *years* it takes to proceed from the minimum to maximum rates.

Finally, this report acknowledges the underlying reality that funding of pay increases and application of pay plans are dependent upon the determination of the state legislatures.

Technical notes follow the tables, and occupational definitions for all jobs surveyed are provided in Appendix A. Appendix B 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 44 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 qualifications standards available on numerous state Web sites. The survey instrument was developed and administered during the winter and spring of 2003. In several cases, data were verified or collected directly by accessing information available on state Web sites.

The survey tables present data collected on 46 states. The data reflect pay rates in effect March 1, 2003. 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 additionally presents information, by job title, on numbers 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 this study 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:* In this column, the respondents were asked to indicate with a "minus" (-), "equality" (=) or "plus" (+) 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 indicate with 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 equality.

*Annual Salary Range:* These columns show the annual salary range *minimums* and *maximums* 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 title 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 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 assists survey users in making 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, maximum rate and midpoint.

**Pay for performance:** 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 maximum rate and may also feature a midpoint, market rate, job or 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 are often 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. This item 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 numbers of years, **not** the 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 to employees in the job. 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 that particular job title have the right to collective bargaining in their respective state. A "Y" indicates that yes, the title does have collective bargaining rights and an "N" indicates that the job 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.

*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 rates and average annual salaries are shown at the bottom of each table. The mean is calculated by summing the entries and 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.

## 2003 Median and Mean Salaries

	<i>Median</i>	<i>Mean</i>
Accountant	\$38,110	\$38,921
Accountant Sr/Lead	\$44,973	\$46,228
Buyer	\$33,565	\$36,091
Buyer Sr/Lead	\$40,570	\$42,715
Financial Examiner	\$41,019	\$41,679
Tax Auditor	\$39,347	\$40,110
Tax Auditor Sr/Lead	\$48,202	\$49,403
Biologist	\$42,859	\$41,591
Chemist	\$36,291	\$38,772
Chemist Sr/Lead	\$44,434	\$46,965
Forensic Scientist	\$45,567	\$44,638
Geologist	\$40,262	\$40,053
Geologist Sr/Lead	\$50,161	\$49,852
Research Analyst	\$35,457	\$36,754
Economist	\$45,421	\$45,719
Economist Sr/Lead	\$53,616	\$57,638
Librarian	\$36,741	\$38,638
Correctional Officer	\$28,786	\$31,580
Correctional Officer Sr/Ld	\$34,616	\$37,960
Parole Officer	\$35,651	\$38,790
Agricultural Inspector	\$34,652	\$35,493
Bridge Inspector	\$41,897	\$42,164
Civil Engineer	\$48,656	\$50,107
Environmental Engineer	\$47,101	\$47,972
Environmental Eng Sr/Ld	\$58,058	\$59,517
Forester	\$41,508	\$40,594
Employment Counselor	\$35,098	\$36,526
Family Support Specialist	\$30,914	\$33,482
Social Worker	\$38,103	\$38,355
Substance Abuse Counselor	\$33,663	\$35,946
Teacher (State)	\$45,175	\$44,508
LPN	\$30,910	\$31,903
RN	\$43,529	\$44,345
Psychologist	\$52,356	\$50,465
Psychologist Sr/Lead	\$60,778	\$60,740
Programmer/Analyst	\$44,155	\$44,145
Programmer/Anal Sr/Ld	\$55,046	\$54,243
Systems Analyst	\$49,355	\$51,493
Architect	\$51,442	\$53,153
Data Processing Clerk	\$23,569	\$24,386
Educational Specialist	\$50,559	\$50,839
Personnel Analyst	\$42,049	\$42,437
Employee Benefits Analyst	\$37,918	\$38,798
Class & Comp Analyst	\$43,891	\$45,013



# **SURVEY TABLES**

## ACCOUNTANT

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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	Accountant		\$26,410	\$40,055								
Alaska	Accountant II	=	\$39,648	\$56,904	\$45,329	17	Merit	19		Location	Y	37.5
Arkansas	Accountant	=	\$23,768	\$46,732	\$30,421	151	Open Range				N	40
Arizona	Accountant II	=	\$36,850	\$50,471	\$39,522	37	Merit				N	40
California												
Colorado	Accountant II		\$38,328	\$55,296	\$51,978	81	Performance		Varies	Varies	N	40
Connecticut	Accountant	=	\$47,631	\$59,846	\$57,818	123	Step	8	\$1,497	Long-Step 8	Y	40
Delaware	Accountant II		\$27,921	\$41,881								37.5
Dist. of Columbia												
Florida	Accountants & Auditors III	=	\$28,856	\$72,140	\$38,110		Broadband				V	40
Georgia	Accountant II Professional	=	\$31,474	\$55,072	\$38,501	85	Performance		2%	Bonus	N	40
Hawaii	Accountant III	=	\$34,632	\$49,344	\$39,319	49	Negotiated				Y	40
Idaho	Financial Specialist	=	\$31,720	\$52,520	\$37,169	59	Performance				N	40
Illinois	Accountant	=	\$29,856	\$42,228	\$39,729	289	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Accountant III	=	\$27,170	\$38,428	\$31,655	56	Gen Sal Adjust				N	37.5
Iowa	Accountant II	=	\$29,120	\$49,920	\$42,143	42	Step	9			Y	40
Kansas	Accountant II	=	\$31,803	\$42,619	\$34,295	132	Step	11	\$40/yr	Longevity	N	40
Kentucky	Accountant I	=	\$17,616	\$29,059	\$21,014	54	Merit				N	37.5
Louisiana	Accountant II	=	\$23,904	\$39,540	\$33,912	216	Merit				N	40
Maine												
Maryland	Accountant, Advanced	=	\$37,255	\$57,844	\$46,809	74	Prog Step	18			Y	40
Massachusetts	Accountant I	=	\$30,401	\$43,566	\$36,624	123	Prog Step	13			Y	37.5
Michigan	Accountant - E(P11)	=	\$35,726	\$49,172	\$45,832	71	Step	5			N	40
Minnesota	Accounting Officer Inter	=	\$33,053	\$48,024	\$44,641	108	Prog Step	11			Y	40
Mississippi	Accountant/Auditor II	=	\$26,123	\$45,716	\$28,769	99	Merit				N	40

Missouri	Accountant II	=	\$29,592	\$43,308	\$34,830	96	Step				V	40
Montana	Accountant	=	\$25,667	\$38,500	\$31,928	21	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Accountant II	=	\$37,897	\$58,965	\$51,572	13	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Accountant III	=	\$34,430	\$46,987	\$41,388	37	Perf Step	8			Y	35
New Mexico	Financial Specialist Oper'l	+	\$21,696	\$38,574	\$27,992	303					N	40
New York	Senior Accountant	=	\$40,850	\$50,843	\$47,451	309	Step	7			Y	37.5
North Carolina	Accountant I	=	\$33,050	\$54,434	\$43,073	184	Legislated				N	40
North Dakota	Account/Budget Specialist II	=	\$25,572	\$42,612	\$32,724	20	Open Range				N	40
Ohio	Financial Reporting Accountant II	-	\$41,766	\$57,637	\$49,828	5	Step	6			N	40
Oklahoma	Accountant II	=	\$24,302	\$40,504	\$30,940	120	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Accountant II	=	\$31,613	\$43,741	\$41,265	91	Step	8			Y	40
Pennsylvania	Accountant II	=	\$37,360	\$56,763	\$47,462	205	Merit	20			N	37.5
Rhode Island	Accountant	=	\$30,884	\$34,548	\$37,272	18	Step	3.5		Longevity	Y	35
South Carolina	Accountant/Fiscal Analyst I	=	\$21,679	\$40,108	\$28,934	293			to \$1000/yr		N	37.5
South Dakota	Accountant		\$24,648	\$36,962								
Tennessee	Accountant II	=	\$30,108	\$47,856	\$34,747	84	Legislated				N	37.5
Texas	Accountant III		\$32,316	\$43,620								
Utah	Financial Analyst II	+	\$27,264	\$45,684	\$34,980	70	Merit				N	40
Vermont	Accountant B	=	\$29,453	\$45,635	\$35,203	28	Prog Step	24.5		Merit	Y	40
Virginia	Accountant	=	\$26,722	\$54,842	\$34,607	378	Broadband		Varies	Varies	N	40
Washington	Financial Analyst II	=	\$31,740	\$40,512	\$39,126	257	Step	4.5			N	40
West Virginia	Accountant/Auditor III	=	\$25,452	\$47,088	\$37,728	67	Merit				N	37.5
Wisconsin	Accountant Senior	=	\$38,110	\$72,606	\$49,118	80	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$30,921</b>	<b>\$47,749</b>	<b>\$38,921</b>
<b>Median</b>	<b>\$30,401</b>	<b>\$46,732</b>	<b>\$38,110</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$38,041</b>

## ACCOUNTANT SR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	No. of Emplo- yees	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		\$32,952	\$49,920								
Alaska	Accountant III	=	\$45,672	\$89,040	\$53,743	51	Merit	19			Y	37.5
Arkansas	Accounting Supervisor II	=	\$28,763	\$56,564	\$41,088	59	Open Range				N	40
Arizona	Accountant III	=	\$40,888	\$55,807	\$44,973	26	Merit				N	40
California	Senior Accounting Officer		\$46,980	\$57,108								
Colorado	Accountant III		\$47,592	\$68,712	\$64,837	72	Performance		Varies	Varies	N	40
Connecticut	Associate Accountant	=	\$54,843	\$68,628	\$67,295	101	Step	8	\$1,716	Long-Step 8	Y	40
Delaware	Senior Accountant		\$29,873	\$44,809								37.5
Dist. of Columbia												
Florida	Accountants & Auditors IV	=	\$31,452	\$78,630	\$48,824		Broadband				V	40
Georgia	Accountant III Professional	=	\$34,533	\$60,487	\$47,516	52	Performance		2%	Bonus	N	40
Hawaii	Accountant IV	=	\$37,464	\$53,376	\$44,912	58	Negotiated				Y	40
Idaho	Financial Specialist, Senior	=	\$34,507	\$57,116	\$44,496	50	Performance				N	40
Illinois	Accountant Advanced	=	\$32,400	\$46,752	\$45,706	147	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Accountant II	=	\$30,576	\$43,342	\$34,540	32	Gen Sal Adjust				N	37.5
Iowa	Accountant III	=	\$40,560	\$60,195	\$52,099	26	Step				Y	40
Kansas	Accountant III	=	\$35,048	\$46,966	\$38,839	89	Step	11	\$40/yr	Longevity	N	40
Kentucky	Accountant II	=	\$19,377	\$31,966	\$24,340	71	Merit				N	37.5
Louisiana	Accountant III	=	\$27,348	\$45,264	\$41,004	177	Merit				N	40
Maine												
Maryland	Accountant, Lead Spec	=	\$39,766	\$61,794	\$51,847	12	Prog Step	18			Y	40
Massachusetts	Accountant V	+	\$43,347	\$62,844	\$58,164	72	Prog Step	13			Y	37.5
ategan	Accountant - A(12)	=	\$38,377	\$53,098	\$52,151	53	Step	5			N	40
Minnesota	Accounting Officer Senior	=	\$36,373	\$53,390	\$49,465	86	Prog Step	11			Y	40
Mississippi	Accountant/Auditor III	=	\$31,301	\$54,777	\$34,993	123	Merit				N	40

Missouri	Accountant III	=	\$33,276	\$50,172	\$39,722	28	Step				N	40
Montana	Accountant	=	\$30,800	\$46,200	\$39,229	25	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Accountant III	=	\$41,322	\$64,540	\$56,109	18	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Accountant II	=	\$39,380	\$53,933	\$49,537	48	Perf Step	8			Y	35
New Mexico	Financial Specialist Adv	=	\$24,247	\$43,104	\$33,935	120					N	40
New York	Associate Accountant	=	\$53,104	\$65,388	\$61,905	109	Step	7			Y	37.5
North Carolina	Accountant II	=	\$37,665	\$62,441	\$50,518	175	Legislated				N	40
North Dakota	Account/Budget Specialist III	=	\$31,476	\$52,452	\$39,852	29	Open Range				N	40
Ohio	Financial Reporting Accountant III	=	\$46,030	\$63,419	\$54,340	<5	Step	6			N	40
Oklahoma	Accountant III	=	\$26,564	\$44,273	\$36,056	53	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Accountant III	=	\$37,549	\$52,391	\$48,151	61	Step	8			Y	40
Pennsylvania	Accountant III	=	\$42,621	\$64,763	\$57,969	115	Merit	20			N	37.5
Rhode Island	Senior Accountant	=	\$33,665	\$38,506	\$43,948	13	Step	3.5		Longevity	Y	35
South Carolina	Accountant/Fiscal Analyst III	=	\$32,099	\$59,386	\$44,223	227			to \$1000/yr		N	37.5
South Dakota	Senior Accountant		\$30,160	\$45,219								
Tennessee	Accountant III	=	\$31,452	\$49,704	\$39,017	129	Legislated				N	37.5
Texas	Accountant V		\$38,832	\$56,304								
Utah	Financial Analyst III	+	\$32,088	\$50,904	\$41,808	29	Merit				N	40
Vermont	Accountant C	=	\$32,781	\$51,022	\$39,153	27	Prog Step	24.5		Merit	Y	40
Virginia	Accountant Senior	=	\$34,910	\$71,646	\$39,237	177	Broadband		Varies	Varies	N	40
Washington	Financial Analyst III	=	\$36,708	\$46,992	\$45,846	118	Step	4.5			N	40
West Virginia	Accountant/Auditor IV	=	\$27,252	\$50,400	\$41,168	34	Merit				N	37.5
Wisconsin	Accountant-Advanced	=	\$44,574	\$88,165	\$52,793	63	Broadband				Y	40
Wyoming												

<b>Summary:</b>	<b>Mean</b>	<b>\$36,055</b>	<b>\$55,911</b>	<b>\$46,228</b>
	<b>Median</b>	<b>\$34,722</b>	<b>\$53,662</b>	<b>\$44,973</b>
	<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$45,914</b>

**BUYER**

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 I		\$25,121	\$38,162								
Alaska	Procurement Spec II	=	\$39,648	\$56,904	\$44,735	20	Merit	19		Location	Y	37.5
Arkansas	Buyer	=	\$25,358	\$49,788	\$44,634	<5	Open Range				N	40
Arizona	Buyer II	=	\$25,070	\$43,577	\$28,717	23	Merit				N	40
California	Buyer I		\$34,008	\$41,328								
Colorado	General Professional I		\$29,376	\$42,564			Performance		Varies	Varies	N	40
Connecticut	Purchasing Services Officer I	=	\$44,184	\$54,345	\$53,982	43	Step	8	\$1,359	Long-Step 8	Y	40
Delaware	Purchasing Serv Coordinator I		\$24,386	\$36,578								37.5
Dist. of Columbia												
Florida	Purchasing Agents III	=	\$26,473	\$66,182	\$33,057	110	Broadband				V	40
Georgia	Purchasing Operator Agent I	=	\$28,543	\$49,908	\$32,672	9	Performance		2%	Bonus	N	40
Hawaii	No Match											
Idaho	Buyer	=	\$29,244	\$48,422	\$34,632	24	Performance				N	40
Illinois	Buyer	+	\$35,556	\$52,032	\$46,601	10	Prog Step	\$10	\$25 or \$50	Longevity	Y	37.5
Indiana	Business Administrator III	=	\$27,170	\$38,428	\$30,614	13	Gen Sal Adjust				N	37.5
Iowa	Purchasing Agent II	=	\$34,362	\$49,920	\$41,031	15	Step	9			Y	40
Kansas	Procurement Officer I	=	\$30,306	\$40,560	\$32,999	32	Step	11	\$40/yr	Longevity	N	40
Kentucky	Purchasing Officer I	=	\$21,314	\$35,163	\$24,361	<5	Merit				N	37.5
Louisiana	Procurement Specialist II	=	\$22,344	\$36,960	\$30,312	59	Merit				N	40
Maine												
Maryland	Agency Buyer II	=	\$26,958	\$41,641	\$34,295	8	Prog Step	18			Y	40
Massachusetts	Buyer I	=	\$30,401	\$43,566	\$36,666	<5	Prog Step	13			Y	37.5
Michigan	Buyer - E(P11)	=	\$35,726	\$49,172	\$47,677	8	Step	5			N	40
Minnesota	Buyer I	=	\$30,882	\$44,683	\$39,526	35	Prog Step	11			Y	40
Mississippi	Purchasing Agent II	=	\$22,364	\$39,136	\$26,351	30	Merit				N	40

Missouri	Buyer II	=	\$29,592	\$43,308	\$31,430	10	Step				N	40
Montana	Purchasing/Supply Tech	=	\$19,298	\$28,947	\$28,558	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Buyer I	=	\$31,967	\$49,360	\$31,967	<5	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Assistant Buyer	+	\$34,430	\$46,987	\$44,162	15	Perf Step	8			Y	35
New Mexico	Purchasing Agent Oper'l	+	\$24,247	\$43,104	\$32,795	59					N	40
New York	Purchasing Officer	=	\$40,850	\$50,843	\$48,572	50	Step	7			Y	37.5
North Carolina	Departmental Purch Agent I	=	\$24,761	\$39,789	\$33,299	69	Legislated				N	40
North Dakota	State Procurement Officer I	=	\$25,572	\$42,612		0	Open Range				N	40
Ohio	State Purchasing Spec	=	\$29,661	\$36,046		0	Step	6			Y	40
Oklahoma	Contracting/Procurement Officer II	+	\$24,302	\$40,504	\$30,675	<5	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Purchaser II	=	\$29,227	\$40,232	\$37,206	25	Step	8			Y	40
Pennsylvania	Purchasing Agent I	=	\$28,910	\$43,560	\$38,712	176	Merit	20			N	37.5
Rhode Island	Buyer II	+	\$39,891	\$44,679	\$48,619	5	Step	2.5		Longevity	Y	35
South Carolina	Procurement Specialist I	=	\$21,679	\$40,108	\$28,064	85			to \$1000/yr		N	37.5
South Dakota	Purchasing Assistant		\$16,453	\$24,690								
Tennessee	Procurement Officer I	=	\$20,700	\$33,156	\$26,469	47	Legislated				N	37.5
Texas	Purchaser II		\$28,740	\$38,664								
Utah	Purchasing Agent II	=	\$33,888	\$53,748	\$37,536	13	Merit				N	40
Vermont	Purchasing Clerk	=	\$24,024	\$37,045	\$32,323	<5	Prog Step	24.5		Merit	Y	40
Virginia	Buyer	=	\$26,722	\$54,842	\$30,646	55	Broadband		Varies	Varies	N	40
Washington	State Procurement Officer II	+	\$34,092	\$43,644	\$41,544	<5	Step	4.5			N	40
West Virginia	Buyer	=	\$19,392	\$35,892		0	Merit				N	37.5
Wisconsin	Purchasing Agent	=	\$27,789	\$44,384	\$33,831	37	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$28,555</b>	<b>\$43,448</b>	<b>\$36,091</b>
<b>Median</b>	<b>\$28,543</b>	<b>\$43,104</b>	<b>\$33,565</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$35,418</b>

**BUYER SR/LEAD**

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 II		\$27,752	\$42,039								
Alaska	Procurement Spec III	=	\$45,672	\$65,040	\$52,314	15	Merit	19		Location	Y	37.5
Arkansas	Buyer Supervisor	=	\$26,979	\$53,077		0	Open Range				N	40
Arizona	Buyer III	=	\$29,296	\$50,471	\$32,560	9	Merit				N	40
California	Buyer II		\$42,816	\$52,056								
Colorado	General Professional II		\$33,120	\$47,964			Performance		Varies	Varies	N	40
Connecticut	Purchasing Serv Officer II	+	\$52,285	\$65,568	\$61,001	30	Step	8	\$1,640	Long-Step 8	Y	40
Delaware	Purchasing Serv Coordinator II		\$29,873	\$44,809								37.5
Dist. of Columbia												
Florida	Purchasing Agents IV	=	\$34,283	\$85,708	\$43,949	41	Broadband				V	40
Georgia	Purchasing Operator Agent II	+	\$34,533	\$60,487	\$47,771	5	Performance		2%	Bonus	N	40
Hawaii	No Match											
Idaho	Buyer, Senior	=	\$31,720	\$52,520	\$38,854	6	Performance				N	40
Illinois	No Match											
Indiana	Business Administrator II	=	\$30,576	\$43,342	\$35,068	16	Gen Sal Adjust				N	37.5
Iowa	Purchasing Agent III	=	\$39,416	\$57,366	\$48,973	13	Step	9			Y	40
Kansas	Procurement Officer II	=	\$35,048	\$46,966	\$38,349	17	Step	11	\$40/yr	Longevity	N	40
Kentucky	Purchasing Officer II	=	\$23,447	\$38,677	\$34,797	9	Merit				N	37.5
Louisiana	Procurement Specialist III	=	\$23,904	\$39,540	\$34,380	55	Merit				N	40
Maine												
Maryland	Agency Buyer III	=	\$28,749	\$44,453	\$38,156	8	Prog Step	18			Y	40
Massachusetts	Buyer IV	=	\$43,347	\$62,844	\$55,987	10	Prog Step	13			Y	37.5
Michigan	Buyer - A(12)	=	\$38,377	\$53,098	\$51,898	19	Step	5			N	40
Minnesota	Buyer II	-	\$34,076	\$49,674	\$46,562	25	Prog Step	11			Y	40
Mississippi	Purchasing Agent III	-	\$26,517	\$46,405	\$31,081	30	Merit				N	40

Missouri	Buyer III	=	\$36,012	\$54,648	\$38,784	5	Step				N	40
Montana	Purchasing/Supply Tech	=	\$23,158	\$34,736	\$30,368	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Buyer II	=	\$34,786	\$53,954	\$50,877	<5	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Buyer	+	\$39,380	\$53,933	\$49,670	32	Perf Step	8			Y	35
New Mexico	Purchasing Agent Advanced	=	\$29,291	\$52,075	\$44,530	53					N	40
New York	No Match											
North Carolina	Departmental Purch Agent II	-	\$27,987	\$45,515	\$38,595	47	Legislated				N	40
North Dakota	State Procurement Officer II	=	\$31,476	\$52,452	\$40,836	<5	Open Range				N	40
Ohio	State Purch Stds Analyst	=	\$39,458	\$57,741	\$52,119	14	Step	8			Y	40
Oklahoma	Contract/Procurement Officer III	+	\$26,564	\$44,273	\$35,928	6	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Purchaser III	=	\$31,947	\$44,029	\$40,304	17	Step	8			Y	40
Pennsylvania	Purchasing Agent II	=	\$32,724	\$49,722	\$44,657	65	Merit	20			N	37.5
Rhode Island	Senior Buyer	+	\$43,180	\$48,837	\$59,362	<5	Step	2.5		Longevity	Y	35
South Carolina	Procurement Specialist II	=	\$26,378	\$48,804	\$34,503	106			to \$1000/yr		N	37.5
South Dakota	Purchasing Specialist		\$24,648	\$36,962								
Tennessee	Procurement Officer II	=	\$23,436	\$37,044	\$30,472	49	Legislated				N	37.5
Texas	Purchaser III		\$32,316	\$43,620								
Utah	Purchasing Agent III	=	\$37,776	\$59,904	\$46,212	9	Merit				N	40
Vermont	Purchasing Agent	=	\$32,781	\$51,022	\$40,219	5	Prog Step	24.5		Merit	Y	40
Virginia	Buyer Specialist	=	\$34,910	\$71,646	\$35,508	81	Broadband		Varies	Varies	N	40
Washington	State Procurement Officer III	+	\$40,512	\$51,864	\$51,401	8	Step	4.5			N	40
West Virginia	Buyer Senior	=	\$25,452	\$47,088	\$37,462	7	Merit				N	37.5
Wisconsin	Purchasing Agent-Senior	=	\$35,216	\$58,029	\$44,222	46	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$33,051</b>	<b>\$51,163</b>	<b>\$42,715</b>
<b>Median</b>	<b>\$32,724</b>	<b>\$50,471</b>	<b>\$40,570</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$40,829</b>

## FINANCIAL EXAMINER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 Examiner I		\$26,410	\$40,055								
Alaska	Financial Institutional Examiner II	=	\$48,928	\$69,492	\$55,080	<5	Merit	19			Y	37.5
Arkansas	Financial Examiner I	=	\$23,768	\$46,732	\$30,726	<5	Open Range				N	40
Arizona	Fin Institutional Examiner Sr	+	\$34,450	\$55,807	\$44,075	23	Merit				N	40
California	State Financial Exam II		\$41,016	\$49,860								
Colorado	Financial/Credit Examiner II		\$47,592	\$68,712	\$61,532	30	Performance		Varies	Varies	N	40
Connecticut	Banking Examiner	=	\$47,631	\$59,846	\$51,996	10	Step	8	\$1,497	Long-Step 8	Y	40
Delaware	Bank Examiner IV		\$44,834	\$67,250								37.5
Dist. of Columbia												
Florida	Financial Analysts III	=	\$28,856	\$72,140	\$38,534	135	Broadband				V	40
Georgia	Financial Examiner I	=	\$37,901	\$66,426	\$42,721	18	Performance		2%	Bonus	N	40
Hawaii	Fin Institutional Examiner I	=	\$37,464	\$53,376		0	Negotiated				Y	40
Idaho	Bank Examiner, Sr Assistant	=	\$34,507	\$57,116		0	Performance					40
Illinois	Financial Institutional Examiner II	=	\$37,428	\$55,248	\$49,664	10	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Financial Examiner III	-	\$27,170	\$38,428	\$40,736	8	Gen Sal Adjust		Lump Sum Perf		Y	37.5
Iowa	Bank Examiner	-	\$33,155	\$76,211	\$52,058	29	Performance				N	40
Kansas	Financial Examiner	=	\$31,803	\$42,619	\$31,872	23	Step	11	\$40/yr	Longevity	N	40
Kentucky	Financial Institutions Examiner I	=	\$23,447	\$38,677	\$23,447	<5	Merit				N	37.5
Louisiana	Financial Examiner III	=	\$27,348	\$45,264	\$38,604	27	Merit				N	40
Maine												
Maryland	Financial Examiner III	=	\$34,908	\$54,147	\$43,067	23	Prog Step	18			Y	40
Massachusetts	Bank Examiner II	=	\$33,975	\$48,886	\$35,372	48	Prog Step	13			Y	37.5
Michigan	Fin Institution Examiner - E(P11)	=	\$38,377	\$51,072	\$42,829	5	Step	5			N	40
Minnesota	Financial Institution Examiner	=	\$36,373	\$53,390	\$45,059	8	Prog Step	11			Y	40
Mississippi	DBCF-Bank Examiner II	=	\$30,754	\$53,819	\$31,885	8	Merit				N	40

Missouri	Financial Examiner Asst I	=	\$24,132	\$34,644	\$29,080	17	Step				N	40
Montana	Auditor	=	\$25,966	\$36,907	\$31,574	21	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Financial Institutions Examiner II	=	\$36,289	\$56,397	\$52,609	11	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Financial Examiner IV	=	\$37,648	\$51,505	\$45,154	6	Perf Step	8			Y	35+
New Mexico	Financial Examiner Oper'l	=	\$29,291	\$52,075	\$40,171	<5					N	40
New York	Bank Examiner	=	\$45,347	\$56,193	\$49,125	73	Step	7			Y	37.5
North Carolina	Banking Examiner I	=	\$36,003	\$59,658	\$41,669	9	Legislated				N	40
North Dakota	Financial Institutions Examiner II	=	\$28,368	\$47,280		0	Open Range				N	40
Ohio	Financial Institutions Examiner II	=	\$36,046	\$47,632	\$39,458	<5	Step	6			Y	40
Oklahoma	Auditor II	=	\$24,302	\$40,504	\$31,947	156	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Financial Examiner II	=	\$37,380	\$52,152	\$51,327	11	Step	8			Y	40
Pennsylvania	Fin Institutions Examiner	=	\$42,621	\$64,763	\$54,221	30	Merit	20			N	37.5
Rhode Island	Bank Examiner	=	\$34,718	\$39,891	\$41,019	<5	Step	3.5		Longevity	Y	40
South Carolina	Accountant/Fiscal Analyst II	=	\$26,378	\$48,804	\$35,502	316			to \$1000/yr		N	37.5
South Dakota	Bank Examiner		\$26,915	\$40,352								
Tennessee	Bank/Loan Examiner	=	\$31,452	\$49,704	\$34,365	5	Legislated				N	37.5
Texas	Financial Examiner III		\$38,832	\$56,304								
Utah	Auditor II	+	\$32,088	\$56,748	\$39,852	125	Merit				N	40
Vermont	Financial Examiner III	=	\$34,611	\$54,038	\$44,692	<5	Prog Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	Financial Examiner I	=	\$38,580	\$49,380	\$48,219	7	Step	4.5			N	40
West Virginia	Fin Institution Examiner Asst	=	\$29,160	\$53,952	\$33,816	<5	Merit				N	37.5
Wisconsin	Financial Examiner-Journey	=	\$38,110	\$72,606	\$39,062	<5	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$34,274</b>	<b>\$53,024</b>	<b>\$41,679</b>
<b>Median</b>	<b>\$34,611</b>	<b>\$53,376</b>	<b>\$41,019</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$39,272</b>

## TAX AUDITOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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		\$28,433	\$43,092								
Alaska	Revenue Auditor III	=	\$45,672	\$65,040	\$51,423	<5	Merit	19			Y	37.5
Arkansas	Tax Auditor I	=	\$23,768	\$46,732	\$32,720	16	Open Range				N	40
Arizona	Revenue Auditor II	=	\$27,077	\$46,879	\$28,274	19	Merit				N	40
California	Tax Auditor, Brd of Equalization		\$33,168	\$40,332								
Colorado	Revenue Agent II		\$44,364	\$64,032	\$58,557	14	Performance		Varies	Varies	N	40
Connecticut	Revenue Examiner I	+	\$49,889	\$62,618	\$60,494	18	Step	8	\$1,566	Long-Step 8	Y	40
Delaware	Tax Auditor		\$39,158	\$58,738								37.5
Dist. of Columbia												
Florida	Accountants & Auditors II	=	\$24,287	\$60,718	\$30,663		Broadband				V	40
Georgia	Tax Specialist III	=	\$34,533	\$60,487	\$48,915	34	Performance		2%	Bonus	N	40
Hawaii	Auditor IV	=	\$37,464	\$53,376	\$45,912	47	Negotiated				Y	40
Idaho	Tax Auditor	=	\$31,720	\$52,520	\$34,028	5	Performance				N	40
Illinois	Revenue Auditor I	+	\$32,400	\$46,752	\$41,430	37	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Field Auditor III	=	\$27,170	\$38,428	\$30,415	45	Gen Sal Adjust				Y	37.5
Iowa	Revenue Auditor II	=	\$35,921	\$52,104	\$49,511	20	Step				Y	40
Kansas	State Auditor I	=	\$31,803	\$42,619	\$33,157	31	Step	11	\$40/yr	Longevity	N	40
Kentucky	Taxpayer Services Spec I	=	\$25,791	\$42,545	\$36,547	23	Merit				N	37.5
Louisiana	Revenue Accounts Auditor II	=	\$20,880	\$34,548	\$30,192	20	Merit				N	40
Maine												
Maryland	Revenue Field Auditor II	=	\$32,715	\$50,700	\$40,064	19	Prog Step	18			Y	40
Massachusetts	Tax Auditor I	=	\$47,624	\$68,697	\$62,815	101	Prog Step	13			Y	37.5
Michigan	Auditor - E(P11)	+	\$38,377	\$51,072	\$47,431	89	Step	5			N	40
Minnesota	Revenue Tax Spec Inter	=	\$34,076	\$49,674	\$42,762	86	Prog Step	11			Y	40
Mississippi	TC-Tax Auditor/Accountant II	=	\$31,301	\$54,777	\$32,241	13	Merit				N	40

Missouri	Tax Auditor II	=	\$30,780	\$45,156	\$32,766	28	Step				N	40
Montana	Auditor	=	\$28,397	\$40,521	\$32,053	34	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Auditor II	+	\$34,786	\$53,954	\$46,570	89	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Auditor III Taxation	=	\$41,199	\$56,472	\$47,278	76	Perf Step	8			Y	35+
New Mexico	Accountant & Auditor Oper'l	=	\$26,526	\$47,156	\$34,815	138					N	40
New York	Tax Auditor I	=	\$40,850	\$50,843	\$46,751	555	Step	7			Y	37.5
North Carolina	Revenue Tax Auditor I	=	\$34,452	\$56,965	\$39,347	67	Legislated				N	40
North Dakota	Auditor II	=	\$28,368	\$47,280	\$32,544	41	Open Range				N	40
Ohio	Tax Auditor Agent III	=	\$39,458	\$57,741	\$57,123	88	Step	8			Y	40
Oklahoma	Revenue Compliance Officer I	-	\$24,302	\$40,504	\$27,038	40	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Tax Auditor I	=	\$32,508	\$45,144	\$37,938	66	Step	8			Y	40
Pennsylvania	Revenue Field Auditor	=	\$32,724	\$49,722	\$33,320	13	Merit	20			N	37.5
Rhode Island	Revenue Agent II	=	\$37,181	\$42,943	\$46,139	12	Step	3.5		Longevity	Y	35
South Carolina	Auditor I	+	\$17,819	\$32,969	\$23,279	19			to \$1000/yr		N	37.5
South Dakota	Auditor		\$24,648	\$36,962								
Tennessee	Tax Auditor II	=	\$31,452	\$49,704	\$35,253	25	Legislated				N	37.5
Texas	Taxpayer Compliance Auditor III		\$28,740	\$38,664								
Utah	Auditor II	+	\$32,088	\$56,748	\$39,852	125	Merit				N	40
Vermont	Tax Examiner II	=	\$26,499	\$40,997	\$31,281	17	Prog Step	24.5		Merit	Y	40
Virginia	Tax Auditor	=	\$26,722	\$54,842	\$43,536	66	Broadband		Varies	Varies	N	40
Washington	Tax Information Spec II	-	\$37,608	\$48,156	\$44,184	<5	Step	4.5			N	40
West Virginia	Tax & Revenue Auditor II	=	\$27,252	\$50,400	\$28,057	10	Merit				N	37.5
Wisconsin	Revenue Auditor IV	=	\$38,110	\$72,606	\$47,852	25	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$32,610</b>	<b>\$50,064</b>	<b>\$40,110</b>
<b>Median</b>	<b>\$32,244</b>	<b>\$49,713</b>	<b>\$39,347</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$43,314</b>

## TAX AUDITOR SR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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												
Alaska	Revenue Auditor IV	=	\$52,284	\$74,328	\$65,338	11	Merit	19			Y	37.5
Arkansas	Tax Auditor Supervisor	=	\$28,763	\$56,564	\$50,228	21	Open Range				N	40
Arizona	Revenue Auditor III	=	\$29,296	\$50,471	\$32,025	29	Merit				N	40
California	Assoc Tax Auditor, Brd of Equal		\$49,320	\$59,964								
Colorado	Revenue Agent III		\$53,928	\$77,820	\$74,564	34	Performance		Varies	Varies	N	40
Connecticut	Revenue Examiner II	=	\$54,843	\$68,628	\$67,684	132	Step	8	\$1,716	Long-Step 8	Y	40
Delaware	Senior Tax Auditor		\$44,834	\$67,250								37.5
Dist. of Columbia												
Florida	Accountants & Auditors III	=	\$28,856	\$72,140	\$38,110		Broadband				V	40
Georgia	Tax Specialist IV	=	\$37,901	\$66,426	\$53,061	22	Performance		2%	Bonus	N	40
Hawaii	Auditor V	=	\$42,180	\$60,048	\$55,059	36	Negotiated				Y	40
Idaho	Tax Auditor, Senior	=	\$34,507	\$57,116	\$38,958	23	Performance				N	40
Illinois	Revenue Auditor III	+	\$44,100	\$65,748	\$68,074	266	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Field Auditor I	=	\$34,320	\$49,140	\$45,607	101	Gen Sal Adjust				Y	37.5
Iowa	Revenue Auditor III	=	\$39,416	\$57,366	\$54,897	15	Step				Y	40
Kansas	State Auditor II	=	\$35,048	\$46,966	\$39,273	93	Step	11	\$40/yr	Longevity	N	40
Kentucky	Taxpayer Services Spec II	=	\$28,371	\$47,169	\$42,673	14	Merit				N	37.5
Louisiana	Revenue Accounts Auditor III	=	\$22,344	\$36,960	\$34,776	57	Merit				N	40
Maine												
Maryland	Revenue Field Auditor Senior	=	\$34,908	\$54,147	\$46,990	29	Prog Step	18			Y	40
Massachusetts	Tax Auditor III	=	\$55,807	\$80,579	\$77,843	52	Prog Step	13			Y	37.5
Michigan	Auditor - A(12)	+	\$40,904	\$55,562	\$55,194	194	Step	5			N	40
Minnesota	Revenue Tax Specialist Sr	=	\$40,298	\$59,466	\$56,063	130	Prog Step	11			Y	40
Mississippi	TC-Tax Auditor/Accountant III	=	\$35,007	\$61,262	\$39,826	92	Merit				N	40

Missouri	Tax Auditor III	=	\$33,276	\$50,172	\$38,977	72	Step				N	40
Montana	Auditor	=	\$31,085	\$44,547	\$35,173	11	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	No Match											
New Hampshire												
New Jersey	Auditor II Taxation	=	\$47,217	\$64,903	\$57,994	48	Perf Step	8			Y	35+
New Mexico	Accountant & Auditor Adv	=	\$29,291	\$52,075	\$45,144	112					N	40
New York	Tax Auditor III	=	\$65,662	\$80,235	\$77,380	6	Step	7			Y	37.5
North Carolina	Revenue Tax Auditor II	=	\$37,665	\$62,441	\$49,154	20	Legislated				N	40
North Dakota	Auditor III	=	\$31,476	\$52,452	\$38,388	34	Open Range				N	40
Ohio	Tax Auditor Agent V	=	\$47,632	\$69,930		0	Step	8				40
Oklahoma	Revenue Compliance Officer II	-	\$26,564	\$44,273	\$30,147	12	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Tax Auditor II	=	\$37,380	\$52,152	\$50,569	44	Step	8			Y	40
Pennsylvania	Revenue Field Auditor II	=	\$37,360	\$56,763	\$47,541	136	Merit	20			N	37.5
Rhode Island	Senior Revenue Agent	=	\$41,344	\$46,424	\$53,474	33	Step	2.5		Longevity	Y	35
South Carolina	Auditor IV	-	\$32,099	\$59,386	\$46,061	146			to \$1000/yr		N	37.5
South Dakota	Senior Auditor		\$27,227	\$40,830								
Tennessee	Tax Auditor IV	=	\$37,152	\$59,256	\$48,202	63	Legislated				N	37.5
Texas	Taxpayer Compliance Auditor V		\$36,504	\$52,932								
Utah	Auditor IV	+	\$42,120	\$66,780	\$47,748	56	Merit				N	40
Vermont	Tax Examiner IV	=	\$29,453	\$45,635	\$37,904	7	Prog Step	24.5		Merit	Y	40
Virginia	Tax Auditor Senior	=	\$34,910	\$71,646	\$49,290	35	Broadband		Varies	Varies	N	40
Washington	Tax Information Specialist III	-	\$42,588	\$54,480	\$53,349	9	Step	4.5			N	40
West Virginia	Tax & Revenue Auditor III	=	\$31,200	\$57,720	\$32,319	32	Merit				N	37.5
Wisconsin	Revenue Auditor V	=	\$44,574	\$88,165	\$51,665	<5	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$38,432</b>	<b>\$59,053</b>	<b>\$49,403</b>
<b>Median</b>	<b>\$37,256</b>	<b>\$57,543</b>	<b>\$48,202</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$51,908</b>

## BIOLOGIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 I		\$32,952	\$49,920								
Alaska	Fisheries Biologist II	=	\$39,648	\$56,904	\$47,243	105	Merit	19		Location	Y	37.5
Arkansas	Biologist I	=	\$25,358	\$49,788	\$28,573	8	Open Range				N	40
Arizona	Wildlife Specialist III	=	\$34,591	\$55,807	\$47,020	32	Merit				N	40
California	Biologist		\$37,116	\$44,664								
Colorado	Wildlife Manager III		\$38,316	\$55,512	\$51,508	173	Performance		Varies	Varies	N	40
Connecticut	EP Wildlife Bio I/EP Fisheries Bio I	+	\$42,703	\$60,165	\$52,022	11	Step	12		Longevity	Y	35
Delaware	Environmental Scientist III		\$39,158	\$58,738								37.5
Dist. of Columbia												
Florida	Biological Scientists, All Other III	+	\$31,452	\$78,630	\$47,239	65	Broadband				V	40
Georgia	Wildlife Biologist I	=	\$41,809	\$73,324	\$43,147	33	Performance		2%	Bonus	N	40
Hawaii	Wildlife Bio IV/Aquatic Bio IV	=	\$37,464	\$53,376	\$47,556	21	Negotiated				Y	40
Idaho	Biologist, Fishery Research Sr	=	\$37,731	\$62,483	\$45,364	13	Performance				N	40
Illinois	Natural Resources Coordinator	+	\$31,020	\$44,280	\$41,153	24	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Biologist III	=	\$27,170	\$38,428	\$30,372	6	Gen Sal Adjust				N	37.5
Iowa	Natural Resources Biologist	=	\$37,752	\$50,669	\$48,387	69	Step	5.5			Y	40
Kansas	Wildlife Biologist Specialist I	+	\$31,803	\$42,619	\$37,329	20	Step	11	\$40/yr	Longevity	N	40
Kentucky	Fisheries Biologist	=	\$23,447	\$38,677		0	Merit				N	37.5
Louisiana	Biologist II	=	\$25,560	\$42,312	\$28,956	36	Merit				N	40
Maine												
Maryland	Natural Resources Biologist III	=	\$32,715	\$50,700	\$40,612	28	Prog Step	18			Y	40
Massachusetts	Aquatic Biologist I	=	\$35,829	\$47,394	\$42,838	10	Prog Step	11			Y	37.5
Michigan	Fisheries Biologist - E	=	\$38,503	\$51,156	\$49,957	16	Step	5			Y	40
Minnesota	Biologist Intermediate	=	\$33,053	\$48,024		0	Prog Step	11			Y	40
Mississippi	DWFP-Consrv Biologist	=	\$27,011	\$47,269	\$27,611	<5	Merit				N	40

Missouri	No Match											
Montana	Fish & Wildlife Biologist	=	\$33,200	\$49,800	\$39,832	96	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Biologist III	=	\$36,289	\$56,397	\$51,247	40	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Asst Biologist (Fisheries)	=	\$36,000	\$49,184	\$39,296	11	Perf Step	8			Y	35+
New Mexico	Zoologist/Wildlife Biologist Oper'l	+	\$26,526	\$47,156	\$33,191	17					N	40
New York	Biologist I	=	\$40,850	\$50,843	\$48,354	127	Step	7			Y	37.5
North Carolina	Wildlife Fisheries Biologist I	=	\$26,882	\$43,484	\$33,800	18	Legislated				N	40
North Dakota	Biologist II	=	\$31,476	\$52,452	\$44,460	24	Open Range				N	40
Ohio	Biologist	=	\$29,661	\$36,046		0	Step	6			Y	40
Oklahoma	Wildlife Biologist II	=			\$30,789	7	Unclassified		\$1,426.29	Long(avg)	N	40
Oregon	Natural Resources Spec II	=	\$32,593	\$45,265	\$42,280	N/A	Step	8			Y	40
Pennsylvania	Wildlife Biologist II	-	\$39,850	\$60,547	\$46,481	13	Merit	20			N	37.5
Rhode Island	Biologist	=	\$32,646	\$37,052	\$35,393	<5	Step	3.5		Longevity	Y	35
South Carolina	Wildlife Biologist II	=	\$26,378	\$48,804	\$36,305	31			to \$1000/yr		N	37.5
South Dakota	Wildlife Biologist		\$30,160	\$45,219								
Tennessee	Wildlife Biologist II	=	\$31,440	\$48,828	\$48,941	16	Legislated				N	37.5
Texas	Fish & Wildlife Tech II		\$22,944	\$26,376								
Utah	Wildlife Biologist II	+	\$30,396	\$48,216	\$45,684	<5	Merit				N	40
Vermont	Fish & Wildlife Scientist II	+	\$36,650	\$57,262		0	Prog Step	24.5		Merit	Y	40
Virginia	Wildlife Biologist II	=	\$34,910	\$71,646	\$43,333	21	Broadband		Varies	Varies	N	40
Washington	Fish & Wildlife Biologist II	=	\$34,932	\$44,724	\$42,880	99	Step	4.5		Assignmt Pay	N	40
West Virginia	Wildlife Biologist I	-	\$25,452	\$47,088	\$36,553	20	Merit				N	37.5
Wisconsin	Wildlife Biologist-Senior	=	\$37,124	\$74,249	\$41,565	44	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$33,148</b>	<b>\$50,943</b>	<b>\$41,591</b>
<b>Median</b>	<b>\$33,003</b>	<b>\$49,486</b>	<b>\$42,859</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$44,651</b>

## CHEMIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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		\$29,850	\$45,286								
Alaska	Chemist II	=	\$39,648	\$56,904	\$49,140	<5	Merit	19			Y	37.5
Arkansas	Chemist I	=	\$23,768	\$46,732	\$28,025	<5	Open Range				N	40
Arizona	Public Health Scientist	=	\$30,574	\$46,879	\$34,388	13	Merit				N	40
California	Public Health Chemist II		\$46,980	\$56,688								
Colorado	Phy Sci Res/Scientist II		\$48,228	\$69,852	\$64,653	51	Performance		Varies	Varies	N	40
Connecticut	Chemist II	=	\$39,801	\$51,486	\$51,486	34	Step	10		Longevity	Y	35
Delaware	Analytical Chemist III		\$39,158	\$58,738								37.5
Dist. of Columbia												
Florida	Chemists I	=	\$22,281	\$55,704	\$27,992	15	Broadband				V	40
Georgia	Chemical Lab Scientist I	=	\$25,895	\$45,453	\$31,037	<5	Performance		2%	Bonus	N	40
Hawaii	Chemist III	=	\$34,632	\$49,344	\$39,790	14	Negotiated				Y	40
Idaho	Chemist, Senior	=	\$29,244	\$48,422	\$35,110	7	Performance				N	40
Illinois	Chemist II	+	\$37,428	\$55,248	\$53,669	35	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Chemist III	=	\$28,392	\$45,110	\$33,157	12	Gen Sal Adjust				N	37.5
Iowa	Chemist	=	\$32,178	\$48,298	\$48,298	11	Step	5.5			Y	40
Kansas	Chemist I	=	\$30,306	\$40,560	\$33,109	5	Step	11	\$40/yr	Longevity	N	40
Kentucky	Chemist I	=	\$25,791	\$42,595	\$26,174	15	Merit				N	37.5
Louisiana	Professional Chemist II	=	\$23,904	\$39,540	\$31,332	<5	Merit				N	40
Maine												
Maryland	Chemist II	=	\$28,749	\$44,453	\$36,842	8	Prog Step	18			Y	40
Massachusetts	Chemist I	=	\$35,829	\$47,394	\$39,244	11	Prog Step	11			Y	37.5
Michigan	Lab Scientist - E(P11)	=	\$38,503	\$51,156	\$49,681	29	Step	5			Y	40
Minnesota	Chemist II	=	\$33,053	\$48,024	\$43,451	7	Prog Step	11			Y	40
Mississippi	Chemist II	=	\$28,156	\$49,274		0	Merit				N	40

Missouri	Chemist II	=	\$28,488	\$41,556	\$30,926	5	Step				N	40
Montana	Chemist	=	\$28,397	\$40,521	\$31,512	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Chemist III	=	\$34,786	\$53,954	\$44,075	6	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Chemist	=	\$36,000	\$49,184	\$49,184	<5	Perf Step	8			Y	35
New Mexico	Chemist Oper'l	=	\$26,526	\$47,156	\$35,739	23					N	40
New York	Environmental Chemist I	=	\$40,850	\$50,843	\$46,465	18	Step	7			Y	37.5
North Carolina	Chemist I	=	\$33,050	\$54,434	\$39,684	44	Legislated				N	40
North Dakota	Chemist II	=	\$28,368	\$47,280	\$35,184	6	Open Range				N	40
Ohio	Chemist II	-	\$33,280	\$43,264	\$40,148	9	Step	6			Y	40
Oklahoma	Clinical Lab. Scientist II	=	\$26,564	\$44,273	\$31,070	9	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Chemist II	=	\$34,808	\$48,364	\$44,277	17	Step	8			Y	40
Pennsylvania	Chemist I	-	\$32,724	\$49,722	\$35,626	23	Merit	20			N	37.5
Rhode Island	Chemist	=	\$33,665	\$38,563	\$40,784	<5	Step	3.5		Longevity	Y	35
South Carolina	Chemist I	=	\$26,378	\$48,804	\$31,554	38			to \$1000/yr		N	37.5
South Dakota	Chemist		\$24,648	\$36,962								
Tennessee	Chemist II	=	\$28,860	\$46,128	\$32,334	23	Legislated				N	37.5
Texas	Chemist III		\$34,308	\$46,320								
Utah	Chemist/Microbiologist II	+	\$32,088	\$48,216	\$34,932	12	Merit				N	40
Vermont	Public Health Chemist II	=	\$31,034	\$48,235	\$41,174	<5	Prog Step	24.5		Merit	Y	40
Virginia	Analytical Chemist	=	\$26,722	\$54,842	\$33,324	<5	Broadband		Varies	Varies	N	40
Washington	Chemist II	=	\$33,300	\$42,588	\$41,505	14	Step	4.5			N	40
West Virginia	Chemist II	=	\$27,252	\$50,400	\$34,290	11	Merit				N	37.5
Wisconsin	Chemist-Senior	=	\$37,124	\$74,249	\$40,525	58	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$31,991</b>	<b>\$48,891</b>	<b>\$38,772</b>
<b>Median</b>	<b>\$31,561</b>	<b>\$48,226</b>	<b>\$36,291</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$41,755</b>

**CHEMIST SR/LEAD**

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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												
Alaska	Chemist IV	+	\$52,644	\$72,804	\$66,156	<5	Merit	19			Y	37.5
Arkansas	Chemist Supervisor	=	\$32,591	\$64,037	\$51,964	6	Open Range				N	40
Arizona	Public Health Scientist III	=	\$32,522	\$55,807	\$40,095	14	Merit				N	40
California												
Colorado	Phy Sci Res/Scientist III		\$55,812	\$80,868	\$79,190	39	Performance		Varies	Varies	N	40
Connecticut	Principal Chemist	+	\$47,098	\$62,112	\$62,112	<5	Step	10		Longevity	Y	35
Delaware	Analytical Chemist IV		\$44,834	\$67,250								37.5
Dist. of Columbia												
Florida	Chemists II	=	\$28,856	\$72,140	\$35,228	84	Broadband				V	40
Georgia	Chemical Lab Scientist II	=	\$28,543	\$49,908	\$33,377	7	Performance		2%	Bonus	N	40
Hawaii	Chemist IV	=	\$37,464	\$53,376	\$42,046	7	Negotiated				Y	40
Idaho	Chemist, Principal	=	\$31,720	\$52,520	\$39,915	6	Performance				N	40
Illinois	Chemist III	=	\$41,724	\$62,052	\$59,300	6	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Chemist I	=	\$36,556	\$58,838	\$43,027	6	Gen Sal Adjust				N	37.5
Iowa	No Match											
Kansas	Chemist II	=	\$33,384	\$44,762	\$36,527	18	Step	11	\$40/yr	Longevity	N	40
Kentucky	Chemist II	=	\$28,371	\$47,169	\$32,841	15	Merit				N	37.5
Louisiana	Professional Chemist III	=	\$25,560	\$42,312	\$37,668	<5	Merit				N	40
Maine												
Maryland	Chemist III	=	\$32,715	\$50,700	\$43,987	10	Prog Step	18			Y	40
Massachusetts	Chemist III	=	\$43,308	\$57,971	\$54,428	34	Prog Step	11			Y	37.5
Michigan	Lab Scientist - A(12)	=	\$41,029	\$55,624	\$55,624	41	Step	5			Y	40
Minnesota	Analytical Lab Specialist	=	\$36,373	\$53,390	\$48,650	5	Prog Step	11			Y	40
Mississippi	Chemist III	=	\$31,832	\$55,707	\$35,132	12	Merit				N	40

Missouri	Chemist III	=	\$31,992	\$47,100	\$35,921	18	Step				N	40
Montana	Chemist	=	\$31,085	\$44,547	\$41,621	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Chemist IV	=	\$37,897	\$58,965	\$49,548	<5	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Sr Chemist	=	\$41,199	\$56,472	\$54,563	5	Perf Step	8			Y	35
New Mexico	Chemist Advanced	=	\$29,291	\$52,075	\$41,744	7					N	40
New York	Associate Chemist	=	\$53,104	\$65,388	\$65,388	<5	Step	7			Y	37.5
North Carolina	Chemist III	=	\$39,338	\$65,370	\$57,459	22	Legislated				N	40
North Dakota	Chemist III	=	\$31,476	\$52,452	\$41,160	6	Open Range				N	40
Ohio	Chemist IV	+	\$39,458	\$57,741	\$55,420	15	Step	8			Y	40
Oklahoma	Clinical Lab Scientist III	=	\$29,221	\$48,701	\$34,411	10	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Chemist III	=	\$37,901	\$52,872	\$49,506	13	Step	8			Y	40
Pennsylvania	Chemist II	-	\$37,360	\$56,763	\$48,179	57	Merit	20			N	37.5
Rhode Island	Senior Chemist	=	\$37,181	\$42,943		0	Step	3.5		Longevity	Y	35
South Carolina	Chemist III	=	\$39,055	\$72,254	\$48,542	20			to \$1000/yr		N	37.5
South Dakota	Chemist Senior		\$27,227	\$40,830								
Tennessee	Chemist IV	=	\$35,724	\$56,724	\$44,434	5	Legislated				N	37.5
Texas	Chemist IV		\$38,832	\$56,304								
Utah	Chemist/Microbiologist II	+	\$35,784	\$53,748	\$40,788	26	Merit				N	40
Vermont	Public Health Chemist III	=	\$36,650	\$57,262	\$46,810	<5	Prog Step	24.5		Merit	Y	40
Virginia	Analytical Chemist Senior	=	\$34,910	\$71,646	\$43,388	15	Broadband		Varies	Varies	N	40
Washington	Chemist III	+	\$38,580	\$49,380	\$49,380	20	Step	4.5			N	40
West Virginia	Chemist III	=	\$29,160	\$53,952	\$40,058	5	Merit				N	37.5
Wisconsin	Chemist-Advanced	=	\$37,124	\$74,249	\$46,055	37	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$36,569</b>	<b>\$56,909</b>	<b>\$46,965</b>
<b>Median</b>	<b>\$36,556</b>	<b>\$55,807</b>	<b>\$44,434</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$47,039</b>

## FORENSIC SCIENTIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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	Forensic Scientist II/III		\$32,952	\$57,954								
Alaska	Criminalist II	=	\$42,468	\$60,816	\$43,668	<5	Merit	19			Y	37.5
Arkansas	No Match											
Arizona	No Match											
California	Forensic Scientist Toxicologist III		\$52,836	\$63,768								
Colorado	Criminal Investigator I		\$49,164	\$68,976	\$61,896	80	Performance		Varies	Varies	N	40
Connecticut	Criminalist	+	\$49,035	\$64,795	\$60,161	20	Step	10		Longevity	Y	40
Delaware	Forensic Chemist		\$34,203	\$51,305								37.5
Dist. of Columbia												
Florida	Forensic Science Tech IV	=	\$31,452	\$78,630	\$56,707	108	Broadband				V	40
Georgia	Crime Lab Scientist II	=	\$37,901	\$66,426	\$38,157	21	Performance		2%	Bonus	N	40
Hawaii	No Match											
Idaho	ISP Forensic Scientist II	=	\$31,720	\$52,520	\$38,708	6	Performance				N	40
Illinois	Forensic Scientist II	=	\$39,516	\$58,464	\$42,869	25	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Forensic Scientist III	=	\$31,954	\$48,958	\$31,954	<5	Gen Sal Adjust				N	37.5
Iowa	Criminalist	=	\$33,280	\$61,090	\$52,747	37	Step	5.5			Y	40
Kansas	Forensic Scientist II	=	\$40,560	\$54,371	\$41,161	16	Step	11	\$40/yr	Longevity	N	40
Kentucky	Forensic Scientist Spec	=	\$34,328	\$56,632	\$45,801	31	Merit				N	37.5
Louisiana	Crime Lab Analyst 2-DNA For	=	\$27,348	\$45,264	\$32,832	15	Merit				N	40
Maine												
Maryland	Forensic Chemist II	=	\$42,453	\$66,022	\$55,428	21	Prog Step	18			Y	40
Massachusetts	No Match											
Michigan	Forensic Scientist E(11)	=	\$39,234	\$52,158	\$41,468	<5	Step	5			Y	40
Minnesota	Forensic Scientist II	=	\$40,298	\$59,466	\$47,940	32	Prog Step	11			Y	40
Mississippi	DPS-Forensic Scientist II	=	\$35,622	\$62,339	\$36,317	11	Merit				N	40

Missouri	No Match											
Montana	Forensic Scientist	=	\$37,459	\$54,131	\$46,696	17	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	No Match											
New Hampshire												
New Jersey	Forensic Scientist	=	\$41,199	\$56,472	\$46,417	15	Perf Step	8			Y	35
New Mexico	Forensic Science Tech Oper'l	=	\$32,654	\$58,051	\$41,583	11					N	40
New York	State Police Forensic Scientist	=	\$32,659	\$41,705	\$34,124	10	Step	7			Y	37.5
North Carolina	Forensic Molecular	=	\$33,050	\$54,434	\$34,671	<5	Legislated				N	40
North Dakota	Forensic Scientist II	=	\$28,368	\$47,280	\$29,292	5	Open Range				N	40
Ohio	No Match											
Oklahoma	No Match											
Oregon	Forensic Scientist I	=	\$41,388	\$61,020	\$50,763	30	Step	10			Y	40
Pennsylvania	Forensic Scientist II	-	\$48,646	\$73,956	\$48,910	64	Merit	20			N	37.5
Rhode Island	Forensic Scientist	=	\$39,891	\$44,679	\$46,740	<5	Step	2.5		Longevity	Y	35
South Carolina	Forensic Technician III	-	\$26,378	\$48,804	\$34,241	<5			to \$1000/yr		N	37.5
South Dakota	Forensic Chemist		\$30,160	\$45,219								
Tennessee	TBI Spec Agent/For Sci II	=	\$30,108	\$47,856	\$42,039	64	Legislated				N	37.5
Texas	Criminalist II		\$36,504	\$52,932								
Utah	Forensic Toxicologist II	=	\$37,776	\$56,748	\$46,164	5	Merit				N	40
Vermont	Forensic Chemist III	-	\$41,226	\$64,563	\$45,567	7	Prog Step	24.5		Merit	Y	40
Virginia	Forensic Scientist	=	\$34,910	\$71,646	\$47,391	54	Broadband		Varies	Varies	N	40
Washington	Forensic Scientist III	=	\$46,992	\$60,180	\$57,826	55	Step	4.5			N	40
West Virginia	Forensic Analyst III	=	\$29,160	\$53,952	\$47,820	<5	Merit				N	37.5
Wisconsin	DNA-Senior	+	\$37,125	\$74,249	\$45,002	15	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$37,157</b>	<b>\$57,838</b>	<b>\$44,638</b>
<b>Median</b>	<b>\$36,814</b>	<b>\$57,351</b>	<b>\$45,567</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$49,854</b>

## GEOLOGIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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		\$36,348	\$55,096								
Alaska	Geologist II	=	\$39,648	\$56,904	\$41,448	7	Merit	19		Location	Y	37.5
Arkansas	Geologist	=	\$25,358	\$49,788	\$29,125	<5	Open Range				N	40
Arizona	Geologist I	=	\$27,833	\$43,577	\$30,950	<5	Merit				N	40
California	Associate Geologist		\$52,968	\$63,852								
Colorado	Phy Sci Res/Scientist II		\$48,228	\$69,852	\$64,653	51	Performance		Varies	Varies	N	40
Connecticut	No Match											
Delaware	Hydrologist III		\$39,158	\$58,738								37.5
Dist. of Columbia												
Florida	Geoscientist II	=	\$28,856	\$72,140	\$35,120	<5	Broadband				Y	40
Georgia	Geologist II	=	\$41,809	\$73,324	\$43,609	26	Performance		2%	Bonus	N	40
Hawaii	Geologist I	=	\$42,180	\$60,048	\$48,100	<5	Negotiated				Y	40
Idaho	Geologist Engineering, Asst	=	\$31,720	\$52,520		0	Performance				N	40
Illinois	Environment Protection Geol II	=	\$32,400	\$46,752	\$37,990	5	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Geologist III	-	\$31,200	\$45,500	\$31,346	<5	Gen Sal Adjust				N	37.5
Iowa	Geologist II	=	\$32,178	\$50,669	\$41,319	8	Step	5.5			Y	40
Kansas	Geologist I	=	\$33,384	\$44,762	\$34,493	<5	Step	11	\$40/yr	Longevity	N	40
Kentucky	Geologist I	=	\$25,791	\$42,545	\$25,791	<5	Merit				N	37.5
Louisiana	Geologist II	=	\$31,308	\$51,816	\$42,720	20	Merit				N	40
Maine												
Maryland	Geologist II, General	=	\$30,664	\$47,468	\$33,055	<5	Prog Step	18			Y	40
Massachusetts	Geologist II	=	\$45,451	\$60,561	\$55,742	<5	Prog Step	13			Y	37.5
Michigan	Geologist - E(P11)	=	\$38,503	\$51,156	\$48,774	13	Step	5			Y	40
Minnesota	Geologist	=	\$34,076	\$49,674		0	Prog Step	11			Y	40
Mississippi	Geologist I	=	\$36,651	\$64,140		0	Merit				N	40

Missouri	Geologist II	=	\$33,276	\$50,172	\$38,434	21	Step				N	40
Montana	No Match											
Nebraska												
Nevada	No Match											
New Hampshire												
New Jersey	Assistant Geologist	=	\$36,000	\$49,184	\$43,141	18	Perf Step	8			Y	35+
New Mexico	Geoscientist Oper'l	-	\$32,654	\$58,051	\$42,174	32					N	40
New York	Engineering Geologist	=	\$34,549	\$43,927	\$38,768	6	Step	7			Y	37.5
North Carolina	Geologist I	=	\$30,451	\$49,799	\$32,553	<5	Legislated				N	40
North Dakota	Geologist II	=	\$34,884	\$58,140	\$37,524	<5	Open Range				N	40
Ohio	Geologist III	+	\$39,458	\$57,741	\$53,747	47	Step	8			Y	40
Oklahoma	No Match											
Oregon	Geologist II	=	\$31,788	\$45,564	\$43,781	10	Step	8			Y	40
Pennsylvania	Geologic Scientist, DCNR	=	\$37,360	\$56,763	\$46,347	11	Merit	20			N	37.5
Rhode Island	Geographic Info Spec I	=	\$37,181	\$43,258	\$40,262	<5	Step	3.5		Longevity	Y	35
South Carolina	Geologist/Hydrologist I	=	\$26,378	\$48,804	\$31,590	17			to \$1000/yr		N	37.5
South Dakota	Geologist		\$30,430	\$45,656								
Tennessee	Geologist II	=	\$27,660	\$44,436	\$27,813	6	Legislated				N	37.5
Texas	Geologist III		\$38,832	\$56,304								
Utah	Project Geologist	=	\$34,824	\$52,308	\$42,744	8	Merit				N	40
Vermont	Environmental Scientist II	=	\$31,034	\$48,235	\$33,876	<5	Prog Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	Geologist II	=	\$35,808	\$45,816	\$43,015	6	Step	4.5			N	40
West Virginia	Geologist II	=	\$27,252	\$50,400	\$37,943	19	Merit				N	37.5
Wisconsin	Hydrogeologist-Senior	=	\$37,124	\$74,249	\$43,797	60	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$34,699</b>	<b>\$53,407</b>	<b>\$40,053</b>
<b>Median</b>	<b>\$34,076</b>	<b>\$50,669</b>	<b>\$40,262</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$45,475</b>

## GEOLOGIST SR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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												
Alaska	Geologist IV	=	\$52,284	\$72,804	\$66,641	8	Merit	19		Location	Y	37.5
Arkansas	Senior Geologist	=	\$28,763	\$56,564	\$29,289	5	Open Range				N	40
Arizona	Geologist II	=	\$35,986	\$55,807	\$39,245	5	Merit				N	40
California												
Colorado	Phy Sci Res/Scientist III		\$55,812	\$80,868	\$79,190	39	Performance		Varies	Varies	N	40
Connecticut	No Match											
Delaware	Hydrologist V		\$54,925	\$82,387								
Dist. of Columbia												
Florida	Geoscientist IV	=	\$40,732	\$101,831	\$55,859	15	Broadband				V	40
Georgia	Geologist III	=	\$45,903	\$80,546	\$52,896	19	Performance		2%	Bonus	N	40
Hawaii	No Match											
Idaho	Geologist, Engineering	=	\$37,731	\$62,483	\$47,382	6	Performance				N	40
Illinois	Environment Protection Geo. III	=	\$35,556	\$52,032	\$41,738	17	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Geologist I	-	\$40,170	\$59,332	\$49,611	7	Gen Sal Adjust				N	37.5
Iowa	Geologist III	=	\$42,744	\$58,282	\$55,607	21	Step	5.5			Y	40
Kansas	Geologist II	=	\$36,816	\$49,338	\$39,035	<5	Step	11	\$40/yr	Longevity	N	40
Kentucky	Geologist II	=	\$28,371	\$47,169	\$29,922	7	Merit				N	37.5
Louisiana	Geologist III	=	\$35,844	\$59,328	\$49,524	27	Merit				N	40
Maine												
Maryland	Geologist IV, General	=	\$39,766	\$61,794	\$52,163	20	Prog Step	18			Y	40
Massachusetts	No Match											
Michigan	Geologist - A(12)	=	\$41,029	\$55,624	\$55,467	58	Step	5			Y	40
Minnesota	Geologist Senior	=	\$47,022	\$68,319		0	Prog Step	10			Y	40
Mississippi	Geologist IV	=	\$47,821	\$83,686	\$53,695	<5	Merit				N	40

Missouri	Geologist III	=	\$36,012	\$54,648	\$41,744	9	Step				N	40
Montana	No Match											
Nebraska												
Nevada	No Match											
New Hampshire												
New Jersey	Senior Geologist	=	\$41,199	\$56,472	\$50,745	<5	Perf Step	8			Y	35+
New Mexico	Geoscientist Advanced	-	\$36,610	\$65,085	\$46,215	18					N	40
New York	Engineering Geologist II	=	\$55,972	\$68,729	\$67,367	65	Step	7			Y	37.5
North Carolina	Geologist II	-	\$34,452	\$56,965	\$41,188	<5	Legislated				N	40
North Dakota	Geologist III	=	\$37,920	\$63,192	\$52,812	5	Open Range				N	40
Ohio	Geologist IV	=	\$43,264	\$63,502	\$62,758	31	Step	8			Y	40
Oklahoma	No Match											
Oregon	Geologist III	=	\$36,816	\$52,716	\$52,419	8	Step	8			Y	40
Pennsylvania	Licensed Prof Geologist	=	\$42,621	\$64,763	\$56,585	104	Merit	20			N	37.5
Rhode Island	Geographic Info Specialist II	=	\$41,566	\$46,929	\$51,448	<5	Step	2.5		Longevity	Y	35
South Carolina	Geologist/Hydrologist III	=	\$39,055	\$72,254	\$48,701	35			to \$1000/yr		N	37.5
South Dakota	Senior Geologist		\$33,779	\$50,669								
Tennessee	Geologist III	=	\$30,108	\$47,856	\$34,442	31	Legislated				N	37.5
Texas	Geologist IV		\$41,304	\$59,880								
Utah	Senior Geologist	=	\$38,820	\$58,296	\$50,160	14	Merit				N	40
Vermont	Environmental Scientist IV	=	\$36,650	\$57,262	\$45,142	11	Prog Step	24.5		Merit	Y	40
Virginia	Geologist Senior	=	\$26,722	\$54,842	\$53,421	<5	Broadband		Varies	Varies	N	40
Washington	Geologist III	=	\$39,492	\$50,592	\$48,868	14	Step	4.5			N	40
West Virginia	Geologist III	=	\$29,160	\$53,952	\$43,513	14	Merit				N	37.5
Wisconsin	Hydrogeologist-Advanced	=	\$37,124	\$74,249	\$50,162	36	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$39,630</b>	<b>\$62,133</b>	<b>\$49,852</b>
<b>Median</b>	<b>\$38,938</b>	<b>\$58,812</b>	<b>\$50,161</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$54,214</b>

## RESEARCH ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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												
Alaska	Research Analyst II	-	\$39,648	\$56,904	\$41,951	20	Merit	19			Y	37.5
Arkansas	Research Analyst	=	\$25,358	\$49,788	\$35,264	<5	Open Range				N	40
Arizona	Research Analyst II	=	\$25,070	\$43,577	\$29,425	24	Merit				N	40
California	Research Analyst I		\$41,016	\$49,860								
Colorado	General Professional III		\$38,316	\$55,512			Performance		Varies	Varies	N	40
Connecticut	Research Analyst	+	\$47,631	\$59,846	\$58,718	34	Step	8	\$1,497	Long-Step 8	Y	40
Delaware	Management Analyst III		\$41,902	\$62,852								37.5
Dist. of Columbia												
Florida	Mathematicians III	-	\$22,281	\$55,704	\$38,406	48	Broadband				V	40
Georgia	Research Analyst	=	\$31,474	\$55,072	\$43,497	<5	Performance		2%	Bonus	N	40
Hawaii	Research Statistician IV	=	\$37,464	\$53,376	\$46,705	37	Negotiated				Y	40
Idaho	Research Analyst, Senior	=	\$31,720	\$52,520	\$34,798	19	Performance				N	40
Illinois	Statistical Research Spec III	+	\$33,828	\$50,652	\$43,460	10	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Research Analyst III	-	\$27,170	\$38,428	\$31,122	<5	Gen Sal Adjust				N	37.5
Iowa	No Match											
Kansas	Research Analyst I	=	\$26,166	\$35,048	\$27,834	17	Step	11	\$40/yr	Longevity	N	40
Kentucky	Research Analyst I	=	\$19,377	\$31,966	\$21,362	<5	Merit				N	37.5
Louisiana	No Match											
Maine												
Maryland	Research Analyst III	=	\$25,286	\$39,002	\$33,493	<5	Prog Step	18			Y	40
Massachusetts	Research Analyst I	=	\$33,975	\$48,886	\$40,828	32	Prog Step	13			Y	37.5
Michigan	No Match											
Minnesota	Research Analyst Intermediate	=	\$33,053	\$48,024	\$42,428	31	Prog Step	11			Y	40
Mississippi	Research Statistician II	=	\$27,127	\$47,473	\$39,272	<5	Merit				N	40

Missouri	Research Analyst II	=	\$28,488	\$41,556	\$32,760	43	Step				V	40
Montana	Research Specialist	=	\$28,397	\$40,521	\$34,902	10	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Management Analyst	=	\$36,289	\$56,397	\$49,235	75	Step	9		Longevity	N	40
New Hampshire												
New Jersey	No Match											
New Mexico	Statistician Advanced	=	\$24,247	\$43,104		0					N	40
New York	Program Research Specialist II	=	\$40,850	\$50,843	\$45,263	45	Step	7			Y	37.5
North Carolina	Social Research Associate II	=	\$30,451	\$49,799	\$42,151	63	Legislated				N	40
North Dakota	Research Analyst II	=	\$25,572	\$42,612	\$31,548	7	Open Range				N	40
Ohio	Labor Market Analyst II	=	\$33,280	\$43,264	\$40,464	23	Step	6			Y	40
Oklahoma	Statistical Research Spec II	=	\$22,105	\$36,843	\$27,739	10	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Research Analyst II	=	\$29,636	\$41,121	\$34,546	31	Step	8			Y	40
Pennsylvania	No Match											
Rhode Island	Research Technician	-	\$30,147	\$33,486	\$35,649	6	Step	3.5		Longevity	Y	35
South Carolina	Research Specialist I	=	\$21,679	\$40,108	\$28,149	26			to \$1000/yr		N	37.5
South Dakota												
Tennessee	No Match											
Texas	Research Specialist II		\$34,308	\$46,320								
Utah	Research Analyst II	=	\$23,172	\$38,820	\$30,864	21	Merit				N	40
Vermont	Sr Research & Stats Analyst	=	\$32,781	\$51,022	\$38,688	5	Prog Step	24.5		Merit	Y	40
Virginia	Research Specialist	=	\$26,722	\$54,842	\$29,390	86	Broadband		Varies	Varies	N	40
Washington	Research Analyst II	=	\$30,312	\$38,580	\$37,086	22	Step	4.5			N	40
West Virginia	No Match											
Wisconsin	Research Analyst III	=	\$29,081	\$43,396	\$29,121	<5	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$30,686</b>	<b>\$46,679</b>	<b>\$36,754</b>
<b>Median</b>	<b>\$30,147</b>	<b>\$47,473</b>	<b>\$35,457</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$38,955</b>



Missouri	Economist	=	\$39,876	\$59,592	\$46,248	<5	Step				N	40
Montana	Economist	=	\$31,085	\$44,547	\$41,600	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Economist II	=	\$37,897	\$58,965	\$52,131	7	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Research Economist III	+	\$47,217	\$64,903	\$59,745	<5	Perf Step	8			Y	35+
New Mexico	Economist Oper'l	-	\$29,291	\$52,075	\$41,887	13					N	40
New York	Senior Economist	=	\$40,850	\$50,843	\$50,843	<5	Step	7			Y	37.5
North Carolina	Economist I	=	\$37,665	\$62,441	\$48,889	<5	Legislated				N	40
North Dakota	No Match											
Ohio	No Match											
Oklahoma	No Match											
Oregon	Employment Economist I	=	\$31,032	\$43,080	\$37,899	17	Step	8			Y	40
Pennsylvania	No Match											
Rhode Island	Budget Analyst I/Economist	=	\$41,566	\$46,929	\$46,929	<5	Step	2.5		Longevity	Y	35
South Carolina	Economist	=	\$39,055	\$72,254		0			to \$1000/yr		N	37.5
South Dakota	Economic Analyst		\$24,648	\$36,962								
Tennessee	Economic Research Analyst	=	\$24,432	\$39,024	\$34,644	<5	Legislated				N	37.5
Texas	Economist II		\$36,504	\$52,932								
Utah	Research Consultant I	+	\$32,088	\$53,748	\$43,980	14	Merit				N	40
Vermont	No Match											
Virginia	Economist	=	\$34,910	\$71,646	\$44,594	9	Broadband		Varies	Varies	N	40
Washington	Economic Analyst II	=	\$40,512	\$51,864	\$49,982	15	Step	4.5			N	40
West Virginia	Tax Analyst I	=	\$31,200	\$57,720	\$35,052	<5	Merit				N	37.5
Wisconsin	Economist IV	=	\$36,851	\$51,404	\$38,330	<5	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$36,543</b>	<b>\$55,560</b>	<b>\$45,719</b>
<b>Median</b>	<b>\$36,504</b>	<b>\$53,748</b>	<b>\$45,421</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$45,354</b>

## ECONOMIST SR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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												
Alaska	Economist III	=	\$60,144	\$83,448	\$74,181	<5	Merit	19			Y	37.5
Arkansas	No Match											
Arizona	Economist III	=	\$38,656	\$66,132	\$46,813	5	Merit				N	40
California												
Colorado	General Professional IV		\$46,572	\$67,464			Performance		Varies	Varies	N	40
Connecticut	Associate Economist	=	\$57,546	\$71,856	\$70,480	<5	Step	8	\$1,797	Long-Step 8	Y	40
Delaware	Sr Fiscal Management Analyst		\$51,328	\$76,992								37.5
Dist. of Columbia												
Florida	Economists IV	+	\$37,368	\$93,421	\$60,397	16	Broadband				V	40
Georgia	No Match											
Hawaii	No Match											
Idaho	Economist, Chief - DFM	=	\$51,001	\$84,364	\$79,289	<5	Performance				N	40
Illinois												
Indiana	No Match											
Iowa	No Match											
Kansas	No Match											
Kentucky	Economist II	=	\$37,762	\$62,293	\$61,366	<5	Merit				N	37.5
Louisiana	No Match											
Maine												
Maryland	No Match											
Massachusetts	Economist III	=	\$43,347	\$62,844	\$53,398	21	Prog Step	13			Y	37.5
Michigan	Economic Analyst - A(12)	=	\$38,377	\$53,098	\$51,579	12	Step	5			N	40
Minnesota	No Match											
Mississippi	Economist	=	\$40,083	\$70,146	\$44,824	<5	Merit				N	40

Missouri	Chief Utility Economist	=	\$49,140	\$71,052	\$52,410	<5	Step				N	40
Montana	Economist	=	\$37,459	\$54,131	\$51,979	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Economist III	=	\$41,322	\$64,540	\$60,272	5	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Research Economist I	+	\$59,431	\$81,992	\$81,052	6	Perf Step	8			Y	35+
New Mexico	Economist Advanced	-	\$32,654	\$58,051	\$46,120	29					N	40
New York	Associate Economist	=	\$53,104	\$65,388	\$64,417	6	Step	7			Y	37.5
North Carolina	Economist III	=	\$45,057	\$75,083	\$71,399	<5	Legislated				N	40
North Dakota	No Match											
Ohio	Economist	+	\$36,046	\$47,632		0	Step	6			Y	40
Oklahoma	No Match											
Oregon	Employment Economist II	=	\$37,380	\$52,152	\$46,997	10	Step	8			Y	40
Pennsylvania	No Match											
Rhode Island	No Match											
South Carolina	No Match											
South Dakota	Economist		\$30,160	\$45,219								
Tennessee	Econ Research Analyst Sup	=	\$27,660	\$44,436		0	Legislated				N	37.5
Texas	Economist III		\$41,304	\$59,880								
Utah	Research Consultant II	+	\$38,820	\$63,240	\$52,080	<5	Merit				N	40
Vermont	No Match											
Virginia	Economist Senior	=	\$45,607	\$93,599	\$53,834	12	Broadband		Varies	Varies	N	40
Washington	Economic Analyst III	=	\$46,992	\$60,180	\$57,308	9	Step	4.5			N	40
West Virginia	Tax Analyst II	=	\$33,396	\$61,788	\$40,377	<5	Merit				N	37.5
Wisconsin	Economist VI	=	\$43,129	\$66,337	\$47,459	<5	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$42,887</b>	<b>\$66,313</b>	<b>\$57,638</b>
<b>Median</b>	<b>\$41,313</b>	<b>\$64,964</b>	<b>\$53,616</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$54,955</b>

## LIBRARIAN

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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	Library Technician		\$21,655	\$36,348								
Alaska	Librarian II	=	\$42,468	\$60,816	\$53,364	<5	Merit	19			Y	37.5
Arkansas	Librarian I	=	\$22,148	\$43,876	\$26,269	9	Open Range				N	40
Arizona	Librarian II	=	\$34,411	\$50,471	\$36,741	26	Merit				N	40
California	Librarian		\$44,796	\$54,420								
Colorado	General Professional III		\$38,316	\$55,512			Performance		Varies	Varies	N	40
Connecticut	Librarian	=	\$47,631	\$59,846	\$59,846	15	Step	8	\$1,497	Long-Step 8	Y	40
Delaware	Senior Librarian		\$34,203	\$51,305								37.5
Dist. of Columbia												
Florida	Librarians II	=	\$26,473	\$66,182	\$31,366	41	Broadband				V	40
Georgia	Librarian (DMA)	=	\$31,474	\$55,072	\$35,657	<5	Performance		2%	Bonus	N	40
Hawaii	Librarian III	=	\$34,632	\$49,344	\$38,874	71	Negotiated				Y	40
Idaho	Librarian	=	\$31,720	\$52,520	\$37,065	5	Performance				N	40
Illinois	Librarian I	+	\$32,400	\$46,752	\$43,269	19	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Librarian IV	-	\$23,998	\$34,892	\$33,273	<5	Gen Sal Adjust				N	37.5
Iowa	Librarian II	=	\$35,922	\$52,104	\$47,367	12	Performance				N	40
Kansas	Librarian I	=	\$28,829	\$38,626	\$33,599	15	Step	11	\$40/yr	Longevity	N	40
Kentucky	Librarian I	=	\$23,446	\$38,677	\$29,019	<5	Merit				N	37.5
Louisiana	Librarian II	=	\$22,344	\$36,960	\$31,980	5	Merit				N	40
Maine												
Maryland	Assoc Librarian II	=	\$32,715	\$50,700	\$43,981	5	Prog Step	18			Y	40
Massachusetts	Librarian A/B	=	\$33,486	\$45,411	\$36,510	<5	Prog Step	11			Y	40
Michigan	Librarian - E (P11)	=	\$37,375	\$49,966	\$44,717	16	Step	5			Y	40
Minnesota	Lib/Info Resource Serv Specialist	=	\$34,076	\$49,674	\$47,084	16	Prog Step	11			Y	40
Mississippi	Librarian II	=	\$24,346	\$42,606	\$26,198	<5	Merit				N	40

Missouri	Librarian I	=	\$23,268	\$33,276	\$26,057	5	Step				V	40
Montana	Librarian	=	\$25,966	\$36,907	\$34,736	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Librarian II	=	\$36,498	\$47,168	\$41,614	<5	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Librarian III	=	\$34,430	\$46,987		0	Perf Step	8			Y	35
New Mexico	Librarian Advanced	=	\$29,291	\$52,075	\$37,041	17					N	40
New York	Senior Librarian	=	\$43,102	\$53,512	\$51,541	65	Step	7			Y	37.5
North Carolina	Librarian II	=	\$26,882	\$43,484	\$35,329	25	Legislated				N	40
North Dakota	Librarian II	=	\$28,368	\$47,280	\$33,504	<5	Open Range				N	40
Ohio	Librarian II (Tech Services)	-	\$36,108	\$45,510	\$44,075	<5	Step	5			Y	40
Oklahoma	Librarian II	=	\$26,564	\$44,273	\$36,136	<5	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Librarian	=	\$35,652	\$49,692	\$48,221	9	Step	8			Y	40
Pennsylvania	Librarian II	=	\$37,360	\$56,763	\$46,215	20	Merit	20			N	37.5
Rhode Island	Librarian	=	\$29,403	\$32,533	\$36,327	9	Step	3.5		Longevity	Y	35
South Carolina	Library Specialist	=	\$21,679	\$40,108	\$27,202	76			to \$1000/yr		N	37.5
South Dakota	Librarian		\$24,648	\$36,962								
Tennessee	Librarian II	=	\$27,660	\$44,436	\$41,312	<5	Legislated				N	37.5
Texas	Librarian II		\$30,432	\$41,052								
Utah	Librarian II	+	\$29,592	\$46,944	\$34,872	14	Merit				N	40
Vermont	Librarian C - Tech Services	=	\$34,611	\$54,038	\$44,242	<5	Prog Step	24.5		Merit	Y	40
Virginia	Librarian B	=	\$26,722	\$54,842	\$35,216	5	Broadband		Varies	Varies	N	40
Washington	Library Information Specialist	=	\$34,932	\$44,724	\$41,433	15	Step	4.5			N	40
West Virginia	Librarian II	=	\$27,252	\$50,400	\$35,586	6	Merit				N	37.5
Wisconsin	Librarian	=	\$31,299	\$41,822	\$40,043	61	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$31,317</b>	<b>\$47,106</b>	<b>\$38,638</b>
<b>Median</b>	<b>\$31,387</b>	<b>\$47,078</b>	<b>\$36,741</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$39,013</b>

## CORRECTIONAL OFFICER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 I		\$20,625	\$36,348								
Alaska	Correctional Officer II	=	\$37,049	\$50,710	\$44,620	537	Merit	19		Location	Y	37.5
Arkansas	CC/Correctional Officer	=	\$20,981	\$41,220	\$22,926	1,014	Open Range				N	40
Arizona	Correctional Officer II	=	\$24,954	\$41,997	\$30,378	5,033	Step	8			N	40
California	Correctional Officer		\$33,708	\$54,888								
Colorado	Cor/Youth/Clin Sec Officer I		\$33,288	\$46,680	\$38,798	2,410	Performance		Varies	Varies	N	40
Connecticut	Correction Officer	=	\$33,435	\$44,049	\$42,133	4,184	Step	10		Longevity	Y	36.3
Delaware	Correctional Officer		\$22,789	\$34,183								37.5
Dist. of Columbia												
Florida	Correctional Enforcement I	+	\$26,473	\$66,182	\$28,786	11,344	Broadband				Y	40
Georgia	No Match											
Hawaii	Adult Corrections Officer III	=	\$31,620	\$38,784	\$33,319	860	Negotiated				Y	40
Idaho	Correctional Officer	=	\$23,982	\$40,040	\$26,041	595	Performance				N	40
Illinois	Correctional Officer	=	\$29,712	\$41,328	\$39,350	7,213	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Correctional Officer	=	\$20,696	\$31,876	\$25,229	2,070	Gen Sal Adjust				Y	37.5
Iowa	Correctional Officer	=	\$30,451	\$43,160	\$36,836	1,532	Step	9			Y	40
Kansas	Corrections Officer IB	=	\$23,733	\$31,803	\$27,558	441	Step	11	\$40/yr	Longevity	N	40
Kentucky	Correctional Officer	=	\$19,377	\$31,966	\$23,565	1,553	Merit				N	37.5
Louisiana	Corrections Sergeant	=	\$19,632	\$33,384	\$22,548	2,526	Merit				N	40
Maine												
Maryland	Correctional Officer II	=	\$28,749	\$44,453	\$34,832	4,627	Prog Step	18			Y	40
Massachusetts	Correction Officer I	=	\$39,420	\$54,209	\$52,500	2,880	Prog Step	6			Y	40
Michigan	Correctional Officer - E(E9)	=	\$28,689	\$41,196	\$40,584	5,528	Step	5			Y	40
Minnesota	Corrections Officer II	=	\$31,007	\$42,386	\$37,709	1,316	Prog Step	11			Y	40
Mississippi	Correctional Officer II	=	\$21,635	\$37,861	\$22,021	274	Merit				N	40

Missouri	Corrections Officer I	=	\$21,720	\$30,204	\$23,261	4,951	Step				N	40
Montana	Correctional Officer	=	\$20,985	\$31,477	\$27,435	410	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Correctional Officer	=	\$29,232	\$47,231	\$38,458	1,026	Step	9		Longevity	N	40
New Hampshire												
New Jersey	No Match											
New Mexico	Corr Officer & Jailer Oper'l	=	\$19,535	\$34,728	\$26,406	853					N	40
New York	Correction Officer	=	\$34,742	\$43,034	\$44,731	15,036	Step	7			Y	40
North Carolina	Correctional Officer	=	\$22,037	\$34,962	\$25,355	7,008	Legislated				N	40
North Dakota	Correctional Officer II	=	\$23,472	\$39,120	\$26,424	157	Open Range				N	40
Ohio	Correctional Officer	-	\$29,661	\$36,046	\$34,736	7,320	Step	6			Y	40
Oklahoma	Corr Security Officer III	=	\$19,961	\$33,268	\$26,868	758	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Correctional Officer	=	\$30,596	\$41,981	\$37,366	1,561	Step	8			Y	40
Pennsylvania	Corrections Officer I	=	\$27,332	\$51,889	\$38,000	5,857	Merit	20			N	40
Rhode Island	Correctional Officer	=	\$32,831	\$46,568	\$42,031	881	Step	265+ mos		Longevity	Y	40
South Carolina	Correctional Officer I	=	\$17,819	\$32,969	\$22,516	2,649			to \$1000/yr		N	37.5
South Dakota	Correctional Officer		\$19,157	\$28,725								
Tennessee	Correctional Officer	=	\$20,700	\$33,156	\$22,282	3,459	Legislated				N	37.5
Texas	Correctional Officer III		\$24,252	\$27,924								
Utah	Correctional Officer	=	\$21,960	\$38,820	\$29,700	686	Merit				N	40
Vermont	Correctional Officer I	=	\$25,168	\$38,896	\$28,478	253	Prog Step	24.5		Merit	Y	40
Virginia	Corrections Officer (in training)	=	\$20,455	\$41,980	\$24,787	17	Broadband		Varies	Varies	N	40
Washington	Correctional Officer II	=	\$28,956	\$36,708	\$35,558	2,298	Step	4.5		Assignmt Pay	N	40
West Virginia	Correctional Officer II	=	\$21,264	\$35,892	\$23,826	437	Merit				N	37.5
Wisconsin	Officer A	=	\$23,053	\$33,998	\$23,679	889	Step	23			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$25,838</b>	<b>\$39,734</b>	<b>\$31,580</b>
<b>Median</b>	<b>\$24,117</b>	<b>\$38,858</b>	<b>\$28,786</b>
<b>Weighted Mean</b>	<b>----</b>	<b>-----</b>	<b>\$34,190</b>

## CORRECTIONAL OFFICER SR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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												
Alaska	Correctional Officer III	=	\$42,494	\$58,032	\$52,524	114	Merit	19		Location	Y	37.5
Arkansas	CC/Correctional Officer IV	=	\$28,763	\$56,564	\$39,372	42	Open Range				N	40
Arizona	Correctional Sergeant	=	\$30,431	\$48,209	\$34,818	545	Merit				N	40
California												
Colorado	Cor/Youth/Clin Sec Officer II		\$36,696	\$51,480	\$48,773	816	Performance		Varies	Varies	N	40
Connecticut	Corr Officer - First Class	=	\$36,818	\$48,108	\$47,401	18	Step	10		Longevity	Y	36.3
Delaware	Correctional Corporal		\$24,386	\$36,578								37.5
Dist. of Columbia												
Florida	Correctional Enforcement II	+	\$28,856	\$72,140	\$32,948		Broadband				Y	40
Georgia	Correctional Officer	=	\$23,614	\$41,402	\$25,868	7,719	Performance		2%	Bonus	N	40
Hawaii	Adult Correctional Officer IV	=	\$35,748	\$45,948	\$39,025	184	Negotiated				Y	40
Idaho	Correctional Corporal	=	\$26,956	\$45,011	\$31,387	15	Performance				N	40
Illinois	Correctional Sergeant	=	\$33,432	\$47,820	\$47,897	369	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Correctional Sergeant	=	\$21,346	\$32,422	\$28,880	340	Gen Sal Adjust				N	37.5
Iowa	Senior Correctional Officer	=	\$33,155	\$47,424	\$41,760	73	Step	9			Y	40
Kansas	Corrections Specialist I	=	\$28,828	\$38,626	\$33,888	295	Step	11	\$40/yr	Longevity	N	40
Kentucky	Correctional Sergeant	=	\$21,314	\$35,163	\$28,661	157	Merit				N	37.5
Louisiana	Corrections Sergeant-Mstr	=	\$21,012	\$35,712	\$31,380	1,254	Merit				N	40
Maine												
Maryland	Correctional Officer Sergeant	=	\$30,664	\$47,468	\$40,886	793	Prog Step	18			Y	40
Massachusetts	Correctional Officer III	=	\$47,987	\$66,237	\$65,477	236	Prog Step	6			Y	40
Michigan	No Match											
Minnesota	Corrections Officer III	=	\$35,726	\$48,692	\$46,646	349	Prog Step	11			Y	40
Mississippi	Correctional Officer IV (Sgt)	=	\$23,852	\$41,741	\$26,601	898	Merit				N	40

Missouri	Corrections Officer II	=	\$23,268	\$33,276	\$26,295	625	Step				N	40
Montana	Correctional Officer	=	\$25,182	\$37,773	\$32,843	78	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Senior Correctional Officer	=	\$30,443	\$49,360	\$44,023	194	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Senior Correction Officer	=	\$43,844	\$60,980	\$55,445	5,419	Perf Step	8			Y	40
New Mexico	Corr Officer & Jailor Adv	=	\$21,696	\$38,574	\$32,126	261					N	40
New York	No Match											
North Carolina	No Match											
North Dakota	Correctional Officer III	=	\$25,572	\$42,612	\$33,696	8	Open Range				N	40
Ohio	Correctional Sgt/Counselor	=	\$31,221	\$39,458	\$39,203	314	Step	6			Y	40
Oklahoma	Correctional Security Officer IV	=	\$22,105	\$36,843	\$30,942	782	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Correctional Corporal	=	\$32,032	\$43,991	\$40,605	217	Step	8			Y	40
Pennsylvania	Corrections Officer II	=	\$29,564	\$56,333	\$48,002	1,024	Merit	20			N	40
Rhode Island	Correctional Officer Lt	=	\$39,619	\$55,301	\$54,466	61	Step	265+ mos		Longevity	Y	35
South Carolina	Correctional Officer IV	=	\$32,099	\$59,386	\$39,850	159			to \$1000/yr		N	37.5
South Dakota	Corrections Sergeant		\$22,589	\$33,862								
Tennessee	Correctional Corporal	=	\$22,500	\$35,412	\$25,361	464	Legislated				N	37.5
Texas	Correctional Officer V		\$28,740	\$33,312								
Utah	No Match											
Vermont	Correctional Officer III	=	\$27,976	\$43,243	\$34,414	118	Prog Step	24.5		Merit	Y	40
Virginia	Corrections Officer Senior	=	\$26,722	\$54,842	\$27,724	6,164	Broadband		Varies	Varies	N	40
Washington	No Match											
West Virginia	Correctional Officer III	=	\$22,476	\$38,400	\$25,724	136	Merit				N	37.5
Wisconsin	Officer B	=	\$23,053	\$37,966	\$31,635	1,689	Step	23			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$29,302</b>	<b>\$45,531</b>	<b>\$37,960</b>
<b>Median</b>	<b>\$28,763</b>	<b>\$43,991</b>	<b>\$34,616</b>
<b>Weighted Mean</b>	<b>----</b>	<b>-----</b>	<b>\$35,435</b>

## PAROLE OFFICER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 & Parole Officer		\$26,410	\$45,286								
Alaska	Adult Probation Officer II	-	\$39,648	\$56,904	\$47,585	101	Merit	19		Location	Y	37.5
Arkansas	Parole/Probation Officer	=	\$23,768	\$46,732	\$24,509	70	Open Range				N	40
Arizona	Parole Officer	=	\$27,077	\$46,879	\$36,075	66	Merit				N	40
California	Parole Agent I, Adult		\$57,384	\$69,456								
Colorado	Community Parole Officer		\$34,188	\$61,212	\$50,472	122	Performance		Varies	Varies	N	40
Connecticut	Parole Officer I	=	\$46,972	\$61,333	\$48,229	5	Step	10		Longevity	Y	40
Delaware	Prob & Parole Officer II/Adult		\$27,921	\$41,881								37.5
Dist. of Columbia												
Florida	Correctional Enforcement II	+	\$28,856	\$72,140	\$32,948		Broadband				Y	40
Georgia	Parole Officer	=	\$28,543	\$49,908	\$34,884	297	Performance		2%	Bonus	N	40
Hawaii	Social Worker III & IV	=	\$36,048	\$51,360		0	Negotiated				Y	40
Idaho	Probation/Parole Officer, Sr	=	\$31,720	\$52,520	\$36,358	120	Performance				N	40
Illinois	Corrections Parole Agent	=	\$34,788	\$50,652	\$44,154	19	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Parole Officer III	=	\$27,170	\$38,428	\$32,048	65	Gen Sal Adjust				Y	37.5
Iowa	No Match											
Kansas	Parole Officer I	=	\$28,829	\$38,626	\$31,352	77	Step	11	\$40/yr	Longevity	N	40
Kentucky	Prob & Parole Officer I	=	\$25,791	\$42,545	\$28,534	191	Merit				N	37.5
Louisiana	Prob & Parole Officer II/Adult	=	\$25,752	\$43,764	\$31,212	285	Merit				N	40
Maine												
Maryland	Parole & Probation Agent II	=	\$32,715	\$50,700	\$36,102	88	Prog Step	18			Y	40
Massachusetts	Parole Officer II	=	\$44,800	\$61,172	\$61,172	<5	Prog Step	7			Y	37.5
Michigan	Parole/Prob Officer - E (P11)	+	\$38,064	\$49,987	\$48,178	850	Step	5			Y	40
Minnesota	Corrections Agent Senior	=	\$34,076	\$49,674	\$39,588	93	Prog Step	11			Y	40
Mississippi	Correctional-Field Officer II	=	\$26,004	\$45,507	\$26,572	59	Merit				N	40

Missouri	Probation & Parole Officer I	=	\$27,444	\$39,876	\$30,572	1,171	Step				Y	40
Montana	Probation & Parole Officer	=	\$30,253	\$45,379	\$35,651	110	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Adult Parole & Prob Officer	=	\$37,709	\$61,700	\$49,313	192	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Senior Parole Officer	=	\$51,354	\$71,901	\$63,662	303	Perf Step	8			Y	35+
New Mexico	Prob Off/Corr Treat Spec Oper'l	+	\$26,526	\$47,156	\$31,489	490					N	40
New York	Parole Officer	=	\$47,791	\$59,112	\$57,362	837	Step	7			Y	40
North Carolina	Probation Parole Officer	=	\$25,781	\$41,569	\$29,031	547	Legislated				N	40
North Dakota	Parole & Probation Officer II	+	\$31,476	\$52,452	\$35,316	40	Open Range				N	40
Ohio	Parole Officer	=	\$34,424	\$43,056	\$34,680	92	Step	5			Y	40
Oklahoma	Prob and Parole Officer II	=	\$26,564	\$44,273	\$34,429	205	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	No Match											
Pennsylvania	Parole Agent II	=	\$39,580	\$60,547	\$48,725	406	Merit	20			N	40
Rhode Island	Prob & Parole Counselor II	=	\$44,875	\$50,748	\$57,184	101	Step	2.5		Longevity	Y	35
South Carolina	Probation & Parole Agent	=	\$21,679	\$40,108	\$23,300	61			to \$1000/yr		N	37.5
South Dakota	Parole Agent		\$24,648	\$36,962								
Tennessee	Probation/Parle Officer II	=	\$25,476	\$40,884	\$28,844	503	Legislated				N	37.5
Texas	Parole Officer II		\$30,432	\$41,052								
Utah	No Match											
Vermont	Corrections Services Specialist II	=	\$32,781	\$51,022	\$42,059	135	Prog Step	24.5		Merit	Y	40
Virginia	Probation Officer	=	\$26,722	\$54,842	\$34,410	866	Broadband		Varies	Varies	N	40
Washington	Correctional Counselor II	+	\$32,544	\$41,520	\$40,041	26	Step	4.5			N	40
West Virginia	Probation/Parle Officer II	=	\$22,224	\$41,112	\$28,933	8	Merit				N	37.5
Wisconsin	Parole & Probation Agent C	=	\$35,235	\$47,036	\$40,269	904	Step	23			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$32,606</b>	<b>\$49,744</b>	<b>\$38,790</b>
<b>Median</b>	<b>\$30,432</b>	<b>\$47,156</b>	<b>\$35,651</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$39,264</b>

## AGRICULTURAL INSPECTOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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	Ag & Consumer Protection Spec		\$23,917	\$40,055								
Alaska	Agricultural Inspector	=	\$39,648	\$56,904	\$45,404	<5	Merit	19		Location	Y	37.5
Arkansas	No Match											
Arizona	Agriculture Inspector	=	\$22,364	\$37,239	\$25,176	5	Merit				N	40
California												
Colorado	General Professional III		\$38,316	\$55,512			Performance		Varies	Varies	N	40
Connecticut	Consumer Prot. Inspector (Food)	=	\$46,360	\$56,841	\$56,841	10	Step	8	\$1,422	Long-Step 8	Y	40
Delaware	Ag Commodity Inspector II		\$24,386	\$36,578								37.5
Dist. of Columbia												
Florida	Agricultural Inspectors II	+	\$22,281	\$55,704	\$28,699	284	Broadband				V	40
Georgia	Agriculture Inspector II	=	\$21,435	\$37,536	\$29,229	41	Performance		2%	Bonus	N	40
Hawaii	Ag Commodities Mkt Spec III	=	\$34,632	\$49,344	\$43,556	10	Negotiated				Y	40
Idaho	Agricultural Investigator, Sr	=	\$31,720	\$52,520	\$34,652	38	Performance					40
Illinois	Products and Stds. Inspector	=	\$33,540	\$43,512	\$39,982	33	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Livestock Inspector	-	\$20,228	\$28,964	\$27,677	<5	Gen Sal Adjust				Y	37.5
Iowa	Ag Products Inspector	=	\$27,914	\$39,250	\$33,290	6	Step	9			Y	40
Kansas	Agricultural Inspector II	=	\$28,829	\$38,626	\$31,668	22	Step	11	\$40/yr	Longevity	N	40
Kentucky	Agricultural Inspector I	=	\$19,377	\$31,966	\$25,209	10	Merit				N	37.5
Louisiana	Agriculture Specialist II	=	\$22,344	\$36,960	\$30,780	59	Merit				N	40
Maine												
Maryland	Ag Inspector III, Field Ins	=	\$26,958	\$41,641		0	Prog Step	18			Y	40
Massachusetts	Inspr, Agric/Farm Products II	=	\$29,005	\$39,178	\$33,895	8	Prog Step	11			Y	37.5
Michigan	Food Ind. Scientist - E (P11)	=	\$38,419	\$51,156	\$50,249	21	Step	5			Y	40
Minnesota	Agriculture Specialist	=	\$33,053	\$48,024	\$42,908	12	Prog Step	10			Y	40
Mississippi	Grain Inspector I	-	\$19,732	\$34,531		0	Merit				N	40

Missouri	Grain Inspector II	=	\$21,720	\$30,204	\$25,611	7	Step				N	40
Montana	Agricultural Inspector	=	\$28,397	\$40,521		0	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Agriculture Inspector II	=	\$22,237	\$30,673	\$24,513	16	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Ag Products Agent II	-	\$31,162	\$42,431	\$40,600	20	Perf Step	8	\$450+240		Y	40
New Mexico	No Match											
New York	Farm Products Grading Inspr I	=	\$32,659	\$41,705	\$36,755	24	Step	7			Y	37.5
North Carolina	Ag Commodity Inspector	-	\$23,819	\$38,052	\$34,130	<5	Legislated				N	40
North Dakota	Ag Program Inspector II	=	\$23,472	\$39,120	\$28,392	9	Open Range				N	40
Ohio	Grain Warehouse Examiner	-	\$31,221	\$39,458	\$38,232	6	Step	6			Y	40
Oklahoma	Agriculture Field Inspector II	=	\$24,302	\$40,504	\$29,175	71	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	No Match											
Pennsylvania	Agronomics Products Inspector	+	\$37,360	\$56,763	\$45,956	19	Merit	20			N	37.5
Rhode Island	Ag Products Inspector	=	\$30,884	\$34,548	\$37,443	<5	Step	3.5			Y	35
South Carolina	Agricultural Marketing Specialist I	+	\$17,819	\$32,969	\$26,429	5			to \$1000/yr		N	37.5
South Dakota	Agriculture Inspector		\$24,648	\$36,962								
Tennessee	No Match											
Texas												
Utah	No Match											
Vermont	Food Safety Specialist	=	\$29,453	\$45,635	\$37,287	6	Prog Step	24.5		Merit	Y	40
Virginia	Agricultural Inspector	=	\$26,722	\$54,842	\$34,973	63	Broadband		Varies	Varies	N	40
Washington	Food Safety Officer II	=	\$36,708	\$46,992	\$46,170	19	Step	4.5			N	40
West Virginia	No Match											
Wisconsin	Food & Meat Safety Inspr-Obj	=	\$29,206	\$39,738	\$35,390	97	Step	23			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$28,322</b>	<b>\$42,188</b>	<b>\$35,493</b>
<b>Median</b>	<b>\$28,156</b>	<b>\$39,897</b>	<b>\$34,652</b>
<b>Weighted Mean</b>	<b>----</b>	<b>-----</b>	<b>\$33,130</b>



Missouri	No Match											
Montana	Engineering Officer	=	\$30,253	\$45,379	\$41,897	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Engineering Tech IV	=	\$33,366	\$51,594	\$45,120	86	Step	9		Longevity	N	40
New Hampshire												
New Jersey	No Match											
New Mexico	Civil Engineering Tech Adv	+	\$24,247	\$43,104	\$32,970	199					N	40
New York	No Match											
North Carolina	Bridge Maintenance Inspector II	=	\$29,156	\$47,589	\$33,346	16	Legislated				N	40
North Dakota	Engineering Tech IV	=	\$25,572	\$42,612	\$35,724	64	Open Range				N	40
Ohio	Bridge Spec II	=	\$39,458	\$57,741	\$55,353	22	Step	8			Y	40
Oklahoma	Transportation Spec II	+	\$24,302	\$40,504	\$33,660	182	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	No Match											
Pennsylvania	Trans Construction Inspector	=	\$28,910	\$43,560	\$33,912	442	Merit	20			N	37.5
Rhode Island	Supv Bridge Safety Inspector	-	\$40,028	\$45,091	\$53,874	<5	Step	2.5		Longevity	Y	40
South Carolina	Natural Resource Tech II	+	\$17,819	\$32,969	\$22,266	15			to \$1000/yr		N	37.5
South Dakota	Civil Engineering Technician		\$27,227	\$40,830								
Tennessee	Structural Specialist II	=	\$38,604	\$61,932	\$43,196	28	Legislated				N	37.5
Texas												
Utah	No Match											
Vermont	Bridge Maintenance Mechanic II	=	\$26,499	\$40,997	\$33,034	17	Prog Step	24.5		Merit	Y	40
Virginia	Bridge/Structure Inspector Sr	=	\$26,722	\$54,842	\$34,903	15	Broadband		Varies	Varies	N	40
Washington	Bridge Engineer III	+	\$44,724	\$57,252	\$56,588	33	Step	4.5		Assignmt Pay	N	40
West Virginia	Bridge Safety Inspector IV	=	\$31,200	\$57,720	\$40,225	32	Merit				N	37.5
Wisconsin	Civil Engineer Trans-Adv	=	\$47,848	\$71,775	\$58,870	198	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$32,898</b>	<b>\$51,480</b>	<b>\$42,164</b>
<b>Median</b>	<b>\$31,200</b>	<b>\$50,026</b>	<b>\$41,897</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$40,843</b>

## CIVIL ENGINEER (TRANSPORTATION)

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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	Graduate Civil Engineer		\$34,603	\$52,447								
Alaska	Engineer/Architect I	=	\$55,920	\$79,572	\$66,150	36	Merit	19		Location	Y	37.5
Arkansas	No Match											
Arizona	Transportation Engineer I	=	\$44,729	\$76,263	\$59,190	93	Education/Merit				N	40
California	Associate Civil Engineer		\$44,964	\$54,600								
Colorado	Professional Engineer I		\$53,160	\$77,028	\$74,731	215	Performance		Varies	Varies	N	40
Connecticut	Civil Engineer I	=	\$37,691	\$52,218	\$49,278	<5	Step	12		Longevity	Y	35
Delaware	Civil Engineer III		\$39,158	\$58,738								37.5
Dist. of Columbia												
Florida	Engineers, All Other III	+	\$31,452	\$78,630	\$43,857		Broadband				V	40
Georgia	Engineer II, Design	=	\$31,474	\$55,072	\$41,820	38	Performance		2%	Bonus	N	40
Hawaii	Engineer IV	=					Negotiated				Y	40
Idaho	Engineer, Staff	=	\$37,731	\$62,483	\$47,715	63	Performance				N	40
Illinois	No Match											
Indiana	Highway Engineer III	=	\$37,830	\$60,060		0					N	37.5
Iowa	Transportation Engineer	=	\$44,741	\$66,186	\$58,067	46	Performance				N	40
Kansas	Prof Civil Engineer II	=	\$54,371	\$72,862	\$63,656	70	Step	11	\$40/yr	Longevity	N	40
Kentucky	Transportation Engineer I	=	\$34,328	\$56,632	\$47,513	18	Merit				N	37.5
Louisiana	Engineer III	=	\$31,308	\$51,816	\$46,224	24	Merit				N	40
Maine												
Maryland	DOT Transportation Engineer III	=	\$37,255	\$57,844	\$48,656	150	Prog Step	18			Y	40
Massachusetts	Civil Engineer I	=	\$35,829	\$37,394	\$44,744	100	Prog Step	11			Y	37.5
Michigan	Transportation Engineer - E (P11)	=	\$41,029	\$54,580	\$52,564	55	Step	5			Y	40
Minnesota	Engineer Senior	=	\$46,374	\$65,897	\$62,911	227	Prog Step	9			Y	40
Mississippi	DOT-Engineer II	=	\$49,011	\$85,770	\$58,623	27	Merit				N	40

Missouri	No Match											
Montana	Civil Engineering Specialist	=	\$38,000	\$57,000	\$44,450	58	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Staff II, Associate Engineer	=	\$39,588	\$56,418	\$53,592	53	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Assistant Engineer, Civil	=	\$37,648	\$51,505	\$44,576	<5	Perf Step	8			Y	40
New Mexico	Civil Engineer Oper'l	+	\$36,610	\$65,085	\$51,605	24					N	40
New York	Civil Engineer I	-	\$45,347	\$56,193	\$53,601	1,438	Step	7			Y	37.5
North Carolina	Transportation Engineer II	=	\$39,338	\$65,370	\$49,846	228	Legislated				N	40
North Dakota	Transportation Engineer II	=	\$31,476	\$52,452	\$40,980	24	Open Range				N	40
Ohio	Transportation Engineer I	+	\$39,458	\$57,741	\$42,328	22	Step	8			Y	40
Oklahoma	Professional Engineer II	=	\$36,003	\$60,004	\$50,493	49	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Transportation Engineer II	=	\$42,648	\$61,068	\$59,351	187	Step	8			Y	40
Pennsylvania	Civil Engineer (Transportation)	-	\$37,360	\$56,763	\$47,912	111	Merit	20			N	37.5
Rhode Island	Civil Engineer	=	\$40,028	\$45,091	\$46,451	10	Step	2.5		Longevity	Y	35
South Carolina	Engineering/Geodetic Tech I	=	\$14,644	\$27,094	\$17,434	5			to \$1000/yr		N	37.5
South Dakota	Transportation Engineer		\$30,430	\$45,656								
Tennessee	No Match											
Texas												
Utah	Engineer II	+	\$42,120	\$70,488	\$46,812	47	Merit				N	40
Vermont	Civil Engineer III	=	\$34,611	\$54,038	\$48,738	6	Prog Step	24.5		Merit	Y	40
Virginia	Transportation Engineer	=	\$34,910	\$71,646	\$47,586	270	Broadband		Varies	Varies	N	40
Washington	Transportation Engineer I	-	\$36,708	\$46,992	\$46,142	84	Step	4.5		Assignmt Pay	N	40
West Virginia	Engineer I	=	\$38,244	\$70,752	\$45,718	6	Merit				N	37.5
Wisconsin	Civil Engineer Transportation-Sr	=	\$44,662	\$66,991	\$50,444	122	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$39,070</b>	<b>\$59,861</b>	<b>\$50,107</b>
<b>Median</b>	<b>\$37,915</b>	<b>\$57,793</b>	<b>\$48,656</b>
<b>Weighted Mean</b>	<b>----</b>	<b>-----</b>	<b>\$53,826</b>

## ENVIRONMENTAL ENGINEER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 I	=	\$34,603	\$52,447								
Alaska	Environmental Analyst II	=	\$42,468	\$60,816	\$49,365	11	Merit	19		Location	Y	37.5
Arkansas	No Match											
Arizona	Environmental Engineer	=	\$45,262	\$66,132	\$51,530	8	Merit				N	40
California												
Colorado	Professional Engineer I		\$53,160	\$77,028	\$74,731	215	Performance		Varies	Varies	N	40
Connecticut	Sanitary Engineer II (EP)	+	\$42,703	\$60,165	\$53,359	14	Step	12		Longevity	Y	35
Delaware	Environmental Engineer II		\$34,203	\$51,305								37.5
Dist. of Columbia												
Florida	Engineers, All Other II	+	\$24,287	\$60,718	\$33,427		Broadband				V	40
Georgia	Environmental Engineer I	=	\$37,901	\$66,426	\$43,991	16	Performance		2%	Bonus	N	40
Hawaii	Engineer IV (Environmental)	=	\$42,180	\$60,048	\$59,576	20	Negotiated				Y	40
Idaho	Transportation Tech Principal, Eng	=	\$29,244	\$48,422	\$37,585	107	Performance				N	40
Illinois	Environmental Protection Eng III	=	\$37,428	\$55,248	\$54,670	136	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Environmental Engineer III	=	\$33,956	\$54,236	\$38,483	12	Gen Sal Adjust				N	37.5
Iowa	Environmental Engineer	=	\$40,560	\$60,195	\$51,116	36	Performance				N	40
Kansas	Prof Environmental Engineer I	=	\$49,338	\$66,082	\$54,165	10	Step	11	\$40/yr	Longevity	N	40
Kentucky	Environmental Engineer I	=	\$34,328	\$56,632	\$54,590	30	Merit				N	37.5
Louisiana	Engineer III	=	\$31,308	\$51,816	\$46,224	24	Merit				N	40
Maine												
Maryland	Environ Enforcement Insprr II	=	\$28,749	\$44,453	\$36,953	15	Prog Step	18			Y	40
Massachusetts	Environmental Engineer I	=	\$35,829	\$47,394	\$40,468	<5	Prog Step	11			Y	37.5
Michigan	Environmental Engineer - E (P11)	=	\$41,029	\$54,580	\$51,412	38	Step	5			Y	40
Minnesota	No Match											
Mississippi	Engineer I, Environmental	=	\$45,482	\$79,594	\$56,248	<5	Merit				N	40

Missouri	Environmental Engineer II	=	\$38,280	\$57,060	\$42,441	87	Step				N	40
Montana	Environmental Specialist	=	\$38,640	\$57,960	\$37,066	18	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Staff II, Associate Engineer	=	\$39,588	\$56,418	\$53,592	53	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Asst Environmental Engineer	=	\$36,000	\$49,184	\$44,926	24	Perf Step	8			Y	35+
New Mexico	Environ Engineer Oper'l	-	\$32,654	\$58,051	\$44,564	9					N	40
New York	Environmental Engineer I	=	\$45,347	\$56,193	\$52,713	204	Step	7			Y	37.5
North Carolina	Environmental Engineer II	=	\$39,338	\$65,370	\$51,185	146	Legislated				N	40
North Dakota	Environmental Engineer II	=	\$31,476	\$52,452	\$38,292	15	Open Range				N	40
Ohio	Environmental Engineer III	+	\$46,030	\$63,419	\$60,112	<5	Step	6			N	40
Oklahoma	Professional Engineer II	=	\$36,003	\$60,004	\$50,493	49	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Environmental Engineer II	=	\$40,428	\$56,292	\$56,094	13	Step	8			Y	40
Pennsylvania	Civil Engineer (General)	-	\$37,360	\$56,763	\$47,912	10	Merit	20			N	37.5
Rhode Island	Sanitary Engineer	=	\$39,891	\$44,679	\$44,516	10	Step	2.5		Longevity	Y	35
South Carolina	Eng/Associate Engineer I	=	\$26,378	\$48,804	\$38,093	226			to \$1000/yr		N	37.5
South Dakota	Environmental Scientist		\$24,648	\$36,962								
Tennessee	Environmental Protection Spec III	=	\$38,604	\$61,932	\$42,007	85	Legislated				N	37.5
Texas												
Utah	Environmental Engineer II	=	\$42,120	\$66,780	\$43,068	6	Merit				N	40
Vermont	Environmental Engineer III	=	\$34,611	\$54,038	\$46,290	6	Prog Step	24.5		Merit	Y	40
Virginia	Environmental Engineer	=	\$34,910	\$71,646	\$42,406	150	Broadband		Varies	Varies	N	40
Washington	Environmental Engineer II	=	\$42,588	\$54,480	\$53,535	23	Step	4.5			N	40
West Virginia	Engineer I	=	\$38,244	\$70,752	\$45,718	6	Merit				N	37.5
Wisconsin	Environmental Engineer-Sr	=	\$44,662	\$66,991		0	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$37,900</b>	<b>\$58,094</b>	<b>\$47,972</b>
<b>Median</b>	<b>\$38,262</b>	<b>\$56,912</b>	<b>\$47,101</b>
<b>Weighted Mean</b>	<b>----</b>	<b>-----</b>	<b>\$49,917</b>

## ENVIRONMENTAL ENGINEER SR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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												
Alaska	Environmental Analyst III	=	\$48,924	\$68,148	\$57,261	14	Merit	19		Location	Y	37.5
Arkansas	No Match											
Arizona	Environmental Engineer Sr	=	\$47,458	\$72,066	\$66,600	<5	Merit				N	40
California												
Colorado	Professional Engineer II	=	\$62,904	\$91,116	\$90,085	124	Performance		Varies	Varies	N	40
Connecticut	Sanitary Engineer III (EP)	=	\$51,590	\$72,292	\$66,728	27	Step	12		Longevity	Y	35
Delaware	Environmental Engineer III		\$39,158	\$58,738								37.5
Dist. of Columbia												
Florida	Engineers, All Other III	+	\$31,452	\$78,630	\$43,857		Broadband				V	40
Georgia	Environmental Engineer III	=	\$45,903	\$80,546	\$53,274	117	Performance		2%	Bonus	N	40
Hawaii	Engineer V (Environmental)	=	\$45,612	\$64,920	\$65,139	8	Negotiated				Y	40
Idaho	Engineer, Technical I	=	\$44,200	\$73,112	\$54,225	32	Performance				N	40
Illinois	Environmental Prot. Engineer IV	+	\$44,100	\$65,748	\$65,603	13	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Environmental Engineer II	=	\$38,168	\$61,438	\$45,434	43	Gen Sal Adjust				N	37.5
Iowa	Environmental Engineer Sr	=	\$49,379	\$72,654	\$64,902	20	Performance				N	40
Kansas	Prof Environmental Engineer II	=	\$54,371	\$72,862	\$59,566	15	Step	11	\$40/yr	Longevity	N	40
Kentucky	Environmental Engineer II	=	\$37,762	\$62,293	\$60,415	14	Merit				N	37.5
Louisiana	Engineer IV	=	\$35,844	\$59,328	\$54,480	94	Merit				N	40
Maine												
Maryland	Environ Program Mngr I Gen	=	\$45,329	\$70,547	\$61,695	17	Prog Step	18			Y	40
Massachusetts	Environmental Engineer V	=	\$53,350	\$71,533	\$69,942	64	Prog Step	11			Y	37.5
Michigan	Environmental Engineer - A(12)	=	\$43,911	\$58,485	\$58,106	57	Step	5			Y	40
Minnesota	Engineer Principal	=	\$51,553	\$75,982	\$74,187	209	Prog Step	10			Y	40
Mississippi	Engineer IV, Environmental	=	\$55,304	\$96,783	\$74,737	27	Merit				N	40

Missouri	Environmental Engineer III	=	\$45,156	\$65,028	\$50,388	48	Step				N	40
Montana	Environmental Specialist	=	\$43,368	\$69,522	\$44,845	14	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Staff III, Associate Engineer	=	\$45,122	\$70,670	\$63,635	63	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Sr Environmental Engineer	=	\$41,199	\$56,472	\$52,101	38	Perf Step	8			Y	35+
New Mexico	Environ Engineer Advanced	-	\$36,610	\$65,085	\$53,978	6					N	40
New York	Environmental Engineer II	=	\$55,972	\$68,729	\$67,005	325	Step	7			Y	37.5
North Carolina	Environmental Engineer III	=	\$43,055	\$71,683	\$58,009	8	Legislated				N	40
North Dakota	Environmental Engineer III	=	\$34,884	\$58,140	\$44,016	15	Open Range				N	40
Ohio	Environmental Engineer IV	=	\$50,648	\$69,930	\$66,310	<5	Step	6			N	40
Oklahoma	Professional Engineer III	=	\$40,323	\$67,204	\$54,924	16	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Environmental Engineer III	=	\$44,388	\$61,896	\$60,888	29	Step	8			Y	40
Pennsylvania	Senior Civil Engineer (Gen)	-	\$42,621	\$64,763	\$57,135	23	Merit	20			N	37.5
Rhode Island	Senior Sanitary Engineer	=	\$46,144	\$51,998	\$54,650	17	Step	2.5		Longevity	Y	35
South Carolina	Eng/Associate Engineer IV	=	\$47,519	\$87,915	\$76,982	103			to \$1000/yr		N	37.5
South Dakota												
Tennessee	Environmental Prot Specialist V	=	\$42,192	\$67,608	\$53,437	20	Legislated				N	37.5
Texas												
Utah	Environmental Engineer III	=	\$46,944	\$74,436	\$51,108	58	Merit				N	40
Vermont	Environmental Engineer IV	=	\$36,650	\$57,262	\$55,740	5	Prog Step	24.5		Merit	Y	40
Virginia	Environmental Engineer Sr	=	\$34,910	\$71,646	\$49,005	257	Broadband		Varies	Varies	N	40
Washington	Environmental Engineer III	=	\$49,380	\$63,192	\$62,804	96	Step	4.5			N	40
West Virginia	Engineer III	=	\$43,800	\$81,036	\$53,575	23	Merit				N	37.5
Wisconsin	Environ Civil Engineer-Adv	=	\$47,848	\$71,775	\$63,926	<5	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$45,000</b>	<b>\$69,347</b>	<b>\$59,517</b>
<b>Median</b>	<b>\$45,122</b>	<b>\$69,522</b>	<b>\$58,058</b>
<b>Weighted Mean</b>	<b>----</b>	<b>-----</b>	<b>\$62,582</b>

## FORESTER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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		\$27,752	\$47,543								
Alaska	Forester II	=	\$39,648	\$56,904	\$50,034	18	Merit	19		Location	Y	37.5
Arkansas	Forester I	=	\$22,148	\$43,876		0	Open Range				N	40
Arizona	Natural Resource Mngr II	=	\$34,594	\$50,471	\$41,528	16	Merit				N	40
California	Forester II		\$62,652	\$76,140								
Colorado	General Professional III		\$38,316	\$55,512			Performance		Varies	Varies	N	40
Connecticut	EP Forester I	=	\$42,703	\$60,165	\$56,952	9	Step	12		Longevity	Y	35
Delaware	Senior Forester		\$39,158	\$58,738								37.5
Dist. of Columbia												
Florida	Forest & Conservation Workers II	=	\$28,856	\$72,140	\$35,134	26	Broadband				V	40
Georgia	Forester	=	\$31,474	\$55,072	\$36,781	62	Performance		2%	Bonus	N	40
Hawaii	Forester IV	=	\$37,464	\$53,376	\$45,636	<5	Negotiated				Y	40
Idaho	Lands Resource Manager Sr	=	\$31,720	\$52,520	\$37,668	45	Performance				N	40
Illinois	Natural Resources Spec	+	\$35,556	\$52,032	\$49,912	91	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Forester III	=	\$27,170	\$38,428	\$31,842	9	Gen Sal Adjust				N	37.5
Iowa	Forester II	=	\$32,178	\$50,669	\$47,684	22	Step	9			Y	40
Kansas	No Match											
Kentucky	Forester I	=	\$28,371	\$47,169	\$29,564	18	Merit				N	37.5
Louisiana	No Match											
Maine												
Maryland	Forester Registered	=	\$30,664	\$47,468		0	Prog Step	18			Y	40
Massachusetts	Forester I	-	\$37,605	\$50,018	\$48,859	8	Prog Step	11			Y	37.5
Michigan	Forester - E (P11)	=	\$38,503	\$51,156	\$51,023	21	Step	5			Y	40
Minnesota	Nat. Res. Forestry Specialist	=	\$30,882	\$44,683	\$31,111	14	Prog Step	11			Y	40
Mississippi	Forester II	=	\$29,316	\$51,304	\$34,927	50	Merit				N	40

Missouri	No Match											
Montana	Forester	=	\$25,483	\$38,225	\$33,738	43	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Forester II	=	\$33,366	\$51,594	\$49,386	<5	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Forester	=	\$36,000	\$49,184	\$40,120	<5	Perf Step	8			Y	35+
New Mexico	Forester Oper'l	=	\$26,526	\$47,156	\$30,898	20					N	40
New York	Forester I	=	\$40,850	\$50,843	\$47,789	69	Step	7			Y	37.5
North Carolina	Forester I	=	\$27,987	\$45,515	\$32,508	29	Legislated				N	40
North Dakota	No Match											
Ohio	Forester	=	\$33,280	\$43,264	\$41,629	26	Step	6			Y	40
Oklahoma	Forester II	=	\$24,302	\$40,504		0	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Natural Resources Spec II	=	\$32,593	\$45,265	\$42,280	N/A	Step	8			Y	40
Pennsylvania	Forester	-	\$32,724	\$49,722	\$42,380	134	Merit	20			N	40
Rhode Island	Forester	-	\$30,884	\$34,548		0	Step	3.5		Longevity	Y	35
South Carolina	Forester I	=	\$21,679	\$40,108		0			to \$1000/yr		N	37.5
South Dakota	Forester		\$24,648	\$36,962								
Tennessee	Forester II	=	\$26,580	\$42,576	\$31,678	54	Legislated				N	37.5
Texas	Natural Resources Spec II		\$30,432	\$41,052								
Utah	Forester II	=	\$32,088	\$48,216	\$33,612	13	Merit				N	40
Vermont	Forester II	=	\$36,650	\$57,262	\$46,969	23	Prog Step	24.5		Merit	Y	40
Virginia	Forester	=	\$26,722	\$54,842	\$36,622	68	Broadband		Varies	Varies	N	40
Washington	Forester II	=	\$34,932	\$44,724	\$43,397	105	Step	4.5			N	40
West Virginia	Forester II	=	\$25,452	\$47,088	\$35,248	11	Merit				N	37.5
Wisconsin	Forester-Senior	=	\$37,124	\$74,249	\$41,508	116	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$32,548</b>	<b>\$49,959</b>	<b>\$40,594</b>
<b>Median</b>	<b>\$31,904</b>	<b>\$49,453</b>	<b>\$41,508</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$40,728</b>

## EMPLOYMENT COUNSELOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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	Employment Security Rep		\$36,348	\$60,964								
Alaska	Employment Counselor II	=	\$39,648	\$56,907	\$51,583	17	Merit	19		Location	Y	37.5
Arkansas	ESD Interviewer I	=	\$19,684	\$38,662	\$20,615	27	Open Range				N	40
Arizona	Employment Counselor II	=	\$23,259	\$40,611	\$25,361	<5	Merit				N	40
California	Employment Program Counselor		\$30,084	\$45,456								
Colorado	Labor/Employment Spec II		\$38,316	\$55,512	\$51,640	314	Performance		Varies	Varies	N	40
Connecticut	Voc Rehabilitation Counselor	=	\$47,879	\$60,996	\$56,614	11	Step	9		Longevity	Y	40
Delaware	Employment Serv Specialist II		\$29,873	\$44,809								37.5
Dist. of Columbia												
Florida	Training & Development Spec III	+	\$26,473	\$66,182	\$34,434	153	Broadband				V	40
Georgia	DOL Services Specialist	=	\$23,614	\$41,402	\$26,676	554	Performance		2%	Bonus	N	40
Hawaii	Employment Services Spec III	=	\$34,632	\$49,344	\$41,653	42	Negotiated				Y	40
Idaho	No Match											
Illinois												
Indiana	Employment Counselor	=	\$23,998	\$34,892	\$30,113	43	Gen Sal Adjust				Y	37.5
Iowa	Voc Rehab Specialist	=	\$34,362	\$42,266	\$42,266	<5	Step	9.5			Y	40
Kansas	Econ & Employ Support Spec I	+	\$27,477	\$36,816	\$29,840	601	Step	11	\$40/yr	Longevity	N	40
Kentucky	Voc Rehabilitation Spec I	=	\$23,447	\$38,676	\$29,372	87	Merit				N	37.5
Louisiana	Work Development Officer II	=	\$22,344	\$36,960	\$31,128	80	Merit				N	40
Maine												
Maryland	Voc Rehabilitation Spec III	=	\$30,664	\$47,468	\$37,894	68	Prog Step	18			Y	40
Massachusetts	Employment Spec	=	\$33,975	\$48,886	\$48,145	6	Prog Step	11			Y	37.5
Michigan	Employment Counselor - E (P11)	=	\$32,239	\$41,468	\$41,468	10	Step	5			Y	40
Minnesota	Employ Counselor Spec	=	\$33,053	\$48,024	\$44,349	16	Prog Step	11			Y	40
Mississippi	ES-Employment Counselor II	=	\$25,975	\$45,455	\$30,494	7	Merit				N	40

Missouri	Workforce Development Spec II	=	\$26,460	\$38,280	\$32,861	40	Step				N	40
Montana	Employment Counselor	=	\$25,966	\$36,907	\$32,074	10	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Employment Counselor II	=	\$31,967	\$49,360	\$46,829	5	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Employment Counselor	=	\$36,000	\$49,184	\$46,332	89	Perf Step	8			Y	35
New Mexico	Employ/Recruit/Place Spec Oper'l	-	\$24,247	\$43,104	\$26,817	147					N	40
New York	Vocation Rehab Counselor	=	\$43,102	\$53,512	\$50,362	399	Step	7			Y	37.5
North Carolina	Employment Counselor	=	\$26,882	\$43,484	\$36,514	38	Legislated				N	40
North Dakota	Customer Service Spec	=	\$25,572	\$42,612	\$29,280	99	Open Range				N	40
Ohio	No Match											
Oklahoma	Workforce Services Spec II	=	\$19,961	\$33,268	\$22,867	26	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Business & Employment Spec 2	=	\$28,308	\$39,264	\$34,247	409	Step	8			Y	40
Pennsylvania	Employment Counselor I	=	\$32,724	\$49,722	\$48,442	9	Merit	20			N	37.5
Rhode Island	Employ & Training Interviewer	-	\$28,753	\$31,500	\$35,763	27	Step	3.5		Longevity	Y	35
South Carolina	Human Resources Specialist	=	\$21,679	\$40,108	\$29,790	213			to \$1000/yr		N	37.5
South Dakota	Employment Specialist		\$24,648	\$36,962								
Tennessee	Employment Counselor II	=	\$24,432	\$39,024	\$37,040	29	Legislated				N	37.5
Texas	Employment Spec III		\$25,632	\$34,308								
Utah	Workforce Service Specialist I	+	\$21,960	\$36,768	\$25,044	297	Merit				N	40
Vermont	E & T Counselor	=	\$31,034	\$48,235	\$41,509	13	Prog Step	24.5		Merit	Y	40
Virginia	Rehabilitation Counselor	=	\$26,722	\$54,842	\$38,998	204	Broadband		Varies	Varies	N	40
Washington	Voc Rehabilitation Counselor	-	\$33,300	\$42,588	\$41,318	81	Step	4.5			N	40
West Virginia	Employment Counselor I	=	\$22,224	\$41,112	\$25,614	6	Merit				N	37.5
Wisconsin	Job Service Counselor III	=	\$27,803	\$38,007	\$32,641	<5	Step	23			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$28,993</b>	<b>\$44,277</b>	<b>\$36,526</b>
<b>Median</b>	<b>\$27,477</b>	<b>\$42,588</b>	<b>\$35,098</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$34,888</b>



Missouri	Self-Sufficiency Case Mngr	=	\$25,476	\$36,012	\$28,640	621	Step				V	40
Montana	Social Worker	=	\$25,966	\$36,907	\$29,328	47	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Social Worker II	=	\$33,366	\$51,594	\$44,984	101	Step	9		Longevity	N	40
New Hampshire												
New Jersey	No Match											
New Mexico	Eligibility Interviewer Oper'l	=	\$21,696	\$38,574	\$25,710	67					N	40
New York	No Match											
North Carolina	Income Maintenance Caseworker II	-	\$22,921	\$36,447		0	Legislated				N	40
North Dakota	Eligibility Worker I	-	\$21,300	\$35,508		0	Open Range				N	40
Ohio	No Match											
Oklahoma	Social Services Specialist II	=	\$22,105	\$36,843	\$27,867	1,356	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Human Services Specialist II	=	\$23,520	\$32,508	\$27,317	125	Step	8			Y	40
Pennsylvania	Income Maintenance Caseworker	=	\$32,724	\$49,722	\$41,860	4,820	Merit	20			N	37.5
Rhode Island	Family Counselor	-	\$32,646	\$37,052	\$45,310	<5	Step	3.5			Y	40
South Carolina	Human Services Coor I	=	\$26,378	\$48,804	\$32,843				to \$1000/yr		N	37.5
South Dakota	Family Services Social Worker		\$24,648	\$36,962								
Tennessee	Social Worker II	=	\$24,432	\$39,024	\$30,016	49	Legislated				N	37.5
Texas	Social Service Worker II		\$25,632	\$34,308								
Utah	Workforce Service Specialist I	+	\$21,960	\$36,768	\$25,044	297	Merit				N	40
Vermont	Benefits Project Specialist	=	\$31,034	\$48,235	\$38,422	125	Prog Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	Financial Services Spec II	-	\$29,616	\$37,608	\$33,493	127	Step	4.5			N	40
West Virginia	Family Support Specialist	=	\$20,760	\$38,400	\$26,641	252	Merit				N	37.5
Wisconsin	No Match											
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$26,871</b>	<b>\$41,590</b>	<b>\$33,482</b>
<b>Median</b>	<b>\$25,632</b>	<b>\$38,574</b>	<b>\$30,914</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$35,199</b>

## SOCIAL WORKER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 Worker		\$23,322	\$39,098								
Alaska	Social Worker II	=	\$43,468	\$60,816	\$49,701	97	Merit	19		Location	Y	37.5
Arkansas	Social Worker I	=	\$25,358	\$49,788	\$38,103	29	Open Range				N	40
Arizona	Human Service Specialist II	=	\$27,266	\$43,577	\$29,892	527	Merit				N	40
California	Psychiatric Social Worker		\$37,956	\$47,304								
Colorado	Social Worker/Counselor III		\$39,468	\$56,316	\$52,006	92	Performance		Varies	Varies	N	40
Connecticut	Soc Worker (Soc & Human Serv)	=	\$50,182	\$63,870	\$56,983	1,164	Step	9		Longevity	Y	40
Delaware	Sr Social Worker/Case Manger		\$29,873	\$44,809								37.5
Dist. of Columbia												
Florida	Com/Soc Serv Spec, All Other III	+	\$26,473	\$66,182	\$32,723		Broadband				V	40
Georgia	Social Service Provider II	=	\$28,543	\$49,908	\$36,097	229	Performance		2%	Bonus	N	40
Hawaii	Social Worker III	=	\$34,632	\$49,344	\$39,533	152	Negotiated				Y	40
Idaho	Social Worker	=	\$31,720	\$52,520	\$36,982	275	Performance				N	40
Illinois	Social Worker II	+	\$35,556	\$52,032	\$49,947	115	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Social Services Specialist III	-	\$27,170	\$38,428	\$31,525	10	Gen Sal Adjust				Y	37.5
Iowa	Social Worker II	=	\$30,139	\$40,248	\$38,549	531	Step	7.5			Y	40
Kansas	Social Worker	=	\$28,829	\$38,626	\$31,296	405	Step	11	\$40/yr	Longevity	N	40
Kentucky	Social Services Worker I	=	\$28,371	\$47,169	\$29,869	527	Merit				N	37.5
Louisiana	Social Services Counselor II	=	\$19,512	\$32,280	\$24,984	74	Merit				N	40
Maine												
Maryland	Family Services Caseworker I	=	\$30,664	\$47,468	\$33,768	53	Prog Step	18			Y	40
Massachusetts	Social Worker (A/B)	=	\$29,962	\$40,471	\$39,558	913	Prog Step	11			Y	40
Michigan	Services Specialist - E (P11)	=	\$36,039	\$46,542	\$42,758	1,244	Step	5			Y	40
Minnesota	No Match											
Mississippi	DHS-Social Worker Adv	+	\$29,460	\$51,555	\$33,808	134	Merit				N	40

Missouri	Social Service Worker II	=	\$26,460	\$38,280	\$28,920	1,526	Step				V	40
Montana	Social Worker	=	\$28,397	\$40,521	\$31,699	238	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Social Worker II	=	\$33,366	\$51,594	\$44,984	101	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Social Worker II	=	\$34,430	\$46,987	\$41,014	175	Perf Step	8			Y	35+
New Mexico	Social Worker Operational	=	\$26,526	\$47,156	\$36,735	10					N	40
New York	Social Worker I	=	\$40,850	\$50,843	\$43,664	248	Step	7			Y	40
North Carolina	Social Worker III	=	\$27,987	\$45,515	\$35,533	125	Legislated				N	40
North Dakota	Social Worker III	+	\$28,368	\$47,280	\$34,596	53	Open Range				N	40
Ohio	Social Worker III	+	\$37,710	\$47,632	\$46,519	46	Step	5			Y	40
Oklahoma	Child Welfare Specialist II	=	\$24,302	\$40,504	\$28,762	587	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Social Service Specialist I	=	\$32,508	\$45,144	\$39,777	873	Step	8			Y	40
Pennsylvania	Social Worker I	-	\$32,724	\$49,722	\$44,742	91	Merit	20			N	37.5
Rhode Island	Social Caseworker II	=	\$41,528	\$47,605	\$50,262	317	Step	3.5		Longevity	Y	35
South Carolina	Social Worker I	=	\$17,819	\$32,969		0			to \$1000/yr		N	37.5
South Dakota	Social Worker		\$24,648	\$36,962								
Tennessee	Social Worker II	=	\$24,432	\$39,024	\$30,016	49	Legislated				N	37.5
Texas	Clinical Social Worker II		\$27,132	\$36,408								
Utah	Social Worker	=	\$32,988	\$49,548	\$39,072	17	Merit				N	40
Vermont	Social Worker	=	\$36,650	\$57,262	\$47,838	12	Prog Step	24.5		Merit	Y	40
Virginia	Social Worker	=	\$20,455	\$41,980	\$32,837	76	Broadband		Varies	Varies	N	40
Washington	Social Worker II	=	\$35,808	\$45,816	\$44,272	465	Step	4.5			N	40
West Virginia	Social Service Worker II	=	\$20,760	\$38,400	\$25,804	98	Merit				N	37.5
Wisconsin	Social Worker-Senior	=	\$35,235	\$47,036	\$40,728	115	Step	23			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$30,779</b>	<b>\$46,279</b>	<b>\$38,355</b>
<b>Median</b>	<b>\$29,873</b>	<b>\$47,036</b>	<b>\$38,103</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$38,776</b>

## SUBSTANCE ABUSE COUNSELOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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		\$25,121	\$38,162								
Alaska	No Match											
Arkansas	Substance Abuse Prog Cord	=	\$26,979	\$53,077	\$33,679	11	Open Range			N	40	
Arizona	No Match											
California												
Colorado	Social Worker/Counselor II	=	\$35,820	\$51,072	\$44,895	8	Performance		Varies	Varies	N	40
Connecticut	Substance Abuse/HIV Counselor	=	\$40,031	\$51,739	\$45,798	29	Step	10		Longevity	Y	35
Delaware	Sr Correctional Counselor		\$29,873	\$44,809								37.5
Dist. of Columbia												
Florida	Com/Soc. Serv. Spec, All Other III	+	\$26,473	\$66,182	\$32,723		Broadband				V	40
Georgia	Counselor, Substance Abuse	=	\$25,895	\$45,453	\$28,700	134	Performance		2%	Bonus	N	40
Hawaii	No Match											
Idaho	Clinician	=	\$34,507	\$57,116	\$40,705	193	Performance				N	40
Illinois	No Match											
Indiana	Substance Abuse Counselor	=	\$27,170	\$38,428	\$31,392	32	Gen Sal Adjust				Y	37.5
Iowa	Drug Abuse Counselor II	=	\$30,451	\$43,160	\$37,473	7	Step	9			Y	40
Kansas	No Match											
Kentucky	No Match											
Louisiana	Alcohol/Drug Abuse Soc Worker II	=	\$23,904	\$39,540	\$31,848	22	Merit				N	40
Maine												
Maryland	OBS-Addictions Counselor III	=	\$28,749	\$44,453	\$34,533	8	Prog Step	18			Y	40
Massachusetts	Habilitation Coordinator (A/B)	=	\$31,583	\$43,035	\$40,521	63	Prog Step	11			Y	37.5
Michigan	No Match											
Minnesota	Chem Dependency Counselor Sr	=	\$32,740	\$44,286	\$39,484	33	Prog Step	9.5			Y	40
Mississippi	Alcohol/Drug Counselor II	=	\$20,275	\$35,481	\$22,883	14	Merit				N	40

Missouri	Substance Abuse Counselor II	=	\$27,444	\$39,876	\$29,931	45	Step				V	40
Montana	Substance Abuse Counselor	=	\$28,397	\$40,521	\$34,382	11	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Substance Abuse Counselor	=	\$33,366	\$51,594	\$44,328	10	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Substance Abuse Counselor II	=	\$34,430	\$46,987	\$38,943	8	Perf Step	8			Y	35+
New Mexico	Subst Abuse/Behav Couns Oper'l	=	\$24,247	\$43,104	\$33,646	15					N	40
New York	Substance Abuse Counselor I	=	\$47,791	\$59,112	\$59,112	<5	Step	7			Y	40
North Carolina	Substance Abuse Counselor II	=	\$25,781	\$41,569	\$30,971	44	Legislated				N	40
North Dakota	Addiction Counselor II	=	\$28,368	\$47,280	\$33,048	69	Open Range				N	40
Ohio	Alcohol and Drug Counselor III	-	\$37,544	\$47,341	\$43,056	<5	Step	5			Y	40
Oklahoma	Alcohol and Drug Counselor	-	\$22,105	\$36,843	\$27,603	7	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Mental Health Specialist	=	\$35,672	\$47,859	\$44,550	28	Step	8			Y	40
Pennsylvania	Drug & Alcohol Treatment Spec II	=	\$39,850	\$60,547	\$45,154	103	Merit	20			N	37.5
Rhode Island	No Match											
South Carolina	Human Services Coor I	=	\$26,378	\$48,804	\$32,843				to \$1000/yr		N	37.5
South Dakota												
Tennessee	Counseling Associate II	=	\$24,432	\$39,024	\$28,860	99	Legislated				N	37.5
Texas	Substance Abuse Counselor II		\$28,740	\$38,664								
Utah	Caseworker II	+	\$29,592	\$44,448	\$32,520	151	Merit				N	40
Vermont	No Match											
Virginia	No Match											
Washington	No Match											
West Virginia	Substance Abuse Therapist I	=	\$23,784	\$43,992	\$26,906	12	Merit				N	37.5
Wisconsin	Substance Abuse Couns-Obj	=	\$27,803	\$38,007	\$27,904	5	Step	23			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$29,857</b>	<b>\$45,805</b>	<b>\$35,946</b>
<b>Median</b>	<b>\$28,397</b>	<b>\$44,448</b>	<b>\$33,663</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$35,473</b>

## TEACHER (STATE INSTITUTION)

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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	Institutional School Teacher I		\$24,510	\$37,250								
Alaska	AK Military Youth Academy Instr	=	\$36,936	\$53,124	\$39,532	6	Merit	19			Y	37.5
Arkansas	No Match											
Arizona	Correctional Ed Teacher	=	\$32,883	\$57,649	\$46,515	169	Step/Education	10			N	40
California												
Colorado	Teacher I		\$37,752	\$51,756	\$43,351	26	Performance		Varies	Varies	N	40
Connecticut	State School Teacher	=	Varies	Varies	\$63,304	220						
Delaware												
Dist. of Columbia												
Florida	Spec Ed Teacher, Sec School III	+	\$26,473	\$66,182	\$32,629	186	Broadband				Y	40
Georgia	Teacher	=	\$35,999	\$80,257	\$56,528	150	Performance				N	40
Hawaii	Special Education Teacher III	=	\$34,632	\$49,344	\$40,986	6	Negotiated				Y	40
Idaho	Instructor Specialist, DJC	=	\$31,720	\$52,520	\$36,254	32	Performance				N	40
Illinois	Educator	=	\$27,783	\$53,076	\$46,267	95	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Institutional Teacher										Y	37.5
Iowa	Educator	=	\$33,155	\$52,104	\$47,305	38	Credentials				N	40
Kansas	No Match											
Kentucky	No Match											
Louisiana	No Match											
Maine												
Maryland	Teacher, Special	=	\$38,172	\$50,028	\$46,474	32	Prog Step	18			Y	40
Massachusetts	Teacher	=	\$30,960	\$49,455	\$52,168	61	Prog Step	9			Y	37.5
Michigan	School Teacher - E (P11)	=	\$36,060	\$55,979	\$54,129	84	Step	5			Y	40
Minnesota	Special Teacher	=	\$36,770	\$52,451	\$43,932	21	Prog Step	9			Y	40
Mississippi	Academic Teacher I (MH)	=	\$32,933	\$57,633	\$37,942	111	Merit				N	40

Missouri	Academic Teacher II	=	\$27,444	\$39,876	\$29,561	14	Step				V	40
Montana	Teacher	=	\$28,397	\$40,521	\$29,016	10	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Academic Teacher	=	\$36,289	\$56,397	\$50,074	15	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Teacher III	=	\$32,933	\$44,910	\$38,364	59	Perf Step	8			Y	35+
New Mexico	No Match											
New York	Teacher IV	=	\$38,619	\$48,820	\$46,960	784	Step	7			Y	40
North Carolina	Teacher	=					Legislated				N	40
North Dakota	No Match											
Ohio	Teacher II (Learning/Behavior Dis)	=	\$34,798	\$50,752	\$44,928	8	Step	25			Y	40
Oklahoma	Teacher	=	\$22,105	\$36,843		0	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Institution Teacher	=	\$27,444	\$55,128		47	Step	24			Y	
Pennsylvania	Adult Basic Ed Teacher, Corr	-	\$38,917	\$77,124	\$50,819	125	Merit	20			N	37.5
Rhode Island	Teacher (Academic)	=	\$57,225	\$30,630	\$55,687	32	Step	8.5			Y	35
South Carolina	Teacher	=	\$26,378	\$48,804		0			to \$1000/yr		N	37.5
South Dakota												
Tennessee	Correctional Teacher	=			\$47,051	138						
Texas												
Utah	No Match	=	\$21,960	\$32,988	\$26,796	68	Merit				N	40
Vermont	Woodside Youth Center Teacher	=	\$32,781	\$51,022	\$43,046	6	Prog Step	24.5		Merit	Y	40
Virginia	Academic Teacher	=	\$26,722	\$54,842	\$39,122	349	Broadband		Varies	Varies	N	40
Washington	Teacher of the Blind	=	\$28,300	\$56,588	\$56,588	<5	Step	4.5			N	40
West Virginia	Teacher I	=	\$20,760	\$38,400	\$44,492	20	Merit				N	37.5
Wisconsin	Teacher	=	\$33,412	\$50,287	\$45,422	446	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$32,226</b>	<b>\$51,023</b>	<b>\$44,508</b>
<b>Median</b>	<b>\$32,908</b>	<b>\$51,389</b>	<b>\$45,175</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$45,291</b>

## LICENSED PRACTICAL NURSE

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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		\$19,156	\$27,752								
Alaska	Licensed Practical Nurse	=	\$36,936	\$53,124	\$43,151	47	Merit	19		Location	Y	37.5
Arkansas	LPN I/LPTN I	=	\$18,485	\$36,336	\$28,959	46	Open Range				N	40
Arizona	Inst Licensed Practical Nurse	=	\$25,576	\$37,239	\$35,106	13	Merit				N	40
California	Licensed Vocational Nurse		\$27,900	\$33,912								
Colorado	Health Care Technician I		\$24,240	\$34,572	\$29,868	628	Performance		Varies	Varies	N	40
Connecticut	Licensed Practical Nurse	=	\$36,328	\$47,297	\$44,446	342	Step	10		Longevity	Y	35
Delaware	Licensed Practical Nurse III		\$27,921	\$41,881								37.5
Dist. of Columbia												
Florida	Lic Prac/ Voc Nurse III	=	\$22,281	\$55,704	\$27,965	703	Broadband				V	40
Georgia	Nurse, Licensed Practical	=	\$19,455	\$34,040	\$24,833	203	Performance		2%	Bonus	N	40
Hawaii	Licensed Practical Nurse	=	\$27,060	\$32,904	\$32,050	23	Negotiated				Y	40
Idaho	Nurse, Licensed Practical	=	\$23,982	\$40,040	\$29,203	112	Performance				N	40
Illinois	Licensed Practical Nurse II	=	\$26,412	\$36,540	\$35,030	286	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Licensed Practical Nurse	=	\$25,558	\$34,372	\$30,168	101	Gen Sal Adjust				Y	37.5
Iowa	Licensed Practical Nurse	=	\$30,451	\$43,160	\$37,011	141	Step	9			Y	40
Kansas	Licensed Practical Nurse	=	\$23,733	\$31,803	\$25,824	34	Step	11	\$40/yr	Longevity	N	40
Kentucky	Licensed Practical Nurse	=	\$21,314	\$35,163	\$30,910	224	Merit				N	37.5
Louisiana	Practical Nurse/Licensed II	=	\$20,700	\$35,316	\$26,532	733	Merit				N	40
Maine												
Maryland	Licensed Practical Nurse II	=	\$28,749	\$44,453	\$37,299	155	Prog Step	18			Y	40
Massachusetts	Licensed Practical Nurse I	=	\$29,005	\$39,178	\$31,393	543	Prog Step	11			Y	37.5
Michigan	Practical Nurse, Licensed - E(P11)	=	\$30,610	\$37,688	\$37,376	385	Step	5			Y	40
Minnesota	Licensed Practical Nurse II	+	\$30,297	\$40,841	\$39,150	430	Prog Step	11			Y	40
Mississippi	Nurse, Licensed Practical II	=	\$19,506	\$34,135	\$21,371	420	Merit				N	40

Missouri	Licensed Practical Nurse II	=	\$20,472	\$27,864	\$24,731	214	Step				V	40
Montana	Licensed Practical Nurse	=	\$19,968	\$28,031	\$24,856	45	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Licensed Practical Nurse II	=	\$28,251	\$43,305	\$40,587	27	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Practical Nurse	=	\$29,823	\$40,542	\$38,675	622	Perf Step	8	\$450+240		Y	40
New Mexico	Lic Prac/ Voc Nurse Oper'l	=	\$19,535	\$34,728	\$29,382	71					N	40
New York	Licensed Practical Nurse	=	\$27,264	\$33,627	\$32,158	1,204	Step	7			Y	37.5
North Carolina	Practical Nurse I	=	\$18,893	\$29,603	\$22,790	<5	Legislated				N	40
North Dakota	Licensed Practical Nurse I	-	\$19,368	\$32,280	\$26,700	9	Open Range				N	40
Ohio	Licensed Practical Nurse	+	\$32,115	\$39,458	\$37,943	377	Step	5			Y	40
Oklahoma	Licensed Practical Nurse II	=	\$19,961	\$33,268	\$27,118	301	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Licensed Practical Nurse	=	\$23,969	\$32,952	\$32,791	17	Step	8			Y	40
Pennsylvania	Licensed Practical Nurse	=	\$30,837	\$46,464	\$38,359	654	Merit	20			N	40
Rhode Island	Licensed Practical Nurse	-	\$35,300	\$47,529	\$48,101	60	Step	10.5		Longevity	Y	35
South Carolina	Licensed Practical Nurse	=	\$17,819	\$32,969	\$26,138	364			to \$1000/yr		N	37.5
South Dakota	Licensed Practical Nurse		\$22,589	\$33,862								
Tennessee	Licensed Practical Nurse II	=	\$19,860	\$31,800	\$26,420	330	Legislated				N	37.5
Texas	Licensed Vocational Nurse II		\$24,252	\$27,924								
Utah	Licensed Practical Nurse II	=	\$21,960	\$32,988	\$26,796	68	Merit				N	40
Vermont	Practical Nurse	=	\$25,168	\$38,896	\$31,793	<5	Prog Step	24.5		Merit	Y	40
Virginia	Practical Nurse B	=	\$20,455	\$41,980	\$29,541	309	Broadband		Varies	Varies	N	40
Washington	Licensed Practical Nurse II	=	\$29,616	\$37,608	\$37,277	219	Step	4.5			N	40
West Virginia	Licensed Practical Nurse	=	\$16,932	\$31,320	\$25,668	164	Merit				N	37.5
Wisconsin	Licensed Practical Nurse II	=	\$26,724	\$38,151	\$32,550	210	Step	26			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$24,930</b>	<b>\$37,057</b>	<b>\$31,903</b>
<b>Median</b>	<b>\$24,246</b>	<b>\$35,239</b>	<b>\$30,910</b>
<b>Weighted Mean</b>	<b>----</b>	<b>-----</b>	<b>\$32,032</b>

## REGISTERED NURSE

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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												
Alaska	Nurse II	=	\$42,468	\$60,816	\$52,767	61	Merit	19		Location	Y	37.5
Arkansas	Registered Nurse I	=	\$20,981	\$41,220		0	Open Range				N	40
Arizona	Psych, Hab, Geriatric Nurse	=	\$33,454	\$55,807	\$47,933	164	5 Step + Merit				N	40
California	Registered Nurse, A & B		\$40,368	\$52,068								
Colorado	Nurse I		\$38,640	\$55,080	\$49,502	468	Performance		Varies	Varies	N	40
Connecticut	Clinical Nurse II	=	\$44,938	\$59,323	\$56,936	125	Step	10		Longevity	Y	35
Delaware	Registered Nurse II		\$34,203	\$51,305								37.5
Dist. of Columbia												
Florida	Registered Nurse I	+	\$24,287	\$60,718	\$33,434	766	Broadband				Y	40
Georgia	Nurse	=	\$31,474	\$55,072	\$38,914	237	Performance		2%	Bonus	N	40
Hawaii	Registered Prof Nurse III	=	\$48,336	\$57,804	\$57,761	175	Negotiated				Y	40
Idaho	Nurse, Registered	=	\$31,720	\$52,520	\$38,043	138	Performance				N	40
Illinois	Registered Nurse II	=	\$42,696	\$56,940	\$54,564	401	Prog Step	7	\$25 or \$50	Longevity	Y	37.5
Indiana	Nurse IV	=	\$33,800	\$48,022	\$41,828	58	Gen Sal Adjust				Y	37.5
Iowa	Registered Nurse	=	\$37,627	\$54,808	\$46,427	218	Step	9			Y	40
Kansas	Registered Nurse II	=	\$28,829	\$38,626	\$31,517	24	Step	11	\$40/yr	Longevity	N	40
Kentucky	Nurse-Registered	=	\$28,371	\$48,169	\$39,843	191	Merit				N	37.5
Louisiana	Registered Nurse II	=	\$31,080	\$53,016	\$41,376	1,504	Merit				N	40
Maine												
Maryland	Registered Nurse	=	\$37,255	\$59,844	\$48,085	198	Prog Step	18			Y	40
Massachusetts	Registered Nurse I	=	\$39,428	\$64,188	\$41,948	57	Prog Step	11			Y	40
Michigan	Registered Nurse - E (P11)	=	\$35,141	\$44,787	\$43,189	28	Step	5			Y	40
Minnesota	Registered Nurse Senior	=	\$38,691	\$58,756	\$55,520	188	Prog Step	12			Y	40
Mississippi	Nurse II	=	\$30,754	\$53,820	\$33,139	300	Merit				N	40

Missouri	Registered Nurse I	=	\$26,460	\$38,280	\$29,778	10	Step				V	40
Montana	Registered Nurse	=	\$31,085	\$44,547	\$37,731	62	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Correctional Nurse II	+	\$36,289	\$56,397	\$55,774	66	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Graduate Nurse	=	\$37,648	\$51,505	\$46,936	42	Perf Step	8	240		Y	40
New Mexico	Registered Nurse Oper'l	+	\$29,291	\$52,075	\$39,233	76					N	40
New York	Nurse II	=	\$36,527	\$46,265	\$45,464	1,598	Step	7		Geog/Shift	Y	37.5
North Carolina	Staff Nurse	=	\$27,987	\$45,515	\$39,830	211	Legislated				N	40
North Dakota	Registered Nurse II	=	\$28,368	\$47,280	\$38,544	95	Open Range				N	40
Ohio	Nurse I	=	\$45,136	\$63,128	\$56,738	345	Step	7			Y	40
Oklahoma	Registered Nurse II	=	\$26,564	\$44,273	\$34,167	306	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Institution Registered Nurse	=	\$39,724	\$52,756	\$49,958	130	Step	7			Y	40
Pennsylvania	Registered Nurse	=	\$45,463	\$69,081	\$56,164	1,173	Merit	20			N	40
Rhode Island	Registered Nurse A	-	\$44,130	\$59,412	\$60,278	116	Step	10.5		Longevity	Y	35
South Carolina	Registered Nurse I	=	\$26,378	\$48,804	\$36,042	850			to \$1000/yr		N	37.5
South Dakota												
Tennessee	Registered Nurse II	=	\$26,850	\$42,576	\$37,482	299	Legislated				N	37.5
Texas	Nurse II		\$32,316	\$43,620								
Utah	Registered Nurse II	=	\$32,088	\$48,216	\$46,704	21	Merit				N	40
Vermont	Veteran's Home Ger Nurse	=	\$29,453	\$45,635	\$48,073	14	Prog Step	24.5		Merit	Y	40
Virginia	Registered Nurse	=	\$26,722	\$54,842	\$39,790	186	Broadband		Varies	Varies	N	40
Washington	Registered Nurse I	=	\$31,656	\$48,960	\$43,869	8	Step	4.5	\$1.50/hr		N	40
West Virginia	Nurse II	=	\$27,252	\$50,400	\$33,472	72	Merit				N	37.5
Wisconsin	Nurse Clinician II	=	\$40,189	\$60,487	\$45,058	447	Step	21			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$34,139</b>	<b>\$52,199</b>	<b>\$44,345</b>
<b>Median</b>	<b>\$32,885</b>	<b>\$52,298</b>	<b>\$43,529</b>
<b>Weighted Mean</b>	<b>----</b>	<b>-----</b>	<b>\$44,563</b>

## PSYCHOLOGIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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	Psychological Associate II		\$32,952	\$49,920								
Alaska	Psychological Counselor II	=	\$42,468	\$60,816	\$44,418	6	Merit	19		Location	Y	37.5
Arkansas	Psychologist	=	\$36,967	\$72,607	\$58,090	12	Open Range				N	40
Arizona	Psychologist II	=	\$38,656	\$66,132	\$60,060	31	Merit				N	40
California	Psychologist, Clinical		\$51,408	\$67,476								
Colorado	Psychologist I		\$51,768	\$73,824	\$70,096	34	Performance		Varies	Varies	N	40
Connecticut	Psychologist (Clinical)	=	\$60,017	\$79,493	\$77,408	28	Step	10		Longevity	Y	35
Delaware	Psychologist		\$47,970	\$71,954								37.5
Dist. of Columbia												
Florida	Clinical Couns & School Psych III	+	\$28,856	\$72,140	\$40,583	307	Broadband				Y	40
Georgia	No Match											
Hawaii	No Match											
Idaho	Clinician	=	\$34,507	\$57,116	\$40,705	193	Performance				N	40
Illinois	Psychologist II	=	\$39,516	\$58,464	\$56,922	40	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Psychologist I	-	\$34,320	\$54,912	\$54,912	<5	Gen Sal Adjust				N	37.5
Iowa	Psychologist II	=	\$40,560	\$60,195	\$53,798	26	Step	9			Y	40
Kansas	Psychologist I	=	\$35,048	\$46,966	\$38,834	<5	Step	11	\$40/yr	Longevity	N	40
Kentucky	Psychologist Licensed I	=	\$37,762	\$62,293	\$53,624	25	Merit				N	37.5
Louisiana	Psychologist II	=	\$33,492	\$55,428	\$52,356	10	Merit				N	40
Maine												
Maryland	Psychology Associate III	=	\$32,715	\$50,700	\$43,987	10	Prog Step	18			Y	40
Massachusetts	Psychologist I	=	\$41,434	\$67,454	\$55,387	7	Prog Step	11			Y	37.5
Michigan	Psychologist - E (P11)	=	\$44,140	\$58,735	\$56,858	128	Step	5			Y	40
Minnesota	Psychologist II	=	\$41,739	\$61,533	\$58,485	57	Prog Step	11			Y	40
Mississippi	Psychologist I	=	\$36,744	\$64,302	\$40,873	123	Merit				N	40

Missouri	Licensed Prof Counselor II	=	\$30,780	\$45,156	\$40,132	21	Step				V	40
Montana	Psychologist	=	\$34,089	\$49,066	\$43,909	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Psychologist I	=	\$36,289	\$56,397		0	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Staff Clinical Psychologist II	=	\$39,380	\$53,933	\$44,838	<5	Perf Step	8			Y	35+
New Mexico	Clinic/Couns/School Psych Oper'l	=	\$29,291	\$52,075	\$39,599	88					N	40
New York	Psychologist II	=	\$53,104	\$65,388	\$63,725	418	Step	7			Y	40
North Carolina	Sr Psychologist	=	\$41,190	\$68,431	\$58,759	37	Legislated				N	40
North Dakota	Licensed Exempt Psychologist I	-	\$31,476	\$52,452	\$38,472	6	Open Range				N	40
Ohio	No Match											
Oklahoma	Psychological Clinician II	-	\$32,434	\$54,058	\$33,109	56	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Clinical Psychologist I	=	\$41,112	\$57,336	\$52,154	12	Step	8			Y	40
Pennsylvania	Psychologist	=	\$42,621	\$64,763	\$55,680	19	Merit	20			N	37.5
Rhode Island	Clinical Psychologist	=	\$43,180	\$48,837	\$57,127	17	Step	2.5		Longevity	Y	35
South Carolina	No Match											
South Dakota	Psychologist Assistant		\$24,648	\$36,962								
Tennessee	Psychologist - Intern	=				0	Market					
Texas	Associate Psychologist II		\$34,308	\$46,320								
Utah	Psychologist	=	\$40,992	\$61,560	\$57,696	12	Merit				N	40
Vermont	No Match											
Virginia	Psychologist	=	\$26,722	\$54,842	\$40,978	68	Broadband		Varies	Varies	N	40
Washington	Psychologist II	=	\$31,032	\$39,492		0	Step	4.5			N	40
West Virginia	Psychologist I	=	\$27,252	\$50,400	\$33,308	6	Merit				N	37.5
Wisconsin	Psychologist-Senior	=	\$41,238	\$53,868	\$48,448	27	Step	23			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$38,104</b>	<b>\$58,095</b>	<b>\$50,465</b>
<b>Median</b>	<b>\$37,364</b>	<b>\$57,226</b>	<b>\$52,356</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$50,729</b>

## PSYCHOLOGIST SR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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		\$44,171	\$67,340								
Alaska	Mental Health Clinician II	=	\$48,925	\$69,492	\$52,525	17	Merit	19			Y	37.5
Arkansas	Psychologist Supervisor	=	\$39,366	\$77,356	\$73,847	<5	Open Range				N	40
Arizona	Psychologist III	=	\$42,181	\$72,066	\$63,808	5	Merit				N	40
California												
Colorado	Psychologist II		\$55,560	\$79,224	\$76,022	24	Performance		Varies	Varies	N	40
Connecticut	Supervising Psych I (Clinical)	+	\$64,927	\$85,658	\$85,580	19	Step	10		Longevity	Y	35
Delaware	Psychologist Supervisor		\$51,328	\$76,992								37.5
Dist. of Columbia												
Florida	Clinical Couns & School Psych IV	+	\$37,368	\$93,421	\$60,128	123	Broadband				Y	40
Georgia	Psychologist	=	\$50,653	\$88,483	\$65,510	28	Performance		2%	Bonus	N	40
Hawaii	No Match											
Idaho	Chief of Psychology	=	\$44,200	\$73,112	\$59,529	<5	Performance				N	40
Illinois	Psychologist III	=	\$44,100	\$65,748	\$66,045	40	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Psychologist	=	\$37,856	\$54,964	N/A	N/A	N/A				N	37.5
Iowa	Psychologist III	=	\$44,741	\$66,186	\$62,055	12	Step	9			Y	40
Kansas	Psychologist II	=	\$42,619	\$57,096	\$46,977	31	Step	11	\$40/yr	Longevity	N	40
Kentucky	Psychologist Licensed II	=	\$41,535	\$68,701	\$61,647	7	Merit				N	37.5
Louisiana	Psychologist III	=	\$41,040	\$67,932	\$64,704	17	Merit				N	40
Maine												
Maryland	Psychologist I	=	\$42,453	\$66,022	\$53,567	13	Prog Step	18			Y	40
Massachusetts	Psychologist IV	=	\$57,988	\$94,403	\$79,897	66	Prog Step	11			Y	37.5
Michigan	Psychologist - A(12)	-	\$47,815	\$63,747	\$63,684	14	Step	5			Y	40
Minnesota	Psychologist III	=	\$48,024	\$71,410	\$64,436	31	Prog Step	11			Y	40
Mississippi	Psychologist II	=	\$40,459	\$70,804	\$47,688	33	Merit				N	40

Missouri	Psychologist II	=	\$41,556	\$62,196	\$55,019	11	Step				V	40
Montana	Psychologist	=	\$37,459	\$54,131	\$49,858	8	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Psychologist III	=	\$47,168	\$74,020	\$74,019	5	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Clinical Psychologist I	=	\$51,749	\$71,246	\$62,193	14	Perf Step	8				35+
New Mexico	Clinic/Couns/School Psych Adv	+	\$32,654	\$58,051	\$46,745	47					N	40
New York	Licensed Psychologist	=	\$59,101	\$72,403	\$68,077	271	Step	7			Y	40
North Carolina	Senior Psychologist II	=	\$45,057	\$75,083	\$71,486	5	Legislated				N	40
North Dakota	Licensed Psychologist II	=	\$47,364	\$78,948	\$60,420	13	Open Range				N	40
Ohio	Psychologist	=	\$54,600	\$76,586	\$72,604	77	Step	7			Y	40
Oklahoma	Psychological Clinician III	-	\$36,003	\$60,004	\$37,048	22	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Clinical Psychologist II	=	\$45,144	\$63,048	\$60,264	8	Step	8			Y	40
Pennsylvania	Licensed Psychologist Mngr	+	\$48,646	\$73,956	\$68,339	52	Merit	20			N	37.5
Rhode Island	Senior Clinical Psych (PhD)	=	\$52,292	\$59,279		0	Step	2.5		Longevity	Y	35
South Carolina	Chief Psychologist	=	\$39,055	\$72,254	\$55,940	70			to \$1000/yr		N	37.5
South Dakota												
Tennessee	Psychologist	=			\$55,306	37	Market				N	37.5
Texas	Psychologist I		\$41,304	\$59,880								
Utah	No Match											
Vermont	VT State Hospital Psychologist	=	\$38,854	\$60,778	\$60,778	<5	Prog Step	24.5		Merit	Y	40
Virginia	Psychologist Senior	=	\$34,910	\$71,646	\$54,957	128	Broadband		Varies	Varies	N	40
Washington	Psychologist III	+	\$40,512	\$51,864	\$51,042	37	Step	4.5			N	40
West Virginia	Psychologist II	=	\$31,200	\$57,720	\$42,494	5	Merit				N	37.5
Wisconsin	Psychologist Sr Doctorate	=	\$41,238	\$53,868	\$53,125	85	Step	23			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$44,712</b>	<b>\$69,198</b>	<b>\$60,740</b>
<b>Median</b>	<b>\$44,100</b>	<b>\$69,492</b>	<b>\$60,778</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$61,683</b>

## PROGRAMMER/ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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		\$32,952	\$49,920								
Alaska	Analyst/Programmer III	=	\$45,672	\$65,040	\$49,970	51	Merit	19		Location	Y	37.5
Arkansas	Programmer Analyst	=	\$23,768	\$46,732	\$30,963	19	Open Range				N	40
Arizona	Information Tech Spec III		\$29,296	\$67,300			Broadband Merit				N	40
California	Associate Programmer Analyst		\$49,320	\$59,964								
Colorado	IT Professional II		\$44,568	\$64,584	\$59,477		Performance		Varies	Varies	N	40
Connecticut	Systems Developer I	=	\$44,725	\$55,869			Step	8		Longevity	Y	35
Delaware	Application Support Specialist		\$36,594	\$54,890								37.5
Dist. of Columbia												
Florida	Computer Programmers II	+	\$24,287	\$60,718	\$35,030		Broadband				V	40
Georgia	Programmer Analyst II	=	\$37,901	\$66,426	\$50,488	75	Performance		2%	Bonus	N	40
Hawaii	Computer Programmer IV	=	\$37,464	\$53,376	\$44,914	26	Negotiated				Y	40
Idaho	IT Programmer Analyst	=	\$31,720	\$52,520	\$37,960	35	Performance				N	40
Illinois	Information Service Spec II	=	\$37,428	\$55,248	\$46,248	242	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Programmer Specialist III	-	\$35,646	\$54,600	\$39,962	<5	Gen Sal Adjust				N	37.5
Iowa	Information Tech Specialist III	=	\$39,416	\$57,366	\$49,483	94	Step	9			Y	40
Kansas	Applications Prog/Analyst III	=	\$40,560	\$54,371	\$44,717	145	Step	11	\$40/yr	Longevity	N	40
Kentucky	Programmer Analyst I	=	\$25,791	\$42,545	\$31,577	12	Merit				N	37.5
Louisiana	IT Application Programmer II	=	\$27,348	\$45,264	\$32,232	62	Merit				N	40
Maine												
Maryland	DP Programmer Analyst II	=	\$39,766	\$61,794	\$50,503	128	Prog Step	18			Y	40
Massachusetts	EDP Programmer II	=	\$32,042	\$46,312	\$37,818	24	Prog Step	13			Y	37.5
Michigan	IT Prog/Analyst - E	+	\$32,239	\$58,380	\$49,468	675	Step	5			Y	40
Minnesota	Information Tech Specialist III	=	\$42,992	\$70,700	\$57,608	682	Prog Step	14			Y	40
Mississippi	Programmer Analyst II	=	\$39,663	\$69,411	\$43,551	98	Merit				N	40

Missouri	Computer Information Tech III	=	\$36,012	\$54,648	\$40,883	323	Step				V	40
Montana	Application System Programmer	=	\$31,620	\$47,430	\$30,493	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Information Systems Spec II	=	\$39,588	\$61,700	\$55,054	66	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Data Processing Analyst II	=	\$49,427	\$67,996	\$65,874	35	Perf Step	8			Y	35+
New Mexico	Comp Software Eng-Applic Op	=	\$36,610	\$65,085	\$46,035	18					N	40
New York	Computer Programmer Analyst	=	\$32,659	\$41,705	\$36,738	112	Step	7			Y	37.5
North Carolina	Applications Analyst Programmer I	=	\$39,338	\$65,370	\$52,317	241	Legislated				N	40
North Dakota	Programmer/Analyst II	=	\$31,476	\$52,452	\$39,924	31	Open Range				N	40
Ohio	Programmer/Analyst III	=	\$43,264	\$63,502	\$57,547	118	Step	8			Y	40
Oklahoma	Info Systems Applic Spec II	=	\$26,564	\$44,273	\$36,684	82	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Information Systems Spec IV	=	\$35,696	\$49,223	\$44,155	N/A	Step	8			Y	40
Pennsylvania	Computer Programmer II	=	\$32,724	\$49,722	\$45,460	8	Merit	20			N	37.5
Rhode Island	Programmer Analyst I	+	\$41,344	\$46,424	\$51,310	37	Step	2.5		Longevity	Y	35
South Carolina	Computer Programmer I	=	\$21,679	\$40,108	\$25,433	13			to \$1000/yr		N	37.5
South Dakota	Programmer/Analyst		\$30,430	\$45,656								
Tennessee	Programmer Analyst II	=	\$36,000	\$57,780	\$41,021	13	Legislated				N	37.5
Texas	Programmer III		\$36,504	\$52,932								
Utah	IT Analyst II	=	\$42,120	\$66,780	\$52,284	247	Merit				N	40
Vermont	Systems Developer I	=	\$31,034	\$48,235	\$39,347	22	Prog Step	24.5		Merit	Y	40
Virginia	Programmer/Analyst	=	\$45,607	\$93,599	\$42,195	251	Broadband		Varies	Varies	N	40
Washington	IT Application Spec III	=	\$40,512	\$51,864	\$49,239	226	Step	4.5			N	40
West Virginia	Programmer/Analyst II	+	\$33,396	\$61,788	\$39,466	65	Merit				N	37.5
Wisconsin	IS Systems Dev Serv Prof	=	\$32,253	\$55,897	\$38,231	86	Prog Step				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$36,022</b>	<b>\$56,467</b>	<b>\$44,145</b>
<b>Median</b>	<b>\$36,258</b>	<b>\$55,069</b>	<b>\$44,155</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$48,279</b>

## PROGRAMMER/ANALYST SR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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, Associate		\$36,348	\$60,964								
Alaska	Analyst Programmer IV	-	\$52,284	\$75,216	\$72,842	127	Merit	19		Location	Y	37.5
Arkansas	OIT Lead Programmer/Analyst	=	\$32,591	\$64,037	\$44,247	<5	Open Range				N	40
Arizona	Information Tech Specialist IV		\$35,547	\$87,700			Broadband Merit				N	40
California												
Colorado	IT Professional III	=	\$49,128	\$71,196	\$68,453	241	Performance		Varies	Varies	N	40
Connecticut	Systems Developer II	=	\$49,167	\$61,228	N/A	N/A	Step	8		Longevity	Y	35
Delaware	Sr Application Support Specialist		\$41,902	\$62,852								37.5
Dist. of Columbia												
Florida	Computer Programmers II	=	\$24,287	\$60,718	\$35,030		Broadband				V	40
Georgia	Programmer Analyst III	=	\$41,809	\$73,324	\$63,263	47	Performance		2%	Bonus	N	40
Hawaii	Computer Programmer V	=	\$42,180	\$60,048	\$55,272	<5	Negotiated				Y	40
Idaho	IT Programmer Analyst, Sr	=	\$34,507	\$57,116	\$46,155	42	Performance				N	40
Illinois	Info Systems Analyst I	=	\$41,724	\$62,052	\$55,481	294	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	No Match											
Iowa	No Match											
Kansas	Applications Prog/Analyst IV	=	\$44,762	\$59,966	\$50,687	72	Step	11	\$40/yr	Longevity	N	40
Kentucky	Programmer Analyst II	=	\$31,206	\$51,482	\$37,330	15	Merit				N	37.5
Louisiana	IT Applications Prog/Analyst II	=	\$33,492	\$55,428	\$46,884	169	Merit				N	40
Maine												
Maryland	DP Prog Analyst Lead/Adv	=	\$42,453	\$66,022	\$57,111	113	Prog Step	18			Y	40
Massachusetts	EDP Systems Analyst IV	=	\$47,624	\$68,697	\$61,717	123	Prog Step	13			Y	37.5
Michigan	No Match											
Minnesota	Information Tech Spec IV	=	\$47,732	\$78,780	\$69,155	440	Prog Step	14			Y	40
Mississippi	Lead Programmer Analyst	=	\$53,270	\$93,223	\$58,723	24	Merit				N	40

Missouri	Computer Info Tech Spec II	=	\$47,100	\$67,944	\$54,819	72	Step				V	40
Montana	Computer Programmer	=	\$39,146	\$58,720	\$42,370	15	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Information Systems Spec III	=	\$43,180	\$67,568	\$61,746	67	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Data Processing Analyst I	=	\$56,745	\$78,238	\$77,611	120	Perf Step	8			Y	35+
New Mexico	Comp Software Eng-Applic Adv	=	\$46,950	\$83,466	\$57,765	21					N	40
New York	Assoc Computer Prog Analyst	=	\$53,104	\$65,388	\$59,825	826	Step	7			Y	37.5
North Carolina	Applications Analyst Prog II	=	\$43,055	\$71,683	\$59,487	281	Legislated				N	40
North Dakota	Programmer/Analyst III	=	\$34,884	\$58,140	\$46,620	48	Open Range				N	40
Ohio	Programmer/Analyst V	=	\$52,354	\$77,085	\$71,107	175	Step	8			Y	40
Oklahoma	Info Systems Applic Spec III	=	\$29,221	\$38,960	\$41,437	45	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Information Systems Spec V	=	\$40,046	\$55,242	\$50,584	N/A	Step	8			Y	40
Pennsylvania	Computer Programmer III	=	\$37,360	\$56,763	\$52,372	10	Merit	20			N	37.5
Rhode Island	Programmer Analyst II	+	\$47,881	\$53,945	\$61,950	33	Step	2.5		Longevity	Y	35
South Carolina	Computer Programmer III	=	\$26,378	\$48,804	\$33,215	44			to \$1000/yr		N	37.5
South Dakota	Senior Programmer/Analyst		\$33,779	\$50,669								
Tennessee	Programmer Analyst IV	=	\$46,428	\$73,392	\$52,648	46	Legislated				N	37.5
Texas	Programmer V		\$46,728	\$67,764								
Utah	IT Analyst III	=	\$48,216	\$78,576	\$59,304	<5	Merit				N	40
Vermont	Systems Developer II	=	\$36,650	\$57,262	\$49,463	92	Prog Step	24.5		Merit	Y	40
Virginia	Senior Programmer/Analyst	=	\$59,581	\$122,281	\$51,519	242	Broadband		Varies	Varies	N	40
Washington	IT Application Spec IV	=	\$44,724	\$57,252	\$56,027	338	Step	4.5			N	40
West Virginia	Programmer/Analyst III	=	\$35,736	\$66,120	\$44,253	46	Merit				N	37.5
Wisconsin	IS Systems Dev Services Sr	=	\$38,108	\$64,064	\$46,263	227	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$42,128</b>	<b>\$66,414</b>	<b>\$54,243</b>
<b>Median</b>	<b>\$42,317</b>	<b>\$64,051</b>	<b>\$55,046</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$58,773</b>

## SYSTEMS ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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, Associate		\$36,348	\$64,035								
Alaska	Systems Analyst III	=	\$63,888	\$90,036	\$81,726	9	Merit	19			Y	37.5
Arkansas	System Coordination Analyst	=	\$25,358	\$49,788	\$33,664	12	Open Range				N	40
Arizona	Information Tech Spec III		\$29,296	\$67,300			Broadband Merit				N	40
California	Program Systems Analyst		\$33,168	\$49,860								
Colorado	IT Professional II		\$44,568	\$64,584	\$59,477		Performance		Varies	Varies	N	40
Connecticut	DP Technical Analyst I	+	\$49,167	\$61,228	\$58,834	35	Step	8		Longevity	Y	35
Delaware	Application Support Specialist		\$36,594	\$54,890								37.5
Dist. of Columbia												
Florida	Computer Systems Analysts III	+	\$28,856	\$72,140	\$43,067	258	Broadband				V	40
Georgia	Systems Analyst	=	\$45,903	\$80,546	\$51,164	17	Performance		2%	Bonus	N	40
Hawaii	Data Proc Systems Analyst IV	=	\$37,464	\$53,376	\$45,090	109	Negotiated				Y	40
Idaho	IT Systems Analyst	=	\$34,507	\$57,116	\$46,342	26	Performance				N	40
Illinois	Info Systems Analyst II	=	\$46,800	\$70,140	\$66,936	341	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Systems Analyst III	=	\$37,362	\$59,140	\$42,900	112	Gen Sal Adjust				N	37.5
Iowa	Information Tech Specialist IV	=	\$44,741	\$66,186	\$59,169	161	Step	9			Y	40
Kansas	Systems Analyst III	=	\$40,560	\$54,371	\$40,560	<5	Step	11	\$40/yr	Longevity	N	40
Kentucky	Systems Analyst I	=	\$25,791	\$42,545	\$34,724	12	Merit				N	37.5
Louisiana	IT Applications Prog/Analyst I	=	\$29,268	\$48,420	\$37,548	119	Merit				N	40
Maine												
Maryland	DP Functional Analyst II	=	\$37,255	\$57,844	\$48,187	86	Prog Step	18			Y	40
Massachusetts	EDP Systems Analyst III	=	\$43,347	\$62,844	\$55,998	229	Prog Step	13			Y	37.5
Michigan	IT Prog/Analyst - E	=	\$32,239	\$58,380	\$49,468	675	Step	5			Y	40
Minnesota	Information Tech Spec IV	=	\$47,732	\$78,780	\$69,155	440	Prog Step	14			Y	40
Mississippi	Business Systems Analyst II	=	\$49,494	\$86,615	\$53,898	56	Merit				N	40

Missouri	Computer Info Tech Spec I	=	\$39,876	\$59,592	\$47,329	199	Step				V	40
Montana	Computer Systems Analyst	=	\$41,455	\$62,183	\$45,011	19	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Computer Systems Prog II	=	\$39,588	\$61,700	\$59,763	<5	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Project Manager, Data Processing	=	\$56,665	\$79,331	\$78,215	63	Perf Step	8			Y	35+
New Mexico	Computer Systems Analyst Adv	=	\$41,290	\$73,405	\$51,742	70					N	40
New York	Sr Computer Prog Analyst	=	\$40,850	\$50,843	\$47,154	1,176	Step	7			Y	37.5
North Carolina	Applications Analyst Spec	=	\$49,289	\$82,310	\$68,982	80	Legislated				N	40
North Dakota	Senior Programmer Analyst	=	\$37,920	\$63,192	\$52,668	27	Open Range				N	40
Ohio	Systems Analyst II	=	\$52,354	\$77,085	\$72,415	84	Step	8			Y	40
Oklahoma	Info Systems Planning Spec III	=	\$36,003	\$60,004	\$44,281	13	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Information Systems Spec V	=	\$40,046	\$55,242	\$50,584	N/A	Step	8			Y	40
Pennsylvania	Applications Developer II	=	\$42,621	\$64,763	\$51,262	227	Merit	20			N	37.5
Rhode Island	Systems Analyst	+	\$34,718	\$39,891	\$47,412	<5	Step	3.5		Longevity	Y	35
South Carolina	Systems Programmer I	=	\$32,099	\$59,386	\$47,044	60			to \$1000/yr		N	37.5
South Dakota												
Tennessee	Info Systems Analyst II	=	\$30,828	\$49,260	\$32,727	22	Legislated				N	37.5
Texas	Systems Analyst I		\$32,316	\$43,620								
Utah	Information Analyst I	=	\$26,544	\$48,216	\$32,352	27	Merit				N	40
Vermont	IT Specialist II	=	\$31,034	\$48,235	\$49,243	49	Prog Step	24.5		Merit	Y	40
Virginia	Systems Analyst	=	\$59,581	\$122,281	\$63,072	197	Broadband		Varies	Varies	N	40
Washington	IT Systems Specialist III	=	\$40,512	\$51,864	\$50,048	312	Step	4.5			N	40
West Virginia	Programmer/Analyst III	=	\$35,736	\$66,120	\$44,253	46	Merit				N	37.5
Wisconsin	IS Systems Dev Services Sr	=	\$38,108	\$64,064	\$46,263	125	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$39,536</b>	<b>\$62,950</b>	<b>\$51,493</b>
<b>Median</b>	<b>\$38,108</b>	<b>\$61,228</b>	<b>\$49,355</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$52,675</b>

## ARCHITECT

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 I		\$34,603	\$52,447								
Alaska	Engineer/Architect I	=	\$55,920	\$79,572	\$66,156	36	Merit	19		Location	Y	37.5
Arkansas	Licensed Architect	=	\$32,591	\$64,037	\$50,478	<5	Open Range				N	40
Arizona	Architect	=	\$38,482	\$55,807	\$45,596	<5	Merit				N	40
California												
Colorado	Architect I		\$49,284	\$71,400	\$60,630	<5	Performance		Varies	Varies	N	40
Connecticut	Architect	+	\$59,734	\$83,704	\$73,427	6	Step	12		Longevity	Y	35
Delaware	Architect		\$44,834	\$67,250								37.5
Dist. of Columbia												
Florida	Architects	+	\$37,368	\$93,421	\$53,603	32	Broadband				V	40
Georgia	Architect (GDC)	=	\$37,901	\$66,426	\$50,622	<5	Performance		2%	Bonus	N	40
Hawaii	Architect IV	=	\$42,180	\$60,048	\$59,268	<5	Negotiated				Y	40
Idaho	Architect, Project	=	\$37,731	\$62,483	\$45,884	7	Performance				N	40
Illinois	Architect	=	\$44,100	\$65,748	\$63,788	20	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Architect II	=	\$31,694	\$46,670	\$43,537	<5	Gen Sal Adjust				N	37.5
Iowa	No Match											
Kansas	Architect I	=	\$31,803	\$42,619	\$40,560	<5	Step	11	\$40/yr	Longevity	N	40
Kentucky	Capital Const/Design Project Ad I	=	\$34,328	\$56,632		0	Merit				N	37.5
Louisiana	Architect II	=	\$27,348	\$45,264	\$40,980	<5	Merit				N	40
Maine												
Maryland	Architectural Tech II	=	\$34,908	\$54,147		0	Prog Step	18			Y	40
Massachusetts	No Match											
Michigan	Architect - E (P11)	=	\$41,029	\$54,580	\$53,444	5	Step	5			Y	40
Minnesota	Architect II	=	\$53,390	\$76,483	\$69,656	14	Prog Step	10			Y	40
Mississippi	GS-Architect	=	\$49,859	\$87,254	\$53,624	<5	Merit				N	40

Missouri	Architect II	=	\$39,876	\$59,592	\$46,750	6	Step				N	40
Montana	Architect	=	\$34,089	\$49,066	\$45,282	<5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Project Architect I	=	\$41,322	\$64,540		0	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Architect	=	\$49,427	\$67,996	\$62,691	7	Perf Step	8			Y	35+
New Mexico	Architect	-	\$32,654	\$58,051	\$42,417	8					N	40
New York	Senior Architect	=	\$55,972	\$68,729	\$65,867	31	Step	7			Y	37.5
North Carolina	Facility Architect I	-	\$36,003	\$59,658	\$48,802	7	Legislated				N	40
North Dakota	No Match											
Ohio	Architect	=	\$47,632	\$69,930	\$60,129	7	Step	8			Y	40
Oklahoma	Architect I	=			\$50,087	5	Unclassified		\$1,426.29	Long(avg)	N	40
Oregon	Architectural Consultant	=	\$37,380	\$52,152	\$52,152	<5	Step	8			Y	40
Pennsylvania	Architectural Designer II	-	\$42,621	\$64,763	\$55,136	26	Merit	20			N	37.5
Rhode Island	Architect	=	\$48,466	\$54,864		0	Step	2.5		Longevity	N	35
South Carolina	Architect/Design Engineer	=	\$32,099	\$59,386	\$46,688	7			to \$1000/yr		N	37.5
South Dakota												
Tennessee	Architect	=			\$52,716	10	Market				N	37.5
Texas	Architect II		\$36,504	\$52,932								
Utah	Architect	=	\$33,888	\$53,748	\$42,684	<5	Merit				N	40
Vermont	Buildings Engineer II	+	\$41,226	\$64,563	\$65,312	5	Prog Step	24.5		Merit	Y	40
Virginia	Architect	=	\$34,910	\$71,646	\$45,377	12	Broadband		Varies	Varies	N	40
Washington	Architect I	+	\$44,724	\$57,252	\$57,252	<5	Step	4.5			N	40
West Virginia	Architect	+	\$35,736	\$66,120	\$45,864	<5	Merit				N	37.5
Wisconsin	Architect-Senior	=	\$44,662	\$66,991	\$50,732	7	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$40,725</b>	<b>\$62,768</b>	<b>\$53,153</b>
<b>Median</b>	<b>\$38,482</b>	<b>\$62,483</b>	<b>\$51,442</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$57,224</b>

## DATA PROCESSING CLERK

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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	Administrative Support Assistant I		\$15,337	\$23,322								
Alaska	Administrative Clerk II	-	\$23,928	\$33,708	\$26,840	488	Merit	19		Location	Y	37.5
Arkansas	No Match											
Arizona	Information Processing Spec II	=	\$20,740	\$29,134	\$23,040	127	Merit				N	40
California	Key Data Operator		\$22,992	\$31,776								
Colorado	Data Entry Operator I	=	\$20,136	\$28,608	\$24,726	16	Performance		Varies	Varies	N	40
Connecticut	Data Entry Operator I	=	\$28,212	\$35,792	\$32,177	42	Step	10		Longevity	Y	40
Delaware	Data Entry Technician		\$21,301	\$31,951								37.5
Dist. of Columbia												
Florida	Data Entry Keyers	+	\$15,785	\$39,463	\$21,569	378	Broadband				V	40
Georgia	Data Entry Clerk	=	\$12,228	\$30,492		0	Performance				N	40
Hawaii	No Match											
Idaho	Office Specialist I	=	\$15,412	\$25,708	\$17,430	113	Performance				N	40
Illinois	Data Processing Assistant	=	\$22,632	\$29,868	\$27,550	39	Prog Step	10	\$25 or \$50	Longevity	Y	37.5
Indiana	Data Processing Operator IV	=	\$20,228	\$29,224	\$24,097	32	Gen Sal Adjust				Y	37.5
Iowa	Info Tech Support Worker II	=	\$23,400	\$32,594	\$29,251	81	Step	9			Y	40
Kansas	Sr Administrative Assistant	=	\$20,509	\$27,477	\$22,451	1,398	Step	11	\$40/yr	Longevity	N	40
Kentucky	Data Entry Operator I	=	\$13,235	\$21,834	\$13,284	39	Merit				N	37.5
Louisiana	IT Equipment Operator II	=	\$18,240	\$30,156	\$22,476	45	Merit				N	40
Maine												
Maryland	Data Entry Operator II	=	\$20,894	\$32,093	\$26,660	78	Prog Step	18			Y	40
Massachusetts	EDP Entry Operator I	=	\$21,681	\$28,483	\$27,924	<5	Prog Step	13			Y	37.5
Michigan	Data Processing Assistant	=	\$28,814	\$34,953	\$34,953	6	Step	5			Y	40
Minnesota	No Match											
Mississippi	DP-Data Control Clerk II	=	\$18,386	\$32,175	\$21,121	90	Merit				N	40

Missouri	Data Entry Operator I	=	\$16,980	\$22,344	\$20,100	<5	Step				V	40
Montana	No Match											
Nebraska												
Nevada	Administrative Aid	=	\$20,629	\$30,902	\$24,745	118	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Data Entry Machine Operator	=	\$21,362	\$28,709	\$25,724	20	Perf Step	8			Y	35
New Mexico	Data Entry Keyer Oper'l	=	\$14,991	\$26,651	\$16,667	65					N	40
New York	Data Processing Clerk II	=	\$25,749	\$31,825	\$32,785	20	Step	7			Y	37.5
North Carolina	Data Entry Operator II	=	\$18,479	\$28,426	\$22,465	43	Legislated				N	40
North Dakota	No Match											
Ohio	Data Processor II	=	\$26,333	\$29,661	\$28,804	14	Step	5			Y	40
Oklahoma	Administrative Tech II	=	\$14,997	\$24,996	\$19,350	354	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	No Match											
Pennsylvania	Data Analyst I	+	\$22,729	\$33,428	\$28,674	14	Merit	20			N	37.5
Rhode Island	Data Entry Operator	=	\$25,055	\$26,798	\$28,791	46	Step	3.5		Longevity	Y	35
South Carolina	Data Entry & Control Clerk I	=	\$14,644	\$27,094	\$19,508	81			to \$1000/yr		N	37.5
South Dakota												
Tennessee	Data Processing Operator II	=	\$18,312	\$29,316	\$20,472	49	Legislated				N	37.5
Texas	Data Entry Operator II		\$20,652	\$23,592								
Utah	Computer Support Specialist II	=	\$23,820	\$36,768	\$28,848	38	Merit				N	40
Vermont	Data Entry Operator B	=	\$20,925	\$31,970	\$22,887	9	Prog Step	24.5		Merit	Y	40
Virginia	Data Proc Documentation Tech	=	\$20,455	\$41,980	\$28,443	<5	Broadband		Varies	Varies	N	40
Washington	Data Entry Operator I	=	\$20,064	\$25,200	\$21,924	<5	Step	4.5			N	40
West Virginia	Data Entry Operator II	=	\$16,932	\$31,320	\$21,308	39	Merit				N	37.5
Wisconsin	Typist	=	\$19,501	\$25,768	\$22,080	6	Step	23			Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$20,172</b>	<b>\$29,886</b>	<b>\$24,386</b>
<b>Median</b>	<b>\$20,509</b>	<b>\$29,661</b>	<b>\$23,569</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$22,942</b>

## EDUCATIONAL SPECIALIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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	Education Specialist		\$36,348	\$67,340								
Alaska	Educational Spec I	=	\$48,924	\$68,820	\$52,642	7	Merit	19			Y	37.5
Arkansas	Educational Specialist	=	\$28,763	\$56,564	\$39,010	35	Open Range				N	40
Arizona	Educational Program Spec	=	\$35,547	\$60,895	\$42,554	54	Merit				N	40
California												
Colorado	No Match											
Connecticut	Education Services Assistant	=	\$48,413	\$60,552			Step	8			Y	35
Delaware												
Dist. of Columbia												
Florida	Training & Dev Spec IV	+	\$34,283	\$85,708	\$42,571	131	Broadband				V	40
Georgia	Education Program Spec	=	\$45,903	\$80,546	\$65,673	52	Performance		2%	Bonus	N	40
Hawaii	No Match											
Idaho	No Match											
Illinois	No Match											
Indiana	No Match											
Iowa	Education Prog Consultant	=	\$44,741	\$66,186	\$61,662	103	Performance				N	40
Kansas	Ed Program Consultant	=	\$42,619	\$57,096	\$45,990	58	Step	11	\$40/yr	Longevity	N	40
Kentucky	KSB/KSD Administrator I	=	\$33,350	\$84,705	\$67,962	<5	Merit				N	37.5
Louisiana	Education Program Spec II	=	\$25,560	\$42,312	\$36,000	<5	Merit				N	40
Maine												
Maryland	Staff Spec III Education	=	\$42,453	\$66,022	\$56,132	47	Prog Step	18			Y	40
Massachusetts	Educational Spec II	=	\$36,904	\$50,405	\$40,409	<5	Prog Step	11			Y	37.5
Michigan	Education Spec	=	\$33,408	\$42,825	\$42,825	<5	Step	5			Y	40
Minnesota	Education Spec II	+	\$46,354	\$68,716	\$64,206	126	Prog Step	11			Y	40
Mississippi	Educ-Specialist	=	\$30,799	\$53,899	\$35,416	5	Merit				N	40

Missouri	No Match											
Montana	Academic Counselor	=	\$28,397	\$40,521	\$33,259	5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Ed & Sec Ed Consultant	=	\$43,180	\$67,568	\$62,257	12	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Ed Prog Development Spec III	=	\$49,427	\$67,996	\$62,849	23	Perf Step	8			Y	35+
New Mexico	Instr Coordinator Oper'l	=	\$26,526	\$47,156	\$30,670	11					N	40
New York	Associate in Ed Plan & Training	-	\$62,253	\$76,095	\$74,446	10	Step	7			Y	40
North Carolina	Ed Planning & Dev Consult I	=	\$39,338	\$65,370	\$57,502	10	Legislated				N	40
North Dakota	Ed Program Administrator III	=	\$31,476	\$52,452	\$33,828	9	Open Range				N	40
Ohio	No Match											
Oklahoma	Educational Consultant I	-	\$36,003	\$60,004	\$47,749	<5	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Education Program Spec II	=	\$49,692	\$69,396	\$66,242	63	Step	8			Y	40
Pennsylvania	Educational Spec	=	\$42,621	\$64,763	\$54,221	48	Merit	20			Y	37.5
Rhode Island	No Match											
South Carolina	Educational Specialist	=	\$21,679	\$40,108		0			to \$1000/yr		N	37.5
South Dakota	Education Program Assistant Mgr		\$33,571	\$50,336								
Tennessee	Education Consultant II	=	\$34,344	\$54,264	\$48,475	78	Legislated				N	37.5
Texas												
Utah	No Match											
Vermont	Education Consultant II	=	\$36,650	\$57,262	\$53,631	10	Prog Step	24.5		Merit	Y	40
Virginia	Education Associate Spec	=	\$34,910	\$71,646	\$57,838	87	Broadband		Varies	Varies	N	40
Washington	Ed Program Coordinator	+	\$29,616	\$37,608		0	Step	4.5			N	40
West Virginia	No Match											
Wisconsin	Educational Program Spec	=	\$40,584	\$54,866	\$47,482	16	ATB				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$38,019</b>	<b>\$60,303</b>	<b>\$50,839</b>
<b>Median</b>	<b>\$36,348</b>	<b>\$60,552</b>	<b>\$50,559</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$54,113</b>

## PERSONNEL ANALYST GENERALIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 I		\$26,410	\$40,055								
Alaska	HR Spec I	+	\$40,008	\$57,444	\$44,734	22	Merit	19		Location	Y	37.5
Arkansas	No Match											
Arizona	Personnel Analyst II	=	\$33,106	\$50,471	\$38,668	37	Merit				N	40
California	Associate Personnel Analyst		\$46,980	\$57,108								
Colorado	General Professional III		\$38,316	\$55,512			Performance		Varies	Varies	N	40
Connecticut	HRs Consultant	+	\$63,356	\$81,261	\$77,059	14	Merit		Bonus	Longevity	N	40
Delaware	Human Resources Specialist III		\$39,158	\$58,738								37.5
Dist. of Columbia												
Florida	HR/Training/Labor Rel Spec III	=	\$24,287	\$60,718	\$37,687		Broadband				N	40
Georgia	Personnel Analyst II	=	\$31,474	\$55,072	\$39,038	39	Performance		2%	Bonus	N	40
Hawaii	Personnel Management Spec IV	=	\$37,464	\$53,376	\$45,190	46	Negotiated				Y	40
Idaho	Human Resource Specialist	=	\$31,720	\$52,520	\$37,585	26	Performance				N	40
Illinois	HR Specialist		\$30,852	\$61,500	\$48,899		Merit		\$100 or 5%	Bilingual	N	37.5
Indiana	Personnel Officer III	-	\$27,170	\$38,428	\$30,652	19	Gen Sal Adjust				N	37.5
Iowa	Adv Personnel Mgmt Spec	=	\$35,922	\$66,186	\$55,657	20	Performance				N	40
Kansas	HR Professional II	=	\$35,048	\$46,966	\$37,918	67	Step	11	\$40/yr	Longevity	N	40
Kentucky	Personnel Program Analyst I	=	\$25,791	\$42,545	\$29,824	5	Merit				N	37.5
Louisiana	HR Analyst III	=	\$25,560	\$42,312	\$37,152	100	Merit				N	40
Maine												
Maryland	Personnel Analyst Budget & Mgmt	=	\$37,255	\$57,844	\$48,979	17	Prog Step	18			Y	40
Massachusetts	Personnel Analyst II	=	\$41,290	\$59,747	\$51,199	26	Prog Step	13			Y	37.5
Michigan	Personnel Mgt Analyst - E (P11)	=	\$35,726	\$49,172	\$46,703	38	Step	5			N	40
Minnesota	Personnel Officer Senior	=	\$34,076	\$49,674	\$48,462	37	Perf Pay	Varies			N	40
Mississippi	Personnel Officer II	=	\$27,586	\$48,275	\$31,262	28	Merit				N	40

Missouri	Personnel Analyst II	=	\$29,592	\$43,308	\$34,058	39	Step				N	40
Montana	HR Specialist	=	\$31,200	\$46,800	\$34,923	16	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Personnel Analyst II	=	\$34,786	\$53,954	\$47,125	18	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Personnel Assistant III	=	\$41,199	\$56,472	\$52,536	81	Perf Step	8			N	35
New Mexico	HR/Training/Labor Rel Spec Oper'l	=	\$26,526	\$47,156	\$34,287	72					N	40
New York	Sr Personnel Administrator	+	\$40,929	\$50,967	\$46,949	233	Step	7			N	37.5
North Carolina	Personnel Analyst I	=	\$30,451	\$49,799	\$42,017	76	Legislated				N	40
North Dakota	Personnel Officer II	+	\$25,572	\$42,612	\$35,292	8	Open Range				N	40
Ohio	HR Analyst III	=	\$41,766	\$57,637	\$52,123	11	Step	6			N	40
Oklahoma	HR Management Spec II	=	\$24,302	\$40,504	\$29,012	70	Pay Bands		\$1,426.00	Long(avg)	N	40
Oregon	HR Analyst II	=	\$36,744	\$51,696	\$44,943	35	Step	8			N	40
Pennsylvania	HR Analyst II (General)	=	\$37,360	\$56,763	\$49,436	173	Merit	20			N	37.5
Rhode Island	HR Analyst I	=	\$37,181	\$43,258	\$46,778	8	Step	3.5		Longevity	Y	35
South Carolina	Human Resources Manager I	=	\$26,378	\$48,804	\$35,981	114			to \$1000/yr		N	37.5
South Dakota												
Tennessee	Personnel Analyst II	=	\$25,476	\$40,884	\$33,558	64	Legislated				N	37.5
Texas	HR Specialist II		\$30,432	\$41,052								
Utah	Human Resources Analyst II	=	\$32,988	\$52,308	\$37,092	7	Merit				N	40
Vermont	Personnel Administrator B	=	\$32,781	\$51,022	\$42,049	5	Prog Step	24.5		Merit	N	40
Virginia	Human Resource Generalist	=	\$34,910	\$71,646	\$44,500	61	Broadband		Varies	Varies	N	40
Washington	HR Consultant II	=	\$34,932	\$44,724	\$43,474	77	Step	4.5			N	40
West Virginia	Personnel Specialist	=	\$22,224	\$41,112	\$34,580	13					N	37.5
Wisconsin	HR Specialist-Senior	=	\$39,732	\$83,438	\$47,651	51	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$33,773</b>	<b>\$52,292</b>	<b>\$42,437</b>
<b>Median</b>	<b>\$33,591</b>	<b>\$50,995</b>	<b>\$42,049</b>
<b>Weighted Mean</b>	<b>----</b>	<b>-----</b>	<b>\$42,537</b>



Missouri	No Match											
Montana	Payroll/Benefits Specialist	=	\$25,966	\$36,907	\$30,202	5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	No Match											
New Hampshire												
New Jersey	No Match											
New Mexico	Ins Claims/Pol Proc Clerk Oper'l	=	\$19,535	\$34,728	\$26,861	20					N	40
New York	Employee Benefits Rep I	=	\$40,929	\$50,967	\$47,814	14	Step	7			Y	37.5
North Carolina	Personnel Analyst I	=	\$30,451	\$49,799	\$42,017	76	Legislated				N	40
North Dakota	Employee Benefits Program Spec	+	\$28,368	\$47,280	\$31,080	<5	Open Range				N	40
Ohio	Employee Benefits Coordinator II	=	\$31,221	\$39,458		0	Step	6			Y	40
Oklahoma	Flexible Benefits Representative I	=	\$24,302	\$40,504	\$33,099	<5	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	No Match											
Pennsylvania	HR Analyst (Employees Benefits)	=	\$37,360	\$56,763	\$48,274	13	Merit	20			Y	37.5
Rhode Island	Employee Benefits Aide	-	\$30,147	\$33,486	\$37,055	<5	Step	3.5		Longevity	Y	35
South Carolina	Benefits Counselor I	=	\$21,679	\$40,108	\$29,277	27			to \$1000/yr		N	37.5
South Dakota												
Tennessee	Insurance Benefits Analyst II	=	\$23,436	\$37,044	\$27,968	9	Legislated				N	37.5
Texas												
Utah	No Match											
Vermont	Personnel Admin Spec - Benefits	=	\$32,781	\$51,022	\$44,346	<5	Prog Step	24.5		Merit	N	40
Virginia	Personnel Practices Analyst	=	\$34,910	\$71,646	\$39,936	32	Broadband		Varies	Varies	N	40
Washington	Benefits Specialist I	=	\$25,200	\$31,740	\$27,636	<5	Step	4.5			N	40
West Virginia	No Match											
Wisconsin	Employee Plan Pol Advisor-Adv	=	\$39,732	\$83,438	\$50,073	9	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$31,010</b>	<b>\$49,463</b>	<b>\$38,798</b>
<b>Median</b>	<b>\$31,037</b>	<b>\$49,282</b>	<b>\$37,918</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$42,187</b>

## CLASSIFICATION & COMPENSATION ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/03		Avg Annual Base Salary as of 3/1/03	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 I		\$26,410	\$40,055								
Alaska	HR Specialist I	+	\$40,008	\$57,444	\$44,734	22	Merit	19		Location	Y	37.5
Arkansas	Personnel Representative II	=	\$30,613	\$41,540	\$46,597	13	Open Range				N	40
Arizona	Classification and Comp Analyst	=	\$39,442	\$50,471	\$39,602	5	Merit				N	40
California												
Colorado	General Professional III		\$38,316	\$55,512			Performance		Varies	Varies	N	40
Connecticut	Classification and Comp Analyst	=	\$48,182	\$61,806	\$61,806	<5	Merit		Bonus	Longevity	N	40
Delaware	Human Resources Specialist V		\$44,834	\$67,250								37.5
Dist. of Columbia												
Florida	HR/Training/Labor Rel Spec III	+	\$26,473	\$66,182	\$37,687		Broadband				N	40
Georgia	HR Consultant III	=	\$37,901	\$66,426	\$42,455	6	Performance		2%	Bonus	N	40
Hawaii	Personnel Management Spec IV	=	\$37,464	\$53,376	\$45,190	46	Negotiated				Y	40
Idaho	No Match											
Illinois	HR Specialist		\$30,852	\$61,500	\$48,899		Merit		\$100 or 5%	Bilingual	N	37.5
Indiana	HR Generalist II	=	\$30,576	\$43,342	\$36,656	<5	Gen Sal Adjust				N	37.5
Iowa	Personnel Mgmt Prgm Coor	=	\$51,792	\$76,211	\$71,152	<5	Performance				N	40
Kansas	HR Professional II	=	\$35,048	\$46,966	\$37,918	67	Step	11	\$40/yr	Longevity	N	40
Kentucky	Personnel Program Analyst I	=	\$25,791	\$42,545	\$29,824	5	Merit				N	37.5
Louisiana	HR Analyst III	=	\$25,560	\$42,312	\$37,152	100	Merit				N	40
Maine												
Maryland	Personnel Administrator II	=	\$42,453	\$66,022	\$57,706	46	Prog Step	18			Y	40
Massachusetts	Personnel Analyst I	=	\$35,607	\$51,447	\$44,308	11	Prog Step	13			Y	37.5
Michigan	Personnel Mgt Analyst - E (P11)	=	\$35,726	\$49,172	\$46,703	38	Step	5			N	40
Minnesota	Personnel Officer Principal	=	\$36,373	\$53,390	\$51,887	18	Perf Pay	Varies			N	40
Mississippi	SPB-Class/Comp Analyst II	=	\$30,476	\$53,334	\$30,781	<5	Merit				N	40

Missouri	Personnel Analyst II	=	\$29,592	\$43,308	\$34,058	39	Step				N	40
Montana	HR Specialist	=	\$37,440	\$56,160	\$48,131	5	Mkt/Prog		1.5%-2%	Longevity	V	40
Nebraska												
Nevada	Personnel Analyst II	=	\$34,786	\$53,954	\$47,125	18	Step	9		Longevity	N	40
New Hampshire												
New Jersey	No Match											
New Mexico	Comp/Ben/Job Analysis Spec Op	+	\$29,291	\$52,075	\$39,000	<5					N	40
New York	Sr Classification & Pay Analyst	=	\$40,929	\$50,967	\$45,710	7	Step	7			N	37.5
North Carolina	Personnel Analyst I	=	\$30,451	\$49,799	\$42,017	76	Legislated				N	40
North Dakota	Senior Personnel Officer	+	\$31,476	\$52,452	\$41,256	10	Open Range				N	40
Ohio	Mgt Analyst Supervisor II	=	\$50,648	\$69,930	\$63,933	256	Step	6			Y	40
Oklahoma	HR Management Specialist II	=	\$24,302	\$40,504	\$29,012	70	Pay Bands		\$1,426.29	Long(avg)	N	40
Oregon	Executive Analyst III	=	\$38,676	\$54,276	\$42,552	<5	Step	8			N	40
Pennsylvania	HR Analyst II (Class & Comp)	=	\$37,360	\$56,763	\$47,692	19	Merit	20			Y	37.5
Rhode Island	Programming Services Officer	-	\$46,634	\$52,802	\$64,074	<5	Step	2.5		Longevity	N	35
South Carolina	Human Resources Manager I	=	\$26,378	\$48,804	\$35,981	114			to \$1000/yr		N	37.5
South Dakota												
Tennessee	Classification/Comp Analyst II	=	\$27,660	\$44,436		0	Legislated				N	37.5
Texas	HR Specialist II		\$34,308	\$46,320								
Utah	No Match											
Vermont	Personnel Admin Spec - Class	-	\$34,611	\$54,038	\$52,520	<5	Prog Step	24.5		Merit	N	40
Virginia	Classification/Comp Analyst	=	\$26,722	\$54,842	\$42,442	8	Broadband		Varies	Varies	N	40
Washington	HR Consultant II	=	\$34,932	\$44,724	\$43,474	77	Step	4.5			N	40
West Virginia	Senior Personnel Specialist	=	\$25,452	\$47,088	\$41,859	19	Merit				N	37.5
Wisconsin	Executive HR Spec-Senior	=	\$39,732	\$83,438	\$48,567	13	Broadband				Y	40
Wyoming												

**Summary:**

<b>Mean</b>	<b>\$34,909</b>	<b>\$53,731</b>	<b>\$45,013</b>
<b>Median</b>	<b>\$34,932</b>	<b>\$52,802</b>	<b>\$43,891</b>
<b>Weighted Mean</b>	<b>-----</b>	<b>-----</b>	<b>\$46,292</b>



# TECHNICAL NOTES

**Arkansas:** Forensic Scientists and Engineers are classified by specialty.

**Arizona:** Information Technology Specialist III and IV are broadbanded. Average salaries and number of employees specific to the survey title are not available.

**Colorado:** Average salaries shown apply to broadly defined occupational class, which may include job functions other than those that match the survey occupations.

Average salaries and numbers of employees are not shown in the tables for the General Professional series, which includes multiple diverse titles (such as Agricultural Inspectors, Buyers, Economists, Foresters, Librarians, Research Analysts, and the HR titles). Average salaries and numbers of employees for this title series are as follows: General Professional I: \$36,835 and 54 employees; General Professional II: \$43,444 and 282 employees; General Professional III: \$51,528 and 762 employees; General Professional IV: \$62,198 and 539 employees.

IT Professional II includes both Programmer Analysts and Systems Analysts. Number of employees (257 total) not shown in table.

Amount and type of other cash compensation varies annually and by department.

**Florida:** Job categories are broadbanded and may include functions other than those that match the survey occupations. Average salaries and numbers of employees apply to broad class. Number of employees are not shown in the tables for the following classes that may include more than one of the survey occupations: Accountants and Auditors (Level 2: 518 employees; Level 3: 1,055 employees; Level 4: 187 employees), Correctional Enforcement Level 2 (4,743 employees; includes Correctional Officer Sr/Lead and Parole Officer), Engineers, all other (Level 2: 64 employees; Level 3: 1,776 employees including Bridge Inspector, Civil Engineer-Transportation and Environmental Engineer Sr/Lead), Community/Social Service Specialist/Other (Level 3: 4,783 employees; includes both Social Workers and Substance Abuse Counselors), Computer Programmer Level 2 (258 employees; includes Programmer Analyst and Programmer Analyst Sr/Lead), HR Training/Labor Relations Specialist Level 3 (153 employees, includes Personnel Generalist, Employee Benefits Analyst and Classification and Compensation Analyst).

Employees may be hired anywhere in the pay band, and an employee's base rate of pay may be increased within the established pay band at any time, based upon documented justification.

The "V" (Varies) listed in the collective bargaining column indicates that incumbents of each occupation may or may not belong to a bargaining unit depending on the labor contracts held with specific agencies.

Geoscientist II and IV categories do not include Hydrologists and Geographers.

Architect category does not include Landscape Architects.

**Georgia:** Librarian (DMA) includes Librarians in the Department of Medical Assistance only.

Architect (GDC) includes Architects for the Georgia Department of Corrections only.

**Hawaii:** Social Worker III & IV and Engineer IV are generic classes covering multiple specialties. Average salaries and number of employees specific to the survey title are not available.

Shortage differentials are included in the base pay for Adult Corrections Officer III & IV, Engineer IV & V (Environmental), Social Worker III, Licensed Practical Nurse, Registered Professional Nurse III, Computer Programmer IV & V, Data Processing Systems Analyst IV and Architect IV.

Licensed Practical Nurse includes LPN – Community Health, LPN – Special Needs, LPN – Mental Health, LPN – Corrections, and LPN – Hospital.

**Illinois:** Compensation can include \$25 or \$50 longevity, \$100 or 5 percent bilingual and \$50 maximum security employees.

Economist Sr/Lead is included in a broadband title of Public Service Administrator.

Psychologist and Psychologist Senior/Lead: Minimum and maximum rates shown apply to regular employees; average salaries, number of employees and other information applies to entire class. For employees in minimum security institutions, range is from \$40,716 to \$60,216 for Psychologist 2 and from \$45,432 to \$67,740 for Psychologist 3. For employees of maximum security institutions, range is from \$41,388 to \$60,912 for Psychologist 2 and from \$46,116 to \$68,436 for Psychologist 3.

Personnel Analyst – Generalist, Employee Benefits Analyst and Classification and Compensation Analyst are included in a broadband title of Human Resource Specialist. Average salary applies to broadband; number of employees in specific functions not available (101 employees in broadband).

**Indiana:** Institutional Teachers' pay and pay plan vary by the school districts where the positions are located.

**Iowa:** Pay plan is a min-max pay plan with automatic fixed percentage increases within grade pay.

**Kansas:** Longevity is at 10 years.

**Massachusetts:** Longevity of \$7/week is paid to correction officers with five or more years of service in the same department.

Employees below the maximum step in three bargaining units receive a 2percent bonus.

Some teachers work 30 hours a week with same annual income as those working 37.5 hours.

Biologist category also matches Game Biologist I, same pay range as Aquatic Biologist I, average salary of \$46,124, with six employees and 11 steps.

**Missouri:** The “V” (Varies) listed in the collective bargaining column indicates that incumbents of each occupation may or may not belong to a bargaining unit depending on the labor contracts held with specific agencies.

**Michigan:** Biologist category also matches Wildlife Biologist-E, same pay range as Fisheries Biologist-E, average salary of \$50,200, with 23 employees.

**Montana:** The “V” (Varies) listed in the collective bargaining column indicates that incumbents of each occupation may or may not belong to a bargaining unit depending on the labor contracts held with specific agencies.

Employees receive longevity pay of 1.5 percent or 2 percent of base salary for every contiguous five-year period of state service.

**New Jersey:** Agricultural Products Agent II and Practical Nurse may receive a bonus of \$450, plus additional \$240 after 195 peak shifts, and a bonus for those under \$30,000.

Graduate Nurse may receive a bonus of \$240 after 195 off-peak shifts.

**New Mexico:** Geoscientist Operational and Advanced titles do not include Hydrologists and Geographers.

An employee’s salary may be increased by a minimum of 5 percent and up to 15 percent to reflect skills and competencies. Temporary pay increases (maximum of 15 percent, up to one year) may be available in certain agencies.

**New York:** Shift and area differentials may apply to Nurse II.

**North Carolina:** Teachers are paid according to number of years teaching experience.

**Oklahoma:** Cash compensation shown is an average.

Wildlife Biologist II and Architect I are unclassified jobs. Agencies may determine the minimum and maximum levels of pay.

**Oregon:** Average salary for Biologist, Forester, Programmer Analyst, Programmer Analyst Senior/Lead and Systems Analyst applies to broadly defined classification; number of employees not available.

Average salary not available for Teacher (State Institution).

**Pennsylvania:** Biologist category also matches Fisheries Biologist II; same pay range as Wildlife Biologist II, average salary of \$48,173 with seven employees.

Educational Specialist includes separate classes for each specialty area.

Registered Nurses may work 37.5 or 40 hours a week.

**Rhode Island:** Averages are higher than maximums in some categories because longevity increases are factored into gross pay.

**South Carolina:** Human Services Coordinator I is a broadband category that includes Family Support Specialists and Substance Abuse Counselors. Total number of employees in class (1,695) not shown in table.

**Tennessee:** Pay increases are legislated based on market-based salary policies or equity increases.

Correctional Teachers are on a mandated pay plan; no minimum or maximum.

Psychologist – Intern, Psychologist and Architect are market-driven classes with no minimum or maximum.

Agricultural Inspectors are classified by specialty.

Civil Engineers are classified by specialty (structure, operations and roadway).

**Utah:** Agricultural Inspectors are classified by specialty.

**Vermont:** Cash compensation may include up to two steps to 8 percent maximum, subject to budgetary constraints.

Practical Nurse and Registered Nurse base salaries include a market factor adjustment.

**Washington:** Collective bargaining varies by agency.

As noted in the “other cash compensation” column, some classifications are eligible for assignment pay for dangerous or extraordinarily strenuous assignments.

**Wisconsin:** Forensic Scientists are classified by specialty.

“ATB” refers to across-the-board pay increases.

# APPENDIX A

## 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 system-wide 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, agri-business 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 the respective state.

**BIOLOGIST – Journey Level** Under general supervision, conducts research and performs field studies to monitor fish and wildlife populations within 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.

**BRIDGE INSPECTOR – Senior/Lead** Under general direction, plans, directs and schedules the repair and inspection of bridges. Oversees and reviews mathematical computations, measurement procedures, sketch and photograph preparation and recording of bridge component conditions/deficiencies. May oversee and train bridge inspection teams. Prepares written reports and makes remedial recommendations. Holds bridge inspector's license or certification and has completed bridge inspection training course based on federal standards. Work may involve dangerous/strenuous physical activity.

**Experience:** 5 – 10 years

**Education:** Associate's degree in engineering or other related technology.

**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 multi-year 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; 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 non-standardized and most complex chemical analyses. Expanded responsibilities include: developing control programs to assure validity of chemical determinations made within laboratory; conducting independent retests of initial tests to validate results; 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 to 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 general duties same as journey level but at advanced level of performance; or acts as lead worker/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:** 1 – 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, responding to inquiries from employees regarding coverage, claims and service issues. Communicates changes in benefit plans to employees. May handle benefit coordination, insurance claims, Workers' Compensation and keeping 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, 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 are often 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 duties same as journey level 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; 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 to 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 scene; 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;

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 inter-library 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 patient and family 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; 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 incurred by 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 the maintenance of 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, 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 the supervision of 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 health-care 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, 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; ensures 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, 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 procedure 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 duties same 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 to instruct them. 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 possession of valid state teaching certificate.



# APPENDIX B

## 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 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 A, and in many cases complete job descriptions or qualifications standards are available on state Websites. In addition, the “match quality” column of the survey tables indicates the extent to which jobs in each of the responding states matches our survey definitions.
- **Compare pay range and average salary information:** Compare the minimum and maximum rates for the pay range and 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 in 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 with similar economic features (such as contingent states or states of similar size and industrial structure) rather than relying on comparisons to 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, 2003, of the survey year and should only be compared to pay data from the same time period.

## **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, 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 <http://stats.bls.gov/ncs/home.htm>.

Another source of pay information is the Occupational Employment Survey (OES), also published by the Bureau of Labor Statistics. 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://stats.bls.gov/oes/home.htm>.

## **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 Table B-1. The private sector pay data were derived from the most recent NCS national bulletin (*National Compensation Survey: Occupational Wages in the United States, January 2001*, U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C., November, 2001) which can be found on the NCS Website at <http://stats.bls.gov/ncs/ocs/sp/ncbl0476.pdf> and in the NCS Supplemental Tables at <http://stats.bls.gov/ncs/ocs/sp/ncbl0467.pdf>. Definitions of NCS occupations used in this survey are listed in Appendix Table B-2.

To obtain the private sector pay estimates presented in Appendix Table B-1, hourly earnings for full-time private industry workers (NCS, Table 2-2) in each title for which a match could be found were multiplied by average (mean) weekly hours (NCS, Table 2-2), then multiplied by 52 weeks to convert to an annual pay estimate. Further, because the most recent NCS national data available were from 2001, the estimates were brought forward to March 2003, 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 December 2000 through March 2003, or 7.85 percent. Additional information on the NCS and the ECI is available from the U.S. Bureau of Labor Statistics and can be found at <http://stats.bls.gov>.

The private sector pay estimates in Appendix Table B-1 are presented to illustrate the types of publicly available pay information that may be helpful to users of this survey. As noted in the section on “Making Salary Comparisons” in the beginning of this appendix, pay comparisons should always 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 B-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 (25<sup>th</sup>, 50<sup>th</sup> or median, and 75<sup>th</sup> percentiles) are presented to show the middle range of salaries for each occupation.
- The NCS occupations may not exactly match your jobs, and they may not directly match the jobs in this survey. NCS occupational definitions are broadly defined (See Appendix Table B-2), including a range of skill levels within each occupational category. BLS presents detailed NCS data by skill level for some occupations in its metropolitan area surveys, which can be found at <http://stats.bls.gov/ncs/home.htm>.
- The NCS data are actual average pay data and, therefore, should be compared to the average salary rates (not minimum and maximum pay ranges) as presented in this survey.
- The NCS data have been brought forward from 2001 to March 2003 for comparability with the pay information presented in this survey. This method assumes that the pay rates of all occupations have experienced the same rate of change during this time period.
- The NCS data are estimates and, therefore, may vary from year to year due to differences in the sample.

## APPENDIX TABLE B-1

### PRIVATE SECTOR PAY ESTIMATES

NCS Occupation	Private Sector Average Pay, March 2003			
	Mean	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
Accountants & Auditors	\$49,038	\$38,444	\$46,106	\$55,523
Agricultural Inspector	\$20,140	\$16,380	\$16,783	\$22,109
Architect	\$52,835	\$46,875	\$46,875	\$61,830
Biologist	\$61,275	\$42,508	\$55,656	\$72,380
Buyer, wholesale & retail	\$49,153	\$36,252	\$43,724	\$53,696
Chemist	\$72,478	\$50,469	\$68,080	\$92,946
Civil Engineer	\$65,695	\$52,286	\$61,576	\$77,045
Computer Programmer	\$54,390	\$44,840	\$55,523	\$63,652
Computer Systems Analysts & Scientists	\$70,591	\$55,665	\$67,727	\$80,962
Construction Inspector	\$47,157	\$40,007	\$45,517	\$49,183
Data Entry Keyers	\$24,656	\$20,492	\$23,549	\$27,005
Economist	\$67,063	\$53,526	\$68,243	\$79,532
General Office Clerks	\$26,271	\$20,337	\$24,815	\$31,763
Geologists & Geodesists	\$70,078	\$48,353	\$65,220	\$95,761
Librarian	\$46,827	\$33,058	\$43,605	\$53,958
Licensed Practical Nurse	\$32,340	\$28,800	\$31,878	\$35,440
Personnel, Training & Labor Relations Specialist	\$49,911	\$39,442	\$45,781	\$60,982
Registered Nurse	\$49,017	\$40,486	\$46,064	\$54,813
Social Worker	\$29,574	\$22,840	\$26,628	\$34,714
Teacher, Special Education	\$41,585	\$35,364	\$38,000	\$47,637

\* Pay estimates from the 2001 National Compensation Survey have been updated to March 2003 using the Employment Cost Index. Estimates are for full-time workers.

## APPENDIX TABLE B-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.

<b>NCS Occupation</b>	<b>NCS Occupational Definition</b>
Accountants & Auditors	Examining, analyzing, interpreting & evaluating accounting records for the purpose of giving advice or preparing statements & installing or advising on systems of recording costs or other financial & budgetary data. Examine & analyze accounting records to determine financial status.
Inspectors, Agricultural Products	Inspect agricultural products for quality prior to marketing. May also be field inspector for disease and insect or weed control.
Architect	Research, plan & design building projects such as parks, highways, subdivisions, private residences, office buildings, theaters, public buildings, factories & other structures and organize services necessary for construction. Consult with clients to determine functional & spatial requirements & provide information regarding costs, designs, materials, equipment & estimated building time. Prepare sketches of proposed project for clients. Write specifications & prepare scale & full-size drawings & other contract documents for use by building contractor & craft workers. May specialize in particular type of structure or project.
Biologist	Study origin, relationship, development, anatomy, functions & other basic principles of plant & animal life. May prepare environmental impact reports.
Buyer, wholesale & retail	Purchase merchandise for resale. Select & order merchandise from suppliers and/or manufacturing representatives for resale in establishment. May be designated according to merchandise bought such as fur buyer, merchandise buyer, director or executive.
Chemist	Conduct research, analysis, synthesis & experimentation of chemical substances for such purposes as product & process development, quantitative & qualitative analysis & improvement of analytical methods. Excludes biochemists.
Civil Engineer	Perform a variety of engineering work in planning, designing, and directing construction and maintenance of 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. Work requires knowledge of engineering equivalent to at least that acquired through completion of a four-year college engineering program.

<b>NCS Occupation</b>	<b>NCS Occupational Definition</b>
Computer Programmer	Convert symbolic statements of business, scientific & engineering problems to detailed logic flow charts for coding into computer language, program & solution by means of automatic data-processing equipment.
Computer Systems Analysts & Scientists	Utilize the computer in the analysis & solution of business problems such as development of integrated production & inventory control & cost analysis systems, to refine their formulation & convert them to programmable forms of application for electronic data-processing systems. Perform logical analysis of scientific, engineering & other technical problems & formulate mathematical models of problems for solutions by digital computer.
Construction Inspector	Inspect & oversee construction of bridges, buildings, dams, highways & other types of construction work to ensure that procedures & materials comply with plans & specifications imposed by a planning commission, building plans office, etc.
Data-Entry Keyers	Operate keyboard or other data-entry machine to enter data into computer or onto magnetic tape or disc for subsequent entry. Include CRT Clerk, Key Puncher, Telex Operator.
Economist	Conduct research, prepare reports & formulate theories & plans to aid in the solution of economic problems. Study & analyze economic factors involved in the production, distribution & use of goods or services to insure maximum use of assets & to develop desirable markets. May also be involved in policy planning & recommendations in areas such as agriculture, finance & monetary policies. May specialize in particular area such as finance, labor, market analysis, taxes, econometrics, etc.
General Office Clerks	Compile and maintain records of business transactions and office activities of establishment performing a variety of clerical duties utilizing knowledge of systems or procedures. Tasks may include tabulating and posting data in record books, computing wages, taxes, premiums, commissions or payments, recording orders for merchandise or service or giving information to customers, claimants, employees or sales personnel. May write, type and enter information to computer.
Geologists & Geodesists	Study the composition, structure & history of the earth's crust. Examine rocks, minerals & fossil remains to identify & determine sequence of processes affecting development of the earth. Apply knowledge of chemistry, physics, biology & mathematics to explain these phenomena & to help locate mineral & petroleum deposits & underground water resources. Prepare geologic reports & maps, interpret data & recommend further study or action. May be designated according to specialty. Includes Geophysicists, Geodesists & Hydrologists.
Librarian	Maintain library collection of books, serial publications, audiovisual, periodicals, documents, films, recordings & other materials & assist groups & individuals to locate & obtain these materials. May furnish reference information or organize collections. May specialize.

<b>NCS Occupation</b>	<b>NCS Occupational Definition</b>
Licensed Practical Nurse	Provide prescribed treatment & personal care services to ill, injured, convalescent & handicapped in hospitals, clinics, private homes, schools, etc. Requires technical knowledge, but not the professional training, of an RN. In hospital, perform such duties as taking temperatures & blood pressures, changing, dressing & bathing patients & administering prescribed medicines. Assist in the delivery, care & feeding of infants. In doctors' offices & clinics, help physicians by preparing patients for exams, making appointments & recording patient information.
Personnel, Training and Labor Relations Specialists	<p>Personnel Specialists--Includes persons concerned with conducting programs of recruitment, selection, promotion, benefits, welfare, safety, compensation, recreation and separation of employees. Excludes occupations in personnel research and in administration of testing and counseling programs for which a background in psychology is required.</p> <p>Labor Relations Specialists--Serve as specialists concerned with implementing policies related to labor-management relations, by representing either management or unions. Study and interpret collective bargaining agreements and current labor conditions to assist in establishing policies and operating procedures; review contract administration to insure that management and labor organizations adhere to contract specifications.</p> <p>Training Specialists--Include persons concerned with personnel training and staff development programs. Methods used may include individual training, group instruction, lectures, on-the-job training, demonstrations, conferences, meetings and workshops.</p>
Registered Nurse	Provide general medical care & carry out medical treatment plans prescribed by physicians; administer medications & treatment; observe, evaluate & record symptoms, reactions & progress of patients; perform other duties involving care of sick & injured. May instruct auxiliary personnel or students. License required. Includes head & student nurses.
Social Worker	Counsel & aid individuals & families requiring assistance of social service agency. May develop programs /activities according to needs of recipients. Usually required to have at least knowledge & skill in casework method acquired through Bachelor's degree from accredited school of social work.
Teacher, Special Education	Teach elementary and secondary school subjects to aurally, visually, physically, mentally and educationally handicapped students. Plan curriculum and prepare lessons and other instructional materials to meet individual needs of students.



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*Information in the table  
from states not listed was  
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Website.*