

**AFT PUBLIC EMPLOYEES
COMPENSATION SURVEY**

2006

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

AFT PUBLIC EMPLOYEES

September 2006

2006 Executive Summary

This is the seventh straight year that AFT Public Employees has compiled data to compare the salaries of state employee professionals in specific job titles across the country. For the third consecutive year, we have been able to collect data from all 50 states and the District of Columbia.

The report includes information on both compensation structures and actual salaries in effect as of March 1, 2006. For each job title, the report shows minimum and maximum salary rates, average annual salaries, numbers of employees, additional cash compensation opportunities and type of pay plan.

This is the only compensation survey of its kind. There is no similar annual survey of salaries for state employee professionals nationwide. With more and better information, those involved in setting state employee compensation can work toward programs that meet the needs of current and prospective state employees and address the challenges to quality government services. Compensation systems that keep pace with inflation and attract and retain top professionals are an essential part of the investment that state governments make in building communities and improving services for citizens throughout their state.

Findings

From 2005 to 2006, the overall median increase for all titles in the survey was 2.5 percent, and the mean increase was 3.2 percent. Some titles had notably larger increases, including corrections officers (median increase 11.2 percent) and senior/lead corrections officers (8.1 percent). Other increases above the average were 6.7 percent for librarians; 6.5 percent for classification and compensation analysts; 6.3 percent for chemists; 6.1 percent for family support specialists; 5.7 percent for senior/lead psychologists; 5.6 percent for registered nurses and 5.5 percent for economists.

When looking at mean percentage increases in the survey, six job titles stand out. Forester and senior/lead psychologist both increased by 6.2 percent, registered nurse increased by 5.9 percent, financial examiner increased by 5.6 percent, senior/lead programmer/analyst increased by 5.5 percent and classification and compensation analyst increased by 5.3 percent.

Conclusion

According to the National Association of State Budget Officers, state general fund spending increased by 6.5 percent in 2005 and is expected to grow by 6.3 percent in 2006. Despite this revenue rebound, many states show little growth in salaries in many of the surveyed job titles. State employee salary improvements have lagged over the past five years. The 2003-04 median increase was a meager 0.45 percent and the 2004-05 increase came in at 1.19 percent. Clearly, the trend line is going in the right direction. However, state employee salaries have some ground to catch up if they are to remain competitive with private sector counterparts. For example, the mean private sector architect salary is \$71,483, while the state mean salary for an architect is \$54,792. The librarian job title did see some growth (median salary increase of 6.7 percent) this year, but the private sector median is more than \$10,000 above the state median wage.

The median salary increase for registered nurses was increased by 5.6 percent, but the private sector median wage is approximately \$9,000 more than the public sector salary.

Once again, the survey demonstrates that state employee professionals working in states with collective bargaining rights make significantly higher salaries than those in states without such rights. This survey does not measure the impact of any increased employee costs for healthcare and retirement benefits, but such changes must be considered when looking at total compensation for state employee professionals.

AFT Public Employees is very appreciative of all the help received in putting this survey together. It is a huge undertaking and could not be done without the involvement of state compensation experts in our union and in state government across the country.

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AFT PUBLIC EMPLOYEES COMPENSATION SURVEY 2006

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 2006. The survey was designed to collect information on occupational compensation in a manner that facilitates comparison among states. Data from 50 states and the District of Columbia are presented in this report based on pay rates and compensation plans in effect as of March 1, 2006.

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

The report includes information on both compensation structures and actual salaries in effect during the survey period. For each title, the report shows minimum and maximum rates, average annual 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 50th percentile. To better compare pay structures among the states, the report presents information on pay plan types applicable to each job (such as pay-for-performance, 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 depend on the determination of 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 45 benchmark jobs included in this survey were selected to broadly represent professional, scientific and related occupations found in state governments. To ensure a high degree of comparability across states, occupational definitions (see Appendix A) were developed by sampling job descriptions and qualifications standards available on numerous state Web sites. The survey instrument was developed and administered during the winter and spring of 2006. In several cases, data were verified or collected directly by accessing information available on state Web sites.

The survey tables present data collected on 50 states and the District of Columbia. The data reflect pay rates in effect March 1, 2006. 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" (+) sign the degree to which the matching jobs in their states were similar to the benchmark job descriptions. For example, if the state's job is generally similar to the benchmark description but requires a slightly reduced scope of responsibility or does not require a degree, the respondent would 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 also may 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 number of years, *not* number of steps, because the distance between steps may vary (although one year per step is most common).

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

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

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.

2006 Median and Mean Salaries

	<i>Median</i>	<i>Mean</i>
Accountant	\$40,018	\$41,442
Accountant–Senior/Lead	\$48,631	\$49,257
Agricultural Inspector	\$39,161	\$38,751
Architect	\$54,792	\$57,955
Attorney	\$59,280	\$62,696
Biologist	\$43,378	\$43,583
Bridge Inspector	\$45,800	\$43,687
Buyer	\$36,803	\$38,161
Buyer–Senior/Lead	\$43,599	\$44,435
Chemist	\$40,871	\$41,020
Chemist–Senior/Lead	\$48,372	\$49,533
Civil Engineer	\$52,075	\$52,957
Classification & Compensation Analyst	\$45,875	\$47,804
Correctional Officer	\$31,868	\$33,531
Correctional Officer–Senior/Lead	\$38,656	\$40,663
Data Processing Clerk	\$23,663	\$24,518
Economist	\$49,851	\$49,419
Economist–Senior/Lead	\$59,936	\$61,266
Educational Specialist	\$49,447	\$53,175
Employee Benefits Analyst	\$38,538	\$40,205
Employment Counselor	\$35,172	\$38,058
Environmental Engineer	\$47,262	\$49,118
Environmental Engineer–Senior/Lead	\$59,749	\$61,430
Family Support Specialist	\$34,370	\$35,813
Financial Examiner	\$44,796	\$44,841
Forensic Scientist	\$48,152	\$47,622
Forester	\$40,857	\$42,766
Geologist	\$43,733	\$43,143
Geologist–Senior/Lead	\$52,885	\$52,912
Librarian	\$41,902	\$41,481
Licensed Practical Nurse	\$32,640	\$34,369
Parole Officer	\$38,011	\$41,600
Personnel Analyst	\$44,439	\$45,237
Programmer/Analyst	\$47,037	\$48,444
Programmer/Analyst–Senior/Lead	\$57,820	\$58,460
Psychologist	\$50,301	\$51,733
Psychologist–Senior/Lead	\$65,110	\$64,871
Research Analyst	\$39,377	\$40,491
Registered Nurse	\$45,261	\$48,371
Social Worker	\$37,895	\$40,344
Substance Abuse Counselor	\$36,310	\$37,529
Systems Analyst	\$51,553	\$55,800
Tax Auditor	\$39,785	\$42,484
Tax Auditor–Senior/Lead	\$49,685	\$52,004
Teacher (State)	\$46,521	\$46,034

ACKNOWLEDGMENTS

First and foremost, we gratefully acknowledge the numerous representatives of state governments who provided information for this survey. The names of those who assisted us can be found at the back of this report. With their help, we were once again to include data from all 50 states plus the District of Columbia.

Many thanks also go to our intern Kelly Pike, whose professionalism and attention to details were crucial to the data collection process. And, as always, we are very grateful to Workplace Economics. As has been the case since the survey's inception, the firm's professional guidance and expertise has continued to ensure that this report meets the highest standards of accuracy.

Finally, we would like to extend special thanks to AFT Public Employees leaders and members who helped us develop and improve this survey, an essential tool for negotiators, legislators, lobbyists, and compensation experts across the country who are concerned about compensation levels and pay practices for state employee professionals.

As this is an annual survey, we welcome any comments and suggestions. You can contact us at 202/879-4550 or e-mail us at sporter@aft.org.

SURVEY TABLES

ACCOUNTANT

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Staff Accountant		\$34,928	\$52,915	\$43,591	201	Step	Varies			N	40
Alaska	Accountant II	=	\$40,248	\$61,152	\$46,232	14	Merit	19		Location	Y	37.5
Arizona	Accountant II	=	\$38,494	\$52,346	\$40,018	33	Merit				N	40
Arkansas	Accountant	=	\$25,142	\$47,810	\$31,645	174	Grade Banded				N	40
California	Accountant I (Specialist)		\$32,184	\$39,108							Y	40
Colorado	Accountant II		\$40,536	\$61,620			Performance					40
Connecticut	Accountant	=	\$51,025	\$64,109	\$60,184	119	Step	8		Longevity	Y	40
Delaware	Accountant	=	\$29,334	\$44,000	\$33,379	62	Merit				N	37.5
Dist. of Columbia	Accountant G - 11/12	=	\$47,492	\$73,362	\$59,689	37	Step	14			Y	40
Florida	Accountants & Auditors III	=	\$30,022	\$77,261	\$41,273		Broadband				V	40
Georgia	Accountant II Prof	=	\$31,474	\$55,072	\$39,810	72	Performance				N	40
Hawaii	Accountant III	=	\$37,632	\$53,628	\$42,700	50	Negotiated				Y	40
Idaho	Financial Specialist		\$31,720	\$52,520			Performance					40
Illinois	Accountant	=	\$33,288	\$47,520	\$43,766	276	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Accountant II	=	\$32,734	\$47,502	\$36,176	48	Gen Sal Adjust				N	37.5
Iowa	Accountant II	=	\$35,755	\$52,978	\$47,591	55	Step	9			Y	40
Kansas	Accountant II	=	\$34,091	\$44,554	\$36,402	98	Step	10	\$0-\$1,000	Bonus	N	40
Kentucky	Graduate Accountant II	=	\$24,987	\$41,211	\$33,672	<5	Merit				N	37.5
Louisiana	Accountant II	=	\$25,860	\$46,344	\$35,952	186	Merit				N	40
Maine	Accountant II	=	\$25,459	\$33,779	\$32,614	17	Prog Step	8			Y	40
Maryland	Accountant, Advanced	=	\$38,578	\$59,475	\$49,724	69	Prog Step	18			Y	40
Massachusetts	Accountant I	=	\$31,940	\$45,771	\$38,962	125	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	Accountant-E (P11)	=	\$36,498	\$53,202	\$45,311	54	Step	5			N	40
Minnesota	Account Officer Intermediate	=	\$33,721	\$48,984	\$46,625	81	Prog Step	11			Y	40
Mississippi	Accountant/Auditor II	=	\$26,123	\$45,716	\$28,578	101	Variable	Varies			N	40

Missouri	Accountant II	=	\$31,392	\$44,508	\$36,181	92	Step				N	40
Montana	Accountant VI	=	\$30,544	\$68,395	\$44,549	59	Varies				V	40
Nebraska	Accountant II	=	\$30,585	\$44,296	\$33,892	43					V	40
Nevada	Accountant II	=	\$39,254	\$64,185	\$53,258	12	Step	9		Longevity	N	40
New Hampshire	Accountant I		\$26,832	\$35,900			Step	11	Cash	Longevity	Y	37.5
New Jersey	Accountant III	=	\$36,861	\$50,304	\$43,636	31	Step	8.5			Y	35
New Mexico	Accountant & Auditor Oper'l	=	\$27,666	\$49,182	\$37,247		Merit				Y	40
New York	Senior Accountant	=	\$43,023	\$53,547	\$49,840	296	Step	7			Y	37.5
North Carolina	Accountant I	=	\$36,521	\$56,911	\$45,241	186	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Account/Budget Specialist II	=	\$26,592	\$44,328	\$34,807	17	Open Range				N	40
Ohio	Financial Reporting Acct II	=	\$43,430	\$59,945	\$55,348	<5	Step	6			Y	40
Oklahoma	Accountant II	=	\$25,517	\$42,529			Pay Band			Longevity	N	40
Oregon	Accountant II	=	\$32,952	\$45,612	\$40,920	80	Step	8			Y	40
Pennsylvania	Accountant II	=	\$38,475	\$58,465	\$45,199	201	Prog Step	20	2.25%	Cash/Max	N	37.5
Rhode Island	Accountant	=	\$33,324	\$37,278	\$37,278	20	Step	3.5			Y	35
South Carolina	Accountant/ Fiscal Analyst I	=	\$23,222	\$42,963	\$31,465	268	Performance				N	37.5
South Dakota	Accountant		\$26,575	\$39,863								40
Tennessee	Accountant II	=	\$31,944	\$51,108	\$36,396	71					N	37.5
Texas	Accountant III	=	\$34,308	\$48,709	\$38,663	246	Merit				N	40
Utah	Financial Analyst II	=	\$29,682	\$49,733	\$36,481	72	Merit				N	40
Vermont	Accountant B	=	\$31,242	\$48,443	\$37,031	42	Prog Step	24.5		Merit	Y	40
Virginia	Financial Services Spec I	=	\$28,987	\$59,492	\$39,340	346	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Financial Analyst II	=	\$32,760	\$41,808	\$40,307	244	Merit	4.5			N	40
West Virginia	Accountant/Auditor III	=	\$25,452	\$47,088	\$38,611	53	Merit				N	37.5
Wisconsin	Accountant Senior	=	\$41,136	\$86,387	\$52,749	86	Broadband				Y	40
Wyoming	Financial/Statistical Spec III B	=	\$37,752	\$52,692	\$42,566	64	Market based				N	40

Summary:

Mean	\$33,241	\$51,483	\$41,442
Median	\$32,734	\$49,182	\$40,018
Weighted Mean	-----	-----	\$41,144

ACCOUNTANT SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Senior Accountant		\$40,453	\$61,430	\$55,767	165	Step	Varies			N	40
Alaska	Accountant III	=	\$46,356	\$67,308	\$54,002	55	Merit	19			Y	37.5
Arizona	Accountant III	=	\$42,600	\$57,772	\$45,731	27	Merit				N	40
Arkansas	Accounting Supervisor II	=	\$28,538	\$54,373	\$37,739	38	Grade Banded				N	40
California	Accting Officer (Specialist)		\$43,068	\$52,356							Y	40
Colorado	Accountant III		\$50,340	\$76,560			Performance					40
Connecticut	Associate Accountant	=	\$58,750	\$73,517	\$70,224	103	Step	8		Longevity	Y	40
Delaware	Senior Accountant	=	\$31,384	\$47,076	\$35,495	50	Merit				N	37.5
Dist. of Columbia	Accountant G 13	=	\$67,109	\$87,248	\$75,578	11	Step	14			Y	40
Florida	Accountants & Auditors IV	=	\$32,723	\$84,213	\$53,883		Broadband				V	40
Georgia	Accountant III Prof	=	\$34,533	\$60,487	\$48,925	55	Performance				N	40
Hawaii	Accountant IV	=	\$40,716	\$57,996	\$49,388	49	Negotiated				Y	40
Idaho	Financial Specialist, Senior		\$34,507	\$57,116			Performance					40
Illinois	Accountant Supervisor	+	\$36,108	\$52,620	\$50,234	64	Merit				N	37.5
Indiana	Accountant I	=	\$36,634	\$53,664	\$41,669	35	Gen Sal Adjust				N	37.5
Iowa	Accountant III	=	\$42,203	\$63,877	\$56,649	32	Step	9			Y	40
Kansas	Accountant III	=	\$37,554	\$49,109	\$41,069	91	Step	10	\$0-\$1,000	Bonus	N	40
Kentucky	Graduate Accountant III	=	\$27,483	\$45,334	\$29,268	<5	Merit				N	37.5
Louisiana	Accountant III	=	\$29,604	\$53,064	\$44,112	190	Merit				N	40
Maine	Accountant III	=	\$29,723	\$40,310	\$40,310	8	Prog Step	8			Y	40
Maryland	Accountant, Lead Special	=	\$41,126	\$63,485	\$55,367	8	Prog Step	18			Y	40
Massachusetts	Accountant V	+	\$45,541	\$66,023	\$62,208	66	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	Accountant-A (12)	=	\$39,296	\$57,441	\$57,141	73	Step	5			N	40
Minnesota	Accounting Officer Senior	=	\$37,104	\$54,455	\$51,093	97	Prog Step	11			Y	40
Mississippi	Accountant/Auditor III	=	\$31,301	\$54,777	\$34,619	101	Variable	Varies			N	40

Missouri	Accountant III	=	\$35,076	\$51,372	\$40,451	30	Step				N	40	
Montana	Accountant VII	=	\$36,667	\$83,116	\$52,541	9	Varies				V	40	
Nebraska	Accountant III	=	\$35,350	\$51,257	\$42,425	24					V	40	
Nevada	Accountant III	=	\$42,783	\$70,303	\$60,500	15	Step	9			Longevity	N	40
New Hampshire	Accountant IV	=	\$35,900	\$48,867			Step	11	Cash		Longevity	Y	37.5
New Jersey	Accountant II	=	\$42,160	\$57,740	\$53,058	47	Step	8.5				Y	35
New Mexico	Accountant & Auditor - Adv	=	\$30,549	\$54,311	\$46,324		Merit					Y	40
New York	Associate Accountant	=	\$55,928	\$68,866	\$64,989	198	Step	7				Y	37.5
North Carolina	Accountant II	=	\$41,366	\$65,282	\$53,046	195	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Account/Budget Specialist III	=	\$32,736	\$54,552	\$43,250	30	Open Range					N	40
Ohio	No Match	=											
Oklahoma	Accountant III	=	\$27,893	\$46,488			Pay Band				Longevity	N	40
Oregon	Accountant III	=	\$39,372	\$54,900	\$48,336	74	Step	8				Y	40
Pennsylvania	Accountant III	=	\$43,893	\$66,700	\$54,062	123	Prog Step	20	2.25%		Cash/Max	N	37.5
Rhode Island	Senior Accountant	=	\$36,324	\$41,609	\$41,609	8	Step	3.5				Y	35
South Carolina	Accountant/Fiscal Analyst III	=	\$34,383	\$63,613	\$48,051	236	Performance					N	37.5
South Dakota	Senior Accountant	=	\$32,515	\$48,772									40
Tennessee	Accountant III	=	\$33,372	\$53,400	\$40,885	140						N	37.5
Texas	Accountant V	=	\$41,296	\$62,774	\$49,392	169	Merit					N	40
Utah	Financial Analyst III	=	\$34,944	\$55,432	\$43,189	80	Merit					V	40
Vermont	Accountant C	=	\$34,798	\$54,142	\$41,506	28	Prog Step	24.5			Merit	Y	40
Virginia	Financial Services Spec I	=	\$28,987	\$59,492	\$43,831	161	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Financial Analyst III	=	\$37,884	\$48,492	\$47,309	166	Merit	4.5				N	40
West Virginia	Accountant/Auditor IV	=	\$27,252	\$50,400	\$42,416	44	Merit					N	37.5
Wisconsin	Accountant Advanced	=	\$48,114	\$105,851	\$58,027	66	Broadband					Y	40
Wyoming	Financial/Statistical Spec I B	=	\$49,476	\$69,048	\$61,642	18	Market based					N	40

Summary:

Mean	\$38,475	\$59,568	\$49,257
Median	\$36,651	\$56,274	\$48,631
Weighted Mean	----	-----	\$49,930

BUYER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Buyer Associate		\$26,629	\$40,453	\$32,555	<5	Step	Varies			N	40
Alaska	Procurement Specialist II	=	\$40,248	\$60,552	\$47,457	18	Merit	19		Location	Y	37.5
Arizona	Buyer II	=	\$26,513	\$45,334	\$30,102	25	Merit				N	40
Arkansas	Buyer	=	\$27,369	\$47,076	\$37,223	<5	Grade Banded				N	40
California	Hospital Gen Services Admin I		\$43,116	\$51,828							Y	40
Colorado	General Professional I		\$30,408	\$46,536			Performance					40
Connecticut	Purchasing Services Officer I	=	\$47,332	\$58,217	\$55,696	37	Step	8		Longevity	Y	40
Delaware	Purch Services Coordinator I	=	\$25,619	\$38,249	\$29,842	9	Merit				N	37.5
Dist. of Columbia	Purchasing Agent - gr. 8-9	=	\$35,842	\$50,761	\$40,463	7	Step	14			Y	40
Florida	Purchasing Agents III	=	\$27,542	\$70,881	\$34,858	139	Broadband				V	40
Georgia	Purchasing Ops Agent I	=	\$28,543	\$49,908	\$33,950	10	Performance				N	40
Hawaii	No Match											
Idaho	Buyer		\$29,244	\$48,422			Performance					40
Illinois	Buyer Assistant	=	\$28,668	\$39,168	\$36,204	6	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Purchasing Admin V	-	\$23,400	\$35,490	\$28,139	11	Gen Sal Adjust				N	37.5
Iowa	Purchasing Agent II	=	\$35,755	\$52,978	\$47,884	17	Step	9			Y	40
Kansas	Procurement Officer II	=	\$37,554	\$49,104	\$39,785	19	Step	10	\$0-\$1,000	Bonus	N	40
Kentucky	Purchasing Officer II	=	\$24,987	\$41,211	\$34,416	<5	Merit				N	37.5
Louisiana	Procurement Specialist II	+	\$24,168	\$43,308	\$31,944	55	Merit				N	40
Maine	Buyer I	=	\$23,026	\$30,306			Prog Step	8			Y	40
Maryland	Agency Buyer II	=	\$28,126	\$43,029	\$37,398	6	Prog Step	18			Y	40
Massachusetts	Buyer I	=	\$31,940	\$45,771	\$41,636	<5	Step	13	1% for 6 mo	Lump Sum	Y	40
Michigan	Buyer-E (P11)	=	\$36,498	\$53,202	\$51,651	11	Step	5			N	40
Minnesota	Buyer I	=	\$31,508	\$45,581	\$42,804	32	Prog Step	11			Y	40
Mississippi	Purchasing Agent II	=	\$22,364	\$39,136	\$25,779	21	Variable	Varies			N	40

Missouri	Buyer II	=	\$31,392	\$44,508	\$32,800	6	Step				N	40	
Montana	Purchasing Technician III	=	\$18,110	\$38,701	\$28,860	8	Varies				V	40	
Nebraska	Buyer II	=	\$30,585	\$44,296	\$34,065	11					Y	40	
Nevada	Buyer I	=	\$33,095	\$53,662			Step	9			Longevity	N	40
New Hampshire	Buyer		\$25,721	\$34,398			Step	11	Cash		Longevity	Y	37.5
New Jersey	Assistant Buyer	+	\$36,861	\$50,304	\$47,167	15	Step	8.5				Y	35
New Mexico	Purchasing Agent - Oper'l	+	\$25,287	\$44,955	\$34,226	69	Merit					Y	40
New York	Purchasing Officer I	=	\$43,023	\$53,547	\$50,585	37	Step	7				Y	37.5
North Carolina	Departmental Purch Agent I	=	\$27,818	\$41,639	\$34,457	61	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	State Procurement Officer I	=	\$26,592	\$44,328			Open Range					N	40
Ohio	State Procurement Analyst	+	\$44,990	\$66,040	\$54,575	5	Step	6				Y	40
Oklahoma	Contract/Procure. Officer II	+	\$25,517	\$42,529			Pay Band				Longevity	N	40
Oregon	Procurement/Contract Spec II	=	\$39,660	\$55,368	\$43,380	68	Step	8				Y	40
Pennsylvania	Purchasing Agent I	=	\$29,770	\$44,871	\$36,933	181	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Buyer II	+	\$43,146	\$48,325	\$48,325	5	Step	2.5				Y	35
South Carolina	Procurement Specialist I	=	\$23,222	\$42,963	\$29,655	77	Performance					N	37.5
South Dakota	Purchasing Specialist		\$26,575	\$39,863									40
Tennessee	Procurement Officer I	=	\$22,896	\$36,636	\$29,427	49						N	37.5
Texas	Purchaser III	=	\$32,311	\$45,876	\$36,803	146	Merit					N	40
Utah	Purchasing Agent II	=	\$34,944	\$55,432	\$39,449	16	Merit					N	40
Vermont	Purchasing Clerk	=	\$25,480	\$39,312	\$35,714	<5	Prog Step	24.5			Merit	Y	40
Virginia	Procurement Officer I	=	\$28,987	\$59,492	\$38,673	89	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	State Procurement Officer II	+	\$35,184	\$45,036			Merit	4.5				N	40
West Virginia	Buyer	=	\$19,392	\$35,892			Merit					N	37.5
Wisconsin	Purchasing Agent Obj	=	\$31,564	\$69,443	\$41,969	39	Broadband					Y	40
Wyoming	Financial/Statistical Spec V E	=	\$23,124	\$30,036	\$31,440	5	Market based					N	40

Summary:	Mean	\$30,433	\$46,679	\$38,161
	Median	\$28,828	\$45,185	\$36,803
	Weighted Mean	----	-----	\$37,331

BUYER SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$29,416	\$44,561	\$43,646	10	Step	Varies			N	40
Alaska	Procurement Specialist III	=	\$46,356	\$69,996	\$54,818	17	Merit	19		Location	Y	37.5
Arizona	Buyer III	=	\$30,811	\$52,346	\$35,929	11	Merit				N	40
Arkansas	Buyer Supervisor	=	\$28,538	\$54,669			Grade Banded				N	40
California	Buyer II		\$44,952	\$54,660							Y	40
Colorado	General Professional II		\$34,284	\$52,416			Performance					40
Connecticut	Purch Services Officer II	+	\$56,010	\$70,239	\$64,675	34	Step	8		Longevity	Y	40
Delaware	Purch Services Coordinator II	=	\$31,384	\$47,076	\$36,332	<5	Merit				N	37.5
Dist. of Columbia	No Match											
Florida	Purchasing Agents IV	=	\$35,668	\$91,793	\$47,539	52	Broadband				V	40
Georgia	Purchasing Ops Agnt II	+	\$34,533	\$60,487	\$49,824	5	Perfomance				N	40
Hawaii	No Match											
Idaho	Buyer, Senior		\$31,720	\$52,520			Performance					40
Illinois	Buyer	+	\$39,636	\$58,560	\$51,690	9	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Purchasing Admin IV	=	\$25,896	\$38,558	\$28,596	8	Gen Sal Adjust				N	37.5
Iowa	Purchasing Agent III	=	\$41,018	\$60,861	\$55,967	16	Step	9			Y	40
Kansas	Procurement Officer III		\$43,170	\$56,888	\$44,820	11	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Purchasing Officer III	=	\$27,483	\$45,334	\$42,528	5	Merit				N	37.5
Louisiana	Procurement Specialist III	+	\$25,860	\$46,344	\$36,912	55	Merit				N	40
Maine	Buyer II	=	\$27,435	\$36,754	\$34,570	<5	Prog Step	8			Y	40
Maryland	Agency Buyer III	=	\$29,944	\$45,884	\$41,299	5	Prog Step	18			Y	40
Massachusetts	Buyer IV	=	\$45,541	\$66,023	\$61,182	11	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	Buyer-A (12)	=	\$39,296	\$57,441	\$57,253	19	Step	5			N	40
Minnesota	Buyer II	-	\$34,765	\$50,676	\$47,356	24	Prog Step	11			Y	40
Mississippi	Purchasing Agent III	=	\$26,517	\$46,405	\$30,375	32	Variable	Varies			N	40

Missouri	Buyer III	=	\$37,812	\$55,848	\$39,715	5	Step				N	40
Montana	Purchasing Technician IV	=	\$21,477	\$46,599	\$29,806	5	Varies				V	40
Nebraska	Buyer III	=	\$35,350	\$51,257	\$42,020	14					V	40
Nevada	Buyer II	=	\$36,018	\$58,673	\$49,762	<5	Step	9		Longevity	N	40
New Hampshire	Purchasing Agent		\$37,499	\$51,051			Step	11	Cash	Longevity	Y	37.5
New Jersey	Buyer	+	\$42,160	\$57,740	\$53,531	31	Step	8.5			Y	35
New Mexico	Purchasing Agent - Adv	=	\$30,549	\$54,311	\$41,332	51	Merit				Y	40
New York	No Match											
North Carolina	Departmental Purch Agent II	=	\$31,204	\$47,586	\$39,295	57	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	State Procurement Officer II	=	\$32,736	\$54,552	\$38,208	<5	Open Range				N	40
Ohio	State Procurement Analyst Sr.	+	\$52,665	\$72,710	\$56,368	<5	Step	6			Y	40
Oklahoma	Contract/Procurement Off III	+	\$27,893	\$46,488			Pay Band			Longevity	N	40
Oregon	Procurement/Contract Spec III	=	\$43,788	\$60,936	\$49,356	57	Step	8			Y	40
Pennsylvania	Purchasing Agent II	=	\$33,702	\$51,208	\$44,779	57	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Senior Buyer	+	\$46,591	\$52,695	\$52,695	<5	Step	2.5			Y	35
South Carolina	Procurement Specialist II	=	\$28,255	\$52,278	\$37,787	104	Performance				N	37.5
South Dakota												
Tennessee	Procurement Officer II	=	\$25,920	\$41,472	\$33,134	47					N	37.5
Texas	Purchaser V	=	\$41,296	\$62,774	\$48,822	49	Merit				N	40
Utah	Purchasing Agent III	=	\$38,938	\$61,776	\$47,018	17	Merit				N	V
Vermont	Purchasing Agent	=	\$34,798	\$54,142	\$43,551	5	Prog Step	24.5		Merit	Y	40
Virginia	Procurement Officer I	=	\$28,987	\$59,492	\$42,138	43	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	State Procurement Officer III	+	\$41,808	\$53,520			Merit	4.5			N	40
West Virginia	Buyer, Senior	=	\$25,452	\$47,088	\$39,999	7	Merit				N	37.5
Wisconsin	Purchasing Agent Senior	=	\$41,136	\$86,387	\$49,145	39	Broadband				Y	40
Wyoming	Financial/Statistical Spec IV E	=	\$28,200	\$36,624	\$33,617	<5	Market Based				N	40

Summary:

Mean	\$35,201	\$54,845	\$44,435
Median	\$34,533	\$53,520	\$43,599
Weighted Mean	----	-----	\$44,133

FINANCIAL EXAMINER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$27,994	\$42,458	\$32,042	8	Step	Varies			N	40
Alaska	Financial Institution Exam II	=	\$49,656	\$70,536	\$60,648	<5	Merit	19			Y	37.5
Arizona	Financial Inst Examiner Sr.	+	\$36,053	\$57,772	\$45,830	24	Merit				N	40
Arkansas	Financial Examiner I	=	\$30,874	\$33,379	\$37,377	5	Grade Banded				N	40
California	State Financial Examiner II		\$43,068	\$52,356							Y	40
Colorado	Financial/Credit Examiner II		\$50,340	\$76,560			Performance					40
Connecticut	Banking Examiner	=	\$51,025	\$64,109	\$61,307	<5	Step	8		Longevity	Y	40
Delaware	Bank Examiner III	=	\$41,139	\$61,709			Merit				N	37.5
Dist. of Columbia	No Match											
Florida	Financial Analysts III	=	\$30,022	\$77,261	\$40,479	134	Broadband				V	40
Georgia	Financial Examiner I	=	\$37,901	\$66,426	\$45,484	17	Performance				N	40
Hawaii	Financial Institution Examiner I	=	\$40,716	\$57,996	\$43,206	<5	Negotiated				Y	40
Idaho	Financial Exam/Investigator I		\$34,507	\$57,116			Performance					40
Illinois	Financial Institutions Exam II	+	\$41,712	\$62,196	\$52,328	<5	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Financial Examiner I	=	\$48,464	\$73,294	\$61,354	19	Recruit Diff		Varies	Lump Sum	N	37.5
Iowa	Bank Examiner	=	\$34,507	\$80,870	\$61,038	30	Step	9			Y	40
Kansas	Financial Examiner Senior		\$41,413	\$54,122	\$41,413	11	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Financial Institutions Exam II	=	\$27,483	\$45,334	\$32,100	<5	Merit				N	37.5
Louisiana	Compliance Examiner III	=	\$33,900	\$60,756	\$50,316	42	Merit				N	40
Maine	Bank Examiner	=	\$28,558	\$38,605	\$29,286	5	Prog Step	8			Y	40
Maryland	Financial Regulation Exam II	=	\$41,126	\$63,485	\$51,533	8	Prog Step	18			Y	40
Massachusetts	Bank Examiner	=	\$37,409	\$54,050	\$39,080	31	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	Fin Institution Exam-E (P11)	=	\$39,296	\$55,248	\$49,394	21	Step	5			N	40
Minnesota	Financial Institution Examiner	=	\$37,104	\$54,455	\$48,525	7	Prog Step	11			Y	40
Mississippi	DBCF - Bank Examiner II	=	\$36,289	\$63,506	\$38,802	6	Variable	Varies			N	40

Missouri	Financial Examiner Assist I	=	\$25,932	\$36,444	\$36,036	<5	Step				N	40	
Montana	Financial Examiner VI	=	\$30,544	\$68,395	\$48,716	8	Varies				V	40	
Nebraska	Examiner II	=	\$32,879	\$47,618	\$35,406	<5					Y	40	
Nevada	Fin Institutions Examiner II	=	\$37,584	\$61,345	\$51,386	13	Step	9			Longevity	N	40
New Hampshire	Bank Examiner III	=	\$42,822	\$58,286			Step	11	Cash		Longevity	Y	37.5
New Jersey	Financial Examiner IV	=	\$40,305	\$55,140	\$45,127	5	Step	8.5				Y	35+
New Mexico	Financial Examiner - Oper'l	=	\$30,549	\$54,311	\$32,107	<5	Merit					N	40
New York	Bank Examiner	=	\$47,759	\$59,182	\$53,684	56	Step	7				Y	37.5
North Carolina	Bank Examiner I	=	\$41,366	\$65,282	\$50,082	11	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Financial Institutions Exam II	=	\$32,736	\$54,552	\$39,792	<5	Open Range					N	40
Ohio	Financial Instn Exmr 2	+	\$37,481	\$49,545	\$37,481	<5	Step	9				Y	40
Oklahoma	Auditor II	=	\$25,517	\$42,529			Pay Band				Longevity	N	40
Oregon	Financial Examiner II	=	\$39,264	\$54,672	\$48,636	11	Step	8				Y	40
Pennsylvania	Financial Institutions Examiner	=	\$43,893	\$66,700	\$48,314	20	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Bank Examiner	=	\$34,718	\$40,028	\$37,385	<5	Step	3.5				Y	35
South Carolina	Accountant/Fiscal Analyst II	=	\$28,255	\$52,278	\$38,333	359	Performance					N	37.5
South Dakota	Bank Examiner		\$29,016	\$43,523									40
Tennessee	Bank/Loan Examiner II	=	\$33,372	\$53,400	\$34,685	24						N	37.5
Texas	Financial Examiner III	=	\$38,825	\$59,005	\$43,374	71	Merit					N	40
Utah	Fin Inst Examiner III	=	\$58,510	\$87,901	\$60,112	19	Merit					N	40
Vermont	Financial Examiner III	=	\$36,733	\$57,346	\$49,265	<5	Prog Step	24.5			Merit	Y	40
Virginia	No Match												
Washington	Financial Examiner I	=	\$39,816	\$50,964	\$46,377	15	Merit	4.5				N	40
West Virginia	Fin Institutions Exam, Assist	=	\$29,160	\$53,952	\$36,876	<5	Merit					N	37.5
Wisconsin	Financial Examiner Journey	=	\$41,136	\$86,387	\$44,465	9	Broadband					Y	40
Wyoming	Financial/Statistical Spec III A	=	\$32,952	\$45,900	\$44,137	37	Market Based					N	40

Summary:

Mean	\$37,381	\$57,720	\$44,841
Median	\$37,409	\$57,116	\$44,796
Weighted Mean	----	-----	\$43,426

TAX AUDITOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$30,139	\$45,677	\$32,664	83	Step	Varies			N	40
Alaska	Tax Auditor III	=	\$46,356	\$66,024	\$55,584	<5	Merit	19			Y	37.5
Arizona	No Match											
Arkansas	Tax Auditor I	=	\$31,230	\$45,013	\$34,686	16	Grade Banded				N	40
California	Tax Auditor (BOE), B		\$43,068	\$52,356							Y	40
Colorado	Revenue Agent II		\$46,932	\$71,340			Performance					40
Connecticut	Revenue Examiner II	=	\$58,750	\$73,517	\$71,209	111	Step	8		Longevity	Y	40
Delaware	Tax Auditor II	=	\$41,139	\$61,709	\$46,252	13	Merit				N	37.5
Dist. of Columbia	Auditor - 11/12	=	\$47,496	\$73,373	\$61,026	24	Step	14			Y	40
Florida	Accountants & Auditors II	=	\$25,269	\$65,029	\$33,050		Broadband				V	40
Georgia	Tax Specialist III	=	\$34,533	\$60,487	\$48,726	46	Performance				N	40
Hawaii	Auditor IV	=	\$40,716	\$57,996	\$50,168	39	Negotiated				Y	40
Idaho	Tax Auditor		\$31,720	\$52,520			Performance					40
Illinois	Revenue Auditor I	=	\$36,108	\$52,620	\$52,709	32	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Tax Analyst V	=	\$23,400	\$35,490	\$27,062	139	Gen Sal Adjust				N	37.5
Iowa	Revenue Auditor II	=	\$35,755	\$52,978	\$50,985	25	Step	9			Y	40
Kansas	State Auditor II	=	\$37,544	\$49,109	\$41,378	75	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Revenue Auditor II	=	\$30,233	\$50,263	\$39,156	11	Merit				N	37.5
Louisiana	Rev Accounts Auditor II	=	\$24,168	\$43,308	\$33,516	19	Merit				N	40
Maine	Revenue Agent	+	\$28,558	\$38,605	\$35,885	27	Prog Step	8	10%	Recr/Ret	Y	40
Maryland	Revenue Field Auditor II	=	\$33,970	\$52,224	\$42,545	10	Prog Step	18			Y	40
Massachusetts	Tax Auditor I	=	\$50,034	\$72,173	\$68,236	121	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	Auditor-E (P11)	+	\$39,296	\$55,248	\$49,026	115	Step	5			N	40
Minnesota	Rev Tax Spec Intermediate	=	\$34,765	\$50,676	\$43,201	113	Prog Step	11			Y	40
Mississippi	TC-Tax Auditor/Acct II	=	\$31,301	\$54,777	\$32,249	14	Variable	Varies			N	40

Missouri	Tax Auditor II	=	\$32,580	\$46,356	\$33,491	17	Step				N	40
Montana	Tax Examiner 14/15	=	\$30,253	\$45,379	\$39,605	38	Varies				V	40
Nebraska	Auditor	=	\$32,876	\$47,615	\$36,158	37					V	40
Nevada	Auditor II	=	\$36,018	\$58,673	\$48,569	90	Step	9		Longevity	N	40
New Hampshire	Tax Auditor I		\$26,832	\$35,900			Step	11	Cash	Longevity	Y	37.5
New Jersey	Auditor III Taxation	=	\$44,107	\$60,458	\$50,937	41	Step	8.5			Y	35+
New Mexico	Accountant & Auditor - Oper'l	=	\$27,666	\$49,182	\$37,247		Merit				Y	40
New York	Tax Auditor I	=	\$43,023	\$53,547	\$48,285	87	Step	7			Y	37.5
North Carolina	Revenue Tax Auditor I	=	\$37,994	\$59,557	\$39,964	65	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Auditor II	=	\$29,508	\$49,176	\$34,840	37	Open Range				N	40
Ohio	Tax Auditor Agent III	=	\$41,038	\$60,049	\$56,698	75	Step	9			Y	40
Oklahoma	Revenue Compliance Officer I	-	\$25,517	\$42,529			Pay Band			Longevity	N	40
Oregon	Tax Auditor I	=	\$34,152	\$47,436	\$37,956	61	Step	8			Y	40
Pennsylvania	Revenue Field Auditor I	=	\$33,702	\$51,208	\$35,096	11	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Revenue Agent II	=	\$40,215	\$46,447	\$46,447	9	Step	3.5			Y	40
South Carolina	Auditor I	+	\$19,087	\$35,316	\$23,811	49	Performance				N	37.5
South Dakota	Revenue Auditor		\$26,575	\$39,863								40
Tennessee	Tax Auditor II	=	\$33,372	\$53,400	\$36,935	26					N	37.5
Texas	Taxpayer Compliance Officer III	=	\$28,740	\$40,672	\$33,773	65	Merit				N	40
Utah	Auditor II	=	\$33,093	\$58,510	\$42,970	101	Merit				N	V
Vermont	Tax Examiner II	=	\$28,122	\$43,514	\$34,676	8	Prog Step	24.5		Merit	Y	40
Virginia	Auditor I	=	\$28,987	\$59,492	\$38,982	19	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Tax Information Specialist II	-	\$38,808	\$49,692	\$47,922	<5	Merit	4.5			N	40
West Virginia	Tax & Revenue Auditor II	=	\$27,252	\$50,400	\$28,958	10	Merit				N	37.5
Wisconsin	Revenue Auditor IV	=	\$41,136	\$86,387	\$51,397	22	Broadband				Y	40
Wyoming	Financial/Statistical Spec IV A	=	\$27,672	\$38,556	\$35,285	19	Market Based				N	40

Summary:

Mean	\$34,616	\$52,837	\$42,484
Median	\$33,537	\$51,716	\$39,785
Weighted Mean	----	-----	\$44,839

TAX AUDITOR SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Revenue Examiner III		\$40,453	\$61,430	\$58,078	172	Step	Varies			N	40
Alaska	Tax Auditor IV	=	\$53,064	\$75,432	\$62,720	<5	Merit	19			Y	37.5
Arizona	Fincl Investgng Auditor II	=	\$37,168	\$62,947	\$43,290	<5	Merit				N	40
Arkansas	Tax Auditor Supervisor	=	\$48,359	\$58,189	\$54,832	21	Grade Banded				N	40
California	Associate Tax Auditor (BOE)		\$51,792	\$62,964							Y	40
Colorado	Revenue Agent III		\$57,048	\$86,688			Performance					40
Connecticut	Revenue Examiner III	=	\$64,699	\$80,602	\$79,289	125	Step	8		Longevity	Y	40
Delaware	Tax Auditor III	=	\$47,102	\$70,652	\$53,722	8	Merit				N	37.5
Dist. of Columbia	Tax Auditor - 13/14	=	\$67,709	\$103,108	\$84,346	8	Step	14			Y	40
Florida	Accountants & Auditors III	=	\$30,022	\$77,261	\$41,273		Broadband				V	40
Georgia	Tax Specialist IV	=	\$37,901	\$66,426	\$55,287	19	Performance				N	40
Hawaii	Auditor V	=	\$45,840	\$65,256	\$59,951	34	Negotiated				Y	40
Idaho	Tax Auditor, Senior		\$34,507	\$57,116			Performance					40
Illinois	Revenue Auditor II	-	\$41,712	\$62,196	\$54,754	124	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Tax Analyst IV	=	\$25,896	\$38,558	\$30,218	100	Gen Sal Adjust				N	37.5
Iowa	Revenue Auditor III		\$41,018	\$60,861	\$58,960	15	Step	9			Y	40
Kansas	State Auditor III	=	\$43,170	\$56,888	\$48,912	34	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Revenue Auditor III	=	\$33,255	\$54,858	\$45,360	9	Merit				N	37.5
Louisiana	Rev Accounts Auditor III	=	\$27,660	\$49,584	\$38,172	48	Merit				N	40
Maine	Senior Revenue Agent	+	\$32,406	\$44,408	\$44,200	16	Prog Step	8	5%	Recr/Ret	Y	40
Maryland	Revenue Field Auditor Sr	=	\$36,195	\$55,723	\$48,950	25	Prog Step	18			Y	40
Massachusetts	Tax Auditor III	=	\$58,631	\$84,656	\$84,184	45	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	Auditor-A (12)	+	\$41,927	\$60,134	\$59,949	189	Step	5			N	40
Minnesota	Revenue Tax Spec Senior	=	\$41,113	\$60,656	\$55,019	153	Prog Step	11			Y	40
Mississippi	TC-Tax Auditor/Accountant III	=	\$35,007	\$61,262	\$39,193	71	Variable	Varies			N	40

Missouri	Tax Auditor III	=	\$35,076	\$51,372	\$39,675	74	Step				N	40
Montana	Tax Examiner XVI	=	\$35,282	\$50,783	\$40,099	11	Varies				V	40
Nebraska	Auditor Senior	=	\$37,994	\$55,026	\$44,591	41					V	40
Nevada	No Match											
New Hampshire	Tax Auditor V		\$46,742	\$64,428			Step	11	Cash	Longevity	Y	37.5
New Jersey	Auditor II Taxation	=	\$50,549	\$69,484	\$62,104	93	Step	8.5			Y	35+
New Mexico	Accountant & Auditor - Adv	=	\$30,549	\$54,311	\$46,324		Merit				Y	40
New York	Tax Auditor III	=	\$69,154	\$84,502	\$77,358	<5	Step	7			Y	37.5
North Carolina	Revenue Tax Auditor II	=	\$41,366	\$65,282	\$49,695	26	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Auditor III	=	\$32,736	\$54,552	\$41,400	28	Open Range				N	40
Ohio	Tax Auditor Agent 4	=	\$44,990	\$66,040	\$63,288	24	Step	9			Y	40
Oklahoma	Rev Compliance Officer II	-	\$27,893	\$46,488			Pay Band			Longevity	N	40
Oregon	Tax Auditor II	=	\$39,264	\$54,792	\$48,264	57	Step	8			Y	40
Pennsylvania	Revenue Field Auditor II	=	\$38,475	\$58,465	\$48,549	123	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Senior Revenue Agent	=	\$44,718	\$50,212	\$50,212	37	Step	2.5			Y	35
South Carolina	Auditor IV	-	\$34,383	\$63,613	\$49,674	127	Performance				N	37.5
South Dakota	Senior Revenue Auditor		\$32,515	\$48,772								40
Tennessee	Tax Auditor IV	=	\$39,420	\$63,072	\$50,050	74					N	37.5
Texas	Taxpayer Compliance Off V	=	\$36,504	\$55,499	\$46,900	86	Merit				N	40
Utah	Auditor IV	=	\$43,430	\$68,869	\$51,533	58	Merit				N	40
Vermont	Tax Examiner IV	=	\$31,242	\$48,443	\$41,156	6	Prog Step	24.5			Y	40
Virginia	Auditor II	=	\$37,869	\$77,720	\$46,848	7	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Tax Information Specialist III	-	\$43,956	\$56,220	\$55,550	10	Merit	4.5			N	40
West Virginia	Tax & Revenue Auditor III	=	\$31,200	\$57,720	\$34,790	32	Merit				N	37.5
Wisconsin	Revenue Auditor V	=	\$48,114	\$105,851	\$55,305	<5	Broadband				Y	40
Wyoming	Financial/Statistical Spec III A	=	\$32,952	\$45,900	\$44,137	38	Market Based				N	40

Summary:	Mean	\$41,201	\$62,705	\$52,004
	Median	\$39,342	\$60,759	\$49,685
	Weighted Mean	----	-----	\$52,894

BIOLOGIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Biologist II		\$34,928	\$52,915	\$43,378	26	Step	Varies			N	40
Alaska	Fishery Biologist II	=	\$40,248	\$81,144	\$48,901	108	Merit	19		Location	Y	37.5
Arizona	Wildlife Specialist II	=	\$32,878	\$52,346	\$41,109	28	Merit				N	40
Arkansas	Biologist I	=	\$25,142	\$47,581	\$29,667	9	Grade Banded				N	40
California	Assoc Agricultural Biologist C		\$54,312	\$65,448							Y	40
Colorado	Wildlife Manager III		\$41,640	\$63,732			Performance					40
Connecticut	Env Protect Wildlife Bio I	+	\$45,305	\$62,531	\$60,261	<5	Step	12		Longevity	Y	35
Delaware	Environmental Scientist	=	\$35,934	\$53,902	\$38,165	19	Merit				N	37.5
Dist. of Columbia	Biologist X01 - 11/12	=	\$47,496	\$73,373	\$59,075	<5	Step	14			Y	40
Florida	Biological Scientists III	+	\$32,723	\$84,213	\$47,247	61	Broadband				V	40
Georgia	Wildlife Biologist II	+	\$45,903	\$80,546	\$49,038	18	Performance				N	40
Hawaii	Wildlife Bio IV/Aquatic Bio IV	=	\$40,716	\$57,996	\$52,023	22	Negotiated				Y	40
Idaho	Biologist, Fishery Res Senior		\$37,731	\$62,483			Performance					40
Illinois	Natural Resources Specialist	=	\$39,636	\$58,560	\$55,749	86	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Biologist III	=	\$29,172	\$42,276	\$31,360	12	Gen Sal Adjust				N	37.5
Iowa	Natural Resource Biologist	=	\$39,146	\$57,034	\$53,359	72	Step	9			Y	40
Kansas	Environmental Scientist II	=	\$43,170	\$56,888	\$46,081	105	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Wildlife Biologist II	=	\$30,233	\$50,263	\$33,300	14	Merit				N	37.5
Louisiana	Biologist III	=	\$32,244	\$58,092	\$37,320	59	Merit				N	40
Maine	Biologist I	=	\$32,406	\$44,408	\$41,746	45	Prog Step	8	5.5%	Recr/Ret	Y	40
Maryland	Natural Resource Biologist III	=	\$36,195	\$55,723	\$46,270	35	Prog Step	18			Y	40
Massachusetts	Aquatic Biologist I	=	\$37,649	\$49,802	\$42,428	17	Step	11			Y	37.5
Michigan	Fisheries Biologist-E	=	\$39,338	\$55,353	\$51,845	20	Step	5			Y	40
Minnesota	Biologist Intermediate	=	\$33,721	\$48,984			Prog Step	11			Y	40
Mississippi	DWFP - Consv Biologist	=	\$27,011	\$47,269	\$27,911	<5	Variable	Varies			N	40

Missouri	Fisheries Mgmt Biologist	=	\$33,024	\$58,764	\$40,814	48	Step				N	40	
Montana	Fish & Wildlife Biologist VI	=	\$30,544	\$68,395	\$42,869	97	Varies				V	40	
Nebraska	Game/Parks Fish/Wildlife Bio II	=	\$32,021	\$46,376	\$36,474	34					Y	40	
Nevada	Biologist III	=	\$37,584	\$61,345	\$55,961	40	Step	9			Longevity	N	40
New Hampshire	Biologist I	=	\$33,014	\$44,733			Step	11	Cash		Longevity	Y	37.5
New Jersey	Assistant Biologist	=	\$38,541	\$52,655	\$45,598	<5	Step	8.5				Y	35+
New Mexico	Zoologist & Wildlife Biol. Oper'l	+	\$27,666	\$49,182	\$34,228	8	Merit					N	40
New York	Biologist I	=	\$43,023	\$53,547	\$50,993	118	Step	7				Y	37.5
North Carolina	Wildlife Fisheries Biologist I	=	\$30,045	\$45,462	\$37,281	30	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Biologist II	=	\$32,736	\$54,552	\$46,026	30	Open Range					N	40
Ohio	Biologist	-	\$30,846	\$37,481			Step	6				Y	40
Oklahoma	No Match												
Oregon	Natural Resource Spec II	=	\$34,152	\$47,436	\$41,856		Step	8				Y	40
Pennsylvania	Wildlife Biologist II	-	\$41,039	\$62,363	\$47,979	11	Prog Step	20	2.25%		Cash/Max	Y	40
Rhode Island	Biologist	=	\$35,310	\$40,075	\$40,075	<5	Step	3.5				Y	35
South Carolina	Wildlife Biologist II	=	\$28,255	\$52,278	\$40,186	30	Performance					N	37.5
South Dakota	Wildlife Biologist		\$32,515	\$48,772									40
Tennessee	Wildlife Biologist II	=	\$34,020	\$52,836	\$49,107	18						N	37.5
Texas	Natural Resource Spec III	=	\$34,308	\$48,709	\$36,203	144	Merit					N	40
Utah	Wildlife Biologist II	=	\$31,346	\$49,733	\$37,152	69	Merit					N	40
Vermont	Fish & Wildlife Scientist II	+	\$38,896	\$60,757	\$45,667	8	Prog Step	24.5			Merit	Y	40
Virginia	Scientist II	=	\$37,869	\$77,720	\$50,583	<5	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Fish & Wildlife Biologist II	=	\$36,048	\$46,152	\$44,927	89	Merit	4.5			Assign Pay	N	40
West Virginia	Wildlife Biologist I	=	\$25,452	\$47,088	\$34,338	15	Merit					N	37.5
Wisconsin	Wildlife Biologist Senior	=	\$41,136	\$86,387	\$43,853	42	Broadband					Y	40
Wyoming	Wildlife/Fish Spec Biologist	=	\$29,364	\$41,496	\$35,647	16	Market Based					N	40

Summary:	Mean	\$35,673	\$55,943	\$43,583
	Median	\$34,618	\$53,231	\$43,378
	Weighted Mean	----	-----	\$44,525

CHEMIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$31,642	\$48,004	\$42,201	25	Step	Varies			N	40
Alaska	Chemist II	=	\$40,248	\$57,780			Merit	19			Y	37.5
Arizona	Public Health Scientist II	=	\$34,092	\$57,772	\$36,009	15	Merit				N	40
Arkansas	Chemist I	=	\$31,586	\$36,147	\$33,429	6	Grade Banded				N	40
California	Chemist, C		\$51,132	\$61,320								
Colorado	Phy Sci Res/Scientist II		\$51,372	\$78,564			Performance					40
Connecticut	Chemist II	=	\$42,021	\$55,813	\$57,127	32	Step	11		Longevity	Y	35
Delaware	Analytical Chemist II	=	\$35,934	\$53,902	\$42,251	12	Merit				N	37.5
Dist. of Columbia	Chemist X01 - 9	=	\$39,421	\$61,239	\$50,937	<5	Step	14			Y	40
Florida	Chemists I	=	\$23,182	\$59,659	\$30,234	16	Broadband				V	40
Georgia	Chem Lab Scientist I	=	\$25,895	\$45,453	\$32,249	<5	Performance				N	40
Hawaii	Chemist III	=	\$37,632	\$53,628	\$44,358	15	Negotiated				Y	40
Idaho	Chemist, Senior		\$29,244	\$48,422			Performance					40
Illinois	Chemist II	+	\$41,712	\$62,196	\$57,827	30	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Chemist III	=	\$30,466	\$49,400	\$35,073	13	Recruit Diff				N	37.5
Iowa	Chemist	=	\$37,378	\$54,205	\$51,469	11	Step	9			Y	40
Kansas	Chemist I	=	\$32,469	\$42,432	\$36,228	<5	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Chemist II	=	\$30,233	\$50,263	\$33,996	<5	Merit				N	37.5
Louisiana	Professional Chemist II	=	\$28,164	\$50,736	\$39,132	<5	Merit				N	40
Maine	Chemist I	=	\$29,723	\$40,310	\$35,592	7	Prog Step	8	10%	Recr/Ret	Y	40
Maryland	Chemist II	=	\$33,970	\$52,224	\$43,426	6	Prog Step	18			Y	40
Massachusetts	Chemist I	=	\$38,022	\$50,295	\$40,502	27	Step	11			Y	37.5
Michigan	Lab Scientist-E (P11)	=	\$39,338	\$55,353	\$53,156	30	Step	5			Y	40
Minnesota	Chemist II	=	\$33,721	\$48,984	\$44,454	6	Prog Step	11			Y	40
Mississippi	Chemist II	=	\$28,156	\$49,274			Variable	Varies			N	40

Missouri	Chemist II	=	\$30,288	\$42,756	\$31,392	<5	Step				N	40
Montana	Chemist VI	=	\$30,544	\$68,395	\$40,082	7	Varies				V	40
Nebraska	Chemist II	=	\$32,822	\$47,536	\$37,694	9					Y	40
Nevada	Chemist III	=	\$36,018	\$58,673	\$49,274	6	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Chemist	=	\$38,541	\$52,655	\$41,239	17	Step	8.5			Y	35
New Mexico	Chemist - Operational	=	\$27,666	\$49,182	\$35,250	23	Merit				N	40
New York	Chemist	=	\$34,396	\$43,923	\$43,923	<5	Step	7			Y	37.5
North Carolina	Chemist I	=	\$36,521	\$56,911	\$42,085	49	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Chemist II	=	\$29,508	\$49,176	\$36,029	5	Open Range				N	40
Ohio	Chemist I	-	\$32,468	\$41,038			Step	8			Y	40
Oklahoma	Clinical Laboratory Scientist II	=	\$27,893	\$46,488			Pay Band			Longevity	N	40
Oregon	Chemist II	=	\$35,820	\$49,752	\$46,824	15	Step	8			Y	40
Pennsylvania	Chemist I	-	\$33,702	\$51,208	\$36,766	20	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Chemist	=	\$36,412	\$41,648	\$41,648	<5	Step	3.5			Y	35
South Carolina	Chemist I	=	\$28,255	\$52,278	\$32,413	32	Performance				N	37.5
South Dakota	Chemist		\$26,575	\$39,863								40
Tennessee	Chemist II	=	\$30,612	\$48,984	\$38,015	22					N	37.5
Texas	Chemist III	=	\$34,308	\$48,709	\$36,388	20	Merit				N	40
Utah	Chemist/Microbiologist II	=	\$37,898	\$56,950	\$41,666	13	Merit				N	40
Vermont	PH Chemist III	=	\$36,733	\$57,346	\$44,911	5	Prog Step	24.5		Merit	Y	40
Virginia	Scientist I	=	\$28,987	\$59,492	\$39,793	5	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Chemist II	=	\$37,884	\$48,492	\$47,493	16	Merit	4.5			N	40
West Virginia	Chemist II	=	\$27,252	\$50,400	\$34,197	11	Merit				N	37.5
Wisconsin	Chemist Senior	=	\$41,136	\$86,387	\$43,474	55	Broadband				Y	40
Wyoming	Laboratory Scientist II	=	\$36,336	\$48,888	\$42,625	14	Market Based				N	40

Summary:

Mean	\$34,107	\$52,410	\$41,020
Median	\$33,846	\$50,348	\$40,871
Weighted Mean	----	-----	\$42,368

CHEMIST SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Chemist III		\$38,529	\$58,401	\$54,780	13	Step	Varies			N	40
Alaska	Chemist IV	=	\$53,064	\$75,432	\$60,600	<5	Merit	19			Y	37.5
Arizona	Public Health Scientist III	=	\$40,330	\$68,274	\$46,759	9	Merit				N	40
Arkansas	Chemist Supervisor	=	\$36,400	\$64,729	\$52,196	6	Grade Banded				N	40
California	Staff Chemist		\$55,992	\$67,176								
Colorado	Phy Sci Res/Scientist III		\$59,436	\$90,936			Performance					40
Connecticut	Principal Chemist	+	\$49,725	\$67,332	\$64,322	7	Step	11		Longevity	Y	35
Delaware	Analytical Chemist III	=	\$41,139	\$61,709	\$49,291	16	Merit				N	37.5
Dist. of Columbia	Chemist X01 - 12	=	\$56,948	\$73,373	\$73,373	<5	Step	14			Y	40
Florida	Chemists II	=	\$30,022	\$77,261	\$37,976	94	Broadband				V	40
Georgia	Chem Lab Scientist II	=	\$28,543	\$49,908	\$31,355	6	Performance				N	40
Hawaii	Chemsit IV	=	\$40,716	\$57,996	\$46,301	7	Negotiated				Y	40
Idaho	Chemist, Principal		\$31,720	\$52,520			Performance					40
Illinois	Chemist III	=	\$46,500	\$68,852	\$66,096	6	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Chemist II	=	\$34,788	\$56,628	\$40,598	25	Recruit Diff				N	37.5
Iowa	No Match											
Kansas	Chemist II	=	\$35,779	\$46,779	\$38,963	17	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Chemist III	=	\$33,255	\$54,858	\$48,372	15	Merit				N	37.5
Louisiana	Professional Chemist III	=	\$32,244	\$58,092	\$41,904	<5	Merit				N	40
Maine	Chemist II	=	\$34,195	\$46,571	\$45,282	16	Prog Step	8	10%	Recr/Ret	Y	40
Maryland	Chemist III	=	\$36,195	\$55,723	\$47,917	8	Prog Step	18			Y	40
Massachusetts	Chemist III	=	\$45,959	\$61,520	\$57,424	34	Step	11			Y	37.5
Michigan	Lab Scientist-A (12)	=	\$41,280	\$60,197	\$59,973	44	Step	5			Y	40
Minnesota	Analytical Laboratory Spec	=	\$37,104	\$54,455	\$50,697	8	Prog Step	11			Y	40
Mississippi	Chemist III	=	\$31,832	\$55,707	\$34,199	16	Variable	Varies			N	40

Missouri	Chemist III	=	\$33,792	\$48,300	\$37,059	19	Step				N	40
Montana	Chemist XVI	=	\$35,282	\$50,783	\$44,824	<5	Varies				V	40
Nebraska	Chemist III	=	\$37,006	\$53,595	\$45,272	8					V	40
Nevada	Chemist IV	=	\$39,254	\$64,185	\$56,042	<5	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Senior Chemist	=	\$44,107	\$60,458	\$60,117	6	Step	8.5			Y	35
New Mexico	Chemist - Advanced	=	\$30,549	\$54,311	\$43,480	8	Merit				N	40
New York	Associate Chemist	=	\$55,928	\$68,866	\$68,866	<5	Step	7			Y	37.5
North Carolina	Chemist III	=	\$43,157	\$68,344	\$57,677	21	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Chemist III	=	\$32,736	\$54,552	\$42,744	<5	Open Range				N	40
Ohio	Chemist III	-	\$37,481	\$49,545	\$44,222	8	Step	8			Y	40
Oklahoma	Clinical Laboratory Scientist III	=	\$30,681	\$51,135			Pay Band			Longevity	N	40
Oregon	Chemist III	=	\$39,264	\$54,792	\$50,724	13	Step	8			Y	40
Pennsylvania	Chemist II	-	\$38,475	\$58,465	\$46,347	54	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Senior Chemist	=	\$40,215	\$46,447			Step	3.5			Y	35
South Carolina	Chemist III	=	\$41,835	\$77,397	\$53,065	20	Performance				N	37.5
South Dakota	Senior Chemist		\$32,515	\$48,772								40
Tennessee	Chemist IV	=	\$37,896	\$60,636	\$50,709	6					N	37.5
Texas	Chemist V	=	\$43,905	\$66,743	\$48,403	42	Merit				N	40
Utah	Chemist/Microbiologist III	=	\$42,266	\$63,461	\$47,297	21	Merit				N	V
Vermont	PH Chemist IV	=	\$38,896	\$60,757	\$43,188	<5	Prog Step	24.5		Merit	Y	40
Virginia	Scientist II	=	\$37,869	\$77,720	\$47,404	11	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Chemist III	+	\$43,956	\$56,220	\$56,112	25	Merit	4.5			N	40
West Virginia	Chemist III	=	\$29,160	\$53,952	\$38,736	5	Merit				N	37.5
Wisconsin	Chemist Advanced	=	\$41,136	\$86,387	\$48,686	39	Broadband				Y	40
Wyoming	Laboratory Scientist I	=	\$42,864	\$57,696	\$50,584	6	Market Based				N	40

Summary:	Mean	\$39,631	\$60,774	\$49,533
	Median	\$38,529	\$58,401	\$48,372
	Weighted Mean	----	-----	\$47,791

FORENSIC SCIENTIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$34,928	\$61,430	\$44,992	41	Step	Varies			N	40
Alaska	Criminalist II	=	\$43,500	\$62,292	\$43,500	<5	Merit	19			Y	37.5
Arizona	No Match											
Arkansas	Forensic Specialist, Biologist	=	\$32,382	\$53,556	\$37,043	23	Grade Banded				N	40
California	Foren Scientist, Toxicology II		\$50,496	\$60,984							Y	40
Colorado	Criminal Investigator I		\$52,008	\$75,384			Performance					40
Connecticut	Criminalist	=	\$51,770	\$70,242	\$60,137	26	Step	11		Longevity	Y	40
Delaware	Analytical Chemist II	=	\$38,180	\$53,902			Merit				N	37.5
Dist. of Columbia	No Match											
Florida	Forensic Sci Technicians IV	=	\$32,723	\$84,213	\$61,665	104	Broadband				V	40
Georgia	Crime Lab Scientist II	=	\$37,901	\$66,426	\$39,201	17	Performance				N	40
Hawaii	No Match											
Idaho	ISP Forensic Scientist II		\$31,720	\$52,520			Performance					40
Illinois	Forensic Scientist II	=	\$44,052	\$65,784	\$48,813	48	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Forensic Scientist I	=	\$43,004	\$68,042	\$53,970	13	Recruit Diff				N	37.5
Iowa	Criminalist	=	\$46,550	\$68,869	\$60,959	40	Step	9			Y	40
Kansas	Forensic Scientist II	=	\$43,170	\$56,888	\$48,152	<5	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Forensic Scientist Spec II	=	\$40,238	\$66,376	\$45,096	24	Merit				N	37.5
Louisiana	Crime Lab Analyst III	=	\$32,244	\$58,092	\$47,928	12	Merit				N	40
Maine	Forensic Chemist I	-	\$32,406	\$44,408	\$40,241	<5	Prog Step	8	10%	Recr/Ret	Y	40
Maryland	Forensic Chemist II	=	\$43,854	\$67,776	\$58,535	20	Prog Step	18			Y	40
Massachusetts	No Match											
Michigan	Forensic Scientist-E (11)	=	\$39,985	\$56,439	\$46,354	<5	Step	5			Y	40
Minnesota	Forensic Scientist II	=	\$41,113	\$60,656	\$49,924	37	Prog Step	11			Y	40
Mississippi	DPS - Forensic Scientist II	=	\$35,622	\$62,339	\$35,751	7	Variable	Varies			N	40

Missouri	No Match											
Montana	Forensic Scientist XVII	=	\$38,770	\$56,026	\$48,693	16	Varies				V	40
Nebraska	State Patrol Forensic Scientist	=	\$34,425	\$49,857	\$38,967	16					Y	40
Nevada	No Match											
New Hampshire	Criminalist II		\$37,499	\$51,051			Step	11	Cash	Longevity	Y	40
New Jersey	Forensic Scientist I	=	\$50,549	\$69,484	\$57,862	78	Step	8.5			Y	35+
New Mexico	Forensic Sci Tech - Oper'l	=	\$38,180	\$67,879	\$50,423	15	Merit				N	40
New York	State Police For Scientist I	=	\$34,396	\$43,923	\$44,527	<5	Step	7			Y	37.5
North Carolina	Forens. Molecular Geneticist I	=	\$36,521	\$56,911	\$39,228	19	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Forensic Scientist II	=	\$29,508	\$49,176	\$30,838	5	Open Range				N	40
Ohio	No Match											
Oklahoma	No Match											
Oregon	Forensic Scientist I	=	\$43,746	\$64,116	\$51,264	30	Step	10			Y	40
Pennsylvania	Forensic Scientist II	-	\$43,893	\$66,700	\$49,852	61	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Forensic Scientist	=	\$43,146	\$48,325	\$48,325	<5	Step	2.5			Y	35
South Carolina	Forensic Technician III	-	\$28,255	\$52,278	\$38,878	<5	Performance				N	37.5
South Dakota	Forensic Chemist		\$36,193	\$54,290								40
Tennessee	TBI Spec Agent Forensic Sci II	=	\$38,868	\$60,240	\$55,194	59					N	37.5
Texas	Forensic Scientist III	=	\$41,296	\$62,774	\$46,677	42	Merit				N	40
Utah	Criminalist II	=	\$35,901	\$53,934	\$38,542	10	Merit				N	40
Vermont	Forensic Chemist III	-	\$43,742	\$68,536	\$51,386	6	Prog Step	24.5		Merit	Y	40
Virginia	Forensic Sci Spec III/F Sci II	=	\$37,869	\$77,720	\$62,025	40	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Forensic Scientist III	=	\$48,492	\$62,100	\$59,333	67	Merit	4.5			N	40
West Virginia	Forensic Analyst III	=	\$30,036	\$53,952	\$48,720	<5	Merit				N	37.5
Wisconsin	DNA Analyst Senior	=	\$41,136	\$86,387	\$46,130	20	Broadband				Y	40
Wyoming	Forensic Evidence Tech	=	\$30,828	\$38,928	\$32,872	6	Market Based				N	40

Summary:

Mean	\$39,328	\$60,726	\$47,622
Median	\$38,770	\$60,984	\$48,152
Weighted Mean	----	-----	\$52,401

GEOLOGIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$38,529	\$58,401	\$52,509	37	Step	Varies			N	40
Alaska	Geologist II	=	\$40,248	\$60,096	\$41,585	7	Merit	19		Location	Y	37.5
Arizona	Geologist I	=	\$29,324	\$45,334			Merit				N	40
Arkansas	Geologist	=	\$26,824	\$34,405	\$31,490	<5	Grade Banded				N	40
California	Associate Geologist		\$55,620	\$67,044							Y	40
Colorado	Phy Sci Res/Scientist II		\$51,372	\$78,564			Performance					40
Connecticut	No Match											
Delaware	No Match											
Dist. of Columbia	No Match											
Florida	Geoscientists II	=	\$30,022	\$77,261	\$36,313	<5	Broadband				Y	40
Georgia	Geologist II	=	\$41,809	\$73,324	\$45,687	16	Performance				N	40
Hawaii	Geologist I	=	\$45,840	\$65,256	\$55,764	<5	Negotiated				Y	40
Idaho	Geologist, Eng Assistant		\$31,720	\$52,520			Performance					40
Illinois	No Match											
Indiana	Geologist III	-	\$33,384	\$49,790	\$35,687	5	Recruit Diff				N	37.5
Iowa	Geologist II	=	\$39,146	\$57,034	\$48,415	8	Step	9			Y	40
Kansas	Professional Geologist II	=	\$43,170	\$56,888	\$46,723	26	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Geologist II	=	\$30,233	\$50,263	\$33,840	<5	Merit				N	37.5
Louisiana	Geologist II	=	\$34,512	\$62,172	\$45,912	22	Merit				N	40
Maine	Geologist	=	\$32,406	\$44,408	\$44,408	<5	Prog Step	8			Y	40
Maryland	Geologist II General	=	\$31,888	\$48,944	\$36,527	<5	Prog Step	18			Y	40
Massachusetts	Geologist	=	\$47,760	\$63,637	\$63,118	<5	Step	11			Y	37.5
Michigan	Geologist-E (P11)	=	\$39,338	\$55,353	\$51,847	9	Step	5			Y	40
Minnesota	Geologist	=	\$34,765	\$50,676	\$35,955	<5	Prog Step	11			Y	40
Mississippi	Geologist I	=	\$36,651	\$64,140			Variable	Varies			N	40

Missouri	Geologist II	=	\$35,076	\$51,372	\$39,394	16	Step				N	40
Montana	Geologist VI	=	\$30,544	\$68,395			Varies				V	40
Nebraska	No Match											
Nevada	No Match											
New Hampshire	Hydrogeologist II		\$35,900	\$48,867			Step	11	Cash	Longevity	Y	37.5
New Jersey	Assistant Geologist	=	\$38,541	\$52,655	\$48,719	13	Step	8.5			Y	35+
New Mexico	Geoscientist, Ex. Hydro-Oper'l	-	\$34,056	\$60,543	\$45,646	31	Merit				N	40
New York	Engineering Geologist I	=	\$47,759	\$59,182	\$52,426	29	Step	7			Y	37.5
North Carolina	Geologist I	=	\$36,924	\$52,065	\$37,382	<5	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Geologist II	=	\$36,276	\$60,468			Open Range				N	40
Ohio	Geologist II	=	\$37,481	\$49,545	\$39,228	<5	Step	7			Y	40
Oklahoma	No Match											
Oregon	Geologist II	=	\$35,064	\$50,196	\$44,496	12	Step	8			Y	40
Pennsylvania	Geologic Scientist DCNR	=	\$38,475	\$58,465	\$49,526	7	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Geographic Info Sys Spec I	=	\$40,118	\$46,675			Step	3.5			Y	35
South Carolina	Geologist/Hydrologist I	=	\$28,255	\$52,278	\$32,537	13	Performance				N	37.5
South Dakota	Geologist		\$32,820	\$49,230								40
Tennessee	Geologist II	=	\$29,340	\$46,944	\$32,044	<5					N	37.5
Texas	Geologist II	=	\$38,825	\$59,005	\$42,099	26	Merit				N	40
Utah	Geologist	=	\$40,019	\$60,112	\$43,058	9	Merit				N	40
Vermont	Environmental Scientist II	=	\$32,926	\$51,189	\$36,208	<5	Prog Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	Geologist II	=	\$38,808	\$49,692			Merit	4.5			N	40
West Virginia	Geologist II	=	\$27,252	\$50,400	\$39,859	14	Merit				N	37.5
Wisconsin	Hydrogeologist Senior	=	\$41,136	\$86,387	\$45,513	71	Broadband				Y	40
Wyoming	Geological Analyst, Senior	=	\$42,408	\$59,292	\$46,663	5	Market Based				N	40

Summary:

Mean	\$37,036	\$56,709	\$43,143
Median	\$36,651	\$55,353	\$43,733
Weighted Mean	----	-----	\$45,326

GEOLOGIST SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Geologist III		\$42,458	\$64,623	\$64,623	<5	Step	Varies			N	40
Alaska	Geologist IV	=	\$53,064	\$79,920	\$67,452	9	Merit	19		Location	Y	37.5
Arizona	Geologist II	=	\$37,615	\$57,772	\$40,815	<5	Merit				N	40
Arkansas	Senior Geologist	=	\$30,340	\$39,010	\$39,010	<5	Grade Banded				N	40
California	Senior Geologist (Specialist)		\$63,000	\$76,008							Y	40
Colorado	Phy Sci Res/Scientist III		\$59,436	\$90,936			Performance					40
Connecticut	No Match											
Delaware	No Match											
Dist. of Columbia	No Match											
Florida	Geoscientists IV	=	\$42,378	\$109,061	\$59,611	14	Broadband				V	40
Georgia	Geologist III	=	\$45,903	\$80,546	\$52,228	32	Performance				N	40
Hawaii	No Match											
Idaho	Geologist, Engineering		\$37,731	\$62,483			Performance					40
Illinois	No Match											
Indiana	Geologist II	-	\$38,090	\$57,096	\$45,857	28	Recruit Diff				N	37.5
Iowa	Geologist III	=	\$44,366	\$65,707	\$62,018	22	Step	9			Y	40
Kansas	Professional Geologist III	=	\$47,965	\$62,691	\$52,903	28	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Geologist III	=	\$33,255	\$54,858	\$38,676	26	Merit				N	37.5
Louisiana	Geologist III	=	\$39,504	\$71,184	\$54,360	29	Merit				N	40
Maine	Senior Geologist	=	\$36,816	\$50,773	\$48,734	9	Prog Step	8			Y	40
Maryland	Geologist IV General	=	\$41,126	\$63,485	\$56,052	17	Prog Step	18			Y	40
Massachusetts	No Match											
Michigan	Geologist-A (12)	=	\$41,280	\$60,197	\$59,799	61	Step	5			N	40
Minnesota	No Match											
Mississippi	Geologist IV	=	\$47,821	\$83,686	\$53,695	<5	Variable	Varies			N	40

Missouri	Geologist III	=	\$37,812	\$55,848	\$43,997	7	Step				N	40
Montana	Geologist VII	=	\$36,667	\$83,116			Varies				V	40
Nebraska	No Match											
Nevada	No Match											
New Hampshire	Hydrogeologist IV		\$48,867	\$67,431			Step	11	Cash	Longevity	Y	37.5
New Jersey	Senior Geologist	=	\$44,107	\$60,458	\$56,643	15	Step	8.5			Y	35+
New Mexico	Geoscientist, Ex. Hydro - Adv	-	\$38,180	\$67,879	\$52,451	21	Merit				N	40
New York	Engineering Geologist II	=	\$58,949	\$72,385	\$70,874	61	Step	7			Y	37.5
North Carolina	Geologist II	-	\$41,545	\$59,557	\$44,299	<5	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Geologist III	=	\$39,444	\$65,736	\$50,633	<5	Open Range				N	40
Ohio	Geologist IV	=	\$44,990	\$66,040	\$65,530	29	Step	9			Y	40
Oklahoma	No Match											
Oregon	Geologist III	=	\$40,668	\$58,284	\$54,072	8	Step	8			Y	40
Pennsylvania	Licensed Prof Geologist	=	\$43,893	\$66,700	\$57,152	111	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Geographic Info Sys Spec II	=	\$44,718	\$50,212	\$48,400	<5	Step	2.5			Y	35
South Carolina	Geologist/Hydrologist III	=	\$41,835	\$77,397	\$50,697	42	Performance				N	37.5
South Dakota	Senior Geologist		\$36,426	\$54,640								40
Tennessee	Geologist III	=	\$31,944	\$51,108	\$39,171	36					N	37.5
Texas	Geologist III	=	\$43,905	\$66,743	\$53,064	61	Merit				N	40
Utah	Senior Geologist	=	\$49,733	\$74,693	\$57,111	14	Merit				N	40
Vermont	Environmental Scientist IV	=	\$38,896	\$60,757	\$50,033	14	Prog Step	24.5			Y	40
Virginia	Scientist II	=	\$37,869	\$77,720	\$61,558	7	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Geologist III	=	\$42,852	\$54,840			Merit	4.5			N	40
West Virginia	Geologist III	=	\$29,160	\$53,952	\$41,848	17	Merit				N	37.5
Wisconsin	Hydrogeologist Advanced	=	\$41,136	\$86,387	\$52,768	35	Broadband				Y	40
Wyoming	Geological Project Analyst	=	\$44,916	\$61,524	\$52,867	7	Market Based				N	40

Summary:

Mean	\$42,455	\$66,425	\$52,912
Median	\$41,545	\$64,623	\$52,885
Weighted Mean	----	-----	\$54,713

ECONOMIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	No Match											
Alaska	Economist II	=	\$46,356	\$67,308	\$49,892	6	Merit	19			Y	37.5
Arizona	Economist II	=	\$37,200	\$57,772	\$40,003	6	Merit				N	40
Arkansas	No Match											
California	Associate Ag Economist		\$49,332	\$59,964								
Colorado	General Professional III		\$39,672	\$60,684			Performance					40
Connecticut	Economist	=	\$51,025	\$64,109	\$55,387	<5	Step	8		Longevity	Y	40
Delaware	Economic/Fiscal Analyst	=	\$47,102	\$70,652	\$56,397	<5	Merit				N	37.5
Dist. of Columbia	Financial Econ DS - 14/15	=	\$67,709	\$87,248	\$82,906	<5	Step	14			Y	40
Florida	Economists II	+	\$27,542	\$70,881	\$36,186	<5	Broadband				Y	40
Georgia	No Match											
Hawaii	No Match											
Idaho	Economist		\$44,200	\$73,112			Performance					40
Illinois	Research Economist I	=	\$39,636	\$58,560	\$55,900	5	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	No Match											
Iowa	No Match											
Kansas	No Match											
Kentucky	Economist II	=	\$40,238	\$66,376	\$60,228	<5	Merit				N	37.5
Louisiana	Economist III	=	\$41,544	\$74,424	\$52,512	7	Merit				N	40
Maine	Economic Research Analyst	=	\$27,435	\$36,754	\$31,304	7	Prog Step	8			Y	40
Maryland	No Match											
Massachusetts	Economist	=	\$37,409	\$54,050			Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	Economic Analyst-E (P11)	=	\$36,498	\$53,202	\$50,530	6	Step	5			N	40
Minnesota	No Match											
Mississippi	Economist	=	\$40,083	\$70,146			Variable	Varies			N	40

Missouri	Economist	=	\$46,356	\$66,228	\$49,320	<5	Step				N	40	
Montana	Economist VI	=	\$30,544	\$68,395	\$43,451	<5	Varies				V	40	
Nebraska	Economist	=	\$35,344	\$51,189	\$35,343	<5					Y	40	
Nevada	Economist II	=	\$39,254	\$64,185	\$54,924	9	Step	9			Longevity	N	40
New Hampshire	Economist I		\$37,499	\$51,051			Step	11	Cash		Longevity	Y	37.5
New Jersey	Research Economist III	+	\$50,549	\$69,484	\$69,484	<5	Step	8.5				Y	35+
New Mexico	Economist - Operational	-	\$38,180	\$67,879	\$45,623	10	Merit					N	40
New York	Senior Economist	=	\$43,023	\$53,547	\$49,993	13	Step	7				Y	37.5
North Carolina	Economist I	=	\$41,366	\$65,282	\$48,410	6	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	No Match												
Ohio	Economist	=	\$37,481	\$49,545			Step	6				Y	40
Oklahoma	No Match												
Oregon	Economist II	=	\$39,264	\$54,792	\$49,188	10	Step	8				Y	40
Pennsylvania	No Match												
Rhode Island	Budget Analyst I/Economist	=	\$44,850	\$50,637			Step	2.5				Y	35
South Carolina	Economist	=	\$41,835	\$77,397			Performance					N	37.5
South Dakota	Economic Analyst		\$26,575	\$39,863									40
Tennessee	Economic Research Analyst	=	\$25,920	\$41,472	\$36,798	<5						N	37.5
Texas	Economist II	=	\$36,504	\$55,499	\$42,961	18	Merit					N	40
Utah	Research Consultant I	-	\$35,901	\$60,112	\$43,506	26	Merit					N	V
Vermont	No Match												
Virginia	Policy Planning Specialist II	=	\$37,869	\$77,720	\$49,809	10	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Economic Analyst II	=	\$41,808	\$53,520	\$51,132	14	Merit	4.5				N	40
West Virginia	Tax Analyst I	=	\$31,200	\$57,720	\$37,326	<5	Merit					N	37.5
Wisconsin	Economist V	=	\$42,111	\$64,333	\$53,019	<5	Traditional					Y	40
Wyoming	Financial/Statistical Spec II D	=	\$43,908	\$57,672	\$52,212	16	Market Based					N	40

Summary:	Mean	\$40,008	\$61,125	\$49,419
	Median	\$39,654	\$60,398	\$49,851
	Weighted Mean	----	-----	\$48,259

Missouri	Chief Utility Economist	=	\$50,340	\$72,252	\$59,824	<5	Step				N	40
Montana	Economist VII	=	\$36,667	\$83,116	\$47,112	<5	Varies				V	40
Nebraska	No Match											
Nevada	Economist III	=	\$42,783	\$70,303	\$67,218	<5	Step	9		Longevity	N	40
New Hampshire	Economist II		\$40,970	\$55,751			Step	11	Cash	Longevity	Y	37.5
New Jersey	Research Economist I	+	\$63,626	\$87,779	\$86,485	7	Step	8.5			Y	35+
New Mexico	Economist - Advanced	-	\$43,064	\$76,556	\$48,936	29	Merit				N	40
New York	Associate Economist	=	\$55,928	\$68,866	\$66,833	20	Step	7			Y	37.5
North Carolina	Economist III	=	\$49,428	\$78,499	\$65,096	<5	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	No Match											
Ohio	No Match											
Oklahoma	No Match											
Oregon	Economist IV	=	\$52,536	\$73,608	\$63,432	8	Step	8			Y	40
Pennsylvania	No Match											
Rhode Island	No Match											
South Carolina												
South Dakota	Economist		\$29,357	\$44,035								40
Tennessee	Econ Research Analyst Supv	=	\$29,340	\$46,944							N	37.5
Texas	Economist III	=	\$41,296	\$62,774	\$54,232	<5	Merit				N	40
Utah	Research Consultant II	-	\$43,430	\$70,762	\$52,608	36	Merit				N	V
Vermont	No Match											
Virginia	Policy Planning Specialist II	=	\$37,869	\$77,720	\$57,626	8	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Economic Analyst III	=	\$48,492	\$62,100	\$58,173	10	Merit	4.5			N	40
West Virginia	Tax Analyst II	=	\$33,396	\$61,788	\$40,570	<5	Merit				N	37.5
Wisconsin	Economist VI	=	\$45,548	\$70,052			Traditional				Y	40
Wyoming	Financial/Statistical Spec I D	=	\$49,176	\$64,596	\$58,927	<5	Market Based				N	40

Summary:	Mean	\$46,820	\$72,359	\$61,266
	Median	\$45,545	\$72,054	\$59,936
	Weighted Mean	----	-----	\$58,928

LIBRARIAN

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Librarian, Senior		\$30,139	\$50,396	\$48,004	<5	Step	Varies			N	40
Alaska	Librarian II	=	\$46,356	\$67,308	\$53,007	<5	Merit	19			Y	37.5
Arizona	Librarian II	=	\$36,013	\$52,346	\$37,709	27	Merit				N	40
Arkansas	Librarian I	=	\$24,060	\$39,335	\$28,746	9	Grade Banded				N	40
California	Senior Librarian		\$51,144	\$62,136							Y	40
Colorado	General Professional III		\$39,672	\$60,684			Performance					40
Connecticut	Librarian	=	\$51,025	\$64,109	\$63,260	11	Step	8		Longevity	Y	40
Delaware	Senior Librarian	=	\$35,934	\$53,902	\$41,193	5	Merit				N	37.5
Dist. of Columbia	Librarian Grade 11 X01	=	\$47,496	\$61,239	\$56,125	43	Step	14			Y	40
Florida	Librarians II	=	\$27,542	\$70,881	\$35,087	37	Broadband				V	40
Georgia	Librarian II	=	\$28,543	\$49,908	\$44,897	14	Performance				N	40
Hawaii	Librarian III	=	\$37,632	\$53,628	\$42,478	85	Negotiated				Y	40
Idaho	Librarian		\$31,720	\$52,520			Performance					40
Illinois	Librarian I	=	\$36,108	\$53,620	\$47,944	23	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Librarian IV	=	\$25,896	\$38,588	\$32,287	12	Gen Sal Adjust				N	37.5
Iowa	Librarian II	=	\$37,378	\$55,286	\$52,903	12	Merit				N	40
Kansas	Librarian II	=	\$35,776	\$46,779	\$42,404	6	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Librarian I - KDLA	=	\$24,987	\$41,211	\$36,348	9	Merit				N	37.5
Louisiana	Librarian III	=	\$29,604	\$53,064	\$41,664	9	Merit				N	40
Maine	Librarian I	=	\$23,733	\$31,283	\$29,286	10	Prog Step	8			Y	40
Maryland	Associate Librarian II	=	\$33,970	\$52,224	\$46,917	<5	Prog Step	18			Y	40
Massachusetts	Librarian (A/B)	=	\$35,884	\$48,662	\$43,076	<5	Step	11	2%	Lump Sum	Y	40
Michigan	Librarian-E (P11)	=	\$38,252	\$51,803	\$51,803	12	Step	5			Y	40
Minnesota	Lib/Info Resource Serv Spec	=	\$34,765	\$50,676	\$44,245	14	Prog Step	11			Y	40
Mississippi	Librarian II	=	\$24,346	\$42,606	\$26,486	6	Variable	Varies			N	40

Missouri	Librarian I	=	\$25,068	\$35,076	\$29,112	<5	Step				N	40	
Montana	Librarian Grade 14/15	=	\$32,173	\$46,107	\$35,797	6	Varies				V	40	
Nebraska	Librarian	=	\$35,344	\$51,189	\$40,202	5					Y	40	
Nevada	Librarian II	=	\$34,577	\$56,146	\$45,038	<5	Step	9			Longevity	N	40
New Hampshire	Librarian I		\$29,133	\$39,020			Step	11	Cash		Longevity	Y	37.5
New Jersey	Librarian III	=	\$36,861	\$50,304	\$41,902	<5	Step	8.5				Y	35
New Mexico	Librarian - Advanced	=	\$30,549	\$54,311	\$37,619	18	Merit					N	40
New York	Senior Librarian	=	\$45,394	\$56,358	\$53,331	104	Step	7				Y	37.5
North Carolina	Librarian II	=	\$30,045	\$45,462	\$37,089	16	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Librarian II	=	\$29,508	\$49,176	\$32,790	<5	Open Range					N	40
Ohio	Librarian II (Degreed)	=	\$39,041	\$49,233	\$47,948	21	Step	6					40
Oklahoma	Librarian II	=	\$27,893	\$46,488			Pay Band				Longevity	N	40
Oregon	Librarian	=	\$37,452	\$52,200	\$45,204	9	Step	8				Y	40
Pennsylvania	Librarian II	=	\$38,475	\$58,465	\$48,482	15	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Librarian	=	\$31,802	\$35,187	\$35,187	8	Step	3.5				Y	35
South Carolina	Library Specialist	=	\$23,222	\$42,963	\$29,350	94	Performance					N	37.5
South Dakota	Librarian		\$26,575	\$39,863									40
Tennessee	Librarian II	=	\$29,340	\$46,944	\$43,888	<5						N	37.5
Texas	Librarian II	=	\$32,311	\$45,876	\$32,919	76	Merit					N	40
Utah	Librarian I	=	\$32,198	\$51,085	\$35,922	<5	Merit					N	40
Vermont	Librarian C Tech Services	+	\$36,733	\$57,346	\$46,218	<5	Prog Step	24.5			Merit	Y	40
Virginia	Library Specialist II	=	\$28,987	\$59,492	\$42,011	5	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Library Information Specialist	=	\$36,048	\$46,152	\$43,159	27	Merit	4.5				N	40
West Virginia	Librarian II	=	\$27,252	\$50,400	\$36,922	7	Merit					N	37.5
Wisconsin	Librarian	=	\$33,496	\$58,619	\$40,663	62	Traditional					Y	40
Wyoming	Librarian II	=	\$32,676	\$41,952	\$40,025	9	Market Based					N	40

Summary:

Mean	\$33,532	\$50,384	\$41,481
Median	\$32,676	\$50,676	\$41,902
Weighted Mean	----	-----	\$41,592

RESEARCH ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Statistician		\$27,994	\$44,561	\$39,481	7	Step	Varies			N	40
Alaska	Research Analyst I	=	\$32,832	\$47,664	\$35,947	11	Merit	19			Y	37.5
Arizona	Research Stat Analyst II	=	\$26,513	\$45,334	\$29,847	20	Merit				N	40
Arkansas	Research Analyst	=	\$26,824	\$51,282	\$51,282	<5	Grade Banded				N	40
California	Research Analyst II - General		\$51,792	\$62,964								
Colorado	General Professional III		\$39,672	\$60,684			Performance					40
Connecticut	Research Analyst	=	\$51,025	\$64,109	\$61,226	35	Step	8		Longevity	Y	40
Delaware	Research Specialist II	=	\$35,934	\$53,902	\$38,036	<5	Merit				N	37.5
Dist. of Columbia	Research Specialist - 11/12	+	\$41,997	\$64,853	\$50,974	16	Step	14			Y	40
Florida	Mathematicians III	-	\$30,022	\$77,261	\$40,922	46	Broadband				V	40
Georgia	Research Analyst	=	\$31,474	\$55,072	\$48,133	7	Performance				N	40
Hawaii	Research Statistician IV	=	\$40,716	\$57,996	\$51,268	36	Negotiated				Y	40
Idaho	Research Analyst, Senior		\$31,720	\$52,520			Performance					40
Illinois	Statistical Research Spec II	=	\$33,288	\$47,560	\$40,656	<5	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Research Director II	+	\$32,734	\$47,502			Gen Sal Adjust				N	37.5
Iowa	No Match											
Kansas	Research Analyst II	=	\$32,469	\$42,432	\$34,564	32	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Research Specialist	=	\$27,483	\$45,334	\$39,000	8	Merit				N	37.5
Louisiana	Statistician II	=	\$24,168	\$43,308	\$31,440	5						
Maine	Planning & Res. Assoc. I	=	\$28,558	\$38,605	\$35,693	40	Prog Step	8			Y	40
Maryland	Research Analyst	=	\$31,888	\$48,944	\$43,461	<5	Prog Step	18			Y	40
Massachusetts	Research Analyst I	=	\$35,694	\$51,360	\$44,664	34	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	No Match											
Minnesota	Research Analyst Intermediate	=	\$33,721	\$48,984	\$43,848	27	Prog Step	11			Y	40
Mississippi	Research Statistician II	=	\$27,127	\$47,473	\$39,272	<5	Variable	Varies			N	40

Missouri	Research Analyst II	=	\$30,288	\$42,756	\$33,577	34	Step				N	40	
Montana	Statistician XIV	=	\$30,544	\$68,395	\$45,370	8	Varies				V	40	
Nebraska	Research Analyst II	=	\$30,585	\$44,296	\$35,761	7					V	40	
Nevada	Management Analyst II	=	\$37,584	\$61,345	\$52,158	80	Step	9			Longevity	N	40
New Hampshire	Research Analyst	=	\$35,900	\$48,867			Step	11	Cash		Longevity	Y	37.5
New Jersey	No Match												
New Mexico	Statistician - Operational	=	\$22,628	\$40,229	\$29,349	5	Merit					N	40
New York	Program Research Spec II	=	\$43,023	\$53,547	\$48,726	76	Step	7				Y	37.5
North Carolina	Social Research Associate II	=	\$33,790	\$52,065	\$44,496	110	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Research Analyst II	=	\$26,592	\$44,328	\$34,677	<5	Open Range					N	40
Ohio	Researcher II	+	\$34,667	\$44,982	\$42,872	27	Step	9				Y	40
Oklahoma	Statistical Research Spec II	=	\$23,211	\$38,685			Pay Band				Longevity	N	40
Oregon	Research Analyst II	=	\$31,320	\$43,392	\$36,492	37	Step	8				Y	40
Pennsylvania	No Match												
Rhode Island	Research Technician	-	\$32,529	\$36,132	\$33,486	<5	Step	3.5				Y	35
South Carolina	Research Specialist I	=	\$23,222	\$42,963	\$31,267	22	Performance					N	37.5
South Dakota													
Tennessee	No Match												
Texas	Research Specialist III	=	\$36,504	\$55,499	\$42,387	19	Merit					N	40
Utah	Research Analyst II	=	\$25,938	\$43,430	\$30,640	17	Merit					N	V
Vermont	Sr. Research & Stats Analyst	=	\$34,798	\$54,142	\$37,690	<5	Prog Step	24.5			Merit	Y	40
Virginia	Lab & Research Specialist I	=	\$22,188	\$45,539	\$31,859	<5	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Research Analyst II	=	\$31,284	\$39,816	\$39,122	16	Merit	4.5				N	40
West Virginia	No Match												
Wisconsin	Research Analyst VI	=	\$38,916	\$59,099	\$45,302	22	Traditional					Y	40
Wyoming	Financial/Statistical Spec III D	=	\$37,764	\$49,596	\$43,715	8	Market Based					N	40

Summary:

Mean	\$32,703	\$50,200	\$40,491
Median	\$32,179	\$48,266	\$39,377
Weighted Mean	----	-----	\$43,141

CORRECTIONAL OFFICER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$25,353	\$38,529	\$32,976	2182	Step	Varies			N	40
Alaska	Correctional Officer II	=	\$38,542	\$72,821	\$46,871	495	Merit	19		Location	Y	40
Arizona	Correctional Officer II	=	\$27,364	\$43,408	\$31,360	4841	Step/Merit	8/merit		Loc/Assign	N	40
Arkansas	CC/Correctional Officer I	=	\$22,194	\$37,400	\$25,479	1411	Grade Banded				N	40
California	Correctional Officer, C		\$53,232	\$64,692							Y	40
Colorado	Corr/Youth Clin Sec Officer I		\$35,220	\$51,036			Performance					40
Connecticut	Corrections Officer	=	\$36,182	\$47,667	\$44,598	4023	Step	10		Long/Lump	Y	36.25
Delaware	Correctional Officer	=	\$28,831	\$46,951	\$31,961	892	Merit/SMV		3,120	Hazard	Y	40
Dist. of Columbia	Correctional Officer - 6/7/8	=	\$34,981	\$51,540	\$45,682	898	Step	14			Y	40
Florida	Correctional Enforcement I	+	\$27,542	\$70,881	\$31,992	12298	Broadband				Y	40
Georgia	Correctional Officer	=	\$23,614	\$41,402	\$26,229	7563	Performance				N	40
Hawaii	Adult Corrections Officer III	=	\$37,320	\$45,624	\$38,959	852	Negotiated				Y	40
Idaho	Correctional Officer		\$23,982	\$40,040			Performance					40
Illinois	Correctional Officer	=	\$29,580	\$39,900	\$44,252	7074	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Correctional Officer	=	\$24,788	\$39,000	\$27,156	3278	Gen Sal Adjust				N	37.5
Iowa	Correctional Officer	=	\$31,678	\$45,802	\$41,731	1543	Step	9			Y	40
Kansas	Corrections Officer I (B)	=	\$25,438	\$33,218	\$28,571	395	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Correctional Officer	=	\$20,651	\$34,063	\$25,128	1785	Merit				N	37.5
Louisiana	Corrections Sergeant	=	\$19,632	\$37,752	\$23,412	2287	Merit				N	40
Maine	Correctional Officer	+	\$24,939	\$31,387	\$28,018	493	Prog Step	7			Y	40
Maryland	Corrections Officer II	=	\$29,944	\$45,884	\$36,558	4142	Prog Step	18			Y	40
Massachusetts	Corrections Officer I	=	\$39,419	\$54,209	\$52,231	2676	Step	6	Varies	Longevity	Y	40
Michigan	Corrections Officer-E (E9)	=	\$30,234	\$44,558	\$43,785	5138	Step	5			Y	40
Minnesota	Corrections Officer II	=	\$31,633	\$43,242	\$38,357	1338	Prog Step	9.5			Y	40
Mississippi	Correctional Officer II	=	\$21,635	\$37,861	\$21,681	203	Variable	Varies			N	40

Missouri	Corrections Officer I	=	\$23,520	\$32,004	\$24,924	4765	Step				Y	40
Montana	Correctional Officer III	=	\$18,110	\$38,701	\$29,555	407	Varies				V	40
Nebraska	Corrections Officer	=	\$25,829	\$34,802	\$26,581	402					Y	40
Nevada	Correctional Officer	=	\$34,577	\$46,020	\$44,293	1040	Step	9		Longevity	N	40
New Hampshire												
New Jersey	No Match											
New Mexico	Corr Officer & Jailer - Oper'l	=	\$20,376	\$36,221	\$27,136	807	Merit				Y	40
New York	Correction Officer	=	\$34,396	\$43,923	\$45,361	18608	Step	7			Y	37.5
North Carolina	Correctional Officer	=	\$25,857	\$36,812	\$26,939	7022	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Correctional Officer II	=	\$24,408	\$40,680	\$27,952	194	Open Range				N	40
Ohio	Corrections Officer	+	\$30,846	\$37,481	\$35,728	6972	Step	9			Y	40
Oklahoma	Corr Security Officer III	=	\$20,960	\$34,933			Pay Band			Longevity	N	40
Oregon	Correctional Officer	=	\$30,720	\$42,156	\$36,624	1763	Step	8			Y	40
Pennsylvania	Corrections Officer I	=	\$28,417	\$54,392	\$38,297	5730	Prog Step	28			Y	40
Rhode Island	Correctional Officer	=	\$35,510	\$50,368	\$50,368	865	Step	265+ mo			Y	40
South Carolina	Correctional Officer I	=	\$19,087	\$35,316	\$24,846	2634	Performance				N	37.5
South Dakota	Correctional Officer		\$20,654	\$30,980								40
Tennessee	Correctional Officer	=	\$21,960	\$35,136	\$24,723	2518					N	37.5
Texas	Correctional Officer III	=	\$24,252	\$33,571	\$27,668	6852	Merit				N	40
Utah	Correctional Officer	=	\$23,920	\$42,257	\$30,168	803	Merit				N	40
Vermont	Correctional Officer I	=	\$29,682	\$45,885	\$31,868	407	Prog Step	24.5		Merit	Y	40
Virginia	Security Officer III	=	\$22,188	\$45,539			Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Correctional Officer II	=	\$29,880	\$37,884	\$36,899	2437	Merit	4.5		Assign Pay	N	40
West Virginia	Correctional Officer II	=	\$21,264	\$35,892	\$23,522	671	Merit				N	37.5
Wisconsin	Correctional Officer	=	\$27,649	\$46,922	\$32,651	2897	Traditional				Y	40
Wyoming	Correctional Officer	=	\$25,980	\$35,856	\$28,757	212	Market Based				N	40

Summary:

Mean	\$27,836	\$42,706	\$33,531
Median	\$25,980	\$40,680	\$31,868
Weighted Mean	----	-----	\$35,156

CORRECTIONAL OFFICER SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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 II		\$27,316	\$41,444	\$39,531	219	Step	Varies			N	40
Alaska	Correctional Officer III	=	\$44,221	\$83,325	\$55,145	112	Merit	19		Location	Y	40
Arizona	Correctional Sergeant	=	\$32,841	\$50,620	\$35,643	582	Merit			Loc/Assign	N	40
Arkansas	CC/Correctional Officer IV	=	\$31,067	\$57,736	\$39,739	50	Grade Banded				N	40
California	Correctional Sergeant		\$62,748	\$76,200							Y	40
Colorado	Corr/Youth Clin Sec Officer II		\$38,808	\$56,268			Performance					40
Connecticut	Correctional Lieutenant	=	\$50,141	\$64,317	\$58,878	364	Range			Long/Lump	Y	40
Delaware	Correctional Corporal	=	\$29,951	\$49,918	\$36,229	225	Merit/SMV		3,120	Hazard	Y	40
Dist. of Columbia	Lead Corr. Officer X10, 9	=	\$45,228	\$56,784	\$53,294	78	Step	14			Y	40
Florida	Correctional Enforcement II	+	\$30,022	\$77,261	\$36,544		Broadband				Y	40
Georgia	No Match											
Hawaii	Adult Corrections Officer IV	=	\$42,108	\$53,904	\$45,497	166	Negotiated				Y	40
Idaho	Correctional Corporal		\$26,956	\$45,011			Performance					40
Illinois	Correctional Lieutenant	=	\$44,376	\$65,820	\$61,851	637	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Correctional Sergeant	=	\$25,506	\$39,598	\$30,744	510	Gen Sal Adjust				N	37.5
Iowa	Sr. Correctional Officer	=	\$34,507	\$50,336	\$48,715	86	Step	9			Y	40
Kansas	Corrections Officer II	=	\$26,686	\$34,882	\$30,334	401	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Correctional Sergeant	=	\$22,714	\$37,471	\$29,484	177	Merit				N	37.5
Louisiana	Corr Sergeant - Master	=	\$21,012	\$40,392	\$34,500	1196	Merit				N	40
Maine	Correctional Sergeant	+	\$27,830	\$35,402	\$34,008	62	Prog Step	7			Y	40
Maryland	Corrections Officer Sergeant	=	\$31,888	\$48,944	\$42,895	747	Prog Step	18			Y	40
Massachusetts	Corrections Officer III	=	\$47,987	\$66,237	\$65,569	196	Step	6	Varies	Longevity	Y	40
Michigan	No Match											
Minnesota	Corrections Officer III	=	\$36,436	\$49,674	\$47,773	358	Prog Step	9.5			Y	40
Mississippi	Correctional Officer IV	=	\$23,852	\$41,741	\$26,148	647	Variable	Varies			N	40

Missouri	Corrections Officer II	=	\$25,068	\$35,076	\$27,608	624	Step				Y	40
Montana	Correctional Officer IV	=	\$21,477	\$46,599	\$34,029	76	Varies				V	40
Nebraska	Corrections Corporal	=	\$27,768	\$37,410	\$29,660	497					Y	40
Nevada	Senior Correctional Officer	=	\$36,018	\$58,673	\$50,088	243	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Senior Correction Officer	=	\$47,878	\$66,590	\$61,176	5538	Step	8.5			Y	40
New Mexico	Corr Officer & Jailer - Adv	=	\$22,628	\$40,229	\$32,773	237	Merit				Y	40
New York	Correction Sergeant	=	\$41,163	\$50,655	\$55,739	1398	Step	7			Y	37.5
North Carolina	Lead Correctional Officer	=	\$28,227	\$38,297	\$30,093	158					N	40
North Dakota	Correctional Officer III	=	\$26,592	\$44,328	\$35,247	7	Open Range				N	40
Ohio	Correction Officer Senior	=	\$32,468	\$41,038	\$40,865	292	Step	9			Y	40
Oklahoma												
Oregon	Correctional Corporal	=	\$32,316	\$44,388	\$39,252	214	Step	8			Y	40
Pennsylvania	Corrections Officer II	=	\$30,754	\$59,066	\$47,787	1076	Prog Step	28			Y	40
Rhode Island	Corr Officer Lieutenant	=	\$42,852	\$59,814	\$59,814	62	Step	265+ mo			Y	40
South Carolina	Correctional Officer IV	=	\$34,383	\$63,613	\$43,937	147	Performance				N	37.5
South Dakota	Corrections Sergeant		\$24,350	\$36,525								40
Tennessee	Correctional Corporal	=	\$23,868	\$38,184	\$26,655	411					N	37.5
Texas	Correctional Officer V	=	\$28,740	\$40,098	\$32,340	7726	Merit				N	40
Utah	No Match											
Vermont	Correctional Officer II	=	\$32,926	\$51,189	\$38,805	135	Prog Step	24.5			Y	40
Virginia	Security Officer III	=	\$22,188	\$45,539	\$29,167	6303	Broadband	Varies	0-\$2000	Merit Recognition	N	40
Washington	No Match											
West Virginia	Correctional Officer III	=	\$22,476	\$38,400	\$25,921	165	Merit				N	37.5
Wisconsin	Correctional Sergeant	=	\$29,000	\$49,218	\$38,656	1576	Traditional				Y	40
Wyoming	Correctional Corporal	=	\$27,732	\$38,484	\$35,052	31	Market Based				N	40

Summary:	Mean	\$32,557	\$49,927	\$40,663
	Median	\$30,022	\$48,944	\$38,656
	Weighted Mean	----	-----	\$40,087

PAROLE OFFICER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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 Supv		\$34,928	\$55,593	\$47,862	94	Step	Varies			N	40
Alaska	Adult Probation Officer II	=	\$40,596	\$80,448	\$48,477	87	Merit	19		Location	Y	37.5
Arizona	Community Corrl Officer	=	\$32,841	\$50,620	\$38,886	76	Merit				N	40
Arkansas	Parole/Probation Officer	=	\$25,142	\$51,633	\$30,911	243	Grade Banded				N	40
California	Parole Agent- Adult, B		\$67,620	\$78,312							Y	40
Colorado	Community Parole Officer		\$36,156	\$66,936			Performance					40
Connecticut	Parole Officer I	=	\$50,831	\$66,371	\$57,460	70	Step	10		Long/Lump	Y	40
Delaware	Probation & Parole Officer II	=	\$33,475	\$50,213	\$37,330	95	Merit		3,120	Hazard Duty	Y	40
Dist. of Columbia	No Match											
Florida	Correctional Enforcement II	+	\$30,022	\$77,261	\$36,544		Broadband				Y	40
Georgia	Parole Officer	=	\$28,543	\$49,908	\$34,770	314	Performance				N	40
Hawaii	Parole Officer III, IV	=	\$37,632	\$57,996	\$47,574	28	Negotiated				Y	40
Idaho	Probation & Parole Officer, Sr		\$31,720	\$52,520			Performance					40
Illinois	Corrections Parole Agent	=	\$39,348	\$57,840	\$52,480	40	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Parole Officer III	=	\$29,172	\$42,276	\$33,595	67	Gen Sal Adjust				N	37.5
Iowa	No Match											
Kansas	Parole Officer I	=	\$30,888	\$40,352	\$33,027	71	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Parole & Probation Officer II	=	\$30,233	\$50,263	\$34,236	100	Merit				N	37.5
Louisiana	Prob & Parole Officer III- Adult	=	\$31,560	\$60,636	\$45,060	180	Merit				N	40
Maine	Probation Officer	=	\$29,723	\$40,310	\$35,526	72	Prog Step	8	\$.60/hr	Recr/Ret	Y	40
Maryland	Parole & Probation Agent II	=	\$33,970	\$52,224	\$38,560	132	Prog Step	18			Y	40
Massachusetts	Parole Officer II	=	\$46,605	\$63,955			Step	7	Varies	Educ Incen	Y	37.5
Michigan	Parole/Probation Off-E (P11)	+	\$38,607	\$54,100	\$53,140	975	Step	5			Y	40
Minnesota	Corrections Agent Senior	=	\$34,765	\$50,676	\$40,695	64	Prog Step	11			Y	40
Mississippi	Corrections-Field Officer II	=	\$26,004	\$45,507	\$26,095	41	Variable	Varies			N	40

Missouri	Probation & Parole Officer I	=	\$25,932	\$36,444	\$26,549	34	Step				Y	40
Montana	Probation Parole Officer VI	=	\$30,544	\$68,395	\$37,461	161	Varies				V	40
Nebraska	Corrections Parole Officer Sr.	=	\$30,585	\$44,296	\$37,257	22					Y	40
Nevada	DPS Officer II	=	\$44,725	\$60,009	\$58,941	441	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Senior Parole Officer	=	\$58,883	\$82,445	\$73,997	327	Step	8.5			Y	40
New Mexico	Prob Off/Corr Treat Spec-Op	+	\$27,666	\$49,182	\$32,115	525	Merit				Y	40
New York	Parole Officer	=	\$50,333	\$62,256	\$61,098	740	Step	7			Y	37.5
North Carolina	Probation Parole Officer	=	\$28,888	\$43,460	\$30,776	394	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Parole & Probation Officer II	=	\$32,736	\$54,552	\$37,309	31	Open Range				N	40
Ohio	Parole Officer	=	\$33,155	\$44,782	\$36,397	207	Step	6			Y	40
Oklahoma	Probation & Parole Officer II	=	\$27,893	\$46,488			Pay Band			Longevity	N	40
Oregon	Adult Parole/Prob Officer	=	\$42,444	\$56,148	\$47,328	33	Step	7			Y	40
Pennsylvania	Parole Agent II	=	\$41,039	\$62,363	\$48,694	464	Prog Step	20	2.25%	Cash/Max	Y	40
Rhode Island	Probation & Parole Officer II	=	\$46,634	\$52,802	\$52,802	82	Step	2.5			Y	35
South Carolina	Prob and Parole Agent	=	\$23,222	\$42,963	\$27,348	115	Performance				N	37.5
South Dakota	Parole Agent		\$26,575	\$39,863								40
Tennessee	Probation/Parole Officer II	=	\$27,036	\$43,260	\$30,030	465					N	37.5
Texas	Parole Officer III	=	\$32,311	\$45,876	\$34,390	293	Merit				N	40
Utah	Corr Adult Prob/Parole Officer	=	\$31,346	\$52,499	\$38,770	256	Merit				N	40
Vermont	Corrections Services Spec II	=	\$34,798	\$54,142	\$46,577	135	Prog Step	24.5		Merit	Y	40
Virginia	Probation Officer I	=	\$28,987	\$59,492	\$36,982	907	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Correctional Counselor II	+	\$33,588	\$42,852	\$40,854	19	Merit	4.5			N	40
West Virginia	Probation/Parole Officer II	=	\$22,224	\$41,112	\$28,702	11	Merit				N	37.5
Wisconsin	Probation & Parole Agent C	=	\$37,239	\$56,069	\$42,331	1047	Pay Grid				Y	40
Wyoming	Caseworker Spec I B - Corr	=	\$62,040	\$78,600	\$68,269	<5	Market Based				N	40

Summary:

Mean	\$35,442	\$54,506	\$41,600
Median	\$32,789	\$52,510	\$38,011
Weighted Mean	----	-----	\$43,575

Missouri	No Match											
Montana	Agricultural Inspectors	=	\$21,477	\$46,599			Varies				V	40
Nebraska	Agricultural Inspection Spec II	=	\$30,587	\$44,299	\$39,021	34					Y	40
Nevada	Agricultural Inspector III	-	\$24,910	\$39,568	\$31,978	<5	Step	9			N	40
New Hampshire	Agricultural Inspector		\$29,133	\$39,020			Step	11	Cash		Y	37.5
New Jersey	Agricultural Products Agent II	-	\$33,362	\$45,426	\$42,109	20	Step	8.5			Y	40
New Mexico	No Match											
New York	Farm Products Grading Insp I	=	\$34,396	\$43,923	\$37,230	16	Step	7			Y	37.5
North Carolina	Agricultural Commodity Insp	=	\$26,830	\$39,902	\$33,392	<5	Legislated		1.5-4.5%		N	40
North Dakota	Agriculture Program Insp II	=	\$24,408	\$40,680	\$31,644	7	Open Range				N	40
Ohio	Agricultural Inspector	-	\$37,481	\$49,545	\$47,727	5	Step	6			Y	40
Oklahoma	Agriculture Field Specialist II	+	\$25,517	\$42,529			Pay Band				N	40
Oregon	No Match											
Pennsylvania	Agronomic Products Insp	+	\$38,475	\$58,465	\$46,757	18	Prog Step	20	2.25%		Y	37.5
Rhode Island	Agricultural Products Insp	=	\$43,146	\$48,325	\$43,146	<5	Step	2.5			Y	35
South Carolina	Ag Marketing Spec I	+	\$19,087	\$35,316	\$27,429	5	Performance				N	37.5
South Dakota	Agriculture Inspector		\$26,575	\$39,863								40
Tennessee												
Texas	No Match											
Utah	Inspector II, Agriculture	=	\$22,048	\$34,944			Merit				N	40
Vermont	Food Safety Specialist	=	\$34,798	\$54,142	\$40,692	6	Prog Step	24.5			Y	40
Virginia	Agricultural Specialist IV	=	\$28,987	\$59,492	\$39,945	25	Broadband	Varies	0-\$2000		N	40
Washington	Food Safety Officer II	=	\$37,884	\$48,492	\$47,276	18	Merit	4.5			N	40
West Virginia	No Match											
Wisconsin	Food Safety Inspector Obj	=	\$34,252	\$58,437	\$40,459	44	Traditional				Y	40
Wyoming	Consumer Protection Spec I	=	\$41,520	\$57,600	\$46,630	8	Market Based				N	40

Summary:

Mean	\$30,922	\$46,219	\$38,751
Median	\$29,639	\$44,111	\$39,161
Weighted Mean	----	-----	\$35,602

Missouri	Bridge Inspection Technician	=	\$42,504	\$57,492	\$48,492	6	Step				N	40
Montana	Civil Engineer VII	=	\$36,667	\$83,116	\$58,718	60	Varies				V	40
Nebraska	Highway Bridge Inspector	=	\$30,585	\$44,296	\$36,207	<5					Y	40
Nevada	Engineering Technician IV	+	\$34,577	\$56,146	\$47,443	78	Step	9		Longevity	N	40
New Hampshire												
New Jersey	No Match											
New Mexico	Civil Engineer Tech - Adv	+	\$27,287	\$44,955	\$45,800	164	Merit				Y	40
New York	No Match											
North Carolina	Bridge Maint Inspector II	=	\$32,432	\$49,755	\$45,868	20	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Engineering Technician IV	=	\$26,592	\$44,328	\$36,552	66	Open Range				N	40
Ohio	Transportation Engineer III	+	\$52,665	\$72,716	\$68,105	199	Step	6			Y	40
Oklahoma	Transportation Specialist II	+	\$25,517	\$42,529			Pay Band			Longevity	N	40
Oregon	No Match											
Pennsylvania	Transport Construction Insp	=	\$29,770	\$44,871	\$33,148	421	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Supvsg. Bridge Safety Insp	-	\$43,294	\$48,771	\$48,771	<5	Step	2.5			Y	40
South Carolina	Natural Resource Tech II	+	\$19,087	\$35,316	\$21,390	14	Performance				N	37.5
South Dakota	Civil Engineering Technician		\$29,357	\$44,035								40
Tennessee	Structural Specialist II	=	\$40,956	\$65,532	\$44,467	30					N	37.5
Texas	No Match											
Utah	Inspector II	-	\$34,008	\$58,510	\$49,026	<5	Merit				N	40
Vermont	Bridge Maint Mechanic II	=	\$28,122	\$43,514	\$35,145	15	Prog Step	24.5		Merit	Y	40
Virginia	Engineering Technician III	=	\$28,987	\$59,492	\$47,327	26	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Bridge Engineer III	+	\$47,280	\$60,528	\$60,119	21	Merit	4.5		Assign Pay	N	40
West Virginia	Bridge Safety Inspector IV	=	\$31,200	\$57,720	\$40,566	31	Merit				N	37.5
Wisconsin	No Match											
Wyoming	No Match											

Summary:	Mean	\$33,869	\$53,445	\$43,687
	Median	\$31,816	\$49,263	\$45,800
	Weighted Mean	----	-----	\$41,701

CIVIL ENGINEER (TRANSPORTATION)

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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	Transportation Tech		\$28,704	\$48,004	\$40,057	354	Step	Varies			N	40
Alaska	Engineer/Architect I	=	\$56,760	\$108,204	\$68,970	35	Merit	19		Location	Y	37.5
Arizona	Transportation Engineer I	=	\$46,506	\$82,505	\$62,879	99	Merit				N	40
Arkansas	No Match											
California	Transp Engineer, Civil, D		\$61,620	\$74,868							Y	40
Colorado	Professional Engineer I		\$56,604	\$86,628			Performance					40
Connecticut	Transportation Engineer I	+	\$42,027	\$56,784	\$53,845	147	Step	12		Long/Lump	Y	35
Delaware	Engineer II	=	\$50,256	\$73,906	\$51,186	17	Merit/SMV				N	37.5
Dist. of Columbia	Civil Engineer X01	=	\$56,948	\$87,248	\$68,013	27	Step	14			Y	40
Florida	Engineers III	+	\$32,723	\$84,213	\$49,558		Broadband				V	40
Georgia	Engineer II Design	=	\$31,474	\$55,072	\$43,970	43	Performance				N	40
Hawaii	Engineer IV (DOT only)	=	\$45,840	\$65,256	\$63,829		Negotiated				Y	40
Idaho	Engineer, Staff		\$37,731	\$62,483			Performance					40
Illinois	Civil Engineer II	-	\$37,716	\$55,332	\$53,724	<5	Prog Step	8	\$50 to \$225	Longevity	Y	37.5
Indiana	Highway Engineer III	=	\$42,302	\$68,510	\$50,616	20	Recruit Diff				N	37.5
Iowa	Transportation Engineer	=	\$46,550	\$70,242	\$64,917	45	Step	9			Y	40
Kansas	Professional Civil Engineer I	=	\$52,874	\$69,098	\$57,934	95	Step	10	\$0-\$10000	Bonus	N	40
Kentucky	Transport Engineer Tech II	=	\$33,255	\$54,858	\$44,075	217	Merit				N	37.5
Louisiana	Engineer IV	=	\$39,504	\$71,184	\$59,280	105	Merit				N	40
Maine	Civil Engineer I	=	\$34,195	\$46,571	\$46,571	<5	Prog Step	8			Y	40
Maryland	DOT Transport Engineer III	=	\$38,578	\$59,475	\$52,075	123	Prog Step	18			Y	40
Massachusetts	Civil Engineer I	=	\$39,886	\$52,760	\$46,297	181	Step	11			Y	37.5
Michigan	Transportation Engr-E (P11)	=	\$41,697	\$59,049	\$57,002	73	Step	5			Y	40
Minnesota	Engineer Senior	=	\$48,483	\$69,635	\$64,206	226	Prog Step	9			Y	40
Mississippi	DOT - Engineer I	=	\$45,482	\$79,594	\$54,605	20	Variable	Varies			N	40

Missouri	Intermediate Civil Engineer	=	\$40,800	\$54,312	\$42,012	103	Step				N	40	
Montana	Civil Engineer VI	=	\$30,544	\$68,395	\$48,069	91	Varies				V	40	
Nebraska	Engineer III	=	\$45,718	\$59,235	\$54,069	48					N	40	
Nevada	Staff III, Professional Engineer	=	\$46,729	\$77,005	\$69,383	63	Step	9			Longevity	N	40
New Hampshire	Civil Engineer I		\$29,133	\$39,020			Step	11	Cash		Longevity	Y	37.5
New Jersey	Assistant Engineer, Civil	=	\$40,305	\$55,140	\$50,813	<5	Step	8.5				Y	40
New Mexico	Civil Engineer - Operational	=	\$38,180	\$67,879	\$55,220	34	Merit					N	40
New York	Civil Engineer I	=	\$47,759	\$59,182	\$57,799	1176	Step	7				Y	37.5
North Carolina	Transportation Engineer II	=	\$47,401	\$68,344	\$54,570	254	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Transportation Engineer II	=	\$32,736	\$54,552	\$42,197	35	Open Range					N	40
Ohio	Transportation Engineer II	+	\$44,990	\$66,040	\$57,482	134	Step	6				Y	40
Oklahoma	Professional Engineer II	=	\$37,803	\$63,005			Pay Band				Longevity	N	40
Oregon	Professional Engr I	=	\$46,992	\$67,368	\$62,208	133	Step	8				Y	40
Pennsylvania	Civil Engineer (Transportation)	-	\$38,475	\$58,465	\$44,000	165	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Civil Engineer	=	\$43,294	\$48,771	\$47,553	18	Step	2.5				Y	35
South Carolina	Eng/Geodetic Tech III	=	\$23,222	\$42,963	\$33,708	322	Performance					N	37.5
South Dakota	Transportation Engineer		\$32,820	\$49,230									40
Tennessee													
Texas	Engineer III	=	\$46,725	\$71,036	\$54,602	132	Merit					N	40
Utah	Engineer II	=	\$44,616	\$74,693	\$49,031	31	Merit					N	40
Vermont	Civil Engineer III	=	\$36,733	\$57,346	\$49,096	19	Prog Step	24.5			Merit	Y	40
Virginia	Architect/Engineer I	=	\$37,869	\$77,720	\$54,798	214	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Transportation Engineer I	-	\$38,808	\$49,692	\$47,270	81	Merit	4.5			Assign Pay	N	40
West Virginia	Highway Engineer II	=	\$40,932	\$75,720	\$50,802	16	Merit					N	37.5
Wisconsin	Civil EngTransport Senior	=	\$47,164	\$75,464	\$52,070	173	Traditional					Y	40
Wyoming	Engineer, Sr	=	\$42,408	\$59,292	\$46,776	53	Market Based					N	40

Summary:

Mean	\$41,834	\$64,925	\$52,957
Median	\$41,697	\$65,256	\$52,075
Weighted Mean	-----	-----	\$52,405

ENVIRONMENTAL ENGINEER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$36,681	\$55,593	\$38,396	29	Step	Varies			N	40
Alaska	Environ Impact Analyst II	=	\$43,104	\$64,200	\$47,295	7	Merit	19		Location	Y	37.5
Arizona	Environmental Engineer	=	\$47,049	\$68,274	\$51,428	5	Merit				N	40
Arkansas	No Match											
California												
Colorado	Professional Engineer I	=	\$56,604	\$86,628			Performance					40
Connecticut	Environ Compliance Spec II	=	\$36,278	\$49,603	\$44,149	5	Step	12		Long/Lump	Y	35
Delaware	Engineer II	=	\$44,344	\$73,906	\$46,118	11	Merit/SMV				N	37.5
Dist. of Columbia	Environmental Eng X01-11/12	=	\$47,496	\$73,373	\$56,520	22	Step	14			Y	40
Florida	Engineers II	+	\$25,269	\$65,029	\$38,678	127	Broadband				V	40
Georgia	Environmental Engineer II	=	\$41,809	\$73,324	\$47,912	21	Performance				N	40
Hawaii	Environmental Engineer IV	=	\$45,840	\$65,256	\$64,426	24	Negotiated				Y	40
Idaho	Transport Tech Principal, Eng		\$29,244	\$48,422			Performance					40
Illinois	Environmental Engineer III	=	\$41,712	\$62,196	\$59,362	5	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Environmental Engineer III	-	\$40,274	\$65,494	\$44,936	14	Recruit Diff				N	37.5
Iowa	Environmental Engineer	=	\$42,203	\$63,877	\$57,786	34	Merit				N	40
Kansas	Prof Environmental Engineer I	=	\$52,874	\$69,098	\$56,952	14	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Environmental Engineer I	=	\$36,580	\$60,347	\$50,880	12	Merit				N	37.5
Louisiana	Env Chemical Specialist III	=	\$39,504	\$71,184	\$52,056	32	Merit				N	40
Maine	Environmental Engineer	-	\$34,195	\$46,571	\$45,448	18	Prog Step	8	11%	Recr/Ret	Y	40
Maryland	Environ Enforcement Insp II	=	\$29,944	\$45,884	\$39,248	16	Prog Step	18			Y	40
Massachusetts	Environmental Engineer I	=	\$38,581	\$51,035			Step	11			Y	37.5
Michigan	Environmental Engineer-E(P11)	=	\$41,697	\$59,049	\$57,357	33	Step	5			Y	40
Minnesota	No Match											
Mississippi	Engineer I, Environmental	=	\$45,482	\$79,594	\$56,353	9	Variable	Varies			N	40

Missouri	Environmental Engineer II	=	\$40,080	\$58,260	\$43,301	76	Step				N	40	
Montana	Environmental Engineer VI	=	\$30,544	\$68,395	\$42,557	10	Varies				V	40	
Nebraska	Environmental Engineer II	=	\$38,879	\$56,308	\$44,783	6					Y	40	
Nevada	Staff II, Associate Engineer	=	\$40,987	\$67,150	\$56,223	66	Step	9			Longevity	N	40
New Hampshire	Environmental I	=	\$26,832	\$35,900			Step	11	Cash		Longevity	Y	37.5
New Jersey	Asst. Environmental Engineer	=	\$38,541	\$52,655	\$47,901	36	Step	8.5				Y	35+
New Mexico	Environmental Engr - Oper'l	-	\$34,056	\$60,543	\$47,166	9	Merit					N	40
New York	Environmental Engineer I	=	\$47,759	\$59,182	\$55,012	172	Step	7				Y	37.5
North Carolina	Environmental Engineer II	=	\$47,401	\$68,344	\$55,453	148	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Environmental Engineer II	=	\$32,736	\$54,552	\$39,377	10	Open Range					N	40
Ohio	Environmental Specialist I	=	\$37,481	\$49,545	\$45,992	12	Step	7				Y	40
Oklahoma	Professional Engineer II	=	\$37,803	\$63,005			Pay Band				Longevity	N	40
Oregon	Environmental Engineer II	=	\$41,232	\$57,420	\$56,904	10	Step	8				Y	40
Pennsylvania	Civil Engineer General	-	\$38,475	\$58,465	\$45,428	8	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Sanitary Engineer	=	\$43,146	\$48,325	\$46,761	13	Step	2.5				Y	35
South Carolina	Eng/Associate Eng I	=	\$28,255	\$52,278	\$40,860	222	Performance					N	37.5
South Dakota	Environmental Scientist		\$26,575	\$39,863									40
Tennessee	Environ Protect Spec III	=	\$40,956	\$65,532	\$44,342	89						N	37.5
Texas	No Match												
Utah	Environmental Engineer II	=	\$44,616	\$70,761	\$47,112	6	Merit					N	40
Vermont	Environmental Engineer III	=	\$36,733	\$57,346			Prog Step	24.5			Merit	Y	40
Virginia	Architect/Engineer I	=	\$37,869	\$77,720	\$50,965	61	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Environmental Engineer II	=	\$47,280	\$60,528	\$59,043	31	Merit	4.5				N	40
West Virginia	Engineer I	=	\$38,244	\$70,752	\$47,262	6	Merit					N	37.5
Wisconsin	Environmental Civil Engr Sr.	=	\$47,164	\$75,464			Traditional					Y	40
Wyoming	Environmental Analyst-SC 28	=	\$36,312	\$48,108	\$43,862	12	Market Based					N	40

Summary:

Mean	\$39,505	\$61,156	\$49,118
Median	\$39,504	\$60,543	\$47,262
Weighted Mean	----	-----	\$48,575

ENVIRONMENTAL ENGINEER SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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 II		\$42,458	\$64,623	\$56,126	73	Step	Varies			N	40
Alaska	Environ Impact Analyst III	=	\$49,656	\$73,356	\$58,920	13	Merit	19		Location	Y	37.5
Arizona	Environmental Engineer Sr.	=	\$49,282	\$74,308	\$68,749	<5	Merit				N	40
Arkansas	No Match											
California												
Colorado	Professional Engineer II		\$66,996	\$102,480			Performance					40
Connecticut	Environ Compliance Spec III	=	\$44,096	\$59,389	\$53,359	6	Step	12		Long/Lump	Y	35
Delaware	Engineer III	=	\$50,678	\$84,613	\$54,028	24	Merit/SMV				N	37.5
Dist. of Columbia	Environmental Eng X01 - 13	=	\$67,709	\$87,248	\$72,051	<5	Step	14			Y	40
Florida	Engineers III	+	\$32,723	\$84,213	\$49,558		Broadband				V	40
Georgia	Environmental Engineer III	=	\$45,903	\$80,546	\$55,418	132	Performance				N	40
Hawaii	Environmental Engineer V	=	\$45,840	\$65,256	\$69,468	12	Negotiated				Y	40
Idaho	Engineer, Technical I		\$44,200	\$73,112			Performance					40
Illinois	Environmental Engineer IV	=	\$49,140	\$74,004	\$71,844	5	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Environmental Engineer I	-	\$50,440	\$84,006	\$63,044	28	Recruit Diff				N	37.5
Iowa	Sr. Environmental Engineer	=	\$51,355	\$77,106	\$74,258	93	Merit				N	40
Kansas	Prof Environmental Engineer II	=	\$58,261	\$76,170	\$62,867	17	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Environmental Engineer II	=	\$40,238	\$66,376	\$53,592	<5	Merit				N	37.5
Louisiana	Env Chemical Spec Adv	=	\$42,264	\$76,176	\$64,104	6	Merit				N	40
Maine	Sr. Environmental Engineer	-	\$39,354	\$54,101	\$53,310	11	Prog Step	8	11%	Recr/Ret	Y	40
Maryland	Environ Prgm Mgr I General	=	\$46,773	\$72,369	\$63,980	23	Prog Step	18			Y	40
Massachusetts	Environmental Engineer V	=	\$56,061	\$75,167	\$73,633	56	Step	12			Y	37.5
Michigan	Environmental Engineer-A(12)	=	\$44,683	\$63,266	\$63,266	67	Step	5			Y	40
Minnesota	Engineer Principal	=	\$52,388	\$78,237	\$77,235	182	Prog Step	10			Y	40
Mississippi	Engineer IV, Environmental	=	\$55,304	\$96,783	\$76,341	28	Variable	Varies			N	40

Missouri	Environmental Engineer III	=	\$46,356	\$66,228	\$51,021	47	Step				N	40	
Montana	Environmental Engineer VII	=	\$36,667	\$83,116	\$54,251	9	Varies				V	40	
Nebraska	Environmental Engineer III	=	\$40,852	\$59,235	\$59,749	17					V	40	
Nevada	Staff III, Professional Engineer	=	\$46,729	\$77,005	\$69,383	63	Step	9			Longevity	N	40
New Hampshire	Environmental IV	=	\$42,822	\$58,286			Step	11	Cash		Longevity	Y	37.5
New Jersey	Sr. Environmental Engineer	=	\$44,107	\$60,458	\$57,305	35	Step	8.5				Y	35+
New Mexico	Environmental Engr - Adv	-	\$38,180	\$67,879	\$52,903	6	Merit					N	40
New York	Environmental Engineer II	=	\$58,949	\$72,385	\$70,075	315	Step	7				Y	37.5
North Carolina	Environmental Engineer III	=	\$51,890	\$74,945	\$61,994	19	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Environmental Engineer III	=	\$36,276	\$60,468	\$45,436	15	Open Range					N	40
Ohio	Environmental Specialist II	+	\$41,038	\$60,049	\$55,473	656	Step	9				Y	40
Oklahoma													
Oregon	Environmental Engineer III	=	\$45,276	\$63,132	\$62,028	32	Step	8				Y	40
Pennsylvania	Sr Civil Engineer General	-	\$43,893	\$66,700	\$57,006	22	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Senior Sanitary Engineer	=	\$49,910	\$56,241	\$56,241	12	Step	2.5				Y	35
South Carolina	Eng/Associate Eng IV	=	\$50,901	\$94,174	\$83,547	107	Performance					N	37.5
South Dakota	Sr Environmental Scientist		\$36,193	\$54,290									40
Tennessee	Environ Protect Spec IV	=	\$42,564	\$68,100	\$50,240	58						N	37.5
Texas	No Match												
Utah	Environmental Engineer IV	=	\$55,432	\$87,901	\$74,506	<5	Merit					N	40
Vermont	Environmental Engineer IV	=	\$38,896	\$60,757	\$42,307	<5	Prog Step	24.5			Merit	Y	40
Virginia	Architect/Engineer I	=	\$37,869	\$77,720	\$57,096	63	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Environmental Engineer III	=	\$54,840	\$70,200	\$70,173	87	Merit	4.5				N	40
West Virginia	Engineer III	=	\$43,800	\$81,036	\$57,186	31	Merit					N	37.5
Wisconsin	Environ Civil Engr Adv	=	\$50,530	\$80,847	\$66,178	<5	Traditional					Y	40
Wyoming	Environmental Analyst-SC 24	=	\$42,720	\$56,592	\$52,239	86	Market Based					N	40

Summary:

Mean	\$46,862	\$72,354	\$61,430
Median	\$45,840	\$73,112	\$59,749
Weighted Mean	----	-----	\$62,866

FORESTER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$29,416	\$50,396	\$35,476	20	Step	Varies			N	40
Alaska	Forester II	=	\$40,248	\$75,696	\$52,162	21	Merit	19		Location	Y	37.5
Arizona	Natural Resource Manager	=	\$36,199	\$52,346	\$40,857	20	Merit				N	40
Arkansas	Forester I	=	\$23,428	\$48,264			Grade Banded				N	40
California	Forester I		\$55,728	\$67,728							Y	40
Colorado	General Professional III		\$39,672	\$60,684			Performance					40
Connecticut	Environ Protection Forester I	+	\$45,305	\$62,531	\$61,662	7	Step	12		Long/Lump	Y	35
Delaware	Senior Forester	=	\$41,139	\$61,709	\$45,996	<5	Merit				N	37.5
Dist. of Columbia	No Match											
Florida	Forest & Conserv Workers II	=	\$30,022	\$77,261	\$37,992	48	Broadband				V	40
Georgia	Forester	=	\$31,474	\$55,072	\$37,181	56	Performance				N	40
Hawaii	Forester IV	=	\$40,716	\$57,996	\$42,038	5	Negotiated				Y	40
Idaho	Lands Resource Manager, Sr		\$31,720	\$52,520			Performance					40
Illinois	Natural Resources Adv Spec	=	\$44,052	\$65,784	\$61,132	33	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Forester III	+	\$29,172	\$42,276	\$30,836	14	Gen Sal Adjust				N	37.5
Iowa	Forester II	=	\$39,146	\$57,034	\$54,088	21	Merit				N	40
Kansas	No Match											
Kentucky	Forester II	=	\$30,233	\$50,263	\$38,640	20	Merit				N	37.5
Louisiana	Forest Parish Supervisor	=	\$28,164	\$50,736	\$38,592	28	Merit				N	40
Maine	Forester I	=	\$32,406	\$44,408	\$42,390	21	Prog Step	8	2.50%	Recr/Ret	Y	40
Maryland	Forester Registered	=	\$31,888	\$48,944			Prog Step	18			Y	40
Massachusetts	Forester I		\$39,124	\$52,039	\$48,528	13	Step	11			Y	37.5
Michigan	Forester-E (P11)	=	\$39,338	\$55,353	\$51,407	48	Step	5			Y	40
Minnesota	Nat Resource Forestry Spec	=	\$31,508	\$45,581	\$32,364	31	Prog Step	11			Y	40
Mississippi	Forester II	=	\$29,316	\$51,304	\$34,091	43	Variable	Varies			N	40

Missouri	Resource Forester	=	\$33,024	\$58,764	\$39,327	50	Step						
Montana	Forester VI	=	\$30,544	\$68,395	\$43,472	39	Varies					V	40
Nebraska	No Match												
Nevada	Forester II	=	\$40,987	\$67,150	\$59,477	<5	Step	9			Longevity	N	40
New Hampshire													
New Jersey	Forester	=	\$38,541	\$52,655	\$42,364	6	Step	8.5				Y	35+
New Mexico	Forester - Operational	=	\$27,666	\$49,182	\$33,440	18	Merit					N	40
New York	Forester I	=	\$43,023	\$53,547	\$50,888	62	Step	7				Y	37.5
North Carolina	Forester I	=	\$31,204	\$47,586	\$36,310	37	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	No Match												
Ohio	Forester	-	\$30,846	\$37,481	\$34,278	<5	Step	9				Y	40
Oklahoma	Forester III	=	\$27,893	\$46,488			Pay Band				Longevity	N	40
Oregon	Natural Resource Spec II	=	\$34,152	\$47,436	\$41,856		Step	8				Y	40
Pennsylvania	Forester	-	\$33,702	\$51,208	\$40,764	134	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Forester	-	\$33,324	\$37,278			Step	3.5				Y	35
South Carolina	Forester I	=	\$23,222	\$42,963	\$28,152	8	Performance					N	37.5
South Dakota	Forester		\$26,575	\$39,863									40
Tennessee	Forester II	=	\$29,340	\$46,944	\$33,212	8						N	37.5
Texas	No Match												
Utah	Forester II	=	\$34,008	\$51,085	\$37,664	12	Merit					N	40
Vermont	Forester II	=	\$38,896	\$60,757	\$51,720	20	Prog Step	24.5			Merit	Y	40
Virginia	Natural Resource Spec III	=	\$28,987	\$59,492	\$39,740	<5	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Natural Res Sp II	=	\$36,048	\$46,152	\$44,762	149	Merit	4.5				N	40
West Virginia	Forester II	=	\$25,452	\$47,088	\$35,346	11	Merit					N	37.5
Wisconsin	Forester Senior	=	\$41,136	\$86,387	\$43,488	158	Broadband					Y	40
Wyoming	Forestry Specialist II	=	\$55,116	\$74,232	\$60,654	<5	Market Based					N	40

Summary:

Mean	\$34,736	\$54,624	\$42,766
Median	\$33,024	\$52,039	\$40,857
Weighted Mean	----	-----	\$42,629

EMPLOYMENT COUNSELOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Rehab Counselor		\$30,139	\$45,677	\$39,030	103	Step	Varies			N	40
Alaska	Employment Counselor II	=	\$40,248	\$79,740	\$51,899	18	Merit	19		Location	Y	37.5
Arizona	Employment Counselor	=	\$24,671	\$42,318	\$27,459	<5	Merit				N	40
Arkansas	ESD Interviewer I	=	\$20,822	\$34,550	\$23,957	33	Grade Banded				N	40
California	Employ Program Counselor		\$39,276	\$47,724							Y	40
Colorado	Labor/Employ Specialist II		\$39,672	\$60,684			Performance					40
Connecticut	Labor Dept Career Dev Spec	=	\$52,066	\$66,331	\$65,433	25	Step	9		Longevity	Y	40
Delaware	Employment Services Spec II	=	\$31,384	\$47,076	\$33,750	8	Merit				Y	37.5
Dist. of Columbia	Manpower Dev Spec X01 11	=	\$47,496	\$61,239	\$54,779	52	Step	14			Y	40
Florida	Training & Develop Spec III	+	\$27,542	\$70,881	\$35,819	139	Broadband				V	40
Georgia	DOV Service Specialist	=	\$23,614	\$41,402	\$26,101	561	Performance				N	40
Hawaii	Employment Sevices Spec III	=	\$37,632	\$53,628	\$45,981	45	Negotiated				Y	40
Idaho												
Illinois	Human Resources Spec	-	\$32,088	\$63,960	\$51,091		Merit				N	37.5
Indiana	Employment Counselor IV	=	\$25,896	\$38,558	\$32,341	45	Gen Sal Adjust				N	37.5
Iowa	Vocational Rehab Specialist	=	\$35,048	\$50,918	\$45,247	<5	Step	9			Y	40
Kansas	Program Specialist I	=	\$28,038	\$36,650	\$30,408	109	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Workforce Develop Spec II	=	\$27,483	\$45,334	\$33,084	185	Merit				N	37.5
Louisiana	Habilitation Instr 1		\$19,716	\$35,364	\$28,788	26	Merit				N	40
Maine	CareerCenter Consultant	=	\$28,558	\$38,605	\$36,754	78	Prog Step	8			Y	40
Maryland	Vocational Rehab Specialist III	=	\$36,195	\$55,723	\$48,525	179	Prog Step	18			Y	40
Massachusetts	Employment Serv Spec (A/B)	=	\$41,673	\$56,617	\$54,244	5	Step	11	2%	Lump Sum	Y	37.5
Michigan	Employment Counselor-E(P11)	=	\$33,074	\$44,871	\$44,871	7	Step	5			Y	40
Minnesota	Employment Counselor Spec	=	\$33,721	\$48,984	\$46,354	8	Prog Step	11			Y	40
Mississippi	ES-Employment Counselor II	=	\$25,975	\$45,455	\$30,666	6	Variable	Varies			N	40

Missouri	Workforce Develop Spec II	=	\$27,276	\$37,812	\$32,128	10	Step				N	40	
Montana	Employment Counselor V	=	\$25,577	\$56,425	\$34,362	<5	Varies				V	40	
Nebraska	Workforce Coordinator	=	\$28,451	\$41,205	\$33,085	102					Y	40	
Nevada	Workforce Services Rep II	-	\$28,084	\$45,038	\$39,326	36	Step	9			Longevity	N	40
New Hampshire	Employment Counselor		\$29,133	\$39,020			Step	11	Cash		Longevity	Y	37.5
New Jersey	Employment Counselor	=	\$38,541	\$52,655	\$48,022	102	Step	8.5				Y	35
New Mexico	Emp/Recruit/Place Spec-Oper'l	-	\$25,287	\$44,955	\$28,095	116	Merit					N	40
New York	Vocation Rehab Counselor	=	\$45,394	\$56,358	\$52,826	399	Step	7				Y	37.5
North Carolina	Employment Counselor	=	\$30,045	\$45,462	\$38,003	32	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Customer Service Specialist	=	\$26,592	\$44,328	\$30,449	89	Open Range					N	40
Ohio	Employment Counselor	=	\$32,468	\$41,038			Step	9				Y	40
Oklahoma	Workforce Service Spec II	=	\$20,960	\$34,933			Pay Band				Longevity	N	40
Oregon	Bus & Employment Spec II	=	\$29,760	\$41,244	\$35,172	389	Step	8				Y	40
Pennsylvania	Employment Counselor I	=	\$33,702	\$51,208			Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Employ & Train. Interviewer	-	\$31,099	\$34,070	\$34,070	<5	Step	3.5				Y	35
South Carolina	Program Coordinator I	+	\$28,255	\$52,278	\$37,927	217	Performance					N	37.5
South Dakota	Employment Specialist		\$26,575	\$39,863									40
Tennessee	Employment Counselor II	=	\$25,920	\$41,472	\$39,521	18						N	37.5
Texas	Employment Specialist III	=	\$25,632	\$36,092	\$31,002	114	Merit					N	40
Utah	Workforce Service Specialist I	=	\$25,251	\$42,266	\$27,393	201	Merit					N	V
Vermont	Career Dev Facilitator I	=	\$28,122	\$43,514	\$31,450	<5	Prog Step	24.5			Merit	Y	40
Virginia	Program Administration Spec I	=	\$28,987	\$59,492	\$33,175	38	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Vocational Rehab Counselor II	-	\$36,048	\$46,152	\$45,810	63	Merit	4.5				N	40
West Virginia	Employment Counselor I	=	\$22,224	\$41,112	\$27,672	<5	Merit					N	37.5
Wisconsin	Emp & Training Specialist B	=	\$31,825	\$47,947	\$38,383	144	Pay Grid					Y	40
Wyoming	Employment Specialist V	=	\$28,392	\$38,700	\$32,057	37	Market Based					N	40

Summary:

Mean	\$30,833	\$47,339	\$38,058
Median	\$28,773	\$45,186	\$35,172
Weighted Mean	----	-----	\$37,022

FAMILY SUPPORT SPECIALIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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	Financial Support Supervisor		\$30,139	\$45,677	\$42,469	211	Step	Varies			N	40
Alaska	Children Services Spec II	=	\$40,248	\$79,740	\$43,466	59	Merit	19		Location	Y	37.5
Arizona	Program Services Evaluator	=	\$24,671	\$42,318	\$29,891	1316	Merit				N	40
Arkansas	Family Support Specialist I	=	\$20,822	\$39,822	\$23,081	238	Grade Banded				N	40
California												
Colorado												
Connecticut	No Match											
Delaware	Sr Family Support Specialist	=	\$31,384	\$47,076	\$34,159	33	Merit				Y	37.5
Dist. of Columbia	Case Mgmt. Coord X01 11-12	=	\$47,496	\$73,373	\$54,943	41	Step	14			Y	40
Florida	Community/Soc Serv Spec II	+	\$23,182	\$59,659	\$28,480	3225	Broadband				V	40
Georgia	Family Ind Case Manager I	=	\$23,614	\$41,402	\$26,769	1435	Performance				N	40
Hawaii	Self-Suffic Support Serv Sp III	=	\$37,632	\$53,628	\$44,973	42	Negotiated				Y	40
Idaho	Self-Reliance Specialist		\$29,244	\$48,422			Performance					40
Illinois	Public Aid Family Supp Spec I	=	\$37,716	\$55,332	\$53,156	181	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Family Case Coordinator III	=	\$29,172	\$42,276	\$32,017	615	Gen Sal Adjust				N	37.5
Iowa	No Match											
Kansas	Human Services Assistant	=	\$21,865	\$28,725	\$23,592	387	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Family Services Specialist II	=	\$24,987	\$41,211	\$28,548	588	Merit				N	37.5
Louisiana	Soc Serv Analyst II	=	\$24,144	\$43,308	\$35,172	1246	Merit				N	40
Maine	Family Independence Spec	-	\$26,416	\$35,360	\$31,637	338	Prog Step	8			Y	40
Maryland	Income Maintenance Spec III	=	\$29,944	\$45,884	\$40,625	68	Prog Step	18			Y	40
Massachusetts	Benefits Elig/Ref Soc Wrk A/B	=	\$37,601	\$51,206	\$48,573	903	Step	11	2%	Lump Sum	Y	37.5
Michigan	Family Ind Specialist-E (P11)	+	\$34,953	\$46,896	\$46,646	1621	Step	5			Y	40
Minnesota	No Match											
Mississippi	DHS-Case Manager	=	\$24,500	\$42,874	\$26,681	130	Variable	Varies			N	40

Missouri	No Match											
Montana	Child/Family Social Worker VI	=	\$30,544	\$68,395	\$36,670		Varies				V	40
Nebraska	Family Support Specialist	=	\$24,860	\$36,005							Y	40
Nevada	Family Support Specialist II	=	\$31,779	\$51,344	\$42,043	454	Step	9		Longevity	N	40
New Hampshire	Fiscal Specialist I		\$25,721	\$34,398			Step	11	Cash	Longevity	Y	37.5
New Jersey	No Match											
New Mexico	Eligibility Interviewer - Oper'l	=	\$22,628	\$40,229	\$26,416	84	Merit				Y	40
New York	No Match											
North Carolina	No Match											
North Dakota	No Match											
Ohio	No Match											
Oklahoma	Social Services Specialist II	=	\$23,211	\$38,685			Pay Band			Longevity	N	40
Oregon	Human Service Spec II	=	\$24,828	\$34,152	\$30,312	81	Step	8			Y	40
Pennsylvania	Income Maint Caseworker	=	\$33,702	\$51,208	\$40,755	4533	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Family Counselor	-	\$35,225	\$39,979	\$39,979	<5	Step	3.5			Y	40
South Carolina	Human Services Coord I	=	\$28,255	\$52,278	\$34,581		Performance				N	37.5
South Dakota	Family Services Social Worker		\$26,575	\$39,863								40
Tennessee	Social Worker II	=	\$27,036	\$43,260	\$31,840						N	37.5
Texas	Case Manager II	=	\$27,132	\$38,301	\$28,219	186	Merit				N	40
Utah	Family Support Specialist	=	\$23,920	\$37,898			Merit				N	V
Vermont	Benefits Program Specialist	=	\$32,926	\$51,189	\$40,977	133	Prog Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	Financial Services Specialist II	-	\$30,564	\$38,808	\$32,749	80	Merit	4.5			N	40
West Virginia	Family Support Specialist	=	\$20,760	\$38,400	\$25,621	259	Merit				N	37.5
Wisconsin	No Match											
Wyoming	Caseworker Specialist III A	=	\$35,460	\$47,556	\$40,981		Market Based				N	40

Summary:

Mean	\$29,075	\$45,951	\$35,813
Median	\$27,694	\$43,067	\$34,370
Weighted Mean	----	-----	\$35,474

SOCIAL WORKER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Senior Social Worker		\$31,642	\$48,004	\$36,751	179	Step	Varies			N	40
Alaska	Social Worker II (child serv)	=	\$43,104	\$87,648	\$50,201	69	Merit	19		Location	Y	37.5
Arizona	Human Services Specialist II	=	\$28,747	\$45,334	\$30,767	708	Merit				N	40
Arkansas	Social Worker I	=	\$26,824	\$50,937	\$37,389	27	Grade Banded				N	40
California	Social Service Consultant I		\$39,852	\$49,668							Y	40
Colorado	Social Worker/Counselor III		\$43,104	\$64,248			Performance					40
Connecticut	Soc Worker/Soc & Human Svc	=	\$54,571	\$69,455	\$64,629	1252	Step	9		Longevity	Y	40
Delaware	Sr Soc Worker/Case Manager	=	\$31,384	\$47,076	\$35,261	348	Merit				Y	37.5
Dist. of Columbia	Social Worker X02 - 9/11/12	=	\$45,721	\$75,180	\$57,672	305	Step	14			Y	40
Florida	Community/Soc Serv Spec III	+	\$27,542	\$70,881	\$36,455		Broadband				V	40
Georgia	Social Services Provider II	=	\$28,543	\$49,908	\$38,051	255	Performance				N	40
Hawaii	Soc Wrkr/Human Serv Spec III	=	\$37,632	\$53,628	\$41,663		Negotiated				Y	40
Idaho	Social Worker		\$31,720	\$52,520			Performance					40
Illinois	Social Worker II	=	\$39,636	\$58,560	\$54,754	124	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Social Services Specialist	=	\$29,172	\$42,276	\$36,231	11	Gen Sal Adjust				N	37.5
Iowa	Social Worker II	=	\$33,821	\$48,381	\$41,822	612	Step	9			Y	40
Kansas	Social Worker	=	\$30,888	\$40,935	\$31,244	27	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Social Services Worker II	=	\$30,233	\$50,263	\$33,312	325	Merit				N	37.5
Louisiana	Social Worker IV	=	\$31,656	\$56,784	\$46,476	149	Merit				N	40
Maine	Human Services Caseworker	=	\$29,723	\$40,310	\$35,069	419	Prog Step	8			Y	40
Maryland	Family Serv Caseworker I	=	\$31,888	\$48,944	\$34,344	45	Prog Step	18			Y	40
Massachusetts	Social Worker (A/B)	=	\$39,547	\$54,014	\$41,737	979	Step	11	2%	Lump Sum	Y	37.5
Michigan	Services Specialist-E (P11)	=	\$36,791	\$50,363	\$49,882	482	Step	5			Y	40
Minnesota	No Match											
Mississippi	DHS-Social Worker Advanced	=	\$29,460	\$51,555	\$33,966	104	Variable	Varies			N	40

Missouri	Social Service Worker II	=	\$28,260	\$40,080	\$30,167	1452	Step				Y	40
Montana	Child/Family Social Worker VI	=	\$30,544	\$68,395	\$36,670		Varies				V	40
Nebraska	Protection & Safety Worker	=	\$30,585	\$44,296	\$33,230	389					Y	40
Nevada	Social Worker II	=	\$36,018	\$58,673	\$49,881	99	Step	9		Longevity	N	40
New Hampshire	Social Worker III	=	\$30,342	\$40,697			Step	11	Cash	Longevity	Y	37.5
New Jersey	Social Worker II	=	\$36,861	\$50,304	\$44,462	191	Step	8.5			Y	35+
New Mexico	Soc Worker/All Other - Oper'l	=	\$27,666	\$40,229	\$39,408	8	Merit				Y	40
New York	Social Worker I	=	\$43,023	\$53,547	\$47,630	210	Step	7			Y	37.5
North Carolina	Social Worker II	=	\$32,454	\$45,462	\$34,163	46	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Social Worker III	=	\$29,508	\$49,176	\$36,704	38	Open Range				N	40
Ohio	Social Worker II	=	\$35,796	\$44,782	\$41,988	190	Step	9			Y	40
Oklahoma	Child Welfare Specialist II	=	\$25,517	\$42,529			Pay Band			Longevity	N	40
Oregon	Social Service Spec I	=	\$34,152	\$47,436	\$39,624	1004	Step	8			Y	40
Pennsylvania	Social Worker I	-	\$33,702	\$51,208	\$41,268	73	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Social Caseworker II	=	\$41,528	\$47,605	\$47,605	306	Step	3.5			Y	35
South Carolina	Social Worker III	=	\$28,255	\$52,278	\$37,697	219	Performance				N	37.5
South Dakota	Social Worker		\$26,575	\$39,863								40
Tennessee	Social Worker II	=	\$27,063	\$43,260	\$31,840						N	37.5
Texas	Clinical Social Worker III	=	\$34,308	\$48,709	\$35,829	69	Merit				N	40
Utah	Social Worker	=	\$34,008	\$51,085	\$37,738	50	Merit				N	V
Vermont	Social Worker C	=	\$38,896	\$60,757	\$50,901	14	Prog Step	24.5		Merit	Y	40
Virginia	Counselor I	=	\$22,188	\$45,539	\$34,527	63	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Social Worker II	=	\$36,948	\$47,280	\$45,291	411	Merit	4.5			N	40
West Virginia	Social Services Worker III	=	\$22,224	\$41,112	\$26,869	178	Merit				N	37.5
Wisconsin	Social Worker Senior	=	\$37,239	\$56,069	\$42,977	84	Traditional				Y	40
Wyoming	Caseworker Specialist III A	=	\$35,460	\$47,556	\$40,981		Market Based				N	40

Summary:

Mean	\$33,446	\$51,296	\$40,344
Median	\$31,804	\$49,422	\$37,895
Weighted Mean	-----	-----	\$41,746

SUBSTANCE ABUSE COUNSELOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$26,629	\$40,453	\$32,331	51	Step	Varies			N	40
Alaska	No Match											
Arizona	No Match											
Arkansas	Substance Abuse Prog Coord	=	\$32,356	\$43,535	\$37,015	14	Grade Banded				N	40
California												
Colorado	Social Worker/Counselor II		\$39,108	\$58,284			Performance					40
Connecticut	Substance Abuse/HIV Couns.	+	\$42,263	\$56,088	\$48,640	43	Step	11		Longevity	Y	35
Delaware	Family Crisis Therapist	=	\$41,139	\$61,709	\$44,126	144	Merit				Y	37.5
Dist. of Columbia	Treatment Counselor X05 - 8	=	\$35,842				Step	14			Y	40
Florida	Community/Soc Serv Spec III	+	\$27,542	\$70,881	\$36,455		Broadband				V	40
Georgia	Counselor, Substance Abuse	=	\$25,895	\$45,453	\$30,588	98	Performance				N	40
Hawaii	Substance Abuse Specialist III	=	\$37,632	\$53,628	\$39,156	<5	Negotiated				Y	40
Idaho	Clinician		\$34,507	\$57,116			Performance					40
Illinois	No Match											
Indiana	Substance Abuse Couns IV	=	\$25,896	\$38,558	\$29,552	49	Gen Sal Adjust				N	37.5
Iowa	Drug Abuse Counselor II	=	\$31,678	\$45,802	\$43,523	7	Step	9			Y	40
Kansas	Chem Dependency Counselor	=	\$30,888	\$40,352	\$31,980	8	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Alcohol & Drug Rehab Couns	=	\$30,233	\$50,263	\$33,696	10	Merit				N	37.5
Louisiana	Social Serv Couns III	=	\$27,648	\$49,584	\$36,456	103	Merit				N	40
Maine	Substance Abuse Counselor	=	\$31,096	\$42,307	\$42,307	<5	Prog Step	8			Y	40
Maryland	A/D Associate Counselor	=	\$33,970	\$52,224	\$42,649	125	Prog Step	18			Y	40
Massachusetts	Habilitation Coordinator (A/B)	=	\$35,884	\$48,662	\$46,430	58	Step	11	2%	Lump Sum	Y	37.5
Michigan	No Match											
Minnesota	Chemical Depend Counsel Sr	=	\$33,387	\$45,163	\$40,382	28	Prog Step	9.5			Y	40
Mississippi	Alcohol/Drug Counselor II	=	\$20,275	\$35,481	\$23,916	10	Variable	Varies			N	40

Missouri	Substance Abuse Couns II	=	\$29,244	\$41,676	\$31,889	64	Step				Y	40
Montana	Substance Abuse Couns XIV	=	\$30,253	\$45,379	\$36,078	15	Varies				V	40
Nebraska	Chemical Depend Counselor	=	\$30,585	\$44,296	\$33,645	35					V	40
Nevada	Substance Abuse Counselor	=	\$34,577	\$46,020	\$46,295	10	Step	9		Longevity	N	40
New Hampshire	Substance Abuse Counselor		\$29,133	\$39,020			Step	11	Cash	Longevity	Y	37.5
New Jersey	Substance Abuse Couns II	=	\$36,861	\$50,304	\$42,952	8	Step	8.5			Y	35+
New Mexico	Sub Abuse Counselor - Oper'l	=	\$25,287	\$44,955	\$35,589	14	Merit				Y	40
New York	Substance Abuse Counselor I	=	\$50,333	\$62,256	\$62,256	<5	Step	7			Y	40
North Carolina	Substance Abuse Couns II	=	\$28,888	\$43,460	\$33,335	38	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Addiction Counselor II	=	\$29,508	\$49,176	\$36,164	67	Open Range				N	40
Ohio	Alcohol & Drug Counselor II	=	\$35,796	\$44,782	\$39,711	14	Step	6			Y	40
Oklahoma	Alcohol & Drug Counselor II	-	\$23,211	\$38,685			Pay Band			Longevity	N	40
Oregon	Mental Health Specialist	=	\$37,932	\$50,712	\$42,852	46	Step	8			Y	40
Pennsylvania	Drug & Alcohol Treat Spec II	=	\$41,039	\$62,363	\$44,838	111	Prog Step	20	2.25%	Cash/Max	Y	40
Rhode Island	Privatized											
South Carolina	Human Services Coord I	=	\$28,255	\$52,278	\$34,581		Performance				N	37.5
South Dakota												
Tennessee	Counseling Associate II	=	\$25,920	\$41,472	\$30,586	77					N	37.5
Texas	Substance Abuse Counsel II	=	\$28,740	\$40,672	\$29,929	25	Merit				N	40
Utah	Caseworker II	=	\$30,493	\$45,843	\$32,657	160	Merit				N	V
Vermont	No Match											
Virginia	No Match											
Washington	No Match											
West Virginia	Subst Abuse Therapist I	=	\$23,784	\$43,992	\$28,063	17	Merit				N	37.5
Wisconsin	Substance Abuse Couns Obj	=	\$29,428	\$44,351	\$29,428	<5	Traditional				Y	40
Wyoming	Caseworker Specialist III A	=	\$35,460	\$47,556	\$40,981		Market Based				N	40

Summary:

Mean	\$31,917	\$47,870	\$37,529
Median	\$30,585	\$45,628	\$36,310
Weighted Mean	----	-----	\$37,409

TEACHER (STATE INSTITUTION)

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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 II		\$28,704	\$43,498			Step	Varies			N	40
Alaska	AK Military Youth Acad Inst	=	\$37,488	\$53,916	\$37,830	<5	Merit	19			Y	37.5
Arizona	Jvnl Corr Educ Prog Teacher III	=	\$34,459	\$59,646	\$47,681	45	Step	10			N	40
Arkansas	No Match											
California	Various, Range F		\$54,036	\$68,928								
Colorado	Teacher I		\$39,084	\$56,268			Performance					40
Connecticut	State School Teacher (12 mo)	=	\$47,300	\$92,855	\$70,489	220	Step	14			Y	35
Delaware	Teacher	=	\$35,021	\$79,280	\$62,248	47	Grade/Step				Y	37.5
Dist. of Columbia	No Match											
Florida	Spec Ed Teacher, Sec Sch III	+	\$27,542	\$70,881	\$33,462	50	Broadband				Y	40
Georgia	Teacher	=	\$38,857	\$58,456	\$63,591	119	Performance				N	40
Hawaii	Special Education Teacher III	=	\$37,632	\$53,628	\$45,715	5	Negotiated				Y	40
Idaho	Instructor Specialist, DJC		\$31,720	\$52,520			Performance					40
Illinois	Educator (BA)	+	\$38,508	\$58,956	\$52,897	209	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Institutional Teacher											
Iowa	Educator	=	\$34,507	\$55,286	\$50,128	46	Merit				N	40
Kansas	No Match											
Kentucky	No Match											
Louisiana	No Match											
Maine	Teacher BS	=	\$36,088	\$48,506	\$40,643	25	Prog Step	13			Y	40
Maryland	Teacher SPC	=	\$39,508	\$51,542	\$49,122	6	Prog Step	18			Y	40
Massachusetts	Teacher C	=	\$34,836	\$55,647	\$57,963	64	Step	9	2%	Lump Sum	Y	30
Michigan	School Teacher-E (P11)	=	\$37,062	\$60,552	\$53,787	110	Step	5			Y	40
Minnesota	Special Teacher: BA/BS + Lic	=	\$37,500	\$53,495	\$46,521	22	Prog Step	9			Y	40
Mississippi	Acedemic Teacher I	=	\$40,000	\$70,000	\$44,478	142	Variable	Varies			N	40

Missouri	Academic Teacher II	=	\$29,244	\$41,676	\$30,221	10	Step				Y	40
Montana	Teacher V	=	\$25,577	\$56,425	\$30,555	8	Varies				V	40
Nebraska	No Match											
Nevada	Academic Teacher	=	\$37,584	\$61,345	\$55,112	13	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Teacher III	=	\$35,258	\$48,080	\$42,012	96	Step	8.5			Y	35+
New Mexico	No Match											
New York	Teacher I	=	\$30,655	\$39,229	\$35,721	7	Step	7			Y	37.5
North Carolina	Teacher	=	\$26,260	\$59,930	\$48,598	496	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	No Match											
Ohio	Teacher III (for ment. retarded)	=	\$38,355	\$56,888			Step	14			Y	40
Oklahoma												
Oregon	Teacher Spec Schools	=	\$27,996	\$56,232	\$41,856	41	Step	24			Y	40
Pennsylvania	Adult Basic Ed Teach, Correcs	-	\$40,085	\$79,440	\$51,466	137	Prog Step	12			Y	37.5
Rhode Island	Teacher (Academic)	=	\$30,630	\$55,687	\$52,241	28	Step	8.5			Y	35
South Carolina	Teacher	=	\$28,255	\$52,278	\$34,240	30	Performance				N	37.5
South Dakota												
Tennessee	Correctional Teacher	=	N/A	N/A	\$53,130	125	Mandated				N	37.5
Texas	No Match											
Utah	Psych/Develop Technician	=	\$19,261	\$30,493	\$20,247	567	Merit				N	V
Vermont	Woodside Youth Cntr Teacher	=	\$34,798	\$54,142	\$47,975	6	Prog Step	24.5		Merit	Y	40
Virginia	Trainer Instructor II	=	\$28,987	\$59,492	\$42,014	335	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Teacher of the Blind	=	\$30,383	\$57,266	\$44,400	32	Merit	4.5			N	40
West Virginia	Teacher I	=	\$20,760	\$38,400	\$46,511	18	Merit				N	37.5
Wisconsin	Teacher	=	\$35,707	\$62,488	\$47,144	434	Traditional				Y	40
Wyoming	Instructor II	=	\$34,488	\$47,604	\$39,110	49	Market Based				N	40

Summary:

Mean	\$34,166	\$56,783	\$46,034
Median	\$34,836	\$56,232	\$46,521
Weighted Mean	-----	-----	\$45,083

LICENSED PRACTICAL NURSE

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$21,863	\$32,440	\$27,056	43	Step	Varies			N	40
Alaska	Licensed Practical Nurse	=	\$37,824	\$56,568	\$43,943	51	Merit	19		Location	Y	37.5
Arizona	Institutional LPN II	=	\$28,045	\$39,906	\$36,650	96	Step	Varies			N	40
Arkansas	LPN I/LPTN I	=	\$17,177	\$41,769	\$29,826	49	Grade Banded				N	40
California	Licensed Vocational Nurse		\$29,292	\$35,604							Y	40
Colorado	Health Care Technician I		\$26,472	\$39,444			Performance					40
Connecticut	Licensed Practical Nurse	=	\$38,355	\$51,274	\$47,409	351	Step	11		Longevity	Y	35
Delaware	Licensed Practical Nurse III	=	\$31,485	\$45,835	\$31,148	9	Merit/SMV				Y	37.5
Dist. of Columbia	No Match											
Florida	Lic Prac & Lic Voc Nurses III	=	\$23,182	\$59,659	\$31,109	791	Broadband				V	40
Georgia	Licensed Practical Nurse	=	\$19,455	\$34,040	\$26,666	162	Performance				N	40
Hawaii	Licensed Practical Nurse	=	\$32,040	\$38,796	\$37,939	26	Negotiated				Y	40
Idaho	Nurse, Licensed Practical		\$23,982	\$40,040			Performance					40
Illinois	Licensed Practical Nurse II	=	\$30,408	\$41,988	\$38,891	270	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Licensed Practical Nurse	=	\$27,508	\$37,986	\$32,628	176	Recruit Diff				N	37.5
Iowa	Licensed Practical Nurse	=	\$31,678	\$45,802	\$35,897	149	Step	9			Y	40
Kansas	Licensed Practical Nurse	=	\$28,038	\$36,650	\$29,726	53	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Licensed Practical Nurse	=	\$22,714	\$37,471	\$32,640	192	Merit				N	37.5
Louisiana	Practical Nurse, Licensed II	=	\$21,924	\$37,488	\$29,328	635	Merit				N	40
Maine	Licensed Practical Nurse	=	\$26,021	\$34,008	\$33,821	44	Prog Step	8			Y	40
Maryland	Licensed Practical Nurse II	=	\$29,944	\$45,884	\$38,601	156	Prog Step	18			Y	40
Massachusetts	Licensed Practical Nurse	=	\$30,922	\$41,768	\$39,580	324	Step	11			Y	37.5
Michigan	Prac Nurse, Licensed-E (P11)	=	\$33,805	\$42,867	\$42,240	322	Step	5			Y	40
Minnesota	Licensed Practical Nurse II	+	\$30,902	\$41,656	\$40,131	402	Prog Step	11			Y	40
Mississippi	Nurse, Licensed Practical II	=	\$19,506	\$34,135	\$21,203	342	Variable	Varies			N	40

Missouri	Licensed Practical Nurse II	=	\$22,272	\$29,664	\$26,695	197	Step				Y	40
Montana	Licensed Practical Nurse XI	=	\$22,535	\$31,762	\$29,702	30	Varies				V	40
Nebraska	Licensed Practical Nurse II	=	\$27,180	\$50,390	\$32,042	121					Y	40
Nevada	Licensed Practical Nurse II	=	\$29,274	\$47,001	\$45,051	62	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Practical Nurse	=	\$33,362	\$45,428	\$42,978	673	Step	8.5			Y	40
New Mexico	Lic Prac & Lic Voc Nurse-Op	=	\$20,376	\$36,221	\$32,263	57	Merit				Y	40
New York	Licensed Practical Nurse	=	\$27,372	\$35,155	\$31,264	1217	Step	7			Y	37.5
North Carolina	Practical Nurse I	=	\$21,656	\$31,453			Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Licensed Practical Nurse I	-	\$20,148	\$33,576	\$27,982	9	Open Range				N	40
Ohio	Practical Nurse	=	\$33,404	\$41,038	\$38,353	401	Step	8			Y	40
Oklahoma	Licensed Practical Nurse II	=	\$20,960	\$34,933			Pay Band			Longevity	N	40
Oregon	Licensed Practical Nurse	=	\$24,924	\$34,104	\$34,008	15	Step	8			Y	40
Pennsylvania	Licensed Practical Nurse	=	\$35,949	\$54,622	\$41,780	716	Prog Step	20	2.25%	Cash/Max	Y	40
Rhode Island	Licensed Practical Nurse	-	\$35,300	\$47,529	\$48,470	47	Step	10.5			Y	35
South Carolina	Licensed Practical Nurse	=	\$19,087	\$35,316	\$28,326	312	Performance				N	37.5
South Dakota	Licensed Practical Nurse		\$24,350	\$36,525								40
Tennessee	Licensed Practical Nurse II	=	\$21,072	\$33,720	\$30,431	311					N	37.5
Texas	Licensed Vocational Nurse II	=	\$24,252	\$33,571	\$28,977	660	Merit				N	40
Utah	Licensed Practical Nurse II	=	\$25,938	\$38,938	\$27,383	56	Merit				N	V
Vermont	Practical Nurse	=	\$29,682	\$45,885	\$38,724	22	Prog Step	24.5		Merit	Y	40
Virginia	Licensed Practical Nurse	=	\$22,188	\$45,539	\$34,517	42	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Licensed Practical Nurse II	=	\$30,564	\$38,808	\$38,620	307	Merit	4.5			N	40
West Virginia	Licensed Practical Nurse	=	\$16,932	\$31,320	\$28,608	166	Merit				N	37.5
Wisconsin	Licensed Practical Nurse	=	\$30,391	\$45,587	\$36,468	220	Traditional				Y	40
Wyoming	Human Services Shift Support	=	\$26,352	\$35,352	\$28,783	51	Market Based				N	40

Summary:

Mean	\$26,695	\$40,133	\$34,369
Median	\$26,472	\$38,808	\$32,640
Weighted Mean	----	-----	\$34,632

REGISTERED NURSE

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Staff Nurse		\$31,642	\$52,915	\$45,534	190	Step	Varies			N	40
Alaska	Nurse II	=	\$43,104	\$85,968	\$52,260	64	Merit	19		Location	Y	37.5
Arizona	Psych/Hab/Geri Nurse II	=	\$36,057	\$58,790	\$51,436	151	Step	Varies			N	40
Arkansas	Registered Nurse I	=	\$22,193	\$42,457			Grade Banded				N	40
California	Registered Nurse - Safety, B		\$55,308	\$65,076							Y	40
Colorado	Nurse I		\$42,192	\$62,868			Performance					40
Connecticut	Nurse	=	\$44,093	\$58,374	\$52,038	124	Step	11		Longevity	Y	35
Delaware	Registered Nurse II	=	\$41,932	\$63,054	\$44,553	9	Merit/SMV				Y	37.5
Dist. of Columbia	Clinical Nurse A28 7-9-11	=	\$54,583	\$84,513	\$68,604	21	Step	18			Y	40
Florida	Registered Nurses I	+	\$25,269	\$65,029	\$40,450	642	Broadband				Y	40
Georgia	Nurse	=	\$31,474	\$55,072	\$42,600	244	Performance				N	40
Hawaii	Registered Prof Nurse III	=	\$58,176	\$67,716	\$67,624	182	Negotiated				Y	40
Idaho	Nurse, Registered		\$31,720	\$52,520			Performance					40
Illinois	Registered Nurse II	=	\$47,568	\$64,092	\$59,795	426	Prog Step	8	\$25 or \$50	Longevity	Y	37.5
Indiana	Nurse IV	=	\$36,088	\$52,468	\$43,958	112	Recruit Diff				N	37.5
Iowa	Registered Nurse	=	\$46,550	\$70,242	\$50,758	107	Step	9			Y	40
Kansas	Registered Nurse Sr	=	\$35,776	\$46,779	\$45,000	208	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Registered Nurse	=	\$30,233	\$50,263	\$42,516	171	Merit				N	37.5
Louisiana	Registered Nurse II	=	\$32,880	\$56,220	\$43,896	1040	Merit				N	40
Maine	Nurse I	=	\$32,843	\$41,829	\$38,022	<5	Prog Step	8	\$1/hr.	Recr/Ret	Y	40
Maryland	Registered Nurse	=	\$38,578	\$59,475	\$49,916	190	Prog Step	18			Y	40
Massachusetts	Registered Nurse I	=	\$39,428	\$64,188	\$54,880	29	Step	11			Y	40
Michigan	Registered Nurse-E (P11)	=	\$39,066	\$51,594	\$49,193	21	Step	5			Y	40
Minnesota	Registered Nurse Senior	=	\$42,658	\$64,791	\$62,452	220	Prog Step	12			Y	40
Mississippi	Nurse II	=	\$30,754	\$53,820	\$32,927	241	Variable	Varies			N	40

Missouri	Registered Nurse I	=	\$28,260	\$40,080	\$33,557	10	Step				Y	40
Montana	Registered Nurse 14/15	=	\$32,173	\$46,107	\$41,908	82	Varies				V	40
Nebraska	Nurse II	=	\$36,289	\$67,279	\$43,021	152					Y	40
Nevada	Registered Nurse IV	=	\$40,987	\$67,150	\$63,255	15	Step	9		Longevity	N	40
New Hampshire												
New Jersey	Staff Nurse	=	\$40,305	\$55,140	\$53,150	68	Step	8.5			Y	40
New Mexico	Registered Nurse - Oper'l	+	\$34,056	\$60,543	\$42,863	82	Merit				Y	40
New York	Nurse II	=	\$38,470	\$48,726	\$47,847	1667	Step	7			Y	37.5
North Carolina	Staff Nurse	=	\$37,810	\$52,065	\$43,737	24	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Registered Nurse II	=	\$29,508	\$49,176	\$40,312	87	Open Range				N	40
Ohio	Nurse I	=	\$46,945	\$65,644	\$58,604	318	Step	8			Y	40
Oklahoma	Registered Nurse II	-	\$27,893	\$46,488			Pay Band			Longevity	N	40
Oregon	Institution RN	=	\$42,204	\$58,212	\$51,276	150	Step	8			Y	40
Pennsylvania	Registered Nurse	=	\$46,819	\$71,146	\$56,528	1051	Prog Step	20	2.25%	Cash/Max	Y	40
Rhode Island	Registered Nurse A	-	\$47,731	\$64,260	\$59,412	111	Step	10.5			Y	35
South Carolina	Registered Nurse I	=	\$28,255	\$52,278	\$39,464	582	Performance				N	37.5
South Dakota	Human Services Nurse		\$32,820	\$49,230								40
Tennessee	Registered Nurse II	=	N/A	N/A	\$45,522	255	Mandated				N	37.5
Texas	Nurse II	=	\$36,504	\$55,499	\$44,889	515	Merit				N	40
Utah	Registered Nurse II	=	\$34,008	\$51,085	\$44,634	108	Merit				N	V
Vermont	Vet Home Gerontological Nurse	=	\$34,798	\$54,142	\$51,759	23	Prog Step	24.5		Merit	Y	40
Virginia	Registered Nurse I	=	\$28,987	\$59,492	\$43,992	183	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Registered Nurse I	=	\$32,664	\$50,532	\$43,792	12	Merit	4.5	\$1.5/hr		N	40
West Virginia	Nurse II	=	\$27,252	\$50,400	\$38,254	61	Merit				N	37.5
Wisconsin	Nurse Clinician II	=	\$49,064	\$78,503	\$57,907	533	Traditional				Y	40
Wyoming	Nurse V	=	\$34,068	\$50,232	\$44,250	113	Market Based				N	40

Summary:

Mean	\$37,511	\$57,827	\$48,371
Median	\$36,088	\$55,499	\$45,261
Weighted Mean	-----	-----	\$48,527

PSYCHOLOGIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$46,821	\$71,380	\$68,893	<5	Step	Varies			N	40
Alaska	Mental Health Clinician II	=	\$49,656	\$98,280	\$54,368	20	Merit	19			Y	37.5
Arizona	Psychologist I	=	\$37,168	\$62,947			Merit				N	40
Arkansas	Psychologist	=	\$48,320	\$73,722	\$62,711	18	Grade Banded				N	40
California	Staff Psych (Clinical) CF		\$53,976	\$70,848							Y	40
Colorado	Psychologist I		\$56,532	\$84,204			Performance					40
Connecticut	Psychologist - Clinical	=	\$63,364	\$86,170	\$78,970	28	Step	11		Longevity	Y	35
Delaware	Psychologist	=	\$50,397	\$75,595	\$66,091	28	Merit				N	37.5
Dist. of Columbia	Clin Psychologist A94-12/13	=	\$57,521	\$88,928	\$79,023	30	Step	14			Y	40
Florida	Clinical Couns & Sch Psych III	+	\$30,022	\$77,261	\$44,246	319	Broadband				Y	40
Georgia	No Match											
Hawaii	Clinical Psychologist VI	=	\$49,572	\$70,560	\$65,774	17	Negotiated				Y	40
Idaho	Clinician		\$34,507	\$57,116			Performance					40
Illinois	Psychologist I	=	\$37,716	\$55,332	\$47,220	14	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Behavioral Clinician	-	\$32,110	\$46,488	\$36,100	20	Recruit Diff				N	37.5
Iowa	Psychologist II	=	\$39,146	\$58,178	\$39,735	14	Step	9			Y	40
Kansas	Psychologist II	=	\$45,677	\$59,717	\$49,879	30	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Certified Psychologist Assoc I	=	\$33,255	\$54,858	\$42,228	15	Merit				N	37.5
Louisiana	Psychologist II	=	\$40,296	\$68,868	\$68,016	9	Merit				N	40
Maine	Psychologist II	=	\$40,976	\$56,160	\$56,160	<5	Prog Step	8			Y	40
Maryland	Psychology Assoc III Masters	-	\$33,970	\$52,224	\$46,324	10	Prog Step	18			Y	40
Massachusetts	Psychologist I	=	\$41,434	\$67,454	\$56,853	<5	Step	11			Y	37.5
Michigan	Psychologist-E (P11)	=	\$44,955	\$65,688	\$62,849	127	Step	5			Y	40
Minnesota	Psychologist II	=	\$42,574	\$62,765	\$60,594	45	Prog Step	11			Y	40
Mississippi	Psychologist I	=	\$36,744	\$64,302	\$40,345	119	Variable	Varies			N	40

Missouri	Licensed Prof Counselor II	=	\$32,580	\$46,356	\$42,135	11	Step				Y	40
Montana	Clinical Psychologist XV	=	\$32,173	\$46,107	\$42,723	<5	Varies				V	40
Nebraska	Psychologist II	=	\$43,916	\$63,678	\$50,723	<5					V	40
Nevada	Psychologist I	=	\$37,584	\$61,345	\$53,662	<5	Step	9		Longevity	N	40
New Hampshire	Psychologist Associate II		\$42,822	\$58,286			Step	11	Cash	Longevity	Y	37.5
New Jersey	Staff Clinical Psychologist II	=	\$42,160	\$57,740	\$48,976	<5	Step	8.5			Y	35+
New Mexico	Clinic Couns/Schl Psych-Opr'l	=	\$30,549	\$54,311	\$40,658	53	Merit				Y	40
New York	Psychologist I	=	\$50,333	\$62,256	\$54,893	42	Step	7			Y	37.5
North Carolina	Senior Psychologist I	=	\$51,004	\$74,945	\$65,852	39	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Licensed Exempt Psych I	-	\$32,736	\$54,552	\$40,600	6	Open Range				N	40
Ohio	Psychologist Assistant	=	\$39,041	\$49,233	\$43,630	<5	Step	8			Y	40
Oklahoma	Psychological Clinician II	=	\$34,056	\$56,760			Pay Band			Longevity	N	40
Oregon	Clinical Psychologist I	=	\$45,264	\$63,120	\$49,692	17	Step	8			Y	40
Pennsylvania	Psychologist	=	\$43,893	\$66,700	\$53,436	8	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Clinical Psychologist	=	\$43,180	\$48,837	\$48,686	17	Step	2.5			Y	35
South Carolina												
South Dakota												
Tennessee	Psychologist - Intern	=	N/A	N/A	\$18,000	<5	Market driven				N	37.5
Texas	Psychologist I	=	\$46,725	\$71,036	\$53,049	27	Merit				N	40
Utah	Psychologist	=	\$42,266	\$63,461	\$60,034	11	Merit				N	V
Vermont	No Match											
Virginia	Psychologist I	=	\$28,987	\$59,492	\$46,295	14	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Psych Affiliate	=	\$32,028	\$40,752	\$39,816	<5	Merit	4.5			N	40
West Virginia	Psychologist I	=	\$31,200	\$57,720	\$34,527	7	Merit				N	37.5
Wisconsin	No Match											
Wyoming	Psychological Services Spec	=	\$41,160	\$53,484	\$55,557	<5	Market Based				N	40

Summary:

Mean	\$41,564	\$63,094	\$51,733
Median	\$41,434	\$62,256	\$50,301
Weighted Mean	----	-----	\$51,410

PSYCHOLOGIST SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Senior Psychologist		\$56,969	\$86,918	\$76,567	<5	Step	Varies			N	40
Alaska	Mental Health Clinician III	=	\$56,760	\$111,432	\$69,508	29	Merit	19		Location	Y	37.5
Arizona	Psychologist II	=	\$40,330	\$68,274	\$54,406	21	Merit				N	40
Arkansas	Psychologist Supervisor	=	\$41,642	\$79,676	\$78,821	5	Grade Banded				N	40
California												
Colorado	Psychologist II		\$60,672	\$90,396			Performance					40
Connecticut	Supervising Psych Clinical	=	\$68,548	\$92,855	\$90,726	23	Step	11		Longevity	Y	35
Delaware	Psychologist Supervisor	=	\$57,704	\$86,556	\$74,018	6	Merit				N	37.5
Dist. of Columbia	No Match											
Florida	Clinical Couns & Sch Psych IV	+	\$38,878	\$100,054	\$66,069	111	Broadband				Y	40
Georgia	Psychologist	=	\$50,653	\$88,483	\$66,472	26	Performance				N	40
Hawaii	Clinical Psychologist VII	+	\$55,764	\$79,368	\$77,430	13	Negotiated				Y	40
Idaho	Chief of Psychology		\$44,200	\$73,112			Performance					40
Illinois	Psychologist III	=	\$49,140	\$74,004	\$72,501	39	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Psychologist I	=	\$43,602	\$65,278	\$43,900	<5	Recruit Diff				N	37.5
Iowa	Psychologist III	=	\$42,203	\$63,877	\$58,822	9	Step	9			Y	40
Kansas	Psychologist III	=	\$50,336	\$65,770	\$58,648	10	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Licensed Psychologist II	=	\$36,580	\$60,347	\$51,516	17	Merit				N	37.5
Louisiana	Psychologist III	=	\$46,140	\$78,852	\$73,284	23	Merit				N	40
Maine	Psychologist III	=	\$44,554	\$62,234	\$59,176	8	Prog Step	8			Y	40
Maryland	Psychologist I	=	\$43,854	\$67,776	\$56,005	7	Prog Step	18			Y	40
Massachusetts	Psychologist IV	=	\$57,988	\$94,403	\$92,335	53	Step	11			Y	37.5
Michigan	Psychologist-A (12)	-	\$48,984	\$71,744	\$68,883	13	Step	5			Y	40
Minnesota	Psychologist III	=	\$48,984	\$72,829	\$69,384	41	Prog Step	11			Y	40
Mississippi	Psychologist II	=	\$40,459	\$70,804	\$46,571	23	Variable	Varies			N	40

Missouri	Psychologist II	=	\$42,756	\$63,393	\$55,643	13	Step				Y	40
Montana	Clinical Psychologist 16/17	=	\$38,770	\$56,026	\$52,236	9	Varies				V	40
Nebraska	Psychologist III	=	\$47,204	\$68,365	\$57,512	<5					Y	40
Nevada	Psychologist III	=	\$48,838	\$65,668	\$74,150	8	Step	9		Longevity	N	40
New Hampshire	Psychologist		\$46,742	\$64,428			Step	11	Cash	Longevity	Y	37.5
New Jersey	Clinical Psychologist I	=	\$55,401	\$76,274	\$67,735	22	Step	8.5			Y	35+
New Mexico	Clinic Couns/Schl Psych-Adv	+	\$34,056	\$60,543	\$49,918	38	Merit				Y	40
New York	Licensed Psychologist	=	\$62,244	\$76,254	\$72,624	271	Step	7			Y	37.5
North Carolina	Senior Psychologist II	=	\$55,797	\$82,179	\$75,350	<5	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Licensed Psychologist II	=	\$49,272	\$82,116	\$64,731	13	Open Range				N	40
Ohio	Psychology Supervisor	=	\$63,772	\$88,254	\$82,241	48	Step	8			Y	40
Oklahoma	Psychological Clinician III	-	\$37,803	\$63,005			Pay Band			Longevity	N	40
Oregon	Clinical Psychologist II	=	\$49,752	\$69,468	\$64,932	7	Step	8			Y	40
Pennsylvania	Licensed Psychologist Mngr	=	\$50,113	\$76,167	\$66,807	50	Prog Step	20	2.25%	Cash/Max	N	37.5
Rhode Island	Clinical Psychologist (PH.D)	=	\$51,788	\$58,347	\$58,347	<5	Step	2.5			Y	35
South Carolina	Chief Psychologist	=	\$41,835	\$77,397	\$59,702	61	Performance				N	40
South Dakota												
Tennessee	Psychologist	=	N/A	N/A	\$65,110	41	Market driven				N	37.5
Texas	Psychologist III	=	\$60,129	\$96,932			Merit				N	40
Utah	Supervising Psychologist	=	\$47,112	\$70,762	\$65,263	<5	Merit				N	40
Vermont	Vt St. Hospital Psychologist	=	\$43,742	\$68,536	\$68,536	<5	Prog Step	24.5		Merit	Y	40
Virginia	Psychologist II	=	\$37,869	\$77,720	\$61,405	62	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Psy Associate	+	\$41,808	\$53,520	\$52,417	46	Merit	4.5			N	40
West Virginia	Psychologist II	=	\$35,736	\$66,120	\$44,705	6	Merit				N	37.5
Wisconsin	Psychologist Licensed	=	\$47,070	\$70,815	\$61,538	77	Traditional				Y	40
Wyoming	Psychologist	=	\$50,196	\$65,232	\$63,516	12	Market Based				N	40

Summary:

Mean	\$48,186	\$74,523	\$64,871
Median	\$47,204	\$71,744	\$65,110
Weighted Mean	----	-----	\$67,344

PROGRAMMER/ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$49,187	\$74,926	\$62,715	150	Step	Varies			N	40
Alaska	Analyst Programmer III	=	\$46,356	\$68,664	\$52,038	50	Merit	19		Location	Y	37.5
Arizona												
Arkansas	Programmer Analyst	=	\$25,142	\$42,379	\$32,344	25	Grade Banded				N	40
California	Assoc Programmer/Analyst		\$51,792	\$62,964							Y	40
Colorado	IT Professional II		\$46,140	\$70,608			Performance					40
Connecticut	Systems Developer II	+	\$52,163	\$66,582	\$58,576	23	Step	9		Long/Lump	Y	35
Delaware	Application Support Specialist	=	\$38,445	\$57,667	\$45,577	13	Merit				N	37.5
Dist. of Columbia	Info Tech Spec X01 12/13	=	\$56,948	\$87,248	\$70,225	36	Step	14			Y	40
Florida	Computer Programmers II	+	\$25,269	\$65,029	\$37,338		Broadband				V	40
Georgia	Programmer Analyst II	=	\$37,901	\$66,426	\$50,216	88	Performance				N	40
Hawaii	Computer Programmer IV	=	\$40,716	\$57,996	\$50,810	22	Negotiated				Y	40
Idaho	IT Programmer Analyst		\$31,720	\$52,520			Performance					40
Illinois	Information Service Spec II	=	\$41,712	\$62,196	\$53,881	257	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Apps/Sys Analyst/Progrm	+	\$46,176	\$64,298	\$50,580	81	Recruit Diff				N	37.5
Iowa	Information Tech Spec III		\$41,018	\$60,861	\$54,631	85	Step	9			Y	40
Kansas	Applications Developer II	=	\$43,170	\$56,888	\$47,704	151	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Programmer/Analyst II	=	\$33,255	\$54,858	\$38,880	18	Merit				N	37.5
Louisiana	IT Application Prog/Analyst I	=	\$30,144	\$54,288	\$40,440	69	Merit				N	40
Maine	Programmer Analyst	=	\$32,406	\$44,408	\$40,456	60	Prog Step	8	15%	Recr/Ret	Y	40
Maryland	DP Programmer Analyst II	=	\$41,126	\$63,485	\$53,616	115	Prog Step	18			Y	40
Massachusetts	EDP Programmer II	=	\$33,663	\$48,656	\$41,665	17	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	IT Prog/Analyst-E	+	\$31,926	\$58,568	\$56,856		Step	5			N	40
Minnesota	Information Tech Spec III	=	\$43,848	\$72,120	\$62,598	638	Prog Step	14			Y	40
Mississippi	Programmer Analyst II	=	\$39,663	\$69,411	\$43,745	83	Variable	varies			N	40

Missouri	Computer Info Tech III	=	\$37,812	\$55,848	\$41,992	338	Step				N	40	
Montana	Computer Apps Engineer VI	=	\$30,544	\$68,395	\$47,674	11	Varies				V	40	
Nebraska	IT Applications Developer	=	\$37,673	\$51,189	\$43,865	46					V	40	
Nevada	Information System Spec II	=	\$40,987	\$67,150	\$58,181	55	Step	9			Longevity	N	40
New Hampshire	Systems Development Spec III		\$35,900	\$48,867			Step	11	Cash		Longevity	Y	37.5
New Jersey	Data Pr Analyst II/Soft Dev Spec II	=	\$52,916	\$72,795	\$68,538	178	Step	8.5				Y	35+
New Mexico	IT Applications Developer II	=	\$38,180	\$67,879	\$52,146	87	Merit					N	40
New York	Info Tech Spec I Programming	=	\$34,396	\$43,923	\$39,490	60	Step	7				Y	37.5
North Carolina	Applications Analyst Prog I	=	\$48,866	\$68,344	\$53,910	122	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Programmer Analyst II	=	\$32,736	\$54,552	\$41,755	35	Open Range					N	40
Ohio	Programmer Specialist I	+	\$49,605	\$72,714	\$64,810	152	Step	8				Y	40
Oklahoma	Info Systems Apps Spec II	=	\$27,893	\$46,488			Pay Band				Longevity	N	40
Oregon	Info Systems Spec IV	=	\$37,368	\$51,528	\$46,356		Step	8				Y	40
Pennsylvania	Computer Programmer II	=	\$33,702	\$51,208	\$46,236	5	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Programmer/Analyst I	+	\$44,718	\$50,212	\$50,212	30	Step	2.5				Y	35
South Carolina	Computer Programmer I	=	\$23,222	\$42,963	\$27,203	8	Performance					N	37.5
South Dakota	Programmer/Analyst		\$32,820	\$49,230									40
Tennessee	Programmer/Analyst II	=	\$38,196	\$61,116	\$43,808	9						N	37.5
Texas	Programmer III	=	\$36,504	\$55,499	\$41,553	71	Merit					N	40
Utah	IT Analyst II	=	\$45,843	\$72,696	\$55,766	216	Merit					N	V
Vermont	Systems Developer I	=	\$32,926	\$51,189	\$39,104	9	Prog Step	24.5			Merit	Y	40
Virginia	Info Technology Spec II	=	\$37,869	\$77,720	\$46,400	227	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	IT Application Specialist III	=	\$41,808	\$53,520	\$51,553	574	Merit	4.5				N	40
West Virginia	Programmer/Analyst II	+	\$33,396	\$61,788	\$42,036	63	Merit					N	37.5
Wisconsin	IS Systems Dev Serv Prof	=	\$31,564	\$69,443	\$41,963	50	Broadband					Y	40
Wyoming	Information Tech Spec III A	=	\$37,416	\$52,332	\$42,076	14	Market Based					N	40

Summary:	Mean	\$38,695	\$60,033	\$48,444
	Median	\$37,885	\$59,715	\$47,037
	Weighted Mean	----	-----	\$52,767

PROGRAMMER/ANALYST SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Programmer Analyst, Sr		\$56,969	\$86,918	\$79,807	31	Step	Varies			N	40
Alaska	Analyst Programmer IV	=	\$53,064	\$83,760	\$62,556	120	Merit	19		Location	Y	37.5
Arizona												
Arkansas	OIT Lead Programmer Analyst	=	\$34,475	\$65,958			Grade Banded				N	40
California	Staff Programmer Analyst		\$56,784	\$69,048							Y	40
Colorado	IT Professional III		\$50,868	\$77,832			Performance					40
Connecticut	Systems Developer III	+	\$57,455	\$72,999	\$68,985	114	Step	9		Long/Lump	Y	35
Delaware	Sr Application Support Spec	=	\$44,022	\$66,032	\$54,967	79	Merit				N	37.5
Dist. of Columbia	Info Tech Spec X01-14	=	\$70,727	\$91,148	\$85,351	28	Step	14			Y	40
Florida	Computer Programmers II	=	\$25,269	\$65,029	\$37,338		Broadband				V	40
Georgia	Programmer Analyst III	=	\$41,809	\$73,324	\$63,971	54	Performance				N	40
Hawaii	Computer Programmer V	=	\$45,840	\$65,256	\$48,924	<5	Negotiated				Y	40
Idaho	IT Programmer Analyst, Sr		\$34,507	\$57,116			Performance					40
Illinois	Information Systems Analyst I	=	\$46,500	\$69,852	\$63,640	292	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Sr. Apps/Syst Analyst/Prog	+	\$53,144	\$73,762	\$57,498	86	Recruit Diff				N	37.5
Iowa	No Match											
Kansas	Applications Developer III	=	\$47,965	\$62,691	\$52,642	85	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Programmer/Analyst III	=	\$36,580	\$60,347	\$43,668	28	Merit				N	37.5
Louisiana	IT Appl Prog/Analyst II	=	\$34,512	\$62,172	\$49,560	178	Merit				N	40
Maine	Sr. Programmer Analyst	=	\$38,334	\$52,582	\$49,754	39	Prog Step	8	15%	Recr/Ret	Y	40
Maryland	DP Prog Analyst Lead Adv	=	\$43,854	\$67,776	\$60,006	106	Prog Step	18			Y	40
Massachusetts	EDP Systems Analyst IV	=	\$50,034	\$72,173	\$68,949	121	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	No Match											
Minnesota	Information Tech Spec IV	=	\$48,692	\$80,346	\$74,562		Prog Step	14			Y	40
Mississippi	Lead Programmer Analyst	=	\$53,270	\$93,223	\$58,633	23	Variable	Varies			N	40

Missouri	Computer Info Tech Spec II	=	\$48,300	\$69,144	\$55,580	70	Step				N	40	
Montana	Computer Apps Engineer VII	=	\$36,667	\$83,116	\$54,787	<5	Varies				V	40	
Nebraska	IT Apps Developer/Staff Spec	=	\$52,759	\$68,365	\$66,804	<5					Y	40	
Nevada	Information Systems Spec III	=	\$44,725	\$60,009	\$66,502	68	Step	9			Longevity	N	40
New Hampshire	Systems Dev Spec VI	=	\$48,867	\$67,431			Step	11	Cash		Longevity	Y	37.5
New Jersey	Data Pr Analyst I /Soft Dev Spec III	=	\$60,750	\$83,760	\$83,327	206	Step	8.5				Y	35+
New Mexico	IT Applications Developer III	=	\$48,965	\$87,050	\$62,406	83	Merit					N	40
New York	Assoc Comp Prog Analyst	=	\$55,928	\$68,866	\$63,559	876	Step	7				Y	37.5
North Carolina	Applications Analyst Prog II	=	\$53,458	\$74,945	\$62,735	164	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Programmer Analyst III	=	\$36,276	\$60,468	\$48,967	58	Open Range					N	40
Ohio	Programmer Specialist II	-	\$44,990	\$66,040	\$61,143	24	Step	8				Y	40
Oklahoma													
Oregon	Info Systems Spec V	=	\$41,736	\$57,588	\$52,548		Step	8				Y	40
Pennsylvania	Computer Programmer III	=	\$38,475	\$58,465	\$50,770	5	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Programmer/Analyst II	+	\$51,788	\$58,347	\$58,347	28	Step	2.5				Y	35
South Carolina	Computer Programmer II	=	\$28,255	\$52,278	\$35,886	28	Performance					N	37.5
South Dakota	Senior Programmer/Analyst		\$36,426	\$54,640									40
Tennessee	Programmer/Analyst IV	=	\$49,260	\$78,816	\$60,895	80						N	37.5
Texas	Programmer V	=	\$46,725	\$71,036	\$55,087	283	Merit					N	40
Utah	IT Analyst III	=	\$52,499	\$85,550	\$68,198	121	Merit					N	V
Vermont	Systems Developer II	=	\$38,896	\$60,757	\$49,618	96	Prog Step	24.5			Merit	Y	40
Virginia	Info Technology Spec II	=	\$37,869	\$77,720	\$57,179	214	Broadband	Varies	\$0-2000		Recognition	N	40
Washington	IT Application Specialist IV	=	\$46,152	\$59,088	\$57,820	778	Merit	4.5				N	40
West Virginia	Programmer/Analyst III	=	\$35,736	\$66,120	\$45,294		Merit					N	37.5
Wisconsin	IS Systems Dev Serv Sr.	=	\$41,136	\$86,387	\$50,310	256	Broadband					Y	40
Wyoming	Info Technology Spec II A	=	\$38,352	\$55,584	\$48,282	29	Market Based					N	40

Summary:	Mean	\$45,525	\$69,807	\$58,460
	Median	\$46,152	\$68,365	\$57,820
	Weighted Mean	----	-----	\$60,269

SYSTEMS ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$52,915	\$80,662	\$66,523	112	Step	Varies			N	40
Alaska	Systems Programmer II	=	\$60,648	\$86,520	\$69,980	9	Merit	19			Y	37.5
Arizona												
Arkansas	Sys Coordination Analyst I	=	\$26,824	\$50,679	\$33,878	22	Grade Banded				N	40
California	Assoc. Program Sys Analyst		\$51,792	\$62,964							Y	40
Colorado	IT Professional II		\$46,140	\$70,608			Performance					40
Connecticut	Data Process Tech Analyst I	=	\$52,163	\$66,582	\$61,508	41	Step	9		Long/Lump	Y	35
Delaware	Sr Appl Support Specialist	=	\$44,022	\$66,032			Merit				N	37.5
Dist. of Columbia	Info Tech Spec X01- 15	=	\$79,989	\$103,092	\$94,403	22	Step	14			Y	40
Florida	Computer Systems Analyst III	+	\$30,022	\$77,261	\$46,220	342	Broadband				V	40
Georgia	Systems Analyst	=	\$45,903	\$80,546	\$53,916	13	Performance				N	40
Hawaii	Data Process Sys Analyst IV	=	\$40,716	\$57,996	\$48,224	105	Negotiated				Y	40
Idaho	IT Systems Analyst		\$34,507	\$57,116			Performance					40
Illinois	Info Systems Analyst II	+	\$52,164	\$78,936	\$74,677	365	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Applications Developer	+	\$57,720	\$80,210	\$62,146	5	Recruit Diff				N	37.5
Iowa	Info Tech Specialist IV		\$46,550	\$70,242	\$47,154	191	Step	9			Y	40
Kansas	Syst Software Analyst II	=	\$43,170	\$56,888	\$47,548	32	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Systems Analyst III	=	\$33,255	\$54,858	\$38,868	18	Merit				N	37.5
Louisiana	IT Tech Supp Spec III	=	\$36,924	\$66,516	\$54,564	152	Merit				N	40
Maine	Systems Analyst	=	\$38,334	\$52,582	\$50,523	45	Prog Step	8	15%	Recr/Ret	Y	40
Maryland	DP Functional Analyst II	=	\$38,578	\$59,475	\$50,820	83	Prog Step	18			Y	40
Massachusetts	EDP Systems Analyst III	=	\$50,034	\$72,173	\$61,033	243	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	IT Prog/Analyst-E	=	\$31,926	\$58,568	\$56,856		Step	5			N	40
Minnesota	Information Tech Specialist IV	=	\$48,692	\$80,346	\$74,562		Prog Step	14			Y	40
Mississippi	Business Systems Analyst II	=	\$49,494	\$86,615	\$54,363	63	Variable	Varies			N	40

Missouri	Computer Info Tech Spec I	=	\$41,676	\$60,792	\$47,511	222	Step				N	40	
Montana	Computer Systems Analyst VI	=	\$30,544	\$68,395	\$47,948	56	Varies				V	40	
Nebraska	IT Business Systems Analyst	=	\$39,233	\$51,189	\$43,896	70					Y	40	
Nevada	Computer Syst Programmer II	=	\$40,987	\$67,150	\$60,184	11	Step	9			Longevity	N	40
New Hampshire	Business Systems Analyst I		\$44,733	\$61,484			Step	11	Cash		Longevity	Y	37.5
New Jersey	Project Mgr, Data Processing	=	\$60,665	\$84,930	\$84,382	60	Step	8.5				N	35+
New Mexico	IT Project Manager	=	\$48,965	\$87,050	\$68,417	19	Merit					N	40
New York	Info Tech Spec II Programming	=	\$43,023	\$53,547	\$50,103	1067	Step	7				Y	37.5
North Carolina	Applic Analyst Progr Spec	=	\$58,495	\$86,055	\$74,139	61	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Senior Programmer Analyst	=	\$39,444	\$64,736	\$56,098	32	Open Range					N	40
Ohio	Systems Analyst II	=	\$54,431	\$79,911	\$74,382	90	Step	8				Y	40
Oklahoma	Info Sys Planning Spec III	=	\$37,803	\$63,005			Pay Band				Longevity	N	40
Oregon	Information Systems Spec V	=	\$41,736	\$57,588	\$52,548		Step	8				Y	40
Pennsylvania	Applications Developer II	=	\$43,893	\$66,700	\$51,207	226	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Systems Analyst	+	\$37,551	\$43,146	\$40,444	<5	Step	3.5				Y	35
South Carolina	Systems Programmer I	=	\$34,383	\$63,613	\$49,785	65	Performance					N	37.5
South Dakota	Sr Systems Programmer		\$40,643	\$60,965									40
Tennessee	Info Systems Analyst II	=	\$32,700	\$52,320	\$35,736	16						N	37.5
Texas	Systems Analyst III	=	\$41,296	\$62,774	\$48,179	552	Merit					N	40
Utah	Information Analyst I	=	\$28,891	\$52,499	\$35,325	27	Merit					N	V
Vermont	IT Specialist II	=	\$38,896	\$60,757	\$49,987	57	Prog Step	24.5			Merit	Y	40
Virginia	Info Technology Spec III	=	\$49,473	\$101,533	\$70,663	195	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	IT Systems Specialist III	=	\$41,808	\$53,520	\$51,553	574	Merit	4.5				N	40
West Virginia	Programmer/Analyst III	=	\$35,736	\$66,120	\$45,294		Merit					N	37.5
Wisconsin	IS Systems Dev Serv Sr.	=	\$41,136	\$86,387	\$50,310	51	Broadband					Y	40
Wyoming	Info Technology Spec I C	=	\$42,936	\$59,892	\$63,540	10	Market Based					N	40

Summary:	Mean	\$43,671	\$67,871	\$55,800
	Median	\$41,772	\$65,384	\$51,553
	Weighted Mean	----	-----	\$54,269

ARCHITECT

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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		\$49,187	\$74,927	\$74,218	5	Step	Varies			N	40
Alaska	Engineer/Architect I	=	\$56,760	\$108,204	\$68,970	35	Merit	19		Location	Y	37.5
Arizona	Architect	=	\$40,153	\$57,772	\$44,977	<5	Merit				N	40
Arkansas	Licensed Architect	=	\$44,744	\$49,174	\$46,959	<5	Grade Banded				N	40
California	Associate Architect		\$61,620	\$74,868							Y	40
Colorado	Architect I		\$52,488	\$80,292			Performance					40
Connecticut	Architect. Design Reviewer I	=	\$45,305	\$62,531	\$56,644	<5	Step	12		Long/Lump	Y	35
Delaware	Architect	=	\$47,102	\$70,652			Merit				N	37.5
Dist. of Columbia	Architect X01 - 12/13	=	\$56,948	\$87,248	\$75,334	<5	Step	14			Y	40
Florida	Architect (Ex. Landscape) IV	+	\$38,878	\$100,054	\$59,117	26	Broadband				V	40
Georgia	Architect (GDC)	=	\$37,901	\$66,426	\$50,783	<5	Performance				N	40
Hawaii	Architect IV	=	\$45,840	\$65,256			Negotiated				Y	40
Idaho	Architect, Project		\$37,731	\$62,483			Performance					40
Illinois	Architect	-	\$49,140	\$74,004	\$71,419	21	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Architect I	-	\$37,882	\$56,810	\$52,416	<5	Recruit Diff				N	37.5
Iowa	No Match											
Kansas	Architect II	=	\$39,458	\$51,542	\$44,276	<5	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Cap Construct Design Adm II	=	\$40,238	\$66,376	\$66,276	24	Merit				N	37.5
Louisiana	Architect III	=	\$39,504	\$71,184	\$60,168	18	Merit				N	40
Maine	Architect	=	\$40,976	\$56,160	\$52,354	<5	Prog Step	8			Y	40
Maryland	Architectural Technician II	=	\$36,195	\$55,723			Prog Step	18			Y	40
Massachusetts	No Match											
Michigan	Architect-E (P11)	=	\$41,697	\$59,049	\$54,622	6	Step	5			Y	40
Minnesota	Architect II	=	\$54,455	\$78,008	\$75,001	12	Prog Step	10			Y	40
Mississippi	DFA-Architect	=	\$49,859	\$87,254	\$60,000	<5	Variable	Varies			N	40

Missouri	Architect II	=	\$41,676	\$60,792	\$50,157	<5	Step				N	40	
Montana	Architect VI	=	\$30,544	\$68,395	\$46,134	<5	Varies				V	40	
Nebraska	Architect II	=	\$37,072	\$53,691	\$45,657	7					Y	40	
Nevada	Project Manager III	=	\$55,833	\$75,283	\$81,955	13	Step	9			Longevity	N	40
New Hampshire	Architect		\$42,822	\$58,286			Step	11	Cash		Longevity	Y	37.5
New Jersey	Architect	=	\$52,916	\$72,795	\$70,621	8	Step	8.5				Y	40
New Mexico	Architect - Operational	-	\$34,056	\$60,543	\$43,761	<5	Merit					N	40
New York	Senior Architect	=	\$58,949	\$72,385	\$70,662	31	Step	7				Y	37.5
North Carolina	Facility Architect I	=	\$43,374	\$62,372	\$52,868	<5	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	No Match												
Ohio	Designer II	-	\$40,038	\$60,049	\$54,454	<5	Step	6				Y	40
Oklahoma	Architect I	=	\$37,803	\$63,005			Unclassified					N	40
Oregon	Architect Consultant	=	\$43,200	\$60,288	\$54,792	<5	Step	8				Y	40
Pennsylvania	Architectural Designer II	-	\$43,893	\$66,700	\$53,817	22	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	Architect	=	\$52,294	\$59,198			Step	2.5				N	35
South Carolina	Architect/Design Engineer	=	\$34,383	\$63,613	\$48,581	<5	Performance					N	37.5
South Dakota													
Tennessee	Architect	=	N/A	N/A	\$59,030	10	Market driven					N	37.5
Texas	Architect II	=	\$43,905	\$66,743	\$52,160	37	Merit					N	40
Utah	Architect	=	\$36,878	\$58,510	\$47,183	5	Merit					N	40
Vermont	Buildings Engineer II	+	\$43,742	\$68,536	\$65,569	6	Prog Step	24.5			Merit	Y	40
Virginia	Architect/Engineer I	=	\$37,869	\$77,720	\$53,677	11	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Architect I	+	\$49,692	\$63,600	\$63,600	<5	Merit	4.5				N	40
West Virginia	Architect	+	\$35,736	\$66,120			Merit					N	37.5
Wisconsin	Architect Senior	=	\$47,164	\$75,464	\$55,000	6	Traditional					Y	40
Wyoming	Landscape Architect	=	\$55,536	\$67,044	\$61,110	<5	Market Based					N	40

Summary:

Mean	\$44,423	\$67,764	\$57,955
Median	\$43,287	\$66,248	\$54,792
Weighted Mean	-----	-----	\$61,703

DATA PROCESSING CLERK

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	No Match										N	
Alaska	Administrative Clerk II	+	\$24,492	\$47,184	\$27,250	413	Merit	19		Location	Y	37.5
Arizona	No Match											
Arkansas	Data Entry Specialist	=	\$15,196	\$27,291	\$19,783	44	Grade Banded				N	40
California												
Colorado	Data Entry Operator I	=	\$20,988	\$31,068			Performance					40
Connecticut	Data Entry Operator I	=	\$30,829	\$39,112	\$35,810	33	Step	10		Longevity	Y	40
Delaware	Data Entry Technician	=	\$22,379	\$33,569	\$30,086	<5	Merit				N	37.5
Dist. of Columbia	Clerk Typist X03 - 4/5/6/7	=	\$24,578	\$42,841	\$33,496	310	Step	14			Y	40
Florida	Data Entry Keyers I	+	\$16,423	\$42,265	\$22,696	300	Broadband				V	40
Georgia	Data Entry Operator	=	\$18,009	\$30,565	\$21,138	11	Performance				N	40
Hawaii	Key Equipment Operator I	-	\$22,932	\$35,256	\$27,341	16	Negotiated				Y	40
Idaho	Office Specialist I		\$15,412	\$25,708			Performance					40
Illinois	Data Processing Assistant	=	\$25,548	\$33,636	\$30,746	33	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Computer Operator IV	-	\$24,128	\$33,826	\$26,456	<5	Recruit Diff				N	37.5
Iowa	Information Tech Sup Wkr II	=	\$24,357	\$34,590	\$32,778	77	Step	9			Y	40
Kansas	Office Assistant	=	\$18,096	\$23,608	\$18,974	340	Step	10	\$0-\$1000	Bonus	Y	40
Kentucky	Data Entry Operator II	=	\$17,066	\$28,151	\$18,444	214	Merit				N	37.5
Louisiana	Admin Coordinator II	=	\$17,244	\$30,888	\$20,712	1368	Merit				N	40
Maine	Data Entry Specialist	=	\$20,134	\$26,042	\$24,086	40	Prog Step	8			Y	40
Maryland	Data Entry Operator II	=	\$21,971	\$33,338	\$28,552	47	Prog Step	18			Y	40
Massachusetts	EDP Entry Operator I	=	\$22,778	\$29,924	\$22,921	<5	Step	13	2%	Lump Sum	Y	37.5
Michigan	Data Processing Assistant	=	\$30,485	\$37,814			Step	5			Y	40
Minnesota	No Match											
Mississippi	DP-Data Control Clerk II	=	\$18,386	\$30,075	\$20,383	62	Variable	Varies			N	40

Missouri	No Match	=										
Montana	Data Processing Clerk 7/8	=	\$16,109	\$24,163	\$17,000	55	Varies				V	40
Nebraska	Data Entry Operator	=	\$17,319	\$25,082	\$19,840	13					Y	40
Nevada	Administrative Aid	=	\$21,381	\$33,470	\$25,427	134	Step	9		Longevity	N	40
New Hampshire	Data Entry Operator III	=	\$19,500	\$25,721			Step	11	Cash	Longevity	Y	37.5
New Jersey	Data Entry Machine Operator	=	\$22,870	\$30,735	\$27,668	25	Step	8.5			Y	35
New Mexico	Data Entry Keyer Oper'l	=	\$15,635	\$27,795	\$18,448	45	Merit				N	40
New York	Data Processing Clerk II	=	\$27,119	\$33,517	\$34,983	12	Step	7			Y	37.5
North Carolina	Data Entry Operator II	=	\$22,522	\$30,276	\$24,554	31	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Data Input Operator II	=	\$15,144	\$25,236	\$21,316	6	Open Range				N	40
Ohio	Clerk	=	\$27,406	\$30,860	\$29,596	119	Step	6			Y	40
Oklahoma	Administrative Technician II	=	\$15,747	\$26,245			Pay Band			Longevity	N	40
Oregon	No Match											
Pennsylvania	Data Analyst I	+	\$23,413	\$34,426	\$27,507	13	Prog Step	20	2.25%	Cash/Max	Y	37.5
Rhode Island	Data Entry Operator	=	\$27,099	\$28,985	\$24,911	41	Step	3.5			Y	35
South Carolina	Data Entry & Control Clerk I	=	\$15,686	\$29,022	\$20,074	36	Performance				N	37.5
South Dakota	Data Encoder		\$14,499	\$21,748								40
Tennessee	Data Processing Operator II	=	\$19,428	\$31,080	\$23,654	22					N	37.5
Texas	Data Entry Operator II	=	\$20,652	\$26,880	\$21,693	136	Merit				N	40
Utah	No Match											
Vermont	Data Entry Operator B	=	\$22,214	\$33,925	\$23,663	12	Prog Step	24.5		Merit	Y	40
Virginia	Admin & Office Specialist I	=	\$14,212	\$29,168	\$20,250	23	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	No Match											
West Virginia	Data Entry Operator II	=	\$16,932	\$31,320	\$21,285	49	Merit				N	37.5
Wisconsin	Clerical Assistant	=	\$20,707	\$33,015	\$24,249	20	Traditional				Y	40
Wyoming	Administrative Specialist V	=	\$14,628	\$20,316	\$19,392	41	Market Based				N	40

Summary:

Mean	\$20,504	\$30,924	\$24,518
Median	\$20,652	\$30,735	\$23,663
Weighted Mean	----	-----	\$23,339

EDUCATIONAL SPECIALIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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	Educational Specialist		\$38,529	\$71,380	\$66,049	135	Step	Varies			N	40
Alaska	Education Specialist I	=	\$49,656	\$71,952	\$56,397	<5	Merit	19			Y	37.5
Arizona	Education Program Specialist	=	\$37,168	\$62,947	\$45,899	16	Merit				N	40
Arkansas	Ed Program Analyst	=	\$34,884	\$57,736	\$45,526	10	Grade Banded				N	40
California	Various, Range A		\$64,188	\$77,976								
Colorado												
Connecticut	Education Services Assistant	+	\$51,113	\$63,928	\$55,588	9	Step	8		Longevity	Y	35
Delaware	Training/Educ Administrator	+	\$47,102	\$70,562	\$52,140	35	Merit				N	37.5
Dist. of Columbia	No Match											
Florida	Training & Develop Spec IV	+	\$35,668	\$91,793	\$45,341	140	Broadband				V	40
Georgia	Education Program Specialist	=	\$45,903	\$80,546	\$70,078	109	Performance				N	40
Hawaii	No Match											
Idaho	Education Specialist		\$31,720	\$52,520			Performance					40
Illinois	No Match											
Indiana	Educational Consultant I	=	\$38,974	\$57,824	\$43,762	103	Recruit Diff				N	37.5
Iowa	Education Prog Coordinator	=	\$46,550	\$70,242	\$67,489	108	Merit				N	40
Kansas	Education Program Consultant	=	\$45,677	\$59,717	\$48,435	51	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Edu Academic Prog Consult	+	\$36,580	\$60,347	\$49,872	21	Merit				N	37.5
Louisiana	Educ Prog Cons II	=	\$33,900	\$60,756	\$48,624	107	Merit				N	40
Maine	Education Specialist I	=	\$34,029	\$51,958	\$45,406	5	Prog Step	10			Y	40
Maryland	Staff Specialist III Education	=	\$43,854	\$67,776	\$58,797	40	Prog Step	18			Y	40
Massachusetts	Educational Specialist II	=	\$39,547	\$54,014			Step	11	2%	Lump Sum	Y	37.5
Michigan	Educational Specialist-E (P11)	=	\$34,348	\$46,354	\$46,354	<5	Step	5			Y	40
Minnesota	Education Specialist II	+	\$47,272	\$70,094	\$66,649	117	Prog Step	11			Y	40
Mississippi	Educ-Specialist	=	\$30,799	\$53,899	\$33,396	5	Variable	Varies			N	40

Missouri	No Match												
Montana	Instructional Coordinator 16	=	\$35,282	\$50,783	\$39,936	95	Varies				V	40	
Nebraska	No Match												
Nevada	Elementary & Sec Ed Consult	=	\$44,725	\$73,560	\$66,625	14	Step	9			Longevity	N	40
New Hampshire	Education Consultant II		\$42,822	\$58,286			Step	11	Cash		Longevity	Y	37.5
New Jersey	Ed Prgm Develop Spec III	=	\$52,916	\$72,795	\$65,408	37	Step	8.5				Y	35+
New Mexico	Instructional Coord-Opr'l	=	\$27,666	\$49,182	\$34,185	15	Merit					N	40
New York	Assoc in Ed Planning & Eval	-	\$65,564	\$80,142	\$79,601	9	Step	7				Y	37.5
North Carolina	Educ. Planning/ Dev. Consult I	=	\$43,157	\$68,344	\$64,131	18	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Educ Progr Administrator III	=	\$32,736	\$54,552	\$37,039	9	Open Range					N	40
Ohio	No Match												
Oklahoma	Educational Consultant I	-	\$37,803	\$63,005			Pay Band				Longevity	N	40
Oregon	Educational Program Spec II	=	\$52,200	\$72,900	\$67,464	62	Step	8				Y	40
Pennsylvania	Adult Basic Lit Ed Advisor I	=	\$43,893	\$66,700	\$48,728	5	Prog Step	20	2.25%		Cash/Max	Y	37.5
Rhode Island	No Match												
South Carolina	Educational Specialist	=	\$23,222	\$42,963	\$34,516	<5	Performance					N	37.5
South Dakota	Educational Program Spec I		\$32,515	\$48,772									40
Tennessee	Education Consultant II	=	\$36,432	\$58,296	\$52,323	92						N	37.5
Texas	No Match												
Utah	No Match												
Vermont	Education Consultant II	=	\$38,896	\$60,757	\$49,447	24	Prog Step	24.5			Merit	Y	40
Virginia	Education Administrator III	=	\$49,473	\$101,533	\$79,213	18	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	No Match												
West Virginia	No Match												
Wisconsin	Education Specialist	=	\$35,730	\$62,527	\$41,546	40	Traditional					Y	40
Wyoming	Education Program Consultant	=	\$39,828	\$56,496	\$48,825	29	Market Based					N	40

Summary:

Mean	\$41,085	\$63,998	\$53,175
Median	\$38,974	\$62,527	\$49,447
Weighted Mean	----	-----	\$55,640

PERSONNEL ANALYST GENERALIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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	Personnel Analyst II		\$40,453	\$61,430	\$45,875	17	Step	Varies			N	40
Alaska	Human Resource Specialist I	+	\$40,812	\$60,924	\$46,232	25	Merit	19		Location	Y	37.5
Arizona	Personnel Analyst II	=	\$34,686	\$52,346	\$38,005	37	Merit				N	40
Arkansas	No Match											
California	Associate Personnel Analyst		\$49,332	\$59,964							Y	40
Colorado	General Professional III		\$39,672	\$60,684			Performance					40
Connecticut	Human Resources Consultant	=	\$60,951	\$78,185	\$74,118	7	Range			Longevity	N	40
Delaware	Human Resources Spec III	=	\$41,139	\$61,607	\$46,100	31	Merit				N	37.5
Dist. of Columbia	HR Specialist 9/10/11/12	=	\$34,832	\$64,853			Step	14			Y	40
Florida	HR/Train/Lbr Relat Spec III	=	\$27,542	\$70,881	\$38,538		Broadband				N	40
Georgia	Personnel Analyst II	=	\$31,474	\$55,072	\$37,789	36	Performance				N	40
Hawaii	Personnel Mgmt Spec IV	=	\$40,716	\$57,996	\$47,145	32	Negotiated				Y	40
Idaho	Human Resources Specialist		\$31,720	\$52,520			Performance					40
Illinois	Human Resources Specialist	-	\$32,088	\$63,960	\$51,091		Merit				N	37.5
Indiana	HR Specialist	=	\$36,634	\$53,664			Gen Sal Adjust				N	37.5
Iowa	Adv Personnel Mgmt Spec	=	\$46,550	\$70,242	\$63,938	18	Merit				N	40
Kansas	HR Professional II	=	\$37,544	\$49,109	\$40,072	58	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Personnel Program Analyst I	=	\$27,483	\$45,334	\$30,060	<5	Merit				N	37.5
Louisiana	Human Resource Analyst III	=	\$27,660	\$49,584	\$38,484	145	Merit				N	40
Maine	Personnel Specialist	=	\$31,221	\$42,724	\$41,829	<5	Prog Step	8			Y	40
Maryland	Pers Analyst Budget & Mgmt	=	\$38,578	\$59,475	\$52,375	16	Prog Step	18			Y	40
Massachusetts	Personnel Analyst II	=	\$43,379	\$62,770	\$56,774	18	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	Pers Mgmt Analyst-E (P11)	=	\$36,498	\$53,202	\$51,240		Step	5			N	40
Minnesota	Personnel Officer Senior	=	\$34,765	\$50,676	\$49,590	39	Performance	varies			N	40
Mississippi	Personnel Officer II	=	\$27,586	\$48,275	\$30,365	32	Variable	Varies			N	40

Missouri	Personnel Analyst II	=	\$31,392	\$44,508	\$36,185		Step				N	40
Montana	Human Resource Specialist VI	=	\$30,544	\$68,395	\$40,814	20	Varies				V	40
Nebraska	Personnel Manager I	=	\$35,350	\$51,257	\$44,574	16					N	40
Nevada	Personnel Analyst II	=	\$36,018	\$58,673	\$53,319	17	Step	9			N	40
New Hampshire	HR Coordinator II		\$35,900	\$48,867			Step	11	Cash		Y	37.5
New Jersey	Personnel Assistant III	=	\$44,107	\$60,458	\$55,615	92	Step	8.5			N	35
New Mexico	HR/Train/Lbr Relat Spec-Oper	=	\$27,666	\$49,182	\$37,032	72	Merit				N	40
New York	Senior Personnel Administrator	=	\$43,023	\$53,547	\$51,035	139	Step	7			Y	37.5
North Carolina	Personnel Analyst I	=	\$35,865	\$52,065	\$44,836		Legislated		1.5-4.5%		N	40
North Dakota	Human Resource Officer I	+	\$29,508	\$49,176	\$41,825		Open Range				N	40
Ohio	Personnel Officer II	=	\$36,171	\$44,782	\$42,664	138	Step	6			Y	40
Oklahoma	HR Management Spec II	=	\$25,517	\$42,529			Pay Band				N	40
Oregon	Human Resource Analyst II	=	\$37,476	\$52,728	\$45,036	42	Step	8			N	40
Pennsylvania	Human Resource Analyst II	=	\$38,475	\$58,465	\$48,350	176	Prog Step	20	2.25%		N	37.5
Rhode Island	Human Resources Analyst I	=	\$40,118	\$46,675	\$43,533	6	Step	3.5			N	35
South Carolina	HR Manager I	=	\$28,255	\$52,278	\$39,134		Performance				N	37.5
South Dakota												
Tennessee	Personnel Analyst II	=	\$27,036	\$43,260	\$34,257	71					N	37.5
Texas	Human Resource Specialist III	=	\$34,308	\$48,709	\$39,579	110	Merit				N	40
Utah	Human Resources Analyst II	=	\$34,008	\$53,934	\$41,392	15	Merit				N	40
Vermont	Personnel Administrator B	=	\$34,798	\$54,142	\$44,304	6	Prog Step	24.5			Y	40
Virginia	HR Analyst II	=	\$37,869	\$77,720	\$51,406	59	Broadband	Varies	0-\$2000		N	40
Washington	Human Resource Consultant II	=	\$36,048	\$46,152	\$43,827	77	Merit	4.5			N	40
West Virginia	Personnel Specialist	=	\$22,224	\$41,112	\$36,178	19	Merit				N	37.5
Wisconsin	Human Resources Specialist Sr.	=	\$41,960	\$88,329	\$53,575	56	Broadband				N	40
Wyoming	Human Resources Officer III	=	\$39,108	\$52,128	\$51,853	7	Market Based				N	40

Summary:

Mean	\$35,838	\$55,603	\$45,237
Median	\$35,900	\$53,202	\$44,439
Weighted Mean	-----	-----	\$44,825

Missouri	No Match											
Montana	Benefits Specialist VI	=	\$30,544	\$68,395	\$41,579	8	Varies				V	40
Nebraska	Personnel Benefits Specialist	=	\$30,590	\$44,355	\$39,911	<5					N	40
Nevada	Management Analyst III	+	\$40,987	\$67,150	\$52,580	80	Step	9		Longevity	N	40
New Hampshire												
New Jersey	No Match											
New Mexico	Insur Claims/Policy Clerk-Oper'l	=	\$20,376	\$36,221	\$26,087	17	Merit				N	40
New York	Employee Benefits Rep I	=	\$43,023	\$53,547	\$46,630	6	Step	7			Y	37.5
North Carolina	Personnel Analyst I	=	\$35,865	\$52,065	\$44,836		Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Employ Benefits Prog Spec	+	\$29,508	\$49,176	\$32,964	<5	Open Range				N	40
Ohio	Employee Benefits Coord	=	\$29,588	\$34,548			Step	6			Y	40
Oklahoma	Flexible Benefits Rep I	=	\$25,517	\$42,529			Pay Band			Longevity	N	40
Oregon	No Match											
Pennsylvania	Human Resource Analyst II	=	\$38,475	\$58,465	\$49,851	11	Prog Step	20	2.25%	Cash	N	37.5
Rhode Island	Employees Benefit Aide	-	\$32,529	\$36,132	\$33,486	<5	Step	3.5			Y	35
South Carolina	Benefits Counselor II	=	\$28,255	\$52,278	\$37,865	54	Performance				N	37.5
South Dakota												
Tennessee	Ins Benefits Analyst II	=	\$25,920	\$41,472	\$30,585	10					N	37.5
Texas	No Match											
Utah	Human Resources Spec	-	\$41,122	\$67,018	\$52,183	25	Merit				N	40
Vermont	Employee Benefit Admin	=	\$36,733	\$57,346	\$43,666	<5	Prog Step	24.5		Merit	Y	40
Virginia	HR Analyst I	=	\$28,987	\$59,492	\$37,192	<5	Broadband	Varies	0-\$2000	Recognition	N	40
Washington	Benefits Specialist I	=	\$26,004	\$32,760			Merit	4.5			N	40
West Virginia	No Match											
Wisconsin	No Match											
Wyoming	Human Resources Specialist	=	\$30,504	\$42,588	\$35,437	31	Market Based				N	40

Summary:	Mean	\$31,488	\$50,677	\$40,205
	Median	\$30,504	\$52,065	\$38,538
	Weighted Mean	----	-----	\$42,368

CLASSIFICATION AND COMPENSATION ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	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	Personnel Analyst II		\$40,453	\$61,430	\$45,875	17	Step	Varies			N	40
Alaska	Human Resource Specialist I	+	\$40,812	\$60,924	\$46,232	25	Merit	19		Location	Y	37.5
Arizona	Class/Comp Analyst	=	\$41,130	\$52,346	\$41,130	7	Merit				N	40
Arkansas	Personnel Representative II	=	\$36,751	\$57,736	\$50,479	8	Grade Banded				N	40
California	Staff Personnel Prog Analyst		\$56,952	\$68,712							Y	40
Colorado	General Professional III		\$39,672	\$60,684			Performance					40
Connecticut	Classification/Comp Analyst	=	\$52,651	\$67,539	\$67,539	<5	Range			Longevity	N	40
Delaware	Human Resources Spec V	=	\$47,102	\$70,652	\$56,014	<5	Merit				N	37.5
Dist. of Columbia	HR Specialist 12/13	=	\$50,336	\$77,124	\$65,725	13	Step	14			Y	40
Florida	HR/Train/Lbr Relat Spec III	+	\$27,542	\$70,881	\$38,538		Broadband				N	40
Georgia	HR Consultant II	=	\$34,533	\$60,489	\$39,886	9	Performance				N	40
Hawaii	No Match											
Idaho	Compensation Analyst		\$31,720	\$52,520			Performance					40
Illinois	Human Resources Specialist	-	\$32,088	\$63,960	\$51,091		Merit				N	37.5
Indiana	HR Generalist	=	\$36,634	\$53,664	\$41,386	15	Gen Sal Adjust				N	37.5
Iowa	Personnel Mgmt Prgm Coord	=	\$53,893	\$80,870	\$75,722	6	Merit				N	40
Kansas	HR Professional III	-	\$43,451	\$56,888	\$45,667		Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Personnel Program Analyst II	=	\$33,255	\$54,858	\$39,192	11	Merit				N	37.5
Louisiana	Human Res Prog Cons III	=	\$33,900	\$60,756	\$44,352	12	Merit				N	40
Maine	Sr. Personnel Analyst	-	\$29,723	\$40,310			Prog Step	8			Y	40
Maryland	Personnel Administrator II	=	\$43,854	\$67,776	\$60,328	45	Prog Step	18			N	40
Massachusetts	Personnel Analyst I		\$43,379	\$62,770	\$46,431	9	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	Pers Mgmt Analyst-E (P11)	=	\$36,498	\$53,202	\$51,240		Step	5			N	40
Minnesota	Personnel Officer Principal	=	\$37,104	\$54,455	\$53,745	17	Performance	varies			N	40
Mississippi	SPB-Class/Comp Analyst II	=	\$30,477	\$53,334	\$30,717	<5	Variable	Varies			N	40

Missouri	Personnel Analyst II	=	\$31,392	\$44,508	\$36,185		Step				N	40	
Montana	Class & Comp Specialist VI	=	\$30,544	\$68,395	\$40,248	<5	Varies				V	40	
Nebraska	Personnel Analyst II	=	\$35,350	\$51,257	\$39,516	<5					N	40	
Nevada	Personnel Analyst III	=	\$39,254	\$52,503	\$57,365	14	Step	9			Longevity	N	40
New Hampshire	HR Specialist II		\$37,499	\$51,051			Step	11	Cash		Longevity	Y	37.5
New Jersey	No Match												
New Mexico	Comp/Ben/Job Anal Spec-Op	+	\$30,549	\$54,311	\$42,954	10	Merit					N	40
New York	Senior Class and Pay Analyst	=	\$43,023	\$53,547	\$53,678	<5	Step	7				Y	37.5
North Carolina	Personnel Analyst I	=	\$35,865	\$52,065	\$44,836		Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Human Resource Officer I	+	\$29,508	\$49,176	\$41,825		Open Range					N	40
Ohio	Human Resources Analyst III	+	\$43,430	\$59,945	\$53,148	10	Step	6				Y	40
Oklahoma	HR Management Spec II	=	\$25,517	\$42,529			Pay Band				Longevity	N	40
Oregon	HR Consultant I	=	\$45,528	\$64,008	\$53,496	<5	Step	8				N	40
Pennsylvania	Human Resource Analyst II	=	\$38,475	\$58,465	\$49,559	12	Prog Step	20	2.25%		Cash/Max	N	37.5
Rhode Island	Programming Services Officer	-	\$50,318	\$56,973	\$65,341	<5	Step	2.5				N	35
South Carolina	HR Manager I	=	\$28,255	\$52,278	\$39,134		Performance					N	37.5
South Dakota													
Tennessee	Class/Comp Analyst II	=	\$29,340	\$46,944	\$29,520	<5						N	37.5
Texas	No Match												
Utah	Human Resources Spec	-	\$41,122	\$67,018	\$52,183	25	Merit					N	40
Vermont	Classification Analyst II	=	\$36,733	\$57,346	\$41,184	<5	Prog Step	24.5			Merit	Y	40
Virginia	HR Analyst I	=	\$28,987	\$59,492	\$42,362	8	Broadband	Varies	0-\$2000		Recognition	N	40
Washington	Human Resource Consultant II	=	\$36,048	\$46,152	\$43,827		Merit	4.5				N	40
West Virginia	Personnel Specialist, Senior	=	\$25,452	\$47,080	\$46,193	16	Merit					N	37.5
Wisconsin	Executive HR Specialist Adv	=	\$41,960	\$88,329	\$56,847	<5	Broadband					N	40
Wyoming	HR Professional	=	\$33,864	\$45,060	\$39,258	13	Market Based					N	40

Summary:

Mean	\$37,700	\$58,134	\$47,804
Median	\$36,733	\$56,973	\$45,875
Weighted Mean	-----	-----	\$50,158

ATTORNEY

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/06		Avg Annual Base Salary as of 3/1/06	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Attorney III		\$61,430	\$93,709	\$82,663	85	Step	Varies			N	40
Alaska	Attorney IV	=	\$70,848	\$133,704	\$85,714	142	Merit	19		Location	Y	37.5
Arizona	Assistant Attorney General	=	\$43,731	\$130,023	\$68,635	321	Merit				N	40
Arkansas	Attorney	=	\$36,931	\$70,034	\$44,515	80	Grade Banded				N	40
California	Deputy Attorney General, D		\$71,856	\$88,632								
Colorado												
Connecticut	Staff Attorney II	=	\$67,967	\$84,445	\$67,967	<5	Step	8		Long/Lump	Y	40
Delaware	Deputy Attorney General		\$67,684	\$112,806	\$67,574	30	Merit/SMV				N	37.5
Dist. of Columbia	Attorney Advisor 13/14	=	\$72,161	\$110,861	\$89,055	52	Step	14			Y	40
Florida	Lawyers & Judges III	=	\$35,668	\$91,793	\$41,481	104	Broadband				N	40
Georgia	Attorney	=	\$41,809	\$73,324	\$58,594	43	Performance				N	40
Hawaii	No Match											
Idaho	Attorney II		\$44,200	\$73,112			Performance					40
Illinois	Technical Advisor II	-	\$35,484	\$63,960	\$56,748	57	Prog Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Attorney I	-	\$36,634	\$53,664	\$53,962	40	Gen Sal Adjust				N	37.5
Iowa	Attorney II	=	\$48,901	\$73,549	\$70,067	13	Step	9				
Kansas	Attorney II	=	\$37,544	\$49,109	\$40,073	58	Step	10	\$0-\$1000	Bonus	N	40
Kentucky	Staff Attorney II	=	\$44,259	\$73,014	\$50,472	120	Merit				N	37.5
Louisiana	Attorney III	=	\$41,544	\$74,424	\$58,476	189	Merit				N	40
Maine	Attorney	=	\$44,096	\$60,694	\$59,280	9	Prog Step	8			Y	40
Maryland	Assistant Attorney General VI	=	\$56,811	\$88,174	\$78,808	210	Prog Step	18			N	40
Massachusetts	Counsel II	=	\$52,198	\$75,427	\$69,459	412	Step	13	1% for 6 mo	Lump Sum	Y	37.5
Michigan	Admin Law Specialist XVI		\$67,547	\$94,064	\$91,601	9	Step	5			N	40
Minnesota	Attorney I	=	\$42,574	\$62,765	\$56,773	8	Performance	varies			N	40
Mississippi	Attorney Senior	=	\$45,600	\$85,000	\$63,018	37	Variable	Varies			N	40

Missouri	No Match	=											
Montana	Lawyer VII	=	\$36,667	\$83,116	\$56,081	53	Varies					V	40
Nebraska	Attorney III	=	\$47,211	\$68,456	\$58,493	49						N	40
Nevada	Sr Deputy Attorney General	=		\$86,700	\$80,148	72	Step	9				N	40
New Hampshire	Attorney I	=	\$40,970	\$55,751			Step	11					37.5
New Jersey	Deputy Attorney General	=	\$70,229	\$98,313	\$80,033	241	Step	8.5				N	35+
New Mexico	Lawyer - Operational	=	\$38,180	\$67,879	\$49,412	144	Merit					N	40
New York	Senior Attorney	=	\$62,244	\$76,254	\$71,533	435	Step	7				Y	37.5
North Carolina	Attorney III	=	\$64,866	\$103,952	\$76,369	128	Legislated		1.5-4.5%	Longevity		N	40
North Dakota	Attorney II	=	\$39,444	\$65,736	\$49,396	7	Open Range					N	40
Ohio	Attorney II	=	\$43,430	\$59,945	\$47,041	16	Step	6				Y	40
Oklahoma													
Oregon	Sr. Asst Attorney General	=	\$66,744	\$93,948	\$82,308	111	Step	8				Y	40
Pennsylvania	Attorney II	=	\$50,113	\$76,167	\$61,754	23	Prog Step	20	2.25%	Cash/Max		N	37.5
Rhode Island	Senior Legal Counsel	=	\$56,423	\$63,962	\$60,258	25	Step	2.5				N	35
South Carolina	Attorney II	=	\$34,383	\$63,613	\$47,253	30	Performance					N	37.5
South Dakota	Staff Attorney		\$40,464	\$60,696									40
Tennessee	Attorney II	=	\$37,896	\$60,636	\$44,067	34						N	37.5
Texas	Attorney III	=	\$46,725	\$71,036	\$54,084	187	Merit					N	40
Utah	Legal/Enforcement Counsel II	=	\$48,402	\$72,696	\$49,733	<5	Merit					N	40
Vermont	Attorney II	=	\$42,494	\$59,488	\$50,659	46	Exempt				Merit	Y	40
Virginia	Hearing Legal Servs Officer II	=	\$37,869	\$77,720	\$48,429	<5	Broadband	Varies	0-\$2000	Recognition		N	40
Washington	Assistant Attorney General	=			\$71,297	410						N	40
West Virginia	Attorney II	=	\$38,244	\$70,752	\$55,879	16	Merit					N	37.5
Wisconsin	Attorney	=	\$41,148	\$105,571	\$83,087	287	Broadband					Y	40
Wyoming	Attorney	=	\$51,336	\$73,368	\$63,677	125	Market Based					N	40

Summary:	Mean	\$48,955	\$78,957	\$62,696
	Median	\$44,200	\$73,459	\$59,280
	Weighted Mean	----	-----	\$67,880

TECHNICAL NOTES

Alabama: Salaries vary by job class, employee and employing agency. Civil Engineer has title variations, one of which is Bridge. The title Civil Engineer is used for both Civil Engineer and Bridge Inspector.

Alaska: Location cash compensation is included in base rate maximum.

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

Connecticut: The following titles used in the 2005 survey are no longer in existence: Correction Officer First Class, Environmental Protection Field Inspector II and III, Clinical Nurse II, and Architect.

Delaware: Correctional Officers, Engineers, LPNs, RNs and Attorneys are paid on a market-adjusted scale, referred to as “SMV” (Selective Market Variation) under Pay Plan Type.

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 a broad class. Number of employees are not shown in the tables for the following classes, which may include more than one of the survey occupations: Accountants and Auditors Level 3 (978 employees; includes Accountant and Tax Auditor Senior/Lead), Correctional Enforcement Level 2 (5,158 employees; includes Correctional Officer Senior/Lead and Parole Officer), Engineers, all other Level 3 (1,643 employees; includes Bridge Inspector, Civil Engineer–Transportation and Environmental Engineer Senior/Lead), Community/Social Service Specialist/Other Level 3 (3,151 employees; includes Social Workers and Substance Abuse Counselors), Computer Programmer Level 2 (240 employees; includes Programmer Analyst and Programmer Analyst Senior/Lead), HR Training/Labor Relations Specialist Level 3 (124 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: New commissioner and several changes in the agency have caused some jobs to be eliminated and others changed to reflect the addition and/or subtraction of duties. Librarian DMA changed to Librarian II, Classification and Compensation Analyst changed to HR Consultant II, and Personnel Analyst II changed to Flex Benefits Specialist II.

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

Hawaii: Shortage differentials are included in the average annual base pay for Parole Officer III and IV, Engineer IV (DOT), Engineer IV and V (Environmental), Social Worker/Human Services Professional III, Clinical Psychologist VI and VII, Registered Professional Nurse III, Computer Programmer IV and V, Data Processing Systems Analyst IV, and Architect IV.

Engineer IV (DOT) is a broadly defined class covering multiple specialties; average salary shown applies to broad class. The number of employees specific to the survey title (Civil Engineer–Transportation) is not available; 52 employees in broad class.

Social Worker/Human Services Professional III is a broadly defined class covering multiple specialties; average salary shown applies to broad class. The number of employees specific to the survey title (Social Worker) is not available; 171 employees in broad class.

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

Illinois: Employment Counselor, Personnel Analyst–Generalist, Employee Benefits Analyst and Classification and Compensation Analyst are included in a broadband title of Human Resources Specialist. Average salary applies to broadband; the number of employees in specific functions is not available (81 employees in broadband).

Pay schedule for Correctional Officer titles varies by location. Table shows base salary scale.

Indiana: Recruitment differentials are included in the base pay for Financial Examiner I, Chemist III, Chemist II, Forensic Scientist I, Geologist III, Geologist II, Highway Engineer III, Environmental Engineer III, Environmental Engineer I, LPN, Nurse IV, Behavioral Clinician, Psychologist I, Applications/Systems Analyst/Programmer, Senior Applications/Systems Analyst/Programmer, Applications Developer, Architect I, Computer Operator IV and Educational Consultant I.

Institutional Teachers' pay and pay plan vary by school district location.

Iowa: Pay plan for most titles is a min-max pay plan with automatic fixed percentage increases of 4.5 percent (steps) within grade pay.

Kansas: Maximums shown are for step 16. Kansas will add and use Step 16 in FY2007 (beginning June 18, 2006). Step 16 not previously funded. Distance between steps varies by approximately 2.5 percent.

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

In bargaining units where a 2 percent lump sum is paid, it goes only to those employees at Step 12 or below.

Biologist category also matches Game Biologist I (same pay range as Aquatic Biologist I shown in table) Game Biologist I average salary is \$45,812, with nine employees and 12 steps.

Michigan: Biologist category also matches Wildlife Biologist–E (17 employees); same pay range as Fisheries Biologist–E (20 employees).

Programmer/Analyst and Systems Analyst are included in the broadly defined title of IT Programmer/Analyst–E. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (505 employees in the broadly defined title).

Personnel Analyst–Generalist and Classification and Compensation Analyst are included in the broadly defined title of Personnel Management Analyst–E. Average salary applies to the broadly defined title; number of employees in specific functions not available (21 employees in the broadly defined title).

Michigan added a new minimum step to all grade levels beginning Oct. 1, 2005. Therefore, many of the minimum salaries for the job titles shown are lower in 2006 than they were in 2005.

Minnesota: Programmer/Analyst Senior/Lead and Systems Analyst are included in the broadly defined title of Information Technology Specialist IV. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (448 employees in the broadly defined title).

Missouri: Personnel Analyst–Generalist and Classification and Compensation Analyst are included in the broadly defined title of Personnel Analyst II. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (37 employees in the broadly defined title).

There is no longer a match for Family Support Specialist, as this class was deleted from the pay plan.

Montana: The “V” (Varies) listed in the pay plan type column indicates that pay plan type may vary by agency.

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.

Family Support Specialist and Social Worker are included in the broadly defined title of Child/Family Social Worker VI. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (180 employees in the broadly defined title).

Montana is making the transition to a broadband pay plan. For most titles, survey responses reflect the new broadband Pay Plan 020. For Pay Plan 020, every two years a market analysis is conducted for each occupation. The market rate for each occupation is determined by an analysis of several different salary surveys and published for managers to make appropriate pay decisions. In addition, statewide Pay Plan 060 remains in effect. In Pay Plan 060, the Legislature determines the minimum, midpoint

and maximum amounts for each grade. When hiring for a position in Pay Plan 060, the hiring authority does not have the flexibility to pay for competencies, qualifications, etc.

Nevada: Employees with eight or more years of continuous service are eligible for longevity pay. Those with eight or more years of service receive a semiannual payment of \$75 plus an annual increase of \$25/year in the semiannual payment for service years 9 through 14, an annual increase of \$50/year in the semiannual payment for service years 15 through 24, and an annual increase of \$75/year in the semiannual payment for service years 25 through 30.

Average annual salary may exceed maximum of salary range, depending on whether the employees participate in the contributory retirement plan (with employee contribution of 10.5 percent) or the noncontributory retirement plan.

The pay system is primarily a step plan, although the system has some components that could be considered “merit.”

New Jersey: Step increase received with satisfactory performance evaluation.

All titles covered by a union contract, except law enforcement titles, may receive a \$0.25 per hour shift bonus for second and third shifts.

Financial Examiner IV, Auditor II Taxation, Auditor III Taxation, Assistant Biologist, Forensic Scientist I, Assistant Geologist, Senior Geologist, Assistant Environmental Engineer, Senior Environmental Engineer, Forester, Social Worker II, and Substance Abuse Counselor II are nonlimited and nonexempt under the federal Fair Labor Standards Act (FLSA), 35 hours plus.

Research Economist I and III, Teacher III, Staff Clinical Psychologist II, Clinical Psychologist I, Data Processing Analyst I and II, Software Development Specialist II and III, Project Manager–Data Processing, Educational Program Development Specialist III and Deputy Attorney General are nonlimited, exempt under FLSA, 35 hours plus.

Architect and Staff Nurse are exempt under FLSA, 40 hours.

Existing state title Data Processing Analyst II and new state title Software Development Specialist II are combined to match Programmer/Analyst; existing state title Data Processing Analyst I and new state title Software Development Specialist III are combined to match Programmer/Analyst Senior/Lead.

New Mexico: Accountant and Tax Auditor are included in the broadly defined title of Accountant and Auditor–Operational. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (120 employees in the broadly defined title).

Accountant Senior/Lead and Tax Auditor Senior/Lead are included in the broadly defined title of Accountant and Auditor–Advanced. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (150 employees in the broadly defined title).

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

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

Personnel Analyst-Generalist, Employee Benefits Analyst, and Classification and Compensation Analyst are included in the broadly defined title of Personnel Analyst I. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (86 employees in the broadly defined title).

Family Support Specialist positions are found in the local government agencies only.

North Dakota: Personnel Analyst-Generalist and Classification and Compensation Analyst are included in the broadly defined title of Human Resource Officer I. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (6 employees in the broadly defined title).

Ohio: Teacher III is for educable mentally retarded.

Oklahoma: Wildlife Biologist II, Architect I and General Counsel are unclassified jobs. Agencies may determine the minimum and maximum levels of pay.

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

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

Oregon: Biologist and Forester are included in the broadly defined title of Natural Resource Specialist 2. Average salary applies to the broadly defined title; the number of employees in specific functions is not available.

Programmer Analyst Senior/Lead and Systems Analyst are included in the broadly defined title of Information Systems Specialist 5. Average salary applies to the broadly defined title; the number of employees in specific functions is not available.

Pennsylvania: In addition to Wildlife Biologist II, the Biologist category also matches Fisheries Biologist II. The Fisheries Biologist II salary ranges from a minimum of \$38,475 to a maximum of \$58,465, with an average salary of \$47,015 (five employees).

Educational Specialist includes separate classes for each specialty.

South Carolina: Family Support Specialists and Substance Abuse Counselors are included in the broadly defined title of Human Services Coordinator I. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (1,696 employees in the broadly defined title).

Personnel Analyst–Generalist and Classification and Compensation Analyst are included in the broadly defined title of Human Resources Manager Specialist I.

Average salary applies to the broadly defined title; the number of employees in specific functions is not available (134 employees in the broadly defined title).

The Program Coordinator title (match for Employment Counselor) is specific to the Employment Security Commission.

Tennessee: Family Support Specialist and Social Worker are included in the broadly defined title of Social Worker II. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (52 employees in the broadly defined title).

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).

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.

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

Data shown excludes information for Northern Virginia because the market there is very different (maximum ranges are 30 percent higher than in the rest of the state).

Washington: Major civil service reform law is in the implementation stage, providing for classification and compensation system changes and for collective bargaining over wages. New civil service reform rules have been adopted and took effect July 1, 2005.

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

Personnel Analyst–Generalist and Classification and Compensation Analyst are included in the broadly defined title of Human Resources Consultant II. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (77 employees in the broadly defined title).

Attorney is an exempt position with no minimum or maximum; average salary shown.

Washington is in the process of consolidating job classes.

West Virginia: Programmer Analyst Senior/Lead and Systems Analyst are included in the broadly defined title of Programmer/Analyst III. Average salary applies to the

broadly defined title; the number of employees in specific functions is not available (45 employees in the broadly defined title).

Wisconsin: Programmer Analyst Senior/Lead (256 employees) and Systems Analyst (51 employees) are included in the broadly defined title of IS Systems Development Services Senior. Average salary applies to the broadly defined title; average salaries for specific functions are not available (307 employees in the broadly defined title).

Wyoming: Financial Examiner and Tax Auditor Senior/Lead are included in the broadly defined title of Financial/Statistical Specialist III-A. Average salary applies to the broadly defined title.

Family Support Specialist, Social Worker and Substance Abuse Counselor are included in the broadly defined title of Caseworker Specialist III-A. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (21 employees in the broadly defined title).

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 systemwide in scope and impact. Acts as lead to lower-level Accountants and staff.

Experience: 3-5 years

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

AGRICULTURAL INSPECTOR–Journey Level Under broad direction, applies knowledge of relevant state laws of agriculture to the inspection, investigation, grading and weighing of agricultural commodities, including grains, fruits, vegetables, 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 U.S. Department of Agriculture standards. Coordinates agricultural investigations on a large scale across the county or state. Lifting and other physical requirements may apply.

Experience: 1-3 years

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

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

Experience: 4-7 years

Education: Bachelor's degree with major work in architecture. A level of education in architecture beyond a bachelor's degree may be substituted for experience, generally on a year-by-year basis. Most states require that employees be licensed as architects in the state.

ATTORNEY–Journey Level Under general supervision of a higher-level attorney, performs consultation and advisory work and carries out the legal processes necessary to effect the rights, privileges and obligations of a state agency or the citizens of the

state. Duties may include preparing and reviewing various legal instruments and documents (e.g., contracts, leases, opinions, briefs, settlement agreements, bills and regulations, etc.); acting as an agent of a state agency in its transactions; advising whether to initiate or defend lawsuits; conducting pretrial preparations and litigation before various courts or administrative forums; advising officials on tax matters, government regulations, and/or legal rights. May assign work to one or more lower-level attorneys, aides or clerks.

Experience: 3-5 years

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

BIOLOGIST–Journey Level Under general supervision, conducts research and performs field studies to monitor fish and wildlife populations within 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 nonstandardized 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 with plans and specifications. Prepares transportation designs, cost estimates, reports, contract plans and specifications for transportation facilities.

Experience: 2-4 years

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

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

Experience: 3-5 years

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

CORRECTIONAL OFFICER–Journey Level Under immediate to general supervision, exercises custody over and maintains control of inmate population. Inspects and ensures compliance with rules of institution visitors. Assists in supervising inmate activity, including mealtimes, 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: Up to 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's 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. 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 tracking 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 change or adjustment to vocational choice. Helps clients evaluate, analyze and understand their assets, measures client aptitudes and interests, and presents clients with information on job training, requirements, opportunities and job rehabilitation to help clarify and achieve 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 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 or identity of foreign chemicals; maintains detailed records of examinations and conclusions; testifies in court concerning findings; and interacts with law enforcement officials. May specialize or work in fingerprint, voiceprint, ballistics and physical evidence laboratories.

Experience: 2-4 years

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

FORESTER–Journey Level Under general supervision or direction, compiles, examines and evaluates data 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, 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 adviser and may provide expert testimony in public hearings, regulatory hearings and other meetings regarding permit review and other geology-related matters. Determines project, equipment, staffing and training needs. May oversee work of geological personnel and coordinates geological investigation projects and programs with related local, state and federal functions. Registration or state license as geologist or geophysicist required.

Experience: 4-6 years

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

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

Experience: 2-3 years

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

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

Experience: Up to 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 maintaining personnel information.

Experience: 2-4 years

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

PROGRAMMER/ANALYST–Journey Level Under general supervision, develops programs for new applications or to modify existing functions in one or more fields such as payroll, purchasing, accounting or a particular technical or scientific area.

Tests and documents work; interacts with end users. May work as part of team of programmers or may lead specified project teams in area of expertise.

Experience: 1-3 years

Education: Relevant college coursework or specialized technical training.

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

Experience: 3-5 years

Education: Relevant college coursework or specialized technical training.

PSYCHOLOGIST–Journey Level Under general supervision, conducts individual or group therapy, 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 healthcare workers.

Experience: 2-3 years

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

RESEARCH ANALYST–Journey Level Under general supervision, conducts research and statistical studies in a specialized field, which may include social and cultural phenomena or legal information. Obtains information from primary sources through the design and administration of survey questionnaires or interviews. May perform legal research. Analyzes and compiles data through the use of statistical and descriptive techniques such as charts and graphs; prepares reports.

Experience: 1-3 years

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

SOCIAL WORKER–Journey Level Under immediate to general supervision, interacts with clients to ensure the welfare of families and children experiencing difficulties with abuse, neglect, mental or physical illness, drug or alcohol addiction, or other social

concerns. Investigates and assesses problems; recommends course of action, monitors progress and prepares reports. May testify in court or other administrative hearings.

Experience: 2-3 years

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

SUBSTANCE ABUSE COUNSELOR–Journey Level Under general supervision, facilitates individual or group therapy and counseling sessions, develops and evaluates individualized treatment plans, observes and records patients' behavior and progress. Maintains good working relationships with community agencies and support networks to plan for patients' 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 that outcomes meet specifications. Leads projects, often large in scope; may supervise junior staff.

Experience: 3-5 years

Education: Relevant college coursework or specialized technical training.

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

Experience: Up to 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 using 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 among other employers with jobs included in this survey. Pay comparisons can be made by following these steps:

- **Job matching:** Ensure the job in your state matches the survey job as closely as possible in terms of job content (such as skill, effort, responsibility and working conditions) and qualifications or requirements (education or licensure). Definitions of jobs included in the survey are presented in Appendix A, and in many cases, complete job descriptions or qualifications standards are available on state Web sites. In addition, the “match quality” column of the survey tables indicates the extent to which jobs in each of the responding states match our survey definitions.
- **Compare pay range and average salary information:** Compare the minimum and maximum rates for the pay range and 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, 2006, and should only be compared to pay data from the same time.

2) Sources of private sector pay information

The U.S. Bureau of Labor Statistics (BLS) regularly conducts a National Compensation Survey (NCS) for a variety of titles in 154 major metropolitan and other areas nationwide. NCS occupational pay estimates are reported by metropolitan area, 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 BLS. The data are collected through a mail survey administered by state employment security agencies; BLS then uses the data to produce salary estimates. OES provides market pay estimates for a variety of job titles by state and metropolitan area or in a national summary. The data combine private and public sector employees (including federal employees) into a single pay estimate. OES data can be found at <http://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, July 2004*, U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C., September 2005) which can be found on the NCS Web site at <http://stats.bls.gov/ncs/ocs/sp/ncbl0757.pdf> and in the NCS Supplementary Tables at <http://stats.bls.gov/ncs/ocs/sp/ncbl0728.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 2004, the estimates were brought forward to March 2006 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 July 2004 through March 2006, or 4.31 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 illustrate the types of publicly available pay information that may help 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 (25th, 50th or median, and 75th 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 survey data by skill level for some occupations in its metropolitan area surveys at: <http://stats.bls.gov/ncs/home.htm>.
- The NCS data are actual data on average pay and, therefore, should be compared to the average salary rates (not minimum and maximum pay ranges) as presented in this survey.
- The data have been brought forward from July 2004 to March 2006 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 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

National Compensation Survey Occupation	Private Sector Average Pay March 2006			
	Mean	25 th Percentile	Median	75 th Percentile
Accountant and Auditor	53,894	\$41,722	\$51,616	\$62,594
Agricultural Inspector	22,326	\$15,188	\$18,876	\$30,809
Architect	71,483	\$53,184	\$70,428	\$84,444
Biologist	71,718	\$48,973	\$63,067	\$86,594
Buyer, Wholesale and Retail	57,966	\$41,326	\$53,333	\$71,712
Chemist	66,318	\$48,746	\$61,698	\$75,083
Civil Engineer	69,297	\$49,892	\$65,036	\$82,565
Computer Programmer	64,645	\$45,622	\$60,014	\$75,488
Computer Systems Analyst & Scientist	77,563	\$58,466	\$75,301	\$93,115
Construction Inspector	46,544	\$37,253	\$45,580	\$60,021
Data Entry Keyer	26,400	\$21,534	\$24,764	\$29,286
Economist	76,978	\$51,805	\$68,025	\$85,430
General Office Clerk	28,492	\$22,198	\$26,578	\$32,999
Geologist and Geodesist	78,178	\$52,899	\$83,220	\$95,240
Lawyer	123,062	\$77,919	\$113,500	\$157,123
Librarian	59,320	\$40,464	\$51,146	\$74,980
Licensed Practical Nurse	36,054	\$30,752	\$35,503	\$40,296
Personnel, Training and Labor Relations Specialist	52,983	\$41,967	\$48,678	\$61,129
Psychologist	46,209	\$34,477	\$38,296	\$48,741
Registered Nurse	56,484	\$45,618	\$54,037	\$64,544
Social Worker	35,427	\$27,978	\$33,886	\$40,913
Teacher, Special Education	53,089	\$44,444	\$48,817	\$62,160

* Pay estimates from the 2004 National Compensation Survey have been updated to March 2006 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.

NCS Occupation	NCS Occupational Definition
Accountant and Auditor	Examine, analyze, interpret and evaluate accounting records for the purpose of giving advice or preparing statements, and installing or advising on systems of recording costs or other financial and budgetary data. Examine and analyze accounting records to determine financial status.
Inspector, Agricultural Products	Inspect agricultural products for quality prior to marketing. May also be field inspector for disease, insect or weed control.
Architect	Research, plan and design building projects such as parks, highways, subdivisions, private residences, office buildings, theaters, public buildings, factories and other structures, and organize services necessary for construction. Consult with clients to determine functional and spatial requirements, and provide information regarding costs, designs, materials, equipment and estimated building time. Prepare sketches of proposed project for clients. Write specifications and prepare scale and full-size drawings and other contract documents for use by building contractor and craft workers. May specialize in particular type of structure or project.
Biologist	Study origin, relationship, development, anatomy, functions and other basic principles of plant and animal life. May prepare environmental impact reports.
Buyer, Wholesale and Retail	Purchase merchandise for resale. Select and order goods from suppliers and/or manufacturing representatives for resale in establishment. May be designated according to merchandise bought, such as buyer, director or executive.
Chemist	Conduct research, analysis, synthesis and experimentation of chemical substances for such purposes as product and process development, quantitative and qualitative analysis and improvement of analytical methods. Excludes biochemist.

NCS Occupation	NCS Occupational Definition
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.
Computer Programmer	Convert symbolic statements of business, scientific and engineering problems to detailed logic flow charts for coding into computer language, program and solution by means of automatic data-processing equipment.
Computer Systems Analyst & Scientist	Utilize the computer in the analysis and solution of business problems, such as development of integrated production and inventory control and cost analysis systems, to refine their formulation and convert them to programmable forms of application for electronic data-processing systems. Perform logical analysis of scientific, engineering and other technical problems and formulate mathematical models of problems for solutions by digital computer.
Construction Inspector	Inspect and oversee construction of bridges, buildings, dams, highways and other types of construction work to ensure that procedures and materials comply with plans and specifications imposed by a planning commission, building plans office, etc.
Data-Entry Keyer	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 and formulate theories and plans to aid in the solution of economic problems. Study and analyze economic factors involved in the production, distribution and use of goods or services to insure maximum use of assets and to develop desirable markets. May also be involved in policy planning and recommendations in areas such as agriculture, finance and monetary policies. May specialize in particular area, such as finance, labor, market analysis, taxes, econometrics, etc.
General Office Clerk	Compile and maintain records of business transactions and office activities performing a variety of clerical duties utilizing knowledge of systems or procedures. Tasks may include tabulating and posting data, 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.

NCS Occupation	NCS Occupational Definition
Geologist & Geodesist	Study the composition, structure and history of the earth's crust. Examine rocks, minerals and fossil remains to identify and determine sequence of processes affecting development of the earth. Apply knowledge of chemistry, physics, biology and mathematics to explain these phenomena and to help locate mineral and petroleum deposits and underground water resources. Prepare geologic reports and maps, interpret data and recommend further study or action. May be designated according to specialty. Includes Geophysicist, Geodesist and Hydrologist.
Lawyer	Act as client adviser to individuals or corporations regarding rights, obligations, and privileges. Conduct criminal and civil lawsuits, draw up legal documents, and practice other areas of law. Conduct research and prepare details for trial preparation. Examine legal data to determine advisability of defending or prosecuting lawsuit. May represent client in court or before quasi-judicial or administrative agency. May specialize in a single area of law, such as patent law, corporate law, criminal law, probate law (wills), real estate law, etc.
Librarian	Maintain library collection of books, serial publications, audiovisual, periodicals, documents, films, recordings and other materials, and assist groups and individuals to locate and obtain these materials. May furnish reference information or organize collections. May specialize.
Licensed Practical Nurse	Provide prescribed treatment and personal care to the sick, injured, convalescent and 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 and blood pressures, changing, dressing and bathing patients and administering prescribed medicines. Assist in the delivery, care and feeding of infants. In doctors' offices and clinics, help physicians by preparing patients for exams, making appointments, recording patient information.
Psychologist	<p>Excludes Psychiatrist. Occupations concerned with the collection, interpretation and application of scientific data relating to human behavior and mental processes. Includes the following occupations:</p> <p>Clinical Psychologist—Diagnose or evaluate mental and emotional disorders of individuals, and administer programs of treatment.</p> <p>Counseling Psychologist—Provide individual and group counseling in universities, schools, clinics, rehabilitation centers, hospitals and industry to assist individuals in achieving more effective personal, social, educational, and vocational development.</p> <p>Psychometrist—Administer, score, and interpret intelligence, aptitude, achievement, and other psychological tests to provide results to teachers, counselors, students, or other parties.</p>

NCS Occupation	NCS Occupational Definition
	<p>Developmental Psychologist–Investigate problems concerning growth and development of emotional, mental, physical and social aspects of individuals to increase understanding of behavioral origins and processes of growth and decline.</p> <p>Educational Psychologist–Investigate processes of learning and teaching and develop psychological principles and techniques applicable to educational problems to encourage intellectual, social and emotional development.</p> <p>School Psychologist–Evaluate needs of average, gifted, handicapped and disturbed children within the educational system or school, and plan and carry out programs to enable children to attain maximum achievement and adjustment.</p>
Personnel, Training and Labor Relations Specialist	<p>Personnel Specialist conducts 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 Specialist is 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 ensure that management and labor organizations adhere to contract specifications.</p> <p>Training Specialist is 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	<p>Provide general medical care and carry out medical treatment plans prescribed by physicians; administer medications and treatment; observe, evaluate and record symptoms, reactions and progress of patients; perform other duties involving care of sick and injured. May instruct auxiliary personnel or students. License required. Includes head and student nurses.</p>
Social Worker	<p>Counsel and aid individuals and families requiring assistance of social service agency. May develop programs/activities according to needs of recipients. Usually required to have at least knowledge and skill in casework method acquired through bachelor's degree from accredited school of social work.</p>
Teacher, Special Education	<p>Teach elementary and secondary school subjects to aurally, visually, physically, mentally and educationally handicapped students. Plan curriculum and prepare lessons and instructional materials to meet individual needs of students.</p>

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STATE GOVERNMENT CONTACTS 2006

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