

**AFT PUBLIC EMPLOYEES
COMPENSATION SURVEY**

2008

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

AFT PUBLIC EMPLOYEES

September 2008

2008 AFT Public Employees Compensation Survey Executive Summary

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

This year's report includes information on both compensation structures and actual salaries in effect as of March 1, 2008. For each of 45 job titles, the report shows minimum and maximum salary rates, average annual salaries, the number of employees, additional cash compensation opportunities and the type of pay plan in effect.

This report is the only compensation survey of its kind. Its purpose is to assist those involved in setting compensation rates for current and prospective state employee professionals. Through efforts such as this survey, we can help ensure that state employees, union negotiators, lobbyists, legislators and state administrators have the tools they need to develop compensation programs that attract and retain top professionals for critical public sector jobs, thereby strengthening the public services upon which states and communities rely.

From this year forward, we will consistently be reporting the mean (average) salary increases instead of the median. The difference between the median and the mean is not overly significant; however, after much internal discussion, we feel that over time the mean will provide a more consistent report. This number will take in to account year-to-year changes in reporting from the different states.

Key Findings

The increase in wages from 2007 – 2008 across the 45 job titles is 2.4 percent. The job titles with the largest increase are Chemist Sr/Lead: 5.6 percent; Programmer Analyst Sr/Lead: 5.6 percent; Psychologist: 5.6 percent; Psychologist Sr/Lead: 5.5 percent; Systems Analyst: 5.5 percent; and Substance Abuse Counselor: 5.4 percent.

Last year we reported the largest increase in many years and speculated that it was due to the states' healthy budgets and the need to make up for past program cuts. The mean salary increase for the 2006 - 2007 year was 5.5 percent. This was a short-lived rebound.

According to the National Association of State Budget Officers (www.nasbo.org) and the National Governors Association's (www.nga.org) June 2008 Fiscal Survey of the States, there is an expectation of only a 1.0 percent general fund

spending increase for fiscal 2009. This is the third-lowest spending increase in 31 years. Just two years ago the Fiscal Survey of the States December 2007 report indicated that state general fund spending grew by 9.3 percent. For fiscal 2008, the estimated rate of growth in state spending is 5.1 percent. The 30 year historical average is 6.4 percent growth.

The Impact of Collective Bargaining

According to the Center for Economic and Policy Research (5/15/2008, www.cepr.net), for the typical U.S. worker—the earner right in the middle of the national pay scale—the union wage advantage over nonunion workers is 13.7 percent. Our calculations are in line with this report and show that with the 45 job titles in state employment the union advantage for 2008 is 14 percent or \$6,580.00.

ACKNOWLEDGMENTS

For the past nine years, we have had active participation from state classification and compensation professionals at the state level. We are grateful for their participation and continued assistance. The list of names of these state employees can be found at the back of the report.

This report requires enormous time and energy and could not have been accomplished without our intern, Emily Schrock from Butler University. Additionally, Marty Guinane, Jennifer Porcari and Karen Schiffhauer provided staff assistance. Jewell Gould and the AFT research department provided valuable guidance on the development of this project over the years, as have local union compensation experts across the country. Year after year, these contributions have made significant improvements in the final survey.

The Segal Company works with us on all of the data analysis. This year required a larger than average time commitment as we moved the data to an Access database. We could not have done this without the able assistance of Patrick Bracken, Katrina Dailey and Eliot Susseles from Segal.

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

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AFT PUBLIC EMPLOYEES COMPENSATION SURVEY 2008

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 2008. The survey was designed to collect information on occupational compensation in a manner that allows for comparison among states. Data from 50 states and the District of Columbia are presented in this report based on pay rates and compensation plans in effect as of March 1, 2008.

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, reports the number of *years* it takes to proceed from minimum to maximum rates.

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

Technical notes follow the tables, and occupational definitions for all jobs surveyed are provided in Appendix 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 qualification standards available on numerous state Web sites. The survey instrument was developed and administered during the winter and spring of 2008. 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, 2008. 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" (-), "equal" (=) or "plus" (+) sign the degree to which the matching jobs in their states were similar to the benchmark job descriptions. For example, if the state's job is generally similar to the benchmark description but requires a slightly reduced scope of responsibility or does not require a degree, the respondent would 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 equal sign.

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

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

Mean: The *mean* or average (unweighted) of the minimum and maximum 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.

2008 Median and Mean Salaries

<i>Job Title</i>	<i>Median</i>	<i>Mean</i>
Accountant	\$42,523	\$44,004
Accountant–Senior/Lead	\$52,531	\$53,049
Agricultural Inspector	\$39,132	\$40,799
Architect	\$61,620	\$64,796
Attorney	\$63,977	\$67,985
Biologist	\$46,600	\$46,642
Bridge Inspector	\$50,254	\$48,471
Buyer	\$38,662	\$40,362
Buyer–Senior/Lead	\$46,847	\$48,595
Chemist	\$45,021	\$45,456
Chemist–Senior/Lead	\$54,117	\$54,212
Civil Engineer	\$54,932	\$56,436
Classification & Compensation Analyst	\$48,089	\$49,985
Correctional Officer	\$33,575	\$36,495
Correctional Officer–Senior/Lead	\$40,526	\$43,892
Data-Processing Clerk	\$27,251	\$26,801
Economist	\$53,411	\$52,981
Economist–Senior/Lead	\$62,558	\$65,804
Educational Specialist	\$54,478	\$57,333
Employee Benefits Analyst	\$42,370	\$42,804
Employment Counselor	\$41,338	\$40,797
Environmental Engineer	\$51,576	\$53,321
Environmental Engineer–Senior/Lead	\$63,385	\$66,576
Family Support Specialist	\$35,168	\$37,885
Financial Examiner	\$49,086	\$49,540
Forensic Scientist	\$51,467	\$52,191
Forester	\$43,542	\$45,597
Geologist	\$47,604	\$47,480
Geologist–Senior/Lead	\$57,098	\$58,326
Librarian	\$44,081	\$44,163
Licensed Practical Nurse	\$35,075	\$37,803
Parole Officer	\$42,002	\$45,751
Personnel Analyst - Generalist	\$48,062	\$47,903
Programmer/Analyst	\$51,433	\$52,144
Programmer/Analyst–Senior/Lead	\$62,597	\$64,473
Psychologist	\$55,672	\$57,180
Psychologist–Senior/Lead	\$70,111	\$71,010
Registered Nurse	\$50,208	\$54,209
Research Analyst	\$43,499	\$43,631
Social Worker	\$40,740	\$43,883
Substance Abuse Counselor	\$38,694	\$40,597
Systems Analyst	\$57,300	\$60,807
Tax Auditor	\$45,120	\$44,109
Tax Auditor–Senior/Lead	\$53,542	\$55,361
Teacher (State Institution)	\$50,100	\$50,695

2008 Ranking of Weighted Average Salaries

<i>RANK</i>	<i>JOB TITLE</i>	<i>WEIGHTED AVERAGE SALARY</i>
1	Attorney	\$73,982
2	Architect	\$70,326
3	Psychologist Sr/Lead	\$70,034
4	Economist Sr/Lead	\$64,090
5	Programmer Analyst Sr/Lead	\$63,305
6	Civil Engineer (Transportation)	\$62,736
7	Systems Analyst	\$60,500
8	Environmental Engineer Sr/Lead	\$60,218
9	Educational Specialist	\$60,108
10	Geologist Sr/Lead	\$59,499
11	Environmental Engineer	\$57,669
12	Programmer/Analyst	\$57,103
13	Forensic Scientist	\$56,741
14	Psychologist	\$55,837
15	Economist	\$53,927
16	Tax Auditor Sr/Lead	\$52,210
17	Research Analyst	\$51,987
18	Geologist	\$51,827
19	Accountant Sr/Lead	\$51,669
20	Employee Benefits Analyst	\$51,136
21	Chemist Sr/Lead	\$50,839
22	Librarian	\$50,753
23	Classification and Compensation Analyst	\$50,704
24	Personnel Analyst - Generalist	\$49,959
25	Registered Nurse	\$49,944
26	Chemist	\$48,948
27	Forester	\$48,586
28	Bridge Inspector Sr/Lead	\$48,501
29	Buyer Sr/Lead	\$46,922
30	Agricultural Inspector	\$46,489
31	Biologist	\$46,459
32	Financial Examiner	\$46,400
33	Teacher (State Institution)	\$45,657
34	Tax Auditor	\$44,206
35	Accountant	\$44,160
36	Parole Officer	\$43,968
37	Social Worker	\$42,869
38	Correctional Officer	\$42,051
39	Correctional Officer Sr/Lead	\$42,040
40	Buyer	\$39,025
41	Substance Abuse Counselor	\$38,389
42	Employment Counselor	\$37,594
43	Licensed Practical Nurse	\$36,671
44	Family Support Specialist	\$35,874
45	Data Processing Clerk	\$27,633

SURVEY TABLES

ACCOUNTANT

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$39,864	\$60,415	\$48,360	204	Step	Varies			N	40
Alaska	Accountant II	=	\$41,400	\$63,000	\$46,113	14	Merit	19	Location		Y	37.5
Arizona	Accountant II	=	\$41,348	\$56,964	\$42,523	25	General		2.75%	Perf Pay	N	40
Arkansas	Accountant	=	\$28,802	\$50,570	\$33,220	156	Merit		\$600-900	Longevity	N	40
California	Accounting Officer (Specialist)	=	\$46,092	\$56,040	\$50,501	612	Open Range				Y	40
Colorado	Accountant II		\$44,616	\$64,548							N	40
Connecticut	Accountant	=	\$56,975	\$71,510	\$66,301	138	Step	8		Longevity	Y	40
Delaware	Accountant	=	\$30,518	\$45,778	\$34,718	69	Merit				N	37.5
Dist. of Columbia	Accountant	-	\$45,943	\$61,879	\$54,344	13	Step	16			N	40
Florida	Accountants & Auditors 03	=	\$30,622	\$79,579	\$42,349	939	Broadband				V	40
Georgia	Accountant 2, Professional	=	\$32,418	\$56,724	\$43,110	67	Performance				N	40
Hawaii	Accountant III	=	\$40,512	\$57,720	\$46,304	47	Negotiated				Y	40
Idaho	Financial Specialist	=	\$32,385	\$53,996			Performance				N	40
Illinois	Accountant	=	\$36,744	\$52,968	\$50,028	264	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Accountant 2		\$33,228	\$57,486	\$38,149	54	General				N	37.5
Iowa	Accountant 2	=	\$37,567	\$57,054							Y	40
Kansas	Accountant II	=	\$35,298	\$47,299	\$39,852	103	Progression	11			Y	40
Kentucky	Graduate Accountant II	=	\$26,483	\$35,081			Merit				N	37.5
Louisiana	Accountant 2	=	\$27,660	\$58,236	\$37,236	160	Merit				N	40
Maine	Staff Accountant	=	\$29,411	\$39,770	\$35,360	38	Step	8			Y	40
Maryland	Accountant, Advanced	=	\$40,268	\$64,282	\$52,693	71	Step	20			Y	40
Massachusetts	Accountant I	=	\$33,898	\$48,558	\$42,143	125	Step	13			Y	37.5
Michigan	Accountant 9-P11	=	\$36,394	\$57,002	\$55,123	43	Step	6			N	40
Minnesota	Accounting Officer Intermediate	=	\$39,087	\$57,336	\$48,054	82	Step	11			Y	40
Mississippi	Accountant/Auditor II	=	\$28,360	\$49,630	\$31,755	80	Merit				N	40

Missouri	Accountant II	=	\$33,636	\$47,676	\$38,481	88	Step	Varies			N	40
Montana	Accountant	=	\$32,470	\$48,706	\$44,533	65	Broadband			Longevity	V	40
Nebraska	Accountant II	=	\$33,530	\$47,778	\$37,592	45	Merit				V	40
Nevada	Accountant II	=	\$41,509	\$68,090	\$55,838	12	Step/Merit	9		Longevity	N	40
New Hampshire	Accountant I	=	\$29,367	\$38,941	\$33,725	52	Step	11			Y	37.5
New Jersey	Accountant 3	=	\$39,733	\$56,035	\$49,289	29	Step	10.5			Y	35
New Mexico	Accountant & Auditor Oper'l	=	\$27,664	\$49,171	\$39,044	153	Merit				Y	40
New York	Senior Accountant	=	\$45,113	\$55,954	\$52,124	279	Performance	6			Y	37.5
North Carolina	Accountant I	=	\$40,071	\$65,566	\$49,298	200	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Account Budget Specialist II	=	\$30,156	\$50,256	\$38,393	13	Open Range				N	40
Ohio	Finan Reporting Accountant 2	=	\$46,301	\$60,549	\$52,341	5	Progression	6			N	40
Oklahoma	Accountant II	=	\$27,464	\$45,773	\$36,514	102	Pay Band		\$1,250	Longevity	N	40
Oregon	Accountant 2	=	\$34,500	\$50,100	\$44,700	76	Step	9			Y	40
Pennsylvania	Accountant 2	=	\$39,824	\$60,519	\$47,550	190	Step	20	2.25%		N	37.5
Rhode Island	Accountant	=	\$35,354	\$38,396	\$39,499	12	Step	3.5			Y	35
South Carolina	Accountant/ Fiscal Analyst I	=	\$24,635	\$45,578	\$32,649	250					N	37.5
South Dakota	Accountant		\$28,194	\$42,290			Open Range				N	40
Tennessee	Accountant 2	=	\$33,888	\$54,228	\$41,151	70				Longevity	N	37.5
Texas	Accountant III	=	\$36,043	\$51,174	\$41,249	233	Legislated			Longevity	N	40
Utah	Financial Analyst II	=	\$33,565	\$53,259	\$38,405	81	Merit				N	40
Vermont	Accountant B	=	\$32,573	\$50,523	\$40,577	36	Step	24.5		Merit	Y	40
Virginia	Financial Services Spec I	=	\$31,352	\$64,347	\$43,103	327	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Fiscal Analyst 2	=	\$34,356	\$44,928			Merit	4.5			N	40
West Virginia	Accountant/Auditor 3	=	\$25,452	\$47,088	\$38,523	48	Merit				N	37.5
Wisconsin	Accountant Senior	=	\$43,764	\$92,125	\$59,620	96	Bargained				Y	40
Wyoming	Financial/Statistical Spec 3 B	=	\$39,540	\$55,680	\$47,757		Classification				N	40

Summary:

Mean	\$35,607	\$54,670	\$44,004
Median	\$34,356	\$54,228	\$42,523
Weighted Mean	----	-----	\$44,160

ACCOUNTANT SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$46,142	\$70,229	\$60,074	170	Step	Varies			N	40
Alaska	Accountant III	=	\$47,712	\$69,326	\$54,877	54	Merit	19	Location		Y	37.5
Arizona	Accountant IV	=	\$49,426	\$68,156	\$55,904	21	General		2.75%	Perf Pay	N	40
Arkansas	Accountant II	=	\$28,182	\$49,353	\$35,466	32	Merit		\$600-900	Longevity	N	40
California	Sr. Accounting Officer (Spec)	=	\$52,800	\$64,176	\$58,504	367	Open Range				Y	40
Colorado	Accountant III		\$55,404	\$80,208							N	40
Connecticut	Associate Accountant	=	\$65,719	\$82,060	\$78,455	98	Step	8		Longevity	Y	40
Delaware	Senior Accountant	=	\$32,652	\$48,978	\$37,045	58	Merit				N	37.5
Dist. of Columbia	Senior Accountant	-	\$62,502	\$79,952	\$72,723	26	Step	16			N	40
Florida	Accountants & Auditors 04	=	\$33,377	\$86,739	\$56,299	138	Broadband				V	40
Georgia	Accountant 3, Professional	=	\$35,569	\$62,302	\$49,478	66	Performance				N	40
Hawaii	Accountant IV	=	\$43,824	\$62,424	\$51,656	58	Negotiated				Y	40
Idaho	Financial Specialist, Senior	=	\$34,486	\$57,470			Performance				N	40
Illinois	Accountant Supervisor	+	\$43,740	\$65,244	\$60,299	61	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Accountant 1		\$37,206	\$64,974	\$44,465	58	General				N	37.5
Iowa	Accountant 3	=	\$44,346	\$68,786							Y	40
Kansas	Accountant III	=	\$38,875	\$52,104	\$43,907	95	Progression	11			Y	40
Kentucky	Graduate Accountant III	=	\$29,129	\$38,589			Merit				N	37.5
Louisiana	Accountant 3	=	\$31,680	\$66,684	\$45,348	166	Merit				N	40
Maine	Senior Staff Accountant	=	\$33,384	\$45,739	\$42,120	30	Step	8			Y	40
Maryland	Accountant, Lead Specialized	=	\$42,867	\$68,626	\$59,862	10	Step	20			Y	40
Massachusetts	Accountant V	=	\$48,314	\$70,044	\$65,544	78	Step	13			Y	37.5
Michigan	Accountant 12	=	\$42,136	\$61,596	\$61,178	83	Step	6			N	40
Minnesota	Accounting Officer Senior	=	\$35,517	\$51,594	\$54,372	90	Step	11			Y	40
Mississippi	Accountant/Auditor III	=	\$33,981	\$59,467	\$37,970	113	Merit				N	40

Missouri	Accountant III	=	\$37,572	\$55,032	\$43,826	23	Step	Varies			N	40
Montana	Accountant	=	\$38,964	\$58,447	\$54,475	17	Broadband			Longevity	V	40
Nebraska	Accountant III	=	\$37,593	\$54,510	\$45,640	22	Merit				V	40
Nevada	Accountant III	=	\$45,226	\$74,583	\$63,033	16	Step/Merit	9		Longevity	N	40
New Hampshire	Accountant IV	=	\$38,941	\$52,611	\$45,260	12	Step	11			Y	37.5
New Jersey	Accountant 2	=	\$45,445	\$64,339	\$60,560	45	Step	10.5			Y	35
New Mexico	Accountant & Auditor - Adv	=	\$30,534	\$54,309	\$49,211	185	Merit				Y	40
New York	Associate Accountant	=	\$58,406	\$71,732	\$66,623	207	Performance	6			Y	37.5
North Carolina	Accountant II	=	\$45,387	\$75,209	\$58,581	192	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Account Budget Specialist III	=	\$35,904	\$59,832	\$47,142	35	Open Range				N	40
Ohio	Finan Reporting Accountant 4	=	\$73,528	\$73,528	\$73,528	1	Progression	6			N	40
Oklahoma	Accountant III	=	\$30,020	\$50,033	\$40,757	78	Pay Band		\$1,500	Longevity	N	40
Oregon	Accountant 3	=	\$41,300	\$60,400	\$54,300	72	Step	9			Y	40
Pennsylvania	Accountant 3	=	\$45,438	\$69,027	\$55,532	128	Step	20	2.25%		N	37.5
Rhode Island	Senior Accountant	=	\$38,536	\$42,857	\$41,874	7	Step	3.5			Y	35
South Carolina	Accountant/Fiscal Analyst III	=	\$36,476	\$67,486	\$50,220	264					N	37.5
South Dakota	Senior Accountant		\$34,495	\$51,742			Open Range				N	40
Tennessee	Accountant 3	=	\$35,400	\$56,664	\$44,504	136				Longevity	N	37.5
Texas	Accountant V	=	\$43,386	\$65,951	\$52,531	190	Legislated			Longevity	N	40
Utah	Financial Analyst III	=	\$37,422	\$59,352	\$45,629	84	Merit				N	40
Vermont	Accountant C	=	\$36,275	\$56,472	\$42,379	34	Step	24.5		Merit	Y	40
Virginia	Financial Services Spec I	=	\$31,352	\$64,347	\$48,360	112	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Fiscal Analyst 3	=	\$39,732	\$52,104			Merit	4.5			N	40
West Virginia	Accountant/Auditor 4	=	\$27,252	\$50,400	\$43,023	41	Merit				N	37.5
Wisconsin	Accountant Advanced	=	\$51,187	\$112,831	\$65,112	76	Bargained				Y	40
Wyoming	Financial/Statistical Spec 1 B	=	\$55,848	\$78,624	\$69,576		Classification				N	40

Summary:

Mean	\$41,580	\$63,279	\$53,049
Median	\$38,941	\$62,424	\$52,531
Weighted Mean	-----	-----	\$51,669

BUYER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$30,422	\$46,142	\$37,661	3	Step	Varies			N	40
Alaska	Procurement Specialist II	=	\$41,400	\$62,382	\$49,722	20	Merit	19	Location		Y	37.5
Arizona	Buyer II	=	\$29,008	\$49,561	\$33,453	18	General		2.75%	Perf Pay	N	40
Arkansas	Buyer	=	\$24,500	\$40,373	\$26,477	9	Merit		\$600-900	Longevity	N	40
California	Buyer II	=	\$48,108	\$58,488			Open Range				Y	40
Colorado	General Professional I		\$34,284	\$49,464							N	40
Connecticut	Purchasing Assistant	+	\$42,476	\$55,356	\$55,089	5	Step	10		Longevity	Y	40
Delaware	State Contract Proc Officer I	=	\$37,386	\$56,078	\$39,685	5	Merit				N	37.5
Dist. of Columbia	Purchasing Agent	-	\$40,543	\$57,006	\$46,773	9	Step	16			Y	40
Florida	Purchasing Agents 03	=	\$28,093	\$73,007	\$35,302	139	Broadband				V	40
Georgia	Purchasing Ops Agent 1	=	\$29,400	\$51,406	\$32,940	2	Performance				N	40
Hawaii	No Match											
Idaho	Buyer	=	\$30,472	\$50,793			Performance				N	40
Illinois	Buyer Assistant	=	\$31,656	\$43,644	\$43,308	5	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Purchasing Admin 3		\$23,764	\$42,978	\$34,188	14	General				N	37.5
Iowa	Purchasing Agent 2	=	\$37,565	\$57,054							Y	40
Kansas	Procurement Officer II	=	\$38,875	\$52,104	\$41,901	21	Progression	11			Y	40
Kentucky	Purchasing Officer II	=	\$26,483	\$35,081			Merit				N	37.5
Louisiana	Purchasing Tech 2	=	\$19,740	\$41,520	\$26,520	31	Merit				N	40
Maine	Buyer II	+	\$28,267	\$37,856	\$37,606	6	Step	8			Y	40
Maryland	Agency Buyer II	=	\$29,607	\$46,490	\$41,696	6	Step	20			Y	40
Massachusetts	Buyer I	=	\$33,898	\$48,558	\$44,428	3	Step	13			Y	37.5
Michigan	Buyer 9-P11	=	\$36,394	\$57,002	\$53,507	13	Step	6			N	40
Minnesota	Buyer 1	=	\$33,178	\$48,003	\$45,894	34	Step	11			Y	40
Mississippi	Purchasing Agent II	=	\$26,130	\$45,727	\$30,001	27	Merit				N	40

Missouri	Buyer II	+	\$33,636	\$47,676	\$35,316	7	Step	Varies			N	40
Montana	Purchasing Technician	=	\$22,350	\$33,524	\$26,998	14	Broadband			Longevity	V	40
Nebraska	Buyer II	=	\$33,946	\$49,165	\$38,292	13	Merit				Y	40
Nevada	Buyer I	=	\$32,197	\$52,116			Step/Merit	9		Longevity	N	40
New Hampshire	Buyer	=	\$28,177	\$37,342	\$32,419	5	Step	11			Y	37.5
New Jersey	Assistant Buyer	+	\$39,733	\$56,035	\$50,601	18	Step	10.5			Y	35
New Mexico	Purchasing Agent - Operational	+	\$25,272	\$44,949	\$36,202	76	Merit				Y	40
New York	Purchasing Officer 1	=	\$45,113	\$55,954	\$53,027	41	Performance	6			Y	37.5
North Carolina	Departmental Purchase Agent I	=	\$31,696	\$50,069	\$38,641	63	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	State Procurement Officer I	=	\$30,156	\$50,256			Open Range				N	40
Ohio	Purchasing Standards Analyst	+	\$45,635	\$64,022	\$54,682	15	Progression	9			Y	40
Oklahoma	Contract/Procurement Officer II	=	\$27,464	\$45,773	\$38,048	1	Pay Band		\$626	Longevity	N	40
Oregon	Procurement/Contract Spec 2	=	\$41,800	\$61,000	\$50,200	71	Step	9			Y	40
Pennsylvania	Purchasing Agent 1	=	\$30,807	\$46,435	\$38,462	178	Step	20	2.25%		Y	37.5
Rhode Island	Buyer II	+	\$45,773	\$49,775	\$58,169	4	Step	2.5			Y	35
South Carolina	Procurement Specialist I	=	\$24,635	\$45,578	\$31,982	81					N	37.5
South Dakota	Purchasing Specialist		\$28,194	\$42,290			Open Range				N	40
Tennessee	Procurement Officer 1	=	\$24,288	\$38,868	\$32,102	51				Longevity	N	37.5
Texas	Purchaser III	=	\$33,946	\$48,198	\$38,662	120	Legislated			Longevity	N	40
Utah	Purchasing Agent II	=	\$37,433	\$59,352	\$41,837	20	Merit				N	40
Vermont	Purchasing Agent	=	\$36,275	\$56,472	\$43,082	4	Step	24.5		Merit	Y	40
Virginia	Procurement Officer I	=	\$31,352	\$64,347	\$41,456	78	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Procurement & Supply Spec. 3	+	\$39,732	\$53,436	\$42,292	42	Merit	4.5			N	40
West Virginia	Buyer	=	\$19,392	\$35,892			Merit				N	37.5
Wisconsin	Purchasing Agent Objective	=	\$33,581	\$74,099	\$45,134	25	Bargained				Y	40
Wyoming	Financial/Statistical Spec 5E	=	\$25,332	\$33,756	\$31,075		Classification				N	40

Summary:

Mean	\$32,591	\$50,049	\$40,362
Median	\$31,676	\$49,513	\$38,662
Weighted Mean	----	-----	\$39,025

BUYER SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$34,387	\$52,169	\$47,427	11	Step	Varies			N	40
Alaska	Procurement Specialist III	=	\$47,712	\$72,101	\$55,158	22	Merit	19	Location		Y	37.5
Arizona	Buyer III	=	\$33,435	\$56,964	\$33,435	1	General		2.75%	Perf Pay	N	40
Arkansas	Buyer Supervisor	=	\$26,811	\$50,570	\$32,726	40	Merit		\$600-900	Longevity	N	40
California	Principal Buyer	+	\$55,464	\$66,912			Open Range				N	40
Colorado	General Professional II		\$38,664	\$55,716							N	40
Connecticut	Contract Analyst	+	\$56,975	\$71,510	\$52,327	52	Step	8		Longevity	Y	40
Delaware	State Contract Proc Officer II	=	\$39,998	\$59,996	\$47,991	2	Merit				N	37.5
Dist. of Columbia	Contract Specialist	=	\$44,603	\$101,467	\$73,450	46	Step	16			Y	40
Florida	Purchasing Agents 04	=	\$36,382	\$94,547	\$48,022	59	Broadband				V	40
Georgia	Purchasing Ops Agent 2	=	\$35,569	\$62,302	\$45,660	2	Performance				N	40
Hawaii	No Match											
Idaho	Buyer, Senior	=	\$32,385	\$53,996			Performance				N	40
Illinois	Buyer	+	\$43,740	\$65,244	\$57,829	9	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Purchasing Admin 2		\$26,286	\$46,696	\$37,941	23	General				N	37.5
Iowa	Purchasing Agent 3	=	\$43,077	\$65,541							Y	40
Kansas	Procurement Officer III	=	\$44,970	\$60,320	\$59,749	10	Progression	11			Y	40
Kentucky	Purchasing Officer III	=	\$29,129	\$38,589			Merit				N	37.5
Louisiana	Procurement Specialist 3	+	\$27,660	\$58,236	\$38,580	48	Merit				N	40
Maine	Buyer II	-	\$28,267	\$37,856	\$37,606	6	Step	8			Y	40
Maryland	Agency Buyer III	=	\$31,461	\$49,571	\$44,326	2	Step	20			Y	40
Massachusetts	Buyer IV	=	\$48,314	\$70,044	\$66,132	11	Step	13			Y	37.5
Michigan	Buyer 12	=	\$42,136	\$61,596	\$61,596	15	Step	6			N	40
Minnesota	Buyer 2	-	\$36,603	\$53,369	\$49,820	25	Step	11			Y	40
Mississippi	Purchasing Agent III	=	\$28,220	\$49,385	\$32,707	30	Merit				N	40

Missouri	Buyer III	+	\$40,500	\$59,820	\$44,681	7	Step	Varies			N	40
Montana	Purchasing Technician	=	\$26,820	\$40,229	\$31,699	9	Broadband			Longevity	V	40
Nebraska	Buyer III	=	\$37,593	\$54,510	\$44,374	14	Merit				V	40
Nevada	Buyer II	=	\$33,596	\$54,455			Step/Merit	9		Longevity	N	40
New Hampshire	No Match											
New Jersey	Buyer	+	\$45,445	\$64,339	\$60,515	28	Step	10.5			Y	35
New Mexico	Purchasing Agent - Advanced	=	\$30,534	\$54,309	\$45,192	71	Merit				Y	40
New York	Purchasing Officer 2	=	\$58,406	\$71,732	\$72,047	6	Performance	6			Y	37.5
North Carolina	Departmental Purchase Agent II	=	\$35,585	\$57,321	\$43,446	54	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	State Procurement Officer II	=	\$35,904	\$59,832	\$43,941	4	Open Range				N	40
Ohio	State Procurement Analyst	+	\$52,811	\$70,387	\$59,937	7	Progression	9			Y	40
Oklahoma	Contract/Procurement Officer III	=	\$30,020	\$50,033	\$47,380	4	Pay Band		\$1,250	Longevity	N	40
Oregon	Procurement/Contract Spec 3	=	\$46,100	\$67,200	\$55,900	77	Step	9			Y	40
Pennsylvania	Purchasing Agent 2	=	\$34,875	\$53,008	\$46,314	55	Step	20	2.25%		Y	37.5
Rhode Island	Senior Buyer	+	\$49,429	\$54,276	\$68,004	1	Step	2.5			Y	35
South Carolina	Procurement Specialist II	=	\$29,975	\$55,461	\$39,871	101					N	37.5
South Dakota	No Match											
Tennessee	Procurement Officer 2	=	\$27,504	\$44,004	\$36,906	49				Longevity	N	37.5
Texas	Purchaser V	=	\$43,386	\$65,951	\$51,854	65	Legislated			Longevity	N	40
Utah	Purchasing Agent III	=	\$41,717	\$66,173	\$52,299	17	Merit				N	40
Vermont	Senior Purchasing Agent	=	\$38,314	\$59,800	\$41,350	2	Step	24.5		Merit	Y	40
Virginia	Procurement Officer I	=	\$31,352	\$64,347	\$46,253	37	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Procurement & Supply Spec 4	+	\$44,928	\$58,944	\$55,770	7	Merit	4.5			N	40
West Virginia	Buyer Senior	=	\$25,452	\$47,088	\$38,585	11	Merit				N	37.5
Wisconsin	Purchasing Agent Senior	=	\$43,764	\$92,125	\$54,435	36	Bargained				Y	40
Wyoming	Financial/Statistical Spec 4 E	=	\$31,620	\$42,096	\$37,773		Classification				N	40

Summary:	Mean	\$38,081	\$59,628	\$48,595
	Median	\$36,492	\$58,590	\$46,847
	Weighted Mean	----	-----	\$46,922

FINANCIAL EXAMINER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$30,422	\$46,142	\$41,335	5	Step	Varies			N	40
Alaska	Financial Institution Exam II	=	\$51,132	\$72,636	\$51,528	2	Merit	19			Y	37.5
Arizona	Financial Consultant II	=	\$39,983	\$68,156	\$50,342	3	General		2.75%	Perf Pay	N	40
Arkansas	Financial Examiner I	=	\$32,474	\$35,068	\$33,771	1	Merit		\$600-900	Longevity	N	40
California	Fin. Institut. Exam., Range C	=	\$57,996	\$70,512	\$62,196	41	Open Range				Y	40
Colorado	Financial/Credit Examiner II		\$55,404	\$80,208							N	40
Connecticut	Banking Examiner	=	\$54,396	\$68,344	\$58,383	9	Step	8		Longevity	Y	40
Delaware	Bank Examiner II	=	\$37,386	\$56,078	\$40,925	1	Merit				N	37.5
Dist. of Columbia	Banking Examiner	-	\$64,439	\$74,318	\$68,379	3	Step	16			V	40
Florida	Financial Analysts 03	=	\$30,622	\$79,579	\$41,313	126	Broadband				V	40
Georgia	Financial Examiner 1	=	\$39,038	\$68,418	\$52,273	16	Performance				N	40
Hawaii	Financial Institut Examiner I	=	\$43,824	\$62,424	\$43,824	2	Negotiated				Y	40
Idaho	Financial Exam/Investigator 1	=	\$30,472	\$50,793			Performance				N	40
Illinois	Financial Institut Examiner 2	+	\$46,032	\$69,312	\$61,984	3	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Financial Examiner 1		\$54,730	\$98,644	\$74,071	20	General			Recruit	N	37.5
Iowa	Bank Examiner	=	\$36,254	\$99,320			Step	9			Y	40
Kansas	Financial Examiner Senior	=	\$42,869	\$57,450	\$43,930	5	Progression	11			Y	40
Kentucky	Financial Institutions Exam II	=	\$29,129	\$38,589			Merit				N	37.5
Louisiana	Compliance Examiner 3	=	\$36,276	\$76,332	\$52,476	43	Merit				N	40
Maine	Bank Examiner	=	\$29,411	\$39,770	\$36,421	2	Step	8			Y	40
Maryland	Financial Depository Examiner II	=	\$45,650	\$73,259	\$58,255	8	Step	20			Y	40
Massachusetts	Bank Examiner	=	\$39,687	\$57,342	\$41,668	33	Step	13			Y	37.5
Michigan	Finance Institutions Examiner 9	=	\$34,410	\$46,082	\$42,384	29	Step	6			N	40
Minnesota	Financial Institution Examiner	=	\$39,087	\$57,336	\$53,474	4	Step	11			Y	40
Mississippi	DBCF - Bank Examiner II	=	\$44,580	\$78,015	\$48,137	6	Merit				N	40

Missouri	No Match	=										
Montana	Financial Examiner	=	\$39,040	\$58,560	\$49,086	13	Broadband			Longevity	V	40
Nebraska	Examiner II	=	\$36,494	\$52,853			Merit				Y	40
Nevada	Finance Institutions Examiner II	=	\$39,735	\$65,083	\$51,379	16	Step/Merit	9		Longevity	N	40
New Hampshire	Bank Examiner II	=	\$35,880	\$48,262	\$41,369	13	Step	11			Y	37.5
New Jersey	Financial Examiner 4	=	\$43,446	\$61,436	\$52,941	4	Step	10.5			Y	35
New Mexico	Financial Examiner - Operation	=	\$30,534	\$54,309	\$35,576	3	Merit				N	40
New York	Bank Examiner	=	\$49,992	\$61,757	\$56,014	41	Performance	6			Y	37.5
North Carolina	OCOB Financial Examiner	=	\$37,980	\$108,075	\$68,331	22	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Financial Institutions Exam II	=	\$35,904	\$59,832	\$46,541	5	Open Range				N	40
Ohio	Financial Institution Examiner 1	=	\$36,899	\$38,314	\$37,371	3	Progression	7			Y	40
Oklahoma	Auditor II	=	\$27,464	\$45,773	\$34,257	128	Pay Band		\$1,500	Longevity	N	40
Oregon	Financial Examiner 2	=	\$41,200	\$60,300	\$51,800	9	Step	9			Y	40
Pennsylvania	Financial Institutions Examiner	=	\$45,438	\$69,027	\$50,753	33	Step	20	2.25%		Y	37.5
Rhode Island	Bank Examiner	=	\$36,833	\$41,229	\$44,852	2	Step	3.5			Y	35
South Carolina	Accountant/Fiscal Analyst II	=	\$29,975	\$55,461	\$40,678	392					N	37.5
South Dakota	No Match											
Tennessee	Bank Examiner 4	=	\$41,832	\$66,912	\$61,498	9				Longevity	N	37.5
Texas	Financial Examiner III	=	\$40,790	\$61,991	\$46,643	71	Legislated			Longevity	N	40
Utah	Financial Examiner III	=	\$62,679	\$94,143	\$64,405	16	Merit				N	40
Vermont	Financial Examiner II	=	\$40,560	\$63,357	\$55,078	1	Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	Financial Examiner 2	=	\$48,396	\$63,468	\$53,025	5	Merit	4.5			N	40
West Virginia	Fin Institution Examiner, Asst.	=	\$29,160	\$53,952	\$36,876	3	Merit				N	37.5
Wisconsin	Financial Examiner Journey	=	\$43,764	\$92,125	\$46,568	2	Bargained				Y	40
Wyoming	Financial/Statistical Spec 3 A	=	\$39,540	\$55,680	\$48,090		Classification				N	40

Summary: **Mean** **\$40,817** **\$63,667** **\$49,540**
 Median **\$39,613** **\$61,874** **\$49,086**
 Weighted Mean **-----** **-----** **\$46,400**

TAX AUDITOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$32,755	\$49,639	\$37,618	86	Step	Varies			N	40
Alaska	Tax Auditor III	=	\$54,612	\$77,652	\$61,358	6	Merit	19			Y	37.5
Arizona	Tax Analyst II	=	\$43,240	\$73,779	\$48,229	21	General		2.75%	Perf Pay	N	40
Arkansas	Tax Auditor	=	\$35,823	\$48,000	\$38,183	20	Merit		\$600-900	Longevity	N	40
California	Tax Auditor, Range B	=	\$46,092	\$58,836	\$48,268	135	Open Range				Y	40
Colorado	Revenue Agent II		\$51,648	\$74,736							N	40
Connecticut	Revenue Examiner I	=	\$56,975	\$71,510	\$64,525	33	Step	8		Longevity	Y	40
Delaware	Tax Auditor II	=	\$42,801	\$64,201	\$47,967	11	Merit				N	37.5
Dist. of Columbia	No Match											
Florida	Accountants & Auditors 02	=	\$25,774	\$66,980	\$34,198	463	Broadband				V	40
Georgia	Tax Specialist 3	=	\$35,569	\$62,302	\$50,923	36	Performance				N	40
Hawaii	Auditor IV	=	\$43,824	\$62,424	\$54,199	37	Negotiated				Y	40
Idaho	Tax Auditor 2	=	\$34,486	\$57,470			Performance				N	40
Illinois	Revenue Auditor I	=	\$39,852	\$58,632	\$50,308	55	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Tax Analyst 5		\$23,764	\$42,978	\$28,332	65	General				N	37.5
Iowa	Revenue Auditor 2	=	\$39,270	\$59,509							Y	40
Kansas	State Auditor II	=	\$38,875	\$52,104	\$42,746	79	Progression	11			Y	40
Kentucky	Revenue Auditor II	=	\$32,042	\$42,656			Merit				N	37.5
Louisiana	Revenue Tax Auditor 2	=	\$31,680	\$66,684	\$45,120	23	Merit				N	40
Maine	Revenue Agent	=	\$32,344	\$43,742	\$40,955	26	Step	8	10%	Stipend	Y	40
Maryland	Revenue Field Auditor II	=	\$35,568	\$56,438	\$45,961	24	Step	20			N	40
Massachusetts	Tax Auditor I	=	\$53,081	\$76,568	\$73,146	119	Step	13			Y	37.5
Michigan	Auditor 9-P11	=	\$34,410	\$59,216	\$47,621	161	Step	6			N	40
Minnesota	Revenue Tax Specialist Interm	=	\$35,517	\$51,594	\$47,064	151	Step	11			Y	40
Mississippi	TC-Tax Auditor/Accountant II	+	\$39,930	\$69,878	\$42,199	22	Merit				N	40

Missouri	Tax Auditor II	=	\$34,908	\$49,668	\$35,289	21	Step	Varies			N	40
Montana	Auditor	=	\$33,852	\$50,778	\$45,365	29	Broadband			Longevity	V	40
Nebraska	Auditor	=	\$34,507	\$49,163	\$37,079	44	Merit				V	40
Nevada	Auditor II	=	\$38,064	\$62,222	\$50,616	104	Step/Merit	9		Longevity	N	40
New Hampshire	Tax Auditor I	=	\$29,367	\$38,941	\$33,725	18	Step	11			Y	37.5
New Jersey	Auditor 3 Taxation	=	\$47,544	\$67,372	\$56,015	58	Step	10.5			Y	35
New Mexico	Accountant & Auditor - Oper'l	=	\$27,664	\$49,171	\$39,044	153	Merit				Y	40
New York	Tax Auditor 1	+	\$45,113	\$55,954	\$51,053	320	Performance	6			Y	37.5
North Carolina	Revenue Tax Auditor I	=	\$41,687	\$68,613	\$43,487	73	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Auditor II	=	\$32,832	\$54,720	\$35,820	31	Open Range				N	40
Ohio	Tax Auditor Agent 2	-	\$41,829	\$52,811	\$45,234	102	Progression	7			Y	40
Oklahoma	Revenue Compliance Officer I	=	\$27,464	\$45,773	\$29,048	39	Pay Band		\$1,062	Longevity	N	40
Oregon	Tax Auditor 1	=	\$37,600	\$54,800	\$43,200	40	Step	9			Y	40
Pennsylvania	Revenue Field Auditor 1	=	\$34,875	\$53,008	\$35,636	11	Step	20	2.25%		Y	37.5
Rhode Island	Revenue Agent II	=	\$42,664	\$47,840	\$45,878	12	Step	3.5			Y	40
South Carolina	Auditor I	+	\$20,248	\$37,466	\$26,191	39					N	37.5
South Dakota	Revenue Auditor		\$28,194	\$42,290			Open Range				N	40
Tennessee	Tax Auditor 2	=	\$35,400	\$56,664	\$38,538	28				Longevity	N	37.5
Texas	Taxpayer Compliance Auditor III	=	\$31,972	\$45,353	\$35,729	66	Legislated			Longevity	N	40
Utah	Auditor II	=	\$35,436	\$62,679	\$46,641	83	Merit				N	40
Vermont	Tax Examiner III	=	\$30,971	\$47,861	\$38,555	24	Step	24.5		Merit	Y	40
Virginia	Auditor I	=	\$31,352	\$64,347	\$46,440	85	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Tax Information Specialist 3	-	\$40,692	\$53,436	\$50,916	12	Merit	4.5			N	40
West Virginia	Tax & Revenue Auditor 2	=	\$27,252	\$50,400	\$29,676	9	Merit				N	37.5
Wisconsin	Revenue Auditor 4	=	\$43,764	\$92,125	\$56,960	24	Bargained				Y	40
Wyoming	Financial/Statistical Spec 4 A		\$33,732	\$47,508	\$39,832		Classification				N	40

Summary:	Mean	\$36,978	\$56,970	\$44,109
	Median	\$35,477	\$55,377	\$45,120
	Weighted Mean	-----	-----	\$44,206

TAX AUDITOR SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$43,963	\$66,761	\$64,571	77	Step	Varies			N	40
Alaska	Tax Auditor IV	=	\$62,436	\$89,028	\$81,984	1	Merit	19			Y	37.5
Arizona	No Match											
Arkansas	Tax Auditor Supervisor	=	\$38,126	\$57,435	\$52,540	113	Merit		\$600-900	Longevity	N	40
California	Associate Tax Auditor	=	\$55,428	\$70,764	\$61,380	235	Open Range				Y	40
Colorado	Revenue Agent III		\$62,784	\$90,804							N	40
Connecticut	Revenue Examiner II	=	\$62,632	\$78,374	\$77,232	85	Step	8		Longevity	Y	40
Delaware	Tax Auditor III	=	\$49,005	\$73,507	\$53,628	13	Merit				N	37.5
Dist. of Columbia	No Match											
Florida	Accountants & Auditors 03	=	\$30,622	\$79,579	\$42,349	939	Broadband				V	40
Georgia	Tax Specialist 4	=	\$39,038	\$68,418	\$55,853	14	Performance				N	40
Hawaii	Auditor V	=	\$49,344	\$70,236	\$64,142	31	Negotiated				Y	40
Idaho	Tax Auditor 3	=	\$39,228	\$65,374			Performance				N	40
Illinois	Revenue Auditor 2	-	\$46,032	\$69,312	\$58,668	34	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Tax Analyst 4		\$26,286	\$46,696	\$32,864	139	General				N	37.5
Iowa	Revenue Auditor 3	=	\$43,077	\$65,541			Step	9			Y	40
Kansas	State Auditor III	=	\$44,970	\$60,320	\$52,286	32	Progression	11			Y	40
Kentucky	Revenue Auditor III	=	\$35,246	\$46,691			Merit				N	37.5
Louisiana	Revenue Tax Auditor 3	=	\$36,276	\$76,332	\$51,564	69	Merit				N	40
Maine	Senior Revenue Agent	=	\$35,048	\$48,027	\$47,403	24	Step	8	5%	Stipend	Y	40
Maryland	Revenue Field Auditor Sr	=	\$37,837	\$60,222	\$53,036	21	Step	20			N	40
Massachusetts	Tax Auditor III	=	\$62,202	\$89,812	\$89,627	42	Step	13			Y	37.5
Michigan	Auditor 12	=	\$44,934	\$64,457	\$63,350	194	Step	6			N	40
Minnesota	Revenue Tax Specialist Senior	=	\$44,850	\$66,106	\$61,763	155	Step	11			Y	40
Mississippi	TC-Tax Auditor/Accountant III	+	\$44,004	\$77,008	\$49,859	55	Merit				N	40

Missouri	Tax Auditor III	=	\$37,572	\$55,032	\$41,743	45	Step	Varies			N	40
Montana	Auditor	=	\$40,622	\$60,934	\$54,642	11	Broadband			Longevity	V	40
Nebraska	Auditor Senior	=	\$39,878	\$56,815	\$47,483	40	Merit				V	40
Nevada	No Match											
New Hampshire	Tax Auditor IV	=	\$42,412	\$57,408	\$49,316	8	Step	11			Y	37.5
New Jersey	Auditor 2 Taxation	=	\$54,488	\$77,450	\$70,665	94	Step	10.5			Y	35
New Mexico	Accountant & Auditor - Advanced	=	\$30,534	\$54,309	\$49,211	185	Merit				Y	40
New York	Tax Auditor 2	=	\$58,406	\$71,732	\$64,106	368	Performance	6			Y	37.5
North Carolina	Revenue Tax Auditor II	=	\$45,387	\$75,209	\$53,542	26	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Auditor III	=	\$35,904	\$59,832	\$44,006	40	Open Range				N	40
Ohio	Tax Auditor Agent 4	+	\$67,059	\$70,387	\$70,070	21	Progression	9			Y	40
Oklahoma	Revenue Compliance Officer II	=	\$30,020	\$50,033	\$33,390	16	Pay Band		\$1,500	Longevity	N	40
Oregon	Tax Auditor 2	=	\$43,300	\$63,300	\$55,900	57	Step	9			Y	40
Pennsylvania	Revenue Field Auditor 2	=	\$39,824	\$60,519	\$50,923	117	Step	20	2.25%		Y	37.5
Rhode Island	Senior Revenue Agent	=	\$47,442	\$53,270	\$53,270	39	Step	2.5			Y	35
South Carolina	Auditor IV	-	\$36,476	\$67,486	\$52,325	117					N	37.5
South Dakota	Senior Revenue Auditor		\$34,495	\$51,742			Open Range				N	40
Tennessee	Tax Auditor 4	=	\$41,832	\$66,912	\$57,642	82				Longevity	N	37.5
Texas	Taxpayer Compliance Auditor V	=	\$36,043	\$51,174	\$49,560	76	Legislated			Longevity	N	40
Utah	Auditor IV	=	\$46,500	\$73,763	\$56,849	68	Merit				N	40
Vermont	Tax Examiner IV	=	\$32,573	\$50,523	\$45,653	6	Step	24.5		Merit	Y	40
Virginia	Auditor II	=	\$40,959	\$84,062	\$58,860	24	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Tax Information Specialist 4	-	\$46,092	\$60,420	\$59,379	1	Merit	4.5			N	40
West Virginia	Tax & Revenue Auditor 3	=	\$31,200	\$57,720	\$35,632	28	Merit				N	37.5
Wisconsin	Revenue Auditor 5	=	\$51,187	\$112,831	\$64,155	5	Bargained				Y	40
Wyoming	Financial/Statistical Spec 3 A		\$39,540	\$55,680	\$48,090		Classification				N	40

Summary:	Mean	\$43,398	\$66,236	\$55,361
	Median	\$42,122	\$65,458	\$53,542
	Weighted Mean	----	-----	\$52,210

BIOLOGIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$37,961	\$57,504	\$49,416	26	Step	Varies			N	40
Alaska	Fishery Biologist II	=	\$41,400	\$76,925	\$49,920	106	Merit	19	Location		Y	37.5
Arizona	No Match											
Arkansas	Biologist	=	\$26,415	\$50,570	\$36,329	7	Merit		\$600-900	Longevity	N	40
California	Associate Biologist (Marine)	-	\$55,596	\$67,008	\$59,115	96	Open Range				Y	40
Colorado	Wildlife Manager III		\$45,360	\$65,448							N	40
Connecticut	Enviro Protect Wildlife Biologist I	+	\$48,533	\$66,986	\$60,312	4	Step	12		Longevity	Y	35
Delaware	Environmental Scientist II	=	\$37,386	\$56,078	\$39,736	17	Merit				N	37.5
Dist. of Columbia	Wildlife Biologist	=	\$43,263	\$58,630	\$51,090	9	Step	16			Y	40
Florida	Biological Scientists 03	+	\$33,377	\$86,739	\$49,673	62	Broadband				V	40
Georgia	Wildlife Biologist 2	=	\$47,280	\$82,962	\$50,657	17	Performance				N	40
Hawaii	Wildlife Bio IV/Aquatic Bio IV	=	\$43,824	\$62,424	\$56,437	20	Negotiated				Y	40
Idaho	Biologist, Fish Research Senior	=	\$39,228	\$65,374			Performance				N	40
Illinois	Natural Resources Specialist	=	\$43,740	\$65,244	\$63,005	84	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Biologist		\$33,800	\$58,162	\$44,821	47	General			Recruit	N	37.5
Iowa	Natural Resource Biologist	=	\$40,539	\$61,422							Y	40
Kansas	Environmental Scientist II	=	\$44,970	\$60,320	\$47,884	125	Progression	11			Y	40
Kentucky	Wildlife Biologist II	=	\$35,246	\$46,691			Merit				N	37.5
Louisiana	Biologist 3	=	\$36,612	\$72,864	\$43,200	24	Merit				N	40
Maine	Biologist I	=	\$35,214	\$48,256	\$45,240	43	Step	8	5.50%	Stipend	Y	40
Maryland	Natural Resource Biologist II	=	\$35,568	\$56,438	\$47,287	30	Step	20			Y	40
Massachusetts	Aquatic Biologist I	=	\$40,142	\$53,099	\$45,441	12	Step	11			Y	37.5
Michigan	Fisheries Biologist 9-P11	=	\$35,225	\$64,519	\$57,754	14	Step	6			Y	40
Minnesota	NR Spec Int-WR & Res Scientist	=	\$36,603	\$53,369	\$41,322	10	Step	11			Y	40
Mississippi	DWFP - Conservation Biologist	=	\$31,106	\$54,435			Merit				N	40

Missouri	Fisheries Mgmt Biologist	=	\$34,680	\$52,248	\$44,334	48	Step	Varies			N	40	
Montana	Fish Wildlife Biologist	=	\$34,456	\$51,684	\$42,827	95	Broadband			Longevity	V	40	
Nebraska	Game/Parks Fish/Wildlife Bio II	=	\$35,541	\$51,476	\$39,750	34	Merit				Y	40	
Nevada	Biologist III	=	\$39,736	\$65,083	\$60,041	39	Step/Merit	9		Longevity	N	40	
New Hampshire	Biologist I	=	\$35,880	\$48,262	\$41,369	16	Step	11			Y	37.5	
New Jersey	Assistant Biologist (Fisheries)	=	\$41,544	\$58,660	\$47,250	3	Step	10.5			Y	35	
New Mexico	Zoologist & Wildlife Biol. Oper'l	+	\$27,664	\$49,171	\$35,021	9	Merit				N	40	
New York	Biologist 1	=	\$45,113	\$55,954	\$53,261	95	Performance	6			Y	37.5	
North Carolina	Wildlife Fisheries Biologist I	=	\$32,965	\$52,374	\$39,092	41	Legislated		1.5-4.5%	Longevity	N	40	
North Dakota	Biologist II	=	\$35,904	\$59,832	\$49,080	28	Open Range				N	40	
Ohio	Wildlife Research Technician	-	\$34,611	\$39,957	\$37,856	4	Progression	7			Y	40	
Oklahoma	No Match												
Oregon	Natural Resource Spec 2	=	\$35,800	\$52,200	\$46,600		Step	9			Y	40	
Pennsylvania	Wildlife Biologist 2	-	\$42,479	\$64,553	\$51,153	13	Step	20	2.25%		Y	40	
Rhode Island	Biologist	=	\$37,460	\$41,277	\$42,515	1	Step	3.5			Y	35	
South Carolina	Wildlife Biologist II	=	\$29,975	\$55,461	\$40,781	26					N	37.5	
South Dakota	Wildlife Biologist		\$34,495	\$51,742			Open Range				N	40	
Tennessee	Wildlife Biologist 2	=	\$36,576	\$56,820	\$51,595	21				Longevity	N	37.5	
Texas	Natural Resource Spec III	=	\$36,043	\$51,174	\$37,528	304	Legislated			Longevity	N	40	
Utah	Wildlife Biologist II	=	\$33,565	\$53,259	\$39,602	98	Merit				N	40	
Vermont	Fish & Wildlife Scientist II	=	\$40,560	\$63,357	\$48,266	8	Step	24.5			Merit	Y	40
Virginia	Scientist II	=	\$40,959	\$84,062	\$49,773	3	Broadband	Varies	0-\$2000		Recog	N	40
Washington	Fish & Wildlife Biologist 2	=	\$37,800	\$49,572	\$42,970	12	Merit	4.5		Location	N	40	
West Virginia	Wildlife Biologist 1	=	\$25,452	\$47,088	\$36,955	11	Merit				N	37.5	
Wisconsin	Wildlife Biologist Senior	=	\$43,764	\$92,125	\$50,354	36	Bargained				Y	40	
Wyoming	Wildlife/Fish Spec Biologist		\$31,944	\$45,360	\$38,979		Classification				N	40	

Summary:

Mean	\$37,824	\$58,862	\$46,642
Median	\$36,603	\$56,438	\$46,600
Weighted Mean	-----	-----	\$46,459

CHEMIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$34,387	\$52,169	\$45,120	24	Step	Varies			N	40
Alaska	Chemist II	=	\$41,400	\$59,460			Merit	19			Y	37.5
Arizona	No Match											
Arkansas	Chemist II	=	\$34,810	\$57,435	\$47,384	46	Merit		\$600-900	Longevity	N	40
California	Chemist, C	=	\$54,720	\$67,260	\$62,490	77	Open Range				Y	40
Colorado	Phy Sci Res/Scientist II		\$57,912	\$83,100							N	40
Connecticut	Chemist II	=	\$48,057	\$65,205	\$65,274	28	Step	11		Longevity	Y	35
Delaware	Analytical Chemist II	=	\$37,386	\$56,078	\$44,199	10	Merit				N	37.5
Dist. of Columbia	Chemist	=	\$53,758	\$79,959	\$66,859	2	Step	16			Y	40
Florida	Chemists 01	=	\$23,645	\$61,449	\$30,599	13	Broadband				V	40
Georgia	Chemical Lab Scientist 1	=	\$26,672	\$46,817	\$32,927	6	Performance				N	40
Hawaii	Chemist III	=	\$40,512	\$57,720	\$47,654	16	Negotiated				Y	40
Idaho	Chemist, Senior	=	\$32,385	\$53,996			Performance				N	40
Illinois	Chemist 2	+	\$46,032	\$69,312	\$66,723	24	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Chemist 3		\$30,914	\$59,774	\$39,640	14	General			Recruit	N	37.5
Iowa	Chemist	=	\$38,688	\$58,365							Y	40
Kansas	Chemist I	=	\$33,613	\$44,970	\$40,978	6	Progression	11			Y	40
Kentucky	Chemist II	=	\$32,042	\$42,656			Merit				N	37.5
Louisiana	Professional Chemist 2	=	\$31,968	\$63,648	\$39,372	1	Merit				N	40
Maine	Chemist I	=	\$33,675	\$45,656	\$42,848	7	Step	8	10%	Stipend	Y	40
Maryland	Chemist III	=	\$37,837	\$60,222	\$51,594	7	Step	20			Y	40
Massachusetts	Chemist I	=	\$40,338	\$53,358	\$43,949	21	Step	11			Y	37.5
Michigan	Laboratory Scientist 9-P11	=	\$35,225	\$59,362	\$53,538	30	Step	6			Y	40
Minnesota	Chemist 2	=	\$35,517	\$51,594	\$48,442	5	Step	11			Y	40
Mississippi	Chemist II	=	\$33,316	\$58,303			Merit				N	40

Missouri	Chemist II	=	\$32,448	\$45,804	\$33,636	3	Step	Varies			N	40	
Montana	Chemist	=	\$36,438	\$54,658	\$45,344	12	Broadband			Longevity	V	40	
Nebraska	Chemist II	=	\$36,088	\$52,021	\$41,256	10	Merit				Y	40	
Nevada	Chemist III	=	\$38,064	\$62,222	\$49,893	6	Step/Merit	9		Longevity	N	40	
New Hampshire	Toxicologist I	+	\$33,052	\$43,992			Step	11			Y	37.5	
New Jersey	Chemist	=	\$41,544	\$58,660	\$47,250	17	Step	10.5			Y	35	
New Mexico	Chemist - Operational	=	\$27,664	\$49,171	\$48,508	23	Merit				N	40	
New York	Senior Chemist	+	\$45,113	\$55,954	\$50,843	1	Performance	6			Y	37.5	
North Carolina	Chemist I	=	\$40,071	\$65,566	\$45,417	55	Legislated		1.5-4.5%	Longevity	N	40	
North Dakota	Chemist II	=	\$32,832	\$54,720	\$37,373	7	Open Range				N	40	
Ohio	Laboratory Scientist 1	-	\$35,610	\$38,314	\$36,608	4	Progression	7			Y	40	
Oklahoma	Clinical Laboratory Scientist II	=	\$30,020	\$50,033	\$39,235	16	Pay Band		\$1,250	Longevity	N	40	
Oregon	Chemist 2	=	\$36,700	\$53,500	\$49,400	17	Step	9			Y	40	
Pennsylvania	Chemist 1	-	\$34,875	\$53,008	\$38,641	19	Step	20	2.25%		Y	37.5	
Rhode Island	Chemist	=	\$38,629	\$42,897			Step	3.5			Y	35	
South Carolina	Chemist I	=	\$29,975	\$55,461	\$33,444	35					N	37.5	
South Dakota	Chemist		\$28,194	\$42,290			Open Range				N	40	
Tennessee	Chemist 2	=	\$32,484	\$51,960	\$40,450	19				Longevity	N	37.5	
Texas	Chemist III	=	\$40,790	\$61,991	\$44,985	19	Legislated			Longevity	N	40	
Utah	Chemist/Microbiologist II	=	\$40,615	\$60,995	\$45,021	22	Merit				N	40	
Vermont	Public Health Chemist II	=	\$34,341	\$53,373	\$42,458	4	Step	24.5			Merit	Y	40
Virginia	Scientist I	=	\$31,352	\$64,347	\$41,038	3	Broadband	Varies	0-\$2000	Recog	N	40	
Washington	Chemist 2	=	\$43,836	\$57,504	\$53,888	17	Merit	4.5			N	40	
West Virginia	Chemist 2	=	\$27,252	\$50,400	\$34,438	12	Merit				N	37.5	
Wisconsin	Chemist Senior	=	\$43,764	\$92,125	\$47,634	55	Bargained				Y	40	
Wyoming	Laboratory Scientist 2		\$40,644	\$52,212	\$47,362		Classification				N	40	

Summary:

Mean	\$36,944	\$56,621	\$45,456
Median	\$35,563	\$55,708	\$45,021
Weighted Mean	-----	-----	\$48,948

CHEMIST SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$41,873	\$63,468	\$60,728	13	Step	Varies			N	40
Alaska	Chemist IV	=	\$54,612	\$79,180	\$64,548	4	Merit	19	Location		Y	37.5
Arizona	No Match											
Arkansas	Chemist Sr/Lead	=	\$39,963	\$69,296	\$58,702	5	Merit		\$600-900	Longevity	N	40
California	Staff Chemist	=	\$59,916	\$73,692	\$67,245	36	Open Range				Y	40
Colorado	Phy Sci Res/Scientist III		\$67,008	\$96,192							N	40
Connecticut	Principal Chemist	+	\$52,754	\$71,433	\$70,850	8	Step	11		Longevity	Y	35
Delaware	Analytical Chemist III	=	\$42,801	\$64,201	\$50,536	21	Merit				N	37.5
Dist. of Columbia	No Match											
Florida	Chemists 02	=	\$30,622	\$79,579	\$38,940	93	Broadband				V	40
Georgia	Chemical Lab Scientist 2	=	\$29,400	\$51,406	\$37,150	2	Performance				N	40
Hawaii	Chemist IV	=	\$43,824	\$62,424	\$51,727	7	Negotiated				Y	40
Idaho	Chemist, Principal	=	\$36,753	\$61,256			Performance				N	40
Illinois	Chemist 3	=	\$51,324	\$77,832	\$73,706	6	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Chemist 2		\$35,334	\$68,536	\$46,119	20	General			Recruit	N	37.5
Iowa	No Match											
Kansas	Chemist II	=	\$37,045	\$49,670	\$47,012	17	Progression	11			Y	40
Kentucky	Chemist III	=	\$35,246	\$46,691			Merit				N	37.5
Louisiana	Professional Chemist 3	=	\$36,612	\$72,864	\$47,376	5	Merit				N	40
Maine	Chemist II	=	\$38,730	\$52,749	\$51,938	15	Step	8	10%	Stipend	Y	40
Maryland	Chemist Advanced	=	\$40,268	\$64,282	\$58,440	1	Step	20			Y	40
Massachusetts	Chemist III	=	\$48,758	\$65,266	\$58,370	42	Step	11			Y	37.5
Michigan	Laboratory Scientist 12	=	\$44,266	\$64,519	\$64,352	41	Step	6			Y	40
Minnesota	Analytical Laboratory Specialist	=	\$39,087	\$57,336	\$54,685	8	Step	11			Y	40
Mississippi	Chemist III	=	\$37,666	\$65,915	\$41,362	15	Merit				N	40

Missouri	Chemist III	=	\$36,204	\$51,744	\$39,737	20	Step	Varies			N	40	
Montana	Chemist	-	\$43,726	\$65,589			Broadband				Longevity	V	40
Nebraska	Chemist III	=	\$40,687	\$58,650	\$49,728	7	Merit					V	40
Nevada	Chemist IV	=	\$41,509	\$68,090	\$61,993	2	Step/Merit	9			Longevity	N	40
New Hampshire	Toxicologist IV	+	\$50,368	\$69,049	\$58,646	5	Step	11				Y	37.5
New Jersey	Senior Chemist	=	\$47,544	\$67,372	\$62,966	5	Step	10.5				Y	35
New Mexico	Chemist - Advanced	=	\$30,534	\$54,309	\$44,077	10	Merit					N	40
New York	Associate Biochemist	+	\$58,406	\$71,732	\$71,732	1	Performance	6				Y	37.5
North Carolina	Chemist III	=	\$47,352	\$78,736	\$60,120	18	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Chemist III	=	\$35,904	\$59,832	\$47,176	3	Open Range					N	40
Ohio	Laboratory Scientist 2	-	\$39,957	\$52,811	\$46,577	70	Progression	7				Y	40
Oklahoma	Clinical Laboratory Scientist III	=	\$33,021	\$55,035	\$41,673	7	Pay Band		\$850		Longevity	N	40
Oregon	Chemist 3	=	\$40,700	\$59,600	\$58,100	12	Step	9				Y	40
Pennsylvania	Chemist 2	-	\$39,824	\$60,519	\$48,955	55	Step	20	2.25%			Y	37.5
Rhode Island	Senior Chemist	=	\$42,664	\$47,840			Step	3.5				Y	35
South Carolina	Chemist III	=	\$44,382	\$82,109	\$56,484	20						N	37.5
South Dakota	Senior Chemist		\$34,495	\$51,742			Open Range					N	40
Tennessee	Chemist 4	=	\$40,212	\$64,332	\$54,705	8					Longevity	N	37.5
Texas	Chemist V	=	\$52,249	\$84,241	\$63,144	33	Legislated				Longevity	N	40
Utah	Chemist/Microbiologist III	=	\$45,252	\$67,982	\$52,824	24	Merit					N	40
Vermont	Public Health Chemist IV	=	\$40,560	\$63,357	\$46,627	3	Step	24.5			Merit	Y	40
Virginia	Scientist II	=	\$40,959	\$84,062	\$50,969	9	Broadband	Varies	0-\$2000		Recog	N	40
Washington	Chemist 3	+	\$46,092	\$60,420	\$64,589	26	Merit	4.5				N	40
West Virginia	Chemist 3	=	\$29,160	\$53,952	\$38,736	5	Merit					N	37.5
Wisconsin	Chemist Advanced	=	\$43,764	\$92,125	\$53,548	41	Bargained					Y	40
Wyoming	Laboratory Scientist 1		\$48,780	\$63,984	\$60,029		Classification					N	40

Summary:	Mean	\$42,462	\$65,563	\$54,212
	Median	\$40,830	\$64,307	\$54,117
	Weighted Mean	----	-----	\$50,839

FORENSIC SCIENTIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$37,961	\$66,761	\$48,043	52	Step	Varies			N	40
Alaska	Forensic Scientist-Physical II	=	\$44,376	\$63,528			Merit	19	Location		Y	37.5
Arizona	No Match											
Arkansas	No Match											
California	Senior Criminalist	=	\$65,496	\$85,128	\$76,459	111	Open Range				Y	40
Colorado	Criminal Investigator I		\$53,604	\$76,188							N	40
Connecticut	Forensic Science Examiner 1	=	\$57,526	\$77,976	\$68,604	34	Step	11		Longevity	Y	40
Delaware	Analytical Chemist II	=	\$37,386	\$56,078	\$44,199	10	Merit				N	37.5
Dist. of Columbia	Forensic Toxicologist	+	\$52,134	\$96,013	\$64,390	11	Step	16			N	40
Florida	Forensic Science Techs 04	=	\$33,377	\$86,739	\$64,229	106	Broadband				V	40
Georgia	Crime Lab Scientist 2	=	\$39,038	\$68,418	\$41,395	32	Performance				N	40
Hawaii	No Match											
Idaho	ISP Forensic Scientist 2	=	\$32,385	\$53,996			Performance				N	40
Illinois	Forensic Scientist 2	=	\$46,032	\$69,312	\$51,743	25	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Forensic Scientist 1		\$43,654	\$82,342	\$65,001	13	General			Recruit	N	37.5
Iowa	Criminalist	=	\$48,194	\$74,131							Y	40
Kansas	Forensic Scientist II	=	\$44,970	\$60,320	\$46,538	10	Progression	11			Y	40
Kentucky	Forensic Scientist Spec I	=	\$42,647	\$56,496			Merit				N	37.5
Louisiana	Crime Lab Analyst 2	=	\$34,212	\$68,100	\$44,508	20	Merit				N	40
Maine	Forensic Chemist	-	\$35,214	\$48,256	\$46,821	4	Step	8	10%	Stipend	Y	40
Maryland	MSP Forensic Scientist III	=	\$51,911	\$83,350	\$66,817	23	Step	20			Y	40
Massachusetts	No Match											
Michigan	Forensic Scientist 9-P11	=	\$35,225	\$60,510	\$49,049	14	Step	6			Y	40
Minnesota	Forensic Scientist 2	=	\$43,284	\$63,872	\$53,286	43	Step	11			Y	40
Mississippi	DPS - Forensic Scientist II	=	\$43,729	\$76,525	\$45,113	13	Merit				N	40

Missouri	Criminalist II	=	\$43,752	\$47,676	\$45,186	12	Step	Varies			N	40
Montana	Forensic Scientist	=	\$34,858	\$52,286	\$52,125	10	Broadband			Longevity	V	40
Nebraska	State Patrol Forensic Scientist	=	\$38,210	\$55,338	\$41,831	16	Merit				V	40
Nevada	No Match											
New Hampshire	Criminalist I	=	\$42,095	\$56,098	\$48,592	15	Step	11			Y	40
New Jersey	Forensic Scientist 1	=	\$54,488	\$77,450	\$67,245	70	Step	10.5			Y	35
New Mexico	Forensic Science Tech - Oper'l	=	\$38,168	\$67,870	\$57,728	10	Merit				N	40
New York	State Police Forensic Scientist 2	-	\$45,113	\$55,954	\$55,326	3	Performance	6			Y	37.5
North Carolina	Forensic Molecular Geneticist I	=	\$40,071	\$65,566	\$42,746	18	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Forensic Scientist II	=	\$32,832	\$54,720	\$38,198	6	Open Range				N	40
Ohio	Forensic Scientist	+	\$45,698	\$70,990	\$58,207	68	Progression	7			Y	40
Oklahoma	Criminalist III	=			\$62,707	32	Statute		\$626	Longevity	N	40
Oregon	Forensic Scientist 1	=	\$48,000	\$70,100	\$59,300	30	Step	10			Y	40
Pennsylvania	Forensic Scientist 2	-	\$45,438	\$69,027	\$52,736	67	Step	20	2.25%		Y	37.5
Rhode Island	Forensic Scientist	=	\$45,773	\$49,775	\$50,444	3	Step	2.5			Y	35
South Carolina	Forensic Technician III	-	\$29,975	\$55,461	\$41,245	1					N	37.5
South Dakota	Forensic Chemist		\$38,397	\$57,596			Open Range				N	40
Tennessee	TBI Spec Agent Forensic Sci 2	=	\$40,032	\$62,052	\$55,085	71				Longevity	N	37.5
Texas	Forensic Scientist III	=	\$43,386	\$65,951	\$55,327	33	Legislated			Longevity	N	40
Utah	Criminal Information Spec.	=	\$35,436	\$53,259	\$39,420	7	Merit				N	40
Vermont	Forensic Chemist II	=	\$38,314	\$59,800	\$41,600	1	Step	24.5		Merit	Y	40
Virginia	Forensic Sci Spec III/F Sci II	=	\$40,959	\$84,062	\$64,579	1	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Forensic Scientist 3	=	\$50,844	\$66,684			Merit	4.5			N	40
West Virginia	Forensic Analyst 3	=	\$30,036	\$53,952	\$41,387	6	Merit				N	37.5
Wisconsin	DNA Analyst Senior	=	\$43,764	\$92,125	\$51,467	23	Bargained				Y	40
Wyoming	Forensic Evidence Technician		\$30,912	\$39,648	\$36,774		Classification				N	40

Summary:	Mean	\$42,198	\$65,722	\$52,191
	Median	\$42,647	\$65,566	\$51,467
	Weighted Mean	-----	-----	\$56,741

GEOLOGIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$41,873	\$63,468	\$55,450	39	Step	Varies			N	40
Alaska	Geologist II	=	\$44,376	\$66,139	\$47,604	9	Merit	19	Location		Y	37.5
Arizona	Geologist II	=	\$40,443	\$62,693	\$47,739	7	General		2.75%	Perf Pay	N	40
Arkansas	Geologist	=	\$34,405	\$37,230	\$34,129	5	Merit		\$600-900	Longevity	N	40
California	Associate Geologist	+	\$59,520	\$71,760	\$71,760	1	Open Range				Y	40
Colorado	Phy Sci Res/Scientist II		\$57,912	\$83,100							N	40
Connecticut	No Match											
Delaware	No Match											
Dist. of Columbia	No Match											
Florida	Geoscientists 02	=	\$30,622	\$79,579	\$37,403	1	Broadband				Y	40
Georgia	Geologist 2	=	\$43,063	\$75,523	\$47,406	11	Performance				N	40
Hawaii	Geologist I	=	\$49,344	\$70,236	\$56,373	4	Negotiated				Y	40
Idaho	Geologist, Engineering Asst	=	\$32,385	\$53,996			Performance				N	40
Illinois	No Match											
Indiana	Geologist 3		\$33,904	\$60,268	\$43,252	4	General			Recruit	N	37.5
Iowa	Geologist 2	=	\$40,539	\$61,422							Y	40
Kansas	Professional Geologist II	=	\$44,970	\$60,320	\$49,595	18	Progression	11			Y	40
Kentucky	Geologist II	=	\$32,042	\$42,656			Merit				N	37.5
Louisiana	Geologist 2	=	\$39,168	\$77,964	\$51,720	2	Merit				N	40
Maine	Geologist	=	\$33,384	\$45,739	\$42,058	1	Step	8			Y	40
Maryland	Geologist III, Geological Survey	=	\$40,268	\$64,282	\$47,924	2	Step	20			Y	40
Massachusetts	Geologist	=	\$50,922	\$67,850	\$67,850	3	Step	11			Y	37.5
Michigan	Geologist 9-P11	=	\$35,225	\$59,362	\$48,298	16	Step	6			Y	40
Minnesota	Geologist	=	\$36,603	\$53,369	\$40,486	1	Step	11			Y	40
Mississippi	Geologist I	=	\$38,151	\$66,765	\$43,076	1	Merit				N	40

Missouri	Geologist II	=	\$37,572	\$55,032	\$42,126	13	Step	Varies			N	40
Montana	Geologist	=	\$45,140	\$67,710	\$45,053	2	Broadband			Longevity	V	40
Nebraska	No Match											
Nevada	No Match											
New Hampshire	Earth Scientist I	=	\$33,052	\$43,992			Step	11			Y	37.5
New Jersey	Assistant Geologist	=	\$41,544	\$58,660	\$43,446	1	Step	10.5			Y	35
New Mexico	Geoscientist, Ex. Hydro-Oper'l	-	\$34,050	\$60,528	\$48,335	22	Merit				N	40
New York	Engineering Geologist 1	=	\$49,992	\$61,757	\$55,555	32	Performance	6			Y	37.5
North Carolina	Geologist I	=	\$37,074	\$59,982	\$41,517	1	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Geologist II	=	\$39,468	\$65,772			Open Range				N	40
Ohio	Geologist 1	+	\$35,610	\$35,610	\$35,610	1	Progression	7			Y	40
Oklahoma	No Match											
Oregon	Geologist 2	=	\$39,500	\$58,300	\$51,700	11	Step	9			Y	40
Pennsylvania	Geologic Scientist DCNR	=	\$42,523	\$60,519	\$50,967	6	Step	20	2.25%		Y	37.5
Rhode Island	Geographic Info Sys Spec I	=	\$42,562	\$48,075	\$49,638	1	Step	3.5			Y	35
South Carolina	Geologist/Hydrologist I	=	\$29,975	\$55,461	\$34,297	10					N	37.5
South Dakota	Geologist		\$34,818	\$52,228			Open Range				N	40
Tennessee	Geologist 3	=	\$33,888	\$54,228	\$41,090	33				Longevity	N	37.5
Texas	Geoscientist III	=	\$46,126	\$70,120	\$55,894	61	Legislated			Longevity	N	40
Utah	Geologist	=	\$42,861	\$64,405	\$45,709	15	Merit				N	40
Vermont	Environmental Scientist III	-	\$38,314	\$59,800	\$43,329	14	Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	No Match											
West Virginia	Geologist 2	=	\$27,252	\$50,400	\$40,555	8	Merit				N	37.5
Wisconsin	Hydrogeologist Senior	=	\$43,764	\$92,125	\$49,353	53	Bargained				Y	40
Wyoming	Geological Analyst, Senior		\$47,220	\$63,840	\$55,515		Classification				N	40

Summary:

Mean	\$40,034	\$61,006	\$47,480
Median	\$39,484	\$60,524	\$47,604
Weighted Mean	----	-----	\$51,827

GEOLOGIST SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$46,142	\$70,229	\$66,613	4	Step	Varies			N	40
Alaska	Geologist IV	=	\$60,792	\$86,472	\$74,795	8	Merit	19			Y	37.5
Arizona	Research Geologist	=	\$43,240	\$73,779	\$53,201	4	General		2.75%	Perf Pay	N	40
Arkansas	Geologist Sr/Lead	=	\$41,540	\$51,675	\$46,479	11	Merit		\$600-900	Longevity	N	40
California	Senior Geologist (Specialist)	=	\$67,428	\$81,348	\$81,348	1	Open Range				Y	40
Colorado	Phy Sci Res/Scientist III		\$67,008	\$96,192							N	40
Connecticut	No Match											
Delaware	No Match											
Dist. of Columbia	No Match											
Florida	Geoscientists 04	=	\$43,226	\$112,333	\$61,260	12	Broadband				V	40
Georgia	Geologist 3	=	\$47,280	\$82,962	\$54,564	38	Performance				N	40
Hawaii	No Match											
Idaho	Geologist, Engineering	=	\$41,932	\$69,888			Performance				N	40
Illinois	No Match											
Indiana	Geologist 2		\$38,662	\$69,108	\$48,225	33	General			Recruit	N	37.5
Iowa	Geologist 3	=	\$45,926	\$70,741							Y	40
Kansas	Professional Geologist III	=	\$49,670	\$66,518	\$57,046	27	Progression	11			Y	40
Kentucky	Geologist III	=	\$35,246	\$46,691			Merit				N	37.5
Louisiana	Geologist 3	=	\$44,844	\$89,256	\$57,348	38	Merit				N	40
Maine	Senior Geologist	=	\$37,918	\$52,291	\$51,334	9	Step	8			Y	40
Maryland	Geologist Lead/Adv, Envr Prgms	=	\$45,650	\$73,259	\$62,973	10	Step	20			Y	40
Massachusetts	No Match											
Michigan	Geologist 12	=	\$44,266	\$64,519	\$64,060	63	Step	6			Y	40
Minnesota	No Match											
Mississippi	Geologist IV	=	\$49,321	\$86,311	\$60,706	6	Merit				N	40

Missouri	Geologist III	=	\$40,500	\$59,820	\$46,902	8	Step	Varies			N	40
Montana	Geologist	=	\$54,168	\$81,252			Broadband			Longevity	V	40
Nebraska	No Match											
Nevada	No Match											
New Hampshire	Earth Scientist III	-	\$42,412	\$57,408			Step	11			Y	37.5
New Jersey	Senior Geologist - Envir Protect	=	\$47,544	\$67,372	\$61,956	24	Step	10.5			Y	35
New Mexico	Geoscientist, Ex. Hydro - Adv	-	\$38,168	\$67,870	\$56,930	21	Merit				N	40
New York	Engineering Geologist 2	=	\$61,517	\$75,356	\$74,295	62	Performance	6			Y	37.5
North Carolina	Geologist II	=	\$41,687	\$68,613	\$45,583	2	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Geologist III	=	\$43,656	\$72,768	\$52,236	5	Open Range				N	40
Ohio	Geologist 4	+	\$50,315	\$70,387	\$68,799	30	Progression	9			Y	40
Oklahoma	No Match											
Oregon	Geologist 3	=	\$43,500	\$64,300	\$60,500	9	Step	9			Y	40
Pennsylvania	Licensed Profession Geologist	=	\$45,438	\$69,027	\$61,553	103	Step	20	2.25%		Y	37.5
Rhode Island	Geographic Info Sys Spec II	=	\$47,442	\$51,718	\$52,796	3	Step	2.5			Y	35
South Carolina	Geologist/Hydrologist III	=	\$44,382	\$82,109	\$53,839	49					N	37.5
South Dakota	Senior Geologist		\$34,495	\$51,742			Open Range				N	40
Tennessee	Geologist 4	=	\$36,972	\$59,148	\$47,745	16				Longevity	N	37.5
Texas	Geoscientist V	=	\$59,290	\$95,583	\$64,116	5	Legislated			Longevity	N	40
Utah	Senior Geologist	=	\$53,259	\$80,002	\$62,827	15	Merit				N	40
Vermont	Environmental Scientist V -Geol	=	\$42,994	\$67,267	\$51,563	2	Step	24.5		Merit	Y	40
Virginia	Scientist II	=	\$40,959	\$84,062	\$66,220	6	Broadband	Varies	0-\$2000	Recog	N	40
Washington	No Match											
West Virginia	Geologist 3	=	\$29,160	\$53,952	\$43,009	14	Merit				N	37.5
Wisconsin	Hydrogeologist Advanced	=	\$43,764	\$92,125	\$57,098	44	Bargained				Y	40
Wyoming	Geological Project Analyst		\$48,468	\$66,804	\$56,846		Classification				N	40

Summary:

Mean	\$46,005	\$72,056	\$58,326
Median	\$44,324	\$70,059	\$57,098
Weighted Mean	----	-----	\$59,499

ECONOMIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$47,712	\$67,968	\$54,200	3	Merit	19			Y	37.5
Arizona	Economist I	=	\$40,016	\$62,693	\$42,549	9	General		2.75%	Perf Pay	N	40
Arkansas	No Match											
California	Research Analyst II (Econ)	=	\$55,428	\$67,392	\$61,218	15	Open Range				Y	40
Colorado	General Professional III		\$44,736	\$64,512							N	40
Connecticut	Economist	=	\$54,396	\$68,344	\$55,393	2	Step	8		Longevity	Y	40
Delaware	Economic/Fiscal Analyst	=	\$52,433	\$78,649			Merit				N	37.5
Dist. of Columbia	Labor, Financial Economist	-	\$50,515	\$104,194	\$87,490	15	Step	16			V	40
Florida	Economists 02	+	\$28,093	\$73,007	\$36,915	2	Broadband				Y	40
Georgia	No Match											
Hawaii	No Match											
Idaho	Economist	=	\$44,886	\$74,817			Performance				N	40
Illinois	Research Economist I	=	\$43,740	\$65,244	\$65,244	5	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	No Match											
Iowa	No Match											
Kansas	No Match											
Kentucky	Economist II	=	\$42,647	\$56,496			Merit				N	37.5
Louisiana	Economist 2	+	\$41,544	\$87,408	\$48,972	1	Merit				N	40
Maine	Economist	-	\$40,539	\$55,723	\$49,192	2	Step	8			Y	40
Maryland	No Match											
Massachusetts	Economist I	=	\$39,687	\$57,342			Step	13			Y	37.5
Michigan	Economic Analyst 9-P11	=	\$36,394	\$57,002	\$53,411	3	Step	6			N	40
Minnesota	No Match											
Mississippi	Economist	=	\$41,583	\$72,771			Merit				N	40

Missouri	Economist	=	\$49,668	\$70,944	\$53,964	2	Step	Varies			N	40
Montana	Economist	=	\$41,027	\$61,540	\$44,866	4	Broadband			Longevity	V	40
Nebraska	Economist	=	\$39,231	\$56,817			Merit				Y	40
Nevada	Economist II	=	\$41,509	\$68,090	\$56,101	11	Step/Merit	9		Longevity	N	40
New Hampshire	Economist I	=	\$40,599	\$54,912			Step	11			Y	37.5
New Jersey	Research Economist 3	+	\$54,488	\$77,450	\$68,520	4	Step	10.5			Y	35
New Mexico	Economist - Operational	-	\$38,168	\$67,870	\$47,971	11	Merit				N	40
New York	Senior Economist	=	\$45,113	\$55,954	\$55,078	8	Performance	6			Y	37.5
North Carolina	Economist I	=					Legislated		1.5-4.5%	Longevity	N	40
North Dakota	No Match											
Ohio	Economist	=	\$39,957	\$52,811			Progression	7			Y	40
Oklahoma	No Match											
Oregon	Economist 2	=	\$41,200	\$60,300	\$55,600	10	Step	9			Y	40
Pennsylvania	No Match											
Rhode Island	Budget Analyst I /Economist	=	\$47,582	\$52,156			Step	2.5			Y	35
South Carolina	Economist	=	\$44,382	\$82,109							N	37.5
South Dakota	Economic Analyst		\$28,194	\$42,290			Open Range				N	40
Tennessee	Economic Research Analyst	=	\$28,692	\$45,888	\$42,548	2				Longevity	N	37.5
Texas	Economist II	=	\$33,946	\$48,198	\$44,884	10	Legislated			Longevity	N	40
Utah	Research Consultant I	=	\$38,473	\$64,405	\$46,097	25	Merit				N	40
Vermont	No Match											
Virginia	Policy Planning Specialist II	=	\$40,959	\$84,062	\$51,155	6	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Economic Analyst 2	=	\$44,928	\$58,944	\$58,360	4	Merit	4.5			N	40
West Virginia	Tax Analyst 1	=	\$31,200	\$57,720	\$38,496	2	Merit				N	37.5
Wisconsin	Economist 5	=	\$45,249	\$69,127	\$49,980	1	Bargained				Y	40
Wyoming	Financial/Statistical Spec 2 D		\$47,988	\$61,044	\$56,326		Classification				N	40

Summary:	Mean	\$42,349	\$65,032	\$52,981
	Median	\$41,544	\$64,405	\$53,411
	Weighted Mean	-----	-----	\$53,927

ECONOMIST SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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 III	=	\$54,612	\$77,652	\$62,527	9	Merit	19			Y	37.5
Arizona	Economist III	=	\$47,083	\$73,779	\$54,408	5	General		2.75%	Perf Pay	N	40
Arkansas	No Match											
California	Research Program Spec. I	=	\$57,996	\$70,488	\$64,684	7	Open Range				Y	40
Colorado	General Professional IV		\$54,360	\$78,420							N	40
Connecticut	Associate Economist	-	\$65,719	\$82,060	\$80,882	4	Step	8		Longevity	Y	40
Delaware	Econ/Fiscal Senior Analyst	=	\$60,035	\$90,053	\$76,166	2	Merit				N	37.5
Dist. of Columbia	Senior Advisor Economist	=	\$108,507	\$140,602	\$126,691	7	Step	16			N	40
Florida	Economists 04	=	\$39,656	\$103,056	\$72,476	22	Broadband				V	40
Georgia	No Match											
Hawaii	No Match											
Idaho	Chief Economist, DFM	=	\$55,556	\$92,580			Performance				N	40
Illinois	No Match											
Indiana	No Match											
Iowa	No Match											
Kansas	No Match											
Kentucky	Economist III	=	\$46,907	\$62,145			Merit				N	37.5
Louisiana	Economist 3	=	\$47,568	\$100,068	\$61,500	2	Merit				N	40
Maine	Economist	=	\$40,539	\$55,723	\$49,192	2	Step	8			Y	40
Maryland	No Match											
Massachusetts	Economist III	=	\$48,314	\$70,044	\$64,031	30	Step	13			Y	37.5
Michigan	Economic Analyst 12	=	\$42,136	\$61,596	\$61,137	17	Step	6			N	40
Minnesota	No Match											
Mississippi	Economist	-	\$41,583	\$72,711			Merit				N	40

Missouri	Regulatory Economist	=	\$49,668	\$70,944	\$55,296	3	Step	Varies			N	40
Montana	Economist	=	\$49,232	\$73,848	\$59,259	6	Broadband			Longevity	V	40
Nebraska	No Match											
Nevada	Economist III	=	\$45,226	\$74,588	\$69,664	5	Step/Merit	9		Longevity	N	40
New Hampshire	Economist II	-	\$44,284	\$59,884	\$51,490	1	Step	11			Y	37.5
New Jersey	Research Economist 1	+	\$68,584	\$97,874	\$96,789	6	Step	10.5			Y	35
New Mexico	Economist - Advanced	-	\$43,056	\$76,544	\$56,281	35	Merit				N	40
New York	Associate Economist	=	\$58,406	\$71,732	\$69,055	20	Performance	6			Y	37.5
North Carolina	Economist III	=	\$54,233	\$90,435	\$64,071	2	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	No Match											
Ohio	No Match											
Oklahoma	No Match											
Oregon	Economist 4	=	\$58,500	\$86,100	\$75,800	14	Step	9			Y	40
Pennsylvania	No Match											
Rhode Island	No Match											
South Carolina	Economist	-	\$44,382	\$82,109							N	37.5
South Dakota	Economist		\$34,495	\$51,742			Open Range				N	40
Tennessee	Econ Research Analyst Supv	=	\$32,484	\$51,960						Longevity	N	37.5
Texas	Economist III	=	\$43,386	\$65,951	\$53,474	4	Legislated			Longevity	N	40
Utah	Research Consultant II	=	\$45,500	\$75,781	\$56,410	55	Merit				N	40
Vermont	No Match											
Virginia	Policy Planning Specialist II	=	\$40,959	\$84,062	\$59,647	7	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Economic Analyst 3	=	\$52,104	\$68,388	\$64,487	17	Merit	4.5			N	40
West Virginia	Tax Analyst 2	=	\$33,396	\$61,788	\$41,647	4	Merit				N	37.5
Wisconsin	Economist 6	=	\$48,943	\$75,272	\$62,558	1	Bargained				Y	40
Wyoming	Financial/Statistical Spec 1 D		\$56,700	\$72,132	\$67,080		Classification				N	40

Summary:

Mean	\$50,415	\$77,121	\$65,804
Median	\$47,941	\$74,218	\$62,558
Weighted Mean	----	-----	\$64,090

LIBRARIAN

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$32,755	\$54,768	\$54,768	3	Step	Varies			N	40
Alaska	Librarian II	=	\$47,712	\$69,326	\$53,078	5	Merit	19	Location		Y	37.5
Arizona	Librarian II	=	\$38,793	\$56,964	\$41,173	25	General		2.75%	Perf Pay	N	40
Arkansas	Librarian I	=	\$26,415	\$50,570	\$50,570	2	Merit		\$600-900	Longevity	N	40
California	Librarian	=	\$50,340	\$61,164	\$50,655	24	Open Range				Y	40
Colorado	General Professional III		\$44,736	\$64,512							N	40
Connecticut	Librarian	=	\$56,975	\$71,510	\$68,636	13	Step	8		Longevity	Y	40
Delaware	Senior Librarian	=	\$37,386	\$56,078	\$43,439	5	Merit				N	37.5
Dist. of Columbia	Librarian - Senior/Adult	=	\$41,923	\$65,126	\$58,567	65	Step	16			V	40
Florida	Librarians 02	=	\$28,093	\$73,007	\$35,275	40	Broadband				V	40
Georgia	Librarian 2	=	\$29,400	\$51,406	\$44,948	15	Performance				N	40
Hawaii	Librarian III	=	\$40,512	\$57,720	\$45,982	84	Negotiated				Y	40
Idaho	Librarian	=	\$32,385	\$53,996			Performance				N	40
Illinois	Librarian I	=	\$39,852	\$58,632	\$56,985	22	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Librarian 4		\$26,286	\$46,696	\$33,031	6	General				N	37.5
Iowa	Librarian 2	=	\$39,270	\$59,509							N	40
Kansas	Librarian II	=	\$37,045	\$49,670	\$43,846	7	Progression	11			Y	40
Kentucky	Librarian I - KDLA	=	\$26,483	\$35,081			Merit				N	37.5
Louisiana	Librarian 3	+	\$31,680	\$66,684	\$44,316	8	Merit				N	40
Maine	Librarian II	=	\$27,206	\$36,421	\$33,592	10	Step	8			Y	40
Maryland	Associate Librarian II	=	\$35,568	\$56,438	\$51,329	1	Step	20			Y	40
Massachusetts	Librarian (A/B)	=	\$37,319	\$50,609	\$44,453	3	Step	11			Y	40
Michigan	Librarian 9-P11	=	\$38,983	\$55,520	\$53,372	20	Step	6			Y	40
Minnesota	Library/Info Resource Serv Spec	=	\$36,603	\$53,369	\$47,251	16	Step	11			Y	40
Mississippi	Librarian II	=	\$25,928	\$45,373	\$29,520	5	Merit				N	40

Missouri	Librarian I	=	\$26,856	\$37,572	\$28,917	4	Step	Varies			N	40
Montana	Librarian	=	\$31,312	\$46,968	\$43,222	6	Broadband			Longevity	V	40
Nebraska	Librarian	=	\$36,494	\$52,853	\$42,074	4	Merit				Y	40
Nevada	Librarian II	=	\$36,561	\$59,571	\$52,116	1	Step/Merit	9		Longevity	N	40
New Hampshire	Librarian II	=	\$35,880	\$48,262	\$41,369	15	Step	11			Y	37.5
New Jersey	Librarian 3	=	\$39,733	\$56,035	\$48,790	1	Step	10.5			Y	35
New Mexico	Librarian - Advanced	=	\$30,534	\$54,309	\$41,238	19	Merit				N	40
New York	Senior Librarian	+	\$47,556	\$58,849	\$55,458	109	Performance	6			Y	37.5
North Carolina	Librarian II	=	\$32,965	\$52,374	\$42,979	11	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Librarian II	=	\$32,832	\$54,720	\$37,896	3	Open Range				N	40
Ohio	Librarian 2 (Non-Degreed)	-	\$47,757	\$47,757	\$47,757	1	Progression	6			Y	40
Oklahoma	Librarian II	=	\$30,020	\$50,033	\$39,152	4	Pay Band		\$1,688	Longevity	N	40
Oregon	Librarian	=	\$39,300	\$57,600	\$51,500	12	Step	9			Y	40
Pennsylvania	Librarian 2	=	\$39,824	\$60,519	\$49,103	17	Step	20	2.25%		Y	37.5
Rhode Island	Librarian	=	\$33,739	\$36,243	\$37,330	5	Step	3.5			Y	35
South Carolina	Library Specialist	=	\$24,635	\$45,578	\$30,285	108					N	37.5
South Dakota	Librarian		\$28,194	\$42,290			Open Range				N	40
Tennessee	Librarian 2	=	\$32,484	\$51,960	\$46,504	2				Longevity	N	37.5
Texas	Librarian II	=	\$33,946	\$48,198	\$34,828	79	Legislated			Longevity	N	40
Utah	Librarian I	=	\$34,480	\$54,714	\$35,429	16	Merit				N	40
Vermont	Librarian B	=	\$34,341	\$53,373	\$35,859	1	Step	24.5		Merit	Y	40
Virginia	Library Specialist II	=	\$31,352	\$64,347	\$47,697	2	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Library & Archival Profession 2	=	\$37,800	\$49,572	\$28,603	12	Merit	4.5			N	40
West Virginia	Librarian 2	=	\$27,252	\$50,400	\$38,425	7	Merit				N	37.5
Wisconsin	Librarian	=	\$36,056	\$63,097	\$47,724	57	Bargained				Y	40
Wyoming	Librarian 2	=	\$36,420	\$45,216	\$42,474		Classification				N	40

Summary:

Mean	\$35,450	\$53,776	\$44,163
Median	\$35,568	\$53,996	\$44,081
Weighted Mean	----	-----	\$50,753

RESEARCH ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$30,422	\$48,425	\$41,761	4	Step	Varies			N	40
Alaska	Research Analyst I	=	\$33,744	\$48,168	\$36,021	7	Merit	19			Y	37.5
Arizona	Research Stat Analyst II	=	\$29,008	\$49,561	\$32,441	17	General		2.75%	Perf Pay	N	40
Arkansas	Research Assistant	=	\$25,385	\$41,837	\$25,385	2	Merit		\$600-900	Longevity	N	40
California	Research Analyst II - General	=	\$55,428	\$67,392	\$62,856	347	Open Range				Y	40
Colorado	General Professional III		\$44,736	\$64,512							N	40
Connecticut	Research Analyst	=	\$54,396	\$68,344	\$64,534	39	Step	8		Longevity	Y	40
Delaware	Research Specialist II	=	\$37,386	\$56,078	\$41,036	3	Merit				N	37.5
Dist. of Columbia	Program Analyst	=	\$43,263	\$74,318	\$64,234	243	Step	16			V	40
Florida	Mathematicians 03	-	\$30,622	\$79,579	\$41,434	43	Broadband				V	40
Georgia	Research Analyst	=	\$32,418	\$56,724	\$52,311	5	Performance				N	40
Hawaii	Research Statistician IV	=	\$43,824	\$62,424	\$55,958	33	Negotiated				Y	40
Idaho	Research Analyst, Senior	=	\$32,385	\$53,996			Performance				N	40
Illinois	Statistical Research Spec 2	=	\$36,744	\$52,968	\$46,478	5	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Research Supervisor		\$40,118	\$72,176	\$68,275	1	General			Recruit	N	37.5
Iowa	No Match											
Kansas	Research Analyst II	=	\$33,613	\$44,970	\$34,822	27	Progression	11			Y	40
Kentucky	Research Specialist	=	\$29,129	\$38,589			Merit				N	37.5
Louisiana	Statistician 2	=	\$25,860	\$54,432	\$32,280	3	Merit				N	40
Maine	Planning & Research Assoc II	-	\$33,384	\$45,739	\$43,680	30	Step	8			Y	40
Maryland	Research Analyst	=	\$33,444	\$52,886	\$46,051	4	Step	20			Y	40
Massachusetts	Research Analyst I	=	\$37,868	\$54,487	\$46,845	32	Step	13			Y	37.5
Michigan	Departmental Analyst 9-P11	=	\$36,394	\$57,002	\$48,387	802	Step	6			V	40
Minnesota	Research Analyst Intermediate	=	\$35,517	\$51,594	\$42,950	32	Step	11			Y	40
Mississippi	Research Statistician II	+	\$28,627	\$50,098	\$44,000	1	Merit				N	40

Missouri	Research Analyst II	=	\$32,448	\$45,804	\$35,710	29	Step	Varies			N	40
Montana	Statistician	=	\$37,558	\$56,336	\$44,242	9	Broadband			Longevity	V	40
Nebraska	Research Analyst II	=	\$33,948	\$49,165	\$38,352	9	Merit				V	40
Nevada	Management Analyst II	=	\$39,735	\$65,083	\$55,763	82	Step/Merit	9		Longevity	N	40
New Hampshire	Research Analyst	=	\$38,941	\$52,611	\$45,776	8	Step	11			Y	37.5
New Jersey	No Match											
New Mexico	Statistician - Operational	=	\$22,610	\$40,227	\$28,571	3	Merit				N	40
New York	Sr. Administrative Analyst	=	\$45,113	\$55,954	\$52,138	182	Performance	6			Y	37.5
North Carolina	Social Research Associate II	=	\$37,074	\$59,982	\$45,454	17	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Research Analyst III	=	\$35,904	\$59,832	\$43,777	14	Open Range				N	40
Ohio	Researcher 2	+	\$36,899	\$47,965	\$45,305	30	Progression	7			Y	40
Oklahoma	Statistical Research Specialist II	=	\$24,981	\$41,635	\$32,247	7	Pay Band		\$1,688	Longevity	N	40
Oregon	Research Analyst 2	=	\$32,900	\$47,700	\$41,300	46	Step	9			Y	40
Pennsylvania	No Match											
Rhode Island	Research Technician	-	\$34,510	\$37,216	\$37,286	5	Step	3.5			Y	35
South Carolina	Research Specialist I	=	\$24,635	\$45,578	\$33,670	18					N	37.5
South Dakota	No Match											
Tennessee	No Match											
Texas	Research Specialist III	=	\$38,351	\$58,307	\$43,217	33	Legislated			Longevity	N	40
Utah	Research Analyst II	=	\$27,783	\$46,500	\$32,480	25	Merit				N	40
Vermont	Research & Statistics Analyst	=	\$32,573	\$50,523	\$32,573	1	Step	24.5		Merit	Y	40
Virginia	Lab & Research Specialist I	=	\$23,999	\$49,255	\$37,874	13	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Research Analyst 2	=	\$33,588	\$43,836	\$40,533	4	Merit	4.5			N	40
West Virginia	No Match											
Wisconsin	Research Analyst 6	=	\$41,818	\$63,504	\$47,689	16	Bargained				Y	40
Wyoming	Financial/Statistical Spec 3 D	=	\$40,140	\$51,060	\$46,800		Classification				N	40

Summary:

Mean	\$35,094	\$53,653	\$43,631
Median	\$33,948	\$52,611	\$43,449
Weighted Mean	----	-----	\$51,987

CORRECTIONAL OFFICER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$28,942	\$43,963	\$37,735	1,971	Step	Varies			N	40
Alaska	Correctional Officer II	=	\$41,685	\$78,762	\$47,611	79		19	Location		Y	37.5
Arizona	Correctional Officer II	=	\$27,364	\$33,916	\$36,941	5,328	Step	9	2.75%	Perf Pay	N	40
Arkansas	CC/Correctional Officer I	=	\$23,370	\$36,899	\$27,257	1,077	Merit		\$600-900	Longevity	N	40
California	Correctional Officer, K	+	\$60,660	\$73,728	\$71,277	19,703	Open Range				Y	40
Colorado	Corr/Youth Clin Sec Officer I		\$38,100	\$54,144							N	40
Connecticut	Corrections Officer	=	\$38,387	\$50,571	\$47,578	4,076	Step	10		Longevity	Y	36.25
Delaware	Correctional Officer	=	\$29,396	\$48,994	\$33,408	1,022	Merit		\$3,120	Haz Duty	Y	40
Dist. of Columbia	Correctional Officer	=	\$37,201	\$59,021	\$43,338	896	Step	16			Y	40
Florida	Correctional Enforcement 01	+	\$28,093	\$73,007	\$32,410	12,657	Broadband				Y	40
Georgia	Correctional Officer	=	\$24,322	\$42,644	\$28,108	8,105	Performance				N	40
Hawaii	Adult Corrections Officer III	=	\$41,256	\$50,424	\$43,207	876	Negotiated				Y	40
Idaho	Correctional Officer	=	\$25,604	\$42,681			Performance				N	40
Illinois	Correctional Officer	=	\$37,092	\$52,596	\$52,014	6,665	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Correctional Officer		\$27,196	\$47,190	\$31,428	3,645	General				N	37.5
Iowa	Correctional Officer	=	\$33,280	\$49,317							Y	40
Kansas	Corrections Officer I (B)	=	\$26,333	\$35,298	\$30,265	375	Progression	11			Y	40
Kentucky	Correctional Officer	=	\$21,887	\$28,995			Merit				N	37.5
Louisiana	Corrections Sergeant	=	\$21,012	\$47,280	\$24,264	1,527	Merit				N	40
Maine	Correctional Officer	=	\$27,082	\$35,256	\$31,574	498	Step	8			Y	40
Maryland	Correctional Officer II	=	\$33,444	\$52,886	\$42,030	4,122	Step	20		Retention	Y	40
Massachusetts	Correction Officer I	=	\$43,851	\$60,303	\$56,726	2,714	Step	6			Y	40
Michigan	Corrections Officer 8	=	\$31,174	\$45,748	\$33,575	203	Step	6			Y	40
Minnesota	Corrections Officer 2	=	\$33,304	\$48,149	\$40,653	1,453	Step	11.5			Y	40
Mississippi	Correctional Officer II	=	\$24,420	\$42,735	\$25,832	157	Merit				N	40

Missouri	Corrections Officer I	=	\$26,004	\$36,204	\$27,378	4,719	Step	Varies			Y	40	
Montana	Correctional Officer	=	\$22,368	\$33,552	\$30,752	416	Broadband			Longevity	V	40	
Nebraska	Corrections Officer	=	\$27,337	\$36,831	\$27,871	420	Merit				Y	40	
Nevada	Correctional Officer	=	\$36,561	\$59,571	\$46,911	1,106	Step/Merit	9		Longevity	N	40	
New Hampshire	Corrections Officer	+	\$31,741	\$41,993	\$36,298	368	Step	11			Y	40	
New Jersey	No Match												
New Mexico	Corr Officer & Jailer - Oper'l	=	\$20,363	\$36,213	\$28,583	895	Merit				Y	40	
New York	Correction Officer	=	\$41,349	\$53,320	\$53,181	18,466	Performance	6			Y	37.5	
North Carolina	Correctional Officer	=	\$27,384	\$42,410	\$29,529	7,529	Legislated		1.5-4.5%	Longevity	N	40	
North Dakota	Correctional Officer II	=	\$27,780	\$46,296	\$30,767	153	Open Range				N	40	
Ohio	Correction Officer	+	\$32,573	\$40,560	\$38,132	7,298	Progression	7			Y	40	
Oklahoma	Correctional Security Officer III	=	\$22,558	\$37,596	\$30,238	523	Pay Band		\$426	Longevity	N	40	
Oregon	Correctional Officer	=	\$32,400	\$46,600	\$40,500	1,864	Step	9			Y	40	
Pennsylvania	Corrections Officer 1	=	\$31,359	\$60,047	\$42,966	6,081	Step	28			Y	40	
Rhode Island	Correctional Officer	=	\$32,861	\$46,568	\$42,853	888	Step	22		Longevity	Y	40	
South Carolina	Correctional Officer I	=	\$20,248	\$37,466	\$26,333	2,645					N	37.5	
South Dakota	Correctional Officer		\$21,911	\$32,867			Open Range				N	40	
Tennessee	Correctional Officer	=	\$23,304	\$37,272	\$27,050	2,498				Longevity	N	37.5	
Texas	Correctional Officer III	=	\$25,580	\$35,270	\$28,973	6,688	Legislated			Longevity	N	40	
Utah	Correctional Officer	=	\$25,600	\$45,252	\$35,206	813	Merit				N	40	
Vermont	Correctional Officer I	=	\$30,971	\$47,861	\$34,634	346	Step	24.5			Merit	Y	40
Virginia	Security Officer III	=	\$23,999	\$49,255	\$29,898	110	Broadband	Varies	0-\$2000		Recog	N	40
Washington	Correction/Custody Officer 2	=	\$33,588	\$43,836	\$41,923	3,895	Merit	4.5			Location	N	40
West Virginia	Correctional Officer 2	=	\$21,264	\$35,892	\$24,790	722	Merit					N	37.5
Wisconsin	Correctional Officer	=	\$29,591	\$49,920	\$36,710	3,093	Bargained				Y	40	
Wyoming	Correctional Officer		\$28,512	\$39,480	\$33,550		Classification				N	40	

Summary: **Mean** **\$30,033** **\$46,133** **\$36,495**
 Median **\$28,303** **\$45,500** **\$33,575**
 Weighted Mean **-----** **-----** **\$42,051**

CORRECTIONAL OFFICER SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Correctional Sergeant	=	\$30,422	\$46,142	\$42,978	235	Step	Varies			N	40
Alaska	Correctional Officer III	=	\$47,829	\$90,119	\$60,015	122		19	Location		Y	37.5
Arizona	Correctional Officer III	=	\$37,425	\$58,173	\$42,730	412	General		2.75%	Perf Pay	N	40
Arkansas	CC/Correctional Officer IV	=	\$29,982	\$53,375	\$37,969	158	Merit		\$600-900	Longevity	N	40
California	No Match											
Colorado	Corr/Youth Clin Sec Officer II		\$41,988	\$59,700							N	40
Connecticut	Correctional Lieutenant	+	\$53,196	\$70,283	\$63,089	363	Range			Longevity	Y	40
Delaware	Correctional Corporal	=	\$31,454	\$52,423	\$38,201	237	Merit		\$3,120	Haz Duty	Y	40
Dist. of Columbia	Supervisory Corrections Officer	=	\$59,286	\$74,164	\$64,686	51	Performance				N	40
Florida	Correctional Enforcement 02	+	\$30,622	\$79,579	\$37,498	5,276	Broadband				Y	40
Georgia	No Match											
Hawaii	Adult Corrections Officer IV	=	\$46,536	\$59,580	\$50,045	174	Negotiated				Y	40
Idaho	Correctional Corporal	=	\$28,724	\$47,860			Performance				N	40
Illinois	Correctional Lieutenant	=	\$48,972	\$73,344	\$72,893	541	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Correctional Sergeant		\$28,002	\$47,944	\$35,805	542	General				N	37.5
Iowa	Sr. Correctional Officer	=	\$36,254	\$54,226							Y	40
Kansas	Corrections Officer II	=	\$27,622	\$37,045	\$32,104	414	Progression	11			Y	40
Kentucky	Correctional Sergeant	=	\$24,073	\$31,892			Merit				N	37.5
Louisiana	Corrections Sergeant Master	=	\$22,488	\$50,592	\$34,752	1,352	Merit				N	40
Maine	Correctional Sergeant	=	\$29,245	\$38,314	\$36,712	63	Step	8			Y	40
Maryland	Correctional Officer Sergeant	=	\$35,568	\$56,438	\$47,758	869	Step	20		Retention	Y	40
Massachusetts	Correction Officer III	=	\$53,380	\$73,682	\$73,133	236	Step	6			Y	40
Michigan	Corrections Officer E9	=	\$32,385	\$47,753	\$46,166	5,219	Step	6			Y	40
Minnesota	Corrections Officer 3	=	\$38,377	\$55,290	\$51,991	365	Step	11.5			Y	40
Mississippi	Correctional Officer IV	=	\$27,082	\$47,394	\$30,329	667	Merit				N	40

Missouri	Corrections Officer II	=	\$27,768	\$39,036	\$30,345	599	Step	Varies			Y	40	
Montana	Correctional Officer	=	\$26,842	\$40,262	\$35,683	99	Broadband			Longevity	V	40	
Nebraska	Corrections Corporal	=	\$29,388	\$39,591	\$30,975	470	Merit				Y	40	
Nevada	Senior Correctional Officer	=	\$38,064	\$62,222	\$51,970	267	Step/Merit	9		Longevity	N	40	
New Hampshire	Corrections Corporal	=	\$34,345	\$45,569	\$39,460	132	Step	11			Y	40	
New Jersey	Senior Correction Officer	=	\$50,105	\$72,136	\$65,631	5,476	Step	10.5			Y	40	
New Mexico	Corr Officer & Jailer - Adv	=	\$22,610	\$40,227	\$35,383	267	Merit				Y	40	
New York	Correction Sergeant	=	\$45,879	\$56,469	\$64,719	1,358	Performance	6			Y	37.5	
North Carolina	Lead Correctional Officer	=	\$28,402	\$44,121	\$32,500	157	Legislated		1.5-4.5%	Longevity	N	40	
North Dakota	Correctional Officer III	=	\$30,156	\$50,256	\$32,931	25	Open Range				N	40	
Ohio	Correction Sergeant/Counselor	+	\$39,957	\$43,742	\$43,539	308	Progression	7			Y	40	
Oklahoma	Correctional Security Officer IV	=	\$24,981	\$41,635	\$34,966	864	Pay Band		\$1,062	Longevity	N	40	
Oregon	Correctional Corporal	=	\$34,100	\$49,100	\$43,500	239	Step	9			Y	40	
Pennsylvania	Corrections Officer 2	=	\$33,925	\$65,158	\$53,545	1,111	Step	28			Y	40	
Rhode Island	Correctional Officer Lieutenant	=	\$39,619	\$55,301	\$54,844	58	Step	22		Longevity	Y	40	
South Carolina	Correctional Officer IV	=	\$36,476	\$67,486	\$45,318	173					N	37.5	
South Dakota	Corrections Sergeant		\$25,833	\$38,750			Open Range				N	40	
Tennessee	Correctional Corporal	=	\$25,320	\$40,500	\$30,541	403				Longevity	N	37.5	
Texas	Correctional Officer V	=	\$30,202	\$42,127	\$33,967	8,355	Legislated			Longevity	N	40	
Utah	No Match												
Vermont	Correctional Officer II	=	\$34,341	\$53,373	\$41,592	135	Step	24.5			Merit	Y	40
Virginia	Security Officer III	=	\$23,999	\$49,255	\$32,086	6,378	Broadband	Varies	0-\$2000	Recog	N	40	
Washington	No Match												
West Virginia	Correctional Officer 3	=	\$22,476	\$38,400	\$27,324	169	Merit				N	37.5	
Wisconsin	Correctional Sergeant	=	\$31,072	\$52,361	\$44,666	1,624	Bargained				Y	40	
Wyoming	Correctional Corporal		\$30,456	\$42,552	\$39,125		Classification				N	40	

Summary:

Mean	\$34,196	\$52,658	\$43,892
Median	\$31,072	\$50,256	\$40,526
Weighted Mean	----	-----	\$42,040

PAROLE OFFICER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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 Supervisor	=	\$37,961	\$60,415	\$51,640	108	Step	Varies			N	40
Alaska	Adult Probation Officer II	=	\$41,400	\$82,877	\$49,369	96	Merit	19	Location		Y	37.5
Arizona	Youth Parole Officer III	=	\$38,033	\$62,644	\$43,055	34	General		2.75%	Perf Pay	N	40
Arkansas	Parole/Probation Officer	=	\$29,982	\$55,041	\$32,880	224	Merit		\$600-900	Longevity	N	40
California	Parole Agent II Adult Spec, J	=	\$86,244	\$104,772	\$98,061	439	Open Range				Y	40
Colorado	Community Parole Officer		\$39,120	\$71,016							N	40
Connecticut	Parole Officer I	=	\$53,927	\$70,414	\$57,338	11	Step	10		Longevity	Y	40
Delaware	Probation & Parole Officer II	=	\$34,828	\$52,242	\$39,032	104	Merit		\$3,120	Haz Duty	Y	40
Dist. of Columbia	No Match											
Florida	Correctional Enforcement 02	+	\$30,622	\$79,579	\$37,498	5,276	Broadband				Y	40
Georgia	Parole Officer	=	\$29,400	\$51,406	\$40,496	297	Performance				N	40
Hawaii	Parole Officer III, IV	=	\$40,512	\$62,424	\$51,351	27	Negotiated				Y	40
Idaho	Probation & Parole Officer, Sr	=	\$32,385	\$53,996			Performance				N	40
Illinois	Corrections Parole Agent	=	\$43,416	\$64,440	\$57,425	7	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Parole Officer		\$24,050	\$38,038	\$36,653	121	General				N	37.5
Iowa	No Match											
Kansas	Parole Officer I	=	\$31,970	\$42,869	\$33,994	75	Progression	11			Y	40
Kentucky	Parole & Probation Officer II	=	\$32,042	\$42,656			Merit				N	37.5
Louisiana	Prob & Parole Officer 2- Adult	=	\$27,564	\$61,968	\$34,920	231	Merit				N	40
Maine	Probation Officer	=	\$34,632	\$46,987	\$42,619	74	Step	8	\$0.60/hr	Stipend	Y	40
Maryland	Parole & Probation Agent II	=	\$35,568	\$56,438	\$42,002	111	Step	20			Y	40
Massachusetts	Parole Officer II	=	\$46,605	\$63,955			Step	7			Y	37.5
Michigan	Parole/Probation Officer 9-P11	=	\$36,456	\$57,963	\$49,705	1,148	Step	6			Y	40
Minnesota	Corrections Agent Senior	=	\$37,855	\$55,269	\$43,639	53	Step	11			Y	40
Mississippi	Corrections-Field Officer II	=	\$31,377	\$54,910	\$32,369	61	Merit				N	40

Missouri	Probation & Parole Officer I	=	\$27,768	\$39,036	\$28,432	55	Step	Varies			Y	40	
Montana	Probation & Parole Officer	=	\$34,210	\$51,315	\$41,018	156	Broadband			Longevity	V	40	
Nebraska	Corrections Parole Officer Sr.	=	\$31,616	\$48,090	\$39,324	22	Merit				Y	40	
Nevada	DPS Officer II	+	\$47,272	\$78,029	\$61,242	487	Step/Merit	9		Longevity	N	40	
New Hampshire	Probation Parole Officer	=	\$43,801	\$58,964			Step	11			Y	40	
New Jersey	Senior Parole Officer	=	\$61,623	\$89,363	\$79,569	332	Step	10.5			Y	40	
New Mexico	Prob Off/Corr Treat Spec-Op	+	\$27,664	\$49,171	\$33,122	158	Merit				Y	40	
New York	Parole Officer	=	\$52,643	\$64,924	\$61,880	848	Performance	6			Y	37.5	
North Carolina	Probation Parole Officer	=	\$31,696	\$50,069	\$36,430	319	Legislated		1.5-4.5%	Longevity	N	40	
North Dakota	Parole & Probation Officer II	=	\$35,904	\$59,832	\$39,499	37	Open Range				N	40	
Ohio	Parole Officer	+	\$35,339	\$47,757	\$41,730	215	Progression	6			Y	40	
Oklahoma	Probation & Parole Officer II	=	\$30,020	\$50,033	\$34,113	63	Pay Band		\$426	Longevity	N	40	
Oregon	Adult Parole/Probation Officer	=	\$45,500	\$63,000	\$55,000	32	Step	8			Y	40	
Pennsylvania	Parole Agent 2	=	\$42,479	\$64,553	\$51,357	463	Step	20	2.25%		Y	40	
Rhode Island	Probation & Parole Officer II	=	\$53,511	\$58,824	\$58,824	99	Step	2.5			Y	35	
South Carolina	Probation and Parole Agent	=	\$24,635	\$45,578	\$28,405	107					N	37.5	
South Dakota	Parole Agent		\$28,194	\$42,290			Open Range				N	40	
Tennessee	Probation/Parole Officer 2	=	\$28,692	\$45,888	\$33,287	485				Longevity	N	37.5	
Texas	Parole Officer III	=	\$33,946	\$48,198	\$39,241	290	Legislated			Longevity	N	40	
Utah	Adult Probation & Parole Officer	=	\$33,565	\$56,212	\$44,325	283	Merit				N	40	
Vermont	Corrections Services Spec II	+	\$36,275	\$56,472	\$48,305	150	Step	24.5			Merit	Y	40
Virginia	Probation Officer I	=	\$31,352	\$64,347	\$39,236	958	Broadband	Varies	0-\$2000	Recog	N	40	
Washington	Classification Counselor 2	+	\$35,220	\$46,092	\$44,218	137	Merit	4.5			N	40	
West Virginia	Probation/Parole Officer 2	=	\$22,224	\$41,112	\$31,876	13	Merit				N	37.5	
Wisconsin	Probation & Parole Agent C	=	\$42,854	\$64,502	\$48,250	1,030	Bargained				Y	40	
Wyoming	Caseworker Spec 1 B - Correct		\$36,072	\$50,976	\$74,547		Classification				N	40	

Summary:

Mean	\$37,347	\$57,693	\$45,751
Median	\$35,220	\$56,212	\$42,002
Weighted Mean	-----	-----	\$43,968

AGRICULTURAL INSPECTOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Ag & Consum. Protect. Spec.	=	\$27,552	\$46,142	\$39,132	62	Step	Varies			N	40
Alaska	No Match											
Arizona	Agricultural Inspector IV	=	\$29,008	\$49,561	\$37,760	4	General		2.75%	Perf Pay	N	40
Arkansas	No Match											
California	Fruit/Veg Qual Control Insp, B	-	\$39,144	\$47,604	\$47,604	17	Open Range				Y	40
Colorado	General Professional III		\$44,736	\$64,512							N	40
Connecticut	Ag Market & Inspector Rep I	+	\$52,945	\$64,914	\$56,309	3	Step	8		Longevity	Y	40
Delaware	Ag Commodities Inspect III	-	\$32,552	\$48,828	\$37,656	1	Merit				Y	40
Dist. of Columbia	No Match											
Florida	Agricultural Inspectors 02	+	\$23,645	\$61,449	\$30,387	221	Broadband				V	40
Georgia	Agricultural Inspector 2	=	\$22,078	\$38,662	\$29,566	19	Performance				N	40
Hawaii	Ag Commod Marketing Spec III	=	\$40,512	\$57,720	\$52,631	8	Negotiated				Y	40
Idaho	Agriculture Investigator, Sr	=	\$32,385	\$53,996			Performance				N	40
Illinois	Products & Standards Inspector	-	\$41,244	\$54,024	\$51,521	31	Step	8	\$25 or \$50	Longevity	Y	37.5
Indiana	Livestock Inspector		\$29,614	\$51,168	\$31,004	4	General				N	37.5
Iowa	Agricultural Products Insp	=	\$30,514	\$44,866							Y	40
Kansas	Agricultural Inspector II	=	\$31,970	\$42,869	\$34,332	71	Progression	11			Y	40
Kentucky	Agricultural Inspector II	=	\$24,073	\$31,892			Merit				N	37.5
Louisiana	Agricultural Spec 2	=	\$31,968	\$63,648	\$37,524	38	Merit				N	40
Maine	Consumer Protection Inspector	=	\$29,411	\$39,770	\$37,045	15	Step	8			Y	40
Maryland	Ag Inspector III/Field Inspector	=	\$29,607	\$46,490	\$39,475	2	Step	20			Y	40
Massachusetts	Inspector Ag/Farm Products II	=	\$32,341	\$43,684			Step	11			Y	37.5
Michigan	Plant Industry Field Scientist P11	=	\$35,225	\$59,362	\$58,067	30	Step	6			Y	40
Minnesota	Plant Industry Inspector 2	=	\$32,698	\$46,020	\$46,020	2	Step	10.5			Y	40
Mississippi	Inspector, Regulatory Services II	=	\$28,962	\$50,684	\$32,538	25	Merit				N	40

Missouri	No Match	=											
Montana	Agricultural Inspector	=	\$17,737	\$26,605	\$24,877	23	Broadband				Longevity	V	40
Nebraska	Agricultural Inspection Spec II	=	\$31,581	\$45,739	\$40,044	32	Merit					Y	40
Nevada	Agricultural Inspector III	-	\$26,330	\$41,969	\$34,661	2	Step/Merit	9			Longevity	N	40
New Hampshire	Agricultural Inspector	=	\$31,785	\$42,217	\$36,611	3	Step	11				Y	37.5
New Jersey	Agricultural Products Agent 2	-	\$35,961	\$50,592	\$47,245	17	Step	10.5				Y	40
New Mexico	No Match												
New York	Food Inspector 1	=	\$45,113	\$55,954	\$52,845	100	Performance	6				Y	37.5
North Carolina	Agricult Commodity Inspector	=	\$29,438	\$45,969	\$36,638	4	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Agricult Program Inspector II	=	\$27,780	\$46,296	\$34,006	10	Open Range					N	40
Ohio	Agriculture Enforcement Agent	-	\$39,957	\$52,811	\$47,170	5	Progression	7				Y	40
Oklahoma	Agriculture Field Inspector II	=	\$27,464	\$45,773	\$34,456	39	Pay Band		\$1,688		Longevity	N	40
Oregon	No Match												
Pennsylvania	Agronomic Products Inspector	+	\$39,824	\$60,519	\$49,509	15	Step	20	2.25%			Y	37.5
Rhode Island	Agricultural Products Insp	=	\$45,773	\$49,775	\$45,773	2	Step	2.5				Y	35
South Carolina	Agricultural Marketing Spec I	+	\$20,248	\$37,466	\$28,893	3						N	37.5
South Dakota	Agriculture Inspector		\$28,194	\$42,290			Open Range					N	40
Tennessee	No Match												
Texas	No Match												
Utah	Inspector II, Agriculture	=	\$23,603	\$37,433	\$23,603	1	Merit					N	40
Vermont	No Match												
Virginia	Agricultural Specialist IV	=	\$31,352	\$64,347	\$42,596	25	Broadband	Varies	0-\$2000		Recog	N	40
Washington	Food Safety Officer 2	=	\$39,732	\$52,104	\$50,045	15	Merit	4.5				N	40
West Virginia	No Match												
Wisconsin	Food Safety Inspector Objective	=	\$36,442	\$62,168	\$42,850	40	Bargained					Y	40
Wyoming	Consumer Protection Spec 1		\$50,580	\$66,228	\$57,574		Classification					N	40

Summary:

Mean	\$32,953	\$49,613	\$40,799
Median	\$31,785	\$48,828	\$39,132
Weighted Mean	----	-----	\$46,489

BRIDGE INSPECTOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	Transport Tech Bridge Option	=	\$31,968	\$54,768	\$43,869	378	Step	Varies			N	40
Alaska	No Match											
Arizona	No Match											
Arkansas	No Match											
California	Associate Bridge Engineer	+	\$75,504	\$91,740	\$85,903	25	Open Range				Y	40
Colorado	Engineer/Phy Sci Tech II	=	\$27,744	\$39,012	\$30,244	10	Step	12		Longevity	N	40
Connecticut	Transport Bridge Safety Ins II	=	\$45,021	\$60,830	\$60,244	10	Step	12		Longevity	Y	35
Delaware	Eng/Planning Survey Tech III	=	\$30,518	\$45,778	\$36,078	5	Merit				Y	37.5
Dist. of Columbia	No Match											
Florida	Engineers 03	+	\$33,377	\$86,739	\$50,786	1,691	Broadband				V	40
Georgia	Bridge Inspector Tech 3	=	\$26,672	\$46,817	\$35,528	12	Performance				N	40
Hawaii	No Match											
Idaho	Transport Tech Principal, Eng	=	\$32,385	\$53,996			Performance				N	40
Illinois	No Match											
Indiana	No Match											
Iowa	Bridge Inspector 2	=	\$39,270	\$59,509							Y	40
Kansas	Engineering Technician Senior	=	\$33,613	\$44,970	\$37,147	184	Progression	11			Y	40
Kentucky	Transportation Engineer I	=	\$38,770	\$51,361			Merit				N	37.5
Louisiana	Engineering Technician 4	=	\$29,868	\$59,484	\$37,752	304	Merit				N	40
Maine	Bridge Maint. Worker Master	=	\$25,022	\$32,677	\$32,282	32	Step	8			Y	40
Maryland	Transport Engineering Tech IV	+	\$33,444	\$56,438			Step	20			Y	40
Massachusetts	No Match											
Michigan	No Match											
Minnesota	No Match											
Mississippi	DOT - Engineer I	-	\$46,982	\$82,219	\$56,868	14	Merit				N	40

Missouri	Bridge Inspection Technician	=	\$46,404	\$51,936	\$50,254	5	Step	Varies			N	40	
Montana	Civil Engineer	-	\$49,799	\$74,699	\$63,673	63	Broadband			Longevity	V	40	
Nebraska	Highway Bridge Inspector	=	\$33,948	\$49,165	\$35,101	3	Merit				Y	40	
Nevada	Engineering Technician IV	+	\$36,561	\$59,571	\$51,098	85	Step/Merit	9		Longevity	N	40	
New Hampshire	Bridge Inspector	-	\$33,904	\$45,032	\$39,052	8	Step	11			Y	40	
New Jersey	No Match												
New Mexico	Civil Engineer Tech - Advanced	+	\$43,056	\$76,544	\$68,222	155	Merit				Y	40	
New York	Civil Engineer 1	=	\$49,992	\$61,757	\$59,003	1,285	Performance	6			Y	37.5	
North Carolina	Bridge Maintenance Inspector II	=	\$35,585	\$57,321	\$49,757	20	Legislated		1.5-4.5%	Longevity	N	40	
North Dakota	Engineering Technician IV	=	\$30,156	\$50,256	\$39,893	52	Open Range				N	40	
Ohio	Bridge Specialist 2	+	\$47,965	\$64,022	\$59,945	31	Progression	9			Y	40	
Oklahoma	Transportation Specialist II	=	\$27,464	\$45,773	\$38,398	159	Pay Band		\$1,900	Longevity	N	40	
Oregon	No Match												
Pennsylvania	Transport Construct Inspector	=	\$30,807	\$46,435	\$35,111	412	Step	20	2.25%		Y	37.5	
Rhode Island	Supvsg. Bridge Safety Inspector	-	\$45,931	\$50,234			Step	2.5			Y	40	
South Carolina	Natural Resource Tech II	+	\$20,248	\$37,466	\$24,053	23					N	37.5	
South Dakota	Civil Engineering Technician		\$31,144	\$46,716			Open Range				N	40	
Tennessee	Operations Specialist 2	+	\$43,440	\$69,528	\$51,457	161				Longevity	N	37.5	
Texas	No Match												
Utah	Inspector II	=	\$36,414	\$62,679	\$52,136	2	Merit				N	40	
Vermont	Civil Engineer III	-	\$38,314	\$59,800	\$52,445	12	Step	24.5			Merit	Y	40
Virginia	Engineering Technician III	=	\$31,352	\$64,347	\$50,746	24	Broadband	Varies	0-\$2000		Recog	N	40
Washington	Bridge Engineer 3	+	\$52,104	\$66,684	\$67,100	28	Merit	4.5			Location	N	40
West Virginia	Bridge Safety Inspector 4	=	\$31,200	\$57,720	\$41,753	27	Merit				N	37.5	
Wisconsin	No Match												
Wyoming	No Match												

Summary:

Mean	\$37,387	\$57,334	\$48,471
Median	\$33,926	\$56,880	\$50,254
Weighted Mean	----	-----	\$48,501

CIVIL ENGINEER (TRANSPORTATION)

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$31,968	\$54,768	\$43,869	378	Step	Varies			N	40
Alaska	Engineer/Architect I	=	\$62,436	\$126,525	\$74,454	36	Merit	19	Location		Y	37.5
Arizona	Transportation Engineer Spec.	=	\$42,184	\$75,193	\$54,709	206	General		2.75%	Perf Pay	N	40
Arkansas	No Match											
California	Transp Engineer, Civil, D	=	\$75,240	\$91,404	\$89,145	2,413	Open Range				Y	40
Colorado	Professional Engineer I		\$63,816	\$91,632							N	40
Connecticut	Transportation Engineer I	+	\$45,021	\$60,830	\$57,472	113	Step	12		Longevity	Y	35
Delaware	Engineer II	=	\$46,136	\$76,893	\$52,717	26	Merit				N	37.5
Dist. of Columbia	Civil Engineer	=	\$53,758	\$92,782	\$75,359	35	Step	16			Y	40
Florida	Engineers 03	+	\$33,377	\$86,739	\$50,786	1,691	Broadband				V	40
Georgia	Engineer 2, Design	=	\$32,418	\$56,724	\$49,734	44	Performance				N	40
Hawaii	Engineer IV (DOT only)	=	\$49,344	\$70,236	\$68,077	43	Negotiated				Y	40
Idaho	Engineer, Staff	=	\$41,932	\$69,888			Performance				N	40
Illinois	Civil Engineer 2	-	\$48,600	\$80,700	\$53,400	16	Step	8	\$50 or \$225	Longevity	Y	37.5
Indiana	Highway Engineer		\$53,586	\$96,512	\$56,107	26	General			Recruit	N	37.5
Iowa	Transportation Engineer	=	\$48,901	\$75,629							Y	40
Kansas	Professional Civil Engineer I	=	\$54,746	\$73,320	\$61,132	9	Progression	11			Y	40
Kentucky	Transport Engineer Tech II	=	\$35,246	\$46,691			Merit				N	37.5
Louisiana	Engineer 3	=	\$39,168	\$77,964	\$55,236	19	Merit				N	40
Maine	Civil Engineer I	-	\$35,214	\$47,965	\$47,965	1	Step	8			Y	40
Maryland	Transportation Engineer III	=	\$40,268	\$64,282	\$55,156	102	Step	20			Y	40
Massachusetts	Civil Engineer I	=	\$42,315	\$55,974	\$50,283	123	Step	11			Y	37.5
Michigan	Engineer 9-P11	=	\$38,064	\$63,266	\$53,181	3	Step	6			Y	40
Minnesota	Engineer Senior	=	\$51,052	\$73,351	\$68,988	215	Step	9			Y	40
Mississippi	DOT - Engineer I	=	\$46,982	\$82,219	\$56,868	14	Merit				N	40

Missouri	Intermediate Civil Engineer	=	\$42,120	\$58,176	\$46,044	113	Step	Varies			N	40
Montana	Civil Engineer	=	\$41,499	\$62,249	\$54,683	102	Broadband			Longevity	V	40
Nebraska	Engineer III	=	\$48,622	\$62,996	\$57,215	38	Merit				N	40
Nevada	Professional Engineer	=	\$49,402	\$81,703	\$73,500	67	Step/Merit	9		Longevity	N	40
New Hampshire	Civil Engineer II	-	\$35,880	\$48,262	\$41,369	24	Step	11			Y	37.5
New Jersey	Asst Engineer, Transportation	=	\$43,446	\$61,436	\$54,517	52	Step	10.5			Y	40
New Mexico	Civil Engineer - Operational	=	\$43,056	\$76,544	\$59,149	55	Merit				Y	40
New York	Civil Engineer 1	=	\$49,992	\$61,757	\$59,003	1,285	Performance	6			Y	37.5
North Carolina	Transportation Engineer II	=	\$47,352	\$78,736	\$59,803	288	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Transportation Engineer II	=	\$35,904	\$59,832	\$47,218	30	Open Range				N	40
Ohio	Transportation Engineer 2	=	\$47,965	\$70,387	\$62,282	130	Progression	9			Y	40
Oklahoma	Professional Engineer II	=	\$40,685	\$67,809	\$57,888	39	Pay Band		\$1,250	Longevity	N	40
Oregon	Professional Engineer 1	=	\$50,400	\$74,400	\$71,200	133	Step	9			Y	40
Pennsylvania	Civil Engineer Transportation	-	\$46,435	\$60,519	\$49,085	163	Step	20	2.25%		Y	37.5
Rhode Island	Civil Engineer	=	\$45,931	\$50,234	\$50,488	11	Step	2.5			Y	35
South Carolina	Engineering /Geodetic Tech III	=	\$24,635	\$45,578	\$34,121	273					N	37.5
South Dakota	Transportation Engineer		\$34,818	\$52,228			Open Range				N	40
Tennessee	No Match											
Texas	Engineer III	=	\$49,089	\$74,631	\$57,737	133	Legislated			Longevity	N	40
Utah	Engineer II	=	\$47,789	\$75,781	\$49,800	10	Merit				N	40
Vermont	Civil Engineer III	=	\$38,314	\$59,800	\$52,445	12	Step	24.5		Merit	Y	40
Virginia	Architect/Engineer I	=	\$40,959	\$84,062	\$60,172	202	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Transportation Engineer 1	-	\$42,720	\$56,112	\$51,527	160	Merit	4.5		Location	N	40
West Virginia	Highway Engineer	+	\$40,932	\$75,720	\$46,484	18	Merit				N	37.5
Wisconsin	Civil Engineer Transport Senior	=	\$50,991	\$81,587	\$59,453	131	Bargained				Y	40
Wyoming	Engineer, Sr		\$44,280	\$58,716	\$53,373		Classification				N	40

Summary: **Mean** **\$44,796** **\$70,015** **\$56,436**
 Median **\$44,280** **\$70,236** **\$54,932**
 Weighted Mean **-----** **-----** **\$62,736**

ENVIRONMENTAL ENGINEER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	Environmental Engineer Spec.	=	\$41,873	\$63,468	\$43,531	26	Step	Varies			N	40
Alaska	Environ Impact Analyst II	=	\$44,376	\$66,139	\$47,680	13	Merit	19	Location		Y	37.5
Arizona	Environmental Engineer	=	\$50,160	\$73,779	\$54,368	5	General		2.75%	Perf Pay	N	40
Arkansas	Environmental Engineer II	=	\$41,387	\$61,209	\$47,235	41	Merit		\$600-900	Longevity	N	40
California	Water Resources Eng., D	+	\$75,240	\$91,404	\$84,795	135	Open Range				Y	40
Colorado	Professional Engineer I		\$63,816	\$91,632							N	40
Connecticut	Environ Compliance Spec. 2	+	\$38,863	\$53,137	\$41,796	5	Step	12		Longevity	Y	35
Delaware	Engineer II	=	\$46,136	\$76,893	\$48,000	8	Merit				N	37.5
Dist. of Columbia	Environmental Engineer	=	\$49,963	\$81,242	\$63,781	26	Step	16			Y	40
Florida	Engineers 02	+	\$25,774	\$66,980	\$39,434	113	Broadband				V	40
Georgia	Environmental Engineer 2	=	\$43,063	\$75,523	\$49,702	32	Performance				N	40
Hawaii	Environmental Engineer IV	=	\$49,344	\$70,236	\$68,917	17	Negotiated				Y	40
Idaho	Transport Tech Principal, Eng	=	\$32,385	\$53,996			Performance				N	40
Illinois	Environmental Engineer 3	=	\$46,032	\$69,312	\$68,868	6	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Environmental Engineer		\$40,898	\$79,274	\$47,918	9	General			Recruit	N	37.5
Iowa	Environmental Engineer	=	\$44,346	\$68,786							N	40
Kansas	Prof Environmental Engineer I	=	\$54,746	\$73,320	\$58,909	14	Progression	11			Y	40
Kentucky	Environmental Engineer I	=	\$38,770	\$51,364			Merit				N	37.5
Louisiana	Engineer 3	=	\$39,168	\$77,964	\$55,236	19	Merit				N	40
Maine	Environmental Engineer	=	\$39,083	\$53,248	\$52,894	18	Step	8	11%	Stipend	Y	40
Maryland	Environ Compliance Spec III	=	\$37,837	\$60,222	\$48,251	29	Step	20			Y	40
Massachusetts	Environmental Engineer I	=	\$40,931	\$54,143			Step	11			Y	37.5
Michigan	Environmental Engineer 9-P11	=	\$38,064	\$63,266	\$60,823	30	Step	6			Y	40
Minnesota	No Match											
Mississippi	Engineer I, Environmental	=	\$46,982	\$82,219	\$62,713	5	Merit				N	40

Missouri	Environmental Engineer II	=	\$42,936	\$62,400	\$45,254	69	Step	Varies			N	40	
Montana	Environmental Engineer	=	\$43,205	\$64,807	\$56,313	19	Broadband			Longevity	V	40	
Nebraska	Environmental Engineer II	=	\$43,152	\$62,498	\$49,579	6	Merit				Y	40	
Nevada	Staff II, Associate Engineer	=	\$43,326	\$71,243	\$60,188	62	Step/Merit	9		Longevity	N	40	
New Hampshire	Environmentalist II	-	\$33,052	\$43,992	\$38,142	19	Step	11			Y	37.5	
New Jersey	Asst. Environmental Engineer	=	\$41,544	\$58,660	\$51,687	6	Step	10.5			Y	35	
New Mexico	Environmental Engr - Oper'l	-	\$34,050	\$60,528	\$54,186	1	Merit				N	40	
New York	Environmental Engineer 1	=	\$49,992	\$61,757	\$49,992	2	Performance	6			Y	37.5	
North Carolina	Environmental Engineer II	=	\$49,577	\$82,424	\$61,090	159	Legislated		1.5-4.5%	Longevity	N	40	
North Dakota	Environmental Engineer II	=	\$35,904	\$59,832	\$44,375	8	Open Range				N	40	
Ohio	Environmental Specialist 1	+	\$39,957	\$52,811	\$46,789	13	Progression	7			Y	40	
Oklahoma	Professional Engineer III	=	\$45,566	\$75,944	\$61,308	28	Pay Band		\$1,500	Longevity	N	40	
Oregon	Environmental Engineer 2	=	\$42,000	\$61,300	\$56,100	11	Step	9			Y	40	
Pennsylvania	Civil Engineer General	-	\$46,435	\$60,519	\$50,716	14	Step	20	2.25%		Y	37.5	
Rhode Island	Sanitary Engineer	=	\$45,773	\$49,775	\$50,233	15	Step	2.5			Y	35	
South Carolina	Engineer/Associate Eng I	=	\$29,975	\$55,461	\$43,403	168					N	37.5	
South Dakota	Environmental Scientist		\$28,194	\$42,290			Open Range				N	40	
Tennessee	Environ Protection Specialist 3	=	\$43,440	\$69,528	\$51,576	78				Longevity	N	37.5	
Texas	Engineer III	=	\$49,089	\$74,631	\$57,737	133	Legislated			Longevity	N	40	
Utah	Environmental Engineer II	=	\$47,789	\$75,781	\$49,800	10	Merit				N	40	
Vermont	Environmental Engineer III	=	\$38,314	\$59,800	\$53,394	1	Step	24.5			Merit	Y	40
Virginia	Architect/Engineer I	-	\$40,959	\$84,062	\$56,410	61	Broadband	Varies	0-\$2000	Recog	N	40	
Washington	Environmental Engineer 2	=	\$52,104	\$68,388	\$62,401	40	Merit	4.5			N	40	
West Virginia	Engineer 1	=	\$38,244	\$70,752	\$47,508	2	Merit				N	37.5	
Wisconsin	Environmental Civil Engineer Sr.	=	\$50,991	\$81,587			Bargained				Y	40	
Wyoming	Environmental Analyst		\$39,540	\$52,272	\$49,774		Classification				N	40	

Summary: **Mean** **\$43,287** **\$66,436** **\$53,321**
 Median **\$43,000** **\$65,473** **\$51,576**
 Weighted Mean **-----** **-----** **\$57,669**

ENVIRONMENTAL ENGINEER SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	Enviro Engineer Spec., Senior	=	\$48,425	\$73,766	\$62,580	80	Step	Varies			N	40
Alaska	Environ Impact Analyst III	=	\$51,132	\$75,580	\$59,641	12	Merit	19	Location		Y	37.5
Arizona	Environmental Engineer Sr.	=	\$52,460	\$80,150	\$72,511	2	General		2.75%	Perf Pay	N	40
Arkansas	Environment Engineer PE	=	\$44,070	\$65,055	\$54,259	26	Merit		\$600-900	Longevity	N	40
California	Sr. Eng., Water Resources, B	+	\$97,164	\$118,104	\$100,845	157	Open Range				Y	40
Colorado	Professional Engineer II		\$75,540	\$108,396							N	40
Connecticut	Environ Compliance Spec. 3	+	\$47,238	\$63,620	\$60,508	6	Step	12		Longevity	Y	35
Delaware	Engineer III	=	\$52,819	\$88,031	\$56,111	17	Merit				N	37.5
Dist. of Columbia	Supervisory Environ Engineer	=	\$88,545	\$103,682	\$96,114	2	Open Range				N	40
Florida	Engineers 03	+	\$33,377	\$86,739	\$50,786	1,691	Broadband				V	40
Georgia	Environmental Engineer 3	=	\$47,280	\$82,962	\$59,953	124	Performance				N	40
Hawaii	Environmental Engineer V	=	\$53,364	\$75,948	\$75,222	13	Negotiated				Y	40
Idaho	Engineer, Technical 1	=	\$48,131	\$80,204			Performance				N	40
Illinois	Environmental Engineer 4	=	\$54,240	\$82,476	\$82,476	5	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Environmental Engineer		\$51,220	\$101,686	\$68,538	30	General			Recruit	N	37.5
Iowa	Sr. Environmental Engineer	=	\$53,955	\$83,034							N	40
Kansas	Prof Environmental Engineer II	=	\$60,320	\$80,850	\$65,784	17	Progresssion	11			Y	40
Kentucky	Environmental Engineer II	=	\$42,647	\$56,496			Merit				N	37.5
Louisiana	Engineer 4	=	\$44,844	\$89,256	\$64,368	87	Merit				N	40
Maine	Environmental Engineer Spec	=	\$42,078	\$58,053	\$58,053	2	Step	8	11%	Stipend	Y	40
Maryland	Environ Compliance Spec IV	=	\$40,268	\$64,282	\$56,404	20	Step	20			Y	40
Massachusetts	Environmental Engineer V	=	\$59,772	\$80,143	\$79,568	64	Step	11			Y	37.5
Michigan	Environmental Engineer 12	=	\$47,878	\$67,797	\$67,797	63	Step	6			Y	40
Minnesota	Engineer Principal	=	\$55,165	\$82,392	\$81,202	179	Step	10			Y	40
Mississippi	Engineer IV, Environmental	=	\$56,804	\$99,408	\$78,241	34	Merit				N	40

Missouri	Environmental Engineer III	=	\$49,668	\$70,944	\$52,177	45	Step	Varies			N	40
Montana	Environmental Engineer	=	\$51,846	\$77,769	\$64,189	6	Broadband			Longevity	V	40
Nebraska	Environmental Engineer III	=	\$43,445	\$62,996	\$61,525	15	Merit				V	40
Nevada	Professional Engineer	=	\$49,402	\$81,703	\$73,500	67	Step/Merit	9		Longevity	N	40
New Hampshire	Environmental IV	=	\$46,234	\$62,575	\$53,762	58	Step	11			Y	37.5
New Jersey	Sr. Environmental Engineer	=	\$47,544	\$67,372	\$61,225	62	Step	10.5			Y	35
New Mexico	Environmental Engr - Adv	-	\$38,168	\$67,870	\$57,749	3	Merit				N	40
New York	Environmental Engineer 2	=	\$61,517	\$75,356	\$68,144	7	Performance	6			Y	37.5
North Carolina	Environmental Engineer III	=	\$54,233	\$90,435	\$68,923	22	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Environmental Engineer III	=	\$39,468	\$65,772	\$47,472	14	Open Range				N	40
Ohio	Environmental Specialist 3	+	\$52,811	\$70,387	\$69,559	85	Progresssion	9			Y	40
Oklahoma	Professional Engineer III	=	\$45,566	\$75,944	\$61,308	28	Pay Band		\$1,500	Longevity	N	40
Oregon	Environmental Engineer 3	=	\$46,600	\$68,100	\$66,800	25	Step	9			Y	40
Pennsylvania	Sr Civil Engineer General	-	\$50,758	\$69,027	\$59,881	28	Step	20	2.25%		Y	37.5
Rhode Island	Senior Sanitary Engineer	=	\$52,949	\$57,928	\$59,065	11	Step	2.5			Y	35
South Carolina	Engineer/Associate Eng IV	=	\$54,000	\$99,908	\$88,523	130					N	37.5
South Dakota	Sr Environmental Scientist		\$43,119	\$64,678			Open Range				N	40
Tennessee	Environ Protect Specialist 4	=	\$45,156	\$72,240	\$57,995	57				Longevity	N	37.5
Texas	Engineer V	=	\$55,671	\$89,748	\$67,870	191	Legislated			Longevity	N	40
Utah	Environmental Engineer III	=	\$59,352	\$94,143	\$78,595	3	Merit				N	40
Vermont	Environmental Engineer V	=	\$42,994	\$67,267	\$61,376	9	Step	24.5		Merit	Y	40
Virginia	Architect/Engineer I	=	\$40,959	\$84,062	\$62,237	58	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Environmental Engineer 3	=	\$60,420	\$79,308	\$75,801	89	Merit	4.5			N	40
West Virginia	Engineer 3	=	\$43,800	\$81,036	\$59,245	32	Merit				N	37.5
Wisconsin	Environment Civil Engineer Adv	=	\$55,138	\$88,222	\$75,341	5	Bargained				Y	40
Wyoming	Environmental Analyst, Senior	=	\$46,656	\$61,668	\$59,280		Classification				N	40

Summary:	Mean	\$51,494	\$78,325	\$66,576
	Median	\$49,668	\$77,769	\$63,385
	Weighted Mean	----	-----	\$60,218

FORESTER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$31,968	\$54,768	\$39,504	23	Step	Varies			N	40
Alaska	Forester II	=	\$41,400	\$77,208	\$52,904	23	Merit	19	Location		Y	37.5
Arizona	No Match											
Arkansas	Forester	=	\$35,463	\$65,055	\$52,207	9	Merit		\$600-900	Longevity	N	40
California	Forester II (Nonsupervisory)	=	\$65,784	\$79,944			Open Range				Y	40
Colorado	General Professional III		\$44,769	\$64,512							N	40
Connecticut	Environ Protection Forester 1	+	\$48,533	\$66,986	\$67,374	7	Step	12		Longevity	Y	35
Delaware	Senior Forester	=	\$42,801	\$64,201	\$48,682	4	Merit				N	37.5
Dist. of Columbia	Forester (Urban)	=	\$50,510	\$72,199	\$60,727	11	Step	16			N	40
Florida	Forest & Conserv Workers 02	=	\$30,622	\$79,579	\$37,920	48	Broadband				V	40
Georgia	Forester	=	\$32,418	\$56,724	\$38,479	65	Performance				N	40
Hawaii	Forester IV	=	\$43,824	\$62,424	\$46,709	5	Negotiated				Y	40
Idaho	Lands Resource Specialist, Sr	=	\$36,753	\$61,256			Performance				N	40
Illinois	Natural Resources Adv Spec	=	\$48,624	\$73,308	\$69,786	36	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Forester		\$30,082	\$51,714	\$34,266	20	General			Recruit	N	37.5
Iowa	Forester 2	=	\$40,539	\$61,422							N	40
Kansas	No Match											
Kentucky	Forester II	=	\$32,042	\$42,656			Merit				N	37.5
Louisiana	Forestry Parish Supervisor	=	\$31,968	\$63,648	\$41,556	22	Merit				N	40
Maine	Forester I	=	\$34,216	\$46,883	\$43,930	25	Step	8	2.50%	Stipend	Y	40
Maryland	Forester Registered	=	\$33,444	\$52,886			Step	20			Y	40
Massachusetts	Forester I	=	\$42,129	\$56,036	\$52,311	9	Step	11			Y	37.5
Michigan	Forester 9-P11	=	\$35,225	\$59,362	\$55,645	63	Step	6			Y	40
Minnesota	Natural Resource Forestry Spec	=	\$33,178	\$48,003	\$34,014	40	Step	11			Y	40
Mississippi	Forester II	=	\$32,887	\$57,552	\$39,384	40	Merit				N	40

Missouri	Resources Forester	=	\$33,360	\$58,500	\$42,420	48	Step	Varies			N	40
Montana	Forester	=	\$33,938	\$50,908	\$44,845	40	Broadband			Longevity	V	40
Nebraska	No Match											
Nevada	Forester II	=	\$43,326	\$71,243	\$53,826	7	Step/Merit	9		Longevity	N	40
New Hampshire	Forester II	=	\$36,691	\$49,316	\$42,380	1	Step	11			Y	40
New Jersey	Forrester	=	\$41,544	\$58,660	\$50,102	6	Step	10.5			Y	35
New Mexico	Forester - Operational	=	\$27,664	\$49,171	\$34,455	15	Merit				N	40
New York	Forester 1	=	\$45,113	\$55,954	\$53,306	69	Performance	6			Y	37.5
North Carolina	Forester I	=	\$34,237	\$54,822	\$41,371	33	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	No Match											
Ohio	Forester	+	\$36,899	\$47,965	\$43,542	37	Progression	7			Y	40
Oklahoma	Forester III	=	\$30,020	\$50,033	\$40,654	5	Pay Band		\$1,250	Longevity	N	40
Oregon	Natural Resource Specialist 2	=	\$35,800	\$52,200	\$46,600		Step	9			Y	40
Pennsylvania	Forester	-	\$34,875	\$53,008	\$42,859	139	Step	20	2.25%		Y	37.5
Rhode Island	Forester	-	\$35,354	\$38,396			Step	3.5			Y	35
South Carolina	Forester I	=	\$24,635	\$45,578	\$31,672	2					N	37.5
South Dakota	Forester		\$28,194	\$42,290			Open Range				N	40
Tennessee	Forester 3	=	\$33,888	\$54,228	\$42,911	37				Longevity	N	37.5
Texas	Natural Resource Specialist III	=	\$36,043	\$51,174	\$37,528	304	Legislated			Longevity	N	40
Utah	Forester II	=	\$36,414	\$54,714	\$39,815	13	Merit				N	40
Vermont	Forester II	=	\$40,560	\$63,357	\$52,518	23	Step	24.5		Merit	Y	40
Virginia	Natural Resource Spec III	=	\$31,352	\$64,347	\$39,820	4	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Natural Resource Specialist 2	=	\$37,800	\$49,572	\$47,314	171	Merit	4.5			N	40
West Virginia	Forester 2	=	\$25,452	\$47,088	\$26,352	2	Merit				N	37.5
Wisconsin	Forester Senior	=	\$43,764	\$92,125	\$49,560	155	Bargained				Y	40
Wyoming	Forestry Specialist 2		\$48,924	\$66,000	\$59,030		Classification				N	40

Summary:

Mean	\$37,341	\$58,276	\$45,597
Median	\$35,463	\$56,036	\$43,542
Weighted Mean	-----	-----	\$48,586

EMPLOYMENT COUNSELOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$32,755	\$49,639	\$42,370	98	Step	Varies			N	40
Alaska	Employment Counselor	=	\$41,400	\$79,948	\$55,577	10	Merit	19	Location		Y	37.5
Arizona	Employment Counselor III	=	\$29,008	\$49,561	\$41,463	6	General		2.75%	Perf Pay	N	40
Arkansas	ESD Interviewer I	=	\$21,875	\$41,679	\$23,442	195	Merit		\$600-900	Longevity	N	40
California	Employment Prgm. Rep. C	-	\$42,036	\$51,072	\$48,460	2,064	Open Range				Y	40
Colorado	Labor/Employ Specialist II		\$44,736	\$64,512							N	40
Connecticut	Labor Dept Career Dev Spec	=	\$48,916	\$61,082	\$55,086	3	Step	9		Longevity	Y	40
Delaware	Employment Svs Specialist II	=	\$32,652	\$48,978	\$33,677	14	Merit				Y	37.5
Dist. of Columbia	Manpower Develop Specialist		\$41,923	\$79,959	\$54,837	90	Step	16			Y	40
Florida	Training & Develop Spec 03	+	\$28,093	\$73,007	\$36,801	138	Broadband				V	40
Georgia	DOL Services Specialist	=	\$24,322	\$42,644	\$26,484	534	Performance				N	40
Hawaii	Employment Services Spec III	=	\$40,512	\$57,720	\$50,571	39	Negotiated				Y	40
Idaho	No Match											
Illinois	Human Resources Specialist	-	\$32,088	\$74,832	\$53,108	101	Merit				N	37.5
Indiana	Community Empl. Spec 3		\$29,614	\$51,168	\$34,892	86	General				N	37.5
Iowa	Vocational Rehab Specialist	=	\$37,024	\$55,931							N	40
Kansas	Program Specialist I	=	\$29,016	\$38,875	\$31,388	112	Progression	11			Y	40
Kentucky	Workforce Develop Spec II	=	\$29,129	\$38,589			Merit				N	37.5
Louisiana	No Match											
Maine	Employment & Training Spec III	+	\$32,032	\$43,576	\$43,056	10	Step	8			Y	40
Maryland	Job Service Specialist III	=	\$31,461	\$49,571	\$44,416	41	Step	20			Y	40
Massachusetts	Employment Serv Spec (A/B)	=	\$43,339	\$58,882	\$58,882	2	Step	11			Y	37.5
Michigan	Employment Counselor P11	=	\$36,456	\$48,066	\$48,066	7	Step	6			Y	40
Minnesota	Employment Counselor Spec	=	\$35,517	\$51,594	\$44,746	12	Step	11			Y	40
Mississippi	ES-Employment Counselor II	=	\$27,475	\$48,080	\$34,393	4	Merit				N	40

Missouri	Workforce Develop Spec I	=	\$26,856	\$37,572	\$29,699	283	Step	Varies			N	40
Montana	Employment Counselor	=	\$26,790	\$40,185	\$36,026	2	Broadband			Longevity	V	40
Nebraska	Workforce Coordinator	=	\$31,179	\$44,054	\$35,881	97	Merit				Y	40
Nevada	Workforce Services Rep II	=	\$29,691	\$47,773	\$41,945	33	Step/Merit	9		Longevity	N	40
New Hampshire	Employment Counselor	=	\$31,785	\$42,217	\$36,611	24	Step	11			Y	37.5
New Jersey	Employment Counselor	=	\$41,544	\$58,660	\$52,955	104	Step	10.5			Y	35
New Mexico	Emp/Recruit/Place Spec-Oper'l	-	\$25,272	\$44,949	\$28,706	112	Merit				N	40
New York	Employment Counselor	=	\$45,113	\$55,954	\$54,269	45	Performance	6			Y	37.5
North Carolina	Employment Counselor	=	\$32,965	\$52,374	\$42,785	27	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Customer Service Specialist	=	\$30,156	\$50,256	\$34,232	61	Open Range				N	40
Ohio	Employment Serv Counselor	=	\$39,957	\$52,811			Progression	7			Y	40
Oklahoma	Workforce Services Specialist II	=	\$22,558	\$37,596	\$26,149	13	Pay Band		\$250	Longevity	N	40
Oregon	Bus & Employment Specialist 2	=	\$31,300	\$45,400	\$40,100	362	Step	9			Y	40
Pennsylvania	Employment Counselor 1	=	\$34,875	\$53,008			Step	20	2.25%		Y	37.5
Rhode Island	Employ & Train. Interviewer	-	\$32,993	\$35,092	\$36,145	1	Step	3.5			Y	35
South Carolina	Program Coordinator II	+	\$36,476	\$67,486	\$52,633	67					N	37.5
South Dakota	Employment Specialist		\$28,194	\$42,290			Open Range				N	40
Tennessee	Employment Counselor 2	=	\$27,504	\$44,004	\$44,192	16				Longevity	N	37.5
Texas	Workforce Develop Spec III	=	\$28,546	\$40,239	\$32,889	343	Legislated			Longevity	N	40
Utah	Workforce Services Specialist I	=	\$28,553	\$49,099	\$29,724	294	Merit				N	40
Vermont	Career Development Facilitat. II	=	\$32,573	\$50,523	\$43,255	22	Step	24.5		Merit	Y	40
Virginia	Program Administration Spec I	=	\$31,352	\$64,347	\$36,309	27	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Vocational Rehab Counselor 2	-	\$37,800	\$49,572	\$48,400	64	Merit	4.5			N	40
West Virginia	Employment Counselor 1	=	\$22,224	\$41,112	\$31,668	1	Merit				N	37.5
Wisconsin	Employ & Training Specialist B	=	\$33,857	\$51,010	\$41,338	106	Bargained				Y	40
Wyoming	Employment Specialist 5		\$30,888	\$42,084	\$36,650		Classification				N	40

Summary:

Mean	\$32,906	\$50,993	\$40,797
Median	\$31,785	\$49,571	\$41,338
Weighted Mean	----	-----	\$37,594

FAMILY SUPPORT SPECIALIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$32,755	\$49,639	\$46,364	211	Step	Varies			N	40
Alaska	Children Services Spec II	=	\$41,400	\$84,500	\$51,956	21	Merit	19	Location		Y	37.5
Arizona	Human Service Specialist III	=	\$34,054	\$53,107	\$37,137	284	General		2.75%	Perf Pay	N	40
Arkansas	Family Support Specialist I	=	\$23,316	\$44,605	\$27,271	137	Merit		\$600-900	Longevity	N	40
California	No Match											
Colorado	No Match											
Connecticut	No Match											
Delaware	Sr Family Services Specialist	=	\$32,652	\$48,978	\$34,888	59	Merit				Y	37.5
Dist. of Columbia	Social Work Associate		\$37,118	\$56,317	\$48,295	13	Step	16			Y	40
Florida	Community/Soc Serv Spec 02	+	\$23,645	\$61,449	\$29,053	3,097	Broadband				V	40
Georgia	Family Ind Case Manager 1	=	\$24,322	\$42,644	\$27,367	1,286	Performance				N	40
Hawaii	Self-Suffic Support Serv Sp III	=	\$40,512	\$57,720	\$47,972	47	Negotiated				Y	40
Idaho	Self-Reliance Specialist	=	\$30,472	\$50,793			Performance				N	40
Illinois	Public Aid Family Supp Spec 1	=	\$41,616	\$61,668	\$60,837	143	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Family Case Coordinator 2		\$29,614	\$51,168	\$32,896	23	General				N	37.5
Iowa	No Match											
Kansas	Human Service Assistant	=	\$22,755	\$30,493	\$24,870	277	Progression	11			Y	40
Kentucky	Family Services Specialist II	=	\$26,483	\$35,081			Merit				N	37.5
Louisiana	Social Services Analyst 2	=	\$25,860	\$54,432	\$36,216	1,216	Merit				N	40
Maine	Family Independence Specialist	=	\$27,206	\$36,421	\$32,656	342	Step	8			Y	40
Maryland	Income Maintenance Special III	=	\$31,461	\$49,571	\$42,921	80	Step	20			Y	40
Massachusetts	Benefits Elig/Ref Soc Wrk A/B	=	\$39,105	\$53,255	\$50,092	993	Step	11			Y	37.5
Michigan	Family Independence Specialist 9	=	\$36,456	\$50,237	\$49,736	1,523	Step	6			Y	40
Minnesota	No Match											
Mississippi	DHS-Case Manager	=	\$26,665	\$46,664	\$29,748	147	Merit				N	40

Missouri	Family Support Elig. Specialist	=	\$26,856	\$37,572	\$28,898	2,162	Step	Varies			N	40
Montana	Child/Family Social Worker	=	\$31,312	\$46,968	\$38,002	261	Broadband			Longevity	V	40
Nebraska	Family Support Specialist	=	\$25,669	\$37,176			Merit				Y	40
Nevada	Family Services Specialist II	=	\$33,596	\$54,455	\$44,721	438	Step/Merit	9		Longevity	N	40
New Hampshire	Family Services Specialist	-	\$28,177	\$37,342	\$32,419	90	Step	11			Y	37.5
New Jersey	No Match											
New Mexico	Eligibility Interviewer - Oper'l	=	\$22,610	\$40,227	\$27,637	89	Merit				Y	40
New York	Children & Family Services Spec.	=	\$45,113	\$55,954	\$53,009	202	Performance	6			Y	37.5
North Carolina	No Match											
North Dakota	Social Worker II	+	\$30,156	\$50,256	\$35,447	27	Open Range				N	40
Ohio	No Match											
Oklahoma	Social Services Specialist II	=	\$24,981	\$41,635	\$31,267	1,275	Pay Band		\$1,250	Longevity	N	40
Oregon	Human Service Specialist 2	=	\$26,400	\$37,600	\$32,600	105	Step	9			Y	40
Pennsylvania	Income Maint Caseworker	=	\$34,875	\$53,008	\$41,756	4,463	Step	20	2.25%		Y	37.5
Rhode Island	Family Counselor	-	\$37,370	\$41,178			Step	3.5			Y	40
South Carolina	Human Services Coord I	=	\$29,975	\$55,461	\$36,407	1,760					N	37.5
South Dakota	Family Services Social Worker		\$28,194	\$42,290			Open Range				N	40
Tennessee	Social Worker 2	=	\$28,692	\$45,888	\$34,573	13				Longevity	N	37.5
Texas	Human Service Specialist III	=	\$28,546	\$40,239	\$32,286	2,537	Legislated			Longevity	N	40
Utah	Family Support Specialist	=	\$25,600	\$40,615	\$30,612	2	Merit				N	40
Vermont	Reach Up Case Manager	=	\$36,275	\$56,472	\$46,537	59	Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	Financial Services Specialist 2	-	\$35,052	\$41,748	\$34,089	231	Merit	4.5			N	40
West Virginia	Family Support Specialist	=	\$20,706	\$38,400	\$27,837	252	Merit				N	37.5
Wisconsin	No Match											
Wyoming	Caseworker Specialist 3 A		\$36,072	\$50,976	\$45,490		Classification				N	40

Summary:

Mean	\$30,822	\$47,907	\$37,885
Median	\$29,975	\$48,978	\$35,168
Weighted Mean	----	-----	\$35,874

SOCIAL WORKER

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$34,387	\$52,169	\$41,435	159	Step	Varies			N	40
Alaska	Social Worker II (child serv)	=	\$44,376	\$87,761	\$54,206	58	Merit	19	Location		Y	37.5
Arizona	Psych. Social Wkr	=	\$36,814	\$62,693	\$49,107	15	General		2.75%	Perf Pay	N	40
Arkansas	Social Worker I	=	\$29,982	\$57,435	\$47,438	41	Merit		\$600-900	Longevity	N	40
California	Clinical Social Wkr Health/Corr.	+	\$66,612	\$80,964	\$71,847	118	Open Range				Y	40
Colorado	Social Worker/Counselor III		\$47,988	\$69,420							N	40
Connecticut	Soc Worker/Soc Human Svc	=	\$57,896	\$73,686	\$68,702	1,321	Step	9		Longevity	Y	40
Delaware	Sr Soc Worker/Case Manager	=	\$32,652	\$48,978	\$37,043	351	Merit				Y	37.5
Dist. of Columbia	Social Worker	=	\$48,623	\$79,959	\$62,130	241	Step	16			Y	40
Florida	Community/Soc Serv Spec 03	+	\$28,093	\$73,007	\$37,404	3,063	Broadband				V	40
Georgia	Social Services Provider 2	=	\$29,400	\$51,406	\$39,735	204	Performance				N	40
Hawaii	Social Worker III	=	\$40,512	\$57,720	\$46,166	120	Negotiated				Y	40
Idaho	Social Worker	=	\$32,385	\$53,996			Performance				N	40
Illinois	Social Worker 2	=	\$43,740	\$65,244	\$63,799	116	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Family Case Manager 2		\$33,228	\$57,486	\$35,462	1,493	General				N	37.5
Iowa	Social Worker 2	=	\$35,734	\$53,123							Y	40
Kansas	Social Worker Senior	=	\$35,298	\$47,299	\$37,801	398	Progression	11			Y	40
Kentucky	Social Services Worker II	=	\$32,042	\$42,656			Merit				N	37.5
Louisiana	Social Worker 2	=	\$29,604	\$62,316	\$39,528	31	Merit				N	40
Maine	Human Services Caseworker	=	\$32,032	\$43,576	\$39,395	415	Step	8			Y	40
Maryland	Family Services Caseworker I	=	\$33,444	\$52,886	\$35,814	47	Step	20			Y	40
Massachusetts	Social Worker (A/B)	=	\$41,129	\$56,175	\$44,894	1,140	Step	11			Y	37.5
Michigan	Services Specialist 9-P11	=	\$37,709	\$53,996	\$49,841	2,026	Step	6			Y	40
Minnesota	No Match											
Mississippi	DHS-Social Worker Advanced	-	\$30,960	\$54,180			Merit				N	40

Missouri	Social Service Worker II	=	\$30,264	\$42,936	\$32,546	183	Step	Varies			Y	40
Montana	Child/Family Social Worker	=	\$31,312	\$46,968	\$38,002	261	Broadband			Longevity	V	40
Nebraska	Protection & Safety Worker	=	\$31,579	\$45,735	\$34,258	378	Merit				Y	40
Nevada	Social Worker II	=	\$38,064	\$62,222	\$53,549	99	Step/Merit	9		Longevity	N	40
New Hampshire	Social Worker II	=	\$31,785	\$42,217	\$36,611	7	Step	11			Y	37.5
New Jersey	Social Worker 2	=	\$39,733	\$56,035	\$48,730	212	Step	10.5			Y	35
New Mexico	Soc Worker/All Other - Oper'l	=	\$27,664	\$49,171	\$38,998	2	Merit				Y	40
New York	Licensed Master Social Worker 1	=	\$45,113	\$55,954	\$48,506	124	Performance	6			Y	37.5
North Carolina	Social Worker II	=	\$32,965	\$52,374	\$38,149	41	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Social Worker III	=	\$32,832	\$54,720	\$40,477	31	Open Range				N	40
Ohio	Social Worker 1	=	\$35,339	\$43,555	\$40,175	12	Progression	6			Y	40
Oklahoma	Child Welfare Specialist II	=	\$27,464	\$45,773	\$32,374	686	Pay Band		\$626	Longevity	N	40
Oregon	Social Service Specialist 1	=	\$35,900	\$52,300	\$43,400	1,133	Step	9			Y	40
Pennsylvania	Social Worker 1	-	\$34,875	\$53,008	\$41,338	69	Step	20	2.25%		Y	37.5
Rhode Island	Social Caseworker II	=	\$44,057	\$49,033	\$54,625	280	Step	3.5			Y	35
South Carolina	Social Worker III	=	\$29,975	\$55,461	\$40,452	205					N	37.5
South Dakota	Human Services Social Worker		\$28,194	\$42,290			Open Range				N	40
Tennessee	Social Worker 2	=	\$28,692	\$45,888	\$34,573	13				Longevity	N	37.5
Texas	Clinical Social Worker III	=	\$36,043	\$51,174	\$37,593	76	Legislated			Longevity	N	40
Utah	Social Worker	=	\$36,414	\$54,714	\$41,003	45	Merit				N	40
Vermont	Social Worker B	=	\$38,314	\$59,800	\$47,676	130	Step	24.5		Merit	Y	40
Virginia	Counselor I	=	\$23,999	\$49,255	\$37,244	58	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Social Worker 2	=	\$38,736	\$50,844	\$46,544	675	Merit	4.5			N	40
West Virginia	Social Service Worker 3	=	\$22,224	\$41,112	\$28,776	166	Merit				N	37.5
Wisconsin	Social Worker Senior	=	\$42,854	\$64,502	\$47,994	92	Bargained				Y	40
Wyoming	Caseworker Specialist 3 A	=	\$36,072	\$50,976	\$45,490		Classification				N	40

Summary:

Mean	\$35,902	\$55,123	\$43,883
Median	\$34,631	\$53,066	\$40,740
Weighted Mean	-----	-----	\$42,869

SUBSTANCE ABUSE COUNSELOR

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$28,942	\$43,963	\$35,020	56	Step	Varies			N	40
Alaska	No Match											
Arizona	No Match											
Arkansas	Substance Abuse Counselor	=	\$32,683	\$46,454	\$32,066	56	Merit		\$600-900	Longevity	N	40
California	Alcohol Counselor, Veterans	-	\$42,648	\$53,160	\$47,904	2	Open Range				Y	40
Colorado	Social Worker/Counselor II		\$43,536	\$62,988							N	40
Connecticut	Substance Abuse/HIV Couns.	+	\$44,837	\$59,505	\$57,401	50	Step	11		Longevity	Y	35
Delaware	Family Crisis Therapist	=	\$42,801	\$64,201	\$46,285	155	Merit				Y	37.5
Dist. of Columbia	Substance Abuse Specialist				\$64,439	1	Step	16			Y	40
Florida	Community/Soc Serv Spec 03	+	\$28,093	\$73,007	\$37,404	3,063	Broadband				V	40
Georgia	Counselor, Substance Abuse	=	\$26,672	\$46,814	\$32,062	82	Performance				N	40
Hawaii	Substance Abuse Specialist III	=	\$40,512	\$57,720	\$40,512	3	Negotiated				Y	40
Idaho	Drug/Alcohol Rehab Spec	=	\$34,486	\$57,470			Performance				N	40
Illinois	No Match											
Indiana	Substance Abuse Couns		\$26,286	\$46,696	\$33,626	52	General				N	37.5
Iowa	Drug Abuse Counselor 1	=	\$29,203	\$42,786							Y	40
Kansas	Chem Dependency Counselor	=	\$31,970	\$42,869	\$34,441	9	Progression	11			Y	40
Kentucky	Alcohol & Drug Rehab Couns	=	\$32,042	\$42,656			Merit				N	37.5
Louisiana	Soc Service Counselor 5-B	=	\$33,900	\$71,340	\$43,380	27	Merit				N	40
Maine	Substance Abuse Counselor	=	\$35,214	\$47,965			Step	8			Y	40
Maryland	Alcohol/Drug Assoc Counselor	=	\$35,568	\$56,438	\$45,436	111	Step	20			Y	40
Massachusetts	Habilitation Coordinator (A/B)	=	\$37,319	\$50,609	\$49,337	57	Step	11			Y	37.5
Michigan	Rehabilitation Counselor 9-P11	-	\$37,709	\$53,996	\$47,418	81	Step	6			Y	40
Minnesota	Chemical Depend Counsel Sr	=	\$35,162	\$47,565	\$37,041	9	Step	9.5			Y	40
Mississippi	Alcohol/Drug Counselor II	=	\$22,067	\$38,617	\$26,636	8	Merit				N	40

Missouri	Substance Abuse Counselor II	=	\$31,320	\$44,640	\$33,853	60	Step	Varies			Y	40
Montana	Substance Abuse Counselor	=	\$31,312	\$46,968	\$40,165	19	Broadband			Longevity	V	40
Nebraska	Chemical Depend Counselor	=	\$31,579	\$45,735	\$34,058	37	Merit				V	40
Nevada	Substance Abuse Counselor	=	\$36,561	\$59,571	\$49,384	14	Step/Merit	9		Longevity	N	40
New Hampshire	Substance Abuse Counselor	-	\$33,904	\$45,032	\$39,052	7	Step	11			Y	40
New Jersey	Substance Abuse Counselor 2	=	\$39,733	\$56,035	\$48,427	5	Step	10.5			Y	35
New Mexico	Sub Abuse Counselor - Oper'l	=	\$25,272	\$44,949	\$36,951	13	Merit				Y	40
New York	Addictions Counselor 2	=	\$45,113	\$55,954	\$51,949	69	Performance	6			Y	37.5
North Carolina	Substance Abuse Counselor II	=	\$31,696	\$50,069	\$36,261	27	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Addiction Counselor II	=	\$32,832	\$54,720	\$38,336	76	Open Range				N	40
Ohio	Alcohol & Drug Counselor 2	=	\$38,168	\$47,757	\$44,450	16	Progression	6			Y	40
Oklahoma	Alcohol & Drug Counselor II	=	\$24,981	\$41,635	\$33,054	8	Pay Band		\$850	Longevity	N	40
Oregon	Mental Health Specialist	=	\$39,100	\$54,800	\$45,900	61	Step	9			Y	40
Pennsylvania	Drug & Alcohol Treat Spec 2	=	\$42,479	\$64,553	\$47,205	117	Step	20	2.25%		Y	37.5
Rhode Island	No Match											
South Carolina	Human Services Coord I	=	\$29,975	\$55,461	\$36,407	1,760					N	37.5
South Dakota	Chemical Dependency Couns		\$28,194	\$42,290			Open Range				N	40
Tennessee	No Match											
Texas	Substance Abuse Counsel II	=	\$28,546	\$40,239	\$29,302	65	Legislated			Longevity	N	40
Utah	Caseworker II	=	\$32,671	\$49,099	\$35,710	184	Merit				N	40
Vermont	Substance Abuse Counselor	=	\$40,560	\$63,357	\$40,560	1	Step	24.5		Merit	Y	40
Virginia	No Match											
Washington	No Match											
West Virginia	Substance Abuse Therapist 1	=	\$23,784	\$43,992	\$29,879	16	Merit				N	37.5
Wisconsin	Substance Abuse Couns Obj	=	\$31,307	\$47,185	\$35,885	10	Bargained				Y	40
Wyoming	Caseworker Specialist 3 A		\$36,072	\$50,976	\$45,490		Classification				N	40

Summary:

Mean	\$33,879	\$51,438	\$40,597
Median	\$32,832	\$49,099	\$38,694
Weighted Mean	-----	-----	\$38,389

TEACHER (STATE INSTITUTION)

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	Inst School Teacher II	=	\$31,195	\$47,270			Step	Varies			N	40
Alaska	AK Military Youth Acad Inst	=	\$38,580	\$55,476	\$40,543	8	Merit	19			Y	37.5
Arizona	Ed Program Teacher	=	\$37,192	\$64,671	\$48,472	52	General		2.75%	Perf Pay	N	40
Arkansas	Teacher	=	\$27,950	\$50,570	\$41,288	15	Merit		\$600-900	Longevity	N	40
California	Teacher, State Hospital	=	\$57,828	\$73,764	\$61,438	38	Open Range				Y	40
Colorado	Teacher I - D		\$47,136	\$76,872							N	40
Connecticut	State School Teacher (12 mo)	=	\$50,181	\$95,490	\$76,734	225	Step	14		Longevity	Y	35
Delaware	Teacher	=	\$46,682	\$88,576	\$67,229	45	Grade/Step				Y	37.5
Dist. of Columbia	Teacher	=			\$67,364	1	Step	16			Y	40
Florida	Spec Ed Teacher, Sec Sch 03	+	\$28,093	\$73,007	\$33,983	54	Broadband				Y	40
Georgia	Teacher	=	\$42,457	\$63,878	\$69,342	118	Performance				N	40
Hawaii	Special Education Teacher III	=	\$40,512	\$57,720	\$50,066	5	Negotiated				Y	40
Idaho	Instructor Specialist, DJC	=	\$32,385	\$53,996			Performance				N	40
Illinois	Educator (BA)	+	\$42,492	\$65,676	\$61,600	199	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Institutional Teacher											
Iowa	Educator	=	\$36,254	\$59,509							N	40
Kansas	No Match											
Kentucky	No Match											
Louisiana	No Match											
Maine	Teacher BS		\$33,738	\$51,693	\$39,950	23	Step	13			Y	40
Maryland	Teacher SPC	=	\$45,651	\$59,525	\$56,959	28	Step	20			Y	40
Massachusetts	Teacher (C)	=	\$36,229	\$57,872	\$61,355	62	Step	9			Y	30
Michigan	School Teacher P11	=	\$31,970	\$70,032	\$62,285	186	Step	12			Y	40
Minnesota	Special Teacher: BA/BS + Lic	=	\$39,505	\$56,334	\$50,133	20	Step	9			Y	40
Mississippi	Academic Teacher I	-	\$41,500	\$72,625	\$47,248	123	Merit				N	40

Missouri	Academic Teacher	=	\$31,320	\$44,640	\$31,771	10	Step	Varies			Y	40
Montana	Teacher-Secondary	=	\$31,312	\$46,968	\$42,349	18	Broadband			Longevity	V	40
Nebraska	No Match											
Nevada	Academic Teacher	=	\$39,735	\$65,083	\$60,425	13	Step/Merit	9		Longevity	N	40
New Hampshire	Teacher I	=	\$31,783	\$42,216	\$36,609	34	Step	11			Y	37.3
New Jersey	Teacher 3	=	\$38,005	\$53,555	\$47,036	102	Step	10.5			Y	35
New Mexico	No Match											
New York	Teacher 4	=	\$42,693	\$53,759	\$51,127	618	Performance	6			Y	37.5
North Carolina	School Educator I	=	\$35,700	\$69,996	\$48,530	234	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	No Match											
Ohio	Teacher 2	=	\$38,584	\$56,285	\$50,516	11	Progression	13			Y	40
Oklahoma	Correctional Teacher II	=			\$53,253	13	Statute		\$1,500	Longevity	N	40
Oregon	Teacher Spec Schools	=	\$31,800	\$62,000	\$51,000	41	Step	42			Y	40
Pennsylvania	Adult Basic Ed Teacher Correcs	-	\$41,488	\$82,220	\$56,247	143	Step	12	2.25%		Y	37.5
Rhode Island	Teacher (Academic)	=	\$32,495	\$57,358	\$66,775	30	Step	8.5			Y	35
South Carolina	Teacher	=	\$29,975	\$55,461	\$35,201	25					N	37.5
South Dakota	Rehabilitation Teacher		\$28,194	\$42,290			Open Range				N	40
Tennessee	Correctional Teacher	=			\$56,030	129				Longevity	N	37.5
Texas	No Match											
Utah	Psych/Develop Technician	=	\$20,630	\$32,671	\$21,728	722	Merit				N	40
Vermont	Correctional Instructor	=	\$36,275	\$56,472	\$46,187	29	Step	24.5			Y	40
Virginia	Trainer Instructor II	=	\$31,352	\$64,347	\$44,957	315	Broadband	Varies	0-\$2000	Merit Recog	N	40
Washington	Teacher of the Blind	=			\$44,722	40	Merit	4.5			N	40
West Virginia	Teacher 1	=	\$20,760	\$38,400	\$49,668	10	Merit				N	37.5
Wisconsin	Teacher	=	\$38,419	\$67,234	\$53,454	421	Bargained				Y	40
Wyoming	Instructor 2	=	\$35,220	\$58,716	\$42,848		Classification				N	40

Summary:

Mean	\$36,494	\$60,108	\$50,695
Median	\$36,254	\$57,872	\$50,100
Weighted Mean	----	-----	\$45,657

LICENSED PRACTICAL NURSE

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$26,203	\$39,864	\$31,237	80	Step	Varies			N	40
Alaska	Licensed Practical Nurse	=	\$44,376	\$66,733	\$50,185	78	Merit	19	Location		Y	37.5
Arizona	Licensed Practical Nurse	=	\$37,685	\$58,038	\$48,497	118	General		2.75%	Perf Pay	N	40
Arkansas	LPN I/LPTN I	=	\$15,872	\$41,837	\$35,009	357	Merit		\$600-900	Longevity	N	40
California	Licensed Vocational Nurse	=	\$31,344	\$40,020	\$37,015	71	Open Range				Y	40
Colorado	Health Care Technician I		\$29,472	\$42,624							N	40
Connecticut	Licensed Practical Nurse	=	\$40,692	\$54,398	\$51,002	357	Step	11		Longevity	Y	35
Delaware	LPN II	=	\$28,612	\$47,686	\$34,027	3	Merit				Y	37.5
Dist. of Columbia	No Match											
Florida	Lic Prac & Lic Voc Nurses 03	=	\$23,645	\$61,449	\$32,044	854	Broadband				V	40
Georgia	Nurse, Licensed Practical	=	\$20,039	\$35,062	\$28,333	134	Performance				N	40
Hawaii	Licensed Practical Nurse	=	\$35,412	\$42,888	\$40,588	22	Negotiated				Y	40
Idaho	Nurse, Licensed Practical	=	\$24,232	\$40,393			Performance				N	40
Illinois	Licensed Practical Nurse 2	=	\$33,552	\$46,800	\$44,677	257	Step	11	\$25 to \$50	Longevity	Y	37.5
Indiana	Licensed Practical Nurse		\$27,924	\$45,994	\$35,064	169	General			Recruit	N	37.5
Iowa	Licensed Practical Nurse	=	\$33,280	\$49,317							Y	40
Kansas	Licensed Practical Nurse	=	\$29,016	\$38,875	\$29,274	39	Progression	11			Y	40
Kentucky	Licensed Practical Nurse	=	\$24,073	\$37,892			Merit				N	37.5
Louisiana	Practical Nurse, Licensed 2	=	\$23,508	\$46,992	\$31,500	611	Merit				N	40
Maine	Licensed Practical Nurse	=	\$26,811	\$35,027	\$34,986	33	Step	8			Y	40
Maryland	Licensed Practical Nurse II	=	\$31,461	\$49,571	\$40,803	154	Step	20			Y	40
Massachusetts	Licensed Practical Nurse I	=	\$32,805	\$44,311			Step	11			Y	40
Michigan	Practical Nurse, Licensed E9	=	\$36,227	\$45,936	\$43,572	316	Step	6			Y	40
Minnesota	Licensed Practical Nurse 2	+	\$33,366	\$45,038	\$42,992	423	Step	11			Y	40
Mississippi	Nurse, Licensed Practical II	=	\$28,051	\$49,090	\$30,331	423	Merit				N	40

Missouri	Licensed Practical Nurse II	=	\$25,188	\$34,908	\$29,442	214	Step	Varies			Y	40
Montana	Licensed Practical Nurse	=	\$24,450	\$36,674	\$30,778	30	Broadband			Longevity	V	40
Nebraska	Licensed Practical Nurse II	=	\$28,063	\$52,029	\$34,051	113	Merit				V	40
Nevada	Licensed Practical Nurse II	=	\$33,596	\$54,455	\$53,327	72	Step/Merit	9		Longevity	N	40
New Hampshire	Licensed Practical Nurse	=	\$37,367	\$49,612	\$42,948	16	Step	11			Y	40
New Jersey	Practical Nurse	=	\$35,962	\$50,593	\$46,893	749	Step	10.5			Y	40
New Mexico	Lic Prac & Lic Voc Nurse-Op	=	\$20,363	\$36,213	\$35,085	57	Merit				Y	40
New York	Licensed Practical Nurse	=	\$31,287	\$38,406	\$36,291	1,221	Performance	6			Y	37.5
North Carolina	Practical Nurse II	=	\$27,384	\$42,410	\$34,489	23	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Licensed Practical Nurse I	-	\$22,404	\$37,332	\$32,139	4	Open Range				N	40
Ohio	Licensed Practical Nurse	=	\$37,024	\$47,965	\$43,750	544	Progression	6			Y	40
Oklahoma	Licensed Practical Nurse II	=	\$22,558	\$37,596	\$31,973	294	Pay Band		\$626	Longevity	N	40
Oregon	Licensed Practical Nurse	=	\$30,000	\$45,100	\$40,300	14	Step	9			Y	40
Pennsylvania	Licensed Practical Nurse	=	\$37,201	\$56,541	\$44,125	777	Step	20	2.25%		Y	40
Rhode Island	Licensed Practical Nurse	-	\$39,325	\$48,955	\$54,537	42	Step	10.5			Y	35
South Carolina	Licensed Practical Nurse	=	\$20,247	\$37,466	\$30,217	293					N	37.5
South Dakota	Licensed Practical Nurse		\$25,833	\$38,750			Open Range				N	40
Tennessee	Licensed Practical Nurse 2	=	\$22,356	\$35,772	\$31,963	319				Longevity	N	37.5
Texas	Licensed Vocational Nurse II	=	\$25,580	\$35,270	\$31,737	732	Legislated			Longevity	N	40
Utah	Licensed Practical Nurse II	=	\$27,783	\$41,717	\$31,648	79	Merit				N	40
Vermont	VT State Hospital LPN	=	\$40,909	\$58,710	\$43,514	5	Step	24.5		Merit	Y	40
Virginia	Licensed Practical Nurse	=	\$23,999	\$49,255	\$37,112	37	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Licensed Practical Nurse 2	=	\$31,056	\$39,432	\$40,808	529	Merit	4.5			N	40
West Virginia	Licensed Practical Nurse	=	\$16,932	\$31,320	\$28,739	170	Merit				N	37.5
Wisconsin	Licensed Practical Nurse	=	\$34,987	\$52,480	\$41,373	250	Bargained				Y	40
Wyoming	Licensed Practical Nurse		\$28,512	\$39,660	\$34,944		Classification				N	40

Summary:	Mean	\$29,360	\$44,689	\$37,803
	Median	\$28,562	\$43,600	\$35,075
	Weighted Mean	-----	-----	\$36,671

REGISTERED NURSE

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$34,387	\$57,504	\$50,586	187	Step	Varies			N	40
Alaska	Nurse II	=	\$51,132	\$101,238	\$59,039	108	Merit	19	Location		Y	37.5
Arizona	Nurse II	=	\$43,812	\$85,546	\$72,015	131	General		2.75%	Perf Pay	N	40
Arkansas	Registered Nurse I	=	\$45,383	\$46,425	\$45,904	2	Merit		\$600-900	Longevity	N	40
California	Registered Nurse, B	=	\$59,184	\$74,868	\$61,902	478	Open Range				Y	40
Colorado	Nurse I		\$47,988	\$69,420							N	40
Connecticut	Head Nurse	=	\$52,754	\$71,433	\$68,722	288	Step	11		Longevity	Y	35
Delaware	RN II	=	\$42,305	\$70,508	\$45,568	14	Merit				Y	37.5
Dist. of Columbia	Nurse	+	\$47,787	\$78,623	\$72,894	155	Step	16			Y	40
Florida	Registered Nurses 01	+	\$25,774	\$66,980	\$41,984	664	Broadband				Y	40
Georgia	Nurse	=	\$32,418	\$56,724	\$45,844	243	Performance				N	40
Hawaii	Registered Nurse III	=	\$66,096	\$76,932	\$75,920	166	Negotiated				Y	40
Idaho	Nurse, Registered	=	\$36,753	\$61,256			Performance				N	40
Illinois	Registered Nurse 2	=	\$52,500	\$71,412	\$68,389	427	Step	8	\$25 or \$50	Longevity	Y	37.5
Indiana	Nurse		\$36,634	\$63,492	\$47,268	98	General			Recruit	N	37.5
Iowa	Registered Nurse	=	\$41,142	\$62,650							Y	40
Kansas	Registered Nurse Senior	=	\$42,869	\$50,159	\$46,433	191	Progression	11			Y	40
Kentucky	Registered Nurse	=	\$32,042	\$42,656			Merit				N	37.5
Louisiana	Registered Nurse 2	=	\$35,304	\$70,512	\$47,568	1,137	Merit				N	40
Maine	Nurse II	=	\$38,168	\$48,501	\$47,715	32	Step	8	\$1.00/hr	Stipend	Y	40
Maryland	Registered Nurse	=	\$40,268	\$64,282	\$52,401	161	Step	20			Y	40
Massachusetts	Registered Nurse I	=	\$43,956	\$71,558			Step	11			Y	40
Michigan	Registered Nurse P11	=	\$41,885	\$55,311	\$52,075	18	Step	6			Y	40
Minnesota	Registered Nurse Senior	=	\$49,423	\$73,164	\$69,572	237	Step	12			Y	40
Mississippi	Nurse II	+	\$39,552	\$69,217	\$42,568	268	Merit				N	40

Missouri	Registered Nurse II	=	\$34,908	\$49,668	\$40,931	59	Step	Varies			Y	40
Montana	Registered Nurse	=	\$42,336	\$63,504	\$48,085	108	Broadband			Longevity	V	40
Nebraska	Nurse II	=	\$37,469	\$69,466	\$45,443	138	Merit				Y	40
Nevada	Registered Nurse IV	=	\$47,272	\$78,029	\$77,181	16	Step/Merit	9		Longevity	N	40
New Hampshire	Registered Nurse III	=	\$49,612	\$67,128	\$57,711	193	Step	11			Y	40
New Jersey	Staff Nurse	=	\$43,446	\$61,436	\$57,303	59	Step	10.5			Y	40
New Mexico	Registered Nurse - Oper'l	+	\$34,050	\$60,528	\$45,906	80	Merit				Y	40
New York	Nurse 2	=	\$40,424	\$50,987	\$50,120	1,681	Performance	6			Y	37.5
North Carolina	Staff Nurse	=	\$37,074	\$59,982	\$50,208	23	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Registered Nurse II	=	\$32,832	\$54,720	\$43,558	89	Open Range				N	40
Ohio	Nurse 1	=	\$50,045	\$69,992	\$61,038	358	Progression	8			Y	40
Oklahoma	Registered Nurse II	=	\$30,020	\$50,033	\$39,012	265	Pay Band		\$426	Longevity	N	40
Oregon	Institution Registered Nurse	=	\$45,000	\$65,000	\$58,320	177	Step	9			Y	40
Pennsylvania	Registered Nurse	=	\$48,467	\$73,629	\$59,795	982	Step	20	2.25%		Y	40
Rhode Island	Registered Nurse A	-	\$50,638	\$66,188	\$69,400	108	Step	10.5			Y	35
South Carolina	Registered Nurse I	=	\$29,975	\$55,461	\$43,048	490					N	37.5
South Dakota	Human Services Nurse		\$34,818	\$52,228			Open Range				N	40
Tennessee	Registered Nurse 2	=			\$70,111	12				Longevity	N	37.5
Texas	Nurse II	=	\$38,351	\$58,307	\$49,595	526	Legislated			Longevity	N	40
Utah	Registered Nurse II	=	\$36,414	\$54,714	\$48,052	118	Merit				N	40
Vermont	Vets Home Registered Nurse	=	\$46,432	\$72,284	\$57,877	13	Step	24.5		Merit	Y	40
Virginia	Registered Nurse I	=	\$31,352	\$64,347	\$47,389	193	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Registered Nurse 1	=	\$33,192	\$51,336	\$52,896	15	Merit	4.5	\$1.50/hr		N	40
West Virginia	Nurse 2	=	\$27,252	\$50,400	\$39,302	64	Merit				N	37.5
Wisconsin	Nurse Clinician 2	=	\$54,800	\$90,260	\$64,411	552	Step	23			Y	40
Wyoming	Nurse 5		\$38,256	\$55,116	\$48,360		Classification				N	40

Summary:

Mean	\$41,479	\$64,102	\$54,209
Median	\$40,783	\$63,893	\$50,208
Weighted Mean	----	-----	\$49,944

PSYCHOLOGIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$50,882	\$77,573	\$67,530	5	Step	Varies			N	40
Alaska	Mental Health Clinician II	=	\$51,132	\$101,238	\$57,803	21	Merit	19	Location		Y	37.5
Arizona	Psychologist II	=	\$43,240	\$73,779	\$63,424	20	General		2.75	Perf Pay	N	40
Arkansas	Psychologist	=	\$47,670	\$78,570	\$72,034	17	Merit		\$600-900	Longevity	N	40
California	Clinical Psych.-Correct. Fac.	+	\$85,392	\$88,404	\$86,222	180	Open Range				Y	40
Colorado	Psychologist I		\$62,928	\$90,996							N	40
Connecticut	Psychologist - Clinical	=	\$67,223	\$91,419	\$83,490	30	Step	11		Longevity	Y	35
Delaware	Psychologist	=	\$52,433	\$78,649	\$69,704	29	Merit				N	37.5
Dist. of Columbia	Clinical Psychologist		\$50,493	\$70,259	\$55,672	9	Step	16			Y	40
Florida	Clinical Couns & Sch Psych 03	+	\$30,622	\$79,579	\$44,985	352	Broadband				Y	40
Georgia	No Match											
Hawaii	Clinical Psychologist VI	=	\$53,364	\$75,948	\$68,465	18	Negotiated				Y	40
Idaho	Clinician	=	\$34,486	\$57,470			Performance				N	40
Illinois	Psychologist 1	=	\$41,616	\$61,668	\$53,899	5	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Behavioral Clinician		\$32,604	\$56,264	\$41,309	23	General			Recruit	N	37.5
Iowa	Psychologist 2	=	\$44,346	\$68,786							Y	40
Kansas	Psychologist II	=	\$47,299	\$63,357	\$52,541	25	Progression	11			Y	40
Kentucky	Certified Psychologist Assoc I	=	\$35,246	\$46,691			Merit				N	37.5
Louisiana	Psychologist 2	+	\$43,248	\$86,388	\$66,660	5	Merit				N	40
Maine	Psychologist III	-/=	\$50,003	\$67,101	\$66,789	8	Step	8	\$2.20/hr	Stipend	Y	40
Maryland	Psychology Assoc III Masters	=	\$35,568	\$56,438	\$50,324	9	Step	20			Y	40
Massachusetts	Psychologist I	=	\$46,191	\$75,199	\$74,113	3	Step	11			Y	37.5
Michigan	Psychologist 9-P11	=	\$39,860	\$70,407	\$65,187	124	Step	6			Y	40
Minnesota	Psychologist 2	=	\$44,850	\$66,106	\$64,812	36	Step	11			Y	40
Mississippi	Psychologist I	=	\$41,284	\$72,247	\$46,106	101	Merit				N	40

Missouri	Licensed Prof Counselor II	=	\$34,908	\$49,668	\$42,309	12	Step	Varies			Y	40
Montana	Clinical Psychologist	=	\$39,556	\$59,334	\$43,826	4	Broadband			Longevity	V	40
Nebraska	Psychologist II	=	\$46,703	\$67,720	\$60,348	4	Merit				V	40
Nevada	Psychologist I	=	\$43,326	\$71,243			Step/Merit	9		Longevity	N	40
New Hampshire	Psychologist Associate II	+	\$46,234	\$62,575	\$53,762	4	Step	11			Y	37.5
New Jersey	Staff Clinical Psychologist 2	=	\$45,445	\$64,339	\$51,743	1	Step	10.5			Y	35
New Mexico	Clinic Couns/Schl Psych-Opr'l	=	\$30,534	\$54,309	\$42,659	57	Merit				Y	40
New York	Psychologist 1	=	\$52,643	\$64,924	\$58,191	30	Performance	6			Y	37.5
North Carolina	Senior Psychologist I	=	\$51,823	\$86,341	\$72,203	39	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Licensed Exempt Psych I	-	\$35,904	\$59,832	\$43,899	4	Open Range				N	40
Ohio	Psychologist Assistant 1	-	\$45,427	\$52,478	\$49,317	3	Progression	6			Y	40
Oklahoma	Psychological Clinician II	=	\$36,653	\$61,088	\$40,976	53	Pay Band		\$1,062	Longevity	N	40
Oregon	Clinical Psychologist 1	=	\$47,500	\$69,600	\$53,000	9	Step	9			Y	40
Pennsylvania	Psychologist	=	\$45,438	\$69,027	\$60,679	5	Step	20	2.25%		Y	37.5
Rhode Island	Clinical Psychologist	=	\$45,809	\$50,302	\$55,542	15	Step	2.5			Y	35
South Carolina	Chief Psychologist	-	\$44,382	\$82,109	\$63,709	55					N	37.5
South Dakota	Psychologist Assistant		\$28,194	\$42,290			Open Range				N	40
Tennessee	Psychological Examiner 1	=	\$35,400	\$56,664	\$47,142	8				Longevity	N	37.5
Texas	Psychologist II	=	\$55,671	\$89,748	\$68,434	44	Legislated			Longevity	N	40
Utah	Psychologist	=	\$35,261	\$67,995	\$64,043	12	Merit				N	40
Vermont	Corrections Psychologist	=	\$42,994	\$67,267	\$53,186	1	Step	24.5		Merit	Y	40
Virginia	Psychologist I	=	\$31,352	\$64,347	\$44,833	24	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Psych Affiliate	=	\$33,588	\$43,836	\$42,792	2	Merit	4.5			N	40
West Virginia	Psychologist 1	=	\$31,200	\$57,720	\$34,401	5	Merit				N	37.5
Wisconsin	No Match											
Wyoming	Psychological Services Spec 2		\$46,212	\$61,296	\$60,674		Classification				N	40

Summary:

Mean	\$44,166	\$67,971	\$57,180
Median	\$44,382	\$67,267	\$55,672
Weighted Mean	----	-----	\$55,837

PSYCHOLOGIST SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$61,910	\$94,459	\$86,970	2	Step	Varies			N	40
Alaska	Mental Health Clinician III	=	\$60,792	\$86,472	\$69,500	34	Merit	19			Y	37.5
Arizona	Psychologist III	=	\$46,932	\$80,150	\$71,188	4	General		2.75%	Perf Pay	N	40
Arkansas	Psychologist Supervisor	=	\$75,116	\$83,708	\$80,751	6	Merit		\$600-900	Longevity	N	40
California	Sr. Psych., Correct. Fac., Sup.	=	\$68,592	\$91,788	\$112,677	140	Open Range			Longevity	N	40
Colorado	Psychologist II		\$67,836	\$97,860							N	40
Connecticut	Superv Psychologist 1 Clinical	=	\$72,724	\$98,511	\$94,756	15	Step	11		Longevity	Y	35
Delaware	Psychologist Supervisor	=	\$60,035	\$90,053	\$76,063	8	Merit				N	37.5
Dist. of Columbia	Clinical Psychologist	+	\$72,010	\$92,782	\$85,418	21	Step	16			Y	40
Florida	Clinical Couns & Sch Psych 04	+	\$39,656	\$103,056	\$67,539	113	Broadband				Y	40
Georgia	Psychologist	=	\$52,173	\$91,138	\$73,535	21	Performance				N	40
Hawaii	Clinical Psychologist VII	+	\$60,024	\$85,428	\$83,513	13	Negotiated				Y	40
Idaho	Chief of Psychology	=	\$48,131	\$80,204			Performance				N	40
Illinois	Psychologist 3	=	\$54,240	\$82,476	\$82,803	35	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Psychologist		\$44,278	\$79,560	\$65,038	1	General			Recruit	N	37.5
Iowa	Psychologist 3	=	\$48,901	\$75,629							Y	40
Kansas	Psychologist III	=	\$52,101	\$69,846	\$57,442	18	Progression	11			Y	40
Kentucky	Licensed Psychologist II	=	\$38,770	\$51,361			Merit				N	37.5
Louisiana	Psychologist 3	=	\$49,524	\$98,904	\$76,224	21	Merit				N	40
Maine	Psychologist III	=/+	\$50,003	\$67,101	\$66,789	8	Step	8	2.20/hr	Stipend	Y	40
Maryland	Psychologist I	=	\$45,650	\$73,259	\$58,396	9	Step	20			Y	40
Massachusetts	Psychologist IV	=	\$64,646	\$105,243	\$103,623	60	Step	11			Y	37.5
Michigan	Psychologist 12	=	\$52,471	\$76,880	\$74,124	16	Step	6			Y	40
Minnesota	Psychologist 3	=	\$51,594	\$76,713	\$72,809	44	Step	11			Y	40
Mississippi	Psychologist II	-	\$45,352	\$79,366	\$52,279	6	Merit				N	40

Missouri	Psychologist II	=	\$51,744	\$74,064	\$61,271	15	Step	Varies			Y	40
Montana	Clinical Psychologist	=	\$47,467	\$71,201	\$58,635	9	Broadband			Longevity	V	40
Nebraska	Psychologist III	=	\$48,739	\$70,587			Merit				Y	40
Nevada	Psychologist III	=	\$56,439	\$93,835	\$90,137	8	Step/Merit	9		Longevity	N	40
New Hampshire	Psychologist	=	\$50,368	\$69,049	\$58,646	15	Step	11			Y	37.5
New Jersey	Clinical Psychologist 1	=	\$59,718	\$85,030	\$70,242	31	Step	10.5			Y	35
New Mexico	Clinic Couns/Schl Psych-Adv	+	\$34,050	\$60,528	\$54,694	44	Merit				Y	40
New York	Psychologist 2	=	\$57,606	\$70,932	\$68,367	385	Performance	6			Y	37.5
North Carolina	Senior Psychologist II	=	\$56,710	\$94,675	\$83,539	5	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Licensed Psychologist II	=	\$54,372	\$90,612	\$71,315	11	Open Range				N	40
Ohio	Psychologist	=	\$60,528	\$84,906	\$78,738	87	Progression	8			Y	40
Oklahoma	Psychological Clinician III	=	\$40,685	\$67,809	\$43,673	20	Pay Band		\$1,250	Longevity	N	40
Oregon	Clinical Psychologist 2	=	\$52,300	\$76,600	\$63,900	21	Step	9			Y	40
Pennsylvania	Licensed Psychologist Mngr	+	\$51,873	\$78,827	\$69,995	43	Step	20	2.25%		N	37.5
Rhode Island	Clinical Psychologist (PH.D)	=	\$54,942	\$60,097	\$61,541	2	Step	2.5			Y	35
South Carolina	Chief Psychologist	=	\$44,382	\$82,109	\$63,709	55					N	37.5
South Dakota	No Match											
Tennessee	Psychologist	=			\$70,111	42				Longevity	N	37.5
Texas	Psychologist III	=	\$63,171	\$101,837	\$73,574	3	Legislated			Longevity	N	40
Utah	Supervising Psychologist	=	\$50,451	\$75,781	\$71,845	4	Merit				N	40
Vermont	Vt St. Hospital Psychologist	-	\$45,614	\$71,490	\$71,490	1	Step	24.5		Merit	Y	40
Virginia	Psychologist II	=	\$40,959	\$84,062	\$64,858	66	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Psy Associate	+	\$43,836	\$54,124	\$54,106	43	Merit	4.5			N	40
West Virginia	Psychologist 2	=	\$35,736	\$66,120	\$46,620	5	Merit				N	37.5
Wisconsin	Psychologist Licensed	=	\$53,906	\$81,075	\$69,073	95	Bargained				Y	40
Wyoming	Psychologist	=	\$53,268	\$70,632	\$63,918		Classification				N	40

Summary:

Mean	\$52,905	\$80,570	\$71,010
Median	\$52,101	\$80,150	\$70,111
Weighted Mean	----	-----	\$70,034

PROGRAMMER/ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$53,455	\$81,427	\$70,895	160	Step	Varies			N	40
Alaska	Analyst Programmer III	=	\$47,712	\$70,708	\$52,926	46	Merit	19	Location		Y	37.5
Arizona	No Match											
Arkansas	Programmer Analyst	=	\$28,182	\$48,960	\$38,571	2	Merit		\$600-900	Longevity	N	40
California	Program. Analyst (Specialist)	=	\$60,780	\$77,592	\$72,139	732	Open Range				Y	40
Colorado	IT Professional II		\$52,032	\$75,060							N	40
Connecticut	Information Technology Analyst 1	+	\$50,830	\$65,083	\$54,380	30	Step	9		Longevity	Y	35
Delaware	Application Support Specialist	=	\$39,998	\$59,996	\$47,799	12	Merit				N	37.5
Dist. of Columbia	Information Tech Specialist		\$41,928	\$68,319	\$56,774	83	Step	16			V	40
Florida	Computer Programmers 02	+	\$25,774	\$66,980	\$38,461	234	Broadband				V	40
Georgia	Programmer Analyst 2	=	\$39,038	\$68,418	\$52,972	84	Performance				N	40
Hawaii	No Match											
Idaho	IT Programmer Analyst	=	\$34,486	\$57,470			Performance				N	40
Illinois	Information Service Spec 2	=	\$46,032	\$69,312	\$63,587	252	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Application System Prog Analyst		\$46,878	\$77,844	\$55,407	79	General			Recruit	N	37.5
Iowa	Information Tech Spec 3	=	\$43,077	\$65,541							Y	40
Kansas	Applications Developer II	=	\$44,970	\$60,320	\$48,972	113	Progression	11			Y	40
Kentucky	Programmer/Analyst II	=	\$35,246	\$46,691			Merit				N	37.5
Louisiana	IT Application Prog/Analyst 1	=	\$34,212	\$68,100	\$44,724	49	Merit				N	40
Maine	Programmer Analyst	=	\$40,061	\$54,870	\$51,813	62	Step	8	20%	Stipend	Y	40
Maryland	DP Programmer Analyst II	=	\$42,867	\$68,626	\$56,827	115	Step	20			Y	40
Massachusetts	EDP Programmer II	=	\$35,713	\$51,619	\$46,397	13	Step	13			Y	37.5
Michigan	IT Programmer/Analyst P11	=	\$34,222	\$62,786	\$61,116	469	Step	6			N	40
Minnesota	Information Tech Spec 3	=	\$46,187	\$75,941	\$66,670	686	Step	14			Y	40
Mississippi	Programmer Analyst II	=	\$41,164	\$72,037	\$46,204	73	Merit				N	40

Missouri	Computer Info Tech III	=	\$40,500	\$59,820	\$44,791	332	Step	Varies			N	40
Montana	Computer Programmer	=	\$40,157	\$60,235	\$49,192	60	Broadband			Longevity	V	40
Nebraska	IT Applications Developer	=	\$38,898	\$52,853	\$45,745	35	Merit				V	40
Nevada	IT Professional II	=	\$43,326	\$71,243	\$62,369	103	Step/Merit	9		Longevity	N	40
New Hampshire	Systems Development Spec III	=	\$31,785	\$42,217	\$36,611	5	Step	11			Y	37.5
New Jersey	Data Pr Analyst 2/Soft Dev Spe 2	=	\$57,040	\$81,147	\$76,807	179	Step	10.5			Y	35
New Mexico	IT Applications Developer II	+	\$38,168	\$68,870	\$56,131	70	Merit				N	40
New York	Info Technology Specialist 2	=	\$45,113	\$55,954	\$48,444	484	Performance	6			Y	37.5
North Carolina	Bus & Tech. App. Analyst Journ	=	\$39,816	\$95,512	\$63,378	342	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Programmer Analyst II	=	\$35,904	\$59,832	\$44,952	34	Open Range				N	40
Ohio	Programmer/Analyst 2	=	\$43,742	\$64,022	\$53,022	48	Progression	9			Y	40
Oklahoma	Info Systems Apps Spec II	=	\$30,020	\$50,033	\$41,700	47	Pay Band		\$1,250	Longevity	N	40
Oregon	Information Systems Spec 4	=	\$39,200	\$56,600	\$51,300		Step	9			Y	40
Pennsylvania	Computer Programmer 2	=	\$34,875	\$53,008	\$51,136	3	Step	20	2.25%		Y	37.5
Rhode Island	Programmer/Analyst I	+	\$47,442	\$51,718	\$53,200	20	Step	2.5			Y	35
South Carolina	Computer Programmer I	=	\$24,635	\$45,578	\$30,182	8					N	37.5
South Dakota	Programmer/Analyst		\$34,818	\$52,228			Open Range				N	40
Tennessee	Programmer/Analyst 2	=	\$40,512	\$64,836	\$43,232	12				Longevity	N	37.5
Texas	Programmer III	=	\$43,386	\$65,951	\$52,022	100	Legislated			Longevity	N	40
Utah	IT Analyst II	=	\$49,099	\$77,860	\$63,632	231	Merit				N	40
Vermont	Systems Developer II	=	\$40,560	\$63,357	\$51,565	67	Step	24.5		Merit	Y	40
Virginia	Info Technology Specialist II	=	\$40,959	\$84,062	\$49,992	158	Broadband	Varies	0-\$2000	Recog	N	40
Washington	IT Application Specialist 3	=	\$48,396	\$63,468	\$63,468	1	Merit	4.5			N	40
West Virginia	Programmer/Analyst 2	+	\$33,396	\$61,788	\$41,614	64	Merit				N	37.5
Wisconsin	IS Systems Devel Serv Profess	=	\$33,581	\$74,099	\$44,491	29	Bargained				Y	40
Wyoming	Computer Tech Specialist 3 A		\$39,396	\$57,072	\$48,734							

Summary: **Mean** **\$40,808** **\$64,226** **\$52,144**
 Median **\$40,500** **\$64,022** **\$51,433**
 Weighted Mean **-----** **-----** **\$57,103**

PROGRAMMER/ANALYST SENIOR/LEAD

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$61,910	\$94,459	\$87,311	48	Step	Varies			N	40
Alaska	Analyst Programmer IV	=	\$54,612	\$84,707	\$64,791	114	Merit	19	Location		Y	37.5
Arizona	No Match											
Arkansas	OIT Lead Programmer Analyst	=	\$35,042	\$60,742	\$42,728	5	Merit		\$600-900	Longevity	N	40
California	Sr. Program. Analyst (Spec.)	=	\$66,852	\$85,308	\$86,723	51	Open Range				Y	40
Colorado	IT Professional III		\$57,360	\$82,728							N	40
Connecticut	Info Technology Analyst 2	+	\$64,648	\$81,931	\$73,134	308	Step	9		Longevity	Y	35
Delaware	Sr Application Support Spec	=	\$45,801	\$68,701	\$57,082	91	Merit				N	37.5
Dist. of Columbia	Information Tech Specialist		\$84,484	\$152,686	\$104,982	214	Open Range				N	40
Florida	Computer Programmers 02	=	\$25,774	\$66,980	\$38,461	234	Broadband				V	40
Georgia	Programmer Analyst 3	=	\$43,063	\$75,523	\$65,167	59	Performance				N	40
Hawaii	No Match											
Idaho	IT Programmer Analyst, Sr	=	\$39,228	\$65,374			Performance				N	40
Illinois	Information Systems Analyst 1	=	\$51,324	\$77,832	\$74,213	343	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Application System Prog Analyst		\$53,950	\$89,284	\$62,597	90	General			Recruit	N	37.5
Iowa	No Match											
Kansas	Applications Developer III	=	\$49,760	\$66,518	\$55,056	97	Progression	11			Y	40
Kentucky	Programmer/Analyst III	=	\$38,770	\$51,361			Merit				N	37.5
Louisiana	IT Application Prog/Analyst 2	=	\$39,168	\$77,964	\$52,272	155	Merit				N	40
Maine	Senior Programmer Analyst	=	\$47,299	\$65,000	\$62,483	49	Step	8	20%	Stipend	Y	40
Maryland	Programmer Analyst Lead Adv	=	\$45,650	\$73,259	\$63,809	116	Step	20			Y	40
Massachusetts	EDP Systems Analyst IV	=	\$53,081	\$76,568	\$73,915	127	Step	13			Y	37.5
Michigan	IT Programmer Analyst 12	=	\$47,105	\$67,693	\$67,693	262	Step	6			N	40
Minnesota	Information Tech Spec 4	=	\$51,281	\$84,627	\$79,281	532	Step	14			Y	40
Mississippi	Lead Programmer Analyst	=	\$55,274	\$96,730	\$62,362	24	Merit				N	40

Missouri	Computer Info Tech Spec II	=	\$51,744	\$74,064	\$59,209	77	Step	Varies			N	40
Montana	Computer Programmer	=	\$48,188	\$72,282	\$56,930	15	Broadband			Longevity	V	40
Nebraska	IT Apps Developer/Staff Spec	=	\$54,473	\$70,587	\$69,365	4	Merit				Y	40
Nevada	IT Professional III	=	\$47,272	\$78,029	\$71,103	127	Step/Merit	9		Longevity	N	40
New Hampshire	Systems Dev Specialist VI	+	\$52,611	\$72,208	\$61,230	24	Step	11			Y	37.5
New Jersey	Data Pr Ana 1 /Soft Dev Spec 3	=	\$65,484	\$93,387	\$93,056	187	Step	10.5			Y	35
New Mexico	IT Applications Developer III	=	\$48,963	\$87,048	\$66,159	122	Merit				N	40
New York	Info Technology Specialist 3	=	\$58,406	\$71,732	\$65,536	1,369	Performance	6			Y	37.5
North Carolina	Bus & Tech App Analyst Advance	=	\$39,816	\$95,512	\$71,335	215	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Programmer Analyst III	=	\$39,468	\$65,772	\$52,840	56	Open Range				N	40
Ohio	Programmer/Analyst 5	+	\$60,986	\$85,467	\$81,184	186	Progression	9			Y	40
Oklahoma	Info Systems Apps Spec II	=	\$30,020	\$50,033	\$41,700	47	Pay Band		\$1,250	Longevity	N	40
Oregon	Information Systems Spec 5	=	\$43,600	\$62,900	\$57,300		Step	9			Y	40
Pennsylvania	Computer Programmer 3	=	\$39,824	\$60,519	\$60,519	3	Step	20	2.25%		Y	37.5
Rhode Island	Programmer/Analyst II	+	\$54,942	\$60,097	\$61,418	27	Step	2.5			Y	35
South Carolina	Computer Programmer II	=	\$29,975	\$55,461	\$39,497	24					N	37.5
South Dakota	Senior Programmer/Analyst		\$38,645	\$57,967			Open Range				N	40
Tennessee	Programmer/Analyst 4	=	\$52,260	\$83,616	\$64,517	139				Longevity	N	37.5
Texas	Programmer V	=	\$55,671	\$89,748	\$68,915	138	Legislated			Longevity	N	40
Utah	IT Analyst III	=	\$57,771	\$91,627	\$77,313	131	Merit				N	40
Vermont	Systems Developer III	=	\$48,464	\$76,003	\$61,017	62	Step	24.5		Merit	Y	40
Virginia	Info Technology Specialist II	=	\$40,959	\$84,062	\$61,769	144	Broadband	Varies	0-\$2000	Recog	N	40
Washington	IT Application Specialist 4	=	\$53,436	\$70,092			Merit	4.5			N	40
West Virginia	Programmer/Analyst 3	=	\$35,736	\$66,120	\$46,649	49	Merit				N	37.5
Wisconsin	IS Systems Develop Serv Sr.	=	\$43,764	\$92,125	\$54,986	249	Bargained				Y	40
Wyoming	Computer Tech Specialist 2 A		\$44,676	\$64,644	\$54,725							

Summary:

Mean	\$48,929	\$76,606	\$64,473
Median	\$48,714	\$74,794	\$62,597
Weighted Mean	----	-----	\$63,305

SYSTEMS ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$57,504	\$87,658	\$77,552	122	Step	Varies			N	40
Alaska	Systems Programmer II	=	\$62,436	\$89,028	\$67,273	17	Merit	19	Location		Y	37.5
Arizona	No Match											
Arkansas	Lead Program Analyst	=	\$44,070	\$65,055	\$47,719	40	Merit		\$600-900	Longevity	N	40
California	No Match											
Colorado	IT Professional II		\$52,032	\$75,060							N	40
Connecticut	Info Technology Supervisor	+	\$73,444	\$93,975	\$89,154	30	Step	9		Longevity	Y	35
Delaware	Sr Application Support Spec	=	\$45,801	\$68,701	\$57,082	91	Merit				N	37.5
Dist. of Columbia	Systems Analyst		\$60,254	\$101,467	\$79,982	3	Step	16			Y	40
Florida	Computer Systems Analyst 03	+	\$30,622	\$79,579	\$47,261	325	Broadband				V	40
Georgia	Systems Analyst	=	\$47,280	\$82,962	\$58,688	13	Performance				N	40
Hawaii	Information Tech Specialist IV	=	\$43,824	\$62,424	\$51,163	116	Negotiated				Y	40
Idaho	IT Systems Analyst	=	\$36,753	\$61,256			Performance				N	40
Illinois	Info Systems Analyst 2	+	\$57,576	\$87,972	\$85,402	471	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Applications Developer		\$58,604	\$97,084	\$68,328	14	General			Recruit	N	37.5
Iowa	Info Tech Specialist 4	=	\$48,901	\$75,629							Y	40
Kansas	Systems Software Analyst II	=	\$44,970	\$60,320	\$50,120	25	Progression	11			Y	40
Kentucky	Systems Analyst II	=	\$35,246	\$46,691			Merit				N	37.5
Louisiana	IT Tech Support Spec 3	=	\$41,916	\$83,412	\$56,004	155	Merit				N	40
Maine	Systems Analyst	=	\$47,299	\$65,000	\$62,816	40	Step	8	20%	Stipend	Y	40
Maryland	DP Functional Analyst II	=	\$40,268	\$64,282	\$53,033	82	Step	20			Y	40
Massachusetts	EDP Systems Analyst III	=	\$48,314	\$70,044	\$65,237	255	Step	13			Y	37.5
Michigan	IT Programmer/Analyst P11	=	\$34,222	\$62,786	\$61,116	469	Step	6			N	40
Minnesota	Information Tech Specialist 4	=	\$51,281	\$84,627	\$79,281	532	Step	14			Y	40
Mississippi	Business Systems Analyst II	=	\$51,359	\$89,878	\$57,483	60	Merit				N	40

Missouri	Computer Info Tech Specialist I	=	\$44,640	\$65,124	\$50,712	217	Step	Varies			N	40
Montana	Computer Systems Analyst	=	\$45,230	\$67,486	\$53,397	98	Broadband			Longevity	V	40
Nebraska	IT Business Systems Analyst	=	\$40,508	\$55,058	\$46,097	66	Merit				V	40
Nevada	IT Professional II	=	\$43,326	\$71,243	\$62,369	103	Step/Merit	9		Longevity	N	40
New Hampshire	Technical Support Specialist	-	\$50,368	\$69,049	\$58,646	39	Step	11			Y	37.5
New Jersey	Project Mgr, Data Processing	=	\$68,584	\$97,874	\$94,028	55	Step	10.5			N	35
New Mexico	IT Project Manager	+	\$48,963	\$87,048	\$69,100	21	Merit				N	40
New York	Info Technology Specialist 2	=	\$45,113	\$55,954	\$48,444	484	Performance	6			Y	37.5
North Carolina	Bus & Tech Applications Spec	=	\$50,000	\$109,200	\$80,447	201	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Senior Programmer Analyst	=	\$43,656	\$72,768	\$62,848	39	Open Range				N	40
Ohio	Systems Analyst 2	+	\$60,986	\$85,467	\$81,254	91	Progression	9			Y	40
Oklahoma	Info Systems Planning Spec III	=	\$40,685	\$67,809	\$51,086	32	Pay Band		\$1,900	Longevity	N	40
Oregon	Information Systems Spec 5	=	\$43,600	\$62,900	\$57,300		Step	9			Y	40
Pennsylvania	Applications Developer 2	=	\$45,438	\$69,027	\$54,910	216	Step	20	2.25%		Y	37.5
Rhode Island	Systems Analyst	+	\$39,838	\$44,440	\$45,876	2	Step	3.5			Y	35
South Carolina	Systems Programmer I	=	\$36,476	\$67,486	\$53,857	50					N	37.5
South Dakota	Sr Systems Programmer		\$43,119	\$64,678			Open Range				N	40
Tennessee	Info Systems Analyst 2	=	\$34,692	\$55,512	\$35,994	11				Longevity	N	37.5
Texas	Systems Analyst III	=	\$43,386	\$65,951	\$50,992	520	Legislated			Longevity	N	40
Utah	Information Analyst	=	\$40,615	\$69,854	\$49,057	22	Merit				N	40
Vermont	Systems Analyst II	=	\$42,994	\$67,267	\$53,186	1	Step	24.5		Merit	Y	40
Virginia	Info Technology Specialist III	=	\$53,510	\$109,818	\$75,830	145	Broadband	Varies	0-\$2000	Recog	N	40
Washington	IT Systems Specialist 3	=	\$48,396	\$63,468			Merit	4.5			N	40
West Virginia	Programmer/Analyst 3	=	\$35,736	\$66,120	\$46,649	49	Merit				N	37.5
Wisconsin	IS Systems Develop Serv Sr.	=	\$43,764	\$92,125	\$54,986	249	Bargained				Y	40
Wyoming	Computer Tech Specialist 1 C		\$51,168	\$70,392	\$62,941							

Summary:	Mean	\$46,914	\$74,041	\$60,807
	Median	\$45,113	\$69,049	\$57,300
	Weighted Mean	----	-----	\$60,500

ARCHITECT

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$53,455	\$81,427	\$75,101	4	Step	Varies			N	40
Alaska	Engineer/Architect I	=	\$62,436	\$122,978	\$74,454	36	Merit	19	Location		Y	37.5
Arizona	Architect	=	\$43,057	\$62,693	\$48,025	3	General		2.75%	Perf Pay	N	40
Arkansas	Licensed Architect	=	\$48,419	\$66,177	\$57,298	2	Merit		\$600-900	Longevity	N	40
California	Senior Architect	+	\$88,524	\$107,580	\$100,479	69	Open Range				Y	40
Colorado	Architect I		\$59,172	\$84,936							N	40
Connecticut	Architect	=	\$67,888	\$93,926	\$91,378	9	Step	12		Longevity	Y	35
Delaware	Architect	=	\$49,005	\$73,507			Merit				N	37.5
Dist. of Columbia	Architect		\$79,959	\$90,474	\$83,464	3	Step	16			Y	40
Florida	Architects 04	+	\$39,656	\$103,056	\$61,773	27	Broadband				V	40
Georgia	Architect	=	\$39,038	\$68,418	\$59,372	3	Performance				N	40
Hawaii	Architect IV	=	\$49,344	\$70,236			Negotiated				Y	40
Idaho	Architect, Project	=	\$39,228	\$65,374			Performance				N	40
Illinois	Architect	-	\$54,240	\$82,476	\$82,712	20	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Architect		\$38,454	\$68,770	\$58,146	1	General			Recruit	N	37.5
Iowa	No Match											
Kansas	Architect II	=	\$40,851	\$54,746	\$46,959	3	Progression	11			Y	40
Kentucky	Cap Construct Design Adm II	=	\$42,647	\$56,496			Merit				N	37.5
Louisiana	Architect 3	=	\$44,844	\$89,256	\$61,620	16	Merit				N	40
Maine	Architect	=	\$42,203	\$57,845	\$56,264	3	Step	8			Y	40
Maryland	Architect II	=	\$42,867	\$68,626	\$60,526	5	Step	20			Y	40
Massachusetts	No Match											
Michigan	Architect 9-P11	=	\$38,064	\$63,266	\$57,963	11	Step	6			Y	40
Minnesota	Architect 2	=	\$57,336	\$82,163	\$81,244	9	Step	10			Y	40
Mississippi	DFA-Architect	=	\$51,707	\$90,487	\$62,628	5	Merit				N	40

Missouri	Architect II	=	\$44,640	\$65,124	\$54,040	3	Step	Varies			N	40
Montana	Architect	=	\$42,201	\$63,301	\$48,048	4	Broadband			Longevity	V	40
Nebraska	Architect II	=	\$40,082	\$59,594	\$50,874	7	Merit				Y	40
Nevada	Project Manager III	=	\$59,028	\$98,303	\$92,816	5	Step/Merit	9		Longevity	N	40
New Hampshire	Architect	+	\$46,234	\$62,575	\$53,762	2	Step	11			Y	37.5
New Jersey	Architect	=	\$57,040	\$81,147	\$79,138	8	Step	10.5			Y	40
New Mexico	Architect - Operational	-	\$34,050	\$60,528	\$47,416	2	Merit				N	40
New York	Senior Architect	=	\$61,517	\$75,356	\$72,517	36	Performance	6			Y	37.5
North Carolina	Facility Architect I	=	\$43,474	\$71,857	\$60,493	5	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	No Match											
Ohio	Architect	-	\$58,053	\$77,522	\$70,170	9	Progression	9			Y	40
Oklahoma	Chief Architect I	=	\$40,685	\$67,809	\$60,155	1	Pay Band		\$1,688	Longevity	N	40
Oregon	Architect Consultant	=	\$45,400	\$66,300	\$63,300	2	Step	9			Y	40
Pennsylvania	Architectural Designer 2	-	\$45,438	\$69,027	\$57,917	21	Step	20	2.25%		Y	37.5
Rhode Island	Architect	=	\$53,863	\$60,974			Step	2.5			N	35
South Carolina	Architect/Design Engineer	=	\$36,476	\$67,486	\$54,477	4					N	37.5
South Dakota	Landscape Architect		\$31,144	\$46,716			Open Range				N	40
Tennessee	Architect	=			\$65,270	9				Longevity	N	37.5
Texas	Architect III	=	\$52,249	\$84,241	\$65,693	22	Legislated			Longevity	N	40
Utah	Architect	=	\$39,533	\$62,679	\$54,135	7	Merit				N	40
Vermont	Buildings Engineer II	-	\$45,614	\$71,490	\$69,313	6	Step	24.5		Merit	Y	40
Virginia	Architect/Engineer I	=	\$40,959	\$84,062	\$59,055	11	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Architect 1	+	\$54,744	\$71,820			Merit	4.5			N	40
West Virginia	Architect	=	\$35,736	\$66,120			Merit				N	37.5
Wisconsin	Architect Senior	=	\$50,991	\$81,587	\$63,643	6	Bargained				Y	40
Wyoming	Landscape Architect		\$56,364	\$70,056	\$65,416		Classification				N	40

Summary:	Mean	\$48,679	\$74,268	\$64,796
	Median	\$45,438	\$70,056	\$61,620
	Weighted Mean	----	-----	\$70,326

DATA PROCESSING CLERK

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	Administrative Clerk II	+	\$24,984	\$50,019	\$27,398	397	Merit	19	Location		Y	37.5
Arizona	Data Entry Op IV	=	\$24,340	\$34,054	\$25,631	18	General		2.75%	Perf Pay	N	40
Arkansas	Data Entry Specialist	=	\$17,798	\$24,902	\$18,041	19	Merit		\$600-900	Longevity	N	40
California	Key Data Operator, Range B	-	\$29,400	\$35,700	\$27,232	725	Open Range				Y	40
Colorado	Data Entry Op I		\$25,008	\$35,064							N	40
Connecticut	Data Entry Operator 1	=	\$32,707	\$41,495	\$38,408	31	Step	10		Longevity	Y	40
Delaware	Data Entry Technician	=	\$23,283	\$34,925	\$34,405	3	Merit				N	37.5
Dist. of Columbia	Clerical Assistant		\$31,319	\$49,041	\$37,282	265	Step	16			Y	40
Florida	Data Entry Keyers 01	+	\$16,751	\$43,533	\$22,775	280	Broadband				V	40
Georgia	Data Entry Operator	=	\$18,549	\$31,482	\$22,120	9	Performance				N	40
Hawaii	Data Entry Operator I	-	\$24,684	\$37,956	\$30,266	14	Negotiated				Y	40
Idaho	Office Specialist 1	=	\$16,452	\$27,414			Performance				N	40
Illinois	Data Processing Assistant	-	\$28,188	\$37,500	\$35,242	29	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	No Match											
Iowa	Information Tech Sup Wkr 1	=	\$22,610	\$32,178							Y	40
Kansas	Office Assistant	=	\$18,741	\$25,064	\$19,050	98	Progression	11			Y	40
Kentucky	Office Support Asst. II	=	\$19,898	\$26,358			Merit				N	37.5
Louisiana	Admin Coordinator 3	=	\$21,108	\$44,424	\$27,036	1,788	Merit				N	40
Maine	Office Associate I	=	\$22,818	\$32,365	\$27,893	44	Step	8			Y	40
Maryland	Data Entry Operator II	=	\$23,329	\$36,203	\$29,256	29	Step	20			Y	40
Massachusetts	EDP Entry Operator I	=	\$24,461	\$31,822			Step	13			Y	37.5
Michigan	Data Processing Assistant 8	=	\$34,515	\$42,449	\$42,449	1	Step	6			Y	40
Minnesota	No Match											
Mississippi	DP-Data Control Clerk II	=	\$19,886	\$34,800	\$22,946	47	Merit				N	40

Missouri	No Match	=											
Montana	Data Processing	=	\$16,747	\$25,121	\$19,011	31	Broadband				Longevity	V	40
Nebraska	Data Entry Operator	=	\$19,223	\$27,841	\$23,494	15	Merit					Y	40
Nevada	Administrative Aid	=	\$22,592	\$35,496	\$27,710	105	Step/Merit	9			Longevity	N	40
New Hampshire	Data Entry Operator III	-	\$21,606	\$28,177	\$24,707	18	Step	11				Y	37.5
New Jersey	Data Entry Machine Operator	=	\$24,683	\$34,236	\$29,824	32	Step	10.5				Y	35
New Mexico	Data Entry Keyer Oper'l	=	\$15,621	\$27,789	\$18,791	20	Merit					N	40
New York	Calculations Clerk 1	=	\$25,146	\$31,103	\$28,842	758	Performance	6				Y	37.5
North Carolina	Data Entry Operator II	=	\$22,992	\$34,880	\$27,730	29	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Data Input Operator II	=	\$16,656	\$27,756	\$22,592	3	Open Range					N	40
Ohio	Data Entry Operator 2	=	\$29,203	\$35,547	\$32,029	127	Progression	6				Y	40
Oklahoma	Administrative Technician II	=	\$17,170	\$28,246	\$22,226	210	Pay Band		\$626		Longevity	N	40
Oregon	No Match												
Pennsylvania	Data Analyst 1	+	\$24,235	\$35,638	\$28,702	13	Step	20	2.25%			Y	37.5
Rhode Island	Data Entry Operator	=	\$27,912	\$29,855	\$30,026	34	Step	3.5				Y	35
South Carolina	Data Entry & Control Clerk I	=	\$16,640	\$30,788	\$20,708	25						N	37.5
South Dakota	Data Control Clerk		\$18,827	\$28,241			Open Range					N	40
Tennessee	Data Processing Operator 2	=	\$20,616	\$32,976	\$28,395	13					Longevity	N	37.5
Texas	Data Entry Operator II	=	\$21,872	\$28,286	\$22,938	88	Legislated				Longevity	N	40
Utah	No Match												
Vermont	Data Entry Operator B	=	\$23,171	\$35,381	\$27,269	4	Step	24.5			Merit	Y	40
Virginia	Admin & Office Specialist I	=	\$15,371	\$31,548	\$22,610	14	Broadband	Varies	0-\$2000		Recog	N	40
Washington	No Match												
West Virginia	Data Entry Operator 2	=	\$14,772	\$27,336	\$21,906	53	Merit					N	37.5
Wisconsin	Clerical Assistant	=	\$23,757	\$36,953	\$28,914	11	Bargained					Y	40
Wyoming	Administrative Specialist 5		\$18,528	\$25,776	\$22,568		Classification					N	40

Summary:

Mean	\$22,231	\$33,357	\$26,801
Median	\$22,601	\$32,671	\$27,251
Weighted Mean	----	-----	\$27,633

EDUCATIONAL SPECIALIST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$41,873	\$77,573	\$72,295	153	Step	Varies			N	40
Alaska	Education Specialist I	=	\$51,132	\$74,126	\$58,419	4	Merit	19	Location		Y	37.5
Arizona	Education Program Specialist	=	\$39,983	\$68,156	\$51,989	72	General		2.75%	Perf Pay	N	40
Arkansas	Public School Program Advisor	=	\$38,170	\$61,209	\$51,494	102	Merit		\$600-900	Longevity	N	40
California	Education Programs Consultant	+	\$68,688	\$83,448	\$69,985	197	Open Range				Y	40
Colorado	No Match											
Connecticut	Education Services Assistant	+	\$54,227	\$69,857	\$63,181	5	Step	9		Longevity	Y	35
Delaware	Training/Educ Administrator I	+	\$49,005	\$73,507	\$54,227	35	Merit				N	37.5
Dist. of Columbia	No Match											
Florida	Training & Develop Spec 04	+	\$36,382	\$94,547	\$46,143	142	Broadband				V	40
Georgia	Education Program Specialist	=	\$47,280	\$82,962	\$75,622	132	Performance				N	40
Hawaii	No Match											
Idaho	Education Specialist	=	\$32,385	\$53,996			Performance				N	40
Illinois	No Match											
Indiana	No Match											
Iowa	Education Prog Consultant	=	\$48,901	\$75,629							Y	40
Kansas	Education Program Specialist	=	\$47,299	\$63,357	\$50,626	47	Progression	11			Y	40
Kentucky	Education Acad Prog Consult	+	\$38,770	\$51,361			Merit				N	37.5
Louisiana	Education Prog Consultant 2	=	\$36,276	\$76,332	\$50,928	97	Merit				N	40
Maine	Education Specialist II	=	\$35,214	\$47,965	\$50,690	23	Step	8			Y	40
Maryland	Staff Specialist III Education	=	\$45,650	\$73,259	\$63,747	37	Step	20			N	40
Massachusetts	Educational Specialist II	=	\$41,129	\$56,175			Step	11			Y	37.5
Michigan	Educational Consultant 12, P13	=	\$47,836	\$72,328	\$71,744	24	Step	6			Y	40
Minnesota	Education Specialist 2	+	\$49,778	\$73,811	\$71,368	120	Step	11			Y	40
Mississippi	Educ-Specialist	=	\$33,681	\$58,941	\$37,095	6	Merit				N	40

Missouri	No Match	=										
Montana	Instructional Coordinator	=	\$36,618	\$54,926	\$41,850	137	Broadband			Longevity	Y	40
Nebraska	No Match											
Nevada	Elementary & Sec Ed Consult	=	\$47,272	\$78,029	\$71,056	17	Step/Merit	9		Longevity	N	40
New Hampshire	Education Consultant I	=	\$44,284	\$59,884	\$51,490	21	Step	11			Y	37.5
New Jersey	Ed Program Develop Spec 3	=	\$57,040	\$81,147	\$72,038	45	Step	10.5			Y	35
New Mexico	Instructional Coord-Opr'l	=	\$27,664	\$49,171	\$32,271	16	Merit				N	40
New York	Education Program Assistant 2	-	\$45,113	\$55,954	\$54,729	28	Performance	6			Y	37.5
North Carolina	Educ Planning/Dev. Consult I	=	\$47,352	\$78,736	\$68,174	19	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Educ Progr Administrator III	=	\$35,904	\$59,832	\$40,849	8	Open Range				N	40
Ohio	No Match											
Oklahoma	No Match											
Oregon	Education Program Specialist 2	=	\$54,800	\$80,200	\$75,000	55	Step	9			Y	40
Pennsylvania	Adult Basic Lit Educ Advisor 1	=	\$45,438	\$69,027	\$50,996	7	Step	20	2.25%		Y	37.5
Rhode Island	No Match											
South Carolina	Educational Specialist	=	\$24,635	\$45,578	\$37,715	1					N	37.5
South Dakota	Educational Program Spec I		\$34,495	\$51,742			Open Range				N	40
Tennessee	Education Consultant 2	=	\$40,212	\$64,332	\$57,854	92				Longevity	N	37.5
Texas	No Match											
Utah	No Match											
Vermont	Education Consultant II	=	\$40,560	\$63,357	\$51,757	24	Step	24.5		Merit	Y	40
Virginia	Education Administrator III	=	\$53,510	\$109,818	\$86,868	17	Broadband	Varies	0-\$2000	Recog	N	40
Washington	No Match											
West Virginia	No Match											
Wisconsin	Education Specialist	=	\$38,448	\$67,286	\$47,219	44	Bargained				Y	40
Wyoming	Education Program Consultant		\$45,204	\$61,716	\$55,245		Classification				N	40

Summary:

Mean	\$43,303	\$68,088	\$57,333
Median	\$44,284	\$68,156	\$54,478
Weighted Mean	----	-----	\$60,108

PERSONNEL ANALYST Generalist

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$43,963	\$66,761	\$52,261	18	Step	Varies			N	40
Alaska	Human Resource Specialist I	=	\$43,296	\$62,160	\$48,695	26	Merit	19			Y	37.5
Arizona	No Match											
Arkansas	Assistant Personnel Manager	=	\$31,093	\$53,876	\$34,955	31	Merit		\$600-900	Longevity	N	40
California	Associate Personnel Analyst	=	\$52,800	\$64,176	\$55,188	589	Open Range				Y	40
Colorado	General Professional III		\$44,736	\$64,512							N	40
Connecticut	Human Resources Consult	=	\$55,858	\$82,947	\$68,223	16	Range			Longevity	N	40
Delaware	Human Resources Spec III	=	\$42,801	\$64,201	\$47,465	38	Merit				N	37.5
Dist. of Columbia	HR Generalist		\$50,510	\$83,550	\$68,636	60	Step	16			N	40
Florida	HR/Train/Lbr Relat Spec 03	=	\$28,093	\$73,007	\$39,707	138	Broadband				N	40
Georgia	Personnel Analyst 2	=	\$32,418	\$56,724	\$40,586	37	Performance				N	40
Hawaii	Personnel Mgmt Spec IV	=	\$49,344	\$70,236	\$51,733	37	Negotiated				Y	40
Idaho	Human Resources Specialist	=	\$32,385	\$53,996			Performance				N	40
Illinois	Human Resources Specialist	-	\$32,088	\$74,832	\$53,108	101	Merit				N	37.5
Indiana	HR Generalist		\$33,228	\$57,486	\$39,818	49	General				N	37.5
Iowa	Adv Personnel Mgmt Spec	=	\$39,270	\$75,629							Y	40
Kansas	Human Resource Specialist II	=	\$38,875	\$52,104	\$41,336	50	Progression	11			Y	40
Kentucky	Personnel Program Analyst I	=	\$29,129	\$38,589			Merit				N	37.5
Louisiana	Human Resource Consultant C	=	\$36,276	\$76,332	\$46,783	20	Merit				N	40
Maine	Senior Personnel Analyst	=	\$33,634	\$46,155	\$43,035	4	Step	8			N	40
Maryland	HR Analyst Budget & Mgmt	=	\$40,268	\$64,282	\$56,050	10	Step	20			N	40
Massachusetts	Personnel Analyst II	=	\$46,021	\$66,593	\$62,976	18	Step	13			Y	37.5
Michigan	Personnel Mgmt Analyst 9-P11	=	\$36,394	\$57,002	\$49,799	20	Step	6			N	40
Minnesota	Personnel Officer Senior	=	\$36,603	\$53,369	\$51,657	38	Perf Pay	Varies			N	40
Mississippi	Personnel Officer II	=	\$29,086	\$50,900	\$32,633	31	Merit				N	40

Missouri	Personnel Analyst II	=	\$33,636	\$47,676	\$39,137	37	Step	Varies			N	40
Montana	Human Resource Specialist	=	\$33,413	\$50,119	\$44,075	34	Broadband			Longevity	V	40
Nebraska	Personnel Manager I	=	\$37,593	\$54,510	\$45,272	15	Merit				N	40
Nevada	Personnel Analyst II	=	\$38,064	\$62,272	\$56,439	18	Step/Merit	9		Longevity	N	40
New Hampshire	HR Technician	=	\$30,556	\$40,521	\$35,139	23	Step	11			Y	37.5
New Jersey	Personnel Assistant 3	=	\$47,544	\$67,372	\$61,420	104	Step	10.5			N	35
New Mexico	HR/Train/Lbr Relat Spec-Oper	=	\$27,664	\$49,171	\$39,133	60	Merit				N	40
New York	Senior Personnel Administrator	=	\$45,113	\$55,954	\$53,299	162	Performance	6			N	37.5
North Carolina	Personnel Analyst I	=	\$37,074	\$59,982	\$48,062	83	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Human Resource Officer II	+	\$39,468	\$65,772	\$49,884	13	Open Range				N	40
Ohio	Personnel Officer 2	+	\$38,563	\$50,752	\$45,628	12	Progression	5			N	40
Oklahoma	HR Management Specialist II	=	\$27,464	\$45,773	\$35,712	73	Pay Band		\$1,250	Longevity	N	40
Oregon	Human Resource Analyst 2	=	\$42,700	\$62,900	\$52,600	39	Step	9			N	40
Pennsylvania	Human Resource Analyst 2	=	\$39,824	\$60,519	\$49,382	181	Step	20	2.25%		N	37.5
Rhode Island	Human Resources Analyst I	=	\$41,322	\$48,075	\$45,581	4	Step	3.5			N	35
South Carolina	HR Manager I	=	\$29,975	\$55,461	\$41,350	137					N	37.5
South Dakota	Personnel Specialist II		\$31,144	\$46,716			Open Range				N	40
Tennessee	Human Resources Analyst 2	=	\$28,692	\$45,888	\$38,524	76				Longevity	N	37.5
Texas	Human Resource Specialist III	=	\$36,043	\$51,174	\$41,523	89	Legislated			Longevity	N	40
Utah	Human Resources Specialist		\$40,615	\$64,405	\$41,858	16	Merit				N	40
Vermont	Personnel Administrator B	=	\$36,275	\$56,472	\$48,219	5	Step	24.5		Merit	Y	40
Virginia	Human Resource Analyst II	=	\$40,959	\$84,062	\$56,961	44	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Human Resource Consultant 2	=	\$39,732	\$52,104	\$49,374	75	Merit	4.5			N	40
West Virginia	Personnel Specialist	=	\$22,224	\$41,112	\$35,688	17	Merit				N	37.5
Wisconsin	Human Resources Specialist Sr.	=	\$43,764	\$92,125	\$59,737	48	General				N	40
Wyoming	Human Resources Officer 3		\$44,160	\$59,364	\$56,992		Classification				N	40

Summary: **Mean** **\$37,835** **\$59,593** **\$47,903**
 Median **\$37,829** **\$57,244** **\$48,062**
 Weighted Mean **-----** **-----** **\$49,959**

EMPLOYEE BENEFITS ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	Health Insurance Spec	=	\$29,686	\$45,038	\$38,537	10	Step	Varies			N	40
Alaska	Retirement/Benefits Spec I	=	\$43,296	\$62,160	\$46,259	9	Merit	19			Y	37.5
Arizona	No Match											
Arkansas	Insurance Generalist II											
California	CalPERS Program Spec., C	=	\$31,656	\$38,508	\$33,721	118	Open Range				Y	40
Colorado	General Professional III		\$44,736	\$64,512							N	40
Connecticut	No Match											
Delaware	Human Resources Specialist III	=	\$42,801	\$64,201	\$45,000	1	Merit				N	37.5
Dist. of Columbia	HR Specialist (Benefits)		\$41,923	\$43,263	\$42,370	3	Step	16			N	40
Florida	HR/Train/Lbr Relat Spec 03	+	\$28,093	\$73,007	\$39,707	138	Broadband				N	40
Georgia	Flex Benefits Specialist 2	=	\$29,400	\$51,406	\$43,917	4	Performance				N	40
Hawaii	No Match											
Idaho	Employee Benefits Specialist	=	\$30,472	\$50,793			Performance				N	40
Illinois	Human Resources Specialist	-	\$32,088	\$74,832	\$53,108	101	Merit				N	37.5
Indiana	No Match											
Iowa	Personnel Mgmt Specialist	=	\$31,845	\$59,509							Y	40
Kansas	No Match											
Kentucky	Benefits Specialist II	=	\$35,246	\$46,691			Merit				N	37.5
Louisiana	No Match											
Maine	Employee Benefits Technician	-	\$24,918	\$32,781	\$31,512	2	Step	8			N	40
Maryland	No Match											
Massachusetts	Personnel Officer I	=	\$42,304	\$60,469	\$52,711	192	Step	13			Y	37.5
Michigan	Department Analyst 9-P11	=	\$36,394	\$57,002	\$48,387	802	Step	6			V	40
Minnesota	No Match											
Mississippi	Personnel Officer II	-	\$29,086	\$50,900	\$32,633	31	Merit				N	40

Missouri	No Match	=											
Montana	Benefits Specialist	=	\$32,867	\$49,301	\$43,867	8	Broadband			Longevity	V	40	
Nebraska	Personnel Benefits Specialist	=	\$32,532	\$47,171	\$42,444	1	Merit				N	40	
Nevada	Management Analyst III	+	\$39,735	\$65,083	\$55,763	82	Step/Merit	9		Longevity	N	40	
New Hampshire	Program Specialist II	+	\$35,880	\$48,262	\$41,369	76	Step	11			Y	37.5	
New Jersey	No Match												
New Mexico	Insur Claims/Policy Clerk-Oper'l	=	\$20,363	\$36,213	\$28,070	17	Merit				N	40	
New York	Employee Benefits Represent 1	=	\$45,113	\$55,954	\$51,877	12	Performance	6			N	37.5	
North Carolina	Personnel Analyst I	=	\$37,074	\$59,982	\$48,062	83	Legislated		1.5-4.5%	Longevity	N	40	
North Dakota	Employment Benefit Prog Spec	+	\$32,832	\$54,720	\$37,278	4	Open Range				N	40	
Ohio	Employee Benefits Coord. 1	-	\$31,387	\$36,899		2	Progression	7			Y	40	
Oklahoma	Flexible Benefits Rep II	=	\$30,020	\$50,033	\$38,764	2	Pay Band		\$1,500	Longevity	N	40	
Oregon	No Match												
Pennsylvania	Human Resource Analyst 2	=	\$39,824	\$60,519	\$51,439	11	Step	20	2.25%		N	37.5	
Rhode Island	Employees Benefit Aide	-	\$33,505	\$37,216	\$40,547	4	Step	3.5			Y	35	
South Carolina	Benefits Counselor II	=	\$29,975	\$55,461	\$40,173	49					N	37.5	
South Dakota	No Match												
Tennessee	Insurance Benefits Analyst 2	=	\$28,692	\$45,888	\$34,335	10				Longevity	N	37.5	
Texas	No Match												
Utah	Human Resources Specialist	=	\$40,615	\$64,405	\$48,290	35	Merit				N	40	
Vermont	Employee Benefits Administrat	=	\$38,314	\$59,800	\$51,210	2	Step	24.5			Merit	Y	40
Virginia	Human Resource Analyst I	=	\$31,352	\$64,347	\$39,945	3	Broadband	Varies	0-\$2000	Recog	N	40	
Washington	Benefits Specialist 1	=	\$30,360	\$38,496			Merit	4.5			N	40	
West Virginia	No Match												
Wisconsin	No Match												
Wyoming	Human Resources Specialist		\$31,848	\$44,784	\$40,019		Classification				N	40	

Summary:

Mean	\$34,178	\$52,846	\$42,804
Median	\$32,532	\$51,406	\$42,370
Weighted Mean	----	-----	\$51,136

CLASSIFICATION AND COMPENSATION ANALYST

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	No. of Empl- oyees	Pay Plan Type (Specify)	Years to Max Step Plans	Other Cash Compensation		CB ? (Y/N)	Work Week (Hrs)
			Minimum	Maximum					\$ or %	Type		
Alabama	State Personnel Analyst II	=	\$43,963	\$66,761	\$52,261	18	Step	Varies			N	40
Alaska	Human Resource Specialist I	=	\$43,296	\$62,160	\$48,695	26	Merit	19			Y	37.5
Arizona	Class/Comp Analyst	=	\$44,063	\$56,964	\$44,063	2	General		2.75%	Perf Pay	N	40
Arkansas	Personnel Representative II	=	\$41,120	\$61,209	\$51,704	10	Merit		\$600-900	Longevity	N	40
California	Personnel Prog Analyst	=	\$52,824	\$64,176	\$60,226	24	Open Range				Y	40
Colorado	General Professional III		\$44,736	\$64,512							N	40
Connecticut	Human Resources Consultant	=	\$55,858	\$82,947	\$68,223	16	Range			Longevity	N	40
Delaware	Human Resource Manager I	+	\$56,104	\$84,156	\$65,463	15	Merit				N	37.5
Dist. of Columbia	HR Spec (Compensation)		\$64,439	\$74,318	\$69,379	2	Step	16			N	40
Florida	HR/Train/Lbr Relat Spec 03	+	\$28,093	\$73,007	\$39,707	138	Broadband				N	40
Georgia	HR Consultant 2	=	\$35,569	\$62,301	\$43,967	10	Performance				N	40
Hawaii	No Match											
Idaho	No Match											
Illinois	Human Resources Specialist	-	\$32,088	\$74,832	\$53,108	101	Merit				N	37.5
Indiana	HR Generalist		\$37,206	\$64,974	\$45,969	26	General				N	37.5
Iowa	Personnel Mgmt Prgm Coord	=	\$56,618	\$87,090							N	40
Kansas	HR Professional II	=	\$44,970	\$60,320	\$48,089	46	Progression	11			Y	40
Kentucky	Personnel Program Analyst II	=	\$35,246	\$46,691			Merit				N	37.5
Louisiana	Human Resource Consultant C	=	\$36,276	\$76,332	\$46,783	20	Merit				N	40
Maine	Senior Personnel Analyst	-	\$33,634	\$46,155	\$43,035	4	Step	8			N	40
Maryland	Personnel Administrator II	=	\$45,650	\$73,259	\$64,668	31	Step	20			N	40
Massachusetts	Personnel Analyst I	=	\$39,687	\$57,342	\$47,528	10	Step	13			Y	37.5
Michigan	Personnel Mgmt Analyst 9-P11	=	\$36,394	\$57,002	\$49,799	20	Step	6			N	40
Minnesota	Personnel Officer Principal	=	\$39,087	\$57,336	\$56,606	16	Perf Pay	Varies			N	40
Mississippi	SPB-Class/Comp Analyst II	=	\$31,976	\$55,959	\$35,236	2	Merit				N	40

Missouri	Personnel Analyst III	=	\$40,500	\$59,820	\$45,177	11	Step	Varies			N	40
Montana	Class & Comp Specialist	-	\$33,113	\$49,669	\$43,846	1	Broadband			Longevity	V	40
Nebraska	Personnel Analyst II	=	\$37,593	\$54,510	\$41,665	4	Merit				N	40
Nevada	Personnel Analyst III	=	\$41,509	\$68,090	\$62,160	15	Step/Merit	9		Longevity	N	40
New Hampshire	HR Specialist II	-	\$40,599	\$54,912	\$47,249	2	Step	11			Y	37.5
New Jersey	No Match											
New Mexico	Comp/Ben/Job Anal Spec-Op	+	\$30,534	\$54,309	\$47,655	6	Merit				N	40
New York	Senior Class and Pay Analyst	=	\$45,113	\$55,954	\$49,268	6	Performance	6			N	37.5
North Carolina	Personnel Analyst I	=	\$37,074	\$59,982	\$48,062	83	Legislated		1.5-4.5%	Longevity	N	40
North Dakota	Human Resource Officer I	+	\$32,832	\$54,720	\$45,701	8	Open Range				N	40
Ohio	Human Resources Analyst 3	=	\$51,542	\$60,549	\$57,170	9	Progression	6			Y	40
Oklahoma	HR Management Specialist II	=	\$27,464	\$45,773	\$35,712	73	Pay Band		\$1,250	Longevity	N	40
Oregon	HR Consultant I	=	\$51,700	\$76,300	\$68,000	2	Step	9			N	40
Pennsylvania	Human Resource Analyst 2	=	\$39,824	\$60,519	\$47,051	11	Step	20	2.25%		N	37.5
Rhode Island	Human Resource Analyst II	-	\$47,989	\$54,276	\$53,551	2	Step	2.5			N	35
South Carolina	HR Manager I	=	\$29,975	\$55,461	\$41,350	137					N	37.5
South Dakota	No Match											
Tennessee	Class/Comp Analyst 2	=	\$31,128	\$49,800	\$31,128	1				Longevity	N	37.5
Texas	No Match											
Utah	Human Resources Specialist	=	\$40,615	\$64,405	\$48,290	35	Merit				N	40
Vermont	Classification Analyst II	=	\$38,314	\$59,800	\$54,974	1	Step	24.5		Merit	Y	40
Virginia	Human Resource Analyst I	=	\$31,352	\$64,347	\$42,719	11	Broadband	Varies	0-\$2000	Recog	N	40
Washington	Human Resource Consultant 2	=	\$39,732	\$52,104	\$49,374	75	Merit	4.5			N	40
West Virginia	Personnel Specialist, Senior	=	\$25,452	\$47,088	\$48,126	2	Merit				N	37.5
Wisconsin	Executive HR Specialist Adv	=	\$43,764	\$92,125	\$61,818	10	General				N	40
Wyoming	Human Resources Professional		\$36,792	\$49,464	\$44,803		Classification				N	40

Summary:

Mean	\$40,291	\$62,039	\$49,985
Median	\$39,709	\$60,151	\$48,089
Weighted Mean	----	-----	\$50,704

ATTORNEY

State	State's Title	Match Quality (-,=,+)	Annual Salary Range as of 3/1/08		Avg Annual Base Salary as of 3/1/08	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	=	\$66,761	\$101,839	\$91,131	92	Step	Varies			N	40
Alaska	Attorney IV	=	\$72,264	\$136,380	\$87,005	154	Merit	19	Location		Y	37.5
Arizona	No Match											
Arkansas	Attorney Supervisor	=	\$50,267	\$83,708	\$67,077	22	Merit		\$600-900	Longevity	N	40
California	Staff Counsel III (Specialist)	=	\$91,536	\$113,736	\$102,019	641	Open Range				Y	40
Colorado	No Match											
Connecticut	Staff Attorney 1	=	\$62,632	\$78,374	\$63,977	5	Step	8		Longevity	Y	40
Delaware	Deputy Attorney General III	=	\$71,184	\$118,640	\$76,042	33	Merit				N	37.5
Dist. of Columbia	Attorney (Trial, Advisor)	=	\$65,945	\$93,141	\$81,398	175	Step	16			Y	40
Florida	Lawyers 03	=	\$36,382	\$94,547	\$38,864	21	Broadband				N	40
Georgia	Attorney	=	\$43,063	\$75,523	\$63,490	49	Performance				N	40
Hawaii	No Match											
Idaho	Attorney 2	=	\$44,886	\$74,817			Performance				N	40
Illinois	Technical Advisor 2	-	\$48,624	\$73,308	\$62,538	53	Step	11	\$25 or \$50	Longevity	Y	37.5
Indiana	Attorney		\$37,206	\$64,974	\$57,313	25	General				N	37.5
Iowa	Attorney 2	=	\$51,376	\$79,186							Y	40
Kansas	Attorney II	=	\$49,670	\$66,518	\$56,067	55	Progression	11			Y	40
Kentucky	Staff Attorney II	=	\$46,907	\$62,145			Merit				N	37.5
Louisiana	Attorney 3	=	\$44,448	\$93,516	\$62,052	181	Merit				N	40
Maine	Staff Attorney	=	\$41,683	\$57,866	\$54,496	5	Step	8			N	40
Maryland	Assistant Attorney General VI	=	\$59,107	\$94,909	\$85,376	203	Step	20			N	40
Massachusetts	Counsel II	=	\$55,377	\$80,020	\$74,476	457	Step	13			Y	37.5
Michigan	Attorney Staff P15	=	\$47,189	\$88,824	\$67,213	76	Step	11			N	40
Minnesota	Attorney 1	=	\$44,850	\$66,106	\$57,629	6	Perf Pay	Varies			N	40
Mississippi	Attorney Senior	=	\$47,100	\$82,425	\$66,764	43	Merit				N	40

Missouri	No Match	=											
Montana	Attorney	=	\$52,070	\$78,106	\$61,173	112	Broadband				Longevity	V	40
Nebraska	Attorney III	=	\$50,207	\$72,801	\$61,865	47	Merit					N	40
Nevada	Deputy Attorney General	=	\$83,420	\$91,971	\$83,886	74	Step/Merit	9			Longevity	N	40
New Hampshire	Attorney II	+	\$48,262	\$65,929	\$56,160	28	Step	11				Y	37.5
New Jersey	Deputy Attorney General 3	=	\$71,880	\$100,624	\$86,086	199	Step	10.5				N	35
New Mexico	Lawyer - Operational	=	\$38,168	\$67,870	\$52,655	168	Merit					N	40
New York	Senior Attorney	-	\$64,912	\$79,342	\$74,395	457	Performance	6				N	37.5
North Carolina	Attorney III	=	\$74,484	\$125,558	\$85,469	129	Legislated		1.5-4.5%		Longevity	N	40
North Dakota	Attorney II	=	\$43,656	\$72,768	\$57,798	17	Open Range					N	40
Ohio	Attorney 2	=	\$43,742	\$64,022	\$54,719	14	Progression	9				Y	40
Oklahoma	No Match												
Oregon	Sr. Asst Attorney General	=	\$77,300	\$108,800	\$100,900	129	Step	8				Y	40
Pennsylvania	Attorney 2	=	\$51,873	\$78,827	\$64,716	23	Step	20	2.25%			N	37.5
Rhode Island	Senior Legal Counsel	=	\$58,116	\$65,881	\$67,857	25	Step	2.5				N	35
South Carolina	Attorney II	=	\$36,476	\$67,486	\$51,747	33						N	37.5
South Dakota	Staff Attorney		\$42,928	\$64,392			Open Range					N	40
Tennessee	Attorney 3	=	\$45,156	\$72,240	\$56,756	176					Longevity	N	37.5
Texas	Attorney III	=	\$49,089	\$74,631	\$56,674	175	Legislated				Longevity	N	40
Utah	Legal/Enforcement Counsel II	=	\$51,824	\$77,860	\$56,243	2	Merit					N	40
Vermont	Staff Attorney III	=	\$52,811	\$73,923	\$65,987	54	Step	24.5			Merit	Y	40
Virginia	Hearing Legal Servs Officer II	=	\$40,959	\$84,062	\$53,727	2	Broadband	Varies	0-\$2000		Recog	N	40
Washington	Assistant Attorney General	=			\$76,559	508						N	40
West Virginia	Attorney 2	=	\$38,244	\$70,752	\$56,595	20	Merit					N	37.5
Wisconsin	Attorney	=	\$47,036	\$113,435	\$90,474	288	Bargained					Y	40
Wyoming	Attorney		\$56,448	\$78,336			Classification					N	40

Summary:	Mean	\$53,278	\$82,892	\$67,985
	Median	\$49,670	\$78,336	\$63,977
	Weighted Mean	----	-----	\$73,982

TECHNICAL NOTES

Alabama: Number of steps varies by job classification, employee and employing agency. Civil Engineer has title variations, denoting both Bridge Inspector and Civil Engineer.

Alaska: Salaries are based on actual geographical position within the state. Location cash compensation is included in base rate maximum.

Arkansas: Research Assistant, Forester I and Registered Nurse I have six defined pay grades, designated as levels I, IM, II, IIM, III, IIIM and IV, as ranked from lowest annual salary and hourly wage to the highest. For each class, an hourly wage and an annual salary is specified.

California: The Psychologist classification also matches the job title, Psychologist-Clinical-Correctional Facility, Licensed – Range Q with a minimum of \$100,800, maximum of \$107,160, an average of \$100,701 with 485 employees.

The number of employees and averages are as of Jan. 1, 2008 .

Colorado: The survey assumes a 40-hour week based upon the state's 2006 submission. Salaries shown apply to broadly defined occupational classes, which may include job functions other than those that match the survey occupations.

Delaware: The following titles have additional compensation, referred to as Selective Market Variation : Engineer II, Engineer III, LPN II, RN II and Attorney.

District of Columbia: There are no standard position descriptions resulting in some estimates for matching.

Florida: Job categories are broadbanded and may include functions other than those that match the survey occupations. Average salaries and number of employees apply to a broad class.

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

Engineer IV (DOT) is a generic class covering multiple specialties. Average salaries and number of employees specific to the survey title are not available.

Social Worker III is a generic class covering multiple specialties. Average salaries and number of employees specific to the survey title are not available.

Information Technology Specialist IV is a generic class covering multiple specialties. Average salaries and number of employees specific to the survey title are not available.

Licensed Practical Nurse includes both Licensed Practical Nurse-Mental Health and Licensed Practical Nurse-Hospital.

Parole Officer includes both Parole Officer III and Parole Officer IV.

Illinois: The Institutional Teacher category also matches Educator (MA), minimum \$46,716, maximum \$74,568, Average \$68,663 with 146 current employees and Educator (MA) Plus, minimum \$49,032, maximum \$77,904.

Indiana: The Institutional Teacher pay is the same as the local school system teacher contract amounts, which vary by school district.

Kansas: Employees with 10 or more years of service are eligible for a longevity bonus. The statute provides a payment of \$40 per year of service with a maximum amount of \$1,000. In the last legislative session, the Legislature provided a single year change from \$40 to \$50.

Kentucky: Minimum and maximums are hiring wages.

Maine: Institutional Teachers in the system are paid based on contract days worked, typically 200 or 236 days per year. The hourly rate was multiplied by eight to get the daily rate then multiplied by 236 days for a full-time teacher.

Stipends are included in the wage calculations.

Massachusetts: Biologist category also matches Game Biologist I (same pay range as Aquatic Biologist I shown in the table). Game Biologist I average salary is \$49,509, with nine employees.

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

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

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.

Montana: An additional 1.5 percent for the first, fifth or additional five-year increments of longevity. An additional 5 percent for the second, third and fourth increments of longevity.

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

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

New Jersey: Financial Examiner IV, Auditor II and 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 categories 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 and exempt categories under FLSA, 35 hours plus.

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

There is no journey level title for Correctional Officers. This title series progresses from recruit level to senior level.

Most of the registered nurses in New Jersey are classified as Charge Nurses rather than Staff Nurses.

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

New York: Bridge Inspector and Civil Engineer (Transportation) are included in the broadly defined title of Civil Engineer I. Average salary applies to this title; the number of employees in specific functions is not available (1,285 employees in Civil Engineer I).

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

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 (83 employees in the broadly defined title).

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

Environmental Engineer and Environmental Engineer Senior/Lead are included in the broadly defined title of Professional Engineer III. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (28 employees in the broadly defined title).

Personnel Analyst-Generalist and Classification and Compensation Analyst are included in the broadly defined title of Human Resource Management Specialist II. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (73 employees in the broadly defined title).

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

Institutional Teacher pay is determined based on level of education, (seven sub-classifications including BA, BA+, MA, MA+) . There are 18 steps in each sub-classification.

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 \$39,824 to a maximum of \$60,519, with an average salary of \$49,441 (nine employees).

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

Rhode Island: The following positions have nonstandard working hours: Buyer, Economist, Parole Officer, Forester, Psychologist Senior/Lead, Systems Analyst and Attorney.

Some average salaries are above the maximum range. This is due to the incentive in-service training program. Upon completion of a four-credit curriculum program (job related), employees are eligible to receive a one-step pay increment above the base step. If employee is at the top step, he or she will receive a pay increase equal to the difference between the last two steps. Additional monies are added to the gross wage based on years of service (longevity): five years, 5 percent; 10 years, 10 percent; 15 years, 15 percent; 20 years, 17.5 percent; 25 years, 20 percent.

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

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

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

The Registered Nurse category has no minimum or maximum.

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

The longevity plan provides for an annual payment of \$100 per year of service to a maximum of 30 years. An employee is eligible after 3 years.

Texas: Other compensation may be given at the agency level. Longevity is given in the following manner: 2-4 years. \$20; 4-6 years. \$40; 6-8 years. \$60; 8-10 years. \$80; 10-12 years. \$100; 12-14 years. \$120; 14-16 years. \$140; 16-18 years. \$160; 18-20 years. \$180; 20-22 years. \$200; 22-24 years. \$220; 24-26 years. \$240; 26-28 years. \$260; 28-30 years.

\$280; 30-32 years. \$300; 32-34 years. \$320; 34-36 years. \$340; 36-38 years. \$360; 38-40 years. \$380; 40-42 years. \$400; greater than 42 years. \$420.

A merit-based program can be implemented on an agency-by-agency basis.

Utah: Employees must have worked for eight years to be eligible for longevity benefits.

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

As a consequence of an exceptional job market in the Northern Virginia (No. Va.) region, maximum salary ranges are higher than in the rest of the state as follows:

<u>AFT Title</u>	<u>Virginia Name</u>	<u>No. of Emp-loyees</u>	<u>No. Va. Avg Salary</u>	<u>Max</u>
Accountant	Financial Services Specialist I	19	\$51,247	\$83,651
Accountant Senior	Financial Services Specialist I	9	\$47,260	\$83,651
Agricultural Inspector	Agricultural Specialist IV	<5	\$49,060	\$83,651
Architect	Architect/Engineer I	<5	\$63,451	\$109,280
Bridge Inspector	Engineering Technician III	<5	\$62,336	\$83,651
Buyer	Procurement Officer I	10	\$48,726	\$83,651
Buyer Senior	Procurement Officer I	<5	\$51,752	\$83,651
Chemist Senior	Scientist II	<5	\$55,717	\$109,280
Civil Engineer	Architect/Engineer I	47	\$79,707	\$109,280
Class & Comp Analyst	Human Resource Analyst I	<5	\$52,796	\$83,651
Data-Processing Clerk	Admin and Office Spec I	<5	\$30,545	\$41,012
Employment Counselor	Program Admin Specialist I	<5	\$35,978	\$83,651
Environmental Engineer	Architect/Engineer I	7	\$66,280	\$109,280
Environmental Engineer Senior	Architect/Engineer I	<5	\$67,330	\$109,280
Parole Officer	Probation Officer I	127	\$47,348	\$83,651
Personnel Analyst Generalist	Human Resource Analyst II	10	\$68,170	\$109,280
Programmer/Analyst	Info Tech Specialist II	6	\$67,400	\$109,280
Programmer/Analyst Senior	Info Tech Specialist II	<5	\$72,996	\$109,280
Psychologist	Psychologist I	<5	\$32,793	\$83,651
Psychologist Senior	Psychologist II	8	\$69,251	\$109,280
Registered Nurse	Registered Nurse I	29	\$51,402	\$83,651
Research Analyst	Lab and Research Specialist I	<5	\$48,010	\$64,032
Social Worker	Counselor I	<5	\$57,452	\$64,032
Systems Analyst	Info Tech Specialist III	<5	\$85,955	\$142,764
Tax Auditor	Auditor I	20	\$53,779	\$83,651
Tax Auditor Senior	Auditor II	9	\$64,879	\$109,280

Washington: Personnel Analyst–Generalist and Classification and Compensation Analyst are included in the broadly defined title of Human Resources Consultant 2. Average salary applies to the broadly defined title; number of employees in specific functions not available (75 employees in the broadly defined title).

The following classifications are eligible for additional Assignment Pay: Fish & Wildlife Biologist 2, Correctional/Custody Officer 2, Bridge Engineer 3 and Transportation Engineer 1.

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

West Virginia: Programmer Analyst Senior/Lead and Systems Analyst are included in the broadly defined title of Programmer Analyst 3. Average salary applies to the broadly defined title; the number of employees in specific functions is not available (49 employees in the broadly defined title).

Wisconsin: Programmer Analyst Senior/Lead and Systems Analyst are included in the broadly defined title of IS Systems Development Services Senior. Average salary applies to the broadly defined title; average salaries for specific functions not available (249 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.

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 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 conducts 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 ensure 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 workflow 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 among 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 for 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 government 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 patient's 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 patient's behavior and progress. Maintains good working relationships with community agencies and support networks to plan for patient's discharge; performs follow-up work with discharged patients. Certified by state as drug and alcohol abuse counselor.

Experience: 1-5 years

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

SYSTEMS ANALYST–Journey Level Under general direction, analyzes business, technical or scientific problems and develops comprehensive solutions through design and implementation of appropriate computer hardware and software applications. Coordinates with programmers, analysts, contractors, users and others; develops project plans and flow charts; identifies and secures resource needs; ensures 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 student's 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 qualification standards are available on state Web sites. In addition, the “match quality” column of the survey tables indicates the extent to which jobs in each of the responding states match our survey definitions.
- **Compare pay range and average salary information:** Compare the minimum and maximum rates for the pay range and 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, 2008, 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, June 2006*, U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C., August 2007), which can be found on the NCS Web site at <http://www.bls.gov/ncs/ocs/sp/ncbl0832.pdf> and in the NCS Supplementary Tables at <http://stats.bls.gov/ncs/ocs/sp/ncbl0831.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 2006, the estimates were brought forward to March 2008 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 2006 through March 2008, or 5.8 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 2006 to March 2008 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 2008			
	Mean	25th Percentile	Median	75th Percentile
Accountant and Auditors	\$60,892	\$44,605	\$56,597	\$70,985
Architect	\$71,949	\$54,201	\$67,560	\$87,230
Agricultural Inspectors	\$36,057	\$25,110	\$32,916	\$46,207
Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$31,819	\$31,271	\$25,709	\$35,775
Chemist	\$69,051	\$49,854	\$59,945	\$80,186
Child, Family and School Social Workers	\$35,345	\$29,046	\$34,068	\$39,731
Civil Engineers	\$75,352	\$56,868	\$71,939	\$90,874
Clinical, Counseling, and School Psychologists	\$61,093	\$46,122	\$50,307	\$77,799
Compensation, Benefits, and Job Analysis Specialists	\$57,556	\$42,440	\$54,510	\$68,726
Computer Programmers	\$71,775	\$55,356	\$69,828	\$84,215
Computer Systems Analysts	\$82,967	\$67,218	\$80,275	\$95,642
Conservation Scientists	\$60,188	\$37,468	\$56,116	\$58,437
Construction and Building Inspectors	\$57,239	\$44,026	\$56,752	\$67,985
Correctional Officers and Jailers	\$30,216	\$21,909	\$26,885	\$36,414
Data-Entry Keyers	\$26,863	\$22,651	\$26,055	\$30,202
Economists	\$84,201	\$46,980	\$67,252	\$90,363
Financial Examiners	\$68,212	\$51,746	\$67,295	\$74,709
Forensic Science Technicians	\$53,204	\$36,546	\$46,642	\$59,998
Foresters	\$60,188	\$44,343	\$56,116	\$58,437
Geoscientists	\$95,990	\$75,048	\$84,641	\$116,509
Lawyers	\$133,869	\$44,678	\$121,673	\$121,932
Librarians	\$60,075	\$42,061	\$54,789	\$73,834
Licensed Practical and Licensed Vocational Nurses	\$39,270	\$33,920	\$38,554	\$43,492
Purchasing Agents	\$60,157	\$45,923	\$55,016	\$70,387
Registered Nurses	\$62,853	\$51,241	\$59,320	\$71,908
Substance Abuse and Behavioral Disorder Counselors	\$35,141	\$30,099	\$35,540	\$42,226

* Pay estimates from the 2006 National Compensation Survey have been updated to March 2008 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
Accountants and Auditors	Examine, analyze and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data.
Architects	Plan and design structures, such as private residences, office buildings, theaters, factories and other structural property.
Agricultural Inspectors	Inspect agricultural commodities, processing equipment, facilities and fish and logging operations, to ensure compliance with regulations and laws governing health, quality and safety.
Adult Literacy, Remedial Education, and GED Teachers and Instructors	Teach or instruct out-of-school youths and adults in remedial education classes, preparatory classes for the General Educational Development test, literacy or English as a Second Language. Teaching may or may not take place in a traditional educational institution.
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.
Chemists	Conduct qualitative and quantitative chemical analyses or chemical experiments in laboratories for quality or process control or to develop new products or knowledge.
Child, Family and School Social Workers	Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist single parents, arrange adoptions and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior and truancy. May also advise teachers on how to deal with problem children.
Civil Engineers	Perform engineering duties in planning, designing and overseeing construction and maintenance of building structures, facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, water and sewage systems, and waste disposal units. Include architectural, structural, traffic, ocean and geo-technical engineers.

NCS Occupation	NCS Occupational Definition
Clinical, Counseling and School Psychologists	Diagnose and treat mental disorders; learning disabilities; and cognitive, behavioral and emotional problems using individual, child, family and group therapies. May design and implement behavior modification programs.
Compensation, Benefits and Job Analysis Specialists	Conduct programs of compensation and benefits and job analysis for employer. May specialize in specific areas, such as position classification and pension programs.
Computer Programmers	Convert project specifications and statements of problems and procedures to detailed logical flow charts for coding into computer language. Develop and write computer programs to store, locate, and retrieve specific documents, data and information. May program Web sites.
Computer Systems Analysts	Analyze science, engineering, business and all other data-processing problems for application to electronic data-processing systems. Analyze user requirements, procedures and problems to automate or improve existing systems and review computer system capabilities, workflow and scheduling limitations. May analyze or recommend commercially available software.
Conservation Scientists	Manage, improve and protect natural resources to maximize their use without damaging the environment. May conduct soil surveys and develop plans to eliminate soil erosion or to protect rangelands from fire and rodent damage. May instruct farmers, agricultural production managers or ranchers in best ways to use crop rotation, contour plowing or terracing to conserve soil and water; in the number and kind of livestock and forage plants best suited to particular ranges; and in range and farm improvements, such as fencing and reservoirs for stock watering.
Construction and Building Inspectors	Inspect structures using engineering skills to determine structural soundness and compliance with specifications, building codes and other regulations. Inspections may be general in nature or may be limited to a specific area, such as electrical systems or plumbing.
Correctional Officers and Jailers	Guard inmates in penal or rehabilitative institution in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison or other point. Include deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.
Data-Entry Keyers	Operate data-entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing.

NCS Occupation	NCS Occupational Definition
Economists	Conduct research, prepare reports or formulate plans to aid in solution of economic problems arising from production and distribution of goods and services. May collect and process economic and statistical data using econometric and sampling techniques.
Financial Examiners	Enforce or ensure compliance with laws and regulations governing financial and securities institutions and financial and real estate transactions. May examine, verify correctness of, or establish authenticity of records.
Forensic Science Technicians	Collect, identify, classify and analyze physical evidence related to criminal investigations. Perform tests on weapons or substances, such as fiber, hair and tissue to determine significance to investigation. May testify as expert witnesses on evidence or crime laboratory techniques. May serve as specialists in area of expertise, such as ballistics, fingerprinting, handwriting or biochemistry.
Foresters	Manage forested lands for economic, recreational and conservation purposes. May inventory the type, amount and location of standing timber, appraise the timber's worth, negotiate the purchase and draw up contracts for procurement. May determine how to conserve wildlife habitats, creek beds, water quality and soil stability and how best to comply with environmental regulations. May devise plans for planting and growing new trees, monitor trees for healthy growth and determine the best time for harvesting. Develop forest management plans for public and privately owned forested lands.
Geoscientists	Study the composition, structure and other physical aspects of the earth. May use geological, physics and mathematics knowledge in exploration for oil, gas, minerals or underground water; or in waste disposal, land reclamation or other environmental problems. May study the earth's internal composition, atmospheres, oceans and its magnetic, electrical and gravitational forces. Include mineralogists, crystallographers, paleontologists, stratigraphers, geodesists and seismologists.
Lawyers	Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents and manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law.

NCS Occupation	NCS Occupational Definition
Librarians	Administer libraries and perform related library services. Work in a variety of settings, including public libraries, schools, colleges and universities, museums, corporations, government agencies, law firms, nonprofit organizations and healthcare providers. Tasks may include selecting, acquiring, cataloguing, classifying, circulating and maintaining library materials; and furnishing reference, bibliographical and readers' advisory services. May perform in-depth, strategic research, and synthesize analyze, edit and filter information. May set up or work with databases and information systems to catalogue and access information.
Licensed Practical and Licensed Vocational Nurses	Care for ill, injured, convalescent or disabled persons in hospitals, nursing homes, clinics, private homes, group homes and similar institutions. May work under the supervision of a registered nurse. Licensing required.
Purchasing Agents	Purchase machinery, equipment, tools, parts, supplies or services necessary for the operation of an establishment. Purchase raw or semi-finished materials for manufacturing. Include contract specialists, field contractors, purchasers, price analysts, tooling coordinators and media buyers.
Registered Nurses	Assess patient health problems and needs, develop and implement nursing care plans and maintain medical records. Administer nursing care to ill, injured, convalescent or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Include advance practice nurses such as: nurse practitioners, clinical nurse specialists, certified nurse midwives and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education and who function in highly autonomous and specialized roles.
Substance Abuse and Behavioral Disorder Counselors	Counsel and advise individuals with alcohol, tobacco, drug or other problems, such as gambling and eating disorders. May counsel individuals, families or groups or engage in prevention programs.

STATE GOVERNMENT CONTACTS 2008

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