

**Maine Department of Administrative and Financial Services
Bureau of Human Resources**

Labor Market Survey

Submitted by



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This report includes data from the salary and benefits survey conducted in October through December 2008 on behalf of the State of Maine, Department of Administrative & Financial Service, Bureau of Human Resources. The results below shall not be duplicated, used, or disclosed – in whole or part – for any purpose other than to evaluate this data. The client has the right to duplicate, use, or disclose the data to the extent provided in the context of the engagement.



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Introduction

Background

Crescendo Consulting Group (CCG) was engaged by the State of Maine, Department of Administrative & Financial Service, Bureau of Human Resources (DAFS/BHR) to assist them in the analysis and use of comprehensive cash and non-cash compensation comparisons of the State of Maine's competing labor market to jobs in the state of Maine. To conduct the project, CCG contacted over 250 organizations in addition to a large number of municipalities in order to collect and analyze the survey responses.

Objectives

The State of Maine is challenged to control budget expenditures while still supporting efforts to fairly compensate valuable employees and wisely use public funding. Support of these efforts has highlighted the need to view State wage data relative to the competitive labor market – both private sector and public sector. The wage and benefits survey has the following objectives:

- Collect current wage and benefit data that can be used to benchmark individual job classifications in the Executive Branch and as a basis to respond to legislative inquiries.
- Aggregate survey information in order to extrapolate results by Administrative Unit – as a basis to evaluate broader State of Maine employment characteristics and, if needed, respond to legislative inquiries.

This report describes the methodology used to obtain results and present the results of the salary survey.

Methodology

In order to achieve the project objectives noted above, CCG developed and executed a five-step research methodology designed to collect and aggregate key data from Maine companies. A description of the five-step methodology follows:

Sample design and coordination

CCG worked closely with DAFS to design a target sample that would yield approximately eight or more responses for most job titles. To do this, three primary databases were created and coordinated prior to requesting survey information.

First, a list of suggested job classifications was initially developed by DAFS, and then CCG and DAFS worked together to refine the database and develop a final list of 87 private and public sector job classifications to include in the research. The targeted job classifications comprise at least 20% of the employment in each State of Maine Administrative Unit and provide a reasonable "market basket" approach for comparing the results.

It was understood that some State of Maine job classifications (e.g., Public Service Coordinators, Managers, and Executives, as well as Corrections positions and others) would



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have few private sector equivalents. It was agreed, therefore, that comparisons would be made to comparable states' positions, when available.

Second, CCG developed a database of over 250 Maine companies (not including municipalities) and individual contact names, email addresses, and telephone numbers for each. In addition, the database includes over 100 municipalities and county authorities. The target companies were geographically dispersed throughout Maine; were comprised of non-profit, for-profit, and public sector (governmental) organizations; included representatives from approximately 18 different industries; and, focused mostly on Maine's larger companies (over 100 employees). See Appendix 1 for a list of participants.

Third, in order to improve the expected response rates, CCG developed industry-specific survey instruments that contained only job positions likely to be found among companies comprising those industries.

All databases were reviewed and approved by DAFS prior to soliciting wage and benefit data from target organizations.

Survey instrument creation

As noted above, CCG created 18 unique surveys based on the target industry. Each survey had two components: benefits and salaries.

The benefits data portion was identical across all survey versions. The benefits sections of the surveys included a request for information on an organizational level about company-paid insurances, paid time off (vacation days, sick time, number of holidays, etc.), and deferred compensation (e.g., 401K programs, retirement accounts, etc.). Although policies within companies can vary based on job classification, most company policies are consistent across the majority of their workers.

In the salary portion of the surveys, targeted job classifications differed by industry. The number of targeted job classifications varied by industry from 13 (for Banking and Financial companies) to 83 (for Federal Agencies in Maine). The salary portion included a list and description of the targeted positions, a request that respondents provide the number of people currently employed for each position, the actual minimum salary paid, the median, and the highest salary paid for each position. Wage changes (2008 versus 2007, and expected 2009 versus 2008) were also included in the salary portion of the survey.

Data collection

Surveys were distributed via email in two waves. Each email survey invitation included a cover letter which explained the purpose and usage of the survey information, and the industry-specific survey as an Excel spreadsheet attachment. Survey participants were assured anonymity. The first wave of survey requests was sent to approximately 200 companies from October 29 to November 3.

Based on the early response rates, a second wave of surveys was sent out on November 16 to approximately 40 companies. Within three business days from the email date, CCG began conducting follow-up telephone calls in order to confirm that the target person received the survey, answer any questions, and encourage participation. Follow-up telephone calls continued until December 9. Survey data was accepted until December 23. In many cases, the target person had either not received the survey (so a replacement was sent) or had received the survey but was not the person who could complete it. In the latter

case, CCG would request the correct person's email address and would re-send the survey request. In some cases, CCG needed to leave voice mail messages for target respondents, some of which were not returned.

CCG also sent "reminder" emails to non-respondents approximately two weeks after the initial survey requests were issued.

Throughout the survey period (October 29 to December 9), CCG made a minimum of five telephone calls and/or emails to each respondent organization in order to initiate their participation. The overall participation rate was nearly 40%.

In addition to survey information, CCG was able to incorporate recently attained data (October 2008) from the Maine Municipal Association (MMA). After reviewing the data with DAFS/BHR in order to align municipal job descriptions with targeted job classifications, some of the MMA data (mostly public service positions) was incorporated.

In total, over 200 Maine companies and municipalities are included in the statistical compilation of data.

Statistical compilation and analysis

When respondents submitted their completed surveys, CCG aggregated the data and secured the surveys for analysis. CCG used a series of database analysis techniques to sort the data by job classification and administrative unit, and then to calculate key metrics (average minimum hourly rates, medians, and average maximum hourly rates) for each position. See Appendix 2 for a description of Administrative Units.

The key metrics for each administrative unit and target job classification are shown in Appendix 3.

Data output and report generation

Based on analysis of the survey responses and information supplied by DAFS/BHR, CCG prepared the data tables and this document for review by DAFS/BHR. The attached tables include key metric data for each surveyed position and data for comparable State of Maine job classifications, in addition to summaries by administrative unit.

CCG will provide a summary report for each survey participant. Raw data (blinded for confidentiality) will also be available to DAFS/BHR including frequency reports and specified tabulations of the survey results.

Considerations and limitations

A limitation of this work is related to the fact that the Executive Branch of Maine State Government employs a range of job classifications virtually unduplicated within a single employer in Northern New England outside of other state governments. While most of the benchmark classifications have comparables in private industry, the most unique jobs had few comparables and were, thus, more likely to be subject to competitive market forces that can result in large deviations from current State wages. The majority of these were public health or Department of Corrections positions.

Based on DAFS/BHR and CCG discussions, other key questions considered when reviewing the data included the following:



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- **What are the sample limitations of Maine DAFS/BHR data?**

Overall, the DAFS/BHR wage survey was a broad-based study. The wage data represents responses from approximately one-third of Maine's larger employers, as well as approximately 100 municipalities. However, not all Maine companies or all employment positions were surveyed; nor was participation mandated.

- **How well do the job classifications match between DAFS/BHR and the private sector?**

CCG and DAFS/BHR reviewed the State of Maine job classification descriptions and found that job descriptions for a given job title were similar in the public (DAFS/BHR) and private sector. Although descriptions were often similar, occasionally, degree requirements, licensures, or some other specifications differed, and this may have contributed to some wage variations. Based on the job descriptions included in the survey, survey participants self-selected positions for which to provide wage data. Therefore, there may be some variation due to the objectivity of job response selection.

- **How are comparable wage rates for job classifications found uniquely in the public sector identified?**

As previously noted, some job classifications tended to be predominantly in the public sector. For positions such as Public Service Coordinators, Managers, and Executives; Attorneys General; Government Interns; and, a few others there were few private sector comparables. In order to help identify comparable public sector job classifications, CCG and DAFS/BHR reviewed the MMA data noted above. Job titles that correlated well were included in the survey response database. Data from the State of New Hampshire and the State of Vermont was directly comparable to many State of Maine positions – especially Public Service Coordinators, Managers, and Executives.

- **What process was used to compare State of Maine wage data to comparable market positions?**

CCG and DAFS/BHR chose to use median wage data to compare survey job classifications to those in the State. This tends to minimize misleading effects due to outliers and reduce the standard deviation of the data. It provides a more accurate comparison of the wage scales, but is not necessarily reflective of current staffing due to tenure, etc. The following basic process was used for most job classifications:

- Survey data was collected from participants and aggregated in a database. The collected data included minimum, average, and maximum hourly wage rates for each position, in addition to company benefits data.
- The data was sorted by job classification, and median values for each job classification were identified.
- Hourly rates for comparable State of Maine job classifications were incorporated from publicly available data as was benefits data.
- State of Maine employment data includes eight different rates (or, steps) for each position. Step 1 rates were considered to be the minimum rates paid, Step 4, the median; and Step 8, the maximum.
- Variances were determined by comparing median private sector rates to median (Step 4) State of Maine rates.

- **How were State of Maine employees' benefits compared with those of employees in comparable non-State jobs?**

CCG researched employee benefits in three ways.

- First, survey participants were asked to identify the dollar value of the company's contribution to fulltime employees' primary insurance packages (i.e., health and dental) for policies that include only the employee and for policies that cover the employee and his or her family.
- Second, participants provided the value of the company's contribution for disability insurances, EAP's, Social Security, and life insurance.
- Third, deferred compensation (e.g., the value of the company match to a 401K program), pension amounts, tuition reimbursement, and other compensation were provided by participants in nominal dollars or as a percentage of total compensation.

The value of all three components was then converted to an hourly amount per employee. For example, if a company offered its employees health insurance valued at \$2,400 per year (fully paid by the employer), the analysis divided \$2,400 by 2,080 (the number of fulltime hours per year) to derive an addition to the hourly rate of \$1.15. The survey specifically asked participants to provide their benefits data in several categories noted above. If the participant did not provide data for a particular benefit, it was understood to mean that the benefit was not provided.

The value of State of Maine benefits were separated into two groups – insurances, and pension values. A separate data table shows the average paid time off for State of Maine employees compared to those of survey participants (aggregated).

- **How were administrative unit summaries developed?**

Most administrative units were comprised of multiple job classifications. CCG developed aggregated wage rates and variances for each unit by taking weighted averages of the wage data based on the number of participants for each job comprising the administrative unit.

- **In general, how did State of Maine wages compare to market wage ranges?**

As a large, geographically dispersed employer, the State of Maine tends to impact market benchmarks for many jobs in many regions of the state. Some broad-based wage studies that have been conducted in recent years (e.g., the Department of Labor) have combined private sector and public sector (State of Maine) responses. When comparing the State of Maine jobs to a market basket of comparable jobs that exclude State positions, the gap between the public and private sectors may widen. To some degree, this appears to be the case with the current DAFS/BHR study.

- When excluding the value of company paid benefits to the employee, the survey indicates that State of Maine wages paid to employees comprising administrative units B (e.g., engineering, finance / accounting, scientific positions), E (e.g., skilled trades), and X (e.g., legal, human resources, some clerical jobs) are at the greatest disadvantage relative to comparable private sector jobs.

- The value of State of Maine paid insurance packages is generally better than average private sector packages. The value of the Maine State pension is somewhat larger than that offered by some private sector survey participants.
- Jobs with equivalent scope of responsibility and authority (e.g. statewide policies and programs) to the State of Maine Public Service Coordinator, Manager, and Executive positions were not found outside state government. Consequently, these jobs were compared to those of other state governments surveyed (that is, the State of New Hampshire; State of Vermont data was not available).
- The variance for some individual job classifications is larger than for the weighted averages reflected in the administrative unit data. However, the trends are consistent with the above observations.

Appendix 1: List of Participating Organizations

Organization Name	
1	Bangor Savings Bank
2	Blue Hill Memorial Hospital
3	Bowdoin Medical Group
4	Camden National Bank
5	Care and Comfort
6	Casco Bay Lines
7	Charles A. Dean Memorial Hospital
8	CHCS
9	City of Augusta
10	City of Portland
11	City of Scarborough
12	City of South Portland
13	Coastal Womens Healthcare
14	Colby College
15	County of Aroostook
16	County of Cumberland
17	Darling's
18	Days
19	Dead River Oil
20	Dielectric
21	Domtar
22	Down East Community Hospital
23	Dragon Products
24	Eastern Maine Healthcare Systems
25	Employment Specialists of Maine
26	Fish River
27	Franklin Savings Bank
28	Geiger
29	General Dynamics
30	Goodall Hospital
31	Great Pond Associates
32	Hancock Lumber
33	Harriman & Associates
34	Hinckley's
35	Huhtamaki
36	Hussey Seating
37	IDEXX
38	Interstate Brands
39	Jackson Labs
40	JGI Eastern
41	Johnston Building
42	Katahdin Valley Health Center
43	Kennebec County Corrections
44	Kindred Healthcare
45	KV - Community Action Program
46	Maine Audubon
47	Maine Medical Center
48	Maine Medical Partners
49	Manufacturer "A"
50	Martins Point Healthcare
51	Matthews Brothers
52	Medical Care Development
53	Microdyne
54	Midcoast Health
55	Millinocket Regional Hospital
56	Montreal, Maine & Atlantic Railway
57	NASS
58	Northeast Delta Dental
59	Northeast Labs
60	Northern Maine Med. Center
61	OCFCU
62	Oxford County Corrections
63	P.R.O.P.
64	Penobscot Community Healthcare
65	Penobscot Job Corps
66	Pines Health Services
67	Pine Ridge Carpentry
68	Pionite
69	Portland Public Library
70	Press Herald
71	Redington-Fairview General Hospital
72	Sargeant Corporation
73	Seniors Plus
74	Spring Harbor Hospital
75	Spurwink School
76	St. Joseph's College
77	St. Mary's
78	State of Vermont
79	State of New Hampshire
80	Sugarloaf
81	Sustainable Structures
82	Sweetser
83	Tri County
84	True Textiles
85	University of Maine
86	University of New England
87	UNUM
88	Waldo County Corrections
89	Woodard & Curran
90	York County Corrections
91	York Hospital
92	Over 100 municipalities via the Maine Municipal Association survey (Oct. 2008)



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Appendix 2: Description of Administrative Units

Designation	Name	Description
A	Administrative Services	Includes employees engaged in clerical and record maintaining processes, preparation of reports and communications, manually or by operating machines, and inspectors, investigators and examiners. Includes Junior Accountants, Clerk Typists, Stenographers, Staff Development Specialists and Multilith Operators.
B	Professional/Technical Services	Includes employees engaged in performing professional, analytical, scientific or technical functions requiring specialized technical or professional training or licensing, and classifications engaged in the planning and control of management programs. Includes Nurses, Physicians, Systems Analysts, Financial Analysts, Social Workers, Teachers, Occupational Therapists, Physical Therapists, Computer Operators, and Education Specialists.
C	Institutional Services	Includes employees engaged in providing direct care, paramedical, recreational and related support services for persons confined to institutions for rehabilitation and treatment. Includes Prison Guards, Correctional Officers and Mental Health Workers.
D	Supervisory Services	Includes employees whose primary function is the performance of supervisory duties but excludes employees placed in one of the other units whose performance of such functions is merely incidental to other duties.
E	Operation/Maintenance	Includes employees engaged in craft or unskilled work in construction, maintenance or the repairing and servicing of equipment and buildings and related support services, and those engaged in operating other equipment and vehicles. Examples include Electricians, Carpenters, Highway Maintenance Workers, Maintenance Mechanics, Plumbers and Light Equipment Operators. Staff totals include DOT Highway Crew.
F	Law Enforcement	Includes employees engaged in law enforcement activities and providing services for public safety and protection. Examples are Game Warden, Marine Patrol Warden, Liquor Inspector and Motor Vehicle Investigator.

Designation	Name	Description
G	State Police	Includes those employees in positions in the State Police Trooper job series, excluding State Police Lieutenant and Captain, who are responsible for the safeguard of the Constitutional rights, liberty and security of Maine Citizens by enforcing the motor vehicle and criminal statutes of Maine.
H	Title V Confidential	Includes employees in the major policy-influencing positions listed in Civil Service Law, Title 5, Chapter 71, except those major policy positions that are salaried at the discretion of the Governor (who are in Administrative Unit Y and are listed in Title 2, Section 6) and those who are provided a salary by Statute (who are in Administrative Unit O).
O	Salary Set by Statute	Includes those positions in which the salary is set by state statute including the Constitutional Officers (Secretary of State, State Treasurer, Attorney General and State Auditor), elected Officials such as the Governor and District Attorney, and other major policy-making administrative positions.
X	Confidential	These are management and management support employees who are involved in administering labor agreements, or who are engaged in the development and administration of management policies and procedures but are not deemed by law to be major policy influencing. The positions range from secretarial, technical and professional, to management.
Y	Financial Order Required	Includes those employees in positions which the salary levels are set by Governor, including Commissioners of Departments, Directors and other high level professional and technical positions. These positions are listed in Title 2, Section 6.
Z	Ineligible for Bargaining Unit	Includes those employees in positions that are ineligible to belong to a collective bargaining unit or are not elsewhere assigned. Among the class of positions in this unit are Student Laborers, Substitute Teachers and the Deputy Attorney General.

Appendix 3: Wage and Salary Survey Data Tables

Appendix 3 includes a series of tables that summarize key information from the salary survey portion of the project. The tables include the following:

- Summary by administrative unit
 - Table 1 - Hourly rate data for survey participants the State of Maine
 - Table 2 - Benefits values for survey participants
 - Table 3 - Benefits values for State of Maine Employees
 - Table 4 - List of job class codes
- Table 5 - Salary survey results and State of Maine wage rates by job classification (hourly rates excluding benefits)
- Table 6 - Wage change data by job classification – 2008 versus 2007, and expected 2009 versus 2008
- Table 7 - Participating companies' benefits by job classification
- Table 8 – State of Maine employee benefits by job classification
- Table 9 – Paid time off – State of Maine employees compared to survey participants
- Table 10 - Number of participating organizations by job classification
- Table 11 – State wage rate comparisons – Maine, New Hampshire, Vermont
- Table 12 – Sample survey

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Table 1 - Summary by Administrative Unit - Wage Rates

Hourly Rate Data (no benefits included) for Administrative Units

Administrative Unit**	Minimum	Median	Maximum	State of Maine - Step 1 Rate	State of Maine - Step 4 Rate	State of Maine - Step 8 Rate	Variance - Hourly Rate
Unit A	\$ 12.71	\$ 14.06	\$ 17.38	\$ 11.16	\$ 13.01	\$ 15.81	-7.5%
Unit B	\$ 17.89	\$ 22.94	\$ 26.26	\$ 15.88	\$ 17.97	\$ 21.19	-21.7%
Unit C	\$ 14.81	\$ 17.47	\$ 19.36	\$ 13.52	\$ 15.40	\$ 17.65	-11.8%
Unit D	\$ 17.43	\$ 20.58	\$ 24.88	\$ 16.43	\$ 18.60	\$ 21.97	-9.6%
Unit E	\$ 14.48	\$ 16.99	\$ 19.87	\$ 11.86	\$ 13.32	\$ 15.57	-21.6%
Unit F	\$ 11.24	\$ 15.51	\$ 19.10	\$ 16.66	\$ 18.81	\$ 22.17	21.3%
Unit G	\$ 16.17	\$ 20.23	\$ 24.73	\$ 18.11	\$ 20.55	\$ 23.64	1.6%
Unit H	\$ 25.23	\$ 30.06	\$ 34.44	\$ 31.93	\$ 35.37	\$ 38.19	17.7%
Unit I	\$ 26.47	\$ 31.57	\$ 36.13	\$ 26.89	\$ 32.73	\$ 38.46	3.7%
Unit X	\$ 26.41	\$ 30.14	\$ 35.08	\$ 19.77	\$ 22.82	\$ 27.30	-24.3%
Unit Y	***	***	***	***	***	***	***
Unit Z	***	***	***	***	***	***	***

** Administrative Unit data is derived from a weighted average of the survey data for job classifications that comprise each unit.

*** Due to the small sample size, data is not disclosed.

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Table 2 - Summary by Administrative Unit (Survey Participants)

Benefits Values - Salary Survey Participants by Administrative Unit*

Administrative Unit **	Benefits Value (Including employee only insurance policy)	Percent of Median Wage Rate	Benefits Value (Including family insurance policy)	Percent of Median Wage Rate
Unit A	\$ 3.68	26.2%	\$ 5.01	35.7%
Unit B	\$ 5.02	22.5%	\$ 7.33	33.3%
Unit C	\$ 2.59	14.9%	\$ 4.97	28.7%
Unit D	\$ 4.68	24.3%	\$ 6.72	35.0%
Unit E	\$ 4.62	27.5%	\$ 7.16	42.5%
Unit F	\$ 3.84	25.6%	\$ 4.83	31.3%
Unit G	\$ 5.64	28.0%	\$ 8.34	41.5%
Unit H	\$ 5.34	17.8%	\$ 11.17	37.6%
Unit O	\$ 5.55	17.7%	\$ 12.16	39.0%
Unit X	\$ 5.41	18.4%	\$ 7.34	24.9%
Unit Y	***	***	***	***
Unit Z	***	***	***	***

* Dollars per hour values including paid insurances, deferred compensation, and pensions.

** Administrative Unit data is derived from a weighted average of the survey data for job classifications that comprise each unit.

*** Due to the small sample size, data is not disclosed.

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Table 3 - Summary by Administrative Unit (State of Maine Employee Benefits)

Benefits Values - State of Maine Employees by Administrative Unit*

Administrative Unit **	Benefits Value (Including employee only insurance policy)	Percent of Median Wage Rate	Benefits Value (Including family insurance policy)	Percent of Median Wage Rate
Unit A	\$ 4.96	38.3%	\$ 8.65	66.8%
Unit B	\$ 5.21	30.3%	\$ 8.90	51.8%
Unit C	\$ 5.90	38.6%	\$ 9.59	62.8%
Unit D	\$ 5.30	29.0%	\$ 8.98	49.4%
Unit E	\$ 4.97	37.8%	\$ 8.66	66.0%
Unit F	\$ 6.69	37.1%	\$ 10.37	57.5%
Unit G	\$ 6.94	35.2%	\$ 10.63	54.0%
Unit H	\$ 8.19	22.8%	\$ 11.88	33.2%
Unit O	\$ 7.87	25.3%	\$ 11.56	37.7%
Unit X	\$ 6.64	30.6%	\$ 10.33	47.8%
Unit Y	\$ 9.10	20.6%	\$ 12.79	28.9%
Unit Z	\$ 5.27	55.0%	\$ 8.96	93.5%

* Dollar per hour values including insurances and pension values.

** Administrative Unit data is derived from a weighted average of the survey data for job classifications that comprise each unit.

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Table 4 - List of Job Class Codes by Administrative Unit

Admin. Unit	Job Class Code
A	6542 - Office Associate II
	6594 - Customer Rep Assoc II - HS
	6538 - Office Assistant II
B	0039 - Planning & Research Associate I
	0328 - Accounting Technician
	0329 - Staff Accountant
	0330 - Senior Staff Accountant
	0392 - Management Analyst I
	0504 - Revenue Agent
	0612 - Auditor II
	0867 - Systems Analyst
	0928 - Info System Support Spec.
	4025 - Licensed Practical Nurse
	4031 - Nurse I
	4032 - Nurse II
	4033 - Nurse III
	4051 - Public Health Nurse I
	4055 - Public Health Nurse II
	4219 - Microbiologist II
	5041 - MH & MR Caseworker
	5069 - Human Services Caseworker
	5073 - Family Independence Specialist
	6325 - Environmental Engineer Spec
	6341 - Civil Engineer I
	6342 - Civil Engineer II
	6349 - Asst Engineer
	6402 - Chemist II
	8600 - Emergency Communications Spec.
	9253 - Environmental Specialist III
C	5004 - Correctional Trades Shop Supervisor
	5006 - Correctional Cook
	5007 - Correctional Cook Supv
	5207 - Correctional Officer
	5208 - Correctional Sergeant
	5232 - Correctional Officer II
	9013 - Correctional Trades Supervisor
D	0004 - Clerk IV
	4034 - Nurse IV
	4035 - Nurse V
	4038 - Public Health Nurse Manager
	4052 - Public Health Nurse Supv
	5067 - Human Services Caseworker Supv
	5209 - Correctional Captain
	5243 - Corrections Unit Manager
	6322 - Senior Environmental Engineer
	6344 - Civil Engineer III
	8473 - Ferry Captain
9352 - Biologist II	
9907 - Highway Crew Supervisor II	

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Table 4 - List of Job Class Codes by Administrative Unit

Admin. Unit	Job Class Code
	9908 - Highway Crew Supervisor I
E	8122 - Heavy Equipment Operator II
	8201 - Carpenter
	8214 - Electrician II
	8234 - Plumbing & Heating Technician
	8303 - Auto Mechanic II
	8304 - Heavy Vehicle and Equip Technician
	8468 - Ferry Ordinary Seaman
	8471 - Ferry Able Seaman
	9903 - Highway Worker Truck Driver
F	5270 - Probation Officer
	9431 - Forest Ranger II
	9511 - Game Warden
G	7001 - State Police Trooper
	7002 - State Police Sargeant - E
H	Public Service Coordinator II
	Public Service Executive I
	Public Service Executive II
	Public Service Manager II
	Public Service Manager III
O	Public Service Coordinator III
	Public Service Executive III
	Public Service Manager I
X	0331 - Managing Staff Accountant
	0403 - Personnel Specialist
	0404 - Personnel Manager
	0428 - Personnel Officer
	0470 - Agency Info. Technology Dir.
	0966 - Financial Analyst
	2002 - Staff Attorney
	6323 - Environmental Eng Svcs Mgr
	6346 - Civil Engineer IV
	6586 - Secretary Specialist
	Public Service Coordinator I
Y	0186 - Asst Attorney General
	Public Service Executive III
Z	0655 - Government Intern

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Table 5 - Hourly Wage Rates by Job Classification

Job Class Code	Survey Participants*			State of Maine			State Rate % Variance**
	Minimum	Median	Maximum	Step 1 Rate **	Step 4 Rate **	Step 8 Rate **	
0004 - Clerk IV	\$ 15.81	\$ 16.67	\$ 19.82	\$ 14.19	\$ 15.98	\$ 18.89	-4.1%
0039 - Planning & Research Associate I	\$ 19.45	\$ 23.05	\$ 28.65	\$ 14.42	\$ 16.35	\$ 19.50	-29.1%
0186 - Asst Attorney General	\$ 37.32	\$ 44.74	\$ 53.36	\$ 24.96	\$ 44.27	\$ 58.88	-1.1%
0328 - Accounting Technician	\$ 13.01	\$ 15.89	\$ 18.28	\$ 12.36	\$ 13.96	\$ 16.39	-12.1%
0329 - Staff Accountant	\$ 16.85	\$ 21.97	\$ 24.25	\$ 14.42	\$ 16.35	\$ 19.50	-25.6%
0330 - Senior Staff Accountant	\$ 20.52	\$ 30.00	\$ 30.26	\$ 16.37	\$ 18.81	\$ 22.43	-37.3%
0331 - Managing Staff Accountant	\$ 32.28	\$ 38.78	\$ 44.02	\$ 19.67	\$ 22.83	\$ 27.40	-41.1%
0392 - Management Analyst I	\$ 17.35	\$ 21.37	\$ 30.42	\$ 15.01	\$ 17.18	\$ 20.36	-19.6%
0403 - Personnel Specialist	\$ 17.46	\$ 20.62	\$ 23.75	\$ 15.77	\$ 18.02	\$ 21.58	-12.6%
0404 - Personnel Manager	\$ 29.40	\$ 31.46	\$ 37.60	\$ 20.44	\$ 23.66	\$ 28.38	-24.8%
0428 - Personnel Officer	\$ 27.51	\$ 33.04	\$ 38.50	\$ 18.15	\$ 20.93	\$ 25.13	-36.7%
0470 - Agency Info. Technology Dir.	\$ 32.28	\$ 31.99	\$ 43.11	\$ 25.37	\$ 29.03	\$ 34.34	-9.3%
0504 - Revenue Agent	\$ 14.04	\$ 18.19	\$ 20.02	\$ 16.06	\$ 17.99	\$ 21.14	-1.2%
0612 - Auditor II	\$ 23.50	\$ 29.28	\$ 30.12	\$ 16.37	\$ 18.81	\$ 22.43	-35.8%
0655 - Government Intern	\$ -	\$ -	\$ -	\$ 7.98	\$ 9.58	\$ 12.21	-
0867 - Systems Analyst	\$ 27.47	\$ 33.41	\$ 36.00	\$ 22.70	\$ 25.62	\$ 29.90	-23.3%
0928 - Info System Support Spec.	\$ 19.51	\$ 23.12	\$ 27.53	\$ 16.22	\$ 18.06	\$ 20.92	-21.9%
0966 - Financial Analyst	\$ 24.81	\$ 29.44	\$ 31.73	\$ 20.44	\$ 23.66	\$ 28.38	-19.6%
2002 - Staff Attorney	\$ 37.55	\$ 50.98	\$ 50.98	\$ 20.44	\$ 23.66	\$ 28.38	-53.6%
4025 - Licensed Practical Nurse	\$ 15.53	\$ 17.72	\$ 21.00	\$ 14.15	\$ 15.75	\$ 18.18	-11.1%
4031 - Nurse I	\$ 20.75	\$ 27.70	\$ 33.88	\$ 19.59	\$ 21.21	\$ 24.12	-23.4%
4032 - Nurse II	\$ 23.68	\$ 26.98	\$ 35.47	\$ 18.70	\$ 20.50	\$ 23.77	-24.0%
4033 - Nurse III	\$ 25.36	\$ 31.78	\$ 37.61	\$ 19.97	\$ 22.04	\$ 25.63	-30.6%
4034 - Nurse IV	\$ 27.53	\$ 37.25	\$ 45.02	\$ 25.39	\$ 28.09	\$ 32.45	-24.6%
4035 - Nurse V	\$ 32.75	\$ 40.64	\$ 47.50	\$ 24.86	\$ 27.98	\$ 32.82	-31.1%
4038 - Public Health Nurse Manager	\$ 22.71	\$ 26.19	\$ 31.01	\$ 24.52	\$ 27.71	\$ 32.69	5.8%
4051 - Public Health Nurse I	\$ 17.85	\$ 19.97	\$ 25.92	\$ 17.70	\$ 19.50	\$ 22.77	-2.4%
4052 - Public Health Nurse Supv	\$ -	\$ 27.96	\$ -	\$ 22.39	\$ 25.09	\$ 29.45	-10.3%
4055 - Public Health Nurse II	\$ 19.93	\$ 23.00	\$ 28.97	\$ 18.97	\$ 21.04	\$ 24.63	-8.5%
4219 - Microbiologist II	\$ 19.36	\$ 23.71	\$ 26.24	\$ 17.40	\$ 19.84	\$ 23.46	-16.3%
5004 - Correctional Trades Shop Supervisor	\$ 15.11	\$ 18.42	\$ 21.70	\$ 14.06	\$ 16.10	\$ 18.42	-12.6%
5006 - Correctional Cook	\$ 11.74	\$ 16.23	\$ 15.07	\$ 12.19	\$ 13.77	\$ 15.76	-15.2%
5007 - Correctional Cook Supv	\$ 14.14	\$ 16.91	\$ 19.36	\$ 14.06	\$ 16.10	\$ 18.42	-4.8%
5041 - MH & MR Caseworker	\$ 12.86	\$ 14.77	\$ 17.79	\$ 15.71	\$ 17.88	\$ 21.37	21.1%
5067 - Human Services Caseworker Supv	\$ 15.74	\$ 18.79	\$ 21.73	\$ 18.94	\$ 22.00	\$ 26.32	17.1%
5069 - Human Services Caseworker	\$ 12.86	\$ 14.39	\$ 17.39	\$ 15.71	\$ 17.88	\$ 21.37	24.3%
5073 - Family Independence Specialist	\$ 15.67	\$ 18.40	\$ 20.78	\$ 13.34	\$ 15.07	\$ 17.86	-18.1%
5207 - Correctional Officer	\$ 14.58	\$ 15.97	\$ 18.00	\$ 13.02	\$ 14.78	\$ 16.95	-7.4%
5208 - Correctional Sergeant	\$ 16.81	\$ 20.06	\$ 23.20	\$ 14.06	\$ 16.10	\$ 18.42	-19.7%
5209 - Correctional Captain	\$ 23.56	\$ 26.00	\$ 28.66	\$ 15.77	\$ 18.02	\$ 21.58	-30.7%
5232 - Correctional Officer II	\$ 15.18	\$ 16.43	\$ 17.68	\$ 13.50	\$ 15.38	\$ 17.67	-6.4%
5243 - Corrections Unit Manager	\$ 22.17	\$ 25.39	\$ 30.98	\$ 19.67	\$ 22.83	\$ 27.40	-10.1%
5270 - Probation Officer	\$ 19.90	\$ 24.24	\$ 28.56	\$ 16.43	\$ 18.75	\$ 22.20	-22.6%
6322 - Senior Environmental Engineer	\$ 28.16	\$ 33.81	\$ 38.78	\$ 23.71	\$ 27.12	\$ 32.05	-19.8%
6323 - Environmental Eng Svcs Mgr	\$ 29.82	\$ 32.87	\$ 36.70	\$ 25.63	\$ 29.29	\$ 34.60	-10.9%
6325 - Environmental Engineer Spec	\$ 18.75	\$ 23.96	\$ 29.27	\$ 20.96	\$ 23.89	\$ 28.01	-0.3%
6341 - Civil Engineer I	\$ 25.06	\$ 31.32	\$ 37.58	\$ 17.27	\$ 19.77	\$ 23.52	-36.9%
6342 - Civil Engineer II	\$ 19.61	\$ 23.93	\$ 28.99	\$ 19.88	\$ 22.86	\$ 27.33	-4.5%
6344 - Civil Engineer III	\$ 23.71	\$ 26.37	\$ 32.92	\$ 22.73	\$ 26.39	\$ 31.70	0.1%
6346 - Civil Engineer IV	\$ 30.62	\$ 32.09	\$ 37.03	\$ 24.63	\$ 28.66	\$ 34.35	-10.7%
6349 - Asst Engineer	\$ 13.98	\$ 16.24	\$ 19.82	\$ 15.71	\$ 17.88	\$ 21.37	10.1%
6402 - Chemist II	\$ 20.27	\$ 21.96	\$ 29.27	\$ 19.25	\$ 21.75	\$ 25.50	-1.0%

State of Maine
 Department of Administrative Financial Services
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Table 5 - Hourly Wage Rates by Job Classification

Job Class Code	Survey Participants*			State of Maine			State Rate % Variance***
	Minimum	Median	Maximum	Step 1 Rate **	Step 4 Rate **	Step 8 Rate **	
6538 - Office Assistant II	\$ 11.75	\$ 13.50	\$ 15.91	\$ 10.20	\$ 11.89	\$ 14.45	-11.9%
6542 - Office Associate II	\$ 13.50	\$ 14.64	\$ 19.27	\$ 11.86	\$ 13.83	\$ 16.81	-5.5%
6586 - Secretary Specialist	\$ 16.36	\$ 19.50	\$ 21.20	\$ 14.91	\$ 17.38	\$ 21.13	-10.9%
6594 - Customer Rep Assoc II - HS	\$ 13.25	\$ 14.13	\$ 16.80	\$ 11.86	\$ 13.83	\$ 16.81	-2.1%
7001 - State Police Trooper	\$ 13.97	\$ 17.94	\$ 22.60	\$ 17.78	\$ 20.13	\$ 23.70	12.2%
7002 - State Police Sergeant - E	\$ 17.93	\$ 22.07	\$ 26.44	\$ 18.37	\$ 20.89	\$ 23.59	-5.4%
8122 - Heavy Equipment Operator II	\$ 14.42	\$ 16.21	\$ 18.67	\$ 10.95	\$ 12.28	\$ 14.34	-24.2%
8201 - Carpenter	\$ 13.01	\$ 16.35	\$ 20.00	\$ 11.63	\$ 13.05	\$ 15.31	-20.2%
8214 - Electrician II	\$ 17.48	\$ 21.20	\$ 24.76	\$ 12.78	\$ 14.38	\$ 16.81	-32.2%
8234 - Plumbing & Heating Technician	\$ 16.81	\$ 20.19	\$ 22.83	\$ 15.27	\$ 17.00	\$ 19.65	-15.8%
8303 - Auto Mechanic II	\$ 14.85	\$ 17.44	\$ 20.64	\$ 12.36	\$ 13.96	\$ 16.39	-20.0%
8304 - Heavy Vehicle and Equip Technician	\$ 14.08	\$ 17.21	\$ 21.30	\$ 13.45	\$ 15.18	\$ 17.83	-11.8%
8468 - Ferry Ordinary Seaman	\$ -	\$ -	\$ -	\$ 9.51	\$ 10.66	\$ 12.28	-
8471 - Ferry Able Seaman	\$ -	\$ 13.35	\$ -	\$ 11.27	\$ 12.65	\$ 14.75	-5.2%
8473 - Ferry Captain	\$ 15.38	\$ 20.23	\$ -	\$ 19.67	\$ 22.83	\$ 27.40	12.9%
8600 - Emergency Communications Spec.	\$ 12.58	\$ 16.81	\$ 21.01	\$ 13.34	\$ 15.07	\$ 17.86	-10.4%
9013 - Correctional Trades Supervisor	\$ 16.56	\$ 20.28	\$ 23.89	\$ 15.31	\$ 17.43	\$ 20.07	-14.1%
9253 - Environmental Specialist III	\$ 19.84	\$ 21.84	\$ 22.53	\$ 16.37	\$ 18.81	\$ 22.43	-13.9%
9352 - Biologist II	\$ 20.46	\$ 23.93	\$ 30.56	\$ 20.15	\$ 23.21	\$ 27.53	-3.0%
9431 - Forest Ranger II	\$ 18.66	\$ 22.80	\$ 26.81	\$ 15.05	\$ 16.85	\$ 19.75	-26.1%
9511 - Game Warden	\$ 10.00	\$ 14.28	\$ 17.78	\$ 16.80	\$ 18.97	\$ 22.35	32.8%
9903 - Highway Worker Truck Driver	\$ 12.29	\$ 15.05	\$ 18.16	\$ 11.33	\$ 12.69	\$ 14.72	-15.7%
9907 - Highway Crew Supervisor II	\$ 15.95	\$ 21.04	\$ 20.78	\$ 15.84	\$ 17.91	\$ 21.20	-14.9%
9908 - Highway Crew Supervisor I	\$ 13.63	\$ 16.90	\$ 26.13	\$ 14.12	\$ 15.95	\$ 18.75	-5.6%
Public Service Coordinator I	\$ 20.82	\$ 24.75	\$ 28.16	\$ 17.18	\$ 25.80	\$ 32.30	4.2%
Public Service Coordinator II	\$ 23.71	\$ 28.16	\$ 32.09	\$ 28.49	\$ 30.22	\$ 31.08	7.3%
Public Service Coordinator III	\$ 25.83	\$ 30.71	\$ 35.41	\$ 30.20	\$ 39.78	\$ 45.17	29.5%
Public Service Executive I	\$ 25.83	\$ 30.71	\$ 35.41	\$ 30.60	\$ 33.82	\$ 35.04	10.1%
Public Service Executive II	\$ 28.16	\$ 33.81	\$ 38.78	\$ 34.98	\$ 41.05	\$ 45.99	21.4%
Public Service Executive III	\$ 30.88	\$ 37.03	\$ 42.28	\$ 31.58	\$ 45.14	\$ 86.32	21.9%
Public Service Manager I	\$ 22.71	\$ 26.98	\$ 30.71	\$ 19.67	\$ 22.83	\$ 27.40	-15.4%
Public Service Manager II	\$ 23.71	\$ 28.16	\$ 32.09	\$ 29.15	\$ 34.01	\$ 37.03	20.8%
Public Service Manager III	\$ 24.75	\$ 29.44	\$ 33.81	\$ 36.42	\$ 37.77	\$ 41.82	28.3%

* As noted in the report, the data shown represents the median values reported by salary survey participants.
 ** As of November 2008.
 *** Median salary survey rates compared to State of Maine Step 4 rates

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Table 6 - Hourly Rate Wage Changes **

Salary Survey Participants

Job Class Code	Avg. Increase	
	2008 vs. 2007	2009 vs. 2008 (est.)
0004 - Clerk IV	2.8%	2.8%
0039 - Planning & Research Associate I	2.6%	2.4%
0186 - Asst Attorney General	-	-
0328 - Accounting Technician	2.9%	2.9%
0329 - Staff Accountant	3.2%	4.1%
0330 - Senior Staff Accountant	3.1%	3.1%
0331 - Managing Staff Accountant	2.8%	2.2%
0392 - Management Analyst I	2.5%	1.8%
0403 - Personnel Specialist	3.0%	2.7%
0404 - Personnel Manager	2.5%	2.6%
0428 - Personnel Officer	2.6%	2.7%
0470 - Agency Info. Technology Dir.	-0.4%	1.8%
0504 - Revenue Agent	0.0%	0.0%
0612 - Auditor II	3.6%	3.0%
0655 - Government Intern	-	-
0867 - Systems Analyst	3.2%	2.5%
0928 - Info System Support Spec.	3.3%	2.7%
0966 - Financial Analyst	3.4%	3.1%
2002 - Staff Attorney	2.7%	2.6%
4025 - Licensed Practical Nurse	2.4%	2.8%
4031 - Nurse I	3.2%	3.1%
4032 - Nurse II	3.5%	3.0%
4033 - Nurse III	4.5%	3.9%
4034 - Nurse IV	1.8%	1.5%
4035 - Nurse V	3.3%	3.0%
4038 - Public Health Nurse Manager	2.0%	2.0%
4051 - Public Health Nurse I	-	-
4052 - Public Health Nurse Supv	-	-
4055 - Public Health Nurse II	-	-
4219 - Microbiologist II	3.5%	3.0%
5004 - Correctional Trades Shop Supervisor	-	-
5006 - Correctional Cook	5.5%	5.5%
5007 - Correctional Cook Supv	-	-
5041 - MH & MR Caseworker	1.7%	1.7%
5067 - Human Services Caseworker Supv	1.7%	1.7%
5069 - Human Services Caseworker	2.4%	2.5%
5073 - Family Independence Specialist	3.0%	3.0%
5207 - Correctional Officer	3.0%	5.5%
5208 - Correctional Sergeant	3.0%	5.5%
5209 - Correctional Captain	3.0%	2.0%
5232 - Correctional Officer II	-	-
5243 - Corrections Unit Manager	3.0%	-
5270 - Probation Officer	-	-
6322 - Senior Environmental Engineer	6.0%	2.5%
6323 - Environmental Eng Svcs Mgr	3.3%	2.3%
6325 - Environmental Engineer Spec.	7.0%	3.0%
6341 - Civil Engineer I	4.0%	3.0%

State of Maine
 Department of Administrative Financial Services
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Table 6 - Hourly Rate Wage Changes **

Salary Survey Participants

Job Class Code	Avg. Increase	
	2008 vs. 2007	2009 vs. 2008 (est.)
6342 - Civil Engineer II	4.5%	2.7%
6344 - Civil Engineer III	3.1%	3.0%
6346 - Civil Engineer IV	6.3%	1.8%
6349 - Asst Engineer	3.0%	1.7%
6402 - Chemist II	2.0%	1.5%
6538 - Office Assistant II	3.0%	2.8%
6542 - Office Associate II	3.1%	3.1%
6586 - Secretary Specialist	3.1%	2.9%
6594 - Customer Rep Assoc II - HS	3.3%	2.9%
7001 - State Police Trooper	3.0%	3.0%
7002 - State Police Sargeant - E	3.0%	3.0%
8122 - Heavy Equipment Operator II	3.3%	1.8%
8201 - Carpenter	2.3%	2.2%
8214 - Electrician II	3.3%	2.7%
8234 - Plumbing & Heating Technician	3.3%	3.3%
8303 - Auto Mechanic II	3.0%	2.8%
8304 - Heavy Vehicle and Equip Technician	2.9%	1.3%
8468 - Ferry Ordinary Seaman	-	-
8471 - Ferry Able Seaman	3.0%	3.0%
8473 - Ferry Captain	4.0%	4.0%
8600 - Emergency Communications Spec.	2.8%	2.3%
9013 - Correctional Trades Supervisor	-	-
9253 - Environmental Specialist III	2.9%	2.0%
9352 - Biologist II	-	-
9431 - Forest Ranger II	-	-
9511 - Game Warden	-	-
9903 - Highway Worker Truck Driver	2.8%	2.7%
9907 - Highway Crew Supervisor II	3.0%	3.0%
9908 - Highway Crew Supervisor I	3.0%	3.0%
Public Service Coordinator I		
Public Service Coordinator II		
Public Service Coordinator III		
Public Service Executive I		
Public Service Executive II		
Public Service Executive III		
Public Service Manager I		
Public Service Manager II		
Public Service Manager III		
AVERAGE	3.1%	2.7%

** In some cases above, too few respondents provided data to generate wage rate change values.

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Table 7 - Survey Participants' Employee Benefits Breakdown

Job Class Code	Pension and Other Compensation** Value (% of Salary)	Pension and Other Compensation** Value (hourly rate)	Value of insurance policy (employee only)	Value of insurance policy (family)
0004 - Clerk IV	9.4%	\$ 1.57	\$ 2.95	\$ 5.16
0039 - Planning & Research Associate I	8.5%	\$ 1.96	\$ 1.99	\$ 4.08
0186 - Asst Attorney General	5.5%	\$ 2.47	\$ 2.03	\$ 6.49
0328 - Accounting Technician	10.4%	\$ 1.65	\$ 3.04	\$ 5.40
0329 - Staff Accountant	9.7%	\$ 2.13	\$ 2.31	\$ 4.33
0330 - Senior Staff Accountant	13.2%	\$ 3.96	\$ 3.04	\$ 5.70
0331 - Managing Staff Accountant	6.9%	\$ 2.68	\$ 2.16	\$ 3.67
0392 - Management Analyst I	10.5%	\$ 2.25	\$ 3.13	\$ 6.13
0403 - Personnel Specialist	9.7%	\$ 2.00	\$ 2.31	\$ 3.64
0404 - Personnel Manager	8.8%	\$ 2.77	\$ 2.04	\$ 3.92
0428 - Personnel Officer	10.2%	\$ 3.36	\$ 2.45	\$ 4.49
0470 - Agency Info. Technology Dir.	14.5%	\$ 4.65	\$ 2.79	\$ 5.51
0504 - Revenue Agent	12.2%	\$ 2.22	\$ 3.21	\$ 5.58
0612 - Auditor II	7.2%	\$ 2.11	\$ 2.39	\$ 4.37
0655 - Government Intern	-	\$ -	\$ -	\$ -
0867 - Systems Analyst	8.6%	\$ 2.88	\$ 2.25	\$ 4.68
0928 - Info System Support Spec.	8.4%	\$ 1.94	\$ 2.24	\$ 4.42
0966 - Financial Analyst	8.8%	\$ 2.59	\$ 2.17	\$ 3.61
2002 - Staff Attorney	8.3%	\$ 4.22	\$ 2.63	\$ 5.24
4025 - Licensed Practical Nurse	9.2%	\$ 1.63	\$ 1.28	\$ 2.03
4031 - Nurse I	8.4%	\$ 2.34	\$ 2.52	\$ 4.27
4032 - Nurse II	10.9%	\$ 2.94	\$ 1.28	\$ 2.03
4033 - Nurse III	8.6%	\$ 2.73	\$ 0.78	\$ 1.56
4034 - Nurse IV	8.5%	\$ 3.17	\$ 1.87	\$ 3.58
4035 - Nurse V	7.3%	\$ 2.96	\$ 1.03	\$ 2.03
4038 - Public Health Nurse Manager	7.2%	\$ 1.88	\$ 2.03	\$ 4.55
4051 - Public Health Nurse I	5.1%	\$ 1.02	\$ 1.28	\$ 3.58
4052 - Public Health Nurse Supv	7.3%	\$ 2.04	\$ 1.39	\$ 4.70
4055 - Public Health Nurse II	0.0%	\$ -	\$ -	\$ -
4219 - Microbiologist II	10.9%	\$ 2.58	\$ 0.67	\$ 2.29
5004 - Correctional Trades Shop Supervisor	8.6%	\$ 1.58	\$ 2.03	\$ 6.49
5006 - Correctional Cook	3.0%	\$ 0.49	\$ 1.28	\$ 3.58
5007 - Correctional Cook Supv	6.7%	\$ 1.13	\$ 0.64	\$ 1.79
5041 - MH & MR Caseworker	9.2%	\$ 1.36	\$ 0.19	\$ 2.86
5067 - Human Services Caseworker Supv	8.6%	\$ 1.62	\$ 0.74	\$ 3.22
5069 - Human Services Caseworker	6.8%	\$ 0.97	\$ 0.74	\$ 3.22
5073 - Family Independence Specialist	5.5%	\$ 1.01	\$ 1.28	\$ 3.58
5207 - Correctional Officer	7.0%	\$ 1.13	\$ 2.67	\$ 5.37
5208 - Correctional Sergeant	7.6%	\$ 1.52	\$ 1.28	\$ 3.58
5209 - Correctional Captain	3.2%	\$ 0.84	\$ 1.91	\$ 4.04
5232 - Correctional Officer II	0.0%	\$ -	\$ 1.28	\$ 3.58
5243 - Corrections Unit Manager	5.8%	\$ 1.46	\$ 2.55	\$ 4.49
5270 - Probation Officer	8.2%	\$ 1.99	\$ 2.03	\$ 6.49
6322 - Senior Environmental Engineer	9.1%	\$ 3.07	\$ 2.69	\$ 3.58
6323 - Environmental Eng Svcs Mgr	9.7%	\$ 3.20	\$ 2.69	\$ 4.99
6325 - Environmental Engineer Spec	9.9%	\$ 2.36	\$ 1.28	\$ 2.93
6341 - Civil Engineer I	16.7%	\$ 5.24	\$ 2.81	\$ 5.82
6342 - Civil Engineer II	13.0%	\$ 3.11	\$ 3.06	\$ 6.09
6344 - Civil Engineer III	12.3%	\$ 3.25	\$ 2.79	\$ 5.60
6346 - Civil Engineer IV	10.9%	\$ 3.48	\$ 2.69	\$ 6.39

State of Maine
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Table 7 - Survey Participants' Employee Benefits Breakdown

Job Class Code	Pension and Other Compensation** Value (% of Salary)	Pension and Other Compensation** Value (hourly rate)	Value of insurance policy (employee only)	Value of insurance policy (family)
6349 - Asst Engineer	8.5%	\$ 1.39	\$ 3.03	\$ 5.88
6402 - Chemist II	6.2%	\$ 1.36	\$ 1.40	\$ 4.08
6538 - Office Assistant II	9.9%	\$ 1.33	\$ 2.12	\$ 3.61
6542 - Office Associate II	11.3%	\$ 1.66	\$ 2.31	\$ 3.64
6586 - Secretary Specialist	10.3%	\$ 2.00	\$ 2.64	\$ 3.58
6594 - Customer Rep Assoc II - HS	9.1%	\$ 1.29	\$ 2.33	\$ 3.29
7001 - State Police Trooper	11.7%	\$ 2.11	\$ 3.20	\$ 5.86
7002 - State Police Sergeant - E	12.5%	\$ 2.77	\$ 3.13	\$ 5.87
8122 - Heavy Equipment Operator II	9.8%	\$ 1.59	\$ 3.13	\$ 5.58
8201 - Carpenter	6.6%	\$ 1.08	\$ 1.28	\$ 2.01
8214 - Electrician II	7.2%	\$ 1.54	\$ 2.35	\$ 4.95
8234 - Plumbing & Heating Technician	7.9%	\$ 1.59	\$ 2.50	\$ 4.77
8303 - Auto Mechanic II	12.6%	\$ 2.19	\$ 3.03	\$ 5.84
8304 - Heavy Vehicle and Equip Technician	6.9%	\$ 1.18	\$ 2.93	\$ 5.45
8468 - Ferry Ordinary Seaman	-	-	-	-
8471 - Ferry Able Seaman	21.2%	\$ 2.83	\$ 1.90	\$ 4.55
8473 - Ferry Captain	12.4%	\$ 2.50	\$ 0.95	\$ 2.28
8600 - Emergency Communications Spec.	12.3%	\$ 2.07	\$ 2.97	\$ 5.55
9013 - Correctional Trades Supervisor	8.0%	\$ 1.62	\$ 1.28	\$ 3.58
9253 - Environmental Specialist III	7.0%	\$ 1.52	\$ 1.28	\$ 3.58
9352 - Biologist II	4.9%	\$ 1.16	\$ 2.79	\$ 5.45
9431 - Forest Ranger II	7.1%	\$ 1.62	\$ 1.28	\$ 3.58
9511 - Game Warden	7.5%	\$ 1.06	\$ 2.83	\$ 3.46
9903 - Highway Worker Truck Driver	9.8%	\$ 1.48	\$ 2.95	\$ 5.66
9907 - Highway Crew Supervisor II	13.8%	\$ 2.90	\$ 2.94	\$ 5.87
9908 - Highway Crew Supervisor I	9.4%	\$ 1.58	\$ 3.29	\$ 4.57
Public Service Coordinator I	8.8%	\$ 2.17	\$ 2.79	\$ 9.40
Public Service Coordinator II	8.8%	\$ 2.46	\$ 2.79	\$ 9.40
Public Service Coordinator III	8.8%	\$ 2.69	\$ 2.79	\$ 9.40
Public Service Executive I	8.8%	\$ 2.69	\$ 2.79	\$ 9.40
Public Service Executive II	7.6%	\$ 2.57	\$ 2.79	\$ 5.48
Public Service Executive III	8.8%	\$ 3.24	\$ 2.79	\$ 9.40
Public Service Manager I	8.8%	\$ 2.36	\$ 2.79	\$ 9.40
Public Service Manager II	8.8%	\$ 2.46	\$ 2.79	\$ 9.40
Public Service Manager III	8.8%	\$ 2.58	\$ 2.79	\$ 9.40

** Participants' values include pensions, deferred compensation, and other compensation.

State of Maine
 Department of Administrative Financial Services
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Table 8 - State of Maine Employee Benefits Breakdown

Job Class Code	Pension Value (% of Salary)	Pension Value (hourly rate)	Value of insurance policy (employee only)	Value of insurance policy (family)
0004 - Clerk IV	5.8%	\$ 0.91	\$ 4.21	\$ 7.90
0039 - Planning & Research Associate I	5.8%	\$ 0.94	\$ 4.21	\$ 7.90
0186 - Asst Attorney General	11.1%	\$ 4.89	\$ 4.21	\$ 7.90
0328 - Accounting Technician	5.8%	\$ 0.80	\$ 4.21	\$ 7.90
0329 - Staff Accountant	5.8%	\$ 0.94	\$ 4.21	\$ 7.90
0330 - Senior Staff Accountant	5.8%	\$ 1.08	\$ 4.21	\$ 7.90
0331 - Managing Staff Accountant	5.8%	\$ 1.31	\$ 4.21	\$ 7.90
0392 - Management Analyst I	5.8%	\$ 0.99	\$ 4.21	\$ 7.90
0403 - Personnel Specialist	11.1%	\$ 1.99	\$ 4.21	\$ 7.90
0404 - Personnel Manager	11.1%	\$ 2.61	\$ 4.21	\$ 7.90
0428 - Personnel Officer	11.1%	\$ 2.31	\$ 4.21	\$ 7.90
0470 - Agency Info. Technology Dir.	5.8%	\$ 1.52	\$ 4.21	\$ 7.90
0504 - Revenue Agent	5.8%	\$ 0.94	\$ 4.21	\$ 7.90
0612 - Auditor II	5.8%	\$ 1.08	\$ 4.21	\$ 7.90
0655 - Government Intern	11.1%	\$ 1.08	\$ 4.21	\$ 7.90
0867 - Systems Analyst	5.8%	\$ 1.28	\$ 4.21	\$ 7.90
0928 - Info System Support Spec.	5.8%	\$ 0.90	\$ 4.21	\$ 7.90
0966 - Financial Analyst	11.1%	\$ 2.61	\$ 4.21	\$ 7.90
2002 - Staff Attorney	11.1%	\$ 2.61	\$ 4.21	\$ 7.90
4025 - Licensed Practical Nurse	5.8%	\$ 0.85	\$ 4.21	\$ 7.90
4031 - Nurse I	5.8%	\$ 1.05	\$ 4.21	\$ 7.90
4032 - Nurse II	5.8%	\$ 1.12	\$ 4.21	\$ 7.90
4033 - Nurse III	5.8%	\$ 1.21	\$ 4.21	\$ 7.90
4034 - Nurse IV	5.8%	\$ 1.44	\$ 4.21	\$ 7.90
4035 - Nurse V	5.8%	\$ 1.55	\$ 4.21	\$ 7.90
4038 - Public Health Nurse Manager	5.8%	\$ 1.59	\$ 4.21	\$ 7.90
4051 - Public Health Nurse I	5.8%	\$ 1.12	\$ 4.21	\$ 7.90
4052 - Public Health Nurse Supv	5.8%	\$ 1.44	\$ 4.21	\$ 7.90
4055 - Public Health Nurse II	5.8%	\$ 1.21	\$ 4.21	\$ 7.90
4219 - Microbiologist II	5.8%	\$ 1.08	\$ 4.21	\$ 7.90
5004 - Correctional Trades Shop Supervisor	11.1%	\$ 1.78	\$ 4.21	\$ 7.90
5006 - Correctional Cook	11.1%	\$ 1.52	\$ 4.21	\$ 7.90
5007 - Correctional Cook Supv	11.1%	\$ 1.78	\$ 4.21	\$ 7.90
5041 - MH & MR Caseworker	5.8%	\$ 1.03	\$ 4.21	\$ 7.90
5067 - Human Services Caseworker Supv	5.8%	\$ 1.27	\$ 4.21	\$ 7.90
5069 - Human Services Caseworker	5.8%	\$ 1.03	\$ 4.21	\$ 7.90
5073 - Family Independence Specialist	5.8%	\$ 0.87	\$ 4.21	\$ 7.90
5207 - Correctional Officer	11.1%	\$ 1.63	\$ 4.21	\$ 7.90
5208 - Correctional Sergeant	11.1%	\$ 1.78	\$ 4.21	\$ 7.90
5209 - Correctional Captain	5.8%	\$ 1.04	\$ 4.21	\$ 7.90
5232 - Correctional Officer II	11.1%	\$ 1.70	\$ 4.21	\$ 7.90
5243 - Corrections Unit Manager	5.8%	\$ 1.31	\$ 4.21	\$ 7.90
5270 - Probation Officer	12.1%	\$ 2.17	\$ 4.21	\$ 7.90
6322 - Senior Environmental Engineer	5.8%	\$ 1.40	\$ 4.21	\$ 7.90
6323 - Environmental Eng Svcs Mgr	11.1%	\$ 2.92	\$ 4.21	\$ 7.90
6325 - Environmental Engineer Spec	5.8%	\$ 1.24	\$ 4.21	\$ 7.90
6341 - Civil Engineer I	5.8%	\$ 1.14	\$ 4.21	\$ 7.90
6342 - Civil Engineer II	5.8%	\$ 1.31	\$ 4.21	\$ 7.90
6344 - Civil Engineer III	5.8%	\$ 1.52	\$ 4.21	\$ 7.90
6346 - Civil Engineer IV	11.1%	\$ 3.17	\$ 4.21	\$ 7.90
6349 - Asst Engineer	5.8%	\$ 1.03	\$ 4.21	\$ 7.90
6402 - Chemist II	5.8%	\$ 1.14	\$ 4.21	\$ 7.90
6538 - Office Assistant II	5.8%	\$ 0.68	\$ 4.21	\$ 7.90
6542 - Office Associate II	5.8%	\$ 0.80	\$ 4.21	\$ 7.90
6586 - Secretary Specialist	11.1%	\$ 1.92	\$ 4.21	\$ 7.90

State of Maine
 Department of Administrative Financial Services
 Bureau of Human Resources

Table 8 - State of Maine Employee Benefits Breakdown

Job Class Code	Pension Value (% of Salary)	Pension Value (hourly rate)	Value of insurance policy (employee only)	Value of insurance policy (family)	
6594 - Customer Rep Assoc II - HS	5.8%	\$ 0.80	\$ 4.21	\$	7.90
7001 - State Police Trooper	13.9%	\$ 2.67	\$ 4.21	\$	7.90
7002 - State Police Sergeant - E	13.9%	\$ 2.78	\$ 4.21	\$	7.90
8122 - Heavy Equipment Operator II	5.8%	\$ 0.71	\$ 4.21	\$	7.90
8201 - Carpenter	5.8%	\$ 0.75	\$ 4.21	\$	7.90
8214 - Electrician II	5.8%	\$ 0.80	\$ 4.21	\$	7.90
8234 - Plumbing & Heating Technician	5.8%	\$ 0.87	\$ 4.21	\$	7.90
8303 - Auto Mechanic II	5.8%	\$ 0.80	\$ 4.21	\$	7.90
8304 - Heavy Vehicle and Equip Technician	5.8%	\$ 0.87	\$ 4.21	\$	7.90
8468 - Ferry Ordinary Seaman	5.8%	\$ 0.61	\$ 4.21	\$	7.90
8471 - Ferry Able Seaman	5.8%	\$ 0.73	\$ 4.21	\$	7.90
8473 - Ferry Captain	5.8%	\$ 1.31	\$ 4.21	\$	7.90
8600 - Emergency Communications Spec.	5.8%	\$ 0.87	\$ 4.21	\$	7.90
9013 - Correctional Trades Supervisor	11.1%	\$ 1.93	\$ 4.21	\$	7.90
9253 - Environmental Specialist III	5.8%	\$ 1.08	\$ 4.21	\$	7.90
9352 - Biologist II	5.8%	\$ 1.27	\$ 4.21	\$	7.90
9431 - Forest Ranger II	12.1%	\$ 1.94	\$ 4.21	\$	7.90
9511 - Game Warden	13.9%	\$ 2.51	\$ 4.21	\$	7.90
9903 - Highway Worker Truck Driver	5.8%	\$ 0.73	\$ 4.21	\$	7.90
9907 - Highway Crew Supervisor II	5.8%	\$ 1.03	\$ 4.21	\$	7.90
9908 - Highway Crew Supervisor I	5.8%	\$ 0.92	\$ 4.21	\$	7.90
Public Service Coordinator I	11.1%	\$ 2.85	\$ 4.21	\$	7.90
Public Service Coordinator II	11.1%	\$ 3.34	\$ 4.21	\$	7.90
Public Service Coordinator III	11.1%	\$ 4.40	\$ 4.21	\$	7.90
Public Service Executive I	11.1%	\$ 3.74	\$ 4.21	\$	7.90
Public Service Executive II	11.1%	\$ 4.54	\$ 4.21	\$	7.90
Public Service Executive III	11.1%	\$ 4.99	\$ 4.21	\$	7.90
Public Service Manager I	11.1%	\$ 2.52	\$ 4.21	\$	7.90
Public Service Manager II	11.1%	\$ 3.76	\$ 4.21	\$	7.90
Public Service Manager III	11.1%	\$ 4.17	\$ 4.21	\$	7.90

State of Maine
Department of Administrative Financial Services
Bureau of Human Resources

Table 9 - Paid Time Off (Holidays, Vacation, Sick Days, Personal Days)

Group	Number of Years of Service			
	1 year	3 years	5 years	10 years
Survey participants	28	29	33	36
State of Maine	36	36	39	42

State of Maine
 Department of Administrative Financial Services
 Bureau of Human Resources

Table 10 - Number of Participants by Job Classification

Job Class Code	Total Number of Respondents
0004 - Clerk IV	101
0039 - Planning & Research Associate I	8
0186 - Asst Attorney General	2
0328 - Accounting Technician	78
0329 - Staff Accountant	38
0330 - Senior Staff Accountant	111
0331 - Managing Staff Accountant	17
0392 - Management Analyst I	33
0403 - Personnel Specialist	39
0404 - Personnel Manager	28
0428 - Personnel Officer	39
0470 - Agency Info. Technology Dir.	27
0504 - Revenue Agent	46
0612 - Auditor II	10
0655 - Government Intern	1
0867 - Systems Analyst	18
0928 - Info System Support Spec.	32
0966 - Financial Analyst	20
2002 - Staff Attorney	8
4025 - Licensed Practical Nurse	17
4031 - Nurse I	16
4032 - Nurse II	13
4033 - Nurse III	11
4034 - Nurse IV	9
4035 - Nurse V	10
4038 - Public Health Nurse Manager	4
4051 - Public Health Nurse I	3
4052 - Public Health Nurse Supv	2
4055 - Public Health Nurse II	7
4219 - Microbiologist II	6
5004 - Correctional Trades Shop Supervisor	2
5006 - Correctional Cook	5
5007 - Correctional Cook Supv	4
5041 - MH & MR Caseworker	5
5067 - Human Services Caseworker Supv	6
5069 - Human Services Caseworker	8
5073 - Family Independence Specialist	3
5207 - Correctional Officer	8
5208 - Correctional Sergeant	7
5209 - Correctional Captain	6
5232 - Correctional Officer II	5
5243 - Corrections Unit Manager	3
5270 - Probation Officer	2

State of Maine
 Department of Administrative & Financial Services
 Bureau of Human Resources

Table 10 - Number of Participants by Job Classification

Job Class Code	Total Number of Respondents
6322 - Senior Environmental Engineer	6
6323 - Environmental Eng Svcs Mgr	11
6325 - Environmental Engineer Spec	11
6341 - Civil Engineer I	21
6342 - Civil Engineer II	9
6344 - Civil Engineer III	9
6346 - Civil Engineer IV	9
6349 - Asst Engineer	10
6402 - Chemist II	11
6538 - Office Assistant II	36
6542 - Office Associate II	33
6586 - Secretary Specialist	15
6594 - Customer Rep Assoc II - HS	16
7001 - State Police Trooper	93
7002 - State Police Sargeant - E	116
8122 - Heavy Equipment Operator II	109
8201 - Carpenter	9
8214 - Electrician II	21
8234 - Plumbing & Heating Technician	15
8303 - Auto Mechanic II	76
8304 - Heavy Vehicle and Equip Technician	8
8468 - Ferry Ordinary Seaman	0
8471 - Ferry Able Seaman	1
8473 - Ferry Captain	3
8600 - Emergency Communications Spec.	50
9013 - Correctional Trades Supervisor	2
9253 - Environmental Specialist III	9
9352 - Biologist II	9
9431 - Forest Ranger II	2
9511 - Game Warden	26
9903 - Highway Worker Truck Driver	40
9907 - Highway Crew Supervisor II	29
9908 - Highway Crew Supervisor I	55
Public Service Coordinator I	1
Public Service Coordinator II	1
Public Service Coordinator III	1
Public Service Executive I	1
Public Service Executive II	1
Public Service Executive III	1
Public Service Manager I	1
Public Service Manager II	1
Public Service Manager III	1

State of Maine
 Department of Administrative Financial Services
 Bureau of Human Resources

Table 11 - State Wage Rate Comparisons

Job Classification	State of New Hampshire			State of Vermont			State of Maine		
0004 - Clerk IV	\$ 15.67	\$ 18.40	\$ 20.78	\$ 17.25	\$ 21.64	\$ 27.64	\$ 14.19	\$ 15.98	\$ 18.89
0039 - Planning & Research Associate I	\$ 20.82	\$ 24.75	\$ 28.16	\$ 15.99	\$ 20.27	\$ 24.73	\$ 14.42	\$ 16.35	\$ 19.50
0186 - Asst Attorney General	\$ 23.14	\$ 37.99	\$ 55.23	\$ 12.99	\$ 15.49	\$ 21.49	\$ 24.96	\$ 44.27	\$ 58.88
0328 - Accounting Technician	\$ 12.90	\$ 15.01	\$ 16.95	\$ 13.01	\$ 15.97	\$ 20.06	\$ 12.36	\$ 13.96	\$ 16.39
0329 - Staff Accountant	\$ 19.97	\$ 23.71	\$ 26.98	\$ 18.75	\$ 23.96	\$ 29.27	\$ 14.42	\$ 16.35	\$ 19.50
0330 - Senior Staff Accountant	\$ 22.71	\$ 26.98	\$ 30.71	\$ 23.04	\$ 28.93	\$ 32.02	\$ 16.37	\$ 18.81	\$ 22.43
0331 - Managing Staff Accountant	\$ 32.28	\$ 38.78	\$ 44.02	\$ 24.04	\$ 28.93	\$ 32.92	\$ 19.67	\$ 22.83	\$ 27.40
0392 - Management Analyst I	\$ 18.40	\$ 21.65	\$ 24.75	\$ 21.72	\$ 26.35	\$ 32.20	\$ 15.01	\$ 17.18	\$ 20.36
0403 - Personnel Specialist	\$ 20.82	\$ 24.75	\$ 28.16	\$ 17.75	\$ 22.51	\$ 27.64	\$ 15.77	\$ 18.02	\$ 21.58
0404 - Personnel Manager	\$ 19.97	\$ 23.71	\$ 26.98	\$ 21.04	\$ 26.93	\$ 32.92	\$ 20.44	\$ 23.66	\$ 28.38
0428 - Personnel Officer	\$ 22.71	\$ 26.98	\$ 30.71	\$ 21.72	\$ 25.93	\$ 32.92	\$ 18.15	\$ 20.93	\$ 25.13
0470 - Agency Info. Technology Dir.	\$ 32.28	\$ 38.78	\$ 44.02	\$ 25.76	\$ 31.37	\$ 42.49	\$ 25.37	\$ 29.03	\$ 34.34
0504 - Revenue Agent	\$ 15.06	\$ 17.64	\$ 19.97	\$ 15.04	\$ 18.44	\$ 20.06	\$ 16.06	\$ 17.99	\$ 21.14
0612 - Auditor II	\$ 12.90	\$ 15.01	\$ 16.95	\$ 12.75	\$ 15.64	\$ 21.64	\$ 16.37	\$ 18.81	\$ 22.43
0655 - Government Intern	\$ 9.18	\$ 10.27	\$ 11.15	\$ 9.18	\$ 10.27	\$ 11.15	\$ 7.98	\$ 9.58	\$ 12.21
0867 - Systems Analyst	\$ 26.98	\$ 32.09	\$ 37.03	\$ 22.32	\$ 28.60	\$ 34.99	\$ 22.70	\$ 25.62	\$ 29.90
0928 - Info System Support Spec.	\$ 23.71	\$ 28.16	\$ 32.09	\$ 23.92	\$ 28.38	\$ 32.20	\$ 16.22	\$ 18.06	\$ 20.92
0966 - Financial Analyst	\$ 24.75	\$ 29.44	\$ 33.81	\$ 23.92	\$ 28.35	\$ 32.20	\$ 20.44	\$ 23.66	\$ 28.38
2002 - Staff Attorney	\$ 24.75	\$ 29.44	\$ 33.81	\$ 23.92	\$ 28.35	\$ 32.20	\$ 20.44	\$ 23.66	\$ 28.38
4025 - Licensed Practical Nurse	\$ 18.07	\$ 21.17	\$ 23.96	\$ 20.02	\$ 23.55	\$ 27.33	\$ 14.15	\$ 15.75	\$ 18.18
4031 - Nurse I	\$ 20.34	\$ 23.96	\$ 27.07	\$ 21.16	\$ 24.43	\$ 28.17	\$ 19.59	\$ 21.21	\$ 24.12
4032 - Nurse II	\$ 22.08	\$ 25.98	\$ 29.70	\$ 23.24	\$ 27.27	\$ 31.66	\$ 18.70	\$ 20.50	\$ 23.77
4033 - Nurse III	\$ 23.96	\$ 28.45	\$ 32.38	\$ 25.15	\$ 29.30	\$ 34.29	\$ 25.39	\$ 28.09	\$ 32.45
4034 - Nurse IV	\$ 31.00	\$ 36.85	\$ 42.49	\$ 33.24	\$ 40.49	\$ 48.08	\$ 24.86	\$ 27.98	\$ 32.82
4035 - Nurse V	\$ 32.28	\$ 38.78	\$ 44.02	\$ 33.24	\$ 40.49	\$ 48.08	\$ 24.86	\$ 27.98	\$ 32.82
4038 - Public Health Nurse Manager	\$ 22.71	\$ 26.98	\$ 30.71	\$ 19.85	\$ 25.93	\$ 31.04	\$ 24.52	\$ 27.71	\$ 32.69
4051 - Public Health Nurse I	\$ 16.95	\$ 19.97	\$ 22.56	\$ 18.75	\$ 23.96	\$ 29.27	\$ 17.70	\$ 19.50	\$ 22.77
4052 - Public Health Nurse Supv	\$ 19.97	\$ 23.71	\$ 26.98	\$ 19.85	\$ 25.93	\$ 31.04	\$ 22.39	\$ 25.09	\$ 29.45
4055 - Public Health Nurse II	\$ 21.75	\$ 25.83	\$ 29.44	\$ 19.85	\$ 25.93	\$ 31.04	\$ 18.97	\$ 21.04	\$ 24.63
4219 - Microbiologist II	\$ 19.97	\$ 23.71	\$ 26.98	\$ 18.75	\$ 23.96	\$ 29.27	\$ 17.40	\$ 19.84	\$ 23.46
5004 - Correctional Trades Shop Supv	\$ 15.06	\$ 17.64	\$ 19.97	\$ 15.16	\$ 19.19	\$ 23.42	\$ 14.06	\$ 16.10	\$ 18.42
5006 - Correctional Cook	\$ 13.92	\$ 16.23	\$ 18.40	\$ 13.63	\$ 17.31	\$ 21.07	\$ 12.19	\$ 13.77	\$ 15.76
5007 - Correctional Cook Supv	\$ 16.95	\$ 19.97	\$ 22.56	\$ 15.16	\$ 19.19	\$ 23.42	\$ 14.06	\$ 16.10	\$ 18.42
5041 - MH & MR Caseworker	\$ 16.95	\$ 19.97	\$ 22.56	\$ 15.16	\$ 19.19	\$ 23.42	\$ 15.71	\$ 17.88	\$ 21.37
5057 - Human Services Caseworker Supv	\$ 20.82	\$ 24.75	\$ 28.16	\$ 22.32	\$ 28.60	\$ 34.99	\$ 18.94	\$ 22.00	\$ 26.32
5069 - Human Services Caseworker	\$ 19.15	\$ 22.56	\$ 25.83	\$ 19.85	\$ 25.93	\$ 31.04	\$ 15.71	\$ 17.88	\$ 21.37
5073 - Family Independence Specialist	\$ 15.67	\$ 18.40	\$ 20.78	\$ 16.89	\$ 21.41	\$ 26.12	\$ 13.34	\$ 15.07	\$ 17.86
5207 - Correctional Officer	\$ 15.31	\$ 17.85	\$ 20.24	\$ 15.16	\$ 19.19	\$ 23.42	\$ 13.02	\$ 14.78	\$ 16.95
5208 - Correctional Sergeant	\$ 17.93	\$ 21.07	\$ 23.82	\$ 16.89	\$ 21.41	\$ 26.12	\$ 14.06	\$ 16.10	\$ 18.42
5209 - Correctional Captain	\$ 21.97	\$ 26.08	\$ 29.68	\$ 17.15	\$ 22.61	\$ 27.64	\$ 15.77	\$ 18.02	\$ 21.58
5232 - Correctional Officer II	\$ 16.57	\$ 19.40	\$ 21.97	\$ 16.89	\$ 21.41	\$ 26.12	\$ 13.50	\$ 15.38	\$ 17.67
5243 - Corrections Unit Manager	\$ 22.90	\$ 27.23	\$ 30.98	\$ 19.85	\$ 25.93	\$ 31.04	\$ 19.67	\$ 22.83	\$ 27.40
5270 - Probation Officer	\$ 22.98	\$ 27.07	\$ 31.00	\$ 16.89	\$ 21.41	\$ 26.12	\$ 16.43	\$ 18.75	\$ 22.20
6322 - Senior Environmental Engineer	\$ 28.16	\$ 33.81	\$ 38.78	\$ 19.85	\$ 25.93	\$ 31.04	\$ 23.71	\$ 27.12	\$ 32.05
6323 - Environmental Eng Svcs Mgr	\$ 33.81	\$ 40.53	\$ 45.77	\$ 22.32	\$ 28.60	\$ 34.99	\$ 25.63	\$ 29.29	\$ 34.60
6325 - Environmental Engineer Spec	\$ 25.83	\$ 30.71	\$ 35.41	\$ 18.75	\$ 23.96	\$ 29.27	\$ 20.96	\$ 23.89	\$ 28.01
6341 - Civil Engineer I	\$ 18.40	\$ 21.65	\$ 24.75	\$ 16.89	\$ 21.41	\$ 26.12	\$ 17.27	\$ 19.77	\$ 23.52
6342 - Civil Engineer II	\$ 20.82	\$ 24.75	\$ 28.16	\$ 18.75	\$ 23.96	\$ 29.27	\$ 19.88	\$ 22.86	\$ 27.33
6344 - Civil Engineer III	\$ 23.71	\$ 28.16	\$ 32.09	\$ 21.04	\$ 26.93	\$ 32.92	\$ 22.73	\$ 26.39	\$ 31.70
6346 - Civil Engineer IV	\$ 26.98	\$ 32.09	\$ 37.03	\$ 23.72	\$ 30.35	\$ 37.20	\$ 24.63	\$ 28.66	\$ 34.35
6349 - Asst Engineer	\$ 16.30	\$ 19.15	\$ 21.65	\$ 15.16	\$ 19.19	\$ 23.42	\$ 15.71	\$ 17.88	\$ 21.37
6402 - Chemist II	\$ 17.64	\$ 20.78	\$ 23.71	\$ 18.75	\$ 23.96	\$ 29.27	\$ 19.25	\$ 21.75	\$ 25.50
6538 - Office Assistant II	\$ 11.53	\$ 13.37	\$ 15.01	\$ 13.01	\$ 16.47	\$ 20.06	\$ 10.20	\$ 11.89	\$ 14.45
6542 - Office Associate II	\$ 12.44	\$ 14.45	\$ 16.23	\$ 14.95	\$ 18.47	\$ 22.24	\$ 11.86	\$ 13.83	\$ 16.81
6586 - Secretary Specialist	\$ 13.92	\$ 16.23	\$ 18.40	\$ 15.94	\$ 20.27	\$ 24.73	\$ 14.91	\$ 17.38	\$ 21.13
6594 - Customer Rep Assoc II - HS	\$ 11.97	\$ 13.92	\$ 15.60	\$ 16.81	\$ 21.41	\$ 26.12	\$ 11.86	\$ 13.83	\$ 16.81
7001 - State Police Trooper	\$ 21.64	\$ 25.52	\$ 31.65	\$ 17.89	\$ 23.11	\$ 28.38	\$ 17.78	\$ 20.13	\$ 23.70
7002 - State Police Sergeant - E	\$ 26.63	\$ 31.65	\$ 39.31	\$ 20.18	\$ 26.04	\$ 32.05	\$ 18.37	\$ 20.89	\$ 23.59
8122 - Heavy Equipment Operator II	\$ 13.92	\$ 16.23	\$ 18.40	\$ 13.01	\$ 16.47	\$ 20.06	\$ 10.95	\$ 12.28	\$ 14.34

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State of Maine
 Department of Administrative Financial Services
 Bureau of Human Resources

Table 11 - State Wage Rate Comparisons

Job Classification	State of New Hampshire			State of Vermont			State of Maine		
8201 - Carpenter	\$ 13.92	\$ 16.23	\$ 18.40	\$ 18.01	\$ 16.47	\$ 20.06	\$ 11.63	\$ 13.05	\$ 15.31
8214 - Electrician II	\$ 15.67	\$ 18.40	\$ 20.78	\$ 18.81	\$ 21.41	\$ 26.12	\$ 12.78	\$ 14.38	\$ 16.81
8234 - Plumbing & Heating Technician	\$ 18.40	\$ 21.65	\$ 24.75	\$ 18.81	\$ 21.41	\$ 26.12	\$ 15.27	\$ 17.00	\$ 19.65
8303 - Auto Mechanic II	\$ 14.45	\$ 16.95	\$ 19.15	\$ 14.55	\$ 16.97	\$ 22.21	\$ 12.36	\$ 13.96	\$ 16.39
8304 - Heavy Vehicle and Equip Tech	\$ 15.06	\$ 17.64	\$ 19.97	\$ 15.04	\$ 16.47	\$ 28.08	\$ 13.45	\$ 15.18	\$ 17.83
8468 - Ferry Ordinary Seaman	\$ -	\$ -	\$ -				\$ 9.51	\$ 10.66	\$ 12.28
8471 - Ferry Able Seaman	\$ -	\$ -	\$ -				\$ 11.27	\$ 12.65	\$ 14.75
8473 - Ferry Captain	\$ -	\$ -	\$ -				\$ 19.67	\$ 22.83	\$ 27.40
8600 - Emergency Communications Spec.	\$ 15.06	\$ 17.64	\$ 19.97	\$ 15.04	\$ 20.27	\$ 24.74	\$ 13.34	\$ 15.07	\$ 17.86
9013 - Correctional Trades Supervisor	\$ 16.30	\$ 19.15	\$ 21.65	\$ 16.81	\$ 21.41	\$ 26.12	\$ 15.31	\$ 17.43	\$ 20.07
9253 - Environmental Specialist III	\$ 16.95	\$ 19.97	\$ 22.56	\$ 18.75	\$ 23.96	\$ 29.27	\$ 16.37	\$ 18.81	\$ 22.43
9352 - Biologist II	\$ 20.82	\$ 24.75	\$ 28.16	\$ 19.85	\$ 25.89	\$ 31.01	\$ 20.15	\$ 23.21	\$ 27.53
9431 - Forest Ranger II	\$ 19.56	\$ 22.98	\$ 25.98	\$ 17.75	\$ 22.61	\$ 27.64	\$ 15.05	\$ 16.85	\$ 19.75
9511 - Game Warden	\$ 19.56	\$ 22.98	\$ 25.98	\$ 19.85	\$ 25.89	\$ 31.01	\$ 16.80	\$ 18.97	\$ 22.35
9903 - Highway Worker Truck Driver	\$ 10.70	\$ 12.44	\$ 13.92	\$ 11.86	\$ 14.54	\$ 18.16	\$ 11.33	\$ 12.69	\$ 14.72
9907 - Highway Crew Supervisor II	\$ 15.67	\$ 18.40	\$ 20.78	\$ 16.81	\$ 21.41	\$ 26.12	\$ 15.84	\$ 17.91	\$ 21.20
9908 - Highway Crew Supervisor I	\$ 13.92	\$ 16.23	\$ 18.40				\$ 14.12	\$ 15.96	\$ 18.75
Public Service Coordinator I	\$ 20.82	\$ 24.75	\$ 28.16				\$ 17.18	\$ 25.80	\$ 32.30
Public Service Coordinator II	\$ 23.71	\$ 28.16	\$ 32.09				\$ 28.49	\$ 30.22	\$ 31.08
Public Service Coordinator III	\$ 25.83	\$ 30.71	\$ 35.41				\$ 30.20	\$ 39.78	\$ 45.17
Public Service Executive I	\$ 25.83	\$ 30.71	\$ 35.41				\$ 30.60	\$ 33.82	\$ 35.04
Public Service Executive II	\$ 28.16	\$ 33.81	\$ 38.78				\$ 34.98	\$ 41.05	\$ 45.99
Public Service Executive III	\$ 30.88	\$ 37.03	\$ 42.28				\$ 31.58	\$ 45.14	\$ 86.32
Public Service Manager I	\$ 22.71	\$ 26.98	\$ 30.71				\$ 19.67	\$ 22.83	\$ 27.40
Public Service Manager II	\$ 23.71	\$ 28.16	\$ 32.09				\$ 29.15	\$ 34.01	\$ 37.03
Public Service Manager III	\$ 24.75	\$ 29.44	\$ 33.81				\$ 36.42	\$ 37.77	\$ 41.82

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SAMPLE SURVEY

Table 12 - Survey Sample

State of Maine, Department of Administrative and Financial Services, Bureau of Human Resources

Company name	(enter here)
Respondent name	(enter here)

contained below.

1. Please complete the "Benefits Survey" portion based on your company policy - not by individual job classification.
2. Please complete the "Salary Survey" portion ONLY for the select positions listed below that you employ.
3. When completed, please save the spreadsheet and email it back as an attachment to either scottg@crecendocg.com OR jimk@crecendocg.com

CONFIDENTIAL BENEFITS SURVEY

Benefit Category (Insurances)	Employee		Comments
	Only	Family	
Health Insurance			
Monthly Premium	\$ -	\$ -	
% Paid by Employee	0.00%	0.00%	
Dental Insurance Premium			
Monthly Premium	\$ -	\$ -	
% Paid by Employee	0.00%	0.00%	
Life Insurance Premium	\$ -		
Short-term Disability Insurance Premium	\$ -		
Long-term Disability Insurance Premium	\$ -		
AD&D Insurance Premium	\$ -		
Employee Assistance Program (EAP)	\$ -		
Other insurance premiums	\$ -		

Benefit Category (other compensation)		
Deferred Comp. (e.g., 401K, 403b, etc.) - Avg. annual company contribution per qualified employee	\$ -	
Pension or retirement benefits (excl. deferred comp.) - Avg. annual value per qualified employee	\$ -	
Education / Tuition reimbursement - Avg. annual dollar value per employee	\$ -	
Other compensation (e.g., bonuses, stipends, etc.) - Avg. annual dollar value per employee	\$ -	
Mileage reimbursement rate (please enter cents per mile)	\$ -	

Benefit Category (time off)	Days per Year			
	After 1 year	After 3 years	After 5 years	After 10 years
Paid holidays				
Paid personal days				
Paid vacation				
Paid sick days				

CONFIDENTIAL SALARY SURVEY

Job Class Code and Description	Total Number of Jobs	Actual Hourly Wage Rate			Shift or Weekend Differential	Avg. Increase	
		Min.	Median	Max.		2008 vs. 2007	2009 vs. 2008 (est.)
0328 - ACCOUNTING TECHNICIAN - This is paraprofessional support work maintaining non-complex accounts within an established accounting system or assisting senior accounting personnel responsible for maintaining complex accounts. Employees in this classification examine, account for, reconcile, analyze, and interpret basic accounting data and records in accordance with GAAP/GASB standards, state/agency accounting procedures, and appropriate internal controls. Accounting Technician work requires knowledge of accounting principles and includes preparing financial and statistical reports and summaries.							
0470 - AGENCY INFO TECHNOLOGY DIR - Oversees the development, implementation, and evaluation of computer and management information services with complex and diverse information services needs. Oversees and coordinates the assessment of automation requirements and the development and implementation of systems to meet these requirements.							
0186 - ASST ATTORNEY GENERAL - This position is appointed by the Attorney General and may perform all the duties required of the Attorney General and other duties the Attorney General delegates to them.							
6349 - ASST ENGINEER - This is entry level professional services and scientific work in civil engineering such as construction, planning and design. Responsibilities include performing a variety of engineering functions relative to public works projects, prior to, during, and post construction to ensure satisfactory operation of the completed facility.							

SAMPLE SURVEY

CONFIDENTIAL SALARY SURVEY

Job Class Code and Description	Total Number of Jobs	Actual Hourly Wage Rate			Shift or Weekend Differential	Avg. Increase	
		Min.	Median	Max.		2008 vs. 2007	2009 vs. 2008 (est.)
0612 - AUDITOR II - This is professional services work in conducting independent, complex audits. Work includes reviewing effectiveness of and adherence to accounting and administrative controls, financial condition, and compliance and effectiveness of program operations. Positions in this classification perform the full range of professional auditing work and may act as a lead worker over other audit staff on larger assignments.							
8303 - AUTO MECHANIC II - This is structure and craft work in the maintenance and repair of automotive and/or construction equipment as a field service mechanic in a one-person garage. Work includes acting as a lead worker (mechanic-in-charge) in a small garage where the primary emphasis is on automotive repair rather than supervision.							
9352 - BIOLOGIST II - This is professional services and scientific work in planning, coordinating, implementing, administering, and supervising regional or multi-use programs or multiple species research studies for the maintenance and perpetuation of wildlife species and aquatic resources. Responsibilities include regional or multi-species research, budgeting, long range planning, goal attainment, and reporting.							
8201 - CARPENTER - This is structure and craft work involving rough and finish carpentry. Work includes performing skilled hand and bench carpentry duties including the operation of power-driven woodworking machinery. Work assignments are received in the form of oral or written instructions, sketches, or plans. Supervision may be exercised over one or more unskilled workers. Work is performed under general supervision.							
6402 - CHEMIST II - This is seasoned professional services and scientific work in planning, implementing, coordinating, directing, and overseeing specific projects for monitoring a broad range of organic, inorganic, and biological agents. Work may involve responsibility for special or field projects which require personnel planning and supervision, budget preparation, and project implementation. Work performed can be broad and complex.							
6341 - CIVIL ENGINEER I - This is professional civil engineering work in performing a variety of complex engineering functions relating to the planning, project development, and maintenance of public works structures and facilities. Employees in this class may act as a Resident Engineer on a complex (Class 2) construction projects.							
6342 - CIVIL ENGINEER II - This is professional civil engineering work in performing a variety of complex engineering functions relating to the planning, project development, and/or maintenance of public works structures and facilities. Employees in this class may act as a Resident Engineer on a complex (Class 3) construction projects.							
6343 - CIVIL ENGINEER III - This is professional civil engineering work of a supervisory nature. Primary duties and responsibilities include supervising and assisting in the administration of a variety of civil engineering functions. This class can be distinguished from the Civil Engineer II level in that this level may be exercised as an assistant engineer for an office or field. Supervision is extended over a technical and professional staff.							
6346 - CIVIL ENGINEER IV - This is professional civil engineering work of a supervisory nature in administering or assisting in the administration of engineering activities. Responsibilities include supervising and administering a variety of complex engineering functions. This class can be distinguished from the Civil Engineer III level by complex coordination and delegation of responsibilities through professional and managerial staff rather than supervision of technical project leaders and individuals.							
0004 - CLERK IV - This is office and administrative support work of a supervisory nature in managing office support services for one or more operational units within an agency. Responsibilities include overseeing, monitoring, and coordinating functions relating to personnel, clerical services, and office operations and may include building maintenance and leased property.							
5209 - CORRECTIONAL CAPTAIN - This is investigative and protective services work of a supervisory nature in monitoring and overseeing staff on a work-shift or program activity in an adult correctional facility. Work includes scheduling and assigning staff, directing the activities of subordinate personnel, implementing operational procedures, and maintaining records.							
5006 - CORRECTIONAL COOK - This is maintenance and personal services work in preparing food and providing kitchen's only in a correctional facility. Responsibilities include monitoring security classes and areas, instructing and training inmates in kitchen sanitation and basic food preparation, planning menus, and assisting the Correctional Cook Supervisor and Food Service Manager.							
5007 - CORRECTIONAL COOK SUPERVISOR - This is maintenance and personal services work of a supervisory nature in directing and overseeing food service operations and kitchen security for a correctional facility. Responsibilities include securing the kitchen and all kitchen equipment, overseeing cooking and kitchen operations, supervising subordinate employees and inmates, keeping administrative records, and requisitioning supplies.							
5207 - CORRECTIONAL OFFICER - This is investigative and protective services work involving the custody, security, discipline, treatment, and rehabilitation of persons committed to an adult correctional facility. Work includes monitoring prisoner behavior, time-logging and overseeing prison activities, participating in the development and implementation of treatment strategies, integrating activities with treatment goals, enforcing prisoner discipline, and preparing reports.							
5232 - CORRECTIONAL OFFICER II - This is investigative and protective services work involving the custody, discipline, and rehabilitation of residents at a Correctional or Training Center. Work includes directing subordinate officers in the progressive care and training of residents, directing the handling of emergencies, and ensuring that adequate staff coverage is maintained.							

SAMPLE SURVEY

Job Class Code and Description	Total Number of Jobs	Actual Hourly Wage Rate			Shift or Weekend Differential	Avg. Increase	
		Min.	Median	Max.		2008 vs. 2007	2009 vs. 2008 (est.)
5208 - CORRECTIONAL SERGEANT - This is investigative and protective services work of a supervisory nature involving the custody, security, discipline, treatment, and rehabilitation of persons committed to an adult correctional facility. Work includes directing and overseeing subordinate officers in the progressive care and training of inmates, directing the handling of emergencies, and ensuring adequate staff coverage.							
5004 - CORRECTIONAL TRADES SHOP SUPERVISOR - This is structure and craft work involving inmate vocational programs. Work includes developing vocational training programs, teaching inmates trade skills, directing, and assigning work activities. Employee specialize in a specific trade (e.g. wood shop, machine shop, finishing shop, upholstery/finishing shop, print shop, safety training). Supervision may be exercised over assistants, instructors, and/or other trades employees.							
9078 - CORRECTIONAL TRADES SUPERVISOR - This is structure and craft work of a supervisory nature in directing and overseeing correctional trades on the training program of a correctional facility. Work includes coordinating and overseeing in-prison teaching inmates workers, inspecting work, and submitting progress reports. Work is performed under immediate supervision.							
5243 - CORRECTIONS UNIT MANAGER - This is investigative and protective services work of a managerial nature in planning, coordinating, directing, overseeing, and evaluating security and treatment programs within a designated housing unit in an adult correctional facility. Responsibilities include interpreting, applying, and administering institutional policies and procedures. Supervision is exercised over professional, technical, and clerical employees.							
6584 - CUSTOMER REPRESENTATIVE ASSOCIATE - Office and administrative support work with a regulatory or eligibility component in contact with the public with applications, fees, examinations, and/or services. Responsibilities require independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures.							
8214 - ELECTRICIAN II - This is structure and craft work as a Master electrician involving the installation, alteration, maintenance, and repair of electrical systems and related equipment. Responsibilities include performing skilled electrical tasks in accordance with standard trade practices. Must have a current Master Electrician's license.							
8600 - EMERGENCY COMMUNICATION SPECIALIST - This is office support and clerical work in receiving, expanding, and relaying information, instructions, and requests regarding emergency law enforcement personnel via radio, computer, telephone, fax, etc. Work includes receiving, organizing, and transmitting information, orders, and requests and dispatching people and equipment at the onset of complaints and emergencies. Environment is high-pressure and fast-paced.							
6323 - ENVIRONMENTAL ENG SVCS MGR - This is professional services and scientific work of a managerial nature in directing and overseeing environmental engineering services. Responsibilities include planning environmental engineering programs; assisting in procurement and allocation; supervising staff; overseeing environmental pollution abatement, remediation, and prevention activities; developing and monitoring engineering service projects and policies.							
6325 - ENVIRONMENTAL ENGINEER - P.E.C. - This is highly specialized professional services and scientific work involving a wide technical expertise in all areas of environmental engineering. Work includes designing technical environmental models; developing and evaluating environmental protocols; providing specialized technical assistance; and managing highly complex, controversial projects. Must have registration as a P.E. and one year of professional experience.							
9253 - ENVIRONMENTAL SPECIALIST III - This is professional services and scientific work in protecting the environment. Responsibilities include investigating, inspecting, and evaluating air, water, and land quality and assessing technical information. This classification is distinguished from the next higher classification by its project rather than program orientation and by generally less complex and controversial assignments.							
5073 - FAMILY INDEPENDENCE SPECIALIST - This is administrative work in determining initial and continuing eligibility of applicants for family independence programs. Responsibilities include obtaining and verifying information, determining applicant eligibility for program benefits, and verifying correctness of previous determination decisions.							
8471 - FERRY ABLE SEAMAN - This is structure and craft work involving the general upkeep, servicing, and operation of a ferry boat. Work includes assisting in docking vessel and loading and unloading passengers and vehicles, standing relief watch, and performing cleaning and maintenance tasks. Work is performed under immediate supervision. Must have U.S. Coast Guard certificate as able seaman and lifeboatman.							
8473 - FERRY CAPTAIN - This is professional services work of a supervisory nature involving the operation and maintenance of large ferry boats. Responsibilities include overseeing safe and efficient operation of a ferry boat, safety of the crew, passengers, and cargo, and proper care and maintenance of the vessel and equipment. Must have U.S. Coast Guard Masters level license for the tonnage of largest vessel operated by the State.							
8468 - FERRY ORDINARY SEAMAN - This is maintenance and personal services work in the general upkeep, servicing, and operation of a ferry boat. Work includes assisting in docking, loading and unloading passengers and vehicles, standing relief watch and performing cleaning and maintenance tasks. Must have Certificate as Ordinary Seaman as issued by the United States Coast Guard.							

SAMPLE SURVEY

Job Class Code and Description	Total Number of Jobs	Actual Hourly Wage Rate			Shift or Weekend Differential	Avg. Increase	
		Min.	Median	Max.		2008 vs. 2007	2009 vs. 2008 (est)
0966 - FINANCIAL ANALYST - This is professional services work involving senior personnel with an in-depth grasp of financial accounting principles, practices, and procedures, the development and implementation of departmental financial policies and procedures. Requires a bachelors degree, combination of education and experience, completion of an MBA or closely related field and two years of experience in cost accounting and financial analysis.							
9431 - FOREST RANGER II - This is investigative and protective services work in the detection, prevention, suppression, and suppression of forest fires, and in the enforcement of forestry, environmental, and conservation laws.							
9511 - GAME WARDEN - This is investigative and protective services work in and wildlife conservation laws and rules. Responsibilities include patrolling an assigned area, checking for and issuing licenses to sportsmen and protecting game and wildlife. Work includes enforcing applicable laws, investigating complaints and incidents, searching for lost persons, and dealing with cultural diversions.							
0655 - GOVERNMENT INTERN - This position is ad hoc and requires no specific job description.							
8122 - HEAVY EQUIPMENT OPERATOR/UNION - This is machine and trades work in operating and motor driven wheel and track mounted equipment and requires at least a Class B and usually a Class A license to operate on a public highway. Responsibilities include operating and performing routine fueling and lubrication of equipment such as skid steer loaders, compactors, rollers, and tractor trailer units. Work is performed under general supervision.							
8304 - HEAVY VEHICLE & EQUIPMENT TECH - This is structural craft work in the maintenance, repair, and rebuild of heavy vehicle, construction equipment. Work includes diagnosing mechanical and electrical problems, evaluating overall condition, and performing skilled technical tasks in testing, installing, repairing, rebuilding, rewiring, replacing, and fabricating parts for the maintenance, repair, and rebuild of a variety of heavy vehicle and construction equipment.							
9908 - HIGHWAY CREW SUPERVISOR I - This is supervisory work that supports a highway maintenance and construction program. Directs the work of crew engaged in highway maintenance and construction work. May operate various motorized equipment. Work is performed under limited supervision.							
9907 - HIGHWAY CREW SUPERVISOR II - This is maintenance and personal services work of a supervisory nature in overseeing a crew engaged in highway maintenance work. Responsibilities include planning, assigning, supervising, and inspecting highway maintenance projects; keeping administrative records and making reports; and monitoring materials and supplies and use of proper safety precautions.							
9903 - HIGHWAY WORKER/TRUCK DRIVER - This is general highway maintenance and construction work involving the safe and efficient operation of various types of trucks and other motor vehicles used in the routine preparation of road surfaces and roads for support and maintenance or construction projects. Work may include serving as a lead worker, winter Night Patrol, or Night Radio Operator.							
5069 - HUMAN SERVICES CASEWORKER - This is professional services work in the areas of child protection, substitute care, adoption, or adult protection, guardianship, and conservatorship. Work includes assessing the threat of harm and/or risk from abuse or neglect; client capability and family functioning; case planning and counseling; and petitioning for protective custody and placement.							
5067 - HUMAN SERVICES CASEWORKER/SUPERVISOR - This is professional social work of a supervisory nature in planning, organizing, directing, and monitoring the activities of caseworkers and support staff in the areas of child and adult protection, adoption, and substitute care. Work includes assessing and assigning casework loads, handling and resolving critical situations, reviewing and monitoring cases and service delivery, and supervising subordinate staff.							
0928 - INFQ SYSTEM SUPPORT SPEC - This is technical services work in an integrated computer network environment. The employee performs a full range of system administration functions requiring a technical computer support background such as installing and configuring network devices; diagnosing and resolving communications, hardware, and operating system problems; implementing, and monitoring system security procedures.							
4025 - LICENSED PRACTICAL NURSE - This is paraprofessional support work in the care and treatment of patients and residents in a state institution or facility. Work includes providing direct patient care, administering medication, and providing medical treatment as prescribed by a medical healthcare professional. Assistance and guidance may be given to other employees administering medication and providing direct patient care.							
0392 - MANAGEMENT ANALYST I - This is professional services work involving review, examination, and evaluation of organizational structures, policies, and systems in state departments, agencies, and institutions. Responsibilities include analyzing activities and work problems, preparing reports, and recommending changes in organizational structures, programs, policies, procedures, or practices.							
0391 - MANAGING STAFF ACCOUNTANT - Oversees the design, implementation, and evaluation of large and complex accounting systems. Applies advanced accounting theory, accounting skills, and management skills in the designing and building of large and complex accounting systems; (2) ensuring the integrity and proper functioning of these systems; and (3) controlling the application of resources.							

SAMPLE SURVEY

Job Class Code and Description	Actual Hourly Wage Rate				Shift or Weekend Differential	Avg. Increase	
	Total Number of Jobs	Min.	Median	Max.		2008 vs. 2007	2009 vs. 2008 (est.)
5041 - MH & MR CASEWORKER - This is professional services work in providing a wide range of casework services to community based and/or institutionalized clients and their families. Services are directly linked to a consumer driven needs based model. Work is performed with considerable independence. Human relations skills are most important, as incumbents of these positions influence and motivate others to take action. Requires Masters Degree in a human services field or a BA Degree and three years experience.							
4219 - MICROBIOLOGIST II - This is professional services and scientific work involving the conduct of advanced complex microbiological analyses in mycobacteriology, mycology, bacteriology, parasitology, virology, and/or serology to identify a variety of pathogenic organisms causing microorganisms. The classification is differentiated from the Microbiologist II classification because it has no supervisory responsibilities.							
4031 - NURSE I - This is the first level of professional nursing work involving the care and treatment of the mentally retarded and mentally or physically ill. Work includes performing general nursing activities on wards in hospitals for the physically or mentally ill or in infirmaries of other state institutions. Supervision may be exercised over paraprofessional staff. Must have a license as a Registered Nurse.							
4032 - NURSE II - This is the second level of professional nursing work involving the care and treatment of the mentally retarded and mentally or physically ill. Responsibilities include overseeing and providing medical and/or psychiatric nursing care in a ward, inpatient, or clinic. Supervision may be exercised over paraprofessional personnel and/or other assigned personnel as a group leader. Must have a license as a Registered Nurse.							
4033 - NURSE III - This is professional nursing work involving the care and treatment of the mentally retarded and mentally or physically ill. Responsibilities include supervising and applying proper nursing principles, practices, and techniques in the care and custody of patients. Must be an RN and have a BA Degree in Nursing or related field and two years nursing experience or graduation from nursing school and three years experience including one year supervisory experience as a head nurse.							
4034 - NURSE IV - This is professional services work of a supervisory nature in directing nursing services or assisting the nursing director at a state institution. Must have an RN, be registered with the Nursing Board, and have at least two years supervisory experience.							
4035 - NURSE V - This is professional services work of a managerial nature in directing, evaluating, and coordinating nursing services at a major mental health institution. Responsibilities include coordinating the implementation of nursing and patient quality care standards and in-service training of personnel; consulting on nursing staff; developing and proposing budget projections; and evaluating effectiveness of nursing services. Must be an RN with seven years of professional nursing education and experience including three years experience at a supervisory level.							
6538 - OFFICE ASSISTANT I - Office and administrative support work performing routine varied office support tasks often requiring the operation of technical office equipment. Responsibilities require making independent judgment in prioritizing assignments and selecting the most appropriate course of action within established operating procedures.							
6542 - OFFICE ASSOCIATE II - Office and administrative support work performing complex, varied office support tasks often requiring established skill sets. Responsibilities require independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures.							
0404 - PERSONNEL MANAGER - This is professional services work of a managerial nature in directing and overseeing personnel activities in a large agency or department. Responsibilities include directing and overseeing classification, compensation, employee relations, pay and benefits, contract administration, and recruitment and selection activities and implementing and monitoring personnel policies and practices. Work is performed under administrative direction.							
0428 - PERSONNEL OFFICER - This is professional services work of a supervisory nature in directing and overseeing the personnel functions of a medium sized agency or institution, or a broad range of personnel and employee relations programs for a large sized agency or institution. Responsibilities may include classification, compensation, employee relations, pay and benefits, recruitment and selection, workers' compensation administration, and implementation and oversight of personnel policies and practices. Supervision may be exercised over other professional, paraprofessional, and/or clerical personnel. Work is performed under limited supervision.							
0403 - PERSONNEL SPECIALIST - This is professional services work in performing a broad range of administrative functions. Responsibilities include initiating a variety of actions such as recruitment and selection, position classification, salary administration, employee labor relations, and workers' compensation. Personnel Specialist must apply human resource management principles to difficult and complex situations and make decisions and/or recommendations.							
0039 - PLANNING & RESEARCH ASSOCIATE I - This is professional services work in conducting planning and research. Responsibilities include collecting, analyzing, and presenting reports, facts, and statistics relevant to developing policies for effective resource utilization. Work involves the application of research principles in various phases of multi-faceted projects coordinated by a superior, or in a generally single functional area to provide a basis for planning programs.							

SAMPLE SURVEY

CONFIDENTIAL SALARY SURVEY

Job Class Code and Description	Total Number of Jobs	Actual Hourly Wage Rate			Shift or Weekend Differential	Avg. Increase	
		Min.	Median	Max.		2008 vs. 2007	2009 vs. 2008 (est.)
82545 - PLUMBING & HEATING TECHNICIAN - This is structure and/or mechanical work at the Master's level requiring expertise in the maintenance and service of plumbing and heating systems. Work involves performing a variety of skilled plumbing tasks in installing, maintaining and repairing water and sewer systems and fixtures, and a variety of skilled heating tasks in installing, maintaining and repairing heat and steam systems and fixtures. Employees in this class maintain a Master Plumber's License and a Master Oil Technician's License.							
5270 - PROBATION OFFICER - This is investigative and protective services case management work involving the supervision of adult offenders released to the community. Work includes assessing risks and needs, counseling, and supervising individuals on probation or other forms of community release, completing aftercare, pardon, and pre-sentence investigation reports, and investigating and participating in the formulation of release plans.							
4054 - PUBLIC HEALTH NURSE I - This is professional services work in providing direct nursing services to individuals and families in an assigned geographic and programmatic area. Responsibilities include case planning and management, conducting home and field visits, conducting clinics and conferences, and advising and assisting civic groups on nursing and public health needs. Must be licensed as a Registered Professional Nurse.							
4055 - PUBLIC HEALTH NURSE II - This is professional services work in providing direct nursing services such as care management, conducting home visits, conducting clinics and conferences, advising civic groups on nursing and public health needs, and performing certain administrative functions. This class is distinguished from the Public Health Nurse I by its senior level administrative responsibilities for: (1) planning and implementing comprehensive orientation and training of new Public Health Nurses and acting as a preceptor for nursing/medical students; (2) planning, and coordinating staff meetings in cooperation with the supervisor; (3) planning and conducting caseload and record reviews according to established review procedures; (4) attending meetings and conferences as a representative of the supervisor when so delegated; and (5) being available to other unit staff when the supervisor is not available or when assigned for ongoing consultation and as a resource nurse.							
4038 - PUBLIC HEALTH NURSE/ MANAGER - This is professional services and scientific work of a managerial nature in directing and supervising a statewide public health nursing program. Responsibilities include organizing and directing the provision of public health nursing services; developing and implementing policies, procedures, and standards; prioritizing and allocating public health resources; and overseeing the work of subordinate staff. Must be a Licensed Professional Nurse and have a Masters Degree in PH Nursing Administration and/or Instruction and four (4) years experience in Public Health Nursing.							
4052 - PUBLIC HEALTH NURSE SUPV - This is professional services work of a supervisory nature in directing and overseeing a public health program in an assigned geographic area. Responsibilities include administrating, directing, and promoting public health programs; evaluating community needs; and providing consultative services to clinics, physicians, nurses, community groups, and individuals. Must be a Registered Professional Nurse and have three years experience in public health nursing including experience in a supervisory capacity and a Bachelors Degree in Nursing.							
CA27 - PUBLIC SERVICE COORDINATOR I - The primary focus of the Public Service Coordinator series is to provide consultative, professional advice and expertise about significant issues to agency and executive management. The Coordinator is often referred to as the subject matter expert. The Public Service Coordinator regularly exercises independent judgment on important matters affecting the agency's operations, such as legal, human resources, finance, technological resources, policy development, advocacy, an agency's relationship with other agencies, the Governor's Office, the Legislature and its constituents.							
CA29 - PUBLIC SERVICE COORDINATOR II - The primary focus of the Public Service Coordinator series is to provide consultative, professional advice and expertise about significant issues to agency and executive management. The Coordinator is often referred to as the subject matter expert. The Public Service Coordinator regularly exercises independent judgment on important matters affecting the agency's operations, such as legal, human resources, finance, technological resources, policy development, advocacy, an agency's relationship with other agencies, the Governor's Office, the Legislature and its constituents.							
CA34 - PUBLIC SERVICE COORDINATOR III - The primary focus of the Public Service Coordinator series is to provide consultative, professional advice and expertise about significant issues to agency and executive management. The Coordinator is often referred to as the subject matter expert. The Public Service Coordinator regularly exercises independent judgment on important matters affecting the agency's operations, such as legal, human resources, finance, technological resources, policy development, advocacy, an agency's relationship with other agencies, the Governor's Office, the Legislature and its constituents.							
EA31 - PUBLIC SERVICE EXECUTIVE I - The primary focus of the Public Service Executive is to direct and control the work of an agency, or major agency subdivision, and to formulate state-wide policy. The executive establishes agency objectives and strategies, ensures that goals, objectives and strategies are met, and allocates the resources and budgets necessary for operation of multiple agency programs and activities.							

SAMPLE SURVEY

Job Class Code and Description	Total Number of Jobs	Actual Hourly Wage Rate			Shift or Weekend Differential	Avg. Increase	
		Min.	Median	Max.		2008 vs. 2007	2009 vs. 2008 (est.)
EA34 - PUBLIC SERVICE EXECUTIVE II - The primary focus is to direct and control the work of an agency or major agency subdivision and to formulate state-wide policy. The executive establishes agency objectives and strategies, ensures that goals, objectives and strategies are met, and allocates the resources and budgets necessary for operation of multiple agency programs and activities. The level of Executive exercises authority and control over the resources necessary to operate and maintain multiple agency programs and activities having large scope and authority.							
EA39 - PUBLIC SERVICE EXECUTIVE III - The primary focus of the Public Service Executive series is to direct and control the work of an agency, or major agency subdivision, and to formulate state-wide policy. The executive establishes agency objectives and strategies, ensures that goals, objectives and strategies are met, and allocates the resources and budgets necessary for operation of multiple agency programs and activities. The executive is a member of the agency's senior leadership staff and/or state management staff and generally is an appointed position. This series differs from Public Service Managers in that the executive is a visionary whom directs and exercises authority of the work in an agency rather than managing or implementing programs or policies.							
MA27 - PUBLIC SERVICE MANAGER I - The primary focus of the Public Service Manager series is to administer one or more statewide policies or programs, and to directly manage and oversee operating support or administrative functions of an agency or agency subdivision with differing levels of scope, accountability and complexity. The manager implements program policies and initiatives in support of agency goals and objectives established by executive management. The manager may be a member of the agency's senior management team.							
MA29 - PUBLIC SERVICE MANAGER II - The primary focus of the Public Service Manager series is to administer one or more statewide policies or programs, and to directly manage and oversee operating support or administrative functions of an agency or agency subdivision with differing levels of scope, accountability and complexity. The manager implements program policies and initiatives in support of agency goals and objectives established by executive management. The manager may be a member of the agency's senior management team.							
MA34 - PUBLIC SERVICE MANAGER III - The primary focus of the Public Service Manager series is to administer one or more statewide policies or programs, and to directly manage and oversee operating support or administrative functions of an agency or agency subdivision with differing levels of scope, accountability and complexity. This lower level manager directs more than two programs having major impact on the company mission and requires substantial management experience and seasoning in the particular position. The scope of responsibility includes direct and comprehensive integration and coordination of diversified activities necessary to implement the objectives of a major program(s). Program areas managed may be: graduate education, placement, or technical knowledge specific to a particular position. The scope of responsibility includes direct and comprehensive integration and coordination of diversified activities necessary to implement the objectives of a major program(s).							
0504 - REVENUE AGENT - This is entry-level professional services trainee work involving learning to perform compliance determinations for state income, sales, and excise taxes; regional tax agreements; and state-imposed fees. Work includes performing multi-tax audits of individuals, businesses, and corporations in the field under the supervision of senior personnel in order to determine tax liability; and employing judicial processes to enforce state tax laws.							
6566 - SECRETARY SPECIALIST - Advanced secretarial and paraprofessional support services require proficiency in office processes and administrative functions. It supports individuals with advanced administrative support responsibilities that require in-depth knowledge of processes and procedures, and assistance in the development, implementation, and/or management of programs and policies at the statewide level for a department, board, or commission.							
6322 - SENIOR ENVIRONMENTAL ENGINEER - This is professional services and scientific work in overseeing subordinate engineering personnel and maintaining a project workload. Responsibilities include conducting highly complex environmental engineering planning and review; managing environmental pollution abatement, remediation, and prevention projects; overseeing work of subordinate staff; and assisting in grant administration. Must be registered as a PE and have two years experience.							
0330 - SENIOR STAFF ACCOUNTANT - This is professional services work involving the application of GAAP and GASB guidelines in designing, implementing, and evaluating agency specific accounting systems or large-scale accounting subsystems. Employees apply advanced accounting skills to ensure the proper functioning and accountability of fiscal operations. This classification is distinguished from that of Staff Accountant by the responsibility for managing accounting systems coupled with regular interactions with program managers, and internal/external fiscal personnel at the consultative level.							
0329 - STAFF ACCOUNTANT - This is professional services work involving the application of GAAP GASB guidelines in maintaining complex accounts within established accounting systems. These complex accounts characteristically have (1) multiple fund types, revenue sources, cost centers, and cost allocations; (2) multiple levels of controlling regulations; and (3) overlapping reporting periods. Employees in this classification are responsible for ensuring assigned accounts are managed in accordance with GAAP/GASB standards, state/agency accounting procedures, and appropriate internal controls. This classification is distinguished from that of Accounting Technician by the technical complexity of work in maintaining complex accounts and increased responsibility.							
2007 - STAFF ATTORNEY - Provides comprehensive legal services to top management. Responsibilities include advising, consulting and representing the Department on legal matters and developing and reviewing legislation.							

SAMPLE SURVEY

Job Class Code and Description	Total Number of Jobs	Actual Hourly Wage Rate			Shift or Weekend Differential	Avg. Increase	
		Min.	Median	Max.		2008 vs.	2009 vs.
						2007	2008 (est.)
0867 - SYSTEMS ANALYST - This is advanced technical services work involving the analysis, design, development, and implementation of diverse, enterprise-wide application systems such as researching and analyzing business needs, formulating and defining system scope and objectives, and designing systems to better meet business needs and objectives. Employees are competent to work at the highest technical level in all phases of applications systems analysis and design activities. The most important aspects of this work are the application of system analysis skills to formulate solutions to complex business problems through the use of automation technology.							

Benefits Values (hourly)

Admin Unit	Survey Participants		State of Maine		Variance (employee only)	Variance (family)
	Benefits Value (including employee only insurance policy)	Benefits Value (including family insurance policy)	Benefits Value (including employee only insurance policy)	Benefits Value (including family insurance policy)		
A	\$3.68	\$5.01	\$4.96	\$8.65	34.8%	72.7%
B	\$5.02	\$7.33	\$5.21	\$8.90	3.8%	21.4%
C	\$2.59	\$4.97	\$5.90	\$9.59	127.8%	93.0%
D	\$4.68	\$6.72	\$5.30	\$8.98	13.2%	33.6%
E	\$4.62	\$7.16	\$4.97	\$8.66	7.6%	20.9%
F	\$3.84	\$4.83	\$6.69	\$10.37	74.2%	114.7%
G	\$5.64	\$8.34	\$6.94	\$10.63	23.0%	27.5%
H	\$5.34	\$11.17	\$8.19	\$11.88	53.4%	6.4%
O	\$5.55	\$12.16	\$7.87	\$11.56	41.8%	-4.9%
X	\$5.41	\$7.34	\$6.64	\$10.33	22.7%	40.7%
Y	***	***	\$9.10	\$12.79		
Z	***	***	\$5.27	\$8.96		

Wage Rates Benefits Values Combined (hourly)

Admin Unit	Survey Participants		State of Maine		Variance (employee only)	Variance (family)
	Combined Wage Rate & Benefits Value (Employee Only)	Combined Wage Rate & Benefits Value (Family)	Combined Wage Rate & Benefits Value (Employee Only)	Combined Wage Rate & Benefits Value (Family)		
A	\$17.74	\$19.07	\$17.97	\$21.66	1.3%	13.6%
B	\$27.96	\$30.27	\$23.18	\$26.87	-17.1%	-11.2%
C	\$20.06	\$22.44	\$21.30	\$24.99	6.2%	11.4%
D	\$25.26	\$27.30	\$23.90	\$27.58	-5.4%	1.0%
E	\$21.61	\$24.15	\$18.29	\$21.98	-15.4%	-9.0%
F	\$19.35	\$20.34	\$25.50	\$29.18	31.8%	43.5%
G	\$25.87	\$28.57	\$27.49	\$31.18	6.3%	9.1%
H	\$35.40	\$41.23	\$43.56	\$47.25	23.1%	14.6%
O	\$37.12	\$43.73	\$40.60	\$44.29	9.4%	1.3%
X	\$35.55	\$37.48	\$29.46	\$33.15	-17.1%	-11.6%
Y	***	***	***	***	***	***
Z	***	***	***	***	***	***

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JOB CLASS SELECTION PROCESS

In order to identify the appropriate job classifications to be used for the salary survey, lists of all job classifications in each occupational group (i.e. administrative unit) were developed, including numbers of positions for each classification. It was determined that the survey would cover at least 20% of the employees in each occupational group.

The lists were compiled and sorted by position count. A target number of positions was determined (20% of the total position count for each occupational group), and the classifications with the greatest number of positions (highest representation) were chosen for the survey. Additional classifications to be included in the survey were identified based on factors such as those having recruitment and retention issues (e.g. jobs in IT, nursing, social work, engineering, corrections, accounting,) and those reported by hiring agencies as well as the general HR community as having compensation issues (e.g. nursing, social work, human resources, engineering).

The limited number of job classifications represented in the Administrative Services occupational group is due to two things: (1) a classification and compensation study was very recently done (2005) and new wage scales were developed based on the results of that study; and (2) the Administrative Services unit is scheduled to be reviewed again in 2010.

Administrative Units H, O, X, and Y are known as "confidential" - that is, excluded by law from collective bargaining. These confidential employees in State Government are classified under the Maine Management Service in one of nine classification categories:

- Public Service Coordinator I
- Public Service Coordinator II
- Public Service Coordinator III
- Public Service Manager I
- Public Service Manager II
- Public Service Manager III
- Public Service Executive I
- Public Service Executive II
- Public Service Executive III

All nine of these classification categories were included in the salary survey. These include such traditional titles as Deputy Commissioners, Commissioners, Bureau Directors, and some Division Directors. It was thought that using the classification categories (as opposed to the "traditional" titles) would be more likely to elicit greater response from private-sector companies with regard to equivalent jobs. For example, it was expected that few private-sector companies would have a position equivalent to a Commissioner of Transportation, but more would have positions equivalent to Public Service Executive III. Results, however, indicated that the private-sector (and even public-sector municipal participants) did not identify jobs with equivalent scope of responsibility and authority (i.e. statewide policies and programs). Consequently, jobs in

2008 SALARY SURVEY

those units are compared only to the other participating state governments included in the survey (New Hampshire and Vermont).

Administrative Unit M is a single-classification unit (Special Assistant to the Governor) and was thus not included in the study.

Following is a table identifying the total number of classifications in each occupational group, the total number of active positions in each group, the number of classifications chosen to be surveyed in each group, and the total number of positions represented by those classifications surveyed:

Administrative Unit	Total Number of Classifications	Total Number of Positions	Number of Classifications Surveyed	Number of Positions Surveyed	Percentage of Positions Represented
A	60	2185	3	1232	56%
B	385	5384	26	1828	34%
C	30	1226	7	631	51%
D	277	1703	15	495	29%
E	85	2070	9	678	33%
F	24	395	3	226	57%
G	13	314	2	249	79%
H	10	58	5	50	86%
O	18	54	3	28	52%
X	47	815	11	298	37%
Y	7 ¹	286	2 ²	158	55%
Z	8	58	1	38	66%

¹representing 68 working titles

²representing 61 working titles

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APPENDIX 1 - Job Classifications Surveyed

Admin Unit	Job Class	Job Class Code	Number of Positions
A	Office Associate II	6542	608
	Customer Rep Assoc II HS	6594	94
	Office Assistant II	6538	530
			1232

B	Planning & Research Associate I	0039	51
	Accounting Technician	0328	57
	Staff Accountant	0329	42
	Senior Staff Accountant	0330	35
	Management Analyst I	0392	46
	Revenue Agent	0504	29
	Auditor II	0612	21
	Systems Analyst	0867	47
	Info System Support Spec.	0928	42
	Licensed Practical Nurse	4025	38
	Nurse I	4031	3
	Nurse II	4032	56
	Nurse III	4033	59
	Public Health Nurse I	4051	24
	Public Health Nurse II	4055	29
	Microbiologist II	4219	12
	MH & MR Caseworker	5041	154
	Human Services Caseworker	5069	423
	Family Independence Specialist	5073	357
	Environmental Engineer Spec	6325	2
	Civil Engineer I	6341	1
	Civil Engineer II	6342	47
	Asst Engineer	6349	41
	Chemist II	6402	15
	Emergency Communications Spec.	8600	60
	Environmental Specialist III	9253	137
			1828

C	Correctional Trades Shop Supervisor	5004	13
	Correctional Cook	5006	1
	Correctional Cook Supv	5007	9
	Correctional Officer	5207	537
	Correctional Sergeant	5208	67
	Correctional Officer II	5232	1
	Correctional Trades Supervisor	9013	3
			631

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Admin Unit	Job Class	Job Class Code	Number of Positions
D	Clerk IV	0004	70
	Nurse IV	4034	27
	Nurse V	4035	1
	Public Health Nurse Manager	4038	1
	Public Health Nurse Supv	4052	5
	Human Services Caseworker Supv	5067	76
	Correctional Captain	5209	20
	Corrections Unit Manager	5243	8
	Senior Environmental Engineer	6322	15
	Civil Engineer III	6344	29
	Ferry Captain	8473	19
	Biologist II	9352	37
	Highway Crew Supervisor II	9907	85
	Highway Crew Supervisor I	9908	102
			495

E	Heavy Equipment Operator II	8122	5
	Carpenter	8201	8
	Electrician II	8214	7
	Plumbing & Heating Technician	8234	2
	Auto Mechanic II	8303	17
	Heavy Vehicle and Equip Technician	8304	65
	Ferry Ordinary Seaman	8468	2
	Ferry Able Seaman	8471	33
	Highway Worker Truck Driver	9903	539
			678

F	Probation Officer	5270	76
	Forest Ranger II	9431	57
	Game Warden	9511	93
			226

G	State Police Trooper	7001	206
	State Police Sargeant E	7002	43
			249

H	Public Service Coordinator II		3
	Public Service Executive I		6
	Public Service Executive II		24
	Public Service Manager II		10
	Public Service Manager III		7
			50

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Admin Unit	Job Class	Job Class Code	Number of Positions
O	Public Service Coordinator III		5
	Public Service Executive III		21
	Public Service Manager I		2
			28

X	Managing Staff Accountant	0331	12
	Personnel Specialist	0403	13
	Personnel Manager	0404	2
	Personnel Officer	0428	19
	Agency Info. Technology Dir.	0470	8
	Financial Analyst	0966	41
	Staff Attorney	2002	7
	Environmental Eng Svcs Mgr	6323	5
	Civil Engineer IV	6346	3
	Secretary Specialist	6586	17
	Public Service Coordinator I		171
			298

Y	Asst Attorney General	0186	101
	Public Service Executive III		57
			158

Z	Government Intern	0655	38
			38