



ULSTER COUNTY, NY

Compensation and Classification Study

Project Methodology

Baker Tilly approached the classification and compensation study for the Ulster County by completing each of the following phases or milestones:

Phase 1: Project Initiation

- **Data Collection** - Baker Tilly held a planning meeting with the County's project team to discuss the current classification and compensation system, goals for conducting the study, and to walk through each phase of the process. Next, Baker Tilly collected documentation to include job descriptions, organization charts, pay structure, personnel policies, and any other documentation describing how work is performed or compensated.
- **Communication Meetings** - Baker Tilly presented to the County's department heads and employees to let them know about the study, to answer questions, and to introduce the Position Analysis Questionnaire (PAQ) they would be asked to complete. These presentations were conducted on-site in January 2024.
- **Position Analysis Questionnaires (PAQs)** - Each employee was given the opportunity to complete a PAQ describing the work that is currently performed in their position. This process was not meant to capture every employee's response but information on every position; for that reason, employees were encouraged to complete PAQs as a group if they were in the same position and performing the same work. PAQs were reviewed by supervisors to ensure complete and accurate responses were provided.
 - 843 employees submitted PAQs covering 403 position titles.

Phase 2: Position Review

- **Job Evaluation** - Baker Tilly conducted job evaluation using our point factor evaluation tool, called SAFE®, resulting in a hierarchy of jobs reflective of Ulster County's internal equity. These results are used later in the process, through a regression analysis, to influence pay plan and grade assignment development.

Phase 3: Market Review

- **Market Assessment** - Baker Tilly compiled base pay ranges for benchmark positions from the County's identified labor market. Results were analyzed and reviewed with Ulster's project team to determine the organization's desired position within the market. These results are used later in the process, through a regression analysis, to influence pay plan and grade assignment development.

Phase 4: Pay Plan Development

- **Pay Plan Development** - Baker Tilly developed a new pay plan and established grade assignments for positions based on internal and external equity. Preliminary results were reviewed with the project team.
- **Implementation Cost Analysis** - After grade assignments were established, implementation costs were calculated and reviewed with Ulster County's project team.

Phase 5: Project Completion

- **Final Report** - At the conclusion of the study, Baker Tilly prepared this final report documenting the methodology used throughout the classification and compensation study, findings and results of the study, as well as our recommendations based on those results.
- **Training** - Baker Tilly will provide training to the County's human resources team responsible for the maintenance and administration of the new classification and compensation system. This includes instructions for utilizing our SAFE® Job Evaluation system going forward.

Classification Review

Job Evaluation

Job evaluation is the process of comparing a job against other jobs within the organization as a means for determining the relative value of each job. In other words, job evaluation is a tool for identifying the internal value within the organization. The Systematic Analysis and Factor Evaluation (SAFE®) is a point factor evaluation process comprised of nine compensable factors and was developed specifically for the measurement of local government positions, outlined in **Table 1**.

Job evaluation is often the preferred method for reviewing jobs internally because, as an approach, it tends to be systematic, objective, and, therefore, defensible. For that reason, job evaluation is often a tool used to comply with federal, state, and local regulations related to the Equal Pay Act.

In using a point factor job evaluation system, the result is a total score for each position which represents the internal value of that position. Collectively, these total scores establish a hierarchy across the organization. It's important to emphasize that job evaluation is a measurement of the position and not the person in the position. Baker Tilly evaluated positions based on employee completed PAQs or existing job descriptions. Ulster County's project team reviewed and revised SAFE designations, as necessary, and worked with Baker Tilly to establish final scores for each position included in the study.

Table 1: SAFE Compensable Factors & Weights

Compensable Factors	Weight	Descriptions / Measurements
Education	15.6%	Minimum education level required by the position
Experience	12.2%	Minimum years of experience required by the position
Level of Work	13.7%	Degree of difficulty of work performed by the position
Human Relations	7.8%	Type and level of human interaction
Working Conditions	6.8%	Environmental conditions experienced by the position
Physical Demands	4.9%	Physical exertion regularly performed by the position
Independence to Act	11.7%	Degree of independence to make decisions and act
Impact of Actions	13.7%	Severity of consequences as a result of decisions
Supervision Exercised	13.7%	Type and level of supervision exercised
	100%	TOTAL

The following factors were not considered when evaluating positions with the SAFE methodology: employee performance, length of service with the organization, amount of time in the position, education or experience more than what is required by the position, current salary, or market rates.

Market Review

Public Peer Organizations

Understanding your labor market is key to selecting relevant peer organizations for a market study. Factors to consider include industry, organization size, geographic location, competition for talent, and published data available.

Baker Tilly partnered with Ulster to identify 14 public peer organizations that represent the County's competitive and comparative labor market. Baker Tilly contacted each organization to request base pay information for benchmark positions. Data was collected and compiled from 9 peer organizations listed in bold in **Table 2**. **Non-participating peers.*

Table 2: Peer Organizations

Albany County	Putman County
City of Kingston	Rockland County
Dutchess County	Sullivan County
Greene County	Town of New Paltz*
Kingston School District*	Town of Poughkeepsie*
New York State	Town of Saugerties*
Orange County	Town of Shawangunk*

Published Sources

Published salary data was used as a private sector benchmark in this assessment with data from the following sources included in the study:

- Bureau of Labor Statistics (BLS). The Occupational Employment Statistics (OES) survey is a semiannual survey measuring wage rates by industry and is displayed nationally, by state, and/or metropolitan area. BLS data used in this survey was pulled at the 10th and 90th percentile to represent the minimum and maximum thresholds of a salary range.
- Comp Analyst is a salary data resource from Salary.com that is comprised of HR-reported pay data comprised of 800 million market data points from more than 25,000 organizations resulting in data across 15,000 unique job titles, 225 industry breakouts, 27,000+ compensable factors, in 42,000+ geographies.
- Economic Research Institute (ERI) is a salary data resource reporting market data for more than 11,000 jobs in more than 9,000 different locations across more than 1,100 industry sectors. ERI data is updated quarterly. ERI data used in this survey was pulled at the 10th and 90th percentile to represent the minimum and maximum thresholds of a salary range.
- PayFactors is a robust compensation platform that helps organizations develop competitive, fair, and transparent pay strategies. It integrates multiple data sources, including employer-reported, peer, and employee data, providing a comprehensive view of market trends. PayFactors allows organizations to customize salary structures based on factors such as industry, location, company size, and specific job skills or certifications.



Data Adjustments

The base pay information was adjusted, as necessary, to account for the following:

- Differences in work week. For example, reported salaries for a 37.5-hour work week were adjusted to reflect that wage for a 40-hour work week. *** All market data and County data was adjusted to reflect a 40-hour work week.*
- If the market data obtained did not reflect the year in which this study was conducted, the data was aged based on guidance from World at Work's Annual Salary Budget Survey results. *** Data from BLS was aged to bring the data forward to 2024.*
- Geographic adjustments were applied to account for cost-of-labor differences between Ulster and peer organizations. Baker Tilly uses cost-of-labor differentials reported by the ERI's Geographic Assessor tool. Cost of labor can be impacted by the cost of living but also relates to the supply and demand of labor in each area (rate of unemployment and number of qualified laborers).

Table 2: Peer Organizations and Geographic Adjustments

In **Table 2**, the 'Geo Diff %' column reflects the adjustment that was applied to that peer's data. A negative adjustment means the cost of labor in that peer's location is higher than for Ulster County (using ERI's location of Kingston, NY).

For example, data for Albany, NY was adjusted up by 3.7% to meet the cost of labor for Ulster County while Dutchess County's data was adjusted down by 9.5%.

Date Pulled	Client Name	Location	Geo Adjust	Client Avg Base
6.4.24	Ulster, NY	Kingston, New York	105.2	99,022

Peer #	Peer Organization	Locality Used	ERI Indicator	GeoDiff %
1	Albany County	Albany, New York	101.5	3.7%
2	City of Kingston	Kingston, New York	105.2	0.0%
3	Dutchess County	Poughkeepsie, New York	114.7	-9.5%
4	Greene County	Catskill, New York	101.6	3.6%
5	<i>Kingston School District</i>			
6	New York State	State of New York	113.1	-7.9%
7	Orange County	Goshen, New York	113.3	-8.1%
8	Putnam County	Carmel, New York	119.8	-14.6%
9	Rockland County	New City, New York	122.5	-17.3%
10	Sullivan County	Monticello, New York	113.5	-8.3%
11	<i>Town of New Paltz</i>			
12	<i>Town of Poughkeepsie</i>			
13	<i>Town of Saugerties</i>			
14	<i>Town of Shawangunk</i>			
15	Comp Analyst	State of New York	113.1	-7.9%
16	ERI	State of New York	113.1	-7.9%
17	Payfactors	State of New York	113.1	-7.9%
18	BLS	State of New York	113.1	-7.9%

Quality Control

Baker Tilly matched peer positions to Ulster County's benchmark positions based on a 75% overlap in duties and responsibilities. Further, Baker Tilly required at least three matches per benchmark position to determine a market value. Positions that had insufficient data (less than three matches) are identified as such in the market results. Because market results are established by a calculation (such as an average of all midpoints), a bigger sample size tends to yield greater confidence in those results.

- Benchmarks with sufficient data had 5.41 matches on average.

Market Results

In total, 424 of Ulster County's positions were included in the survey as benchmark positions. Baker Tilly requested pay ranges (minimum to maximum) and calculated for the midpoint of each collected range. Of the 424 benchmark positions, 98 positions received insufficient data, and the market value was not able to be calculated. Overall, market values were established for 326 of the benchmark positions (76.8%).

Results were reviewed with the County's project team August 2024 to review for outliers and refine data discrepancies. Results were then reviewed with the Selection Committee October 2024 along with an overall update of the project. The following reports were prepared for the County:

- Aggregate data results showing average minimum, midpoint, and maximum results were prepared for the 323 benchmarks with sufficient data and can be found in [Attachment 1](#).
- Additionally, a comparison of current midpoints against market average midpoints was prepared for Ulster with thresholds demonstrating 5% above and 5% below market for conversations about Ulster County's compensation philosophy and desired position within its defined labor market. This report can be found in [Attachment 2](#).
- Finally, a comparison of the full current pay range against the full market average range was prepared for Ulster County and can be found in [Attachment 3](#)

Pay Plan Development

Upon reviewing the market survey results with Ulster County, Baker Tilly led a discussion with the County's project team regarding the desired position within the market, number of pay structures need, design preference for the new pay plans, and an approach for classifying positions to the proposed pay plans.

Ulster County currently maintains several pay structures, per Collective Bargaining Agreement outlines. Some of these are demonstrated in Table 4.

Table 4: Current Pay Plans

CSEA Main (2096 Annual Hours)					
Grade	0	6	12	Mid Diff	Spread
12	50,325	58,646	64,704		28.6%
13	53,951	61,874	67,931	5.5%	25.9%
14	57,095	65,479	71,516	5.8%	25.3%
16	66,024	74,261	80,298	13.4%	21.6%
19	81,786	90,065	96,102	21.3%	17.5%
22	96,248	104,507	110,564	16.0%	14.9%
22	101,425	109,747	115,804	5.0%	14.2%

CSEA DSS (1834 Annual Hours)					
Grade	0	6	12	Mid Diff	Spread
9A	42,512	50,270	56,322		32.5%
10A	44,309	52,067	58,119	3.6%	31.2%
11A	47,226	54,947	60,999	5.5%	29.2%
12A	50,655	58,358	64,410	6.2%	27.2%
13A	54,268	61,531	67,583	5.4%	24.5%
14A	57,441	65,162	71,214	5.9%	24.0%
15A	61,732	69,399	75,432	6.5%	22.2%
16A	66,317	74,002	80,036	6.6%	20.7%

CSEA DPW (2080 Annual Hours)					
Grade	0	6	12	Mid Diff	Spread
DPW2	55,806	64,168	70,158		25.7%
DPW5	58,864	67,142	73,133	4.6%	24.2%
DPW5.5	60,320	68,640	74,651	2.2%	23.8%
DPW6	61,797	70,117	76,107	2.2%	23.2%
DPW6.5	63,336	71,573	77,563	2.1%	22.5%
DPW7	64,854	73,050	79,061	2.1%	21.9%
DPW8	69,638	77,667	83,658	6.3%	20.1%
DPW9	70,366	78,624	84,614	1.2%	20.2%

Table 4: Current Pay Plans (continued)

CSEA Main (1834 Annual Hours)					
Grade	0	6	12	Mid Diff	Spread
1	32,517	40,293	46,327		42.5%
2	33,195	40,935	46,987	1.6%	41.5%
3	33,984	41,705	47,757	1.9%	40.5%
4	34,699	42,457	48,509	1.8%	39.8%
5	35,708	43,484	49,536	2.4%	38.7%
6	37,010	44,750	50,802	2.9%	37.3%
7	38,349	46,070	52,104	3.0%	35.9%
8	40,000	47,721	53,755	3.6%	34.4%
9	41,944	49,720	55,754	4.2%	32.9%
10	43,759	51,499	57,533	3.6%	31.5%
11	46,657	54,378	60,412	5.6%	29.5%
12	50,087	57,789	63,842	6.3%	27.5%
13	53,700	60,962	66,996	5.5%	24.8%
14	56,872	64,612	70,646	6.0%	24.2%
15	61,146	68,812	74,864	6.5%	22.4%
16	65,749	73,415	79,467	6.7%	20.9%
17	70,719	78,422	84,474	6.8%	19.5%
18	76,093	83,667	89,719	6.7%	17.9%
19	81,613	89,206	95,258	6.6%	16.7%
20	87,610	95,313	101,365	6.8%	15.7%
24	112,479	120,164	126,216	26.1%	12.2%

CSEA Nursing (2096 Annual Hours)						
Grade	1	6	7	12	Mid Diff	Spread
14	59,170	65,479	67,093	71,516		20.9%
15	63,425	69,713	71,327	75,749	6.5%	19.4%
17	72,941	79,250	80,864	85,286	13.7%	16.9%
18	78,307	84,574	86,188	90,610	6.7%	15.7%

UCSA (1834 Annual Hours)						
Grade	0	4	5	9	Mid Diff	Spread
	54,396	57,514	58,523	62,558		15.0%
	57,386	60,504	61,512	65,547	5.2%	14.2%
	70,866	73,984	74,992	79,027	22.3%	11.5%
	73,305	76,423	77,431	81,466	3.3%	11.1%
	73,727	76,845	77,853	81,888	0.6%	11.1%
	76,716	79,834	80,843	84,878	3.9%	10.6%
	78,367	81,485	82,493	86,528	2.1%	10.4%
	81,375	84,492	85,501	89,536	3.7%	10.0%
	82,695	85,813	86,822	90,856	1.6%	9.9%
	89,426	92,544	93,552	97,587	7.8%	9.1%
	90,783	93,901	94,910	98,944	1.5%	9.0%
	97,165	100,283	101,292	105,327	6.8%	8.4%

UCSA (2096 Annual Hours)					
Grade	0	4	5	9	Mid Diff Spread
	86,628	89,751	90,757	94,781	9.4%
	89,646	92,769	93,775	97,799	3.4% 9.1%
	116,621	128,736	131,943	145,651	38.8% 24.9%

CSEA Nursing (1834 Annual Hours)						
Grade	1	6	7	12	Mid Diff	Spread
14	58,945	64,612	66,207	70,646		19.9%
15	63,200	68,812	70,426	74,864	6.5%	18.5%
17	72,755	78,422	80,036	84,474	14.0%	16.1%
18	78,092	83,667	85,281	89,719	6.7%	14.9%

UCSEA Admin (2096 Annual Hours)						
Grade	0	6	7	13	Mid Diff	Spread
2	43,450	52,002	53,469	60,553		39.4%
5	46,426	54,915	56,382	63,467	5.6%	36.7%
7	48,355	56,990	58,457	65,542	3.8%	35.5%
8	48,355	56,990	58,457	65,542	0.0%	35.5%
9	50,032	58,646	60,113	67,198	2.9%	34.3%
13	60,805	69,797	71,264	78,348	19.0%	28.9%
15	68,036	77,615	79,082	86,167	11.2%	26.6%
16	83,777	93,104	94,425	100,901	20.0%	20.4%

UCSEA Corrections (2096 Annual Hours)						
Grade	0	5	6	11	Mid Diff	Spread
10	53,616	66,737	69,503	79,334		48.0%
11	58,101	70,677	73,444	83,274	5.9%	43.3%
13	62,167	74,450	77,217	87,047	5.3%	40.0%
14	73,570	82,918	85,684	94,802	11.4%	28.9%
15	87,990	90,296	91,532	97,254	8.9%	10.5%

PBA (2096 Annual Hours)						
Grade	0	5	6	11	Mid Diff	Spread
1	45,986	60,784	63,886	78,160		70.0%
2	52,735	69,378	72,878	88,849	14.1%	68.5%
3	56,550	73,821	76,818	93,503	5.4%	65.3%
4	61,643	78,097	80,675	98,093	5.0%	59.1%
5	64,431	81,555	84,217	102,327	4.4%	58.8%

General observation of the County's current pay structures:

- Significant overlap in the salaries defined across multiple pay structures. This indicates an ability to consolidate into fewer pay structures. The risk of maintain this many pay structures with this much overlap is it can create unforeseen overlap between exempt / non-exempt progressions as well as supervisor / subordinate progressions.
- Inconsistencies in the range spreads, number of steps, and distance between steps. This can create inconsistencies in the pay increase received by employees, the frequency of those increase, as well as the earning potential.
- Inconsistencies in the number of grades and midpoint differentials (distance between grades). This can create inconsistencies in the increase received for promoted into higher positions/grades.
- Significant variations in annual hours which leads to establishing alternative version of the same pay structures.

Proposed Pay Plan

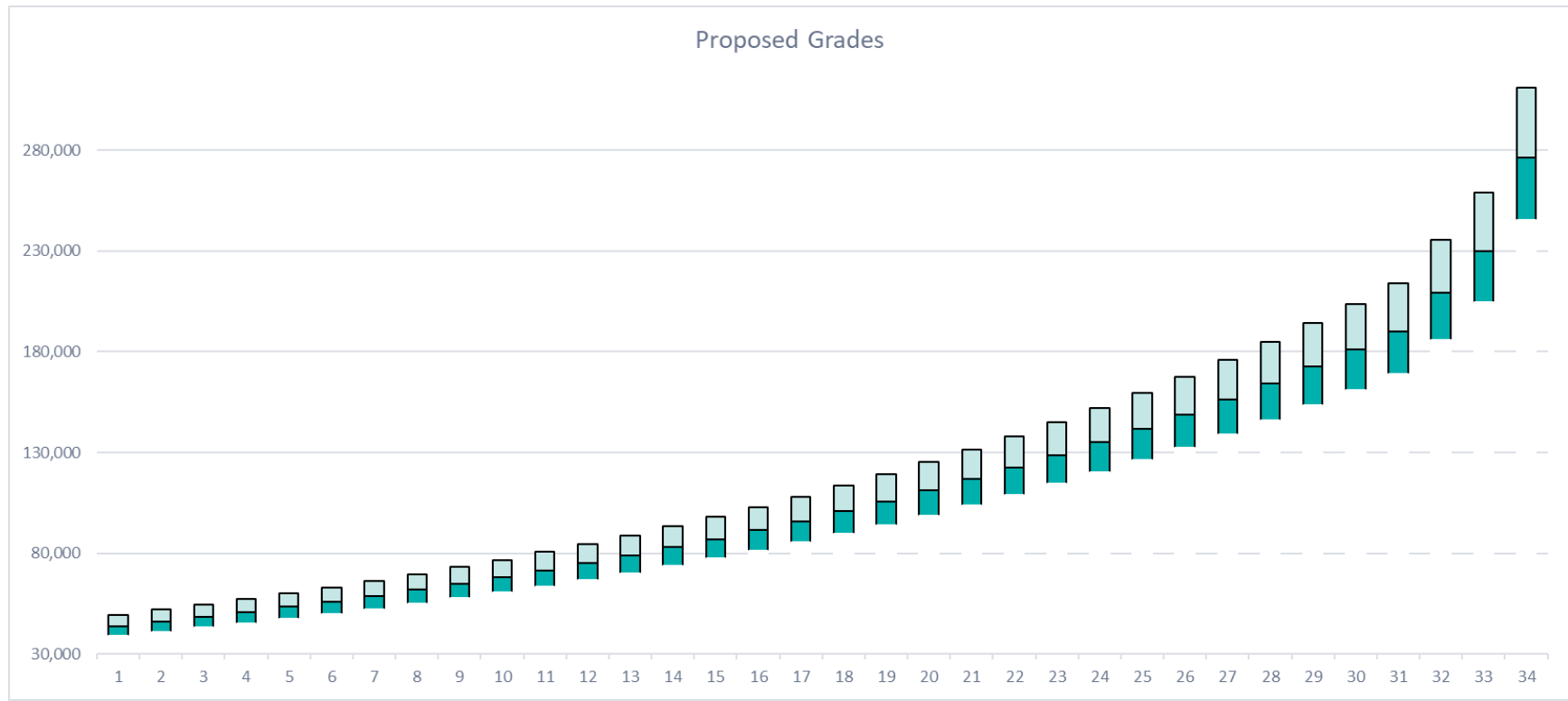
Baker Tilly is proposing consolidation into a single pay structure for all positions. The proposed pay plan, shown in **Table 5**, has 34 grades (numbered 1-34) with 5% midpoint differentials (distance between grades at the midpoint). Midpoint differentials increase in Grades 32-34 to accommodate market alignment. There are nine steps with 3% step differentials and 27% range spreads for every grade. This structure is aligned to 100% of the market at the midpoint, represented by Step 5. Step 5 equals midpoint.

Table 5: Proposed Pay Plan

Grade	1	2	3	4	5	6	7	8	9	Range Spread	Mid Diff	Step Diff
1	\$39,093	\$40,266	\$41,474	\$42,718	\$44,000	\$45,320	\$46,680	\$48,080	\$49,522	27%	5.00%	3.00%
2	\$41,048	\$42,280	\$43,548	\$44,854	\$46,200	\$47,586	\$49,014	\$50,484	\$51,999	27%	5.00%	3.00%
3	\$43,101	\$44,394	\$45,725	\$47,097	\$48,510	\$49,965	\$51,464	\$53,008	\$54,598	27%	5.00%	3.00%
4	\$45,256	\$46,613	\$48,012	\$49,452	\$50,936	\$52,464	\$54,037	\$55,659	\$57,328	27%	5.00%	3.00%
5	\$47,518	\$48,944	\$50,412	\$51,925	\$53,482	\$55,087	\$56,739	\$58,442	\$60,195	27%	5.00%	3.00%
6	\$49,894	\$51,391	\$52,933	\$54,521	\$56,156	\$57,841	\$59,576	\$61,364	\$63,205	27%	5.00%	3.00%
7	\$52,389	\$53,961	\$55,579	\$57,247	\$58,964	\$60,733	\$62,555	\$64,432	\$66,365	27%	5.00%	3.00%
8	\$55,008	\$56,659	\$58,358	\$60,109	\$61,912	\$63,770	\$65,683	\$67,653	\$69,683	27%	5.00%	3.00%
9	\$57,759	\$59,492	\$61,276	\$63,115	\$65,008	\$66,958	\$68,967	\$71,036	\$73,167	27%	5.00%	3.00%
10	\$60,647	\$62,466	\$64,340	\$66,270	\$68,258	\$70,306	\$72,415	\$74,588	\$76,825	27%	5.00%	3.00%
11	\$63,679	\$65,589	\$67,557	\$69,584	\$71,671	\$73,822	\$76,036	\$78,317	\$80,667	27%	5.00%	3.00%
12	\$66,863	\$68,869	\$70,935	\$73,063	\$75,255	\$77,513	\$79,838	\$82,233	\$84,700	27%	5.00%	3.00%
13	\$70,206	\$72,312	\$74,482	\$76,716	\$79,018	\$81,388	\$83,830	\$86,345	\$88,935	27%	5.00%	3.00%
14	\$73,716	\$75,928	\$78,206	\$80,552	\$82,969	\$85,458	\$88,021	\$90,662	\$93,382	27%	5.00%	3.00%
15	\$77,402	\$79,724	\$82,116	\$84,580	\$87,117	\$89,731	\$92,422	\$95,195	\$98,051	27%	5.00%	3.00%
16	\$81,272	\$83,711	\$86,222	\$88,809	\$91,473	\$94,217	\$97,044	\$99,955	\$102,953	27%	5.00%	3.00%
17	\$85,336	\$87,896	\$90,533	\$93,249	\$96,046	\$98,928	\$101,896	\$104,953	\$108,101	27%	5.00%	3.00%
18	\$89,603	\$92,291	\$95,060	\$97,911	\$100,849	\$103,874	\$106,990	\$110,200	\$113,506	27%	5.00%	3.00%
19	\$94,083	\$96,905	\$99,813	\$102,807	\$105,891	\$109,068	\$112,340	\$115,710	\$119,182	27%	5.00%	3.00%
20	\$98,787	\$101,751	\$104,803	\$107,947	\$111,186	\$114,521	\$117,957	\$121,496	\$125,141	27%	5.00%	3.00%
21	\$103,727	\$106,838	\$110,043	\$113,345	\$116,745	\$120,247	\$123,855	\$127,571	\$131,398	27%	5.00%	3.00%
22	\$108,913	\$112,180	\$115,546	\$119,012	\$122,582	\$126,260	\$130,048	\$133,949	\$137,968	27%	5.00%	3.00%
23	\$114,358	\$117,789	\$121,323	\$124,963	\$128,711	\$132,573	\$136,550	\$140,647	\$144,866	27%	5.00%	3.00%
24	\$120,076	\$123,679	\$127,389	\$131,211	\$135,147	\$139,201	\$143,378	\$147,679	\$152,109	27%	5.00%	3.00%
25	\$126,080	\$129,863	\$133,759	\$137,771	\$141,904	\$146,162	\$150,546	\$155,063	\$159,715	27%	5.00%	3.00%
26	\$132,384	\$136,356	\$140,446	\$144,660	\$149,000	\$153,470	\$158,074	\$162,816	\$167,700	27%	5.00%	3.00%
27	\$139,003	\$143,174	\$147,469	\$151,893	\$156,450	\$161,143	\$165,977	\$170,957	\$176,085	27%	5.00%	3.00%
28	\$145,954	\$150,332	\$154,842	\$159,487	\$164,272	\$169,200	\$174,276	\$179,505	\$184,890	27%	5.00%	3.00%
29	\$153,251	\$157,849	\$162,584	\$167,462	\$172,486	\$177,660	\$182,990	\$188,480	\$194,134	27%	5.00%	3.00%
30	\$160,914	\$165,741	\$170,714	\$175,835	\$181,110	\$186,543	\$192,140	\$197,904	\$203,841	27%	5.00%	3.00%
31	\$168,960	\$174,028	\$179,249	\$184,627	\$190,165	\$195,870	\$201,747	\$207,799	\$214,033	27%	5.00%	3.00%
32	\$185,856	\$191,431	\$197,174	\$203,089	\$209,182	\$215,457	\$221,921	\$228,579	\$235,436	27%	10.00%	3.00%
33	\$204,441	\$210,574	\$216,892	\$223,398	\$230,100	\$237,003	\$244,113	\$251,437	\$258,980	27%	10.00%	3.00%
34	\$245,329	\$252,689	\$260,270	\$268,078	\$276,120	\$284,404	\$292,936	\$301,724	\$310,776	27%	20.00%	3.00%

A distribution chart of the proposed pay plan is shown below in **Figure 1**. This chart demonstrates the consistent 5% stair step of each grade, as well as the increased midpoint differentials beginning in Grade 32.

Figure 1: Proposed Pay Grades



Balancing Market Data and Internal Equity

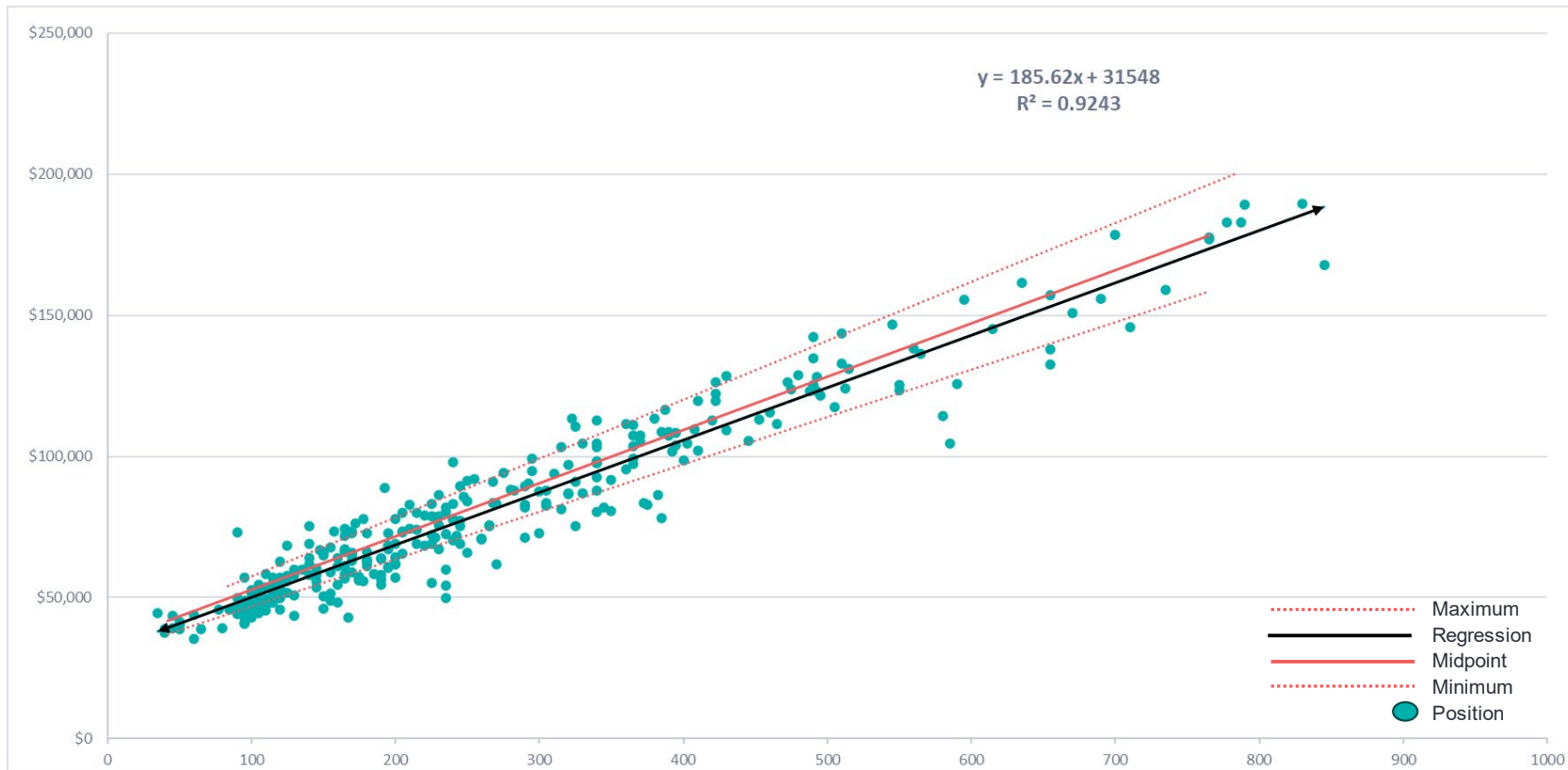
Market values are a critical data point in determining final recommendations. They provide insight into the external competitiveness of the County's pay structure relative to its labor market. The labor market, in theory, is a system driven by supply and demand – but is often influenced by social biases, systemic inequalities, and – if unchecked – can even create discriminatory practices. Therefore, external data must be considered with internal data to strike a balance. This ensures that positions are classified in a manner that not only reflects their external value but also maintains fairness and consistency within the organization.

Regression Analysis

In statistical modeling, a regression analysis is used to measure the relationships between data sets and even predict one variable based on another. Here, Baker Tilly used a regression analysis to compare internal data to external data. More specifically, SAFE scores were compared against market average midpoints. Overall, there is an 92.43% correlation between the internal (job evaluation) and external (market) values.

In **Figure 2**, each dot represents a benchmark position which is placed where the SAFE score and market average midpoint figures intersect. The black line represents the 'line of best fit' trending through all positions (dots). The proposed minimum, midpoint, and maximums are also reflected. This chart demonstrates the viability for all of Ulster County's positions to be classified into a single pay structure that is internally equitable, externally competitive, and fits the natural distribution of jobs within the County.

Figure 2: Regression Analysis against the Proposed Pay Plan



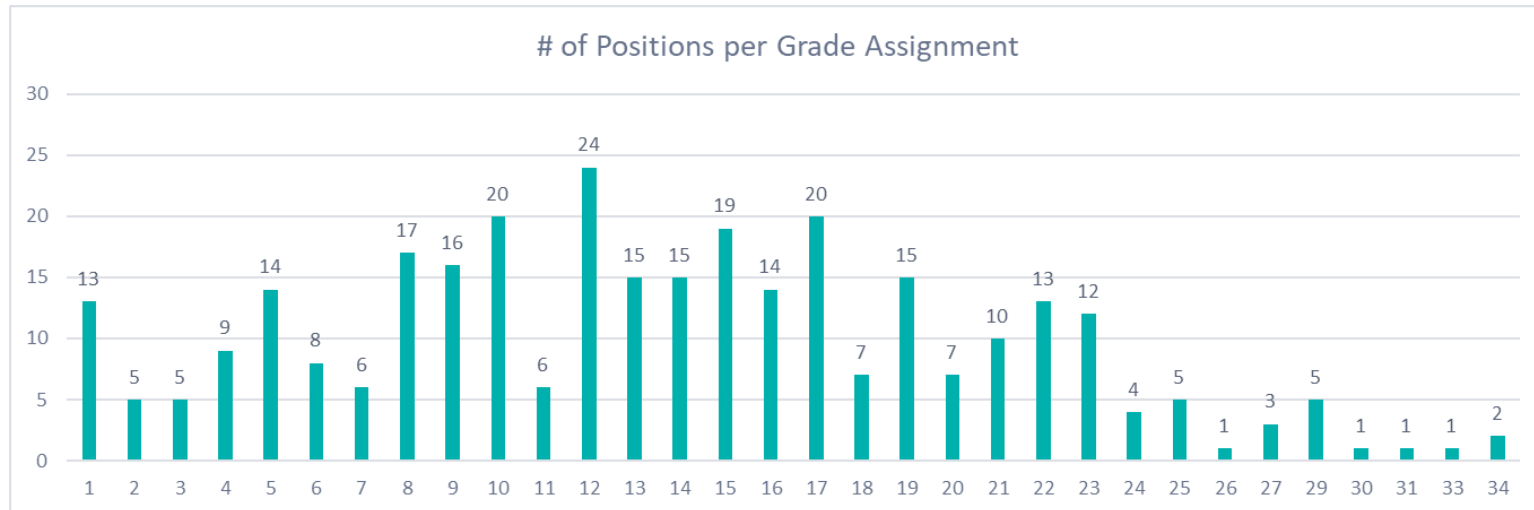
Proposed Grade Assignments

All 432 positions were classified to a grade in the new pay plan with consideration to job evaluation scores, market average midpoints, as well as existing midpoints. From there, grade assignments were adjusted, as necessary, to consider current grade groupings, career progressions, supervisor-subordinate separation, and grade compression, etc. The following information was NOT considered when assigning positions to a grade:

- The person in the position
- Performance
- Length of service
- Employee existing salary

Preliminary grade assignments were reviewed with the County's project team in October 2024 as well as with the Selection Committee and Department Heads in November 2024. Feedback was reviewed and position grade assignments were adjusted as necessary and recommended to the County. Title and Grade Assignments have been provided to the County and union leadership for purposes of negotiation.

Figure 4: Number of positions per grade



Implementation Cost Analysis

Baker Tilly developed three implementation scenarios for Ulster County to consider in its adoption of the new classification and compensation plan. Implementation calculations represent base pay only. Employees with a salary greater than their new maximum were excluded from implementation calculations. The best practice, and Baker Tilly's recommendation, is for these salaries to be 'red circled' or frozen until the pay structure market catches up, which means employees would retain their existing salary with no change. Baker Tilly does not recommend a pay decrease for any employee as a result of the study.

Overall, 1,426 employees were included in the implementation calculations for the pay plan. Of those, 249 employees have a salary greater than their new maximum, 974 have a salary that falls within their new range, and 202 have a salary that falls below the minimum their new minimum.

Implementation Scenarios for the proposed pay plan:

- Option 1: Employees move to the step nearest their existing salary without a decrease.** The 202 employees below minimum would move to Step 1 of their new assigned grade/range while the 974 employees within range would move to the step nearest their salary without a decrease. For the 249 employees above the maximum, they would retain their existing salary and not move to a step.

Option 1 represents the minimum action required by the County to adopt the proposed pay plan as it places all eligible employees onto a step. This scenario would cost approximately \$2,397,305.53 to implement.

	Option 1 - Closest Step, without Decrease				
	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	1426	\$98,330,369.07	\$100,727,674.60	\$2,397,305.53	2.4%
Employees Below Minimum	202	\$13,341,808.44	\$15,108,979.92	\$1,767,171.48	13.2%
Employees Within Range	975	\$67,633,789.80	\$68,263,923.85	\$630,134.05	0.9%
Employees Above Maximum	249	\$17,354,770.83	\$17,354,770.83	\$0.00	0.0%

- Option 2: Employees move to a step corresponding with their years in position, without a decrease.** For example: if an employee has been in their position for 3 years, they would move to step 3. If their existing salary is already greater than step 3, they would go to the step establish in Option 1 corresponding to their existing pay. Please note, this is not a years of service calculations.

The purpose of this scenario is to help alleviate compression by moving tenured employees further into their new range. This scenario would cost approximately \$5,096,054.53 to implement.

	Option 2: Steps based on Years in Position				
	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	1426	\$98,330,369.07	\$103,426,423.60	\$5,096,054.53	5.2%
Employees Below Minimum	202	\$13,341,808.44	\$16,253,068.52	\$2,911,260.08	21.8%
Employees Within Range	975	\$67,633,789.80	\$69,818,584.25	\$2,184,794.45	3.2%
Employees Above Maximum	249	\$17,354,770.83	\$17,354,770.83	\$0.00	0.0%

3. **Option 3: Employees move to a step corresponding with their years in position, capped at 5 years.** For example: if an employee has been in their position for 7 years, they would move to step 5. If their existing salary is already greater than step 5, they would go to the step establish in Option 1 corresponding to their existing pay.

The purpose of the 5-year gap is to help alleviate compression between minimum (Step 1) and midpoint (step 5). Beyond that, employees would only be assigned to Step 6 – 9 if their current salary corresponds with that step, established in Option 1. This scenario would cost approximately \$3,479,501.93 to implement.

	Option 3: Step based on YIP, 5 yr cap				
	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	1426	\$98,330,369.07	\$101,809,870.99	\$3,479,501.93	3.5%
Employees Below Minimum	202	\$13,341,808.44	\$15,883,812.00	\$2,542,003.57	19.1%
Employees Within Range	975	\$67,633,789.80	\$68,571,288.16	\$937,498.36	1.4%
Employees Above Maximum	249	\$17,354,770.83	\$17,354,770.83	\$0.00	0.0%

Recommendations

Ulster County is a service-oriented organization. The organization delivers services through its employees who are a major investment in the organization's infrastructure. This report contains information which has been gathered from a variety of sources, objectively analyzed, and structured in a way that will provide a fair and defensible system for the County to compensate its employees. It is our independent judgment that has resulted in the following recommendations.

We urge Ulster County to:

- Consider the use of a single pay structure for all positions. This approach will greatly reduce the administration time to manage multiple structures which significantly overlap with each other. The single pay structure establishes consistency in defining pay for positions across the organization. This consistency is equitable and defensible as it is built using a regression analysis and results from our point factor job evaluation tool, SAFE. All these factors help establish more transparency for employees in understanding how their pay is determined.
- Approve the use of Baker Tilly's SAFE® methodology to maintain internal equity in compliance with the federal Equal Pay Act. This job evaluation tool can also be used to maintain the integrity of the new classification and compensation plan going forward. Internal equity is necessary to help balance external / market data results.
- Approve the position grade assignments which have been established with consideration of many factors to include, job evaluation, market data, existing midpoints, career progressions, as well as supervisor/subordinate separations. Additionally, grade assignments have been received input from the Selection Committee and Department Heads before finalization with the County's project team.
- Approve an implementation scenario that addresses the County's compensation philosophy (what the County believes about how its employees should be paid), business goals (decisions to attract and retain high quality workers to continue providing high quality services to County residents), and that is fiscally attainable and sustainable.
- Continue efforts to maintain the classification and compensation system:
 - Routinely review and updated job descriptions.
 - Utilize SAFE to ensure internally equitable grade assignments.
 - Adjust the pay structure, annually, to keep pace with the market. This adjustment would impact individual salaries as well as the pay structure itself.
 - Adjust salaries, annually, to ensure advancement through assigned pay ranges.
 - These actions should help maintain the shelf life of the County's new pay structure until such time to recalibrate with a comprehensive review, like this one, every 5-7 years. It may be necessary to review positions or groups of positions more frequently based on market conditions.

#	Department	Benchmark Position	Matches	Average Minimum	Average Midpoint	Average Maximum	% Range Spread
1	Aging	Accountant	9	\$66,192.36	\$81,668.45	\$97,144.53	47%
2	Aging	Case Manager Trainee	1	Insufficient Data			
3	Aging	Caseworker Trainee - Aging	3	\$45,981.26	\$53,024.17	\$60,067.08	31%
4	Aging	Deputy Director Office for The Aging	3	\$91,854.69	\$105,903.94	\$123,763.99	35%
5	Aging	Director Office For the Aging	5	\$77,644.03	\$96,562.24	\$122,414.07	58%
6	Aging	Health Insurance Information Coordinator OFA	1	Insufficient Data			
7	Aging	Homemaker Aide	7	\$30,703.50	\$36,891.65	\$40,943.35	33%
8	Aging	Senior Account Clerk/Typist	6	\$38,495.45	\$50,290.24	\$58,807.65	53%
9	Aging	Senior Aging Services Aide	4	\$45,445.99	\$56,981.48	\$61,567.95	35%
10	Aging	Senior Caseworker	6	\$52,539.43	\$63,411.70	\$72,654.71	38%
11	Aging	Senior Typist	4	\$47,326.69	\$48,679.55	\$57,101.65	21%
12	Aging	Site Program Manager	3	\$43,011.21	\$51,489.70	\$59,968.20	39%
13	Board of Elections	Admin Technician (BOE)	2	Insufficient Data			
14	Board of Elections	Administrative Assistant - Board of Elections	6	\$39,826.69	\$48,110.59	\$56,394.50	42%
15	Board of Elections	Chief Registrar Clerk	2	Insufficient Data			
16	Board of Elections	Commissioner of Elections	3	\$89,701.79	\$97,008.44	\$130,290.14	45%
17	Board of Elections	Deputy Commissioner of Elections	3	\$44,599.61	\$70,450.55	\$98,533.87	121%
18	Board of Elections	Election Machine Technology Specialist	2	Insufficient Data			
19	Budget	Budget Director	7	\$109,176.87	\$128,827.81	\$158,990.54	46%
20	Budget	Deputy Budget Director	4	\$99,616.25	\$134,102.09	\$158,749.32	59%
21	Budget	Deputy Budget Director – Programs & Grants	4	\$91,749.19	\$111,751.13	\$145,888.72	59%
22	Budget	Grant Administration Manger	7	\$76,805.82	\$87,531.48	\$105,994.41	38%
23	Budget	Grant Procurement Specialist	5	\$56,050.13	\$68,767.63	\$79,673.22	42%
24	Comptroller	Auditor	7	\$62,055.82	\$77,888.45	\$93,721.08	51%
25	Comptroller	Comptroller (County)	4	\$104,491.44	\$145,256.28	\$225,429.49	116%
26	Comptroller	Deputy Comptroller	3	\$89,344.09	\$111,503.17	\$133,662.26	50%
27	Comptroller	Director Of Internal Audit & Control	5	\$102,398.23	\$123,698.52	\$136,096.16	33%
28	Comptroller	Quality Analyst	4	\$55,127.07	\$63,293.12	\$70,930.18	29%
29	Comptroller	Senior Auditor	6	\$80,028.61	\$89,305.13	\$104,778.98	31%
30	County Attorney	County Attorney	8	\$146,134.24	\$173,834.38	\$219,624.57	50%
31	County Attorney	Investigator (County Attorney Office)	3	\$60,016.04	\$80,091.67	\$74,472.06	24%
32	County Attorney	Paralegal	9	\$53,954.46	\$64,871.49	\$77,553.99	44%
33	County Clerk	Archivist	7	\$54,942.73	\$71,995.62	\$89,261.84	62%
34	County Clerk	County Clerk	3		\$123,434.68		
35	County Clerk	Deputy County Clerk	3	\$63,458.38	\$100,472.45	\$112,970.31	78%
36	County Clerk	DMV Bus Driver	5	\$38,440.64	\$47,017.76	\$55,594.87	45%
37	County Clerk	Driver/Messenger	6	\$31,880.40	\$38,151.52	\$44,422.65	39%
38	County Clerk	Head Clerk	1	Insufficient Data			
39	County Clerk	Index Clerk/Typist	6	\$36,290.28	\$42,772.31	\$52,967.70	46%
40	County Clerk	Principal Clerk	6	\$46,273.28	\$53,583.75	\$60,894.22	32%
41	County Clerk	Principal Records Clerk	5	\$45,730.72	\$53,494.24	\$61,257.76	34%
42	County Clerk	Principal Records Management Technician	3	\$52,966.48	\$62,973.59	\$72,980.70	38%
43	County Clerk	Receiving and Delivery Clerk	4	\$37,244.11	\$44,259.07	\$51,274.02	38%

#	Department	Benchmark Position	Matches	Average Minimum	Average Midpoint	Average Maximum	% Range Spread
44	County Clerk	Records Clerk	7	\$36,361.91	\$43,597.40	\$50,832.89	40%
45	County Clerk	Senior Clerk	6	\$38,389.46	\$45,824.82	\$50,361.84	31%
46	County Clerk	Senior Index Clerk	2	Insufficient Data			
47	County Clerk	Senior Index Clerk/Typist	3	\$42,167.54	\$48,405.84	\$54,644.14	30%
48	County Clerk	Senior Motor Vehicle Cashier	4	\$44,876.77	\$51,017.80	\$57,158.82	27%
49	County Executive	Assistant Deputy to the County Executive	2	Insufficient Data			
50	County Executive	Chief Diversity Officer	3	\$91,994.39	\$118,079.88	\$144,165.36	57%
51	County Executive	Communications Specialist	7	\$59,505.31	\$76,349.69	\$98,670.31	66%
52	County Executive	County Executive	3		\$176,830.84		
53	County Executive	Deputy County Executive	5	\$118,586.07	\$156,782.83	\$194,399.78	64%
54	County Executive	Director Research & Operation Programs	4	\$120,198.33	\$137,597.56	\$173,711.65	45%
55	District Attorney	Assistant District Attorney	5	\$69,392.42	\$87,890.65	\$123,918.52	79%
56	District Attorney	Chief District Attorney Investigator	5	\$110,823.57	\$142,501.15	\$153,194.73	38%
57	District Attorney	Court Stenographer (PT)	6	\$37,515.17	\$46,086.83	\$51,709.70	38%
58	District Attorney	Director Of Projects (DA)	1	Insufficient Data			
59	District Attorney	Discovery & Records Unit Chief	0	Insufficient Data			
60	District Attorney	District Attorney	6	\$101,630.57	\$134,058.55	\$149,729.43	47%
61	District Attorney	Junior Accountant	9	\$54,505.00	\$62,989.33	\$71,967.68	32%
62	District Attorney	Records & Operations Manager	5	\$67,745.85	\$76,018.61	\$96,356.48	42%
63	District Attorney	Senior Consumer Advocate	3	\$57,839.16	\$68,914.81	\$79,990.47	38%
64	District Attorney	Video & Technical Support Technician	6	\$45,944.32	\$59,242.96	\$72,541.60	58%
65	Economic Development	Agricultural Services Administration	1	Insufficient Data			
66	Economic Development	Business Services Admin	3	\$69,041.11	\$84,475.90	\$99,910.69	45%
67	Economic Development	Deputy Director Economic Development	3	\$111,040.49	\$136,696.39	\$162,352.28	46%
68	Economic Development	Director Economic Development	6	\$123,054.86	\$143,750.00	\$177,878.85	45%
69	Emergency Services	County Fire Instructor (PT)	1	Insufficient Data			
70	Emergency Services	Deputy County Fire and Emergency Coordinator (PT)	2	Insufficient Data			
71	Emergency Services	Deputy Director EC/EM - EMS Coordination	0	Insufficient Data			
72	Emergency Services	Deputy Director Emergency Communications/ Emergency Manage	1	Insufficient Data			
73	Emergency Services	Deputy Director Emergency Management / Fire Coordinator	1	Insufficient Data			
74	Emergency Services	Director Emergency Management / Emergency Communications	4	\$91,986.61	\$118,681.98	\$145,164.55	58%
75	Emergency Services	Emergency Communications Intern	0	Insufficient Data			
76	Emergency Services	Emergency Medical Services Coordinator	5	\$69,682.13	\$83,299.11	\$89,803.65	29%
77	Emergency Services	Emergency Service Dispatcher I	7	\$50,508.47	\$56,990.02	\$63,595.16	26%
78	Emergency Services	Emergency Service Dispatcher II	7	\$48,585.88	\$58,115.22	\$67,644.56	39%
79	Emergency Services	Emergency Service Dispatcher/CAD Systems Specialist	4	\$55,808.36	\$65,364.70	\$74,921.04	34%
80	Emergency Services	Radio Repair Tech	3	\$46,189.90	\$63,372.44	\$80,554.99	74%
81	Emergency Services	Chair Arson Task Force	1	Insufficient Data			
82	Emergency Services	Deputy Chief Fire Investigator (PT under 4001)	0	Insufficient Data			
83	Emergency Services	Fire Investigator	4	\$62,189.08	\$75,348.72	\$88,508.36	42%
84	Employment And Training	Assistant Youth Coordinator	5	\$43,735.67	\$52,470.98	\$60,712.38	39%
85	Employment And Training	Deputy Director Employment & Training	3	\$89,373.38	\$102,381.08	\$119,773.71	34%
86	Employment And Training	Director Employment & Training	3	\$103,621.01	\$139,761.93	\$175,902.86	70%

#	Department	Benchmark Position	Matches	Average Minimum	Average Midpoint	Average Maximum	% Range Spread
87	Employment And Training	Disability Resource Coordinator	3	\$51,393.92	\$62,541.84	\$73,689.76	43%
88	Employment And Training	Work Force Development Coordinator	6	\$48,162.37	\$62,165.49	\$78,759.78	64%
89	Environment	Deputy Director Of Enviornment	2	Insufficient Data			
90	Environment	Director Department of Environment	4	\$136,628.82	\$162,644.84	\$190,363.64	39%
91	Environment	Environmental Planner	7	\$63,964.83	\$78,860.72	\$99,568.28	56%
92	Environment	Senior Environmental Resource Technician	6	\$62,377.30	\$69,076.91	\$86,238.42	38%
93	Environment	Watershed Assistant	0	Insufficient Data			
94	Finance	Administrative Director County Finance	4	\$128,553.98	\$160,805.34	\$193,056.69	50%
95	Finance	Asst Dir Recovery & Resilience	0	Insufficient Data			
96	Finance	Commissioner of Finance	5	\$104,039.65	\$130,939.98	\$167,322.02	61%
97	Finance	Deputy Commissioner of Finance	5	\$81,391.72	\$102,623.56	\$141,782.52	74%
98	Finance	Director Recovery & Resilience	1	Insufficient Data			
99	Finance	Financial Analyst	8	\$54,077.67	\$74,262.10	\$95,006.43	76%
100	Finance	Fiscal Officer	3	\$70,127.24	\$85,826.95	\$92,401.59	32%
101	Finance	Payroll Manager	5	\$102,959.19	\$117,283.07	\$142,386.09	38%
102	Finance	Principal Account Clerk	8	\$50,723.64	\$60,904.71	\$65,656.14	29%
103	Finance	Public Auction Specialist	0	Insufficient Data			
104	Finance	Recovery & Resilience Project Manager	3	\$59,923.72	\$82,483.02	\$103,752.34	73%
105	Finance	Senior Public Auction Coordinator	0	Insufficient Data			
106	Finance	Director Real Property Tax Services III	6	\$81,638.24	\$107,534.17	\$128,462.89	57%
107	Finance	Real Property Tax Service Specialist	4	\$63,587.70	\$74,287.87	\$78,597.05	24%
108	Finance	Senior Tax Map Specialist	3	\$61,690.27	\$68,495.53	\$80,071.62	30%
109	Human Rights	Commissioner of Human Rights	2	Insufficient Data			
110	Human Rights	Human Rights Specialist	3	\$52,934.11	\$63,888.23	\$74,842.34	41%
111	Information Services	Application Support and Development Specialist	5	\$67,147.91	\$77,918.48	\$89,516.75	33%
112	Information Services	Assistant Dir Is App Development	3	\$128,112.64	\$155,650.84	\$183,189.05	43%
113	Information Services	Assistant Dir Is Operations	4	\$125,579.76	\$142,326.25	\$175,408.56	40%
114	Information Services	Assistant Director Information Services	4	\$96,770.62	\$113,005.08	\$129,239.54	34%
115	Information Services	Chief Information Security Officer	4	\$123,925.77	\$136,554.88	\$138,536.51	12%
116	Information Services	Director Information Services	7	\$135,086.55	\$153,260.86	\$189,947.87	41%
117	Information Services	Field Services Technician	7	\$44,298.56	\$54,729.51	\$58,866.72	33%
118	Information Services	Help Desk Technician	7	\$49,920.72	\$62,662.68	\$77,791.24	56%
119	Information Services	Network Assistant	8	\$60,408.29	\$74,379.30	\$92,871.36	54%
120	Information Services	Office Assistant	8	\$36,883.19	\$45,084.81	\$53,286.44	44%
121	Information Services	Public Safety Systems Analyst	5	\$74,343.61	\$97,602.36	\$120,861.11	63%
122	Information Services	Senior Computer Operator	10	\$50,025.95	\$64,009.13	\$79,802.95	60%
123	Information Services	Senior Technology Supervisor	4	\$97,400.44	\$116,071.44	\$134,742.45	38%
124	Information Services	System Administrator	6	\$80,845.86	\$103,186.94	\$129,577.07	60%
125	Information Services	Systems Analyst	6	\$78,008.29	\$90,914.85	\$103,821.41	33%
126	Information Services	Systems Specialist	5	\$76,689.92	\$89,147.41	\$103,978.94	36%
127	Information Services	Technical Asset Coordinator	4	\$62,144.30	\$70,826.56	\$87,163.77	40%
128	Information Services	Technical Support Specialist I	6	\$54,032.50	\$60,473.55	\$72,764.75	35%
129	Information Services	Technical Support Specialist II	6	\$55,325.27	\$71,440.89	\$87,827.27	59%

#	Department	Benchmark Position	Matches	Average Minimum	Average Midpoint	Average Maximum	% Range Spread
130	Information Services	Technical Support Technician I	5	\$51,933.09	\$62,473.50	\$71,484.43	38%
131	Information Services	Technology Team Leader	3	\$87,039.06	\$99,337.14	\$111,635.23	28%
132	Information Services	Web Designer/Analyst	6	\$65,777.54	\$84,757.51	\$108,580.43	65%
133	Insurance	County Insurance Officer	3	\$104,438.18	\$117,001.08	\$134,523.10	29%
134	Insurance	Senior Compensation/Disability Claims Examiner	5	\$59,896.72	\$71,568.32	\$83,239.92	39%
135	Insurance	Deputy Insurance Officer	4	\$71,515.88	\$85,179.15	\$98,842.41	38%
136	Legislature	Clerk of the Legislature	4	\$81,479.67	\$108,518.98	\$112,733.12	38%
137	Legislature	Deputy Clerk to The Legislature	3	\$65,370.87	\$91,007.09	\$95,034.96	45%
138	Legislature	Deputy Clerk/Financial Analyst	1	Insufficient Data			
139	Legislature	Legislative Employee	1	Insufficient Data			
140	Legislature	Legislative Financial Analyst	3	\$62,422.89	\$75,620.70	\$87,784.56	41%
141	Legislature	Legislative Technical Support Technician	0	Insufficient Data			
142	Legislature	Senior Legislative Employee	0	Insufficient Data			
143	Mental Health	Administrative Assistant/Typist	5	\$43,420.41	\$52,985.31	\$62,550.20	44%
144	Mental Health	Administrative Specialist	5	\$52,417.84	\$58,569.40	\$71,081.58	36%
145	Mental Health	Commissioner of Mental Health	3	\$110,167.72	\$137,862.46	\$190,703.69	73%
146	Mental Health	Community Engagement & Technical Assistance Specialist	3	\$62,318.89	\$69,843.41	\$77,367.93	24%
147	Mental Health	Deputy Commissioner of Mental Health	5	\$100,078.58	\$124,124.75	\$144,346.45	44%
148	Mental Health	Evaluative Analyst II	3	\$72,142.39	\$88,181.73	\$99,044.80	37%
149	Mental Health	Local Govt Unit Program Supervisor	1	Insufficient Data			
150	Mental Health	Manager For Fiscal Operations	4	\$48,486.24	\$78,239.24	\$66,133.47	36%
151	Mental Health	Mental Health Systems Specialist - Adult Services	1	Insufficient Data			
152	Mental Health	Mental Health Systems Specialist - Children's Services	0	Insufficient Data			
153	Mental Health	Project Manager (MH)	3	\$72,363.99	\$109,719.93	\$147,075.88	103%
154	Mental Health	Special Project Director (MH)	1	Insufficient Data			
155	Mental Health	Clinical Risk Manager	2	Insufficient Data			
156	Mental Health	Mental Health Specialist	4	\$48,937.18	\$59,585.34	\$70,233.49	44%
157	Mental Health	Mental Health Specialist-Clinical Supervisor	3	\$77,389.48	\$93,971.01	\$110,552.54	43%
158	Mental Health	Psychologist III	6	\$84,735.05	\$111,707.12	\$138,679.18	64%
159	Mental Health	Senior Case Manager	3	\$53,538.21	\$63,543.74	\$73,549.28	37%
160	Mental Health	Staff Psychiatrist	3	\$189,650.85	\$182,737.13	\$283,980.68	50%
161	Multiple	Account Clerk	11	\$38,374.96	\$45,760.52	\$51,156.51	33%
162	Multiple	Account Clerk/Typist	7	\$35,066.70	\$44,136.30	\$50,114.30	43%
163	Multiple	Administrative Aide/Typist	4	\$38,133.78	\$46,164.13	\$54,194.47	42%
164	Multiple	Assistant County Attorney	7	\$87,944.88	\$105,499.75	\$138,256.80	57%
165	Multiple	Case Manager	7	\$58,053.88	\$65,251.84	\$76,730.96	32%
166	Multiple	Caseworker	8	\$49,940.78	\$57,518.65	\$68,993.72	38%
167	Multiple	Caseworker Aide	5	\$36,633.87	\$41,001.43	\$46,818.12	28%
168	Multiple	Caseworker Trainee - Social Services	5	\$51,531.99	\$60,519.95	\$69,507.92	35%
169	Multiple	Child Support Specialist	4	\$46,826.66	\$55,817.05	\$61,088.81	30%
170	Multiple	Clerk	11	\$32,043.48	\$38,548.45	\$43,489.72	36%
171	Multiple	Confidential Secretary	10	\$42,355.64	\$53,558.09	\$61,711.06	46%
172	Multiple	Correction Officer	10	\$48,355.83	\$62,790.44	\$77,907.06	61%

#	Department	Benchmark Position	Matches	Average Minimum	Average Midpoint	Average Maximum	% Range Spread
173	Multiple	Crime Victim Counselor	7	\$42,755.58	\$54,389.10	\$64,549.21	51%
174	Multiple	Deputy Sheriff	6	\$69,706.39	\$88,140.25	\$122,068.23	75%
175	Multiple	District Attorney Investigator	7	\$88,982.16	\$97,831.47	\$124,225.87	40%
176	Multiple	Emergency Service Dispatcher	7	\$42,478.76	\$51,073.76	\$61,863.94	46%
177	Multiple	Employment and Training Coordinator	7	\$48,761.57	\$63,325.76	\$77,889.95	60%
178	Multiple	Legal Aide	5	\$51,470.48	\$69,577.31	\$82,979.41	61%
179	Multiple	Legal Secretary to the County Attorney	9	\$44,338.75	\$55,993.79	\$66,999.65	51%
180	Multiple	Legislative Counsel	1	Insufficient Data			
181	Multiple	Mental Health System Specialist	0	Insufficient Data			
182	Multiple	Motor Vehicle Cashier	4	\$40,245.08	\$45,232.48	\$50,219.89	25%
183	Multiple	Paralegal Assistant	5	\$53,046.34	\$67,407.36	\$81,768.39	54%
184	Multiple	Personnel Assistant	7	\$42,700.10	\$51,243.47	\$58,110.74	36%
185	Multiple	Probation Officer I	8	\$58,584.51	\$70,150.80	\$82,723.78	41%
186	Multiple	Professional Standards Investigator	1	Insufficient Data			
187	Multiple	Receptionst w/Typing	7	\$31,814.41	\$38,804.44	\$45,794.46	44%
188	Multiple	Secretary	8	\$42,114.74	\$49,181.55	\$57,788.43	37%
189	Multiple	Senior Account Clerk	10	\$38,861.21	\$47,687.09	\$52,835.90	36%
190	Multiple	Social Welfare Examiner	8	\$42,050.47	\$48,502.84	\$56,607.76	35%
191	Multiple	Social Welfare Examiner Trainee	2	Insufficient Data			
192	Personnel	Employee Benefits Administrator	8	\$75,024.99	\$91,571.45	\$108,981.83	45%
193	Personnel	Employee Benefits Coordinator	6	\$45,523.43	\$59,841.98	\$75,588.62	66%
194	Personnel	Admin Civil Service & Personnel Service	3	\$74,096.23	\$83,006.76	\$90,276.59	22%
195	Personnel	Director Employee Relations	7	\$117,636.14	\$124,322.49	\$177,443.06	51%
196	Personnel	Examination Monitor I (PT)	0	Insufficient Data			
197	Personnel	Examination Monitor II (PT)	0	Insufficient Data			
198	Personnel	Personnel Assistant Trainee	1	Insufficient Data			
199	Personnel	Personnel Director	7	\$124,852.05	\$143,025.10	\$175,122.13	40%
200	Personnel	Principal Personnel Analyst	8	\$64,312.81	\$80,909.24	\$99,260.39	54%
201	Personnel	Principal Personnel Assistant	4	\$43,232.94	\$56,878.40	\$62,771.92	45%
202	Personnel	Senior Personnel Analyst	8	\$60,416.16	\$70,596.53	\$83,484.25	38%
203	Personnel	Senior Personnel Assistant	6	\$48,431.26	\$54,937.13	\$61,859.48	28%
204	Planning	Deputy Director Planning	3	\$103,844.04	\$101,663.26	\$138,728.73	34%
205	Planning	Director County Planning	3	\$121,169.52	\$104,562.17	\$195,355.15	61%
206	Planning	Principal Planner	8	\$71,787.22	\$84,650.18	\$107,162.13	49%
207	Planning	Principal Transportation Planner	3	\$78,874.44	\$102,684.50	\$104,190.43	32%
208	Planning	Senior Planner	8	\$67,696.16	\$80,614.60	\$93,533.04	38%
209	Planning	Senior Transportation Planner	4	\$56,773.02	\$68,796.34	\$80,964.57	43%
210	Probation	Alternative Sentencing - Crew Supervisor	0	Insufficient Data			
211	Probation	Administrative Assistant	12	\$42,211.77	\$52,113.35	\$61,243.86	45%
212	Probation	Clinical Supervisor	0	Insufficient Data			
213	Probation	Crime Victim Assistant	3	\$48,910.63	\$54,524.00	\$65,534.01	34%
214	Probation	Crime Victim Assistant Program Supervisor	2	Insufficient Data			
215	Probation	Crime Victim Counselor/Educator	3	\$36,518.66	\$49,770.36	\$63,603.37	74%

#	Department	Benchmark Position	Matches	Average Minimum	Average Midpoint	Average Maximum	% Range Spread
216	Probation	Deputy Prob Director (Group B)	5	\$86,972.96	\$112,848.74	\$136,154.33	57%
217	Probation	Probation Assistant	7	\$44,039.52	\$50,714.94	\$60,699.89	38%
218	Probation	Probation Director (Group B)	5	\$98,387.87	\$125,256.52	\$153,708.55	56%
219	Probation	Probation Supervisor	7	\$74,301.20	\$86,513.47	\$99,982.35	35%
220	Probation	Sane Nurse	4	\$65,998.27	\$80,418.59	\$94,838.91	44%
221	Probation	Senior Crime Victims Counselor	0	Insufficient Data			
222	Probation	Senior Database Clerk/Typist	5	\$33,012.54	\$40,746.69	\$49,802.59	51%
223	Probation	Senior Probation Assistant	1	Insufficient Data			
224	Probation	Senior Probation II Officer	6	\$62,754.40	\$74,300.19	\$84,363.12	34%
225	Probation	Transcribing Typist	7	\$35,862.40	\$42,774.18	\$47,751.97	33%
226	Probation	Youth & Family Engagement Coordinator	4	\$50,751.41	\$59,870.90	\$68,990.40	36%
227	Public Defender	Assigned Counsel Administrator	0	Insufficient Data			
228	Public Defender	Assistant Public Defender	5	\$82,422.04	\$98,625.21	\$125,744.94	53%
229	Public Defender	Chief Assistant Public Defender	3	\$122,712.80	\$143,503.95	\$185,232.92	51%
230	Public Defender	Defender Based Advocate	0	Insufficient Data			
231	Public Defender	Grant Specialist	7	\$55,286.13	\$67,766.11	\$81,528.83	47%
232	Public Defender	Investigator (Public Defender)	3	\$69,553.39	\$94,312.97	\$130,109.23	87%
233	Public Defender	Public Defender	4	\$128,220.38	\$155,794.00	\$187,196.49	46%
234	Public Health	Administrative Aide	7	\$36,411.29	\$44,333.28	\$56,595.71	55%
235	Public Health	Assistance Public Health Engineer	2	Insufficient Data			
236	Public Health	Assistant Public Health Engineer	3	\$66,936.15	\$83,426.67	\$118,337.52	77%
237	Public Health	Associate Public Health Engineer	1	Insufficient Data			
238	Public Health	Commissioner of Health	5	\$120,254.57	\$162,612.15	\$189,781.76	58%
239	Public Health	Data Surveillance Coordinator	4	\$78,834.18	\$106,189.61	\$133,545.03	69%
240	Public Health	Deputy Director For Administration (CMH)	1	Insufficient Data			
241	Public Health	Director Community Health Relations	3	\$34,841.14	\$74,702.11	\$57,107.78	64%
242	Public Health	Director Environmental Services	4	\$102,738.19	\$124,724.88	\$149,275.54	45%
243	Public Health	Director Public Health Nursing Services	6	\$104,507.96	\$129,146.42	\$157,091.88	50%
244	Public Health	Environmental Health Manager	4	\$100,937.00	\$113,453.90	\$135,394.98	34%
245	Public Health	Medical Billing Coordinator	6	\$46,059.85	\$55,225.48	\$68,142.04	48%
246	Public Health	Public Health Education Coordinator	9	\$56,256.36	\$67,022.93	\$82,397.89	46%
247	Public Health	Public Health Nurse	10	\$64,537.74	\$75,433.53	\$90,619.54	40%
248	Public Health	Public Health Sanitarian	6	\$51,570.46	\$61,317.26	\$66,974.31	30%
249	Public Health	Public Health Technician	6	\$40,998.13	\$49,953.78	\$63,649.67	55%
250	Public Health	Receptionist	10	\$33,338.47	\$40,803.75	\$46,082.17	38%
251	Public Health	Senior Public Health Sanitarian	6	\$62,022.69	\$72,533.92	\$80,236.06	29%
252	Public Health	Supervising Public Health Nurse	7	\$78,093.24	\$91,844.86	\$105,596.47	35%
253	Public Health	Deputy Medical Examiner (ME)	3	\$100,132.86	\$138,158.31	\$176,183.77	76%
254	Public Health	Medical Examiner (ME)	3	\$108,490.12	\$189,479.66	\$218,964.17	102%
255	Public Health	Breastfeeding Peer Counselor PT	3	\$57,086.23	\$69,283.08	\$81,479.94	43%
256	Public Health	RN Health	6	\$61,850.89	\$69,101.77	\$95,928.88	55%
257	Public Health	Senior WIC Program Nutritionist	3	\$63,140.93	\$74,151.59	\$85,162.26	35%
258	Public Health	WIC Program Coordinator	1	Insufficient Data			

#	Department	Benchmark Position	Matches	Average Minimum	Average Midpoint	Average Maximum	% Range Spread
259	Public Works	Building Custodial Leader	8	\$45,806.20	\$56,182.10	\$62,676.28	37%
260	Public Works	Building Custodial Worker	9	\$32,096.67	\$39,970.23	\$45,708.43	42%
261	Public Works	Building Maintenance Specialist	9	\$44,136.86	\$53,455.01	\$62,772.21	42%
262	Public Works	Building Maintenance Worker I	12	\$38,882.44	\$49,370.38	\$57,091.73	47%
263	Public Works	Building Trades Worker	8	\$46,235.97	\$52,789.40	\$63,445.41	37%
264	Public Works	Cleaner	7	\$32,093.33	\$38,964.23	\$45,036.15	40%
265	Public Works	Electrical Construction & Maintenance Supervisor	7	\$57,915.20	\$75,369.39	\$96,808.83	67%
266	Public Works	Electrification Manager	2	Insufficient Data			
267	Public Works	Head Cleaner	4	\$44,684.29	\$45,942.20	\$56,501.04	26%
268	Public Works	HVAC Specialist	9	\$48,439.01	\$58,238.67	\$68,038.33	40%
269	Public Works	Maintenance and Construction Supervisor	10	\$63,152.73	\$77,291.48	\$95,408.17	51%
270	Public Works	Maintenance Coordinator	4	\$61,506.60	\$66,299.24	\$78,841.85	28%
271	Public Works	Project Manager	7	\$72,407.53	\$92,615.88	\$122,890.52	70%
272	Public Works	Projects Manager II	5	\$87,814.39	\$109,592.11	\$131,369.83	50%
273	Public Works	Senior Building Maintenance Specialist	6	\$45,054.36	\$54,490.99	\$62,468.83	39%
274	Public Works	Senior Project Manager	4	\$89,871.11	\$114,117.79	\$138,364.47	54%
275	Public Works	Automotive Mechanic II (except DPW)	9	\$43,721.04	\$52,464.65	\$61,051.08	40%
276	Public Works	Deputy Commissioner DPW - Fleet	4	\$69,788.66	\$78,561.56	\$90,249.51	29%
277	Public Works	Senior Recycling Resource Technician	2	Insufficient Data			
278	Public Works	Assistant Civil Engineer	10	\$56,427.81	\$67,669.60	\$77,835.13	38%
279	Public Works	Civil Engineer	11	\$66,130.03	\$82,444.57	\$97,216.41	47%
280	Public Works	Inventory & Property Central Specialist	2	Insufficient Data			
281	Public Works	Senior Engineer	9	\$78,084.86	\$90,366.78	\$107,630.09	38%
282	Public Works	Commissioner of Public Works	5	\$141,002.00	\$169,764.53	\$223,885.79	59%
283	Public Works	Automotive Mechanic II	13	\$45,207.95	\$55,455.86	\$62,667.71	39%
284	Public Works	Lead Mechanic	7	\$50,247.98	\$59,580.93	\$64,187.58	28%
285	Public Works	Senior Tire Changer	4	\$35,539.70	\$42,961.20	\$50,382.70	42%
286	Public Works	Parking Lot Attendant	6	\$30,884.53	\$35,509.21	\$40,133.88	30%
287	Public Works	Assistant to Commissioner of DPW	0	Insufficient Data			
288	Public Works	Deputy Commissioner B&G - Capital Projects	0	Insufficient Data			
289	Public Works	Deputy Commissioner B&G - Maintenance	3	\$133,214.92	\$139,155.11	\$186,950.17	40%
290	Public Works	Deputy Commissioner DPW - Finance	2	Insufficient Data			
291	Public Works	Automotive Parts Clerk	8	\$40,579.45	\$50,705.30	\$57,048.36	41%
292	Public Works	Bridge Crew Leader	2	Insufficient Data			
293	Public Works	Bridge Crew Worker I	4	\$43,339.14	\$48,882.21	\$50,563.88	17%
294	Public Works	Bridge Crew Worker II	3	\$49,157.01	\$55,809.13	\$55,854.77	14%
295	Public Works	Bridge Supervisor	2	Insufficient Data			
296	Public Works	Construction Equipment Operator I	11	\$40,409.42	\$51,809.64	\$60,496.07	50%
297	Public Works	Construction Equipment Operator II	7	\$48,350.13	\$58,164.92	\$64,047.76	32%
298	Public Works	Equipment Maintenance Leader	3	\$65,010.18	\$73,212.10	\$81,414.02	25%
299	Public Works	Highway Construction Supervisor	4	\$55,042.70	\$72,275.61	\$91,984.25	67%
300	Public Works	Highway Maintenance Specialist	3	\$46,306.72	\$56,376.11	\$66,445.49	43%
301	Public Works	Highways & Bridges Field Operations Manager	1	Insufficient Data			

#	Department	Benchmark Position	Matches	Average Minimum	Average Midpoint	Average Maximum	% Range Spread
302	Public Works	Motor Equipment Operator	7	\$47,026.15	\$53,935.09	\$59,613.67	27%
303	Public Works	Public Works Dispatcher	6	\$41,740.75	\$55,525.67	\$67,783.22	62%
304	Public Works	Road Maintenance Leader	3	\$50,235.56	\$57,267.85	\$64,300.14	28%
305	Public Works	Section Supervisor	2	Insufficient Data			
306	Public Works	Sign Crew Leader	2	Insufficient Data			
307	Public Works	Tree Maintenance Leader	7	\$47,753.05	\$57,862.33	\$66,453.38	39%
308	Public Works	Welder	10	\$44,797.30	\$56,150.10	\$65,574.29	46%
309	Purchasing	Buyer	9	\$54,190.59	\$65,218.83	\$82,511.07	52%
310	Purchasing	Deputy Director Of Purchasing	7	\$109,611.13	\$116,526.27	\$151,455.73	38%
311	Purchasing	Director of Purchasing	6	\$131,513.78	\$151,998.56	\$190,445.47	45%
312	Purchasing	Machine Operator	3	\$37,160.05	\$48,956.79	\$54,421.25	46%
313	Purchasing	Mail Room Coordinator	7	\$34,276.76	\$42,167.58	\$48,032.81	40%
314	Purchasing	Principal Buyer	5	\$66,482.39	\$79,336.85	\$92,191.30	39%
315	Safety	Building Examiner/Safety Inspector	7	\$58,452.90	\$66,282.32	\$97,100.73	66%
316	Safety	Deputy Safety Officer	3	\$59,539.89	\$68,931.00	\$87,908.99	48%
317	Safety	Safety Officer	4	\$56,102.15	\$75,286.14	\$103,049.57	84%
318	Sheriff	Assistant Warden	0	Insufficient Data			
319	Sheriff	Correction Corporal	1	Insufficient Data			
320	Sheriff	Correction First Sergeant	1	Insufficient Data			
321	Sheriff	Correction Lieutenant	3	\$64,698.96	\$83,238.30	\$85,799.30	33%
322	Sheriff	Correction Sergeant	5	\$82,374.41	\$88,759.02	\$94,881.25	15%
323	Sheriff	Corrections Superintendent	1	Insufficient Data			
324	Sheriff	Information Technology Administrator	4	\$76,363.60	\$100,914.40	\$125,465.21	64%
325	Sheriff	Stock Clerk	7	\$34,022.83	\$42,941.85	\$47,345.75	39%
326	Sheriff	Warden	1	Insufficient Data			
327	Sheriff	Chaplain	4	\$70,409.27	\$82,446.57	\$94,483.87	34%
328	Sheriff	Chief Civil Administrator	0	Insufficient Data			
329	Sheriff	Chief Investigator Prof Standards	0	Insufficient Data			
330	Sheriff	Correction Assistant	1	Insufficient Data			
331	Sheriff	Deputy Sheriff Captain	3	\$80,626.45	\$101,043.32	\$117,262.66	45%
332	Sheriff	Deputy Sheriff Detective	4	\$50,389.46	\$69,036.49	\$87,683.51	74%
333	Sheriff	Deputy Sheriff Detective Lieutenant	1	Insufficient Data			
334	Sheriff	Deputy Sheriff First Sergeant	2	Insufficient Data			
335	Sheriff	Deputy Sheriff Lieutenant	6	\$94,893.07	\$107,271.67	\$155,437.52	64%
336	Sheriff	Deputy Sheriff Sergeant	6	\$84,678.07	\$98,091.56	\$126,023.67	49%
337	Sheriff	Director Community & Incarcerated Services	1	Insufficient Data			
338	Sheriff	Discovery Coordinator	0	Insufficient Data			
339	Sheriff	Information Technology Specialist	4	\$57,386.60	\$77,659.58	\$97,932.56	71%
340	Sheriff	OOD Systems Specialist	1	Insufficient Data			
341	Sheriff	Peer Recovery Advocate	0	Insufficient Data			
342	Sheriff	Pistol Permit Examiner	1	Insufficient Data			
343	Sheriff	Security Guard	8	\$37,866.64	\$46,329.90	\$54,352.24	44%
344	Sheriff	Senior Security Guard	5	\$45,328.34	\$56,357.99	\$63,136.02	39%

#	Department	Benchmark Position	Matches	Average Minimum	Average Midpoint	Average Maximum	% Range Spread
345	Sheriff	Sheriff	3		\$136,035.50		
346	Sheriff	Sheriff's Assistant I	1	Insufficient Data			
347	Sheriff	Sheriff's Fiscal Assistant I	4	\$42,409.68	\$54,773.04	\$67,136.40	58%
348	Sheriff	Sheriff's Fiscal Assistant II	3	\$35,922.37	\$47,859.63	\$59,796.88	66%
349	Sheriff	Sheriff's Fiscal Assistant III	4	\$48,248.39	\$67,802.61	\$64,892.53	34%
350	Sheriff	Stock Clerk (PT)	3	\$30,862.71	\$37,809.65	\$44,756.58	45%
351	Sheriff	SUD Care Manager	0	Insufficient Data			
352	Sheriff	Undersheriff	4	\$94,334.91	\$130,970.89	\$163,534.16	73%
353	Sheriff	Correction Officer Investigator	3	\$64,570.17	\$66,849.33	\$74,846.95	16%
354	Sheriff	Deputy Sheriff Detective Sergeant	3	\$79,574.59	\$99,151.45	\$125,273.81	57%
355	Social Services	Assistant Director Social Services	3	\$65,527.49	\$81,846.49	\$97,230.34	48%
356	Social Services	Case Supervisor, Grade B	6	\$73,106.39	\$77,937.37	\$96,715.40	32%
357	Social Services	Chief Social Service Investigator	1	Insufficient Data			
358	Social Services	Coding Analyst	0	Insufficient Data			
359	Social Services	Commissioner of Social Services	4	\$100,241.61	\$145,754.65	\$164,792.69	64%
360	Social Services	Community Services Aide	8	\$34,931.97	\$43,762.84	\$52,208.37	49%
361	Social Services	Coordinator Child Support Enforcement	1	Insufficient Data			
362	Social Services	Database Clerk/Typist	6	\$31,736.63	\$38,880.91	\$46,025.18	45%
363	Social Services	Deputy Commissioner for Administration	0	Insufficient Data			
364	Social Services	Deputy Commissioner for Services	4	\$86,213.55	\$123,140.04	\$132,444.56	54%
365	Social Services	Director Of Finance	5	\$159,927.47	\$161,678.56	\$239,144.59	50%
366	Social Services	Director Preschool/EI Services	3	\$116,287.76	\$119,809.68	\$159,443.06	37%
367	Social Services	Director Social Services Programs	6	\$84,858.79	\$106,400.66	\$110,958.79	31%
368	Social Services	Director Temporary Assistance	3	\$92,081.01	\$95,426.49	\$113,779.74	24%
369	Social Services	Early Intervention Coordinator	5	\$67,968.23	\$71,251.70	\$87,236.92	28%
370	Social Services	Early Intervention Specialist	5	\$61,942.58	\$71,803.04	\$81,663.49	32%
371	Social Services	Early Intervention Specialist Trainee	0	Insufficient Data			
372	Social Services	Emergency Housing Coordinator	3	\$39,751.23	\$74,773.60	\$54,164.06	36%
373	Social Services	Environmental Outreach Manager	0	Insufficient Data			
374	Social Services	Family Court Supervisor	0	Insufficient Data			
375	Social Services	Head Social Welfare Examiner	4	\$52,349.50	\$58,307.30	\$72,841.56	39%
376	Social Services	Housing Specialist	5	\$56,939.36	\$65,930.11	\$77,812.15	37%
377	Social Services	Mental Health Specialist Children's Services	1	Insufficient Data			
378	Social Services	Mental Health Specialist-Clinical Supervisor - Children's Services	3	\$65,043.53	\$80,438.95	\$95,834.37	47%
379	Social Services	Mental Health Specialist-Unit Leader	0	Insufficient Data			
380	Social Services	Photocopy Attendant	5	\$34,629.18	\$43,241.66	\$51,854.13	50%
381	Social Services	Preschool Program Specialist	2	Insufficient Data			
382	Social Services	Principal Child Support Specialist	2	Insufficient Data			
383	Social Services	Principal Social Welfare Examiner	3	\$62,729.39	\$66,212.31	\$85,982.84	37%
384	Social Services	Psychiatrist	4	\$175,161.30	\$166,162.40	\$218,218.52	25%
385	Social Services	Records Technician	8	\$43,172.07	\$48,558.33	\$60,981.14	41%
386	Social Services	Registered Professional Nurse	10	\$61,217.16	\$72,866.88	\$87,175.35	42%
387	Social Services	Resource Unit Administrator	1	Insufficient Data			

#	Department	Benchmark Position	Matches	Average Minimum	Average Midpoint	Average Maximum	% Range Spread
388	Social Services	Senior Caseworker	5	\$45,683.50	\$61,591.80	\$62,293.85	36%
389	Social Services	Senior Child Support Specialist	2	Insufficient Data			
390	Social Services	Senior Social Service Investigator	3	\$52,798.89	\$64,314.58	\$74,491.34	41%
391	Social Services	Senior Social Services Attorney	5	\$97,758.21	\$110,441.13	\$139,437.79	43%
392	Social Services	Senior Social Welfare Examiner	4	\$52,188.72	\$57,965.00	\$63,741.27	22%
393	Social Services	Social Services Administrative Assistant	5	\$42,705.00	\$56,974.01	\$71,061.12	66%
394	Social Services	Social Services Attorney	4	\$94,518.24	\$107,063.89	\$139,109.68	47%
395	Social Services	Social Services LAN Specialist	1	Insufficient Data			
396	Social Services	Social Welfare Specialist	5	\$56,582.65	\$68,347.11	\$83,347.78	47%
397	Social Services	Special Assistant to the Commissioner	4	\$38,124.08	\$49,359.97	\$60,595.86	59%
398	Social Services	Staff Development Coordinator	5	\$41,072.86	\$67,320.17	\$79,976.15	95%
399	Social Services	Supervisor Social Services Attorney	4	\$125,585.72	\$134,937.59	\$173,905.52	38%
400	Tourism	Deputy Director Tourism	1	Insufficient Data			
401	Tourism	Director Tourism	3	\$81,884.06	\$105,088.95	\$128,293.85	57%
402	Tourism	Tourism Information Assistant	4	\$41,455.30	\$53,414.54	\$65,373.78	58%
403	UCAT (Transit)	Automotive Mechanic Helper (except DPW)	8	\$36,644.86	\$45,803.92	\$52,775.88	44%
404	UCAT (Transit)	Bus Dispatcher	5	\$41,930.14	\$47,942.84	\$56,973.52	36%
405	UCAT (Transit)	Bus Driver	11	\$37,245.48	\$44,859.63	\$51,907.16	39%
406	UCAT (Transit)	Bus Driver/Dispatcher	0	Insufficient Data			
407	UCAT (Transit)	Deputy Director Electrification & Innovation	0	Insufficient Data			
408	UCAT (Transit)	Deputy Director Of Public Transportation	4	\$70,924.88	\$84,827.33	\$98,729.79	39%
409	UCAT (Transit)	Director of Public Transportation	5	\$91,617.10	\$121,704.58	\$151,792.05	66%
410	UCAT (Transit)	Lead Automotive Mechanic (except DPW)	6	\$56,123.38	\$64,375.30	\$72,627.22	29%
411	UCAT (Transit)	Public Transit Coordinator	4	\$56,613.87	\$70,275.98	\$85,080.75	50%
412	UCAT (Transit)	Public Transit Dispatch & Operations Coordinator	4	\$58,007.83	\$71,458.29	\$84,908.74	46%
413	UCAT (Transit)	Public Transit Dispatcher Trainer	0	Insufficient Data			
414	UCAT (Transit)	Public Transit Grants & Procurement Specialist	6	\$52,013.90	\$72,059.62	\$76,563.80	47%
415	UCAT (Transit)	Public Transit Maintenance & Safety Coordinator	4	\$54,334.21	\$70,436.70	\$86,539.20	59%
416	UCAT (Transit)	Senior Bus Dispatcher	4	\$48,170.63	\$57,943.30	\$67,715.97	41%
417	Veterans	Deputy Director Veterans Services Agency	3	\$76,590.33	\$90,470.74	\$104,351.15	36%
418	Veterans	Director Veterans Service Agency	6	\$83,045.36	\$100,103.18	\$124,518.11	50%
419	Veterans	Veterans Benefits Representative	7	\$51,478.82	\$58,966.34	\$68,400.79	33%
420	Veterans	Veterans Service Aide	4	\$43,965.13	\$52,596.10	\$61,352.23	40%
421	Veterans	Veterans Service Driver	4	\$35,549.72	\$42,528.02	\$49,506.31	39%
422	Weights & Measures	Director Weights And Measures	4	\$78,100.00	\$81,241.41	\$97,063.75	24%
423	Weights & Measures	Weights And Measures Inspector	5	\$55,113.90	\$61,191.89	\$68,193.77	24%
424	Youth	Director Youth Bureau	5	\$82,985.22	\$97,709.12	\$122,098.31	47%

Department	Position Title	Current Midpoint	95% of Market	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	105% of Market	+ / (-) Mkt
Aging	Accountant	\$77,126.40	\$77,585.02	▼(0.6%)	\$81,668.45	▼(5.6%)	\$85,751.87	▼(10.1%)
Aging	Case Manager Trainee	\$68,442.40	Insufficient data					
Aging	Caseworker Trainee - Aging	\$69,097.60	\$50,372.96	▲37.2%	\$53,024.17	▲30.3%	\$55,675.38	▲24.1%
Aging	Deputy Director Office for The Aging	\$91,332.80	\$100,608.75	▼(9.2%)	\$105,903.94	▼(13.8%)	\$111,199.14	▼(17.9%)
Aging	Director Office For the Aging	\$101,920.00	\$91,734.13	▲11.1%	\$96,562.24	▲5.5%	\$101,390.35	▲0.5%
Aging	Health Insurance Information Coordinator OFA		Insufficient data					
Aging	Homemaker Aide	\$47,184.80	\$35,047.06	▲34.6%	\$36,891.65	▲27.9%	\$38,736.23	▲21.8%
Aging	Senior Account Clerk/Typist	\$55,400.80	\$47,775.73	▲16.0%	\$50,290.24	▲10.2%	\$52,804.75	▲4.9%
Aging	Senior Aging Services Aide	\$49,795.20	\$54,132.40	▼(8.0%)	\$56,981.48	▼(12.6%)	\$59,830.55	▼(16.8%)
Aging	Senior Caseworker	\$77,781.60	\$60,241.12	▲29.1%	\$63,411.70	▲22.7%	\$66,582.29	▲16.8%
Aging	Senior Typist	\$51,292.80	\$46,245.57	▲10.9%	\$48,679.55	▲5.4%	\$51,113.53	▲0.4%
Aging	Site Program Manager		\$48,915.22		\$51,489.70		\$54,064.19	
Board of Elections	Admin Technician (BOE)	\$64,979.20	Insufficient data					
Board of Elections	Administrative Assistant - Board of Elections	\$64,979.20	\$45,705.06	▲42.2%	\$48,110.59	▲35.1%	\$50,516.12	▲28.6%
Board of Elections	Chief Registrar Clerk	\$58,385.60	Insufficient data					
Board of Elections	Commissioner of Elections	\$96,449.60	\$92,158.02	▲4.7%	\$97,008.44	▼(0.6%)	\$101,858.87	▼(5.3%)
Board of Elections	Deputy Commissioner of Elections	\$75,004.80	\$66,928.03	▲12.1%	\$70,450.55	▲6.5%	\$73,973.08	▲1.4%
Board of Elections	Election Machine Technology Specialist	\$58,385.60	Insufficient data					
Budget	Budget Director	\$119,974.40	\$122,386.42	▼(2.0%)	\$128,827.81	▼(6.9%)	\$135,269.20	▼(11.3%)
Budget	Deputy Budget Director	\$100,651.20	\$127,396.98	▼(21.0%)	\$134,102.09	▼(24.9%)	\$140,807.19	▼(28.5%)
Budget	Deputy Budget Director – Programs & Grants	\$100,651.20	\$106,163.57	▼(5.2%)	\$111,751.13	▼(9.9%)	\$117,338.68	▼(14.2%)
Budget	Grant Administration Manger	\$87,172.80	\$83,154.91	▲4.8%	\$87,531.48	▼(0.4%)	\$91,908.05	▼(5.2%)
Budget	Grant Procurement Specialist	\$87,172.80	\$65,329.25	▲33.4%	\$68,767.63	▲26.8%	\$72,206.01	▲20.7%
Comptroller	Auditor	\$77,126.40	\$73,994.03	▲4.2%	\$77,888.45	▼(1.0%)	\$81,782.87	▼(5.7%)
Comptroller	Comptroller (County)	\$116,709.00	\$137,993.47	▼(15.4%)	\$145,256.28	▼(19.7%)	\$152,519.10	▼(23.5%)
Comptroller	Deputy Comptroller	\$107,348.80	\$105,928.01	▲1.3%	\$111,503.17	▼(3.7%)	\$117,078.33	▼(8.3%)
Comptroller	Director Of Internal Audit & Control	\$99,320.00	\$117,513.60	▼(15.5%)	\$123,698.52	▼(19.7%)	\$129,883.45	▼(23.5%)
Comptroller	Quality Analyst	\$77,126.40	\$60,128.46	▲28.3%	\$63,293.12	▲21.9%	\$66,457.77	▲16.1%
Comptroller	Senior Auditor	\$94,026.40	\$84,839.88	▲10.8%	\$89,305.13	▲5.3%	\$93,770.39	▲0.3%
County Attorney	County Attorney	\$155,646.40	\$165,142.66	▼(5.8%)	\$173,834.38	▼(10.5%)	\$182,526.10	▼(14.7%)
County Attorney	Investigator (County Attorney Office)		\$76,087.09		\$80,091.67		\$84,096.26	
County Attorney	Paralegal	\$77,126.40	\$61,627.92	▲25.1%	\$64,871.49	▲18.9%	\$68,115.06	▲13.2%
County Clerk	Archivist	\$68,442.40	\$68,395.84	▲0.1%	\$71,995.62	▼(4.9%)	\$75,595.40	▼(9.5%)
County Clerk	County Clerk	\$116,709.00	\$117,262.95	▼(0.5%)	\$123,434.68	▼(5.4%)	\$129,606.41	▼(10.0%)
County Clerk	Deputy County Clerk	\$87,297.60	\$95,448.82	▼(8.5%)	\$100,472.45	▼(13.1%)	\$105,496.07	▼(17.3%)
County Clerk	DMV Bus Driver	\$55,400.80	\$44,666.87	▲24.0%	\$47,017.76	▲17.8%	\$49,368.64	▲12.2%
County Clerk	Driver/Messenger	\$47,184.80	\$36,243.94	▲30.2%	\$38,151.52	▲23.7%	\$40,059.10	▲17.8%
County Clerk	Head Clerk	\$64,604.80	Insufficient data					
County Clerk	Index Clerk/Typist	\$51,292.80	\$40,633.69	▲26.2%	\$42,772.31	▲19.9%	\$44,910.92	▲14.2%
County Clerk	Principal Clerk	\$57,439.20	\$50,904.56	▲12.8%	\$53,583.75	▲7.2%	\$56,262.94	▲2.1%
County Clerk	Principal Records Clerk		\$50,819.52		\$53,494.24		\$56,168.95	
County Clerk	Principal Records Management Technician	\$72,311.20	\$59,824.91	▲20.9%	\$62,973.59	▲14.8%	\$66,122.27	▲9.4%
County Clerk	Receiving and Delivery Clerk	\$47,184.80	\$42,046.11	▲12.2%	\$44,259.07	▲6.6%	\$46,472.02	▲1.5%
County Clerk	Records Clerk	\$49,795.20	\$41,417.53	▲20.2%	\$43,597.40	▲14.2%	\$45,777.27	▲8.8%
County Clerk	Senior Clerk	\$51,292.80	\$43,533.58	▲17.8%	\$45,824.82	▲11.9%	\$48,116.07	▲6.6%
County Clerk	Senior Index Clerk	\$55,400.80	Insufficient data					
County Clerk	Senior Index Clerk/Typist	\$55,400.80	\$45,985.55	▲20.5%	\$48,405.84	▲14.5%	\$50,826.14	▲9.0%
County Clerk	Senior Motor Vehicle Cashier	\$60,715.20	\$48,466.91	▲25.3%	\$51,017.80	▲19.0%	\$53,568.69	▲13.3%
County Executive	Assistant Deputy to the County Executive	\$92,996.80	Insufficient data					
County Executive	Chief Diversity Officer	\$93,724.80	\$112,175.88	▼(16.4%)	\$118,079.88	▼(20.6%)	\$123,983.87	▼(24.4%)
County Executive	Communications Specialist	\$86,611.20	\$72,532.20	▲19.4%	\$76,349.69	▲13.4%	\$80,167.17	▲8.0%
County Executive	County Executive	\$148,572.00	\$167,989.30	▼(11.6%)	\$176,830.84	▼(16.0%)	\$185,672.38	▼(20.0%)
County Executive	Deputy County Executive	\$155,708.80	\$148,943.69	▲4.5%	\$156,782.83	▼(0.7%)	\$164,621.97	▼(5.4%)

Department	Position Title	Current Midpoint	95% of Market	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	105% of Market	+ / (-) Mkt
County Executive	Director Research & Operation Programs	\$94,244.80	\$130,717.68	▼(27.9%)	\$137,597.56	▼(31.5%)	\$144,477.43	▼(34.8%)
District Attorney	Assistant District Attorney	\$110,884.80	\$83,496.12	▲32.8%	\$87,890.65	▲26.2%	\$92,285.18	▲20.2%
District Attorney	Chief District Attorney Investigator	\$94,515.20	\$135,376.10	▼(30.2%)	\$142,501.15	▼(33.7%)	\$149,626.21	▼(36.8%)
District Attorney	Court Stenographer (PT)		\$43,782.49		\$46,086.83		\$48,391.17	
District Attorney	Director Of Projects (DA)	\$78,748.80	Insufficient data					
District Attorney	Discovery & Records Unit Chief	\$101,025.60	Insufficient data					
District Attorney	District Attorney	\$202,800.00	\$127,355.62	▲59.2%	\$134,058.55	▲51.3%	\$140,761.47	▲44.1%
District Attorney	Junior Accountant	\$68,442.40	\$59,839.86	▲14.4%	\$62,989.33	▲8.7%	\$66,138.80	▲3.5%
District Attorney	Records & Operations Manager	\$72,311.20	\$72,217.68	▲0.1%	\$76,018.61	▼(4.9%)	\$79,819.54	▼(9.4%)
District Attorney	Senior Consumer Advocate	\$77,126.40	\$65,469.07	▲17.8%	\$68,914.81	▲11.9%	\$72,360.55	▲6.6%
District Attorney	Video & Technical Support Technician	\$77,126.40	\$56,280.81	▲37.0%	\$59,242.96	▲30.2%	\$62,205.11	▲24.0%
Economic Development	Agricultural Services Administration		Insufficient data					
Economic Development	Business Services Admin	\$85,758.40	\$80,252.11	▲6.9%	\$84,475.90	▲1.5%	\$88,699.70	▼(3.3%)
Economic Development	Deputy Director Economic Development	\$90,168.00	\$129,861.57	▼(30.6%)	\$136,696.39	▼(34.0%)	\$143,531.20	▼(37.2%)
Economic Development	Director Economic Development	\$119,516.80	\$136,562.50	▼(12.5%)	\$143,750.00	▼(16.9%)	\$150,937.50	▼(20.8%)
Emergency Services	County Fire Instructor (PT)		Insufficient data					
Emergency Services	Deputy County Fire and Emergency Coordinator (PT)		Insufficient data					
Emergency Services	Deputy Director EC/EM - EMS Coordination	\$78,998.40	Insufficient data					
Emergency Services	Deputy Director Emergency Communications/ Emergency Management	\$78,998.40	Insufficient data					
Emergency Services	Deputy Director Emergency Management / Fire Coordinator	\$78,998.40	Insufficient data					
Emergency Services	Director Emergency Management / Emergency Communications	\$108,846.40	\$112,747.88	▼(3.5%)	\$118,681.98	▼(8.3%)	\$124,616.07	▼(12.7%)
Emergency Services	Emergency Communications Intern		Insufficient data					
Emergency Services	Emergency Medical Services Coordinator		\$79,134.15		\$83,299.11		\$87,464.06	
Emergency Services	Emergency Service Dispatcher I	\$60,476.00	\$54,140.52	▲11.7%	\$56,990.02	▲6.1%	\$59,839.52	▲1.1%
Emergency Services	Emergency Service Dispatcher II	\$63,814.40	\$55,209.46	▲15.6%	\$58,115.22	▲9.8%	\$61,020.98	▲4.6%
Emergency Services	Emergency Service Dispatcher/CAD Systems Specialist	\$72,602.40	\$62,096.46	▲16.9%	\$65,364.70	▲11.1%	\$68,632.93	▲5.8%
Emergency Services	Radio Repair Tech		\$60,203.82		\$63,372.44		\$66,541.06	
Emergency Services	Chair Arson Task Force		Insufficient data					
Emergency Services	Deputy Chief Fire Investigator (PT under 4001)		Insufficient data					
Emergency Services	Fire Investigator		\$71,581.28		\$75,348.72		\$79,116.16	
Employment And Training	Assistant Youth Coordinator	\$62,108.80	\$49,847.43	▲24.6%	\$52,470.98	▲18.4%	\$55,094.53	▲12.7%
Employment And Training	Deputy Director Employment & Training	\$80,891.20	\$97,262.03	▼(16.8%)	\$102,381.08	▼(21.0%)	\$107,500.14	▼(24.8%)
Employment And Training	Director Employment & Training	\$94,120.00	\$132,773.84	▼(29.1%)	\$139,761.93	▼(32.7%)	\$146,750.03	▼(35.9%)
Employment And Training	Disability Resource Coordinator	\$68,442.40	\$59,414.75	▲15.2%	\$62,541.84	▲9.4%	\$65,668.93	▲4.2%
Employment And Training	Work Force Development Coordinator	\$68,442.40	\$59,057.22	▲15.9%	\$62,165.49	▲10.1%	\$65,273.77	▲4.9%
Environment	Deputy Director Of Environment	\$84,385.60	Insufficient data					
Environment	Director Department of Environment	\$92,289.60	\$154,512.59	▼(40.3%)	\$162,644.84	▼(43.3%)	\$170,777.08	▼(46.0%)
Environment	Environmental Planner	\$88,004.80	\$74,917.68	▲17.5%	\$78,860.72	▲11.6%	\$82,803.76	▲6.3%
Environment	Senior Environmental Resource Technician	\$82,347.20	\$65,623.06	▲25.5%	\$69,076.91	▲19.2%	\$72,530.75	▲13.5%
Environment	Watershed Assistant		Insufficient data					
Finance	Administrative Director County Finance	\$106,048.80	\$152,765.07	▼(30.6%)	\$160,805.34	▼(34.1%)	\$168,845.60	▼(37.2%)
Finance	Asst Dir Recovery & Resilience	\$67,641.60	Insufficient data					
Finance	Commissioner of Finance	\$155,708.80	\$124,392.99	▲25.2%	\$130,939.98	▲18.9%	\$137,486.98	▲13.3%
Finance	Deputy Commissioner of Finance	\$115,024.00	\$97,492.38	▲18.0%	\$102,623.56	▲12.1%	\$107,754.74	▲6.7%
Finance	Director Recovery & Resilience	\$114,004.80	Insufficient data					
Finance	Financial Analyst	\$88,857.60	\$70,548.99	▲26.0%	\$74,262.10	▲19.7%	\$77,975.20	▲14.0%
Finance	Fiscal Officer	\$94,026.40	\$81,535.60	▲15.3%	\$85,826.95	▲9.6%	\$90,118.29	▲4.3%
Finance	Payroll Manager	\$106,048.80	\$111,418.92	▼(4.8%)	\$117,283.07	▼(9.6%)	\$123,147.22	▼(13.9%)
Finance	Principal Account Clerk	\$60,715.20	\$57,859.48	▲4.9%	\$60,904.71	▼(0.3%)	\$63,949.95	▼(5.1%)
Finance	Public Auction Specialist	\$60,715.20	Insufficient data					
Finance	Recovery & Resilience Project Manager	\$89,752.00	\$78,358.87	▲14.5%	\$82,483.02	▲8.8%	\$86,607.17	▲3.6%
Finance	Senior Public Auction Coordinator	\$77,126.40	Insufficient data					
Finance	Director Real Property Tax Services III	\$101,504.00	\$102,157.46	▼(0.6%)	\$107,534.17	▼(5.6%)	\$112,910.88	▼(10.1%)

Department	Position Title	Current Midpoint	95% of Market	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	105% of Market	+ / (-) Mkt
Finance	Real Property Tax Service Specialist	\$72,311.20	\$70,573.47	▲2.5%	\$74,287.87	▼(2.7%)	\$78,002.26	▼(7.3%)
Finance	Senior Tax Map Specialist	\$82,347.20	\$65,070.75	▲26.6%	\$68,495.53	▲20.2%	\$71,920.30	▲14.5%
Human Rights	Commissioner of Human Rights	\$90,646.40	Insufficient data					
Human Rights	Human Rights Specialist	\$66,320.80	\$60,693.81	▲9.3%	\$63,888.23	▲3.8%	\$67,082.64	▼(1.1%)
Information Services	Application Support and Development Specialist	\$88,004.80	\$74,022.55	▲18.9%	\$77,918.48	▲12.9%	\$81,814.40	▲7.6%
Information Services	Assistant Dir Is App Development	\$124,321.60	\$147,868.30	▼(15.9%)	\$155,650.84	▼(20.1%)	\$163,433.38	▼(23.9%)
Information Services	Assistant Dir Is Operations	\$124,321.60	\$135,209.94	▼(8.1%)	\$142,326.25	▼(12.7%)	\$149,442.56	▼(16.8%)
Information Services	Assistant Director Information Services	\$124,321.60	\$107,354.83	▲15.8%	\$113,005.08	▲10.0%	\$118,655.34	▲4.8%
Information Services	Chief Information Security Officer		\$129,727.14		\$136,554.88		\$143,382.63	
Information Services	Director Information Services	\$137,820.80	\$145,597.82	▼(5.3%)	\$153,260.86	▼(10.1%)	\$160,923.91	▼(14.4%)
Information Services	Field Services Technician	\$68,442.40	\$51,993.03	▲31.6%	\$54,729.51	▲25.1%	\$57,465.98	▲19.1%
Information Services	Help Desk Technician	\$77,126.40	\$59,529.55	▲29.6%	\$62,662.68	▲23.1%	\$65,795.81	▲17.2%
Information Services	Network Assistant	\$88,004.80	\$70,660.34	▲24.5%	\$74,379.30	▲18.3%	\$78,098.27	▲12.7%
Information Services	Office Assistant	\$64,604.80	\$42,830.57	▲50.8%	\$45,084.81	▲43.3%	\$47,339.06	▲36.5%
Information Services	Public Safety Systems Analyst	\$107,161.60	\$92,722.24	▲15.6%	\$97,602.36	▲9.8%	\$102,482.48	▲4.6%
Information Services	Senior Computer Operator	\$68,442.40	\$60,808.68	▲12.6%	\$64,009.13	▲6.9%	\$67,209.59	▲1.8%
Information Services	Senior Technology Supervisor	\$88,004.80	\$110,267.87	▼(20.2%)	\$116,071.44	▼(24.2%)	\$121,875.01	▼(27.8%)
Information Services	System Administrator	\$88,004.80	\$98,027.59	▼(10.2%)	\$103,186.94	▼(14.7%)	\$108,346.28	▼(18.8%)
Information Services	Systems Analyst	\$107,161.60	\$86,369.10	▲24.1%	\$90,914.85	▲17.9%	\$95,460.59	▲12.3%
Information Services	Systems Specialist	\$88,004.80	\$84,690.04	▲3.9%	\$89,147.41	▼(1.3%)	\$93,604.78	▼(6.0%)
Information Services	Technical Asset Coordinator	\$77,126.40	\$67,285.23	▲14.6%	\$70,826.56	▲8.9%	\$74,367.88	▲3.7%
Information Services	Technical Support Specialist I		\$57,449.87		\$60,473.55		\$63,497.23	
Information Services	Technical Support Specialist II	\$88,004.80	\$67,868.84	▲29.7%	\$71,440.89	▲23.2%	\$75,012.93	▲17.3%
Information Services	Technical Support Technician I	\$77,126.40	\$59,349.83	▲30.0%	\$62,473.50	▲23.5%	\$65,597.18	▲17.6%
Information Services	Technology Team Leader	\$107,161.60	\$94,370.29	▲13.6%	\$99,337.14	▲7.9%	\$104,304.00	▲2.7%
Information Services	Web Designer/Analyst	\$88,004.80	\$80,519.64	▲9.3%	\$84,757.51	▲3.8%	\$88,995.39	▼(1.1%)
Insurance	County Insurance Officer	\$110,489.60	\$111,151.03	▼(0.6%)	\$117,001.08	▼(5.6%)	\$122,851.13	▼(10.1%)
Insurance	Senior Compensation/Disability Claims Examiner	\$64,604.80	\$67,989.91	▼(5.0%)	\$71,568.32	▼(9.7%)	\$75,146.74	▼(14.0%)
Insurance	Deputy Insurance Officer	\$85,488.00	\$80,920.19	▲5.6%	\$85,179.15	▲0.4%	\$89,438.10	▼(4.4%)
Legislature	Clerk of the Legislature	\$109,761.60	\$103,093.03	▲6.5%	\$108,518.98	▲1.1%	\$113,944.93	▼(3.7%)
Legislature	Deputy Clerk to The Legislature	\$92,414.40	\$86,456.74	▲6.9%	\$91,007.09	▲1.5%	\$95,557.44	▼(3.3%)
Legislature	Deputy Clerk/Financial Analyst	\$107,348.80	Insufficient data					
Legislature	Legislative Employee		Insufficient data					
Legislature	Legislative Financial Analyst	\$86,798.40	\$71,839.66	▲20.8%	\$75,620.70	▲14.8%	\$79,401.73	▲9.3%
Legislature	Legislative Technical Support Technician	\$69,992.00	Insufficient data					
Legislature	Senior Legislative Employee		Insufficient data					
Mental Health	Administrative Assistant/Typist		\$50,336.04		\$52,985.31		\$55,634.57	
Mental Health	Administrative Specialist	\$69,711.20	\$55,640.93	▲25.3%	\$58,569.40	▲19.0%	\$61,497.87	▲13.4%
Mental Health	Commissioner of Mental Health	\$132,080.00	\$130,969.34	▲0.8%	\$137,862.46	▼(4.2%)	\$144,755.58	▼(8.8%)
Mental Health	Community Engagement & Technical Assistance Specialist	\$94,244.80	\$66,351.24	▲42.0%	\$69,843.41	▲34.9%	\$73,335.58	▲28.5%
Mental Health	Deputy Commissioner of Mental Health	\$117,436.80	\$117,918.51	▼(0.4%)	\$124,124.75	▼(5.4%)	\$130,330.98	▼(9.9%)
Mental Health	Evaluative Analyst II	\$88,004.80	\$83,772.64	▲5.1%	\$88,181.73	▼(0.2%)	\$92,590.82	▼(5.0%)
Mental Health	Local Govt Unit Program Supervisor	\$114,826.40	Insufficient data					
Mental Health	Manager For Fiscal Operations	\$108,264.00	\$74,327.28	▲45.7%	\$78,239.24	▲38.4%	\$82,151.20	▲31.8%
Mental Health	Mental Health Systems Specialist - Adult Services	\$100,297.60	Insufficient data					
Mental Health	Mental Health Systems Specialist - Children's Services	\$100,297.60	Insufficient data					
Mental Health	Project Manager (MH)	\$104,312.00	\$104,233.94	▲0.1%	\$109,719.93	▼(4.9%)	\$115,205.93	▼(9.5%)
Mental Health	Special Project Director (MH)	\$98,425.60	Insufficient data					
Mental Health	Clinical Risk Manager	\$107,161.60	Insufficient data					
Mental Health	Mental Health Specialist	\$88,004.80	\$56,606.07	▲55.5%	\$59,585.34	▲47.7%	\$62,564.61	▲40.7%
Mental Health	Mental Health Specialist-Clinical Supervisor	\$100,297.60	\$89,272.46	▲12.3%	\$93,971.01	▲6.7%	\$98,669.56	▲1.6%
Mental Health	Psychologist III	\$135,356.00	\$106,121.76	▲27.5%	\$111,707.12	▲21.2%	\$117,292.47	▲15.4%
Mental Health	Senior Case Manager	\$82,347.20	\$60,366.55	▲36.4%	\$63,543.74	▲29.6%	\$66,720.93	▲23.4%

Department	Position Title	Current Midpoint	95% of Market	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	105% of Market	+ / (-) Mkt
Mental Health	Staff Psychiatrist	\$277,971.20	\$173,600.27	▲60.1%	\$182,737.13	▲52.1%	\$191,873.99	▲44.9%
Multiple	Account Clerk	\$49,795.20	\$43,472.49	▲14.5%	\$45,760.52	▲8.8%	\$48,048.55	▲3.6%
Multiple	Account Clerk/Typist	\$49,795.20	\$41,929.48	▲18.8%	\$44,136.30	▲12.8%	\$46,343.11	▲7.4%
Multiple	Administrative Aide/Typist	\$57,439.20	\$43,855.92	▲31.0%	\$46,164.13	▲24.4%	\$48,472.34	▲18.5%
Multiple	Assistant County Attorney	\$97,468.80	\$100,224.76	▼(2.7%)	\$105,499.75	▼(7.6%)	\$110,774.74	▼(12.0%)
Multiple	Case Manager	\$72,311.20	\$61,989.25	▲16.7%	\$65,251.84	▲10.8%	\$68,514.43	▲5.5%
Multiple	Caseworker	\$72,956.00	\$54,642.72	▲33.5%	\$57,518.65	▲26.8%	\$60,394.58	▲20.8%
Multiple	Caseworker Aide	\$51,292.80	\$38,951.36	▲31.7%	\$41,001.43	▲25.1%	\$43,051.51	▲19.1%
Multiple	Caseworker Trainee - Social Services	\$69,097.60	\$57,493.96	▲20.2%	\$60,519.95	▲14.2%	\$63,545.95	▲8.7%
Multiple	Child Support Specialist	\$58,084.00	\$53,026.19	▲9.5%	\$55,817.05	▲4.1%	\$58,607.90	▼(0.9%)
Multiple	Clerk	\$46,352.80	\$36,621.02	▲26.6%	\$38,548.45	▲20.2%	\$40,475.87	▲14.5%
Multiple	Confidential Secretary	\$74,880.00	\$50,880.19	▲47.2%	\$53,558.09	▲39.8%	\$56,235.99	▲33.2%
Multiple	Correction Officer	\$65,967.20	\$59,650.92	▲10.6%	\$62,790.44	▲5.1%	\$65,929.96	▲0.1%
Multiple	Crime Victim Counselor	\$77,126.40	\$51,669.64	▲49.3%	\$54,389.10	▲41.8%	\$57,108.55	▲35.1%
Multiple	Deputy Sheriff	\$73,091.20	\$83,733.24	▼(12.7%)	\$88,140.25	▼(17.1%)	\$92,547.26	▼(21.0%)
Multiple	District Attorney Investigator		\$92,939.90		\$97,831.47		\$102,723.04	
Multiple	Emergency Service Dispatcher	\$64,136.80	\$48,520.08	▲32.2%	\$51,073.76	▲25.6%	\$53,627.45	▲19.6%
Multiple	Employment and Training Coordinator	\$64,604.80	\$60,159.47	▲7.4%	\$63,325.76	▲2.0%	\$66,492.04	▼(2.8%)
Multiple	Legal Aide	\$60,715.20	\$66,098.44	▼(8.1%)	\$69,577.31	▼(12.7%)	\$73,056.17	▼(16.9%)
Multiple	Legal Secretary to the County Attorney	\$74,880.00	\$53,194.10	▲40.8%	\$55,993.79	▲33.7%	\$58,793.48	▲27.4%
Multiple	Legislative Counsel	\$113,214.40	Insufficient data					
Multiple	Mental Health System Specialist	\$88,004.80	Insufficient data					
Multiple	Motor Vehicle Cashier	\$55,400.80	\$42,970.86	▲28.9%	\$45,232.48	▲22.5%	\$47,494.11	▲16.6%
Multiple	Paralegal Assistant	\$64,604.80	\$64,036.99	▲0.9%	\$67,407.36	▼(4.2%)	\$70,777.73	▼(8.7%)
Multiple	Personnel Assistant	\$55,400.80	\$48,681.30	▲13.8%	\$51,243.47	▲8.1%	\$53,805.64	▲3.0%
Multiple	Probation Officer I	\$77,126.40	\$66,643.26	▲15.7%	\$70,150.80	▲9.9%	\$73,658.34	▲4.7%
Multiple	Professional Standards Investigator	\$73,091.20	Insufficient data					
Multiple	Receptionst w/Typing	\$47,184.80	\$36,864.21	▲28.0%	\$38,804.44	▲21.6%	\$40,744.66	▲15.8%
Multiple	Secretary	\$84,999.20	\$46,722.48	▲81.9%	\$49,181.55	▲72.8%	\$51,640.63	▲64.6%
Multiple	Senior Account Clerk	\$55,400.80	\$45,302.73	▲22.3%	\$47,687.09	▲16.2%	\$50,071.44	▲10.6%
Multiple	Social Welfare Examiner	\$58,084.00	\$46,077.70	▲26.1%	\$48,502.84	▲19.8%	\$50,927.98	▲14.1%
Multiple	Social Welfare Examiner Trainee	\$56,045.60	Insufficient data					
Personnel	Employee Benefits Administrator	\$93,506.40	\$86,992.88	▲7.5%	\$91,571.45	▲2.1%	\$96,150.03	▼(2.7%)
Personnel	Employee Benefits Coordinator	\$72,311.20	\$56,849.88	▲27.2%	\$59,841.98	▲20.8%	\$62,834.08	▲15.1%
Personnel	Admin Civil Service & Personnel Service	\$114,826.40	\$78,856.42	▲45.6%	\$83,006.76	▲38.3%	\$87,157.10	▲31.7%
Personnel	Director Employee Relations	\$101,920.00	\$118,106.37	▼(13.7%)	\$124,322.49	▼(18.0%)	\$130,538.61	▼(21.9%)
Personnel	Examination Monitor I (PT)		Insufficient data					
Personnel	Examination Monitor II (PT)		Insufficient data					
Personnel	Personnel Assistant Trainee	\$53,164.80	Insufficient data					
Personnel	Personnel Director	\$123,884.80	\$135,873.84	▼(8.8%)	\$143,025.10	▼(13.4%)	\$150,176.35	▼(17.5%)
Personnel	Principal Personnel Analyst	\$96,917.60	\$76,863.77	▲26.1%	\$80,909.24	▲19.8%	\$84,954.70	▲14.1%
Personnel	Principal Personnel Assistant	\$68,442.40	\$54,034.48	▲26.7%	\$56,878.40	▲20.3%	\$59,722.32	▲14.6%
Personnel	Senior Personnel Analyst	\$87,765.60	\$67,066.70	▲30.9%	\$70,596.53	▲24.3%	\$74,126.36	▲18.4%
Personnel	Senior Personnel Assistant	\$60,715.20	\$52,190.28	▲16.3%	\$54,937.13	▲10.5%	\$57,683.99	▲5.3%
Planning	Deputy Director Planning	\$117,436.80	\$96,580.09	▲21.6%	\$101,663.26	▲15.5%	\$106,746.42	▲10.0%
Planning	Director County Planning	\$141,648.00	\$99,334.06	▲42.6%	\$104,562.17	▲35.5%	\$109,790.27	▲29.0%
Planning	Principal Planner	\$107,161.60	\$80,417.67	▲33.3%	\$84,650.18	▲26.6%	\$88,882.69	▲20.6%
Planning	Principal Transportation Planner	\$107,161.60	\$97,550.28	▲9.9%	\$102,684.50	▲4.4%	\$107,818.73	▼(0.6%)
Planning	Senior Planner	\$94,026.40	\$76,583.87	▲22.8%	\$80,614.60	▲16.6%	\$84,645.33	▲11.1%
Planning	Senior Transportation Planner	\$94,026.40	\$65,356.52	▲43.9%	\$68,796.34	▲36.7%	\$72,236.16	▲30.2%
Probation	Alternative Sentencing - Crew Supervisor	\$48,339.20	Insufficient data					
Probation	Administrative Assistant	\$64,604.80	\$49,507.69	▲30.5%	\$52,113.35	▲24.0%	\$54,719.02	▲18.1%
Probation	Clinical Supervisor	\$100,297.60	Insufficient data					

Department	Position Title	Current Midpoint	95% of Market	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	105% of Market	+ / (-) Mkt
Probation	Crime Victim Assistant	\$57,439.20	\$51,797.80	▲10.9%	\$54,524.00	▲5.3%	\$57,250.20	▲0.3%
Probation	Crime Victim Assistant Program Supervisor	\$93,007.20	Insufficient data					
Probation	Crime Victim Counselor/Educator	\$77,126.40	\$47,281.84	▲63.1%	\$49,770.36	▲55.0%	\$52,258.88	▲47.6%
Probation	Deputy Prob Director (Group B)	\$92,539.20	\$107,206.30	▼(13.7%)	\$112,848.74	▼(18.0%)	\$118,491.18	▼(21.9%)
Probation	Probation Assistant	\$57,439.20	\$48,179.19	▲19.2%	\$50,714.94	▲13.3%	\$53,250.68	▲7.9%
Probation	Probation Director (Group B)	\$108,929.60	\$118,993.70	▼(8.5%)	\$125,256.52	▼(13.0%)	\$131,519.35	▼(17.2%)
Probation	Probation Supervisor	\$93,007.20	\$82,187.80	▲13.2%	\$86,513.47	▲7.5%	\$90,839.15	▲2.4%
Probation	Sane Nurse	\$89,159.20	\$76,397.66	▲16.7%	\$80,418.59	▲10.9%	\$84,439.52	▲5.6%
Probation	Senior Crime Victims Counselor	\$82,347.20	Insufficient data					
Probation	Senior Database Clerk/Typist	\$48,339.20	\$38,709.35	▲24.9%	\$40,746.69	▲18.6%	\$42,784.02	▲13.0%
Probation	Senior Probation Assistant	\$48,339.20	Insufficient data					
Probation	Senior Probation II Officer	\$82,347.20	\$70,585.19	▲16.7%	\$74,300.19	▲10.8%	\$78,015.20	▲5.6%
Probation	Transcribing Typist	\$47,184.80	\$40,635.47	▲16.1%	\$42,774.18	▲10.3%	\$44,912.89	▲5.1%
Probation	Youth & Family Engagement Coordinator	\$91,634.40	\$56,877.36	▲61.1%	\$59,870.90	▲53.1%	\$62,864.45	▲45.8%
Public Defender	Assigned Counsel Administrator	\$95,160.00	Insufficient data					
Public Defender	Assistant Public Defender	\$101,046.40	\$93,693.95	▲7.8%	\$98,625.21	▲2.5%	\$103,556.47	▼(2.4%)
Public Defender	Chief Assistant Public Defender		\$136,328.75		\$143,503.95		\$150,679.15	
Public Defender	Defender Based Advocate	\$72,311.20	Insufficient data					
Public Defender	Grant Specialist	\$64,604.80	\$64,377.80	▲0.4%	\$67,766.11	▼(4.7%)	\$71,154.41	▼(9.2%)
Public Defender	Investigator (Public Defender)		\$89,597.32		\$94,312.97		\$99,028.62	
Public Defender	Public Defender	\$155,646.40	\$148,004.30	▲5.2%	\$155,794.00	▼(0.1%)	\$163,583.70	▼(4.9%)
Public Health	Administrative Aide	\$57,439.20	\$42,116.61	▲36.4%	\$44,333.28	▲29.6%	\$46,549.94	▲23.4%
Public Health	Assistance Public Health Engineer	\$107,161.60	Insufficient data					
Public Health	Assistant Public Health Engineer	\$100,297.60	\$79,255.33	▲26.5%	\$83,426.67	▲20.2%	\$87,598.00	▲14.5%
Public Health	Associate Public Health Engineer	\$130,135.20	Insufficient data					
Public Health	Commissioner of Health	\$208,124.80	\$154,481.54	▲34.7%	\$162,612.15	▲28.0%	\$170,742.76	▲21.9%
Public Health	Data Surveillance Coordinator	\$98,176.00	\$100,880.13	▼(2.7%)	\$106,189.61	▼(7.5%)	\$111,499.09	▼(11.9%)
Public Health	Deputy Director For Administration (CMH)	\$117,436.80	Insufficient data					
Public Health	Director Community Health Relations	\$88,400.00	\$70,967.01	▲24.6%	\$74,702.11	▲18.3%	\$78,437.22	▲12.7%
Public Health	Director Environmental Services	\$118,372.80	\$118,488.64	▼(0.1%)	\$124,724.88	▼(5.1%)	\$130,961.13	▼(9.6%)
Public Health	Director Public Health Nursing Services	\$117,436.80	\$122,689.10	▼(4.3%)	\$129,146.42	▼(9.1%)	\$135,603.74	▼(13.4%)
Public Health	Environmental Health Manager	\$96,917.60	\$107,781.21	▼(10.1%)	\$113,453.90	▼(14.6%)	\$119,126.60	▼(18.6%)
Public Health	Medical Billing Coordinator	\$77,126.40	\$52,464.21	▲47.0%	\$55,225.48	▲39.7%	\$57,986.75	▲33.0%
Public Health	Public Health Education Coordinator	\$82,347.20	\$63,671.79	▲29.3%	\$67,022.93	▲22.9%	\$70,374.08	▲17.0%
Public Health	Public Health Nurse	\$95,160.00	\$71,661.85	▲32.8%	\$75,433.53	▲26.2%	\$79,205.21	▲20.1%
Public Health	Public Health Sanitarian	\$77,126.40	\$58,251.39	▲32.4%	\$61,317.26	▲25.8%	\$64,383.12	▲19.8%
Public Health	Public Health Technician	\$60,715.20	\$47,456.09	▲27.9%	\$49,953.78	▲21.5%	\$52,451.47	▲15.8%
Public Health	Receptionist	\$47,184.80	\$38,763.56	▲21.7%	\$40,803.75	▲15.6%	\$42,843.94	▲10.1%
Public Health	Senior Public Health Sanitarian	\$82,347.20	\$68,907.22	▲19.5%	\$72,533.92	▲13.5%	\$76,160.62	▲8.1%
Public Health	Supervising Public Health Nurse	\$106,048.80	\$87,252.61	▲21.5%	\$91,844.86	▲15.5%	\$96,437.10	▲10.0%
Public Health	Deputy Medical Examiner (ME)	\$119,017.60	\$131,250.40	▼(9.3%)	\$138,158.31	▼(13.9%)	\$145,066.23	▼(18.0%)
Public Health	Medical Examiner (ME)		\$180,005.67		\$189,479.66		\$198,953.64	
Public Health	Breastfeeding Peer Counselor PT		\$65,818.93		\$69,283.08		\$72,747.24	
Public Health	RN Health		\$65,646.68		\$69,101.77		\$72,556.86	
Public Health	Senior WIC Program Nutritionist	\$72,311.20	\$70,444.02	▲2.7%	\$74,151.59	▼(2.5%)	\$77,859.17	▼(7.1%)
Public Health	WIC Program Coordinator	\$82,347.20	Insufficient data					
Public Works	Building Custodial Leader	\$51,292.80	\$53,372.99	▼(3.9%)	\$56,182.10	▼(8.7%)	\$58,991.20	▼(13.1%)
Public Works	Building Custodial Worker	\$47,184.80	\$37,971.72	▲24.3%	\$39,970.23	▲18.0%	\$41,968.74	▲12.4%
Public Works	Building Maintenance Specialist	\$60,715.20	\$50,782.26	▲19.6%	\$53,455.01	▲13.6%	\$56,127.76	▲8.2%
Public Works	Building Maintenance Worker I	\$49,795.20	\$46,901.86	▲6.2%	\$49,370.38	▲0.9%	\$51,838.90	▼(3.9%)
Public Works	Building Trades Worker	\$55,400.80	\$50,149.93	▲10.5%	\$52,789.40	▲4.9%	\$55,428.87	▼(0.1%)
Public Works	Cleaner	\$45,468.80	\$37,016.02	▲22.8%	\$38,964.23	▲16.7%	\$40,912.44	▲11.1%
Public Works	Electrical Construction & Maintenance Supervisor	\$68,442.40	\$71,600.92	▼(4.4%)	\$75,369.39	▼(9.2%)	\$79,137.86	▼(13.5%)

Department	Position Title	Current Midpoint	95% of Market	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	105% of Market	+ / (-) Mkt
Public Works	Electrification Manager		Insufficient data					
Public Works	Head Cleaner	\$64,604.80	\$43,645.09	▲48.0%	\$45,942.20	▲40.6%	\$48,239.31	▲33.9%
Public Works	HVAC Specialist	\$68,442.40	\$55,326.73	▲23.7%	\$58,238.67	▲17.5%	\$61,150.60	▲11.9%
Public Works	Maintenance and Construction Supervisor	\$68,442.40	\$73,426.91	▼(6.8%)	\$77,291.48	▼(11.4%)	\$81,156.06	▼(15.7%)
Public Works	Maintenance Coordinator	\$88,244.00	\$62,984.28	▲40.1%	\$66,299.24	▲33.1%	\$69,614.20	▲26.8%
Public Works	Project Manager	\$88,004.80	\$87,985.09	▲0.0%	\$92,615.88	▼(5.0%)	\$97,246.67	▼(9.5%)
Public Works	Projects Manager II	\$94,026.40	\$104,112.50	▼(9.7%)	\$109,592.11	▼(14.2%)	\$115,071.71	▼(18.3%)
Public Works	Senior Building Maintenance Specialist	\$68,442.40	\$51,766.44	▲32.2%	\$54,490.99	▲25.6%	\$57,215.53	▲19.6%
Public Works	Senior Project Manager	\$106,048.80	\$108,411.90	▼(2.2%)	\$114,117.79	▼(7.1%)	\$119,823.68	▼(11.5%)
Public Works	Automotive Mechanic II (except DPW)	\$57,439.20	\$49,841.42	▲15.2%	\$52,464.65	▲9.5%	\$55,087.89	▲4.3%
Public Works	Deputy Commissioner DPW - Fleet	\$89,980.80	\$74,633.49	▲20.6%	\$78,561.56	▲14.5%	\$82,489.64	▲9.1%
Public Works	Senior Recycling Resource Technician	\$77,126.40	Insufficient data					
Public Works	Assistant Civil Engineer	\$77,490.40	\$64,286.12	▲20.5%	\$67,669.60	▲14.5%	\$71,053.07	▲9.1%
Public Works	Civil Engineer	\$88,264.80	\$78,322.34	▲12.7%	\$82,444.57	▲7.1%	\$86,566.80	▲2.0%
Public Works	Inventory & Property Central Specialist	\$71,957.60	Insufficient data					
Public Works	Senior Engineer	\$107,785.60	\$85,848.44	▲25.6%	\$90,366.78	▲19.3%	\$94,885.12	▲13.6%
Public Works	Commissioner of Public Works	\$131,456.00	\$161,276.30	▼(18.5%)	\$169,764.53	▼(22.6%)	\$178,252.75	▼(26.3%)
Public Works	Automotive Mechanic II	\$71,957.60	\$52,683.06	▲36.6%	\$55,455.86	▲29.8%	\$58,228.65	▲23.6%
Public Works	Lead Mechanic	\$76,648.00	\$56,601.88	▲35.4%	\$59,580.93	▲28.6%	\$62,559.97	▲22.5%
Public Works	Senior Tire Changer	\$71,957.60	\$40,813.14	▲76.3%	\$42,961.20	▲67.5%	\$45,109.26	▲59.5%
Public Works	Parking Lot Attendant	\$44,709.60	\$33,733.75	▲32.5%	\$35,509.21	▲25.9%	\$37,284.67	▲19.9%
Public Works	Assistant to Commissioner of DPW	\$84,999.20	Insufficient data					
Public Works	Deputy Commissioner B&G - Capital Projects	\$89,980.80	Insufficient data					
Public Works	Deputy Commissioner B&G - Maintenance	\$89,980.80	\$132,197.36	▼(31.9%)	\$139,155.11	▼(35.3%)	\$146,112.87	▼(38.4%)
Public Works	Deputy Commissioner DPW - Finance	\$89,980.80	Insufficient data					
Public Works	Automotive Parts Clerk	\$65,998.40	\$48,170.04	▲37.0%	\$50,705.30	▲30.2%	\$53,240.57	▲24.0%
Public Works	Bridge Crew Leader	\$71,957.60	Insufficient data					
Public Works	Bridge Crew Worker I	\$67,485.60	\$46,438.10	▲45.3%	\$48,882.21	▲38.1%	\$51,326.32	▲31.5%
Public Works	Bridge Crew Worker II	\$70,449.60	\$53,018.67	▲32.9%	\$55,809.13	▲26.2%	\$58,599.58	▲20.2%
Public Works	Bridge Supervisor	\$90,012.00	Insufficient data					
Public Works	Construction Equipment Operator I	\$65,998.40	\$49,219.16	▲34.1%	\$51,809.64	▲27.4%	\$54,400.12	▲21.3%
Public Works	Construction Equipment Operator II	\$68,952.00	\$55,256.67	▲24.8%	\$58,164.92	▲18.5%	\$61,073.16	▲12.9%
Public Works	Equipment Maintenance Leader	\$71,957.60	\$69,551.49	▲3.5%	\$73,212.10	▼(1.7%)	\$76,872.70	▼(6.4%)
Public Works	Highway Construction Supervisor	\$90,012.00	\$68,661.82	▲31.1%	\$72,275.61	▲24.5%	\$75,889.39	▲18.6%
Public Works	Highway Maintenance Specialist	\$76,648.00	\$53,557.30	▲43.1%	\$56,376.11	▲36.0%	\$59,194.91	▲29.5%
Public Works	Highways & Bridges Field Operations Manager	\$101,150.40	Insufficient data					
Public Works	Motor Equipment Operator	\$62,982.40	\$51,238.34	▲22.9%	\$53,935.09	▲16.8%	\$56,631.84	▲11.2%
Public Works	Public Works Dispatcher	\$71,957.60	\$52,749.39	▲36.4%	\$55,525.67	▲29.6%	\$58,301.96	▲23.4%
Public Works	Road Maintenance Leader	\$71,957.60	\$54,404.46	▲32.3%	\$57,267.85	▲25.7%	\$60,131.24	▲19.7%
Public Works	Section Supervisor	\$90,012.00	Insufficient data					
Public Works	Sign Crew Leader	\$71,957.60	Insufficient data					
Public Works	Tree Maintenance Leader	\$71,957.60	\$54,969.21	▲30.9%	\$57,862.33	▲24.4%	\$60,755.45	▲18.4%
Public Works	Welder	\$71,957.60	\$53,342.60	▲34.9%	\$56,150.10	▲28.2%	\$58,957.61	▲22.0%
Purchasing	Buyer	\$64,604.80	\$61,957.89	▲4.3%	\$65,218.83	▼(0.9%)	\$68,479.77	▼(5.7%)
Purchasing	Deputy Director Of Purchasing	\$82,617.60	\$110,699.96	▼(25.4%)	\$116,526.27	▼(29.1%)	\$122,352.58	▼(32.5%)
Purchasing	Director of Purchasing	\$101,504.00	\$144,398.63	▼(29.7%)	\$151,998.56	▼(33.2%)	\$159,598.49	▼(36.4%)
Purchasing	Machine Operator	\$53,164.80	\$46,508.95	▲14.3%	\$48,956.79	▲8.6%	\$51,404.63	▲3.4%
Purchasing	Mail Room Coordinator	\$64,604.80	\$40,059.20	▲61.3%	\$42,167.58	▲53.2%	\$44,275.96	▲45.9%
Purchasing	Principal Buyer	\$72,311.20	\$75,370.01	▼(4.1%)	\$79,336.85	▼(8.9%)	\$83,303.69	▼(13.2%)
Safety	Building Examiner/Safety Inspector	\$64,604.80	\$62,968.20	▲2.6%	\$66,282.32	▼(2.5%)	\$69,596.43	▼(7.2%)
Safety	Deputy Safety Officer	\$72,311.20	\$65,484.45	▲10.4%	\$68,931.00	▲4.9%	\$72,377.55	▼(0.1%)
Safety	Safety Officer	\$93,766.40	\$71,521.84	▲31.1%	\$75,286.14	▲24.5%	\$79,050.45	▲18.6%
Sheriff	Assistant Warden	\$100,900.80	Insufficient data					

Department	Position Title	Current Midpoint	95% of Market	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	105% of Market	+ / (-) Mkt
Sheriff	Correction Corporal	\$70,148.00	Insufficient data					
Sheriff	Correction First Sergeant	\$83,543.20	Insufficient data					
Sheriff	Correction Lieutenant	\$91,915.20	\$79,076.39	▲16.2%	\$83,238.30	▲10.4%	\$87,400.22	▲5.2%
Sheriff	Correction Sergeant	\$74,037.60	\$84,321.07	▼(12.2%)	\$88,759.02	▼(16.6%)	\$93,196.98	▼(20.6%)
Sheriff	Corrections Superintendent	\$106,766.40	Insufficient data					
Sheriff	Information Technology Administrator	\$100,297.60	\$95,868.68	▲4.6%	\$100,914.40	▼(0.6%)	\$105,960.12	▼(5.3%)
Sheriff	Stock Clerk	\$56,513.60	\$40,794.75	▲38.5%	\$42,941.85	▲31.6%	\$45,088.94	▲25.3%
Sheriff	Warden	\$103,521.60	Insufficient data					
Sheriff	Chaplain		\$78,324.24		\$82,446.57		\$86,568.90	
Sheriff	Chief Civil Administrator	\$81,868.80	Insufficient data					
Sheriff	Chief Investigator Prof Standards	\$84,926.40	Insufficient data					
Sheriff	Correction Assistant		Insufficient data					
Sheriff	Deputy Sheriff Captain	\$123,416.80	\$95,991.16	▲28.6%	\$101,043.32	▲22.1%	\$106,095.49	▲16.3%
Sheriff	Deputy Sheriff Detective	\$77,573.60	\$65,584.66	▲18.3%	\$69,036.49	▲12.4%	\$72,488.31	▲7.0%
Sheriff	Deputy Sheriff Detective Lieutenant	\$120,296.80	Insufficient data					
Sheriff	Deputy Sheriff First Sergeant	\$86,288.80	Insufficient data					
Sheriff	Deputy Sheriff Lieutenant	\$113,058.40	\$101,908.09	▲10.9%	\$107,271.67	▲5.4%	\$112,635.26	▲0.4%
Sheriff	Deputy Sheriff Sergeant	\$82,659.20	\$93,186.99	▼(11.3%)	\$98,091.56	▼(15.7%)	\$102,996.14	▼(19.7%)
Sheriff	Director Community & Incarcerated Services	\$98,384.00	Insufficient data					
Sheriff	Discovery Coordinator	\$69,045.60	Insufficient data					
Sheriff	Information Technology Specialist	\$88,004.80	\$73,776.60	▲19.3%	\$77,659.58	▲13.3%	\$81,542.56	▲7.9%
Sheriff	OOD Systems Specialist	\$91,634.40	Insufficient data					
Sheriff	Peer Recovery Advocate	\$58,323.20	Insufficient data					
Sheriff	Pistol Permit Examiner	\$58,167.20	Insufficient data					
Sheriff	Security Guard	\$55,400.80	\$44,013.40	▲25.9%	\$46,329.90	▲19.6%	\$48,646.39	▲13.9%
Sheriff	Senior Security Guard	\$60,715.20	\$53,540.09	▲13.4%	\$56,357.99	▲7.7%	\$59,175.89	▲2.6%
Sheriff	Sheriff	\$116,709.00	\$129,233.72	▼(9.7%)	\$136,035.50	▼(14.2%)	\$142,837.27	▼(18.3%)
Sheriff	Sheriff's Assistant I	\$54,527.20	Insufficient data					
Sheriff	Sheriff's Fiscal Assistant I	\$56,513.60	\$52,034.39	▲8.6%	\$54,773.04	▲3.2%	\$57,511.69	▼(1.7%)
Sheriff	Sheriff's Fiscal Assistant II	\$69,045.60	\$45,466.65	▲51.9%	\$47,859.63	▲44.3%	\$50,252.61	▲37.4%
Sheriff	Sheriff's Fiscal Assistant III	\$76,512.80	\$64,412.48	▲18.8%	\$67,802.61	▲12.8%	\$71,192.74	▲7.5%
Sheriff	Stock Clerk (PT)	\$56,513.60	\$35,919.16	▲57.3%	\$37,809.65	▲49.5%	\$39,700.13	▲42.4%
Sheriff	SUD Care Manager	\$69,045.60	Insufficient data					
Sheriff	Undersheriff	\$119,870.40	\$124,422.34	▼(3.7%)	\$130,970.89	▼(8.5%)	\$137,519.43	▼(12.8%)
Sheriff	Correction Officer Investigator	\$70,148.00	\$63,506.87	▲10.5%	\$66,849.33	▲4.9%	\$70,191.80	▼(0.1%)
Sheriff	Deputy Sheriff Detective Sergeant	\$82,742.40	\$94,193.87	▼(12.2%)	\$99,151.45	▼(16.5%)	\$104,109.02	▼(20.5%)
Social Services	Assistant Director Social Services	\$96,917.60	\$77,754.16	▲24.6%	\$81,846.49	▲18.4%	\$85,938.81	▲12.8%
Social Services	Case Supervisor, Grade B	\$82,992.00	\$74,040.50	▲12.1%	\$77,937.37	▲6.5%	\$81,834.24	▲1.4%
Social Services	Chief Social Service Investigator	\$82,992.00	Insufficient data					
Social Services	Coding Analyst	\$68,442.40	Insufficient data					
Social Services	Commissioner of Social Services	\$138,340.80	\$138,466.92	▼(0.1%)	\$145,754.65	▼(5.1%)	\$153,042.39	▼(9.6%)
Social Services	Community Services Aide	\$47,184.80	\$41,574.70	▲13.5%	\$43,762.84	▲7.8%	\$45,950.99	▲2.7%
Social Services	Coordinator Child Support Enforcement	\$82,992.00	Insufficient data					
Social Services	Database Clerk/Typist	\$46,352.80	\$36,936.86	▲25.5%	\$38,880.91	▲19.2%	\$40,824.95	▲13.5%
Social Services	Deputy Commissioner for Administration	\$110,489.60	Insufficient data					
Social Services	Deputy Commissioner for Services	\$110,489.60	\$116,983.04	▼(5.6%)	\$123,140.04	▼(10.3%)	\$129,297.04	▼(14.5%)
Social Services	Director Of Finance	\$111,612.80	\$153,594.63	▼(27.3%)	\$161,678.56	▼(31.0%)	\$169,762.48	▼(34.3%)
Social Services	Director Preschool/EI Services	\$81,702.40	\$113,819.20	▼(28.2%)	\$119,809.68	▼(31.8%)	\$125,800.17	▼(35.1%)
Social Services	Director Social Services Programs	\$84,156.80	\$101,080.63	▼(16.7%)	\$106,400.66	▼(20.9%)	\$111,720.69	▼(24.7%)
Social Services	Director Temporary Assistance	\$84,156.80	\$90,655.17	▼(7.2%)	\$95,426.49	▼(11.8%)	\$100,197.81	▼(16.0%)
Social Services	Early Intervention Coordinator	\$77,126.40	\$67,689.11	▲13.9%	\$71,251.70	▲8.2%	\$74,814.28	▲3.1%
Social Services	Early Intervention Specialist	\$72,311.20	\$68,212.88	▲6.0%	\$71,803.04	▲0.7%	\$75,393.19	▼(4.1%)
Social Services	Early Intervention Specialist Trainee	\$68,442.40	Insufficient data					

Department	Position Title	Current Midpoint	95% of Market	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	105% of Market	+ / (-) Mkt
Social Services	Emergency Housing Coordinator	\$72,311.20	\$71,034.92	▲ 1.8%	\$74,773.60	▼ (3.3%)	\$78,512.28	▼ (7.9%)
Social Services	Environmental Outreach Manager	\$67,496.00	Insufficient data					
Social Services	Family Court Supervisor	\$77,781.60	Insufficient data					
Social Services	Head Social Welfare Examiner	\$72,956.00	\$55,391.93	▲ 31.7%	\$58,307.30	▲ 25.1%	\$61,222.66	▲ 19.2%
Social Services	Housing Specialist	\$72,311.20	\$62,633.60	▲ 15.5%	\$65,930.11	▲ 9.7%	\$69,226.61	▲ 4.5%
Social Services	Mental Health Specialist Children's Services	\$88,004.80	Insufficient data					
Social Services	Mental Health Specialist-Clinical Supervisor - Children's Services	\$100,297.60	\$76,417.00	▲ 31.3%	\$80,438.95	▲ 24.7%	\$84,460.90	▲ 18.8%
Social Services	Mental Health Specialist-Unit Leader	\$107,161.60	Insufficient data					
Social Services	Photocopy Attendant	\$44,709.60	\$41,079.57	▲ 8.8%	\$43,241.66	▲ 3.4%	\$45,403.74	▼ (1.5%)
Social Services	Preschool Program Specialist	\$72,311.20	Insufficient data					
Social Services	Principal Child Support Specialist	\$72,956.00	Insufficient data					
Social Services	Principal Social Welfare Examiner	\$72,956.00	\$62,901.69	▲ 16.0%	\$66,212.31	▲ 10.2%	\$69,522.92	▲ 4.9%
Social Services	Psychiatrist	\$277,971.20	\$157,854.28	▲ 76.1%	\$166,162.40	▲ 67.3%	\$174,470.52	▲ 59.3%
Social Services	Records Technician	\$60,715.20	\$46,130.41	▲ 31.6%	\$48,558.33	▲ 25.0%	\$50,986.24	▲ 19.1%
Social Services	Registered Professional Nurse	\$73,486.40	\$69,223.54	▲ 6.2%	\$72,866.88	▲ 0.9%	\$76,510.23	▼ (4.0%)
Social Services	Resource Unit Administrator	\$77,126.40	Insufficient data					
Social Services	Senior Caseworker	\$77,781.60	\$58,512.21	▲ 32.9%	\$61,591.80	▲ 26.3%	\$64,671.39	▲ 20.3%
Social Services	Senior Child Support Specialist	\$65,249.60	Insufficient data					
Social Services	Senior Social Service Investigator	\$72,956.00	\$61,098.85	▲ 19.4%	\$64,314.58	▲ 13.4%	\$67,530.31	▲ 8.0%
Social Services	Senior Social Services Attorney	\$107,588.00	\$104,919.08	▲ 2.5%	\$110,441.13	▼ (2.6%)	\$115,963.19	▼ (7.2%)
Social Services	Senior Social Welfare Examiner	\$65,249.60	\$55,066.75	▲ 18.5%	\$57,965.00	▲ 12.6%	\$60,863.25	▲ 7.2%
Social Services	Social Services Administrative Assistant	\$59,904.00	\$54,125.31	▲ 10.7%	\$56,974.01	▲ 5.1%	\$59,822.71	▲ 0.1%
Social Services	Social Services Attorney	\$98,415.20	\$101,710.70	▼ (3.2%)	\$107,063.89	▼ (8.1%)	\$112,417.08	▼ (12.5%)
Social Services	Social Services LAN Specialist	\$60,715.20	Insufficient data					
Social Services	Social Welfare Specialist	\$61,370.40	\$64,929.75	▼ (5.5%)	\$68,347.11	▼ (10.2%)	\$71,764.46	▼ (14.5%)
Social Services	Special Assistant to the Commissioner		\$46,891.97		\$49,359.97		\$51,827.97	
Social Services	Staff Development Coordinator	\$66,320.80	\$63,954.16	▲ 3.7%	\$67,320.17	▼ (1.5%)	\$70,686.18	▼ (6.2%)
Social Services	Supervisor Social Services Attorney	\$114,358.40	\$128,190.71	▼ (10.8%)	\$134,937.59	▼ (15.3%)	\$141,684.47	▼ (19.3%)
Tourism	Deputy Director Tourism	\$69,264.00	Insufficient data					
Tourism	Director Tourism	\$98,446.40	\$99,834.51	▼ (1.4%)	\$105,088.95	▼ (6.3%)	\$110,343.40	▼ (10.8%)
Tourism	Tourism Information Assistant	\$57,439.20	\$50,743.81	▲ 13.2%	\$53,414.54	▲ 7.5%	\$56,085.27	▲ 2.4%
UCAT (Transit)	Automotive Mechanic Helper (except DPW)	\$49,795.20	\$43,513.73	▲ 14.4%	\$45,803.92	▲ 8.7%	\$48,094.12	▲ 3.5%
UCAT (Transit)	Bus Dispatcher	\$57,439.20	\$45,545.70	▲ 26.1%	\$47,942.84	▲ 19.8%	\$50,339.99	▲ 14.1%
UCAT (Transit)	Bus Driver	\$57,439.20	\$42,616.64	▲ 34.8%	\$44,859.63	▲ 28.0%	\$47,102.61	▲ 21.9%
UCAT (Transit)	Bus Driver/Dispatcher	\$57,439.20	Insufficient data					
UCAT (Transit)	Deputy Director Electrification & Innovation		Insufficient data					
UCAT (Transit)	Deputy Director Of Public Transportation	\$85,446.40	\$80,585.97	▲ 6.0%	\$84,827.33	▲ 0.7%	\$89,068.70	▼ (4.1%)
UCAT (Transit)	Director of Public Transportation	\$101,088.00	\$115,619.35	▼ (12.6%)	\$121,704.58	▼ (16.9%)	\$127,789.80	▼ (20.9%)
UCAT (Transit)	Lead Automotive Mechanic (except DPW)	\$64,604.80	\$61,156.53	▲ 5.6%	\$64,375.30	▲ 0.4%	\$67,594.06	▼ (4.4%)
UCAT (Transit)	Public Transit Coordinator	\$72,311.20	\$66,762.18	▲ 8.3%	\$70,275.98	▲ 2.9%	\$73,789.78	▼ (2.0%)
UCAT (Transit)	Public Transit Dispatch & Operations Coordinator	\$72,311.20	\$67,885.37	▲ 6.5%	\$71,458.29	▲ 1.2%	\$75,031.20	▼ (3.6%)
UCAT (Transit)	Public Transit Dispatcher Trainer	\$64,604.80	Insufficient data					
UCAT (Transit)	Public Transit Grants & Procurement Specialist	\$72,311.20	\$68,456.64	▲ 5.6%	\$72,059.62	▲ 0.3%	\$75,662.60	▼ (4.4%)
UCAT (Transit)	Public Transit Maintenance & Safety Coordinator	\$72,311.20	\$66,914.87	▲ 8.1%	\$70,436.70	▲ 2.7%	\$73,958.54	▼ (2.2%)
UCAT (Transit)	Senior Bus Dispatcher	\$64,604.80	\$55,046.14	▲ 17.4%	\$57,943.30	▲ 11.5%	\$60,840.47	▲ 6.2%
Veterans	Deputy Director Veterans Services Agency	\$81,536.00	\$85,947.21	▼ (5.1%)	\$90,470.74	▼ (9.9%)	\$94,994.28	▼ (14.2%)
Veterans	Director Veterans Service Agency	\$101,920.00	\$95,098.02	▲ 7.2%	\$100,103.18	▲ 1.8%	\$105,108.34	▼ (3.0%)
Veterans	Veterans Benefits Representative	\$64,604.80	\$56,018.02	▲ 15.3%	\$58,966.34	▲ 9.6%	\$61,914.65	▲ 4.3%
Veterans	Veterans Service Aide		\$49,966.30		\$52,596.10		\$55,225.91	
Veterans	Veterans Service Driver	\$53,164.80	\$40,401.61	▲ 31.6%	\$42,528.02	▲ 25.0%	\$44,654.42	▲ 19.1%
Weights & Measures	Director Weights And Measures	\$85,488.00	\$77,179.34	▲ 10.8%	\$81,241.41	▲ 5.2%	\$85,303.48	▲ 0.2%
Weights & Measures	Weights And Measures Inspector	\$62,420.80	\$58,132.30	▲ 7.4%	\$61,191.89	▲ 2.0%	\$64,251.49	▼ (2.8%)
Youth	Director Youth Bureau	\$90,646.40	\$92,823.67	▼ (2.3%)	\$97,709.12	▼ (7.2%)	\$102,594.58	▼ (11.6%)

Department	Position Title	Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Aging	Accountant	\$69,347.20	\$77,126.40	\$84,905.60	\$66,192.36	▲4.8%	\$81,668.45	▼(5.6%)	\$97,144.53	▼(12.6%)
Aging	Case Manager Trainee	\$60,902.40	\$68,442.40	\$75,982.40	Insufficient data		Insufficient data		Insufficient data	
Aging	Caseworker Trainee - Aging	\$61,547.20	\$69,097.60	\$76,648.00	\$45,981.26	▲33.9%	\$53,024.17	▲30.3%	\$60,067.08	▲27.6%
Aging	Deputy Director Office for The Aging		\$91,332.80		\$91,854.69		\$105,903.94	▼(13.8%)	\$123,763.99	
Aging	Director Office For the Aging		\$101,920.00		\$77,644.03		\$96,562.24	▲5.5%	\$122,414.07	
Aging	Health Insurance Information Coordinator OFA				Insufficient data		Insufficient data		Insufficient data	
Aging	Homemaker Aide	\$39,353.60	\$47,184.80	\$55,016.00	\$30,703.50	▲28.2%	\$36,891.65	▲27.9%	\$40,943.35	▲34.4%
Aging	Senior Account Clerk/Typist	\$47,569.60	\$55,400.80	\$63,232.00	\$38,495.45	▲23.6%	\$50,290.24	▲10.2%	\$58,807.65	▲7.5%
Aging	Senior Aging Services Aide	\$41,974.40	\$49,795.20	\$57,616.00	\$45,445.99	▼(7.6%)	\$56,981.48	▼(12.6%)	\$61,567.95	▼(6.4%)
Aging	Senior Caseworker	\$70,012.80	\$77,781.60	\$85,550.40	\$52,539.43	▲33.3%	\$63,411.70	▲22.7%	\$72,654.71	▲17.7%
Aging	Senior Typist	\$43,492.80	\$51,292.80	\$59,092.80	\$47,326.69	▼(8.1%)	\$48,679.55	▲5.4%	\$57,101.65	▲3.5%
Aging	Site Program Manager				\$43,011.21		\$51,489.70		\$59,968.20	
Board of Elections	Admin Technician (BOE)		\$64,979.20		Insufficient data		Insufficient data		Insufficient data	
Board of Elections	Administrative Assistant - Board of Elections		\$64,979.20		\$39,826.69		\$48,110.59	▲35.1%	\$56,394.50	
Board of Elections	Chief Registrar Clerk		\$58,385.60		Insufficient data		Insufficient data		Insufficient data	
Board of Elections	Commissioner of Elections		\$96,449.60		\$89,701.79		\$97,008.44	▼(0.6%)	\$130,290.14	
Board of Elections	Deputy Commissioner of Elections		\$75,004.80		\$44,599.61		\$70,450.55	▲6.5%	\$98,533.87	
Board of Elections	Election Machine Technology Specialist		\$58,385.60		Insufficient data		Insufficient data		Insufficient data	
Budget	Budget Director		\$119,974.40		\$109,176.87		\$128,827.81	▼(6.9%)	\$158,990.54	
Budget	Deputy Budget Director		\$100,651.20		\$99,616.25		\$134,102.09	▼(24.9%)	\$158,749.32	
Budget	Deputy Budget Director – Programs & Grants		\$100,651.20		\$91,749.19		\$111,751.13	▼(9.9%)	\$145,888.72	
Budget	Grant Administration Manger		\$87,172.80		\$76,805.82		\$87,531.48	▼(0.4%)	\$105,994.41	
Budget	Grant Procurement Specialist		\$87,172.80		\$56,050.13		\$68,767.63	▲26.8%	\$79,673.22	
Comptroller	Auditor	\$69,347.20	\$77,126.40	\$84,905.60	\$62,055.82	▲11.7%	\$77,888.45	▼(1.0%)	\$93,721.08	▼(9.4%)
Comptroller	Comptroller (County)		\$116,709.00		\$104,491.44		\$145,256.28	▼(19.7%)	\$225,429.49	
Comptroller	Deputy Comptroller		\$107,348.80		\$89,344.09		\$111,503.17	▼(3.7%)	\$133,662.26	
Comptroller	Director Of Internal Audit & Control		\$99,320.00		\$102,398.23		\$123,698.52	▼(19.7%)	\$136,096.16	
Comptroller	Quality Analyst	\$69,347.20	\$77,126.40	\$84,905.60	\$55,127.07	▲25.8%	\$63,293.12	▲21.9%	\$70,930.18	▲19.7%
Comptroller	Senior Auditor	\$86,299.20	\$94,026.40	\$101,753.60	\$80,028.61	▲7.8%	\$89,305.13	▲5.3%	\$104,778.98	▼(2.9%)
County Attorney	County Attorney		\$155,646.40		\$146,134.24		\$173,834.38	▼(10.5%)	\$219,624.57	
County Attorney	Investigator (County Attorney Office)				\$60,016.04		\$80,091.67		\$74,472.06	
County Attorney	Paralegal	\$69,347.20	\$77,126.40	\$84,905.60	\$53,954.46	▲28.5%	\$64,871.49	▲18.9%	\$77,553.99	▲9.5%
County Clerk	Archivist	\$60,902.40	\$68,442.40	\$75,982.40	\$54,942.73	▲10.8%	\$71,995.62	▼(4.9%)	\$89,261.84	▼(14.9%)
County Clerk	County Clerk		\$116,709.00				\$123,434.68	▼(5.4%)		
County Clerk	Deputy County Clerk		\$87,297.60		\$63,458.38		\$100,472.45	▼(13.1%)	\$112,970.31	
County Clerk	DMV Bus Driver	\$47,569.60	\$55,400.80	\$63,232.00	\$38,440.64	▲23.7%	\$47,017.76	▲17.8%	\$55,594.87	▲13.7%
County Clerk	Driver/Messenger	\$39,353.60	\$47,184.80	\$55,016.00	\$31,880.40	▲23.4%	\$38,151.52	▲23.7%	\$44,422.65	▲23.8%
County Clerk	Head Clerk	\$56,804.80	\$64,604.80	\$72,404.80	Insufficient data		Insufficient data		Insufficient data	
County Clerk	Index Clerk/Typist	\$43,492.80	\$51,292.80	\$59,092.80	\$36,290.28	▲19.8%	\$42,772.31	▲19.9%	\$52,967.70	▲11.6%
County Clerk	Principal Clerk	\$49,628.80	\$57,439.20	\$65,249.60	\$46,273.28	▲7.3%	\$53,583.75	▲7.2%	\$60,894.22	▲7.2%
County Clerk	Principal Records Clerk				\$45,730.72		\$53,494.24		\$61,257.76	
County Clerk	Principal Records Management Technician	\$64,500.80	\$72,311.20	\$80,121.60	\$52,966.48	▲21.8%	\$62,973.59	▲14.8%	\$72,980.70	▲9.8%
County Clerk	Receiving and Delivery Clerk	\$39,353.60	\$47,184.80	\$55,016.00	\$37,244.11	▲5.7%	\$44,259.07	▲6.6%	\$51,274.02	▲7.3%
County Clerk	Records Clerk	\$41,974.40	\$49,795.20	\$57,616.00	\$36,361.91	▲15.4%	\$43,597.40	▲14.2%	\$50,832.89	▲13.3%
County Clerk	Senior Clerk	\$43,492.80	\$51,292.80	\$59,092.80	\$38,389.46	▲13.3%	\$45,824.82	▲11.9%	\$50,361.84	▲17.3%
County Clerk	Senior Index Clerk	\$47,569.60	\$55,400.80	\$63,232.00	Insufficient data		Insufficient data		Insufficient data	
County Clerk	Senior Index Clerk/Typist	\$47,569.60	\$55,400.80	\$63,232.00	\$42,167.54	▲12.8%	\$48,405.84	▲14.5%	\$54,644.14	▲15.7%
County Clerk	Senior Motor Vehicle Cashier	\$52,915.20	\$60,715.20	\$68,515.20	\$44,876.77	▲17.9%	\$51,017.80	▲19.0%	\$57,158.82	▲19.9%
County Executive	Assistant Deputy to the County Executive		\$92,996.80		Insufficient data		Insufficient data		Insufficient data	
County Executive	Chief Diversity Officer		\$93,724.80		\$91,994.39		\$118,079.88	▼(20.6%)	\$144,165.36	
County Executive	Communications Specialist		\$86,611.20		\$59,505.31		\$76,349.69	▲13.4%	\$98,670.31	
County Executive	County Executive		\$148,572.00				\$176,830.84	▼(16.0%)		
County Executive	Deputy County Executive		\$155,708.80		\$118,586.07		\$156,782.83	▼(0.7%)	\$194,399.78	
County Executive	Director Research & Operation Programs		\$94,244.80		\$120,198.33		\$137,597.56	▼(31.5%)	\$173,711.65	
District Attorney	Assistant District Attorney		\$110,884.80		\$69,392.42		\$87,890.65	▲26.2%	\$123,918.52	
District Attorney	Chief District Attorney Investigator		\$94,515.20		\$110,823.57		\$142,501.15	▼(33.7%)	\$153,194.73	

Department	Position Title	Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
District Attorney	Court Stenographer (PT)				\$37,515.17		\$46,086.83		\$51,709.70	
District Attorney	Director Of Projects (DA)		\$78,748.80		Insufficient data		Insufficient data		Insufficient data	
District Attorney	Discovery & Records Unit Chief		\$101,025.60		Insufficient data		Insufficient data		Insufficient data	
District Attorney	District Attorney		\$202,800.00		\$101,630.57		\$134,058.55	▲51.3%	\$149,729.43	
District Attorney	Junior Accountant	\$60,902.40	\$68,442.40	\$75,982.40	\$54,505.00	▲11.7%	\$62,989.33	▲8.7%	\$71,967.68	▲5.6%
District Attorney	Records & Operations Manager	\$64,500.80	\$72,311.20	\$80,121.60	\$67,745.85	▼(4.8%)	\$76,018.61	▼(4.9%)	\$96,356.48	▼(16.8%)
District Attorney	Senior Consumer Advocate	\$69,347.20	\$77,126.40	\$84,905.60	\$57,839.16	▲19.9%	\$68,914.81	▲11.9%	\$79,990.47	▲6.1%
District Attorney	Video & Technical Support Technician	\$69,347.20	\$77,126.40	\$84,905.60	\$45,944.32	▲50.9%	\$59,242.96	▲30.2%	\$72,541.60	▲17.0%
Economic Development	Agricultural Services Administration		\$85,092.80		Insufficient data		Insufficient data		Insufficient data	
Economic Development	Business Services Admin		\$85,758.40		\$69,041.11		\$84,475.90	▲1.5%	\$99,910.69	
Economic Development	Deputy Director Economic Development		\$90,168.00		\$111,040.49		\$136,696.39	▼(34.0%)	\$162,352.28	
Economic Development	Director Economic Development		\$119,516.80		\$123,054.86		\$143,750.00	▼(16.9%)	\$177,878.85	
Emergency Services	County Fire Instructor (PT)				Insufficient data		Insufficient data		Insufficient data	
Emergency Services	Deputy County Fire and Emergency Coordinator (PT)				Insufficient data		Insufficient data		Insufficient data	
Emergency Services	Deputy Director EC/EM - EMS Coordination		\$78,998.40		Insufficient data		Insufficient data		Insufficient data	
Emergency Services	Deputy Director Emergency Communications/ Emerg		\$78,998.40		Insufficient data		Insufficient data		Insufficient data	
Emergency Services	Deputy Director Emergency Management / Fire Coord		\$78,998.40		Insufficient data		Insufficient data		Insufficient data	
Emergency Services	Director Emergency Management / Emergency Comm		\$108,846.40		\$91,986.61		\$118,681.98	▼(8.3%)	\$145,164.55	
Emergency Services	Emergency Communications Intern				Insufficient data		Insufficient data		Insufficient data	
Emergency Services	Emergency Medical Services Coordinator				\$69,682.13		\$83,299.11		\$89,803.65	
Emergency Services	Emergency Service Dispatcher I	\$53,539.20	\$60,476.00	\$67,412.80	\$50,508.47	▲6.0%	\$56,990.02	▲6.1%	\$63,595.16	▲6.0%
Emergency Services	Emergency Service Dispatcher II	\$56,659.20	\$63,814.40	\$70,969.60	\$48,585.88	▲16.6%	\$58,115.22	▲9.8%	\$67,644.56	▲4.9%
Emergency Services	Emergency Service Dispatcher/CAD Systems Special	\$65,520.00	\$72,602.40	\$79,684.80	\$55,808.36	▲17.4%	\$65,364.70	▲11.1%	\$74,921.04	▲6.4%
Emergency Services	Radio Repair Tech				\$46,189.90		\$63,372.44		\$80,554.99	
Emergency Services	Chair Arson Task Force				Insufficient data		Insufficient data		Insufficient data	
Emergency Services	Deputy Chief Fire Investigator (PT under 4001)				Insufficient data		Insufficient data		Insufficient data	
Emergency Services	Fire Investigator				\$62,189.08		\$75,348.72		\$88,508.36	
Employment And Training	Assistant Youth Coordinator		\$62,108.80		\$43,735.67		\$52,470.98	▲18.4%	\$60,712.38	
Employment And Training	Deputy Director Employment & Training		\$80,891.20		\$89,373.38		\$102,381.08	▼(21.0%)	\$119,773.71	
Employment And Training	Director Employment & Training		\$94,120.00		\$103,621.01		\$139,761.93	▼(32.7%)	\$175,902.86	
Employment And Training	Disability Resource Coordinator	\$60,902.40	\$68,442.40	\$75,982.40	\$51,393.92	▲18.5%	\$62,541.84	▲9.4%	\$73,689.76	▲3.1%
Employment And Training	Work Force Development Coordinator	\$60,902.40	\$68,442.40	\$75,982.40	\$48,162.37	▲26.5%	\$62,165.49	▲10.1%	\$78,759.78	▼(3.5%)
Environment	Deputy Director Of Enviornment		\$84,385.60		Insufficient data		Insufficient data		Insufficient data	
Environment	Director Department of Environment		\$92,289.60		\$136,628.82		\$162,644.84	▼(43.3%)	\$190,363.64	
Environment	Environmental Planner	\$80,204.80	\$88,004.80	\$95,804.80	\$63,964.83	▲25.4%	\$78,860.72	▲11.6%	\$99,568.28	▼(3.8%)
Environment	Senior Environmental Resource Technician	\$74,568.00	\$82,347.20	\$90,126.40	\$62,377.30	▲19.5%	\$69,076.91	▲19.2%	\$86,238.42	▲4.5%
Environment	Watershed Assistant				Insufficient data		Insufficient data		Insufficient data	
Finance	Administrative Director County Finance	\$101,420.80		\$110,676.80	\$128,553.98	▼(21.1%)	\$160,805.34		\$193,056.69	▼(42.7%)
Finance	Asst Dir Recovery & Resilience		\$67,641.60		Insufficient data		Insufficient data		Insufficient data	
Finance	Commissioner of Finance		\$155,708.80		\$104,039.65		\$130,939.98	▲18.9%	\$167,322.02	
Finance	Deputy Commissioner of Finance		\$115,024.00		\$81,391.72		\$102,623.56	▲12.1%	\$141,782.52	
Finance	Director Recovery & Resilience		\$114,004.80		Insufficient data		Insufficient data		Insufficient data	
Finance	Financial Analyst		\$88,857.60		\$54,077.67		\$74,262.10	▲19.7%	\$95,006.43	
Finance	Fiscal Officer	\$86,299.20	\$94,026.40	\$101,753.60	\$70,127.24	▲23.1%	\$85,826.95	▲9.6%	\$92,401.59	▲10.1%
Finance	Payroll Manager	\$101,420.80	\$106,048.80	\$110,676.80	\$102,959.19	▼(1.5%)	\$117,283.07	▼(9.6%)	\$142,386.09	▼(22.3%)
Finance	Principal Account Clerk	\$52,915.20	\$60,715.20	\$68,515.20	\$50,723.64	▲4.3%	\$60,904.71	▼(0.3%)	\$65,656.14	▲4.4%
Finance	Public Auction Specialist	\$52,915.20	\$60,715.20	\$68,515.20	Insufficient data		Insufficient data		Insufficient data	
Finance	Recovery & Resilience Project Manager		\$89,752.00		\$59,923.72		\$82,483.02	▲8.8%	\$103,752.34	
Finance	Senior Public Auction Coordinator	\$69,347.20	\$77,126.40	\$84,905.60	Insufficient data		Insufficient data		Insufficient data	
Finance	Director Real Property Tax Services III		\$101,504.00		\$81,638.24		\$107,534.17	▼(5.6%)	\$128,462.89	
Finance	Real Property Tax Service Specialist	\$64,500.80	\$72,311.20	\$80,121.60	\$63,587.70	▲1.4%	\$74,287.87	▼(2.7%)	\$78,597.05	▲1.9%
Finance	Senior Tax Map Specialist	\$74,568.00	\$82,347.20	\$90,126.40	\$61,690.27	▲20.9%	\$68,495.53	▲20.2%	\$80,071.62	▲12.6%
Human Rights	Commissioner of Human Rights		\$90,646.40		Insufficient data		Insufficient data		Insufficient data	
Human Rights	Human Rights Specialist	\$61,692.80	\$66,320.80	\$70,948.80	\$52,934.11	▲16.5%	\$63,888.23	▲3.8%	\$74,842.34	▼(5.2%)
Information Services	Application Support and Development Specialist	\$80,204.80	\$88,004.80	\$95,804.80	\$67,147.91	▲19.4%	\$77,918.48	▲12.9%	\$89,516.75	▲7.0%
Information Services	Assistant Dir Is App Development		\$124,321.60		\$128,112.64		\$155,650.84	▼(20.1%)	\$183,189.05	

Department	Position Title	Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Information Services	Assistant Dir Is Operations		\$124,321.60		\$125,579.76		\$142,326.25	▼(12.7%)	\$175,408.56	
Information Services	Assistant Director Information Services		\$124,321.60		\$96,770.62		\$113,005.08	▲10.0%	\$129,239.54	
Information Services	Chief Information Security Officer				\$123,925.77		\$136,554.88		\$138,536.51	
Information Services	Director Information Services		\$137,820.80		\$135,086.55		\$153,260.86	▼(10.1%)	\$189,947.87	
Information Services	Field Services Technician	\$60,902.40	\$68,442.40	\$75,982.40	\$44,298.56	▲37.5%	\$54,729.51	▲25.1%	\$58,866.72	▲29.1%
Information Services	Help Desk Technician	\$69,347.20	\$77,126.40	\$84,905.60	\$49,920.72	▲38.9%	\$62,662.68	▲23.1%	\$77,791.24	▲9.1%
Information Services	Network Assistant	\$80,204.80	\$88,004.80	\$95,804.80	\$60,408.29	▲32.8%	\$74,379.30	▲18.3%	\$92,871.36	▲3.2%
Information Services	Office Assistant	\$56,804.80	\$64,604.80	\$72,404.80	\$36,883.19	▲54.0%	\$45,084.81	▲43.3%	\$53,286.44	▲35.9%
Information Services	Public Safety Systems Analyst	\$99,361.60	\$107,161.60	\$114,961.60	\$74,343.61	▲33.7%	\$97,602.36	▲9.8%	\$120,861.11	▼(4.9%)
Information Services	Senior Computer Operator	\$60,902.40	\$68,442.40	\$75,982.40	\$50,025.95	▲21.7%	\$64,009.13	▲6.9%	\$79,802.95	▼(4.8%)
Information Services	Senior Technology Supervisor	\$80,204.80	\$88,004.80	\$95,804.80	\$97,400.44	▼(17.7%)	\$116,071.44	▼(24.2%)	\$134,742.45	▼(28.9%)
Information Services	System Administrator	\$80,204.80	\$88,004.80	\$95,804.80	\$80,845.86	▼(0.8%)	\$103,186.94	▼(14.7%)	\$129,577.07	▼(26.1%)
Information Services	Systems Analyst	\$99,361.60	\$107,161.60	\$114,961.60	\$78,008.29	▲27.4%	\$90,914.85	▲17.9%	\$103,821.41	▲10.7%
Information Services	Systems Specialist	\$80,204.80	\$88,004.80	\$95,804.80	\$76,689.92	▲4.6%	\$89,147.41	▼(1.3%)	\$103,978.94	▼(7.9%)
Information Services	Technical Asset Coordinator	\$69,347.20	\$77,126.40	\$84,905.60	\$62,144.30	▲11.6%	\$70,826.56	▲8.9%	\$87,163.77	▼(2.6%)
Information Services	Technical Support Specialist I				\$54,032.50		\$60,473.55		\$72,764.75	
Information Services	Technical Support Specialist II	\$80,204.80	\$88,004.80	\$95,804.80	\$55,325.27	▲45.0%	\$71,440.89	▲23.2%	\$87,827.27	▲9.1%
Information Services	Technical Support Technician I	\$69,347.20	\$77,126.40	\$84,905.60	\$51,933.09	▲33.5%	\$62,473.50	▲23.5%	\$71,484.43	▲18.8%
Information Services	Technology Team Leader	\$99,361.60	\$107,161.60	\$114,961.60	\$87,039.06	▲14.2%	\$99,337.14	▲7.9%	\$111,635.23	▲3.0%
Information Services	Web Designer/Analyst	\$80,204.80	\$88,004.80	\$95,804.80	\$65,777.54	▲21.9%	\$84,757.51	▲3.8%	\$108,580.43	▼(11.8%)
Insurance	County Insurance Officer		\$110,489.60		\$104,438.18		\$117,001.08	▼(5.6%)	\$134,523.10	
Insurance	Senior Compensation/Disability Claims Examiner	\$56,804.80	\$64,604.80	\$72,404.80	\$59,896.72	▼(5.2%)	\$71,568.32	▼(9.7%)	\$83,239.92	▼(13.0%)
Insurance	Deputy Insurance Officer		\$85,488.00		\$71,515.88		\$85,179.15	▲0.4%	\$98,842.41	
Legislature	Clerk of the Legislature		\$109,761.60		\$81,479.67		\$108,518.98	▲1.1%	\$112,733.12	
Legislature	Deputy Clerk to The Legislature		\$92,414.40		\$65,370.87		\$91,007.09	▲1.5%	\$95,034.96	
Legislature	Deputy Clerk/Financial Analyst		\$107,348.80		Insufficient data		Insufficient data		Insufficient data	
Legislature	Legislative Employee				Insufficient data		Insufficient data		Insufficient data	
Legislature	Legislative Financial Analyst		\$86,798.40		\$62,422.89		\$75,620.70	▲14.8%	\$87,784.56	
Legislature	Legislative Technical Support Technician		\$69,992.00		Insufficient data		Insufficient data		Insufficient data	
Legislature	Senior Legislative Employee				Insufficient data		Insufficient data		Insufficient data	
Mental Health	Administrative Assistant/Typist	\$56,804.80	\$64,604.80	\$72,404.80	\$43,420.41	▲30.8%	\$52,985.31	▲21.9%	\$62,550.20	▲15.8%
Mental Health	Administrative Specialist	\$65,083.20	\$69,711.20	\$74,339.20	\$52,417.84	▲24.2%	\$58,569.40	▲19.0%	\$71,081.58	▲4.6%
Mental Health	Commissioner of Mental Health		\$132,080.00		\$110,167.72		\$137,862.46	▼(4.2%)	\$190,703.69	
Mental Health	Community Engagement & Technical Assistance Specialist		\$94,244.80		\$62,318.89		\$69,843.41	▲34.9%	\$77,367.93	
Mental Health	Deputy Commissioner of Mental Health		\$117,436.80		\$100,078.58		\$124,124.75	▼(5.4%)	\$144,346.45	
Mental Health	Evaluative Analyst II	\$80,204.80	\$88,004.80	\$95,804.80	\$72,142.39	▲11.2%	\$88,181.73	▼(0.2%)	\$99,044.80	▼(3.3%)
Mental Health	Local Govt Unit Program Supervisor	\$110,198.40	\$114,826.40	\$119,454.40	Insufficient data		Insufficient data		Insufficient data	
Mental Health	Manager For Fiscal Operations		\$108,264.00		\$48,486.24		\$78,239.24	▲38.4%	\$66,133.47	
Mental Health	Mental Health Systems Specialist - Adult Services	\$92,560.00	\$100,297.60	\$108,035.20	Insufficient data		Insufficient data		Insufficient data	
Mental Health	Mental Health Systems Specialist - Children's Service	\$92,560.00	\$100,297.60	\$108,035.20	Insufficient data		Insufficient data		Insufficient data	
Mental Health	Project Manager (MH)		\$104,312.00		\$72,363.99		\$109,719.93	▼(4.9%)	\$147,075.88	
Mental Health	Special Project Director (MH)		\$98,425.60		Insufficient data		Insufficient data		Insufficient data	
Mental Health	Clinical Risk Manager	\$99,361.60	\$107,161.60	\$114,961.60	Insufficient data		Insufficient data		Insufficient data	
Mental Health	Mental Health Specialist	\$80,204.80	\$88,004.80	\$95,804.80	\$48,937.18	▲63.9%	\$59,585.34	▲47.7%	\$70,233.49	▲36.4%
Mental Health	Mental Health Specialist-Clinical Supervisor	\$92,560.00	\$100,297.60	\$108,035.20	\$77,389.48	▲19.6%	\$93,971.01	▲6.7%	\$110,552.54	▼(2.3%)
Mental Health	Psychologist III	\$127,566.40	\$135,356.00	\$143,145.60	\$84,735.05	▲50.5%	\$111,707.12	▲21.2%	\$138,679.18	▲3.2%
Mental Health	Senior Case Manager	\$74,568.00	\$82,347.20	\$90,126.40	\$53,538.21	▲39.3%	\$63,543.74	▲29.6%	\$73,549.28	▲22.5%
Mental Health	Staff Psychiatrist	\$270,254.40	\$277,971.20	\$285,688.00	\$189,650.85	▲42.5%	\$182,737.13	▲52.1%	\$283,980.68	▲0.6%
Multiple	Account Clerk	\$41,974.40	\$49,795.20	\$57,616.00	\$38,374.96	▲9.4%	\$45,760.52	▲8.8%	\$51,156.51	▲12.6%
Multiple	Account Clerk/Typist	\$41,974.40	\$49,795.20	\$57,616.00	\$35,066.70	▲19.7%	\$44,136.30	▲12.8%	\$50,114.30	▲15.0%
Multiple	Administrative Aide/Typist	\$49,628.80	\$57,439.20	\$65,249.60	\$38,133.78	▲30.1%	\$46,164.13	▲24.4%	\$54,194.47	▲20.4%
Multiple	Assistant County Attorney		\$97,468.80		\$87,944.88		\$105,499.75	▼(7.6%)	\$138,256.80	
Multiple	Case Manager	\$64,500.80	\$72,311.20	\$80,121.60	\$58,053.88	▲11.1%	\$65,251.84	▲10.8%	\$76,730.96	▲4.4%
Multiple	Caseworker	\$65,145.60	\$72,956.00	\$80,766.40	\$49,940.78	▲30.4%	\$57,518.65	▲26.8%	\$68,993.72	▲17.1%
Multiple	Caseworker Aide	\$43,492.80	\$51,292.80	\$59,092.80	\$36,633.87	▲18.7%	\$41,001.43	▲25.1%	\$46,818.12	▲26.2%
Multiple	Caseworker Trainee - Social Services	\$61,547.20	\$69,097.60	\$76,648.00	\$51,531.99	▲19.4%	\$60,519.95	▲14.2%	\$69,507.92	▲10.3%

Department	Position Title	Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Multiple	Child Support Specialist	\$50,252.80	\$58,084.00	\$65,915.20	\$46,826.66	▲7.3%	\$55,817.05	▲4.1%	\$61,088.81	▲7.9%
Multiple	Clerk	\$38,542.40	\$46,352.80	\$54,163.20	\$32,043.48	▲20.3%	\$38,548.45	▲20.2%	\$43,489.72	▲24.5%
Multiple	Confidential Secretary		\$74,880.00		\$42,355.64		\$53,558.09	▲39.8%	\$61,711.06	
Multiple	Correction Officer	\$53,206.40	\$65,967.20	\$78,728.00	\$48,355.83	▲10.0%	\$62,790.44	▲5.1%	\$77,907.06	▲1.1%
Multiple	Crime Victim Counselor	\$69,347.20	\$77,126.40	\$84,905.60	\$42,755.58	▲62.2%	\$54,389.10	▲41.8%	\$64,549.21	▲31.5%
Multiple	Deputy Sheriff	\$58,011.20		\$88,171.20	\$69,706.39	▼(16.8%)	\$88,140.25		\$122,068.23	▼(27.8%)
Multiple	District Attorney Investigator				\$88,982.16		\$97,831.47		\$124,225.87	
Multiple	Emergency Service Dispatcher	\$50,710.40		\$77,563.20	\$42,478.76	▲19.4%	\$51,073.76		\$61,863.94	▲25.4%
Multiple	Employment and Training Coordinator	\$56,804.80	\$64,604.80	\$72,404.80	\$48,761.57	▲16.5%	\$63,325.76	▲2.0%	\$77,889.95	▼(7.0%)
Multiple	Legal Aide	\$52,915.20	\$60,715.20	\$68,515.20	\$51,470.48	▲2.8%	\$69,577.31	▼(12.7%)	\$82,979.41	▼(17.4%)
Multiple	Legal Secretary to the County Attorney		\$74,880.00		\$44,338.75		\$55,993.79	▲33.7%	\$66,999.65	
Multiple	Legislative Counsel		\$113,214.40		Insufficient data		Insufficient data		Insufficient data	
Multiple	Mental Health System Specialist	\$80,204.80	\$88,004.80	\$95,804.80	Insufficient data		Insufficient data		Insufficient data	
Multiple	Motor Vehicle Cashier	\$47,569.60	\$55,400.80	\$63,232.00	\$40,245.08	▲18.2%	\$45,232.48	▲22.5%	\$50,219.89	▲25.9%
Multiple	Paralegal Assistant	\$56,804.80	\$64,604.80	\$72,404.80	\$53,046.34	▲7.1%	\$67,407.36	▼(4.2%)	\$81,768.39	▼(11.5%)
Multiple	Personnel Assistant	\$47,569.60	\$55,400.80	\$63,232.00	\$42,700.10	▲11.4%	\$51,243.47	▲8.1%	\$58,110.74	▲8.8%
Multiple	Probation Officer I	\$69,347.20	\$77,126.40	\$84,905.60	\$58,584.51	▲18.4%	\$70,150.80	▲9.9%	\$82,723.78	▲2.6%
Multiple	Professional Standards Investigator	\$58,011.20		\$88,171.20	Insufficient data		Insufficient data		Insufficient data	
Multiple	Receptionst w/Typing	\$39,353.60		\$55,016.00	\$31,814.41	▲23.7%	\$38,804.44		\$45,794.46	▲20.1%
Multiple	Secretary	\$80,371.20		\$89,627.20	\$42,114.74	▲90.8%	\$49,181.55		\$57,788.43	▲55.1%
Multiple	Senior Account Clerk	\$47,569.60	\$55,400.80	\$63,232.00	\$38,861.21	▲22.4%	\$47,687.09	▲16.2%	\$52,835.90	▲19.7%
Multiple	Social Welfare Examiner	\$50,252.80	\$58,084.00	\$65,915.20	\$42,050.47	▲19.5%	\$48,502.84	▲19.8%	\$56,607.76	▲16.4%
Multiple	Social Welfare Examiner Trainee	\$48,214.40	\$56,045.60	\$63,876.80	Insufficient data		Insufficient data		Insufficient data	
Personnel	Employee Benefits Administrator	\$88,878.40	\$93,506.40	\$98,134.40	\$75,024.99	▲18.5%	\$91,571.45	▲2.1%	\$108,981.83	▼(10.0%)
Personnel	Employee Benefits Coordinator	\$64,500.80	\$72,311.20	\$80,121.60	\$45,523.43	▲41.7%	\$59,841.98	▲20.8%	\$75,588.62	▲6.0%
Personnel	Admin Civil Service & Personnel Service	\$110,198.40		\$119,454.40	\$74,096.23	▲48.7%	\$83,006.76		\$90,276.59	▲32.3%
Personnel	Director Employee Relations		\$101,920.00		\$117,636.14		\$124,322.49	▼(18.0%)	\$177,443.06	
Personnel	Examination Monitor I (PT)				Insufficient data		Insufficient data		Insufficient data	
Personnel	Examination Monitor II (PT)				Insufficient data		Insufficient data		Insufficient data	
Personnel	Personnel Assistant Trainee	\$45,364.80	\$53,164.80	\$60,964.80	Insufficient data		Insufficient data		Insufficient data	
Personnel	Personnel Director		\$123,884.80		\$124,852.05		\$143,025.10	▼(13.4%)	\$175,122.13	
Personnel	Principal Personnel Analyst	\$92,289.60	\$96,917.60	\$101,545.60	\$64,312.81	▲43.5%	\$80,909.24	▲19.8%	\$99,260.39	▲2.3%
Personnel	Principal Personnel Assistant	\$60,902.40	\$68,442.40	\$75,982.40	\$43,232.94	▲40.9%	\$56,878.40	▲20.3%	\$62,771.92	▲21.0%
Personnel	Senior Personnel Analyst	\$83,137.60	\$87,765.60	\$92,393.60	\$60,416.16	▲37.6%	\$70,596.53	▲24.3%	\$83,484.25	▲10.7%
Personnel	Senior Personnel Assistant	\$52,915.20	\$60,715.20	\$68,515.20	\$48,431.26	▲9.3%	\$54,937.13	▲10.5%	\$61,859.48	▲10.8%
Planning	Deputy Director Planning		\$117,436.80		\$103,844.04		\$101,663.26	▲15.5%	\$138,728.73	
Planning	Director County Planning		\$141,648.00		\$121,169.52		\$104,562.17	▲35.5%	\$195,355.15	
Planning	Principal Planner	\$99,361.60	\$107,161.60	\$114,961.60	\$71,787.22	▲38.4%	\$84,650.18	▲26.6%	\$107,162.13	▲7.3%
Planning	Principal Transportation Planner	\$99,361.60	\$107,161.60	\$114,961.60	\$78,874.44	▲26.0%	\$102,684.50	▲4.4%	\$104,190.43	▲10.3%
Planning	Senior Planner	\$86,299.20	\$94,026.40	\$101,753.60	\$67,696.16	▲27.5%	\$80,614.60	▲16.6%	\$93,533.04	▲8.8%
Planning	Senior Transportation Planner	\$86,299.20	\$94,026.40	\$101,753.60	\$56,773.02	▲52.0%	\$68,796.34	▲36.7%	\$80,964.57	▲25.7%
Probation	Alternative Sentencing - Crew Supervisor	\$40,497.60	\$48,339.20	\$56,180.80	Insufficient data		Insufficient data		Insufficient data	
Probation	Administrative Assistant	\$56,804.80	\$64,604.80	\$72,404.80	\$42,211.77	▲34.6%	\$52,113.35	▲24.0%	\$61,243.86	▲18.2%
Probation	Clinical Supervisor	\$92,560.00	\$100,297.60	\$108,035.20	Insufficient data		Insufficient data		Insufficient data	
Probation	Crime Victim Assistant	\$49,628.80	\$57,439.20	\$65,249.60	\$48,910.63	▲1.5%	\$54,524.00	▲5.3%	\$65,534.01	▼(0.4%)
Probation	Crime Victim Assistant Program Supervisor	\$88,961.60	\$93,007.20	\$97,052.80	Insufficient data		Insufficient data		Insufficient data	
Probation	Crime Victim Counselor/Educator	\$69,347.20	\$77,126.40	\$84,905.60	\$36,518.66	▲89.9%	\$49,770.36	▲55.0%	\$63,603.37	▲33.5%
Probation	Deputy Prob Director (Group B)		\$92,539.20		\$86,972.96		\$112,848.74	▼(18.0%)	\$136,154.33	
Probation	Probation Assistant	\$49,628.80	\$57,439.20	\$65,249.60	\$44,039.52	▲12.7%	\$50,714.94	▲13.3%	\$60,699.89	▲7.5%
Probation	Probation Director (Group B)		\$108,929.60		\$98,387.87		\$125,256.52	▼(13.0%)	\$153,708.55	
Probation	Probation Supervisor	\$88,961.60	\$93,007.20	\$97,052.80	\$74,301.20	▲19.7%	\$86,513.47	▲7.5%	\$99,982.35	▼(2.9%)
Probation	Sane Nurse	\$82,513.60	\$89,159.20	\$95,804.80	\$65,998.27	▲25.0%	\$80,418.59	▲10.9%	\$94,838.91	▲1.0%
Probation	Senior Crime Victims Counselor	\$74,568.00	\$82,347.20	\$90,126.40	Insufficient data		Insufficient data		Insufficient data	
Probation	Senior Database Clerk/Typist	\$40,497.60	\$48,339.20	\$56,180.80	\$33,012.54	▲22.7%	\$40,746.69	▲18.6%	\$49,802.59	▲12.8%
Probation	Senior Probation Assistant	\$40,497.60	\$48,339.20	\$56,180.80	Insufficient data		Insufficient data		Insufficient data	
Probation	Senior Probation II Officer	\$74,568.00	\$82,347.20	\$90,126.40	\$62,754.40	▲18.8%	\$74,300.19	▲10.8%	\$84,363.12	▲6.8%

Department	Position Title	Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Probation	Transcribing Typist	\$39,353.60	\$47,184.80	\$55,016.00	\$35,862.40	▲9.7%	\$42,774.18	▲10.3%	\$47,751.97	▲15.2%
Probation	Youth & Family Engagement Coordinator	\$87,006.40	\$91,634.40	\$96,262.40	\$50,751.41	▲71.4%	\$59,870.90	▲53.1%	\$68,990.40	▲39.5%
Public Defender	Assigned Counsel Administrator		\$95,160.00		Insufficient data		Insufficient data		Insufficient data	
Public Defender	Assistant Public Defender		\$101,046.40		\$82,422.04		\$98,625.21	▲2.5%	\$125,744.94	
Public Defender	Chief Assistant Public Defender		\$124,300.80		\$122,712.80		\$143,503.95	▼(13.4%)	\$185,232.92	
Public Defender	Defender Based Advocate	\$64,500.80	\$72,311.20	\$80,121.60	Insufficient data		Insufficient data		Insufficient data	
Public Defender	Grant Specialist	\$56,804.80		\$72,404.80	\$55,286.13	▲2.7%	\$67,766.11		\$81,528.83	▼(11.2%)
Public Defender	Investigator (Public Defender)		\$77,937.60		\$69,553.39		\$94,312.97	▼(17.4%)	\$130,109.23	
Public Defender	Public Defender		\$155,646.40		\$128,220.38		\$155,794.00	▼(0.1%)	\$187,196.49	
Public Health	Administrative Aide	\$49,628.80	\$57,439.20	\$65,249.60	\$36,411.29	▲36.3%	\$44,333.28	▲29.6%	\$56,595.71	▲15.3%
Public Health	Assistance Public Health Engineer	\$99,361.60	\$107,161.60	\$114,961.60	Insufficient data		Insufficient data		Insufficient data	
Public Health	Assistant Public Health Engineer	\$92,560.00	\$100,297.60	\$108,035.20	\$66,936.15	▲38.3%	\$83,426.67	▲20.2%	\$118,337.52	▼(8.7%)
Public Health	Associate Public Health Engineer	\$115,731.20	\$130,135.20	\$144,539.20	Insufficient data		Insufficient data		Insufficient data	
Public Health	Commissioner of Health		\$208,124.80		\$120,254.57		\$162,612.15	▲28.0%	\$189,781.76	
Public Health	Data Surveillance Coordinator		\$98,176.00		\$78,834.18		\$106,189.61	▼(7.5%)	\$133,545.03	
Public Health	Deputy Director For Administration (CMH)		\$117,436.80		Insufficient data		Insufficient data		Insufficient data	
Public Health	Director Community Health Relations		\$88,400.00		\$34,841.14		\$74,702.11	▲18.3%	\$57,107.78	
Public Health	Director Environmental Services		\$118,372.80		\$102,738.19		\$124,724.88	▼(5.1%)	\$149,275.54	
Public Health	Director Public Health Nursing Services		\$117,436.80		\$104,507.96		\$129,146.42	▼(9.1%)	\$157,091.88	
Public Health	Environmental Health Manager	\$92,289.60	\$96,917.60	\$101,545.60	\$100,937.00	▼(8.6%)	\$113,453.90	▼(14.6%)	\$135,394.98	▼(25.0%)
Public Health	Medical Billing Coordinator	\$69,347.20	\$77,126.40	\$84,905.60	\$46,059.85	▲50.6%	\$55,225.48	▲39.7%	\$68,142.04	▲24.6%
Public Health	Public Health Education Coordinator	\$74,568.00	\$82,347.20	\$90,126.40	\$56,256.36	▲32.6%	\$67,022.93	▲22.9%	\$82,397.89	▲9.4%
Public Health	Public Health Nurse	\$88,566.40		\$101,753.60	\$64,537.74	▲37.2%	\$75,433.53		\$90,619.54	▲12.3%
Public Health	Public Health Sanitarian	\$69,347.20	\$77,126.40	\$84,905.60	\$51,570.46	▲34.5%	\$61,317.26	▲25.8%	\$66,974.31	▲26.8%
Public Health	Public Health Technician	\$52,915.20	\$60,715.20	\$68,515.20	\$40,998.13	▲29.1%	\$49,953.78	▲21.5%	\$63,649.67	▲7.6%
Public Health	Receptionist	\$39,353.60	\$47,184.80	\$55,016.00	\$33,338.47	▲18.0%	\$40,803.75	▲15.6%	\$46,082.17	▲19.4%
Public Health	Senior Public Health Sanitarian	\$74,568.00	\$82,347.20	\$90,126.40	\$62,022.69	▲20.2%	\$72,533.92	▲13.5%	\$80,236.06	▲12.3%
Public Health	Supervising Public Health Nurse	\$101,420.80	\$106,048.80	\$110,676.80	\$78,093.24	▲29.9%	\$91,844.86	▲15.5%	\$105,596.47	▲4.8%
Public Health	Deputy Medical Examiner (ME)		\$119,017.60		\$100,132.86		\$138,158.31	▼(13.9%)	\$176,183.77	
Public Health	Medical Examiner (ME)		\$136,136.00		\$108,490.12		\$189,479.66	▼(28.2%)	\$218,964.17	
Public Health	Breastfeeding Peer Counselor PT				\$57,086.23		\$69,283.08		\$81,479.94	
Public Health	RN Health		\$95,804.80		\$61,850.89		\$69,101.77	▲38.6%	\$95,928.88	
Public Health	Senior WIC Program Nutritionist	\$64,500.80	\$72,311.20	\$80,121.60	\$63,140.93	▲2.2%	\$74,151.59	▼(2.5%)	\$85,162.26	▼(5.9%)
Public Health	WIC Program Coordinator	\$74,568.00	\$82,347.20	\$90,126.40	Insufficient data		Insufficient data		Insufficient data	
Public Works	Building Custodial Leader	\$43,492.80	\$51,292.80	\$59,092.80	\$45,806.20	▼(5.1%)	\$56,182.10	▼(8.7%)	\$62,676.28	▼(5.7%)
Public Works	Building Custodial Worker	\$39,353.60	\$47,184.80	\$55,016.00	\$32,096.67	▲22.6%	\$39,970.23	▲18.0%	\$45,708.43	▲20.4%
Public Works	Building Maintenance Specialist	\$52,915.20	\$60,715.20	\$68,515.20	\$44,136.86	▲19.9%	\$53,455.01	▲13.6%	\$62,772.21	▲9.1%
Public Works	Building Maintenance Worker I	\$41,974.40	\$49,795.20	\$57,616.00	\$38,882.44	▲8.0%	\$49,370.38	▲0.9%	\$57,091.73	▲0.9%
Public Works	Building Trades Worker	\$47,569.60	\$55,400.80	\$63,232.00	\$46,235.97	▲2.9%	\$52,789.40	▲4.9%	\$63,445.41	▼(0.3%)
Public Works	Cleaner	\$37,648.00	\$45,468.80	\$53,289.60	\$32,093.33	▲17.3%	\$38,964.23	▲16.7%	\$45,036.15	▲18.3%
Public Works	Electrical Construction & Maintenance Supervisor	\$60,902.40	\$68,442.40	\$75,982.40	\$57,915.20	▲5.2%	\$75,369.39	▼(9.2%)	\$96,808.83	▼(21.5%)
Public Works	Electrification Manager				Insufficient data		Insufficient data		Insufficient data	
Public Works	Head Cleaner	\$56,804.80	\$64,604.80	\$72,404.80	\$44,684.29	▲27.1%	\$45,942.20	▲40.6%	\$56,501.04	▲28.1%
Public Works	HVAC Specialist	\$60,902.40	\$68,442.40	\$75,982.40	\$48,439.01	▲25.7%	\$58,238.67	▲17.5%	\$68,038.33	▲11.7%
Public Works	Maintenance and Construction Supervisor	\$60,902.40	\$68,442.40	\$75,982.40	\$63,152.73	▼(3.6%)	\$77,291.48	▼(11.4%)	\$95,408.17	▼(20.4%)
Public Works	Maintenance Coordinator	\$83,616.00	\$88,244.00	\$92,872.00	\$61,506.60	▲35.9%	\$66,299.24	▲33.1%	\$78,841.85	▲17.8%
Public Works	Project Manager	\$80,204.80	\$88,004.80	\$95,804.80	\$72,407.53	▲10.8%	\$92,615.88	▼(5.0%)	\$122,890.52	▼(22.0%)
Public Works	Projects Manager II	\$86,299.20	\$94,026.40	\$101,753.60	\$87,814.39	▼(1.7%)	\$109,592.11	▼(14.2%)	\$131,369.83	▼(22.5%)
Public Works	Senior Building Maintenance Specialist	\$60,902.40	\$68,442.40	\$75,982.40	\$45,054.36	▲35.2%	\$54,490.99	▲25.6%	\$62,468.83	▲21.6%
Public Works	Senior Project Manager	\$101,420.80	\$106,048.80	\$110,676.80	\$89,871.11	▲12.9%	\$114,117.79	▼(7.1%)	\$138,364.47	▼(20.0%)
Public Works	Automotive Mechanic II (except DPW)	\$49,628.80	\$57,439.20	\$65,249.60	\$43,721.04	▲13.5%	\$52,464.65	▲9.5%	\$61,051.08	▲6.9%
Public Works	Deputy Commissioner DPW - Fleet		\$89,980.80		\$69,788.66		\$78,561.56	▲14.5%	\$90,249.51	
Public Works	Senior Recycling Resource Technician	\$69,347.20	\$77,126.40	\$84,905.60	Insufficient data		Insufficient data		Insufficient data	
Public Works	Assistant Civil Engineer	\$70,366.40	\$77,490.40	\$84,614.40	\$56,427.81	▲24.7%	\$67,669.60	▲14.5%	\$77,835.13	▲8.7%
Public Works	Civil Engineer	\$81,161.60	\$88,264.80	\$95,368.00	\$66,130.03	▲22.7%	\$82,444.57	▲7.1%	\$97,216.41	▼(1.9%)
Public Works	Inventory & Property Central Specialist	\$64,854.40	\$71,957.60	\$79,060.80	Insufficient data		Insufficient data		Insufficient data	

Department	Position Title	Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Public Works	Senior Engineer	\$100,651.20	\$107,785.60	\$114,920.00	\$78,084.86	▲28.9%	\$90,366.78	▲19.3%	\$107,630.09	▲6.8%
Public Works	Commissioner of Public Works		\$131,456.00		\$141,002.00		\$169,764.53	▼(22.6%)	\$223,885.79	
Public Works	Automotive Mechanic II	\$64,854.40	\$71,957.60	\$79,060.80	\$45,207.95	▲43.5%	\$55,455.86	▲29.8%	\$62,667.71	▲26.2%
Public Works	Lead Mechanic	\$69,638.40	\$76,648.00	\$83,657.60	\$50,247.98	▲38.6%	\$59,580.93	▲28.6%	\$64,187.58	▲30.3%
Public Works	Senior Tire Changer	\$64,854.40	\$71,957.60	\$79,060.80	\$35,539.70	▲82.5%	\$42,961.20	▲67.5%	\$50,382.70	▲56.9%
Public Works	Parking Lot Attendant	\$36,878.40	\$44,709.60	\$52,540.80	\$30,884.53	▲19.4%	\$35,509.21	▲25.9%	\$40,133.88	▲30.9%
Public Works	Assistant to Commissioner of DPW	\$80,371.20	\$84,999.20	\$89,627.20	Insufficient data		Insufficient data		Insufficient data	
Public Works	Deputy Commissioner B&G - Capital Projects		\$89,980.80		Insufficient data		Insufficient data		Insufficient data	
Public Works	Deputy Commissioner B&G - Maintenance		\$89,980.80		\$133,214.92		\$139,155.11	▼(35.3%)	\$186,950.17	
Public Works	Deputy Commissioner DPW - Finance		\$89,980.80		Insufficient data		Insufficient data		Insufficient data	
Public Works	Automotive Parts Clerk	\$58,864.00	\$65,998.40	\$73,132.80	\$40,579.45	▲45.1%	\$50,705.30	▲30.2%	\$57,048.36	▲28.2%
Public Works	Bridge Crew Leader	\$64,854.40	\$71,957.60	\$79,060.80	Insufficient data		Insufficient data		Insufficient data	
Public Works	Bridge Crew Worker I	\$60,320.00	\$67,485.60	\$74,651.20	\$43,339.14	▲39.2%	\$48,882.21	▲38.1%	\$50,563.88	▲47.6%
Public Works	Bridge Crew Worker II	\$63,336.00	\$70,449.60	\$77,563.20	\$49,157.01	▲28.8%	\$55,809.13	▲26.2%	\$55,854.77	▲38.9%
Public Works	Bridge Supervisor	\$85,966.40	\$90,012.00	\$94,057.60	Insufficient data		Insufficient data		Insufficient data	
Public Works	Construction Equipment Operator I	\$58,864.00	\$65,998.40	\$73,132.80	\$40,409.42	▲45.7%	\$51,809.64	▲27.4%	\$60,496.07	▲20.9%
Public Works	Construction Equipment Operator II	\$61,796.80	\$68,952.00	\$76,107.20	\$48,350.13	▲27.8%	\$58,164.92	▲18.5%	\$64,047.76	▲18.8%
Public Works	Equipment Maintenance Leader	\$64,854.40	\$71,957.60	\$79,060.80	\$65,010.18	▼(0.2%)	\$73,212.10	▼(1.7%)	\$81,414.02	▼(2.9%)
Public Works	Highway Construction Supervisor	\$85,966.40	\$90,012.00	\$94,057.60	\$55,042.70	▲56.2%	\$72,275.61	▲24.5%	\$91,984.25	▲2.3%
Public Works	Highway Maintenance Specialist	\$69,638.40	\$76,648.00	\$83,657.60	\$46,306.72	▲50.4%	\$56,376.11	▲36.0%	\$66,445.49	▲25.9%
Public Works	Highways & Bridges Field Operations Manager		\$101,150.40		Insufficient data		Insufficient data		Insufficient data	
Public Works	Motor Equipment Operator	\$55,806.40	\$62,982.40	\$70,158.40	\$47,026.15	▲18.7%	\$53,935.09	▲16.8%	\$59,613.67	▲17.7%
Public Works	Public Works Dispatcher	\$64,854.40	\$71,957.60	\$79,060.80	\$41,740.75	▲55.4%	\$55,525.67	▲29.6%	\$67,783.22	▲16.6%
Public Works	Road Maintenance Leader	\$64,854.40	\$71,957.60	\$79,060.80	\$50,235.56	▲29.1%	\$57,267.85	▲25.7%	\$64,300.14	▲23.0%
Public Works	Section Supervisor	\$85,966.40	\$90,012.00	\$94,057.60	Insufficient data		Insufficient data		Insufficient data	
Public Works	Sign Crew Leader	\$64,854.40	\$71,957.60	\$79,060.80	Insufficient data		Insufficient data		Insufficient data	
Public Works	Tree Maintenance Leader	\$64,854.40	\$71,957.60	\$79,060.80	\$47,753.05	▲35.8%	\$57,862.33	▲24.4%	\$66,453.38	▲19.0%
Public Works	Welder	\$64,854.40	\$71,957.60	\$79,060.80	\$44,797.30	▲44.8%	\$56,150.10	▲28.2%	\$65,574.29	▲20.6%
Purchasing	Buyer	\$56,804.80	\$64,604.80	\$72,404.80	\$54,190.59	▲4.8%	\$65,218.83	▼(0.9%)	\$82,511.07	▼(12.2%)
Purchasing	Deputy Director Of Purchasing		\$82,617.60		\$109,611.13		\$116,526.27	▼(29.1%)	\$151,455.73	
Purchasing	Director of Purchasing		\$101,513.78		\$131,513.78		\$151,998.56	▼(33.2%)	\$190,445.47	
Purchasing	Machine Operator	\$45,364.80	\$53,164.80	\$60,964.80	\$37,160.05	▲22.1%	\$48,956.79	▲8.6%	\$54,421.25	▲12.0%
Purchasing	Mail Room Coordinator	\$56,804.80	\$64,604.80	\$72,404.80	\$34,276.76	▲65.7%	\$42,167.58	▲53.2%	\$48,032.81	▲50.7%
Purchasing	Principal Buyer	\$64,500.80	\$72,311.20	\$80,121.60	\$66,482.39	▼(3.0%)	\$79,336.85	▼(8.9%)	\$92,191.30	▼(13.1%)
Safety	Building Examiner/Safety Inspector	\$56,804.80	\$64,604.80	\$72,404.80	\$58,452.90	▼(2.8%)	\$66,282.32	▼(2.5%)	\$97,100.73	▼(25.4%)
Safety	Deputy Safety Officer	\$64,500.80	\$72,311.20	\$80,121.60	\$59,539.89	▲8.3%	\$68,931.00	▲4.9%	\$87,908.99	▼(8.9%)
Safety	Safety Officer		\$93,766.40		\$56,102.15		\$75,286.14	▲24.5%	\$103,049.57	
Sheriff	Assistant Warden		\$100,900.80		Insufficient data		Insufficient data		Insufficient data	
Sheriff	Correction Corporal	\$57,657.60	\$70,148.00	\$82,638.40	Insufficient data		Insufficient data		Insufficient data	
Sheriff	Correction First Sergeant	\$73,008.00	\$83,543.20	\$94,078.40	Insufficient data		Insufficient data		Insufficient data	
Sheriff	Correction Lieutenant	\$87,318.40	\$91,915.20	\$96,512.00	\$64,698.96	▲35.0%	\$83,238.30	▲10.4%	\$85,799.30	▲12.5%
Sheriff	Correction Sergeant	\$61,692.80	\$74,037.60	\$86,382.40	\$82,374.41	▼(25.1%)	\$88,759.02	▼(16.6%)	\$94,881.25	▼(9.0%)
Sheriff	Corrections Superintendent		\$106,766.40		Insufficient data		Insufficient data		Insufficient data	
Sheriff	Information Technology Administrator	\$92,560.00	\$100,297.60	\$108,035.20	\$76,363.60	▲21.2%	\$100,914.40	▼(0.6%)	\$125,465.21	▼(13.9%)
Sheriff	Stock Clerk	\$47,985.60	\$56,513.60	\$65,041.60	\$34,022.83	▲41.0%	\$42,941.85	▲31.6%	\$47,345.75	▲37.4%
Sheriff	Warden		\$103,521.60		Insufficient data		Insufficient data		Insufficient data	
Sheriff	Chaplain				\$70,409.27		\$82,446.57		\$94,483.87	
Sheriff	Chief Civil Administrator		\$81,868.80		Insufficient data		Insufficient data		Insufficient data	
Sheriff	Chief Investigator Prof Standards		\$84,926.40		Insufficient data		Insufficient data		Insufficient data	
Sheriff	Correction Assistant				Insufficient data		Insufficient data		Insufficient data	
Sheriff	Deputy Sheriff Captain	\$117,416.00	\$123,416.80	\$129,417.60	\$80,626.45	▲45.6%	\$101,043.32	▲22.1%	\$117,262.66	▲10.4%
Sheriff	Deputy Sheriff Detective	\$62,358.40	\$77,573.60	\$92,788.80	\$50,389.46	▲23.8%	\$69,036.49	▲12.4%	\$87,683.51	▲5.8%
Sheriff	Deputy Sheriff Detective Lieutenant	\$114,296.00		\$126,297.60	Insufficient data		Insufficient data		Insufficient data	
Sheriff	Deputy Sheriff First Sergeant	\$71,032.00	\$86,288.80	\$101,545.60	Insufficient data		Insufficient data		Insufficient data	
Sheriff	Deputy Sheriff Lieutenant	\$107,057.60		\$119,059.20	\$94,893.07	▲12.8%	\$107,271.67		\$155,437.52	▼(23.4%)
Sheriff	Deputy Sheriff Sergeant	\$67,974.40	\$82,659.20	\$97,344.00	\$84,678.07	▼(19.7%)	\$98,091.56	▼(15.7%)	\$126,023.67	▼(22.8%)

Department	Position Title	Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Sheriff	Director Community & Incarcerated Services		\$98,384.00		Insufficient data		Insufficient data		Insufficient data	
Sheriff	Discovery Coordinator	\$60,340.80	\$69,045.60	\$77,750.40	Insufficient data		Insufficient data		Insufficient data	
Sheriff	Information Technology Specialist	\$80,204.80	\$88,004.80	\$95,804.80	\$57,386.60	▲39.8%	\$77,659.58	▲13.3%	\$97,932.56	▼(2.2%)
Sheriff	ODU Systems Specialist	\$83,137.60	\$91,634.40	\$100,131.20	Insufficient data		Insufficient data		Insufficient data	
Sheriff	Peer Recovery Advocate	\$50,294.40	\$58,323.20	\$66,352.00	Insufficient data		Insufficient data		Insufficient data	
Sheriff	Pistol Permit Examiner	\$49,649.60	\$58,167.20	\$66,684.80	Insufficient data		Insufficient data		Insufficient data	
Sheriff	Security Guard	\$47,569.60	\$55,400.80	\$63,232.00	\$37,866.64	▲25.6%	\$46,329.90	▲19.6%	\$54,352.24	▲16.3%
Sheriff	Senior Security Guard	\$52,915.20	\$60,715.20	\$68,515.20	\$45,328.34	▲16.7%	\$56,357.99	▲7.7%	\$63,136.02	▲8.5%
Sheriff	Sheriff		\$116,709.00				\$136,035.50	▼(14.2%)		
Sheriff	Sheriff's Assistant I	\$46,072.00	\$54,527.20	\$62,982.40	Insufficient data		Insufficient data		Insufficient data	
Sheriff	Sheriff's Fiscal Assistant I	\$47,985.60	\$56,513.60	\$65,041.60	\$42,409.68	▲13.1%	\$54,773.04	▲3.2%	\$67,136.40	▼(3.1%)
Sheriff	Sheriff's Fiscal Assistant II	\$60,340.80	\$69,045.60	\$77,750.40	\$35,922.37	▲68.0%	\$47,859.63	▲44.3%	\$59,796.88	▲30.0%
Sheriff	Sheriff's Fiscal Assistant III	\$67,516.80	\$76,512.80	\$85,508.80	\$48,248.39	▲39.9%	\$67,802.61	▲12.8%	\$64,892.53	▲31.8%
Sheriff	Stock Clerk (PT)	\$47,985.60		\$65,041.60	\$30,862.71	▲55.5%	\$37,809.65		\$44,756.58	▲45.3%
Sheriff	SUD Care Manager	\$60,340.80	\$69,045.60	\$77,750.40	Insufficient data		Insufficient data		Insufficient data	
Sheriff	Undersheriff		\$119,870.40		\$94,334.91		\$130,970.89	▼(8.5%)	\$163,534.16	
Sheriff	Correction Officer Investigator	\$57,657.60	\$70,148.00	\$82,638.40	\$64,570.17	▼(10.7%)	\$66,849.33	▲4.9%	\$74,846.95	▲10.4%
Sheriff	Deputy Sheriff Detective Sergeant	\$63,939.20	\$82,742.40	\$101,545.60	\$79,574.59	▼(19.6%)	\$99,151.45	▼(16.5%)	\$125,273.81	▼(18.9%)
Social Services	Assistant Director Social Services	\$92,289.60	\$96,917.60	\$101,545.60	\$65,527.49	▲40.8%	\$81,846.49	▲18.4%	\$97,230.34	▲4.4%
Social Services	Case Supervisor, Grade B	\$75,212.80	\$82,992.00	\$90,771.20	\$73,106.39	▲2.9%	\$77,937.37	▲6.5%	\$96,715.40	▼(6.1%)
Social Services	Chief Social Service Investigator	\$75,212.80	\$82,992.00	\$90,771.20	Insufficient data		Insufficient data		Insufficient data	
Social Services	Coding Analyst	\$60,902.40	\$68,442.40	\$75,982.40	Insufficient data		Insufficient data		Insufficient data	
Social Services	Commissioner of Social Services		\$138,340.80		\$100,241.61		\$145,754.65	▼(5.1%)	\$164,792.69	
Social Services	Community Services Aide	\$39,353.60	\$47,184.80	\$55,016.00	\$34,931.97	▲12.7%	\$43,762.84	▲7.8%	\$52,208.37	▲5.4%
Social Services	Coordinator Child Support Enforcement	\$75,212.80	\$82,992.00	\$90,771.20	Insufficient data		Insufficient data		Insufficient data	
Social Services	Database Clerk/Typist	\$38,542.40	\$46,352.80	\$54,163.20	\$31,736.63	▲21.4%	\$38,880.91	▲19.2%	\$46,025.18	▲17.7%
Social Services	Deputy Commissioner for Administration		\$110,489.60		Insufficient data		Insufficient data		Insufficient data	
Social Services	Deputy Commissioner for Services		\$110,489.60		\$86,213.55		\$123,140.04	▼(10.3%)	\$132,444.56	
Social Services	Director Of Finance		\$111,612.80		\$159,927.47		\$161,678.56	▼(31.0%)	\$239,144.59	
Social Services	Director Preschool/EI Services		\$81,702.40		\$116,287.76		\$119,809.68	▼(31.8%)	\$159,443.06	
Social Services	Director Social Services Programs		\$84,156.80		\$84,858.79		\$106,400.66	▼(20.9%)	\$110,958.79	
Social Services	Director Temporary Assistance		\$84,156.80		\$92,081.01		\$95,426.49	▼(11.8%)	\$113,779.74	
Social Services	Early Intervention Coordinator	\$69,347.20	\$77,126.40	\$84,905.60	\$67,968.23	▲2.0%	\$71,251.70	▲8.2%	\$87,236.92	▼(2.7%)
Social Services	Early Intervention Specialist	\$64,500.80	\$72,311.20	\$80,121.60	\$61,942.58	▲4.1%	\$71,803.04	▲0.7%	\$81,663.49	▼(1.9%)
Social Services	Early Intervention Specialist Trainee	\$60,902.40	\$68,442.40	\$75,982.40	Insufficient data		Insufficient data		Insufficient data	
Social Services	Emergency Housing Coordinator	\$64,500.80	\$72,311.20	\$80,121.60	\$39,751.23	▲62.3%	\$74,773.60	▼(3.3%)	\$54,164.06	▲47.9%
Social Services	Environmental Outreach Manager		\$67,496.00		Insufficient data		Insufficient data		Insufficient data	
Social Services	Family Court Supervisor	\$70,012.80	\$77,781.60	\$85,550.40	Insufficient data		Insufficient data		Insufficient data	
Social Services	Head Social Welfare Examiner	\$65,145.60	\$72,956.00	\$80,766.40	\$52,349.50	▲24.4%	\$58,307.30	▲25.1%	\$72,841.56	▲10.9%
Social Services	Housing Specialist	\$64,500.80	\$72,311.20	\$80,121.60	\$56,939.36	▲13.3%	\$65,930.11	▲9.7%	\$77,812.15	▲3.0%
Social Services	Mental Health Specialist Children's Services	\$80,204.80	\$88,004.80	\$95,804.80	Insufficient data		Insufficient data		Insufficient data	
Social Services	Mental Health Specialist-Clinical Supervisor - Children	\$92,560.00	\$100,297.60	\$108,035.20	\$65,043.53	▲42.3%	\$80,438.95	▲24.7%	\$95,834.37	▲12.7%
Social Services	Mental Health Specialist-Unit Leader	\$99,361.60	\$107,161.60	\$114,961.60	Insufficient data		Insufficient data		Insufficient data	
Social Services	Photocopy Attendant	\$36,878.40	\$44,709.60	\$52,540.80	\$34,629.18	▲6.5%	\$43,241.66	▲3.4%	\$51,854.13	▲1.3%
Social Services	Preschool Program Specialist	\$64,500.80	\$72,311.20	\$80,121.60	Insufficient data		Insufficient data		Insufficient data	
Social Services	Principal Child Support Specialist	\$65,145.60	\$72,956.00	\$80,766.40	Insufficient data		Insufficient data		Insufficient data	
Social Services	Principal Social Welfare Examiner	\$65,145.60	\$72,956.00	\$80,766.40	\$62,729.39	▲3.9%	\$66,212.31	▲10.2%	\$85,982.84	▼(6.1%)
Social Services	Psychiatrist	\$270,254.40		\$285,688.00	\$175,161.30	▲54.3%	\$166,162.40		\$218,218.52	▲30.9%
Social Services	Records Technician	\$52,915.20	\$60,715.20	\$68,515.20	\$43,172.07	▲22.6%	\$48,558.33	▲25.0%	\$60,981.14	▲12.4%
Social Services	Registered Professional Nurse	\$66,851.20	\$73,486.40	\$80,121.60	\$61,217.16	▲9.2%	\$72,866.88	▲0.9%	\$87,175.35	▼(8.1%)
Social Services	Resource Unit Administrator	\$69,347.20	\$77,126.40	\$84,905.60	Insufficient data		Insufficient data		Insufficient data	
Social Services	Senior Caseworker	\$70,012.80		\$85,550.40	\$45,683.50	▲53.3%	\$61,591.80		\$62,293.85	▲37.3%
Social Services	Senior Child Support Specialist	\$57,449.60	\$65,249.60	\$73,049.60	Insufficient data		Insufficient data		Insufficient data	
Social Services	Senior Social Service Investigator	\$65,145.60	\$72,956.00	\$80,766.40	\$52,798.89	▲23.4%	\$64,314.58	▲13.4%	\$74,491.34	▲8.4%
Social Services	Senior Social Services Attorney	\$102,960.00	\$107,588.00	\$112,216.00	\$97,758.21	▲5.3%	\$110,441.13	▼(2.6%)	\$139,437.79	▼(19.5%)
Social Services	Senior Social Welfare Examiner	\$57,449.60	\$65,249.60	\$73,049.60	\$52,188.72	▲10.1%	\$57,965.00	▲12.6%	\$63,741.27	▲14.6%

Department	Position Title	Current Minimum	Current Midpoint	Current Maximum	Average Minimum	+ / (-) Mkt	Average Midpoint	+ / (-) Mkt	Average Maximum	+ / (-) Mkt
Social Services	Social Services Administrative Assistant		\$59,904.00		\$42,705.00		\$56,974.01	▲ 5.1%	\$71,061.12	
Social Services	Social Services Attorney	\$93,787.20	\$98,415.20	\$103,043.20	\$94,518.24	▼ (0.8%)	\$107,063.89	▼ (8.1%)	\$139,109.68	▼ (25.9%)
Social Services	Social Services LAN Specialist	\$52,915.20	\$60,715.20	\$68,515.20	Insufficient data		Insufficient data		Insufficient data	
Social Services	Social Welfare Specialist	\$53,560.00	\$61,370.40	\$69,180.80	\$56,582.65	▼ (5.3%)	\$68,347.11	▼ (10.2%)	\$83,347.78	▼ (17.0%)
Social Services	Special Assistant to the Commissioner				\$38,124.08		\$49,359.97		\$60,595.86	
Social Services	Staff Development Coordinator	\$61,692.80	\$66,320.80	\$70,948.80	\$41,072.86	▲ 50.2%	\$67,320.17	▼ (1.5%)	\$79,976.15	▼ (11.3%)
Social Services	Supervisor Social Services Attorney		\$114,358.40		\$125,585.72		\$134,937.59	▼ (15.3%)	\$173,905.52	
Tourism	Deputy Director Tourism		\$69,264.00		Insufficient data		Insufficient data		Insufficient data	
Tourism	Director Tourism		\$98,446.40		\$81,884.06		\$105,088.95	▼ (6.3%)	\$128,293.85	
Tourism	Tourism Information Assistant	\$49,628.80	\$57,439.20	\$65,249.60	\$41,455.30	▲ 19.7%	\$53,414.54	▲ 7.5%	\$65,373.78	▼ (0.2%)
UCAT (Transit)	Automotive Mechanic Helper (except DPW)	\$41,974.40	\$49,795.20	\$57,616.00	\$36,644.86	▲ 14.5%	\$45,803.92	▲ 8.7%	\$52,775.88	▲ 9.2%
UCAT (Transit)	Bus Dispatcher	\$49,628.80	\$57,439.20	\$65,249.60	\$41,930.14	▲ 18.4%	\$47,942.84	▲ 19.8%	\$56,973.52	▲ 14.5%
UCAT (Transit)	Bus Driver	\$49,628.80	\$57,439.20	\$65,249.60	\$37,245.48	▲ 33.2%	\$44,859.63	▲ 28.0%	\$51,907.16	▲ 25.7%
UCAT (Transit)	Bus Driver/Dispatcher	\$49,628.80	\$57,439.20	\$65,249.60	Insufficient data		Insufficient data		Insufficient data	
UCAT (Transit)	Deputy Director Electrification & Innovation				Insufficient data		Insufficient data		Insufficient data	
UCAT (Transit)	Deputy Director Of Public Transportation		\$85,446.40		\$70,924.88		\$84,827.33	▲ 0.7%	\$98,729.79	
UCAT (Transit)	Director of Public Transportation		\$101,088.00		\$91,617.10		\$121,704.58	▼ (16.9%)	\$151,792.05	
UCAT (Transit)	Lead Automotive Mechanic (except DPW)	\$56,804.80	\$64,604.80	\$72,404.80	\$56,123.38	▲ 1.2%	\$64,375.30	▲ 0.4%	\$72,627.22	▼ (0.3%)
UCAT (Transit)	Public Transit Coordinator	\$64,500.80	\$72,311.20	\$80,121.60	\$56,613.87	▲ 13.9%	\$70,275.98	▲ 2.9%	\$85,080.75	▼ (5.8%)
UCAT (Transit)	Public Transit Dispatch & Operations Coordinator	\$64,500.80	\$72,311.20	\$80,121.60	\$58,007.83	▲ 11.2%	\$71,458.29	▲ 1.2%	\$84,908.74	▼ (5.6%)
UCAT (Transit)	Public Transit Dispatcher Trainer	\$56,804.80	\$64,604.80	\$72,404.80	Insufficient data		Insufficient data		Insufficient data	
UCAT (Transit)	Public Transit Grants & Procurement Specialist	\$64,500.80	\$72,311.20	\$80,121.60	\$52,013.90	▲ 24.0%	\$72,059.62	▲ 0.3%	\$76,563.80	▲ 4.6%
UCAT (Transit)	Public Transit Maintenance & Safety Coordinator	\$64,500.80	\$72,311.20	\$80,121.60	\$54,334.21	▲ 18.7%	\$70,436.70	▲ 2.7%	\$86,539.20	▼ (7.4%)
UCAT (Transit)	Senior Bus Dispatcher	\$56,804.80	\$64,604.80	\$72,404.80	\$48,170.63	▲ 17.9%	\$57,943.30	▲ 11.5%	\$67,715.97	▲ 6.9%
Veterans	Deputy Director Veterans Services Agency		\$81,536.00		\$76,590.33		\$90,470.74	▼ (9.9%)	\$104,351.15	
Veterans	Director Veterans Service Agency		\$101,920.00		\$83,045.36		\$100,103.18	▲ 1.8%	\$124,518.11	
Veterans	Veterans Benefits Representative	\$56,804.80	\$64,604.80	\$72,404.80	\$51,478.82	▲ 10.3%	\$58,966.34	▲ 9.6%	\$68,400.79	▲ 5.9%
Veterans	Veterans Service Aide				\$43,965.13		\$52,596.10		\$61,352.23	
Veterans	Veterans Service Driver	\$45,364.80	\$53,164.80	\$60,964.80	\$35,549.72	▲ 27.6%	\$42,528.02	▲ 25.0%	\$49,506.31	▲ 23.1%
Weights & Measures	Director Weights And Measures		\$85,488.00		\$78,100.00		\$81,241.41	▲ 5.2%	\$97,063.75	
Weights & Measures	Weights And Measures Inspector		\$62,420.80		\$55,113.90		\$61,191.89	▲ 2.0%	\$68,193.77	
Youth	Director Youth Bureau		\$90,646.40		\$82,985.22		\$97,709.12	▼ (7.2%)	\$122,098.31	