



STATE OF MAINE
DEPARTMENT OF ADMINISTRATIVE & FINANCIAL SERVICES
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SERVING THE PUBLIC AND DELIVERING ESSENTIAL SERVICES TO STATE GOVERNMENT

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February 10, 2021

Senator Joseph Baldacci, Chair
Representative Ann Matlack, Chair
Joint Standing Committee on State and Local Government
c/o Legislative Information Office
100 State House Station
Augusta, ME 04333-0100

Lynne Caswell
Office of Policy and Legal Analysis
13 State House Station
Augusta, ME 04333-0013

RE: Part one of two: An update on DAFS' compensation and classification effort

Dear Sen. Baldacci, Rep. Matlack, and Ms. Caswell:

As you are the primary committee of jurisdiction for the Department of Administrative and Financial Services (DAFS), I write today with a holistic update on a matter currently in progress.

As you may recall, during the 129th Legislature, L.D. 1214, "Resolve, To Conduct a Comprehensive Study of the Compensation System for State Employees," was introduced so "[t]hat the Commissioner of Administrative and Financial Services shall commission a consultant to perform a comprehensive study of the wages and compensation system for employees of the executive branch of State Government." As that bill had a substantial fiscal note, a compromise was reached ahead of its passage, and the efforts intended to be completed as part of the bill were included in the 2019-2021 collective bargaining agreement between DAFS and Maine Service Employees Association (MSEA-SEIU 1989), the labor union representing the majority of State workers.

DAFS embarked on the effort just prior to the onset of the pandemic and in concert with a parallel effort, about which many of you received updates over the fall, meant to study telework for State employees. For both initiatives, we contracted with The Segal Group. And, in both cases, due to the unforeseen pandemic, the project has suffered delays.

Since you may have anticipated an update by now, I am submitting this iterative status report. As the project is ongoing, with the second part of the study far from complete, no recommendation is being provided at this time.

As you know, State employees have been a strong focus of this Administration since day one. The more than 11,500 public servants in the executive branch provide the services and programs integral to the fabric of our great state and so important to Maine people and Maine communities. Governor Mills deeply appreciates the efforts of State employees during these particularly challenging times – and has been proud to provide stable employment amid such uncertain times.

In 2019, this Administration bargained the first of two pay raises: a cost-of-living adjustment (COLA) that increased paychecks for all State workers by 3 percent. Then, in January 2021, a second raise for non-elected and non-appointed positions, which improved paychecks by an average of 4 percent for unionized State employees.

Additionally, it is under this Administration that we have been successful in eliminating the bottom salary step for State workers, ensuring as of 2021 that no State worker will be hired at that low rate moving forward. As part of this effort, a new top step was added at the highest end of the salary schedule, and salaries at each step were improved by equating them with the step below (e.g. the salary that was previously at step 2 is now the baseline salary at step 1, and the salary previously at step 3 is now at step 2, etc.).

Over the last year, this Administration has negotiated and implemented a new bracket for longevity pay for employees with between 10 and 15 years of service, with eligible State employees now receiving a longevity pay of \$.20 per hour. Additionally, longevity pay for those employees with more than 25 years of service has increased from \$.50 per hour to \$.60 per hour. This Administration also negotiated and implemented, as part of the employee benefits package, the State's first paid parental leave for employees, available for the initial 14 days after the birth or adoption of a child.

Recently, on behalf of the Administration, this Department negotiated with labor interests a number of pandemic paid leave options for employees. For instance, for 2021, annual sick leave accruals were fronted to employees. This sick leave can also be used to care for children whose school/day care is closed due to COVID-19. Employees are now also permitted to carry all vacation hours over the maximum accrual amounts until December 31, 2021. And, for 2021, employees may use up to 80 hours of paid administrative leave granted by the Governor for time they are out or required to quarantine due to COVID-19; eligible employees may also use this time to care for others with COVID-19 or for children whose school/day care is closed due to COVID-19.

Despite the impacts of the pandemic, we are proud that this Administration has been able to avoid State worker layoffs, furloughs, and/or pay freezes. Further, this Administration has advocated against any cuts to State programming, which can sometimes increase employee workload.

Considering this Administration's strong commitment to State employees, and as the Department dedicated to the infrastructure of State government, such as our vital human resources, DAFS approached this study and our engagement with The Segal Group with gusto. In addition to our contract with The Segal Group, I signed, on behalf of DAFS, a Memorandum of Understanding with MSEA-SEIU 1989, which formally included them in the effort. We have also worked closely with the three additional labor unions that represent State employees throughout this process – and that work continues for the foreseeable future.

The first part of the two-part effort is certainly more straightforward than the second, and is the portion that is attached today.

The findings, per The Segal Group, indicate that salaries for those employed by the State of Maine are 15 percent below market average, on average, and 11 percent below market average, on average, when compared with other public sector employees. This despite continued salary growth for State of Maine government employees in the decade from 2009 to 2019, coming in at just under 16 percent for the period, according to Quarterly Census of Employment and Wages data from the U.S. Department of Labor.

The Segal Group's effort to date, entitled "Market Study Report," takes into account the COLA raises of 2019 but does not factor in the more recent raises.

The Segal Group's qualitative assessment of "Pay Plan Information" puts State government employees on even footing with their public sector counterparts on matters such as pay schedule design, promotion policy, non-monetary prerequisites, hiring rates, supplemental benefits, and a number of other categories.

The relative value of the State of Maine's health insurance and related employer premium contribution levels were not taken into account in this effort, nor was the value of the State's pension plan for employees.

The results for this portion of the ongoing project are benchmarked against primarily New England-specific data from 10 public sector employers and from two tools, CompAnalyst and Economic Research Institute, that aggregate salary levels across thousands of job titles and multiple industries, both public and private.

The second part of the State's engagement with The Segal Group includes a long-overdue review of the State's job classification system, expected to take a considerable period of time. This next phase will allow us to consider much-needed adjustments to our 40-year-old job classification system, and may remedy idiosyncrasies within the report's line item findings by benchmark job title.

My team and I will continue this effort in good faith through to completion.

As the second largest employer in Maine, we are in a position to be a leader, and we continue to lead by example. This Administration is committed to continued partnership with State employees to ensure they are adequately compensated for their meaningful contributions to the wellbeing of Maine people.

Respectfully submitted,



Kirsten LC Figueroa
Commissioner

State of Maine

Market Study Report

November 20, 2020



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Executive Summary

Background

The State of Maine (“the State”), in conjunction with the Maine Service Employees Association (MSEA), engaged Segal to conduct a comprehensive market assessment of the State’s Executive Branch jobs. This study covers market data reflective of ten (10) public sector employers as well as New England private sector market data. This report contains the results of the market assessment, which includes information on base pay ranges offered to State employees as well as compensation practices. A Project Steering Committee (“the Steering Committee”) has worked with Segal throughout this process. The Steering Committee is comprised of members from DAFS, the Governor’s Office, and MSEA Representatives. AFSCME, MSLEA, and MSTA have been consulted as well.

Summary of Findings

Base Pay

Segal found that, across all benchmark jobs, the State’s base pay is consistently below the market average at the pay range minimum, midpoint, and maximum, as shown in **Table 1**.

Table 1
Overall Base Pay Market Comparison

| | State of Maine Government Pay Ranges as % of the Overall Market Average | | |
|----------------|---|----------|---------|
| | Minimum | Midpoint | Maximum |
| Overall Market | 87% | 85% | 83% |

Base pay competitiveness at the pay range midpoint does vary from job title to job title. Of the 100 benchmark job titles¹:

- 63 benchmark titles are **below** the market average
- 14 benchmark titles are **competitive** with the market average
- 5 benchmark titles are **above** the market average
- 18 benchmark job titles do not have sufficient market data to make a comparison

¹ Figures shown in **red** text are less than 95% of the market average and are considered “below market”. Figures shown in **black** text are between 95% and 105% of the market average and are considered “at market” or “market competitive”. Figures shown in **blue** text in are greater than 105% of the market average and are considered “above market”.

Methodology

Data Adjustments

Raw data was adjusted in two ways:

- Geographic adjustments to reflect differences in cost-of-labor
- Workweek adjustments for non-exempt jobs

Geographic Adjustments

To adjust for geographic difference in the cost-of-labor between the State and other peer locations, Segal uses the cost-of-labor differentials report by the Economic Research Institute (ERI) for each peer location.

It is important to note that the cost-of-labor differentials do not necessarily reflect cost-of-living differences. ERI has found that cost-of-living differences (which reflect the supply and demand for goods and services) are not a good predictor of salary levels. In other words, while the cost of housing (or other goods and services) in the State of Maine may differ from the cost of housing in another peer location by a certain percentage, the prevailing salaries may not differ by the same percentage. ERI emphasizes that – for adjusting salaries in a market study such as this one – the cost-of-labor differentials provide a more accurate method of determining whether employers are paying a competitive wage appropriate to a given geographic area. The geographic adjustments applied are shown in alphabetical order by comparator in **Table 2** below.

A positive adjustment means that the cost-of-labor in a comparator location is lower than in the State of Maine. For example, the cost-of-labor in the City of Augusta, ME is lower than in the State of Maine, which is shown as an adjustment of 3.7%. Conversely, a negative adjustment means that the cost-of-labor in a comparator location is higher than in the State of Maine.

Table 2
Geographic Adjustments to Peers

| Peer | ERI Factor | Adjustment to Salary Data (%) |
|-------------------------------|--------------|-------------------------------|
| US Average | 100.0 | NA |
| State of Maine | 95.0 | NA |
| City of Augusta, ME | 91.6 | 3.7% |
| City of Bangor, ME | 91.5 | 3.8% |
| City of Portland, ME | 96.8 | -1.9% |
| City of South Portland, ME | 96.1 | -1.1% |
| Cumberland County, ME | 96.2 | -1.2% |
| Commonwealth of Massachusetts | 110.2 | -13.8% |
| State of New Hampshire | 101.4 | -6.3% |
| State of Rhode Island | 106.4 | -10.7% |
| State of Vermont | 97.5 | -2.6% |
| Federal Government in Maine | 95.0 | 0.0% |

Workweek Adjustments

For the State's non-exempt benchmark jobs, Segal adjusted salary data whenever a peer reported a job match with a differing workweek from the workweek for the State's benchmark job. This adjustment was calculated by dividing the State's work hours (40) by the peer employer's work hours. The result is multiplied by the pay rate to obtain the adjusted rate. An example showing the calculation of the adjustment is shown in **Table 3** below:

Table 3
Workweek Adjustments to Peers

| Peer Workweek | State of Maine Workweek | Adjustment to Peer Salary Data |
|---------------|-------------------------|--------------------------------|
| 35 | 40 | 14.3% |
| 37.5 | 40 | 6.7% |
| 42 | 40 | -4.8% |
| 48 | 40 | -16.7% |

Market Competitiveness

Segal defines a market competitiveness corridor, which is used to describe the State's relationship to the market.

- Figures shown in **red** text are less than 95% of the market average and are considered "below market"
- Figures shown in **black** text are between 95% and 105% of the market average and are considered "at market" or "market competitive"
- Figures shown in **blue** text are greater than 105% of the market average and are considered "above market"

Data Sufficiency Requirement

Segal uses the Department of Labor's Safe Harbor Guidelines to define data sufficiency reporting requirements. Benchmark jobs that have fewer than five (5) job matches are excluded from overall competitiveness calculations. For this project, the data sources represent twelve (12) custom survey peer employers and three (3) additional published data sources, for a total of fifteen (15) potential sources of information.

Survey Document

Segal and the Steering Committee developed a market survey document, which was distributed to peer organizations. This survey document included questions on base pay ranges, compensation practices, pay supplements, and specialty pay practices. The survey document can be seen in **Appendix A - Market Survey Document**.

Job Matching

Segal asked peer employers to provide pay information for jobs that are comparable to the State of Maine's benchmark titles. The survey document provided job summaries to assist with job matching. Segal reviewed the survey responses for reasonability and, in some cases, asked for validating information such as classification listings, job descriptions, and pay data for other potential job matches.

Peer Organizations

To gather salary range market data, Segal, in consultation with the State's project team, designed a customized survey to distribute to peer organizations. Twelve (12) peer employers were identified as part of Maine's labor market. This report includes data from ten (10) public sector entities, an 83% response rate, as indicated in **Table 4**.

Table 4
State of Maine Peer Organizations

| Peer Organizations | Responded to Survey |
|-------------------------------|---------------------|
| City of Augusta, ME | ✓ |
| City of Bangor, ME | ✓ |
| City of Lewiston, ME | |
| City of Portland, ME | ✓ |
| City of South Portland, ME | ✓ |
| Cumberland County, ME | ✓ |
| Commonwealth of Massachusetts | ✓ |
| State of Connecticut | |
| State of New Hampshire | Segal Populated |
| State of Rhode Island | ✓ |
| State of Vermont | ✓ |
| Federal Government in Maine | Segal Populated |

Background

Table 5 provides general information related to the State and peers budgets and populations. The average annual operating budget for all peers for FY 2020-2021 was \$5.9 billion with an average population of approximately 408,000. The State's budget was \$4.1 billion and has a population of 1,344,212.

Table 5
General Information on Peer Organizations

| Peer | FY 2020-2021 Annual Operating Budget | Population |
|-------------------------------|---|------------------|
| City of Augusta, ME | \$67,089,046 | 18,809 |
| City of Bangor, ME | \$5,546,689 | 33,000 |
| City of Portland, ME | \$263,520,934 | 66,067 |
| City of South Portland, ME | \$94,918,923 | 25,474 |
| Cumberland County, ME | \$46,571,931 | 295,003 |
| Commonwealth of Massachusetts | \$44,917,728,739 | 6,893,000 (2019) |
| State of New Hampshire | \$2,554,656,999 | 1,359,711 |
| State of Rhode Island | \$4,360,000,000 | 1,059,000 |
| State of Vermont | \$1,643,694,122 | 623,989 (2019) |
| Federal Government | N/A | N/A |
| State of Maine | \$4,134,919,671 | 1,344,212 |

Published Data

Segal uses published data sources to serve as a proxy for private sector data. The following published data sources were used:

CompAnalyst

CompAnalyst compiles pay data from hundreds of published data sources for thousands of job titles, which is shared with subscribers through their online CompAnalyst tool. The database is updated quarterly and provides salary information for nearly any geographic area in the U.S. This report reflects the 10th, 50th, and 90th percentiles available in the CompAnalyst tool. The survey data includes salary information specific to New England including Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, and Vermont. The data was effective as of January 1, 2020.

Economic Research Institute

The ERI Salary Assessor compiles pay data from hundreds of published data sources for thousands of job titles. ERI updates the database quarterly and provides salary information for nearly any geographic area in the U.S. The information in this report reflects 2020 compensation data at the 10th, 50th, and 90th percentiles, applicable to the New England area. The data was effective as of January 1, 2020.

PayFactors

PayFactors offers a proprietary database with compensation market ranges for more than 5,000 benchmark jobs. PayFactors compensation data is developed using commercially available compensation surveys, each of which complies with generally accepted principles and practices of WorldatWork and U.S. Department of Justice compensation survey standards. The information in this report reflects the 10th, 50th, and 90th percentiles for organizations in Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, and Vermont. The data was effective as of January 1, 2020.

Benchmark Job Titles

The Steering Committee and Segal developed a list of one hundred (100) benchmark job titles in the following twenty (20) job families, which is shown in **Table 6**.

Table 6
Benchmark Job Titles (Sorted by Job Family)

| Benchmark Job Titles | |
|--|---------------------------------------|
| Administrative Support | |
| • Clerk IV | • Office Associate II |
| • Customer Representative Associate II | • Office Associate II Supervisor |
| • Inventory & Property Associate I | • Office Specialist I |
| • Office Assistant II | • Secretary |
| Analyst | |
| • Budget Analyst | • Principal Economic Research Analyst |
| • Management Analyst II | |

| Benchmark Job Titles | |
|--|--|
| Corrections | |
| • Correctional Captain | • Corrections Unit Manager |
| • Correctional Officer | • Juvenile Community Corrections Officer |
| Education | |
| • Education Specialist II | • Teacher MS |
| • Regional Education Representative | |
| Engineering | |
| • Civil Engineer II | • Engineering Technician |
| • Civil Engineer III | • Project Manager |
| Executive Management | |
| • Commissioner Department of Administrative & Financial Services | • Director, Public Information |
| • Deputy Commissioner Administrative & Financial Services | • Environmental Service Director |
| • Deputy Commissioner Department of Education | • Superintendent of Insurance |
| • Director Office of Elder Services | |
| Financial | |
| • Accounting Analyst Supervisor | • Principal Property Appraiser |
| • Accounting Associate I | • Senior Auditor |
| • Auditor II | • Staff Accountant |
| • Contract/Grant Specialist | • State Budget Officer |
| Health | |
| • Comprehensive Health Planner I | • Hospital Psychiatrist |
| • Hospital Nurse II | • Public Health Inspector I |
| • Hospital Nurse IV | • Recreation Therapist |
| Human Resources | |
| • Deputy Director, Bureau of Human Resources | • Human Resources Assistant |
| Information Technology | |
| • Information System Support Specialist II | • Systems Team Leader |
| • Senior Programmer Analyst | |
| Legal | |
| • Assistant Attorney General | • Staff Attorney |
| • Paralegal | |
| Management | |
| • Business Operations Manager | • Motor Vehicle Branch Office Manager |
| • Development Program Manager | |
| Natural Resources | |
| • Forest Ranger II | • Park Ranger |
| • Forester I | • Resource Management Coordinator |
| • Park Manager II | |
| Other Technical and Professional | |
| • Civil Rights/ADA Coordinator | • Librarian II |
| • Hearings Examiner | • Occupational Safety Specialist |
| Other, Semi-skilled | |
| • Building Custodian | • Janitor/Bus Driver |
| • Conservation Aide | • Laborer I |
| • Food Service Worker | • Transportation Worker II |
| Public Safety | |
| • Emergency Communication Specialist | • State Police Detective |
| • Game Warden | • State Police Lieutenant |
| • Marine Patrol Officer | • State Police Sergeant-E |
| • Oil & Hazardous Materials Responder I | • State Police Trooper |
| • Senior Fire Investigator | |
| Scientific | |
| • Biologist II | • Environmental Specialist IV |
| • Chemist II | • Laboratory Technician III |
| • Environmental Specialist III | |

| Benchmark Job Titles | |
|--|-----------------------------------|
| Skilled Trades | |
| • Building Maintenance Supervisor | • Maintenance Mechanic |
| • Building Mechanical Systems Specialist | • Plumber II |
| • Field Heavy Vehicle & Equipment Technician | • Transportation Crew Supervisor |
| Social Services, Professional | |
| • Assistant Director Division Medicaid/Medicare Services | • Probation Officer |
| • Human Services Casework Supervisor | • Rehabilitation Counselor II |
| • Human Services Caseworker | • Social Services Program Manager |
| • Human Services Enforcement Agent | |
| Social Services, Support | |
| • Careercenter Consultant | • Eligibility Specialist |
| • Claims Adjudicator (unemployment compensation) | • Mental Health Worker II |

Findings

Base Pay

Overall Competitiveness

On an overall basis across all benchmark job titles, the State's pay rates are below the market average at the pay range minimums, midpoints, and maximums. It should be noted that the pay rates utilized for the State include additional recruitment and retention stipends that are considered to be part of the regular hourly rate. For example, the pay rate for the Conservation Aide position includes a 7.50% stipend. Details are shown in **Table 7**.

Table 7
Overall Base Pay Market Comparison

| | State of Maine Base Pay Ranges as % of the Overall Market Average | | |
|-------------------------------|--|------------|------------|
| | Minimum | Midpoint | Maximum |
| Public Sector Market Average | 88% | 89% | 90% |
| Published Data Market Average | 85% | 80% | 74% |
| Overall Market Average | 87% | 85% | 83% |

Competitiveness by Benchmark Job Title

Eighty-two (82) of the State's one hundred (100) benchmark job titles have sufficient market data to include in our findings. For those benchmark jobs with sufficient market data, there is variation in base pay range market competitiveness as follows:

- 63 benchmark titles are **below** the market average
- 14 benchmark titles are **competitive** with the market average
- 5 benchmark titles are **above** the market average

Table 8 shows base pay range market competitiveness for each benchmark job title. Benchmark titles that are italicized do not include any private sector data. More information on base pay findings can be found in **Appendix B – Detailed Market Data**.

Table 8
Overall Market Competitiveness by Benchmark Job Title

| Benchmark Title | Count of Matches | Base Pay Range | | |
|---|------------------|-------------------|----------|---------|
| | | Minimum | Midpoint | Maximum |
| Accounting Analyst Supervisor | 9 | 86% | 83% | 80% |
| Accounting Associate I | 11 | 83% | 84% | 84% |
| Assistant Attorney General | 7 | 54% | 65% | 72% |
| <i>Assistant Director Division Medicaid/Medicare Services</i> | 5 | 67% | 65% | 64% |
| Auditor II | 9 | 83% | 80% | 77% |
| Biologist II | 8 | 98% | 94% | 92% |
| Budget Analyst | 9 | 97% | 95% | 92% |
| Building Custodian | 11 | 94% | 91% | 86% |
| Building Maintenance Supervisor | 8 | 99% | 95% | 91% |
| Building Mechanical Systems Specialist | 8 | 87% | 86% | 85% |
| Business Operations Manager | 6 | 107% | 103% | 98% |
| <i>Careercenter Consultant</i> | 4 | Insufficient data | | |
| Chemist II | 8 | 81% | 79% | 76% |
| Civil Engineer II | 10 | 87% | 85% | 83% |
| Civil Engineer III | 10 | 83% | 80% | 78% |
| <i>Civil Rights/ADA Coordinator</i> | 4 | Insufficient data | | |
| <i>Claims Adjudicator (unemployment compensation)</i> | 4 | Insufficient data | | |
| Clerk IV | 10 | 79% | 76% | 72% |
| <i>Commissioner Department of Administrative & Financial Services</i> | 6 | 90% | 86% | 106% |
| Comprehensive Health Planner I | 7 | 96% | 98% | 98% |
| <i>Conservation Aide</i> | 5 | 82% | 78% | 75% |
| Contract/Grant Specialist | 8 | 79% | 77% | 75% |
| <i>Correctional Captain</i> | 7 | 74% | 74% | 74% |
| Correctional Officer | 7 | 94% | 88% | 83% |
| <i>Corrections Unit Manager</i> | 4 | Insufficient data | | |
| Customer Representative Associate II | 10 | 86% | 86% | 84% |
| <i>Deputy Commissioner Administrative & Financial Services</i> | 6 | 103% | 110% | 115% |
| <i>Deputy Commissioner Department of Education</i> | 3 | Insufficient data | | |
| Deputy Director, Bureau of Human Resources | 11 | 79% | 74% | 68% |
| Development Program Manager | 5 | 80% | 80% | 79% |
| <i>Director Office of Elder Services</i> | 4 | Insufficient data | | |
| Director, Public Information | 8 | 54% | 53% | 49% |
| <i>Education Specialist II</i> | 5 | 77% | 83% | 88% |
| Eligibility Specialist | 10 | 90% | 91% | 90% |
| Emergency Communication Specialist | 8 | 116% | 107% | 107% |
| Engineering Technician | 8 | 85% | 80% | 77% |

| Benchmark Title | Count of Matches | Base Pay Range | | |
|--|------------------|-------------------|----------|---------|
| | | Minimum | Midpoint | Maximum |
| <i>Environmental Service Director</i> | 3 | Insufficient data | | |
| Environmental Specialist III | 7 | 87% | 86% | 85% |
| <i>Environmental Specialist IV</i> | 5 | 86% | 86% | 85% |
| Field Heavy Vehicle & Equipment Technician | 10 | 83% | 82% | 80% |
| Food Service Worker | 8 | 108% | 105% | 100% |
| <i>Forest Ranger II</i> | 4 | Insufficient data | | |
| Forester I | 8 | 93% | 94% | 92% |
| Game Warden | 5 | 103% | 102% | 100% |
| <i>Hearings Examiner</i> | 3 | Insufficient data | | |
| Hospital Nurse II | 10 | 108% | 97% | 88% |
| Hospital Nurse IV | 9 | 110% | 101% | 95% |
| Hospital Psychiatrist | 6 | 100% | 97% | 92% |
| Human Resources Assistant | 12 | 94% | 91% | 88% |
| <i>Human Services Casework Supervisor</i> | 5 | 93% | 92% | 90% |
| Human Services Caseworker | 7 | 114% | 107% | 101% |
| <i>Human Services Enforcement Agent</i> | 3 | Insufficient data | | |
| Information System Support Specialist II | 13 | 86% | 82% | 77% |
| Inventory & Property Associate I | 8 | 90% | 90% | 90% |
| Janitor/Bus Driver | 7 | 90% | 88% | 88% |
| <i>Juvenile Community Corrections Officer</i> | 4 | Insufficient data | | |
| Laboratory Technician III | 8 | 87% | 86% | 84% |
| Laborer I | 11 | 90% | 82% | 74% |
| Librarian II | 10 | 71% | 66% | 62% |
| Maintenance Mechanic | 10 | 75% | 72% | 69% |
| Management Analyst II | 6 | 81% | 81% | 80% |
| <i>Marine Patrol Officer</i> | 3 | Insufficient data | | |
| Mental Health Worker II | 7 | 122% | 116% | 107% |
| <i>Motor Vehicle Branch Office Manager</i> | 6 | 79% | 78% | 77% |
| Occupational Safety Specialist | 8 | 90% | 87% | 80% |
| Office Assistant II | 12 | 79% | 79% | 79% |
| Office Associate II | 10 | 80% | 80% | 79% |
| Office Associate II Supervisor | 9 | 71% | 68% | 64% |
| Office Specialist I | 8 | 89% | 83% | 77% |
| <i>Oil & Hazardous Materials Responder I</i> | 2 | Insufficient data | | |
| Paralegal | 11 | 75% | 73% | 70% |
| <i>Park Manager II</i> | 4 | Insufficient data | | |
| <i>Park Ranger</i> | 7 | 75% | 74% | 73% |
| Plumber II | 9 | 79% | 75% | 72% |
| Principal Economic Research Analyst | 4 | Insufficient data | | |
| Principal Property Appraiser | 9 | 88% | 83% | 77% |
| <i>Probation Officer</i> | 5 | 91% | 94% | 85% |
| Project Manager | 5 | 86% | 84% | 84% |
| <i>Public Health Inspector I</i> | 6 | 84% | 85% | 85% |

| Benchmark Title | Count of Matches | Base Pay Range | | |
|--|------------------|-------------------|----------|---------|
| | | Minimum | Midpoint | Maximum |
| Recreation Therapist | 9 | 97% | 95% | 93% |
| <i>Regional Education Representative</i> | 4 | Insufficient data | | |
| Rehabilitation Counselor II | 8 | 78% | 76% | 74% |
| <i>Resource Management Coordinator</i> | 4 | Insufficient data | | |
| Secretary | 12 | 88% | 89% | 88% |
| Senior Auditor | 6 | 89% | 82% | 78% |
| <i>Senior Fire Investigator</i> | 3 | Insufficient data | | |
| Senior Programmer Analyst | 8 | 77% | 76% | 74% |
| Social Services Program Manager | 6 | 81% | 80% | 78% |
| Staff Accountant | 10 | 70% | 69% | 67% |
| Staff Attorney | 8 | 80% | 76% | 72% |
| State Budget Officer | 6 | 80% | 84% | 91% |
| <i>State Police Detective</i> | 7 | 127% | 125% | 124% |
| <i>State Police Lieutenant</i> | 9 | 88% | 91% | 99% |
| <i>State Police Sergeant-E</i> | 9 | 87% | 90% | 93% |
| <i>State Police Trooper</i> | 10 | 100% | 100% | 101% |
| <i>Superintendent of Insurance</i> | 5 | 104% | 90% | 106% |
| Systems Team Leader | 10 | 83% | 78% | 74% |
| <i>Teacher MS</i> | 5 | 101% | 103% | 104% |
| <i>Transportation Crew Supervisor</i> | 6 | 94% | 96% | 97% |
| <i>Transportation Worker II</i> | 5 | 101% | 98% | 95% |

Table 9 shows the adjustment needed to reach the market average.

Table 9
Adjustment to Reach Market Average by Benchmark Job Title

| Benchmark Title | Count of Matches | Base Pay Range | | |
|--|------------------|-------------------|----------|---------|
| | | Minimum | Midpoint | Maximum |
| Accounting Analyst Supervisor | 9 | 17% | 21% | 25% |
| Accounting Associate I | 11 | 20% | 19% | 19% |
| Assistant Attorney General | 7 | 87% | 55% | 39% |
| Assistant Director Division Medicaid/Medicare Services | 5 | 50% | 54% | 57% |
| Auditor II | 9 | 21% | 24% | 29% |
| Biologist II | 8 | 2% | 6% | 9% |
| Budget Analyst | 9 | 4% | 5% | 8% |
| Building Custodian | 11 | 6% | 10% | 16% |
| Building Maintenance Supervisor | 8 | 1% | 5% | 10% |
| Building Mechanical Systems Specialist | 8 | 15% | 16% | 18% |
| Business Operations Manager | 6 | -6% | -3% | 2% |
| Careercenter Consultant | 4 | Insufficient data | | |
| Chemist II | 8 | 24% | 27% | 32% |
| Civil Engineer II | 10 | 15% | 18% | 21% |
| Civil Engineer III | 10 | 21% | 25% | 28% |
| Civil Rights/ADA Coordinator | 4 | Insufficient data | | |
| Claims Adjudicator (unemployment compensation) | 4 | Insufficient data | | |
| Clerk IV | 10 | 27% | 32% | 38% |
| Commissioner Department of Administrative & Financial Services | 6 | 11% | 16% | -5% |
| Comprehensive Health Planner I | 7 | 4% | 2% | 2% |
| Conservation Aide | 5 | 22% | 28% | 33% |
| Contract/Grant Specialist | 8 | 27% | 29% | 34% |
| Correctional Captain | 7 | 35% | 35% | 35% |
| Correctional Officer | 7 | 7% | 14% | 20% |
| Corrections Unit Manager | 4 | Insufficient data | | |
| Customer Representative Associate II | 10 | 16% | 16% | 19% |
| Deputy Commissioner Administrative & Financial Services | 6 | -3% | -9% | -13% |
| Deputy Commissioner Department of Education | 3 | Insufficient data | | |
| Deputy Director, Bureau of Human Resources | 11 | 26% | 36% | 47% |
| Development Program Manager | 5 | 25% | 25% | 27% |
| Director Office of Elder Services | 4 | Insufficient data | | |
| Director, Public Information | 8 | 86% | 90% | 103% |
| Education Specialist II | 5 | 31% | 20% | 14% |
| Eligibility Specialist | 10 | 11% | 10% | 11% |
| Emergency Communication Specialist | 8 | -14% | -7% | -6% |
| Engineering Technician | 8 | 18% | 25% | 30% |
| Environmental Service Director | 3 | Insufficient data | | |
| Environmental Specialist III | 7 | 15% | 16% | 18% |

| Benchmark Title | Count of Matches | Base Pay Range | | |
|--|------------------|-------------------|----------|---------|
| | | Minimum | Midpoint | Maximum |
| Environmental Specialist IV | 5 | 16% | 17% | 17% |
| Field Heavy Vehicle & Equipment Technician | 10 | 21% | 22% | 24% |
| Food Service Worker | 8 | -7% | -5% | 0% |
| Forest Ranger II | 4 | Insufficient data | | |
| Forester I | 8 | 8% | 7% | 9% |
| Game Warden | 5 | -3% | -2% | 0% |
| Hearings Examiner | 3 | Insufficient data | | |
| Hospital Nurse II | 10 | -7% | 4% | 14% |
| Hospital Nurse IV | 9 | -9% | -1% | 6% |
| Hospital Psychiatrist | 6 | 0% | 3% | 9% |
| Human Resources Assistant | 12 | 6% | 10% | 14% |
| Human Services Casework Supervisor | 5 | 7% | 9% | 11% |
| Human Services Caseworker | 7 | -12% | -7% | -1% |
| Human Services Enforcement Agent | 3 | Insufficient data | | |
| Information System Support Specialist II | 13 | 16% | 22% | 30% |
| Inventory & Property Associate I | 8 | 12% | 11% | 11% |
| Janitor/Bus Driver | 7 | 12% | 13% | 14% |
| Juvenile Community Corrections Officer | 4 | Insufficient data | | |
| Laboratory Technician III | 8 | 15% | 17% | 19% |
| Laborer I | 11 | 11% | 21% | 35% |
| Librarian II | 10 | 42% | 51% | 61% |
| Maintenance Mechanic | 10 | 33% | 39% | 44% |
| Management Analyst II | 6 | 24% | 23% | 25% |
| Marine Patrol Officer | 3 | Insufficient data | | |
| Mental Health Worker II | 7 | -18% | -14% | -7% |
| Motor Vehicle Branch Office Manager | 6 | 27% | 28% | 30% |
| Occupational Safety Specialist | 8 | 11% | 15% | 25% |
| Office Assistant II | 12 | 27% | 26% | 27% |
| Office Associate II | 10 | 25% | 24% | 26% |
| Office Associate II Supervisor | 9 | 41% | 47% | 55% |
| Office Specialist I | 8 | 12% | 20% | 29% |
| Oil & Hazardous Materials Responder I | 2 | Insufficient data | | |
| Paralegal | 11 | 33% | 38% | 43% |
| Park Manager II | 4 | Insufficient data | | |
| Park Ranger | 7 | 33% | 35% | 37% |
| Plumber II | 9 | 27% | 33% | 39% |
| Principal Economic Research Analyst | 4 | Insufficient data | | |
| Principal Property Appraiser | 9 | 13% | 21% | 29% |
| Probation Officer | 5 | 10% | 6% | 17% |
| Project Manager | 5 | 17% | 19% | 19% |
| Public Health Inspector I | 6 | 18% | 18% | 18% |
| Recreation Therapist | 9 | 3% | 5% | 8% |
| Regional Education Representative | 4 | Insufficient data | | |

| Benchmark Title | Count of Matches | Base Pay Range | | |
|---------------------------------|------------------|-------------------|----------|---------|
| | | Minimum | Midpoint | Maximum |
| Rehabilitation Counselor II | 8 | 29% | 31% | 35% |
| Resource Management Coordinator | 4 | Insufficient data | | |
| Secretary | 12 | 13% | 12% | 14% |
| Senior Auditor | 6 | 13% | 22% | 29% |
| Senior Fire Investigator | 3 | Insufficient data | | |
| Senior Programmer Analyst | 8 | 30% | 31% | 34% |
| Social Services Program Manager | 6 | 23% | 25% | 29% |
| Staff Accountant | 10 | 42% | 45% | 48% |
| Staff Attorney | 8 | 25% | 32% | 40% |
| State Budget Officer | 6 | 26% | 19% | 10% |
| State Police Detective | 7 | -21% | -20% | -19% |
| State Police Lieutenant | 9 | 14% | 9% | 1% |
| State Police Sergeant-E | 9 | 15% | 11% | 7% |
| State Police Trooper | 10 | 0% | 0% | -1% |
| Superintendent of Insurance | 5 | -4% | 12% | -6% |
| Systems Team Leader | 10 | 21% | 28% | 35% |
| Teacher MS | 5 | -1% | -3% | -4% |
| Transportation Crew Supervisor | 6 | 6% | 5% | 3% |
| Transportation Worker II | 5 | -1% | 2% | 5% |

Competitiveness by Job Family

When looking at job families, Segal found that all, but six (6) job families were below market, as shown in **Table 10**.

Table 10
Overall Market Competitiveness by Job Family

| State of Maine Job Family | Benchmark Titles in Family | Benchmark Titles w/ 5+ Matches | State of Maine Pay Range as a % of Market Average | | |
|----------------------------------|----------------------------|--------------------------------|---|----------|---------|
| | | | Minimum | Midpoint | Maximum |
| Administrative Support | 8 | 8 | 82% | 81% | 78% |
| Analyst | 3 | 2 | 89% | 89% | 87% |
| Corrections | 4 | 2 | 81% | 79% | 78% |
| Education | 3 | 2 | 88% | 92% | 96% |
| Engineering | 4 | 4 | 85% | 82% | 81% |
| Executive Management | 7 | 4 | 87% | 83% | 91% |
| Financial | 8 | 8 | 82% | 81% | 80% |
| Health | 6 | 6 | 100% | 96% | 92% |
| Human Resources | 2 | 2 | 83% | 78% | 73% |
| Information Technology | 3 | 3 | 82% | 78% | 75% |
| Legal | 3 | 3 | 66% | 70% | 71% |
| Management | 3 | 3 | 89% | 88% | 86% |
| Natural Resources | 5 | 2 | 85% | 85% | 83% |
| Other technical and professional | 4 | 2 | 80% | 76% | 71% |
| Other, semi-skilled | 6 | 6 | 94% | 90% | 86% |
| Public Safety | 9 | 6 | 101% | 102% | 103% |
| Scientific | 5 | 5 | 88% | 86% | 84% |
| Skilled Trades | 6 | 6 | 86% | 84% | 82% |
| Social Services, professional | 7 | 6 | 85% | 83% | 80% |
| Social Services, support | 4 | 2 | 104% | 102% | 98% |

Competitiveness by Union

Segal found that benchmark jobs represented by three (3) unions were competitive, as shown in **Table 11**.

Table 11
Overall Market Competitiveness by Union

| State of Maine Union | Benchmark Titles in Union | Benchmark Titles w/ 5+ Matches | State of Maine Pay Range as a % of Market Average | | |
|--------------------------------------|---------------------------|--------------------------------|---|----------|---------|
| | | | Minimum | Midpoint | Maximum |
| Administrative Services MSEA | 7 | 7 | 82% | 82% | 80% |
| Confidential, No Union | 6 | 4 | 92% | 88% | 83% |
| Financial Order Required, No Union | 5 | 5 | 85% | 86% | 96% |
| Institutional Services AFSCME | 3 | 3 | 107% | 101% | 95% |
| Law Enforcement MSLEA | 6 | 2 | 96% | 98% | 92% |
| Multiple | 4 | 4 | 84% | 81% | 78% |
| Operation/Maintenance MSEA | 9 | 9 | 85% | 82% | 79% |
| Professional/Technical Services MSEA | 36 | 29 | 88% | 86% | 83% |
| State Police MSTA | 3 | 3 | 103% | 104% | 105% |
| Supervisory Services MSEA | 18 | 15 | 87% | 84% | 82% |
| Title V Confidential, No Union | 3 | 1 | 54% | 53% | 49% |

Pay Plan Information

Tables 1.a through 1.g in Appendix C – Pay Policies and Compensation Practices Tables detail characteristics of peer organizations' compensation practices.

Pay Schedule Design

The majority of peer organizations use a grade and step structure, which aligns with the State's practice of using a grade and step structure. As shown in **Table 1.a**, ten (10) peer organizations indicated that they use a grade and step structure, one (1) peer organization indicated using open range structure, and two (2) peer organization indicate that they use no range/flat rates. Three (3) peer organizations reported using multiple pay schedule designs. The State utilizes a grade and step structure and flat rates.

Employee Pay Progression

Most peer organizations indicate that longevity is the predominant driver of employee pay progression, which is consistent with the State's practice. Nine (9) peer organizations indicated that employee's progress through the pay structure based on longevity, five (5) reported using merit/performance, two (2) reported using market data, eight (8) reported using cost of living adjustments, general wage increases, or some other index, and only one (1) peer organization reported using the budget process. The State reported using longevity, merit/performance, and general wage increases as the drivers of employee pay progression. Details are shown in **Table 1.b**.

Pay Range Adjustments

Most peer organizations reported using market data and/or the collective bargaining process to make adjustments to pay schedules. The State reported using inflation and the collective bargaining process to adjust pay schedules. As shown in **Table 1.c**, eight (8) peer organizations reported using market data to adjust pay schedules; six (6) peer organizations reported using inflation; five (5) peer organizations reported using the budget process; and nine (9) peer organizations reported using the collective bargaining process to make pay schedule adjustments.

Written Documentation – Organizational Methodology of Pay

Half of the peer organizations have written policies related to the organizations methodology of pay. Policies vary by peer, but generally cover the purpose of the pay plan and how the pay plans are managed including updates to salary ranges, merit pay administration, and classification schematics. Details are shown in **Table 1.d**.

Written Documentation – Reclass Policy

Reclassification policies typically address the process for reclassifying an employee and/or position to a new or existing classification. All of the peer organizations, except one (1), have these written policies, which are consistent with the State's policies. Details are shown in **Table 1.d**.

Written Documentation – Promotion Policy

Nine (9) peer organizations have written documentation related to the promotional process and typically describe the associated salary adjustments. The State of Maine also has a promotion policy, which is consistent with the peer organizations. Details are shown in **Table 1.d**.

Written Documentation – Pay Compression Policy

As shown in **Table 1.d**, only one (1) peer organization has a pay compression policy that describes the procedures to address issues related to subordinate employees with higher salaries than their supervisor or manager. The State does not currently have a pay compression policy, which is consistent with the peer organizations.

Written Documentation – Salary Administration Policy

Six (6) peer organizations have written policies related to salary administration, which are consistent with the State's policies. These policies tend to identify who is responsible for maintaining the pay plan and how salaries are determined. Details are shown in **Table 1.d**.

Non-Monetary Perquisites

Six (6) organizations offer some or all employees a flexible work schedule that is dependent on the needs of the agency. The State of Maine offers all employees a flexible work schedule that is determined on a case-by-case basis, which is consistent with peer organizations. Half of the peer organizations offer compressed workweeks that are dependent on the needs of the agency and the State of Maine is consistent with peers in this practice. Details are shown in **Table 1.e**.

Overtime Pay – Exempt Jobs

As shown in **Table 1.f**, most of the peer organizations have overtime requirements that identify which exempt positions are eligible, the type of compensation they receive, and the rate paid for overtime employees. Peer organizations reported that most, if not all, exempt positions are eligible for overtime. Half of the peer organizations provide either comp time or overtime pay and five (5) of the organizations pay straight time rates. Consistent with peer organizations, the State provides exempt employees either comp time or overtime pay and pays straight time rates. However, eligibility is typically handled on an exception basis and requires prior approval, which is inconsistent with the peer organizations.

Longevity Pay

Seven (7) peer organizations provide employees with longevity pay. Employee groups that are eligible for longevity pay include union and non-union groups and public safety. The amount of longevity pay varies from a low of \$0.15 per hour up to \$1.70 per hour. Longevity payments start as early as five (5) years and go up to twenty-five (25) years with the most common payments occurring at fifteen (15) and twenty (20) years. The State provides employees with longevity pay ranging from \$0.20 per hour up to \$0.50 per hour and are paid at ten (10), fifteen (15), twenty (20), and twenty-five (25) years, which is consistent with peer organizations. Details are shown in **Table 1.g**.

Additional Pay Practices

Tables 2.a through 2.e in Appendix C – Pay Policies and Compensation Practices Tables detail additional pay offerings provided by the State and the peer organizations.

Pay Increase Guarantees

The State offers a minimum guaranteed pay increase for **promotions** to the step which is at least five (5) percent higher than the pay of the person being promoted, not to exceed the maximum of the pay range. The majority of peer organizations guarantee a minimum pay increase ranging from one (1) percent to nine (9) percent.

The State provides a minimum guaranteed increase for **reclassifications** in the amount of five (5) percent or step-to-step rule depending on the circumstances. Six (6) peer organizations guarantee a minimum increase for reclassifications and amounts range from three (3) percent to nine (9) percent. Details can be found in **Table 2.a**.

Hiring Rates

All of the peer organizations have a policy or practice regarding starting new employees above the pay range minimum. Typically, this practice depends upon the collective bargaining unit, is most commonly used for hard to fill positions, can be applied for candidates that have exceptional qualifications, and requires approval from the human resources agency. The State also has these policies and practices as well as conducting internal reviews to minimize inequities with existing employee salaries. Details can be found in **Table 2.b**.

Geographic Pay Differentials

As shown in **Table 2.c**, only one (1) peer organization offers employees a geographic pay differential. The State of Maine offers geographic pay differentials, but only for a specific class to address recruitment and retention issues.

On-Call Pay

Five (5) peer organizations provide on-call pay on holidays, Saturdays, Sundays, and regularly scheduled day off or leave time. Of those peer organizations, the majority offer on-call pay to non-exempt employees and pay employees straight time. Most of the peer organizations indicated that on-call eligibility and rates vary based on the collective bargaining agreement. The State provides non-exempt employees with on-call pay for holidays, Saturdays, Sundays, and regularly scheduled days off and leave time. The State pays employees a straight time rate, which is consistent with peer organizations. Details are shown in **Table 2.d**.

Standby Pay

Half of the peer organizations provide employees with standby pay for holidays, Saturdays, Sundays, and regularly scheduled days off and leave days. The majority of peer organizations provide both exempt and non-exempt employees with standby pay at a straight time rate. Similar to on-call pay, most peers indicated that standby eligibility and rates vary by collective bargaining agreement. Consistent with the peer organizations, the State provides non-exempt

employees with standby pay and rates vary depending on the collective bargaining agreement and the position. Details are shown in **Table 2.e**.

Specialty Pay Practices

Tables 3.a through 3.c in Appendix C – Pay Policies and Compensation Practices Tables detail supplemental pay and benefits provided by the State and the peer organizations.

Supplemental Pay - Hazardous Pay

As shown in **Table 3.a**, seven (7) peer organizations offer hazardous pay and amounts vary from a low of \$1.00 per hour up to a maximum of \$2.00 per hour. This form of compensation is typically paid one time and is primarily for public safety personnel. The State pays employees \$3.00 to \$5.00 per hour and eligible positions and work is determined by the collective bargaining agreements.

Supplemental Pay - Bilingual Pay

Only two (2) peer organizations offer bilingual pay. The State does not offer this form of specialty pay, which is consistent with the peer organizations as shown in **Table 3.a**.

Supplemental Pay - Special Skills Pay

The majority of peer organizations do not offer special skills pay. Of the organizations that do offer this form of supplemental pay, the amounts and frequency varies depending on special agreements or certification and licensing. The State offers supplemental pay for certified health care workers and public safety staff with specialties in a variety of areas and amounts vary depending upon the collective bargaining agreements. Details are shown in **Table 3.a**.

Shift Differentials (2nd and 3rd Shift)

The majority of peer organizations provide a shift differential for second and third shifts. Amounts and hours vary as shown in **Table 3.b**. The State also provides a second and third shift differential, which is consistent with peer organizations.

Shift Differentials (Weekend and Holiday)

Six (6) peer organizations offer a weekend and holiday shift differential. Weekend shift differentials range from \$0.40 per hour up to \$3.00 per hour and usually start on Friday evenings through Sunday evenings. Holiday shift differentials are typically paid at time and half or comp time and the hours vary depending on the day and hours worked. The State is consistent with peer organizations in offering this specialty pay and details are shown in **Table 3.b**.

Supplemental Benefits

Eight (8) peer organizations offers employees educational reimbursements with amounts that vary and are typically based on the level of education attained. The State also offers this benefit and amounts vary depending on agency policy and availability of funds. Only three (3) peer organizations offer commuter benefits which can be used for parking or transit and pay \$3,240

annually. The State does not offer this benefit, which is consistent with peer organizations. The majority of peer organizations do not provide hiring bonuses and the State is consistent with peers in not offering this benefit. Two (2) peer organizations offer referral and recruitment bonuses with amounts that vary depending on the agency or union agreement. The State of Maine provides recruitment and retention stipends for specific jobs that are difficult to fill and amounts vary. Details are shown in **Table 3.c**.

Appendix A - Market Survey Document

| Survey Section | Page |
|--------------------------|------|
| Background | A-2 |
| Pay Plan Information | A-3 |
| Additional Pay Practices | A-5 |
| Specialty Pay | A-7 |
| Telecommuting Practices | A-9 |
| Benchmark Summaries | A-10 |
| Benchmark Salary Data | A-25 |
| Final Comments | A-28 |

**STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Background**

| GENERAL INFORMATION | | | | |
|---|---|--------------|--|------------|
| Organization Name | | | | |
| Name | | | | |
| Title | | | | |
| Email | | | | |
| Phone | | | | |
| Address 1 | | | | |
| Address 2 | | | | |
| City | | State | | Zip |
| | | | | |
| BACKGROUND INFORMATION | | | | |
| Current Resident Population | <input style="width: 100%;" type="text"/> | | | |
| General Fund Operating Budget (FY 2021) | <input style="width: 100%;" type="text"/> | | | |
| Instructions: This survey covers pay policies, pay practices and salaries. Tab 1 contains questions regarding pay plan information Tab 2 contains additional questions regarding pay practices Tab 3 contains questions regarding specialty pay and pay differentials Tab 4 contains questions regarding telecommuting practices Tab 5 contains a list of job titles and job summaries Tab 6 contains a form to provide your organization's matching salary information Tab 7 contains a space for you to provide us with any additional information | | | | |
| Please provide the following information via email with your survey document or provide a link to access the information online: | | | | |
| Link to Access Information Online | | | | |
| - Salary schedules | <input style="width: 100%;" type="text"/> | | | |
| PLEASE EMAIL COMPLETED SURVEY By: July 17, 2020 To: Rebecca Dayton Please call or email if you have any specific questions or concerns: Telephone: 202.603.2156 Email: rdayton@segalco.com | | | | |

STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Pay Plan Information

Instruction: Please answer each question below, as applicable.

PAY PLAN/PAY SCHEDULE INFORMATION

1. What type(s) of pay plan(s) cover the job titles listed in Benchmark Salary Data? Place an X in all applicable boxes.

Grade and Step

Grades, No Steps (Range minimums and maximums, or midpoint based only)

No Ranges (flat rates only)

Please provide any additional information regarding the pay plans used below (for example - differences among job titles).

2. How do employees progress through the pay range for their current job title? Place an X in all applicable boxes.

Longevity or time in job

Merit/Performance Increases (varies by performance rating)

Market Data Adjustments

Cost of living adjustments, General Wage Increases or some other index; please specify in notes

Budget process / financial ability

Please provide any additional information regarding pay adjustments below (for example - differences among job titles)

3. Which of the following do you use to adjust pay ranges/schedules? Place an X in all applicable boxes.

Market Data

Cost of living adjustment, General Wage Increase (GWI) or some other index; please specify in notes

Budget process / financial ability

Collective Bargaining Agreement

Please provide any additional information regarding pay adjustments below (for example - differences among job titles).

4. Do you have written documents/policies for the issues listed below?

Organization methodology for pay

Reclassifications

Promotions

Pay Compression Issues

Salary Administration

[Please Select]

[Please Select]

[Please Select]

[Please Select]

[Please Select]

If Yes, please attach a copy of written document/s or policy/ies or provide the link to access the documents online.

**STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Pay Plan Information**

| NON-MONETARY PERQUISITES | | | |
|---|--|--------------------------------------|--|
| 5. What non-monetary benefits/perks does your organization offer? | | | |
| | Yes or No? | What job titles are eligible? | Please describe: |
| Flexible Work Schedules | [Please Select] | | |
| Compressed Workweek | [Please Select] | | |
| Any others not mentioned above? | | | |
| Please provide any additional comments regarding other non-monetary perquisites. | | | |
| | | | |
| OVERTIME PAY | | | |
| 6. What types of exempt jobs, if any, are eligible for <u>paid overtime</u> or <u>comp time</u> ? | | | |
| | | | |
| 7. Are employees in exempt jobs compensated by paid overtime, comp time, or either? | | | [Please Select] |
| 8. At what rate are employees in exempt jobs compensated for overtime, if applicable? | | | [Please Select] |
| LONGEVITY PAY | | | |
| 9. Do you offer longevity pay? | | | [Please Select] |
| If so, which employee groups receive longevity pay? | | | |
| 10. How much longevity pay do employees receive for each year of service? | | | |
| | Completed Years of Service | Annual Amount (\$ or %) | |
| | 1 year | | 14 years |
| | 2 years | | 15 years |
| | 3 years | | 16 years |
| | 4 years | | 17 years |
| | 5 years | | 18 years |
| | 6 years | | 19 years |
| | 7 years | | 20 years |
| | 8 years | | 21 years |
| | 9 years | | 22 years |
| | 10 years | | 23 years |
| | 11 years | | 24 years |
| | 12 years | | 25 years |
| | 13 years | | |
| Please provide any additional comments regarding longevity pay. | | | |
| | | | |

**STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Additional Pay Practices**

Instruction: Please answer each question below, as applicable.

PAY INCREASE GUARANTEES

| | | Amount (\$ or %) |
|--|-----------------|---------------------|
| 11. Do you have a minimum guaranteed pay increase percentage for promotions? | [Please Select] | |
| 12. Do you have a minimum guaranteed pay increase percentage for reclassification to a higher grade? | [Please Select] | |

If Yes, please describe your policy below (or attach a link or copy of written policy).

HIRING RATES

| | |
|---|-----------------|
| 13. Can new employees start above the pay range minimum salary that is based on their years of <u>job-related</u> experience? | [Please Select] |
|---|-----------------|

If Yes, please describe your policy below (or attach a link or copy of written policy).

GEOGRAPHIC PAY DIFFERENTIALS

| | |
|--|-----------------|
| 14. Do you provide geographic pay differentials based on employees' work location? | [Please Select] |
|--|-----------------|

If Yes, please describe your policy below (or attach a link or copy of written policy).

ON-CALL PAY

15. How are employees paid for being on-call (On-Call pay)?
Select *Straight Time*, *Overtime Rate (1.5x straight time)*, or *Double Time (2x straight time.)*

| | Applicable EE Group | Rate of Pay |
|---|---------------------|-----------------|
| Holidays | [Please Select] | [Please Select] |
| Saturdays | [Please Select] | [Please Select] |
| Sundays | [Please Select] | [Please Select] |
| Regularly scheduled day off | [Please Select] | [Please Select] |
| Regularly scheduled leave day (e.g. vacation day) | [Please Select] | [Please Select] |

Please provide any additional information regarding your On-Call policy below.

**STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Additional Pay Practices**

| STANDBY PAY | | | | | | | | | | | | | |
|--|--|---------------------|-------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| 16. How are employees paid <u>when on standby (Standby pay)</u>? <i>Select Straight Time, Overtime Rate (1.5x straight time), or Double Time (2x straight time.)</i> | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |
| Holidays | <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #00b0f0; color: black;"> <th style="text-align: center; padding: 5px;">Applicable EE Group</th> <th style="text-align: center; padding: 5px;">Rate of Pay</th> </tr> </thead> <tbody> <tr> <td style="text-align: center; padding: 5px;">[Please Select]</td> <td style="text-align: center; padding: 5px;">[Please Select]</td> </tr> <tr> <td style="text-align: center; padding: 5px;">[Please Select]</td> <td style="text-align: center; padding: 5px;">[Please Select]</td> </tr> <tr> <td style="text-align: center; padding: 5px;">[Please Select]</td> <td style="text-align: center; padding: 5px;">[Please Select]</td> </tr> <tr> <td style="text-align: center; padding: 5px;">[Please Select]</td> <td style="text-align: center; padding: 5px;">[Please Select]</td> </tr> <tr> <td style="text-align: center; padding: 5px;">[Please Select]</td> <td style="text-align: center; padding: 5px;">[Please Select]</td> </tr> </tbody> </table> | Applicable EE Group | Rate of Pay | [Please Select] | [Please Select] | [Please Select] | [Please Select] | [Please Select] | [Please Select] | [Please Select] | [Please Select] | [Please Select] | [Please Select] |
| Applicable EE Group | Rate of Pay | | | | | | | | | | | | |
| [Please Select] | [Please Select] | | | | | | | | | | | | |
| [Please Select] | [Please Select] | | | | | | | | | | | | |
| [Please Select] | [Please Select] | | | | | | | | | | | | |
| [Please Select] | [Please Select] | | | | | | | | | | | | |
| [Please Select] | [Please Select] | | | | | | | | | | | | |
| Saturdays | | | | | | | | | | | | | |
| Sundays | | | | | | | | | | | | | |
| Regularly scheduled day off | | | | | | | | | | | | | |
| Regularly scheduled leave day (e.g. vacation day) | | | | | | | | | | | | | |
| Please provide any additional information regarding your Standby policy below. | | | | | | | | | | | | | |
| | | | | | | | | | | | | | |

STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Specialty Pay

Instructions: Please provide information for each type of pay policy that is in addition to base pay. Provide the amount of additional pay as a % of base pay or \$ amount per hour.

SUPPLEMENTAL PAY

17. If your organization provides supplemental pay, please indicate your policy below.

| Type of Pay | Amount | Frequency (Annual or One Time) | Additional Policy Information <i>Example: Bilingual Pay - \$250 per year once employee has passed the proficiency exam for the language</i> |
|----------------|--------|--------------------------------------|--|
| Hazardous Pay | | [Please Select] | |
| Bilingual Pay | | [Please Select] | |
| Special Skills | | [Please Select] | |

Use the space below for any additional comments regarding pay supplements:

**STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Specialty Pay**

| SHIFT DIFFERENTIALS | | | |
|--|--------------------------------------|---|--|
| 18. If your organization provides <u>shift differentials</u> , please indicate your policy below. | | | |
| | Amount (% of base or \$ per hour) | Applicable Hours (e.g., 8 p.m. to 4 a.m.) | |
| 2nd Shift | | | |
| 3rd Shift | | | |
| Weekend | | | |
| Holidays | | | |
| SUPPLEMENTAL BENEFITS | | | |
| 19. Does your organization provide additional bonuses/allowances/stipends/reimbursements for any of the following? | | | |
| Type of Benefit | Amount | Frequency (Annual or One Time) | Additional Policy Information <i>Example: Tuition assistance - \$5000 per year for employees who sign a 3-year commitment to remain in organization</i> |
| Education/Tuition Assistance/Student Loan Reimbursement | | [Please Select] | |
| Commuter Benefits | | [Please Select] | |
| Hiring Bonus | | [Please Select] | |
| Referral/Recruitment Bonus | | [Please Select] | |
| Use the space below for any additional comments regarding <u>supplemental benefits</u> : | | | |
| | | | |

**STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Telecommuting Practices**

| | |
|--|--|
| Instruction: Please answer each question below, as applicable. | |
| TELECOMMUTING PRACTICES | |
| 20. Are employees allowed to telework? | <input style="width: 100px;" type="text" value="[Please Select]"/> |
| 21. Which of the following job categories are eligible for telework? <i>Place an X in <u>all</u> applicable boxes.</i> | |
| Administrative and clerical | <input style="width: 100px;" type="text"/> |
| Professional and technical | <input style="width: 100px;" type="text"/> |
| Skilled trades | <input style="width: 100px;" type="text"/> |
| Other blue collar | <input style="width: 100px;" type="text"/> |
| Supervisors and Managers | <input style="width: 100px;" type="text"/> |
| 22. Is telework limited to certain job titles within the above job categories? If so, please indicate titles below. | |
| | Titles |
| Administrative and clerical | <input style="width: 200px;" type="text"/> |
| Professional and technical | <input style="width: 200px;" type="text"/> |
| Skilled trades | <input style="width: 200px;" type="text"/> |
| Other blue collar | <input style="width: 200px;" type="text"/> |
| Supervisors and Managers | <input style="width: 200px;" type="text"/> |
| 23. How often are employees allowed to work from home (e.g. max days per week) | |
| | <input style="width: 100px;" type="text"/> |
| 24. Is there a formal process to authorize telework arrangements? | |
| | <input style="width: 100px;" type="text" value="[Please Select]"/> |
| 25. Do you supply employees with technology equipment to support telework (e.g. laptops, tablets, etc.)? | |
| | <input style="width: 100px;" type="text" value="[Please Select]"/> |
| 26. Are employees reimbursed for office supplies, internet, etc. used at home for business purposes? | |
| | <input style="width: 100px;" type="text" value="[Please Select]"/> |
| 27. If telework is permitted, how do you monitor productivity? | |
| | |
| 28. Do you advertise telework as part of your employee benefits? | |
| | <input style="width: 100px;" type="text" value="[Please Select]"/> |
| 29. Do you have positions that are designated as working exclusively from home? | |
| | <input style="width: 100px;" type="text" value="[Please Select]"/> |
| If so, please indicate titles below. | |
| | |
| 30. What is the approximate percentage of non-public safety or non-public health related employees who work from home? | |
| | <input style="width: 100px;" type="text"/> |
| 31. Please use the space provided below to describe any lessons learned in implementing telework. | |
| | |

**STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Benchmark Summaries**

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|---|---|---|
| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 1 | Accounting Analyst Supervisor | <p>Job Summary: This is a <u>supervisory level</u> position. This is professional services work developing and applying agency-specific accounting and other control systems and exercising considerable independence and initiative in completing tasks based on standard accounting and auditing procedures; managing accounting and other control systems that require modifications for making system changes and improvements; and for directly supervising state employees including assigning, disciplining, evaluating, and monitoring the work of these state employees. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A master's degree in accounting from an accredited educational institution that includes at least 18 semester hours in accounting coursework OR a bachelor's degree in accounting from an accredited educational institution that includes at least 18 semester hours in accounting coursework and 2 years of practical work experience providing complex technical accounting support in a professional accounting environment OR an associate's degree in accounting from an accredited educational institution and 5 years of practical work experience providing complex technical accounting support in a professional accounting environment OR 8 years of practical work experience providing complex technical accounting support in a professional accounting environment.</p> |
| 2 | Accounting Associate I | <p>Job Summary: This is an <u>entry level</u> position. Provides accounting support services related to financial accounts, records, and taxes, and processing financial information. This is complex office and administrative accounting support services work maintaining routine, standardized accounting and financial records. Responsibilities require independent judgment in prioritizing assignments and selecting the most appropriate course of action within established operating procedures.</p> <p>Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a solid knowledge of bookkeeping principles and practices necessary to perform complex work in maintaining specialized accounting and financial records, and 2) the ability to use independent judgment in handling exceptions to established work assignments, priorities, and schedules.</p> |
| 3 | Assistant Attorney General | <p>Job Summary: This is a <u>managerial level</u> position. Assistant Attorneys General may perform all the duties required of the Attorney General and other duties the Attorney General delegates to them.</p> <p>Minimum Qualifications: Must be a member of the Bar and in good standing.</p> |
| 4 | Assistant Director Division Medicaid/Medicare Services | <p>Job Summary: This is a <u>managerial level</u> position. This is professional services work assisting in the administration of Medicaid/Medicare programs and services. Responsibilities include directing and overseeing day-to-day Division activities, assisting in designing or amending Medicaid/Medicare programs and services, developing and amending fines and sanctions, evaluating program progress and effectiveness, and supervising a small professional and management staff. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in health or hospital administration, or related field and four (4) years professional experience in medical and/or health care administration to include three (3) years in a supervisory capacity.</p> |
| 5 | Auditor II | <p>Job Summary: This is a <u>lead level</u> position. This is professional services work in conducting independent, complex audits of organizational units of government or business entities. Work includes reviewing effectiveness of and adherence to accounting and administrative controls, financial condition, and compliance and effectiveness of program operations. Positions in this classification perform the full range of professional auditing work and may act as a lead worker over other audit staff on larger assignments. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in accounting, business administration, or related field and two (2) years experience in accounting/auditing -OR- a six (6) year combination of education, training, and/or experience at a professional auditing or accounting level – OR- a 5 year combination of education, training, and/or experience at a professional auditing or accounting level which includes one year experience at the entry level.</p> |
| 6 | Biologist II | <p>Job Summary: This is a <u>lead level</u> position. This is professional services and scientific work in planning, coordinating, implementing, administering, and supervising regional or multi-use programs or multiple species research studies for the maintenance and perpetuation of wildlife species and aquatic resources. Responsibilities include the operation of a regional office or multi-species research project, budgeting, long range planning, goal attainment, reporting, and ensuring activities conform to agency rules and regulations. Supervision may be exercised over professional, technical, and clerical staff. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in biology, wildlife management, or related field -AND- three (3) years experience in laboratory or field research of fish and wildlife including experience in a supervisory capacity. Directly related work experience may be substituted for education on a year-for-year basis.</p> |
| 7 | Budget Analyst | <p>Job Summary: This is a <u>lead level</u> position. Often referred to as the subject matter expert and regularly exercising independent judgment on important matters affecting the agency's operations, the Budget Analyst provides consultative, professional advice and expertise about significant budgetary issues to agency and executive management. This position may supervise staff or provide leadership for selected activities, but the primary focus is to provide consultative expertise. May be a member of the agency's senior management team and work is performed under administrative direction.</p> <p>Minimum Qualifications: Experience in finance, economics, or budgeting and a bachelor's degree in public administration or related field. Equivalent related experience may be substituted for education. A master's degree in public administration or related field is preferred.</p> |

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Benchmark Summaries**

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|---|---|---|
| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 8 | Building Custodian | <p>Job Summary: This is a <u>journey level</u> position. This is maintenance and personal service work involving the custodial care and maintenance of public or institutional buildings and premises. Responsibilities include the care and operation of heating systems and may involve the supervision of a limited number of helpers. Work is performed under general supervision.</p> <p>Minimum Qualifications: Experience and training which demonstrates a basic knowledge of building and grounds maintenance and repair.</p> |
| 9 | Building Maintenance Supervisor | <p>Job Summary: This is a <u>supervisory level</u> position. This is structure and craft work overseeing the repair, maintenance, and housekeeping functions of a group of state buildings. Responsibilities include directing the activities of groups of skilled, semi-skilled, and unskilled workers performing general maintenance, repair, and custodial tasks. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A four (4) year combination of education, training, and/or experience in general maintenance and repair work providing a basic knowledge of carpentry, masonry, electrical work, plumbing, and painting. At least one (1) year must have included supervision of skilled or unskilled workers performing general maintenance, repair, and/or custodial tasks.</p> |
| 10 | Building Mechanical Systems Specialist | <p>Job Summary: This is a <u>lead level</u> position. This is structure and craft work at the Master's level involving the installation, service, maintenance, and operation of plumbing or heating systems, and cooling systems. Work involves performing a variety of skilled tasks in installing, maintaining, and repairing systems and components; operating mechanical and computerized systems of a large number of buildings and facilities statewide; identifying needed repairs; and performing life cycle analysis of existing systems to determine adequacy and to prioritize related activities. Employees in this class can do renovation and new construction work under their own license, obtaining required permits, providing functional direction of skilled, semi-skilled, and unskilled workers to ensure work done by others complies with applicable codes, standards, and specifications, and will pass formal inspection. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Current valid Master Plumber's license as issued by the Plumber's Examining Board or current valid Master Oil Burner Mechanic's License as issued by the Fuel Board. Environmental Protection Agency #608 Universal Technician Certification Propane and Natural Gas Technician License with endorsements (Large Equipment Connection/Service).</p> |
| 11 | Business Operations Manager | <p>Job Summary: This is a <u>managerial level</u> position. The Business Operations Manager directly manages at least two major business operations programs or a small to medium business operations division. This position implements program policies and initiatives in support of agency goals and objectives established by executive management. May be a member of the agency's senior management team. Supervision is typically exercised over a variety of personnel and work is performed at the direction of a senior-level administrator.</p> <p>Minimum Qualifications: A bachelors degree in public or business administration or closely related field and progressively responsible experience in administrative management to include budget, finance, personnel, and procurement functions. Equivalent directly related experience may be substituted for educational requirement.</p> |
| 12 | Careercenter Consultant | <p>Job Summary: This is a <u>journey level</u> position. This is professional services work providing employment consultative services to a diverse customer population which includes the public and employers/businesses. Responsibilities include interviewing, testing, and counseling customers; providing pre-vocational or vocational guidance; determining eligibility; and referring customers to employment programs or services. Work may include case management services or caseloads with customers with difficult employment outlooks and histories. Employer and business consultative work may include promotion of agency services, job-site assessments, development and facilitation of recruitment strategy, and job development services. Work is performed under general supervision.</p> <p>Minimum Qualifications: A four (4) year combination of education, training and/or work experience at the paraprofessional or professional level in job counseling, employment interviewing and job placement, or related vocational services.</p> |
| 13 | Chemist II | <p>Job Summary: This is a <u>lead level</u> position. This is seasoned professional services and scientific work in planning, implementing, coordinating, directing, and overseeing specific projects for monitoring a broad range of organic, inorganic, and biological agents. Work may involve responsibility for special or field projects which require personnel planning and supervision, budget preparation, and project implementation. Supervision may be exercised over professional, technical, and clerical employees. The work performed is broader and more complex and requires a seasoned chemistry background. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in chemistry, biochemistry, or related laboratory science and two (2) years professional level experience in analytical chemistry. Equivalent experience may be substituted for education on a year-for-year basis.</p> |
| 14 | Civil Engineer II | <p>Job Summary: This is a <u>lead level</u> position. This is professional civil engineering work in performing a variety of complex engineering functions relating to the planning, project development, and/or maintenance of public works structures and facilities. Employees in this class may act as a Resident Engineer on a complex (Class 3) construction project, as defined by the Department. Supervision may be exercised over subordinate technical and professional personnel performing complex tasks. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Licensed as a Professional Engineer and two (2) years of experience in civil engineering at the professional level.</p> |

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|---|--|---|
| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 15 | Civil Engineer III | <p>Job Summary: This is a <u>supervisory level</u> position. This is professional civil engineering work in an area such as construction, design, planning, or traffic. Primary duties and responsibilities include supervising and assisting in the administration of a variety of engineering functions relative to public works structures and facilities including highways, railways, bridges, dams, water supply, and sewage systems. This level may serve as an assistant division engineer or an office engineer. Supervision is exercised over a technical and professional staff performing engineering tasks within an established functional organizational unit within a complete functional area. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Licensed as a Professional Engineer and four (4) years work experience in Civil Engineering at the professional level, two (2) years of which must be performing complex engineering functions related to the planning, project development, and/or maintenance of public works structures and facilities.</p> |
| 16 | Civil Rights/ADA Coordinator | <p>Job Summary: This is a <u>lead level</u> position. This position is responsible for evaluating, developing, and implementing departmental policies and procedures to ensure compliance with the Civil Rights Act (CRA) and the Americans with Disabilities Act (ADA); actively promoting ongoing collaboration between the Department and provider agencies regarding access to services funded by the Department; seeking feedback concerning the adequacy and effectiveness of the Department's efforts to fully comply with the CRA and the ADA and recommending necessary modifications, subsequent actions, or plans; and promoting the inclusion of and serving as a liaison to community representatives and other stakeholders in the development of related actions and plans. This position may supervise staff or provide leadership for selected activities, but the primary focus is to provide consultative expertise. May be a member of the agency's senior management team and work is performed under administrative direction.</p> <p>Minimum Qualifications: Combination of education, training, and experience in EEO/AA program administration, public human resource administration, or related field including contract administration experience.</p> |
| 17 | Claims Adjudicator (unemployment compensation) | <p>Job Summary: This is a <u>lead level</u> position. This is administrative work in determining eligibility of claimants for unemployment compensation (UC) benefits and other available programs and investigating possible fraudulent claims. Responsibilities include analyzing relevant information; interviewing claimants, employers and witnesses; interpreting and applying Employment Security Law; writing decisions; auditing paid claims; investigating allegations of fraud; and/or administering the Combined Wage Program. Supervision may be exercised over claims specialists, aides, or clerical personnel. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in business administration, human resources, economics, finance, or related field and two (2) years of technical, administrative, or paraprofessional support level experience in public contact work which demonstrates interviewing, data gathering, and analytical skills. Comparable work experience may be substituted for education on a year-for-year basis.</p> |
| 18 | Clerk IV | <p>Job Summary: This is a <u>supervisory level</u> position. This is office and administrative support work managing office support services for one or more operational units within an agency. Responsibilities include overseeing, monitoring, and coordinating functions relating to personnel, clerical services, and office operations and may include building maintenance and leased property. Supervises subordinate State employees. Work requires exercising independent judgment, initiative, and discretion to make determinations on varied matters and those specific to each hiring agency. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Six (6) years of responsible clerical experience to include two (2) years performing supervision or performing highly independent clerical work.</p> |
| 19 | Commissioner Department of Administrative & Financial Services | <p>Job Summary: This is a <u>director level</u> position. The cabinet-level Department of Administrative & Financial Services is under the supervision and control of the Commissioner, who serves at the pleasure of the Governor. The department shall coordinate financial planning and programming activities of departments and agencies of the State Government for review and action by the Governor, prepare and report to the Governor and to the Legislature financial data and statistics and administer under the direction of the State Liquor and Lottery Commission the laws relating to legalized alcoholic beverages within this State. The department consists of the following bureaus and organizations: Bureau of Human Resources; Bureau of Alcoholic Beverages and Lottery Operations; Bureau of General Services; Office of the State Controller; State Budget Office; Revenue Service; Office of Information Services, and the State Liquor and Lottery Commission.</p> <p>Minimum Qualifications: Minimum qualifications are determined at the time of recruitment. This is the top admin & financial position in State Government, serving at the pleasure of the Governor.</p> |
| 20 | Comprehensive Health Planner I | <p>Job Summary: This is an <u>entry level</u> position. This is professional services work in planning and monitoring health programs and services. Responsibilities include developing and implementing health programs; monitoring, analyzing, and evaluating program effectiveness; and recommending program modifications and/or improvements. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in public/community health, health administration, health sciences or health education, public administration, government, social work, or a closely related field and two (2) years professional experience in the planning, development, coordination and/or evaluation of health programs or services -OR- an equivalent six (6) year combination of education, training, and experience.</p> |
| 21 | Conservation Aide | <p>Job Summary: This is an <u>entry level</u> position. This is maintenance and personal services work in performing manual labor tasks related to the conservation and preservation of natural resources. Work may include collecting data, sampling, transporting species, netting species, tagging fish or wildlife, harvesting and replanting species, and making mechanical equipment repairs. Work is performed under immediate supervision.</p> <p>Minimum Qualifications: Knowledge and/or experience in conservation work and/or a high school diploma or equivalent.</p> |

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|---|---|---|
| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 22 | Contract/Grant Specialist | <p>Job Summary: This is a <u>journey level</u> position. This is professional services work in negotiating, processing, administering, and monitoring contracts, grants, and other purchase of service agreements. Work includes conducting on-site visits with providers, providing information and assistance, evaluating provider performance, and coordinating and conferring with outside resources in the delivery of services. Work is performed under general supervision.</p> <p>Minimum Qualifications: A six (6) year combination of education and/or professional experience in contract or grant administration.</p> |
| 23 | Correctional Captain | <p>Job Summary: This is a <u>managerial level</u> position. This is investigative and protective services work monitoring and overseeing staff on a work-shift or program activity in an adult correctional facility. Work includes scheduling and assigning staff, directing the activities of subordinate personnel, implementing operational procedures, and maintaining records. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Five (5) years of education, training, and/or experience in correctional institution security and/or prisoner care and custody programs which includes at least two years of responsible correctional supervisory experience.</p> |
| 24 | Correctional Officer | <p>Job Summary: This is an <u>entry level</u> position. This is investigative and protective services work involving the custody, security, discipline, treatment, and rehabilitation of persons committed to an adult correctional facility. Work includes monitoring prisoner behavior, directing and overseeing prisoner activities, participating in the development and implementation of treatment strategies, integrating daily activities with treatment goals, enforcing prisoner discipline, and preparing prisoner behavior and incident reports. Work is performed under general supervision.</p> <p>Minimum Qualifications: Graduation from high school or equivalent.</p> |
| 25 | Corrections Unit Manager | <p>Job Summary: This is a <u>managerial level</u> position. This is investigative and protective services work of a managerial nature in planning, coordinating, directing, overseeing, and evaluating security and treatment programs within a designated housing unit with multiple pods or dorms within an adult correctional institution or facility. Responsibilities include interpreting, applying, and administering institutional policies and procedures, performing quality assurance audits, conducting internal affairs investigations, and serving as a subject matter expert to senior managers involved in facility wide decisions. Work includes performing investigations which may involve properly searching and seizing evidence. Supervision is exercised over professional, technical, and clerical employees. Work is performed under limited supervision.</p> <p>Minimum Qualifications: An eight (8) year combination of education, training, and/or experience in criminal justice, corrections, social sciences, psychology or a related field with knowledge of correctional or risk reduction programming, including two (2) years of experience in a correctional environment (institutions or community corrections) and with correctional case management practices.</p> |
| 26 | Customer Representative Associate II | <p>Job Summary: This is a <u>journey level</u> position. This position provides quality customer service to citizens in order to assist in resolving questions and problems concerning laws, services, and agency policies and procedures. This is complex customer service in assisting internal and external customers requiring a solid knowledge of the principles and practices of quality customer service. Positions in this classification provide office and administrative support work with a regulatory or eligibility component in assisting the public with applications, fees, examinations, and/or services. Responsibilities require independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures.</p> <p>Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a solid knowledge of the principles and practices of quality customer service to perform complex work in assisting the public with applications, fees, examinations, or social services that have an eligibility or compliance component; and 2) the ability to use independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures.</p> |
| 27 | Deputy Commissioner Administrative & Financial Services | <p>Job Summary: This is a <u>director level</u> position. The Deputy Commissioner is under the Commissioner's immediate supervision, direction, and control; serves at the commissioner's pleasure; and performs such duties as the Commissioner may prescribe.</p> <p>Minimum Qualifications: Minimum qualifications are based on the specific position being filled, and are determined at the time of recruitment.</p> |
| 28 | Deputy Commissioner Department of Education | <p>Job Summary: This is a <u>director level</u> position. This is executive work directing and managing internal operational activities of the Department of Education, as well as developing, coordinating, and aligning major policy initiatives with internal and external partners to accomplish the mission of the organization. Responsibilities include making day-to-day operational management decisions; oversight of policies and programs; and management over a large staff of managerial, professional, technical, and clerical employees. In addition, there is significant involvement in overseeing policy development and implementation as it relates to the work of a wide range of external partners and stakeholders.</p> <p>Minimum Qualifications: Minimum qualifications are determined at the time of recruitment.</p> |

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|---|---|---|
| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 29 | Deputy Director, Bureau of Human Resources | <p>Job Summary: This is a <u>managerial level</u> position. This position is a multi-faceted and highly responsible position in State Government. The scope of responsibilities spans the extensive array of human resources services to support all departments in State Government. The Deputy Director operates with a high degree of discretion and autonomy in the administration and management of statewide human resources programs. The position determines how best to utilize staff resources; plans, selects, and devises methods and procedures to be utilized; develops standards of quality and quantity for divisions; assures that completed work meets desired standards; and sets performance expectations for staff. Analyzes and evaluates operations policies and procedures, advises the Bureau Director, and works on special projects. The executive is a member of the agency's senior leadership. Supervision is exercised over a variety of personnel and work is performed under general direction.</p> <p>Minimum Qualifications: Minimum qualifications are based on the specific position being filled.</p> |
| 30 | Development Program Manager | <p>Job Summary: This is a <u>managerial level</u> position. This is professional services work of a managerial nature in planning, organizing, coordinating, and advising on community, business, or resource development programs. Responsibilities include designing and providing technical assistance to local businesses and governments through a community development staff, regional planning agencies, and/or consultant contracts. Work is performed under limited supervision.</p> <p>Minimum Qualifications: An eight (8) year combination of experience, education, and training of a progressively responsible nature in financial, public, business, and/or resource management to include supervisory experience.</p> |
| 31 | Director Office of Elder Services | <p>Job Summary: This is a <u>managerial level</u> position. Directs and manages all programs and services for elderly adults and adults in need of protective services authorized under the Department of Health and Human Services statutes. This position is appointed by and serves at the pleasure of the Commissioner of the Department of Health and Human Services.</p> <p>Minimum Qualifications: By statute, must have educational qualifications and professional experience directly related to the functions of and services provided by the relevant unit or office.</p> |
| 32 | Director, Public Information | <p>Job Summary: This is a <u>director level</u> position. The Director, Division of Information and Outreach directly manages outreach programs for a small to medium agency. The manager has some latitude to change the program scope, policy or implementation, and the objectives are clearly defined. Work involves developing and implementing related policies and procedures; directing and performing staff support activities; and/or providing daily program administration. May be a member of the agency's senior management team. Supervision is typically exercised over a variety of personnel and work is performed under administrative direction.</p> <p>Minimum Qualifications: Minimum qualifications are based on the specific position being filled.</p> |
| 33 | Education Specialist II | <p>Job Summary: This is a <u>journey level</u> position. This is professional services work in planning and overseeing a statewide education program in a specific specialty/subject area. Responsibilities include organizing, promoting, interpreting, developing policy, and administering assigned program through consultation with superintendents and cooperating agencies, and group or individual teacher conferences. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in education or required specialty/subject area and two (2) years professional level experience in required specialty/subject area. A masters degree in education or required specialty/subject area may be substituted for experience on a year-for-year basis. Individual positions may require a professional teaching certificate in assigned specialty/subject area as issued by the State Department of Education & Cultural Services.</p> |
| 34 | Eligibility Specialist | <p>Job Summary: This is a <u>journey level</u> position. This is paraprofessional support work in determining initial and continuing eligibility of applicants for family independence programs. Responsibilities include obtaining and verifying information, determining applicant eligibility for program benefits, and verifying correctness of previous determination decisions. Work is performed under general supervision.</p> <p>Minimum Qualifications: A four (4) year combination of education, training, and/or progressively responsible experience in a social services setting which demonstrates interviewing and data gathering skills as needed to form basis for judgments in eligibility determinations, claims resolutions, and/or customer service requests – OR – a bachelors degree in social services, business administration, or other related field.</p> |
| 35 | Emergency Communication Specialist | <p>Job Summary: This is an <u>entry level</u> position. This is office support and clerical work in receiving, organizing, and relaying information, instructions, and requests from and to the public and emergency/law enforcement personnel via various forms of telecommunications (e.g. radio, computer, telephone, teletype, fax, etc.). Work includes receiving, organizing, and transmitting information, orders, and requests; and dispatching people and equipment at the onset of complaints and emergencies. Working environment is high-pressured and fast-paced. Work is performed under general supervision.</p> <p>Minimum Qualifications: Graduation from high school or equivalent. Certification as a State Terminal Operator. Certification as an Emergency Telecommunicator. Certification as an Emergency Fire Dispatcher. Certification as an Emergency Medical Dispatcher (inherent in this certification is completion of approved CPR training).</p> |
| 36 | Engineering Technician | <p>Job Summary: This is a <u>lead level</u> position. This is technical services work in performing difficult and moderately complex engineering duties in a variety of field and office engineering specialties. Supervision is exercised over subordinate technical personnel performing moderately complex tasks. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Five (5) years of experience in engineering –OR– an associate degree in engineering or a related technical field and three (3) years of experience in engineering –OR– a bachelors degree in engineering or a related technical field and one (1) year of experience in engineering.</p> |

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| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 37 | Environmental Service Director | <p>Job Summary: This is a <u>director level</u> position. This is professional services and scientific work in directing the activities of the Environmental Services Division of the Department of Transportation (DOT). Responsibilities include directing the programs of environmental planning and documentation for proposed highway and bridge construction projects, environmental protection, acquisition of environmental permits, roadside landscape design, well claims and water quality monitoring, and environmental impact mitigation. This position is a member of the agency's senior leadership. Supervision is exercised over a variety of personnel and work is performed under general direction.</p> <p>Minimum Qualifications: Minimum qualifications are based on the specific position being filled.</p> |
| 38 | Environmental Specialist III | <p>Job Summary: This is a <u>lead level</u> position. This is professional scientific work involving the protection of the environment. Responsibilities include planning, investigating, inspecting, and evaluating air, water, or land quality and assessing the technical information obtained as it pertains to the unit/ program activities. Supervision may be exercised over subordinate personnel. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A six (6) year combination of education and/or experience in environmental, biological, physical science, or engineering which includes two (2) years of environmental experience. Qualifying education must include at least 15 credit hours of science or engineering coursework from an accredited educational institution.</p> |
| 39 | Environmental Specialist IV | <p>Job Summary: This is a <u>supervisory level</u> position. This is professional services and scientific work protecting the environment including program management and performing complex technical evaluations. Responsibilities include supervising subordinates engaged in monitoring, evaluating, and investigating environmental issues and assessing and disseminating information as it pertains to Department objectives. Work is performed under administrative direction.</p> <p>Minimum Qualifications: An eight (8) year combination of education and/or experience in environmental science or related area which includes at least two (2) years of supervisory or program management/administration experience. Qualifying education must include at least 15 credit hours of science or engineering coursework.</p> |
| 40 | Field Heavy Vehicle & Equipment Technician | <p>Job Summary: This is a <u>journey level</u> position. This is structural craft work in the field maintenance, repair, and rebuild of heavy vehicle, automotive, and construction equipment. Work includes diagnosing mechanical and electrical problems, evaluating overall condition, and performing skilled technical tasks in testing, installing, repairing, rebuilding, rewiring, and/or replacing for the maintenance, repair, and/or rebuild of a variety of heavy vehicle, automotive, and construction equipment. This position operates with a higher degree of independence in a field environment; completes required maintenance, repair, and/or rebuild on the road or in a field garage; and maintains a limited supply of heavy vehicle, automotive, and construction equipment parts and supplies. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Four (4) years of experience, education, and/or training in the maintenance, repair, and/or rebuild of automotive and/or construction equipment including two (2) years of experience working with heavy vehicle and construction equipment, one (1) year of related work performed independently, and experience which indicates the ability to receive, store, and distribute parts and/or supplies. Class B CDL with air endorsements and Class A & D inspection licenses. Some positions may also include Class E inspection license requirement.</p> |
| 41 | Food Service Worker | <p>Job Summary: This is an <u>entry level</u> position. This is maintenance and personal services work in preparing and serving food in institutional dining rooms, kitchens, and wards. Work involves some food and simple special diet preparation and related light housekeeping and kitchen cleanup tasks. Work is performed under immediate supervision.</p> <p>Minimum Qualifications: No special coursework, training, or experience is required for entry to this classification.</p> |
| 42 | Forest Ranger II | <p>Job Summary: This is a <u>lead level</u> position. This is investigative and protective services work in the detection, prevention, suppression, and suppression of forest fires, and in the enforcement of forestry, environmental, and conservation laws. Work includes preparing and updating fire action plans, training firefighters, and supervising firefighting operations; patrolling and inspecting an assigned area; observing, reporting, and/or prosecuting violations of forestry, environmental, and conservation laws; investigating suspicious fires and suspected criminal activities in violation of forestry, environmental, and conservation laws; conducting public information and education programs; and preparing records and reports. Work is performed under general supervision.</p> <p>Minimum Qualifications: An associates degree which includes 15 hours of natural science (e.g. fire science, criminal justice, emergency management, forestry, biology, geology, oceanography) -OR- an acceptable equivalent two (2) year combination of directly related education, training, and/or experience. Successful completion of the Forest Ranger Academy, and a Driver's license.</p> |

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| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 43 | Forester I | <p>Job Summary: This is an <u>entry level</u> position. This is professional services and scientific work involving developing and implementing multi-use forest and natural resource management and utilization plans for state-owned lands, providing education and outreach services to the public, and enforcing provisions of and ensuring compliance with the statutory directives of state land use laws affecting privately-owned lands. Work includes providing outreach services and referrals to small woodland landowners regarding accepted forest management practices, delivering logger and forester continuing education, and working with communities to help them realize their natural resource management goals. Work also includes inspecting forest management practices, investigating suspected or observed non-compliance with state land use laws affecting forest management, and coordinating with other agencies in gathering and disseminating forestry related information. Supervision may be exercised on a project basis over crews involved in collecting data for land use and other related law violations. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in forestry or directly related field and two (2) years field experience involving inspection and supervision of harvesting operations, surveying, cruising, timber marking, and general forest management planning. Equivalent related experience may be substituted for education on a year-for-year basis. Must obtain licensure as a Licensed Forester from the State Board of Licensure of Foresters within one (1) year from date of employment.</p> |
| 44 | Game Warden | <p>Job Summary: This is an <u>entry level</u> position. This is investigative and protective services work involving the enforcement of State laws, fish and wildlife conservation laws and rules, regulations and other laws within the jurisdiction of the Warden Service. Responsibilities include patrolling an assigned area, including public or private property, checking fish and wildlife taken by sportsmen, and protecting inland fish and wildlife. Work includes enforcing applicable laws; investigating complaints and incidents; searching for lost persons; and dealing with cultural diversity, providing services and support to the homeless, mentally ill, addicts, victims of domestic abuse, hate crimes, and the public. Work is performed under general supervision.</p> <p>Minimum Qualifications: High school graduate or equivalent; twenty-one (21) years of age or at least 20 years of age and have completed an associates degree or 60 credit hours of post-secondary education; no criminal or extensive motor vehicle record; and be willing to locate anywhere within the State of Maine. A valid State of Class C motor vehicle operator's license.</p> |
| 45 | Hearings Examiner | <p>Job Summary: This is a <u>journey level</u> position. This is administrative work in adjudicating appeals of program actions taken by a Department. Hearings are conducted in accordance with the Administrative Procedures Act and all decisions rendered by the examiner are final and binding, cannot be reversed by the Commissioner, and can only be appealed to the Superior Court. Work includes evaluating and analyzing reports relating to basis of agency decision or issues; directing the hearing; ruling on objections, points of order, and procedures; making decisions as to the issue or issues raised; and ruling on conformance to policy and procedures followed. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Combination of training, experience, and/or education providing a working knowledge of the adjudication process relating to hearings.</p> |
| 46 | Hospital Nurse II | <p>Job Summary: This is a <u>journey level</u> position. This is the second level of professional nursing work involving the care and treatment of patients who are mentally, emotionally or physically ill. Responsibilities include overseeing and providing medical and/or psychiatric nursing care in a hospital facility. Supervision may be exercised over hospital paraprofessional personnel and/or other assigned personnel as a group leader. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in nursing or related field -OR- graduation from an accredited school of nursing plus one (1) year of professional nursing experience. A license as a Registered Nurse as issued by the State Board of Nursing.</p> |
| 47 | Hospital Nurse IV | <p>Job Summary: This is a <u>supervisory level</u> position. This is professional services work directing nursing services or assisting the nursing director at a state hospital. Responsibilities include planning a nursing program of some scope; organizing, supervising, training, and coordinating the work of a large group of professional and paraprofessional personnel who provide necessary and direct care services; and inspecting and evaluating nursing services. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Two (2) years nursing experience at a supervisory level and a license as a Registered Nurse as issued by the State Board of Nursing.</p> |
| 48 | Hospital Psychiatrist | <p>Job Summary: This is a <u>supervisory level</u> position. This is professional services and scientific work in providing psychiatric, medical, and dual diagnosis assessment and treatment of individuals with serious and persistent mental illness in a state institution in an inpatient and/or outpatient setting. Responsibilities include examining, diagnosing, and treating psychiatric, substance abuse illnesses, and co-morbid medical illnesses; developing appropriate treatment plans that address each illness component; assessing the risk to the individual and to others that these illnesses pose from admission through the discharge process along the entire continuum of care including discharge planning and transfer to the community or criminal justice system; directing and coordinating multidisciplinary treatment modalities carried out by hospital staff members and staff involved in patient care; and serving as a partner with community providers for those patients under outpatient commitment. Work is performed under administrative direction.</p> <p>Minimum Qualifications: Possession of a current license to practice medicine and National Board Certification in Psychiatry. Must have experience as a hospital psychiatrist and experience in treating individuals with serious and persistent mental illness and co-morbid substance abuse disorders.</p> |

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| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 49 | Human Resources Assistant | <p>Job Summary: This is an <u>entry level</u> position. This is paraprofessional support work in performing limited aspects of a human resource professional's work in such functional areas as recruitment, examination, position description writing, employment actions, pay, benefits, and workers' compensation. This position independently applies state human resource rules, policies, and procedures to routine human resource matters and implements actions taken by higher level professionals on non-routine matters. This may require the employee to independently determine the procedures and/or processes to be used. Work is performed under general supervision.</p> <p>Minimum Qualifications: Education, training, and/or experience which provides a basic knowledge and understanding of human resource functions.</p> |
| 50 | Human Services Casework Supervisor | <p>Job Summary: This is a <u>supervisory level</u> position. This is professional social work planning, organizing, directing, and monitoring the activities of caseworkers and support staff in the areas of adult protection. Work includes assessing and assigning casework loads, handling and resolving critical situations, reviewing and monitoring cases and service delivery, and supervising subordinate staff. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Eight (8) years of education and/or professional experience in social work which includes at least two (2) years experience as a fully licensed social worker (LSW). An LMSW or LCSW automatically meets the two (2) years fully licensed social worker experience requirement.</p> |
| 51 | Human Services Caseworker | <p>Job Summary: This is an <u>entry level</u> position. This is professional services work in the areas of adult protection, guardianship, and conservatorship. Work includes assessing the threat of harm and/or risk from abuse or neglect; client capability and family functioning; case planning and counseling; and petitioning for protective custody and placement. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree from an accredited educational institution in social work/social welfare; OR a bachelors degree in a related social service/social welfare/social work area which includes at least 12 courses in behavioral science, social science, or social work; AND must have or be eligible for conditional or full licensure as a Licensed Social Worker (LSW) as determined by the State Board of Social Worker Licensure.</p> |
| 52 | Human Services Enforcement Agent | <p>Job Summary: This is an <u>entry level</u> position. This is investigative, protective services work in locating absent parents; establishing, enforcing, and collecting child support obligations; and establishing the paternity of children born out of wedlock. Work includes seizing personal property to pay off obligations, initiating administrative collection actions, identifying assets and obligations owed to the Department, initiating appropriate court action, and overseeing individuals on probation to the Department. Work is performed under general supervision.</p> <p>Minimum Qualifications: A Bachelors Degree in Criminal Justice, Business or Public Administration, or a related field. Directly related paraprofessional or higher level experience may be substituted for education on a year-for-year basis.</p> |
| 53 | Information System Support Specialist II | <p>Job Summary: This is a <u>lead level</u> position. This is advanced technical services work in an integrated computer network environment. An employee in this classification performs a full range of system administration functions with minimal direction and/or technical support. An employee in this classification is responsible for installing and configuring system hardware, software, and communication network equipment; performing advanced troubleshooting and vendor technical liaison functions; and assisting in developing information management plans, researching and designing systems to implement plans, and developing and coordinating user training programs. Supervision may be exercised over other technical personnel. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Six (6) years experience performing system administration functions in a LAN/WAN environment -OR- an associates degree from an accredited educational institution in computer information systems or directly related field and four (4) years experience performing system administration functions in a LAN/WAN environment -OR- a bachelors degree from an accredited educational institution in computer information systems or directly related field and two (2) years experience performing system administration functions in a LAN/WAN environment.</p> |
| 54 | Inventory & Property Associate I | <p>Job Summary: This is an <u>entry level</u> position. Positions in this job family perform inventory and property management actions related to ordering, procuring, storing, distributing, and/or disposing of inventory and/or property. This is complex inventory and property management support services requiring a solid knowledge of inventory and property management principles and techniques. Positions in this classification provide office and administrative support work involving responsibility for inventory operations of a warehouse and/or stockroom. Responsibilities require independent judgment in handling exceptions to established work assignments, priorities, and schedules.</p> <p>Minimum Qualifications: Training, education or experience in office and administrative support work that demonstrates 1) competency in applying a solid knowledge of inventory and property management principles to perform complex work in conducting inventory operations for a warehouse or stockroom and 2) the ability to use independent judgment in handling exceptions to established work assignments, priorities and schedules. Some positions may require possession of a valid Class B and/or Class C Motor Vehicle Operator's License.</p> |
| 55 | Janitor/Bus Driver | <p>Job Summary: This is an <u>entry level</u> position. This is maintenance and personal services work in operating a school bus to transport pupils to and from school and school related activities. Work also includes performing custodial duties at assigned school. Work is performed under general supervision.</p> <p>Minimum Qualifications: High school diploma or equivalent, 21 years of age, and no criminal and driving violations. Class B Motor Vehicle Operator's License with passenger and school bus endorsement.</p> |

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| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 56 | Juvenile Community Corrections Officer | <p>Job Summary: This is an <u>entry level</u> position. This is investigative and protective services work involving the supervision and case management of juvenile offenders referred to the Department of Corrections or released to the community. Work includes assessing risks and needs, counseling, and supervising juvenile offenders on probation or other forms of community release, completing aftercare, pardon, and pre-disposition investigation reports; interstate compact investigations and duties; and investigating and participating in the formulation of release plans. Personnel assigned to this classification make decisions relative to the detention, diversion, prosecution, disposition, referral, and discharge of juvenile offenders. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in criminal justice, behavioral science, or social science area, or a closely related field and six (6) months of experience in juvenile probation/parole work, youth counseling and case management, or juvenile law enforcement activities -OR- an equivalent combination of directly related education, experience, and training. Possession of a valid Class C Drivers License.</p> |
| 57 | Laboratory Technician III | <p>Job Summary: This is a <u>supervisory level</u> position. This is technical services work involving medical, veterinary, or environmental laboratory diagnosis and testing. Responsibilities include conducting and/or overseeing the conduct of complex tests and analyses, preparing and reviewing test results and reports, maintaining laboratory files, assigning and evaluating subordinates' work, and consulting with health and scientific professionals. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree from an accredited educational institution which includes 15 credit hours of lab science (chemistry, biology, environmental or similar) -OR- a four (4) year combination of education and experience in medical or environmental technology and/or analytical chemistry and laboratory equipment, testing, and techniques or related area. Some positions may require registration as a Medical Technician or equivalent.</p> |
| 58 | Laborer I | <p>Job Summary: This is an <u>entry level</u> position. This is maintenance and personal services work in performing a variety of unskilled manual labor tasks associated with minor maintenance, repair, and upkeep at such places as parks, boat facilities, cemeteries, garages, and agricultural growing sites. Responsibilities include mowing, shoveling miscellaneous material, lifting and moving heavy objects, cleaning and servicing vehicles and equipment, making minor repairs to and maintaining buildings, preparing and planting cuttings and seeds, preparing grounds/fields for planting, and/or assisting trades workers in various duties. Work is performed under immediate supervision.</p> <p>Minimum Qualifications: Must be able to follow instructions.</p> |
| 59 | Librarian II | <p>Job Summary: This is a <u>journey level</u> position. This is professional services work in cataloging and classifying books, periodicals, and documents, and performing library reference work. Work includes providing information to library users and assisting them in locating reference materials. Work may involve supervision of a specialized unit within the library. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in library science and two (2) years experience in professional library work -OR- an acceptable equivalent combination of related experience and/or training.</p> |
| 60 | Maintenance Mechanic | <p>Job Summary: This is an <u>lead level</u> position. This is structure and craft work in the general maintenance and repair of machinery, equipment, mechanical systems, and buildings. Work involves the performance of a wide variety of mechanical tasks in the installation, general repair, and maintenance of heating, power generating, water, and electrical systems; and laundry, kitchen, and farm machinery and equipment; and buildings and grounds. Supervision may be exercised over assigned helpers. Work is performed under general supervision.</p> <p>Minimum Qualifications: Two (2) years experience in the general maintenance and repair of machinery, equipment, mechanical systems, and buildings. Some positions may require heating/boiler operator's license, electrician helper's license, apprentice plumber's license, and/or propane/natural gas technician license.</p> |
| 61 | Management Analyst II | <p>Job Summary: This is a <u>lead level</u> position. This is professional services work involving the review, examination, and evaluation of complex organizational structures, administrative policies, and management systems of state departments, agencies, and institutions. Responsibilities include developing and conducting studies, summarizing findings, preparing reports, and recommending changes in organizational structures, programs, policies, procedures, or practices in administrative, financial, records, and information management systems. Work typically includes the supervision of subordinate professional and clerical employees. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Eight (8) years of education, training, and/or experience analyzing, evaluating, and/or developing improvements to organizational and/or managerial systems, programs, and practices.</p> |
| 62 | Marine Patrol Officer | <p>Job Summary: This is an <u>entry level</u> position. This is investigative and protective services work involving the enforcement of marine resource conservation laws, rules, and regulations and other laws within the jurisdiction of the Marine Patrol. Responsibilities include patrolling an assigned coastal area, protecting marine resources, coastal property, and the public. Work includes investigating complaints and incidents; enforcing motor vehicle and other laws; and providing services and support to the homeless, mentally ill, addicts, victims of domestic abuse, hate crimes, abusive parents, and the public. Work is performed under general supervision.</p> <p>Minimum Qualifications: High school graduate or equivalent, at least twenty-one (21) years of age, and no criminal or extensive motor vehicle record. Possession of a valid Class C motor vehicle operator's license.</p> |

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| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 63 | Mental Health Worker II | <p>Job Summary: This is a <u>journey level</u> position. This is paraprofessional support work involving the interaction, care, treatment, education, and rehabilitation of patients in state institutions. Work involves working with residents of mental health institutions in programs such as daily care or involving recreational, occupational, therapeutic, and educational approaches to mental rehabilitation and behavior modification and maintaining health and safety. Work includes assisting and instructing lower level employees in the care and training of residents. Work may include limited community work or volunteer coordination. Employees at this level may assume responsibility for the ward in the absence of the team leader and/or assistant team leader, or licensed personnel and assist in carrying out a specialty program such as occupational therapy, recreation, or education. Work is performed under general supervision.</p> <p>Minimum Qualifications: High school diploma or equivalent and two (2) years of direct care mental health experience; and current valid certification as a Certified Nursing Assistant as issued by the Department of Education or completion of a Department approved training program.</p> |
| 64 | Motor Vehicle Branch Office Manager | <p>Job Summary: This is a <u>supervisory level</u> position. This is administrative work overseeing and monitoring the operations of a motor vehicle branch office. Responsibilities include directing and overseeing staff involved in registering motor vehicles, processing title applications and transfers; issuing driver licenses, permits, and State ID's; and administering eye and permit examinations. Responsibilities also include accountability for monies collected, inventory, building maintenance, and security. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in business/public administration, accounting, or related field -AND- one (1) year of experience in business management, accounting, personnel management, motor vehicle law and regulations, or related field. Equivalent work experience may be substituted for the educational requirement on a year-for-year basis.</p> |
| 65 | Occupational Safety Specialist | <p>Job Summary: This is a <u>journey level</u> position. This is professional services work involving the inspection of machinery, equipment, construction projects, state buildings, and working conditions. Responsibilities include interpreting the laws, rules, regulations, and policies of the Bureau of Labor Standards and enforcing safety and health standards. Positions in this classification are differentiated from Safety Compliance Officers because the work requires consultation and advising employers in developing safety compliance programs. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Six (6) years of education and/or experience in health and safety, fire safety, or directly related area.</p> |
| 66 | Office Assistant II | <p>Job Summary: This is a <u>journey level</u> position. This position provides office and administrative support to an agency, program, or operational unit requiring operation of office equipment and knowledge of office processes and diverse clerical functions. This is routine office and administrative support work performing routine, varied office support tasks often requiring the operation of technical office equipment. Responsibilities require making independent judgment in prioritizing assignments and selecting the most appropriate course of action within established operating procedures.</p> <p>Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a general knowledge of modern office practices to perform routine, varied office support tasks often requiring the operation of technical office equipment, and 2) the ability to use independent judgment in prioritizing the work and selecting the most appropriate course of action within set procedures. Some positions may require possession of a valid Class B Motor Vehicle Operator's License.</p> |
| 67 | Office Associate II | <p>Job Summary: This is a <u>journey level</u> position. This position provides office and administrative support to an agency, program, or operational unit requiring operation of office equipment and knowledge of office processes and diverse clerical functions. This is office and administrative support work performing complex, varied office support tasks often requiring established skill sets which include a solid knowledge of modern office practices and office equipment necessary to perform divergent clerical functions. Responsibilities require independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures.</p> <p>Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a solid knowledge of modern office practices to perform complex, varied office support tasks, and 2) the ability to use independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures. Some positions may require possession of a valid Class B Motor Vehicle Operator's License.</p> |
| 68 | Office Associate II Supervisor | <p>Job Summary: This is a <u>supervisory level</u> position. This position provides office and administrative support to an agency, program, or operational unit requiring operation of office equipment and knowledge of office processes and diverse clerical functions. This is office and administrative support work performing complex, varied office support tasks often requiring established skill sets which include a solid knowledge of modern office practices and office equipment necessary to perform divergent clerical functions. Responsibilities require independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures. Supervisor positions are those responsible for supervising subordinates and conducting formal performance appraisals of one or more employees.</p> <p>Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a solid knowledge of modern office practices to perform complex, varied office support tasks, and 2) the ability to use independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures. Some positions may require possession of a valid Class B Motor Vehicle Operator's License.</p> |

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| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 69 | Office Specialist I | <p>Job Summary: This is an <u>entry level</u> position. This position provides office and administrative support to an agency, program, or operational unit requiring operation of office equipment and knowledge of office processes and diverse clerical functions. This is advanced office and administrative support work providing assistance to an agency and/or the public requiring advanced office and administrative support services requiring a proficient knowledge of modern office practices and office equipment necessary to perform diverse administrative functions. Responsibilities require using independent judgment, initiative, and discretion to make determinations on varied matters.</p> <p>Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a proficient knowledge of modern office practices to perform advanced administrative support tasks requiring specialized skills, and 2) the ability to use independent judgment, initiative, and discretion to make determinations on varied matters. Some positions may require possession of a valid Class B Motor Vehicle Operator's License.</p> |
| 70 | Oil & Hazardous Materials Responder I | <p>Job Summary: This is an <u>entry level</u> position. This is professional services <u>environmental protection</u> work involving 24 hour emergency response to and cleanup of oil, hazardous materials and weapons of mass destruction incidents. Responsibilities include responding to, mitigation of and hiring and directing contractors in the cleanup of toxic and volatile spills including oil, hazardous and weapons of mass destruction materials. Employee coordinates mitigation and cleanup activities and the maintenance and repair of departmental field safety and response equipment with contractors. Hires and supervises contractors in performing actual cleanup. Work also includes inspecting oil and hazardous materials waste facilities. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in environmental science, chemistry, geology, or other physical science and one (1) year of experience in investigation, monitoring, or inspection work in an environmental science field. A bachelor degree in an area other than a science related field may be substituted if there are a minimum of 16 credit hours of science courses. Directly related experience may be substituted for educational requirements on a year-for-year basis.</p> |
| 71 | Paralegal | <p>Job Summary: This is a <u>journey level</u> position. This is paraprofessional support work in investigating, researching, and reviewing various legal issues. Responsibilities include assisting attorneys in a variety of complex legal work; researching and analyzing law sources such as statutes, recorded judicial decisions, legal articles, and legal codes; preparing complex and comprehensive legal documents for review, approval, and use by an attorney. This position performs more complex paralegal work and has full responsibility for conducting alternative dispute resolution processes. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree and two (2) years of paralegal experience in a law firm, court, or legal services agency - OR - graduation from an approved, accredited paralegal program of instruction and one (1) year of paralegal experience. Equivalent related experience may be substituted for education on a year-for-year basis.</p> |
| 72 | Park Manager II | <p>Job Summary: This is a <u>supervisory level</u> position. This is maintenance and personal services work in maintaining and operating a medium sized state park characterized by multi-purpose use and support and service facilities or a historic site characterized by artifact collections, exhibits, interpretive programs and multipurpose use. Work is accomplished through subordinate staff. Work is performed under general supervision.</p> <p>Minimum Qualifications: An associates degree in recreation management or a related field and a minimum of one year of experience in park operations or a similar related activity, to include supervisory or managerial experience. Directly related experience may be substituted for education on a year-for-year basis. For the purposes of this classification, a year is defined as being the equivalent of a 25-week or more season.</p> |
| 73 | Park Ranger | <p>Job Summary: This is an <u>entry level</u> position. This is maintenance and personal services work in providing services to park users, maintaining and repairing facilities at a state park or day use area, and acting as an assistant to the Park Manager or District Supervisor. Responsibilities include meeting the public and providing for their needs and performing tasks necessary to maintain and protect land and water areas, buildings, and other physical facilities at state parks and day use areas. Supervision may be exercised over a small number of employees. Work is performed under general supervision.</p> <p>Minimum Qualifications: One (1) year of experience in park maintenance and operation or equivalent. Valid Class C motor vehicle operator's license.</p> |
| 74 | Plumber II | <p>Job Summary: This is a journey level position. This is structure and craft work at the Master's level involving the maintenance and service of plumbing and heating systems. Work involves performing a variety of skilled plumbing tasks in installing, maintaining, and repairing water, sewer, and steam systems and fixtures. Employees in this class can do renovation and new construction work under their own license. Responsible for ensuring job meets established standards and will pass formal inspection. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Current valid Master Plumber's License as issued by the Plumber's Examining Board.</p> |

**STATE OF MAINE
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|---|---|---|
| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 75 | Principal Economic Research Analyst | <p>Job Summary: This is a <u>managerial level</u> position. This is professional services work of a managerial nature in directing a major section within the Center for Workforce Research & Information which contains related smaller programs. Work involves the development, research, analysis, and dissemination of labor market information. Responsibilities entail making all operational decisions within broad guidelines established by the Center and department/program policies. Work is performed under administrative direction.</p> <p>Minimum Qualifications: A bachelors degree and five (5) years of progressively responsible experience in economic research including at least one (1) year at the working supervisor level. A masters degree with graduate credits in economics, sociology, mathematics, or statistics may be substituted for two (2) years of required experience. Comparable work experience in economic research may be substituted for education on a year-for-year basis.</p> |
| 76 | Principal Property Appraiser | <p>Job Summary: This is a <u>lead level</u> position. This is professional services work in performing complex appraisals (those requiring the use of all three approaches to value including market, cost, and income) and valuations of real and personal property to determine market value for tax assessment. Work includes instructing and advising subordinate appraisers and municipal assessors in the conduct of property appraisals, performing complex appraisals and valuations, explaining and interpreting property tax laws, and coordinating the collection and analysis of sales data. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree from an accredited educational institution and two (2) years of experience in property appraisal and assessment work, - OR- an equivalent six (6) year combination of education, training, and/or experience. Also required is current, active registration as a Certified Assessor as issued by Revenue Services.</p> |
| 77 | Probation Officer | <p>Job Summary: This is an <u>entry level</u> position. This is investigative and protective services case management work involving the supervision of adult offenders referred to the Department of Corrections or released to the community. Work includes assessing risks and needs, counseling, and supervising individuals on probation or other forms of community release, completing aftercare, pardon, and pre-sentence investigation reports, and investigating and participating in the formulation of release plans. Personnel assigned to this class make decisions relative to the detention, diversion, prosecution, disposition, referral, and discharge of offenders. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in criminal justice, behavioral science, or social science area, or a closely related field and six (6) months of experience in probation/parole work, counseling or case management, or law enforcement activities -OR- an equivalent combination of directly related education, experience, and training. Possession of a Class C Drivers License.</p> |
| 78 | Project Manager | <p>Job Summary: This is a supervisory level position. This is professional services work of a managerial nature performing project management for transportation engineering within the Department Transportation. Responsibilities include the management, development, and delivery of DOT's infrastructure for a significant number and variety of moderately complex, public capital improvement projects statewide. Work includes maintaining project budgets; authorizing, monitoring, and controlling expenditures; making project adjustments; allocating resources; and authoring work by state forces, vendors, consultants, and contractors. Supervision is exercised over professional engineers and professional/technical staff members who perform engineering related work and activities. This classification reports to the Senior Project Manager. Work is performed under administrative direction.</p> <p>Minimum Qualifications: Licensure as a Professional Engineer or twelve (12) years experience in technical engineering.</p> |
| 79 | Public Health Inspector I | <p>Job Summary: This is an <u>entry level</u> position. This is professional services and scientific work involving administering a public health inspection programs. Responsibilities include the planning, investigation, inspection and enforcement of health, safety, environmental, and sanitary laws, rules, and regulations. An employee in this classification is responsible for resolving problems associated with the public compliance with health, safety, environmental, and sanitary rules and regulations. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A six (6) year combination of education and/or experience in public health, environmental or biological science, health education or a related field which includes two (2) years of public health, biological or environmental science, or related experience. Obtain FDA standardization for food inspections, Certified Food Manager Certification and Certified Pool Operation Certification after hire.</p> |
| 80 | Recreation Therapist | <p>Job Summary: This is a <u>journey level</u> position. This is professional services work in providing recreation therapy for residents at a state institution. Responsibilities include organizing, administering, and presenting therapeutic recreational activities that make a contribution to a resident's recovery; reporting the physical, mental, and social progress of the patient; and planning, supervising, and presenting a broad scale supportive and social-interest recreation program for the total resident population. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree in therapeutic recreation, recreation therapy, or related field and certification from the National Council for Therapeutic Recreation as a Certified Therapeutic Recreation Specialist or one (1) year experience in a therapeutic recreation program.</p> |

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|---|---|---|
| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 81 | Regional Education Representative | <p>Job Summary: This is a <u>journey level</u> position. This is professional services work involving customer services, brokering technical assistance, providing feedback procedures for the Department of Education's continuous improvement process and servicing schools within an assigned region. Primary responsibilities include developing ongoing professional interactions with school personnel and community representatives within an assigned superintendents' region and assisting schools with the implementation of the Learning Results, associated assessment systems, and Department initiatives. Extensive use of technology, travel, and field assignments are required. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelor of arts/science degree in education, human resource development, psychology, or a related field and five (5) years of experience as an education practitioner. A masters degree in an education related field may be substituted for two (2) years of educational experience.</p> |
| 82 | Rehabilitation Counselor II | <p>Job Summary: This is a <u>journey level</u> position. This is professional services work involving the provision of rehabilitation services to persons with physical, emotional, or mental health disabilities. Work includes counseling persons with disabilities in selecting, preparing for, and following a rehabilitative program. Duties include interviewing and determining eligibility for services and developing and implementing client programs. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelor's degree in a field related to vocational rehabilitation and 2 years of experience demonstrating knowledge and abilities in assisting individuals with disabilities, employers and other stakeholders with their employment and workforce needs.</p> |
| 83 | Resource Management Coordinator | <p>Job Summary: This is a <u>lead level</u> position. This is professional services work in managing and coordinating natural resource management programs. Responsibilities include managing natural resource issues; developing, implementing, analyzing and managing recommendations and programs for effective resource utilization and management; and providing technical assistance at an agency level. This position may serve as the agency liaison between the agency and interested parties on various issues. Supervision may be exercised over other professional, technical, and clerical personnel, usually on a project or team basis. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Requires background combination of education and/or experience demonstrating technical expertise in natural resource program management or position specific expertise.</p> |
| 84 | Secretary | <p>Job Summary: This is an <u>entry level</u> position. This position provides secretarial support requiring knowledge of office processes, business practices, and clerical functions requiring attention to administrative and business details, liaison work, and public relations. This job family is distinguished by its assistive role in meeting the administrative needs of an individual(s). This is office and administrative support work in assisting an individual(s) with basic administrative details including responsibility for performing complex clerical tasks. Work consists of routine secretarial support services which require a general knowledge of office processes and administrative functions. Responsibilities require independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures.</p> <p>Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a general knowledge of the principles and practices of office processes and administrative functions to perform routine secretarial support tasks, and 2) the ability to use independent decision-making on the appropriate processes to follow, information to process and actions to take in accordance with standard procedures.</p> |
| 85 | Senior Auditor | <p>Job Summary: This is a <u>supervisory level</u> position. This is professional services work in the Department of Audit that acts as the external independent auditor, conducting independent, complex audits of organizational units of State government. Employees in this classification are responsible for planning, designing and administering complex audit assignments. Work includes analyzing Electronic Data Processing systems, identifying critical areas for audit services and developing statewide audit risk assessments; conducting controversial high risk audits, providing technical assistance to senior staff with interpretations of laws, regulations and changes in accounting principles or auditing standards; supervising staff auditors and evaluating their individual professional development and training needs; reviewing and assessing the work prepared by other professional accounting staff; and assisting senior management in developing better uses of technology in the audit process. This position acts as a liaison and technical expert to senior management with regard to audit responsibilities, often involving the application of specialized knowledge to analyze and interpret audit issues.</p> <p>Minimum Qualifications: Certification as a CPA, CIA, or CISA, -OR- a masters degree in business administration, or related field, and one year of accounting or audit experience, -OR- a bachelors degree in accounting, business administration, or a related field and three (3) years of progressively responsible auditing and accounting experience or one (1) year of directly related auditing experience in a government environment which includes experience as a working supervisor or in an equivalent capacity, -OR- meets the requirements to sit for the Certified Public Accountant's Examination, and three (3) years of progressively responsible accounting and auditing experience or one (1) year of directly related auditing experience in a government environment includes experience as a working supervisor or in an equivalent capacity, OR- ten (10) years of practical, progressively responsible accounting or auditing experience at a professional level.</p> |
| 86 | Senior Fire Investigator | <p>Job Summary: This is a <u>lead level</u> position. This is investigative and protective services work in investigating fire causes and fire hazards. Responsibilities involve investigating fires and explosions to determine origin and if cause is accidental, fraudulent, or a criminal action. Responsibilities may include providing training and direction to other investigators and/or inspectors. This position is a fully trained, seasoned, certified Fire Investigator. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Three (3) years experience as a Fire Investigator. Certification as a Fire Investigator by the International Association of Arson Investigators (IAAI) or equivalent.</p> |

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|---|---|---|
| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 87 | Senior Programmer Analyst | <p>Job Summary: This is a <u>lead level</u> position. This is advanced technical services work involving the development and maintenance of highly complex computer programs. Responsibilities include designing, coding, testing, debugging, documenting, and maintaining complex application programs; devising and modifying programs to resolve complex system or coding problems; and preparing detailed specifications from which programs may be written. Employees in this classification are competent to work at the highest technical level in all phases of programming activities for large-scale, complex application systems; and serve as technical advisors to other data processing staff. The most important aspects of this classification are the translation of logical designs into effective technical solutions and the correction of highly complex programming problems. Supervision may be exercised over other data processing staff. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Five (5) years of computer programming experience utilizing higher level languages including two (2) years at the Programmer Analyst level or equivalent. A masters degree in computer science may be substituted for one (1) year of programming experience.</p> |
| 88 | Social Services Program Manager | <p>Job Summary: This is a <u>managerial level</u> position. This is professional services work of a managerial nature in planning, coordinating, and directing various operational aspects of a major social service or mental health/ developmental disabilities program. Responsibilities include developing and implementing statewide policies and procedures; and conducting program planning, evaluation, budgeting, and staffing functions. Work is performed under administrative direction.</p> <p>Minimum Qualifications: Four (4) years of progressively responsible experience in social service or mental health/developmental disabilities programs and a bachelors degree. At least three (3) years of the required experience must be in a supervisory and/or administrative capacity. Equivalent related work experience may be substituted for education on a year-for-year basis. Some positions may require licensure as a Licensed Social Worker (LSW).</p> |
| 89 | Staff Accountant | <p>Job Summary: This is a <u>lead level</u> position. This is professional services work involving the application of Generally Accepted Accounting Principles (GAAP) and Governmental Accounting Standards Board (GASB) guidelines in maintaining complex accounts within established accounting systems. Employees use and apply accounting skills at the full proficiency level to analyze and resolve nonstandard accounting transactions, and independently initiate appropriate corrections into accounting records. Employees interact with programmatic staff to explain accounting policies and procedures, or resolve accounting discrepancies and disputes. Supervision may be exercised over paraprofessional accounting personnel and office support/clerical staff. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A bachelors degree from an accredited educational institution in accounting -OR- any other bachelors degree from an accredited educational institution that includes at least 18 semester hours in accounting coursework -OR- an associates degree from an accredited educational institution in accounting and 3 years of practical work experience providing complex technical support to professional accounting staff -OR- 6 years of practical work experience providing complex technical support to professional accounting staff.</p> |
| 90 | Staff Attorney | <p>Job Summary: This is a <u>journey level</u> position. This is professional services work in providing comprehensive legal services to the Commissioner and staff of a major state department. Responsibilities include advising, consulting and representing the Department on legal matters and developing and reviewing legislation. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Law Degree from an accredited law school and two (2) years experience in legal practice. Admitted to practice law and currently a member of the bar.</p> |
| 91 | State Budget Officer | <p>Job Summary: This is a <u>managerial level</u> position. The State Budget Officer is appointed by the Commissioner of the Department of Administrative & Financial Services and manages the Bureau responsible for preparing and submitting to the Governor a state budget document biennially. The Bureau also examines and recommends for approval the work programs and quarterly allotments of each department and agency of State Government.</p> <p>Minimum Qualifications: Minimum Qualifications are determined at the time of recruitment.</p> |
| 92 | State Police Detective | <p>Job Summary: This is a <u>lead level</u> position. This is investigative and protective services work involving the enforcement of State laws and the maintenance of the public's safety and security as a member of the State Police. Responsibilities include investigating complex crime scenes, collecting and documenting information and evidence, interviewing witnesses and suspects, properly searching and seizing evidence in support of alleged crimes, preparing reports to include diagrams, sketches, and calculations, and testifying in court. Serves as lead investigator over other Detectives and uniformed personnel during major case investigations. An employee in this classification may also provide protection to the Governor and Governor's family and perform special investigative assignments. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Three (3) years experience as a State Police Trooper.</p> |

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|---|---|--|
| # | SURVEY JOB TITLE (Sorted Alphabetically) | Description of Work |
| 93 | State Police Lieutenant | <p>Job Summary: This is a <u>managerial level</u> position. This is investigative and protective services work of a supervisory and managerial nature involving the enforcement of State laws and the maintenance of the public's safety and security as a member of the State Police. Responsibilities include planning, directing, overseeing, and evaluating the activities of an assigned troop or specialized unit; supervising subordinate personnel; and promoting Departmental goals. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Two (2) years experience as a State Police Sergeant, Pilot Supervisor, or Polygraph Examiner Supervisor.</p> |
| 94 | State Police Sergeant-E | <p>Job Summary: This is a <u>supervisory level</u> position. This is investigative and protective services work involving the enforcement of State laws and the maintenance of the public's safety and security as a member of the State Police. Responsibilities include directing the day-to-day operations of an assigned troop section or specialized police activity. An employee in this class plans, assigns, and directs the daily activities of assigned personnel, implements agency goals and objectives, and may serve as on-scene Commander reference strategic and tactical plans, actions, and resources. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Any combination of service as a State Police Trooper, State Police Specialist, State Police Detective, State Police Corporal, State Police Pilot, State Police Polygraph Examiner, or State Police Forensic Specialist totaling eight (8) years.</p> |
| 95 | State Police Trooper | <p>Job Summary: This is an <u>entry level</u> position. This is investigative and protective services work involving the enforcement of State laws and the maintenance of the public's safety and security as a member of the State Police. Work includes patrolling assigned area, conducting investigations and inspections, enforcing motor vehicle and other laws, providing services and support to the homeless, mentally ill, addicts, victims of domestic abuse, hate crimes, abusive parents, and the public and/or performing other specialized activities. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A high school diploma or equivalent and twenty-one (21) years of age. Possession of a valid Class C motor vehicle operator's license.</p> |
| 96 | Superintendent of Insurance | <p>Job Summary: This is a <u>director level</u> position. The Superintendent of Insurance is appointed by the Governor and is the top-level executive in the Bureau of Insurance. The Superintendent enforces the provision of the laws governing insurance in the State.</p> <p>Minimum Qualifications: Minimum qualifications are determined at the time of recruitment.</p> |
| 97 | Systems Team Leader | <p>Job Summary: This is a <u>supervisory level</u> position. This is technical work in managing a project team involved in the analysis, design, and programming of various systems and their adaptation to electronic data processing. Work includes directing a project team on a continuous basis; developing project time lines and cost estimates; allocating team resources; and ensuring project feasibility, timeliness, and quality. This position works closely with user management personnel. Work is performed under limited supervision.</p> <p>Minimum Qualifications: Seven (7) years of progressively responsible experience in application system analysis and programming including a minimum of one (1) year in a working supervisor role.</p> |
| 98 | Teacher MS | <p>Job Summary: This is a <u>journey level</u> position. This is professional services work in teaching academic subjects at schools operated by the State or at state institutions. Responsibilities include testing students, developing curricula and educational plans, instructing classes, and evaluating student progress. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A masters degree in education or related field. Must possess a Teacher's Certificate for appropriate subject(s) and/or grade(s) as issued by the Department of Education.</p> |
| 99 | Transportation Crew Supervisor | <p>Job Summary: This is a <u>supervisory level</u> position. This is maintenance and personal services work overseeing a crew engaged in highway, bridge, and heavy equipment maintenance and repair work. Responsibilities include planning, assigning, supervising, and inspecting a variety of maintenance projects; keeping administrative records and developing budgets and reports; and monitoring materials and supplies and use of proper safety precautions. Work is performed under limited supervision.</p> <p>Minimum Qualifications: A four (4) year combination of training, experience, and education in highway, bridge, and equipment repair and maintenance and/or construction including at least one (1) year of lead worker experience. Valid Class C with the ability to obtain a Class A license within probationary period and completion of the 30 hour OSHA Safety course in construction (20 CFR Part 1926).</p> |
| 100 | Transportation Worker II | <p>Job Summary: This is a <u>journey level</u> position. This is transportation infrastructure maintenance work involving the safe operation of construction equipment in order to maintain the transportation system. This position may function as a Group Leader in the performance of assigned tasks. These positions require long hours of work under adverse conditions. Work is performed under general direction.</p> <p>Minimum Qualifications: Must be 18 years of age and have a high school diploma or equivalent. Must have completed 18 months as a Transportation Worker I or equivalent experience, training or education -AND- meet all full performance requirements of the Transportation Worker I. Required to work at a higher class as necessary and in accordance with required licenses and/or certification. Must possess and retain a valid Class A license by first day of employment. Class endorsement license may be required to operate specific equipment. Completion of 10 hour OSHA Safety course in construction – CFR 29-1926.</p> |

**STATE OF MAINE
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Benchmark Salary Data**

| Job Title (Sorted Alphabetically) | | Matching Title | FLSA Status (Exempt or Non-Exempt) | Work Week Definition (40hrs, 35hrs, etc.) | Degree of Match (+, =, -) | Scheduled Pay Ranges (effective July 1, 2020) | | |
|--------------------------------------|--|----------------|---------------------------------------|--|------------------------------|--|-----------------------------|----------------------------|
| | | | | | | Annual Base Pay Minimum | Annual Base Pay Midpoint | Annual Base Pay Maximum |
| 1 | Accounting Analyst Supervisor | | [Please Select] | | [Please Select] | | | |
| 2 | Accounting Associate I | | [Please Select] | | [Please Select] | | | |
| 3 | Assistant Attorney General | | [Please Select] | | [Please Select] | | | |
| 4 | Assistant Director Division Medicaid/Medicare Services | | [Please Select] | | [Please Select] | | | |
| 5 | Auditor II | | [Please Select] | | [Please Select] | | | |
| 6 | Biologist II | | [Please Select] | | [Please Select] | | | |
| 7 | Budget Analyst | | [Please Select] | | [Please Select] | | | |
| 8 | Building Custodian | | [Please Select] | | [Please Select] | | | |
| 9 | Building Maintenance Supervisor | | [Please Select] | | [Please Select] | | | |
| 10 | Building Mechanical Systems Specialist | | [Please Select] | | [Please Select] | | | |
| 11 | Business Operations Manager | | [Please Select] | | [Please Select] | | | |
| 12 | Careercenter Consultant | | [Please Select] | | [Please Select] | | | |
| 13 | Chemist II | | [Please Select] | | [Please Select] | | | |
| 14 | Civil Engineer II | | [Please Select] | | [Please Select] | | | |
| 15 | Civil Engineer III | | [Please Select] | | [Please Select] | | | |
| 16 | Civil Rights/ADA Coordinator | | [Please Select] | | [Please Select] | | | |
| 17 | Claims Adjudicator (unemployment compensation) | | [Please Select] | | [Please Select] | | | |
| 18 | Clerk IV | | [Please Select] | | [Please Select] | | | |
| 19 | Commissioner Department of Administrative & Financial Services | | [Please Select] | | [Please Select] | | | |
| 20 | Comprehensive Health Planner I | | [Please Select] | | [Please Select] | | | |
| 21 | Conservation Aide | | [Please Select] | | [Please Select] | | | |
| 22 | Contract/Grant Specialist | | [Please Select] | | [Please Select] | | | |
| 23 | Correctional Captain | | [Please Select] | | [Please Select] | | | |
| 24 | Correctional Officer | | [Please Select] | | [Please Select] | | | |
| 25 | Corrections Unit Manager | | [Please Select] | | [Please Select] | | | |
| 26 | Customer Representative Associate II | | [Please Select] | | [Please Select] | | | |
| 27 | Deputy Commissioner Administrative & Financial Services | | [Please Select] | | [Please Select] | | | |
| 28 | Deputy Commissioner Department of Education | | [Please Select] | | [Please Select] | | | |
| 29 | Deputy Director, Bureau of Human Resources | | [Please Select] | | [Please Select] | | | |
| 30 | Development Program Manager | | [Please Select] | | [Please Select] | | | |
| 31 | Director Office of Elder Services | | [Please Select] | | [Please Select] | | | |
| 32 | Director, Public Information | | [Please Select] | | [Please Select] | | | |
| 33 | Education Specialist II | | [Please Select] | | [Please Select] | | | |
| 34 | Eligibility Specialist | | [Please Select] | | [Please Select] | | | |

**STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Benchmark Salary Data**

| Job Title (Sorted Alphabetically) | Matching Title | FLSA Status (Exempt or Non-Exempt) | Work Week Definition (40hrs, 35hrs, etc.) | Degree of Match (+, =, -) | Scheduled Pay Ranges (effective July 1, 2020) | | |
|--------------------------------------|--|---------------------------------------|--|------------------------------|--|-----------------------------|----------------------------|
| | | | | | Annual Base Pay Minimum | Annual Base Pay Midpoint | Annual Base Pay Maximum |
| 35 | Emergency Communication Specialist | [Please Select] | | [Please Select] | | | |
| 36 | Engineering Technician | [Please Select] | | [Please Select] | | | |
| 37 | Environmental Service Director | [Please Select] | | [Please Select] | | | |
| 38 | Environmental Specialist III | [Please Select] | | [Please Select] | | | |
| 39 | Environmental Specialist IV | [Please Select] | | [Please Select] | | | |
| 40 | Field Heavy Vehicle & Equipment Technician | [Please Select] | | [Please Select] | | | |
| 41 | Food Service Worker | [Please Select] | | [Please Select] | | | |
| 42 | Forest Ranger II | [Please Select] | | [Please Select] | | | |
| 43 | Forester I | [Please Select] | | [Please Select] | | | |
| 44 | Game Warden | [Please Select] | | [Please Select] | | | |
| 45 | Hearings Examiner | [Please Select] | | [Please Select] | | | |
| 46 | Hospital Nurse II | [Please Select] | | [Please Select] | | | |
| 47 | Hospital Nurse IV | [Please Select] | | [Please Select] | | | |
| 48 | Hospital Psychiatrist | [Please Select] | | [Please Select] | | | |
| 49 | Human Resources Assistant | [Please Select] | | [Please Select] | | | |
| 50 | Human Services Casework Supervisor | [Please Select] | | [Please Select] | | | |
| 51 | Human Services Caseworker | [Please Select] | | [Please Select] | | | |
| 52 | Human Services Enforcement Agent | [Please Select] | | [Please Select] | | | |
| 53 | Information System Support Specialist II | [Please Select] | | [Please Select] | | | |
| 54 | Inventory & Property Associate I | [Please Select] | | [Please Select] | | | |
| 55 | Janitor/Bus Driver | [Please Select] | | [Please Select] | | | |
| 56 | Juvenile Community Corrections Officer | [Please Select] | | [Please Select] | | | |
| 57 | Laboratory Technician III | [Please Select] | | [Please Select] | | | |
| 58 | Laborer I | [Please Select] | | [Please Select] | | | |
| 59 | Librarian II | [Please Select] | | [Please Select] | | | |
| 60 | Maintenance Mechanic | [Please Select] | | [Please Select] | | | |
| 61 | Management Analyst II | [Please Select] | | [Please Select] | | | |
| 62 | Marine Patrol Officer | [Please Select] | | [Please Select] | | | |
| 63 | Mental Health Worker II | [Please Select] | | [Please Select] | | | |
| 64 | Motor Vehicle Branch Office Manager | [Please Select] | | [Please Select] | | | |
| 65 | Occupational Safety Specialist | [Please Select] | | [Please Select] | | | |
| 66 | Office Assistant II | [Please Select] | | [Please Select] | | | |
| 67 | Office Associate II | [Please Select] | | [Please Select] | | | |
| 68 | Office Associate II Supervisor | [Please Select] | | [Please Select] | | | |

**STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Benchmark Salary Data**

| Job Title (Sorted Alphabetically) | | Matching Title | FLSA Status (Exempt or Non-Exempt) | Work Week Definition (40hrs, 35hrs, etc.) | Degree of Match (+, =, -) | Scheduled Pay Ranges (effective July 1, 2020) | | |
|--------------------------------------|---------------------------------------|----------------|---------------------------------------|--|------------------------------|--|-----------------------------|----------------------------|
| | | | | | | Annual Base Pay Minimum | Annual Base Pay Midpoint | Annual Base Pay Maximum |
| 69 | Office Specialist I | | [Please Select] | | [Please Select] | | | |
| 70 | Oil & Hazardous Materials Responder I | | [Please Select] | | [Please Select] | | | |
| 71 | Paralegal | | [Please Select] | | [Please Select] | | | |
| 72 | Park Manager II | | [Please Select] | | [Please Select] | | | |
| 73 | Park Ranger | | [Please Select] | | [Please Select] | | | |
| 74 | Plumber II | | [Please Select] | | [Please Select] | | | |
| 75 | Principal Economic Research Analyst | | [Please Select] | | [Please Select] | | | |
| 76 | Principal Property Appraiser | | [Please Select] | | [Please Select] | | | |
| 77 | Probation Officer | | [Please Select] | | [Please Select] | | | |
| 78 | Project Manager | | [Please Select] | | [Please Select] | | | |
| 79 | Public Health Inspector I | | [Please Select] | | [Please Select] | | | |
| 80 | Recreation Therapist | | [Please Select] | | [Please Select] | | | |
| 81 | Regional Education Representative | | [Please Select] | | [Please Select] | | | |
| 82 | Rehabilitation Counselor II | | [Please Select] | | [Please Select] | | | |
| 83 | Resource Management Coordinator | | [Please Select] | | [Please Select] | | | |
| 84 | Secretary | | [Please Select] | | [Please Select] | | | |
| 85 | Senior Auditor | | [Please Select] | | [Please Select] | | | |
| 86 | Senior Fire Investigator | | [Please Select] | | [Please Select] | | | |
| 87 | Senior Programmer Analyst | | [Please Select] | | [Please Select] | | | |
| 88 | Social Services Program Manager | | [Please Select] | | [Please Select] | | | |
| 89 | Staff Accountant | | [Please Select] | | [Please Select] | | | |
| 90 | Staff Attorney | | [Please Select] | | [Please Select] | | | |
| 91 | State Budget Officer | | [Please Select] | | [Please Select] | | | |
| 92 | State Police Detective | | [Please Select] | | [Please Select] | | | |
| 93 | State Police Lieutenant | | [Please Select] | | [Please Select] | | | |
| 94 | State Police Sergeant-E | | [Please Select] | | [Please Select] | | | |
| 95 | State Police Trooper | | [Please Select] | | [Please Select] | | | |
| 96 | Superintendent of Insurance | | [Please Select] | | [Please Select] | | | |
| 97 | Systems Team Leader | | [Please Select] | | [Please Select] | | | |
| 98 | Teacher MS | | [Please Select] | | [Please Select] | | | |
| 99 | Transportation Crew Supervisor | | [Please Select] | | [Please Select] | | | |
| 100 | Transportation Worker II | | [Please Select] | | [Please Select] | | | |

STATE OF MAINE
FISCAL YEAR 2021 COMPENSATION SURVEY
Final Comments

Instructions: Please use the space provided below to describe any additional details related to your responses.

ADDITIONAL INFORMATION/COMMENTS

Appendix B – Detailed Market Data

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| Assistant Director Division Medicaid/Medicare Services | B-5 |
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| Biologist II | B-7 |
| Budget Analyst | B-8 |
| Building Custodian | B-9 |
| Building Maintenance Supervisor | B-10 |
| Building Mechanical Systems Specialist | B-11 |
| Business Operations Manager | B-12 |
| Careercenter Consultant | B-13 |
| Chemist II | B-14 |
| Civil Engineer II | B-15 |
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| Claims Adjudicator (unemployment compensation) | B-18 |
| Clerk IV | B-19 |
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| Correctional Officer | B-25 |
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| Benchmark Job Title | Page |
|---|------|
| Deputy Commissioner Administrative & Financial Services | B-28 |
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| Benchmark Job Title | Page |
|--|------|
| Information System Support Specialist II | B-54 |
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| Laboratory Technician III | B-58 |
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| Management Analyst II | B-62 |
| Marine Patrol Officer | B-63 |
| Mental Health Worker II | B-64 |
| Motor Vehicle Branch Office Manager | B-65 |
| Occupational Safety Specialist | B-66 |
| Office Assistant II | B-67 |
| Office Associate II | B-68 |
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| Oil & Hazardous Materials Responder I | B-71 |
| Paralegal | B-72 |
| Park Manager II | B-73 |
| Park Ranger | B-74 |
| Plumber II | B-75 |
| Principal Economic Research Analyst | B-76 |
| Principal Property Appraiser | B-77 |
| Probation Officer | B-78 |
| Project Manager | B-79 |
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| Recreation Therapist | B-81 |
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| Benchmark Job Title | Page |
|---------------------------------|-------|
| Rehabilitation Counselor II | B-83 |
| Resource Management Coordinator | B-84 |
| Secretary | B-85 |
| Senior Auditor | B-86 |
| Senior Fire Investigator | B-87 |
| Senior Programmer Analyst | B-88 |
| Social Services Program Manager | B-89 |
| Staff Accountant | B-90 |
| Staff Attorney | B-91 |
| State Budget Officer | B-92 |
| State Police Detective | B-93 |
| State Police Lieutenant | B-94 |
| State Police Sergeant-E | B-95 |
| State Police Trooper | B-96 |
| Superintendent of Insurance | B-97 |
| Systems Team Leader | B-98 |
| Teacher MS | B-99 |
| Transportation Crew Supervisor | B-100 |
| Transportation Worker II | B-101 |

State of Maine Detailed Market Data (Adjusted)

Accounting Analyst Supervisor

Financial Job Family

Job Summary: This is a supervisory level position. This is professional services work developing and applying agency-specific accounting and other control systems and exercising considerable independence and initiative in completing tasks based on standard accounting and auditing procedures; managing accounting and other control systems that require modifications for making system changes and improvements; and for directly supervising state employees including assigning, disciplining, evaluating, and monitoring the work of these state employees. Work is performed under limited supervision.

Minimum Qualifications: A master's degree in accounting from an accredited educational institution that includes at least 18 semester hours in accounting coursework OR a bachelor's degree in accounting from an accredited educational institution that includes at least 18 semester hours in accounting coursework and 2 years of practical work experience providing complex technical accounting support in a professional accounting environment OR an associate's degree in accounting from an accredited educational institution and 5 years of practical work experience providing complex technical accounting support in a professional accounting environment OR 8 years of practical work experience providing complex technical accounting support in a professional accounting environment.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Senior Accountant | Non-Exempt | 37.5 | \$47,824 | \$56,049 | \$64,275 |
| City of South Portland, ME | Accountant | N/A | 37.5 | \$51,895 | \$61,156 | \$70,416 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Accountant II | Non-Exempt | 37.5 | \$35,794 | \$42,655 | \$49,516 |
| State of Rhode Island | Supervising Accountant | Non-Exempt | 35 | \$59,252 | \$63,170 | \$67,088 |
| State of Vermont | Financial Manager I | N/A | 40 | \$53,889 | \$69,205 | \$84,521 |
| Federal Government (ME) | Supervisory Accountant | N/A | 40 | \$101,585 | \$116,825 | \$132,064 |
| Public Sector Market Average | | | | \$58,373 | \$68,177 | \$77,980 |
| State of Maine | Accounting Analyst Supervisor | Exempt | 40 | \$49,234 | \$58,323 | \$67,413 |
| State of Maine as a % of Public Sector Market Average | | | | 84% | 86% | 86% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Accounting Supervisor | | 40 | \$61,143 | \$79,855 | \$100,216 |
| ERI (New England) | Accounting Supervisor (Professional) - Level 1 | | 40 | \$68,820 | \$82,012 | \$99,035 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Accounting Supervisor I | | 40 | \$39,706 | \$55,766 | \$72,532 |
| Published Survey Market Average | | | | \$56,557 | \$72,544 | \$90,594 |
| State of Maine | Accounting Analyst Supervisor | Exempt | 40 | \$49,234 | \$58,323 | \$67,413 |
| State of Maine as a % of Market Average | | | | 87% | 80% | 74% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$57,465 | \$70,360 | \$84,287 |
| State of Maine | Accounting Analyst Supervisor | Exempt | 40 | \$49,234 | \$58,323 | \$67,413 |
| State of Maine as a % of Market Average | | | | 86% | 83% | 80% |
| Adjustment to Reach Market Average | | | | 17% | 21% | 25% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Accounting Associate I

Financial Job Family

Job Summary: This is an entry level position. Provides accounting support services related to financial accounts, records, and taxes, and processing financial information. This is complex office and administrative accounting support services work maintaining routine, standardized accounting and financial records. Responsibilities require independent judgment in prioritizing assignments and selecting the most appropriate course of action within established operating procedures.

Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a solid knowledge of bookkeeping principles and practices necessary to perform complex work in maintaining specialized accounting and financial records, and 2) the ability to use independent judgment in handling exceptions to established work assignments, priorities, and schedules.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Clerk | Non-Exempt | 40 | \$32,268 | \$36,215 | \$40,163 |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Account Clerk II | Non-Exempt | 37.5 | \$36,769 | \$41,728 | \$46,686 |
| City of South Portland, ME | Treasury Accountant | Non-Exempt | 37.5 | \$44,557 | \$54,586 | \$64,615 |
| Cumberland County, ME | Accounting Payables , Finance - HR Clerk | Non-Exempt | 40 | \$41,389 | \$48,889 | \$56,390 |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Accounting Technician | Non-Exempt | 37.5 | \$30,209 | \$35,754 | \$41,298 |
| State of Rhode Island | Fiscal Clerk | Non-Exempt | 35 | \$39,207 | \$40,898 | \$42,588 |
| State of Vermont | Financial Specialist I | N/A | 40 | \$34,663 | \$44,145 | \$53,626 |
| Federal Government (ME) | Accounting Technician | N/A | 40 | \$38,879 | \$44,712 | \$50,545 |
| Public Sector Market Average | | | | \$37,243 | \$43,366 | \$49,489 |
| State of Maine | Accounting Associate I | Non-Exempt | 40 | \$27,872 | \$33,467 | \$39,062 |
| State of Maine as a % of Public Sector Market Average | | | | 75% | 77% | 79% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Accounting Clerk I | | 40 | \$29,599 | \$37,393 | \$45,865 |
| ERI (New England) | Accounting Clerk - Level 1 | | 40 | \$32,309 | \$36,900 | \$42,580 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Accounting Clerk I | | 40 | \$27,389 | \$34,432 | \$41,695 |
| Published Survey Market Average | | | | \$29,766 | \$36,242 | \$43,380 |
| State of Maine | Accounting Associate I | Non-Exempt | 40 | \$27,872 | \$33,467 | \$39,062 |
| State of Maine as a % of Market Average | | | | 94% | 92% | 90% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$33,504 | \$39,804 | \$46,435 |
| State of Maine | Accounting Associate I | Non-Exempt | 40 | \$27,872 | \$33,467 | \$39,062 |
| State of Maine as a % of Market Average | | | | 83% | 84% | 84% |
| Adjustment to Reach Market Average | | | | 20% | 19% | 19% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Assistant Attorney General

Legal Job Family

Job Summary: This is a managerial level position. Assistant Attorneys General may perform all the duties required of the Attorney General and other duties the Attorney General delegates to them.

Minimum Qualifications: Must be a member of the Bar and in good standing.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Assistant Solicitor | Exempt | 37.5 | \$63,375 | \$74,254 | \$85,134 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Assistant Attorney General | Exempt | 37.5 | \$67,367 | \$80,608 | \$93,849 |
| State of Rhode Island | Assistant Attorney General | Exempt | 35 | \$82,322 | \$106,801 | \$131,279 |
| State of Vermont | Chief Assistant Attorney General | N/A | 40 | \$78,687 | \$101,367 | \$124,047 |
| Federal Government (ME) | Assistant United States Attorney | N/A | 40 | \$71,274 | \$96,219 | \$121,165 |
| Public Sector Market Average | | | | \$72,605 | \$91,850 | \$111,095 |
| State of Maine | Assistant Attorney General | Exempt | 40 | \$54,954 | \$85,706 | \$116,459 |
| State of Maine as a % of Public Sector Market Average | | | | 76% | 93% | 105% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-----------------------------------|------------------|-----------|------------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Attorney IV | | 40 | \$137,489 | \$178,683 | \$222,211 |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | Attorney IV | | 40 | \$127,856 | \$168,903 | \$203,438 |
| Published Survey Market Average | | | | \$132,672 | \$173,793 | \$212,824 |
| State of Maine | Assistant Attorney General | Exempt | 40 | \$54,954 | \$85,706 | \$116,459 |
| State of Maine as a % of Market Average | | | | 41% | 49% | 55% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------------|---------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$102,638 | \$132,821 | \$161,960 |
| State of Maine | Assistant Attorney General | Exempt | 40 | \$54,954 | \$85,706 |
| State of Maine as a % of Market Average | | | 54% | 65% | 72% |
| Adjustment to Reach Market Average | | | 87% | 55% | 39% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Assistant Director Division Medicaid/Medicare Services

Social Services, professional Job Family

Job Summary: This is a managerial level position. This is professional services work assisting in the administration of Medicaid/Medicare programs and services. Responsibilities include directing and overseeing day-to-day Division activities, assisting in designing or amending Medicaid/Medicare programs and services, developing and amending fines and sanctions, evaluating program progress and effectiveness, and supervising a small professional and management staff. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in health or hospital administration, or related field and four (4) years professional experience in medical and/or health care administration to include three (3) years in a supervisory capacity.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Assistant Director - Public Health | Exempt | 37.5 | \$68,455 | \$80,610 | \$92,765 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Deputy Director, MassHealth | Exempt | 37.5 | \$75,494 | \$109,522 | \$143,550 |
| State of New Hampshire | Deputy Medicaid Director | Exempt | 37.5 | \$67,367 | \$80,608 | \$93,849 |
| State of Rhode Island | Associate Director (DHS) Division of Medical Services | Exempt | 35 | \$108,080 | \$114,947 | \$121,814 |
| State of Vermont | Program Integrity Director | N/A | 40 | \$73,662 | \$94,864 | \$116,065 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$78,612 | \$96,110 | \$113,609 |
| State of Maine | Assistant Director Division Medicaid/Medicare Services | Exempt | 40 | \$52,499 | \$62,348 | \$72,197 |
| State of Maine as a % of Public Sector Market Average | | | | 67% | 65% | 64% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Assistant Director Division Medicaid/Medicare Services | Exempt | 40 | \$52,499 | \$62,348 | \$72,197 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$78,612 | \$96,110 | \$113,609 |
| State of Maine | Assistant Director Division Medicaid/Medicare Services | Exempt | 40 | \$52,499 | \$62,348 | \$72,197 |
| State of Maine as a % of Market Average | | | | 67% | 65% | 64% |
| Adjustment to Reach Market Average | | | | 50% | 54% | 57% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Auditor II

Financial Job Family

Job Summary: This is a lead level position. This is professional services work in conducting independent, complex audits of organizational units of government or business entities. Work includes reviewing effectiveness of and adherence to accounting and administrative controls, financial condition, and compliance and effectiveness of program operations. Positions in this classification perform the full range of professional auditing work and may act as a lead worker over other audit staff on larger assignments. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in accounting, business administration, or related field and two (2) years experience in accounting/auditing -OR- a six (6) year combination of education, training, and/or experience at a professional auditing or accounting level – OR- a 5 year combination of education, training, and/or experience at a professional auditing or accounting level which includes one year experience at the entry level.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Deputy Auditor | Non-Exempt | 40 | \$52,975 | \$60,740 | \$68,505 |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Auditor II | Exempt | 37.5 | \$43,785 | \$52,866 | \$61,947 |
| State of New Hampshire | Auditor II | Non-Exempt | 37.5 | \$28,321 | \$32,761 | \$37,201 |
| State of Rhode Island | Auditor | Non-Exempt | 35 | \$41,578 | \$44,383 | \$47,189 |
| State of Vermont | Auditor B | N/A | 40 | \$38,472 | \$49,088 | \$59,704 |
| Federal Government (ME) | Auditor | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$44,007 | \$51,264 | \$58,521 |
| State of Maine | Auditor II | Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Public Sector Market Average | | | | 93% | 94% | 94% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Auditor Internal Controls II | | 40 | \$51,228 | \$65,313 | \$81,932 |
| ERI (New England) | Internal Auditor - Level 2 | | 40 | \$62,361 | \$73,426 | \$87,785 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Auditor (Internal) II | | 40 | \$49,946 | \$65,092 | \$82,124 |
| Published Survey Market Average | | | | \$54,512 | \$67,944 | \$83,947 |
| State of Maine | Auditor II | Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 75% | 71% | 66% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$49,259 | \$59,604 | \$71,234 |
| State of Maine | Auditor II | Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 83% | 80% | 77% |
| Adjustment to Reach Market Average | | | | 21% | 24% | 29% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Biologist II

Scientific Job Family

Job Summary: This is a lead level position. This is professional services and scientific work in planning, coordinating, implementing, administering, and supervising regional or multi-use programs or multiple species research studies for the maintenance and perpetuation of wildlife species and aquatic resources. Responsibilities include the operation of a regional office or multi-species research project, budgeting, long range planning, goal attainment, reporting, and ensuring activities conform to agency rules and regulations. Supervision may be exercised over professional, technical, and clerical staff. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in biology, wildlife management, or related field -AND- three (3) years experience in laboratory or field research of fish and wildlife including experience in a supervisory capacity. Directly related work experience may be substituted for education on a year-for-year basis.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Game Biologist II | N/A | 37.5 | \$48,217 | \$59,206 | \$70,195 |
| State of New Hampshire | Biologist II | Non-Exempt | 37.5 | \$43,815 | \$52,805 | \$61,794 |
| State of Rhode Island | Senior Biologist | Exempt | 35 | \$56,644 | \$60,191 | \$63,739 |
| State of Vermont | Fish & Wildlife Scientist IV | N/A | 40 | \$53,889 | \$69,205 | \$84,521 |
| Federal Government (ME) | Wildlife Biologist | N/A | 40 | \$71,274 | \$81,965 | \$92,655 |
| Public Sector Market Average | | | | \$54,768 | \$64,674 | \$74,581 |
| State of Maine | Biologist II | Exempt | 40 | \$49,878 | \$59,082 | \$68,286 |
| State of Maine as a % of Public Sector Market Average | | | | 91% | 91% | 92% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Biologist II | | 40 | \$43,242 | \$57,416 | \$71,825 |
| ERI (New England) | Biologist - Level 2 | | 40 | \$57,672 | \$67,862 | \$81,125 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Biologist II | | 40 | \$39,382 | \$57,445 | \$69,600 |
| Published Survey Market Average | | | | \$46,765 | \$60,908 | \$74,184 |
| State of Maine | Biologist II | Exempt | 40 | \$49,878 | \$59,082 | \$68,286 |
| State of Maine as a % of Market Average | | | | 107% | 97% | 92% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$50,767 | \$62,791 | \$74,382 |
| State of Maine | Biologist II | Exempt | 40 | \$49,878 | \$59,082 | \$68,286 |
| State of Maine as a % of Market Average | | | | 98% | 94% | 92% |
| Adjustment to Reach Market Average | | | | 2% | 6% | 9% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Budget Analyst

Analyst Job Family

Job Summary: This is a lead level position. Often referred to as the subject matter expert and regularly exercising independent judgment on important matters affecting the agency's operations, the Budget Analyst provides consultative, professional advice and expertise about significant budgetary issues to agency and executive management. This position may supervise staff or provide leadership for selected activities, but the primary focus is to provide consultative expertise. May be a member of the agency's senior management team and work is performed under administrative direction.

Minimum Qualifications: Experience in finance, economics, or budgeting and a bachelor's degree in public administration or related field. Equivalent related experience may be substituted for education. A master's degree in public administration or related field is preferred.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | City Accountant | Non-Exempt | 37.5 | \$49,145 | \$57,586 | \$66,026 |
| City of Portland, ME | Budget Analyst | Exempt | 37.5 | \$68,254 | \$82,783 | \$97,312 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Financial Analyst | Exempt | 37.5 | \$53,966 | \$65,819 | \$77,672 |
| State of Rhode Island | Budget Analyst | Non-Exempt | 35 | \$52,940 | \$56,355 | \$59,769 |
| State of Vermont | Budget & Management Analyst | N/A | 40 | \$60,980 | \$78,292 | \$95,603 |
| Federal Government (ME) | Budget Analyst | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$57,366 | \$68,097 | \$78,828 |
| State of Maine | Budget Analyst | Exempt | 40 | \$54,579 | \$64,834 | \$75,088 |
| State of Maine as a % of Public Sector Market Average | | | | 95% | 95% | 95% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Budget Analyst II | | 40 | \$55,604 | \$68,731 | \$84,363 |
| ERI (New England) | Budget Analyst - Level 2 | | 40 | \$60,665 | \$72,272 | \$87,352 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Budget Analyst II | | 40 | \$50,963 | \$64,503 | \$80,120 |
| Published Survey Market Average | | | | \$55,744 | \$68,502 | \$83,945 |
| State of Maine | Budget Analyst | Exempt | 40 | \$54,579 | \$64,834 | \$75,088 |
| State of Maine as a % of Market Average | | | | 98% | 95% | 89% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$56,555 | \$68,299 | \$81,386 |
| State of Maine | Budget Analyst | Exempt | 40 | \$54,579 | \$64,834 | \$75,088 |
| State of Maine as a % of Market Average | | | | 97% | 95% | 92% |
| Adjustment to Reach Market Average | | | | 4% | 5% | 8% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Building Custodian

Other, semi-skilled Job Family

Job Summary: This is a journey level position. This is maintenance and personal service work involving the custodial care and maintenance of public or institutional buildings and premises. Responsibilities include the care and operation of heating systems and may involve the supervision of a limited number of helpers. Work is performed under general supervision.

Minimum Qualifications: Experience and training which demonstrates a basic knowledge of building and grounds maintenance and repair.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Custodian | Non-Exempt | 40 | \$32,656 | \$36,733 | \$40,810 |
| City of Bangor, ME | Custodian | Non-Exempt | 40 | \$27,074 | \$31,706 | \$36,337 |
| City of Portland, ME | Custodial Worker | Non-Exempt | 40 | \$27,939 | \$30,411 | \$32,883 |
| City of South Portland, ME | Custodian | Non-Exempt | 40 | \$33,615 | \$41,194 | \$48,774 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Building Service Worker II | Non-Exempt | 40 | \$23,699 | \$27,510 | \$31,320 |
| State of Rhode Island | Senior Janitor | Non-Exempt | 40 | \$33,005 | \$34,336 | \$35,667 |
| State of Vermont | Custodian II | N/A | 40 | \$27,390 | \$34,603 | \$41,815 |
| Federal Government (ME) | Custodial Worker | N/A | 40 | \$33,837 | \$36,670 | \$39,504 |
| Public Sector Market Average | | | | \$29,902 | \$34,145 | \$38,389 |
| State of Maine | Building Custodian | Non-Exempt | 40 | \$25,605 | \$29,338 | \$33,072 |
| State of Maine as a % of Public Sector Market Average | | | | 86% | 86% | 86% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Custodian | | 40 | \$22,571 | \$29,054 | \$39,736 |
| ERI (New England) | Custodian - Level 2 | | 40 | \$26,665 | \$29,932 | \$34,666 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Janitor II | | 40 | \$24,236 | \$31,957 | \$41,519 |
| Published Survey Market Average | | | | \$24,491 | \$30,314 | \$38,640 |
| State of Maine | Building Custodian | Non-Exempt | 40 | \$25,605 | \$29,338 | \$33,072 |
| State of Maine as a % of Market Average | | | | 105% | 97% | 86% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$27,196 | \$32,230 | \$38,514 |
| State of Maine | Building Custodian | Non-Exempt | 40 | \$25,605 | \$29,338 | \$33,072 |
| State of Maine as a % of Market Average | | | | 94% | 91% | 86% |
| Adjustment to Reach Market Average | | | | 6% | 10% | 16% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Building Maintenance Supervisor

Skilled Trades Job Family

Job Summary: This is a supervisory level position. This is structure and craft work overseeing the repair, maintenance, and housekeeping functions of a group of state buildings. Responsibilities include directing the activities of groups of skilled, semi-skilled, and unskilled workers performing general maintenance, repair, and custodial tasks. Work is performed under limited supervision.

Minimum Qualifications: A four (4) year combination of education, training, and/or experience in general maintenance and repair work providing a basic knowledge of carpentry, masonry, electrical work, plumbing, and painting. At least one (1) year must have included supervision of skilled or unskilled workers performing general maintenance, repair, and/or custodial tasks.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Public Buildings Maintenance Supervisor | Non-Exempt | 40 | \$36,219 | \$40,162 | \$44,106 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Building Services Supervisor | Non-Exempt | 40 | \$29,137 | \$34,409 | \$39,681 |
| State of Rhode Island | Building Maintenance Supervisor | Non-Exempt | 40 | \$38,245 | \$39,238 | \$40,232 |
| State of Vermont | BGS Maintenance Supervisor | N/A | 40 | \$40,599 | \$51,833 | \$63,067 |
| Federal Government (ME) | Maintenance Supervisor | N/A | 40 | \$68,120 | \$73,757 | \$79,394 |
| Public Sector Market Average | | | | \$42,464 | \$47,880 | \$53,296 |
| State of Maine | Building Maintenance Supervisor | Non-Exempt | 40 | \$42,952 | \$50,513 | \$58,074 |
| State of Maine as a % of Public Sector Market Average | | | | 101% | 105% | 109% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Building & Grounds Maintenance Supervisor I | | 40 | \$40,160 | \$57,929 | \$78,322 |
| ERI (New England) | Maintenance Supervisor - Level 1 | | 40 | \$51,808 | \$61,098 | \$73,158 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Maintenance Supervisor I | | 40 | \$41,592 | \$55,736 | \$71,324 |
| Published Survey Market Average | | | | \$44,520 | \$58,254 | \$74,268 |
| State of Maine | Building Maintenance Supervisor | Non-Exempt | 40 | \$42,952 | \$50,513 | \$58,074 |
| State of Maine as a % of Market Average | | | | 96% | 87% | 78% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$43,492 | \$53,067 | \$63,782 |
| State of Maine | Building Maintenance Supervisor | Non-Exempt | 40 | \$42,952 | \$50,513 | \$58,074 |
| State of Maine as a % of Market Average | | | | 99% | 95% | 91% |
| Adjustment to Reach Market Average | | | | 1% | 5% | 10% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the wage rate schedule for the Augusta, Maine Wage Area

State of Maine Detailed Market Data (Adjusted)

Building Mechanical Systems Specialist

Skilled Trades Job Family

Job Summary: This is a lead level position. This is structure and craft work at the Master's level involving the installation, service, maintenance, and operation of plumbing or heating systems, and cooling systems. Work involves performing a variety of skilled tasks in installing, maintaining, and repairing systems and components; operating mechanical and computerized systems of a large number of buildings and facilities statewide; identifying needed repairs; and performing life cycle analysis of existing systems to determine adequacy and to prioritize related activities. Employees in this class can do renovation and new construction work under their own license, obtaining required permits, providing functional direction of skilled, semi-skilled, and unskilled workers to ensure work done by others complies with applicable codes, standards, and specifications, and will pass formal inspection. Work is performed under limited supervision.

Minimum Qualifications: Current valid Master Plumber's license as issued by the Plumber's Examining Board or current valid Master Oil Burner Mechanic's License as issued by the Fuel Board. Environmental Protection Agency #608 Universal Technician Certification Propane and Natural Gas Technician License with endorsements (Large Equipment Connection/Service).

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | HVAC Coordinator | Non-Exempt | 40 | \$52,606 | \$61,664 | \$70,721 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Maintenance Mechanic Foreman | Non-Exempt | 40 | \$33,853 | \$40,295 | \$46,736 |
| State of Rhode Island | Building Systems Technician | Non-Exempt | 40 | \$33,810 | \$35,558 | \$37,307 |
| State of Vermont | BGS Senior Institutional Maintenance Mechanic | N/A | 40 | \$40,599 | \$51,833 | \$63,067 |
| Federal Government (ME) | Plumber Leader | N/A | 40 | \$62,142 | \$67,298 | \$72,454 |
| Public Sector Market Average | | | | \$44,602 | \$51,330 | \$58,057 |
| State of Maine | Building Mechanical Systems Specialist | Non-Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Public Sector Market Average | | | | 87% | 89% | 90% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | HVAC Mechanic II | | 40 | \$44,760 | \$56,001 | \$68,878 |
| ERI (New England) | HVAC Mechanic - Level 2 | | 40 | \$47,093 | \$54,922 | \$65,173 |
| Payfactors (CT, MA, ME, NH, RI, VT) | HVAC (Heat, Ventilating, Air Con.) Mech. II | | 40 | \$41,563 | \$52,863 | \$64,561 |
| Published Survey Market Average | | | | \$44,472 | \$54,596 | \$66,204 |
| State of Maine | Building Mechanical Systems Specialist | Non-Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Market Average | | | | 87% | 84% | 79% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$44,537 | \$52,963 | \$62,131 |
| State of Maine | Building Mechanical Systems Specialist | Non-Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Market Average | | | | 87% | 86% | 85% |
| Adjustment to Reach Market Average | | | | 15% | 16% | 18% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Business Operations Manager

Management Job Family

Job Summary: This is a managerial level position. The Business Operations Manager directly manages at least two major business operations programs or a small to medium business operations division. This position implements program policies and initiatives in support of agency goals and objectives established by executive management. May be a member of the agency's senior management team. Supervision is typically exercised over a variety of personnel and work is performed at the direction of a senior-level administrator.

Minimum Qualifications: A bachelors degree in public or business administration or closely related field and progressively responsible experience in administrative management to include budget, finance, personnel, and procurement functions. Equivalent directly related experience may be substituted for educational requirement.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Business Administrator II | Non-Exempt | 37.5 | \$45,697 | \$55,153 | \$64,608 |
| State of Rhode Island | Chief Business Management Officer | Exempt | 35 | \$66,439 | \$70,877 | \$75,316 |
| State of Vermont | Administrative Services Director I | N/A | 40 | \$64,627 | \$83,275 | \$101,924 |
| Federal Government (ME) | Administrative Officer | N/A | 40 | \$71,275 | \$81,966 | \$92,656 |
| Public Sector Market Average | | | | \$62,010 | \$72,818 | \$83,626 |
| State of Maine | Business Operations Manager | Exempt | 40 | \$69,701 | \$82,846 | \$95,992 |
| State of Maine as a % of Public Sector Market Average | | | | 112% | 114% | 115% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------------------|------------------|-----------|-----------------|-----------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Manager of Business Operations | | 40 | \$66,226 | \$88,400 | \$117,999 |
| ERI (New England) | Operations Manager - Level 1 | | 40 | \$71,444 | \$87,223 | \$107,409 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$68,835 | \$87,812 | \$112,704 |
| State of Maine | Business Operations Manager | Exempt | 40 | \$69,701 | \$82,846 | \$95,992 |
| State of Maine as a % of Market Average | | | | 101% | 94% | 85% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$65,422 | \$80,315 | \$98,165 |
| State of Maine | Business Operations Manager | Exempt | 40 | \$69,701 | \$82,846 | \$95,992 |
| State of Maine as a % of Market Average | | | | 107% | 103% | 98% |
| Adjustment to Reach Market Average | | | | -6% | -3% | 2% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Careercenter Consultant

Social Services, support Job Family

Job Summary: This is a journey level position. This is professional services work providing employment consultative services to a diverse customer population which includes the public and employers/businesses. Responsibilities include interviewing, testing, and counseling customers; providing pre-vocational or vocational guidance; determining eligibility; and referring customers to employment programs or services. Work may include case management services or caseloads with customers with difficult employment outlooks and histories. Employer and business consultative work may include promotion of agency services, job-site assessments, development and facilitation of recruitment strategy, and job development services. Work is performed under general supervision.

Minimum Qualifications: A four (4) year combination of education, training and/or work experience at the paraprofessional or professional level in job counseling, employment interviewing and job placement, or related vocational services.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Employment Counselor | Non-Exempt | 37.5 | \$38,180 | \$45,498 | \$52,817 |
| State of Rhode Island | Employment and Career Advisor | Non-Exempt | 35 | \$50,533 | \$54,397 | \$58,262 |
| State of Vermont | Job Center Specialist I | N/A | 40 | \$40,599 | \$51,833 | \$63,067 |
| Federal Government (ME) | Vocational Rehabilitation Counselor | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$47,055 | \$54,869 | \$62,682 |
| State of Maine | Careercenter Consultant | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Public Sector Market Average | | | | 76% | 76% | 76% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Careercenter Consultant | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$47,055 | \$54,869 | \$62,682 |
| State of Maine | Careercenter Consultant | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Market Average | | | | 76% | 76% | 76% |
| Adjustment to Reach Market Average | | | | 32% | 31% | 31% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Chemist II

Scientific Job Family

Job Summary: This is a lead level position. This is seasoned professional services and scientific work in planning, implementing, coordinating, directing, and overseeing specific projects for monitoring a broad range of organic, inorganic, and biological agents. Work may involve responsibility for special or field projects which require personnel planning and supervision, budget preparation, and project implementation. Supervision may be exercised over professional, technical, and clerical employees. The work performed is broader and more complex and requires a seasoned chemistry background. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in chemistry, biochemistry, or related laboratory science and two (2) years professional level experience in analytical chemistry. Equivalent experience may be substituted for education on a year-for-year basis.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Laboratory Director (Wastewater) | Non-Exempt | 40 | \$52,421 | \$61,425 | \$70,428 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Chemist II | Non-Exempt | 40 | \$52,802 | \$65,228 | \$77,653 |
| State of New Hampshire | No Match | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Senior Chemist | Non-Exempt | 35 | \$47,353 | \$51,022 | \$54,692 |
| State of Vermont | Environmental Scientist IV AC Chemist | N/A | 40 | \$47,954 | \$61,416 | \$74,878 |
| Federal Government (ME) | Chemist | N/A | 40 | \$101,585 | \$116,825 | \$132,064 |
| Public Sector Market Average | | | | \$60,423 | \$71,183 | \$81,943 |
| State of Maine | Chemist II | Exempt | 40 | \$46,946 | \$55,286 | \$63,627 |
| State of Maine as a % of Public Sector Market Average | | | | 78% | 78% | 78% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Chemist II | | 40 | \$55,589 | \$70,528 | \$90,581 |
| ERI (New England) | Chemist - Level 2 | | 40 | \$61,541 | \$73,341 | \$88,672 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Chemist II | | 40 | \$51,228 | \$65,136 | \$80,370 |
| Published Survey Market Average | | | | \$56,119 | \$69,668 | \$86,541 |
| State of Maine | Chemist II | Exempt | 40 | \$46,946 | \$55,286 | \$63,627 |
| State of Maine as a % of Market Average | | | | 84% | 79% | 74% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------|---------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$58,271 | \$70,426 | \$84,242 |
| State of Maine | Chemist II | Exempt | 40 | \$55,286 | \$63,627 |
| State of Maine as a % of Market Average | | | 81% | 79% | 76% |
| Adjustment to Reach Market Average | | | 24% | 27% | 32% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Civil Engineer II

Engineering Job Family

Job Summary: This is a lead level position. This is professional civil engineering work in performing a variety of complex engineering functions relating to the planning, project development, and/or maintenance of public works structures and facilities. Employees in this class may act as a Resident Engineer on a complex (Class 3) construction project, as defined by the Department. Supervision may be exercised over subordinate technical and professional personnel performing complex tasks. Work is performed under limited supervision.

Minimum Qualifications: Licensed as a Professional Engineer and two (2) years of experience in civil engineering at the professional level.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Civil Engineer I | Non-Exempt | 37.5 | \$49,145 | \$57,586 | \$66,026 |
| City of Portland, ME | Project Engineer | Non-Exempt | 37.5 | \$58,826 | \$68,265 | \$77,704 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Civil Engineer II | Non-Exempt | 40 | \$51,368 | \$63,312 | \$75,256 |
| State of New Hampshire | Civil Engineer II | Exempt | 40 | \$43,092 | \$51,764 | \$60,437 |
| State of Rhode Island | Senior Civil Engineer | Non-Exempt | 40 | \$59,394 | \$63,322 | \$67,250 |
| State of Vermont | Civil Engineer V | N/A | 40 | \$50,830 | \$65,154 | \$79,477 |
| Federal Government (ME) | Civil Engineer | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$51,545 | \$60,683 | \$69,822 |
| State of Maine | Civil Engineer II | Exempt | 40 | \$49,462 | \$58,334 | \$67,205 |
| State of Maine as a % of Public Sector Market Average | | | | 96% | 96% | 96% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Civil Engineer II | | 40 | \$66,226 | \$82,816 | \$100,953 |
| ERI (New England) | Civil Engineer - Level 2 | | 40 | \$65,292 | \$78,025 | \$94,447 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Civil Engineer II | | 40 | \$55,884 | \$69,630 | \$83,111 |
| Published Survey Market Average | | | | \$62,467 | \$76,824 | \$92,837 |
| State of Maine | Civil Engineer II | Exempt | 40 | \$49,462 | \$58,334 | \$67,205 |
| State of Maine as a % of Market Average | | | | 79% | 76% | 72% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$57,006 | \$68,753 | \$81,329 |
| State of Maine | Civil Engineer II | Exempt | 40 | \$49,462 | \$58,334 | \$67,205 |
| State of Maine as a % of Market Average | | | | 87% | 85% | 83% |
| Adjustment to Reach Market Average | | | | 15% | 18% | 21% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Civil Engineer III

Engineering Job Family

Job Summary: This is a supervisory level position. This is professional civil engineering work in an area such as construction, design, planning, or traffic. Primary duties and responsibilities include supervising and assisting in the administration of a variety of engineering functions relative to public works structures and facilities including highways, railways, bridges, dams, water supply, and sewage systems. This level may serve as an assistant division engineer or an office engineer. Supervision is exercised over a technical and professional staff performing engineering tasks within an established functional organizational unit within a complete functional area. Work is performed under limited supervision.

Minimum Qualifications: Licensed as a Professional Engineer and four (4) years work experience in Civil Engineering at the professional level, two (2) years of which must be performing complex engineering functions related to the planning, project development, and/or maintenance of public works structures and facilities.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Senior Engineer | Non-Exempt | 37.5 | \$63,070 | \$73,907 | \$84,744 |
| City of South Portland, ME | Engineering Division Manager | Exempt | 40 | \$74,509 | \$91,264 | \$108,020 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Civil Engineer III | Non-Exempt | 40 | \$56,502 | \$69,607 | \$82,712 |
| State of New Hampshire | Civil Engineer III | Exempt | 40 | \$48,743 | \$58,829 | \$68,915 |
| State of Rhode Island | Supervising Civil Engineer | Non-Exempt | 40 | \$69,132 | \$73,714 | \$78,296 |
| State of Vermont | Civil Engineer VII | N/A | 40 | \$57,293 | \$73,571 | \$89,850 |
| Federal Government (ME) | Supervisory Civil Engineer | N/A | 40 | \$85,428 | \$98,245 | \$111,062 |
| Public Sector Market Average | | | | \$64,954 | \$77,020 | \$89,085 |
| State of Maine | Civil Engineer III | Exempt | 40 | \$56,826 | \$67,402 | \$77,979 |
| State of Maine as a % of Public Sector Market Average | | | | 87% | 88% | 88% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------------|------------------|-----------|-----------------|-----------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Civil Engineer III | | 40 | \$80,385 | \$101,085 | \$125,543 |
| ERI (New England) | Civil Engineer - Level 3 | | 40 | \$77,539 | \$92,640 | \$111,939 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Civil Engineering Supervisor I | | 40 | \$59,478 | \$79,251 | \$93,999 |
| Published Survey Market Average | | | | \$72,467 | \$90,992 | \$110,493 |
| State of Maine | Civil Engineer III | Exempt | 40 | \$56,826 | \$67,402 | \$77,979 |
| State of Maine as a % of Market Average | | | | 78% | 74% | 71% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------|---------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$68,711 | \$84,006 | \$99,789 |
| State of Maine | Civil Engineer III | Exempt | 40 | \$56,826 | \$67,402 |
| State of Maine as a % of Market Average | | | 83% | 80% | 78% |
| Adjustment to Reach Market Average | | | 21% | 25% | 28% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Civil Rights/ADA Coordinator

Other technical and professional Job Family

Job Summary: This is a lead level position. This position is responsible for evaluating, developing, and implementing departmental policies and procedures to ensure compliance with the Civil Rights Act (CRA) and the Americans with Disabilities Act (ADA); actively promoting ongoing collaboration between the Department and provider agencies regarding access to services funded by the Department; seeking feedback concerning the adequacy and effectiveness of the Department's efforts to fully comply with the CRA and the ADA and recommending necessary modifications, subsequent actions, or plans; and promoting the inclusion of and serving as a liaison to community representatives and other stakeholders in the development of related actions and plans. This position may supervise staff or provide leadership for selected activities, but the primary focus is to provide consultative expertise. May be a member of the agency's senior management team and work is performed under administrative direction.

Minimum Qualifications: Combination of education, training, and experience in EEO/AA program administration, public human resource administration, or related field including contract administration experience.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Workforce Diversity/Inclusion Specialist | Exempt | 37.5 | \$68,254 | \$82,783 | \$97,312 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | No Match | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Senior Equal Opportunity Officer | N/A | 40 | \$47,353 | \$51,224 | \$55,095 |
| State of Vermont | Civil Rights Program Specialist | N/A | 40 | \$60,980 | \$78,292 | \$95,603 |
| Federal Government (ME) | Equal Employment Specialist | N/A | 40 | \$85,428 | \$98,245 | \$111,062 |
| Public Sector Market Average | | | | \$65,504 | \$77,636 | \$89,768 |
| State of Maine | Civil Rights/ADA Coordinator | Exempt | 40 | \$52,936 | \$62,785 | \$72,634 |
| State of Maine as a % of Public Sector Market Average | | | | 81% | 81% | 81% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Civil Rights/ADA Coordinator | Exempt | 40 | \$52,936 | \$62,785 | \$72,634 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$65,504 | \$77,636 | \$89,768 |
| State of Maine | Civil Rights/ADA Coordinator | Exempt | 40 | \$52,936 | \$62,785 | \$72,634 |
| State of Maine as a % of Market Average | | | | 81% | 81% | 81% |
| Adjustment to Reach Market Average | | | | 24% | 24% | 24% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Claims Adjudicator (unemployment compensation)

Social Services, support Job Family

Job Summary: This is a lead level position. This is administrative work in determining eligibility of claimants for unemployment compensation (UC) benefits and other available programs and investigating possible fraudulent claims. Responsibilities include analyzing relevant information; interviewing claimants, employers and witnesses; interpreting and applying Employment Security Law; writing decisions; auditing paid claims; investigating allegations of fraud; and/or administering the Combined Wage Program. Supervision may be exercised over claims specialists, aides, or clerical personnel. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in business administration, human resources, economics, finance, or related field and two (2) years of technical, administrative, or paraprofessional support level experience in public contact work which demonstrates interviewing, data gathering, and analytical skills. Comparable work experience may be substituted for education on a year-for-year basis.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Claims Processor III | Non-Exempt | 37.5 | \$36,699 | \$43,686 | \$50,673 |
| State of Rhode Island | Employment & Training Manager | Non-Exempt | 35 | \$53,989 | \$58,400 | \$62,811 |
| State of Vermont | UC Claims Adjudicator II | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | Claims Specialist | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$46,037 | \$53,867 | \$61,698 |
| State of Maine | Claims Adjudicator (unemployment compensation) | Non-Exempt | 40 | \$37,128 | \$43,597 | \$50,066 |
| State of Maine as a % of Public Sector Market Average | | | | 81% | 81% | 81% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Claims Adjudicator (unemployment compensation) | Non-Exempt | 40 | \$37,128 | \$43,597 | \$50,066 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$46,037 | \$53,867 | \$61,698 |
| State of Maine | Claims Adjudicator (unemployment compensation) | Non-Exempt | 40 | \$37,128 | \$43,597 | \$50,066 |
| State of Maine as a % of Market Average | | | | 81% | 81% | 81% |
| Adjustment to Reach Market Average | | | | 24% | 24% | 23% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Clerk IV

Administrative Support Job Family

Job Summary: This is a supervisory level position. This is office and administrative support work managing office support services for one or more operational units within an agency. Responsibilities include overseeing, monitoring, and coordinating functions relating to personnel, clerical services, and office operations and may include building maintenance and leased property. Supervises subordinate State employees. Work requires exercising independent judgment, initiative, and discretion to make determinations on varied matters and those specific to each hiring agency. Work is performed under limited supervision.

Minimum Qualifications: Six (6) years of responsible clerical experience to include two (2) years performing supervision or performing highly independent clerical work.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Administrative Assistant | Non-Exempt | 37.5 | \$39,554 | \$46,344 | \$53,134 |
| City of Portland, ME | Administrative Officer I | Non-Exempt | 37.5 | \$42,973 | \$50,370 | \$57,767 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Clerk IV | Non-Exempt | 37.5 | \$38,606 | \$44,838 | \$51,070 |
| State of New Hampshire | Clerk IV | Non-Exempt | 37.5 | \$30,209 | \$35,754 | \$41,298 |
| State of Rhode Island | Office Manager | Non-Exempt | 35 | \$49,001 | \$52,524 | \$56,048 |
| State of Vermont | Administrative Services Coordinator III | N/A | 40 | \$47,954 | \$61,416 | \$74,878 |
| Federal Government (ME) | Supervisory Desk Clerk | N/A | 40 | \$43,338 | \$49,840 | \$56,341 |
| Public Sector Market Average | | | | \$41,662 | \$48,726 | \$55,791 |
| State of Maine | Clerk IV | Non-Exempt | 40 | \$34,944 | \$40,747 | \$46,550 |
| State of Maine as a % of Public Sector Market Average | | | | 84% | 84% | 83% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|----------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Office Administration Supervisor | | 40 | \$52,141 | \$66,167 | \$82,846 |
| ERI (New England) | Office Supervisor - Level 2 | | 40 | \$47,796 | \$56,793 | \$68,571 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Clerical Supervisor II | | 40 | \$41,681 | \$53,895 | \$67,228 |
| Published Survey Market Average | | | | \$47,206 | \$58,952 | \$72,882 |
| State of Maine | Clerk IV | Non-Exempt | 40 | \$34,944 | \$40,747 | \$46,550 |
| State of Maine as a % of Market Average | | | | 74% | 69% | 64% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$44,434 | \$53,839 | \$64,336 |
| State of Maine | Clerk IV | Non-Exempt | 40 | \$34,944 | \$40,747 |
| State of Maine as a % of Market Average | | | 79% | 76% | 72% |
| Adjustment to Reach Market Average | | | 27% | 32% | 38% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Commissioner Department of Administrative & Financial Services

Executive Management Job Family

Job Summary: This is a director level position. The cabinet-level Department of Administrative & Financial Services is under the supervision and control of the Commissioner, who serves at the pleasure of the Governor. The department shall coordinate financial planning and programming activities of departments and agencies of the State Government for review and action by the Governor, prepare and report to the Governor and to the Legislature financial data and statistics and administer under the direction of the State Liquor and Lottery Commission the laws relating to legalized alcoholic beverages within this State. The department consists of the following bureaus and organizations: Bureau of Human Resources; Bureau of Alcoholic Beverages and Lottery Operations; Bureau of General Services; Office of the State Controller; State Budget Office; Revenue Service; Office of Information Services, and the State Liquor and Lottery Commission.

Minimum Qualifications: Minimum qualifications are determined at the time of recruitment. This is the top admin & financial position in State Government, serving at the pleasure of the Governor.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Assistant City Manager/Director of Finance and Administration | Exempt | 40 | \$98,508 | \$115,365 | \$132,222 |
| City of Bangor, ME | Finance Director | Exempt | 37.5 | \$91,064 | \$106,721 | \$122,377 |
| City of Portland, ME | Finance Director | Exempt | 37.5 | \$112,998 | \$137,054 | \$161,109 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | Deputy County Manager, Finance & Administration | Exempt | 40 | \$90,977 | \$110,068 | \$129,159 |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | No Match | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Director, Department of Administration (Unclassified) | Exempt | 35 | N/A | \$138,415 | N/A |
| State of Vermont | No Match | N/A | N/A | N/A | N/A | N/A |
| Federal Government (ME) | Director of the Office of Management and Budget | Exempt | 40 | N/A | \$199,700 | N/A |
| Public Sector Market Average | | | | \$98,387 | \$134,554 | \$136,217 |
| State of Maine | Commissioner Department of Administrative & Financial Services | Exempt | 40 | \$88,296 | \$116,116 | \$143,936 |
| State of Maine as a % of Public Sector Market Average | | | | 90% | 86% | 106% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|------------------|-----------|-----------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Commissioner Department of Administrative & Financial Services | Exempt | 40 | \$88,296 | \$116,116 | \$143,936 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|---------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$98,387 | \$134,554 | \$136,217 |
| State of Maine | Commissioner Department of Administrative & Financial Services | Exempt | 40 | \$88,296 | \$116,116 |
| State of Maine as a % of Market Average | | | 90% | 86% | 106% |
| Adjustment to Reach Market Average | | | 11% | 16% | -5% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Comprehensive Health Planner I

Health Job Family

Job Summary: This is an entry level position. This is professional services work in planning and monitoring health programs and services. Responsibilities include developing and implementing health programs; monitoring, analyzing, and evaluating program effectiveness; and recommending program modifications and/or improvements. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in public/community health, health administration, health sciences or health education, public administration, government, social work, or a closely related field and two (2) years professional experience in the planning, development, coordination and/or evaluation of health programs or services -OR- an equivalent six (6) year combination of education, training, and experience.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Public Health Educator | Non-Exempt | 37.5 | \$41,352 | \$48,437 | \$55,521 |
| City of Portland, ME | Community Health Promotion Specialist | Non-Exempt | 37.5 | \$43,443 | \$50,904 | \$58,365 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Program Planner I | Non-Exempt | 37.5 | \$37,201 | \$44,628 | \$52,056 |
| State of Rhode Island | Planning and Program Specialist (Health) | Exempt | 35 | \$61,450 | \$63,838 | \$66,227 |
| State of Vermont | Public Health Specialist | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | Public Health Analyst | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$47,942 | \$55,592 | \$63,243 |
| State of Maine | Comprehensive Health Planner I | Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Public Sector Market Average | | | | 85% | 86% | 87% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | Health Education Coordinator - Level 1 | | 40 | \$36,939 | \$42,414 | \$49,553 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$36,939 | \$42,414 | \$49,553 |
| State of Maine | Comprehensive Health Planner I | Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 110% | 113% | 111% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$42,440 | \$49,003 | \$56,398 |
| State of Maine | Comprehensive Health Planner I | Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 96% | 98% | 98% |
| Adjustment to Reach Market Average | | | | 4% | 2% | 2% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Conservation Aide

Other, semi-skilled Job Family

Job Summary: This is an entry level position. This is maintenance and personal services work in performing manual labor tasks related to the conservation and preservation of natural resources. Work may include collecting data, sampling, transporting species, netting species, tagging fish or wildlife, harvesting and replanting species, and making mechanical equipment repairs. Work is performed under immediate supervision.

Minimum Qualifications: Knowledge and/or experience in conservation work and/or a high school diploma or equivalent.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Wildlife Technician series (levels I-III) | N/A | 40 | \$32,170 | \$36,947 | \$41,725 |
| State of New Hampshire | Biological Aide | Non-Exempt | 37.5 | \$31,320 | \$37,206 | \$43,092 |
| State of Rhode Island | Laborer | Non-Exempt | 40 | \$31,948 | \$32,524 | \$33,100 |
| State of Vermont | Environmental Technician I | N/A | 40 | \$32,921 | \$41,906 | \$50,891 |
| Federal Government (ME) | Soil Conservation Technician | N/A | 40 | \$34,750 | \$39,962 | \$45,173 |
| Public Sector Market Average | | | | \$32,622 | \$37,709 | \$42,796 |
| State of Maine | Conservation Aide | Non-Exempt | 40 | \$26,832 | \$29,536 | \$32,240 |
| State of Maine as a % of Public Sector Market Average | | | | 82% | 78% | 75% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Conservation Aide | Non-Exempt | 40 | \$26,832 | \$29,536 | \$32,240 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$32,622 | \$37,709 | \$42,796 |
| State of Maine | Conservation Aide | Non-Exempt | 40 | \$26,832 | \$29,536 | \$32,240 |
| State of Maine as a % of Market Average | | | | 82% | 78% | 75% |
| Adjustment to Reach Market Average | | | | 22% | 28% | 33% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Contract/Grant Specialist

Financial Job Family

Job Summary: This is a journey level position. This is professional services work in negotiating, processing, administering, and monitoring contracts, grants, and other purchase of service agreements. Work includes conducting on-site visits with providers, providing information and assistance, evaluating provider performance, and coordinating and conferring with outside resources in the delivery of services. Work is performed under general supervision.

Minimum Qualifications: A six (6) year combination of education and/or professional experience in contract or grant administration.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Grant Manager | Non-Exempt | 37.5 | \$41,352 | \$48,437 | \$55,521 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Grants Management Specialist series (levels I-III) | Exempt | 37.5 | \$41,476 | \$50,081 | \$58,685 |
| State of New Hampshire | Grants Program Coordinator | Non-Exempt | 37.5 | \$43,815 | \$52,805 | \$61,794 |
| State of Rhode Island | Senior Historic Preservation Specialist (Grants Manager) | Exempt | 35 | \$45,673 | \$49,307 | \$52,940 |
| State of Vermont | Grants Management Specialist | N/A | 40 | \$47,954 | \$61,416 | \$74,878 |
| Federal Government (ME) | Contract Specialist | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$44,738 | \$52,904 | \$61,070 |
| State of Maine | Contract/Grant Specialist | Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Public Sector Market Average | | | | 87% | 86% | 86% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|----------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | Contract Specialist - Level 2 | | 40 | \$59,976 | \$70,709 | \$84,593 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Contract Administrator II | | 40 | \$47,353 | \$59,272 | \$74,875 |
| Published Survey Market Average | | | | \$53,664 | \$64,991 | \$79,734 |
| State of Maine | Contract/Grant Specialist | Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Market Average | | | | 72% | 70% | 66% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$49,201 | \$58,947 | \$70,402 |
| State of Maine | Contract/Grant Specialist | Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Market Average | | | | 79% | 77% | 75% |
| Adjustment to Reach Market Average | | | | 27% | 29% | 34% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Correctional Captain

Corrections Job Family

Job Summary: This is a managerial level position. This is investigative and protective services work monitoring and overseeing staff on a work-shift or program activity in an adult correctional facility. Work includes scheduling and assigning staff, directing the activities of subordinate personnel, implementing operational procedures, and maintaining records. Work is performed under limited supervision.

Minimum Qualifications: Five (5) years of education, training, and/or experience in correctional institution security and/or prisoner care and custody programs which includes at least two years of responsible correctional supervisory experience.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | Police Lieutenant | Non-Exempt | 40 | \$75,908 | \$80,022 | \$84,136 |
| Cumberland County, ME | Captain | Exempt | 40 | \$61,918 | \$74,927 | \$87,935 |
| Commonwealth of Massachusetts | Captain - DOC | Non-Exempt | 40 | \$84,897 | \$89,237 | \$93,576 |
| State of New Hampshire | Corrections Captain | Non-Exempt | 40 | \$54,434 | \$65,602 | \$76,770 |
| State of Rhode Island | Correctional Officer Captain | Non-Exempt | 40 | \$67,254 | \$80,834 | \$94,414 |
| State of Vermont | Correctional Security and Operations Supervisor | N/A | 40 | \$53,889 | \$69,205 | \$84,521 |
| Federal Government (ME) | Supervisory Correctional Officer (Captain) | N/A | 40 | \$85,428 | \$98,245 | \$111,062 |
| Public Sector Market Average | | | | \$69,104 | \$79,725 | \$90,345 |
| State of Maine | Correctional Captain | Non-Exempt | 40 | \$51,168 | \$58,989 | \$66,810 |
| State of Maine as a % of Public Sector Market Average | | | | 74% | 74% | 74% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-----------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Correctional Captain | Non-Exempt | 40 | \$51,168 | \$58,989 | \$66,810 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$69,104 | \$79,725 | \$90,345 |
| State of Maine | Correctional Captain | Non-Exempt | 40 | \$51,168 | \$58,989 | \$66,810 |
| State of Maine as a % of Market Average | | | | 74% | 74% | 74% |
| Adjustment to Reach Market Average | | | | 35% | 35% | 35% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Correctional Officer

Corrections Job Family

Job Summary: This is an entry level position. This is investigative and protective services work involving the custody, security, discipline, treatment, and rehabilitation of persons committed to an adult correctional facility. Work includes monitoring prisoner behavior, directing and overseeing prisoner activities, participating in the development and implementation of treatment strategies, integrating daily activities with treatment goals, enforcing prisoner discipline, and preparing prisoner behavior and incident reports. Work is performed under general supervision.

Minimum Qualifications: Graduation from high school or equivalent.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | Correction Officer | Non-Exempt | 40 | \$40,649 | \$41,121 | \$41,594 |
| Commonwealth of Massachusetts | Correction Officer series (levels I-III) | Non-Exempt | 40 | \$50,583 | \$60,071 | \$69,560 |
| State of New Hampshire | Corrections Officer | Non-Exempt | 40 | \$37,966 | \$45,079 | \$52,193 |
| State of Rhode Island | Correctional Officer | Non-Exempt | 40 | \$48,442 | \$58,578 | \$68,714 |
| State of Vermont | Correctional Officer I | N/A | 40 | \$38,472 | \$49,088 | \$59,704 |
| Federal Government (ME) | Correctional Officer | N/A | 40 | \$46,733 | \$52,415 | \$58,097 |
| Public Sector Market Average | | | | \$43,807 | \$51,059 | \$58,310 |
| State of Maine | Correctional Officer | Non-Exempt | 40 | \$36,691 | \$41,496 | \$46,301 |
| State of Maine as a % of Public Sector Market Average | | | | 84% | 81% | 79% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-----------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Correctional Officer | | 40 | \$34,417 | \$43,566 | \$52,701 |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$34,417 | \$43,566 | \$52,701 |
| State of Maine | Correctional Officer | Non-Exempt | 40 | \$36,691 | \$41,496 | \$46,301 |
| State of Maine as a % of Market Average | | | | 107% | 95% | 88% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$39,112 | \$47,313 | \$55,506 |
| State of Maine | Correctional Officer | Non-Exempt | 40 | \$36,691 | \$41,496 | \$46,301 |
| State of Maine as a % of Market Average | | | | 94% | 88% | 83% |
| Adjustment to Reach Market Average | | | | 7% | 14% | 20% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Corrections Unit Manager

Corrections Job Family

Job Summary: This is a managerial level position. This is investigative and protective services work of a managerial nature in planning, coordinating, directing, overseeing, and evaluating security and treatment programs within a designated housing unit with multiple pods or dorms within an adult correctional institution or facility. Responsibilities include interpreting, applying, and administering institutional policies and procedures, performing quality assurance audits, conducting internal affairs investigations, and serving as a subject matter expert to senior managers involved in facility wide decisions. Work includes performing investigations which may involve properly searching and seizing evidence. Supervision is exercised over professional, technical, and clerical employees. Work is performed under limited supervision.

Minimum Qualifications: An eight (8) year combination of education, training, and/or experience in criminal justice, corrections, social sciences, psychology or a related field with knowledge of correctional or risk reduction programming, including two (2) years of experience in a correctional environment (institutions or community corrections) and with correctional case management practices.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Corrections Lieutenant | N/A | 40 | \$50,166 | \$60,281 | \$70,396 |
| State of Rhode Island | Correctional Investigator II | Non-Exempt | 40 | \$62,976 | \$73,517 | \$84,057 |
| State of Vermont | Corrections Assistant Superintendent | N/A | 40 | \$60,980 | \$78,292 | \$95,603 |
| Federal Government (ME) | Correctional Program Officer (Unit Manager) | N/A | 40 | \$85,428 | \$98,245 | \$111,062 |
| Public Sector Market Average | | | | \$64,888 | \$77,584 | \$90,280 |
| State of Maine | Corrections Unit Manager | Exempt | 40 | \$60,819 | \$70,668 | \$80,517 |
| State of Maine as a % of Public Sector Market Average | | | | 94% | 91% | 89% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Corrections Unit Manager | Exempt | 40 | \$60,819 | \$70,668 | \$80,517 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$64,888 | \$77,584 | \$90,280 |
| State of Maine | Corrections Unit Manager | Exempt | 40 | \$60,819 | \$70,668 | \$80,517 |
| State of Maine as a % of Market Average | | | | 94% | 91% | 89% |
| Adjustment to Reach Market Average | | | | 7% | 10% | 12% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Customer Representative Associate II

Administrative Support Job Family

Job Summary: This is a journey level position. This position provides quality customer service to citizens in order to assist in resolving questions and problems concerning laws, services, and agency policies and procedures. This is complex customer service in assisting internal and external customers requiring a solid knowledge of the principles and practices of quality customer service. Positions in this classification provide office and administrative support work with a regulatory or eligibility component in assisting the public with applications, fees, examinations, and/or services. Responsibilities require independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures.

Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a solid knowledge of the principles and practices of quality customer service to perform complex work in assisting the public with applications, fees, examinations, or social services that have an eligibility or compliance component; and 2) the ability to use independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Account Clerk II | Non-Exempt | 37.5 | \$34,026 | \$39,888 | \$45,750 |
| City of Portland, ME | Customer Service Specialist | Non-Exempt | 37.5 | \$36,769 | \$41,728 | \$46,686 |
| City of South Portland, ME | Clerk II | Non-Exempt | 37.5 | \$38,568 | \$47,240 | \$55,913 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Information Officer I | Exempt | 37.5 | \$40,375 | \$48,094 | \$55,812 |
| State of New Hampshire | No Match | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Customer Service Representative II (DMV) | Exempt | 35 | \$42,797 | \$45,075 | \$47,353 |
| State of Vermont | Customer Service Technician | N/A | 40 | \$31,382 | \$39,911 | \$48,440 |
| Federal Government (ME) | Contact Representative (Customer Service Representative) | N/A | 40 | \$43,338 | \$49,840 | \$56,341 |
| Public Sector Market Average | | | | \$38,179 | \$44,539 | \$50,899 |
| State of Maine | Customer Representative Associate II | Non-Exempt | 40 | \$29,515 | \$35,433 | \$41,350 |
| State of Maine as a % of Public Sector Market Average | | | | 77% | 80% | 81% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Customer Service Representative II | | 40 | \$30,159 | \$39,205 | \$53,335 |
| ERI (New England) | Customer Service Representative (General Calls) - Level 2 | | 40 | \$30,978 | \$36,137 | \$42,592 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Customer Service Representative II | | 40 | \$30,159 | \$37,084 | \$46,985 |
| Published Survey Market Average | | | | \$30,432 | \$37,475 | \$47,637 |
| State of Maine | Customer Representative Associate II | Non-Exempt | 40 | \$29,515 | \$35,433 | \$41,350 |
| State of Maine as a % of Market Average | | | | 97% | 95% | 87% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$34,306 | \$41,007 | \$49,268 |
| State of Maine | Customer Representative Associate II | Non-Exempt | 40 | \$29,515 | \$35,433 |
| State of Maine as a % of Market Average | | | 86% | 86% | 84% |
| Adjustment to Reach Market Average | | | 16% | 16% | 19% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Deputy Commissioner Administrative & Financial Services

Executive Management Job Family

Job Summary: This is a director level position. The Deputy Commissioner is under the Commissioner's immediate supervision, direction, and control; serves at the commissioner's pleasure; and performs such duties as the Commissioner may prescribe.

Minimum Qualifications: Minimum qualifications are based on the specific position being filled, and are determined at the time of recruitment.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Deputy Finance Director/Tax Collector/Treasurer | Exempt | 40 | \$82,763 | \$98,519 | \$114,276 |
| City of Bangor, ME | Finance Director | Exempt | 37.5 | \$91,064 | \$106,721 | \$122,377 |
| City of Portland, ME | Deputy Finance Director | Exempt | 37.5 | \$96,700 | \$117,293 | \$137,885 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | Deputy Finance Director | Exempt | 40 | \$57,356 | \$69,409 | \$81,462 |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Deputy Commissioner DAS | Exempt | 37.5 | \$88,252 | \$105,667 | \$123,082 |
| State of Rhode Island | Deputy Director of Financial Services (DBR) | Exempt | 35 | \$108,080 | \$114,947 | \$121,814 |
| State of Vermont | No Match | N/A | N/A | N/A | N/A | N/A |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$87,369 | \$102,093 | \$116,816 |
| State of Maine | Deputy Commissioner Administrative & Financial Services | Exempt | 40 | \$89,814 | \$112,278 | \$134,742 |
| State of Maine as a % of Public Sector Market Average | | | | 103% | 110% | 115% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|------------------|-----------|-----------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Deputy Commissioner Administrative & Financial Services | Exempt | 40 | \$89,814 | \$112,278 | \$134,742 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$87,369 | \$102,093 | \$116,816 |
| State of Maine | Deputy Commissioner Administrative & Financial Services | Exempt | 40 | \$89,814 | \$112,278 | \$134,742 |
| State of Maine as a % of Market Average | | | | 103% | 110% | 115% |
| Adjustment to Reach Market Average | | | | -3% | -9% | -13% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Deputy Commissioner Department of Education

Executive Management Job Family

Job Summary: This is a director level position. This is executive work directing and managing internal operational activities of the Department of Education, as well as developing, coordinating, and aligning major policy initiatives with internal and external partners to accomplish the mission of the organization. Responsibilities include making day-to-day operational management decisions; oversight of policies and programs; and management over a large staff of managerial, professional, technical, and clerical employees. In addition, there is significant involvement in overseeing policy development and implementation as it relates to the work of a wide range of external partners and stakeholders.

Minimum Qualifications: Minimum qualifications are determined at the time of recruitment.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Deputy Commissioner, Department of Education | Exempt | 37.5 | \$79,993 | \$116,080 | \$152,168 |
| State of New Hampshire | Deputy Commissioner Education | Exempt | 37.5 | \$83,719 | \$100,225 | \$116,731 |
| State of Rhode Island | Deputy Commissioner (Unclassified) | Exempt | 35 | N/A | \$157,589 | N/A |
| State of Vermont | No Match | N/A | N/A | N/A | N/A | N/A |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$81,856 | \$124,632 | \$134,449 |
| State of Maine | Deputy Commissioner Department of Education | Exempt | 40 | \$84,781 | \$109,762 | \$134,742 |
| State of Maine as a % of Public Sector Market Average | | | | 104% | 88% | 100% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|------------------|-----------|-----------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Deputy Commissioner Department of Education | Exempt | 40 | \$84,781 | \$109,762 | \$134,742 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$81,856 | \$124,632 | \$134,449 |
| State of Maine | Deputy Commissioner Department of Education | Exempt | 40 | \$84,781 | \$109,762 | \$134,742 |
| State of Maine as a % of Market Average | | | | 104% | 88% | 100% |
| Adjustment to Reach Market Average | | | | -3% | 14% | 0% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Deputy Director, Bureau of Human Resources

Human Resources Job Family

Job Summary: This is a managerial level position. This position is a multi-faceted and highly responsible position in State Government. The scope of responsibilities spans the extensive array of human resources services to support all departments in State Government. The Deputy Director operates with a high degree of discretion and autonomy in the administration and management of statewide human resources programs. The position determines how best to utilize staff resources; plans, selects, and devises methods and procedures to be utilized; develops standards of quality and quantity for divisions; assures that completed work meets desired standards; and sets performance expectations for staff. Analyzes and evaluates operations policies and procedures, advises the Bureau Director, and works on special projects. The executive is a member of the agency's senior leadership. Supervision is exercised over a variety of personnel and work is performed under general direction.

Minimum Qualifications: Minimum qualifications are based on the specific position being filled.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Human Resources Officer | Exempt | 37.5 | \$63,375 | \$74,254 | \$85,134 |
| City of Portland, ME | Deputy Human Resources Director | Exempt | 37.5 | \$96,700 | \$117,293 | \$137,885 |
| City of South Portland, ME | Human Resources Director | Exempt | 37.5 | \$80,073 | \$98,105 | \$116,137 |
| Cumberland County, ME | Human Resources Director | Exempt | 40 | \$78,009 | \$94,388 | \$110,767 |
| Commonwealth of Massachusetts | Deputy Chief Human Resources Officer | Exempt | 37.5 | \$79,993 | \$116,080 | \$152,168 |
| State of New Hampshire | Human Resources Administrator | Exempt | 37.5 | \$49,826 | \$60,113 | \$70,400 |
| State of Rhode Island | Deputy Personnel Administrator | Exempt | 35 | \$98,934 | \$105,795 | \$112,657 |
| State of Vermont | Human Resources Director of Operations | N/A | 40 | \$84,116 | \$108,447 | \$132,779 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$78,878 | \$96,810 | \$114,741 |
| State of Maine | Deputy Director, Bureau of Human Resources | Exempt | 40 | \$83,990 | \$99,736 | \$115,482 |
| State of Maine as a % of Public Sector Market Average | | | | 106% | 103% | 101% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|------------------|-----------|------------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Deputy Director of Human Resources | | 40 | \$115,863 | \$142,530 | \$175,356 |
| ERI (New England) | Human Resources Director | | 40 | \$157,381 | \$215,705 | \$291,956 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Human Resources Director | | 40 | \$125,027 | \$164,778 | \$210,466 |
| Published Survey Market Average | | | | \$132,757 | \$174,338 | \$225,926 |
| State of Maine | Deputy Director, Bureau of Human Resources | Exempt | 40 | \$83,990 | \$99,736 | \$115,482 |
| State of Maine as a % of Market Average | | | | 63% | 57% | 51% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$105,818 | \$135,574 | \$170,333 |
| State of Maine | Deputy Director, Bureau of Human Resources | Exempt | 40 | \$83,990 | \$99,736 | \$115,482 |
| State of Maine as a % of Market Average | | | | 79% | 74% | 68% |
| Adjustment to Reach Market Average | | | | 26% | 36% | 47% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Development Program Manager

Management Job Family

Job Summary: This is a managerial level position. This is professional services work of a managerial nature in planning, organizing, coordinating, and advising on community, business, or resource development programs. Responsibilities include designing and providing technical assistance to local businesses and governments through a community development staff, regional planning agencies, and/or consultant contracts. Work is performed under limited supervision.

Minimum Qualifications: An eight (8) year combination of experience, education, and training of a progressively responsible nature in financial, public, business, and/or resource management to include supervisory experience.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Community & Economic Development Officer | Non-Exempt | 37.5 | \$58,355 | \$68,354 | \$78,353 |
| City of Portland, ME | Development Review Service Manager | Exempt | 37.5 | \$73,171 | \$88,752 | \$104,332 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | No Match | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Chief, Office of Municipal Affairs | Exempt | 35 | \$75,767 | \$80,851 | \$85,935 |
| State of Vermont | Community Planning and Project Manager | N/A | 40 | \$53,889 | \$69,205 | \$84,521 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$65,296 | \$76,791 | \$88,285 |
| State of Maine | Development Program Manager | Exempt | 40 | \$52,499 | \$62,348 | \$72,197 |
| State of Maine as a % of Public Sector Market Average | | | | 80% | 81% | 82% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | Community Development Manager - Level 2 | | 40 | \$65,773 | \$78,463 | \$94,762 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$65,773 | \$78,463 | \$94,762 |
| State of Maine | Development Program Manager | Exempt | 40 | \$52,499 | \$62,348 | \$72,197 |
| State of Maine as a % of Market Average | | | | 80% | 79% | 76% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$65,534 | \$77,627 | \$91,524 |
| State of Maine | Development Program Manager | Exempt | 40 | \$52,499 | \$62,348 | \$72,197 |
| State of Maine as a % of Market Average | | | | 80% | 80% | 79% |
| Adjustment to Reach Market Average | | | | 25% | 25% | 27% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Director Office of Elder Services

Executive Management Job Family

Job Summary: This is a managerial level position. Directs and manages all programs and services for elderly adults and adults in need of protective services authorized under the Department of Health and Human Services statutes. This position is appointed by and serves at the pleasure of the Commissioner of the Department of Health and Human Services.

Minimum Qualifications: By statute, must have educational qualifications and professional experience directly related to the functions of and services provided by the relevant unit or office.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Director of Elder Affairs | Exempt | 37.5 | \$68,254 | \$82,783 | \$97,312 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Bureau Chief Elderly Adult Services | Exempt | 37.5 | \$72,720 | \$87,028 | \$101,336 |
| State of Rhode Island | Director, Division of Elderly Affairs | Exempt | 35 | \$108,342 | \$115,224 | \$122,105 |
| State of Vermont | Developmental Disabilities Services Division Director | N/A | 40 | \$73,662 | \$94,864 | \$116,065 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$80,745 | \$94,975 | \$109,205 |
| State of Maine | Director Office of Elder Services | Exempt | 40 | \$84,781 | \$109,762 | \$134,742 |
| State of Maine as a % of Public Sector Market Average | | | | 105% | 116% | 123% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|------------------|-----------|-----------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Director Office of Elder Services | Exempt | 40 | \$84,781 | \$109,762 | \$134,742 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$80,745 | \$94,975 | \$109,205 |
| State of Maine | Director Office of Elder Services | Exempt | 40 | \$84,781 | \$109,762 | \$134,742 |
| State of Maine as a % of Market Average | | | | 105% | 116% | 123% |
| Adjustment to Reach Market Average | | | | -5% | -13% | -19% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Director, Public Information

Executive Management Job Family

Job Summary: This is a director level position. The Director, Division of Information and Outreach directly manages outreach programs for a small to medium agency. The manager has some latitude to change the program scope, policy or implementation, and the objectives are clearly defined. Work involves developing and implementing related policies and procedures; directing and performing staff support activities; and/or providing daily program administration. May be a member of the agency's senior management team. Supervision is typically exercised over a variety of personnel and work is performed under administrative direction.

Minimum Qualifications: Minimum qualifications are based on the specific position being filled.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Community & Economic Development Director | Exempt | 37.5 | \$82,300 | \$96,438 | \$110,577 |
| City of Portland, ME | Director of Communications and Digital Services | Non-Exempt | 37.5 | \$102,496 | \$124,313 | \$146,131 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Director Information Services | Exempt | 37.5 | \$79,184 | \$94,784 | \$110,384 |
| State of Rhode Island | Chief Public Affairs Officer | Exempt | 35 | \$74,007 | \$78,958 | \$83,909 |
| State of Vermont | DCF Marketing and Outreach Coordinator | N/A | 40 | \$53,889 | \$69,205 | \$84,521 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$78,375 | \$92,740 | \$107,104 |
| State of Maine | Director, Public Information | Exempt | 40 | \$53,394 | \$67,569 | \$81,744 |
| State of Maine as a % of Public Sector Market Average | | | | 68% | 73% | 76% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------------|------------------|-----------|------------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Communications Director | | 40 | \$105,785 | \$147,584 | \$194,730 |
| ERI (New England) | Public Relations Director | | 40 | \$148,627 | \$206,443 | \$282,187 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Public Relations Director | | 40 | \$107,273 | \$139,628 | \$195,953 |
| Published Survey Market Average | | | | \$120,562 | \$164,552 | \$224,290 |
| State of Maine | Director, Public Information | Exempt | 40 | \$53,394 | \$67,569 | \$81,744 |
| State of Maine as a % of Market Average | | | | 44% | 41% | 36% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$99,469 | \$128,646 | \$165,697 |
| State of Maine | Director, Public Information | Exempt | 40 | \$53,394 | \$67,569 | \$81,744 |
| State of Maine as a % of Market Average | | | | 54% | 53% | 49% |
| Adjustment to Reach Market Average | | | | 86% | 90% | 103% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Education Specialist II

Education Job Family

Job Summary: This is a journey level position. This is professional services work in planning and overseeing a statewide education program in a specific specialty/subject area. Responsibilities include organizing, promoting, interpreting, developing policy, and administering assigned program through consultation with superintendents and cooperating agencies, and group or individual teacher conferences. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in education or required specialty/subject area and two (2) years professional level experience in required specialty/subject area. A masters degree in education or required specialty/subject area may be substituted for experience on a year-for-year basis. Individual positions may require a professional teaching certificate in assigned specialty/subject area as issued by the State Department of Education & Cultural Services.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Educational Specialist (c) | N/A | 40 | \$56,930 | \$67,152 | \$77,374 |
| State of New Hampshire | Program Specialist II | Non-Exempt | 37.5 | \$40,398 | \$48,529 | \$56,660 |
| State of Rhode Island | Transformation Specialist (Unclassified) | Exempt | 35 | \$74,061 | \$75,383 | \$76,705 |
| State of Vermont | Education Consultant II | N/A | 40 | \$47,954 | \$61,416 | \$74,878 |
| Federal Government (ME) | Education Specialist | N/A | 40 | \$59,330 | \$67,940 | \$76,551 |
| Public Sector Market Average | | | | \$55,734 | \$64,084 | \$72,434 |
| State of Maine | Education Specialist II | Exempt | 40 | \$42,682 | \$53,227 | \$63,773 |
| State of Maine as a % of Public Sector Market Average | | | | 77% | 83% | 88% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Education Specialist II | Exempt | 40 | \$42,682 | \$53,227 | \$63,773 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$55,734 | \$64,084 | \$72,434 |
| State of Maine | Education Specialist II | Exempt | 40 | \$42,682 | \$53,227 | \$63,773 |
| State of Maine as a % of Market Average | | | | 77% | 83% | 88% |
| Adjustment to Reach Market Average | | | | 31% | 20% | 14% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Eligibility Specialist

Social Services, support Job Family

Job Summary: This is a journey level position. This is paraprofessional support work in determining initial and continuing eligibility of applicants for family independence programs. Responsibilities include obtaining and verifying information, determining applicant eligibility for program benefits, and verifying correctness of previous determination decisions. Work is performed under general supervision.

Minimum Qualifications: A four (4) year combination of education, training, and/or progressively responsible experience in a social services setting which demonstrates interviewing and data gathering skills as needed to form basis for judgments in eligibility determinations, claims resolutions, and/or customer service requests – OR – a bachelors degree in social services, business administration, or other related field.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Caseworker Technician | Non-Exempt | 40 | \$41,435 | \$48,240 | \$55,046 |
| City of Bangor, ME | Caseworker | Non-Exempt | 37.5 | \$44,109 | \$51,666 | \$59,222 |
| City of Portland, ME | Human Services Eligibility Specialist | Non-Exempt | 37.5 | \$40,545 | \$46,105 | \$51,665 |
| City of South Portland, ME | GA Social Services Support Specialist | N/A | 37.5 | \$44,558 | \$52,510 | \$60,461 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Benefits Eligibility and Referral Social Worker series (levels I-III) | N/A | 40 | \$42,336 | \$49,996 | \$57,656 |
| State of New Hampshire | Family Services Specialist II | Non-Exempt | 37.5 | \$39,681 | \$47,603 | \$55,526 |
| State of Rhode Island | Eligibility Technician II (DHS - Lobby) | Non-Exempt | 35 | \$49,001 | \$52,524 | \$56,048 |
| State of Vermont | Benefits Program Specialist | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | Claims Specialist | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$43,903 | \$51,336 | \$58,770 |
| State of Maine | Eligibility Specialist | Non-Exempt | 40 | \$34,154 | \$39,894 | \$45,635 |
| State of Maine as a % of Public Sector Market Average | | | | 78% | 78% | 78% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | Eligibility Worker - Level 2 | | 40 | \$32,120 | \$36,488 | \$42,113 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$32,120 | \$36,488 | \$42,113 |
| State of Maine | Eligibility Specialist | Non-Exempt | 40 | \$34,154 | \$39,894 | \$45,635 |
| State of Maine as a % of Market Average | | | | 106% | 109% | 108% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$38,011 | \$43,912 | \$50,441 |
| State of Maine | Eligibility Specialist | Non-Exempt | 40 | \$34,154 | \$39,894 |
| State of Maine as a % of Market Average | | | 90% | 91% | 90% |
| Adjustment to Reach Market Average | | | 11% | 10% | 11% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Emergency Communication Specialist

Public Safety Job Family

Job Summary: This is an entry level position. This is office support and clerical work in receiving, organizing, and relaying information, instructions, and requests from and to the public and emergency/law enforcement personnel via various forms of telecommunications (e.g. radio, computer, telephone, teletype, fax, etc.). Work includes receiving, organizing, and transmitting information, orders, and requests; and dispatching people and equipment at the onset of complaints and emergencies. Working environment is high-pressured and fast-paced. Work is performed under general supervision.

Minimum Qualifications: Graduation from high school or equivalent. Certification as a State Terminal Operator. Certification as an Emergency Telecommunicator. Certification as an Emergency Fire Dispatcher. Certification as an Emergency Medical Dispatcher (inherent in this certification is completion of approved CPR training).

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Dispatcher | Non-Exempt | 40 | \$43,394 | \$50,188 | \$56,983 |
| City of Bangor, ME | Public Safety Tele-Communicator | Non-Exempt | 40 | \$37,330 | \$41,141 | \$44,951 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Public Safety Dispatcher | Non-Exempt | 40 | \$43,095 | \$50,891 | \$58,687 |
| State of New Hampshire | Telecommunication Specialist I | Non-Exempt | 40 | \$38,180 | \$45,498 | \$52,817 |
| State of Rhode Island | Dispatch System Operator (DEM) | Non-Exempt | 40 | \$38,396 | \$40,523 | \$42,649 |
| State of Vermont | PSAP Emergency Communications Dispatcher I | N/A | 40 | \$42,868 | \$54,811 | \$66,754 |
| Federal Government (ME) | Dispatcher (Public Safety) | N/A | 40 | \$38,879 | \$44,712 | \$50,545 |
| Public Sector Market Average | | | | \$40,306 | \$46,823 | \$53,341 |
| State of Maine | Emergency Communication Specialist | Non-Exempt | 40 | \$39,270 | \$45,874 | \$52,478 |
| State of Maine as a % of Public Sector Market Average | | | | 97% | 98% | 98% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Emergency Dispatcher | | 40 | \$27,419 | \$38,601 | \$45,143 |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$27,419 | \$38,601 | \$45,143 |
| State of Maine | Emergency Communication Specialist | Non-Exempt | 40 | \$39,270 | \$45,874 | \$52,478 |
| State of Maine as a % of Market Average | | | | 143% | 119% | 116% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$33,862 | \$42,712 | \$49,242 |
| State of Maine | Emergency Communication Specialist | Non-Exempt | 40 | \$39,270 | \$45,874 |
| State of Maine as a % of Market Average | | | 116% | 107% | 107% |
| Adjustment to Reach Market Average | | | -14% | -7% | -6% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Engineering Technician

Engineering Job Family

Job Summary: This is a lead level position. This is technical services work in performing difficult and moderately complex engineering duties in a variety of field and office engineering specialties. Supervision is exercised over subordinate technical personnel performing moderately complex tasks. Work is performed under limited supervision.

Minimum Qualifications: Five (5) years of experience in engineering –OR- an associate degree in engineering or a related technical field and three (3) years of experience in engineering –OR- a bachelors degree in engineering or a related technical field and one (1) year of experience in engineering.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Engineering Aide (levels I-III) | Non-Exempt | 40 | \$33,786 | \$40,384 | \$46,983 |
| State of New Hampshire | Engineering Technician III | Non-Exempt | 37.5 | \$35,276 | \$41,961 | \$48,646 |
| State of Rhode Island | Engineering Technician III (Construction & Maintenance, Materials, Survey in Training, Administrative Services, Natural Resources, Construction Records) | Non-Exempt | 40 | \$40,324 | \$43,407 | \$46,490 |
| State of Vermont | AOT Technician IV | N/A | 40 | \$42,868 | \$54,811 | \$66,754 |
| Federal Government (ME) | Engineering Technician | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$40,083 | \$47,189 | \$54,295 |
| State of Maine | Engineering Technician | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Public Sector Market Average | | | | 89% | 89% | 88% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Civil Engineering Technician III | | 40 | \$46,870 | \$65,681 | \$81,080 |
| ERI (New England) | Engineering Technician Civil - Level 2 | | 40 | \$47,949 | \$52,095 | \$57,522 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Civil Engineering Technician II | | 40 | \$36,317 | \$55,087 | \$72,223 |
| Published Survey Market Average | | | | \$43,712 | \$57,621 | \$70,275 |
| State of Maine | Engineering Technician | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Market Average | | | | 81% | 72% | 68% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$41,897 | \$52,405 | \$62,285 |
| State of Maine | Engineering Technician | Non-Exempt | 40 | \$41,766 | \$47,944 |
| State of Maine as a % of Market Average | | | 85% | 80% | 77% |
| Adjustment to Reach Market Average | | | 18% | 25% | 30% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Environmental Service Director

Executive Management Job Family

Job Summary: This is a director level position. This is professional services and scientific work in directing the activities of the Environmental Services Division of the Department of Transportation (DOT). Responsibilities include directing the programs of environmental planning and documentation for proposed highway and bridge construction projects, environmental protection, acquisition of environmental permits, roadside landscape design, well claims and water quality monitoring, and environmental impact mitigation. This position is a member of the agency's senior leadership. Supervision is exercised over a variety of personnel and work is performed under general direction.

Minimum Qualifications: Minimum qualifications are based on the specific position being filled.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Administrator I | Exempt | 37.5 | \$52,056 | \$63,119 | \$74,182 |
| State of Rhode Island | Chief of Highway Maintenance Field Operations (DOT) | Exempt | 35 | \$73,898 | \$79,044 | \$84,191 |
| State of Vermont | AOT Environmental Resources Coordinator | N/A | 40 | \$64,627 | \$83,275 | \$101,924 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$63,527 | \$75,146 | \$86,766 |
| State of Maine | Environmental Service Director | Exempt | 40 | \$69,701 | \$82,846 | \$95,992 |
| State of Maine as a % of Public Sector Market Average | | | | 110% | 110% | 111% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Environmental Service Director | Exempt | 40 | \$69,701 | \$82,846 | \$95,992 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$63,527 | \$75,146 | \$86,766 |
| State of Maine | Environmental Service Director | Exempt | 40 | \$69,701 | \$82,846 | \$95,992 |
| State of Maine as a % of Market Average | | | | 110% | 110% | 111% |
| Adjustment to Reach Market Average | | | | -9% | -9% | -10% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Environmental Specialist III

Scientific Job Family

Job Summary: This is a lead level position. This is professional scientific work involving the protection of the environment. Responsibilities include planning, investigating, inspecting, and evaluating air, water, or land quality and assessing the technical information obtained as it pertains to the unit/ program activities. Supervision may be exercised over subordinate personnel. Work is performed under limited supervision.

Minimum Qualifications: A six (6) year combination of education and/or experience in environmental, biological, physical science, or engineering which includes two (2) years of environmental experience. Qualifying education must include at least 15 credit hours of science or engineering coursework from an accredited educational institution.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Environmental/Safety Technician | Non-Exempt | 37.5 | \$44,109 | \$51,666 | \$59,222 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Environmental Analyst III | N/A | 40 | \$55,422 | \$68,277 | \$81,131 |
| State of New Hampshire | Environmental III | Non-Exempt | 37.5 | \$46,736 | \$56,325 | \$65,914 |
| State of Rhode Island | Environmental Scientist | Exempt | 35 | \$54,118 | \$58,542 | \$62,966 |
| State of Vermont | Environmental Analyst VI | N/A | 40 | \$53,889 | \$69,205 | \$84,521 |
| Federal Government (ME) | Environmental Protection Specialist | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$50,406 | \$59,899 | \$69,393 |
| State of Maine | Environmental Specialist III | Non-Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Public Sector Market Average | | | | 81% | 80% | 80% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | Environmental Specialist - Level 2 | | 40 | \$43,519 | \$51,049 | \$60,953 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$43,519 | \$51,049 | \$60,953 |
| State of Maine | Environmental Specialist III | Non-Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 94% | 94% | 91% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$46,962 | \$55,474 | \$65,173 |
| State of Maine | Environmental Specialist III | Non-Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 87% | 86% | 85% |
| Adjustment to Reach Market Average | | | | 15% | 16% | 18% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Environmental Specialist IV

Scientific Job Family

Job Summary: This is a supervisory level position. This is professional services and scientific work protecting the environment including program management and performing complex technical evaluations. Responsibilities include supervising subordinates engaged in monitoring, evaluating, and investigating environmental issues and assessing and disseminating information as it pertains to Department objectives. Work is performed under administrative direction.

Minimum Qualifications: An eight (8) year combination of education and/or experience in environmental science or related area which includes at least two (2) years of supervisory or program management/administration experience. Qualifying education must include at least 15 credit hours of science or engineering coursework.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Risk Management Officer | Exempt | 37.5 | \$58,355 | \$68,354 | \$78,353 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Environmental Analyst IV | N/A | 40 | \$60,279 | \$74,506 | \$88,733 |
| State of New Hampshire | Environmentalist IV | Exempt | 37.5 | \$52,056 | \$63,119 | \$74,182 |
| State of Rhode Island | Principal Environmental Scientist | Exempt | 35 | \$60,982 | \$64,843 | \$68,704 |
| State of Vermont | Environmental Analyst VI | N/A | 40 | \$53,889 | \$69,205 | \$84,521 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$57,112 | \$68,005 | \$78,899 |
| State of Maine | Environmental Specialist IV | Exempt | 40 | \$49,234 | \$58,323 | \$67,413 |
| State of Maine as a % of Public Sector Market Average | | | | 86% | 86% | 85% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Environmental Specialist IV | Exempt | 40 | \$49,234 | \$58,323 | \$67,413 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$57,112 | \$68,005 | \$78,899 |
| State of Maine | Environmental Specialist IV | Exempt | 40 | \$49,234 | \$58,323 | \$67,413 |
| State of Maine as a % of Market Average | | | | 86% | 86% | 85% |
| Adjustment to Reach Market Average | | | | 16% | 17% | 17% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Field Heavy Vehicle & Equipment Technician

Skilled Trades Job Family

Job Summary: This is a journey level position. This is structural craft work in the field maintenance, repair, and rebuild of heavy vehicle, automotive, and construction equipment. Work includes diagnosing mechanical and electrical problems, evaluating overall condition, and performing skilled technical tasks in testing, installing, repairing, rebuilding, rewiring, and/or replacing for the maintenance, repair, and/or rebuild of a variety of heavy vehicle, automotive, and construction equipment. This position operates with a higher degree of independence in a field environment; completes required maintenance, repair, and/or rebuild on the road or in a field garage; and maintains a limited supply of heavy vehicle, automotive, and construction equipment parts and supplies. Work is performed under limited supervision.

Minimum Qualifications: Four (4) years of experience, education, and/or training in the maintenance, repair, and/or rebuild of automotive and/or construction equipment including two (2) years of experience working with heavy vehicle and construction equipment, one (1) year of related work performed independently, and experience which indicates the ability to receive, store, and distribute parts and/or supplies. Class B CDL with air endorsements and Class A & D inspection licenses. Some positions may also include Class E inspection license requirement.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Mechanic II | Non-Exempt | 40 | \$41,823 | \$47,043 | \$52,263 |
| City of Bangor, ME | Automotive Maintenance Mechanic | Non-Exempt | 40 | \$41,691 | \$48,168 | \$54,645 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Motor Equipment Mechanic IV | N/A | 37.5 | \$48,347 | \$57,190 | \$66,034 |
| State of New Hampshire | Heavy Equipment Mechanic | Non-Exempt | 40 | \$36,699 | \$43,686 | \$50,673 |
| State of Rhode Island | Heavy Motor Equipment Mechanic/Operator | Exempt | 40 | \$37,447 | \$39,441 | \$41,434 |
| State of Vermont | AOT Vehicle and Equipment Technician I | N/A | 40 | \$38,472 | \$49,088 | \$59,704 |
| Federal Government (ME) | Heavy Mobile Equipment Mechanic | N/A | 40 | \$59,376 | \$64,331 | \$69,286 |
| Public Sector Market Average | | | | \$43,408 | \$49,850 | \$56,291 |
| State of Maine | Field Heavy Vehicle & Equipment Technician | Non-Exempt | 40 | \$36,858 | \$43,066 | \$49,275 |
| State of Maine as a % of Public Sector Market Average | | | | 85% | 86% | 88% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Heavy Equipment Field Service Technician | | 40 | \$48,679 | \$60,863 | \$72,208 |
| ERI (New England) | Heavy Equipment Mechanic - Level 2 | | 40 | \$48,150 | \$56,818 | \$68,156 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Mechanic--Heavy Equipment | | 40 | \$40,738 | \$48,605 | \$58,521 |
| Published Survey Market Average | | | | \$45,855 | \$55,429 | \$66,295 |
| State of Maine | Field Heavy Vehicle & Equipment Technician | Non-Exempt | 40 | \$36,858 | \$43,066 | \$49,275 |
| State of Maine as a % of Market Average | | | | 80% | 78% | 74% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$44,632 | \$52,639 | \$61,293 |
| State of Maine | Field Heavy Vehicle & Equipment Technician | Non-Exempt | 40 | \$36,858 | \$43,066 | \$49,275 |
| State of Maine as a % of Market Average | | | | 83% | 82% | 80% |
| Adjustment to Reach Market Average | | | | 21% | 22% | 24% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Food Service Worker

Other, semi-skilled Job Family

Job Summary: This is an entry level position. This is maintenance and personal services work in preparing and serving food in institutional dining rooms, kitchens, and wards. Work involves some food and simple special diet preparation and related light housekeeping and kitchen cleanup tasks. Work is performed under immediate supervision.

Minimum Qualifications: No special coursework, training, or experience is required for entry to this classification.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Food & Beverage Worker | Non-Exempt | 37.5 | \$32,669 | \$37,066 | \$41,463 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Food Service Worker I | Non-Exempt | 40 | \$22,374 | \$25,756 | \$29,137 |
| State of Rhode Island | Food Service Aide | Non-Exempt | 40 | \$30,992 | \$31,967 | \$32,942 |
| State of Vermont | Food Service Worker | N/A | 40 | \$24,149 | \$30,369 | \$36,588 |
| Federal Government (ME) | Food Service Worker | N/A | 40 | \$35,395 | \$38,335 | \$41,276 |
| Public Sector Market Average | | | | \$29,116 | \$32,698 | \$36,281 |
| State of Maine | Food Service Worker | Non-Exempt | 40 | \$27,747 | \$31,117 | \$34,486 |
| State of Maine as a % of Public Sector Market Average | | | | 95% | 95% | 95% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Combined Food Preparation and Service Worker | | 40 | \$22,645 | \$28,818 | \$38,513 |
| ERI (New England) | Food Service Worker - Level 1 | | 40 | \$23,278 | \$24,983 | \$28,005 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Food Service Worker | | 40 | \$21,555 | \$25,518 | \$32,354 |
| Published Survey Market Average | | | | \$22,493 | \$26,440 | \$32,957 |
| State of Maine | Food Service Worker | Non-Exempt | 40 | \$27,747 | \$31,117 | \$34,486 |
| State of Maine as a % of Market Average | | | | 123% | 118% | 105% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$25,804 | \$29,569 | \$34,619 |
| State of Maine | Food Service Worker | Non-Exempt | 40 | \$27,747 | \$31,117 |
| State of Maine as a % of Market Average | | | 108% | 105% | 100% |
| Adjustment to Reach Market Average | | | -7% | -5% | 0% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Forest Ranger II

Natural Resources Job Family

Job Summary: This is a lead level position. This is investigative and protective services work in the detection, prevention, suppression, and suppression of forest fires, and in the enforcement of forestry, environmental, and conservation laws. Work includes preparing and updating fire action plans, training firefighters, and supervising firefighting operations; patrolling and inspecting an assigned area; observing, reporting, and/or prosecuting violations of forestry, environmental, and conservation laws; investigating suspicious fires and suspected criminal activities in violation of forestry, environmental, and conservation laws; conducting public information and education programs; and preparing records and reports. Work is performed under general supervision.

Minimum Qualifications: An associates degree which includes 15 hours of natural science (e.g. fire science, criminal justice, emergency management, forestry, biology, geology, oceanography) -OR- an acceptable equivalent two (2) year combination of directly related education, training, and/or experience. Successful completion of the Forest Ranger Academy, and a Driver's license.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Forest Ranger II | Non-Exempt | 40 | \$45,801 | \$54,581 | \$63,361 |
| State of Rhode Island | Senior Forest Ranger | Non-Exempt | 35 | \$44,953 | \$47,620 | \$50,288 |
| State of Vermont | Forestry Specialist IV | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | Forestry Technician (Fire) | N/A | 40 | \$43,338 | \$49,840 | \$56,341 |
| Public Sector Market Average | | | | \$44,848 | \$52,511 | \$60,173 |
| State of Maine | Forest Ranger II | Non-Exempt | 40 | \$44,491 | \$51,480 | \$58,469 |
| State of Maine as a % of Public Sector Market Average | | | | 99% | 98% | 97% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Forest Ranger II | Non-Exempt | 40 | \$44,491 | \$51,480 | \$58,469 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$44,848 | \$52,511 | \$60,173 |
| State of Maine | Forest Ranger II | Non-Exempt | 40 | \$44,491 | \$51,480 | \$58,469 |
| State of Maine as a % of Market Average | | | | 99% | 98% | 97% |
| Adjustment to Reach Market Average | | | | 1% | 2% | 3% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Forester I

Natural Resources Job Family

Job Summary: This is an entry level position. This is professional services and scientific work involving developing and implementing multi-use forest and natural resource management and utilization plans for state-owned lands, providing education and outreach services to the public, and enforcing provisions of and ensuring compliance with the statutory directives of state land use laws affecting privately-owned lands. Work includes providing outreach services and referrals to small woodland landowners regarding accepted forest management practices, delivering logger and forester continuing education, and working with communities to help them realize their natural resource management goals. Work also includes inspecting forest management practices, investigating suspected or observed non-compliance with state land use laws affecting forest management, and coordinating with other agencies in gathering and disseminating forestry related information. Supervision may be exercised on a project basis over crews involved in collecting data for land use and other related law violations. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in forestry or directly related field and two (2) years field experience involving inspection and supervision of harvesting operations, surveying, cruising, timber marking, and general forest management planning. Equivalent related experience may be substituted for education on a year-for-year basis. Must obtain licensure as a Licensed Forester from the State Board of Licensure of Foresters within one (1) year from date of employment.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Arborist I | Non-Exempt | 40 | \$37,287 | \$42,069 | \$46,851 |
| City of Portland, ME | Arborist I | Non-Exempt | 40 | \$31,117 | \$34,433 | \$37,749 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Forester I | Non-Exempt | 40 | \$45,849 | \$56,424 | \$66,999 |
| State of New Hampshire | Forester I | Non-Exempt | 40 | \$39,681 | \$47,603 | \$55,526 |
| State of Rhode Island | Forester | Exempt | 35 | \$50,804 | \$53,854 | \$56,904 |
| State of Vermont | Forester I | N/A | 40 | \$42,868 | \$54,811 | \$66,754 |
| Federal Government (ME) | Forester | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$43,788 | \$50,991 | \$58,195 |
| State of Maine | Forester I | Exempt | 40 | \$41,787 | \$49,171 | \$56,555 |
| State of Maine as a % of Public Sector Market Average | | | | 95% | 96% | 97% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | Forester - Level 1 | | 40 | \$46,185 | \$54,172 | \$64,693 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$46,185 | \$54,172 | \$64,693 |
| State of Maine | Forester I | Exempt | 40 | \$41,787 | \$49,171 | \$56,555 |
| State of Maine as a % of Market Average | | | | 90% | 91% | 87% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$44,986 | \$52,582 | \$61,444 |
| State of Maine | Forester I | Exempt | 40 | \$41,787 | \$49,171 | \$56,555 |
| State of Maine as a % of Market Average | | | | 93% | 94% | 92% |
| Adjustment to Reach Market Average | | | | 8% | 7% | 9% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Game Warden

Public Safety Job Family

Job Summary: This is an entry level position. This is investigative and protective services work involving the enforcement of State laws, fish and wildlife conservation laws and rules, regulations and other laws within the jurisdiction of the Warden Service. Responsibilities include patrolling an assigned area, including public or private property, checking fish and wildlife taken by sportsmen, and protecting inland fish and wildlife. Work includes enforcing applicable laws; investigating complaints and incidents; searching for lost persons; and dealing with cultural diversity, providing services and support to the homeless, mentally ill, addicts, victims of domestic abuse, hate crimes, and the public. Work is performed under general supervision.

Minimum Qualifications: High school graduate or equivalent; twenty-one (21) years of age or at least 20 years of age and have completed an associates degree or 60 credit hours of post-secondary education; no criminal or extensive motor vehicle record; and be willing to locate anywhere within the State of Maine. A valid State of Class C motor vehicle operator's license.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Environmental Police Officer | Non-Exempt | 40 | \$51,780 | \$61,373 | \$70,967 |
| State of New Hampshire | Conservation Officer I | Non-Exempt | 40 | \$47,633 | \$57,105 | \$66,576 |
| State of Rhode Island | Environmental Police Officer I | Exempt | 35 | \$54,118 | \$58,311 | \$62,505 |
| State of Vermont | Game Warden I | N/A | 40 | \$36,608 | \$46,596 | \$56,584 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$47,535 | \$55,846 | \$64,158 |
| State of Maine | Game Warden | Non-Exempt | 40 | \$47,133 | \$54,850 | \$62,566 |
| State of Maine as a % of Public Sector Market Average | | | | 99% | 98% | 98% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-----------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | Game Warden - Level 1 | | 40 | \$44,302 | \$51,358 | \$60,695 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$44,302 | \$51,358 | \$60,695 |
| State of Maine | Game Warden | Non-Exempt | 40 | \$47,133 | \$54,850 | \$62,566 |
| State of Maine as a % of Market Average | | | | 106% | 107% | 103% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$45,918 | \$53,602 | \$62,427 |
| State of Maine | Game Warden | Non-Exempt | 40 | \$47,133 | \$54,850 | \$62,566 |
| State of Maine as a % of Market Average | | | | 103% | 102% | 100% |
| Adjustment to Reach Market Average | | | | -3% | -2% | 0% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Hearings Examiner

Other technical and professional Job Family

Job Summary: This is a journey level position. This is administrative work in adjudicating appeals of program actions taken by a Department. Hearings are conducted in accordance with the Administrative Procedures Act and all decisions rendered by the examiner are final and binding, cannot be reversed by the Commissioner, and can only be appealed to the Superior Court. Work includes evaluating and analyzing reports relating to basis of agency decision or issues; directing the hearing; ruling on objections, points of order, and procedures; making decisions as to the issue or issues raised; and ruling on conformance to policy and procedures followed. Work is performed under limited supervision.

Minimum Qualifications: Combination of training, experience, and/or education providing a working knowledge of the adjudication process relating to hearings.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Hearings Examiner | Exempt | 37.5 | \$65,914 | \$80,365 | \$94,817 |
| State of Rhode Island | Hearing Officer | Non-Exempt | 35 | \$73,161 | \$78,013 | \$82,865 |
| State of Vermont | Fair Hearing Specialist | N/A | 40 | \$47,954 | \$61,416 | \$74,878 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$62,343 | \$73,265 | \$84,187 |
| State of Maine | Hearings Examiner | Non-Exempt | 40 | \$46,446 | \$54,756 | \$63,066 |
| State of Maine as a % of Public Sector Market Average | | | | 75% | 75% | 75% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Hearings Examiner | Non-Exempt | 40 | \$46,446 | \$54,756 | \$63,066 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$62,343 | \$73,265 | \$84,187 |
| State of Maine | Hearings Examiner | Non-Exempt | 40 | \$46,446 | \$54,756 | \$63,066 |
| State of Maine as a % of Market Average | | | | 75% | 75% | 75% |
| Adjustment to Reach Market Average | | | | 34% | 34% | 33% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Hospital Nurse II

Health Job Family

Job Summary: This is a journey level position. This is the second level of professional nursing work involving the care and treatment of patients who are mentally, emotionally or physically ill. Responsibilities include overseeing and providing medical and/or psychiatric nursing care in a hospital facility. Supervision may be exercised over hospital paraprofessional personnel and/or other assigned personnel as a group leader. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in nursing or related field -OR- graduation from an accredited school of nursing plus one (1) year of professional nursing experience. A license as a Registered Nurse as issued by the State Board of Nursing.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Public Health Nurse | Non-Exempt | 37.5 | \$49,145 | \$56,047 | \$62,950 |
| City of Portland, ME | Principal Registered Nurse | Non-Exempt | 37.5 | \$57,848 | \$67,776 | \$77,704 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Registered Nurse II | Non-Exempt | 40 | \$56,525 | \$75,423 | \$94,322 |
| State of New Hampshire | Registered Nurse II | Non-Exempt | 40 | \$51,706 | \$62,133 | \$72,560 |
| State of Rhode Island | Clinical Nurse Specialist | Exempt | 35 | \$75,428 | \$85,681 | \$95,933 |
| State of Vermont | Registered Nurse II - Clinical Specialty Nurse | N/A | 40 | \$67,135 | \$85,982 | \$104,829 |
| Federal Government (ME) | Nurse (Inpatient/Outpatient) | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$57,992 | \$69,775 | \$81,557 |
| State of Maine | Hospital Nurse II | Exempt | 40 | \$63,856 | \$70,325 | \$76,794 |
| State of Maine as a % of Public Sector Market Average | | | | 110% | 101% | 94% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Registered Nurse (RN), Level 2 | | 40 | \$59,110 | \$72,871 | \$88,503 |
| ERI (New England) | Registered Nurse - Level 2 | | 40 | \$63,591 | \$73,199 | \$85,625 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Nurse (RN) II | | 40 | \$58,830 | \$81,520 | \$105,947 |
| Published Survey Market Average | | | | \$60,510 | \$75,863 | \$93,359 |
| State of Maine | Hospital Nurse II | Exempt | 40 | \$63,856 | \$70,325 | \$76,794 |
| State of Maine as a % of Market Average | | | | 106% | 93% | 82% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$59,251 | \$72,819 | \$87,458 |
| State of Maine | Hospital Nurse II | Exempt | 40 | \$63,856 | \$70,325 | \$76,794 |
| State of Maine as a % of Market Average | | | | 108% | 97% | 88% |
| Adjustment to Reach Market Average | | | | -7% | 4% | 14% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Hospital Nurse IV

Health Job Family

Job Summary: This is a supervisory level position. This is professional services work directing nursing services or assisting the nursing director at a state hospital. Responsibilities include planning a nursing program of some scope; organizing, supervising, training, and coordinating the work of a large group of professional and paraprofessional personnel who provide necessary and direct care services; and inspecting and evaluating nursing services. Work is performed under limited supervision.

Minimum Qualifications: Two (2) years nursing experience at a supervisory level and a license as a Registered Nurse as issued by the State Board of Nursing.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Public Health Program Manager | Non-Exempt | 37.5 | \$63,375 | \$72,220 | \$81,065 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Registered Nurse IV | Non-Exempt | 40 | \$61,799 | \$82,461 | \$103,122 |
| State of New Hampshire | Nurse Specialist | Exempt | 40 | \$61,100 | \$73,671 | \$86,241 |
| State of Rhode Island | Supervising Registered Nurse B | Non-Exempt | 40 | \$71,185 | \$80,418 | \$89,652 |
| State of Vermont | Nurse Supervisor | N/A | 40 | \$75,445 | \$96,888 | \$118,330 |
| Federal Government (ME) | Supervisory Nurse (ER) | N/A | 40 | \$71,277 | \$81,968 | \$92,658 |
| Public Sector Market Average | | | | \$67,363 | \$81,271 | \$95,178 |
| State of Maine | Hospital Nurse IV | Exempt | 40 | \$75,629 | \$84,448 | \$93,267 |
| State of Maine as a % of Public Sector Market Average | | | | 112% | 104% | 98% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------------------|------------------|-----------|-----------------|-----------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Registered Nurse Supervisor (RN) | | 40 | \$69,114 | \$89,991 | \$112,106 |
| ERI (New England) | Nurse Supervisor Inpatient - Level 2 | | 40 | \$70,093 | \$80,676 | \$94,307 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Nurse Supervisor | | 40 | \$72,223 | \$86,116 | \$99,892 |
| Published Survey Market Average | | | | \$70,477 | \$85,594 | \$102,102 |
| State of Maine | Hospital Nurse IV | Exempt | 40 | \$75,629 | \$84,448 | \$93,267 |
| State of Maine as a % of Market Average | | | | 107% | 99% | 91% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------|---------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$68,920 | \$83,433 | \$98,640 |
| State of Maine | Hospital Nurse IV | Exempt | 40 | \$84,448 | \$93,267 |
| State of Maine as a % of Market Average | | | 110% | 101% | 95% |
| Adjustment to Reach Market Average | | | -9% | -1% | 6% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Hospital Psychiatrist

Health Job Family

Job Summary: This is a supervisory level position. This is professional services and scientific work in providing psychiatric, medical, and dual diagnosis assessment and treatment of individuals with serious and persistent mental illness in a state institution in an inpatient and/or outpatient setting. Responsibilities include examining, diagnosing, and treating psychiatric, substance abuse illnesses, and co-morbid medical illnesses; developing appropriate treatment plans that address each illness component; assessing the risk to the individual and to others that these illnesses pose from admission through the discharge process along the entire continuum of care including discharge planning and transfer to the community or criminal justice system; directing and coordinating multidisciplinary treatment modalities carried out by hospital staff members and staff involved in patient care; and serving as a partner with community providers for those patients under outpatient commitment. Work is performed under administrative direction.

Minimum Qualifications: Possession of a current license to practice medicine and National Board Certification in Psychiatry. Must have experience as a hospital psychiatrist and experience in treating individuals with serious and persistent mental illness and co-morbid substance abuse disorders.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Psychiatrist III | Non-Exempt | 40 | \$123,561 | \$162,359 | \$201,156 |
| State of New Hampshire | No Match | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Psychiatrist IV | Exempt | 35 | \$111,573 | \$117,314 | \$123,055 |
| State of Vermont | No Match | N/A | N/A | N/A | N/A | N/A |
| Federal Government (ME) | Psychiatrist | N/A | 40 | \$220,000 | \$251,240 | \$282,480 |
| Public Sector Market Average | | | | \$151,711 | \$176,971 | \$202,230 |
| State of Maine | Hospital Psychiatrist | Exempt | 40 | \$166,109 | \$194,709 | \$223,309 |
| State of Maine as a % of Public Sector Market Average | | | | 109% | 110% | 110% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------------|------------------|-----------|------------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Psychiatrist | | 40 | \$172,056 | \$214,709 | \$263,403 |
| ERI (New England) | Psychiatrist - Level 3 | | 40 | \$196,807 | \$248,943 | \$316,430 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Physician--Psychiatry | | 40 | \$171,967 | \$213,810 | \$267,955 |
| Published Survey Market Average | | | | \$180,277 | \$225,821 | \$282,596 |
| State of Maine | Hospital Psychiatrist | Exempt | 40 | \$166,109 | \$194,709 | \$223,309 |
| State of Maine as a % of Market Average | | | | 92% | 86% | 79% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$165,994 | \$201,396 | \$242,413 |
| State of Maine | Hospital Psychiatrist | Exempt | 40 | \$166,109 | \$194,709 | \$223,309 |
| State of Maine as a % of Market Average | | | | 100% | 97% | 92% |
| Adjustment to Reach Market Average | | | | 0% | 3% | 9% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Human Resources Assistant

Human Resources Job Family

Job Summary: This is an entry level position. This is paraprofessional support work in performing limited aspects of a human resource professional's work in such functional areas as recruitment, examination, position description writing, employment actions, pay, benefits, and workers' compensation. This position independently applies state human resource rules, policies, and procedures to routine human resource matters and implements actions taken by higher level professionals on non-routine matters. This may require the employee to independently determine the procedures and/or processes to be used. Work is performed under general supervision.

Minimum Qualifications: Education, training, and/or experience which provides a basic knowledge and understanding of human resource functions.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Human Resources Assistant | Non-Exempt | 35 | \$47,355 | \$55,132 | \$62,909 |
| City of Bangor, ME | Human Resources Specialist | Non-Exempt | 37.5 | \$39,554 | \$46,344 | \$53,134 |
| City of Portland, ME | Human Resources Assistant | Non-Exempt | 37.5 | \$47,115 | \$55,226 | \$63,336 |
| City of South Portland, ME | Human Resources Specialist | Non-Exempt | 37.5 | \$51,490 | \$63,072 | \$74,653 |
| Cumberland County, ME | Human Resources Generalist | Non-Exempt | 40 | \$41,389 | \$48,889 | \$56,390 |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Human Resources Assistant I | Non-Exempt | 37.5 | \$27,013 | \$31,768 | \$36,524 |
| State of Rhode Island | Human Resources Technician | Non-Exempt | 35 | \$47,105 | \$50,452 | \$53,799 |
| State of Vermont | Program Technician I | N/A | 40 | \$36,608 | \$46,596 | \$56,584 |
| Federal Government (ME) | Human Resources Assistant (Office Automation) | N/A | 40 | \$38,879 | \$44,712 | \$50,545 |
| Public Sector Market Average | | | | \$41,834 | \$49,132 | \$56,431 |
| State of Maine | Human Resources Assistant | Non-Exempt | 40 | \$34,570 | \$40,206 | \$45,843 |
| State of Maine as a % of Public Sector Market Average | | | | 83% | 82% | 81% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Human Resources Assistant I | | 40 | \$31,765 | \$40,546 | \$50,580 |
| ERI (New England) | Human Resources Assistant - Level 1 | | 40 | \$32,304 | \$37,327 | \$43,520 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Human Resources Assistant I | | 40 | \$29,997 | \$39,073 | \$49,519 |
| Published Survey Market Average | | | | \$31,356 | \$38,982 | \$47,873 |
| State of Maine | Human Resources Assistant | Non-Exempt | 40 | \$34,570 | \$40,206 | \$45,843 |
| State of Maine as a % of Market Average | | | | 110% | 103% | 96% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$36,595 | \$44,057 | \$52,152 |
| State of Maine | Human Resources Assistant | Non-Exempt | 40 | \$34,570 | \$40,206 |
| State of Maine as a % of Market Average | | | 94% | 91% | 88% |
| Adjustment to Reach Market Average | | | 6% | 10% | 14% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Human Services Casework Supervisor

Social Services, professional Job Family

Job Summary: This is a supervisory level position. This is professional social work planning, organizing, directing, and monitoring the activities of caseworkers and support staff in the areas of adult protection. Work includes assessing and assigning casework loads, handling and resolving critical situations, reviewing and monitoring cases and service delivery, and supervising subordinate staff. Work is performed under limited supervision.

Minimum Qualifications: Eight (8) years of education and/or professional experience in social work which includes at least two (2) years experience as a fully licensed social worker (LSW). An LMSW or LCSW automatically meets the two (2) years fully licensed social worker experience requirement.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Human Services Coordinator III | Non-Exempt | 40 | \$54,158 | \$64,087 | \$74,017 |
| State of New Hampshire | Supervisor IV | Exempt | 37.5 | \$47,743 | \$57,564 | \$67,385 |
| State of Rhode Island | Casework Supervisor | Non-Exempt | 35 | \$52,940 | \$57,114 | \$61,287 |
| State of Vermont | OPG Regional Supervisor | N/A | 40 | \$57,293 | \$73,571 | \$89,850 |
| Federal Government (ME) | Supervisory Social Worker | N/A | 40 | \$85,428 | \$98,245 | \$111,062 |
| Public Sector Market Average | | | | \$59,512 | \$70,116 | \$80,720 |
| State of Maine | Human Services Casework Supervisor | Exempt | 40 | \$55,598 | \$64,324 | \$73,050 |
| State of Maine as a % of Public Sector Market Average | | | | 93% | 92% | 90% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Human Services Casework Supervisor | Exempt | 40 | \$55,598 | \$64,324 | \$73,050 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$59,512 | \$70,116 | \$80,720 |
| State of Maine | Human Services Casework Supervisor | Exempt | 40 | \$55,598 | \$64,324 | \$73,050 |
| State of Maine as a % of Market Average | | | | 93% | 92% | 90% |
| Adjustment to Reach Market Average | | | | 7% | 9% | 11% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Human Services Caseworker

Social Services, professional Job Family

Job Summary: This is an entry level position. This is professional services work in the areas of adult protection, guardianship, and conservatorship. Work includes assessing the threat of harm and/or risk from abuse or neglect; client capability and family functioning; case planning and counseling; and petitioning for protective custody and placement. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree from an accredited educational institution in social work/social welfare; OR a bachelors degree in a related social service/social welfare/social work area which includes at least 12 courses in behavioral science, social science, or social work; AND must have or be eligible for conditional or full licensure as a Licensed Social Worker (LSW) as determined by the State Board of Social Worker Licensure.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Human Services Coordinator I-II | Non-Exempt | 40 | \$46,790 | \$55,349 | \$63,907 |
| State of New Hampshire | Adult Protective Service Worker I | Non-Exempt | 37.5 | \$41,298 | \$49,611 | \$57,923 |
| State of Rhode Island | Social Caseworker | Non-Exempt | 35 | \$50,533 | \$54,397 | \$58,262 |
| State of Vermont | Public Guardian | N/A | 40 | \$53,889 | \$69,205 | \$84,521 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$48,128 | \$57,141 | \$66,154 |
| State of Maine | Human Services Caseworker | Non-Exempt | 40 | \$47,091 | \$53,976 | \$60,861 |
| State of Maine as a % of Public Sector Market Average | | | | 98% | 94% | 92% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Social Worker (BSW) | | 40 | \$43,272 | \$55,515 | \$68,451 |
| ERI (New England) | Social Service Caseworker - Level 1 | | 40 | \$34,152 | \$39,007 | \$45,002 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Case Worker | | 40 | \$26,535 | \$36,730 | \$49,681 |
| Published Survey Market Average | | | | \$34,653 | \$43,751 | \$54,378 |
| State of Maine | Human Services Caseworker | Non-Exempt | 40 | \$47,091 | \$53,976 | \$60,861 |
| State of Maine as a % of Market Average | | | | 136% | 123% | 112% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$41,390 | \$50,446 | \$60,266 |
| State of Maine | Human Services Caseworker | Non-Exempt | 40 | \$47,091 | \$53,976 | \$60,861 |
| State of Maine as a % of Market Average | | | | 114% | 107% | 101% |
| Adjustment to Reach Market Average | | | | -12% | -7% | -1% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Human Services Enforcement Agent

Social Services, professional Job Family

Job Summary: This is an entry level position. This is investigative, protective services work in locating absent parents; establishing, enforcing, and collecting child support obligations; and establishing the paternity of children born out of wedlock. Work includes seizing personal property to pay off obligations, initiating administrative collection actions, identifying assets and obligations owed to the Department, initiating appropriate court action, and overseeing individuals on probation to the Department. Work is performed under general supervision.

Minimum Qualifications: A Bachelors Degree in Criminal Justice, Business or Public Administration, or a related field. Directly related paraprofessional or higher level experience may be substituted for education on a year-for-year basis.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Child Support Officer | Non-Exempt | 37.5 | \$41,298 | \$49,611 | \$57,923 |
| State of Rhode Island | Child Support Enforcement Agent I | Non-Exempt | 35 | \$44,953 | \$47,620 | \$50,288 |
| State of Vermont | OCS Administrative Enforcement Specialist | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$43,850 | \$51,744 | \$59,638 |
| State of Maine | Human Services Enforcement Agent | Non-Exempt | 40 | \$37,128 | \$43,597 | \$50,066 |
| State of Maine as a % of Public Sector Market Average | | | | 85% | 84% | 84% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Human Services Enforcement Agent | Non-Exempt | 40 | \$37,128 | \$43,597 | \$50,066 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$43,850 | \$51,744 | \$59,638 |
| State of Maine | Human Services Enforcement Agent | Non-Exempt | 40 | \$37,128 | \$43,597 | \$50,066 |
| State of Maine as a % of Market Average | | | | 85% | 84% | 84% |
| Adjustment to Reach Market Average | | | | 18% | 19% | 19% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Information System Support Specialist II

Information Technology Job Family

Job Summary: This is a lead level position. This is advanced technical services work in an integrated computer network environment. An employee in this classification performs a full range of system administration functions with minimal direction and/or technical support. An employee in this classification is responsible for installing and configuring system hardware, software, and communication network equipment; performing advanced troubleshooting and vendor technical liaison functions; and assisting in developing information management plans, researching and designing systems to implement plans, and developing and coordinating user training programs. Supervision may be exercised over other technical personnel. Work is performed under limited supervision.

Minimum Qualifications: Six (6) years experience performing system administration functions in a LAN/WAN environment -OR- an associates degree from an accredited educational institution in computer information systems or directly related field and four (4) years experience performing system administration functions in a LAN/WAN environment -OR- a bachelors degree from an accredited educational institution in computer information systems or directly related field and two (2) years experience performing system administration functions in a LAN/WAN environment.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Lead Computer Technician | Non-Exempt | 40 | \$49,977 | \$56,879 | \$63,781 |
| City of Bangor, ME | Information Services Specialist | Non-Exempt | 37.5 | \$62,245 | \$72,911 | \$83,576 |
| City of Portland, ME | Network Operations Specialist | Non-Exempt | 37.5 | \$45,728 | \$52,043 | \$58,358 |
| City of South Portland, ME | Network Administrator II | Non-Exempt | 37.5 | \$51,490 | \$63,072 | \$74,653 |
| Cumberland County, ME | Network Administrator | Exempt | 40 | \$61,918 | \$74,927 | \$87,935 |
| Commonwealth of Massachusetts | EDP Systems Analyst II | Non-Exempt | 40 | \$50,333 | \$61,194 | \$72,056 |
| State of New Hampshire | Technical Support Specialist II | Non-Exempt | 37.5 | \$43,092 | \$51,764 | \$60,437 |
| State of Rhode Island | Information Services Technician II | Non-Exempt | 35 | \$44,953 | \$47,620 | \$50,288 |
| State of Vermont | IT Specialist IV | N/A | 40 | \$57,293 | \$73,571 | \$89,850 |
| Federal Government (ME) | Lead IT Specialist | N/A | 40 | \$85,428 | \$98,245 | \$111,062 |
| Public Sector Market Average | | | | \$55,246 | \$65,223 | \$75,200 |
| State of Maine | Information System Support Specialist II | Non-Exempt | 40 | \$46,883 | \$55,172 | \$63,461 |
| State of Maine as a % of Public Sector Market Average | | | | 85% | 85% | 84% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | LAN Support II | | 40 | \$54,384 | \$73,045 | \$99,317 |
| ERI (New England) | Information Technology Technician - Level 3 | | 40 | \$46,492 | \$54,108 | \$64,335 |
| Payfactors (CT, MA, ME, NH, RI, VT) | IT Network Control Technician III | | 40 | \$59,582 | \$81,534 | \$107,612 |
| Published Survey Market Average | | | | \$53,486 | \$69,562 | \$90,421 |
| State of Maine | Information System Support Specialist II | Non-Exempt | 40 | \$46,883 | \$55,172 | \$63,461 |
| State of Maine as a % of Market Average | | | | 88% | 79% | 70% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$54,366 | \$67,392 | \$82,811 |
| State of Maine | Information System Support Specialist II | Non-Exempt | 40 | \$46,883 | \$55,172 |
| State of Maine as a % of Market Average | | | 86% | 82% | 77% |
| Adjustment to Reach Market Average | | | 16% | 22% | 30% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Inventory & Property Associate I

Administrative Support Job Family

Job Summary: This is an entry level position. Positions in this job family perform inventory and property management actions related to ordering, procuring, storing, distributing, and/or disposing of inventory and/or property. This is complex inventory and property management support services requiring a solid knowledge of inventory and property management principles and techniques. Positions in this classification provide office and administrative support work involving responsibility for inventory operations of a warehouse and/or stockroom. Responsibilities require independent judgment in handling exceptions to established work assignments, priorities, and schedules.

Minimum Qualifications: Training, education or experience in office and administrative support work that demonstrates 1) competency in applying a solid knowledge of inventory and property management principles to perform complex work in conducting inventory operations for a warehouse or stockroom and 2) the ability to use independent judgment in handling exceptions to established work assignments, priorities and schedules. Some positions may require possession of a valid Class B and/or Class C Motor Vehicle Operator's License.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Stores Clerk/Motor Pool | Non-Exempt | 40 | \$32,947 | \$38,096 | \$43,246 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Warehouseman | Non-Exempt | 37.5 | \$28,046 | \$33,025 | \$38,005 |
| State of Rhode Island | Property Control and Supply Officer | Non-Exempt | 40 | \$36,622 | \$38,370 | \$40,119 |
| State of Vermont | AOT Regional Storekeeper I | N/A | 40 | \$36,608 | \$46,596 | \$56,584 |
| Federal Government (ME) | Inventory Management Specialist | N/A | 40 | \$38,879 | \$44,712 | \$50,545 |
| Public Sector Market Average | | | | \$34,620 | \$40,160 | \$45,700 |
| State of Maine | Inventory & Property Associate I | Non-Exempt | 40 | \$27,872 | \$33,467 | \$39,062 |
| State of Maine as a % of Public Sector Market Average | | | | 81% | 83% | 85% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Inventory Control Clerk I | | 40 | \$26,314 | \$33,813 | \$41,253 |
| ERI (New England) | Inventory Clerk - Level 1 | | 40 | \$28,721 | \$32,684 | \$37,892 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Inventory Control Clerk I | | 40 | \$27,905 | \$36,244 | \$44,141 |
| Published Survey Market Average | | | | \$27,646 | \$34,247 | \$41,096 |
| State of Maine | Inventory & Property Associate I | Non-Exempt | 40 | \$27,872 | \$33,467 | \$39,062 |
| State of Maine as a % of Market Average | | | | 101% | 98% | 95% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$31,133 | \$37,203 | \$43,398 |
| State of Maine | Inventory & Property Associate I | Non-Exempt | 40 | \$27,872 | \$33,467 | \$39,062 |
| State of Maine as a % of Market Average | | | | 90% | 90% | 90% |
| Adjustment to Reach Market Average | | | | 12% | 11% | 11% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Janitor/Bus Driver

Other, semi-skilled Job Family

Job Summary: This is an entry level position. This is maintenance and personal services work in operating a school bus to transport pupils to and from school and school related activities. Work also includes performing custodial duties at assigned school. Work is performed under general supervision.

Minimum Qualifications: High school diploma or equivalent, 21 years of age, and no criminal and driving violations. Class B Motor Vehicle Operator's License with passenger and school bus endorsement.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Transit Driver | Non-Exempt | 30 | \$31,997 | \$37,513 | \$43,030 |
| City of Portland, ME | Custodial Worker | Non-Exempt | 40 | \$27,939 | \$30,411 | \$32,883 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Building Service Worker I | Non-Exempt | 40 | \$23,699 | \$27,510 | \$31,320 |
| State of Rhode Island | Janitor | Non-Exempt | 40 | \$31,435 | \$32,486 | \$33,537 |
| State of Vermont | No Match | N/A | N/A | N/A | N/A | N/A |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$28,768 | \$31,980 | \$35,192 |
| State of Maine | Janitor/Bus Driver | Non-Exempt | 40 | \$25,605 | \$29,338 | \$33,072 |
| State of Maine as a % of Public Sector Market Average | | | | 89% | 92% | 94% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | School Bus Driver | | 40 | \$27,728 | \$36,347 | \$44,406 |
| ERI (New England) | Bus Driver - Level 1 | | 40 | \$32,541 | \$37,610 | \$43,851 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Bus Driver | | 40 | \$25,002 | \$29,349 | \$32,399 |
| Published Survey Market Average | | | | \$28,424 | \$34,435 | \$40,219 |
| State of Maine | Janitor/Bus Driver | Non-Exempt | 40 | \$25,605 | \$29,338 | \$33,072 |
| State of Maine as a % of Market Average | | | | 90% | 85% | 82% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$28,596 | \$33,208 | \$37,705 |
| State of Maine | Janitor/Bus Driver | Non-Exempt | 40 | \$25,605 | \$29,338 | \$33,072 |
| State of Maine as a % of Market Average | | | | 90% | 88% | 88% |
| Adjustment to Reach Market Average | | | | 12% | 13% | 14% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Juvenile Community Corrections Officer

Corrections Job Family

Job Summary: This is an entry level position. This is investigative and protective services work involving the supervision and case management of juvenile offenders referred to the Department of Corrections or released to the community. Work includes assessing risks and needs, counseling, and supervising juvenile offenders on probation or other forms of community release, completing aftercare, pardon, and pre-disposition investigation reports; interstate compact investigations and duties; and investigating and participating in the formulation of release plans. Personnel assigned to this classification make decisions relative to the detention, diversion, prosecution, disposition, referral, and discharge of juvenile offenders. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in criminal justice, behavioral science, or social science area, or a closely related field and six (6) months of experience in juvenile probation/parole work, youth counseling and case management, or juvenile law enforcement activities -OR- an equivalent combination of directly related education, experience, and training. Possession of a valid Class C Drivers License.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Juvenile Probation & Parole Officer I | Non-Exempt | 37.5 | \$38,180 | \$45,498 | \$52,817 |
| State of Rhode Island | Juvenile Program Worker | Non-Exempt | 40 | \$41,578 | \$44,383 | \$47,189 |
| State of Vermont | Corrections Youth Services Specialist | N/A | 40 | \$50,830 | \$65,154 | \$79,477 |
| Federal Government (ME) | Correctional Treatment Specialist | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$47,374 | \$55,695 | \$64,016 |
| State of Maine | Juvenile Community Corrections Officer | Non-Exempt | 40 | \$46,134 | \$53,477 | \$60,819 |
| State of Maine as a % of Public Sector Market Average | | | | 97% | 96% | 95% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Juvenile Community Corrections Officer | Non-Exempt | 40 | \$46,134 | \$53,477 | \$60,819 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$47,374 | \$55,695 | \$64,016 |
| State of Maine | Juvenile Community Corrections Officer | Non-Exempt | 40 | \$46,134 | \$53,477 | \$60,819 |
| State of Maine as a % of Market Average | | | | 97% | 96% | 95% |
| Adjustment to Reach Market Average | | | | 3% | 4% | 5% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Laboratory Technician III

Scientific Job Family

Job Summary: This is a supervisory level position. This is technical services work involving medical, veterinary, or environmental laboratory diagnosis and testing. Responsibilities include conducting and/or overseeing the conduct of complex tests and analyses, preparing and reviewing test results and reports, maintaining laboratory files, assigning and evaluating subordinates' work, and consulting with health and scientific professionals. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree from an accredited educational institution which includes 15 credit hours of lab science (chemistry, biology, environmental or similar) -OR- a four (4) year combination of education and experience in medical or environmental technology and/or analytical chemistry and laboratory equipment, testing, and techniques or related area. Some positions may require registration as a Medical Technician or equivalent.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Laboratory Technician II | Non-Exempt | 40 | \$41,555 | \$50,774 | \$59,993 |
| State of New Hampshire | Laboratory Assistant III | Non-Exempt | 37.5 | \$35,276 | \$41,961 | \$48,646 |
| State of Rhode Island | Senior Laboratory Technician | N/A | 35 | \$43,882 | \$46,311 | \$48,741 |
| State of Vermont | PH Laboratory Technician III | N/A | 40 | \$40,599 | \$51,833 | \$63,067 |
| Federal Government (ME) | Biological Science Laboratory Technician | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$41,894 | \$49,252 | \$56,610 |
| State of Maine | Laboratory Technician III | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Public Sector Market Average | | | | 85% | 85% | 85% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Medical/Clinical Laboratory Technician II | | 40 | \$39,762 | \$49,460 | \$58,194 |
| ERI (New England) | Laboratory Technician - Level 3 | | 40 | \$42,894 | \$48,294 | \$55,943 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Laboratory Technician III | | 40 | \$36,362 | \$46,911 | \$59,420 |
| Published Survey Market Average | | | | \$39,673 | \$48,222 | \$57,852 |
| State of Maine | Laboratory Technician III | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Market Average | | | | 90% | 87% | 83% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$40,784 | \$48,737 | \$57,231 |
| State of Maine | Laboratory Technician III | Non-Exempt | 40 | \$35,589 | \$41,766 |
| State of Maine as a % of Market Average | | | 87% | 86% | 84% |
| Adjustment to Reach Market Average | | | 15% | 17% | 19% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Laborer I

Other, semi-skilled Job Family

Job Summary: This is an entry level position. This is maintenance and personal services work in performing a variety of unskilled manual labor tasks associated with minor maintenance, repair, and upkeep at such places as parks, boat facilities, cemeteries, garages, and agricultural growing sites. Responsibilities include mowing, shoveling miscellaneous material, lifting and moving heavy objects, cleaning and servicing vehicles and equipment, making minor repairs to and maintaining buildings, preparing and planting cuttings and seeds, preparing grounds/fields for planting, and/or assisting trades workers in various duties. Work is performed under immediate supervision.

Minimum Qualifications: Must be able to follow instructions.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Skilled Laborer I | Non-Exempt | 40 | \$32,656 | \$36,733 | \$40,810 |
| City of Bangor, ME | Laborer | Non-Exempt | 40 | \$28,888 | \$32,915 | \$36,941 |
| City of Portland, ME | Laborer | Non-Exempt | 40 | \$27,939 | \$30,411 | \$32,883 |
| City of South Portland, ME | Laborer | Non-Exempt | 40 | \$38,324 | \$41,297 | \$44,269 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Laborer I | N/A | 40 | \$29,277 | \$33,149 | \$37,022 |
| State of New Hampshire | Laborer | Non-Exempt | 40 | \$23,699 | \$27,510 | \$31,320 |
| State of Rhode Island | Laborer | Non-Exempt | 40 | \$31,948 | \$32,524 | \$33,100 |
| State of Vermont | No Match | N/A | N/A | N/A | N/A | N/A |
| Federal Government (ME) | Laborer | N/A | 40 | \$38,537 | \$41,692 | \$44,848 |
| Public Sector Market Average | | | | \$31,409 | \$34,529 | \$37,649 |
| State of Maine | Laborer I | Non-Exempt | 40 | \$24,960 | \$26,593 | \$28,226 |
| State of Maine as a % of Public Sector Market Average | | | | 79% | 77% | 75% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | General Laborer | | 40 | \$24,325 | \$32,561 | \$44,318 |
| ERI (New England) | Laborer - Level 1 | | 40 | \$25,232 | \$28,257 | \$32,678 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Laborer I | | 40 | \$22,542 | \$29,231 | \$38,336 |
| Published Survey Market Average | | | | \$24,033 | \$30,016 | \$38,444 |
| State of Maine | Laborer I | Non-Exempt | 40 | \$24,960 | \$26,593 | \$28,226 |
| State of Maine as a % of Market Average | | | | 104% | 89% | 73% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$27,721 | \$32,273 | \$38,047 |
| State of Maine | Laborer I | Non-Exempt | 40 | \$24,960 | \$26,593 | \$28,226 |
| State of Maine as a % of Market Average | | | | 90% | 82% | 74% |
| Adjustment to Reach Market Average | | | | 11% | 21% | 35% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Librarian II

Other technical and professional Job Family

Job Summary: This is a journey level position. This is professional services work in cataloging and classifying books, periodicals, and documents, and performing library reference work. Work includes providing information to library users and assisting them in locating reference materials. Work may involve supervision of a specialized unit within the library. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in library science and two (2) years experience in professional library work -OR- an acceptable equivalent combination of related experience and/or training.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Reference Librarian | Non-Exempt | 37.5 | \$46,461 | \$56,358 | \$66,254 |
| City of South Portland, ME | Cataloger/Circulation Librarian | Non-Exempt | 37.5 | \$51,490 | \$63,072 | \$74,653 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Librarian (c) | Non-Exempt | 40 | \$47,390 | \$55,888 | \$64,385 |
| State of New Hampshire | Librarian II | Non-Exempt | 37.5 | \$43,092 | \$51,764 | \$60,437 |
| State of Rhode Island | Librarian | Non-Exempt | 35 | \$42,797 | \$45,075 | \$47,353 |
| State of Vermont | Librarian A | N/A | 40 | \$36,608 | \$46,596 | \$56,584 |
| Federal Government (ME) | Librarian | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$45,142 | \$53,448 | \$61,753 |
| State of Maine | Librarian II | Non-Exempt | 40 | \$32,885 | \$38,418 | \$43,950 |
| State of Maine as a % of Public Sector Market Average | | | | 73% | 72% | 71% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Librarian | | 40 | \$44,671 | \$62,130 | \$82,566 |
| ERI (New England) | Librarian - Level 2 | | 40 | \$51,306 | \$60,418 | \$72,241 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Librarian II | | 40 | \$48,252 | \$64,149 | \$85,321 |
| Published Survey Market Average | | | | \$48,076 | \$62,232 | \$80,042 |
| State of Maine | Librarian II | Non-Exempt | 40 | \$32,885 | \$38,418 | \$43,950 |
| State of Maine as a % of Market Average | | | | 68% | 62% | 55% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$46,609 | \$57,840 | \$70,898 |
| State of Maine | Librarian II | Non-Exempt | 40 | \$32,885 | \$38,418 | \$43,950 |
| State of Maine as a % of Market Average | | | | 71% | 66% | 62% |
| Adjustment to Reach Market Average | | | | 42% | 51% | 61% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Maintenance Mechanic

Skilled Trades Job Family

Job Summary: This is an lead level position. This is structure and craft work in the general maintenance and repair of machinery, equipment, mechanical systems, and buildings. Work involves the performance of a wide variety of mechanical tasks in the installation, general repair, and maintenance of heating, power generating, water, and electrical systems; and laundry, kitchen, and farm machinery and equipment; and buildings and grounds. Supervision may be exercised over assigned helpers. Work is performed under general supervision.

Minimum Qualifications: Two (2) years experience in the general maintenance and repair of machinery, equipment, mechanical systems, and buildings. Some positions may require heating/boiler operator's license, electrician helper's license, apprentice plumber's license, and/or propane/natural gas technician license.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Automotive Maintenance Mechanic | Non-Exempt | 40 | \$41,691 | \$48,168 | \$54,645 |
| City of Portland, ME | Mechanic III | Non-Exempt | 40 | \$42,381 | \$45,788 | \$49,196 |
| City of South Portland, ME | Water Resource Protection Maintenance Mechanic | Non-Exempt | 40 | \$44,916 | \$55,012 | \$65,108 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Maintenance Mechanic II | Non-Exempt | 40 | \$30,209 | \$35,754 | \$41,298 |
| State of Rhode Island | Senior Maintenance Technician | Non-Exempt | 40 | \$35,849 | \$36,657 | \$37,465 |
| State of Vermont | Maintenance Mechanic II | N/A | 40 | \$34,663 | \$44,145 | \$53,626 |
| Federal Government (ME) | Maintenance Mechanic Leader | N/A | 40 | \$65,338 | \$70,763 | \$76,187 |
| Public Sector Market Average | | | | \$42,150 | \$48,041 | \$53,932 |
| State of Maine | Maintenance Mechanic | Non-Exempt | 40 | \$30,971 | \$35,610 | \$40,248 |
| State of Maine as a % of Public Sector Market Average | | | | 73% | 74% | 75% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | General Maintenance Worker II | | 40 | \$34,977 | \$46,999 | \$58,550 |
| ERI (New England) | Maintenance Worker - Level 3 | | 40 | \$48,501 | \$55,233 | \$64,149 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Maintenance Mechanic II | | 40 | \$37,997 | \$50,064 | \$63,206 |
| Published Survey Market Average | | | | \$40,492 | \$50,765 | \$61,969 |
| State of Maine | Maintenance Mechanic | Non-Exempt | 40 | \$30,971 | \$35,610 | \$40,248 |
| State of Maine as a % of Market Average | | | | 76% | 70% | 65% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$41,321 | \$49,403 | \$57,950 |
| State of Maine | Maintenance Mechanic | Non-Exempt | 40 | \$30,971 | \$35,610 |
| State of Maine as a % of Market Average | | | 75% | 72% | 69% |
| Adjustment to Reach Market Average | | | 33% | 39% | 44% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Management Analyst II

Analyst Job Family

Job Summary: This is a lead level position. This is professional services work involving the review, examination, and evaluation of complex organizational structures, administrative policies, and management systems of state departments, agencies, and institutions. Responsibilities include developing and conducting studies, summarizing findings, preparing reports, and recommending changes in organizational structures, programs, policies, procedures, or practices in administrative, financial, records, and information management systems. Work typically includes the supervision of subordinate professional and clerical employees. Work is performed under limited supervision.

Minimum Qualifications: Eight (8) years of education, training, and/or experience analyzing, evaluating, and/or developing improvements to organizational and/or managerial systems, programs, and practices.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Management Analyst II | Exempt | 37.5 | \$48,539 | \$58,643 | \$68,747 |
| State of New Hampshire | Senior Management Analyst | Exempt | 37.5 | \$49,826 | \$60,113 | \$70,400 |
| State of Rhode Island | Management and Methods Analyst | Non-Exempt | 35 | \$41,578 | \$44,383 | \$47,189 |
| State of Vermont | AOT Policy Analyst | N/A | 40 | \$50,830 | \$65,154 | \$79,477 |
| Federal Government (ME) | Management Analyst | N/A | 40 | \$71,278 | \$81,969 | \$92,659 |
| Public Sector Market Average | | | | \$52,410 | \$62,052 | \$71,694 |
| State of Maine | Management Analyst II | Exempt | 40 | \$42,682 | \$50,263 | \$57,845 |
| State of Maine as a % of Public Sector Market Average | | | | 81% | 81% | 81% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | Management Analyst - Level 2 | | 40 | \$53,161 | \$61,361 | \$72,392 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$53,161 | \$61,361 | \$72,392 |
| State of Maine | Management Analyst II | Exempt | 40 | \$42,682 | \$50,263 | \$57,845 |
| State of Maine as a % of Market Average | | | | 80% | 82% | 80% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$52,786 | \$61,707 | \$72,043 |
| State of Maine | Management Analyst II | Exempt | 40 | \$42,682 | \$50,263 | \$57,845 |
| State of Maine as a % of Market Average | | | | 81% | 81% | 80% |
| Adjustment to Reach Market Average | | | | 24% | 23% | 25% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Marine Patrol Officer

Public Safety Job Family

Job Summary: This is an entry level position. This is investigative and protective services work involving the enforcement of marine resource conservation laws, rules, and regulations and other laws within the jurisdiction of the Marine Patrol. Responsibilities include patrolling an assigned coastal area, protecting marine resources, coastal property, and the public. Work includes investigating complaints and incidents; enforcing motor vehicle and other laws; and providing services and support to the homeless, mentally ill, addicts, victims of domestic abuse, hate crimes, abusive parents, and the public. Work is performed under general supervision.

Minimum Qualifications: High school graduate or equivalent, at least twenty-one (21) years of age, and no criminal or extensive motor vehicle record. Possession of a valid Class C motor vehicle operator's license.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | Marine Patrol Officer | Non-Exempt | 40 | \$49,485 | \$55,096 | \$60,706 |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Marine Patrol Officer I | Non-Exempt | 40 | \$36,699 | \$43,686 | \$50,673 |
| State of Rhode Island | Environmental Police Officer I | Non-Exempt | 35 | \$54,118 | \$58,311 | \$62,505 |
| State of Vermont | No Match | N/A | N/A | N/A | N/A | N/A |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$46,767 | \$52,364 | \$57,961 |
| State of Maine | Marine Patrol Officer | Non-Exempt | 40 | \$47,133 | \$54,850 | \$62,566 |
| State of Maine as a % of Public Sector Market Average | | | | 101% | 105% | 108% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Marine Patrol Officer | Non-Exempt | 40 | \$47,133 | \$54,850 | \$62,566 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$46,767 | \$52,364 | \$57,961 |
| State of Maine | Marine Patrol Officer | Non-Exempt | 40 | \$47,133 | \$54,850 | \$62,566 |
| State of Maine as a % of Market Average | | | | 101% | 105% | 108% |
| Adjustment to Reach Market Average | | | | -1% | -5% | -7% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Mental Health Worker II

Social Services, support Job Family

Job Summary: This is a journey level position. This is paraprofessional support work involving the interaction, care, treatment, education, and rehabilitation of patients in state institutions. Work involves working with residents of mental health institutions in programs such as daily care or involving recreational, occupational, therapeutic, and educational approaches to mental rehabilitation and behavior modification and maintaining health and safety. Work includes assisting and instructing lower level employees in the care and training of residents. Work may include limited community work or volunteer coordination. Employees at this level may assume responsibility for the ward in the absence of the team leader and/or assistant team leader, or licensed personnel and assist in carrying out a specialty program such as occupational therapy, recreation, or education. Work is performed under general supervision.

Minimum Qualifications: High school diploma or equivalent and two (2) years of direct care mental health experience; and current valid certification as a Certified Nursing Assistant as issued by the Department of Education or completion of a Department approved training program.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Mental Health Worker II | N/A | 40 | \$31,333 | \$35,897 | \$40,462 |
| State of New Hampshire | Mental Health Worker II | Non-Exempt | 40 | \$29,137 | \$34,409 | \$39,681 |
| State of Rhode Island | Mental Health Worker | Non-Exempt | 40 | \$39,334 | \$41,668 | \$44,002 |
| State of Vermont | Associate Mental Health Specialist | N/A | 40 | \$40,599 | \$51,833 | \$63,067 |
| Federal Government (ME) | Nursing Assistant (Nursing Mental Health) | N/A | 40 | \$34,750 | \$39,962 | \$45,173 |
| Public Sector Market Average | | | | \$35,031 | \$40,754 | \$46,477 |
| State of Maine | Mental Health Worker II | Non-Exempt | 40 | \$37,419 | \$41,860 | \$46,301 |
| State of Maine as a % of Public Sector Market Average | | | | 107% | 103% | 100% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Mental Health Technician | | 40 | \$26,549 | \$33,489 | \$42,403 |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | Mental Health Assistant | | 40 | \$25,813 | \$29,806 | \$37,393 |
| Published Survey Market Average | | | | \$26,181 | \$31,647 | \$39,898 |
| State of Maine | Mental Health Worker II | Non-Exempt | 40 | \$37,419 | \$41,860 | \$46,301 |
| State of Maine as a % of Market Average | | | | 143% | 132% | 116% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$30,606 | \$36,200 | \$43,187 |
| State of Maine | Mental Health Worker II | Non-Exempt | 40 | \$37,419 | \$41,860 | \$46,301 |
| State of Maine as a % of Market Average | | | | 122% | 116% | 107% |
| Adjustment to Reach Market Average | | | | -18% | -14% | -7% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Motor Vehicle Branch Office Manager

Management Job Family

Job Summary: This is a supervisory level position. This is administrative work overseeing and monitoring the operations of a motor vehicle branch office. Responsibilities include directing and overseeing staff involved in registering motor vehicles, processing title applications and transfers; issuing driver licenses, permits, and State ID's; and administering eye and permit examinations. Responsibilities also include accountability for monies collected, inventory, building maintenance, and security. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in business/public administration, accounting, or related field -AND- one (1) year of experience in business management, accounting, personnel management, motor vehicle law and regulations, or related field. Equivalent work experience may be substituted for the educational requirement on a year-for-year basis.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Senior Administrative Officer I | Non-Exempt | 40 | \$44,171 | \$51,774 | \$59,378 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Branch Manager | Exempt | 40 | \$56,584 | \$71,783 | \$86,982 |
| State of New Hampshire | Supervisor IV | Exempt | 37.5 | \$50,926 | \$61,402 | \$71,878 |
| State of Rhode Island | Supervisor of Branch Office Services (Motor Vehicles) | Exempt | 35 | \$48,984 | \$52,975 | \$56,966 |
| State of Vermont | Motor Vehicle District Office Supervisor | N/A | 40 | \$47,954 | \$61,416 | \$74,878 |
| Federal Government (ME) | Administrative Officer | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$49,463 | \$59,122 | \$68,781 |
| State of Maine | Motor Vehicle Branch Office Manager | Non-Exempt | 40 | \$38,979 | \$46,020 | \$53,061 |
| State of Maine as a % of Public Sector Market Average | | | | 79% | 78% | 77% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Motor Vehicle Branch Office Manager | Non-Exempt | 40 | \$38,979 | \$46,020 | \$53,061 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$49,463 | \$59,122 | \$68,781 |
| State of Maine | Motor Vehicle Branch Office Manager | Non-Exempt | 40 | \$38,979 | \$46,020 | \$53,061 |
| State of Maine as a % of Market Average | | | | 79% | 78% | 77% |
| Adjustment to Reach Market Average | | | | 27% | 28% | 30% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Occupational Safety Specialist

Other technical and professional Job Family

Job Summary: This is a journey level position. This is professional services work involving the inspection of machinery, equipment, construction projects, state buildings, and working conditions. Responsibilities include interpreting the laws, rules, regulations, and policies of the Bureau of Labor Standards and enforcing safety and health standards. Positions in this classification are differentiated from Safety Compliance Officers because the work requires consultation and advising employers in developing safety compliance programs. Work is performed under limited supervision.

Minimum Qualifications: Six (6) years of education and/or experience in health and safety, fire safety, or directly related area.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Safety / Training Officer | Non-Exempt | 37.5 | \$52,073 | \$61,041 | \$70,009 |
| City of South Portland, ME | Safety Coordinator | Non-Exempt | 37.5 | \$51,490 | \$63,072 | \$74,653 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Industrial Health and Safety Inspector series (levels I-IV) | Exempt | 37.5 | \$53,739 | \$66,234 | \$78,729 |
| State of New Hampshire | Labor Inspector | Non-Exempt | 37.5 | \$44,807 | \$53,976 | \$63,146 |
| State of Rhode Island | Industrial Safety Specialist (Occupational Safety) | Non-Exempt | 35 | \$47,518 | \$50,724 | \$53,930 |
| State of Vermont | Occupational Health and Safety Compliance Specialist | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | Safety & Occupational Health Specialist | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$49,012 | \$58,347 | \$67,682 |
| State of Maine | Occupational Safety Specialist | Non-Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Public Sector Market Average | | | | 83% | 82% | 82% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | Safety Technician II | | 40 | \$41,681 | \$52,068 | \$70,470 |
| Published Survey Market Average | | | | \$41,681 | \$52,068 | \$70,470 |
| State of Maine | Occupational Safety Specialist | Non-Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 98% | 92% | 78% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$45,346 | \$55,207 | \$69,076 |
| State of Maine | Occupational Safety Specialist | Non-Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 90% | 87% | 80% |
| Adjustment to Reach Market Average | | | | 11% | 15% | 25% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Office Assistant II

Administrative Support Job Family

Job Summary: This is a journey level position. This position provides office and administrative support to an agency, program, or operational unit requiring operation of office equipment and knowledge of office processes and diverse clerical functions. This is routine office and administrative support work performing routine, varied office support tasks often requiring the operation of technical office equipment. Responsibilities require making independent judgment in prioritizing assignments and selecting the most appropriate course of action within established operating procedures.

Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a general knowledge of modern office practices to perform routine, varied office support tasks often requiring the operation of technical office equipment, and 2) the ability to use independent judgment in prioritizing the work and selecting the most appropriate course of action within set procedures. Some positions may require possession of a valid Class B Motor Vehicle Operator's License.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Clerk II - Finance and Administration | Non-Exempt | 40 | \$41,435 | \$48,240 | \$55,046 |
| City of Bangor, ME | Administrative Assistant | Non-Exempt | 37.5 | \$39,554 | \$46,344 | \$53,134 |
| City of Portland, ME | Data Entry Clerk | Non-Exempt | 37.5 | \$33,566 | \$38,086 | \$42,605 |
| City of South Portland, ME | Clerk/Transportation | Non-Exempt | 37.5 | \$38,558 | \$45,438 | \$52,319 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Office Support Specialist II | Exempt | 40 | \$43,785 | \$52,866 | \$61,947 |
| State of New Hampshire | Clerk II | Non-Exempt | 40 | \$23,699 | \$27,510 | \$31,320 |
| State of Rhode Island | Clerk Secretary | Non-Exempt | 35 | \$46,051 | \$48,921 | \$51,790 |
| State of Vermont | Administrative Services Technician II | N/A | 40 | \$32,921 | \$41,906 | \$50,891 |
| Federal Government (ME) | Clerk | N/A | 40 | \$30,955 | \$35,598 | \$40,240 |
| Public Sector Market Average | | | | \$36,725 | \$42,768 | \$48,810 |
| State of Maine | Office Assistant II | Non-Exempt | 40 | \$25,418 | \$30,472 | \$35,526 |
| State of Maine as a % of Public Sector Market Average | | | | 69% | 71% | 73% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|----------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Office Assistant II | | 40 | \$29,599 | \$35,994 | \$44,126 |
| ERI (New England) | Assistant Clerk - Level 2 | | 40 | \$29,865 | \$33,813 | \$38,882 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Office Services Assistant | | 40 | \$24,222 | \$32,369 | \$40,870 |
| Published Survey Market Average | | | | \$27,895 | \$34,059 | \$41,293 |
| State of Maine | Office Assistant II | Non-Exempt | 40 | \$25,418 | \$30,472 | \$35,526 |
| State of Maine as a % of Market Average | | | | 91% | 89% | 86% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$32,310 | \$38,413 | \$45,052 |
| State of Maine | Office Assistant II | Non-Exempt | 40 | \$25,418 | \$30,472 | \$35,526 |
| State of Maine as a % of Market Average | | | | 79% | 79% | 79% |
| Adjustment to Reach Market Average | | | | 27% | 26% | 27% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Office Associate II

Administrative Support Job Family

Job Summary: This is a journey level position. This position provides office and administrative support to an agency, program, or operational unit requiring operation of office equipment and knowledge of office processes and diverse clerical functions. This is office and administrative support work performing complex, varied office support tasks often requiring established skill sets which include a solid knowledge of modern office practices and office equipment necessary to perform divergent clerical functions. Responsibilities require independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures.

Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a solid knowledge of modern office practices to perform complex, varied office support tasks, and 2) the ability to use independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures. Some positions may require possession of a valid Class B Motor Vehicle Operator's License.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Administrative Assistant | Non-Exempt | 40 | \$41,435 | \$48,240 | \$55,046 |
| City of Bangor, ME | Administrative Assistant | Non-Exempt | 37.5 | \$39,554 | \$46,344 | \$53,134 |
| City of Portland, ME | Office Assistant | Non-Exempt | 37.5 | \$36,769 | \$41,728 | \$46,686 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Secretary II | Non-Exempt | 37.5 | \$27,013 | \$31,768 | \$36,524 |
| State of Rhode Island | Assistant Administrative Officer | Non-Exempt | 35 | \$50,414 | \$54,269 | \$58,125 |
| State of Vermont | Administrative Services Coordinator I | N/A | 40 | \$42,868 | \$54,811 | \$66,754 |
| Federal Government (ME) | Office Automation Assistant | N/A | 40 | \$38,879 | \$44,712 | \$50,545 |
| Public Sector Market Average | | | | \$39,562 | \$45,982 | \$52,402 |
| State of Maine | Office Associate II | Non-Exempt | 40 | \$29,515 | \$35,433 | \$41,350 |
| State of Maine as a % of Public Sector Market Average | | | | 75% | 77% | 79% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Office Assistant III | | 40 | \$34,461 | \$43,935 | \$55,206 |
| ERI (New England) | Administrative Assistant - Level 2 | | 40 | \$35,755 | \$41,608 | \$49,126 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Administrative Assistant I | | 40 | \$33,017 | \$41,179 | \$52,053 |
| Published Survey Market Average | | | | \$34,411 | \$42,241 | \$52,128 |
| State of Maine | Office Associate II | Non-Exempt | 40 | \$29,515 | \$35,433 | \$41,350 |
| State of Maine as a % of Market Average | | | | 86% | 84% | 79% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$36,987 | \$44,111 | \$52,265 |
| State of Maine | Office Associate II | Non-Exempt | 40 | \$29,515 | \$35,433 |
| State of Maine as a % of Market Average | | | 80% | 80% | 79% |
| Adjustment to Reach Market Average | | | 25% | 24% | 26% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Office Associate II Supervisor

Administrative Support Job Family

Job Summary: This is a supervisory level position. This position provides office and administrative support to an agency, program, or operational unit requiring operation of office equipment and knowledge of office processes and diverse clerical functions. This is office and administrative support work performing complex, varied office support tasks often requiring established skill sets which include a solid knowledge of modern office practices and office equipment necessary to perform divergent clerical functions. Responsibilities require independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures. Supervisor positions are those responsible for supervising subordinates and conducting formal performance appraisals of one or more employees.

Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a solid knowledge of modern office practices to perform complex, varied office support tasks, and 2) the ability to use independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures. Some positions may require possession of a valid Class B Motor Vehicle Operator's License.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Administrative Assistant II | Non-Exempt | 40 | \$40,767 | \$48,456 | \$56,146 |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Office Manager | Non-Exempt | 37.5 | \$42,136 | \$49,441 | \$56,746 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Administrative Supervisor | Non-Exempt | 37.5 | \$36,699 | \$43,686 | \$50,673 |
| State of Rhode Island | Office Manager | Non-Exempt | 35 | \$49,001 | \$52,524 | \$56,048 |
| State of Vermont | Administrative Services Coordinator II | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | Support Services Specialist | N/A | 40 | \$43,338 | \$49,840 | \$56,341 |
| Public Sector Market Average | | | | \$42,873 | \$50,325 | \$57,776 |
| State of Maine | Office Associate II Supervisor | Non-Exempt | 40 | \$31,179 | \$37,440 | \$43,701 |
| State of Maine as a % of Public Sector Market Average | | | | 73% | 74% | 76% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Administrative Office/Clerical Services Supervisor | | 40 | \$38,100 | \$60,657 | \$85,763 |
| ERI (New England) | Administrative Supervisor - Level 2 | | 40 | \$46,674 | \$54,802 | \$65,437 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Administrative Services Supervisor | | 40 | \$49,533 | \$64,620 | \$82,462 |
| Published Survey Market Average | | | | \$44,769 | \$60,027 | \$77,888 |
| State of Maine | Office Associate II Supervisor | Non-Exempt | 40 | \$31,179 | \$37,440 | \$43,701 |
| State of Maine as a % of Market Average | | | | 70% | 62% | 56% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$43,821 | \$55,176 | \$67,832 |
| State of Maine | Office Associate II Supervisor | Non-Exempt | 40 | \$31,179 | \$37,440 |
| State of Maine as a % of Market Average | | | 71% | 68% | 64% |
| Adjustment to Reach Market Average | | | 41% | 47% | 55% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Office Specialist I

Administrative Support Job Family

Job Summary: This is an entry level position. This position provides office and administrative support to an agency, program, or operational unit requiring operation of office equipment and knowledge of office processes and diverse clerical functions. This is advanced office and administrative support work providing assistance to an agency and/or the public requiring advanced office and administrative support services requiring a proficient knowledge of modern office practices and office equipment necessary to perform diverse administrative functions. Responsibilities require using independent judgment, initiative, and discretion to make determinations on varied matters.

Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a proficient knowledge of modern office practices to perform advanced administrative support tasks requiring specialized skills, and 2) the ability to use independent judgment, initiative, and discretion to make determinations on varied matters. Some positions may require possession of a valid Class B Motor Vehicle Operator's License.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Clerk I - Finance and Administration | Non-Exempt | 40 | \$38,351 | \$44,131 | \$49,912 |
| City of Bangor, ME | Account Clerk II | Non-Exempt | 37.5 | \$34,026 | \$39,888 | \$45,750 |
| City of Portland, ME | Support Services Specialist | Non-Exempt | 37.5 | \$37,770 | \$42,881 | \$47,992 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Program Assistant I | Non-Exempt | 37.5 | \$30,209 | \$35,754 | \$41,298 |
| State of Rhode Island | Clerk Secretary | Non-Exempt | 35 | \$42,797 | \$45,075 | \$47,353 |
| State of Vermont | Administrative Assistant A | N/A | 40 | \$34,663 | \$44,145 | \$53,626 |
| Federal Government (ME) | Administrative Support Assistant | N/A | 40 | \$48,159 | \$55,381 | \$62,603 |
| Public Sector Market Average | | | | \$37,996 | \$43,894 | \$49,791 |
| State of Maine | Office Specialist I | Non-Exempt | 40 | \$32,074 | \$38,470 | \$44,866 |
| State of Maine as a % of Public Sector Market Average | | | | 84% | 88% | 90% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-----------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | Administrative Specialist I | | 40 | \$33,725 | \$48,694 | \$66,344 |
| Published Survey Market Average | | | | \$33,725 | \$48,694 | \$66,344 |
| State of Maine | Office Specialist I | Non-Exempt | 40 | \$32,074 | \$38,470 | \$44,866 |
| State of Maine as a % of Market Average | | | | 95% | 79% | 68% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$35,861 | \$46,294 | \$58,067 |
| State of Maine | Office Specialist I | Non-Exempt | 40 | \$32,074 | \$38,470 | \$44,866 |
| State of Maine as a % of Market Average | | | | 89% | 83% | 77% |
| Adjustment to Reach Market Average | | | | 12% | 20% | 29% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Oil & Hazardous Materials Responder I

Public Safety Job Family

Job Summary: This is an entry level position. This is professional services environmental protection work involving 24 hour emergency response to and cleanup of oil, hazardous materials and weapons of mass destruction incidents. Responsibilities include responding to, mitigation of and hiring and directing contractors in the cleanup of toxic and volatile spills including oil, hazardous and weapons of mass destruction materials. Employee coordinates mitigation and cleanup activities and the maintenance and repair of departmental field safety and response equipment with contractors. Hires and supervises contractors in performing actual cleanup. Work also includes inspecting oil and hazardous materials waste facilities. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in environmental science, chemistry, geology, or other physical science and one (1) year of experience in investigation, monitoring, or inspection work in an environmental science field. A bachelor degree in an area other than a science related field may be substituted if there are a minimum of 16 credit hours of science courses. Directly related experience may be substituted for educational requirements on a year-for-year basis.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Environmental Coordinator | Non-Exempt | 37.5 | \$62,245 | \$72,911 | \$83,576 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | No Match | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Oil & Hazardous Material Specialist I (DEM) | Exempt | 35 | \$58,061 | \$61,547 | \$65,033 |
| State of Vermont | No Match | N/A | N/A | N/A | N/A | N/A |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$60,153 | \$67,229 | \$74,305 |
| State of Maine | Oil & Hazardous Materials Responder I | Non-Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Public Sector Market Average | | | | 68% | 71% | 74% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Oil & Hazardous Materials Responder I | Non-Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$60,153 | \$67,229 | \$74,305 |
| State of Maine | Oil & Hazardous Materials Responder I | Non-Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 68% | 71% | 74% |
| Adjustment to Reach Market Average | | | | 48% | 40% | 35% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Paralegal

Legal Job Family

Job Summary: This is a journey level position. This is paraprofessional support work in investigating, researching, and reviewing various legal issues. Responsibilities include assisting attorneys in a variety of complex legal work; researching and analyzing law sources such as statutes, recorded judicial decisions, legal articles, and legal codes; preparing complex and comprehensive legal documents for review, approval, and use by an attorney. This position performs more complex paralegal work and has full responsibility for conducting alternative dispute resolution processes. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree and two (2) years of paralegal experience in a law firm, court, or legal services agency - OR - graduation from an approved, accredited paralegal program of instruction and one (1) year of paralegal experience. Equivalent related experience may be substituted for education on a year-for-year basis.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Legal Assistant | Non-Exempt | 25 | \$39,424 | \$46,214 | \$53,004 |
| City of Portland, ME | Paralegal / Legal Assistant | Non-Exempt | 37.5 | \$47,115 | \$55,226 | \$63,336 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | Paralegal | Non-Exempt | 37.5 | \$45,519 | \$53,801 | \$62,083 |
| Commonwealth of Massachusetts | Paralegal Specialist | Exempt | 37.5 | \$48,783 | \$59,161 | \$69,538 |
| State of New Hampshire | Paralegal II | Non-Exempt | 37.5 | \$39,681 | \$47,603 | \$55,526 |
| State of Rhode Island | Paralegal Aide | Non-Exempt | 35 | \$39,114 | \$40,801 | \$42,487 |
| State of Vermont | AGO Paralegal I | N/A | 40 | \$42,868 | \$54,811 | \$66,754 |
| Federal Government (ME) | Paralegal Specialist | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$45,177 | \$53,170 | \$61,164 |
| State of Maine | Paralegal | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Public Sector Market Average | | | | 79% | 79% | 78% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Paralegal II | | 40 | \$51,596 | \$65,829 | \$82,197 |
| ERI (New England) | Paralegal - Level 2 | | 40 | \$48,234 | \$57,446 | \$69,440 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Paralegal II | | 40 | \$49,637 | \$61,821 | \$76,687 |
| Published Survey Market Average | | | | \$49,822 | \$61,698 | \$76,108 |
| State of Maine | Paralegal | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Market Average | | | | 71% | 68% | 63% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$47,500 | \$57,434 | \$68,636 |
| State of Maine | Paralegal | Non-Exempt | 40 | \$41,766 | \$47,944 |
| State of Maine as a % of Market Average | | | 75% | 73% | 70% |
| Adjustment to Reach Market Average | | | 33% | 38% | 43% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Park Manager II

Natural Resources Job Family

Job Summary: This is a supervisory level position. This is maintenance and personal services work in maintaining and operating a medium sized state park characterized by multi-purpose use and support and service facilities or a historic site characterized by artifact collections, exhibits, interpretive programs and multipurpose use. Work is accomplished through subordinate staff. Work is performed under general supervision.

Minimum Qualifications: An associates degree in recreation management or a related field and a minimum of one year of experience in park operations or a similar related activity, to include supervisory or managerial experience. Directly related experience may be substituted for education on a year-for-year basis. For the purposes of this classification, a year is defined as being the equivalent of a 25-week or more season.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Park Manager II | Non-Exempt | 40 | \$30,209 | \$35,754 | \$41,298 |
| State of Rhode Island | Park Manager (Divison of Parks & Recreation) | Non-Exempt | 40 | \$39,334 | \$41,668 | \$44,002 |
| State of Vermont | Muckross State Park Manager | N/A | 40 | \$36,608 | \$46,596 | \$56,584 |
| Federal Government (ME) | Park Manager | N/A | 40 | \$85,428 | \$98,245 | \$111,062 |
| Public Sector Market Average | | | | \$47,895 | \$55,566 | \$63,237 |
| State of Maine | Park Manager II | Non-Exempt | 40 | \$34,590 | \$40,342 | \$46,093 |
| State of Maine as a % of Public Sector Market Average | | | | 72% | 73% | 73% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Park Manager II | Non-Exempt | 40 | \$34,590 | \$40,342 | \$46,093 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$47,895 | \$55,566 | \$63,237 |
| State of Maine | Park Manager II | Non-Exempt | 40 | \$34,590 | \$40,342 | \$46,093 |
| State of Maine as a % of Market Average | | | | 72% | 73% | 73% |
| Adjustment to Reach Market Average | | | | 38% | 38% | 37% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Park Ranger

Natural Resources Job Family

Job Summary: This is an entry level position. This is maintenance and personal services work in providing services to park users, maintaining and repairing facilities at a state park or day use area, and acting as an assistant to the Park Manager or District Supervisor. Responsibilities include meeting the public and providing for their needs and performing tasks necessary to maintain and protect land and water areas, buildings, and other physical facilities at state parks and day use areas. Supervision may be exercised over a small number of employees. Work is performed under general supervision.

Minimum Qualifications: One (1) year of experience in park maintenance and operation or equivalent. Valid Class C motor vehicle operator's license.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Park Ranger | Non-Exempt | 37.5 | \$35,790 | \$40,616 | \$45,442 |
| City of South Portland, ME | Park Ranger | Non-Exempt | 37.5 | \$41,451 | \$50,770 | \$60,089 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Ranger series (level I) | Non-Exempt | 40 | \$38,790 | \$45,822 | \$52,855 |
| State of New Hampshire | State Parks Patrol Person | Non-Exempt | 40 | \$29,137 | \$34,409 | \$39,681 |
| State of Rhode Island | Maintenance Technician | Non-Exempt | 40 | \$33,137 | \$33,703 | \$34,270 |
| State of Vermont | Parks Maintenance Technician | N/A | 40 | \$40,599 | \$51,833 | \$63,067 |
| Federal Government (ME) | Park Ranger | N/A | 40 | \$38,879 | \$44,712 | \$50,545 |
| Public Sector Market Average | | | | \$36,826 | \$43,124 | \$49,421 |
| State of Maine | Park Ranger | Non-Exempt | 40 | \$27,747 | \$31,876 | \$36,005 |
| State of Maine as a % of Public Sector Market Average | | | | 75% | 74% | 73% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Park Ranger | Non-Exempt | 40 | \$27,747 | \$31,876 | \$36,005 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$36,826 | \$43,124 | \$49,421 |
| State of Maine | Park Ranger | Non-Exempt | 40 | \$27,747 | \$31,876 | \$36,005 |
| State of Maine as a % of Market Average | | | | 75% | 74% | 73% |
| Adjustment to Reach Market Average | | | | 33% | 35% | 37% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Plumber II

Skilled Trades Job Family

Job Summary: This is a journey level position. This is structure and craft work at the Master's level involving the maintenance and service of plumbing and heating systems. Work involves performing a variety of skilled plumbing tasks in installing, maintaining, and repairing water, sewer, and steam systems and fixtures. Employees in this class can do renovation and new construction work under their own license. Responsible for ensuring job meets established standards and will pass formal inspection. Work is performed under limited supervision.

Minimum Qualifications: Current valid Master Plumber's License as issued by the Plumber's Examining Board.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Facilities Master Plumber | Non-Exempt | 40 | \$38,518 | \$43,266 | \$48,014 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Plumber and Steamfitter II | Non-Exempt | 40 | \$44,347 | \$52,743 | \$61,139 |
| State of New Hampshire | Plumber | Non-Exempt | 40 | \$32,606 | \$38,706 | \$44,807 |
| State of Rhode Island | Plumber | Non-Exempt | 40 | \$37,000 | \$37,817 | \$38,635 |
| State of Vermont | BGS Master Plumber | N/A | 40 | \$42,868 | \$54,811 | \$66,754 |
| Federal Government (ME) | Plumber | N/A | 40 | \$56,476 | \$61,175 | \$65,875 |
| Public Sector Market Average | | | | \$41,969 | \$48,087 | \$54,204 |
| State of Maine | Plumber II | Non-Exempt | 40 | \$33,966 | \$39,395 | \$44,824 |
| State of Maine as a % of Public Sector Market Average | | | | 81% | 82% | 83% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Plumber | | 40 | \$44,819 | \$60,304 | \$75,832 |
| ERI (New England) | Plumber - Level 2 | | 40 | \$47,807 | \$56,259 | \$67,310 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Plumber II | | 40 | \$40,458 | \$53,865 | \$68,996 |
| Published Survey Market Average | | | | \$44,361 | \$56,809 | \$70,713 |
| State of Maine | Plumber II | Non-Exempt | 40 | \$33,966 | \$39,395 | \$44,824 |
| State of Maine as a % of Market Average | | | | 77% | 69% | 63% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$43,165 | \$52,448 | \$62,458 |
| State of Maine | Plumber II | Non-Exempt | 40 | \$33,966 | \$39,395 |
| State of Maine as a % of Market Average | | | 79% | 75% | 72% |
| Adjustment to Reach Market Average | | | 27% | 33% | 39% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Principal Economic Research Analyst

Analyst Job Family

Job Summary: This is a managerial level position. This is professional services work of a managerial nature in directing a major section within the Center for Workforce Research & Information which contains related smaller programs. Work involves the development, research, analysis, and dissemination of labor market information. Responsibilities entail making all operational decisions within broad guidelines established by the Center and department/program policies. Work is performed under administrative direction.

Minimum Qualifications: A bachelors degree and five (5) years of progressively responsible experience in economic research including at least one (1) year at the working supervisor level. A masters degree with graduate credits in economics, sociology, mathematics, or statistics may be substituted for two (2) years of required experience. Comparable work experience in economic research may be substituted for education on a year-for-year basis.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Economist II | Exempt | 37.5 | \$49,826 | \$60,113 | \$70,400 |
| State of Rhode Island | Principal Economic and Policy Analyst | Exempt | 35 | \$76,525 | \$81,659 | \$86,794 |
| State of Vermont | Economic and Labor Market Information Assistant Chief | N/A | 40 | \$57,293 | \$73,571 | \$89,850 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$61,215 | \$71,781 | \$82,348 |
| State of Maine | Principal Economic Research Analyst | Exempt | 40 | \$59,072 | \$70,148 | \$81,224 |
| State of Maine as a % of Public Sector Market Average | | | | 96% | 98% | 99% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|------------------|-----------|-----------------|-----------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | Economic Analysis Supervisor - Level 1 | | 40 | \$76,225 | \$90,857 | \$109,643 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$76,225 | \$90,857 | \$109,643 |
| State of Maine | Principal Economic Research Analyst | Exempt | 40 | \$59,072 | \$70,148 | \$81,224 |
| State of Maine as a % of Market Average | | | | 77% | 77% | 74% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$68,720 | \$81,319 | \$95,995 |
| State of Maine | Principal Economic Research Analyst | Exempt | 40 | \$59,072 | \$70,148 | \$81,224 |
| State of Maine as a % of Market Average | | | | 86% | 86% | 85% |
| Adjustment to Reach Market Average | | | | 16% | 16% | 18% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Principal Property Appraiser

Financial Job Family

Job Summary: This is a lead level position. This is professional services work in performing complex appraisals (those requiring the use of all three approaches to value including market, cost, and income) and valuations of real and personal property to determine market value for tax assessment. Work includes instructing and advising subordinate appraisers and municipal assessors in the conduct of property appraisals, performing complex appraisals and valuations, explaining and interpreting property tax laws, and coordinating the collection and analysis of sales data. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree from an accredited educational institution and two (2) years of experience in property appraisal and assessment work, -OR- an equivalent six (6) year combination of education, training, and/or experience. Also required is current, active registration as a Certified Assessor as issued by Revenue Services.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Appraiser I | Non-Exempt | 37.5 | \$52,421 | \$61,425 | \$70,428 |
| City of Portland, ME | Tax Assessment Analyst | Non-Exempt | 37.5 | \$61,704 | \$72,294 | \$82,884 |
| City of South Portland, ME | Property Appraiser | Non-Exempt | 37.5 | \$51,490 | \$63,072 | \$74,653 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Real Estate Appraiser | Non-Exempt | 37.5 | \$46,736 | \$56,325 | \$65,914 |
| State of Rhode Island | Real Estate Appraiser I | Non-Exempt | 35 | \$58,262 | \$61,949 | \$65,635 |
| State of Vermont | Property Valuation District Advisor | N/A | 40 | \$47,954 | \$61,416 | \$74,878 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$53,095 | \$62,747 | \$72,399 |
| State of Maine | Principal Property Appraiser | Non-Exempt | 40 | \$44,866 | \$52,894 | \$60,923 |
| State of Maine as a % of Public Sector Market Average | | | | 85% | 84% | 84% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Appraiser (Residential Real Estate) | | 40 | \$31,736 | \$58,403 | \$86,514 |
| ERI (New England) | Appraiser Residential - Level 2 | | 40 | \$57,763 | \$68,799 | \$83,170 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Residential Real Estate Appraiser--Senior | | 40 | \$55,677 | \$67,862 | \$85,822 |
| Published Survey Market Average | | | | \$48,392 | \$65,021 | \$85,169 |
| State of Maine | Principal Property Appraiser | Non-Exempt | 40 | \$44,866 | \$52,894 | \$60,923 |
| State of Maine as a % of Market Average | | | | 93% | 81% | 72% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$50,743 | \$63,884 | \$78,784 |
| State of Maine | Principal Property Appraiser | Non-Exempt | 40 | \$44,866 | \$52,894 |
| State of Maine as a % of Market Average | | | 88% | 83% | 77% |
| Adjustment to Reach Market Average | | | 13% | 21% | 29% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Probation Officer

Social Services, professional Job Family

Job Summary: This is an entry level position. This is investigative and protective services case management work involving the supervision of adult offenders referred to the Department of Corrections or released to the community. Work includes assessing risks and needs, counseling, and supervising individuals on probation or other forms of community release, completing aftercare, pardon, and pre-sentence investigation reports, and investigating and participating in the formulation of release plans. Personnel assigned to this class make decisions relative to the detention, diversion, prosecution, disposition, referral, and discharge of offenders. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in criminal justice, behavioral science, or social science area, or a closely related field and six (6) months of experience in probation/parole work, counseling or case management, or law enforcement activities -OR- an equivalent combination of directly related education, experience, and training. Possession of a Class C Drivers License.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | Probation Officer | Non-Exempt | 40 | N/A | \$39,087 | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Probation-Parole Officer I | Non-Exempt | 40 | \$49,582 | \$59,541 | \$69,500 |
| State of Rhode Island | Probation and Parole Officer I | Exempt | 35 | \$62,852 | \$66,971 | \$71,090 |
| State of Vermont | Probation and Parole Officer I | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | Probation Officer | N/A | 40 | \$45,283 | \$59,459 | \$73,635 |
| Public Sector Market Average | | | | \$50,754 | \$56,612 | \$71,232 |
| State of Maine | Probation Officer | Non-Exempt | 40 | \$46,134 | \$53,477 | \$60,819 |
| State of Maine as a % of Public Sector Market Average | | | | 91% | 94% | 85% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Probation Officer | Non-Exempt | 40 | \$46,134 | \$53,477 | \$60,819 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$50,754 | \$56,612 | \$71,232 |
| State of Maine | Probation Officer | Non-Exempt | 40 | \$46,134 | \$53,477 | \$60,819 |
| State of Maine as a % of Market Average | | | | 91% | 94% | 85% |
| Adjustment to Reach Market Average | | | | 10% | 6% | 17% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Project Manager

Engineering Job Family

Job Summary: This is a supervisory level position. This is professional services work of a managerial nature performing project management for transportation engineering within the Department Transportation. Responsibilities include the management, development, and delivery of DOT's infrastructure for a significant number and variety of moderately complex, public capital improvement projects statewide. Work includes maintaining project budgets; authorizing, monitoring, and controlling expenditures; making project adjustments; allocating resources; and authoring work by state forces, vendors, consultants, and contractors. Supervision is exercised over professional engineers and professional/technical staff members who perform engineering related work and activities. This classification reports to the Senior Project Manager. Work is performed under administrative direction.

Minimum Qualifications: Licensure as a Professional Engineer or twelve (12) years experience in technical engineering.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Assistant Director - Public Works | Exempt | 40 | \$62,245 | \$72,911 | \$83,576 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | No Match | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Project Manager II (DOT) | Exempt | 35 | \$85,205 | \$92,069 | \$98,934 |
| State of Vermont | AOT Project Manager IV | N/A | 40 | \$69,145 | \$88,897 | \$108,650 |
| Federal Government (ME) | Civil Engineer (Highway Design) | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$68,876 | \$80,406 | \$91,936 |
| State of Maine | Project Manager | Exempt | 40 | \$59,072 | \$70,148 | \$81,224 |
| State of Maine as a % of Public Sector Market Average | | | | 86% | 87% | 88% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------|------------------|-----------|-----------------|-----------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | Engineering Project Manager I | | 40 | \$69,276 | \$86,043 | \$100,997 |
| Published Survey Market Average | | | | \$69,276 | \$86,043 | \$100,997 |
| State of Maine | Project Manager | Exempt | 40 | \$59,072 | \$70,148 | \$81,224 |
| State of Maine as a % of Market Average | | | | 85% | 82% | 80% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$69,076 | \$83,224 | \$96,466 |
| State of Maine | Project Manager | Exempt | 40 | \$59,072 | \$70,148 | \$81,224 |
| State of Maine as a % of Market Average | | | | 86% | 84% | 84% |
| Adjustment to Reach Market Average | | | | 17% | 19% | 19% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Public Health Inspector I

Health Job Family

Job Summary: This is an entry level position. This is professional services and scientific work involving administering a public health inspection programs. Responsibilities include the planning, investigation, inspection and enforcement of health, safety, environmental, and sanitary laws, rules, and regulations. An employee in this classification is responsible for resolving problems associated with the public compliance with health, safety, environmental, and sanitary rules and regulations. Work is performed under limited supervision.

Minimum Qualifications: A six (6) year combination of education and/or experience in public health, environmental or biological science, health education or a related field which includes two (2) years of public health, biological or environmental science, or related experience. Obtain FDA standardization for food inspections, Certified Food Manager Certification and Certified Pool Operation Certification after hire.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Certified Code Enforcement Officer | Non-Exempt | 37.5 | \$49,523 | \$55,940 | \$62,357 |
| City of South Portland, ME | Health Inspector | Non-Exempt | 37.5 | \$51,490 | \$63,072 | \$74,653 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Licensing & Evaluation Coordinator | Non-Exempt | 37.5 | \$41,298 | \$49,611 | \$57,923 |
| State of Rhode Island | Health Facility Surveyor | Exempt | 35 | \$49,001 | \$52,524 | \$56,048 |
| State of Vermont | Public Health Inspector I | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | Consumer Safety Inspector | N/A | 40 | \$38,879 | \$44,712 | \$50,545 |
| Public Sector Market Average | | | | \$45,915 | \$53,977 | \$62,038 |
| State of Maine | Public Health Inspector I | Non-Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Public Sector Market Average | | | | 84% | 85% | 85% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|----------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Public Health Inspector I | Non-Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$45,915 | \$53,977 | \$62,038 |
| State of Maine | Public Health Inspector I | Non-Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Market Average | | | | 84% | 85% | 85% |
| Adjustment to Reach Market Average | | | | 18% | 18% | 18% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Recreation Therapist

Health Job Family

Job Summary: This is a journey level position. This is professional services work in providing recreation therapy for residents at a state institution. Responsibilities include organizing, administering, and presenting therapeutic recreational activities that make a contribution to a resident's recovery; reporting the physical, mental, and social progress of the patient; and planning, supervising, and presenting a broad scale supportive and social-interest recreation program for the total resident population. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree in therapeutic recreation, recreation therapy, or related field and certification from the National Council for Therapeutic Recreation as a Certified Therapeutic Recreation Specialist or one (1) year experience in a therapeutic recreation program.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Therapeutic Recreation Leader | Non-Exempt | 37.5 | \$43,444 | \$50,953 | \$58,463 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Recreational Therapist Level II | N/A | 40 | \$34,183 | \$39,346 | \$44,509 |
| State of New Hampshire | Recreational Therapist II | Non-Exempt | 37.5 | \$40,398 | \$48,529 | \$56,660 |
| State of Rhode Island | Senior Group Worker | Non-Exempt | 40 | \$41,578 | \$44,383 | \$47,189 |
| State of Vermont | Recovery Services Clinician | N/A | 40 | \$47,954 | \$61,416 | \$74,878 |
| Federal Government (ME) | Recreation Therapist | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$44,411 | \$52,062 | \$59,714 |
| State of Maine | Recreation Therapist | Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Public Sector Market Average | | | | 92% | 92% | 92% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|----------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Licensed Recreation Therapist | | 40 | \$42,668 | \$53,556 | \$64,812 |
| ERI (New England) | Recreational Therapist - Level 2 | | 40 | \$38,996 | \$45,704 | \$54,497 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Recreational Therapist | | 40 | \$38,189 | \$48,104 | \$57,799 |
| Published Survey Market Average | | | | \$39,951 | \$49,121 | \$59,036 |
| State of Maine | Recreation Therapist | Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 102% | 98% | 93% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$42,181 | \$50,592 | \$59,375 |
| State of Maine | Recreation Therapist | Exempt | 40 | \$40,768 | \$47,975 | \$55,182 |
| State of Maine as a % of Market Average | | | | 97% | 95% | 93% |
| Adjustment to Reach Market Average | | | | 3% | 5% | 8% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Regional Education Representative

Education Job Family

Job Summary: This is a journey level position. This is professional services work involving customer services, brokering technical assistance, providing feedback procedures for the Department of Education's continuous improvement process and servicing schools within an assigned region. Primary responsibilities include developing ongoing professional interactions with school personnel and community representatives within an assigned superintendents' region and assisting schools with the implementation of the Learning Results, associated assessment systems, and Department initiatives. Extensive use of technology, travel, and field assignments are required. Work is performed under limited supervision.

Minimum Qualifications: A bachelor of arts/science degree in education, human resource development, psychology, or a related field and five (5) years of experience as an education practitioner. A masters degree in an education related field may be substituted for two (2) years of educational experience.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Education Consultant II | Exempt | 37.5 | \$52,056 | \$63,119 | \$74,182 |
| State of Rhode Island | Transformation Specialist (Unclassified) | Exempt | 35 | \$74,061 | \$75,383 | \$76,705 |
| State of Vermont | Education Consultant I | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | Education Program Specialist | N/A | 40 | \$101,585 | \$116,825 | \$132,064 |
| Public Sector Market Average | | | | \$68,250 | \$78,332 | \$88,414 |
| State of Maine | Regional Education Representative | Exempt | 40 | \$50,003 | \$62,462 | \$74,922 |
| State of Maine as a % of Public Sector Market Average | | | | 73% | 80% | 85% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Regional Education Representative | Exempt | 40 | \$50,003 | \$62,462 | \$74,922 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$68,250 | \$78,332 | \$88,414 |
| State of Maine | Regional Education Representative | Exempt | 40 | \$50,003 | \$62,462 | \$74,922 |
| State of Maine as a % of Market Average | | | | 73% | 80% | 85% |
| Adjustment to Reach Market Average | | | | 36% | 25% | 18% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Rehabilitation Counselor II

Social Services, professional Job Family

Job Summary: This is a journey level position. This is professional services work involving the provision of rehabilitation services to persons with physical, emotional, or mental health disabilities. Work includes counseling persons with disabilities in selecting, preparing for, and following a rehabilitative program. Duties include interviewing and determining eligibility for services and developing and implementing client programs. Work is performed under limited supervision.

Minimum Qualifications: A bachelor's degree in a field related to vocational rehabilitation and 2 years of experience demonstrating knowledge and abilities in assisting individuals with disabilities, employers and other stakeholders with their employment and workforce needs.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Rehabilitation Specialist | Non-Exempt | 37.5 | \$48,258 | \$54,910 | \$61,562 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Rehabilitation Counselor (c) | N/A | 40 | \$47,390 | \$55,888 | \$64,385 |
| State of New Hampshire | Rehabilitation Counselor II | Non-Exempt | 37.5 | \$43,092 | \$51,764 | \$60,437 |
| State of Rhode Island | Rehabilitation Counselor | Non-Exempt | 35 | \$54,118 | \$58,542 | \$62,966 |
| State of Vermont | VR Counselor I AC: General | N/A | 40 | \$45,300 | \$58,002 | \$70,705 |
| Federal Government (ME) | Vocational Rehabilitation Counselor | N/A | 40 | \$71,280 | \$81,971 | \$92,661 |
| Public Sector Market Average | | | | \$51,573 | \$60,179 | \$68,786 |
| State of Maine | Rehabilitation Counselor II | Non-Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Public Sector Market Average | | | | 75% | 76% | 76% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Vocational Rehabilitation Counselor | | 40 | \$49,180 | \$64,812 | \$83,199 |
| ERI (New England) | Rehabilitation Specialist - Level 2 | | 40 | \$47,523 | \$53,943 | \$62,360 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$48,351 | \$59,378 | \$72,780 |
| State of Maine | Rehabilitation Counselor II | Non-Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Market Average | | | | 80% | 77% | 72% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$49,962 | \$59,779 | \$70,783 |
| State of Maine | Rehabilitation Counselor II | Non-Exempt | 40 | \$38,771 | \$45,656 | \$52,541 |
| State of Maine as a % of Market Average | | | | 78% | 76% | 74% |
| Adjustment to Reach Market Average | | | | 29% | 31% | 35% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Resource Management Coordinator

Natural Resources Job Family

Job Summary: This is a lead level position. This is professional services work in managing and coordinating natural resource management programs. Responsibilities include managing natural resource issues; developing, implementing, analyzing and managing recommendations and programs for effective resource utilization and management; and providing technical assistance at an agency level. This position may serve as the agency liaison between the agency and interested parties on various issues. Supervision may be exercised over other professional, technical, and clerical personnel, usually on a project or team basis. Work is performed under limited supervision.

Minimum Qualifications: Requires background combination of education and/or experience demonstrating technical expertise in natural resource program management or position specific expertise.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Forester III | Non-Exempt | 40 | \$46,736 | \$56,325 | \$65,914 |
| State of Rhode Island | Principal Environmental Scientist | Exempt | 35 | \$60,982 | \$64,843 | \$68,704 |
| State of Vermont | Natural Resources Board Project Coordinator | N/A | 40 | \$50,830 | \$65,154 | \$79,477 |
| Federal Government (ME) | Natural Resource Specialist | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$54,364 | \$63,517 | \$72,669 |
| State of Maine | Resource Management Coordinator | Exempt | 40 | \$49,462 | \$58,334 | \$67,205 |
| State of Maine as a % of Public Sector Market Average | | | | 91% | 92% | 92% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Resource Management Coordinator | Exempt | 40 | \$49,462 | \$58,334 | \$67,205 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$54,364 | \$63,517 | \$72,669 |
| State of Maine | Resource Management Coordinator | Exempt | 40 | \$49,462 | \$58,334 | \$67,205 |
| State of Maine as a % of Market Average | | | | 91% | 92% | 92% |
| Adjustment to Reach Market Average | | | | 10% | 9% | 8% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Secretary

Administrative Support Job Family

Job Summary: This is an entry level position. This position provides secretarial support requiring knowledge of office processes, business practices, and clerical functions requiring attention to administrative and business details, liaison work, and public relations. This job family is distinguished by its assistive role in meeting the administrative needs of an individual(s). This is office and administrative support work in assisting an individual(s) with basic administrative details including responsibility for performing complex clerical tasks. Work consists of routine secretarial support services which require a general knowledge of office processes and administrative functions. Responsibilities require independent decision-making on the appropriate processes to follow, information to process, and actions to take in accordance with standard procedures.

Minimum Qualifications: Training, education, or experience in office and administrative support work that demonstrates 1) competency in applying a general knowledge of the principles and practices of office processes and administrative functions to perform routine secretarial support tasks, and 2) the ability to use independent decision-making on the appropriate processes to follow, information to process and actions to take in accordance with standard procedures.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Secretary | Non-Exempt | 40 | \$38,351 | \$44,131 | \$49,912 |
| City of Bangor, ME | Administrative Assistant | Non-Exempt | 37.5 | \$39,554 | \$46,344 | \$53,134 |
| City of Portland, ME | Administrative Assistant | Non-Exempt | 37.5 | \$36,361 | \$42,616 | \$48,870 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | Assistant | Non-Exempt | 40 | \$37,648 | \$44,461 | \$51,273 |
| Commonwealth of Massachusetts | Office Support Specialist I | Non-Exempt | 37.5 | \$42,170 | \$50,550 | \$58,929 |
| State of New Hampshire | Secretary I | Non-Exempt | 37.5 | \$25,083 | \$29,468 | \$33,853 |
| State of Rhode Island | Senior Word Processing Typist | Non-Exempt | 35 | \$37,720 | \$39,241 | \$40,763 |
| State of Vermont | Secretary B | N/A | 40 | \$26,114 | \$33,012 | \$39,911 |
| Federal Government (ME) | Secretary (Office Automation) | N/A | 40 | \$34,750 | \$39,962 | \$45,173 |
| Public Sector Market Average | | | | \$35,306 | \$41,087 | \$46,869 |
| State of Maine | Secretary | Non-Exempt | 40 | \$28,662 | \$34,424 | \$40,186 |
| State of Maine as a % of Public Sector Market Average | | | | 81% | 84% | 86% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Secretary I | | 40 | \$29,894 | \$37,673 | \$46,793 |
| ERI (New England) | Secretary - Level 1 | | 40 | \$30,482 | \$35,142 | \$41,084 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Secretary I | | 40 | \$28,170 | \$36,200 | \$45,261 |
| Published Survey Market Average | | | | \$29,516 | \$36,338 | \$44,379 |
| State of Maine | Secretary | Non-Exempt | 40 | \$28,662 | \$34,424 | \$40,186 |
| State of Maine as a % of Market Average | | | | 97% | 95% | 91% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$32,411 | \$38,713 | \$45,624 |
| State of Maine | Secretary | Non-Exempt | 40 | \$28,662 | \$34,424 | \$40,186 |
| State of Maine as a % of Market Average | | | | 88% | 89% | 88% |
| Adjustment to Reach Market Average | | | | 13% | 12% | 14% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Senior Auditor

Financial Job Family

Job Summary: This is a supervisory level position. This is professional services work in the Department of Audit that acts as the external independent auditor, conducting independent, complex audits of organizational units of State government. Employees in this classification are responsible for planning, designing and administering complex audit assignments. Work includes analyzing Electronic Data Processing systems, identifying critical areas for audit services and developing statewide audit risk assessments; conducting controversial high risk audits, providing technical assistance to senior staff with interpretations of laws, regulations and changes in accounting principles or auditing standards; supervising staff auditors and evaluating their individual professional development and training needs; reviewing and assessing the work prepared by other professional accounting staff; and assisting senior management in developing better uses of technology in the audit process. This position acts as a liaison and technical expert to senior management with regard to audit responsibilities, often involving the application of specialized knowledge to analyze and interpret audit issues.

Minimum Qualifications: Certification as a CPA, CIA, or CISA, -OR- a masters degree in business administration, or related field, and one year of accounting or audit experience, -OR- a bachelors degree in accounting, business administration, or a related field and three (3) years of progressively responsible auditing and accounting experience or one (1) year of directly related auditing experience in a government environment which includes experience as a working supervisor or in an equivalent capacity, -OR- meets the requirements to sit for the Certified Public Accountant's Examination, and three (3) years of progressively responsible accounting and auditing experience or one (1) year of directly related auditing experience in a government environment includes experience as a working supervisor or in an equivalent capacity, -OR- ten (10) years of practical, progressively responsible accounting or auditing experience at a professional level.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Internal Auditor III | Non-Exempt | 37.5 | \$43,815 | \$52,805 | \$61,794 |
| State of Rhode Island | Senior Auditor | Non-Exempt | 35 | \$45,673 | \$49,307 | \$52,940 |
| State of Vermont | Auditor C | N/A | 40 | \$42,868 | \$54,811 | \$66,754 |
| Federal Government (ME) | Supervisory Auditor | N/A | 40 | \$101,585 | \$116,825 | \$132,064 |
| Public Sector Market Average | | | | \$58,485 | \$68,437 | \$78,388 |
| State of Maine | Senior Auditor | Exempt | 40 | \$50,877 | \$60,351 | \$69,826 |
| State of Maine as a % of Public Sector Market Average | | | | 87% | 88% | 89% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------|------------------|-----------|-----------------|-----------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Auditing Supervisor I | | 40 | \$47,530 | \$79,059 | \$108,202 |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | Auditor (Internal) III | | 40 | \$64,930 | \$79,634 | \$94,971 |
| Published Survey Market Average | | | | \$56,230 | \$79,346 | \$101,586 |
| State of Maine | Senior Auditor | Exempt | 40 | \$50,877 | \$60,351 | \$69,826 |
| State of Maine as a % of Market Average | | | | 90% | 76% | 69% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$57,358 | \$73,892 | \$89,987 |
| State of Maine | Senior Auditor | Exempt | 40 | \$50,877 | \$60,351 | \$69,826 |
| State of Maine as a % of Market Average | | | | 89% | 82% | 78% |
| Adjustment to Reach Market Average | | | | 13% | 22% | 29% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Senior Fire Investigator

Public Safety Job Family

Job Summary: This is a lead level position. This is investigative and protective services work in investigating fire causes and fire hazards. Responsibilities involve investigating fires and explosions to determine origin and if cause is accidental, fraudulent, or a criminal action. Responsibilities may include providing training and direction to other investigators and/or inspectors. This position is a fully trained, seasoned, certified Fire Investigator. Work is performed under limited supervision.

Minimum Qualifications: Three (3) years experience as a Fire Investigator. Certification as a Fire Investigator by the International Association of Arson Investigators (IAAI) or equivalent.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Deputy Fire Marshal I | Exempt | 40 | \$63,809 | \$76,955 | \$90,100 |
| State of Rhode Island | Fire Investigator III | Non-Exempt | 35 | \$55,350 | \$58,835 | \$62,321 |
| State of Vermont | Assistant State Fire Marshal | N/A | 40 | \$47,954 | \$64,424 | \$80,895 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$55,704 | \$66,738 | \$77,772 |
| State of Maine | Senior Fire Investigator | Non-Exempt | 40 | \$51,210 | \$59,717 | \$68,224 |
| State of Maine as a % of Public Sector Market Average | | | | 92% | 89% | 88% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Senior Fire Investigator | Non-Exempt | 40 | \$51,210 | \$59,717 | \$68,224 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$55,704 | \$66,738 | \$77,772 |
| State of Maine | Senior Fire Investigator | Non-Exempt | 40 | \$51,210 | \$59,717 | \$68,224 |
| State of Maine as a % of Market Average | | | | 92% | 89% | 88% |
| Adjustment to Reach Market Average | | | | 9% | 12% | 14% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Senior Programmer Analyst

Information Technology Job Family

Job Summary: This is a lead level position. This is advanced technical services work involving the development and maintenance of highly complex computer programs. Responsibilities include designing, coding, testing, debugging, documenting, and maintaining complex application programs; devising and modifying programs to resolve complex system or coding problems; and preparing detailed specifications from which programs may be written. Employees in this classification are competent to work at the highest technical level in all phases of programming activities for large-scale, complex application systems; and serve as technical advisors to other data processing staff. The most important aspects of this classification are the translation of logical designs into effective technical solutions and the correction of highly complex programming problems. Supervision may be exercised over other data processing staff. Work is performed under limited supervision.

Minimum Qualifications: Five (5) years of computer programming experience utilizing higher level languages including two (2) years at the Programmer Analyst level or equivalent. A masters degree in computer science may be substituted for one (1) year of programming experience.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | IT Programmer Analyst | Exempt | 37.5 | \$61,635 | \$74,749 | \$87,862 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Systems Development Specialist III | Non-Exempt | 37.5 | \$43,815 | \$52,805 | \$61,794 |
| State of Rhode Island | Programmer/Analyst II (ADABAS Natural)(COBOL)(COBOL/CICS)(ORACLE) (UNIX-SQL) | Non-Exempt | 35 | \$60,982 | \$64,843 | \$68,704 |
| State of Vermont | IT Systems Developer IV | N/A | 40 | \$64,627 | \$83,275 | \$101,924 |
| Federal Government (ME) | Lead Information Technology Specialist (Systems Analysis/Applications Software) | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$57,994 | \$68,684 | \$79,373 |
| State of Maine | Senior Programmer Analyst | Exempt | 40 | \$55,328 | \$65,218 | \$75,109 |
| State of Maine as a % of Public Sector Market Average | | | | 95% | 95% | 95% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------------------|------------------|-----------|-----------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Applications Systems Programmer IV | | 40 | \$94,040 | \$113,753 | \$136,419 |
| ERI (New England) | Programmer Analyst - Level 3 | | 40 | \$86,621 | \$103,234 | \$124,353 |
| Payfactors (CT, MA, ME, NH, RI, VT) | IT Programmer/Analyst III | | 40 | \$75,567 | \$90,050 | \$106,301 |
| Published Survey Market Average | | | | \$85,409 | \$102,346 | \$122,358 |
| State of Maine | Senior Programmer Analyst | Exempt | 40 | \$55,328 | \$65,218 | \$75,109 |
| State of Maine as a % of Market Average | | | | 65% | 64% | 61% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------------|---------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$71,701 | \$85,515 | \$100,866 |
| State of Maine | Senior Programmer Analyst | Exempt | 40 | \$65,218 | \$75,109 |
| State of Maine as a % of Market Average | | | 77% | 76% | 74% |
| Adjustment to Reach Market Average | | | 30% | 31% | 34% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Social Services Program Manager

Social Services, professional Job Family

Job Summary: This is a managerial level position. This is professional services work of a managerial nature in planning, coordinating, and directing various operational aspects of a major social service or mental health/ developmental disabilities program. Responsibilities include developing and implementing statewide policies and procedures; and conducting program planning, evaluation, budgeting, and staffing functions. Work is performed under administrative direction.

Minimum Qualifications: Four (4) years of progressively responsible experience in social service or mental health/developmental disabilities programs and a bachelors degree. At least three (3) years of the required experience must be in a supervisory and/or administrative capacity. Equivalent related work experience may be substituted for education on a year-for-year basis. Some positions may require licensure as a Licensed Social Worker (LSW).

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Social Services Administrator | Exempt | 37.5 | \$85,509 | \$103,711 | \$121,913 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Supervisor VI | Exempt | 37.5 | \$52,056 | \$63,119 | \$74,182 |
| State of Rhode Island | Regional Manager (Human Services) | Exempt | 35 | \$74,188 | \$79,149 | \$84,110 |
| State of Vermont | Family Services District Director I | N/A | 40 | \$64,627 | \$83,275 | \$101,924 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$69,095 | \$82,313 | \$95,532 |
| State of Maine | Social Services Program Manager | Exempt | 40 | \$52,499 | \$62,348 | \$72,197 |
| State of Maine as a % of Public Sector Market Average | | | | 76% | 76% | 76% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Social Work Manager | | 40 | \$69,026 | \$85,969 | \$108,511 |
| ERI (New England) | Social Services Manager - Level 2 | | 40 | \$51,297 | \$60,474 | \$72,403 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$60,161 | \$73,221 | \$90,457 |
| State of Maine | Social Services Program Manager | Exempt | 40 | \$52,499 | \$62,348 | \$72,197 |
| State of Maine as a % of Market Average | | | | 87% | 85% | 80% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$64,628 | \$77,767 | \$92,995 |
| State of Maine | Social Services Program Manager | Exempt | 40 | \$52,499 | \$62,348 | \$72,197 |
| State of Maine as a % of Market Average | | | | 81% | 80% | 78% |
| Adjustment to Reach Market Average | | | | 23% | 25% | 29% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Staff Accountant

Financial Job Family

Job Summary: This is a lead level position. This is professional services work involving the application of Generally Accepted Accounting Principles (GAAP) and Governmental Accounting Standards Board (GASB) guidelines in maintaining complex accounts within established accounting systems. Employees use and apply accounting skills at the full proficiency level to analyze and resolve nonstandard accounting transactions, and independently initiate appropriate corrections into accounting records. Employees interact with programmatic staff to explain accounting policies and procedures, or resolve accounting discrepancies and disputes. Supervision may be exercised over paraprofessional accounting personnel and office support/clerical staff. Work is performed under limited supervision.

Minimum Qualifications: A bachelors degree from an accredited educational institution in accounting -OR- any other bachelors degree from an accredited educational institution that includes at least 18 semester hours in accounting coursework -OR- an associates degree from an accredited educational institution in accounting and 3 years of practical work experience providing complex technical support to professional accounting staff -OR- 6 years of practical work experience providing complex technical support to professional accounting staff.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | City Accountant | Non-Exempt | 37.5 | \$52,421 | \$61,425 | \$70,428 |
| City of Portland, ME | Accountant | Non-Exempt | 37.5 | \$40,545 | \$46,105 | \$51,665 |
| City of South Portland, ME | Accountant | Non-Exempt | 37.5 | \$55,358 | \$67,813 | \$80,269 |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Accountant II | Non-Exempt | 37.5 | \$38,180 | \$45,498 | \$52,817 |
| State of Rhode Island | Senior Accountant | Non-Exempt | 35 | \$49,001 | \$52,524 | \$56,048 |
| State of Vermont | Financial Administrator II | N/A | 40 | \$47,954 | \$61,416 | \$74,878 |
| Federal Government (ME) | Staff Accountant | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$48,910 | \$57,504 | \$66,098 |
| State of Maine | Staff Accountant | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Public Sector Market Average | | | | 73% | 73% | 73% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|----------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Staff Accountant III | | 40 | \$62,189 | \$75,847 | \$91,423 |
| ERI (New England) | Staff Accountant - Level 3 | | 40 | \$47,993 | \$56,359 | \$67,370 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Accountant II | | 40 | \$46,543 | \$57,828 | \$69,983 |
| Published Survey Market Average | | | | \$52,242 | \$63,345 | \$76,259 |
| State of Maine | Staff Accountant | Non-Exempt | 40 | \$35,589 | \$41,766 | \$47,944 |
| State of Maine as a % of Market Average | | | | 68% | 66% | 63% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$50,576 | \$60,424 | \$71,179 |
| State of Maine | Staff Accountant | Non-Exempt | 40 | \$35,589 | \$41,766 |
| State of Maine as a % of Market Average | | | 70% | 69% | 67% |
| Adjustment to Reach Market Average | | | 42% | 45% | 48% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Staff Attorney

Legal Job Family

Job Summary: This is a journey level position. This is professional services work in providing comprehensive legal services to the Commissioner and staff of a major state department. Responsibilities include advising, consulting and representing the Department on legal matters and developing and reviewing legislation. Work is performed under limited supervision.

Minimum Qualifications: Law Degree from an accredited law school and two (2) years experience in legal practice. Admitted to practice law and currently a member of the bar.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Counsel series (levels I-III) | Exempt | 37.5 | \$54,979 | \$67,306 | \$79,633 |
| State of New Hampshire | Attorney II | Exempt | 37.5 | \$54,303 | \$65,988 | \$77,672 |
| State of Rhode Island | Senior Legal Counsel | Exempt | 35 | \$66,439 | \$70,877 | \$75,316 |
| State of Vermont | Staff Attorney II | N/A | 40 | \$54,254 | \$63,553 | \$72,852 |
| Federal Government (ME) | Staff Attorney | N/A | 40 | \$65,691 | \$86,220 | \$106,748 |
| Public Sector Market Average | | | | \$59,133 | \$70,789 | \$82,444 |
| State of Maine | Staff Attorney | Exempt | 40 | \$52,936 | \$62,785 | \$72,634 |
| State of Maine as a % of Public Sector Market Average | | | | 90% | 89% | 88% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------|------------------|-----------|-----------------|-----------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Attorney I | | 40 | \$67,051 | \$89,434 | \$114,726 |
| ERI (New England) | Staff Attorney - Level 1 | | 40 | \$83,501 | \$101,648 | \$125,102 |
| Payfactors (CT, MA, ME, NH, RI, VT) | Attorney I | | 40 | \$68,437 | \$93,100 | \$122,346 |
| Published Survey Market Average | | | | \$72,996 | \$94,728 | \$120,724 |
| State of Maine | Staff Attorney | Exempt | 40 | \$52,936 | \$62,785 | \$72,634 |
| State of Maine as a % of Market Average | | | | 73% | 66% | 60% |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$66,065 | \$82,758 | \$101,584 |
| State of Maine | Staff Attorney | Exempt | 40 | \$52,936 | \$62,785 | \$72,634 |
| State of Maine as a % of Market Average | | | | 80% | 76% | 72% |
| Adjustment to Reach Market Average | | | | 25% | 32% | 40% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

State Budget Officer

Financial Job Family

Job Summary: This is a managerial level position. The State Budget Officer is appointed by the Commissioner of the Department of Administrative & Financial Services and manages the Bureau responsible for preparing and submitting to the Governor a state budget document biennially. The Bureau also examines and recommends for approval the work programs and quarterly allotments of each department and agency of State Government.

Minimum Qualifications: Minimum Qualifications are determined at the time of recruitment.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Finance Director | Exempt | 37.5 | \$91,064 | \$106,721 | \$122,377 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | State Budget Director | Exempt | 37.5 | \$75,494 | \$109,522 | \$143,550 |
| State of New Hampshire | No Match | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Executive Director (DOA)/Budget Officer | Exempt | 35 | \$135,540 | \$142,404 | \$149,268 |
| State of Vermont | Commissioner Finance & Management | N/A | 40 | \$100,023 | \$125,029 | \$150,035 |
| Federal Government (ME) | Controller, Office of Federal Financial Management, Office of Management and Budget | N/A | 40 | N/A | \$165,300 | N/A |
| Public Sector Market Average | | | | \$100,530 | \$129,795 | \$141,307 |
| State of Maine | State Budget Officer | Exempt | 40 | \$76,523 | \$99,518 | \$122,512 |
| State of Maine as a % of Public Sector Market Average | | | | 76% | 77% | 87% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-----------------------------|------------------|-----------|-----------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | Budget Manager - Level 2 | | 40 | \$91,725 | \$107,725 | \$128,019 |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | \$91,725 | \$107,725 | \$128,019 |
| State of Maine | State Budget Officer | Exempt | 40 | \$76,523 | \$99,518 | \$122,512 |
| State of Maine as a % of Market Average | | | | 83% | 92% | 96% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$96,128 | \$118,760 | \$134,663 |
| State of Maine | Exempt | 40 | \$76,523 | \$99,518 | \$122,512 |
| State of Maine as a % of Market Average | | | 80% | 84% | 91% |
| Adjustment to Reach Market Average | | | 26% | 19% | 10% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

State Police Detective

Public Safety Job Family

Job Summary: This is a lead level position. This is investigative and protective services work involving the enforcement of State laws and the maintenance of the public's safety and security as a member of the State Police. Responsibilities include investigating complex crime scenes, collecting and documenting information and evidence, interviewing witnesses and suspects, properly searching and seizing evidence in support of alleged crimes, preparing reports to include diagrams, sketches, and calculations, and testifying in court. Serves as lead investigator over other Detectives and uniformed personnel during major case investigations. An employee in this classification may also provide protection to the Governor and Governor's family and perform special investigative assignments. Work is performed under limited supervision.

Minimum Qualifications: Three (3) years experience as a State Police Trooper.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Detective | Non-Exempt | 40 | \$51,616 | \$59,985 | \$68,354 |
| City of Bangor, ME | Patrol Detective | Non-Exempt | 40 | \$49,053 | \$55,887 | \$62,720 |
| City of Portland, ME | Police Detective | Non-Exempt | 40 | \$39,334 | \$46,413 | \$53,492 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | Detective | Non-Exempt | 40 | \$51,068 | \$56,657 | \$62,247 |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | No Match | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Detective Trooper (Unclassified) | Non-Exempt | 40 | \$64,167 | \$70,663 | \$77,158 |
| State of Vermont | Sergeant | N/A | 40 | \$57,293 | \$73,571 | \$89,850 |
| Federal Government (ME) | Supervisory Detective | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$53,063 | \$61,560 | \$70,058 |
| State of Maine | State Police Detective | Non-Exempt | 40 | \$67,246 | \$76,918 | \$86,590 |
| State of Maine as a % of Public Sector Market Average | | | | 127% | 125% | 124% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | State Police Detective | Non-Exempt | 40 | \$67,246 | \$76,918 | \$86,590 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$53,063 | \$61,560 | \$70,058 |
| State of Maine | State Police Detective | Non-Exempt | 40 | \$67,246 | \$76,918 | \$86,590 |
| State of Maine as a % of Market Average | | | | 127% | 125% | 124% |
| Adjustment to Reach Market Average | | | | -21% | -20% | -19% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

State Police Lieutenant

Public Safety Job Family

Job Summary: This is a managerial level position. This is investigative and protective services work of a supervisory and managerial nature involving the enforcement of State laws and the maintenance of the public's safety and security as a member of the State Police. Responsibilities include planning, directing, overseeing, and evaluating the activities of an assigned troop or specialized unit; supervising subordinate personnel; and promoting Departmental goals. Work is performed under limited supervision.

Minimum Qualifications: Two (2) years experience as a State Police Sergeant, Pilot Supervisor, or Polygraph Examiner Supervisor.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Lieutenant | Non-Exempt | 40 | \$81,468 | \$83,528 | \$85,588 |
| City of Bangor, ME | Police Lieutenant | Non-Exempt | 40 | \$66,714 | \$73,267 | \$79,820 |
| City of Portland, ME | Police Lieutenant | Non-Exempt | 40 | \$75,906 | \$79,059 | \$82,212 |
| City of South Portland, ME | Police Lieutenant | Non-Exempt | 40 | \$75,908 | \$80,022 | \$84,136 |
| Cumberland County, ME | Lieutenant | Non-Exempt | 40 | \$69,316 | \$73,385 | \$77,454 |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | State Police Lieutenant | Exempt | 40 | \$67,921 | \$82,422 | \$96,922 |
| State of Rhode Island | Lieutenant (State Police) (Unclassified) | Non-Exempt | 40 | N/A | \$97,058 | N/A |
| State of Vermont | Lieutenant | N/A | 40 | \$88,581 | \$101,259 | \$113,938 |
| Federal Government (ME) | Supervisory Police Officer (Lieutenant) | N/A | 40 | \$53,335 | \$61,336 | \$69,336 |
| Public Sector Market Average | | | | \$72,394 | \$81,260 | \$86,176 |
| State of Maine | State Police Lieutenant | Exempt | 40 | \$63,648 | \$74,308 | \$84,968 |
| State of Maine as a % of Public Sector Market Average | | | | 88% | 91% | 99% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | State Police Lieutenant | Exempt | 40 | \$63,648 | \$74,308 | \$84,968 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$72,394 | \$81,260 | \$86,176 |
| State of Maine | State Police Lieutenant | Exempt | 40 | \$63,648 | \$74,308 | \$84,968 |
| State of Maine as a % of Market Average | | | | 88% | 91% | 99% |
| Adjustment to Reach Market Average | | | | 14% | 9% | 1% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

State Police Sergeant-E

Public Safety Job Family

Job Summary: This is a supervisory level position. This is investigative and protective services work involving the enforcement of State laws and the maintenance of the public's safety and security as a member of the State Police. Responsibilities include directing the day-to-day operations of an assigned troop section or specialized police activity. An employee in this class plans, assigns, and directs the daily activities of assigned personnel, implements agency goals and objectives, and may serve as on-scene Commander reference strategic and tactical plans, actions, and resources. Work is performed under limited supervision.

Minimum Qualifications: Any combination of service as a State Police Trooper, State Police Specialist, State Police Detective, State Police Corporal, State Police Pilot, State Police Polygraph Examiner, or State Police Forensic Specialist totaling eight (8) years.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Sergeant | Non-Exempt | 40 | \$75,472 | \$77,381 | \$79,290 |
| City of Bangor, ME | Police Sergeant | Non-Exempt | 40 | \$56,545 | \$65,926 | \$75,307 |
| City of Portland, ME | Police Sergeant | Non-Exempt | 40 | \$66,775 | \$69,504 | \$72,233 |
| City of South Portland, ME | Police Sergeant | Non-Exempt | 40 | \$70,127 | \$74,015 | \$77,903 |
| Cumberland County, ME | Sergeant | Non-Exempt | 40 | \$63,254 | \$67,385 | \$71,515 |
| Commonwealth of Massachusetts | State Police Sergeant | Non-Exempt | 40 | \$81,077 | \$88,710 | \$96,344 |
| State of New Hampshire | State Police Sergeant | Non-Exempt | 40 | \$59,658 | \$71,995 | \$84,331 |
| State of Rhode Island | Sergeant (State Police) (Unclassified) | Non-Exempt | 40 | \$85,510 | \$88,739 | \$91,968 |
| State of Vermont | Sergeant | N/A | 40 | \$57,293 | \$73,571 | \$89,850 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$68,412 | \$75,247 | \$82,082 |
| State of Maine | State Police Sergeant-E | Exempt | 40 | \$59,675 | \$68,036 | \$76,396 |
| State of Maine as a % of Public Sector Market Average | | | | 87% | 90% | 93% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|--------------------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | State Police Sergeant-E | Exempt | 40 | \$59,675 | \$68,036 | \$76,396 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$68,412 | \$75,247 | \$82,082 |
| State of Maine | State Police Sergeant-E | Exempt | 40 | \$59,675 | \$68,036 | \$76,396 |
| State of Maine as a % of Market Average | | | | 87% | 90% | 93% |
| Adjustment to Reach Market Average | | | | 15% | 11% | 7% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

State Police Trooper

Public Safety Job Family

Job Summary: This is an entry level position. This is investigative and protective services work involving the enforcement of State laws and the maintenance of the public's safety and security as a member of the State Police. Work includes patrolling assigned area, conducting investigations and inspections, enforcing motor vehicle and other laws, providing services and support to the homeless, mentally ill, addicts, victims of domestic abuse, hate crimes, abusive parents, and the public and/or performing other specialized activities. Work is performed under limited supervision.

Minimum Qualifications: A high school diploma or equivalent and twenty-one (21) years of age. Possession of a valid Class C motor vehicle operator's license.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Police Officer | Non-Exempt | 40 | \$46,892 | \$54,550 | \$62,207 |
| City of Bangor, ME | Patrol Officer | Non-Exempt | 40 | \$47,628 | \$55,325 | \$63,022 |
| City of Portland, ME | Police Officer | Non-Exempt | 40 | \$37,466 | \$42,332 | \$47,198 |
| City of South Portland, ME | Police Patrol | Non-Exempt | 40 | \$46,100 | \$55,583 | \$65,067 |
| Cumberland County, ME | Patrol Deputy | Non-Exempt | 40 | \$49,218 | \$54,828 | \$60,439 |
| Commonwealth of Massachusetts | State Police Trooper | Non-Exempt | 40 | \$59,946 | \$67,521 | \$75,097 |
| State of New Hampshire | State Police Trooper I | Non-Exempt | 40 | \$48,490 | \$58,206 | \$67,921 |
| State of Rhode Island | Trooper (State Police) (Unclassified) | Non-Exempt | 40 | \$59,256 | \$65,751 | \$72,246 |
| State of Vermont | Trooper | N/A | 40 | \$50,830 | \$65,154 | \$79,477 |
| Federal Government (ME) | Police Officer | N/A | 40 | \$43,338 | \$49,840 | \$56,341 |
| Public Sector Market Average | | | | \$48,917 | \$56,909 | \$64,901 |
| State of Maine | State Police Trooper | Non-Exempt | 40 | \$49,026 | \$57,148 | \$65,270 |
| State of Maine as a % of Public Sector Market Average | | | | 100% | 100% | 101% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-----------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | State Police Trooper | Non-Exempt | 40 | \$49,026 | \$57,148 | \$65,270 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------|-------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$48,917 | \$56,909 | \$64,901 |
| State of Maine | State Police Trooper | Non-Exempt | 40 | \$49,026 | \$57,148 | \$65,270 |
| State of Maine as a % of Market Average | | | | 100% | 100% | 101% |
| Adjustment to Reach Market Average | | | | 0% | 0% | -1% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Superintendent of Insurance

Executive Management Job Family

Job Summary: This is a director level position. The Superintendent of Insurance is appointed by the Governor and is the top-level executive in the Bureau of Insurance. The Superintendent enforces the provision of the laws governing insurance in the State.

Minimum Qualifications: Minimum qualifications are determined at the time of recruitment.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Commissioner, Division of Insurance | Exempt | 37.5 | \$75,494 | \$109,522 | \$143,550 |
| State of New Hampshire | Insurance Commissioner | Exempt | 37.5 | \$83,719 | \$100,225 | \$116,731 |
| State of Rhode Island | Associate Director (DBR) | Exempt | 35 | \$85,205 | \$92,069 | \$98,934 |
| State of Vermont | Commissioner Department Financial Regulations | N/A | 40 | \$100,023 | \$125,029 | \$150,035 |
| Federal Government (ME) | Commissioner of the Social Security Administration | N/A | 40 | N/A | \$199,700 | N/A |
| Public Sector Market Average | | | | \$86,110 | \$125,309 | \$127,312 |
| State of Maine | Superintendent of Insurance | Exempt | 40 | \$89,814 | \$112,278 | \$134,742 |
| State of Maine as a % of Public Sector Market Average | | | | 104% | 90% | 106% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|------------------------------------|------------------|-----------|-----------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Superintendent of Insurance | Exempt | 40 | \$89,814 | \$112,278 | \$134,742 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|------------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$86,110 | \$125,309 | \$127,312 |
| State of Maine | Superintendent of Insurance | Exempt | 40 | \$89,814 | \$112,278 | \$134,742 |
| State of Maine as a % of Market Average | | | | 104% | 90% | 106% |
| Adjustment to Reach Market Average | | | | -4% | 12% | -6% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

State of Maine Detailed Market Data (Adjusted)

Systems Team Leader

Information Technology Job Family

Job Summary: This is a supervisory level position. This is technical work in managing a project team involved in the analysis, design, and programming of various systems and their adaptation to electronic data processing. Work includes directing a project team on a continuous basis; developing project time lines and cost estimates; allocating team resources; and ensuring project feasibility, timeliness, and quality. This position works closely with user management personnel. Work is performed under limited supervision.

Minimum Qualifications: Seven (7) years of progressively responsible experience in application system analysis and programming including a minimum of one (1) year in a working supervisor role.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Information Services Administrator | Exempt | 37.5 | \$63,375 | \$74,254 | \$85,134 |
| City of Portland, ME | Systems Coordinator | Non-Exempt | 37.5 | \$52,606 | \$61,664 | \$70,721 |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Systems Programmer/Supervisor | Non-Exempt | 40 | \$45,686 | \$62,926 | \$80,166 |
| State of New Hampshire | Systems Development Specialist V | Exempt | 37.5 | \$54,303 | \$65,988 | \$77,672 |
| State of Rhode Island | Information Systems Group Coordinator (OIP) | Exempt | 35 | \$76,525 | \$81,659 | \$86,794 |
| State of Vermont | IT Systems Developer V | N/A | 40 | \$73,662 | \$94,864 | \$116,065 |
| Federal Government (ME) | Supervisory IT Project Manager | N/A | 40 | \$120,043 | \$138,048 | \$156,053 |
| Public Sector Market Average | | | | \$69,457 | \$82,772 | \$96,086 |
| State of Maine | Systems Team Leader | Exempt | 40 | \$60,174 | \$71,302 | \$82,430 |
| State of Maine as a % of Public Sector Market Average | | | | 87% | 86% | 86% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------------------------|------------------|-----------|-----------------|------------------|------------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | Information Technology Supervisor | | 40 | \$74,990 | \$99,202 | \$123,389 |
| ERI (New England) | Systems Analysis Supervisor - Level 2 | | 40 | \$77,361 | \$93,251 | \$113,653 |
| Payfactors (CT, MA, ME, NH, RI, VT) | IT Systems Analysis Supervisor III | | 40 | \$76,525 | \$108,408 | \$139,922 |
| Published Survey Market Average | | | | \$76,292 | \$100,287 | \$125,655 |
| State of Maine | Systems Team Leader | Exempt | 40 | \$60,174 | \$71,302 | \$82,430 |
| State of Maine as a % of Market Average | | | | 79% | 71% | 66% |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|----------------------------|---------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$72,875 | \$91,530 | \$110,871 |
| State of Maine | Systems Team Leader | Exempt | 40 | \$60,174 | \$71,302 |
| State of Maine as a % of Market Average | | | 83% | 78% | 74% |
| Adjustment to Reach Market Average | | | 21% | 28% | 35% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Teacher MS

Education Job Family

Job Summary: This is a journey level position. This is professional services work in teaching academic subjects at schools operated by the State or at state institutions. Responsibilities include testing students, developing curricula and educational plans, instructing classes, and evaluating student progress. Work is performed under limited supervision.

Minimum Qualifications: A masters degree in education or related field. Must possess a Teacher's Certificate for appropriate subject(s) and/or grade(s) as issued by the Department of Education.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-----------------------------------|------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Teacher (C) | Non-Exempt | 40 | \$49,418 | \$55,660 | \$61,902 |
| State of New Hampshire | Teacher III | Exempt | 37.5 | \$42,006 | \$50,603 | \$59,200 |
| State of Rhode Island | Teacher (Academic) (Unclassified) | Non-Exempt | 35 | \$42,609 | \$60,163 | \$77,717 |
| State of Vermont | Woodside Youth Center Teacher | N/A | 40 | \$47,954 | \$61,416 | \$74,878 |
| Federal Government (ME) | Teacher | N/A | 40 | \$58,909 | \$67,746 | \$76,583 |
| Public Sector Market Average | | | | \$48,179 | \$59,118 | \$70,056 |
| State of Maine | Teacher MS | Exempt | 40 | \$48,651 | \$60,705 | \$72,758 |
| State of Maine as a % of Public Sector Market Average | | | | 101% | 103% | 104% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|-------------------|------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Teacher MS | Exempt | 40 | \$48,651 | \$60,705 | \$72,758 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|-------------------|------------------|-----------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | | \$48,179 | \$59,118 | \$70,056 |
| State of Maine | Teacher MS | Exempt | 40 | \$48,651 | \$60,705 | \$72,758 |
| State of Maine as a % of Market Average | | | | 101% | 103% | 104% |
| Adjustment to Reach Market Average | | | | -1% | -3% | -4% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine
Detailed Market Data (Adjusted)

Transportation Crew Supervisor

Skilled Trades Job Family

Job Summary: This is a supervisory level position. This is maintenance and personal services work overseeing a crew engaged in highway, bridge, and heavy equipment maintenance and repair work. Responsibilities include planning, assigning, supervising, and inspecting a variety of maintenance projects; keeping administrative records and developing budgets and reports; and monitoring materials and supplies and use of proper safety precautions. Work is performed under limited supervision.

Minimum Qualifications: A four (4) year combination of training, experience, and education in highway, bridge, and equipment repair and maintenance and/or construction including at least one (1) year of lead worker experience. Valid Class C with the ability to obtain a Class A license within probationary period and completion of the 30 hour OSHA Safety course in construction (20 CFR Part 1926).

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Public Works Supervisor II | Non-Exempt | 40 | \$43,743 | \$51,681 | \$59,618 |
| City of Bangor, ME | Crew Leader | N/A | 40 | \$44,930 | \$51,104 | \$57,279 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Highway Maintenance Foreman | Non-Exempt | 40 | \$49,351 | \$55,627 | \$61,902 |
| State of New Hampshire | Maintenance Supervisor | Non-Exempt | 40 | \$43,092 | \$52,186 | \$61,281 |
| State of Rhode Island | Engineering Technician IV (Highway Maintenance, Materials, Administrative Services, Natural Resources, Construction Records) | Non-Exempt | 40 | \$48,252 | \$51,302 | \$54,352 |
| State of Vermont | AOT Senior Maintenance Worker | N/A | 40 | \$40,599 | \$51,833 | \$63,067 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$44,995 | \$52,289 | \$59,583 |
| State of Maine | Transportation Crew Supervisor | Non-Exempt | 40 | \$42,370 | \$50,034 | \$57,699 |
| State of Maine as a % of Public Sector Market Average | | | | 94% | 96% | 97% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Transportation Crew Supervisor | Non-Exempt | 40 | \$42,370 | \$50,034 | \$57,699 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$44,995 | \$52,289 | \$59,583 |
| State of Maine | Transportation Crew Supervisor | Non-Exempt | 40 | \$50,034 | \$57,699 |
| State of Maine as a % of Market Average | | | 94% | 96% | 97% |
| Adjustment to Reach Market Average | | | 6% | 5% | 3% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

State of Maine Detailed Market Data (Adjusted)

Transportation Worker II Other, semi-skilled Job Family

Job Summary: This is a journey level position. This is transportation infrastructure maintenance work involving the safe operation of construction equipment in order to maintain the transportation system. This position may function as a Group Leader in the performance of assigned tasks. These positions require long hours of work under adverse conditions. Work is performed under general direction.

Minimum Qualifications: Must be 18 years of age and have a high school diploma or equivalent. Must have completed 18 months as a Transportation Worker I or equivalent experience, training or education -AND- meet all full performance requirements of the Transportation Worker I. Required to work at a higher class as necessary and in accordance with required licenses and/or certification. Must possess and retain a valid Class A license by first day of employment. Class endorsement license may be required to operate specific equipment. Completion of 10 hour OSHA Safety course in construction – CFR 29-1926.

| Local Public Sector Data Sources | Matching Title | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|--|-------------------|-----------|-------------------|--------------------|-------------------|
| City of Augusta, ME | Heavy Equipment Operator II | Non-Exempt | 40 | \$42,967 | \$48,327 | \$53,687 |
| City of Bangor, ME | Heavy Equipment Operator II | Non-Exempt | 40 | \$39,208 | \$46,311 | \$53,415 |
| City of Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | No Match | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | No Match | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Highway Maintainer II | Non-Exempt | 40 | \$29,137 | \$34,409 | \$39,681 |
| State of Rhode Island | Engineering Technician III (Construction & Maintenance, Materials, Survey in Training, Administrative Services, Natural Resources, Construction Records) | Non-Exempt | 40 | \$40,324 | \$43,407 | \$46,490 |
| State of Vermont | Transportation Journeyman Maintenance Worker | N/A | 40 | \$32,921 | \$41,906 | \$50,891 |
| Federal Government (ME) | No Match | N/A | N/A | N/A | N/A | N/A |
| Public Sector Market Average | | | | \$36,911 | \$42,872 | \$48,833 |
| State of Maine | Transportation Worker II | Non-Exempt | 40 | \$37,419 | \$41,912 | \$46,405 |
| State of Maine as a % of Public Sector Market Average | | | | 101% | 98% | 95% |

| Published Survey Sources | Matching Title | Exemption Status | Workweek | Base 10th | Base 50th | Base 90th |
|--|---------------------------------|-------------------|-----------|-----------------|-----------------|-----------------|
| CompAnalyst (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| ERI (New England) | No Match | | N/A | N/A | N/A | N/A |
| Payfactors (CT, MA, ME, NH, RI, VT) | No Match | | N/A | N/A | N/A | N/A |
| Published Survey Market Average | | | | N/A | N/A | N/A |
| State of Maine | Transportation Worker II | Non-Exempt | 40 | \$37,419 | \$41,912 | \$46,405 |
| State of Maine as a % of Market Average | | | | N/A | N/A | N/A |

| Combined Sources | Exemption Status | Workweek | Pay Range Minimum | Pay Range Midpoint | Pay Range Maximum |
|--|---------------------------------|-------------------|-------------------|--------------------|-------------------|
| Overall Comparator Market Average | | | \$36,911 | \$42,872 | \$48,833 |
| State of Maine | Transportation Worker II | Non-Exempt | 40 | \$37,419 | \$41,912 |
| State of Maine as a % of Market Average | | | 101% | 98% | 95% |
| Adjustment to Reach Market Average | | | -1% | 2% | 5% |

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor and differences in workweek definition for Non-Exempt jobs only, as applicable.

The overall market average is an average of all sector market averages.

The Published Data Sources reflect percentiles of actual base salaries.

Notes:

Federal Government: Salary is based on the locality pay area of Boston-Worcester-Providence, MA-RI-NH-ME

Appendix C – Pay Policies and Compensation Practices Tables

| Report Section | Page |
|--------------------------|------|
| Pay Plan Information | C-2 |
| Additional Pay Practices | C-23 |
| Specialty Pay Practices | C-31 |

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.a Pay Schedule Design

| Peer | Grade and Step | Open Ranges | No Ranges | Notes |
|-------------------------------|----------------|-------------|-----------|---|
| City of Augusta, ME | X | N/A | N/A | N/A |
| City of Bangor, ME | X | N/A | N/A | N/A |
| City of Portland, ME | X | N/A | N/A | N/A |
| City of South Portland, ME | X | N/A | X | Nonunion employees are on a grade (19)/step plan (30). Union employees are on a schedule for ROP based on position, and then yrs in position with a % incr or flat amount btwn steps. |
| Cumberland County, ME | X | N/A | N/A | N/A |
| Commonwealth of Massachusetts | X | X | N/A | N/A |
| State of New Hampshire | X | N/A | N/A | N/A |
| State of Rhode Island | X | N/A | X | Mostly grade and step. A few, largely in the unclassified branch, are flat rates only. |
| State of Vermont | X | N/A | N/A | N/A |
| Federal Government | X | N/A | N/A | Each grade has 10 steps that are each worth approximately 3% of the employee's salary. |
| State of Maine | X | N/A | X | Most jobs are on a grade and step system. Some jobs are paid a flat rate set by the appointing authority. |

Data Effective Date:
1/1/2020

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.b Employee Pay Progression

| Peer | Longevity | Merit / Performance | Market Data | COLA, GWI, or some other index | Budget Process | Notes |
|-------------------------------|-----------|---------------------|-------------|--------------------------------|----------------|---|
| City of Augusta, ME | X | X | X | X | N/A | The length of time and number of steps to get to the top of the scale varies based on unit/nonunion employee group. |
| City of Bangor, ME | N/A | X | N/A | X | N/A | Council may consider the CPI, wage increases for other City employees, general increases provided by comparable public and private sector organizations in the area, increases afforded to State employees, the ability of the community to afford an annual adjustment and other relevant factors that may be appropriate. |
| City of Portland, ME | X | N/A | N/A | X | N/A | Employees progress through their pay range with time in job (step increases) and COLA's (not longevity pay). |
| City of South Portland, ME | X | X | N/A | X | N/A | Nonunion are on a merit/yr in service combined plan. Union are yrs in job. All are typically adjusted by COLA, which is budget dependent and also CBA dependent. |
| Cumberland County, ME | X | N/A | X | X | N/A | COLA |
| Commonwealth of Massachusetts | X | X | N/A | X | X | Budget process / financial ability can often determine whether managers receive COLA's, performance pay or ATB's - not so much for the non-managers/union jobs |
| State of New Hampshire | X | N/A | N/A | N/A | N/A | Step can be withheld for poor performance. |
| State of Rhode Island | X | N/A | N/A | X | N/A | COLA typically negotiated with unions and applied to non-union employees; Other adjustments for specific job classes are through the public hearing process (set in statute). |
| State of Vermont | X | N/A | N/A | N/A | N/A | N/A |
| Federal Government | X | X | N/A | X | N/A | Within-grade step increases based on acceptable performance and longevity. Employees with outstanding (or equivalent) performance ratings may be considered for additional, quality step increases (maximum of one per year). |
| State of Maine | X | X | N/A | X | N/A | General wage increases are negotiated in collective bargaining. Employees shall progress from step to step in salary grade on the basis of satisfactory job performance based upon established standards of performance. Special merit increases are on a case-by-case basis. |

Data Effective Date:
1/1/2020

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.c Pay Range Adjustments

| Peer | Market Data | Inflation | Budget Process | Collective Bargaining Agreement | Additional Information |
|-------------------------------|-------------|-----------|----------------|---------------------------------|---|
| City of Augusta, ME | X | X | X | X | N/A |
| City of Bangor, ME | X | X | X | X | N/A |
| City of Portland, ME | X | X | X | X | Adjustments made to pay ranges/schedules for union covered positions are done through bargained COLA and CBA negotiations; non-union positions are done through market data and budget process. |
| City of South Portland, ME | X | X | X | X | City Council may grant annual adjustment to compensation plan, taking into consideration City staffing patterns, relevant labor market, rate of inflation, adjustments to compensation packages in CBA, and financial and budgetary considerations. |
| Cumberland County, ME | X | X | N/A | X | N/A |
| Commonwealth of Massachusetts | X | N/A | X | X | N/A |
| State of New Hampshire | N/A | N/A | N/A | X | Legislature must approve changes for non-represented employees, but typically follows CBA change. |
| State of Rhode Island | X | N/A | N/A | X | Review of market data including regional and local governments and private sector. Targeted adjustments are based on industry demand. Occasionally, union agreements result in comp adjustments, which need to pass through the public hearing process. |
| State of Vermont | N/A | N/A | N/A | X | N/A |
| Federal Government | X | X | N/A | N/A | The GS base pay schedule is usually adjusted annually each January with an across-the-board pay increase based on nationwide changes in the cost of wages and salaries of private industry workers. |
| State of Maine | N/A | X | N/A | X | GWI and collectively bargained increases |

Data Effective Date:
1/1/2020

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.d Written Documentation - Organizational Methodology of Pay

| Peer | Organizational Methodology of Pay | Policy |
|----------------------|-----------------------------------|--|
| City of Augusta, ME | Yes | <p>The City will follow the following Merit Pay Plan. The plan's objectives include: 1. Maintaining salary levels that are fair, competitive, and equitable. 2. Linking employee salary and performance. 3. Encouraging exceptional performance. 4. Ensuring the taxpayers of the best possible level of service. 5. Providing employees with regular feedback about their job performance. There may be an annual adjustment of the existing salary ranges for each grade in order to keep the ranges current and competitive. This adjustment, taking into consideration changes in the overall economy of the nation, state, and region, will be included in the City Budget and submitted to the Council for approval. Factors to be considered by the City Manager when developing a recommended change are: -The U.S. Department of Labor's Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W). -The cost of living adjustment awarded to unionized City of Augusta employees. -A survey of other municipalities in the region to determine the average adjustment and range of adjustments in the marketplace. The adjustment will be in the form of a percentage change in salary rates to be applied consistently to all ranges, and will take effect on the date specified in the council order. In addition, some or all ranges may be adjusted because of market movement or a re-evaluation of specific jobs because of competitive changes in the marketplace.</p> |
| City of Bangor, ME | Yes | <p>Compensation allocated to each position takes into consideration the relative difficulty of tasks performed and levels of responsibility existing between the various classes, along with prevailing rates of pay for similar types of work in private and public employment. In order to encourage and reward high levels of productivity in its work force, the City utilizes a merit compensation system based upon performance evaluations. Merit pay increases shall not be automatic, but shall be dependent, in part, upon the evaluation criteria and scoring methods as outlined in the City of Bangor Performance Evaluation Manual, dated February 1990, as may be amended. The City Council may grant a general increase in compensation to employees in the position classification plan, generally effective July 1 of each year, in order to maintain the wage scales at a competitive level. In determining what increase, if any, may be granted, the Council may consider such factors as the Consumer Price Index, wage increases in place for other City employees, general increases provided by other comparable public and private sector organizations in the area, increases afforded to State employees, the ability of the community to afford an annual adjustment and other relevant factors that may be appropriate. Determination of any annual pay adjustment is at the sole discretion of the City Council.</p> |
| City of Portland, ME | No | N/A |

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.d Written Documentation - Organizational Methodology of Pay

| Peer | Organizational Methodology of Pay | Policy |
|-------------------------------|-----------------------------------|--|
| City of South Portland, ME | Yes | The City is committed to the compensation of employees in an adequate and equitable basis commensurate with wages and benefits for comparable work in similar sized municipalities and the area labor market. 1. Pay equity. All regular full-time and part-time employees shall be paid according to the same compensation plan, with part-time employees paid the same hourly rate as a full-time employee in a similar classification. 2. Annual adjustment. The City Council may grant an annual adjustment in the compensation plan, taking into consideration such items as the City staffing patterns, the relevant labor market, the rate of inflation, adjustments to compensation packages in bargaining agreements and financial and budgetary considerations. 3. Step increases. The Pay Plan classifies positions as noted above. Classified positions are grouped into different grades based on certain criteria. Each grade has a pay range for compensation. The Pay Plan shall provide a series of thirty (30) steps (increases in pay) within an established pay range. Employees shall be eligible for a step increases based upon the annual evaluations of their performance, which may include step increases based solely on merit. 4. Performance Bonus Program. The City Manager may each year at his/her discretion establish a Performance Bonus Program in order to recognize the positive performance of non-union employees. The Performance Bonus Program will follow the pay equity of this section and the Merit Principle of section II. B, and the program will be dependent on available funding. |
| Cumberland County, ME | No | N/A |
| Commonwealth of Massachusetts | N/A | N/A |
| State of New Hampshire | No | N/A |
| State of Rhode Island | Yes | The personnel administrator shall submit to the director a proposed pay plan showing for each class of position in the classified service minimum and maximum salary rates and such intermediate rates as he or she deems desirable. In arriving at these rates he or she shall take into consideration the advice and suggestions of appointing authorities and other supervising officials, prevailing rates for comparable service in other public employment and in private business, the current cost of living, and the state's financial policies, conditions, and appropriations. |
| State of Vermont | No | N/A |
| Federal Government | Yes | The GS base pay schedule is usually adjusted annually each January with an across-the-board pay increase based on nationwide changes in the cost of wages and salaries of private industry workers. Most GS employees are also entitled to locality pay, which is a geographic-based percentage rate that reflects pay levels for non-Federal workers in certain geographic areas as determined by surveys conducted by the U.S. Bureau of Labor Statistics. There are currently 47 locality pay areas, which cover the lower 48 States and Washington, DC, plus Alaska, Hawaii, and the U.S. territories and possessions. Forty-four of the locality pay areas cover large metropolitan areas (e.g., Los Angeles, New York, Washington, DC), two cover entire States—Alaska and Hawaii, and the remainder of the United States and its territories and possessions are included in the catch-all Rest of U.S. (RUS) locality pay area. GS employees in foreign areas are not eligible for locality pay. The President and Congress may make changes in the otherwise applicable across-the-board and locality pay adjustments. |
| State of Maine | Yes | In advance of the convening of the regular sessions of the legislature as well as at other times, the Director of Human Resources shall make or cause to be made such comparative studies as deemed appropriate of factors affecting the levels of salaries in the classified service. On the basis of information derived from such studies and after consultation with appointing authorities, fiscal authorities of the state, and others, the Director shall recommend appropriate changes in the compensation plan. |

Data Effective Date:
1/1/2020

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.d Written Documentation - Reclass Policy

| Peer | Reclassification | Policy |
|----------------------------|------------------|---|
| City of Augusta, ME | Yes | When substantive changes are made in the responsibilities of a position, a new job description must be completed. This new description should then be submitted to the City Manager with a narrative describing the changes and why a range change should be approved. The City Manager will make final decisions regarding the request. When a reclassification request to a higher range is approved, the employee will usually be placed at the lowest step in the range that provides a minimum of a three percent (3%) pay increase. If the employee's anniversary is less than six (6) months from the effective date, the employee may be granted one additional step. The individual's anniversary date will be the effective date of the change. |
| City of Bangor, ME | Yes | The salary range for a new or revised position shall be assigned by the Director of Administration with the approval of the City Manager. The Human Resources Manager may make necessary adjustments to individual salaries due to grade or position reclassifications with the approval of the City Manager. |
| City of Portland, ME | Yes | An employee whose classification has been reallocated to a higher grade will be incorporated into the higher grade at the step which will recognize the employee's seniority in the classification. An employee whose classification has been reallocated to a lower grade will be incorporated into the step closest to that employee's base salary immediately before reallocation which does not result in a decrease in pay. However, it will not exceed the maximum step for the assigned grade, unless special circumstances exist. |
| City of South Portland, ME | Yes | Reclassification is the procedure of assigning or reassigning a non-union position to a classification and pay range because the assigned range is significantly different from a comparable position in the current labor market, hampering recruitment and retention of qualified employees; the relationship to other positions within the pay range; or when substantive changes are made in the responsibilities of a non-union position and the job description is amended. A reclassification will only occur upon the recommendation of the Director of Human Resources with the approval of the City Manager. When substantive changes are made in the responsibilities of a non-union position, a new job description, and a narrative describing the changes and justification for why a new classification change should be approved must be completed by the Department Head and submitted to the Human Resources Department during the month of January. The proposed reclassification will be reviewed and evaluated during the budget review process. The City Manager will make the final decision regarding the request. When a reclassification request to a higher pay grade is approved, the employee will be placed at the lowest step in the higher pay grade or receive a 4.5% increase, whichever is greater. The effective date of the approved reclassification and pay increase will begin the first pay period at the start of the new fiscal year in July. The City Manager may authorize an earlier effective date of reclassification based upon individual circumstances such as, but not limited to, employee retention, area labor market, budgetary, staffing, and operational needs. Reclassified employees annual performance review date will be adjusted accordingly to coincide with the effective date. |
| Cumberland County, ME | No | N/A |

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.d Written Documentation - Reclass Policy

| Peer | Reclassification | Policy |
|-------------------------------|------------------|---|
| Commonwealth of Massachusetts | Yes | In so classifying or reclassifying any such office or position, the said administrator (a) shall ascertain and record the duties, responsibilities, organizational relationships, qualifications for, and other significant characteristics of the office or position; (b) shall group into single classes all such offices and positions, regardless of agency or geographical location, which are substantially alike in the duties, responsibilities, organizational relationships, qualifications, and other significant characteristics; (c) for each such class shall establish specifications which shall include (i) an appropriate descriptive title and code number for the class, which shall be the official title of all offices and positions in the class and shall be set forth on all payrolls by name or code, and (ii) the common features of the duties, responsibilities and organizational relationships of, qualifications for, and other significant characteristics of all offices and positions in the class; and (d) may from time to time establish new classes and alter, divide, combine or abolish existing classes. |
| State of New Hampshire | Yes | Per 303.01 Allocation of Classified Positions. (a) If the director, under the authority of RSA 21-I:42, II and III determines that a position in the classified service might be improperly allocated or classified, the director shall initiate a position review. (b) When initiating a position review for purposes of determining if a position might be improperly allocated or classified, the director shall consider factors such as, but not limited to: (1) The effect of one classification on another; (2) The amount of time elapsed since the most recent position review; (3) Difficulties in recruiting for the position; (4) Changes in the law affecting the position or the agency in which the position is located; (5) Changes in collective bargaining agreements; (6) Changes in technology or systems; or (7) Similar conditions that require review and possible amendment or adjustment of the classification plan over time. |
| State of Rhode Island | Yes | Whenever a position is reallocated to a different class of position and the incumbent of the position so reallocated is to be employed in the said different class, his/her salary shall be the minimum of the class or his/her existing salary, whichever is greater, provided, however, that such salary does not exceed the maximum salary of this said different class, except in the case of employees enjoying a longevity increase in which case the provisions of subsection 4.0613 shall apply. In cases of reclassification where there is substantial evidence that the employee has been performing the duties of a new classification for a considerable period of time, the Appointing Authority may recommend, that special service credits be allowed the employee for the period of service. Provided, however, that such service credits shall be limited to a period not to exceed one year prior to the date of the receipt of the official request from the Appointing Authority for such reclassification by the Office of Personnel Administration. If this recommendation is approved by the Personnel Administrator, the employee shall be given such credit in the pay range of the new classification for performance of the duties of the new classification as shall be determined by the Personnel Administrator. |

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.d Written Documentation - Reclass Policy

| Peer | Reclassification | Policy |
|------------------|------------------|--|
| State of Vermont | Yes | <p>Employee and management requests for classification review shall be made on a form provided by the Commissioner of Human Resources. VSEA may submit a class action "RFR" on behalf of employees in the same class. The Request for Review shall state with particularity the change(s) in duties or other circumstances which prompt the Request for Review. The position's supervisor shall review the information provided on the form within ten (10) workdays, completing that portion which requests supervisory responses, and submit further written comments as appropriate. The Request for Review form shall then be submitted to the position's appointing authority, who shall review it for accuracy, comment as deemed appropriate, and forward the original to the Department of Human Resources within five (5) workdays. The Department of Human Resources may conduct field audits as necessary. Normally within sixty (60) days for a single position and ninety (90) days for a multiple position class, the Department of Human Resources or duly constituted departmental review committee will review and respond to complete requests for review. Employees may request an informal meeting with the departmental classification review committee (and or the member of the Classification Division who performed the rating, if appropriate) for a discussion of the decision. If corrective action results from either classification review or a classification grievance, any pay adjustment shall be retroactive to the date when a completed Request for Review was logged by the Department of Human Resources, unless: the Commissioner of Human Resources determines that the circumstances giving rise to such corrective action came into existence after such completed filings, in which case retroactivity shall be effective on that later date; or if the provisions of subsection (f), below, are applicable. (f) Class action Requests for Review (RFR), regardless of whether initiated by the employer, individual employee(s), or VSEA, may only be officially requested between July 1, and August 31 of each year. Such class action RFR will be considered and processed during the period September 1 through December 31, following its submission. If either the classification review, or a classification grievance decision, for such class action RFR involves a financial impact of one percent (1%), or greater, of the wage and salary portion of the affected Department's budget, the decision will not be implemented until the Legislature has considered the matter and determined whether it will provide the requisite funding for such class action reclassification.</p> |

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.d Written Documentation - Reclass Policy

| Peer | Reclassification | Policy |
|--------------------|------------------|---|
| Federal Government | Yes | <p>If you decide to submit a classification appeal, it should contain the following information in writing and must be signed by you or your duly authorized representative: Your name, email address, mailing address, and commercial office telephone number; The present classification of your position and the requested classification; The name of the department or agency and the office in which you work; The name, mailing and email address of the servicing Human Resources office having classification authority over the appealed position; The city where you are employed and the installation's mailing address; A copy of your official position description and either a statement affirming that it is accurate or a detailed explanation of the inaccuracies and an explanation of the efforts made to correct the position description; Any additional information about the position that will aid in understanding it; and Arguments supporting the requested classification by referencing the appropriate classification standards. Although the OPM-certified grade may be higher or lower than the grade assigned by the agency, this does not necessarily mean the grade of the employee in the position will automatically go up or down. An agency has a number of options available to it when complying with an OPM classification decision. Regardless of our decision, the employee's agency still has full control over the assignment of duties to a position and who performs those duties. Any personnel action affecting an employee resulting from our classification appeal decision will be taken by the employee's agency. Our appeal decision is based on information supplied by you and your agency. If we need additional information, we will call, write, or visit the work site. If we conduct an interview or desk audit, you will be the only person present unless you are in a General Schedule position and we ask another person to participate. We do not conduct appeal hearings. When we conduct fact finding, it is important that you emphasize the major areas of your work and how your position fits into your unit's and agency's operations. Most importantly, do not understate or exaggerate your duties and responsibilities. The effective date of a classification appeal decision can be retroactive only if it corrects a classification action that resulted in an actual decrease in pay. In order for the decision to be made retroactive, the employee must appeal the classification to either the agency or the Office of Personnel Management, but not both at the same time, within 15 calendar days after the effective date of the reclassification action. Retroactivity may be based only on duties and responsibilities existing at the time of demotion and cannot be based on duties and responsibilities assigned later.</p> |
| State of Maine | Yes | <p>Reallocations The classification plan shall be dynamic in the sense that allocations previously made will be re-examined should organizational needs of user agencies justifiably require and/or result in: a. gradual upward or downward growth of positions by addition or change of duties, b. addition, deletion or split of agency functions, or c. new mechanization processes. 2. These changes and subsequent review are subject to the provision that the duties and responsibilities of affected positions have changed to the extent that these positions are no longer similar to other positions assigned to the same class. A review may be conducted whether or not such positions are vacant or occupied. 3. User agencies shall report these changes according to rules and procedures in effect for such purpose. The Director of Human Resources shall investigate and evaluate each such request against standards of the classification plan and shall authorize such reallocations and/or make such other recommendation as deemed essential to update this plan. 4. Unoccupied positions which are reallocated shall be considered vacant positions and shall be subject to applicable recruitment and examination standards.</p> |

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Pay Plan Information

Table 1.d Written Documentation - Promotion Policy

| Peer | Promotion | Policy |
|-------------------------------|-----------|--|
| City of Augusta, ME | Yes | When an employee is promoted from one position within the City to another of a higher salary range, the employee will be placed at the lowest step in that range that provides a minimum of a three percent (3%) pay increase. Promotions will be treated as continuous service. The individual's anniversary date will be the effective date of the promotion. Any supervisor who is promoted must evaluate each employee under his or her supervision before being promoted. |
| City of Bangor, ME | Yes | In the event of a vacancy, present qualified employees shall be given first consideration. With approval of the City Manager, present employees may, under certain conditions, be given special training in order to qualify for a promotion or the filling of an existing vacancy. Each vacancy in the City service will be filled by the most qualified applicant, internal or external, or as required by the Affirmative Action Plan, and in accordance with the Selection Policy. |
| City of Portland, ME | Yes | Promotional opportunities are available through the normal competitive selection procedures. Current employees who compete for a promotional position will be given preference among applicants the City deems equally qualified for the position. If an employee is promoted, he or she will be placed on the higher pay grade. In consultation with Human Resources, the department will determine the appropriate new pay rate, based on a combination of factors, i.e., nature, scope, significance and impact of responsibilities to be performed; job classification (role, level and new salary grade) of the higher level job; and internal equity with other staff members in the same role within the department. In no case will a promotional pay increase result in an increase of less than 5%. At no time will an employee be paid more than the maximum step of the assigned grade. Employees who are promoted serve a thirty day trial period. Within the thirty days, the Department Head may require, or the employee may request, a return to his former position at his former rate of pay. The trial period may be extended for an additional thirty days upon approval of the Director of Human Resources. |
| City of South Portland, ME | Yes | Promotional opportunities are available to City employees through the normal selection process. In no case shall a promotion be made where the position has not been advertised to both internal and external candidates, unless otherwise requested by the department Head and with the approval of both the Human Resources Director and City Manager. When a non-union employee is promoted to another non-union position of a higher classification, the employee will be placed at the lowest step in that range that provides a minimum of 9% increase in pay. |
| Cumberland County, ME | No | N/A |
| Commonwealth of Massachusetts | Yes | Promotional opportunities must be posted internally in accordance with collective bargaining agreements and agency policy. For new hires and promotions, agencies have the flexibility to determine management salaries within the following parameters: o The salary must be within the range posted on MassCareers. o The candidate must meet the minimum entrance requirements. o The candidate must have the comparable experience (as explained in Appendix C: Calculating Comparable Experience for Salary Determinations.) to reach the requested salary. o The salary should not cause compression or collision either with the supervising manager or the direct subordinates. o The salary should not create peer inequity within the agency (peers with similar experience and/or skills). o The salary should adhere to the MEPA, so as to not unlawfully pay an employee wages less than that of an employee of a different gender who performs comparable work. For M1 – M8 promotions (or other hiring transactions for candidates internal to the Executive Branch), the following additional criteria applies when setting salaries: o Agencies have flexibility up to 7.5% for a one management level increase. o Salary increases above 15% of the employee's current salary, regardless of how many management levels the candidate is promoted, must be approved by HRD via a MassCareers Salary Request Form. o If the candidate is currently in a bargaining unit position, the agency should take into account the full value of the candidate's pay (overtime, callback pay, etc.) as a factor in determining the salary. |
| State of New Hampshire | Yes | Per 901.08 Adjustment Due to Permanent Promotion. (a) When a qualified employee is promoted, the appointing authority shall assign the lowest step in the salary range of the new class which is at least the equivalent of one salary increment in the salary range of the former class. (b) The step assigned under paragraph (a) shall be based on the annual or hourly rate of pay of the employee's position, depending upon pay schedule, but shall not include any of the following: (1) Shift differential; (2) Hazardous duty pay under RSA 99:10; (3) Direct care pay under RSA 99:11; (4) Weekend differential; (5) Salary increase as defined in RSA 99:8; (6) Temporary promotion; or (7) Any other special payment above the annual or hourly rate. (c) Notwithstanding the foregoing, nothing in these rules shall prevent the appointing authority from requesting a higher step placement for employees who are promoted or transferred within their own agency. (d) When a promotion and an increment fall within the same pay period, the rate of pay shall be established by first granting the increment in the former salary grade and then establishing the promotional rate of pay pursuant to Per 901.08(a). (e) With the exception of employees at the maximum salary step prior to promotion, an employee's increment date shall not be adjusted as a result of permanent promotion. (f) Employees at the maximum salary step prior to promotion shall have the year of their increment date adjusted based on the employee's new promotional step placement. |

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.d Written Documentation - Promotion Policy

| Peer | Promotion | Policy |
|-----------------------|-----------|--|
| State of Rhode Island | Yes | <p>Promotional examinations shall be conducted in the same manner as open competitive examinations subject to the following conditions per 36-4-22. A person is eligible for promotional examinations provided the employee is currently employed in the classified, unclassified and nonclassified service as of the official closing date of the examination announcement or 21 calendar days prior to the administration of the first phase of the examination, whichever is later, and meets one or more of the following requirements: (a) any employee who holds or within 3 years has held permanent status in the classified service; or (b) any employee who is serving in a probationary period as of the official closing date of the examination announcement; or (c) any employee who has served 12 months service in the classified, unclassified or nonclassified service. In addition, meets the minimum requirements established in the class specifications. Promotion lists shall remain in effect for a period of 8 years or until exhausted or until combined with or replaced by a more recently prepared list. (d) This section shall not apply to the Rhode Island State Police. An employee who is not otherwise eligible above shall be eligible to take the promotional examination for the position the employee occupies. Whenever the Personnel Administrator shall deem the best interests of the state to be served thereby, (s)he may conduct Promotional Examinations on an agency basis, in which case admission to such examination(s) shall be restricted to candidates who meet the foregoing requirements and whose employment requirements shall be met through service in the agency(s) designated in the ANNOUNCEMENT. A state employee who holds temporary or provisional status for at least 12 consecutive months in the classification for which the examination is announced shall be eligible for additional points, provided the employee has met the 12 consecutive months of service requirement prior to the administration of the first phase of the examination. The first phase of the examination shall be defined as follows: In the case of any 100% written examination or when a written examination component is included in combination with another examination method, the final date for qualifying for bonus points shall be considered the date of the administration of the written examination or written component; in the case of examinations consisting of 100% oral ratings, the final date for qualifying for bonus points shall be considered the administration of the first oral examination by the oral panel; in the case of examinations which have 100% education and experience ratings, the final date for qualifying for bonus points shall be considered to be the official closing date specified on the examination announcement. A state employee shall receive additional points for state service at the rate of 5 points for each year to a maximum of 20 points for 4 years of state service. Additional points shall be added to the final earned rating for the examination for the classification in which the employee is serving provided the employee satisfies the provisions of 3.073. Points shall be prorated on a quarter year basis at the rate of 1.25 points per quarter. 12 consecutive months of service in the classification for which the examination is announced shall include time for all paid or unpaid leaves. All examinations in process that have not culminated in an official list prior to July 1, 1985 shall be construed to be affected by the passage of 36-4-31 as amended; and, therefore, all candidates who would be eligible under the law and these rules shall be awarded additional points provided that they meet the requirements outlined above.</p> |
| State of Vermont | Yes | <p>Effective July 5, 1992, upon promotion, upward reallocation or reassignment of a position to a higher pay grade, an employee covered by this Agreement shall receive a salary increase by being slotted onto that step of the new pay grade which would reflect an increase of at least 5% over the salary rate prior to promotion (i.e., 5% is the lowest amount an employee will receive, and the maximum amount would be governed according to placement on a step which might be higher than, but nearest to, the 5% minimum specified). The rate of 5% as outlined above shall be 8% if the employee is moving upwards three or more pay grades. An employee, who moves, for the first time, into the Supervisory Bargaining Unit by promotion, upward reallocation, redesignation, upward reassignment, or lateral transfer, on or after July 1, 2005, shall receive a salary increase of 8% regardless of the number of pay grades involved. This subsection shall also apply if the movement is temporary or time limited. A temporary assignment shall not qualify as a "for first time" movement into the Supervisory Unit. Notwithstanding the above, any promotion or reclassification to a higher class as a result of an employee automatically "promoting" upon completion of the requirements of the lower level class as outlined in the position class description, the rate on promotion shall be 8%. In no case will such an employee receive less than the Step 2 (end of probation) rate of the new pay grade, unless the employee has not completed original probation, or more than the Step 15 (maximum) rate. If the employee's salary at the time of promotion, upward reallocation, or upward reassignment is already over the maximum of the new grade, no salary adjustment shall occur. After placement on step in the new pay grade, the employee may advance to the next step after meeting the waiting period requirements applicable to that step (as set forth in Section 4 herein), based on the effective date of the promotion or upward reallocation.</p> |

State of Maine Total Compensation Survey

Pay Plan Information

Table 1.d Written Documentation - Promotion Policy

| Peer | Promotion | Policy |
|--------------------|-----------|--|
| Federal Government | Yes | <p>Only GS employees who are promoted to a higher grade under the General Schedule without a break in service are covered by the two-step promotion rule. The two-step promotion rule states that a GS employee promoted to a position in a higher grade is entitled to basic pay at the lowest rate of the higher grade that exceeds his or her existing rate of basic pay by not less than two step increases of the grade from which promoted. The two-step promotion rule must be applied using one of two methods--the standard method or the alternate method. Apply the standard method for the two-step promotion rule if the employee is covered by the same pay schedules before and after promotion. Apply the alternate method for the two-step promotion rule if the employee is covered by different pay schedules before and after promotion and if the alternate method will produce a higher payable rate upon promotion than the standard method. Exception: An agency may apply the alternate method for an employee covered by different pay schedules before and after promotion, even though the alternate method produces a lesser payable rate than the standard method, only under the following conditions: The agency determines it would be inappropriate to use the standard method based on a finding that the higher pay for the position before promotion is not sufficiently related to the knowledge and skills required for the position after promotion; and The agency informs the employee of the determination to use the alternate method before the effective date of the promotion. If an employee was receiving a retained rate before promotion, apply the promotion rule as follows: If the employee's existing payable rate of basic pay before promotion is a retained rate, apply the standard method or alternate method, as applicable, as if the employee were receiving the maximum rate of the employee's grade before promotion. If the payable rate of basic pay after promotion determined under paragraph (1) is greater than the employee's existing retained rate, the employee is entitled to that payable rate. If the existing retained rate is greater than the rate determined under paragraph (1), the retained rate must be compared to the highest applicable rate range for the position after promotion, as provided in 5 CFR 536.304. The employee is entitled to the lowest step rate in the range that equals or exceeds the retained rate or, if the retained rate exceeds the range maximum, to the retained rate. An agency may use the maximum payable rate provisions to set an employee's pay at a higher rate upon promotion. The maximum payable rate provisions allow an agency to set pay based on higher pay the employee previously earned in another Federal job. However, agencies may not use the maximum payable rate provisions to set an employee's pay at a lower rate than that provided by the two-step promotion rule.</p> |
| State of Maine | Yes | <p>Competitive Examinations: Promotional Opportunity-The tests in any examination for promotion shall be of the like kind and character to the corresponding tests in any examination for original appointment to positions of the same class, and the same standards shall be applied to the rating thereof. In addition to other factors, promotional examinations shall take into consideration the quality and length of service. Promotional examinations shall be open to all permanent or probationary employees or persons on layoff registers who meet the requirements described in the foregoing rule, and who are serving in or on layoff from the agency or other organizational unit for which the examination is being held. Agency promotional registers shall consist of the names of all permanent and probationary persons employed in the agency or organizational unit or employees on layoff registers from the agency or organizational unit who have passed the agency promotional examination for the class for which the list is established. Names shall be placed on an agency promotional register in the order of final earned ratings. Special Provisions. Agency promotional registers shall be established by organizational unit when such subdivision has been approved in accordance with Chapter 12 prior to the date of the promotional examination. Statewide promotional registers shall be established by class of employment and shall consist of the names of all persons employed by the state or on a layoff register in an eligible class as determined by the Director of Human Resources, and who have passed the promotional examination for the class for which the statewide promotional register is established. Names shall be placed on a statewide promotional register in the order of final earned ratings. Only persons on the class register who are employed by the agency where the vacancy occurs and who have examination and referral preference for promotion in the career-service. Of these persons, those who, by written statement, do not desire the location and/or hours of work requirement of the given vacancy will be excluded. All persons on the class register who are employed by an agency of State government and who have examination and referral preference for promotion in the career-service. Of these persons, those who, by written statement, do not desire the location and/or hours of work requirement of the given vacancy will be excluded.</p> |

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Pay Plan Information

Table 1.d Written Documentation - Pay Compression Policy

| Peer | Pay Compression | Policy |
|-------------------------------|-----------------|--|
| City of Augusta, ME | No | N/A |
| City of Bangor, ME | No | N/A |
| City of Portland, ME | No | N/A |
| City of South Portland, ME | No | N/A |
| Cumberland County, ME | No | N/A |
| Commonwealth of Massachusetts | Yes | Salary collisions are situations in which a manager's salary is significantly lower than that of a non-management subordinate, and meets certain eligibility criteria established by HRD. Salary collision procedures only apply between managers and non-managers and not between supervising and subordinate managers or between non-management supervisory positions and non-management subordinates. Note that salary collisions may be avoided for new managers through appropriate use of the management recruitment process. Confidential and unclassified employees are not eligible for consideration for salary collision adjustments. Salary collision adjustments may not be implemented without the prior recommendation of the appointing authority and the approval of the Personnel Administrator. |
| State of New Hampshire | No | N/A |
| State of Rhode Island | No | N/A |
| State of Vermont | No | N/A |
| Federal Government | No | N/A |
| State of Maine | No | N/A |

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Pay Plan Information

Table 1.d Written Documentation - Salary Administration Policy

| Peer | Salary Administration | Policy |
|-------------------------------|-----------------------|---|
| City of Augusta, ME | Yes | The City Manager shall make an analysis of the duties and responsibilities of all positions and shall design and implement an overall classification plan. The job classifications may be amended from time to time as circumstances require by reassignment of job classes to different pay ranges or reclassifications of positions to different classifications. |
| City of Bangor, ME | Yes | The Director of Administration and/or Human Resources Manager shall be charged with the responsibility of maintaining the Classification and Pay Plan, and providing for the assignment of positions within the pay plan. |
| City of Portland, ME | No | N/A |
| City of South Portland, ME | N/A | N/A |
| Cumberland County, ME | No | N/A |
| Commonwealth of Massachusetts | Yes | Salary Administration Non-Management: Agencies have more flexibility for approvals of non-management salaries for their constituent agencies. This gives agencies the ability to offer salaries more comparable to current market rates and to compensate individuals for relevant work experience. Salary Administration Management: Salaries should be based on the value of the job to the agency (including duties, responsibilities and market rates). HRD recommends that instead of posting the entire salary range, agencies post a range based on research with similar titles. Agencies should also take into account prior incumbent salaries. |
| State of New Hampshire | Yes | Per 901.01 Assignment of Steps Within a Salary Grade. An appointing authority shall assign a step within each salary grade established by RSA 99 in accordance with the requirements of this part. |
| State of Rhode Island | Yes | The Personnel Rules for the classified and unclassified service together with the pay plan established for the classified and unclassified service with the intermediate rates established within the several salary ranges shall apply to all positions within said services with the exception of all positions the salaries for which are so irrevocably fixed by specific statute that they can only be changed by additional legislation. |
| State of Vermont | No | N/A |
| Federal Government | Yes | The Office of Personnel Management (OPM) provides leadership on pay administration for civilian Federal employees. We accomplish this by developing and maintaining Government wide regulations and policies on authorities such as basic pay setting, locality pay, special rates, back pay, pay limitations, premium pay, grade and pay retention, severance pay, and recruitment, relocation, and retention incentives. Ultimately, each Federal agency is responsible for complying with the law and regulations and following OPM's policies and guidance to administer pay policies and programs for its own employees. |
| State of Maine | Yes | Administration of the Compensation Plan in the Civil Service Rules addresses setting beginning salary for original appointments, transfers, promotions or demotions, reinstatement from layoff, reemployment, from a provisional status to a regular appointment, and project employment. This rule also includes subsequent salary adjustments as related to merit increase awards and salary decreases. |

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Pay Plan Information

Table 1.e Non-Monetary Perquisites

| Peer | Flexible Work Schedule | | |
|-------------------------------|------------------------|--|--|
| | Available | Eligible Job Titles | Description |
| City of Augusta, ME | No | N/A | N/A |
| City of Bangor, ME | No | N/A | N/A |
| City of Portland, ME | Yes | See description | Pro Tech Employees Only |
| City of South Portland, ME | No | N/A | N/A |
| Cumberland County, ME | No | N/A | N/A |
| Commonwealth of Massachusetts | Yes | Varies | Depends on operational needs of department |
| State of New Hampshire | Yes | N/A | By position & staff and if allowed by agency; not standard |
| State of Rhode Island | Yes | Some | Depends on needs of agency |
| State of Vermont | Yes | All classified employees, exempt, and temporary, with the Executive Branch | Upon employee request, and subject to operating needs of agency/dept., appointing authority may, after consultation with the VSEA, establish alternate work schedules. |
| Federal Government | Yes | All | Includes designated hours and days when an employee must be present for work and hours during which an employee may elect to work in order to complete work requirement. |
| State of Maine | Yes | All | Case-by-case, approved between employee and supervisor. |

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Pay Plan Information

Table 1.e Non-Monetary Perquisites

| Peer | Compressed Workweek | | | Other |
|-------------------------------|---------------------|--|--|-------------|
| | Available | Eligible Job Titles | Description | Perquisites |
| City of Augusta, ME | No | N/A | N/A | N/A |
| City of Bangor, ME | Yes | Police Officers and Heavy Equipment Operators | Offered a 10-hour workday for 4 days/week for all or part of the year | N/A |
| City of Portland, ME | No | N/A | N/A | N/A |
| City of South Portland, ME | No | N/A | N/A | N/A |
| Cumberland County, ME | No | N/A | N/A | N/A |
| Commonwealth of Massachusetts | Yes | Varies | Typically temporary during summer | N/A |
| State of New Hampshire | No | N/A | Generally no | N/A |
| State of Rhode Island | Yes | Some | Depends on needs of agency and if it's feasible; must not negatively affect workload or productivity, or impede operations; 6 month trial period followed by annual review | Telework |
| State of Vermont | Yes | All classified employees, exempt, and temporary, with the Executive Branch | Depending upon the needs of the work unit and with approval of the supervisor and the appointing authority, flex-time schedules can be arranged. | N/A |
| Federal Government | Yes | All | CWS are fixed work schedules, but they enable full-time employees to complete the basic 80-hour biweekly work requirement in less than 10 workdays. | N/A |
| State of Maine | Yes | All | Case-by-case, approved between employee and supervisor. | N/A |

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Pay Plan Information

Table 1.e Non-Monetary Perquisites

| Peer | Additional Comments |
|-------------------------------|--|
| City of Augusta, ME | N/A |
| City of Bangor, ME | N/A |
| City of Portland, ME | Flexible work hours may be instituted with approval of Department Head. Approval shall not be withheld for arbitrary or capricious reasons. If not approved, and the employee requests an explanation, the Department Head or designee will provide the employee with the reason(s) for the denial in writing within 10 working days. |
| City of South Portland, ME | N/A |
| Cumberland County, ME | N/A |
| Commonwealth of Massachusetts | The availability of flex schedules/compressed work week varies by agency, department and/or by type of work being performed. Typically direct care titles and public safety don't have that benefit. But overall, it's based on the operational needs of the department. Compressed work week is often a temporary summertime perk. |
| State of New Hampshire | N/A |
| State of Rhode Island | Eligibility depends on the department/agency and their unique needs, so an assessment must be made by management before approval. |
| State of Vermont | Appointing authority may approve job-sharing, four-day workweeks, alternative schedules with core time, and flex-time schedules. Must adhere to CBA, if it is necessary to temporarily assign an employee to different work location or geographic area, or to move a position to a different geographic area. |
| Federal Government | AWS programs for bargaining unit employees are established by negotiated agreements |
| State of Maine | The employer's response to a request has to be in writing and provided to employee within 30 calendar days. If a request is denied, the employee may appeal to the reviewer. The reviewer would address any inequities among similarly situated employees. AWS includes Staggered Work Hours, Flexible Work Schedules or Flex-Time, Compressed Workweek, and Job Sharing. |

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Pay Plan Information

Table 1.f Overtime Pay - Exempt Jobs

| Peer | Overtime Eligibility | Overtime Compensation Type | Overtime Compensation Rate |
|-------------------------------|--|----------------------------|----------------------------|
| City of Augusta, ME | All exempt jobs up to the Bureau Head level (not Department Directors, Assistant City Managers, and City Manager) are eligible for compensatory time at an hour-for-hour basis up to a maximum accumulation of 80 hours. | Comp Time | Straight Time |
| City of Bangor, ME | All exempt positions are eligible for comp time over 40 hours of work per week and the Community Connector Superintendent position is offered paid overtime. | Comp Time | Straight Time |
| City of Portland, ME | Deputy Fire Chiefs are the only exempt jobs that are eligible for pay after 40 hours. | Either | Straight Time |
| City of South Portland, ME | Certain projects or hours worked are eligible for comp time as "admin leave." | N/A | N/A |
| Cumberland County, ME | None | N/A | N/A |
| Commonwealth of Massachusetts | Exempt jobs are not paid OT or comp time | N/A | N/A |
| State of New Hampshire | All represented (Classified) exempt positions in the Executive Branch are eligible for paid overtime (if funds are available) or comp time at straight time; some Exempt positions are bargained to receive 1.5 or 2x OT rate | Either | Straight Time |
| State of Rhode Island | Applies to all state employees who are exempt during applicable to states of emergency or other extraordinary emergency related events and COVID-19; The COVID-19 policy, including the ability to discharge and/or be compensated for accrued COVID-19 compensatory time, shall expire on June 30, 2024. | Comp Time | Straight Time |
| State of Vermont | N/A | Comp Time | Overtime Rate |
| Federal Government | An employee in or under an Executive agency; an individual employed by the government of the District of Columbia; and an employee in or under the judicial branch, the Library of Congress, the Botanic Garden, and the Office of the Architect of the Capitol, who occupies a position subject to chapter 51 and subchapter III of chapter 53 of this title | Either | Overtime Rate |
| State of Maine | Typically handled on an exception basis. Approved exceptions: OT hours are excessive; OT hours are required; work cannot be completed without scheduled OT hours; exceptions are documented and approved in advance. In limited circumstances, such as natural disasters or military action, retroactive exceptions may be approved, with appropriate justification maintained. | Either | Straight Time |

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Pay Plan Information

Table 1.g Longevity Pay

| Peer | Longevity Pay | Longevity EE Group | Years of Service in Job | | | | | | | | | |
|-------------------------------|---------------|---|-------------------------|------------|------------|------------|------------|-------------------|------------|------------|------------|------------|
| | | | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| City of Augusta, ME | Yes | All 8 CBU and nonunion employees | N/A | Varies | N/A | N/A | N/A | Varies | N/A | N/A | N/A | N/A |
| City of Bangor, ME | No | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | Yes | Supervisors Union Only | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | Yes | Police Command Unit | N/A | N/A | N/A | N/A | N/A | \$0.40/hr. | N/A | N/A | N/A | N/A |
| Cumberland County, ME | Yes | Jail employees | \$0.75/hr. | \$0.75/hr. | \$0.75/hr. | \$0.75/hr. | \$0.75/hr. | \$1.25/hr. | \$1.25/hr. | \$1.25/hr. | \$1.25/hr. | \$1.25/hr. |
| Commonwealth of Massachusetts | No | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Yes | All | N/A | N/A | N/A | N/A | N/A | \$0.15/hr. | \$0.15/hr. | \$0.15/hr. | \$0.15/hr. | \$0.15/hr. |
| State of Rhode Island | Yes | This was frozen via legislation in June 2011 (changes to RI General Laws 36-4-17, 16-59-7.2, 16-61-8.1 and 36-6-22) | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| State of Vermont | No | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Federal Government | Yes | General Schedule Employees | 3% | N/A | 3% | N/A | 3% | N/A | N/A | 3% | N/A | N/A |
| State of Maine | Yes | Virtually all (some exceptions, e.g. in AG's Office) | N/A | N/A | N/A | N/A | N/A | \$0.20/hr. | N/A | N/A | N/A | N/A |

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Pay Plan Information

Table 1.g Longevity Pay

| Peer | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25 |
|-------------------------------|-------------------|------------|------------|------------|------------|-------------------|------------|------------|------------|------------|-------------------|
| City of Augusta, ME | Varies | N/A | N/A | N/A | N/A | Varies | N/A | N/A | N/A | N/A | Varies |
| City of Bangor, ME | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | N/A | N/A | N/A | N/A | N/A | \$0.31/hr. | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | \$0.80/hr. | N/A | N/A | N/A | N/A | \$1.20/hr. | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | \$1.45/hr. | \$1.45/hr. | \$1.45/hr. | \$1.45/hr. | \$1.45/hr. | \$1.70/hr. | \$1.70/hr. | \$1.70/hr. | \$1.70/hr. | \$1.70/hr. | \$1.70/hr. |
| Commonwealth of Massachusetts | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | \$0.32/hr. | \$0.32/hr. | \$0.32/hr. | \$0.32/hr. | \$0.32/hr. | \$0.46/hr. | \$0.46/hr. | \$0.46/hr. | \$0.46/hr. | \$0.46/hr. | \$0.62/hr. |
| State of Rhode Island | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| State of Vermont | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Federal Government | 3% | N/A | N/A | 3% | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| State of Maine | \$0.30/hr. | N/A | N/A | N/A | N/A | \$0.40/hr. | N/A | N/A | N/A | N/A | \$0.50/hr. |

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Pay Plan Information

Table 1.g Longevity Pay

| Peer | Longevity Notes |
|-------------------------------|--|
| City of Augusta, ME | Varies by CBA: General Government: 15 years \$500 annually (.2403 hourly); 20 years \$750 annually (.3606 hourly); 25 years \$1000 annually (.4808 hourly); applied to the hourly wage. Years of service calculated from the anniversary date of regular employment with the City.; AFSCME: After 6 years \$0.145/hr.; After 10 years \$0.313/hr.; After 15 years \$0.433/hr.; applied to the weekly wage base. Years of service calculated from anniversary date of employment; Civic Center: annual bonus of \$300.00 applied to weekly wage base for 15 years or more of service. Years of service calculated from the anniversary date of regular employment with the City; Dispatchers: Longevity steps previously provided for in the Agreement are including in existing wage rates. Pay plan increases at Step 10 \$24.57 and Step 15 \$25.16. |
| City of Bangor, ME | N/A |
| City of Portland, ME | Effective July 1, 2002 employees who attain twenty (20) years of permanent, continuous City service will receive a \$600 lump sum bonus payment on the pay date following their twenty (20) year anniversary. These bonus payments are onetime payments and will be taxed but not pensioned. |
| City of South Portland, ME | All 5 contracts have increases scheduled after certain # of yrs. of service. Command has the specific longevity stipend additionally. |
| Cumberland County, ME | Jail employees get longevity pay and moves through wage scale. Every other group only moves through their wage scale. |
| Commonwealth of Massachusetts | N/A |
| State of New Hampshire | continues to increase by \$300 for each additional 5 years of service |
| State of Rhode Island | Longevity pay was in place for many state employees based on years of state service, although some were on a modified longevity payment track based on their union contract. It varied, but the majority of employees received 5% at 5 years, 10% at 11 years, 15% at 15 years, 17.5% at 20 years, and 20% at 25 years. On 6/30/2011, legislation passed that largely froze the percentage an employee had as of that date, however some (like the non-classified branch of service) were frozen at the payment earned as of that pay period rather than the percentage. New employees hired since 6/30/2011 cannot earn longevity. |
| State of Vermont | N/A |
| Federal Government | Within-grade step increases are based on an acceptable level of performance and longevity (waiting periods of 1 year at steps 1-3, 2 years at steps 4-6, and 3 years at steps 7-9). It normally takes 18 years to advance from step 1 to step 10 within a single GS grade if an employee remains in that single grade. However, employees with outstanding (or equivalent) performance ratings may be considered for additional, quality step increases (maximum of one per year). |
| State of Maine | Employees covered by collective bargaining receive longevity as an hourly rate. Employees not covered by collective bargaining receive an annual lump-sum equivalent to the rates provided. |

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State of Maine Total Compensation Survey

Additional Pay Practices

Table 2.a Pay Increase Guarantees

| Peer | Minimum Promotion Increase | Minimum Promotion Increase Amount | Minimum Reclassification Increase | Minimum Reclassification Increase Amount | Pay Increase Guarantee Policy |
|-------------------------------|----------------------------|--|-----------------------------------|---|--|
| City of Augusta, ME | Yes | 3%-5% | Yes | 3%-5% | It is between 3% and 5% for promotions and/or reclassifications depending on the collective bargaining unit/nonunion group. |
| City of Bangor, ME | Yes | 5% | No | N/A | Promotions are paid at the higher classification on a step that provides a minimum 5% pay increase. For reclassifications, the Human Resources Manager may make adjustments to salaries with approval of City Manager. |
| City of Portland, ME | Yes | 5% | Yes | See note | Placed at seniority step on the new pay scale. |
| City of South Portland, ME | Yes | 9% or 8% | Yes | 9% | Police Command going from SGT to LT is the 8% and that is CBA. |
| Cumberland County, ME | No | N/A | No | N/A | N/A |
| Commonwealth of Massachusetts | Yes | 1% | N/A | N/A | Guaranteed increase amount for non-mgmt employees covered by collective bargaining. For managers, there is a standard guideline of 7.5% for each management level. |
| State of New Hampshire | Yes | lowest step in the new range equal to 1 salary increment in the former range | Yes | lowest level in the new class equal to 1 annual increment in the former class | Next higher step or placement equivalent to increase of one step |
| State of Rhode Island | No | N/A | No | N/A | Promotion: If existing salary falls between two successive steps of the new range, the appointment shall be made at the higher step. Appointment in a higher class, may be appointed at the nearest salary step of the new range which provides minimally for a salary adjustment which is equal to or greater than the difference between the first and second steps of the new class. AFSCME: One-step increase at the satisfactory completion of the probationary period. Reclassification: Minimum of the class or their existing salary, whichever is greater. All CBA's: Reclassification of existing bargaining unit classifications must be done through negotiations between the parties. |
| State of Vermont | Yes | 5% or 8% | Yes | 5% or 8% | N/A |
| Federal Government | Yes | 6% | Yes | 6% | Promoted to a position in a higher grade receives the lowest rate of the higher grade that exceeds their existing rate of pay by not less than two step increases of the grade from which promoted. |
| State of Maine | Yes | 5% | Yes | 5% | CBA and civil service rules provide a 5% increase for most jobs. Reclassifications use the 5% promotion or step-to-step rule, depending on the circumstances of the reclassification. |

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Additional Pay Practices

Table 2.b Hiring Rates

| Peer | Hiring Above Min | Hiring Above Min Policy |
|-------------------------------|------------------|--|
| City of Augusta, ME | Yes | It depends on the collective bargaining unit/nongroup. |
| City of Bangor, ME | Yes | Upon recommendation of Department Director, the City Manager or Human Resources Manager may approve initial compensation at a rate beyond the entry level of the pay range, where it is found necessary to take such action in order to fill a job vacancy in which there is a lack of qualified applicants or due to other unusual or extenuating circumstances. |
| City of Portland, ME | Yes | With the exception of Pro Tech and non-union employees, new hires can be hired at the 6th month step. Pro Tech employees can be hired up to the 3 year step and non-union employees can be hired up to control point (mid-point). |
| City of South Portland, ME | Yes | Nonunion pay plan allows starting pay up to 15% above entry. Police Patrol can enter laterally up to Year 8 on schedule. |
| Cumberland County, ME | Yes | There is no written policy but instead handled on a case by case basis |
| Commonwealth of Massachusetts | Yes | Recruitment rates above step 1 of the salary range (for non-managers) or for placement within a particular salary quartile (for managers) are based on years of experience comparable to experience in the classification title and is in addition to what was needed to be eligible for the position. |
| State of New Hampshire | Yes | Agencies are authorized to approve hiring up to Step 3, placement at higher level steps requires approval of Division of Personnel |
| State of Rhode Island | Yes | Wherever a critical shortage exists in recruiting qualified candidates for specific classifications, the Appointing Authority may request of the Personnel Administrator appointment at a salary above minimum, provided that the Appointing Authority presents sufficient proof of recruitment efforts and evidence for said shortage |
| State of Vermont | Yes | In rare circumstances a special exception can be offered if prior approval is granted by the Department of Personnel for: a shortage of qualified applicants for the position; an applicant who has special qualifications, training, or experience that while not necessarily a requirement of the job, have some unique value to the organization; the candidate possesses exceptional and outstanding qualifications that exceed those of other applicants to such an extent that not hiring that particular employee will be detrimental to the State. |
| Federal Government | Yes | Superior quals based on the level, type, or quality of skills or competencies demonstrated or obtained through experience and/or education; the quality of the accomplishments compared to others in the field; or other factors. Skills, competencies, experience, education, and/or accomplishments relevant to the position being filled. Must be significantly higher than min quals and/or be of a more specialized quality compared to others. |
| State of Maine | Yes | Hiring above the minimum step based on years of experience, exceptional qualifications, or difficulty filling positions at minimum rate, or other legitimate reasons. Internal reviews are conducted to ensure inequities aren't created with existing employees when outside candidates are hired above the minimum. Adjustments are made as a result of the adverse impact analysis conducted by BHR. |

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Additional Pay Practices

Table 2.c Geographic Pay Differentials

| Peer | Geographic Differentials Based on Work Location | Geographic Differential Policy |
|-------------------------------|---|--|
| City of Augusta, ME | No | N/A |
| City of Bangor, ME | No | N/A |
| City of Portland, ME | No | N/A |
| City of South Portland, ME | No | N/A |
| Cumberland County, ME | No | N/A |
| Commonwealth of Massachusetts | No | N/A |
| State of New Hampshire | No | N/A |
| State of Rhode Island | No | N/A |
| State of Vermont | No | N/A |
| Federal Government | Yes | Locality pay is a geographic-based percentage rate that reflects pay levels for non-Federal workers in certain geographic areas as determined by surveys conducted by the U.S. Bureau of Labor Statistics. |
| State of Maine | Yes | In 2019, Maine implemented a recruitment/retention salary adjustment (stipend) for the Transportation Worker I, II, and III classifications. This stipend amounted to an additional \$2.00/hr for all employees in those classification, with an additional \$1.50/hr (total of \$3.50) for employees in Region I (southern Maine). |

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Additional Pay Practices

Table 2.d On-Call Pay

| | Holidays | | Saturdays | | Sundays | | Regularly Scheduled Day Off | | Regularly Scheduled Leave Day | |
|-------------------------------|------------|---------------|------------|---------------|------------|---------------|-----------------------------|---------------|-------------------------------|---------------|
| Peer | Group | Rate | Group | Rate | Group | Rate | Group | Rate | Group | Rate |
| City of Augusta, ME | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time |
| City of Portland, ME | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | Non-Exempt | N/A | Non-Exempt | N/A | Non-Exempt | N/A | Non-Exempt | N/A | Non-Exempt | Straight Time |
| Commonwealth of Massachusetts | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time |
| State of Rhode Island | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| State of Vermont | Both | Overtime Rate | Both | Overtime Rate | Both | Overtime Rate | Both | Overtime Rate | Both | Overtime Rate |

State of Maine Total Compensation Survey

Additional Pay Practices

Table 2.d On-Call Pay

| | Holidays | | Saturdays | | Sundays | | Regularly Scheduled Day Off | | Regularly Scheduled Leave Day | |
|--------------------|------------|---------------|------------|---------------|------------|---------------|-----------------------------|---------------|-------------------------------|---------------|
| Peer | Group | Rate | Group | Rate | Group | Rate | Group | Rate | Group | Rate |
| Federal Government | Both | Overtime Rate | Both | Overtime Rate | Both | Overtime Rate | Both | Overtime Rate | Both | Overtime Rate |
| State of Maine | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time |

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State of Maine Total Compensation Survey

Additional Pay Practices

Table 2.d On-Call Pay

| Peer | On-Call Notes |
|-------------------------------|--|
| City of Augusta, ME | On-call pay varies based on the bargaining unit not whether or not the position is exempt or nonexempt. General Government, AFSCME, Civic Center, and Dispatcher: N/A |
| City of Bangor, ME | On-call policy is typically governed within labor agreements and handled differently per contract. |
| City of Portland, ME | The City of Portland does not recognize on-call pay, but rather standby pay. |
| City of South Portland, ME | N/A |
| Cumberland County, ME | Overtime rate for hours over 40 or lump sum between \$150 - \$300 depending on the department/union. |
| Commonwealth of Massachusetts | Police Officer up to \$1.00/hour; NAGE Unit 1 up to \$17.50 |
| State of New Hampshire | Depends on various CBAs; CBAs cover both exempt and non-exempt staff in Executive Classified Service; SEA: Any employee 1 hour of pay for every 4 hours of on-call status; paid for actual hours worked and guaranteed a minimum of 1 hour of compensation; Teamsters: Non-Exempt minimum of 3 hours |
| State of Rhode Island | We provide call-in or call-back pay in most union contracts, meaning an employee has left the workplace/finished their shift but got called back. On-call pay, however, is not a form of compensation provided. |
| State of Vermont | VSEA non-management CBA: "On Call" duty is compensated as overtime worked. OT rates vary based on legibility category, but typically is at the rate of one and one-half (1-1/2) times their regular hourly rate for all hours worked, cash or compensatory time off at straight time rates, or a 20%-25% increase of their base salary |
| Federal Government | A wage employee who is regularly required to remain at or within the confines of his or her post of duty in excess of 8 hours a day in a standby or an on-call status is entitled to overtime pay only for hours of duty, exclusive of eating and sleeping time, in excess of 40 hours a week. |
| State of Maine | On-call varies depending on CBA and position. MSEA ADMIN, OMS, PT, and SSU: Nonexempt outside regular hours 4 hours straight time or hours worked whichever is greater; AFSCME: Call out, Nonexempt, 4 hrs straight time; MSTA: Below the rank of Sergeant Nonexempt and Sergeants Nonexempt called out outside of their 12 hour shift or called out on a day off or on a previously scheduled and authorized vacation or compensatory day off minimum of 4 hours pay at 1½ times the regular hourly rate. Sergeants, Polygraph Supervisors, Pilots and Pilot Supervisors required to work on any regularly scheduled day off or on a previously scheduled and authorized vacation or compensatory day off minimum of 3 hours pay at 1½ times the regular hourly rate; Specialists on the Tactical, Underwater Recovery, Crisis Negotiation and Bomb teams who are subject to emergency call out will receive a \$500.00 annual payment. Commanders and Assistant Commanders on the Tactical, Underwater, Recovery, Crisis Negotiation and Bomb teams who are subject to emergency call out will receive a \$750.00 annual payment; MSLEA: \$0.85/hour added to base salary; Probation Officers 1½ regular rate for each hour; Non-standard law enforcement employees are called to work on any scheduled days off 1½ hours of compensating time for each hour worked or paid 1½ their regular hourly rate for each hour worked; Non-standard and non-exempt paid 1½ their regular hourly rate for each hour worked or granted 1½ hours of compensating time for each hour worked. Marine Patrol, Game Wardens, Fire Investigator, Forest Ranger scheduled day off including holidays and weekend minimum of 4 hours compensatory time or 1½ hours of comp time/hour whichever is greater or may be paid 1½ their hourly rate/hour. State Police Lieutenants 8 hours of premium overtime for each weekend day or holiday worked. On Thanksgiving, Christmas, and New Year's Day, may opt to be available for calls and receive 8 hours premium compensating time in lieu of pay. |

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State of Maine Total Compensation Survey

Additional Pay Practices

Table 2.e Standby Pay

| | Holidays | | Saturdays | | Sundays | | Regularly Scheduled Day Off | | Regularly Scheduled Leave Day | |
|-------------------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-----------------------------|------------------|-------------------------------|------------------|
| Peer | Group | Rate | Group | Rate | Group | Rate | Group | Rate | Group | Rate |
| City of Augusta, ME | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time | Non-Exempt | Straight Time |
| City of Portland, ME | Non-Exempt | N/A | Non-Exempt | N/A | Non-Exempt | N/A | Non-Exempt | N/A | Non-Exempt | N/A |
| City of South Portland, ME | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| State of New Hampshire | Both | Straight Time | Both | Straight Time | Both | Straight Time | Both | Straight Time | Both | Straight Time |
| State of Rhode Island | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| State of Vermont | Both | Straight Time | Both | Straight Time | Both | Straight Time | Both | Straight Time | Both | Straight Time |
| Federal Government | Both | Overtime Rate | Both | Overtime Rate | Both | Overtime Rate | Both | Overtime Rate | Both | Overtime Rate |
| State of Maine | Non-Exempt | See Notes | Non-Exempt | See Notes | Non-Exempt | See Notes | Non-Exempt | See Notes | Non-Exempt | See Notes |

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Additional Pay Practices

Table 2.e Standby Pay

| Peer | Standby Notes |
|-------------------------------|---|
| City of Augusta, ME | General Government, AFSCME, Civic Center, and Dispatcher: N/A |
| City of Bangor, ME | Stand-by pay is typically governed by labor agreement. |
| City of Portland, ME | CEBA IT \$15.00/day on weekdays and \$22.50/day on weekends and holidays; CEBA Recreation \$14/day for the overnight hours; Communications Fire Alarm Specialist/Radio System Specialist \$16.00/day for each full weekday and \$23.50/day on weekends and holidays; Labor & Trades \$18.00/day on weekdays and \$27.00 on weekend days and holidays; Water Resources Stand-By one half hours (1/2) pay at the applicable overtime rate; Pro-Tech \$15.00/day on weekdays and \$22.50/day on weekends and observed holidays |
| City of South Portland, ME | N/A |
| Cumberland County, ME | Overtime rate for hours over 40 or lump sum between \$150 - \$300 depending on the department/union. |
| Commonwealth of Massachusetts | NAGE Unit 1: Minimum 4 hours at overtime rate |
| State of New Hampshire | Depends on various CBAs; CBAs cover both exempt and non-exempt staff in Executive Classified Service; SEA and Teamsters: Any employee Time in Standby status shall be considered time worked for regular compensation and overtime compensation. |
| State of Rhode Island | We provide call-in or call-back pay in most union contracts, meaning an employee has left the workplace/finished their shift but got called back. |
| State of Vermont | "Standby" duty is paid at 1/5 the regular hourly rate for each hour of such duty (rounded to the nearest whole cent). An employee, entitled to be paid cash for "standby" duty may request compensatory time off at the appropriate standby duty rate in lieu of cash. |
| Federal Government | A wage employee who is regularly required to remain at or within the confines of his or her post of duty in excess of 8 hours a day in a standby or an on-call status is entitled to overtime pay only for hours of duty, exclusive of eating and sleeping time, in excess of 40 hours a week. |
| State of Maine | Standby pay varies, depending on the CBA and the position. MSEA ADMIN: Not in CBA; AFSCME: 4 hours straight time; MSTA: Detectives required to perform weekend standby 16% of regular hourly rate for such standby time.; MSLEA: Weekend and holiday Adult Community Corrections 16% of base hourly rate for each hour; MSEA OMS: Nonexempt 16% of regular hourly rate for each hour in standby status.; MSEA PT: Nonexempt 16% of regular hourly rate for each hour in standby status; Office of IT Nonexempt weekend days or holidays 2 hours of straight time pay for each weekend day or holiday; Biologist on standby from 6:00 a.m. to 8:00 a.m. and 5:00 p.m. to 10:00 p.m. Monday through Friday and 6:00 a.m. to 10:00 p.m. Saturday and Sunday hour for hour compensatory time for hours worked; MSEA SSU: Any employee who supervises employees eligible for and receiving standby pay 16% of regular hourly rate for each hour; Office of IT Nonexempt weekend days or holidays 2 hours of straight time pay for each weekend day or holiday; Forest Rangers Saturday and Sunday receive 3 hours of pay at time and one-half for each weekend day while in duty officer status or 3 hours of compensatory time at the rate of time and one-half for these hours. |

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Specialty Pay Practices

Table 3.a Supplemental Pay

| Peer | Hazardous Pay | | | Bilingual Pay | | | Special Skills | | |
|-------------------------------|--------------------------|-----------|--|------------------|-----------|---|------------------|-----------|--|
| | Amount | Frequency | Additional Policy Information | Amount | Frequency | Additional Policy Information | Amount | Frequency | Additional Policy Information |
| City of Augusta, ME | N/A | N/A | See additional comments | N/A | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | \$2.00/hr. | One Time | For public-facing positions during COVID-19. | N/A | N/A | N/A | Varies | One Time | Certification/Licensing pay for various positions (e.g. Police Officer, Fire Fighter, Electrician, Code Officer, etc.) |
| City of Portland, ME | Varies | N/A | See additional comments for various rates | N/A | N/A | N/A | N/A | N/A | N/A |
| City of South Portland, ME | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | \$2.00/hr. | One Time | This is brand new to us. This was introduced when we had a COVID positive inmate at our jail. | N/A | N/A | N/A | N/A | N/A | N/A |
| Commonwealth of Massachusetts | \$1.00 - \$1.50/hr. | N/A | Correctional Officers, Nurses, and Police Officers | \$2.00/hr. | N/A | Correctional Officers and Nurses | \$2.00/hr. | N/A | Managerial differential for Police Officers |
| State of New Hampshire | Varies | N/A | Paid as a weekly stipend; See additional comments for rates | N/A | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | Varies by union contract | Annual | Example: exposure to x-rays or other unusual employment hazard = special sick leave credits not to exceed 120 hours/year for 40.0 hour employees, or 105 hours/year for 35.0 hour employees. | Specified by SPA | Annual | There are a few side agreements/Special Purpose Agreements that provide a monetary payment for a second language, however this is uncommon. | Specified by SPA | Annual | There are a few side agreements/Special Purpose Agreements that provide a monetary payment for special skills, however this is uncommon. |
| State of Vermont | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A | N/A |

State of Maine Total Compensation Survey

Specialty Pay Practices

Table 3.a Supplemental Pay

| Peer | Hazardous Pay | | | Bilingual Pay | | | Special Skills | | |
|--------------------|---------------|-----------|---|---------------|-----------|-------------------------------|----------------|-----------|---|
| | Amount | Frequency | Additional Policy Information | Amount | Frequency | Additional Policy Information | Amount | Frequency | Additional Policy Information |
| Federal Government | Varies | One Time | Environmental differentials paid for exposure to various degrees of hazards, physical hardships, and working conditions of an unusually severe nature. Employee subjected at the same time to more than one environmental condition is paid for exposure which results in the highest differential but not more than one differential for the same hours of work. | NA | N/A | N/A | N/A | N/A | Only for setting the rate of basic pay of a newly-appointed employee at a rate above the minimum rate |
| State of Maine | \$3 - \$5/hr. | N/A | Varies depending on the position for all hours actually engaged in eligible work (eligible work is defined in each agreement) | N/A | N/A | N/A | N/A | N/A | N/A |

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Specialty Pay Practices

Table 3.a Supplemental Pay

| Peer | Additional Comments |
|-------------------------------|---|
| City of Augusta, ME | The Fire Department CBUs have hazardous duty pay, which are weekly payments depending on level of specialized training. The Police Department CBUs have special details, training officer, and court time special pay supplements. Amounts vary. General Government, AFSCME, and Civic Center: N/A for all; Dispatcher: Special Skill - Emergency Medical Dispatch Quality Assurance role will be paid an hourly stipend of \$0.25 cents/hr. Paid for one full shift a week, to a maximum of two employees. The Lead Dispatcher will not be eligible to receive the EMD-Q stipend. |
| City of Bangor, ME | N/A |
| City of Portland, ME | Fire Department personnel are the only employees eligible for hazardous pay. Fire Boat Deck Hands, Advanced AEMTs \$0.48/hr.; Fire Education Officer (not NFPA certified), House Captains (excluding Air Rescue and Fire Boat), Island Liaison Officer, Neighborhood Liaison Officer, EMS Field Trainer Officer, Fire Investigator, SCBA Bottle Technician, Air Rescue (1-2 years), Hazardous Materials Resource Team \$0.60/hr.; Fire Boat Engineer + Pilot (1+ years) \$0.95/hr.; Air Rescue (2+ years) \$1.07/hr.; Fire Education Officer (NFPA 1035 certification or similar certification approved by Fire Chief), Fire Prevention Officer, Training Officer (EMS and Fire Suppression), SCBA Technician, Island Officer \$1.19/hr.; Paramedic \$1.43/hr. |
| City of South Portland, ME | N/A |
| Cumberland County, ME | N/A |
| Commonwealth of Massachusetts | N/A |
| State of New Hampshire | Fish and Game Conservation Officer's and Supervisor's Union: Hazardous Duty pay for Conservation Officers in the amount of \$20.00/week above base pay; Liquor Investigator's Union: Hazardous Duty pay in the amount of \$25.00/week above base pay; Teamsters: All Unit Employees of the prisons and Secure Psychiatric Unit who qualify as prescribed by statute or \$30.00/week, whichever is greater. |
| State of Rhode Island | There are some special circumstances where hazard pay exists, such as in the Council 94 and RIBCO contracts. Those are two of the larger employee groups. There are also rare side agreements that allow for a monetary payment for employees with either a second language skill or a special skill, but these are also very rare circumstances. |
| State of Vermont | N/A |
| Federal Government | N/A |
| State of Maine | There are numerous supplemental pay provisions in the various collective bargaining agreements, including such things as uniform maintenance allowance, telephone allowance, confined space stipend, institutional stipend, aerial hazard stipend, etc. COVID: certain employees in certain classifications will receive either \$3.00/hr. or \$5.00/hr. (depending on the position) for all hours actually engaged in eligible work (eligible work is defined in each agreement). MSEA ADMIN: Hazardous Pay \$10.00/hr. climbing, confined space, aerial hazard; Pesticide Application \$2.00/hr. min 1 hour; Institutional Stipend \$0.60/hr. AFSCME: \$0.53/hr. stipend for employees possessing certification who regularly administer medication to residents or patients; Mental Health Worker I, II, and III and Habilitation Aide who possess Certified Nursing Assistant (CNA) certificates and are on the CNA register shall have \$.50/hr. added to base hourly rate. MSTA: On Duty Underwater Recovery Unit Assigned and Training Dives, Tactical Team, Clandestine Lab Assignment \$10.00/hr., Off duty 1½ regular hourly min of 4 hours plus \$10.00/hr.; Tactical Team Non-Exempt Sergeants \$15.00/hr.; K9 time and one-half regular hourly rate for 1 hour/day for servicing their K9. Crash Reconstruction Specialists \$0.25/hr. added to base hourly rate; Forensic Mappers \$0.25 added to base hourly rate; dual-disciplined Crash Reconstruction Specialists-Forensic Mappers \$0.50 added to base hourly rate; Certified Drug Recognition Experts \$0.25 added to base hourly rate. Designated Field Training Officers \$1.00/hr. added to base when actively training. MSLEA: Divers \$1,500 paid \$375/quarter and \$10.00/hr. min 1 hour while diving; MSEA OMS: Divers, Climbing, Confined Space, \$10.00/hr.1 hr. min; Aerial \$10.00/hr. for each hour in flight; Institutional Correctional or Mental Health \$0.60/hr.; Pesticide Application \$2.00/hr. min 1 hr. MSEA PT: Divers, Climbing, Confined Space \$10.00/hr. 1 hr. min; Aerial \$10.00/hr. for each hour in flight; Institutional Correctional or Mental Health \$0.60/hr.; MH&DD Caseworkers \$0.60/hr. in residential program when clients are present; Pesticide Application \$2.00/hr. min 1 hr. MSEA SSU: Divers, Climbing, Confined Space \$10.00/hr. 1 hr. min; Aerial \$10.00/hr. for each hour in flight; Institutional Correctional or Mental Health \$0.60/hr.; Maine State Police Lieutenants \$15.00/hr. for underwater recovery and tact team responses. Tact Team includes the State Police Bomb Squad, Crisis Negotiation Team, and the State Police K-9 Unit, when tracking a criminal suspect or who are bomb dog handlers, and when on a bomb call. Receive \$10.00/hr. for such responses when off duty. Pesticide Application \$2.00/hr. min 1 hr. |

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Specialty Pay Practices

Table 3.b Shift Differentials

| Peer | Second Shift Differential | | Third Shift Differential | |
|-------------------------------|--|--|--|--|
| | Amount | Hours | Amount | Hours |
| City of Augusta, ME | \$0.85/hr. | 9 pm-5 am (winter schedule) and 10 pm-6 am (summer schedule) | NA | N/A |
| City of Bangor, ME | N/A | Not covered in City policy but may be governed by individual labor agreements. | N/A | Not covered in City policy but may be governed by individual labor agreements. |
| City of Portland, ME | \$0.45/hr., \$0.50/hr., \$0.55/hr., \$0.60/hr., \$0.75/hr., \$1.00/hr. | 50% of shift after 6 pm, 2 pm-10 pm, 2pm-10 pm + 1800-0600, 2 pm-10 pm + 6 pm-6 am, 6 pm-6 am + 10 pm-6 am, 6 am-6 pm + 2 pm-10 pm, Weekday evenings (2nd shift), Majority of hours after 6 pm, 50% of shift after 6 pm Winter | \$0.60/hr., \$0.65/hr., \$1.00/hr., \$2.00/hr. | 50% of shift after 11 pm, 10 pm-6 am, 10 pm-6 am + 1800-0600, 10 pm-6 am (1 shift), 10 pm-6 am (1 shift) + 2 pm-10 pm (1 shift), 10 pm-6 am (1 shift) + 2 pm-2 am (2 shifts), Weekday nights (3rd shift), Majority of hours after 11 pm, 50% of shift after 11 pm Winter |
| City of South Portland, ME | N/A | N/A | N/A | N/A |
| Cumberland County, ME | \$0.25/hr., \$0.35/hr. | 3-11 or 5-8 depending on union | \$0.40/hr., \$0.50/hr. | 11-7am or after 9pm depending on union |
| Commonwealth of Massachusetts | 5%, 7%, \$1.25/hr. | Correctional Officers and Nurses, Police Officers, NAGE Unit 1 | 10%, 12%, \$1.25/hour | Correctional Officers and Nurses, Police Officers, NAGE Unit 1 |
| State of New Hampshire | \$0.60/hr. | At/or after 2 pm or before 7 pm | \$0.75/hr. | After 7 pm or before 3 am |
| State of Rhode Island | \$0.70/hr. | All hours of work 16 or more of a 40.0 hour week on this shift, or 14 or more of a 35.0 hour week on this shift. Hour for hour if less. | \$0.70/hr. | All hours of work 16 or more of a 40.0 hour week on this shift, or 14 or more of a 35.0 hour week on this shift. Hour for hour if less. |
| State of Vermont | \$0.85/hr. | Work at least 2 hours of an assigned shift which contains at least 2 hours between 6 p.m. and midnight | \$1.00/hr. | Work at least 2 hours between midnight and 6 a.m. |
| Federal Government | 8% | 3 pm to midnight | 10% | 11 pm to 8 am |
| State of Maine | \$0.35/hr., \$0.42/hr., \$0.45/hr., \$1.00/hr., \$2.00/hr. | 2 pm-9:59 pm, 12 hour shifts beginning at 5:45 pm, 5 pm-5 am, between 12 noon and 4:59 pm, 12:00 pm and 9:59 pm, shifts that begin between 12 pm and 2 pm, twelve-hour shifts beginning at 6 pm, for all hours worked during the period from 2 pm to 9:59 pm | \$0.45/hr., \$0.55/hr., \$1.35/hr., \$3.00/hr. | Between 10 pm and 3 am, between 1 pm and 9:59 pm, for 8 hour shifts starting between 10 pm and 2:59 am, for 10 hour shifts starting between 9 pm and 2:59 am, for all hours worked during the period from 10 pm to 6:59 am |

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Specialty Pay Practices

Table 3.b Shift Differentials

| Peer | Weekend Shift | | Holiday Shift | |
|-------------------------------|--|--|--|---|
| | Amount | Hours | Amount | Hours |
| City of Augusta, ME | NA | N/A | NA | N/A |
| City of Bangor, ME | N/A | Not covered in City policy but may be governed by individual labor agreements. | N/A | Not covered in City policy but may be governed by individual labor agreements. |
| City of Portland, ME | \$0.50/hr., \$1.00/hr., \$2.00/hr., \$3.00/hr. | Weekend days 6 am-7 pm and Weekend evenings 6 pm-7 am, Weekend evenings (2nd shift) 6 pm-11 pm and 11 pm-7 am, Weekend nights (3rd shift) 11 pm Saturday-7 am Sunday and 11 pm Sunday-7 am Monday, Weekend day winter shift, Weekend night winter shift, 7-day coverage schedule all weekend hours | One and one-half times their hourly rate; or, compensatory leave earned at the time and one-half rate | Varies depending on the day of the holiday, hours worked, permanent full or part time employee, and regular work schedule |
| City of South Portland, ME | N/A | N/A | N/A | N/A |
| Cumberland County, ME | N/A | N/A | N/A | Depends on Union. 7 a.m. - 7 a.m. is most common. |
| Commonwealth of Massachusetts | \$1.25/hr. | NAGE Unit 1 | Alternate day off, Double pay or comp day | Correctional Officers and Nurses, NAGE Unit 1 |
| State of New Hampshire | \$0.50/hr., \$1.00/hr., \$2.00/hr., \$3.00/hr. | 11 pm Friday night to 10:59 pm Sunday night | time and one half for hours actually worked on the holiday or be given compensatory time off equal to one and one half the number of hours actually worked | Calendar Holiday |
| State of Rhode Island | \$2.00/hr. | All hours worked on Saturdays and Sundays from Saturday 12:00 a.m. until Sunday 11:59 p.m. for C.N.A's only | Generally work hours paid at 1.5x | Personnel Rule 5.044 plus union contracts provide for holiday pay. Dependent on when worked, whether it was an on/off day, what the particular union benefit is, etc. |

State of Maine Total Compensation Survey

Specialty Pay Practices

Table 3.b Shift Differentials

| Peer | Weekend Shift | | Holiday Shift | |
|--------------------|---------------|--|---|--|
| | Amount | Hours | Amount | Hours |
| State of Vermont | \$0.40/hr. | Beginning on or after 10 p.m. Friday night and excludes any other shift beginning on or after 10 p.m. Sunday night. | Cash or comp time off at various rates depending on designated rate of straight time or time and a half | On days observed as legal and administrative holidays in excess of the minimum regular amount, and does not apply to Martin Luther King Jr.'s Birthday or the Day after Thanksgiving |
| Federal Government | 25% | Sunday premium pay: 25% of basic pay for work performed during regularly scheduled, nonovertime, basic 8-hour tour of duty that begins or ends on a Sunday. | 100% | For each hour of holiday work receive their rate of basic pay, plus holiday premium pay |
| State of Maine | \$0.60/hr. | 10 pm Friday and 9:59 pm Sunday, shifts starting between 5:45 pm Friday and 5:59 pm Sunday, shifts beginning between 8:30 pm Friday and 8:29 pm Sunday, shifts beginning between 8 pm Friday and 7:59 pm Sunday, shifts beginning between 9 pm Friday and 8:59 pm Sunday, for all hours worked on a Saturday or Sunday | 1.5x the regular rate cash or comp time | For time worked |

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Specialty Pay Practices

Table 3.c Supplemental Benefits

| Peer | Education Reimbursement | | | Commuter Benefits | | |
|----------------------------|--------------------------|------------|--|-------------------|------------|--|
| | Amount | Frequency | Additional Policy Information | Amount | Frequency | Additional Policy Information |
| City of Augusta, ME | 2%-5% | Annual | Employees can apply for consideration for tuition assistance. | N/A | N/A | N/A |
| City of Bangor, ME | N/A | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | 50% Tuition Reduction | N/A | Benefit eligible employees receive 50% off tuition at USM. | N/A | N/A | N/A |
| City of South Portland, ME | Varies | N/A | Police and Fire CBAs provide hourly stipend for edu. | N/A | N/A | N/A |
| Cumberland County, ME | See additional comments | One Time | If employee leaves within one year of completion, employee must reimburse County for tuition provided (pro-rated) | N/A | N/A | N/A |
| Commonwealth of Massachu | Varies | Annual | See additional comment | \$3,240 | Annual | Can be used for Parking or Transit |
| State of New Hampshire | N/A | One Time | Very limited; agency-specific | N/A | N/A | N/A |
| State of Rhode Island | Varies by union contract | Annual | Generally a negotiated amount and varies by union contract. | N/A | One Time | Only mileage reimbursement & travel |
| State of Vermont | Varies | N/A | Maximum reimbursement cannot exceed 80% of actual out-of-pocket costs for tuition only, up to \$250/credit for Non-Management bargaining unit employees, and \$350/credit for Supervisory Bargaining unit employees, managerial, confidential, and exempt employees. | N/A | N/A | N/A |
| Federal Government | \$10,000 | Annual | Student Loan Reimbursement max \$60,000 for an employee | \$3,240 | Annual | For qualified parking and commuter highway vehicle transportation and transit passes |
| State of Maine | Varies | N/A | Education reimbursement may be provided, according to agency policy and availability of funds. | NA | N/A | None |

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Specialty Pay Practices

Table 3.c Supplemental Benefits

| Peer | Hiring Bonus | | | Referral/Recruitment Bonus | | |
|----------------------------|--------------|------------|---|----------------------------|------------|--|
| | Amount | Frequency | Additional Policy Information | Amount | Frequency | Additional Policy Information |
| City of Augusta, ME | N/A | N/A | N/A | N/A | N/A | N/A |
| City of Bangor, ME | N/A | N/A | N/A | N/A | N/A | N/A |
| City of Portland, ME | \$10,000 | One Time | Police Officers - see additional comment | N/A | N/A | N/A |
| City of South Portland, ME | N/A | N/A | N/A | N/A | N/A | N/A |
| Cumberland County, ME | N/A | N/A | N/A | Depends on union | One Time | Half is paid at the time of hire and the second half is paid after hired individual completes 1 year. |
| Commonwealth of Massachu | N/A | N/A | Not offered | N/A | N/A | Not offered |
| State of New Hampshire | N/A | N/A | N/A | N/A | N/A | N/A |
| State of Rhode Island | None | N/A | Not provided | None | N/A | Not provided |
| State of Vermont | n/a | N/A | N/A | n/a | N/A | N/A |
| Federal Government | 25% | One Time | 25% to 50% of base pay multiplied by years of service, but does not exceed 100%; paid as a lump-sum, in installments, or combination. | Varies | N/A | Varies depending on agency |
| State of Maine | NA | N/A | None | Varies | N/A | State of Maine has a statute allowing recruitment and retention stipends to be added to jobs difficult to fill and retain. These are job specific and vary greatly. |

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Specialty Pay Practices

Table 3.c Supplemental Benefits

| Peer | Additional Comments |
|-------------------------------|--|
| City of Augusta, ME | Police Department collective bargaining units get extra pay depending on their level of educational attainment. If the employee has satisfactorily completed an Associate Degree in Criminal Justice shall receive a 2% increase of their base salary per week, or have satisfactorily completed a Bachelor's Degree in Criminal Justice shall receive a 5% increase of their base salary per week. |
| City of Bangor, ME | N/A |
| City of Portland, ME | Portland offers a sign-on bonus to newly hired officers in the amount of \$10,000. This bonus is broken up into three segments: 1. Received on the day of the officers swearing-in (\$2,500) 2. Received after the officer has completed the academy and their 14-week field training program (\$2,500) 3. Received after the officer has completed their two-year probationary period (\$5,000). The officer is required to sign a written agreement before receiving any bonus. If the officer leaves the department prior to 5 years of service, the officer is required to return the full amount. |
| City of South Portland, ME | N/A |
| Cumberland County, ME | Grade A - 100%; Grade B - 90%, 100%, 80%; Grade C - 70%, 80%, 60%, 0%; Reimbursement based on grade received. Reimbursement maximum of the cost of USM's course rate. |
| Commonwealth of Massachusetts | Corrections Staff and Captains: Associates \$1,500, Baccalaureate \$2,500, Masters/Doctorate \$3,000; Environmental Police Officers: Associates \$2,050, Baccalaureate \$3,250, Masters or above \$3,700; Parole Officers: Associates \$1,250, Baccalaureate \$2,250, Masters or above \$2,500; SEIU Local 509 – Unit 8 Social and Rehabilitative Personnel & Unit 10 Educational Employees earned a degree not required for employment or beyond what is necessary for a license or certification required: Baccalaureate \$780, Masters \$1,560, Doctorate \$2,080; MNA – Unit 7 Professional Healthcare/Nurses who possess degrees in an area for which they are working, and for whom such degree is not required for employment, or, is beyond what is necessary for a license or certification required: Baccalaureate \$15.00/week, Master's \$30.00/week, Doctorate \$40.00/week, Employees who possess certification in an area for which they are working and is not required as a condition of employment, or, is beyond what is necessary for a license or certification that is required \$20/week. |
| State of New Hampshire | N/A |
| State of Rhode Island | N/A |

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Specialty Pay Practices

Table 3.c Supplemental Benefits

| Peer | Additional Comments |
|--------------------|---|
| State of Vermont | Courses must be post-secondary and/or graduate level courses taken at a properly accredited educational institution. Non-credit courses, classes, or seminars which are job related, but not mandatory or required by the employee's department may also be approved, at the discretion of the Commissioner of Personnel (or designee). Mandatory courses that are required by an employee's agency/department are not covered. Classified employees in the Non-Management and Supervisory Bargaining Units who have completed original probation are eligible for tuition reimbursement. Managerial, confidential and exempt employees are also eligible under a separate funding source, after completion of original probation. An employee must have a written career plan approved by the appointing authority and the Commissioner of Personnel. The employee must provide proof of passing grades or repay the funds within a three month period. An employee may not be reimbursed for more than 12 college credits per fiscal year, and shall not be reimbursed for more than 2 courses, (for a maximum of 8 credits) within a 6 month period (July - December, January - June). |
| Federal Government | N/A |
| State of Maine | State of Maine has a statute allowing recruitment and retention stipends to be added to jobs difficult to fill and retain. These are job specific and vary greatly. Education: Associate \$400; Baccalaureate \$650 or \$250 after Associate; Master's or above \$900 or \$250 after Baccalaureate; levels of education that are above any minimum qualifications required for hire into a classification. Degrees must be job-related. The amounts shall be added to the base as appropriate. Associate \$0.12/hr., Baccalaureate \$0.24/hr., Master's or above \$0.36/hr. Stipends shall be paid only for the highest degree obtained above any minimum qualifications required for hire into the position; \$0.12/hr. added to the regular hourly rate for Associate, Baccalaureate, and Master's. Maine State Police Lieutenants educational incentive stipend included in the regular hourly rate based upon the highest educational level attained beyond high school as follows: Associate \$0.24/hr., Baccalaureate \$0.36/hr. or \$0.12/hr. after Associate, Master's or above \$0.48/hr. or \$0.12/hr. after Baccalaureate. Payment shall begin after the employee provides notice and proof of attainment of the degree. Recruitment: \$300 stipend for recruitment of Trooper that completes Academy; 15% recruitment and retention adjustment for Teacher MS 10% to base pay and 5% lump sum professional development bonus to those that completed an approved professional development plan during the contract year and have submitted the acceptable documentation of completion. |

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