

## Administrative Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Accounting Assistant Technician</b>	<b>\$37,024.00</b>	<b>\$45,073.60</b>	<b>\$53,289.60</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	Financial Specialist I	\$39,817.50	\$50,725.83	\$61,634.16	15	N/A	40
Kennebec County	No Match						
Penobscot County	Payroll Coordinator	\$48,755.20	\$52,852.80	\$58,427.20	8	N/A	40
<b>Avg of Survey Responses</b>		<b>\$44,286.35</b>	<b>\$51,789.32</b>	<b>\$60,030.68</b>			
<b>State of ME as a % of Market Avg</b>		<b>83.60%</b>	<b>87.03%</b>	<b>88.77%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Private Sector, ID	Accounting Associate / Bookkeeper / Accounting Assistant	\$39,100.74	\$46,866.07	\$55,133.87			
Private Sector, MA	Accounting Associate / Bookkeeper / Accounting Assistant	\$40,035.47	\$47,548.12	\$55,597.37			
Private Sector, ME	Accounting Associate / Bookkeeper / Accounting Assistant	\$38,084.80	\$45,115.20	\$48,297.60			
Private Sector, NH	Accounting Associate / Bookkeeper / Accounting Assistant	\$36,749.66	\$44,056.72	\$51,967.83			
Private Sector, RI	Accounting Associate / Bookkeeper / Accounting Assistant	\$39,950.30	\$47,499.81	\$55,730.17			
Private Sector, VT	Accounting Associate / Bookkeeper / Accounting Assistant	\$39,195.35	\$46,267.10	\$53,815.83			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$38,852.72</b>	<b>\$46,225.50</b>	<b>\$53,423.78</b>			
<b>State of ME as % of Market Avg</b>		<b>95.29%</b>	<b>97.51%</b>	<b>99.75%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Augusta, ME	Bookkeeper/Accounting Assistant	\$32,406.40	\$40,497.60	\$49,192.00			
Bangor, ME	Bookkeeper/Accounting Assistant	\$32,302.40	\$40,310.40	\$49,004.80			
Lewiston, ME	Bookkeeper/Accounting Assistant	\$33,009.60	\$41,100.80	\$50,107.20			
Portland, ME	Bookkeeper/Accounting Assistant	\$33,300.80	\$41,600.00	\$50,606.40			

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South Portland, ME	Bookkeeper/Accounting Assistant	\$33,300.80	\$41,600.00	\$50,606.40
<b>Avg of Published Survey Data - Municipal</b>		<b>\$32,864.00</b>	<b>\$41,021.76</b>	<b>\$49,903.36</b>
<b>State of ME as % of Market Avg</b>		<b>112.66%</b>	<b>109.88%</b>	<b>106.79%</b>
Federal Government, ME	Accounting Associate	\$41,038.40	\$46,363.20	\$51,792.00
<b>State of ME as % of Market Avg</b>		<b>90.22%</b>	<b>97.22%</b>	<b>102.89%</b>
Public Sector, ME	Accounting Associate / Bookkeeper / Accounting Assistant	\$36,836.80	\$43,555.20	\$50,710.40
Public Sector, ID	Accounting Associate / Bookkeeper / Accounting Assistant	\$37,798.90	\$45,221.65	\$53,124.02
Public Sector, MA	Accounting Associate / Bookkeeper / Accounting Assistant	\$38,713.10	\$45,880.77	\$53,585.06
Public Sector, NH	Accounting Associate / Bookkeeper / Accounting Assistant	\$35,502.58	\$42,497.88	\$50,077.74
Public Sector, RI	Accounting Associate / Bookkeeper / Accounting Assistant	\$38,688.72	\$45,897.79	\$53,747.68
Public Sector, VT	Accounting Associate / Bookkeeper / Accounting Assistant	\$37,951.05	\$44,732.47	\$51,928.65
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$37,730.87</b>	<b>\$44,846.11</b>	<b>\$52,492.63</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>97.63%</b>	<b>97.12%</b>	<b>96.60%</b>
<b>State of ME as a % of Market Avg</b>		<b>98.13%</b>	<b>100.51%</b>	<b>101.52%</b>

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SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Customer Rep Assistant I</b>	<b>\$31,200.00</b>	<b>\$35,443.20</b>	<b>\$40,227.20</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Customer Service Aid (DHS)	\$37,970.31	\$39,284.47	\$40,616.14	5	N/A	35
Vermont	No Match						
Kennebec County	No Match						
Penobscot County	Clerical Specialist I	\$38,937.60	\$42,161.60	\$47,008.00			
<b>Avg of Survey Responses</b>		<b>\$38,453.96</b>	<b>\$40,723.03</b>	<b>\$43,812.07</b>			
<b>State of ME as a % of Market Avg</b>		<b>81.14%</b>	<b>87.03%</b>	<b>91.82%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Private Sector, ID	CS Associate / CS Representative I	\$32,386.01	\$38,643.95	\$45,655.59			
Private Sector, MA	CS Associate / CS Representative I	\$34,496.82	\$39,786.33	\$46,340.73			
Private Sector, ME	CS Associate / CS Representative I	\$32,926.40	\$38,022.40	\$44,304.00			
Private Sector, NH	CS Associate / CS Representative I	\$30,533.78	\$36,457.37	\$43,179.87			
Private Sector, RI	CS Associate / CS Representative I	\$33,922.71	\$39,649.93	\$46,438.47			
Private Sector, VT	CS Associate / CS Representative I	\$33,513.06	\$38,987.96	\$45,396.09			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$32,963.13</b>	<b>\$38,591.32</b>	<b>\$45,219.13</b>			
<b>State of ME as % of Market Avg</b>		<b>94.65%</b>	<b>91.84%</b>	<b>88.96%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Augusta, ME	Customer Service Representative I	\$29,432.00	\$35,318.40	\$43,305.60			
Bangor, ME	Customer Service Representative I	\$29,432.00	\$35,131.20	\$43,076.80			
Lewiston, ME	Customer Service Representative I	\$29,432.00	\$35,900.80	\$44,033.60			
Portland, ME	Customer Service Representative I	\$31,200.00	\$36,275.20	\$44,470.40			
South Portland, ME	Customer Service Representative I	\$29,515.20	\$36,275.20	\$44,470.40			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$29,802.24</b>	<b>\$35,780.16</b>	<b>\$43,871.36</b>			
<b>State of ME as % of Market Avg</b>		<b>104.69%</b>	<b>99.06%</b>	<b>91.69%</b>			

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Federal Government, ME	Customer Service Associate	<b>\$34,777.60</b>	<b>\$37,731.20</b>	<b>\$41,329.60</b>
<b>State of ME as % of Market Avg</b>		<b>89.71%</b>	<b>93.94%</b>	<b>97.33%</b>
Public Sector, ME	CS Associate / CS Representative I	\$32,115.20	\$36,712.00	\$42,556.80
Public Sector, ID	CS Associate / CS Representative I	\$31,244.05	\$37,159.40	\$43,782.78
Public Sector, MA	CS Associate / CS Representative I	\$33,442.75	\$38,425.62	\$44,520.06
Public Sector, NH	CS Associate / CS Representative I	\$29,462.08	\$35,034.93	\$41,387.21
Public Sector, RI	CS Associate / CS Representative I	\$32,841.35	\$38,228.14	\$44,596.15
Public Sector, VT	CS Associate / CS Representative I	\$32,476.14	\$37,619.24	\$43,633.34
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$31,893.27</b>	<b>\$37,293.47</b>	<b>\$43,583.91</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>100.70%</b>	<b>98.44%</b>	<b>97.64%</b>
<b>State of ME as a % of Market Avg</b>		<b>97.83%</b>	<b>95.04%</b>	<b>92.30%</b>

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SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Customer Rep Associate II</b>	<b>\$35,984.00</b>	<b>\$43,804.80</b>	<b>\$51,812.80</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	CS Representative II (DMV)	\$44,558.61	\$46,643.73	\$49,307.09	5	N/A	35
Vermont	No Match						
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$44,558.61</b>	<b>\$46,643.73</b>	<b>\$49,307.09</b>			
<b>State of ME as a % of Market Avg</b>		<b>80.76%</b>	<b>93.91%</b>	<b>105.08%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Private Sector, ID	CS Representative / CS Representative II	\$39,831.59	\$48,053.71	\$58,011.61			
Private Sector, MA	CS Representative / CS Representative II	\$40,648.75	\$48,908.82	\$58,702.09			
Private Sector, ME	CS Representative / CS Representative II	\$38,771.20	\$46,425.60	\$55,494.40			
Private Sector, NH	CS Representative / CS Representative II	\$37,743.42	\$45,810.41	\$55,494.71			
Private Sector, RI	CS Representative / CS Representative II	\$40,731.29	\$49,061.78	\$59,114.43			
Private Sector, VT	CS Representative / CS Representative II	\$39,838.23	\$47,511.40	\$56,719.19			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$39,594.08</b>	<b>\$47,628.62</b>	<b>\$57,256.07</b>			
<b>State of ME as % of Market Avg</b>		<b>90.88%</b>	<b>91.97%</b>	<b>90.49%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Augusta, ME	Customer Service Representative II	\$32,843.20	\$40,830.40	\$51,251.20			
Bangor, ME	Customer Service Representative II	\$32,676.80	\$40,622.40	\$50,980.80			
Lewiston, ME	Customer Service Representative II	\$33,404.80	\$41,516.80	\$52,104.00			
Portland, ME	Customer Service Representative II	\$33,737.60	\$41,932.80	\$54,724.80			
South Portland, ME	Customer Service Representative II	\$33,737.60	\$41,932.80	\$54,724.80			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$33,280.00</b>	<b>\$41,367.04</b>	<b>\$52,757.12</b>			
<b>State of ME as % of Market Avg</b>		<b>108.13%</b>	<b>105.89%</b>	<b>98.21%</b>			

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Federal Government, ME	Customer Service Representative	<b>\$41,870.40</b>	<b>\$47,361.60</b>	<b>\$53,060.80</b>
<b>State of ME as % of Market Avg</b>		<b>85.94%</b>	<b>92.49%</b>	<b>97.65%</b>
Public Sector, ME	CS Representative / CS Representative II	\$37,544.00	\$44,324.80	\$52,436.80
Public Sector, ID	CS Representative / CS Representative II	\$38,506.92	\$45,746.95	\$54,585.73
Public Sector, MA	CS Representative / CS Representative II	\$39,364.70	\$46,628.20	\$55,386.56
Public Sector, NH	CS Representative / CS Representative II	\$36,515.83	\$43,608.55	\$52,182.17
Public Sector, RI	CS Representative / CS Representative II	\$39,429.65	\$46,778.90	\$55,690.12
Public Sector, VT	CS Representative / CS Representative II	\$38,593.94	\$45,396.09	\$53,608.45
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$38,482.21</b>	<b>\$45,631.74</b>	<b>\$54,290.61</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>97.56%</b>	<b>97.14%</b>	<b>96.59%</b>
<b>State of ME as a % of Market Avg</b>		<b>93.51%</b>	<b>96.00%</b>	<b>95.44%</b>

## Administrative Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Inventory &amp; Property Associate II</b>	<b>\$37,024.00</b>	<b>\$45,073.60</b>	<b>\$53,289.60</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Property Control and Supply Officer	\$49,802.71	\$52,185.71	\$54,568.71	5	N/A	40
Vermont	No Match						
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$49,802.71</b>	<b>\$52,185.71</b>	<b>\$54,568.71</b>			
<b>State of ME as a % of Market Avg</b>		<b>71.57%</b>	<b>83.15%</b>	<b>94.02%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Inventory Monitoring Associate III	\$42,069.84	\$53,535.12	\$66,507.80			
Private Sector, MA	Inventory Monitoring Associate III	\$41,166.20	\$52,377.67	\$65,084.00			
Private Sector, ME	Inventory Monitoring Associate III	\$39,956.80	\$50,835.20	\$63,169.60			
Private Sector, NH	Inventory Monitoring Associate III	\$39,126.89	\$49,785.46	\$61,866.47			
Private Sector, RI	Inventory Monitoring Associate III	\$41,271.97	\$52,506.11	\$65,262.18			
Private Sector, VT	Inventory Monitoring Associate III	\$40,170.05	\$51,099.12	\$63,500.61			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$40,626.96</b>	<b>\$51,689.78</b>	<b>\$64,231.77</b>			
<b>State of ME as % of Market Avg</b>		<b>91.13%</b>	<b>87.20%</b>	<b>82.96%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Inventory Monitoring Associate III	\$37,024.00	\$47,112.00	\$58,552.00			
Bangor, ME	Inventory Monitoring Associate III	\$36,836.80	\$46,883.20	\$58,260.80			
Lewiston, ME	Inventory Monitoring Associate III	\$37,648.00	\$47,902.40	\$59,529.60			
Portland, ME	Inventory Monitoring Associate III	\$38,022.40	\$48,401.60	\$60,132.80			
South Portland, ME	Inventory Monitoring Associate III	\$38,022.40	\$48,401.60	\$60,132.80			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$37,510.72</b>	<b>\$47,740.16</b>	<b>\$59,321.60</b>			

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<b>State of ME as % of Market Avg</b>		<b>98.70%</b>	<b>94.41%</b>	<b>89.83%</b>
Federal Government, ME	No Match			
Public Sector, ME	Inventory Monitoring Associate III	\$37,419.20	\$47,611.20	\$59,176.00
Public Sector, ID	Inventory Monitoring Associate III	\$39,397.65	\$50,132.08	\$62,305.38
Public Sector, MA	Inventory Monitoring Associate III	\$38,559.78	\$49,062.14	\$60,963.55
Public Sector, NH	Inventory Monitoring Associate III	\$36,632.74	\$46,609.32	\$57,930.40
Public Sector, RI	Inventory Monitoring Associate III	\$38,648.66	\$49,181.93	\$61,116.96
Public Sector, VT	Inventory Monitoring Associate III	\$37,619.24	\$47,863.95	\$59,477.38
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$38,171.61</b>	<b>\$48,569.88</b>	<b>\$60,358.73</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>98.03%</b>	<b>98.03%</b>	<b>98.04%</b>
<b>State of ME as a % of Market Avg</b>		<b>96.99%</b>	<b>92.80%</b>	<b>88.29%</b>

## Administrative Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Office Assistant II</b>	<b>\$32,136.00</b>	<b>\$37,731.20</b>	<b>\$44,491.20</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Clerk	\$41,572.35	\$42,853.96	\$44,155.60	5	N/A	40
Vermont	Administrative Services Technician II	\$37,847.36	\$48,175.02	\$58,689.33	15	N/A	40
Kennebec County	No Match						
Penobscot County	Administrative Assistant	\$48,422.40	\$52,540.80	\$58,572.80			
<b>Avg of Survey Responses</b>		<b>\$42,614.04</b>	<b>\$47,856.59</b>	<b>\$53,805.91</b>			
<b>State of ME as a % of Market Avg</b>		<b>75.41%</b>	<b>78.84%</b>	<b>82.69%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Office Assistant II/Office Administrator	\$41,179.11	\$49,995.04	\$60,569.60			
Private Sector, MA	Office Assistant II/Office Administrator	\$43,312.67	\$52,071.03	\$62,362.58			
Private Sector, ME	Office Assistant II/Office Administrator	\$41,246.40	\$49,337.60	\$59,009.60			
Private Sector, NH	Office Assistant II/Office Administrator	\$40,334.99	\$49,181.41	\$59,645.12			
Private Sector, RI	Office Assistant II/Office Administrator	\$43,815.17	\$52,986.72	\$63,840.39			
Private Sector, VT	Office Assistant II/Office Administrator	\$42,306.09	\$50,456.23	\$60,161.75			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$42,032.40</b>	<b>\$50,671.34</b>	<b>\$60,931.51</b>			
<b>State of ME as % of Market Avg</b>		<b>76.46%</b>	<b>74.46%</b>	<b>73.02%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Office Assistant II	\$32,406.40	\$39,395.20	\$48,505.60			
Bangor, ME	Office Assistant II	\$32,198.40	\$39,208.00	\$48,193.60			
Lewiston, ME	Office Assistant II	\$32,905.60	\$40,102.40	\$49,296.00			
Portland, ME	Office Assistant II	\$33,300.80	\$40,497.60	\$49,795.20			
South Portland, ME	Office Assistant II	\$33,300.80	\$40,497.60	\$49,795.20			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$32,822.40</b>	<b>\$39,940.16</b>	<b>\$49,117.12</b>			

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<b>State of ME as % of Market Avg</b>		<b>97.91%</b>	<b>94.47%</b>	<b>90.58%</b>
Federal Government, ME	No Match			
Public Sector, ME	Office Assistant II/Office Administrator	\$39,707.20	\$46,862.40	\$55,390.40
Public Sector, ID	Office Assistant II/Office Administrator	\$39,580.36	\$47,254.34	\$56,481.38
Public Sector, MA	Office Assistant II/Office Administrator	\$41,664.49	\$49,407.11	\$58,491.27
Public Sector, NH	Office Assistant II/Office Administrator	\$38,737.18	\$46,433.95	\$55,592.14
Public Sector, RI	Office Assistant II/Office Administrator	\$42,133.05	\$50,163.16	\$59,675.14
Public Sector, VT	Office Assistant II/Office Administrator	\$40,750.72	\$47,967.64	\$56,491.07
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$40,573.16</b>	<b>\$48,245.24</b>	<b>\$57,346.20</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>97.87%</b>	<b>97.13%</b>	<b>96.59%</b>
<b>State of ME as a % of Market Avg</b>		<b>79.21%</b>	<b>78.21%</b>	<b>77.58%</b>

## Administrative Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Office Associate II</b>	<b>\$35,984.00</b>	<b>\$43,804.80</b>	<b>\$51,812.80</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	Administrative Services Technician III	\$39,817.50	\$50,414.76	\$61,613.43	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$39,817.50</b>	<b>\$50,414.76</b>	<b>\$61,613.43</b>			
<b>State of ME as a % of Market Avg</b>		<b>90.37%</b>	<b>86.89%</b>	<b>84.09%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Admin Clerk / Admin Assistant II	\$42,846.37	\$51,365.40	\$61,140.58			
Private Sector, MA	Admin Clerk / Admin Assistant II	\$43,657.64	\$52,109.36	\$61,634.32			
Private Sector, ME	Admin Clerk / Admin Assistant II	\$40,643.20	\$48,297.60	\$56,867.20			
Private Sector, NH	Admin Clerk / Admin Assistant II	\$40,646.76	\$48,947.58	\$58,417.53			
Private Sector, RI	Admin Clerk / Admin Assistant II	\$43,775.12	\$52,285.84	\$61,998.07			
Private Sector, VT	Admin Clerk / Admin Assistant II	\$42,866.02	\$50,850.26	\$59,871.41			
<b>Avg of Published Survey Data - Private Sector</b>	Admin Clerk / Admin Assistant II	<b>\$42,405.85</b>	<b>\$50,642.67</b>	<b>\$59,988.18</b>			
<b>State of ME as a % of Market Avg</b>	Admin Clerk / Admin Assistant II	<b>84.86%</b>	<b>86.50%</b>	<b>86.37%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Administrative Assistant II	\$39,582.40	\$49,275.20	\$60,715.20			
Bangor, ME	Administrative Assistant II	\$38,209.60	\$47,507.20	\$58,593.60			
Lewiston, ME	Administrative Assistant II	\$39,000.00	\$48,609.60	\$59,904.00			
Portland, ME	Administrative Assistant II	\$39,395.20	\$49,108.80	\$60,507.20			
South Portland, ME	Administrative Assistant II	\$39,395.20	\$49,108.80	\$60,507.20			
<b>Avg of Published Survey Data - Municipal</b>	Administrative Assistant II	<b>\$39,116.48</b>	<b>\$48,721.92</b>	<b>\$60,045.44</b>			

## Administrative Services

<b>State of ME as a % of Market Avg</b>	Administrative Assistant II	<b>91.99%</b>	<b>89.91%</b>	<b>86.29%</b>
Federal Government, ME	Administrative Clerk	<b>\$40,872.00</b>	<b>\$46,113.60</b>	<b>\$51,521.60</b>
<b>State of ME as % of Market Avg</b>		<b>88.04%</b>	<b>94.99%</b>	<b>100.57%</b>
Public Sector, ME	Admin Clerk / Admin Assistant II	\$39,852.80	\$47,216.00	\$55,536.00
Public Sector, ID	Admin Clerk / Admin Assistant II	\$40,768.00	\$48,738.89	\$57,806.05
Public Sector, MA	Admin Clerk / Admin Assistant II	\$41,664.49	\$49,502.94	\$58,452.94
Public Sector, NH	Admin Clerk / Admin Assistant II	\$38,678.72	\$46,433.95	\$55,221.91
Public Sector, RI	Admin Clerk / Admin Assistant II	\$41,732.55	\$49,642.51	\$58,713.93
Public Sector, VT	Admin Clerk / Admin Assistant II	\$40,916.62	\$48,340.93	\$56,781.41
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$40,752.08</b>	<b>\$48,531.84</b>	<b>\$57,395.25</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>97.79%</b>	<b>97.29%</b>	<b>96.76%</b>
<b>State of ME as a % of Market Avg</b>		<b>88.30%</b>	<b>90.26%</b>	<b>90.27%</b>

## Administrative Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Office Specialist I</b>	<b>\$39,020.80</b>	<b>\$47,632.00</b>	<b>\$56,222.40</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	Administrative Assistant A	\$39,817.50	\$50,725.83	\$61,634.16	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$39,817.50</b>	<b>\$50,725.83</b>	<b>\$61,634.16</b>			
<b>State of ME as a % of Market Avg</b>		<b>98.00%</b>	<b>93.90%</b>	<b>91.22%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Admin Specialist / Admini Assistant III	\$47,208.66	\$57,897.41	\$69,865.16			
Private Sector, MA	Admin Specialist / Admini Assistant III	\$47,931.41	\$58,452.94	\$70,086.04			
Private Sector, ME	Admin Specialist / Admini Assistant III	\$45,947.20	\$55,806.40	\$66,622.40			
Private Sector, NH	Admin Specialist / Admini Assistant III	\$44,680.26	\$55,105.00	\$66,698.87			
Private Sector, RI	Admin Specialist / Admini Assistant III	\$48,040.49	\$58,713.93	\$70,588.88			
Private Sector, VT	Admin Specialist / Admini Assistant III	\$47,034.42	\$57,030.27	\$68,021.55			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$46,807.07</b>	<b>\$57,167.66</b>	<b>\$68,647.15</b>			
<b>State of ME as % of Market Avg</b>		<b>83.37%</b>	<b>83.32%</b>	<b>81.90%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Administrative Assistant III	\$47,299.20	\$59,196.80	\$72,592.00			
Bangor, ME	Administrative Assistant III	\$47,008.00	\$58,905.60	\$72,196.80			
Lewiston, ME	Administrative Assistant III	\$48,110.40	\$60,195.20	\$73,798.40			
Portland, ME	Administrative Assistant III	\$48,505.60	\$60,798.40	\$74,505.60			
South Portland, ME	Administrative Assistant III	\$48,505.60	\$60,798.40	\$74,505.60			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$47,885.76</b>	<b>\$59,978.88</b>	<b>\$73,519.68</b>			

## Administrative Services

<b>State of ME as % of Market Avg</b>		<b>81.49%</b>	<b>79.41%</b>	<b>76.47%</b>
Federal Government, ME	Administrative Specialist	<b>\$41,371.20</b>	<b>\$47,112.00</b>	<b>\$53,206.40</b>
<b>State of ME as % of Market Avg</b>		<b>94.32%</b>	<b>101.10%</b>	<b>105.67%</b>
Public Sector, ME	Admin Specialist / Admini Assistant III	\$44,574.40	\$53,476.80	\$63,273.60
Public Sector, ID	Admin Specialist / Admini Assistant III	\$45,769.79	\$55,385.10	\$66,119.53
Public Sector, MA	Admin Specialist / Admini Assistant III	\$46,532.38	\$56,038.17	\$66,559.70
Public Sector, NH	Admin Specialist / Admini Assistant III	\$43,335.76	\$52,649.83	\$55,338.83
Public Sector, RI	Admin Specialist / Admini Assistant III	\$46,638.73	\$56,210.78	\$66,884.22
Public Sector, VT	Admin Specialist / Admini Assistant III	\$45,665.69	\$54,666.10	\$64,599.74
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$45,588.47</b>	<b>\$54,989.99</b>	<b>\$63,900.40</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>97.78%</b>	<b>97.25%</b>	<b>99.02%</b>
<b>State of ME as a % of Market Avg</b>		<b>85.59%</b>	<b>86.62%</b>	<b>87.98%</b>

## Administrative Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Secretary Associate Legal</b>	<b>\$40,081.60</b>	<b>\$48,817.60</b>	<b>\$57,699.20</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	AGO Legal Assistant I	\$42,057.23	\$53,546.24	\$65,035.24	15	N/A	40
Kennebec County	Legal Secretary	\$34,444.80	\$38,230.40	\$43,056.00	16	N/A	40
Penobscot County	DA Clerical Specialist II	\$41,579.20	\$45,780.80	\$53,352.00	8	N/A	40
<b>Avg of Survey Responses</b>		<b>\$39,360.41</b>	<b>\$45,852.48</b>	<b>\$53,814.41</b>			
<b>State of ME as a % of Market Avg</b>		<b>101.83%</b>	<b>106.47%</b>	<b>107.22%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Legal Secretary/Legal Secretary I	\$49,972.20	\$63,036.24	\$77,836.05			
Private Sector, MA	Legal Secretary/Legal Secretary I	\$50,518.67	\$62,707.55	\$76,410.45			
Private Sector, ME	Legal Secretary/Legal Secretary I	\$47,632.00	\$59,238.40	\$72,488.00			
Private Sector, NH	Legal Secretary/Legal Secretary I	\$47,544.62	\$60,132.26	\$74,064.39			
Private Sector, RI	Legal Secretary/Legal Secretary I	\$51,224.50	\$64,180.81	\$78,639.02			
Private Sector, VT	Legal Secretary/Legal Secretary I	\$48,797.17	\$60,638.73	\$74,160.09			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$49,281.53</b>	<b>\$61,655.66</b>	<b>\$75,599.67</b>			
<b>State of ME as % of Market Avg</b>		<b>81.33%</b>	<b>79.18%</b>	<b>76.32%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Legal Secretary I	\$37,190.40	\$49,400.00	\$62,795.20			
Bangor, ME	Legal Secretary I	\$37,003.20	\$49,108.80	\$62,504.00			
Lewiston, ME	Legal Secretary I	\$37,793.60	\$50,190.40	\$63,897.60			
Portland, ME	Legal Secretary I	\$38,209.60	\$50,710.40	\$64,500.80			
South Portland, ME	Legal Secretary I	\$38,209.60	\$50,710.40	\$64,500.80			

## Administrative Services

<i>Avg of Published Survey Data - Municipal</i>		<b>\$37,681.28</b>	<b>\$50,024.00</b>	<b>\$63,639.68</b>
<b>State of ME as % of Market Avg</b>		<b>106.37%</b>	<b>97.59%</b>	<b>90.67%</b>
Federal Government, ME	Legal Secretary	<b>\$52,145.60</b>	<b>\$60,216.00</b>	<b>\$69,513.60</b>
<b>State of ME as % of Market Avg</b>		<b>76.86%</b>	<b>81.07%</b>	<b>83.00%</b>
Public Sector, ME	Legal Secretary/Legal Secretary I	\$44,886.40	\$55,078.40	\$66,539.20
Public Sector, ID	Legal Secretary/Legal Secretary I	\$46,843.23	\$58,262.84	\$71,121.32
Public Sector, MA	Legal Secretary/Legal Secretary I	\$47,605.61	\$58,337.95	\$70,258.52
Public Sector, NH	Legal Secretary/Legal Secretary I	\$44,543.86	\$55,533.68	\$67,770.58
Public Sector, RI	Legal Secretary/Legal Secretary I	\$48,140.62	\$59,474.89	\$72,090.77
Public Sector, VT	Legal Secretary/Legal Secretary I	\$45,997.50	\$56,366.64	\$68,042.29
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$46,626.16</b>	<b>\$57,595.20</b>	<b>\$69,856.70</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.27%</b>	<b>95.63%</b>	<b>95.25%</b>
<b>State of ME as a % of Market Avg</b>		<b>85.96%</b>	<b>84.76%</b>	<b>82.60%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Accounting Technician</b>	<b>\$36,795.20</b>	<b>\$43,222.40</b>	<b>\$50,481.60</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Fiscal Clerk	\$40,808.88	\$42,578.61	\$44,330.82	5	N/A	35
Vermont	Financial Specialist II	\$44,214.01	\$56,408.12	\$68,581.49	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$42,511.45</b>	<b>\$49,493.37</b>	<b>\$56,456.15</b>			
<b>State of ME as a % of Market Avg</b>		<b>86.55%</b>	<b>87.33%</b>	<b>89.42%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Private Sector, ID	Accounting Support Specialist II	\$41,978.48	\$51,753.66	\$63,150.43			
Private Sector, MA	Accounting Support Specialist II	\$41,070.38	\$50,652.83	\$61,787.64			
Private Sector, ME	Accounting Support Specialist II	\$39,873.60	\$49,171.20	\$59,966.40			
Private Sector, NH	Accounting Support Specialist II	\$39,029.46	\$48,129.19	\$58,709.82			
Private Sector, RI	Accounting Support Specialist II	\$41,191.87	\$50,803.97	\$61,958.01			
Private Sector, VT	Accounting Support Specialist II	\$40,066.35	\$49,419.32	\$60,286.18			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$40,535.02</b>	<b>\$49,988.36</b>	<b>\$60,976.41</b>			
<b>State of ME as % of Market Avg</b>		<b>90.77%</b>	<b>86.46%</b>	<b>82.79%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Augusta, ME	Accounting Support Specialist II	\$37,190.40	\$45,864.00	\$55,952.00			
Bangor, ME	Accounting Support Specialist II	\$37,003.20	\$45,635.20	\$55,660.80			
Lewiston, ME	Accounting Support Specialist II	\$37,814.40	\$46,633.60	\$56,867.20			
Portland, ME	Accounting Support Specialist II	\$38,188.80	\$47,091.20	\$57,449.60			
South Portland, ME	Accounting Support Specialist II	\$38,209.60	\$47,091.20	\$57,491.20			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$37,681.28</b>	<b>\$46,463.04</b>	<b>\$56,684.16</b>			
<b>State of ME as % of Market Avg</b>		<b>97.65%</b>	<b>93.03%</b>	<b>89.06%</b>			

## Professional / Technical Services

Federal Government, ME	No Match			
Public Sector, ME	Accounting Support Specialist II	\$37,585.60	\$46,342.40	\$56,534.40
Public Sector, ID	Accounting Support Specialist II	\$39,557.52	\$48,784.56	\$59,519.00
Public Sector, MA	Accounting Support Specialist II	\$38,713.10	\$47,739.76	\$58,242.13
Public Sector, NH	Accounting Support Specialist II	\$36,788.63	\$45,381.73	\$55,338.83
Public Sector, RI	Accounting Support Specialist II	\$38,808.87	\$47,860.26	\$58,393.53
Public Sector, VT	Accounting Support Specialist II	\$37,764.41	\$46,578.17	\$56,822.88
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$38,326.50</b>	<b>\$47,268.90</b>	<b>\$57,663.27</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>98.07%</b>	<b>98.04%</b>	<b>98.04%</b>
<b>State of ME as a % of Market Avg</b>		<b>96.00%</b>	<b>91.44%</b>	<b>87.55%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Agency Application Architect</b>	<b>\$71,614.40</b>	<b>\$85,987.20</b>	<b>\$100,526.40</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	IT Enterprise Architect	\$74,263.78	\$95,686.42	\$117,109.06	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$74,263.78</b>	<b>\$95,686.42</b>	<b>\$117,109.06</b>			
<b>State of ME as a % of Market Avg</b>		<b>96.43%</b>	<b>89.86%</b>	<b>85.84%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Systems Architect IV/Infrastructure Architect	\$120,134.27	\$141,968.56	\$166,383.69			
Private Sector, MA	Systems Architect IV/Infrastructure Architect	\$117,442.50	\$137,757.30	\$159,068.67			
Private Sector, ME	Systems Architect IV/Infrastructure Architect	\$111,592.00	\$131,497.60	\$153,483.20			
Private Sector, NH	Systems Architect IV/Infrastructure Architect	\$112,567.74	\$132,423.47	\$154,110.83			
Private Sector, RI	Systems Architect IV/Infrastructure Architect	\$118,068.67	\$138,854.84	\$161,243.03			
Private Sector, VT	Systems Architect IV/Infrastructure Architect	\$112,608.85	\$132,559.08	\$154,168.37			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$115,402.34</b>	<b>\$135,843.48</b>	<b>\$158,076.30</b>			
<b>State of ME as % of Market Avg</b>		<b>62.06%</b>	<b>63.30%</b>	<b>63.59%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Systems Architect IV	\$111,300.80	\$129,604.80	\$148,990.40			

## Professional / Technical Services

Bangor, ME	Systems Architect IV	\$110,697.60	\$129,001.60	\$148,200.00
Lewiston, ME	Systems Architect IV	\$113,110.40	\$131,809.60	\$151,403.20
Portland, ME	Systems Architect IV	\$114,296.00	\$133,099.20	\$153,004.80
South Portland, ME	Systems Architect IV	\$114,296.00	\$133,099.20	\$153,004.80
<b>Avg of Published Survey Data - Municipal</b>		<b>\$112,740.16</b>	<b>\$131,322.88</b>	<b>\$150,920.64</b>
<b>State of ME as % of Market Avg</b>		<b>63.52%</b>	<b>65.48%</b>	<b>66.61%</b>
Federal Government, ME	Infrastructure Architect	<b>\$88,046.40</b>	<b>\$104,104.00</b>	<b>\$122,033.60</b>
<b>State of ME as % of Market Avg</b>		<b>81.34%</b>	<b>82.60%</b>	<b>82.38%</b>
Public Sector, ME	Systems Architect IV/Infrastructure Architect	\$100,214.40	\$117,520.00	\$136,240.00
Public Sector, ID	Systems Architect IV/Infrastructure Architect	\$107,549.87	\$126,597.77	\$147,153.07
Public Sector, MA	Systems Architect IV/Infrastructure Architect	\$105,732.75	\$123,536.94	\$142,586.85
Public Sector, NH	Systems Architect IV/Infrastructure Architect	\$101,227.18	\$118,432.88	\$137,138.96
Public Sector, RI	Systems Architect IV/Infrastructure Architect	\$106,133.64	\$124,236.43	\$143,781.04
Public Sector, VT	Systems Architect IV/Infrastructure Architect	\$101,161.32	\$118,540.00	\$137,308.14
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$104,360.95</b>	<b>\$122,268.81</b>	<b>\$141,593.61</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.03%</b>	<b>96.12%</b>	<b>96.22%</b>
<b>State of ME as a % of Market Avg</b>		<b>68.62%</b>	<b>70.33%</b>	<b>71.00%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Assistant Transportation Engineer</b>	<b>\$54,412.80</b>	<b>\$65,208.00</b>	<b>\$76,315.20</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Engineering Technician	\$45,677.52	\$48,220.72	\$50,743.89	5	N/A	40
Vermont	Civil Engineer I	\$55,101.61	\$70,572.36	\$86,043.12	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$50,389.56</b>	<b>\$59,396.54</b>	<b>\$68,393.51</b>			
<b>State of ME as a % of Market Avg</b>		<b>107.98%</b>	<b>109.78%</b>	<b>111.58%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Transportation Engineer I	\$55,978.92	\$66,918.90	\$78,018.76			
Private Sector, MA	Transportation Engineer I	\$54,773.28	\$65,467.30	\$76,352.96			
Private Sector, ME	Transportation Engineer I	\$53,164.80	\$63,544.00	\$74,110.40			
Private Sector, NH	Transportation Engineer I	\$52,065.26	\$62,217.21	\$72,564.01			
Private Sector, RI	Transportation Engineer I	\$54,929.16	\$65,642.65	\$76,556.40			
Private Sector, VT	Transportation Engineer I	\$53,442.54	\$63,873.90	\$74,491.90			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$54,059.00</b>	<b>\$64,610.66</b>	<b>\$75,349.07</b>			
<b>State of ME as % of Market Avg</b>		<b>100.65%</b>	<b>100.92%</b>	<b>101.28%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Transportation Engineer I	\$48,484.80	\$57,948.80	\$67,579.20			
Bangor, ME	Transportation Engineer I	\$48,235.20	\$57,636.80	\$67,225.60			
Lewiston, ME	Transportation Engineer I	\$49,275.20	\$58,905.60	\$68,681.60			
Portland, ME	Transportation Engineer I	\$49,795.20	\$59,508.80	\$69,388.80			
South Portland, ME	Transportation Engineer I	\$49,795.20	\$59,508.80	\$69,388.80			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$49,117.12</b>	<b>\$58,701.76</b>	<b>\$68,452.80</b>			

## Professional / Technical Services

<b>State of ME as % of Market Avg</b>		<b>110.78%</b>	<b>111.08%</b>	<b>111.49%</b>
Federal Government, ME	No Match			
Public Sector, ME	Transportation Engineer I	\$48,984.00	\$58,552.00	\$68,265.60
Public Sector, ID	Transportation Engineer I	\$51,570.95	\$61,643.04	\$71,875.01
Public Sector, MA	Transportation Engineer I	\$50,461.18	\$60,311.94	\$70,335.18
Public Sector, NH	Transportation Engineer I	\$47,953.82	\$57,326.35	\$66,854.76
Public Sector, RI	Transportation Engineer I	\$50,603.72	\$60,476.15	\$70,528.81
Public Sector, VT	Transportation Engineer I	\$49,232.67	\$58,855.24	\$68,622.96
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$49,964.47</b>	<b>\$59,722.54</b>	<b>\$69,643.34</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>98.04%</b>	<b>98.04%</b>	<b>98.02%</b>
<b>State of ME as a % of Market Avg</b>		<b>108.90%</b>	<b>109.18%</b>	<b>109.58%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Business Systems Administrator</b>	<b>\$56,264.00</b>	<b>\$67,537.60</b>	<b>\$78,998.40</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Business Analyst	\$62,658.90	\$66,496.23	\$70,351.08	4	N/A	35
Vermont	Business Process Analyst	\$65,864.77	\$84,549.96	\$103,235.15	15	N/A	40
Kennebec County	No Match						
Penobscot County	Systems Administrator I	\$48,256.00	\$57,158.40	\$67,121.60			
<b>Avg of Survey Responses</b>		<b>\$58,926.56</b>	<b>\$69,401.53</b>	<b>\$80,235.95</b>			
<b>State of ME as a % of Market Avg</b>		<b>95.48%</b>	<b>97.31%</b>	<b>98.46%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Business Systems Analyst II/Process Analyst	\$70,458.98	\$84,322.38	\$100,104.28			
Private Sector, MA	Business Systems Analyst II/Process Analyst	\$71,389.25	\$84,862.17	\$99,906.62			
Private Sector, ME	Business Systems Analyst II/Process Analyst	\$67,184.00	\$79,955.20	\$94,660.80			
Private Sector, NH	Business Systems Analyst II/Process Analyst	\$67,263.95	\$80,319.24	\$94,972.34			
Private Sector, RI	Business Systems Analyst II/Process Analyst	\$71,369.87	\$84,826.81	\$100,005.92			
Private Sector, VT	Business Systems Analyst II/Process Analyst	\$67,544.57	\$80,340.09	\$95,022.79			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$69,201.77</b>	<b>\$82,437.65</b>	<b>\$97,445.46</b>			
<b>State of ME as % of Market Avg</b>		<b>81.30%</b>	<b>81.93%</b>	<b>81.07%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Business Systems Analyst II	\$59,092.80	\$71,905.60	\$86,652.80			

## Professional / Technical Services

Bangor, ME	Business Systems Analyst II	\$58,780.80	\$71,531.20	\$86,216.00
Lewiston, ME	Business Systems Analyst II	\$60,070.40	\$73,112.00	\$88,108.80
Portland, ME	Business Systems Analyst II	\$60,694.40	\$73,860.80	\$89,003.20
South Portland, ME	Business Systems Analyst II	\$60,840.00	\$74,048.00	\$89,232.00
<b>Avg of Published Survey Data - Municipal</b>		<b>\$59,895.68</b>	<b>\$72,891.52</b>	<b>\$87,842.56</b>
<b>State of ME as % of Market Avg</b>		<b>93.94%</b>	<b>92.65%</b>	<b>89.93%</b>
Federal Government, ME	Process Analyst	<b>\$61,776.00</b>	<b>\$70,304.00</b>	<b>\$80,204.80</b>
<b>State of ME as % of Market Avg</b>		<b>91.08%</b>	<b>96.07%</b>	<b>98.50%</b>
Public Sector, ME	Business Systems Analyst II/Process Analyst	\$60,756.80	\$71,510.40	\$83,928.00
Public Sector, ID	Business Systems Analyst II/Process Analyst	\$63,447.34	\$75,186.70	\$88,593.32
Public Sector, MA	Business Systems Analyst II/Process Analyst	\$64,662.37	\$76,084.65	\$88,963.46
Public Sector, NH	Business Systems Analyst II/Process Analyst	\$60,580.43	\$71,745.62	\$84,294.28
Public Sector, RI	Business Systems Analyst II/Process Analyst	\$64,521.24	\$75,975.67	\$88,952.00
Public Sector, VT	Business Systems Analyst II/Process Analyst	\$61,115.71	\$71,878.87	\$84,301.10
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$62,865.42</b>	<b>\$74,174.30</b>	<b>\$87,020.83</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.65%</b>	<b>96.41%</b>	<b>96.45%</b>
<b>State of ME as a % of Market Avg</b>		<b>89.50%</b>	<b>91.05%</b>	<b>90.78%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Cartographer</b>	<b>\$49,587.20</b>	<b>\$58,406.00</b>	<b>\$68,348.80</b>	<b>9</b>	<b>30.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	GIS Professional II	\$52,053.08	\$66,673.57	\$81,273.32	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$52,053.08</b>	<b>\$66,673.57</b>	<b>\$81,273.32</b>			
<b>State of ME as a % of Market Avg</b>		<b>95.26%</b>	<b>87.60%</b>	<b>84.10%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	GIS Analyst I/Cartographer	\$65,137.44	\$81,718.71	\$100,583.91			
Private Sector, MA	GIS Analyst I/Cartographer	\$59,219.54	\$73,593.21	\$90,113.36			
Private Sector, ME	GIS Analyst I/Cartographer	\$56,617.60	\$69,659.20	\$84,926.40			
Private Sector, NH	GIS Analyst I/Cartographer	\$54,539.92	\$67,147.04	\$81,819.62			
Private Sector, RI	GIS Analyst I/Cartographer	\$63,519.98	\$78,999.47	\$96,441.43			
Private Sector, VT	GIS Analyst I/Cartographer	\$58,398.99	\$71,588.54	\$86,810.44			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$59,572.25</b>	<b>\$73,784.36</b>	<b>\$90,115.86</b>			
<b>State of ME as % of Market Avg</b>		<b>83.24%</b>	<b>79.16%</b>	<b>75.85%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	GIS Analyst I	\$49,566.40	\$63,960.00	\$80,371.20			
Bangor, ME	GIS Analyst I	\$49,316.80	\$63,627.20	\$79,955.20			
Lewiston, ME	GIS Analyst I	\$50,398.40	\$65,020.80	\$81,702.40			
Portland, ME	GIS Analyst I	\$50,918.40	\$65,686.40	\$82,534.40			
South Portland, ME	GIS Analyst I	\$50,918.40	\$65,686.40	\$82,534.40			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$50,223.68</b>	<b>\$64,796.16</b>	<b>\$81,419.52</b>			

## Professional / Technical Services

<b>State of ME as % of Market Avg</b>		<b>98.73%</b>	<b>90.14%</b>	<b>83.95%</b>
Federal Government, ME	Cartographer	<b>\$67,704.00</b>	<b>\$79,830.40</b>	<b>\$94,244.80</b>
<b>State of ME as % of Market Avg</b>		<b>73.24%</b>	<b>73.16%</b>	<b>72.52%</b>
Public Sector, ME	GIS Analyst I/Cartographer	\$48,505.60	\$62,587.20	\$78,644.80
Public Sector, ID	GIS Analyst I/Cartographer	\$66,073.85	\$81,421.80	\$98,711.09
Public Sector, MA	GIS Analyst I/Cartographer	\$48,487.20	\$62,573.40	\$78,595.25
Public Sector, NH	GIS Analyst I/Cartographer	\$47,213.37	\$60,911.68	\$76,539.05
Public Sector, RI	GIS Analyst I/Cartographer	\$58,493.65	\$71,850.47	\$87,370.01
Public Sector, VT	GIS Analyst I/Cartographer	\$49,191.20	\$63,479.87	\$79,759.42
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$53,891.85</b>	<b>\$68,047.44</b>	<b>\$84,194.97</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>90.01%</b>	<b>91.98%</b>	<b>93.41%</b>
<b>State of ME as a % of Market Avg</b>		<b>92.01%</b>	<b>85.83%</b>	<b>81.18%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Child Protective Services Caseworker</b>	<b>\$67,288.00</b>	<b>\$77,584.00</b>	<b>\$88,067.20</b>	<b>9</b>	<b>\$7.50</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Social Caseworker II	\$62,939.25	\$67,547.55	\$72,155.86	5	N/A	35
Vermont	Family Services Worker	\$58,398.99	\$74,865.19	\$91,331.38	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$60,669.12</b>	<b>\$71,206.37</b>	<b>\$81,743.62</b>			
<b>State of ME as a % of Market Avg</b>		<b>110.91%</b>	<b>108.96%</b>	<b>107.74%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Social Worker/Caseworker Social Service	\$52,667.23	\$63,196.11	\$74,844.11			
Private Sector, MA	Social Worker/Caseworker Social Service	\$51,764.39	\$62,170.93	\$73,554.88			
Private Sector, ME	Social Worker/Caseworker Social Service	\$51,230.40	\$60,819.20	\$71,344.00			
Private Sector, NH	Social Worker/Caseworker Social Service	\$48,986.55	\$58,982.61	\$69,972.44			
Private Sector, RI	Social Worker/Caseworker Social Service	\$53,867.83	\$64,541.27	\$76,215.97			
Private Sector, VT	Social Worker/Caseworker Social Service	\$50,663.62	\$60,244.70	\$70,779.75			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$51,530.00</b>	<b>\$61,659.14</b>	<b>\$72,785.19</b>			
<b>State of ME as % of Market Avg</b>		<b>130.58%</b>	<b>125.83%</b>	<b>121.00%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Social Worker	\$48,256.00	\$60,112.00	\$73,382.40			
Bangor, ME	Social Worker	\$48,006.40	\$59,800.00	\$73,008.00			
Lewiston, ME	Social Worker	\$49,192.00	\$61,276.80	\$74,796.80			
Portland, ME	Social Worker	\$49,566.40	\$61,734.40	\$75,379.20			
South Portland, ME	Social Worker	\$49,566.40	\$61,734.40	\$75,379.20			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$48,917.44</b>	<b>\$60,931.52</b>	<b>\$74,389.12</b>			

## Professional / Technical Services

<b>State of ME as % of Market Avg</b>		<b>137.55%</b>	<b>127.33%</b>	<b>118.39%</b>
Federal Government, ME	Caseworker Social Service	<b>\$50,336.00</b>	<b>\$55,952.00</b>	<b>\$59,696.00</b>
<b>State of ME as % of Market Avg</b>		<b>133.68%</b>	<b>138.66%</b>	<b>147.53%</b>
Public Sector, ME	Social Worker/Caseworker Social Service	\$49,628.80	\$58,448.00	\$68,078.40
Public Sector, ID	Social Worker/Caseworker Social Service	\$50,885.77	\$60,478.24	\$71,075.64
Public Sector, MA	Social Worker/Caseworker Social Service	\$50,001.22	\$59,507.01	\$69,913.55
Public Sector, NH	Social Worker/Caseworker Social Service	\$47,271.83	\$56,371.56	\$66,387.10
Public Sector, RI	Social Worker/Caseworker Social Service	\$52,025.51	\$61,737.74	\$72,391.15
Public Sector, VT	Social Worker/Caseworker Social Service	\$49,066.77	\$57,859.80	\$67,523.84
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$49,850.22</b>	<b>\$59,190.87</b>	<b>\$69,458.26</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>99.56%</b>	<b>98.74%</b>	<b>98.01%</b>
<b>State of ME as a % of Market Avg</b>		<b>134.98%</b>	<b>131.07%</b>	<b>126.79%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Comprehensive Health Planner II</b>	<b>\$56,264.00</b>	<b>\$67,537.60</b>	<b>\$78,998.40</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	Public Health Analyst III	\$65,864.77	\$84,549.96	\$103,235.15	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$65,864.77</b>	<b>\$84,549.96</b>	<b>\$103,235.15</b>			
<b>State of ME as a % of Market Avg</b>		<b>85.42%</b>	<b>79.88%</b>	<b>76.52%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Senior Health Educator	\$58,285.68	\$78,247.15	\$100,355.51			
Private Sector, MA	Senior Health Educator	\$57,034.74	\$76,563.77	\$98,200.94			
Private Sector, ME	Senior Health Educator	\$55,369.60	\$74,318.40	\$95,326.40			
Private Sector, NH	Senior Health Educator	\$54,208.67	\$72,758.86	\$93,335.55			
Private Sector, RI	Senior Health Educator	\$57,171.99	\$76,776.67	\$98,463.98			
Private Sector, VT	Senior Health Educator	\$55,661.54	\$74,699.28	\$95,810.85			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$56,288.70</b>	<b>\$75,560.69</b>	<b>\$96,915.54</b>			
<b>State of ME as % of Market Avg</b>		<b>99.96%</b>	<b>89.38%</b>	<b>81.51%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Senior Health Educator	\$53,601.60	\$71,947.20	\$92,289.60			
Bangor, ME	Senior Health Educator	\$53,310.40	\$71,572.80	\$91,811.20			
Lewiston, ME	Senior Health Educator	\$54,496.00	\$73,153.60	\$93,808.00			
Portland, ME	Senior Health Educator	\$55,036.80	\$73,902.40	\$94,764.80			
South Portland, ME	Senior Health Educator	\$55,036.80	\$73,902.40	\$94,764.80			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$54,296.32</b>	<b>\$72,895.68</b>	<b>\$93,487.68</b>			

## Professional / Technical Services

<b>State of ME as % of Market Avg</b>		<b>103.62%</b>	<b>92.65%</b>	<b>84.50%</b>
Federal Government, ME	No Match			
Public Sector, ME	Senior Health Educator	\$54,142.40	\$72,696.00	\$93,246.40
Public Sector, ID	Senior Health Educator	\$57,006.68	\$76,534.21	\$98,162.95
Public Sector, MA	Senior Health Educator	\$55,789.02	\$74,896.43	\$96,054.48
Public Sector, NH	Senior Health Educator	\$53,020.05	\$71,180.54	\$91,289.58
Public Sector, RI	Senior Health Educator	\$55,930.43	\$75,094.56	\$96,321.28
Public Sector, VT	Senior Health Educator	\$54,437.98	\$73,081.69	\$93,716.28
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$55,236.83</b>	<b>\$74,157.49</b>	<b>\$95,108.91</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>98.02%</b>	<b>98.03%</b>	<b>98.04%</b>
<b>State of ME as a % of Market Avg</b>		<b>101.86%</b>	<b>91.07%</b>	<b>83.06%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Computer Programmer</b>	<b>\$51,521.60</b>	<b>\$61,692.80</b>	<b>\$72,092.80</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Programmer/Analyst	\$62,851.64	\$66,899.24	\$70,964.36	4	N/A	35
Vermont	IT Systems Developer I	\$52,053.08	\$66,673.57	\$81,273.32	15	N/A	40
Kennebec County	No Match						
Penobscot County	Technical Support Specialist	\$40,289.60	\$46,321.60	\$55,057.60	8	N/A	40
<b>Avg of Survey Responses</b>		<b>\$51,731.44</b>	<b>\$59,964.80</b>	<b>\$69,098.42</b>			
<b>State of ME as a % of Market Avg</b>		<b>99.59%</b>	<b>102.88%</b>	<b>104.33%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Computer Programmer/Applications Programmer I	\$78,863.81	\$96,472.85	\$116,320.13			
Private Sector, MA	Computer Programmer/Applications Programmer I	\$78,173.62	\$94,597.94	\$112,977.08			
Private Sector, ME	Computer Programmer/Applications Programmer I	\$73,070.40	\$88,982.40	\$107,016.00			
Private Sector, NH	Computer Programmer/Applications Programmer I	\$74,843.81	\$90,743.98	\$108,807.04			
Private Sector, RI	Computer Programmer/Applications Programmer I	\$78,338.64	\$95,099.75	\$113,963.50			
Private Sector, VT	Computer Programmer/Applications Programmer I	\$73,973.44	\$89,983.39	\$108,067.17			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$76,210.62</b>	<b>\$92,646.72</b>	<b>\$111,191.82</b>			
<b>State of ME as % of Market Avg</b>		<b>67.60%</b>	<b>66.59%</b>	<b>64.84%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Applications Programmer I	\$53,996.80	\$67,392.00	\$82,804.80			

## Professional / Technical Services

Bangor, ME	Applications Programmer I	\$53,705.60	\$66,996.80	\$82,305.60
Lewiston, ME	Applications Programmer I	\$54,891.20	\$68,494.40	\$84,094.40
Portland, ME	Applications Programmer I	\$55,307.20	\$68,993.60	\$84,801.60
South Portland, ME	Applications Programmer I	\$55,494.40	\$69,201.60	\$85,009.60
<b>Avg of Published Survey Data - Municipal</b>		<b>\$54,679.04</b>	<b>\$68,215.68</b>	<b>\$83,803.20</b>
<b>State of ME as % of Market Avg</b>		<b>94.23%</b>	<b>90.44%</b>	<b>86.03%</b>
Federal Government, ME	Computer Programmer	\$77,604.80	\$91,540.80	\$107,348.80
<b>State of ME as % of Market Avg</b>		<b>66.39%</b>	<b>67.39%</b>	<b>67.16%</b>
Public Sector, ME	Computer Programmer/Applications Programmer I	\$66,123.20	\$79,872.00	\$95,555.20
Public Sector, ID	Computer Programmer/Applications Programmer I	\$70,961.44	\$86,195.20	\$103,461.65
Public Sector, MA	Computer Programmer/Applications Programmer I	\$70,871.80	\$85,111.32	\$101,248.16
Public Sector, NH	Computer Programmer/Applications Programmer I	\$67,692.63	\$81,488.37	\$97,135.23
Public Sector, RI	Computer Programmer/Applications Programmer I	\$70,849.21	\$85,367.49	\$101,828.22
Public Sector, VT	Computer Programmer/Applications Programmer I	\$66,922.43	\$80,713.38	\$96,495.21
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$69,459.50</b>	<b>\$83,775.15</b>	<b>\$100,033.69</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.20%</b>	<b>95.34%</b>	<b>95.52%</b>
<b>State of ME as a % of Market Avg</b>		<b>74.18%</b>	<b>73.64%</b>	<b>72.07%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Contract/Grant Specialist</b>	<b>\$47,174.40</b>	<b>\$56,305.60</b>	<b>\$65,832.00</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Contract Specialist II	\$63,797.83	\$67,635.16	\$71,472.50	4	N/A	35
Vermont	Grant Management Specialist	\$55,101.61	\$70,572.36	\$86,043.12	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$59,449.72</b>	<b>\$69,103.76</b>	<b>\$78,757.81</b>			
<b>State of ME as a % of Market Avg</b>		<b>79.35%</b>	<b>81.48%</b>	<b>83.59%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Contract/Grant Specialist; Grants/Contract Specialist	\$60,980.71	\$78,909.49	\$103,324.61			
Private Sector, MA	Contract/Grant Specialist; Grants/Contract Specialist	\$62,190.10	\$79,610.99	\$103,126.32			
Private Sector, ME	Contract/Grant Specialist; Grants/Contract Specialist	\$58,323.20	\$74,859.20	\$97,635.20			
Private Sector, NH	Contract/Grant Specialist; Grants/Contract Specialist	\$58,261.65	\$75,214.04	\$97,953.62			
Private Sector, RI	Contract/Grant Specialist; Grants/Contract Specialist	\$62,058.14	\$79,540.15	\$103,209.96			
Private Sector, VT	Contract/Grant Specialist; Grants/Contract Specialist	\$58,710.07	\$75,321.43	\$98,175.01			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$60,087.31</b>	<b>\$77,242.55</b>	<b>\$100,570.79</b>			
<b>State of ME as % of Market Avg</b>		<b>78.51%</b>	<b>72.89%</b>	<b>65.46%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Grants/Contract Specialist	\$53,601.60	\$74,900.80	\$106,600.00			

## Professional / Technical Services

Bangor, ME	Grants/Contract Specialist	\$53,310.40	\$74,505.60	\$106,100.80
Lewiston, ME	Grants/Contract Specialist	\$54,496.00	\$76,190.40	\$108,409.60
Portland, ME	Grants/Contract Specialist	\$54,891.20	\$76,793.60	\$109,200.00
South Portland, ME	Grants/Contract Specialist	\$55,099.20	\$77,001.60	\$109,491.20
<b>Avg of Published Survey Data - Municipal</b>		<b>\$54,279.68</b>	<b>\$75,878.40</b>	<b>\$107,960.32</b>
<b>State of ME as % of Market Avg</b>		<b>86.91%</b>	<b>74.21%</b>	<b>60.98%</b>
Federal Government, ME	Contract/Grant Specialist	\$58,656.00	\$67,932.80	\$78,852.80
<b>State of ME as % of Market Avg</b>		<b>80.43%</b>	<b>82.88%</b>	<b>83.49%</b>
Public Sector, ME	Contract/Grant Specialist; Grants/Contract Specialist	\$56,430.40	\$71,864.00	\$93,350.40
Public Sector, ID	Contract/Grant Specialist; Grants/Contract Specialist	\$58,696.78	\$75,415.09	\$98,437.02
Public Sector, MA	Contract/Grant Specialist; Grants/Contract Specialist	\$59,986.14	\$76,295.46	\$98,603.41
Public Sector, NH	Contract/Grant Specialist; Grants/Contract Specialist	\$56,001.33	\$71,823.56	\$93,394.01
Public Sector, RI	Contract/Grant Specialist; Grants/Contract Specialist	\$59,835.34	\$76,195.94	\$98,604.16
Public Sector, VT	Contract/Grant Specialist; Grants/Contract Specialist	\$56,781.41	\$72,231.43	\$93,778.50
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$58,260.20</b>	<b>\$74,392.30</b>	<b>\$96,563.42</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.86%</b>	<b>96.60%</b>	<b>96.67%</b>
<b>State of ME as a % of Market Avg</b>		<b>80.97%</b>	<b>75.69%</b>	<b>68.17%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Database Administrator</b>	<b>\$71,614.40</b>	<b>\$85,987.20</b>	<b>\$100,526.40</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Database Management System Specialist	\$56,350.95	\$60,713.95	\$65,076.94	5		40
Vermont	Database Administrator III	\$65,864.77	\$84,549.96	\$103,235.15	15	N/A	40
Kennebec County	No Match						
Penobscot County	Systems Administrator II (IT Manager)	\$52,249.60	\$58,739.20	\$68,411.20	8	N/A	40
<b>Avg of Survey Responses</b>		<b>\$58,155.11</b>	<b>\$68,001.04</b>	<b>\$78,907.76</b>			
<b>State of ME as a % of Market Avg</b>		<b>123.14%</b>	<b>126.45%</b>	<b>127.40%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Database Administrator/Database Administrator III	\$99,761.69	\$121,915.73	\$145,211.73			
Private Sector, MA	Database Administrator/Database Administrator III	\$98,565.08	\$119,224.84	\$140,708.69			
Private Sector, ME	Database Administrator/Database Administrator III	\$92,934.40	\$113,131.20	\$135,387.20			
Private Sector, NH	Database Administrator/Database Administrator III	\$94,251.37	\$114,321.44	\$135,541.15			
Private Sector, RI	Database Administrator/Database Administrator III	\$98,804.41	\$119,971.06	\$142,098.92			
Private Sector, VT	Database Administrator/Database Administrator III	\$93,861.45	\$114,164.23	\$135,379.48			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$96,363.07</b>	<b>\$117,121.42</b>	<b>\$139,054.53</b>			
<b>State of ME as % of Market Avg</b>		<b>74.32%</b>	<b>73.42%</b>	<b>72.29%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			

## Professional / Technical Services

Augusta, ME	Database Administrator III	\$87,484.80	\$106,912.00	\$126,110.40
Bangor, ME	Database Administrator III	\$87,027.20	\$106,350.40	\$125,444.80
Lewiston, ME	Database Administrator III	\$88,940.80	\$108,680.00	\$128,190.40
Portland, ME	Database Administrator III	\$89,835.20	\$109,803.20	\$129,500.80
South Portland, ME	Database Administrator III	\$89,835.20	\$109,803.20	\$129,500.80
<b><i>Avg of Published Survey Data - Municipal</i></b>		<b>\$88,624.64</b>	<b>\$108,309.76</b>	<b>\$127,749.44</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>80.81%</b>	<b>79.39%</b>	<b>78.69%</b>
Federal Government, ME	Database Administrator	\$78,561.60	\$93,766.40	\$111,092.80
<b><i>State of ME as % of Market Avg</i></b>		<b>91.16%</b>	<b>91.70%</b>	<b>90.49%</b>
Public Sector, ME	Database Administrator/Database Administrator III	\$83,512.00	\$100,942.40	\$119,329.60
Public Sector, ID	Database Administrator/Database Administrator III	\$89,347.01	\$108,509.11	\$128,653.30
Public Sector, MA	Database Administrator/Database Administrator III	\$88,810.14	\$106,844.31	\$125,721.74
Public Sector, NH	Database Administrator/Database Administrator III	\$84,781.42	\$102,201.46	\$120,498.34
Public Sector, RI	Database Administrator/Database Administrator III	\$88,851.88	\$107,194.98	\$126,439.21
Public Sector, VT	Database Administrator/Database Administrator III	\$84,384.06	\$101,928.64	\$120,385.71
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$87,234.90</b>	<b>\$105,335.70</b>	<b>\$124,339.66</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>95.73%</b>	<b>95.83%</b>	<b>95.97%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>82.09%</b>	<b>81.63%</b>	<b>80.85%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Database Analyst</b>	<b>\$66,955.20</b>	<b>\$80,433.60</b>	<b>\$94,078.40</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	Database Administrator II	\$58,398.99	\$74,865.19	\$91,331.38	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$58,398.99</b>	<b>\$74,865.19</b>	<b>\$91,331.38</b>			
<b>State of ME as a % of Market Avg</b>		<b>114.65%</b>	<b>107.44%</b>	<b>103.01%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Database Analyst/Database Administrator II	\$88,227.89	\$109,399.84	\$132,490.29			
Private Sector, MA	Database Analyst/Database Administrator II	\$90,611.64	\$111,463.06	\$133,981.81			
Private Sector, ME	Database Analyst/Database Administrator II	\$81,993.60	\$101,316.80	\$122,428.80			
Private Sector, NH	Database Analyst/Database Administrator II	\$83,534.35	\$102,747.05	\$123,810.88			
Private Sector, RI	Database Analyst/Database Administrator II	\$87,490.16	\$107,755.68	\$129,783.42			
Private Sector, VT	Database Analyst/Database Administrator II	\$82,870.16	\$102,301.93	\$123,454.97			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$85,787.97</b>	<b>\$105,830.73</b>	<b>\$127,658.36</b>			
<b>State of ME as % of Market Avg</b>		<b>78.05%</b>	<b>76.00%</b>	<b>73.70%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Database Administrator II	\$76,232.00	\$97,531.20	\$120,411.20			

## Professional / Technical Services

Bangor, ME	Database Administrator II	\$75,836.80	\$97,032.00	\$113,547.20
Lewiston, ME	Database Administrator II	\$77,688.00	\$99,403.20	\$122,720.00
Portland, ME	Database Administrator II	\$78,291.20	\$100,172.80	\$123,676.80
South Portland, ME	Database Administrator II	\$78,291.20	\$97,032.00	\$119,787.20
<b><i>Avg of Published Survey Data - Municipal</i></b>		<b>\$77,267.84</b>	<b>\$98,234.24</b>	<b>\$120,028.48</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>86.65%</b>	<b>81.88%</b>	<b>78.38%</b>
Federal Government, ME	Database Analyst	\$78,062.40	\$92,102.40	\$107,993.60
<b><i>State of ME as % of Market Avg</i></b>		<b>85.77%</b>	<b>87.33%</b>	<b>87.11%</b>
Public Sector, ME	Database Analyst/Database Administrator II	\$77,688.00	\$95,513.60	\$115,065.60
Public Sector, ID	Database Analyst/Database Administrator II	\$83,157.58	\$102,685.11	\$124,016.94
Public Sector, MA	Database Analyst/Database Administrator II	\$86,127.06	\$105,502.77	\$126,622.49
Public Sector, NH	Database Analyst/Database Administrator II	\$79,052.68	\$96,823.46	\$116,250.50
Public Sector, RI	Database Analyst/Database Administrator II	\$82,804.26	\$101,547.86	\$121,993.61
Public Sector, VT	Database Analyst/Database Administrator II	\$78,535.86	\$96,453.74	\$116,092.89
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$81,935.49</b>	<b>\$100,602.59</b>	<b>\$120,995.29</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>94.82%</b>	<b>94.94%</b>	<b>95.10%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>81.72%</b>	<b>79.95%</b>	<b>77.75%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Departmental GIS Manager</b>	<b>\$66,955.20</b>	<b>\$80,433.60</b>	<b>\$94,078.40</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Supervising Geographical Information System (GIS) Specialist	\$82,924.41	\$88,191.05	\$93,437.65	4	N/A	35
Vermont	Geographic Information System (GIS) Professional V	\$74,263.78	\$95,686.42	\$117,109.06	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$78,594.10</b>	<b>\$91,938.73</b>	<b>\$105,273.36</b>			
<b>State of ME as a % of Market Avg</b>		<b>85.19%</b>	<b>87.49%</b>	<b>89.37%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	GIS Analyst IV	\$91,356.86	\$119,791.69	\$149,688.22			
Private Sector, MA	GIS Analyst IV	\$89,423.42	\$117,212.53	\$146,477.33			
Private Sector, ME	GIS Analyst IV	\$86,777.60	\$113,776.00	\$142,168.00			
Private Sector, NH	GIS Analyst IV	\$84,976.27	\$111,398.61	\$139,223.91			
Private Sector, RI	GIS Analyst IV	\$89,652.89	\$117,527.99	\$146,864.93			
Private Sector, VT	GIS Analyst IV	\$88,448.76	\$114,371.61	\$142,928.22			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$88,439.30</b>	<b>\$115,679.74</b>	<b>\$144,558.43</b>			
<b>State of ME as % of Market Avg</b>		<b>75.71%</b>	<b>69.53%</b>	<b>65.08%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	GIS Analyst IV	\$88,212.80	\$115,648.00	\$144,518.40			
Bangor, ME	GIS Analyst IV	\$87,755.20	\$115,044.80	\$143,769.60			
Lewiston, ME	GIS Analyst IV	\$89,668.80	\$117,561.60	\$146,910.40			
Portland, ME	GIS Analyst IV	\$90,604.80	\$118,768.00	\$148,408.00			
South Portland, ME	GIS Analyst IV	\$90,604.80	\$118,768.00	\$148,408.00			

## Professional / Technical Services

<i>Avg of Published Survey Data - Municipal</i>		<b>\$89,369.28</b>	<b>\$117,158.08</b>	<b>\$146,402.88</b>
<b>State of ME as % of Market Avg</b>		<b>74.92%</b>	<b>68.65%</b>	<b>64.26%</b>
Federal Government, ME	No Match			
Public Sector, ME	GIS Analyst IV	\$89,128.00	\$116,833.60	\$146,016.00
Public Sector, ID	GIS Analyst IV	\$93,846.34	\$123,012.02	\$153,730.76
Public Sector, MA	GIS Analyst IV	\$91,838.20	\$120,374.73	\$150,444.46
Public Sector, NH	GIS Analyst IV	\$87,275.56	\$114,399.38	\$142,965.13
Public Sector, RI	GIS Analyst IV	\$92,075.94	\$120,691.97	\$150,829.92
Public Sector, VT	GIS Analyst IV	\$89,589.36	\$117,461.61	\$146,785.54
<i>Avg of Published Survey Data - Public (Not including ME)</i>		<b>\$90,925.08</b>	<b>\$119,187.94</b>	<b>\$148,951.16</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>98.02%</b>	<b>98.02%</b>	<b>98.03%</b>
<b>State of ME as a % of Market Avg</b>		<b>73.64%</b>	<b>67.48%</b>	<b>63.16%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Eligibility Specialist</b>	<b>\$41,267.20</b>	<b>\$48,859.20</b>	<b>\$57,179.20</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Eligibility Technician II (DHS - Call Center)	\$52,618.76	\$56,543.70	\$60,451.12	5	N/A	35
Vermont	Benefits Program Specialist	\$52,053.08	\$66,673.57	\$81,273.32	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$52,335.92</b>	<b>\$61,608.63</b>	<b>\$70,862.22</b>			
<b>State of ME as a % of Market Avg</b>		<b>78.85%</b>	<b>79.31%</b>	<b>80.69%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Family Services Advisor/Eligibility Worker	\$40,151.34	\$49,355.55	\$59,107.89			
Private Sector, MA	Family Services Advisor/Eligibility Worker	\$39,518.02	\$48,544.69	\$58,088.81			
Private Sector, ME	Family Services Advisor/Eligibility Worker	\$39,416.00	\$47,902.40	\$56,659.20			
Private Sector, NH	Family Services Advisor/Eligibility Worker	\$37,061.42	\$45,674.02	\$54,793.23			
Private Sector, RI	Family Services Advisor/Eligibility Worker	\$41,352.07	\$50,523.62	\$60,195.80			
Private Sector, VT	Family Services Advisor/Eligibility Worker	\$39,112.39	\$47,552.87	\$56,366.64			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$39,435.21</b>	<b>\$48,258.86</b>	<b>\$57,535.26</b>			
<b>State of ME as % of Market Avg</b>		<b>104.65%</b>	<b>101.24%</b>	<b>99.38%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Family Services Advisor	\$31,969.60	\$42,515.20	\$53,664.00			
Bangor, ME	Family Services Advisor	\$31,803.20	\$42,307.20	\$53,393.60			
Lewiston, ME	Family Services Advisor	\$32,510.40	\$43,222.40	\$54,558.40			
Portland, ME	Family Services Advisor	\$32,843.20	\$43,659.20	\$55,120.00			
South Portland, ME	Family Services Advisor	\$32,843.20	\$43,659.20	\$55,120.00			

## Professional / Technical Services

<i>Avg of Published Survey Data - Municipal</i>		<b>\$32,393.92</b>	<b>\$43,072.64</b>	<b>\$54,371.20</b>
<b>State of ME as % of Market Avg</b>		<b>127.39%</b>	<b>113.43%</b>	<b>105.16%</b>
Federal Government, ME	Eligibility Worker	<b>\$45,094.40</b>	<b>\$50,336.00</b>	<b>\$55,473.60</b>
<b>State of ME as % of Market Avg</b>		<b>91.51%</b>	<b>97.07%</b>	<b>103.07%</b>
Public Sector, ME	Family Services Advisor/Eligibility Worker	\$38,833.60	\$46,696.00	\$54,787.20
Public Sector, ID	Family Services Advisor/Eligibility Worker	\$39,580.36	\$48,122.23	\$57,120.88
Public Sector, MA	Family Services Advisor/Eligibility Worker	\$39,000.57	\$47,260.64	\$56,038.17
Public Sector, NH	Family Services Advisor/Eligibility Worker	\$36,476.86	\$44,329.52	\$52,669.31
Public Sector, RI	Family Services Advisor/Eligibility Worker	\$40,791.36	\$49,121.85	\$57,973.00
Public Sector, VT	Family Services Advisor/Eligibility Worker	\$38,635.41	\$46,474.48	\$54,686.84
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$38,896.91</b>	<b>\$47,061.74</b>	<b>\$55,697.64</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>99.84%</b>	<b>99.22%</b>	<b>98.37%</b>
<b>State of ME as a % of Market Avg</b>		<b>106.09%</b>	<b>103.82%</b>	<b>102.66%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Emergency Communication Specialist</b>	<b>\$53,643.20</b>	<b>\$63,523.20</b>	<b>\$74,339.20</b>	<b>9</b>	<b>30.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	PSAP Emergency Communications Dispatcher I	\$49,274.15	\$62,982.15	\$76,690.16	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$49,274.15</b>	<b>\$62,982.15</b>	<b>\$76,690.16</b>			
<b>State of ME as a % of Market Avg</b>		<b>108.87%</b>	<b>100.86%</b>	<b>96.93%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Private Sector, ID	Emergency Dispatch Operator	\$36,154.48	\$45,746.95	\$57,372.11			
Private Sector, MA	Emergency Dispatch Operator	\$35,359.24	\$44,750.04	\$56,133.99			
Private Sector, ME	Emergency Dispatch Operator	\$34,320.00	\$43,430.40	\$54,496.00			
Private Sector, NH	Emergency Dispatch Operator	\$33,612.49	\$42,536.85	\$53,351.30			
Private Sector, RI	Emergency Dispatch Operator	\$35,464.66	\$44,876.51	\$56,290.88			
Private Sector, VT	Emergency Dispatch Operator	\$34,508.50	\$43,674.82	\$54,769.79			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$34,903.23</b>	<b>\$44,169.26</b>	<b>\$55,402.35</b>			
<b>State of ME as % of Market Avg</b>		<b>153.69%</b>	<b>143.82%</b>	<b>134.18%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Augusta, ME	Emergency Dispatch Operator	\$33,779.20	\$42,744.00	\$53,601.60			
Bangor, ME	Emergency Dispatch Operator	\$33,592.00	\$42,515.20	\$53,331.20			
Lewiston, ME	Emergency Dispatch Operator	\$34,340.80	\$43,451.20	\$54,496.00			
Portland, ME	Emergency Dispatch Operator	\$34,673.60	\$43,888.00	\$55,057.60			
South Portland, ME	Emergency Dispatch Operator	\$34,673.60	\$43,888.00	\$55,057.60			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$34,211.84</b>	<b>\$43,297.28</b>	<b>\$54,308.80</b>			
<b>State of ME as % of Market Avg</b>		<b>156.80%</b>	<b>146.71%</b>	<b>136.88%</b>			

## Professional / Technical Services

Federal Government, ME	No Match			
Public Sector, ME	Emergency Dispatch Operator	\$34,112.00	\$43,180.80	\$54,163.20
Public Sector, ID	Emergency Dispatch Operator	\$35,926.09	\$45,472.88	\$57,029.52
Public Sector, MA	Emergency Dispatch Operator	\$35,148.43	\$44,481.73	\$55,808.19
Public Sector, NH	Emergency Dispatch Operator	\$33,417.64	\$42,283.54	\$53,039.54
Public Sector, RI	Emergency Dispatch Operator	\$35,244.38	\$44,616.18	\$55,950.45
Public Sector, VT	Emergency Dispatch Operator	\$34,301.11	\$43,405.22	\$54,437.98
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$34,807.53</b>	<b>\$44,051.91</b>	<b>\$55,253.14</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>98.00%</b>	<b>98.02%</b>	<b>98.03%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>154.11%</b>	<b>144.20%</b>	<b>134.54%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Environmental Engineer</b>	<b>\$57,366.40</b>	<b>\$68,806.40</b>	<b>\$80,433.60</b>	<b>9</b>	<b>11.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Environmental Engineer III	\$83,755.46	\$89,152.26	\$94,549.05	4	N/A	35
Vermont	Environmental Engineer V	\$58,398.99	\$74,865.19	\$91,331.38	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$71,077.23</b>	<b>\$82,008.72</b>	<b>\$92,940.22</b>			
<b>State of ME as a % of Market Avg</b>		<b>80.71%</b>	<b>83.90%</b>	<b>86.54%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Environmental Engineer/Environmental Engineer II	\$87,040.25	\$107,801.10	\$130,000.82			
Private Sector, MA	Environmental Engineer/Environmental Engineer II	\$84,459.71	\$103,375.47	\$123,766.92			
Private Sector, ME	Environmental Engineer/Environmental Engineer II	\$80,704.00	\$99,320.00	\$119,475.20			
Private Sector, NH	Environmental Engineer/Environmental Engineer II	\$80,397.18	\$98,791.49	\$118,744.65			
Private Sector, RI	Environmental Engineer/Environmental Engineer II	\$84,886.89	\$104,111.09	\$124,977.37			
Private Sector, VT	Environmental Engineer/Environmental Engineer II	\$80,837.81	\$99,398.57	\$119,473.22			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$83,054.31</b>	<b>\$102,132.95</b>	<b>\$122,739.70</b>			
<b>State of ME as % of Market Avg</b>		<b>69.07%</b>	<b>67.37%</b>	<b>65.53%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Environmental Engineer II	\$67,766.40	\$84,905.60	\$103,043.20			

## Professional / Technical Services

Bangor, ME	Environmental Engineer II	\$67,412.80	\$84,468.80	\$102,502.40
Lewiston, ME	Environmental Engineer II	\$68,889.60	\$86,320.00	\$104,748.80
Portland, ME	Environmental Engineer II	\$69,596.80	\$87,214.40	\$105,809.60
South Portland, ME	Environmental Engineer II	\$69,596.80	\$87,214.40	\$105,809.60
<b>Avg of Published Survey Data - Municipal</b>		<b>\$68,652.48</b>	<b>\$86,024.64</b>	<b>\$104,382.72</b>
<b>State of ME as % of Market Avg</b>		<b>83.56%</b>	<b>79.98%</b>	<b>77.06%</b>
Federal Government, ME	Environmental Engineer	<b>\$78,707.20</b>	<b>\$93,828.80</b>	<b>\$111,072.00</b>
<b>State of ME as % of Market Avg</b>		<b>72.89%</b>	<b>73.33%</b>	<b>72.42%</b>
Public Sector, ME	Environmental Engineer/Environmental Engineer II	\$73,632.00	\$89,876.80	\$107,660.80
Public Sector, ID	Environmental Engineer/Environmental Engineer II	\$78,978.01	\$97,112.35	\$116,822.59
Public Sector, MA	Environmental Engineer/Environmental Engineer II	\$77,177.05	\$93,850.51	\$111,903.85
Public Sector, NH	Environmental Engineer/Environmental Engineer II	\$73,265.49	\$89,438.45	\$107,014.38
Public Sector, RI	Environmental Engineer/Environmental Engineer II	\$77,497.58	\$94,378.84	\$112,741.96
Public Sector, VT	Environmental Engineer/Environmental Engineer II	\$73,786.80	\$90,024.87	\$107,735.36
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$76,140.98</b>	<b>\$92,961.00</b>	<b>\$111,243.63</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.70%</b>	<b>96.68%</b>	<b>96.78%</b>
<b>State of ME as a % of Market Avg</b>		<b>75.34%</b>	<b>74.02%</b>	<b>72.30%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Environmental Specialist III</b>	<b>\$49,275.20</b>	<b>\$59,072.00</b>	<b>\$69,139.20</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Environmental Scientist III	\$78,060.79	\$83,072.10	\$88,100.93	4	N/A	35
Vermont	Environmental Analyst VI	\$61,945.24	\$79,552.04	\$97,138.10	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$70,003.02</b>	<b>\$81,312.07</b>	<b>\$92,619.52</b>			
<b>State of ME as a % of Market Avg</b>		<b>70.39%</b>	<b>72.65%</b>	<b>74.65%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Environmental Specialist/Environmental Engineering Technician Specialist	\$67,307.17	\$82,769.32	\$100,515.39			
Private Sector, MA	Environmental Specialist/Environmental Engineering Technician Specialist	\$68,322.87	\$83,290.65	\$100,289.92			
Private Sector, ME	Environmental Specialist/Environmental Engineering Technician Specialist	\$64,459.20	\$78,457.60	\$94,660.80			
Private Sector, NH	Environmental Specialist/Environmental Engineering Technician Specialist	\$63,659.13	\$78,351.20	\$94,933.37			
Private Sector, RI	Environmental Specialist/Environmental Engineering Technician Specialist	\$68,185.86	\$83,445.07	\$100,786.91			
Private Sector, VT	Environmental Specialist/Environmental Engineering Technician Specialist	\$64,703.43	\$78,846.94	\$95,105.75			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$66,106.28</b>	<b>\$80,860.13</b>	<b>\$97,715.35</b>			
<b>State of ME as % of Market Avg</b>		<b>74.54%</b>	<b>73.05%</b>	<b>70.76%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			

## Professional / Technical Services

Augusta, ME	Environmental Engineering Technician Specialist	\$65,769.60	\$82,388.80	\$101,337.60
Bangor, ME	Environmental Engineering Technician Specialist	\$65,769.60	\$82,388.80	\$101,337.60
Lewiston, ME	Environmental Engineering Technician Specialist	\$66,872.00	\$83,761.60	\$103,022.40
Portland, ME	Environmental Engineering Technician Specialist	\$67,558.40	\$84,614.40	\$104,083.20
South Portland, ME	Environmental Engineering Technician Specialist	\$67,558.40	\$84,614.40	\$104,083.20
<b>Avg of Published Survey Data - Municipal</b>		<b>\$66,705.60</b>	<b>\$83,553.60</b>	<b>\$102,772.80</b>
<b>State of ME as % of Market Avg</b>		<b>73.87%</b>	<b>70.70%</b>	<b>67.27%</b>
Federal Government, ME	Environmental Specialist	<b>\$54,433.60</b>	<b>\$62,441.60</b>	<b>\$71,760.00</b>
<b>State of ME as % of Market Avg</b>		<b>90.52%</b>	<b>94.60%</b>	<b>96.35%</b>
Public Sector, ME	Environmental Specialist/Environmental Engineering Technician Specialist	\$60,465.60	\$72,883.20	\$87,110.40
Public Sector, ID	Environmental Specialist/Environmental Engineering Technician Specialist	\$62,899.20	\$76,534.21	\$92,156.24
Public Sector, MA	Environmental Specialist/Environmental Engineering Technician Specialist	\$64,010.76	\$77,311.20	\$92,355.65
Public Sector, NH	Environmental Specialist/Environmental Engineering Technician Specialist	\$59,391.81	\$72,427.61	\$87,139.16
Public Sector, RI	Environmental Specialist/Environmental Engineering Technician Specialist	\$63,780.31	\$77,297.33	\$92,636.64
Public Sector, VT	Environmental Specialist/Environmental Engineering Technician Specialist	\$60,659.47	\$73,185.39	\$87,536.28
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$62,148.31</b>	<b>\$75,351.15</b>	<b>\$90,364.79</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>97.29%</b>	<b>96.72%</b>	<b>96.40%</b>
<b>State of ME as a % of Market Avg</b>		<b>79.29%</b>	<b>78.40%</b>	<b>76.51%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Fraud Investigator</b>	<b>\$47,174.40</b>	<b>\$56,305.60</b>	<b>\$65,832.00</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Income Support Fraud Investigator (DLT)	\$56,350.95	\$60,713.95	\$65,076.94	5	N/A	35
Vermont	Fraud Investigator II	\$55,101.61	\$70,572.36	\$86,043.12	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$55,726.28</b>	<b>\$65,643.16</b>	<b>\$75,560.03</b>			
<b>State of ME as a % of Market Avg</b>		<b>84.65%</b>	<b>85.78%</b>	<b>87.13%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Fraud Investigator/Fraud Investigation Officer	\$59,016.53	\$74,021.90	\$92,544.50			
Private Sector, MA	Fraud Investigator/Fraud Investigation Officer	\$58,663.76	\$73,018.27	\$90,496.66			
Private Sector, ME	Fraud Investigator/Fraud Investigation Officer	\$54,662.40	\$67,995.20	\$84,676.80			
Private Sector, NH	Fraud Investigator/Fraud Investigation Officer	\$55,631.11	\$69,563.24	\$86,632.54			
Private Sector, RI	Fraud Investigator/Fraud Investigation Officer	\$58,573.75	\$73,051.98	\$90,734.25			
Private Sector, VT	Fraud Investigator/Fraud Investigation Officer	\$56,117.78	\$69,722.09	\$86,727.48			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$57,110.89</b>	<b>\$71,228.78</b>	<b>\$88,635.37</b>			
<b>State of ME as % of Market Avg</b>		<b>82.60%</b>	<b>79.05%</b>	<b>74.27%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Fraud Investigation Officer	\$46,342.40	\$61,297.60	\$80,620.80			

## Professional / Technical Services

Bangor, ME	Fraud Investigation Officer	\$46,113.60	\$60,985.60	\$80,204.80
Lewiston, ME	Fraud Investigation Officer	\$47,132.80	\$62,316.80	\$81,952.00
Portland, ME	Fraud Investigation Officer	\$47,611.20	\$62,940.80	\$82,804.80
South Portland, ME	Fraud Investigation Officer	\$47,611.20	\$62,940.80	\$82,804.80
<b>Avg of Published Survey Data - Municipal</b>		<b>\$46,962.24</b>	<b>\$62,096.32</b>	<b>\$81,677.44</b>
<b>State of ME as % of Market Avg</b>		<b>100.45%</b>	<b>90.67%</b>	<b>80.60%</b>
Federal Government, ME	Fraud Investigator	\$56,409.60	\$65,000.00	\$75,108.80
<b>State of ME as % of Market Avg</b>		<b>83.63%</b>	<b>86.62%</b>	<b>87.65%</b>
Public Sector, ME	Fraud Investigator/Fraud Investigation Officer	\$51,646.40	\$63,481.60	\$78,312.00
Public Sector, ID	Fraud Investigator/Fraud Investigation Officer	\$55,499.29	\$68,768.88	\$85,235.95
Public Sector, MA	Fraud Investigator/Fraud Investigation Officer	\$55,290.73	\$68,092.89	\$83,808.11
Public Sector, NH	Fraud Investigator/Fraud Investigation Officer	\$52,338.06	\$64,711.35	\$79,949.01
Public Sector, RI	Fraud Investigator/Fraud Investigation Officer	\$55,149.44	\$68,065.71	\$83,925.68
Public Sector, VT	Fraud Investigator/Fraud Investigation Officer	\$53,027.78	\$65,097.46	\$80,194.92
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$54,261.06</b>	<b>\$66,947.26</b>	<b>\$82,622.73</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.18%</b>	<b>94.82%</b>	<b>94.78%</b>
<b>State of ME as a % of Market Avg</b>		<b>86.94%</b>	<b>84.10%</b>	<b>79.68%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>GIS Coordinator</b>	<b>\$55,910.40</b>	<b>\$66,809.60</b>	<b>\$78,083.20</b>	<b>9</b>	<b>30.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Geographical Information System (GIS) Specialist II	\$71,610.17	\$76,015.72	\$80,421.26	4	N/A	35
Vermont	Geographical Information System (GIS) Professional I	\$46,640.39	\$59,560.34	\$72,459.55	15	N/A	40
Kennebec County	No Match						
Penobscot County	Geospatial Database Manager	\$54,329.60	\$60,819.20	\$70,491.20			
<b>Avg of Survey Responses</b>		<b>\$57,526.72</b>	<b>\$65,465.08</b>	<b>\$74,457.34</b>			
<b>State of ME as a % of Market Avg</b>		<b>97.19%</b>	<b>102.05%</b>	<b>104.87%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	GIS Coordinator/GIS Analyst II	\$60,204.17	\$74,044.74	\$90,785.88			
Private Sector, MA	GIS Coordinator/GIS Analyst II	\$59,219.54	\$72,385.83	\$88,043.55			
Private Sector, ME	GIS Coordinator/GIS Analyst II	\$58,406.40	\$70,907.20	\$86,153.60			
Private Sector, NH	GIS Coordinator/GIS Analyst II	\$56,020.82	\$69,076.10	\$84,489.14			
Private Sector, RI	GIS Coordinator/GIS Analyst II	\$60,075.64	\$73,572.64	\$89,632.86			
Private Sector, VT	GIS Coordinator/GIS Analyst II	\$58,316.04	\$70,966.39	\$86,312.72			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$58,707.10</b>	<b>\$71,825.48</b>	<b>\$87,569.62</b>			
<b>State of ME as % of Market Avg</b>		<b>95.24%</b>	<b>93.02%</b>	<b>89.17%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	GIS Analyst II	\$60,424.00	\$75,233.60	\$93,537.60			
Bangor, ME	GIS Analyst II	\$60,112.00	\$74,838.40	\$93,059.20			
Lewiston, ME	GIS Analyst II	\$61,422.40	\$76,481.60	\$95,097.60			
Portland, ME	GIS Analyst II	\$62,046.40	\$77,272.00	\$96,075.20			
South Portland, ME	GIS Analyst II	\$62,046.40	\$77,272.00	\$96,075.20			

## Professional / Technical Services

<i>Avg of Published Survey Data - Municipal</i>		<b>\$61,210.24</b>	<b>\$76,219.52</b>	<b>\$94,768.96</b>
<i>State of ME as % of Market Avg</i>		<b>91.34%</b>	<b>87.65%</b>	<b>82.39%</b>
Federal Government, ME	GIS Coordinator	<b>\$54,704.00</b>	<b>\$63,148.80</b>	<b>\$72,945.60</b>
<i>State of ME as % of Market Avg</i>		<b>102.21%</b>	<b>105.80%</b>	<b>107.04%</b>
Public Sector, ME	GIS Coordinator/GIS Analyst II	\$57,886.40	\$69,617.60	\$83,761.60
Public Sector, ID	GIS Coordinator/GIS Analyst II	\$59,496.16	\$72,377.47	\$87,908.14
Public Sector, MA	GIS Coordinator/GIS Analyst II	\$58,606.26	\$70,948.46	\$85,667.10
Public Sector, NH	GIS Coordinator/GIS Analyst II	\$55,299.85	\$67,458.81	\$81,956.02
Public Sector, RI	GIS Coordinator/GIS Analyst II	\$59,374.76	\$71,990.65	\$87,049.61
Public Sector, VT	GIS Coordinator/GIS Analyst II	\$57,776.85	\$69,618.40	\$83,927.81
<i>Avg of Published Survey Data - Public (Not including ME)</i>		<b>\$58,110.78</b>	<b>\$70,478.76</b>	<b>\$85,301.74</b>
<i>Public Sector, ME as a % of Market Avg</i>		<b>99.61%</b>	<b>98.78%</b>	<b>98.19%</b>
<i>State of ME as a % of Market Avg</i>		<b>96.21%</b>	<b>94.79%</b>	<b>91.54%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Hospital Nurse III</b>	<b>\$76,502.40</b>	<b>\$85,654.40</b>	<b>\$96,720.00</b>	<b>9</b>	<b>\$10.00</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Registered Nurse A	\$66,884.22	\$92,115.99	\$117,347.76	19	N/A	40
Vermont	Registered Nurse II - Clinical Specialty Nurse	\$82,662.78	\$105,868.91	\$129,075.05	15	50%	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$74,773.50</b>	<b>\$98,992.45</b>	<b>\$123,211.40</b>			
<b>State of ME as a % of Market Avg</b>		<b>102.31%</b>	<b>86.53%</b>	<b>78.50%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Charge Nurse	\$89,141.46	\$104,261.02	\$123,925.58			
Private Sector, MA	Charge Nurse	\$88,235.20	\$102,033.92	\$120,259.74			
Private Sector, ME	Charge Nurse	\$83,200.00	\$96,948.80	\$115,003.20			
Private Sector, NH	Charge Nurse	\$83,865.60	\$97,408.02	\$115,198.29			
Private Sector, RI	Charge Nurse	\$88,651.63	\$102,849.50	\$121,533.03			
Private Sector, VT	Charge Nurse	\$84,259.63	\$97,967.63	\$116,051.41			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$86,225.58</b>	<b>\$100,244.82</b>	<b>\$118,661.88</b>			
<b>State of ME as % of Market Avg</b>		<b>88.72%</b>	<b>85.45%</b>	<b>81.51%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Charge Nurse	\$80,454.40	\$92,851.20	\$112,569.60			
Bangor, ME	Charge Nurse	\$80,038.40	\$92,372.80	\$111,987.20			
Lewiston, ME	Charge Nurse	\$81,785.60	\$94,390.40	\$114,441.60			
Portland, ME	Charge Nurse	\$82,638.40	\$95,368.00	\$115,606.40			
South Portland, ME	Charge Nurse	\$82,638.40	\$95,368.00	\$115,606.40			

## Professional / Technical Services

<i>Avg of Published Survey Data - Municipal</i>		<b>\$81,511.04</b>	<b>\$94,070.08</b>	<b>\$114,042.24</b>
<b>State of ME as % of Market Avg</b>		<b>93.86%</b>	<b>91.05%</b>	<b>84.81%</b>
Federal Government, ME	Charge Nurse	<b>\$75,025.60</b>	<b>\$86,798.40</b>	<b>\$100,048.00</b>
<b>State of ME as % of Market Avg</b>		<b>101.97%</b>	<b>98.68%</b>	<b>96.67%</b>
Public Sector, ME	Charge Nurse	\$78,187.20	\$90,355.20	\$106,953.60
Public Sector, ID	Charge Nurse	\$83,408.82	\$96,838.27	\$114,881.25
Public Sector, MA	Charge Nurse	\$83,156.50	\$95,556.19	\$112,287.15
Public Sector, NH	Charge Nurse	\$78,721.43	\$90,919.35	\$107,209.23
Public Sector, RI	Charge Nurse	\$83,324.92	\$96,060.96	\$113,202.54
Public Sector, VT	Charge Nurse	\$79,220.23	\$91,435.07	\$108,025.69
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$81,566.38</b>	<b>\$94,161.97</b>	<b>\$111,121.17</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.86%</b>	<b>95.96%</b>	<b>96.25%</b>
<b>State of ME as a % of Market Avg</b>		<b>93.79%</b>	<b>90.96%</b>	<b>87.04%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Rehab Counselor II</b>	<b>\$47,174.40</b>	<b>\$56,305.60</b>	<b>\$65,832.00</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Vocational Rehabilitation Counselor II	\$62,904.21	\$67,565.08	\$72,926.83	5	N/A	35
Vermont	Vocational Rehabilitation Counselor I	\$55,101.61	\$70,572.36	\$86,043.12	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$59,002.91</b>	<b>\$69,068.72</b>	<b>\$79,484.97</b>			
<b>State of ME as a % of Market Avg</b>		<b>79.95%</b>	<b>81.52%</b>	<b>82.82%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Vocational Rehabilitation Counselor	\$55,933.24	\$70,870.09	\$88,319.25			
Private Sector, MA	Vocational Rehabilitation Counselor	\$54,984.10	\$69,721.90	\$86,644.51			
Private Sector, ME	Vocational Rehabilitation Counselor	\$54,308.80	\$67,891.20	\$83,699.20			
Private Sector, NH	Vocational Rehabilitation Counselor	\$52,026.29	\$66,192.25	\$82,540.59			
Private Sector, RI	Vocational Rehabilitation Counselor	\$57,071.86	\$72,170.87	\$89,532.74			
Private Sector, VT	Vocational Rehabilitation Counselor	\$53,732.88	\$67,316.45	\$83,160.50			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$54,676.19</b>	<b>\$69,027.13</b>	<b>\$85,649.46</b>			
<b>State of ME as % of Market Avg</b>		<b>86.28%</b>	<b>81.57%</b>	<b>76.86%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Vocational Rehabilitation Counselor	\$53,872.00	\$71,052.80	\$91,187.20			
Bangor, ME	Vocational Rehabilitation Counselor	\$53,601.60	\$70,678.40	\$90,708.80			
Lewiston, ME	Vocational Rehabilitation Counselor	\$54,891.20	\$72,384.00	\$92,892.80			
Portland, ME	Vocational Rehabilitation Counselor	\$55,328.00	\$72,966.40	\$93,641.60			
South Portland, ME	Vocational Rehabilitation Counselor	\$55,328.00	\$72,966.40	\$93,641.60			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$54,604.16</b>	<b>\$72,009.60</b>	<b>\$92,414.40</b>			

## Professional / Technical Services

<b>State of ME as % of Market Avg</b>		<b>86.39%</b>	<b>78.19%</b>	<b>71.24%</b>
Federal Government, ME	Vocational Rehabilitation Counselor	<b>\$52,540.80</b>	<b>\$61,817.60</b>	<b>\$72,508.80</b>
<b>State of ME as % of Market Avg</b>		<b>89.79%</b>	<b>91.08%</b>	<b>90.79%</b>
Public Sector, ME	Vocational Rehabilitation Counselor	\$52,644.80	\$65,187.20	\$79,643.20
Public Sector, ID	Vocational Rehabilitation Counselor	\$54,083.26	\$67,763.95	\$83,660.05
Public Sector, MA	Vocational Rehabilitation Counselor	\$53,144.27	\$66,655.52	\$82,198.25
Public Sector, NH	Vocational Rehabilitation Counselor	\$50,253.11	\$63,191.48	\$78,175.83
Public Sector, RI	Vocational Rehabilitation Counselor	\$55,189.49	\$68,966.84	\$84,866.86
Public Sector, VT	Vocational Rehabilitation Counselor	\$52,115.29	\$64,599.74	\$79,137.27
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$52,957.09</b>	<b>\$66,235.51</b>	<b>\$81,607.65</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>99.41%</b>	<b>98.42%</b>	<b>97.59%</b>
<b>State of ME as a % of Market Avg</b>		<b>89.08%</b>	<b>85.01%</b>	<b>80.67%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Information System Security Analyst</b>	<b>\$64,708.80</b>	<b>\$77,667.20</b>	<b>\$90,854.40</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	Information Security Analyst II	\$79,033.58	\$101,451.66	\$123,869.74	15	20%	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$79,033.58</b>	<b>\$101,451.66</b>	<b>\$123,869.74</b>			
<b>State of ME as a % of Market Avg</b>		<b>81.88%</b>	<b>76.56%</b>	<b>73.35%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Analyst Information Security /Information Security Analyst II	\$82,677.96	\$100,287.00	\$120,202.79			
Private Sector, MA	Analyst Information Security /Information Security Analyst II	\$82,102.43	\$98,545.91	\$117,155.03			
Private Sector, ME	Analyst Information Security /Information Security Analyst II	\$76,897.60	\$92,809.60	\$110,926.40			
Private Sector, NH	Analyst Information Security /Information Security Analyst II	\$78,507.09	\$94,407.26	\$112,528.77			
Private Sector, RI	Analyst Information Security /Information Security Analyst II	\$82,223.53	\$98,964.61	\$117,968.54			
Private Sector, VT	Analyst Information Security /Information Security Analyst II	\$77,851.50	\$93,840.71	\$112,048.92			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$80,043.35</b>	<b>\$96,475.85</b>	<b>\$115,138.41</b>			
<b>State of ME as % of Market Avg</b>		<b>80.84%</b>	<b>80.50%</b>	<b>78.91%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Information Security Analyst II	\$67,766.40	\$82,492.80	\$99,611.20			

## Professional / Technical Services

Bangor, ME	Information Security Analyst II	\$67,412.80	\$82,056.00	\$99,091.20
Lewiston, ME	Information Security Analyst II	\$69,076.80	\$84,073.60	\$101,524.80
Portland, ME	Information Security Analyst II	\$69,596.80	\$84,718.40	\$102,315.20
South Portland, ME	Information Security Analyst II	\$69,596.80	\$84,718.40	\$102,315.20
<b>Avg of Published Survey Data - Municipal</b>		<b>\$68,689.92</b>	<b>\$83,611.84</b>	<b>\$100,971.52</b>
<b>State of ME as % of Market Avg</b>		<b>94.20%</b>	<b>92.89%</b>	<b>89.98%</b>
Federal Government, ME	Analyst Information Security	\$74,152.00	\$87,297.60	\$102,356.80
<b>State of ME as % of Market Avg</b>		<b>87.27%</b>	<b>88.97%</b>	<b>88.76%</b>
Public Sector, ME	Analyst Information Security /Information Security Analyst II	\$71,427.20	\$85,467.20	\$101,691.20
Public Sector, ID	Analyst Information Security /Information Security Analyst II	\$76,351.50	\$91,882.16	\$109,696.75
Public Sector, MA	Analyst Information Security /Information Security Analyst II	\$76,295.46	\$90,879.95	\$107,591.75
Public Sector, NH	Analyst Information Security /Information Security Analyst II	\$72,778.35	\$86,924.82	\$103,058.82
Public Sector, RI	Analyst Information Security /Information Security Analyst II	\$76,215.97	\$91,094.70	\$108,096.11
Public Sector, VT	Analyst Information Security /Information Security Analyst II	\$72,252.16	\$86,374.93	\$102,675.22
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$74,778.69</b>	<b>\$89,431.32</b>	<b>\$106,223.73</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.52%</b>	<b>95.57%</b>	<b>95.73%</b>
<b>State of ME as a % of Market Avg</b>		<b>86.53%</b>	<b>86.85%</b>	<b>85.53%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Information System Support Specialist II</b>	<b>\$56,659.20</b>	<b>\$67,932.80</b>	<b>\$79,518.40</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Systems Support Technician II	\$48,063.02	\$51,059.29	\$54,055.56	5	N/A	35
Vermont	IT Specialist III	\$58,398.99	\$74,865.19	\$91,331.38	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$53,231.01</b>	<b>\$62,962.24</b>	<b>\$72,693.47</b>			
<b>State of ME as a % of Market Avg</b>		<b>106.44%</b>	<b>107.89%</b>	<b>109.39%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Information Systems Operation Supervisor/Information Systems Generalist II	\$78,292.83	\$95,285.21	\$113,556.58			
Private Sector, MA	Information Systems Operation Supervisor/Information Systems Generalist II	\$76,103.82	\$91,608.22	\$108,262.52			
Private Sector, ME	Information Systems Operation Supervisor/Information Systems Generalist II	\$72,259.20	\$87,505.60	\$104,020.80			
Private Sector, NH	Information Systems Operation Supervisor/Information Systems Generalist II	\$73,304.46	\$88,639.55	\$105,007.37			
Private Sector, RI	Information Systems Operation Supervisor/Information Systems Generalist II	\$78,098.34	\$94,158.56	\$111,400.27			
Private Sector, VT	Information Systems Operation Supervisor/Information Systems Generalist II	\$73,434.25	\$88,801.31	\$105,391.93			

## Professional / Technical Services

<b><i>Avg of Published Survey Data - Private Sector</i></b>		<b><i>\$75,248.81</i></b>	<b><i>\$90,999.74</i></b>	<b><i>\$107,939.91</i></b>
<b><i>State of ME as % of Market Avg</i></b>		<b><i>75.30%</i></b>	<b><i>74.65%</i></b>	<b><i>73.67%</i></b>
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>
Augusta, ME	Information Systems Generalist II	\$61,547.20	\$75,899.20	\$90,896.00
Bangor, ME	Information Systems Generalist II	\$61,235.20	\$75,504.00	\$90,417.60
Lewiston, ME	Information Systems Generalist II	\$63,211.20	\$77,958.40	\$93,350.40
Portland, ME	Information Systems Generalist II	\$63,211.20	\$77,958.40	\$93,350.40
South Portland, ME	Information Systems Generalist II	\$62,379.20	\$76,481.60	\$91,083.20
<b><i>Avg of Published Survey Data - Municipal</i></b>		<b><i>\$62,316.80</i></b>	<b><i>\$76,760.32</i></b>	<b><i>\$91,819.52</i></b>
<b><i>State of ME as % of Market Avg</i></b>		<b><i>90.92%</i></b>	<b><i>88.50%</i></b>	<b><i>86.60%</i></b>
Federal Government, ME	Information Systems Operation Supervisor	<b><i>\$69,804.80</i></b>	<b><i>\$81,910.40</i></b>	<b><i>\$96,012.80</i></b>
<b><i>State of ME as % of Market Avg</i></b>		<b><i>81.17%</i></b>	<b><i>82.94%</i></b>	<b><i>82.82%</i></b>
Public Sector, ME	Information Systems Operation Supervisor/Information Systems Generalist II	\$66,664.00	\$79,913.60	\$94,411.20
Public Sector, ID	Information Systems Operation Supervisor/Information Systems Generalist II	\$71,920.69	\$86,720.50	\$102,799.31
Public Sector, MA	Information Systems Operation Supervisor/Information Systems Generalist II	\$70,277.69	\$83,865.60	\$98,545.91
Public Sector, NH	Information Systems Operation Supervisor/Information Systems Generalist II	\$67,419.84	\$80,903.80	\$95,342.56

## Professional / Technical Services

Public Sector, RI	Information Systems Operation Supervisor/Information Systems Generalist II	\$71,990.65	\$86,088.40	\$101,247.49
Public Sector, VT	Information Systems Operation Supervisor/Information Systems Generalist II	\$67,793.43	\$81,065.93	\$95,665.68
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$69,880.46</b>	<b>\$83,728.85</b>	<b>\$98,720.19</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>95.40%</b>	<b>95.44%</b>	<b>95.64%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>81.08%</b>	<b>81.13%</b>	<b>80.55%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Information Technology Consultant</b>	<b>\$77,084.80</b>	<b>\$92,830.40</b>	<b>\$108,700.80</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	No Match						
Kennebec County	No Match						
Penobscot County	No Match						
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Information Technology Consultant/Data Architect Consultant	\$116,251.61	\$141,603.14	\$170,563.26			
Private Sector, MA	Information Technology Consultant/Data Architect Consultant	\$112,038.00	\$135,342.52	\$161,981.73			
Private Sector, ME	Information Technology Consultant/Data Architect Consultant	\$108,430.40	\$131,393.60	\$157,830.40			
Private Sector, NH	Information Technology Consultant/Data Architect Consultant	\$108,086.08	\$130,845.14	\$156,838.80			
Private Sector, RI	Information Technology Consultant/Data Architect Consultant	\$112,882.14	\$136,752.19	\$164,006.51			
Private Sector, VT	Information Technology Consultant/Data Architect Consultant	\$109,228.52	\$132,310.22	\$158,855.22			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$111,152.79</b>	<b>\$134,707.80</b>	<b>\$161,679.32</b>			
<b>State of ME as % of Market Avg</b>		<b>69.35%</b>	<b>68.91%</b>	<b>67.23%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Data Architect Consultant	\$123,905.60	\$149,302.40	\$178,505.60			
Bangor, ME	Data Architect Consultant	\$123,302.40	\$148,491.20	\$177,590.40			
Lewiston, ME	Data Architect Consultant	\$126,006.40	\$151,798.40	\$181,500.80			

## Professional / Technical Services

Portland, ME	Data Architect Consultant	\$127,296.00	\$153,296.00	\$183,310.40
South Portland, ME	Data Architect Consultant	\$127,296.00	\$153,296.00	\$183,310.40
<b>Avg of Published Survey Data - Municipal</b>		<b>\$125,561.28</b>	<b>\$151,236.80</b>	<b>\$180,843.52</b>
<b>State of ME as % of Market Avg</b>		<b>61.39%</b>	<b>61.38%</b>	<b>60.11%</b>
Federal Government, ME	Information Technology Consultant	\$67,683.20	\$80,995.20	\$96,824.00
<b>State of ME as % of Market Avg</b>		<b>113.89%</b>	<b>114.61%</b>	<b>112.27%</b>
Public Sector, ME	Information Technology Consultant/Data Architect Consultant	\$96,782.40	\$116,355.20	\$139,131.20
Public Sector, ID	Information Technology Consultant/Data Architect Consultant	\$103,461.65	\$125,113.22	\$150,076.49
Public Sector, MA	Information Technology Consultant/Data Architect Consultant	\$100,174.93	\$120,106.42	\$143,123.47
Public Sector, NH	Information Technology Consultant/Data Architect Consultant	\$96,394.78	\$115,997.19	\$138,405.52
Public Sector, RI	Information Technology Consultant/Data Architect Consultant	\$100,746.86	\$121,232.65	\$144,702.20
Public Sector, VT	Information Technology Consultant/Data Architect Consultant	\$97,552.86	\$117,171.28	\$140,045.60
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$99,666.21</b>	<b>\$119,924.15</b>	<b>\$143,270.66</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>97.11%</b>	<b>97.02%</b>	<b>97.11%</b>
<b>State of ME as a % of Market Avg</b>		<b>77.34%</b>	<b>77.41%</b>	<b>75.87%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>IT Business Analyst</b>	<b>\$69,097.60</b>	<b>\$82,763.20</b>	<b>\$96,803.20</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Business Analyst	\$62,658.90	\$66,496.23	\$70,351.08	4	N/A	35
Vermont	Information Technology Business Analyst II	\$58,398.99	\$74,865.19	\$91,331.38	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$60,528.95</b>	<b>\$70,680.71</b>	<b>\$80,841.23</b>			
<b>State of ME as a % of Market Avg</b>		<b>114.16%</b>	<b>117.09%</b>	<b>119.74%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	IT Business Systems Analyst/IT Systems Analyst III	\$94,029.05	\$114,972.61	\$137,058.13			
Private Sector, MA	IT Business Systems Analyst/IT Systems Analyst III	\$93,026.42	\$112,708.77	\$133,330.21			
Private Sector, ME	IT Business Systems Analyst/IT Systems Analyst III	\$87,568.00	\$106,662.40	\$126,859.20			
Private Sector, NH	IT Business Systems Analyst/IT Systems Analyst III	\$88,951.32	\$107,949.68	\$128,117.17			
Private Sector, RI	IT Business Systems Analyst/IT Systems Analyst III	\$93,237.40	\$113,242.59	\$134,329.14			
Private Sector, VT	IT Business Systems Analyst/IT Systems Analyst III	\$88,469.50	\$107,673.14	\$127,913.70			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$90,880.28</b>	<b>\$110,534.87</b>	<b>\$131,267.93</b>			
<b>State of ME as % of Market Avg</b>		<b>76.03%</b>	<b>74.88%</b>	<b>73.74%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			

## Professional / Technical Services

Augusta, ME	IT Systems Analyst III	\$82,700.80	\$102,398.40	\$122,304.00
Bangor, ME	IT Systems Analyst III	\$82,201.60	\$101,795.20	\$121,596.80
Lewiston, ME	IT Systems Analyst III	\$83,990.40	\$104,104.00	\$124,300.80
Portland, ME	IT Systems Analyst III	\$84,697.60	\$104,790.40	\$125,195.20
South Portland, ME	IT Systems Analyst III	\$87,900.80	\$98,696.00	\$111,800.00
<b>Avg of Published Survey Data - Municipal</b>		<b>\$84,298.24</b>	<b>\$102,356.80</b>	<b>\$121,039.36</b>
<b>State of ME as % of Market Avg</b>		<b>81.97%</b>	<b>80.86%</b>	<b>79.98%</b>
Federal Government, ME	IT Business Systems Analyst	\$77,209.60	\$91,062.40	\$106,766.40
<b>State of ME as % of Market Avg</b>		<b>89.49%</b>	<b>90.89%</b>	<b>90.67%</b>
Public Sector, ME	IT Business Systems Analyst/IT Systems Analyst III	\$80,412.80	\$97,302.40	\$115,232.00
Public Sector, ID	IT Business Systems Analyst/IT Systems Analyst III	\$85,989.65	\$104,512.25	\$124,131.14
Public Sector, MA	IT Business Systems Analyst/IT Systems Analyst III	\$85,571.28	\$103,049.66	\$121,524.63
Public Sector, NH	IT Business Systems Analyst/IT Systems Analyst III	\$83,144.64	\$95,478.96	\$109,781.32
Public Sector, RI	IT Business Systems Analyst/IT Systems Analyst III	\$85,607.79	\$103,370.16	\$122,133.79
Public Sector, VT	IT Business Systems Analyst/IT Systems Analyst III	\$81,273.32	\$98,257.97	\$116,258.79
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$84,317.33</b>	<b>\$100,933.80</b>	<b>\$118,765.93</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.37%</b>	<b>96.40%</b>	<b>97.02%</b>
<b>State of ME as a % of Market Avg</b>		<b>81.95%</b>	<b>82.00%</b>	<b>81.51%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Licensed Practical Nurse</b>	<b>\$45,198.40</b>	<b>\$51,521.60</b>	<b>\$59,134.40</b>	<b>9</b>	<b>\$3.00</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Licensed Practical Nurse	\$53,507.37	\$73,692.79	\$93,878.21	19	N/A	35
Vermont	Licensed Practical Nurse	\$54,209.86	\$69,286.59	\$84,363.32	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$53,858.62</b>	<b>\$71,489.69</b>	<b>\$89,120.76</b>			
<b>State of ME as a % of Market Avg</b>		<b>83.92%</b>	<b>72.07%</b>	<b>66.35%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Licensed Practical Nurse	\$49,561.10	\$58,719.62	\$69,088.63			
Private Sector, MA	Licensed Practical Nurse	\$50,384.52	\$59,277.03	\$69,185.29			
Private Sector, ME	Licensed Practical Nurse	\$47,465.60	\$55,577.60	\$64,708.80			
Private Sector, NH	Licensed Practical Nurse	\$46,784.69	\$55,631.11	\$65,549.23			
Private Sector, RI	Licensed Practical Nurse	\$50,443.52	\$59,595.04	\$69,827.92			
Private Sector, VT	Licensed Practical Nurse	\$48,320.19	\$56,594.76	\$65,989.20			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$48,826.60</b>	<b>\$57,565.86</b>	<b>\$67,391.51</b>			
<b>State of ME as % of Market Avg</b>		<b>92.57%</b>	<b>89.50%</b>	<b>87.75%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Licensed Practical Nurse	\$41,641.60	\$50,585.60	\$61,068.80			
Bangor, ME	Licensed Practical Nurse	\$41,412.80	\$50,336.00	\$60,756.80			
Lewiston, ME	Licensed Practical Nurse	\$42,432.00	\$51,563.20	\$62,254.40			
Portland, ME	Licensed Practical Nurse	\$42,868.80	\$52,083.20	\$62,878.40			
South Portland, ME	Licensed Practical Nurse	\$42,764.80	\$51,958.40	\$62,732.80			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$42,224.00</b>	<b>\$51,305.28</b>	<b>\$61,938.24</b>			

## Professional / Technical Services

<b>State of ME as % of Market Avg</b>		<b>107.04%</b>	<b>100.42%</b>	<b>95.47%</b>
Federal Government, ME	No Match			
Public Sector, ME	Licensed Practical Nurse	\$46,488.00	\$54,371.20	\$63,294.40
Public Sector, ID	Licensed Practical Nurse	\$48,464.82	\$57,372.11	\$67,467.04
Public Sector, MA	Licensed Practical Nurse	\$49,119.64	\$57,782.17	\$67,422.12
Public Sector, NH	Licensed Practical Nurse	\$45,751.96	\$54,384.04	\$64,029.36
Public Sector, RI	Licensed Practical Nurse	\$49,362.15	\$58,273.38	\$68,245.93
Public Sector, VT	Licensed Practical Nurse	\$47,262.54	\$55,329.73	\$64,413.09
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$47,992.22</b>	<b>\$56,628.28</b>	<b>\$66,315.51</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.87%</b>	<b>96.01%</b>	<b>95.44%</b>
<b>State of ME as a % of Market Avg</b>		<b>94.18%</b>	<b>90.98%</b>	<b>89.17%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Management Analyst II</b>	<b>\$51,688.00</b>	<b>\$61,984.00</b>	<b>\$72,467.20</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Principal Management and Methods Analyst	\$62,851.64	\$66,899.24	\$70,964.36	4	N/A	35
Vermont	Budget & Management Analyst	\$70,053.91	\$89,962.65	\$109,850.66	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$66,452.77</b>	<b>\$78,430.95</b>	<b>\$90,407.51</b>			
<b>State of ME as a % of Market Avg</b>		<b>77.78%</b>	<b>79.03%</b>	<b>80.16%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Management Analyst II / Business Process Analyst II	\$72,331.80	\$88,410.60	\$106,476.42			
Private Sector, MA	Management Analyst II / Business Process Analyst II	\$73,209.92	\$88,503.51	\$105,560.27			
Private Sector, ME	Management Analyst II / Business Process Analyst II	\$68,640.00	\$83,449.60	\$100,235.20			
Private Sector, NH	Management Analyst II / Business Process Analyst II	\$69,154.05	\$84,099.43	\$100,720.56			
Private Sector, RI	Management Analyst II / Business Process Analyst II	\$73,152.11	\$88,551.50	\$105,833.26			
Private Sector, VT	Management Analyst II / Business Process Analyst II	\$69,037.73	\$83,865.60	\$100,642.87			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$70,920.93</b>	<b>\$86,146.71</b>	<b>\$103,244.76</b>			
<b>State of ME as % of Market Avg</b>		<b>72.88%</b>	<b>71.95%</b>	<b>70.19%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			

## Professional / Technical Services

Augusta, ME	Business Process Analyst II	\$60,091.20	\$73,195.20	\$87,900.80
Bangor, ME	Business Process Analyst II	\$59,696.00	\$72,800.00	\$87,401.60
Lewiston, ME	Business Process Analyst II	\$61,110.40	\$74,401.60	\$89,294.40
Portland, ME	Business Process Analyst II	\$64,708.80	\$79,310.40	\$95,700.80
South Portland, ME	Business Process Analyst II	\$61,692.80	\$75,192.00	\$90,209.60
<b>Avg of Published Survey Data - Municipal</b>		<b>\$61,459.84</b>	<b>\$74,979.84</b>	<b>\$90,101.44</b>
<b>State of ME as % of Market Avg</b>		<b>84.10%</b>	<b>82.67%</b>	<b>80.43%</b>
Federal Government, ME	Management Analyst II	\$67,184.00	\$79,601.60	\$94,348.80
<b>State of ME as % of Market Avg</b>		<b>76.93%</b>	<b>77.87%</b>	<b>76.81%</b>
Public Sector, ME	Management Analyst II / Business Process Analyst II	\$63,960.00	\$76,835.20	\$91,624.00
Public Sector, ID	Management Analyst II / Business Process Analyst II	\$67,101.62	\$81,102.05	\$96,998.15
Public Sector, MA	Management Analyst II / Business Process Analyst II	\$68,207.88	\$81,661.64	\$96,744.41
Public Sector, NH	Management Analyst II / Business Process Analyst II	\$64,126.79	\$77,318.47	\$92,049.51
Public Sector, RI	Management Analyst II / Business Process Analyst II	\$68,065.71	\$81,602.75	\$96,841.94
Public Sector, VT	Management Analyst II / Business Process Analyst II	\$64,309.40	\$77,167.14	\$91,932.79
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$66,362.28</b>	<b>\$79,770.41</b>	<b>\$94,913.36</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.38%</b>	<b>96.32%</b>	<b>96.53%</b>
<b>State of ME as a % of Market Avg</b>		<b>77.89%</b>	<b>77.70%</b>	<b>76.35%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Occupational Therapy Assistant</b>	<b>\$40,955.20</b>	<b>\$47,382.40</b>	<b>\$54,641.60</b>	<b>9</b>	<b>\$2.00</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Certified Occupational Therapy Assistant	\$71,610.17	\$76,015.72	\$80,421.26	4	N/A	35
Vermont	No Match						
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$71,610.17</b>	<b>\$76,015.72</b>	<b>\$80,421.26</b>			
<b>State of ME as a % of Market Avg</b>		<b>57.19%</b>	<b>62.33%</b>	<b>67.94%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$59,016.53	\$70,824.41	\$83,226.10			
Private Sector, MA	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$59,047.06	\$70,201.03	\$81,814.96			
Private Sector, ME	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$56,139.20	\$66,664.00	\$77,833.60			
Private Sector, NH	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$56,468.98	\$67,770.58	\$79,364.45			
Private Sector, RI	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$59,795.29	\$71,269.74	\$83,164.72			
Private Sector, VT	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$57,569.46	\$68,353.37	\$79,800.90			

## Professional / Technical Services

<b><i>Avg of Published Survey Data - Private Sector</i></b>		<b>\$58,006.09</b>	<b>\$69,180.52</b>	<b>\$80,867.45</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>70.61%</b>	<b>68.49%</b>	<b>67.57%</b>
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>
Augusta, ME	Certified Occupational Therapy Assistant	\$49,940.80	\$61,568.00	\$73,070.40
Bangor, ME	Certified Occupational Therapy Assistant	\$49,670.40	\$61,256.00	\$72,696.00
Lewiston, ME	Certified Occupational Therapy Assistant	\$50,876.80	\$62,732.80	\$74,464.00
Portland, ME	Certified Occupational Therapy Assistant	\$51,292.80	\$63,232.00	\$75,046.40
South Portland, ME	Certified Occupational Therapy Assistant	\$51,292.80	\$63,232.00	\$75,046.40
<b><i>Avg of Published Survey Data - Municipal</i></b>		<b>\$50,614.72</b>	<b>\$62,404.16</b>	<b>\$74,064.64</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>80.92%</b>	<b>75.93%</b>	<b>73.78%</b>
Federal Government, ME	Occupational Therapy Assistant Certified	<b>\$60,632.00</b>	<b>\$69,763.20</b>	<b>\$80,308.80</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>67.55%</b>	<b>67.92%</b>	<b>68.04%</b>
Public Sector, ME	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$55,598.40	\$66,060.80	\$77,168.00
Public Sector, ID	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$58,422.71	\$70,070.71	\$82,335.37
Public Sector, MA	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$58,433.78	\$69,491.93	\$80,971.70
Public Sector, NH	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$55,903.90	\$67,088.58	\$78,604.51
Public Sector, RI	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$59,174.51	\$70,548.83	\$82,403.76

## Professional / Technical Services

Public Sector, VT	Occupational Therapy Assistant Certified/Certified Occupational Therapy Assistant	\$56,988.79	\$67,627.53	\$78,950.63
<i>Avg of Published Survey Data - Public (Not including ME)</i>		<b>\$57,784.74</b>	<b>\$68,965.52</b>	<b>\$80,653.19</b>
<i>Public Sector, ME as a % of Market Avg</i>		<b>96.22%</b>	<b>95.79%</b>	<b>95.68%</b>
<i>State of ME as a % of Market Avg</i>		<b>70.88%</b>	<b>68.70%</b>	<b>67.75%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Psychologist III</b>	<b>\$79,934.40</b>	<b>\$93,620.80</b>	<b>\$107,411.20</b>	<b>9</b>	<b>\$6.20</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	DMH Psychologist	\$70,053.91	\$89,962.65	\$109,850.66	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$70,053.91</b>	<b>\$89,962.65</b>	<b>\$109,850.66</b>			
<b>State of ME as a % of Market Avg</b>		<b>114.10%</b>	<b>104.07%</b>	<b>97.78%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Clinical Psychologist/Psychologist Ph.D.	\$92,224.75	\$112,163.39	\$135,596.42			
Private Sector, MA	Clinical Psychologist/Psychologist Ph.D.	\$91,033.27	\$109,853.20	\$131,873.67			
Private Sector, ME	Clinical Psychologist/Psychologist Ph.D.	\$87,817.60	\$106,433.60	\$128,315.20			
Private Sector, NH	Clinical Psychologist/Psychologist Ph.D.	\$86,788.43	\$105,046.34	\$126,499.88			
Private Sector, RI	Clinical Psychologist/Psychologist Ph.D.	\$92,095.96	\$111,260.09	\$133,768.44			
Private Sector, VT	Clinical Psychologist/Psychologist Ph.D.	\$86,810.44	\$105,163.81	\$126,773.10			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$89,461.74</b>	<b>\$108,320.07</b>	<b>\$130,471.12</b>			
<b>State of ME as % of Market Avg</b>		<b>89.35%</b>	<b>86.43%</b>	<b>82.33%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Psychologist Ph.D.	\$89,398.40	\$108,180.80	\$131,185.60			
Bangor, ME	Psychologist Ph.D.	\$88,940.80	\$107,619.20	\$130,499.20			
Lewiston, ME	Psychologist Ph.D.	\$90,896.00	\$109,990.40	\$133,369.60			
Portland, ME	Psychologist Ph.D.	\$91,811.20	\$111,113.60	\$134,721.60			
South Portland, ME	Psychologist Ph.D.	\$91,811.20	\$111,113.60	\$134,721.60			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$90,571.52</b>	<b>\$109,603.52</b>	<b>\$132,899.52</b>			
<b>State of ME as % of Market Avg</b>		<b>88.26%</b>	<b>85.42%</b>	<b>80.82%</b>			

## Professional / Technical Services

Federal Government, ME	Clinical Psychologist	<b>\$72,966.40</b>	<b>\$86,902.40</b>	<b>\$103,043.20</b>
<b>State of ME as % of Market Avg</b>		<b>109.55%</b>	<b>107.73%</b>	<b>104.24%</b>
Public Sector, ME	Clinical Psychologist/Psychologist Ph.D.	\$81,702.40	\$98,155.20	\$117,852.80
Public Sector, ID	Clinical Psychologist/Psychologist Ph.D.	\$86,492.11	\$104,352.38	\$125,592.85
Public Sector, MA	Clinical Psychologist/Psychologist Ph.D.	\$85,724.60	\$102,666.37	\$122,770.35
Public Sector, NH	Clinical Psychologist/Psychologist Ph.D.	\$81,488.37	\$97,973.10	\$117,439.12
Public Sector, RI	Clinical Psychologist/Psychologist Ph.D.	\$86,569.00	\$103,850.76	\$124,316.53
Public Sector, VT	Clinical Psychologist/Psychologist Ph.D.	\$81,688.08	\$98,133.54	\$117,814.16
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$84,392.43</b>	<b>\$101,395.23</b>	<b>\$121,586.60</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.81%</b>	<b>96.80%</b>	<b>96.93%</b>
<b>State of ME as a % of Market Avg</b>		<b>94.72%</b>	<b>92.33%</b>	<b>88.34%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Rehab Counselor II</b>	<b>\$47,174.40</b>	<b>\$56,305.60</b>	<b>\$65,832.00</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Vocational Rehabilitation Counselor II	\$62,904.21	\$67,565.08	\$72,926.83	5	N/A	35
Vermont	Vocational Rehabilitation Counselor I	\$55,101.61	\$70,572.36	\$86,043.12	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$59,002.91</b>	<b>\$69,068.72</b>	<b>\$79,484.97</b>			
<b>State of ME as a % of Market Avg</b>		<b>79.95%</b>	<b>81.52%</b>	<b>82.82%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Vocational Rehabilitation Counselor	\$55,933.24	\$70,870.09	\$88,319.25			
Private Sector, MA	Vocational Rehabilitation Counselor	\$54,984.10	\$69,721.90	\$86,644.51			
Private Sector, ME	Vocational Rehabilitation Counselor	\$54,308.80	\$67,891.20	\$83,699.20			
Private Sector, NH	Vocational Rehabilitation Counselor	\$52,026.29	\$66,192.25	\$82,540.59			
Private Sector, RI	Vocational Rehabilitation Counselor	\$57,071.86	\$72,170.87	\$89,532.74			
Private Sector, VT	Vocational Rehabilitation Counselor	\$53,732.88	\$67,316.45	\$83,160.50			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$54,676.19</b>	<b>\$69,027.13</b>	<b>\$85,649.46</b>			
<b>State of ME as % of Market Avg</b>		<b>86.28%</b>	<b>81.57%</b>	<b>76.86%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Vocational Rehabilitation Counselor	\$53,872.00	\$71,052.80	\$91,187.20			
Bangor, ME	Vocational Rehabilitation Counselor	\$53,601.60	\$70,678.40	\$90,708.80			
Lewiston, ME	Vocational Rehabilitation Counselor	\$54,891.20	\$72,384.00	\$92,892.80			
Portland, ME	Vocational Rehabilitation Counselor	\$55,328.00	\$72,966.40	\$93,641.60			
South Portland, ME	Vocational Rehabilitation Counselor	\$55,328.00	\$72,966.40	\$93,641.60			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$54,604.16</b>	<b>\$72,009.60</b>	<b>\$92,414.40</b>			
<b>State of ME as % of Market Avg</b>		<b>86.39%</b>	<b>78.19%</b>	<b>71.24%</b>			

## Professional / Technical Services

Federal Government, ME	Vocational Rehabilitation Counselor	<b>\$52,540.80</b>	<b>\$61,817.60</b>	<b>\$72,508.80</b>
<b>State of ME as % of Market Avg</b>		<b>89.79%</b>	<b>91.08%</b>	<b>90.79%</b>
Public Sector, ME	Vocational Rehabilitation Counselor	\$52,644.80	\$65,187.20	\$79,643.20
Public Sector, ID	Vocational Rehabilitation Counselor	\$54,083.26	\$67,763.95	\$83,660.05
Public Sector, MA	Vocational Rehabilitation Counselor	\$53,144.27	\$66,655.52	\$82,198.25
Public Sector, NH	Vocational Rehabilitation Counselor	\$50,253.11	\$63,191.48	\$78,175.83
Public Sector, RI	Vocational Rehabilitation Counselor	\$55,189.49	\$68,966.84	\$84,866.86
Public Sector, VT	Vocational Rehabilitation Counselor	\$52,115.29	\$64,599.74	\$79,137.27
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$52,957.09</b>	<b>\$66,235.51</b>	<b>\$81,607.65</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>99.41%</b>	<b>98.42%</b>	<b>97.59%</b>
<b>State of ME as a % of Market Avg</b>		<b>89.08%</b>	<b>85.01%</b>	<b>80.67%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Senior Programmer Analyst</b>	<b>\$66,955.20</b>	<b>\$80,433.60</b>	<b>\$94,078.40</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	IT Systems Developer IV	\$74,263.78	\$95,686.42	\$117,109.06	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$74,263.78</b>	<b>\$95,686.42</b>	<b>\$117,109.06</b>			
<b>State of ME as a % of Market Avg</b>		<b>90.16%</b>	<b>84.06%</b>	<b>80.33%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Programmer Analyst / Application Programmer Analyst IV	\$104,101.15	\$128,333.55	\$153,273.98			
Private Sector, MA	Programmer Analyst / Application Programmer Analyst IV	\$102,858.02	\$125,702.58	\$148,930.43			
Private Sector, ME	Programmer Analyst / Application Programmer Analyst IV	\$97,115.20	\$119,288.00	\$142,084.80			
Private Sector, NH	Programmer Analyst / Application Programmer Analyst IV	\$98,323.84	\$120,342.46	\$143,101.53			
Private Sector, RI	Programmer Analyst / Application Programmer Analyst IV	\$103,089.81	\$126,319.06	\$150,088.99			
Private Sector, VT	Programmer Analyst / Application Programmer Analyst IV	\$98,050.58	\$120,344.23	\$143,177.08			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$100,589.77</b>	<b>\$123,388.31</b>	<b>\$146,776.13</b>			
<b>State of ME as % of Market Avg</b>		<b>66.56%</b>	<b>65.19%</b>	<b>64.10%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Application Programmer Analyst IV	\$97,094.40	\$120,598.40	\$143,104.00			

## Professional / Technical Services

Bangor, ME	Application Programmer Analyst IV	\$96,595.20	\$119,891.20	\$142,292.80
Lewiston, ME	Application Programmer Analyst IV	\$98,696.00	\$122,595.20	\$145,496.00
Portland, ME	Application Programmer Analyst IV	\$99,507.20	\$123,510.40	\$146,598.40
South Portland, ME	Application Programmer Analyst IV	\$99,694.40	\$123,801.60	\$146,910.40
<b>Avg of Published Survey Data - Municipal</b>		<b>\$98,317.44</b>	<b>\$122,079.36</b>	<b>\$144,880.32</b>
<b>State of ME as % of Market Avg</b>		<b>68.10%</b>	<b>65.89%</b>	<b>64.94%</b>
Federal Government, ME	Programmer Analyst	<b>\$77,792.00</b>	<b>\$92,809.60</b>	<b>\$109,969.60</b>
<b>State of ME as % of Market Avg</b>		<b>86.07%</b>	<b>86.67%</b>	<b>85.55%</b>
Public Sector, ME	Programmer Analyst / Application Programmer Analyst IV	\$88,004.80	\$107,369.60	\$127,337.60
Public Sector, ID	Programmer Analyst / Application Programmer Analyst IV	\$94,006.21	\$115,223.84	\$137,035.29
Public Sector, MA	Programmer Analyst / Application Programmer Analyst IV	\$93,409.72	\$113,456.20	\$133,981.81
Public Sector, NH	Programmer Analyst / Application Programmer Analyst IV	\$89,165.66	\$108,456.30	\$128,312.03
Public Sector, RI	Programmer Analyst / Application Programmer Analyst IV	\$93,457.68	\$113,823.32	\$134,709.62
Public Sector, VT	Programmer Analyst / Application Programmer Analyst IV	\$88,905.00	\$108,378.25	\$128,452.90
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$91,788.85</b>	<b>\$111,867.58</b>	<b>\$132,498.33</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.88%</b>	<b>95.98%</b>	<b>96.11%</b>
<b>State of ME as a % of Market Avg</b>		<b>72.94%</b>	<b>71.90%</b>	<b>71.00%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Senior Revenue Agent</b>	<b>\$56,180.80</b>	<b>\$67,350.40</b>	<b>\$78,811.20</b>	<b>9</b>	<b>14.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Revenue Officer II (Taxation)	\$54,353.44	\$59,382.27	\$62,658.90	5	N/A	35
Vermont	Tax Field Auditor II	\$52,053.08	\$66,673.57	\$81,273.32	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$53,203.26</b>	<b>\$63,027.92</b>	<b>\$71,966.11</b>			
<b>State of ME as a % of Market Avg</b>		<b>105.60%</b>	<b>106.86%</b>	<b>109.51%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Tax Compliance Analyst II	\$56,367.18	\$77,447.78	\$95,764.83			
Private Sector, MA	Tax Compliance Analyst II	\$55,156.58	\$75,778.01	\$93,716.36			
Private Sector, ME	Tax Compliance Analyst II	\$53,560.00	\$73,548.80	\$90,958.40			
Private Sector, NH	Tax Compliance Analyst II	\$52,435.49	\$72,037.90	\$89,068.23			
Private Sector, RI	Tax Compliance Analyst II	\$55,309.64	\$75,995.69	\$93,958.31			
Private Sector, VT	Tax Compliance Analyst II	\$53,815.83	\$73,952.70	\$91,435.07			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$54,440.79</b>	<b>\$74,793.48</b>	<b>\$92,483.53</b>			
<b>State of ME as % of Market Avg</b>		<b>103.20%</b>	<b>90.05%</b>	<b>85.22%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Tax Compliance Analyst II	\$50,606.40	\$69,492.80	\$86,008.00			
Bangor, ME	Tax Compliance Analyst II	\$50,398.40	\$69,201.60	\$85,508.80			
Lewiston, ME	Tax Compliance Analyst II	\$51,500.80	\$70,699.20	\$87,401.60			
Portland, ME	Tax Compliance Analyst II	\$52,000.00	\$71,406.40	\$88,296.00			
South Portland, ME	Tax Compliance Analyst II	\$52,000.00	\$71,406.40	\$88,296.00			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$51,301.12</b>	<b>\$70,441.28</b>	<b>\$87,102.08</b>			

## Professional / Technical Services

<b>State of ME as % of Market Avg</b>		<b>109.51%</b>	<b>95.61%</b>	<b>90.48%</b>
Federal Government, ME	No Match			
Public Sector, ME	Tax Compliance Analyst II	\$51,147.20	\$70,262.40	\$86,881.60
Public Sector, ID	Tax Compliance Analyst II	\$53,854.87	\$73,976.22	\$91,493.90
Public Sector, MA	Tax Compliance Analyst II	\$52,703.47	\$72,404.99	\$89,519.25
Public Sector, NH	Tax Compliance Analyst II	\$50,077.74	\$68,803.31	\$85,073.70
Public Sector, RI	Tax Compliance Analyst II	\$52,846.54	\$72,591.40	\$89,753.01
Public Sector, VT	Tax Compliance Analyst II	\$51,410.19	\$70,634.58	\$87,349.63
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$52,178.56</b>	<b>\$71,682.10</b>	<b>\$88,637.90</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>98.02%</b>	<b>98.02%</b>	<b>98.02%</b>
<b>State of ME as a % of Market Avg</b>		<b>107.67%</b>	<b>93.96%</b>	<b>88.91%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Senior Technician</b>	<b>\$56,264.00</b>	<b>\$67,537.60</b>	<b>\$78,998.40</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Engineering Technician IV	\$69,086.99	\$73,252.24	\$77,397.46	4	N/A	40
Vermont	AOT Technician V	\$61,945.24	\$79,344.66	\$97,138.10	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$65,516.12</b>	<b>\$76,298.45</b>	<b>\$87,267.78</b>			
<b>State of ME as a % of Market Avg</b>		<b>85.88%</b>	<b>88.52%</b>	<b>90.52%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Civil Engineering Technician III	\$72,994.13	\$94,440.16	\$114,812.74			
Private Sector, MA	Civil Engineering Technician III	\$71,005.95	\$90,688.30	\$109,278.26			
Private Sector, ME	Civil Engineering Technician III	\$67,620.80	\$86,902.40	\$105,289.60			
Private Sector, NH	Civil Engineering Technician III	\$67,517.26	\$86,613.06	\$104,793.03			
Private Sector, RI	Civil Engineering Technician III	\$71,369.87	\$91,294.95	\$110,298.88			
Private Sector, VT	Civil Engineering Technician III	\$67,751.96	\$86,955.60	\$105,267.50			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$69,710.00</b>	<b>\$89,482.41</b>	<b>\$108,290.00</b>			
<b>State of ME as % of Market Avg</b>		<b>80.71%</b>	<b>75.48%</b>	<b>72.95%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Civil Engineering Technician III	\$48,297.60	\$67,704.00	\$83,491.20			
Bangor, ME	Civil Engineering Technician III	\$48,006.40	\$67,308.80	\$83,096.00			
Lewiston, ME	Civil Engineering Technician III	\$49,108.80	\$68,806.40	\$84,905.60			
Portland, ME	Civil Engineering Technician III	\$49,608.00	\$69,492.80	\$85,696.00			
South Portland, ME	Civil Engineering Technician III	\$49,608.00	\$69,492.80	\$85,696.00			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$48,925.76</b>	<b>\$68,560.96</b>	<b>\$84,576.96</b>			

## Professional / Technical Services

<b>State of ME as % of Market Avg</b>		<b>113.42%</b>	<b>97.19%</b>	<b>92.18%</b>
Federal Government, ME	No Match			
Public Sector, ME	Civil Engineering Technician III	\$62,108.80	\$79,040.00	\$95,305.60
Public Sector, ID	Civil Engineering Technician III	\$66,576.31	\$85,372.99	\$103,530.16
Public Sector, MA	Civil Engineering Technician III	\$65,218.15	\$82,696.54	\$99,216.68
Public Sector, NH	Civil Engineering Technician III	\$61,846.98	\$78,760.40	\$94,855.42
Public Sector, RI	Civil Engineering Technician III	\$65,482.45	\$83,124.67	\$99,945.85
Public Sector, VT	Civil Engineering Technician III	\$62,194.10	\$79,137.27	\$95,313.13
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$64,263.60</b>	<b>\$81,818.37</b>	<b>\$98,572.25</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.65%</b>	<b>96.60%</b>	<b>96.69%</b>
<b>State of ME as a % of Market Avg</b>		<b>87.55%</b>	<b>82.55%</b>	<b>80.14%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Staff Accountant</b>	<b>\$43,014.40</b>	<b>\$51,396.80</b>	<b>\$60,070.40</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Accountant	\$46,801.43	\$49,569.92	\$52,355.92	5	N/A	35
Vermont	Financial Administrator I	\$52,053.08	\$66,673.57	\$81,273.32	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$49,427.26</b>	<b>\$58,121.74</b>	<b>\$66,814.62</b>			
<b>State of ME as a % of Market Avg</b>		<b>87.03%</b>	<b>88.43%</b>	<b>89.91%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Private Sector, ID	Staff Accountant/Staff Accountant I	\$57,920.25	\$69,796.64	\$83,385.98			
Private Sector, MA	Staff Accountant/Staff Accountant I	\$58,874.57	\$70,373.51	\$83,348.15			
Private Sector, ME	Staff Accountant/Staff Accountant I	\$55,182.40	\$65,852.80	\$78,520.00			
Private Sector, NH	Staff Accountant/Staff Accountant I	\$54,832.20	\$66,172.76	\$78,877.31			
Private Sector, RI	Staff Accountant/Staff Accountant I	\$58,633.83	\$70,148.33	\$83,184.74			
Private Sector, VT	Staff Accountant/Staff Accountant I	\$55,578.59	\$66,258.80	\$78,618.82			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$56,836.97</b>	<b>\$68,100.47</b>	<b>\$80,989.17</b>			
<b>State of ME as % of Market Avg</b>		<b>75.68%</b>	<b>75.47%</b>	<b>74.17%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Augusta, ME	Staff Accountant	\$47,923.20	\$57,990.40	\$69,326.40			
Bangor, ME	Staff Accountant	\$47,673.60	\$57,678.40	\$68,952.00			
Lewiston, ME	Staff Accountant	\$48,734.40	\$58,947.20	\$70,470.40			
Portland, ME	Staff Accountant	\$49,233.60	\$59,550.40	\$71,198.40			
South Portland, ME	Staff Accountant	\$49,233.60	\$59,550.40	\$71,198.40			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$48,559.68</b>	<b>\$58,743.36</b>	<b>\$70,229.12</b>			
<b>State of ME as % of Market Avg</b>		<b>88.58%</b>	<b>87.49%</b>	<b>85.53%</b>			

## Professional / Technical Services

Federal Government, ME	Staff Accountant	<b>\$55,556.80</b>	<b>\$64,043.20</b>	<b>\$74,214.40</b>
<b>State of ME as % of Market Avg</b>		<b>77.42%</b>	<b>80.25%</b>	<b>80.94%</b>
Public Sector, ME	Staff Accountant/Staff Accountant I	\$52,000.00	\$61,339.20	\$72,155.20
Public Sector, ID	Staff Accountant/Staff Accountant I	\$54,357.33	\$64,726.34	\$76,511.37
Public Sector, MA	Staff Accountant/Staff Accountant I	\$55,386.56	\$65,467.30	\$76,832.08
Public Sector, NH	Staff Accountant/Staff Accountant I	\$51,383.27	\$61,320.87	\$72,486.07
Public Sector, RI	Staff Accountant/Staff Accountant I	\$55,129.42	\$65,242.15	\$76,636.50
Public Sector, VT	Staff Accountant/Staff Accountant I	\$52,405.63	\$61,717.12	\$72,438.81
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$53,732.44</b>	<b>\$63,694.76</b>	<b>\$74,980.97</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.78%</b>	<b>96.30%</b>	<b>96.23%</b>
<b>State of ME as a % of Market Avg</b>		<b>80.05%</b>	<b>80.69%</b>	<b>80.11%</b>

## Professional / Technical Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Systems Analyst</b>	<b>\$66,955.20</b>	<b>\$80,433.60</b>	<b>\$94,078.40</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Systems Support Technician III	\$52,618.76	\$56,053.08	\$60,626.34	5	N/A	35
Vermont	Information Technology Business Analyst III	\$65,864.77	\$84,549.96	\$103,235.15	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$59,241.76</b>	<b>\$70,301.52</b>	<b>\$81,930.75</b>			
<b>State of ME as a % of Market Avg</b>		<b>113.02%</b>	<b>114.41%</b>	<b>114.83%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Systems Analyst /Systems Architect II	\$88,456.28	\$106,019.64	\$126,780.49			
Private Sector, MA	Systems Analyst /Systems Architect II	\$87,487.77	\$103,892.92	\$123,115.31			
Private Sector, ME	Systems Analyst /Systems Architect II	\$82,180.80	\$98,092.80	\$117,000.00			
Private Sector, NH	Systems Analyst /Systems Architect II	\$83,709.72	\$99,570.91	\$118,491.34			
Private Sector, RI	Systems Analyst /Systems Architect II	\$87,710.44	\$104,431.50	\$124,176.36			
Private Sector, VT	Systems Analyst /Systems Architect II	\$83,056.81	\$99,046.02	\$117,980.07			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$85,433.64</b>	<b>\$101,842.30</b>	<b>\$121,257.26</b>			
<b>State of ME as % of Market Avg</b>		<b>78.37%</b>	<b>78.98%</b>	<b>77.59%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Systems Architect II	\$69,305.60	\$82,409.60	\$99,153.60			
Bangor, ME	Systems Architect II	\$68,952.00	\$81,993.60	\$98,633.60			
Lewiston, ME	Systems Architect II	\$70,470.40	\$83,782.40	\$100,796.80			
Portland, ME	Systems Architect II	\$71,177.60	\$84,635.20	\$101,816.00			
South Portland, ME	Systems Architect II	\$71,177.60	\$84,635.20	\$101,816.00			

## Professional / Technical Services

<b>Avg of Published Survey Data - Municipal</b>		<b>\$70,216.64</b>	<b>\$83,491.20</b>	<b>\$100,443.20</b>
<b>State of ME as % of Market Avg</b>		<b>95.36%</b>	<b>96.34%</b>	<b>93.66%</b>
Federal Government, ME	Systems Analyst	<b>\$78,436.80</b>	<b>\$92,539.20</b>	<b>\$108,513.60</b>
<b>State of ME as % of Market Avg</b>		<b>85.36%</b>	<b>86.92%</b>	<b>86.70%</b>
Public Sector, ME	Systems Analyst /Systems Architect II	\$74,276.80	\$87,963.20	\$104,416.00
Public Sector, ID	Systems Analyst /Systems Architect II	\$79,594.67	\$94,782.75	\$112,848.56
Public Sector, MA	Systems Analyst /Systems Architect II	\$79,285.19	\$93,467.21	\$110,370.66
Public Sector, NH	Systems Analyst /Systems Architect II	\$75,720.66	\$89,457.94	\$105,845.25
Public Sector, RI	Systems Analyst /Systems Architect II	\$79,299.85	\$93,758.06	\$110,999.77
Public Sector, VT	Systems Analyst /Systems Architect II	\$75,093.31	\$88,863.53	\$105,412.67
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$77,798.73</b>	<b>\$92,065.90</b>	<b>\$109,095.38</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.47%</b>	<b>95.54%</b>	<b>95.71%</b>
<b>State of ME as a % of Market Avg</b>		<b>86.06%</b>	<b>87.37%</b>	<b>86.23%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Biologist II</b>	<b>\$60,569.60</b>	<b>\$73,112.00</b>	<b>\$85,529.60</b>	<b>9</b>	<b>5.50%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Senior Biologist	\$67,407.38	\$71,612.67	\$75,835.49	4	N/A	35
Vermont	Fish & Wildlife Scientist III	\$61,945.24	\$79,552.04	\$97,138.10	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$64,676.31</b>	<b>\$75,582.35</b>	<b>\$86,486.79</b>			
<b>State of ME as a % of Market Avg</b>		<b>93.65%</b>	<b>96.73%</b>	<b>98.89%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Biologist/Biologist II	\$70,230.59	\$89,164.30	\$112,505.98			
Private Sector, MA	Biologist/Biologist II	\$69,990.21	\$87,928.56	\$110,044.85			
Private Sector, ME	Biologist/Biologist II	\$65,769.60	\$83,345.60	\$105,268.80			
Private Sector, NH	Biologist/Biologist II	\$66,289.68	\$83,768.17	\$105,143.77			
Private Sector, RI	Biologist/Biologist II	\$70,248.45	\$88,511.45	\$110,979.74			
Private Sector, VT	Biologist/Biologist II	\$66,341.75	\$83,554.53	\$105,060.12			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$68,145.05</b>	<b>\$86,045.43</b>	<b>\$108,167.21</b>			
<b>State of ME as % of Market Avg</b>		<b>88.88%</b>	<b>84.97%</b>	<b>79.07%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Biologist II	\$55,993.60	\$75,212.80	\$100,276.80			
Bangor, ME	Biologist II	\$55,702.40	\$74,817.60	\$99,756.80			
Lewiston, ME	Biologist II	\$56,929.60	\$76,460.80	\$101,940.80			
Portland, ME	Biologist II	\$57,491.20	\$77,230.40	\$102,980.80			
South Portland, ME	Biologist II	\$57,491.20	\$77,230.40	\$102,980.80			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$56,721.60</b>	<b>\$76,190.40</b>	<b>\$101,587.20</b>			

## Supervisory Services

<b>State of ME as % of Market Avg</b>		<b>106.78%</b>	<b>95.96%</b>	<b>84.19%</b>
Federal Government, ME	Biologist	<b>\$64,500.80</b>	<b>\$75,524.80</b>	<b>\$88,795.20</b>
<b>State of ME as % of Market Avg</b>		<b>93.91%</b>	<b>96.81%</b>	<b>96.32%</b>
Public Sector, ME	Biologist/Biologist II	\$60,569.60	\$75,795.20	\$95,118.40
Public Sector, ID	Biologist/Biologist II	\$64,429.43	\$80,987.86	\$101,611.67
Public Sector, MA	Biologist/Biologist II	\$64,509.05	\$80,320.09	\$99,944.95
Public Sector, NH	Biologist/Biologist II	\$60,833.74	\$76,285.74	\$95,284.10
Public Sector, RI	Biologist/Biologist II	\$64,641.39	\$80,701.62	\$100,626.70
Public Sector, VT	Biologist/Biologist II	\$61,260.88	\$76,254.65	\$95,230.18
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$63,134.90</b>	<b>\$78,909.99</b>	<b>\$98,539.52</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.94%</b>	<b>96.05%</b>	<b>96.53%</b>
<b>State of ME as a % of Market Avg</b>		<b>95.94%</b>	<b>92.65%</b>	<b>86.80%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Building Maintenance Superintendent</b>	<b>\$56,950.40</b>	<b>\$68,473.60</b>	<b>\$80,246.40</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Building and Grounds Officer	\$71,990.65	\$76,636.50	\$81,282.35	4	N/A	35
Vermont	BGS Buildings Project Manager III	\$55,101.61	\$70,572.36	\$86,043.12	15	N/A	40
Kennebec County	No Match						
Penobscot County	Facilities Director	\$62,732.80	\$66,601.60	\$80,184.00	8	N/A	40
<b>Avg of Survey Responses</b>		<b>\$63,275.02</b>	<b>\$71,270.15</b>	<b>\$82,503.16</b>			
<b>State of ME as a % of Market Avg</b>		<b>88.63%</b>	<b>94.67%</b>	<b>95.95%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$67,741.11	\$85,875.45	\$105,151.75			
Private Sector, MA	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$67,901.24	\$84,536.37	\$103,222.15			
Private Sector, ME	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$63,939.20	\$79,830.40	\$97,801.60			
Private Sector, NH	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$65,062.09	\$82,287.27	\$100,564.68			
Private Sector, RI	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$68,646.44	\$86,629.08	\$105,693.08			
Private Sector, VT	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$65,035.24	\$80,941.50	\$98,963.07			

## Supervisory Services

<b><i>Avg of Published Survey Data - Private Sector</i></b>		<b>\$66,387.55</b>	<b>\$83,350.01</b>	<b>\$101,899.39</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>85.78%</b>	<b>82.15%</b>	<b>78.75%</b>
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>
Augusta, ME	Buildings & Grounds Maintenance Supervisor II	\$56,867.20	\$75,400.00	\$95,929.60
Bangor, ME	Buildings & Grounds Maintenance Supervisor II	\$56,576.00	\$75,004.80	\$95,430.40
Lewiston, ME	Buildings & Grounds Maintenance Supervisor II	\$57,948.80	\$76,793.60	\$97,718.40
Portland, ME	Buildings & Grounds Maintenance Supervisor II	\$58,406.40	\$77,417.60	\$98,508.80
South Portland, ME	Buildings & Grounds Maintenance Supervisor II	\$58,406.40	\$77,417.60	\$98,508.80
<b><i>Avg of Published Survey Data - Municipal</i></b>		<b>\$57,640.96</b>	<b>\$76,406.72</b>	<b>\$97,219.20</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>98.80%</b>	<b>89.62%</b>	<b>82.54%</b>
Federal Government, ME	Building & Facilities Supervisor	<b>\$62,982.40</b>	<b>\$73,132.80</b>	<b>\$85,196.80</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>90.42%</b>	<b>93.63%</b>	<b>94.19%</b>
Public Sector, ME	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$60,299.20	\$74,776.00	\$91,208.00
Public Sector, ID	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$63,789.93	\$79,731.70	\$97,729.00
Public Sector, MA	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$64,298.24	\$79,649.32	\$96,744.41

## Supervisory Services

Public Sector, NH	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$61,379.33	\$76,578.02	\$93,316.07
Public Sector, RI	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$65,061.92	\$80,741.67	\$98,203.65
Public Sector, VT	Buildings & Grounds Maintenance Supervisor I / Building & Facilities Supervisor	\$61,281.61	\$75,943.58	\$92,596.42
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$63,162.21</b>	<b>\$78,528.86</b>	<b>\$95,717.91</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>95.47%</b>	<b>95.22%</b>	<b>95.29%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>90.17%</b>	<b>87.20%</b>	<b>83.84%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Chemist III</b>	<b>\$68,140.80</b>	<b>\$82,305.60</b>	<b>\$96,220.80</b>	<b>9</b>	<b>10.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Supervising Clinical Laboratory Scientist	\$78,060.79	\$83,072.10	\$88,100.93	4	N/A	35
Vermont	VAEL Scientist IV: Chemistry	\$61,945.24	\$79,552.04	\$97,138.10	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$70,003.02</b>	<b>\$81,312.07</b>	<b>\$92,619.52</b>			
<b>State of ME as a % of Market Avg</b>		<b>97.34%</b>	<b>101.22%</b>	<b>103.89%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Chemist III/Research Chemist	\$82,540.93	\$102,982.02	\$126,300.86			
Private Sector, MA	Chemist III/Research Chemist	\$82,524.06	\$101,861.44	\$123,862.75			
Private Sector, ME	Chemist III/Research Chemist	\$77,688.00	\$96,387.20	\$117,852.80			
Private Sector, NH	Chemist III/Research Chemist	\$78,058.92	\$96,901.40	\$118,296.48			
Private Sector, RI	Chemist III/Research Chemist	\$82,964.47	\$102,749.38	\$125,277.74			
Private Sector, VT	Chemist III/Research Chemist	\$78,038.14	\$96,702.59	\$118,125.24			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$80,302.42</b>	<b>\$99,597.34</b>	<b>\$121,619.31</b>			
<b>State of ME as % of Market Avg</b>		<b>84.86%</b>	<b>82.64%</b>	<b>79.12%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Chemist III	\$70,075.20	\$88,920.00	\$110,676.80			
Bangor, ME	Chemist III	\$69,721.60	\$88,462.40	\$110,094.40			
Lewiston, ME	Chemist III	\$71,427.20	\$90,625.60	\$112,798.40			
Portland, ME	Chemist III	\$71,968.00	\$91,332.80	\$113,672.00			
South Portland, ME	Chemist III	\$71,968.00	\$91,332.80	\$113,672.00			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$71,032.00</b>	<b>\$90,134.72</b>	<b>\$112,182.72</b>			

## Supervisory Services

<b>State of ME as % of Market Avg</b>		<b>95.93%</b>	<b>91.31%</b>	<b>85.77%</b>
Federal Government, ME	Research Chemist	<b>\$69,035.20</b>	<b>\$81,723.20</b>	<b>\$96,720.00</b>
<b>State of ME as % of Market Avg</b>		<b>98.70%</b>	<b>100.71%</b>	<b>99.48%</b>
Public Sector, ME	Chemist III/Research Chemist	\$70,075.20	\$85,987.20	\$104,520.00
Public Sector, ID	Chemist III/Research Chemist	\$74,136.09	\$91,608.09	\$111,752.28
Public Sector, MA	Chemist III/Research Chemist	\$74,513.13	\$91,148.26	\$110,217.34
Public Sector, NH	Chemist III/Research Chemist	\$70,186.78	\$86,437.69	\$104,968.40
Public Sector, RI	Chemist III/Research Chemist	\$74,754.13	\$91,755.53	\$111,260.09
Public Sector, VT	Chemist III/Research Chemist	\$70,406.46	\$86,354.19	\$104,832.00
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$72,799.32</b>	<b>\$89,460.75</b>	<b>\$108,606.02</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.26%</b>	<b>96.12%</b>	<b>96.24%</b>
<b>State of ME as a % of Market Avg</b>		<b>93.60%</b>	<b>92.00%</b>	<b>88.60%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
State of Maine	Computer Operations Assistant Manager	\$63,148.80	\$76,232.00	\$89,191.40	9	10.00%	40
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Assistant Supervisor Computer Operations	\$60,451.12	\$64,095.71	\$70,613.91	4	N/A	35
Vermont	No Match						
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$60,451.12</b>	<b>\$64,095.71</b>	<b>\$70,613.91</b>			
<b>State of ME as a % of Market Avg</b>		<b>104.46%</b>	<b>118.93%</b>	<b>126.31%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$77,059.51	\$95,833.35	\$117,644.80			
Private Sector, MA	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$76,218.81	\$93,793.02	\$114,222.80			
Private Sector, ME	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$71,552.00	\$88,608.00	\$108,596.80			
Private Sector, NH	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$74,083.88	\$91,192.15	\$109,060.35			
Private Sector, RI	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$78,178.44	\$96,301.26	\$117,307.71			

## Supervisory Services

Private Sector, VT	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$73,496.46	\$90,854.40	\$111,157.18
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$75,098.18</b>	<b>\$92,763.70</b>	<b>\$112,998.27</b>
<b>State of ME as % of Market Avg</b>		<b>84.09%</b>	<b>82.18%</b>	<b>78.93%</b>
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>
Augusta, ME	Computer Operations Shift Supervisor	\$59,280.00	\$76,190.40	\$96,616.00
Bangor, ME	Computer Operations Shift Supervisor	\$58,968.00	\$75,795.20	\$96,116.80
Lewiston, ME	Computer Operations Shift Supervisor	\$60,257.60	\$77,459.20	\$98,217.60
Portland, ME	Computer Operations Shift Supervisor	\$60,881.60	\$78,249.60	\$99,216.00
South Portland, ME	Computer Operations Shift Supervisor	\$60,881.60	\$78,249.60	\$99,216.00
<b>Avg of Published Survey Data - Municipal</b>		<b>\$60,053.76</b>	<b>\$77,188.80</b>	<b>\$97,876.48</b>
<b>State of ME as % of Market Avg</b>		<b>105.15%</b>	<b>98.76%</b>	<b>91.13%</b>
Federal Government, ME	Computer Operations Supervisor	<b>\$69,804.80</b>	<b>\$81,910.40</b>	<b>\$96,012.80</b>
<b>State of ME as % of Market Avg</b>		<b>90.46%</b>	<b>93.07%</b>	<b>92.90%</b>
Public Sector, ME	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$64,875.20	\$79,497.60	\$96,865.60
Public Sector, ID	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$69,568.25	\$85,715.58	\$104,717.80
Public Sector, MA	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$69,242.78	\$84,440.55	\$102,263.90
Public Sector, NH	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$66,659.90	\$81,702.71	\$99,200.69

## Supervisory Services

Public Sector, RI	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$70,889.26	\$86,589.03	\$104,912.10
Public Sector, VT	Computer Operations Supervisor/Computer Operations Shift Supervisor	\$66,735.78	\$81,563.65	\$99,232.66
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$68,619.20</b>	<b>\$84,002.30</b>	<b>\$102,065.43</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>94.54%</b>	<b>94.64%</b>	<b>94.91%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>92.03%</b>	<b>90.75%</b>	<b>87.39%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
State of Maine	<u>Correctional Building Maintenance Supervisor</u>	\$54,121.60	\$65,395.20	\$76,419.20	9	15.00%	40
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	No Match						
Kennebec County	No Match						
Penobscot County	No Match						
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Building and Maintnenace Supervisor Mechanical/Building & Grounds Maintenance Supervisor II	\$67,672.60	\$85,418.67	\$105,380.14			
Private Sector, MA	Building and Maintnenace Supervisor Mechanical/Building & Grounds Maintenance Supervisor II	\$67,997.06	\$84,900.50	\$103,662.94			
Private Sector, ME	Building and Maintnenace Supervisor Mechanical/Building & Grounds Maintenance Supervisor II	\$63,564.80	\$79,664.00	\$97,884.80			
Private Sector, NH	Building and Maintnenace Supervisor Mechanical/Building & Grounds Maintenance Supervisor II	\$65,217.97	\$81,897.56	\$100,252.91			
Private Sector, RI	Building and Maintnenace Supervisor Mechanical/Building & Grounds Maintenance Supervisor II	\$68,926.79	\$86,208.55	\$105,432.76			
Private Sector, VT	Building and Maintnenace Supervisor Mechanical/Building & Grounds Maintenance Supervisor II	\$64,703.43	\$81,003.72	\$99,481.52			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$66,347.11</b>	<b>\$83,182.17</b>	<b>\$102,015.84</b>			

## Supervisory Services

<b>State of ME as % of Market Avg</b>		<b>81.57%</b>	<b>78.62%</b>	<b>74.91%</b>
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>
Augusta, ME	Building & Grounds Maintenance Supervisor II	\$56,867.20	\$75,400.00	\$95,929.60
Bangor, ME	Building & Grounds Maintenance Supervisor II	\$56,576.00	\$75,004.80	\$95,430.40
Lewiston, ME	Building & Grounds Maintenance Supervisor II	\$57,948.80	\$76,793.60	\$97,718.40
Portland, ME	Building & Grounds Maintenance Supervisor II	\$58,406.40	\$77,417.60	\$98,508.80
South Portland, ME	Building & Grounds Maintenance Supervisor II	\$58,406.40	\$77,417.60	\$98,508.80
<b>Avg of Published Survey Data - Municipal</b>		<b>\$57,640.96</b>	<b>\$76,406.72</b>	<b>\$97,219.20</b>
<b>State of ME as % of Market Avg</b>		<b>93.89%</b>	<b>85.59%</b>	<b>78.54%</b>
Federal Government, ME	Building and Maintnenace Supervisor Mechanical	<b>\$62,982.40</b>	<b>\$73,132.80</b>	<b>\$85,196.80</b>
<b>State of ME as % of Market Avg</b>		<b>85.93%</b>	<b>89.42%</b>	<b>89.62%</b>
Public Sector, ME	Building and Maintnenace Supervisor Mechanical / Building & Grounds Maintenance Supervisor II	\$60,299.20	\$74,776.00	\$91,208.00
Public Sector, ID	Building and Maintnenace Supervisor Mechanical / Building & Grounds Maintenance Supervisor II	\$63,789.93	\$79,731.70	\$97,729.00
Public Sector, MA	Building and Maintnenace Supervisor Mechanical / Building & Grounds Maintenance Supervisor II	\$64,298.24	\$79,649.32	\$96,744.41
Public Sector, NH	Building and Maintnenace Supervisor Mechanical / Building & Grounds Maintenance Supervisor II	\$61,379.33	\$76,578.02	\$93,316.07

## Supervisory Services

Public Sector, RI	Building and Maintenance Supervisor Mechanical / Building & Grounds Maintenance Supervisor II	\$65,061.92	\$80,741.67	\$98,203.65
Public Sector, VT	Building and Maintenance Supervisor Mechanical / Building & Grounds Maintenance Supervisor II	\$61,281.61	\$75,943.58	\$92,596.42
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$63,162.21</b>	<b>\$78,528.86</b>	<b>\$95,717.91</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>95.47%</b>	<b>95.22%</b>	<b>95.29%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>85.69%</b>	<b>83.28%</b>	<b>79.84%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Correctional Captain</b>	<b>\$51,937.60</b>	<b>\$62,587.20</b>	<b>\$73,236.80</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Correctional Officer - Captain	\$80,040.78	\$100,045.97	\$118,048.64	5	N/A	40
Vermont	DOC Security and Operations Supervisor	\$70,053.91	\$89,962.65	\$109,850.66	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$75,047.35</b>	<b>\$95,004.31</b>	<b>\$113,949.65</b>			
<b>State of ME as a % of Market Avg</b>		<b>69.21%</b>	<b>65.88%</b>	<b>64.27%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>						
Private Sector, ID	No Match						
Private Sector, MA	No Match						
Private Sector, ME	No Match						
Private Sector, NH	No Match						
Private Sector, RI	No Match						
Private Sector, VT	No Match						
<b>Avg of Published Survey Data - Private Sector</b>							
<b>State of ME as % of Market Avg</b>							
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Augusta, ME	Prisoner Supervision Senior Officer	\$44,657.60	\$56,846.40	\$69,035.20			
Bangor, ME	Prisoner Supervision Senior Officer	\$44,428.80	\$56,555.20	\$68,681.60			
Lewiston, ME	Prisoner Supervision Senior Officer	\$45,489.60	\$57,907.20	\$70,345.60			
Portland, ME	Prisoner Supervision Senior Officer	\$45,864.00	\$58,385.60	\$70,907.20			
South Portland, ME	Prisoner Supervision Senior Officer	\$45,864.00	\$58,385.60	\$70,907.20			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$45,260.80</b>	<b>\$57,616.00</b>	<b>\$69,975.36</b>			
<b>State of ME as % of Market Avg</b>		<b>114.75%</b>	<b>108.63%</b>	<b>104.66%</b>			

## Supervisory Services

<b>Federal Government, ME</b>	No Match			
<b>State of ME as % of Market Avg</b>				
Public Sector, ME	Prisoner Supervision Senior Officer	\$44,761.60	\$56,513.60	\$68,244.80
Public Sector, ID	Prisoner Supervision Senior Officer	\$47,231.50	\$60,364.05	\$73,473.76
Public Sector, MA	Prisoner Supervision Senior Officer	\$47,893.08	\$60,561.08	\$73,209.92
Public Sector, NH	Prisoner Supervision Senior Officer	\$44,680.26	\$56,663.84	\$68,647.42
Public Sector, RI	Prisoner Supervision Senior Officer	\$47,740.11	\$60,416.07	\$73,092.03
Public Sector, VT	Prisoner Supervision Senior Officer	\$45,562.00	\$58,025.70	\$70,489.41
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$46,621.39</b>	<b>\$59,206.15</b>	<b>\$71,782.51</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.01%</b>	<b>95.45%</b>	<b>95.07%</b>
<b>State of ME as a % of Market Avg</b>		<b>111.40%</b>	<b>105.71%</b>	<b>102.03%</b>



## Supervisory Services

Federal Government, ME	Plumber Supervisor	<b>\$59,675.20</b>	<b>\$69,971.20</b>	<b>\$82,326.40</b>
<b>State of ME as % of Market Avg</b>		<b>84.66%</b>	<b>86.56%</b>	<b>86.08%</b>
Public Sector, ME	Plumber Supervisor/Plumber III	\$56,368.00	\$69,264.00	\$84,843.20
Public Sector, ID	Plumber Supervisor/Plumber III	\$59,884.42	\$74,295.97	\$91,334.02
Public Sector, MA	Plumber Supervisor/Plumber III	\$63,263.33	\$77,541.18	\$94,252.98
Public Sector, NH	Plumber Supervisor/Plumber III	\$56,605.38	\$70,108.84	\$85,950.55
Public Sector, RI	Plumber Supervisor/Plumber III	\$61,757.76	\$75,975.67	\$92,716.74
Public Sector, VT	Plumber Supervisor/Plumber III	\$57,714.63	\$70,759.01	\$86,437.15
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$59,845.11</b>	<b>\$73,736.13</b>	<b>\$90,138.29</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>94.19%</b>	<b>93.93%</b>	<b>94.13%</b>
<b>State of ME as a % of Market Avg</b>		<b>84.42%</b>	<b>82.14%</b>	<b>78.62%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
State of Maine	Emergency Comm Specialist Supervisor	\$64,376.00	\$77,417.60	\$90,729.60	9	30.00%	40
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	PSAP Emergency Communication Dispatch Supervisor	\$71,235.99	\$91,475.75	\$111,717.11	15	15.00%	40
Kennebec County	No Match						
Penobscot County	Senior Operator	\$45,826.56	\$50,656.32	\$57,320.64	8	N/A	36
<b>Avg of Survey Responses</b>		<b>\$58,531.28</b>	<b>\$71,066.04</b>	<b>\$84,518.88</b>			
<b>State of ME as a % of Market Avg</b>		<b>109.99%</b>	<b>108.94%</b>	<b>107.35%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Private Sector, ID	Emergency Dispatch Supervisor	\$58,902.34	\$70,778.73	\$100,492.55			
Private Sector, MA	Emergency Dispatch Supervisor	\$57,648.02	\$69,261.95	\$98,354.26			
Private Sector, ME	Emergency Dispatch Supervisor	\$55,806.40	\$67,059.20	\$95,201.60			
Private Sector, NH	Emergency Dispatch Supervisor	\$54,773.75	\$65,822.03	\$93,452.47			
Private Sector, RI	Emergency Dispatch Supervisor	\$57,792.77	\$69,447.45	\$98,604.16			
Private Sector, VT	Emergency Dispatch Supervisor	\$56,242.21	\$67,586.05	\$95,956.02			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$56,860.91</b>	<b>\$68,325.90</b>	<b>\$97,010.18</b>			
<b>State of ME as % of Market Avg</b>		<b>113.22%</b>	<b>113.31%</b>	<b>93.53%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Augusta, ME	Emergency Dispatch Supervisor	\$54,912.00	\$65,998.40	\$93,704.00			
Bangor, ME	Emergency Dispatch Supervisor	\$54,641.60	\$65,644.80	\$93,204.80			
Lewiston, ME	Emergency Dispatch Supervisor	\$55,972.80	\$67,267.20	\$95,492.80			
Portland, ME	Emergency Dispatch Supervisor	\$56,409.60	\$67,787.20	\$96,220.80			
South Portland, ME	Emergency Dispatch Supervisor	\$56,409.60	\$67,787.20	\$96,220.80			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$55,669.12</b>	<b>\$66,896.96</b>	<b>\$94,968.64</b>			

## Supervisory Services

<b>State of ME as % of Market Avg</b>		<b>115.64%</b>	<b>115.73%</b>	<b>95.54%</b>
Federal Government, ME	No Match	NA	NA	NA
<b>State of ME as % of Market Avg</b>				
Public Sector, ME	Emergency Dispatch Supervisor	\$55,640.00	\$66,851.20	\$94,910.40
Public Sector, ID	Emergency Dispatch Supervisor	\$58,582.59	\$70,390.46	\$99,944.41
Public Sector, MA	Emergency Dispatch Supervisor	\$57,322.21	\$68,878.65	\$97,798.48
Public Sector, NH	Emergency Dispatch Supervisor	\$54,481.46	\$65,451.80	\$92,945.84
Public Sector, RI	Emergency Dispatch Supervisor	\$57,472.37	\$69,066.97	\$98,043.45
Public Sector, VT	Emergency Dispatch Supervisor	\$55,931.14	\$67,192.02	\$95,416.82
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$56,571.63</b>	<b>\$67,971.85</b>	<b>\$96,509.90</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>98.35%</b>	<b>98.35%</b>	<b>98.34%</b>
<b>State of ME as a % of Market Avg</b>		<b>113.80%</b>	<b>113.90%</b>	<b>94.01%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Environmental Specialist IV</b>	<b>\$59,716.80</b>	<b>\$72,155.20</b>	<b>\$84,468.80</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Environmental Scientist IV	\$85,262.36	\$90,957.03	\$96,634.18	4	N/A	35
Vermont	No Match						
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$85,262.36</b>	<b>\$90,957.03</b>	<b>\$96,634.18</b>			
<b>State of ME as a % of Market Avg</b>		<b>70.04%</b>	<b>79.33%</b>	<b>87.41%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Environmental Supervisor/Environmental Engineering Supervisor	\$66,119.53	\$86,537.79	\$111,912.16			
Private Sector, MA	Environmental Supervisor/Environmental Engineering Supervisor	\$68,610.34	\$88,829.31	\$113,705.35			
Private Sector, ME	Environmental Supervisor/Environmental Engineering Supervisor	\$64,272.00	\$83,179.20	\$106,828.80			
Private Sector, NH	Environmental Supervisor/Environmental Engineering Supervisor	\$64,263.19	\$83,904.57	\$107,871.74			
Private Sector, RI	Environmental Supervisor/Environmental Engineering Supervisor	\$70,228.43	\$90,874.43	\$116,206.32			
Private Sector, VT	Environmental Supervisor/Environmental Engineering Supervisor	\$64,848.60	\$83,865.60	\$107,590.19			

## Supervisory Services

<b>Avg of Published Survey Data - Private Sector</b>		<b>\$66,390.35</b>	<b>\$86,198.48</b>	<b>\$110,685.76</b>
<b>State of ME as % of Market Avg</b>		<b>89.95%</b>	<b>83.71%</b>	<b>76.31%</b>
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>
Augusta, ME	Environmental Engineering Supervisor	\$64,667.20	\$90,084.80	\$122,532.80
Bangor, ME	Environmental Engineering Supervisor	\$64,334.40	\$89,627.20	\$121,888.00
Lewiston, ME	Environmental Engineering Supervisor	\$65,728.00	\$91,582.40	\$124,571.20
Portland, ME	Environmental Engineering Supervisor	\$66,414.40	\$92,518.40	\$125,840.00
South Portland, ME	Environmental Engineering Supervisor	\$66,414.40	\$92,518.40	\$125,840.00
<b>Avg of Published Survey Data - Municipal</b>		<b>\$65,511.68</b>	<b>\$91,266.24</b>	<b>\$124,134.40</b>
<b>State of ME as % of Market Avg</b>		<b>91.15%</b>	<b>79.06%</b>	<b>68.05%</b>
Federal Government, ME	Environmental Supervisor	<b>\$54,953.60</b>	<b>\$63,107.20</b>	<b>\$72,612.80</b>
<b>State of ME as % of Market Avg</b>		<b>108.67%</b>	<b>114.34%</b>	<b>116.33%</b>
Public Sector, ME	Environmental Supervisor/Environmental Engineering Supervisor	\$60,153.60	\$77,084.80	\$98,238.40
Public Sector, ID	Environmental Supervisor/Environmental Engineering Supervisor	\$61,597.36	\$79,868.74	\$102,570.92
Public Sector, MA	Environmental Supervisor/Environmental Engineering Supervisor	\$64,049.09	\$82,198.25	\$104,563.69
Public Sector, NH	Environmental Supervisor/Environmental Engineering Supervisor	\$59,781.52	\$77,396.41	\$98,986.35
Public Sector, RI	Environmental Supervisor/Environmental Engineering Supervisor	\$65,542.53	\$84,045.83	\$106,814.50

## Supervisory Services

Public Sector, VT	Environmental Supervisor/Environmental Engineering Supervisor	\$60,680.20	\$77,727.07	\$99,004.54
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$62,330.14</b>	<b>\$80,247.26</b>	<b>\$102,388.00</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>96.51%</b>	<b>96.06%</b>	<b>95.95%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>95.81%</b>	<b>89.92%</b>	<b>82.50%</b>



## Supervisory Services

Federal Government, ME	No Match			
Public Sector, ME	Electrical Maintenance Supervisor	\$62,545.60	\$82,804.80	\$109,969.60
Public Sector, ID	Electrical Maintenance Supervisor	\$65,868.30	\$87,177.29	\$115,794.82
Public Sector, MA	Electrical Maintenance Supervisor	\$64,451.56	\$85,302.97	\$113,302.89
Public Sector, NH	Electrical Maintenance Supervisor	\$61,242.93	\$81,079.17	\$107,676.88
Public Sector, RI	Electrical Maintenance Supervisor	\$64,621.37	\$85,527.69	\$113,603.04
Public Sector, VT	Electrical Maintenance Supervisor	\$62,878.46	\$83,222.71	\$110,535.03
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$63,812.52</b>	<b>\$84,461.97</b>	<b>\$112,182.53</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>98.01%</b>	<b>98.04%</b>	<b>98.03%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>88.53%</b>	<b>80.80%</b>	<b>71.09%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Hospital Nurse IV</b>	<b>\$87,027.20</b>	<b>\$98,342.40</b>	<b>\$111,571.20</b>	<b>9</b>	<b>\$10.00</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Registered Nurse B	\$68,766.59	\$94,398.86	\$123,815.90	19	N/A	40
Vermont	Nurse Supervisor	\$99,108.24	\$127,291.56	\$155,412.66	15	60%	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$83,937.41</b>	<b>\$110,845.21</b>	<b>\$139,614.28</b>			
<b>State of ME as a % of Market Avg</b>		<b>103.68%</b>	<b>88.72%</b>	<b>79.91%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$81,513.16	\$101,406.12	\$122,829.30			
Private Sector, MA	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$81,355.00	\$99,849.13	\$119,665.63			
Private Sector, ME	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$76,419.20	\$94,681.60	\$114,441.60			
Private Sector, NH	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$76,948.25	\$95,147.71	\$114,555.27			
Private Sector, RI	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$81,482.60	\$100,526.58	\$120,912.25			
Private Sector, VT	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$77,436.73	\$95,748.63	\$115,532.95			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$79,192.49</b>	<b>\$97,893.29</b>	<b>\$117,989.50</b>			
<b>State of ME as % of Market Avg</b>		<b>109.89%</b>	<b>100.46%</b>	<b>94.56%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Registered Nurse Supervisor	\$75,732.80	\$98,592.00	\$122,824.00			

## Supervisory Services

Bangor, ME	Registered Nurse Supervisor	\$75,358.40	\$98,072.00	\$122,200.00
Lewiston, ME	Registered Nurse Supervisor	\$77,001.60	\$100,235.20	\$124,883.20
Portland, ME	Registered Nurse Supervisor	\$77,792.00	\$101,254.40	\$126,152.00
South Portland, ME	Registered Nurse Supervisor	\$77,792.00	\$101,254.40	\$126,152.00
<b>Avg of Published Survey Data - Municipal</b>		<b>\$76,735.36</b>	<b>\$99,881.60</b>	<b>\$124,442.24</b>
<b>State of ME as % of Market Avg</b>		<b>113.41%</b>	<b>98.46%</b>	<b>89.66%</b>
Federal Government, ME	Nurse Supervisor Inpatient	<b>\$74,526.40</b>	<b>\$87,422.40</b>	<b>\$101,878.40</b>
<b>State of ME as % of Market Avg</b>		<b>116.77%</b>	<b>112.49%</b>	<b>109.51%</b>
Public Sector, ME	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$75,524.80	\$93,516.80	\$113,006.40
Public Sector, ID	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$80,576.75	\$100,172.80	\$121,321.91
Public Sector, MA	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$80,415.92	\$98,795.06	\$118,477.41
Public Sector, NH	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$76,090.88	\$94,017.55	\$113,152.31
Public Sector, RI	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$80,561.44	\$99,325.07	\$119,430.38
Public Sector, VT	Registered Nurse Supervisor/Nurse Supervisor Inpatient	\$76,544.99	\$94,587.29	\$114,102.01
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$78,838.00</b>	<b>\$97,379.55</b>	<b>\$117,296.80</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.80%</b>	<b>96.03%</b>	<b>96.34%</b>
<b>State of ME as a % of Market Avg</b>		<b>110.39%</b>	<b>100.99%</b>	<b>95.12%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Maintenance Mechanic Supervisor</b>	<b>\$49,795.20</b>	<b>\$59,009.60</b>	<b>\$69,056.00</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Maintenance Superintendent	\$49,462.28	\$51,845.28	\$56,150.70	5	N/A	40
Vermont	Maintenance Mechanic II	\$44,214.01	\$56,408.12	\$68,581.49	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$46,838.15</b>	<b>\$54,126.70</b>	<b>\$62,366.10</b>			
<b>State of ME as a % of Market Avg</b>		<b>104.04%</b>	<b>106.88%</b>	<b>108.66%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Maintenance Manager/General Maintenance Supervisor	\$77,607.65	\$98,277.15	\$120,819.45			
Private Sector, MA	Maintenance Manager/General Maintenance Supervisor	\$78,691.08	\$98,526.75	\$119,991.44			
Private Sector, ME	Maintenance Manager/General Maintenance Supervisor	\$73,528.00	\$92,601.60	\$113,547.20			
Private Sector, NH	Maintenance Manager/General Maintenance Supervisor	\$74,629.47	\$93,861.66	\$114,613.72			
Private Sector, RI	Maintenance Manager/General Maintenance Supervisor	\$78,979.45	\$99,104.79	\$120,952.30			
Private Sector, VT	Maintenance Manager/General Maintenance Supervisor	\$75,238.48	\$94,711.72	\$116,009.93			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$76,445.69</b>	<b>\$96,180.61</b>	<b>\$117,655.67</b>			
<b>State of ME as % of Market Avg</b>		<b>65.14%</b>	<b>61.35%</b>	<b>58.69%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	General Maintenance Supervisor	\$66,310.40	\$88,129.60	\$111,446.40			

## Supervisory Services

Bangor, ME	General Maintenance Supervisor	\$65,977.60	\$87,692.80	\$110,864.00
Lewiston, ME	General Maintenance Supervisor	\$67,412.80	\$89,606.40	\$113,297.60
Portland, ME	General Maintenance Supervisor	\$68,099.20	\$90,521.60	\$114,441.60
South Portland, ME	General Maintenance Supervisor	\$68,099.20	\$90,521.60	\$114,441.60
<b>Avg of Published Survey Data - Municipal</b>		<b>\$67,179.84</b>	<b>\$89,294.40</b>	<b>\$112,898.24</b>
<b>State of ME as % of Market Avg</b>		<b>74.12%</b>	<b>66.08%</b>	<b>61.17%</b>
Federal Government, ME	Maintenance Manager	\$68,931.20	\$80,433.60	\$93,974.40
<b>State of ME as % of Market Avg</b>		<b>72.24%</b>	<b>73.36%</b>	<b>73.48%</b>
Public Sector, ME	Maintenance Manager/General Maintenance Supervisor	\$67,995.20	\$84,780.80	\$103,334.40
Public Sector, ID	Maintenance Manager/General Maintenance Supervisor	\$71,441.07	\$89,712.44	\$109,719.59
Public Sector, MA	Maintenance Manager/General Maintenance Supervisor	\$72,788.29	\$90,439.16	\$109,584.90
Public Sector, NH	Maintenance Manager/General Maintenance Supervisor	\$68,764.34	\$85,931.06	\$104,461.78
Public Sector, RI	Maintenance Manager/General Maintenance Supervisor	\$72,931.83	\$90,834.37	\$110,278.86
Public Sector, VT	Maintenance Manager/General Maintenance Supervisor	\$69,576.93	\$86,686.01	\$105,578.58
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$71,100.49</b>	<b>\$88,720.61</b>	<b>\$107,924.74</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.63%</b>	<b>95.56%</b>	<b>95.75%</b>
<b>State of ME as a % of Market Avg</b>		<b>70.03%</b>	<b>66.51%</b>	<b>63.99%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Project Manager</b>	<b>\$71,864.00</b>	<b>\$86,964.80</b>	<b>\$101,732.80</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match	NA	NA	NA			
Vermont	AOT Project Manager	\$65,864.77	\$84,549.96	\$103,235.15	15	N/A	40
Kennebec County	No Match	NA	NA	NA			
Penobscot County	No Match	NA	NA	NA			
<b>Avg of Survey Responses</b>		<b>\$65,864.77</b>	<b>\$84,549.96</b>	<b>\$103,235.15</b>			
<b>State of ME as a % of Market Avg</b>		<b>109.11%</b>	<b>102.86%</b>	<b>98.54%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Project Manager Transportation/Civil Engineering Supervisor I	\$71,783.65	\$94,714.23	\$116,365.80			
Private Sector, MA	Project Manager Transportation/Civil Engineering Supervisor I	\$74,436.47	\$96,859.40	\$117,729.98			
Private Sector, ME	Project Manager Transportation/Civil Engineering Supervisor I	\$69,076.80	\$90,292.80	\$110,344.00			
Private Sector, NH	Project Manager Transportation/Civil Engineering Supervisor I	\$70,284.21	\$91,971.57	\$112,197.52			
Private Sector, RI	Project Manager Transportation/Civil Engineering Supervisor I	\$76,536.37	\$99,525.32	\$121,032.40			
Private Sector, VT	Project Manager Transportation/Civil Engineering Supervisor I	\$69,680.62	\$90,958.09	\$111,032.75			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$71,966.35</b>	<b>\$94,053.57</b>	<b>\$114,783.74</b>			
<b>State of ME as % of Market Avg</b>		<b>99.86%</b>	<b>92.46%</b>	<b>88.63%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Civil Engineering Supervisor I	\$63,211.20	\$87,422.40	\$106,600.00			

## Supervisory Services

Bangor, ME	Civil Engineering Supervisor I	\$62,878.40	\$86,964.80	\$106,059.20
Lewiston, ME	Civil Engineering Supervisor I	\$64,251.20	\$88,857.60	\$108,388.80
Portland, ME	Civil Engineering Supervisor I	\$64,916.80	\$89,772.80	\$109,491.20
South Portland, ME	Civil Engineering Supervisor I	\$64,916.80	\$89,772.80	\$109,491.20
<b>Avg of Published Survey Data - Municipal</b>		<b>\$64,034.88</b>	<b>\$88,558.08</b>	<b>\$108,006.08</b>
<b>State of ME as % of Market Avg</b>		<b>112.23%</b>	<b>98.20%</b>	<b>94.19%</b>
Federal Government, ME	Project Manager Transportation	\$64,958.40	\$78,166.40	\$94,099.20
<b>State of ME as % of Market Avg</b>		<b>110.63%</b>	<b>111.26%</b>	<b>108.11%</b>
Public Sector, ME	Project Manager Transportation/Civil Engineering Supervisor I	\$64,438.40	\$83,283.20	\$100,963.20
Public Sector, ID	Project Manager Transportation/Civil Engineering Supervisor I	\$66,644.83	\$87,040.25	\$106,156.67
Public Sector, MA	Project Manager Transportation/Civil Engineering Supervisor I	\$69,300.28	\$89,385.09	\$107,955.88
Public Sector, NH	Project Manager Transportation/Civil Engineering Supervisor I	\$65,217.97	\$84,683.99	\$102,649.62
Public Sector, RI	Project Manager Transportation/Civil Engineering Supervisor I	\$71,189.64	\$91,755.53	\$110,859.59
Public Sector, VT	Project Manager Transportation/Civil Engineering Supervisor I	\$65,014.50	\$83,948.55	\$101,659.04
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$67,473.45</b>	<b>\$87,362.68</b>	<b>\$105,856.16</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.50%</b>	<b>95.33%</b>	<b>95.38%</b>
<b>State of ME as a % of Market Avg</b>		<b>106.51%</b>	<b>99.54%</b>	<b>96.10%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Senior Auditor</b>	<b>\$61,942.40</b>	<b>\$74,817.60</b>	<b>\$87,464.00</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	Senior Auditor	\$77,436.73	\$99,440.05	\$121,422.62	15	25.00%	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$77,436.73</b>	<b>\$99,440.05</b>	<b>\$121,422.62</b>			
<b>State of ME as a % of Market Avg</b>		<b>79.99%</b>	<b>75.24%</b>	<b>72.03%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Auditing Supervisor Internal/Auditing Supervisor	\$90,397.62	\$119,608.97	\$147,975.28			
Private Sector, MA	Auditing Supervisor Internal/Auditing Supervisor	\$89,576.74	\$117,193.36	\$141,935.25			
Private Sector, ME	Auditing Supervisor Internal/Auditing Supervisor	\$84,926.40	\$112,070.40	\$137,758.40			
Private Sector, NH	Auditing Supervisor Internal/Auditing Supervisor	\$85,210.10	\$112,080.61	\$137,197.42			
Private Sector, RI	Auditing Supervisor Internal/Auditing Supervisor	\$89,512.71	\$117,527.99	\$143,420.59			
Private Sector, VT	Auditing Supervisor Internal/Auditing Supervisor	\$84,591.44	\$111,571.94	\$136,686.00			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$87,369.17</b>	<b>\$115,008.88</b>	<b>\$140,828.82</b>			
<b>State of ME as % of Market Avg</b>		<b>70.90%</b>	<b>65.05%</b>	<b>62.11%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Auditing Supervisor	\$60,944.00	\$89,627.20	\$112,091.20			

## Supervisory Services

Bangor, ME	Auditing Supervisor	\$60,632.00	\$89,169.60	\$111,342.40
Lewiston, ME	Auditing Supervisor	\$61,963.20	\$91,124.80	\$113,796.80
Portland, ME	Auditing Supervisor	\$62,587.20	\$92,040.00	\$114,940.80
South Portland, ME	Auditing Supervisor	\$62,587.20	\$92,040.00	\$114,940.80
<b>Avg of Published Survey Data - Municipal</b>		<b>\$61,742.72</b>	<b>\$90,800.32</b>	<b>\$113,422.40</b>
<b>State of ME as % of Market Avg</b>		<b>100.32%</b>	<b>82.40%</b>	<b>77.11%</b>
Federal Government, ME	Auditing Supervisor Internal	\$90,937.60	\$110,510.40	\$131,955.20
<b>State of ME as % of Market Avg</b>		<b>68.12%</b>	<b>67.70%</b>	<b>66.28%</b>
Public Sector, ME	Auditing Supervisor Internal/Auditing Supervisor	\$76,315.20	\$100,609.60	\$122,616.00
Public Sector, ID	Auditing Supervisor Internal/Auditing Supervisor	\$81,193.41	\$107,070.24	\$130,960.06
Public Sector, MA	Auditing Supervisor Internal/Auditing Supervisor	\$80,952.54	\$105,617.76	\$127,906.54
Public Sector, NH	Auditing Supervisor Internal/Auditing Supervisor	\$76,792.36	\$100,623.13	\$122,505.35
Public Sector, RI	Auditing Supervisor Internal/Auditing Supervisor	\$80,801.74	\$105,653.03	\$128,421.70
Public Sector, VT	Auditing Supervisor Internal/Auditing Supervisor	\$76,213.18	\$100,228.10	\$122,106.99
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$79,190.65</b>	<b>\$103,838.45</b>	<b>\$126,380.13</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.37%</b>	<b>96.89%</b>	<b>97.02%</b>
<b>State of ME as a % of Market Avg</b>		<b>78.22%</b>	<b>72.05%</b>	<b>69.21%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Senior Environmental Engineer</b>	<b>\$70,699.20</b>	<b>\$85,841.60</b>	<b>\$100,380.80</b>	<b>9</b>	<b>11.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Environmental Engineer Technical III	\$83,755.46	\$87,697.93	\$94,531.53	4	N/A	35
Vermont	Environmental Engineering Manager	\$74,263.78	\$95,686.42	\$117,109.06	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$79,009.62</b>	<b>\$91,692.17</b>	<b>\$105,820.30</b>			
<b>State of ME as a % of Market Avg</b>		<b>89.48%</b>	<b>93.62%</b>	<b>94.86%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$103,415.97	\$131,005.74	\$160,491.17			
Private Sector, MA	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$99,408.33	\$124,878.48	\$151,728.51			
Private Sector, ME	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$95,576.00	\$120,723.20	\$147,638.40			
Private Sector, NH	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$94,952.85	\$119,718.92	\$146,219.21			
Private Sector, RI	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$100,086.02	\$125,998.65	\$153,653.47			
Private Sector, VT	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$95,686.42	\$120,779.74	\$147,428.42			

## Supervisory Services

<b>Avg of Published Survey Data - Private Sector</b>		<b>\$98,187.60</b>	<b>\$123,850.79</b>	<b>\$151,193.20</b>
<b>State of ME as % of Market Avg</b>		<b>72.00%</b>	<b>69.31%</b>	<b>66.39%</b>
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>
Augusta, ME	Environmental Engineering Senior Supervisor	\$86,403.20	\$113,942.40	\$142,563.20
Bangor, ME	Environmental Engineering Senior Supervisor	\$85,945.60	\$113,360.00	\$141,835.20
Lewiston, ME	Environmental Engineering Senior Supervisor	\$87,838.40	\$115,835.20	\$144,934.40
Portland, ME	Environmental Engineering Senior Supervisor	\$88,732.80	\$117,020.80	\$146,411.20
South Portland, ME	Environmental Engineering Senior Supervisor	\$88,732.80	\$117,020.80	\$146,411.20
<b>Avg of Published Survey Data - Municipal</b>		<b>\$87,530.56</b>	<b>\$115,435.84</b>	<b>\$144,431.04</b>
<b>State of ME as % of Market Avg</b>		<b>80.77%</b>	<b>74.36%</b>	<b>69.50%</b>
Federal Government, ME	Environmental Engineering Supervisor	<b>\$86,257.60</b>	<b>\$103,084.80</b>	<b>\$121,867.20</b>
<b>State of ME as % of Market Avg</b>		<b>81.96%</b>	<b>83.27%</b>	<b>82.37%</b>
Public Sector, ME	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$86,860.80	\$109,220.80	\$133,099.20
Public Sector, ID	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$93,549.43	\$118,170.10	\$144,298.16
Public Sector, MA	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$90,592.48	\$113,322.05	\$137,508.15

## Supervisory Services

Public Sector, NH	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$86,320.77	\$108,358.88	\$131,877.88
Public Sector, RI	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$91,094.70	\$114,143.72	\$138,774.74
Public Sector, VT	Environmental Engineering Supervisor/Environmental Engineering Senior Supervisor	\$87,038.56	\$109,352.94	\$133,181.23
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$89,719.19</b>	<b>\$112,669.54</b>	<b>\$137,128.03</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>96.81%</b>	<b>96.94%</b>	<b>97.06%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>78.80%</b>	<b>76.19%</b>	<b>73.20%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Social Services Program Manager</b>	<b>\$63,689.60</b>	<b>\$77,334.40</b>	<b>\$90,438.40</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Administrator II (BHDDH)	\$91,062.16	\$97,177.36	\$103,292.56	4	N/A	35
Vermont	Family Services District Director	\$74,263.78	\$95,686.42	\$117,109.06	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$82,662.97</b>	<b>\$96,431.89</b>	<b>\$110,200.81</b>			
<b>State of ME as a % of Market Avg</b>		<b>77.05%</b>	<b>80.20%</b>	<b>82.07%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Program Manager/Program Manager - Social Service	\$74,136.09	\$94,051.89	\$114,881.25			
Private Sector, MA	Program Manager/Program Manager - Social Service	\$78,403.60	\$97,951.80	\$118,074.95			
Private Sector, ME	Program Manager/Program Manager - Social Service	\$71,760.00	\$90,396.80	\$109,844.80			
Private Sector, NH	Program Manager/Program Manager - Social Service	\$74,473.59	\$93,394.01	\$113,035.40			
Private Sector, RI	Program Manager/Program Manager - Social Service	\$81,282.35	\$101,427.71	\$122,193.86			
Private Sector, VT	Program Manager/Program Manager - Social Service	\$72,127.73	\$90,812.92	\$110,286.17			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$75,363.89</b>	<b>\$94,672.52</b>	<b>\$114,719.40</b>			
<b>State of ME as % of Market Avg</b>		<b>84.51%</b>	<b>81.69%</b>	<b>78.83%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Program Manager - Social Service	\$56,097.60	\$77,272.00	\$98,259.20			

## Supervisory Services

Bangor, ME	Program Manager - Social Service	\$55,806.40	\$76,876.80	\$97,739.20
Lewiston, ME	Program Manager - Social Service	\$57,033.60	\$78,561.60	\$99,881.60
Portland, ME	Program Manager - Social Service	\$57,616.00	\$79,372.80	\$100,900.80
South Portland, ME	Program Manager - Social Service	\$57,616.00	\$79,372.80	\$100,900.80
<b>Avg of Published Survey Data - Municipal</b>		<b>\$56,833.92</b>	<b>\$78,291.20</b>	<b>\$99,536.32</b>
<b>State of ME as % of Market Avg</b>		<b>112.06%</b>	<b>98.78%</b>	<b>90.86%</b>
Federal Government, ME	Program Manager	<b>\$76,939.20</b>	<b>\$89,502.40</b>	<b>\$103,708.80</b>
<b>State of ME as % of Market Avg</b>		<b>82.78%</b>	<b>86.40%</b>	<b>87.20%</b>
Public Sector, ME	Program Manager/Program Manager - Social Service	\$66,851.20	\$83,844.80	\$101,566.40
Public Sector, ID	Program Manager/Program Manager - Social Service	\$68,814.56	\$86,948.89	\$105,836.93
Public Sector, MA	Program Manager/Program Manager - Social Service	\$73,037.43	\$90,975.78	\$109,469.91
Public Sector, NH	Program Manager/Program Manager - Social Service	\$69,154.05	\$86,496.14	\$104,422.80
Public Sector, RI	Program Manager/Program Manager - Social Service	\$75,555.14	\$94,018.38	\$113,062.36
Public Sector, VT	Program Manager/Program Manager - Social Service	\$67,233.50	\$84,280.37	\$102,032.33
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$70,758.93</b>	<b>\$88,543.91</b>	<b>\$106,964.87</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>94.48%</b>	<b>94.69%</b>	<b>94.95%</b>
<b>State of ME as a % of Market Avg</b>		<b>90.01%</b>	<b>87.34%</b>	<b>84.55%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Systems Group Manager</b>	<b>\$76,003.20</b>	<b>\$91,832.00</b>	<b>\$107,473.60</b>	<b>9</b>	<b>10.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Programmer Analyst Manager	\$91,062.16	\$97,177.36	\$103,292.56	4	N/A	35
Vermont	IT Systems Developer V	\$84,674.39	\$109,041.87	\$133,388.61	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$87,868.28</b>	<b>\$103,109.62</b>	<b>\$118,340.59</b>			
<b>State of ME as a % of Market Avg</b>		<b>86.50%</b>	<b>89.06%</b>	<b>90.82%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Systems and Programming Manager/Application Systems Analysis & Development Manager	\$126,437.90	\$164,762.10	\$208,042.42			
Private Sector, MA	Systems and Programming Manager/Application Systems Analysis & Development Manager	\$125,261.78	\$158,800.36	\$198,030.91			
Private Sector, ME	Systems and Programming Manager/Application Systems Analysis & Development Manager	\$119,308.80	\$154,065.60	\$194,147.20			
Private Sector, NH	Systems and Programming Manager/Application Systems Analysis & Development Manager	\$119,270.76	\$153,214.50	\$191,893.22			
Private Sector, RI	Systems and Programming Manager/Application Systems Analysis & Development Manager	\$129,262.76	\$164,907.64	\$205,719.03			
Private Sector, VT	Systems and Programming Manager/Application Systems Analysis & Development Manager	\$116,860.20	\$150,352.52	\$189,983.37			

## Supervisory Services

<b><i>Avg of Published Survey Data - Private Sector</i></b>		<b>\$122,733.70</b>	<b>\$157,683.79</b>	<b>\$197,969.36</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>61.93%</b>	<b>58.24%</b>	<b>54.29%</b>
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>
Augusta, ME	Application Systems Analysis & Development Manager	\$102,460.80	\$126,942.40	\$154,044.80
Bangor, ME	Application Systems Analysis & Development Manager	\$101,940.80	\$126,297.60	\$153,254.40
Lewiston, ME	Application Systems Analysis & Development Manager	\$104,166.40	\$129,064.00	\$156,603.20
Portland, ME	Application Systems Analysis & Development Manager	\$105,227.20	\$130,374.40	\$158,204.80
South Portland, ME	Application Systems Analysis & Development Manager	\$105,227.20	\$130,374.40	\$158,204.80
<b><i>Avg of Published Survey Data - Municipal</i></b>		<b>\$103,804.48</b>	<b>\$128,610.56</b>	<b>\$156,062.40</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>73.22%</b>	<b>71.40%</b>	<b>68.87%</b>
Federal Government, ME	Systems and Programming Manager	<b>\$97,739.20</b>	<b>\$130,478.40</b>	<b>\$172,140.80</b>
<b><i>State of ME as % of Market Avg</i></b>		<b>77.76%</b>	<b>70.38%</b>	<b>62.43%</b>
Public Sector, ME	Application Systems Analysis & Development Manager	\$106,891.20	\$136,156.80	\$170,497.60
Public Sector, ID	Application Systems Analysis & Development Manager	\$113,031.28	\$144,914.82	\$182,531.01
Public Sector, MA	Application Systems Analysis & Development Manager	\$112,593.78	\$142,069.40	\$174,822.21
Public Sector, NH	Application Systems Analysis & Development Manager	\$106,897.46	\$135,989.32	\$169,056.21
Public Sector, RI	Application Systems Analysis & Development Manager	\$116,106.20	\$146,945.03	\$181,628.70

## Supervisory Services

Public Sector, VT	Application Systems Analysis & Development Manager	\$104,749.05	\$133,243.44	\$166,486.90
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$110,675.55</b>	<b>\$140,632.40</b>	<b>\$174,905.01</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>96.58%</b>	<b>96.82%</b>	<b>97.48%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>68.67%</b>	<b>65.30%</b>	<b>61.45%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Systems Team Leader</b>	<b>\$72,987.20</b>	<b>\$88,254.40</b>	<b>\$103,272.00</b>	<b>9</b>	<b>10.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	IT Systems Developer V	\$84,674.39	\$109,041.87	\$133,388.61	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$84,674.39</b>	<b>\$109,041.87</b>	<b>\$133,388.61</b>			
<b>State of ME as a % of Market Avg</b>		<b>86.20%</b>	<b>80.94%</b>	<b>77.42%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	IT Project Manager/IT Project Manager II	\$98,733.93	\$123,263.25	\$151,401.16			
Private Sector, MA	IT Project Manager/IT Project Manager II	\$99,887.46	\$122,521.20	\$146,898.95			
Private Sector, ME	IT Project Manager/IT Project Manager II	\$93,704.00	\$116,230.40	\$141,897.60			
Private Sector, NH	IT Project Manager/IT Project Manager II	\$95,732.27	\$118,257.51	\$143,179.47			
Private Sector, RI	IT Project Manager/IT Project Manager II	\$102,649.25	\$126,238.95	\$152,031.43			
Private Sector, VT	IT Project Manager/IT Project Manager II	\$94,317.69	\$116,735.77	\$141,912.04			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$97,504.10</b>	<b>\$120,541.18</b>	<b>\$146,220.11</b>			
<b>State of ME as % of Market Avg</b>		<b>74.86%</b>	<b>73.22%</b>	<b>70.63%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	IT Project Manager II	\$83,158.40	\$104,811.20	\$127,400.00			
Bangor, ME	IT Project Manager II	\$82,742.40	\$104,270.40	\$126,734.40			
Lewiston, ME	IT Project Manager II	\$84,552.00	\$106,558.40	\$129,521.60			
Portland, ME	IT Project Manager II	\$85,404.80	\$107,640.00	\$130,832.00			
South Portland, ME	IT Project Manager II	\$85,404.80	\$107,640.00	\$130,832.00			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$84,252.48</b>	<b>\$106,184.00</b>	<b>\$129,064.00</b>			

## Supervisory Services

<b>State of ME as % of Market Avg</b>		<b>86.63%</b>	<b>83.11%</b>	<b>80.02%</b>
Federal Government, ME	IT Project Manager	<b>\$93,433.60</b>	<b>\$113,068.80</b>	<b>\$135,865.60</b>
<b>State of ME as % of Market Avg</b>		<b>78.12%</b>	<b>78.05%</b>	<b>76.01%</b>
Public Sector, ME	IT Project Manager/IT Project Manager II	\$88,920.00	\$109,740.80	\$132,600.00
Public Sector, ID	IT Project Manager/IT Project Manager II	\$93,526.59	\$115,863.34	\$140,940.80
Public Sector, MA	IT Project Manager/IT Project Manager II	\$94,808.76	\$116,120.13	\$138,658.05
Public Sector, NH	IT Project Manager/IT Project Manager II	\$90,646.55	\$111,496.04	\$134,196.65
Public Sector, RI	IT Project Manager/IT Project Manager II	\$97,302.52	\$119,210.10	\$142,859.88
Public Sector, VT	IT Project Manager/IT Project Manager II	\$89,589.36	\$110,348.38	\$132,973.84
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$93,174.76</b>	<b>\$114,607.60</b>	<b>\$137,925.85</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.43%</b>	<b>95.75%</b>	<b>96.14%</b>
<b>State of ME as a % of Market Avg</b>		<b>78.33%</b>	<b>77.01%</b>	<b>74.88%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Tax Section Manager</b>	<b>\$65,686.40</b>	<b>\$79,372.80</b>	<b>\$92,913.60</b>	<b>9</b>	<b>10.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Assistant Tax Section Chief	\$97,720.55	\$104,957.16	\$112,281.38	4	N/A	35
Vermont	Tax Audit Assistant Chief	\$65,864.77	\$84,549.96	\$103,235.15	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$81,792.66</b>	<b>\$94,753.56</b>	<b>\$107,758.27</b>			
<b>State of ME as a % of Market Avg</b>		<b>80.31%</b>	<b>83.77%</b>	<b>86.22%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Tax Manager	\$118,147.26	\$145,851.23	\$177,986.01			
Private Sector, MA	Tax Manager	\$119,148.18	\$144,522.51	\$173,193.20			
Private Sector, ME	Tax Manager	\$112,195.20	\$137,592.00	\$167,211.20			
Private Sector, NH	Tax Manager	\$114,009.67	\$139,340.82	\$168,120.91			
Private Sector, RI	Tax Manager	\$121,993.61	\$148,466.94	\$178,404.64			
Private Sector, VT	Tax Manager	\$112,878.45	\$138,075.46	\$167,378.65			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$116,395.40</b>	<b>\$142,308.16</b>	<b>\$172,049.10</b>			
<b>State of ME as % of Market Avg</b>		<b>56.43%</b>	<b>55.78%</b>	<b>54.00%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Tax Manager	\$107,036.80	\$131,289.60	\$158,246.40			
Bangor, ME	Tax Manager	\$106,475.20	\$130,603.20	\$157,435.20			
Lewiston, ME	Tax Manager	\$108,804.80	\$133,473.60	\$160,888.00			
Portland, ME	Tax Manager	\$109,928.00	\$134,825.60	\$162,531.20			
South Portland, ME	Tax Manager	\$109,928.00	\$134,825.60	\$162,531.20			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$108,434.56</b>	<b>\$133,003.52</b>	<b>\$160,326.40</b>			

## Supervisory Services

<b>State of ME as % of Market Avg</b>		<b>60.58%</b>	<b>59.68%</b>	<b>57.95%</b>
Federal Government, ME	Tax Manager	<b>\$96,491.20</b>	<b>\$116,771.20</b>	<b>\$140,712.00</b>
<b>State of ME as % of Market Avg</b>		<b>68.08%</b>	<b>67.97%</b>	<b>66.03%</b>
Public Sector, ME	Tax Manager	\$102,481.60	\$124,904.00	\$150,550.40
Public Sector, ID	Tax Manager	\$107,686.90	\$131,736.60	\$159,828.83
Public Sector, MA	Tax Manager	\$109,124.94	\$132,161.15	\$157,248.00
Public Sector, NH	Tax Manager	\$104,130.52	\$126,597.31	\$151,928.46
Public Sector, RI	Tax Manager	\$111,600.52	\$135,250.30	\$161,583.46
Public Sector, VT	Tax Manager	\$103,193.68	\$125,611.76	\$150,870.98
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$107,147.31</b>	<b>\$130,271.42</b>	<b>\$156,291.95</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.65%</b>	<b>95.88%</b>	<b>96.33%</b>
<b>State of ME as a % of Market Avg</b>		<b>61.30%</b>	<b>60.93%</b>	<b>59.45%</b>

## Supervisory Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Transportation Engineer III</b>	<b>\$78,062.40</b>	<b>\$94,390.40</b>	<b>\$110,385.60</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Supervising Civil Engineer	\$92,476.44	\$97,983.38	\$104,291.32	4	N/A	35
Vermont	Civil Engineer III	\$61,945.24	\$79,552.04	\$97,138.10	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$77,210.84</b>	<b>\$88,767.71</b>	<b>\$100,714.71</b>			
<b>State of ME as a % of Market Avg</b>		<b>101.10%</b>	<b>106.33%</b>	<b>109.60%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$84,870.53	\$109,445.52	\$132,239.06			
Private Sector, MA	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$81,335.83	\$103,969.58	\$124,763.50			
Private Sector, ME	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$79,996.80	\$102,710.40	\$123,635.20			
Private Sector, NH	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$78,526.57	\$100,642.62	\$121,238.79			
Private Sector, RI	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$83,204.77	\$106,373.94	\$127,901.05			
Private Sector, VT	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$80,008.28	\$102,613.00	\$123,413.50			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$81,323.80</b>	<b>\$104,292.51</b>	<b>\$125,531.85</b>			
<b>State of ME as % of Market Avg</b>		<b>95.99%</b>	<b>90.51%</b>	<b>87.93%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Civil Engineering Supervisor I	\$63,065.60	\$87,193.60	\$106,329.60			

## Supervisory Services

Bangor, ME	Civil Engineering Supervisor I	\$62,732.80	\$86,736.00	\$105,788.80
Lewiston, ME	Civil Engineering Supervisor I	\$64,105.60	\$88,649.60	\$108,097.60
Portland, ME	Civil Engineering Supervisor I	\$64,750.40	\$89,544.00	\$109,200.00
South Portland, ME	Civil Engineering Supervisor I	\$64,750.40	\$89,544.00	\$109,200.00
<b>Avg of Published Survey Data - Municipal</b>		<b>\$63,880.96</b>	<b>\$88,333.44</b>	<b>\$107,723.20</b>
<b>State of ME as % of Market Avg</b>		<b>122.20%</b>	<b>106.86%</b>	<b>102.47%</b>
Federal Government, ME	Civil Engineering Supervisor	<b>\$83,012.80</b>	<b>\$99,195.20</b>	<b>\$117,374.40</b>
<b>State of ME as % of Market Avg</b>		<b>94.04%</b>	<b>95.16%</b>	<b>94.05%</b>
Public Sector, ME	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$73,361.60	\$93,662.40	\$112,403.20
Public Sector, ID	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$77,470.62	\$99,441.95	\$119,814.53
Public Sector, MA	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$74,819.77	\$95,134.56	\$113,801.17
Public Sector, NH	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$72,037.90	\$91,854.66	\$110,132.06
Public Sector, RI	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$76,436.25	\$97,202.39	\$116,366.52
Public Sector, VT	Civil Engineering Supervisor/Civil Engineering Supervisor I	\$73,434.25	\$93,654.07	\$112,318.52
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$74,839.76</b>	<b>\$95,457.52</b>	<b>\$114,486.56</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>98.02%</b>	<b>98.12%</b>	<b>98.18%</b>
<b>State of ME as a % of Market Avg</b>		<b>104.31%</b>	<b>98.88%</b>	<b>96.42%</b>



## Institutional Services

<b>Federal Government, ME</b>	Corrections Officer	<b>\$41,163.20</b>	<b>\$46,633.60</b>	<b>\$52,332.80</b>
<b>State of ME as % of Market Avg</b>	Corrections Officer	<b>113.14%</b>	<b>113.25%</b>	<b>115.62%</b>
Public Sector, ME	Corrections Officer	\$40,040.00	\$47,673.60	\$55,452.80
Public Sector, ID	Corrections Officer	\$41,658.73	\$50,360.47	\$59,381.96
Public Sector, MA	Corrections Officer	\$43,753.47	\$52,377.67	\$61,193.52
Public Sector, NH	Corrections Officer	\$38,990.49	\$47,096.46	\$55,475.22
Public Sector, RI	Corrections Officer	\$42,894.01	\$51,444.78	\$60,255.87
Public Sector, VT	Corrections Officer	\$41,352.13	\$49,377.84	\$57,590.20
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$41,729.76</b>	<b>\$50,131.44</b>	<b>\$58,779.36</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.95%</b>	<b>95.10%</b>	<b>94.34%</b>
<b>State of ME as a % of Market Avg</b>		<b>111.60%</b>	<b>105.35%</b>	<b>102.94%</b>

## Institutional Services

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Mental Health Worker II</b>	<b>\$44,241.60</b>	<b>\$50,148.80</b>	<b>\$57,200.00</b>	<b>9</b>	<b>\$1.50</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Mental Health Worker	\$46,798.93	\$49,582.43	\$52,365.94	5	N/A	40
Vermont	Mental Health Specialist	\$44,214.01	\$56,408.12	\$68,581.49	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$45,506.47</b>	<b>\$52,995.28</b>	<b>\$60,473.71</b>			
<b>State of ME as a % of Market Avg</b>		<b>97.22%</b>	<b>94.63%</b>	<b>94.59%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Mental Health Technician	\$36,748.30	\$43,988.33	\$52,735.75			
Private Sector, MA	Mental Health Technician	\$43,178.52	\$49,598.76	\$56,708.94			
Private Sector, ME	Mental Health Technician	\$35,859.20	\$42,473.60	\$50,356.80			
Private Sector, NH	Mental Health Technician	\$34,411.40	\$41,387.21	\$49,863.40			
Private Sector, RI	Mental Health Technician	\$37,587.33	\$44,816.43	\$53,627.53			
Private Sector, VT	Mental Health Technician	\$36,540.85	\$43,197.84	\$51,202.81			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$37,387.60</b>	<b>\$44,243.69</b>	<b>\$52,415.87</b>			
<b>State of ME as % of Market Avg</b>		<b>118.33%</b>	<b>113.35%</b>	<b>109.13%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Mental Health Technician	\$29,785.60	\$36,795.20	\$46,072.00			
Bangor, ME	Mental Health Technician	\$29,619.20	\$36,608.00	\$45,843.20			
Lewiston, ME	Mental Health Technician	\$30,264.00	\$37,398.40	\$46,841.60			
Portland, ME	Mental Health Technician	\$31,200.00	\$37,793.60	\$47,320.00			
South Portland, ME	Mental Health Technician	\$30,576.00	\$37,793.60	\$47,320.00			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$30,288.96</b>	<b>\$37,277.76</b>	<b>\$46,679.36</b>			

## Institutional Services

<b>State of ME as % of Market Avg</b>		<b>146.07%</b>	<b>134.53%</b>	<b>122.54%</b>
Federal Government, ME	Mental Health Technician	<b>\$40,227.20</b>	<b>\$45,780.80</b>	<b>\$51,667.20</b>
<b>State of ME as % of Market Avg</b>		<b>109.98%</b>	<b>109.54%</b>	<b>110.71%</b>
Public Sector, ME	Mental Health Technician	\$33,675.20	\$41,475.20	\$49,108.80
Public Sector, ID	Mental Health Technician	\$35,926.09	\$42,892.05	\$51,296.88
Public Sector, MA	Mental Health Technician	\$36,873.27	\$43,600.15	\$51,898.55
Public Sector, NH	Mental Health Technician	\$33,612.49	\$40,296.02	\$48,440.96
Public Sector, RI	Mental Health Technician	\$36,806.34	\$43,715.04	\$52,165.68
Public Sector, VT	Mental Health Technician	\$35,794.27	\$42,202.40	\$49,917.04
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$35,802.49</b>	<b>\$42,541.13</b>	<b>\$50,743.82</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>94.06%</b>	<b>97.49%</b>	<b>96.78%</b>
<b>State of ME as a % of Market Avg</b>		<b>123.57%</b>	<b>117.88%</b>	<b>112.72%</b>



## Maintenance Operations

Federal Government, ME	Boilermaker	<b>\$51,084.80</b>	<b>\$58,593.60</b>	<b>\$67,184.00</b>
<b>State of ME as % of Market Avg</b>		<b>87.91%</b>	<b>90.06%</b>	<b>91.83%</b>
Public Sector, ME	Boilermaker/Stationary Engineer II	\$45,739.20	\$57,948.80	\$70,179.20
Public Sector, ID	Boilermaker/Stationary Engineer II	\$47,574.09	\$61,003.55	\$74,501.52
Public Sector, MA	Boilermaker/Stationary Engineer II	\$50,959.47	\$64,624.04	\$78,250.28
Public Sector, NH	Boilermaker/Stationary Engineer II	\$45,186.88	\$57,969.37	\$70,751.86
Public Sector, RI	Boilermaker/Stationary Engineer II	\$49,502.33	\$62,879.17	\$76,235.99
Public Sector, VT	Boilermaker/Stationary Engineer II	\$46,370.79	\$58,710.07	\$71,070.08
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$47,918.71</b>	<b>\$61,037.24</b>	<b>\$74,161.95</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.45%</b>	<b>94.94%</b>	<b>94.63%</b>
<b>State of ME as a % of Market Avg</b>		<b>93.72%</b>	<b>86.45%</b>	<b>83.19%</b>

## Maintenance Operations

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Building Custodian</b>	<b>\$31,200.00</b>	<b>\$35,443.20</b>	<b>\$41,433.60</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Janitor	\$42,753.83	\$44,175.62	\$45,597.41	5	N/A	40
Vermont	Custodian II	\$32,890.91	\$41,642.46	\$50,394.02	15	N/A	40
Kennebec County	No Match						
Penobscot County	Custodian	\$33,259.20	\$35,651.20	\$42,016.00	8	N/A	40
<b>Avg of Survey Responses</b>		<b>\$36,301.31</b>	<b>\$40,489.76</b>	<b>\$46,002.48</b>			
<b>State of ME as a % of Market Avg</b>		<b>85.95%</b>	<b>87.54%</b>	<b>90.07%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Custodian/Janitor I	\$32,454.53	\$38,027.29	\$44,787.70			
Private Sector, MA	Custodian/Janitor I	\$35,129.26	\$40,227.12	\$47,471.46			
Private Sector, ME	Custodian/Janitor I	\$33,529.60	\$38,480.00	\$44,803.20			
Private Sector, NH	Custodian/Janitor I	\$30,826.06	\$36,788.63	\$42,907.08			
Private Sector, RI	Custodian/Janitor I	\$34,062.89	\$39,289.47	\$46,658.75			
Private Sector, VT	Custodian/Janitor I	\$33,326.41	\$38,510.98	\$45,893.81			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$33,221.46</b>	<b>\$38,553.92</b>	<b>\$45,420.33</b>			
<b>State of ME as % of Market Avg</b>		<b>93.92%</b>	<b>91.93%</b>	<b>91.22%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Janitor I	\$29,432.00	\$33,800.00	\$41,912.00			
Bangor, ME	Janitor I	\$29,432.00	\$33,633.60	\$41,704.00			
Lewiston, ME	Janitor I	\$29,432.00	\$34,361.60	\$42,619.20			
Portland, ME	Janitor I	\$31,200.00	\$34,715.20	\$43,056.00			
South Portland, ME	Janitor I	\$29,432.00	\$34,715.20	\$43,056.00			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$29,785.60</b>	<b>\$34,245.12</b>	<b>\$42,469.44</b>			

## Maintenance Operations

<b>State of ME as % of Market Avg</b>		<b>104.75%</b>	<b>103.50%</b>	<b>97.56%</b>
Federal Government, ME	No Match			
Public Sector, ME	Custodian/Janitor I	\$33,196.80	\$37,232.00	\$43,472.00
Public Sector, ID	Custodian/Janitor I	\$31,403.92	\$37,113.73	\$43,988.33
Public Sector, MA	Custodian/Janitor I	\$34,477.65	\$39,383.87	\$45,976.59
Public Sector, NH	Custodian/Janitor I	\$29,890.76	\$35,307.73	\$41,893.83
Public Sector, RI	Custodian/Janitor I	\$33,181.78	\$38,448.41	\$45,136.83
Public Sector, VT	Custodian/Janitor I	\$32,994.60	\$37,971.79	\$44,338.44
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$32,389.74</b>	<b>\$37,645.10</b>	<b>\$44,266.81</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>102.49%</b>	<b>98.90%</b>	<b>98.20%</b>
<b>State of ME as a % of Market Avg</b>		<b>96.33%</b>	<b>94.15%</b>	<b>93.60%</b>

## Maintenance Operations

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Engineering Aide</b>	<b>\$31,200.00</b>	<b>\$35,443.20</b>	<b>\$41,433.60</b>	<b>9</b>	<b>N/A</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Engineering Technician I	\$52,225.76	\$54,648.81	\$58,013.05	4	N/A	40
Vermont	AOT Technician I	\$49,274.15	\$62,982.15	\$76,690.16	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$50,749.96</b>	<b>\$58,815.48</b>	<b>\$67,351.60</b>			
<b>State of ME as a % of Market Avg</b>		<b>61.48%</b>	<b>60.26%</b>	<b>61.52%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Engineering Aide	\$50,977.13	\$62,145.51	\$75,460.77			
Private Sector, MA	Engineering Aide	\$50,173.71	\$60,656.91	\$72,941.61			
Private Sector, ME	Engineering Aide	\$49,545.60	\$59,508.80	\$71,531.20			
Private Sector, NH	Engineering Aide	\$47,778.45	\$58,008.34	\$70,186.78			
Private Sector, RI	Engineering Aide	\$51,044.27	\$61,857.89	\$74,513.82			
Private Sector, VT	Engineering Aide	\$49,419.32	\$59,518.86	\$71,588.54			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$49,823.08</b>	<b>\$60,282.72</b>	<b>\$72,703.79</b>			
<b>State of ME as % of Market Avg</b>		<b>62.62%</b>	<b>58.79%</b>	<b>56.99%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Engineering Aide	\$36,504.00	\$45,468.80	\$56,430.40			
Bangor, ME	Engineering Aide	\$36,316.80	\$45,219.20	\$56,139.20			
Lewiston, ME	Engineering Aide	\$37,107.20	\$46,217.60	\$57,366.40			
Portland, ME	Engineering Aide	\$37,481.60	\$46,696.00	\$57,948.80			
South Portland, ME	Engineering Aide	\$37,481.60	\$46,696.00	\$57,948.80			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$36,978.24</b>	<b>\$46,059.52</b>	<b>\$57,166.72</b>			

## Maintenance Operations

<b>State of ME as % of Market Avg</b>		<b>84.37%</b>	<b>76.95%</b>	<b>72.48%</b>
Federal Government, ME	Engineering Aide	<b>\$56,305.60</b>	<b>\$64,480.00</b>	<b>\$73,944.00</b>
<b>State of ME as % of Market Avg</b>		<b>55.41%</b>	<b>54.97%</b>	<b>56.03%</b>
Public Sector, ME	Engineering Aide	\$46,612.80	\$55,224.00	\$65,520.00
Public Sector, ID	Engineering Aide	\$47,688.28	\$57,326.43	\$68,746.04
Public Sector, MA	Engineering Aide	\$47,030.66	\$56,172.32	\$66,866.33
Public Sector, NH	Engineering Aide	\$44,387.97	\$53,487.70	\$64,126.79
Public Sector, RI	Engineering Aide	\$47,820.21	\$57,232.06	\$68,225.91
Public Sector, VT	Engineering Aide	\$46,433.01	\$55,184.56	\$65,574.44
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$46,672.03</b>	<b>\$55,880.62</b>	<b>\$66,707.90</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>99.87%</b>	<b>98.82%</b>	<b>98.22%</b>
<b>State of ME as a % of Market Avg</b>		<b>66.85%</b>	<b>63.43%</b>	<b>62.11%</b>

## Maintenance Operations

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
State of Maine	<u>Field Heavy Vehicle &amp; Equipment Technician</u>	\$44,532.80	\$52,748.80	\$61,734.40	9	N/A	40
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Heavy Motor Equipment Mechanic Operator	\$44,556.10	\$46,939.10	\$49,302.08	5	N/A	40
Vermont	AOT Fleet Service Technician IV	\$55,101.61	\$70,572.36	\$86,043.12	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$49,828.86</b>	<b>\$58,755.73</b>	<b>\$67,672.60</b>			
<b>State of ME as a % of Market Avg</b>		<b>84.06%</b>	<b>84.95%</b>	<b>86.43%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Machinery Maintenance Mechanic/Heavy Equipment Field Service Technician	\$52,393.16	\$68,883.07	\$89,072.94			
Private Sector, MA	Machinery Maintenance Mechanic/Heavy Equipment Field Service Technician	\$56,881.42	\$67,019.65	\$78,135.30			
Private Sector, ME	Machinery Maintenance Mechanic/Heavy Equipment Field Service Technician	\$50,128.00	\$65,083.20	\$83,449.60			
Private Sector, NH	Machinery Maintenance Mechanic/Heavy Equipment Field Service Technician	\$49,882.88	\$65,802.54	\$84,820.39			
Private Sector, RI	Machinery Maintenance Mechanic/Heavy Equipment Field Service Technician	\$53,367.20	\$69,767.85	\$89,532.74			

## Maintenance Operations

Private Sector, VT	Machinery Maintenance Mechanic/Heavy Equipment Field Service Technician	\$50,953.95	\$66,092.89	\$84,695.13
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$52,267.77</b>	<b>\$67,108.20</b>	<b>\$84,951.02</b>
<b>State of ME as % of Market Avg</b>		<b>85.20%</b>	<b>78.60%</b>	<b>72.67%</b>
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>
Augusta, ME	No Match			
Bangor, ME	No Match			
Lewiston, ME	No Match			
Portland, ME	No Match			
South Portland, ME	No Match			
<b>Avg of Published Survey Data - Municipal</b>				
<b>State of ME as % of Market Avg</b>				
Federal Government, ME	Machinery Maintenance Mechanic	<b>\$51,168.00</b>	<b>\$58,468.80</b>	<b>\$66,705.60</b>
<b>State of ME as % of Market Avg</b>		<b>83.41%</b>	<b>86.84%</b>	<b>89.09%</b>
Public Sector, ME	Machinery Maintenance Mechanic	\$51,188.80	\$58,510.40	\$66,768.00
Public Sector, ID	Machinery Maintenance Mechanic	\$52,781.43	\$61,688.72	\$71,829.33
Public Sector, MA	Machinery Maintenance Mechanic	\$55,539.88	\$64,681.54	\$74,723.94
Public Sector, NH	Machinery Maintenance Mechanic	\$51,110.47	\$60,405.06	\$70,595.97
Public Sector, RI	Machinery Maintenance Mechanic	\$55,630.05	\$64,761.54	\$74,834.23
Public Sector, VT	Machinery Maintenance Mechanic	\$52,571.54	\$60,058.06	\$68,581.49
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$53,526.67</b>	<b>\$62,318.98</b>	<b>\$72,112.99</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.63%</b>	<b>93.89%</b>	<b>92.59%</b>
<b>State of ME as a % of Market Avg</b>		<b>83.20%</b>	<b>84.64%</b>	<b>85.61%</b>

## Maintenance Operations

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>High Voltage Electrician</b>	<b>\$45,427.20</b>	<b>\$53,518.40</b>	<b>\$62,649.60</b>	<b>9</b>	<b>20.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	No Match						
Kennebec County	No Match						
Penobscot County	No Match						
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Electrician High Voltage/Electrician III	\$63,538.70	\$79,823.06	\$98,459.86			
Private Sector, MA	Electrician High Voltage/Electrician III	\$67,364.62	\$83,597.29	\$101,727.29			
Private Sector, ME	Electrician High Voltage/Electrician III	\$60,070.40	\$74,755.20	\$91,624.00			
Private Sector, NH	Electrician High Voltage/Electrician III	\$60,483.00	\$75,681.69	\$92,731.50			
Private Sector, RI	Electrician High Voltage/Electrician III	\$65,462.43	\$81,462.57	\$99,565.37			
Private Sector, VT	Electrician High Voltage/Electrician III	\$60,866.85	\$75,673.98	\$92,700.11			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$62,964.33</b>	<b>\$78,498.97</b>	<b>\$96,134.69</b>			
<b>State of ME as % of Market Avg</b>		<b>72.15%</b>	<b>68.18%</b>	<b>65.17%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Electrician III	\$53,643.20	\$69,368.00	\$87,131.20			
Bangor, ME	Electrician III	\$53,352.00	\$69,014.40	\$86,694.40			
Lewiston, ME	Electrician III	\$54,537.60	\$70,512.00	\$88,587.20			
Portland, ME	Electrician III	\$55,078.40	\$71,240.00	\$89,481.60			
South Portland, ME	Electrician III	\$55,078.40	\$71,240.00	\$89,481.60			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$54,337.92</b>	<b>\$70,274.88</b>	<b>\$88,275.20</b>			
<b>State of ME as % of Market Avg</b>		<b>83.60%</b>	<b>76.16%</b>	<b>70.97%</b>			
Federal Government, ME	Electrician High Voltage	\$63,065.60	\$75,691.20	\$90,771.20			

## Maintenance Operations

<b>State of ME as % of Market Avg</b>		<b>72.03%</b>	<b>70.71%</b>	<b>69.02%</b>
Public Sector, ME	Electrician High Voltage/Electrician III	\$56,492.80	\$69,430.40	\$84,427.20
Public Sector, ID	Electrician High Voltage/Electrician III	\$59,450.48	\$73,816.35	\$90,283.42
Public Sector, MA	Electrician High Voltage/Electrician III	\$63,129.18	\$77,617.84	\$93,831.35
Public Sector, NH	Electrician High Voltage/Electrician III	\$56,546.93	\$70,108.84	\$85,346.50
Public Sector, RI	Electrician High Voltage/Electrician III	\$61,377.28	\$75,595.19	\$91,695.46
Public Sector, VT	Electrician High Voltage/Electrician III	\$57,258.39	\$70,323.50	\$85,400.23
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$59,552.45</b>	<b>\$73,492.34</b>	<b>\$89,311.39</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>94.86%</b>	<b>94.47%</b>	<b>94.53%</b>
<b>State of ME as a % of Market Avg</b>		<b>76.28%</b>	<b>72.82%</b>	<b>70.15%</b>

## Maintenance Operations

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Maintenance Mechanic</b>	<b>\$36,961.60</b>	<b>\$43,160.00</b>	<b>\$50,398.40</b>	<b>9</b>	<b>15.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Building Systems Technician	\$40,691.24	\$45,417.19	\$47,740.11	5	N/A	40
Vermont	Maintenance Mechanic II	\$44,214.01	\$56,408.12	\$68,581.49	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$42,452.62</b>	<b>\$50,912.65</b>	<b>\$58,160.80</b>			
<b>State of ME as a % of Market Avg</b>		<b>85.30%</b>	<b>83.20%</b>	<b>85.15%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Maintenance Mechanic/General Maintenance Worker II	\$50,200.60	\$62,510.93	\$76,123.11			
Private Sector, MA	Maintenance Mechanic/General Maintenance Worker II	\$51,170.28	\$63,359.16	\$76,697.93			
Private Sector, ME	Maintenance Mechanic/General Maintenance Worker II	\$47,964.80	\$59,051.20	\$71,364.80			
Private Sector, NH	Maintenance Mechanic/General Maintenance Worker II	\$47,934.33	\$59,820.49	\$72,758.86			
Private Sector, RI	Maintenance Mechanic/General Maintenance Worker II	\$51,264.55	\$63,479.93	\$76,856.77			
Private Sector, VT	Maintenance Mechanic/General Maintenance Worker II	\$48,797.17	\$60,016.58	\$72,501.02			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$49,555.29</b>	<b>\$61,373.05</b>	<b>\$74,383.75</b>			
<b>State of ME as % of Market Avg</b>		<b>74.59%</b>	<b>70.32%</b>	<b>67.75%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	General Maintenance Worker II	\$41,017.60	\$55,806.40	\$72,280.00			

## Maintenance Operations

Bangor, ME	General Maintenance Worker II	\$40,809.60	\$55,515.20	\$71,905.60
Lewiston, ME	General Maintenance Worker II	\$41,704.00	\$56,742.40	\$73,486.40
Portland, ME	General Maintenance Worker II	\$42,120.00	\$57,324.80	\$74,235.20
South Portland, ME	General Maintenance Worker II	\$42,120.00	\$57,324.80	\$74,235.20
<b>Avg of Published Survey Data - Municipal</b>		<b>\$41,554.24</b>	<b>\$56,542.72</b>	<b>\$73,228.48</b>
<b>State of ME as % of Market Avg</b>		<b>88.90%</b>	<b>76.33%</b>	<b>68.82%</b>
Federal Government, ME	Maintenance Mechanic	\$52,104.00	\$58,011.20	\$64,355.20
<b>State of ME as % of Market Avg</b>		<b>70.90%</b>	<b>74.40%</b>	<b>78.31%</b>
Public Sector, ME	Maintenance Mechanic/General Maintenance Worker II	\$48,172.80	\$59,113.60	\$71,177.60
Public Sector, ID	Maintenance Mechanic/General Maintenance Worker II	\$50,246.27	\$62,236.86	\$75,506.45
Public Sector, MA	Maintenance Mechanic/General Maintenance Worker II	\$51,151.12	\$63,052.52	\$76,122.98
Public Sector, NH	Maintenance Mechanic/General Maintenance Worker II	\$47,797.94	\$59,372.32	\$72,037.90
Public Sector, RI	Maintenance Mechanic/General Maintenance Worker II	\$51,244.52	\$63,159.53	\$76,256.02
Public Sector, VT	Maintenance Mechanic/General Maintenance Worker II	\$49,004.55	\$60,037.32	\$74,325.99
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$49,888.88</b>	<b>\$61,571.71</b>	<b>\$74,849.87</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>96.56%</b>	<b>96.01%</b>	<b>95.09%</b>
<b>State of ME as a % of Market Avg</b>		<b>74.09%</b>	<b>70.10%</b>	<b>67.33%</b>

## Maintenance Operations

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Plumber II</b>	<b>\$40,892.80</b>	<b>\$48,068.80</b>	<b>\$56,160.00</b>	<b>9</b>	<b>12.00%</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	BGS Master Plumber	\$52,053.08	\$66,673.57	\$81,273.32	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$52,053.08</b>	<b>\$66,673.57</b>	<b>\$81,273.32</b>			
<b>State of ME as a % of Market Avg</b>		<b>78.33%</b>	<b>71.88%</b>	<b>68.90%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	Plumber/Plumber III	\$55,225.22	\$68,814.56	\$84,984.72			
Private Sector, MA	Plumber/Plumber III	\$58,587.10	\$72,462.48	\$88,618.50			
Private Sector, ME	Plumber/Plumber III	\$52,894.40	\$65,145.60	\$79,830.40			
Private Sector, NH	Plumber/Plumber III	\$52,377.03	\$65,354.37	\$80,514.09			
Private Sector, RI	Plumber/Plumber III	\$57,071.86	\$70,628.93	\$86,548.98			
Private Sector, VT	Plumber/Plumber III	\$53,587.71	\$65,989.20	\$80,775.60			
<b>Avg of Published Survey Data - Private Sector</b>		<b>\$54,957.22</b>	<b>\$68,065.86</b>	<b>\$83,545.38</b>			
<b>State of ME as % of Market Avg</b>		<b>74.41%</b>	<b>70.62%</b>	<b>67.22%</b>			
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Plumber III	\$52,457.60	\$67,766.40	\$86,361.60			
Bangor, ME	Plumber III	\$52,187.20	\$67,433.60	\$85,904.00			
Lewiston, ME	Plumber III	\$53,331.20	\$68,910.40	\$87,796.80			
Portland, ME	Plumber III	\$53,872.00	\$69,596.80	\$88,691.20			
South Portland, ME	Plumber III	\$53,872.00	\$69,596.80	\$88,691.20			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$53,144.00</b>	<b>\$68,660.80</b>	<b>\$87,488.96</b>			

## Maintenance Operations

<b>State of ME as % of Market Avg</b>		<b>76.95%</b>	<b>70.01%</b>	<b>64.19%</b>
Federal Government, ME	Plumber	<b>\$50,398.40</b>	<b>\$57,740.80</b>	<b>\$66,123.20</b>
<b>State of ME as % of Market Avg</b>		<b>81.14%</b>	<b>83.25%</b>	<b>84.93%</b>
Public Sector, ME	Plumber/Plumber III	\$53,331.20	\$65,228.80	\$79,372.80
Public Sector, ID	Plumber/Plumber III	\$55,522.13	\$68,586.16	\$84,116.83
Public Sector, MA	Plumber/Plumber III	\$58,663.76	\$72,002.53	\$87,621.92
Public Sector, NH	Plumber/Plumber III	\$52,532.91	\$65,003.63	\$79,656.73
Public Sector, RI	Plumber/Plumber III	\$57,272.11	\$70,308.53	\$85,667.87
Public Sector, VT	Plumber/Plumber III	\$54,002.48	\$66,009.94	\$80,298.62
<b>Avg of Published Survey Data - Public (Not including ME)</b>		<b>\$55,598.68</b>	<b>\$68,382.16</b>	<b>\$83,472.39</b>
<b>Public Sector, ME as a % of Market Avg</b>		<b>95.92%</b>	<b>95.39%</b>	<b>95.09%</b>
<b>State of ME as a % of Market Avg</b>		<b>73.55%</b>	<b>70.29%</b>	<b>67.28%</b>

## Law Enforcement

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>Probation Officer</b>	<b>\$55,556.80</b>	<b>\$64,979.20</b>	<b>\$75,753.60</b>	<b>9</b>	<b>\$0.85</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	Probation and Parole Officer I	\$65,444.91	\$69,737.81	\$74,013.19	4	N/A	35
Vermont	Probation and Parole Officer I	\$52,053.08	\$66,673.57	\$81,273.32	15	N/A	40
Kennebec County	No Match						
Penobscot County	No Match						
<b>Avg of Survey Responses</b>		<b>\$58,748.99</b>	<b>\$68,205.69</b>	<b>\$77,643.25</b>			
<b>State of ME as a % of Market Avg</b>		<b>94.57%</b>	<b>95.27%</b>	<b>97.57%</b>			
<b>Published Survey Data - Private Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Private Sector, ID	No Match						
Private Sector, MA	No Match						
Private Sector, ME	No Match						
Private Sector, NH	No Match						
Private Sector, RI	No Match						
Private Sector, VT	No Match						
<b>Published Survey Data - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Parole Officer	\$49,192.00	\$62,524.80	\$75,878.40			
Bangor, ME	Parole Officer	\$48,942.40	\$62,212.80	\$75,483.20			
Lewiston, ME	Parole Officer	\$50,003.20	\$63,564.80	\$77,147.20			
Portland, ME	Parole Officer	\$50,523.20	\$64,209.60	\$77,937.60			
South Portland, ME	Parole Officer	\$50,523.20	\$64,209.60	\$77,937.60			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$49,836.80</b>	<b>\$63,344.32</b>	<b>\$76,876.80</b>			
<b>State of ME as % of Market Avg</b>		<b>111.48%</b>	<b>102.58%</b>	<b>98.54%</b>			
Federal Government, ME	No Match						

## Law Enforcement

Public Sector, ME	Parole Officer	\$49,025.60	\$62,025.60	\$75,046.40
Public Sector, ID	Parole Officer	\$52,119.09	\$66,507.80	\$80,919.34
Public Sector, MA	Parole Officer	\$51,994.37	\$65,678.11	\$79,361.85
Public Sector, NH	Parole Officer	\$48,772.21	\$61,652.13	\$74,551.53
Public Sector, RI	Parole Officer	\$52,666.32	\$65,802.86	\$78,939.40
Public Sector, VT	Parole Officer	\$49,937.78	\$63,500.61	\$77,084.18
<b><i>Avg of Published Survey Data - Public (Not including ME)</i></b>		<b>\$51,097.95</b>	<b>\$64,628.30</b>	<b>\$78,171.26</b>
<b><i>Public Sector, ME as a % of Market Avg</i></b>		<b>95.94%</b>	<b>95.97%</b>	<b>96.00%</b>
<b><i>State of ME as a % of Market Avg</i></b>		<b>108.73%</b>	<b>100.54%</b>	<b>96.91%</b>

## State Police

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>State Police Trooper</b>	<b>\$66,934.40</b>	<b>\$79,206.40</b>	<b>\$92,310.40</b>	<b>9</b>	<b>\$0.85</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	Trooper	\$58,399.00	\$74,865.19	\$91,331.38	15	N/A	40
Kennebec County							
Penobscot County	Patrol Deputy	\$59,862.40	\$64,958.40	\$73,070.40			
<b>Avg of Survey Responses</b>		<b>\$59,130.70</b>	<b>\$69,911.80</b>	<b>\$82,200.89</b>			
<b>State of ME as a % of Market Avg</b>		<b>113.20%</b>	<b>113.29%</b>	<b>112.30%</b>			
<b>Municipalities - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	Patrol Officer	\$53,643.20	\$61,006.40	\$71,614.40			
Bangor, ME							
Lewiston, ME	Police Patrol Officer	\$64,022.40	\$75,275.20	\$93,745.60			
Portland, ME	Police Officer	\$62,732.80	\$71,718.40	\$80,600.00			
South Portland, ME	Patrol Officer	\$56,576.00	\$70,324.80	\$74,755.20			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$59,243.60</b>	<b>\$69,581.20</b>	<b>\$80,178.80</b>			
<b>State of ME as % of Market Avg</b>		<b>112.98%</b>	<b>113.83%</b>	<b>115.13%</b>			

## State Police

SOURCE	JOB TITLE	MIN	MID	MAX	STEPS IN RANGE	STIPEND	WORK WEEK
<b>State of Maine</b>	<b>State Police Sergeant</b>	<b>\$81,827.20</b>	<b>\$95,056.00</b>	<b>\$108,888.00</b>	<b>8</b>	<b>\$0.85</b>	<b>40</b>
<b>Survey Responses</b>	<b>Comparable Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>			
Rhode Island	No Match						
Vermont	Sergeant	\$65,864.77	\$84,549.96	\$103,235.15	15	N/A	40
Kennebec County	No Match						
Penobscot County	Patrol Sergeant	\$71,552.00	\$77,729.60	\$87,713.60	8	N/A	40
<b>Avg of Survey Responses</b>		<b>\$68,708.39</b>	<b>\$81,139.78</b>	<b>\$95,474.38</b>			
<b>State of ME as a % of Market Avg</b>		<b>119.09%</b>	<b>117.15%</b>	<b>114.05%</b>			
<b>Municipalities - Public Sector</b>	<b>Comparable Title</b>	<b>Min(10th Percentile)</b>	<b>Mid(50th Percentile)</b>	<b>Max(90th Percentile)</b>			
Augusta, ME	No Match						
Bangor, ME	No Match						
Lewiston, ME	Police Sergeant	\$106,496.00	\$111,342.40	\$116,376.00			
Portland, ME	Police Sergeant	\$88,899.20	\$92,934.40	\$97,156.80			
South Portland, ME	Patrol Sergeant	\$82,076.80	\$87,672.00	\$91,187.20			
<b>Avg of Published Survey Data - Municipal</b>		<b>\$92,490.67</b>	<b>\$97,316.27</b>	<b>\$101,573.33</b>			
<b>State of ME as % of Market Avg</b>		<b>88.47%</b>	<b>97.68%</b>	<b>107.20%</b>			