

MINUTES OF
Budget and
Control Board
Meeting

September 13, 1985

State of South Carolina
State Budget and Control Board

RICHARD W. RILEY, CHAIRMAN
GOVERNOR
GRADY L. PATTERSON, JR.
STATE TREASURER
EARLE E. MORRIS, JR.
COMPTROLLER GENERAL

Box 12444
Columbia
29211

REMBERT C. DENNIS
CHAIRMAN, SENATE FINANCE COMMITTEE
TOM G. MANGUM
CHAIRMAN, WAYS AND MEANS COMMITTEE

WILLIAM T. PUTNAM
EXECUTIVE DIRECTOR

September 19, 1985

MEMORANDUM

TO: Budget and Control Board Division Directors
FROM: William A. McInnis, Deputy Executive Director *WAM*
SUBJECT: Summary of Board Actions at September 13, 1985 Meeting

This listing of actions is not the minutes of the referenced meeting. It is an unofficial (meaning it has not been approved by the Board) summary of the Board actions taken at that meeting. The minutes of the meeting are presented in a separate, much more detailed document which becomes official when approved by the Board at a subsequent meeting.

1. Received as information a status review on the federal budget;
2. Was advised that the 1984-85 Comprehensive Salary and Benefits survey shows that average State salaries trailed the market by about 3% and that the Division of Human Resource Management would make its recommendations regarding State employee pay for 1986-87 in November;
3. Received legal advice relating to potential contractual matters and instructed staff on alternate courses of action to take in light of that advice;
4. Ratified actions taken during executive session;
5. Was advised by the Board of Economic Advisors of a possible 1.5% revenue shortfall in 1985-86 and that the preliminary working estimate of general fund revenue for 1986-87 is \$2,761,000,000;
6. Accepted the recommendation of the Budget Division and authorized staff to include in a base budget for 1986-87 as a starting point for final deliberations in November the following: \$18,864,464 for annualizations; \$14,396,777 for supplemental recurring items; \$11,586,636 for employer contributions rate increases; \$45,662,598 for required funding items; and \$13,010,625 for various recommended items; and
7. Authorized Budget Division staff to notify agencies of the possibility of a 1.5% revenue shortfall in 1985-86 and of the general revenue outlook for 1986-87 and to urge agencies to develop alternate budgets for 1985-86 in anticipation of the possibility of a 1.5% revenue shortfall, noting that flow-through funds would be subject to reduction if the shortfall materializes.

WAM:nl

004281

MINUTES OF STATE BUDGET AND CONTROL BOARD MEETING

September 13, 1985

9 A. M.

The Budget and Control Board met at 9 A. M. on Friday, September 13, 1985, in 148-149 Dennis Building, with the following members in attendance:

Governor Richard W. Riley, Chairman;
Mr. Grady L. Patterson, Jr., State Treasurer;
Representative Tom G. Mangum, Chairman, House Ways and Means Committee.

Mr. Earle E. Morris and Senator Rembert C. Dennis were absent. George Lusk represented Mr. Morris and Senator James M. Waddell, Jr., represented Senator Dennis.

Also attending were:

William T. Putnam	Executive Director
William A. McInnis	Secretary
Dr. Jesse A. Coles	Director, Budget Division
Phyllis Mayes	Director, Division of Human Resource Management

1986-87 BUDGET PREPARATION PROCESS

In the absence of Board of Economic Advisors Chairman James Morris, Governor's Office staff member Elmer Whitten presented a brief review of the federal budget status.

Governor Riley announced that the Board would hold an executive session to consider a legal and contractual matter later during this meeting.

Ms. Phyllis Mayes, Director of the Division of Human Resource Management, advised the Board that she is deferring until November her recommendations regarding State employee pay for 1986-87. She noted that the annual comprehensive salary and benefits survey shows that State government pay is about 3% below the market on the average. She also noted that it is expected that the labor market will rise approximately 6% which means that, if the State does nothing, State employee pay on the average will be about 9% below the market. Ms. Mayes indicated her intention is to come back to the Board in November with agency head pay recommendations as made final by the Waddell committee. She also indicated her intention to propose a plan for using personal service dollars in a more flexible manner by managers and to recommend ways to redirect personal service dollars during the current fiscal year.

Information relating to Ms. Mayes report has been retained in these files and is identified as Exhibit 1.

004282

EXECUTIVE SESSION

Upon a motion by Representative Mangum, seconded by Mr. Patterson, the Board agreed to consider in executive session the legal and contractual matter Governor Riley had announced earlier.

RATIFICATION OF EXECUTIVE SESSION ACTION

Following consideration of executive session items, the meeting was opened and, upon a motion by Mr. Patterson, seconded by Representative Mangum, the Board ratified the following action taken during executive session:

Received legal advice relating to potential contractual matters and gave staff instructions on alternate courses of action to follow.

1986-87 BUDGET PREPARATION PROCESS (CONTINUED)

Board of Economic Advisors Chairman James A. Morris, accompanied by members Barbara Feinn and Bobby Bowers, appeared before the Board to present that Board's preliminary planning estimate of general fund revenue for 1986-87. Dr. Morris emphasized that the figure to be presented is not the first official estimate required by law but is instead a planning estimate.

Dr. Morris then read the following prepared statement:

After two quarters of reduced rates of growth the national and State economies give signs of increasing vigor. Leading indicators are pointing to continued expansion, reinforced by money supply increases and an improved balance of trade outlook, based on declines of the value of the dollar. Consumer spending should increase with personal income, despite high debt levels, with the outlook for automobile sales and home building improving. The nagging problems of inadequate actions in Washington to narrow the federal budgetary deficit, which places a greater burden on the FED to restrain money supply increases, continued to cloud the outlook. Unemployment is still too high but it is encouraging that employment is still expanding moderately. Also significant is the lack of serious inflationary pressures and a slack in capacity operations which provides greater flexibility in monetary policy.

In essence the outlook over the next year is for growth in real income of about 3% with modest increases in prices. The South Carolina economy should grow apace, stimulated by continued expansion in the service industries and by improvement in manufacturing as trade

004283

Minutes of State Budget and Control Board Meeting
Regular Session -- September 13, 1985 -- Page 3

policy becomes more realistic and the value of the dollar declines. There are still many uncertainties in the economic situation and it is not difficult to depict more pessimistic scenarios. The probabilities of continued growth at moderate price levels is high and the revenue projection for FY 1986-87 is based on this scenario.

Based on the summer doldrums and the smaller base because of a modest shortfall in FY 1984-85 the outlook at this time is for a shortfall this fiscal year for somewhat more than 1%. It is too early to be definitive about the direction or amount involved and a better judgment can be made at the time the first official forecast is made of FY 1986-87 revenues on November 1st!

The accompanying table provides a tentative planning estimate of revenues for FY 1986-87. It is based on the reduced estimate for FY 1985-86 and a forecast of continued economic growth.

[Secretary's Note: The accompanying information showed a preliminary working estimate of general fund revenue for 1986-87 of \$2,761,000,000.]

Board member Barbara Feinn advised the Board of what she characterized as very good news regarding per capita income for South Carolinians. She noted that South Carolina has moved to 44 in ranking among the States and, for the first time, has per capita income above \$10,000. She noted that the average in the United States is \$12,789 which places South Carolina at about 80% of the U.S. average.

Board member Bobby Bowers expressed the hope that this year will be no worse than is presently indicated.

Information relating to Dr. Morris' presentation has been retained in these files and is identified as Exhibit 2.

Budget Division Director Coles then reviewed the situation facing the Board as it began the budget preparation process for 1986-87 by noting that there are a number of requirements which the Board has to consider, including mandated programs, the various limitations and the specific reserve fund and the capital expenditure fund.

Dr. Coles noted that there are two specific requirements in law relating to the probability of a 1.5% revenue reduction for 1985-86. He cited in

004284

Minutes of State Budget and Control Board Meeting
Regular Session -- September 13, 1985 -- Page 4

particular \$144 which authorizes the Board to make reductions in the budgets and \$135 which relates to allocating funds on a quarterly basis.

Dr. Coles recommended, with regard to the potential 1.5% revenue reduction, that staff be authorized to alert agencies of this situation. He emphasized that notice now is very important in that 1% now could equate to 2% in January if remedial actions are delayed until that time.

Dr. Coles also pointed out that 1986-87 must be viewed in the perspective of 1985-86 and that a 7.7% general fund revenue increase is projected against the adjusted base for 1985-86. He noted that, instead of \$198,000,000 of new money, the adjusted figure would be some \$37,000,000 less than that or about \$161,000,000. He pointed out that agencies had requested and legal requirements would call for about \$560,000,000 of additional funds for 1986-87.

He also noted that the State government is a labor intensive operation in that 38% of the costs are for personal service. He noted that the Board has in these hearings reviewed about 93% of the agencies of the government and that 4,364 new State-funded positions have been requested.

Dr. Coles then reviewed the handout material which presented schedules A through F. He noted that annualizations (Schedule B) would require some \$18,864,464; that supplemental recurring items (Schedule C) would require \$14,396,777; that employer contributions rate increases (Schedule D) would require \$11,586,536; that required funding items, including reserve fund transfer, constitutional officer pay increases, capital expenditure fund appropriations, and aid to subdivisions, would require \$45,662,598; and that recommended items (Schedule F) would require \$13,010,625.

He also noted that no provision is made in these figures for any expansion of programs or for State employee pay adjustments. He noted that a 1% increase for State employees now costs approximately \$9,000,000.

Dr. Coles recommended that the Board allow staff to put the figures presented into a base budget to provide a starting point for the Board's consideration in November when the final revenue forecasts are available. He emphasized that he is not asking that these recommendations be considered now as the Board's recommendation but that they be put in as a methodology for getting a good base to work with in November.

004285

Minutes of State Budget and Control Board Meeting
Regular Session — September 13, 1985 — Page 5

Following a brief discussion, upon a motion by Mr. Patterson, seconded by Senator Waddell, the Board accepted Budget Division Director Coles' recommendations regarding the inclusion of the items presented as a tentative base for further consideration when the official revenue estimate is available in November.

With regard to notifying the agencies of the current year revenue outlook, Representative Mangum strongly urged that the agencies be made aware of the outlook for 1986-87. Board members agreed with Mr. Mangum's suggestion.

In the ensuing discussion, Governor Riley urged that agency heads be asked to develop alternate budgets with a 1.5% reduction and Mr. Patterson noted that the earlier the adjustments are made the wider the base they can be spread over. Dr. Coles cautioned the Board against any exemptions at this time. The Board also emphasized that the reduction would affect flow through funds as well as all others.

Following this discussion, upon a motion by Mr. Mangum, seconded by Mr. Patterson, the Board authorized Budget Division Director Coles to notify the agencies of the possibility of a 1.5% revenue shortfall in 1985-86 and to notify them of the revenue outlook for 1986-87 and to ask agencies to begin developing alternate budgets taking a 1.5% reduction into account. It was understood that agencies would not file these documents with the Board at this time.

Dr. Coles expressed his appreciation to the Board members for their participation in the process thus far. He noted that the agencies do very much appreciate having the opportunity to explain their programs to the Board.

Information relating to Dr. Coles' presentation has been retained in these files and is identified as Exhibit 3.

Upon a motion by Mr. Patterson, the meeting was adjourned at approximately 11:50 A. M.

[Secretary's Note: In compliance with Section 9 of Act 593 of 1978 (the Freedom of Information Act), public notice of this meeting was given on numerous occasions during May, June, July and August to news media representative as a part of the future meeting item included in the agenda of regular Board meetings.]

004286

EXHIBIT

SEP 13 1985 NO. 1

HIGHLIGHTS STATE BUDGET & CONTROL BOARD
1984-85 Comprehensive Salary and Benefits Survey
September 1985

The greatest challenge to effective management is the efficient use of people. During this period of economic uncertainty, Human Resource managers are being asked to develop innovative concepts to meet this challenge. The key to success for any of these new concepts is productivity enhancement. The annual Comprehensive Salary and Benefits Survey is a flexible tool that measures the state's market standing, identifies trends, and makes appropriate recommendations.

Trends noted this year were:

- * Most respondents consider intrinsic job worth, as determined by prevailing market conditions, to be the most important factor in determining the salary range of a job. In addition, we see increasing emphasis on employee productivity, within the limitations of the budget, to determine annual pay increases.
- * The state policy for premium pay does not coincide well with market findings and should be reviewed. Employers within South Carolina indicated awarding a greater average shift differential than the state does for its non-nursing classes. And all states responding to the survey reported paying shift differentials based on a percentage of the employee's salary, rather than a set amount per hour, as we currently do.
- * State pay ranges are competitive with the market. However, actual average salaries trailed the market by about 3%. Projections of a 6% increase in the cost of labor again next year will cause actual average salaries for state employees to all about 9% below the market on July 1.
- * Data indicates that the lower pay grades are more closely aligned with prevailing market conditions than the higher grades are. This suggests that it may not be necessary to uniformly adjust all salaries to achieve market parity.
- * Analysis of typical Employee Compensation Profiles indicates that the Benefit Ratio (the ratio of the total benefits compared to the base salary) decreases as an employee progresses through the ranks of state government. This is particularly noticable at the executive level, where the Benefit Ratio of a top state executive could be 4% less than that of his employees. This is the opposite of what usually occurs in the market.
- * South Carolina leads the market in non-cash benefits, such as vacations and paid holidays, and is competitive with cash benefits.

004287

EXHIBIT

SEP 13 1985

NO. 1

STATE BUDGET & CONTROL BOARD

COMPREHENSIVE SALARY and BENEFITS SURVEY

EXHIBIT

SEP 13 1985

NO. 1

STATE BUDGET & CONTROL BOARD



FISCAL YEAR 1984-1985

Human Resource Management Division

State Budget & Control Board

Columbia, South Carolina

004288

COMPREHENSIVE SALARY AND BENEFITS SURVEY REPORT

FISCAL YEAR 1984-1985

STATE BUDGET AND CONTROL BOARD

HUMAN RESOURCE MANAGEMENT DIVISION

COLUMBIA, SOUTH CAROLINA

EXHIBIT

SEP 13 1985 NO. 1

STATE BUDGET & CONTROL BOARD



004289

ACKNOWLEDGMENTS

Our deepest appreciation is extended to the Division of Research and Statistical Services for the technical assistance they rendered during the production of this report and to the South Carolina Educational Television Network for publishing it.

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INDEX OF TABLES AND GRAPHS

Table 2.1	Class Selection Worksheet.....	5
Table 2.2	Distribution of State Jobs and Benchmarks by Job Classification.....	8
Table 2.3	Distribution of State Jobs and Benchmarks by Positions.....	9
Table 2.4	Employers Surveyed by Category.....	10
Graph 3.1	Projected Salary Increases (FY 85-86).....	11
Table 3.1	Projected Pay Increase Policies.....	12
Graph 3.2	Merit History in South Carolina.....	12
Graph 3.3	Shift Differentials (As a Percentage of Income).....	13
Graph 3.4	Shift Differentials (Cents per Hour).....	14
Table 3.2	Paid Holiday Policies.....	15
Graph 3.5	Paid Holidays.....	16
Graph 3.6	Vacation Leave Policies.....	17
Table 3.3	Vacation Leave Policies.....	18
Graph 3.7	Sick Leave.....	18
Table 3.4	Sick Leave Policies.....	19
Graph 3.8	Employee Compensation Profile (Based on a \$10,000 Salary).....	20
Graph 3.9	ECP Comparisons.....	21
Graph 3.10	Employee Compensation Profiles.....	22

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TABLE OF CONTENTS

INDEX OF TABLES AND GRAPHS.....	111
I. INTRODUCTION.....	
1. Purpose and Timing of Report.....	1
2. Survey Objectives.....	1
3. Contents of Report.....	2
II. APPROACH.....	
1. Introduction.....	3
2. Survey Design.....	3
A. General Compensation.....	3
B. Salaries.....	3
3. Methodology.....	4
A. States.....	4
B. Local Governments.....	4
C. Industry.....	4
D. Medical.....	7
4. Analysis of Data.....	7
III. PAY PRACTICES AND BENEFITS.....	
1. Introduction.....	11
2. Salary and Benefit Trends.....	11
3. Summary of Pay Increase Programs.....	15
4. Summary of Benefits.....	16
A. Paid Holidays.....	17
B. Vacation Leave.....	17
C. Sick Leave.....	18
D. Employee Compensation Profile.....	19
5. Summary.....	20
IV. LABOR MARKET.....	
1. Introduction.....	23
2. South Carolina's Overall Position in the Labor Market.....	23
3. Salary Levels by Occupational Area.....	24
A. Clerical and Office Support Services.....	25
B. Fiscal Services.....	32
C. Administration and Personnel Services.....	40
D. Information and Education Services.....	55
E. Health and Laboratory Services.....	63
F. Human Services.....	83
G. Engineering Services.....	92
H. Law Enforcement, Licensing and Public Safety Services.....	95
I. Institutional and Trades Services.....	103
J. Agriculture and Natural Resources Service.....	114
V. APPENDIX.....	119

INDEX OF TABLES AND GRAPHS

Table 2.1	Class Selection Worksheet.....	5
Table 2.2	Distribution of State Jobs and Benchmarks by Job Classification.....	8
Table 2.3	Distribution of State Jobs and Benchmarks by Positions.....	9
Table 2.4	Employers Surveyed by Category.....	10
Graph 3.1	Projected Salary Increases (FY 85-86).....	11
Table 3.1	Projected Pay Increase Policies.....	12
Graph 3.2	Merit History in South Carolina.....	12
Graph 3.3	Shift Differentials (As a Percentage of Income).....	13
Graph 3.4	Shift Differentials (Cents per Hour).....	14
Table 3.2	Paid Holiday Policies.....	15
Graph 3.5	Paid Holidays.....	16
Graph 3.6	Vacation Leave Policies.....	17
Table 3.3	Vacation Leave Policies.....	18
Graph 3.7	Sick Leave.....	18
Table 3.4	Sick Leave Policies.....	19
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Graph 3.9	ECP Comparisons.....	21
Graph 3.10	Employee Compensation Profiles.....	22

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INTRODUCTION

1. PURPOSE AND TIMING OF REPORT

In 1975 the State Personnel Division (now called the Division of Human Resource Management) conducted the first annual Comprehensive Salary and Benefits Survey. The purpose of the survey was to develop information on compensation practices in the labor market as they affect employment with state government. With each succeeding year, the scope of the survey has been expanded and the techniques employed have been refined in order to obtain more complete and accurate data on salary levels, pay practices and employee benefits. The results of this year's survey, which are summarized in this report, represent the continuation of this commitment by the South Carolina Division of Human Resource Management.

Data for this report was collected in April and analyzed during May and June 1985. All salary data represents Fiscal Year 1984-85 levels except those responses pertaining to salary increase projections. Those figures represent the best projections by employers of salary increases for the coming year as of April 1985.

2. SURVEY OBJECTIVES

The objectives of this year's study were to:

- A. Compare general pay practices of South Carolina state government with those of competing employers to determine:

(1) whether specified benchmark classes are competitive with the labor market;

(2) whether the state's pay schedule, on the whole, is competitive with labor market rates.

- B. Compare selected benefits offered by State government

II

APPROACH

1. INTRODUCTION

This chapter is a discussion of the design and methodology employed in the 1984-85 Comprehensive Salary and Benefits Survey.

2. SURVEY DESIGN

The survey instrument used to collect the data in this report consisted of two distinct sections: the first dealt with general questions on pay practices, including questions about employee benefits; the second, specific questions about salary data for selected benchmark classes. The design of each section is discussed below:

A. General Compensation

This section included areas of particular concern this year, such as questions pertaining to shift differentials paid in the labor market, as well as questions that are of concern to state government each year. Examples of the latter type of information include questions about salary increase projections and the Employee Compensation Profile. Information from this section is particularly valuable for long-term planning of human resource management assets.

B. Salaries

This section includes salary summaries for each of the benchmark classes compared with the labor market. The first step in designing this section was the selection of benchmark classes. Considerations in the selection process included:

- (1) easily recognizable entry-level and top-level jobs representing the spectrum of various jobs in a series,
- (2) high population classes,
- (3) classes representing each occupational area of State government,

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I

INTRODUCTION

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- B. Compare selected benefits offered by State government

with those offered by other employers in the labor market to identify market trends.

3. CONTENTS OF REPORT

Chapter II is a brief description of the approach and methodology used by the Division of Human Resource Management to accomplish the survey objectives. Chapter III is comprised of visual and narrative descriptions of comparisons of benefits offered by state government and other labor market employers. Chapter IV includes summaries of salary comparisons for state benchmark classes with similar jobs in the labor market. The appendix of this report provides a list of survey participants.

II

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B. Salaries

This section includes salary summaries for each of the benchmark classes compared with the labor market. The first step in designing this section was the selection of benchmark classes. Considerations in the selection process included:

- (1) easily recognizable entry-level and top-level jobs representing the spectrum of various jobs in a series,
- (2) high population classes,
- (3) classes representing each occupational area of State government,

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(4) classes representing a wide range of grade levels,

(5) classes which may be used again in future surveys to increase the validity of annual labor market projections in comparison with state government.

3. METHODOLOGY

A system of stratified-biased sampling was used to collect the data. For the purpose of this study, the labor market is defined as the large industries, hospitals, municipalities and school districts in South Carolina; all county governments in our state; and all 13 states which compose the Southeast. This population was selected because it is necessary to make systematic comparisons between South Carolina and other employers of reasonably comparable size, business scope and proximity in order to develop valid data. Additionally, in order to reliably predict market trends relevant to state government employment, the population had to represent a cross-section of the workforce. An additional reason for selecting this population was to guarantee representation of every county in the sampling. Every employer identified as part of the competing labor market was invited to participate. Criteria for selection were:

A. States

All 13 southeastern states were included again this year. Information from the other states is important both to set salary levels for jobs endemic to state government and to gauge the relative standing of South Carolina with other southeastern states.

B. Local Governments

(1) Counties. Every county in the state was asked to participate in the study.

(2) Municipalities. The Municipal Association of South Carolina was consulted for the numbers of employees of every city government in South Carolina. Each city in South Carolina employing 100 or more people was asked to participate in the survey.

(3) School Districts. The South Carolina Department of Education was consulted for information on numbers of employees for each school district in the state. The largest district in each county was asked to participate. When two or more districts in a county were "large," each was invited to participate.

C. INDUSTRY

TABLE 2.1
CLASS SELECTION WORKSHEET

CLASS CODE	CLASS TITLE	NUMBER OF POSITIONS	COMPA RATIO
0342	Word Processing Spec	114	91.3
0343	Word Processing Supv	26	98.8
0511	Admin Spec A	3,910	94.2
0521	Executive Secretary	348	98.7
0713	Supply Clerk III	2	112.8
0775	Director of Procurement	6	104.7
1007	Accountant	161	95.4
1008	Senior Accountant	147	97.5
1014	Accounting Manager	65	100.8
1017	Director of Accounting	11	98.6
1018	Director of Finance	5	104.1
1040	Director of Internal Audits	11	104.4
1409	Director of Budgeting	4	107.3
2081	Attorney I	15	86.4
2086	Attorney VI	8	104.9
2202	Personnel Spec I	47	96.5
2214	Personnel Dir IV	9	100.5
2237	Staff Dev & Trng Spec III	55	93
2805	Computer Prog I	25	86.9
2812	Computer Prog III	63	87.9
2827	Data Proc Mgr I	19	109.9
2829	Data Proc Mgr III	6	108.6
2845	Programmer Anlyst I	119	88.2
2847	Programmer Anlyst III	65	97
2848	Senior System Anlyst	66	102.8
2849	Systems Manager	21	108.4
2858	Software Systems Mgr	1	99.5
3008	Dir Info Resources Mgmnt I	1	100
3010	Dir Info Resources Mgmnt III	1	105.8
3101	Public Info Spec	22	88.5
3105	Public Info Dir	12	97.2
3149	Statistician I	6	87.2
3150	Statistician II	9	89.9
3462	Librarian	14	105
4001	LPN I	177	92.9
4002	LPN II	627	94.3
4004	Public Health Nurse	658	90
4013	Staff Nurse	475	97.7
4030	Nurse Supervisor	184	99.5
4057	Director of Nursing III	7	109.2
4212	Physician II	60	106.7
4228	Public Health Physician IV	12	111.6
4244	Psychiatrist III	38	113.2
4261	Pharmacist	57	99.7
4412	X-Ray Technologist I	34	96.1
4414	X-Ray Technologist Supv	7	97
4441	Nursing Assistant	308	98.7
4836	Microbiologist I	5	95.9

4839	Microbiologist IV	7	97.8
4841	Chemist I	24	86.9
4844	Chemist IV	11	95.3
4921	Medical Tech I	93	96.5
4924	Medical Tech IV	8	109.7
5003	Voc Rehab Counselor III	17	109.1
5004	Voc Rehab Counselor I	28	88.6
5351	Social Worker I	17	90.3
5355	Social Worker V	23	97.9
5385	Mental Health Spec I	354	88.7
5387	Mental Health Spec III	517	111.6
5531	Psychologist I	12	91.3
5570	Chief Psychologist	10	102.8
6221	Civil Engineer I	97	93.8
6226	Civil Engineer VI	6	109.8
7060	Highway Patrol Officer	85	81.8
7061	Highway Patrol First Class	503	101.6
7066	Highway Patrol Captain	13	114.2
7304	Correction Officer I	438	89.4
7308	Correction Officer Super II	47	95.9
7333	Warden I	10	91.4
7340	Warden IV	4	100.6
7501	Custodial Worker I	433	97
7622	Cook I	93	104.7
7769	Trades Helper	225	94
7771	Trades Craftsman	548	95.3
7772	Master Craftsman	161	99.8
7778	Trades Supervisor I	619	88.3
7781	Hwy Maint Worker I	619	88.3
7791	Hwy Maint Foreman	95	97.3
7803	Auto Maint Tech I	164	96.9
7805	Auto Maint Tech III	85	99.5
8574	Geologist I	5	85.4
8586	Wildlife Biologist I	31	90.2
8589	Wildlife Biologist IV	16	103.3
8599	Principal Geologist	1	102.4

TOTAL 13462

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004297

(1) Manufacturing. The 1985 Industrial Directory of South Carolina was used to determine the number of employees at each industrial plant in South Carolina. Every industry with 300 or more employees was asked to participate in the survey. In cases where a county did not have an industry employing at least 300 people, the largest industry in the county was asked to participate. Again every county in South Carolina was represented in the sample.

(2) Service and Finance. The State Board of Financial Institutions was consulted for a listing of banks and savings and loan organizations registered in South Carolina. The larger ones were asked to participate in the survey. Also included in this section were organizations such as the insurance companies which had responded to surveys in previous years.

D. MEDICAL

The South Carolina Hospital Association was consulted for information pertaining to the number of employees at each member hospital in South Carolina. This information was not readily available, but the association did have information on the number of beds at each hospital. Selection of respondents for this section of the report was made under the premise that a relationship exists between the number of beds in a hospital and the number of people that the hospital employs. Every registered hospital in the state with 100 or more beds was invited to participate.

Each respondent received a cover letter, signed by Governor Riley, inviting its participation and promising confidentiality of its responses. Additionally, each respondent was promised a summary of the results of the survey as soon as it is available. Survey participants were asked to report appropriate job titles (if applicable), numbers of positions allocated and annual salary ranges (minimum, midpoint, maximum and actual average salary paid) of all employees in each class reported. The package that each respondent received, of course, included the two-part questionnaire, but the survey instruments varied somewhat, depending upon the category to which a respondent belonged (i.e.; Local Government, Manufacturing, etc.). While each of the benchmark classes was of vital concern to the Division of Human Resource Management, it was readily obvious that not all of them were pertinent to all the respondents from every category. For example, it was intuitively obvious that a respondent from the municipal category probably would not employ medical technologists. Therefore, the survey instruments mailed to municipalities did not include questions pertaining to medical technologists. This editing process was conducted prior to mailing the survey instrument in order to save time for the participants.

4. ANALYSIS OF DATA

TABLE 2.2
DISTRIBUTION OF STATE JOBS AND BENCHMARKS
BY JOB CLASSIFICATION

OCCUPATIONAL CATEGORY	NUMBER OF CLASSIFICATIONS IN CATEGORY	NUMBER OF JOBS SURVEYED	% OF JOBS IN CATEGORY SURVEYED	NUMBER OF CLASSIFICATIONS AFFECTED	% OF CLASSIFICATIONS AFFECTED
Clerical and Office Support					
Services	59	6	10.17%	28	47.46%
Fiscal Services	151	7	4.64%	34	22.52%
Administration and Personnel	291	14	4.81%	70	24.05%
Information and Education Services	394	7	1.78%	42	10.66%
Health and Laboratory Services	253	19	7.51%	65	25.69%
Human Services	210	8	3.81%	35	16.67%
Environmental Services	132	2	1.52%	18	13.64%
Law Enforcement, Licensing and Public Safety	238	7	2.94%	61	25.63%
Institutional and Trade Services	133	10	7.52%	42	31.58%
Agriculture and Natural Services	158	4	2.53%	14	8.86%
TOTALS	2,019	84		409	
AVERAGES			4.72%		22.68%

This year all data from both sections of the questionnaire were tabulated on computer. State benefits were compared with those offered by employers in each of the other major labor market categories (i.e.; Medical, Private Sector, etc.) and against the aggregate labor market. The results are displayed in this report in both graphic and tabular format.

Analyzing salary data was more complex. Again, responses for each benchmark class were subdivided according to the participants' particular labor market category. Each benchmark class was analyzed against the surveyed labor market data. Comparisons were made against both the major category of the respondents and the aggregate labor market. While different employers have different policies concerning the width of salary ranges, the constant factor in the analysis is that state midpoints are established at levels reasonably competitive with the actual average salaries paid by other employers for similar jobs. Therefore, while all salary range data was valuable, the most important data was the direct comparison between state midpoints and actual average salaries in the labor market. In addition, other statistics were used, such as the "compa ratio," which describes the

relationship of the state actual average salary for any given benchmark class compared with the midpoint of the state salary range for that same class. Data on both salary and general compensation questions were weighted by the number of employees reported by each respondent. Except in cases where it was obvious that a bad job match was made, it was assumed that the respondents had made proper job matches since each had been provided with a brief job description of every benchmark class on the survey instrument. It was further assumed that each reported its salary information accurately.

TABLE 2.3
DISTRIBUTION OF STATE JOBS AND BENCHMARKS
BY POSITIONS

OCCUPATIONAL CATEGORY	NUMBER OF POSITIONS IN CATEGORY	NUMBER OF POSITIONS SURVEYED	% OF POSITIONS IN CATEGORY SURVEYED	NUMBER OF POSITIONS AFFECTED	% OF POSITIONS AFFECTED
Clerical and Office Support					
Services	10,837	4,745	43.79%	10,094	93.14%
Fiscal Services	1,324	403	30.44%	621	46.90%
Administration and Personnel	4,635	606	13.07%	2,223	47.96%
Information and Education Services	3,626	79	2.18%	621	17.13%
Health and Laboratory Services	6,341	4,003	63.13%	4,641	73.19%
Human Services	9,334	1,010	10.82%	5,515	59.09%
Environmental Services	2,133	115	5.39%	484	22.69%
Law Enforcement, Licensing and Public Safety	5,075	1,146	22.58%	3,846	75.78%
Institutional and Trade Services	8,856	2,788	31.48%	6,668	75.29%
Agriculture and Natural Services	1,676	59	3.52%	264	15.75%
TOTALS	53,837	14,954		34,977	
AVERAGES			22.64%		52.69%

Table 2.1, Class Selection Worksheet, lists the benchmark classes with their assigned grades, numbers of allocated positions and total number of employees in each grade. Tables 2.2 and 2.3 indicate that the 84 classes surveyed impact on 409 classes, 34,977 positions, or 52.69 percent of the state's classified workforce. Data from the 190 respondents represent average salaries and benefit levels for 552,061 employees in the labor market.

TABLE 2.4
EMPLOYERS SURVEYED BY CATEGORY

EMPLOYER CATEGORY	NUMBER OF EMPLOYERS SURVEYED	NUMBER OF RESPONDING	TOTAL EMPLOYEES
State Government	13	9	423,723
Local Government	138	62	38,733
Sub-Total Government	151	71	462,446
Manufacturing	312	97	62,859
Service and Finance	20	10	11,332
Sub-Total Industry	332	107	74,381
In-State Hospitals	37	12	15,234
Sub-Total Medical	37	12	15,234
TOTALS	520	190	552,061

III

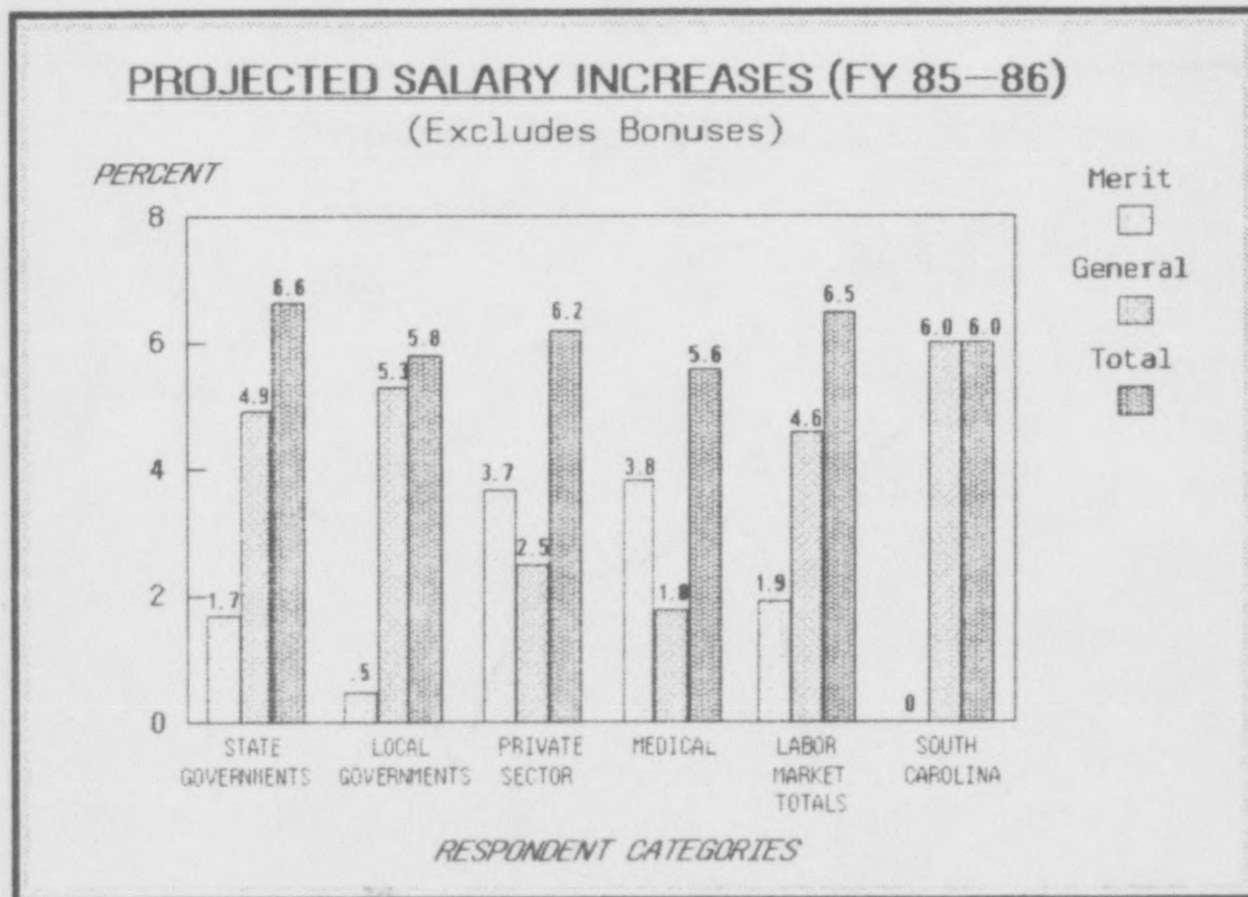
PAY PRACTICES AND BENEFITS

1. INTRODUCTION

This chapter provides a general comparison of South Carolina's compensation practices, including selected benefits, with those of other labor market employers. It includes commentary on significant trends in the very fluid field of salary and benefits management.

2. SALARY AND BENEFIT TRENDS

As was evident in previous surveys, public sector employers and

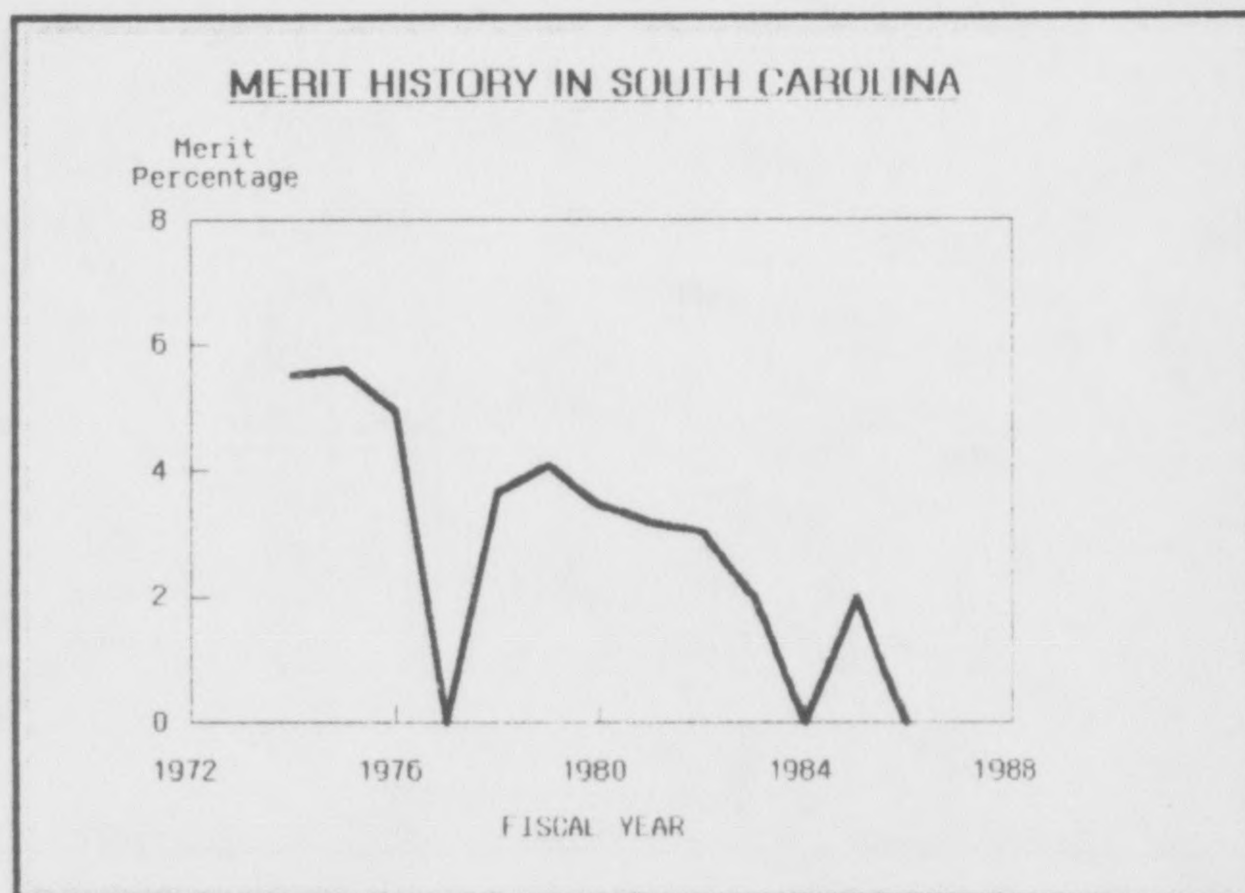


GRAPH 3.1

TABLE 3.1
PROJECTED PAY INCREASE POLICIES
Fiscal Year 1985-86

EMPLOYER CATEGORY	NUMBER OF EMPLOYEES AFFECTED	AVERAGE GENERAL INC	AVERAGE MERIT	AVERAGE TOTAL INC
State Government	388,077	4.9%	1.7%	6.6%
Local Government	36,233	5.3%	0.5%	5.8%
Subtotal Government	424,310	4.9%	1.6%	6.5%
Service and Finance	7,242	0.6%	5.2%	5.8%
Manufacturing	55,703	2.7%	3.5%	6.2%
Subtotal Industry	62,945	2.5%	3.7%	6.2%
In-State Hospitals	9,461	1.8%	3.8%	5.6%
Subtotal Medical	9,461	1.8%	3.8%	5.6%
TOTALS	496,716	4.5%	1.9%	6.4%

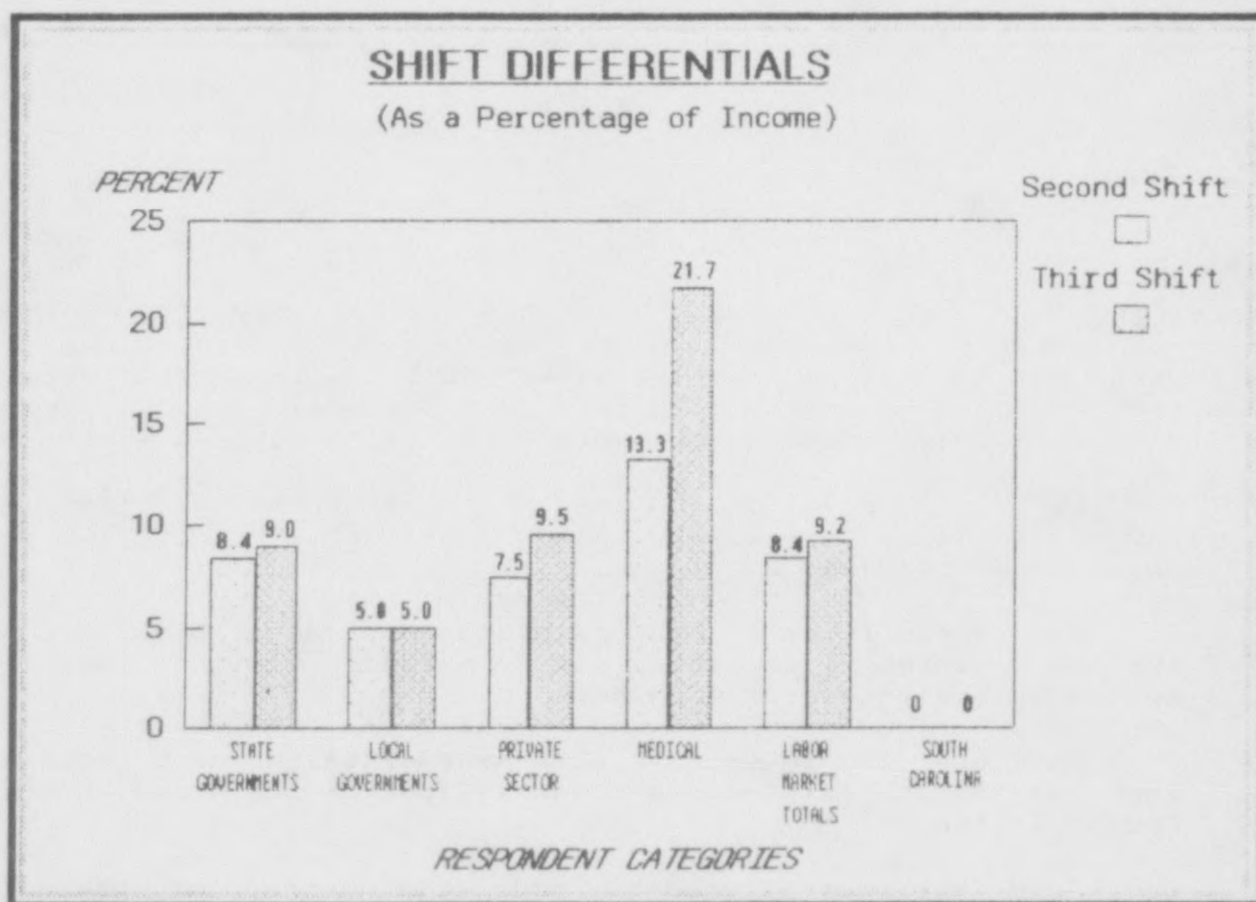
private sector employers utilize different strategies to award annual pay increases. South Carolina's six percent general increase coincides both with the funding level of the average increase for the labor market and the pay out method of public sector employers. While the private sector emphasizes alignment of pay increases with strategic business goals through merit or incentive salary increases,



Graph 3.1

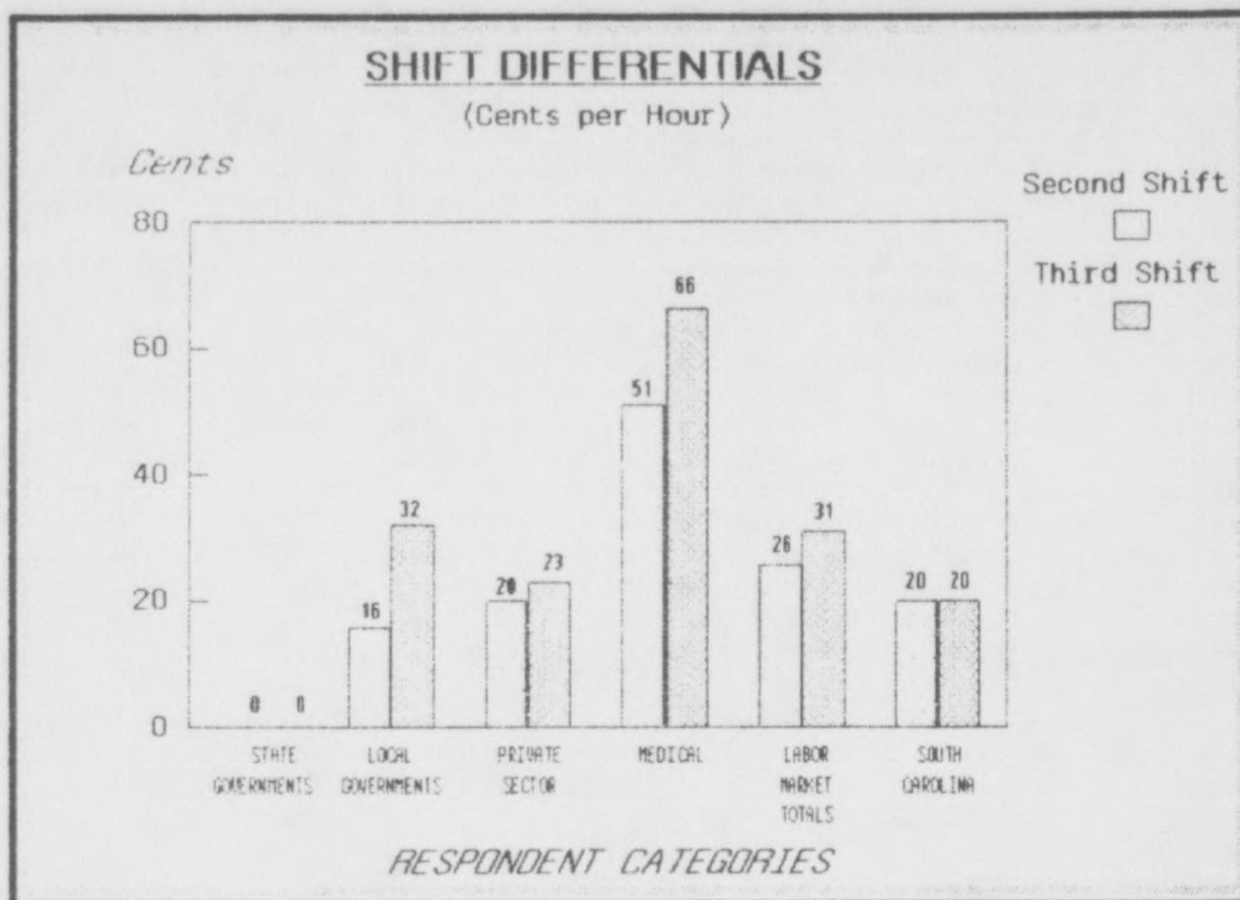
the public sector continues to emphasize general or cost-of-living increases. This trend is apparent in Graph 3.1. However, there is evidence to suggest a new trend in the public sector. During the double digit inflation years of the mid and late 1970's, most public sector employers who had previously administered strong merit pay programs implemented higher cost-of-living increases than ever before. This was reflected in "across the board" type increases designed to maintain employee salaries at levels of parity with Consumer Price Index factors. The CPI became the single most important barometer for awarding public sector pay increases. It appears that public sector employers, on the whole, have become more sophisticated in their approach to awarding pay increases. While it is beyond the scope of this study to explain the reasons, it definitely seems that the public sector is more closely following market trends than CPI factors in recent years, at least to the extent that funding levels closely coincide with funding levels in the market. The disturbing feature to this apparent trend is that the pay out methods used by the public sector have not changed. South Carolina and other public sector employers continue to favor across-the-board increases in the same manner as we did during the years of high inflation. Graph 3.2 is an overview of South Carolina's history of merit pay increases.

The single biggest concern of most employers today is



Graph 3.3

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Graph 3.4

containing the cost of employee benefit programs. The cost of health care programs is the fastest growing payroll expense for most employers. As a result, they are experimenting with several creative programs designed to stem health care cost increases without causing employees to suffer. Some of the more common alternatives are:

- A. the use of "hold harmless, " "reasonable and customary" and "usual, customary and reasonable" screens to physicians' charges;
- B. the establishment and maintenance of data base analysis systems which provide the manager with regularly scheduled analysis of claims data;
- C. the use of lower cost alternative health care settings, such as Health Maintenance Organizations or Preferred Provider Organizations;
- D. and the establishment and maintenance of prevention or wellness programs for employees. It is estimated that 50 percent of all hospital costs are incurred by less than 20 percent of the population.

Traditionally, the Division of Human Resource Management includes statewide compensation or benefit issues in the Comprehensive Salary and Benefits Survey on an "as needed" basis. This year the issue of shift differentials was examined in the survey. The present state policy for non-nursing classes engaged in shift work allows agencies to pay an average of 20 cents per hour for the second and third shifts. The policy was approved by the Budget and Control Board in March 1975. Market employers reported using a number of different methods to compensate for shift work, but all fell into one of two broad categories. Employers paid either a fixed amount in addition to the normal employee hourly wage, similar to South Carolina's present system, or a percentage of the employee's base hourly wage in addition to the normal salary. The outstanding feature of this part of the survey was that every state responding positively to the shift differential question indicated that it compensated employees for shift work by the percentage method. South Carolina was the only southeastern state paying a flat amount for a shift differential. Graphs 3.3 and 3.4 show the market shift differentials paid by the respondents.

TABLE 3.2
PAID HOLIDAY POLICIES
Fiscal Year 1984-1985

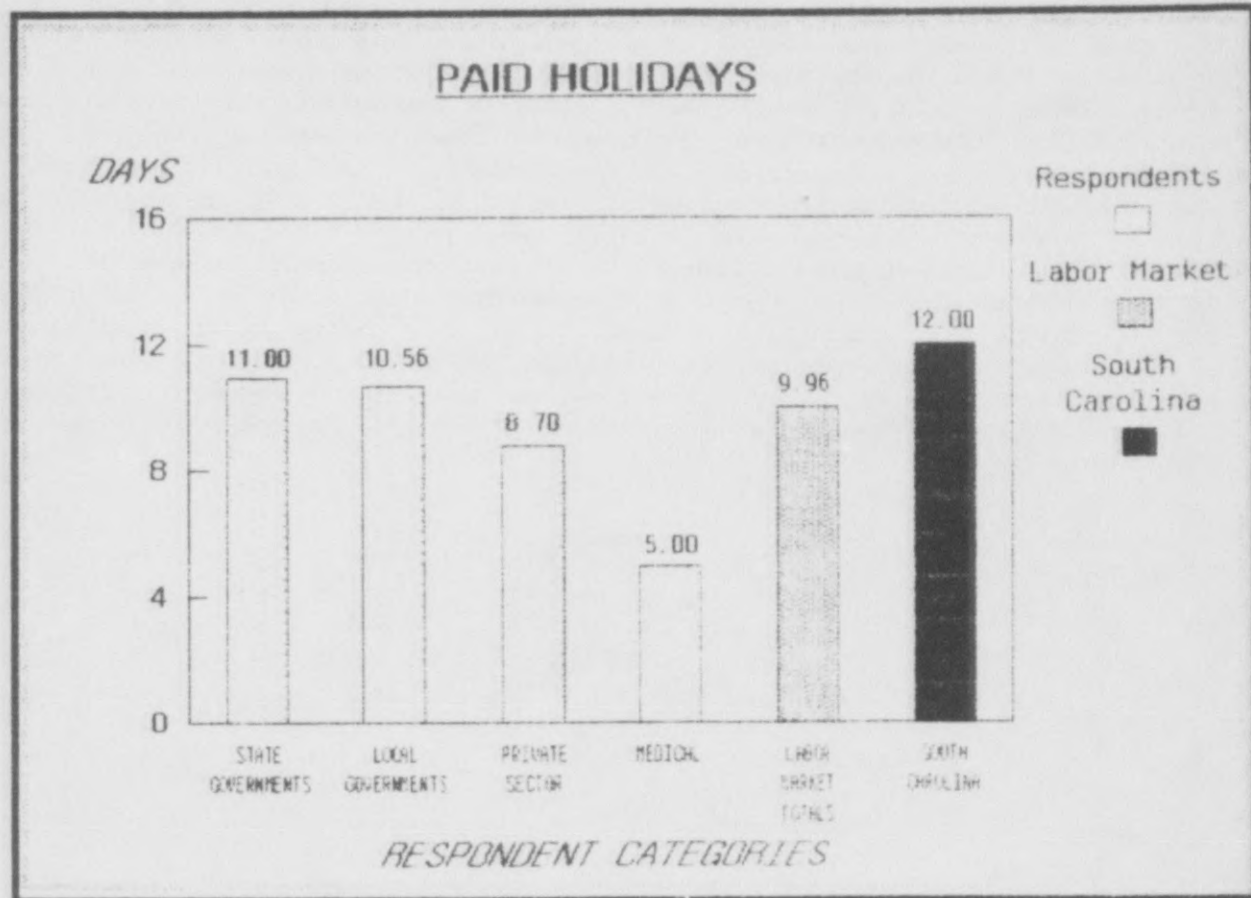
EMPLOYER CATEGORY	NUMBER OF EMPLOYEES AFFECTED	AVERAGE NUMBER OF HOLIDAYS
State Government	423,723	11
Local Government	37,387	10.56
Subtotal Government	461,110	10.96*
Service and Finance	11,332	7
Manufacturing	62,858	9
Subtotal Industry	74,190	8.70*
In-State Hospitals	74,543	5
Subtotal Medical	74,543	5.0*
TOTAL	609,843	9.96*

* represents weighted averages based upon the number of employees affected by the policy

3. SUMMARY OF PAY INCREASE PROGRAMS

There is no greater challenge to an employer than that of managing the human resources of the organization in an efficient and effective manner. Ultimately, it is the personnel of the organization that determine the quality and quantity of its productivity regardless of whether it is goods or services delivered. While

many human resource management tools are available to the employer, compensation is perhaps the most crucial. An organization's compensation program, including its employee benefit programs, impacts directly on an employer's ability to recruit qualified applicants and



Graph 3.5

retain valuable employees.

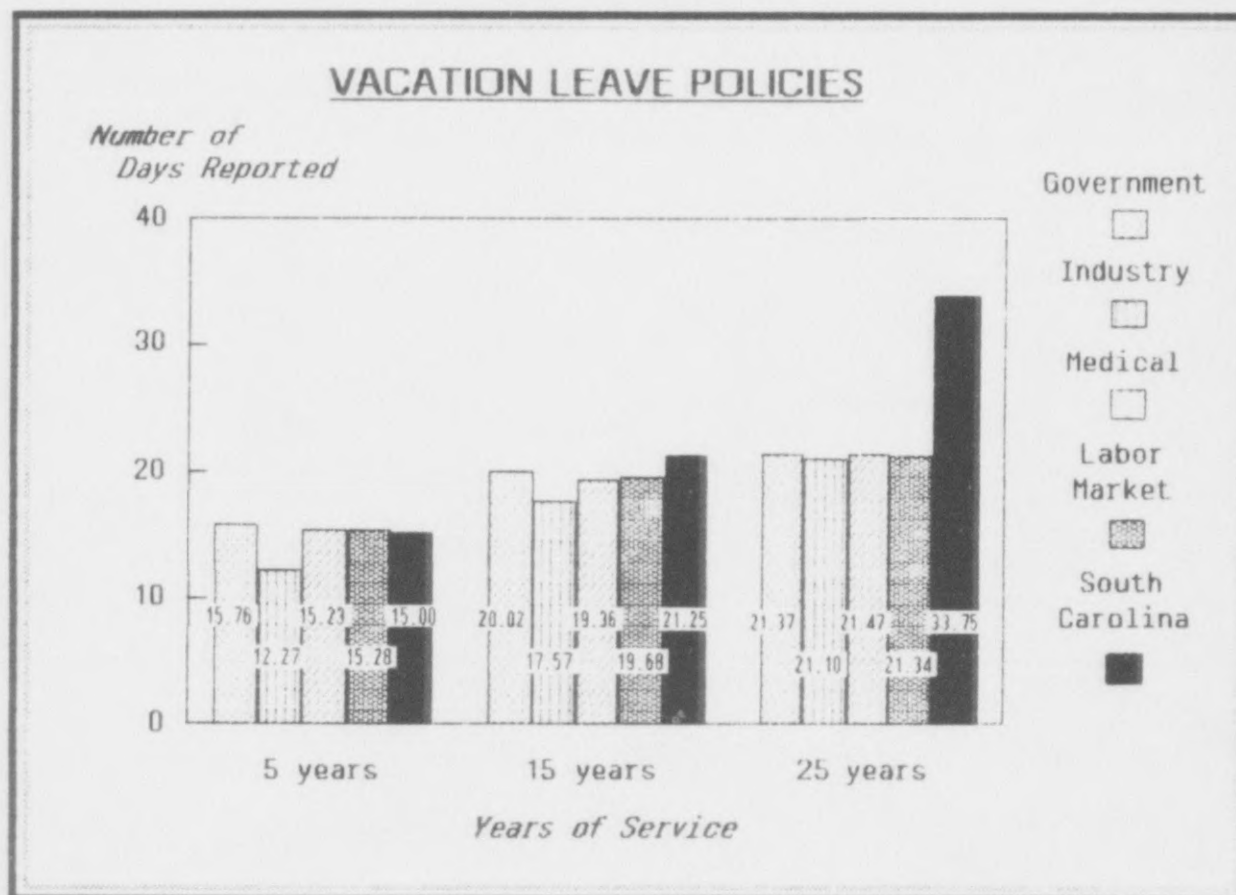
Employers surveyed this year were requested to provide the Division of Human Resource Management with estimates of salary increases for the coming budgetary year. They were asked to explain what percentages of the increase were earmarked for general increases, merit increases and bonuses, if applicable. Graph 3.1 and Table 3.1 explain the responses. It has already been established in this report that the private sector is emphasizing merit or incentive pay programs while the public sector seems to prefer general pay increases.

4. SUMMARY OF BENEFITS

The selected benefits examined and discussed in this report are: paid holidays; vacation and sick leave; and the Employee Compensation Profile (ECP), which details all benefits as a percentage of the total compensation offered by an employer.

A. Paid Holidays

State employees are guaranteed 11 holidays every year, one of which is flexible, that date selected by the employee prior to January 1 each year. State employees also receive a holiday on General Election Day during even numbered (election) years, and the Governor is empowered to declare Christmas Eve a holiday. This policy is very competitive with the labor market. Graph 3.5 and Table 3.2 reflect the state's standing.



Graph 3.6

B. Vacation Leave

The state awards vacation leave to employees at the rate of one and one quarter days per month for each month worked during the first ten years of employment, commencing on the date of employment. After ten years of service, a state employee earns an additional day and a quarter a year for each continuous year of service. During the first half of his or her career, a state employee earns vacation leave at a competitive rate with the labor market. However, during the latter stages of the career, state employees enjoy a very liberal policy of earned vacation compared with policies offered by other employers in the labor market. Graph 3.6 and Table 3.3 demonstrate this point.

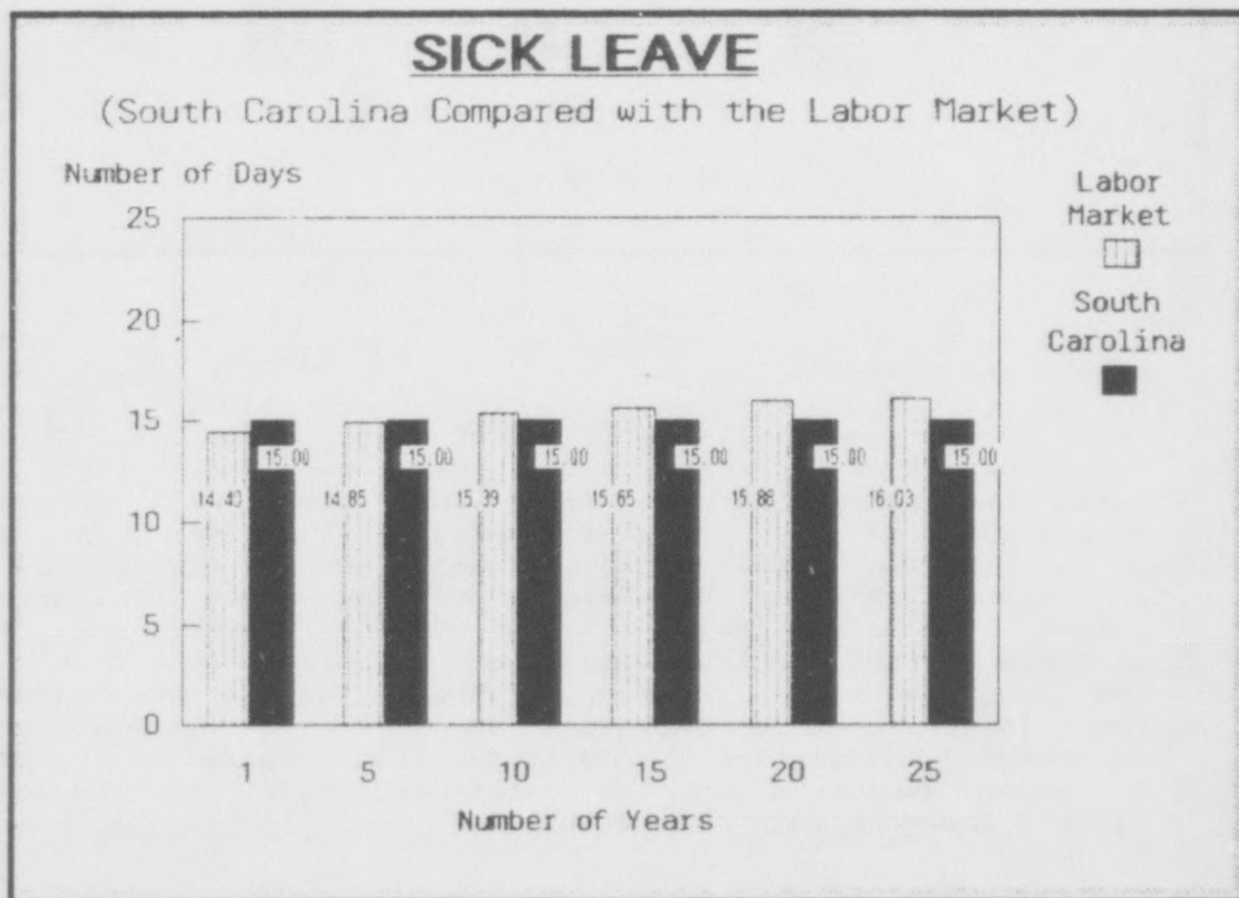
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TABLE 3.3
VACATION LEAVE POLICIES
Fiscal Year 1984-1985

EMPLOYER CATEGORY	NUMBER OF						
	EMPLOYEES AFFECTED	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years
State Government	423,723	12.76	16.22	19.29	20.56	21.88	21.88
Local Government	38,333	10.27	10.66	13.06	14.06	15.72	15.72
Subtotal Government	462,056	12.55	15.76	16.77	20.02	21.37	21.37
Service and Finance	11,332	10.95	13.00	16.03	18.37	21.11	21.23
Manufacturing	62,455	8.38	12.14	14.79	17.42	19.91	21.08
Subtotal Industry	73,787	8.77	12.27	14.98	17.57	20.09	21.10
In-State Hospitals	10,574	12.92	15.23	17.23	19.36	20.81	21.47
Subtotal Medical	10,574	12.92	15.23	17.23	19.36	20.81	21.47
TOTALS	546,417	12.05	15.28	18.23	19.68	21.19	21.34

C. Sick Leave

State employees accrue sick leave at a rate of one and a quarter days per month regardless of length of service. They begin to earn sick leave commencing on the first day of employment. While this policy does not appear to be particularly liberal in comparison with the data



Graph 3.7

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TABLE 3.4
SICK LEAVE POLICIES
Fiscal Year 1984-1985

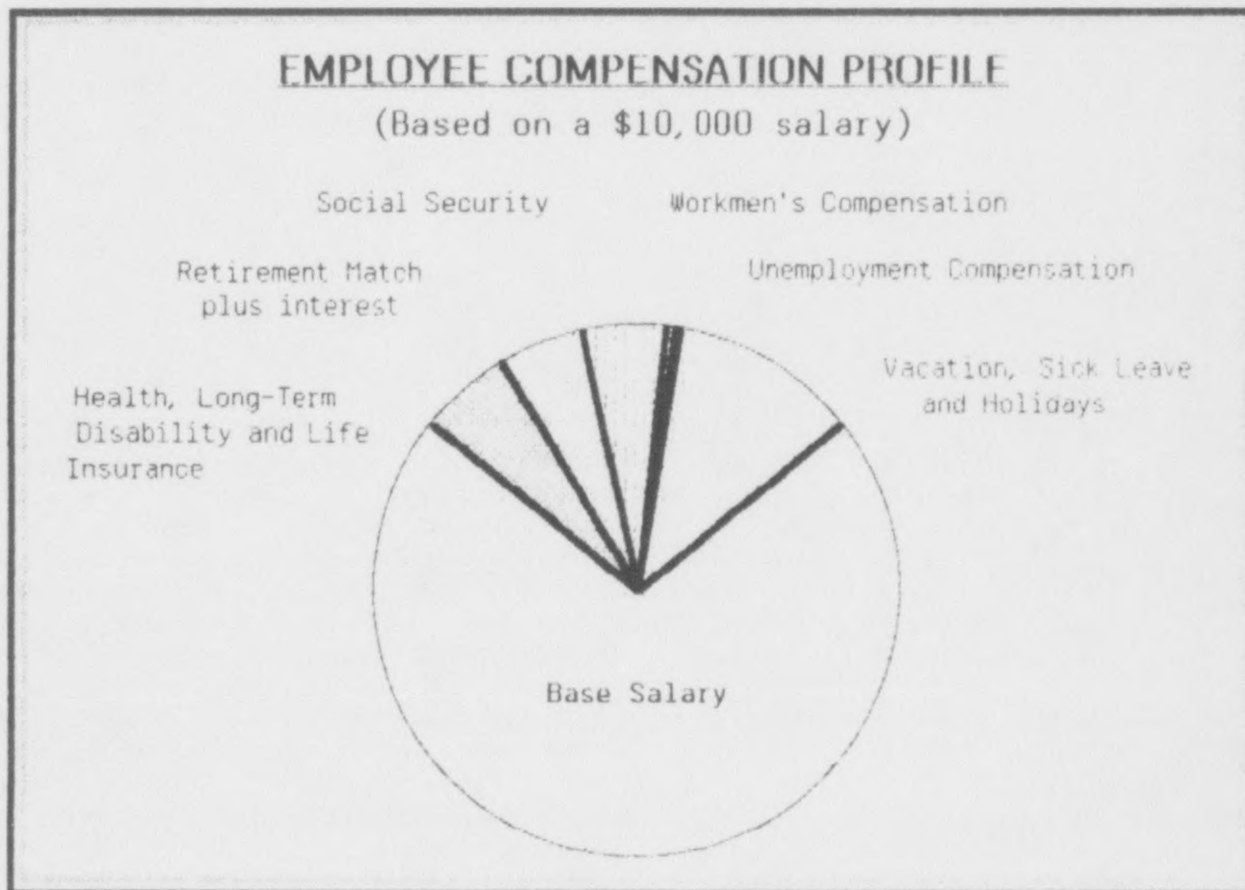
EMPLOYER CATEGORY	NUMBER OF EMPLOYEES AFFECTED	1 Year	5 Years	10 Years	15 Years	20 Years	25 Years
State Government	423,723	13.29	13.29	13.29	13.29	13.29	13.29
Local Government	38,251	13.50	13.50	13.50	13.50	13.50	13.50
Subtotal Government	461,974	13.31	13.31	13.31	13.31	13.31	13.31
Service and Finance	11,332	8.96	10.38	10.55	10.55	10.55	10.55
Manufacturing	26,004	30.79	38.60	48.68	53.69	57.93	60.75
Subtotal Industry	37,336	24.16	30.03	37.11	40.60	43.55	45.51
In-State Hospitals	8,833	11.05	11.90	12.27	12.52	12.90	12.90
Subtotal Medical	8,833	12.32	11.90	12.27	12.52	12.90	12.90
TOTALS	496,716	14.40	14.05	15.39	15.65	15.88	16.03

from respondents, a closer examination reveals that the data for this response is misleading, and accurate conclusions require a very conservative approach to analysis. Many of the private sector respondents were discounted because there was very little correlation between their programs and those offered by the state. For example, some private sector employers offer a "general leave" or "paid time off" program, enabling employees to take a specified number of leave days each year, but making no distinction between sick leave and annual leave. In other instances, employers require employees to apply for short term disability each time they miss work due to illness. Some require employees to bring a doctor's excuse to work following a brief absence in order to receive leave. And in yet other cases, employers had no formal policy for sick leave; it is doled out based on an employee's work history and perceived value to the employer. Every effort was made to eliminate responses like these. However, because of the diversity of labor market sick leave policies, it is probable that responses similar to these still exist in the final data. It must, therefore, be concluded that the state policy for employee sick leave is very competitive with policies offered by competing employers. Graph 3.7 and Table 3.4 depict market levels for sick leave programs.

D. Employee Compensation Profile

The ECP, Graph 3.8, is an exciting new tool developed by the staff of the Division of Human Resource Management to analyze the total compensation package of an employee and isolate its individual components. This is particularly important in the rapidly changing field of compensation and benefits management because it is not enough to know the total cost of the payroll

if it is to be managed effectively: the employer must also be able to identify the elements composing the cost and the relative impact of each on the payroll. The ECP is a foundation tool for better understanding those elements which compose a total compensation package. Graph 3.8 is the typical Employee Compensation Profile for a state employee earning \$10,000 a year.



Graph 3.8

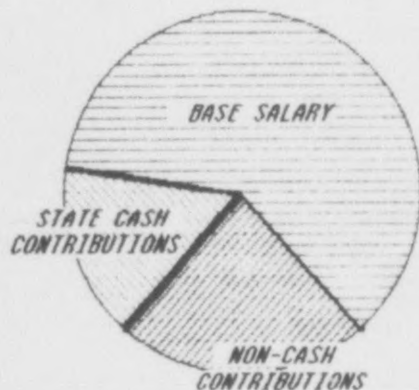
5. SUMMARY

South Carolina's benefit programs remain competitive overall with the labor market. It is noted, in particular, that state non-cash benefits, such as vacation and holidays are higher than the market average, while the state pays less for cash benefits, such as insurance. While all state employees enjoy the same basic benefits, those in the lower grades actually receive more benefits in comparison with their base salaries than do those in the higher grades. The relationship between the cost of the benefit package and the base salary is called the Benefit Ratio. Under our current system of compensation and benefits management, as an employee progresses through the ranks in state government, he can expect to see a decrease in the benefit ratio in his ECP. This is evident in Graph 3.9 and

ECP COMPARISONS

EMPLOYEE COMPENSATION PROFILE

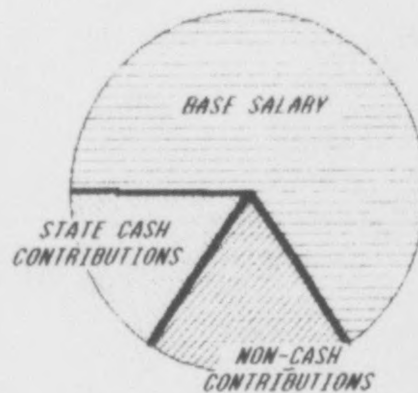
\$10,000 Annual Salary



Benefit Ratio=39.2%

EMPLOYEE COMPENSATION PROFILE

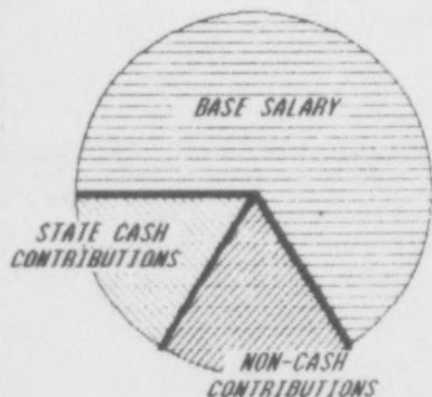
\$20,000 Annual Salary



Benefit Ratio=35.3%

EMPLOYEE COMPENSATION PROFILE

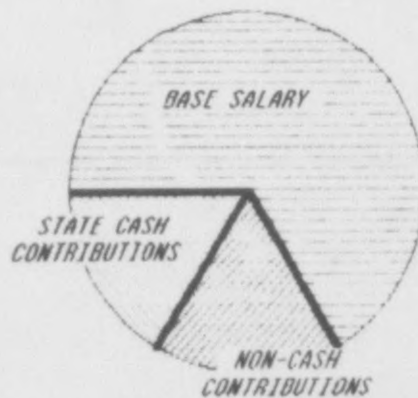
\$30,000 Annual Salary



Benefit Ratio=34.0%

EMPLOYEE COMPENSATION PROFILE

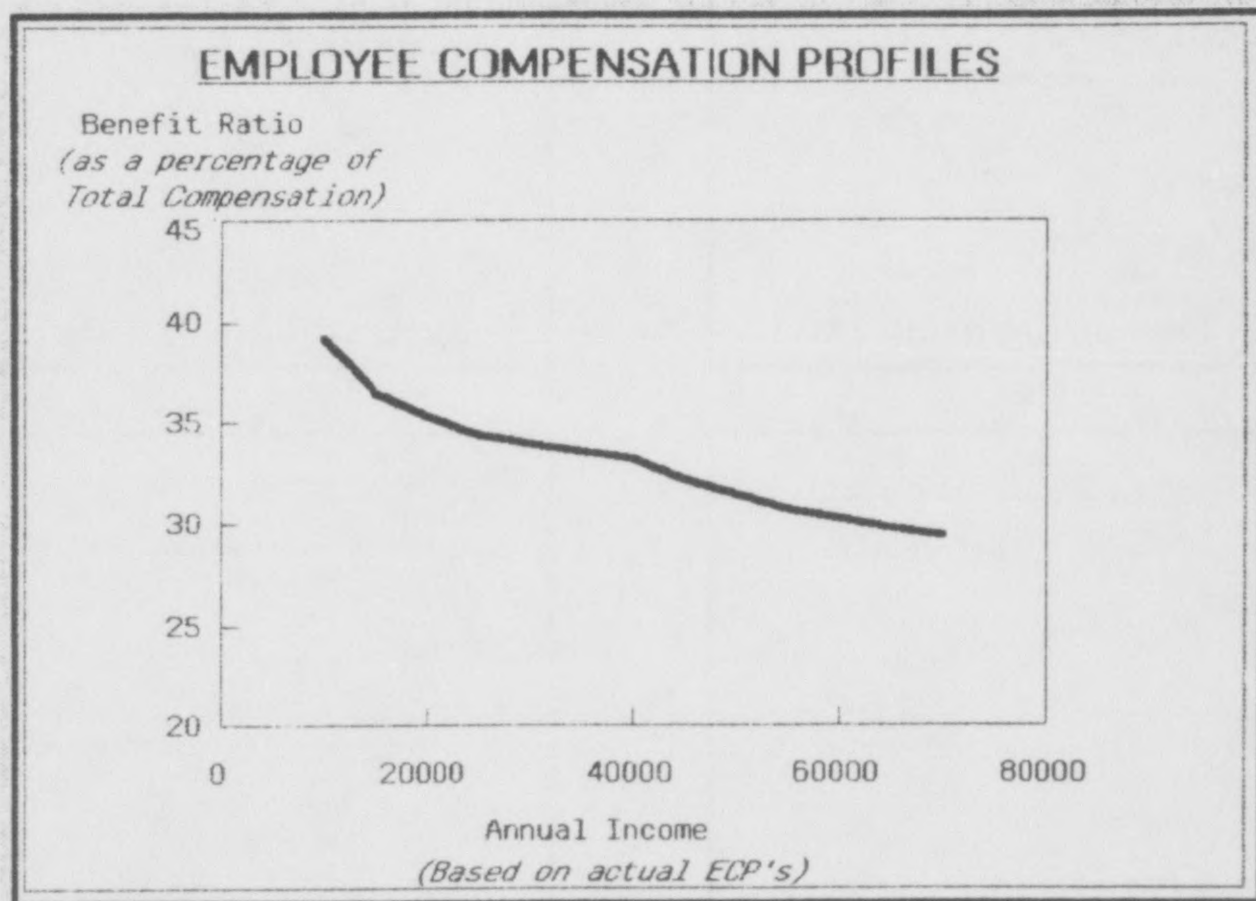
\$40,000 Annual Salary



Benefit Ratio=33.2%

004312

3.10, which show a series of typical ECP's for different salaries. The steady decrease in the benefit ratio of state employees at the higher grades is the result of a fixed rate of contribution by the employer for certain benefits. This problem obviously impacts most negatively on those state jobs with higher salaries, and is particularly noticable at the executive level, since the market generally allows greater benefits for its executives. It is recommended that more study be conducted to identify the impact, both potential and real, of this problem and develop remedies if required.



GRAPH 3.10

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IV

LABOR MARKET

1. INTRODUCTION

This chapter contains a brief description of South Carolina's overall position in the labor market and analysis of the data for each benchmark class, presented to the reader by major occupational category.

2. SOUTH CAROLINA'S OVERALL POSITION IN THE LABOR MARKET

The survey results indicate that South Carolina was competitive with the labor market in April when the data was collected. Again this year, all occupational categories were represented by the selected benchmark classes. The benchmarks included some classes that were suspected of being low, as well as some which were known to be competitive because of recent pay adjustments. Adequate data was received to make reliable predictions on individual state job classifications and the state classified workforce as a whole. Current market projections for next year indicate that the prevailing rate of salary increases across the market will be six percent. If we project that six percent increase for next year, South Carolina must adjust its pay ranges by six percent in order to maintain the market equity.

While our salary ranges were generally competitive with those found in the marketplace, our compa ratio (the relationship of our actual salary levels to the midpoint of the range) was 96.4 percent. This is important because salary range midpoints are established at the market level. The ideal compa ratio, where the employee is receiving compensation at the midpoint of his range, is 100 percent. A compa ratio below 100 percent indicates that state employees are not compensated at market levels, even though their salary ranges are competitive. Furthermore, the only way an employee can reach a point where his or her salary is competitive is by moving through the salary range. This can be done only through an effective merit pay delivery system. In recent years, South Carolina's merit pay, or lack of it, has had the effect of impeding the progress employees could make towards achieving a competitive salary.

3. SALARY LEVELS BY OCCUPATIONAL AREA

In the sections that follow, salary survey results will be presented according to their major occupational categories. General observations concerning both individual classes and the categories as a whole will be made in the narratives preceding each section.

A. Clerical and Office Support Services

Survey results showed that classes in this category were generally competitive with the market. A factor contributing to this was the recent Clerical Study. In addition, classes from this category are surveyed at least twice a year. As was true last year, the Executive Support Specialist class continues to be monitored closely.

004316

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FLD3CCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 2

CLASS: 0342 WORD PROCESSING SPEC 114 POSITIONS MIN: 12,161 MAX: 17,236 MID: 14,698 ACT AVG: 13,421 C-R: 91.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	7	14	10,656	24,750	5	16,409	13,767	16,811
	12X MANUFACTURING	16	62	9,360	19,632	8	13,152	13,158	15,444
	10C INDUSTRY	23	76	9,360	24,750	12	13,752	13,200	15,675
	60C STATE GOVERNMENT	8	2,421	11,742	15,804	6	14,251	14,467	14,928
	65C LOCAL (COUNTIES)	4	8	7,829	14,546	2	9,965	11,321	11,427
	70C GOVERNMENT	19	2,439	7,829	18,500	11	14,233	13,620	14,964
	70C LOCAL (SCHOOL DISTRICTS)	4	5	11,575	18,500	4	14,379	15,123	15,246
	77C LOCAL (MUNICIPALITIES)	3	5	10,843	13,620	2	12,261	13,000	N/A
	81C STATE SUPPORTED SCHOOLS	0							
	85C NON-GOVERNMENTAL/NON-PROFIT SCHD	0							
	80C MEDICAL	2	6	14,633	16,400	3	14,528	15,517	N/A
CLASS TOTALS		44	2,521	7,829	24,750	24	14,221	13,694	15,420

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 0342 WORD PROCESSING SPEC

44 2,521 MINIMUM: 7,455 20,700 16 11,899 11,348 12,600
MAXIMUM: 8,946 31,800 20 16,333 16,514 17,940
MIDPOINT 10,296 26,200 14 14,037 14,050 14,808
ACT AVG: 7,829 24,750 24 (14,221) 13,694 15,420

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004317

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 4

CLASS: 0343 WORD PROCESSING SUPV 26 POSITIONS MIN: 14,227 MAX: 20,164 MID: 17,195 ACT AVG: 16,981 C-R: 98.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	4	99	12,466	15,625	1	12,577	13,829	14,600
	12X MANUFACTURING	9	9	14,248	33,904	7	23,279	24,000	26,160
	100 INDUSTRY	13	106	12,486	33,904	7	13,477	15,625	24,500
	600 STATE GOVERNMENT	6	120	14,295	18,300	4	15,924	16,774	17,339
	650 LOCAL (COUNTIES)	1	1	17,590	17,590	2	17,590	N/A	N/A
	700 GOVERNMENT	7	121	14,295	18,300	5	15,937	17,023	17,623
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		20	229	12,486	33,904	11	14,777	16,774	18,616

TOTALS FOR CLASS 0343 WORD PROCESSING SUPV

20 229 MINIMUM: 10,024 27,840 7 15,717 13,542 14,700
MAXIMUM: 15,036 36,580 11 22,891 20,713 23,475
MIDPOINT 12,530 33,120 9 19,266 16,911 18,700
ACT AVG: 12,486 33,904 11(14,777)16,774 18,616

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004318

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDL1000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/06/85
PAGE NUMBER 6

CLASS: 0511 SECRETARY 3,910 POSITIONS MIN: 10,809 MAX: 15,322 MID: 13,065 ACT AVG: 12,311 C-R: 94.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP PTNG	NUM POSNS	LOW	HIGH	SC RANK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	7	71	12,546	33,280	8	15,575	12,860	15,237
	12X MANUFACTURING	75	394	9,880	26,021	67	16,104	15,033	16,987
	100 INDUSTRY	82	465	9,880	33,280	74	16,023	14,910	16,987
	600 STATE GOVERNMENT	9	13,333	11,803	14,952	7	12,822	13,033	13,777
	650 LOCAL (COUNTIES)	13	86	8,500	15,722	6	11,174	11,736	12,792
	700 GOVERNMENT	58	14,135	8,352	20,229	27	12,769	12,187	13,366
	700 LOCAL (SCHOOL DISTRICTS)	22	633	8,352	20,229	8	11,853	11,132	12,554
	770 LOCAL (MUNICIPALITIES)	14	83	11,343	17,673	9	12,857	12,520	13,713
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	12	109	9,256	15,870	9	14,008	12,782	14,633
	CLASS TOTALS	152	14,709	8,352	33,280	108	12,881	13,523	15,575

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 0511 SECRETARY

152 14,709 MINIMUM: 5,857 26,000 52 11,740 11,316 12,716
MAXIMUM: 3,500 40,976 50 16,304 15,861 17,849
MIDPOINT 3,089 33,488 95 13,946 13,567 15,184
ACT AVG: 8,352 33,280 108(12,881)13,523 15,575

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004339

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F001000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/06/85
PAGE NUMBER 8

CLASS: 0521 EXECUTIVE SECRETARY 348 POSITIONS MIN: 13,152 MAX: 13,642 MID: 15,897 ACT AVG: 15,690 C-R: 96.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF RP INC	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	5	23	17,172	49,088	10	20,355	18,865	20,406
	12X MANUFACTURING	62	134	12,080	30,576	45	17,501	17,692	20,189
	100 INDUSTRY	71	157	12,080	49,088	54	17,919	17,800	20,351
	600 STATE GOVERNMENT	5	2,371	15,828	21,204	10	16,602	16,192	17,149
	650 LOCAL (COUNTIES)	11	27	10,557	17,590	3	13,261	13,412	15,177
	700 GOVERNMENT	51	2,477	10,092	24,561	26	16,492	15,654	17,149
	700 LOCAL (SCHOOL DISTRICTS)	19	59	10,092	24,561	10	13,787	14,750	16,662
	770 LOCAL (MUNICIPALITIES)	12	20	12,130	22,755	6	15,700	15,565	16,188
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	0							
	800 MEDICAL	12	32	14,206	22,464	9	16,876	16,830	18,096
CLASS TOTALS		134	2,666	10,092	49,088	87	16,580	17,108	19,096

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

29

TOTALS FOR CLASS 0521 EXECUTIVE SECRETARY

134 2,666 MINIMUM: 7,826 30,368 86 14,517 13,559 15,624
MAXIMUM: 11,000 48,672 77 19,443 19,409 20,886
MIDPOINT 10,000 35,520 81 16,954 16,375 18,153
ACT AVG: 10,092 45,088 87(16,580)17,108 19,096

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004320

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F001000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 10

CLASS: 0713 SUPPLY CLERK III 2 POSITIONS MIN: 10,396 MAX: 14,732 MID: 12,564 ACT AVG: 14,175 C-R: 112.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	4	4	11,697	17,744	3	15,134	15,548	17,472
	12X MANUFACTURING	23	44	9,100	53,872	15	17,598	15,572	20,475
	100 INDUSTRY	27	48	9,100	53,872	17	17,393	15,572	15,653
	600 STATE GOVERNMENT	8	1,723	11,672	16,476	4	12,664	13,444	14,364
	650 LOCAL (COUNTIES)	4	7	9,842	15,509	2	13,055	12,587	13,776
	700 GOVERNMENT	20	1,752	9,842	16,765	7	12,671	13,152	14,364
	700 LOCAL (SCHOOL DISTRICTS)	4	4	10,176	16,765	3	14,036	14,601	15,745
	770 LOCAL (MUNICIPALITIES)	4	8	12,151	14,071	1	13,250	12,691	12,928
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	900 MEDICAL	5	7	11,086	17,597	3	12,877	12,886	13,546
CLASS TOTALS		52	1,807	9,100	53,872	25	12,798	14,052	16,765

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

30

TOTALS FOR CLASS 0713 SUPPLY CLERK III

52 1,807 MINIMUM: 7,600 46,384 40 13,533 12,022 14,955
MAXIMUM: 9,984 69,680 35 17,774 15,621 19,559
MIDPOINT 9,100 53,032 38 15,595 13,739 17,069
ACT AVG: 9,100 53,872 25(12,798)14,052 16,765

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

0043321

ES04-00

S-C. PERSONNEL DIVISION
PROGRAM NUMBER F01000A

1965 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS

RLN DATE 07/08/85
PAGE NUMBER 12

SUMMARY REPORT

CLASS: 0775 DIR OF PROCUREMENT 6 POSITIONS MIN: 26,822 MAX: 40,852 MLE: 34,837 ACT AVG: 36,470 C-R: 104.7

ANALYSIS
FIELD

CATEGORY CODE AND TITLE

RESP NUM
KPTG POSNS

SC ATD
RNK MEAN MEDIAN Q3

LOW HIGH

10X SERVICE AND FINANCE
12X MANUFACTURING
100 INDUSTRY

4 30,388 59,800
30 26,000 70,512
32 34 26,000 70,512

2 39,541 33,988 36,000
20 40,590 41,256 48,900
21 40,819 39,496 48,900

600 STATE GOVERNMENT
650 LOCAL (COUNTIES)
700 GOVERNMENT

55 24,030 42,000
6 13,574 41,420
81 13,574 42,000

3 26,529 27,029 28,522
2 23,650 23,670 27,066
6 26,448 26,609 28,655

700 LOCAL (SCHOOL DISTRICTS)
770 LOCAL (MUNICIPALITIES)
810 STATE SUPPORTED SCHOOLS
850 NON-GOVERNMENTAL/NON-PROFIT SCHO
900 MEDICAL

6 24,310 37,639
6 20,927 39,500

2 29,412 28,047 31,331
2 25,423 22,924 23,676

CLASS TOTALS

6 25,002 46,425

3 35,014 32,438 35,655

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 0775 DIR OF PROCUREMENT

68 121 MINIMUM: 12,174 56,368 31 28,657 27,723 33,880
MAXIMUM: 13,700 84,656 30 40,208 36,250 49,320
MIDPOINT 13,700 70,512 32 34,684 32,131 40,950
ACT AVG: 13,574 70,512 26(30,911)31,989 42,000

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS ()

004322

B. Fiscal Services

Classes within the Fiscal Services occupational category are generally very competitive with their labor market counterparts in the salaries incumbents receive. This is the result of the Accounting and Finance Study conducted two years ago, when reallocations ranging from one to four grades were made.

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 14

CLASS: 1007 ACCOUNTANT 161 POSITIONS MIN: 16,643 MAX: 23,589 MID: 20,116 ACT AVG: 19,181 C-R: 95.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	4	7	13,600	42,016	2	22,919	15,067	16,333
	12X MANUFACTURING	40	77	12,265	47,632	34	23,514	25,100	28,800
	100 INDUSTRY	44	84	12,265	47,632	35	23,464	24,950	28,800
	600 STATE GOVERNMENT	9	1,052	15,000	19,710	2	17,088	16,414	17,782
	650 LOCAL (COUNTIES)	7	14	9,600	20,939	2	14,694	14,805	16,556
	700 GOVERNMENT	32	1,091	9,600	28,800	7	17,039	15,750	18,200
	700 LOCAL (SCHOOL DISTRICTS)	11	18	11,223	28,800	4	15,631	15,350	20,900
	770 LOCAL (MUNICIPALITIES)	5	7	12,854	24,034	2	17,885	15,017	16,609
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	C							
	800 MEDICAL	8	22	15,392	21,777	3	17,737	18,315	19,011
CLASS TOTALS		84	1,197	9,600	47,632	43	17,502	19,157	25,200

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

33

TOTALS FOR CLASS 1007 ACCOUNTANT

84	1,197	MINIMUM:	8,905	42,640	42	18,093	16,550	21,842
		MAXIMUM:	9,600	62,656	42	25,530	23,434	31,758
		MIDPOINT:	9,600	53,248	39	21,753	19,295	26,800
		ACT AVG:	9,600	47,632	43	(17,502)	19,157	25,200

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

0043324

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD1COCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 16

CLASS: 1006 SENIOR ACCOUNTANT 147 POSITIONS MIN: 20,249 MAX: 28,701 MID: 24,475 ACT AVG: 23,865 C-R: 97.5

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	4	7	15,500	49,920	4	38,097	25,750	27,000
	12X MANUFACTURING	33	56	18,000	58,240	26	30,053	29,544	32,920
	10C INDUSTRY	37	63	15,500	58,240	31	30,947	29,400	32,920
	600 STATE GOVERNMENT	9	882	18,007	24,628	3	21,604	22,251	23,066
	650 LOCAL (COUNTIES)	4	7	15,180	29,196	2	18,040	17,646	19,754
	700 GOVERNMENT	18	894	15,180	29,196	5	21,581	20,646	23,191
	700 LOCAL (SCHOOL DISTRICTS)	2	2	20,500	23,254	1	21,877	21,877	N/A
	770 LOCAL (MUNICIPALITIES)	3	3	19,088	29,193	2	22,946	20,556	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	5	5	16,494	32,157	3	22,614	19,589	23,567
CLASS TOTALS		60	962	15,180	58,240	37	22,200	24,786	31,104

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 1006 SENIOR ACCOUNTANT

60 962 MINIMUM: 14,808 50,544 38 23,130 22,586 26,520
MAXIMUM: 16,494 75,920 35 33,657 31,595 38,792
MIDPOINT: 16,494 63,232 38 26,236 27,072 32,344
ACT AVG: 15,180 58,240 37(22,200)24,786 31,104

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004325

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 18

CLASS: 1014 ACCOUNTING MANAGER 65 POSITIONS MIN: 24,637 MAX: 34,920 MID: 29,778 ACT AVG: 30,014 C-R: 100.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	6	9	26,818	91,936	5	41,453	35,262	38,633
	12X MANUFACTURING	45	59	23,000	71,552	33	36,951	36,384	42,256
	10C INDUSTRY	51	68	23,000	91,936	37	37,547	36,000	42,256
	600 STATE GOVERNMENT	8	349	21,407	32,413	3	26,639	27,287	28,384
	650 LOCAL (COUNTIES)	1	1	24,520	24,520	1	24,520	N/A	N/A
	700 GOVERNMENT	12	353	19,006	32,413	3	26,606	25,814	28,353
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	3	3	19,006	25,940	1	23,466	25,451	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		63	421	19,006	91,936	39	28,374	32,805	40,290

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 1014 ACCOUNTING MANAGER

63 421 MINIMUM: 19,087 54,480 40 29,988 27,680 35,600
MAXIMUM: 21,770 97,750 44 42,924 40,375 49,644
MIDPOINT 19,460 81,220 44 36,618 34,294 42,177
ACT AVG: 19,006 91,936 39(28,374)32,805 40,290

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004326

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F001000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 20

CLASS: 1017 DIR OF ACCOUNTING 11 POSITIONS MIN: 32,421 MAX: 46,307 MIL: 39,364 ACT AVG: 38,826 C-R: 98.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	REF RPTG	NUM POSNS	LOW	HIGH	SC RNK	WTU MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	2	2	37,400	46,000	2	41,700	41,700	N/A
	12X MANUFACTURING	1	1	47,300	47,300	2	47,300	N/A	N/A
	10C INDUSTRY	2	3	37,400	47,300	3	43,567	46,000	N/A
	600 STATE GOVERNMENT	5	61	30,252	45,996	4	34,161	36,612	39,292
	650 LOCAL (COUNTIES)	3	3	8,902	28,255	1	18,756	19,110	N/A
	700 GOVERNMENT	12	64	8,902	45,996	4	33,611	33,533	38,096
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	0							
	80C MEDICAL	0							
CLASS TOTALS		15	87	8,902	47,300	6	33,554	36,612	41,603

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 1017 DIR OF ACCOUNTING

15 87 MINIMUM: 3,902 46,000 4 26,561 26,748 28,482
MAXIMUM: 8,902 61,300 3 37,792 37,164 43,380
MIDPOINT 3,902 50,400 4 31,773 32,448 35,100
ACT AVG: 8,902 47,300 6 (33,954) 36,612 41,603

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004327

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDDICCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 22

CLASS: 1018 DIR OF FINANCE 5 POSITIONS MIN: 35,067 MAX: 50,105 MID: 42,586 ACT AVG: 44,319 C-R: 104.1

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	7	7	27,000	99,999	7	62,368	60,580	75,000
	12X MANUFACTURING	30	30	27,000	80,000	24	50,829	50,243	57,886
	10C INDUSTRY	37	37	27,000	99,999	30	53,012	53,760	60,554
	600 STATE GOVERNMENT	7	40	33,906	59,500	3	39,596	37,223	44,088
	650 LOCAL (COUNTIES)	9	9	17,768	42,436	1	29,883	32,135	33,172
	700 GOVERNMENT	48	61	17,768	59,500	6	35,851	32,218	37,961
	700 LOCAL (SCHOOL DISTRICTS)	18	18	22,533	46,600	3	35,042	33,554	40,910
	770 LOCAL (MUNICIPALITIES)	14	14	20,556	47,824	2	30,028	28,418	30,295
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		85	118	17,768	99,999	35	41,232	39,600	49,985

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 1018 DIR OF FINANCE

85 118 MINIMUM: 16,590 96,720 38 36,181 32,720 43,242
MAXIMUM: 17,768 99,999 30 46,644 43,000 59,919
MIDPOINT 17,768 99,999 38 41,321 39,500 51,071
ACT AVG: 17,768 99,999 35(41,232)39,600 49,985

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 24

CLASS: 1040 DIR OF INT AUDITS 11 POSITIONS MIN: 25,974 MAX: 42,486 MID: 36,230 ACT AVG: 37,819 C-R: 104.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	4	4	50,000	74,880	5	59,720	57,000	58,000
	12X MANUFACTURING	5	5	29,000	46,332	3	37,274	35,675	37,838
	100 INDUSTRY	9	9	29,000	74,880	7	47,250	46,332	53,000
	600 STATE GOVERNMENT	6	24	27,066	43,908	3	35,582	37,381	37,981
	650 LOCAL (COUNTIES)	3	3	25,715	30,699	1	27,827	27,066	N/A
	700 GOVERNMENT	12	33	15,487	43,908	3	31,631	28,883	37,118
	700 LOCAL (SCHOOL DISTRICTS)	3	6	15,487	25,000	1	17,729	19,425	N/A
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
	CLASS TOTALS	21	42	15,487	74,880	9	34,978	35,675	41,954

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 1040 DIR OF INT AUDITS

21 42 MINIMUM: 12,999 64,480 9 30,482 26,350 34,304
MAXIMUM: 19,425 97,760 11 44,636 42,436 50,022
MIDPOINT 17,331 81,220 9 37,167 33,950 42,138
ACT AVG: 15,487 74,880 9 (34,978) 35,675 41,954

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004349

004330

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDDICCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 26

CLASS: 1409 DIR OF BUDGETING 4 POSITIONS MIN: 31,174 MAX: 44,187 MID: 37,680 ACT AVG: 40,443 C-R: 107.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	3	3	41,500	99,999	4	67,166	60,000	N/A
	12X MANUFACTURING	4	4	36,400	59,700	3	44,338	40,625	43,000
	100 INDUSTRY	7	7	36,400	99,999	6	54,121	43,000	59,650
	600 STATE GOVERNMENT	8	57	29,700	49,500	3	36,028	33,827	37,730
	650 LOCAL (COUNTIES)	3	3	29,196	33,550	1	31,582	32,000	N/A
	700 GOVERNMENT	13	62	29,196	49,500	3	35,898	33,550	37,799
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	2	2	37,867	39,500	1	38,684	38,684	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		20	69	29,196	99,999	8	37,747	37,799	42,998

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 1409 DIR OF BUDGETING

20 69 MINIMUM: 22,360 96,720 14 36,162 33,400 39,500
MAXIMUM: 32,000 99,999 7 44,565 39,025 46,043
MIDPOINT 26,556 99,999 11 40,174 37,134 41,500
ACT AVG: 29,196 99,999 8 (37,747) 37,799 42,998

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

3

004330

C. Administration and Personnel Services

Again this year the majority of the classes in the Administration and Personnel Services category were competitive with the labor market. However, some problems were noted. The most significant problem was with the Systems Manager classification. As a result of this study, the Systems Manager positions will receive closer evaluation by the Division of Human Resource Management.

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER FLD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 28

CLASS: 2081 ATTORNEY I 15 POSITIONS MIN: 15,470 MAX: 27,598 MID: 23,534 ACT AVG: 20,345 C-R: 86.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	6	96	17,571	28,811	3	22,273	18,959	21,159
	650 LOCAL (COUNTIES)	3	3	24,102	25,133	4	24,513	24,303	N/A
	700 GOVERNMENT	12	102	17,571	40,000	8	22,515	23,688	25,133
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	3	3	18,500	40,000	3	28,278	26,334	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHG	0							
	800 MEDICAL	0							
CLASS TOTALS		12	102	17,571	40,000	8	22,515	23,688	25,133

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 2081 ATTORNEY I

12 102 MINIMUM: 15,606 40,000 6 21,222 18,720 20,878
MAXIMUM: 18,500 40,000 7 29,667 28,384 32,968
MIDPOINT 18,500 40,000 7 24,991 23,208 26,247
ACT AVG: 17,571 40,000 8 (22,515) 23,688 25,133

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004332

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F001000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RLN DATE 07/08/85
PAGE NUMBER 30

CLASS: 2086 ATTORNEY VI 8 POSITIONS MIN: 35,445 MAX: 55,909 MID: 47,677 ACT AVG: 50,029 C-R: 104.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	C							
	600 STATE GOVERNMENT	E	44	28,266	61,364	2	35,350	35,000	35,128
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	E	47	11,081	61,364	2	34,659	33,565	35,256
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	E	3	11,081	38,934	1	24,534	23,587	N/A
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	C							
	800 MEDICAL	C							
CLASS TOTALS		E	47	11,081	61,364	2	34,659	33,565	35,256

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

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TOTALS FOR CLASS 2086 ATTORNEY VI

8 47 MINIMUM: 11,081 41,760 2 27,022 24,960 29,856
MAXIMUM: 11,081 64,356 2 35,027 38,931 47,808
MIDPOINT 11,081 51,780 2 32,628 33,469 38,832
ACT AVG: 11,081 61,364 2 (34,659) 33,565 35,256

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004333

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 32

CLASS: 2202 PERSONNEL SPEC 1 47 POSITIONS MIN: 15,388 MAX: 21,810 MID: 18,599 ACT AVG: 17,943 C-R: 96.5

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	3	3	17,763	19,500	3	18,421	18,000	N/A
	12X MANUFACTURING	50	68	14,508	42,692	43	25,420	25,117	29,850
	10C INDUSTRY	52	71	14,508	42,692	45	25,124	24,000	29,650
	600 STATE GOVERNMENT	5	307	14,283	24,310	4	16,827	17,316	18,220
	650 LOCAL (COUNTIES)	8	9	11,826	19,607	3	16,384	16,105	17,882
	700 GOVERNMENT	33	335	11,826	40,901	13	17,158	16,948	21,256
	700 LOCAL (SCHOOL DISTRICTS)	7	9	13,864	40,901	6	30,837	35,656	36,398
	770 LOCAL (MUNICIPALITIES)	5	10	12,151	23,166	3	15,707	14,331	15,580
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	10	19	11,440	23,400	4	16,787	16,984	17,930
CLASS TOTALS		96	425	11,440	42,692	60	18,472	19,554	26,200

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

43

TOTALS FOR CLASS 2202 PERSONNEL SPEC 1

96 425 MINIMUM: 9,048 35,696 61 19,212 17,488 23,800
MAXIMUM: 12,105 50,300 55 26,369 24,228 34,945
MIDPOINT 10,587 41,900 57 22,736 20,980 29,482
ACT AVG: 11,440 42,692 60 (18,472) 19,554 26,200

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004334

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 34

CLASS: 2214 PERSONNEL DIR IV 9 POSITIONS MIN: 33,717 MAX: 47,793 MID: 40,755 ACT AVG: 40,976 C-R: 100.5

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	8	8	26,000	99,999	7	49,582	46,904	51,000
	12X MANUFACTURING	54	63	17,160	72,176	26	40,792	39,950	46,801
	100 INDUSTRY	62	71	17,160	99,999	32	41,782	40,827	48,295
	600 STATE GOVERNMENT	8	24	29,700	41,118	2	36,397	36,201	40,612
	650 LOCAL (COUNTIES)	5	5	23,908	41,420	2	30,049	27,892	30,435
	700 GOVERNMENT	32	48	21,500	44,005	9	35,870	36,803	40,764
	700 LOCAL (SCHOOL DISTRICTS)	15	15	34,000	44,005	7	39,043	40,251	41,532
	770 LOCAL (MUNICIPALITIES)	4	4	21,500	37,606	1	28,087	26,622	29,713
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	6	6	25,500	40,000	1	33,453	33,285	35,629
CLASS TOTALS		100	125	17,160	99,999	40	39,112	38,604	43,284

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

4

TOTALS FOR CLASS 2214 PERSONNEL DIR IV

100 125 MINIMUM: 17,160 96,720 47 33,986 32,969 38,960
MAXIMUM: 17,160 99,999 36 46,111 43,106 53,400
MIDPOINT 17,160 99,999 43 39,955 37,618 45,600
ACT AVG: 17,160 99,999 40(39,112)38,604 43,284

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004335

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD1COCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 36

CLASS: 2237 STAFF DEV & TRNG SPEC III 55 POSITIONS MIN: 16,721 MAX: 26,534 MID: 22,627 ACT AVG: 21,042 C-R: 93.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	5	5	12,780	77,584	3	28,683	16,050	19,275
	12X MANUFACTURING	10	13	16,300	55,744	10	33,951	32,400	36,410
	10C INDUSTRY	15	16	12,780	77,584	12	32,466	31,100	36,410
	600 STATE GOVERNMENT	5	262	18,775	23,869	7	20,641	21,273	21,540
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	16	273	18,775	37,750	14	21,061	22,723	26,800
	700 LOCAL (SCHOOL DISTRICTS)	6	10	26,084	37,750	7	31,696	33,079	34,555
	770 LOCAL (MUNICIPALITIES)	1	1	22,526	22,526	2	22,526	N/A	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	8	13	19,262	26,200	8	22,232	22,204	22,485
CLASS TOTALS		39	304	12,780	77,584	32	21,787	22,920	31,822

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 2237 STAFF DEV & TRNG SPEC III

39 304 MINIMUM: 13,975 56,368 26 23,390 20,364 25,646
MAXIMUM: 14,500 85,280 20 32,622 26,112 37,477
MIDPOINT 14,500 70,720 21 27,806 23,008 30,863
ACT AVG: 12,780 77,584 32 (21,787) 22,920 31,822

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004336

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD1COCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 38

CLASS: 2805 COMPUTER PROG I 25 POSITIONS MIN: 14,794 MAX: 20,971 MID: 17,882 ACT AVG: 15,532 C-R: 86.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	6	11	12,360	42,016	6	23,762	20,882	22,143
	12X MANUFACTURING	15	23	12,810	34,020	14	20,069	19,008	22,660
	100 INDUSTRY	25	34	12,360	42,016	19	21,264	19,091	22,486
	600 STATE GOVERNMENT	8	334	13,632	21,624	7	17,463	16,997	18,359
	650 LOCAL (COUNTIES)	5	6	13,514	19,607	4	15,577	15,620	16,228
	700 GOVERNMENT	20	350	13,261	21,983	14	17,419	16,668	19,000
	700 LOCAL (SCHOOL DISTRICTS)	5	6	13,261	19,313	4	15,973	16,500	17,750
	770 LOCAL (MUNICIPALITIES)	2	4	15,507	21,983	2	18,745	18,745	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	6	12	15,995	19,178	7	17,041	16,537	17,155
CLASS TOTALS		51	396	12,360	42,016	38	17,738	17,108	20,182

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 2805 COMPUTER PROG I

51 396 MINIMUM: 10,780 36,400 30 16,325 15,348 17,313
MAXIMUM: 13,200 57,616 28 22,989 21,478 24,999
MIDPOINT 10,000 47,216 30 19,448 19,064 20,528
ACT AVG: 12,360 42,016 38(17,738)17,108 20,182

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004337

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 40

CLASS: 2812 COMPUTER PROG III 63 POSITIONS MIN: 18,000 MAX: 25,515 MID: 21,757 ACT AVG: 19,114 C-R: 87.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	G3
ACTUAL AVG	10X SERVICE AND FINANCE	3	13	17,888	43,680	3	34,705	30,178	N/A
	12X MANUFACTURING	12	24	21,960	36,959	13	25,108	26,162	31,100
	100 INDUSTRY	15	37	17,888	43,680	15	23,460	28,000	31,960
	600 STATE GOVERNMENT	9	549	17,815	27,686	8	22,038	23,940	26,280
	650 LOCAL (COUNTIES)	2	2	18,450	20,748	2	19,599	19,599	N/A
	700 GOVERNMENT	15	556	15,000	27,686	11	22,002	20,748	25,164
	700 LOCAL (SCHOOL DISTRICTS)	1	2	19,669	19,669	2	19,669	N/A	N/A
	770 LOCAL (MUNICIPALITIES)	3	3	15,000	24,239	2	18,585	16,517	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	0							
	800 MEDICAL	6	15	18,740	22,580	4	19,654	19,500	20,946
CLASS TOTALS		36	608	15,000	43,680	28	22,338	22,990	26,820

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 2812 COMPUTER PROG III

36 608 MINIMUM: 14,018 40,352 25 20,783 19,355 22,584
MAXIMUM: 15,000 62,856 23 29,314 27,004 33,600
MIDPOINT 15,000 52,208 22 24,854 23,138 27,990
ACT AVG: 15,000 43,680 28(22,338)22,990 26,820

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004308

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD1COCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 42

CLASS: 2827 DATA PROCES MGR 1 19 POSITIONS MIN: 26,622 MAX: 40,852 MID: 34,837 ACT AVG: 36,302 C-R: 109.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	4	10	16,629	64,688	3	53,528	32,918	41,436
	12X MANUFACTURING	18	19	22,000	48,042	3	32,822	33,360	37,610
	10C INDUSTRY	22	29	16,629	64,688	5	39,962	33,360	37,960
	600 STATE GOVERNMENT	8	47	25,154	45,894	3	35,848	33,732	36,054
	650 LOCAL (COUNTIES)	2	2	28,500	30,283	1	29,392	29,392	N/A
	700 GOVERNMENT	15	56	14,550	45,894	3	33,903	29,738	34,917
	700 LOCAL (SCHOOL DISTRICTS)	5	5	17,370	36,094	1	25,008	19,850	27,082
	770 LOCAL (MUNICIPALITIES)	4	4	14,550	29,670	1	24,418	26,726	28,000
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	4	4	14,290	29,016	1	21,791	21,929	26,766
CLASS TOTALS		45	91	14,290	64,688	7	35,302	29,738	36,074

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 2827 DATA PROCES MGR 1

45 91 MINIMUM: 12,049 54,704 14 25,854 24,840 30,100
MAXIMUM: 15,112 72,255 14 35,209 34,840 41,168
MIDPOINT 13,491 55,696 13 30,430 29,406 34,860
ACT AVG: 14,290 64,688 7(35,302)29,738 36,074

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> { }

004339

SVC. PERSONNEL DIVISION
PROGRAM NUMBER PDD100A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 44

CLASS: 2829 ATA PRECES MGR III 6 POSITIONS MIN: 33,717 MAX: 47,793 MID: 40,755 ACT AVG: 44,248 C-R: 108.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	4	9	36,700	74,880	2	62,807	39,640	41,580
	12X MANUFACTURING	13	14	33,000	59,760	7	44,794	43,930	51,690
	10C INDUSTRY	17	23	33,000	74,880	8	51,843	41,580	51,690
	600 STATE GOVERNMENT	8	36	30,892	49,594	4	39,544	40,452	44,424
	650 LOCAL (COUNTIES)	3	3	26,000	38,625	1	33,091	34,647	N/A
	700 GOVERNMENT	12	40	26,000	49,594	4	39,310	38,085	42,348
	700 LOCAL (SCHOOL DISTRICTS)	1	1	35,143	35,143	1	35,143	N/A	N/A
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	6	6	19,001	50,000	2	30,532	29,110	33,249
CLASS TOTALS		35	69	19,001	74,880	12	42,724	38,556	47,914

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 2829 DATA PRECES MGR III

35 69 MINIMUM: 17,992 65,520 18 33,685 32,916 39,455
MAXIMUM: 20,010 98,384 16 46,733 40,536 52,670
MIDPOINT 19,001 81,952 14 40,179 37,440 45,566
ACT AVG: 19,001 74,880 12(42,724)38,556 47,914

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> { }

004340

SAC PERSONNEL DIVISION
PROGRAM NUMBER FDD100A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 46

CLASS: 2845 PRIC ANALYST I 119 POSITIONS MIN: 20,249 MAX: 28,701 MID: 24,475 ACT AVG: 21,584 C-R: 88.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP FPTNC	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	4	14	20,386	44,512	4	24,660	26,178	26,304
	12X MANUFACTURING	18	45	16,500	42,802	15	27,049	26,545	30,010
	100 INDUSTRY	22	59	16,500	44,512	18	26,482	26,622	30,010
	600 STATE GOVERNMENT	8	501	18,359	23,483	4	21,620	20,057	21,624
	650 LOCAL (COUNTIES)	2	2	20,748	29,446	2	25,097	25,097	N/A
	700 GOVERNMENT	11	504	15,480	29,446	5	21,621	20,064	22,391
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	1	1	15,480	15,480	1	15,480	N/A	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	0							
	800 MEDICAL	0							
CLASS TOTALS		33	563	15,480	44,512	22	22,131	25,000	27,650

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 2845 PRIC ANALYST I

33 563 MINIMUM: 14,133 42,802 19 21,630 20,500 22,340
MAXIMUM: 16,500 63,856 21 31,956 31,758 34,775
MIDPOINT 16,500 52,208 20 26,673 26,592 28,519
ACT AVG: 15,480 44,512 22(22,131)25,000 27,650

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004341

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 48

CLASS: 2847 PRG ANALYST III 65 POSITIONS MIN: 22,780 MAX: 32,621 MID: 27,699 ACT AVG: 26,874 C-R: 97.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	5	29	21,213	50,544	3	25,538	25,291	27,346
	12X MANUFACTURING	1E	44	22,516	42,680	16	31,109	30,120	34,560
	100 INDUSTRY	23	73	21,213	50,544	18	28,896	30,000	34,560
	600 STATE GOVERNMENT	5	668	22,028	31,876	6	26,173	27,000	27,916
	650 LOCAL (COUNTIES)	2	2	24,520	25,000	1	24,760	24,760	N/A
	700 GOVERNMENT	14	673	19,739	31,876	6	26,153	25,226	27,343
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	3	3	19,739	25,451	1	22,694	22,891	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		37	746	19,739	50,544	23	26,422	28,145	31,058

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 2847 PRG ANALYST III

37 746 MINIMUM: 16,224 46,800 20 24,313 23,200 26,700
MAXIMUM: 22,318 72,592 24 36,583 36,054 40,645
MIDPOINT: 19,739 59,696 23 30,314 29,472 33,360
ACT AVG: 19,739 50,544 23(26,422)28,145 31,058

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004342

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 50

CLASS: 284E SR SYSTEM ANALYST 66 POSITIONS MIN: 24,637 MAX: 34,920 MID: 29,773 ACT AVG: 30,622 C-R: 102.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTC MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	5	21	22,200	68,016	4	35,815	31,481	32,907
	12X MANUFACTURING	13	28	27,600	41,500	11	35,339	35,100	36,650
	100 INDUSTRY	16	59	22,200	68,016	14	35,589	34,486	36,650
	600 STATE GOVERNMENT	5	495	25,567	33,741	5	31,037	28,752	32,412
	650 LOCAL (COUNTIES)	1	1	21,662	21,662	1	21,662	N/A	N/A
	700 GOVERNMENT	10	496	21,662	33,741	5	31,018	28,606	32,412
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	5	8	22,257	32,240	2	25,940	25,105	25,574
	CLASS TOTALS	33	563	21,662	68,016	19	31,425	31,876	34,486

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 284E SR SYSTEM ANALYST

33 563 MINIMUM: 16,224 54,704 21 26,285 25,980 27,434
MAXIMUM: 22,200 70,512 15 37,154 36,519 40,608
MIDPOINT 20,644 56,696 19 31,486 31,304 34,317
ACT AVG: 21,662 68,016 19(31,425)31,876 34,486

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004343

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD1COCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 52

CLASS: 2849 SYSTEMS MANAGER 21 POSITIONS MIN: 26,647 MAX: 37,769 MID: 32,208 ACT AVG: 34,928 C-R: 108.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	6	35	24,986	74,880	5	44,969	40,386	41,689
	12X MANUFACTURING	20	26	28,800	61,000	15	41,774	41,715	46,140
	100 INDUSTRY	26	61	24,986	74,880	19	43,607	41,239	45,396
	600 STATE GOVERNMENT	9	191	27,168	41,905	5	36,421	34,584	36,572
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	191	27,168	41,905	5	36,421	34,584	36,572
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	2	2	25,002	36,344	2	30,673	30,673	N/A
CLASS TOTALS		37	254	24,986	74,880	24	38,102	36,780	42,203

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 2849 SYSTEMS MANAGER

37 254 MINIMUM: 20,885 65,520 27 31,331 30,400 34,226
MAXIMUM: 25,220 98,384 28 45,877 43,500 52,142
MIDPOINT 24,986 81,952 28 38,530 37,080 42,196
ACT AVG: 24,986 74,880 24 (36,102) 36,780 42,203

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004344

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 54

CLASS: 2856 SOFTWARE SYS MGR 1 POSITIONS MIN: 31,174 MAX: 44,187 MID: 37,680 ACT AVG: 37,487 C-R: 99.5

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	7	8	30,000	52,320	7	44,199	46,450	47,309
	100 INDUSTRY	7	8	30,000	52,320	7	44,199	46,450	47,309
	600 STATE GOVERNMENT	6	70	29,042	47,290	3	37,092	35,682	38,289
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	6	70	29,042	47,290	3	37,092	35,682	38,289
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
	CLASS TOTALS	13	78	29,042	52,320	9	37,821	43,100	46,675

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 2856 SOFTWARE SYS MGR

13 78 MINIMUM: 20,878 41,136 8 30,903 31,175 35,469
MAXIMUM: 32,968 68,670 9 48,859 50,100 55,594
MIDPOINT 26,247 51,420 8 39,572 41,800 45,731
ACT AVG: 29,042 52,320 5(37,821)43,100 46,675

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004345

D. Information and Education Services

The Information and Education Services occupational category compared favorably with the labor market, when taken as a whole. However, some problems were noted in the Director of Information Resources Management series and it will require further study by the Division of Human Resource Management. Of importance is that the Student Services Study, now in progress, will also impact heavily on classes in this category.

726799

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD1C0CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 56

CLASS: 3006 DIR INFO RESOURCE MGMT I 1 POSITIONS MIN: 31,174 MAX: 44,187 MID: 37,680 ACT AVG: 37,680 C-R: 100.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	1	2	48,136	48,136	2	48,136	N/A	N/A
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	1	2	48,136	48,136	2	48,136	N/A	N/A
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		1	2	48,136	48,136	2	48,136	N/A	N/A

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 3006 DIR INFO RESOURCE MGMT I 1 2 MINIMUM: 40,282 40,282 2 40,282 N/A N/A
MAXIMUM: 55,030 55,030 2 55,030 N/A N/A
MIDPOINT 47,656 47,656 2 47,656 N/A N/A
ACT AVG: 48,136 48,136 2 (48,136) N/A N/A

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004347

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD1COCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 58

CLASS: 3010 DIR INFO RESOURCES MGMT III 1 POSITIONS MIN: 37,927 MAX: 53,761 MID: 45,844 ACT AVG: 48,500 C-R: 105.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP FPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	10C INDUSTRY	0							
	600 STATE GOVERNMENT	3	6	37,614	57,147	2	52,401	48,204	N/A
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	3	6	37,614	57,147	2	52,401	48,204	N/A
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		3	6	37,614	57,147	2	52,401	48,204	N/A

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 3010 DIR INFO RESOURCES MGMT III

3 6 MINIMUM: 28,404 48,204 3 40,215 44,037 N/A
MAXIMUM: 37,614 60,151 2 48,656 48,204 N/A
MIDPOINT 32,448 52,094 3 44,249 48,204 N/A
ACT AVG: 37,614 57,147 2 (52,401) 48,204 N/A

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004348

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 62

CLASS: 3105 PUBLIC INFO DIR 12 POSITIONS MIN: 22,778 MAX: 32,621 MID: 27,699 ACT AVG: 26,922 C-R: 97.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNO	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	5	5	27,000	99,999	6	48,000	38,500	40,500
	12X MANUFACTURING	C							
	100 INDUSTRY	5	5	27,000	99,999	6	48,000	38,500	40,500
	600 STATE GOVERNMENT	5	5	16,003	36,054	4	23,843	24,048	28,591
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	15	91	16,003	36,418	10	24,401	29,536	33,140
	700 LOCAL (SCHOOL DISTRICTS)	4	4	29,536	36,418	5	33,671	34,364	35,448
	770 LOCAL (MUNICIPALITIES)	2	2	29,463	29,670	3	29,567	29,567	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	7	7	14,206	42,000	5	27,131	29,328	32,438
CLASS TOTALS		27	103	14,206	99,999	19	25,732	29,670	34,728

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

85

TOTALS FOR CLASS 3105 PUBLIC INFO DIR

27 103 MINIMUM: 12,584 96,720 18 27,407 24,571 28,993
MAXIMUM: 14,206 99,999 16 35,775 34,608 38,560
MIDPOINT 14,206 99,999 17 31,490 29,637 34,354
ACT AVG: 14,206 99,999 19(25,732)29,670 34,728

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004369

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDDICCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 60

CLASS: 3101 PUBLIC INFO SPEC 22 POSITIONS MIN: 13,679 MAX: 19,417 MID: 16,548 ACT AVG: 14,650 C-R: 88.5

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	6	6	11,700	38,272	5	21,575	19,536	23,650
	12X MANUFACTURING	1	1	22,000	22,000	2	22,000	N/A	N/A
	10C INDLSTRY	7	7	11,700	38,272	6	21,635	20,571	24,365
	600 STATE GOVERNMENT	8	92	14,616	21,009	8	16,438	16,403	16,956
	650 LOCAL (COUNTIES)	1	1	11,277	11,277	1	11,277	N/A	N/A
	700 GOVERNMENT	19	103	11,277	27,738	14	16,526	16,703	17,632
	700 LOCAL (SCHOOL DISTRICTS)	6	6	11,681	27,738	5	18,564	17,182	21,689
	770 LOCAL (MUNICIPALITIES)	4	4	12,857	19,781	3	16,196	16,073	18,200
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	7	8	12,605	18,470	7	16,470	16,099	17,511
CLASS TOTALS		33	118	11,277	38,272	25	16,825	16,500	18,485

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

59

TOTALS FOR CLASS 3101 PUBLIC INFO SPEC

33 118 MINIMUM: 11,277 35,152 19 15,461 14,332 16,526
MAXIMUM: 11,277 56,992 19 21,010 20,319 22,618
MIDPOINT 11,277 46,072 18 18,136 16,900 18,802
ACT AVG: 11,277 38,272 25 (16,825) 16,900 18,485

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDDICCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 64

CLASS: 3149 STATISTICIAN I 6 POSITIONS MIN: 17,300 MAX: 24,533 MID: 20,920 ACT AVG: 18,245 C-R: 87.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	1	1	25,200	25,200	2	25,200	N/A	N/A
	10C INDUSTRY	1	1	25,200	25,200	2	25,200	N/A	N/A
	600 STATE GOVERNMENT	E	167	13,165	20,893	4	17,583	17,197	19,644
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	E	167	13,165	20,893	4	17,583	17,197	19,644
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	C							
	800 MEDICAL	C							
CLASS TOTALS		9	168	13,165	25,200	5	17,628	18,037	20,006

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

80

TOTALS FOR CLASS 3149 STATISTICIAN I

9 168 MINIMUM: 11,076 21,240 3 14,798 15,036 15,095
MAXIMUM: 17,940 31,860 3 22,663 20,646 23,841
MIDPOINT 14,105 26,556 3 18,518 17,882 19,448
ACT AVG: 13,165 25,200 5 (17,628) 18,037 20,006

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004351

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD10CCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 66

CLASS: 3150 STATISTICIAN II		9 POSITIONS		MIN: 20,245	MAX: 28,701	MID: 24,475	ACT AVG: 22,005	C-R: 89.9	
ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP KPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	1	1	26,700	26,700	2	26,700	N/A	N/A
	100 INDUSTRY	1	1	26,700	26,700	2	26,700	N/A	N/A
	600 STATE GOVERNMENT	6	131	16,179	33,536	4	18,120	19,130	23,030
	650 LOCAL (COUNTIES)	1	1	25,029	25,029	2	25,029	N/A	N/A
	700 GOVERNMENT	13	178	16,179	42,444	8	19,483	23,030	24,515
	700 LOCAL (SCHOOL DISTRICTS)	4	46	21,968	42,444	4	23,245	26,004	28,008
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		14	179	16,179	42,444	9	19,524	23,305	25,865

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

61

TOTALS FOR CLASS 3150 STATISTICIAN II

14 179 MINIMUM: 13,468 40,492 6 19,992 18,193 22,650
MAXIMUM: 20,880 44,395 8 26,698 28,056 31,949
MIDPOINT 16,560 42,444 5 24,053 23,223 25,477
ACT AVG: 16,179 42,444 5 (19,524) 23,305 25,865

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004352

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORTRUN DATE 07/08/85
PAGE NUMBER 68-----
CLASS: 3462 LIBRARIAN 14 POSITIONS MIN: 17,308 MAX: 24,533 MID: 20,920 ACT AVG: 21,969 C-R: 105.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP PTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	9	152	14,388	18,933	1	16,575	16,944	17,240
	650 LOCAL (COUNTIES)	7	9	9,700	24,120	2	16,690	16,185	19,094
	700 GOVERNMENT	34	507	9,700	24,988	9	20,231	19,396	21,884
	700 LOCAL (SCHOOL DISTRICTS)	18	346	18,239	24,988	8	21,529	21,832	22,544
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		34	507	9,700	24,988	9	20,231	19,396	21,884

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 3462 LIBRARIAN	34	507	MINIMUM:	9,700	20,777	9	15,284	15,125	16,355
			MAXIMUM:	9,700	33,821	15	24,012	23,497	26,815
			MIDPOINT	9,700	24,988	12	19,479	19,405	21,735
			ACT AVG:	9,700	24,988	9	(20,231)	19,396	21,884

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004353

E. Health and Laboratory Services

The Health and Laboratory Services occupational category is competitive with the labor market. This can be attributed to several factors. Selected classes in the nursing series are regularly monitored by the Division of Human Resource Management and adjusted as necessary to insure that the state retains qualified nurses. In addition, hiring rates in the various geographical areas of the state have been monitored, and the Division of Human Resource Management has approved special hiring rates (above the minimum) and premium pay(i.e., shift differentials) as needed to insure the competitive posture of the state for employees in the health field.

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 70

CLASS: 4001 LPM I 177 POSITIONS MIN: 11,893 MAX: 16,574 MID: 14,133 ACT AVG: 13,134 C-R: 92.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP EPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	C							
	600 STATE GOVERNMENT	E	1,312	11,583	14,115	4	13,212	12,695	13,227
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	E	1,312	11,583	14,115	4	13,212	12,695	13,227
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHL	C							
	800 MEDICAL	7	337	10,608	14,414	5	14,003	13,354	13,986
CLASS TOTALS		15	1,649	10,608	14,414	8	13,374	13,000	13,743

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 4001 LPM I

15 1,649 MINIMUM: 10,130 12,813 7 11,536 11,572 12,426
MAXIMUM: 11,731 15,024 6 15,544 15,432 16,847
MIDPOINT 10,608 15,205 4 13,351 13,677 13,884
ACT AVG: 10,608 14,414 8 (13,374) 13,000 13,743

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004355

1995 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PCD10CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 74

CLASS: 4004 PUBLIC HEALTH NURSE 658 POSITIONS MIN: 16,643 MAX: 23,589 MID: 20,116 ACT AVG: 18,108 C-R: 90.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	8	2,436	15,840	22,653	6	19,022	18,970	20,523
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	2,436	15,840	22,653	7	19,023	19,279	20,482
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	1	2	20,440	20,440	2	20,440	N/A	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		9	2,436	15,840	22,653	7	19,023	19,279	20,482

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 4004 PUBLIC HEALTH NURSE

9 2,436 MINIMUM: 14,496 18,036 3 16,121 16,224 16,464
MAXIMUM: 19,236 27,204 5 23,603 22,956 25,334
MIDPOINT 16,944 22,092 5 19,596 19,550 20,609
ACT AVG: 15,840 22,653 7(19,023)19,279 20,482

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004357

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/06/85
PAGE NUMBER 76

CLASS: 4013 STAFF NURSE 475 POSITIONS MIN: 16,643 MAX: 23,589 MID: 20,116 ACT AVG: 19,648 C-R: 97.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF KPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	50	73	12,420	37,440	31	21,376	20,086	22,846
	100 INDUSTRY	50	73	12,420	37,440	31	21,376	20,086	22,846
	600 STATE GOVERNMENT	9	1,563	15,418	19,572	1	17,876	18,240	18,842
	650 LOCAL (COUNTIES)	2	3	17,500	19,155	1	18,603	18,328	N/A
	700 GOVERNMENT	32	1,642	10,544	25,969	3	17,774	16,880	18,600
	700 LOCAL (SCHOOL DISTRICTS)	21	76	10,544	25,969	3	15,651	15,588	17,244
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	12	1,983	17,347	20,218	6	19,533	19,406	19,718
CLASS TOTALS		94	3,698	10,544	37,440	38	18,789	18,726	21,060

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 4013 STAFF NURSE

94 3,698 MINIMUM: 8,237 30,160 27 16,497 16,069 17,482
MAXIMUM: 10,544 42,432 35 22,465 21,654 24,842
MIDPOINT 10,544 36,296 33 19,414 18,635 20,915
ACT AVG: 10,544 37,440 38(18,789)18,726 21,060

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004358

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FID1000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 78

CLASS: NC30 NURSE SUPERVISOR 184 POSITIONS MIN: 21,901 MAX: 31,043 MID: 26,472 ACT AVG: 26,331 C-R: 99.5

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF FPTNC	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	C							
	600 STATE GOVERNMENT	5	1,114	18,777	27,429	2	24,340	23,340	24,695
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	5	1,114	18,777	27,429	2	24,340	23,340	24,695
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	C							
	800 MEDICAL	10	53	20,800	28,600	2	24,542	25,418	25,907
CLASS TOTALS		19	1,167	18,777	28,600	3	24,350	24,288	25,790

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS NC30 NURSE SUPERVISOR

19 1,167 MINIMUM: 15,827 23,400 4 19,862 19,302 21,077
MAXIMUM: 23,150 31,512 2 27,844 27,456 29,560
MIDPOINT 20,713 27,456 2 23,632 23,360 24,320
ACT AVG: 18,777 28,600 3(24,350)24,288 25,790

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004359

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 80

CLASS: 4057 DIR OF NLRS III	7 POSITIONS	MIN: 27,714	MAX: 39,280	MID: 33,497	ACT AVG: 36,567	C-R: 109.2
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ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	10C INDUSTRY	0							
	600 STATE GOVERNMENT	8	71	26,658	38,019	2	31,421	31,424	32,724
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	8	71	26,658	38,019	2	31,421	31,424	32,724
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	0							
	800 MEDICAL	8	13	29,120	39,508	2	34,359	34,569	35,182
	CLASS TOTALS	13	84	26,658	39,508	3	31,873	32,092	33,744

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----) ()

004360

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD1CCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 82

CLASS: 4212 PHYSICIANII 60 POSITIONS MIN: 44,371 MAX: 62,890 MID: 53,630 ACT AVG: 57,231 C-R: 106.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	8	510	42,370	65,606	2	53,796	52,108	53,166
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	8	510	42,370	65,606	2	53,796	52,108	53,166
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHG	0							
	800 MEDICAL	1	1	90,000	90,000	2	90,000	N/A	N/A
CLASS TOTALS		9	511	42,370	90,000	3	53,867	52,634	53,967

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

70

TOTALS FOR CLASS 4212 PHYSICIANII

9	511	MINIMUM: 37,464	79,880	4	47,042	42,000	46,500
		MAXIMUM: 52,908	99,999	5	68,512	61,668	70,980
		MIDPOINT: 43,704	98,418	5	58,390	53,166	59,894
		ACT AVG: 42,370	90,000	3	(53,867)	52,634	53,967

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004361

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER PCD100CA1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORTRUN DATE 07/08/85
PAGE NUMBER 80

CLASS: 4057 DIR OF NURS III 7 POSITIONS MIN: 27,714 MAX: 39,280 MID: 33,497 ACT AVG: 36,567 C-R: 109.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	8	71	26,658	38,019	2	31,421	31,424	32,724
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	8	71	26,658	38,019	2	31,421	31,424	32,724
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	610 STATE SUPPORTED SCHOOLS	0							
	650 NON-GOVERNMENTAL/NON-PROFIT SCHG	0							
	800 MEDICAL	5	13	29,120	39,508	2	34,359	34,569	35,182
CLASS TOTALS		13	84	26,658	39,508	3	31,873	32,092	33,744

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 4057 DIR OF NURS III

13	84	MINIMUM: 19,630	35,795	5	26,539	26,004	27,650
		MAXIMUM: 29,120	49,610	4	36,829	35,688	37,579
		MIDPOINT: 24,986	41,745	4	31,136	29,700	32,426
		ACT AVG: 26,658	39,508	3	(31,873)	32,092	33,744

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004360

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD1CCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 82

CLASS: 4212 PHYSICIANII 60 POSITIONS MIN: 44,371 MAX: 62,890 MID: 53,630 ACT AVG: 57,231 C-R: 106.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	6	510	42,370	65,606	2	53,796	52,108	55,166
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	6	510	42,370	65,606	2	53,796	52,108	55,166
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	610 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHG	0							
	800 MEDICAL	1	1	90,000	90,000	2	90,000	N/A	N/A
	CLASS TOTALS	9	511	42,370	90,000	3	53,867	52,634	53,967

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

70

TOTALS FOR CLASS 4212 PHYSICIANII

9 511 MINIMUM: 37,464 79,880 4 47,042 42,000 46,500
MAXIMUM: 52,908 99,999 5 68,512 61,668 70,980
MIDPOINT 43,704 98,418 5 58,390 53,166 59,894
ACT AVG: 42,370 90,000 3(53,867) 52,634 53,967

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> { }

004361

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F00100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 84

CLASS: 4226 PUBLIC HEALTH PHY IV 12 POSITIONS MIN: 51,508 MAX: 73,573 MID: 62,740 ACT AVG: 65,991 C-R: 111.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	10C INDUSTRY	0							
	600 STATE GOVERNMENT	6	110	55,000	70,556	2	57,529	60,341	64,010
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	6	110	55,000	70,556	2	57,529	60,341	64,010
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	0							
	80C MEDICAL	0							
CLASS TOTALS		6	110	55,000	70,556	2	57,529	60,341	64,010

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

71

TOTALS FOR CLASS 4226 PUBLIC HEALTH PHY IV

6	110	MINIMUM: 37,000	58,488	3	46,711	44,402	48,885
		MAXIMUM: 58,416	81,960	2	68,940	70,056	71,678
		MIDPOINT 49,224	65,952	3	57,326	56,281	60,842
		ACT AVG: 55,000	70,556	2	(57,529)	60,341	64,010

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004362

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FPD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 86

CLASS: 4244 PSYCHIATRIST III 38 POSITIONS MIN: 47,593 MAX: 68,023 MID: 58,008 ACT AVG: 65,670 C-R: 113.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	10C INDUSTRY	0							
	600 STATE GOVERNMENT	6	352	58,416	67,572	2	63,130	62,728	64,381
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	6	352	58,416	67,572	2	63,130	62,728	64,381
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
	CLASS TOTALS	6	352	58,416	67,572	2	63,130	62,728	64,381

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

72

TOTALS FOR CLASS 4244 PSYCHIATRIST III

6	352	MINIMUM: 42,972	67,200	5	53,297	51,587	57,149
		MAXIMUM: 58,416	82,620	6	72,001	71,265	74,985
		MIDPOINT: 49,416	71,916	5	61,692	62,551	64,500
		ACT AVG: 58,416	67,572	2	(63,130)	62,728	64,381

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004363

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F001000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 88

CLASS: 4201 PHARMACIST 57 POSITIONS MIN: 21,901 MAX: 31,043 MID: 26,472 ACT AVG: 26,384 C-R: 99.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RANK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	C							
	600 STATE GOVERNMENT	9	313	22,800	26,349	3	26,138	25,122	25,548
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	9	313	22,800	26,349	3	26,138	25,122	25,548
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHL	C							
	800 MEDICAL	12	107	20,946	35,027	8	29,714	27,352	29,244
CLASS TOTALS		21	420	20,946	35,027	10	27,049	25,860	27,934

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

73

TOTALS FOR CLASS 4201 PHARMACIST

21	420	MINIMUM:	17,772	26,516	11	22,518	21,403	23,802
		MAXIMUM:	25,480	35,141	10	30,508	30,930	32,029
		MIDPOINT	21,708	30,311	10	26,303	26,166	28,090
		ACT AVG:	20,946	35,027	10	(27,049)	25,860	27,934

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004364

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F001000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 90

CLASS: 4412 X-RAY TECHNOLOGIST I 34 POSITIONS MIN: 13,679 MAX: 19,417 MID: 16,548 ACT AVG: 15,909 C-R: 96.1

ANALYSIS FIELD	CATEGORY CODE AND TITLE	PESE FPING	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	C							
	600 STATE GOVERNMENT	E	164	10,384	20,973	5	15,641	15,619	16,095
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	F	164	10,384	20,973	5	15,641	15,619	16,095
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHG	C							
	800 MEDICAL	12	136	14,040	18,450	5	15,612	15,382	16,640
	CLASS TOTALS	20	300	10,384	20,973	9	15,628	15,410	16,436

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

74

TOTALS FOR CLASS 4412 X-RAY TECHNOLOGIST I

20 300 MINIMUM: 8,519 15,787 11 13,378 13,644 14,185
MAXIMUM: 13,405 21,710 7 18,157 18,117 19,614
MIDPOINT 10,962 17,430 8 15,616 15,893 16,806
ACT AVG: 10,384 20,973 9(15,628)15,410 16,436

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004365

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDDICCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 92

CLASS: 4414 X-RAY TECH SUPV 7 POSITIONS MIN: 17,306 MAX: 24,533 MID: 20,920 ACT AVG: 20,297 C-R: 97.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	C							
	10C INDUSTRY	C							
	600 STATE GOVERNMENT	E	76	15,286	24,444	5	20,185	19,666	21,360
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	E	76	15,286	24,444	5	20,185	19,666	21,360
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	C							
	300 MEDICAL	7	25	18,012	25,210	3	19,352	19,406	20,706
CLASS TOTALS		15	101	15,286	25,210	7	19,979	19,406	21,267

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

75

TOTALS FOR CLASS 4414 X-RAY TECH SUPV

15 101 MINIMUM: 11,918 25,210 5 16,177 16,120 17,490
MAXIMUM: 14,892 27,204 3 21,537 21,864 22,997
MIDPOINT 12,521 25,210 4 18,653 18,512 19,717
ACT AVG: 15,286 25,210 7(19,979)19,406 21,267

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004366

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PED100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 94

CLASS: 4441 NURSING ASSISTANT 308 POSITIONS MIN: 8,685 MAX: 12,592 MID: 10,738 ACT AVG: 10,597 C-R: 98.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	10C INDUSTRY	0							
	600 STATE GOVERNMENT	9	2,955	7,992	13,955	6	11,483	10,927	11,422
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	2,955	7,992	13,955	6	11,483	10,527	11,422
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	10	520	9,942	12,292	7	10,937	10,972	11,180
CLASS TOTALS		19	3,475	7,992	13,955	12	11,401	10,927	11,305

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

76

TOTALS FOR CLASS 4441 NURSING ASSISTANT

19 3,475 MINIMUM: 7,704 12,102 13 9,161 9,152 9,704
MAXIMUM: 10,337 14,521 9 12,446 12,043 13,167
MIDPOINT 3,798 14,312 8 10,611 10,504 11,161
ACT AVG: 7,992 13,955 12(11,401)10,927 11,305

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004367

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F00100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 96

CLASS: 4836 MICROBIOLOGIST I 5 POSITIONS MIN: 16,002 MAX: 22,684 MID: 19,343 ACT AVG: 18,546 C-R: 95.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	REF PTNC	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	2	4	18,000	26,000	2	24,000	22,000	N/A
	100 INDUSTRY	2	4	18,000	26,000	2	24,000	22,000	N/A
	600 STATE GOVERNMENT	9	423	13,536	22,505	3	17,624	18,047	18,222
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	423	13,536	22,505	3	17,624	18,047	18,222
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	2	22	16,640	19,531	2	19,400	18,066	N/A
CLASS TOTALS		13	449	13,536	26,000	5	17,768	18,047	18,916

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

77

TOTALS FOR CLASS 4836 MICROBIOLOGIST I

13 449 MINIMUM: 13,468 20,800 4 15,548 15,012 15,426
MAXIMUM: 18,000 31,200 8 22,821 23,114 23,880
MIDPOINT 16,000 26,000 5 18,950 18,187 19,448
ACT AVG: 13,536 26,000 5(17,768)18,047 18,916

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004368

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 98

CLASS: 4839 MICROBIOLOGIST IV 7 POSITIONS MIN: 23,689 MAX: 33,576 MID: 28,632 ACT AVG: 28,007 C-R: 97.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	10C INDUSTRY	0							
	600 STATE GOVERNMENT	9	105	25,428	32,418	6	29,270	28,147	30,946
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	105	25,428	32,418	6	29,270	28,147	30,946
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	2	6	23,379	35,786	2	25,447	29,583	N/A
CLASS TOTALS		11	111	23,379	35,786	7	29,064	28,147	31,075

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

78

TOTALS FOR CLASS 4839 MICROBIOLOGIST IV

11	111	MINIMUM: 19,630	27,060	4	22,516	21,912	23,688
		MAXIMUM: 27,539	40,590	6	33,828	31,772	37,928
		MIDPOINT: 23,608	33,825	6	27,860	26,004	30,632
		ACT AVG: 23,379	35,786	7	29,064	28,147	31,075

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004369

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 100

CLASS: 4841 CHEMIST I 24 POSITIONS MIN: 16,002 MAX: 22,684 MID: 19,343 ACT AVG: 16,818 C-R: 86.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	13	22	18,500	35,700	14	25,434	27,650	29,800
	10C INDUSTRY	13	22	18,500	35,700	14	25,434	27,650	29,800
	600 STATE GOVERNMENT	9	258	13,714	21,050	5	17,336	16,062	17,486
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	258	13,714	21,050	5	17,336	16,062	17,486
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	C							
	800 MEDICAL	C							
CLASS TOTALS		22	280	13,714	35,700	18	17,572	21,725	26,095

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

79

TOTALS FOR CLASS 4841 CHEMIST I

22 280 MINIMUM: 13,104 25,160 14 19,208 19,032 22,028
MAXIMUM: 18,500 42,680 18 28,393 26,810 32,942
MIDPOINT 16,044 36,420 15 23,776 23,814 27,612
ACT AVG: 13,714 35,700 18(17,972)21,725 26,095

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004370

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER F001000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 102

CLASS: 4644 CHEMIST IV 11 POSITIONS MIN: 23,689 MAX: 33,576 MID: 26,632 ACT AVG: 27,291 C-R: 95.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	10	22	20,020	59,280	10	41,489	41,272	46,858
	100 INDUSTRY	10	22	20,020	59,280	10	41,489	41,272	46,858
	600 STATE GOVERNMENT	9	78	25,152	40,788	7	30,063	29,285	30,826
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	78	25,152	40,788	7	30,063	29,285	30,826
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	1	2	38,313	38,313	2	38,313	N/A	N/A
CLASS TOTALS		20	102	20,020	59,280	17	32,689	35,080	41,000

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 4644 CHEMIST IV 20 102 MINIMUM: 16,200 45,180 13 28,104 25,806 33,200
MAXIMUM: 24,240 72,420 14 42,069 37,928 49,800
MIDPOINT 20,160 58,800 14 34,929 32,885 41,500
ACT AVG: 20,020 59,280 17(32,689)35,080 41,000

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESES -----> ()

004371

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 104

CLASS: 4921 MEDICAL TECH I 93 POSITIONS MIN: 16,002 MAX: 22,684 MID: 19,343 ACT AVG: 18,658 C-R: 96.5

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	C							
	600 STATE GOVERNMENT	9	358	14,509	19,704	2	17,456	17,882	18,222
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	9	358	14,509	19,704	2	17,456	17,882	18,222
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PREFIT SCHG	C							
	800 MEDICAL	12	246	15,000	20,945	6	17,799	18,200	19,531
CLASS TOTALS		21	604	14,509	20,945	7	17,596	18,143	18,657

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 4921 MEDICAL TECH I 21 604 MINIMUM: 12,090 18,732 10 15,526 15,371 16,796
MAXIMUM: 18,096 24,398 5 21,096 20,862 22,079
MIDPOINT 15,516 20,925 5 18,121 17,882 19,262
ACT AVG: 14,509 20,945 7(17,596)18,143 18,657

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004372

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 106

CLASS: 4924 MEDICAL TECH IV 8 POSITIONS MIN: 23,689 MAX: 33,576 MID: 28,632 ACT AVG: 31,420 C-R: 109.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF FPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	10C INDUSTRY	0							
	600 STATE GOVERNMENT	9	61	20,644	35,246	3	28,815	30,624	30,957
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	61	20,644	35,246	3	28,815	30,624	30,957
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	80C MEDICAL	3	17	17,180	27,040	1	19,583	23,379	N/A
CLASS TOTALS		12	78	17,180	35,246	3	26,803	27,302	30,828

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 4924 MEDICAL TECH IV

12 78 MINIMUM: 15,138 28,205 6 22,030 22,248 25,068
MAXIMUM: 21,361 39,816 6 31,385 29,472 37,248
MIDPOINT 17,908 33,364 6 26,317 26,222 30,564
ACT AVG: 17,180 35,246 3(26,803)27,302 30,828

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004373

F. Human Services

The Human Services occupational category provides a special challenge to the Division of Human Resource Management, as can be seen from the data resulting from this year's study. Generally, jobs in this category are peculiar to government; that is, the majority of the jobs in this category cannot be compared against jobs in the private sector. Furthermore, difficulty in analysis is frequently encountered because jobs vary significantly from state to state, as do the economic conditions of the different states. Taken as a whole, the Human Services category had the highest compa ratio (the actual average salaries for this category were greater than the midpoints of their salary ranges), but the salary ranges were only marginally competitive, at best, with those found in the market. Of particular concern are classes in the Mental Health Specialist series. At the time this study was conducted, a parallel study of Mental Health Specialists in the Southeast was also underway. It is anticipated that problems noted with this series will be corrected in the near future.

272009

004374

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDDICCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 108

CLASS: 5003 VCC REHAB COUNSELOR III 17 POSITIONS MIN: 19,470 MAX: 27,596 MID: 23,534 ACT AVG: 25,679 C-R: 109.1

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF RPTNC	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	10C INDUSTRY	0							
	600 STATE GOVERNMENT	9	558	20,391	28,030	2	23,968	23,603	24,563
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	558	20,391	28,030	2	23,968	23,603	24,563
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		9	558	20,391	28,030	2	23,968	23,603	24,563

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 5003 VCC REHAB COUNSELOR III 9 558 MINIMUM: 15,138 21,594 2 17,554 17,640 18,180
MAXIMUM: 22,452 29,485 4 26,340 26,196 27,561
MIDPOINT 18,120 25,540 3 21,679 21,864 22,436
ACT AVG: 20,391 28,030 2(23,968)23,603 24,563

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004375

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDDICCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 110

CLASS: 5004 VCC REHAB COUNSELOR I 28 POSITIONS MIN: 16,002 MAX: 22,684 MID: 19,343 ACT AVG: 17,136 C-R: 88.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	C							
	600 STATE GOVERNMENT	E	555	12,516	18,783	3	17,162	16,059	16,944
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	E	555	12,516	18,783	3	17,162	16,059	16,944
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	C							
	800 MEDICAL	C							
CLASS TOTALS		E	555	12,516	18,783	3	17,162	16,059	16,944

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 5004 VCC REHAB COUNSELOR I

8 555 MINIMUM: 12,064 16,944 3 14,254 13,965 15,642
MAXIMUM: 18,192 24,756 4 21,673 21,888 23,344
MIDPOINT 14,556 20,196 3 17,724 18,299 19,236
ACT AVG: 12,516 18,783 3(17,182)16,059 16,944

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004376

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDDICCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 112

CLASS: 5351 SOCIAL WORKER I 17 POSITIONS MIN: 12,646 MAX: 17,924 MID: 15,285 ACT AVG: 15,795 C-R: 90.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	REF RPTNG	NUM POSNS	LOW	HIGH	SC RANK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	C							
	600 STATE GOVERNMENT	9	1,506	12,084	18,060	8	14,529	14,355	15,080
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	9	1,506	12,084	18,060	8	14,529	14,355	15,080
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	C							
	800 MEDICAL	8	29	11,211	18,824	8	16,648	17,191	18,324
CLASS TOTALS		17	1,535	11,211	18,824	15	14,569	15,641	17,191

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 5351 SOCIAL WORKER I

17 1,535 MINIMUM: 9,650 16,224 13 13,588 13,576 14,914
MAXIMUM: 12,896 22,956 12 18,521 18,479 20,139
MIDPOINT 11,274 18,751 10 15,839 16,003 16,576
ACT AVG: 11,211 18,824 15(14,569)15,641 17,191

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER FLD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 114

CLASS: 5555 SOCIAL WORKER V 23 POSITIONS MIN: 20,245 MAX: 28,701 MID: 24,475 ACT AVG: 23,945 C-R: 97.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF FPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	O							
	600 STATE GOVERNMENT	E	511	17,868	28,884	3	21,434	22,757	23,844
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	E	511	17,868	28,884	3	21,434	22,757	23,844
	700 LOCAL (SCHOOL DISTRICTS)	O							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	O							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	C							
	800 MEDICAL	E	13	18,233	26,998	2	20,555	20,592	20,623
	CLASS TOTALS	13	524	17,868	28,884	4	21,412	21,112	23,445

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 5555 SOCIAL WORKER V

13 524 MINIMUM: 15,012 26,187 2 18,584 18,036 19,444
MAXIMUM: 19,236 32,376 5 27,042 27,204 28,742
MIDPOINT 16,944 26,998 4 22,524 22,009 23,383
ACT AVG: 17,868 28,884 4 (21,412) 21,112 23,445

87

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004378

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 116

CLASS: 5385 MENTAL HEALTH SPEC 1 354 POSITIONS MIN: 8,543 MAX: 12,109 MID: 10,326 ACT AVG: 9,155 C-R: 88.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP KPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE								
	12X MANUFACTURING								
	10C INDUSTRY								
	600 STATE GOVERNMENT	9	8,063	8,482	14,565	8	11,857	11,003	12,093
	650 LOCAL (COUNTIES)								
	700 GOVERNMENT	9	8,063	8,482	14,585	8	11,857	11,003	12,093
	700 LOCAL (SCHOOL DISTRICTS)								
	770 LOCAL (MUNICIPALITIES)								
	810 STATE SUPPORTED SCHOOLS								
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD								
	800 MEDICAL	2	4	7,862	15,454	2	9,760	11,658	N/A
CLASS TOTALS		11	8,067	7,862	15,454	9	11,856	11,003	12,644

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 5385 MENTAL HEALTH SPEC 1

11 8,067 MINIMUM: 7,862 14,414 8 9,781 9,354 10,329
MAXIMUM: 10,546 16,702 11 13,563 13,620 15,313
MIDPOINT 9,194 15,558 11 11,757 10,992 12,548
ACT AVG: 7,862 15,454 9(11,856) 11,003 12,644

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004379

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F001000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 118

CLASS: 5367 MENTAL HEALTH SPEC III 517 POSITIONS MIN: 9,595 MAX: 14,166 MID: 12,080 ACT AVG: 13,484 C-R: 111.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP KPING	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	10C INDUSTRY	C							
	600 STATE GOVERNMENT	9	2,198	12,069	18,886	6	13,879	13,813	14,208
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	9	2,198	12,069	18,886	6	13,879	13,813	14,208
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	C							
	800 MEDICAL	1	2	13,759	13,759	2	13,759	N/A	N/A
CLASS TOTALS		10	2,200	12,069	18,886	7	13,879	13,786	14,208

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 5367 MENTAL HEALTH SPEC III

10 2,200 MINIMUM: 10,200 13,826 11 11,166 10,869 11,502
MAXIMUM: 14,004 18,886 10 16,354 16,430 16,847
MIDPOINT 12,396 16,356 11 13,612 13,349 13,801
ACT AVG: 12,069 18,886 7(13,879)13,786 14,208

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004380

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD10CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 120

CLASS: 5531 PSYCHOLOGIST I 12 POSITIONS MIN: 17,308 MAX: 24,533 MID: 20,920 ACT AVG: 19,107 C-R: 91.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	9	414	15,118	30,303	5	19,400	19,097	19,396
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	30	484	15,118	34,245	26	20,626	23,622	30,305
	700 LOCAL (SCHOOL DISTRICTS)	21	70	19,936	34,245	22	27,875	26,926	31,656
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHG	0							
	800 MEDICAL	1	1	33,000	33,000	2	33,000	N/A	N/A
CLASS TOTALS		31	485	15,118	34,245	27	20,651	23,739	30,887

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 5531 PSYCHOLOGIST I

31 485 MINIMUM: 14,750 33,887 23 21,554 20,067 24,120
MAXIMUM: 19,716 44,057 24 29,948 29,348 34,619
MIDPOINT 17,682 35,545 25 25,567 23,739 29,812
ACT AVG: 15,118 34,245 27(20,651)23,739 30,887

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004381

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 122

CLASS: 5570 CHIEF PSYCHOLOGIST 10 POSITIONS MIN: 26,622 MAX: 40,852 MID: 34,837 ACT AVG: 35,602 C-R: 102.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP FPTG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	9	44	26,400	50,544	3	34,094	35,079	35,535
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	44	26,400	50,544	3	34,094	35,079	35,535
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	0							
	800 MEDICAL	0							
CLASS TOTALS		9	44	26,400	50,544	3	34,094	35,079	35,535

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 5570 CHIEF PSYCHOLOGIST

9 44 MINIMUM: 20,196 35,112 2 25,782 25,620 25,892
MAXIMUM: 32,376 50,544 3 38,714 37,248 39,928
MIDPOINT 26,292 41,340 2 31,810 31,020 32,024
ACT AVG: 26,400 50,544 3(34,094)35,079 35,535

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004382

G. Engineering Services

Classes in the Engineering Services occupational category continue to present a problem to the Division of Human Resource Management. The 1983 Engineering Services study alleviated many of the problems with salary posture in the market, but some problems were noted in last year's Comprehensive Salary and Benefits Survey and again this year. The Civil Engineering series was significantly low compared to the market data. This series and the parallel engineering series are being studied by the Division of Human Resource Management. Special attention will be focused on required knowledge, skills and abilities for similar positions in the marketplace. The Division of Human Resource Management will determine if South Carolina's positions are comparable and what adjustments, if any, will be necessary.

004383

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F000000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 124

CLASS: 0221 CIVIL ENGINEER I 57 POSITIONS MIN: 15,470 MAX: 27,598 MID: 23,534 ACT AVG: 22,076 C-R: 93.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVE	10A SERVICE AND FINANCE	C							
	12A MANUFACTURING	41	194	21,000	43,200	41	31,591	29,800	33,160
	100 INDUSTRY	41	194	21,000	43,200	41	31,591	29,800	33,160
	600 STATE GOVERNMENT	8	614	17,628	23,832	3	21,101	21,237	21,594
	650 LOCAL (COUNTIES)	2	2	15,750	24,520	2	20,135	20,135	N/A
	700 GOVERNMENT	15	626	15,750	25,796	8	21,130	21,594	23,490
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	5	10	20,745	25,796	5	23,110	22,763	23,997
	610 STATE SUPPORTED SCHOOLS	C							
	650 NON-GOVERNMENTAL/NON-PROFIT SCHD	C							
	800 MEDICAL	C							
CLASS TOTALS		56	820	15,750	43,200	48	23,605	28,358	31,099

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 0221 CIVIL ENGINEER I

56 820 MINIMUM: 15,000 36,000 50 23,802 23,730 25,348
MAXIMUM: 15,750 52,800 48 34,591 35,500 38,064
MIDPOINT: 15,750 43,200 48 29,119 29,578 33,111
ACT AVG: 15,750 43,200 48 (23,605) 28,358 31,099

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004384

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F001000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 126

CLASS: 6226 CIVIL ENGINEER VI 6 POSITIONS MIN: 32,421 MAX: 46,307 MID: 39,364 ACT AVG: 43,217 C-R: 109.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	G3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	42	189	26,781	91,520	16	41,514	40,333	44,880
	100 INDUSTRY	42	189	26,781	91,520	16	41,514	40,333	44,880
	600 STATE GOVERNMENT	8	486	30,190	55,030	2	34,802	39,723	41,352
	650 LOCAL (COUNTIES)	7	8	28,820	39,199	1	32,661	31,365	35,400
	700 GOVERNMENT	21	500	22,027	55,030	2	34,696	33,203	38,005
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	6	6	22,027	33,260	1	28,852	29,418	32,029
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
	CLASS TOTALS	63	689	22,027	91,520	17	36,566	38,700	43,136

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 6226 CIVIL ENGINEER VI

63 689 MINIMUM: 17,368 82,576 24 31,783 30,628 35,020
MAXIMUM: 23,379 99,999 30 45,626 44,424 50,984
MIDPOINT 19,947 99,999 28 36,776 37,222 43,545
ACT AVG: 22,027 91,520 17(36,566)38,700 43,136

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004385

H. Law Enforcement, Licensing and Public Safety Services

The Law Enforcement, Licensing and Public Safety Services occupational category was the most competitive occupational category in the state this year. Classes in this category, on the whole, were very competitive with their counterparts in the labor market. In 1984, the Division of Human Resource Management completed a Law Enforcement study, taking into account both salary data and occupational requirements. As a result, numerous classes were reallocated. The Law Enforcement category has been carefully monitored since the study.

735400

004386

004387

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FCD1CCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 128

CLASS: 7060 HIGHWAY PATROL OFFICER 85 POSITIONS MIN: 15,388 MAX: 21,810 MID: 16,599 ACT AVG: 15,209 C-R: 81.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	7	2,725	13,080	20,381	7	17,836	16,349	17,370
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	7	2,725	13,080	20,381	7	17,836	16,349	17,370
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		7	2,725	13,080	20,381	7	17,836	16,349	17,370

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7060 HIGHWAY PATROL OFFICER

7 2,725 MINIMUM: 12,564 16,521 3 14,684 15,036 15,876
MAXIMUM: 14,729 21,932 5 22,515 22,579 24,147
MIDPOINT 15,516 22,110 5 18,400 19,287 19,873
ACT AVG: 13,080 20,381 7 (17,836) 16,349 17,370

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004387

SUMMARY REPORT

CLASS 7001 HIGHWAY PATROL FIRST CLASS 503 POSITIONS MIN: 16,643 MAX: 23,589 P10: 20,116 ACT AVG: 20,438 C-R: 101.6

ANALYSIS FIELD CATEGORY CODE AND TITLE RESF NUM POSKS LOW HIGH RANK MEAN MEDIAN Q3

ACTUAL AVG 100 SERVICE AND FINANCE
120 MANUFACTURING
100 INDUSTRY

600 STATE GOVERNMENT
650 LOCAL (COUNTIES)
700 GOVERNMENT

700 LOCAL (SCHOOL DISTRICTS)
770 LOCAL (MUNICIPALITIES)
810 STATE SUPPORTED SCHOOLS
850 NON-GOVERNMENTAL/NON-PROFIT SCHOL
800 MEDICAL

CLASS TOTALS

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7001 HIGHWAY PATROL FIRST CLASS

5 2,082 MINIMUM: 14,652 16,036 3 16,258 16,314 16,587
MAXIMUM: 23,650 35,184 4 26,112 25,620 26,412
MIDPOINT 17,604 23,772 4 20,495 20,967 21,530
ACT AVG: 17,617 26,839 4(22,765)21,358 22,865

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS ()

004388

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 132

CLASS: 7066 HIGHWAY PATROL CAPTIAN 13 POSITIONS MIN: 26,647 MAX: 37,769 MID: 32,208 ACT AVG: 36,793 C-R: 114.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	10C INDUSTRY	C							
	600 STATE GOVERNMENT	7	167	27,624	39,084	3	34,251	33,139	36,459
	650 LOCAL (COUNTIES)	C							
	700 GOVERNMENT	7	167	27,624	39,084	3	34,251	33,139	36,459
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	C							
	800 MEDICAL	C							
CLASS TOTALS		7	167	27,624	39,084	3	34,251	33,139	36,459

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7066 HIGHWAY PATROL CAPTIAN

7 167 MINIMUM: 21,024 26,205 3 23,693 22,584 25,125
MAXIMUM: 30,756 47,076 3 36,467 36,054 37,813
MIDPOINT 25,152 33,364 3 29,366 29,319 32,105
ACT AVG: 27,624 39,084 3(34,251)33,139 36,459

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

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S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDDICCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 134

CLASS: 7304 CORRECTION OFFICER I 438 POSITIONS MIN: 12,161 MAX: 17,236 MIC: 14,968 ACT AVG: 13,375 C-R: 89.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF FPTNC	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	10C INDUSTRY	C							
	600 STATE GOVERNMENT	8	18,753	12,509	16,284	6	14,017	14,038	14,244
	650 LOCAL (COUNTIES)	13	123	7,700	16,518	5	13,197	12,511	13,366
	700 GOVERNMENT	21	18,876	7,700	16,518	10	14,012	12,988	14,170
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	C							
	800 MEDICAL	C							
CLASS TOTALS		21	18,876	7,700	16,518	10	14,012	12,988	14,170

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7304 CORRECTION OFFICER I 21 18,876 MINIMUM: 7,700 13,872 11 11,646 12,090 12,733
96 MAXIMUM: 7,700 20,664 11 16,083 16,944 18,821
MIDPOINT 7,700 16,848 9 13,693 13,943 15,672
ACT AVG: 7,700 16,518 10(14,012)12,988 14,170

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004390

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD1COCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 136

CLASS: 7306 CORRECTION OFFICER SUPER II 47 POSITIONS MIN: 16,002 MAX: 22,684 MID: 19,343 ACT AVG: 18,554 C-R: 95.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	6	811	18,862	30,408	9	19,638	22,767	24,324
	650 LOCAL (COUNTIES)	10	22	13,073	23,067	6	16,631	17,977	19,814
	700 GOVERNMENT	16	833	13,073	30,408	14	19,753	20,002	22,688
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		16	833	13,073	30,408	14	19,753	20,002	22,688

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7306 CORRECTION OFFICER SUPER II

16 833 MINIMUM: 13,073 21,024 12 16,563 16,399 17,921
MAXIMUM: 13,073 32,108 11 23,382 23,265 26,928
MIDPOINT 13,073 26,931 12 20,148 20,466 22,267
ACT AVG: 13,073 30,408 14(19,753)20,002 22,688

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> { }

004391

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD1CCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 138

CLASS: 7333 WARDEN I 10 POSITIONS MIN: 24,637 MAX: 34,920 MID: 29,778 ACT AVG: 27,205 C-R: 91.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	7	74	26,588	37,920	7	29,761	31,248	32,150
	650 LOCAL (COUNTIES)	5	5	16,555	27,151	1	22,524	21,912	23,790
	700 GOVERNMENT	12	79	16,555	37,920	7	29,303	27,854	31,248
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHC	0							
	800 MEDICAL	0							
CLASS TOTALS		12	79	16,555	37,920	7	29,303	27,854	31,248

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7333 WARDEN I

12 79 MINIMUM: 16,555 25,176 3 21,896 22,020 23,988
MAXIMUM: 16,555 45,000 6 32,137 33,722 36,054
MIDPOINT 16,555 33,000 4 26,692 27,498 29,319
ACT AVG: 16,555 37,920 7(29,303)27,854 31,248

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004392

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 140

CLASS: 7340 WARDEN IV 4 POSITIONS MIN: 28,822 MAX: 40,852 MID: 34,837 ACT AVG: 35,041 C-R: 100.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP PTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	C							
	600 STATE GOVERNMENT	7	25	32,676	49,740	4	35,943	34,598	40,583
	650 LOCAL (COUNTIES)	1	1	27,066	27,066	1	27,066	N/A	N/A
	700 GOVERNMENT	E	26	27,066	49,740	4	35,602	34,508	40,416
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	C							
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHG	C							
	800 MEDICAL	C							
CLASS TOTALS		6	26	27,066	49,740	4	35,602	34,508	40,416

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7340 WARDEN IV

8 26 MINIMUM: 21,148 34,308 4 28,548 28,103 29,892
MAXIMUM: 32,983 53,500 6 43,457 43,698 49,740
MIDPOINT 27,066 41,460 6 35,689 35,652 40,548
ACT AVG: 27,066 49,740 4(35,602)34,508 40,416

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

102

004393

I. Institutional and Trades Services

The Institutional and Trade Services occupational category was very competitive with the market in terms of the salary ranges in this category. However, this category had the lowest compa ratio, implying that the salary ranges are competitive but the actual average salaries of employees in this category fall significantly below market averages. To some degree, this is offset by the benefits package offered by the state. Few employers in the market offer employees in these occupations a benefits package that competes with the state's. The below market salaries could be resolved by the implementation of an effective merit pay system which would allow employee salaries to progress through their individual ranges. Notably low in this category were the Highway Maintenance Worker series and the Master Craftsman classification.

004394

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPLY

RUN DATE 07/08/85
PAGE NUMBER 142

CLASS: 7501 CUSTODIAL WORKER I 433 POSITIONS MIN: 6,968 MAX: 11,644 MID: 9,306 ACT AVG: 9,026 C-R: 97.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	5	27	7,270	12,030	5	8,621	11,090	11,390
	12X MANUFACTURING	56	361	6,968	19,905	48	11,322	11,877	13,582
	10C INDUSTRY	61	368	6,968	19,905	52	11,134	11,627	13,354
	600 STATE GOVERNMENT	8	10,872	9,047	10,829	9	9,723	9,656	9,884
	650 LOCAL (COUNTIES)	11	53	7,000	11,710	6	9,308	8,746	9,824
	700 GOVERNMENT	54	12,379	7,000	14,500	39	9,746	9,620	10,430
	700 LOCAL (SCHOOL DISTRICTS)	24	1,416	7,200	14,500	18	9,949	9,769	10,417
	770 LOCAL (MUNICIPALITIES)	11	38	8,000	11,665	9	9,494	9,501	10,530
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	12	457	8,299	11,232	12	10,026	9,932	10,109
CLASS TOTALS		127	13,224	6,968	19,905	101	9,796	10,109	11,870

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7501 CUSTODIAL WORKER I

127 13,224 MINIMUM: 2,814 19,905 121 9,572 8,694 10,860
MAXIMUM: 6,968 19,905 56 11,720 11,419 13,052
MIDPOINT 788 19,905 92 10,549 10,109 11,576
ACT AVG: 6,968 19,905 101 (9,796) 10,109 11,870

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004395

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD01000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 144

CLASS: 7622 COOK I 93 POSITIONS MIN: 8,885 MAX: 12,592 MID: 10,738 ACT AVG: 11,248 C-R: 104.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	REL FPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	3	36	8,320	16,460	3	14,456	14,810	N/A
	100 INDUSTRY	3	36	8,320	16,460	3	14,456	14,810	N/A
	600 STATE GOVERNMENT	8	1,690	10,045	11,407	3	10,872	10,663	10,944
	650 LOCAL (COUNTIES)	4	8	6,000	11,427	2	9,522	10,438	11,000
	700 GOVERNMENT	32	3,608	6,000	13,541	7	10,266	9,955	10,694
	700 LOCAL (SCHOOL DISTRICTS)	19	1,909	7,033	13,541	4	9,733	9,568	10,074
	770 LOCAL (MUNICIPALITIES)	1	1	8,942	8,942	1	8,942	N/A	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	0							
	800 MEDICAL	11	55	9,369	12,667	7	11,397	11,461	11,971
CLASS TOTALS		46	3,699	6,000	16,460	15	10,324	10,230	11,417

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7622 COOK I

46 3,699 MINIMUM: 5,956 16,460 21 9,054 8,847 9,693
MAXIMUM: 6,000 23,895 19 12,206 12,087 13,136
MIDPOINT 6,000 16,886 21 10,564 10,491 11,314
ACT AVG: 6,000 16,460 15(10,324)10,230 11,417

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004396

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD1CCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPLY

RUN DATE 07/08/85
PAGE NUMBER 146

CLASS: 7769 TRADES HELPER 225 POSITIONS MIN: 9,609 MAX: 13,621 MID: 11,615 ACT AVG: 10,922 C-R: 94.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	19	122	7,072	22,672	19	17,362	14,061	16,578
	10C INDUSTRY	19	122	7,072	22,672	19	17,362	14,061	16,578
	600 STATE GOVERNMENT	6	967	8,976	12,374	4	11,279	10,461	11,498
	650 LOCAL (COUNTIES)	5	36	9,981	17,000	5	12,567	11,427	12,422
	700 GOVERNMENT	32	1,254	7,426	17,000	18	11,316	11,000	11,916
	700 LOCAL (SCHOOL DISTRICTS)	14	144	7,426	16,166	11	12,460	11,731	12,087
	770 LOCAL (MUNICIPALITIES)	5	107	8,876	10,311	1	9,692	9,884	9,949
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	5	23	10,234	14,290	5	11,647	11,378	11,721
CLASS TOTALS		56	1,399	7,072	22,672	40	11,650	11,731	13,728

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7769 TRADES HELPER

56 1,399 MINIMUM: 6,968 21,611 23 10,855 10,182 12,147
MAXIMUM: 9,335 22,733 25 14,228 13,576 15,828
MIDPOINT: 3,372 22,672 31 12,466 11,951 13,670
ACT AVG: 7,072 22,672 40(11,850)11,731 13,728

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004397

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F00100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 148

CLASS: 7771 TRADES CRAFTSMAN 548 POSITIONS MIN: 14,227 MAX: 20,164 MID: 17,195 ACT AVG: 16,361 C-R: 95.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	1	1	15,229	15,229	1	15,229	N/A	N/A
	12X MANUFACTURING	60	993	11,026	27,331	49	21,885	19,048	20,821
	100 INDUSTRY	61	994	11,026	27,331	49	21,879	18,980	20,811
	600 STATE GOVERNMENT	7	1,540	11,124	16,416	2	15,253	15,518	16,104
	650 LOCAL (COUNTIES)	9	41	10,316	23,067	3	12,444	14,528	15,336
	700 GOVERNMENT	36	1,775	9,376	23,067	7	15,116	13,873	15,722
	700 LOCAL (SCHOOL DISTRICTS)	16	141	9,376	22,775	4	15,670	13,747	14,380
	770 LOCAL (MUNICIPALITIES)	4	53	10,437	15,507	1	11,734	11,824	11,853
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	7	22	12,002	17,451	2	14,036	14,394	14,747
CLASS TOTALS		104	2,791	9,376	27,331	56	17,516	16,786	19,469

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7771 TRADES CRAFTSMAN

104 2,791 MINIMUM: 8,352 24,773 57 15,139 14,462 17,992
MAXIMUM: 10,400 36,078 30 18,483 18,359 20,467
MIDPOINT 9,376 26,801 42 16,757 16,254 19,200
ACT AVG: 9,376 27,331 56(17,516)16,786 19,469

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004388

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD1COCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 150

CLASS: 7772 MASTER CRAFTSMAN 161 POSITIONS MIN: 16,002 MAX: 22,684 MID: 19,343 ACT AVG: 19,302 C-R: 99.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	REF RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	1	9	23,324	23,324	2	23,324	N/A	N/A
	12X MANUFACTURING	45	1,773	12,512	29,182	32	23,269	21,000	23,304
	10C INDUSTRY	46	1,782	12,512	29,182	33	23,270	21,049	23,329
	600 STATE GOVERNMENT	5	478	14,209	18,443	1	17,498	17,883	18,122
	650 LOCAL (COUNTIES)	2	3	14,519	15,875	1	14,971	15,197	N/A
	700 GOVERNMENT	22	559	10,420	31,100	6	17,445	16,799	18,402
	700 LOCAL (SCHOOL DISTRICTS)	13	73	10,420	31,100	5	17,116	17,167	19,706
	770 LOCAL (MUNICIPALITIES)	2	5	16,083	19,342	2	18,690	17,713	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHU	0							
	800 MEDICAL	5	11	12,938	22,131	2	17,797	18,616	18,627
CLASS TOTALS		73	2,352	10,420	31,100	39	21,860	19,386	22,672

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7772 MASTER CRAFTSMAN

73 2,352 MINIMUM: 3,964 29,182 49 18,109 17,458 21,400
MAXIMUM: 10,219 36,500 26 21,398 21,382 23,474
MIDPOINT 10,333 33,750 36 19,632 18,751 22,409
ACT AVG: 10,420 31,100 39(21,860)19,386 22,672

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004399

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD10000A

1985 ANNUAL SALARY SURVEY - PART I
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 152

CLASS: 7778 TRADES SUPERVISOR I 186 POSITIONS MIN: 17,308 MAX: 24,533 MID: 20,920 ACT AVG: 20,706 C-R: 99.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	REF FPTNO	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	25	120	18,000	38,000	25	31,710	30,540	32,843
	100 INDUSTRY	25	120	18,000	38,000	25	31,710	30,540	32,843
	600 STATE GOVERNMENT	C	438	16,324	20,761	2	19,201	19,228	20,234
	650 LOCAL (COUNTIES)	4	6	15,722	16,545	1	17,293	17,213	17,908
	700 GOVERNMENT	31	480	12,500	31,955	10	19,200	18,886	20,822
	700 LOCAL (SCHOOL DISTRICTS)	15	24	15,218	31,955	7	19,501	19,108	23,572
	770 LOCAL (MUNICIPALITIES)	C	12	12,500	21,743	3	18,715	20,477	20,720
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHU	C							
	800 MEDICAL	7	20	18,751	27,518	4	21,343	20,217	22,007
CLASS TOTALS		63	620	12,500	38,000	37	21,691	21,743	29,164

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7778 TRADES SUPERVISOR I

63 620 MINIMUM: 11,017 32,700 43 20,403 19,108 24,330
MAXIMUM: 15,017 48,200 34 27,880 25,272 36,337
MIDPOINT 12,643 40,200 35 23,949 21,757 30,335
ACT AVG: 12,500 38,000 37(21,691)21,743 29,164

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004400

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD10GCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 154

CLASS: 7781 HWY MAINT WORKER I 619 POSITIONS MIN: 6,966 MAX: 11,644 MID: 9,306 ACT AVG: 8,221 C-R: 88.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP KPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	6	5,181	9,804	12,564	7	11,025	10,844	10,984
	650 LOCAL (COUNTIES)	6	51	9,169	13,896	7	11,433	10,867	11,589
	700 GOVERNMENT	19	5,320	7,086	15,654	19	11,020	10,821	11,644
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	7	88	7,086	15,654	7	10,482	10,566	12,283
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHD	0							
	800 MEDICAL	0							
CLASS TOTALS		19	5,320	7,086	15,654	19	11,020	10,821	11,644

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7781 HWY MAINT WORKER I

19	5,320	MINIMUM:	7,982	12,251	20	9,381	9,202	9,569
		MAXIMUM:	9,169	19,056	15	13,074	12,532	13,994
		MIDPOINT	9,169	15,654	15	11,137	10,736	11,644
		ACT AVG:	7,086	15,654	19	(11,020)	10,821	11,644

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

S.C. PERSONNEL DIVISION
PROGRAM NUMBER F001000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 156

CLASS: 7791 HWY MAINT FOREMEN 95 POSITIONS MIN: 12,646 MAX: 17,924 MID: 15,285 ACT AVG: 14,876 C-R: 97.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	C							
	100 INDUSTRY	C							
	600 STATE GOVERNMENT	7	1,346	12,996	19,513	5	17,028	16,080	16,789
	650 LOCAL (COUNTIES)	8	33	12,323	19,469	5	14,500	15,077	17,354
	700 GOVERNMENT	21	1,395	12,323	21,004	11	16,938	14,586	17,063
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	6	14	12,416	21,004	3	14,045	13,720	15,437
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	C							
	800 MEDICAL	0							
CLASS TOTALS		21	1,395	12,323	21,004	11	16,938	14,586	17,063

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7791 HWY MAINT FOREMEN

21 1,395 MINIMUM: 10,488 18,598 11 12,996 12,597 13,871
MAXIMUM: 12,323 21,536 11 17,866 17,706 19,587
MIDPOINT: 12,323 21,004 10 15,281 14,146 17,255
ACT AVG: 12,323 21,004 11(16,938)14,586 17,063

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

11 004402

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD0100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 158

CLASS: 7803 AUTO MAINT TECH I 164 POSITIONS MIN: 11,243 MAX: 15,934 MID: 13,588 ACT AVG: 13,169 C-R: 96.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	C							
	12X MANUFACTURING	2	8	18,533	19,406	3	19,297	18,970	N/A
	10C INDUSTRY	2	8	18,533	19,406	3	19,297	18,970	N/A
	600 STATE GOVERNMENT	6	547	12,635	16,488	6	13,370	13,361	14,075
	650 LOCAL (COUNTIES)	11	19	9,360	17,118	8	14,276	13,528	15,361
	700 GOVERNMENT	31	599	9,360	17,118	18	13,396	13,272	14,863
	700 LOCAL (SCHOOL DISTRICTS)	C							
	770 LOCAL (MUNICIPALITIES)	14	33	11,552	16,273	6	13,328	12,716	14,491
	810 STATE SUPPORTED SCHOOLS	C							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	C							
	800 MEDICAL	C							
	CLASS TOTALS	33	607	9,360	19,406	20	13,474	13,450	15,254

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7803 AUTO MAINT TECH I

33 607 MINIMUM: 9,360 19,406 21 12,212 11,627 12,980
MAXIMUM: 9,360 21,757 22 16,453 16,872 18,240
MIDPOINT 9,360 19,406 21 14,198 14,146 15,806
ACT AVG: 9,360 19,406 20(13,474)13,450 15,254

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

201401

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FLDICCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

FLN DATE 07/08/85
PAGE NUMBER 160

CLASS: 7805 AUTO MAINT TECH III 85 POSITIONS MIN: 16,002 MAX: 22,684 MID: 19,343 ACT AVG: 19,238 C-R: 99.5

ANALYSIS FIELD	CATEGORY CODE AND TITLE	FLEP FPTNG	NUM POSNS	LOW	HIGH	SC RNG	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	2	28	17,909	22,152	2	21,697	20,031	N/A
	100 INDUSTRY	2	28	17,909	22,152	2	21,697	20,031	N/A
	600 STATE GOVERNMENT	5	952	14,520	21,060	2	17,092	17,462	17,632
	650 LOCAL (COUNTIES)	10	22	11,440	21,303	4	17,702	16,543	18,404
	700 GOVERNMENT	26	1,001	11,440	21,303	7	17,087	17,050	18,231
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	11	27	13,232	20,562	3	16,404	17,264	18,231
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		28	1,029	11,440	22,152	8	17,212	17,232	18,363

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 7805 AUTO MAINT TECH III

28 1,029 MINIMUM: 10,696 21,476 9 14,708 14,465 16,118
MAXIMUM: 11,440 25,138 7 19,724 19,980 21,642
MIDPOINT 11,440 22,152 7 17,216 17,487 18,040
ACT AVG: 11,440 22,152 8 (17,212) 17,232 18,363

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004404

J. Agriculture and Natural Resources Services

The Agriculture and Natural Resources Services occupational category, taken as a whole, was competitive with the market. There were some trends and problem areas which were noted, however. The position of Principal Geologist was low compared with similar positions in the market and will be evaluated by the Division of Human Resource Management at the conclusion of this study. In reviewing the professional series in this category, we find them generally competitive with the market. We do see a trend, however, in this category that does not appear as prevalent in any other occupational category. The compa ratio for the lower levels is very low, while it is relatively high (above 100 percent) for the upper levels. This is especially evident in the Wildlife Biologist series. The Wildlife Biologist I (CC 8586) has a compa ratio of 90.2, while the Wildlife Biologist IV (CC 8589) has a compa ratio of 103.3. This is the result of two apparent factors. First, in recent years the merit pay system has been inadequate. This has prevented employees in the lower classes from being able to move through their salary range. Hence, the actual average salaries for the lower levels are below the midpoint, which is established at the market level. Employees in the higher classifications have compa ratios above 100 percent. It requires several years to reach the higher classifications in a series. It requires several more years to move through the salary range to the point where the actual average salary exceeds the midpoint. And since the merit pay delivery system of recent years has been poor, we can only assume that those employees with compa ratios above 100 percent have been with state government longer than the average state employee. This would suggest that retention factors in this category are strong and turnover is not a problem. The combination of a poor merit pay delivery system with otherwise high job satisfaction is most dramatically evident in this occupational category.

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDD100CA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 162

CLASS: 8574 GEOLOGIST I 5 POSITIONS MIN: 16,648 MAX: 23,589 MIL: 20,116 ACT AVG: 17,180 C-R: 85.1

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESF APPRO	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	9	39	14,004	27,223	5	19,194	16,848	19,320
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	9	29	14,004	27,223	5	19,194	16,848	19,320
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		9	39	14,004	27,223	5	19,194	16,848	19,320

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 8574 GEOLOGIST I

9 39 MINIMUM: 13,668 26,052 4 17,099 16,464 16,906
MAXIMUM: 17,232 37,608 5 24,666 23,538 23,910
MIDPOINT 16,848 30,876 4 20,642 19,550 20,307
ACT AVG: 14,004 27,223 5 (19,194) 16,848 19,320

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

115

004406

S.C. PERSONNEL DIVISION
PROGRAM NUMBER FDDICCCA

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 164

CLASS: 8586 WILDLIFE BIOLOGIST I 31 POSITIONS MIN: 14,794 MAX: 20,971 MID: 17,882 ACT AVG: 16,124 C-R: 90.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP KPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	6	170	15,337	25,715	7	17,231	18,656	19,608
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	6	170	15,337	25,715	7	17,231	18,656	19,608
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
CLASS TOTALS		6	170	15,337	25,715	7	17,231	18,656	19,608

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 8586 WILDLIFE BIOLOGIST I

6 170 MINIMUM: 13,468 15,747 6 15,613 15,054 15,780
MAXIMUM: 17,232 26,973 8 22,995 23,326 24,144
MIDPOINT 15,464 23,360 6 15,101 18,737 19,608
ACT AVG: 15,337 25,715 7(17,231)18,656 19,608

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004407

SAC PERSONNEL DIVISION
PROGRAM NUMBER P01000A

1985 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/08/85
PAGE NUMBER 166

CLASS: 8589 WILDLIFE BIOLOGIST IV 16 POSITIONS MIN: 22,778 MAX: 32,621 MID: 27,699 ACT AVG: 28,615 C-R: 103.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	600 STATE GOVERNMENT	7	113	21,397	37,392	4	25,772	26,304	32,809
	650 LOCAL (COUNTIES)	0							
	700 GOVERNMENT	7	113	21,397	37,392	4	25,772	26,304	32,809
	700 LOCAL (SCHOOL DISTRICTS)	0							
	770 LOCAL (MUNICIPALITIES)	0							
	810 STATE SUPPORTED SCHOOLS	0							
	850 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	800 MEDICAL	0							
	CLASS TOTALS	7	113	21,397	37,392	4	25,772	26,304	32,809

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 8589 WILDLIFE BIOLOGIST IV

7 113 MINIMUM: 16,224 28,608 3 22,473 21,912 24,038
MAXIMUM: 26,260 42,504 6 34,350 35,246 36,104
MIDPOINT 20,644 34,878 5 28,109 28,980 29,827
ACT AVG: 21,397 37,392 4(25,772)26,304 32,809

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004408

SUMMARY REPORT

CLASS: 859 PRINCIPAL GEOLOGIST 1 POSITIONS MIN: 26,647 MAX: 37,769 PHL: 32,208 ACT AVG: 32,978 C-R: 102.4

ANALYSIS FIELD CATEGORY CODE AND TITLE RISE POSNS LOW HIGH SC RNK MEAN MEDIAN Q3

ACTUAL AVG
10X SERVICE AND FINANCE
12X MANUFACTURING
10C INDUSTRY

600 STATE GOVERNMENT
65C LOCAL (COUNTIES)
70C GOVERNMENT

700 LOCAL (SCHOOL DISTRICTS)
77C LOCAL (MUNICIPALITIES)
810 STATE SUPPORTED SCHOOLS
850 NON-GOVERNMENTAL/NON-PROFIT SCHO
80C MEDICAL

CLASS TOTALS

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.

TOTALS FOR CLASS 859 PRINCIPAL GEOLOGIST

7 28 MINIMUM: 18,406 36,660 4 26,549 25,980 27,728
MAXIMUM: 29,822 52,116 5 40,450 39,816 44,252
MIDPOINT 23,452 42,912 4 32,999 32,172 35,669
ACT AVG: 27,035 46,380 5(38,406)34,733 36,800

FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE AND IS NOTED BY THE PARENTHESIS -----> ()

004409

APPENDIX

3M

A.O. Smith Water Products
 AT&T Nassau Metals
 AVX Corp-Myrtle Bch Fac only
 Abbott Laboratories
 Admiral Div of Magic Chef
 Aiken Co School District
 Aircap Ind.-Eastern Div.
 Alumax of South Carolina
 American Hoechst Corp
 Applied Engineering
 Arrow Automotive
 Badische Corp
 Bamberg County
 Bamberg School District One
 Bankers Trust
 Baptist Medical Center-Cola
 Beaufort Co School District
 Beaufort County
 Becton Dickinson VACUTAINER Sys
 Beecham Products
 Berkeley County
 Berkeley County Schools
 Calhoun County Public Schools
 Campbell Soup Co-Sumter Plant
 Caro-Knit-Div of Ti-Caro, Inc
 Celanese Fibers Operations
 Champion
 Charleston Co School District
 Charleston Memorial Hospital
 Charm Corp
 Cheraw Yarn Mills
 Cherokee County
 Cherokee Memorial Hospital
 Chester County School Dist
 City of Aiken
 City of Anderson
 City of Beaufort
 City of Cayce
 City of Charleston
 City of Columbia
 City of Florence
 City of Georgetown
 City of Lancaster
 City of North Charleston
 City of North Myrtle Beach
 City of Rock Hill
 City of Spartanburg
 City of Sumter
 Clarendon Co Sch District Two
 Clarendon Co School Dist One
 Clearwater Finishing

Clover School District Two
 Colonial Life & Accident Ins
 Commonwealth of Virginia
 Conbraco Industries
 Cone Mills Corp
 Cooper Air Tools
 County of Aiken
 County of Chesterfield
 County of Edgefield
 County of McCormick
 County of Orangeburg
 Craftey Creations
 Crescent/Xcelite, Div Cooper Ind
 Cryovac
 Cummins Engine Co
 Damon International, Ltd
 Dillon School District Two
 Dorchester County
 Dorchester School District Two
 Draper Corp
 E.G. & G. Rotron
 E.I. Dupont de Nemours & Co
 E.I. du Pont-Cooper River Plant
 ESCOD Industries
 East Cooper Community Hospital
 Emerson Electric Co
 Ethyl Corp
 Evening Post Publishing
 Exxon Chemical Americas
 FMC Corp
 Fairfield Co Schools
 Federal-Mogul Corp
 Floorcoverings Div-Dan River Inc
 Florence Public Schools Dist One
 Florence School District Three
 Foster Ind.-Div. of Wagner Mfg.
 Gas Turbine, General Electric
 General Nutrition Corp
 Georgetown County
 Georgetown County Schools
 Georgetown Steel Corp
 Grand Strand General Hospital
 Greenville County
 Greenville Hospital System
 Greenwood Mills
 Hanes Hosiery
 Hanes Hosiery, Inc
 Her Majesty Ind., Inc
 Heritage Sportswear
 Homelite Div of Textron Inc
 Horry Co. Nat. Bank
 International Paper

Ithaca Ind.-Anderson Hosiery Div
 James River Corp
 Kendall-Oakland Plant
 Kentucky State Government
 Kerr Fin
 Klear-Knit, Inc
 Kohler Co
 L'eggs Products
 La France Div Riegel Textile
 Lancaster County
 Laurens-Pierce Glass Co
 Lexington Co School Dist Five
 Lexington County Hospital
 Lexington School District One
 Lexington School District Two
 Liberty Life Insurance
 Lockheed Missiles and Space
 Louis Rich Co
 Louisiana State Civil Svc
 M. Lowenstein Corp
 Marlboro Co Board of Educ
 Marlboro County
 Mary Black Memorial Hospital
 McLeod Regional Medical Ctr
 Mid-Carolina Electric
 Mobay Chemical Corp
 Monsanto
 NCR Corp-Clemson Development Ctr
 National Bank of SC
 National Lock Cabinet Hardware
 Newberry County Schools
 Nytronics Components Group
 Orangeburg School District Three
 PLUSA
 Pilliod of Carolina
 Professional Medical Products
 Richland Memorial Hospital
 Riegel Textile Corp
 Robert Bosch Corp
 Rock Hill National Bank
 Rock Hill School Dist Three
 SC National Bank
 SC State Ports Authority
 Saint Francis Xavier Hospital
 Salem Carpets
 Salley Mfg Co
 Saluda School District One
 School District of Edgefield Co
 School District of Greenville Co
 Seibels Bruce & Co
 Self Memorial Hospital
 Southern Bank

Southern Packaging & Storage
 Spartanburg County
 Spartanburg District Three
 Spartanburg School District Six
 Spartanburg Steel Products
 Square D Co
 Stanley Tools
 State of Arkansas
 State of Florida
 State of Georgia
 State of Missouri
 State of North Carolina
 State of Tennessee
 Sumter Co School District Two
 Sumter County
 Sumter School District 17
 TNS Mills
 Texize, Div Dow Chemical Co.
 The Ducane Co
 The Kendall Co
 The Singer Co
 The Torrington Co
 Therm-O-Disc
 Torrington Co
 Tupperware
 Uniroyal, Inc
 United Merchants-Conway Mill
 Waccamaw Pottery
 Westinghouse Electric Corp
 Williamsburg County
 York County

EXHIBIT

SEP 13 1985 NO. 1

STATE BUDGET & CONTROL BOARD

004411

Economic and Revenue Outlook - FY 1985-86

After two quarters of reduced rates of growth the national and state economies give signs of increasing vigor. Leading indicators are pointing to continued expansion, reinforced by money supply increases and an improved balance of trade outlook, based on declines in the value of the dollar. Consumer spending should increase with personal income, despite high debt levels, with the outlook for automobile sales and home-building improving. The nagging problems of inadequate actions in Washington to narrow the federal budgetary deficit, which places a greater burden on the FED to restrain money supply increases, continues to cloud the outlook. Unemployment is still too high but it is encouraging that employment is still expanding moderately. Also significant is the lack of serious inflationary pressures and a slack in capacity operations which provides greater flexibility in monetary policy.

In essence the outlook over the next year is for growth in real income of about three percent with modest increases in prices. The South Carolina economy should grow apace, stimulated by continued expansion in the Service industries and by improvement in manufacturing as trade policy becomes more realistic and the value of the dollar declines. There are still many uncertainties in the economic situation and it is not difficult to depict more pessimistic scenarios. The probabilities of continued growth at moderate price levels with reasonable price movements is high and the revenue projection for FY 1986-87 is based on this scenario.

Based on the summer doldrums and the smaller base because of a modest shortfall in FY 1984-85 the outlook at this time is for a shortfall this fiscal year of somewhat more than one percent. It is too early to be definitive about the direction or amount involved and a better judgement can be made at the time the first official forecast is made of FY 1986-87 revenues on November 1st!

EXHIBIT

SEP 13 1985 NO. 2

STATE BUDGET & CONTROL BOARD

004412

Economic and Revenue Outlook - FY 1985-86
Page (2 con't...)

EXHIBIT

SEP 13 1985 NO. 2

STATE BUDGET & CONTROL BOARD

The accompanying table provides a tentative planning estimate of revenues for FY 1986-87. It is based on a reduced estimate for FY 1985-86 and a forecast of continued economic growth.

Board of Economic Advisors
September 13, 1985

JAM:pc

004413

WORKING ESTIMATE FOR FISCAL YEAR 1985-86 AND PRELIMINARY WORKING ESTIMATE FOR FISCAL YEAR 1986-87
(IN MILLIONS OF DOLLARS)

REVENUE CATEGORY	PART 1, SECTION 128 OF ACT 201 OF 1985 BEA FORECAST (THE APPROPRIATION ACT)		BEA WORKING ESTIMATE FY 1985-86	DOLLAR NET CHANGE FROM FY 1984-85	PERCENT CHANGE FROM FY 1984-85	BEA WORKING ESTIMATE FY 1986-87	DOLLAR NET CHANGE FROM FY 1985-86	PERCENT CHANGE FROM FY 1985-86
	5/8/85 FY 1985-86	JUNE 14, 1985 FY 1985-86						
SALES *	902.2	906.0 <i>-12^m</i>	894.0	65.7	7.9	962.0	68.0	7.6
INDIVIDUAL	957.4	1,006.2 <i>-44.2</i>	962.0	111.2	13.1	1,056.0	94.0	9.8
CORPORATION	182.0	193.3 <i>+5.7</i>	199.0	6.8	3.5	210.0	11.0	5.5
ALL OTHER	451.0	454.1 <i>+3.1</i>	467.0	20.7	4.6	492.0	25.0	5.4
REGULAR SOURCES	2492.6	2,559.6	2,522.0	204.5	8.8	2,720.0	198.0	7.9
MISCELL SOURCES	38.7	40.6 <i>+1.9</i>	41.0	(34.8)	(45.9)	41.0	0.0	0.0
TOTAL GENERAL FUND REVENUE	2,531.3	2,600.2 <i>-37.2^m</i>	2,563.0	169.6	7.1	2,761.0	198.0 160.8	7.7
EDUCATION IMPROVEMENT ACT			223.5			240.5		

NOTE: ECONOMIC BASE FOR BOARD OF ECONOMIC ADVISORS' WORKING ESTIMATE FOR FY 1985-86 INCORPORATES ADJUSTMENTS FOR FINAL REVENUE COLLECTIONS FOR FY 1984-85 AND NET IMPACTS FROM LEGISLATIVE ACTIONS.

*: NET OF EDUCATION IMPROVEMENT ACT FUNDS.

(): DENOTES MINUS SIGN.

Col. 6 minus col. 2

BOARD OF ECONOMIC ADVISORS
SEPTEMBER 13, 1985

EXHIBIT

SEP 13 1985 NO. 2

STATE BUDGET & CONTROL BOARD

004414

WORKING ESTIMATE FOR FISCAL YEAR 1985-86 AND PRELIMINARY WORKING ESTIMATE FOR FISCAL YEAR 1986-87
(IN MILLIONS OF DOLLARS)

REVENUE CATEGORY	PART 1, SECTION 12B OF ACT 201 OF 1985 (THE APPROPRIATION ACT)		BEA WORKING ESTIMATE FY 1985-86	DOLLAR NET CHANGE FROM FY 1984-85	PERCENT CHANGE FROM FY 1984-85	BEA WORKING ESTIMATE FY 1986-87	DOLLAR NET CHANGE FROM FY 1985-86	PERCENT CHANGE FROM FY 1985-86
	BEA FORECAST 5/8/85 FY 1985-86	JUNE 14, 1985 FY 1985-86						
SALES *	902.2	906.0	894.0	65.7	7.9	962.0	68.0	7.6
INDIVIDUAL	957.4	1,006.2	962.0	111.2	13.1	1,056.0	94.0	9.8
CORPORATION	182.0	193.3	199.0	6.8	3.5	210.0	11.0	5.5
ALL OTHER	451.0	454.1	467.0	20.7	4.6	492.0	25.0	5.4
REGULAR SOURCES	2,492.6	2,559.6	2,522.0	204.5	8.8	2,720.0	198.0	7.9
MISCELL SOURCES	38.7	40.6	41.0	(34.8)	(45.9)	41.0	0.0	0.0
TOTAL GENERAL FUND REVENUE	2,531.3	2,600.2	2,563.0	169.6	7.1	2,761.0	198.0	7.7
EDUCATION IMPROVEMENT ACT			223.5			240.5		

NOTE: ECONOMIC BASE FOR BOARD OF ECONOMIC ADVISORS' WORKING ESTIMATE FOR FY 1985-86 INCORPORATES ADJUSTMENTS FOR FINAL REVENUE COLLECTIONS FOR FY 1984-85 AND NET IMPACTS FROM LEGISLATIVE ACTIONS.

*: NET OF EDUCATION IMPROVEMENT ACT FUNDS.

(): DENOTES MINUS SIGN.

BOARD OF ECONOMIC ADVISORS
SEPTEMBER 13, 1985

004415

EXHIBIT
SEP 13 1985 NO. 2
STATE BUDGET & CONTROL BOARD



STATE OF SOUTH CAROLINA
BOARD OF ECONOMIC ADVISORS

EXHIBIT

SEP 13 1985

NO. 2

STATE BUDGET & CONTROL BOARD

James A. Morris, Ph.D., Chairman
Barbara A. Feinn, Ph.D.
John T. Weeks
Bobby M. Bowers

Rembert C. Dennis Building
Suite 345
1000 Assembly Street
Columbia, S. C. 29201
803/758-8663

To: South Carolina Budget and Control Board
Subject: General Fund Revenues for August, 1985

General Fund Revenues collected from Regular Sources (Sales Tax, Income Tax, All Other Taxes) increased in August by 5.6 percent over the same month in the last Fiscal Year. Sales Tax receipts increased by 15.9 percent, Income Tax collections were up 2.7 percent and All Other Taxes were down 6.7 percent from August 1984 partially due to timing in collections of some major items in this category. The 15.9 percent increase in Sales Tax collections reflects broad based increases in sales and is the first month since the caps on major items was effective that comparison can be made on a similar basis. Revenues from Miscellaneous Sources declined by 95.8 percent, but this was essentially the result of timing of transfers from the Health Insurance Reserve Fund and the Earned Funds Account to the General Fund and is therefore not a meaningful comparison.

On a cumulative basis for the Fiscal Year, Regular Source Revenues are up by 4.7 percent. Results in August continue to be somewhat off target, but a pattern of growth has not developed yet, reflecting the uncertainties in the economy.

Board of Economic Advisors
J. A. M.
September 13, 1985

004416

GENERAL FUND REVENUES

Percent Changes

August 1985

CATEGORY	% CHANGE	CUMULATIVE % CHANGE
	August 1984 to August 1985	July-August FY 1985 to July-August FY 1986
SALES TAX- TOTAL	15.9%**	5.0%**
CASUAL SALES	-12.1	-13.3
INCOME TAX-TOTAL	2.7	.2
INDIVIDUAL	2.4	-1.2
CORPORATION	8.7	26.6
ALL OTHER	-6.7	18.3
TOTAL-REGULAR SOURCES	5.6	4.7
TOTAL-MISCELLANEOUS SOURCES	-95.8	-93.1
GRAND TOTAL--		
GENERAL FUND REVENUE	-10.4	-3.3

**Excludes the one percent for the Education Fund.

Board of Economic Advisors
9/13/85

004417

Monthly Economic Summary: August 1985

The Department of Commerce reported that real growth in the United States in the second quarter was 2.0 percent. Personal income growth in current dollars nationwide was 4.8 percent in July and has been increasing at less than a five percent rate for the last four months. Last year personal income grew nearly 14 percent. Consumer expenditures grew more than income at 5.0 percent in July, and have been increasing more than income in the last several months as consumers have been saving less and borrowing more in response to falling interest rates. New construction of all types was up 1.2 percent in July, but new housing starts fell 2.4 percent in July as the backlog of unsold homes remained at a relatively high six months supply. Durable goods orders in July were also down more than two percent. Industrial production remained sluggish in July as business inventories continued to grow. Civilian employment kept pace with the increase in job seekers. On the international front, the value of the dollar continued to fall and the U.S. entered into an agreement with the Common Market to limit finished steel exports to the U.S. The trade deficit fell by nearly three billion dollars in July from June's record level.

Money supply growth has been exceeding Federal Reserve targets this year, increasing fears among some analysts that the Federal Reserve will tighten credit. The Federal Reserve did not extend any additional credit in August. Short term interest rates and long term mortgage rates moved up in August, although the prime rate held at 9.5 percent.

The South Carolina economy appears to have slowed a little in July. Although employment was up six thousand over June's revised level, it still was below May's level. June's employment figure was revised downward by 17,000 jobs. The unemployment rate seasonally adjusted rose to 6.7 percent in July from 5.9 percent in June. Also, average weekly earnings of manufacturing workers fell 2 percent in July, in large part due to fewer hours worked. New car sales were off in July, but other sales were up from June's level. Overall, July's sales were 3.8 percent above sales in July of last year.

The outlook for the third quarter is for growth to be slightly more than second quarter growth. Economic activity should revive a little in the fourth quarter. There has already been a modest response to falling interest rates in the first half of the year which should pick up in the fourth quarter. Even though the manufacturing sector has not yet shown any significant sign of recovering as a result of the falling dollar, it could revive a little later in the year if the dollar continues to fall and inventory levels are corrected.

Board of Economic Advisors
September 13, 1985

CC4418

EXHIBIT

SEP 13 1985 NO. 2

NATIONAL ECONOMIC INDICATORS

STATE BUDGET & CONTROL BOARD

	1982	1983	1984	2Q 84	3Q 84	4Q 84	1Q 85	2Q85	May	June	Jul	Aug
Income and Expenditures												
Personal Income (\$ billion annually S.A.)	2,447	2,647	3,013	2,982	3,407	3,099	3,142	3,175	3,164	3,176	3,189	
Disposable Income (\$ billion annually S.A.)	2,181	2,340	2,578	2,552	2,606	2,648	2,653	2,728	2,765	2,696	2,708	
Expenditures (\$ billion annually S.A.)	1,992	2,157	2,342	2,330	2,361	2,397	2,443	2,498	2,500	2,510	2,521	
Production Employment, Construction, Inventories, Prices												
Industrial Production (S.A.)	138.6	147.7	163.4	163.1	165.7	165.1	165.2	165.4	165.3	165.5	165.7	
Civilian Employment (million nsa)	99.5	100.8	105.1	105.2	107.0	106.2	106.0	106.8	107.0	106.4	106.9	
Unemployment Rate (S.A.)	9.7	9.6	7.5	7.5	7.5	7.3	7.3	7.3	7.3	7.3	7.3	
Business Inventories (\$ billion end nsa)	500.9	509.3	560.2	544.9	559.0	560.4	578.2	580.1	577.9	580.1		
Construction (\$ billion annually S.A.)	230.1	262.2	311.7	317.2	349.7	329.6	320.9	341.4	340.5	345.4	349.5	
Consumer Price Index (nsa)	289.1	298.4	311.2	309.7	313.1	315.4	317.4	321.2	321.3	322.3	322.8	
Money and Interest Rates												
Federal Reserve Credit (\$ billion)	159.7	171.3	175.4	174.5	176.9	181.0	181.5	188.3	186.0	188.4	190.5	190.0
Money Stock M1 (\$ billion nsa)	491.9	537.8	540.0	538.1	543.1	550.5	568.7	592.1	577.5	595.3	603.4	604.9
Installment Credit (\$ billion period end)	356	396	469	418	440	469	477	489	488.7	497.4		
Prime Rate (percent)	14.9	10.8	12.0	12.3	12.9	11.5	10.5	10.0	10.0	9.5	9.5	9.5
6 Month Treasury Bill (percent)	11.1	8.7	9.7	10.2	10.5	9.0	8.5	7.7	7.9	7.4	7.2	7.4
FHA Mortgage Rate (percent)	15.3	13.1	13.8	14.5	14.2	13.3	13.0	12.4	12.6	11.6	11.7	12.1
Foreign Trade												
Merchandise Trade Balance (\$ billion)	(36.5)	(61.1)	(107.6)	(26.3)	(33.3)	(22.9)	(32.9)	(36.6)	(12.7)	(13.4)	(10.5)	
Mark (Mark/\$)	2.43	2.55	2.83	2.71	2.92	3.00	3.21	3.00	3.05	3.06	2.89	2.77
Yen (Y/\$)	249.1	237.6	237.6	229.8	243.0	246.8	256.9	245.9	250.2	248.8	238.7	236.7

SOUTH CAROLINA ECONOMIC INDICATORS

Personal Income	27,765	29,923	33,248	32,922	33,678	34,113	34,783					
Non-Ag. Employment (1,000 nsa)	1,161	1,180	1,270	1,268	1,283	1,303	1,302	1,327	1,333	1,322	1,328	
Avg. Weekly Earnings, Manufacturing	255.2	285.4	297.1	295.4	296.5	303.0	299.8	302.8	301.0	310.2	303.7	
Unemployment Rate (S.A.)	10.8	10.0	7.1	7.0	7.0	7.1	7.0	6.1	5.9	5.9	6.7	
New Car Registrations	85,428	107,156	124,368	34,185	32,127	26,732	34,515	35,198	11,986	11,591	11,154	
Taxable Retail Sales (\$ Million)	16,442	18,597	20,664	5,189	5,685	5,056	4,952	5,504	1,790	1,760	2,257	

Income and Expenditures - Annual Rates of Change

Personal Income	3.5	8.2	13.8	8.4	8.7	6.9	5.5	4.2	(8.2)	4.5	4.8	
Disposable Income	6.8	7.3	10.2	8.0	8.5	6.5	0.7	-11.3	19.7	(30.0)	5.4	
Expenditures	7.3	8.3	8.6	9.3	5.3	6.1	7.7	9.0	8.2	5.0	5.0	

Production Employment, Construction, Inventories - Rate of Change In Period

Industrial Production	(8.2)	6.6	10.6	2.1	1.5	(0.3)	0.1	0.1	(0.1)	0.1	0.1	
Civilian Employment	(0.9)	1.5	4.3	1.3	0.2	(0.7)	(0.2)	0.8	0.0	(0.5)	0.5	
Business Inventories	(1.1)	1.7	10.0	3.7	1.9	0.3	4.8	2.5	(0.4)	0.4		
New Construction	(2.9)	13.9	18.9	26.7	8.9	(5.7)	(2.6)	6.4	0.6	1.4	1.2	
Consumer Price Index	6.1	3.2	4.3	1.1	1.1	0.7	0.6	1.2	0.4	0.3	0.2	

Money and Interest - Rate of Change In Period

Federal Reserve Credit	5.1	7.3	2.4	3.1	1.4	2.3	0.3	3.7	(0.1)	1.3	1.1	(0.3)
Money Stock M1	8.8	9.3	0.4	1.9	0.9	0.2	3.3	4.1	(1.9)	3.1	1.4	1.6
Installment Credit	6.0	11.3	16.2	4.7	5.3	6.6	1.7	2.5	0.7	1.8		
Prime Rate	(21.3)	(27.3)	11.1	11.1	5.0	(10.9)	0.0	(4.8)	(4.8)	(5.0)	0.0	0.0
6 Month Treasury Bill	(19.3)	(21.1)	11.5	13.3	3.1	(14.3)	(8.7)	(9.4)	(0.0)	(6.3)	(2.8)	2.8
FHA Mortgage Rate	(6.1)	(14.4)	5.3	9.4	(2.5)	(6.3)	(2.3)	(4.6)	(2.3)	(7.9)	0.9	3.4

Foreign Trade - Rate of Change In Period

Mark	7.5	4.9		0.3	7.7	2.7	6.9	(5.0)	0.0	0.0	(5.6)	(4.2)
Yen	12.9	(4.6)		(0.4)	5.9	1.6	4.1	(2.7)	(0.3)	(0.6)	(4.1)	(0.8)

South Carolina Economic Indicators - Rate of Change In Period

Personal Income	6.8	7.8	11.1	2.1	2.3	1.4	2.0					
Non-Ag. Employment	(2.6)	1.6	7.6	3.3	1.9	1.6	0.0	1.9	0.5	(0.8)	0.5	
Avg. Weekly Earnings, Manufacturing	2.2	11.8	4.1	9.1	0.4	2.2	(1.1)	1.0	1.6	3.1	(2.0)	
New Car Registrations	(13.2)	25.4	16.0	(12.4)	17.1	(16.8)	29.1	2.0	3.1	3.3	(3.7)	
Taxable Retail Sales	2.3	13.1	11.1	9.6	(2.3)	(11.1)	(2.1)	11.1	(8.4)	(1.7)	28.2	

Board of Economic Advisors
9/13/85

004419

9/13
EXHIBIT

SEP 13 1985 NO. 3

STATE BUDGET & CONTROL BOARD

Schedule A

Summary of Projected Minimum Cost for Fiscal Year 1986-87

Annualizations (Schedule B)	18,864,464
Supplemental Recurring (Schedule C)	14,396,777
Employer Contr. Rate Inc. (Schedule D)	11,586,636
Required Funding (Schedule E)	45,662,598
Recommended Items (Schedule F)	13,010,625
 Total Minimum Costs	 103,521,100

EXHIBIT

SEP 13 1985 NO. 3

STATE BUDGET & CONTROL BOARD

Schedule B

ANNUALIZATION-STATEWIDE

Personal Service:

Longevity	900,000	
New Positions	8,299,857	9,199,857

ANNUALIZATION-DEPARTMENTAL

Corrections	7,404,466	
Mental Retardation	582,022	
Mental Health	581,504	
Mental Health-Continuum of Care	80,375	
HHSFC-Community Long Term Care	1,016,240	9,664,607

Total Annualization		18,864,464
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HHSFC-Indigent Care	Carry Forward Proviso
Early Periodic Screening Diagnosis and Treatment Program	Carry Forward Proviso
DSS - AFDC (Expansion Medically Indigent)	Carry Forward Proviso

004421

EXHIBIT

SEP 13 1985 NO. 3

STATE BUDGET & CONTROL BOARD

Schedule C

SUPPLEMENTAL TO RECURRING

Governor's Office (School of Art)	50,000	
Governor's Office (Community Ser.)	800,000	850,000
Secretary of State		98,000
Comptroller General		431,050
Budget and Control Board		
Local Government	250,000	
IRM	300,000	
State Auditor	640,000	1,190,000
ABC		90,000
Tax Commission		500,000
Clemson PSA		206,777
Mental Retardation		551,000
Water Resources		300,000
Aid to Subdivision		9,729,950
Foster Care Review Bd.		450,000
FTE (15.00)		
Total Supplemental To Recurring		14,396,777

Schedule D

EMPLOYEE BENEFITS (RATE INCREASE)

Insurance:		
Health - Retirees (10%)	2,585,166	
Health - Active (9.5%)	2,864,357	
Health - Public School Employees (9.5%)	4,112,410	9,561,933
Dental - Retirees (10%)	287,191	
Dental - Active (10%)	422,309	
Dental - Public School Employees (10%)	619,348	1,328,848
Social Security: (.05%)		
State Employee	398,337	
Public School Employees	363,936	762,273
Retiree Supplements		-225,569
Judicial Retirement	135,100	
Solicitors Retirement	24,051	159,151
Total Employee Benefits		11,586,636

004423

Schedule E

REQUIRED FUNDING ITEMS

Reserve Fund Transfer	6,606,483
D17 Governor's Office	
Governor's Salary Increase	7,500
Fringe	548
	8,048
E08 Secretary of State	
Salary Increase	6,500
Fringe	475
	6,975
E12 Comptroller General	
Salary Increase	6,500
Fringe	475
	6,975
E16 State Treasurer's Office	
Salary Increase	6,500
Fringe	475
	6,975
E20 Attorney General	
Salary Increase	6,500
Fringe	475
	6,975
E24 Adjutant General	
Salary Increase	6,500
Fringe	475
	6,975
E28 Election Commission	
General Election Expenses in 1986	1,175,000

F31	B & C Bd.-Capital Exp. Fund	28,498,959
H63	Dept. of Education	
	Salary Increase	6,500
	Fringe	475
		6,975
J02	Health & Human Service Finance Comm. MMIS-Electronic Claims Process	202,000
P16	Department of Agriculture	
	Salary Increase	6,500
	Fringe	475
		6,975
R36	Dept. of Labor	
	To implement the elevator and amusement park ride codes.	250,000
	FTE's (22.00)	
X22	Aid to Subdivisions (Inv. Phaseout)	8,873,283
	Total Required Funding	45,662,598

004425

Schedule F

RECOMMENDED ITEMS

E16	State Treasurer Cash Mgmt. System		435,224
E25	State Guard Personal Service Contributions No FTE	45,934 6,890	52,824
F02	B & C Bd.-Executive Director Rent Non State Property		10,000
F12	General Services Division State Owned Rent (20¢ per sq. ft.)		275,310
F16	Motor Vehicle Management Rent Non State Property		9,000
F27	State Auditor Rent Non State Property		24,333
H03	Commission on Higher Education Rent Non State Property		25,000
H59	State Board for Tech. & Comp. Ed. Rent Non State Property		11,352
H63	Dept. of Education Rent Non State Property		11,180

H87	State Library		
	Non-State Rent (Mt. Vernon Mill)	96,960	
	Moving Cost	163,500	260,460
H95	Museum Commission		
	Rent Non State (Mt. Vernon Mill)	2,088,700	
	Moving Cost	25,000	2,113,700
J02	HHSFC		
	Rent Non State (Robert Mills Build.)		435,404
J12	Dept. of Mental Health		
	Funding of Agency wide Deficit		7,500,000
J20	Alcohol and Drug Abuse Comm.		
	Rent Non State Property		4,380
P26	Sea Grants Consortium		
	Rent Non State Property		14,000
R20	Insurance Commission		
	Rent Non State (Old Col. Life Bldg.)	40,396	
	Moving Costs	72,985	113,381
R28	Consumer Affair		
	Rent Non State Property		4,555
R44	Tax Commission		
	Costs incurred for moving	896,600	
	Rent Non State (Mt. Vernon Mill)	800,630	1,697,230
R52	State Ethics Commission		
	Rent Non State Property		2,100
S08	Nursing Board		
	Rent Non State Property		6,192
S36	Real Estate Commission		
	Rent Non State Property		5,000
Total Recommended Items			13,010,625

004427

EXHIBIT

SEP 13 1985

NO. 9