MINUTES OF
Budget and Control Board Meeting
September 27, 1984

006375

MINUTES OF STATE BUDGET AND CONTROL BOARD MEETING

SEPTEMBER 27, 1984 9:00 A. M.

The Budget and Control Board met at approximately 9:00 a.m. on Thursday, September 27, 1984, in Rooms 148-149 of the Dennis Office Building with the following members in attendance:

Governor Richard W. Riley, Chairman;
Mr. Grady L. Patterson, Jr., State Treasurer;
Mr. Earle E. Morris, Jr., Comptroller General; and
Representative Tom G. Mangum, Chairman, Ways and Means Committee

Senator Rembert C. Dennis, Chairman, Senate Finance Committee, was absent.

Also attending were Executive Director William T. Putnam; Board Secretary William A. McInnis; Governor's Executive Assistant Katherine M. Hepfer; and staff members of the various Board divisions.

BOARD OF ECONOMIC ADVISORS

Chairman James A. Morris of the Board of Economic Advisors, accompanied by members Bobby Bowers and Dr. Barbara Feinn, appeared before the Board to present an overview of the revenue situation. Chairman Morris reported that Tax Commission Chairman Weeks is out of the city on business.

Chairman Morris indicated that his Board has nothing startling or new to say. He noted that changes in the South Carolina economy generally mirror those in the national economy plus tax law changes and other elements unique to South Carolina. He emphasized the uncertain nature of economic forecasting by noting that no one knows what will happen with regard to movement in the gross national product. He stressed the Board's function as being that of trying to narrow the range of uncertainty in these forecasts.

With regard to the relationship between personal income and general fund revenue, Chairman Morris noted that changes in the elasticity pattern are occurring. He called particular attention to the effects of such programs as the Keogh plan, individual retirement accounts, 401-K plans, all of which represent deferred compensation efforts which reduce income tax elasticity.

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Chairman Morris also noted that some of the revenues included in the general fund are not forecasted by the Board of Economic Advisors although it is held accountable for how those sources perform. He cited in particular as examples of those revenues not forecasted by the Board of Economic Advisors departmental revenues and earnings on investments. He also noted that the General Assembly makes tax law changes which impact on general fund revenues and for which the Board of Economic Advisors is held accountable. Chairman Morris cited the $32 million transfer from the Insurance Reserve Fund in the prior year which was cushioned somewhat by the $27 million transfer from the Health Insurance Reserve in the current year but he raised a question about next year. He noted that these actions serve to reduce the per cent increase from one year to the next. Chairman Morris also noted that the rate of inflation is now down which has an effect on the percentage increase in revenue from year to year.

Chairman Morris then reviewed the handout material relating to revenue for 1985-86 and strongly emphasized that this is not the Board of Economic Advisors first official estimate for that year. He stated that that will not come before November 1 as is required by law.

He called particular attention to the sales tax receipts for August which are down some 2.5%. Dr. Morris indicated that he does not believe those figures and noted that the Tax Commission has indicated that there are some reporting problems which account in part for the August figures. Dr. Morris expressed the view that consumers have dollars to spend and concluded by stating that he is not pessimistic about the performance of the sales tax. Chairman Morris indicated that the figures presented today are not different from the working estimate previously given to the Budget Division for planning purposes and again emphasized that they are target figures. The figures presented showed a Board of Economic Advisors working estimate for fiscal year 1985-86 for general fund revenue of $2,703,900,000 which when adjusted to reflect the net of the Education Improvement Fund becomes $2,475,300,000. These figures represent a $164.3 million net change (6.5%) from 1984-85 on a total basis and a $129.8 million change on a net of Education Improvement Fund basis for a 5.5% increase.

Comptroller General Morris observed that the Board of Economic Advisors is not involved in estimating all revenues and expressed the view that they should be.

In response, Chairman Morris pointed out that his Board does not have the expertise particularly with regard to departmental revenues. He did indicate that his Board reviews those figures which are provided by the Budget Division. Chairman Morris also indicated that his Board would be delighted to get into other areas if Mr. Morris' comments are to be taken as mandate. He also noted that the General Assembly asks others for their opinions on certain of these matters rather than the Board of Economic Advisors.

Comptroller General Morris again expressed the view that the Board of Economic Advisors ought to be involved in estimating all revenue sources and Chairman Morris again indicated a willingness for his Board to be more aggressive in these regards if the Budget and Control Board wants it to be. He did observe that his Board has been criticized for reporting too often on revenue forecasts.

Information relating to this matter has been retained in these files and is identified as Exhibit 1.

FEDERAL FUNDS OVERVIEW

Elmer Whitten of the Governor's Office of Executive Policy and Programs presented an overview of the federal fund situation for 1985-86. Mr. Whitten observed that the major issue facing the Congress presently is the deficit which now requires the federal government to borrow some $500 million each day to maintain the operation of the government.

Mr. Whitten observed that federal funding to State programs is expected to remain relatively stable and that any cost of living increases or increases in fringe benefits for these programs have the effect of shrinking the portion of the State's efforts supported by federal funds.

STATEWIDE ISSUES: EMPLOYEE PAY

Deputy Executive Director Joseph Mack introduced a discussion of personnel related issues by calling the Board's attention to the fact that the State government is the largest single employer in the State with a payroll in the $1 billion range. Mr. Mack noted that, within the 55,000 or so employees and that large payroll, pay rates range from $3.35 per hour to in excess of $70,000 annually. He called the Board's attention to the marked change which has occurred in the private sector in the pay structure with an increasing tendency to gear pay to productivity. Mr. Mack briefly traced the events relating to personnel from the 70's and noted that the current thinking on the subject relates to total compensation, productivity, performance pay and incentive pay. He observed that State government may pay too much for the lower level employees with the opposite effect at the upper levels where lesser benefits are available. He concluded by noting that the first priority from a personnel point of view is to take care of the good people now employed by the State.

Mr. Morris inquired about the number of State employees who are paid more than the Governor and Mr. Mack estimated that number to be perhaps as many as five hundred.

Division of Human Resource Management staff members Phyllis Mayes, Kenneth Harrill and Joyce Hedgecock appeared before the Board to present details on recent trends relating to State compensation. Ms. Mayes suggested that a course the State should follow in paying State employees is to persist in a changing market situation.

Ms. Mayes then reviewed the fringe benefits situation for State government employees, noting the distinction between cash benefits (insurance programs, retirement matching, social security matching and the like) and non-cash benefits (including holidays and leave). She noted that the Division's recent study showed that South Carolina is lower than the labor market generally in cash fringe benefits based on a $10,000 annual salary (22.5% as compared with 26.4%). She pointed out that South Carolina is higher than the labor market generally on non-cash fringe benefits (16.2% versus 12.2% based on a $10,000

annual salary). Ms. Mayes summarized this portion of her presentation by combining the fringe benefits, cash and non-cash, which showed that South Carolina is slightly ahead of the labor market generally when the two are combined based on a $10,000 annual salary (38.7% compared to 38.6% for the labor market generally). She did observe that the fringe benefits as a percentage of base salary declined as the annual salary increases.

Ms. Mayes then reviewed the results of the comprehensive salary and benefits survey in terms of the cash side and noted that the State would be some 9.6% behind the market in July of 1985 if no adjustment is made in the pay schedule. That reflects an estimated 6% pay increase in the labor market next year combined with the present situation in which the State trails the market by some 3.6%.

Ms. Mayes indicated that a proposed policy on grade reallocations is to be presented to the Board at a future meeting which will include some recommendations on implementing those studies and funding them.

Alternative pay proposals for 1985-86 then were reviewed including a 4% base pay increase combined with a 4% average merit for a 6% overall average payout. Also presented was a proposed 5% base pay increase and a 2% average merit for a 6% payout along with a 6% base pay increase with 0% merit. It was indicated that the payout would be $48 million for any of the alternatives presented.

Deputy Executive Director Mack reported that 391 employees presently are paid more than the Governor and that that figure goes to 580 if faculty positions are annualized.

Information relating to this matter has been retained in these files and is identified as Exhibit 2.

STATEWIDE ISSUES: TELECOMMUNICATIONS

Deputy Executive Director E. A. Laurent, accompanied by staff members Ted Lightle and Larry Huckabee, appeared before the Board to discuss several potential cost saving areas. Dr. Laurent noted that the Board two years ago made what he described as a heroic decision when it decided to move into the area of information resource management. He noted that there were no models to follow and since South Carolina was the first it now is the model. Dr. Laurent then introduced staff members Larry Huckabee and Ted Lightle.

Mr. Huckabee reviewed the data center situation within the State government and noted that there are fifteen major data centers in the State government and that twelve upgrades of centers are proposed in the budget requests for 1985-86 costing about $17.6 million as proposed by the individual agencies. He indicated that it would be possible to meet the needs covered by these requests at a cost of about $6 million. Mr. Huckabee then reviewed the typical processor utilization situation within the State government by noting that 20% of the capability of each processor is held for reserve capacity for peak loads and requests while 50% is devoted to user processing and 30% is devoted to the operating system. He indicated that five separate computers would each duplicate the overhead and result in a 250% increase in overhead for a 250% increase in user capacity. He expressed the view that one large computer providing five times the power could be acquired for 25¢ on the dollar as compared with acquiring five smaller ones; that one operating system would be required rather than five; that one room would be required rather than five; than one air conditioning system rather than five would be required; and that one set of staff people would be required rather than five.

It was stressed that agency management would have full control of its processing requirements and destiny by retaining their information technology development and programming staff under the information processing center concept.

Information Resource Management Division Director Ted Lightle then reviewed major projects underway in his Division which are aimed at reducing and stabilizing costs in the short term and controlling the rate of cost increase in the long term while improving efficiency and effectiveness.

Mr. Lightle noted that his Division currently is in the process of soliciting and evaluating options for upgrading or replacing the centrex systems in Columbia and Charleston for which the State now pays about $5.5 million annually. An award is expected in December of 1984.

Mr. Lightle noted that the State presently operates some 47 base phone systems which represent a total purchase price of about $4.9 million. His Division recommends that the State buy 35 of those systems for $1.4 million which would produce savings to the State of some $215,000 annually with the systems having a five to seven year useful life. Mr. Lightle indicated that his Division would recommend that the Board borrow the money if necessary to buy these systems and that the agencies repay that loan based upon their current telecommunications budgets with a pay-off period of approximately two years. After repayment of the loan, agency telecommunications cost would be reduced below present levels.

Mr. Lightle also noted the possibilities of other improvements in voice communications which could impact on the budget for 1985-86. He noted the possibility of improvements to the telephone equipment on desks and the stabilized cost of that equipment with the prospect of expanding available features like touchtone, conferencing, call forwarding, call transferring, and call waiting at the same cost. He noted that all of this could reduce pressure for future agency budget increases for telecommunications services.

Information relating to this matter has been retained in these files and is identified as Exhibit 3.

BUDGET DIVISION: SYNTHESIS AND SUMMARY

Budget Division Director Jesse Coles then reviewed the process through which the Board had come over the past two weeks. He noted that the General Assembly had made substantial commitments last year which affect next year with the result that much presented by the agencies during these two weeks will have to wait for funding.

Dr. Coles then noted that the constraints on the Board's options with regards to the budget bill. He noted in particular a category he referred to as earmarked revenue. He noted these other categories: formula allocations; statutory limits; and constitutional amendments. All of these, Dr. Coles observed, build constraints on the Board's options in formulating its budget recommendations.

In addition, Dr. Coles noted additional constraints which include annualizations, the necessity of including supplemental appropriations, rate increases and restrictive standards and he observed that all of these serve to narrow the Board's range of choices in its budget deliberations.

Dr. Coles then reviewed the 1985-86 situation broadly by listing the revenue and appropriation situation as it presently appears. He started with a $2,475,300,000 estimate of revenue for 1985-86 as compared with $2,349,809,412 for 1984-85. Against the revenue figure he showed a $12.9 million requirement for meeting the reserve fund deficit and the likelihood of a $24.75 million set aside requirement as a result of the limitation on appropriations to 99% of the estimated revenue. These figures produced a $2,437,650,000 figure on the revenue side. On the appropriations side, Dr. Coles started with the 1984-85 revenue base of $2,349,809,412. Against that base, he showed a reduction in debt service of $1.3 million, a $40.8 million requirement for annualization and a $28 million requirement for employer contributions rate increases, for a total on the appropriations side of $2,417,300,000. That figure compared with the revenue figure produced a $20.35 million balance for other purposes.

Information relating to this matter has been retained in these files and is identified as Exhibit 4.

EXECUTIVE SESSION

The Board without objection agreed to meet in executive session to consider a contractual matter and the meeting was declared to be in executive session.

RATIFICATION OF EXECUTIVE SESSION ACTIONS

Following the Board's consideration of the executive session item, the meeting was opened and, upon a motion by Mr. Patterson, seconded by Mr. Morris, the Board affirmed that it had received as information a report on a contractual matter and that no action had been taken on it.

The meeting was adjourned at approximately 12:30 p.m.

[Secretary's Note: In compliance with Section 9 of Act 593 of 1978 (the Freedom of Information Act), public notice of and the agenda for the executive session portion of this meeting were posted on bulletin boards in the office of the Governor's Press Secretary in the State House; near the Board Secretary's office in the Wade Hampton Building; and in the lobby of the Wade Hampton Building at 9:00 a.m. on Wednesday, September 26, 1984.]

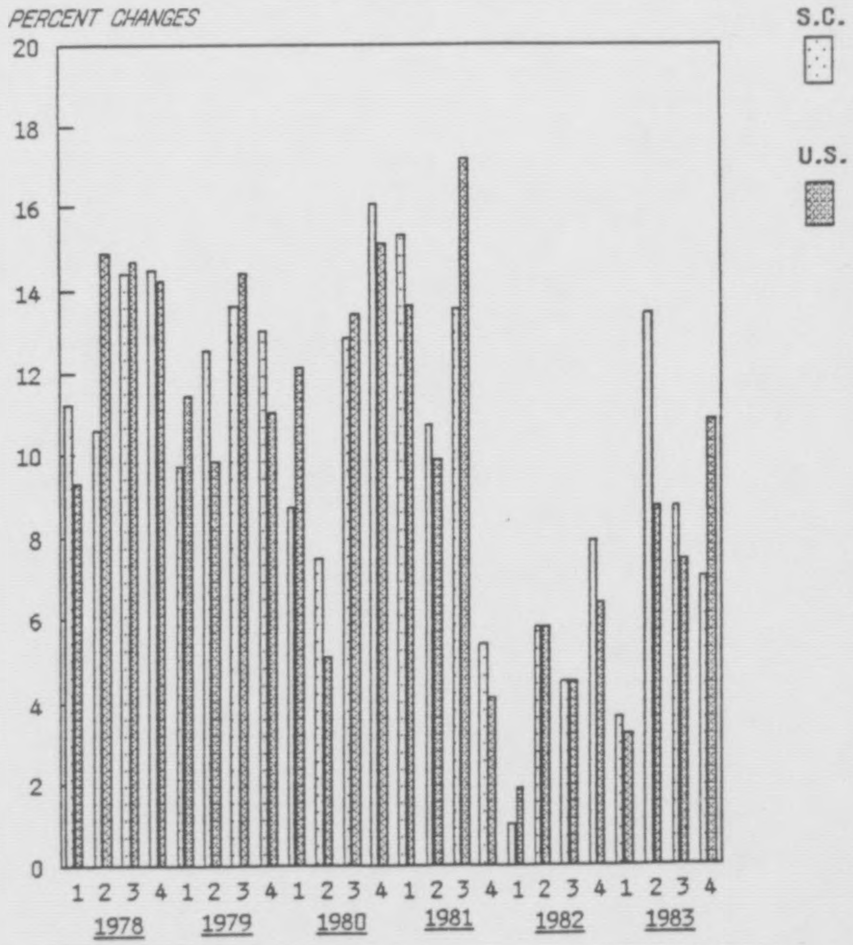
EXHIBIT

GRAPH 1 SEP 27 1984 NO. 1

STATE BUDGET & CONTROL BOARD

S. C. PERSONAL INCOME GROWTH
-VS-
U. S. PERSONAL INCOME GROWTH

(ANNUALIZED QUARTERLY RATES)



BOARD OF ECONOMIC ADVISORS
SEPTEMBER, 1984

006385

GRAPH 2

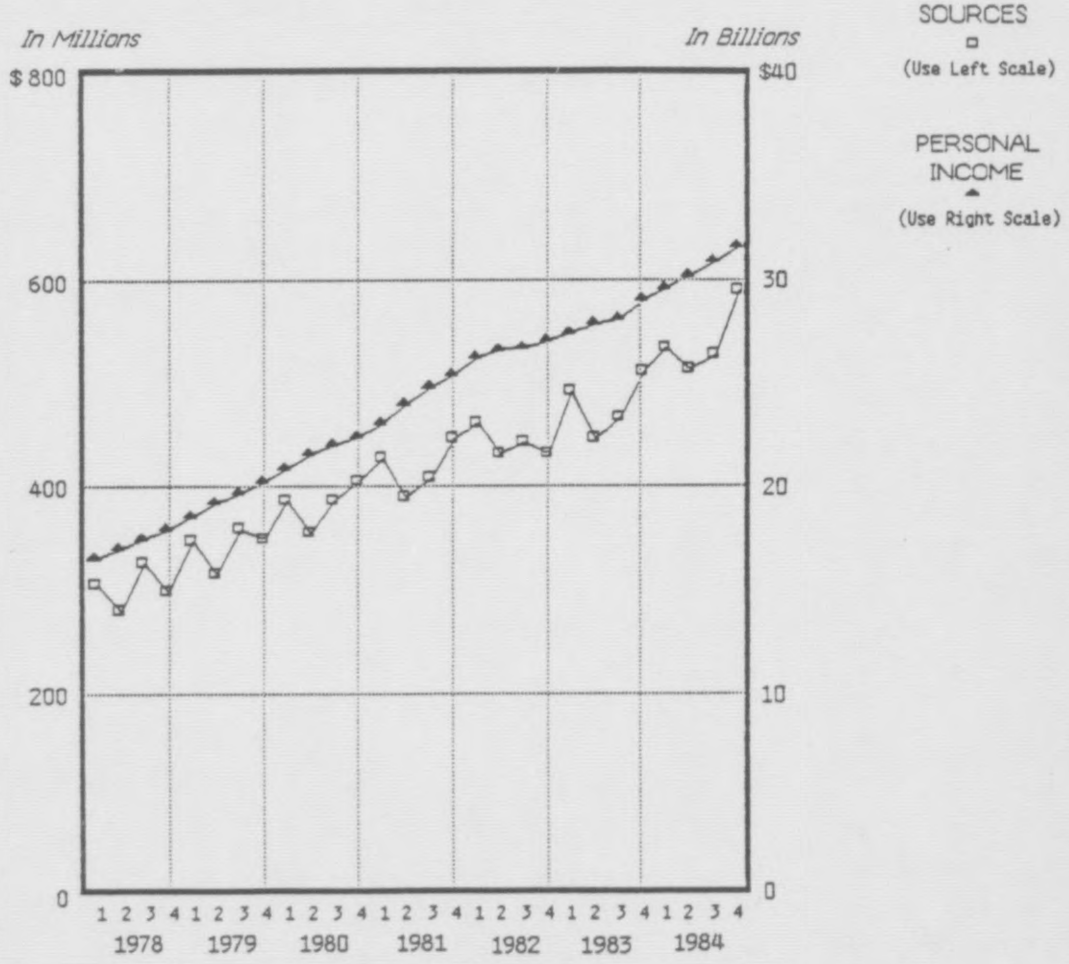
EXHIBIT

SEP 27 1984 NO. 1

STATE BUDGET & CONTROL BOARD

S. C. REGULAR SOURCES
-VS-
S. C. TOTAL PERSONAL INCOME

QUARTERLY 1978-1984



BOARD OF ECONOMIC ADVISORS
SEPTEMBER, 1984

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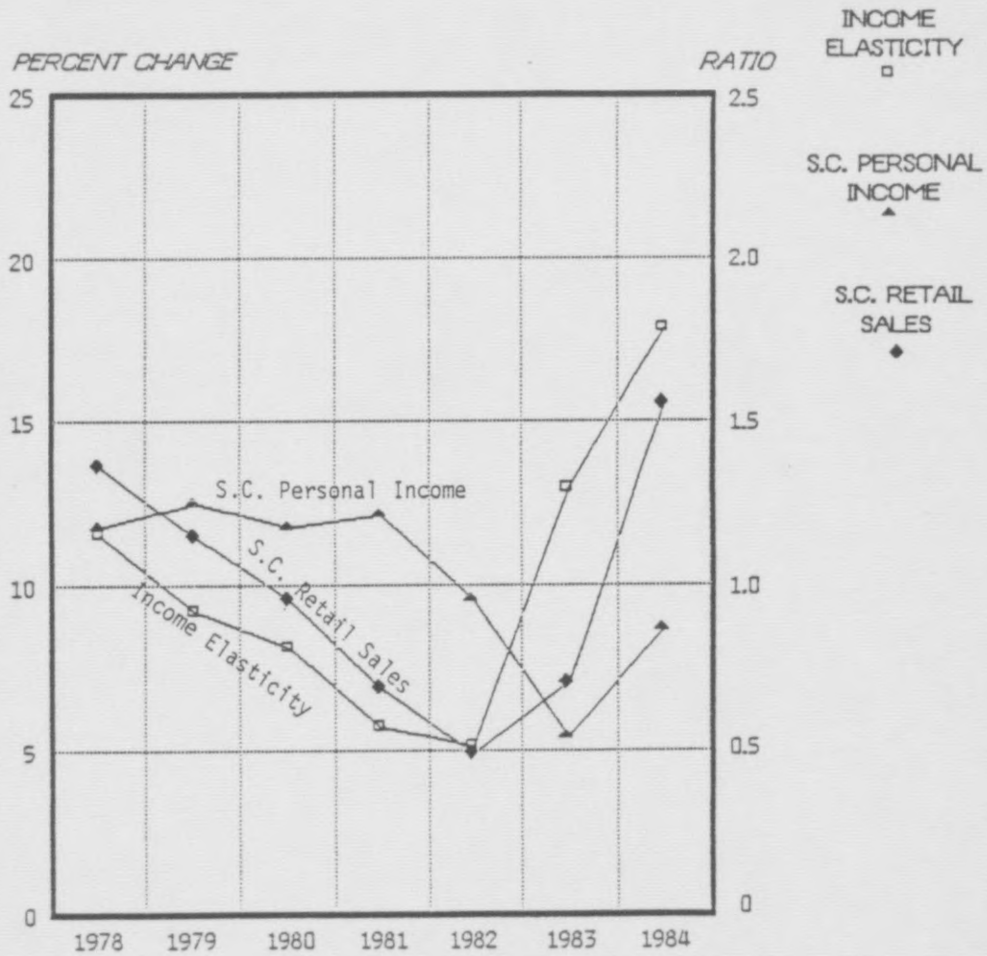
EXHIBIT

SEP 27 1984 NO. 1

STATE BUDGET & CONTROL BOARD

GRAPH 3

INCOME ELASTICITY* OF RETAIL SALES



*Elasticity= Percent Change in FY Retail Sales / Percent Change in FY Personal Income

BOARD OF ECONOMIC ADVISORS
SEPTEMBER, 1984

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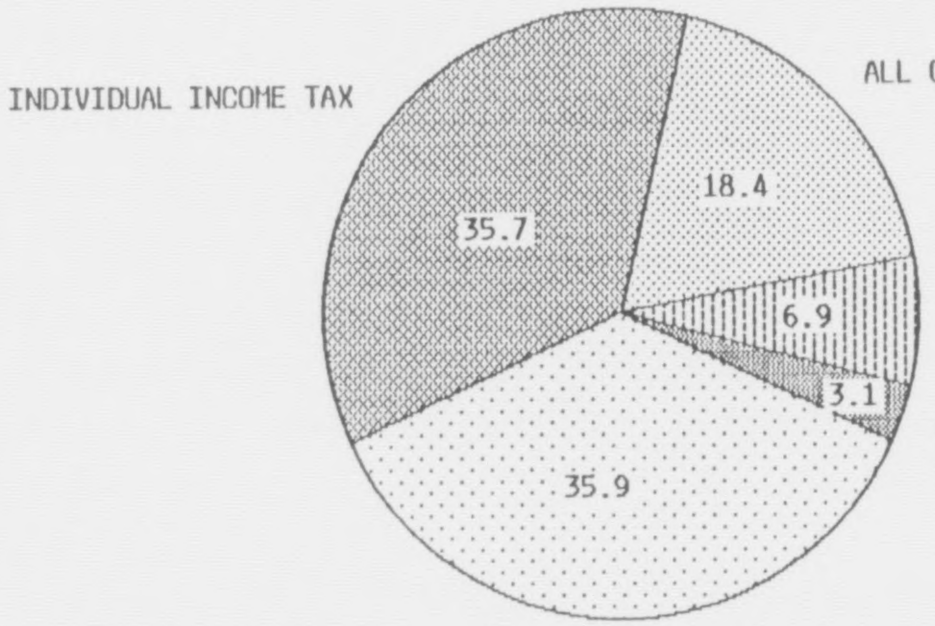
GRAPH 4

PERCENT DISTRIBUTION OF GENERAL FUND REVENUE BY MAJOR CATEGORIES

FISCAL YEAR 1983-84



SOURCE: BOARD OF ECONOMIC ADVISORS, SEPTEMBER, 1984.

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EXHIBIT NO. 1

SEP 27 1984

STATE BUDGET & CONTROL BOARD

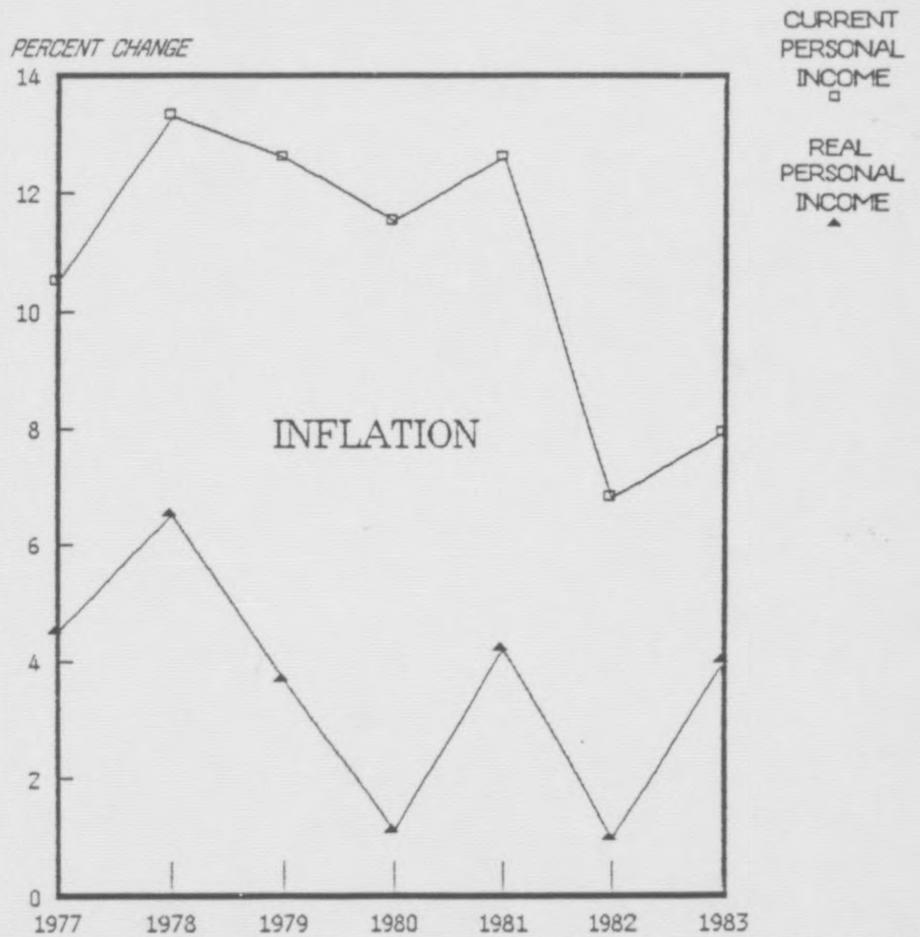
EXHIBIT

GRAPH 4A

SEP 27 1984 NO. 1

STATE BUDGET & CONTROL BOARD

S.C. CURRENT PERSONAL INCOME GROWTH
-VS-
S.C. REAL PERSONAL INCOME GROWTH
1977-1983



BOARD OF ECONOMIC ADVISORS
SEPTEMBER, 1984

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GRAPH 4B

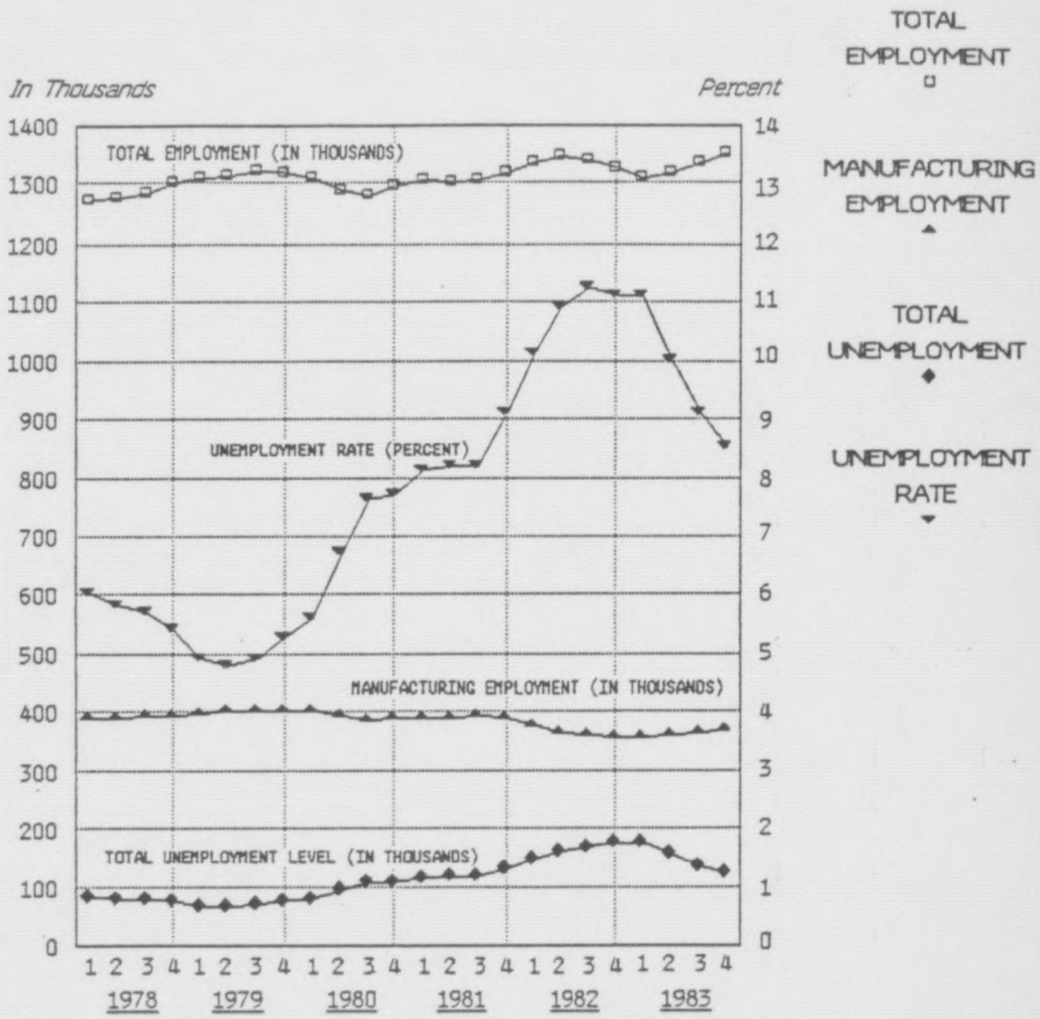
EXHIBIT

SEP 27 1984 NO. 1

STATE BUDGET & CONTROL BOARD

SOUTH CAROLINA EMPLOYMENT INDICATORS

QUARTERLY 1978 - 1983



BOARD OF ECONOMIC ADVISORS

SEPTEMBER, 1984

006390

GRAPH 4C

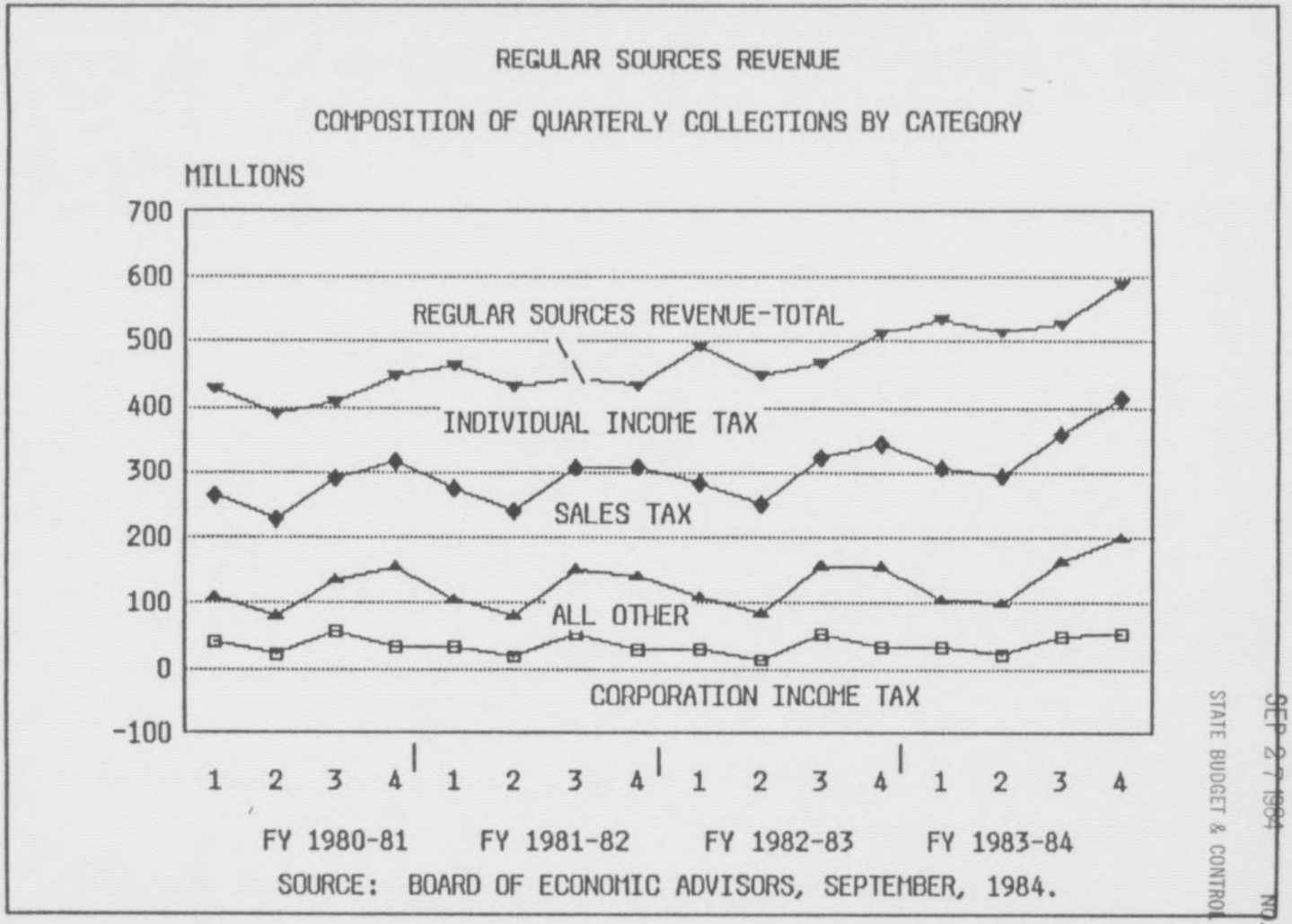


EXHIBIT NO. 1

SEP 27 1984

STATE BUDGET & CONTROL BOARD

006391

GRAPH 4D

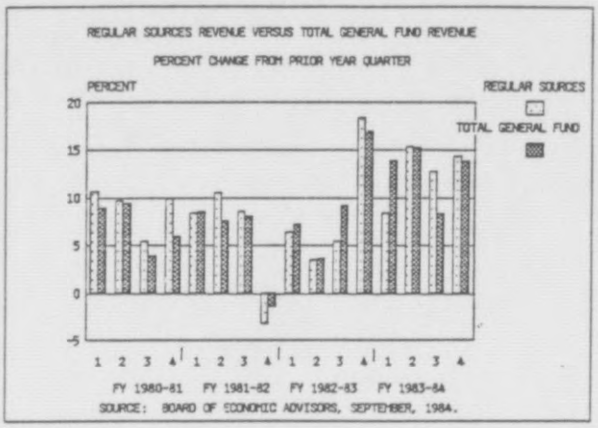
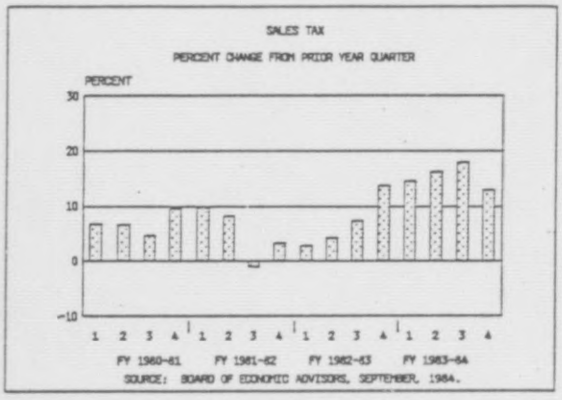
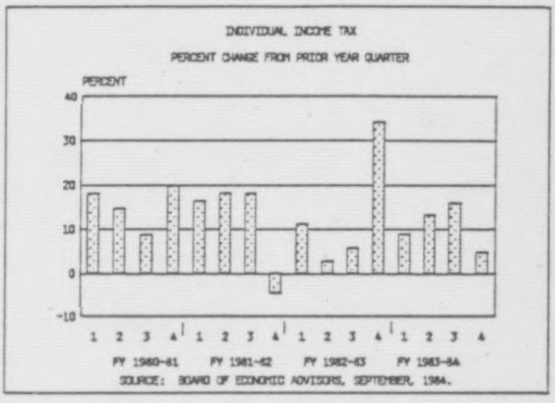
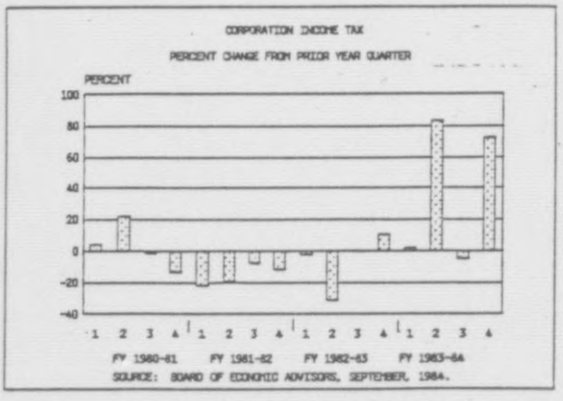
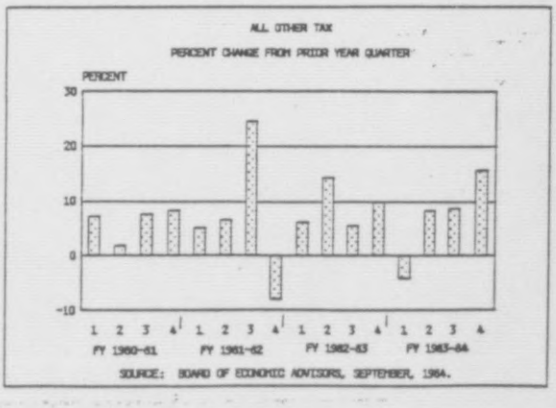


EXHIBIT NO. 1
SEP 27 1984
STATE BUDGET & CONTROL BOARD









006392

WORKING ESTIMATE FOR FISCAL YEAR 1984-85 AND PRELIMINARY WORKING ESTIMATE FOR FISCAL YEAR 1985-86

	Growth In Economic Base FY1983-84 to FY1984-85 (8/13/84)	BEA Working Base Estimate For FY1984-85	Legislative Changes	BEA Working Estimate FY1984-85	Dollar Net Change From FY1983-84	Percent Change From FY1983-84	BEA Working Base Estimate For FY1985-86	Legislative Changes	BEA Working Estimate For FY1985-86	Dollar Net Change From FY1984-85	Percent Change From FY1984-85
Combined Sales Tax Yield		1057.4 (1)	-14.7(2)	1042.7	243.8		1160.6	-17.6(2)	1143.0	100.3	9.6%
Sales	8.7%			848.6	49.7	6.2%			914.4	65.8	7.8
Education Improvement Fund				194.1	194.1				228.6	34.5	17.8
Individual Income Tax	9.9	874.0	-32.0(3) -3.8(4)	838.2	42.7	5.4	945.4	-36.0(3) -7.5(4)	901.9	63.7	7.6
Corporate Income Tax	9.4	169.0		169.0	14.5	9.4	179.0	-2.0(5)	177.0	8.0	4.7
All Other Tax	1.9	418.0		418.0	7.6	1.9	440.0		440.0	22.0	5.3
Regular Sources	7.9	2518.4		2467.9 <2273.8> (7)	308.6 <114.5>(7)	14.3 <5.3>(7)	2725.0		2661.9 <2433.3>(7)	194.0 <159.5>(7)	7.9 <7.0>(7)
Miscellaneous Sources	4.1	71.7		71.7	2.8	4.1	42.0		42.0(6)	-29.7	-41.4
Total General Fund Revenue	7.7	2590.1		2539.6 <2345.5> (7)	311.4 <117.3>(7)	14.0 <5.3>(7)	2767.0		2703.9 <2475.3>(7)	164.3 <129.8>(7)	6.5 <5.5>(7)

(1)Working base estimate includes the estimated impact of the increase in the sales tax rate from 4% to 5%.
(2)The impact of retail sales tax law changes.
(3)The impact of income tax credit for food inflation.
(4)The impact of income tax indexation.
(5)The impact of the "throwback rule".
(6)Adjusted for nonrecurring revenue of $29.7 million.
(7)Net of Education Improvement Fund.

oard of Economic Advisors
/27/84

006393

EXHIBIT
SEP 27 1984 NO. 1
STATE BUDGET & CONTROL BOARD

EXHIBIT

SEP 27 1984 NO. 2

STATE BUDGET & CONTROL BOARD

DIVISION OF HUMAN RESOURCE MANAGEMENT
SEPTEMBER 27, 1984

006394

EXHIBIT

SEP 27 1984 NO. 2

STATE BUDGET & CONTROL BOARD

FRINGE BENEFITS

CASH BENEFITS

HEALTH, LONG-TERM DISABILITY
LIFE INSURANCE

RETIREMENT MATCH

SOCIAL SECURITY MATCH

WORKER'S COMPENSATION

UNEMPLOYMENT COMPENSATION

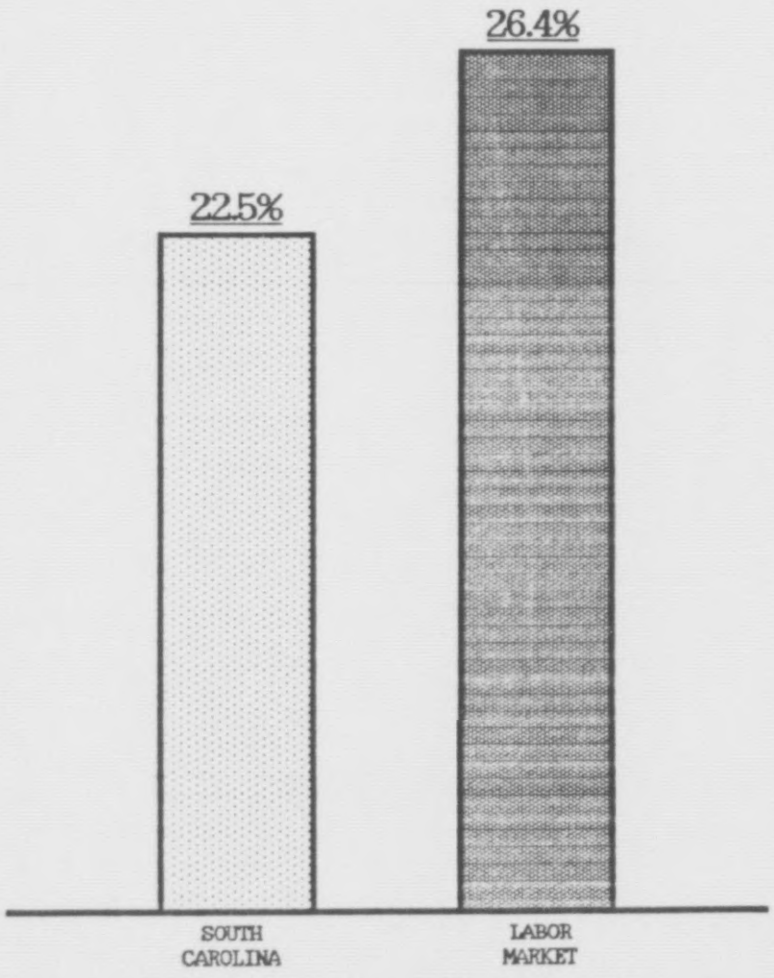
NON-CASH BENEFITS

15 DAYS ANNUAL LEAVE

15 DAYS SICK LEAVE

12 HOLIDAYS

CASH FRINGE BENEFITS

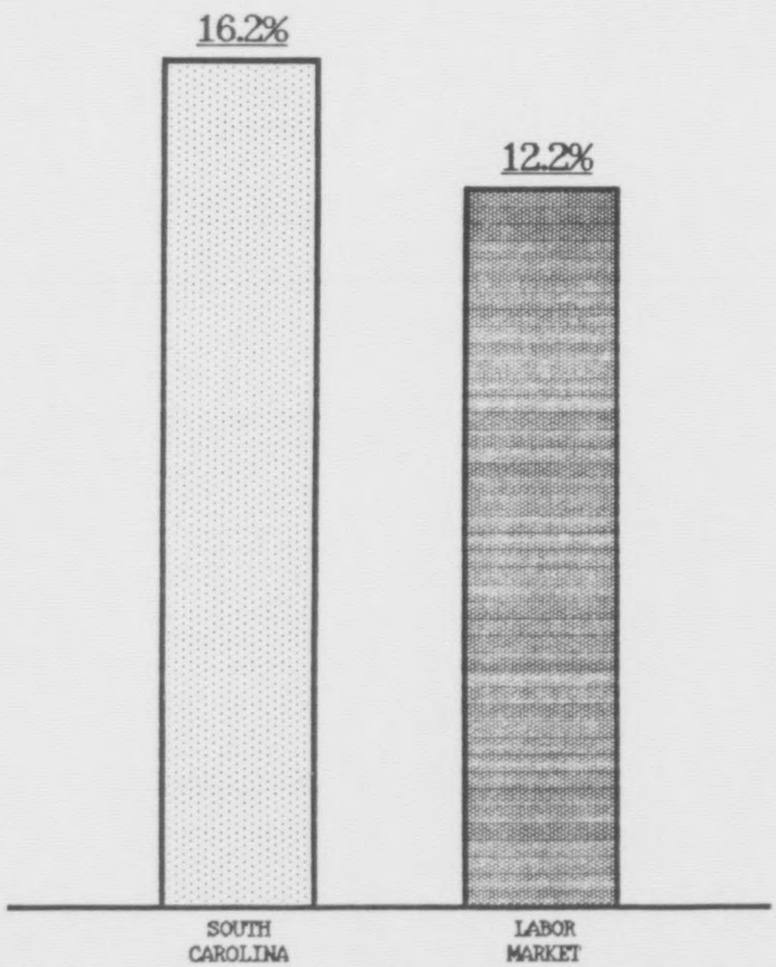


(PERCENTAGES BASED ON $10,000 ANNUAL SALARY)

HRM 3

006396

NON-CASH FRINGE BENEFITS

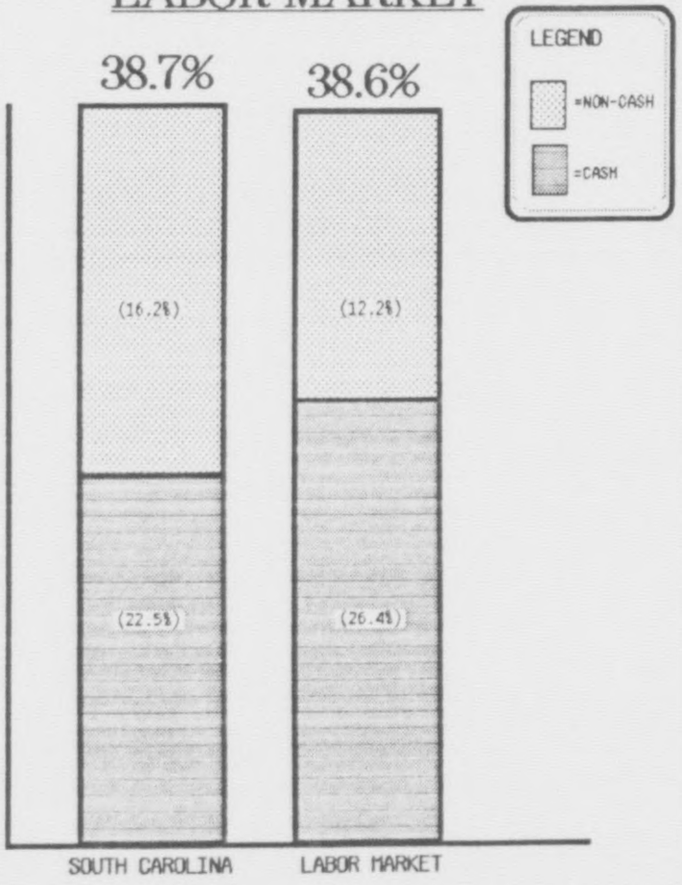


(PERCENTAGES BASED ON $10,000 ANNUAL SALARY)

HRM 2

006397

TOTAL FRINGE BENEFITS COMPARED WITH LABOR MARKET



(PERCENTAGES BASED ON $10,000 SALARY)

HRM 4

006398

TOTAL FRINGE BENEFITS

(AS A PERCENTAGE OF BASE SALARY)

ANNUAL SALARY			
$10,000	$20,000	$30,000	$40,000
38.7%	*35.0%*	*33.8%*	*33.1%*

IMPACT OF DENTAL PROGRAM ON FRINGE BENEFITS

ANNUAL SALARY	CURRENT HEALTH COVERAGE	INCLUDING DENTAL COVERAGE	% DIFF
$10,000	38.7%	39.7%	1.0%
$20,000	35.0%	35.5%	.5%
$30,000	33.8%	34.1%	.4%
$40,000	33.1%	33.4%	.3%

(FIGURES BASED ON MONTHLY PREMIUM OF $9.15)

HRM 6

SOUTH CAROLINA'S RELATIVE POSITION IN THE LABOR MARKET

FISCAL YEAR	TOTAL AVERAGE INCREASE AWARDED DURING THE FISCAL YEAR	LABOR MARKET STANDING
1980-81	10.2%	3.4% BELOW
1981-82	10.1%	6.1% BELOW
1982-83	2.0%	10.8% BELOW
1983-84	5.0%	11.5% BELOW
1984-85	8.0%	3.6% BELOW

HRM 8

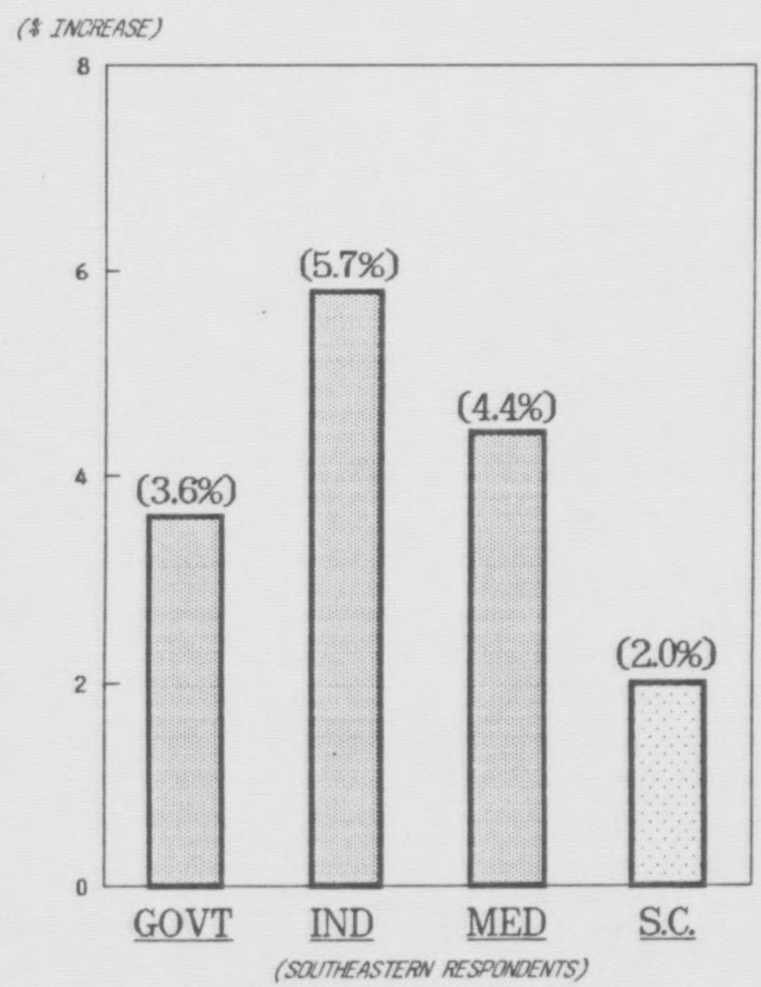
006401

COMPREHENSIVE SALARY AND BENEFITS SURVEY RESULTS

DATE	COMMENTS	MARKET POSITION
JULY, 1984	STATE EMPLOYEES RECEIVED AN 8.00% ANNUAL INCREASE. LABOR MARKET RECEIVED AN AVERAGE 6.00% INCREASE, RESULTING IN STATE PAY RANGES TRAILING THE MARKET BY 3.6%.	-3.6%
JULY, 1985	AN ESTIMATED 6.00% PAY INCREASE IN THE LABOR MARKET NEXT YEAR WILL PLACE THE STATE 9.6% BEHIND THE MARKET. SOUTH CAROLINA WILL BE REQUIRED TO ADJUST PAY RANGES BY 9.6% TO ATTAIN MARKET EQUITY.	-9.6%

AVERAGE MERIT INCREASE

FISCAL YEAR 1984-1985



006403

ALTERNATIVE PAY PROPOSALS

FISCAL YEAR 1985-1986

I BASE PAY INCREASE 4%
MERIT 4%

II BASE PAY INCREASE 5%
MERIT 2%

III BASE PAY INCREASE 6%
MERIT 0%

PAYOUT WILL BE $48 MILLION FOR ANY OF THESE ALTERNATIVES

HRM 10

006404

GENERAL INCREASES AND AVERAGE MERIT INCREASES

(FISCAL YEARS 1973-1984)

FISCAL YEAR	LEGISLATIVE	AVERAGE MERIT	TOTAL
1973-1974	5.50%	5.51%	11.01%
1974-1975	7.98%	5.64%	13.62%
1975-1976	4.29%	4.98%	9.27%
1976-1977	4.00%	0.00%	4.00%
1977-1978	5.00%	3.66%	8.66%
1978-1979	8.00% [1]	4.12%	12.12%
1979-1980	3.62% + $450 [2]	3.49%	10.49%
1980-1981	7.00%	3.22%	10.22%
1981-1982	7.00%	3.08%	10.08%
1982-1983	0.00%	2.00%	2.00%
1983-1984	5.00%	0.00%	5.00%
1984-1985	6.00%	2.00%	8.00%

[1] 4.00% effective June 22, 1978
4.00% effective December 20, 1978

[2] Average 7.00% as required by the Wage/Price Guidelines

EXHIBIT
SEP 27 1984 NO. 2
STATE BUDGET & CONTROL BOARD

COMPREHENSIVE SALARY and BENEFITS SURVEY

FISCAL YEAR 1983-1984

State Personnel Division
State Budget & Control Board
Columbia, South Carolina

005-906

EXHIBIT
SEP 27 1984 NO. 2
STATE BUDGET & CONTROL BOARD

COMPREHENSIVE SALARY AND BENEFITS SURVEY REPORT

FISCAL YEAR 1983-1984

JULY, 1984

STATE BUDGET AND CONTROL BOARD

DIVISION OF HUMAN RESOURCE MANAGEMENT

COLUMBIA, SOUTH CAROLINA

006407

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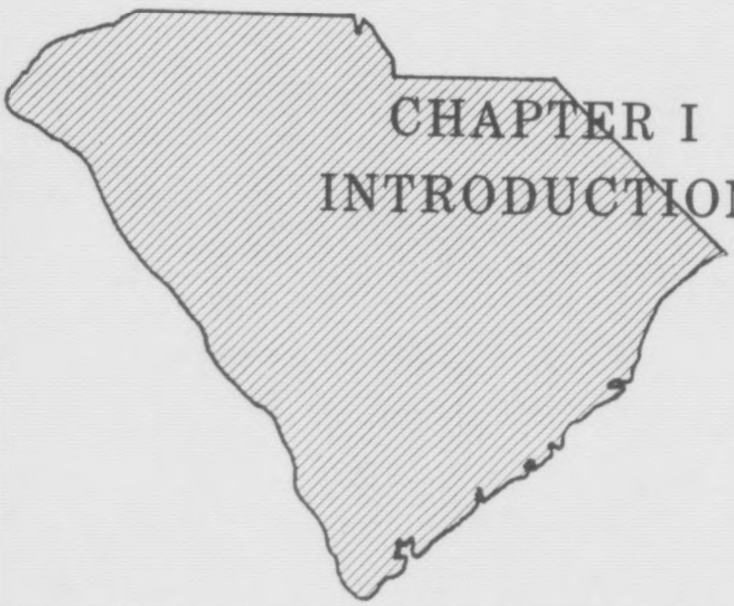

CHAPTER I
INTRODUCTION

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1. PURPOSE AND TIMING OF REPORT

In 1975, the South Carolina State Personnel Division conducted its first comprehensive salary survey. Each succeeding year, the scope of the survey has been expanded to obtain more complete and accurate data on pay levels, pay practices, and benefits. The results of this year's survey, which are summarized in this report, represent a continuation of this commitment by the South Carolina State Personnel Division.

The survey for this report was conducted in April. All pay data contained herein represents 1983-84 fiscal year levels.

2. SURVEY OBJECTIVES

The objectives of this survey were to:

a. Compare pay practices of state government with those of other employers and make appropriate recommendations;

b. Compare selected benefits of State government with those of other employers and identify benefit trends;

c. Utilizing benchmark classes, determine the prevailing rates of pay for comparable jobs and identify changes in pay levels to insure that the State remains competitive in the labor market.

3. CONTENTS OF REPORT

Chapter II provides a brief description of the approach utilized to achieve the survey objectives. It includes both a statement of description and methodology. A broad comparison of State employee benefits with benefits provided by other employers can be found in Chapter III. Chapter IV includes comprehensive salary data for classes by occupational area and a discussion of salary adjustments. Scatter diagrams depicting the relationship between South Carolina salary range midpoints and reported actual average salaries are presented at the end of the chapter. A breakdown of state employee compensation and a list of survey participants can be found in the appendices of this report.

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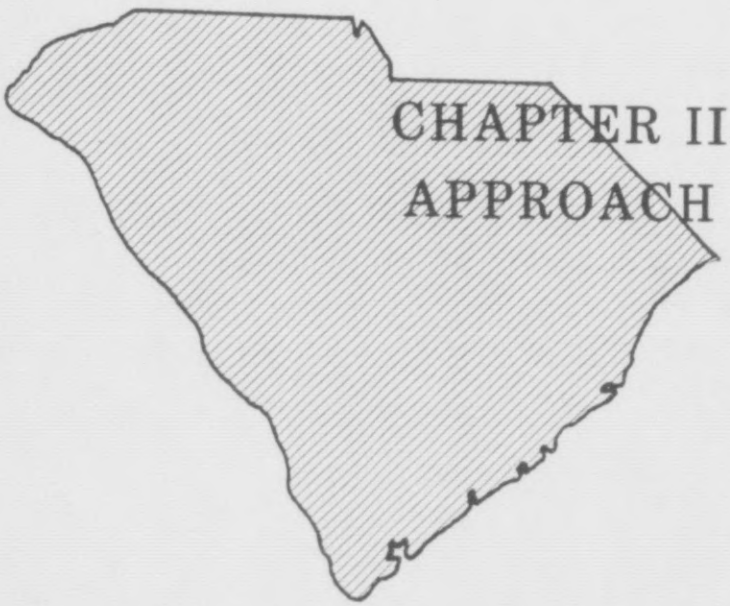

CHAPTER II
APPROACH

006413

1. INTRODUCTION

This chapter contains a discussion of the design and methodology utilized in conducting the Comprehensive Salary and Benefits Survey, analyzing the data, and formulating the conclusions contained in this report.

2. SURVEY DESIGN

The survey consists of two sections: expected increases in pay and benefits, and salaries. The design of each section is described below:

a. Pay Increases and Benefits

This section included areas of particular concern this year, such as insurance benefits, flexible compensation, etc., as well as data that is vital annually. Examples of this type of information are: expected pay increases, dental insurance, vacation and sick leave policies, and paid holidays. Data was displayed on tables and charts (Chapter III) to facilitate rapid comparison.

Previous surveys revealed rapidly occurring changes in pay practices and salaries but few changes from year to year in benefits, such as health insurance, long term disability insurance, and retirement. For these reasons, we will not examine those benefit areas again this year. The current Southeastern Salary Survey and the Hansen Benefits Survey, both of which incorporate detailed information on these benefit areas, are on file with the South Carolina State Personnel Division.

b. Salaries

The first step in designing the salary portion of the survey was the selection of classes. Benchmark classes from occupational areas were selected for the purpose of identifying and measuring employment market changes. Responses from a representative sample of employers enabled conclusions to be drawn about the varying market adjustments required to keep each occupational area competitive.

In selecting classes for the survey, the primary considerations were:

- entry-level benchmarks that are easily recognizable;
- high position population classes;
- classes representing a wide variety of occupational areas; and
- classes representing a wide range of grade levels.

006414

In Table 2.1, Class Selection Worksheet, these classes are listed with their assigned grades, numbers of allocated positions, and total number of employees in each grade.

The 146 selected classes represent 24,458 positions or fifty-one percent of the classified labor force, which numbers 48,156.

Survey participants were asked to report the appropriate job titles, number of positions allocated, annual salary ranges (minimum, midpoint, and maximum), and actual average salaries for all employees in each class.

In order to insure accurate job matches by respondents, clear and complete class descriptions were prepared and included in the survey package separately from the actual data collection form. In some cases, generic titles were utilized in lieu of actual State class titles to facilitate comparisons. A pre-addressed envelope was also included for use by the respondents. The entire survey package was accompanied by a cover letter requesting respondent participation and signed by Governor Riley.

3. METHODOLOGY

The survey population was based on geographical locations and numbers of employees within the various organizations. The purpose of imposing these limitations upon the overall potential population was to assure that comparisons were made among like organizations that would potentially compete with State government in the employee recruitment market. Unspecified responses were omitted from consideration in analysis of the question(s) involved.

006415

TABLE 2.1

CLASS SELECTION WORKSHEET

For 1984 Salary Survey

Class Code	Title	Grade	Positions in Class	Employees in Grade
0341	Word Processing Operator	17	80	4,775
0343	Word Processing Supervisor	24	17	876
0380	Accounting Technician I	20	466	2,911
0381	Accounting Technician II	23	211	1,495
0391	Clerk A	11	97	3,062
0392	Clerk B	14	974	2,623
0393	Clerk Typist	14	1,407	2,623
0511	Secretary A	17	4,074	4,775
0512	Secretary B	20	1,530	2,911
0531	Office Supervisor	22	337	2,370
0521	Executive Secretary	22	334	2,370
0775	Dir. of Procurement Services II	40	5	353
1007	Accountant	28	161	2,198
1008	Senior Accountant	33	139	1,432
1014	Accounting Manager	38	63	456
1017	Director of Accounting	45	11	151
1018	Director of Finance	47	4	71
1035	Auditor I	28	32	2,198
1036	Auditor II	33	49	1,432
1040	Dir of Internal Audits	43	10	92
1074	Audits Manager	40	8	353
1406	Budget Analyst	28	8	2,198
1407	Senior Budget Analyst	30	20	886
1408	Budget Supervisor	38	16	456
1409	Director of Budgeting Systems	44	3	38
2011	Attorney I	33	31	1,432
2014	Attorney II	47	20	71
2202	Personnel Specialist I	26	46	1,270
2205	Personnel Specialist IV	37	23	355
2212	Personnel Director II	39	20	167
2214	Personnel Director IV	46	9	39
2805	Computer Programmer I	25	33	1,726
2812	Computer Programmer III	30	77	836
2827	Data Processing Mgr I	42	18	204
2829	Data Processing Mgr III	46	5	39
2845	Programmer Analyst I	33	129	1,432
2847	Programmer Analyst II	36	67	568
2848	Senior Systems Analyst	38	55	456
2849	Systems Manager	40	22	353
3040	Education Program Dir II	47	6	71
3081	Chief Economist	48	1	7
3101	Public Information Spec. I	23	20	1,495
3105	Public Information Dir.	36	11	568
3161	Classroom Teacher	26	34	1,270

006416

3162	Vocational Teacher	27	34	2,018
3164	Teacher Assistant II	13	110	2,901
3171	Associate Teacher	18	107	1,115
3453	Lib Tech Assistant III	18	136	1,115
3462	Librarian	29	15	1,408
3510	Graphic Artist Illustrator	22	18	2,370
4001	Licensed Practical Nurse I	19	181	602
4002	Licensed Practical Nurse II	21	662	2,885
4004	Public Health Nurse	28	666	2,198
4013	Staff Nurse	28	546	2,198
4014	Head Nurse	33	190	1,432
4030	Nurse Supervisor	35	186	816
4055	Director of Nursing I	37	26	355
4057	Director of Nursing III	41	4	106
4205	Dentist I	45	4	151
4206	Dentist II	50	17	32
4211	Physician I	50	9	32
4212	Physician II	53	75	96
4244	Psychiatrist III	54	46	51
4261	Pharmacist	35	54	816
4268	Speech and Hearing Ther I	25	11	1,726
4314	Respiratory Therapist I	25	11	1,726
4408	Anesthetist	38	14	456
4412	X-Ray Technologist I	21	39	2,885
4413	X-Ray Technologist II	23	26	1,495
4441	Nursing Assistant	12	307	1,197
4450	Dental Asst I	14	19	2,623
4457	Pharmacy Tech	15	37	1,415
4491	Homemaker	11	186	3,062
4836	Microbiologist I	27	10	2,018
4839	Microbiologist IV	37	7	355
4841	Chemist I	27	22	2,018
4844	Chemist IV	37	11	355
5005	Voc Rehab Counselor II	29	166	1,408
5205	Eligibility Determination Worker	21	745	2,885
5207	Social Service Worker I	24	156	876
5208	Social Service Worker II	27	482	2,018
5212	Social Service Supv	29	100	1,408
5301	Mental Health Counselor I	26	52	1,270
5303	Mental Health Counselor III	32	77	1,162
5353	Social Work Specialist	29	155	1,408
5385	Mental Health Worker	11	580	3,062
5387	Mental Health Specialist	15	578	1,415
5489	Mental Retardation Dir II	29	55	1,408
5507	Activity Ther I	23	104	1,495
5531	Psychologist I	28	17	2,198
5533	Psychologist III	35	86	816
5570	Chf Psychologist	41	9	106
6001	Environmentalist I	26	110	1,270
6081	Env Quality Mgr	28	33	2,198
6084	Env Quality Dir	40	17	353
6221	Civil Eng Associate	32	104	1,162
6223	Sen Civil Eng Associate	37	105	355

006417

6731	Engineering Technician	13	115	2,901
6736	Chief Eng Technician	26	94	1,270
6778	Senior Field Technician	22	60	2,370
7060	Hwy Trooper Officer	25	90	1,726
7061	Hwy Trooper Off 1st Class	27	504	2,018
7063	Hwy Trooper Sgt	31	57	608
7066	Hwy Trooper Capt	39	13	167
7123	Tele-Comm Operator	18	92	1,115
7301	Corr Officer	21	568	2,885
7302	Corr Officer Trainee	19	276	602
7308	Corr Officer Supv II	27	45	2,018
7310	Chief Corr Officer II	30	13	886
7333	Warden I	35	13	816
7339	Warden III	40	4	353
7342	Public Safety Officer	22	257	2,370
7354	Public Safety Sgt	26	57	1,270
7361	Chf of Pub Safety I	30	6	886
7363	Chf of Pub Safety III	39	4	167
7401	Groundskeeper I	11	114	3,062
7412	Groundskeeper Supv II	22	21	2,370
7502	Custodial Worker	11	1,090	3,062
7510	Supv of Cusodial Service II	17	69	4,775
7622	Cook I	12	114	1,197
7710	Laborer	10	79	1,594
7769	Trades Helper	14	2	2,623
7770	Trades Worker	18	24	1,115
7771	Trades Craftsman	24	40	876
7772	Master Craftsman	27	125	2,018
7778	Trades Supervisor I	29	15	1,408
7779	Trades Supervisor II	33	15	1,432
7781	Hwy Maintenance Worker I	10	771	1,594
7784	Hwy Maintenance Worker IV	18	263	1,115
7792	Senior Hwy Maint Foreman	25	202	1,726
7800	Auto Mechanic	22	400	2,370
7803	Automotive Maintenance Tech I	22	164	2,370
7804	Automotive Maintenance Tech II	24	11	876
7805	Automotive Maintenance Tech III	27	74	2,018
7827	Vehicle Operator II	14	160	2,623
7888	Pilot II	35	1	816
8022	Agricultural Aide	13	44	2,901
8201	Prog Asst -Ext Svrs	11	0	3,062
8318	Meat Inspector	17	42	4,775
8342	Field Inspector II	21	32	2,885
8574	Geologist	28	8	2,198
8586	Biologist	25	30	1,726
8597	Geological PGM Manager	38	5	456
8731	Forester	28	14	2,198
8733	Forest Manager	32	22	1,162

TOTAL Classes Surveyed - 146
TOTAL Number of Positions Surveyed - 24,458
TOTAL Number of Classified State Employees - 48,156

SOURCE: PSR620CR 05/11/84
PDGEN205 05/03/84

006418

TABLE 2.2

DISTRIBUTION OF ALL STATE JOBS BY OCCUPATIONAL CATEGORY
AND
DISTRIBUTION OF STATE JOBS SURVEYED BY OCCUPATIONAL CATEGORY
1984

Occupational Category	Number of Classes Each Category	Percent Of Total Classes	Number Of Classes Surveyed	Percent Of Classes Surveyed
1. Clerical and Office Support Services	79	3.6	9	6.2
2. Fiscal Services	149	6.7	15	10.3
3. Administration and Personnel	300	13.5	15	10.3
4. Information and Education Services	440	19.8	11	7.5
5. Health and Laboratory Services	283	12.7	27	18.4
6. Human Services	229	10.3	15	10.3
7. Environmental Services	150	6.7	9	6.2
8. Law Enforcement, Licensing and Public Safety	245	11.1	15	10.3
9. Institutional and Trades Services	171	7.6	21	14.3
10. Agriculture and Natural Resources	178	8.0	9	6.2
TOTALS	2,224	100.0	146	100.0

Table 2.2 compares the distribution of all classes and the distribution of survey classes among the ten occupational areas. The table shows that health and laboratory classes and labor and trade classes are well represented. These areas were of particular concern in view of recent studies in these areas.

006419

4. PARTICIPANT SELECTION

Two hundred and sixty-four employers were surveyed this year. The number of employers responding by category is shown in Table 2.3 below.

A complete list of employers that responded to our questionnaire is presented in Appendix A. Data provided by participants reflects pay practices covering a total of 720,425 workers. A breakdown of this figure by category is also presented in Table 2.3.

TABLE 2.3

EMPLOYERS SURVEYED BY CATEGORY

Employer Category	Number of Employers Surveyed	Number of Employers Responding	Total Number of Employees
Service and Finance	17	10	31,483
Manufacturing	125	51	56,686
Sub-Total Industry	142	61	88,169
State Government	12	11	547,868
Local Government	42	27	24,562
Sub-Total Government	54	38	572,430
Out-of-State Hospitals	52	15	45,158
In-State Hospitals	16	10	14,668
Sub-Total Hospitals	68	25	59,826
TOTAL	264	124	720,425

5. DATA ANALYSIS

As stated in Section 2, in the areas of pay increases and benefits, responses were summarized to allow comparisons of South Carolina policies and practices with other employers by employer category. The area of salary data analysis, however, is more complex.

To assist the reader in determining the relative market level for each class, the following measures were calculated for the minimums, maximums, midpoints and actual averages given: low, high, mean, median, third quartile, and South Carolina rank. The data was grouped by employer category so that market levels could be identified for state governments, industry, hospitals, etc. A description of the steps taken to evaluate the data is presented in Chapter IV.

006420

Data was collected in each of the six metropolitan areas of the State in which there are significant numbers of state employees. Table 2.4 below identifies these six areas and lists the number of state employees, number of private employers, number of private employees, and number of employers surveyed in each area, as well as the number of survey participants.

TABLE 2.4

NUMBER OF STATE EMPLOYEES, PRIVATE EMPLOYEES
AND PRIVATE EMPLOYERS SURVEYED IN SIX URBAN AREAS OF
SOUTH CAROLINA

Urban Area	Number of State Employees	Number of Private Employers*	Number of Private Employees*	Total Number Private Employers	
				Surveyed	Responding
Richland/Lexington	22,742	338	30,385	26	10
Charleston/Dorchester	8,098	174	22,192	8	4
Greenville/Pickens Spartanburg/Laurens	8,517	930	108,574	35	13
York	1,179	119	13,229	6	2
Florence	1,816	124	13,191	8	3
Orangeburg	1,436	90	8,854	4	2
All Other Counties	10,592	1,382	191,724	46	20
TOTAL	54,381	3,157	388,149	133	54

*As listed by county in the 1984 South Carolina Industrial Directory. More surveys were sent to the major population centers because of the greater concentration of employers there.

The salary portion of the survey was computerized. Reports analyzing the data by class and by employer category (state government, hospital, private employer, etc.), were prepared, in addition to a summary report.

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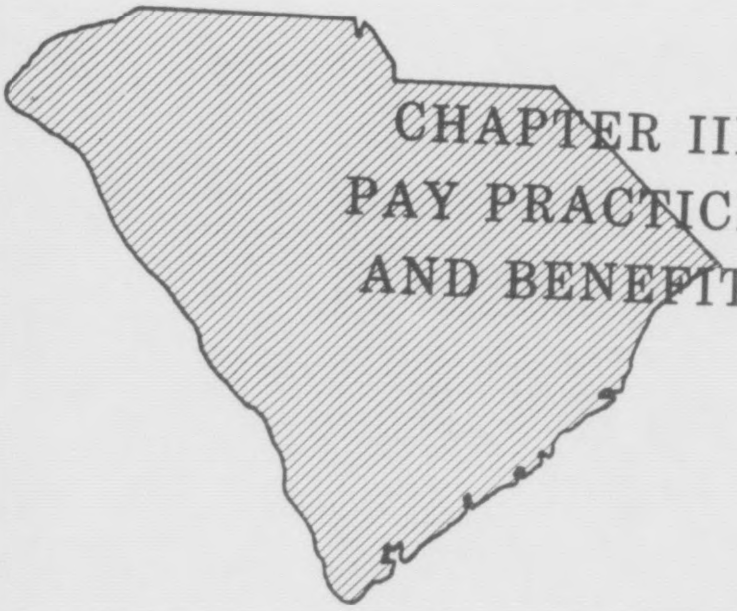


CHAPTER III
PAY PRACTICES AND BENEFITS

006422

1. INTRODUCTION

This chapter provides a general comparison of South Carolina's pay practices and selected benefits with those of other states, local governments, hospitals, and private employers. It also includes a commentary on significant trends in the very fluid area of pay/benefit development and administration. In general, the data reveals that expectations of Human Resource professionals are for future goals to be adapted to emphasize productivity and compensation in lieu of the more traditional benefit packages.

2. PAY PRACTICES AND BENEFITS: TRENDS

Significant trends in pay practices and benefits noted this year are:

a. While public sector employers continue to index general increases with inflation rates, the private sector has steadily moved toward facilitating employee pay increases with the intrinsic worth of a job in the overall organizational structure and the level of employee productivity. In short, current trends suggest that future pay increases will be tied more closely to productivity and job worth than to inflation and cost-of-living factors, as has been the case in the past.

b. Closely aligned with "a." above, allocations for merit pay, especially in the private sector, are being emphasized in place of the traditional cost-of-living allowances. Although not technically a member of the private sector, many medical facilities view the priority on merit increases in much the same manner as their private sector counterparts.

c. Specifically, pay delivery systems in the private sector are being linked to strategic business goals.

d. Health care is the fastest growing employee benefit program for most employers, with a median employer cost of 5% of the payroll. Employers are beginning to utilize some common strategies aimed at containing inflated health care costs. These include:

- Using "hold harmless," "reasonable and customary," and "usual, customary and reasonable" screens to physicians' charges.
- Establishment of data base analysis systems for regularly scheduled monitoring of claims data. Management needs to know what claims have been filed, as well as the types of health care services occurring within a given organization.
- Because nearly 50% of hospital costs are incurred by less than 20% of the population, employers are encouraging employees to participate in preventive or wellness programs.
- Employers recommend the use of alternative, lower cost health care settings, such as HMOs; and, in some cases, they advise employees who the lower cost physicians are.

006423

e. Flexible compensation plans are being accepted very slowly. The best available information suggests that flexible compensation is a program of the future. It is attractive to both employers and employees. The employee can tailor-make his or her benefit package from a prescribed benefit spending account, while the employer can contain or even reduce overall benefit costs.

The concensus of opinion suggests that innovative concepts in compensation practices are required as the economic recovery continues. Implicit in this goal is the requirement to consider more carefully the relationship between pay increases and both employee performance and prevailing labor market conditions. That is, if we can assume that our base salaries are competitive and sufficient money is available, then our goal should be to relate fiscal year increases to employee performance and the pay trends of competing employers.

3. SUMMARY OF PAY INCREASE PROGRAMS

No challenge before a manager, especially in these economic times, is as great as the challenge to manage his or her personnel in an efficient and effective manner. The effectiveness and efficiency of a goods or services delivery system is dependent upon the employees of an organization. Our employment relationship must be one of motivating our State employees and increasing productivity. In turn, our State employees should expect and receive a fair, equitable base salary and recognition for their proficiency and job performance.

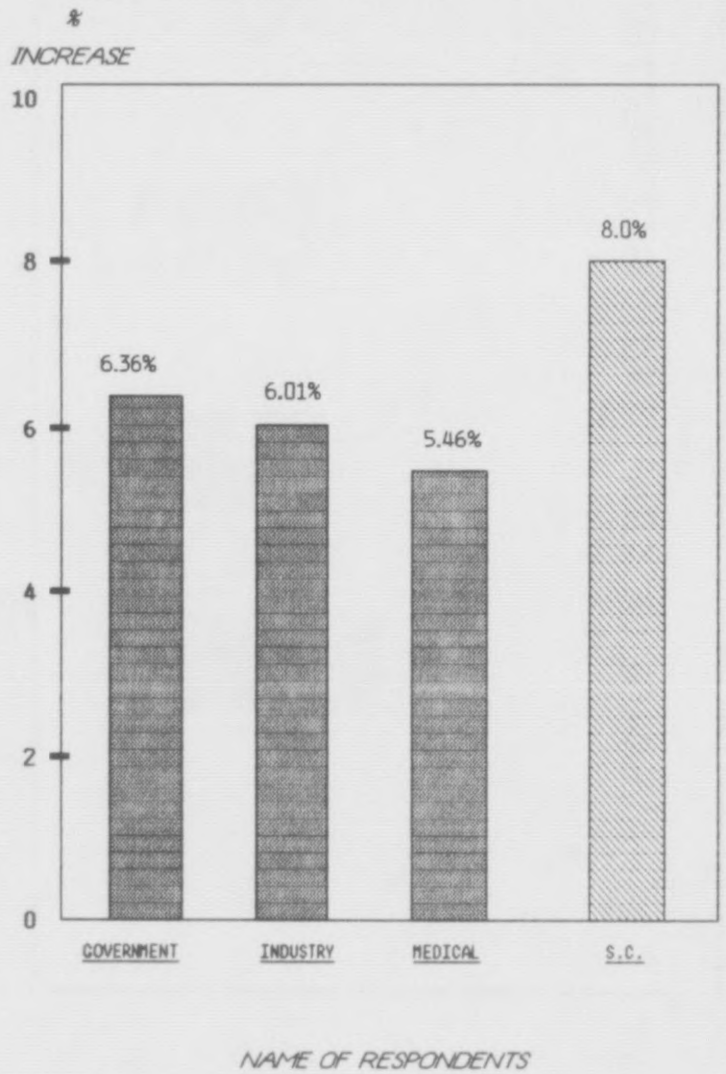
Employers surveyed were requested to report whether their compensation programs included cost-of-living allowances, merit increases, or bonuses. The projected Fiscal Year 1984-85 percentage increases for the major respondent categories are depicted in Graphs 3.1, 3.2, and 3.3, respectively. As previously stated in the trends, the public sector continues to emphasize traditional cost-of-living allowances as the focus of pay increases, while the private sector has opted to focus on merit increases as the major source of pay increases. While the data is inconclusive, it appears that emphasizing merit increases has the benefit of reducing overall budgetary increases for payroll expenses and may have the added advantage of increasing employee productivity, if an effective employee evaluation system is in place.

006424

GRAPH 3.1

TOTAL AVERAGE INCREASE EXPECTED (EXCLUDING BONUS)

FISCAL YEAR 1984-85



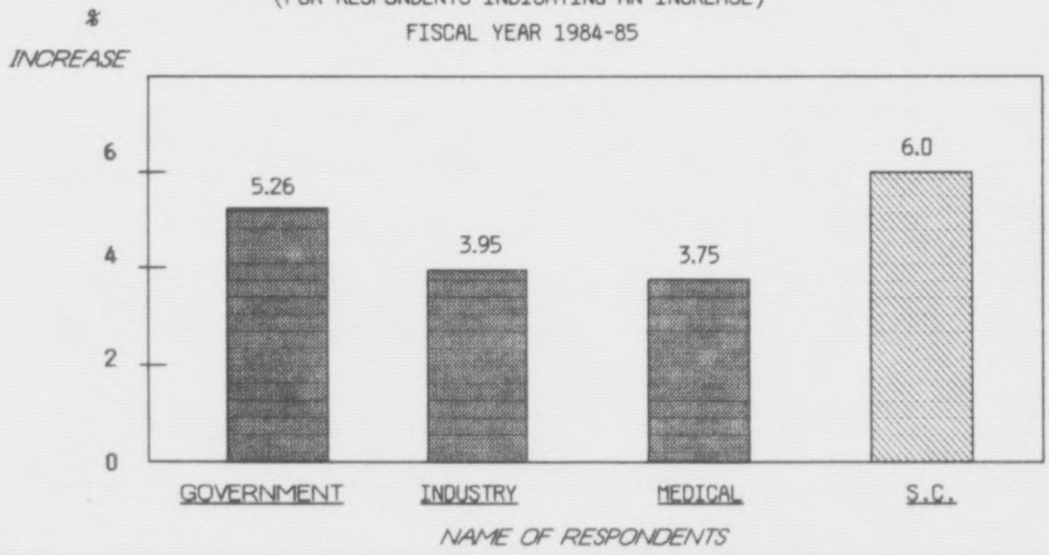
006425

GRAPH 3.2

AVERAGE GENERAL INCREASE EXPECTED

(FOR RESPONDENTS INDICATING AN INCREASE)

FISCAL YEAR 1984-85



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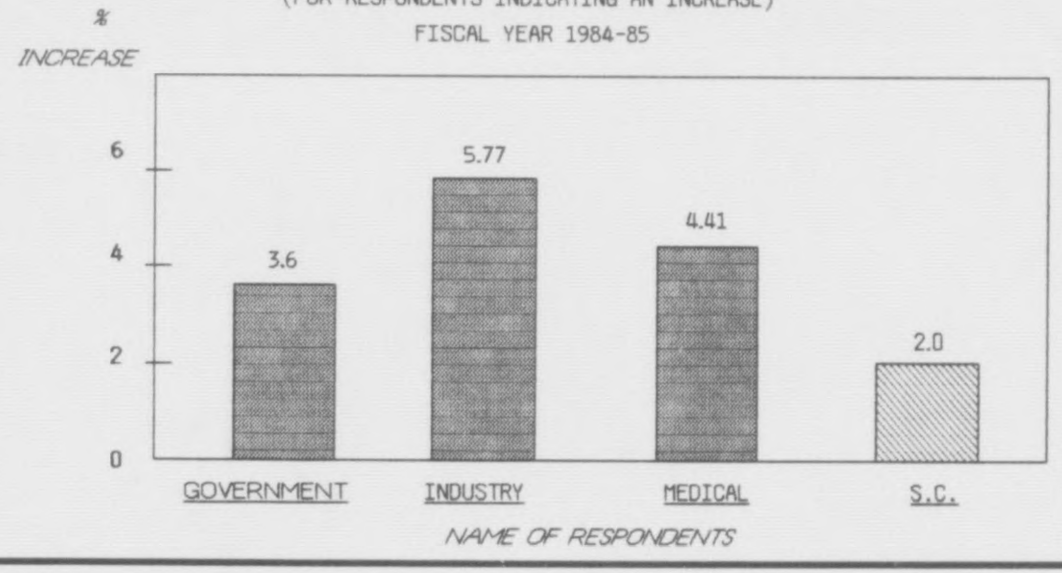
GRAPH 3.3

AVERAGE MERIT INCREASE EXPECTED

(FOR RESPONDENTS INDICATING AN INCREASE)

FISCAL YEAR 1984-85



4. SUMMARY OF BENEFITS

The selected benefit areas examined and discussed in the sections that follow are paid holidays, paid leave, i.e., sick and vacation, flexible compensation, dental insurance, and multiple benefit packages.

a. Paid Holidays

Table 3.1 and Graph 3.4 show that South Carolina remains in a superior position in the labor market in terms of the number of holidays observed each year. State employees are guaranteed 11 holidays annually, one of which is flexible, the date being chosen by the employee by January 1 of each year. In addition, the Governor is empowered to declare Christmas Eve a holiday, and State employees receive a holiday on General Election Day in even numbered years.

Table 3.1

Paid Holiday Policies
Fiscal Year 1983-1984

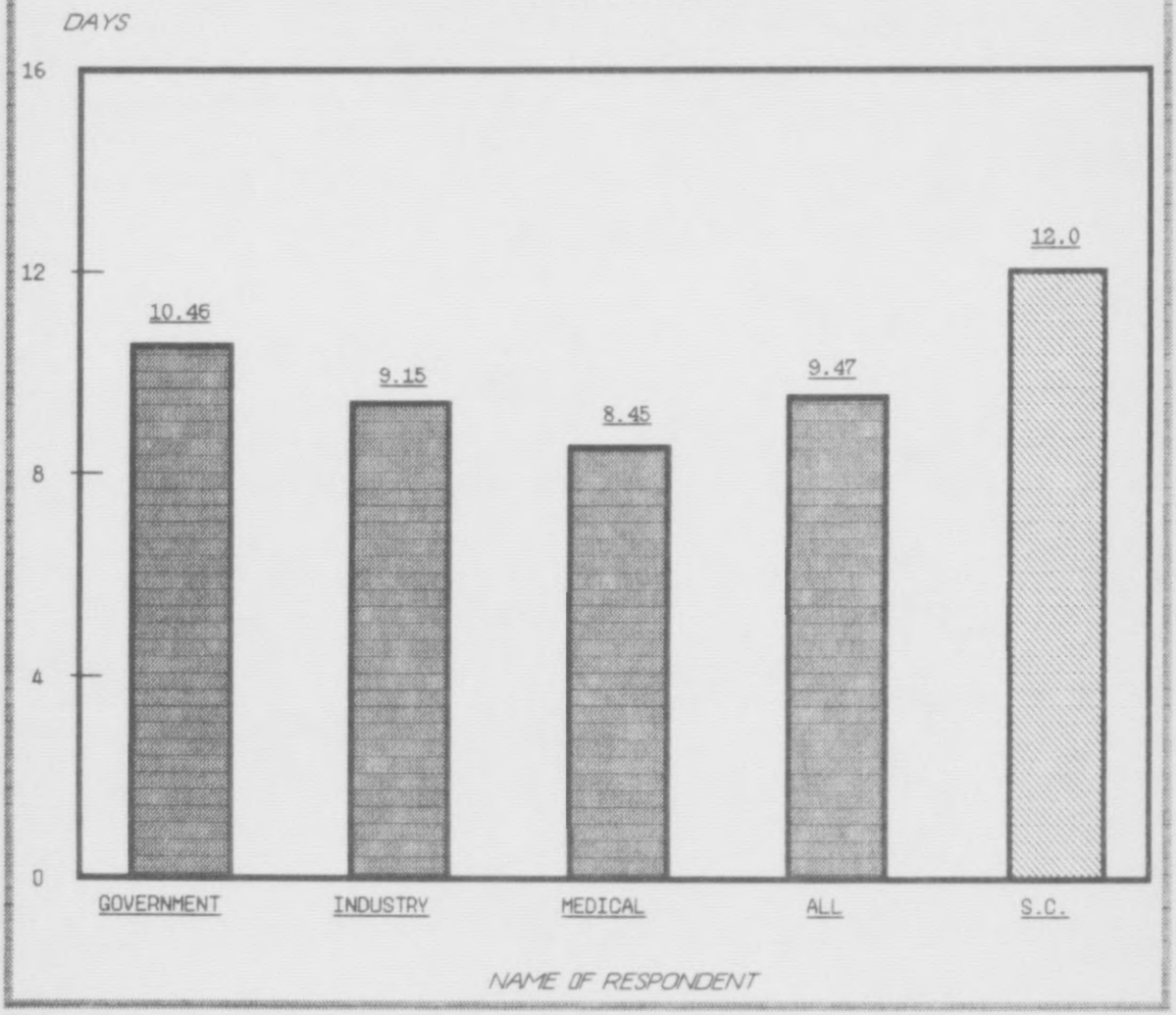
Employer Category	Number of Respondents	Average Number Holidays
State Government	11	10.91
Local Government	27	10.28
Subtotal Government	38	10.46
Service and Finance	10	8.10
Manufacturing	45	9.38
Subtotal Industry	55	9.15
In State Hospitals	7	7.85
Out of State Hospitals	13	8.77
Subtotal Medical	20	8.45
TOTAL	113	9.47

006428

Graph 3.4

PAID HOLIDAYS PER YEAR

FISCAL YEAR 1983-84



006429

b. Vacation Leave

Annual or vacation leave is earned, dating from the date of employment, at the rate of one and one-quarter working days per month for each month the employee is in pay status for one-half or more of the month's workdays, totaling 15 vacation days per year. After ten years of service, an additional one and one-quarter working days are earned for each year of continuous service.

South Carolina remains in a comfortable position when numbers of vacation days earned per year of service are compared.

Table 3.2 contrasts the number of vacation days earned by years of service by employer category. Graph 3.5 and 3.8 contrast these employer groupings with South Carolina.

TABLE 3.2

Vacation Leave Policies
Fiscal Year 1983-1984

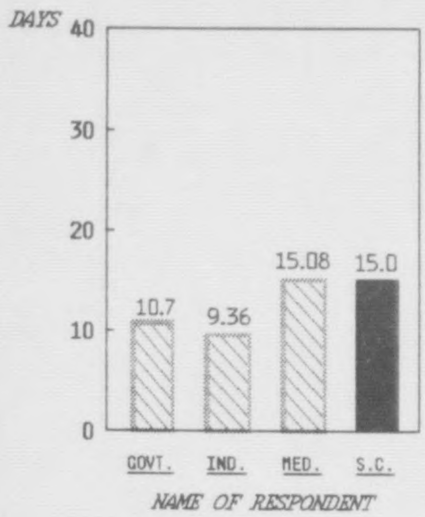
Employer Category	Number of Respondents	Average Number of Days Earned After 1 Year	5 Years	10 Years	15 Years	20 Years	25 Years
State Government	11	12.45	18.93	19.32	21.23	22.04	22.45
Local Government	26	9.96	12.35	15.65	17.04	18.73	19.19
Government Total	37	10.70	14.31	16.74	18.28	19.71	20.16
Service and Finance	10	11.00	12.00	15.50	17.60	19.90	21.30
Manufacturing	46	9.00	12.65	15.56	18.48	21.52	22.46
Industry Total	56	9.36	12.53	15.55	18.32	21.23	22.25
Out-of-State Hospitals	13	15.15	19.12	20.54	22.69	23.65	23.65
In-State Hospitals	10	15.00	17.00	19.80	21.70	22.80	22.80
Medical Total	23	15.08	18.20	20.22	22.26	23.28	23.28

006430

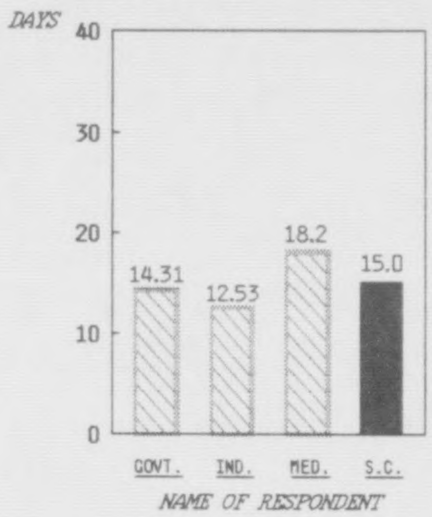
GRAPH 3.5

PAID VACATION DAYS EARNED

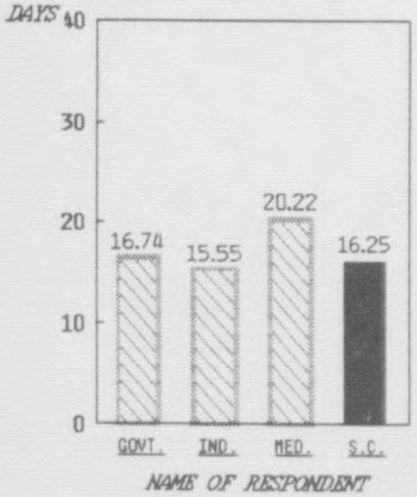
AFTER 1 YEAR OF SERVICE



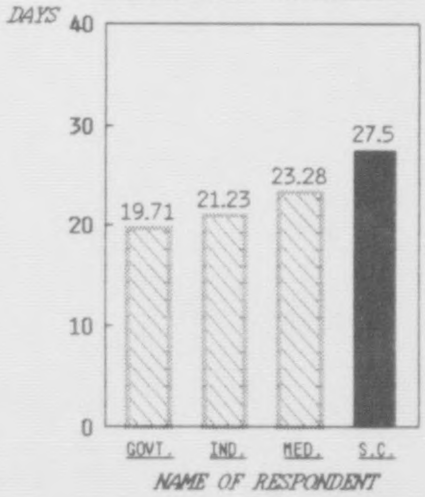
AFTER 5 YEARS OF SERVICE



AFTER 10 YEARS OF SERVICE



AFTER 20 YEARS OF SERVICE



FISCAL YEAR 1983-84
DATA

006431

c. Sick Leave

South Carolina remains competitive in terms of number of sick leave days permitted for employees. State employees earn sick leave at a rate of one and one-quarter days per month or 15 days a year and are permitted to carry as many as 180 days of sick leave forward into a new calendar year.

Table 3.3 contrasts the number of sick leave days earned by years of employment by employer category. Graph 3.6 and 3.9 contrast these employer groupings with South Carolina. Of particular note is the relationship of sick days earned in industry compared with South Carolina. The data may be misleading unless the user recognizes that the industry data includes only salaried employees. Hourly employees in industry, which comprise the bulk of the respondent's employees, are not included in this data. Furthermore, direct comparison is not realistic, since many industries do not have a formal sick leave policy. Sick leave, in many cases, is subjective, based upon an individual employee's worth to the organization and his or her employment record.

TABLE 3.3

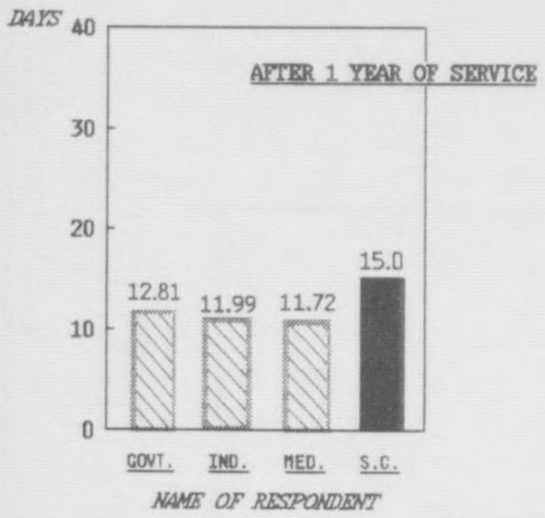
Sick Leave Policies
Fiscal Year 1983-1984

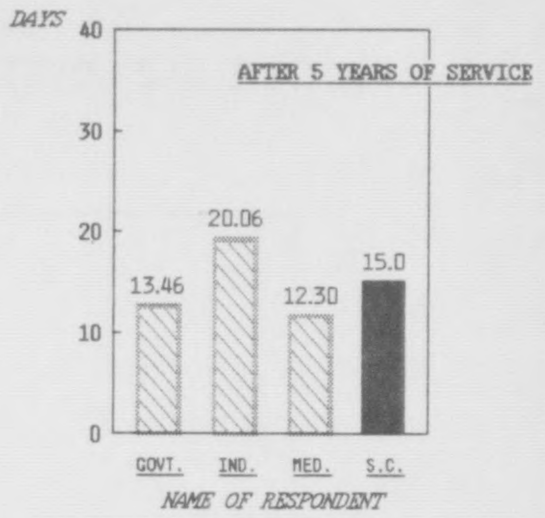
Employer Category	Number of Respondents	Average Number Of Days Earned After 1 Year	5 Years	10 Years	15 Years	20 Years	25 Years
State Government	11	13.82	14.36	14.64	14.91	14.91	14.91
Local Government	26	12.38	13.08	13.73	14.27	14.27	14.27
Government Total	37	12.81	13.46	14.00	14.46	14.46	14.46
Service and Finance	9	9.06	10.5	11.17	11.72	12.28	12.83
Manufacturing	25	13.04	23.5	29.08	32.44	35.92	38.20
Industry Total	34	11.99	20.06	24.34	26.96	29.66	31.48
Out-of-State Hospitals	11	11.82	12.77	13.91	14.91	15.59	15.59
In-State Hospitals	7	11.57	11.57	11.57	12.28	12.28	12.28
Medical Total	18	11.72	12.30	13.00	13.89	14.30	14.30

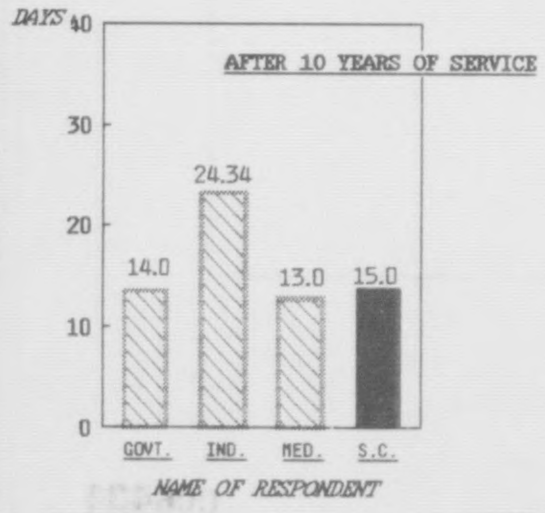
006432

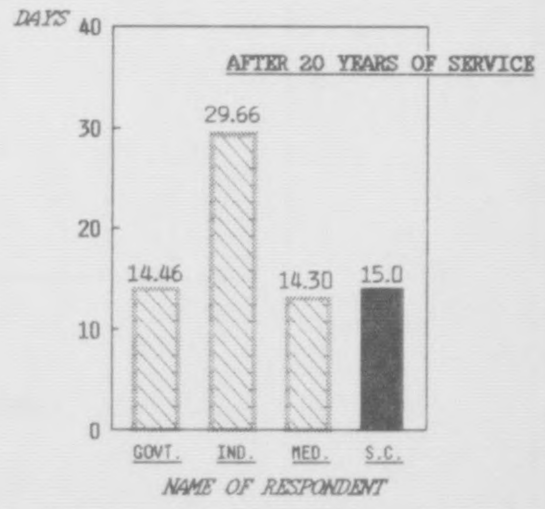
GRAPH 3.6

SICK LEAVE DAYS EARNED







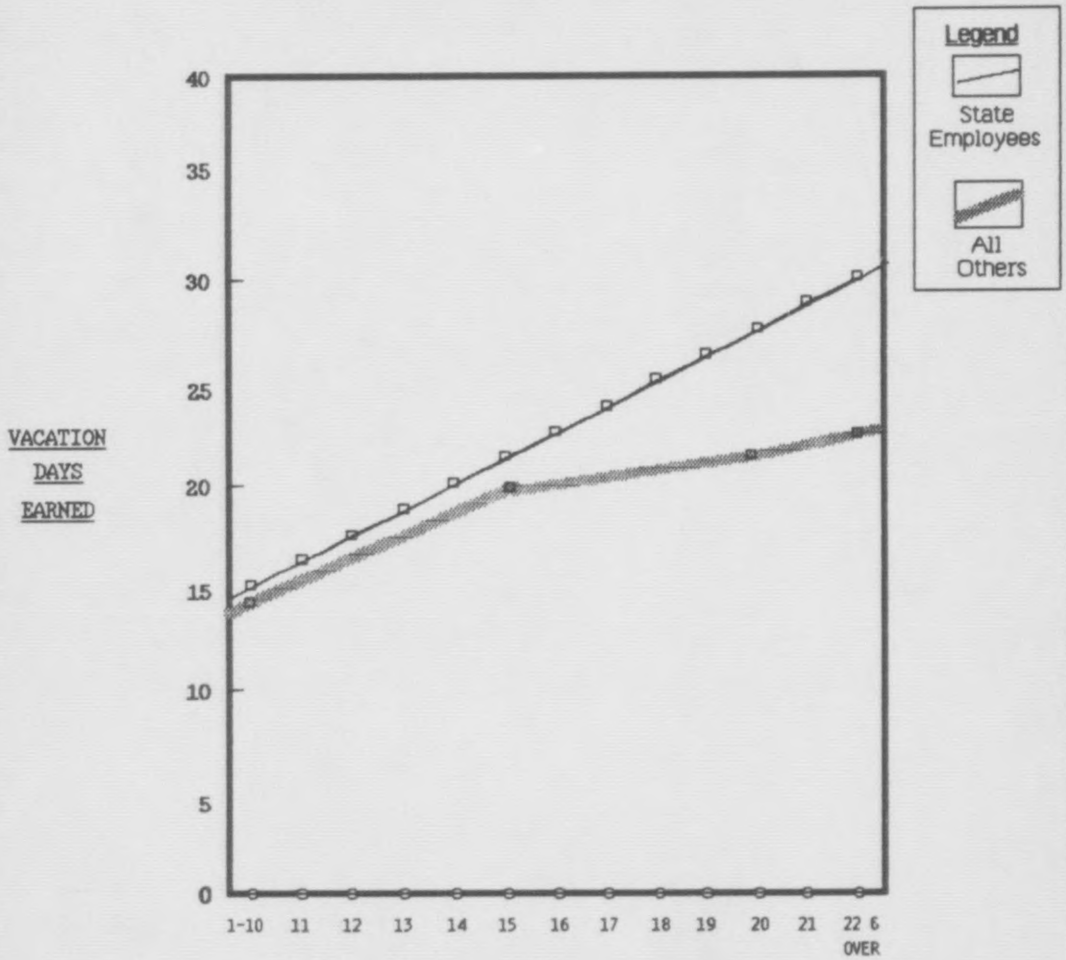


FISCAL YEAR 1983-84
DATA

006433

GRAPH 3.8

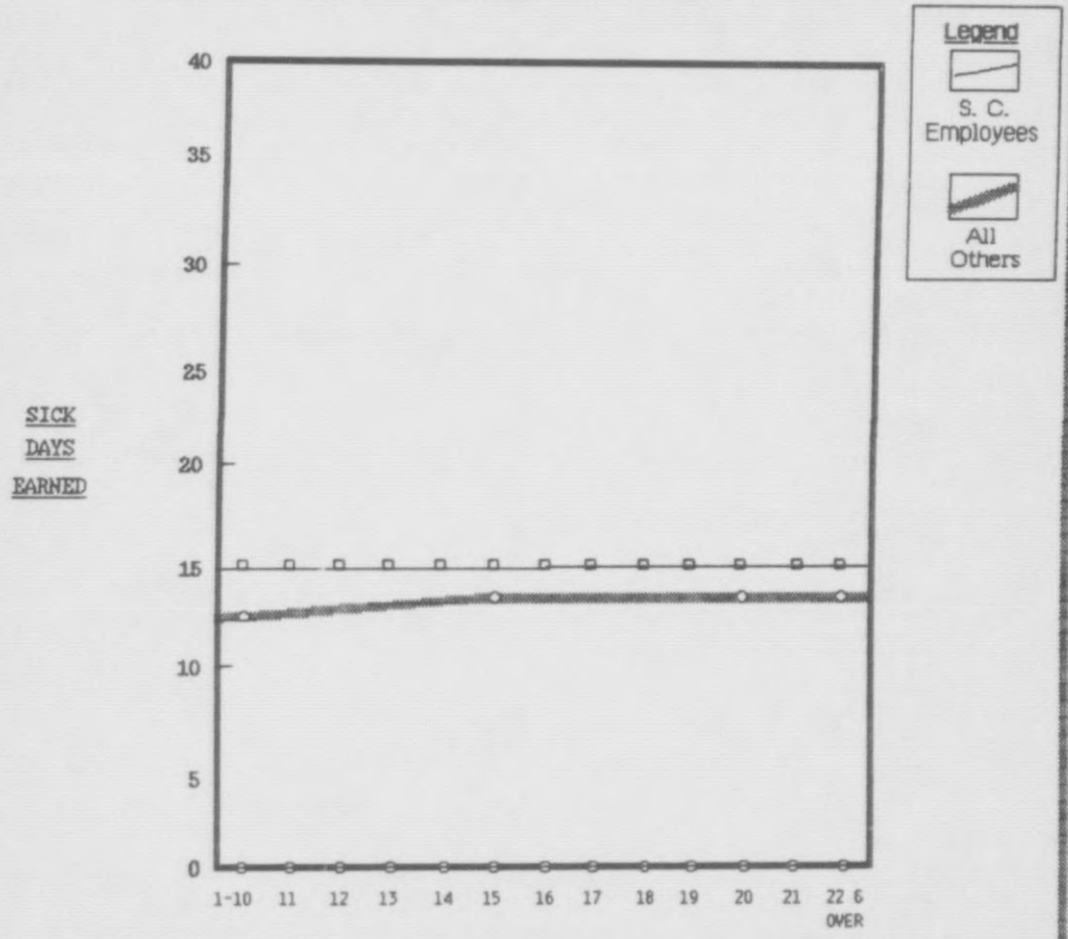
STATE EMPLOYEE VACATION DAYS



006434

GRAPH 3.9

GOVERNMENT EMPLOYEE SICK DAYS



006435

d. Flexible Compensation

Flexible compensation is being integrated into Human Resource management programs at a very slow pace. It offers the obvious attraction of tax efficiency, but is also used as a tool to contain or reduce costs of benefit plans. It is attractive from an employee standpoint because it allows employees to pick and choose among various benefit options from a prescribed benefit spending account, tailor-making benefit programs to meet individual needs.

e. Multiple Benefit Packages

Of all the valid respondents, 45.5 percent of the organizations have differing benefit packages for hourly vs. salaried employees. Table 3.4 depicts the responses by employer category.

TABLE 3.4

Multiple Benefit Packages for Hourly and Salaried Personnel
Fiscal Year 1983-84

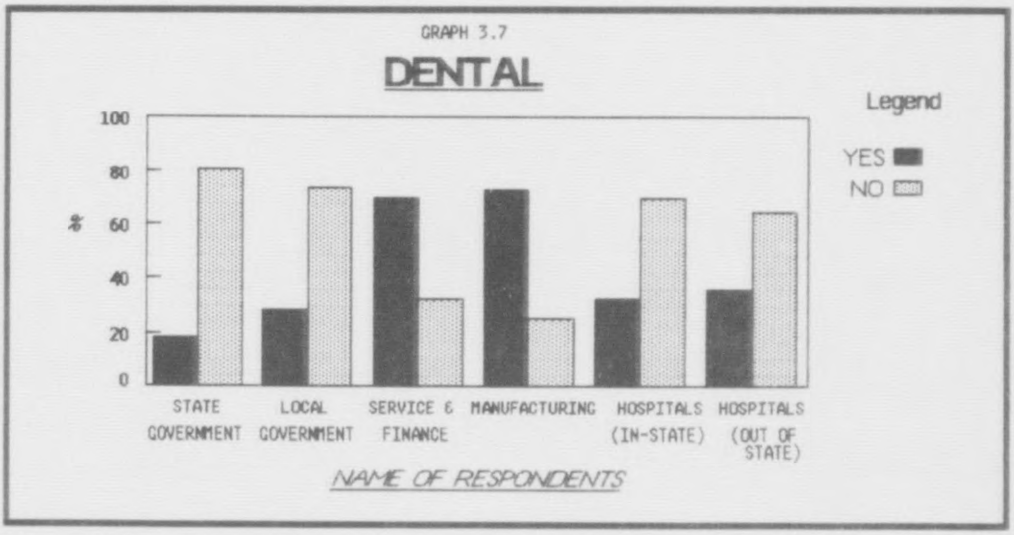
Employer Category	Number of Respondents	"YES" Responses	Percentage	"NO" Responses	Percentage
State Government	10	4	40.0%	6	60.0%
Local Government	26	6	23.1%	20	76.9%
Sub-Total Government	36	10	27.8%	26	72.2%
Service and Finance	9	4	44.4%	5	55.6%
Manufacturing	44	28	63.6%	16	36.4%
Sub-Total Industry	53	32	60.4%	21	39.6%
In-State Hospitals	10	4	40.0%	6	60.0%
Out-of-State Hospitals	13	5	38.5%	8	61.5%
Sub-Total Hospitals	23	9	39.1%	14	60.9%
Totals	112	51	45.5%	61	54.5%

006436

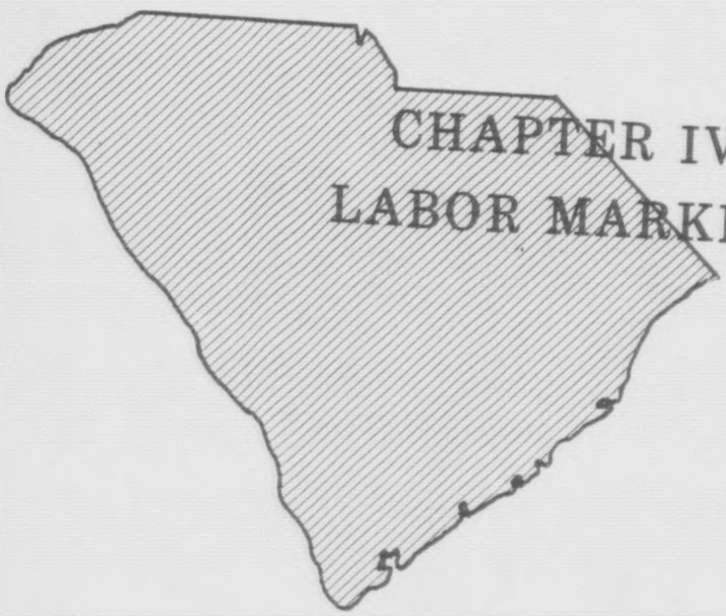
f. Dental

In recent years, more organizations have started including dental coverage as part of their employee benefit packages. By far, the private sector has led the public sector in this trend. The types of packages and degree of coverage vary widely from organization to organization. Graph 3.7 gives a breakdown of the employers who currently provide dental coverage for their employees.

GRAPH 3.7



006437



CHAPTER IV
LABOR MARKET

006438

1. INTRODUCTION

This chapter provides a brief description of South Carolina's overall position in the labor market, a discussion of the approach taken in evaluating the pay data, and an analysis of the data relating to classes identified for possible salary adjustments.

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

The survey results show that, overall, South Carolina salaries were 6.1 percent below the general labor market at the time of data collection. With subsequent adjustments to classes in several occupational areas, the position of State government salaries is now 5.6 percent below the general market.

This year, all occupational categories were well represented in the survey. In addition to surveying classes that were expected to have non-competitive salary ranges, classes that had recent pay adjustments in Fiscal Services and Labor/Trades Services were also surveyed. Sufficient data responses were received to reliably recommend grade reallocations or studies for Fiscal Year 1984-85.

The salary survey data clearly indicated that state pay ranges trailed the market by 5.6%. After the award of the 1984 annual increases of 8% for South Carolina state employees and the average 6% in the labor market, state pay ranges will be approximately 3.6% below the market. If we project the the average annual increase in the general labor market will be 6% again in 1985, then South Carolina must adjust pay ranges by approximately 9.6% in July of 1985 in order to attain market equity.

It was found that salary ranges of classes in the lower pay grades were more competiitve than those in the higher grade levels; i.e., the 9.6% percentage differential below the market was not equally dispersed throughout the pay schedule. This factor suggests that it may be unnecessary to uniformly adjust pay ranges when awarding a general base pay increase. Clearly, the lower grades were more competitive with the market. Although executive pay was not addressed in this survey, trends indicate generally that the state trails the labor market in the area of executive pay. Additionally, it was noted that pay levels for upper level management positions are established by different pay systems than those utilized for the lower levels and hourly employees.

Another important consideration is that the State compa-ratio (the relationship of our actual average salaries to the range midpoints) currently stands 97%. Since the ideal compa-ratio is 100%, this figure indicates that salary movement through the range is inadequate, and that the current funding of the merit program is insufficient. Consideration of the low compa-ratio figure as well as trends noted in the survey data suggest that stronger emphasis is needed on the merit pay program.

006439

3. APPROACH TO EVALUATION OF SURVEY DATA

Chapter II provided a brief overview of the salary data analysis methodology; however, a review of this approach prior to presenting the actual data is appropriate.

In evaluating data collected in the State Personnel Division survey, a three-step approach was taken:

- o STEP 1 - compare current salary range midpoints in effect for South Carolina with the mean and median of reported midpoints for each class within each employer category;
- o STEP 2 - compare the overall actual average of reported salaries to South Carolina's range midpoints; and
- o STEP 3 - recommend salary adjustments that would place South Carolina ranges at the average labor market rate.

4. SALARY LEVELS BY OCCUPATIONAL AREA

In the section that follows, salary survey results will be discussed according to occupational area. Factors such as whether an individual class range is high or low, whether a class is under study, or has recently been studied will be noted in the analysis preceding the class salary tables. Detailed data on all classes surveyed will not be depicted in the individual class data portion of the report as expense prohibits publishing data on small population classes. All information is available, however, upon request.

006440

a. Clerical and Office Support Services

The classes surveyed in this occupational category were found to be generally competitive in the labor market. A factor contributing to the overall competitiveness of this category was the implementation of the Clerical Study in September, 1983. Analysis of the data indicates that the ranges for the Word Processing Supervisor class are low and further study may be warranted in this area. Additionally, the State Personnel Division is closely monitoring the Executive Support Specialist (Executive Secretary) class, as well as projecting a statewide study of Administrative Assistants in the next year.

Classes Surveyed	Classes Published
1) Word Processing Operator	Word Processing Operator
2) Word Processing Supervisor	Word Processing Supervisor
3) Clerk A	Clerk A
4) Clerk B	Clerk Typist
5) Clerk Typist	Secretary A
6) Secretary A	Office Supervisor
7) Secretary B	Executive Secretary
8) Office Supervisor	
9) Executive Secretary	

006441

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1984 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/10/84
PAGE NUMBER 2

CLASS: 0341 WORD PROCESSING OPER — 72 POSITIONS — MIN: 10,198 — MAX: 14,455 — MID: 12,326 — ACT AVG: 10,766 — C-R: 67.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	G3
ACTUAL AVG	10X SERVICE AND FINANCE	7	126	9,320	15,808	5	11,460	11,280	12,219
	12X MANUFACTURING	10	38	10,192	21,462	10	17,234	13,365	14,430
	100 INDUSTRY	17	164	9,320	21,462	14	12,798	12,318	13,975
	700 STATE GOVERNMENT	11	3,876	9,270	13,703	10	12,564	12,048	12,787
	750 LOCAL GOVERNMENT	8	17	7,829	13,197	5	9,909	11,051	12,251
	700 GOVERNMENT	19	3,893	7,829	13,703	14	12,553	11,550	12,767
	810 STATE SUPPORTED SCHOOLS	4	36	9,651	13,649	4	12,050	11,171	11,284
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	17	11,049	12,355	3	12,276	11,702	N/A
	850 HOSPITALS (IN STATE)	3	8	11,669	14,810	4	12,439	12,272	N/A
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	9	61	9,651	14,810	9	12,165	11,669	12,314
	CLASS TOTALS	45	4,118	7,829	21,462	35	12,557	12,048	13,045

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

DTALS FOR CLASS 034[illegible] WORD PROCESSING OPER	45	4,118	MINIMUM:	7,455	19,056	26	10,709	10,686	11,192
			MAXIMUM:	10,437	21,752	25	14,706	14,643	15,971
			MIDPOINT	8,946	20,409	25	12,690	12,606	13,523
			ACT AVG:	7,829	21,462	35	(12,557)	12,048	13,045

28

0341 WORD PROCESSING OPERATOR

Performs specialized typing duties by operating a non-video-type magnetic media typewriter, video-display typewriter or cathode-ray tube display keyboard equipment establishes and maintains magnetic media files for identifying and classifying stored data; extracts and merges stored information. This is an entry level position requiring a high school education and typing at a corrected rate of 35 words per minute.

000442

Table 4.1
Clerical and Office Support Services

LASS: 0343 WORD PROCESSING SUPV 17 POSITIONS MIN: 13,422 MAX: 19,023 MID: 16,222 ACT AVG: 15,436 C-R: 95.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	SD
ACTUAL AVG	10X SERVICE AND FINANCE	6	26	11,574	25,200	4	22,570	15,750	20,682
	12X MANUFACTURING	2	2	13,520	19,000	2	16,260	16,260	N/A
	100 INDUSTRY	8	28	11,574	25,200	5	22,119	15,750	19,000
	700 STATE GOVERNMENT	6	122	14,031	17,790	5	15,377	15,571	16,420
	750 LOCAL GOVERNMENT	4	4	12,155	16,182	3	14,591	15,014	15,793
	700 GOVERNMENT	12	126	12,155	17,790	7	15,352	15,561	16,162
	810 STATE SUPPORTED SCHOOLS	3	5	13,572	17,742	3	16,257	16,114	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	26	16,826	16,826	2	16,826	N/A	N/A
	850 HOSPITALS (IN STATE)	3	3	13,520	15,621	3	14,921	15,621	N/A
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	7	34	13,520	17,742	6	16,574	15,621	16,470
	CLASS TOTALS	27	188	11,574	25,200	16	16,581	15,621	16,759

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

OTALS FOR CLASS 0343 WORD PROCESSING SUPV	27	188	MINIMUM:	8,000	24,192	11	13,483	12,749	14,436
			MAXIMUM:	14,430	32,352	13	19,698	18,242	21,456
			MIDPOINT	12,025	27,216	11	16,600	15,621	18,143
			ACT AVG:	11,574	25,200	16	(16,581)	15,621	16,759

006443

0343 WORD PROCESSING SUPERVISOR

Directs, coordinates and supervises the overall operation of an organized word processing center. Establishes and supervises: production standards; quality control; policy and procedures; user liaison and training; and staff and equipment recommendations. Incumbents should operate the equipment on a limited basis only. Requires high school graduation and office work experience including experience in word processing.

Table 4.1
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1984 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/10/84
PAGE NUMBER 10

CLASS: 0391 CLERK A — 83 POSITIONS — MIN: 8,060 — MAX: 11,424 — MID: 9,742 — ACT AVG: 7,339 — C-R: 75.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC KNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	7	154	7,414	10,680	8	8,279	8,945	9,352
	12X MANUFACTURING	12	109	9,872	17,223	13	14,703	11,705	13,936
	100 INDUSTRY	19	263	7,414	17,223	20	10,941	10,566	12,359
	700 STATE GOVERNMENT	10	905	8,088	10,946	11	9,197	9,017	9,690
	750 LOCAL GOVERNMENT	11	36	7,829	10,691	12	8,687	8,989	9,522
	700 GOVERNMENT	21	941	7,829	10,946	22	9,177	8,989	9,523
	810 STATE SUPPORTED SCHOOLS	5	107	7,779	9,838	6	8,290	7,911	8,106
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	3	49	8,840	9,942	4	9,084	9,349	N/A
	850 HOSPITALS (IN STATE)	7	70	9,173	11,419	8	9,847	10,639	10,801
	875 HOSPITALS (OUT OF STATE)	1	3	9,006	9,006	2	9,006	N/A	N/A
	800 MEDICAL	16	229	7,779	11,419	17	8,945	9,272	9,942
	CLASS TOTALS	56	1,433	7,414	17,223	57	9,464	9,450	10,639

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

TOTALS FOR CLASS 0391 CLERK A							
56	1,433	MINIMUM:	6,900	13,936	35	8,518	8,268	8,861
		MAXIMUM:	8,500	19,066	33	11,788	11,564	12,436
		MIDPOINT	8,112	15,323	29	10,145	9,754	10,639
		ACT AVG:	7,414	17,223	57	(9,464)	9,450	10,639

0391 CLERK A

Performs very basic, routine, and repetitive clerical tasks following specific well defined instructions or established procedures; tasks that have little or no impact beyond an immediate organizational unit, e.g., filing, sorting, collating, etc. Minimal judgement and decision making involved. Requires a tenth grade education.

006444

Table 4.1
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1984 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/10/84
PAGE NUMBER 14

CLASS: 0393 CLERK TYPIST 1,317 POSITIONS MIN: 9,066 MAX: 12,850 MID: 10,958 ACT AVG: 9,946 C-R: 90.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	63
ACTUAL AVG	10X SERVICE AND FINANCE	8	152	9,042	12,568	5	10,718	10,040	11,600
	12X MANUFACTURING	17	210	8,820	17,376	16	15,158	12,844	13,265
	100 INDUSTRY	25	362	8,820	17,376	20	13,293	12,156	13,090
	700 STATE GOVERNMENT	10	10,976	7,930	12,048	6	10,408	10,033	11,417
	750 LOCAL GOVERNMENT	18	169	7,294	13,619	7	9,338	9,767	10,030
	700 GOVERNMENT	28	11,145	7,294	13,619	12	10,392	9,782	10,504
	810 STATE SUPPORTED SCHOOLS	4	112	8,140	12,064	2	11,627	8,941	9,346
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	80	10,774	11,701	5	11,356	11,586	11,690
	850 HOSPITALS (IN STATE)	7	53	10,130	12,686	8	10,779	10,691	11,055
	875 HOSPITALS (OUT OF STATE)	2	110	11,856	12,000	3	11,889	11,928	N/A
	800 MEDICAL	17	355	8,140	12,688	15	11,520	11,003	11,696
	CLASS TOTALS	70	11,862	7,294	17,376	45	10,514	10,733	11,990

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

TOTALS FOR CLASS 0393 CLERK TYPIST	70 11,862	MINIMUM:	6,670	14,400	39	9,533	9,271	10,269
		MAXIMUM:	8,700	20,352	37	12,924	12,688	13,729
		MIDPOINT	7,696	17,376	38	11,223	11,065	12,042
		ACT AVG:	7,294	17,376	45	(10,514)	10,733	11,990

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0393 CLERK TYPIST

Performs standard clerical duties and exercises some judgement in applying established office practices. Types letters, general reports, and other materials from dictaphones, written, typed, or stenographic notes. Requires an eleventh grade education or one year of clerical experience and the ability to type at a corrected rate of 35 words per minute.

006445

Table 4.1
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

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CLASS: 0511 SECRETARY A 3,781 POSITIONS MIN: 10,198 MAX: 14,455 MID: 12,326 ACT AVG: 11,602 C-R: 94.1

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	9	356	10,660	17,148	5	13,277	11,327	12,497
	12X MANUFACTURING	19	146	11,056	21,724	19	16,652	15,288	17,388
	100 INDUSTRY	28	502	10,660	21,724	23	14,258	14,340	16,971
	700 STATE GOVERNMENT	11	8,910	9,730	15,143	8	11,979	11,988	13,416
	750 LOCAL GOVERNMENT	16	159	9,637	14,010	9	11,281	11,585	12,495
	700 GOVERNMENT	27	9,069	9,637	15,143	16	11,967	11,932	12,876
	810 STATE SUPPORTED SCHOOLS	6	248	4,993	11,898	2	10,562	10,566	11,155
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	311	11,918	13,894	5	12,467	13,234	13,696
	850 HOSPITALS (IN STATE)	8	200	11,045	14,414	7	11,979	11,684	12,854
	875 HOSPITALS (OUT OF STATE)	3	72	12,480	14,165	4	12,743	12,500	N/A
	800 MEDICAL	21	831	4,993	14,414	15	11,805	11,898	12,813
	CLASS TOTALS	76	10,402	4,993	21,724	52	12,065	12,498	14,144

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

TOTALS FOR CLASS 0511 SECRETARY A	76	10,402	MINIMUM:	7,926	19,066	48	11,114	10,523	11,669
			MAXIMUM:	10,857	22,284	40	15,154	14,545	16,392
			MIDPOINT	9,216	20,409	41	13,112	12,448	13,726
			ACT AVG:	4,993	21,724	52	(12,065)	12,498	14,144

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0511 SECRETARY A

Performs a variety of routine secretarial, advanced clerical, or specialized typing duties, and may supervise subordinate clerical personnel. Typing would include statistical charts, highly technical terminology, and the use of magnetic media typewriters or CRT keyboard equipment. Incumbents of this class would independently correct grammatical errors in typing assignments, modify simple office clerical procedures, and supervise clerks. Requires an associate degree in secretarial science or two years of clerical experience and the ability to type at a corrected rate of 35 words per minute.

009446

Table 4.1
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDDIOOCA

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CLASS: 0513 OFFICE SUPERVISOR 317 POSITIONS MIN: 12,406 MAX: 17,587 MID: 14,997 ACT AVG: 14,994 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	5	29	11,375	30,132	5	14,729	16,639	23,240
	12X MANUFACTURING	0							
	100 INDUSTRY	5	29	11,375	30,132	5	14,729	16,639	23,240
	700 STATE GOVERNMENT	11	1,888	12,197	16,108	7	15,675	15,732	17,402
	750 LOCAL GOVERNMENT	7	16	10,753	16,973	3	14,018	14,239	15,244
	700 GOVERNMENT	16	1,904	10,753	18,108	9	15,662	14,417	16,701
	810 STATE SUPPORTED SCHOOLS	4	148	11,635	14,534	1	12,940	12,767	13,345
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	33	16,826	20,103	3	17,521	16,465	N/A
	850 HOSPITALS (IN STATE)	4	12	12,917	15,600	2	14,732	14,488	14,789
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	10	193	11,635	20,103	4	13,835	14,360	15,195
	CLASS TOTALS	33	2,126	10,753	30,132	16	15,483	14,534	16,900

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

TOTALS FOR CLASS 0513 OFFICE SUPERVISOR	33	2,126	MINIMUM:	9,100	25,594	17	13,008	12,355	13,315
			MAXIMUM:	12,189	38,391	15	18,214	17,244	19,424
			MIDPOINT	10,753	31,993	15	15,606	14,820	16,147
			ACT AVG:	10,753	30,132	16	(15,483)	14,534	16,900

0513 OFFICE SUPERVISOR

Directs and coordinates the general administrative functions (e.g., bookkeeping, purchasing, personnel, and clerical duties) for an office with a large clerical support staff. Establishes and supervises daily office procedures. Requires an associate degree in secretarial science and one year of experience or three years of clerical experience and the ability to type at a corrected rate of 35 words per minute.

006447

Table 4.1
Continued

CLASS: 0521 EXECUTIVE SECRETARY 326 POSITIONS MIN: 12,408 MAX: 17,587 MID: 14,997 ACT AVG: 14,590 C-R: 97.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	9	79	12,025	30,432	7	16,137	16,013	17,566
	12X MANUFACTURING	30	62	12,689	21,948	25	17,428	17,918	19,440
	100 INDUSTRY	39	141	12,025	30,432	31	16,705	17,701	19,440
	700 STATE GOVERNMENT	10	1,408	14,031	20,297	8	15,603	15,822	16,523
	750 LOCAL GOVERNMENT	21	33	9,750	17,709	14	13,996	15,353	15,984
	700 GOVERNMENT	31	1,441	9,750	20,297	21	15,566	15,731	16,209
	810 STATE SUPPORTED SCHOOLS	6	195	12,674	21,965	5	14,773	14,740	15,012
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	32	16,494	21,424	5	17,165	17,373	17,555
	850 HOSPITALS (IN STATE)	10	29	13,520	18,990	8	15,981	16,401	16,557
	875 HOSPITALS (OUT OF STATE)	3	36	15,746	18,500	4	16,494	16,702	N/A
	800 MEDICAL	23	292	12,674	21,965	19	15,367	16,401	17,373
	CLASS TOTALS	93	1,874	9,750	30,432	69	15,621	16,236	17,918

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

TOTALS FOR CLASS 0521 EXECUTIVE SECRETARY	93	1,874	MINIMUM:	9,000	25,224	71	13,924	13,614	15,285
			MAXIMUM:	10,500	31,356	60	18,614	18,585	20,492
			MIDPOINT	9,750	28,290	61	16,257	15,964	17,569
			ACT AVG:	9,750	30,432	69	(15,621)	16,236	17,918

006448

0521 EXECUTIVE SECRETARY

Performs administrative and secretarial duties to assist a top level manager or organizational executive; provides specialized administrative support; supervises clerical staff; may function as an advanced legal secretary and conduct legal research. This is the highest level clerical support position by virtue of reporting to a top executive in an organization. Requires an associate degree in secretarial science and one year of clerical experience or three years of clerical experience and the ability to type at a corrected rate of 35 words per minute.

006448

Table 4.1
Continued

b. Fiscal Services

The classes within the Fiscal Services occupational category are generally very competitive with overall pay in the labor market. This is due to a study of the Accounting and Finance classes, which was completed in October of 1983. As a result of that study, numerous changes to grades in Fiscal Services, i.e., reallocations that ranged from one to four grades, were made to adjust salary ranges for the non-competitive classes.

It was noted in this year's salary survey that the Accounting Technician classes appear to be less than competitive. These classes will be closely monitored by the State Personnel Division this year. In addition, the classes of Director of Finance, Director of Internal Audits and Senior Budget Analyst will also be monitored.

Classes Surveyed	Classes Published
1) Accounting Tehcnician I	Accounting Technician I
2) Accounting Technician II	Accounting Technician II
3) Accountant	Accountant
4) Senior Accountant	Senior Accountant
5) Accounting Manager	Director of Finance
6) Director of Accounting	Auditor II
7) Director of Finance	Director of Internal Audits
8) Auditor I	Budget Analyst
9) Auditor II	Senior Analyst
10) Audits Manager	
11) Director of Internal Audits	
12) Budget Analyst	
13) Senior Budget Analyst	
14) Director of Budgeting Systems	

006449

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CLASS: 0380 ACCOUNTING TECH I — 449 POSITIONS — MIN: 11,473 — MAX: 16,261 — MID: 13,867 — ACT AVG: 13,523 — 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	7	92	9,840	16,910	3	12,057	12,969	14,598
	12X MANUFACTURING	24	66	9,742	23,179	15	14,071	14,260	15,480
	100 INDUSTRY	31	158	9,742	23,179	17	12,898	13,920	15,490
	700 STATE GOVERNMENT	11	2,167	8,582	14,514	4	12,862	11,179	13,500
	750 LOCAL GOVERNMENT	16	38	9,138	14,768	2	11,021	11,170	12,303
	700 GOVERNMENT	27	2,205	8,582	14,768	5	12,830	11,179	12,483
	810 STATE SUPPORTED SCHOOLS	6	77	8,544	13,486	1	10,909	10,341	11,990
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	45	11,398	15,995	2	11,832	11,830	11,960
	850 HOSPITALS (IN STATE)	7	14	11,086	14,602	2	12,040	12,210	12,855
	875 HOSPITALS (OUT OF STATE)	2	20	12,355	13,200	1	12,862	12,778	N/A
	800 MEDICAL	19	156	8,544	15,995	3	11,527	11,960	13,083
	CLASS TOTALS	77	2,519	8,544	23,179	23	12,754	12,303	14,018

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

TOTALS FOR CLASS 0380 ACCOUNTING TECH I	77	2,519	MINIMUM:	7,475	19,704	25	10,804	10,380	11,544
			MAXIMUM:	9,688	25,480	20	14,833	14,340	16,185
			MIDPOINT	8,582	22,464	21	12,825	12,363	13,884
			ACT AVG:	8,544	23,179	23	(12,754)	12,303	14,018

0380 ACCOUNTING TECHNICIAN I

Performs entry level bookkeeping duties such as posting, updating, and processing payables and receivables. Computes averages, percentages, and decimal conversion; maintains subsidiary accounts; prepares invoices and deposits, etc. Requires a high school diploma and one year of clerical accounting experience.

006450

Table 4.2
Fiscal Services

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD010OCA

1984 ANNUAL SALARY SURVEY - PART 1
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CLASS: 0361 ACCOUNTING TECH II 209 POSITIONS MIN: 12,905 MAX: 18,316 MID: 15,611 ACT AVG: 15,149 C-R: 97.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP KPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	G3
ACTUAL AVG	10X SERVICE AND FINANCE	5	133	10,660	19,824	5	17,172	17,652	17,928
	12X MANUFACTURING	13	33	11,232	23,246	9	16,678	17,976	16,997
	100 INDUSTRY	18	166	10,660	23,246	13	17,471	17,814	19,014
	700 STATE GOVERNMENT	10	1,716	11,496	16,123	5	14,293	14,456	15,452
	750 LOCAL GOVERNMENT	15	47	8,883	17,602	3	12,744	13,031	14,063
	700 GOVERNMENT	25	1,763	8,883	17,602	7	14,251	13,250	14,655
	810 STATE SUPPORTED SCHOOLS	5	67	10,605	16,363	2	11,514	11,898	13,396
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	3	42	15,995	17,930	4	16,431	16,890	N/A
	850 HOSPITALS (IN STATE)	5	17	10,954	13,874	1	12,656	12,272	12,470
	875 HOSPITALS (OUT OF STATE)	1	10	13,790	13,790	1	13,790	N/A	N/A
	800 MEDICAL	14	136	10,605	17,930	5	13,343	13,229	15,444
	CLASS TOTALS	57	2,065	8,883	23,246	23	14,450	13,968	16,270

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

TOTALS FOR CLASS 0381 ACCOUNTING TECH II	57	2,065	MINIMUM:	8,256	18,640	17	12,275	12,612	13,243
			MAXIMUM:	11,611	25,850	20	17,203	16,829	19,280
			MIDPOINT	10,242	21,948	19	14,717	14,664	16,417
			ACT AVG:	8,883	23,246	23	(14,450)	13,968	16,270

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006451

0381 ACCOUNTING TECHNICIAN II

Performs paraprofessional accounting duties supervising bookkeeping activities and compiling accounting data for reports; coordinates payroll changes and check distributions; and assists professional accountants in reconciling accounts or preparing financial statements. Requires a college degree and one year of clerical accounting experience or an associate degree in accounting.

Table 4.2
Continued

S.C. PERSONNEL DIVISION — 1984 ANNUAL SALARY SURVEY - PART 1 — RUN DATE 07/10/84
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CLASS: 1007 ACCOUNTANT — 150 POSITIONS — MIN: 15,701 — MAX: 22,254 — MID: 18,977 — ACT AVG: 18,397 — G-R: 96.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	G3
ACTUAL AVG	10X SERVICE AND FINANCE	6	58	12,025	26,028	4	19,414	18,199	18,432
	12X MANUFACTURING	15	27	13,884	27,500	13	23,218	21,384	25,609
	100 INDUSTRY	23	85	12,025	27,500	16	20,622	20,560	24,567
	700 STATE GOVERNMENT	11	1,319	14,825	19,392	2	16,677	16,777	17,591
	750 LOCAL GOVERNMENT	10	16	11,291	19,923	3	15,502	15,063	17,664
	700 GOVERNMENT	21	1,335	11,291	19,923	4	16,662	16,320	17,664
	810 STATE SUPPORTED SCHOOLS	6	44	13,764	21,507	2	15,316	16,238	17,156
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	21	13,499	21,424	4	16,021	16,862	19,129
	850 HOSPITALS (IN STATE)	5	15	12,875	20,946	3	17,716	17,992	18,502
	875 HOSPITALS (OUT OF STATE)	3	7	15,662	19,300	3	18,764	19,261	N/A
	800 MEDICAL	18	87	12,875	21,507	9	16,660	17,814	19,195
	CLASS TOTALS	62	1,507	11,291	27,500	27	16,686	17,941	19,691

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

TOTALS FOR CLASS 1007 ACCOUNTANT	62	1,507	MINIMUM:	9,620	23,950	24	15,468	15,018	16,812
			MAXIMUM:	12,798	35,950	29	22,343	21,642	25,629
			MIDPOINT	11,291	29,950	26	18,883	18,045	20,935
			ACT AVG:	11,291	27,500	27	(16,686)	17,941	19,691

1007 ACCOUNTANT

Performs professional entry level work in the development and maintenance of accounting record systems; reviews and analyzes financial transactions; measures costs, and prepares financial reports. Requires a college major in accounting or considerable experience with the principles, practices and theories of accounting.

006452

Table 4.2
Continued

S.C. PERSONNEL DIVISION
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CLASS: 1008 SENIOR ACCOUNTANT 134 POSITIONS MIN: 19,103 MAX: 27,077 MID: 23,090 ACT AVG: 22,708 C-R: 98.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	63
ACTUAL AVG	10X SERVICE AND FINANCE	8	62	13,750	29,712	4	24,616	20,403	24,564
	12X MANUFACTURING	12	16	16,800	43,300	9	25,892	25,248	26,484
	100 INDUSTRY	20	78	13,750	43,300	12	24,879	24,282	26,484
	700 STATE GOVERNMENT	10	1,126	16,379	22,932	2	20,827	20,566	22,268
	750 LOCAL GOVERNMENT	10	12	12,923	27,799	3	19,077	19,401	21,835
	700 GOVERNMENT	20	1,138	12,923	27,799	4	20,809	20,340	21,912
	810 STATE SUPPORTED SCHOOLS	6	25	15,345	24,003	2	19,521	19,900	21,393
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	11	18,283	24,440	3	22,502	22,962	23,230
	850 HOSPITALS (IN STATE)	3	4	19,760	20,280	1	19,956	20,030	N/A
	875 HOSPITALS (OUT OF STATE)	2	14	20,862	24,500	2	23,980	22,681	N/A
	800 MEDICAL	15	54	15,345	24,500	5	21,317	20,862	22,962
	CLASS TOTALS	55	1,270	12,923	43,300	19	21,080	21,003	24,222

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

TOTALS FOR CLASS 1008 SENIOR ACCOUNTANT	55	1,270	MINIMUM:	10,716	35,350	18	18,442	17,992	21,127
			MAXIMUM:	14,545	51,250	23	26,292	24,837	29,460
			MIDPOINT	12,847	43,300	20	22,370	21,910	24,997
			ACT AVG:	12,923	43,300	19	21,080	21,003	24,222

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1008 SENIOR ACCOUNTANT

Performs professional journeyman level work creating and maintaining accounting records; reviewing and analyzing financial transactions; reporting financial information for internal and external organizational requirements; directing unique accounting projects and subsystems. May or may not supervise other employees. Requires a college major in accounting and two years experience.

006453

Table 4.2
Continued

S.C. PERSONNEL DIVISION
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CLASS: 1018 DIR OF FINANCE — 4 POSITIONS — MIN: 33,083 — MAX: 47,269 — MID: 40,176 — ACT AVG: 41,206 — C-R: 102.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	5	5	40,131	80,450	5	58,756	52,200	62,600
	12X MANUFACTURING	13	13	36,936	65,000	11	51,149	55,000	60,020
	100 INDUSTRY	18	18	36,936	80,450	15	53,262	53,600	61,220
	700 STATE GOVERNMENT	8	251	24,963	48,038	3	37,268	34,446	38,496
	750 LOCAL GOVERNMENT	21	21	15,000	44,226	2	29,348	28,261	33,438
	700 GOVERNMENT	29	272	15,000	48,038	4	36,656	28,953	36,004
	810 STATE SUPPORTED SCHOOLS	4	4	39,208	62,145	4	53,620	56,563	57,000
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	3	3	32,989	55,640	3	47,544	54,002	N/A
	875 HOSPITALS (OUT OF STATE)	1	1	54,080	54,080	2	54,080	N/A	N/A
	800 MEDICAL	8	8	32,989	62,145	7	51,399	54,860	56,126
	CLASS TOTALS	55	298	15,000	80,450	24	38,055	38,000	54,041

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

TOTALS FOR CLASS 1018 DIR OF FINANCE	55	298	MINIMUM:	13,000	80,450	26	35,179	31,475	46,528
			MAXIMUM:	15,000	80,450	26	46,967	44,226	57,250
			MIDPOINT	14,000	80,450	24	40,877	39,208	54,650
			ACT AVG:	15,000	80,450	24	(38,055)	38,000	54,041

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1018 DIRECTOR OF FINANCE

Performs executive level duties planning, organizing and directing the entire financial management system of an organization with forecasted annual sale or an operating budget of no less than $50 million. Functional areas of responsibility include accounting, budgeting, and financial reporting. The incumbent in this position supervises Directors of Accounting and Budgeting Systems and reports to a corporate headquarters or to the executive director of the immediate organization. Requires a college degree with a major in financial management and seven years of experience including no less than four years of supervisory financial experience.

006454

Table 4.2
Continued

S.C. PERSONNEL DIVISION
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CLASS: 1036 AUDITOR II — 44 POSITIONS — MIN: 19,103 — MAX: 27,077 — MID: 23,090 — ACT AVG: 22,038 — C-R: 95.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	63
ACTUAL AVG	10X SERVICE AND FINANCE	7	32	16,000	27,800	4	21,411	21,630	24,766
	12X MANUFACTURING	0							
	100 INDUSTRY	7	32	16,000	27,800	4	21,411	21,630	24,766
	700 STATE GOVERNMENT	11	451	17,256	22,932	2	20,378	19,949	21,269
	750 LOCAL GOVERNMENT	2	2	13,007	29,937	2	21,472	21,472	N/A
	700 GOVERNMENT	13	453	13,007	29,937	3	20,383	19,949	21,269
	810 STATE SUPPORTED SCHOOLS	3	6	18,716	27,955	2	23,627	20,467	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	5	22,220	22,220	2	22,220	N/A	N/A
	850 HOSPITALS (IN STATE)	2	2	18,720	25,397	2	22,059	22,059	N/A
	875 HOSPITALS (OUT OF STATE)	2	4	27,622	30,000	3	28,217	28,611	N/A
	800 MEDICAL	8	17	18,716	30,000	6	24,109	23,805	27,622
	CLASS TOTALS	28	502	13,007	30,000	11	20,575	21,187	24,156

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

TOTALS FOR CLASS 1036 AUDITOR II	28	502	MINIMUM:	11,516	26,446	10	18,764	18,000	20,467
			MAXIMUM:	19,498	38,792	15	27,285	26,848	28,720
			MIDPOINT	13,007	31,140	12	22,862	22,210	23,670
			ACT AVG:	13,007	30,000	11	20,575	21,187	24,156

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1036 AUDITOR II

Performs professional journeyman level duties testing the accuracy and reliability of accounting records, verifying the legality of financial transactions, ascertaining administrative compliance with laws and regulations, and evaluating the efficiency and effectiveness of nonfinancial resource utilizations and management control systems. Requires a college major in accounting and two years of experience. Designation as an CPA or Certified Internal Auditor meets experience requirements.

006455

Table 4.2
Continued

CLASS: 1040 DIR OF INTERNAL AUDITS 9 POSITIONS MIN: 26,278 MAX: 40,082 MID: 34,180 ACT AVG: 34,316 C-R: 100.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	63
ACTUAL AVG	10X SERVICE AND FINANCE	3	3	46,000	63,000	4	56,573	60,720	N/A
	12X MANUFACTURING	0							
	100 INDUSTRY	3	3	46,000	63,000	4	56,573	60,720	N/A
	700 STATE GOVERNMENT	6	217	29,409	51,900	4	38,346	36,241	41,202
	750 LOCAL GOVERNMENT	1	1	23,657	23,657	1	23,657	N/A	N/A
	700 GOVERNMENT	7	218	23,657	51,900	4	38,278	33,986	41,202
	810 STATE SUPPORTED SCHOOLS	2	2	36,018	41,496	3	38,757	38,757	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	1	34,500	34,500	2	34,500	N/A	N/A
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	2	2	37,500	43,597	3	40,549	40,549	N/A
	800 MEDICAL	5	5	34,500	43,597	6	38,622	37,500	39,498
	CLASS TOTALS	15	226	23,657	63,000	12	38,529	38,496	44,954

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

TOTALS FOR CLASS 1040 DIR OF INTERNAL AUDITS	15	226	MINIMUM:	17,300	51,900	13	33,673	32,592	37,752
			MAXIMUM:	30,014	64,100	12	47,006	44,782	54,571
			MIDPOINT	23,657	53,916	13	40,338	38,250	49,053
			ACT AVG:	23,657	63,000	12	(38,529)	38,496	44,954

1040 DIRECTOR OF INTERNAL AUDITS

Under remote supervision plans and directs all internal audit staff functions of a comprehensive audit program and serves in the capacity of a high level executive responsible to a director or governing board for large and financially complex organizations. Large and complex organizations are characterized by exceedingly large fiscal budgets, number of financial accounts, number of funding sources, number of employees, and number of statewide functional program services. Requires a degree in accounting and six years of professional level auditing experience. Designation as a Certified Public Accountant or a Certified Internal Auditor may substitute for two years of required experience. The Director of Internal Audits is similar to the Audits Manager in terms of functional job duties, but dissimilar in terms of work complexity and/or organizational accountability. If a Director of Internal Audits is warranted, an Audits Manager is not since total internal audit program responsibility must lie with one or the other, depending on the size and complexity of the organization.

006456

Table 4.2
Continued

S.C. PERSONNEL DIVISION
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CLASS: 1406 BUDGET ANALYST — 7 POSITIONS — MIN: 15,701 — MAX: 22,254 — MID: 18,977 — ACT AVG: 18,008 — C-R: 94.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	63
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	3	3	21,360	25,256	4	23,747	24,624	N/A
	100 INDUSTRY	3	3	21,360	25,256	4	23,747	24,624	N/A
	700 STATE GOVERNMENT	9	411	13,871	24,106	6	18,795	18,032	18,390
	750 LOCAL GOVERNMENT	4	4	14,420	27,937	3	19,781	18,384	19,442
	700 GOVERNMENT	13	415	13,871	27,937	8	18,805	18,032	19,087
	810 STATE SUPPORTED SCHOOLS	4	14	13,100	17,636	1	16,405	15,822	17,031
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	1	16,203	16,203	1	16,203	N/A	N/A
	850 HOSPITALS (IN STATE)	3	4	19,656	30,992	4	23,676	24,398	N/A
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	6	19	13,100	30,992	4	17,925	17,334	19,656
	CLASS TOTALS	24	437	13,100	30,992	14	18,800	18,040	23,448
FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.									
TOTALS FOR CLASS 1406 BUDGET ANALYST		24	437	MINIMUM:	12,038	29,453	14	16,919	16,127	17,514
				MAXIMUM:	17,249	38,160	16	24,904	24,634	27,643
				MIDPOINT	15,360	31,800	16	20,830	19,770	22,115
				ACT AVG:	13,100	30,992	14	(18,800)	18,040	23,448

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1406 BUDGET ANALYST

Performs professional entry level work implementing budgetary procedures and monitoring program or department expenditures. Requires a college degree in business or government, or considerable bookkeeping experience.

006457

Table 4.2
Continued

S.C. PERSONNEL DIVISION
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CLASS: 1407 SR BUDGET ANALYST — 19 POSITIONS — MIN: 16,982 — MAX: 24,071 — MID: 20,526 — ACT AVG: 18,459 — C-R: 89.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM PSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	3	4	15,000	20,077	2	17,265	16,992	N/A
	12X MANUFACTURING	2	2	33,666	39,900	3	36,783	36,783	N/A
	100 INDUSTRY	5	6	15,000	39,900	4	23,771	20,077	26,872
	700 STATE GOVERNMENT	8	349	20,673	27,772	9	24,346	23,039	23,448
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	8	349	20,673	27,772	9	24,346	23,039	23,448
	810 STATE SUPPORTED SCHOOLS	4	13	15,540	35,298	4	21,995	22,020	23,036
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	2	2	13,842	25,584	2	19,713	19,713	N/A
	875 HOSPITALS (OUT OF STATE)	2	3	27,000	30,500	3	29,333	28,750	N/A
	800 MEDICAL	6	18	13,842	35,298	7	22,965	24,310	27,000
	CLASS TOTALS	21	373	13,842	39,900	18	24,270	23,036	26,292

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

TOTALS FOR CLASS 1407 SR BUDGET ANALYST	21	373	MINIMUM:	11,588	32,700	13	19,155	18,183	20,968
			MAXIMUM:	14,394	47,100	17	27,662	27,692	30,607
			MIDPOINT	13,842	39,900	16	23,538	22,150	25,542
			ACT AVG:	13,842	39,900	18	(24,270)	23,036	26,292

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1407 SENIOR BUDGET ANALYST

Performs journeyman level budgeting duties developing budgetary forecasts based on expenditure trends and revenues; monitors complex program on department budget performances; and interprets budgetary policy and procedures. Requires a college degree in business or government and one year of budgeting experience.

006458

Table 4.2
Continued

c. Administration and Personnel Services

While the majority of the classes in the Administration and Personnel category were competitive with the labor market, there were a few discrepancies. As a result of analyzing the data in this survey, the Director of Procurement Services class was reallocated in June. Additionally, the data herein supports a recently completed study of the Attorney classes. These classes will be restructured in August.

The Data Processing classes were found to be competitive with most of the labor market. However, the State Personnel Division will monitor selected groups in Data Processing this fiscal year.

The Personnel classes are competitive; however, selected classes will be monitored this fiscal year.

Classes Surveyed	Classes Published
1) Director of Procurement Services II	Director of Procurement Services II
2) Attorney I	Attorney IV
3) Attorney IV	Personnel Specialist IV
4) Personnel Specialist I	Personnel Director II
5) Personnel Specialist IV	Computer Programmer I
6) Personnel Director II	Programmer Analyst I
7) Personnel Director IV	Senior Systems Analyst
8) Computer Programmer I	Systems Manager
9) Computer Programmer II	Data Processing Manager I
10) Programmer Analyst I	
11) Programmer Analyst III	
12) Senior Systems Analyst	
13) Systems Manager	
14) Data Processing Manager I	
15) Data Processing Manager III	

006459

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CLASS: 0775 DIR OF PROCUREMENT SRVS II — 5 POSITIONS — MIN: 25,139 — MAX: 35,632 — MID: 30,385 — ACT AVG: 31,245 — C-R: 102.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP KPING	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	G3
ACTUAL AVG	10X SERVICE AND FINANCE	3	3	28,340	53,500	2	36,940	28,980	N/A
	12X MANUFACTURING	11	11	19,500	52,080	9	36,276	36,500	41,150
	100 INDUSTRY	14	14	19,500	53,500	10	36,419	36,270	41,150
	700 STATE GOVERNMENT	10	53	19,104	41,340	4	25,579	25,407	29,737
	750 LOCAL GOVERNMENT	13	13	12,100	28,387	1	22,515	22,890	24,622
	700 GOVERNMENT	23	66	12,100	41,340	4	24,975	24,106	27,110
	810 STATE SUPPORTED SCHOOLS	3	3	20,956	40,250	2	28,121	23,157	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	1	38,500	38,500	2	38,500	N/A	N/A
	850 HOSPITALS (IN STATE)	5	5	27,914	42,796	3	34,386	29,453	35,977
	875 HOSPITALS (OUT OF STATE)	3	3	25,085	40,100	3	33,895	36,500	N/A
	800 MEDICAL	12	12	20,956	42,796	7	33,040	32,977	40,100
	CLASS TOTALS	49	92	12,100	53,500	19	27,768	27,962	37,500

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

TOTALS FOR CLASS 0775 DIR OF PROCUREMENT SRVS II	49	92	MINIMUM:	12,100	42,500	20	25,243	22,946	29,589
			MAXIMUM:	12,100	61,980	18	34,662	32,800	40,081
			MIDPOINT	12,100	52,080	19	30,134	27,465	36,450
			ACT AVG:	12,100	53,500	19	(27,768)	27,962	37,500

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006460

0775 DIRECTOR OF PROCUREMENT SERVICES II

Directs the procurement of a wide variety of goods and services for a large organization. Supervises a professional staff of buyers and may direct supply, inventory, and property management operations. Writes procurement policies and procedures and awards contracts involving potentially large expenditures. Requires a college degree and five years of procurement experience.

Table 4.3
Administration and Personnel

S.C. PERSONNEL DIVISION
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CLASS: 2014 ATTORNEY IV 19 POSITIONS MIN: 33,083 MAX: 47,269 MID: 40,175 ACT AVG: 39,876 C-R: 99.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	4	6	49,832	78,408	5	62,914	60,502	71,004
	12X MANUFACTURING	0							
	100 INDUSTRY	4	6	49,832	78,408	5	62,914	60,502	71,004
	700 STATE GOVERNMENT	4	66	28,980	47,181	3	37,925	38,495	40,914
	750 LOCAL GOVERNMENT	1	4	18,364	18,364	1	18,364	N/A	N/A
	700 GOVERNMENT	5	70	18,364	47,181	3	36,808	36,076	38,495
	810 STATE SUPPORTED SCHOOLS	1	1	52,499	52,499	2	52,499	N/A	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	1	1	52,499	52,499	2	52,499	N/A	N/A
	CLASS TOTALS	10	77	18,364	78,408	8	39,046	48,507	51,250

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

TOTALS FOR CLASS 2014 ATTORNEY IV	10	77	MINIMUM:	15,831	71,004	7	38,222	35,419	37,700
			MAXIMUM:	20,898	81,336	8	53,357	53,798	61,700
			MIDPOINT	18,364	73,200	8	45,790	44,609	49,700
			ACT AVG:	18,364	78,408	8	(39,046)	48,507	51,250

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2014 ATTORNEY IV

Serves as general counsel; supervises two or more sections within a division of the Attorney General's office; supervises the activities of legal and non-legal staff; assigns case loads and reviews work products; coordinates administrative matters; and represents clients in a specialized area such as child support, workman's compensation and criminal prosecutions. Member of the state Bar, juris doctor degree and five years of experience as a practicing attorney.

006461

Table 4.3
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD0100CA

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CLASS: 2205 PERSONNEL SPEC IV 22 POSITIONS MIN: 22,349 MAX: 31,676 MID: 27,012 ACT AVG: 26,188 C-R: 96.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	GS
ACTUAL AVG	10X SERVICE AND FINANCE	5	8	16,250	32,152	3	21,711	25,054	26,277
	12X MANUFACTURING	14	17	22,500	37,605	10	29,571	28,863	34,375
	100 INDUSTRY	19	25	16,250	37,605	12	27,055	27,500	33,051
	700 STATE GOVERNMENT	10	169	22,332	46,059	9	30,409	27,717	28,851
	750 LOCAL GOVERNMENT	7	12	12,736	31,912	2	20,654	17,420	21,666
	700 GOVERNMENT	17	181	12,736	46,059	10	29,762	26,700	28,076
	810 STATE SUPPORTED SCHOOLS	4	12	14,229	23,361	1	18,959	20,377	21,754
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	4	28,500	29,328	3	28,707	28,914	N/A
	850 HOSPITALS (IN STATE)	5	6	14,810	22,069	1	18,689	18,200	19,843
	875 HOSPITALS (OUT OF STATE)	2	2	27,310	29,500	3	28,405	28,405	N/A
	800 MEDICAL	13	24	14,229	29,500	5	21,303	21,754	25,336
	CLASS TOTALS	49	230	12,736	46,059	25	28,585	25,100	29,382

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

TOTALS FOR CLASS 2205 PERSONNEL SPEC IV	49	230	MINIMUM:	12,038	36,478	21	21,647	21,468	23,495
			MAXIMUM:	16,078	55,640	23	31,299	30,660	34,403
			MIDPOINT	14,320	46,059	23	26,447	26,498	29,108
			ACT AVG:	12,736	46,059	25	(28,585)	25,100	29,382

294900
006462

2205 PERSONNEL SPECIALIST IV

Plans, supervises, implements and coordinates one or more specialized personnel management programs for medium to large state agency, such as classification and compensation, employee relations, benefits, recruiting, and training. Develops and maintains policies, standards and procedures; coordinates, reviews and makes recommendations on all studies and surveys; and assists in preparation of annual budgets and reports. Requires a bachelor's degree nd three years of experience in personnel management programs.

Table 4.3
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDDIDOCA

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CLASS: 2212 PERSONNEL DIR II 16 POSITIONS MIN: 24,173 MAX: 34,262 MID: 29,217 ACT AVG: 31,003 C-R: 106.1

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	1	4	36,108	36,108	2	36,108	N/A	N/A
	12X MANUFACTURING	12	12	18,000	53,500	7	32,126	29,748	40,387
	100 INDUSTRY	13	16	18,000	53,500	8	33,122	31,500	38,298
	700 STATE GOVERNMENT	11	103	18,756	31,811	2	26,137	25,131	27,691
	750 LOCAL GOVERNMENT	3	3	17,487	30,138	1	22,542	20,000	N/A
	700 GOVERNMENT	14	106	17,487	31,811	2	26,035	25,070	27,691
	810 STATE SUPPORTED SCHOOLS	2	2	22,648	25,238	1	23,943	23,943	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	3	3	21,320	27,394	1	25,341	27,310	N/A
	875 HOSPITALS (OUT OF STATE)	1	1	36,000	36,000	2	36,000	N/A	N/A
	800 MEDICAL	6	6	21,320	36,000	2	26,652	26,274	27,352
	CLASS TOTALS	33	128	17,487	53,500	10	26,950	26,880	30,819

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

TOTALS FOR CLASS 2212 PERSONNEL DIR II	33	128	MINIMUM:	15,076	46,608	13	24,099	22,256	26,001
			MAXIMUM:	18,000	61,600	12	32,777	31,394	34,780
			MIDPOINT	17,487	53,748	12	28,375	26,801	30,924
			ACT AVG:	17,487	53,500	10	(26,950)	26,880	30,819

006463

2212 PERSONNEL DIRECTOR II

Under general supervision plans and administers personnel programs of moderately complex to complex scope for a state agency utilizing classifications covering standard occupational functions. Supervises and participates in classification and compensation, recruitment, employee relations, training and personnel maintenance activities for the agency. An employee in this class has full responsibility for a personnel program within an organization having between 300 to 500 employees. Requires a bachelor's degree and three (3) years of experience in personnel management programs.

Table 4.3
Continued

CLASS: 2805 COMPUTER PROG I 24 POSITIONS MIN: 13,957 MAX: 19,784 MID: 16,870 ACT AVG: 14,476 C-R: 85.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	8	36	15,200	21,972	9	19,756	19,101	19,800
	12X MANUFACTURING	8	11	14,059	25,566	8	18,149	18,204	20,000
	100 INDUSTRY	16	47	14,059	25,566	16	19,380	18,635	20,000
	700 STATE GOVERNMENT	10	317	12,753	20,156	10	16,536	15,688	17,089
	750 LOCAL GOVERNMENT	8	11	13,073	21,343	7	16,805	16,700	16,705
	700 GOVERNMENT	18	328	12,753	21,343	16	16,545	15,812	17,374
	810 STATE SUPPORTED SCHOOLS	6	17	7,280	18,304	5	14,556	14,955	15,164
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	9	15,579	18,928	5	17,169	17,117	17,846
	850 HOSPITALS (IN STATE)	5	19	13,645	25,813	5	17,256	19,032	19,136
	875 HOSPITALS (OUT OF STATE)	3	5	17,264	20,243	4	17,963	17,522	N/A
	800 MEDICAL	18	50	7,280	25,813	16	16,393	16,826	18,616
	CLASS TOTALS	52	425	7,280	25,813	46	16,841	17,267	19,032

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

TOTALS FOR CLASS 2805 COMPUTER PROG I	52	425	MINIMUM:	10,716	23,400	34	15,362	15,552	16,956
			MAXIMUM:	14,818	31,366	38	21,836	21,534	24,100
			MIDPOINT	13,073	27,383	38	18,582	18,877	20,178
			ACT AVG:	7,280	25,813	46	(16,841)	17,267	19,032

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2805 COMPUTER PROGRAMMER I

Performs entry level data processing programming work; assists in preparing block diagrams and machine-logic flowcharts, coding, testing and debugging computer programs and documenting procedures. Study's electronic data processing equipment; assists in review modification and revision of existing data processing programs and detailed machine instructions to implement or illustrate programs and procedures; prepares simple programs, subroutines or sections of comprehensive programs; maintains files on each program and assemble printouts and coding sheets. Requires some combination of training and/or experience giving basic familiarization with data processing.

006464

Table 4.3
Continued

S.C. PERSONNEL DIVISION
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CLASS: 2845 PROGRAMMER ANALYST I 112 POSITIONS MIN: 19,103 MAX: 27,077 MID: 23,090 ACT AVG: 20,180 C-R: 87.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPING	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	6	89	17,704	27,000	5	23,341	24,664	25,146
	12X MANUFACTURING	4	5	20,490	27,602	5	23,957	25,602	26,004
	100 INDUSTRY	10	94	17,704	27,602	9	23,374	24,946	25,802
	700 STATE GOVERNMENT	10	598	18,502	28,980	6	20,880	20,159	21,454
	750 LOCAL GOVERNMENT	5	6	18,015	23,431	3	20,840	19,878	20,679
	700 GOVERNMENT	15	604	18,015	28,980	8	20,879	20,086	21,494
	810 STATE SUPPORTED SCHOOLS	6	13	16,931	29,515	3	20,018	18,847	20,411
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	19	17,742	29,973	4	24,398	25,184	25,303
	850 HOSPITALS (IN STATE)	2	7	21,736	24,586	3	22,143	23,161	N/A
	875 HOSPITALS (OUT OF STATE)	1	6	26,250	26,250	2	26,250	N/A	N/A
	800 MEDICAL	13	45	16,931	29,973	9	23,029	21,822	25,184
	CLASS TOTALS	38	743	16,931	29,973	24	21,325	21,494	25,132

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

TOTALS FOR CLASS 2845 PROGRAMMER ANALYST I	38	743	MINIMUM:	13,728	25,043	21	19,038	19,493	20,691
			MAXIMUM:	21,258	35,688	23	27,986	27,846	30,552
			MIDPOINT	18,070	30,056	25	23,461	23,586	25,427
			ACT AVG:	16,931	29,973	24	(21,325)	21,494	25,132

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006465

2845 PROGRAMMER ANALYST I

Under the general supervision of a project or team leader participates in the analysis, design and programming of computer system. Positions assigned to this class are entry level and would be expected to participate in the various phases of system analysis, design, programming, testing, debugging, documentation, implementation and user training. May also be expected to serve as user contact for resolution of problems to less complicated systems. Requires a bachelor's degree in computer science or management science (information system).

Table 4.3
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

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CLASS: 2848 SENIOR SYSTEM ANALYST — 54 POSITIONS — MIN: 23,243 — MAX: 32,944 — MID: 28,093 — ACT AVG: 29,381 — C-R: 104.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	63
ACTUAL AVG	10X SERVICE AND FINANCE	6	111	25,440	36,946	5	27,448	33,395	33,797
	12X MANUFACTURING	8	12	28,084	44,553	7	31,679	31,051	33,000
	100 INDUSTRY	14	123	25,440	44,553	11	27,861	32,700	33,797
	700 STATE GOVERNMENT	10	440	23,104	31,643	4	28,708	27,575	29,235
	750 LOCAL GOVERNMENT	4	4	24,200	27,544	1	26,117	26,363	26,780
	700 GOVERNMENT	14	444	23,104	31,643	4	28,684	26,642	28,723
	810 STATE SUPPORTED SCHOOLS	4	9	19,786	29,827	2	27,445	26,978	27,225
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	12	21,565	37,866	4	26,399	32,089	32,282
	850 HOSPITALS (IN STATE)	3	8	23,005	24,440	1	24,144	23,504	N/A
	875 HOSPITALS (OUT OF STATE)	2	5	25,700	33,758	2	30,535	29,729	N/A
	800 MEDICAL	13	34	19,786	37,866	6	26,754	26,731	30,862
	CLASS TOTALS	41	601	19,786	44,553	19	28,406	28,250	32,089
TOTALS FOR CLASS 2848 SENIOR SYSTEM ANALYST		41	601	MINIMUM:	16,608	32,074	24	23,708	23,598	25,196
				MAXIMUM:	21,918	46,812	24	34,965	35,069	36,808
				MIDPOINT	19,786	44,553	25	29,501	29,590	31,821
				ACT AVG:	19,786	44,553	19	(28,406)	28,250	32,089

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

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006466

2848 SENIOR SYSTEM ANALYST

Under limited supervision provides guidance, direction and supervision to technical staff members engaged in the analyses, design and implementation of computer systems; serves as the senior technical staff member for assigned projects or may supervise a team of programmer analysts on a continuing basis. Requires a bachelor's degree in computer or management science and three years of experience in computer system development, modification and/or maintenance.

Table 4.3
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

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CLASS: 2849 SYSTEMS MANAGER — 20 POSITIONS — MIN: 25,139 — MAX: 35,632 — MID: 30,385 — ACT AVG: 32,049 — C-R: 105.5

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	G3
ACTUAL AVG	10X SERVICE AND FINANCE	6	54	33,000	40,725	7	35,660	37,150	38,220
	12X MANUFACTURING	6	8	27,600	49,800	4	35,744	34,180	37,527
	100 INDUSTRY	12	62	27,600	49,800	10	35,671	36,730	38,000
	700 STATE GOVERNMENT	11	214	26,679	37,760	7	31,644	32,309	34,275
	750 LOCAL GOVERNMENT	3	3	27,544	28,261	1	27,920	27,955	N/A
	700 GOVERNMENT	14	217	26,679	37,760	7	31,592	31,406	33,477
	810 STATE SUPPORTED SCHOOLS	5	6	27,774	44,990	4	33,907	32,580	34,448
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	3	15	24,214	37,201	3	26,668	32,157	N/A
	850 HOSPITALS (IN STATE)	3	3	18,501	32,240	2	26,246	27,997	N/A
	875 HOSPITALS (OUT OF STATE)	2	5	39,500	41,870	3	40,922	40,685	N/A
	800 MEDICAL	13	29	18,501	44,990	9	30,580	32,240	36,759
	CLASS TOTALS	39	308	18,501	49,800	24	32,318	32,580	37,181

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

TOTALS FOR CLASS 2849 SYSTEMS MANAGER	39	308	MINIMUM:	15,995	44,990	26	27,274	26,395	29,930
			MAXIMUM:	21,008	58,776	26	35,257	38,748	45,195
			MIDPOINT	18,501	48,978	27	33,224	32,386	37,009
			ACT AVG:	18,501	49,800	24	(32,318)	32,580	37,181

006467

2849 SYSTEMS MANAGER

Under limited supervision directs and coordinates the work of analysts and programmers engaged in designing, testing, implementing and modifying computer systems; provides consulting services to user agencies and helps provide solutions to complex problems; assigns programming priorities and plans future system designs; and serves as a key link between users and the data processing department. Requires a bachelor's degree in computer or management science and four years of experience in computer system development, modification and/or maintenance.

Table 4.3
Continued

S.C. PERSONNEL DIVISION
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CLASS: 2827 DATA PROCESSING MAN I 16 POSITIONS MIN: 27,191 MAX: 38,540 MID: 32,865 ACT AVG: 34,813 C-R: 105.9

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	5	26,400	39,372	3	32,434	35,000	38,500
	12X MANUFACTURING	9	9	15,600	39,520	2	29,183	32,500	34,050
	100 INDUSTRY	13	14	15,600	39,520	4	30,344	32,500	34,218
	700 STATE GOVERNMENT	9	93	25,776	43,518	5	31,633	33,724	36,750
	750 LOCAL GOVERNMENT	4	4	26,780	31,950	1	30,080	30,794	31,158
	700 GOVERNMENT	13	97	25,776	43,518	5	31,569	31,752	35,132
	810 STATE SUPPORTED SCHOOLS	2	2	30,721	36,982	2	33,852	33,852	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	2	29,494	29,494	1	29,494	N/A	N/A
	850 HOSPITALS (IN STATE)	4	4	14,778	38,958	2	29,403	31,938	32,780
	875 HOSPITALS (OUT OF STATE)	2	2	33,072	41,500	2	37,286	37,286	N/A
	800 MEDICAL	9	10	14,778	41,500	4	31,888	32,780	35,027
	CLASS TOTALS	35	121	14,778	43,518	11	31,454	31,950	36,750

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

TOTALS FOR CLASS 2827 DATA PROCESSING MAN I	35	121	MINIMUM:	14,165	39,520	14	26,444	25,854	30,654
			MAXIMUM:	15,392	57,824	15	35,902	35,725	39,527
			MIDPOINT	14,778	46,041	13	31,190	31,752	33,900
			ACT AVG:	14,778	43,518	11	(31,454)	31,950	36,750

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006468

2827 DATA PROCESSING MANAGER I

Under general supervision provides management direction and guidance in data processing and information system activities; may serve as an assistant manager with line responsibility where the environment supports multiple CPU's, multiple locations and telecommunications. Requires a bachelor's degree in computer or management science and three years of experience in computer system development, modification and maintenance, software design, programming, or in the management of computer operations activities.

Table 4.3
Continued

d. Information and Education Services

Of the ten occupational categories surveyed this year, agencies having classes in the Information and Education Services area were among those who made the greatest number of requests for studies in the coming fiscal year. Ironically, the data in this survey does not reflect a problem in this category.

Eleven classes in this category were surveyed. Nine of the eleven had salary midpoints that exceeded the actual averages of similar jobs in the labor market. Only the positions of Associate Teacher and Library Technical Assistant had midpoints below the actual average salary in the labor market. However, in both cases, the salary midpoints were within the same pay grade as their labor market counterparts.

Overall, this occupational category is very competitive with the labor market.

Classes Surveyed	Classes Published
1) Education Program Director II	Education Program Director II
2) Chief Economist	
3) Public Information Specialist I	Public Information Specialist I
4) Public Information Director	Public Information Director
5) Classroom Teacher	Classroom Teacher
6) Vocational Teacher	Vocational Teacher
7) Teacher Assistant II	Associate Teacher
8) Associate Teacher	Library Technical Assistant
9) Library Technical Assistant	Librarian
10) Librarian	Graphic Artist-Illustrator
11) Graphic Artist-Illustrator	

006469

CLASS: 3040 EDUCATION PGM DIRECTOR II 6 POSITIONS MIN: 33,083 MAX: 47,269 MID: 40,176 ACT AVG: 43,631 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	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	7	77	31,445	45,012	2	36,250	38,136	40,437
	750 LOCAL GOVERNMENT	4	13	32,231	43,822	2	35,745	35,854	36,390
	700 GOVERNMENT	11	90	31,445	45,012	3	36,177	36,390	40,437
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	11	90	31,445	45,012	3	36,177	36,390	40,437
FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.									
TOTALS FOR CLASS 3040 EDUCATION PGM DIRECTOR II		11	90	MINIMUM: 24,206	36,390	2	28,721	27,792	31,387
				MAXIMUM: 33,486	50,111	4	40,667	38,510	44,956
				MIDPOINT 30,721	40,053	1	34,694	33,492	38,027
				ACT AVG: 31,445	45,012	3	(36,177)	36,390	40,437

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006470

3040 EDUCATION PROGRAM DIRECTOR II

Under general supervision plans, coordinates and administers a large comprehensive educational program of state-wide scope in the areas of Handicapped Education, General Education, Vocational Education, Educational Research, and Educational Finance. Plans, coordinates and supervises the work of a large professional staff; recommends changes in program policy and procedures; coordinates program activities with other government agencies; interprets federal--state rules and regulations, and assists in establishing policies and procedures for administering and evaluating educational programs. Requires a doctorate degree in a educational program area and six years experience, including at least two years in an educational administrative capacity.

Table 4.4
Information and Education Services

S.C. PERSONNEL DIVISION
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CLASS: 3101 PUBLIC INFO SPECIALIST I 18 POSITIONS MIN: 12,905 MAX: 18,318 MID: 15,611 ACT AVG: 13,228 C-R: 84.7

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							
	700 STATE GOVERNMENT	11	138	12,720	16,989	11	14,805	14,604	15,773
	750 LOCAL GOVERNMENT	6	6	13,019	22,940	5	16,364	15,543	17,633
	700 GOVERNMENT	17	144	12,720	22,940	15	14,870	14,604	16,352
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	17	144	12,720	22,940	15	14,870	14,604	16,352

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

TOTALS FOR CLASS 3101 PUBLIC INFO SPECIALIST I	17	144	MINIMUM:	11,310	22,940	8	13,286	12,084	13,707
			MAXIMUM:	14,830	22,940	10	18,451	18,330	19,872
			MIDPOINT	13,197	22,940	9	15,851	15,360	16,665
			ACT AVG:	12,720	22,940	15	(14,870)	14,604	16,352

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006471

3101 PUBLIC INFORMATION SPECIALIST I

An entry level class; prepares and assists in disseminating informational materials for an organization. Writes or assists in writing items for release to the news media; assists in planning and promoting articles; conducts research to verify reliability of material to be published; collects and assembles information; interviews personnel to secure information; answers routine inquires about organization activities; and photographs or arranges for promotional photographs. Requires a bachelor's degree.

Table 4.4
Continued

S.C. PERSONNEL DIVISION
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CLASS: 3105 PUBLIC INFORMATION DIRECTOR 9 POSITIONS MIN: 21,489 MAX: 30,775 MID: 26,132 ACT AVG: 24,129 C-R: 92.3

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							
	700 STATE GOVERNMENT	11	104	18,348	29,488	5	22,669	22,623	25,258
	750 LOCAL GOVERNMENT	6	6	11,007	31,013	6	24,151	25,229	27,103
	700 GOVERNMENT	17	110	11,007	31,013	10	22,750	24,170	25,637
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	17	110	11,007	31,013	10	22,750	24,170	25,637

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

TOTALS FOR CLASS 3105 PUBLIC INFORMATION DIRECTOR	17	110	MINIMUM:	11,007	24,819	5	18,997	18,395	20,430
			MAXIMUM:	11,007	34,500	5	26,967	26,852	29,632
			MIDPOINT	11,007	28,500	4	22,982	23,135	24,666
			ACT AVG:	11,007	31,013	10	(22,750)	24,170	25,637

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3105 PUBLIC INFORMATION DIRECTOR

Under general supervision plans, develops and directs an extensive and diversified public information program or supervises major informational divisions in accordance with the overall goals and objectives of an organization. Develops long-range public information programs; supervises the development and dissemination of news releases; supervises the planning of special events; delivers speeches and presents programs; develops and maintains effective relationships with the media; and develops and supervises the overall public information budget. Requires a bachelor's degree and four years of related experience.

Table 4.4
Continued

CLASS: 3161 CLASSROOM TEACHER — 32 POSITIONS — MIN: 14,517 — MAX: 20,576 — MID: 17,546 — ACT AVG: 15,873 — C-R: 90.5

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	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	7	548	15,984	18,756	8	17,660	17,605	18,100
	750 LOCAL GOVERNMENT	6	4,492	15,332	18,273	6	17,391	17,401	17,709
	700 GOVERNMENT	13	5,040	15,332	18,756	13	17,420	17,474	17,926
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	13	5,040	15,332	18,756	13	17,420	17,474	17,926

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

TOTALS FOR CLASS 3161 CLASSROOM TEACHER	13	5,040	MINIMUM:	12,220	16,571	6	13,960	13,676	14,886
			MAXIMUM:	17,030	27,085	10	22,920	23,790	25,722
			MIDPOINT	15,332	21,180	10	18,358	18,005	19,489
			ACT AVG:	15,332	18,756	13	(17,420)	17,474	17,926

006473

3161 CLASSROOM TEACHER

Under general supervision teaches academic subjects to a group of students of elementary or secondary level in special settings requiring demonstrated practical experience; plans and conducts classes based on the grade levels and abilities of students. Requires graduation from an accredited four-year college or university, certification as a professional teacher by the state plus two years of classroom teaching experience.

Table 4.4
Continued

S.C. PERSONNEL DIVISION
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CLASS: 3162 VOCATIONAL TEACHER — 33 POSITIONS — MIN: 15,097 — MAX: 21,400 — MID: 18,248 — ACT AVG: 16,769 — C-R: 102.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	8	156	12,120	23,222	3	14,939	16,366	18,753
	750 LOCAL GOVERNMENT	6	157	15,332	20,650	2	18,473	18,204	18,510
	700 GOVERNMENT	14	313	12,120	23,222	4	16,712	18,021	18,750
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	14	313	12,120	23,222	4	16,712	18,021	18,750

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

TOTALS FOR CLASS 3162 VOCATIONAL TEACHER	14	313	MINIMUM:	11,580	18,747	5	14,029	12,811	15,474
			MAXIMUM:	14,844	26,109	9	22,497	22,527	25,902
			MIDPOINT	13,212	22,505	9	18,162	18,619	19,603
			ACT AVG:	12,120	23,222	4	(16,712)	18,021	18,750

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006474

3162 VOCATIONAL TEACHER

Under general supervision teaches vocational subjects to students; teaches concepts, theory and application of trade skills. Requires high school graduation and three years of experience in trade plus one year of experience teaching the trade.

Table 4.4
Continued

S.C. PERSONNEL DIVISION
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CLASS: 3171 ASSOCIATE TEACHER 103 POSITIONS MIN: 10,607 MAX: 15,033 MID: 12,820 ACT AVG: 12,237 C-R: 95.5

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC KNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	2	324	11,625	12,956	2	12,948	12,291	N/A
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	2	324	11,625	12,956	2	12,948	12,291	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	2	324	11,625	12,956	2	12,948	12,291	N/A

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

TOTALS FOR CLASS 3171 ASSOCIATE TEACHER	2	324	MINIMUM:	10,596	11,625	2	11,111	11,111	N/A
			MAXIMUM:	15,660	17,427	3	16,544	16,544	N/A
			MIDPOINT	13,128	14,526	3	13,827	13,827	N/A
			ACT AVG:	11,625	12,956	2	(12,948)	12,291	N/A

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006475

3171 ASSOCIATE TEACHER

Under general supervision plans and implements special education programs in an academic environment; assists in administering evaluative tests; prepares lesson plans; provides instruction; prepares student objectives; prepares innovative special aides; maintains attendance records; complies with federal documentation requirements; and may train support personnel in special developmental practices. Requires an associate degree and in-sevice training in special education plus one year of related experience.

Table 4.4
Continued

CLASS: 3453 LIBRARY TECHNICAL ASSISTANT 126 POSITIONS MIN: 10,607 MAX: 15,033 MID: 12,820 ACT AVG: 12,177 C-R: 95.0

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							
	700 STATE GOVERNMENT	11	724	10,984	15,199	10	13,626	12,948	14,816
	750 LOCAL GOVERNMENT	7	75	6,741	13,728	2	8,280	9,200	9,809
	700 GOVERNMENT	18	799	6,741	15,199	11	13,124	12,515	13,518
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	18	799	6,741	15,199	11	13,124	12,515	13,518

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

TOTALS FOR CLASS 3453 LIBRARY TECHNICAL ASSISTANT	18	799	MINIMUM:	5,707	13,296	9	10,013	10,130	11,594
			MAXIMUM:	6,741	19,984	8	14,395	14,544	16,891
			MIDPOINT	6,741	16,517	8	12,204	12,296	14,395
			ACT AVG:	6,741	15,199	11	(13,124)	12,515	13,518

006426

3453 LIBRARY TECHNICAL ASSISTANT

Performs a wide variety of paraprofessional library work; catalogues materials with Library of Congress card copy under professional supervision; supervises processing of rare and manuscript materials; maintains audiovisual euipment; performs bibliographic searching of a complex nature. Works under the direction of the head librarian or department head. May serve as general assistant, "second-in-charge", in the operation of a small or branch library and may supervise lower level assistants. Requires high school graduation and two years of library experience.

Table 4.4
Continued

S.C. PERSONNEL DIVISION
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CLASS: 3462 LIBRARIAN — 15 POSITIONS — MIN: 16,329 — MAX: 23,145 — MID: 19,737 — ACT AVG: 20,078 — C-R: 101.7

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							
	700 STATE GOVERNMENT	11	200	13,164	18,768	1	16,788	16,305	17,260
	750 LOCAL GOVERNMENT	9	164	16,751	20,650	2	18,753	18,273	18,893
	700 GOVERNMENT	20	364	13,164	20,650	2	17,673	17,260	18,338
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	20	364	13,164	20,650	2	17,673	17,260	18,338

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

TOTALS FOR CLASS 3462 LIBRARIAN	20	364	MINIMUM:	12,646	19,810	2	14,168	13,825	14,964
			MAXIMUM:	16,524	28,549	6	21,689	21,273	22,854
			MIDPOINT	14,736	20,973	4	17,928	17,779	18,954
			ACT AVG:	13,164	20,650	2	(17,673)	17,260	18,338

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006477

3462 LIBRARIAN

Performs professional library work. In a library with limited references is responsible for over-all library management. In a major reference library is responsible for the routine duties of cataloging, indexing, classifying and assisting reference staff and library visitors. Work is performed under the supervision of an administrative superior and is reviewed for compliance with departmental policies and current library practices. Requires a master's degree in library science.

Table 4.4
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

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CLASS: 3510 GRAPHIC ARTIST ILLUSTRATOR 16 POSITIONS MIN: 12,408 MAX: 17,587 MID: 14,997 ACT AVG: 13,895 C-R: 92.7

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							
	700 STATE GOVERNMENT	11	114	10,560	17,556	7	14,602	14,222	15,765
	750 LOCAL GOVERNMENT	1	1	17,326	17,326	2	17,326	N/A	N/A
	700 GOVERNMENT	12	115	10,560	17,556	8	14,625	14,389	15,775
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	12	115	10,560	17,556	8	14,625	14,389	15,775
FOR ACTUAL AVERAGE DATA, THE MEAN IS THE WEIGHTED AVERAGE.									
TOTALS FOR CLASS 3510 GRAPHIC ARTIST ILLUSTRATOR		12	115	MINIMUM:	10,140	15,683	7	12,331	12,250	12,948
				MAXIMUM:	14,656	21,912	8	18,076	18,592	19,552
				MIDPOINT	12,538	17,800	8	15,180	15,574	15,822
				ACT AVG:	10,560	17,556	8	(14,625)	14,389	15,775

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006428

3510 GRAPHIC ARTIST - ILLUSTRATOR

Performs general art duties which include the preparation of planning maps and graphic materials for reports and presentations; designs and constructs exhibits and displays to illustrate historical or educational programs for a state agency. An associate degree and one (1) year graphics experience; or high school graduation and three (3) years graphics experience.

Table 4.4
Continued

e. Health and Laboratory Services

The survey results this year reflect that the classes in Health and Laboratory Services are only marginally competitive. While most classes in this occupational category were competitive due to recent grade changes made by the State Personnel Division, other classes are planned for study in Fiscal Year 1984-85.

The Nursing classes will be reviewed in October. The State Personnel Division also plans to review the salary ranges of the Speech and Hearing Therapists, Anesthetists, and Homemakers.

X-Ray Technologists were upgraded in March. Salary data in this report, which was based on last year's salary ranges, supported the upgrades.

Classes Surveyed	Classed Published
1) Licensed Practical Nurse I	Licensed Practical Nurse II
2) Licensed Practical Nurse II	Public Health Nurse
3) Public Health Nurse	Staff Nurse
4) Staff Nurse	Head Nurse
5) Head Nurse	Nurse Supervisor
6) Nurse Supervisor	Director, Nursing I
7) Director, Nursing I	
8) Director, Nursing II	Dentist II
9) Dentist I	Physician I
10) Dentist II	Speech and Hearing Therapist I
11) Physician I	Anesthetist
12) Physician II	X-Ray Technologist II
13) Psychiatrist III	Dental Assistant I
14) Pharmacist	Homemaker
15) Speech and Hearing Therapist I	
16) Respiratory Therapist	
17) Anethetist	
18) X-Ray Technologist I	
19) X-Ray Technologist II	
20) Nursing Assistant	
21) Dental Assistant I	
22) Pharmacy Tech	
23) Homemaker	
24) Microbiologist I	
25) Microbiologist IV	
26) Chemist I	
27) Chemist IV	

006479

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD0100CA

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CLASS: 4002 LICENSED PRACTICAL NURSE II 616 POSITIONS MIN: 11,931 MAX: 16,910 MID: 14,420 ACT AVG: 13,249 C-R: 91.9

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	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	9	3,334	11,028	15,870	6	14,340	13,530	14,290
	750 LOCAL GOVERNMENT	1	2	18,439	18,439	2	18,439	N/A	N/A
	700 GOVERNMENT	10	3,336	11,028	18,439	7	14,342	13,750	14,782
	810 STATE SUPPORTED SCHOOLS	5	360	13,199	17,742	5	14,373	15,253	15,416
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	70	18,283	19,802	3	19,585	19,043	N/A
	850 HOSPITALS (IN STATE)	6	825	12,157	15,454	4	13,462	13,520	14,175
	875 HOSPITALS (OUT OF STATE)	2	211	14,300	16,931	3	15,061	15,616	N/A
	800 MEDICAL	15	1,466	12,157	19,802	12	14,208	14,611	16,255
	CLASS TOTALS	25	4,802	11,028	19,802	18	14,301	14,300	15,517

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

TOTALS FOR CLASS 4002 LICENSED PRACTICAL NURSE II	25	4,802	MINIMUM:	9,732	14,685	14	12,013	12,106	12,466
			MAXIMUM:	12,854	20,550	13	16,567	16,687	17,535
			MIDPOINT	12,105	17,617	10	14,258	14,186	14,820
			ACT AVG:	11,028	19,802	18	(14,301)	14,300	15,517

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006480

4002 LICENSED PRACTICAL NURSE II

Assists a doctor or registered nurse in the care and treatment of patients and residents in a hospital or other health care facility; performs a variety of complex paraprofessional nursing tasks and related work as required; may act as supervisor over a small group of subordinate patient care workers in an assigned clinical rehabilitative or home care setting. Requires licensure as a practical nurse and one year experience.

Table 4.5
Health and Laboratory Services

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD0100CA

1984 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
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CLASS: 4004 PUBLIC HEALTH NURSE 599 POSITIONS MIN: 15,701 MAX: 22,254 MID: 18,977 ACT AVG: 16,525 C-R: 87.1

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	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	10	2,314	14,604	22,607	8	18,467	17,784	19,236
	750 LOCAL GOVERNMENT	1	1	17,607	17,607	2	17,607	N/A	N/A
	700 GOVERNMENT	11	2,315	14,604	22,607	9	18,467	17,607	19,236
	810 STATE SUPPORTED SCHOOLS	2	4	16,873	34,299	3	25,586	25,586	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	2	4	16,873	34,299	3	25,586	25,586	N/A
	CLASS TOTALS	13	2,319	14,604	34,299	11	18,479	17,607	19,236

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

TOTALS FOR CLASS 4004 PUBLIC HEALTH NURSE	13	2,319	MINIMUM:	13,938	22,984	6	15,876	15,434	15,865
			MAXIMUM:	17,976	34,486	10	23,462	22,956	24,456
			MIDPOINT	16,002	28,735	9	19,669	19,396	19,792
			ACT AVG:	14,604	34,299	11	(18,479)	17,607	19,236

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006481

4004 PUBLIC HEALTH NURSE

Under general supervision provides direct nursing care, counseling, and coordination of services for individuals and families in clinics, schools, and houses within a designated geographic area. A bachelor's degree in nursing or an associate degree in nursing and one year of experience.

Table 4.5
Continued

CLASS: 4013 STAFF NURSE 436 POSITIONS MIN: 15,701 MAX: 22,254 MID: 18,977 ACT AVG: 17,627 C-R: 92.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	10	2,054	15,810	19,560	3	16,683	17,062	17,225
	750 LOCAL GOVERNMENT	1	1	18,160	18,160	2	18,160	N/A	N/A
	700 GOVERNMENT	11	2,055	15,810	19,560	4	16,684	17,131	17,719
	810 STATE SUPPORTED SCHOOLS	6	1,362	9,535	20,361	5	18,647	18,155	18,533
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	2,036	19,198	24,856	5	20,802	20,644	21,216
	850 HOSPITALS (IN STATE)	10	2,707	16,484	21,424	10	19,567	19,406	19,531
	875 HOSPITALS (OUT OF STATE)	3	1,456	18,400	21,050	4	19,803	19,053	N/A
	800 MEDICAL	23	7,561	9,535	24,856	21	19,779	19,196	20,217
	CLASS TOTALS	34	9,616	9,535	24,856	24	19,118	18,606	19,531

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

TOTALS FOR CLASS 4013 STAFF NURSE	34	9,616	MINIMUM:	12,344	20,883	26	16,420	16,775	17,261
			MAXIMUM:	17,139	29,445	18	22,479	22,195	24,887
			MIDPOINT	16,466	25,164	21	19,448	19,560	20,771
			ACT AVG:	9,535	24,856	24	(19,118)	18,606	19,531

006482

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4013 STAFF NURSE

Provides professional health care on an in-patient or out-patient basis and supervises LPN's or other nursing assistants. Requires licensure as a registered nurse.

006482

Table 4.5
Continued

S.C. PERSONNEL DIVISION
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CLASS: 4014 HEAD NURSE — 174 POSITIONS — MIN: 19,103 — MAX: 27,077 — MID: 23,090 — ACT AVG: 20,517 — C-R: 88.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	9	2,686	18,015	25,793	4	20,310	18,910	19,950
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	9	2,686	18,015	25,793	4	20,310	18,910	19,950
	810 STATE SUPPORTED SCHOOLS	6	396	23,608	29,474	7	24,846	25,703	26,129
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	126	25,667	32,219	5	28,205	28,257	28,683
	850 HOSPITALS (IN STATE)	10	213	22,048	28,413	11	24,261	23,878	24,731
	875 HOSPITALS (OUT OF STATE)	2	60	27,000	29,370	3	28,620	28,185	N/A
	800 MEDICAL	22	795	22,048	32,219	23	25,507	25,482	27,415
	CLASS TOTALS	31	3,481	18,015	32,219	26	21,497	24,440	26,129

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

TOTALS FOR CLASS 4014 HEAD NURSE	31	3,481	MINIMUM:	14,612	26,749	19	19,984	19,843	22,100
			MAXIMUM:	20,791	37,690	16	27,566	26,894	30,587
			MIDPOINT	18,002	32,219	17	23,725	23,254	25,831
			ACT AVG:	18,015	32,219	26	(21,497)	24,440	26,129

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4014 HEAD NURSE

Under general supervision plans for and provides nursing care in a designated unit or area with responsibility for the assessment of nursing needs and the delegation of assignments to professional and nonprofessional nursing personnel. Requires a BA in nursing and one year of experience as a registered nurse.

006983

Table 4.5
Continued

S.C. PERSONNEL DIVISION
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1984 ANNUAL SALARY SURVEY - PART 1
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CLASS: 4030 NURSE SUPERVISOR 174 POSITIONS MIN: 20,662 MAX: 29,286 MID: 24,974 ACT AVG: 23,652 C-R: 94.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC KNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	10	1,139	19,937	27,398	3	23,156	23,058	23,500
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	10	1,139	19,937	27,398	3	23,156	23,058	23,500
	810 STATE SUPPORTED SCHOOLS	5	147	22,964	36,130	5	25,973	28,694	30,044
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	57	29,839	31,366	3	30,375	30,603	N/A
	850 HOSPITALS (IN STATE)	10	63	22,048	31,096	8	25,167	24,289	26,333
	875 HOSPITALS (OUT OF STATE)	2	29	29,245	30,722	3	29,500	29,984	N/A
	800 MEDICAL	19	296	22,048	36,130	16	26,995	27,498	30,751
	CLASS TOTALS	29	1,435	19,937	36,130	18	23,948	24,242	28,970

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

TOTALS FOR CLASS 4030 NURSE SUPERVISOR	29	1,435	MINIMUM:	16,588	29,839	16	21,375	20,883	22,746
			MAXIMUM:	23,212	37,310	14	25,556	29,000	32,105
			MIDPOINT	20,661	31,070	15	25,483	24,844	28,174
			ACT AVG:	19,937	36,130	18	(23,948)	24,242	28,970

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006484

4030 NURSE SUPERVISOR

Supervises professional and nonprofessional nursing personnel; plans, organizes, and distributes work assignments to subordinates in a clinical specialty, institution or designated area. Masters in nursing or BA in nursing and 2 years experience as a registered nurse.

Table 4.5
Continued

S.C. PERSONNEL DIVISION — 1984 ANNUAL SALARY SURVEY - PART I — RUN DATE 07/10/84
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CLASS: 4055 DIRECTOR, NURSING I — 24 POSITIONS — MIN: 22,349 — MAX: 31,676 — MID: 27,012 — ACT AVG: 26,685 — 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	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	9	145	21,927	31,848	5	27,394	26,352	28,297
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	9	145	21,927	31,848	5	27,394	26,352	28,297
	810 STATE SUPPORTED SCHOOLS	2	16	31,055	33,426	3	31,944	32,241	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	1	35,880	35,880	2	35,880	N/A	N/A
	850 HOSPITALS (IN STATE)	4	25	27,768	32,074	5	29,766	29,894	31,083
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	7	42	27,768	35,880	8	30,741	31,083	32,750
	CLASS TOTALS	16	187	21,927	35,880	12	28,146	28,987	31,083

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

TOTALS FOR CLASS 4055 DIRECTOR, NURSING I	16	187	MINIMUM:	17,654	27,269	9	23,027	22,332	25,100
			MAXIMUM:	27,756	42,224	11	33,575	33,745	35,880
			MIDPOINT	23,467	33,150	11	28,162	28,131	29,904
			ACT AVG:	21,927	35,880	12	28,146	28,987	31,083

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006485

4055 DIRECTOR, NURSING I

Plans, organizes and directs all nursing activities in a medium sized state hospital or mental retardation facility. Masters in nursing and 2 years experience as a registered nurse.

Table 4.5
Continued

[redacted] PERSONNEL DIVISION
PROGRAM NUMBER PD0100CA

1984 ANNUAL SALARY SURVEY - PART 1
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CLASS: 4206 DENTIST II — 16 POSITIONS — MIN: 37,213 — MAX: 52,745 — MID: 44,979 — ACT AVG: 43,786 — C-R: 97.3

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							
	700 STATE GOVERNMENT	10	128	35,708	54,894	4	45,250	41,678	43,725
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	10	128	35,708	54,894	4	45,250	41,678	43,725
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	1	1	43,098	43,098	1	43,098	N/A	N/A
	800 MEDICAL	1	1	43,098	43,098	1	43,098	N/A	N/A
	CLASS TOTALS	11	129	35,708	54,894	4	45,233	42,029	44,208

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

TOTALS FOR CLASS 4206 DENTIST II	11	129	MINIMUM:	26,611	50,485	3	33,823	31,836	35,009
			MAXIMUM:	39,804	71,284	3	50,101	50,485	51,894
			MIDPOINT	35,064	54,894	3	41,962	40,545	43,842
			ACT AVG:	35,708	54,894	4	(45,233)	42,029	44,208

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006486

4206 DENTIST II

Under limited supervision provides clinical services in preventive, restorative and curative dentistry; performs professional work requiring analysis of serious dental problems and the planning of various interrelated activities within a dentistry program. Graduation from an approved school of dentistry and 3 years dental experience.

Table 4.5
Continued

S.C. PERSONNEL DIVISION
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CLASS: 4211 PHYSICIAN I — 6 POSITIONS — MIN: 37,213 — MAX: 52,745 — MID: 44,979 — ACT AVG: 34,964 — C-R: 77.7

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							
	700 STATE GOVERNMENT	10	238	25,020	55,848	9	44,707	43,544	46,591
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	10	238	25,020	55,848	9	44,707	43,544	46,591
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	1	41,743	41,743	2	41,743	N/A	N/A
	850 HOSPITALS (IN STATE)	1	33	17,472	17,472	1	17,472	N/A	N/A
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	2	34	17,472	41,743	2	18,186	29,608	N/A
	CLASS TOTALS	12	272	17,472	55,848	10	41,392	41,989	44,989

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

TOTALS FOR CLASS 4211 PHYSICIAN I	12	272	MINIMUM:	16,091	46,428	4	33,329	36,045	36,310
			MAXIMUM:	17,472	59,904	6	48,007	50,940	54,840
			MIDPOINT	17,472	50,639	5	40,668	42,676	46,311
			ACT AVG:	17,472	55,848	10	(41,392)	41,989	44,989

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006487

4211 PHYSICIAN I

Under general supervision provides professional medical care and treatment services for patients in state institutions, hospitals, clinics or other medical programs; performs professional duties governed generally by broad instructions, objectives and policies. Graduation from an approved school of medicine and completion of internship or one year residency training.

Table 4.5
Continued

S.C. PERSONNEL DIVISION
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CLASS: 4268 SPEECH&HEARING THERAPIST I 9 POSITIONS MIN: 13,957 MAX: 19,784 MID: 16,870 ACT AVG: 15,716 C-R: 93.2

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							
	700 STATE GOVERNMENT	10	125	13,464	19,491	8	18,062	17,709	18,240
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	10	125	13,464	19,491	8	18,062	17,709	18,240
	810 STATE SUPPORTED SCHOOLS	3	8	16,636	22,713	4	18,118	22,412	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	2	21,008	28,038	3	24,523	24,523	N/A
	850 HOSPITALS (IN STATE)	1	2	21,986	21,986	2	21,986	N/A	N/A
	875 HOSPITALS (OUT OF STATE)	1	2	24,500	24,500	2	24,500	N/A	N/A
	800 MEDICAL	7	14	16,636	28,038	8	20,497	22,412	23,607
	CLASS TOTALS	17	139	13,464	28,038	15	18,306	18,264	21,497

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

TOTALS FOR CLASS 4268 SPEECH&HEARING THERAPIST I	17	139	MINIMUM:	12,038	20,654	16	16,047	15,382	17,083
			MAXIMUM:	17,976	28,038	16	23,332	22,854	25,601
			MIDPOINT	15,756	24,346	16	19,605	19,491	21,060
			ACT AVG:	13,464	28,038	15	(18,308)	18,264	21,497

006488

4268 SPEECH AND HEARING THERAPIST I

Under general supervision provides evaluation and therapeutic services for persons with communicative and hearing disorders; defines therapeutic objectives, develops lesson plans, carries out therapeutic procedures and client appraisals. Requires a BA in speech and hearing therapy, speech pathology, or audiology.

Table 4.5
Continued

CLASS: 4408 ANESTHETIST — 14 POSITIONS — MIN: 23,243 — MAX: 32,944 — MID: 28,093 — ACT AVG: 28,530 — C-R: 101.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM PSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	SD
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	5	54	28,073	31,752	5	30,527	30,465	30,611
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	5	54	28,073	31,752	5	30,527	30,465	30,611
	810 STATE SUPPORTED SCHOOLS	5	40	28,421	33,903	5	30,646	30,743	32,188
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	35	28,553	32,696	3	31,395	30,626	N/A
	850 HOSPITALS (IN STATE)	4	56	26,067	39,950	2	34,374	27,446	28,286
	875 HOSPITALS (OUT OF STATE)	1	25	31,000	31,000	2	31,000	N/A	N/A
	800 MEDICAL	12	156	26,067	39,950	9	32,210	30,369	32,698
	CLASS TOTALS	17	210	26,067	39,950	13	31,777	30,465	31,455

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

TOTALS FOR CLASS 4408 ANESTHETIST	17	210	MINIMUM:	20,280	34,339	13	24,924	24,075	26,036
			MAXIMUM:	27,788	45,740	9	33,539	32,760	35,287
			MIDPOINT	25,022	37,580	10	29,240	28,108	30,361
			ACT AVG:	26,067	39,950	13	(31,777)	30,465	31,455

006489

4408 ANESTHETIST

Work involves administering anesthesia to surgical patients. Employees are responsible for administering anesthetic agents to patients in a operating room or delivery room for pre-operative care of patients under the supervision of a physician, and for the availability, maintenance, and care of adequate anesthetic agents, instruments, and equipment. Employees work under the supervision of a hospital administrative official and receive professional direction from a surgeon during an operation. Graduation from an accredited school of nursing and completion of nurse anesthetist training.

Table 4.5
Continued

S.C. PERSONNEL DIVISION
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CLASS: 4413 X-RAY TECHNOLOGIST II 25 POSITIONS MIN: 12,905 MAX: 18,318 MID: 15,611 ACT AVG: 15,987 C-R: 102.4

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							
	700 STATE GOVERNMENT	11	230	9,779	21,390	9	17,436	16,248	18,016
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	11	230	9,779	21,390	9	17,436	16,248	18,016
	810 STATE SUPPORTED SCHOOLS	5	54	15,156	18,668	5	16,551	17,222	17,500
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	3	63	18,283	20,093	4	19,386	18,782	N/A
	850 HOSPITALS (IN STATE)	4	29	13,707	18,138	3	15,444	15,912	16,432
	875 HOSPITALS (OUT OF STATE)	3	56	17,118	20,200	4	17,632	19,178	N/A
	800 MEDICAL	15	202	13,707	20,200	13	17,576	17,778	18,725
	CLASS TOTALS	26	432	9,779	21,390	21	17,501	17,170	18,508

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

TOTALS FOR CLASS 4413 X-RAY TECHNOLOGIST II	26	432	MINIMUM:	7,888	17,040	23	14,209	13,921	15,132
			MAXIMUM:	12,766	25,740	22	20,156	20,585	21,677
			MIDPOINT	10,327	21,390	23	17,176	17,290	18,403
			ACT AVG:	9,779	21,390	21	(17,501)	17,170	16,508

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006490

4413 X-RAY TECHNOLOGIST II

Under general supervision performs diversified duties in the operations of specialized x-ray equipment in a hospital or clinic; performs specialized x-ray procedures as prescribed. Graduation from an approved 2 year school of x-ray technology and 2 years experience in clinical x-ray programs; or BA in radiologic technology.

Table 4.5
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD0100CA

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CLASS: 4450 DENTAL ASSISTANT I 16 POSITIONS MIN: 9,066 MAX: 12,850 MID: 10,958 ACT AVG: 11,576 C-R: 105.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM PSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	G3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	11	407	9,730	13,024	5	10,781	11,370	12,612
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	11	407	9,730	13,024	5	10,781	11,370	12,612
	810 STATE SUPPORTED SCHOOLS	4	46	8,434	15,060	2	10,685	9,084	9,369
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	24	10,754	12,696	2	12,536	11,726	N/A
	850 HOSPITALS (IN STATE)	2	13	10,795	13,936	2	11,276	12,366	N/A
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	8	83	8,434	15,060	4	11,313	10,775	12,696
	CLASS TOTALS	19	490	8,434	15,060	8	10,871	11,299	12,809

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

TOTALS FOR CLASS 4450 DENTAL ASSISTANT I	19	490	MINIMUM:	8,009	12,731	13	9,667	9,749	10,298
			MAXIMUM:	10,608	17,390	16	13,894	13,650	15,252
			MIDPOINT	9,381	15,060	14	11,740	11,529	12,725
			ACT AVG:	8,434	15,060	8	(10,871)	11,299	12,809

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006491

4450 DENTAL ASSISTANT I

Under general supervision of a dentist, provides technical support and chairside assistance to dentists. Requires an associate degree in dental assisting.

Table 4.5
Continued

S.C. PERSONNEL DIVISION
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CLASS: 4491 HOMEMAKER — 162 POSITIONS — MIN: 8,060 — MAX: 11,424 — MID: 9,742 — ACT AVG: 9,912 — C-R: 101.7

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							
	700 STATE GOVERNMENT	7	843	9,312	16,984	6	11,527	10,639	11,323
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	7	843	9,312	16,984	6	11,527	10,639	11,323
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	1	2	9,610	9,610	1	9,610	N/A	N/A
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	1	2	9,610	9,610	1	9,610	N/A	N/A
	CLASS TOTALS	8	845	9,312	16,984	6	11,523	10,390	10,836

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

TOTALS FOR CLASS 4491 HOMEMAKER	8	845	MINIMUM:	7,620	14,652	7	9,358	6,982	9,264
			MAXIMUM:	11,562	21,900	9	13,796	12,557	13,188
			MIDPOINT	9,642	18,276	8	11,570	10,655	11,037
			ACT AVG:	9,312	16,984	8	(11,523)	10,390	10,836

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4491 HOMEMAKER

Under general supervision performs homemaking services such as changing beds, bathing patients, or preparing meals for individuals or families who are elderly, handicapped, retarded, ill or in need of emergency assistance; performs these homemaking services to help individuals or families and to improve their living conditions. Any training and experience that suggests possession of the required knowledge, skills and abilities.

006492

Table 4.5
Continued

f. Human Services

Last year's salary survey indicated that the Human Services category had several problem areas causing the category to be only marginally competitive with salaries paid by other employers in the labor market. This prompted extensive surveys by the State Personnel Division which resulted in numerous upgrades. As a result of last year's salary survey and the work that followed, Human Services is now competitive with the labor market. However, the Mental Health Workers and Mental Health Specialists appear to be low against prevailing labor market salaries; the State Personnel Division plans to study them in Fiscal Year 1984-85.

Classes Surveyed	Classes Published
1) Vocational Rehabilitation Counselor	Vocational Rehabilitation Counselor
2) Eligibility Determination Worker	Eligibility Determination Worker
3) Social Services Worker I	Social Services Worker I
4) Social Services Worker II	Social Services Worker II
5) Social Services Supervisor	Social Services Supervisor
6) Mental Health Counselor I	Mental Health Counselor I
7) Mental Health Counselor III	Mental Health Worker
8) Social Work Specialist	Mental Health Specialist
9) Mental Health Worker	Activity Therapist
10) Mental Health Specialist	Psychologist I
11) Mental Retardation Director II	
12) Activity Therapist	
13) Psychologist I	
14) Psychologist III	
15) Chief Psychologist	

006493

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CLASS: 5005 VOC REHABILITATION COUNS — 150 POSITIONS — MIN: 16,329 — MAX: 23,145 — MID: 19,737 — ACT AVG: 21,115 — C-R: 107.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP KPING	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	G3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	10	801	14,690	23,380	3	20,723	17,021	20,002
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	10	801	14,690	23,380	3	20,723	17,021	20,002
	810 STATE SUPPORTED SCHOOLS	2	5	17,934	18,533	1	18,054	18,234	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	1	21,705	21,705	2	21,705	N/A	N/A
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	3	6	17,934	21,705	2	18,662	18,533	N/A
	CLASS TOTALS	13	807	14,690	23,380	4	20,708	17,934	20,002

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

TOTALS FOR CLASS 5005 VOC REHABILITATION COUNS	13	807	MINIMUM:	12,644	17,410	4	15,062	15,072	15,527
			MAXIMUM:	20,352	26,000	6	22,571	22,090	24,042
			MIDPOINT	16,728	21,705	4	18,817	18,398	19,308
			ACT AVG:	14,690	23,380	4	(20,708)	17,934	20,002

006494

5005 VOCATIONAL REHABILITATION COUNSELOR

Performs journeyman level duties; designs and implements rehabilitation programs for physically or mentally disabled clients; supervises; subordinate employees, volunteers, practicing students and interns. This is the second in a three class series. Requires a master's degree in rehabilitation experience.

Table 4.6
Human Services

S.C. PERSONNEL DIVISION
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1984 ANNUAL SALARY SURVEY - PART 1
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CLASS: 5205 ELIGIBILITY DETERMINATION WRK 724 POSITIONS MIN: 11,931 MAX: 16,910 MID: 14,420 ACT AVG: 13,721 C-R: 95.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPING	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	11	5,480	10,764	15,898	5	14,125	13,436	14,062
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	11	5,480	10,764	15,898	5	14,125	13,436	14,062
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	11	5,480	10,764	15,898	5	14,125	13,436	14,062

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

TOTALS FOR CLASS 5205 ELIGIBILITY DETERMINATION WRK	11	5,480	MINIMUM:	9,732	13,422	4	11,522	11,521	11,918
			MAXIMUM:	14,556	19,956	8	17,126	17,136	18,108
			MIDPOINT	12,606	16,689	5	14,325	14,380	14,727
			ACT AVG:	10,764	15,898	5	(14,125)	13,436	14,062

006495

5205 ELIGIBILITY DETERMINATION WORKER

Performs general casework duties in a county social services office by determining client eligibility for food stamps, economic assistance or agency services; or by arranging medical transportation, child care or other services. Workers in this class are assigned to the following program areas: food stamps, early periodic screening diagnosis and treatment, Title XX purchased services, day care licensing, WIN child care, CETA child care, administrative paperwork for the WIN program, and assistance payments in all categories except nursing home eligibility. Workers in this class may also carry out basic casework service plans developed by a higher level social services worker.

Table 4.6
Continued

S.C. PERSONNEL DIVISION
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CLASS: 5207 SOCIAL SERVICES WORKER I 150 POSITIONS MIN: 13,422 MAX: 19,023 MID: 16,222 ACT AVG: 15,475 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	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	11	2,456	12,048	18,004	6	16,264	14,460	16,619
	750 LOCAL GOVERNMENT	1	1	16,937	16,937	2	16,937	N/A	N/A
	700 GOVERNMENT	12	2,457	12,048	18,004	7	16,265	15,018	16,937
	810 STATE SUPPORTED SCHOOLS	5	25	12,933	15,246	1	14,836	14,932	14,956
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	3	15,964	18,554	3	17,691	17,259	N/A
	850 HOSPITALS (IN STATE)	5	28	14,892	21,258	5	17,199	17,202	17,285
	875 HOSPITALS (OUT OF STATE)	2	16	17,701	20,000	3	18,994	18,851	N/A
	800 MEDICAL	14	72	12,933	21,256	9	16,796	16,240	17,535
	CLASS TOTALS	26	2,529	12,048	21,258	15	16,280	15,750	17,341

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

TOTALS FOR CLASS 5207 SOCIAL SERVICES WORKER I	26	2,529	MINIMUM:	10,941	19,282	14	13,571	13,373	14,531
			MAXIMUM:	14,892	25,834	15	19,262	19,246	21,075
			MIDPOINT	13,021	22,558	14	16,411	16,252	16,990
			ACT AVG:	12,048	21,258	15	(16,280)	15,750	17,341

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006496

5207 SOCIAL SERVICES WORKER I

Performs entry level professional social work for all services except intake and assessment for adult and child protective services cases. Typical caseloads include foster home housing, alternate placement for adults, permanent foster care, easy adoptions, pre-or post protective service cases and multi-problem cases that require skilled couseling by the social worker. Requires a bachelor's degree in social work.

Table 4.6
Continued

S.C. PERSONNEL DIVISION
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CLASS: 5208 SOCIAL SERVICES WORKER II 469 POSITIONS MIN: 15,097 MAX: 21,400 MID: 18,248 ACT AVG: 16,300 C-R: 89.3

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPING	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	9	2,336	13,764	20,150	8	16,370	17,796	18,171
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	9	2,336	13,764	20,150	8	16,370	17,796	18,171
	810 STATE SUPPORTED SCHOOLS	4	48	16,144	19,223	4	17,653	17,112	17,784
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	24	18,368	23,296	3	18,573	20,832	N/A
	850 HOSPITALS (IN STATE)	3	7	18,782	21,320	4	19,252	19,032	N/A
	875 HOSPITALS (OUT OF STATE)	1	5	19,053	19,053	2	19,053	N/A	N/A
	800 MEDICAL	10	84	16,144	23,296	10	18,132	18,907	19,138
	CLASS TOTALS	19	2,420	13,764	23,296	17	16,431	18,235	19,138

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

TOTALS FOR CLASS 5208 SOCIAL SERVICES WORKER II	19	2,420	MINIMUM:	12,864	18,720	13	15,539	15,600	16,628
			MAXIMUM:	17,244	25,418	17	22,806	22,716	24,263
			MIDPOINT	16,518	22,069	14	19,152	19,326	20,104
			ACT AVG:	13,764	23,296	17	(16,431)	18,235	19,138

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006497

5208 SOCIAL SERVICES WORKER II

Under limited supervision performs specialized family and child casework in protective services, adoptions, or permanency planning; intakes and assesses cases of child abuse or neglect and cases of adult abuse, neglect, or exploitation; has authority to terminate parental rights or obtain custody of an adult, depending on the difficulty of the case; highest of three classes of non-supervisory social service workers. Requires a master's degree in social work.

Table 4.6
Continued

S.C. PERSONNEL DIVISION — 1984 ANNUAL SALARY SURVEY - PART 1 — RUN DATE 07/10/84
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CLASS: 5212 SOCIAL SERVICES SUPERVISOR — 97 POSITIONS — MIN: 16,329 — MAX: 23,145 — MID: 19,737 — ACT AVG: 19,580 — C-R: 99.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	63
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	11	1,220	16,652	26,764	8	20,826	20,570	22,547
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	11	1,220	16,652	26,764	8	20,826	20,570	22,547
	810 STATE SUPPORTED SCHOOLS	5	10	20,329	23,962	6	22,858	21,776	21,799
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	3	23,493	23,493	2	23,493	N/A	N/A
	850 HOSPITALS (IN STATE)	6	7	19,594	35,963	7	27,183	27,168	28,041
	875 HOSPITALS (OUT OF STATE)	1	1	21,611	21,611	2	21,611	N/A	N/A
	800 MEDICAL	13	21	19,594	35,963	14	24,331	23,493	25,282
	CLASS TOTALS	24	1,241	16,652	35,963	21	20,885	21,799	24,156
TOTALS FOR CLASS 5212 SOCIAL SERVICES SUPERVISOR		24	1,241	MINIMUM:	13,676	25,251	17	18,331	17,995	20,301
				MAXIMUM:	19,560	41,038	21	27,153	25,675	29,364
				MIDPOINT	16,652	33,144	20	22,649	21,510	24,190
				ACT AVG:	16,652	35,963	21	(20,885)	21,799	24,156

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

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006498

5212 SOCIAL SERVICES SUPERVISOR

Supervises upper level Social Service Workers involved in adult or child protective services, adoptions, and permanency planning; assigns caseloads and responsibilities to Social Service Workers; and serves as a consultant for complex cases; provides specialized social services consultation to other agencies, organizations, and institutions; differs from lower supervisory classes by complexity of cases and levels of Social Service Workers supervised. Requires a master's degree in social work and one year of social work experience performing child or a adult protective services or permanency planning type work.

Table 4.6
Continued

S.C. PERSONNEL DIVISION
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CLASS: 5301 MENTAL HEALTH COUNSELOR 42 POSITIONS MIN: 14,517 MAX: 20,576 MID: 17,546 ACT AVG: 15,418 C-R: 87.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	6	442	11,244	18,360	6	17,083	16,590	17,733
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	6	442	11,244	18,360	6	17,083	16,590	17,733
	810 STATE SUPPORTED SCHOOLS	1	1	14,014	14,014	1	14,014	N/A	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	2	19	13,520	14,518	1	13,993	14,019	N/A
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	3	20	13,520	14,518	1	13,994	14,014	N/A
	CLASS TOTALS	9	462	11,244	18,360	6	16,949	15,924	16,590

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

TOTALS FOR CLASS 5301 MENTAL HEALTH COUNSELOR	9	462	MINIMUM:	10,656	15,696	4	13,200	12,919	14,520
			MAXIMUM:	14,893	23,940	5	19,790	19,347	22,566
			MIDPOINT	13,405	19,326	5	16,477	16,133	16,785
			ACT AVG:	11,244	18,360	6	(16,949)	15,924	16,590

006499

5301 MENTAL HEALTH COUNSELOR

Under general supervision performs entry level counseling and educational duties for patients in a community mental health program setting; counsels individuals experiencing temporary difficulties in handling family, vocational, social or other life crises; provides supplementary counseling services for individuals, in mental health center programs, who are undergoing intensive psychiartic treatment. Requires a master's degree in guidance, counseling, or the social sciences.

Table 4.6
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

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CLASS: 5385 MENTAL HEALTH WORKER — 537 POSITIONS — MIN: 8,060 — MAX: 11,424 — MID: 9,742 — ACT AVG: 8,673 — C-R: 89.0

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							
	700 STATE GOVERNMENT	11	9,332	8,532	13,994	11	11,091	11,033	11,566
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	11	9,332	8,532	13,994	11	11,091	11,033	11,566
	810 STATE SUPPORTED SCHOOLS	1	10	9,443	9,443	2	9,443	N/A	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	1	2	12,272	12,272	2	12,272	N/A	N/A
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	2	12	9,443	12,272	3	9,915	10,856	N/A
	CLASS TOTALS	13	9,344	8,532	13,994	13	11,089	11,033	11,566

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

TOTALS FOR CLASS 5385 MENTAL HEALTH WORKER	13	9,344	MINIMUM:	7,722	11,128	11	9,142	8,978	9,692
			MAXIMUM:	10,704	16,344	12	13,257	13,296	14,070
			MIDPOINT	9,588	13,272	11	11,188	11,202	11,755
			ACT AVG:	8,532	13,994	13	(11,089)	11,033	11,566

98

006500

5385 MENTAL HEALTH WORKER

Under direct supervision perform basic therapeutic care of patients in a mental hospital and assists patients in taking care of their basic personal needs; assists in bathing, dressing, undressing, and feeding patients; escorts patients to and from treatment sessions and activities, takes and records blood pressure, temperature, pulse and respiration under direct supervision. The entry level of a three class series. Requires a tenth grade education.

Table 4.6
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

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DATA ANALYSIS BY CATEGORY WITHIN CLASS
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CLASS: 5387 MENTAL HEALTH SPECIAL 560 POSITIONS MIN: 9,430 MAX: 13,365 MID: 11,397 ACT AVG: 12,737 C-R: 111.8

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							
	700 STATE GOVERNMENT	11	2,072	11,184	17,390	9	13,522	14,065	15,212
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	11	2,072	11,184	17,390	9	13,522	14,065	15,212
	810 STATE SUPPORTED SCHOOLS	1	3	13,021	13,021	2	13,021	N/A	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	1	3	13,021	13,021	2	13,021	N/A	N/A
	CLASS TOTALS	12	2,075	11,184	17,390	10	13,521	13,867	15,044

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

TOTALS FOR CLASS 5387 MENTAL HEALTH SPECIAL	12	2,075	MINIMUM:	9,579	12,925	13	11,024	10,685	11,310
			MAXIMUM:	13,092	19,860	12	16,169	15,737	17,390
			MIDPOINT	11,682	16,134	13	13,597	13,131	14,820
			ACT AVG:	11,184	17,390	10	(13,521)	13,867	15,044

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006501

5387 MENTAL HEALTH SPECIALIST

Under general supervision performs specialized care of patients in a mental hospital; plans and implements patient activities; supervises and assists lower level Mental Health Workers; administers oral, intra-muscular or other types of medications and records their administrations; maintains records drugs used; and sterilizes instruments as prescribed by nurses. Requires a tenth grade education and two years experience in patient care.

Table 4.6
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1984 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
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CLASS: 5507 ACTIVITY THERAPIST I 97 POSITIONS MIN: 12,905 MAX: 18,318 MID: 15,611 ACT AVG: 14,621 C-R: 93.7

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WID MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	8	305	10,999	16,560	4	15,116	14,234	14,944
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	8	305	10,999	16,560	4	15,116	14,234	14,944
	810 STATE SUPPORTED SCHOOLS	5	11	10,543	18,340	4	14,392	14,683	15,111
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	3	13	14,435	19,802	3	17,027	17,493	N/A
	850 HOSPITALS (IN STATE)	3	3	14,914	17,805	4	16,030	15,371	N/A
	875 HOSPITALS (OUT OF STATE)	2	3	16,515	18,000	3	17,010	17,256	N/A
	800 MEDICAL	13	30	10,543	19,802	11	15,960	15,538	17,649
	CLASS TOTALS	21	335	10,543	19,802	14	15,192	14,944	16,538

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

TOTALS FOR CLASS 5507 ACTIVITY THERAPIST I	21	335	MINIMUM:	8,911	17,522	14	13,461	13,499	13,937
			MAXIMUM:	12,175	23,481	15	19,475	19,219	21,241
			MIDPOINT	10,543	20,501	16	16,405	16,224	17,354
			ACT AVG:	10,543	19,802	14	(15,192)	14,944	16,538

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006502

5507 ACTIVITY THERAPIST I

Under general supervision performs entry level treatment in an assigned area of therapy such as Recreational, Musical, Art, Horticultural, Bibiotherapy or Daily Living Skills; leads group/individual therapy sessions, usually at the direction of a treatment team; assists in planning and organizing treatment programs, participates in the diagnostic evaluation of patients and the identification of patient behaviors. Requires a bachelor's degree in one of the sciences listed above.

Table 4.6
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1984 ANNUAL SALARY SURVEY - PART 1
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CLASS: 5531 PSYCHOLOGIST I — 10 POSITIONS — MIN: 15,701 — MAX: 22,254 — MID: 18,977 — ACT AVG: 13,836 — C-R: 72.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	11	391	15,973	28,980	12	18,983	17,758	19,808
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	11	391	15,973	28,980	12	18,983	17,758	19,808
	810 STATE SUPPORTED SCHOOLS	2	3	18,408	18,597	3	18,534	18,503	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	2	3	18,408	18,597	3	18,534	18,503	N/A
	CLASS TOTALS	13	394	15,973	28,980	14	18,979	18,265	18,797

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

TOTALS FOR CLASS 5531 PSYCHOLOGIST I	13	394	MINIMUM:	13,921	22,272	9	16,739	16,392	16,962
			MAXIMUM:	17,928	35,688	10	24,661	24,180	26,373
			MIDPOINT	16,466	28,980	9	20,700	19,674	21,390
			ACT AVG:	15,973	28,980	14	(18,979)	18,265	18,797

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006503

5531 PSYCHOLOGIST I

An entry level class; administers and scores routine psychological test batteries; provides supportive counseling to clients; conducts background interviews with new admissions; conducts individual or group psychotherapy under close supervision; assists in the development, maintenance, and monitoring of treatment programs, and instructs and monitors paraprofessional staff in the implementation of behavior techniques. Requires a master's degree in applied psychology.

Table 4.6
Continued

g. Engingeering Services

Last year, the State Personnel Division undertook a series of comprehensive studies in Engineering Services. The work culminated with upgrades for many engineering classes bringing them to a competitive posture in the labor market. While the Engineering Services occupational category is now competitive, there still appear to be problems with selected classes. Most notably, this survey raises questions about the salary ranges of the Senior Field Technician and the Engineering Technician classes. The State Personnel Division will review these classes during Fiscal Year 1983-84.

Classes Surveyed	Classes Published
1) Environmentalist	Environmentalist
2) Environmentalist Manager	Environmentalist Manager
3) Environmental Quality Manager	Civil Engineering Associate
4) Environmental Quality Director	Engineering Technician
5) Civil Engineering Associate	Senior Field Technician
6) Senior Civil Engineering Associate	
7) Engineering Technician	
8) Chief Engineering Technician	
9) Senior Field Technician	

006504

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CLASS: 6001 ENVIRONMENTALIST — 108 POSITIONS — MIN: 14,517 — MAX: 20,576 — MID: 17,546 — ACT AVG: 17,157 — C-R: 97.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	SD
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	11	1,055	13,464	21,751	6	16,411	16,692	16,584
	750 LOCAL GOVERNMENT	1	1	13,971	13,971	1	13,971	N/A	N/A
	700 GOVERNMENT	12	1,056	13,464	21,751	6	16,408	16,388	16,447
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	12	1,056	13,464	21,751	6	16,408	16,388	16,447

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

TOTALS FOR CLASS 6001 ENVIRONMENTAL IST	12	1,056	MINIMUM:	11,609	17,040	7	14,157	14,340	15,042
			MAXIMUM:	16,001	26,592	8	21,068	21,346	22,500
			MIDPOINT	13,971	21,600	8	17,612	16,036	16,732
			ACT AVG:	13,464	21,751	6	(16,408)	16,388	16,447

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006505

6001 ENVIRONMENTALIST

Performs entry level professional work within an assigned geographical region. Plans, implements, and evaluates environmental sanitation programs such as insect and rodent control; public water sanitation; sewage treatment and solid waste disposal. Inspects food service establishments for general sanitary conditions. Issues permits or recommends disciplinary action when violations are found. Requires a master's degree in a public health related field or a bachelor's degree in a related field and 2 years related experience.

Table 4.7
Engineering Services

S.C. PERSONNEL DIVISION
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CLASS: 6003 ENVIRONMENTALIST MANAGER 37 POSITIONS MIN: 19,103 MAX: 27,077 MID: 23,090 ACT AVG: 23,483 C-R: 101.7

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							
	700 STATE GOVERNMENT	9	142	16,652	32,455	9	22,636	29,870	30,746
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	9	142	16,652	32,455	9	22,636	29,870	30,746
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	9	142	16,652	32,455	9	22,636	29,870	30,746

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

TOTALS FOR CLASS 6003 ENVIRONMENTALIST MANAGER	9	142	MINIMUM:	13,676	23,761	9	20,988	21,346	22,592
			MAXIMUM:	19,627	42,132	8	31,583	32,455	33,724
			MIDPOINT	16,652	32,772	9	26,285	27,396	27,998
			ACT AVG:	16,652	32,455	9	(22,636)	29,870	30,746

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6003 ENVIRONMENTALIST MANAGER

Top level position in a three class series; manages a statewide program; plans, develops, and supervises environmental health and sanitation programs; participates with other professional and community groups in studying, planning, and implementing health services; conducts and evaluates health statistics and data to support program objectives. Requires a master's degree in the natural or physical sciences, public health or a related technical field and three years experience in environmental health quality programs.

905906

Table 4.7
Continued

S.C. PERSONNEL DIVISION
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DATA ANALYSIS BY CATEGORY WITHIN CLASS
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CLASS: 6221 CIVIL ENGINEERING ASSOCIATE 92 POSITIONS MIN: 18,368 MAX: 26,036 MID: 22,202 ACT AVG: 20,542 C-R: 92.5

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	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	10	1,018	19,011	24,523	6	20,960	20,636	22,692
	750 LOCAL GOVERNMENT	6	13	16,578	26,320	9	21,020	20,444	22,046
	700 GOVERNMENT	16	1,031	16,578	26,320	9	20,960	20,636	22,313
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	16	1,031	16,578	26,320	9	20,960	20,636	22,313

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

TOTALS FOR CLASS 6221 CIVIL ENGINEERING ASSOCIATE	16	1,031	MINIMUM:	14,807	25,553	7	18,208	18,035	19,212
			MAXIMUM:	18,608	35,372	7	25,132	25,084	26,592
			MIDPOINT	16,578	30,463	6	21,559	21,686	22,437
			ACT AVG:	16,578	26,320	9	(20,960)	20,636	22,313

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006507

6221 CIVIL ENGINEERING ASSOCIATE

Performs entry level civil engineering work involving standard procedures and practices in the area of design, construction, maintenance, testing and research, or traffic and planning; designs simple projects; inspects construction projects; serves as chief of a survey party; assists a resident engineer; receives close supervision. Requires a bachelor's degree in engineering.

Table 4.7
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD0100CA

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CLASS: 6731 ENGINEERING TECHNICIAN 101 POSITIONS MIN: 8,718 MAX: 12,356 MID: 10,537 ACT AVG: 9,010 C-R: 85.5

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	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	10	879	8,826	14,556	10	12,230	11,850	12,326
	750 LOCAL GOVERNMENT	3	5	11,107	16,706	4	14,074	14,185	N/A
	700 GOVERNMENT	13	884	8,826	16,706	13	12,240	12,144	12,405
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	13	884	8,826	16,706	13	12,240	12,144	12,405

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

TOTALS FOR CLASS 6731 ENGINEERING TECHNICIAN	13	884	MINIMUM:	7,460	14,868	13	10,569	10,428	11,032
			MAXIMUM:	9,422	21,091	12	14,829	14,964	15,531
			MIDPOINT	8,826	17,709	12	12,678	12,930	13,290
			ACT AVG:	8,826	16,706	13	(12,240)	12,144	12,405

94

805900

6731 ENGINEERING TECHNICIAN

Under direct supervision, performs entry level routine technical duties in the areas of mapping, traffic data collection, plan data reduction, traffic and planning, highway design, surveying, construction, inspection, or materials research and testing; assists in installing, inspecting and maintaining traffic counters; extracts physical data from road and bridge plans; assists in making routine engineering computations; assists in laboratory testing of material used in highway and bridge construction. Requires a high school graduation.

Table 4.7
Continued

S.C. PERSONNEL DIVISION
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CLASS: 6778 SENIOR FIELD TECHNICIAN 57 POSITIONS MIN: 12,408 MAX: 17,587 MID: 14,997 ACT AVG: 13,272 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	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	7	393	16,050	24,144	8	19,377	17,976	21,108
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	7	393	16,050	24,144	8	19,377	17,976	21,108
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	7	393	16,050	24,144	8	19,377	17,976	21,108

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

TOTALS FOR CLASS 6778 SENIOR FIELD TECHNICIAN	7	393	MINIMUM:	12,612	16,524	6	14,795	15,072	15,690
			MAXIMUM:	18,780	24,144	6	21,867	22,324	23,277
			MIDPOINT	15,696	19,641	8	18,331	18,930	19,467
			ACT AVG:	16,050	24,144	8	(19,377)	17,976	21,108

006509

6778 SENIOR FIELD TECHNICIAN

Under general supervision performs specialized duties in the inspection and investigation of public facilities for compliance with health and sanitation laws; inspects lodging, recreation areas, water treatment, air pollution control, and food service facilities; issues permits and submits written reports; collects, evaluates, interprets and reports biological, chemical or engineering data; conducts insect and rodent control programs. The top level of a three class series. Requires a bachelor's degree in the natural or physical sciences or a related technical field.

Table 4.7
Continued

h. Law Enforcement, Licensing and Public Safety Services

The results of analyzing the data in this occupational category reveal that many of the classes do not appear to be competitive. The Classification and Compensation Section is currently involved in a comprehensive pay study of all classes that have arrest authority and law enforcement training requirements.

Classes Surveyed	Classed Published
1) Highway Trooper Officer	Highway Trooper First Class
2) Highway Trooper First Class	Highway Trooper Sergeant
3) Highway Trooper Sergeant	Tele-Communications Operator
4) Highway Trooper Captain	Correctional Officer I
5) Tele-Communications Operator	Warden I
6) Correctional Officer	Public Safety Officer
7) Correctional Officer Trainee	Public Safety Sergeant
8) Correctional Officer Supervisor II	Chief of Public Safety I
9) Chief Correctional Officer II	
10) Warden I	
11) Warden III	
12) Public Safety Officer	
13) Public Safety Sergeant	
14) Chief of Public Safety I	
15) Chief of Public Safety III	

006510

S.C. PERSONNEL DIVISION
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CLASS: 7061 HIGHWAY TROOPER FIRST CLASS 499 POSITIONS MIN: 15,097 MAX: 21,400 MID: 18,248 ACT AVG: 18,466 C-R: 101.2

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							
	700 STATE GOVERNMENT	8	2,541	14,364	24,719	7	20,465	18,993	20,745
	750 LOCAL GOVERNMENT	5	192	13,524	18,669	2	17,770	17,580	17,713
	700 GOVERNMENT	13	2,733	13,524	24,719	8	20,276	18,626	18,993
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	13	2,733	13,524	24,719	8	20,276	18,626	18,993

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

TOTALS FOR CLASS 7061 HIGHWAY TROOPER FIRST CLASS	13	2,733	MINIMUM:	12,291	21,804	5	15,104	14,652	15,103
			MAXIMUM:	16,036	32,706	9	22,615	22,175	23,372
			MIDPOINT	14,164	27,255	8	18,859	18,276	19,301
			ACT AVG:	13,524	24,719	8	(20,276)	18,626	18,993

7061 HIGHWAY TROOPER FIRST CLASS

Besides usual Highway Patrol Officer duties, provides on the road training for newly appointed patrol officers and other special assignments such as motor vehicle escorts. Requires one year experience as a Patrolman. This is the second of a seven class series.

006511

Table 4.8
Law Enforcement, Licensing and Public Safety

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD0100CA

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CLASS: 7063 HIGHWAY TROOPER SERGEANT 57 POSITIONS MIN: 17,662 MAX: 25,033 MID: 21,347 ACT AVG: 23,900 C-R: 112.0

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							
	700 STATE GOVERNMENT	8	884	22,443	35,291	6	27,477	24,912	28,446
	750 LOCAL GOVERNMENT	8	95	13,500	21,687	1	20,227	18,288	20,745
	700 GOVERNMENT	16	979	13,500	35,291	6	26,774	22,065	24,881
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	16	979	13,500	35,291	6	26,774	22,065	24,881

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

TOTALS FOR CLASS 7063 HIGHWAY TROOPER SERGEANT	16	979	MINIMUM:	12,374	30,485	6	17,529	17,315	18,588
			MAXIMUM:	13,500	40,696	9	25,046	24,085	27,216
			MIDPOINT	13,250	35,565	6	21,269	20,422	23,517
			ACT AVG:	13,500	35,291	6	(26,774)	22,065	24,881

98

7063 HIGHWAY TROOPER SERGEANT

Performs supervisory duties over highway patrol activities in an assigned county of the state. This is the second of a seven class series.

006512

Table 4.8
Continued

CLASS: 7123 TELE-COMMUNICATIONS OPERATOR 89 POSITIONS MIN: 10,607 MAX: 15,033 MID: 12,820 ACT AVG: 12,433 C-R: 97.0

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP KPING	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	11	956	11,700	24,719	11	13,796	14,064	15,201
	750 LOCAL GOVERNMENT	16	121	9,546	14,122	5	11,996	11,572	12,217
	700 GOVERNMENT	27	1,077	9,546	24,719	15	13,594	12,507	13,897
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	27	1,077	9,546	24,719	15	13,594	12,507	13,897

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

TOTALS FOR CLASS 7123 TELE-COMMUNICATIONS OPERATOR	27	1,077	MINIMUM:	8,004	21,804	14	11,053	10,591	11,671
			MAXIMUM:	10,000	32,706	14	15,557	14,630	16,806
			MIDPOINT	9,500	27,256	14	13,288	12,930	14,063
			ACT AVG:	9,546	24,719	15	(13,594)	12,507	13,897

006513

7123 TELE-COMMUNICATIONS OPERATOR

Performs responsible duties involving the operation of short wave radio, telephone and teletype in the field or office; responsible for relaying radio messages to and from mobile radio units and to other dispatchers; obtains and dispatches information to others. Requires six months of experience in radio and teletype dispatching.

Table 4.8
Continued

S.C. PERSONNEL DIVISION
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CLASS: 7301 CORRECTIONAL OFFICER 517 POSITIONS MIN: 11,931 MAX: 16,910 MID: 14,420 ACT AVG: 12,941 C-R: 89.7

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							
	700 STATE GOVERNMENT	11	16,341	12,360	17,716	11	14,362	14,112	14,684
	750 LOCAL GOVERNMENT	8	43	11,100	14,250	3	13,062	12,247	12,935
	700 GOVERNMENT	19	16,384	11,100	17,716	13	14,359	13,728	14,223
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	19	16,384	11,100	17,716	13	14,359	13,728	14,223

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

TOTALS FOR CLASS 7301 CORRECTIONAL OFFICER I	19	16,384	MINIMUM:	10,400	15,054	9	11,870	11,643	12,588
			MAXIMUM:	11,100	22,854	9	16,897	16,031	19,106
			MIDPOINT	10,800	18,954	9	14,383	13,774	15,915
			ACT AVG:	11,100	17,716	13	(14,359)	13,728	14,223

100

7301 CORRECTIONAL OFFICER

Performs journeyman level duties maintaining discipline, safety, and security among inmates in medium or maximum security correctional facilities or on outside work assignments. Conducts security checks and inspections. Writes reports on inmate infractions and daily activities. Requires a high school diploma and one year experience.

006514

Table 4.8
Continued

S.C. PERSONNEL DIVISION
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CLASS: 7333 WARDEN I — 13 POSITIONS — MIN: 20,662 — MAX: 29,286 — MID: 24,974 — ACT AVG: 23,730 — C-R: 95.0

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							
	700 STATE GOVERNMENT	9	105	16,136	33,000	8	24,598	27,855	29,764
	750 LOCAL GOVERNMENT	1	8	11,661	11,661	1	11,661	N/A	N/A
	700 GOVERNMENT	10	113	11,661	33,000	8	23,682	27,290	29,764
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	10	113	11,661	33,000	8	23,682	27,290	29,764

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

TOTALS FOR CLASS 7333 WARDEN I	10	113	MINIMUM:	11,066	27,072	7	21,325	21,357	23,720
			MAXIMUM:	13,874	45,000	9	33,234	32,942	37,576
			MIDPOINT	12,251	35,220	9	27,456	27,905	31,374
			ACT AVG:	11,661	33,000	8	(23,682)	27,290	29,764

006515

7333 WARDEN I

Plans, organizes, and directs the operations of a minimum security prison. Requires a college degree in the behavioral sciences and three years experience in corrections administration.

Table 4.8
Continued

CLASS: 7342 PUBLIC SAFETY OFFICER 246 POSITIONS MIN: 12,408 MAX: 17,587 MID: 14,997 ACT AVG: 13,664 C-R: 92.4

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							
	700 STATE GOVERNMENT	10	969	11,860	15,696	5	14,145	13,158	14,612
	750 LOCAL GOVERNMENT	7	285	12,198	17,143	5	15,474	14,940	16,645
	700 GOVERNMENT	17	1,254	11,860	17,143	9	14,447	13,818	15,165
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	17	1,254	11,860	17,143	9	14,447	13,818	15,165

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

TOTALS FOR CLASS 7342 PUBLIC SAFETY OFFICER	17	1,254	MINIMUM:	10,062	15,363	8	12,163	11,643	12,664
			MAXIMUM:	14,220	23,101	9	17,313	16,302	16,421
			MIDPOINT	12,666	19,396	8	14,748	13,892	15,543
			ACT AVG:	11,860	17,143	9	(14,447)	13,818	15,165

006516

7342 PUBLIC SAFETY OFFICER

Performs law enforcement duties for the protection and security of persons and property of a state facility. Patrols, investigates and initiates appropriate action to maintain order and detect violations of state laws and facility security regulations. Requires high school graduation and one year law enforcement experience and certification by a Law Enforcement Training Center.

Table 4.8
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD0100CA

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CLASS: 7354 PUBLIC SAFETY SERGEANT 51 POSITIONS MIN: 14,517 MAX: 20,576 MID: 17,546 ACT AVG: 17,136 C-R: 97.7

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							
	700 STATE GOVERNMENT	8	141	13,013	20,502	3	18,978	15,840	16,566
	750 LOCAL GOVERNMENT	7	53	16,583	20,000	6	17,968	18,572	19,443
	700 GOVERNMENT	15	194	13,013	20,502	8	18,702	16,688	18,771
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	15	194	13,013	20,502	8	18,702	16,688	18,771

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

TOTALS FOR CLASS 7354 PUBLIC SAFETY SERGEANT	15	194	MINIMUM:	11,521	17,451	6	14,208	13,628	15,165
			MAXIMUM:	15,480	24,487	8	19,768	19,923	21,486
			MIDPOINT	13,770	20,560	9	17,191	17,790	18,429
			ACT AVG:	13,013	20,502	8	(18,702)	16,688	18,771

103

7354 PUBLIC SAFETY SERGEANT

Performs as a first line supervisor in enforcing state, county, and municipal laws, rules and regulations for the protection and security of persons and property of a state facility. Requires a high school diploma and two years experience in law enforcement and certification by the state law enforcement training council.

006547

Table 4.8
Continued

S.C. PERSONNEL DIVISION
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CLASS: 7361 CHIEF OF PUBLIC SAFETY I 6 POSITIONS MIN: 16,982 MAX: 24,071 MID: 20,526 ACT AVG: 22,517 C-R: 109.7

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							
	700 STATE GOVERNMENT	7	25	14,370	22,360	1	17,856	17,482	20,426
	750 LOCAL GOVERNMENT	6	8	14,000	33,617	5	23,591	25,224	26,620
	700 GOVERNMENT	13	33	14,000	33,617	5	19,246	20,088	23,174
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	13	33	14,000	33,617	5	19,246	20,088	23,174

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

TOTALS FOR CLASS 7361 CHIEF OF PUBLIC SAFETY I	13	33	MINIMUM:	12,350	23,733	5	16,712	15,696	17,232
			MAXIMUM:	15,000	33,617	7	23,028	22,956	25,342
			MIDPOINT	14,000	26,780	6	19,416	19,326	20,954
			ACT AVG:	14,000	33,617	5	(19,246)	20,088	23,174

104

7361 CHIEF OF PUBLIC SAFETY I

Directs the public safety force of a small facility. Requires a high school diploma and five years experience in law enforcement, including two years in a supervisory capacity, and certification by the state law enforcement training council.

006518

Table 4.8
Continued

i. Institutional and Trades Services

Recent studies in the Labor/Trades classes and Highway Maintenance Worker classes have been instrumental in bringing the Institutional and Trades Services category to a competitive posture in the labor market. The Trades classes are now very competitive.

Some problems were noted, however, in this report. The State Personnel Division will review the Groundskeeper and Superintendent of Custodial Services classes this fiscal year.

Classed Surveyed	Classes Published
1) Groundskeeper	Groundskeeper
2) Groundskeeper Supervisor II	Groundskeeper Supervisor II
3) Custodial Worker	Supervisor of Custodial Services II
4) Supervisor of Custodial Services II	Cook I
5) Cook I	Trades Worker
6) Laborer	Trades Supervisor I
7) Trades Helper	Trades Supervisor II
8) Trades Worker	Highway Maintenance Worker I
9) Trades Craftsman	Highway Maintenance Worker IV
10) Master Craftsman	Automotive Mechanic
11) Trades Supervisor I	Automotive Maintenance Technician II
12) Trades Supervisor II	Pilot
13) Highway Maintenance Worker I	
14) Highway Maintenance Worker IV	
15) Automotive Mechanic	
16) Automotive Maintenance Tech I	
17) Automotive Maintenance Tech II	
18) Automotive Maintenance Tech III	
19) Vehicle Operator	
20) Pilot	

006519

S.C. PERSONNEL DIVISION
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CLASS: 7401 GROUNDSKEEPER 104 POSITIONS MIN: 6,060 MAX: 11,424 MID: 9,742 ACT AVG: 9,146 C-R: 93.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	3	117	9,147	15,852	4	15,728	14,712	N/A
	12X MANUFACTURING	14	142	8,190	19,531	12	17,035	12,137	15,049
	100 INDUSTRY	17	259	8,190	19,531	15	16,444	12,937	15,104
	700 STATE GOVERNMENT	11	5,162	7,818	12,826	9	8,261	9,946	10,086
	750 LOCAL GOVERNMENT	16	85	7,758	12,220	15	9,778	9,959	10,473
	700 GOVERNMENT	27	5,247	7,758	12,826	23	8,286	9,946	10,468
	810 STATE SUPPORTED SCHOOLS	6	24	7,974	10,629	4	8,987	9,369	9,827
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	3	25	11,045	12,522	4	11,610	11,128	N/A
	850 HOSPITALS (IN STATE)	7	24	9,194	12,355	8	10,369	10,317	10,514
	875 HOSPITALS (OUT OF STATE)	3	9	9,405	11,960	4	10,161	10,250	N/A
	800 MEDICAL	19	82	7,974	12,522	17	10,174	10,250	10,837
	CLASS TOTALS	63	5,588	7,758	19,531	53	8,691	10,250	11,295

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

TOTALS FOR CLASS 7401 GROUNDSKEEPER	63	5,588	MINIMUM:	6,614	19,531	50	9,569	8,798	10,109
			MAXIMUM:	8,548	19,677	35	12,137	11,652	12,594
			MIDPOINT	7,581	19,531	42	10,848	10,356	11,231
			ACT AVG:	7,758	19,531	53	(8,691)	10,250	11,295

106

025900

7401 GROUNDSKEEPER

Performs manual labor and operates equipment in the maintenance of grounds, yards and lawns. Operates power mowers, edge trimmers, and other lightweight power equipment. Plants, prunes, and waters garden vegetables; performs general gardening.

Table 4.9
Institutional and Trades Services

CLASS: 7412 GROUNDSKEEPER SUPERVISOR II 19 POSITIONS MIN: 12,408 MAX: 17,587 MID: 14,997 ACT AVG: 14,264 C-R: 95.1

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	3	3	22,335	29,400	4	25,205	23,880	N/A
	100 INDUSTRY	3	3	22,335	29,400	4	25,205	23,880	N/A
	700 STATE GOVERNMENT	11	159	11,380	18,237	7	15,534	14,920	15,585
	750 LOCAL GOVERNMENT	9	14	13,818	23,442	9	16,318	15,922	17,729
	700 GOVERNMENT	20	173	11,380	23,442	15	15,597	14,979	17,458
	810 STATE SUPPORTED SCHOOLS	4	8	12,397	23,616	3	19,771	19,684	15,594
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	3	4	13,562	24,961	3	17,077	16,723	N/A
	850 HOSPITALS (IN STATE)	4	4	14,040	30,451	4	21,746	21,247	23,816
	875 HOSPITALS (OUT OF STATE)	2	3	14,622	18,678	3	17,326	16,650	N/A
	800 MEDICAL	13	19	12,397	30,451	10	17,128	16,723	21,147
	CLASS TOTALS	36	195	11,380	30,451	27	15,894	15,758	18,678

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

TOTALS FOR CLASS 7412 GROUNDSKEEPER SUPERVISOR II	36	195	MINIMUM:	9,714	30,451	21	14,643	13,255	16,391
			MAXIMUM:	13,562	36,120	23	20,165	19,436	22,324
			MIDPOINT	11,167	30,451	21	17,151	15,672	19,178
			ACT AVG:	11,380	30,451	27	(15,894)	15,758	18,678

006521

7412 GROUNDSKEEPER SUPERVISOR II

Supervises groundskeeping personnel in the care and maintenance of grounds and facilities, groundskeeping vehicles and equipment; directs refuse pickup and disposal operations, light or heavy equipment operations, street and storm drainage systems cleanups; and the handling and application of herbicides and pesticides. Requires a pesticide certificate and four years of experience in grounds maintenance, landscaping or related work.

Table 4.9
Continued

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CLASS: 7510 SUP OF CUSTODIAL SERVICE II 69 POSITIONS MIN: 10,198 MAX: 14,455 MID: 12,326 ACT AVG: 12,390 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	3	3	16,884	28,200	4	21,476	19,344	N/A
	12X MANUFACTURING	7	8	8,112	29,400	7	16,418	16,967	20,468
	100 INDUSTRY	10	11	8,112	29,400	10	17,797	17,794	20,840
	700 STATE GOVERNMENT	11	395	11,187	14,681	8	13,337	12,903	13,842
	750 LOCAL GOVERNMENT	10	31	9,090	32,231	7	15,011	15,143	17,581
	700 GOVERNMENT	21	426	9,090	32,231	14	13,459	13,547	14,523
	810 STATE SUPPORTED SCHOOLS	5	49	9,125	14,602	4	12,127	12,839	13,312
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	9	47	12,938	24,648	5	13,972	13,300	13,350
	850 HOSPITALS (IN STATE)	7	37	10,608	18,262	6	13,175	12,906	14,467
	875 HOSPITALS (OUT OF STATE)	2	17	15,371	29,141	3	16,181	22,256	N/A
	800 MEDICAL	16	150	9,125	29,141	15	13,423	13,300	14,987
	CLASS TOTALS	49	587	8,112	32,231	37	13,531	13,764	16,936

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

TOTALS FOR CLASS 7510 SUP OF CUSTODIAL SERVICE II	49	587	MINIMUM:	7,756	31,394	36	13,010	11,794	14,543
			MAXIMUM:	8,112	36,120	35	17,505	15,905	19,100
			MIDPOINT	8,112	32,440	36	15,293	13,774	17,027
			ACT AVG:	8,112	32,231	37	(13,531)	13,764	16,936

006522

7510 SUPERVISOR OF CUSTODIAL SERVICE II

Assigns and reviews work of a large group of custodial workers engaged in the care, cleaning and general maintenance of a number of buildings; provides an in-service training program for new employees; requisitions and issues supplies to crews; makes daily inspection rounds; maintains records of supply usages, personnel absences and time records; notes and reports damaged or malfunctioning equipment; and plans work schedules. Requires custodial experience.

Table 4.9
Continued

CLASS: 7622 COOK I 109 POSITIONS MIN: 8,383 MAX: 11,880 MID: 10,131 ACT AVG: 9,426 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	2	5	9,420	13,416	2	11,818	11,418	N/A
	12X MANUFACTURING	1	1	11,960	11,960	2	11,960	N/A	N/A
	100 INDUSTRY	3	6	9,420	13,416	3	11,841	11,960	N/A
	700 STATE GOVERNMENT	11	5,694	7,818	12,083	8	8,588	10,008	10,622
	750 LOCAL GOVERNMENT	10	688	6,216	11,827	4	8,813	8,695	9,650
	700 GOVERNMENT	21	6,382	6,216	12,083	11	8,612	9,402	10,096
	810 STATE SUPPORTED SCHOOLS	6	49	8,887	11,207	5	10,411	10,561	10,648
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	4	36	11,336	12,334	5	12,049	12,116	12,188
	850 HOSPITALS (IN STATE)	9	50	10,483	13,978	10	11,887	12,293	12,366
	875 HOSPITALS (OUT OF STATE)	3	19	11,336	14,800	4	12,592	13,520	N/A
	800 MEDICAL	22	154	8,887	14,800	21	11,542	11,627	12,324
	CLASS TOTALS	46	6,542	6,216	14,800	33	8,684	10,608	12,002

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

TOTALS FOR CLASS 7622 COOK I	46	6,542	MINIMUM:	5,232	12,420	30	9,105	9,144	10,046
			MAXIMUM:	7,200	15,893	29	12,264	12,203	13,356
			MIDPOINT	6,216	13,876	32	10,668	10,567	11,769
			ACT AVG:	6,216	14,800	33	8,684	10,608	12,002

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006523

7622 COOK I

Under general supervision performs entry level duties of a routine or standardized nature in the preparation and cooking of food; determines amounts of food to be cooked; prepares food for special diets; instructs food service personnel in food preparation, cooking safety and sanitation procedures; and inspects prepared food for palatability, appearance and conformance with menus, recipes, and diets. Requires one year of experience in quantity cooking and food service.

006523

Table 4.9
Continued

S.C. PERSONNEL DIVISION
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CLASS: 7770 TRADES WORKER — 3 POSITIONS — MIN: 10,607 — MAX: 15,033 — MID: 12,820 — ACT AVG: 11,136 — C-R: 66.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	3	194	15,384	18,564	4	15,927	17,556	N/A
	12X MANUFACTURING	8	141	10,816	22,734	8	16,539	15,592	17,160
	100 INDUSTRY	11	335	10,816	22,734	11	17,026	16,056	18,060
	700 STATE GOVERNMENT	10	824	9,184	13,025	7	11,709	11,356	12,436
	750 LOCAL GOVERNMENT	10	98	9,138	13,046	7	10,143	11,293	11,845
	700 GOVERNMENT	20	922	9,138	13,046	13	11,543	11,300	12,273
	810 STATE SUPPORTED SCHOOLS	5	96	9,220	15,621	3	11,860	10,109	12,054
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	3	33	12,792	20,738	4	15,036	14,061	N/A
	850 HOSPITALS (IN STATE)	2	17	10,608	11,606	2	11,371	11,107	N/A
	875 HOSPITALS (OUT OF STATE)	2	30	13,998	15,000	3	14,132	14,499	N/A
	800 MEDICAL	12	176	9,220	20,738	9	12,795	13,395	14,061
	CLASS TOTALS	43	1,433	9,138	22,734	31	12,979	12,308	14,531

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

TOTALS FOR CLASS 7770 TRADES WORKER	43	1,433	MINIMUM:	7,176	20,946	25	11,528	10,938	12,106
			MAXIMUM:	10,270	23,234	22	15,195	14,844	16,723
			MIDPOINT	9,571	22,090	23	13,366	12,927	14,009
			ACT AVG:	9,138	22,734	31	(12,979)	12,308	14,531

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006524

7770 TRADES WORKER

This is semi-skilled to skilled work in Trades, typically construed as the apprenticeship. Incumbents function with a relative degree of skill in their particular trades discipline and work under the direction of full-fledged tradesmen.

Table 4.9
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

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CLASS: 7778 TRADES SUPERVISOR I 151 POSITIONS MIN: 16,329 MAX: 23,145 MID: 19,737 ACT AVG: 18,296 C-R: 92.4

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	2	13	29,640	29,820	3	29,695	29,730	N/A
	12X MANUFACTURING	11	32	17,638	36,192	11	29,099	25,844	28,294
	100 INDUSTRY	13	45	17,638	36,192	13	29,271	26,424	29,570
	700 STATE GOVERNMENT	6	507	13,548	19,459	3	16,961	16,196	16,704
	750 LOCAL GOVERNMENT	6	15	12,412	18,754	3	14,370	15,088	16,373
	700 GOVERNMENT	16	522	12,412	19,459	5	16,886	15,743	16,704
	810 STATE SUPPORTED SCHOOLS	3	12	12,415	21,661	2	19,783	17,987	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	2	17	18,616	21,258	3	20,947	19,937	N/A
	850 HOSPITALS (IN STATE)	1	1	20,800	20,800	2	20,800	N/A	N/A
	875 HOSPITALS (OUT OF STATE)	2	17	19,802	25,500	3	21,478	22,651	N/A
	800 MEDICAL	8	47	12,415	25,500	7	20,839	20,301	21,258
	CLASS TOTALS	37	614	12,412	36,192	23	18,096	19,004	23,580

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

TOTALS FOR CLASS 7778 TRADES SUPERVISOR I	37	614	MINIMUM:	9,490	30,180	17	16,969	15,213	16,456
			MAXIMUM:	13,104	45,276	17	24,067	22,277	27,294
			MIDPOINT	11,944	37,728	16	20,528	18,732	23,080
			ACT AVG:	12,412	36,192	23	(18,096)	19,004	23,580

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006525

7778 TRADES SUPERVISOR I

Positions in this class involve the supervision of one or more crews of workers engaged in general maintenance and construction activities. Positions as a rule supervise rather than actually perform work, and are responsible for performance review, inspection, requisitioning materials and scheduling work.

Table 4.9
Continued

S.C. PERSONNEL DIVISION
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CLASS: 7779 TRADES SUPERVISOR II 4 POSITIONS MIN: 19,103 MAX: 27,077 MID: 23,090 ACT AVG: 21,215 C-R: 91.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	2	4	25,095	36,204	3	33,427	30,650	N/A
	12X MANUFACTURING	8	30	19,812	43,200	8	25,273	30,705	33,527
	100 INDUSTRY	10	34	19,812	43,200	10	26,233	30,705	34,866
	700 STATE GOVERNMENT	7	281	15,744	22,245	3	19,833	18,620	20,092
	750 LOCAL GOVERNMENT	5	23	15,558	21,884	2	16,197	16,717	18,315
	700 GOVERNMENT	12	304	15,558	22,245	4	19,558	18,574	19,912
	810 STATE SUPPORTED SCHOOLS	4	12	11,622	33,426	4	23,738	25,022	27,728
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	2	4	25,189	35,755	3	27,831	30,472	N/A
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	6	16	11,622	35,755	6	24,761	26,459	30,577
	CLASS TOTALS	28	354	11,622	43,200	18	20,435	22,281	29,910

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

TOTALS FOR CLASS 7779 TRADES SUPERVISOR II	28	354	MINIMUM:	11,310	43,200	16	20,754	20,140	23,941
			MAXIMUM:	16,717	52,128	11	27,685	23,296	34,174
			MIDPOINT	14,820	43,440	13	24,319	21,320	28,615
			ACT AVG:	11,622	43,200	18	(20,435)	22,281	29,910

926526

7779 TRADES SUPERVISOR II

Incumbents of positions assigned to this class administratively supervise and plan the work of several maintenance or construction crews engaged in either specialized or general trades activities.

Table 4.9
Continued

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CLASS: 7781 HIGHWAY MAINTENANCE WORKER I 720 POSITIONS MIN: 8,968 MAX: 10,985 MID: 8,976 ACT AVG: 8,194 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							
	700 STATE GOVERNMENT	9	5,661	8,710	12,695	10	10,522	10,848	11,197
	750 LOCAL GOVERNMENT	6	59	8,635	12,020	7	10,067	10,445	10,742
	700 GOVERNMENT	15	5,720	8,635	12,695	16	10,517	10,677	11,197
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	15	5,720	8,635	12,695	16	10,517	10,677	11,197

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

TOTALS FOR CLASS 7781 HIGHWAY MAINTENANCE WORKER I	15	5,720	MINIMUM:	7,242	10,920	9	9,016	8,986	9,537
			MAXIMUM:	9,826	15,516	13	12,511	12,612	13,437
			MIDPOINT	8,635	13,171	14	10,752	10,606	11,197
			ACT AVG:	8,635	12,695	16	(10,517)	10,677	11,197

006527

7781 HIGHWAY MAINTENANCE WORKER I

Under direct supervision performs simple and routine labor for general maintenance of highways and bridges; serves as a flagman; and trains in the operation of dump trucks, sweepers, mowers, and other related highway maintenance equipment.

Table 4.9
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PD0100CA

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CLASS: 7784 HIGHWAY MAINTENANCE WORKER IV 254 POSITIONS MIN: 10,607 MAX: 15,033 MID: 12,820 ACT AVG: 12,796 C-R: 99.8

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	63
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	8	2,321	13,146	18,471	9	14,280	14,146	14,892
	750 LOCAL GOVERNMENT	12	123	9,500	16,067	9	13,270	13,700	15,104
	700 GOVERNMENT	20	2,444	9,500	18,471	17	14,229	13,949	15,104
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	20	2,444	9,500	18,471	17	14,229	13,949	15,104

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

TOTALS FOR CLASS 7784 HIGHWAY MAINTENANCE WORKER IV	20	2,444	MINIMUM:	8,500	13,624	18	11,883	11,753	12,986
			MAXIMUM:	11,500	20,772	13	16,499	16,843	18,567
			MIDPOINT	10,000	16,928	15	14,180	14,471	15,915
			ACT AVG:	9,500	18,471	17	(14,229)	13,949	15,104

7784 HIGHWAY MAINTENANCE WORKER IV

Under general supervision performs skilled duties in the operation of heavy duty and complex motorized equipment in the construction and maintenance of roadway and bridge systems. Operates large motor grades, combination front-end loader and backhoe, bushhog, countertime paint machine, ashphalt distributor, tractor trailer, dragline, vaccum type highway sweeper, and Drott excavator. Act as crew leader and performs skilled manual labor, carpentry and complex repair work. Requires a valid vehicle operator's license and three years of experience as a highway maintenance worker.

006528

Table 4.9
Continued

CLASS: 7800 AUTO MECHANIC 397 POSITIONS MIN: 12,408 MAX: 17,587 MID: 14,997 ACT AVG: 15,763 C-R: 105.1

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	G3
ACTUAL AVG	10X SERVICE AND FINANCE	2	67	21,632	25,524	3	25,466	23,578	N/A
	12X MANUFACTURING	5	74	15,091	30,347	4	25,108	21,321	23,515
	100 INDUSTRY	7	141	15,091	30,347	6	25,278	21,632	25,017
	700 STATE GOVERNMENT	11	1,352	11,809	16,268	5	15,349	15,372	15,611
	750 LOCAL GOVERNMENT	16	42	10,835	16,067	4	13,638	13,672	14,768
	700 GOVERNMENT	27	1,394	10,835	16,268	8	15,297	14,421	15,644
	810 STATE SUPPORTED SCHOOLS	3	8	10,951	17,160	3	14,206	15,912	N/A
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	2	16,869	16,869	2	16,869	N/A	N/A
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	4	10	10,951	17,160	4	14,740	16,391	16,869
	CLASS TOTALS	38	1,545	10,835	30,347	16	16,204	14,950	16,055

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

TOTALS FOR CLASS 7800 AUTO MECHANIC	38	1,545	MINIMUM:	8,237	30,347	21	13,357	12,461	13,842
			MAXIMUM:	13,217	30,347	17	16,021	16,964	19,571
			MIDPOINT	10,835	30,347	19	15,677	14,610	16,615
			ACT AVG:	10,835	30,347	16	(16,204)	14,950	16,055

006529

7800 AUTO MECHANIC

Performs journeyman level duties in the maintenance and repair of automobiles, trucks, buses, diesel engines and related automotive equipment. Repairs, overhauls and replaces transmissions, valves, clutches, brakes, generators, ignition systems and other automotive parts and equipment. Performs regular maintenance inspections and repairs.

Table 4.9
Continued

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CLASS: 7804 AUTO MAINT TECHNICIAN II 8 POSITIONS MIN: 13,422 MAX: 19,023 MID: 16,222 ACT AVG: 14,960 C-R: 92.2

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	3	55	12,053	23,568	3	22,075	19,157	N/A
	12X MANUFACTURING	2	24	16,952	21,799	3	21,395	19,376	N/A
	100 INDUSTRY	5	79	12,053	23,568	5	21,869	19,157	20,476
	700 STATE GOVERNMENT	3	308	14,880	16,195	3	15,402	15,508	N/A
	750 LOCAL GOVERNMENT	8	30	13,019	17,677	3	15,069	13,961	14,643
	700 GOVERNMENT	11	338	13,019	17,677	5	15,372	14,643	15,549
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	1	1	17,576	17,576	2	17,576	N/A	N/A
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	1	1	17,576	17,576	2	17,576	N/A	N/A
	CLASS TOTALS	17	418	12,053	23,568	10	16,605	15,508	17,264

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

TOTALS FOR CLASS 7804 AUTO MAINT TECHNICIAN II	17	418	MINIMUM:	9,780	22,152	6	13,835	12,644	14,733
			MAXIMUM:	12,979	24,024	6	18,355	18,390	19,369
			MIDPOINT	12,053	23,088	9	16,078	16,134	16,546
			ACT AVG:	12,053	23,568	10	(16,605)	15,508	17,264

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006530

7804 AUTOMOTIVE MAINTENANCE TECHNICIAN II

Incumbents of positions assigned to this class are experienced journeyman and capable of reliably diagnosing and repairing mechanical malfunctions in vehicles and other motorized equipment.

Table 4.9
Continued

CLASS: 7888 PILOT II 1 POSITIONS MIN: 20,662 MAX: 29,286 MID: 24,974 ACT AVG: 24,970 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	1	1	25,004	25,004	2	25,004	N/A	N/A
	12X MANUFACTURING	0							
	100 INDUSTRY	1	1	25,004	25,004	2	25,004	N/A	N/A
	700 STATE GOVERNMENT	9	47	15,327	29,415	4	20,545	22,029	24,597
	750 LOCAL GOVERNMENT	1	1	21,778	21,778	1	21,778	N/A	N/A
	700 GOVERNMENT	10	48	15,327	29,415	4	20,571	21,904	24,597
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	11	49	15,327	29,415	5	20,661	22,029	25,258

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

TOTALS FOR CLASS 7888 PILOT II	11	49	MINIMUM:	12,038	24,024	4	17,996	17,772	20,526
			MAXIMUM:	18,475	36,478	3	26,726	27,504	28,730
			MIDPOINT	15,702	30,251	4	22,361	22,638	24,835
			ACT AVG:	15,327	29,415	5	(20,661)	22,029	25,258

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7888 PILOT II

This is the journeyman level in the three level Pilot class series. Positions are responsible for the piloting of single engine fixed wing or helicopter aircraft. Incumbents must be licensed as a commercial pilot, instrument rating and rating for the category and class of aircraft to be flown. Positions may perform pre-flight administrative work as well as related administrative matter in support of the agency's mission. As necessary, incumbents of positions may be assigned to fly support missions for other state agencies.

006531

Table 4.9
Continued

j. Agriculture and Natural Resources Services

The majority of the classes in this category were competitive. The Classification and Compensation Section is scheduled to study Geologists and Biologists this fiscal year. Noteworthy in analyzing the data was the class of Forester. The State's salary range falls short in the labor market, but the actual average salary paid to foresters working with the State is competitive with the labor market. The length of service of employees in this class probably contributes to this unusual situation. No action is planned for the immediate future, but this will be a class that warrants a closer study in the next couple of years.

Classes Surveyed	Classes Published
1) Agrucultural Aide	Program Assistant-Extension Service
2) Program Assistant-Extension Service	Geologist
3) Meat Inspector	Geological Program Manager
4) Field Inspector	Biologist
5) Geologist	Forester
6) Geological Program Manager	Forest Manager
7) Biologist	
8) Forester	
9) Forest Manager	

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CLASS: 8201 PGM ASSISTANT EXTENSION SERV 1 POSITIONS MIN: 8,060 MAX: 11,424 MID: 9,742 ACT AVG: 9,742 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							
	700 STATE GOVERNMENT	2	289	8,832	9,429	1	8,997	9,131	N/A
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	2	289	8,832	9,429	1	8,997	9,131	N/A
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	2	289	8,832	9,429	1	8,997	9,131	N/A

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

TOTALS FOR CLASS 8201 PGM ASSISTANT EXTENSION SERV	2	289	MINIMUM:	7,460	7,475	1	7,468	7,466	N/A
			MAXIMUM:	10,189	10,192	1	10,191	10,191	N/A
			MIDPOINT	8,826	8,832	1	8,829	8,829	N/A
			ACT AVG:	8,832	9,429	1	(8,997)	9,131	N/A

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006533

8201 PROGRAM ASSISTANT-EXTENSION SERVICE

Under general supervision assists the county extension staff in teaching nutritional education and related subjects to families and youth groups and recruiting and training volunteer leaders to work with the 4H groups; maintains records concerning the needs and progress of families and youths; makes referrals to other agencies when applicable; encourages program participation and reinforces experiences with home practices. Requires a high school graduation and one year experience with youth or family programs.

Table 4.10
Agriculture and Natural Resources

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CLASS: 8574 GEOLOGIST — 7 POSITIONS — MIN: 15,701 — MAX: 22,254 — MID: 18,977 — ACT AVG: 15,927 — C-R: 63.9

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	Q3
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	11	51	15,072	31,830	8	19,262	17,256	18,086
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	11	51	15,072	31,830	8	19,262	17,256	18,086
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	11	51	15,072	31,830	8	19,262	17,256	18,086

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

TOTALS FOR CLASS 8574 GEOLOGIST	11	51	MINIMUM:	12,038	26,052	4	15,941	15,213	15,984
			MAXIMUM:	15,660	37,638	5	23,154	21,714	24,725
			MIDPOINT	15,312	31,830	5	19,547	18,087	20,079
			ACT AVG:	15,072	31,830	8	(19,262)	17,256	18,086

006534

8574 GEOLOGIST

Under direct supervision performs beginning level professional work in routine geologic or hydrologic investigations that may include stratigraphic, structural and geologic studies; assists in the review of water and waste treatment facilities which may impact on groundwater; assists in collecting and interpreting routine geologic or hydrologic data and assists in preparing geologic or hydrologic maps. Requires a bachelor's degree in geology, hydrology or geological engineering.

Table 4.10
Continued

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PAGE NUMBER 288

CLASS: 8597 GEOLOGICAL PROGRAM MANAGER 5 POSITIONS MIN: 23,243 MAX: 32,944 MID: 28,093 ACT AVG: 25,321 C-R: 90.1

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	63
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	10	59	24,306	44,388	9	33,640	29,018	32,779
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	10	59	24,306	44,388	9	33,640	29,018	32,779
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	10	59	24,306	44,388	9	33,640	29,018	32,779

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

TOTALS FOR CLASS 8597 GEOLOGICAL PROGRAM MANAGER	10	59	MINIMUM:	18,824	36,660	7	24,113	23,527	25,445
			MAXIMUM:	30,324	52,116	6	36,133	32,854	38,929
			MIDPOINT	24,936	44,388	6	30,128	27,458	32,187
			ACT AVG:	24,306	44,388	9	(33,640)	29,018	32,779

121

8597 GEOLOGICAL PROGRAM MANAGER

Under limited supervision performs administrative level work in planning, coordinating, and directing a program area in a geologic or hydrologic section of an agency; provides technical consulting in a specialized area; supervises the completion of technical reports and recommendations; prepares drafts of needed legislation and policies; confers with government, industry, consultants and engineers on complex technical geologic problems. Requires a master's degree in geology, hydrology or geological engineering and three years experience in geologic or hydrology investigations.

006535

Table 4.10
Continued

S.C. PERSONNEL DIVISION — 1984 ANNUAL SALARY SURVEY - PART 1 — RUN DATE 07/10/84
PROGRAM NUMBER PDQ100CA — DATA ANALYSIS BY CATEGORY WITHIN CLASS — PAGE NUMBER 280
SUMMARY REPORT

CLASS: 8586 BIOLOGIST — 27 POSITIONS — MIN: 13,957 — MAX: 19,784 — MID: 16,870 — ACT AVG: 15,399 — 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							
	700 STATE GOVERNMENT	10	497	15,000	24,066	10	18,013	17,526	18,033
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	10	497	15,000	24,066	10	18,013	17,526	18,033
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	10	497	15,000	24,066	10	18,013	17,526	18,033

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

TOTALS FOR CLASS 8586 BIOLOGIST	10	497	MINIMUM:	12,844	16,390	8	14,953	14,561	15,038
			MAXIMUM:	15,660	27,996	10	22,120	21,906	22,671
			MIDPOINT	15,000	23,193	9	18,536	18,031	18,850
			ACT AVG:	15,000	24,066	10	(18,013)	17,526	18,033

122

006536

8586 BIOLOGIST

Under direct supervision performs entry level professional duties in biological research or management of fish, wildlife or marine species; conducts game, fish and marine surveys; participates in stocking native and exotic species; collects and examines species for disease, physiological conditions and stomach analysis. Requires a bachelor's degree in biology, chemistry, or wildlife management.

Table 4.10
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1984 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/10/84
PAGE NUMBER 290

CLASS: 8731 FORESTER 12 POSITIONS MIN: 15,701 MAX: 22,254 MID: 18,977 ACT AVG: 16,440 C-R: 86.6

ANALYSIS FIELD	CATEGORY CODE AND TITLE	RESP RPTNG	NUM POSNS	LOW	HIGH	SC RNK	WTD MEAN	MEDIAN	63
ACTUAL AVG	10X SERVICE AND FINANCE	0							
	12X MANUFACTURING	0							
	100 INDUSTRY	0							
	700 STATE GOVERNMENT	10	256	15,294	20,096	8	17,167	17,203	17,775
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	10	256	15,294	20,096	8	17,167	17,203	17,775
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	10	256	15,294	20,096	8	17,167	17,203	17,775

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

TOTALS FOR CLASS 8731 FORESTER	10	256	MINIMUM:	12,844	15,660	1	14,248	14,292	14,680
			MAXIMUM:	19,627	23,616	3	21,693	21,752	21,856
			MIDPOINT	16,652	19,638	3	17,970	17,896	18,128
			ACT AVG:	15,294	20,096	8	(17,167)	17,203	17,775

123

006537

8731 FORESTER

Under general supervision performs entry level work in a general forestry program; assists in the administration, protection, development, management and utilization of forest resources; selectively marks and measures trees and prepares reports; examines, identifies, and recommends measures for forest insect and disease control; carries out experimental research and demonstration work. Requires a bachelor's degree in forestry and specialized training in management, supervision, forest economics, insects and disease, and prescribed burning techniques and two years of forestry experience.

Table 4.10
Continued

S.C. PERSONNEL DIVISION
PROGRAM NUMBER PDD100CA

1984 ANNUAL SALARY SURVEY - PART 1
DATA ANALYSIS BY CATEGORY WITHIN CLASS
SUMMARY REPORT

RUN DATE 07/10/84
PAGE NUMBER 292

CLASS: 8733 FOREST MANAGER 22 POSITIONS MIN: 18,368 MAX: 26,036 MID: 22,202 ACT AVG: 24,350 C-R: 109.7

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							
	700 STATE GOVERNMENT	9	149	18,761	31,944	5	24,057	24,176	25,892
	750 LOCAL GOVERNMENT	0							
	700 GOVERNMENT	9	149	18,761	31,944	5	24,057	24,176	25,892
	810 STATE SUPPORTED SCHOOLS	0							
	830 NON-GOVERNMENTAL/NON-PROFIT SCHO	0							
	850 HOSPITALS (IN STATE)	0							
	875 HOSPITALS (OUT OF STATE)	0							
	800 MEDICAL	0							
	CLASS TOTALS	9	149	18,761	31,944	5	24,057	24,176	25,892

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

TOTALS FOR CLASS 8733 FOREST MANAGER	9	149	MINIMUM:	15,347	24,552	6	19,380	18,780	20,254
			MAXIMUM:	22,175	39,336	6	29,528	28,522	30,879
			MIDPOINT	18,761	31,944	7	24,454	23,657	25,563
			ACT AVG:	18,761	31,944	5	(24,057)	24,176	25,892

124

006538

8733 FOREST MANAGER

Top of three class series. Under general supervision plans and administers forest management programs; recommends and promotes good forestry management practices to landowners; prepares forest management plans; develops programs for the collection, sale and distribution of forest tree seeds and seedlings; assists landowners in the control of insect and disease outbreaks; works with FHA in incorporating forest values into farm loans. Requires a bachelor's degree in forestry and three years experience as a forester.

Table 4.10
Continued

5. SALARY FREQUENCY BY GRADE

The final four exhibits of this report are scatter diagrams depicting the relationship between South Carolina's salary range midpoints (for which classes were surveyed) and reported actual average salaries. The salary range midpoints in each case are found on the horizontal axis and are denoted by grade. The reported salaries fall along the vertical axis. (A vast majority of the plotted points represent more than one reported salary.)

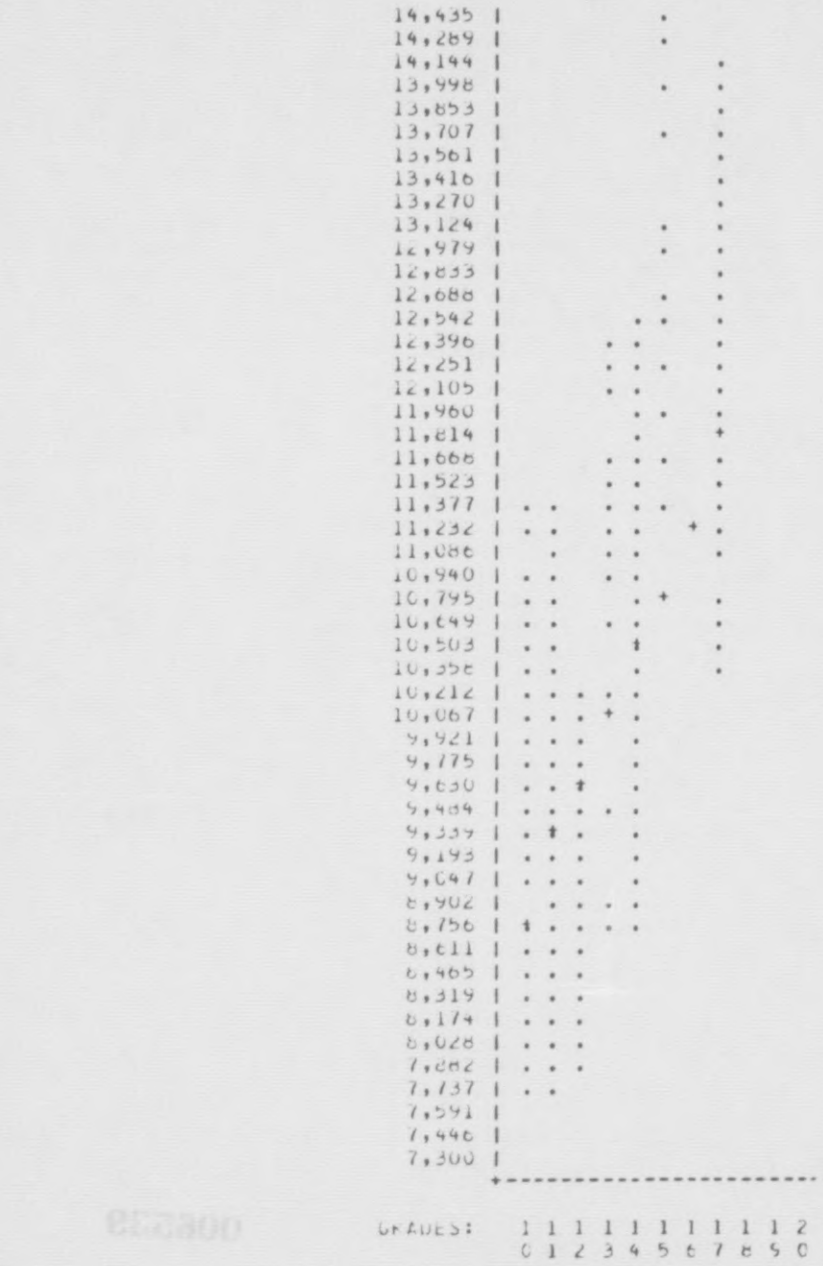
Salary data does not appear for classes above grade 45 as less than twelve classes were surveyed. Traditionally, classes in the higher grade ranges are not surveyed as:

(1) Survey participation is strictly voluntary and there is a limit to the time and effort any employer will devote to a survey. Since less than one percent of all state employees in the classified service fall within grades 46 through 59, data should be collected that is relevant to a significant proportion of state jobs and employees.

(2) Upper management level jobs are typically unique in some characteristics and thus cannot be easily matched on the basis of generic job descriptions. Finding appropriate job matches would depend first on a detailed analysis of compensable job factors, a lengthy process unsuitable for a survey of this type.

006539

GRAPH 4.1
SALARY FREQUENCY BY GRADE
SALARY PLOT GRAPH
1984 SALARY SURVEY - GRADES 10 THRU 17

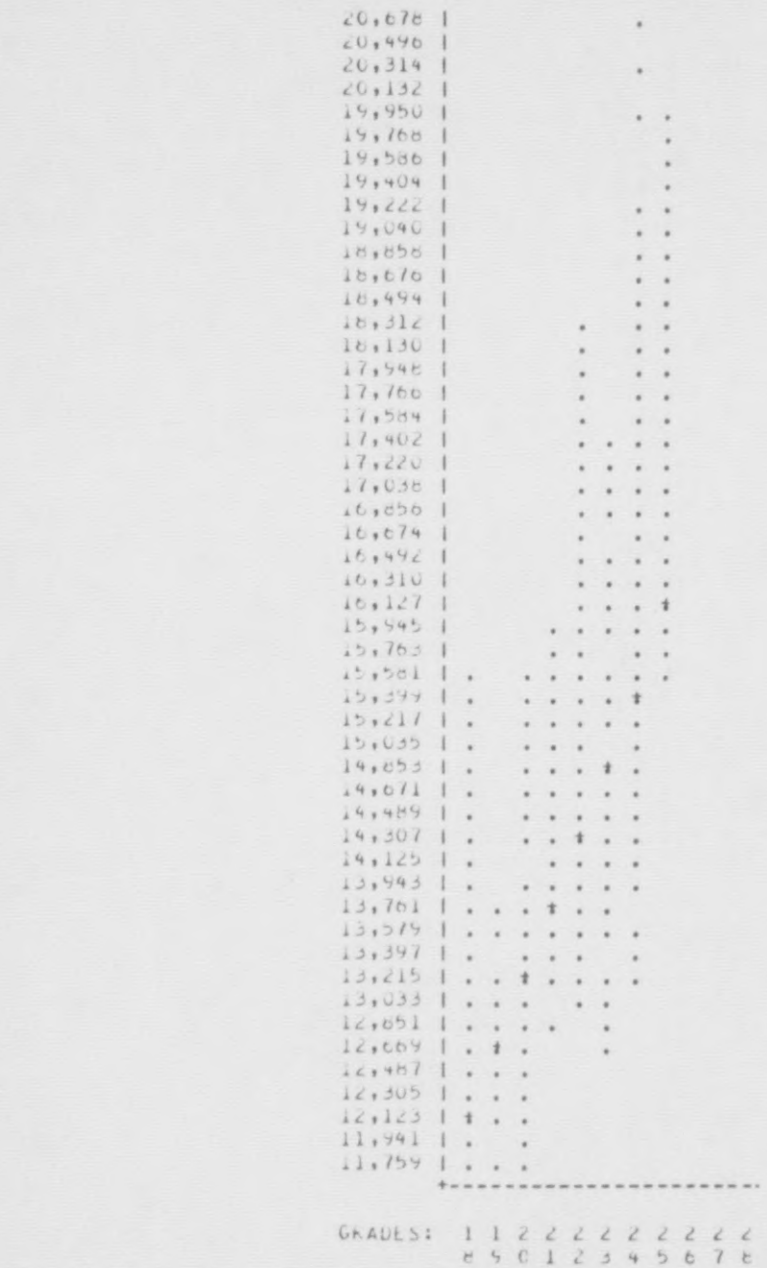


(+) S.C. salary range midpoints

(.) Reported acutal average salaries

006540

GRAPH 4.2
SALARY FREQUENCY BY GRADE
SALARY PLOT GRAPH
1984 SALARY SURVEY - GRADES 18 THRU 25

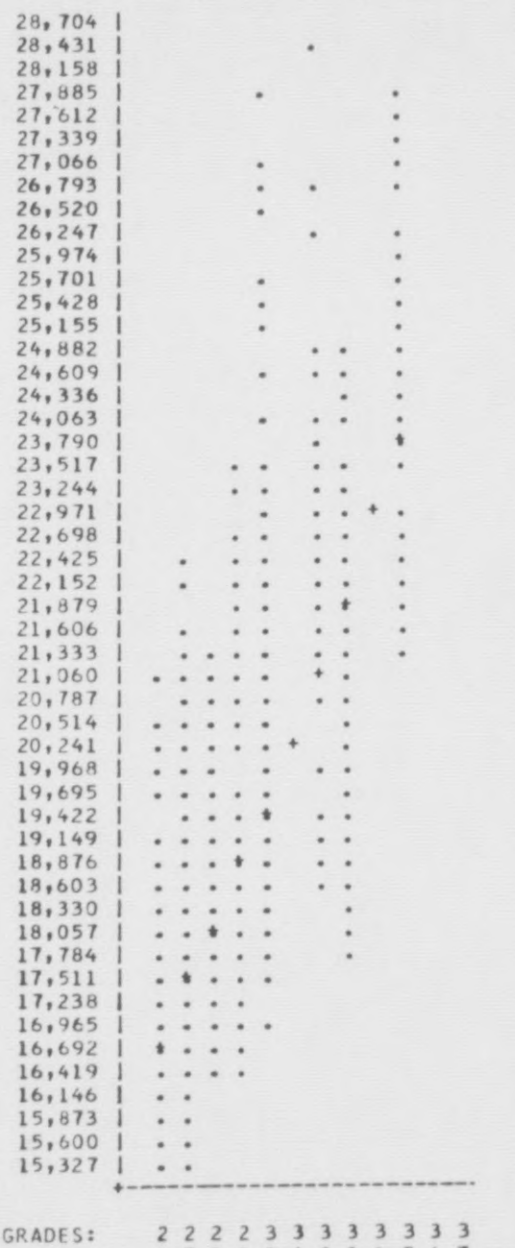


(+) S.C. salary range midpoints

(.) Reported actual average salaries

006541

GRAPH 4.3
SALARY FREQUENCY BY GRADE
SALARY PLOT GRAPH
1984 SALARY SURVEY - GRADES 26 THRU 35

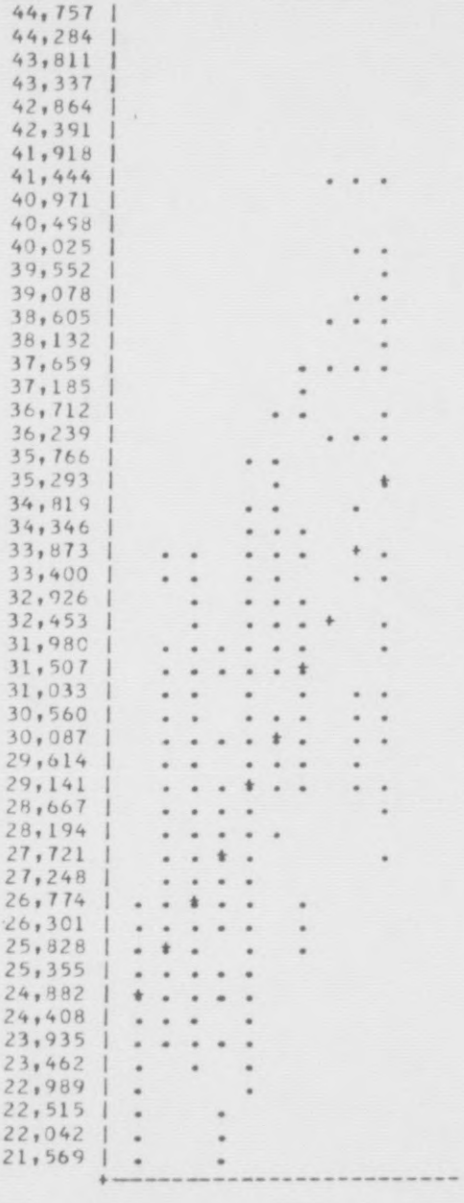


006542

(+) S.C. salary range midpoints

(.) Reported actual average salaries

GRAPH 4.4
SALARY FREQUENCY BY GRADE
SALARY PLOT GRAPH
1984 SALARY SURVEY - GRADES 36 THRU 45

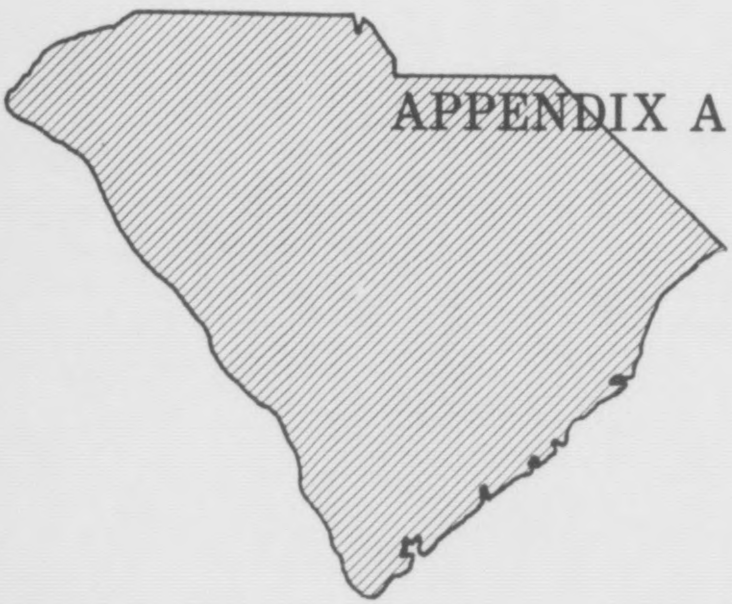


006543

GRADES: 36 37 38 39 40 41 42 43 44 45

(+) S.C. salary range midpoints

(.) Reported actual average salaries



APPENDIX A

006544

INDUSTRY

Georgetown Steel Corp.
Seibels, Bruce & Co.
Duke Power Company
Colonial Life and Accident Insurance Co.
Mid-Carolina Electric Co-Op, Inc.
Bankers Trust
Citizens and Southern National Bank
First National Bank of S.C.
Southern Bank & Trust Co.
S.C. State Ports Authority
Cone Mills
American Can Co.
Stauffer Chemical Co.
Dupont Company
Owens-Corning Fiberglas
Kimberly-Clark Corp.
Graniteville Co.-Gregg Mill
Badische Corp.
Riegel Textile Corp.
Evening Post Publishing Co.
Raybestos-Manhattan, Inc.
Hanes Corp.
Uniroyal Textile
La-Z-Boy Chair Co.
Grove Manufacturing Co.
Perfection American Co.
3M Technical Ceramic Products
Heritage Sportswear
Wellman Industries, Inc.
General Electric Co.
Norwich-Eaton Pharmaceuticals
Alumax of S.C., Inc.
Union Carbide Corp.
Her Majesty Industries, Inc.
Sangamo Eston, Inc.
Utica Tool Co.
Pratt-Read Company
Defender Industries
Westinghouse Electric Corp.
Arrow Automotive Industries
Kohler Company
Rockwell-Draper Division
Cooper Industries, Inc.
NCR Corporation
Tupperware Company
Dart Industries, Inc.
Bowater Carolina Corp.
Cooper Air Tools
General Electric Co.
Therm-O-Disc, Inc.
Textron, Inc.
Flowers Baking Co. of S.C.
Beecham, Inc.
FMC Corporation
Liberty Life Insurance Co.
Carolina Power and Light
Applied Engineering Company
Cummins Charleston, Inc.

006545

SALARY AND BENEFITS SURVEY PARTICIPANTS
Fiscal Year 1983-84

STATE GOVERNMENT

Alabama
Arkansas
Florida
Georgia
Mississippi
Missouri
North Carolina
Virginia
West Virginia
Kentucky
Louisiana

LOCAL GOVERNMENT

Charleston County School District
Greenwood District 50
Greenville County Schools
Georgetown County Schools
York School District 2
Lexington School District 5
Florence School District 1

City of Charleston
City of Greenville
City of Columbia
City of Rock Hill
City of Lancaster
City of Spartanburg
City of North Charleston
City of Conway
City of North Augusta
City of Anderson
City of Sumter
City of Greenwood

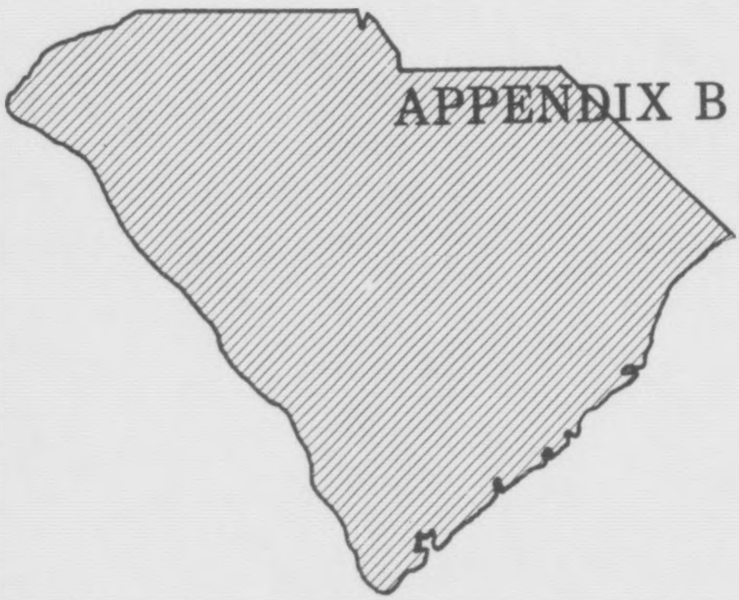
Chesterfield County
Charleston County
Berkeley County
York County
Orangeburg County
Aiken County
Anderson County
Sumter County
Greenville County

HOSPITALS

Alabama University Hospital
Arkansas University Hospital for Medical Sciences
Mississippi University Hospital
Missouri University Medical Center
Georgia Medical College
Virginia Medical College Hospital
Charlotte Memorial Hospital & Medical Center
Vanderbilt University Hospital
Emory University Hospital
N.C. Baptist Hospital
Ochsner Foundation Hospital

North Trident Regional Hospital
St. Francis Xavier Hospital
Richland Memorial Hospital
S.C. Baptist Hospital
Lexington County Hospital
Greenville Hospital System
Providence Hospital
Self Memorial Hospital
Anderson Memorial Hospital
Piedmont Medical Center
Baptist Medical Center in Birmingham
Wake County Medical Center
Forsyth Memorial Hospital

006546

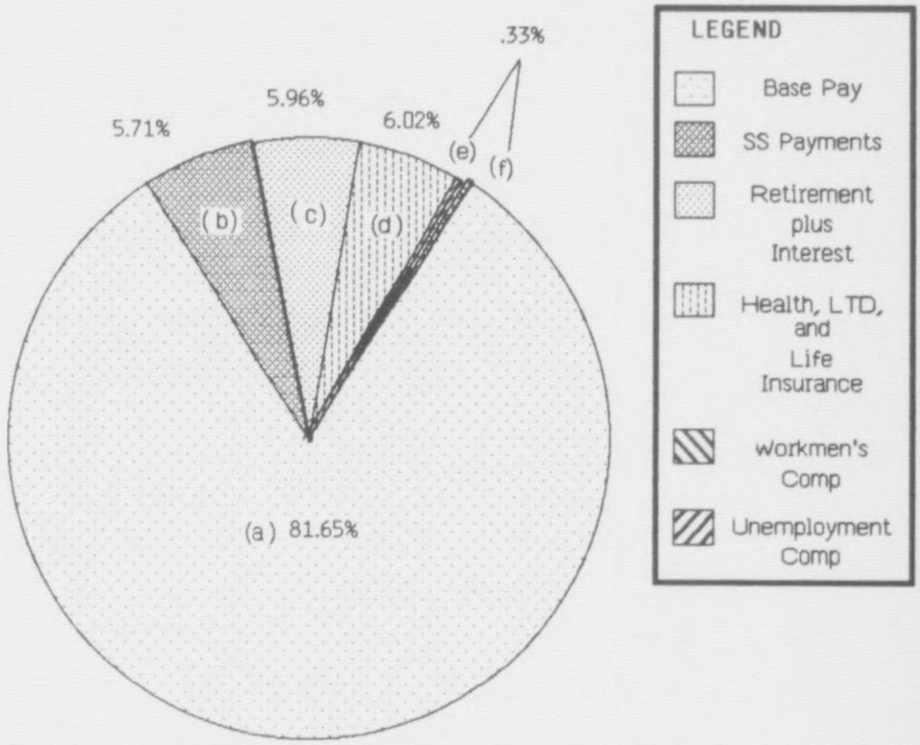


APPENDIX B

006547

STATE EMPLOYEE COMPENSATION

(Based On An Annual Income Of $10,000)



TOTAL CASH COMPENSATION

006548

CASH FRINGE BENEFITS PAID BY STATE

	ANNUAL INCOME		
ITEM	$10,000.00	$20,000.00	$30,000.00
Social Security	700.00	1,400.00	2,100.00
Retirement	700.00	1,400.00	2,100.00
Interest	30.00	60.00	90.00
Health, LTD & Life Insurance	737.52	737.52	737.52
Workmen's Comp.	40.00	80.00	120.00
Unemployment Comp.	40.00	80.00	120.00
Total Cost of Cash Fringes	$ 2,247.52	$ 3,757.52	$ 5,267.52
% of Annual Income	22.5%	18.8%	17.6%

STATE NON-CASH CONTRIBUTIONS

	ANNUAL INCOME		
ITEM	$10,000.00	$20,000.00	$30,000.00
15 DAYS ANNUAL LEAVE	576.92	1,153.84	1,730.77
15 DAYS SICK LEAVE	576.92	1,153.84	1,730.77
HOLIDAYS (12)	461.54	923.08	1,384.62
SUBTOTAL	1,615.38	3,230.76	4,846.16
% of Annual Income	16.2%	16.2%	16.2%
TOTAL COMPENSATION	$13,861.90	$26,988.28	$40,113.68
FRINGE BENEFITS AS % OF CASH COMPENSATION	38.6%	34.9%	33.7%

006549

We would like to extend our appreciation to the Division of Research and Statistical Services for their assistance in graphic presentations contained in this report, and to the South Carolina Educational Television Network for printing the report.

006550

EXHIBIT

SEP 27 1984 NO. 3

STATE BUDGET & CONTROL BOARD

STATE AGENCIES REQUEST

12 COMPUTERS = $17,600,000

COMPUTERS ARE EXPENSIVE

006551

EXHIBIT
SEP 27 1984 NO. 3
STATE BUDGET & CONTROL BOARD

CONTINUE TO IMPLEMENT

THE

INFORMATION RESOURCES MANAGEMENT

CONCEPT

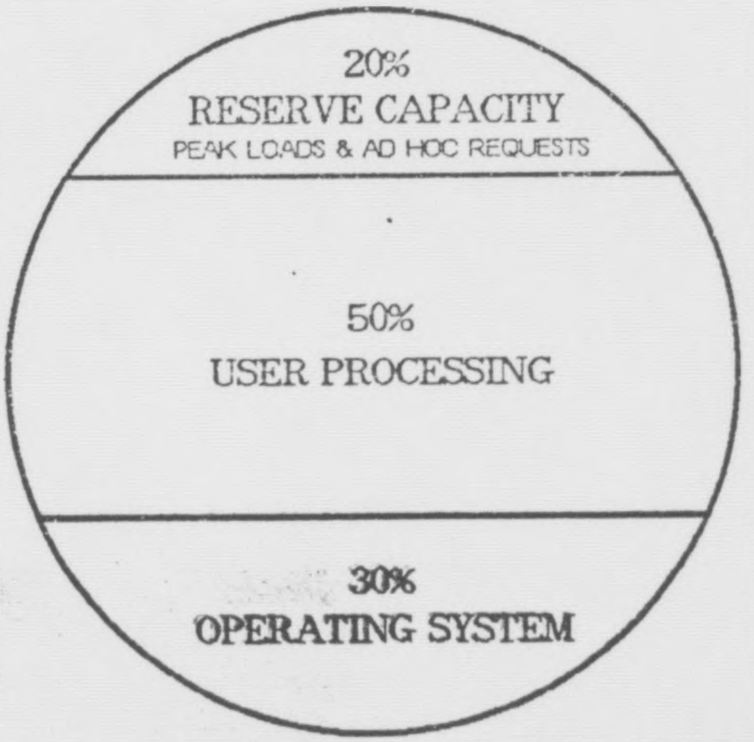
006552

EXHIBIT

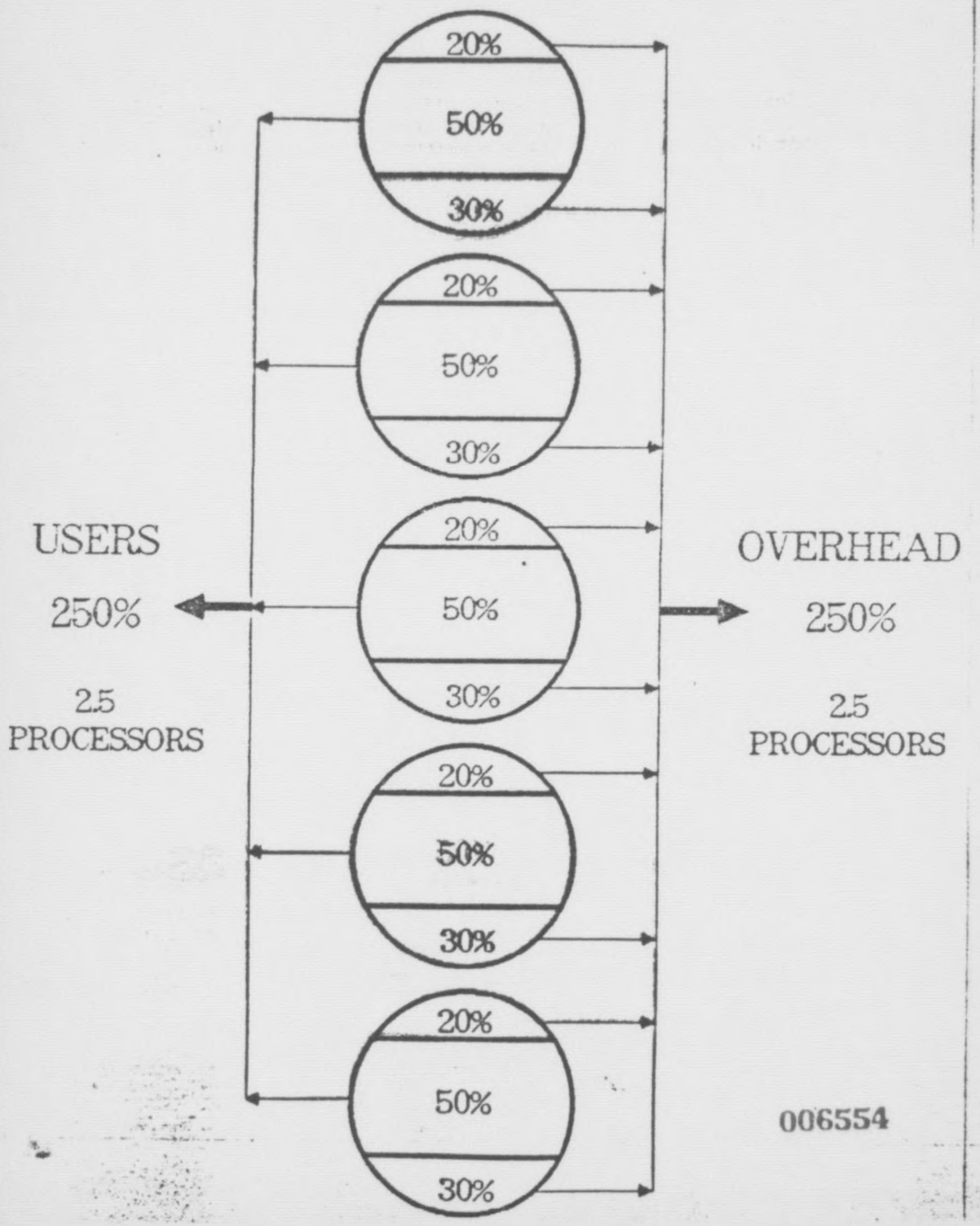
SEP 27 1984 NO. 3

STATE BUDGET & CONTROL BOARD

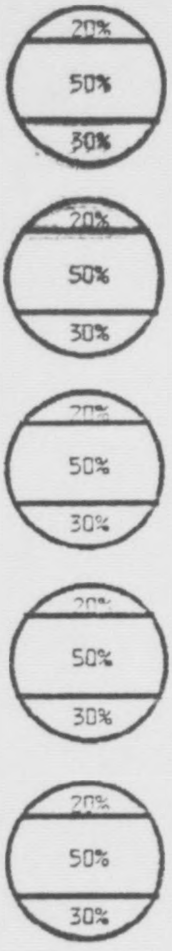
TODAY'S STATE TYPICAL PROCESSOR UTILIZATION

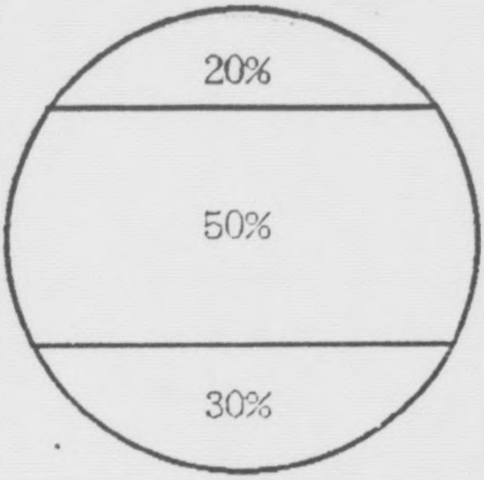


006553


20%
50%
30%
20%
50%
30%
20%
50%
30%
20%
50%
30%
20%
50%
30%
USERS
250%
2.5
PROCESSORS
OVERHEAD
250%
2.5
PROCESSORS
006554

Information Processing Center (IPC) Concept

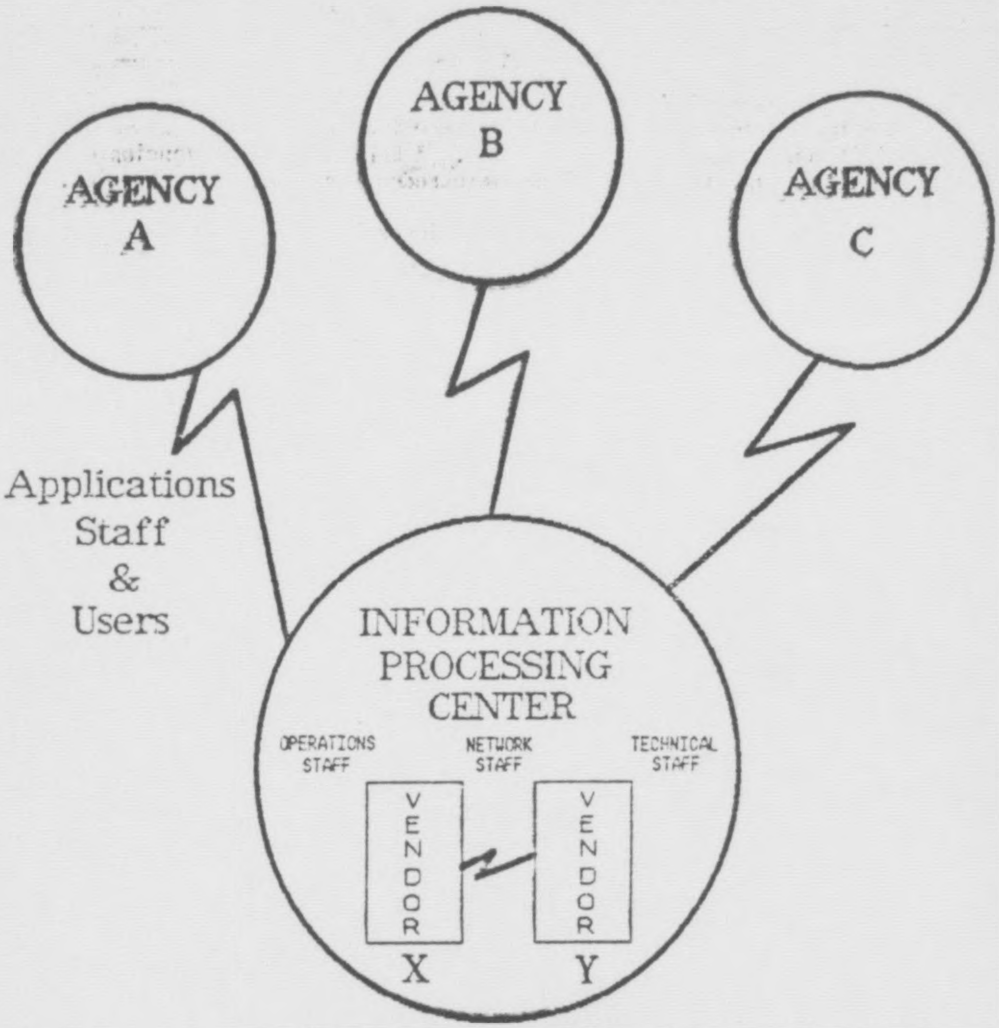




5 Processors
5 Times the Power
For each $1.00 spent
5 Operating Systems
5 Rooms
5 Air Conditioning
5 Sets of People

1 Large Processor
5 Times the Power
.25 Will buy the same Power
1 Operating System
1 Room
1 Air Conditioning
1 Set of People

006555



MULTI-VENDOR
7 DAY - 24 HOURS A DAY

Made Possible by 2 Years Implementation of the State Plan on Technology

and

Utilization of the Latest Market Offerings

006556

BENEFITS OF THE INFORMATION PROCESSING CENTER (IPC) CONCEPT

.DIRECTLY REDUCE THE NUMBER AND COST OF THE STATE'S COMPUTERS.

INDIRECTLY REDUCE THE NUMBER AND COST OF THE STATE'S:

.OPERATIONS AND TECHNICAL SUPPORT STAFFS--- WHICH ARE IN SHORT SUPPLY

. COMPUTER SOFTWARE COSTS

.COMPUTER SYSTEM SPACE AND ENVIROMENTAL REQUIREMENTS (POWER,AIR,ETC.)

.AGENCY MANAGEMENT WILL HAVE FULL CONTROL OF ITS PROCESSING REQUIREMENTS AND DESTINY BY RETENTION OF THEIR INFORMATION TECHNOLOGY DEVELOPMENT AND PROGRAMMING STAFF.

006557

.EACH PARTICIPATING AGENCY WILL NOT BE CONTINUALLY CONCERNED WITH TECHNOLOGY UPGRADES, BUT CAN CONCENTRATE ON ITS ADMINISTRATIVE AND MISSION FUNCTIONS.

. THE AGENCY END USER WILL HAVE ACCESS TO FASTER COMPUTER PROCESSING, MORE POWERFUL SOFTWARE AND A MUCH GREATER VARIETY OF PROCESSING OPTIONS AT AN INFORMATION PROCESSING CENTER, THAN THE AGENCY COULD HAVE AFFORDED IN THE PAST.

EXHIBIT
SEP 27 1984 NO. 3
STATE BUDGET & CONTROL BOARD

WHILE THE INFORMATION PROCESSING CENTER WOULD:

.BE COST EFFECTIVE

.PROVIDE A HIGHER QUALITY OF SERVICE

.PROVIDE FEATURES AND OPTIONS NOT AFFORDABLE TODAY.

THE CONCEPT DOES REPRESENT A CHANGE:

.HOWEVER, AGENCY MANAGEMENT HAS SHOWN THE WILLINGNESS AND INITIATIVE TO ACCEPT THIS TREND OF THE FUTURE.

THE REAL EFFECT IS :

.THE STATE HAS THE BENEFIT OF THE LATEST TECHNOLOGY AT A COST THAT IS FAR LESS THAN CONTINUING OUR PRESENT COURSE OF ACTION

TELECOMMUNICATIONS

MAJOR PROJECTS

VOICE COMMUNICATIONS SYSTEMS

CENTREX UPGRADE/REPLACEMENT

EMBEDDED BASE TELEPHONE SYSTEMS

GOALS

SHORT TERM : COST REDUCTION /STABILIZATION

LONG TERM : CONTROL RATE OF INCREASE

IMPROVE EFFICIENCY /EFFECTIVENESS

006560

VOICE COMMUNICATIONS SYSTEMS

CENTREX UPGRADE/REPLACEMENT

(COLA./CHAS. CENTREXS)

STATE PAYS $5.5 M./YR FOR LOCAL CENTREX SERVICE

(COLA. & CHAS. CENTREXS)

DIRM CURRENTLY SOLICITING AND EVALUATING OPTIONS

AWARD EXPECTED DECEMBER,1984

006561

VOICE COMMUNICATIONS (CONT)

END RESULLT AND IMPACT ON 85-86 BUDGET:

IMPROVE TELEPHONE EQUIPMENT ON DESK

STABILIZE COST OF EQUIPMENT ON DESK

EXPAND AVAILABLE FEATURES AT SAME COST:

- TOUCHTONE
- CONFERENCING
- CALL FOWARDING
- CALL TRANSFER
- CALL WAITING

+++++

REDUCE PRESSURE FOR FUTURE AGENCY BUDGET INCREASES FOR TELECOMMUNICATIONS SERVICES

EMBEDDED BASE SYSTEMS

47 SYSTEMS-TOTAL PURCHASE PRICE $4,925,000

RECOMMEND STATE BUY 35 SYSTEMS FOR $1,400,000

APROX. SAVINGS TO STATE OF $215,000/YR.

SYSTEMS HAVE 5-7 YR. USEFUL LIFE

FINANCING- RECOMMEND BOARD BORROW MONIES TO BUY: AGENCIES WILL REPAY BASED UPON CURRENT TELE-COMMUNICATIONS BUDGET

EXHIBIT
SEP 27 1984 NO. 3
STATE BUDGET & CONTROL BOARD

PAY OFF PERIOD APROX. 2 YRS.

AFTER REPAYMENT: AGENCY TELECOMMUNICATIONS COSTS WILL BE REDUCED BELOW PRESENT LEVELS

006563

1985-86 APPROPRIATION REQUIREMENTS

EXHIBIT

SEP 27 1984 NO. 4

STATE BUDGET & CONTROL BOARD

1984-85 Revenue		$2,349,809,412
1985-86 Estimated Revenue		2,475,300,000 *
Available Revenue Increase 1985-86		$ 125,490,588
REQUIREMENTS:		
Mandatory		
Reserve Fund (Deficit)	12,914,003	
Debt Service	-1,301,053	
Total Mandatory	11,612,950	
Annualization-Statewide		
24th Pay Period	1,753,925	
Merit Increments 84-85	7,377,612	
50% New Positions	8,806,628	
Part IV Supplemental	22,885,873	
Total Annualization Statewide	40,824,038	
Employer Contributions Rate Increases		
Health Insurance		
State Employees	5,382,384	
Public Schools	7,911,444	
Social Security		
State Employees	358,404	
Public Schools	363,936	
Worker's Compensation	1,433,616	
Dental Insurance-State & Retirees	6,681,083	
Public School Employees	6,588,000	
Retirement Supplement	- 1,096,107	
General Assembly Retirement	400,000	
Total Rate Increases	28,022,760	
To Maintain 100% Funding		
Education Finance Act	33,549,092	
Aid to Subdivisions	15,080,000	
Higher Education	14,000,000	
Tech Education (90% Tech Formula)	6,600,000	
Total 100% Funding	69,229,092	
GRAND TOTAL OF REQUIREMENTS FOR FY 1986	149,688,840	

Employee Pay Increase per 1% 8,020,300

* Inventory Phase-out not considered in revenue-included in Aid to Subdivisions

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EXHIBIT

SEP 27 1984 NO. 4

STATE BUDGET & CONTROL BOARD

PART IV SUPPLEMENTAL APPROPRIATIONS THAT ARE RECURRING COSTS

Education	
School Buses	$12,593,016
Textbooks	3,720,016
Total Education	16,313,032
Tech Ed	
Educational Equipment	4,000,000
Educational Television Commission	
Equipment	480,614
Legislative Printing	
Computer Service	300,000
School for the Deaf & the Blind	
Contractual Services	30,000
Supplies	50,000
Total School for the Deaf & Blind	80,000
Tax Commission	
Computer Services	1,000,000
Industrial Commission	
Computer Services	208,500
Governor's Office	
Office Administration	50,000
SLED	53,727
Total Governor's Office	103,727
Information Resources Management	
Shared Network	300,000
Dues and Contributions	
Small Business	100,000
GRAND TOTAL	$22,885,873

supprec

006565

EXHIBIT
SEP 27 1984 NO. 4
STATE BUDGET & CONTROL BOARD

STATUTORY LIMITS

FORMULA ALLOCATIONS

ANNUALIZATIONS

RECURRING SUPPLEMENTAL

BUDGET

RESTRICTIVE STANDARDS

RATE INCREASES

CONSTITUTIONAL LIMITS

EARMARKED REVENUE

006566

subject
no.

EXHIBIT

SEP 27 1984 NO. 4

STATE BUDGET & CONTROL BOARD

REVENUE	APPROPRIATION
2,475.3	2,349.8
(12.9)	(1.3)
(24.75)	40.8
	28.0
2,437.65	2,417.3
(20	.35)

006567

EXHIBIT

SEP 27 1984

NO. 4

STATE BUDGET & CONTROL BOARD

1985-86 APPROPRIATION REQUIREMENTS

9/10/84 SECOND ESTIMATE

1984-85 Revenue		2,349,809,412
* 1985-86 Estimated Revenue		2,475,300,000
Available Revenue Increase 1985-86		$125,490,588
REQUIREMENTS		
Mandatory:		
Reserve Fund (Deficit)	12,914,003	
Debt Service	-1,301,053	
Total Mandatory	11,612,950	
Annualization-Statewide		
24th Pay Period	1,753,925	
Merit Increments 84-85	7,377,612	
50% New Positions	8,806,628	
Part IV Supplemental	22,885,873	
Total Annualization Statewide	40,824,038	
Employer Contrib. Rate Increases		
Health Insurance		
State Employees	5,382,384	
Public Schools	7,911,444	
Social Security		
State Employees	358,404	
Public Schools	363,936	
Worker's Compensation	1,433,616	
Dental Insurance-State & Retirees	6,681,083	
Public School Employees	6,588,000	
Retirement Supplement	(1,096,107)	
General Assembly Retirement	400,000	
Total Rate Increases	28,022,760	
To Maintain 100% Funding		
Education Finance Act	33,549,092	
Aid to Subdivisions	15,080,000	
Higher Education	14,000,000	
Tech Education (90% Tech Formula)	6,600,000	
Total 100% Funding	69,229,092	
Grand Total of Requirements for FY 1986		149,688,840
Employee Pay Increase per 1%		8,020,300

* Inventory Phase-out not considered in revenue-included in Aid to Subdivisions

PART IV SUPPLEMENTAL APPROPRIATIONS THAT ARE RECURRING COST

Education	
School Buses	12,593,016
Textbooks	3,720,016
Total	16,313,032
Tech Ed	
Educational Equipment	4,000,000
ETV	
Equipment	480,614
Legislative Printing	
Computer Service	300,000
School for the Deaf & Blind	
Contractual Services	30,000
Supplies	50,000
Total	80,000
Tax Commission	
Computer Services	1,000,000
Industrial Commission	
Computer Services	208,500
Governor's Office	
Office Administration	50,000
SLED	53,727
Total	103,727
IRM	
Shared Network	300,000
Dues and Contributions	
Small Business	100,000
GRAND TOTAL	22,885,873