

**BROOME COUNTY
DEPARTMENT OF
AUDIT AND CONTROL**

PAY EQUITY STUDY

September 2006

Alex J. McLaughlin, Comptroller

September 6, 2006

Barbara J. Fiala, County Executive:

Enclosed, are tables summarizing the results of our comparison of Broome County's compensation package with those of peer New York State Counties for CSEA and BAPA positions.

The Counties that we identified as peers were: Niagara; Oneida; Rensselaer and Ulster.

We considered and calculated a value for all elements of each County's compensation package, except for retirement benefits, which were the same for all Counties in our study and, therefore, not differential.

The categories of compensation considered and the methodology for valuing each category were as follows:

Base Pay – Entry level, starting or Step “0” as per printed schedule for 2006 (2005 for BAPA).

Max Pay – Top achievable pay rate plus top achievable longevity pay (if any).

Vacation Pay Min and Max – (1) 260th of salary for every day allowed. Min value was added to Base Pay value, Max value was added to Max Pay value.

Holiday Pay – (1) 260th of salary for every day allowed, including Floating and regular holidays.

Sick Pay – (1) 260th of salary for every day allowed. If days allowed vary with length of service, we added minimum award to base and maximum award to max.

Disability Insurance – We added employer's share of premium to total compensation and deducted employee share of premium from total compensation.

Life Insurance – We added employer's share of premium to total compensation and deducted employee's share of premium from total compensation.

Health Insurance – We added employer’s share of premium (for primary plan) to total compensation and deducted employee share of premium from total compensation. We used premium cost and percent share data as pertains to Family coverage. We ensured that the menu of benefits provided under primary health plans among all counties were similar. We identified any discrepancies and adjusted for value. (e.g.: If some counties offered dental coverage or eye care coverage as part of their primary health plan, with no additional cost sharing, and other counties did not, an adjustment was made.)

Other Insurance – We added the employer’s share of the premium for any supplemental health, medical, dental or vision care insurance provided by any county to total compensation and deducted any employee share in premium expense from total compensation.

We executed this compensation valuation methodology for every one of Broome County’s CSEA and BAPA positions and for every identified comparable position in each peer county. We then combined the values for the peer counties to produce a peer county average. This peer county average value is what Broome’s compensation package is compared to in the enclosed tables.

It should be noted that peer county salaries are based on a 35 hour work week. Broome’s salaries are based on a 37.5/40 hour work week.

We were careful to ensure that all positions were matched with and compared to positions that were truly comparable. Accordingly, we looked at descriptions of typical duties and required minimum qualifications to ensure that positions were a match. We were not able to find a match for all titles. Titles for which no match was available are described as such in the accompanying tables.

Sincerely,

Alex J. McLaughlin
Comptroller

cc: Daniel A Schofield, Chairman of the Legislature
Members of the Legislature
Louis P. Augustini, Clerk of the Legislature

BROOME COUNTY	Broome County		Peer County		% Difference	
	Total Comp	Total Comp	Total Comp	Total Comp	Difference	% Difference
	(min)	(max)	(min)	(max)	Gross (Min)	Gross (Max)
Account Clerk	36,619	41,871	35,029	42,467	4.5%	-1.4%
Account Clerk Typist	36,619	41,871	34,984	42,272	4.7%	-0.9%
Accountant	51,256	59,489	47,450	57,953	8.0%	2.6%
Accounting Supervisor Grade A	63,297	72,980	52,811	69,096	19.9%	5.6%
Accounts Payable Auditor	49,260	57,074	47,570	54,670	3.6%	4.4%
Admissions Coordinator	51,256	59,489	n/c	n/c		
Aging Services Program Coordinator	60,875	70,077	n/c	n/c		
Aging Services Representative	40,271	46,291	44,042	46,998	-8.6%	-1.5%
Airport Custodial Worker	36,619	41,871	n/c	n/c		
Airport Equipment Mechanic	49,188	56,680	n/c	n/c		
Airport Maintenance Mechanic	44,056	50,520	n/c	n/c		
Airport Maintenance Supervisor	54,882	62,898	n/c	n/c		
Airport Operations Specialist	49,260	57,074	n/c	n/c		
Airport Operations Specialist Trainee	47,383	54,807	n/c	n/c		
Airport Operations Supervisor	63,962	73,776	n/c	n/c		
Airport Parking Manager	42,995	48,659	36,163	43,422	18.9%	12.1%
Applications Program Specialist	75,201	87,240	n/c	n/c		
Arena Maintenance Superintendent	61,508	70,835	n/c	n/c		
Assessor's Aide	40,730	46,824	n/c	n/c		
Assistant Aging Services Program Coordinator	46,842	54,168	n/c	n/c		
Assistant Box Office Manager	45,953	52,198	n/c	n/c		
Assistant Cook	34,992	39,915	33,364	40,446	4.9%	-1.3%
Assistant Director of Activities	37,487	42,942	n/c	n/c		
Assistant Dog Shelter Manager	41,786	48,116	n/c	n/c		
Assistant Engineer	50,696	58,811	44,299	59,208	14.4%	-0.7%
Assistant Food Service Manager	40,730	46,824	n/c	n/c		
Assistant Housekeeping Supervisor	42,250	48,672	n/c	n/c		
Assistant Recreation Facility Manager	51,256	59,489	n/c	n/c		
Assistant Support Collection Supervisor	43,389	50,033	n/c	n/c		
Assistant To Nutrition Services Coordinator	46,842	54,168	29,285	45,939	60.0%	17.9%
Associate Director of Clinical Care	63,962	73,776	n/c	n/c		
Assoc Employment & Training Program Coord	56,411	64,727	n/c	n/c		
Automotive Mechanic	45,577	52,664	39,465	49,133	15.5%	7.2%
Box Office Manager	61,508	70,835	n/c	n/c		
BROOME COUNTY	Broome County		Peer County		% Difference	
	Total Comp	Total Comp	Total Comp	Total Comp	Difference	% Difference
	(min)	(max)	(min)	(max)	Gross (Min)	Gross (Max)
Buyer	45,072	52,043	40,473	51,902	11.4%	0.3%
Case Supervisor Grade A	68,542	79,262	58,532	72,806	17.1%	8.9%
Case Supervisor Grade B	57,289	66,735	54,408	66,491	5.3%	0.4%
Caseworker	48,713	56,432	48,656	59,730	0.1%	-5.5%
Caseworker Trainee	45,082	52,043	47,453	53,571	-5.0%	-2.9%
Certified Nursing Assistant/NAT	35,384	40,393	33,364	40,446	6.1%	-0.1%
Charge Nurse RPN	49,260	57,074	53,326	61,743	-7.6%	-7.6%
Charge Nurse RPN/Senior LPN	42,250	48,672	45,791	52,248	-7.7%	-6.8%
Chief Planner	68,542	79,262	66,479	91,479	3.1%	-13.4%
Child Assistance Program Coordinator	52,790	61,306	45,554	62,847	15.9%	-2.5%

Child Support Specialist	37,487	42,942	39,874	44,930	-6.0%	-4.4%
Children With Special Needs Program Spvr	60,875	70,077	45,327	73,489	34.3%	-4.6%
Clerk	35,384	40,393	33,563	40,652	5.4%	-0.6%
Clinical Care Coordinator	59,176	68,042	n/c	n/c		
Clinical Nurse Specialist	60,711	70,077	n/c	n/c		
Clinical Social Worker	59,739	69,691	56,659	60,245	5.4%	15.7%
Community Services Worker	36,195	41,394	32,019	41,284	13.0%	0.3%
Computer Hardware Technician	51,256	59,489	48,470	51,646	5.7%	15.2%
Computer Hardware Technician Trainee	47,383	54,807	n/c	n/c		
Computer Operations Supervisor	63,962	73,776	n/c	n/c		
Computer Operator	45,577	52,664	41,171	49,809	10.7%	5.7%
Computer Operator Trainee	40,730	46,824	41,298	46,415	-1.4%	0.9%
Computer Programmer	60,403	70,478	54,552	66,208	10.7%	6.4%
Computer Programmer Trainee	51,256	59,489	48,138	55,475	6.5%	7.2%
Computer Programmer/Analyst	72,170	83,606	74,862	79,358	-3.6%	5.4%
Computer User Service Coordinator	72,170	83,606	n/c	n/c		
Contracts Specialist	56,411	64,727	54,265	88,301	4.0%	-26.7%
Cook	36,195	41,394	35,621	43,858	1.6%	-5.6%
Coordinator of Child Support Enforcement	56,411	64,727	50,050	70,741	12.7%	-8.5%
Coordinator of Health & Wellness Services	50,696	58,811	n/c	n/c		
Coordinator of Volunteer Services	52,390	59,913	n/c	n/c		
County Receiver of Taxes	61,508	70,835	39,939	54,238	54.0%	30.6%
Courier	39,280	45,099	28,037	43,515	40.1%	3.6%
Custodial Supervisor	40,687	47,311	31,918	49,202	27.5%	-3.8%
Broome County						
BROOME COUNTY	Total Comp	Total Comp	Total Comp	Total Comp	% Difference	% Difference
	(min)	(max)	(min)	(max)	Gross (Min)	Gross (Max)
Custodial Worker	35,384	40,393	31,606	38,629	12.0%	4.6%
Customer Support Representative	47,383	54,807	51,971	59,653	-8.8%	-8.1%
Data Base Analyst	75,201	87,240	n/c	n/c		
Data Base Analyst Trainee	69,286	80,154	n/c	n/c		
Data Communication Technician	55,604	64,688	n/c	n/c		
Data Entry Machine Operator	36,195	41,394	35,313	42,607	2.5%	-2.8%
Delivery Driver	38,845	44,559	37,275	39,892	4.2%	11.7%
Dental Assistant	34,992	39,915	n/c	n/c		
Dental Program Coordinator	46,842	54,168	n/c	n/c		
Dietetic Technician	42,250	48,672	44,746	50,115	-5.6%	-2.9%
Dietitian	61,508	70,835	57,301	64,053	7.3%	10.6%
Director of Health Education	69,286	80,154	n/c	n/c		
Director of Medical Services	71,390	82,670	49,684	83,283	43.7%	-0.7%
Director of Nature Interpretation	52,899	60,520	n/c	n/c		
Director of Nursing Home Social Services	66,551	76,875	59,321	63,040	12.2%	21.9%
Director of Rehabilitation Services	75,201	87,240	n/c	n/c		
Director of Therapeutic Recreational Services	52,899	60,520	n/c	n/c		
Director of Transportation Planning	78,413	91,085	n/c	n/c		
Disability Review Coordinator	52,790	61,306	n/c	n/c		
Dispatcher	55,604	64,688	n/c	n/c		
Dog Shelter Manager	54,347	62,258	n/c	n/c		

Drug Abuse Counselor	45,082	52,043	48,705	56,279	-7.4%	-7.5%
Early Intervention Service Coordinator	48,713	56,432	49,416	69,011	-1.4%	-18.2%
Election Auditor	41,786	48,116	n/c	n/c		
Election Data Specialist	41,786	48,116	n/c	n/c		
Election Registrar	41,786	48,116	n/c	n/c		
Emergency Medical Services Officer	40,271	46,291	n/c	n/c		
Emergency Services Dispatcher	47,383	54,807	43,581	56,722	8.7%	-3.4%
Employment & Training Assistant	37,487	42,942	45,876	51,737	-18.3%	-17.0%
Employment & Training Counselor	45,082	52,043	51,125	57,281	-11.8%	-9.1%
Employment Coordinator	56,411	64,727	53,559	59,242	5.3%	9.3%
Engineer I	59,739	69,691	n/c	n/c		
Engineer II	67,937	79,532	59,630	79,545	13.9%	0.0%
Engineer III	84,317	98,263	78,191	91,376	7.8%	7.5%
Broome County						
Broome County		Broome County	Peer County		Peer County	
BROOME COUNTY	Total Comp	Total Comp	Total Comp	Total Comp	% Difference	% Difference
	(min)	(max)	(min)	(max)	Gross (Min)	Gross (Max)
Environmental Analyst	45,082	52,043	n/c	n/c		
Facilities Planner	59,739	69,691	n/c	n/c		
Facility Manager	69,286	80,154	n/c	n/c		
Family Court Liaison	41,786	48,116	n/c	n/c		
Family Violence Prevention Coordinator	57,289	66,735	n/c	n/c		
Field Supervisor	41,786	48,116	n/c	n/c		
Financial Analyst	57,932	67,521	n/c	n/c		
Fiscal Manager	54,155	62,258	63,929	71,337	-15.3%	-12.7%
Food Service Director	63,962	73,776	67,127	71,237	-4.7%	3.6%
Food Service Helper	32,720	37,213	29,910	36,899	9.4%	0.9%
Food Service Manager	48,577	55,591	56,659	60,488	-14.3%	-8.1%
GIS Administrator	71,248	82,670	60,116	78,003	18.5%	6.0%
Graphic Technician	60,403	70,478	43,110	58,259	40.1%	21.0%
Groundwater Management Specialist	68,405	79,262	n/c	n/c		
Head Automotive Mechanic	53,370	62,027	33,897	51,603	57.4%	20.2%
Head Social Services Examiner	63,138	72,980	49,512	62,867	27.5%	16.1%
Head Usher	42,250	48,672	n/c	n/c		
Health Information Administrator	48,577	55,591	n/c	n/c		
Health Information Technician	40,271	46,291	n/c	n/c		
Health Program Specialist	36,195	41,394	n/c	n/c		
HEAP Clerk	33,834	38,529	34,408	43,118	-1.7%	-10.6%
Heap Coordinator	50,696	58,811	46,257	53,359	9.6%	10.2%
HIV Program Representative	45,082	52,043	n/c	n/c		
Homemaker	33,834	38,529	n/c	n/c		
Housekeeping Supervisor	51,020	58,270	39,100	46,478	30.5%	25.4%
Human Services Coordinator III	68,405	79,262	n/c	n/c		
Human Services Program Coordinator	50,696	58,811	n/c	n/c		
Human Services Program Coordinator II	57,289	66,735	n/c	n/c		
Index Clerk	37,902	43,448	36,326	41,206	4.3%	5.4%
Inmate Records Clerk	40,730	46,824	n/c	n/c		
Intake Specialist	40,271	46,291	n/c	n/c		
Intensive Case Manager	52,790	61,306	49,257	64,756	7.2%	-5.3%
Internal Auditor	63,017	73,632	43,797	71,306	43.9%	3.3%

Job Developer	48,713	56,432	58,361	67,544	-16.5%	-16.5%
	Broome County	Broome County	Peer County	Peer County	%	%
BROOME COUNTY	Total Comp	Total Comp	Total Comp	Total Comp	Difference	Difference
	(min)	(max)	(min)	(max)	Gross (Min)	Gross (Max)
Job Placement Assistant	40,271	46,291	n/c	n/c		
Kennel Person	34,992	39,915	n/c	n/c		
Keyboard Specialist	37,902	43,448	33,623	42,718	12.7%	1.7%
Laundry Worker	35,384	40,393	32,868	37,635	7.7%	7.3%
Leisure Time Activities Leader	34,992	39,915	36,227	40,926	-3.4%	-2.5%
Librarian I	50,019	58,682	n/c	n/c		
Librarian II	54,516	64,152	n/c	n/c		
Librarian III	59,511	70,243	n/c	n/c		
Library Assistant	44,127	51,501	35,795	42,954	23.3%	19.9%
Library Clerk	33,545	38,619	30,146	40,906	11.3%	-5.6%
Licensed Practical Nurse	40,730	46,824	40,464	48,783	0.7%	-4.0%
Mail Clerk	35,384	40,393	33,142	41,759	6.8%	-3.3%
Maintenance Mechanic	40,730	46,824	38,896	50,330	4.7%	-7.0%
Maintenance Worker	36,619	41,871	34,699	43,336	5.5%	-3.4%
Management Associate	56,224	64,727	n/c	n/c		
Materials Recovery Manager	59,739	69,691	n/c	n/c		
Medical Assistant	40,271	46,291	n/c	n/c		
Mental Health Clinic Services Director	75,201	87,240	69,704	73,942	7.9%	18.0%
Mental Health Program Coordinator	68,405	79,262	n/c	n/c		
Micro Computer Training Coordinator	52,790	61,306	43,797	71,306	20.5%	-14.0%
Motor Vehicle Clerk	37,902	43,448	36,682	44,242	3.3%	-1.8%
Naturalist	47,383	54,807	n/c	n/c		
Network Specialist	69,286	80,154	52,659	85,534	31.6%	-6.3%
Nurse Practitioner	77,537	91,059	54,265	88,301	42.9%	3.1%
Nursing Home Compliance Officer	63,962	73,776	n/c	n/c		
Nutrition Assistant	37,487	42,942	n/c	n/c		
Nutrition Services Coordinator	65,702	76,039	n/c	n/c		
Nutritionist	50,696	58,811	46,257	53,359	9.6%	10.2%
Occupational Therapist	71,760	84,129	51,971	59,653	38.1%	41.0%
Office Manager	52,198	59,913	38,675	50,116	35.0%	19.6%
Offset Duplicating Machine Operator	42,250	48,672	33,591	45,818	25.8%	6.2%
Page	32,171	37,142	n/c	n/c		
Parking Attendant	33,834	38,529	31,361	39,213	7.9%	-1.7%
Patient Account Representative	36,195	41,394	28,037	43,515	29.1%	-4.9%
	Broome County	Broome County	Peer County	Peer County	%	%
BROOME COUNTY	Total Comp	Total Comp	Total Comp	Total Comp	Difference	Difference
	(min)	(max)	(min)	(max)	Gross (Min)	Gross (Max)
Payroll Supervisor	57,932	67,521	55,076	67,242	5.2%	0.4%
Physical Therapy Aide	36,619	41,871	31,690	36,378	15.6%	15.1%
Physical Therapy Assistant	43,389	50,033	47,248	54,264	-8.2%	-7.8%
Planner	52,790	61,306	52,409	64,239	0.7%	-4.6%
Planner Trainee	48,713	56,432	39,807	64,720	22.4%	-12.8%
Preschool Special Education Program Coor	50,696	58,811	45,327	73,489	11.8%	-20.0%

Pretrial Investigator	46,842	54,168	n/c	n/c			
Principal Account Clerk	45,577	52,664	42,070	51,491	8.3%	2.3%	
Principal Library Clerk	42,360	49,356	42,666	49,143	-0.7%	0.4%	
Principal Motor Vehicle Clerk	42,250	48,672	48,470	51,890	-12.8%	-6.2%	
Principal Social Services Examiner	50,696	58,811	47,522	57,718	6.7%	1.9%	
Probation Assistant	41,786	48,116	39,978	45,025	4.5%	6.9%	
Probation Officer	50,696	58,811	49,603	66,093	2.2%	-11.0%	
Probation Officer Trainee	48,713	56,432	48,588	107,925	0.3%	-47.7%	
Probation Supervisor	63,138	72,980	59,670	76,888	5.8%	-5.1%	
Program Assistant	40,730	46,824	n/c	n/c			
Public Health Educator	52,790	61,306	51,893	72,016	1.7%	-14.9%	
Public Health Engineer	68,405	79,262	n/c	n/c			
Public Health Nurse	50,696	58,811	46,113	60,220	9.9%	-2.3%	
Public Health Program Coordinator	60,711	70,077	n/c	n/c			
Public Health Sanitarian	50,696	58,811	52,402	64,017	-3.3%	-8.1%	
Public Health Technician	45,082	52,043	42,830	53,434	5.3%	-2.6%	
Purchasing Agent	60,711	70,077	38,557	62,570	57.5%	12.0%	
Quality Control Coordinator	50,696	58,811	n/c	n/c			
Quality Improvement Nurse	60,711	70,077	n/c	n/c			
Real Property Appraiser	55,604	64,688	n/c	n/c			
Real Property Tax Services Specialist	51,256	59,489	40,132	53,205	27.7%	11.8%	
Receptionist	33,834	38,529	38,241	40,906	-11.5%	-5.8%	
Receptionist Typist	33,834	38,529	n/c	n/c			
Records Clerk	36,619	41,871	33,364	40,446	9.8%	3.5%	
Recreation Facility Manager	63,962	73,776	n/c	n/c			
Registered Professional Nurse - NH	47,383	54,807	47,784	57,917	-0.8%	-5.4%	
Rehabilitation Aide	36,619	41,871	n/c	n/c			
Resource Consultant	45,082	52,043	n/c	n/c			
Broome County							
Broome County		Broome County		Peer County		Peer County	
BROOME COUNTY		Total Comp		Total Comp		% Difference	
(min)		(max)		(min)		Gross (Min)	
(max)		(max)		(max)		Gross (Max)	
Secretary	45,577	52,664	n/c	n/c			
Security Officer I	36,619	41,871	33,279	44,457	10.0%	-5.8%	
Security Officer II	43,866	50,618	n/c	n/c			
Security Officer III	59,176	68,042	n/c	n/c			
Security Services Investigator	50,696	58,811	35,271	56,673	43.7%	3.8%	
Security Supervisor	59,176	68,042	46,628	49,713	26.9%	36.9%	
Senior Account Clerk	39,280	45,099	37,407	45,489	5.0%	-0.9%	
Senior Account Clerk Typist	37,487	42,942	36,880	44,936	1.6%	-4.4%	
Senior Accountant	56,224	68,246	57,600	64,868	-2.4%	5.2%	
Senior Buyer	50,339	57,694	42,580	54,525	18.2%	5.8%	
Senior Caseworker	52,790	61,306	51,093	62,675	3.3%	-2.2%	
Senior Citizen Site Supervisor	38,845	44,559	n/c	n/c			
Senior Clerk	37,902	43,448	34,803	42,238	8.9%	2.9%	
Senior Computer Operator	51,256	59,489	44,105	53,886	16.2%	10.4%	
Senior Custodial Worker	39,280	45,099	35,218	55,205	11.5%	-18.3%	
Senior Dispatcher	43,866	50,618	n/c	n/c			
Senior Emergency Services Dispatcher	59,176	68,042	n/c	n/c			
Senior Employment & Training Assistant	40,271	46,291	46,628	49,713	-13.6%	-6.9%	

Senior Employment & Training Counselor	46,842	54,168	n/c	n/c		
Senior Employment Coordinator	63,138	72,980	45,791	52,248	37.9%	39.7%
Senior Environmental Planner	59,739	69,691	n/c	n/c		
Senior Financial Analyst	66,551	76,875	59,321	63,040	12.2%	21.9%
Senior Food Service Helper	37,487	42,942	n/c	n/c		
Senior Index Clerk	39,280	45,099	45,718	49,730	-14.1%	-9.3%
Senior Library Clerk	36,175	41,817	36,536	42,536	-1.0%	-1.7%
Senior Licensed Practical Nurse	42,250	48,672	n/c	n/c		
Senior Medical Assistant	43,389	50,033	33,308	53,233	30.3%	-6.0%
Senior Motor Vehicle Clerk	39,280	45,099	36,349	45,096	8.1%	0.0%
Senior Nutritionist	52,790	61,306	n/c	n/c		
Senior Offset Duplicating Machine Operator	43,866	50,618	n/c	n/c		
Senior Planner	59,739	69,691	55,823	69,329	7.0%	0.5%
Senior Probation Officer	54,972	63,963	53,891	66,974	2.0%	-4.5%
Senior Public Health Engineer	84,317	98,263	n/c	n/c		
Senior Public Health Sanitarian	60,711	70,077	55,146	68,698	10.1%	2.0%
Broome County						
BROOME COUNTY						
	Total Comp	Total Comp	Total Comp	Total Comp	% Difference	% Difference
	(min)	(max)	(min)	(max)	Gross (Min)	Gross (Max)
Senior Records Clerk	39,280	45,099	33,470	40,630	17.4%	11.0%
Senior Registered Professional Nurse	51,256	59,489	n/c	n/c		
Senior Security Services Investigator	60,403	70,478	48,378	61,909	24.9%	13.8%
Senior Social Services Examiner	43,389	50,033	41,418	50,617	4.8%	-1.2%
Senior Social Work Assistant	48,713	56,432	36,359	43,636	34.0%	29.3%
Senior Support Investigator	48,713	56,432	41,198	50,541	18.2%	11.7%
Senior Transportation Planner	59,739	69,691	n/c	n/c		
Shopper	33,834	38,529	n/c	n/c		
Shopper Supervisor	36,195	41,394	n/c	n/c		
Social Services Examiner	40,271	46,291	39,035	47,642	3.2%	-2.8%
Social Services Operations Coordinator	43,389	50,033	n/c	n/c		
Social Work Assistant	45,082	52,043	42,882	52,464	5.1%	-0.8%
Solid & Hazardous Waste Facility Technician	57,932	67,521	n/c	n/c		
Solid Waste Management Specialist	59,739	69,691	n/c	n/c		
Staff Development Director	65,702	76,039	54,936	72,309	19.6%	5.2%
Staff Development Specialist	50,696	58,811	n/c	n/c		
Staff Psychologist (licensed)	88,045	102,721	n/c	n/c		
Stenographic Secretary	43,389	50,033	42,500	47,085	2.1%	6.3%
Stenographic Specialist	36,195	41,394	34,648	44,374	4.5%	-6.7%
Stop DWI Program Manager	50,696	58,811	n/c	n/c		
Stores Clerk	38,845	44,559	34,731	44,439	11.8%	0.3%
Supervising Fraud Investigator	72,170	83,606	n/c	n/c		
Supervising Nurse	54,882	62,898	57,066	63,959	-3.8%	-1.7%
Supervising Public Health Educator	63,138	72,980	n/c	n/c		
Supervising Public Health Nurse	60,711	70,077	48,257	80,744	25.8%	-13.2%
Supervising Senior Clerk	38,845	44,559	n/c	n/c		
Supervising Support Investigator	54,155	62,258	45,942	62,157	17.9%	0.2%
Support Collection Supervisor	54,155	62,258	45,671	59,373	18.6%	4.9%
Support Investigator	40,271	46,291	38,689	47,286	4.1%	-2.1%

System Analyst	81,931	95,297	70,785	80,774	15.7%	18.0%
System Programmer Trainee	66,551	76,875	n/c	n/c		
Systems Programmer I	72,170	83,606	68,083	74,313	6.0%	12.5%
Systems Programmer II	81,931	95,297	71,185	79,607	15.1%	19.7%
Tax Map Technician	55,604	64,688	43,595	52,694	27.5%	22.8%
	Broome County	Broome County	Peer County	Peer County		
BROOME COUNTY	Total Comp	Total Comp	Total Comp	Total Comp	% Difference	% Difference
	(min)	(max)	(min)	(max)	Gross (Min)	Gross (Max)
Tax Map Technician Trainee	40,730	46,824	33,470	40,630	21.7%	15.2%
Telecommunications Manager	78,413	91,085	54,034	61,891	45.1%	47.2%
Telephone Operator	34,992	39,915	33,626	40,744	4.1%	-2.0%
Telephone Technician	60,403	70,478	34,977	42,209	72.7%	67.0%
Telephone Technician Trainee	51,256	59,489	n/c	n/c		
Title Searcher	40,730	46,824	42,140	45,973	-3.3%	1.9%
Title Searcher Trainee	37,902	43,448	n/c	n/c		
Traffic Engineer	65,041	76,067	n/c	n/c		
Transit Mechanic Supervisor	53,370	62,027	n/c	n/c		
Transit Route Clerk	39,280	45,099	n/c	n/c		
Transit Supervisor	59,176	68,042	n/c	n/c		
Transportation Planner	52,790	61,306	n/c	n/c		
Treasury Associate	61,508	70,835	n/c	n/c		
Treasury Clerk	47,383	54,807	n/c	n/c		
Treasury Manager	72,170	83,606	n/c	n/c		
Volunteer Recruiter	40,271	46,291	n/c	n/c		
Webmaster	60,403	70,478	n/c	n/c		
Webmaster Trainee	55,604	64,688	n/c	n/c		
Weights and Measure Inspector	49,260	57,074	n/c	n/c		
Weights and Measure Inspector Trainee	39,280	45,099	n/c	n/c		
Welfare Management Systems Coordinator	60,711	70,077	45,327	73,489	33.9%	-4.6%
WIC Nutrition Services Director	63,138	72,980	52,308	72,480	20.7%	0.7%
Youth Services Specialist	52,790	61,306	42,523	52,376	24.1%	17.1%
Average	50,954	58,882	45,020	56,536	13.2%	4.1%

n/c = no comparable titles found