

Central States Salary Comparisons

APPENDIX B

This appendix provides a summary of salary comparisons available from the Central States Salary Survey, which is discussed in Chapter 2. The Central States Salary Survey is conducted annually by a consortium of human resource personnel from the participating states. The Minnesota Department of Employee Relations indicated that the Central States Survey is a useful data source because it allows salary comparisons between very similar positions; unlike comparisons with the private sector, comparisons with other state government are more likely to match jobs with equivalent duties and scale of responsibility.

As noted in Chapter 2 Minnesota generally pays high wages relative to other the other states that participated in the Central States Survey, ranking in the upper third for 87 of 107 comparable positions (see Table 2.2 for the Minnesota positions with top-ranking average annual salaries). Minnesota also compares favorably to wages provided by a sub-set of five Midwestern states (Illinois, Indiana, Iowa, Michigan, and Wisconsin), with higher-than-average wages for more than 80 percent of the available comparisons.

Table B.1: Average Annual Salary, Minnesota and Other State Governments, 1998

	Minnesota State Government				
	Number of Employees	Average	Rank (out of)	Central States Average	Midwestern States Average
INFORMATION TECHNOLOGY					
Transportation Information Resources Manager	1	\$83,102	3 (21)	\$61,366	\$66,484
InterTech Division Manager 1	1	\$72,850	2 (21)	\$46,811	\$53,236
Information Systems Manager	14	\$72,307	1 (22)	\$45,425	\$55,482
Information Technology Specialist 5	90	\$63,183	1 (22)	\$48,201	\$46,819
Systems Analysis Unit Supervisor	36	\$61,492	1 (19)	\$49,054	\$56,674
Information Technology Specialist 4	229	\$54,935	1 (20)	\$44,883	\$43,973
Information Technology Specialist 3	381	\$46,270	5 (20)	\$43,133	\$42,879
Information Technology Specialist 3 ^a	381	\$46,270	3 (11)	\$42,897	\$39,924
Information Technology Specialist 2	265	\$38,753	7 (22)	\$37,356	\$43,569
Information Technology Specialist 2 ^a	265	\$38,753	3 (23)	\$36,111	\$34,966
Electronic Data Processing Help Desk Specialist	7	\$33,032	5 (18)	\$28,737	\$30,239
Electronic Data Processing Operations Technician 2	42	\$31,738	3 (21)	\$25,651	\$28,214
ENGINEERING PROFESSIONS					
Deputy Commissioner-Transportation	2	\$97,301	4 (20)	\$63,247	\$89,568
Engineer, Senior Administrative	56	\$79,198	5 (19)	\$60,350	\$77,634
Engineer, Principal	198	\$63,621	1 (20)	\$52,608	\$48,954
Architect 2	12	\$59,696	2 (19)	\$43,121	\$41,670
Engineer, Senior	231	\$53,348	4 (17)	\$51,239	\$49,040
Engineer, Senior	231	\$53,348	6 (18)	\$51,043	\$40,351
Engineer, Senior	231	\$53,348	3 (20)	\$47,566	\$44,668
Engineer, Senior ^a	231	\$53,348	4 (22)	\$46,523	\$44,211
Engineering Specialist	136	\$49,047	1 (21)	\$35,476	\$39,250
Landscape Architect Senior	5	\$44,036	6 (18)	\$41,349	\$46,185

Table B.1, continued ...

	Minnesota State Government				
	Number of Employees	Average	Rank (out of)	Central States Average	Midwestern States Average
ACCOUNTING & FINANCIAL PROFESSIONS					
Executive Budget Officer	5	\$54,497	5 (21)	\$48,499	\$41,486
Public Utilities Rates Analyst 3	9	\$47,815	6 (21)	\$43,072	\$44,201
International Trade Representative	14	\$45,518	4 (15)	\$37,616	\$35,062
Accounting Officer, Senior	69	\$42,031	6 (23)	\$37,743	\$38,137
Commerce Analyst 2	17	\$40,361	7 (21)	\$36,789	\$45,182
Commerce Analyst 2 ^a	17	\$40,361	5 (20)	\$32,236	\$32,419
Auditor, Intermediate	17	\$37,730	5 (22)	\$32,898	\$30,998
Accounting Officer	85	\$35,580	5 (23)	\$30,569	\$32,497
Revenue Tax Specialist	37	\$34,097	4 (23)	\$28,902	\$29,507
Financial Institution Assistant Examiner	1	\$27,687	18 (21)	\$38,694	\$43,652
HUMAN RESOURCE PROFESSIONS					
Job Service Field Open Area Manager 2	25	\$50,801	2 (22)	\$38,411	\$42,112
Reemployment Insurance Supervisor 2	4	\$47,857	16 (18)	\$55,178	\$68,662
Personnel Officer Supervisor Senior	4	\$42,950	9 (22)	\$40,360	\$47,887
Personnel Officer	28	\$37,709	15 (21)	\$40,714	\$45,832
Personnel Officer ^a	28	\$37,709	3 (21)	\$30,129	\$37,540
Employment Counselor, Senior	11	\$31,466	9 (19)	\$31,229	\$26,684
HUMAN SERVICES					
Medical Specialist 1-4	58	\$104,525	14 (17)	\$111,716	\$109,621
Medical Specialist 1-4 ^a	58	\$104,525	4 (16)	\$99,360	\$99,901
Dentist	7	\$80,325	5 (15)	\$67,965	\$57,364
Director, Human Services Licensing Division	1	\$71,911	1 (14)	\$40,137	\$56,170
Director of Nursing	7	\$70,762	2 (20)	\$54,523	\$61,818
Registered Nurse Practitioner	13	\$60,531	2 (15)	\$45,160	\$51,645
Pharmacist	10	\$56,000	4 (20)	\$48,190	\$52,439
Social Services Supervisor	4	\$54,580	3 (20)	\$42,775	\$49,627
Psychologist Supervisor	10	\$53,495	6 (14)	\$47,766	\$47,654
Registered Nurse Supervisor	62	\$52,910	3 (22)	\$41,322	\$51,191
Rehabilitation Counselor Supervisor 2	2	\$51,031	4 (22)	\$47,824	\$49,328
Psychologist 2	60	\$48,525	9 (22)	\$46,092	\$44,109
Group Supervisor Assistant	53	\$47,272	3 (19)	\$36,596	\$33,950
Chaplain	18	\$44,704	3 (20)	\$32,007	\$31,114
Health Services Analyst	6	\$42,846	4 (21)	\$37,364	\$39,246
Registered Nurse	303	\$42,366	3 (22)	\$36,376	\$38,671
Dietitian 1	18	\$41,259	1 (21)	\$34,567	\$37,419
Human Services Licensors	37	\$40,967	3 (17)	\$32,589	\$39,231
Medical Technologist	3	\$39,881	1 (20)	\$32,075	\$35,127
Social Worker Senior	33	\$39,087	2 (22)	\$28,973	\$31,801
Dental Hygienist	2	\$38,983	4 (15)	\$33,425	\$34,334
Occupational Therapist	5	\$38,273	14 (17)	\$41,305	\$46,641
Rehabilitation Counselor, Senior	40	\$36,227	5 (17)	\$32,758	\$37,365
Recreation Therapist	35	\$34,807	7 (22)	\$28,971	\$30,784
Medical Lab Tech 1	11	\$34,055	2 (19)	\$23,260	\$22,432
Health Program Representative	4	\$33,554	10 (19)	\$36,845	\$36,632
Licensed Practical Nurse 1 & 2	257	\$33,512	1 (22)	\$24,140	\$26,725
Rehabilitation Counselor	26	\$32,740	8 (22)	\$32,892	\$32,396
Disability Examiner	7	\$31,654	7 (20)	\$31,186	\$31,969
Human Services Technician	588	\$30,527	1 (21)	\$18,896	\$23,884
Corrections Agent	33	\$29,441	8 (19)	\$30,764	\$28,467
Chemical Dependency Counselor	16	\$28,606	11 (19)	\$27,890	\$29,017

Table B.1, continued ...

	Minnesota State Government				
	Number of Employees	Average	Rank (out of)	Central States Average	Midwestern States Average
SCIENTIFIC PROFESSIONS					
Pollution Control Program Administrator	14	\$69,259	2 (23)	\$50,945	\$52,805
Hydrologist 2	76	\$43,639	3 (20)	\$40,056	\$40,078
Environmental Analyst 2	9	\$38,190	5 (22)	\$34,825	\$38,240
Interpretive Naturalist 2	12	\$37,730	1 (14)	\$26,917	\$32,979
Natural Resources Forestry Specialist Intermediate	25	\$36,770	6 (18)	\$35,179	\$38,567
Chemist 2	8	\$36,728	11 (23)	\$37,982	\$38,530
Natural Resources Specialist Intermediate (Wildlife Research Biologist)	6	\$36,582	8 (23)	\$38,422	\$40,315
Fingerprint Technician	6	\$32,823	4 (21)	\$28,248	\$29,541
Soil Scientist 1	2	\$32,740	5 (9)	\$39,417	\$43,392
Pollution Control Specialist	24	\$28,543	16 (22)	\$30,973	\$34,260
PUBLIC SAFETY & CORRECTIONS					
Chief Executive Officer-Correctional Facility	6	\$85,817	2 (21)	\$55,696	\$72,061
State Patrol Major	5	\$72,120	2 (19)	\$58,983	\$54,072
Special Agent	68	\$53,620	1 (19)	\$40,044	\$42,497
Corrections Officer 4	129	\$47,147	1 (23)	\$29,717	\$29,600
Natural Resources Specialist 2 (Conservation Officer)	126	\$45,894	1 (21)	\$34,903	\$36,311
State Patrol Trooper & Trooper 1	225	\$44,955	3 (21)	\$37,193	\$40,278
NR Parks Supervisor 2	37	\$44,057	2 (22)	\$37,241	\$39,565
Safety & Health Officer 2	27	\$43,410	3 (17)	\$33,415	\$33,278
Health Care Program Investigator	6	\$43,138	1 (18)	\$32,032	\$35,782
Corrections Officer 2	1,182	\$33,888	1 (23)	\$25,450	\$27,219
OTHER PROFESSIONS					
Pilot	4	\$61,680	1 (21)	\$40,863	\$49,085
Library/Information Resource Services Program Director	4	\$51,052	6 (20)	\$41,289	\$44,975
Library/Information Resource Services Specialist	20	\$38,670	4 (23)	\$31,088	\$35,149
Library Technician	66	\$32,176	3 (20)	\$27,757	\$24,605
Planner, Principal State	99	\$47,231	1 (18)	\$39,452	\$38,064
Management Analyst 2	53	\$38,231	7 (22)	\$37,762	\$40,238
Research Analyst Intermediate	27	\$36,436	10 (23)	\$36,169	\$38,757
Information Officer 2	65	\$36,728	9 (23)	\$34,953	\$38,143
Information Officer 2 ^a	65	\$36,728	3 (19)	\$34,770	\$31,234
Real Estate Representative, Senior	6	\$45,456	6 (19)	\$40,215	\$40,711
Real Estate Representative	29	\$41,927	1 (21)	\$33,989	\$34,868
Food Services Supervisor	6	\$42,407	4 (20)	\$32,935	\$41,665
Public Health Sanitarian 2	25	\$38,002	3 (17)	\$32,099	\$28,891
Grain Inspector 2	14	\$37,897	1 (14)	\$27,845	\$28,359
Graphic Arts Specialist	36	\$36,874	1 (21)	\$29,832	\$30,226
Photographer	2	\$31,842	5 (21)	\$28,838	\$29,787
Driver and Vehicle Services Exam Specialist	47	\$29,044	5 (20)	\$27,701	\$43,957

^aPosition compared to more than one benchmark title.

NOTE: Central States and Midwestern States averages are weighted by number of employees. Weighted averages may differ from survey results published by the Central States Compensation Association due to exclusion of Indiana in printed results and adjustment of the weight given to Illinois in certain instances. "Midwestern States" are Illinois, Indiana, Iowa, Michigan, and Wisconsin.

SOURCE: 1998 Central States Salary Survey.