

Tompkins County Compensation Analysis CSEA White Collar Group



JANUARY 23, 2023



BURKE GROUP

Overview

- Background and Objectives
- Common Compensation Objectives
- Survey Sources and Assumptions
- Market Analysis

Background and Objectives

Tompkins County has requested a compensation study of all CSEA White Collar positions (approximately 187).

The objectives of the analysis are as follows:

- Conduct an analysis of salaries, including external salary surveys for all positions using multiple market points and compile and analyze data to determine if and how salary scales should be adjusted to maintain market competitiveness.
- Meet with Human Resources Department staff, the County Administrator and the Legislature and/or its appropriate sub-committees as needed and requested throughout the process.

Common Compensation Objectives

External Competitiveness

- To align internal salaries with the competitive marketplace
- Define competitive pay for jobs of comparable value or grade

Internal Equity

- To understand the relative value of jobs to one another
- Ensure consistency in application

The hierarchy of jobs in the organization relative to:

- Responsibilities
- Skills required
- Impact of position
- Reporting relationship

A basis for communicating with employees that has:

- An equitable and market driven compensation system
- A process for salary increases and promotions, managed on a fair and consistent basis

Survey Sources, Peer Group & Assumptions

Survey Sources	Peer Group	Assumptions
<ul style="list-style-type: none">▪ New York State Association of Counties (NYSAC)▪ Economic Research Institute (ERI) - Salary Assessor▪ Greater Rochester Chamber of Commerce - Wage & Salary Surveys▪ New York State DOL▪ U.S. Bureau of Labor Statistics	<p>Cayuga County City of Ithaca Saratoga County Seneca County</p>	<ul style="list-style-type: none">▪ County Government▪ 2023 Budget - \$210.7M▪ Geographical Area<ul style="list-style-type: none">- New York State – Finger Lakes Region- Ithaca NY - Metropolitan Area

Tompkins County

CSEA White Collar 2022 Salary Schedule – Effective 1/1/22

TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)	35 Hr Hire Rate	35 Hr Work Rate	37.5 Hr Hire Rate	37.5 Hr Work Rate	40 Hr Hire Rate	40 Hr Work Rate
19	\$48.32	\$62.51	\$87,942	\$113,768	\$94,224	\$121,895	\$100,506	\$130,021
18	\$43.94	\$47.73	\$79,971	\$86,869	\$85,683	\$93,074	\$91,395	\$99,278
17	\$39.93	\$43.40	\$72,673	\$78,988	\$77,864	\$84,630	\$83,054	\$90,272
16	\$36.31	\$39.43	\$66,084	\$71,763	\$70,805	\$76,889	\$75,525	\$82,014
15	\$33.01	\$35.84	\$60,078	\$65,229	\$64,370	\$69,888	\$68,661	\$74,547
14	\$30.02	\$32.58	\$54,636	\$59,296	\$58,539	\$63,531	\$62,442	\$67,766
13	\$27.92	\$30.32	\$50,814	\$55,182	\$54,444	\$59,124	\$58,074	\$63,066
12	\$26.52	\$28.78	\$48,266	\$52,380	\$51,714	\$56,121	\$55,162	\$59,862
11	\$25.19	\$27.38	\$45,846	\$49,832	\$49,121	\$53,391	\$52,395	\$56,950
10	\$23.95	\$26.01	\$43,589	\$47,338	\$46,703	\$50,720	\$49,816	\$54,101
9	\$22.77	\$24.72	\$41,441	\$44,990	\$44,402	\$48,204	\$47,362	\$51,418
8	\$21.62	\$23.48	\$39,348	\$42,734	\$42,159	\$45,786	\$44,970	\$48,838
7	\$20.55	\$22.31	\$37,401	\$40,604	\$40,073	\$43,505	\$42,744	\$46,405
6	\$19.53	\$21.21	\$35,545	\$38,602	\$38,084	\$41,360	\$40,622	\$44,117
5	\$19.10	\$20.74	\$34,762	\$37,747	\$37,245	\$40,443	\$39,728	\$43,139
4	\$18.12	\$19.71	\$32,978	\$35,872	\$35,334	\$38,435	\$37,690	\$40,997
2	\$16.39	\$17.80	\$29,830	\$32,396	\$31,961	\$34,710	\$34,091	\$37,024

Market Analysis

CSEA White Collar

Tompkins Position	TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)
Nurse Practitioner in Psychiatry	19	\$48.32	\$62.51
		\$48.32	\$62.51

Nurse Practitioner/Physicians	18	\$43.94	\$47.73
Program Director PROS	18	\$43.94	\$47.73
		\$43.94	\$47.73

Associate Civil Engineer	17	\$39.93	\$43.40
Case Supervisor Grade A	17	\$39.93	\$43.40
Civil Engineer I	17	\$39.93	\$43.40
SR Community Mental Health Nurse	17	\$39.93	\$43.40
SR Psychiatric Social Worker	17	\$39.93	\$43.40
		\$39.93	\$43.40

Peer / Market Position	Peer Average Starting Rate	Market Average Rate
Psychiatric Nurse Practitioner	\$85.14	\$60.56
	\$85.14	\$60.56

Nurse Practitioner/Physician Assistant	\$57.28	\$56.92
Clinical Services/Program Director	NA	\$45.45
	\$57.28	\$51.19

Civil Engineer (PE)	NA	\$42.32
Casework Supervisor A / SR	\$30.08	\$39.56
Civil Engineer (PE)	\$31.18	\$42.32
SR/Supervising Psychiatric Nurse	\$38.53	\$44.20
SR Psychiatric Social Worker - LCSW - III	\$35.38	\$40.44
	\$33.79	\$41.77

TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
56.8%	73.4%	79.8%	103.2%
56.8%	73.4%	79.8%	103.2%

76.7%	83.3%	77.2%	83.9%
NA	NA	96.7%	105.0%
76.7%	83.3%	86.9%	94.4%

NA	NA	94.4%	102.6%
132.7%	144.3%	100.9%	109.7%
128.1%	139.2%	94.4%	102.6%
103.6%	112.6%	90.3%	98.2%
112.9%	122.7%	98.7%	107.3%
119.3%	129.7%	95.7%	104.1%

Market Analysis

CSEA White Collar

Tompkins Position	TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)	Peer / Market Position	Peer Average Starting Rate	Market Average Rate	TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
Accounting Supervisor	16	\$36.31	\$39.43	Accounting Supervisor	\$29.56	\$35.41	122.8%	133.4%	102.5%	111.4%
Case Supervisor	16	\$36.31	\$39.43	Casework Supervisor	\$30.87	\$34.31	117.6%	127.7%	105.8%	114.9%
Coordinator Of Dual Recovery Services	16	\$36.31	\$39.43	NA	NA	NA	NA	NA	NA	NA
Division Coordinator	16	\$36.31	\$39.43	Social Services Supervisor	NA	\$36.61	NA	NA	99.2%	107.7%
Fiscal Manager	16	\$36.31	\$39.43	Fiscal Mgr/Officer -Bus Admin Mgr / Financial/Ops Analyst	\$33.90	\$38.79	107.1%	116.3%	93.6%	101.6%
Forensic Counselor	16	\$36.31	\$39.43	Forensic Therapist	NA	\$34.24	NA	NA	106.0%	115.2%
GIS Administrator	16	\$36.31	\$39.43	GIS Administrator/Manager	\$29.10	\$39.09	124.8%	135.5%	92.9%	100.9%
Licensed Clinical Therapist	16	\$36.31	\$39.43	Clinical Therapist	NA	\$34.22	NA	NA	106.1%	115.2%
Long Term Care/Adult Protection Svc Coord	16	\$36.31	\$39.43	LTC Administrator / SR Community Health Nurse	NA	\$41.19	NA	NA	88.2%	95.7%
Network/Systems Administrator	16	\$36.31	\$39.43	SR Sys Admin / Network Sys Administrator/IT Project Leader	\$39.25	\$39.81	92.5%	100.5%	91.2%	99.0%
Principal Planner - Tourism Program Director	16	\$36.31	\$39.43	Urban Planner/Urban Renewal Manager - Sr	NA	\$39.09	NA	NA	92.9%	100.9%
Program Coordinator Assigned C	16	\$36.31	\$39.43	NA	NA	NA	NA	NA	NA	NA
Psychiatric Social Worker	16	\$36.31	\$39.43	Psychiatric Social Worker -LCSW - II	\$34.60	\$35.43	104.9%	114.0%	102.5%	111.3%
Public Health Engineer	16	\$36.31	\$39.43	Environmental Health & Safety Engineer	NA	\$44.51	NA	NA	81.6%	88.6%
SR Community Health Nurse	16	\$36.31	\$39.43	SR Registered Nurse	NA	\$40.46	NA	NA	89.7%	97.5%
SR Environmental Health Specialist	16	\$36.31	\$39.43	Supervisor Environmental Health & Safety	\$33.43	\$38.86	108.6%	117.9%	93.4%	101.5%
SR Probation Officer	16	\$36.31	\$39.43	SR Probation Officer	\$33.45	NA	108.6%	117.9%	NA	NA
SR Valuation Specialist	16	\$36.31	\$39.43	Valuation Analyst/Statistical Analyst - SR	NA	\$41.70	NA	NA	87.1%	94.6%
Systems Administrator	16	\$36.31	\$39.43	SR Sys Administrator/Software Configuration/Project Mgr	\$39.25	\$41.30	92.5%	100.5%	87.9%	95.5%
Telecommunications/Programming Admin	16	\$36.31	\$39.43	SR Sys Admin/Telecommunicaitons Analyst/Prog -SR/Proj Lead	\$39.25	\$40.65	92.5%	100.5%	89.3%	97.0%
		\$36.31	\$39.43		\$34.27	\$38.57	107.2%	116.4%	94.7%	102.8%

Market Analysis

CSEA White Collar

Tompkins Position	TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)
Assistant Psychiatric Social Worker	15	\$33.01	\$35.84
Associate Planner	15	\$33.01	\$35.84
Community Health Nurse	15	\$33.01	\$35.84
Community Mental Health Nurse	15	\$33.01	\$35.84
Coordinator of Child Support Enforcement	15	\$33.01	\$35.84
Deputy ARFF Chief/Security & Training Coord	15	\$33.01	\$35.84
Director of Health Promotion	15	\$33.01	\$35.84
Information Security Compliance Officer	15	\$33.01	\$35.84
Jail Nurse	15	\$33.01	\$35.84
Principal Social Welfare Examiner	15	\$33.01	\$35.84
Probation Systems Analyst	15	\$33.01	\$35.84
Program Audit and Quality Assurance Coord	15	\$33.01	\$35.84
Project Manager II	15	\$33.01	\$35.84
Quality Assurance and Improvement Coord	15	\$33.01	\$35.84
SR Caseworker	15	\$33.01	\$35.84
Staff Development and Quality Coordinator	15	\$33.01	\$35.84
Systems Manager - DOER	15	\$33.01	\$35.84
Valuation Specialist	15	\$33.01	\$35.84
		\$33.01	\$35.84

Peer / Market Position	Peer Average Starting Rate	Market Average Rate
Licensed Clinical Social Worker - I	NA	\$31.36
Associate Planner (SR)	\$37.73	\$36.93
Public Health/Community Health Nurse	\$34.07	\$36.18
Psychiatric Nurse	\$35.62	\$38.51
Child Support Enforcement Coordinator	\$28.55	NA
Airport Operations Officer I	NA	\$35.93
Population Health Assoc Dir/Community Affairs Mgr	NA	\$40.14
Data Security Coordinator/Compliance Data Analyst	NA	\$39.25
Registered Nurse	\$34.55	\$35.30
Principal Social Welfare Exami/Eligibility/SS Wrkr/Prog Supv I	\$27.69	\$30.29
Systems/Network Analyst/Forensic Analyst Computer	NA	\$36.67
Quality Assurance Coordinator	\$28.43	\$35.39
Project Manager	NA	\$40.14
Quality Assurance Coordinator	NA	\$35.39
SR Caseworker	\$28.38	\$31.62
Staff Dev Coord/Dev & Learning Spec/Traing Coord - Sr	\$31.60	\$35.59
Network Systems Administrator	NA	\$38.89
Valuation Analyst/Statistical Analyst	NA	\$35.68
	\$31.85	\$36.07

TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
NA	NA	105.3%	114.3%
87.5%	95.0%	89.4%	97.0%
96.9%	105.2%	91.2%	99.1%
92.7%	100.6%	85.7%	93.1%
115.6%	125.5%	NA	NA
NA	NA	91.9%	99.7%
NA	NA	82.2%	89.3%
NA	NA	84.1%	91.3%
95.5%	103.7%	93.5%	101.5%
119.2%	129.4%	109.0%	118.3%
NA	NA	90.0%	97.7%
116.1%	126.1%	93.3%	101.3%
NA	NA	82.2%	89.3%
NA	NA	93.3%	101.3%
116.3%	126.3%	104.4%	113.3%
104.5%	113.4%	92.8%	100.7%
NA	NA	84.9%	92.2%
NA	NA	92.5%	100.4%
104.9%	113.9%	92.1%	100.0%

Market Analysis

CSEA White Collar

Tompkins Position	TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)	Peer / Market Position	Peer Average Starting Rate	Market Average Rate	TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
Aging Services Specialist	14	\$30.02	\$32.58	Aging Svcs Spec/Program Coord/Geriatric Care Mgr	\$28.74	\$32.92	104.5%	113.4%	91.2%	99.0%
Billing Coordinator/System Administrator	14	\$30.02	\$32.58	Medical Billing Supervisor/Electronic Health Records Admin I	NA	\$32.35	NA	NA	92.8%	100.7%
CAD Systems Specialist	14	\$30.02	\$32.58	Communications Analyst/Applications Specialist	\$27.04	\$34.97	111.0%	120.5%	85.8%	93.2%
Caseworker	14	\$30.02	\$32.58	Caseworker	\$26.74	\$27.35	112.3%	121.8%	109.8%	119.1%
Continuing Treatment Specialist	14	\$30.02	\$32.58	NA	NA	NA	NA	NA	NA	NA
Coordinator of Community Youth	14	\$30.02	\$32.58	Youth Services Program Coordinator / Evaluator	\$29.02	\$31.22	103.4%	112.3%	96.2%	104.4%
Environmental Health Specialist	14	\$30.02	\$32.58	Environmental Health & Safety Tech-SR/Supv	NA	\$32.42	NA	NA	92.6%	100.5%
Environmental Planner II	14	\$30.02	\$32.58	Environmental Planner II	\$31.43	\$32.23	95.5%	103.7%	93.1%	101.1%
Fiscal Coordinator	14	\$30.02	\$32.58	Budget/Financial Analyst II	NA	\$33.85	NA	NA	88.7%	96.2%
Housing and Community Dev Planner II	14	\$30.02	\$32.58	Community Development Mgr/Urban Renewal Mgr	\$31.43	\$34.78	95.5%	103.7%	86.3%	93.7%
Mental Health Court Resource Coord	14	\$30.02	\$32.58	Caseworker/BH Care Manager	NA	\$30.65	NA	NA	97.9%	106.3%
Planner/Evaluator	14	\$30.02	\$32.58	Program Evaluator	NA	\$31.60	NA	NA	95.0%	103.1%
Planning Analyst	14	\$30.02	\$32.58	Planning /GIS Analyst	NA	\$33.61	NA	NA	89.3%	96.9%
Probation Administrator	14	\$30.02	\$32.58	Office/Administrative Operations Manager	NA	\$33.12	NA	NA	90.6%	98.4%
Probation Officer	14	\$30.02	\$32.58	Probation Officer	\$30.22	NA	99.3%	107.8%	NA	NA
Professional Development Coordinator	14	\$30.02	\$32.58	Development & Learning Specialist/Training Coord	NA	\$30.69	NA	NA	97.8%	106.2%
Public Health Communications Coord	14	\$30.02	\$32.58	Health Ed Program Coord / Community Eng Coord - SR	NA	\$32.75	NA	NA	91.7%	99.5%
Public Health Preparedness Coordinator	14	\$30.02	\$32.58	Emergency Preparedness Coordinator	NA	\$32.30	NA	NA	92.9%	100.9%
Quality Data Analyst	14	\$30.02	\$32.58	Data Quality Analyst	NA	\$37.06	NA	NA	81.0%	87.9%
Real Property Appraiser	14	\$30.02	\$32.58	Assessment Specialist/Real Estate Appraiser	\$27.36	\$34.21	109.7%	119.1%	87.8%	95.2%
Registered Professional Nurse	14	\$30.02	\$32.58	Registered Professional Nurse (RN)	\$32.06	\$35.30	93.6%	101.6%	85.0%	92.3%
Registered Professional Nurse (Per Diem)	14	\$30.02	\$32.58	Registered Professional Nurse (RN)	\$32.06	\$35.30	93.6%	101.6%	85.0%	92.3%
Rehabilitation Specialist	14	\$30.02	\$32.58	Mental Health Specialist	NA	\$26.97	NA	NA	111.3%	120.8%
SR Planner	14	\$30.02	\$32.58	SR Planner	\$34.55	\$34.85	86.9%	94.3%	86.1%	93.5%
Sustainability Coordinator II	14	\$30.02	\$32.58	Sustainability Coordinator	NA	\$34.01	NA	NA	88.3%	95.8%
Systems Analyst	14	\$30.02	\$32.58	Systems/Network Analyst	\$37.88	\$36.81	79.3%	86.0%	81.6%	88.5%
WIC Program Director	14	\$30.02	\$32.58	WIC Prog Coord/Clinical Nutrition Mgr/Head Dietary Svcs	\$29.48	\$34.96	101.8%	110.5%	85.9%	93.2%
Workforce Development Associate	14	\$30.02	\$32.58	Workforce Dev Program Specialist/Coordinator / Program	\$25.02	\$33.27	120.0%	130.2%	90.2%	97.9%
Workforce Development Coordinator	14	\$30.02	\$32.58	SR Workforce Dev Coord/Counselor-Community Eng Coord	\$27.39	\$31.77	109.6%	118.9%	94.5%	102.5%
Youth Bureau Planner	14	\$30.02	\$32.58	Program Evaluator	NA	\$31.60	NA	NA	95.0%	103.1%
Youth Services Associate	14	\$30.02	\$32.58	Program Planner/Manager	NA	\$33.27	NA	NA	90.2%	97.9%
		\$30.02	\$32.58		\$30.03	\$32.97	101.1%	109.7%	91.5%	99.3%

Market Analysis

CSEA White Collar

Tompkins Position	TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)
Administrative Coordinator	13	\$27.92	\$30.32
Administrative Services Coordinator	13	\$27.92	\$30.32
Airport Firefighter/Operations Technician	13	\$27.92	\$30.32
Airport Terminal Services Coordinator	13	\$27.92	\$30.32
Buyer	13	\$27.92	\$30.32
Dispatch Supervisor	13	\$27.92	\$30.32
Geographic Information System (GIS)	13	\$27.92	\$30.32
GIS Analyst/Web Developer	13	\$27.92	\$30.32
Probation Officer Trainee	13	\$27.92	\$30.32
Programmer/Analyst	13	\$27.92	\$30.32
Public Health Educator	13	\$27.92	\$30.32
Real Property Systems Supervisor	13	\$27.92	\$30.32
SR Financial Investigator	13	\$27.92	\$30.32
SR Social Welfare Examiner	13	\$27.92	\$30.32
Transportation Analyst	13	\$27.92	\$30.32
		\$27.92	\$30.32

Peer / Market Position	Peer Average Starting Rate	Market Average Rate
Office / Administrative Operations Supervisor	NA	\$30.84
Office / Administrative Operations Supervisor	\$25.76	\$30.84
NA	NA	NA
Operations/Customer Service Supervisor	NA	\$30.89
Buyer/Procurement Analyst	NA	\$31.68
Emergency Services Dispatcher - SR/Supervising	\$23.26	\$28.19
GIS Analyst/Specialist	\$27.36	\$31.17
GIS Analyst/Specialist	\$31.18	\$31.17
Probation Officer Trainee	\$25.91	NA
Programmer/Analyst	\$31.43	\$34.73
PH Educator/Health Education Coordinator	\$25.66	\$30.01
Office / Administrative Operations Supervisor	NA	\$30.84
SR Support Investigator /SR/Supv Investigator/Examiner	\$24.44	\$27.89
SR Social Welfare Exam/Eligibility Worker/SS Worker II	\$25.33	\$25.55
Transportation Analyst/Planner	\$31.18	\$33.46
	\$27.15	\$30.56

TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
NA	NA	90.5%	98.3%
108.4%	117.7%	90.5%	98.3%
NA	NA	NA	NA
NA	NA	90.4%	98.2%
NA	NA	88.1%	95.7%
120.0%	130.4%	99.0%	107.6%
102.0%	110.8%	89.6%	97.3%
89.5%	97.2%	89.6%	97.3%
107.8%	117.0%	NA	NA
88.8%	96.5%	80.4%	87.3%
108.8%	118.2%	93.0%	101.0%
NA	NA	90.5%	98.3%
114.2%	124.1%	100.1%	108.7%
110.2%	119.7%	109.3%	118.7%
89.5%	97.2%	83.4%	90.6%
103.9%	112.9%	91.9%	99.8%

Market Analysis

CSEA White Collar

Tompkins Position	TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)
Administrative Assistant	12	\$26.52	\$28.78
Administrative Assistant- Level 4	12	\$26.52	\$28.78
Administrative Computer/Assist	12	\$26.52	\$28.78
Administrative Recording Clerk	12	\$26.52	\$28.78
Communications Coordinator	12	\$26.52	\$28.78
Community Health Coordinator	12	\$26.52	\$28.78
Dietitian	12	\$26.52	\$28.78
Emergency Services Dispatcher	12	\$26.52	\$28.78
Employment Specialist	12	\$26.52	\$28.78
Engineering Technician III	12	\$26.52	\$28.78
Microcomputer Specialist	12	\$26.52	\$28.78
Probation Assistant	12	\$26.52	\$28.78
Program Management Specialist	12	\$26.52	\$28.78
Public Health Fellow Coordinator	12	\$26.52	\$28.78
Public Health Graduate Fellow	12	\$26.52	\$28.78
Real Property Systems Specialist	12	\$26.52	\$28.78
Staff Development Specialist	12	\$26.52	\$28.78
Transition Workforce Specialist	12	\$26.52	\$28.78
WIC Program Nutritionist	12	\$26.52	\$28.78
Work Project Supervisor	12	\$26.52	\$28.78
Workforce Development Specialist	12	\$26.52	\$28.78
		\$26.52	\$28.78

Peer / Market Position	Peer Average Starting Rate	Market Average Rate	TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
Administrative Assistant Sr /Administrative Analyst	NA	\$29.97	NA	NA	88.5%	96.0%
Administrative Assistant Sr /Administrative Analyst	NA	\$29.97	NA	NA	88.5%	96.0%
Administrative Assistant Sr /Administrative Analyst	NA	\$29.97	NA	NA	88.5%	96.0%
Administrative Assistant Sr /Administrative Analyst	NA	\$29.97	NA	NA	88.5%	96.0%
Communications Coordinator	NA	\$28.05	NA	NA	94.5%	102.6%
NA	NA	NA	NA	NA	NA	NA
Nutrition Services Coordinator/Dietitian	\$29.56	\$31.11	89.7%	97.4%	85.2%	92.5%
Emergency Services Dispatcher	\$22.04	\$26.16	120.3%	130.6%	101.4%	110.0%
Employment Interviewer/Counselor	NA	\$28.31	NA	NA	93.7%	101.7%
Engineering Technician Civil/CAD Technician - SR	\$27.12	\$31.78	97.8%	106.1%	83.4%	90.6%
Computer Specialist/IT User Support Analyst	\$30.83	\$28.23	86.0%	93.4%	93.9%	101.9%
Probation Asst /Admin Asst Sr /Admin Analyst	\$24.59	\$29.97	107.8%	117.0%	88.5%	96.0%
Program Specialist (Non Profit) - SR	NA	\$27.87	NA	NA	95.2%	103.3%
NA	NA	NA	NA	NA	NA	NA
NA	NA	NA	NA	NA	NA	NA
Real Property Admin Asst Sr /Admin Analyst	\$27.04	\$29.97	98.1%	106.4%	88.5%	96.0%
Development & Learning Specialist/Training Coordinator	NA	\$30.69	NA	NA	86.4%	93.8%
Workforce Dev Program Spec/Transition Spec Career	\$25.93	\$26.74	102.3%	111.0%	99.2%	107.6%
Nutrition Specialist/Coordinator - Program Nutritionist	\$28.62	\$29.29	92.7%	100.6%	90.5%	98.3%
NA	NA	NA	NA	NA	NA	NA
Employment & Training Counselor/Interviewer	\$25.93	\$28.31	102.3%	111.0%	93.7%	101.7%
	\$26.85	\$29.20	99.7%	108.2%	91.1%	98.8%

Market Analysis

CSEA White Collar

Tompkins Position	TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)
Assistant Real Property Appraiser	11	\$25.19	\$27.38
Casework Assistant	11	\$25.19	\$27.38
Financial Investigator	11	\$25.19	\$27.38
Principal Account Clerk Typist	11	\$25.19	\$27.38
Social Welfare Examiner	11	\$25.19	\$27.38
Substance Abuse Evaluator	11	\$25.19	\$27.38
		\$25.19	\$27.38

Peer / Market Position	Peer Average Starting Rate	Market Average Rate
Real Estate Appraiser I	NA	\$29.30
Caseworker I	\$22.51	\$22.25
Support Investigator/Credit Investigator/Claims Examiner	\$22.87	\$24.42
Principal Account Clerk Typist/Bookkeeper Head	\$23.89	\$28.02
Social Welfare Examiner - Eligibility Worker/SS Worker	\$22.55	\$23.86
Substance Abuse Counselor	\$27.33	\$27.75
	\$23.83	\$25.93

TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
NA	NA	86.0%	93.4%
111.9%	121.6%	113.2%	123.1%
110.1%	119.7%	103.2%	112.1%
105.4%	114.6%	89.9%	97.7%
111.7%	121.4%	105.6%	114.8%
92.2%	100.2%	90.8%	98.7%
106.3%	115.5%	98.1%	106.6%

Community Health Worker	10	\$23.95	\$26.01
Deputy Registrar Of Vital Records	10	\$23.95	\$26.01
Education and Outreach Coordinator	10	\$23.95	\$26.01
Grants and Training Coordinator	10	\$23.95	\$26.01
Health Educator	10	\$23.95	\$26.01
Healthy Neighborhoods Ed Coord	10	\$23.95	\$26.01
Ombudsman Program & Outreach Coord	10	\$23.95	\$26.01
Paralegal Aide	10	\$23.95	\$26.01
Principal Motor Vehicle Examiner	10	\$23.95	\$26.01
Principal Recording Clerk	10	\$23.95	\$26.01
Secretary	10	\$23.95	\$26.01
Security Officer	10	\$23.95	\$26.01
Security Officer (Per Diem)	10	\$23.95	\$26.01
Telecommunications Technician	10	\$23.95	\$26.01
Weights And Measures Inspector	10	\$23.95	\$26.01
		\$23.95	\$26.01

Community Health/Outreach Worker	NA	\$24.15
Document Administrator III/Admin Asst III	NA	\$27.36
Sub Abuse Ed/Comm Outreach Spec/SR Outreach Wrkr	\$25.30	\$27.20
Grant Coordinator/Writer/Specialist	\$26.13	\$28.95
PH Educator/Health Education Coordinator	\$25.66	\$30.01
PH Educator/Health Education Program Coordinator	\$24.50	\$30.01
Outreach Specialist/SR Outreach Worker	\$30.59	\$27.20
Paralegal I/Legal Secretary	NA	\$25.77
Customer Service Representative - SR/Supervisor I	\$27.35	\$26.61
Document Administrator III/Admin Asst III	NA	\$27.36
Secretary/Department Secretary	NA	\$27.08
Security Guard	NA	\$21.50
Security Guard	NA	\$21.50
Telecommunications Specialist/Technician	\$28.37	\$29.29
Mechanical/Instrument/QA Inspector	\$26.48	\$26.09
	\$26.80	\$26.67

NA	NA	99.2%	107.7%
NA	NA	87.5%	95.1%
94.7%	102.8%	88.1%	95.6%
91.7%	99.5%	82.7%	89.8%
93.3%	101.4%	79.8%	86.7%
97.8%	106.2%	79.8%	86.7%
78.3%	85.0%	88.1%	95.6%
NA	NA	92.9%	100.9%
87.6%	95.1%	90.0%	97.7%
NA	NA	87.5%	95.1%
NA	NA	88.4%	96.0%
NA	NA	111.4%	121.0%
NA	NA	111.4%	121.0%
84.4%	91.7%	81.8%	88.8%
90.4%	98.2%	91.8%	99.7%
89.8%	97.5%	90.7%	98.5%

Market Analysis

CSEA White Collar

Tompkins Position	TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)
Administrative Asst- Level 3	9	\$22.77	\$24.72
Airport Firefighter/Ops Tech Trainee	9	\$22.77	\$24.72
Communications Specialist	9	\$22.77	\$24.72
Data Officer - Indigent Legal Services	9	\$22.77	\$24.72
Engineering Technician I	9	\$22.77	\$24.72
Environmental Health Technician	9	\$22.77	\$24.72
Outreach Worker	9	\$22.77	\$24.72
Public Health Technician	9	\$22.77	\$24.72
Real Property Systems Specialist Trainee	9	\$22.77	\$24.72
Real Property Tax Services Assistant	9	\$22.77	\$24.72
SR Account Clerk/Typist	9	\$22.77	\$24.72
SR Motor Vehicle Examiner	9	\$22.77	\$24.72
SR Recording Clerk	9	\$22.77	\$24.72
SR Weigh Scale Operator	9	\$22.77	\$24.72
		\$22.77	\$24.72

Peer / Market Position	Peer Average Starting Rate	Market Average Rate
Administrative Assistant III	NA	\$26.51
NA	NA	NA
Communications/Mktg Assoc/Community Rel Rep	NA	\$25.22
Data Officer - Reporting Coordinator	\$26.70	\$28.69
Engineering Technician Civil/CAD Technician - I	NA	\$23.89
Environmental Health & Safety Technician/PH Inspector	NA	\$25.86
Community Outreach Worker II	\$22.23	\$24.15
Public Health Technician	\$24.44	\$24.42
NA	NA	NA
Real Property Tax Services Asst/Admin Asst III	\$23.42	\$26.51
SR Account Clerk Typist/Bookkeeping/Acctg Clerk - SR	\$22.45	\$24.30
SR MV Examiner/Cashier/Customer Service Rep	\$24.57	\$24.36
Document Administrator II/Admin Assistant II	NA	\$24.31
Scale Operator - SR	NA	\$23.26
	\$23.97	\$25.12

TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
NA	NA	85.9%	93.2%
NA	NA	NA	NA
NA	NA	90.3%	98.0%
85.3%	92.6%	79.4%	86.2%
NA	NA	95.3%	103.5%
NA	NA	88.1%	95.6%
102.4%	111.2%	94.3%	102.4%
93.2%	101.1%	93.2%	101.2%
NA	NA	NA	NA
97.2%	105.6%	85.9%	93.2%
101.4%	110.1%	93.7%	101.7%
92.7%	100.6%	93.5%	101.5%
NA	NA	93.7%	101.7%
NA	NA	97.9%	106.3%
95.4%	103.5%	90.9%	98.7%

Market Analysis

CSEA White Collar

Tompkins Position	TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)
Assistant Assessment Account Specialist	8	\$21.62	\$23.48
Case Aide	8	\$21.62	\$23.48
Computer Operator/Technician	8	\$21.62	\$23.48
Home Health – Personal Care Aide	8	\$21.62	\$23.48
Long Term Care Specialist	8	\$21.62	\$23.48
Motor Vehicle Examiner	8	\$21.62	\$23.48
Recording Clerk	8	\$21.62	\$23.48
SR Typist	8	\$21.62	\$23.48
		\$21.62	\$23.48

Peer / Market Position	Peer Average Starting Rate	Market Average Rate
Administrative Assistant II	NA	\$23.31
Social Services Aide/Case Aide	NA	\$21.72
Computer Specialist/Operator/Technician	\$25.58	\$26.43
HH Aide/Assistant-CNA/Home Care Aide	\$21.00	\$19.60
Aging Services Asst /Program Asst/Specialist - SR	\$23.97	\$24.69
MV Examiner/Cashier -Customer Service Rep	\$22.14	\$22.98
Recording Clerk -Document Admin I / Admin Clk	\$21.27	\$23.05
SR Typist / Clerk Typist	\$21.16	\$23.66
	\$22.52	\$23.18

TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
NA	NA	92.7%	100.7%
NA	NA	99.5%	108.1%
84.5%	91.8%	81.8%	88.8%
103.0%	111.8%	110.3%	119.8%
90.2%	98.0%	87.6%	95.1%
97.7%	106.1%	94.1%	102.2%
101.6%	110.4%	93.8%	101.9%
102.2%	111.0%	91.4%	99.2%
96.5%	104.8%	93.9%	102.0%

Data Collector	7	\$20.55	\$22.31
Driver	7	\$20.55	\$22.31
Mail & Records Clerk	7	\$20.55	\$22.31
Public Health Fellow	7	\$20.55	\$22.31
Weigh Scale Operator	7	\$20.55	\$22.31
WIC Clerk	7	\$20.55	\$22.31
		\$20.55	\$22.31

Data Collector	\$22.60	NA
Driver/Van Driver	\$19.36	\$20.34
Records/Mail Clerk-Records Mgmt Specialist I	\$20.36	\$22.49
NA	NA	NA
Scale Operator	NA	\$20.94
WIC Assistant/General Clerk	\$20.36	\$21.18
	\$20.67	\$21.24

90.9%	98.7%	NA	NA
106.1%	115.2%	101.0%	109.7%
100.9%	109.6%	91.4%	99.2%
NA	NA	NA	NA
NA	NA	98.1%	106.5%
100.9%	109.6%	97.0%	105.3%
99.7%	108.3%	96.9%	105.2%

Public Health Sanitarian	6	\$19.53	\$21.21
		\$19.53	\$21.21

PH Sanitarian	\$29.74	NA
	\$29.74	NA

65.7%	71.3%	NA	NA
65.7%	71.3%	NA	NA

Market Analysis

CSEA White Collar

Tompkins Position	TC Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)
Receptionist	5	\$19.10	\$20.74
Employment and Training Clerk	5	\$19.10	\$20.74
		\$19.10	\$20.74

Highway Clerk	4	\$18.12	\$19.71
Administrative Assistant - Level 1	4	\$18.12	\$19.71
		\$18.12	\$19.71

Peer / Market Position	Peer Average Starting Rate	Market Average Rate
Receptionist	NA	\$19.84
Program Assistant/Clerk	\$20.44	\$21.09
	\$20.44	\$20.47

Clerk/General Clerk I	\$18.97	\$19.46
Office Assistant/Administrative Clerk I	\$18.25	\$19.48
	\$18.61	\$19.47

TC Hire Rate to Peer Starting Rate	TC Work Rate to Peer Starting Rate	TC Hire Rate to Market Average Rate	TC Work Rate to Market Average Rate
NA	NA	96.3%	104.5%
93.4%	101.5%	90.6%	98.3%
93.4%	101.5%	93.4%	101.4%

95.5%	103.9%	NA	NA
99.3%	108.0%	93.0%	101.2%
97.4%	106.0%	93.0%	101.2%

Market Analysis - Summary

CSEA White Collar Group

Labor Grade	Hire Rate (1st 9 mths)	Work Rate (after 9 mths)	Peer Average Starting Rate by Grade	Market Average Rate by Grade	TC Hire Rate to Peer Average Starting Rate by Grade	TC Work Rate to Peer Average Starting Rate by Grade	TC Hire Rate to Market Average Rate by Grade	TC Work Rate to Market Average Rate by Grade
19	\$48.32	\$62.51	\$85.14	\$60.56	56.8%	73.4%	79.8%	103.2%
18	\$43.94	\$47.73	\$57.28	\$51.19	76.7%	83.3%	86.9%	94.4%
17	\$39.93	\$43.40	\$33.79	\$41.77	119.3%	129.7%	95.7%	104.1%
16	\$36.31	\$39.43	\$34.27	\$38.57	107.2%	116.4%	94.7%	102.8%
15	\$33.01	\$35.84	\$31.85	\$36.07	104.9%	113.9%	92.1%	100.0%
14	\$30.02	\$32.58	\$30.03	\$32.97	101.1%	109.7%	91.5%	99.3%
13	\$27.92	\$30.32	\$27.15	\$30.56	103.9%	112.9%	91.9%	99.8%
12	\$26.52	\$28.78	\$26.85	\$29.20	99.7%	108.2%	91.1%	98.8%
11	\$25.19	\$27.38	\$23.83	\$25.93	106.3%	115.5%	98.1%	106.6%
10	\$23.95	\$26.01	\$26.80	\$26.67	89.8%	97.5%	90.7%	98.5%
9	\$22.77	\$24.72	\$23.97	\$25.12	95.4%	103.5%	90.9%	98.7%
8	\$21.62	\$23.48	\$22.52	\$23.18	96.5%	104.8%	93.9%	102.0%
7	\$20.55	\$22.31	\$20.67	\$21.24	99.7%	108.3%	96.9%	105.2%
6	\$19.53	\$21.21	\$29.74	NA	65.7%	71.3%	NA	NA
5	\$19.10	\$20.74	\$20.44	\$20.47	93.4%	101.5%	93.4%	101.4%
4	\$18.12	\$19.71	\$18.61	\$19.47	97.4%	106.0%	93.0%	101.2%
Note: Averages taken from previous pages					94.6%	103.5%	92.0%	101.1%