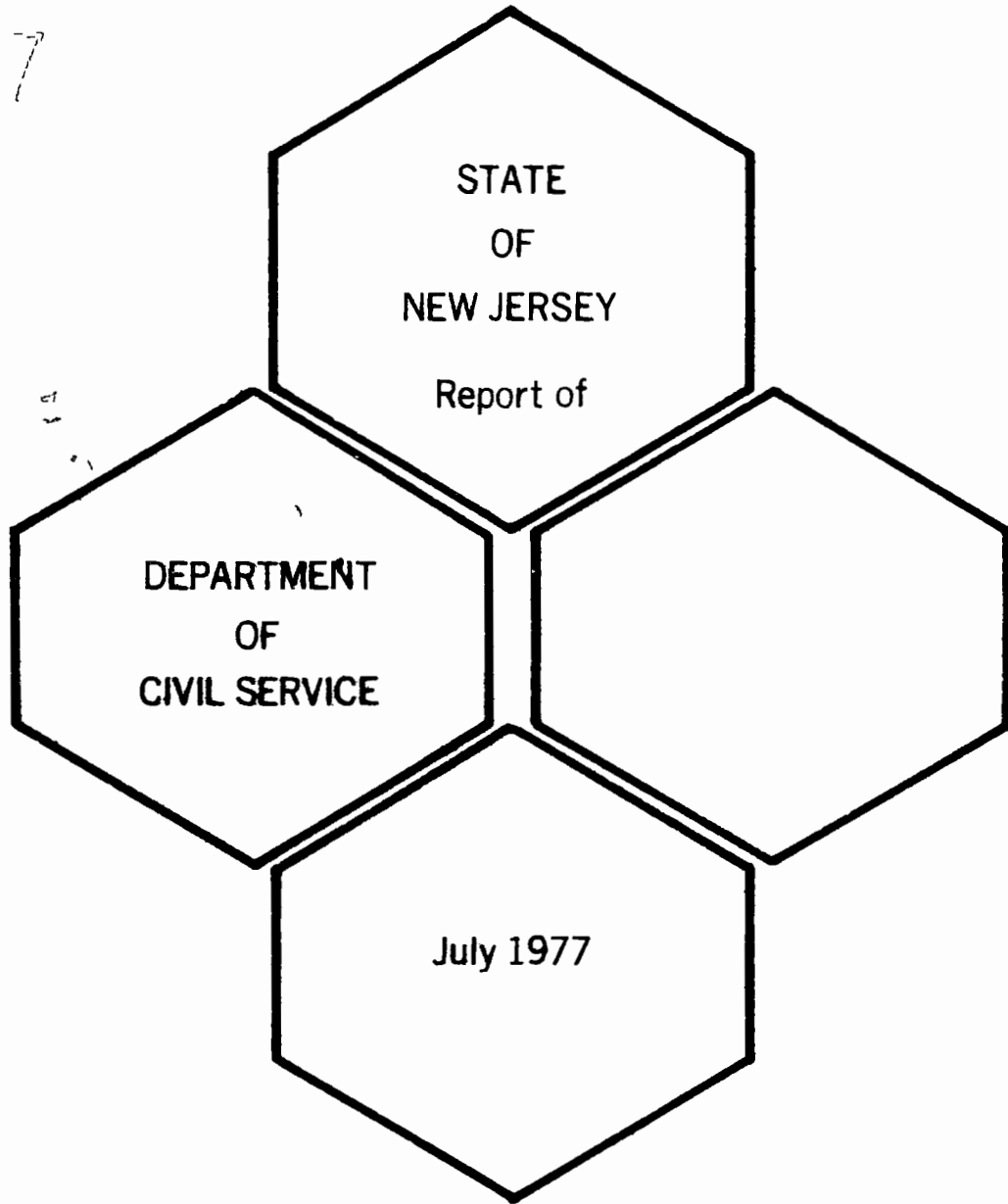


105-7151  
1977




# 1977

## Business and Government Salary and Wage Surveys

Our Division of Classification and Compensation has recently completed a study of salaries and wages paid in private business and in government for key jobs of State and local governments. The business survey was conducted by our staff with the cooperation of a representative group of major private employers in New Jersey and Delaware Valley. The rates of Federal, State and local governments were taken from standard survey data made available by the International Personnel Management Association.

We feel that the findings of this study may be useful to officials of county and municipal governments within the State in connection with their salary administration. Therefore, we are making this report available to those jurisdictions operating under the Civil Service Law.



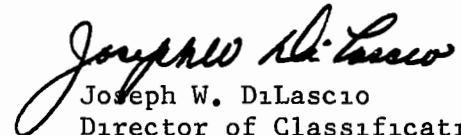
*S. Howard Woodson, Jr.*  
President

PURPOSE To compare salaries paid to State employees with salaries and wages paid to employees in business and industry working in comparable jobs.

METHOD Questionnaires were sent to one hundred seventeen business establishments located throughout the State and the Delaware Valley (vicinity of Trenton) asking for specific rate data for fifty-nine common jobs and related general personnel practices information. Useable material was obtained from sixty-five employers. They are listed on the following page.

The data for each job class was obtained and analyzed on the basis of paid rates. The rates were distributed from lowest to highest. The median and the first and third quartiles of all the rates being paid for each job were determined. These statistics are reported in the table of findings that follows and represents the State Community Overall. Similar distributions and statistics were determined for the northern, central and south sections of the State. They are included in the same table and labeled as North Jersey, Central Jersey and South Jersey respectively. Rates for jobs usually paid on a wage basis are reported in terms of rate per hour. Rates for jobs usually paid on a salaried basis are reported on an annual basis.

A summary of the responses to the related personnel practices questionnaire is also included in this report.

  
Joseph W. DiLascio  
Director of Classification  
and Compensation

LISTS OF COMPANIES THAT CONTRIBUTED RATE DATA

NORTH

American Cyanamid Company  
Bell Telephone Laboratories Inc.  
Bergen Evening Record Corp.  
Burry Division Quaker Oats Company  
CIBA-GEIGY Corp.  
Congoleum Industries Inc.  
Foster Wheeler Energy Corp.  
Ingersoll-Rand Company  
Lehn and Fink Products Company  
Lever Brothers  
Leslie Company  
Lockheed Electronics Company Inc.  
Marcal Paper Mills Inc.  
Maxwell House Division of General Foods Corp.  
Mennen Company  
Monroe International Inc.  
Otis Elevator Company  
Port Authority of New York and New Jersey  
Prentice-Hall Inc.  
Prudential Insurance Company  
Riegel Products Corp.  
Rowe International Inc.  
Scholastic Magazines, Inc.  
Shulton, Inc.  
Singer Aerospace & Marine Systems Group  
Singer Manufacturing Company  
Thomas J. Lipton Inc.  
Union Carbide Corp.  
Warner Lambert Company  
Western Electric Company Inc.  
Westinghouse Electric Company

CENTRAL

Acme Hamilton Manufactures Corp.  
Amerada Hess Corp.  
American Standard Inc.  
Buck Engineering Company Inc.  
Charms Company  
Chevron Oil Company  
Circle F. Industries  
Department of the Army, Civilian Personnel  
Educational Testing Service  
E.R. Squibb and Sons, Inc.  
Electronic Associates Inc.  
Frequency Engineering Laboratories  
General Electric Company, Division of Air Conditioning  
Griffin Pipe Products Company  
GTE Information Systems, Inc.  
Hercules Incorporated  
Hill Refrigeration, Division of Emhart Corp.  
Interdata, Inc.  
International Flavors and Fragrances  
Johnson and Johnson  
New Jersey National Bank  
Thiokol Chemical Corp.  
Toms River Chemical Company

SOUTH

C - E Glass Company  
E.I. DuPont Denemours Inc.  
Lenox Inc.  
Mobil Oil Company  
Scott Paper Company  
Shell Chemical Company  
Sherwin Williams Company, The  
South Jersey Gas Company  
Tyco Industries  
Weyerhaeuser Company  
Whitehall Laboratories

## STATE OF NEW JERSEY

## Department of Civil Service

## Report of Business and Industry Salary and Wage Survey

## Hourly Rate Jobs

## Paid Rates

Data Collected July, 1977

Title (For job description see your copy of questionnaire)	Hours per week	State Community Paid Rates Per/Hr				North Jersey Community Paid Rates Per/Hr				Central Jersey Community Paid Rates Per/Hr				South Jersey Community Paid Rates Per/Hr			
		Q1	Mdn	Q3	NR	Q1	Mdn	Q3	NR	Q1	Mdn	Q3	NR	Q1	Mdn	Q3	NR
		Drafting Technician	40	4 25	4 63	6 16	27	4 63	5 29	6 16	9	4 00	4 25	4 65	14	4 85	4 85
Principal Drafting Technician	40	5 78	8 09	8 60	136	6 30	8 23	8 60	117	5 00	5 08	6 67	15	5 39	5 95	10 38	4
Civil Engineer Trainee	40	6 81	7 47	8 19	190	6 81	7 47	8 19	171	5 22	6 30	7 27	11	8 67	8 70	8 94	8
Assistant Engineer Civil	40	7 48	8 19	8 60	117	7 21	8 13	8 60	78	7 55	8 17	8 65	33	8 70	8 70	8 70	6
Principal Engineer Civil	40	9 06	10 10	12 10	646	8 94	10 16	12 10	560	9 38	9 90	10 80	60	9 49	9 81	10 70	26
Security Officer	40	4 68	5 98	6 15	315	4 68	5 98	5 98	229	3 85	5 38	6 20	72	3 30	5 33	7 65	14
Senior Security Officer	40	5 35	5 83	7 50	34	5 35	5 77	7 13	20	5 45	6 55	7 55	13	6 03	6 03	6 03	1
Supervisor of Warehouses	40	7 88	9 13	10 90	62	8 03	9 13	11 31	41	6 35	7 50	10 30	15	7 68	9 04	9 81	6
Operating Engineer II	40	5 83	6 90	7 85	144	5 63	5 83	7 31	58	6 61	6 90	8 45	67	6 25	7 43	7 85	19
Operating Engineer I	40	7 49	8 10	8 31	267	7 49	7 95	9 44	139	6 86	7 47	8 10	58	8 16	8 25	8 25	70
Chief Operating Engineer	40	8 80	9 87	11 11	19	8 80	9 87	11 05	15	8 77	8 77	14 40	3	13 75	13 75	13 75	1
Carpenter	40	6 81	7 53	8 25	333	6 81	7 53	7 82	137	6 38	7 46	7 83	75	8 12	8 25	8 25	121
Plumber and Steamfitter	40	7 53	8 07	8 25	797	6 95	7 38	7 94	233	7 46	7 57	7 83	174	8 12	8 25	8 25	390
Electrician	40	6 96	8 07	8 39	777	6 81	7 73	9 60	439	6 46	7 46	7 83	144	8 12	8 25	8 25	194
Painter	40	6 89	7 48	8 25	198	6 71	7 16	7 48	98	7 34	7 57	7 83	57	8 25	8 25	8 25	43
Maintenance Worker II, Transportation	40	5 90	6 54	6 94	291	5 98	6 94	6 94	246	5 06	5 68	6 09	28	6 22	6 22	6 22	17
Truck Driver	40	5 81	6 46	7 38	143	5 48	6 04	6 41	60	5 81	6 29	8 31	41	7 38	7 38	7 41	42
Foreman, Building Maintenance M/W	40	8 42	9 21	10 56	484	8 70	9 75	10 56	298	7 21	9 02	9 25	113	6 97	7 03	10 64	73
Mechanic Helper	40	4 82	5 40	6 57	66	4 48	4 82	5 98	34	5 05	5 24	5 34	10	6 55	6 61	6 61	22
Mechanic	40	6 81	7 38	8 25	343	7 38	7 38	8 53	181	5 91	6 08	7 11	90	6 91	8 07	8 25	72
Building Maintenance Worker	40	5 15	5 62	5 90	771	5 15	5 51	5 90	577	3 73	4.39	5 62	89	5 91	5 91	5 93	105

Salary Comparison With Private Industry  
State Salaries Against State Community

New Jersey State Title	Number of State Employees	State of New Jersey Range			Private Industry State Overall Middle 50/ of Rates			Average Competitive Hiring Rate	Number of Employees Surveyed	Avg Work-week	/ State + or -	North Jersey Area Middle 50/		Central Jersey Area Middle 50/		South Jersey Area Middle 50/	
		Min	Mid Pt	Max	Q1	Median	Q3					Q1	Q3	Q1	Q3	Q1	Q3
Drafting Technician	13	7327	8610	9893	7735 -408	8418 +192	11375 -1482	8089	27	39 5	+ 2 2	8418	12382	7280	8463	8827	11375
Principal Drafting Technician	35	10307	12112	13916	10511 -204	15257 -3145	17280 -3364	10892	136	39 6	-25 9	11466	17280	9100	12139	9805	18900
Civil Engineer Trainee	41	11933	12231	12529	14160 -2227	15540 -3309	17040 -4511	12331	190	39 8	-27 0	14173	17040	10853	15120	18036	18600
Assistant Engineer Civil	3	13126	14617	16108	15964 -2838	17145 -2528	19730 -3622	13723	117	39 1	-17 2	15964	19730	15700	17990	18096	18096
Principal Engineer Civil	2	15992	18793	21593	18880 -2888	21120 -2327	26019 -4426	16995	646	39 6	-12 3	18699	26700	19500	22454	19740	22260
Security Officer	92	8905	10463	12021	9724 -819	12428 -1965	12792 -771	9193	315	40 0	-18 7	10140	12428	8000	12896	6459	15912
Senior Security Officer	40	9817	11533	13249	11128 -1311	12120 -587	15600 -2351	11621	34	40 0	- 5 0	11128	14820	11336	15704	12532	12532
Senior Stock Clerk	23	7694	9039	10384	10269 -2575	11229 -2190	13468 -3084	8602	187	39 4	-24 2	11120	13595	9882	11120	9555	11830
Supervisor of Warehouses	2	12529	14723	16917	16400 -3871	19000 -4277	22668 -5751	14474	62	39 7	-29 0	16700	23532	13780	21428	15980	20410
Operating Engineer II	15	8905	10463	12021	12126 -3221	14352 -3889	16328 -4307	12476	144	39 8	-37 1	11710	15210	13416	17576	13000	16328
Operating Engineer I	150	10307	12112	13916	15574 -5267	16848 -4736	17285 -3369	14316	267	40 1	-39 1	15766	19630	14061	16848	16973	17160
Chief Operating Engineer I	10	14505	17045	19584	25974 -1469	27702 -0657	31039 -1455	23561	19	39 5	-62 5	25974	31039	15961	26294	38605	38605

New Jersey State Title	Number of State Employees	State of New Jersey Range			Private Industry State Overall Middle 50/ of Rates			Average Competitive Hiring Rate	Number of Employees Surveyed	Avg Work-week	/ State + or -	North Jersey Area Middle 50/		Central Jersey Area Middle 50/		South Jersey Area Middle 50/	
		Min	Mid Pt	Max	Q1	Median	Q3					Q1	Q3	Q1	Q3	Q1	Q3
Carpenter	110	10307	12112	13916	14165 -3858	15652 -3540	17160 -3244	13159	333	40 0	-29 2	14165	16266	13270	16286	16890	17160
Plumber and Steamfitter	125	10307	12112	13916	15652 -5345	16786 -4674	17160 -3244	13880	797	40 6	-38 5	14165	16515	15517	16286	16890	17160
Electrician	114	10307	12112	13916	14227 -3920	16786 -4674	17451 -3535	12980	777	40 3	-38 5	14165	19968	13406	16286	16890	17160
Painter	127	10307	12112	13916	14331 -4024	15548 -3436	17160 -3244	13063	198	40 1	-28 3	13957	15548	15267	16286	17160	17160
Maintenance Wkr II, Transportation	141	8309	8642	8975	12272 -3963	13598 -4956	14430 -5455	10370	291	39 8	-57 3	12428	14430	10525	12667	12938	12938
Truck Driver	552	8847	9616	10384	12085 -3238	13437 -3821	15350 -4966	11303	143	40 1	-39 7	11398	13333	12085	17285	15350	15413
Foreman Building Maintenance M/W	36	11933	14021	16108	17472 -5539	19000 -4979	21970 -5862	14258	484	39 9	-35 5	18096	21970	15000	19000	14500	22128
Mechanic Helper	133	8376	8901	9425	10026 -1650	11502 -2601	13666 -4241	10676	66	39 9	-29 2	10026	12438	9880	10899	13624	13749
Mechanic	249	10307	12112	13916	13853 -3546	15350 -3238	17160 -3244	12887	343	40 6	-26 7	15350	17732	11107	14789	14373	17160
Building Maintenance Worker	235	6886	7316	7746	10712 -3826	11690 -4374	12272 -4526	9355	771	39 6	-59 7	10712	12272	7758	11690	12293	12334

New Jersey State Title	Number of State Employees	State of New Jersey Range			Private Industry State Overall Middle 50/ of Rates			Average Competitive Hiring Rate	Number of Employees Surveyed	Avg Work-week	/ State + or -	North Jersey Area Middle 50%		Central Jersey Area Middle 50/		South Jersey Area Middle 50/	
		Min	Mid Pt	Max	Q1	Median	Q3					Q1	Q3	Q1	Q3	Q1	Q3
Clerk	573	6013	6696	7378	5225 +788	5928 +768	6643 +735	5759	455	38 2	+11 4	5356	7020	5038	5785	6006	6352
Principal Clerk	367	8078	9490	10901	7826 +252	10775 -1285	13860 -2959	8385	317	38 3	-13 5	9461	12809	6802	12779	7875	14910
Receptionist	22	6027	7082	8136	6843 -816	7928 -846	8968 -832	6978	58	38 9	-11 9	7519	9250	6097	7872	5999	9191
Messenger	15	6000	6350	6700	5337 +663	6307 +43	6938 -238	5968	163	38 5	+ 6	5337	6812	5167	6438	5005	9125
Mail Clerk	20	6013	6696	7378	5822 +191	6773 -77	7744 -366	6174	104	38 9	- 1 1	6065	7617	5691	7753	5733	13006
Supervisor of Mails	4	9817	11533	13249	9188 +629	11345 +188	14648 -1399	9824	31	38 6	+ 1 6	9539	14928	7132	11830	10595	12338
Senior File Clerk	65	6645	7810	8975	7035 -390	7904 -94	9268 -293	6811	58	38 4	- 1 2	7035	10599	6914	7995	5915	5915
Telephone Operator	41	6328	7438	8548	7277 -949	8004 -566	9568 -1020	6886	150	39 1	- 7 6	7763	9724	6825	8004	6279	12768
Offset Machine Operator	28	6645	7810	8975	7043 -398	8226 -416	10465 -1490	7703	82	38 6	- 5 3	7350	10599	6006	8481	9146	9146
Clerk Typist	1536	6027	7082	8136	5942 +85	6615 +467	7462 +674	6108	356	38 6	+ 6 5	5915	7592	6048	7053	5597	8031
Clerk Stenographer A	527	6645	7597	8548	6914 -269	7517 +80	8215 +333	6758	299	38 3	+ 1 0	7277	8539	6698	7779	6006	6711
Senior Clerk Stenographer	1445	7327	8610	9893	7980 -653	9069 -459	10229 -336	7527	1019	39 2	- 5 3	8243	10580	7273	9216	10784	12978
Secretarial Assistant III	257	9817	11533	13249	8828 +989	10000 +1533	11700 +1549	8282	1158	39 0	+13 2	8925	12233	8246	10351	9874	14396
Secretarial Assistant I	37	12529	14723	16917	11206 +1323	13312 +1411	14794 +2123	10383	287	38 7	+ 9 5	11700	14612	9864	13936	10650	17040

New Jersey State Title	Number of State Employees	State of New Jersey Range			Private Industry State Overall Middle 50/ of Rates			Average Competitive Hiring Rate	Number of Employees Surveyed	Avg Work-week	/ State + or -	North Jersey Middle 50/		Central Jersey Middle 50/		South Jersey Middle 50/	
		Min	Mid Pt	Max	Q1	Median	Q3					Q1	Q3	Q1	Q3	Q1	Q3
Data Entry Machine Operator	263	6027	7082	8136	6482 -455	7153 -71	9054 +82	6652	282	38 9	- 1 0	6500	8060	6188	7735	6978	12768
Senior Data Entry Machine Operator	205	7327	8610	9893	7800 -473	8558 +52	9568 +325	7289	175	38 4	+ 6	8029	9568	6298	7980	7007	9030
Head Data Entry Machine Operator	20	10823	12720	14616	9500 +1323	11006 +1714	12324 +2292	9066	28	38 0	+13 4	10088	12875	7175	11830	9100	10229
Data Processing Analyst II	29	15231	17896	20560	16050 -819	17100 +796	18500 +2060	15105	257	38 3	+ 4 4	16150	18600	15302	17928	-	-
Data Processing Analyst I	49	17632	20719	23806	19200 -1568	20400 +319	21700 +2106	15724	167	38 4	+ 1 5	19500	21720	18420	20470	17000	22404
Data Processing Programmer III	51	11933	13637	15341	11550 +383	12760 +877	13888 +1453	10096	183	38 4	+ 6 4	11947	14009	9646	11131	10595	16811
Data Processing Programmer II	63	13814	16233	18651	13883 -69	15395 +838	16514 +2137	12128	100	38 2	+ 5 1	14499	17500	12875	15581	-	-
Data Processing Programmer I	38	16792	19732	22672	15540 +1252	17800 +1932	22440 +232	15081	101	38 2	+ 9 7	16561	23300	14200	17090	13327	13327
Computer Operator III	45	7327	8610	9893	8757 -1430	9679 -1069	10636 -743	8239	161	38 4	-12 4	9109	10748	7244	8782	7728	9328
Computer Operator II	28	8905	10463	12021	10043 -1138	11588 -1125	13715 -1694	9008	202	38 3	-10 7	10661	13939	8464	10010	8827	10064
Computer Operator I	28	10307	12112	13916	10966 -659	13496 -1384	16346 -2430	10227	113	38 5	-11 4	12740	16351	10123	11621	18102	18102

New Jersey State Title	Number of State Employees	State of New Jersey			Private Industry State Overall			Average Competitive Hiring Rate	Number of Employees Surveyed	Avg Work-week	/ State + or -	North Jersey		Central Jersey		South Jersey	
		Min	Mid Pt	Max	Q1	Median	Q3					Q1	Q3	Q1	Q3	Q1	Q3
Laboratory Technician	77	8481	9962	11443	11594 -3113	14924 -4962	15015 -3572	9477	878	39 0	-49 8	9870	11340	11935	13605	14924	15015
Clinic Nurse	5	8905	10463	12021	10238 -1333	11288 -825	13337 -1316	9541	96	39 2	- 7 8	10636	13789	9327	10806	9805	11288
Budget Analyst II	7	13814	16233	18651	15000 -1186	17160 -927	18104 +547	14092	89	39 1	- 5 7	16656	18756	11400	16917	13988	18096
Budget Analyst I	9	16792	19732	22672	17732 -940	19901 -169	22450 +222	16995	47	39 4	- 8	19739	24502	13426	21000	18096	25300
Chief Accountant, Treasury	0	24812	29156	33500	24899 -87	29000 +156	34996 -1496	24582	29	38 3	+ 5	24899	36528	19600	34996	25404	25404
Accountant III	100	11933	13637	15341	12250 -317	13534 +103	14791 +550	11039	190	38 8	+ 7	12163	14791	13125	14628	12863	16307
Accountant I	63	15231	17896	20560	15324 -93	16500 +1396	18550 +2010	14210	135	39 0	+ 7 8	15203	18613	16118	18944	14350	16972
Auditor Accountant Trainee	24	10823	11094	11365	10740 +83	12220 -1126	13740 -2375	10668	129	38 5	-10 1	10504	13740	11772	13260	11100	15432
Supervisor, Bureau of Purchase	1	22505	26445	30384	23000 -495	26335 +110	29000 +1384	21183	36	38 8	+ 4	25199	30900	21950	28340	17628	23000
Personnel Assistant	36	11365	13353	15341	10238 +1127	11200 +2153	11375 +3966	10260	25	38 6	+16 1	10000	11256	10627	13335	11375	11375
Senior Personnel Assistant	51	13156	15460	17764	12910 +246	14321 +1139	17468 +296	12476	38	38 8	+ 7 3	13100	17468	12129	17724	13038	13038
Director of Classification & Compensation	1	27355	32140	36925	21093 +6262	27000 +5140	36686 +239	24521	15	38 7	+15 9	27560	39500	16500	28704	21093	27000

PRIVATE INDUSTRY FRINGE BENEFITS

I CASH COMPENSATION

Does Company

1	Have a system of regular salary or wage increments? (64 responses)	YES 63 - 98 47 NO 1 - 1 67
	If yes, based on Merit	42 - 66 77
	Longevity	2 - 3 27
	Merit & Longevity	19 - 30 27
2	Grant Severance Pay? (64 responses)	YES 59 - 92 27 NO 5 - 7 8/
3	Have a 4 day week? (63 responses)	YES 1 - 1 67 NO 62 - 98 47
4	Do you have flexible work hours? (63 responses)	YES 5 - 7 97 NO 58 - 92 1/
5	What percent of total payroll is devoted to Fringe Benefits? (41 responses)	Average - 30 97

II PAY SUPPLEMENTS

1	Pay shift differential? (65 responses)	YES 64 - 98 57 NO 1 - 1 5/
2	Pay Clothing allowance for uniformed personnel? (60 responses)	YES 27 - 45 07 NO 33 - 55 07
3	Pay Standby Pay? (60 responses)	YES 10 - 16 77 NO 50 - 83 3/
4	Pay Call in Pay? (62 responses)	YES 53 - 85 57 NO 9 - 14 57
5	Pay Annual or Christmas Bonus? (64 responses)	YES 16 - 25 0/ NO 48 - 75 0/
6	Provide Laundry Service for uniformed personnel? (62 responses)	YES 37 - 59 77 NO 25 - 40 3/
7	Have suggestion award program? (64 responses)	YES 30 - 46 97 NO 34 - 53 17

III EXPENSE ALLOWANCES

A Does Company reimburse the following expenses?

1	Lodging (64 responses)	YES 62 - 96 97 NO 2 - 3 17
2	Meals? (63 responses)	YES 62 - 98 47 NO 1 - 1 67
3	Transportation? (62 responses)	
	Air? (62 responses)	YES 62 - 1007 NO 0 - 0
	Rail? (62 responses)	YES 60 - 96 87 NO 2 - 3 2/

B Does company provide credit cards? (64 responses)

YES	41 - 64 1/
NO	23 - 35 97

C Does company provide company cars? (63 responses)

YES	46 - 73 07
NO	17 - 27 07

D Does company pay mileage for use of personal car? (65 responses)

YES	65 - 100/
NO	0 - 07

Average 14.4¢/mile

	Number of Companies Responded	Number of Companies that have Plans	Number of Companies that have Plans and Contribute	Percent of Companies who Contribute 75/ or more	Percent of Companies Contributing 50/ or more	Percent of Companies Contributing Less than 50/	Percent that Include Dependents in Insurance Program		
<b>IV HEALTH BENEFITS</b>									
Does Company offer any of the following?									
1 Workers Compensation	65	65	100 0	55	94 5	1 8	1 8	1 8	-
2 Temporary Disability Insurance	63	61	96 8	48	70 8	12 5	12 5	4 2	-
3 Hospitalization	65	65	100 0	52	67 3	26 9	5 8	-	96 2
4 Annual Medical Examination	63	37	58 7	31	96 8	3 2	-	-	54 8
5 Surgical	65	65	100 0	52	67 3	26 9	5 8	-	98 2
6 Major Medical	65	64	98 5	52	63 5	26 9	5 8	3 8	98 1
7 Dental Care	64	24	37 5	18	77 8	11 1	11 1	-	100 0
8 Vision Care	64	6	9 4	2	100 0	-	-	-	0 0
9 Prescription Drugs	64	33	51 6	28	57 1	32 1	3 6	-	96 4
<b>V INSURANCE</b>									
Does Company provide following Insurance Plans?									
1 Life	65	65	100 0	55	74 5	7 3	9 1	9 1	-
2 Travel (Company Business)	62	66	88 7	42	100 0	-	-	-	-
3 Unemployment	63	49	77 8	19	57 9	10 5	31 6	-	-
4 Personal Liability	59	14	23 7	8	100 0	-	-	-	-
5 Accidental Death	61	59	96 7	44	79 5	6 8	2 3	11 4	-

VI. LEAVES

1	Holidays with full pay? (65 responses)	YES 65 - 100 0/ NO 0	3	Military Leave	
		Average 10 8 days/year	a	Annual field training (Reserve and National Guard)? (65 responses)	YES 65 - 100 07 NO 0
a	Are holidays which fall on Saturday celebrated Friday? (64 responses)	YES 52 - 81.37 NO 12 - 18.77	b	State National Guard Duty (Emergency)? (57 responses)	YES 47 - 82 57 NO 10 - 17 57
b	Are holidays which fall on Sunday celebrated Monday? (64 responses)	YES 60 - 93 87 NO 4 - 6 27	4	Educational Leave (60 responses)	YES 25 - 41 77 NO 35 - 58 37
2	Sick Leave with pay? (63 responses)	YES 56 - 88 97 NO 7 - 11 1/	5	Convention Delegate Leave? (62 responses)	YES 16 - 25 87 NO 46 - 74 27
		Average 10 2 days/year	6	Personal Leave (62 responses)	YES 45 - 72 67 NO 17 - 27 47
a	Is accumulation from year to year permitted? (57 responses)	YES 19 - 33 37 NO 38 - 66 7/			
b	Is payment made for unused sick leave at retirement? (61 responses)	YES 7 - 11 5/ NO 54 - 88 57			
c	Is sick leave permitted for other than Employees' own illness (injury)? (61 responses)	YES 15 - 24 67 NO 46 - 75 4/			
d	Is Doctor's certificate required? (56 responses)	YES 40 - 71 47 NO 16 - 28 6/			

8. Annual Vacation Leave with full pay after	<u>5 days</u>	<u>10 days</u>	<u>12 days</u>	<u>12½ days</u>	<u>13 days</u>	<u>14 days</u>	<u>15 days</u>	<u>17 days</u>	<u>17½ days</u>	<u>20 days</u>	<u>22 days</u>	<u>24 days</u>	<u>25 days</u>	<u>26 days</u>	<u>28 days</u>	<u>30 days</u>
1 Year (63 responses)	16	46	-	-	1	-	-	-	-	-	-	-	-	-	-	-
5 Years (63 responses)	-	33	1	1	-	-	26	-	-	2	-	-	-	-	-	-
10 Years (63 responses)	-	1	-	-	-	-	43	-	-	19	-	-	-	-	-	-
15 Years (64 responses)	-	-	-	-	-	-	16	2	-	45	-	-	-	1	-	-
20 Years (64 responses)	-	-	-	-	-	-	1	-	-	41	1	-	20	1	-	-
25 Years (61 responses)	-	-	-	-	-	-	1	-	-	17	1	-	39	1	-	2
a. Is accumulation year to year permitted? (65 responses)	YES	15 -	23.17%													
	NO	50 -	76.9%													
b. Is payment made for unused vacation after separation? (64 responses)	YES	60 -	93.8%													
	NO	4 -	6.27%													

2 companies allow 10 days after 2 years  
1 company allows 15 days after 3 years  
1 company allows 20 days after 18 years  
1 company allows 25 days after 30 years  
3 companies allow 30 days after 30 years  
1 company allows 30 days after 35 years

	<u>Number Companies Responding</u>	<u>Number Companies that have plans</u>	<u>Percent that have plans</u>	<u>Number Companies that have plans and contribute</u>	<u>Percent that contribute 100/ 75/ or more</u>	<u>Percent that contribute 50/ or more</u>	<u>Percent that contribute less than 50%</u>
VII <u>PENSION SYSTEM</u>							
A Does company have a retirement system?	64	63	98 47	59	90 6/	7 57	07
B Employee contributes what percent of salary (54 responses)	0/ - 46 - 85 27 1/ - 1 - 1 97 27 - 2 - 3 77 37 - 2 - 3 77 variable 3 - 5 67						

## Does retirement plan provide for

1 Extension of Health Benefits? (61 responses)	YES 46 - 75 47 NO 15 - 24 6/
2 Extension of Life Insurance? (61 responses)	YES 42 - 68 97 NO 19 - 31 17
3 Cost of Living Increase? (63 responses)	YES 6 - 9 57 NO 57 - 90 57
4 Disability Retirement? (62 responses)	YES 55 - 88 77 NO 7 - 11 3/
5 May employees borrow from pension fund? (62 responses)	YES 1 - 1 67 NO 61 - 98 47

\* Dependents eligible in 15 of 19 or 78 97

Nine companies have program for dependents only

VIII TRAINING AND DEVELOPMENT

## Does company

1 Have in house training program? (62 responses)	YES 45 - 72 6/ NO 17 - 27 47
2 Pay fees for Professional Association Conferences, and Seminars? (64 responses)	YES 61 - 95 37 NO 3 - 4 77
3 Have tuition aid program? (64 responses)	YES 62 - 96 97 NO 2 - 3 17
4 Pay fees for outside job related training? (62 responses)	YES 46 - 74 2/ NO 16 - 25 87
* 5 Have Scholarship program for employees? (62 responses)	YES 19 - 30 6/ NO 43 - 69 47

IX. OTHER BENEFITS

Does company offer

1.	Company subsidized employee savings plan? (62 responses)	YES 26 - 41.97 NO 36 - 58.17	9.	Proximity to shopping districts? (63 responses)	YES 37 - 58.7% NO 26 - 41.37
2.	Supplemental annuity stock savings plan? (62 responses)	YES 20 - 32.37 NO 42 - 67.77	10.	A company subsidized cafeteria? (62 responses)	YES 42 - 67.77 NO 20 - 32.37
3.	Low cost recreation program? (62 responses)	YES 29 - 46.87 NO 33 - 53.27			
4.	Service awards and retirement gifts? (62 responses)	YES 53 - 85.57 NO 9 - 14.57			
5.	A credit union? (63 responses)	YES 47 - 74.67 NO 16 - 25.4%			
6.	A grievance procedure? (63 responses)	YES 59 - 93.77 NO 4 - 6.3%			
7.	Free parking facilities? (64 responses)	YES 63 - 98.47 NO 1 - 1.67			
8.	Proximity to public transportation (64 responses)	YES 41 - 64.17 NO 23 - 35.97			

COMPARISON OF NEW JERSEY SALARIES WITH NEIGHBORING STATES  
AND MAJOR CITIES

Source IPMA "Pay Rates in the Public Service"  
Rates in effect on January 1, 1977

Range & Title Code	Title	** State Salary Range			Average for Group			Maryland 35 5 hrs @ 6 yrs		Michigan 40 hrs @ 5 yrs		Pennsyl- vania 37½ hrs @ 7 yrs		Connect- icut 35 hrs @ 7 yrs		New York City 35 hrs @ Negotiated		Philadel- phia 37 5 hrs @ 5 yrs	
		Min	Mid Pt	@ 7 yrs Max	Min	Mid Pt	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
3-20042	Clerk	\$ 6000*	\$ 6516	\$ 7032	\$ 7010	\$ 7726	\$ 8442	\$ 5592	\$ 7272	\$ 7788	\$ 9024	\$ 7176	\$ 8916	\$ 5736	\$ 6708	\$ 6996	\$ 9372	\$ 8772	\$ 9360
5-23232	Clerk Typist	6027*	6888	7749	7022	7765	8508	5592	7272	7932	9228	6864	8664	5976	7152	6996	9372	8772	9360
6-23821	Clerk Stenographer A	6329*	7235	8141	7566	8373	9180	5952	7752	8976	10500	7704	9600	6156	7404	7428	9972	9180	9852
7-21633	Senior Audit-Account Clerk	6329	7439	8548	7708	8517	9326	5952	7752	8544	10020	7980	9972	5736	6708	7428	9972	10608	11532
6-21823	Telephone Operator	6027	7084	8141	7474	8269	9064	5592	7272	8544	10020	7944	9864	6156	7404	7428	9972	9180	9852
5-53292	Data Entry Machine Operator	5740	6745	7749	7618	8397	9176	5952	7752	8724	10212	7980	9972	6648	7896	7224	9372	9180	9852
6-53352	Data Proc Machine Operator III	6027	7084	8141	8148	9045	9942	6768	8796	9540	11364	7980	9972	7248	8772	7428	9972	9924	10776
13-53303	Computer Operator, II	8481	9965	11449	9490	10588	11686	8268	10800	10500	12972	8916	11328	8400	10200	9576	12516	11280	12300
22-53263	Data Processing Programmer II	13157	15460	17763	12720	14246	15772	11808	15492	13536	16224	12948	16920	11604	14148	12972	17040	13452	14808
30-53094	Chief, Data Processing Operations	19441	22843	26245	15582	17657	19731	13680	17976	17748	22128	12948	16920	17952	21900	-	-	-	-
26-50075	Administrative Analyst II	15993	18793	21593	14714	16700	18686	12708	16692	13776	17556	14784	19368	13968	17232	18228	22224	14820	19044
29-50076	Administrative Analyst I	18515	21756	24997	17227	19685	22142	-	-	14868	19068	16920	22224	16212	19896	19344	25356	18792	24168
18-54452	Public Information Assistant	10824	12718	14611	10353	12091	13828	10968	14388	10500	12972	10368	13476	9912	12252	9804	16320	10548	13560
18-74082	Librarian, III	10824	12718	14611	10654	12132	13610	9468	12396	12984	15696	11328	14784	8088	9828	11220	15024	10836	13932

\* Authorized Hiring Rate

\*\* Rates in effect prior to July 2, 1977

@ Number of steps to maximum

Range & Title Code	Title	State Salary Range			Average for Group			Maryland		Michigan		Pennsyl- vania		Connect- icut		New York City		Philadel- phia		
		Min	Mid Pt	7 yrs Max	4	Min	Mid Pt	Max	35 hrs Min	5 hrs 6 yrs Max	40 hrs Min	5 yrs Max	37½ hrs Min	7 yrs Max	35 hrs Min	7 yrs Max	35 hrs Negotiated Min	Max	37 hrs Min	5 yrs Max
21-74083	Librarian, II	\$12530	\$14725	\$16919		\$12202	\$14034	\$15866	\$10968	\$14388	\$14808	\$18288	\$13476	\$17688	\$ 9420	\$11688	\$12024	\$17052	\$12516	\$16092
25-30465	Deputy Atty General IV	15231	17898	20565		14045	15369	16692	13680	17976	16104	19836	13476	16140	11604	14148	15360	15360	-	-
34-30467	Deputy Atty General II	23631	27768	31905		18794	21592	24389	18480	24276	21252	26628	16920	22224	21600	26496	15720	22320	-	-
38-30468	Deputy Atty General I	28723	33749	38775		22622	25365	28108	21552	28320	26772	31740	19368	25452	24468	29784	20952	25248	-	-
95-63250	Personnel Trainee	9813	10059	10304		9960	10831	11702	8844	11556	12132	12588	10368	13476	8664	9828	9204	9204	10548	13560
21-63263	Senior Personnel Technician	12530	14725	16919		14716	16828	18940	12708	16692	13776	17556	12948	16920	14700	18072	19344	25356	14820	19044
95-50960	Auditor Acct Trainee (Acct)	10304	10562	10819		10352	11682	13012	10968	14388	10500	12972	10368	13476	8664	9828	10776	13476	10836	13932
21-50453	Accountant, II	12530	14725	16919		13522	15537	17552	11808	15492	13776	17556	14784	19368	12216	14832	13728	19020	14820	19044
28-50286	Chief Accountant	17633	20720	23807		15986	18412	20838	13680	17976	14868	19068	18480	24288	14700	18072	15396	21456	18792	24168
34-50238	Assistant Director Admin Svs Budget and Accounting (Dept )	23631	27768	31905		21533	24425	27317	15876	20856	25224	30876	20268	26640	18900	22992	-	-	27396	35220
95-50960	Auditor-Accountant, Trainee (Aud)	10304	10562	10819		10656	12006	13356	11808	15492	11736	13992	8592	10836	8664	9828	12300	16056	10836	13932
21-50963	Auditor, II	12530	14725	16919		13817	15690	17563	11808	15492	14808	18288	12948	16920	14700	18072	-	-	14820	19044
18-60052	Social Worker II	10824	12718	14611		10138	11476	12814	8844	11556	12132	12588	10368	13476	8664	9828	10272	15876	10548	13560
23-60063	Social Work Supvr III	13815	16234	18652		13412	15339	17266	12708	16692	14808	18288	12948	16920	11604	14148	12828	17520	15576	20028

Range & Title Code	Title	State Salary Range			Average for Group			Maryland		Michigan		Pennsyl- vania		Connect- icut		New York City		Philadel- phia	
		Min	Mid Pt	Max	Min	Mid Pt	Max	35 5 hrs Min	6 yrs Max	40 hrs Min	5 yrs Max	37½ hrs Min	7 yrs Max	35 hrs Min	7 yrs Max	35 hrs Min	Negotiated Max	37 5 hrs Min	5 yrs Max
20-60053	Social Worker I (Psych )	\$11933	\$14023	\$16112	\$11920	\$13483	\$15046	\$11808	\$15372	\$12984	\$15696	\$11328	\$14784	\$ 8664	\$ 9828	\$13728	\$17880	\$13008	\$16716
18-01552	Chemist	11360*	12956	14611	11424	12806	14188	9468	12396	12132	12588	11832	15432	8376	9828	15900	20952	10836	13932
9-14042	Engineering Aide, II	6979	8201	9422	8916	9869	10822	6768	8796	9270	10728	7452	9252	6408	7656	13296	17304	10296	11196
95-14090	Civil Engineer Trainee	11360	11644	11928	12404	14049	15694	10968	14388	13536	15264	12384	16140	9912	12252	15552	20604	12072	15516
25-10274	Pr Engineer Transportation	15231	17898	20565	15088	17107	19126	12708	16572	16032	19560	15432	20268	12888	15564	18648	23748	14820	19044
32-10896	Supvg Construction Engineer	21434	25209	28938	17582	20032	22482	15876	20856	18516	22800	17688	23232	13968	17232	20652	26604	18792	24168
21-16473	Senior Planner	12530	14725	16919	14484	16529	18574	13680	17976	13536	16224	12984	16920	-	-	17400	22704	14820	19044
18-03152	Sanitarian	11360*	12986	14611	11256	12765	14274	9468	12396	14808	18288	10836	14124	8964	9828	11832	16056	11628	14952
12-01922	Laboratory Technician	8078	9489	10899	9542	10581	11620	10968	14388	9768	11400	9972	12948	7248	8772	8352	10296	10944	11916
14-21232	Medical Records Librarian	8905	10463	12020	9804	10838	11872	7716	10080	10500	12972	10368	13476	7512	9108	11448	13296	11280	12300
18-02252	Bacteriologist	11360*	12986	14611	10796	11961	13126	8268	10800	12132	12588	11832	15432	8376	9828	12096	14592	12072	15516
13-03844	Practical Nurse	8481	9965	11449	8282	9209	10136	6168	8796	8832	10800	8820	11052	7512	9108	8820	10752	9540	10308
15-03852	Graduate Nurse	9350	10985	12619	10954	12187	13420	10776	13356	11376	13692	10248	13212	9420	11688	12924	15396	10980	13176
17-03853	Head Nurse	10308	12114	13920	12201	13715	15228	10968	14388	12048	14532	11556	15060	-	-	14232	16932	-	-

Range & Title Code	State Salary Range			Average for Group			Maryland		Michigan		Pennsyl- vania		Connect- icut		New York City		Philadel- phia	
	Min	Mid Pt	7 yrs Max	Min	Mid Pt	Max	35 5 hrs Min	6 yrs Max	40 hrs Min	5 yrs Max	37½ hrs Min	7 yrs Max	35 hrs Min	7 yrs Max	35 hrs Min	Negotiated Max	37 5 hrs Min	5 yrs Max
25-01056 Dentist	15231	17898	20565	21548	22885	24222	24000	24000	20604	24780	23232	25452	19896	24528	24000	24000	17556	22572
32-00096 Physician, III	21434	25186	28938	24002	25875	27748	23280	30588	25308	30672	25452	27936	24492	29124	24000	24000	21480	24168
32-00057 Public Health Physician	21434	25186	28938	28598	31059	33520	25140	33024	31200	37944	30696	33720	30120	35568	28176	31320	26256	29544
26-00866 Veterinarian	15993	18793	21593	18314	19248	20182	26196	26196	16104	19836	16140	18480	13968	17232	19164	19164	-	-
13-40422 Operating Engineer, II	8481	9965	11449	9968	10723	11478	7224	9408	10332	12072	9516	12084	7512	9108	14280	14280	10944	11916
7-42111 Main Worker II, Transportation	7914*	8231	8548	9144	9649	10154	-	-	8952	10188	7452	9252	6156	7404	13620	13620	9540	10308
16-42023 Heavy Equipment Operator	9817	11536	13254	11998	12777	13556	7224	9408	10332	12072	9252	11832	7800	9468	25200	25200	12180	13356
16-41313 Plumber-Steamfitter	9817	11536	13254	11132	11959	12786	8844	11556	12252	13824	9600	12384	8088	9828	16128	16128	11880	12996
16-41122 Carpenter	9817	11536	13254	11539	12468	13396	9468	12396	12252	13824	9600	12384	8088	9828	17945	17945	11880	12996
16-41343 Electrician	9817	11536	13254	11268	12095	12922	8844	11556	12252	13824	9600	12384	8088	9828	16942	16942	11880	12996
16-43733 Mechanic	9817	11536	13254	11780	12592	13404	8268	10800	12252	13824	9600	12384	8088	9828	20592	20592	11880	12996

