

## NMC Comparative Salary Study

Job Title	Grade/SOC	Source	Lowest	Highest	Mean	Sample	Comments
Academic Records Specialist	20	NMC	\$20,477.64	\$20,477.64	\$20,477.64	1	
Records Technician	Ungraded	Central Gov	\$15,000.96	\$15,000.96	\$15,000.96	2	
Information Records & Clerk	43-4199	Community	\$8,320.00	\$26,000.00	\$16,182.40	29	
Accountant I	26	NMC	\$26,975.07	\$26,975.07	\$26,975.07	1	
Accountant I	25	Central Gov	\$17,700.80	\$28,808.00	\$21,607.98	11	
Accountant	13-2011	Community	\$7,155.20	\$100,006.40	\$19,739.20	388	Only one accountant Occupation Title
Accountant II	28	NMC	\$29,686.82	\$29,686.82	\$29,686.82	4	
Accountant II	27	Central Gov	\$19,572.48	\$33,344.48	\$27,121.12	7	
Accountant	13-2011	Community	\$7,155.20	\$100,006.40	\$19,739.20	388	Only one accountant Occupation Title
Accountant III	32	NMC	\$33,987.43	\$33,987.43	\$33,987.43	1	
Accountant III	29	Central Gov	\$11,681.28	\$36,764.00	\$28,143.35	11	
Accountant	13-2011	Community	\$7,155.20	\$100,006.40	\$19,739.20	388	Only one accountant Occupation Title
Accountant IV	34	NMC	\$39,064.33	\$39,064.33	\$39,064.33	1	
Accountant IV	32	Central Gov	\$24,889.28	\$42,558.88	\$36,134.18	10	
Accountant	13-2011	Community	\$7,155.20	\$100,006.40	\$19,739.20	388	The highest salary is probably mis-classified
Accountant IV (Chief Accountant)	35	NMC	\$40,919.89	\$40,919.89	\$40,919.89	1	
Director, Finance & Accounting	35	Central Gov	\$49,266.88	\$49,266.88	\$49,266.88	1	
Financial Manager	13-2011	Community	\$10,504.00	\$110,011.20	\$37,523.20	40	
Accounting Technician I	22	NMC	\$21,338.12	\$21,338.12	\$21,338.12	1	
Accounting Technician I	18	Central Gov	\$13,052.00	\$18,356.00	\$15,593.24	4	
Bookkeeping, Accounting, Audit Clerks	43-3031	Community	\$5,262.40	\$45,094.40	\$14,851.20	109	Only one relevant Occupation Title
Administrative Assistant	14/28	NMC	\$15,368.34	\$20,477.64	\$17,922.99	3	
Administrative Assistant	20	Central Gov	\$15,860.00	\$24,000.00	\$18,330.63	38	Only one Admin Assist Occupation Title
Secretary & Admin. Assistant	43-6014	Community	\$3,244.80	\$39,998.40	\$14,560.00	188	Only one relevant Occupation Title
Administrative Assistant II	17/18	NMC	\$16,121.39	\$18,609.26	\$17,552.66	4	
Administrative Assistant	20	Central Gov	\$15,860.00	\$24,000.00	\$18,330.63	38	Only one Admin Assist Occupation Title
Secretary & Admin. Assistant	43-6014	Community	\$3,244.80	\$39,998.40	\$14,560.00	188	Only one relevant Occupation Title

Administrative Assistant III	18/19	NMC	\$18,609.26	\$19,521.11	\$19,065.19	2	
Administrative Assistant	20	Central Gov	\$15,860.00	\$24,000.00	\$18,330.63	38	Only one Admin Assist Occupation Title
Secretary & Admin. Assistant	43-6014	Community	\$3,244.80	\$39,998.40	\$14,560.00	188	Only one relevant Occupation Title
Administrative Manager I	20/28	NMC	\$20,477.64	\$25,739.57	\$23,893.47	4	
Administrative Officer I	26	Central Gov	\$17,500.00	\$31,757.44	\$26,172.10	22	
Exec Sec & Executive Admin Assistant	43-6011	Community	\$10,046.40	\$52,000.00	\$20,758.40	186	Only one relevant Occupation Title
Administrative Manager II	24	NMC	\$22,362.35	\$24,560.66	\$23,461.51	3	
Administrative Officer II	28	Central Gov	\$23,705.76	\$30,247.36	\$31,930.88	13	
Exec Sec & Executive Admin Assistant	43-6011	Community	\$10,046.40	\$52,000.00	\$20,758.40	186	Only one relevant Occupation Title
Administrative Officer (Manager) III	26	NMC	\$32,539.26	\$32,539.26	\$32,539.26	1	
Administrative Officer III	30	Central Gov	\$22,576.32	\$38,600.64	\$34,771.88	12	
Exec Sec & Executive Admin Assistant	43-6011	Community	\$10,046.40	\$52,000.00	\$20,758.40	186	Only one relevant Occupation Title
Administrative Manager IV	28/30	NMC	\$31,048.91	\$32,539.26	\$32,042.48	3	
Administrative Officer	Ungraded	Central Gov	\$35,000.16	\$50,000.00	\$37,608.82	9	
Exec Sec & Executive Admin Assistant	43-6011	Community	\$10,046.40	\$52,000.00	\$20,758.40	186	Only one relevant Occupation Title
Admission Specialist I	21	NMC	\$21,481.04	\$21,481.04	\$21,481.04	1	
Administrative Specialist I	22	Central Gov	\$15,860.00	\$26,131.04	\$20,803.64	8	
Office & Admin Support Workers, all others	43-9199	Community	\$5,262.40	\$146,411.20	\$13,062.00	640	Maximum salary probably misclassified
Agricultural Extension Agent	22/26/29/35	NMC	\$26,975.07	\$51,330.34	\$37,067.27	5	
Forestry Tech I/Forester II & III	18/26/28	Central Gov	\$13,703.04	\$35,012.64	\$20,532.10	5	
Farm & Home Management Advisor	25-9021	Community	\$28,225.60	\$28,225.60	\$28,225.60	1	Only one relevant Occupation Title
Aquaculture Extension Agent	33	NMC	\$47,457.79	\$47,457.79	\$47,457.79	1	
Fishery Biologists	Ungraded	Central Gov	\$30,000.00	\$40,000.00	\$36,500.00	4	
Farm & Home Management Advisor	25-9021	Community	\$28,225.60	\$28,225.60	\$28,225.60	1	Only one relevant Occupation Title
Archivist Technician	22	NMC	\$26,975.07	\$26,975.07	\$26,975.07	1	
Administrative Specialist I	22	Central Gov	\$15,860.00	\$26,131.04	\$20,803.64	8	
Office & Admin Support Workers, all others	43-9199	Community	\$5,262.40	\$146,411.20	\$13,062.00	640	

Bookstore Assistant II	20	NMC	\$20,477.64	\$20,477.64	\$20,477.64	1	
Administrative Assistant	20	Central Gov	\$15,860.00	\$24,000.00	\$18,330.63	38	
Cashier	41-2011	Community	\$2,600.00	\$20,508.80	\$10,712.00	404	
Bookstore Manager	35	NMC	\$40,919.89	\$40,919.89	\$40,919.89	1	
Library Director	Ungraded	Central Gov	\$45,000.80	\$45,000.80	\$45,000.80	1	
Administrative Service Manager	11-3011	Community	\$9,464.00	\$69,992.00	\$29,099.20	179	
Budget Technician	26	NMC	\$26,975.07	\$26,975.07	\$26,975.07	1	
Accounting Technician II	20	Central Gov	\$14,389.44	\$14,389.44	\$14,389.44	1	
Bookkeeping, Accounting, Audit Clerks	43-3031	Community	\$5,262.40	\$45,094.40	\$14,851.20	109	
Career Office Manager	33	NMC	\$37,292.92	\$37,292.92	\$37,292.92	1	
Scholarship Administrator	Ungraded	Central Gov	\$41,350.00	\$41,350.00	\$41,350.00	1	
Administrative Service Manager	11-3011	Community	\$9,464.00	\$69,992.00	\$29,099.20	179	
Computer Lab Supervisor	28	NMC	\$29,626.82	\$29,626.82	\$29,626.82	1	
Computer Specialist I/II	27/29	Central Gov	\$19,511.00	\$28,808.00	\$24,554.00	4	No computer lab
Computer Occupation, All others	15-1199	Community	\$20,009.00	\$39,998.40	\$28,329.60	9	
Computer Lab Technical Assistant	26	NMC	\$22,362.35	\$22,362.35	\$22,362.35	1	
Computer Technician	Ungraded	Central Gov	\$21,000.00	\$21,000.00	\$21,000.00	1	
Computer User Support Specialist	15-1151	Community	\$10,504.00	\$34,923.20	\$17,076.80	16	
Counselor (Disability Service Coordinator)	34	NMC	\$49,356.10	\$49,356.10	\$49,356.10	1	
Director, Vocational Rehab	Ungraded	Central Gov	\$50,000.00	\$50,000.00	\$50,000.00	1	
Social & Community Service Manager	11-9151	Community	\$10,004.80	\$50,003.20	\$29,307.20	58	
Counselor III	30	NMC	\$42,189.80	\$42,189.80	\$42,189.80	1	
Vocational Rehab Counselor	Ungraded	Central Gov	\$30,500.00	\$46,920.00	\$36,806.00	3	
Educ, Guidance, School, Vocational Counselor	21-1012	Community	\$2,080.00	\$49,275.00	\$11,627.00	187	
Data Entry Clerk	17/22	NMC	\$17,740.00	\$22,362.35	\$20,051.18	2	
Computer Operators I/II/III	14/18/21	Central Gov	\$13,052.00	\$25,810.72	\$17,959.76	4	
Data Entry Keyers	43-9021	Community	\$10,504.00	\$21,486.40	\$16,244.80	11	

Database Administrator II	34	NMC	\$39,064.33	\$39,064.33	\$39,064.33	1
Systems Administrator	33/Ungraded	Central Gov	\$33,344.00	\$50,000.00	\$40,027.00	4
Database Administrator	15-1141	Community	\$35,796.80	\$35,796.80	\$35,796.80	1
Dean	Ungraded	NMC	\$60,000.00	\$60,000.00	\$60,000.00	4
Special Asistants/Advisors to the Governor	Ungraded	Central Gov	\$43,200.00	\$60,000.00	\$48,525.00	8
Education Administration Post Secondary	11-9033	Community	\$20,009.60	\$60,008.00	\$45,614.40	21
Department Chair	35	NMC	\$47,993.15	\$51,330.34	\$47,993.15	5
Department Secretaries (Heads of Depts)	Ungraded	Central Gov	\$48,000.00	\$60,000.00	\$53,500.00	4
Education Administration Post Secondary	11-9033	Community	\$20,009.60	\$60,008.00	\$45,614.40	21
Directors	33/34/35/Ung	NMC	\$49,356.10	\$60,000.00	\$50,167.00	7
Division Directors, others	Ungraded	Central Gov	\$30,000.00	\$50,000.00	\$41,698.00	31
Administrative Services Manager	11-3011	Community	\$9,464.00	\$69,992.00	\$29,099.20	179
Director of Human Resources	Ungraded	Central Gov	\$60,000.00	\$60,000.00	\$60,000.00	1
Directors Of Personnel	Ungraded	Central Gov	\$50,000.00	\$50,000.00	\$50,000.00	1
Human Resource Manager	11-3121	Community	\$10,504.00	\$70,886.40	\$31,865.00	18
Executive Secretary I	30	NMC	\$31,048.91	\$31,048.91	\$31,048.91	2
Executive Secretary	UNG/29	Central Gov	\$23,999.04	\$36,764.00	\$31,913.14	10
Exec. Sec & Exec. Admin Assistant	43-6011	Community	\$10,046.40	\$52,000.00	\$20,758.40	186
Extension Aide	14	NMC	\$15,368.34	\$26,975.00	\$19,988.00	10
Home Visit Outreach Workers	Ungraded	Central Gov	\$18,000.00	\$20,000.00	\$19,500.00	4
Social & Human Service Assistants	21-1093	Community	\$10,504.00	\$38,667.20	\$14,996.80	117
Facilities Maint Specialist (Farm Machinery & Equipment)	19	NMC	\$13,326.42	\$13,326.42	\$13,326.42	1
Heavy Equipment Mechanic	19	Central Gov	\$13,703.00	\$23,412.00	\$18,557.76	2
Farm Equip Tech & Service Mechanic	49-3041	Community	\$13,332.00	\$13,332.00	\$13,332.00	1
Facilities Manager	Ungraded	NMC	\$50,000.00	\$50,000.00	\$50,000.00	1
Manager, Civil/Highway Branch, DPW	Ungraded	Central Gov	\$50,000.00	\$50,000.00	\$50,000.00	1
Administrative Services Manager	11-3011	Community	\$9,464.00	\$69,992.00	\$29,099.20	179

Financial Aid Counselor	29	NMC	\$34,676.94	\$34,676.94	\$34,676.94	1	
No similar position in Executive Branch		Central Gov	N/A	N/A	N/A	0	No similar position in Executive Branch
Credit Counselor	13-2071	Community	\$27,289.00	\$27,289.00	\$27,289.00	1	
Financial Aid Specialist I	21	NMC	\$21,481.04	\$21,481.04	\$21,481.04	1	
No similar position in Executive Branch		Central Gov	N/A	N/A	N/A		No similar position in Executive Branch
Credit Authorizer, Checkers, Clerks	43-4041	Community	\$19,593.00	\$19,593.00	\$19,593.00	1	Only one relevant Occupation Title
Financial Aid Specialist II	25	NMC	\$25,739.57	\$25,739.57	\$25,739.57	1	
No similar position in Executive Branch		Central Gov	N/A	N/A	N/A		No similar position in Executive Branch
Credit Authorizer, Checkers, Clerk	43-4041	Community	\$27,289.00	\$27,289.00	\$27,289.00	1	Only one relevant Occupation Title
Institutional Researcher/Evaluator	35	NMC	\$49,266.37	\$49,266.37	\$49,266.37	1	
Director, Central Statistics	Ungraded	Central Gov	\$40,800.00	\$40,800.00	\$40,800.00	1	
Statistician	15-2041	Community	\$14,393.00	\$36,004.80	\$26,769.60	11	
International Student Coordinator/Counselor	29	NMC	\$34,676.34	\$34,676.34	\$34,676.34	1	
Program Coordinator	Ungraded	Central Gov	\$16,999.84	\$35,952.00	\$29,429.99	5	
1st Line Superv of Office & Admin Sup Staff	43-1011	Community	\$10,504.00	\$75,628.00	\$29,577.60	78	
Library Technician II	26	NMC	\$21,338.12	\$21,338.12	\$21,338.12	1	
Library Assistants I/II/III	12/15/2018	Central Gov	\$11,681.00	\$16,652.00	\$14,166.88	4	
Library Technician	25-0431	Community	\$16,036.80	\$50,003.20	\$20,529.60	46	
Maintenance Manager	28	NMC	\$29,626.82	\$29,626.82	\$29,626.82	1	
Maintenance Manager	Ungraded	Central Gov	\$35,000.16	\$35,000.16	\$35,000.16	1	
Administrative Services Manager	11-3011	Community	\$9,464.00	\$69,992.00	\$29,099.20	179	
Maintenance Worker	14	NMC	\$11,533.85	\$11,533.85	\$11,533.85	1	
Maintenance Worker	15/Ungraded	Central Gov	\$12,432.16	\$21,000.00	\$17,138.92	1	Mayor's/Gov's Office w/higher salaries
Maintenance & Repair Workers	49-9071	Community	\$5,262.40	\$24,960.00	\$11,918.40	291	
Media Specialist III	25	NMC	\$24,560.66	\$24,560.66	\$24,560.66	1	
Media Specialist	Ungraded	Central Gov	\$13,000.00	\$19,999.20	\$16,499.60	2	
Camera Opr, TV Video & Motion Picture	27-4031	Community	\$10,400.00	\$12,604.80	\$11,502.40	8	

Network Specialist II	32	NMC	\$29,570.33	\$29,570.33	\$29,570.33	1	
Computer Specialist III	31	Central Gov	\$38,600.64	\$40,530.88	\$39,887.47	3	One step 11, two step 12 in grade
Computer Network Support Specialist	15-1152	Community	\$10,504.00	\$42,868.80	\$28,995.20	10	Only one relevant Occupation Title
Network Specialist III	33	NMC	\$39,064.33	\$39,064.33	\$39,064.33	1	
Network Administrator	32/33/Ungraded	Central Gov	\$30,246.74	\$50,000.00	\$40,694.41	4	\$50,000 position is ungraded w/fed program
Computer Network Support Specialist	15-1152	Community	\$10,504.00	\$42,868.80	\$28,995.20	10	Only one relevant Occupation Title
Outreach Coordinator	23	NMC	\$23,435.74	\$23,435.74	\$23,435.74	1	
Program Coordinator	Ungraded	Central Gov	\$16,999.84	\$35,952.00	\$29,429.99	5	
1st Line Superv of Office & Admin Sup Staff	43-1011	Community	\$10,504.00	\$75,628.00	\$29,577.60	78	
Outreach Counselor	29/32	NMC	\$34,676.94	\$34,676.94	\$34,676.94	2	
Social Worker III/IV	30/32	Central Gov	\$28,808.00	\$42,558.88	\$35,396.00	11	
Community & Social Svc Specialist	21-1099	Community	\$13,520.00	\$37,003.20	\$24,336.00	9	
Personnel Specialist II	29	NMC	\$31,048.91	\$31,048.91	\$31,048.91	2	
Personnel Specialist II	28	Central Gov	\$30,247.36	\$35,012.64	\$32,339.15	3	
HR Specialist	13-1071	Community	\$10,504.00	\$49,275.20	\$23,524.80	15	
President	Ungraded	NMC	\$80,000.00	\$80,000.00	\$80,000.00	1	
Governor	Elected	Central Gov	\$70,000.00	\$70,000.00	\$70,000.00	1	
Chief Executive	11-1011	Community	\$6,510.40	\$199,992.00	\$54,412.80	59	
Procurement Manager	35	NMC	\$42,863.58	\$42,863.58	\$42,863.58	1	
Procurement Officer	UNG	Central Gov	\$44,100.00	\$44,100.00	\$44,100.00	5	
Purchasing Manager	11-3061	Community	\$10,504.00	\$100,006.40	\$25,521.60	29	
Program Coordinator	24/26	NMC	\$24,560.66	\$45,632.49	\$30,273.05	6	
Program Coordinator	UNG	Central Gov	\$16,999.84	\$35,952.19	\$29,429.99	5	Only one relevant position title
1st Line Superv of Office & Admin Sup Staff	43-1011	Community	\$10,504.00	\$75,628.00	\$29,577.60	78	Only one relevant Occupation Title
Program Coordinator II	27/31	NMC	\$29,619.20	\$31,048.91	\$30,344.06	2	
Program Coordinator	Ungraded	Central Gov	\$16,999.84	\$35,952.00	\$29,429.99		Only one relevant position title
1st Line Superv of Office & Admin Sup Staff	43-1011	Community	\$10,504.00	\$75,628.00	\$29,577.60	78	Only one relevant Occupation Title

Program Coordinator III	29/31	NMC	\$34,646.94	\$36,064.02	\$35,355.48	2	
Program Coordinator	Ungraded	Central Gov	\$16,999.84	\$35,952.00	\$29,429.99	5	Only one relevant position title
1st Line Superv of Office & Admin Sup Staff	43-1011	Community	\$10,504.00	\$75,628.00	\$29,577.60	78	Only one relevant Occupation Title
Program Manager (EDUP)/4H/I/II/III	35	NMC	\$33,343.21	\$47,457.79	\$40,655.99	7	
Program Manager	Ungraded	Central Gov	\$29,999.84	\$60,000.00	\$40,478.59	6	
Manager, All Others	11-9199	Community	\$6,510.40	\$97,635.20	\$26,707.20	166	
Registrar	30	NMC	\$36,064.02	\$36,064.02	\$36,064.02	1	
Registrar of Corporation	UNG	Central Gov	\$40,800.00	\$40,800.00	\$40,800.00	1	
Administrative Services Manager	11-3011	Community	\$9,464.00	\$69,992.00	\$29,099.20	179	
Research Assistant-Agri/Aquaculture(CREES)	11/14	NMC	\$12,110.55	\$15,368.34	\$14,282.41	3	
Conservation Technician	15	Central Gov	\$11,841.44	\$19,273.28	\$15,557.36	1	
Agriculture & Food Service Technician	19-4011	Community	\$15,371.20	\$15,371.20	\$15,371.20	1	
Supply Specialist II	27	NMC	\$28,269.87	\$28,269.87	\$28,269.87	1	
Supply Specialist II	26	Central Gov	\$19,512.48	\$31,757.44	\$28,142.40	5	
Procurement Clerk	43-3061	Community	\$10,504.00	\$49,275.20	\$27,726.40	23	
Teacher Aide I	16	NMC	\$16,911.34	\$16,911.34	\$16,911.34	1	
Nursing Assistant	18	Central Gov	\$13,052.00	\$22,303.84	\$16,463.00	25	No teacher Aides -- similar supporting job
Teacher Assistants	25-9041	Community	\$10,504.00	\$18,283.20	\$12,958.40	8	