

MAINE STATE LEGISLATURE

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Maine Judicial Branch

**2016 TOTAL COMPENSATION SURVEY
RESULTS**

December 2, 2016

**Final
Report**

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2016 Total Compensation Survey Results

December 2, 2016

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Executive Summary

Background

The Maine Judicial Branch (Judicial Branch) engaged Segal Waters Consulting to evaluate the competitiveness of both pay and benefits. To gather this information, Segal Waters, in consultation with the Judicial Branch’s Human Resources Department, developed a customized survey instrument that was distributed to public sector employers found to be representative of its competitive labor market. Additionally, Segal Waters referenced published market data to represent the private sector. All data is effective as of July 1, 2016.

The 20 peer employers are shown below, in **Table 1**. 15 of the employers responded to the survey, or a 75% response rate.

**TABLE 1
SURVEYED EMPLOYERS**

Peer Employers	
Massachusetts Judicial Branch	√
New Hampshire Judicial Branch	√
Vermont Judicial Branch	√
Connecticut Judicial Branch	√
Rhode Island Judicial Branch	√
City of Portland, ME	√
City of Augusta, ME	
City of Lewiston, ME	
City of Bangor, ME	
US District Court of Maine	√
Maine Executive Branch	√
Maine State Legislature	√
Cumberland County Probate Court	√
York County Probate Court	√
Penobscot County Probate Court	
Androscoggin County Probate Court	√
Kennebec County Probate Court	√
University of Maine System	√
Maine Turnpike Authority	
Maine Public Employees Retirement System	√

√ = Responded to Survey

The study covers 59 benchmark jobs, which are representative of the Judicial Branch’s workforce. Benchmark jobs are listed in department groupings in **Table 2**. To assist survey respondents in making job matches based on duties and qualifications rather than title, the survey instrument contained job summaries. **Appendix A** shows the job summaries for each benchmark job.

**TABLE 2
BENCHMARK JOB TITLES BY DEPARTMENT**

Administrative Services (11)	
<ul style="list-style-type: none"> ➤ Accounting Clerk ➤ Administrative Assistant ➤ Call Center/Data Processing Representative ➤ Case Manager ➤ Caseload Manager/Coordinator ➤ Collections Clerk 	<ul style="list-style-type: none"> ➤ Legal Secretary to a Partner/Executive ➤ Legal Secretary to an Associate ➤ Office Clerk/Assistant ➤ Office Supervisor ➤ Technology Assistant
Confidential Non-Management (4)	
<ul style="list-style-type: none"> ➤ Employee Relations Specialist ➤ Executive Assistant 	<ul style="list-style-type: none"> ➤ HR Generalist ➤ Legislative Analyst
Law Clerk (1)	
<ul style="list-style-type: none"> ➤ Law Clerk 	
Law Enforcement (4)	
<ul style="list-style-type: none"> ➤ Captain ➤ Corporal 	<ul style="list-style-type: none"> ➤ Court Officer ➤ Sergeant
Management (18)	
<ul style="list-style-type: none"> ➤ Call Center Manager ➤ CEO/Court Administrator ➤ Chief Financial Officer ➤ Chief Information Officer ➤ Controller/Accounting Manager ➤ Director of Court Facilities ➤ Director of Human Resources ➤ Director of Operations/Chief Operations Officer ➤ Director of Security/Chief of Police ➤ IT Applications Manager 	<ul style="list-style-type: none"> ➤ IT Infrastructure Manager ➤ Legal Services Program Manager / Volunteer Coordinator ➤ Manager of Communications ➤ Manager of Training and Development ➤ Mediation Manager ➤ Process Improvement Manager ➤ Public Relations Director & Lobbyist ➤ Regional Court Operations Manager ➤ Statewide Court Operations Manager
Professional Services (16)	
<ul style="list-style-type: none"> ➤ Collections Manager/Auditor ➤ Communications/Translation Coordinator ➤ Court Reporter ➤ Data Analyst ➤ Facilities Coordinator ➤ Grant Writer & Special Programs Coordinator ➤ IT Business Analyst ➤ IT Help Desk Technician 	<ul style="list-style-type: none"> ➤ IT Project Manager ➤ IT Support "geek squad" ➤ Operations Analyst ➤ Programmer Analyst ➤ SQL Database Administrator ➤ Staff Accountant ➤ Systems Administrator ➤ Technology Trainer
Supervisory Services (4)	
<ul style="list-style-type: none"> ➤ Clerk of Court - Midsized court ➤ Clerk of Court - Small Court 	<ul style="list-style-type: none"> ➤ Clerk of the Appellate Court ➤ Deputy Clerk of Court

Summary of Findings

This analysis is based on market data covering court systems, local government and the private sector. Court and local government information was gathered through a custom market survey. Private sector information was derived from published data sources. The Judicial Branch's overall market position is based on an equal weighting of the three market sector averages.

Based on overall market data, including custom survey peer employers and published data representative of the private sector, the Judicial Branch's pay structure is lagging the market average at the pay range midpoint and maximum, as shown below in **Table 3**. The 36 positions below market represent 61% of the 59 surveyed positions.

We define market competitiveness as being between 95% and 105% of the market average at the minimum, midpoint, and maximum. Market comparisons that fall within this competitive corridor are noted in black, below 95% are noted in **red**, and above 105% are noted in **blue**.

**TABLE 3
MAINE JUDICIAL BRANCH
MARKET POSITION ACROSS ALL BENCHMARKS – PAY ONLY¹**

	Maine Judicial Branch Pay Ranges as a Percent of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Court Systems	85%	85%	84%
State and Local Gov't	103%	101%	99%
Published Data	103%	87%	77%
Overall	96%	89%	84%

¹Base pay rates have been adjusted for geographic differences in the cost-of-labor

We did find variation in the competitiveness of individual benchmark job titles (see **Table 9**).

Overall, at the midpoint of the pay range:

- 36 benchmark job titles are below market (less than 95% at the midpoint)
- 18 benchmark job titles are at market (between 95% and 105% at the midpoint)
- 4 benchmark job titles are above market (above 105% at the midpoint)
- 1 benchmark job title did not garner enough matches

On a total compensation basis, taking into consideration base pay, employer health benefit costs, and retirement plan contributions, the Judicial Branch's market position relative to the base pay only improves slightly for the Managers group, but decreases slightly for the General group, as shown below in **Table 4 and Table 5**.

Health and retirement benefits used in the total compensation analysis were from the Public Sector peer employers only. Published benefits data sources do not offer a comparable data cut, such as for the State of Maine or more localized.

Overall, a total compensation analysis indicates:

- 44 benchmark job title is below market (less than 95% at the midpoint)
- 13 benchmark job titles are at market (between 95% and 105% at the midpoint)
- 1 benchmark job titles are above market (above 105% at the midpoint)
- 1 benchmark job title did not garner enough matches

TABLE 4
MAINE JUDICIAL BRANCH
MARKET POSITION ACROSS ALL BENCHMARKS AND PEER EMPLOYERS
TOTAL COMPENSATION - GENERAL

	Base Pay ¹ (Range Midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Costs (Medical, Dental, & Vision)	Total Retirement Benefits (Defined Benefit, Defined Contribution & Deferred Compensation)	
Overall Average	95%	108%	46%	92%

TABLE 5
MAINE JUDICIAL BRANCH
MARKET POSITION ACROSS ALL BENCHMARKS AND PEER EMPLOYERS
TOTAL COMPENSATION - MANAGERS

	Base Pay ¹ (Range Midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Costs (Medical, Dental, & Vision)	Total Retirement Benefits (Defined Benefit, Defined Contribution & Deferred Compensation)	
Overall Average	83%	108%	67%	84%

¹ Base pay rates have been adjusted for geographic differences in the cost-of-labor

Methodology

Peer Employers

Table 6 shows the demographic characteristics of the 15 participating peer employers, a combination of court systems and local & state governments identified by the Judicial Branch as representative of its competitive labor market.

**TABLE 6
PEER EMPLOYER CHARACTERISTICS**

Peer Employers	Location	Population as of 2010	Median Household Income as of 2014
Massachusetts Judicial Branch	Boston, MA	617,594	\$54,485
New Hampshire Judicial Branch	Concord, NH	42,695	\$54,182
Vermont Judicial Branch	Montpelier, VT	7,855	\$60,676
Connecticut Judicial Branch	Hartford, CT	124,775	\$29,313
Rhode Island Judicial Branch	Providence, RI	178,042	\$37,514
City of Portland, ME	City of Portland, ME	66,194	\$45,865
US District Court of Maine	State of Maine	1,328,361	\$61,824
Maine Executive Branch	Augusta, ME	19,136	\$38,263
Maine State Legislature	Augusta, ME	19,136	\$38,263
Cumberland County Probate Court	Portland, ME	66,194	\$45,865
York County Probate Court	York, ME	12,529	\$68,263
Androscoggin County Probate Court	Auburn, ME	23,055	\$45,279
Kennebec County Probate Court	Augusta, ME	19,136	\$38,263
University of Maine System	Portland, ME	66,194	\$45,865
Maine Public Employees Retirement System	Augusta, ME	19,136	\$38,263
Maine Judicial Branch	Portland, ME	66,194	\$45,865

Published Data Sources

Additionally, Segal Waters referenced four (4) published data sources to reflect private sector pay levels. The sources are:

Bureau of Labor Statistics (BLS)

The Bureau of Labor Statistics compiles pay data for over 800 occupations across public and private sector entities. These reports are produced by the Occupational Employment Statistics program and reflect percentiles of actual salary information. The midpoint was calculated using the 10th and 90th percentile. The geographic cut used was the State of Maine.

Economic Research Institute (ERI)

The ERI Salary Assessor compiles pay data from hundreds of published data sources for thousands of job titles. The database is updated quarterly and provides salary information for nearly any geographic area in the U.S. The information in this database reflects base salaries at the 10th and 90th percentiles. The midpoint was calculated from the 10th and 90th percentiles. The geographic data cut used was Portland, ME and the data was effective as of July 1, 2016.

Mercer US Benchmark Database Survey

The Mercer Compensation Survey Report compiles pay data from over 3,000 organizations across a variety of industries throughout the United States. The information in this report reflects base salary and pay range data for all for-profit responding organizations in the North East region. This report reflects the 25th and 75th percentiles of base salaries and midpoint was calculated from these percentiles.

Towers Watson Data Services, Compensation Surveys

Towers Watson Data Services publishes multiple compensation surveys throughout the year. We compiled data from Towers Watson's General Industry compensation surveys. This report reflects the 10th and 90th percentiles of base salaries and the midpoint was calculated from these percentiles. The geographic cut used was Northeast Region. Due to general proximity, data was not geographically adjusted.

Data Adjustments

Geographic Adjustments

To adjust for geographic differences in the cost-of-labor between the Judicial Branch (Portland, ME) and peer locations, we used cost-of-labor differentials report by the Economic Research Institute (ERI) for each peer location.

It is important to note that cost-of-labor differentials do not necessarily reflect cost-of-living differences. ERI has found that cost-of-living differences (which reflect the supply and demand for goods and services) are not a good predictor of salary levels. In other words, while the cost of housing (or other goods and services) in the Portland, ME area may differ from the cost of housing in another peer location by a certain percentage, the prevailing salaries may not differ by the same percentage. ERI emphasizes that – for adjusting salaries in a market study such as this one – the cost-of-labor differentials provide a more accurate method of determining whether employers are paying a competitive wage appropriate to a given geographic area.

The geographic adjustments applied are shown in **Table 7**. A **negative** adjustment means that the cost-of-labor in a comparator location is higher than in Portland, ME. For example, the cost-of-labor for in Boston, MA is higher than in Portland, ME, shown as -20.07%. Conversely, a **positive** adjustment means that the cost-of-labor in a comparator location is lower than in the Judicial Branch. For example, the cost-of-labor in Augusta, ME is lower than in Portland, ME, shown as 5.03%.

TABLE 7
GEOGRAPHIC ADJUSTMENTS

Peer Employer	Location	Geographic Adjustment
Massachusetts Judicial Branch	Boston, MA	-20.07%
New Hampshire Judicial Branch	Concord, NH	-6.65%
Vermont Judicial Branch	Montpelier, VT	2.84%
Connecticut Judicial Branch	Hartford, CT	-14.39%
Rhode Island Judicial Branch	Providence, RI	-10.56%
City of Portland, ME	City of Portland, ME	0.00%
City of Augusta, ME	City of Augusta, ME	5.03%
City of Lewiston, ME	City of Lewiston, ME	4.10%
City of Bangor, ME	City of Bangor, ME	3.30%
US District Court of Maine	State of Maine	0.00%
Maine Executive Branch	Augusta, ME	5.03%
Maine State Legislature	Augusta, ME	5.03%
Cumberland County Probate Court	Portland, ME	0.00%
York County Probate Court	York, ME	-7.57%
Penobscot County Probate Court	Bangor, ME	3.30%
Androscoggin County Probate Court	Auburn, ME	4.91%
Kennebec County Probate Court	Augusta, ME	5.03%
University of Maine System	Portland, ME	0.00%
Maine Turnpike Authority	Portland, ME	0.00%
Maine Public Employees Retirement System	Augusta, ME	5.03%

Workweek Adjustments

Since workweeks sometimes vary across peer employers, we typically adjust Non-Exempt positions based on the reported pay ranges to be consistent with the Judicial Branch's standard 40-hour work schedule; as shown below there were some differences in workweeks for the peer employers.

**TABLE 8
WORKWEEK ADJUSTMENTS**

Peer Employer	Hours Per Week	Workweek Adjustment
Massachusetts Judicial Branch	37.5	6.67%
New Hampshire Judicial Branch	37.5	6.67%
Vermont Judicial Branch	40.0	0.00%
Connecticut Judicial Branch	40.0	0.00%
Rhode Island Judicial Branch	35.0	14.29%
City of Portland, ME	40.0	0.00%
US District Court of Maine	40.0	0.00%
Maine Executive Branch	40.0	0.00%
Maine State Legislature	40.0	0.00%
Cumberland County Probate Court	40.0	0.00%
York County Probate Court	37.5	6.67%
Androscoggin County Probate Court	37.5	6.67%
Kennebec County Probate Court	35.0	14.29%
University of Maine System	40.0	0.00%
Maine Public Employees Retirement System	40.0	0.00%
Maine Judicial Branch	40.0	NA

Study Findings – Base Pay

Pay Ranges - Overall

Based on overall market data, including custom survey peer employers and published data representative of the private sector, the Judicial Branch's pay structure is lagging the market average at the pay range midpoint and maximum, as shown below in **Table 3**. The 36 positions below market represent 61% of the 59 surveyed positions.

We define market competitiveness as being between 95% and 105% of the market average at the minimum, midpoint, and maximum. Market comparisons that fall within this competitive corridor are noted in black, below 95% are noted in red, and above 105% are noted in blue.

Specifically:

- 36 benchmark job titles are below market (less than 95% at the midpoint)
- 18 benchmark job titles are at market (between 95% and 105% at the midpoint)
- 4 benchmark job titles are above market (above 105% at the midpoint)
- 1 benchmark job title did not garner enough matches

Table 9 shows all benchmark jobs and their respective pay range market competitiveness on an overall basis (including custom survey data and published data). "Insufficient Data" indicates that a specific benchmark job did not garner enough matches. The second column of the table contains a count of job matches. Market findings with three or more matches provide a more reliable indication of the Judicial Branch's market position compared to the peer employers. Job matches are defined as a peer employer having a job comparable to the benchmark job.

**TABLE 9
MAINE JUDICIAL BRANCH
OVERALL MARKET POSITION – PAY ONLY – BY ADMINISTRATIVE UNIT**

Benchmark Title	# of Matches	Maine Judicial Branch Pay Ranges as a Percent of the Market Average		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Administrative Services				
Accounting Clerk	14	90%	92%	93%
Administrative Assistant	15	102%	96%	91%
Call Center/Data Processing Representative	7	102%	100%	99%
Case Manager	8	88%	84%	81%
Caseload Manager/Coordinator	5	101%	94%	90%
Collections Clerk	7	97%	88%	83%
Legal Secretary to a Partner/Executive	10	84%	79%	76%
Legal Secretary to an Associate	8	102%	101%	101%
Office Clerk/Assistant	13	109%	102%	98%
Office Supervisor	10	97%	97%	97%
Technology Assistant	5	103%	91%	83%
Administrative Services Average		97%	93%	90%
Confidential Non-Management				
Employee Relations Specialist	11	95%	88%	83%
Executive Assistant	13	92%	95%	97%
HR Generalist	12	82%	81%	80%
Legislative Analyst	5	98%	87%	81%
Confidential Non-Management Average		92%	87%	85%
Law Clerk				
Law Clerk	7	104%	108%	111%
Law Clerk Average		104%	108%	111%
Law Enforcement				
Captain	5	91%	82%	76%
Corporal	1	Insufficient Data		
Court Officer	8	96%	83%	76%
Sergeant	5	90%	85%	82%
Law Enforcement Average		92%	83%	78%
Management				
Call Center Manager	5	97%	88%	82%
CEO/Court Administrator	12	87%	79%	73%
Chief Financial Officer	12	81%	76%	72%
Chief Information Officer	11	79%	74%	70%
Controller/Accounting Manager	8	99%	89%	82%
Director of Court Facilities	7	90%	85%	81%
Director of Human Resources	13	83%	79%	76%
Director of Operations/Chief Operations Officer	5	90%	79%	73%
Director of Security/Chief of Police	9	101%	94%	90%
IT Applications Manager	10	93%	85%	79%

**TABLE 9
MAINE JUDICIAL BRANCH
OVERALL MARKET POSITION – PAY ONLY – BY ADMINISTRATIVE UNIT**

Benchmark Title	# of Matches	Maine Judicial Branch Pay Ranges as a Percent of the Market Average		
		Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
IT Infrastructure Manager	14	103%	94%	88%
Legal Services Program Manager / Volunteer Coordinator	7	92%	83%	77%
Manager of Communications	8	119%	109%	101%
Manager of Training and Development	8	90%	83%	78%
Mediation Manager	7	97%	94%	91%
Process Improvement Manager	5	99%	91%	86%
Public Relations Director & Lobbyist	4	110%	94%	85%
Regional Court Operations Manager	4	110%	89%	78%
Statewide Court Operations Manager	7	86%	78%	72%
Management Average		93%	85%	80%
Professional Services				
Collections Manager/Auditor	8	103%	98%	94%
Communications/Translation Coordinator	4	96%	81%	73%
Court Reporter	6	99%	104%	107%
Data Analyst	8	104%	96%	91%
Facilities Coordinator	11	105%	95%	89%
Grant Writer & Special Programs Coordinator	7	109%	100%	94%
IT Business Analyst	11	98%	99%	100%
IT Help Desk Technician	15	95%	95%	95%
IT Project Manager	13	111%	105%	100%
IT Support "geek squad"	12	115%	107%	102%
Operations Analyst	7	99%	93%	90%
Programmer Analyst	14	102%	95%	90%
SQL Database Administrator	10	100%	95%	91%
Staff Accountant	14	106%	99%	95%
Systems Administrator	14	108%	109%	110%
Technology Trainer	4	108%	100%	94%
Professional Services Average		104%	98%	95%
Supervisory Services				
Clerk of Court - Midsize court	7	78%	72%	68%
Clerk of Court - Small Court	9	80%	79%	78%
Clerk of the Appellate Court	5	82%	64%	55%
Deputy Clerk of Court	8	103%	91%	83%
Supervisory Services Average		84%	74%	68%
Overall		96%	89%	84%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

**TABLE 10
MAINE JUDICIAL BRANCH
ADJUSTMENT TO REACH MARKET AVERAGE ACROSS ALL BENCHMARKS**

Benchmark Title	Maine Judicial Branch Adjustment to Reach Market Average		
	Minimum	Midpoint	Maximum
Administrative Services			
Accounting Clerk	11%	9%	8%
Administrative Assistant	-2%	5%	9%
Call Center/Data Processing Representative	-2%	0%	2%
Case Manager	14%	19%	23%
Caseload Manager/Coordinator	-1%	6%	11%
Collections Clerk	3%	13%	21%
Legal Secretary to a Partner/Executive	19%	26%	31%
Legal Secretary to an Associate	-2%	-1%	-1%
Office Clerk/Assistant	-8%	-2%	2%
Office Supervisor	3%	3%	3%
Technology Assistant	-3%	10%	20%
Administrative Services Average	3%	8%	11%
Confidential Non-Management			
Employee Relations Specialist	6%	14%	20%
Executive Assistant	8%	5%	3%
HR Generalist	22%	24%	26%
Legislative Analyst	3%	14%	23%
Confidential Non-Management Average	9%	14%	18%
Law Clerk			
Law Clerk	-4%	-7%	-10%
Law Clerk Average	-4%	-7%	-10%
Law Enforcement			
Captain	10%	22%	31%
Corporal	Insufficient Data		
Court Officer	4%	20%	32%
Sergeant	12%	18%	22%
Law Enforcement Average	9%	20%	28%
Management			
Call Center Manager	3%	13%	21%
CEO/Court Administrator	15%	26%	37%
Chief Financial Officer	23%	32%	38%
Chief Information Officer	27%	35%	42%
Controller/Accounting Manager	-2%	2%	6%
Director of Court Facilities	11%	18%	23%
Director of Human Resources	20%	27%	32%
Director of Operations/Chief Operations Officer	11%	26%	38%
Director of Security/Chief of Police	-1%	6%	11%
IT Applications Manager	8%	18%	26%
IT Infrastructure Manager	-3%	6%	13%

**TABLE 10
MAINE JUDICIAL BRANCH
ADJUSTMENT TO REACH MARKET AVERAGE ACROSS ALL BENCHMARKS**

Benchmark Title	Maine Judicial Branch Adjustment to Reach Market Average		
	Minimum	Midpoint	Maximum
Legal Services Program Manager / Volunteer Coordinator	8%	20%	30%
Manager of Communications	-16%	-8%	-1%
Manager of Training and Development	12%	21%	28%
Mediation Manager	3%	7%	10%
Process Improvement Manager	1%	10%	16%
Public Relations Director & Lobbyist	-9%	6%	18%
Regional Court Operations Manager	-9%	12%	29%
Statewide Court Operations Manager	16%	28%	38%
Management Average	7%	17%	25%
Professional Services			
Collections Manager/Auditor	-2%	2%	6%
Communications/Translation Coordinator	4%	23%	37%
Court Reporter	1%	-4%	-7%
Data Analyst	-4%	4%	10%
Facilities Coordinator	-4%	5%	12%
Grant Writer & Special Programs Coordinator	-8%	0%	6%
IT Business Analyst	2%	1%	1%
IT Help Desk Technician	5%	5%	6%
IT Project Manager	-10%	-4%	0%
IT Support "geek squad"	-13%	7%	-2%
Operations Analyst	1%	7%	11%
Programmer Analyst	-2%	5%	11%
SQL Database Administrator	0%	5%	10%
Staff Accountant	-6%	1%	6%
Systems Administrator	-8%	-9%	-9%
Technology Trainer	-8%	0%	6%
Professional Services Average	-4%	2%	6%
Supervisory Services			
Clerk of Court - Midsize court	29%	40%	48%
Clerk of Court - Small Court	24%	26%	28%
Clerk of the Appellate Court	22%	55%	81%
Deputy Clerk of Court	-3%	10%	20%
Supervisory Services Average	19%	36%	48%
Overall	5%	13%	19%

Study Findings – Pay Practices

Pay Schedule Design & Increases

Tables 11 through 21 detail characteristics of peer employer pay plans including:

- Pay Schedule Design
- Pay Progression
- Pay Increase Amounts
- Type of Base Pay Increases
- Pay Progression and Pay Increase Policies

Unless otherwise footnoted, dashes (--) indicate that an employer does not offer the pay practice.

NR = No Response

NA = Not Applicable

Survey Question: What type of pay schedule design(s) covers employees?

**TABLE 11
PAY SCHEDULE DESIGN**

Peer Employer	Grade and Step	Open Ranges	Flat Rates	Other
Massachusetts Judicial Branch	Yes	No	Yes	No
New Hampshire Judicial Branch	Yes	No	No	No
Vermont Judicial Branch	Yes	No	No	No
Connecticut Judicial Branch	Yes	No	Yes	No
Rhode Island Judicial Branch	Yes	No	No	No
City of Portland, ME	Yes	Yes	No	No
US District Court of Maine	Yes	No	No	No
Maine Executive Branch	Yes	No	No	No
Maine State Legislature	Yes	No	No	No
Cumberland County Probate Court	Yes	No	No	No
York County Probate Court	Yes	No	Yes	No
Androscoggin County Probate Court	Yes	No	No	No
Kennebec County Probate Court	Yes	No	No	Yes
University of Maine System	NR	NR	NR	NR
Maine Public Employees Retirement System	Yes	Yes	Yes	No
<i>Count</i>	<i>14 of 15</i>	<i>2 of 15</i>	<i>4 of 15</i>	<i>1 of 15</i>
Maine Judicial Branch	Yes	No	Yes	No

NR = No Response

NA = Not Applicable

Survey Question: What determines how employees progress through the pay range?

**TABLE 12
PAY PROGRESSION**

Peer Employer	Steps (Time in Position)	Individual Performance	Other
Massachusetts Judicial Branch	Yes	No	No
New Hampshire Judicial Branch	Yes	No	No
Vermont Judicial Branch	Yes	No	No
Connecticut Judicial Branch	Yes	No	Yes
Rhode Island Judicial Branch	Yes	No	No
City of Portland, ME	Yes	No	No
US District Court of Maine	NR	NR	NR
Maine Executive Branch	Yes	Yes	No
Maine State Legislature	Yes	Yes	No
Cumberland County Probate Court	Yes	Yes	No
York County Probate Court	Yes	No	No
Androscoggin County Probate Court	Yes	No	No
Kennebec County Probate Court	Yes	No	Yes
University of Maine System	NR	NR	NR
Maine Public Employees Retirement System	Yes	No	Yes
Count	13 of 15	3 of 15	3 of 15
Maine Judicial Branch	Yes	No	No

NR = No Response

NA = Not Applicable

Survey Question: What were your recent increases for employees?

**TABLE 13
FY 2017 PAY INCREASE AMOUNTS**

Peer Employer	FY 2014			
	Pay Schedule Adjustment	COLA	Average Base Pay Increase	Average Bonus Amount
Massachusetts Judicial Branch	NA	3.0%	\$2,200	NA
New Hampshire Judicial Branch	NA	2.0%	NA	NA
Vermont Judicial Branch	1.7%	2.0%	NA	NA
Connecticut Judicial Branch	0.0–3.0%	2.5–3.0%	0.0–3.0%	NA
Rhode Island Judicial Branch	2.0%	NA	NA	NA
City of Portland, ME	NA	1.0–3.0%	NA	NA
US District Court of Maine	NR	NR	NR	NR
Maine Executive Branch	1.0–3.0%	NA	NA	NA
Maine State Legislature	NA	1.5%	NA	NA
Cumberland County Probate Court	NA	2.0%	NA	NA
York County Probate Court	NA	1.7%	2.0%	NA
Androscoggin County Probate Court	NA	NA	NA	NA
Kennebec County Probate Court	11.0-22.6%	1.5%	2.0%	NA
University of Maine System	NR	NR	NR	NR
Maine Public Employees Retirement System	2.5%	2.5%	2.5%	NA
Maine Judicial Branch	4.0%	1.0%	NA	NA

NR = No Response

NA = Not Applicable

Survey Question: What type(s) of base pay increases were applied in FY2017 for employees?
If other, please explain.

TABLE 14
FY 2017 TYPE OF BASE PAY INCREASES

Peer Employer	FY 2015			
	COLA	Merit / Performance	Other	If other, please explain
Massachusetts Judicial Branch	Yes	No	Yes	Step Increase
New Hampshire Judicial Branch	Yes	No	No	NA
Vermont Judicial Branch	Yes	No	No	NA
Connecticut Judicial Branch	Yes	No	No	NA
Rhode Island Judicial Branch	Yes	No	No	NA
City of Portland, ME	Yes	Yes	No	1% COLA Adjustment through 6/30/15 for CEBA employees. 3% COLA Adjustment for Pro-Tech employees in 2015.
US District Court of Maine	NR	NR	NR	NR
Maine Executive Branch	NR	NR	NR	Some salary schedules had negotiated increases between 1% and 3%. Some salary schedules had legislatively mandated increases which consisted of a combination of dollar amounts and percentage increases, depending on the job title and the applicable legislation.
Maine State Legislature	Yes	No	No	NA
Cumberland County Probate Court	Yes	Yes	No	NA
York County Probate Court	Yes	No	Yes	Step increase on anniversary date
Androscoggin County Probate Court	No	No	Yes	By approval of the Commissioners and Budget Committee
Kennebec County Probate Court	Yes	No	NR	1.5% for non-union jobs
University of Maine System	NR	NR	NR	NR
Maine Public Employees Retirement System	Yes	No	Yes	Non-bargaining unit employees may receive an adjustment based on market information.
Count	11 of 15	2 of 15	4 of 15	
Maine Judicial Branch	Yes	Yes	No	NA

NR = No Response
NA = Not Applicable

Survey Questions:

- (A) Do adjustments to the pay schedule automatically result in increases to employees' base pay?
- (B) Do you have a minimum guaranteed pay increase for promotions?
- (C) Do you have a policy on hiring practices?
- (D) Do you have a minimum guaranteed pay increases for reclassification to a higher grade?

**TABLE 15
PAY PROGRESSION AND PAY INCREASE POLICIES**

Peer Employer	Question A	Question B	Question C	Question D	Notes
Massachusetts Judicial Branch	Yes	Yes	Yes	Yes	EE must have higher salary, no min amount.
New Hampshire Judicial Branch	No	No	No	Yes	When reclassified to a higher class, an employee shall be placed at the closest step in the new pay grade which is equal to or higher than the employee's current salary.
Vermont Judicial Branch	Yes	Yes	Yes	Yes	Promotions come with at least 5% or 8% depending upon pay grade of new position is. If promotion is 3 grades higher, raise is 8.0% or step 2 in new grade. Whichever is more
Connecticut Judicial Branch	Yes	No	Yes	No	C. New hires are placed at entry step, rehires can be placed at last step before they left employment, lateral transfers remain at current step, transfers to classifications in a lower grade will be placed on step closest, but not to exceed, current step.
Rhode Island Judicial Branch	Yes	No	Yes	No	NA
City of Portland, ME	Yes	NR	NR	NR	NA
US District Court of Maine	NR	NR	NR	NR	NA
Maine Executive Branch	Yes	Yes	Yes	NR	Generally, employees who promote typically go to the first step in the new salary range which is at least 5% higher than the employee's current salary (provided there is a step in the salary range that is at least 5% higher). Employees who promote under the Maine Management Service (which comprises certain management employees not covered by collective bargaining) are placed within the approved salary range for the position at any step at the discretion of the appointing authority.
Maine State Legislature	Yes	Yes	Yes	No	B. 4.5% minimum; C. nondiscrimination
Cumberland County Probate Court	Yes	Yes	Yes	Yes	C. Employees are typically start at the low end of the pay scale D. 5%
York County Probate Court	Yes	No	Yes	No	C. Per Union contract and Personnel Policy

TABLE 15
PAY PROGRESSION AND PAY INCREASE POLICIES

Peer Employer	Question A	Question B	Question C	Question D	Notes
Androscoggin County Probate Court	No	No	Yes	Yes	C. Per the employee handbook with approval of commissioners and county manager D. Per step
Kennebec County Probate Court	Yes	Yes	No	Yes	EEs moved to higher grade, get that pay grade
University of Maine System	NR	NR	NR	NR	NA
Maine Public Employees Retirement System	Yes	Yes	Yes	Yes	C. Bargaining unit employees generally start at Step 1, non-bargaining unit employees are calculated using market information and their experience. D. Same as promotions, 6%, for bargaining unit employees
<i>Count</i>	<i>11 of 15</i>	<i>7 of 15</i>	<i>10 of 15</i>	<i>7 of 15</i>	
Maine Judicial Branch	Yes	Yes	Yes	No	C. Union Contracts

NR = No Response
NA = Not Applicable

Survey Question: What types of pay supplements are offered to any employees (e.g. \$0.10/hour for trades workers)? If you do not offer one or more of the following pay supplements, enter “Not Applicable.”

**TABLE 16
PAY SUPPLEMENTS (1 OF 2)**

Peer Employer	Evening Shift	Overnight Shift	Weekend	On-call or Stand-by	Call-back
Massachusetts Judicial Branch	\$1.00/hr	\$1.00/hr	\$1.00/hr	NA	NA
New Hampshire Judicial Branch	NA	NA	NA	NA	NA
Vermont Judicial Branch	NA	NA	NA	NA	OT or \$45 stipend for off-hours RFA
Connecticut Judicial Branch	\$0.80 - \$0.85/hr	\$0.80 - \$0.85/hr	\$0.80 - \$0.85/hr	\$150 monthly	\$0.80 - \$0.85/hr
Rhode Island Judicial Branch	NA	NA	NA	NA	Hourly rate
City of Portland, ME	NR	NR	NR	NR	NR
US District Court of Maine	NR	NR	NR	NR	NR
Maine Executive Branch	NR	NR	NR	NR	NR
Maine State Legislature	NA	NA	NA	NA	NA
Cumberland County Probate Court	NA	NA	NA	NA	NA
York County Probate Court	NA	NA	NA	NA	Overtime 1.5 for Union Employees
Androscoggin County Probate Court	NA	NA	NA	NA	NA
Kennebec County Probate Court	NA	NA	NA	NA	NA
University of Maine System	NR	NR	NR	NR	NR
Maine Public Employees Retirement System	NA	NA	NA	NA	Mostly facilities; 4 hours straight time or # of hours work @ overtime, whichever is greater
Maine Judicial Branch	NA	NA	NA	NA	2 hours (Supervisory & Prof Group). 4 hours Law Enforcement 1.5 x hourly rate

NR = No Response
NA = Not Applicable

**TABLE 17
PAY SUPPLEMENTS (2 OF 2)**

Peer Employer	Bi-lingual Pay	Sign-On Bonus	Referral Bonus	Professional Education Differential	Education Stipend	Other Pay Supplements
Massachusetts Judicial Branch	NA	NA	NA	NA	NA	NA
New Hampshire Judicial Branch	NA	NA	NA	NA	NA	NA
Vermont Judicial Branch	NA	NA	NA	NA	NA	NA
Connecticut Judicial Branch	NA	NA	NA	One pay step for master's degree	NA	NA
Rhode Island Judicial Branch	\$50 per instance	NA	NA	Applies to clerks - varies depending upon level of degree	Applies to court reporters and court interpreters based on certification levels	State sponsored incentive pay for completion of educational credits
City of Portland, ME	NR	NR	NR	NR	NR	NR
US District Court of Maine	NR	NR	NR	NR	NR	NR
Maine Executive Branch	Yes	NA	NA	Yes	Yes	Most of the pay supplements listed are available to certain groups of employees, depending on the job class title and the collective bargaining agreement under which they work. Amounts are also highly variable depending on the same factors.
Maine State Legislature	NA	NA	NA	NA	NA	NA
Cumberland County Probate Court	NA	NA	NA	NA	NA	NA

**TABLE 17
PAY SUPPLEMENTS (2 OF 2)**

Peer Employer	Bi-lingual Pay	Sign-On Bonus	Referral Bonus	Professional Education Differential	Education Stipend	Other Pay Supplements
York County Probate Court	NA	NA	NA	NA	NA	NA
Androscoggin County Probate Court	NA	NA	NA	NA	NA	NA
Kennebec County Probate Court	NA	NA	NA	NA	NA	NA
University of Maine System	NR	NR	NR	NR	NR	NR
Maine Public Employees Retirement System	NA	NA	NA	NA	NA	NA
Maine Judicial Branch	NA	NA	NA	Professional Unit Employees \$50/biweekly	Select Professional IT Positions 5%	Select Professional IT Positions 15%

Survey Questions:

- (A) Do you offer longevity pay to any employees?
- (B) If Yes, which employee groups receive longevity pay?
- (C) What is the maximum amount of longevity pay an employee can receive?
- (D) Is longevity pay included in pension calculations?

**TABLE 18
LONGEVITY PAY**

Peer Employer	Question A	Question B	Question C	Question D
Massachusetts Judicial Branch	No	NA	NA	NA
New Hampshire Judicial Branch	Yes	NR	No Max	Yes
Vermont Judicial Branch	No	NA	NA	NA
Connecticut Judicial Branch	Yes	Bargaining Unit employees	Approx. 5.5% annually	NR
Rhode Island Judicial Branch	No	No longer offered	20%	Yes
City of Portland, ME	NR	NR	NR	NR
US District Court of Maine	NR	NR	NR	NR
Maine Executive Branch	Yes	Bargaining unit receive it in their pay. Non-bargaining unit receive it in a lump sum in November.	\$0.50/hour	Yes
Maine State Legislature	Yes	All	\$0.50/hour	Yes
Cumberland County Probate Court	No	NA	NA	NA
York County Probate Court	Yes	All	NR	NR
Androscoggin County Probate Court	No	NA	NA	NA
Kennebec County Probate Court	No	NA	NA	NA
University of Maine System	NR	NR	NR	NR
Maine Public Employees Retirement System	Yes	Bargaining unit receive it in their pay. Non-bargaining unit receive it in a lump sum in November.	\$0.50/hour	Yes
Count	6 of 15	Market Average	Varies	5 of 15
Maine Judicial Branch	Yes	All	\$1.00/hour	Yes

NR = No Response
NA = Not Applicable

Survey Question: How much longevity pay do employees receive for each year of service?

**TABLE 19
LONGEVITY PAY – GENERAL EMPLOYEES**

Peer Employer	1 < 5 years	5 < 10 years	10 < 15 years	15 < 20 years	20 < 25 years	25 < 30 years	30+ years	Max
Massachusetts Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
New Hampshire Judicial Branch	NA	NA	\$300	\$600	\$900	\$1,200	\$1,500	No Max
Vermont Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
Connecticut Judicial Branch	0%	0%	1.5–2.5%	2.5–3.5%	3.5–4.5%	4.5–5.5%	5.5%	5.5%
Rhode Island Judicial Branch	NR	NR	NR	NR	NR	NR	NR	NR
City of Portland, ME	NR	NR	NR	NR	NR	NR	NR	NR
US District Court of Maine	NR	NR	NR	NR	NR	NR	NR	NR
Maine Executive Branch	NA	NA	NA	\$0.30/hr	\$0.40/hr	\$0.50/hr	\$0.50/hr	\$0.50/hr
Maine State Legislature	NA	NA	NA	NA	\$0.30/hr	\$0.40/hr	\$0.50/hr	\$0.50/hr
Cumberland County Probate Court	NA	NA	NA	NA	NA	NA	NA	NA
York County Probate Court	2%	2%	2%	2%	2%	2%	2%	2%
Androscoggin County Probate Court	NA	NA	NA	NA	NA	NA	NA	NA
Kennebec County Probate Court	NA	NA	NA	NA	NA	NA	NA	NA
University of Maine System	NR	NR	NR	NR	NR	NR	NR	NR
Maine Public Employees Retirement System	NA	NA	NA	\$0.30/hr	\$0.40/hr	\$0.50/hr	\$0.50/hr	\$0.50/hr
Maine Judicial Branch	NA	NA	\$0.35/hr	\$0.55/hr	\$0.75/hr	\$1.00/hr	\$1.00/hr	\$1.00/hr

NR = No Response
NA = Not Applicable

**TABLE 20
LONGEVITY PAY – MANAGEMENT**

Peer Employer	1 < 5 years	5 < 10 years	10 < 15 years	15 < 20 years	20 < 25 years	25 < 30 years	30+ years	Max
Massachusetts Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
New Hampshire Judicial Branch	NA	NA	\$300	\$600	\$900	\$1,200	\$1,500	No Max
Vermont Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
Connecticut Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
Rhode Island Judicial Branch	NR	NR	NR	NR	NR	NR	NR	NR
City of Portland, ME	NR	NR	NR	NR	NR	NR	NR	NR
US District Court of Maine	NR	NR	NR	NR	NR	NR	NR	NR
Maine Executive Branch	NR	NR	NR	NR	NR	NR	NR	NR
Maine State Legislature	NA	NA	NA	NA	\$0.30/hr	\$0.40/hr	\$0.50/hr	\$0.50/hr
Cumberland County Probate Court	NA	NA	NA	NA	NA	NA	NA	NA
York County Probate Court	2%	2%	2%	2%	2%	2%	2%	2%
Androscoggin County Probate Court	NA	NA	NA	NA	NA	NA	NA	NA
Kennebec County Probate Court	NA	NA	NA	NA	NA	NA	NA	NA
University of Maine System	NR	NR	NR	NR	NR	NR	NR	NR
Maine Public Employees Retirement System	NA	NA	NA	\$0.30/hr	\$0.40/hr	\$0.50/hr	\$0.50/hr	\$0.50/hr
Maine Judicial Branch	NA	NA	NA	\$624	\$832	\$1040	\$1040	\$1040

NR = No Response
NA = Not Applicable

Survey Question: Do you offer performance-based rewards? If so, please identify the type of performance based rewards offered.

**TABLE 21
PERFORMANCE-BASED REWARDS**

Peer Employer	Offered? (Yes or No)	Organization Wide Pay Increases	Organization Wide Lump Sum Bonuses	Department /Team Pay Increases	Department /Team Lump Sum Bonuses	Individual Pay Increases	Individual Lump Sum Bonuses
Massachusetts Judicial Branch	No	NA	NA	NA	NA	NA	NA
New Hampshire Judicial Branch	No	NA	NA	NA	NA	NA	NA
Vermont Judicial Branch	No	NA	NA	NA	NA	NA	NA
Connecticut Judicial Branch	No	NA	NA	NA	NA	NA	NA
Rhode Island Judicial Branch	No	NA	NA	NA	NA	NA	NA
City of Portland, ME	NR	NR	NR	NR	NR	NR	NR
US District Court of Maine	NR	NR	NR	NR	NR	NR	NR
Maine Executive Branch	No	NA	NA	NA	NA	NA	NA
Maine State Legislature	No	NA	NA	NA	NA	NA	NA
Cumberland County Probate Court	Yes	No	No	No	No	No	Yes (Non-management – hourly clerks are eligible)
York County Probate Court	No	NA	NA	NA	NA	NA	NA
Androscoggin County Probate Court	No	NA	NA	NA	NA	NA	NA
Kennebec County Probate Court	No	NA	NA	NA	NA	NA	NA
University of Maine System	NR	NR	NR	NR	NR	NR	NR
Maine Public Employees Retirement System	No	NA	NA	NA	NA	NA	NA
Count	1 of 15	0 of 15	0 of 15	0 of 15	0 of 15	0 of 15	1 of 15
Maine Judicial Branch	No	NA	NA	NA	NA	NA	NA

Study Findings – Paid Leave

The survey included questions related to paid time off, including:

- Type of Paid Leave Program – Traditional/PTO
- Total Paid Leave
- Vacation/PTO Days
- Other Paid Leave
- Vacation/Sick Leave Accrual Maximum
- Vacation/PTO Cash Out Maximum
- Sick Leave Cash Out Maximum
- Conversion of Sick Leave
- Leave Donation

Details about each peer employer's paid leave policies are shown in **Tables 22** through **31**.

Unless otherwise footnoted, dashes (--) indicate that an employer does not offer the type of paid leave. NR = No Response. NA = Not Applicable

Survey Question: Do you have traditional leave or paid time off (PTO) for employees?
 Traditional leave programs have separate sick leave and/or personal/floating days.

**TABLE 22
 PAID LEAVE PROGRAM TYPE**

Peer Employer	Traditional Leave or Paid Time Off (PTO)
Massachusetts Judicial Branch	Traditional Leave
New Hampshire Judicial Branch	Paid Time Off (PTO)
Vermont Judicial Branch	Traditional Leave
Connecticut Judicial Branch	Traditional Leave
Rhode Island Judicial Branch	Traditional Leave
City of Portland, ME	Traditional Leave
US District Court of Maine	Traditional Leave
Maine Executive Branch	Traditional Leave
Maine State Legislature	Traditional Leave
Cumberland County Probate Court	Paid Time Off (PTO)
York County Probate Court	Traditional Leave
Androscoggin County Probate Court	Paid Time Off (PTO)
Kennebec County Probate Court	Traditional Leave
University of Maine System	Traditional Leave
Maine Public Employees Retirement System	Traditional Leave
Maine Judicial Branch	Traditional Leave

Total paid leave for each peer's employees, which includes vacation, sick leave, holidays, and personal days, is shown below.

TABLE 23
TOTAL PAID LEAVE – GENERAL EMPLOYEES
(VACATION/PTO, SICK LEAVE, HOLIDAYS, AND PERSONAL DAYS)
IN HOURS

Peer Employer	< 3 years	3 < 5 years	5 < 10 years	10 < 15 years	15 < 20 years	20 < 25 years	25 < 30 years	30+ years
Massachusetts Judicial Branch	312	312	352	352	392	432	432	432
New Hampshire Judicial Branch	192	256	256	304	352	480	480	480
Vermont Judicial Branch	368	368	392	416	440	440	440	464
Connecticut Judicial Branch	384	384	384	404	404	424	424	424
Rhode Island Judicial Branch	320	320	360	384	400	448	464	464
City of Portland, ME	280	320	360	360	360	400	400	400
US District Court of Maine	288	344	344	344	392	392	392	392
Maine Executive Branch	308	308	332	356	380	404	404	404
Maine State Legislature	288	288	312	336	360	384	384	384
Cumberland County Probate Court	248	288	288	328	328	368	368	368
York County Probate Court	173	173	196	233	271	308	308	308
Androscoggin County Probate Court	308	308	346	346	383	383	421	421
Kennebec County Probate Court	216	248	264	288	336	360	360	360
University of Maine System	252	252	276	276	324	348	348	348
Maine Public Employees Retirement System	328	328	352	376	400	424	424	424
Market Average	284	300	321	340	368	400	403	405
Maine Judicial Branch	320	333	346	370	393	416	442	466
Difference b/w Judicial Branch & Mkt Avg.	36	33	25	29	25	17	39	61

The Judicial Branch's Paid Leave offerings are about 10% greater than the overall market average.

TABLE 24
TOTAL PAID LEAVE – MANAGEMENT
(VACATION/PTO, SICK LEAVE, HOLIDAYS, AND PERSONAL DAYS)
IN HOURS

Peer Employer	< 3 years	3 < 5 years	5 < 10 years	10 < 15 years	15 < 20 years	20 < 25 years	25 < 30 years	30+ years
Massachusetts Judicial Branch	392	392	432	472	472	472	472	472
New Hampshire Judicial Branch	192	256	256	304	352	480	480	480
Vermont Judicial Branch	368	368	392	416	441	440	440	464
Connecticut Judicial Branch	360	360	360	380	380	400	400	400
Rhode Island Judicial Branch	320	320	360	384	400	448	464	464
City of Portland, ME	320	320	360	360	360	400	400	400
US District Court of Maine	288	344	344	344	392	392	392	392
Maine Executive Branch	312	312	336	360	384	408	408	408
Maine State Legislature	288	288	312	336	360	384	384	384
Cumberland County Probate Court	288	288	328	328	328	368	368	368
York County Probate Court	328	328	328	328	328	328	328	328
Androscoggin County Probate Court	308	308	346	346	383	383	421	421
Kennebec County Probate Court	216	248	264	288	336	360	360	360
University of Maine System	400	400	400	400	432	432	432	432
Maine Public Employees Retirement System	328	328	352	376	400	424	424	424
Market Average	314	324	345	361	383	408	412	413
Maine Judicial Branch	352	352	352	392	392	432	432	432
Difference b/w Judicial Branch & Mkt Avg.	38	28	7	31	9	24	20	19

The Judicial Branch's Paid Leave offerings are about 10% greater than the overall market average.

TABLE 25
VACATION/PTO HOURS – GENERAL EMPLOYEES

Peer Employer	< 3 years	3 < 5 years	5 < 10 years	10 < 15 years	15 < 20 years	20 < 25 years	25 < 30 years	30+ years
Massachusetts Judicial Branch	80	80	120	120	160	200	200	200
New Hampshire Judicial Branch	192	256	256	304	352	480	480	480
Vermont Judicial Branch	96	96	120	144	168	168	168	192
Connecticut Judicial Branch	120	120	120	140	140	160	160	160
Rhode Island Judicial Branch	80	80	120	144	160	208	224	224
City of Portland, ME	80	120	160	160	160	200	200	200
US District Court of Maine	104	160	160	160	208	208	208	208
Maine Executive Branch	96	96	120	144	168	192	192	192
Maine State Legislature	96	96	120	144	168	192	192	192
Cumberland County Probate Court	160	200	200	240	240	280	280	280
York County Probate Court	90	90	113	150	188	225	225	225
Androscoggin County Probate Court	90	90	128	128	165	165	203	203
Kennebec County Probate Court	48	80	96	120	168	192	192	192
University of Maine System	96	96	120	120	168	192	192	192
Maine Public Employees Retirement System	96	96	120	144	168	192	192	192
Market Average	102	117	138	157	185	217	221	222
Maine Judicial Branch	96	109	122	146	169	192	218	242

TABLE 26
VACATION/PTO HOURS – MANAGEMENT

Peer Employer	< 3 years	3 < 5 years	5 < 10 years	10 < 15 years	15 < 20 years	20 < 25 years	25 < 30 years	30+ years
Massachusetts Judicial Branch	160	160	200	240	240	240	240	240
New Hampshire Judicial Branch	192	256	256	304	352	480	480	480
Vermont Judicial Branch	96	96	120	144	169	168	168	192
Connecticut Judicial Branch	120	120	120	140	140	160	160	160
Rhode Island Judicial Branch	80	80	120	144	160	208	224	224
City of Portland, ME	120	120	160	160	160	200	200	200
US District Court of Maine	104	160	160	160	208	208	208	208
Maine Executive Branch	96	96	120	144	168	192	192	192
Maine State Legislature	96	96	120	144	168	192	192	192
Cumberland County Probate Court	200	200	240	240	240	280	280	280
York County Probate Court	328	328	328	328	328	328	328	328
Androscoggin County Probate Court	90	90	128	128	165	165	203	203
Kennebec County Probate Court	48	80	96	120	168	192	192	192
University of Maine System	160	160	160	160	192	192	192	192
Maine Public Employees Retirement System	96	96	120	144	168	192	192	192
Market Average	132	143	163	180	202	226	230	232
Maine Judicial Branch	160	160	160	200	200	240	240	240

**TABLE 27
OTHER PAID LEAVE – GENERAL EMPLOYEES
IN HOURS**

Public Sector Peer Employer	Sick Leave	Holidays	Personal/Floating Days
Massachusetts Judicial Branch	120	88	24
New Hampshire Judicial Branch	Included	Included	Included
Vermont Judicial Branch	120	104	48
Connecticut Judicial Branch	120	120	24
Rhode Island Judicial Branch	120	88	32
City of Portland, ME	96	104	0
US District Court of Maine	104	80	0
Maine Executive Branch	96	96	20
Maine State Legislature	96	96	0
Cumberland County Probate Court	Included	88	Included
York County Probate Court	83	NR	Included
Androscoggin County Probate Court	90	120	8
Kennebec County Probate Court	84	84	0
University of Maine System	144	12	0
Maine Public Employees Retirement System	96	96	40
Market Average	105	91	18
Maine Judicial Branch	96	96	32

**TABLE 28
OTHER PAID LEAVE – MANAGEMENT
IN HOURS**

Public Sector Peer Employer	Sick Leave	Holidays	Personal/Floating Days
Massachusetts Judicial Branch	120	88	24
New Hampshire Judicial Branch	Included	Included	Included
Vermont Judicial Branch	120	104	48
Connecticut Judicial Branch	120	96	24
Rhode Island Judicial Branch	120	88	32
City of Portland, ME	96	104	0
US District Court of Maine	104	80	0
Maine Executive Branch	96	96	24
Maine State Legislature	96	96	0
Cumberland County Probate Court	Included	88	Included
York County Probate Court	Included	NR	Included
Androscoggin County Probate Court	90	120	8
Kennebec County Probate Court	84	84	0
University of Maine System	144	96	0
Maine Public Employees Retirement System	96	96	40
<i>Market Average</i>	<i>107</i>	<i>95</i>	<i>17</i>
Maine Judicial Branch	96	96	0

Survey Question: What is the maximum amount of unused vacation /sick days that full-time employees can accumulate?

**TABLE 29
VACATION/SICK LEAVE ACCRUAL MAXIMUM – GENERAL EMPLOYEES**

Peer Employer	Unused Vacation/PTO		Unused Sick Leave	
	< 15 years of service	> 15 years of service	< 15 years of service	> 15 years of service
Massachusetts Judicial Branch	2 year max	2 year max	Unlimited	Unlimited
New Hampshire Judicial Branch	NR	NR	NR	NR
Vermont Judicial Branch	200%	200%	Unlimited	Unlimited
Connecticut Judicial Branch	960	960	Unlimited	Unlimited
Rhode Island Judicial Branch	288	448	1000	1000
City of Portland, ME	NR	NR	NR	NR
US District Court of Maine	240	240	NR	NR
Maine Executive Branch	240	400	960	960
Maine State Legislature	320	400	960	960
Cumberland County Probate Court	200%	200%	Unlimited	Unlimited
York County Probate Court	188	263	0	900
Androscoggin County Probate Court	45	45	90	90
Kennebec County Probate Court	0	0	120	120
University of Maine System	320	320	1440	1440
Maine Public Employees Retirement System	320	400	960	960
Maine Judicial Branch	240	320	Unlimited	Unlimited

NR = No Response
NA = Not Applicable

**TABLE 30
VACATION/SICK LEAVE ACCRUAL MAXIMUM – MANAGEMENT**

Peer Employer	Unused Vacation/PTO		Unused Sick Leave	
	< 15 years of service	> 15 years of service	< 15 years of service	> 15 years of service
Massachusetts Judicial Branch	2 year max	2 year max	No cap	No cap
New Hampshire Judicial Branch	NR	NR	NR	NR
Vermont Judicial Branch	200%	200%	Unlimited	Unlimited
Connecticut Judicial Branch	960	960	Unlimited	Unlimited
Rhode Island Judicial Branch	288	448	288	448
City of Portland, ME	NR	NR	NR	NR
US District Court of Maine	720	720	NR	NR
Maine Executive Branch	320	400	960	960
Maine State Legislature	320	400	960	960
Cumberland County Probate Court	200%	200%	Unlimited	Unlimited
York County Probate Court	495	495	0	900
Androscoggin County Probate Court	45	45	90	90
Kennebec County Probate Court	0	0	120	120
University of Maine System	320	320	1440	1440
Maine Public Employees Retirement System	320	400	960	960
Maine Judicial Branch	240	320	Unlimited	Unlimited

NR = No Response
NA = Not Applicable

Survey Question: Do you allow employees to donate leave to other employees?

**TABLE 31
LEAVE DONATION**

Peer Employer	Allowed? (Yes/No)	If yes, describe
Massachusetts Judicial Branch	Yes	Employees may contribute to the Paid Leave Bank which is available to sick employees who sign up as members in annual enrollment for 1/2 day of sick, vacation, or personal time.
New Hampshire Judicial Branch	NR	NA
Vermont Judicial Branch	Yes	Employees may donate vacation or personal leave as sick leave for other employees.
Connecticut Judicial Branch	No	NA
Rhode Island Judicial Branch	No	NA
City of Portland, ME	NR	NR
US District Court of Maine	NR	NR
Maine Executive Branch	Yes	Yes per the Catastrophic Leave Program - language is in the union contracts and applied to all employees.
Maine State Legislature	No	NA
Cumberland County Probate Court	Yes	Non-union can only donate to non-union
York County Probate Court	Yes	NR
Androscoggin County Probate Court	No	NA
Kennebec County Probate Court	No	NA
University of Maine System	No	NA
Maine Public Employees Retirement System	Yes	Bargaining unit employees maintain a sick bank where employees can donate a day. Bargaining unit employees can apply for sick leave bank time if they run out of their own time.
<i>Count</i>	<i>6 of 15</i>	
Maine Judicial Branch	Yes	Yes per the Catastrophic Leave Program - language is in the union contracts and applied to all employees.

NR = No Response
NA = Not Applicable

Study Findings – Health Benefits

We collected data regarding the most populous medical plan coverage, as well as prescription drug, dental, and vision benefits. Most of the peer employers offer a PPO/POS medical plan, as shown in Table 32.

**TABLE 32
TYPE OF HEALTH PLANS OFFERED**

Peer Employer	Most Populous Medical Plan	Included in Medical Premium?		
		Rx	Dental	Vision
Massachusetts Judicial Branch	Unicare Plus	Yes	No	No
New Hampshire Judicial Branch	Anthem BC BS	Yes	No	Yes
Vermont Judicial Branch	BC/BS of Vermont	Yes	No	No
Connecticut Judicial Branch	Anthem POE	Yes	No	No
Rhode Island Judicial Branch	United Healthcare	Yes	No	No
City of Portland, ME	Aetna POS	Yes	No	No
US District Court of Maine	Aetna PPO	Yes	No	No
Maine Executive Branch	Aetna Choice POS II	Yes	No	No
Maine State Legislature	Aetna	Yes	No	No
Cumberland County Probate Court	MMEHT POS	Yes	No	No
York County Probate Court	Harvard Pilgrim POS	Yes	No	No
Androscoggin County Probate Court	PPO	Yes	Yes	No
Kennebec County Probate Court	Anthem	Yes	No	No
University of Maine System	CIGNA Copay POS Plan	Yes	No	No
Maine Public Employees Retirement System	State of Maine POS	Yes	No	No
Maine Judicial Branch	Aetna Choice POS II (In-State Plan)	Yes	No	No

Total Health

The Judicial Branch's total monthly costs and cost-sharing arrangements for all health-related benefits (medical, prescription drugs, dental, and vision plans) are consistent with or lower than the survey average, as shown in **Tables 33 and 40**.

TABLE 33
TOTAL MONTHLY HEALTH COST (MOST POPULOUS MEDICAL PLAN, RX, DENTAL, AND VISION)

Peer Employer	Employer Cost (\$)				Employee Cost (\$)			
	EE Only	EE + Child	EE + Spouse	Family	EE Only	EE + Child	EE + Spouse	Family
Massachusetts Judicial Branch	\$655.32	\$1,566.13	\$1,566.13	\$1,566.13	\$218.44	\$522.04	\$522.04	\$522.04
New Hampshire Judicial Branch	\$808.13	\$2,697.03	\$1,660.23	\$2,697.03	\$47.66	\$47.66	\$47.66	\$47.66
Vermont Judicial Branch	\$695.00	\$1,935.00	\$1,385.00	\$1,935.00	\$166.00	\$456.00	\$331.00	\$456.00
Connecticut Judicial Branch	\$837.15	\$2,246.85	\$1,854.03	\$2,246.85	\$66.25	\$297.41	\$231.32	\$297.41
Rhode Island Judicial Branch	\$530.38	\$1,486.63	\$1,486.63	\$1,486.63	\$176.79	\$495.55	\$495.55	\$495.55
City of Portland, ME	\$699.97	\$1,189.91	\$1,399.89	\$1,889.88	\$36.55	\$318.98	\$417.56	\$668.42
US District Court of Maine	\$480.29	\$1,094.64	\$1,030.88	\$1,094.64	\$267.43	\$664.25	\$597.27	\$664.25
Maine Executive Branch	\$950.79	\$1,241.23	\$1,600.72	\$1,831.51	\$53.55	\$420.93	\$538.79	\$747.78
Maine State Legislature	\$950.79	\$1,241.23	\$1,600.72	\$1,831.51	\$53.55	\$420.93	\$538.79	\$747.78
Cumberland County Probate Court	\$689.88	\$1,004.04	\$1,222.80	\$1,222.80	\$23.76	\$206.64	\$338.24	\$404.44
York County Probate Court	\$1,094.97	\$1,851.47	\$2,660.20	\$2,686.28	\$156.52	\$563.93	\$955.26	\$981.34
Androscoggin County Probate Court	\$614.55	\$929.30	\$930.05	\$1,273.54	\$53.48	\$162.48	\$162.48	\$231.00
Kennebec County Probate Court	\$850.67	\$850.67	\$850.67	\$850.67	\$46.19	\$683.37	\$609.91	\$681.58
University of Maine System	\$756.62	\$2,132.06	\$1,649.07	\$2,132.06	\$77.70	\$334.23	\$220.11	\$334.23
Maine Public Employees Retirement System	\$856.48	\$1,306.34	\$1,522.94	\$1,796.62	\$4.38	\$160.66	\$267.50	\$370.78
Market Average	\$764.73	\$1,518.17	\$1,494.66	\$1,769.41	\$96.55	\$383.67	\$418.23	\$510.02
Maine Judicial Branch	\$950.79	\$1,241.23	\$1,600.72	\$1,831.51	\$53.55	\$420.93	\$538.79	\$747.78

TABLE 34
TOTAL MONTHLY COST SHARING (MOST POPULOUS MEDICAL PLAN, RX, DENTAL, AND VISION)

Peer Employer	Employer Cost (%)				Employee Cost (%)			
	EE Only	EE + Child	EE + Spouse	Family	EE Only	EE + Child	EE + Spouse	Family
Massachusetts Judicial Branch	75%	75%	75%	75%	25%	25%	25%	25%
New Hampshire Judicial Branch	94%	98%	97%	98%	6%	2%	3%	2%
Vermont Judicial Branch	81%	81%	81%	81%	19%	19%	19%	19%
Connecticut Judicial Branch	93%	88%	89%	88%	7%	12%	11%	12%
Rhode Island Judicial Branch	75%	75%	75%	75%	25%	25%	25%	25%
City of Portland, ME	95%	79%	77%	74%	5%	21%	23%	26%
US District Court of Maine	64%	62%	63%	62%	36%	38%	37%	38%
Maine Executive Branch	95%	75%	75%	71%	5%	25%	25%	29%
Maine State Legislature	95%	75%	75%	71%	5%	25%	25%	29%
Cumberland County Probate Court	97%	83%	78%	75%	3%	17%	22%	25%
York County Probate Court	87%	77%	74%	73%	13%	23%	26%	27%
Androscoggin County Probate Court	92%	85%	85%	85%	8%	15%	15%	15%
Kennebec County Probate Court	95%	55%	58%	56%	5%	45%	42%	44%
University of Maine System	91%	86%	88%	86%	9%	14%	12%	14%
Maine Public Employees Retirement System	99%	89%	85%	83%	1%	11%	15%	17%
Market Average	89%	80%	78%	78%	11%	20%	22%	22%
Maine Judicial Branch	95%	75%	75%	71%	5%	25%	25%	29%

The Judicial Branch’s cost sharing for Employee Only coverage is more generous than the market average, while all other tiers of coverage are behind the market average.

Medical

**TABLE 35
MOST POPULOUS MEDICAL PLAN MONTHLY COST**

Peer Employer	Employer Cost (\$)				Employee Cost (\$)			
	EE Only	EE + Child	EE + Spouse	Family	EE Only	EE + Child	EE + Spouse	Family
Massachusetts Judicial Branch	\$655.32	\$1,566.13	\$1,566.13	\$1,566.13	\$218.44	\$522.04	\$522.04	\$522.04
New Hampshire Judicial Branch	\$770.86	\$2,562.02	\$1,585.00	\$2,562.02	\$43.33	\$43.33	\$43.33	\$43.33
Vermont Judicial Branch	\$663.00	\$1,823.00	\$1,326.00	\$1,823.00	\$166.00	\$456.00	\$331.00	\$456.00
Connecticut Judicial Branch	\$785.65	\$2,121.25	\$1,728.43	\$2,121.25	\$66.25	\$265.69	\$199.60	\$265.69
Rhode Island Judicial Branch	\$500.74	\$1,403.80	\$1,403.80	\$1,403.80	\$166.91	\$467.93	\$467.93	\$467.93
City of Portland, ME	\$699.97	\$1,189.91	\$1,399.89	\$1,889.88	\$0.00	\$230.36	\$328.94	\$559.22
US District Court of Maine	\$480.29	\$1,094.64	\$1,030.88	\$1,094.64	\$229.64	\$550.84	\$521.67	\$550.84
Maine Executive Branch	\$920.15	\$1,210.59	\$1,570.08	\$1,800.87	\$48.44	\$333.48	\$506.47	\$660.33
Maine State Legislature	\$920.15	\$1,210.59	\$1,570.08	\$1,800.87	\$48.44	\$333.48	\$506.47	\$660.33
Cumberland County Probate Court	\$671.04	\$985.20	\$1,203.96	\$1,203.96	\$0.00	\$109.52	\$301.00	\$301.00
York County Probate Court	\$1,043.49	\$1,773.91	\$2,608.72	\$2,608.72	\$156.52	\$521.73	\$939.14	\$939.14
Androscoggin County Probate Court	\$609.24	\$918.68	\$918.68	\$1,255.36	\$53.48	\$162.48	\$162.48	\$231.00
Kennebec County Probate Court	\$850.67	\$850.67	\$850.67	\$850.67	\$0.00	\$537.34	\$528.74	\$528.74
University of Maine System	\$714.84	\$2,001.50	\$1,572.61	\$2,001.50	\$69.31	\$219.38	\$169.36	\$219.38
Maine Public Employees Retirement System	\$830.22	\$1,216.52	\$1,476.00	\$1,706.80	\$0.00	\$149.26	\$260.48	\$359.38
Market Average	\$741.04	\$1,461.89	\$1,454.06	\$1,712.63	\$84.45	\$326.86	\$385.91	\$450.96
Maine Judicial Branch	\$920.15	\$1,210.59	\$1,570.08	\$1,800.87	\$48.44	\$333.48	\$506.47	\$660.33

**TABLE 36
MOST POPULOUS MEDICAL PLAN MONTHLY COST SHARING**

Peer Employer	Employer Cost (%)				Employee Cost (%)			
	EE Only	EE + Child	EE + Spouse	Family	EE Only	EE + Child	EE + Spouse	Family
Massachusetts Judicial Branch	75%	75%	75%	75%	25%	25%	25%	25%
New Hampshire Judicial Branch	95%	98%	97%	98%	5%	2%	3%	2%
Vermont Judicial Branch	80%	80%	80%	80%	20%	20%	20%	20%
Connecticut Judicial Branch	92%	89%	90%	89%	8%	11%	10%	11%
Rhode Island Judicial Branch	75%	75%	75%	75%	25%	25%	25%	25%
City of Portland, ME	100%	84%	81%	77%	0%	16%	19%	23%
US District Court of Maine	68%	67%	66%	67%	32%	33%	34%	33%
Maine Executive Branch	95%	78%	76%	73%	5%	22%	24%	27%
Maine State Legislature	95%	78%	76%	73%	5%	22%	24%	27%
Cumberland County Probate Court	100%	90%	80%	80%	0%	10%	20%	20%
York County Probate Court	87%	77%	74%	74%	13%	23%	26%	26%
Androscoggin County Probate Court	92%	85%	85%	84%	8%	15%	15%	16%
Kennebec County Probate Court	100%	61%	62%	62%	0%	39%	38%	38%
University of Maine System	91%	90%	90%	90%	9%	10%	10%	10%
Maine Public Employees Retirement System	100%	89%	85%	83%	0%	11%	15%	17%
Market Average	90%	82%	79%	79%	10%	18%	21%	21%
Maine Judicial Branch	95%	78%	76%	73%	5%	22%	24%	27%

Dental

**TABLE 37
DENTAL PLAN MONTHLY COST**

Peer Employer	Employer Cost (\$)				Employee Cost (\$)			
	EE Only	EE + Child	EE + Spouse	Family	EE Only	EE + Child	EE + Spouse	Family
Massachusetts Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
New Hampshire Judicial Branch	\$37.27	\$135.01	\$75.23	\$135.01	\$4.33	\$4.33	\$4.33	\$4.33
Vermont Judicial Branch	\$32.00	\$112.00	\$59.00	\$112.00	\$0.00	\$0.00	\$0.00	\$0.00
Connecticut Judicial Branch	\$51.50	\$125.60	\$125.60	\$125.60	\$0.00	\$31.72	\$31.72	\$31.72
Rhode Island Judicial Branch	\$26.02	\$72.83	\$72.83	\$72.83	\$8.67	\$24.28	\$24.28	\$24.28
City of Portland, ME	\$0.00	\$0.00	\$0.00	\$0.00	\$36.55	\$88.62	\$88.62	\$109.20
US District Court of Maine	\$0.00	\$0.00	\$0.00	\$0.00	\$30.53	\$91.63	\$61.10	\$91.63
Maine Executive Branch	\$30.64	\$30.64	\$30.64	\$30.64	\$0.00	\$74.15	\$24.13	\$74.15
Maine State Legislature	\$30.64	\$30.64	\$30.64	\$30.64	\$0.00	\$74.15	\$24.13	\$74.15
Cumberland County Probate Court	\$18.84	\$18.84	\$18.84	\$18.84	\$18.84	\$86.64	\$27.44	\$86.64
York County Probate Court	\$51.48	\$77.56	\$51.48	\$77.56	\$0.00	\$42.20	\$16.12	\$42.20
Androscoggin County Probate Court	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
Kennebec County Probate Court	\$0.00	\$0.00	\$0.00	\$0.00	\$40.88	\$134.66	\$70.55	\$134.66
University of Maine System	\$41.78	\$130.56	\$76.46	\$130.56	\$0.00	\$88.78	\$34.68	\$88.78
Maine Public Employees Retirement System	\$26.26	\$89.82	\$46.94	\$89.82	\$0.00	\$0.00	\$0.00	\$0.00
Market Average	\$26.65	\$63.35	\$45.20	\$63.35	\$10.75	\$57.01	\$31.32	\$58.60
Maine Judicial Branch	\$30.64	\$30.64	\$30.64	\$30.64	\$0.00	\$74.15	\$24.13	\$74.15

**TABLE 38
DENTAL PLAN MONTHLY COST SHARING**

Peer Employer	Employer Cost (%)				Employee Cost (%)			
	EE Only	EE + Child	EE + Spouse	Family	EE Only	EE + Child	EE + Spouse	Family
Massachusetts Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
New Hampshire Judicial Branch	90%	97%	95%	97%	10%	3%	5%	3%
Vermont Judicial Branch	100%	100%	100%	100%	0%	0%	0%	0%
Connecticut Judicial Branch	100%	80%	80%	80%	0%	20%	20%	20%
Rhode Island Judicial Branch	75%	75%	75%	75%	25%	25%	25%	25%
City of Portland, ME	0%	0%	0%	0%	100%	100%	100%	100%
US District Court of Maine	0%	0%	0%	0%	100%	100%	100%	100%
Maine Executive Branch	100%	29%	56%	29%	0%	71%	44%	71%
Maine State Legislature	100%	29%	56%	29%	0%	71%	44%	71%
Cumberland County Probate Court	50%	18%	41%	18%	50%	82%	59%	82%
York County Probate Court	100%	65%	76%	65%	0%	35%	24%	35%
Androscoggin County Probate Court	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical	Included in Medical
Kennebec County Probate Court	0%	0%	0%	0%	100%	100%	100%	100%
University of Maine System	100%	60%	69%	60%	0%	40%	31%	40%
Maine Public Employees Retirement System	100%	100%	100%	100%	0%	0%	0%	0%
Market Average	71%	53%	59%	52%	29%	47%	41%	48%
Maine Judicial Branch	100%	29%	56%	29%	0%	71%	44%	71%

Vision

**TABLE 39
VISION PLAN MONTHLY COST**

Peer Employer	Employer Cost (\$)				Employee Cost (\$)			
	EE Only	EE + Child	EE + Spouse	Family	EE Only	EE + Child	EE + Spouse	Family
Massachusetts Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
New Hampshire Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
Vermont Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
Connecticut Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
Rhode Island Judicial Branch	\$3.62	\$10.00	\$10.00	\$10.00	\$1.21	\$3.34	\$3.34	\$3.34
City of Portland, ME	NA	NA	NA	NA	NA	NA	NA	NA
US District Court of Maine	\$0.00	\$0.00	\$0.00	\$0.00	\$7.26	\$21.78	\$14.50	\$21.78
Maine Executive Branch	\$0.00	\$0.00	\$0.00	\$0.00	\$5.11	\$13.30	\$8.19	\$13.30
Maine State Legislature	\$0.00	\$0.00	\$0.00	\$0.00	\$5.11	\$13.30	\$8.19	\$13.30
Cumberland County Probate Court	\$0.00	\$0.00	\$0.00	\$0.00	\$4.92	\$10.48	\$9.80	\$16.80
York County Probate Court	NA	NA	NA	NA	NA	NA	NA	NA
Androscoggin County Probate Court	\$5.31	\$10.62	\$11.37	\$18.18	\$0.00	\$0.00	\$0.00	\$0.00
Kennebec County Probate Court	\$0.00	\$0.00	\$0.00	\$0.00	\$5.31	\$11.37	\$10.62	\$18.18
University of Maine System	\$0.00	\$0.00	\$0.00	\$0.00	\$8.39	\$26.07	\$16.07	\$26.07
Maine Public Employees Retirement System	\$0.00	\$0.00	\$0.00	\$0.00	\$4.38	\$11.40	\$7.02	\$11.40
Market Average	\$0.99	\$2.29	\$2.37	\$3.13	\$4.63	\$12.34	\$8.64	\$13.80
Maine Judicial Branch	\$0.00	\$0.00	\$0.00	\$0.00	\$5.11	\$13.30	\$8.19	\$13.30

**TABLE 40
VISION PLAN MONTHLY COST SHARING**

Peer Employer	Employer Cost (%)				Employee Cost (%)			
	EE Only	EE + Child	EE + Spouse	Family	EE Only	EE + Child	EE + Spouse	Family
Massachusetts Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
New Hampshire Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
Vermont Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
Connecticut Judicial Branch	NA	NA	NA	NA	NA	NA	NA	NA
Rhode Island Judicial Branch	75%	75%	75%	75%	25%	25%	25%	25%
City of Portland, ME	NA	NA	NA	NA	NA	NA	NA	NA
US District Court of Maine	0%	0%	0%	0%	100%	100%	100%	100%
Maine Executive Branch	0%	0%	0%	0%	100%	100%	100%	100%
Maine State Legislature	0%	0%	0%	0%	100%	100%	100%	100%
Cumberland County Probate Court	0%	0%	0%	0%	100%	100%	100%	100%
York County Probate Court	NA	NA	NA	NA	NA	NA	NA	NA
Androscoggin County Probate Court	100%	100%	100%	100%	0%	0%	0%	0%
Kennebec County Probate Court	0%	0%	0%	0%	100%	100%	100%	100%
University of Maine System	0%	0%	0%	0%	100%	100%	100%	100%
Maine Public Employees Retirement System	0%	0%	0%	0%	100%	100%	100%	100%
Market Average	18%	16%	22%	18%	82%	84%	78%	82%
Maine Judicial Branch	0%	0%	0%	0%	100%	100%	100%	100%

Other Benefits

The survey also included questions about basic life insurance, long-term disability, short-term disability, and education benefits. Detailed results are shown in **Tables 41–49**.

**TABLE 41
BASIC LIFE INSURANCE**

Peer Employer	Offered? (Y/N)	Employer Monthly Cost (\$)	Employee Monthly Cost (\$)	Maximum Benefit Amount
Massachusetts Judicial Branch	Yes	NR	NR	8x salary
New Hampshire Judicial Branch	Yes	NR	\$0.00	\$50,000
Vermont Judicial Branch	Yes	\$0.00	\$0.00	2x salary
Connecticut Judicial Branch	Yes	50%	50%	\$38k-\$85k
Rhode Island Judicial Branch	Yes	\$0.00	\$0.19/\$1000	\$150,000
City of Portland, ME	Yes	\$0.00	\$0.12/\$1000	1x salary
US District Court of Maine	NR	NR	NR	NR
Maine Executive Branch	Yes	NR	NR	NR
Maine State Legislature	Yes	\$1.00	NR	1x salary
Cumberland County Probate Court	Yes	\$0.00	\$21.68	NR
York County Probate Court	Yes	NR	\$0.00	NR
Androscoggin County Probate Court	Yes	NR	\$0.00	NR
Kennebec County Probate Court	Yes	\$0.00	\$0.00	1x salary
University of Maine System	Yes	\$0.10	\$0.00	1x salary
Maine Public Employees Retirement System	Yes	NR	\$0.00	1x salary
Count	14 of 15			1x salary
Maine Judicial Branch	Yes	\$18.85	\$0.00	1x salary

NR = No Response

**TABLE 42
LONG TERM DISABILITY**

Peer Employer	Offered? (Y/N)	Employer Monthly Cost (\$)	Employee Monthly Cost (\$)
Massachusetts Judicial Branch	Yes	NR	NR
New Hampshire Judicial Branch	No	NA	NA
Vermont Judicial Branch	No	NA	NA
Connecticut Judicial Branch	Yes	\$0.00	\$0.00
Rhode Island Judicial Branch	Yes	\$0.00	Varies
City of Portland, ME	NR	NR	NR
US District Court of Maine	NR	NR	NR
Maine Executive Branch	No	NA	NA
Maine State Legislature	No	NA	NA
Cumberland County Probate Court	NR	NR	NR
York County Probate Court	Yes	NR	\$0.00
Androscoggin County Probate Court	NR	NR	NR
Kennebec County Probate Court	No	NA	NA
University of Maine System	Yes	\$0.27	\$0.00
Maine Public Employees Retirement System	No	NA	NA
<i>Count</i>	<i>5 of 15</i>		
Maine Judicial Branch	No	NA	NA

NR = No Response

NA = Not Applicable

**TABLE 43
SHORT TERM DISABILITY**

Peer Employer	Offered? (Y/N)	Employer Monthly Cost (\$)	Employee Monthly Cost (\$)
Massachusetts Judicial Branch	NR	NR	NR
New Hampshire Judicial Branch	Yes	NR	NR
Vermont Judicial Branch	No	NA	NA
Connecticut Judicial Branch	Yes	\$0.00	\$0.00
Rhode Island Judicial Branch	Yes	\$0.00	Varies
City of Portland, ME	NR	NR	NR
US District Court of Maine	NR	NR	NR
Maine Executive Branch	No	NA	NA
Maine State Legislature	No	NA	NA
Cumberland County Probate Court	Yes	\$0.00	\$32.00
York County Probate Court	Yes	NR	\$0.00
Androscoggin County Probate Court	NR	NR	NR
Kennebec County Probate Court	Yes	\$0.00	Varies
University of Maine System	Yes	\$0.00	\$0.65
Maine Public Employees Retirement System	Yes	NR	NR
<i>Count</i>	<i>8 of 15</i>		
Maine Judicial Branch	No	NA	NA

NR = No Response NA = Not Applicable

**TABLE 44
TUITION REIMBURSEMENT**

Peer Employer	Offered? (Y/N)	Employer Cost (\$)	Employee Cost (\$)
Massachusetts Judicial Branch	Yes	NR	NR
New Hampshire Judicial Branch	No	NA	NA
Vermont Judicial Branch	Yes	NR	NR
Connecticut Judicial Branch	Yes	6 credits	NA
Rhode Island Judicial Branch	Yes	\$0.00	Varies
City of Portland, ME	NR	NR	NR
US District Court of Maine	NR	NR	NR
Maine Executive Branch	Yes	NR	NR
Maine State Legislature	Yes	60%	NA
Cumberland County Probate Court	Yes	NR	NR
York County Probate Court	Yes	NR	NR
Androscoggin County Probate Court	NR	NR	NR
Kennebec County Probate Court	No	NA	NA
University of Maine System	Yes	50%	50%
Maine Public Employees Retirement System	Yes	NR	NR
Count	10 of 15		
Maine Judicial Branch	Yes	NA	NA

NR = No Response
NA = Not Applicable

**TABLE 45
MILEAGE REIMBURSEMENT**

Peer Employer	Offered? (Y/N)	Employer Monthly Cost (\$)	Employee Monthly Cost (\$)
Massachusetts Judicial Branch	Yes	\$0.44/mile	NA
New Hampshire Judicial Branch	Yes	\$0.44/mile	NA
Vermont Judicial Branch	Yes	\$0.44/mile	NA
Connecticut Judicial Branch	Yes	\$0.54/mile	NA
Rhode Island Judicial Branch	Yes	\$0.54/mile	NA
City of Portland, ME	NR	NR	NR
US District Court of Maine	Yes	\$0.54/mile	NA
Maine Executive Branch	Yes	\$0.44/mile	NA
Maine State Legislature	Yes	\$0.44/mile	NA
Cumberland County Probate Court	Yes	\$0.44/mile	NA
York County Probate Court	Yes	\$0.44/mile	NA
Androscoggin County Probate Court	NR	NR	NR
Kennebec County Probate Court	Yes	\$0.44/mile	NA
University of Maine System	Yes	\$0.44/mile	NA
Maine Public Employees Retirement System	Yes	\$0.44/mile	NA
Count	13 of 15		
Maine Judicial Branch	Yes	\$0.44/mile	NA

NR = No Response NA = Not Applicable

**TABLE 46
EYE CARE REIMBURSEMENT**

Peer Employer	Offered? (Y/N)	Employer Monthly Cost (\$)	Employee Monthly Cost (\$)
Massachusetts Judicial Branch	No	NA	NA
New Hampshire Judicial Branch	No	NA	NA
Vermont Judicial Branch	No	NA	NA
Connecticut Judicial Branch	No	NA	NA
Rhode Island Judicial Branch	No	NA	NA
City of Portland, ME	NR	NR	NR
US District Court of Maine	NR	NR	NR
Maine Executive Branch	Yes	NR	NR
Maine State Legislature	Yes	\$150 for lenses	NR
Cumberland County Probate Court	NR	NR	NR
York County Probate Court	No	NA	NA
Androscoggin County Probate Court	NR	NR	NR
Kennebec County Probate Court	No	NA	NA
University of Maine System	No	NA	NA
Maine Public Employees Retirement System	Yes	NR	NR
<i>Count</i>	<i>3 of 15</i>		
Maine Judicial Branch	Yes	Up to \$20.83	\$0.00

NR = No Response

NA = Not Applicable

**TABLE 47
CHILD AND ELDER CARE REIMBURSEMENT**

Peer Employer	Offered? (Y/N)	Employer Monthly Cost (\$)	Employee Monthly Cost (\$)
Massachusetts Judicial Branch	No	NA	NA
New Hampshire Judicial Branch	No	NA	NA
Vermont Judicial Branch	No	NA	NA
Connecticut Judicial Branch	No	NA	NA
Rhode Island Judicial Branch	No	NA	NA
City of Portland, ME	NR	NR	NR
US District Court of Maine	NR	NR	NR
Maine Executive Branch	Yes	NR	NR
Maine State Legislature	No	NA	NA
Cumberland County Probate Court	NR	NR	NR
York County Probate Court	No	NA	NA
Androscoggin County Probate Court	NR	NR	NR
Kennebec County Probate Court	No	NA	NA
University of Maine System	No	NA	NA
Maine Public Employees Retirement System	Yes	NR	NR
<i>Count</i>	<i>2 of 15</i>		
Maine Judicial Branch	Yes	Up to \$108.33	\$0.00

NR = No Response
NA = Not Applicable

Survey Question: Do you contribute to the employee Health Savings Account (HSA)? If yes, how much do you contribute per year?

**TABLE 48
HEALTH SAVINGS ACCOUNT (HSA) CONTRIBUTIONS**

Peer Employer	Yes/No	Annual Contribution
Massachusetts Judicial Branch	Yes	\$2,500
New Hampshire Judicial Branch	No	NA
Vermont Judicial Branch	Yes	NR
Connecticut Judicial Branch	No	NA
Rhode Island Judicial Branch	NR	NR
City of Portland, ME	NR	NR
US District Court of Maine	Yes	\$2,600
Maine Executive Branch	NR	NR
Maine State Legislature	No	NA
Cumberland County Probate Court	Yes	\$0
York County Probate Court	NR	NR
Androscoggin County Probate Court	NR	NR
Kennebec County Probate Court	NR	NA
University of Maine System	Yes	\$3,350
Maine Public Employees Retirement System	NR	NR
Count	5 of 15	
Maine Judicial Branch	No	NA

NR = No Response

NA = Not Applicable

**TABLE 49
OTHER BENEFITS OFFERINGS**

Peer Employer	EE Assistance Program	Flexible Spending Accounts	Tele-Commuting	4-Day Workweek
Massachusetts Judicial Branch	NR	NR	NR	NR
New Hampshire Judicial Branch	Yes	Yes	No	No
Vermont Judicial Branch	Yes	Yes	Yes	Yes
Connecticut Judicial Branch	No	No	No	No
Rhode Island Judicial Branch	NR	NR	NR	NR
City of Portland, ME	NR	NR	NR	NR
US District Court of Maine	NR	Yes	NR	Yes
Maine Executive Branch	NR	NR	NR	NR
Maine State Legislature	Yes	Yes	Yes	Yes
Cumberland County Probate Court	Yes	Yes	No	No
York County Probate Court	NR	NR	NR	NR
Androscoggin County Probate Court	NR	NR	NR	NR
Kennebec County Probate Court	NR	NR	NR	NR
University of Maine System	NR	NR	NR	NR
Maine Public Employees Retirement System	NR	NR	NR	NR
<i>Count</i>	<i>4 of 15</i>	<i>5 of 15</i>	<i>2 of 15</i>	<i>3 of 15</i>
Maine Judicial Branch	No	No	No	No

Study Findings - Retirement Benefits

The total employer contribution for each peer includes costs associated with defined benefit, defined contribution, deferred compensation plans as well as social security, as shown below.

Survey Question: Please answer the following questions regarding retirement plans offered to current employees.

**TABLE 50
RETIREMENT BENEFITS – GENERAL**

Peer Employers	Defined Benefit			Defined Contribution 401(a)		Deferred Compensation 457(b)		Social Security	Total Employer Contribution (% of pay)
	Employer Normal Cost (% of pay)	Total Employer Contributions: Normal Cost + Amortization of Accrued Unfunded Liabilities (% of pay)	Total Employee Contributions (% of pay)	Automatic Employer Contributions	Employer Match	Automatic Employer Contributions	Employer Match	Social Security Participation: (OASDI 6.2% and Medicare 1.45% or total of 7.65%)	
				(% of pay)	(% of pay)	(% of pay)	(% of pay)	(% of pay)	
MA Judicial Branch	4.30%	NR	11.00%	NA	NA	NR	NR	1.45%	5.75%
NH Judicial Branch	10.23%	20.57%	7.00%	NA	NA	NA	NA	7.65%	17.88%
VT Judicial Branch	2.93%	10.00%	6.40%	NA	NA	0.00%	0.00%	7.65%	10.58%
CT Judicial Branch	8.00%	43.80%	0-5%	NA	NA	NA	NA	7.65%	15.65%
RI Judicial Branch	NR	NR	NR	NR	NR	NR	NR	NR	NR
City of Portland, ME	8.00%	10.00%	8.00%	0.00%	7.50%	0.00%	0.00%	1.45%	16.95%
US District Court of Maine	9.80%	9.80%	4.40%	1.00%	4.00%	NR	NR	7.65%	22.45%
Maine Executive Branch	5.31%	33.23%	7.65%	NA	NA	0.00%	0.00%	1.45%	6.76%
Maine State Legislature	5.31%	33.23%	7.65%	NA	NA	0.00%	0.00%	1.45%	6.76%
Cumberland County Probate	8.00%	10.00%	8.00%	NA	NA	NA	NA	7.65%	15.65%
York County Probate	8.00%	10.00%	8.00%	NA	NA	NA	NA	7.65%	15.65%
Androscoggin County Probate	8.00%	10.00%	8.00%	NA	NA	NA	NA	1.45%	9.45%
Kennebec County Probate	8.00%	10.00%	8.00%	9.62%	0.00%	0.00%	0.00%	7.65%	25.27%
University of Maine System	4.00%	17.20%	0.00%	1.00%	4.00%	0.00%	0.00%	7.65%	16.65%
Maine PERS	8.00%	10.00%	8.00%	0.00%	0.00%	0.00%	0.00%	1.45%	9.45%
Market Average									13.92%
Maine Judicial Branch	5.31%	33.23%	7.65%	NA	NA	NA	NA	1.45%	6.76%

NR = No Response NA = Not Applicable

The Judicial Branch's total contribution as a percent of pay is 51% below the market average.

Survey Question: Do your retirement policies apply to all employee groups?

**TABLE 51
RETIREMENT BENEFITS – MANAGERS**

Peer Employers	Defined Benefit			Defined Contribution 401(a)		Deferred Compensation 457(b)		Social Security	Total Employer Contribution (% of pay)
	Employer Normal Cost (% of pay)	Total Employer Contributions: Normal Cost + Amortization of Accrued Unfunded Liabilities (% of pay)	Total Employee Contributions (% of pay)	Automatic Employer Contributions	Employer Match	Automatic Employer Contributions	Employer Match	Social Security Participation: (OASDI 6.2% and Medicare 1.45% or total of 7.65%)	
				(% of pay)	(% of pay)	(% of pay)	(% of pay)	(% of pay)	
MA Judicial Branch	4.30%	NR	11.00%	NA	NA	NR	NR	1.45%	5.75%
NH Judicial Branch	10.23%	20.57%	7.00%	NA	NA	NA	NA	7.65%	17.88%
VT Judicial Branch	2.93%	10.00%	6.40%	NA	NA	0.00%	0.00%	7.65%	10.58%
CT Judicial Branch	8.00%	43.80%	0-5%	NA	NA	NA	NA	7.65%	15.65%
RI Judicial Branch	NR	NR	NR	NR	NR	NR	NR	NR	NR
City of Portland, ME	8.00%	10.00%	8.00%	0.00%	7.50%	0.00%	0.00%	1.45%	16.95%
US District Court of Maine	9.80%	9.80%	4.40%	1.00%	4.00%	NR	NR	7.65%	22.45%
Maine Executive Branch	5.31%	33.23%	7.65%	NA	NA	0.00%	0.00%	1.45%	6.76%
Maine State Legislature	5.31%	33.23%	7.65%	NA	NA	0.00%	0.00%	1.45%	6.76%
Cumberland Cty Probate	8.00%	10.00%	8.00%	NA	NA	NA	NA	7.65%	15.65%
York County Probate	8.00%	10.00%	8.00%	NA	NA	0.00%	10.00%	7.65%	25.65%
Androscoggin Cty Probate	8.00%	10.00%	8.00%	NA	NA	NA	NA	1.45%	9.45%
Kennebec Cty Probate	8.00%	10.00%	8.00%	9.62%	0.00%	0.00%	0.00%	7.65%	25.27%
University of Maine System	4.00%	17.20%	0.00%	1.00%	4.00%	0.00%	0.00%	7.65%	16.65%
Maine PERS	8.00%	10.00%	8.00%	0.00%	0.00%	0.00%	0.00%	1.45%	9.45%
Market Average									14.64%
Maine Judicial Branch	10.31%	33.23%	1.15%	NA	NA	0.00%	0.00%	1.45%	11.76%

NR = No Response
NA = Not Applicable

The Judicial Branch's total contribution as a percent of pay is 20% below the market average.

Study Findings – Total Compensation

The total compensation costs for each benchmark are the sum of the following:

- The calculated midpoint of the base pay range (average of the minimum and maximum base pay rates)
- Total employer costs for all health related benefits (medical, prescription drug, dental, and vision), weighted by the Judicial Branch’s current enrollment distribution among coverage tiers across all plans
- The current employer normal cost associated with the defined benefit retirement plan
- Maximum employer contribution to both defined contribution and deferred compensation plans
- Employer contributions for Social Security

TABLE 52
MAINE JUDICIAL BRANCH
MARKET POSITION ACROSS ALL BENCHMARKS AND PEER EMPLOYERS
TOTAL COMPENSATION - GENERAL

	Base Pay (Range Midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Costs (Medical, Dental, & Vision)	Total Retirement Benefits (Defined Benefit, Defined Contribution & Deferred Compensation)	
Overall Average	95%	108%	46%	92%

TABLE 53
MAINE JUDICIAL BRANCH
MARKET POSITION ACROSS ALL BENCHMARKS AND PEER EMPLOYERS
TOTAL COMPENSATION - MANAGERS

	Base Pay (Range Midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Costs (Medical, Dental, & Vision)	Total Retirement Benefits (Defined Benefit, Defined Contribution & Deferred Compensation)	
Overall Average	83%	108%	67%	84%

The following table shows all benchmark jobs and their respective total compensation market competitiveness. “Insufficient Data” indicates that the job did not garner three or more matches. Market findings with three or more matches provide a more reliable indication of the Judicial Branch’s market position amongst the peer employers. Job matches are defined as a peer employer having a job comparable to the benchmark job.

**TABLE 54
MAINE JUDICIAL BRANCH
TOTAL COMPENSATION MARKET POSITION – GENERAL EMPLOYEES**

Benchmark Title	Base Pay	Employer Cost of Benefits		Employer Total Compensation Costs
		Weighted Total Health Costs	Total Retirement Benefits	
Accounting Clerk				
Maine Judicial Branch	\$37,950	\$14,821	\$2,565	\$55,336
Market	\$41,395	\$13,745	\$5,763	\$60,903
<i>MJB as % Mkt</i>	92%	108%	45%	91%
Administrative Assistant				
Maine Judicial Branch	\$42,380	\$14,821	\$2,865	\$60,065
Market	\$44,356	\$13,745	\$6,175	\$64,277
<i>MJB as % Mkt</i>	96%	108%	46%	93%
Call Center/Data Processing Representative				
Maine Judicial Branch	\$35,890	\$14,821	\$2,426	\$53,137
Market	\$35,921	\$13,745	\$5,001	\$54,667
<i>MJB as % Mkt</i>	100%	108%	49%	97%
Case Manager				
Maine Judicial Branch	\$35,890	\$14,821	\$2,426	\$53,137
Market	\$42,778	\$13,745	\$5,955	\$62,479
<i>MJB as % Mkt</i>	84%	108%	41%	85%
Caseload Manager/Coordinator				
Maine Judicial Branch	\$52,728	\$14,821	\$3,564	\$71,113
Market	\$55,856	\$13,745	\$7,776	\$77,377
<i>MJB as % Mkt</i>	94%	108%	46%	92%
Collections Clerk				
Maine Judicial Branch	\$33,644	\$14,821	\$2,274	\$50,739
Market	\$38,081	\$13,745	\$5,301	\$57,128
<i>MJB as % Mkt</i>	88%	108%	43%	89%
Communications/Translation Coordinator				
Maine Judicial Branch	\$56,066	\$14,821	\$3,790	\$74,677
Market	\$68,848	\$13,745	\$9,585	\$92,178
<i>MJB as % Mkt</i>	81%	108%	40%	81%
Corporal				

**TABLE 54
MAINE JUDICIAL BRANCH
TOTAL COMPENSATION MARKET POSITION – GENERAL EMPLOYEES**

Benchmark Title	Base Pay	Employer Cost of Benefits		Employer Total Compensation Costs
		Weighted Total Health Costs	Total Retirement Benefits	
Maine Judicial Branch				
Market				
<i>MJB as % Mkt</i>				
Court Officer				
Maine Judicial Branch	\$35,464	\$14,821	\$2,397	\$52,682
Market	\$42,530	\$13,745	\$5,921	\$62,196
<i>MJB as % Mkt</i>	83%	108%	40%	85%
Court Reporter				
Maine Judicial Branch	\$63,440	\$14,821	\$4,289	\$82,549
Market	\$61,214	\$13,745	\$8,522	\$83,481
<i>MJB as % Mkt</i>	104%	108%	50%	99%
Data Analyst				
Maine Judicial Branch	\$60,559	\$14,821	\$4,094	\$79,474
Market	\$62,968	\$13,745	\$8,766	\$85,480
<i>MJB as % Mkt</i>	96%	108%	47%	93%
Deputy Clerk of Court				
Maine Judicial Branch	\$47,091	\$14,821	\$3,183	\$65,095
Market	\$51,989	\$13,745	\$7,238	\$72,972
<i>MJB as % Mkt</i>	91%	108%	44%	89%
Employee Relations Specialist				
Maine Judicial Branch	\$56,066	\$14,821	\$3,790	\$74,677
Market	\$63,810	\$13,745	\$8,883	\$86,439
<i>MJB as % Mkt</i>	88%	108%	43%	86%
Executive Assistant				
Maine Judicial Branch	\$49,171	\$14,821	\$3,324	\$67,316
Market	\$51,534	\$13,745	\$7,174	\$72,454
<i>MJB as % Mkt</i>	95%	108%	46%	93%
Facilities Coordinator				
Maine Judicial Branch	\$60,559	\$14,821	\$4,094	\$79,474
Market	\$63,587	\$13,745	\$8,852	\$86,185
<i>MJB as % Mkt</i>	95%	108%	46%	92%
Grant Writer & Special Programs Coordinator				
Maine Judicial Branch	\$71,261	\$14,821	\$4,817	\$90,899
Market	\$71,262	\$13,745	\$9,921	\$94,929
<i>MJB as % Mkt</i>	100%	108%	49%	96%
HR Generalist				
Maine Judicial Branch	\$50,502	\$14,821	\$3,414	\$68,737

**TABLE 54
MAINE JUDICIAL BRANCH
TOTAL COMPENSATION MARKET POSITION – GENERAL EMPLOYEES**

Benchmark Title	Base Pay	Employer Cost of Benefits		Employer Total Compensation Costs
		Weighted Total Health Costs	Total Retirement Benefits	
Market	\$62,663	\$13,745	\$8,724	\$85,132
<i>MJB as % Mkt</i>	81%	108%	39%	81%
IT Business Analyst				
Maine Judicial Branch	\$65,362	\$14,821	\$4,418	\$84,601
Market	\$66,077	\$13,745	\$9,199	\$89,021
<i>MJB as % Mkt</i>	99%	108%	48%	95%
IT Help Desk Technician				
Maine Judicial Branch	\$45,833	\$14,821	\$3,098	\$63,752
Market	\$48,333	\$13,745	\$6,729	\$68,808
<i>MJB as % Mkt</i>	95%	108%	46%	93%
IT Project Manager				
Maine Judicial Branch	\$81,950	\$14,821	\$5,540	\$102,310
Market	\$78,332	\$13,745	\$10,905	\$102,982
<i>MJB as % Mkt</i>	105%	108%	51%	99%
IT Support "geek squad"				
Maine Judicial Branch	\$64,477	\$14,821	\$4,359	\$83,656
Market	\$60,120	\$13,745	\$8,370	\$82,235
<i>MJB as % Mkt</i>	107%	108%	52%	102%
Law Clerk				
Maine Judicial Branch	\$55,130	\$14,821	\$3,727	\$73,678
Market	\$51,046	\$13,745	\$7,106	\$71,898
<i>MJB as % Mkt</i>	108%	108%	52%	102%
Legal Secretary to a Partner/Executive				
Maine Judicial Branch	\$42,380	\$14,821	\$2,865	\$60,065
Market	\$53,344	\$13,745	\$7,426	\$74,516
<i>MJB as % Mkt</i>	79%	108%	39%	81%
Legal Secretary to an Associate				
Maine Judicial Branch	\$44,023	\$14,821	\$2,976	\$61,820
Market	\$43,457	\$13,745	\$6,050	\$63,253
<i>MJB as % Mkt</i>	101%	108%	49%	98%
Legislative Analyst				
Maine Judicial Branch	\$60,559	\$14,821	\$4,094	\$79,474
Market	\$69,238	\$13,745	\$9,639	\$92,623
<i>MJB as % Mkt</i>	87%	108%	42%	86%
Office Clerk/Assistant				
Maine Judicial Branch	\$37,586	\$14,821	\$2,541	\$54,947
Market	\$36,725	\$13,745	\$5,113	\$55,583

**TABLE 54
MAINE JUDICIAL BRANCH
TOTAL COMPENSATION MARKET POSITION – GENERAL EMPLOYEES**

Benchmark Title	Base Pay	Employer Cost of Benefits		Employer Total Compensation Costs
		Weighted Total Health Costs	Total Retirement Benefits	
<i>MJB as % Mkt</i>	102%	108%	50%	99%
Office Supervisor				
Maine Judicial Branch	\$47,091	\$14,821	\$3,183	\$65,095
Market	\$48,603	\$13,745	\$6,766	\$69,115
<i>MJB as % Mkt</i>	97%	108%	47%	94%
Operations Analyst				
Maine Judicial Branch	\$58,583	\$14,821	\$3,960	\$77,364
Market	\$62,737	\$13,745	\$8,734	\$85,216
<i>MJB as % Mkt</i>	93%	108%	45%	91%
Programmer Analyst				
Maine Judicial Branch	\$64,477	\$14,821	\$4,359	\$83,656
Market	\$67,960	\$13,745	\$9,461	\$91,167
<i>MJB as % Mkt</i>	95%	108%	46%	92%
Public Relations Director & Lobbyist				
Maine Judicial Branch	\$90,938	\$14,821	\$6,147	\$111,906
Market	\$96,635	\$13,745	\$13,453	\$123,834
<i>MJB as % Mkt</i>	94%	108%	46%	90%
Sergeant				
Maine Judicial Branch	\$45,282	\$14,821	\$3,061	\$63,163
Market	\$53,266	\$13,745	\$7,415	\$74,426
<i>MJB as % Mkt</i>	85%	108%	41%	85%
SQL Database Administrator				
Maine Judicial Branch	\$71,261	\$14,821	\$4,817	\$90,899
Market	\$75,047	\$13,745	\$10,448	\$99,240
<i>MJB as % Mkt</i>	95%	108%	46%	92%
Staff Accountant				
Maine Judicial Branch	\$56,066	\$14,821	\$3,790	\$74,677
Market	\$56,421	\$13,745	\$7,855	\$78,021
<i>MJB as % Mkt</i>	99%	108%	48%	96%
Systems Administrator				
Maine Judicial Branch	\$76,616	\$14,821	\$5,179	\$96,616
Market	\$70,006	\$13,745	\$9,746	\$93,497
<i>MJB as % Mkt</i>	109%	108%	53%	103%
Technology Assistant				
Maine Judicial Branch	\$37,586	\$14,821	\$2,541	\$54,947
Market	\$41,455	\$13,745	\$5,771	\$60,972
<i>MJB as % Mkt</i>	91%	108%	44%	90%

**TABLE 54
MAINE JUDICIAL BRANCH
TOTAL COMPENSATION MARKET POSITION – GENERAL EMPLOYEES**

Benchmark Title	Base Pay	Employer Cost of Benefits		Employer Total Compensation Costs
		Weighted Total Health Costs	Total Retirement Benefits	
Technology Trainer				
Maine Judicial Branch	\$52,094	\$14,821	\$3,522	\$70,436
Market	\$52,093	\$13,745	\$7,252	\$73,091
<i>MJB as % Mkt</i>	100%	108%	49%	96%
Overall	95%	108%	46%	92%

**TABLE 55
MAINE JUDICIAL BRANCH
TOTAL COMPENSATION MARKET POSITION - MANAGERS**

Benchmark Title	Base Pay	Employer Cost of Benefits		Employer Total Compensation Costs
		Weighted Total Health Costs	Total Retirement Benefits	
Call Center Manager				
Maine Judicial Branch	\$64,189	\$14,821	\$7,549	\$86,558
Market	\$72,634	\$13,745	\$10,631	\$97,010
<i>MJB as % Mkt</i>	88%	108%	71%	89%
Captain				
Maine Judicial Branch	\$56,066	\$14,821	\$6,593	\$77,480
Market	\$68,336	\$13,745	\$10,001	\$92,082
<i>MJB as % Mkt</i>	82%	108%	66%	84%
CEO/Court Administrator				
Maine Judicial Branch	\$121,971	\$14,821	\$14,344	\$151,136
Market	\$153,838	\$13,745	\$22,515	\$190,099
<i>MJB as % Mkt</i>	79%	108%	64%	80%
Chief Financial Officer				
Maine Judicial Branch	\$90,938	\$14,821	\$10,694	\$116,452
Market	\$119,954	\$13,745	\$17,556	\$151,255
<i>MJB as % Mkt</i>	76%	108%	61%	77%
Chief Information Officer				
Maine Judicial Branch	\$90,938	\$14,821	\$10,694	\$116,452

**TABLE 55
MAINE JUDICIAL BRANCH
TOTAL COMPENSATION MARKET POSITION - MANAGERS**

Benchmark Title	Base Pay	Employer Cost of Benefits		Employer Total Compensation Costs
		Weighted Total Health Costs	Total Retirement Benefits	
Market	\$123,178	\$13,745	\$18,028	\$154,952
<i>MJB as % Mkt</i>	74%	108%	59%	75%
Clerk of Court - Midsize court				
Maine Judicial Branch	\$58,583	\$14,821	\$6,889	\$80,293
Market	\$81,891	\$13,745	\$11,985	\$107,621
<i>MJB as % Mkt</i>	72%	108%	57%	75%
Clerk of Court - Small Court				
Maine Judicial Branch	\$50,502	\$14,821	\$5,939	\$71,262
Market	\$63,862	\$13,745	\$9,347	\$86,954
<i>MJB as % Mkt</i>	79%	108%	64%	82%
Clerk of the Appellate Court				
Maine Judicial Branch	\$71,261	\$14,821	\$8,380	\$94,462
Market	\$110,648	\$13,745	\$16,194	\$140,587
<i>MJB as % Mkt</i>	64%	108%	52%	67%
Collections Manager/Auditor				
Maine Judicial Branch	\$60,559	\$14,821	\$7,122	\$82,502
Market	\$62,012	\$13,745	\$9,076	\$84,833
<i>MJB as % Mkt</i>	98%	108%	78%	97%
Controller/Accounting Manager				
Maine Judicial Branch	\$83,439	\$14,821	\$9,812	\$108,072
Market	\$93,776	\$13,745	\$13,725	\$121,247
<i>MJB as % Mkt</i>	89%	108%	71%	89%
Director of Court Facilities				
Maine Judicial Branch	\$83,439	\$14,821	\$9,812	\$108,072
Market	\$98,501	\$13,745	\$14,416	\$126,663
<i>MJB as % Mkt</i>	85%	108%	68%	85%
Director of Human Resources				
Maine Judicial Branch	\$83,439	\$14,821	\$9,812	\$108,072
Market	\$105,663	\$13,745	\$15,465	\$134,873
<i>MJB as % Mkt</i>	79%	108%	63%	80%
Director of Operations/Chief Operations Officer				
Maine Judicial Branch	\$90,938	\$14,821	\$10,694	\$116,452
Market	\$114,459	\$13,745	\$16,752	\$144,956

**TABLE 55
MAINE JUDICIAL BRANCH
TOTAL COMPENSATION MARKET POSITION - MANAGERS**

Benchmark Title	Base Pay	Employer Cost of Benefits		Employer Total Compensation Costs
		Weighted Total Health Costs	Total Retirement Benefits	
<i>MJB as % Mkt</i>	79%	108%	64%	80%
Director of Security/Chief of Police				
Maine Judicial Branch	\$83,439	\$14,821	\$9,812	\$108,072
Market	\$88,390	\$13,745	\$12,937	\$115,072
<i>MJB as % Mkt</i>	94%	108%	76%	94%
IT Applications Manager				
Maine Judicial Branch	\$76,201	\$14,821	\$8,961	\$99,983
Market	\$89,931	\$13,745	\$13,162	\$116,838
<i>MJB as % Mkt</i>	85%	108%	68%	86%
IT Infrastructure Manager				
Maine Judicial Branch	\$76,201	\$14,821	\$8,961	\$99,983
Market	\$80,783	\$13,745	\$11,823	\$106,352
<i>MJB as % Mkt</i>	94%	108%	76%	94%
Legal Services Program Manager / Volunteer Coordinator				
Maine Judicial Branch	\$64,189	\$14,821	\$7,549	\$86,558
Market	\$77,320	\$13,745	\$11,316	\$102,382
<i>MJB as % Mkt</i>	83%	108%	67%	85%
Manager of Communications				
Maine Judicial Branch	\$69,805	\$14,821	\$8,209	\$92,834
Market	\$64,334	\$13,745	\$9,416	\$87,495
<i>MJB as % Mkt</i>	109%	108%	87%	106%
Manager of Training and Development				
Maine Judicial Branch	\$59,134	\$14,821	\$6,954	\$80,909
Market	\$71,601	\$13,745	\$10,479	\$95,826
<i>MJB as % Mkt</i>	83%	108%	66%	84%
Mediation Manager				
Maine Judicial Branch	\$67,354	\$14,821	\$7,921	\$90,095
Market	\$71,981	\$13,745	\$10,535	\$96,262
<i>MJB as % Mkt</i>	94%	108%	75%	94%
Process Improvement Manager				
Maine Judicial Branch	\$76,201	\$14,821	\$8,961	\$99,983
Market	\$83,590	\$13,745	\$12,234	\$109,569
<i>MJB as % Mkt</i>	91%	108%	73%	91%
Regional Court Operations Manager				

**TABLE 55
MAINE JUDICIAL BRANCH
TOTAL COMPENSATION MARKET POSITION - MANAGERS**

Benchmark Title	Base Pay	Employer Cost of Benefits		Employer Total Compensation Costs
		Weighted Total Health Costs	Total Retirement Benefits	
Maine Judicial Branch	\$69,805	\$14,821	\$8,209	\$92,834
Market	\$78,314	\$13,745	\$11,462	\$103,521
<i>MJB as % Mkt</i>	89%	108%	72%	90%
Statewide Court Operations Manager				
Maine Judicial Branch	\$76,201	\$14,821	\$8,961	\$99,983
Market	\$97,821	\$13,745	\$14,317	\$125,883
<i>MJB as % Mkt</i>	78%	108%	63%	79%
Overall	83%	108%	67%	84%

Conclusions

Our conclusions cover the following areas:

- Pay Range Competitiveness
- Total Compensation Competitiveness
- Grade Placement Recommendations
- Position Analysis

Pay Range Competitiveness

This study found that across the majority of benchmark jobs, the Judicial Branch's pay structure is lagging the overall market at the pay range midpoint and maximum.

Overall, at the midpoint of the pay range:

- The Judicial Branch's overall average pay range midpoint is 89% of the overall market average.
- 36 benchmark job titles are below market (less than 95% at the midpoint)
- 18 benchmark job titles are at market (between 95% and 105% at the midpoint)
- 4 benchmark job titles are above market (above 105% at the midpoint)
- 1 benchmark job title did not garner enough matches

Total Compensation Competitiveness

On a total compensation basis, taking into consideration base pay, employer health benefit costs, social security participation and retirement plan costs, the Judicial Branch's market position is:

- 92% of the overall market average for the General group
- 84% of the overall market average for the Manager group

Grade Placement Recommendations

Based on the base pay market data for each benchmark job title, **Table 56** compares the current grade to the proposed grade required to support market competitive pay. Please note some of these benchmark jobs represent multiple job titles and a separate recommendations spreadsheet will be provided to identify grade placement for each individual job title within the Judicial Branch. Italicized titles in **Table 56** are those that best represent the benchmark titles which included 2 or more internal titles. Grade recommendations will have to be evaluated for internal equity and hierarchy consistency.

**TABLE 56
MAINE JUDICIAL BRANCH
RECOMMENDED GRADE PLACEMENT – BY ADMINISTRATIVE UNIT**

Benchmark Title	Current Midpoint	Market Midpoint	Current Grade	% Current to Market Mid	Proposed Grade	% Proposed to Market Mid
Administrative Services						
Accounting Clerk	\$37,950	\$41,395	8, 10	92%	11	102%
Accounting Clerk I			8		9	
Accounting Clerk II	\$39,686	\$41,395	10	96%	11	102%
Administrative Assistant	\$42,380	\$44,356	11	96%	12	102%
Call Center/Data Processing Representative	\$35,890	\$35,921	7, 9	100%	8	98%
Service Center Assistant	\$33,467	\$35,921	7	93%	8	98%
Service Center/Violations Bureau Assistant Clerk	\$33,467	\$35,921	7	93%	8	98%
Associate Clerk MJBVB			9		10	
Service Center Associate			9		10	
Case Manager	\$35,890	\$42,778	7, 9	84%	11	99%
Assistant Clerk			7		9	
Associate Clerk	\$37,482	\$42,778	9	88%	11	99%
Associate Clerk of the Law Clerk	\$37,482	\$42,778	9	88%	11	99%
Caseload Manager/Coordinator	\$55,336	\$55,856	13, 14, 15	94%	15	100%
Division Supervisor I			13		14	
Division Supervisor II	\$51,917	\$55,856	14	93%	15	100%
Division Supervisor III			15		16	
Collections Clerk	\$33,644	\$38,081	7	88%	9	98%
Legal Secretary to a Partner/Executive	\$42,380	\$53,344	11	79%	14	97%
Legal Secretary to an Associate	\$44,023	\$43,457	11, 12	101%	11	97%
Judicial Administrative Assistant to the Trial Courts	\$42,224	\$43,457	11	97%	11	97%
Judicial Administrative Assistant to the Trial Courts	\$45,032	\$43,457	12	104%	11	97%
Office Clerk/Assistant	\$37,586	\$36,725	9	102%	9	102%
Office Supervisor	\$47,091	\$48,603	13	97%	13	99%
Administrative Clerk, MJBVB			12		13	

**TABLE 56
MAINE JUDICIAL BRANCH
RECOMMENDED GRADE PLACEMENT – BY ADMINISTRATIVE UNIT**

Benchmark Title	Current Midpoint	Market Midpoint	Current Grade	% Current to Market Mid	Proposed Grade	% Proposed to Market Mid
<i>Service Center Supervisor</i>			12	93%	13	99%
Transcript Production Supervisor			13		14	
Technology Assistant	\$37,586	\$41,455	9	91%	11	102%
Confidential Non-Management						
Employee Relations Specialist	\$56,066	\$63,810	15	88%	17	103%
Executive Assistant	\$49,171	\$51,534	12, 14	95%	14	101%
<i>Executive Assistant to the State Court Administrator</i>	\$45,032	\$51,534	12	87%	14	100%
Executive Judicial Assistant to Chief Justice					16	
HR Generalist	\$50,502	\$62,663	13, 14	81%	16	96%
Human Resources Generalist			13		15	
<i>Senior Human Resources Generalist</i>	\$51,917	\$62,663	14	82%	16	96%
Legislative Analyst	\$60,559	\$69,238	16	87%	18	103%
Law Clerk						
Law Clerk	\$55,130	\$51,046	1, 3	108%	1	102%
<i>Law Clerk</i>	\$51,854	\$51,046	1	102%	1	102%
Lead Law Clerk			3		3	
Law Enforcement						
Captain	\$56,066	\$68,336	15	82%	17	96%
<i>Captain</i>	\$55,869	\$68,336	15	82%	17	96%
Deputy Chief Marshal			18		20	
Corporal	\$39,842		10		12	
Court Officer	\$35,464	\$42,530	8	83%	11	99%
Sergeant	\$45,282	\$53,266	12	85%	14	97%
Management						
Call Center Manager	\$64,189	\$72,634	18	88%	20	105%
CEO/Court Administrator	\$121,971	\$153,838	NA	79%	NA	100%

**TABLE 56
MAINE JUDICIAL BRANCH
RECOMMENDED GRADE PLACEMENT – BY ADMINISTRATIVE UNIT**

Benchmark Title	Current Midpoint	Market Midpoint	Current Grade	% Current to Market Mid	Proposed Grade	% Proposed to Market Mid
Chief Financial Officer	\$90,938	\$119,954	22	76%	25	98%
Chief Information Officer	\$90,938	\$123,178	22	74%	25	95%
Controller/Accounting Manager	\$83,439	\$93,776	21	89%	22	97%
Director of Court Facilities	\$83,439	\$98,501	21	85%	23	100%
Director of Human Resources	\$83,439	\$105,663	21	79%	24	102%
Director of Operations/Chief Operations Officer	\$90,938	\$114,459	22	79%	25	102%
Director of Security/Chief of Police	\$83,439	\$88,390	21	94%	22	103%
IT Applications Manager	\$76,201	\$89,931	20	85%	22	101%
IT Infrastructure Manager	\$76,201	\$80,783	20	94%	22	112%
Legal Services Program Manager / Volunteer Coordinator	\$64,189	\$77,320	18	83%	20	98%
<i>Coordinator, GAL Services</i>	\$63,981	\$77,320	18	83%	20	98%
CASA Specialist			17		19	
CASA Advisor			16		18	
Coordinator, CIP & JV CP			16		19	
Legal Analyst			16		18	
Legal Publications Specialist			16		17	
Manager of Communications	\$69,805	\$64,334	19	109%	18	99%
Manager of Training and Development	\$59,134	\$71,601	17	83%	19	97%
Mediation Manager	\$67,350	\$71,981	18, 19	94%	19	97%
<i>Manager Foreclosure Diversion Program</i>	\$63,981	\$71,981	18	89%	19	97%
Director of Alternative Dispute Resolution			19		20	
Process Improvement Manager	\$76,201	\$83,590	20	91%	21	99%
Public Relations Director & Lobbyist	\$90,938	\$96,635	22	94%	23	102%
Regional Court Operations Manager	\$69,805	\$78,314	19	89%	20	97%
Statewide Court Operations Manager	\$76,201	\$97,821	20	78%	23	101%

**TABLE 56
MAINE JUDICIAL BRANCH
RECOMMENDED GRADE PLACEMENT – BY ADMINISTRATIVE UNIT**

Benchmark Title	Current Midpoint	Market Midpoint	Current Grade	% Current to Market Mid	Proposed Grade	% Proposed to Market Mid
Professional Services						
Collections Manager/Auditor	\$60,559	\$62,012	16	98%	16	97%
Communications/Translation Coordinator	\$56,066	\$68,848	15	81%	17	95%
Court Reporter	\$63,440	\$61,214	16, 17	104%	16	98%
<i>Official Court Reporter</i>	\$60,258	\$61,214	16	98%	16	98%
Real Time Court Reporter			17		17	
Data Analyst	\$60,559	\$62,968	16	96%	16	96%
Facilities Coordinator	\$60,559	\$63,587	16	95%	17	103%
Grant Writer & Special Programs Coordinator	\$71,261	\$71,262	18	100%	18	100%
IT Business Analyst	\$65,362	\$66,077	15, 16	99%	17	99%
<i>Business Analyst</i>	\$55,869	\$66,077	15	84%	17	99%
Senior Technology Business Analyst			16		18	
IT Help Desk Technician	\$45,833	\$48,333	11, 13	95%	13	100%
<i>Help Desk Technician</i>	\$42,224	\$48,333	11	87%	13	100%
Technology Support Assistant			11		13	
Help Desk Support Lead			13		15	
IT Project Manager	\$81,950	\$78,332	18	105%	20	107%
IT Support "geek squad"	\$64,477	\$60,120	15	107%	17	109%
Operations Analyst	\$58,583	\$62,737	15, 16	93%	17	104%
Court Operations Specialist			15		16	
Court Operations Analyst			15		17	
<i>Field Operations Specialist</i>	\$55,869	\$62,737	15	89%	16	96%
Process Auditor			16		17	
Programmer Analyst	\$64,477	\$67,960	15, 17	95%	17	96%
<i>Programmer Analyst</i>	\$60,258	\$67,960	15	89%	17	96%
Lead Program Analyst			17		19	

**TABLE 56
MAINE JUDICIAL BRANCH
RECOMMENDED GRADE PLACEMENT – BY ADMINISTRATIVE UNIT**

Benchmark Title	Current Midpoint	Market Midpoint	Current Grade	% Current to Market Mid	Proposed Grade	% Proposed to Market Mid
SQL Database Administrator	\$71,261	\$75,047	18	95%	19	103%
Staff Accountant	\$56,066	\$56,421	15	99%	15	99%
Systems Administrator	\$76,616	\$70,006	16, 18	109%	20	119%
Assistant Systems Administrator			16		18	
Systems Administrator	\$70,990	\$70,006	18	100%	20	119%
Technology Trainer	\$52,094	\$52,093	14	100%	14	100%
Supervisory Services						
Clerk of Court - Midsize court	\$58,583	\$81,891	15, 16	72%	20	102%
Clerk III			15		19	
Clerk IV	\$69,597	\$81,891	16	85%	20	102%
Clerk of Court - Small Court	\$50,502	\$63,862	13, 14	79%	17	102%
Business and Consumer Docket Clerk			13		17	
Clerk I			13		17	
Clerk II	\$51,917	\$63,862	14	81%	17	102%
Clerk of the Appellate Court	\$71,262	\$110,648	18	64%	23	96%
Deputy Clerk of Court	\$47,091	\$51,989	12, 13	91%	14	100%
Administrative Clerk			12		13	
Deputy Clerk I	\$48,214	\$51,989	13	93%	14	100%

Position Analysis

Based on our analysis of the job content information collected from employers, **Table 57** summarizes recommendations for title changes.

TABLE 57
POSITION ANALYSIS RECOMMENDATIONS

Segal Recommended Job Title	Current Position Title	SWC Notes
Assistant Clerk	Assistant Clerk	
Associate Clerk	Associate Clerk	Some incumbents are not required to supervise.
Clerk I	Clerk I; Clerk II	SWC recommendation on number of employees for small courts: 2-4
Clerk II	Clerk III	SWC recommendation on number of employees for small to mid-size courts: 5-10 Lowering the education requirement to an Associate's Degree was something important to the incumbents. There was much feedback on lowering it to a HS Diploma and increasing the years of experience. This is just a recommendation and can be modified as seen fit.
Clerk III	Clerk IV	SWC recommendation on number of employees for mid-size courts: 11-20 Lowering the education requirement to an Associate's Degree was something important to the incumbents. There was much feedback on lowering it to a HS Diploma and increasing the years of experience. This is just a recommendation and can be modified as seen fit.
Court Security Officer	Deputy Marshal	
Division Supervisor I	Division Supervisor I	No recommended change to the number of employees being supervised. Lowering the education requirement to HS Diploma was something important to the incumbents. This is just a recommendation and can be modified as seen fit.
Division Supervisor II	Division Supervisor II	No recommended change to the number of employees being supervised. Lowering the education requirement to HS Diploma was something important to the incumbents. This is just a recommendation and can be modified as seen fit.
Division Supervisor III	Division Supervisor III	No recommended change to the number of employees being supervised. Lowering the education requirement to HS Diploma was something important to the incumbents. This is just a recommendation and can be modified as seen fit.
Facility Engineer	Facility Engineer	
Judicial Administrative Assistant to the SJC	Judicial Administrative Assistant to the SJC	
Judicial Administrative Assistant to the Trial	Judicial Administrative Assistant to the Trial Courts	

TABLE 57

POSITION ANALYSIS RECOMMENDATIONS

Segal Recommended Job Title	Current Position Title	SWC Notes
Courts		
Manager, Centralized Services	Manager, Centralized Services	
Manager, Civil Process & Court Access	Manager, Civil Process & Court Access	
Director, Clerks of Court	Manager, Clerks of Court	SWC recommends Manager, Clerks of Court as Director, Clerks of Court. The reporting relationship of this position to the Director, Court Operations should be internally reviewed as a result. It is uncommon to see Managers report to Managers or Directors reporting to Directors. While span of control was not a part of the scope, SWC does recommended an internal review of the number of direct reports to the current Manager, Clerks of Court.
Webmaster & Communication Coordinator	Manager, Court Communications	
Manager, Cumberland County Court Operations	Manager, Cumberland County Court Operations	The reporting relationship of this position to the Manager, Clerks of Court should be internally reviewed. It is uncommon to see Managers report to Managers or Directors reporting to Directors.
Manager, Family Division	Manager, Family Division	Need to better understand how "Division Manager" is being used across the organization. Other Division Managers were reporting to Managers.
Sergeant	Sergeant	
Service Center Representative	Service Center/VB Assistant Clerk	While there are four staff in the Assistant Clerk, MJBVB position, vacancies in this position are being filled using the more flexible Service Center/Violations Bureau Assistant Clerk job description.

Appendix A – Benchmark Summaries

The Benchmark Job Summaries are in alphabetical order for easy reference.

Benchmark Job Title	Job Summary
Accounting Clerk	<p>Extensive data entry work, including accounts payable, revenue refunds, interagency payments, and journal fund transfers. Prepares miscellaneous accounting spreadsheets and performs related data entry. Assists in the review and verification of financial/statistical information.</p> <p>Minimum Requirements: Associate's Degree from a business school or college, or relevant experience that provides the knowledge, skills, and ability to perform the requirements of the position.</p>
Administrative Assistant	<p>Work assigned to this position involves clerical and organizational support for a department. Organizes, monitors, and provides organizational and clerical support for various projects and presentations, including PowerPoint. Receives, screens, and routes or answers incoming telephone calls and email. Opens and distributes incoming mail, faxes, and other correspondence. Performs varied office management tasks, including ordering and organizing office supplies, and ensuring office equipment is maintained. Schedules and confirms meetings, training sessions, informational sessions, and mediations, appointments and makes travel arrangements, when assigned.</p> <p>Minimum Requirements: Graduation from high school (or GED) and at least two years experience as a legal secretary, executive secretary, or administrative assistant.</p>
Call Center Manager	<p>Responsible for the general management of a call center and data processing center, including directing, coordinating and supervising the activities and staff. May recommend initiatives and modifications to existing policies and procedures as may be required or beneficial to the operations of the department. Ensures compliance with existing and changing law. Interacts with and assists leaders with the development and updating of procedure manuals, publications, and forms for the operation of the center.</p> <p>Minimum Requirements: Bachelor's Degree in a related field required. Five years experience supervising a complex office environment with 5 or more employees.</p>
Call Center/Data Processing Representative	<p>Responsible for answering incoming phone lines to the courts to answer sensitive and complex court inquiries. Extensive use of various databases, computer systems, and knowledge of basic office procedure are required. Responsible for high volume data entry of traffic tickets into state-wide database and responsible for processing of payment of fines associated with traffic tickets.</p>

	<p>Minimum Requirements: Graduation from high school (or GED). Ability to interact effectively with the public, supervisors, other court staff, judge/justices, attorneys, and law enforcement</p>
Captain	<p>Performs all duties of the Court Officer and Sergeants. Responsible for coordination of all court security services including trials, emergency procedures, courthouse safety, security training, threat assessment, health and safety procedures, and coordination with law enforcement agencies. Prepares and implements security plans and procedures for standard and high risk/high profile trials. Provides threat review, assessment and response for any threats to employees the public or facilities. Prepares, analyzes and implements security procedures for emergency response which includes the development and maintenance of emergency response manuals for each Judicial Branch facility for which he has responsibility. Assumes responsibility for the training of court staff in emergency response procedures. All are law enforcement officers and carry a firearm.</p> <p>Minimum Requirements: Graduation from an accredited four-year college, preferably with a degree in Police Administration or Criminal Justice, plus at least five (5) years of work experience of a progressively responsible nature in court or other law enforcement management.</p>
Case Manager	<p>Responsible for a variety of functions including case administration duties such as, reviewing legal documents received in a variety of case types, including civil, criminal and administrative matters to determine conformity with the federal/local rules, and timeliness, accuracy and completeness; preparing case opening documents and transmitting to appropriate parties; reviewing cases and reports and taking any necessary action to ensure that the cases proceed efficiently; preparing and filing court documents including judgments, orders and notices; maintaining official dockets and entering appropriate data into the court's automated case management system; and responding to inquiries regarding procedures, electronic filing and case information.</p> <p>Minimum Requirements: Graduation from high school or GED. Two years experience in a Clerk's Office</p>
Caseload Manager/Coordinator	<p>Assumes responsibility for the operations in one division of a clerk's office (criminal civil or family matters). Coordinates and supervises all activities within the Division and is accountable for all facets of its operation (operational planning, caseload management, employee training and supervision, problem solving, complaint handling, etc.). Also responsible for completing the work of a Case Manager.</p> <p>Minimum Requirements: Three years responsible experience in case processing and three years supervisory/managerial experience. Associate's degree in criminal justice, public administration, or related field or Clerk's Certification for Division Supervisor I and II. Five years responsible experience in case processing and five years supervisory/managerial experience. Bachelor's degree in criminal justice, public administration, or related field or Clerk's Certification for Division Supervisor III.</p>

CEO/Commissioner	<p>Responsible for the oversight and management of all administrative areas of the courts. Sets strategic direction and goals, determines policy, makes high level budgetary decisions, and determines the overall direction of the court system in coordination with the judiciary. Testifies in front of the Legislature, lobbying for funds to support initiatives.</p> <p>Minimum Requirements: Master's Degree in judicial administration, business administration, public administration or related field. Seven to ten years experience, including 4 years managerial experience.</p>
Chief Financial Officer	<p>Responsible for the establishment and maintenance of fiscal procedures. Serves as advisor to the Chief Executive on financial and administrative matters. Develops strategic vision and goals for areas of oversight, and works closely with functional areas to ensure that they are working towards these goals.</p> <p>Minimum Requirements: Graduation from an accredited four-year college with a degree in court administration, public administration, accounting, business administration or a related field. At least eight (8) years experience in related financial or administrative work.</p>
Chief Information Officer	<p>Directs all technology projects, services, and functions and provides vision and leadership for developing and implementing information technology initiatives. The CIO directs the planning and implementation of technological systems to support the business operations, including long-range planning, development and maintenance of integrated case information systems, computer training, computer workstation and HELP desk support, facilities support, and network technological solutions on a statewide basis. General areas of responsibility for this position include: oversight of multiple complex projects, system integration, application development and maintenance, computer operations and infrastructure help support services, budget development, and staff supervision.</p> <p>Minimum Requirements: Graduation from an accredited college or university with a Bachelor's Degree. A minimum of ten (10) years of information technology experience of which six (6) years includes the coordination, oversight, and implementation of information technology projects and programs. Three (3) years of supervisory experience.</p> <p>Minimum Requirements:</p>
Clerk of Court - Midsize court	<p>Responsible for the operations of the Clerk of Court's office in a Superior Court or District Court, a consolidated Superior Court/District Court Clerk's Office, or a Business and Consumer Docket Clerk's Office. The Clerk coordinates and supervises all activities within the office and is accountable for all facets of its operation (operational planning, caseload management, employee training and supervision, problem solving, complaint handling, etc.). The Clerk serves as the primary contact with judges, employees, attorneys, and the public, and ensures that all staff utilize appropriate customer service skills. Handles 7,500-16,000+ annual caseload filings in a district court or 1,200-2,000+ annual caseload filings in a superior court.</p> <p>Minimum Requirements: Bachelor's Degree in a related field. Three/four years experience in supervision in an office setting.</p>

Clerk of Court - Small Court	<p>Responsible for the operations of the Clerk of Court's office in a Superior Court or District Court, a consolidated Superior Court/District Court Clerk's Office, or a Business and Consumer Docket Clerk's Office. The Clerk coordinates and supervises all activities within the office and is accountable for all facets of its operation (operational planning, caseload management, employee training and supervision, problem solving, complaint handling, etc.). The Clerk serves as the primary contact with judges, employees, attorneys, and the public, and ensures that all staff utilize appropriate customer service skills. Up to 7,499 annual caseload filing in a district court or up to 1,199 in a superior court.</p> <p>Minimum Requirements: Associate's Degree in a related field.</p>
Clerk of the Appellate Court	<p>Managerial, supervisory, technical, administrative, and public relations position managing the operation of the Appellate Court and acting as Executive Secretary to the Supreme Judicial Court. The Clerk coordinates and supervises all activities within the office and is accountable for all facets of its operation (operational planning, caseload management, employee training and supervision, problem solving, complaint handling, etc.).</p> <p>Minimum Requirements: Graduation from high school or GED. Accurately keyboard or type. Two years experience providing customer service and/or clerical work/office administration.</p>
Collections Clerk	<p>Coordinates, oversees or assists with revenue collection programs/projects. Handles and processes fines, fees, costs, and other funds paid, and maintain books, ledgers, and accounts, as necessary. May interview individuals to assess ability to pay fines and establish payment arrangements. Process court ordered arrest warrants and issue license suspensions, as needed. Record and file matters before the court, as needed. May Supervises unit staff.</p> <p>Minimum Requirements: Graduation from high school or GED. Two years experience providing customer service and/or clerical work/office administration. Collection related experience in a clerk's office preferred.</p>
Collections Manager/Auditor	<p>Prepare, maintain and analyze financial and revenue information and records for statewide operations. In addition, the incumbent will manage the collection program and will conduct limited periodic internal audits, as requested, including writing findings and making recommendations for process changes.</p> <p>Minimum Requirements: Graduation from an accredited four-year college with a degree in accounting, public administration, business administration or a related field; considerable experience in court or related fiscal administrative or professional work required. Knowledge of principles of accounting, budgeting, financial analysis, collection procedures, and audit procedures</p>
Communications/Translation Coordinator	<p>Coordinates services to those populations who cannot adequately communicate in or read English. Oversees interpreting and other communication access services, including interpreters, translations, CART, VRI, TTY/711 and other assistive technology services. Tests, trains, and coordinates the work of volunteers and interpreters.</p>

	<p>Minimum Requirements: Bachelor's degree from an accredited college/university in Judicial, Business or Public Administration, or related field. Two years of experience in court interpreter management or three years of increasingly responsible management work. Experience with computerized word processing, spreadsheets, and database programs.</p>
Controller/Accounting Manager	<p>Develops and organizes the biennial budget. Supports administration in gathering fiscal information needed for testimony to the legislature. Develops annual budget work plan and management quarterly financial reports. Provides financial analysis via preparation of financial reports and prepares appropriate recommendations. Oversees revenue and court collection programs.</p> <p>Minimum Requirements: Graduation from an accredited four-year college with a degree in court administration, public administration, accounting, business administration, or a related field; extensive experience in related financial or administrative. Knowledge of modern principles and practices of public administration, accounting, finance, and budgeting.</p>
Corporal	<p>Performs the work of the Court Officer and may be designated as the supervisor in charge in the absence of the Sergeant. Responsible for the coordination of all judicial marshal services including trials, emergency procedures, courthouse safety, security training, threat assessment, health and safety procedures, and coordination with law enforcement agencies, and performing these duties in the absence of the Sergeant, as directed.</p> <p>Minimum Requirements: Graduation from high school (or GED); successfully completed the Maine Criminal Justice Academy Pre-Service Law Enforcement Training program. Three (3) years experience as a full time Deputy Judicial Marshal with the State of Maine Judicial Branch or similar relevant experience.</p>
Court Officer	<p>Responsible for the safety and security of judges and justices, court staff, jurors, attorneys, prosecutors, witnesses, and the general public. Conducts entry screening. Writes and files incident case reports, arrest reports, etc., for each case handled during the shift. Conducts routine courthouse safety inspections. Locates and verifies the status of arrest warrants and files. Carries a firearm and must be certified as a law enforcement officer.</p> <p>Minimum Requirements: Graduation from high school (or GED); successfully completed the Maine Criminal Justice Academy Pre-Service Law Enforcement Training program.</p>
Court Reporter	<p>Responsible for stenographic work in recording and transcribing court proceedings, hearings, and conferences. Includes verbatim recordings.</p> <p>Minimum Requirements: Extensive knowledge of legal English, punctuation and spelling. Knowledge of court rules, regulations and procedures. Ability to understand and follow complex oral and written instructions. Ability to accurately take dictation at 225 words per minute for extended periods of time.</p>
Data Analyst	<p>Responsible for assisting with the development and analysis of court management system reports and is responsible for the compilation and analysis of court statistical data and responding to inquiries for court data, public information, and proposed legislation.</p>

	<p>Minimum Requirements: Graduation from an accredited four-year college with a Bachelor's degree and at least two years of court related experience.</p>
Deputy Clerk of Court	<p>Responsible for the operations (operational planning, caseload management, employee training and supervision, problem solving, complaint handling, etc.) of a satellite Clerk's Office that is consolidated with a larger consolidated Clerk's office and/or is responsible for the operations of a large, consolidated Clerk's office when the Clerk of Court is unavailable. Also responsible for completing the work of a Case Manager.</p> <p>Minimum Requirements: Three years responsible experience in case processing and three years supervisory/managerial experience. Associate's degree in criminal justice, public administration, or related field or Clerk's Certification. /Graduation from high school or GED. Two years experience as an Associate Clerk</p>
Director of Court Facilities	<p>Responsible for planning for and leading facility replacement, expansion, or renovation projects; ensuring compliance with applicable statutes, rules, and codes; overseeing maintenance programs, including service contracts, emergency response, and inspections. The Director is responsible for the development and administration of the facilities budget and serves as liaison with county, municipal, and private property owners. Also oversees statewide file storage and is responsible for purchasing of all office furniture. Supervises 3 Facilities Coordinators and is responsible for 37 courthouses.</p> <p>Minimum Requirements: Graduation from an accredited four-year college with a degree in construction engineering, architecture, facilities management, public administration or related field, significant experience in public facility/court facility planning and construction, working with architectural firms or other related management responsibilities.</p>
Director of Human Resources	<p>Responsible for developing and administering personnel policies and procedures. Serves as Chief Negotiator, interprets, and administers collective bargaining agreements. Oversees employee education and training programs, Payroll, Family Medical Leave, Workers Compensation, Recruitment and Retention. Serves as the Equal Employment Opportunity Officer and manages employee ADA requests. Conducts employment investigations and provides strategic direction regarding HR matters. The incumbent works with a high degree of independence.</p> <p>Minimum Requirements: Masters degree in Human Resources or related field or a Bachelors degree and a Senior Professional Human Resources (SPHR) Certificate plus extensive management experience in human resources and labor relations preferably in a statewide environment.</p>
Director of Operations/Chief Operations Officer	<p>High level oversight of the operation of multiple departments that provide services to statewide public facilities. Works closely with leadership to ensure that strategic goals are met and multiple programs are aligned. Responsible for process improvement and budgetary performance of each area.</p> <p>Minimum Requirements: Graduation from an accredited four-year college with a degree in Public Administration or related field, plus</p>

	extensive experience of a progressively responsible nature in court management or closely related field
Director of Security/Chief of Police	<p>Oversees a certified law enforcement agency. The work involves the planning and management of all judicial marshal services including courthouse security and safety, security training, threat management, electronic security, disaster planning/recovery, and coordination with other law enforcement agencies. All are law enforcement officers and carry a firearm.</p> <p>Minimum Requirements: Graduation from an accredited four year college, with a degree in Criminal Justice, Public Administration or related field, plus extensive experience of a progressively responsible nature in court, security or other criminal justice management</p>
Employee Relations Specialist	<p>Responsible for research and development of policies, procedures, and new initiatives. Analyzes data to generate meaningful HR Metrics reports. Responsible for HR communications, conducting employment investigations, coaching supervisors, project work, and assisting with training initiatives. Is a subject matter expert in one or more areas of HR.</p> <p>Minimum Requirements: Associates Degree and a minimum of four (4) years of Human Resources generalist experience required</p>
Executive Assistant	<p>Responsible for providing senior level executive. This position performs advanced and confidential duties requiring broad experience, skill and knowledge of organizational policies and practices. Takes authorized action and uses initiative and judgment to see that matters requiring attention are handled efficiently and effectively. Responsible for anticipating the needs and eliminating non-critical tasks on the SCA's complex schedule.</p> <p>Minimum Requirements: Graduation from high school (or GED) and at least two years experience as a legal secretary, executive secretary, or administrative assistant</p>
Facilities Coordinator	<p>Manages multiple properties, including working with vendors and contracts for various building systems and services. Writes RFPS and leads vendor selection, coordinating schedules and timelines, and provides oversight of the construction projects, system upgrades, and other building services. Works with administration and staff on upgrading systems and redesigning workspace and courtrooms.</p> <p>Minimum Requirements: Minimum of graduation from an accredited two-year college with a degree in Building Technology or related field, plus significant and increasingly responsible experience in the building construction industry and/or building/property management service industry.</p>

Grant Writer & Special Programs Coordinator	<p>Assists in establishing, maintaining, staffing, coordinating, operating, and evaluating specialty dockets and pilot projects in the Trial Courts. Writes grant applications and administers grants and grant funding.</p> <p>Minimum Requirements: Graduation from an ABA accredited law school with a Juris Doctor degree or graduation from an accredited college or university with a Masters Degree in Public Administration, Public Policy Analysis, Public Management or related field is required. A minimum of three years experience in designing, implementing and managing complex new programs, preferably of a statewide nature.</p>
HR Generalist	<p>This position typically acts as a resource on human resources matters, providing guidance, assistance and support to management, supervisors and employees. May manage one or more areas of Human Resources, including recruitment, on-boarding, training, benefits, payroll, family medical leave, worker's compensation, or database management.</p> <p>Minimum Requirements: Graduation from an accredited college or university with a bachelor's degree in a related field required. Specialized courses of study, training or additional relevant experience in Human Resources may be considered to offset the academic requirements. At least three (3) years of Human Resources experience required.</p>
IT Applications Manager	<p>The Manager of Applications Development and Implementation is a highly responsible position, which provides support to the Chief Information Officer (CIO) across a broad spectrum of initiatives, specifically those around the requirements, development and successful implementation of a state-of-the-art Judicial case management and e-filing solution. The Manager of Applications Development and Implementation serves as a project manager, program manager, strategic planner, technical and general manager in the Office of Information Technology (OIT) and as an advisor to the Chief Information Officer.</p> <p>Minimum Requirements: Graduation from an accredited college or university with a Bachelor's Degree. Knowledge and experience of project management methodologies and cost estimation methodologies and techniques.</p>
IT Business Analyst	<p>Works closely with business unit to configure software applications and programs. Representative tasks may include: configuration and testing of automated workflows, performance of quality assurance testing, end-user account and permissions management, resolution of assigned tier-2 end-user support issues, and delivery of end-user training. Provides tier-2 end-user customer support for all other application software issues; identifies opportunities for improving business processes through application software; serves as a "liaison" for personnel and IT and participates in requirements gathering processes.</p> <p>Minimum Requirements: Graduation from an accredited college or university with a Bachelor's Degree.</p>

IT Help Desk Technician	<p>Provides maintenance of the computer desktop/laptop environment by analyzing requirements, resolving problems, installing hardware and software solutions, and supporting the Maine Judicial Branch Help Desk. The employee will be responsible for support of computers, printers, and other end user equipment. Tasks include end user support, license tracking, performing computer maintenance, upgrades, and configurations.</p> <p>Minimum Requirements: Duties require experience equivalent to two years experience in Judicial Branch operations, or equivalent combination of education and experience.</p>
IT Infrastructure Manager	<p>Serves as a Technology Architect. Responsibilities include designing, implementing and managing systems infrastructure, mixed micro-systems environment - (Mac & Windows), Active Directory, Windows Servers, IIS and SQL Server). Additionally, will manage and provide expertise in areas including: Help Desk, Network, Storage, IT Security, Business Continuity, Disaster Recovery, Video/Audio, Courtroom Electronic Recording, VOIP Telephony, Radio, Biometrics, Assistive Technologies, Video Surveillance, and Building Control System Automation, and the data center. Serves as a technical and general manager in the Office of Information Technology (OIT) and as an advisor to the Chief Information Officer.</p> <p>Minimum Requirements: Graduation from an accredited college or university with a Bachelor's Degree. At least 2 years supervisory experience</p>
IT Project Manager	<p>As a project manager, user group coordinator, applications release team lead, and business analyst, this position shares in the responsibility for ensuring OIT is meeting the business objectives and for coordinating information sharing between departments and partnering agencies. (e.g. leads and coordinates some internal user groups and represents IT with external committees). Assists in developing budgets and tracks actuals for technology expenditures.</p> <p>Minimum Requirements: Graduation from an accredited college or university with a Bachelor's Degree, Master's Degree preferred. 1 -3 years relevant experience, such as implementing application solutions in a business environment.</p>
IT Support "geek squad"	<p>Technical support professional who works with a team of IT specialists in maintaining, deploying, and supporting desktop and laptop computers and office productivity software for employees. Supports local and wide area networks, as well as audiovisual equipment and video conferencing system. Provides direct technical support to end users in the field.</p> <p>Minimum Requirements: Graduation from high school (or GED). Demonstrated three to five (3–5) years experience supporting Personal Computers (Mac/Apple experience a plus). Maintaining a large number of client computers in an office enterprise environment.</p>

Law Clerk	<p>Provides assistance to the justices and judges in a variety of ways in managing their caseloads by conducting research and writing on the legal issues or factual matters in a case. Reviews and analyzes legal materials, including rules, administrative orders, policies, procedures, and legislation, conducts research, and drafts related documents. The incumbent also organizes and maintains file systems and other processes for the Court and carries out other attorney related duties.</p> <p>Minimum Requirements: Graduation from an accredited law school graduate with significant experience as a law clerk, practicing attorney, or other type of legal experience. A Maine state license to practice law or must be able to obtain a Maine state license to practice law within six months of hire. Must possess excellent analytical skills and the ability to communicate effectively both orally and in writing.</p>
Legal Secretary to a Partner/Executive	<p>Performs specialized and confidential secretarial duties which often require independent judgment. Work involves providing administrative, organizational, and clerical support to one or more Associate Justices of the Supreme Judicial Court. Typical tasks include sorting/organizing briefs, proofreading and distributing memos and opinions, communicating with organizations, attorneys, and others on behalf of the justice(s), organizing and purchasing supplies, and providing organizational support for various projects, meetings, and tasks. May also oversee and assign the work of Law Clerks.</p> <p>Minimum Requirements: Graduation from high school (or GED) and at least two years experience as a legal secretary, executive secretary, or administrative assistant.</p>
Legal Secretary to an Associate	<p>Administrative and legal secretarial position of a confidential nature. Work involves providing clerical support to Judicial Officers in the Trial Courts (and others as directed) by typing correspondence, judicial orders and judgments, scheduling meetings, purchasing supplies, courtroom assistance and other related tasks.</p> <p>Minimum Requirements: At least two years experience as a secretary or administrative assistant, preferably in the legal field; and Associate's Degree in a related field</p>
Legal Services Program Manager	<p>Responsible for managing and improving all facets of guardian ad litem services within the court system and providing information to those requesting or receiving those services. Develops policies, procedures, and mechanisms to assure the quality of GAL services and its efficient provision of those services. Oversees the work of employees, contractors, and interns.</p> <p>Minimum Requirements: Graduation from an American Bar Association accredited law school and admission to the Maine Bar required. Significant supervisory experience required.</p>
Legislative Analyst	<p>Assists leadership in tracking, analyzing, and responding to legislative proposals and requests for information, including the development of fiscal impact statements, and assisting in complying with new legislative enactments. Responsible for assisting in the evaluation of proposed legislation and preparation of impact statements, and assists in the development of legislative proposals, rule amendments supporting changes in law, and business practices</p>

	<p>related to new legal requirements, including data analysis.</p> <p>Minimum Requirements: Graduation from an accredited four-year college with a degree in Public, Business, Court Administration, Government, or related field.</p>
Manager of Communications	<p>Serves as the Webmaster and assumes responsibility for overall content and design of the intranet and internet. Provides graphic design services for web and print materials. Oversees the development of new and revised statistical and management reports, including fiscal year/calendar year annual summaries, quarterly case aging and clearance reports, open case reports and other reports as directed. Coordinates responses to data requests, inquiries made pursuant to the administrative order on public information and confidentiality, and any Freedom of Access Act (FOAA) or Freedom of Information Act (FOIA) requests.</p> <p>Minimum Requirements: Graduation with a four (4) year college degree and at least four (4) years of progressively responsible experience. Experience with graphic design and layout principles and aesthetic design concepts required.</p>
Manager of Training and Development	<p>Responsible for driving business impact through learning and development solutions, providing strategic direction to the department, and developing and delivering a training program that enhances and continuously improves the skills, competencies and performance of staff. Partners with business leaders to identify business performance needs, clarify desired outcomes/results and recommend learning solutions required to achieve stated results. Responsible for designing e-based learning modules through various authoring and publishing tools and also serves as an in-house trainer.</p> <p>Minimum Requirements: Bachelor's degree from an accredited college or university. At least five (5) years of professional training experience.</p>
Mediation Manager	<p>Oversees the daily administration of Court Alternative Dispute Resolution Services. Keeps monthly statistics on number of mediation sessions held, disposition of cases, funds expended for administration, and provider services and travel. Prepares periodic reports on caseload and YTD status of expenditures. Oversees and evaluates work of mediators, personnel and contractors.</p> <p>Minimum Requirements: A bachelor's degree, as well as one or more advanced degrees in dispute resolution, law, counseling, or other related field are required. Extensive formal training as well as extensive actual experience in dispute resolution are required, as are excellent oral and written communication and interpersonal skills. Experience in administration together with a demonstrated record of providing leadership in complex environments are required</p>
Office Clerk/Assistant	<p>Responsible for processing orders by ensuring information is complete and the order is entered into the database. Locating ordered product and shipping it to outside vendor for production. Responsible for processing and completion of digital file orders. Maintains inventory of computers and digital recording equipment used for statewide electronic recording in the courtrooms and may provide technical assistance on the use of such equipment.</p>

	<p>Minimum Requirements: Associates degree from an accredited university and experience or training with the use of digital electronic recording systems, preferably in a Court environment or five years experience recording and monitoring in Court and formal training in using digital electronic recording systems to fulfill audio and transcript requests.</p>
Office Supervisor	<p>Responsible for overseeing and managing the daily workload of assigned areas of the office. Supervise, train, and assist in the hiring decision for employees and/or contractors. May complete work to support projects or initiatives. This position may also be assigned the work of subordinates in addition to supervisory duties.</p> <p>Minimum Requirements: Associate's Degree required. Two years experience in an Office where transcripts, or similar products, are produced or managed.</p>
Operations Analyst	<p>Performs business process analysis by comparing business processes to system capabilities. Research and evaluate current processes and develop strategies for improving business processes and makes recommendations around policies and procedures to achieve process improvement. Analyzes management reports and makes recommendations regarding policies, procedures, staff training and other resource needs based on workload data. Provides support to supervisors in staff selection, office organization, training, scheduling, system and other operational matters.</p> <p>Minimum Requirements: Graduation from an accredited four-year college with a degree in Public, Business or Court Administration or related field. Experience with or ability to learn how to access and search within current case management system and other databases within the Judicial Branch required. Experience with Microsoft Excel and Word required.</p>
Process Improvement Manager	<p>Monitors and analyzes statistical and court management information related to criminal cases and specialty dockets. Conducts research and analysis to define problems, issues or trends affecting the court system. Develops recommendations, solutions or options. Conducts reviews of criminal case flow processes, monitor national trends and conducts research into best practices and develops recommendations to improve criminal scheduling and case processing. Oversees bail commissioner services and assists with the development and revision of bail procedures, and with training and quality control for bail commissioner services.</p> <p>Minimum Requirements: Juris Doctor or equivalent degree from an American Bar Association accredited Law School. Five (5) years of experience in the practice of Family Division-related law. Active Maine Bar membership. Three (3) years of supervisory experience.</p>
Process Improvement/ADA Compliance Manager (COMBINED WITH PROCESS IMPROVEMENT MANAGER)	<p>Responsible for improving process in all civil case types, by eliminating unproductive procedural events, identifying and recommending improvements to civil court practices and case flow processes. Analyzes civil court processes and management data, develops recommendations for improving efficiency within the trial courts, and works closely with the judiciary and administration to design, plan, and implement changes for improvement. The Manager also serves as the Judicial Branch's primary administrative resource for assuring and improving public access to the Maine state court system. The Manager is responsible for addressing the access needs of the public, including</p>

	<p>individuals with disabilities, with Limited English Proficiency, or without legal advocates.</p> <p>Minimum Requirements: Juris Doctor or equivalent degree from an American Bar Association accredited law school. Five (5) years of experience in the practice of civil law.</p>
Programmer Analyst	<p>Responsible for designing, developing and maintaining software systems. Serves as Web Services/Web Objects/Java/Cocoa developer for an Oracle 9i/10g database. Develop and Maintain Web Services Interchanges via XML/XULT including the development of Schema. Participate in troubleshooting and testing of new applications and deployment. Assist in the transition from a and maintenance of a COBOL application and interface to the new WO application. Net and MSSQL programming skills required and SSRS/SSAS/SSIS skills desired</p> <p>Minimum Requirements: Two- or four-year degree in computer science. Minimum of two years of applicable experience.</p>
Public Relations Director & Lobbyist	<p>Serves as the primary liaison with the Legislature, legislative leadership, Executive Branch and the Governor's Office. Represents the Judicial Branch in Legislative proceedings and lobbies for bipartisan support of Judicial Branch initiatives. Develops and implements a public information plan, which includes strategies for effectively communicating with the Legislative and Executive Branches of state government, the news media, and the general public.</p> <p>Minimum Requirements: Graduation from an accredited four-year college with a degree in communications, government, information systems, public administration, public relations, or related field, significant experience in governmental or public relations, or other related management responsibilities.</p>
Regional Court Operations Manager	<p>This position oversees the operations of a single department across multiple locations (2-3). The Manager oversees the functioning of clerks' offices and works closely with each location to ensure established procedures are utilized. Monitors dockets in all trial courts relative to case completion standards and implements changes in clerk's offices where needed. The Manager ensures effective communication within and between clerks' offices, and with the other areas of administration, including security, human resources, fiscal operations, training, judicial officers and court management.</p> <p>Minimum Requirements: Bachelors Degree in a related field required. Five years experience managing and supervising in a busy office environment</p>
Sergeant	<p>Performs all duties of the Court Officer. Supervises up to 20 employees. Responsible for the coordination of all judicial marshal services including trials, emergency procedures, courthouse safety, security training, threat assessment, health and safety procedures, and coordination with law enforcement agencies. All are law enforcement officers and carry a firearm.</p> <p>Minimum Requirements: Graduation from high school (or GED). Three (3) years experience as a full time Deputy Judicial Marshal or similar</p>

	relevant experience.
SQL Database Administrator	<p>Advanced technical services position involving the configuration, support and maintenance of SQL Server environments. Works closely with the contracted vendor partner's infrastructure team to install, administer, and maintain the SQL Server environments of the new enterprise-class system, which will run on Windows Server. Representative tasks may include: application of required security patches and maintenance updates, management of database security, design and implementation of database backup/restoration and business continuity polices, management of system performance, configuration and management of data and object distribution policies, and the development and management scheduled jobs.</p> <p>Minimum Requirements: Bachelor's degree from an accredited university. Substantial expertise with SQL Server and SQL Reporting Services is required.</p>
Staff Accountant	<p>Reviews and updates indirect cost allocation plans to ensure compliance with federal regulations. Assists in the preparation of annual and biennial budgets. Assists managers with procurement and contracting, and manages general special services contracts. Assists with preparation of fiscal impact statements. Conducts internal control audits of Judicial Branch locations or financial processes, including writing findings and making recommendations for changes to internal controls. Manages federal grants, other special revenue and bond funds. Supervision of Accounting staff may be exercised.</p> <p>Minimum Requirements: Graduation from an accredited four-year college with a degree in accounting or financial field required. Considerable experience in fiscal administrative or professional work required.</p>
Statewide Court Operations Manager	<p>This positions oversees the operations of a single department across multiple locations (30+). The Manager oversees the functioning of clerks' offices and works closely with administration, judicial leadership, and others to implement efficient, compliant, and consistent case management procedures statewide. Implements efficient case management procedures that comply with law, rule, and/or policy in all clerks' offices statewide. Monitors dockets in all trial courts relative to case completion standards and implements changes in clerk's offices where needed. Conducts audits of clerks' offices (operations reviews) and ensures the implementation of appropriate office improvement plans based upon the results of those audits. Monitors office staffing statewide and make adjustments when necessary. The Manager ensures effective communication within and between clerks' offices, and with the other areas of administration, including security, human resources, fiscal operations, training, judicial officers and court management.</p> <p>Minimum Requirements: Bachelor of Arts or Science (BA/BS) degree in a related field from an accredited University or College, or planned graduation with a BA/BS degree from an accredited University or College in a related field within a timeframe deemed reasonable by the Judicial Branch, plus extensive experience of a progressively responsible nature in court management or closely related field.</p>

Systems Administrator	<p>Responsible for all aspects of the information technology infrastructure, including maintaining a heterogeneous, enterprise technology stack comprised of Unix, Windows, and Macintosh operating systems in an increasingly virtualized environment using the VMware suite. Maintains a substantial Oracle database and reporting infrastructure. This position plans, designs, develops, and deploys efficient information systems and operating systems in support of core business functions. This position also ensures the stability, integrity and efficient operation of systems that support core organization functions. This is achieved by monitoring, maintaining, supporting, and optimizing all networked software and associated operating systems.</p> <p>Minimum Requirements: Bachelor's Degree plus five (5) years of systems administration experience required.</p>
Technology Assistant	<p>Responsible for recording, monitoring and logging of court proceedings on digital or analog electronic recording; and the courtroom operation of video equipment (such as television monitors, DVD or VHS player/recorder units, and interactive video conferencing systems), courtroom sound systems, the operation of assistive listening devices, and MAC or PC computer systems in courtrooms, and other courtroom technology systems and devices as necessary.</p> <p>Minimum Requirements: Graduation from high school (or GED).</p>
Technology Trainer	<p>Technology Trainer is primarily responsible for the delivery of training on software applications to employees in a classroom-based setting. Training is heavily focused on the current core case management systems and can also include other supporting applications and software programs (e.g., Microsoft Word, Excel, PowerPoint, and Mac OS and Windows). Responsible for the design and development of new application training materials, as well as maintaining and updating existing curriculums and materials.</p> <p>Minimum Requirements: Associate's degree from an accredited university. Experience with business analysis and technical support is required.</p>
Volunteer Coordinator – Specialized (COMBINED WITH LEGAL SERVICES MANAGER)	<p>Volunteer Coordinator responsible for recruitment of guardian ad litem for child protective cases or court appointed special advocates. Coordinates and supports the work of these volunteers. Maintains caseload statistics, tracking expenditures, prepares periodic reports, responds to complaints, and maintains appropriate documentation. Oversees case assignment and work of volunteers. Assures compliance with established standards of practice and the policies and procedures for the program. Requires a law degree and oversight of work by attorneys.</p> <p>Minimum Requirements: Thorough understanding of legal process, statutory requirements, and up to date understanding of federal, state, and local resources related to child protective service. Must have a valid Maine Driver's License and automobile insurance. Direct child protection experience.</p>

Appendix B – Detailed Market Data

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APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Accounting Clerk					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Fiscal Administrative Assistant I	40.0	\$43,548	\$50,166	\$56,784
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Head Account Clerk	37.5	\$40,502	\$46,946	\$53,389
New Hampshire Judicial Branch	Accounting Analyst II	37.5	\$32,098	\$38,473	\$44,848
Rhode Island Judicial Branch	Accounting Clerk	35.0	\$42,804	\$45,471	\$48,139
US District Court of Maine	Financial Clerk	40.0	\$42,884	\$56,292	\$69,700
Vermont Judicial Branch	Accountant A	40.0	\$36,414	\$45,149	\$53,884
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$30,826	\$37,950	\$45,074
<i>Court Systems Market Average</i>			\$39,708	\$47,083	\$54,457
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			78%	81%	83%
<i>State & Local Government Data Sources</i>					
City of Portland	Account Clerk II (CEBA)	40.0	\$30,518	\$34,633	\$38,747
Maine Executive Branch	Accounting Associate II	40.0	\$30,815	\$36,964	\$43,112
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	Accounts Management Assistant	40.0	\$37,062	\$45,613	\$54,163
University of Maine System	Accounting Support Specialist	40.0	\$30,389	\$37,232	\$44,075
Maine Judicial Branch		40.0	\$30,826	\$37,950	\$45,074
<i>State & Local Government Market Average</i>			\$32,196	\$38,610	\$45,024
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			96%	98%	100%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Bookkeeping, Accounting and Auditing Clerks - 4	40.0	\$23,890	\$36,825	\$49,760
Economic Research Institute - Maine	Accounting Clerk - Level 1	40.0	\$28,331	\$32,794	\$37,257
Mercer - Northeast Region	Accounts Payable Clerk - Entry	40.0	\$42,900	\$48,700	\$54,500
Towers Watson - Northeast Region	Accounting - Entry - U1	40.0	\$27,600	\$35,650	\$43,700
Maine Judicial Branch		40.0	\$30,826	\$37,950	\$45,074
<i>Published Market Average</i>			\$30,680	\$38,492	\$46,304
<i>Maine Judicial Branch as a % of Published Market Average</i>			100%	99%	97%

Data effective date: 7 /1 /2016

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**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40	\$30,826	\$37,950	\$45,074
Overall Comparator Market Average		\$34,195	\$41,395	\$48,595
Maine Judicial Branch as a % of Overall Market Average		90%	92%	93%
Adjustment To Reach Market Average		11%	9%	8%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Accounting Clerk I, Accounting Clerk II

Extensive data entry work, including accounts payable, revenue refunds, interagency payments, and journal fund transfers. Prepares miscellaneous accounting spreadsheets and performs related data entry. Assists in the review and verification of financial/statistical information.

Minimum Requirements: Associate's Degree from a business school or college, or relevant experience that provides the knowledge, skills, and ability to perform the requirements of the position.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Administrative Assistant					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Administrative Assistant	40.0	\$45,705	\$52,524	\$59,342
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Administrative Assistant	37.5	\$40,502	\$48,922	\$57,341
New Hampshire Judicial Branch	Administrative Assistant	37.5	\$32,098	\$38,473	\$44,848
Rhode Island Judicial Branch	Administrative Assistant (8822)	35.0	\$46,970	\$50,562	\$54,154
US District Court of Maine	Administrative Assistant	40.0	\$38,833	\$50,964	\$63,095
Vermont Judicial Branch	Administrative Assistant A	40.0	\$36,414	\$45,149	\$53,884
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$36,837	\$42,380	\$47,923
<i>Court Systems Market Average</i>			\$40,087	\$47,766	\$55,444
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			92%	89%	86%
<i>State & Local Government Data Sources</i>					
City of Portland	Administrative Associate (CEBA)	40.0	\$33,657	\$38,279	\$42,900
Maine Executive Branch	Secretary Specialist Supervisor	40.0	\$35,556	\$44,936	\$54,316
Maine Public Employee's Retirement System	Administrative Assistant, Executive Secretary	40.0	\$39,170	\$46,025	\$52,880
Maine State Legislature	Administrative Secretary	40.0	\$39,268	\$49,435	\$59,601
University of Maine System	Administrative Coordinator	40.0	\$35,183	\$46,911	\$58,639
Maine Judicial Branch		40.0	\$36,837	\$42,380	\$47,923
<i>State & Local Government Market Average</i>			\$36,567	\$45,117	\$53,667
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			101%	94%	89%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Secretaries and Admin Assistants - 43-6014	40.0	\$22,680	\$34,315	\$45,950
Economic Research Institute - Maine	Administrative Assistant - Level 1	40.0	\$30,550	\$36,730	\$42,910
Mercer - Northeast Region	Administrative Assistant - Entry	40.0	\$41,800	\$47,350	\$52,900
Towers Watson - Northeast Region	Administrative Assistance - Intermediate - U2	40.0	\$33,500	\$42,350	\$51,200

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$36,837	\$42,380	\$47,923
Published Market Average		\$32,133	\$40,186	\$48,240
Maine Judicial Branch as a % of Published Market Average		115%	105%	99%
Maine Judicial Branch	40	\$36,837	\$42,380	\$47,923
Overall Comparator Market Average		\$36,262	\$44,356	\$52,450
Maine Judicial Branch as a % of Overall Market Average		102%	96%	91%
Adjustment To Reach Market Average		-2%	5%	9%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Administrative Secretary (Security), Administrative Assistant, Financial Administrative Assistant, Administrative/Data Assistant

Work assigned to this position involves clerical and organizational support for a department. Organizes, monitors, and provides organizational and clerical support for various projects and presentations, including PowerPoint. Receives, screens, and routes or answers incoming telephone calls and email. Opens and distributes incoming mail, faxes, and other correspondence. Performs varied office management tasks, including ordering and organizing office supplies, and ensuring office equipment is maintained. Schedules and confirms meetings, training sessions, informational sessions, and mediations, appointments and makes travel arrangements, when assigned.

Minimum Requirements: Graduation from high school (or GED) and at least two years experience as a legal secretary, executive secretary, or administrative assistant.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Call Center Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	No Match		NA	NA	NA
New Hampshire Judicial Branch	Information Center Manager	37.5	\$61,912	\$74,338	\$86,764
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$56,056	\$64,189	\$72,322
<i>Court Systems Market Average</i>			\$61,912	\$74,338	\$86,764
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			91%	86%	83%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$56,056	\$64,189	\$72,322
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Admin Services Manager - 11-3011	40.0	\$42,570	\$77,570	\$112,570
Economic Research Institute - Maine	Call Center Manager - Level 2	40.0	\$54,159	\$65,451	\$76,743
Mercer - Northeast Region	Customer Service Manager	40.0	\$57,300	\$66,000	\$74,700
Towers Watson - Northeast Region	Customer Contact Center - Manager - M2	40.0	\$58,500	\$74,700	\$90,900

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$56,056	\$64,189	\$72,322
Published Market Average		\$53,132	\$70,930	\$88,728
Maine Judicial Branch as a % of Published Market Average		106%	90%	82%
Maine Judicial Branch	40	\$56,056	\$64,189	\$72,322
Overall Comparator Market Average		\$57,522	\$72,634	\$87,746
Maine Judicial Branch as a % of Overall Market Average		97%	88%	82%
Adjustment To Reach Market Average		3%	13%	21%

NA = Data Not Available

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Manager of Centralized Services

Responsible for the general management of a call center and data processing center, including directing, coordinating and supervising the activities and staff. May recommend initiatives and modifications to existing policies and procedures as may be required or beneficial to the operations of the department. Ensures compliance with existing and changing law. Interacts with and assists leaders with the development and updating of procedure manuals, publications, and forms for the operation of the center.

Minimum Requirements: Bachelor's Degree in a related field required. Five years experience supervising a complex office environment with 5 or more employees.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Call Center/Data Processing Representative					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	No Match		NA	NA	NA
New Hampshire Judicial Branch	Call Center Representative I, II, III	37.5	\$27,227	\$36,037	\$44,848
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$29,266	\$35,890	\$42,515
<i>Court Systems Market Average</i>			\$27,227	\$36,037	\$44,848
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			107%	100%	95%
<i>State & Local Government Data Sources</i>					
City of Portland	Customer Service Representative (CEBA)	40.0	\$30,518	\$34,633	\$38,747
Maine Executive Branch	Customer Representative Associate II	40.0	\$28,370	\$34,049	\$39,727
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$29,266	\$35,890	\$42,515
<i>State & Local Government Market Average</i>			\$29,444	\$34,341	\$39,237
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			99%	105%	108%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Customer Service Reps - 43-4051	40.0	\$22,950	\$35,480	\$48,010
Economic Research Institute - Maine	Call Center Representative - Level 2	40.0	\$33,669	\$39,864	\$46,059
Mercer - Northeast Region	Customer Service Representative - Experienced	40.0	\$33,900	\$39,800	\$45,700
Towers Watson - Northeast Region	Customer Contact Center - Intermediate - U2	40.0	\$27,000	\$34,400	\$41,800

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$29,266	\$35,890	\$42,515
Published Market Average		\$29,380	\$37,386	\$45,392
Maine Judicial Branch as a % of Published Market Average		100%	96%	94%
Maine Judicial Branch	40	\$29,266	\$35,890	\$42,515
Overall Comparator Market Average		\$28,684	\$35,921	\$43,159
Maine Judicial Branch as a % of Overall Market Average		102%	100%	99%
Adjustment To Reach Market Average		-2%	0%	2%

NA = Data Not Available

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Associate Clerk MJBVB, Service Center Associate, Service Center Assistant, Service Center/Violations Bureau Assistant Clerk

Responsible for answering incoming phone lines to the courts to answer sensitive and complex court inquiries. Extensive use of various databases, computer systems, and knowledge of basic office procedure are required. Responsible for high volume data entry of traffic tickets into state-wide database and responsible for processing of payment of fines associated with traffic tickets.

Minimum Requirements: Graduation from high school (or GED). Ability to interact effectively with the public, supervisors, other court staff, judge/justices, attorneys, and law enforcement.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Captain					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Chief Court Officer	37.5	\$60,625	\$75,038	\$89,450
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$48,693	\$56,066	\$63,440
<i>Court Systems Market Average</i>			\$60,625	\$75,038	\$89,450
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			80%	75%	71%
<i>State & Local Government Data Sources</i>					
City of Portland	Police Lieutenant	40.0	\$66,768	\$69,191	\$71,614
Maine Executive Branch	Capitol Police Lieutenant	40.0	\$46,213	\$54,676	\$63,139
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Police Captain	40.0	\$46,530	\$62,040	\$77,549
Maine Judicial Branch		40.0	\$48,693	\$56,066	\$63,440
<i>State & Local Government Market Average</i>			\$53,170	\$61,969	\$70,768
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			92%	90%	90%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Supervisor of Police and Detectives - 33-1012	40.0	\$46,950	\$68,000	\$89,050
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$48,693	\$56,066	\$63,440
Published Market Average		\$46,950	\$68,000	\$89,050
Maine Judicial Branch as a % of Published Market Average		104%	82%	71%
Maine Judicial Branch	40	\$48,693	\$56,066	\$63,440
Overall Comparator Market Average		\$53,582	\$68,336	\$83,089
Maine Judicial Branch as a % of Overall Market Average		91%	82%	76%
Adjustment To Reach Market Average		10%	22%	31%

NA = Data Not Available

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Deputy Chief Marshal, Captain

Performs all duties of the Court Officer and Sergeants. Responsible for coordination of all court security services including trials, emergency procedures, courthouse safety, security training, threat assessment, health and safety procedures, and coordination with law enforcement agencies. Prepares and implements security plans and procedures for standard and high risk/high profile trials. Provides threat review, assessment and response for any threats to employees the public or facilities. Prepares, analyzes and implements security procedures for emergency response which includes the development and maintenance of emergency response manuals for each Judicial Branch facility for which he has responsibility. Assumes responsibility for the training of court staff in emergency response procedures. All are law enforcement officers and carry a firearm.

Minimum Requirements: Graduation from an accredited four-year college, preferably with a degree in Police Administration or Criminal Justice, plus at least five (5) years of work experience of a progressively responsible nature in court or other law enforcement management.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Case Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Administrative Clerk I	40.0	\$36,026	\$40,943	\$45,860
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Case Specialist	37.5	\$28,210	\$36,091	\$43,972
New Hampshire Judicial Branch	Case Manager	37.5	\$36,192	\$43,897	\$51,601
Rhode Island Judicial Branch	General Operations Asst. (4414)	35.0	\$35,680	\$37,392	\$39,103
US District Court of Maine	Case Administrator	40.0	\$42,884	\$56,292	\$69,700
Vermont Judicial Branch	Docket Clerk B	40.0	\$32,993	\$40,840	\$48,688
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$29,266	\$35,890	\$42,515
<i>Court Systems Market Average</i>			\$35,331	\$42,576	\$49,821
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			83%	84%	85%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$29,266	\$35,890	\$42,515
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Legal Support Workers, All Other	40.0	\$32,400	\$46,860	\$61,320
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Clerical - Intermediate - U2	40.0	\$30,300	\$39,100	\$47,900

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$29,266	\$35,890	\$42,515
Published Market Average		\$31,350	\$42,980	\$54,610
Maine Judicial Branch as a % of Published Market Average		93%	84%	78%
Maine Judicial Branch	40	\$29,266	\$35,890	\$42,515
Overall Comparator Market Average		\$33,340	\$42,778	\$52,215
Maine Judicial Branch as a % of Overall Market Average		88%	84%	81%
Adjustment To Reach Market Average		14%	19%	23%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Assistant Clerk, Associate Clerk, Associate Clerk of the Law Clerk

Responsible for a variety of functions including case administration duties such as, reviewing legal documents received in a variety of case types, including civil, criminal and administrative matters to determine conformity with the federal/local rules, and timeliness, accuracy and completeness; preparing case opening documents and transmitting to appropriate parties; reviewing cases and reports and taking any necessary action to ensure that the cases proceed efficiently; preparing and filing court documents including judgments, orders and notices; maintaining official dockets and entering appropriate data into the court's automated case management system; and responding to inquiries regarding procedures, electronic filing and case information.

Minimum Requirements: Graduation from high school or GED. Two years experience in a Clerk's Office.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Caseload Manager/Coordinator					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Case Coordinator	37.5	\$37,814	\$45,602	\$53,389
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Administrative Clerk (8829)	35.0	\$63,092	\$67,265	\$71,437
US District Court of Maine	Assistant Operations Manager	40.0	\$62,181	\$81,636	\$101,090
Vermont Judicial Branch	Case Flow Coordinator B	40.0	\$42,594	\$52,986	\$63,377
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$42,016	\$52,728	\$63,440
<i>Court Systems Market Average</i>			\$51,420	\$61,872	\$72,323
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			82%	85%	88%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$42,016	\$52,728	\$63,440
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Supervisors of Office and Admin Support - 43-10	40.0	\$31,660	\$49,840	\$68,020
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$42,016	\$52,728	\$63,440
Published Market Average		\$31,660	\$49,840	\$68,020
Maine Judicial Branch as a % of Published Market Average		133%	106%	93%
Maine Judicial Branch	40	\$42,016	\$52,728	\$63,440
Overall Comparator Market Average		\$41,540	\$55,856	\$70,172
Maine Judicial Branch as a % of Overall Market Average		101%	94%	90%
Adjustment To Reach Market Average		-1%	6%	11%

NA = Data Not Available

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Division Supervisor I, Division Supervisor II, Division Supervisor III

Assumes responsibility for the operations in one division of a clerk's office (criminal civil or family matters). Coordinates and supervises all activities within the Division and is accountable for all facets of its operation (operational planning, caseload management, employee training and supervision, problem solving, complaint handling, etc.). Also responsible for completing the work of a Case Manager.

Minimum Requirements: Three to five years responsible experience in case processing and three years supervisory/managerial experience. Associate's degree in criminal justice, public administration, or related field or Clerk's Certification for Division Supervisor I and II. Bachelor's degree, or related Clerk's certification for Division Supervisor III.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

CEO/Court Administrator					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Chief Court Administrator	40.0	\$165,005	\$165,005	\$165,005
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Court Administrator	37.5	\$135,830	\$135,830	\$135,830
New Hampshire Judicial Branch	Director of AOC	37.5	\$84,927	\$102,038	\$119,149
Rhode Island Judicial Branch	State Court Administrator (8848)	35.0	\$117,753	\$124,150	\$130,547
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	State Court Administrator	40.0	\$109,996	\$129,014	\$148,032
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$121,971	\$121,971	\$121,971
<i>Court Systems Market Average</i>			\$122,702	\$131,207	\$139,713
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			99%	93%	87%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Commissioner Dept of Admin & Fin Services	40.0	\$82,359	\$108,315	\$134,272
Maine Public Employee's Retirement System	Executive Director	40.0	\$252,000	\$252,000	\$252,000
Maine State Legislature	Executive Director	40.0	\$92,580	\$116,494	\$140,409
University of Maine System	President	40.0	\$181,609	\$181,609	\$181,609
Maine Judicial Branch		40.0	\$121,971	\$121,971	\$121,971
<i>State & Local Government Market Average</i>			\$152,137	\$164,605	\$177,073
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			80%	74%	69%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Chief Executives - 11-1011	40.0	\$129,710	\$129,710	\$129,710
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	Top Strategic Planning Executive	40.0	\$171,600	\$208,100	\$244,600
Towers Watson - Northeast Region	Strategic Planning/Development - Group Manage	40.0	\$139,600	\$159,300	\$179,000

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$121,971	\$121,971	\$121,971
Published Market Average		\$146,970	\$165,703	\$184,437
Maine Judicial Branch as a % of Published Market Average		83%	74%	66%
Maine Judicial Branch	40	\$121,971	\$121,971	\$121,971
Overall Comparator Market Average		\$140,603	\$153,838	\$167,074
Maine Judicial Branch as a % of Overall Market Average		87%	79%	73%
Adjustment To Reach Market Average		15%	26%	37%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

State Court Administrator

Responsible for the oversight and management of all administrative areas of the courts. Sets strategic direction and goals, determines policy, makes high level budgetary decisions, and determines the overall direction of the court system in coordination with the judiciary. Testifies in front of the Legislature, lobbying for funds to support initiatives.

Minimum Requirements: Master's Degree in judicial administration, business administration, public administration or related field. Seven to ten years experience, including 4 years managerial experience.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Chief Financial Officer					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Director Fiscal Administration	40.0	\$103,298	\$120,895	\$138,493
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	CFO	37.5	\$123,845	\$123,845	\$123,845
New Hampshire Judicial Branch	Fiscal Manager	37.5	\$75,193	\$90,312	\$105,431
Rhode Island Judicial Branch	Director of Finance and Budget (8844)	35.0	\$100,703	\$107,099	\$113,494
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Chief of Finance and Administration	40.0	\$95,604	\$112,052	\$128,500
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$79,435	\$90,938	\$102,440
<i>Court Systems Market Average</i>			\$99,729	\$110,841	\$121,953
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			80%	82%	84%
<i>State & Local Government Data Sources</i>					
City of Portland	Finance Director	40.0	\$89,564	\$103,028	\$116,493
Maine Executive Branch	State Controller	40.0	\$71,395	\$92,831	\$114,267
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	Finance Director	40.0	\$76,461	\$96,248	\$116,036
University of Maine System	Chief Business Officer - UM	40.0	\$140,760	\$140,760	\$140,760
Maine Judicial Branch		40.0	\$79,435	\$90,938	\$102,440
<i>State & Local Government Market Average</i>			\$94,545	\$108,217	\$121,889
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			84%	84%	84%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Financial Managers - 11-3031	40.0	\$56,610	\$106,510	\$156,410
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	Chief Financial Officer - Division	40.0	\$133,200	\$174,950	\$216,700
Towers Watson - Northeast Region	Finance/Business Controls - Group Manager - M4	40.0	\$109,800	\$140,950	\$172,100

APPENDIX B
**Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$79,435	\$90,938	\$102,440
Published Market Average		\$99,870	\$140,803	\$181,737
Maine Judicial Branch as a % of Published Market Average		80%	65%	56%
Maine Judicial Branch	40	\$79,435	\$90,938	\$102,440
Overall Comparator Market Average		\$98,048	\$119,954	\$141,859
Maine Judicial Branch as a % of Overall Market Average		81%	76%	72%
Adjustment To Reach Market Average		23%	32%	38%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Chief of Finance & Administrator

Responsible for the establishment and maintenance of fiscal procedures. Serves as advisor to the Chief Executive on financial and administrative matters. Develops strategic vision and goals for areas of oversight, and works closely with functional areas to ensure that they are working towards these goals.

Minimum Requirements: Graduation from an accredited four-year college with a degree in court administration, public administration, accounting, business administration or a related field. At least eight (8) years experience in related financial or administrative work.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Chief Information Officer					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Director Information Systems	40.0	\$112,525	\$131,057	\$149,589
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	CIO	37.5	\$131,835	\$131,835	\$131,835
New Hampshire Judicial Branch	Chief Technology Officer	37.5	\$84,927	\$102,038	\$119,149
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Chief Information Officer	40.0	\$95,604	\$112,052	\$128,500
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$79,435	\$90,938	\$102,440
<i>Court Systems Market Average</i>			\$106,223	\$119,246	\$132,268
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			75%	76%	77%
<i>State & Local Government Data Sources</i>					
City of Portland	IT Director	40.0	\$89,564	\$103,028	\$116,493
Maine Executive Branch	Chief Information Officer	40.0	\$83,778	\$109,984	\$136,189
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	IT Director	40.0	\$84,149	\$105,880	\$127,611
University of Maine System	Chief Information Security Officer	40.0	\$137,560	\$137,560	\$137,560
Maine Judicial Branch		40.0	\$79,435	\$90,938	\$102,440
<i>State & Local Government Market Average</i>			\$98,763	\$114,113	\$129,463
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			80%	80%	79%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Computer and Info Systems Managers - 11-3021	40.0	\$58,570	\$111,780	\$164,990
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	Chief Information Security Officer	40.0	\$121,900	\$147,950	\$174,000
Towers Watson - Northeast Region	IT Administration - Group Manager - M4	40.0	\$113,500	\$148,800	\$184,100

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$79,435	\$90,938	\$102,440
Published Market Average		\$97,990	\$136,177	\$174,363
Maine Judicial Branch as a % of Published Market Average		81%	67%	59%
Maine Judicial Branch	40	\$79,435	\$90,938	\$102,440
Overall Comparator Market Average		\$100,992	\$123,178	\$145,365
Maine Judicial Branch as a % of Overall Market Average		79%	74%	70%
Adjustment To Reach Market Average		27%	35%	42%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Director of Information Technology

Directs all technology projects, services, and functions and provides vision and leadership for developing and implementing information technology initiatives. The CIO directs the planning and implementation of technological systems to support the business operations, including long-range planning, development and maintenance of integrated case information systems, computer training, computer workstation and HELP desk support, facilities support, and network technological solutions on a statewide basis. General areas of responsibility for this position include: oversight of multiple complex projects, system integration, application development and maintenance, computer operations and infrastructure help support services, budget development, and staff supervision.

Minimum Requirements: Graduation from an accredited college or university with a Bachelor's Degree. A minimum of ten (10) years of information technology experience of which six (6) years includes the coordination, oversight, and implementation of information technology projects and programs. Three (3) years of supervisory experience.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Clerk of Court - Midsize court					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Judicial District Chief Clerk	40.0	\$98,922	\$116,078	\$133,235
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	No Match		NA	NA	NA
New Hampshire Judicial Branch	Court Clerk VI, VII, VIII	37.5	\$67,670	\$92,888	\$118,107
Rhode Island Judicial Branch	Clerk (8834)	35.0	\$76,122	\$81,194	\$86,266
US District Court of Maine	No Match	40.0	NA	NA	NA
Vermont Judicial Branch	Court Operations Manager	40.0	\$67,848	\$79,670	\$91,492
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$48,693	\$58,583	\$68,474
<i>Court Systems Market Average</i>			\$77,640	\$92,458	\$107,275
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			63%	63%	64%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$48,693	\$58,583	\$68,474
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Admin Services Manager - 11-3011	40.0	\$42,570	\$77,570	\$112,570
Economic Research Institute - Maine	Office Manager - Level 3	40.0	\$49,289	\$60,101	\$70,913
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Administrative Services - Manager - M2	40.0	\$51,200	\$76,300	\$101,400

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$48,693	\$58,583	\$68,474
Published Market Average		\$47,686	\$71,324	\$94,961
Maine Judicial Branch as a % of Published Market Average		102%	82%	72%
Maine Judicial Branch	40	\$48,693	\$58,583	\$68,474
Overall Comparator Market Average		\$62,663	\$81,891	\$101,118
Maine Judicial Branch as a % of Overall Market Average		78%	72%	68%
Adjustment To Reach Market Average		29%	40%	48%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Clerk III, Clerk IV

Responsible for the operations of the Clerk of Court's office in a Superior Court or District Court, a consolidated Superior Court/District Court Clerk's Office, or a Business and Consumer Docket Clerk's Office. The Clerk coordinates and supervises all activities within the office and is accountable for all facets of its operation (operational planning, caseload management, employee training and supervision, problem solving, complaint handling, etc.). The Clerk serves as the primary contact with judges, employees, attorneys, and the public, and ensures that all staff utilize appropriate customer service skills. Handles 7,500-16,000+ annual caseload filings in a district court or 1,200-2,000+ annual caseload filings in a superior court.

Minimum Requirements: Bachelor's Degree in a related field. Three/four years experience in supervision in an office setting.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Clerk of Court - Small Court					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	Register of Probate	20.0	\$35,763	\$35,763	\$35,763
Connecticut Judicial Branch	Judicial District Chief Clerk	40.0	\$94,858	\$111,466	\$128,074
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	No Match	40.0	NA	NA	NA
New Hampshire Judicial Branch	Court Clerk III, IV, V	37.5	\$43,800	\$63,885	\$83,971
Rhode Island Judicial Branch	Clerk (8832)	35.0	\$70,747	\$75,472	\$80,197
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Court Operations Manager	40.0	\$67,848	\$79,670	\$91,492
York County Probate Court	Register of Probate	37.5	\$72,289	\$72,289	\$72,289
Maine Judicial Branch		40.0	\$42,016	\$50,502	\$58,989
<i>Court Systems Market Average</i>			\$64,217	\$73,091	\$81,964
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			65%	69%	72%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$42,016	\$50,502	\$58,989
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Supervisors of Office and Admin Support - 43-10	40.0	\$31,660	\$49,840	\$68,020
Economic Research Institute - Maine	Office Manager - Level 2	40.0	\$44,363	\$53,807	\$63,250
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Administrative Services - Supervisor - M1	40.0	\$44,700	\$60,250	\$75,800

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$42,016	\$50,502	\$58,989
<i>Published Market Average</i>		\$40,241	\$54,632	\$69,023
<i>Maine Judicial Branch as a % of Published Market Average</i>		104%	92%	85%
Maine Judicial Branch	40	\$42,016	\$50,502	\$58,989
<i>Overall Comparator Market Average</i>		\$52,229	\$63,862	\$75,494
Maine Judicial Branch as a % of Overall Market Average		80%	79%	78%
<i>Adjustment To Reach Market Average</i>		24%	26%	28%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Clerk I, Clerk II, Business and Consumer Docket Clerk

Responsible for the operations of the Clerk of Court's office in a Superior Court or District Court, a consolidated Superior Court/District Court Clerk's Office, or a Business and Consumer Docket Clerk's Office. The Clerk coordinates and supervises all activities within the office and is accountable for all facets of its operation (operational planning, caseload management, employee training and supervision, problem solving, complaint handling, etc.). The Clerk serves as the primary contact with judges, employees, attorneys, and the public, and ensures that all staff utilize appropriate customer service skills. Up to 7,499 annual caseload filing in a district court or up to 1,199 in a superior court.

Minimum Requirements: Associate's Degree in a related field.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Clerk of the Appellate Court					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Chief Clerk Supreme/Appellate	40.0	\$103,298	\$120,895	\$138,493
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Court Administrator Appeals Court	37.5	\$121,940	\$121,940	\$121,940
New Hampshire Judicial Branch	Supreme Court Clerk	37.5	\$84,927	\$102,038	\$119,149
Rhode Island Judicial Branch	Clerk (8841)	35.0	\$87,916	\$94,309	\$100,703
US District Court of Maine	No Match	40.0	NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$61,922	\$71,261	\$80,600
<i>Court Systems Market Average</i>			\$99,520	\$109,796	\$120,071
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			62%	65%	67%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$61,922	\$71,261	\$80,600
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Lawyers - 23-1011	40.0	\$51,980	\$111,500	\$171,020
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$61,922	\$71,261	\$80,600
Published Market Average		\$51,980	\$111,500	\$171,020
Maine Judicial Branch as a % of Published Market Average		119%	64%	47%
Maine Judicial Branch	40	\$61,922	\$71,261	\$80,600
Overall Comparator Market Average		\$75,750	\$110,648	\$145,546
Maine Judicial Branch as a % of Overall Market Average		82%	64%	55%
Adjustment To Reach Market Average		22%	55%	81%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the market sector data source's averages: Courts Systems, Published. and State Local Governments.

Clerk of the Law Court

Managerial, supervisory, technical, administrative, and public relations position managing the operation of the Appellate Court and acting as Executive Secretary to the Supreme Judicial Court. The Clerk coordinates and supervises all activities within the office and is accountable for all facets of its operation (operational planning, caseload management, employee training and supervision, problem solving, complaint handling, etc.).

Minimum Requirements: Graduation from high school or GED. Accurately keyboard or type. Two years experience providing customer service and/or clerical work/office administration.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Collections Clerk					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	Probate Clerk	35.0	\$28,720	\$32,673	\$36,626
Massachusetts Judicial Branch	No Match		NA	NA	NA
New Hampshire Judicial Branch	Court Assistant II, III	37.5	\$25,384	\$35,116	\$44,848
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$29,266	\$33,644	\$38,022
<i>Court Systems Market Average</i>			\$27,052	\$33,894	\$40,737
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			108%	99%	93%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Accounting Associate II	40.0	\$30,816	\$36,964	\$43,112
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$29,266	\$33,644	\$38,022
<i>State & Local Government Market Average</i>			\$30,816	\$36,964	\$43,112
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			95%	91%	88%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Accountants and Auditors - 13-2011	40.0	\$39,520	\$61,915	\$84,310
Economic Research Institute - Maine	Collections Specialist - Level 2	40.0	\$29,315	\$34,780	\$40,244
Mercer - Northeast Region	Collections Clerk - Entry	40.0	\$33,100	\$38,100	\$43,100
Towers Watson - Northeast Region	Collections - Entry - U1	40.0	\$28,400	\$38,750	\$49,100

APPENDIX B
**Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$29,266	\$33,644	\$38,022
Published Market Average		\$32,584	\$43,386	\$54,189
Maine Judicial Branch as a % of Published Market Average		90%	78%	70%
Maine Judicial Branch	40	\$29,266	\$33,644	\$38,022
Overall Comparator Market Average		\$30,151	\$38,081	\$46,012
Maine Judicial Branch as a % of Overall Market Average		97%	88%	83%
Adjustment To Reach Market Average		3%	13%	21%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Collection Clerks, Court Fine Screener

Coordinates, oversees or assists with revenue collection programs/projects. Handles and processes fines, fees, costs, and other funds paid, and maintain books, ledgers, and accounts, as necessary. May interview individuals to assess ability to pay fines and establish payment arrangements. Process court ordered arrest warrants and issue license suspensions, as needed. Record and file matters before the court, as needed. May Supervises unit staff.

Minimum Requirements: Graduation from high school or GED. Two years experience providing customer service and/or clerical work/office administration. Collection related experience in a clerk's office preferred.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Collections Manager/Auditor					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Internal Auditor	37.5	\$50,568	\$64,437	\$78,306
New Hampshire Judicial Branch	Internal Auditor	37.5	\$53,115	\$63,750	\$74,384
Rhode Island Judicial Branch	Auditor	35.0	\$58,005	\$61,630	\$65,255
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$52,645	\$60,559	\$68,474
<i>Court Systems Market Average</i>			\$53,896	\$63,272	\$72,648
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			98%	96%	94%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Senior Tax Examiner	40.0	\$41,168	\$48,681	\$56,194
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$52,645	\$60,559	\$68,474
<i>State & Local Government Market Average</i>			\$41,168	\$48,681	\$56,194
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			128%	124%	122%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Accountants and Auditors - 13-2011	40.0	\$39,520	\$61,915	\$84,310
Economic Research Institute - Maine	Collection Manager - Level 2	40.0	\$50,539	\$60,162	\$69,785
Mercer - Northeast Region	Auditor - Experienced	40.0	\$78,900	\$87,500	\$96,100
Towers Watson - Northeast Region	Collections - Manager - M2	40.0	\$67,000	\$86,750	\$106,500

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$52,645	\$60,559	\$68,474
Published Market Average		\$58,990	\$74,082	\$89,174
Maine Judicial Branch as a % of Published Market Average		89%	82%	77%
Maine Judicial Branch	40	\$52,645	\$60,559	\$68,474
Overall Comparator Market Average		\$51,351	\$62,012	\$72,672
Maine Judicial Branch as a % of Overall Market Average		103%	98%	94%
Adjustment To Reach Market Average		-2%	2%	6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Revenue Manager

Prepare, maintain and analyze financial and revenue information and records for statewide operations. In addition, the incumbent will manage the collection program and will conduct limited periodic internal audits, as requested, including writing findings and making recommendations for process changes.

Minimum Requirements: Graduation from an accredited four-year college with a degree in accounting, public administration, business administration or a related field; considerable experience in court or related fiscal administrative or professional work required. Knowledge of principles of accounting, budgeting, financial analysis, collection procedures, and audit procedures.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Communications/Translation Coordinator					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Program Manager II	40.0	\$80,087	\$94,860	\$109,633
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Court Translation Specialist	37.5	\$59,405	\$68,855	\$78,306
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Supervisor - Interpreter Office (8827)	35.0	\$58,419	\$62,245	\$66,072
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$48,693	\$56,066	\$63,440
<i>Court Systems Market Average</i>			\$65,970	\$75,320	\$84,670
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			74%	74%	75%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$48,693	\$56,066	\$63,440
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Business Ops Specialist - 13-1199	40.0	\$35,220	\$62,375	\$89,530
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$48,693	\$56,066	\$63,440
<i>Published Market Average</i>		\$35,220	\$62,375	\$89,530
<i>Maine Judicial Branch as a % of Published Market Average</i>		138%	90%	71%
Maine Judicial Branch	40	\$48,693	\$56,066	\$63,440
<i>Overall Comparator Market Average</i>		\$50,595	\$68,848	\$87,100
Maine Judicial Branch as a % of Overall Market Average		96%	81%	73%
<i>Adjustment To Reach Market Average</i>		4%	23%	37%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Communications Access Specialist

Coordinates services to those populations who cannot adequately communicate in or read English. Oversees interpreting and other communication access services, including interpreters, translations, CART, VRI, TTY/711 and other assistive technology services. Tests, trains, and coordinates the work of volunteers and interpreters.

Minimum Requirements: Bachelor's degree from an accredited college/university in Judicial, Business or Public Administration, or related field. Two years of experience in court interpreter management or three years of increasingly responsible management work. Experience with computerized word processing, spreadsheets, and database programs.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Controller/Accounting Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Director Budget and Planning	40.0	\$103,298	\$120,895	\$138,493
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Fiscal Manager - Budget	37.5	\$74,296	\$92,059	\$109,822
New Hampshire Judicial Branch	Business Administrator	37.5	\$56,199	\$67,461	\$78,723
Rhode Island Judicial Branch	Deputy Director - Finance & Budget (8839)	35.0	\$79,385	\$85,782	\$92,179
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Finance Program Manager	40.0	\$67,848	\$79,670	\$91,492
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$72,883	\$83,439	\$93,995
<i>Court Systems Market Average</i>			\$76,205	\$89,174	\$102,142
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			96%	94%	92%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	State Budget Officer	40.0	\$71,395	\$92,831	\$114,267
Maine Public Employee's Retirement System	Director of Finance	40.0	\$83,143	\$101,850	\$120,557
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$72,883	\$83,439	\$93,995
<i>State & Local Government Market Average</i>			\$77,269	\$97,340	\$117,412
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			94%	86%	80%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Financial Managers - 11-3031	40.0	\$56,610	\$106,510	\$156,410
Economic Research Institute - Maine	Accounting Manager - Level 1	40.0	\$69,148	\$84,885	\$100,622
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Accounting - Manager - M2	40.0	\$73,700	\$93,050	\$112,400

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$72,883	\$83,439	\$93,995
Published Market Average		\$66,486	\$94,815	\$123,144
Maine Judicial Branch as a % of Published Market Average		110%	88%	76%
Maine Judicial Branch	40	\$72,883	\$83,439	\$93,995
Overall Comparator Market Average		\$73,320	\$93,776	\$114,233
Maine Judicial Branch as a % of Overall Market Average		99%	89%	82%
Adjustment To Reach Market Average		1%	12%	22%

NA = Data Not Available

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Director of Budget & Accounting

Develops and organizes the biennial budget. Supports administration in gathering fiscal information needed for testimony to the legislature. Develops annual budget work plan and management quarterly financial reports. Provides financial analysis via preparation of financial reports and prepares appropriate recommendations. Oversees revenue and court collection programs.

Minimum Requirements: Graduation from an accredited four-year college with a degree in court administration, public administration, accounting, business administration, or a related field; extensive experience in related financial or administrative. Knowledge of modern principles and practices of public administration, accounting, finance, and budgeting.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Corporal					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Lead Judicial Marshal	40.0	\$43,960	\$48,431	\$52,902
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	No Match		NA	NA	NA
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$34,611	\$39,842	\$45,074
<i>Court Systems Market Average</i>			\$43,960	\$48,431	\$52,902
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			79%	82%	85%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$34,611	\$39,842	\$45,074
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	No Match		NA	NA	NA
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$34,611	\$39,842	\$45,074
Published Market Average		NA	NA	NA
Maine Judicial Branch as a % of Published Market Average		NA	NA	NA
Maine Judicial Branch	40	\$34,611	\$39,842	\$45,074
Overall Comparator Market Average		\$43,960	\$48,431	\$52,902
Maine Judicial Branch as a % of Overall Market Average		79%	82%	85%
Adjustment To Reach Market Average		27%	22%	17%

NA = Data Not Available

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Corporal

Performs the work of the Court Officer and may be designated as the supervisor in charge in the absence of the Sergeant. Responsible for the coordination of all judicial marshal services including trials, emergency procedures, courthouse safety, security training, threat assessment, health and safety procedures, and coordination with law enforcement agencies, and performing these duties in the absence of the Sergeant, as directed.

Minimum Requirements: Graduation from high school (or GED); successfully completed the Maine Criminal Justice Academy Pre-Service Law Enforcement Training program. Three (3) years experience as a full time Deputy Judicial Marshal with the State of Maine Judicial Branch or similar relevant experience.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Court Officer					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Judicial Marshal	40.0	\$35,029	\$40,179	\$45,329
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Court Officer	37.5	\$34,196	\$49,272	\$64,347
New Hampshire Judicial Branch	Court Security Officer II	37.5	\$29,905	\$35,814	\$41,724
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Court Officer B	40.0	\$32,993	\$40,840	\$48,688
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$30,826	\$35,464	\$40,102
<i>Court Systems Market Average</i>			\$33,031	\$41,526	\$50,022
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			93%	85%	80%
<i>State & Local Government Data Sources</i>					
City of Portland	Police Officer	40.0	\$41,630	\$48,341	\$55,051
Maine Executive Branch	Capitol Police Officer	40.0	\$36,298	\$42,118	\$47,939
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Police Officer	40.0	\$30,389	\$37,232	\$44,075
Maine Judicial Branch		40.0	\$30,826	\$35,464	\$40,102
<i>State & Local Government Market Average</i>			\$36,106	\$42,564	\$49,022
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			85%	83%	82%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Patrol Officers - 33-3051	40.0	\$27,470	\$43,500	\$59,530
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$30,826	\$35,464	\$40,102
Published Market Average		\$27,470	\$43,500	\$59,530
Maine Judicial Branch as a % of Published Market Average		112%	82%	67%
Maine Judicial Branch	40	\$30,826	\$35,464	\$40,102
Overall Comparator Market Average		\$32,202	\$42,530	\$52,858
Maine Judicial Branch as a % of Overall Market Average		96%	83%	76%
Adjustment To Reach Market Average		4%	20%	32%

NA = Data Not Available

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Deputy Marshal

Responsible for the safety and security of judges and justices, court staff, jurors, attorneys, prosecutors, witnesses, and the general public. Conducts entry screening. Writes and files incident case reports, arrest reports, etc., for each case handled during the shift. Conducts routine courthouse safety inspections. Locates and verifies the status of arrest warrants and files. Carries a firearm and must be certified as a law enforcement officer.

Minimum Requirements: Graduation from high school (or GED); successfully completed the Maine Criminal Justice Academy Pre-Service Law Enforcement Training program.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Court Reporter					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Court Reporter	40.0	\$55,554	\$63,290	\$71,026
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Court Reporter	37.5	\$51,298	\$59,458	\$67,619
New Hampshire Judicial Branch	Court Monitor/Assistant	37.5	\$33,930	\$41,153	\$48,376
Rhode Island Judicial Branch	Court Reporter (127)	35.0	\$51,116	\$54,465	\$57,813
US District Court of Maine	Court Reporter	40.0	\$82,908	\$89,127	\$95,345
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$52,645	\$63,440	\$74,235
<i>Court Systems Market Average</i>			\$54,961	\$61,499	\$68,036
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			96%	103%	109%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$52,645	\$63,440	\$74,235
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	No Match		NA	NA	NA
Economic Research Institute - Maine	Court Reporter - Level 3	40.0	\$51,199	\$60,929	\$70,658
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$52,645	\$63,440	\$74,235
Published Market Average		\$51,199	\$60,929	\$70,658
Maine Judicial Branch as a % of Published Market Average		103%	104%	105%
Maine Judicial Branch	40	\$52,645	\$63,440	\$74,235
Overall Comparator Market Average		\$53,080	\$61,214	\$69,347
Maine Judicial Branch as a % of Overall Market Average		99%	104%	107%
Adjustment To Reach Market Average		1%	-4%	-7%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Official Court Reporter, Real Time Court Reporter

Responsible for stenographic work in recording and transcribing court proceedings, hearings, and conferences. Includes verbatim recordings.

Minimum Requirements: Extensive knowledge of legal English, punctuation and spelling. Knowledge of court rules, regulations and procedures. Ability to understand and follow complex oral and written instructions. Ability to accurately take dictation at 225 words per minute for extended periods of time.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Data Analyst					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Court Planner II	40.0	\$66,646	\$78,676	\$90,705
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Research Analyst	37.5	\$59,405	\$68,855	\$78,306
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Project Manager (4430)	35.0	\$63,171	\$67,499	\$71,828
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$52,645	\$60,559	\$68,474
<i>Court Systems Market Average</i>			\$63,074	\$71,677	\$80,280
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			83%	84%	85%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Management Analyst II	40.0	\$41,016	\$48,299	\$55,583
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Research Analyst	40.0	\$40,461	\$53,948	\$67,434
Maine Judicial Branch		40.0	\$52,645	\$60,559	\$68,474
<i>State & Local Government Market Average</i>			\$40,738	\$51,123	\$61,508
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			129%	118%	111%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Management Analysts - 13-1111	40.0	\$38,730	\$68,590	\$98,450
Economic Research Institute - Maine	Data Analyst - Level 2	40.0	\$53,570	\$65,626	\$77,681
Mercer - Northeast Region	Research Analyst - Experienced	40.0	\$51,900	\$64,100	\$76,300
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$52,645	\$60,559	\$68,474
<i>Published Market Average</i>		\$48,067	\$66,105	\$84,144
<i>Maine Judicial Branch as a % of Published Market Average</i>		110%	92%	81%
Maine Judicial Branch	40	\$52,645	\$60,559	\$68,474
<i>Overall Comparator Market Average</i>		\$50,626	\$62,968	\$75,311
Maine Judicial Branch as a % of Overall Market Average		104%	96%	91%
<i>Adjustment To Reach Market Average</i>		-4%	4%	10%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Court Management Analyst

Responsible for assisting with the development and analysis of court management system reports and is responsible for the compilation and analysis of court statistical data and responding to inquiries for court data, public information, and proposed legislation.

Minimum Requirements: Graduation from an accredited four-year college with a Bachelor's degree and at least two years of court related experience.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Deputy Clerk of Court					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	Deputy Register of Probate	37.5	\$38,468	\$38,468	\$38,468
Connecticut Judicial Branch	Deputy Clerk	40.0	\$57,070	\$65,921	\$74,772
Cumberland County Probate Court	Deputy Register	40.0	\$42,000	\$51,000	\$60,000
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	No Match	40.0	NA	NA	NA
New Hampshire Judicial Branch	Court Assistant IV, V, VI, VII	37.5	\$36,192	\$60,082	\$83,971
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	Deputy Clerk	40.0	\$47,229	\$61,989	\$76,749
Vermont Judicial Branch	Deputy Clerk II	40.0	\$40,498	\$50,249	\$59,999
York County Probate Court	Deputy Register of Probate	37.5	\$51,255	\$51,255	\$51,255
Maine Judicial Branch		40.0	\$39,354	\$47,091	\$54,829
<i>Court Systems Market Average</i>			\$44,673	\$54,138	\$63,602
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			88%	87%	86%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$39,354	\$47,091	\$54,829
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Supervisors of Office and Admin Support - 43-10	40.0	\$31,660	\$49,840	\$68,020
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$39,354	\$47,091	\$54,829
Published Market Average		\$31,660	\$49,840	\$68,020
Maine Judicial Branch as a % of Published Market Average		124%	94%	81%
Maine Judicial Branch	40	\$39,354	\$47,091	\$54,829
Overall Comparator Market Average		\$38,167	\$51,989	\$65,811
Maine Judicial Branch as a % of Overall Market Average		103%	91%	83%
Adjustment To Reach Market Average		-3%	10%	20%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable. The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Deputy Clerk, Administrative Clerk, Deputy Clerk of the Law Court

Responsible for the operations (operational planning, caseload management, employee training and supervision, problem solving, complaint handling, etc.) of a satellite Clerk's Office that is consolidated with a larger consolidated Clerk's office and/or is responsible for the operations of a large, consolidated Clerk's office when the Clerk of Court is unavailable. Also responsible for completing the work of a Case Manager.

Minimum Requirements: Three years responsible experience in case processing and three years supervisory/managerial experience. Associate's degree in criminal justice, public administration, or related field or Clerk's Certification. /Graduation from high school or GED. Two years experience as an Associate Clerk

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Director of Court Facilities					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Director of Facilities	40.0	\$103,298	\$120,895	\$138,493
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Director of Facilities Management	37.5	\$86,056	\$103,998	\$121,941
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Director Facilities, Operations, Sec (8841)	35.0	\$87,916	\$94,309	\$100,703
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$72,883	\$83,439	\$93,995
<i>Court Systems Market Average</i>			\$92,423	\$106,401	\$120,379
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			79%	78%	78%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Dir Planning, Design & Construction Div.	40.0	\$80,699	\$95,834	\$110,969
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Director of Facilities Management	40.0	\$89,250	\$89,250	\$89,250
Maine Judicial Branch		40.0	\$72,883	\$83,439	\$93,995
<i>State & Local Government Market Average</i>			\$84,974	\$92,542	\$100,110
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			86%	90%	94%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Admin Services Manager - 11-3011	40.0	\$42,570	\$77,570	\$112,570
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Facilities Management - Sr Manager - M3	40.0	\$89,800	\$115,550	\$141,300

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$72,883	\$83,439	\$93,995
<i>Published Market Average</i>		\$66,185	\$96,560	\$126,935
<i>Maine Judicial Branch as a % of Published Market Average</i>		110%	86%	74%
Maine Judicial Branch	40	\$72,883	\$83,439	\$93,995
<i>Overall Comparator Market Average</i>		\$81,194	\$98,501	\$115,808
Maine Judicial Branch as a % of Overall Market Average		90%	85%	81%
<i>Adjustment To Reach Market Average</i>		11%	18%	23%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Director of Court Facilities

Responsible for planning for and leading facility replacement, expansion, or renovation projects; ensuring compliance with applicable statutes, rules, and codes; overseeing maintenance programs, including service contracts, emergency response, and inspections. The Director is responsible for the development and administration of the facilities budget and serves as liaison with county, municipal, and private property owners. Also oversees statewide file storage and is responsible for purchasing of all office furniture. Supervises 3 Facilities Coordinators and is responsible for 37 courthouses.

Minimum Requirements: Graduation from an accredited four-year college with a degree in construction engineering, architecture, facilities management, public administration or related field, significant experience in public facility/court facility planning and construction, working with architectural firms or other related management responsibilities.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Director of Human Resources					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Director Human Resources Management	40.0	\$112,525	\$131,057	\$149,589
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Director of Human Resources	37.5	\$86,056	\$103,998	\$121,941
New Hampshire Judicial Branch	Human Resources Manager	37.5	\$75,193	\$90,312	\$105,431
Rhode Island Judicial Branch	Director Employee Relations (8844)	35.0	\$100,703	\$107,099	\$113,494
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	HR & Employee Development Manager	40.0	\$67,848	\$79,670	\$91,492
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$72,883	\$83,439	\$93,995
<i>Court Systems Market Average</i>			\$88,465	\$102,427	\$116,389
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			82%	81%	81%
<i>State & Local Government Data Sources</i>					
City of Portland	Director of Human Resources	40.0	\$89,564	\$103,028	\$116,493
Maine Executive Branch	Director Human Resources	40.0	\$71,395	\$92,831	\$114,267
Maine Public Employee's Retirement System	Human Resources Manager	40.0	\$67,743	\$81,291	\$94,839
Maine State Legislature	HR Director	40.0	\$76,461	\$96,248	\$116,036
University of Maine System	Director of Human Resources	40.0	\$132,600	\$132,600	\$132,600
Maine Judicial Branch		40.0	\$72,883	\$83,439	\$93,995
<i>State & Local Government Market Average</i>			\$87,553	\$101,200	\$114,847
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			83%	82%	82%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Human Resources Managers - 11-3121	40.0	\$63,790	\$101,640	\$139,490
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	Human Resources Director	40.0	\$98,100	\$113,300	\$128,500
Towers Watson - Northeast Region	Human Resources - Sr Manager - M3	40.0	\$99,400	\$125,150	\$150,900

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$72,883	\$83,439	\$93,995
<i>Published Market Average</i>		\$87,097	\$113,363	\$139,630
<i>Maine Judicial Branch as a % of Published Market Average</i>		84%	74%	67%
Maine Judicial Branch	40	\$72,883	\$83,439	\$93,995
<i>Overall Comparator Market Average</i>		\$87,705	\$105,663	\$123,622
Maine Judicial Branch as a % of Overall Market Average		83%	79%	76%
<i>Adjustment To Reach Market Average</i>		20%	27%	32%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Director of Human Resources

Responsible for developing and administering personnel policies and procedures. Serves as Chief Negotiator, interprets, and administers collective bargaining agreements. Oversees employee education and training programs, Payroll, Family Medical Leave, Workers Compensation, Recruitment and Retention. Serves as the Equal Employment Opportunity Officer and manages employee ADA requests. Conducts employment investigations and provides strategic direction regarding HR matters. The incumbent works with a high degree of independence.

Minimum Requirements: Masters degree in Human Resources or related field or a Bachelors degree and a Senior Professional Human Resources (SPHR) Certificate plus extensive management experience in human resources and labor relations preferably in a statewide environment.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Director of Operations/Chief Operations Officer					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Ex. Director of Operations, Superior Court	40.0	\$128,248	\$148,382	\$168,516
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Clerk Magistrate	37.5	\$107,865	\$107,865	\$107,865
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Administrator (8846)	35.0	\$109,234	\$109,234	\$109,234
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$79,435	\$90,938	\$102,440
<i>Court Systems Market Average</i>			\$115,116	\$121,827	\$128,539
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			69%	75%	80%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$79,435	\$90,938	\$102,440
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	General and Operations Managers - 11-1021	40.0	\$34,080	\$101,480	\$168,880
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Operations - Sr Manager - M3	40.0	\$87,100	\$112,700	\$138,300

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$79,435	\$90,938	\$102,440
<i>Published Market Average</i>		\$60,590	\$107,090	\$153,590
<i>Maine Judicial Branch as a % of Published Market Average</i>		131%	85%	67%
Maine Judicial Branch	40	\$79,435	\$90,938	\$102,440
<i>Overall Comparator Market Average</i>		\$87,853	\$114,459	\$141,064
Maine Judicial Branch as a % of Overall Market Average		90%	79%	73%
<i>Adjustment To Reach Market Average</i>		11%	26%	38%

NA = Data Not Available

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Director of Court Operations, Chief of Court Management

High level oversight of the operation of multiple departments that provide services to statewide public facilities. Works closely with leadership to ensure that strategic goals are met and multiple programs are aligned. Responsible for process improvement and budgetary performance of each area.

Minimum Requirements: Graduation from an accredited four-year college with a degree in Public Administration or related field, plus extensive experience of a progressively responsible nature in court management or closely related field

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Director of Security/Chief of Police					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Chief Police Officer, Superior Court	40.0	\$57,693	\$68,117	\$78,541
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Director of Security	37.5	\$86,056	\$103,998	\$121,941
New Hampshire Judicial Branch	Manager of Security	37.5	\$54,853	\$65,851	\$76,849
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Security & Safety Program Manager	40.0	\$87,848	\$79,670	\$91,492
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$72,883	\$83,439	\$93,995
<i>Court Systems Market Average</i>			\$66,612	\$79,409	\$92,206
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			109%	105%	102%
<i>State & Local Government Data Sources</i>					
City of Portland	Police Chief	40.0	\$89,564	\$103,028	\$116,493
Maine Executive Branch	Director Capitol Police	40.0	\$52,460	\$62,310	\$72,159
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Chief of Police	40.0	\$90,612	\$90,612	\$90,612
Maine Judicial Branch		40.0	\$72,883	\$83,439	\$93,995
<i>State & Local Government Market Average</i>			\$77,545	\$85,317	\$93,088
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			94%	98%	101%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Managers, Other - 11-9199	40.0	\$61,230	\$94,340	\$127,450
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	Security Director	40.0	\$83,900	\$106,550	\$129,200
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$72,883	\$83,439	\$93,995
Published Market Average		\$72,565	\$100,445	\$128,325
Maine Judicial Branch as a % of Published Market Average		100%	83%	73%
Maine Judicial Branch	40	\$72,883	\$83,439	\$93,995
Overall Comparator Market Average		\$72,241	\$88,390	\$104,540
Maine Judicial Branch as a % of Overall Market Average		101%	94%	90%
Adjustment To Reach Market Average		-1%	6%	11%

NA = Data Not Available

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Director of State Judicial Marshals

Oversees a certified law enforcement agency. The work involves the planning and management of all judicial marshal services including courthouse security and safety, security training, threat management, electronic security, disaster planning/recovery, and coordination with other law enforcement agencies. All are law enforcement officers and carry a firearm.

Minimum Requirements: Graduation from an accredited four year college, with a degree in Criminal Justice, Public Administration or related field, plus extensive experience of a progressively responsible nature in court, security or other criminal justice management

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Employee Relations Specialist					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Personnel Officer	40.0	\$66,646	\$78,676	\$90,705
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Human Resources Legal Assistant	37.5	\$60,625	\$75,038	\$89,450
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Employee Relations Officer	35.0	\$44,061	\$47,034	\$50,006
US District Court of Maine	Human Resources Specialist	40.0	\$47,229	\$61,989	\$76,749
Vermont Judicial Branch	HR Specialist	40.0	\$40,520	\$50,259	\$59,999
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$48,693	\$56,066	\$63,440
<i>Court Systems Market Average</i>			\$51,816	\$62,599	\$73,382
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			94%	90%	86%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Human Resources Manager	40.0	\$47,262	\$58,520	\$69,779
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Human Resources Coordinator	40.0	\$40,461	\$50,576	\$60,691
Maine Judicial Branch		40.0	\$48,693	\$56,066	\$63,440
<i>State & Local Government Market Average</i>			\$43,861	\$54,548	\$65,235
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			111%	103%	97%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Labor Relations Specialists - 13-1075	40.0	\$53,030	\$78,560	\$104,090
Economic Research Institute - Maine	Employee Relations Specialist - Level 2	40.0	\$59,419	\$71,870	\$84,321
Mercer - Northeast Region	Employee Relations - Experienced	40.0	\$76,500	\$88,000	\$99,500
Towers Watson - Northeast Region	Human Resources - Intermediate - P2	40.0	\$45,700	\$58,700	\$71,700

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$48,693	\$56,066	\$63,440
<i>Published Market Average</i>		\$58,662	\$74,283	\$89,903
<i>Maine Judicial Branch as a % of Published Market Average</i>		83%	75%	71%
Maine Judicial Branch	40	\$48,693	\$56,066	\$63,440
<i>Overall Comparator Market Average</i>		\$51,447	\$63,810	\$76,173
Maine Judicial Branch as a % of Overall Market Average		95%	88%	83%
<i>Adjustment To Reach Market Average</i>		6%	14%	20%

NA = Data Not Available

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Employee Relations Specialist

Responsible for research and development of policies, procedures, and new initiatives. Analyzes data to generate meaningful HR Metrics reports. Responsible for HR communications, conducting employment investigations, coaching supervisors, project work, and assisting with training initiatives. Is a subject matter expert in one or more areas of HR.

Minimum Requirements: Associates Degree and a minimum of four (4) years of Human Resources generalist experience required

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Executive Assistant					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Administrative Assistant	40.0	\$45,705	\$52,524	\$59,342
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Executive Assistant	37.5	\$54,717	\$63,422	\$72,127
New Hampshire Judicial Branch	Executive Assistant	37.5	\$49,409	\$59,287	\$69,164
Rhode Island Judicial Branch	Executive Assistant (8827)	35.0	\$58,419	\$62,245	\$66,072
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Program Administrator	40.0	\$47,288	\$56,540	\$65,792
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$39,354	\$49,171	\$58,989
<i>Court Systems Market Average</i>			\$51,108	\$58,804	\$66,500
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			77%	84%	89%
<i>State & Local Government Data Sources</i>					
City of Portland	Executive Assistant	40.0	\$35,549	\$41,613	\$47,678
Maine Executive Branch	Office Specialist II	40.0	\$37,084	\$44,510	\$51,936
Maine Public Employee's Retirement System	Executive Assistant	40.0	\$44,681	\$52,500	\$60,319
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Executive Assistant	40.0	\$35,183	\$46,911	\$58,639
Maine Judicial Branch		40.0	\$39,354	\$49,171	\$58,989
<i>State & Local Government Market Average</i>			\$38,124	\$46,384	\$54,643
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			103%	106%	108%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Exec Secretaries and Exec Admin Assistants - 43	40.0	\$33,060	\$49,070	\$65,080
Economic Research Institute - Maine	Executive Assistant - Level 1	40.0	\$42,760	\$52,745	\$62,730
Mercer - Northeast Region	Executive Secretary - Senior	40.0	\$43,500	\$48,850	\$54,200
Towers Watson - Northeast Region	Executive Assistance - Entry - U1	40.0	\$34,400	\$47,000	\$59,600

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$39,354	\$49,171	\$58,989
Published Market Average		\$38,430	\$49,416	\$60,403
Maine Judicial Branch as a % of Published Market Average		102%	100%	98%
Maine Judicial Branch	40	\$39,354	\$49,171	\$58,989
Overall Comparator Market Average		\$42,554	\$51,534	\$60,515
Maine Judicial Branch as a % of Overall Market Average		92%	95%	97%
Adjustment To Reach Market Average		8%	5%	3%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Executive Judicial Assistant to the CJ, Executive Assisiant to the SCA

Responsible for providing senior level executive. This position performs advanced and confidential duties requiring broad experience, skill and knowledge of organizational policies and practices. Takes authorized action and uses initiative and judgment to see that matters requiring attention are handled efficiently and effectively. Responsible for anticipating the needs and eliminating non-critical tasks on the SCA's complex schedule.

Minimum Requirements: Graduation from high school (or GED) and at least two years experience as a legal secretary, executive secretary, or administrative assistant

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Facilities Coordinator					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Maintenance Administrator I	40.0	\$60,512	\$71,425	\$82,338
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Facilities Supervisor III	37.5	\$59,405	\$68,855	\$78,306
New Hampshire Judicial Branch	Facilities Liaison	37.5	\$51,854	\$62,226	\$72,599
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	Facilities Coordinator	40.0	\$51,882	\$68,107	\$84,332
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$52,645	\$60,559	\$68,474
<i>Court Systems Market Average</i>			\$55,913	\$67,653	\$79,394
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			94%	90%	86%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Space Management Specialist Supervisor	40.0	\$47,305	\$56,041	\$64,777
Maine Public Employee's Retirement System	Administrative Services Coordinator	40.0	\$45,019	\$54,023	\$63,026
Maine State Legislature	Facilities Manager	40.0	\$53,158	\$66,841	\$80,523
University of Maine System	Facilities Manager	40.0	\$46,530	\$67,857	\$89,183
Maine Judicial Branch		40.0	\$52,645	\$60,559	\$68,474
<i>State & Local Government Market Average</i>			\$48,003	\$61,190	\$74,378
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			110%	99%	92%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Supervisors of Mechanics, Installers, and Repaire	40.0	\$38,840	\$62,790	\$86,740
Economic Research Institute - Maine	Facilities Supervisor - Level 2	40.0	\$52,238	\$63,064	\$73,889
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Facilities Management - Intermediate - P2	40.0	\$50,500	\$59,900	\$69,300

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$52,645	\$60,559	\$68,474
<i>Published Market Average</i>		\$47,193	\$61,918	\$76,643
<i>Maine Judicial Branch as a % of Published Market Average</i>		112%	98%	89%
Maine Judicial Branch	40	\$52,645	\$60,559	\$68,474
<i>Overall Comparator Market Average</i>		\$50,370	\$63,587	\$76,805
Maine Judicial Branch as a % of Overall Market Average		105%	95%	89%
<i>Adjustment To Reach Market Average</i>		-4%	5%	12%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
 The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Facility Engineer

Manages multiple properties, including working with vendors and contracts for various building systems and services. Writes RFPS and leads vendor selection, coordinating schedules and timelines, and provides oversight of the construction projects, system upgrades, and other building services. Works with administration and staff on upgrading systems and redesigning workspace and courtrooms.

Minimum Requirements: Minimum of graduation from an accredited two-year college with a degree in Building Technology or related field, plus significant and increasingly responsible experience in the building construction industry and/or building/property management service industry.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Grant Writer & Special Programs Coordinator					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Court Planner II	40.0	\$66,646	\$78,676	\$90,705
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Grants Manager	37.5	\$56,836	\$70,348	\$83,859
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Asst Adm Policy and Programs (8837)	35.0	\$73,819	\$78,738	\$83,656
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Programs Manager	40.0	\$67,848	\$79,670	\$91,492
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$61,922	\$71,261	\$80,600
<i>Court Systems Market Average</i>			\$66,287	\$76,858	\$87,428
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			93%	93%	92%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$61,922	\$71,261	\$80,600
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Business Ops Specialist - 13-1199	40.0	\$35,220	\$62,375	\$89,530
Economic Research Institute - Maine	Grant Writer - Level 3	40.0	\$55,629	\$65,526	\$75,422
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Program Management - Intermediate - P2	40.0	\$52,200	\$69,100	\$86,000

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$61,922	\$71,261	\$80,600
<i>Published Market Average</i>		\$47,683	\$65,667	\$83,651
<i>Maine Judicial Branch as a % of Published Market Average</i>		130%	109%	96%
Maine Judicial Branch	40	\$61,922	\$71,261	\$80,600
<i>Overall Comparator Market Average</i>		\$56,985	\$71,262	\$85,539
<i>Maine Judicial Branch as a % of Overall Market Average</i>		109%	100%	94%
<i>Adjustment To Reach Market Average</i>		-8%	0%	6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Coordinator of Specialty Dockets and Grants

Assists in establishing, maintaining, staffing, coordinating, operating, and evaluating specialty dockets and pilot projects in the Trial Courts. Writes grant applications and administers grants and grant funding.

Minimum Requirements: Graduation from an ABA accredited law school with a Juris Doctor degree or graduation from an accredited college or university with a Masters Degree in Public Administration, Public Policy Analysis, Public Management or related field is required. A minimum of three years experience in designing, implementing and managing complex new programs, preferably of a statewide nature.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

HR Generalist					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Personnel Officer	40.0	\$66,646	\$78,676	\$90,705
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Human Resources Specialist	37.5	\$50,568	\$64,437	\$78,306
New Hampshire Judicial Branch	HR Generalist	37.5	\$58,510	\$70,241	\$81,973
Rhode Island Judicial Branch	Employee Relations Officer (8829)	35.0	\$63,092	\$67,265	\$71,437
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$42,016	\$50,502	\$58,989
<i>Court Systems Market Average</i>			\$59,704	\$70,155	\$80,605
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			70%	72%	73%
<i>State & Local Government Data Sources</i>					
City of Portland	HR Generalist	40.0	\$51,539	\$60,314	\$69,089
Maine Executive Branch	Human Resources Generalist	40.0	\$47,262	\$55,976	\$64,690
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	Payroll & Benefits Supervisor	40.0	\$47,567	\$59,820	\$72,072
University of Maine System	HR Business Partner	40.0	\$46,530	\$62,040	\$77,549
Maine Judicial Branch		40.0	\$42,016	\$50,502	\$58,989
<i>State & Local Government Market Average</i>			\$48,224	\$59,537	\$70,850
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			87%	85%	83%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Human Resources Specialists - 13-1071	40.0	\$34,810	\$57,085	\$79,360
Economic Research Institute - Maine	HR Generalist - Level 2	40.0	\$51,573	\$62,198	\$72,823
Mercer - Northeast Region	HR Generalist - Experienced	40.0	\$49,900	\$55,200	\$60,500
Towers Watson - Northeast Region	Human Resources - Intermediate - P2	40.0	\$45,700	\$58,700	\$71,700

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$42,016	\$50,502	\$58,989
<i>Published Market Average</i>		\$45,496	\$58,296	\$71,096
<i>Maine Judicial Branch as a % of Published Market Average</i>		92%	87%	83%
Maine Judicial Branch	40	\$42,016	\$50,502	\$58,989
<i>Overall Comparator Market Average</i>		\$51,141	\$62,663	\$74,184
Maine Judicial Branch as a % of Overall Market Average		82%	81%	80%
<i>Adjustment To Reach Market Average</i>		22%	24%	26%

NA = Data Not Available

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 The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Human Resources Generalist, Sr. Human Resources Generalist

This position typically act as a resource on human resources matters, providing guidance, assistance and support to management, supervisors and employees. May manage one or more areas of Human Resources, including recruitment, on-boarding, training, benefits, payroll, family medical leave, worker's compensation, or database management.

Minimum Requirements: Graduation from an accredited college or university with a bachelor's degree in a related field required. Specialized courses of study, training or additional relevant experience in Human Resources may be considered to offset the academic requirements. At least three (3) years of Human Resources experience required.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

IT Applications Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Manager of Application Support	40.0	\$83,495	\$98,714	\$113,933
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Deputy CIO Support Services	37.5	\$74,296	\$92,059	\$109,822
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	IT Operations Manager	40.0	\$67,848	\$79,670	\$91,492
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$66,560	\$76,201	\$85,842
<i>Court Systems Market Average</i>			\$75,213	\$90,148	\$105,082
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			88%	85%	82%
<i>State & Local Government Data Sources</i>					
City of Portland	Applications Program Manager	40.0	\$51,539	\$60,314	\$69,089
Maine Executive Branch	Deputy Director IT Services	40.0	\$73,666	\$87,644	\$101,622
Maine Public Employee's Retirement System	Systems Development Supervisor	40.0	\$59,863	\$70,838	\$81,813
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$66,560	\$76,201	\$85,842
<i>State & Local Government Market Average</i>			\$61,690	\$72,932	\$84,174
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			108%	104%	102%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Computer and Info Systems Managers - 11-3021	40.0	\$58,570	\$111,780	\$164,990
Economic Research Institute - Maine	IT Applications Programming Manager - Level 1	40.0	\$77,041	\$95,924	\$114,806
Mercer - Northeast Region	Applications Programmer - Specialist	40.0	\$94,900	\$106,150	\$117,400
Towers Watson - Northeast Region	Application Development - Manager - M2	40.0	\$84,000	\$113,000	\$142,000

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$66,560	\$76,201	\$85,842
<i>Published Market Average</i>		\$78,628	\$106,713	\$134,799
<i>Maine Judicial Branch as a % of Published Market Average</i>		85%	71%	64%
Maine Judicial Branch	40	\$66,560	\$76,201	\$85,842
<i>Overall Comparator Market Average</i>		\$71,843	\$89,931	\$108,018
Maine Judicial Branch as a % of Overall Market Average		93%	85%	79%
<i>Adjustment To Reach Market Average</i>		8%	18%	26%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Manager of Application Development & Implementation,

The Manager of Applications Development and Implementation is a highly responsible position, which provides support to the Chief Information Officer (CIO) across a broad spectrum of initiatives, specifically those around the requirements, development and successful implementation of a state-of-the-art Judicial case management and e-filing solution. The Manager of Applications Development and Implementation serves as a project manager, program manager, strategic planner, technical and general manager in the Office of Information Technology (OIT) and as an advisor to the Chief Information Officer.

Minimum Requirements: Graduation from an accredited college or university with a Bachelor's Degree. Knowledge and experience of project management methodologies and cost estimation methodologies and techniques.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

IT Business Analyst					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Business Analyst I	40.0	\$60,512	\$71,425	\$82,338
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Business Analyst	37.5	\$64,630	\$76,872	\$89,115
New Hampshire Judicial Branch	Senior Developer	37.5	\$58,510	\$70,241	\$81,973
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Business Systems Analyst	40.0	\$50,441	\$62,843	\$75,244
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$51,978	\$65,362	\$78,745
<i>Court Systems Market Average</i>			\$58,523	\$70,345	\$82,168
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			89%	93%	96%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	OIT Business Analyst	40.0	\$54,687	\$64,483	\$74,278
Maine Public Employee's Retirement System	Business Analyst Coordinator	40.0	\$53,836	\$63,685	\$73,535
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	IT Business Analyst	40.0	\$40,461	\$53,948	\$67,434
Maine Judicial Branch		40.0	\$51,978	\$65,362	\$78,745
<i>State & Local Government Market Average</i>			\$49,661	\$60,705	\$71,749
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			105%	108%	110%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Computer Systems Analysts - 15-1121	40.0	\$47,530	\$83,530	\$119,530
Economic Research Institute - Maine	IT Business Systems Analyst - Level 1	40.0	\$54,401	\$65,741	\$77,080
Mercer - Northeast Region	Business Analytics - Entry	40.0	\$56,600	\$62,650	\$68,700
Towers Watson - Northeast Region	Business Analysis - Entry - P1	40.0	\$44,900	\$56,800	\$68,700

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$51,978	\$65,362	\$78,745
Published Market Average		\$50,858	\$67,180	\$83,503
Maine Judicial Branch as a % of Published Market Average		102%	97%	94%
Maine Judicial Branch	40	\$51,978	\$65,362	\$78,745
Overall Comparator Market Average		\$53,014	\$66,077	\$79,140
Maine Judicial Branch as a % of Overall Market Average		98%	99%	100%
Adjustment To Reach Market Average		2%	1%	1%

NA = Data Not Available

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Senior Technology Business Analyst, Business Analyst/Technology Coordinator, Business Analyst

Works closely with business unit to configure software applications and programs. Representative tasks may include: configuration and testing of automated workflows, performance of quality assurance testing, end-user account and permissions management, resolution of assigned tier-2 end-user support issues, and delivery of end-user training. Provides tier-2 end-user customer support for all other application software issues; identifies opportunities for improving business processes through application software; serves as a "liaison" for personnel and IT and participates in requirements gathering processes.

Minimum Requirements: Graduation from an accredited college or university with a Bachelor's Degree.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

IT Help Desk Technician					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Help Desk Analyst	40.0	\$51,421	\$59,674	\$67,927
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Field Support Analyst	37.5	\$46,804	\$59,466	\$72,127
New Hampshire Judicial Branch	LAN Specialist I, II or III	37.5	\$41,763	\$60,316	\$78,869
Rhode Island Judicial Branch	Help Desk Technician (4423)	35.0	\$46,118	\$49,977	\$53,836
US District Court of Maine	IT Technician II	40.0	\$42,884	\$56,292	\$69,700
Vermont Judicial Branch	Help Desk Analyst	40.0	\$38,381	\$47,619	\$56,856
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$36,837	\$45,833	\$54,829
<i>Court Systems Market Average</i>			\$44,562	\$55,557	\$66,552
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			83%	82%	82%
<i>State & Local Government Data Sources</i>					
City of Portland	Computer Operator (CEBA)	40.0	\$31,356	\$35,598	\$39,839
Maine Executive Branch	Info System Support Specialist	40.0	\$37,761	\$44,095	\$50,429
Maine Public Employee's Retirement System	Computer Operations Technician	40.0	\$35,949	\$41,976	\$48,004
Maine State Legislature	Help Desk Support Admin	40.0	\$43,199	\$54,360	\$65,520
University of Maine System	IT Specialist	40.0	\$30,389	\$37,232	\$44,075
Maine Judicial Branch		40.0	\$36,837	\$45,833	\$54,829
<i>State & Local Government Market Average</i>			\$35,731	\$42,652	\$49,573
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			103%	107%	111%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Computer User Support Specialists - 15-1151	40.0	\$29,490	\$46,085	\$62,680
Economic Research Institute - Maine	Help Desk Representative - Level 2	40.0	\$36,360	\$44,180	\$51,999
Mercer - Northeast Region	Help Desk Support Specialist - Entry	40.0	\$42,300	\$50,150	\$58,000
Towers Watson - Northeast Region	IT Help Desk Support - Entry - P1	40.0	\$35,600	\$46,750	\$57,900

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$36,837	\$45,833	\$54,829
Published Market Average		\$35,938	\$46,791	\$57,645
Maine Judicial Branch as a % of Published Market Average		103%	98%	95%
Maine Judicial Branch	40	\$36,837	\$45,833	\$54,829
Overall Comparator Market Average		\$38,743	\$48,333	\$57,924
Maine Judicial Branch as a % of Overall Market Average		95%	95%	95%
Adjustment To Reach Market Average		5%	5%	6%

NA = Data Not Available

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Help Desk Support Lead, Help Desk Technician, Technology/Support Assistant

Provides maintenance of the computer desktop/laptop environment by analyzing requirements, resolving problems, installing hardware and software solutions, and supporting the Maine Judicial Branch Help Desk. The employee will be responsible for support of computers, printers, and other end user equipment. Tasks include end user support, license tracking, performing computer maintenance, upgrades, and configurations.

Minimum Requirements: Duties require experience equivalent to two years experience in Judicial Branch operations, or equivalent combination of education and experience.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

IT Infrastructure Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Manager of Technical Support	40.0	\$83,495	\$98,714	\$113,933
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Deputy CIO - Infrastructure	37.5	\$74,296	\$92,059	\$109,822
New Hampshire Judicial Branch	Senior Network Manager	37.5	\$60,439	\$72,574	\$84,709
Rhode Island Judicial Branch	Deputy Director, JTECH (4437)	35.0	\$71,720	\$76,639	\$81,557
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	IT Operations Manager	40.0	\$67,848	\$79,670	\$91,492
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$66,560	\$76,201	\$85,842
<i>Court Systems Market Average</i>			\$71,560	\$83,931	\$96,302
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			93%	91%	89%
<i>State & Local Government Data Sources</i>					
City of Portland	Network Engineer	40.0	\$56,687	\$66,329	\$75,972
Maine Executive Branch	Agency Application Architect	40.0	\$56,806	\$66,961	\$77,117
Maine Public Employee's Retirement System	Network & Operations Supervisor	40.0	\$55,561	\$65,913	\$76,265
Maine State Legislature	Internet Infrastructure & Applications Admin	40.0	\$69,560	\$87,524	\$105,487
University of Maine System	Network Architect	40.0	\$53,509	\$71,346	\$89,183
Maine Judicial Branch		40.0	\$66,560	\$76,201	\$85,842
<i>State & Local Government Market Average</i>			\$58,425	\$71,615	\$84,805
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			114%	106%	101%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Computer and Info Systems Managers - 11-3021	40.0	\$58,570	\$111,780	\$164,990
Economic Research Institute - Maine	Network Architect - Level 2	40.0	\$65,878	\$80,936	\$95,994
Mercer - Northeast Region	Network Administrator - Experienced	40.0	\$66,600	\$74,550	\$82,500
Towers Watson - Northeast Region	Network Administration - Career - P3	40.0	\$62,800	\$79,950	\$97,100

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$66,560	\$76,201	\$85,842
Published Market Average		\$63,462	\$86,804	\$110,146
Maine Judicial Branch as a % of Published Market Average		105%	88%	78%
Maine Judicial Branch	40	\$66,560	\$76,201	\$85,842
Overall Comparator Market Average		\$64,482	\$80,783	\$97,084
Maine Judicial Branch as a % of Overall Market Average		103%	94%	88%
Adjustment To Reach Market Average		-3%	6%	13%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
 The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Manager Infrastructure Technology

Serves as a Technology Architect. Responsibilities include designing, implementing and managing systems infrastructure, mixed micro-systems environment - (Mac & Windows), Active Directory, Windows Servers, IIS and SQL Server). Additionally, will manage and provide expertise in areas including: Help Desk, Network, Storage, IT Security, Business Continuity, Disaster Recovery, Video/Audio, Courtroom Electronic Recording, VOIP Telephony, Radio, Biometrics, Assistive Technologies, Video Surveillance, and Building Control System Automation, and the data center.
 Serves as a technical and general manager in the Office of Information Technology (OIT) and as an advisor to the Chief Information Officer.

Minimum Requirements: Graduation from an accredited college or university with a Bachelor's Degree. At least 2 years supervisory experience

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

IT Project Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Program Manager II	40.0	\$80,087	\$94,860	\$109,633
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	IT Team Leader	37.5	\$67,834	\$83,937	\$100,040
New Hampshire Judicial Branch	E-Court Project Manager	37.5	\$63,440	\$76,185	\$88,930
Rhode Island Judicial Branch	IT Functional Specialist (4436)	35.0	\$69,200	\$73,984	\$78,769
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$71,210	\$81,950	\$92,690
<i>Court Systems Market Average</i>			\$70,140	\$82,242	\$94,343
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			102%	100%	98%
<i>State & Local Government Data Sources</i>					
City of Portland	Project Manager (Pro-Tech)	40.0	\$49,277	\$56,804	\$64,331
Maine Executive Branch	OIT Project Manager	40.0	\$60,060	\$71,242	\$82,424
Maine Public Employee's Retirement System	Security Administrator	40.0	\$67,743	\$81,291	\$94,839
Maine State Legislature	Systems Analyst/Team Lead	40.0	\$69,560	\$87,524	\$105,487
University of Maine System	IT Project Manager	40.0	\$46,530	\$62,040	\$77,549
Maine Judicial Branch		40.0	\$71,210	\$81,950	\$92,690
<i>State & Local Government Market Average</i>			\$58,634	\$71,780	\$84,926
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			121%	114%	109%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Computer Occupations - 15-1199	40.0	\$50,220	\$78,330	\$106,440
Economic Research Institute - Maine	IT Systems Project Manager - Level 1	40.0	\$71,562	\$89,066	\$106,569
Mercer - Northeast Region	Project Manager - Entry	40.0	\$66,600	\$77,750	\$88,900
Towers Watson - Northeast Region	IT Project Management - Intermediate - P2	40.0	\$67,800	\$78,750	\$89,700

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$71,210	\$81,950	\$92,690
<i>Published Market Average</i>		\$64,046	\$80,974	\$97,902
<i>Maine Judicial Branch as a % of Published Market Average</i>		111%	101%	95%
Maine Judicial Branch	40	\$71,210	\$81,950	\$92,690
<i>Overall Comparator Market Average</i>		\$64,273	\$78,332	\$92,390
Maine Judicial Branch as a % of Overall Market Average		111%	105%	100%
<i>Adjustment To Reach Market Average</i>		-10%	-4%	0%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
 The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

OIT Program Manager

As a project manager, user group coordinator, applications release team lead, and business analyst, this position shares in the responsibility for ensuring OIT is meeting the business objectives and for coordinating information sharing between departments and partnering agencies. (e.g. leads and coordinates some internal user groups and represents IT with external committees). Assists in developing budgets and tracks actuals for technology expenditures.

Minimum Requirements: Graduation from an accredited college or university with a Bachelor's Degree, Master's Degree preferred. 1 -3 years relevant experience, such as implementing application solutions in a business environment.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

IT Support "geek squad"					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Platform Analyst I	40.0	\$60,512	\$71,425	\$82,338
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Field Technician	37.5	\$54,717	\$63,422	\$72,127
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	IT Support Specialist	35.0	\$60,171	\$63,939	\$67,707
US District Court of Maine	IT Specialist	40.0	\$62,181	\$81,636	\$101,090
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$55,997	\$64,477	\$72,956
<i>Court Systems Market Average</i>			\$59,395	\$70,105	\$80,816
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			94%	92%	90%
<i>State & Local Government Data Sources</i>					
City of Portland	Help Desk Specialist (CEBA)	40.0	\$37,967	\$43,203	\$48,438
Maine Executive Branch	Info System Support Specialist	40.0	\$37,761	\$44,095	\$50,429
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	Desktop Applications Support Admin	40.0	\$47,567	\$59,820	\$72,072
University of Maine System	Help Desk Analyst	40.0	\$35,183	\$46,911	\$58,639
Maine Judicial Branch		40.0	\$55,997	\$64,477	\$72,956
<i>State & Local Government Market Average</i>			\$39,620	\$48,507	\$57,394
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			141%	133%	127%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Computer Network Support Specialists - 15-1152	40.0	\$33,460	\$54,455	\$75,450
Economic Research Institute - Maine	Help Desk Analyst - Level 3	40.0	\$50,193	\$60,536	\$70,878
Mercer - Northeast Region	Help Desk Support Specialist - Senior	40.0	\$60,200	\$69,300	\$78,400
Towers Watson - Northeast Region	IT Help Desk Support - Career - P3	40.0	\$46,300	\$62,700	\$79,100

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$55,997	\$64,477	\$72,956
<i>Published Market Average</i>		\$47,538	\$61,748	\$75,957
<i>Maine Judicial Branch as a % of Published Market Average</i>		118%	104%	96%
Maine Judicial Branch	40	\$55,997	\$64,477	\$72,956
<i>Overall Comparator Market Average</i>		\$48,851	\$60,120	\$71,389
Maine Judicial Branch as a % of Overall Market Average		115%	107%	102%
<i>Adjustment To Reach Market Average</i>		-13%	-7%	-2%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Information Systems Support Specialist

Technical support professional who works with a team of IT specialists in maintaining, deploying, and supporting desktop and laptop computers and office productivity software for employees. Supports local and wide area networks, as well as audiovisual equipment and video conferencing system. Provides direct technical support to end users in the field.

Minimum Requirements: Graduation from high school (or GED). Demonstrated three to five (3–5) years experience supporting Personal Computers (Mac/Apple experience a plus). Maintaining a large number of client computers in an office enterprise environment.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Law Clerk					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Law Clerk, Supreme Court	40.0	\$57,351	\$57,351	\$57,351
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Law Clerk	37.5	\$47,407	\$54,949	\$62,491
New Hampshire Judicial Branch	Law Clerk	37.5	\$44,155	\$53,734	\$63,313
Rhode Island Judicial Branch	Law Clerk (8823)	35.0	\$42,452	\$45,829	\$49,206
US District Court of Maine	Judicial Law Clerk	40.0	\$64,862	\$74,591	\$84,320
Vermont Judicial Branch	Law Clerk	40.0	\$50,441	\$62,843	\$75,244
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$46,134	\$55,130	\$64,126
<i>Court Systems Market Average</i>			\$51,111	\$58,216	\$65,321
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			90%	95%	98%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Law Clerk	40.0	\$37,259	\$43,877	\$50,494
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$46,134	\$55,130	\$64,126
<i>State & Local Government Market Average</i>			\$37,259	\$43,877	\$50,494
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			124%	126%	127%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	No Match		NA	NA	NA
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$46,134	\$55,130	\$64,126
<i>Published Market Average</i>		NA	NA	NA
<i>Maine Judicial Branch as a % of Published Market Average</i>		NA	NA	NA
Maine Judicial Branch	40	\$46,134	\$55,130	\$64,126
<i>Overall Comparator Market Average</i>		\$44,185	\$51,046	\$57,908
Maine Judicial Branch as a % of Overall Market Average		104%	108%	111%
<i>Adjustment To Reach Market Average</i>		-4%	-7%	-10%

NA = Data Not Available

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Law Clerk, Law Clerk to the Chief Justice, Lead Law Clerk

Provides assistance to the justices and judges in a variety of ways in managing their caseloads by conducting research and writing on the legal issues or factual matters in a case. Reviews and analyzes legal materials, including rules, administrative orders, policies, procedures, and legislation, conducts research, and drafts related documents. The incumbent also organizes and maintains file systems and other processes for the Court and carries out other attorney related duties.

Minimum Requirements: Graduation from an accredited law school graduate with significant experience as a law clerk, practicing attorney, or other type of legal experience. A Maine state license to practice law or must be able to obtain a Maine state license to practice law within six months of hire. Must possess excellent analytical skills and the ability to communicate effectively both orally and in writing.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Legal Secretary to a Partner/Executive					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Executive Legal Assistant	40.0	\$55,044	\$64,954	\$74,863
Cumberland County Probate Court	Legal Secretary to Judge of Probate	40.0	\$35,360	\$40,560	\$45,760
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Judicial Secretary	37.5	\$37,814	\$45,602	\$53,389
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Court Secretary (8823)	35.0	\$48,517	\$52,376	\$56,235
US District Court of Maine	Legal Secretary	40.0	\$35,609	\$46,292	\$56,974
Vermont Judicial Branch	Program Administrator	40.0	\$47,288	\$56,540	\$65,792
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$36,837	\$42,380	\$47,923
<i>Court Systems Market Average</i>			\$43,272	\$51,054	\$58,836
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			85%	83%	81%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$36,837	\$42,380	\$47,923
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Legal Secretaries - 43-6012	40.0	\$27,770	\$39,235	\$50,700
Economic Research Institute - Maine	Legal Secretary - Level 3	40.0	\$47,458	\$57,851	\$68,243
Mercer - Northeast Region	Legal Secretary - Experienced	40.0	\$52,900	\$61,450	\$70,000
Towers Watson - Northeast Region	Legal Support - Intermediate - P2	40.0	\$48,500	\$64,000	\$79,500

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$36,837	\$42,380	\$47,923
Published Market Average		\$44,157	\$55,634	\$67,111
Maine Judicial Branch as a % of Published Market Average		83%	76%	71%
Maine Judicial Branch	40	\$36,837	\$42,380	\$47,923
Overall Comparator Market Average		\$43,715	\$53,344	\$62,973
Maine Judicial Branch as a % of Overall Market Average		84%	79%	76%
Adjustment To Reach Market Average		19%	26%	31%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Judicial Administrative Assistant to the SJC, Judicial Administrative Assistant to the Chief Judge, Judicial Administrative Assistant to the Chief, Judicial Administrative Assistant (DIR SUPPORT)

Performs specialized and confidential secretarial duties which often require independent judgment. Work involves providing administrative, organizational, and clerical support to one or more Associate Justices of the Supreme Judicial Court. Typical tasks include sorting/organizing briefs, proofreading and distributing memos and opinions, communicating with organizations, attorneys, and others on behalf of the justice(s), organizing and purchasing supplies, and providing organizational support for various projects, meetings, and tasks. May also oversee and assign the work of Law Clerks.

Minimum Requirements: Graduation from high school (or GED) and at least two years experience as a legal secretary, executive secretary, or administrative assistant.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Legal Secretary to an Associate					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Judicial Assistant	37.5	\$33,358	\$40,082	\$46,807
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Asst. Court Secretary (8821)	35.0	\$45,545	\$48,859	\$52,173
US District Court of Maine	Legal Secretary	40.0	\$35,609	\$46,292	\$56,974
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$36,837	\$44,023	\$51,210
<i>Court Systems Market Average</i>			\$38,171	\$45,078	\$51,985
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			97%	98%	99%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Secretary Associate Legal	40.0	\$31,559	\$37,892	\$44,226
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$36,837	\$44,023	\$51,210
<i>State & Local Government Market Average</i>			\$31,559	\$37,892	\$44,226
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			117%	116%	116%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Legal Secretaries - 43-6012	40.0	\$27,770	\$39,235	\$50,700
Economic Research Institute - Maine	Legal Secretary - Level 2	40.0	\$41,540	\$50,524	\$59,507
Mercer - Northeast Region	Legal Secretary - Entry	40.0	\$41,300	\$48,450	\$55,600
Towers Watson - Northeast Region	Legal Support - Entry - P1	40.0	\$42,300	\$51,400	\$60,500

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$36,837	\$44,023	\$51,210
Published Market Average		\$38,228	\$47,402	\$56,577
Maine Judicial Branch as a % of Published Market Average		96%	93%	91%
Maine Judicial Branch	40	\$36,837	\$44,023	\$51,210
Overall Comparator Market Average		\$35,986	\$43,457	\$50,929
Maine Judicial Branch as a % of Overall Market Average		102%	101%	101%
Adjustment To Reach Market Average		-2%	-1%	-1%

NA = Data Not Available

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Judicial Administrative Assistant to the Trial Courts

Administrative and legal secretarial position of a confidential nature. Work involves providing clerical support to Judicial Officers in the Trial Courts (and others as directed) by typing correspondence, judicial orders and judgments, scheduling meetings, purchasing supplies, courtroom assistance and other related tasks.

Minimum Requirements: At least two years experience as a secretary or administrative assistant, preferably in the legal field; and Associate's Degree in a related field

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Legal Services Program Manager / Volunteer Coordinator					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Access to Justice Manager	37.5	\$67,834	\$83,937	\$100,040
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Administrator/Director CASA (8840)	35.0	\$83,656	\$90,048	\$96,440
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Programs Manager	40.0	\$67,848	\$79,670	\$91,492
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$56,056	\$64,189	\$72,322
<i>Court Systems Market Average</i>			\$73,113	\$84,552	\$95,991
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			77%	76%	75%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$56,056	\$64,189	\$72,322
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Business Ops Specialist - 13-1199	40.0	\$35,220	\$62,375	\$89,530
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Legal Support - Supervisor - M1	40.0	\$61,800	\$77,800	\$93,800

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$56,056	\$64,189	\$72,322
Published Market Average		\$48,510	\$70,088	\$91,665
Maine Judicial Branch as a % of Published Market Average		116%	92%	79%
Maine Judicial Branch	40	\$56,056	\$64,189	\$72,322
Overall Comparator Market Average		\$60,811	\$77,320	\$93,828
Maine Judicial Branch as a % of Overall Market Average		92%	83%	77%
Adjustment To Reach Market Average		8%	20%	30%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Child Guardian Ad Litem Coordinator, CASA Program Specialist, CASA Legal Services Advisor, Program Coordinator, CIP & JV CP

Responsible for managing and improving all facets of guardian ad litem services within the court system and providing information to those requesting or receiving those services. Develops policies, procedures, and mechanisms to assure the quality of GAL services and its efficient provision of those services. Oversees the work of employees, contractors, and interns.

Minimum Requirements: Graduation from an American Bar Association accredited law school and admission to the Maine Bar required. Significant supervisory experience required.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Legislative Analyst					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Staff Attorney - External Affairs	40.0	\$63,494	\$86,563	\$109,633
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	No Match		NA	NA	NA
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$52,645	\$60,559	\$68,474
<i>Court Systems Market Average</i>			\$63,494	\$86,563	\$109,633
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			83%	70%	62%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Policy Development Specialist	40.0	\$52,460	\$62,310	\$72,159
Maine Public Employee's Retirement System	Manager, Actuarial & Legislative	40.0	\$88,200	\$88,200	\$88,200
Maine State Legislature	Legislative Analyst (Fiscal or Committee)	40.0	\$57,504	\$72,367	\$87,229
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$52,645	\$60,559	\$68,474
<i>State & Local Government Market Average</i>			\$66,055	\$74,292	\$82,529
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			80%	82%	83%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Legal Support Workers - 23-2099	40.0	\$32,400	\$46,860	\$61,320
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$52,645	\$60,559	\$68,474
<i>Published Market Average</i>		\$32,400	\$46,860	\$61,320
<i>Maine Judicial Branch as a % of Published Market Average</i>		162%	129%	112%
Maine Judicial Branch	40	\$52,645	\$60,559	\$68,474
<i>Overall Comparator Market Average</i>		\$53,983	\$69,238	\$84,494
Maine Judicial Branch as a % of Overall Market Average		98%	87%	81%
<i>Adjustment To Reach Market Average</i>		3%	14%	23%

NA = Data Not Available

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 The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Legislative Analyst

Assists leadership in tracking, analyzing, and responding to legislative proposals and requests for information, including the development of fiscal impact statements, and assisting in complying with new legislative enactments. Responsible for assisting in the evaluation of proposed legislation and preparation of impact statements, and assists in the development of legislative proposals, rule amendments supporting changes in law, and business practices related to new legal requirements, including data analysis.

Minimum Requirements: Graduation from an accredited four-year college with a degree in Public, Business, Court Administration, Government, or related field.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Manager of Communications					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Web Manager	37.5	\$67,834	\$83,937	\$100,040
New Hampshire Judicial Branch	Public Information Officer	37.5	\$52,252	\$62,722	\$73,192
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$60,965	\$69,805	\$78,645
<i>Court Systems Market Average</i>			\$60,043	\$73,329	\$86,616
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			102%	95%	91%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Supervisor Graphics & Digital Services	40.0	\$48,900	\$57,996	\$67,092
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Communications Manager	40.0	\$35,183	\$46,911	\$58,639
Maine Judicial Branch		40.0	\$60,965	\$69,805	\$78,645
<i>State & Local Government Market Average</i>			\$42,041	\$52,454	\$62,866
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			145%	133%	125%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Public Relations Specialists - 27-3031	40.0	\$34,160	\$54,985	\$75,810
Economic Research Institute - Maine	Communications Manager - Level 2	40.0	\$58,073	\$71,186	\$84,299
Mercer - Northeast Region	Communications Analyst - Experienced	40.0	\$55,700	\$66,300	\$76,900
Towers Watson - Northeast Region	Communications - Supervisor - M1	40.0	\$57,300	\$76,400	\$95,500

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$60,965	\$69,805	\$78,645
Published Market Average		\$51,308	\$67,218	\$83,127
Maine Judicial Branch as a % of Published Market Average		119%	104%	95%
Maine Judicial Branch	40	\$60,965	\$69,805	\$78,645
Overall Comparator Market Average		\$51,131	\$64,334	\$77,536
Maine Judicial Branch as a % of Overall Market Average		119%	109%	101%
Adjustment To Reach Market Average		-16%	-8%	-1%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Court Communications Manager

Serves as the Webmaster and assumes responsibility for overall content and design of the intranet and internet. Provides graphic design services for web and print materials. Oversees the development of new and revised statistical and management reports, including fiscal year/calendar year annual summaries, quarterly case aging and clearance reports, open case reports and other reports as directed. Coordinates responses to data requests, inquiries made pursuant to the administrative order on public information and confidentiality, and any Freedom of Access Act (FOAA) or Freedom of Information Act (FOIA) requests.

Minimum Requirements: Graduation with a four (4) year college degree and at least four (4) years of progressively responsible experience. Experience with graphic design and layout principles and aesthetic design concepts required.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Manager of Training and Development					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Director of Training	37.5	\$86,056	\$103,998	\$121,941
New Hampshire Judicial Branch	Education & Training Coordinator	37.5	\$41,062	\$49,249	\$57,436
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$51,646	\$59,134	\$66,622
<i>Court Systems Market Average</i>			\$63,559	\$76,624	\$89,689
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			81%	77%	74%
<i>State & Local Government Data Sources</i>					
City of Portland	Safety Program Manager	40.0	\$56,687	\$66,329	\$75,972
Maine Executive Branch	Dir Training & Staff Development	40.0	\$54,666	\$64,777	\$74,889
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Manager of Training and Development	40.0	\$40,461	\$53,948	\$67,434
Maine Judicial Branch		40.0	\$51,646	\$59,134	\$66,622
<i>State & Local Government Market Average</i>			\$50,604	\$61,685	\$72,765
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			102%	96%	92%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Training and Development Managers - 11-3131	40.0	\$63,040	\$95,605	\$128,170
Economic Research Institute - Maine	Human Resources Consultant - Level 1	40.0	\$55,794	\$68,329	\$80,864
Mercer - Northeast Region	Training & Development Analyst - Experienced	40.0	\$57,100	\$65,550	\$74,000
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$51,646	\$59,134	\$66,622
<i>Published Market Average</i>		\$58,645	\$76,495	\$94,345
<i>Maine Judicial Branch as a % of Published Market Average</i>		88%	77%	71%
Maine Judicial Branch	40	\$51,646	\$59,134	\$66,622
<i>Overall Comparator Market Average</i>		\$57,603	\$71,601	\$85,599
Maine Judicial Branch as a % of Overall Market Average		90%	83%	78%
<i>Adjustment To Reach Market Average</i>		12%	21%	28%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
 The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Manager of Training and Development

Responsible for driving business impact through learning and development solutions, providing strategic direction to the department, and developing and delivering a training program that enhances and continuously improves the skills, competencies and performance of staff. Partners with business leaders to identify business performance needs, clarify desired outcomes/results and recommend learning solutions required to achieve stated results. Responsible for designing e-based learning modules through various authoring and publishing tools and also serves as an in-house trainer.

Minimum Requirements: Bachelor's degree from an accredited college or university. At least five (5) years of professional training experience.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Mediation Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Manager of Dispute Resolution Services	40.0	\$83,495	\$98,714	\$113,933
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	ADR Manager	37.5	\$67,834	\$83,937	\$100,040
New Hampshire Judicial Branch	ADR Coordinator	37.5	\$63,440	\$76,185	\$88,930
Rhode Island Judicial Branch	Executive Administrator (8831)	35.0	\$59,643	\$63,601	\$67,558
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$56,056	\$67,350	\$78,645
<i>Court Systems Market Average</i>			\$68,603	\$80,609	\$92,615
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			82%	84%	85%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Legal Administrator	40.0	\$45,449	\$53,825	\$62,200
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$56,056	\$67,350	\$78,645
<i>State & Local Government Market Average</i>			\$45,449	\$53,825	\$62,200
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			123%	125%	126%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Managers, Other - 11-9199	40.0	\$61,230	\$94,340	\$127,450
Economic Research Institute - Maine	Mediation Consultant - Level 3	40.0	\$56,823	\$68,681	\$80,539
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$56,056	\$67,350	\$78,645
Published Market Average		\$59,027	\$81,511	\$103,995
Maine Judicial Branch as a % of Published Market Average		95%	83%	76%
Maine Judicial Branch	40	\$56,056	\$67,350	\$78,645
Overall Comparator Market Average		\$57,693	\$71,981	\$86,270
Maine Judicial Branch as a % of Overall Market Average		97%	94%	91%
Adjustment To Reach Market Average		3%	7%	10%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Manager Foreclosure Diversion Program, Director of Alternative Dispute Resolution

Oversees the daily administration of Court Alternative Dispute Resolution Services. Keeps monthly statistics on number of mediation sessions held, disposition of cases, funds expended for administration, and provider services and travel. Prepares periodic reports on caseload and YTD status of expenditures. Oversees and evaluates work of mediators, personnel and contractors.

Minimum Requirements: A Bachelor's degree, as well as one or more advanced degrees in dispute resolution, law, counseling, or other related field are required. Extensive formal training as well as extensive actual experience in dispute resolution are required, as are excellent oral and written communication and interpersonal skills. Experience in administration together with a demonstrated record of providing leadership in complex environments are required

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Office Clerk/Assistant					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	Clerk	37.5	\$36,949	\$36,949	\$36,949
Connecticut Judicial Branch	Office Clerk	40.0	\$33,537	\$38,099	\$42,661
Cumberland County Probate Court	Clerk II	40.0	\$34,840	\$40,248	\$45,656
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	No Match		NA	NA	NA
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	Administrative Support	40.0	\$28,290	\$37,154	\$46,017
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	Clerk	37.5	\$29,386	\$44,185	\$58,984
Maine Judicial Branch		40.0	\$32,656	\$37,586	\$42,515
<i>Court Systems Market Average</i>			\$32,600	\$39,327	\$46,053
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			100%	96%	92%
<i>State & Local Government Data Sources</i>					
City of Portland	Office Assistant (CEBA)	40.0	\$30,518	\$34,633	\$38,747
Maine Executive Branch	Inventory & Property Associate I	40.0	\$26,776	\$32,148	\$37,521
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	Senior Secretary	40.0	\$33,721	\$41,485	\$49,249
University of Maine System	Administrative Clerk	40.0	\$21,674	\$26,187	\$30,701
Maine Judicial Branch		40.0	\$32,656	\$37,586	\$42,515
<i>State & Local Government Market Average</i>			\$28,172	\$33,613	\$39,055
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			116%	112%	109%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	AV Equipment Tech - 27-4011	40.0	\$21,560	\$36,665	\$51,770
Economic Research Institute - Maine	Administrative Secretary - Level 1	40.0	\$35,054	\$42,077	\$49,100
Mercer - Northeast Region	Administration Clerk - Entry	40.0	\$28,700	\$32,950	\$37,200
Towers Watson - Northeast Region	Administrative Assistance - Entry - U1	40.0	\$32,100	\$37,250	\$42,400

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$32,656	\$37,586	\$42,515
Published Market Average		\$29,354	\$37,236	\$45,118
Maine Judicial Branch as a % of Published Market Average		111%	101%	94%
Maine Judicial Branch	40	\$32,656	\$37,586	\$42,515
Overall Comparator Market Average		\$30,042	\$36,725	\$43,408
Maine Judicial Branch as a % of Overall Market Average		109%	102%	98%
Adjustment To Reach Market Average		-8%	-2%	2%

NA = Data Not Available

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Transcript/Audio Production Specialist

Responsible for processing orders by ensuring information is complete and the order is entered into the database. Locating ordered product and shipping it to outside vendor for production.

Responsible for processing and completion of digital file orders. Maintains inventory of computers and digital recording equipment used for statewide electronic recording in the courtrooms and may provide technical assistance on the use of such equipment.

Minimum Requirements: Associates degree from an accredited university and experience or training with the use of digital electronic recording systems, preferably in a Court environment or five years experience recording and monitoring in Court and formal training in using digital electronic recording systems to fulfill audio and transcript requests.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Office Supervisor					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Administrative Assistant	40.0	\$45,705	\$52,524	\$59,342
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	Registrar of Probate	35.0	\$54,685	\$54,685	\$54,685
Massachusetts Judicial Branch	Office Manager	37.5	\$50,568	\$58,613	\$66,658
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$39,354	\$47,091	\$54,829
<i>Court Systems Market Average</i>			\$50,319	\$55,274	\$60,228
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			78%	85%	91%
<i>State & Local Government Data Sources</i>					
City of Portland	Office Manager (Pro-Tech)	40.0	\$37,011	\$42,696	\$48,380
Maine Executive Branch	Office Associate II Manager Supervisor	40.0	\$30,816	\$36,964	\$43,112
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Administrative Support Supervisor	40.0	\$33,530	\$41,101	\$48,672
Maine Judicial Branch		40.0	\$39,354	\$47,091	\$54,829
<i>State & Local Government Market Average</i>			\$33,786	\$40,254	\$46,721
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			116%	117%	117%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Supervisors of Office and Admin Support - 43-10	40.0	\$31,660	\$49,840	\$68,020
Economic Research Institute - Maine	Office Supervisor - Level 1	40.0	\$35,663	\$43,338	\$51,012
Mercer - Northeast Region	Office Administration - Entry	40.0	\$37,500	\$47,700	\$57,900
Towers Watson - Northeast Region	Administrative Services - Supervisor - M1	40.0	\$44,700	\$60,250	\$75,800

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$39,354	\$47,091	\$54,829
Published Market Average		\$37,381	\$50,282	\$63,183
Maine Judicial Branch as a % of Published Market Average		105%	94%	87%
Maine Judicial Branch	40	\$39,354	\$47,091	\$54,829
Overall Comparator Market Average		\$40,495	\$48,603	\$56,711
Maine Judicial Branch as a % of Overall Market Average		97%	97%	97%
Adjustment To Reach Market Average		3%	3%	3%

NA = Data Not Available

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Supervisor of Transcript Production, Administrative Clerk MJBVB, Supervisor of Service Center, Collections Coordinator

Responsible for overseeing and managing the daily workload of assigned areas of the office. Supervise, train, and assist in the hiring decision for employees and/or contractors. May complete work to support projects or initiatives. This position may also be assigned the work of subordinates in addition to supervisory duties.

Minimum Requirements: Associate's Degree required. Two years experience in an Office where transcripts, or similar products, are produced or managed.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Operations Analyst					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Court Planner II	40.0	\$66,646	\$78,676	\$90,705
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Business Analyst	37.5	\$64,630	\$76,872	\$89,115
New Hampshire Judicial Branch	Court Services Representative III	37.5	\$51,854	\$62,226	\$72,599
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Business Process Analyst	40.0	\$56,727	\$70,829	\$84,931
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$48,693	\$58,583	\$68,474
<i>Court Systems Market Average</i>			\$59,964	\$72,151	\$84,338
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			81%	81%	81%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Management Analyst I	40.0	\$35,687	\$41,900	\$48,114
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$48,693	\$58,583	\$68,474
<i>State & Local Government Market Average</i>			\$35,687	\$41,900	\$48,114
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			136%	140%	142%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Management Analysts - 13-1111	40.0	\$38,730	\$68,590	\$98,450
Economic Research Institute - Maine	Business Analyst - Level 2	40.0	\$65,676	\$79,730	\$93,783
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$48,693	\$58,583	\$68,474
Published Market Average		\$52,203	\$74,160	\$96,117
Maine Judicial Branch as a % of Published Market Average		93%	79%	71%
Maine Judicial Branch	40	\$48,693	\$58,583	\$68,474
Overall Comparator Market Average		\$49,285	\$62,737	\$76,189
Maine Judicial Branch as a % of Overall Market Average		99%	93%	90%
Adjustment To Reach Market Average		1%	7%	11%

NA = Data Not Available

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Process Auditor, Field Operations Specialist, Court Operations Analyst, Court Operations Specialist

Performs business process analysis by comparing business processes to system capabilities. Research and evaluate current processes and develop strategies for improving business processes and makes recommendations around policies and procedures to achieve process improvement. Analyzes management reports and makes recommendations regarding policies, procedures, staff training and other resource needs based on workload data. Provides support to supervisors in staff selection, office organization, training, scheduling, system and other operational matters.

Minimum Requirements: Graduation from an accredited four-year college with a degree in Public, Business or Court Administration or related field. Experience with or ability to learn how to access and search within current case management system and other databases within the Judicial Branch required. Experience with Microsoft Excel and Word required.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Process Improvement Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Program Manager II	40.0	\$80,087	\$94,860	\$109,633
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	No Match		NA	NA	NA
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	Staff Attorney II (8830)	35.0	\$57,373	\$61,161	\$64,948
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$66,560	\$76,201	\$85,842
<i>Court Systems Market Average</i>			\$68,730	\$78,010	\$87,291
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			97%	98%	98%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$66,560	\$76,201	\$85,842
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Managers, Other - 11-9199	40.0	\$61,230	\$94,340	\$127,450
Economic Research Institute - Maine	Compliance Manager - Level 2	40.0	\$68,973	\$84,819	\$100,665
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Program Management - Supervisor - M1	40.0	\$67,600	\$88,350	\$109,100

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$66,560	\$76,201	\$85,842
<i>Published Market Average</i>		\$65,934	\$89,170	\$112,405
<i>Maine Judicial Branch as a % of Published Market Average</i>		101%	85%	76%
Maine Judicial Branch	40	\$66,560	\$76,201	\$85,842
<i>Overall Comparator Market Average</i>		\$67,332	\$83,590	\$99,848
Maine Judicial Branch as a % of Overall Market Average		99%	91%	86%
<i>Adjustment To Reach Market Average</i>		1%	10%	16%

NA = Data Not Available

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Family Division Manager, Process Improvement Manager, Civil Process & Court Access Manager

Monitors and analyzes statistical and court management information related to criminal cases and specialty dockets. Conducts research and analysis to define problems, issues or trends affecting the court system. Develops recommendations, solutions or options. Conducts reviews of criminal case flow processes, monitor national trends and conducts research into best practices and develops recommendations to improve criminal scheduling and case processing. Oversees bail commissioner services and assists with the development and revision of bail procedures, and with training and quality control for bail commissioner services.

Minimum Requirements: Juris Doctor or equivalent degree from an American Bar Association accredited Law School. Five (5) years of experience in the practice of Family Division-related law. Active Maine Bar membership. Three (3) years of supervisory experience.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Programmer Analyst					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Systems Developer II	40.0	\$60,512	\$71,425	\$82,338
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Programmer Analyst	37.5	\$60,625	\$75,038	\$89,450
New Hampshire Judicial Branch	Senior Developer	37.5	\$58,510	\$70,241	\$81,973
Rhode Island Judicial Branch	Software Support Specialist (4433)	35.0	\$71,037	\$75,904	\$80,772
US District Court of Maine	Programmer Analyst	40.0	\$62,181	\$81,636	\$101,090
Vermont Judicial Branch	Systems Developer III	40.0	\$60,277	\$75,287	\$90,297
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$55,997	\$64,477	\$72,956
<i>Court Systems Market Average</i>			\$62,190	\$74,922	\$87,653
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			90%	86%	83%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Programmer Analyst	40.0	\$45,056	\$53,017	\$60,977
Maine Public Employee's Retirement System	Programmer Analyst	40.0	\$44,554	\$52,427	\$60,300
Maine State Legislature	Programmer Analyst (Levels I, II, III)	40.0	\$53,158	\$74,540	\$95,921
University of Maine System	Programmer Analyst	40.0	\$35,183	\$46,911	\$58,639
Maine Judicial Branch		40.0	\$55,997	\$64,477	\$72,956
<i>State & Local Government Market Average</i>			\$44,488	\$56,724	\$68,959
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			126%	114%	106%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Software Developers 15-1133	40.0	\$67,960	\$97,280	\$126,600
Economic Research Institute - Maine	Programmer Analyst - Level 1	40.0	\$57,841	\$70,964	\$84,086
Mercer - Northeast Region	Applications Systems Analyst - Entry	40.0	\$54,400	\$59,700	\$65,000
Towers Watson - Northeast Region	Application Development - Entry - P1	40.0	\$50,000	\$61,000	\$72,000

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$55,997	\$64,477	\$72,956
Published Market Average		\$57,550	\$72,236	\$86,922
Maine Judicial Branch as a % of Published Market Average		97%	89%	84%
Maine Judicial Branch	40	\$55,997	\$64,477	\$72,956
Overall Comparator Market Average		\$54,743	\$67,960	\$81,178
Maine Judicial Branch as a % of Overall Market Average		102%	95%	90%
Adjustment To Reach Market Average		-2%	5%	11%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Lead Program Analyst, Programmer Analyst

Responsible for designing, developing and maintaining software systems. Serves as Web Services/Web Objects/Java/Cocoa developer for an Oracle 9i/10g database. Develop and Maintain Web Services Interchanges via XML/XULT including the development of Schema. Participate in troubleshooting and testing of new applications and deployment. Assist in the transition from a and maintenance of a COBOL application and interface to the new WO application. Net and MSSQL programming skills required and SSRS/SSAS/SSIS skills desired.

Minimum Requirements: Two- or four-year degree in computer science. Minimum of two years of applicable experience.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Public Relations Director & Lobbyist					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Ex. Director External Affairs	40.0	\$122,809	\$142,433	\$162,056
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Manager of Intergovernmental Relations	37.5	\$74,296	\$92,059	\$109,822
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$79,435	\$90,938	\$102,440
<i>Court Systems Market Average</i>			\$98,553	\$117,246	\$135,939
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			81%	78%	75%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Dir Legislative Affairs & Communications	40.0	\$64,821	\$82,009	\$99,197
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$79,435	\$90,938	\$102,440
<i>State & Local Government Market Average</i>			\$64,821	\$82,009	\$99,197
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			123%	111%	103%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Public Relations and Fundraising Managers - 11-	40.0	\$53,310	\$90,650	\$127,990
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$79,435	\$90,938	\$102,440
Published Market Average		\$53,310	\$90,650	\$127,990
Maine Judicial Branch as a % of Published Market Average		149%	100%	80%
Maine Judicial Branch	40	\$79,435	\$90,938	\$102,440
Overall Comparator Market Average		\$72,228	\$96,635	\$121,042
Maine Judicial Branch as a % of Overall Market Average		110%	94%	85%
Adjustment To Reach Market Average		-9%	6%	18%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Government & Media Counsel

Serves as the primary liaison with the Legislature, legislative leadership, Executive Branch and the Governor's Office. Represents the Judicial Branch in Legislative proceedings and lobbies for bipartisan support of Judicial Branch initiatives. Develops and implements a public information plan, which includes strategies for effectively communicating with the Legislative and Executive Branches of state government, the news media, and the general public.

Minimum Requirements: Graduation from an accredited four-year college with a degree in communications, government, information systems, public administration, public relations, or related field, significant experience in governmental or public relations, or other related management responsibilities.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Regional Court Operations Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Regional Supervisor	37.5	\$67,834	\$83,937	\$100,040
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	General Chief Clerk (8835)	35.0	\$68,955	\$73,566	\$78,178
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Court Operations Manager	40.0	\$67,848	\$79,670	\$91,492
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$60,965	\$69,805	\$78,645
<i>Court Systems Market Average</i>			\$68,212	\$79,058	\$89,903
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			89%	88%	87%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$60,965	\$69,805	\$78,645
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Admin Services Manager - 11-3011	40.0	\$42,570	\$77,570	\$112,570
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$60,965	\$69,805	\$78,645
Published Market Average		\$42,570	\$77,570	\$112,570
Maine Judicial Branch as a % of Published Market Average		143%	90%	70%
Maine Judicial Branch	40	\$60,965	\$69,805	\$78,645
Overall Comparator Market Average		\$55,391	\$78,314	\$101,237
Maine Judicial Branch as a % of Overall Market Average		110%	89%	78%
Adjustment To Reach Market Average		-9%	12%	29%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
 The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Manager of Cumberland County Clerks

This position oversees the operations of a single department across multiple locations (2-3). The Manager oversees the functioning of clerks' offices and works closely with each location to ensure established procedures are utilized. Monitors dockets in all trial courts relative to case completion standards and implements changes in clerks offices where needed. The Manager ensures effective communication within and between clerks' offices, and with the other areas of administration, including security, human resources, fiscal operations, training, judicial officers and court management.

Minimum Requirements: Bachelors Degree in a related field required. Five years experience managing and supervising in a busy office environment

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Sergeant					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Assistant Chief Court Officer	37.5	\$54,563	\$61,904	\$69,246
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$39,354	\$45,282	\$51,210
<i>Court Systems Market Average</i>			\$54,563	\$61,904	\$69,246
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			72%	73%	74%
<i>State & Local Government Data Sources</i>					
City of Portland	Police Sergeant	40.0	\$58,739	\$60,830	\$62,920
Maine Executive Branch	Capitol Police Sergeant	40.0	\$39,618	\$46,290	\$52,962
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Police Sergeant	40.0	\$37,274	\$45,573	\$53,872
Maine Judicial Branch		40.0	\$39,354	\$45,282	\$51,210
<i>State & Local Government Market Average</i>			\$45,210	\$50,897	\$56,585
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			87%	89%	91%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Supervisor of Protective Services - 33-1099	40.0	\$31,910	\$46,995	\$62,080
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$39,354	\$45,282	\$51,210
<i>Published Market Average</i>		\$31,910	\$46,995	\$62,080
<i>Maine Judicial Branch as a % of Published Market Average</i>		123%	96%	82%
Maine Judicial Branch	40	\$39,354	\$45,282	\$51,210
<i>Overall Comparator Market Average</i>		\$43,894	\$53,266	\$62,637
Maine Judicial Branch as a % of Overall Market Average		90%	85%	82%
<i>Adjustment To Reach Market Average</i>		12%	18%	22%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Sergeant

Performs all duties of the Court Officer. Supervises up to 20 employees. Responsible for the coordination of all judicial marshal services including trials, emergency procedures, courthouse safety, security training, threat assessment, health and safety procedures, and coordination with law enforcement agencies. All are law enforcement officers and carry a firearm.

Minimum Requirements: Graduation from high school (or GED). Three (3) years experience as a full time Deputy Judicial Marshal or similar relevant experience.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

SQL Database Administrator					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Database Administrator II	40.0	\$66,646	\$78,676	\$90,705
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Database Administrator	37.5	\$72,356	\$89,533	\$106,709
New Hampshire Judicial Branch	Senior Developer	37.5	\$58,510	\$70,241	\$81,973
Rhode Island Judicial Branch	Jr. Database Administrator (4433)	35.0	\$71,037	\$75,904	\$80,772
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	Systems Developer II	40.0	\$50,441	\$62,843	\$75,244
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$61,922	\$71,261	\$80,600
<i>Court Systems Market Average</i>			\$63,798	\$75,439	\$87,081
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			97%	94%	93%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Database Administrator	40.0	\$56,806	\$66,961	\$77,117
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Sr. Database Administrator	40.0	\$46,530	\$62,040	\$77,549
Maine Judicial Branch		40.0	\$61,922	\$71,261	\$80,600
<i>State & Local Government Market Average</i>			\$51,668	\$64,500	\$77,333
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			120%	110%	104%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	No Match		NA	NA	NA
Economic Research Institute - Maine	Database Administrator - Level 2	40.0	\$69,119	\$84,901	\$100,683
Mercer - Northeast Region	Database Administrator - Experienced	40.0	\$77,800	\$87,250	\$96,700
Towers Watson - Northeast Region	Database Administration - Intermediate - P2	40.0	\$61,300	\$83,450	\$105,600

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$61,922	\$71,261	\$80,600
Published Market Average		\$69,406	\$85,200	\$100,994
Maine Judicial Branch as a % of Published Market Average		89%	84%	80%
Maine Judicial Branch	40	\$61,922	\$71,261	\$80,600
Overall Comparator Market Average		\$61,624	\$75,047	\$88,469
Maine Judicial Branch as a % of Overall Market Average		100%	95%	91%
Adjustment To Reach Market Average		0%	5%	10%

NA = Data Not Available

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SQL Database Administrator

Advanced technical services position involving the configuration, support and maintenance of SQL Server environments. Works closely with the contracted vendor partner's infrastructure team to install, administer, and maintain the SQL Server environments of the new enterprise-class system, which will run on Windows Server. Representative tasks may include: application of required security patches and maintenance updates, management of database security, design and implementation of database backup/restoration and business continuity policies, management of system performance, configuration and management of data and object distribution policies, and the development and management scheduled jobs.

Minimum Requirements: Bachelor's degree from an accredited university. Substantial expertise with SQL Server and SQL Reporting Services is required.

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Staff Accountant					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Accountant II	40.0	\$66,646	\$78,676	\$90,705
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Accounting Coordinator	37.5	\$46,804	\$56,731	\$66,658
New Hampshire Judicial Branch	Budget Assistant	37.5	\$43,800	\$52,533	\$61,266
Rhode Island Judicial Branch	Senior Accountant	35.0	\$50,302	\$54,200	\$58,098
US District Court of Maine	Accountant	40.0	\$42,884	\$56,292	\$69,700
Vermont Judicial Branch	Financial Specialist III	40.0	\$45,095	\$56,086	\$67,077
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$48,693	\$56,066	\$63,440
<i>Court Systems Market Average</i>			\$49,255	\$59,086	\$68,917
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			99%	95%	92%
<i>State & Local Government Data Sources</i>					
City of Portland	Accountant I (CEBA)	40.0	\$32,682	\$37,206	\$41,730
Maine Executive Branch	Senior Staff Accountant	40.0	\$39,181	\$46,104	\$53,028
Maine Public Employee's Retirement System	Accountant	40.0	\$40,535	\$47,633	\$54,731
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Senior Accountant	40.0	\$40,461	\$53,948	\$67,434
Maine Judicial Branch		40.0	\$48,693	\$56,066	\$63,440
<i>State & Local Government Market Average</i>			\$38,215	\$46,223	\$54,231
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			127%	121%	117%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Accountants and Auditors - 13-2011	40.0	\$39,520	\$61,915	\$84,310
Economic Research Institute - Maine	Accountant - Level 3	40.0	\$56,077	\$67,796	\$79,514
Mercer - Northeast Region	Accountant - Senior	40.0	\$52,900	\$58,700	\$64,500
Towers Watson - Northeast Region	Accounting - Career - P3	40.0	\$52,200	\$67,400	\$82,600

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$48,693	\$56,066	\$63,440
Published Market Average		\$50,174	\$63,953	\$77,731
Maine Judicial Branch as a % of Published Market Average		97%	88%	82%
Maine Judicial Branch	40	\$48,693	\$56,066	\$63,440
Overall Comparator Market Average		\$45,881	\$56,421	\$66,960
Maine Judicial Branch as a % of Overall Market Average		106%	99%	95%
Adjustment To Reach Market Average		-6%	1%	6%

NA = Data Not Available

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The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Staff Accountant

Reviews and updates indirect cost allocation plans to ensure compliance with federal regulations. Assists in the preparation of annual and biennial budgets. Assists managers with procurement and contracting, and manages general special services contracts. Assists with preparation of fiscal impact statements. Conducts internal control audits of Judicial Branch locations or financial processes, including writing findings and making recommendations for changes to internal controls. Manages federal grants, other special revenue and bond funds. Supervision of Accounting staff may be exercised.

Minimum Requirements: Graduation from an accredited four-year college with a degree in accounting or financial field required. Considerable experience in fiscal administrative or professional work required.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Statewide Court Operations Manager					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Assistant Deputy Court Administrator	37.5	\$74,296	\$92,059	\$109,822
New Hampshire Judicial Branch	Court Administrator	37.5	\$71,610	\$86,010	\$100,409
Rhode Island Judicial Branch	Deputy Administrator (8844)	35.0	\$100,703	\$107,099	\$113,494
US District Court of Maine	Clerk of Court	40.0	\$128,503	\$144,402	\$160,300
Vermont Judicial Branch	Superior Court Clerk	40.0	\$81,212	\$95,090	\$108,968
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$66,560	\$76,201	\$85,842
<i>Court Systems Market Average</i>			\$91,265	\$104,932	\$118,599
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			73%	73%	72%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	No Match		NA	NA	NA
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$66,560	\$76,201	\$85,842
<i>State & Local Government Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			NA	NA	NA
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Admin Services Manager - 11-3011	40.0	\$42,570	\$77,570	\$112,570
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	Administrative Services - M3 - Senior Manager	40.0	\$82,900	\$103,850	\$124,800

**APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)**

Maine Judicial Branch	40.0	\$66,560	\$76,201	\$85,842
Published Market Average		\$62,735	\$90,710	\$118,685
Maine Judicial Branch as a % of Published Market Average		106%	84%	72%
Maine Judicial Branch	40	\$66,560	\$76,201	\$85,842
Overall Comparator Market Average		\$77,000	\$97,821	\$118,642
Maine Judicial Branch as a % of Overall Market Average		86%	78%	72%
Adjustment To Reach Market Average		16%	28%	38%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Manager of Clerks of Court

This position oversees the operations of a single department across multiple locations (30+). The Manager oversees the functioning of clerks' offices and works closely with administration, judicial leadership, and others to implement efficient, compliant, and consistent case management procedures statewide. Implements efficient case management procedures that comply with law, rule, and/or policy in all clerks' offices statewide. Monitors dockets in all trial courts relative to case completion standards and implements changes in clerks offices where needed. Conducts audits of clerks' offices (operations reviews) and ensures the implementation of appropriate office improvement plans based upon the results of those audits. Monitors office staffing statewide and make adjustments when necessary. The Manager ensures effective communication within and between clerks' offices, and with the other areas of administration, including security, human resources,

Minimum Requirements: Bachelor of Arts or Science (BA/BS) degree in a related field from an accredited University or College, or planned graduation with a BA/BS degree from an accredited University or College in a related field within a timeframe deemed reasonable by the Judicial Branch, plus extensive experience of a progressively responsible nature in court management or closely related field.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Systems Administrator					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Technical Systems Analyst II	40.0	\$70,691	\$84,170	\$97,650
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Systems Administrator	37.5	\$56,836	\$70,348	\$83,859
New Hampshire Judicial Branch	LAN Specialist I, II, III or IV	37.5	\$39,152	\$58,001	\$76,849
Rhode Island Judicial Branch	Systems Analyst	35.0	\$52,649	\$55,947	\$59,244
US District Court of Maine	Computer Systems Administrator	40.0	\$47,229	\$61,989	\$76,749
Vermont Judicial Branch	IT Specialist III	40.0	\$60,277	\$75,287	\$90,297
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$60,542	\$76,616	\$92,690
<i>Court Systems Market Average</i>			\$54,472	\$67,624	\$80,775
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			111%	113%	115%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	Systems Section Manager	40.0	\$62,441	\$74,147	\$85,853
Maine Public Employee's Retirement System	Network Administrator	40.0	\$44,554	\$52,427	\$60,300
Maine State Legislature	Systems Engineer	40.0	\$69,560	\$87,524	\$105,487
University of Maine System	Systems Administrator	40.0	\$40,461	\$53,948	\$67,434
Maine Judicial Branch		40.0	\$60,542	\$76,616	\$92,690
<i>State & Local Government Market Average</i>			\$54,254	\$67,011	\$79,769
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			112%	114%	116%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Systems Administrators - 15-1142	40.0	\$44,110	\$70,465	\$96,820
Economic Research Institute - Maine	Systems Administrator - Level 2	40.0	\$61,259	\$75,267	\$89,275
Mercer - Northeast Region	Systems Administrator - Experienced	40.0	\$66,300	\$75,900	\$85,500
Towers Watson - Northeast Region	Systems Administration - Career - P3	40.0	\$64,700	\$79,900	\$95,100

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$60,542	\$76,616	\$92,690
Published Market Average		\$59,092	\$75,383	\$91,674
Maine Judicial Branch as a % of Published Market Average		102%	102%	101%
Maine Judicial Branch	40	\$60,542	\$76,616	\$92,690
Overall Comparator Market Average		\$55,940	\$70,006	\$84,072
Maine Judicial Branch as a % of Overall Market Average		108%	109%	110%
Adjustment To Reach Market Average		-8%	-9%	-9%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.

The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Assistant Systems Administrator, Systems Administrator

Responsible for all aspects of the information technology infrastructure, including maintaining a heterogeneous, enterprise technology stack comprised of Unix, Windows, and Macintosh operating systems in an increasingly virtualized environment using the VMware suite. Maintains a substantial Oracle database and reporting infrastructure. This position plans, designs, develops, and deploys efficient information systems and operating systems in support of core business functions. This position also ensures the stability, integrity and efficient operation of systems that support core organization functions. This is achieved by monitoring, maintaining, supporting, and optimizing all networked software and associated operating systems.

Minimum Requirements: Bachelor's Degree plus five (5) years of systems administration experience required.

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Technology Assistant					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	Court Recording Monitor	40.0	\$39,749	\$45,894	\$52,039
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	Court Monitor	37.5	\$43,500	\$50,421	\$57,341
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$32,656	\$37,586	\$42,515
<i>Court Systems Market Average</i>			\$41,625	\$48,157	\$54,690
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			78%	78%	78%
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	Senior Computer Operations Technician	40.0	\$37,346	\$43,614	\$49,883
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	Instructional Technology Support Specialist	40.0	\$26,570	\$35,471	\$44,372
Maine Judicial Branch		40.0	\$32,656	\$37,586	\$42,515
<i>State & Local Government Market Average</i>			\$31,958	\$39,543	\$47,127
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			102%	95%	90%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	AV Equipment Tech - 27-4011	40.0	\$21,560	\$36,665	\$51,770
Economic Research Institute - Maine	No Match		NA	NA	NA
Mercer - Northeast Region	No Match		NA	NA	NA
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$32,656	\$37,586	\$42,515
Published Market Average		\$21,560	\$36,665	\$51,770
Maine Judicial Branch as a % of Published Market Average		151%	103%	82%
Maine Judicial Branch	40	\$32,656	\$37,586	\$42,515
Overall Comparator Market Average		\$31,714	\$41,455	\$51,196
Maine Judicial Branch as a % of Overall Market Average		103%	91%	83%
Adjustment To Reach Market Average		-3%	10%	20%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Court Technology Assistant

Responsible for recording, monitoring and logging of court proceedings on digital or analog electronic recording; and the courtroom operation of video equipment (such as television monitors, DVD or VHS player/recorder units, and interactive video conferencing systems), courtroom sound systems, the operation of assistive listening devices, and MAC or PC computer systems in courtrooms, and other courtroom technology systems and devices as necessary.

Minimum Requirements: Graduation from high school (or GED).

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Technology Trainer					
Respondent	Matching Job Title	Workweek	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
<i>Court Systems Data Sources</i>					
Androscoggin County Probate Court	No Match		NA	NA	NA
Connecticut Judicial Branch	No Match		NA	NA	NA
Cumberland County Probate Court	No Match		NA	NA	NA
Kennebec County Probate Court	No Match		NA	NA	NA
Massachusetts Judicial Branch	No Match		NA	NA	NA
New Hampshire Judicial Branch	No Match		NA	NA	NA
Rhode Island Judicial Branch	No Match		NA	NA	NA
US District Court of Maine	No Match		NA	NA	NA
Vermont Judicial Branch	No Match		NA	NA	NA
York County Probate Court	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$45,198	\$52,094	\$58,989
<i>Court Systems Market Average</i>			NA	NA	NA
<i>Maine Judicial Branch as a % of Court Systems Market Average</i>			NA	NA	NA
<i>State & Local Government Data Sources</i>					
City of Portland	No Match		NA	NA	NA
Maine Executive Branch	No Match		NA	NA	NA
Maine Public Employee's Retirement System	Technology Integrator	40.0	\$38,810	\$45,624	\$52,438
Maine State Legislature	No Match		NA	NA	NA
University of Maine System	No Match		NA	NA	NA
Maine Judicial Branch		40.0	\$45,198	\$52,094	\$58,989
<i>State & Local Government Market Average</i>			\$38,810	\$45,624	\$52,438
<i>Maine Judicial Branch as a % of State & Local Government Market Average</i>			116%	114%	112%
<i>Published Data Sources</i>					
Bureau of Labor Statistics - Maine	Training and Development Specialists - 13-1151	40.0	\$33,480	\$57,860	\$82,240
Economic Research Institute - Maine	Training Representative - Level 1	40.0	\$44,327	\$53,278	\$62,229
Mercer - Northeast Region	IS Training Professional - Entry	40.0	\$56,000	\$64,550	\$73,100
Towers Watson - Northeast Region	No Match		NA	NA	NA

APPENDIX B
Maine Judicial Branch
Detailed Market Data (Adjusted)

Maine Judicial Branch	40.0	\$45,198	\$52,094	\$58,989
Published Market Average		\$44,602	\$58,563	\$72,523
Maine Judicial Branch as a % of Published Market Average		101%	89%	81%
Maine Judicial Branch	40	\$45,198	\$52,094	\$58,989
Overall Comparator Market Average		\$41,706	\$52,093	\$62,480
Maine Judicial Branch as a % of Overall Market Average		108%	100%	94%
Adjustment To Reach Market Average		-8%	0%	6%

NA = Data Not Available

All data is adjusted based on geographic differences in the cost of labor, effective date of published data, and/or differences in workweek definition, as applicable.
The overall market average is an average of the market sector data source's averages: Courts Systems, Published, and State Local Governments.

Technology Trainer

Technology Trainer is primarily responsible for the delivery of training on software applications to employees in a classroom-based setting. Training is heavily focused on the current core case management systems and can also include other supporting applications and software programs (e.g., Microsoft Word, Excel, PowerPoint, and Mac OS and Windows). Responsible for the design and development of new application training materials, as well as maintaining and updating existing curriculums and materials.

Minimum Requirements: Associate's degree from an accredited university. Experience with business analysis and technical support is required.