

## Receptionist/Telephone Operator

*Performs routine clerical duties, including answering telephones, greeting office visitors, and general typing work of limited complexity.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	17,867	17,867	17,867	=	Central Receptionist/Telephone Operator	1	Contractual
Anne Arundel	34,099	23,608	44,346	+	Office Support Assistant I Office Support Assistant II	104	Office Support Assistant I/II may perform other clerical duties than just receptionist or greeting visitors. Min salary is OS 1 and max salary is OS 2 including 15% longevity 16+ yrs
Baltimore City		24,222	27,076	=	Office Assistant I		Vacant
Baltimore County	32,432	24,698	30,649	-	Clerk	6	35 hour position. Max salary with longevities is \$38,889
Calvert							
Carroll	36,941	26,562	42,495	=	Information desk Receptionist	1	
Cecil	29,224	23,109	35,942	=	Office Services Assistant	1	
Charles	38,140	28,870	50,269	+	Office Associate I & II	10	
Dorchester	24,765	23,571	36,763	=	Administrative Associate	2	
Frederick	33,942	27,889	44,361		Admin Spec II	3	
Garrett							
Harford		23,700	51,002	=	Clerical Assistant		
Howard	34,068	26,832	43,889	=	Administrative Support Technician I	7	
Kent							
Montgomery	37,926	31,797	51,062	=	Administrative Aide	6	This is at the entry level. Please note that they also perform other functions
Prince George's	22,823	22,879	44,514	=	General Clerk II	12	
Queen Anne's							
St. Mary's					Switchboard Operator/Greeter		
Somerset							
Talbot	35,467	23,707	45,439		Clerk	2	
Washington							
Wicomico	20,000					1	Unclassified
Worcester	26,013	25,379	41,587	=		1	
MNCPPC	33,504	26,623	47,857	=	Office Clerk	6	
AVERAGE	24,924	20,816	33,737				

*Jobs with < than 5 responses were omitted.*

*"Match" column denotes position is >greater than, = equal to, or < less than job description.*

## Paralegal

*Performs a wide variety of legal functions pertaining to programs and operations of the jurisdiction, such as legal research, interviewing and dealing with clients. Typically requires an AA degree at a minimum.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	30,534	30,534	30,534			2	Contractual
Anne Arundel	51,723	37,132	58,671		Paralegal	4	
Baltimore City		41,438	50,364	=	Paralegal	6	
Baltimore County	46,793	35,275	44,735	=	Legal Assistant	2	35 hour position. Max salary with longevities is \$55,722. 2% COLA effective 1/1/2010
Calvert							
Caroline	53,002	40,080	74,286		Court Coordinator	2	
Carroll	39,728	37,482	59,967	=	Paralegal	1	
Cecil							NCC
Charles	48,306	42,385	68,223	=	Paralegal	1	
Dorchester							
Frederick	47,909	34,299	54,648		Legal Assistant		
Garrett							
Harford	58,290	47,400	90,230	-	Legal Assistant III	5	
Howard	54,300	40,477	65,395	=	Legal Support Services Specialist	5	
Kent							
Montgomery	71,686	51,598	85,463	=	Paralegal Specialist	7	
Prince George's	39,911	33,804	65,767	=	Paralegal Assistant II	12	Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's	44,449	41,184	65,811	=		2	
Somerset	33,465	29,062	50,598	-	Child Support Processor & Victim Witness Coord.	3	2 Pay Grades
Talbot	41,454	37,094	53,630		Paralegal	1	
Washington							
Wicomico	33,796	27,875	51,558				
Worcester							
MNCPPC		41,932	71,750	=	Paralegal Assistant		Requires paralegal certificate
AVERAGE	40,903	35,713	57,052				

*Jobs with < than 5 responses were omitted.*

*"Match" column denotes position is >greater than, = equal to, or < less than job description.*

## Legal Secretary

*Performs a variety of administrative, secretarial and minor paralegal duties to attorney and/or judge. Under general supervision, performs a full range of legal secretarial work including the processing of various legal documents*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,520	27,482	52,225	=		6	
Anne Arundel	50,823	33,638	53,159		Legal Secretary	6	
Baltimore City		32,853	39,210	=	Legal Assistant	9	
Baltimore County	40,257	32,169	40,830	=		27	35 hour position. Max salary with longevities is \$51,094
Calvert							
Caroline	35,020	30,113	46,125		Court Recorder/Coordinator	7	
Carroll	32,913	28,933	46,322	=	Legal Secretary I	3	
Cecil	37,596	32,427	50,502	=		6	
Charles	51,939	42,385	68,223	+	Legal Assistant III	2	
Dorchester	43,882	33,444	52,161	=	Legal Secretary	2	
Frederick	42,164	34,299	54,648		Judicial Assistant	3	
Garrett							
Harford	41,513	39,900	76,190	=	Legal Specialist II	1	
Howard	48,474	36,546	56,989	=	Administrative Aide	15	
Kent	41,592	41,592	41,592		1-Legal Admin. Aide, 1-legal Sec.	2	
Montgomery	54,382	37,457	61,498	=	Legal Secretary II	8	
Prince George's							Not in County class plan
Queen Anne's							
St. Mary's	32,378	30,971	46,488	=	Legal Assistant I	3	
Somerset	32,129	27,353	44,821			5	Legal Secretary
Talbot	36,158	29,042	58,759		Legal Secretary	3	
Washington	36,106	32,435	50,727	=		9	
Wicomico	39,131	23,456	43,399		Legal Office Associate III		
Worcester							
MNCPPC	60,892	37,025	63,357	=		2	
AVERAGE	35,636	30,784	49,593				

*Jobs with < than 5 responses were omitted.*

*"Match" column denotes position is >greater than, = equal to, or < less than job description.*

## Cashier

*Performs clerical work in the receiving, recording, and balancing of cash, checks, vouchers, and other monies.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	29,420	27,482	52,225	=		2	
Anne Arundel	30,174	24,752	42,245		Cashier I	3	max salary includes 15% longevity 16+ yrs
Baltimore City		28,768	33,841	=	Cashier II	22	
Baltimore County	40,990	32,169	40,830	=		6	35 hour position. Max salary with longevities is \$51,094
Calvert							
Caroline							
Carroll	25,085	24,378	38,980	=	Collections Clerk I	1	
Cecil	36,373	32,427	50,502	=	Collections Specialist	7	
Charles	34,931	31,163	50,269	=	Revenue Specialist	6	
Dorchester	25,149	25,149	39,223	=	Fiscal Clerk	2	
Frederick		31,948	58,302		Collection Specialist		
Garrett							
Harford	42,038	33,100	66,290	=	Cashier II	5	Cashier I (\$27,500 - \$57,182) 0 incumbents
Howard	36,230	29,765	48,006	=	Administrative Support Technician II	6	
Kent	35,651	31,383	48,378		Revenue Associate	2	
Montgomery	54,608	37,457	61,498	=	Fiscal Assistant	37	Also reconcile accounts and maintain general ledgers in some departments
Prince George's							Not in County class plan
Queen Anne's	40,177	30,550	49,122	=	Collection Specialist I	2	
St. Mary's							
Somerset							
Talbot							
Washington							
Wicomico							PT Rec and Parks
Worcester	34,284	28,697	41,141	=		6	
MNCPPC							
AVERAGE	27,359	26,423	42,403				

*Jobs with < than 5 responses were omitted.*

*"Match" column denotes position is >greater than, = equal to, or < less than job description.*

## Clerical/Administrative Support - (Entry Level)

*Performs entry-level clerical activities under direct supervision. Duties may include receptionist, mail distribution, basic data entry and general filing.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	19,978	17,354	32,979	=	Office Associate I	2	
Anne Arundel	31,173	23,608	40,290		Office Support Assistant I	13	Max salary includes 15% longevity 16+ yrs
Baltimore City		24,222	27,076	=	Office Assistant I		Vacant
Baltimore County	32,432	24,698	30,649	=	Clerk	6	35 hour position. Max. salary with longevities is \$38,889
Calvert							
Caroline							
Carroll	24,420	22,360	35,776	=	Office Associate I	2	Converted to 40 hours
Cecil	26,160	23,109	35,942	=	Office Services Assistant	7	
Charles	32,895	28,870	46,600	+	Office Associate I	2	
Dorchester	29,052	22,141	34,533	=	Administrative Associate	3	
Frederick	34,134	29,851	47,498		Admin Spec III	30	
Garrett							
Harford	32,448	27,500	57,182	=	Clerk Typist	5	
Howard	34,068	26,832	43,389	=	Administrative Support Technician I	10	
Kent	31,606	28,148	43,201		Office Assistant	9	
Montgomery	46,392	33,107	53,483	=	Principal Administrative Aide	198	
Prince George's	43,435	32,194	62,636	=	Administrative Aide II	55	Represents the largest group of this class of employees.
Queen Anne's	28,019	25,000	40,066	=	Adm. Asst. I	4	
St. Mary's		25,626	38,459	+	Office Specialist	7	
Somerset	25,270	24,229	39,703	=	Office Assistant I	3	
Talbot	29,306	23,707	47,153		Administrative Assistant I & Staff Assistant	11	
Washington	28,761	25,748	40,269	=	Office Associate	7	
Wicomico	39,422	23,456	43,399			20	
Worcester	26,013	18,935	31,032	=		10	
MNCPPC	33,227	29,909	51,180	=	Administrative Assistant	7	
AVERAGE	27,811	24,123	39,605				

*Jobs with < than 5 responses were omitted.*

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## Clerical/Administrative Support - (Intermediate Level)

*Performs intermediate level clerical activities under general supervision. Duties may include word processing and spreadsheets. Requires software proficiency.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	35,201	25,069	47,639	=	Office Associate III	2	
Anne Arundel	34,517	25,938	44,346		Office Support Assistant II	91	Max salary includes 15% longevity 16+ yrs
Baltimore City		25,800	29,236	=	Office Assistant II	197	
Baltimore County	37,041	29,279	37,007	=	Office Assistant	157	35 hour position. Max salary with longevities is \$46,684
Calvert							
Caroline	26,205	24,886	34,654		Office Support Assistant II	5	
Carroll	27,123	24,378	38,980	=	Office Associate II	1	Converted to 40 hours
Cecil	34,262	29,453	45,926	=	Office Services Specialist	17	
Charles	44,333	33,645	54,240	=	Office Associate III	10	
Dorchester	25,148	25,148	39,223	=	Admin Associate, Adv	5	
Frederick	45,432	34,203	54,462		Admin Spec V	18	
Garrett		25,253	37,396	=		6	
Harford	42,412	33,100	66,290	=	Administrative Assistant I	30	
Howard	36,230	29,765	48,006	=	Administrative Support Technician II	85	
Kent	36,434	31,383	48,378	=	Admin. Secretary	8	
Montgomery							
Prince George's	54,686	35,493	69,055	=	Administrative Aide III	46	Represents the largest group of this class of employees.
Queen Anne's	34,097	26,819	42,871	=	Adm. Asst. II	17	
St. Mary's		28,246	42,286	=	Senior Office Specialist	20	
Somerset	27,977	25,744	42,184	=	Office Assistant II and/or Secretary General	3	
Talbot	32,083	29,042	48,365		Administrative Assistant II	6	
Washington	34,309	30,033	46,971	=	Sr. Office Associate	32	
Wicomico	36,972	27,875	51,558		Administrative Office Associate II	7	
Worcester	32,714	26,648	43,665	=		11	
MNCPPC							
AVERAGE	29,442	27,270	44,032				

*Jobs with < than 5 responses were omitted.*

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## Clerical/Administrative Support - (Senior Advanced Level)

*With minimal supervision, performs high level clerical/administrative duties. Provides direct support to manager/function. Responsible for administrative processes and makes independent judgments.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,507	30,130	57,255	=	Office Associate V	4	
Anne Arundel	41,306	28,496	48,755		Office Support Specialist	61	Max salary includes 15% longevity 16+ yrs
Baltimore City		27,410	31,609	=	Office Assistant III	215	
Baltimore County	48,206	35,275	44,735	=	Office Administrator	16	35 hour position. Max salary with longevities is \$55,722. 2%COLA effective 1/1/2010
Calvert							
Caroline	330,032	27,375	46,125		Administrative Aide/Assistant/Management Associate	13	
Carroll	40,077	31,554	50,482	=	Administrative Office Associate I	11	support staff to the Bureau Chief/Deputy Director level - converted to 40 hours
Cecil	40,472	32,427	50,502	=	Administrative Assistant	18	
Charles	47,220	39,237	63,189	+	Administrative Associate	17	
Dorchester	35,137	33,444	52,161	=	Administrative Specialist	1	
Frederick	52,591	39,198	62,455		Admin Asst	13	
Garrett		27,416	42,206	=		8	
Harford	49,013	37,300	71,198	=	Administrative Assistant II	42	
Howard	41,903	32,968	53,248	=	Administrative Support Technician III	60	
Kent	38,039	34,393	60,510	=	Office Manager, Administrative Aide	9	
Montgomery	55,143	37,547	61,498	=	Office Services Coordinator	247	
Prince George's	62,336	39,132	76,134	=	Administrative Aide IV	42	Represents the largest group of this class of employees.
Queen Anne's	39,809	28,629	45,886	=	Adm. Asst. III	5	
St. Mary's		33,426	51,813	=	Senior Administrative Coordinator	10	
Somerset	37,983	27,353	44,821	=	Executive Secretary and Administrative Assistant	6	
Talbot	42,648	29,042	58,759		Office Manager	6	
Washington	36,087	32,435	50,727	=	Admin. Assistant	14	
Wicomico	38,708	27,875	51,558		Executive Office Associate	3	
Worcester	41,463	32,391	53,076	=		4	
MNCPPC	42,942	33,093	56,627	=	Senior Administrative Assistant	64	
AVERAGE	48,570	31,019	51,196				

*Jobs with < than 5 responses were omitted.*

*"Match" column denotes position is >greater than, = equal to, or < less than job description.*

## Clerk to the County Commissioners

*Manages and maintains the official records for the Board of County Commissioners in accordance with the Code of Local Laws, County Code and Annotated Code of Maryland. Takes minutes and prepares correspondence from Board of County Commissioner meetings. Typically appointed position.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	72,384	43,525	82,710	=		1	
Anne Arundel					No Match		Anne Arundel is Charter Government
Baltimore City							
Baltimore County							NCC
Calvert							
Caroline	55,220	44,088	61,393		Executive Assistant	1	
Carroll	63,524	55,322	97,656	=	County Clerk	1	appointed position
Cecil	54,662	43,139	67,226	=	Executive Office Administrator	1	
Charles	63,292	57,783	92,861	=	Clerk to the County Commissioners	1	Clerk to the County Commissioners
Dorchester	35,137	33,444	52,161	=	Administrative Specialist	1	
Frederick							
Garrett							
Harford							
Howard							
Kent	86,009	43,962	69,421	=	Executive Assistant	1	
Montgomery	70,480	51,598	85,463		Deputy Clerk of the County Council	2	
Prince George's							Not in County class plan
Queen Anne's	72,800	53,565	98,321	=	Exec. Asst. to Co. Com.	1	Contract
St. Mary's	54,891	46,134	73,736	=	Administrative Assistant to the BOCC	1	
Somerset							County Administrator serves in position
Talbot							
Washington	42,288	40,859	63,902	=		1	
Wicomico							
Worcester							
MNCPPC							
AVERAGE	55,891	42,785	70,404				

*Jobs with < than 5 responses were omitted.*

*"Match" column denotes position is >greater than, = equal to, or < less than job description.*

## Stock Clerk/Storekeeper

*Performs routine clerical and manual duties in requisitioning, storing, issuing, and inventorying supplies and equipment.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany							
Anne Arundel	38,106	29,099	47,736	=	Storekeeper II	9	
Baltimore City		26,807	30,725	=	Storekeeper I	32	
Baltimore County	30,281	26,884	33,682	=	Storekeeper I	6	40 hour position. Max salary with longevities is \$42,786
Calvert							
Caroline							
Carroll	31,824	24,378	38,980	=	Stock Clerk	1	
Cecil	33,384	32,427	50,502	=	Purchasing Assistant	1	
Charles	39,388	31,163	50,269	=	Supply Clerk I	2	
Dorchester							
Frederick	36,732	29,851	47,498		Warehouse Tech	1	
Garrett							
Harford		30,200	62,608	=	Storekeeper		
Howard	31,333	28,538	40,290	=	Stores Clerk	5	
Kent							
Montgomery	46,643	31,797	51,062	=	Supply Technician II	18	
Prince George's	35,558	25,081	49,484	=	Supply/Property Clerk II	6	Represents the largest group of this class of employees.
Queen Anne's							
St. Mary's							
Somerset	27,353	27,353	44,821	=	Shop Clerk	1	
Talbot							
Washington							
Wicomico							
Worcester							
MNCPPC	46,945	33,093	56,627	=	Stock Clerk II	12	
AVERAGE	26,969	26,429	42,127				

*Jobs with < than 5 responses were omitted.*

*"Match" column denotes position is >greater than, = equal to, or < less than job description.*

## Account Clerk I

*Performs routine accounts receivable and accounts payable posting/processing.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	38,030	22,868	43,456	=	Account Clerk II	1	
Anne Arundel	41,628	29,910	51,147	=	Financial Clerk I	17	Max salary includes 15% longevity 16+ yrs
Baltimore City		27,410	31,609	=	Accounting Assistant II	41	
Baltimore County	32,169	26,884	33,682	=	Account Clerk I	1	35 hour position. Max salary with longevities is \$42,786
Calvert							
Caroline	33,388	30,113	41,932		Account Clerk II	2	
Carroll	30,940	26,562	42,495	=	Accounting Technician I & Accounts Technician	2	Converted to 40 hours
Cecil	41,205	32,427	50,502	=	Accounts Payable Specialist	2	
Charles	45,134	36,330	58,537	=	Accounting Technician	3	
Dorchester	25,149	25,149	39,223	=			
Frederick	33,517	31,952	50,859		Account Tech I	1	
Garrett		25,253	37,396	=	Accounting Associate	2	
Harford		30,200	62,608	=	Accounting Clerk I		
Howard	36,230	29,765	48,006	=	Administrative Support Technician II	15	
Kent	45,423	34,393	53,807	=	Fiscal Associate	2	
Montgomery	54,608	37,457	61,498	=	Fiscal Assistant	37	Also performs clerical work in some departments
Prince George's	54,499	35,493	69,055	=	Accounting Technician	5	
Queen Anne's							
St. Mary's	59,426	41,184	65,811	=	Fiscal Technician	1	
Somerset	34,098	27,353	44,821	+	Computer Operator II & Account Clerk III	4	
Talbot	41,678	27,016	49,834		Accounts Payable Clerk & Accounts Receivable Clerk	2	
Washington							
Wicomico	23,456	23,456	43,399		Revenue Specialist	3	
Worcester							
MNCPPC	53,178	41,932	71,750	=	Accountant I	3	
AVERAGE	30,527	27,919	45,649				

*Jobs with < than 5 responses were omitted.*

*"Match" column denotes position is >greater than, = equal to, or < less than job description.*

## Account Technician

*Performs SENIOR-level bookkeeping functions. Performs non-routine complex accounting functions. Processes payments, reconciles accounts, maintains complex ledgers.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	47,419	30,130	57,255	=	Senior Accounting Technician	3	
Anne Arundel	48,417	35,345	55,844	=	Financial Clerk II	9	
Baltimore City		32,853	39,210	=	Accounting Assistant III	37	
Baltimore County	41,998	32,169	40,830	=	Account Clerk III	54	35 hour position. Max salary with longevities is \$51,094
Calvert							
Caroline	45,049	33,124	46,125		Account Clerk III	1	
Carroll	44,304	31,554	50,482	=	Accounting Associate	1	Requires AA degree - converted to 40 hours
Cecil	68,120	52,187	81,349	=	Senior Accountant	1	
Charles	67,786	57,783	92,861	=	Senior Accountant	1	
Dorchester							
Frederick	37,829	36,615	58,321		Account Tech II	9	
Garrett		27,416	42,206		Senior Accounting Associate	1	
Harford	61,334	39,900	76,190	=	Accounting Technician II	7	
Howard	41,903	33,966	53,248	=	Administrative Support Technician III	12	
Kent	63,819	43,962	69,421	=	Accounting Manager	1	
Montgomery	54,608	37,457	61,498	=	Fiscal Assistant	37	Also performs clerical work in some departments
Prince George's	54,499	35,493	69,055	=	Accounting Technician	5	
Queen Anne's							
St. Mary's	59,426	41,184	65,811	=	Fiscal Technician	1	
Somerset	48,161	29,062	57,937	+	Data Processing Supv. & Administrative Aide	4	2 Pay Grades
Talbot	50,341	44,680	48,759		Fiscal Analyst	1	
Washington	32,774	30,033	46,971	=	Accounts Payable Spec. Accounts Receivable Spec	2	
Wicomico							
Worcester							
MNCPPC	87,406	53,835	92,300	=	Accountant III	5	
AVERAGE	42,314	34,787	54,945				

*Jobs with < than 5 responses were omitted.*

*"Match" column denotes position is >greater than, = equal to, or < less than job description.*

## Payroll Technician

*Performs clerical accounting work in the operation of the payroll section of a jurisdiction, typically within the central finance operation. Duties may include computation of overtime, federal/state deductions, back payments, and specialty pays.*

Jurisdiction	Actual Salary	Minimum Salary	Maximum Salary	Match + / - / =	Comparable Title in Your County	# of Emp	Comments
Allegany	36,792	30,130	57,255	=	Senior Accounting Technician		
Anne Arundel	56,476	37,132	58,671	+	Personnel Assistant II	2	Journey, full-proficiency level; duties may be performed at the lower PA I level
Baltimore City		32,853	39,210	=	Accounting Assistant III	14	
Baltimore County	34,360	29,279	37,007	=	Account Clerk II	31	35 hour position. Max salary with longevities is \$46,684
Calvert							
Caroline	30,113	30,113	41,932		Account Clerk II	1	
Carroll	31,554	28,933	46,322	=	Payroll Technician	1	Converted to 40 hours
Cecil	40,394	39,208	61,069	=	Payroll Coordinator	1	
Charles	69,258	45,790	73,672	=	Payroll Coordinator	1	
Dorchester							
Frederick							
Garrett							
Harford	54,322	39,900	76,190	=	Accounting Technician II	3	
Howard	45,914	36,546	58,989	=	Administrative Aide	3	
Kent	48,987	34,394	53,807	=	Payroll Administrator	1	
Montgomery							
Prince George's	46,610	32,194	62,636	=	Account Clerk IV	11	
Queen Anne's							
St. Mary's	39,645	37,461	58,053	=	Fiscal Specialist IV, Payroll	1	
Somerset	27,353	27,353	44,821		Personnel Assistant	1	
Talbot	37,798	29,042	49,834		Senior Payroll Clerk & Payroll Clerk	2	
Washington	36,257	35,031	54,787	=		1	
Wicomico	27,000	23,456	43,399		Payroll Specialist I and II	2	
Worcester	38,525	30,848	50,548	=		1	
MNCPPC	67,063	41,932	71,750	=	Payroll Specialist	2	
AVERAGE	39,485	31,642	51,459				

*Jobs with < than 5 responses were omitted.*

*"Match" column denotes position is >greater than, = equal to, or < less than job description.*