

It should be kept in mind that because of the differences among the States in size and structure of organizations, as well as in programs and in assignment of duties, the data are not precisely comparable from State to State. In addition to differences in duties of related positions among the State and local agencies, there also are differences with respect to job titles, minimum qualifications, and the policies and practices in the administration of pay plans. Only the more significant of these differences have been identified in the footnotes to the tables. The standard footnotes are outlined below.

In view of the considerable differences noted above, caution should be exercised in using these salary data, particularly in assuming exact comparisons between positions.

Standard footnotes (a) through (f) used uniformly throughout the survey report, together with explanatory statements, are as follows:

- (a) Longevity payments are added to this base pay range.
This footnote indicates that longevity payments may be granted above the recorded maximum salary rate. Cost of living adjustments or other regular supplemental payments are included in the salary range reported.
- (b) Appointments are frequently made above the minimum of this salary range.
If under established policies appointments are always made above the minimum, the induction rate is shown as the minimum of the range.
- (c) Minimum qualifications in this State significantly higher.
- (d) Minimum qualifications in this State significantly lower.
In footnotes (c) and (d), the references to significantly higher and lower qualifications apply where the combination of education and experience is higher or lower than that stated in the definition.
- (e) This range includes the lowest minimum and highest maximum limits used by jurisdictions for this class.
This relates to cases where the class of position is used by several jurisdictions and the salary ranges differ. Where many jurisdictions appoint at rates higher than the recorded minimum, the footnote (b) is also used.
- (f) After a short period (6 months-1 year) of satisfactory service in this class, the employee is automatically promoted to the next level class which is at a higher pay scale.
This footnote refers to entrance classes of positions from which the incumbent is automatically promoted to a higher level at the end of 6 months or a year.

Remaining footnotes apply to special items applicable to particular States.