

2022 GIS Specialist Title Salary Survey

Agency	Population (2020 Census)	Land Area Sq Miles (NJ OGIS)	Median household income (2020 Census)	Work Week	GIS Trainee (actual)	GIS Trainee (35 hrs)	GIS Trainee (40 hrs)	GIS 3 (actual)	GIS 3 (35 hrs)	GIS 3 (40 hrs)	GIS 2 (actual)	GIS 2 (35 hrs)	GIS 2 (40 hrs)	GIS 1 (actual)	GIS 1 (35 hrs)	GIS 1 (40 hrs)	GIS Trainee Employees Current/Vacant	GIS 3 Employees Current/Vacant	GIS 2 Employees Current/Vacant	GIS 1 Employees Current/Vacant	Date Received	Notes		
Atlantic County	274,534	610.65	\$63,680																					
Bergen County	955,732	239.83	\$104,623																					
Burlington County	461,860	820.16	\$90,329	40	\$40,510.00	\$35,446.25	\$40,510.00	\$47,018.00	\$41,140.75	\$47,018.00	\$50,358.00	\$44,063.25	\$50,358.00	\$55,771.00	\$48,799.63	\$55,771.00		2	4	1	6/30/2022			
Camden County	523,485	227.50	\$70,957	35	\$46,000.00	\$46,000.00	\$52,571.43	\$56,000.00	\$56,000.00	\$64,000.00	NA	NA	NA	NA	NA	NA					7/5/2022			
Cape May County	95,263	286.14	\$72,385		Currently have a GIS Specialist 2 Title but no listed contract minimums. When they have vacancies, they identify starting salaries at Counties with similar demographic profiles.														1		6/30/2022			
Cumberland County	154,152	501.80	\$55,709	35	NA	NA	NA	\$40,000.00	\$40,000.00	\$45,714.29	\$43,000.00	\$43,000.00	\$49,142.86	\$46,000.00	\$46,000.00	\$52,571.43					6/29/2022			
Essex County	863,728	129.74	\$63,959		No GIS titles used																			
Gloucester County	302,294	336.05	\$89,056	40	\$66,176.00	\$57,904.00	\$66,176.00	\$75,386.00	\$65,963.00	\$75,386.00	\$82,317.00	\$72,072.00	\$82,317.00	NA	NA	NA					6/30/2022			
Hudson County	724,854	51.54	\$75,062	35	\$62,112.00	\$62,112.00	\$70,985.14	\$74,338.20	\$74,338.20	\$84,957.94	\$85,554.00	\$85,554.00	\$97,776.00	NA	NA	NA	1(pt)	2/1			6/30/2022	via phone		
Hunterdon County	128,947	437.31	\$117,858	40	\$38,700.00	\$33,862.50	\$38,700.00	\$45,700.00	\$39,987.50	\$45,700.00	\$49,060.00	\$49,060.00	\$52,688.80	\$46,102.70	\$52,688.80					1		6/30/2022	And a GIS Coordinator Position	
Mercer County	387,340	228.82	\$83,306		2 GIS staff in GIS 2 titles at approximately step 3, but no contract minimums listed - non-union																			
Mid Sussex County	863,162	316.97	\$91,731	35	\$45,000.00	\$45,000.00	\$51,428.57	\$55,000.00	\$55,000.00	\$62,857.14	\$65,000.00	\$65,000.00	\$74,285.71	\$75,000.00	\$75,000.00	\$85,714.29					7/1/2022	Used the low end of the starting salary range. Each title has a \$10,000 starting salary range.		
Monmouth County *	643,615	485.68	\$103,523	35				\$40,000.00	\$40,000.00	\$45,714.29	\$51,000.00	\$51,000.00	\$58,285.71	\$70,000.00	\$70,000.00	\$80,000.00					9/26/2022	via phone. Used the low end of the starting salary range in the March 2022 Job Vacancy Postings. See note about Monmouth County Below.		
Morris County	509,285	481.38	\$117,298																					
Ocean County	637,229	757.94	\$72,679	40	\$49,200.00	\$43,050.00	\$49,200.00	\$53,700.00	\$46,987.50	\$53,700.00	See notes										7/11/2022	Current GIS 2 & GIS 1 salaries are not established at this time.		
Passaic County	524,118	198.32	\$73,562																					
Salem County	64,837	347.12	\$64,234																					
Somerset County	345,361	304.89	\$116,510		No Civil Service Titles Used																			
Sussex County	144,221	535.47	\$96,222		All GIS work is outsourced, with a GIS Specialist at the County 3 days a week																	6/30/2022		
Union County	575,345	105.37	\$82,644	40	\$52,010.00	\$45,508.75	\$52,010.00	\$59,521.38	\$52,081.21	\$59,521.38	\$71,408.73	\$62,482.64	\$71,408.73	\$81,979.98	\$71,732.48	\$81,979.98					6/30/2022	Uses State NJ Personnel salary ranges: https://www.state.nj.us/csc/about/publications/pdf/Compendium.pdf , entered the state		
Warren County	109,632	362.57	\$83,497		No GIS titles used																			
State Titles (2022) State				35	\$52,010.00	\$52,010.00	\$59,440.00	\$56,893.23	\$56,893.23	\$65,020.83	\$68,214.76	\$68,214.76	\$77,959.73	\$78,283.00	\$78,283.00	\$89,466.29					7/6/2022			
Average with NJ OGIS						\$42,089.35	\$48,102.11		\$51,671.94	\$59,053.62		\$59,368.24	\$67,843.75		\$62,273.97	\$71,170.25								
Average w/out NJ OGIS						\$40,987.06	\$46,842.35		\$51,149.82	\$58,456.90		\$58,262.42	\$66,579.25		\$59,605.80	\$68,120.92								

Notes:

The blue columns show the actual base salaries and work week hours as reported by each agency.
 The green columns are the salaries prorated to a 35 hour work week.
 The purple columns are the salaries prorated to a 40 hour work week.

If you have a work week other than a 35 or 40 hour work week you would need to prorate the base salaries based on those hours.
 I provided average salaries for each of the hourly work weeks, one including NJ OGIS salaries and one not including the NJ OGIS salaries.
 The yellow highlighted agencies have not responded to the salary request.
 If additional data is entered, the formulas for the averages need to be changed to compute correctly.

* Monmouth County typically hires GIS titles at 35 hours per week.
 Recent vacancies posted in March 2022 used the following Salary Ranges which are within the actual salary ranges established at the county.
 The department with these particular vacancies does not have a union presence, they can hire above the minimum if necessary.
 GIS Specialist 1: \$56,500-85,000 (posting was for \$70,000-80,000)
 GIS Specialist 2: \$40,000-70,000 (posting was for \$51,000-61,000)
 GIS Specialist 3: \$36,000-65,000 (posting was for \$40,000-52,000)

If you find any errors in the information provided, please contact:
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