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MEMBERSHIP

Membership is open to businesses that maintain a voluntary annual dues investment. Benefits of membership include networking opportunities, community involvement, image enhancement, political advocacy, information access, numerous discounts and benefits and heightened credibility.

VISION

To be recognized as the pre-eminent advocate and partner for business.

MISSION

To strengthen, enhance and protect business in Nevada.

LAS VEGAS CHAMBER OF COMMERCE

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Comparative Analysis of Public and Private Employee Compensation Levels

Hobbs, Ong & Associates and Applied Analysis were retained by the Las Vegas Chamber of Commerce to review and analyze various state and local fiscal issues. Among these issues was public sector employee compensation levels, and more specifically, the degree of wage and salary parity between public and private employees in similar occupations.

This fiscal analysis brief outlines our approach to this analysis and the salient findings of our research.

FINDINGS IN SUMMARY

Of the 22 major occupational classifications, state and local government employees report higher median annual wages in every major category but one (health care practitioners and technical occupations). Further, just fewer than 96.3 percent of all state and local workers are employed in major occupational classifications in which the median pay is higher than that reported for private sector workers. Taking a weighted average of all major occupational categories suggests that the average state and local government employee is paid \$47,450 annually and the average private sector employee is paid \$37,040 annually, a difference of 28.1 percent.

For the 324 occupational classifications and sub-classifications for which data are available for both public and private sector employees, state and local government workers report lower median wage and salary payments in 18.5 percent. By contrast, state and local government employees' median wages are at least 10 percent higher than those in the private sector in 63.2 percent of occupational classifications, at least 25 percent higher in 35.5 percent of occupational classifications and at least 50 percent higher in 13.6 percent of occupational classifications. Taking a simple average of the differences in public and private sector employees' median annual wages for those in the same major occupational category yields a similar average of +28.7 percent for state and local workers.

METHODOLOGY

Data on wages and salaries paid to employees, by occupation, were obtained from the Nevada Department of Employment, Training and Rehabilitation, Research and Analysis Division. Wage data provided in this file is from the May 2007 Occupational Employment Statistics survey, published in May of

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FISCAL ANALYSIS
BRIEF

A graphic with the text "Comparative Analysis of Public and Private Employee Compensation Levels" in blue on a white background.

Comparative Analysis of
Public and Private Employee
Compensation Levels

2008.¹ The survey-based data include only wages and salaries; they do not reflect employer contributions to health care, retirement and other employee benefits.

Wage and salary data for 781 occupational classifications and sub-classifications were then segmented into three major groups. Group 1 included all private sector workers, Group 2 included all federal government workers and Group 3 included all state and local government workers.² In total, data were analyzed for approximately 1.3 million Nevada workers, including 1.1 million workers employed in the private sector and 136,600 employees working for state and local governments.

Analyses are on-going which will separately analyze state and local workers. Data availability and disclosure issues cited by the Nevada Department of Employment, Training and Rehabilitation limit the ability to obtain and analyze the information at this level of specificity. Forthcoming fiscal analysis briefs will address these issues more comprehensively as these data become available.

Median and average annual wage comparisons were then made between the 324 classifications and sub-classifications for which data are available for both public and private sector workers. For example, there are 2,250 Nevadans employed as printing workers. Approximately 150 of these workers are employed by state and local governments, while the remaining 2,100 are employed by the private sector. Those printing workers employed by state and local governments reported a median annual wage of \$34,247; their private sector counterparts earned a median annual wage of \$32,969. Thus, printing workers employed by state and local governments were paid roughly 4 percent higher than their private sector counterparts.

These data were then grouped and/or segmented for further analysis and reporting.

¹ See, Nevada Department of Employment, Training and Rehabilitation, Nevada Workforce Informer (www.nevadaworkforce.com). The Research and Analysis Bureau conducts the survey in cooperation with the U.S. Department of Labor, Bureau of Labor Statistics. The survey is semi-annual with each data release consisting of six survey panels. The current data are from the November 2004, May 2005, November 2005, May 2006, November 2006 and May 2007 Occupational Employment Statistics survey panels. The Occupational Employment Statistics program uses the Bureau of Labor Statistics' Employment Cost Index to adjust the wage data collected in prior panels before combining them with the current panel's (May 2007) data. This wage updating procedure adjusts each detailed occupation's wage rate, as measured in the earlier panel, according to the average movement of its broader occupational division. In addition, the Research and Analysis Bureau used a more recent Employment Cost Index data to further update the wage data from the May 2007 reference period to March 2008. The updated data published by Nevada will therefore differ from the official Bureau of Labor Statistics data series.

FISCAL ANALYSIS BRIEF

Comparative Analysis of Public and Private Employee Compensation Levels

ANALYSIS LIMITATIONS

This analysis used the best available data to compare and contrast wages and salary payments at the occupational level between workers in the public and private sector. It is a preliminary undertaking designed to look at one element of one issue. It is not intended to be comprehensive and may not be appropriate for all purposes.

Importantly, there are many reasons why two jobholders with the same occupational classification might earn more or less than one another. Common explanations include different job duties or requirements, diverse degrees of education or employee tenure, and varying amounts of compensation in forms other than wages and salaries (e.g., greater health benefits). The fact that this analysis considered all public and private sector employees should mitigate the extent to which these considerations bias the outcome one way or another. That said, this is the first in a series of analyses designed to explore the issue and additional research is expected to offer additional insight.

There are also structural issues that warrant consideration, including the relative size of Nevada's government sector. At 41.4 state and local government employees per 1,000 population, Nevada ranks 51st nationally.³ At the state level, Nevada reported 10.4 employees per 1,000 population and at the local level 31.1 employees per 1,000 population. State and local rankings were 50th and 45th, respectively. Higher relative workloads, should they exist, may lead to higher compensation levels.

Finally, it is also important to note that this analysis does not consider the differential impacts of employee benefit levels. This is a key factor that may also impact wage and salary levels for otherwise similarly-situated employees. Forthcoming analyses will explore this question more deeply.

FISCAL ANALYSIS BRIEFComparative Analysis of Public and Private Employee Compensation Levels

³ See, Las Vegas Chamber of Commerce, Fiscal Analysis Brief: State-to State Comparison of Public Employee Compensation Levels, June 2008. Volume 1 | Issue 2.

Exhibit 1

Comparison of Median Wage and Salary Differentials for Major Occupational Classification

Median State and Local Government Wages and Salaries as a Percentage of Median Private Sector Wages and Salaries

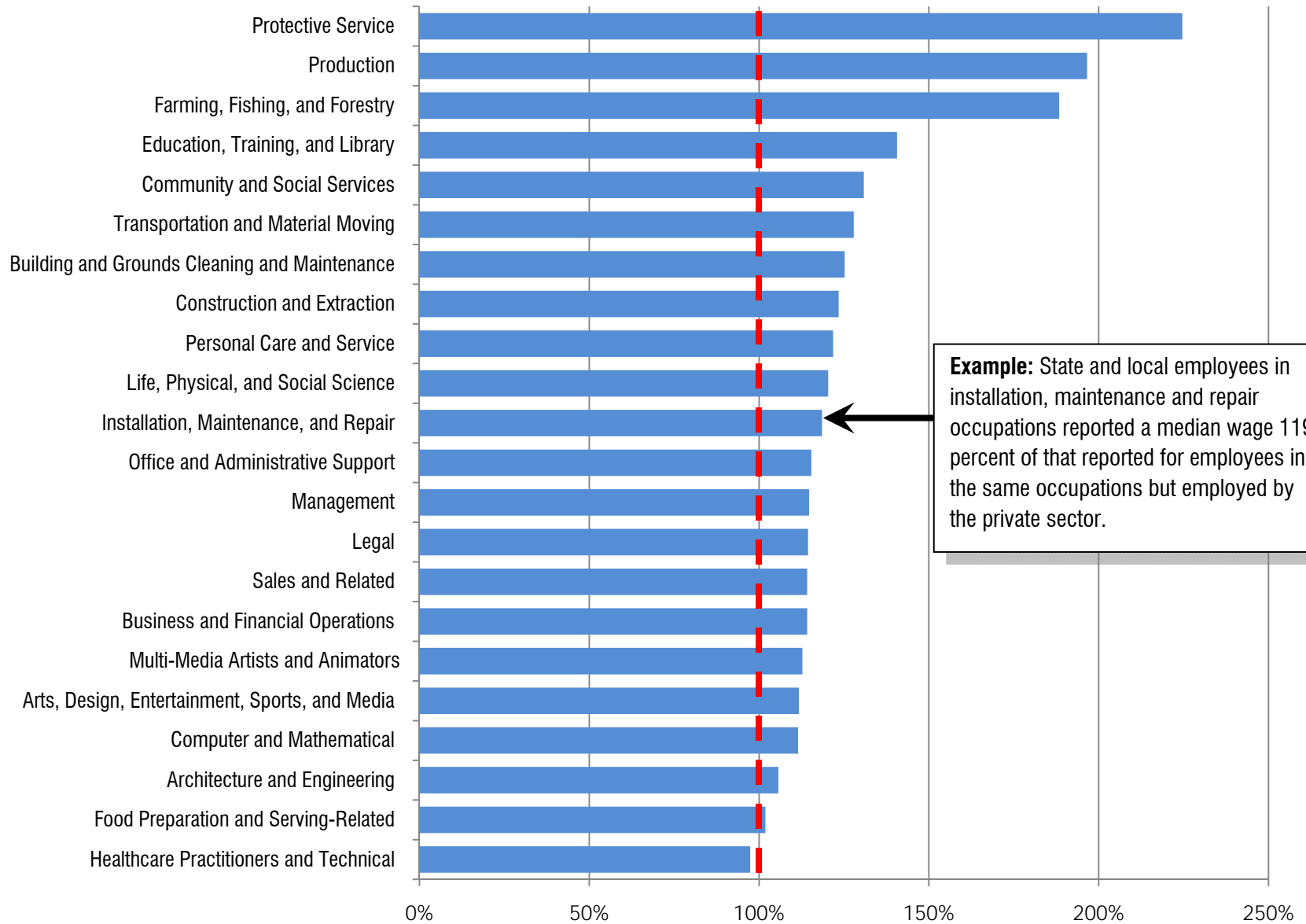


Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
11-0000	Management Occupations	48,810	\$ 76,539	5,680	\$ 87,795	114.7%
11-1000	Top Executives	17,790	\$ 87,477	720	\$ 83,626	95.6%
11-1011	Chief Executives	1,160	\$ 130,004	180	\$ 99,867	76.8%
11-1021	General and Operations Managers	16,630	\$ 85,528	310	\$ 107,332	125.5%
11-1031	Legislators	-	\$ -	230	\$ 35,520	n.a.
11-2000	Advertising, Marketing, Promotions, Public Relations, and Sales Managers	5,070	\$ 76,139	90	\$ 82,846	108.8%
11-2011	Advertising and Promotions Managers	500	\$ 70,513	-	\$ -	n.a.
11-2021	Marketing Managers	1,470	\$ 81,053	30	\$ 82,663	102.0%
11-2022	Sales Managers	-	\$ 71,729	-	\$ -	n.a.
11-2031	Public Relations Managers	-	\$ 92,464	50	\$ 85,490	92.5%
11-3000	Operations Specialties Managers	9,390	\$ 73,384	920	\$ 90,359	123.1%
11-3011	Administrative Services Managers	1,250	\$ 56,471	220	\$ 76,691	135.8%
11-3021	Computer and Information Systems Managers	1,100	\$ 93,242	210	\$ 96,716	103.7%
11-3031	Financial Managers	4,300	\$ 77,433	280	\$ 93,812	121.2%
11-3041	Compensation and Benefits Managers	250	\$ 60,389	20	\$ 89,600	148.4%
11-3042	Training and Development Managers	160	\$ 67,546	20	\$ 87,006	128.8%
11-3049	Human Resources Managers, All Other	500	\$ 76,415	110	\$ 94,418	123.6%
11-3051	Industrial Production Managers	750	\$ 66,302	-	\$ -	n.a.
11-3061	Purchasing Managers	450	\$ 74,389	30	\$ 92,776	124.7%
11-3071	Transportation, Storage, and Distribution Managers	640	\$ 65,433	40	\$ 98,619	150.7%
11-9000	Other Management Occupations	16,550	\$ 68,562	3,940	\$ 87,618	127.8%
11-9021	Construction Managers	3,420	\$ 85,396	90	\$ 102,742	120.3%
11-9031	Education Administrators, Preschool and Child Care Center/Program	250	\$ 34,603	-	\$ -	n.a.
11-9032	Education Administrators, Elementary and Secondary School	150	\$ 65,290	1,440	\$ 81,664	125.1%
11-9033	Education Administrators, Postsecondary	-	\$ 46,473	-	\$ -	n.a.
11-9039	Education Administrators, All Other	70	\$ 48,148	140	\$ 82,226	170.8%
11-9041	Engineering Managers	820	\$ 116,658	130	\$ 99,712	85.5%
11-9051	Food Service Managers	2,640	\$ 47,990	30	\$ 54,425	113.4%
11-9061	Funeral Directors	-	\$ 59,295	-	\$ -	n.a.
11-9071	Gaming Managers	590	\$ 76,675	-	\$ -	n.a.
11-9081	Lodging Managers	-	\$ 55,953	-	\$ -	n.a.
11-9111	Medical and Health Services Managers	1,840	\$ 82,658	240	\$ 89,309	108.0%
11-9121	Natural Sciences Managers	110	\$ 66,565	-	\$ -	n.a.
11-9131	Postmasters and Mail Superintendents	-	\$ -	-	\$ -	n.a.
11-9141	Property, Real Estate, and Community Association Managers	2,260	\$ 38,851	30	\$ 61,706	158.8%
11-9151	Social and Community Service Managers	270	\$ 46,785	140	\$ 78,457	167.7%
11-9199	Managers, All Other	3,390	\$ 75,154	1,240	\$ 94,321	125.5%
13-0000	Business and Financial Operations Occupations	31,110	\$ 52,224	4,590	\$ 59,620	114.2%
13-1000	Business Operations Specialists	17,270	\$ 51,973	3,250	\$ 59,867	115.2%
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	110	\$ 77,228	-	\$ -	n.a.
13-1021	Purchasing Agents and Buyers, Farm Products	-	\$ 49,529	-	\$ -	n.a.
13-1022	Wholesale and Retail Buyers, Except Farm Products	1,390	\$ 50,783	-	\$ -	n.a.
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	1,430	\$ 47,369	160	\$ 55,348	116.8%
13-1031	Claims Adjusters, Examiners, and Investigators	980	\$ 48,077	-	\$ -	n.a.
13-1032	Insurance Appraisers, Auto Damage	-	\$ 50,805	-	\$ -	n.a.

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Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	670	\$ 49,016	590	\$ 59,675	121.7%
13-1051	Cost Estimators	2,330	\$ 62,000	-	\$ -	n.a.
13-1061	Emergency Management Specialists	-	\$ -	-	\$ 52,923	n.a.
13-1071	Employment, Recruitment, and Placement Specialists	1,550	\$ 36,146	200	\$ 48,559	134.3%
13-1072	Compensation, Benefits, and Job Analysis Specialists	330	\$ 50,701	170	\$ 61,860	122.0%
13-1073	Training and Development Specialists	1,260	\$ 40,390	140	\$ 59,039	146.2%
13-1079	Human Resources, Training, and Labor Relations Specialists, All Other	640	\$ 50,293	50	\$ 61,751	122.8%
13-1081	Logisticians	-	\$ 58,742	-	\$ -	n.a.
13-1111	Management Analysts	1,820	\$ 75,022	950	\$ 66,620	88.8%
13-1121	Meeting and Convention Planners	500	\$ 47,667	20	\$ 61,225	128.4%
13-1199	Business Operations Specialists, All Other	3,980	\$ 53,577	900	\$ 56,291	105.1%
13-2000	Financial Specialists	13,850	\$ 52,554	1,340	\$ 58,977	112.2%
13-2011	Accountants and Auditors	6,350	\$ 51,192	830	\$ 58,395	114.1%
13-2021	Appraisers and Assessors of Real Estate	470	\$ 74,349	150	\$ 63,116	84.9%
13-2031	Budget Analysts	40	\$ 59,403	160	\$ 71,023	119.6%
13-2041	Credit Analysts	470	\$ 56,559	-	\$ -	n.a.
13-2051	Financial Analysts	340	\$ 73,328	30	\$ 75,848	103.4%
13-2052	Personal Financial Advisors	-	\$ 58,586	-	\$ -	n.a.
13-2053	Insurance Underwriters	170	\$ 57,123	-	\$ -	n.a.
13-2061	Financial Examiners	-	\$ 78,537	-	\$ -	n.a.
13-2071	Loan Counselors	270	\$ 41,446	-	\$ -	n.a.
13-2072	Loan Officers	3,700	\$ 50,756	-	\$ -	n.a.
13-2081	Tax Examiners, Collectors, and Revenue Agents	-	\$ -	100	\$ 47,857	n.a.
13-2082	Tax Preparers	380	\$ 70,244	-	\$ -	n.a.
13-2099	Financial Specialists, All Other	470	\$ 42,875	20	\$ 45,941	107.2%
15-0000	Computer and Mathematical Occupations	10,570	\$ 59,752	2,370	\$ 66,630	111.5%
15-1000	Computer Specialists	10,410	\$ 59,756	2,340	\$ 66,704	111.6%
15-1011	Computer and Information Scientists, Research	-	\$ 109,339	-	\$ -	n.a.
15-1021	Computer Programmers	1,150	\$ 65,109	280	\$ 72,204	110.9%
15-1031	Computer Software Engineers, Applications	-	\$ 75,319	-	\$ -	n.a.
15-1032	Computer Software Engineers, Systems Software	1,160	\$ 83,772	20	\$ 63,168	75.4%
15-1041	Computer Support Specialists	2,570	\$ 39,154	670	\$ 48,984	125.1%
15-1051	Computer Systems Analysts	1,210	\$ 71,533	660	\$ 76,641	107.1%
15-1061	Database Administrators	250	\$ 60,322	120	\$ 64,098	106.3%
15-1071	Network and Computer Systems Administrators	1,260	\$ 58,978	90	\$ 64,937	110.1%
15-1081	Network Systems and Data Communications Analysts	790	\$ 67,572	320	\$ 73,138	108.2%
15-1099	Computer Specialists, All Other	800	\$ 52,647	120	\$ 65,475	124.4%
15-2000	Mathematical Science Occupations	160	\$ 59,505	30	\$ 55,927	94.0%
15-2011	Actuaries	-	\$ -	-	\$ -	n.a.
15-2031	Operations Research Analysts	100	\$ 65,074	-	\$ -	n.a.
15-2041	Statisticians	-	\$ -	20	\$ 48,467	n.a.
17-0000	Architecture and Engineering Occupations	13,920	\$ 61,983	2,010	\$ 65,505	105.7%
17-1000	Architects, Surveyors, and Cartographers	1,840	\$ 63,698	170	\$ 74,161	116.4%
17-1011	Architects, Except Landscape and Naval	1,190	\$ 65,880	30	\$ 77,425	117.5%
17-1012	Landscape Architects	60	\$ 56,092	-	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
17-1021	Cartographers and Photogrammetrists	30	\$ 59,387	100	\$ 69,561	117.1%
17-1022	Surveyors	560	\$ 59,148	40	\$ 85,372	144.3%
17-2000	Engineers	6,650	\$ 75,840	890	\$ 77,434	102.1%
17-2011	Aerospace Engineers	-	\$ 106,460	-	\$ -	n.a.
17-2031	Biomedical Engineers	-	\$ -	-	\$ -	n.a.
17-2041	Chemical Engineers	-	\$ 77,151	-	\$ -	n.a.
17-2051	Civil Engineers	2,080	\$ 80,124	680	\$ 77,965	97.3%
17-2061	Computer Hardware Engineers	170	\$ 71,974	-	\$ -	n.a.
17-2071	Electrical Engineers	520	\$ 77,027	30	\$ 76,897	99.8%
17-2072	Electronics Engineers, Except Computer	-	\$ 79,184	-	\$ -	n.a.
17-2081	Environmental Engineers	270	\$ 76,609	100	\$ 74,949	97.8%
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	-	\$ 65,239	-	\$ -	n.a.
17-2112	Industrial Engineers	280	\$ 59,904	-	\$ -	n.a.
17-2131	Materials Engineers	90	\$ 65,202	-	\$ -	n.a.
17-2141	Mechanical Engineers	-	\$ 77,116	-	\$ -	n.a.
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	410	\$ 74,475	-	\$ -	n.a.
17-2161	Nuclear Engineers	-	\$ 127,925	-	\$ -	n.a.
17-2199	Engineers, All Other	760	\$ 64,623	50	\$ 75,751	117.2%
17-3000	Drafters, Engineering, and Mapping Technicians	5,430	\$ 48,691	950	\$ 52,916	108.7%
17-3011	Architectural and Civil Drafters	910	\$ 44,594	40	\$ 51,878	116.3%
17-3012	Electrical and Electronics Drafters	200	\$ 46,873	-	\$ -	n.a.
17-3013	Mechanical Drafters	620	\$ 48,841	-	\$ -	n.a.
17-3019	Drafters, All Other	20	\$ 46,731	-	\$ -	n.a.
17-3022	Civil Engineering Technicians	850	\$ 49,357	490	\$ 51,402	104.1%
17-3023	Electrical and Electronic Engineering Technicians	1,100	\$ 54,094	110	\$ 66,224	122.4%
17-3024	Electro-Mechanical Technicians	110	\$ 46,374	-	\$ -	n.a.
17-3025	Environmental Engineering Technicians	120	\$ 48,825	100	\$ 52,962	108.5%
17-3026	Industrial Engineering Technicians	240	\$ 41,444	-	\$ -	n.a.
17-3027	Mechanical Engineering Technicians	190	\$ 49,238	-	\$ -	n.a.
17-3029	Engineering Technicians, Except Drafters, All Other	340	\$ 51,100	50	\$ 53,385	104.5%
17-3031	Surveying and Mapping Technicians	710	\$ 50,677	150	\$ 47,976	94.7%
19-0000	Life, Physical, and Social Science Occupations	4,380	\$ 52,230	1,860	\$ 62,864	120.4%
19-1000	Life Scientists	390	\$ 78,845	230	\$ 57,459	72.9%
19-1012	Food Scientists and Technologists	20	\$ 48,116	-	\$ -	n.a.
19-1013	Soil and Plant Scientists	-	\$ -	-	\$ -	n.a.
19-1021	Biochemists and Biophysicists	-	\$ -	-	\$ -	n.a.
19-1022	Microbiologists	-	\$ 61,400	40	\$ 55,962	91.1%
19-1023	Zoologists and Wildlife Biologists	-	\$ 47,333	70	\$ 59,216	125.1%
19-1029	Biological Scientists, All Other	-	\$ -	-	\$ -	n.a.
19-1031	Conservation Scientists	20	\$ 48,715	-	\$ 60,857	124.9%
19-1032	Foresters	-	\$ -	20	\$ 53,329	n.a.
19-1041	Epidemiologists	-	\$ 47,287	-	\$ -	n.a.
19-1042	Medical Scientists, Except Epidemiologists	-	\$ 53,134	-	\$ -	n.a.
19-1099	Life Scientists, All Other	-	\$ -	-	\$ -	n.a.
19-2000	Physical Scientists	1,090	\$ 73,691	580	\$ 65,518	88.9%

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		Number of Employees	Median Wage	Number of Employees	Median Wage	
19-2012	Physicists	-	\$ 73,777	-	\$ -	n.a.
19-2021	Atmospheric and Space Scientists	-	\$ -	-	\$ -	n.a.
19-2031	Chemists	120	\$ 62,150	60	\$ 71,773	115.5%
19-2041	Environmental Scientists and Specialists, Including Health	-	\$ 77,567	-	\$ -	n.a.
19-2042	Geoscientists, Except Hydrologists and Geographers	-	\$ 79,997	-	\$ -	n.a.
19-2043	Hydrologists	-	\$ 83,213	-	\$ -	n.a.
19-2099	Physical Scientists, All Other	10	\$ 84,101	10	\$ 56,539	67.2%
19-3000	Social Scientists and Related Workers	1,830	\$ 41,502	660	\$ 68,182	164.3%
19-3011	Economists	-	\$ -	30	\$ 68,184	n.a.
19-3021	Market Research Analysts	830	\$ 50,470	-	\$ -	n.a.
19-3031	Clinical, Counseling, and School Psychologists	100	\$ 69,212	370	\$ 67,205	97.1%
19-3039	Psychologists, All Other	-	\$ -	-	\$ -	n.a.
19-3051	Urban and Regional Planners	70	\$ 70,255	200	\$ 72,288	102.9%
19-3091	Anthropologists and Archeologists	-	\$ 57,051	-	\$ -	n.a.
19-3093	Historians	-	\$ -	10	\$ 55,107	n.a.
19-3099	Social Scientists and Related Workers, All Other	-	\$ 64,322	20	\$ 60,116	93.5%
19-4000	Life, Physical, and Social Science Technicians	1,060	\$ 43,961	380	\$ 53,028	120.6%
19-4021	Biological Technicians	-	\$ 35,971	-	\$ -	n.a.
19-4031	Chemical Technicians	540	\$ 44,246	20	\$ 66,174	149.6%
19-4041	Geological and Petroleum Technicians	-	\$ 52,902	-	\$ -	n.a.
19-4091	Environmental Science and Protection Technicians, Including Health	90	\$ 46,102	130	\$ 54,114	117.4%
19-4093	Forest and Conservation Technicians	-	\$ 48,153	-	\$ -	n.a.
19-4099	Life, Physical, and Social Science Technicians, All Other	310	\$ 40,512	80	\$ 30,506	75.3%
21-0000	Community and Social Services Occupations	3,350	\$ 38,578	5,440	\$ 50,477	130.8%
21-1000	Counselors, Social Workers, and Other Community and Social Service Specialists	3,260	\$ 38,157	5,420	\$ 50,438	132.2%
21-1011	Substance Abuse and Behavioral Disorder Counselors	270	\$ 40,222	60	\$ 42,081	104.6%
21-1012	Educational, Vocational, and School Counselors	300	\$ 38,287	1,050	\$ 52,080	136.0%
21-1013	Marriage and Family Therapists	30	\$ 55,563	-	\$ -	n.a.
21-1014	Mental Health Counselors	-	\$ 48,854	-	\$ -	n.a.
21-1015	Rehabilitation Counselors	230	\$ 29,846	-	\$ -	n.a.
21-1019	Counselors, All Other	20	\$ 45,530	130	\$ 44,632	98.0%
21-1021	Child, Family, and School Social Workers	230	\$ 37,633	1,900	\$ 49,813	132.4%
21-1022	Medical and Public Health Social Workers	500	\$ 52,770	270	\$ 57,660	109.3%
21-1023	Mental Health and Substance Abuse Social Workers	110	\$ 44,445	210	\$ 50,060	112.6%
21-1029	Social Workers, All Other	-	\$ -	50	\$ 49,133	n.a.
21-1091	Health Educators	200	\$ 63,279	50	\$ 49,722	78.6%
21-1092	Probation Officers and Correctional Treatment Specialists	-	\$ -	760	\$ 59,836	n.a.
21-1093	Social and Human Service Assistants	840	\$ 27,335	490	\$ 24,813	90.8%
21-1099	Community and Social Service Specialists, All Other	290	\$ 33,021	110	\$ 50,585	153.2%
21-2000	Religious Workers	-	\$ 56,075	-	\$ -	n.a.
21-2011	Clergy	-	\$ 57,856	-	\$ -	n.a.
21-2099	Religious Workers, All Other	-	\$ -	-	\$ -	n.a.
23-0000	Legal Occupations	6,460	\$ 70,848	1,680	\$ 81,066	114.4%
23-1000	Lawyers, Judges, and Related Workers	3,490	\$ 114,956	1,170	\$ 98,248	85.5%
23-1011	Lawyers	-	\$ 115,139	-	\$ 98,808	85.8%

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		Number of Employees	Median Wage	Number of Employees	Median Wage	
23-1022	Arbitrators, Mediators, and Conciliators	-	\$ 70,409	-	\$ 75,608	107.4%
23-1023	Judges, Magistrate Judges, and Magistrates	-	\$ -	210	\$ 134,793	n.a.
23-2000	Legal Support Workers	2,980	\$ 47,872	510	\$ 52,512	109.7%
23-2011	Paralegals and Legal Assistants	1,630	\$ 47,006	80	\$ 46,949	99.9%
23-2091	Court Reporters	-	\$ -	-	\$ 45,843	n.a.
23-2092	Law Clerks	130	\$ 44,903	100	\$ 59,196	131.8%
23-2093	Title Examiners, Abstractors, and Searchers	-	\$ 50,611	-	\$ -	n.a.
23-2099	Legal Support Workers, All Other	-	\$ 29,669	-	\$ -	n.a.
25-0000	Education, Training, and Library Occupations	7,070	\$ 29,084	42,980	\$ 40,896	140.6%
25-1000	Postsecondary Teachers	-	\$ 43,262	-	\$ -	n.a.
25-1011	Business Teachers, Postsecondary	-	\$ 52,320	-	\$ -	n.a.
25-1066	Psychology Teachers, Postsecondary	-	\$ -	-	\$ -	n.a.
25-1121	Art, Drama, and Music Teachers, Postsecondary	120	\$ 46,976	-	\$ -	n.a.
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	-	\$ -	-	\$ -	n.a.
25-1194	Vocational Education Teachers, Postsecondary	-	\$ 38,547	-	\$ -	n.a.
25-2000	Primary, Secondary, and Special Education School Teachers	3,460	\$ 23,889	28,850	\$ 41,786	174.9%
25-2011	Preschool Teachers, Except Special Education	2,520	\$ 20,864	370	\$ 24,832	119.0%
25-2012	Kindergarten Teachers, Except Special Education	180	\$ 36,450	760	\$ 40,569	111.3%
25-2021	Elementary School Teachers, Except Special Education	410	\$ 37,958	15,570	\$ 37,682	99.3%
25-2022	Middle School Teachers, Except Special and Vocational Education	120	\$ 43,022	3,830	\$ 44,886	104.3%
25-2023	Vocational Education Teachers, Middle School	-	\$ -	30	\$ 54,108	n.a.
25-2031	Secondary School Teachers, Except Special and Vocational Education	100	\$ 44,981	4,850	\$ 45,681	101.6%
25-2032	Vocational Education Teachers, Secondary School	-	\$ -	260	\$ 51,015	n.a.
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	90	\$ 33,378	1,450	\$ 46,579	139.6%
25-2042	Special Education Teachers, Middle School	-	\$ -	710	\$ 43,866	n.a.
25-2043	Special Education Teachers, Secondary School	20	\$ 42,283	1,040	\$ 47,124	111.4%
25-3000	Other Teachers and Instructors	1,040	\$ 41,566	630	\$ 31,145	74.9%
25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	-	\$ 43,322	-	\$ 52,689	121.6%
25-3021	Self-Enrichment Education Teachers	-	\$ 39,881	-	\$ -	n.a.
25-3099	Teachers and Instructors, All Other	370	\$ 53,692	400	\$ 30,684	57.1%
25-4000	Librarians, Curators, and Archivists	90	\$ 46,188	1,270	\$ 47,534	102.9%
25-4011	Archivists	-	\$ -	30	\$ 40,747	n.a.
25-4012	Curators	30	\$ 45,384	40	\$ 56,597	124.7%
25-4013	Museum Technicians and Conservators	10	\$ 44,106	-	\$ -	n.a.
25-4021	Librarians	40	\$ 53,176	650	\$ 59,673	112.2%
25-4031	Library Technicians	10	\$ 24,264	550	\$ 34,255	141.2%
25-9000	Other Education, Training, and Library Occupations	1,210	\$ 23,175	4,990	\$ 29,797	128.6%
25-9031	Instructional Coordinators	90	\$ 41,643	290	\$ 68,721	165.0%
25-9041	Teacher Assistants	1,070	\$ 22,573	3,650	\$ 28,215	125.0%
25-9099	Education, Training, and Library Workers, All Other	-	\$ 57,589	940	\$ 47,475	82.4%
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	15,840	\$ 43,074	940	\$ 48,124	111.7%
27-1000	Art and Design Workers	5,260	\$ 35,575	100	\$ 59,012	165.9%
27-1011	Art Directors	-	\$ 55,800	-	\$ -	n.a.
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	-	\$ 26,429	-	\$ -	n.a.
27-1014	Multi-Media Artists and Animators	-	\$ 51,446	-	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
27-1019	Artists and Related Workers, All Other	-	\$ 36,214	-	\$ -	n.a.
27-1021	Commercial and Industrial Designers	-	\$ 74,314	-	\$ -	n.a.
27-1023	Floral Designers	470	\$ 29,800	-	\$ -	n.a.
27-1024	Graphic Designers	1,370	\$ 42,210	70	\$ 58,951	139.7%
27-1025	Interior Designers	-	\$ 47,593	-	\$ -	n.a.
27-1026	Merchandise Displayers and Window Trimmers	1,690	\$ 24,213	-	\$ -	n.a.
27-1027	Set and Exhibit Designers	50	\$ 32,811	-	\$ -	n.a.
27-1029	Designers, All Other	90	\$ 45,779	10	\$ 59,109	129.1%
27-2000	Entertainers and Performers, Sports and Related Workers	3,830	\$ 48,219	330	\$ 33,641	69.8%
27-2011	Actors	900	\$ -	-	\$ -	n.a.
27-2012	Producers and Directors	500	\$ 56,975	30	\$ 49,903	87.6%
27-2022	Coaches and Scouts	490	\$ 29,559	270	\$ 28,766	97.3%
27-2031	Dancers	830	\$ -	-	\$ -	n.a.
27-2032	Choreographers	20	\$ 59,212	-	\$ -	n.a.
27-2041	Music Directors and Composers	-	\$ 104,866	-	\$ -	n.a.
27-2042	Musicians and Singers	640	\$ -	-	\$ -	n.a.
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	-	\$ -	-	\$ -	n.a.
27-3000	Media and Communication Workers	2,970	\$ 48,851	450	\$ 53,146	108.8%
27-3011	Radio and Television Announcers	390	\$ 35,263	-	\$ -	n.a.
27-3012	Public Address System and Other Announcers	60	\$ 28,064	-	\$ -	n.a.
27-3021	Broadcast News Analysts	-	\$ 67,081	-	\$ -	n.a.
27-3022	Reporters and Correspondents	-	\$ 38,932	-	\$ -	n.a.
27-3031	Public Relations Specialists	640	\$ 59,392	190	\$ 64,210	108.1%
27-3041	Editors	410	\$ 48,028	30	\$ 56,386	117.4%
27-3042	Technical Writers	-	\$ 60,984	-	\$ -	n.a.
27-3043	Writers and Authors	360	\$ 48,884	20	\$ 59,965	122.7%
27-3091	Interpreters and Translators	60	\$ -	130	\$ 34,630	n.a.
27-3099	Media and Communication Workers, All Other	530	\$ 45,139	80	\$ 47,277	104.7%
27-4000	Media and Communication Equipment Workers	3,770	\$ 44,451	70	\$ 46,146	103.8%
27-4011	Audio and Video Equipment Technicians	1,380	\$ 57,540	40	\$ 45,849	79.7%
27-4012	Broadcast Technicians	190	\$ 29,760	-	\$ -	n.a.
27-4014	Sound Engineering Technicians	-	\$ 55,308	-	\$ -	n.a.
27-4021	Photographers	-	\$ 32,541	-	\$ -	n.a.
27-4031	Camera Operators, Television, Video, and Motion Picture	-	\$ 32,298	-	\$ -	n.a.
27-4032	Film and Video Editors	-	\$ 32,177	-	\$ -	n.a.
27-4099	Media and Communication Equipment Workers, All Other	700	\$ 44,396	-	\$ -	n.a.
29-0000	Healthcare Practitioners and Technical Occupations	35,730	\$ 64,892	5,080	\$ 63,200	97.4%
29-1000	Health Diagnosing and Treating Practitioners	21,210	\$ 76,700	3,340	\$ 70,845	92.4%
29-1011	Chiropractors	230	\$ 130,514	-	\$ -	n.a.
29-1021	Dentists, General	-	\$ -	-	\$ -	n.a.
29-1022	Oral and Maxillofacial Surgeons	-	\$ -	-	\$ -	n.a.
29-1023	Orthodontists	40	\$ -	-	\$ -	n.a.
29-1029	Dentists, All Other Specialists	-	\$ -	-	\$ -	n.a.
29-1031	Dietitians and Nutritionists	250	\$ 55,667	40	\$ 60,977	109.5%
29-1041	Optometrists	190	\$ 68,949	-	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
29-1051	Pharmacists	-	\$ 106,970	-	\$ -	n.a.
29-1062	Family and General Practitioners	1,070	\$ -	160	\$ -	n.a.
29-1063	Internists, General	250	\$ -	-	\$ -	n.a.
29-1064	Obstetricians and Gynecologists	60	\$ -	-	\$ -	n.a.
29-1065	Pediatricians, General	-	\$ -	-	\$ -	n.a.
29-1066	Psychiatrists	-	\$ -	-	\$ -	n.a.
29-1067	Surgeons	740	\$ -	-	\$ -	n.a.
29-1069	Physicians and Surgeons, All Other	410	\$ -	-	\$ -	n.a.
29-1071	Physician Assistants	560	\$ 74,200	10	\$ 85,847	115.7%
29-1081	Podiatrists	60	\$ 117,227	-	\$ -	n.a.
29-1111	Registered Nurses	11,680	\$ 69,396	2,580	\$ 70,382	101.4%
29-1122	Occupational Therapists	440	\$ 76,422	100	\$ 51,933	68.0%
29-1123	Physical Therapists	790	\$ 78,005	50	\$ 56,573	72.5%
29-1124	Radiation Therapists	20	\$ 76,755	-	\$ -	n.a.
29-1125	Recreational Therapists	-	\$ 32,957	-	\$ -	n.a.
29-1126	Respiratory Therapists	530	\$ 62,724	150	\$ 60,163	95.9%
29-1127	Speech-Language Pathologists	240	\$ 89,023	40	\$ 60,254	67.7%
29-1129	Therapists, All Other	-	\$ 46,814	-	\$ -	n.a.
29-1131	Veterinarians	-	\$ 89,945	-	\$ -	n.a.
29-1199	Health Diagnosing and Treating Practitioners, All Other	150	\$ 89,212	-	\$ -	n.a.
29-2000	Health Technologists and Technicians	13,840	\$ 42,600	1,540	\$ 46,143	108.3%
29-2011	Medical and Clinical Laboratory Technologists	760	\$ 62,755	110	\$ 76,409	121.8%
29-2012	Medical and Clinical Laboratory Technicians	1,010	\$ 32,319	140	\$ 38,491	119.1%
29-2021	Dental Hygienists	-	\$ 80,789	-	\$ -	n.a.
29-2031	Cardiovascular Technologists and Technicians	-	\$ 46,971	-	\$ -	n.a.
29-2032	Diagnostic Medical Sonographers	-	\$ 66,777	-	\$ -	n.a.
29-2033	Nuclear Medicine Technologists	-	\$ 75,962	-	\$ -	n.a.
29-2034	Radiologic Technologists and Technicians	1,160	\$ 59,450	170	\$ 60,021	101.0%
29-2041	Emergency Medical Technicians and Paramedics	870	\$ 34,532	330	\$ 41,208	119.3%
29-2051	Dietetic Technicians	70	\$ 28,397	10	\$ 33,518	118.0%
29-2052	Pharmacy Technicians	-	\$ 31,846	-	\$ -	n.a.
29-2053	Psychiatric Technicians	170	\$ 27,463	-	\$ -	n.a.
29-2054	Respiratory Therapy Technicians	150	\$ 61,652	-	\$ -	n.a.
29-2055	Surgical Technologists	800	\$ 44,450	50	\$ 45,521	102.4%
29-2056	Veterinary Technologists and Technicians	-	\$ 32,320	-	\$ -	n.a.
29-2061	Licensed Practical and Licensed Vocational Nurses	2,300	\$ 45,470	220	\$ 46,008	101.2%
29-2071	Medical Records and Health Information Technicians	970	\$ 30,274	200	\$ 43,187	142.7%
29-2081	Opticians, Dispensing	230	\$ 50,031	-	\$ -	n.a.
29-2091	Orthotists and Prosthetists	-	\$ 43,239	-	\$ -	n.a.
29-2099	Health Technologists and Technicians, All Other	510	\$ 37,881	80	\$ 40,194	106.1%
29-9000	Other Healthcare Practitioners and Technical Occupations	680	\$ 45,796	210	\$ 58,445	127.6%
29-9011	Occupational Health and Safety Specialists	280	\$ 62,631	140	\$ 60,789	97.1%
29-9012	Occupational Health and Safety Technicians	-	\$ 48,354	-	\$ 41,533	85.9%
29-9091	Athletic Trainers	-	\$ 37,850	-	\$ -	n.a.
29-9099	Healthcare Practitioners and Technical Workers, All Other	230	\$ 34,272	30	\$ 59,526	173.7%

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
31-0000	Healthcare Support Occupations	18,670	\$ 27,371	1,570	\$ 30,865	112.8%
31-1000	Nursing, Psychiatric, and Home Health Aides	7,930	\$ 24,231	840	\$ 31,313	129.2%
31-1011	Home Health Aides	3,580	\$ 22,932	20	\$ 26,508	115.6%
31-1012	Nursing Aides, Orderlies, and Attendants	4,330	\$ 27,060	560	\$ 30,398	112.3%
31-1013	Psychiatric Aides	-	\$ -	-	\$ -	n.a.
31-2000	Occupational and Physical Therapist Assistants and Aides	1,000	\$ 30,540	20	\$ 40,811	133.6%
31-2011	Occupational Therapist Assistants	-	\$ 30,462	-	\$ 36,677	120.4%
31-2012	Occupational Therapist Aides	30	\$ 27,402	-	\$ -	n.a.
31-2021	Physical Therapist Assistants	-	\$ 49,948	-	\$ -	n.a.
31-2022	Physical Therapist Aides	370	\$ 24,521	-	\$ -	n.a.
31-9000	Other Healthcare Support Occupations	9,740	\$ 30,556	710	\$ 30,158	98.7%
31-9011	Massage Therapists	1,130	\$ 16,471	-	\$ -	n.a.
31-9091	Dental Assistants	-	\$ 37,332	-	\$ -	n.a.
31-9092	Medical Assistants	3,150	\$ 29,708	320	\$ 27,417	92.3%
31-9093	Medical Equipment Preparers	-	\$ 33,375	-	\$ -	n.a.
31-9094	Medical Transcriptionists	-	\$ 37,562	-	\$ -	n.a.
31-9095	Pharmacy Aides	-	\$ 24,107	-	\$ -	n.a.
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	-	\$ 20,488	-	\$ -	n.a.
31-9099	Healthcare Support Workers, All Other	1,790	\$ 31,330	260	\$ 40,687	129.9%
33-0000	Protective Service Occupations	23,140	\$ 24,461	13,810	\$ 54,945	224.6%
33-1000	First-Line Supervisors/Managers, Protective Service Workers	1,350	\$ 40,590	1,720	\$ 80,326	197.9%
33-1011	First-Line Supervisors/Managers of Correctional Officers	-	\$ -	150	\$ 65,617	n.a.
33-1012	First-Line Supervisors/Managers of Police and Detectives	-	\$ -	800	\$ 90,790	n.a.
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	-	\$ -	550	\$ 66,823	n.a.
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	1,350	\$ 40,188	210	\$ 71,421	177.7%
33-2000	Fire Fighting and Prevention Workers	-	\$ -	1,850	\$ 50,264	n.a.
33-2011	Fire Fighters	-	\$ -	1,710	\$ 49,395	n.a.
33-2021	Fire Inspectors and Investigators	-	\$ -	130	\$ 67,747	n.a.
33-3000	Law Enforcement Workers	-	\$ -	-	\$ 57,670	n.a.
33-3011	Bailiffs	-	\$ -	130	\$ 48,397	n.a.
33-3012	Correctional Officers and Jailers	-	\$ -	2,730	\$ 52,140	n.a.
33-3021	Detectives and Criminal Investigators	-	\$ -	360	\$ 64,401	n.a.
33-3031	Fish and Game Wardens	-	\$ -	-	\$ 60,695	n.a.
33-3041	Parking Enforcement Workers	-	\$ -	140	\$ 43,927	n.a.
33-3051	Police and Sheriff's Patrol Officers	-	\$ -	4,410	\$ 61,626	n.a.
33-9000	Other Protective Service Workers	21,750	\$ 24,002	2,440	\$ 24,289	101.2%
33-9011	Animal Control Workers	-	\$ -	110	\$ 44,551	n.a.
33-9021	Private Detectives and Investigators	-	\$ 40,161	-	\$ -	n.a.
33-9031	Gaming Surveillance Officers and Gaming Investigators	720	\$ 35,613	-	\$ -	n.a.
33-9032	Security Guards	19,150	\$ 23,953	570	\$ 39,572	165.2%
33-9091	Crossing Guards	-	\$ 21,757	-	\$ -	n.a.
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	1,010	\$ 19,860	610	\$ 19,084	96.1%
33-9099	Protective Service Workers, All Other	400	\$ 23,113	490	\$ 47,354	204.9%
35-0000	Food Preparation and Serving-Related Occupations	163,990	\$ 19,957	3,560	\$ 20,327	101.9%
35-1000	Supervisors, Food Preparation and Serving Workers	13,020	\$ 33,468	340	\$ 32,580	97.3%

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
35-1011	Chefs and Head Cooks	2,810	\$ 40,382	-	\$ -	n.a.
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	10,220	\$ 31,267	330	\$ 32,448	103.8%
35-2000	Cooks and Food Preparation Workers	36,780	\$ 22,775	600	\$ 26,578	116.7%
35-2011	Cooks, Fast Food	8,470	\$ 15,864	-	\$ -	n.a.
35-2012	Cooks, Institution and Cafeteria	1,050	\$ 24,709	490	\$ 28,004	113.3%
35-2014	Cooks, Restaurant	-	\$ 26,938	-	\$ -	n.a.
35-2015	Cooks, Short Order	-	\$ 24,037	-	\$ -	n.a.
35-2019	Cooks, All Other	240	\$ 26,240	-	\$ -	n.a.
35-2021	Food Preparation Workers	8,290	\$ 21,649	100	\$ 18,878	87.2%
35-3000	Food and Beverage Serving Workers	79,970	\$ 17,396	2,560	\$ 14,950	85.9%
35-3011	Bartenders	-	\$ 20,598	-	\$ -	n.a.
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	21,540	\$ 16,561	270	\$ 27,012	163.1%
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	3,590	\$ 20,074	2,220	\$ 14,589	72.7%
35-3031	Waiters and Waitresses	-	\$ 16,884	-	\$ -	n.a.
35-3041	Food Servers, Nonrestaurant	-	\$ 20,224	-	\$ -	n.a.
35-9000	Other Food Preparation and Serving Related Workers	34,220	\$ 19,964	70	\$ 21,572	108.1%
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	15,030	\$ 19,368	30	\$ 19,500	100.7%
35-9021	Dishwashers	10,120	\$ 20,062	30	\$ 21,222	105.8%
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	5,550	\$ 20,035	-	\$ -	n.a.
35-9099	Food Preparation and Serving Related Workers, All Other	3,510	\$ 22,086	10	\$ 30,281	137.1%
37-0000	Building and Grounds Cleaning and Maintenance Occupations	67,780	\$ 25,114	4,990	\$ 31,442	125.2%
37-1000	Supervisors, Building and Grounds Cleaning and Maintenance Workers	4,820	\$ 34,053	320	\$ 47,401	139.2%
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	3,290	\$ 31,688	240	\$ 44,685	141.0%
37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	1,530	\$ 39,769	80	\$ 59,211	148.9%
37-2000	Building Cleaning and Pest Control Workers	49,710	\$ 25,189	3,890	\$ 30,220	120.0%
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	25,810	\$ 23,396	3,630	\$ 30,413	130.0%
37-2012	Maids and Housekeeping Cleaners	-	\$ 26,330	-	\$ 30,029	114.0%
37-2019	Building Cleaning Workers, All Other	-	\$ 29,076	-	\$ -	n.a.
37-2021	Pest Control Workers	-	\$ 35,043	-	\$ -	n.a.
37-3000	Grounds Maintenance Workers	13,250	\$ 22,819	780	\$ 36,566	160.2%
37-3011	Landscaping and Groundskeeping Workers	13,020	\$ 21,845	770	\$ 36,149	165.5%
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	70	\$ 26,586	-	\$ -	n.a.
37-3013	Tree Trimmers and Pruners	-	\$ 34,063	-	\$ -	n.a.
37-3019	Grounds Maintenance Workers, All Other	-	\$ 24,956	-	\$ -	n.a.
39-0000	Personal Care and Service Occupations	68,930	\$ 18,651	2,480	\$ 22,715	121.8%
39-1000	Supervisors, Personal Care and Service Workers	13,010	\$ 38,742	160	\$ 60,157	155.3%
39-1011	Gaming Supervisors	9,030	\$ 44,832	-	\$ -	n.a.
39-1012	Slot Key Persons	2,470	\$ 24,205	-	\$ -	n.a.
39-1021	First-Line Supervisors/Managers of Personal Service Workers	1,510	\$ 32,709	160	\$ 60,308	184.4%
39-2000	Animal Care and Service Workers	1,170	\$ 20,819	20	\$ 34,482	165.6%
39-2011	Animal Trainers	120	\$ 25,098	-	\$ -	n.a.
39-2021	Nonfarm Animal Caretakers	1,050	\$ 20,177	20	\$ 34,711	172.0%
39-3000	Entertainment Attendants and Related Workers	37,120	\$ 15,166	510	\$ 20,849	137.5%
39-3011	Gaming Dealers	24,860	\$ 14,252	-	\$ -	n.a.
39-3012	Gaming and Sports Book Writers and Runners	2,220	\$ 21,235	-	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
39-3019	Gaming Service Workers, All Other	-	\$ 25,318	-	\$ -	n.a.
39-3021	Motion Picture Projectionists	140	\$ 20,325	-	\$ -	n.a.
39-3031	Ushers, Lobby Attendants, and Ticket Takers	-	\$ 16,976	-	\$ -	n.a.
39-3091	Amusement and Recreation Attendants	2,290	\$ 16,558	500	\$ 20,868	126.0%
39-3092	Costume Attendants	-	\$ 29,390	-	\$ -	n.a.
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	310	\$ 20,716	-	\$ -	n.a.
39-3099	Entertainment Attendants and Related Workers, All Other	-	\$ 24,220	-	\$ -	n.a.
39-4000	Funeral Service Workers	130	\$ 21,005	-	\$ -	n.a.
39-4021	Funeral Attendants	130	\$ 21,193	-	\$ -	n.a.
39-5000	Personal Appearance Workers	3,170	\$ 19,966	-	\$ -	n.a.
39-5011	Barbers	-	\$ 24,515	-	\$ -	n.a.
39-5012	Hairdressers, Hairstylists, and Cosmetologists	2,230	\$ 20,606	-	\$ -	n.a.
39-5092	Manicurists and Pedicurists	480	\$ 22,511	-	\$ -	n.a.
39-5093	Shampoosers	-	\$ 22,623	-	\$ -	n.a.
39-5094	Skin Care Specialists	410	\$ 15,070	-	\$ -	n.a.
39-6000	Transportation, Tourism, and Lodging Attendants	5,690	\$ 22,465	320	\$ 22,570	100.5%
39-6011	Baggage Porters and Bellhops	3,480	\$ 22,470	-	\$ -	n.a.
39-6012	Concierges	410	\$ 27,798	-	\$ -	n.a.
39-6021	Tour Guides and Escorts	-	\$ 28,350	-	\$ -	n.a.
39-6022	Travel Guides	-	\$ 45,393	-	\$ -	n.a.
39-6031	Flight Attendants	480	\$ 52,333	-	\$ -	n.a.
39-6032	Transportation Attendants, Except Flight Attendants and Baggage Porters	-	\$ 17,745	-	\$ 22,591	127.3%
39-9000	Other Personal Care and Service Workers	8,640	\$ 21,442	1,470	\$ 22,113	103.1%
39-9011	Child Care Workers	1,780	\$ 17,694	180	\$ 22,508	127.2%
39-9021	Personal and Home Care Aides	2,850	\$ 22,588	-	\$ -	n.a.
39-9031	Fitness Trainers and Aerobics Instructors	-	\$ 32,121	-	\$ -	n.a.
39-9032	Recreation Workers	850	\$ 24,173	1,100	\$ 20,551	85.0%
39-9041	Residential Advisors	40	\$ 25,356	10	\$ 30,049	118.5%
39-9099	Personal Care and Service Workers, All Other	-	\$ 24,170	-	\$ -	n.a.
41-0000	Sales and Related Occupations	133,450	\$ 23,973	310	\$ 27,372	114.2%
41-1000	Supervisors, Sales Workers	14,810	\$ 36,465	50	\$ 43,065	118.1%
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	-	\$ 36,212	-	\$ 42,754	118.1%
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	-	\$ 62,160	-	\$ -	n.a.
41-2000	Retail Sales Workers	85,890	\$ 20,177	180	\$ 19,816	98.2%
41-2011	Cashiers	36,800	\$ 19,036	130	\$ 19,853	104.3%
41-2012	Gaming Change Persons and Booth Cashiers	4,840	\$ 23,604	-	\$ -	n.a.
41-2021	Counter and Rental Clerks	-	\$ 22,602	-	\$ -	n.a.
41-2022	Parts Salespersons	-	\$ 31,318	-	\$ -	n.a.
41-2031	Retail Salespersons	-	\$ 22,244	-	\$ -	n.a.
41-3000	Sales Representatives, Services	9,470	\$ 41,077	-	\$ -	n.a.
41-3011	Advertising Sales Agents	900	\$ 42,417	-	\$ -	n.a.
41-3021	Insurance Sales Agents	1,810	\$ 45,486	-	\$ -	n.a.
41-3031	Securities, Commodities, and Financial Services Sales Agents	1,070	\$ 34,629	-	\$ -	n.a.
41-3041	Travel Agents	800	\$ 28,975	-	\$ -	n.a.
41-3099	Sales Representatives, Services, All Other	4,890	\$ 42,299	-	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
41-4000	Sales Representatives, Wholesale and Manufacturing	-	\$ 51,181	-	\$ -	n.a.
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	-	\$ 54,625	-	\$ -	n.a.
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	8,830	\$ 51,588	-	\$ -	n.a.
41-9000	Other Sales and Related Workers	11,550	\$ 26,381	80	\$ 53,297	202.0%
41-9011	Demonstrators and Product Promoters	1,090	\$ 20,924	-	\$ -	n.a.
41-9021	Real Estate Brokers	320	\$ 39,154	-	\$ -	n.a.
41-9022	Real Estate Sales Agents	3,590	\$ 47,201	60	\$ 64,974	137.7%
41-9031	Sales Engineers	180	\$ 64,329	-	\$ -	n.a.
41-9041	Telemarketers	4,000	\$ 23,707	-	\$ -	n.a.
41-9091	Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	-	\$ 38,040	-	\$ -	n.a.
41-9099	Sales and Related Workers, All Other	2,260	\$ 22,509	-	\$ 37,868	168.2%
43-0000	Office and Administrative Support Occupations	174,040	\$ 29,117	26,520	\$ 33,594	115.4%
43-1000	Supervisors, Office and Administrative Support Workers	14,170	\$ 40,613	1,150	\$ 49,428	121.7%
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	14,170	\$ 40,372	1,150	\$ 49,725	123.2%
43-2000	Communications Equipment Operators	2,860	\$ 27,688	80	\$ 39,786	143.7%
43-2011	Switchboard Operators, Including Answering Service	2,610	\$ 27,917	70	\$ 39,538	141.6%
43-2021	Telephone Operators	-	\$ 28,033	-	\$ -	n.a.
43-2099	Communications Equipment Operators, All Other	-	\$ -	-	\$ -	n.a.
43-3000	Financial Clerks	34,620	\$ 29,690	1,480	\$ 38,454	129.5%
43-3011	Bill and Account Collectors	-	\$ 30,787	-	\$ 46,262	150.3%
43-3021	Billing and Posting Clerks and Machine Operators	3,310	\$ 30,695	130	\$ 33,508	109.2%
43-3031	Bookkeeping, Accounting, and Auditing Clerks	16,260	\$ 30,960	1,140	\$ 38,960	125.8%
43-3041	Gaming Cage Workers	3,840	\$ 25,937	-	\$ -	n.a.
43-3051	Payroll and Timekeeping Clerks	1,780	\$ 34,016	150	\$ 38,717	113.8%
43-3061	Procurement Clerks	620	\$ 34,236	40	\$ 44,526	130.1%
43-3071	Tellers	-	\$ 24,730	-	\$ -	n.a.
43-4000	Information and Record Clerks	46,280	\$ 27,312	3,720	\$ 38,028	139.2%
43-4011	Brokerage Clerks	220	\$ 30,614	-	\$ -	n.a.
43-4031	Court, Municipal, and License Clerks	-	\$ -	1,550	\$ 40,204	n.a.
43-4041	Credit Authorizers, Checkers, and Clerks	980	\$ 32,190	-	\$ -	n.a.
43-4051	Customer Service Representatives	13,980	\$ 27,232	200	\$ 41,647	152.9%
43-4061	Eligibility Interviewers, Government Programs	-	\$ 27,620	310	\$ 44,611	161.5%
43-4071	File Clerks	-	\$ 23,527	-	\$ 40,155	170.7%
43-4081	Hotel, Motel, and Resort Desk Clerks	4,210	\$ 26,821	-	\$ -	n.a.
43-4111	Interviewers, Except Eligibility and Loan	1,920	\$ 28,208	260	\$ -	n.a.
43-4121	Library Assistants, Clerical	10	\$ 25,187	770	\$ 30,810	122.3%
43-4131	Loan Interviewers and Clerks	2,110	\$ 34,671	-	\$ -	n.a.
43-4141	New Accounts Clerks	340	\$ 32,824	-	\$ -	n.a.
43-4151	Order Clerks	2,570	\$ 24,795	-	\$ -	n.a.
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	1,370	\$ 29,676	200	\$ 41,664	140.4%
43-4171	Receptionists and Information Clerks	11,320	\$ 25,099	270	\$ 32,941	131.2%
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	4,780	\$ 29,357	-	\$ -	n.a.
43-4199	Information and Record Clerks, All Other	-	\$ 29,719	-	\$ 36,504	122.8%
43-5000	Material Recording, Scheduling, Dispatching, and Distributing Workers	27,840	\$ 25,806	1,250	\$ 43,236	167.5%
43-5011	Cargo and Freight Agents	1,040	\$ 40,076	-	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
43-5021	Couriers and Messengers	1,820	\$ 22,480	30	\$ 37,418	166.5%
43-5031	Police, Fire, and Ambulance Dispatchers	-	\$ 31,429	550	\$ 48,915	155.6%
43-5032	Dispatchers, Except Police, Fire, and Ambulance	2,090	\$ 29,949	140	\$ 37,872	126.5%
43-5041	Meter Readers, Utilities	-	\$ 40,462	-	\$ 47,099	116.4%
43-5051	Postal Service Clerks	-	\$ -	-	\$ -	n.a.
43-5052	Postal Service Mail Carriers	-	\$ -	-	\$ -	n.a.
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	-	\$ -	-	\$ -	n.a.
43-5061	Production, Planning, and Expediting Clerks	1,010	\$ 38,227	-	\$ -	n.a.
43-5071	Shipping, Receiving, and Traffic Clerks	-	\$ 27,114	-	\$ -	n.a.
43-5081	Stock Clerks and Order Fillers	13,850	\$ 21,801	370	\$ 39,432	180.9%
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	320	\$ 28,127	-	\$ -	n.a.
43-6000	Secretaries and Administrative Assistants	20,590	\$ 34,278	6,110	\$ 40,136	117.1%
43-6011	Executive Secretaries and Administrative Assistants	7,350	\$ 37,635	890	\$ 49,117	130.5%
43-6012	Legal Secretaries	2,120	\$ 43,873	560	\$ 46,655	106.3%
43-6013	Medical Secretaries	1,890	\$ 33,794	10	\$ 29,048	86.0%
43-6014	Secretaries, Except Legal, Medical, and Executive	9,230	\$ 31,138	4,650	\$ 38,262	122.9%
43-9000	Other Office and Administrative Support Workers	27,660	\$ 26,611	12,740	\$ 25,595	96.2%
43-9011	Computer Operators	380	\$ 34,088	40	\$ 45,405	133.2%
43-9021	Data Entry Keyers	1,420	\$ 25,374	60	\$ 31,261	123.2%
43-9022	Word Processors and Typists	270	\$ 29,857	140	\$ 26,352	88.3%
43-9031	Desktop Publishers	-	\$ 36,137	-	\$ -	n.a.
43-9041	Insurance Claims and Policy Processing Clerks	-	\$ 33,422	-	\$ -	n.a.
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	940	\$ 21,471	90	\$ 34,194	159.3%
43-9061	Office Clerks, General	16,380	\$ 25,333	6,320	\$ 26,884	106.1%
43-9071	Office Machine Operators, Except Computer	950	\$ 24,481	50	\$ 35,619	145.5%
43-9081	Proofreaders and Copy Markers	30	\$ 27,586	-	\$ -	n.a.
43-9199	Office and Administrative Support Workers, All Other	5,790	\$ 28,829	5,450	\$ 22,006	76.3%
45-0000	Farming, Fishing, and Forestry Occupations	350	\$ 17,498	280	\$ 32,957	188.3%
45-1000	Supervisors, Farming, Fishing, and Forestry Workers	-	\$ -	100	\$ 48,477	n.a.
45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	-	\$ -	100	\$ 48,477	n.a.
45-2000	Agricultural Workers	-	\$ 17,309	-	\$ -	n.a.
45-2011	Agricultural Inspectors	-	\$ -	-	\$ -	n.a.
45-2041	Graders and Sorters, Agricultural Products	70	\$ 18,076	-	\$ -	n.a.
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	70	\$ 21,283	-	\$ -	n.a.
45-2093	Farmworkers, Farm and Ranch Animals	-	\$ 15,768	-	\$ -	n.a.
45-2099	Agricultural Workers, All Other	-	\$ -	-	\$ -	n.a.
45-4000	Forest, Conservation, and Logging Workers	-	\$ -	30	\$ 24,174	n.a.
45-4011	Forest and Conservation Workers	-	\$ -	30	\$ 24,174	n.a.
47-0000	Construction and Extraction Occupations	114,010	\$ 42,736	3,180	\$ 52,743	123.4%
47-1000	Supervisors, Construction and Extraction Workers	10,060	\$ 64,767	350	\$ 66,645	102.9%
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	10,060	\$ 65,984	350	\$ 66,645	101.0%
47-2000	Construction Trades Workers	83,870	\$ 43,096	1,230	\$ 50,222	116.5%
47-2011	Boilermakers	-	\$ 72,306	-	\$ -	n.a.
47-2021	Brickmasons and Blockmasons	1,910	\$ 43,271	-	\$ -	n.a.
47-2022	Stonemasons	390	\$ 40,079	-	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
47-2031	Carpenters	19,110	\$ 44,508	140	\$ 48,097	108.1%
47-2041	Carpet Installers	1,100	\$ 42,892	-	\$ -	n.a.
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	150	\$ 47,356	-	\$ -	n.a.
47-2043	Floor Sanders and Finishers	40	\$ 39,064	-	\$ -	n.a.
47-2044	Tile and Marble Setters	2,720	\$ 45,776	-	\$ -	n.a.
47-2051	Cement Masons and Concrete Finishers	5,390	\$ 43,894	10	\$ 53,496	121.9%
47-2053	Terrazzo Workers and Finishers	180	\$ 45,100	-	\$ -	n.a.
47-2061	Construction Laborers	11,510	\$ 31,869	-	\$ -	n.a.
47-2071	Paving, Surfacing, and Tamping Equipment Operators	330	\$ 39,056	130	\$ 46,480	119.0%
47-2073	Operating Engineers and Other Construction Equipment Operators	5,090	\$ 48,945	260	\$ 55,478	113.3%
47-2081	Drywall and Ceiling Tile Installers	4,110	\$ 41,381	-	\$ -	n.a.
47-2082	Tapers	2,180	\$ 40,755	-	\$ -	n.a.
47-2111	Electricians	8,210	\$ 55,762	300	\$ 53,384	95.7%
47-2121	Glaziers	910	\$ 46,140	-	\$ -	n.a.
47-2131	Insulation Workers, Floor, Ceiling, and Wall	-	\$ 32,699	-	\$ -	n.a.
47-2132	Insulation Workers, Mechanical	400	\$ 60,985	-	\$ -	n.a.
47-2141	Painters, Construction and Maintenance	4,360	\$ 36,527	110	\$ 46,778	128.1%
47-2142	Paperhangers	120	\$ 49,524	-	\$ -	n.a.
47-2151	Pipelayers	570	\$ 36,790	90	\$ 56,557	153.7%
47-2152	Plumbers, Pipefitters, and Steamfitters	5,760	\$ 47,108	100	\$ 52,078	110.6%
47-2161	Plasterers and Stucco Masons	3,140	\$ 36,778	-	\$ -	n.a.
47-2171	Reinforcing Iron and Rebar Workers	840	\$ 50,202	-	\$ -	n.a.
47-2181	Roofers	2,190	\$ 37,263	-	\$ -	n.a.
47-2211	Sheet Metal Workers	1,550	\$ 44,180	-	\$ -	n.a.
47-2221	Structural Iron and Steel Workers	1,240	\$ 59,131	-	\$ -	n.a.
47-3000	Helpers, Construction Trades	-	\$ 27,567	-	\$ -	n.a.
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	2,750	\$ 28,513	-	\$ -	n.a.
47-3012	Helpers--Carpenters	-	\$ 26,701	-	\$ -	n.a.
47-3013	Helpers--Electricians	2,900	\$ 27,266	-	\$ -	n.a.
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	1,410	\$ 23,009	-	\$ -	n.a.
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	1,890	\$ 29,403	-	\$ -	n.a.
47-3016	Helpers--Roofers	630	\$ 24,036	-	\$ -	n.a.
47-3019	Helpers, Construction Trades, All Other	-	\$ 29,881	-	\$ -	n.a.
47-4000	Other Construction and Related Workers	2,720	\$ 39,173	1,580	\$ 52,133	133.1%
47-4011	Construction and Building Inspectors	800	\$ 51,323	720	\$ 71,220	138.8%
47-4021	Elevator Installers and Repairers	220	\$ 92,562	-	\$ -	n.a.
47-4031	Fence Erectors	450	\$ 29,912	-	\$ -	n.a.
47-4041	Hazardous Materials Removal Workers	-	\$ 57,803	-	\$ 50,192	86.8%
47-4051	Highway Maintenance Workers	-	\$ -	-	\$ 39,845	n.a.
47-4061	Rail-Track Laying and Maintenance Equipment Operators	50	\$ 44,247	-	\$ -	n.a.
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	-	\$ 31,322	-	\$ -	n.a.
47-4099	Construction and Related Workers, All Other	700	\$ 31,938	170	\$ 49,441	154.8%
47-5000	Extraction Workers	3,800	\$ 48,794	-	\$ -	n.a.
47-5021	Earth Drillers, Except Oil and Gas	420	\$ 48,424	-	\$ -	n.a.
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	180	\$ 32,386	-	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
47-5041	Continuous Mining Machine Operators	1,370	\$ 52,306	-	\$ -	n.a.
47-5042	Mine Cutting and Channeling Machine Operators	860	\$ 49,933	-	\$ -	n.a.
47-5049	Mining Machine Operators, All Other	250	\$ 48,599	-	\$ -	n.a.
47-5051	Rock Splitters, Quarry	-	\$ 25,496	-	\$ -	n.a.
47-5081	Helpers--Extraction Workers	290	\$ 34,754	-	\$ -	n.a.
47-5099	Extraction Workers, All Other	320	\$ 48,536	-	\$ -	n.a.
49-0000	Installation, Maintenance, and Repair Occupations	47,570	\$ 40,873	3,150	\$ 48,452	118.5%
49-1000	Supervisors of Installation, Maintenance, and Repair Workers	4,110	\$ 56,829	410	\$ 60,117	105.8%
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	4,110	\$ 56,829	410	\$ 60,117	105.8%
49-2000	Electrical and Electronic Equipment Mechanics, Installers, and Repairers	5,060	\$ 38,453	110	\$ 55,638	144.7%
49-2011	Computer, Automated Teller, and Office Machine Repairers	1,340	\$ 37,085	-	\$ -	n.a.
49-2021	Radio Mechanics	-	\$ 45,646	-	\$ -	n.a.
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	2,020	\$ 37,060	80	\$ 56,996	153.8%
49-2091	Avionics Technicians	-	\$ 41,181	-	\$ -	n.a.
49-2092	Electric Motor, Power Tool, and Related Repairers	160	\$ 31,013	-	\$ -	n.a.
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	-	\$ 46,449	-	\$ -	n.a.
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	70	\$ 50,059	-	\$ -	n.a.
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	210	\$ 61,201	-	\$ -	n.a.
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	200	\$ 28,873	-	\$ -	n.a.
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	180	\$ 30,442	-	\$ -	n.a.
49-2098	Security and Fire Alarm Systems Installers	710	\$ 44,175	-	\$ -	n.a.
49-3000	Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	13,090	\$ 41,872	500	\$ 47,273	112.9%
49-3011	Aircraft Mechanics and Service Technicians	-	\$ 51,857	-	\$ -	n.a.
49-3021	Automotive Body and Related Repairers	1,330	\$ 40,464	10	\$ 47,648	117.8%
49-3022	Automotive Glass Installers and Repairers	-	\$ 40,886	-	\$ -	n.a.
49-3023	Automotive Service Technicians and Mechanics	4,910	\$ 37,632	300	\$ 46,174	122.7%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1,830	\$ 47,029	50	\$ 50,076	106.5%
49-3041	Farm Equipment Mechanics	20	\$ 36,793	-	\$ -	n.a.
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,940	\$ 51,442	100	\$ 48,202	93.7%
49-3043	Rail Car Repairers	-	\$ 45,389	-	\$ -	n.a.
49-3051	Motorboat Mechanics	70	\$ 48,332	-	\$ -	n.a.
49-3052	Motorcycle Mechanics	-	\$ 37,711	-	\$ -	n.a.
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	180	\$ 29,626	20	\$ 43,870	148.1%
49-3091	Bicycle Repairers	-	\$ 16,375	-	\$ -	n.a.
49-3092	Recreational Vehicle Service Technicians	150	\$ 36,310	-	\$ -	n.a.
49-3093	Tire Repairers and Changers	1,290	\$ 26,552	-	\$ -	n.a.
49-9000	Other Installation, Maintenance, and Repair Occupations	25,320	\$ 38,661	2,130	\$ 46,631	120.6%
49-9011	Mechanical Door Repairers	380	\$ 37,110	-	\$ -	n.a.
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	110	\$ 48,570	40	\$ 60,222	124.0%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	2,270	\$ 43,360	210	\$ 50,960	117.5%
49-9031	Home Appliance Repairers	220	\$ 44,790	-	\$ -	n.a.
49-9041	Industrial Machinery Mechanics	1,020	\$ 50,808	30	\$ 71,138	140.0%
49-9042	Maintenance and Repair Workers, General	11,920	\$ 36,848	1,330	\$ 44,419	120.5%
49-9043	Maintenance Workers, Machinery	360	\$ 37,484	-	\$ -	n.a.
49-9044	Millwrights	50	\$ 66,689	-	\$ -	n.a.

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Detailed Summary of Compensation Levels by Occupation
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Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
49-9051	Electrical Power-Line Installers and Repairers	450	\$ 64,819	30	\$ 67,643	104.4%
49-9052	Telecommunications Line Installers and Repairers	-	\$ 43,380	-	\$ -	n.a.
49-9062	Medical Equipment Repairers	70	\$ 43,507	-	\$ -	n.a.
49-9063	Musical Instrument Repairers and Tuners	-	\$ -	-	\$ -	n.a.
49-9069	Precision Instrument and Equipment Repairers, All Other	-	\$ 55,794	-	\$ -	n.a.
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	2,830	\$ 37,476	-	\$ -	n.a.
49-9094	Locksmiths and Safe Repairers	330	\$ 31,586	30	\$ 47,751	151.2%
49-9096	Riggers	310	\$ 59,687	-	\$ -	n.a.
49-9098	Helpers--Installation, Maintenance, and Repair Workers	1,470	\$ 28,941	40	\$ 44,077	152.3%
49-9099	Installation, Maintenance, and Repair Workers, All Other	2,480	\$ 40,485	360	\$ 47,573	117.5%
51-0000	Production Occupations	45,780	\$ 27,611	820	\$ 54,278	196.6%
51-1000	Supervisors, Production Workers	3,420	\$ 46,362	80	\$ 65,344	140.9%
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	3,420	\$ 46,362	80	\$ 65,344	140.9%
51-2000	Assemblers and Fabricators	8,920	\$ 25,181	-	\$ -	n.a.
51-2021	Coil Winders, Tapers, and Finishers	40	\$ 24,922	-	\$ -	n.a.
51-2022	Electrical and Electronic Equipment Assemblers	720	\$ 26,040	-	\$ -	n.a.
51-2023	Electromechanical Equipment Assemblers	360	\$ 27,555	-	\$ -	n.a.
51-2031	Engine and Other Machine Assemblers	40	\$ 32,758	-	\$ -	n.a.
51-2041	Structural Metal Fabricators and Fitters	580	\$ 32,204	-	\$ -	n.a.
51-2091	Fiberglass Laminators and Fabricators	130	\$ 31,044	-	\$ -	n.a.
51-2092	Team Assemblers	5,570	\$ 24,870	-	\$ -	n.a.
51-2099	Assemblers and Fabricators, All Other	1,470	\$ 22,877	-	\$ -	n.a.
51-3000	Food Processing Workers	4,420	\$ 26,269	-	\$ -	n.a.
51-3011	Bakers	2,190	\$ 27,721	-	\$ -	n.a.
51-3021	Butchers and Meat Cutters	950	\$ 31,098	-	\$ -	n.a.
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	300	\$ 24,903	-	\$ -	n.a.
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	80	\$ 29,323	-	\$ -	n.a.
51-3092	Food Batchmakers	710	\$ 18,017	-	\$ -	n.a.
51-3093	Food Cooking Machine Operators and Tenders	150	\$ 22,893	-	\$ -	n.a.
51-4000	Metal Workers and Plastic Workers	6,400	\$ 34,050	50	\$ 50,822	149.3%
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	510	\$ 29,834	-	\$ -	n.a.
51-4012	Numerical Tool and Process Control Programmers	50	\$ 46,867	-	\$ -	n.a.
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	480	\$ 30,132	-	\$ -	n.a.
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	100	\$ 29,721	-	\$ -	n.a.
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	60	\$ 29,325	-	\$ -	n.a.
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	570	\$ 27,667	-	\$ -	n.a.
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	30	\$ 22,413	-	\$ -	n.a.
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders	180	\$ 28,113	-	\$ -	n.a.
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	220	\$ 34,320	-	\$ -	n.a.
51-4035	Milling and Planning Machine Setters, Operators, and Tenders, Metal and Plastic	80	\$ 39,868	-	\$ -	n.a.
51-4041	Machinists	-	\$ 39,796	-	\$ -	n.a.
51-4051	Metal-Refining Furnace Operators and Tenders	100	\$ 51,657	-	\$ -	n.a.
51-4062	Patternmakers, Metal and Plastic	50	\$ 28,005	-	\$ -	n.a.
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	300	\$ 26,299	-	\$ -	n.a.
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	180	\$ 33,920	-	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
51-4111	Tool and Die Makers	210	\$ 46,808	-	\$ -	n.a.
51-4121	Welders, Cutters, Solderers, and Brazers	1,810	\$ 36,878	40	\$ 49,093	133.1%
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	90	\$ 31,753	-	\$ -	n.a.
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	60	\$ 29,315	-	\$ -	n.a.
51-4192	Lay-Out Workers, Metal and Plastic	-	\$ 34,605	-	\$ -	n.a.
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	40	\$ 23,121	-	\$ -	n.a.
51-4194	Tool Grinders, Filers, and Sharpeners	50	\$ 27,242	-	\$ -	n.a.
51-4199	Metal Workers and Plastic Workers, All Other	-	\$ 32,390	-	\$ -	n.a.
51-5000	Printing Workers	2,100	\$ 32,969	150	\$ 34,247	103.9%
51-5011	Bindery Workers	-	\$ 24,769	-	\$ 38,353	154.8%
51-5021	Job Printers	-	\$ 35,691	-	\$ -	n.a.
51-5022	Prepress Technicians and Workers	-	\$ 29,640	-	\$ -	n.a.
51-5023	Printing Machine Operators	990	\$ 35,935	120	\$ 33,725	93.9%
51-6000	Textile, Apparel, and Furnishings Workers	5,380	\$ 22,426	20	\$ 32,538	145.1%
51-6011	Laundry and Dry-Cleaning Workers	3,170	\$ 22,543	20	\$ 30,725	136.3%
51-6021	Pressers, Textile, Garment, and Related Materials	880	\$ 21,547	-	\$ -	n.a.
51-6031	Sewing Machine Operators	-	\$ 20,608	-	\$ -	n.a.
51-6041	Shoe and Leather Workers and Repairers	20	\$ 28,711	-	\$ -	n.a.
51-6051	Sewers, Hand	60	\$ 24,070	-	\$ -	n.a.
51-6052	Tailors, Dressmakers, and Custom Sewers	600	\$ 24,493	-	\$ -	n.a.
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	30	\$ 24,836	-	\$ -	n.a.
51-6093	Upholsterers	-	\$ 30,143	-	\$ -	n.a.
51-6099	Textile, Apparel, and Furnishings Workers, All Other	220	\$ 19,596	-	\$ -	n.a.
51-7000	Woodworkers	1,600	\$ 28,474	-	\$ -	n.a.
51-7011	Cabinetmakers and Bench Carpenters	1,080	\$ 30,868	-	\$ -	n.a.
51-7021	Furniture Finishers	60	\$ 28,231	-	\$ -	n.a.
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	120	\$ 27,085	-	\$ -	n.a.
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	250	\$ 21,323	-	\$ -	n.a.
51-7099	Woodworkers, All Other	-	\$ 20,150	-	\$ -	n.a.
51-8000	Plant and System Operators	840	\$ 56,667	450	\$ 59,077	104.3%
51-8013	Power Plant Operators	380	\$ 66,184	-	\$ -	n.a.
51-8021	Stationary Engineers and Boiler Operators	-	\$ 51,426	-	\$ -	n.a.
51-8031	Water and Liquid Waste Treatment Plant and System Operators	140	\$ 42,738	420	\$ 59,773	139.9%
51-8091	Chemical Plant and System Operators	80	\$ 53,547	-	\$ -	n.a.
51-8099	Plant and System Operators, All Other	-	\$ 43,724	-	\$ -	n.a.
51-9000	Other Production Occupations	12,690	\$ 26,193	40	\$ 45,946	175.4%
51-9011	Chemical Equipment Operators and Tenders	50	\$ 43,479	-	\$ -	n.a.
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	230	\$ 39,548	-	\$ -	n.a.
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	570	\$ 26,716	-	\$ -	n.a.
51-9022	Grinding and Polishing Workers, Hand	100	\$ 25,005	-	\$ -	n.a.
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	590	\$ 34,006	-	\$ -	n.a.
51-9031	Cutters and Trimmers, Hand	50	\$ 22,849	-	\$ -	n.a.
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	360	\$ 28,059	-	\$ -	n.a.
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	330	\$ 29,522	-	\$ -	n.a.
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	100	\$ 40,380	-	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	-	\$ 27,825	-	\$ -	n.a.
51-9071	Jewelers and Precious Stone and Metal Workers	260	\$ 34,951	-	\$ -	n.a.
51-9081	Dental Laboratory Technicians	270	\$ 36,527	-	\$ -	n.a.
51-9082	Medical Appliance Technicians	50	\$ 40,391	-	\$ -	n.a.
51-9083	Ophthalmic Laboratory Technicians	-	\$ 28,052	-	\$ -	n.a.
51-9111	Packaging and Filling Machine Operators and Tenders	930	\$ 27,288	-	\$ -	n.a.
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	320	\$ 27,232	-	\$ -	n.a.
51-9122	Painters, Transportation Equipment	-	\$ 40,271	-	\$ -	n.a.
51-9123	Painting, Coating, and Decorating Workers	280	\$ 27,085	-	\$ -	n.a.
51-9131	Photographic Process Workers	-	\$ 28,824	-	\$ -	n.a.
51-9132	Photographic Processing Machine Operators	520	\$ 22,075	-	\$ -	n.a.
51-9191	Cementing and Gluing Machine Operators and Tenders	40	\$ 23,759	-	\$ -	n.a.
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	40	\$ 23,437	-	\$ -	n.a.
51-9193	Cooling and Freezing Equipment Operators and Tenders	-	\$ 19,677	-	\$ -	n.a.
51-9194	Etchers and Engravers	20	\$ 32,436	-	\$ -	n.a.
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	310	\$ 30,040	-	\$ -	n.a.
51-9198	Helpers--Production Workers	3,530	\$ 21,111	-	\$ -	n.a.
51-9199	Production Workers, All Other	1,150	\$ 26,485	-	\$ -	n.a.
53-0000	Transportation and Material Moving Occupations	98,520	\$ 26,491	3,340	\$ 33,870	127.9%
53-1000	Supervisors, Transportation and Material Moving Workers	4,180	\$ 42,736	170	\$ 57,074	133.6%
53-1011	Aircraft Cargo Handling Supervisors	-	\$ 30,862	-	\$ -	n.a.
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	-	\$ 39,665	-	\$ -	n.a.
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle	2,060	\$ 47,719	160	\$ 57,011	119.5%
53-2000	Air Transportation Workers	-	\$ 51,515	-	\$ -	n.a.
53-2011	Airline Pilots, Copilots, and Flight Engineers	130	\$ 86,039	-	\$ -	n.a.
53-2012	Commercial Pilots	450	\$ 50,785	-	\$ -	n.a.
	Air Traffic Controllers	120	\$ 49,119	-	\$ -	n.a.
53-2022	Airfield Operations Specialists	-	\$ 45,345	-	\$ -	n.a.
53-3000	Motor Vehicle Operators	38,390	\$ 32,989	2,450	\$ 33,476	101.5%
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	-	\$ -	60	\$ 27,559	n.a.
53-3021	Bus Drivers, Transit and Intercity	-	\$ 31,448	-	\$ 25,434	80.9%
53-3022	Bus Drivers, School	-	\$ 17,606	1,970	\$ 32,921	187.0%
53-3031	Driver/Sales Workers	3,380	\$ 24,542	-	\$ -	n.a.
53-3032	Truck Drivers, Heavy and Tractor-Trailer	13,630	\$ 41,040	80	\$ 45,401	110.6%
53-3033	Truck Drivers, Light or Delivery Services	8,200	\$ 27,740	110	\$ 35,838	129.2%
53-3041	Taxi Drivers and Chauffeurs	10,010	\$ 25,362	70	\$ 29,431	116.0%
53-3099	Motor Vehicle Operators, All Other	-	\$ 37,289	-	\$ -	n.a.
53-4000	Rail Transportation Workers	490	\$ 76,378	-	\$ -	n.a.
53-4011	Locomotive Engineers	-	\$ 102,603	-	\$ -	n.a.
53-4021	Railroad Brake, Signal, and Switch Operators	80	\$ 65,824	-	\$ -	n.a.
53-4031	Railroad Conductors and Yardmasters	200	\$ 74,727	-	\$ -	n.a.
53-5000	Water Transportation Workers	20	\$ 30,835	-	\$ -	n.a.
53-5021	Captains, Mates, and Pilots of Water Vessels	10	\$ 43,262	-	\$ -	n.a.
53-6000	Other Transportation Workers	5,030	\$ 18,946	230	\$ 34,429	181.7%
53-6021	Parking Lot Attendants	3,370	\$ 18,124	80	\$ -	n.a.

Exhibit 2
Detailed Summary of Compensation Levels by Occupation
Private Sector vs. State and Local Government

Occupation Code	Title	Private Sector		State and Local Government		State and Local Government Median Wage as a Percent of that Reported in the Private Sector (1)
		Number of Employees	Median Wage	Number of Employees	Median Wage	
53-6031	Service Station Attendants	-	\$ 18,214	-	\$ -	n.a.
53-6041	Traffic Technicians	-	\$ -	50	\$ 70,607	n.a.
53-6051	Transportation Inspectors	-	\$ 47,266	-	\$ -	n.a.
53-6099	Transportation Workers, All Other	590	\$ 25,699	50	\$ 24,827	96.6%
53-7000	Material Moving Workers	49,700	\$ 23,533	470	\$ 31,609	134.3%
53-7011	Conveyor Operators and Tenders	100	\$ 30,933	-	\$ -	n.a.
53-7021	Crane and Tower Operators	480	\$ 71,845	-	\$ -	n.a.
53-7032	Excavating and Loading Machine and Dragline Operators	730	\$ 40,503	-	\$ -	n.a.
53-7051	Industrial Truck and Tractor Operators	2,880	\$ 30,491	-	\$ -	n.a.
53-7061	Cleaners of Vehicles and Equipment	-	\$ 18,543	-	\$ 20,189	108.9%
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	33,080	\$ 23,692	380	\$ 32,970	139.2%
53-7063	Machine Feeders and Offbearers	350	\$ 27,862	-	\$ -	n.a.
53-7064	Packers and Packagers, Hand	5,750	\$ 21,167	-	\$ -	n.a.
53-7072	Pump Operators, Except Wellhead Pumpers	30	\$ 29,488	-	\$ -	n.a.
53-7081	Refuse and Recyclable Material Collectors	530	\$ 26,052	30	\$ 26,855	103.1%
53-7121	Tank Car, Truck, and Ship Loaders	-	\$ 33,161	-	\$ -	n.a.
53-7199	Material Moving Workers, All Other	-	\$ 24,557	-	\$ -	n.a.
Totals/Averages (2)		1,133,470	\$ 37,039	136,640	\$ 47,449	128.1%

Source: Nevada Department of Employment, Training and Rehabilitation and Applied Analysis.

Notes:

- (1) "n.a." - not applicable. Data are considered not applicable when information is unavailable for either the public sector, the private sector or both.
- (2) Data reported are weighted averages for all employees in all reported occupations. To avoid double counting, weights and wages are calculated for only major occupational categories.
- (3) When a data field is blank it is because the estimate was either not available, does not occur in that ownership breakout (e.g. private, federal or state and local), or was suppressed for reasons of data quality or confidentiality.