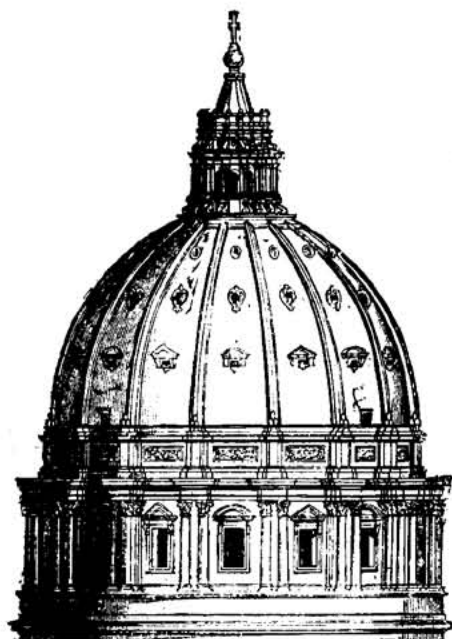


ISSUE BRIEF #5/2012



Public Servants or Privileged Class:

How State Government Employees are Paid Better
than Their Private-Sector Counterparts



PREPARED FOR
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CITIZENS AGAINST GOVERNMENT WASTE

Citizens Against Government Waste (CAGW) is a private, nonprofit, nonpartisan organization dedicated to educating the American public about waste, mismanagement, and inefficiency in the federal government.

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EXECUTIVE SUMMARY

State governments pay on average 6.2 percent more per hour in wages and benefits, including pension benefits, than the private sector for the 22 major occupational categories that exist in both sectors. This combination of excessive wages, pensions and other benefits at the state and local levels is wreaking havoc on public finances in nearly every state. Since the 2008 recession, state and local governments have seen their wage bills and pension liabilities dramatically increase just as households and private companies have had to do more with less. Americans across the country are asking their elected officials and government employees to do the same to maintain and improve important government services.

Looking specifically at pensions, it has been estimated that unfunded liabilities for pensions for all state and local governments range from \$2 to \$4 trillion, or an average of between \$40 billion and \$80 billion.¹ Wages and other benefits tie into the pension problem as each and every employee in government becomes increasingly expensive to taxpayers as a result of growing wages and benefits. Yet, despite the dire fiscal situation facing state governments and the current and pending bankruptcies of local governments due to unfunded pension liabilities, there has been a great deal of backlash by public employee unions and their supporters against efforts to normalize what are often excessive government compensation packages.

To better understand the problem at hand at the state level, an analysis of hourly wages and benefits² for state government employees was conducted that compares them to private sector wages and benefits for the same occupations across all 50 states, utilizing state government data from the National Compensation Survey (NCS) of the Bureau of Labor Statistics (BLS).

The key findings include:

- Nationally, no state government pays its employees on par or below what the private sector pays its employees, despite identical occupations in both sectors;
- Texas has the largest difference in pay for state government employees versus the private sector; however, California has the highest weighted average hourly wages;
- Utah and Montana compensate state government employees closest to the private sector, but still pay higher wages and benefits than those paid to private sector workers;

¹ State Budget Crisis Task Force, "The Report of the State Budget Crisis Task Force," July 2012, <http://www.statebudgetcrisis.org/wpcms/wp-content/images/Report-of-the-State-Budget-Crisis-Task-Force-Full.pdf>.

² Benefits include pensions, health and dental insurance and any other benefits that state government or the private sector include in their benefit packages.

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- The largest percentage difference in pay is 40 percent,³ and the highest difference in pay is \$61 per hour;⁴
- A grading system for each state's wages and benefits compared to private sector wages and benefits is provided in the report.

The analysis approximates the differences in wages and benefits between state government employees and the private sector in each state. Given the limitations in the data available, this study represents the closest that one can get to estimating wages and benefits at the state level. To better analyze the issue of state employee compensation and the problem of unfunded pension liabilities, BLS would need to be more transparent and release to the public the data on wages, pensions and other benefits that it receives from the states.

INTRODUCTION

One solution to addressing pension liability is to rein in the excessive compensation for state employees that has been identified in this report because increased wages in the public sector bring a disproportionate increase in benefits. An April 2009 article in *USA Today* revealed that, since 2002, public employees received \$1.17 in new benefits for every \$1-an-hour wage increase.⁵ By comparison, private sector employees received a mere 58 cents in additional benefits for every \$1 increase.

This proliferation in public sector benefits foreshadowed the explosion in costs of state government pension plans. According to the July 2012 State Budget Crisis Task Force report, state and local government pensions have an unfunded liability of approximately \$1 to \$3 trillion with an additional \$1 trillion in unfunded liabilities for health care benefits.⁶ This is equal to roughly \$2 to \$4 trillion in unfunded liabilities, or a state average of between \$40 billion and \$80 billion.⁷

As a result of the burgeoning pension crisis, state and local governments have already begun to cut basic services, such as roads and schools. With \$500 billion in unfunded liabilities for state and local

³ The three categories in which state governments pay the most above the private sector are Architecture and Engineering; Education, Training and Library; and Protective Services (see p. 8 for more details).

⁴ This pay differential occurred within the Business and Financial Operations category in Texas (see p. 9).

⁵ Dennis Cauchon, "Benefits widen public, private workers' pay gap," *USA Today*, April 10, 2009, http://www.usatoday.com/money/workplace/2009-04-09-compensation_N.htm.

⁶ State Budget Crisis Task Force, "The Report of the State Budget Crisis Task Force."

⁷ Ibid.

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pensions and a budget deficit of \$16 billion, California's dire financial straits are well-known.⁸ Several cities in California have declared bankruptcy, including San Bernardino and Stockton. Other cities are trending that way, and some have been forced to cut back on previously "untouchable" services. In 2010, San Diego began shuttering several firehouses each day in order to pare costs. Those actions were taken because, over the prior decade, the cost of firefighter wages and benefits went up by 100 percent as city revenues increased by only 20 percent. The highest-paid city employees are upper-level members of the fire department; average firefighters make more than \$180,000 per year, and those with 30 years of service can retire as early as age 50 and receive 90 percent of their salary.⁹

In San Jose, the city did not have the money to open four newly constructed libraries and has laid off firefighters and police officers.¹⁰ Voters in San Diego and San Jose approved measures in June 2012 to reduce pensions for city employees, while in September 2012 a modest statewide pension reform bill was signed into law.

New Jersey's predicted 2012 budget deficit of \$788 million pales in comparison to California.¹¹ However, the state faces a total debt, including unfunded pension liabilities, of \$258 billion, which ranks in the bottom five in the country.¹² As a result of the state's fiscal catastrophe, on September 18, 2012, Standard & Poor's downgraded New Jersey's debt outlook from stable to negative.¹³ Budget difficulties forced the city of Camden, "the most dangerous city in the United States,"¹⁴ to lay off 270 police officers by the end of 2012.¹⁵

⁸ Marcia Fritz, "Put Pension Reform in California to the Vote," *Los Angeles Times*, June 26, 2012, <http://www.latimes.com/news/opinion/commentary/la-oe-fritz-pension-reform-california-20120626,0,1584148.story>; Ben Adler, "Calif. Budget Deficit Nearly Doubles To \$16 Billion," *National Public Radio*, May 14, 2012, <http://www.npr.org/2012/05/14/152694872/calif-budget-deficit-nearly-doubles-to-16-billion>.

⁹ Jonathan Walters, "Firefighters Feel the Squeeze of Shrinking Budgets," *Governing.com*, January 2011, <http://www.governing.com/topics/public-workforce/firefighters-feel-squeeze-shrinking-budgets.html>.

¹⁰ Michael Cooper, "Struggling Cities Shut Firehouses in Budget Crisis," *The New York Times*, August 26, 2010, <http://www.nytimes.com/2010/08/27/us/27cuts.html?pagewanted=all>; Michael Cooper and Mary Williams Walsh, "San Diego and San Jose Lead Way in Pension Cuts," *New York Times*, June 6, 2012, <http://www.nytimes.com/2012/06/07/us/politics/san-diego-and-san-jose-pass-pension-cuts.html?pagewanted=all>.

¹¹ Joelle Farrell, "Analyst says N.J. budget shortfall is growing by the month," *Philly.com*, June 6, 2012, http://articles.philly.com/2012-06-06/news/32056657_1_budget-shortfall-david-rosen-budget-gap.

¹² Cory Eucalitto, "State Budget Solutions' third annual State Debt Report shows total state debt over \$4 trillion," State Budget Solutions, August 28, 2012, <http://www.statebudgetsolutions.org/publications/detail/state-budget-solutions-third-annual-state-debt-report-shows-total-state-debt-over-4-trillion>.

¹³ Lucy Madison, "S&P revises New Jersey outlook to 'negative,'" CBSNews.com, September 18, 2012, http://www.cbsnews.com/8301-503544_162-57515270-503544/s-p-revises-new-jersey-outlook-to-negative/

¹⁴ Perry Chiaramonte, "Gritty N.J. city of Camden to scrap police department amid budget woes," FoxNews.com, August 26, 2012.

¹⁵ Claudia Vargas and Darran Simon, "In wake of 270 cops laid off, Camden, NJ reworks force," PoliceOne.com, August 27, 2012, <http://www.policeone.com/police-jobs-and-careers/articles/5932941-In-wake-of-270-cops-laid-off-Camden-NJ-reworks-force/>.

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Illinois is also experiencing a major budget crunch. The state currently has a deficit of \$43.8 billion,¹⁶ with a collective \$83 billion in unfunded liabilities among its five pension systems.¹⁷ The city of Rolling Meadows eliminated six police officer positions and cut public services.¹⁸ The state will vote on a ballot initiative in November that would make it more difficult to raise pension benefits by requiring three-fifths approval by the General Assembly, city councils, and school districts.¹⁹

These cuts to services in California, New Jersey and Illinois came as a result of the cities' and states' inability to solve long-term unfunded pension liabilities. The same problems exist in many other states across the country. Making matters worse, many retirement benefits negotiated by public sector employees are guaranteed by state constitutions, and recent court decisions make clear that governments will not get off the hook by declaring bankruptcy.²⁰

Generally speaking, this situation has occurred because politicians have pledged unrealistic retirement benefits which their states' taxpayers cannot meet, and state employee unions have fought, at the expense of taxpayers, alterations to wage and benefit packages. After noting that Warren Buffet described the money owed to public sector retirees as a "time bomb," Fareed Zakaria called public pensions "the single biggest threat to the U.S.'s fiscal health. If the U.S. is going to face a Greek-style crisis, it will not be at the federal level but rather with state and local governments."²¹

If that crisis occurs sooner rather than later, it could end up being directly related to a ballot initiative in Michigan this November. The Protect Our Jobs Amendment, or Prop 2, "would add the right to collective bargaining for public and private sector employees to the state Constitution." With limited exceptions, there would be no ceiling on the amount of money that unions could obtain in labor contracts. Prop 2 makes collective bargaining a constitutional right, which means it gives unions the ability to override all past, current, and future state and local laws.

¹⁶ "Illinois Budget Crisis Worst In Nation, Auditor Finds," CBS Chicago, June 22, 2010, <http://chicago.cbslocal.com/2012/06/22/illinois-budget-crisis-worst-in-nation-auditor-finds/>.

¹⁷ Elizabeth MacDonald, "Illinois to Spend More on Pensions Than on Education," FoxBusiness.com, August 6, 2012, <http://www.foxbusiness.com/economy/2012/08/06/illinois-to-spend-more-on-pensions-than-on-education/>.

¹⁸ Jake Griffin, "Public safety pensions take bigger bite of suburban budgets," *Daily Herald*, June 20, 2012, <http://www.dailyherald.com/article/20120620/news/706209954/>.

¹⁹ Illinois Pension Amendment, [http://ballotpedia.org/wiki/index.php/Illinois_Public_Pension_Amendment,_HJRCA_49_\(2012\)](http://ballotpedia.org/wiki/index.php/Illinois_Public_Pension_Amendment,_HJRCA_49_(2012)).

²⁰ Daniel Disalvo, "The Trouble with Public Sector Unions," *National Affairs*, Issue No. 5, Fall 2010, <http://www.nationalaffairs.com/publications/detail/the-trouble-with-public-sector-unions>.

²¹ Fareed Zakaria, "Why We Need Pension Reform," *Time*, June 25, 2012, <http://www.time.com/time/magazine/article/0,9171,2117244,00.html#ixzz26rEldgXe>.

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For example, new union contracts could repeal pension reforms that have helped save Michigan taxpayers \$4.3 billion since 1996 and eliminate a law that requires government employees to pay at least 20 percent of healthcare premiums, which would cost taxpayers more than \$500 million annually. Prop 2 is critically important because it will set a precedent for other states. Public pensions already threaten the fiscal well-being of state and local governments; Prop 2 going nationwide would accelerate the bankruptcy of cities, counties and states.

CAGW's pension education project will be examining additional issues related to the public pension crisis in future publications.

LITERATURE REVIEW

The debate about whether government employees are over-compensated for their work in terms of wages, benefits and hours worked has been an ongoing issue since at least the early 1980s. In recent years, the debate has gained more attention due to the fiscal situation facing many state and local governments and the high unemployment rate across the country. Studies have been conducted comparing the pay and benefits of federal, state and local government employees to their private sector equivalents. Because the data and methodology used to estimate the wages and benefits between public and private sector employees differ in each study, they have produced varied results.

Studies comparing the wages and benefits of public and private sector workers generally use two approaches. The first approach to analyzing compensation differences concerns worker characteristics in government, such as education attainment or skill set, and makes a direct comparison to someone with the same skills or education in the private sector. The second approach looks strictly at a government occupation and makes a direct comparison to an identical job in the private sector regardless of an employee's individual characteristics. Depending on the approach used to study the wages and benefits of public versus private sector employees, the results will differ.

For example, a study done by the Congressional Budget Office (CBO) in January 2012 looked at the characteristics of federal employees, focusing on educational attainment by worker, and compared the compensation of federal employees with professional degrees, bachelor degrees and high school diplomas to that of private sector workers with the same levels of education.²² The study concluded that federal workers with a professional or a doctorate degree earned about 23 percent less than their

²² Congressional Budget Office, "Comparing the Compensation of Federal and Private Sector Employees," January 30, 2012, <http://www.cbo.gov/sites/default/files/cbofiles/attachments/01-30-FedPay.pdf>.

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private sector counterparts. Federal employees with a bachelor's degree earned roughly the same as the private sector and federal employees with a high school diploma earned 21 percent more than their private sector counterparts. Additionally, this study highlighted the fact that average benefits were 46 percent higher for federal employees whose highest level of education was a bachelor's degree than for similar private sector employees and 72 percent higher for federal employees with no more than a high school education than for their private sector counterparts.

Similarly, a study conducted by the Center for State and Local Government Excellence in 2010, "Out of Balance? Comparing Public and Private Sector Compensation over 20 Years," used the people-based approach, controlling for education.²³ The study found that compensation for state employees was on average 6.8 percent lower than that earned by comparable private sector employees. However, the study did not factor in average hours worked between the public and private sectors even though state government employees generally receive more holidays and often work fewer hours than their private sector counterparts. In addition, education should not be the only variable for comparing identical jobs in the public and private sectors. An administrative assistant with an associate's degree and one with a bachelor's degree may perform exactly the same job and one may perform better and earn a better wage than the other irrespective of education, meaning that there are other characteristics involved in compensation.

The Reason Foundation's Adam Summers has argued for not controlling for education to analyze compensation.²⁴ State and local governments hire more educated people not because the job duties demand more education, but because they have access to the public's money and government budgets are not as constrained as those of private firms. Summers also points out that, in the private sector, firms have strong incentives to keep costs down and pay no more than necessary for labor.

In addition to the aforementioned approaches, there are also two different sets of data that are routinely used to make the comparison between public and private sector workers. The two data sets are the Current Population Survey (CPS) conducted by the Bureau of the Census for the BLS, and the NCS, which is conducted by BLS, with researchers generally utilizing the Employer Costs for Employee Compensation (ECEC) section of the survey. The difference between these two data sets is that the CPS is a household survey and the NCS is a survey of employers. Consequently, given the difference in data collection and presentation, researchers often come to different conclusions. While these two

²³ Keith A. Bender, John S. Heywood, "Out of Balance? Comparing Public and Private Sector Compensation over 20 Years," National Institute on Retirement Security, April 2010, http://www.nirsonline.org/storage/nirs/documents/final_out_of_balance_report_april_2010.pdf.

²⁴ Adam Summers, "Comparing Private Sector and Government Worker Salaries," Reason Foundation, May 10, 2010, <http://reason.org/news/show/public-sector-private-sector-salary>.

approaches and data sets are regularly used in the majority of studies, additional aspects and factors are often included in every study comparing public and private sector worker compensation. Most importantly, the two data sets do not provide any detailed information at the state level even though the BLS gathers this information and uses it for internal analysis.

A paper published in the winter of 2011 by two BLS research economists reviewed the many methodologies that have been used and analyzed public versus private compensation using a “hybrid approach,” taking into account both education and occupation and utilizing the two primary data sets.²⁵ The economists looked at current and historical wage gaps and trends. They also explored the different methodological choices appearing in the literature on this topic such as whether or how to adjust for occupation or the size of an employer and which of these choices are important. After controlling for skill differences and incorporating employer costs for benefits packages, the authors found that, on average, compensation for public sector workers in state government is 3 to 10 percent greater than for workers in the private sector and local government has a compensation gap that is 10 to 19 percent greater than for those with the same occupations and skill levels in the private sector.

This report used the BLS NCS to compare state government to private sector wages and benefits across occupational categories based on a statistical model of the data. This approach has been used because there are far too many variables involved in looking at individual achievement and it would be insufficient to simply control for education.²⁶

METHODOLOGY

Using BLS employment data, John Dunham and Associates created a series of models to estimate the wage rate across 22 various occupational categories and 50 states for private and public sector workers (see Appendix 1 for more detailed methodology). Unfortunately, as the literature review in this report illustrates, BLS makes only a limited amount of the data available to the public, and makes it essentially inaccessible at the state or local level, even for researchers or academics interested in analyzing the issue of government compensation.

²⁵ Maury Gittleman and Brooks Pierce, *Compensation for State and Local Governments Workers*, Journal of Economic Perspectives, Volume 26, Number 1, Winter 2011, pp. 217–242.

²⁶ Generally, in a competitive marketplace, workers performing the same or similar tasks would be paid similar wages. However, state governments are different. Rather than competing with other firms, state governments are generally monopolies and, as such, face very different pressures than private companies, other than the requirement that most states must produce a balanced budget. In addition, the management of state governments is elected, and the process includes voters from the same workforce that they manage. This means that government managers and agencies face pressures from their workforce that are far different than those seen in the private sector.

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In conducting this analysis, linear programming was used to calculate the percentage of employees in each sector and occupational category. The share of total jobs across each state, each occupational category and each sector was estimated in order to balance the entire system. In short, the model consists of a system of 22 equations with 3,564 variables and simultaneously solves them as a system.

After obtaining the employment breakdown, wages were estimated across each sector and level of government. Once again, a linear programming model was used to solve across each state to ensure that the average wage in each state equals the number provided by BLS. This provided the wage for each of the 22 occupations for all 50 states.

Calculating pension and benefits proved to be a challenge. Although BLS maintains extensive wage information in its Employment Cost Index (ECI), the occupational classifications in the ECI data do not match the classifications in the wage and employment databases. Also, ECI data are available only at the national level, and mainly for private sector employees. The most recent ECI data at the national level were gathered and matched as closely as possible to the BLS employment classifications that were used for the wages and employment figures. Once the national level data was solved to the state level, state government and private sector wages and benefits could be calculated.

Next, a grading system was set up to gauge the differentials among states, based on the categorical nominal dollar difference in wages and benefits across states. The private sector wage was subtracted from the state wage to provide this value. In each category, states were ranked, and the top five in terms of the lowest differential were given an A, the next 10 were given a B, the next 20 a C, the next 10 a D and the bottom five an F. This grade was calculated for each of the 22 categories.

The “class score” or final grade was then developed by assigning a point value to each letter grade, with A receiving a five, B a four, C a three and so on. The numbers were added and the totals were then ranked. Again, the top five states in terms of their letter grade were given a final grade of A and the bottom five an F.

In all cases, state wages and benefits were higher than those in the private sector, so the grades were calculated based on a curve, similar to what one might receive in school.

While an appropriate methodology and grading system for analyzing state government wages and benefits was created using the only public data available, the lack of consistent data categories and the inaccessibility of state and local level data are issues of government transparency that should be addressed.

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ANALYSIS OF NATIONAL DATA

Based on occupation, wage and employment data from the BLS and broken down by ownership, comparisons of compensation were made across different occupations. Of the 22 major occupation categories prevalent in both the public and private sectors, 16 of those occupations in the public sector exceeded those of the private sector equivalent in terms of wages and benefits.²⁷ Of these 22 occupations, state government paid on average 6.2 percent more in wages and benefits than the private sector, averaging about \$31 per hour in state government versus \$29 in the private sector.

The categories that had the most excessive government compensation when compared to the private sector were Architecture and Engineering; Education, Training and Library; and Protective Services. These occupations in state government earned on average \$40.74 an hour in wages and benefits, while in the private sector, employees earned on average \$29.22, which is \$11.53 more per hour, or 40 percent more than their private sector counterparts.

United States Weighted Average Hourly Wages and Benefits for Workers

Occupation	State Wages & Benefits	Private Wages & Benefits	Difference
Management	\$56.50	\$61.45	-\$4.95
Business and Financial Operations	\$28.34	\$42.64	-\$14.31
Computer and Mathematical	\$39.72	\$43.60	-\$3.88
Architecture and Engineering	\$58.68	\$42.43	\$16.25
Life, Physical, and Social Science	\$34.30	\$38.47	-\$4.17
Community and Social Service	\$28.36	\$23.48	\$4.89
Legal	\$48.66	\$53.15	-\$4.49
Education, Training, and Library	\$35.94	\$26.07	\$9.88
Arts, Design, Entertainment, Sports, and Media	\$29.63	\$28.55	\$1.09
Healthcare Practitioners and Technical	\$42.93	\$43.71	-\$0.78
Healthcare Support	\$17.45	\$16.47	\$0.98
Protective Service	\$27.60	\$19.15	\$8.45
Food Preparation and Serving Related	\$14.75	\$12.11	\$2.65
Building and Grounds Maintenance	\$18.35	\$15.33	\$3.01
Personal Care and Service	\$20.94	\$14.35	\$6.59
Sales and Related	\$23.46	\$20.86	\$2.60
Office and Administrative Support	\$23.15	\$20.10	\$3.04
Farming, Fishing, and Forestry	\$20.34	\$16.45	\$3.89
Construction and Extraction	\$30.14	\$27.40	\$2.74
Installation, Maintenance, and Repair	\$27.00	\$26.75	\$0.25
Production	\$24.49	\$21.82	\$2.68
Transportation and Material Moving	\$23.51	\$20.55	\$2.96

²⁷ These 22 occupational categories come from the US Bureau of Labor Statistics Standard Occupation Classification (SOC). For these 22 categories, there are roughly 800 more detailed sub-categories. Additional information available at: <http://www.bls.gov/SOC/#classification>.

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ANALYSIS OF STATES

Based on the wage rates calculated from the model, there is a great deal of variability in how much a particular state government occupation is compensated in comparison to the private sector. Looking at state government weighted average wages and benefits across the 22 occupations, Texas and California are the states in which state government wages and benefits most exceed their private sector counterparts.

Texas Hourly Wages and Benefits by Sector and Occupation

TEXAS

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	19,725	\$49.69	380,841	\$67.93	-\$18.24	A
Business and Financial Operations	29,221	\$93.16	338,388	\$32.14	\$61.02	F
Computer and Mathematical	13,676	\$32.61	234,485	\$49.89	-\$17.28	A
Architecture and Engineering	9,792	\$40.30	185,572	\$52.49	-\$12.19	A
Life, Physical, and Social Science	15,239	\$32.98	39,727	\$40.37	-\$7.39	B
Community and Social Service	18,339	\$33.05	54,894	\$21.96	\$11.09	F
Legal	5,629	\$42.06	52,813	\$59.33	-\$17.27	A
Education, Training, and Library	76,461	\$45.87	107,720	\$28.98	\$16.89	F
Arts, Design, Entertainment, Sports, and Media	2,936	\$32.88	98,601	\$30.01	\$2.87	F
Healthcare Practitioners and Technical	27,055	\$34.19	434,855	\$44.49	-\$10.30	A
Healthcare Support	9,603	\$44.77	279,556	\$14.03	\$30.74	F
Protective Service	39,011	\$28.89	107,494	\$15.85	\$13.05	D
Food Preparation and Serving Related	3,407	\$21.87	827,643	\$11.08	\$10.79	F
Building and Grounds Maintenance	8,132	\$15.90	234,846	\$13.00	\$2.89	C
Personal Care and Service	2,659	\$23.09	243,289	\$12.55	\$10.55	F
Sales and Related	1,168	\$24.93	1,101,298	\$21.51	\$3.42	F
Office and Administrative Support	73,907	\$26.14	1,422,200	\$19.36	\$6.78	F
Farming, Fishing, and Forestry	406	\$19.40	15,754	\$14.86	\$4.54	D
Construction and Extraction	7,662	\$26.30	469,156	\$23.17	\$3.13	F
Installation, Maintenance, and Repair	8,087	\$22.18	381,762	\$24.82	-\$2.64	A
Production	837	\$26.79	611,948	\$20.74	\$6.05	F
Transportation and Material Moving	1,649	\$24.81	610,515	\$19.73	\$5.09	F
Weighted Average	-	\$39.12	-	\$25.14	\$13.97	-

In Texas, 15 of the 22 state-based occupations earned more than those same jobs in the private sector. Combined, the Texas state government paid \$14 more an hour in wages and benefits than the private sector. The three occupations in state government that most exceeded the private sector in Texas were Business and Financial Operations; Healthcare Support; and Education, Training and Library.²⁸

In California, 13 occupations in state government earned more than those same jobs in the private sector. Those occupations combined paid a weighted average of \$43.10 per hour in state government wages and benefits versus a weighted average in the private sector of \$30.65 per hour. This is equal to \$12.45 more per hour for state government employees than the private sector in California.

²⁸ It is important to note that the relationship between state and local workers varies greatly across jurisdictions. In some cases, state governments are responsible for much more of the day-to-day operations of government, while in others, counties and local jurisdictions provide the bulk of government services. This analysis does not take these factors into account.

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California Hourly Wages and Benefits by Sector and Occupation

CALIFORNIA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	27,038	\$41.28	669,143	\$61.37	-\$20.09	A
Business and Financial Operations	45,609	\$31.06	594,456	\$28.14	\$2.92	F
Computer and Mathematical	21,009	\$23.18	380,782	\$44.30	-\$21.12	A
Architecture and Engineering	12,989	\$30.60	259,421	\$44.80	-\$14.20	A
Life, Physical, and Social Science	30,599	\$19.45	93,163	\$41.96	-\$22.51	A
Community and Social Service	34,322	\$30.85	110,033	\$18.53	\$12.32	F
Legal	9,429	\$38.80	90,657	\$62.24	-\$23.44	A
Education, Training, and Library	95,222	\$44.03	162,456	\$58.71	-\$14.67	A
Arts, Design, Entertainment, Sports, and Media	6,849	\$36.24	250,022	\$32.38	\$3.86	F
Healthcare Practitioners and Technical	30,733	\$32.78	559,018	\$43.54	-\$10.77	A
Healthcare Support	11,395	\$36.16	342,878	\$13.04	\$23.12	F
Protective Service	50,407	\$35.95	156,660	\$7.93	\$28.02	F
Food Preparation and Serving Related	1,022	\$13.08	1,166,677	\$10.43	\$2.65	D
Building and Grounds Maintenance	8,864	\$13.59	348,720	\$12.19	\$1.40	A
Personal Care and Service	2,302	\$16.30	303,588	\$12.62	\$3.68	F
Sales and Related	82	\$19.02	1,405,072	\$19.06	-\$0.04	B
Office and Administrative Support	76,236	\$24.02	2,009,451	\$16.59	\$7.43	F
Farming, Fishing, and Forestry	3,528	\$23.83	173,772	\$9.59	\$14.25	F
Construction and Extraction	5,443	\$25.53	461,008	\$25.02	\$0.51	F
Installation, Maintenance, and Repair	8,313	\$21.55	415,346	\$22.53	-\$0.98	B
Production	410	\$19.20	780,014	\$15.87	\$3.32	D
Transportation and Material Moving	1,699	\$19.01	821,004	\$15.94	\$3.07	F
Weighted Average	-	\$43.10	-	\$30.65	\$12.45	-

In contrast to Texas and California, Utah and Montana were most in line with the private sector. Out of the 22 occupations compared for state government and the private sector, Utah paid its employees a weighted average of \$28.70 in wages and benefits, whereas the private sector paid \$24.74 in wages and benefits. This is equal to \$3.96 more per hour for state government employees than private sector employees. The state government occupations that most exceeded the private sector were Education, Training and Library; Protective Service; and Personal Care and Service, paying on average \$26 an hour in wages and benefits compared to a private sector average of \$17 an hour.

Similarly, Montana compensated its state employees more in line with the private sector than states like Texas or California. Out of the 22 occupations analyzed, state employees in Montana received a weighted average \$25.89 in wages and benefits whereas private sector employees earned a weighted average of \$21.80 in wages and benefits. As a result, state government paid \$4.09 more per hour than its private sector counterparts. The three occupations that most exceeded the private sector in compensation in Montana were Protective Service; Education, Training, and Library; and Building and Grounds Maintenance, paying on average \$17 an hour in wages and benefits compared to a private sector average of \$14.50 an hour.

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Utah Wages and Benefits by Sector and Occupation

UTAH

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	4,449	\$52.11	43,424	\$55.84	-\$3.73	C
Business and Financial Operations	5,429	\$17.74	38,146	\$44.18	-\$26.43	A
Computer and Mathematical	3,186	\$37.76	27,113	\$41.33	-\$3.57	C
Architecture and Engineering	1,705	\$24.52	17,406	\$46.45	-\$21.94	B
Life, Physical, and Social Science	2,335	\$30.28	4,342	\$38.61	-\$8.33	B
Community and Social Service	3,838	\$24.68	7,832	\$21.40	\$3.29	B
Legal	989	\$52.75	5,966	\$55.55	-\$2.80	D
Education, Training, and Library	11,421	\$33.08	16,081	\$20.04	\$13.04	D
Arts, Design, Entertainment, Sports, and Media	624	\$27.64	14,882	\$26.72	\$0.92	C
Healthcare Practitioners and Technical	4,153	\$43.97	42,433	\$43.17	\$0.81	D
Healthcare Support	1,509	\$10.70	27,083	\$16.10	-\$5.40	B
Protective Service	4,786	\$24.07	8,161	\$17.63	\$6.43	C
Food Preparation and Serving Related	483	\$13.76	86,198	\$11.92	\$1.84	B
Building and Grounds Maintenance	1,503	\$17.39	29,518	\$14.72	\$2.68	B
Personal Care and Service	609	\$20.59	21,232	\$14.39	\$6.20	C
Sales and Related	258	\$23.49	127,575	\$20.95	\$2.54	C
Office and Administrative Support	13,427	\$21.07	166,560	\$18.63	\$2.44	C
Farming, Fishing, and Forestry	79	\$19.20	971	\$16.28	\$2.92	B
Construction and Extraction	1,792	\$27.52	59,833	\$25.02	\$2.50	B
Installation, Maintenance, and Repair	1,174	\$27.31	40,340	\$26.70	\$0.61	D
Production	206	\$22.77	75,371	\$21.16	\$1.61	C
Transportation and Material Moving	546	\$23.33	70,223	\$20.81	\$2.52	C
Weighted Average	-	\$28.70	-	\$24.74	\$3.96	-

Montana Wages and Benefits by Sector and Occupation

MONTANA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	1,370	\$34.50	11,620	\$35.97	-\$1.47	F
Business and Financial Operations	1,801	\$14.89	11,238	\$29.19	-\$14.29	C
Computer and Mathematical	595	\$25.27	5,025	\$25.91	-\$0.65	D
Architecture and Engineering	632	\$22.88	5,214	\$21.67	\$1.21	B
Life, Physical, and Social Science	2,127	\$20.23	3,119	\$21.98	-\$1.75	D
Community and Social Service	2,196	\$16.82	3,867	\$15.84	\$0.98	B
Legal	481	\$27.18	2,617	\$28.76	-\$1.58	D
Education, Training, and Library	4,418	\$19.37	2,989	\$16.79	\$2.58	B
Arts, Design, Entertainment, Sports, and Media	276	\$16.93	5,235	\$16.83	\$0.11	B
Healthcare Practitioners and Technical	1,932	\$30.16	19,010	\$30.80	-\$0.65	D
Healthcare Support	723	\$12.74	13,328	\$11.78	\$0.95	D
Protective Service	2,170	\$18.65	2,473	\$15.68	\$2.97	A
Food Preparation and Serving Related	230	\$10.02	41,020	\$9.45	\$0.57	B
Building and Grounds Maintenance	1,032	\$12.75	13,004	\$11.04	\$1.70	B
Personal Care and Service	230	\$11.11	10,706	\$10.51	\$0.59	B
Sales and Related	140	\$14.35	47,104	\$14.29	\$0.06	B
Office and Administrative Support	4,582	\$14.46	54,267	\$14.17	\$0.29	B
Farming, Fishing, and Forestry	95	\$15.46	1,375	\$14.89	\$0.58	C
Construction and Extraction	656	\$19.59	22,411	\$19.50	\$0.09	A
Installation, Maintenance, and Repair	560	\$18.76	16,904	\$18.94	-\$0.18	D
Production	45	\$16.12	15,199	\$15.80	\$0.32	A
Transportation and Material Moving	310	\$16.51	24,553	\$15.90	\$0.61	B
Weighted Average	-	\$25.89	-	\$21.80	\$4.09	-

In order to measure how well different governments are performing at the task of keeping wage rates within a reasonable margin of those of private sector employees, this report includes a grading system (Appendix 2). These grades are similar to those received by students and are based on a normal (or bell-shaped) distribution with states having an average differential in wages and benefits earning a C, those with a higher differential a D or F, and those with the lowest differentials an A.

CONCLUSION

Taxpayers in every state are struggling to grasp the sheer magnitude that state and local government unfunded pension liabilities are having on programs and services. Cities in states from California to New Jersey are unable to open new libraries and have been forced lay off police officers. Consequently, more and more government services are being cut instead of dealing with the escalating problem. Considering that there are \$2 to \$4 trillion in unfunded liabilities for state and local government employee benefits across the U.S. and an average of \$40 to \$80 billion per state, an excessive amount of cuts to important government programs and services would have to take place in order to rein in the trillions of dollars of unfunded liabilities.

Based on the data available and the results of this analysis, it can be seen that states like Utah and Montana are more in line with the private sector than many other states. Nevertheless, Utah still has an unfunded state employee pension liability of \$6.5 billion²⁹ and Montana has an unfunded pension liability of \$1.6 billion for state employees.³⁰ Although these liabilities are well below the average, cutting billions of dollars from other budget areas to fund pensions could have a devastating effect on many important government programs and services.

This report and similar studies have exposed the pension liability problem, but until states and the BLS provide more transparency, citizens and researchers will not fully understand the magnitude of the problem. No state compensates the public sector on par with or below the private sector in terms of wages and benefits for the 22 occupational categories analyzed in this report. People should enter public service because they are passionate about their work, not simply the size of their paycheck.

The tables included in Appendix 3 and Appendix 4 to this report compares differences across occupational categories for each of the 50 states. Appendix 5 includes details for all 22 categories for each state.

²⁹ Bryan Leonard, "Utah Pension Reform that Works," State Budget Solutions, June 1, 2011, <http://www.statebudgetsolutions.org/publications/detail/utah-pension-reform-that-works>.

³⁰ "Montana Public Pensions," Sunshine Review, http://sunshinereview.org/index.php/Montana_public_pensions.

APPENDIX I: DETAILED METHODOLOGY

The BLS collects extensive data on employment levels as well as on the wages and benefits paid to employees in the private and public sectors. Unfortunately, the agency only makes a limited amount of that data available to the public.

John Dunham and Associates created a series of models to estimate the wage rate across 22 various occupational categories and 50 states for private and public sector workers, using two data sets from the BLS:

- Data on wages and employment by occupation and state³¹
- A national data set providing detailed information on wages by occupation and sector (federal government, state government, local government and private)³²

The model used linear programming to first calculate the percentage of employees in each sector and occupational category. The model estimates the share of total jobs across each state, each occupational category and each sector in order to balance the entire system against the available data. In short, the model consists of a system of 22 equations with 3,564 variables and simultaneously solves them as a system.

In an unbounded model of this type, there may be a wide range of possible solutions. As such, the linear programming model needed to be solved iteratively, in stages, first solving to ensure that the figures across states match the actual data, then re-solving to ensure that the figures across the private and government sectors match, and then solving to ensure that the occupational sectors match. This was done iteratively until the entire model solves and each of the constraints was met.

After linear programming determines how many individuals work in each occupational category, state and sector, average wages are calculated using a separate model. Again, the BLS provides data on wages by state and by occupational category, but provides wage data only by category across the private and government segments at the national level.

Using the employment breakdown numbers developed in the first model, wages were estimated across each segment such that the weighted average wage in each of the 22 occupational categories in each segment (private, federal government, state government and local government) is equal to the national

³¹ U.S. Department of Labor, Bureau of Labor Statistics, National Compensation Survey.

³² U.S. Department of Labor, Bureau of Labor Statistics, "Occupational Employment Statistics." http://www.bls.gov/oes/oes_dl.htm.

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wage rate. A linear programming model was then used to solve across each state to ensure that the average wage in each state equals the number provided by the BLS. Because there are missing segment data in the BLS databases, the wage rates cannot solve out exactly; however, once again using an iterative process the wage in each category was solved to within a few cents per hour for each state, segment and occupation.

The third model incorporated the limited data available on benefits to the wage rate. Again, the BLS maintains extensive wage information in its Employment Cost Index (ECI) database.³³ Unfortunately, the occupational classifications in the ECI data do not match the classifications in the wage and employment databases. Also, ECI data are only available at the national level, and mainly for private sector employees and “all civilian employees.” The most recent ECI data at the national level were gathered and matched as closely as possible to the BLS employment classifications. For the purposes of this model, all government employees, state, federal or local, were assumed to have similar benefit levels. Missing government level benefit values were solved for algebraically, so that the total civilian benefits matched the weighted average across the government and private sectors. Where data were missing they were replaced with sector means. These national benefit estimates were then multiplied by wages across each of the 22 occupational categories for each state.

³³ U.S. Department of Labor, Bureau of Labor Statistics, “Employer Cost for Employee Compensation,” <http://data.bls.gov/cgi-bin/dsrv?cm>, data for 4th Quarter 2011 or latest month available.

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APPENDIX 2: STATE GRADES FOR COMPENSATION

Note: Grades are based on the standard deviation from the mean wage differential.

State	Grade
New Hampshire	A
Rhode Island	A
South Dakota	A
Vermont	A
Wyoming	A
Alaska	B
Delaware	B
Idaho	B
Kansas	B
Maine	B
Montana	B
Nebraska	B
Nevada	B
North Dakota	B
West Virginia	B
Arizona	C
Arkansas	C
Colorado	C
Connecticut	C
Hawaii	C
Indiana	C
Iowa	C
Kentucky	C
Louisiana	C
Maryland	C
Minnesota	C
Mississippi	C
Missouri	C
New Mexico	C
Oklahoma	C
Oregon	C
South Carolina	C
Tennessee	C
Utah	C
Wisconsin	C
Alabama	D
Florida	D
Georgia	D
Illinois	D
Massachusetts	D
Michigan	D
New Jersey	D
Pennsylvania	D
Virginia	D
Washington	D
California	F
New York	F
North Carolina	F
Ohio	F
Texas	F

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APPENDIX 3: WEIGHTED AVERAGE HOURLY COMPENSATION DIFFERENTIALS BY RANK

State	State Wages & Benefits	Private Wages & Benefits	Difference	Rank
Utah	\$28.70	\$24.74	\$3.96	1
Montana	\$25.89	\$21.80	\$4.09	2
Minnesota	\$32.45	\$28.21	\$4.24	3
Tennessee	\$27.70	\$23.44	\$4.26	4
Nebraska	\$27.74	\$23.42	\$4.32	5
New Hampshire	\$31.91	\$27.40	\$4.51	6
Maine	\$28.56	\$24.03	\$4.53	7
Michigan	\$28.56	\$24.03	\$4.53	7
Wyoming	\$29.94	\$25.32	\$4.62	9
Massachusetts	\$37.40	\$32.76	\$4.64	10
West Virginia	\$26.02	\$21.26	\$4.76	11
Louisiana	\$28.14	\$23.19	\$4.96	12
Arkansas	\$26.43	\$21.41	\$5.02	13
Arizona	\$30.99	\$25.95	\$5.04	14
Idaho	\$28.70	\$23.53	\$5.16	15
Missouri	\$28.59	\$23.22	\$5.37	16
Alaska	\$36.03	\$30.65	\$5.39	17
South Carolina	\$28.64	\$23.13	\$5.51	18
South Dakota	\$26.39	\$20.83	\$5.56	19
Vermont	\$31.38	\$25.48	\$5.90	20
Iowa	\$29.00	\$23.06	\$5.94	21
Kansas	\$30.15	\$24.15	\$6.00	22
Oregon	\$32.58	\$26.50	\$6.08	23
Colorado	\$34.65	\$28.54	\$6.11	24
New Jersey	\$36.99	\$30.82	\$6.17	25
Maryland	\$36.23	\$30.00	\$6.23	26
Washington	\$36.25	\$29.88	\$6.37	27
Oklahoma	\$29.04	\$22.50	\$6.54	28
Florida	\$30.71	\$24.14	\$6.57	29
Connecticut	\$38.47	\$31.86	\$6.62	30
Hawaii	\$32.72	\$26.08	\$6.64	31
Kentucky	\$29.59	\$22.91	\$6.69	32
Mississippi	\$33.07	\$26.24	\$6.83	33
Delaware	\$35.34	\$28.47	\$6.87	34
Indiana	\$30.80	\$23.73	\$7.06	35
Nevada	\$32.12	\$25.03	\$7.09	36
North Dakota	\$29.74	\$22.21	\$7.53	37
New York	\$38.78	\$31.21	\$7.57	38
New Mexico	\$32.26	\$23.77	\$8.49	39
Alabama	\$31.72	\$23.20	\$8.52	40
Rhode Island	\$36.36	\$27.80	\$8.56	41
Pennsylvania	\$34.83	\$25.88	\$8.96	42
North Carolina	\$34.02	\$24.72	\$9.29	43
Illinois	\$37.97	\$28.50	\$9.47	44
Ohio	\$34.80	\$24.91	\$9.89	45
Wisconsin	\$34.97	\$25.05	\$9.92	46
Virginia	\$39.10	\$28.75	\$10.35	47
California	\$43.10	\$30.65	\$12.45	48
Georgia	\$38.47	\$25.66	\$12.80	49
Texas	\$39.12	\$25.14	\$13.97	50

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APPENDIX 4: WEIGHTED AVERAGE HOURLY COMPENSATION BY RANK

ALABAMA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	5,447	\$42.84	53,115	\$47.28	-\$4.43	C
Business and Financial Operations	7,345	\$24.68	42,048	\$32.80	-\$8.12	D
Computer and Mathematical	3,366	\$30.67	29,878	\$34.21	-\$3.54	B
Architecture and Engineering	3,397	\$53.60	30,646	\$38.05	\$15.54	D
Life, Physical, and Social Science	2,449	\$34.08	4,019	\$26.91	\$7.17	D
Community and Social Service	4,516	\$20.10	6,837	\$18.05	\$2.06	C
Legal	1,301	\$39.63	6,275	\$43.64	-\$4.01	C
Education, Training, and Library	18,373	\$27.57	1,057	\$20.89	\$6.68	D
Arts, Design, Entertainment, Sports, and Media	797	\$19.00	15,875	\$18.72	\$0.28	C
Healthcare Practitioners and Technical	9,187	\$26.49	89,062	\$29.55	-\$3.06	B
Healthcare Support	2,783	\$11.15	44,945	\$11.30	-\$0.15	C
Protective Service	9,759	\$17.83	13,601	\$13.40	\$4.43	C
Food Preparation and Serving Related	4,052	\$19.11	129,462	\$8.81	\$10.30	F
Building and Grounds Maintenance	3,002	\$12.33	39,983	\$10.31	\$2.02	C
Personal Care and Service	910	\$11.92	32,982	\$10.32	\$1.59	D
Sales and Related	1,599	\$15.64	205,198	\$14.66	\$0.98	F
Office and Administrative Support	19,028	\$15.19	231,606	\$14.18	\$1.01	D
Farming, Fishing, and Forestry	451	\$15.89	5,829	\$14.00	\$1.90	F
Construction and Extraction	4,065	\$17.33	72,839	\$16.87	\$0.46	D
Installation, Maintenance, and Repair	4,347	\$17.88	73,242	\$19.32	-\$1.44	A
Production	3,376	\$32.96	170,032	\$15.12	\$17.84	F
Transportation and Material Moving	1,651	\$16.63	121,759	\$14.15	\$2.49	D
Weighted Average	-	\$31.72	-	\$23.20	\$8.52	-

ALASKA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	2,163	\$41.38	14,639	\$43.53	-\$2.16	D
Business and Financial Operations	1,314	\$19.72	8,188	\$36.64	-\$16.91	B
Computer and Mathematical	517	\$32.39	3,895	\$32.98	-\$0.59	F
Architecture and Engineering	1,015	\$41.99	6,528	\$49.37	-\$7.38	B
Life, Physical, and Social Science	1,623	\$24.77	2,163	\$39.94	-\$15.18	B
Community and Social Service	1,944	\$22.32	2,799	\$17.06	\$5.26	F
Legal	388	\$36.75	1,208	\$38.31	-\$1.56	D
Education, Training, and Library	3,753	\$29.58	n/a	\$26.90	\$2.68	B
Arts, Design, Entertainment, Sports, and Media	158	\$21.18	2,329	\$21.16	\$0.03	B
Healthcare Practitioners and Technical	1,498	\$40.89	10,623	\$41.39	-\$0.50	F
Healthcare Support	482	\$15.59	6,158	\$18.09	-\$2.50	B
Protective Service	2,159	\$23.10	2,451	\$19.52	\$3.58	B
Food Preparation and Serving Related	286	\$12.10	22,258	\$11.38	\$0.72	B
Building and Grounds Maintenance	674	\$16.42	7,655	\$14.33	\$2.09	D
Personal Care and Service	552	\$14.75	7,617	\$13.53	\$1.22	C
Sales and Related	59	\$15.87	24,471	\$15.85	\$0.02	B
Office and Administrative Support	3,611	\$18.70	37,536	\$18.44	\$0.25	B
Farming, Fishing, and Forestry	0	\$0.00	0	\$0.00	\$0.00	A
Construction and Extraction	1,193	\$29.11	17,663	\$28.96	\$0.16	D
Installation, Maintenance, and Repair	1,121	\$25.90	12,825	\$26.26	-\$0.36	D
Production	246	\$21.50	11,415	\$20.10	\$1.40	C
Transportation and Material Moving	1,144	\$22.70	20,447	\$20.90	\$1.80	D
Weighted Average	-	\$36.03	-	\$30.65	\$5.39	-

Public Servants or Privileged Class

ARIZONA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	4,119	\$41.95	103,690	\$45.44	-\$3.50	D
Business and Financial Operations	6,661	\$14.90	93,382	\$31.70	-\$16.80	B
Computer and Mathematical	2,761	\$33.28	53,844	\$36.10	-\$2.82	C
Architecture and Engineering	2,139	\$39.75	42,856	\$35.75	\$4.00	C
Life, Physical, and Social Science	2,923	\$14.32	10,717	\$28.56	-\$14.25	B
Community and Social Service	5,389	\$20.12	18,484	\$18.28	\$1.85	C
Legal	1,400	\$37.21	13,841	\$41.00	-\$3.80	C
Education, Training, and Library	15,739	\$26.94	26,458	\$16.20	\$10.74	D
Arts, Design, Entertainment, Sports, and Media	534	\$22.12	23,522	\$21.93	\$0.19	C
Healthcare Practitioners and Technical	5,077	\$34.08	104,692	\$35.86	-\$1.78	D
Healthcare Support	2,205	\$6.79	64,170	\$13.72	-\$6.93	B
Protective Service	10,819	\$23.60	32,321	\$15.78	\$7.82	D
Food Preparation and Serving Related	454	\$11.40	208,966	\$10.25	\$1.14	B
Building and Grounds Maintenance	1,682	\$13.20	66,784	\$11.22	\$1.99	C
Personal Care and Service	513	\$12.75	57,152	\$11.71	\$1.04	B
Sales and Related	47	\$17.17	251,600	\$17.19	-\$0.02	B
Office and Administrative Support	16,113	\$16.51	354,770	\$15.63	\$0.87	C
Farming, Fishing, and Forestry	257	\$10.39	12,183	\$9.29	\$1.10	D
Construction and Extraction	1,508	\$19.02	95,173	\$18.86	\$0.16	B
Installation, Maintenance, and Repair	1,025	\$19.51	86,432	\$19.84	-\$0.33	D
Production	118	\$16.44	103,148	\$15.74	\$0.70	B
Transportation and Material Moving	317	\$16.97	126,634	\$16.27	\$0.70	B
Weighted Average	-	\$30.99	-	\$25.95	\$5.04	-

ARKANSAS

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	5,138	\$36.17	36,946	\$40.35	-\$4.18	C
Business and Financial Operations	4,222	\$16.96	28,383	\$29.28	-\$12.32	D
Computer and Mathematical	2,276	\$25.86	16,226	\$28.28	-\$2.42	C
Architecture and Engineering	1,111	\$39.48	8,858	\$24.45	\$15.04	D
Life, Physical, and Social Science	1,942	\$28.90	2,361	\$24.55	\$4.35	D
Community and Social Service	4,262	\$18.72	6,647	\$17.25	\$1.47	B
Legal	1,016	\$27.42	5,195	\$30.30	-\$2.88	C
Education, Training, and Library	19,262	\$18.03	4,928	\$18.49	-\$0.46	A
Arts, Design, Entertainment, Sports, and Media	410	\$18.95	7,523	\$18.77	\$0.18	B
Healthcare Practitioners and Technical	6,583	\$27.04	56,251	\$29.15	-\$2.11	C
Healthcare Support	2,134	\$11.14	34,055	\$10.62	\$0.51	D
Protective Service	5,188	\$16.55	6,759	\$13.25	\$3.30	B
Food Preparation and Serving Related	629	\$10.56	92,562	\$9.01	\$1.56	C
Building and Grounds Maintenance	2,208	\$11.92	25,987	\$10.15	\$1.77	B
Personal Care and Service	460	\$10.82	23,083	\$9.91	\$0.92	B
Sales and Related	268	\$15.01	110,889	\$14.88	\$0.13	C
Office and Administrative Support	13,215	\$14.33	148,574	\$13.62	\$0.72	B
Farming, Fishing, and Forestry	249	\$14.06	5,731	\$12.94	\$1.12	D
Construction and Extraction	1,684	\$16.74	42,867	\$16.54	\$0.20	B
Installation, Maintenance, and Repair	1,631	\$16.92	45,301	\$17.45	-\$0.53	C
Production	486	\$16.59	113,143	\$13.96	\$2.63	D
Transportation and Material Moving	828	\$15.56	95,011	\$14.21	\$1.35	D
Weighted Average	-	\$26.43	-	\$21.41	\$5.02	-

Public Servants or Privileged Class

CALIFORNIA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	27,038	\$41.28	669,143	\$61.37	-\$20.09	A
Business and Financial Operations	45,609	\$31.06	594,456	\$28.14	\$2.92	F
Computer and Mathematical	21,009	\$23.18	380,782	\$44.30	-\$21.12	A
Architecture and Engineering	12,989	\$30.60	259,421	\$44.80	-\$14.20	A
Life, Physical, and Social Science	30,599	\$19.45	93,163	\$41.96	-\$22.51	A
Community and Social Service	34,322	\$30.85	110,033	\$18.53	\$12.32	F
Legal	9,429	\$38.80	90,657	\$62.24	-\$23.44	A
Education, Training, and Library	95,222	\$44.03	162,456	\$58.71	-\$14.67	A
Arts, Design, Entertainment, Sports, and Media	6,849	\$36.24	250,022	\$32.38	\$3.86	F
Healthcare Practitioners and Technical	30,733	\$32.78	559,018	\$43.54	-\$10.77	A
Healthcare Support	11,395	\$36.16	342,878	\$13.04	\$23.12	F
Protective Service	50,407	\$35.95	156,660	\$7.93	\$28.02	F
Food Preparation and Serving Related	1,022	\$13.08	1,166,677	\$10.43	\$2.65	D
Building and Grounds Maintenance	8,864	\$13.59	348,720	\$12.19	\$1.40	A
Personal Care and Service	2,302	\$16.30	303,588	\$12.62	\$3.68	F
Sales and Related	82	\$19.02	1,405,072	\$19.06	-\$0.04	B
Office and Administrative Support	76,236	\$24.02	2,009,451	\$16.59	\$7.43	F
Farming, Fishing, and Forestry	3,528	\$23.83	173,772	\$9.59	\$14.25	F
Construction and Extraction	5,443	\$25.53	461,008	\$25.02	\$0.51	F
Installation, Maintenance, and Repair	8,313	\$21.55	415,346	\$22.53	-\$0.98	B
Production	410	\$19.20	780,014	\$15.87	\$3.32	D
Transportation and Material Moving	1,699	\$19.01	821,004	\$15.94	\$3.07	F
Weighted Average	-	\$43.10	-	\$30.65	\$12.45	-

COLORADO

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	3,741	\$49.07	77,650	\$52.38	-\$3.31	D
Business and Financial Operations	9,799	\$29.75	99,386	\$33.33	-\$3.58	F
Computer and Mathematical	6,529	\$33.25	74,351	\$39.99	-\$6.74	A
Architecture and Engineering	2,289	\$15.38	44,863	\$40.94	-\$25.56	B
Life, Physical, and Social Science	4,857	\$25.93	13,421	\$36.09	-\$10.16	B
Community and Social Service	5,028	\$21.56	16,120	\$19.76	\$1.80	B
Legal	2,141	\$40.04	14,813	\$45.88	-\$5.84	B
Education, Training, and Library	20,013	\$27.13	17,881	\$21.50	\$5.63	C
Arts, Design, Entertainment, Sports, and Media	986	\$24.46	34,618	\$23.99	\$0.48	D
Healthcare Practitioners and Technical	5,683	\$33.58	90,832	\$35.52	-\$1.93	C
Healthcare Support	1,770	\$16.51	50,209	\$13.99	\$2.52	D
Protective Service	7,813	\$22.77	21,891	\$16.15	\$6.62	D
Food Preparation and Serving Related	269	\$11.29	195,698	\$10.62	\$0.68	B
Building and Grounds Maintenance	1,957	\$13.95	58,588	\$11.87	\$2.08	C
Personal Care and Service	890	\$14.15	49,981	\$12.55	\$1.60	D
Sales and Related	147	\$19.21	240,556	\$19.18	\$0.04	C
Office and Administrative Support	14,979	\$17.66	285,840	\$16.84	\$0.82	C
Farming, Fishing, and Forestry	103	\$13.48	3,187	\$12.90	\$0.58	C
Construction and Extraction	2,061	\$20.80	99,804	\$20.58	\$0.23	C
Installation, Maintenance, and Repair	1,531	\$20.59	76,567	\$21.09	-\$0.50	C
Production	139	\$17.49	88,956	\$16.67	\$0.82	B
Transportation and Material Moving	277	\$17.02	108,586	\$16.39	\$0.63	B
Weighted Average	-	\$34.65	-	\$28.54	\$6.11	-

Public Servants or Privileged Class

CONNECTICUT

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	4,495	\$51.74	99,337	\$55.38	-\$3.64	D
Business and Financial Operations	5,256	\$24.95	70,100	\$39.41	-\$14.46	C
Computer and Mathematical	2,119	\$36.40	38,600	\$38.52	-\$2.12	C
Architecture and Engineering	1,439	\$58.01	29,528	\$34.75	\$23.26	D
Life, Physical, and Social Science	2,381	\$34.43	8,049	\$32.81	\$1.62	D
Community and Social Service	5,460	\$24.94	20,466	\$23.43	\$1.51	B
Legal	980	\$47.76	11,043	\$50.65	-\$2.89	D
Education, Training, and Library	16,492	\$28.96	23,019	\$24.28	\$4.68	C
Arts, Design, Entertainment, Sports, and Media	430	\$26.99	19,960	\$26.84	\$0.15	C
Healthcare Practitioners and Technical	4,544	\$36.58	80,744	\$38.02	-\$1.44	D
Healthcare Support	1,754	\$14.68	50,497	\$15.69	-\$1.02	C
Protective Service	6,844	\$25.23	18,559	\$21.48	\$3.75	B
Food Preparation and Serving Related	270	\$12.24	120,628	\$11.58	\$0.66	B
Building and Grounds Maintenance	1,522	\$16.50	48,292	\$14.28	\$2.22	D
Personal Care and Service	481	\$14.42	49,458	\$13.41	\$1.01	B
Sales and Related	98	\$21.48	161,442	\$21.48	\$0.00	C
Office and Administrative Support	10,902	\$19.38	234,573	\$18.76	\$0.62	C
Farming, Fishing, and Forestry	11	\$15.74	579	\$15.47	\$0.27	B
Construction and Extraction	826	\$25.04	43,121	\$24.93	\$0.11	C
Installation, Maintenance, and Repair	847	\$23.09	49,564	\$23.36	-\$0.27	D
Production	51	\$19.06	95,451	\$18.69	\$0.37	B
Transportation and Material Moving	198	\$16.39	81,431	\$15.89	\$0.50	B
Weighted Average	-	\$38.47	-	\$31.86	\$6.62	-

DELAWARE

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	1,958	\$56.64	15,355	\$58.81	-\$2.18	D
Business and Financial Operations	3,004	\$19.97	18,591	\$35.57	-\$15.60	B
Computer and Mathematical	1,530	\$35.67	10,300	\$37.30	-\$1.63	D
Architecture and Engineering	651	\$14.89	6,216	\$38.71	-\$23.82	B
Life, Physical, and Social Science	1,317	\$59.81	3,376	\$20.66	\$39.15	F
Community and Social Service	1,756	\$20.76	3,498	\$20.28	\$0.48	A
Legal	918	\$51.92	3,413	\$54.93	-\$3.01	D
Education, Training, and Library	5,738	\$25.85	3,363	\$22.63	\$3.22	B
Arts, Design, Entertainment, Sports, and Media	171	\$23.67	3,346	\$23.66	\$0.01	B
Healthcare Practitioners and Technical	2,168	\$36.35	20,358	\$37.06	-\$0.71	D
Healthcare Support	837	\$7.39	9,470	\$14.78	-\$7.39	A
Protective Service	2,909	\$19.46	4,630	\$15.89	\$3.56	B
Food Preparation and Serving Related	313	\$11.35	34,853	\$10.57	\$0.78	B
Building and Grounds Maintenance	1,045	\$13.93	10,952	\$12.13	\$1.80	B
Personal Care and Service	416	\$13.52	8,540	\$12.60	\$0.92	B
Sales and Related	123	\$17.70	46,202	\$17.67	\$0.03	B
Office and Administrative Support	5,144	\$17.13	61,256	\$16.80	\$0.32	B
Farming, Fishing, and Forestry	44	\$15.16	676	\$14.77	\$0.39	B
Construction and Extraction	805	\$21.52	14,013	\$21.41	\$0.11	B
Installation, Maintenance, and Repair	648	\$21.39	13,743	\$21.59	-\$0.20	F
Production	154	\$16.68	20,535	\$15.79	\$0.89	B
Transportation and Material Moving	552	\$16.58	21,353	\$15.64	\$0.94	B
Weighted Average	-	\$35.34	-	\$28.47	\$6.87	-

Public Servants or Privileged Class

FLORIDA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	5,389	\$46.67	196,351	\$51.18	-\$4.51	C
Business and Financial Operations	12,370	\$10.14	306,632	\$30.98	-\$20.84	A
Computer and Mathematical	4,526	\$28.16	140,907	\$32.81	-\$4.65	B
Architecture and Engineering	2,234	\$46.23	93,147	\$29.69	\$16.54	D
Life, Physical, and Social Science	4,368	\$24.95	24,943	\$27.37	-\$2.43	C
Community and Social Service	8,177	\$20.87	51,711	\$17.78	\$3.09	D
Legal	3,394	\$35.28	61,619	\$44.20	-\$8.92	A
Education, Training, and Library	23,133	\$30.81	110,877	\$26.70	\$4.11	B
Arts, Design, Entertainment, Sports, and Media	1,300	\$23.22	78,261	\$22.71	\$0.51	D
Healthcare Practitioners and Technical	12,293	\$29.40	353,884	\$28.57	\$0.84	F
Healthcare Support	4,153	\$10.41	205,077	\$12.85	-\$2.44	B
Protective Service	19,266	\$23.19	116,243	\$12.05	\$11.14	F
Food Preparation and Serving Related	1,586	\$14.02	678,405	\$10.04	\$3.98	F
Building and Grounds Maintenance	4,353	\$12.92	227,133	\$10.26	\$2.66	F
Personal Care and Service	843	\$12.94	177,382	\$11.40	\$1.53	D
Sales and Related	387	\$18.19	904,013	\$18.00	\$0.19	D
Office and Administrative Support	27,512	\$15.87	1,164,822	\$14.43	\$1.44	D
Farming, Fishing, and Forestry	340	\$11.42	33,040	\$10.00	\$1.42	D
Construction and Extraction	2,759	\$18.13	254,868	\$17.87	\$0.26	C
Installation, Maintenance, and Repair	3,089	\$17.69	266,406	\$18.71	-\$1.02	B
Production	286	\$16.64	258,282	\$15.05	\$1.59	C
Transportation and Material Moving	541	\$16.11	362,547	\$14.95	\$1.16	C
Weighted Average	-	\$30.71	-	\$24.14	\$6.57	-

GEORGIA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	10,321	\$43.00	179,164	\$50.58	-\$7.58	A
Business and Financial Operations	14,329	\$60.70	141,582	\$34.72	\$25.99	F
Computer and Mathematical	5,871	\$30.41	85,448	\$36.35	-\$5.94	B
Architecture and Engineering	2,643	\$52.71	43,458	\$33.48	\$19.23	D
Life, Physical, and Social Science	4,517	\$24.86	9,359	\$30.86	-\$6.00	B
Community and Social Service	8,332	\$21.23	22,050	\$17.92	\$3.31	D
Legal	2,112	\$40.78	20,706	\$46.35	-\$5.57	B
Education, Training, and Library	32,930	\$32.66	62,363	\$17.37	\$15.29	F
Arts, Design, Entertainment, Sports, and Media	1,093	\$24.62	33,431	\$24.02	\$0.59	D
Healthcare Practitioners and Technical	11,552	\$28.77	159,943	\$32.50	-\$3.73	B
Healthcare Support	3,412	\$6.40	79,978	\$12.44	-\$6.04	B
Protective Service	16,789	\$20.06	42,344	\$10.77	\$9.29	D
Food Preparation and Serving Related	1,493	\$13.28	311,442	\$9.57	\$3.71	F
Building and Grounds Maintenance	3,395	\$13.10	86,930	\$10.90	\$2.21	D
Personal Care and Service	531	\$11.87	67,037	\$10.84	\$1.03	B
Sales and Related	150	\$16.72	408,679	\$16.67	\$0.05	B
Office and Administrative Support	29,010	\$16.70	522,092	\$15.18	\$1.52	D
Farming, Fishing, and Forestry	215	\$14.10	8,305	\$13.10	\$1.00	D
Construction and Extraction	2,946	\$17.89	118,322	\$17.57	\$0.32	D
Installation, Maintenance, and Repair	3,586	\$18.49	145,830	\$19.67	-\$1.18	B
Production	502	\$17.31	247,205	\$14.59	\$2.72	D
Transportation and Material Moving	770	\$16.41	269,961	\$15.01	\$1.40	D
Weighted Average	-	\$38.47	-	\$25.66	\$12.80	-

Public Servants or Privileged Class

HAWAII

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	3,123	\$41.63	23,656	\$44.35	-\$2.72	D
Business and Financial Operations	3,641	\$19.96	13,433	\$32.83	-\$12.87	C
Computer and Mathematical	956	\$31.79	7,022	\$32.81	-\$1.02	D
Architecture and Engineering	847	\$36.95	6,431	\$34.85	\$2.10	C
Life, Physical, and Social Science	2,828	\$30.38	576	\$60.59	-\$30.21	A
Community and Social Service	4,150	\$23.27	5,298	\$21.50	\$1.77	B
Legal	713	\$38.14	2,538	\$40.48	-\$2.34	D
Education, Training, and Library	30,174	\$24.89	7,401	\$18.72	\$6.17	C
Arts, Design, Entertainment, Sports, and Media	757	\$22.18	8,457	\$21.61	\$0.57	D
Healthcare Practitioners and Technical	2,742	\$39.01	18,632	\$39.88	-\$0.87	D
Healthcare Support	1,161	\$15.28	11,797	\$14.64	\$0.64	D
Protective Service	6,428	\$21.02	10,486	\$15.58	\$5.44	C
Food Preparation and Serving Related	582	\$13.33	66,054	\$11.89	\$1.44	C
Building and Grounds Maintenance	1,937	\$16.09	26,433	\$13.86	\$2.23	D
Personal Care and Service	344	\$13.37	18,160	\$12.46	\$0.91	B
Sales and Related	189	\$15.72	59,128	\$15.64	\$0.08	C
Office and Administrative Support	8,480	\$17.09	69,217	\$16.60	\$0.49	B
Farming, Fishing, and Forestry	77	\$16.10	843	\$15.58	\$0.52	B
Construction and Extraction	1,125	\$28.68	24,289	\$28.53	\$0.15	D
Installation, Maintenance, and Repair	849	\$22.83	17,437	\$23.10	-\$0.27	D
Production	136	\$18.31	14,403	\$17.50	\$0.81	B
Transportation and Material Moving	461	\$18.54	34,767	\$17.70	\$0.85	B
Weighted Average	-	\$32.72	-	\$26.08	\$6.64	-

IDAHO

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	2,252	\$34.41	29,296	\$36.50	-\$2.09	D
Business and Financial Operations	1,828	\$15.93	14,743	\$30.75	-\$14.82	B
Computer and Mathematical	824	\$27.49	11,894	\$28.38	-\$0.89	D
Architecture and Engineering	781	\$42.93	10,940	\$30.23	\$12.69	C
Life, Physical, and Social Science	2,215	\$20.84	4,654	\$22.89	-\$2.06	D
Community and Social Service	2,383	\$18.48	5,640	\$17.54	\$0.94	B
Legal	405	\$34.03	3,060	\$35.48	-\$1.46	D
Education, Training, and Library	4,627	\$21.80	3,948	\$19.62	\$2.18	A
Arts, Design, Entertainment, Sports, and Media	254	\$17.48	7,169	\$17.41	\$0.06	A
Healthcare Practitioners and Technical	2,006	\$31.99	24,971	\$32.67	-\$0.68	D
Healthcare Support	746	\$12.03	16,793	\$11.83	\$0.19	D
Protective Service	2,431	\$18.96	4,506	\$15.78	\$3.18	B
Food Preparation and Serving Related	227	\$9.95	47,086	\$9.38	\$0.57	B
Building and Grounds Maintenance	635	\$13.12	15,206	\$11.42	\$1.70	B
Personal Care and Service	169	\$10.85	13,068	\$10.34	\$0.50	A
Sales and Related	55	\$16.05	60,854	\$16.06	-\$0.02	A
Office and Administrative Support	4,761	\$14.77	74,232	\$14.47	\$0.30	B
Farming, Fishing, and Forestry	203	\$14.45	4,967	\$13.49	\$0.96	D
Construction and Extraction	987	\$18.55	27,066	\$18.42	\$0.12	B
Installation, Maintenance, and Repair	548	\$18.61	22,355	\$18.79	-\$0.17	D
Production	46	\$15.25	36,216	\$14.93	\$0.32	A
Transportation and Material Moving	117	\$14.72	37,475	\$14.38	\$0.34	A
Weighted Average	-	\$28.70	-	\$23.53	\$5.16	-

Public Servants or Privileged Class

ILLINOIS

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	7,013	\$43.85	266,510	\$49.44	-\$5.60	B
Business and Financial Operations	16,351	\$29.87	261,460	\$34.46	-\$4.59	F
Computer and Mathematical	5,177	\$31.41	117,899	\$36.50	-\$5.09	B
Architecture and Engineering	2,960	\$36.97	73,186	\$36.06	\$0.91	B
Life, Physical, and Social Science	5,454	\$28.04	21,835	\$41.34	-\$13.29	B
Community and Social Service	9,810	\$23.57	45,279	\$20.16	\$3.42	D
Legal	2,093	\$47.71	37,622	\$53.27	-\$5.57	B
Education, Training, and Library	34,111	\$35.83	110,108	\$28.92	\$6.92	D
Arts, Design, Entertainment, Sports, and Media	1,489	\$24.72	64,689	\$23.91	\$0.81	D
Healthcare Practitioners and Technical	9,657	\$31.20	274,974	\$34.63	-\$3.43	B
Healthcare Support	2,971	\$19.61	146,334	\$13.11	\$6.50	F
Protective Service	16,476	\$26.02	70,393	\$16.29	\$9.73	D
Food Preparation and Serving Related	1,283	\$13.43	426,889	\$10.25	\$3.19	D
Building and Grounds Maintenance	3,901	\$15.02	148,348	\$12.38	\$2.64	F
Personal Care and Service	807	\$13.79	117,437	\$12.31	\$1.48	C
Sales and Related	21	\$18.86	582,898	\$18.91	-\$0.04	B
Office and Administrative Support	22,974	\$17.46	731,378	\$16.24	\$1.22	D
Farming, Fishing, and Forestry	151	\$15.85	5,019	\$15.06	\$0.79	D
Construction and Extraction	2,229	\$26.76	193,019	\$26.54	\$0.22	D
Installation, Maintenance, and Repair	2,751	\$20.91	170,908	\$21.81	-\$0.90	B
Production	418	\$18.86	407,642	\$16.57	\$2.29	D
Transportation and Material Moving	801	\$17.65	400,802	\$16.10	\$1.55	D
Weighted Average	-	\$37.97	-	\$28.50	\$9.47	-

INDIANA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	7,339	\$39.08	87,262	\$44.62	-\$5.55	B
Business and Financial Operations	7,562	\$18.84	73,096	\$30.91	-\$12.07	D
Computer and Mathematical	3,502	\$27.66	41,084	\$31.24	-\$3.58	B
Architecture and Engineering	2,615	\$74.89	37,220	\$27.56	\$47.33	D
Life, Physical, and Social Science	3,428	\$23.16	9,454	\$26.46	-\$3.30	C
Community and Social Service	5,733	\$20.05	15,475	\$18.06	\$1.99	C
Legal	1,208	\$32.95	10,261	\$36.25	-\$3.30	C
Education, Training, and Library	22,030	\$22.42	29,145	\$16.84	\$5.58	C
Arts, Design, Entertainment, Sports, and Media	883	\$18.94	28,225	\$18.46	\$0.48	C
Healthcare Practitioners and Technical	11,908	\$27.39	138,536	\$31.34	-\$3.95	B
Healthcare Support	3,455	\$16.37	78,653	\$12.19	\$4.17	D
Protective Service	9,915	\$19.66	24,149	\$13.06	\$6.60	D
Food Preparation and Serving Related	1,060	\$12.14	241,781	\$9.50	\$2.64	D
Building and Grounds Maintenance	2,894	\$13.40	65,625	\$11.28	\$2.12	D
Personal Care and Service	629	\$12.47	57,100	\$11.29	\$1.19	C
Sales and Related	432	\$16.69	280,752	\$16.47	\$0.22	D
Office and Administrative Support	20,772	\$15.92	342,382	\$14.81	\$1.10	D
Farming, Fishing, and Forestry	152	\$13.63	2,928	\$12.87	\$0.76	C
Construction and Extraction	2,235	\$21.85	99,586	\$21.61	\$0.25	D
Installation, Maintenance, and Repair	3,458	\$18.94	105,131	\$20.08	-\$1.14	B
Production	627	\$19.61	303,686	\$16.22	\$3.39	D
Transportation and Material Moving	2,162	\$18.50	216,120	\$15.24	\$3.26	F
Weighted Average	-	\$30.80	-	\$23.73	\$7.06	-

Public Servants or Privileged Class

IOWA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	4,360	\$38.34	47,410	\$41.91	-\$3.57	C
Business and Financial Operations	4,796	\$17.30	44,657	\$30.28	-\$12.98	C
Computer and Mathematical	2,111	\$28.64	23,080	\$30.84	-\$2.20	C
Architecture and Engineering	852	\$9.50	15,165	\$34.85	-\$25.35	B
Life, Physical, and Social Science	2,345	\$29.32	5,702	\$23.02	\$6.31	D
Community and Social Service	5,582	\$18.63	11,940	\$16.51	\$2.11	C
Legal	708	\$32.54	5,135	\$34.72	-\$2.18	D
Education, Training, and Library	13,091	\$25.67	9,278	\$18.06	\$7.61	D
Arts, Design, Entertainment, Sports, and Media	523	\$18.54	16,515	\$18.30	\$0.24	B
Healthcare Practitioners and Technical	5,612	\$27.67	62,997	\$29.55	-\$1.88	C
Healthcare Support	1,714	\$6.37	43,310	\$12.24	-\$5.88	B
Protective Service	3,630	\$18.91	9,295	\$14.81	\$4.09	C
Food Preparation and Serving Related	519	\$10.64	119,292	\$9.36	\$1.29	C
Building and Grounds Maintenance	2,220	\$13.23	35,015	\$11.26	\$1.96	C
Personal Care and Service	349	\$12.00	31,197	\$11.21	\$0.78	B
Sales and Related	238	\$15.60	154,412	\$15.50	\$0.10	C
Office and Administrative Support	11,962	\$15.39	182,172	\$14.73	\$0.66	B
Farming, Fishing, and Forestry	386	\$15.12	5,184	\$13.47	\$1.64	F
Construction and Extraction	1,219	\$19.23	53,534	\$19.09	\$0.14	B
Installation, Maintenance, and Repair	1,281	\$18.63	57,729	\$19.05	-\$0.42	C
Production	297	\$17.04	142,789	\$15.40	\$1.64	D
Transportation and Material Moving	1,105	\$16.90	100,614	\$15.16	\$1.74	D
Weighted Average	-	\$29.00	-	\$23.06	\$5.94	-

KANSAS

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	3,031	\$41.87	47,752	\$44.66	-\$2.78	D
Business and Financial Operations	4,384	\$18.02	42,962	\$32.04	-\$14.02	C
Computer and Mathematical	1,517	\$30.75	24,100	\$32.41	-\$1.66	D
Architecture and Engineering	1,100	\$87.89	19,390	\$25.57	\$62.32	F
Life, Physical, and Social Science	1,922	\$18.91	4,658	\$35.70	-\$16.79	A
Community and Social Service	2,889	\$18.36	7,095	\$16.94	\$1.42	B
Legal	688	\$36.35	5,844	\$38.53	-\$2.18	D
Education, Training, and Library	10,269	\$23.03	7,994	\$18.82	\$4.21	B
Arts, Design, Entertainment, Sports, and Media	393	\$18.35	15,060	\$18.20	\$0.14	B
Healthcare Practitioners and Technical	4,762	\$29.51	59,746	\$31.12	-\$1.61	D
Healthcare Support	1,545	\$10.62	37,759	\$12.27	-\$1.65	B
Protective Service	4,135	\$18.19	10,537	\$14.53	\$3.66	B
Food Preparation and Serving Related	466	\$10.54	103,043	\$9.36	\$1.18	B
Building and Grounds Maintenance	1,220	\$12.90	32,272	\$11.09	\$1.81	B
Personal Care and Service	371	\$11.34	32,758	\$10.54	\$0.81	B
Sales and Related	201	\$16.90	129,501	\$16.83	\$0.06	C
Office and Administrative Support	11,450	\$14.97	168,594	\$14.33	\$0.63	B
Farming, Fishing, and Forestry	0	\$0.00	0	\$0.00	\$0.00	A
Construction and Extraction	1,189	\$19.10	53,729	\$18.97	\$0.14	B
Installation, Maintenance, and Repair	1,132	\$19.36	50,232	\$19.73	-\$0.37	D
Production	221	\$17.38	106,111	\$16.14	\$1.25	C
Transportation and Material Moving	214	\$15.48	80,552	\$14.97	\$0.51	B
Weighted Average	-	\$30.15	-	\$24.15	\$6.00	-

Public Servants or Privileged Class

KENTUCKY

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	7,141	\$36.11	63,683	\$41.47	-\$5.36	B
Business and Financial Operations	7,127	\$21.13	41,467	\$28.65	-\$7.52	D
Computer and Mathematical	3,124	\$26.96	22,315	\$30.27	-\$3.31	C
Architecture and Engineering	1,717	\$35.74	18,241	\$25.25	\$10.49	C
Life, Physical, and Social Science	3,097	\$23.87	3,759	\$26.57	-\$2.70	C
Community and Social Service	5,983	\$19.15	12,307	\$17.09	\$2.05	C
Legal	1,475	\$31.60	7,481	\$35.71	-\$4.11	B
Education, Training, and Library	18,407	\$26.53	12,603	\$17.37	\$9.16	D
Arts, Design, Entertainment, Sports, and Media	688	\$18.64	14,063	\$18.26	\$0.39	C
Healthcare Practitioners and Technical	9,413	\$27.23	86,848	\$30.31	-\$3.08	B
Healthcare Support	2,600	\$11.13	45,095	\$12.70	-\$1.57	B
Protective Service	8,400	\$16.78	11,882	\$12.76	\$4.02	B
Food Preparation and Serving Related	955	\$11.64	150,703	\$9.26	\$2.38	D
Building and Grounds Maintenance	2,247	\$12.21	40,633	\$10.38	\$1.83	B
Personal Care and Service	725	\$11.99	34,024	\$10.68	\$1.32	C
Sales and Related	327	\$15.27	172,207	\$15.10	\$0.16	D
Office and Administrative Support	17,977	\$15.18	220,156	\$14.22	\$0.96	C
Farming, Fishing, and Forestry	285	\$12.95	4,425	\$11.71	\$1.24	D
Construction and Extraction	2,578	\$18.94	65,775	\$18.64	\$0.29	D
Installation, Maintenance, and Repair	4,035	\$17.48	68,606	\$18.82	-\$1.33	A
Production	1,546	\$24.18	153,373	\$15.96	\$8.22	F
Transportation and Material Moving	1,753	\$18.77	135,715	\$16.11	\$2.66	D
Weighted Average	-	\$29.59	-	\$22.91	\$6.69	-

LOUISIANA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	7,743	\$36.47	65,620	\$42.39	-\$5.91	B
Business and Financial Operations	7,227	\$15.87	41,051	\$30.71	-\$14.85	B
Computer and Mathematical	1,765	\$26.51	15,394	\$28.38	-\$1.86	D
Architecture and Engineering	2,799	\$8.94	26,957	\$35.33	-\$26.39	A
Life, Physical, and Social Science	2,866	\$18.44	5,382	\$33.48	-\$15.04	B
Community and Social Service	6,785	\$20.32	11,938	\$17.40	\$2.92	D
Legal	2,108	\$30.91	10,079	\$36.72	-\$5.81	B
Education, Training, and Library	17,700	\$27.74	7,523	\$18.78	\$8.96	D
Arts, Design, Entertainment, Sports, and Media	751	\$20.03	14,055	\$19.63	\$0.40	C
Healthcare Practitioners and Technical	11,112	\$26.21	91,090	\$29.95	-\$3.74	B
Healthcare Support	3,692	\$8.46	51,876	\$10.92	-\$2.46	B
Protective Service	13,996	\$18.82	17,604	\$13.52	\$5.30	C
Food Preparation and Serving Related	811	\$11.38	152,121	\$9.36	\$2.02	D
Building and Grounds Maintenance	1,956	\$11.80	43,458	\$10.02	\$1.78	B
Personal Care and Service	1,500	\$12.73	47,019	\$10.29	\$2.44	F
Sales and Related	388	\$14.49	197,586	\$14.28	\$0.20	D
Office and Administrative Support	18,684	\$14.90	231,158	\$13.90	\$0.99	C
Farming, Fishing, and Forestry	299	\$16.17	3,531	\$14.83	\$1.34	D
Construction and Extraction	2,842	\$18.58	102,365	\$18.27	\$0.31	D
Installation, Maintenance, and Repair	3,460	\$17.65	89,660	\$18.79	-\$1.14	B
Production	273	\$20.06	108,755	\$18.52	\$1.54	C
Transportation and Material Moving	2,141	\$19.15	132,208	\$15.97	\$3.18	F
Weighted Average	-	\$28.14	-	\$23.19	\$4.96	-

Public Servants or Privileged Class

MAINE

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	1,540	\$36.74	26,381	\$38.34	-\$1.60	D
Business and Financial Operations	1,608	\$16.33	16,089	\$30.96	-\$14.63	B
Computer and Mathematical	548	\$29.06	8,016	\$29.63	-\$0.57	F
Architecture and Engineering	476	\$22.88	7,604	\$28.14	-\$5.26	B
Life, Physical, and Social Science	1,042	\$20.21	2,326	\$23.98	-\$3.77	C
Community and Social Service	2,402	\$19.05	6,229	\$18.20	\$0.85	B
Legal	444	\$34.16	2,773	\$35.69	-\$1.53	D
Education, Training, and Library	6,403	\$21.70	7,898	\$19.80	\$1.89	A
Arts, Design, Entertainment, Sports, and Media	218	\$18.38	6,345	\$18.32	\$0.06	B
Healthcare Practitioners and Technical	2,541	\$34.34	30,406	\$35.16	-\$0.82	D
Healthcare Support	929	\$14.12	21,393	\$12.48	\$1.64	D
Protective Service	2,056	\$17.36	4,424	\$13.96	\$3.40	B
Food Preparation and Serving Related	237	\$10.77	49,342	\$10.18	\$0.59	B
Building and Grounds Maintenance	645	\$14.17	16,275	\$12.36	\$1.81	B
Personal Care and Service	175	\$11.88	14,523	\$11.35	\$0.53	A
Sales and Related	99	\$15.24	58,294	\$15.23	\$0.02	B
Office and Administrative Support	4,740	\$15.16	78,572	\$14.86	\$0.30	B
Farming, Fishing, and Forestry	100	\$15.24	2,280	\$14.65	\$0.59	C
Construction and Extraction	576	\$18.40	23,274	\$18.33	\$0.08	A
Installation, Maintenance, and Repair	538	\$19.37	22,389	\$19.54	-\$0.17	D
Production	79	\$17.34	34,763	\$16.83	\$0.51	B
Transportation and Material Moving	104	\$14.85	33,916	\$14.53	\$0.33	A
Weighted Average	-	\$28.56	-	\$24.03	\$4.53	-

MARYLAND

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	7,782	\$47.74	116,091	\$53.72	-\$5.98	B
Business and Financial Operations	12,218	\$23.85	113,065	\$37.62	-\$13.77	C
Computer and Mathematical	5,503	\$36.09	84,071	\$41.64	-\$5.55	B
Architecture and Engineering	2,784	\$41.44	48,432	\$39.20	\$2.24	C
Life, Physical, and Social Science	6,978	\$20.19	17,627	\$39.24	-\$19.06	A
Community and Social Service	6,937	\$24.29	24,848	\$22.46	\$1.83	C
Legal	1,863	\$37.35	18,773	\$42.29	-\$4.95	B
Education, Training, and Library	17,697	\$32.67	47,783	\$22.33	\$10.34	D
Arts, Design, Entertainment, Sports, and Media	839	\$26.48	27,075	\$26.03	\$0.45	D
Healthcare Practitioners and Technical	7,988	\$36.48	121,201	\$39.10	-\$2.62	C
Healthcare Support	2,365	\$11.43	62,430	\$14.70	-\$3.27	B
Protective Service	11,196	\$24.46	24,766	\$12.14	\$12.32	F
Food Preparation and Serving Related	826	\$12.64	190,479	\$10.59	\$2.05	D
Building and Grounds Maintenance	2,076	\$14.56	68,924	\$12.33	\$2.23	D
Personal Care and Service	548	\$14.19	55,605	\$13.07	\$1.12	C
Sales and Related	332	\$17.83	240,558	\$17.67	\$0.16	D
Office and Administrative Support	20,389	\$17.71	305,418	\$16.62	\$1.09	D
Farming, Fishing, and Forestry	47	\$13.95	2,203	\$13.58	\$0.38	B
Construction and Extraction	2,380	\$21.13	102,036	\$20.87	\$0.26	D
Installation, Maintenance, and Repair	1,865	\$19.35	80,748	\$19.96	-\$0.61	C
Production	132	\$17.71	82,879	\$16.92	\$0.79	B
Transportation and Material Moving	354	\$14.80	125,837	\$14.08	\$0.73	B
Weighted Average	-	\$36.23	-	\$30.00	\$6.23	-

Public Servants or Privileged Class

MASSACHUSETTS

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	7,344	\$53.23	166,595	\$58.63	-\$5.40	B
Business and Financial Operations	9,894	\$15.49	149,150	\$40.18	-\$24.69	A
Computer and Mathematical	5,140	\$37.64	116,818	\$42.60	-\$4.96	B
Architecture and Engineering	3,079	\$63.57	63,930	\$38.13	\$25.44	D
Life, Physical, and Social Science	9,113	\$27.31	27,756	\$38.89	-\$11.58	B
Community and Social Service	9,195	\$22.54	46,160	\$19.68	\$2.86	D
Legal	1,857	\$46.01	20,880	\$50.83	-\$4.82	B
Education, Training, and Library	21,084	\$29.23	71,040	\$14.76	\$14.46	D
Arts, Design, Entertainment, Sports, and Media	1,462	\$28.77	53,240	\$27.87	\$0.90	F
Healthcare Practitioners and Technical	10,751	\$35.70	191,081	\$39.13	-\$3.43	B
Healthcare Support	3,111	\$17.18	89,200	\$15.19	\$1.99	D
Protective Service	11,128	\$24.82	36,000	\$17.32	\$7.49	D
Food Preparation and Serving Related	472	\$13.47	257,027	\$12.30	\$1.17	C
Building and Grounds Maintenance	2,567	\$17.37	80,519	\$14.85	\$2.52	F
Personal Care and Service	740	\$15.75	74,407	\$14.33	\$1.42	C
Sales and Related	441	\$21.00	314,955	\$20.78	\$0.22	D
Office and Administrative Support	22,877	\$19.79	436,549	\$18.56	\$1.22	D
Farming, Fishing, and Forestry	22	\$14.13	1,488	\$13.84	\$0.29	A
Construction and Extraction	819	\$26.24	88,206	\$26.15	\$0.09	C
Installation, Maintenance, and Repair	1,785	\$22.97	91,741	\$23.55	-\$0.58	C
Production	292	\$19.34	157,134	\$17.71	\$1.63	D
Transportation and Material Moving	328	\$17.16	145,843	\$16.43	\$0.73	B
Weighted Average	-	\$37.40	-	\$32.76	\$4.64	-

MICHIGAN

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	11,072	\$41.00	133,549	\$49.13	-\$8.13	A
Business and Financial Operations	14,916	\$19.18	134,604	\$33.87	-\$14.68	B
Computer and Mathematical	5,769	\$27.77	71,226	\$33.62	-\$5.85	B
Architecture and Engineering	7,926	\$13.10	94,183	\$35.79	-\$22.69	B
Life, Physical, and Social Science	5,820	\$28.28	14,909	\$25.22	\$3.07	D
Community and Social Service	13,150	\$23.01	30,411	\$18.11	\$4.90	D
Legal	2,181	\$37.70	16,697	\$43.57	-\$5.87	B
Education, Training, and Library	33,206	\$33.36	39,575	\$16.18	\$17.18	F
Arts, Design, Entertainment, Sports, and Media	1,396	\$23.38	40,099	\$22.65	\$0.73	D
Healthcare Practitioners and Technical	17,979	\$28.50	196,218	\$34.49	-\$5.99	A
Healthcare Support	4,101	\$11.40	129,568	\$12.77	-\$1.37	C
Protective Service	13,624	\$22.80	27,036	\$13.51	\$9.29	D
Food Preparation and Serving Related	1,169	\$12.87	322,086	\$9.98	\$2.90	D
Building and Grounds Maintenance	3,054	\$14.46	96,281	\$12.07	\$2.39	D
Personal Care and Service	902	\$13.15	85,989	\$11.55	\$1.60	D
Sales and Related	685	\$17.57	403,969	\$17.18	\$0.38	D
Office and Administrative Support	31,934	\$17.28	492,569	\$15.61	\$1.67	D
Farming, Fishing, and Forestry	130	\$13.94	4,340	\$13.25	\$0.68	C
Construction and Extraction	3,558	\$22.71	98,333	\$22.31	\$0.40	D
Installation, Maintenance, and Repair	4,565	\$18.99	127,167	\$20.50	-\$1.51	A
Production	775	\$21.90	339,200	\$17.73	\$4.17	F
Transportation and Material Moving	686	\$17.14	222,310	\$15.88	\$1.27	D
Weighted Average	-	\$33.07	-	\$26.24	\$6.83	-

Public Servants or Privileged Class

MINNESOTA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	6,311	\$45.88	120,542	\$50.87	-\$4.99	B
Business and Financial Operations	10,951	\$17.44	123,864	\$32.85	-\$15.40	B
Computer and Mathematical	4,001	\$32.83	72,438	\$36.90	-\$4.07	B
Architecture and Engineering	2,019	\$41.31	41,429	\$33.87	\$7.44	C
Life, Physical, and Social Science	4,216	\$20.92	13,411	\$35.16	-\$14.24	B
Community and Social Service	8,247	\$21.27	28,111	\$18.50	\$2.78	D
Legal	1,388	\$43.71	13,350	\$47.78	-\$4.07	C
Education, Training, and Library	15,615	\$25.96	29,733	\$21.57	\$4.39	B
Arts, Design, Entertainment, Sports, and Media	963	\$23.80	33,859	\$23.36	\$0.44	D
Healthcare Practitioners and Technical	8,568	\$33.94	126,294	\$36.84	-\$2.90	B
Healthcare Support	2,880	\$10.37	90,731	\$13.71	-\$3.34	B
Protective Service	6,056	\$21.54	19,459	\$16.20	\$5.34	C
Food Preparation and Serving Related	803	\$12.32	202,899	\$10.32	\$2.01	D
Building and Grounds Maintenance	2,083	\$14.52	62,887	\$12.34	\$2.17	D
Personal Care and Service	835	\$13.30	82,583	\$11.79	\$1.51	D
Sales and Related	365	\$18.70	262,350	\$18.53	\$0.17	D
Office and Administrative Support	20,694	\$17.68	325,657	\$16.57	\$1.11	D
Farming, Fishing, and Forestry	119	\$13.95	4,861	\$13.31	\$0.64	C
Construction and Extraction	1,489	\$24.78	72,478	\$24.61	\$0.17	D
Installation, Maintenance, and Repair	1,566	\$20.88	78,476	\$21.39	-\$0.51	C
Production	366	\$18.78	195,781	\$16.77	\$2.02	D
Transportation and Material Moving	366	\$16.88	144,667	\$16.11	\$0.78	B
Weighted Average	-	\$32.45	-	\$28.21	\$4.24	-

MISSISSIPPI

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	4,587	\$33.37	33,698	\$37.22	-\$3.85	C
Business and Financial Operations	2,524	\$16.17	17,299	\$29.09	-\$12.92	C
Computer and Mathematical	974	\$25.18	6,815	\$26.28	-\$1.10	D
Architecture and Engineering	1,120	\$53.40	11,244	\$28.93	\$24.47	D
Life, Physical, and Social Science	1,894	\$19.81	2,479	\$26.40	-\$6.59	B
Community and Social Service	3,068	\$16.89	3,779	\$16.25	\$0.64	B
Legal	895	\$29.57	3,999	\$32.44	-\$2.88	C
Education, Training, and Library	11,633	\$23.64	1,432	\$17.35	\$6.29	C
Arts, Design, Entertainment, Sports, and Media	387	\$18.26	6,943	\$18.10	\$0.16	B
Healthcare Practitioners and Technical	5,705	\$26.17	54,593	\$28.12	-\$1.95	C
Healthcare Support	2,524	\$15.03	30,921	\$7.20	\$7.84	F
Protective Service	6,732	\$15.02	7,620	\$11.70	\$3.31	B
Food Preparation and Serving Related	529	\$10.31	91,201	\$9.00	\$1.31	C
Building and Grounds Maintenance	1,679	\$11.57	25,249	\$9.85	\$1.72	A
Personal Care and Service	858	\$12.29	20,604	\$10.75	\$1.54	D
Sales and Related	288	\$13.37	112,144	\$13.24	\$0.13	C
Office and Administrative Support	11,342	\$14.12	124,651	\$13.49	\$0.62	B
Farming, Fishing, and Forestry	272	\$14.44	4,178	\$13.23	\$1.22	D
Construction and Extraction	1,898	\$16.50	44,219	\$16.28	\$0.22	B
Installation, Maintenance, and Repair	1,275	\$17.07	41,210	\$17.49	-\$0.41	C
Production	276	\$15.67	99,381	\$14.15	\$1.53	C
Transportation and Material Moving	1,140	\$15.45	78,071	\$13.69	\$1.75	D
Weighted Average	-	\$27.18	-	\$20.40	\$6.78	-

Public Servants or Privileged Class

MISSOURI

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	6,150	\$41.11	85,640	\$46.38	-\$5.27	B
Business and Financial Operations	2,524	\$16.17	17,299	\$29.09	-\$12.92	D
Computer and Mathematical	974	\$25.18	6,815	\$26.28	-\$1.10	B
Architecture and Engineering	1,120	\$53.40	11,244	\$28.93	\$24.47	A
Life, Physical, and Social Science	1,894	\$19.81	2,479	\$26.40	-\$6.59	D
Community and Social Service	3,068	\$16.89	3,779	\$16.25	\$0.64	C
Legal	895	\$29.57	3,999	\$32.44	-\$2.88	B
Education, Training, and Library	11,633	\$23.64	1,432	\$17.35	\$6.29	A
Arts, Design, Entertainment, Sports, and Media	387	\$18.26	6,943	\$18.10	\$0.16	D
Healthcare Practitioners and Technical	5,705	\$26.17	54,593	\$28.12	-\$1.95	B
Healthcare Support	2,524	\$15.03	30,921	\$7.20	\$7.84	A
Protective Service	6,732	\$15.02	7,620	\$11.70	\$3.31	C
Food Preparation and Serving Related	529	\$10.31	91,201	\$9.00	\$1.31	D
Building and Grounds Maintenance	1,679	\$11.57	25,249	\$9.85	\$1.72	D
Personal Care and Service	858	\$12.29	20,604	\$10.75	\$1.54	D
Sales and Related	288	\$13.37	112,144	\$13.24	\$0.13	D
Office and Administrative Support	11,342	\$14.12	124,651	\$13.49	\$0.62	D
Farming, Fishing, and Forestry	272	\$14.44	4,178	\$13.23	\$1.22	C
Construction and Extraction	1,898	\$16.50	44,219	\$16.28	\$0.22	D
Installation, Maintenance, and Repair	1,275	\$17.07	41,210	\$17.49	-\$0.41	B
Production	276	\$15.67	99,381	\$14.15	\$1.53	D
Transportation and Material Moving	1,140	\$15.45	78,071	\$13.69	\$1.75	C
Weighted Average	-	\$28.59	-	\$23.22	\$5.37	-

MONTANA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	1,370	\$34.50	11,620	\$35.97	-\$1.47	F
Business and Financial Operations	1,801	\$14.89	11,238	\$29.19	-\$14.29	C
Computer and Mathematical	595	\$25.27	5,025	\$25.91	-\$0.65	D
Architecture and Engineering	632	\$22.88	5,214	\$21.67	\$1.21	B
Life, Physical, and Social Science	2,127	\$20.23	3,119	\$21.98	-\$1.75	D
Community and Social Service	2,196	\$16.82	3,867	\$15.84	\$0.98	B
Legal	481	\$27.18	2,617	\$28.76	-\$1.58	D
Education, Training, and Library	4,418	\$19.37	2,989	\$16.79	\$2.58	B
Arts, Design, Entertainment, Sports, and Media	276	\$16.93	5,235	\$16.83	\$0.11	B
Healthcare Practitioners and Technical	1,932	\$30.16	19,010	\$30.80	-\$0.65	D
Healthcare Support	723	\$12.74	13,328	\$11.78	\$0.95	D
Protective Service	2,170	\$18.65	2,473	\$15.68	\$2.97	A
Food Preparation and Serving Related	230	\$10.02	41,020	\$9.45	\$0.57	B
Building and Grounds Maintenance	1,032	\$12.75	13,004	\$11.04	\$1.70	B
Personal Care and Service	230	\$11.11	10,706	\$10.51	\$0.59	B
Sales and Related	140	\$14.35	47,104	\$14.29	\$0.06	B
Office and Administrative Support	4,582	\$14.46	54,267	\$14.17	\$0.29	B
Farming, Fishing, and Forestry	95	\$15.46	1,375	\$14.89	\$0.58	C
Construction and Extraction	656	\$19.59	22,411	\$19.50	\$0.09	A
Installation, Maintenance, and Repair	560	\$18.76	16,904	\$18.94	-\$0.18	D
Production	45	\$16.12	15,199	\$15.80	\$0.32	A
Transportation and Material Moving	310	\$16.51	24,553	\$15.90	\$0.61	B
Weighted Average	-	\$25.89	-	\$21.80	\$4.09	-

Public Servants or Privileged Class

NEBRASKA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	1,998	\$42.61	26,414	\$44.65	-\$2.04	D
Business and Financial Operations	3,408	\$19.22	32,851	\$31.21	-\$11.99	D
Computer and Mathematical	1,280	\$30.34	19,516	\$31.65	-\$1.32	D
Architecture and Engineering	602	\$10.44	8,437	\$27.38	-\$16.94	B
Life, Physical, and Social Science	1,229	\$23.47	2,768	\$29.28	-\$5.80	C
Community and Social Service	2,721	\$17.51	6,551	\$16.35	\$1.16	B
Legal	411	\$35.44	3,020	\$36.95	-\$1.51	D
Education, Training, and Library	9,038	\$21.91	3,220	\$18.69	\$3.22	B
Arts, Design, Entertainment, Sports, and Media	319	\$18.39	9,933	\$18.30	\$0.10	B
Healthcare Practitioners and Technical	3,261	\$29.27	41,338	\$30.40	-\$1.13	D
Healthcare Support	916	\$10.93	22,988	\$12.00	-\$1.07	C
Protective Service	2,696	\$18.55	5,519	\$15.33	\$3.22	B
Food Preparation and Serving Related	314	\$10.17	72,196	\$9.39	\$0.78	B
Building and Grounds Maintenance	1,112	\$12.51	21,775	\$10.79	\$1.71	B
Personal Care and Service	235	\$11.56	17,081	\$10.95	\$0.61	B
Sales and Related	147	\$15.97	95,482	\$15.93	\$0.04	B
Office and Administrative Support	8,608	\$14.79	125,118	\$14.30	\$0.49	B
Farming, Fishing, and Forestry	91	\$13.86	3,349	\$13.32	\$0.54	B
Construction and Extraction	1,019	\$18.74	35,966	\$18.62	\$0.12	B
Installation, Maintenance, and Repair	953	\$18.71	33,845	\$19.02	-\$0.31	D
Production	155	\$16.22	74,364	\$15.33	\$0.90	B
Transportation and Material Moving	489	\$16.73	70,349	\$15.84	\$0.89	B
Weighted Average	-	\$27.74	-	\$23.42	\$4.32	-

NEVADA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	2,089	\$43.69	43,871	\$45.76	-\$2.08	D
Business and Financial Operations	2,176	\$16.90	28,920	\$32.53	-\$15.63	B
Computer and Mathematical	690	\$30.82	12,809	\$31.53	-\$0.70	D
Architecture and Engineering	561	\$91.12	12,114	\$31.94	\$59.18	F
Life, Physical, and Social Science	1,363	\$20.29	4,115	\$28.37	-\$8.08	B
Community and Social Service	1,609	\$23.46	5,886	\$22.98	\$0.47	B
Legal	580	\$45.26	6,079	\$47.22	-\$1.96	D
Education, Training, and Library	5,073	\$24.26	10,826	\$19.23	\$5.03	C
Arts, Design, Entertainment, Sports, and Media	401	\$23.84	14,796	\$23.70	\$0.14	B
Healthcare Practitioners and Technical	2,181	\$39.07	37,729	\$39.78	-\$0.72	D
Healthcare Support	773	\$13.37	22,182	\$14.83	-\$1.45	C
Protective Service	5,626	\$22.17	19,809	\$17.28	\$4.89	C
Food Preparation and Serving Related	418	\$12.80	153,434	\$11.77	\$1.03	B
Building and Grounds Maintenance	1,706	\$15.02	53,791	\$12.94	\$2.08	C
Personal Care and Service	571	\$13.32	56,475	\$12.19	\$1.13	C
Sales and Related	140	\$15.68	116,365	\$15.64	\$0.04	B
Office and Administrative Support	9,112	\$16.64	153,726	\$16.12	\$0.52	B
Farming, Fishing, and Forestry	13	\$16.71	587	\$16.42	\$0.29	B
Construction and Extraction	980	\$25.66	55,686	\$25.54	\$0.12	C
Installation, Maintenance, and Repair	786	\$22.12	40,068	\$22.37	-\$0.25	D
Production	70	\$16.71	37,202	\$16.25	\$0.45	B
Transportation and Material Moving	181	\$16.99	73,250	\$16.51	\$0.48	B
Weighted Average	-	\$32.12	-	\$25.03	\$7.09	-

Public Servants or Privileged Class

NEW HAMPSHIRE

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	2,031	\$48.53	28,991	\$50.64	-\$2.10	D
Business and Financial Operations	2,387	\$16.83	22,598	\$32.73	-\$15.90	B
Computer and Mathematical	1,092	\$36.44	16,096	\$37.56	-\$1.12	D
Architecture and Engineering	705	\$30.54	10,457	\$33.77	-\$3.23	B
Life, Physical, and Social Science	739	\$20.79	2,475	\$26.04	-\$5.25	C
Community and Social Service	1,620	\$19.07	4,987	\$18.63	\$0.44	A
Legal	272	\$37.34	2,688	\$38.47	-\$1.14	F
Education, Training, and Library	4,801	\$23.83	9,753	\$21.67	\$2.16	B
Arts, Design, Entertainment, Sports, and Media	142	\$22.22	5,425	\$22.24	-\$0.02	A
Healthcare Practitioners and Technical	1,778	\$34.48	31,669	\$35.05	-\$0.57	D
Healthcare Support	565	\$13.88	16,162	\$14.92	-\$1.03	C
Protective Service	1,608	\$20.40	5,366	\$17.02	\$3.38	B
Food Preparation and Serving Related	143	\$10.93	49,647	\$10.58	\$0.35	A
Building and Grounds Maintenance	908	\$14.71	16,248	\$12.82	\$1.89	C
Personal Care and Service	149	\$12.33	14,936	\$11.83	\$0.50	A
Sales and Related	107	\$17.76	76,593	\$17.74	\$0.01	B
Office and Administrative Support	5,250	\$16.36	83,783	\$16.04	\$0.33	B
Farming, Fishing, and Forestry	0	\$0.00	0	\$0.00	\$0.00	A
Construction and Extraction	340	\$20.37	17,860	\$20.32	\$0.05	A
Installation, Maintenance, and Repair	418	\$20.86	21,223	\$20.99	-\$0.13	F
Production	77	\$17.02	40,982	\$16.53	\$0.49	B
Transportation and Material Moving	71	\$16.00	28,872	\$15.71	\$0.29	A
Weighted Average	-	\$31.91	-	\$27.40	\$4.51	-

NEW JERSEY

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	8,278	\$56.73	171,341	\$63.04	-\$6.31	B
Business and Financial Operations	13,626	\$15.05	173,723	\$38.75	-\$23.70	A
Computer and Mathematical	5,433	\$36.20	119,180	\$41.61	-\$5.42	B
Architecture and Engineering	1,643	\$74.74	47,551	\$37.74	\$37.00	D
Life, Physical, and Social Science	4,328	\$36.49	24,564	\$36.25	\$0.25	D
Community and Social Service	9,736	\$25.90	35,041	\$22.62	\$3.28	D
Legal	1,356	\$46.99	26,277	\$50.81	-\$3.82	C
Education, Training, and Library	33,715	\$29.36	71,563	\$8.85	\$20.50	F
Arts, Design, Entertainment, Sports, and Media	1,042	\$27.02	40,016	\$26.52	\$0.50	D
Healthcare Practitioners and Technical	9,820	\$36.88	168,014	\$40.13	-\$3.25	B
Healthcare Support	3,916	\$11.41	121,067	\$13.82	-\$2.41	B
Protective Service	14,688	\$30.20	53,185	\$21.19	\$9.00	D
Food Preparation and Serving Related	705	\$13.05	255,149	\$11.29	\$1.76	D
Building and Grounds Maintenance	3,204	\$15.49	102,437	\$13.02	\$2.47	D
Personal Care and Service	982	\$15.12	104,391	\$13.36	\$1.75	D
Sales and Related	540	\$21.09	401,790	\$20.82	\$0.28	D
Office and Administrative Support	32,540	\$18.77	549,375	\$17.07	\$1.70	D
Farming, Fishing, and Forestry	51	\$12.68	2,249	\$12.30	\$0.37	B
Construction and Extraction	1,747	\$27.15	100,746	\$26.95	\$0.20	D
Installation, Maintenance, and Repair	2,245	\$22.59	126,302	\$23.32	-\$0.73	B
Production	120	\$17.71	174,175	\$16.98	\$0.72	B
Transportation and Material Moving	585	\$16.67	262,493	\$15.51	\$1.15	C
Weighted Average	-	\$36.99	-	\$30.82	\$6.17	-

Public Servants or Privileged Class

NEW MEXICO

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	3,331	\$39.22	28,694	\$42.18	-\$2.96	D
Business and Financial Operations	3,395	\$19.29	18,729	\$35.83	-\$16.55	B
Computer and Mathematical	1,634	\$33.12	10,693	\$34.94	-\$1.81	D
Architecture and Engineering	2,291	\$83.69	15,855	\$28.95	\$54.74	F
Life, Physical, and Social Science	4,006	\$26.34	4,806	\$46.35	-\$20.01	A
Community and Social Service	4,646	\$19.36	5,694	\$14.92	\$4.44	D
Legal	707	\$31.83	3,271	\$34.06	-\$2.23	D
Education, Training, and Library	10,938	\$23.30	2,721	\$20.11	\$3.20	B
Arts, Design, Entertainment, Sports, and Media	385	\$20.54	6,965	\$20.36	\$0.18	B
Healthcare Practitioners and Technical	3,574	\$33.42	30,486	\$34.63	-\$1.22	D
Healthcare Support	1,352	\$11.43	21,710	\$11.79	-\$0.36	C
Protective Service	6,000	\$18.92	6,241	\$15.24	\$3.68	B
Food Preparation and Serving Related	557	\$10.86	67,436	\$9.46	\$1.40	C
Building and Grounds Maintenance	1,684	\$12.27	19,589	\$10.47	\$1.81	B
Personal Care and Service	755	\$11.51	28,142	\$9.99	\$1.52	C
Sales and Related	675	\$14.71	75,139	\$14.30	\$0.41	D
Office and Administrative Support	8,497	\$14.89	92,051	\$14.40	\$0.48	B
Farming, Fishing, and Forestry	301	\$11.18	2,799	\$9.91	\$1.27	D
Construction and Extraction	2,073	\$17.73	46,171	\$17.49	\$0.24	B
Installation, Maintenance, and Repair	1,122	\$18.68	26,520	\$19.04	-\$0.36	D
Production	150	\$18.16	26,560	\$17.28	\$0.88	C
Transportation and Material Moving	1,226	\$17.02	37,589	\$15.16	\$1.86	D
Weighted Average	-	\$32.26	-	\$23.77	\$8.49	-

NEW YORK

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	9,109	\$56.53	342,600	\$64.03	-\$7.49	B
Business and Financial Operations	17,478	\$32.69	379,413	\$39.97	-\$7.28	D
Computer and Mathematical	3,836	\$34.98	189,745	\$38.95	-\$3.98	B
Architecture and Engineering	1,587	\$20.68	92,954	\$36.66	-\$15.98	B
Life, Physical, and Social Science	6,426	\$42.78	44,515	\$25.56	\$17.22	F
Community and Social Service	18,998	\$25.83	104,364	\$18.02	\$7.80	F
Legal	1,623	\$54.35	90,173	\$60.03	-\$5.68	B
Education, Training, and Library	61,466	\$32.89	129,159	\$18.35	\$14.54	D
Arts, Design, Entertainment, Sports, and Media	2,409	\$34.56	166,360	\$33.77	\$0.79	F
Healthcare Practitioners and Technical	19,019	\$32.76	392,848	\$39.47	-\$6.71	A
Healthcare Support	8,499	\$15.90	298,872	\$13.80	\$2.10	D
Protective Service	32,073	\$29.96	121,116	\$11.73	\$18.24	F
Food Preparation and Serving Related	9	\$11.48	581,983	\$11.39	\$0.09	A
Building and Grounds Maintenance	6,366	\$17.10	235,290	\$13.54	\$3.56	F
Personal Care and Service	2,316	\$16.47	280,203	\$12.75	\$3.73	F
Sales and Related	286	\$22.22	831,671	\$22.11	\$0.11	D
Office and Administrative Support	59,330	\$20.27	1,265,255	\$17.22	\$3.05	F
Farming, Fishing, and Forestry	88	\$15.53	4,412	\$14.98	\$0.55	C
Construction and Extraction	4,651	\$26.98	278,585	\$26.51	\$0.47	F
Installation, Maintenance, and Repair	4,319	\$20.94	266,253	\$22.37	-\$1.43	A
Production	84	\$17.01	339,043	\$16.48	\$0.53	B
Transportation and Material Moving	827	\$19.30	398,014	\$17.70	\$1.60	D
Weighted Average	-	\$38.78	-	\$31.21	\$7.57	-

Public Servants or Privileged Class

NORTH CAROLINA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	11,515	\$43.06	139,481	\$51.53	-\$8.47	A
Business and Financial Operations	12,637	\$23.63	124,148	\$32.75	-\$9.12	D
Computer and Mathematical	6,508	\$30.71	81,206	\$37.37	-\$6.66	B
Architecture and Engineering	3,099	\$59.12	42,848	\$26.90	\$32.22	D
Life, Physical, and Social Science	9,509	\$25.10	16,821	\$34.81	-\$9.72	B
Community and Social Service	12,733	\$20.90	26,320	\$16.20	\$4.70	D
Legal	2,622	\$33.54	16,233	\$40.51	-\$6.97	A
Education, Training, and Library	40,772	\$36.72	43,844	\$23.63	\$13.09	D
Arts, Design, Entertainment, Sports, and Media	1,400	\$23.03	34,161	\$22.26	\$0.78	D
Healthcare Practitioners and Technical	17,508	\$27.04	181,997	\$32.90	-\$5.86	A
Healthcare Support	6,792	n/a	136,641	\$12.30	n/a	n/a
Protective Service	19,890	\$19.40	34,380	\$12.26	\$7.15	D
Food Preparation and Serving Related	1,813	\$14.11	323,891	\$9.60	\$4.52	F
Building and Grounds Maintenance	4,533	\$12.89	95,385	\$10.50	\$2.39	D
Personal Care and Service	1,411	\$13.32	73,996	\$10.99	\$2.33	D
Sales and Related	781	\$17.06	398,144	\$16.61	\$0.45	F
Office and Administrative Support	35,162	\$16.93	474,495	\$15.10	\$1.83	F
Farming, Fishing, and Forestry	224	\$14.76	6,396	\$13.72	\$1.04	D
Construction and Extraction	3,787	\$17.07	129,470	\$16.66	\$0.41	D
Installation, Maintenance, and Repair	3,917	\$18.18	137,706	\$19.48	-\$1.30	B
Production	798	\$19.12	301,750	\$14.84	\$4.28	F
Transportation and Material Moving	889	\$15.77	247,576	\$14.23	\$1.54	D
Weighted Average	-	\$34.02	-	\$24.72	\$9.29	-

NORTH DAKOTA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	1,864	\$39.52	10,258	\$41.49	-\$1.98	D
Business and Financial Operations	2,132	\$18.13	7,550	\$30.79	-\$12.66	D
Computer and Mathematical	756	\$25.11	5,134	\$25.94	-\$0.83	D
Architecture and Engineering	514	\$86.89	4,061	\$16.66	\$70.24	F
Life, Physical, and Social Science	867	\$25.61	1,072	\$22.35	\$3.26	D
Community and Social Service	1,247	\$18.37	1,974	\$17.78	\$0.59	B
Legal	218	\$30.72	946	\$31.70	-\$0.98	F
Education, Training, and Library	3,471	\$21.21	632	\$18.72	\$2.49	B
Arts, Design, Entertainment, Sports, and Media	214	\$16.37	3,062	\$16.30	\$0.07	A
Healthcare Practitioners and Technical	2,452	\$27.30	14,596	\$28.16	-\$0.85	D
Healthcare Support	797	\$12.22	9,928	\$12.34	-\$0.12	D
Protective Service	1,656	\$18.53	1,262	\$15.71	\$2.82	A
Food Preparation and Serving Related	257	\$9.97	30,933	\$9.33	\$0.64	B
Building and Grounds Maintenance	719	\$12.84	10,594	\$11.17	\$1.67	A
Personal Care and Service	424	\$12.03	10,802	\$11.13	\$0.90	B
Sales and Related	162	\$14.79	38,753	\$14.73	\$0.06	B
Office and Administrative Support	4,224	\$14.45	44,168	\$14.18	\$0.27	A
Farming, Fishing, and Forestry	86	\$12.59	1,304	\$12.08	\$0.50	B
Construction and Extraction	931	\$20.39	21,055	\$20.27	\$0.12	B
Installation, Maintenance, and Repair	655	\$20.17	14,353	\$20.37	-\$0.21	D
Production	175	\$17.58	18,641	\$16.57	\$1.01	C
Transportation and Material Moving	779	\$17.46	25,022	\$16.21	\$1.26	D
Weighted Average	-	\$29.74	-	\$22.21	\$7.53	-

Public Servants or Privileged Class

OHIO

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	5,505	\$44.44	160,140	\$48.93	-\$4.49	C
Business and Financial Operations	14,218	\$20.46	179,459	\$32.19	-\$11.73	D
Computer and Mathematical	4,972	\$28.92	109,136	\$33.85	-\$4.93	B
Architecture and Engineering	2,533	\$60.59	71,309	\$31.23	\$29.37	D
Life, Physical, and Social Science	4,539	\$45.80	17,781	\$24.22	\$21.58	F
Community and Social Service	11,192	\$22.01	40,702	\$17.91	\$4.10	D
Legal	1,266	\$36.51	24,913	\$40.01	-\$3.51	C
Education, Training, and Library	33,117	\$36.47	52,332	\$25.10	\$11.37	D
Arts, Design, Entertainment, Sports, and Media	938	\$21.13	51,104	\$20.65	\$0.47	D
Healthcare Practitioners and Technical	10,645	\$29.23	272,171	\$33.05	-\$3.82	B
Healthcare Support	3,787	\$9.96	193,750	\$12.16	-\$2.19	B
Protective Service	16,792	\$23.00	56,494	\$14.18	\$8.81	D
Food Preparation and Serving Related	3	\$9.56	440,435	\$9.52	\$0.04	A
Building and Grounds Maintenance	4,028	\$13.84	120,489	\$11.33	\$2.51	D
Personal Care and Service	986	\$13.06	96,699	\$11.33	\$1.72	D
Sales and Related	30	\$16.62	513,360	\$16.66	-\$0.04	A
Office and Administrative Support	41,738	\$17.26	659,786	\$15.10	\$2.16	F
Farming, Fishing, and Forestry	68	\$13.75	4,052	\$13.30	\$0.45	B
Construction and Extraction	1,840	\$21.25	143,205	\$21.07	\$0.19	C
Installation, Maintenance, and Repair	2,889	\$18.81	172,119	\$19.76	-\$0.95	B
Production	13	\$16.57	426,348	\$16.41	\$0.16	A
Transportation and Material Moving	501	\$15.60	335,815	\$14.52	\$1.08	C
Weighted Average	-	\$34.80	-	\$24.91	\$9.89	-

OKLAHOMA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	6,549	\$34.20	59,666	\$39.36	-\$5.16	B
Business and Financial Operations	5,859	\$17.10	44,467	\$29.72	-\$12.63	D
Computer and Mathematical	1,751	\$26.73	18,457	\$28.58	-\$1.85	D
Architecture and Engineering	1,920	\$73.09	18,790	\$36.02	\$37.07	D
Life, Physical, and Social Science	1,830	\$41.47	4,243	\$25.21	\$16.25	F
Community and Social Service	6,218	\$18.63	7,660	\$15.46	\$3.17	D
Legal	2,139	\$31.09	7,662	\$37.24	-\$6.15	B
Education, Training, and Library	11,239	\$21.55	6,703	\$15.64	\$5.91	C
Arts, Design, Entertainment, Sports, and Media	454	\$18.31	10,899	\$18.13	\$0.18	B
Healthcare Practitioners and Technical	6,353	\$26.60	68,039	\$28.84	-\$2.24	C
Healthcare Support	1,905	\$14.49	40,450	\$11.20	\$3.29	D
Protective Service	8,232	\$18.27	9,910	\$14.19	\$4.08	B
Food Preparation and Serving Related	541	\$10.39	122,033	\$9.03	\$1.36	C
Building and Grounds Maintenance	2,470	\$11.92	30,362	\$10.02	\$1.90	B
Personal Care and Service	1,206	\$12.24	27,495	\$10.16	\$2.08	D
Sales and Related	240	\$14.46	155,902	\$14.35	\$0.11	C
Office and Administrative Support	16,624	\$14.46	192,934	\$13.57	\$0.89	C
Farming, Fishing, and Forestry	352	\$13.72	4,138	\$12.23	\$1.50	D
Construction and Extraction	4,883	\$17.79	68,647	\$17.24	\$0.55	F
Installation, Maintenance, and Repair	2,065	\$17.99	60,008	\$18.67	-\$0.68	B
Production	215	\$16.67	102,641	\$15.46	\$1.21	C
Transportation and Material Moving	756	\$15.26	82,632	\$14.02	\$1.24	C
Weighted Average	-	\$29.04	-	\$22.50	\$6.54	-

Public Servants or Privileged Class

OREGON

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	5,513	\$42.13	59,847	\$46.56	-\$4.43	C
Business and Financial Operations	6,436	\$17.37	53,561	\$33.24	-\$15.86	B
Computer and Mathematical	2,759	\$32.71	32,052	\$35.55	-\$2.84	C
Architecture and Engineering	2,036	\$22.55	25,074	\$35.43	-\$12.87	B
Life, Physical, and Social Science	3,708	\$25.64	10,737	\$24.83	\$0.81	D
Community and Social Service	6,115	\$21.20	16,658	\$18.79	\$2.41	C
Legal	885	\$37.32	7,622	\$39.96	-\$2.64	D
Education, Training, and Library	11,727	\$23.27	15,094	\$18.70	\$4.57	C
Arts, Design, Entertainment, Sports, and Media	658	\$23.99	20,588	\$23.73	\$0.27	C
Healthcare Practitioners and Technical	9,397	\$36.15	64,136	\$39.37	-\$3.22	B
Healthcare Support	2,196	\$18.78	41,345	\$14.02	\$4.75	D
Protective Service	5,814	\$23.08	12,176	\$17.65	\$5.44	C
Food Preparation and Serving Related	610	\$12.75	138,965	\$11.23	\$1.52	C
Building and Grounds Maintenance	1,438	\$14.17	38,441	\$12.17	\$2.00	C
Personal Care and Service	500	\$12.57	43,790	\$11.55	\$1.02	B
Sales and Related	182	\$17.76	161,272	\$17.70	\$0.06	C
Office and Administrative Support	16,032	\$17.02	203,938	\$16.15	\$0.87	C
Farming, Fishing, and Forestry	491	\$16.25	10,189	\$14.20	\$2.05	F
Construction and Extraction	1,220	\$22.68	53,123	\$22.53	\$0.15	C
Installation, Maintenance, and Repair	1,178	\$20.70	52,630	\$21.08	-\$0.38	D
Production	212	\$17.55	101,923	\$16.35	\$1.20	C
Transportation and Material Moving	593	\$16.69	106,830	\$15.64	\$1.05	C
Weighted Average	-	\$32.58	-	\$26.50	\$6.08	-

PENNSYLVANIA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	7,766	\$45.13	177,589	\$50.97	-\$5.84	B
Business and Financial Operations	7,795	\$21.57	204,643	\$34.33	-\$12.77	C
Computer and Mathematical	5,561	\$30.41	110,006	\$35.88	-\$5.47	B
Architecture and Engineering	1,949	\$56.09	84,615	\$30.10	\$25.98	D
Life, Physical, and Social Science	7,380	\$33.16	24,283	\$29.42	\$3.74	D
Community and Social Service	17,212	\$21.82	67,871	\$16.38	\$5.44	F
Legal	2,841	\$42.44	30,370	\$49.67	-\$7.23	A
Education, Training, and Library	32,611	\$33.13	121,540	\$17.94	\$15.19	D
Arts, Design, Entertainment, Sports, and Media	1,478	\$23.07	56,780	\$22.26	\$0.80	D
Healthcare Practitioners and Technical	12,064	\$29.07	296,468	\$33.18	-\$4.11	B
Healthcare Support	4,854	\$11.51	197,337	\$13.05	-\$1.54	C
Protective Service	15,134	\$23.62	60,463	\$14.88	\$8.74	D
Food Preparation and Serving Related	565	\$11.80	452,016	\$10.40	\$1.40	C
Building and Grounds Maintenance	3,476	\$14.62	144,122	\$12.16	\$2.46	D
Personal Care and Service	1,283	\$13.55	140,165	\$11.42	\$2.13	D
Sales and Related	2,191	\$19.29	576,903	\$17.96	\$1.33	F
Office and Administrative Support	32,875	\$17.47	811,517	\$15.75	\$1.72	D
Farming, Fishing, and Forestry	148	\$14.59	6,492	\$13.83	\$0.76	D
Construction and Extraction	2,299	\$21.67	196,203	\$21.44	\$0.23	C
Installation, Maintenance, and Repair	1,712	\$19.28	209,801	\$19.84	-\$0.56	C
Production	459	\$19.19	383,379	\$16.69	\$2.50	D
Transportation and Material Moving	850	\$17.16	369,456	\$15.57	\$1.59	D
Weighted Average	-	\$34.83	-	\$25.88	\$8.96	-

Public Servants or Privileged Class

RHODE ISLAND

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	795	\$54.38	17,977	\$55.71	-\$1.34	F
Business and Financial Operations	1,208	\$17.91	15,416	\$34.59	-\$16.68	B
Computer and Mathematical	730	\$35.20	9,532	\$35.95	-\$0.75	D
Architecture and Engineering	318	\$77.43	6,566	\$35.65	\$41.77	D
Life, Physical, and Social Science	607	\$32.29	1,651	\$32.35	-\$0.06	D
Community and Social Service	1,637	\$22.36	6,531	\$21.93	\$0.43	A
Legal	117	\$44.48	2,470	\$45.34	-\$0.86	F
Education, Training, and Library	3,246	\$29.24	9,593	\$26.79	\$2.45	B
Arts, Design, Entertainment, Sports, and Media	137	\$25.08	5,804	\$25.10	-\$0.02	B
Healthcare Practitioners and Technical	1,472	\$35.52	26,229	\$35.97	-\$0.45	F
Healthcare Support	563	\$12.29	18,982	\$14.40	-\$2.11	B
Protective Service	1,604	\$23.25	6,251	\$19.55	\$3.70	B
Food Preparation and Serving Related	52	\$10.86	44,408	\$10.73	\$0.13	A
Building and Grounds Maintenance	362	\$15.08	12,828	\$13.22	\$1.86	B
Personal Care and Service	102	\$13.22	10,772	\$12.75	\$0.47	A
Sales and Related	2	\$18.08	42,888	\$18.13	-\$0.05	A
Office and Administrative Support	2,383	\$17.30	69,490	\$17.11	\$0.19	A
Farming, Fishing, and Forestry	1	\$11.57	149	\$11.40	\$0.17	A
Construction and Extraction	187	\$22.83	13,765	\$22.79	\$0.04	B
Installation, Maintenance, and Repair	424	\$20.78	13,808	\$20.91	-\$0.13	F
Production	14	\$15.78	29,775	\$15.62	\$0.16	A
Transportation and Material Moving	37	\$15.83	21,586	\$15.59	\$0.24	A
Weighted Average	-	\$36.36	-	\$27.80	\$8.56	-

SOUTH CAROLINA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	6,182	\$40.98	59,957	\$45.91	-\$4.93	B
Business and Financial Operations	6,223	\$16.50	42,649	\$30.44	-\$13.95	C
Computer and Mathematical	2,420	\$27.06	21,956	\$29.69	-\$2.63	C
Architecture and Engineering	2,744	\$30.60	28,555	\$37.25	-\$6.65	A
Life, Physical, and Social Science	2,508	\$18.80	5,011	\$23.46	-\$4.66	C
Community and Social Service	7,052	\$20.18	8,373	\$16.91	\$3.27	D
Legal	1,430	\$32.79	8,417	\$36.76	-\$3.97	B
Education, Training, and Library	16,576	\$24.43	7,740	\$18.91	\$5.52	C
Arts, Design, Entertainment, Sports, and Media	642	\$20.22	13,364	\$19.91	\$0.31	C
Healthcare Practitioners and Technical	8,003	\$28.34	82,603	\$31.11	-\$2.77	C
Healthcare Support	2,710	\$10.98	44,806	\$11.92	-\$0.94	C
Protective Service	9,786	\$17.36	14,745	\$12.91	\$4.45	C
Food Preparation and Serving Related	1,148	\$12.23	156,540	\$9.37	\$2.86	D
Building and Grounds Maintenance	2,490	\$12.46	48,949	\$10.47	\$1.98	C
Personal Care and Service	1,741	\$13.70	34,831	\$10.85	\$2.85	F
Sales and Related	394	\$15.00	191,804	\$14.80	\$0.20	D
Office and Administrative Support	18,473	\$15.61	225,630	\$14.62	\$0.99	C
Farming, Fishing, and Forestry	250	\$14.27	4,550	\$13.14	\$1.13	D
Construction and Extraction	2,037	\$17.13	59,006	\$16.90	\$0.23	B
Installation, Maintenance, and Repair	2,260	\$17.78	71,567	\$18.53	-\$0.74	B
Production	451	\$18.53	162,988	\$16.07	\$2.46	D
Transportation and Material Moving	1,279	\$15.86	105,360	\$13.89	\$1.97	D
Weighted Average	-	\$28.64	-	\$23.13	\$5.51	-

Public Servants or Privileged Class

SOUTH DAKOTA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	733	\$39.84	9,187	\$40.96	-\$1.12	F
Business and Financial Operations	1,526	\$15.04	11,621	\$29.75	-\$14.71	B
Computer and Mathematical	502	\$25.61	4,842	\$26.16	-\$0.55	F
Architecture and Engineering	306	\$81.74	3,204	\$17.02	\$64.72	F
Life, Physical, and Social Science	889	\$16.67	1,568	\$24.45	-\$7.78	B
Community and Social Service	1,370	\$17.30	2,351	\$16.34	\$0.97	B
Legal	182	\$28.78	1,177	\$29.62	-\$0.84	F
Education, Training, and Library	3,228	\$20.08	974	\$17.73	\$2.35	B
Arts, Design, Entertainment, Sports, and Media	175	\$16.22	4,371	\$16.19	\$0.03	A
Healthcare Practitioners and Technical	1,813	\$28.40	19,031	\$29.04	-\$0.64	D
Healthcare Support	496	\$10.10	9,738	\$11.91	-\$1.81	B
Protective Service	1,245	\$17.59	2,026	\$14.90	\$2.69	A
Food Preparation and Serving Related	196	\$9.64	36,417	\$9.15	\$0.49	B
Building and Grounds Maintenance	558	\$12.19	11,810	\$10.61	\$1.58	A
Personal Care and Service	188	\$11.15	10,554	\$10.58	\$0.57	B
Sales and Related	81	\$15.17	43,499	\$15.16	\$0.01	A
Office and Administrative Support	3,868	\$13.21	53,068	\$12.96	\$0.25	A
Farming, Fishing, and Forestry	98	\$12.85	1,212	\$12.30	\$0.55	B
Construction and Extraction	313	\$16.19	18,276	\$16.15	\$0.05	A
Installation, Maintenance, and Repair	361	\$18.44	13,208	\$18.55	-\$0.11	F
Production	45	\$14.42	25,642	\$14.11	\$0.31	A
Transportation and Material Moving	127	\$13.95	25,194	\$13.61	\$0.34	A
Weighted Average	-	\$26.39	-	\$20.83	\$5.56	-

TENNESSEE

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	6,078	\$37.18	114,229	\$41.92	-\$4.74	C
Business and Financial Operations	6,481	\$19.87	71,241	\$29.91	-\$10.05	D
Computer and Mathematical	2,992	\$27.93	34,502	\$31.01	-\$3.08	C
Architecture and Engineering	1,737	\$42.82	31,423	\$34.34	\$8.48	C
Life, Physical, and Social Science	2,786	\$19.14	6,222	\$26.73	-\$7.60	B
Community and Social Service	5,515	\$18.70	15,484	\$16.63	\$2.07	C
Legal	1,017	\$37.44	9,890	\$40.39	-\$2.95	C
Education, Training, and Library	16,900	\$21.38	27,768	\$16.38	\$5.00	C
Arts, Design, Entertainment, Sports, and Media	781	\$22.02	22,766	\$21.61	\$0.41	C
Healthcare Practitioners and Technical	9,313	\$26.98	142,100	\$30.18	-\$3.20	B
Healthcare Support	2,782	n/a	72,006	\$12.82	n/a	n/a
Protective Service	10,225	\$18.34	25,024	\$11.20	\$7.14	D
Food Preparation and Serving Related	932	\$11.70	214,284	\$9.38	\$2.32	D
Building and Grounds Maintenance	2,206	\$12.59	59,591	\$10.63	\$1.96	C
Personal Care and Service	870	\$11.94	48,165	\$10.41	\$1.53	D
Sales and Related	396	\$15.96	257,210	\$15.76	\$0.20	D
Office and Administrative Support	22,588	\$15.90	360,615	\$14.70	\$1.19	D
Farming, Fishing, and Forestry	66	\$13.16	3,084	\$12.72	\$0.43	B
Construction and Extraction	1,704	\$17.27	82,719	\$17.08	\$0.19	B
Installation, Maintenance, and Repair	1,958	\$18.61	98,187	\$19.25	-\$0.64	B
Production	473	\$17.68	227,119	\$15.11	\$2.57	D
Transportation and Material Moving	601	\$15.49	212,781	\$14.36	\$1.13	C
Weighted Average	-	\$27.70	-	\$23.44	\$4.26	-

Public Servants or Privileged Class

TEXAS

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	19,725	\$49.69	380,841	\$67.93	-\$18.24	A
Business and Financial Operations	29,221	\$93.16	338,388	\$32.14	\$61.02	F
Computer and Mathematical	13,676	\$32.61	234,485	\$49.89	-\$17.28	A
Architecture and Engineering	9,792	\$40.30	185,572	\$52.49	-\$12.19	A
Life, Physical, and Social Science	15,239	\$32.98	39,727	\$40.37	-\$7.39	B
Community and Social Service	18,339	\$33.05	54,894	\$21.96	\$11.09	F
Legal	5,629	\$42.06	52,813	\$59.33	-\$17.27	A
Education, Training, and Library	76,461	\$45.87	107,720	\$28.98	\$16.89	F
Arts, Design, Entertainment, Sports, and Media	2,936	\$32.88	98,601	\$30.01	\$2.87	F
Healthcare Practitioners and Technical	27,055	\$34.19	434,855	\$44.49	-\$10.30	A
Healthcare Support	9,603	\$44.77	279,556	\$14.03	\$30.74	F
Protective Service	39,011	\$28.89	107,494	\$15.85	\$13.05	D
Food Preparation and Serving Related	3,407	\$21.87	827,643	\$11.08	\$10.79	F
Building and Grounds Maintenance	8,132	\$15.90	234,846	\$13.00	\$2.89	C
Personal Care and Service	2,659	\$23.09	243,289	\$12.55	\$10.55	F
Sales and Related	1,168	\$24.93	1,101,298	\$21.51	\$3.42	F
Office and Administrative Support	73,907	\$26.14	1,422,200	\$19.36	\$6.78	F
Farming, Fishing, and Forestry	406	\$19.40	15,754	\$14.86	\$4.54	D
Construction and Extraction	7,662	\$26.30	469,156	\$23.17	\$3.13	F
Installation, Maintenance, and Repair	8,087	\$22.18	381,762	\$24.82	-\$2.64	A
Production	837	\$26.79	611,948	\$20.74	\$6.05	F
Transportation and Material Moving	1,649	\$24.81	610,515	\$19.73	\$5.09	F
Weighted Average	-	\$39.12	-	\$25.14	\$13.97	-

UTAH

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	4,449	\$52.11	43,424	\$55.84	-\$3.73	C
Business and Financial Operations	5,429	\$17.74	38,146	\$44.18	-\$26.43	A
Computer and Mathematical	3,186	\$37.76	27,113	\$41.33	-\$3.57	C
Architecture and Engineering	1,705	\$24.52	17,406	\$46.45	-\$21.94	B
Life, Physical, and Social Science	2,335	\$30.28	4,342	\$38.61	-\$8.33	B
Community and Social Service	3,838	\$24.68	7,832	\$21.40	\$3.29	B
Legal	989	\$52.75	5,966	\$55.55	-\$2.80	D
Education, Training, and Library	11,421	\$33.08	16,081	\$20.04	\$13.04	D
Arts, Design, Entertainment, Sports, and Media	624	\$27.64	14,882	\$26.72	\$0.92	C
Healthcare Practitioners and Technical	4,153	\$43.97	42,433	\$43.17	\$0.81	D
Healthcare Support	1,509	\$10.70	27,083	\$16.10	-\$5.40	B
Protective Service	4,786	\$24.07	8,161	\$17.63	\$6.43	C
Food Preparation and Serving Related	483	\$13.76	86,198	\$11.92	\$1.84	B
Building and Grounds Maintenance	1,503	\$17.39	29,518	\$14.72	\$2.68	B
Personal Care and Service	609	\$20.59	21,232	\$14.39	\$6.20	C
Sales and Related	258	\$23.49	127,575	\$20.95	\$2.54	C
Office and Administrative Support	13,427	\$21.07	166,560	\$18.63	\$2.44	C
Farming, Fishing, and Forestry	79	\$19.20	971	\$16.28	\$2.92	B
Construction and Extraction	1,792	\$27.52	59,833	\$25.02	\$2.50	B
Installation, Maintenance, and Repair	1,174	\$27.31	40,340	\$26.70	\$0.61	D
Production	206	\$22.77	75,371	\$21.16	\$1.61	C
Transportation and Material Moving	546	\$23.33	70,223	\$20.81	\$2.52	C
Weighted Average	-	\$28.70	-	\$24.74	\$3.96	-

Public Servants or Privileged Class

VERMONT

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	929	\$57.02	10,188	\$57.60	-\$0.58	F
Business and Financial Operations	1,112	\$24.21	9,620	\$42.74	-\$18.53	C
Computer and Mathematical	570	\$41.84	5,660	\$41.83	\$0.01	F
Architecture and Engineering	404	\$62.57	4,828	\$44.25	\$18.32	C
Life, Physical, and Social Science	766	\$33.82	1,356	\$29.83	\$3.99	D
Community and Social Service	2,088	\$26.48	3,992	\$24.08	\$2.40	B
Legal	269	\$44.84	1,518	\$45.42	-\$0.58	F
Education, Training, and Library	3,930	\$32.34	5,515	\$25.73	\$6.61	B
Arts, Design, Entertainment, Sports, and Media	219	\$27.43	4,691	\$26.90	\$0.53	B
Healthcare Practitioners and Technical	1,274	\$46.11	14,286	\$43.93	\$2.19	F
Healthcare Support	402	\$17.55	6,100	\$17.93	-\$0.37	C
Protective Service	890	\$25.17	2,200	\$21.11	\$4.06	A
Food Preparation and Serving Related	146	\$15.35	23,201	\$14.47	\$0.88	B
Building and Grounds Maintenance	426	\$19.22	8,466	\$16.57	\$2.66	B
Personal Care and Service	184	\$20.16	11,307	\$14.83	\$5.33	B
Sales and Related	62	\$22.58	27,770	\$20.29	\$2.29	B
Office and Administrative Support	2,795	\$22.67	34,837	\$20.81	\$1.86	A
Farming, Fishing, and Forestry	80	\$20.49	740	\$17.40	\$3.09	B
Construction and Extraction	431	\$27.36	12,205	\$25.06	\$2.30	A
Installation, Maintenance, and Repair	349	\$26.91	10,350	\$25.96	\$0.95	F
Production	58	\$21.60	19,153	\$21.03	\$0.56	B
Transportation and Material Moving	117	\$21.91	14,414	\$20.30	\$1.62	B
Weighted Average	-	\$31.38	-	\$25.48	\$5.90	-

VIRGINIA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	6,837	\$67.44	133,409	\$73.14	-\$5.71	B
Business and Financial Operations	12,857	\$35.16	175,775	\$49.21	-\$14.05	D
Computer and Mathematical	8,622	\$45.85	160,492	\$56.15	-\$10.30	A
Architecture and Engineering	3,436	\$45.67	63,232	\$51.57	-\$5.90	B
Life, Physical, and Social Science	4,539	\$50.53	15,119	\$40.23	\$10.30	F
Community and Social Service	8,781	\$30.96	29,066	\$24.49	\$6.46	D
Legal	2,664	\$54.42	25,374	\$62.04	-\$7.63	B
Education, Training, and Library	45,375	\$48.32	27,552	\$25.97	\$22.35	F
Arts, Design, Entertainment, Sports, and Media	1,321	\$37.48	44,455	\$35.51	\$1.97	F
Healthcare Practitioners and Technical	8,316	\$43.17	142,063	\$44.09	-\$0.92	C
Healthcare Support	3,219	\$23.97	79,608	\$15.90	\$8.07	D
Protective Service	13,985	\$30.82	37,286	\$15.08	\$15.73	F
Food Preparation and Serving Related	597	\$14.60	281,141	\$12.09	\$2.51	D
Building and Grounds Maintenance	3,166	\$17.56	94,331	\$14.07	\$3.49	D
Personal Care and Service	840	\$21.42	81,922	\$14.34	\$7.08	D
Sales and Related	505	\$25.08	359,368	\$21.79	\$3.29	F
Office and Administrative Support	22,309	\$23.55	432,763	\$20.35	\$3.21	D
Farming, Fishing, and Forestry	104	\$22.19	5,236	\$18.75	\$3.43	C
Construction and Extraction	2,938	\$27.47	144,214	\$24.84	\$2.64	D
Installation, Maintenance, and Repair	2,563	\$27.07	125,836	\$27.08	-\$0.01	B
Production	322	\$23.41	168,677	\$20.99	\$2.42	D
Transportation and Material Moving	504	\$23.06	195,641	\$20.51	\$2.55	C
Weighted Average	-	\$39.10	-	\$28.75	\$10.35	-

Public Servants or Privileged Class

WASHINGTON

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	8,294	\$64.42	95,947	\$71.81	-\$7.39	B
Business and Financial Operations	14,339	\$35.44	101,983	\$46.43	-\$10.99	D
Computer and Mathematical	9,022	\$43.00	91,438	\$54.32	-\$11.32	A
Architecture and Engineering	6,167	\$44.54	61,806	\$49.69	-\$5.15	B
Life, Physical, and Social Science	8,735	\$33.03	16,874	\$39.77	-\$6.73	C
Community and Social Service	11,059	\$31.24	20,123	\$23.28	\$7.96	D
Legal	2,472	\$47.38	15,329	\$55.08	-\$7.70	B
Education, Training, and Library	24,763	\$42.08	15,773	\$25.01	\$17.08	D
Arts, Design, Entertainment, Sports, and Media	1,505	\$34.41	36,003	\$32.63	\$1.78	D
Healthcare Practitioners and Technical	9,654	\$47.24	110,682	\$48.69	-\$1.45	B
Healthcare Support	3,879	n/a	66,308	\$21.32	n/a	A
Protective Service	11,689	\$35.29	18,966	\$26.83	\$8.46	D
Food Preparation and Serving Related	1,289	\$18.53	224,778	\$14.14	\$4.39	D
Building and Grounds Maintenance	2,911	\$21.29	58,100	\$17.65	\$3.64	F
Personal Care and Service	1,066	\$24.55	70,109	\$16.54	\$8.00	D
Sales and Related	571	\$26.39	283,487	\$23.31	\$3.08	D
Office and Administrative Support	24,158	\$26.10	331,112	\$22.58	\$3.52	D
Farming, Fishing, and Forestry	1,083	\$27.45	13,637	\$18.53	\$8.92	F
Construction and Extraction	3,518	\$36.84	107,661	\$33.34	\$3.50	F
Installation, Maintenance, and Repair	3,041	\$30.10	94,827	\$30.20	-\$0.10	B
Production	394	\$28.04	144,436	\$25.08	\$2.96	D
Transportation and Material Moving	1,791	\$27.88	163,853	\$22.76	\$5.12	F
Weighted Average	-	\$36.25	-	\$29.88	\$6.37	-

WEST VIRGINIA

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	3,151	\$43.90	21,382	\$46.64	-\$2.74	D
Business and Financial Operations	2,296	\$20.01	14,044	\$39.73	-\$19.72	B
Computer and Mathematical	1,200	\$36.03	6,333	\$37.09	-\$1.06	D
Architecture and Engineering	1,257	\$63.91	6,533	\$23.98	\$39.93	D
Life, Physical, and Social Science	1,623	\$27.26	2,258	\$30.78	-\$3.53	C
Community and Social Service	3,764	\$13.89	3,562	\$18.92	-\$5.04	A
Legal	982	\$36.41	3,407	\$39.60	-\$3.19	C
Education, Training, and Library	7,003	\$27.72	3,941	\$23.84	\$3.88	B
Arts, Design, Entertainment, Sports, and Media	366	\$24.09	4,559	\$23.45	\$0.64	B
Healthcare Practitioners and Technical	5,515	\$36.62	36,482	\$36.94	-\$0.32	C
Healthcare Support	1,885	\$15.47	20,469	\$13.62	\$1.85	D
Protective Service	4,817	\$20.05	3,462	\$16.13	\$3.91	A
Food Preparation and Serving Related	503	\$12.83	60,317	\$10.95	\$1.88	C
Building and Grounds Maintenance	1,755	\$15.98	15,236	\$13.47	\$2.51	A
Personal Care and Service	546	\$17.48	18,068	\$12.16	\$5.32	B
Sales and Related	168	\$18.30	69,521	\$16.35	\$1.95	B
Office and Administrative Support	8,811	\$19.49	86,731	\$17.47	\$2.02	B
Farming, Fishing, and Forestry	121	\$20.79	839	\$17.45	\$3.33	C
Construction and Extraction	1,520	\$29.16	40,901	\$26.56	\$2.60	B
Installation, Maintenance, and Repair	1,168	\$23.51	29,976	\$23.06	\$0.45	C
Production	123	\$22.80	37,029	\$21.77	\$1.03	B
Transportation and Material Moving	625	\$21.27	50,338	\$18.75	\$2.51	C
Weighted Average	-	\$26.02	-	\$21.26	\$4.76	-

Public Servants or Privileged Class

WISCONSIN

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	5,676	\$55.01	90,058	\$60.07	-\$5.06	C
Business and Financial Operations	7,514	\$29.71	97,592	\$38.67	-\$8.96	D
Computer and Mathematical	2,808	\$38.61	51,474	\$41.64	-\$3.03	C
Architecture and Engineering	2,288	\$47.81	38,568	\$40.01	\$7.80	C
Life, Physical, and Social Science	3,392	\$36.22	11,107	\$36.85	-\$0.64	D
Community and Social Service	5,492	\$29.29	16,925	\$24.94	\$4.36	C
Legal	1,463	\$46.28	10,229	\$50.61	-\$4.33	B
Education, Training, and Library	24,635	\$44.07	22,076	\$30.50	\$13.57	D
Arts, Design, Entertainment, Sports, and Media	1,167	\$28.23	30,592	\$26.85	\$1.38	D
Healthcare Practitioners and Technical	7,225	\$44.88	127,195	\$45.39	-\$0.51	C
Healthcare Support	3,589	\$29.99	86,870	\$16.01	\$13.98	F
Protective Service	7,837	\$26.63	24,180	\$19.11	\$7.51	D
Food Preparation and Serving Related	912	\$14.70	222,784	\$11.55	\$3.15	D
Building and Grounds Maintenance	2,289	\$18.92	65,265	\$15.70	\$3.22	D
Personal Care and Service	705	\$19.90	65,881	\$13.69	\$6.21	C
Sales and Related	133	\$23.55	263,809	\$21.11	\$2.44	B
Office and Administrative Support	17,450	\$22.82	333,375	\$19.99	\$2.83	C
Farming, Fishing, and Forestry	54	\$21.11	4,876	\$18.06	\$3.05	B
Construction and Extraction	1,708	\$33.12	79,966	\$30.18	\$2.94	C
Installation, Maintenance, and Repair	1,848	\$27.16	89,635	\$26.86	\$0.30	C
Production	543	\$26.32	279,772	\$22.33	\$3.99	D
Transportation and Material Moving	472	\$22.82	176,711	\$20.37	\$2.46	B
Weighted Average	-	\$34.97	-	\$25.05	\$9.92	-

WYOMING

Occupation	State Workers	State Wages & Benefits	Private Workers	Private Wages & Benefits	Difference	Grade
Management	871	\$50.45	8,732	\$51.23	-\$0.78	F
Business and Financial Operations	788	\$23.21	4,744	\$45.09	-\$21.88	A
Computer and Mathematical	212	\$35.52	1,715	\$35.20	\$0.32	F
Architecture and Engineering	371	\$49.19	3,616	\$41.37	\$7.83	C
Life, Physical, and Social Science	1,120	\$27.36	1,396	\$33.72	-\$6.35	C
Community and Social Service	1,184	\$27.52	838	\$25.72	\$1.80	A
Legal	239	\$39.58	1,079	\$40.30	-\$0.72	D
Education, Training, and Library	3,003	\$31.66	632	\$27.61	\$4.05	B
Arts, Design, Entertainment, Sports, and Media	140	\$23.39	2,386	\$23.01	\$0.38	A
Healthcare Practitioners and Technical	972	\$44.54	9,895	\$42.38	\$2.16	F
Healthcare Support	390	\$17.43	4,186	\$13.56	\$3.87	D
Protective Service	1,263	\$27.86	1,486	\$23.48	\$4.38	B
Food Preparation and Serving Related	149	\$12.70	21,530	\$11.88	\$0.82	A
Building and Grounds Maintenance	412	\$18.56	7,237	\$15.86	\$2.69	B
Personal Care and Service	168	\$19.81	5,610	\$14.59	\$5.22	A
Sales and Related	65	\$20.66	22,353	\$18.57	\$2.09	A
Office and Administrative Support	2,425	\$21.42	26,866	\$19.68	\$1.74	A
Farming, Fishing, and Forestry	74	\$20.81	286	\$17.70	\$3.11	B
Construction and Extraction	1,650	\$31.83	27,235	\$28.98	\$2.84	C
Installation, Maintenance, and Repair	836	\$30.46	13,878	\$29.58	\$0.88	D
Production	77	\$30.08	12,822	\$29.32	\$0.75	B
Transportation and Material Moving	293	\$26.25	18,867	\$24.04	\$2.21	B
Weighted Average	-	\$29.94	-	\$25.32	\$4.62	-