

Table 8

State and local government workers: Hourly wage percentiles<sup>1</sup>

Occupation <sup>2</sup>	Wages fall at or below the following percentiles				
	10	25	50	75	90
<b>All workers</b> .....	\$11.61	\$14.45	\$20.16	\$29.05	\$38.35
<b>Management occupations</b> .....	21.15	27.74	35.90	48.25	58.37
General and operations managers .....	28.32	30.45	33.08	49.73	57.64
Legislators .....	13.51	17.33	26.22	32.25	72.10
Administrative services managers .....	18.41	21.06	26.73	28.14	37.61
Computer and information systems managers .....	27.45	36.26	38.79	45.95	52.18
Financial managers .....	29.59	34.00	38.94	52.89	59.14
Human resources managers .....	29.22	29.88	33.65	35.75	49.27
Construction managers .....	20.35	21.15	27.02	35.52	56.20
Education administrators .....	23.60	34.35	40.87	51.87	58.39
Education administrators, elementary and secondary school ..	34.35	34.35	44.89	52.23	59.20
Education administrators, postsecondary .....	17.72	22.01	34.84	48.03	57.86
Medical and health services managers .....	22.27	26.30	43.33	58.57	66.68
Property, real estate, and community association managers .....	10.00	13.99	24.29	24.29	35.15
Social and community service managers .....	22.09	30.64	33.08	36.83	50.96
<b>Business and financial operations occupations</b> .....	14.11	17.10	20.91	26.95	32.69
Buyers and purchasing agents .....	19.70	21.23	26.23	26.95	37.67
Purchasing agents, except wholesale, retail, and farm products .....	19.70	21.23	26.23	26.95	37.67
Compliance officers, except agriculture, construction, health and safety, and transportation .....	12.09	15.89	20.29	23.95	30.98
Human resources, training, and labor relations specialists .....	15.20	16.23	21.39	27.09	32.74
Employment, recruitment, and placement specialists .....	14.48	15.20	15.20	19.20	23.41
Compensation, benefits, and job analysis specialists .....	16.78	20.27	21.80	31.55	44.17
Training and development specialists .....	15.09	19.16	23.56	31.20	37.54
Management analysts .....	16.13	17.71	21.32	25.10	31.87
Accountants and auditors .....	13.90	17.43	21.35	26.97	32.60
Appraisers and assessors of real estate .....	17.10	17.36	18.40	21.38	28.56
Budget analysts .....	17.57	21.16	24.32	32.43	32.57
Tax examiners, collectors, preparers, and revenue agents .....	12.76	12.76	13.61	17.01	19.27
Tax examiners, collectors, and revenue agents .....	12.76	12.76	13.66	17.01	19.27
<b>Computer and mathematical science occupations</b> .....	16.87	19.71	25.84	32.11	37.53
Computer programmers .....	16.91	17.57	25.85	32.90	35.75
Computer software engineers .....	22.07	28.73	35.87	38.40	39.90
Computer software engineers, applications .....	21.63	27.73	35.87	37.43	40.33
Computer support specialists .....	14.53	17.87	21.47	26.57	28.48
Computer systems analysts .....	16.87	18.14	27.74	32.11	34.04
Database administrators .....	16.51	22.96	26.07	34.57	35.66
Network and computer systems administrators .....	16.89	24.21	34.19	42.85	48.01
Network systems and data communications analysts .....	20.42	20.42	20.42	33.04	38.36
<b>Architecture and engineering occupations</b> .....	18.07	21.13	27.69	34.01	40.55
Engineers .....	20.92	26.55	29.68	36.00	42.61
Civil engineers .....	26.63	27.27	31.33	38.35	43.58

See footnotes at end of table.

**Table 8 State and local government workers: Hourly wage percentiles<sup>1</sup> — Continued**

Occupation <sup>2</sup>	Wages fall at or below the following percentiles				
	10	25	50	75	90
<b>Architecture and engineering occupations –Continued</b>					
Environmental engineers .....	\$25.08	\$26.11	\$29.27	\$33.70	\$40.87
Engineering technicians, except drafters .....	15.32	17.29	21.14	24.27	28.39
Civil engineering technicians .....	15.87	17.16	19.32	22.68	25.81
Surveying and mapping technicians .....	14.36	17.73	20.08	23.14	29.04
<b>Life, physical, and social science occupations</b> .....					
Life scientists .....	17.06	21.54	24.95	29.53	34.67
Physical scientists .....	19.58	20.18	23.71	24.38	26.12
Environmental scientists and geoscientists .....	18.75	21.20	26.87	31.22	33.72
Environmental scientists and specialists, including health ..	19.69	22.67	26.97	30.00	33.69
Environmental scientists and specialists, including health ..	19.69	22.12	26.21	30.00	33.72
Psychologists .....	23.56	24.91	29.13	40.21	48.78
Clinical, counseling, and school psychologists .....	23.56	24.91	29.13	40.21	48.78
Urban and regional planners .....	21.54	22.40	25.17	30.00	36.29
Miscellaneous life, physical, and social science technicians .....	15.06	15.06	20.75	25.09	26.77
<b>Community and social services occupations</b> .....					
Counselors .....	14.64	16.71	20.59	26.31	33.19
Substance abuse and behavioral disorder counselors .....	16.83	18.96	23.85	31.38	41.04
Substance abuse and behavioral disorder counselors .....	15.39	16.97	18.58	23.56	23.85
Educational, vocational, and school counselors .....	18.73	24.12	30.34	37.06	46.90
Mental health counselors .....	18.05	18.96	21.12	22.39	23.48
Rehabilitation counselors .....	15.68	16.71	19.50	25.07	30.07
Social workers .....	15.18	17.74	20.95	26.31	31.11
Child, family, and school social workers .....	17.35	22.33	25.76	28.93	36.39
Medical and public health social workers .....	15.04	15.74	19.67	24.64	28.99
Mental health and substance abuse social workers .....	15.39	16.94	19.46	21.47	24.05
Miscellaneous community and social service specialists .....	12.76	14.60	16.47	20.55	23.37
Probation officers and correctional treatment specialists .....	14.11	16.10	17.66	21.69	24.81
Social and human service assistants .....	11.38	13.15	15.43	16.62	20.52
<b>Legal occupations</b> .....					
Lawyers .....	16.00	21.14	29.94	40.94	49.87
Judges, magistrates, and other judicial workers .....	21.64	27.40	33.85	43.80	49.87
Paralegals and legal assistants .....	9.74	18.59	20.71	64.73	64.73
Paralegals and legal assistants .....	12.50	15.45	17.50	27.95	33.02
<b>Education, training, and library occupations</b> .....					
Postsecondary teachers .....	13.48	23.36	29.84	37.29	45.94
Business teachers, postsecondary .....	26.48	31.33	39.75	49.20	61.99
Math and computer teachers, postsecondary .....	35.22	49.90	50.31	58.50	61.44
Mathematical science teachers, postsecondary .....	25.81	32.54	35.95	45.19	64.92
Mathematical science teachers, postsecondary .....	32.54	33.32	40.39	45.19	48.30
Life sciences teachers, postsecondary .....	26.18	35.19	36.99	50.05	62.35
Biological science teachers, postsecondary .....	25.54	35.19	38.75	49.39	62.55
Physical sciences teachers, postsecondary .....	28.42	28.42	38.06	49.17	57.63
Social sciences teachers, postsecondary .....	36.07	40.96	45.38	54.50	67.89
Health teachers, postsecondary .....	27.98	29.65	38.46	45.46	48.08
Health specialties teachers, postsecondary .....	25.55	31.25	39.30	45.46	48.08

See footnotes at end of table.

**Table 8 State and local government workers: Hourly wage percentiles<sup>1</sup> — Continued**

Occupation <sup>2</sup>	Wages fall at or below the following percentiles				
	10	25	50	75	90
<b>Education, training, and library occupations –Continued</b>					
Nursing instructors and teachers, postsecondary .....	\$28.31	\$29.65	\$37.41	\$44.04	\$52.34
Education and library science teachers, postsecondary .....	24.92	26.77	31.30	46.83	49.20
Education teachers, postsecondary .....	24.92	26.77	31.30	46.83	49.20
Law, criminal justice, and social work teachers, postsecondary .....	36.22	45.39	46.39	83.34	83.34
Arts, communications, and humanities teachers, postsecondary .....	32.64	37.94	40.38	49.64	68.01
English language and literature teachers, postsecondary ....	31.28	31.28	41.47	44.35	56.78
Miscellaneous postsecondary teachers .....	23.43	29.17	34.99	45.02	55.26
Vocational education teachers, postsecondary .....	19.35	22.04	22.04	26.10	29.17
Primary, secondary, and special education school teachers .....	23.70	26.66	31.04	37.29	44.43
Preschool and kindergarten teachers .....	23.37	25.68	30.65	38.32	45.35
Preschool teachers, except special education .....	17.78	25.61	34.93	44.38	44.38
Kindergarten teachers, except special education .....	23.37	25.68	30.15	37.90	45.49
Elementary and middle school teachers .....	23.38	26.25	31.04	36.62	42.51
Elementary school teachers, except special education .....	23.20	26.19	30.52	36.71	42.39
Middle school teachers, except special and vocational education .....	24.16	26.25	31.49	36.45	43.49
Secondary school teachers .....	25.13	27.56	30.54	38.32	46.98
Secondary school teachers, except special and vocational education .....	25.29	27.81	30.54	38.79	47.98
Vocational education teachers, secondary school .....	25.01	26.51	30.07	36.78	43.88
Special education teachers .....	23.44	26.31	31.24	37.48	45.74
Special education teachers, preschool, kindergarten, and elementary school .....	22.78	25.83	31.99	39.95	47.55
Special education teachers, middle school .....	20.31	26.31	31.81	35.73	38.75
Special education teachers, secondary school .....	24.92	29.47	31.24	31.24	43.76
Other teachers and instructors .....	9.52	14.66	23.44	30.51	36.47
Adult literacy, remedial education, and GED teachers and instructors .....	19.40	20.12	21.54	21.54	22.98
Self-enrichment education teachers .....	20.00	25.87	29.95	35.91	35.91
Librarians .....	20.04	22.44	29.01	38.19	50.03
Library technicians .....	11.96	12.79	14.33	17.26	20.56
Instructional coordinators .....	24.98	28.62	32.76	39.62	45.89
Teacher assistants .....	10.58	11.67	12.99	15.67	17.65
<b>Arts, design, entertainment, sports, and media occupations .....</b>					
Public relations specialists .....	14.56	16.33	19.86	24.29	25.10
Public relations specialists .....	21.18	23.36	25.10	36.39	36.39
<b>Healthcare practitioner and technical occupations .....</b>					
Dietitians and nutritionists .....	12.38	16.93	22.54	28.73	33.40
Registered nurses .....	12.98	15.17	18.92	20.80	20.80
Registered nurses .....	20.33	22.97	27.05	30.38	35.14
Therapists .....	19.57	24.81	29.09	31.96	41.22
Speech-language pathologists .....	25.68	26.61	31.49	40.09	48.91
Clinical laboratory technologists and technicians .....	16.66	21.93	23.06	26.75	28.38

See footnotes at end of table.

**Table 8 State and local government workers: Hourly wage percentiles<sup>1</sup> — Continued**

Occupation <sup>2</sup>	Wages fall at or below the following percentiles				
	10	25	50	75	90
<b>Healthcare practitioner and technical occupations –Continued</b>					
Diagnostic related technologists and technicians .....	\$11.18	\$22.24	\$26.81	\$31.28	\$41.69
Radiologic technologists and technicians .....	20.92	23.39	26.81	29.22	33.40
Emergency medical technicians and paramedics .....	8.73	10.18	14.19	17.86	22.02
Health diagnosing and treating practitioner support technicians	10.47	11.95	12.83	15.68	20.09
Pharmacy technicians .....	11.29	11.68	14.90	22.42	23.44
Psychiatric technicians .....	9.66	11.84	12.06	13.57	15.97
Licensed practical and licensed vocational nurses .....	12.38	14.42	17.88	19.26	20.47
Medical records and health information technicians .....	11.25	12.90	16.42	20.11	20.27
Occupational health and safety specialists and technicians .....	14.13	14.13	20.00	21.80	30.61
Occupational health and safety specialists .....	14.13	14.13	20.00	21.80	30.61
<b>Healthcare support occupations</b> .....					
Nursing, psychiatric, and home health aides .....	9.32	10.27	11.47	13.05	15.22
Nursing, psychiatric, and home health aides .....	9.26	9.99	11.05	11.95	12.98
Home health aides .....	9.31	9.31	9.81	12.02	13.35
Nursing aides, orderlies, and attendants .....	9.00	10.01	10.88	11.75	13.18
Miscellaneous healthcare support occupations .....	9.71	11.38	13.69	15.87	18.51
Medical assistants .....	10.34	12.16	13.75	15.87	17.95
<b>Protective service occupations</b> .....					
First-line supervisors/managers, law enforcement workers .....	12.95	15.11	18.95	25.67	33.65
First-line supervisors/managers of correctional officers .....	17.85	22.49	33.05	44.35	50.54
First-line supervisors/managers of police and detectives .....	14.25	17.14	18.92	29.90	43.64
First-line supervisors/managers of police and detectives .....	20.90	26.51	34.77	45.83	51.20
First-line supervisors/managers of fire fighting and prevention					
workers .....	17.39	20.00	23.63	34.64	42.78
Fire fighters .....	12.01	14.12	17.37	21.96	28.23
Bailiffs, correctional officers, and jailers .....	12.77	13.82	15.20	18.05	21.89
Correctional officers and jailers .....	12.77	13.82	15.20	18.05	21.89
Detectives and criminal investigators .....	15.64	17.42	21.54	28.06	33.86
Parking enforcement workers .....	11.61	11.61	15.18	19.50	21.93
Police officers .....	15.26	17.69	22.38	27.69	33.63
Police and sheriff's patrol officers .....	15.26	17.69	22.38	27.69	33.63
Security guards and gaming surveillance officers .....	10.41	11.44	13.14	14.42	16.07
Security guards .....	10.41	11.44	13.14	14.42	16.07
Miscellaneous protective service workers .....	8.09	9.25	12.95	17.88	22.07
Crossing guards .....	7.74	10.02	15.26	15.26	19.82
Lifeguards, ski patrol, and other recreational protective					
service workers .....	9.25	9.80	10.88	16.56	22.73
<b>Food preparation and serving related occupations</b> .....					
First-line supervisors/managers, food preparation and serving					
workers .....	9.30	10.50	11.95	14.89	17.58
First-line supervisors/managers of food preparation and					
serving workers .....	11.98	12.61	15.67	19.93	23.04
First-line supervisors/managers of food preparation and					
serving workers .....	11.98	12.61	15.67	19.93	23.04
Cooks .....	9.24	10.20	12.00	14.46	17.53
Cooks, institution and cafeteria .....	9.24	10.20	11.92	14.41	17.49

See footnotes at end of table.

**Table 8 State and local government workers: Hourly wage percentiles<sup>1</sup> — Continued**

Occupation <sup>2</sup>	Wages fall at or below the following percentiles				
	10	25	50	75	90
<b>Food preparation and serving related occupations –Continued</b>					
Food service, tipped .....	\$9.67	\$10.09	\$10.97	\$11.93	\$15.09
Dining room and cafeteria attendants and bartender helpers ..	10.02	10.39	10.97	11.93	15.09
Fast food and counter workers .....	8.74	10.45	10.59	11.83	14.89
Combined food preparation and serving workers, including fast food .....	10.23	10.45	10.70	12.06	14.89
Counter attendants, cafeteria, food concession, and coffee shop .....	7.52	7.52	7.52	10.15	12.39
<b>Building and grounds cleaning and maintenance occupations</b>					
First-line supervisors/managers, building and grounds cleaning and maintenance workers .....	9.24	10.28	12.21	13.52	17.30
First-line supervisors/managers of housekeeping and janitorial workers .....	11.05	14.75	18.34	20.52	24.14
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers .....	10.64	14.25	17.31	20.28	21.87
Building cleaning workers .....	14.75	16.47	20.33	24.14	24.14
Janitors and cleaners, except maids and housekeeping cleaners .....	9.07	10.01	11.58	12.98	14.90
Maids and housekeeping cleaners .....	9.24	10.20	11.75	13.09	15.11
Grounds maintenance workers .....	8.00	9.25	10.71	11.90	13.53
Landscaping and groundskeeping workers .....	9.40	11.23	12.24	15.11	17.50
Landscaping and groundskeeping workers .....	9.68	11.38	12.26	15.25	17.85
<b>Personal care and service occupations</b>					
First-line supervisors/managers of personal service workers .....	7.85	9.45	11.71	16.36	20.97
Miscellaneous entertainment attendants and related workers .....	10.00	11.30	12.25	18.70	20.97
Amusement and recreation attendants .....	7.25	7.25	7.34	9.00	10.73
Transportation attendants .....	7.25	7.25	7.34	9.00	10.73
Transportation attendants, except flight attendants and baggage porters .....	8.76	9.50	11.35	14.30	26.29
Child care workers .....	8.76	9.50	11.35	14.30	26.29
Recreation and fitness workers .....	7.55	9.45	12.75	15.01	18.49
Recreation workers .....	7.85	9.71	11.71	17.67	22.49
Recreation workers .....	7.85	9.68	11.71	16.69	22.70
<b>Sales and related occupations</b>					
Retail sales workers .....	10.05	11.97	15.63	22.64	28.51
Cashiers, all workers .....	9.64	10.88	13.47	15.38	18.79
Cashiers .....	9.75	11.13	14.23	15.38	18.79
Cashiers .....	9.75	11.13	14.23	15.38	18.79
<b>Office and administrative support occupations</b>					
First-line supervisors/managers of office and administrative support workers .....	11.06	12.85	15.32	18.45	22.02
Financial clerks .....	14.42	15.02	18.35	22.75	26.49
Billing and posting clerks and machine operators .....	12.34	14.61	16.81	19.02	22.03
Bookkeeping, accounting, and auditing clerks .....	11.39	12.06	15.03	16.79	20.29
Payroll and timekeeping clerks .....	12.40	14.88	17.50	19.50	21.91
Payroll and timekeeping clerks .....	12.19	14.39	16.72	20.71	23.65

See footnotes at end of table.

**Table 8 State and local government workers: Hourly wage percentiles<sup>1</sup> — Continued**

Occupation <sup>2</sup>	Wages fall at or below the following percentiles				
	10	25	50	75	90
<b>Office and administrative support occupations –Continued</b>					
Procurement clerks .....	\$13.64	\$16.56	\$16.56	\$16.82	\$25.31
Court, municipal, and license clerks .....	11.61	12.68	14.73	17.57	23.28
Customer service representatives .....	12.28	13.23	14.33	16.27	17.88
Eligibility interviewers, government programs .....	11.78	13.50	15.57	18.02	21.00
File clerks .....	9.75	11.00	12.34	17.81	18.83
Library assistants, clerical .....	8.05	10.97	12.58	14.37	15.60
Human resources assistants, except payroll and timekeeping .....	11.62	12.22	15.25	19.33	20.69
Receptionists and information clerks .....	9.25	11.63	12.62	14.50	19.19
Dispatchers .....	11.80	13.26	14.94	17.50	20.46
Police, fire, and ambulance dispatchers .....	11.63	13.27	14.94	17.50	20.61
Meter readers, utilities .....	10.40	10.66	14.00	16.58	18.90
Secretaries and administrative assistants .....	12.17	14.30	16.25	19.77	23.54
Executive secretaries and administrative assistants .....	12.75	14.75	17.16	21.58	24.77
Legal secretaries .....	10.80	12.02	15.97	17.91	20.19
Secretaries, except legal, medical, and executive .....	11.68	14.43	16.25	18.13	20.88
Computer operators .....	14.13	15.93	19.26	21.18	23.69
Data entry and information processing workers .....	9.91	11.99	14.35	19.89	19.89
Data entry keyers .....	13.11	13.98	14.35	19.89	19.89
Word processors and typists .....	9.62	10.08	11.67	15.14	29.09
Office clerks, general .....	10.00	11.75	13.53	16.37	20.23
<b>Construction and extraction occupations .....</b>	<b>11.71</b>	<b>13.85</b>	<b>17.73</b>	<b>23.31</b>	<b>29.14</b>
First-line supervisors/managers of construction trades and extraction workers .....	17.95	21.52	23.90	28.98	31.49
Construction laborers .....	10.05	10.41	12.49	13.69	14.66
Construction equipment operators .....	11.41	12.48	14.97	17.74	21.45
Operating engineers and other construction equipment operators .....	11.41	13.66	14.97	18.00	22.03
Electricians .....	19.66	20.02	25.23	29.14	29.23
Pipelayers, plumbers, pipefitters, and steamfitters .....	13.82	15.75	20.92	27.32	29.34
Plumbers, pipefitters, and steamfitters .....	14.68	18.40	21.42	29.34	29.34
Construction and building inspectors .....	15.96	18.66	22.74	27.81	33.11
Highway maintenance workers .....	11.38	12.31	13.85	16.70	18.52
Septic tank servicers and sewer pipe cleaners .....	13.58	14.33	15.37	21.13	27.26
<b>Installation, maintenance, and repair occupations .....</b>	<b>13.10</b>	<b>14.82</b>	<b>18.20</b>	<b>21.24</b>	<b>27.06</b>
First-line supervisors/managers of mechanics, installers, and repairers .....	13.57	18.60	23.55	28.00	30.76
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers .....	12.72	16.89	19.24	29.30	33.30
Automotive technicians and repairers .....	13.36	14.34	16.05	19.91	24.32
Automotive service technicians and mechanics .....	13.28	14.33	15.91	19.91	24.64
Bus and truck mechanics and diesel engine specialists .....	12.14	13.28	15.64	30.16	30.53
Control and valve installers and repairers .....	13.26	14.88	16.41	23.44	26.27

See footnotes at end of table.

**Table 8 State and local government workers: Hourly wage percentiles<sup>1</sup> — Continued**

Occupation <sup>2</sup>	Wages fall at or below the following percentiles				
	10	25	50	75	90
<b>Installation, maintenance, and repair occupations –Continued</b>					
Control and valve installers and repairers, except mechanical door .....	\$13.26	\$14.88	\$16.41	\$23.44	\$26.27
Industrial machinery installation, repair, and maintenance workers .....	12.72	14.82	17.35	19.62	23.18
Maintenance and repair workers, general .....	12.72	14.82	17.12	19.37	23.18
Miscellaneous installation, maintenance, and repair workers .....	11.77	13.10	16.27	22.29	26.78
<b>Production occupations</b> .....	13.36	15.04	17.41	21.85	25.48
First-line supervisors/managers of production and operating workers .....	14.93	15.23	19.53	25.48	27.35
Water and liquid waste treatment plant and system operators .....	13.36	15.25	17.22	21.85	23.54
<b>Transportation and material moving occupations</b> .....	10.55	12.68	14.94	18.22	22.25
Bus drivers .....	11.64	12.75	14.91	17.47	22.01
Bus drivers, transit and intercity .....	10.55	12.24	19.15	24.19	26.94
Bus drivers, school .....	11.87	12.75	14.62	16.66	20.93
Driver/sales workers and truck drivers .....	13.67	14.34	16.16	18.76	21.65
Truck drivers, heavy and tractor-trailer .....	13.67	14.65	16.61	19.24	21.65
Laborers and material movers, hand .....	7.25	8.23	9.68	14.02	15.21
Laborers and freight, stock, and material movers, hand .....	7.25	8.23	9.64	14.02	15.21
Refuse and recyclable material collectors .....	7.75	10.09	12.66	15.94	17.85

<sup>1</sup> Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. For more information, see chapter 8 of the Handbook of Methods, at [http://www.bls.gov/opub/hom/homch8\\_a.htm](http://www.bls.gov/opub/hom/homch8_a.htm).

<sup>2</sup> The NCS uses the 2000 Standard Occupational Classification coding structure, which defines more than 800 unique occupations, to match jobs sampled by the

survey. Military occupations are excluded from the survey.

NOTE: Dashes indicate that data did not meet publication criteria. Broad occupational groups may include data for subordinate occupational groups not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.