

Table 21

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> .....	\$11.64	\$15.35	\$22.04	\$32.53	\$44.48
<b>Management occupations</b> .....	21.64	29.57	39.36	51.04	62.13
Chief executives .....	23.60	42.30	54.94	70.55	89.83
General and operations managers .....	22.65	27.93	34.67	51.63	63.50
Legislators .....	11.56	16.94	25.72	33.75	42.50
Public relations managers .....	19.52	23.58	34.04	50.25	50.25
Administrative services managers .....	23.43	27.94	35.26	43.23	48.78
Computer and information systems managers .....	28.68	33.24	44.71	52.11	67.73
Financial managers .....	23.00	32.70	43.91	50.67	60.95
Human resources managers .....	23.24	29.33	34.98	45.10	57.52
Compensation and benefits managers .....	26.90	28.77	34.98	48.03	49.27
Training and development managers .....	22.34	24.60	33.38	33.59	57.52
Purchasing managers .....	22.73	23.38	29.17	34.59	44.10
Transportation, storage, and distribution managers .....	24.85	32.36	42.76	46.83	53.48
Construction managers .....	21.98	29.58	36.83	44.43	49.12
Education administrators .....	25.55	35.49	44.77	53.77	62.66
Education administrators, preschool and child care center/program .....	15.95	16.96	28.19	29.47	39.11
Education administrators, elementary and secondary school ..	33.72	39.36	47.81	54.65	62.40
Education administrators, postsecondary .....	21.55	25.55	35.75	52.14	69.71
Engineering managers .....	38.82	41.39	54.07	58.31	62.13
Food service managers .....	18.47	20.37	27.42	31.36	34.29
Medical and health services managers .....	23.93	31.25	41.08	52.48	91.35
Natural sciences managers .....	23.41	25.12	35.83	54.14	55.30
Property, real estate, and community association managers .....	16.23	23.58	27.27	31.14	34.45
Social and community service managers .....	22.71	30.08	34.71	38.98	46.11
<b>Business and financial operations occupations</b> .....	16.54	19.91	24.54	30.77	38.39
Buyers and purchasing agents .....	19.70	21.27	25.46	30.77	37.67
Purchasing agents, except wholesale, retail, and farm products .....	17.47	21.27	25.46	30.77	37.67
Claims adjusters, appraisers, examiners, and investigators .....	18.77	22.41	27.99	31.41	35.69
Claims adjusters, examiners, and investigators .....	18.77	22.41	27.99	31.41	35.69
Compliance officers, except agriculture, construction, health and safety, and transportation .....	14.30	18.70	21.70	27.47	31.71
Emergency management specialists .....	20.90	22.26	43.52	45.95	45.95
Human resources, training, and labor relations specialists .....	15.20	19.04	23.73	32.20	42.59
Employment, recruitment, and placement specialists .....	13.21	15.17	16.06	20.91	26.72
Compensation, benefits, and job analysis specialists .....	19.26	21.80	24.39	34.57	40.64
Training and development specialists .....	17.00	20.31	25.88	34.21	45.21
Management analysts .....	18.21	20.67	25.00	32.46	39.54
Meeting and convention planners .....	21.51	22.80	24.64	31.57	37.50
Accountants and auditors .....	18.09	20.42	24.93	29.93	38.88
Appraisers and assessors of real estate .....	11.36	16.60	21.45	29.51	35.64
Budget analysts .....	21.75	23.58	27.73	31.26	37.67
Financial analysts and advisors .....	18.54	20.92	26.74	29.68	34.97

See footnotes at end of table.

**Table 21 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>Business and financial operations occupations –Continued</b>					
Financial analysts .....	\$20.21	\$21.57	\$29.68	\$34.97	\$37.22
Insurance underwriters .....	14.40	19.48	26.14	26.74	27.87
Financial examiners .....	18.62	21.17	25.83	40.20	43.57
Loan counselors and officers .....	17.38	21.00	23.49	24.62	31.96
Loan counselors .....	17.38	21.00	23.49	24.62	31.96
Tax examiners, collectors, preparers, and revenue agents .....	12.89	15.16	20.69	27.25	33.84
Tax examiners, collectors, and revenue agents .....	12.89	15.19	20.72	27.25	33.84
<b>Computer and mathematical science occupations .....</b>					
Computer programmers .....	18.74	22.28	27.56	34.94	40.57
Computer software engineers .....	20.67	25.20	29.64	36.06	40.42
Computer software engineers, applications .....	19.47	25.12	34.24	37.05	41.24
Computer software engineers, systems software .....	19.47	19.47	33.85	36.43	40.23
Computer software engineers, systems software .....	26.80	34.24	34.24	38.18	41.24
Computer support specialists .....	16.25	20.08	23.53	26.48	31.05
Computer systems analysts .....	20.38	26.49	32.91	39.28	45.03
Database administrators .....	22.04	25.53	31.02	35.31	39.18
Network and computer systems administrators .....	17.97	23.12	27.59	34.92	42.51
Network systems and data communications analysts .....	21.11	22.71	28.84	35.61	41.35
Operations research analysts .....	26.61	26.61	26.61	27.51	34.21
Statisticians .....	13.05	15.87	22.46	29.16	29.16
<b>Architecture and engineering occupations .....</b>					
Architects, except naval .....	18.56	23.70	31.29	38.46	46.62
Architects, except landscape and naval .....	30.39	32.26	35.41	42.70	47.60
Architects, except landscape and naval .....	32.26	32.26	42.64	42.70	47.60
Surveyors, cartographers, and photogrammetrists .....	21.37	24.98	25.97	34.04	46.62
Surveyors .....	23.27	25.97	34.04	46.62	46.72
Engineers .....	25.19	30.00	33.99	42.12	48.24
Civil engineers .....	25.97	30.02	34.95	42.36	47.99
Electrical and electronics engineers .....	27.53	31.63	38.70	43.88	52.52
Electrical engineers .....	27.53	28.44	33.75	38.70	46.20
Environmental engineers .....	23.12	26.98	33.33	40.97	50.43
Industrial engineers, including health and safety .....	20.92	33.39	41.06	41.95	54.69
Drafters .....	16.90	20.38	26.22	30.00	39.40
Architectural and civil drafters .....	16.90	21.00	26.22	39.40	39.40
Engineering technicians, except drafters .....	15.71	18.56	22.82	27.11	31.98
Civil engineering technicians .....	14.35	17.39	22.38	26.46	29.07
Electrical and electronic engineering technicians .....	20.50	22.37	28.39	34.95	38.82
Surveying and mapping technicians .....	14.93	17.27	22.05	26.61	29.04
<b>Life, physical, and social science occupations .....</b>					
Life scientists .....	16.50	20.44	26.20	34.33	45.01
Life scientists .....	17.23	20.02	24.31	28.82	36.06
Agricultural and food scientists .....	16.05	16.10	17.23	17.66	20.86
Biological scientists .....	19.71	22.55	25.33	29.76	35.35
Biochemists and biophysicists .....	18.01	19.71	23.60	28.82	28.82
Zoologists and wildlife biologists .....	20.70	22.96	24.31	25.74	33.60

See footnotes at end of table.

**Table 21 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>Life, physical, and social science occupations –Continued</b>					
Conservation scientists and foresters .....	\$18.94	\$23.16	\$25.94	\$29.91	\$35.64
Conservation scientists .....	18.94	22.16	25.02	28.90	33.34
Foresters .....	24.31	28.90	28.90	52.54	60.13
Medical scientists .....	18.73	20.52	24.59	26.85	37.47
Physical scientists .....	20.49	24.29	28.31	36.06	46.44
Chemists and materials scientists .....	23.03	28.20	28.20	30.98	34.49
Chemists .....	23.03	28.20	28.20	30.98	34.49
Environmental scientists and geoscientists .....	19.71	23.42	29.01	37.39	43.83
Environmental scientists and specialists, including health ..	19.47	23.14	29.26	40.28	43.83
Psychologists .....	26.08	29.70	38.14	45.97	57.18
Clinical, counseling, and school psychologists .....	25.74	29.68	37.71	45.93	57.18
Urban and regional planners .....	22.98	24.43	31.26	40.49	52.90
Miscellaneous social scientists and related workers .....	11.39	12.57	16.94	26.70	39.61
Agricultural and food science technicians .....	9.02	10.36	14.28	20.14	23.29
Biological technicians .....	13.87	17.60	20.82	25.55	26.57
Chemical technicians .....	16.98	19.09	23.67	24.52	26.15
Social science research assistants .....	7.56	7.56	12.75	15.48	19.65
Miscellaneous life, physical, and social science technicians .....	13.68	16.50	19.50	25.26	33.70
Environmental science and protection technicians, including health .....	14.22	17.35	21.54	27.95	33.78
Forensic science technicians .....	19.69	22.80	26.24	30.98	41.72
Forest and conservation technicians .....	8.84	14.21	17.25	18.95	22.78
<b>Community and social services occupations .....</b>	<b>15.05</b>	<b>17.65</b>	<b>22.21</b>	<b>30.39</b>	<b>40.68</b>
Counselors .....	17.12	20.92	27.97	39.01	50.79
Substance abuse and behavioral disorder counselors .....	14.93	17.16	22.07	39.22	50.44
Educational, vocational, and school counselors .....	19.05	24.31	34.74	44.32	56.92
Mental health counselors .....	15.51	17.31	18.96	24.59	30.61
Rehabilitation counselors .....	15.68	18.40	22.32	27.14	31.06
Social workers .....	15.14	17.53	21.48	28.13	35.10
Child, family, and school social workers .....	15.52	17.96	22.10	29.80	38.36
Medical and public health social workers .....	14.48	16.16	19.57	22.79	30.16
Mental health and substance abuse social workers .....	14.00	16.39	19.83	26.26	32.72
Miscellaneous community and social service specialists .....	13.75	16.05	20.33	25.51	32.52
Health educators .....	18.35	19.24	23.54	27.40	33.61
Probation officers and correctional treatment specialists .....	15.17	18.17	23.27	28.74	36.27
Social and human service assistants .....	11.89	14.21	16.75	20.42	23.47
Clergy .....	21.13	23.89	27.10	29.14	31.11
<b>Legal occupations .....</b>	<b>17.17</b>	<b>23.01</b>	<b>31.36</b>	<b>44.46</b>	<b>62.08</b>
Lawyers .....	23.54	28.85	37.66	49.24	61.86
Judges, magistrates, and other judicial workers .....	24.49	31.50	44.33	62.75	76.92
Administrative law judges, adjudicators, and hearing officers .....	25.00	31.28	34.76	45.19	62.75
Judges, magistrate judges, and magistrates .....	24.49	39.95	62.08	75.11	88.66
Paralegals and legal assistants .....	14.01	17.79	23.01	25.25	31.36

See footnotes at end of table.

**Table 21 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>Legal occupations –Continued</b>					
Miscellaneous legal support workers .....	\$16.00	\$17.48	\$20.57	\$26.18	\$32.73
Court reporters .....	13.95	16.82	24.62	28.93	41.69
Law clerks .....	18.29	19.26	22.39	25.87	30.78
<b>Education, training, and library occupations</b>					
Postsecondary teachers .....	13.17	23.62	32.79	43.36	56.07
Business teachers, postsecondary .....	24.00	32.51	43.77	59.34	78.21
Math and computer teachers, postsecondary .....	34.45	52.27	67.80	72.63	74.73
Computer science teachers, postsecondary .....	30.13	33.78	39.88	55.63	64.83
Mathematical science teachers, postsecondary .....	25.24	35.15	61.55	73.98	112.45
Engineering and architecture teachers, postsecondary .....	30.23	33.78	39.05	48.43	59.52
Engineering teachers, postsecondary .....	28.85	34.17	53.58	68.45	78.03
Life sciences teachers, postsecondary .....	27.21	34.01	53.06	68.96	81.02
Biological science teachers, postsecondary .....	20.86	28.85	39.52	60.49	77.62
Physical sciences teachers, postsecondary .....	19.76	27.55	36.54	59.74	84.38
Chemistry teachers, postsecondary .....	31.76	37.80	46.96	58.65	66.64
Physics teachers, postsecondary .....	32.12	42.82	49.93	58.81	67.34
Social sciences teachers, postsecondary .....	34.64	37.78	40.81	58.65	65.71
Economics teachers, postsecondary .....	33.02	34.34	43.85	57.62	78.65
Political science teachers, postsecondary .....	34.34	54.41	57.94	79.72	95.28
Psychology teachers, postsecondary .....	33.02	33.17	38.16	40.96	49.53
Sociology teachers, postsecondary .....	33.68	40.18	43.85	43.85	45.48
Health teachers, postsecondary .....	36.54	41.80	52.39	72.31	76.10
Health specialties teachers, postsecondary .....	26.91	32.50	45.00	68.97	94.57
Nursing instructors and teachers, postsecondary .....	29.81	41.26	50.15	94.57	110.14
Education and library science teachers, postsecondary .....	26.05	27.89	35.04	40.67	54.01
Education teachers, postsecondary .....	25.28	27.18	33.88	46.95	76.82
Law, criminal justice, and social work teachers, postsecondary .....	25.28	27.18	33.88	46.95	76.82
Criminal justice and law enforcement teachers, postsecondary .....	41.27	61.23	89.81	110.08	130.29
Law teachers, postsecondary .....	32.20	32.20	53.88	53.88	75.79
Social work teachers, postsecondary .....	69.79	82.06	95.71	130.29	130.29
Arts, communications, and humanities teachers, postsecondary .....	35.36	36.86	41.27	45.30	45.30
Art, drama, and music teachers, postsecondary .....	25.74	35.11	45.62	54.24	67.67
Communications teachers, postsecondary .....	29.62	35.07	44.03	55.33	69.15
English language and literature teachers, postsecondary ....	33.45	33.45	40.88	41.92	48.93
Foreign language and literature teachers, postsecondary ....	13.50	31.28	41.67	48.16	62.33
History teachers, postsecondary .....	29.04	38.24	52.86	58.61	66.09
Miscellaneous postsecondary teachers .....	37.30	37.52	46.45	60.00	73.83
Graduate teaching assistants .....	20.40	27.88	38.49	51.10	64.95
Recreation and fitness studies teachers, postsecondary .....	12.02	12.02	12.02	14.42	16.42
Vocational education teachers, postsecondary .....	18.00	28.87	37.39	43.72	48.95
Primary, secondary, and special education school teachers .....	21.50	21.99	26.71	37.93	52.26
	24.79	29.37	35.39	44.04	54.19

See footnotes at end of table.

**Table 21 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>					
Preschool and kindergarten teachers .....	\$22.75	\$26.31	\$32.27	\$40.09	\$50.42
Preschool teachers, except special education .....	13.89	20.46	27.91	36.54	44.09
Kindergarten teachers, except special education .....	24.28	28.04	33.54	41.21	52.14
Elementary and middle school teachers .....	24.60	29.16	35.34	43.95	54.32
Elementary school teachers, except special education .....	24.28	28.84	35.27	43.96	54.28
Middle school teachers, except special and vocational education .....	25.47	30.13	35.47	43.85	54.66
Secondary school teachers .....	25.58	29.71	35.77	44.13	53.79
Secondary school teachers, except special and vocational education .....	25.62	29.77	35.77	44.16	54.18
Vocational education teachers, secondary school .....	25.18	28.80	35.97	43.72	49.65
Special education teachers .....	24.93	29.81	35.86	45.21	55.77
Special education teachers, preschool, kindergarten, and elementary school .....	24.47	28.96	35.50	45.63	55.61
Special education teachers, middle school .....	27.36	32.06	36.38	44.63	55.57
Special education teachers, secondary school .....	25.85	30.71	36.43	44.89	57.55
Other teachers and instructors .....	10.63	17.50	33.18	50.82	62.25
Adult literacy, remedial education, and GED teachers and instructors .....	16.55	22.00	29.78	37.69	48.53
Self-enrichment education teachers .....	17.50	24.85	32.94	43.49	52.28
Archivists, curators, and museum technicians .....	13.23	17.45	24.41	36.03	38.52
Archivists .....	15.58	17.45	36.03	38.52	38.52
Curators .....	14.75	18.31	19.89	31.77	33.18
Librarians .....	15.70	21.66	25.78	35.03	44.20
Library technicians .....	11.04	12.93	14.97	19.09	24.14
Farm and home management advisors .....	16.18	17.14	20.38	25.24	25.24
Instructional coordinators .....	23.07	26.57	32.78	41.13	49.14
Teacher assistants .....	9.73	11.03	13.03	15.77	19.26
<b>Arts, design, entertainment, sports, and media occupations .....</b>					
Designers .....	14.48	17.33	21.70	25.53	35.31
Graphic designers .....	20.79	24.24	28.15	39.03	46.02
Actors, producers, and directors .....	20.79	24.24	28.15	39.03	46.02
Producers and directors .....	15.80	15.80	17.98	24.76	29.50
Athletes, coaches, umpires, and related workers .....	15.80	15.80	17.98	24.76	29.50
Coaches and scouts .....	9.57	14.85	19.32	29.99	46.53
Umpires, referees, and other sports officials .....	13.15	17.75	20.54	30.29	50.42
Public relations specialists .....	7.00	8.00	10.00	15.00	19.98
Writers and editors .....	16.31	17.91	25.06	29.57	37.37
Miscellaneous media and communication workers .....	20.95	22.30	24.26	26.62	36.58
Interpreters and translators .....	10.07	12.75	20.19	25.53	35.31
Broadcast and sound engineering technicians and radio operators .....	10.00	12.00	21.38	25.53	35.31
Audio and video equipment technicians .....	15.08	17.18	20.59	21.79	23.74
	16.34	17.18	20.59	23.61	24.85

See footnotes at end of table.

**Table 21 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</b> .....	\$14.17	\$18.54	\$25.21	\$32.98	\$44.45
Dietitians and nutritionists .....	15.06	17.12	20.34	27.98	29.94
Pharmacists .....	43.94	50.15	52.26	55.60	56.41
Physicians and surgeons .....	11.80	18.86	25.88	79.39	98.25
Psychiatrists .....	32.98	74.37	78.31	84.13	99.02
Registered nurses .....	21.62	25.09	29.41	36.00	44.12
Therapists .....	24.75	28.62	34.17	41.55	51.81
Occupational therapists .....	28.26	30.79	35.07	45.00	57.97
Physical therapists .....	27.75	33.36	36.65	40.18	46.18
Recreational therapists .....	12.72	14.20	19.41	28.93	32.61
Respiratory therapists .....	23.62	26.32	28.62	28.64	31.07
Speech-language pathologists .....	26.88	32.21	37.63	45.39	54.19
Clinical laboratory technologists and technicians .....	15.00	17.27	21.52	23.69	28.01
Medical and clinical laboratory technologists .....	15.45	20.00	23.41	27.70	29.03
Medical and clinical laboratory technicians .....	12.00	16.71	20.17	22.54	23.69
Diagnostic related technologists and technicians .....	17.91	21.50	26.03	29.82	36.43
Cardiovascular technologists and technicians .....	12.91	12.91	18.39	22.98	22.98
Radiologic technologists and technicians .....	19.26	21.51	26.39	28.83	33.88
Emergency medical technicians and paramedics .....	9.94	13.07	17.07	22.14	26.48
Health diagnosing and treating practitioner support technicians	11.58	13.00	15.53	21.09	26.80
Pharmacy technicians .....	11.58	12.62	14.80	17.37	21.09
Psychiatric technicians .....	10.80	12.49	19.23	24.63	28.89
Surgical technologists .....	14.74	15.77	16.71	18.62	19.74
Veterinary technologists and technicians .....	12.83	13.77	15.00	15.84	16.36
Licensed practical and licensed vocational nurses .....	13.45	14.47	17.32	20.07	23.00
Medical records and health information technicians .....	11.40	14.00	16.91	18.84	22.70
Miscellaneous health technologists and technicians .....	11.30	15.00	20.52	21.06	21.80
Occupational health and safety specialists and technicians .....	15.35	17.63	23.12	30.57	34.28
Occupational health and safety specialists .....	16.04	17.55	22.89	29.57	34.28
Miscellaneous healthcare practitioner and technical workers .....	14.08	15.39	17.31	19.23	21.19
Athletic trainers .....	14.08	15.39	17.31	19.23	21.19
<b>Healthcare support occupations</b> .....	9.09	10.33	12.73	16.27	19.69
Nursing, psychiatric, and home health aides .....	8.83	10.00	12.02	15.71	18.79
Home health aides .....	8.58	9.32	9.95	12.53	15.89
Nursing aides, orderlies, and attendants .....	8.47	9.80	11.36	14.23	17.82
Psychiatric aides .....	9.96	11.70	14.65	17.60	20.58
Occupational therapist assistants and aides .....	10.85	14.91	17.32	24.29	25.21
Physical therapist assistants and aides .....	13.24	13.71	22.71	25.58	29.99
Miscellaneous healthcare support occupations .....	10.00	11.54	13.67	16.55	22.18
Dental assistants .....	11.04	14.10	15.90	17.16	22.73
Medical assistants .....	10.84	12.66	13.67	15.44	18.42
Medical equipment preparers .....	11.00	12.42	13.87	16.70	22.96
Medical transcriptionists .....	10.33	10.33	12.95	19.83	22.18
<b>Protective service occupations</b> .....	13.22	16.52	22.23	29.80	37.15

See footnotes at end of table.

**Table 21 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>Protective service occupations –Continued</b>					
First-line supervisors/managers, law enforcement workers .....	\$20.10	\$26.70	\$34.18	\$42.95	\$51.53
First-line supervisors/managers of correctional officers .....	15.65	20.01	26.84	32.74	45.61
First-line supervisors/managers of police and detectives .....	22.30	28.86	36.90	44.26	52.22
First-line supervisors/managers of fire fighting and prevention workers .....	16.43	21.99	27.37	33.89	41.11
Fire fighters .....	12.24	15.65	20.78	25.57	32.10
Fire inspectors .....	21.65	22.50	24.90	26.55	35.06
Fire inspectors and investigators .....	21.65	23.13	24.90	26.55	31.54
Bailiffs, correctional officers, and jailers .....	13.15	14.87	17.75	23.86	30.38
Bailiffs .....	14.25	22.82	26.56	32.12	32.12
Correctional officers and jailers .....	13.14	14.81	17.62	23.55	29.95
Detectives and criminal investigators .....	16.54	19.16	27.87	35.60	42.49
Fish and game wardens .....	10.00	19.16	25.05	25.05	26.17
Parking enforcement workers .....	10.43	11.71	14.95	17.23	23.11
Police officers .....	15.81	20.20	26.47	32.83	38.69
Police and sheriff's patrol officers .....	15.81	20.20	26.47	32.83	38.69
Animal control workers .....	9.40	12.11	12.62	14.11	21.59
Security guards and gaming surveillance officers .....	10.41	12.32	15.50	19.47	23.22
Security guards .....	10.41	12.29	15.22	19.44	22.89
Miscellaneous protective service workers .....	7.71	9.15	13.21	18.98	25.12
Crossing guards .....	7.25	9.00	10.75	14.47	16.59
Lifeguards, ski patrol, and other recreational protective service workers .....	7.25	8.04	9.50	16.56	25.75
<b>Food preparation and serving related occupations .....</b>	<b>8.00</b>	<b>9.63</b>	<b>11.73</b>	<b>14.56</b>	<b>18.67</b>
First-line supervisors/managers, food preparation and serving workers .....	9.83	12.49	16.54	19.72	24.06
First-line supervisors/managers of food preparation and serving workers .....	9.83	13.16	16.82	20.02	24.62
Cooks .....	8.00	9.56	11.46	14.08	17.77
Cooks, institution and cafeteria .....	8.00	9.55	11.56	14.15	17.85
Food preparation workers .....	7.99	9.92	11.80	14.14	15.67
Food service, tipped .....	5.46	8.00	9.63	13.02	14.14
Waiters and waitresses .....	5.15	5.15	5.46	7.39	8.31
Dining room and cafeteria attendants and bartender helpers ..	8.92	9.98	12.09	14.14	14.64
Fast food and counter workers .....	8.25	9.79	11.24	13.25	15.80
Combined food preparation and serving workers, including fast food .....	8.61	9.86	11.24	13.23	15.80
Counter attendants, cafeteria, food concession, and coffee shop .....	7.52	8.25	11.16	13.25	15.72
Food servers, nonrestaurant .....	8.00	8.85	10.18	13.78	16.24
Dishwashers .....	7.00	8.16	9.17	10.41	12.31
<b>Building and grounds cleaning and maintenance occupations</b>	<b>8.98</b>	<b>10.59</b>	<b>13.63</b>	<b>17.31</b>	<b>21.37</b>

See footnotes at end of table.

**Table 21 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>Building and grounds cleaning and maintenance occupations</b> —Continued					
First-line supervisors/managers, building and grounds cleaning and maintenance workers .....	\$14.37	\$17.31	\$19.44	\$23.56	\$36.52
First-line supervisors/managers of housekeeping and janitorial workers .....	14.53	17.31	19.44	22.23	35.77
First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers .....	14.25	18.72	21.80	25.88	37.10
Building cleaning workers .....	8.96	10.32	13.11	16.36	19.88
Janitors and cleaners, except maids and housekeeping cleaners .....	8.98	10.45	13.30	16.50	20.01
Maids and housekeeping cleaners .....	7.54	9.16	10.64	13.17	15.16
Pest control workers .....	11.00	11.50	13.52	16.58	21.37
Grounds maintenance workers .....	8.96	10.83	13.98	18.83	23.50
Landscaping and groundskeeping workers .....	9.06	10.82	13.98	17.74	23.33
Tree trimmers and pruners .....	17.31	19.22	19.22	25.32	26.38
<b>Personal care and service occupations</b> .....	7.25	8.58	12.00	16.29	19.57
First-line supervisors/managers of gaming workers .....	10.27	12.09	15.91	20.89	26.33
First-line supervisors/managers of personal service workers .....	13.44	16.65	18.98	18.98	22.37
Nonfarm animal caretakers .....	7.15	7.25	8.25	8.32	9.50
Gaming services workers .....	5.15	6.47	8.00	12.00	13.48
Gaming dealers .....	5.15	5.27	6.66	8.00	8.24
Ushers, lobby attendants, and ticket takers .....	7.12	7.28	8.25	9.76	9.82
Miscellaneous entertainment attendants and related workers .....	6.65	7.25	8.02	10.50	19.24
Amusement and recreation attendants .....	6.65	7.25	7.96	10.50	19.24
Tour and travel guides .....	10.73	13.45	15.70	15.70	16.95
Transportation attendants .....	8.43	9.20	10.56	14.19	16.32
Transportation attendants, except flight attendants and baggage porters .....	8.43	9.20	10.56	14.19	16.32
Child care workers .....	8.00	9.72	12.82	14.43	17.47
Personal and home care aides .....	8.57	10.03	11.28	15.35	15.35
Recreation and fitness workers .....	8.00	9.18	12.20	17.60	20.71
Fitness trainers and aerobics instructors .....	8.40	10.00	14.00	15.87	19.28
Recreation workers .....	8.00	9.15	12.09	17.60	21.01
Residential advisors .....	13.33	15.77	16.94	19.67	21.87
<b>Sales and related occupations</b> .....	8.97	11.22	15.21	19.50	25.53
First-line supervisors/managers, sales workers .....	17.16	17.16	20.48	26.76	30.38
First-line supervisors/managers of retail sales workers .....	17.16	17.16	20.48	26.76	30.38
Retail sales workers .....	8.50	10.42	13.00	17.05	21.40
Cashiers, all workers .....	8.86	10.42	13.00	17.00	21.66
Cashiers .....	9.00	10.71	13.41	17.66	21.66
Retail salespersons .....	8.75	11.39	14.54	18.52	18.84
<b>Office and administrative support occupations</b> .....	11.10	13.20	16.47	20.18	24.07

See footnotes at end of table.



**Table 21 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>					
First-line supervisors/managers of office and administrative support workers .....	\$13.38	\$16.80	\$19.80	\$23.85	\$28.48
Switchboard operators, including answering service .....	9.22	9.50	14.15	18.01	21.84
Financial clerks .....	11.93	14.62	17.97	20.74	23.65
Bill and account collectors .....	10.64	11.64	14.70	18.38	23.29
Billing and posting clerks and machine operators .....	11.32	12.65	15.28	18.64	21.23
Bookkeeping, accounting, and auditing clerks .....	12.50	15.00	18.37	20.75	23.78
Payroll and timekeeping clerks .....	14.20	16.72	18.82	21.18	24.97
Procurement clerks .....	11.78	11.92	16.56	22.13	25.31
Court, municipal, and license clerks .....	11.59	13.02	16.38	20.01	24.07
Customer service representatives .....	11.00	13.23	16.18	18.11	20.05
Eligibility interviewers, government programs .....	12.97	14.90	17.50	20.07	23.07
File clerks .....	9.75	12.29	14.54	18.09	19.97
Interviewers, except eligibility and loan .....	9.64	11.27	12.11	14.60	17.47
Library assistants, clerical .....	8.05	10.00	12.02	14.34	18.89
Human resources assistants, except payroll and timekeeping ....	12.16	14.35	19.06	21.99	24.83
Receptionists and information clerks .....	10.19	11.40	14.02	17.38	20.86
Couriers and messengers .....	6.55	9.00	10.45	13.81	21.34
Dispatchers .....	11.13	13.44	17.02	22.07	28.16
Police, fire, and ambulance dispatchers .....	11.07	13.33	16.49	20.88	27.53
Dispatchers, except police, fire, and ambulance .....	12.79	14.96	21.07	27.81	36.13
Meter readers, utilities .....	8.74	10.00	16.29	20.46	22.89
Production, planning, and expediting clerks .....	15.07	15.28	15.28	19.22	25.75
Shipping, receiving, and traffic clerks .....	10.66	13.08	14.00	18.65	25.84
Stock clerks and order fillers .....	10.48	12.97	16.50	18.84	21.71
Weighers, measurers, checkers, and samplers, recordkeeping ....	14.81	15.64	16.75	18.38	18.73
Secretaries and administrative assistants .....	11.89	14.43	17.34	21.24	25.74
Executive secretaries and administrative assistants .....	13.28	15.56	18.98	23.34	27.28
Legal secretaries .....	11.76	15.37	19.83	23.67	32.79
Medical secretaries .....	10.98	12.78	15.11	16.86	21.31
Secretaries, except legal, medical, and executive .....	11.15	13.51	16.16	19.72	23.06
Computer operators .....	12.05	12.05	12.05	14.38	21.49
Data entry and information processing workers .....	11.70	13.76	16.38	18.58	20.90
Data entry keyers .....	11.42	13.78	15.90	19.00	20.72
Word processors and typists .....	11.91	13.76	16.47	18.55	21.50
Insurance claims and policy processing clerks .....	11.84	13.80	19.50	21.00	24.14
Mail clerks and mail machine operators, except postal service ..	8.55	9.35	12.36	14.92	16.15
Office clerks, general .....	10.82	12.63	15.39	18.51	21.29
Office machine operators, except computer .....	8.17	8.18	12.54	15.80	15.80
Statistical assistants .....	16.30	20.16	21.34	24.79	24.79
<b>Farming, fishing, and forestry occupations</b> .....	11.52	15.00	19.60	21.99	25.42
Forest and conservation workers .....	8.10	9.00	11.81	22.10	23.43
<b>Construction and extraction occupations</b> .....	12.32	14.17	18.20	24.15	31.49

See footnotes at end of table.

**Table 21 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>Construction and extraction occupations –Continued</b>					
First-line supervisors/managers of construction trades and extraction workers .....	\$16.16	\$18.51	\$24.22	\$30.14	\$33.10
Carpenters .....	12.67	16.07	19.61	24.49	31.60
Construction laborers .....	9.50	10.98	13.21	20.46	26.16
Construction equipment operators .....	11.74	13.59	15.75	19.90	24.76
Paving, surfacing, and tamping equipment operators .....	10.50	12.15	12.91	17.52	24.90
Operating engineers and other construction equipment operators .....	11.99	13.81	15.94	20.21	24.76
Electricians .....	15.82	20.92	27.27	32.73	38.49
Painters and paperhangers .....	13.26	15.65	20.63	35.00	35.00
Painters, construction and maintenance .....	13.26	15.65	20.63	35.00	35.00
Pipelayers, plumbers, pipefitters, and steamfitters .....	12.77	14.33	18.58	27.32	31.17
Pipelayers .....	10.18	11.54	13.44	15.01	16.93
Plumbers, pipefitters, and steamfitters .....	13.51	16.02	22.15	28.79	36.10
Helpers, construction trades .....	11.05	12.35	15.98	19.35	22.79
Construction and building inspectors .....	16.13	18.10	22.88	27.80	32.60
Highway maintenance workers .....	12.20	13.43	16.51	20.50	24.00
Septic tank servicers and sewer pipe cleaners .....	12.05	13.69	16.98	26.02	28.34
Miscellaneous construction and related workers .....	9.67	16.97	21.00	26.29	27.93
<b>Installation, maintenance, and repair occupations .....</b>	<b>13.33</b>	<b>16.06</b>	<b>20.22</b>	<b>26.01</b>	<b>31.31</b>
First-line supervisors/managers of mechanics, installers, and repairers .....	18.07	21.25	26.58	30.68	39.09
Computer, automated teller, and office machine repairers .....	11.59	19.70	19.70	19.70	19.70
Radio and telecommunications equipment installers and repairers .....	19.64	21.71	27.48	29.60	35.92
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers .....	16.89	18.95	26.30	32.17	39.09
Electrical and electronics repairers, commercial and industrial equipment .....	15.07	19.36	24.78	28.18	38.23
Electrical and electronics repairers, powerhouse, substation, and relay .....	18.41	18.95	26.30	35.73	39.09
Automotive technicians and repairers .....	13.92	15.81	20.23	23.77	28.62
Automotive service technicians and mechanics .....	13.92	15.75	20.23	22.87	28.27
Bus and truck mechanics and diesel engine specialists .....	14.56	17.25	21.67	26.47	30.61
Heavy vehicle and mobile equipment service technicians and mechanics .....	15.61	17.04	25.69	27.13	30.50
Mobile heavy equipment mechanics, except engines .....	14.43	15.61	22.19	26.93	30.50
Control and valve installers and repairers .....	12.57	14.75	16.97	21.68	24.46
Control and valve installers and repairers, except mechanical door .....	12.57	14.75	16.97	21.68	24.46
Heating, air conditioning, and refrigeration mechanics and installers .....	16.05	18.50	21.65	27.28	41.79
Industrial machinery installation, repair, and maintenance workers .....	12.05	15.15	18.64	22.73	28.77

See footnotes at end of table.

**Table 21 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>					
Industrial machinery mechanics .....	\$18.73	\$19.35	\$27.81	\$33.93	\$36.58
Maintenance and repair workers, general .....	11.98	14.77	18.31	22.05	26.63
Line installers and repairers .....	14.24	23.44	29.06	32.27	35.08
Electrical power-line installers and repairers .....	14.24	23.96	30.12	33.00	35.08
Miscellaneous installation, maintenance, and repair workers .....	12.42	15.20	19.33	24.12	31.90
Helpers--installation, maintenance, and repair workers .....	11.01	12.42	13.35	16.96	20.48
<b>Production occupations</b> .....					
First-line supervisors/managers of production and operating workers .....	12.63	15.82	19.76	25.27	33.18
Welding, soldering, and brazing workers .....	16.23	16.23	20.52	27.35	33.37
Welders, cutters, solderers, and brazers .....	14.67	19.56	27.00	29.00	50.48
Printers .....	14.67	19.56	25.67	29.00	50.48
Laundry and dry-cleaning workers .....	13.80	14.24	17.99	22.23	22.87
Power plant operators, distributors, and dispatchers .....	7.25	9.44	13.16	14.48	17.52
Power plant operators .....	15.07	21.38	26.66	32.50	34.50
Stationary engineers and boiler operators .....	15.07	19.85	27.95	32.50	34.50
Water and liquid waste treatment plant and system operators .....	18.58	22.61	24.56	35.57	39.88
Inspectors, testers, sorters, samplers, and weighers .....	12.61	15.19	18.56	22.25	26.30
Miscellaneous production workers .....	13.69	17.61	17.72	22.52	28.49
<b>Transportation and material moving occupations</b> .....					
First-line supervisors/managers of helpers, laborers, and material movers, hand .....	10.12	11.19	15.29	16.51	17.15
First-line supervisors/managers of transportation and material-moving machine and vehicle operators .....	11.03	13.53	17.13	23.01	27.68
Bus drivers .....	21.54	22.09	24.64	26.19	30.27
Bus drivers, transit and intercity .....	9.03	14.95	23.01	29.86	34.47
Bus drivers, school .....	12.00	13.85	16.80	21.15	26.92
Driver/sales workers and truck drivers .....	13.95	17.49	23.28	26.92	27.68
Truck drivers, heavy and tractor-trailer .....	11.78	13.13	15.66	18.73	21.62
Truck drivers, light or delivery services .....	12.90	14.03	16.73	21.22	25.56
Taxi drivers and chauffeurs .....	13.10	14.75	16.84	21.65	26.45
Subway and streetcar operators .....	11.70	13.30	16.21	19.60	23.40
Parking lot attendants .....	9.60	10.64	11.84	13.53	16.77
Transportation inspectors .....	20.10	24.24	26.29	28.65	29.31
Dredge, excavating, and loading machine operators .....	5.15	7.30	11.30	13.24	14.24
Excavating and loading machine and dragline operators .....	24.46	25.75	28.25	29.91	35.13
Industrial truck and tractor operators .....	10.71	13.44	17.19	20.97	22.21
Laborers and material movers, hand .....	10.71	13.44	17.19	20.97	22.21
Laborers and freight, stock, and material movers, hand .....	12.16	13.44	15.93	20.47	23.86
Refuse and recyclable material collectors .....	7.72	8.00	11.81	15.89	20.32
	7.68	8.00	11.65	15.17	19.85
	9.85	11.94	16.65	24.60	30.82

<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. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.