

November 2009

*Iowa's  
Privileged Class:  
State Government  
Employees*

***POLICY***  

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***STUDY***

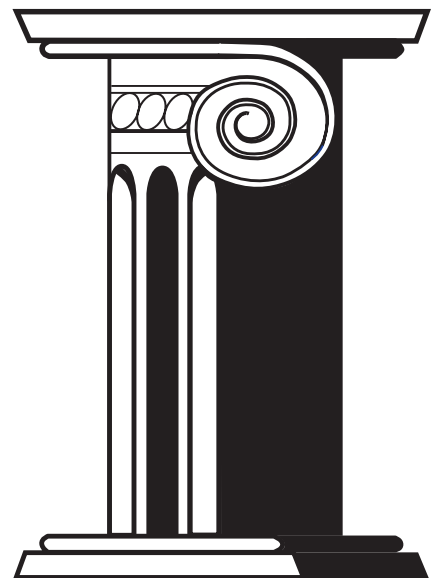
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No. 09-9

by

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Public Interest Institute  
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**PUBLIC INTEREST**



**I N S T I T U T E**

**POLICY STUDY**

November 2009

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**Public Interest Institute**

**Dr. Don Racheter,  
President**

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# *Iowa's Privileged Class: State Government Employees*

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Public Interest Institute first published an article highlighting the Pay Gap between Iowa's private-sector workers and the state's government workers in 1996. Since that time, we have periodically revisited this topic, providing updates with the latest economic data on the average annual wages of private-sector and government employees. Unfortunately, the results have remained the same throughout the years that the Institute has been publishing this information – Iowa has the largest Pay Gap in the nation. Iowa has held that status not only since 1996, but has held the top spot among states for the largest Pay Gap between government workers and private-sector workers for over two decades.

The Pay Gap is calculated using the data provided in the U.S. Department of Labor's Bureau of Labor Statistics' annual publication "Employment and Wages, Annual Averages."

In 2007, the average private-sector worker in Iowa earned \$35,256, compared with \$44,356 nationally. State government employees in Iowa earned an average of \$51,688, more than 12 percent higher than the national average state employee wage of \$45,916. Average annual wages earned by Iowa's state government employees were 46 percent higher than their private-sector counterparts. This Pay Gap is

significantly larger than the 3.5 percent Pay Gap that appears between the average annual wages of a private-sector worker and a government-sector worker on a national scale. Missouri is the only state of those surrounding Iowa in which the average government-sector employee earns less than the average private-sector employee.

Iowa not only has the highest Pay Gap among the states that surround us, the discrepancy between average annual wages of private-sector versus state government-sector workers was larger in Iowa than in any other state and the District of Columbia. That is, state government employees in Iowa earned relatively more than private-sector workers anywhere in the United States.

Iowa ranks as the number one state, with the largest gap between the average annual wages of state-government employees and the average annual wages of private-sector employees. In 2007, Iowa's state-government workers received an average wage that was 146.61 percent of what the average private-sector worker in Iowa was paid. Given the current state budget crisis, isn't it time we take a hard look at state-government employee salaries?

## *Executive Summary*

*"Iowa has held... the top spot among states for the largest Pay Gap between government workers and private-sector workers for over two decades."*

# Iowa's Privileged Class

*“The Pay Gap is calculated through a two-step process, using the data provided in the U.S. Department of Labor’s Bureau of Labor Statistics’ annual publication ‘Employment and Wages, Annual Averages.’”*

## Introduction

Public Interest Institute first published an article highlighting the Pay Gap between Iowa’s private-sector workers and the state’s government workers in 1996. Since that time, we have periodically revisited this topic, providing updates with the latest economic data on the average annual wages of private-sector and government employees. Unfortunately, the results have remained the same throughout the years that the Institute has been publishing this information – Iowa has the largest Pay Gap in the nation. Iowa has held that status not only since 1996, but has held the top spot among states for the largest Pay Gap between government workers and private-sector workers for over two decades.

## Calculating the Pay Gap

The Pay Gap is calculated through a two-step process, using the data provided in the U.S. Department of Labor’s Bureau of Labor Statistics’ annual publication “Employment and Wages, Annual Averages.” The first step measures the government-sector and private-sector annual wages in each state compared with the national average in each sector. The second step compares average annual government-sector wages to average annual private-sector wages in each state – calculating each state’s Pay Gap between the government sector and the private sector.

Table 1 provides this information for Iowa and its surrounding states, using the most recent data available from the Bureau of Labor Statistics (BLS).

**Table 1. Average Annual Wages in Private and State Government Sectors**

State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States	\$44,356	100.00%	\$45,916	100.00%	103.52%
Illinois	\$47,996	108.21%	\$53,924	117.44%	112.35%
<b>Iowa</b>	<b>\$35,256</b>	<b>79.48%</b>	<b>\$51,688</b>	<b>112.57%</b>	<b>146.61%</b>
Minnesota	\$44,668	100.70%	\$51,168	111.44%	114.55%
Missouri	\$38,896	87.69%	\$35,256	76.78%	90.64%
Nebraska	\$34,892	78.66%	\$41,028	89.35%	117.59%
South Dakota	\$31,252	70.46%	\$38,584	84.03%	123.46%
Wisconsin	\$37,700	84.99%	\$48,932	106.57%	129.79%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2007"

In 2007, the average private-sector worker in Iowa earned \$35,256, compared with \$44,356 nationally. Thus, the average private-sector worker in Iowa earned just over 20 percent less than the same worker on a national scale. Compared to the states that surround Iowa, average private-sector workers in Nebraska and South Dakota earn lower private-sector wages than those workers in Iowa; private-sector workers in Illinois, Minnesota, Missouri, and Wisconsin earn higher wages than those workers in Iowa.

State-government employees in Iowa earned an average of \$51,688, more than 12 percent higher than the national average state employee wage of \$45,916. Iowa's state-government employees earn an average wage that is higher

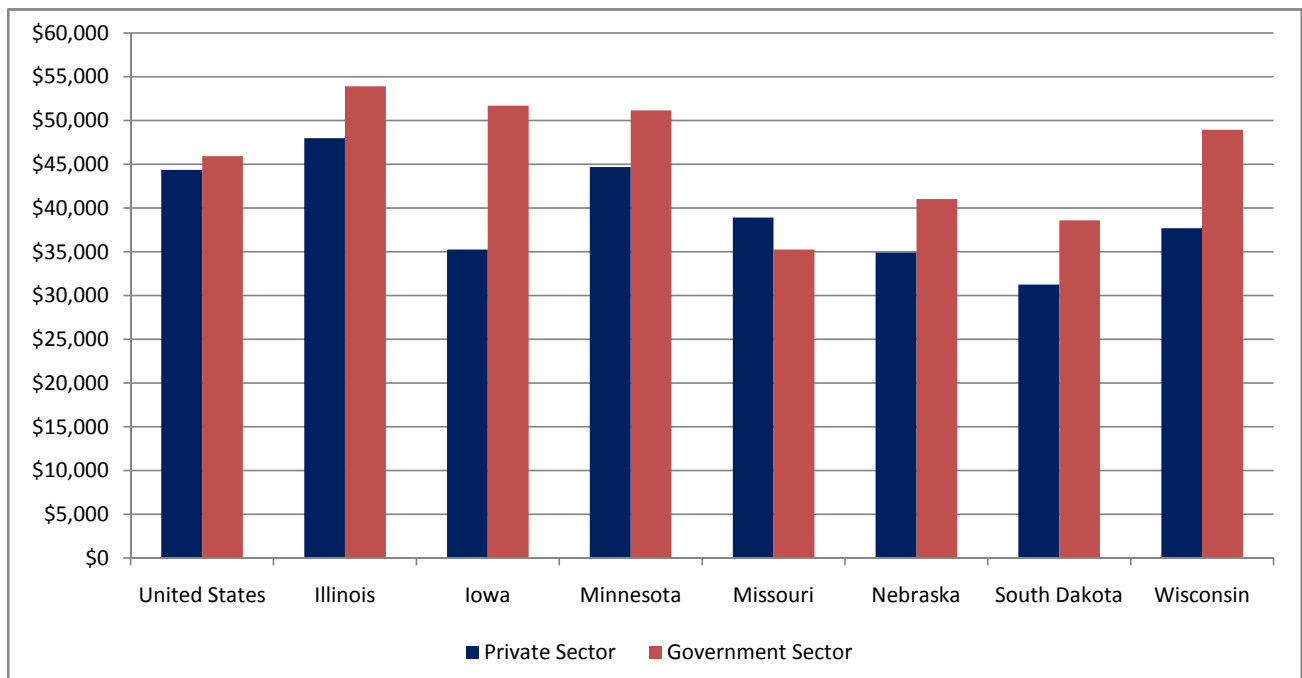
than all of our surrounding states, except for Illinois, where the average annual wage of a state government-sector employee is a little over \$2,200 higher than in Iowa.

Average annual wages earned by Iowa's state-government employees were 46 percent higher than their private-sector counterparts. This Pay Gap is significantly larger than the 3.5 percent Pay Gap that appears between the average annual wages of a private-sector worker and a government-sector worker on a national scale. Missouri is the only state of those surrounding Iowa in which the average government-sector employee earns less than the average private-sector employee. Table 2 demonstrates the differences in the average annual wages of

## State Government Employees

*“Average annual wages earned by Iowa's state-government employees were 46 percent higher than their private-sector counterparts.”*

**Table 2. Average Annual Wages in Private and State Government Sectors**



Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2007"

# *Iowa's Privileged Class*

*“Throughout most of the last decade, the difference in Iowa’s Pay Gap and the Pay Gap of the next highest state was in double-digits!”*

private-sector workers and government-sector workers, or the Pay Gap in the U.S., in Iowa, and the states that surround us. As you can see, the largest Pay Gap appears in Iowa.

Iowa not only has the highest Pay Gap among the states that surround us, the discrepancy between average annual wages of private-sector versus state government-sector workers was larger in Iowa than in any other state. That is, state-government employees in Iowa earned relatively more than private-sector workers in any other state. The average annual wages for private-sector and state government-sector employees in all states and the District of Columbia, as well as their rankings by the size of the Pay Gap, can be seen in Table 3. Iowa ranks as the number one state, with the largest gap between the average annual wages of state-government employees and the average annual wages of private-sector employees. State-government workers in Iowa receive an average wage that is 146.61 percent of what the average private-sector worker in Iowa is paid.

## **The Pay Gap’s History**

Table 4 shows the Pay Gap over the last decade for Iowa – which has maintained its number one ranking throughout that time – and the state

with the next-highest Pay Gap. From 1998 to 2000 the next-highest state was South Dakota; beginning in 2001 through 2007 the next-highest state was Rhode Island. The closest any other state has come to Iowa’s Pay Gap in the last decade was in 2004, when Rhode Island’s Pay Gap was 37.1 percent compared to Iowa’s Pay Gap of 45.1 percent. Throughout most of the last decade, the difference in Iowa’s Pay Gap and the Pay Gap of the next highest state was in double-digits!

Iowa’s state-government employees have, on average, consistently been paid between 45 and 49 percent more than Iowa’s private-sector workers have earned, on average, from 1998 to 2007. That means that for every \$1.00 an average private-sector worker earns in Iowa, an average state-government employee in Iowa has earned between \$1.45 and \$1.49 over the last decade.

As seen in Table 4, Iowa has held the dubious distinction of having the largest Pay Gap between government-sector workers and private-sector workers in the nation for the past decade. But its reign as number one goes back even further. Iowa had the largest Pay Gap in the nation when Public Interest Institute published our first article on the state’s Pay Gap in May 1996. However, it goes back even further than that. Table 5 shows the ranking of Iowa’s Pay Gap beginning

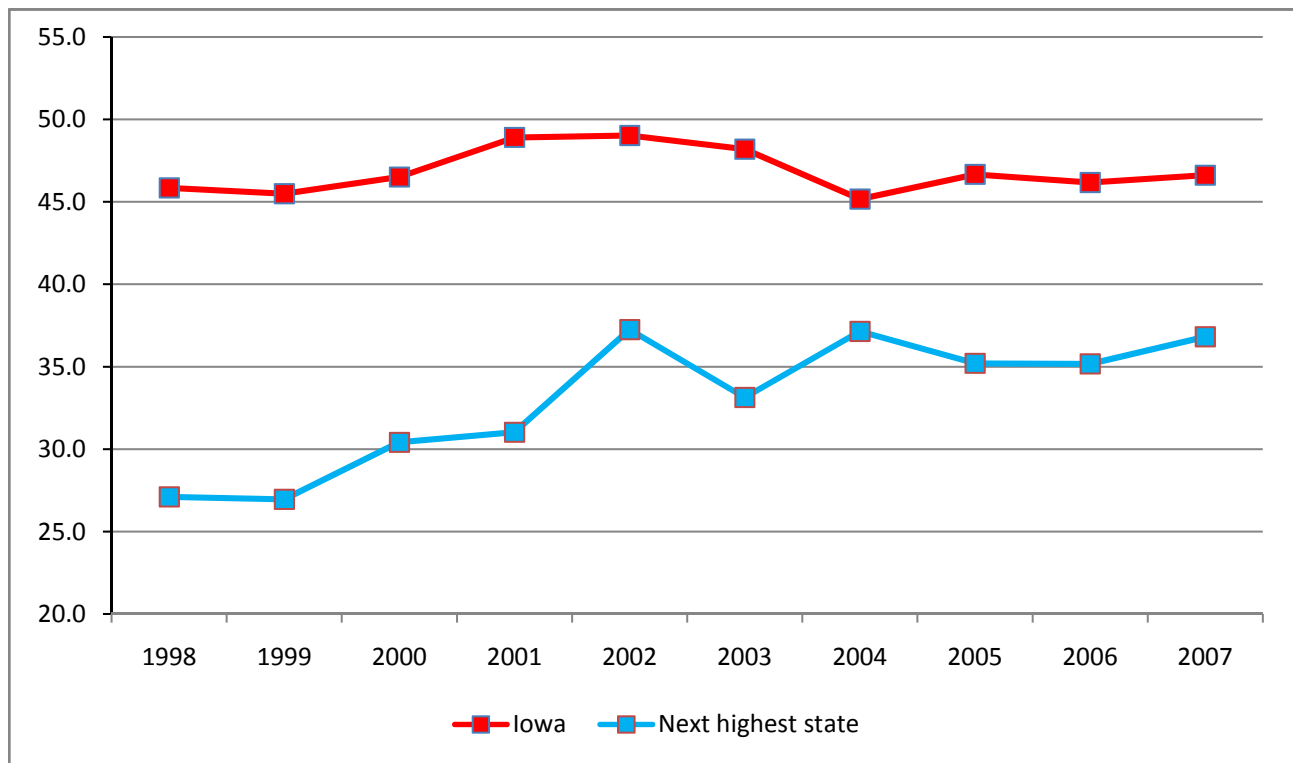
**Table 3. Average Annual Wages in Private and State Government Sectors, All States**

State	Private Sector Average Annual Wages	State Government Sector Average Annual Wages	State Government Percent of Private Sector	State Ranking of Pay Gap
<b>Iowa</b>	<b>\$35,256</b>	<b>\$51,688</b>	<b>146.61%</b>	<b>1</b>
Rhode Island	\$39,832	\$54,496	136.81%	2
Wisconsin	\$37,700	\$48,932	129.79%	3
Montana	\$30,940	\$39,624	128.07%	4
Vermont	\$36,348	\$44,980	123.75%	5
South Dakota	\$31,252	\$38,584	123.46%	6
New Mexico	\$35,204	\$42,588	120.97%	7
Nevada	\$41,184	\$49,816	120.96%	8
Alabama	\$36,608	\$44,148	120.60%	9
Michigan	\$43,160	\$51,948	120.36%	10
Maine	\$34,476	\$41,080	119.16%	11
Ohio	\$39,416	\$46,696	118.47%	12
Nebraska	\$34,892	\$41,028	117.59%	13
Utah	\$36,660	\$43,004	117.30%	14
Kansas	\$37,596	\$43,732	116.32%	15
Wyoming	\$38,844	\$45,032	115.93%	16
Mississippi	\$31,668	\$36,660	115.76%	<b>17</b>
Pennsylvania	\$42,952	\$49,296	114.77%	18
Minnesota	\$44,668	\$51,168	114.55%	19
California	\$49,920	\$56,784	113.75%	20
Illinois	\$47,996	\$53,924	112.35%	21
South Carolina	\$34,736	\$39,000	112.28%	22
North Dakota	\$32,812	\$36,556	111.41%	23
Kentucky	\$36,192	\$40,248	111.21%	24
Hawaii	\$37,440	\$41,392	110.56%	25
Arizona	\$41,028	\$45,136	110.01%	26
Idaho	\$33,384	\$36,712	109.97%	27
Arkansas	\$33,748	\$37,076	109.86%	28
West Virginia	\$33,332	\$36,608	109.83%	29
Alaska	\$43,004	\$46,800	108.83%	30
North Carolina	\$38,636	\$41,860	108.34%	31
New Jersey	\$53,612	\$57,824	107.86%	32
Washington	\$44,616	\$48,100	107.81%	33
Florida	\$38,948	\$41,808	107.34%	34
Louisiana	\$38,428	\$40,768	106.09%	35
Indiana	\$37,596	\$38,584	102.63%	36
Colorado	\$45,656	\$46,696	102.28%	37
Maryland	\$46,436	\$47,476	102.24%	38
Delaware	\$47,216	\$47,632	100.88%	39
Massachusetts	\$55,796	\$56,264	100.84%	40
Connecticut	\$59,176	\$59,228	100.09%	41
Tennessee	\$39,156	\$39,156	100.00%	42
Oregon	\$39,208	\$39,052	99.60%	43
Oklahoma	\$35,464	\$33,072	93.26%	44
New Hampshire	\$44,356	\$40,976	92.38%	45
Virginia	\$45,552	\$41,964	92.12%	46
Missouri	\$38,896	\$35,256	90.64%	47
Texas	\$45,552	\$41,080	90.18%	48
D.C.	\$69,108	\$59,488	86.08%	49
Georgia	\$42,692	\$36,400	85.26%	50
New York	\$61,412	\$49,192	80.10%	51

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2007"



**Table 4. Pay Gap of Iowa and Next-Highest State, 1998-2007**



Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages" 1998-2007

*"By 1987, Iowa had moved into first place, with the largest Pay Gap in the nation, a spot it has maintained every year since that time."*

in 1975, when Iowa's Pay Gap was the eleventh highest in the nation. Over the next decade, Iowa's Pay Gap fluctuated, but never dropped below the ranking of 15 it attained in 1979. By 1987, Iowa had moved into first place, with the largest Pay Gap in the nation, a spot it has maintained every year since that time.

1975 is the year Iowa's collective bargaining law took effect. The Public Employment Relations Act, signed into law the previous year by then-Governor Robert Ray, "grants employees of the State and its political

subdivisions, including cities, counties, and school districts, the right to join and participate in employee organizations, and the right to bargain collectively through such employee organizations."<sup>1</sup> The collective bargaining laws, found in Chapter 20 of the Iowa Code, establish detailed procedures for negotiating contracts between the state government and union-represented employees.

Under Chapter 20, contract negotiations involve the state government (represented by the Governor), the



union, and a Public Employment Relations Board (PERB) which is appointed by the Governor. Contract negotiations involving the state employees are supposed to be completed by March 15th of the year the contract is supposed to take effect. However, if the state government and the union reach an impasse, then PERB can appoint a mediator to help resolve the dispute. If the mediator is unsuccessful after ten days, then PERB can appoint a fact-finder to examine the dispute and make a recommendation within fifteen days. If the fact-finder can-

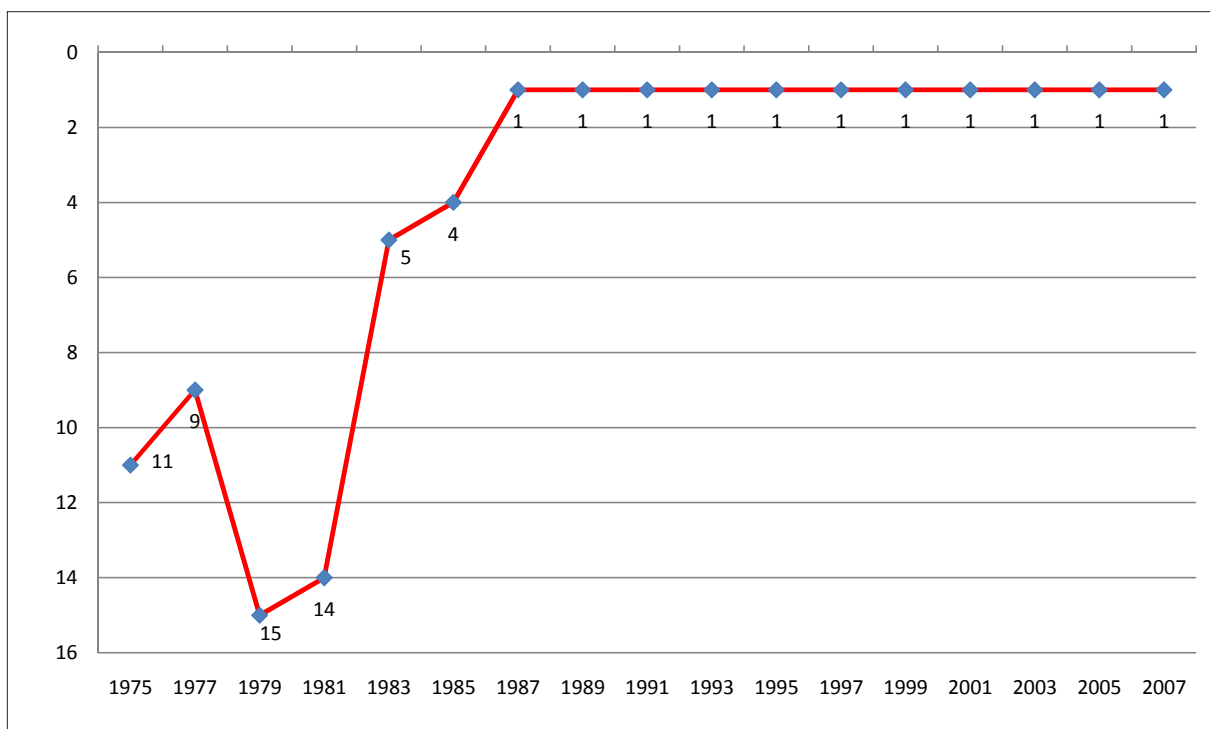
not resolve the dispute, the state government and the union can keep negotiating, or they can agree to binding arbitration. Under arbitration a panel of arbitrators, agreed to by both the state government and the union, will make a final decision that both sides have to abide by.<sup>2</sup>

If negotiations reach the state of arbitration, the Iowa Code states that “the panel of arbitrators shall consider...the power of the public employer to levy taxes and appropriate funds for the conduct of its operations.”<sup>3</sup> Thus, arbitrators can take into consideration the state’s ability to raise taxes in order to pay for an increase in pay for state-government employees.

## State Government Employees

*“Arbitrators can take into consideration the state’s ability to raise taxes in order to pay for an increase in pay for state-government employees.”*

**Table 5. Iowa’s Pay Gap Ranking Among the 50 States and District of Columbia, 1975-2007**



Source: U.S. Department of Labor, Bureau of Labor Statistics, “Employment and Wages, Annual Averages” 1975-2007

# Iowa's Privileged Class

*“Public Interest Institute looks at the Pay Gap rather than a direct comparison of private-sector and government-sector wages to preclude some of the difficulties that arise when directly comparing the average wages of private-sector and government-sector employees.”*

In 1991, negotiations between union-represented state-government employees and then-Governor Branstad’s representatives went to binding arbitration. Despite a budget crunch at that time, the arbitrators awarded a nine percent raise for state employees.<sup>4</sup> Governor Branstad vetoed

the appropriations legislation providing the funds for the pay raise, citing “difficult fiscal circumstances.”<sup>5</sup> The unions filed a lawsuit, which was appealed to the Iowa Supreme Court, which affirmed the ruling that the state must fund the pay raise. In June 1992 the Iowa Legislature met in a special session to appropriate the funding for the pay raise.<sup>6</sup> Interestingly, while Iowa has had the number one Pay Gap ranking since 1987 (as seen in Table 6), some of the largest Pay Gaps experienced by Iowa can be seen in the years following this incident, with 1993 showing the largest Pay Gap in Iowa’s history, at 49.52 percent.

**Table 6. Iowa’s State Government Average Wages as a Percent of Private Sector Average Wages (Iowa’s Pay Gap) 1987-2007**

1987	137.30
1988	139.56
1989	144.36
1990	145.97
1991	147.41
1992	147.51
1993	149.52
1994	147.13
1995	147.63
1996	147.95
1997	145.10
1998	145.84
1999	145.49
2000	146.50
2001	148.90
2002	149.02
2003	148.19
2004	145.16
2005	146.66
2006	146.17
2007	146.61

Source: U.S. Department of Labor, Bureau of Labor Statistics, “Employment and Wages, Annual Averages” 1987-2007

## Why we measure the Pay Gap

Public Interest Institute looks at the Pay Gap rather than a direct comparison of private-sector and government-sector wages to preclude some of the difficulties that arise when directly comparing the average wages of private-sector and government-sector employees. These difficulties are discussed in a 2005 study by Dave Swenson and Liesl Eathington of the Department of Economics at Iowa State University:

First, the private sector is much larger and has a much more diverse array of jobs than the public sector. Simply on the face of it, one has

to assume that the ‘average’ jobs in the public sector and the private sector are substantively different. Second, the private sector has a large number of part time and partial-year jobs, while the public sector primarily employs persons full-time and year-round. Having a substantially higher fraction of part-time, part-year jobs in the private sector, many of which are likely to be earning at the bottom of society’s pay scale, reduces the average wage. Third, there are historically substantial differences in the mean qualifications of workers in the private sector and in the public sector. In the private sector, there are proportionately more workers with only a high school diploma or less, while the public sectors employ proportionately more workers with college degrees. Fourth, many public sector employees do very different tasks than private sector employees. The private sector does not have judges, the public sector does not have investment bankers.<sup>7</sup>

It is not a surprise that state-government workers in Iowa earn, on average, higher wages

than Iowa’s private-sector workers earn. In looking at the data for 2007 in Table 3, we see that in most states this is the case. In only eight states and the District of Columbia do state-government workers earn less, on average, than private-sector workers. The differences that exist between the typical types of jobs of private-sector workers and government-sector workers are not unique to Iowa; these differences exist in all states. If government-sector jobs in Iowa are substantively full-time and year round and require more education, is this not also true of government-sector jobs in other states? Are Iowa’s government employees so much more educated than those in other states that Iowa’s government employees must earn an average wage that is 46 percent more than the private-sector worker’s average wage? Most states have a Pay Gap between state-government employees and private-sector employees, but Iowa’s is the largest gap, and Iowa’s gap is significantly larger than that of the next-highest Pay Gap in Rhode Island. In states such as Oklahoma and Missouri, the average wage of state-government employees is lower than the average wage of private-sector employees.

Another difficulty encountered in making state-to-state comparisons is the variation in cost of living between locations. However, the cost of living is the same in each state or loca-

## *State Government Employees*

*“Most states have a Pay Gap between state-government employees and private-sector employees, but Iowa’s is the largest gap, and Iowa’s gap is significantly larger than that of the next-highest Pay Gap in Rhode Island.”*

# *Iowa's Privileged Class*

*“In comparing the Pay Gap, rather than a direct comparison of pay levels from state to state, differences in cost of living are not a factor.”*

tion for private-sector workers and government-sector workers. Thus, in comparing the Pay Gap, rather than a direct comparison of pay levels from state to state, differences in cost of living are not a factor.

## **Conclusion**

Some may say, particularly those working for the state government, that it is not state-government wages that are too high, but rather private-sector wages are too low. While those of us working in the private sector would always appreciate higher wages, the difference is that in the private sector, a business cannot raise the prices of its goods and services and compel its customers to pay the higher prices. Consumers have the choice to shop elsewhere or not to pay the price at all by not buying that product. However, if the state government needs additional funds to pay its employees, it has the option of raising taxes, and its “customers” – the taxpayers of the state – must pay those higher taxes.

This fiscal year, the unions that represent Iowa’s state-government employees agreed to a “zero percent across-the-board salary increase.”<sup>8</sup> This may seem reasonable, given that many private-sector workers did not receive a raise this year, and many others are out of work. However, this is not the end of the story for Iowa’s state-government workers.

“Merit raises and other perks will pump up Iowa’s state employee salaries by an average of 4.3 percent [for Fiscal Year 2010],” reported *The Des Moines Register*.<sup>9</sup> “The increases are due to ‘step’ increases – bumps in salaries given to state employees who are not at the top of their field’s pay grades. Around 50 percent of state employees qualify for such increases. Most are eligible for 4.5 percent raises.”<sup>10</sup>

With many state-government employees who agree to no raise, but still receive a 4.5 percent raise, it is no wonder that Iowa has the largest “Pay Gap” in the nation and has had the largest gap in the nation since 1987. In 2007, Iowa’s state-government workers received an average wage that was 146.61 percent of what the average private-sector worker in Iowa was paid. Given the current state budget crisis, isn’t it time we take a hard look at state-government employee salaries?

## Endnotes

<sup>1</sup> “Frequently Asked Questions – Collective Bargaining in Iowa,” Iowa Department of Administrative Services, February 2007, p. 1, <[http://das.iowa.gov/images/pdf/faqs/collective\\_bargaining.pdf](http://das.iowa.gov/images/pdf/faqs/collective_bargaining.pdf)> (October 27, 2009).

<sup>2</sup> David Hogberg, “Reforming Iowa’s Collective Bargaining Laws,” Public Interest Institute *INSTITUTE BRIEF*, Volume 10, Number 13, May 2003.

<sup>3</sup> Code of Iowa, Chapter 20, Public Employment Relations (Collective Bargaining), Section 20.22, Binding Arbitration, <<http://coolice.legis.state.ia.us/Cool-ICE/default.asp?category=billinfo&service=IowaCode&ga=83#20.22>> (November 13, 2009).

<sup>4</sup> Hogberg.

<sup>5</sup> “Frequently Asked Questions – Collective Bargaining in Iowa,” p. 7.

<sup>6</sup> *Ibid.*, pp. 7-8.

<sup>7</sup> Dave Swenson and Liesl Eathington, “Do Public Sector Employees in Iowa Earn More Than Private Sector Employees?,” Iowa State University, Department of Economics, March 2005, <[http://www.econ.iastate.edu/research/webpapers/paper\\_12259.pdf](http://www.econ.iastate.edu/research/webpapers/paper_12259.pdf)> (November 11, 2009).

<sup>8</sup> Jason Clayworth, “Merit, step raises to add \$121 million to state wages,” *The Des Moines Register*, July 1, 2009, <<http://m.dmregister.com/news.jsp?key=484916>> (July 12, 2009).

<sup>9</sup> *Ibid.*

<sup>10</sup> *Ibid.*

# *State Government Employees*

*“Given the current state budget crisis, isn’t it time we take a hard look at state-government employee salaries?”*

# Appendix 1. Average Annual Wages in Private and State Government Sectors, 1998-2007

## Average Annual Wages in Private and State Government Sectors, 1998

1998 State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States <sup>1</sup>	\$31,720	100.00%	\$33,540	100.00%	105.74%
Alabama	\$26,520	83.61%	\$30,836	91.94%	116.27%
Alaska	\$32,032	100.98%	\$38,688	115.35%	120.78%
Arizona	\$28,860	90.98%	\$31,824	94.88%	110.27%
Arkansas	\$24,076	75.90%	\$28,184	84.03%	117.06%
California	\$34,840	109.84%	\$41,912	124.96%	120.30%
Colorado	\$32,188	101.48%	\$35,360	105.43%	109.85%
Connecticut	\$41,080	129.51%	\$43,264	128.99%	105.32%
Delaware	\$34,008	107.21%	\$33,644	100.31%	98.93%
D.C.	\$45,240	142.62%	\$42,588	126.98%	94.14%
Florida	\$27,560	86.89%	\$27,976	83.41%	101.51%
Georgia	\$31,148	98.20%	\$29,172	86.98%	93.66%
Hawaii	\$27,664	87.21%	\$30,160	89.92%	109.02%
Idaho	\$24,544	77.38%	\$28,236	84.19%	115.04%
Illinois	\$34,736	109.51%	\$39,156	116.74%	112.72%
Indiana	\$29,120	91.80%	\$29,172	86.98%	100.18%
<b>Iowa</b>	<b>\$25,636</b>	<b>80.82%</b>	<b>\$37,388</b>	<b>111.47%</b>	<b>145.84%</b>
Kansas	\$27,040	85.25%	\$31,148	92.87%	115.19%
Kentucky	\$26,624	83.93%	\$29,796	88.84%	111.91%
Louisiana	\$27,092	85.41%	\$28,288	84.34%	104.41%
Maine	\$25,428	80.16%	\$29,952	89.30%	117.79%
Maryland	\$32,084	101.15%	\$33,280	99.22%	103.73%
Massachusetts	\$37,908	119.51%	\$41,548	123.88%	109.60%
Michigan	\$34,632	109.18%	\$37,232	111.01%	107.51%
Minnesota	\$32,032	100.98%	\$38,428	114.57%	119.97%
Mississippi	\$23,556	74.26%	\$26,988	80.47%	114.57%
Missouri	\$29,016	91.48%	\$27,768	82.79%	95.70%
Montana	\$21,684	68.36%	\$27,040	80.62%	124.70%
Nebraska	\$25,168	79.34%	\$29,952	89.30%	119.01%
Nevada	\$29,380	92.62%	\$35,256	105.12%	120.00%
New Hampshire	\$31,148	98.20%	\$29,588	88.22%	94.99%
New Jersey <sup>2</sup>					
New Mexico	\$24,700	77.87%	\$29,848	88.99%	120.84%
New York	\$41,132	129.67%	\$39,520	117.83%	96.08%
North Carolina	\$27,976	88.20%	\$30,368	90.54%	108.55%
North Dakota	\$22,568	71.15%	\$27,040	80.62%	119.82%
Ohio	\$30,108	94.92%	\$36,140	107.75%	120.03%
Oklahoma	\$24,856	78.36%	\$23,504	70.08%	94.56%
Oregon	\$29,068	91.64%	\$32,916	98.14%	113.24%
Pennsylvania	\$31,096	98.03%	\$38,376	114.42%	123.41%
Rhode Island	\$28,964	91.31%	\$36,140	107.75%	124.78%
South Carolina	\$25,844	81.48%	\$28,548	85.12%	110.46%
South Dakota	\$22,256	70.16%	\$28,288	84.34%	127.10%
Tennessee	\$28,392	89.51%	\$29,224	87.13%	102.93%
Texas	\$32,084	101.15%	\$27,976	83.41%	87.20%
Utah	\$26,468	83.44%	\$30,316	90.39%	114.54%
Vermont	\$26,208	82.62%	\$32,240	96.12%	123.02%
Virginia	\$30,940	97.54%	\$30,836	91.94%	99.66%
Washington	\$32,916	103.77%	\$33,644	100.31%	102.21%
West Virginia	\$24,908	78.52%	\$25,948	77.36%	104.18%
Wisconsin	\$28,132	88.69%	\$34,892	104.03%	124.03%
Wyoming	\$24,232	76.39%	\$28,080	83.72%	115.88%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 1998"

<sup>1</sup>Totals for the United States were calculated using estimated data <sup>2</sup>New Jersey data for 1998 are not available.



Average Annual Wages in Private and State Government Sectors, 1999

1999 State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States <sup>1</sup>	\$33,228	100.00%	\$34,684	100.00%	104.38%
Alabama	\$27,560	82.94%	\$32,656	94.15%	118.49%
Alaska	\$32,344	97.34%	\$38,376	110.64%	118.65%
Arizona	\$30,108	90.61%	\$32,656	94.15%	108.46%
Arkansas	\$25,064	75.43%	\$29,120	83.96%	116.18%
California	\$37,336	112.36%	\$42,380	122.19%	113.51%
Colorado	\$34,320	103.29%	\$36,400	104.95%	106.06%
Connecticut	\$43,108	129.73%	\$41,600	119.94%	96.50%
Delaware	\$35,152	105.79%	\$35,204	101.50%	100.15%
D.C.	\$47,892	144.13%	\$44,928	129.54%	93.81%
Florida	\$28,392	85.45%	\$28,652	82.61%	100.92%
Georgia	\$32,708	98.44%	\$30,108	86.81%	92.05%
Hawaii	\$28,132	84.66%	\$32,448	93.55%	115.34%
Idaho	\$25,792	77.62%	\$29,744	85.76%	115.32%
Illinois	\$36,400	109.55%	\$40,144	115.74%	110.29%
Indiana	\$30,056	90.45%	\$30,524	88.01%	101.56%
<b>Iowa</b>	<b>\$26,520</b>	<b>79.81%</b>	<b>\$38,584</b>	<b>111.24%</b>	<b>145.49%</b>
Kansas	\$28,288	85.13%	\$32,604	94.00%	115.26%
Kentucky	\$27,664	83.26%	\$31,304	90.25%	113.16%
Louisiana	\$27,404	82.47%	\$28,756	82.91%	104.93%
Maine	\$26,520	79.81%	\$30,576	88.16%	115.29%
Maryland	\$33,488	100.78%	\$35,100	101.20%	104.81%
Massachusetts	\$40,612	122.22%	\$43,368	125.04%	106.79%
Michigan	\$35,880	107.98%	\$38,272	110.34%	106.67%
Minnesota	\$33,540	100.94%	\$39,000	112.44%	116.28%
Mississippi	\$24,076	72.46%	\$28,080	80.96%	116.63%
Missouri	\$30,056	90.45%	\$28,756	82.91%	95.67%
Montana	\$22,308	67.14%	\$27,560	79.46%	123.54%
Nebraska	\$26,364	79.34%	\$31,044	89.51%	117.75%
Nevada	\$30,368	91.39%	\$36,920	106.45%	121.58%
New Hampshire	\$32,396	97.50%	\$30,576	88.16%	94.38%
New Jersey <sup>2</sup>					
New Mexico	\$25,272	76.06%	\$30,316	87.41%	119.96%
New York	\$42,588	128.17%	\$41,028	118.29%	96.34%
North Carolina	\$29,380	88.42%	\$31,356	90.40%	106.73%
North Dakota	\$23,400	70.42%	\$27,560	79.46%	117.78%
Ohio	\$31,148	93.74%	\$37,024	106.75%	118.86%
Oklahoma	\$25,480	76.68%	\$24,752	71.36%	97.14%
Oregon	\$30,472	91.71%	\$34,892	100.60%	114.51%
Pennsylvania	\$32,240	97.03%	\$40,092	115.59%	124.35%
Rhode Island	\$29,900	89.98%	\$37,596	108.40%	125.74%
South Carolina	\$26,728	80.44%	\$29,796	85.91%	111.48%
South Dakota	\$23,348	70.27%	\$29,640	85.46%	126.95%
Tennessee	\$29,484	88.73%	\$30,108	86.81%	102.12%
Texas	\$33,540	100.94%	\$29,016	83.66%	86.51%
Utah	\$27,560	82.94%	\$30,784	88.76%	111.70%
Vermont	\$27,248	82.00%	\$33,124	95.50%	121.56%
Virginia	\$32,760	98.59%	\$32,032	92.35%	97.78%
Washington	\$35,932	108.14%	\$35,100	101.20%	97.68%
West Virginia	\$25,480	76.68%	\$27,456	79.16%	107.76%
Wisconsin	\$29,224	87.95%	\$35,672	102.85%	122.06%
Wyoming	\$25,220	75.90%	\$29,380	84.71%	116.49%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 1999"

<sup>1</sup>Totals for the United States were calculated using estimated data for New Jersey.

<sup>2</sup>New Jersey data for 1999 are not available.



Average Annual Wages in Private and State Government Sectors, 2000

2000 State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States	\$35,308	100.00%	\$36,296	100.00%	102.80%
Alabama	\$28,496	80.71%	\$33,488	92.26%	117.52%
Alaska	\$33,488	94.85%	\$39,624	109.17%	118.32%
Arizona	\$32,448	91.90%	\$32,084	88.40%	98.88%
Arkansas	\$26,000	73.64%	\$29,796	82.09%	114.60%
California	\$41,184	116.64%	\$45,708	125.93%	110.98%
Colorado	\$37,544	106.33%	\$38,272	105.44%	101.94%
Connecticut	\$46,020	130.34%	\$44,876	123.64%	97.51%
Delaware	\$36,764	104.12%	\$35,776	98.57%	97.31%
D.C.	\$49,868	141.24%	\$46,020	126.79%	92.28%
Florida	\$30,004	84.98%	\$29,900	82.38%	99.65%
Georgia	\$34,632	98.09%	\$30,576	84.24%	88.29%
Hawaii	\$29,172	82.62%	\$31,408	86.53%	107.66%
Idaho	\$27,612	78.20%	\$30,420	83.81%	110.17%
Illinois	\$38,272	108.39%	\$42,016	115.76%	109.78%
Indiana	\$31,044	87.92%	\$31,928	87.97%	102.85%
<b>Iowa</b>	<b>\$27,508</b>	<b>77.91%</b>	<b>\$40,300</b>	<b>111.03%</b>	<b>146.50%</b>
Kansas	\$29,640	83.95%	\$34,372	94.70%	115.96%
Kentucky	\$28,808	81.59%	\$32,032	88.25%	111.19%
Louisiana	\$28,028	79.38%	\$29,432	81.09%	105.01%
Maine	\$27,300	77.32%	\$31,720	87.39%	116.19%
Maryland	\$35,360	100.15%	\$36,972	101.86%	104.56%
Massachusetts	\$45,032	127.54%	\$43,940	121.06%	97.58%
Michigan	\$37,232	105.45%	\$39,988	110.17%	107.40%
Minnesota	\$35,516	100.59%	\$41,912	115.47%	118.01%
Mississippi	\$24,804	70.25%	\$28,704	79.08%	115.72%
Missouri	\$31,616	89.54%	\$29,640	81.66%	93.75%
Montana	\$23,192	65.68%	\$28,860	79.51%	124.44%
Nebraska	\$27,456	77.76%	\$30,888	85.10%	112.50%
Nevada	\$31,408	88.95%	\$38,740	106.73%	123.34%
New Hampshire	\$35,256	99.85%	\$31,512	86.82%	89.38%
New Jersey	\$43,680	123.71%	\$45,552	125.50%	104.29%
New Mexico	\$26,520	75.11%	\$31,460	86.68%	118.63%
New York	\$45,708	129.46%	\$43,992	121.20%	96.25%
North Carolina	\$30,992	87.78%	\$32,812	90.40%	105.87%
North Dakota	\$24,336	68.92%	\$28,704	79.08%	117.95%
Ohio	\$32,188	91.16%	\$38,324	105.59%	119.06%
Oklahoma	\$26,624	75.41%	\$26,520	73.07%	99.61%
Oregon	\$32,500	92.05%	\$36,868	101.58%	113.44%
Pennsylvania	\$33,592	95.14%	\$40,560	111.75%	120.74%
Rhode Island	\$31,200	88.37%	\$40,092	110.46%	128.50%
South Carolina	\$27,768	78.65%	\$31,304	86.25%	112.73%
South Dakota	\$24,284	68.78%	\$31,668	87.25%	130.41%
Tennessee	\$30,524	86.45%	\$31,252	86.10%	102.39%
Texas	\$35,672	101.03%	\$30,784	84.81%	86.30%
Utah	\$28,912	81.89%	\$32,656	89.97%	112.95%
Vermont	\$28,704	81.30%	\$33,228	91.55%	115.76%
Virginia	\$34,944	98.97%	\$34,112	93.98%	97.62%
Washington	\$37,232	105.45%	\$36,868	101.58%	99.02%
West Virginia	\$26,312	74.52%	\$29,224	80.52%	111.07%
Wisconsin	\$30,316	85.86%	\$38,636	106.45%	127.44%
Wyoming	\$26,520	75.11%	\$30,524	84.10%	115.10%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2000"

Average Annual Wages in Private and State Government Sectors, 2001

2001 State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States	\$36,140	100.00%	\$37,752	100.00%	104.46%
Alabama	\$29,536	81.73%	\$35,048	92.84%	118.66%
Alaska	\$34,996	96.83%	\$39,364	104.27%	112.48%
Arizona	\$33,176	91.80%	\$35,100	92.98%	105.80%
Arkansas	\$26,936	74.53%	\$30,784	81.54%	114.29%
California	\$40,976	113.38%	\$47,632	126.17%	116.24%
Colorado	\$38,220	105.76%	\$40,456	107.16%	105.85%
Connecticut	\$47,736	132.09%	\$47,840	126.72%	100.22%
Delaware	\$38,688	107.05%	\$35,776	94.77%	92.47%
D.C.	\$53,040	146.76%	\$48,048	127.27%	90.59%
Florida	\$31,044	85.90%	\$29,952	79.34%	96.48%
Georgia	\$35,568	98.42%	\$31,460	83.33%	88.45%
Hawaii	\$29,796	82.45%	\$31,720	84.02%	106.46%
Idaho	\$27,456	75.97%	\$31,512	83.47%	114.77%
Illinois	\$39,208	108.49%	\$43,992	116.53%	112.20%
Indiana	\$31,772	87.91%	\$32,916	87.19%	103.60%
<b>Iowa</b>	<b>\$28,392</b>	<b>78.56%</b>	<b>\$42,276</b>	<b>111.98%</b>	<b>148.90%</b>
Kansas	\$30,472	84.32%	\$35,828	94.90%	117.58%
Kentucky	\$29,952	82.88%	\$33,072	87.60%	110.42%
Louisiana	\$29,224	80.86%	\$31,200	82.64%	106.76%
Maine	\$28,392	78.56%	\$33,748	89.39%	118.86%
Maryland	\$37,024	102.45%	\$38,740	102.62%	104.63%
Massachusetts	\$45,552	126.04%	\$45,916	121.63%	100.80%
Michigan	\$37,544	103.88%	\$41,392	109.64%	110.25%
Minnesota	\$36,764	101.73%	\$43,524	115.29%	118.39%
Mississippi	\$25,584	70.79%	\$29,016	76.86%	113.41%
Missouri	\$32,656	90.36%	\$30,940	81.96%	94.75%
Montana	\$24,128	66.76%	\$31,096	82.37%	128.88%
Nebraska	\$28,028	77.55%	\$33,020	87.47%	117.81%
Nevada	\$32,188	89.06%	\$39,156	103.72%	121.65%
New Hampshire	\$35,932	99.42%	\$32,656	86.50%	90.88%
New Jersey	\$44,148	122.16%	\$46,852	124.10%	106.12%
New Mexico	\$27,664	76.55%	\$32,916	87.19%	118.98%
New York	\$47,632	131.80%	\$46,280	122.59%	97.16%
North Carolina	\$31,928	88.35%	\$33,800	89.53%	105.86%
North Dakota	\$25,324	70.07%	\$30,004	79.48%	118.48%
Ohio	\$32,864	90.94%	\$39,572	104.82%	120.41%
Oklahoma	\$27,612	76.40%	\$28,392	75.21%	102.82%
Oregon	\$32,760	90.65%	\$38,844	102.89%	118.57%
Pennsylvania	\$34,528	95.54%	\$41,392	109.64%	119.88%
Rhode Island	\$32,188	89.06%	\$42,172	111.71%	131.02%
South Carolina	\$28,808	79.71%	\$32,760	86.78%	113.72%
South Dakota	\$25,116	69.50%	\$32,760	86.78%	130.43%
Tennessee	\$31,460	87.05%	\$32,604	86.36%	103.64%
Texas	\$36,764	101.73%	\$31,980	84.71%	86.99%
Utah	\$29,692	82.16%	\$34,060	90.22%	114.71%
Vermont	\$29,900	82.73%	\$35,724	94.63%	119.48%
Virginia	\$36,504	101.01%	\$35,360	93.66%	96.87%
Washington	\$37,440	103.60%	\$38,740	102.62%	103.47%
West Virginia	\$27,300	75.54%	\$30,420	80.58%	111.43%
Wisconsin	\$31,200	86.33%	\$39,676	105.10%	127.17%
Wyoming	\$27,612	76.40%	\$33,176	87.88%	120.15%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2001"

Average Annual Wages in Private and State Government Sectors, 2002

2002 State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States	\$36,556	100.00%	\$39,208	100.00%	107.25%
Alabama	\$30,524	83.50%	\$35,984	91.78%	117.89%
Alaska	\$35,932	98.29%	\$40,768	103.98%	113.46%
Arizona	\$33,644	92.03%	\$35,776	91.25%	106.34%
Arkansas	\$27,716	75.82%	\$31,876	81.30%	115.01%
California	\$40,768	111.52%	\$48,880	124.67%	119.90%
Colorado	\$38,012	103.98%	\$42,536	108.49%	111.90%
Connecticut	\$47,372	129.59%	\$49,816	127.06%	105.16%
Delaware	\$39,468	107.97%	\$39,780	101.46%	100.79%
D.C.	\$54,028	147.80%	\$50,076	127.72%	92.69%
Florida	\$31,824	87.06%	\$31,252	79.71%	98.20%
Georgia	\$35,984	98.44%	\$32,812	83.69%	91.18%
Hawaii	\$30,940	84.64%	\$33,696	85.94%	108.91%
Idaho	\$27,768	75.96%	\$32,604	83.16%	117.42%
Illinois	\$39,728	108.68%	\$45,916	117.11%	115.58%
Indiana	\$32,552	89.05%	\$33,332	85.01%	102.40%
<b>Iowa</b>	<b>\$29,172</b>	<b>79.80%</b>	<b>\$43,472</b>	<b>110.88%</b>	<b>149.02%</b>
Kansas	\$31,044	84.92%	\$37,284	95.09%	120.10%
Kentucky	\$30,732	84.07%	\$34,684	88.46%	112.86%
Louisiana	\$30,004	82.08%	\$32,708	83.42%	109.01%
Maine	\$29,224	79.94%	\$35,464	90.45%	121.35%
Maryland	\$37,856	103.56%	\$42,120	107.43%	111.26%
Massachusetts	\$45,292	123.90%	\$47,892	122.15%	105.74%
Michigan	\$38,168	104.41%	\$43,108	109.95%	112.94%
Minnesota	\$37,544	102.70%	\$46,228	117.90%	123.13%
Mississippi	\$26,312	71.98%	\$29,536	75.33%	112.25%
Missouri	\$33,280	91.04%	\$31,252	79.71%	93.91%
Montana	\$24,804	67.85%	\$33,020	84.22%	133.12%
Nebraska	\$29,068	79.52%	\$34,892	88.99%	120.04%
Nevada	\$33,020	90.33%	\$40,716	103.85%	123.31%
New Hampshire	\$36,608	100.14%	\$33,956	86.60%	92.76%
New Jersey	\$44,876	122.76%	\$50,076	127.72%	111.59%
New Mexico	\$28,184	77.10%	\$34,372	87.67%	121.96%
New York	\$47,008	128.59%	\$46,176	117.77%	98.23%
North Carolina	\$32,500	88.90%	\$34,840	88.86%	107.20%
North Dakota	\$26,104	71.41%	\$31,096	79.31%	119.12%
Ohio	\$33,696	92.18%	\$42,484	108.36%	126.08%
Oklahoma	\$28,184	77.10%	\$29,224	74.54%	103.69%
Oregon	\$33,072	90.47%	\$39,572	100.93%	119.65%
Pennsylvania	\$35,256	96.44%	\$43,212	110.21%	122.57%
Rhode Island	\$33,228	90.90%	\$45,604	116.31%	137.25%
South Carolina	\$29,484	80.65%	\$33,488	85.41%	113.58%
South Dakota	\$25,896	70.84%	\$32,656	83.29%	126.10%
Tennessee	\$32,448	88.76%	\$32,968	84.08%	101.60%
Texas	\$36,764	100.57%	\$33,592	85.68%	91.37%
Utah	\$30,004	82.08%	\$36,088	92.04%	120.28%
Vermont	\$30,628	83.78%	\$38,064	97.08%	124.28%
Virginia	\$36,764	100.57%	\$36,140	92.18%	98.30%
Washington	\$38,012	103.98%	\$40,248	102.65%	105.88%
West Virginia	\$27,820	76.10%	\$31,564	80.50%	113.46%
Wisconsin	\$32,136	87.91%	\$40,768	103.98%	126.86%
Wyoming	\$28,288	77.38%	\$35,360	90.19%	125.00%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2002"

Average Annual Wages in Private and State Government Sectors, 2003

2003 State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States	\$37,492	100.00%	\$40,040	100.00%	106.80%
Alabama	\$31,564	84.19%	\$37,544	93.77%	118.95%
Alaska	\$36,504	97.36%	\$41,340	103.25%	113.25%
Arizona	\$34,580	92.23%	\$37,024	92.47%	107.07%
Arkansas	\$28,496	76.01%	\$33,020	82.47%	115.88%
California	\$41,860	111.65%	\$50,232	125.45%	120.00%
Colorado	\$38,896	103.74%	\$43,056	107.53%	110.70%
Connecticut	\$48,932	130.51%	\$50,648	126.49%	103.51%
Delaware	\$40,872	109.02%	\$40,248	100.52%	98.47%
D.C.	\$56,056	149.51%	\$51,064	127.53%	91.09%
Florida	\$32,916	87.79%	\$32,084	80.13%	97.47%
Georgia	\$36,868	98.34%	\$33,280	83.12%	90.27%
Hawaii	\$31,980	85.30%	\$34,840	87.01%	108.94%
Idaho	\$28,288	75.45%	\$32,240	80.52%	113.97%
Illinois	\$40,560	108.18%	\$47,580	118.83%	117.31%
Indiana	\$33,384	89.04%	\$33,384	83.38%	100.00%
<b>Iowa</b>	<b>\$30,212</b>	<b>80.58%</b>	<b>\$44,772</b>	<b>111.82%</b>	<b>148.19%</b>
Kansas	\$31,772	84.74%	\$37,492	93.64%	118.00%
Kentucky	\$31,668	84.47%	\$35,672	89.09%	112.64%
Louisiana	\$30,628	81.69%	\$34,268	85.58%	111.88%
Maine	\$30,212	80.58%	\$36,088	90.13%	119.45%
Maryland	\$39,156	104.44%	\$41,756	104.29%	106.64%
Massachusetts	\$46,592	124.27%	\$49,400	123.38%	106.03%
Michigan	\$39,468	105.27%	\$43,472	108.57%	110.14%
Minnesota	\$38,688	103.19%	\$46,852	117.01%	121.10%
Mississippi	\$27,144	72.40%	\$30,836	77.01%	113.60%
Missouri	\$33,956	90.57%	\$30,524	76.23%	89.89%
Montana	\$25,636	68.38%	\$34,008	84.94%	132.66%
Nebraska	\$29,900	79.75%	\$36,348	90.78%	121.57%
Nevada	\$34,320	91.54%	\$42,172	105.32%	122.88%
New Hampshire	\$37,700	100.55%	\$35,516	88.70%	94.21%
New Jersey	\$45,968	122.61%	\$51,324	128.18%	111.65%
New Mexico	\$28,964	77.25%	\$34,996	87.40%	120.83%
New York	\$47,892	127.74%	\$46,904	117.14%	97.94%
North Carolina	\$33,332	88.90%	\$35,360	88.31%	106.08%
North Dakota	\$27,196	72.54%	\$32,240	80.52%	118.55%
Ohio	\$34,632	92.37%	\$43,472	108.57%	125.53%
Oklahoma	\$29,276	78.09%	\$29,848	74.55%	101.95%
Oregon	\$33,800	90.15%	\$40,508	101.17%	119.85%
Pennsylvania	\$36,504	97.36%	\$44,200	110.39%	121.08%
Rhode Island	\$34,840	92.93%	\$46,384	115.84%	133.13%
South Carolina	\$30,264	80.72%	\$33,904	84.68%	112.03%
South Dakota	\$26,728	71.29%	\$33,176	82.86%	124.12%
Tennessee	\$33,488	89.32%	\$33,904	84.68%	101.24%
Texas	\$37,440	99.86%	\$34,632	86.49%	92.50%
Utah	\$30,524	81.41%	\$36,920	92.21%	120.95%
Vermont	\$31,564	84.19%	\$39,572	98.83%	125.37%
Virginia	\$38,168	101.80%	\$36,192	90.39%	94.82%
Washington	\$38,688	103.19%	\$41,132	102.73%	106.32%
West Virginia	\$28,340	75.59%	\$32,292	80.65%	113.94%
Wisconsin	\$33,020	88.07%	\$43,316	108.18%	131.18%
Wyoming	\$29,172	77.81%	\$36,608	91.43%	125.49%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2003"

Average Annual Wages in Private and State Government Sectors, 2004

2004 State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States	\$39,156	100.00%	\$41,132	100.00%	105.05%
Alabama	\$32,812	83.80%	\$38,324	93.17%	116.80%
Alaska	\$37,700	96.28%	\$41,860	101.77%	111.03%
Arizona	\$36,192	92.43%	\$38,584	93.81%	106.61%
Arkansas	\$29,796	76.10%	\$34,216	83.19%	114.83%
California	\$44,044	112.48%	\$51,324	124.78%	116.53%
Colorado	\$40,196	102.66%	\$43,940	106.83%	109.31%
Connecticut	\$51,636	131.87%	\$55,484	134.89%	107.45%
Delaware	\$42,328	108.10%	\$42,380	103.03%	100.12%
D.C.	\$59,176	151.13%	\$52,884	128.57%	89.37%
Florida	\$34,424	87.92%	\$34,840	84.70%	101.21%
Georgia	\$38,272	97.74%	\$33,332	81.04%	87.09%
Hawaii	\$33,592	85.79%	\$35,256	85.71%	104.95%
Idaho	\$29,432	75.17%	\$34,268	83.31%	116.43%
Illinois	\$42,328	108.10%	\$48,308	117.45%	114.13%
Indiana	\$34,736	88.71%	\$34,580	84.07%	99.55%
<b>Iowa</b>	<b>\$31,668</b>	<b>80.88%</b>	<b>\$45,968</b>	<b>111.76%</b>	<b>145.16%</b>
Kansas	\$33,020	84.33%	\$40,560	98.61%	122.83%
Kentucky	\$32,916	84.06%	\$37,024	90.01%	112.48%
Louisiana	\$31,720	81.01%	\$35,308	85.84%	111.31%
Maine	\$31,408	80.21%	\$36,400	88.50%	115.89%
Maryland	\$41,028	104.78%	\$42,380	103.03%	103.30%
Massachusetts	\$49,244	125.76%	\$52,052	126.55%	105.70%
Michigan	\$40,404	103.19%	\$43,888	106.70%	108.62%
Minnesota	\$40,560	103.59%	\$47,008	114.29%	115.90%
Mississippi	\$28,028	71.58%	\$31,252	75.98%	111.50%
Missouri	\$35,048	89.51%	\$31,148	75.73%	88.87%
Montana	\$26,624	67.99%	\$34,268	83.31%	128.71%
Nebraska	\$31,044	79.28%	\$37,128	90.27%	119.60%
Nevada	\$36,088	92.16%	\$43,784	106.45%	121.33%
New Hampshire	\$39,520	100.93%	\$37,180	90.39%	94.08%
New Jersey	\$47,632	121.65%	\$54,340	132.11%	114.08%
New Mexico	\$30,108	76.89%	\$36,660	89.13%	121.76%
New York	\$50,804	129.75%	\$47,944	116.56%	94.37%
North Carolina	\$34,632	88.45%	\$35,984	87.48%	103.90%
North Dakota	\$28,600	73.04%	\$32,396	78.76%	113.27%
Ohio	\$35,932	91.77%	\$42,900	104.30%	119.39%
Oklahoma	\$30,472	77.82%	\$29,432	71.55%	96.59%
Oregon	\$35,048	89.51%	\$40,352	98.10%	115.13%
Pennsylvania	\$38,064	97.21%	\$45,136	109.73%	118.58%
Rhode Island	\$35,984	91.90%	\$49,348	119.97%	137.14%
South Carolina	\$31,304	79.95%	\$34,476	83.82%	110.13%
South Dakota	\$27,768	70.92%	\$34,580	84.07%	124.53%
Tennessee	\$34,840	88.98%	\$35,412	86.09%	101.64%
Texas	\$39,104	99.87%	\$35,620	86.60%	91.09%
Utah	\$31,616	80.74%	\$38,532	93.68%	121.88%
Vermont	\$32,708	83.53%	\$40,768	99.12%	124.64%
Virginia	\$40,092	102.39%	\$36,868	89.63%	91.96%
Washington	\$38,792	99.07%	\$41,860	101.77%	107.91%
West Virginia	\$29,588	75.56%	\$32,448	78.89%	109.67%
Wisconsin	\$34,372	87.78%	\$43,732	106.32%	127.23%
Wyoming	\$30,680	78.35%	\$33,904	82.43%	110.51%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2004"

## Average Annual Wages in Private and State Government Sectors, 2005

2005 State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States	\$40,508	100.00%	\$42,224	100.00%	104.24%
Alabama	\$34,008	83.95%	\$39,468	93.47%	116.06%
Alaska	\$38,792	95.76%	\$44,252	104.80%	114.08%
Arizona	\$37,700	93.07%	\$40,456	95.81%	107.31%
Arkansas	\$30,784	75.99%	\$34,996	82.88%	113.68%
California	\$45,708	112.84%	\$52,312	123.89%	114.45%
Colorado	\$41,600	102.70%	\$44,980	106.53%	108.13%
Connecticut	\$53,664	132.48%	\$58,448	138.42%	108.91%
Delaware	\$44,616	110.14%	\$44,148	104.56%	98.95%
D.C.	\$61,620	152.12%	\$55,796	132.14%	90.55%
Florida	\$36,088	89.09%	\$37,180	88.05%	103.03%
Georgia	\$39,520	97.56%	\$34,112	80.79%	86.32%
Hawaii	\$34,580	85.37%	\$37,284	88.30%	107.82%
Idaho	\$30,420	75.10%	\$34,112	80.79%	112.14%
Illinois	\$43,836	108.22%	\$49,764	117.86%	113.52%
Indiana	\$35,464	87.55%	\$35,672	84.48%	100.59%
<b>Iowa</b>	<b>\$32,656</b>	<b>80.62%</b>	<b>\$47,892</b>	<b>113.42%</b>	<b>146.66%</b>
Kansas	\$34,268	84.60%	\$39,988	94.70%	116.69%
Kentucky	\$33,748	83.31%	\$37,648	89.16%	111.56%
Louisiana	\$33,540	82.80%	\$37,492	88.79%	111.78%
Maine	\$32,084	79.20%	\$37,960	89.90%	118.31%
Maryland	\$42,796	105.65%	\$43,628	103.33%	101.94%
Massachusetts	\$50,440	124.52%	\$52,832	125.12%	104.74%
Michigan	\$41,132	101.54%	\$47,996	113.67%	116.69%
Minnesota	\$40,976	101.16%	\$48,100	113.92%	117.39%
Mississippi	\$29,224	72.14%	\$32,656	77.34%	111.74%
Missouri	\$36,192	89.35%	\$32,240	76.35%	89.08%
Montana	\$27,924	68.93%	\$35,100	83.13%	125.70%
Nebraska	\$31,980	78.95%	\$38,220	90.52%	119.51%
Nevada	\$37,856	93.45%	\$44,668	105.79%	117.99%
New Hampshire	\$41,028	101.28%	\$37,232	88.18%	90.75%
New Jersey	\$49,140	121.31%	\$53,976	127.83%	109.84%
New Mexico	\$31,356	77.41%	\$37,752	89.41%	120.40%
New York	\$52,988	130.81%	\$48,568	115.02%	91.66%
North Carolina	\$35,776	88.32%	\$36,972	87.56%	103.34%
North Dakota	\$29,588	73.04%	\$34,008	80.54%	114.94%
Ohio	\$36,816	90.89%	\$44,408	105.17%	120.62%
Oklahoma	\$31,564	77.92%	\$29,952	70.94%	94.89%
Oregon	\$36,244	89.47%	\$34,372	81.40%	94.84%
Pennsylvania	\$39,260	96.92%	\$45,032	106.65%	114.70%
Rhode Island	\$37,076	91.53%	\$50,128	118.72%	135.20%
South Carolina	\$32,396	79.97%	\$36,140	85.59%	111.56%
South Dakota	\$28,652	70.73%	\$35,672	84.48%	124.50%
Tennessee	\$35,880	88.58%	\$36,348	86.08%	101.30%
Texas	\$40,872	100.90%	\$36,712	86.95%	89.82%
Utah	\$32,812	81.00%	\$38,792	91.87%	118.23%
Vermont	\$33,644	83.06%	\$41,912	99.26%	124.57%
Virginia	\$41,964	103.59%	\$38,532	91.26%	91.82%
Washington	\$40,248	99.36%	\$43,316	102.59%	107.62%
West Virginia	\$30,524	75.35%	\$33,072	78.33%	108.35%
Wisconsin	\$35,100	86.65%	\$44,668	105.79%	127.26%
Wyoming	\$32,604	80.49%	\$39,312	93.10%	120.57%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2005"



Average Annual Wages in Private and State Government Sectors, 2006

2006 State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States	\$42,432	100.00%	\$43,888	100.00%	103.43%
Alabama	\$35,516	83.70%	\$42,328	96.45%	119.18%
Alaska	\$40,560	95.59%	\$45,500	103.67%	112.18%
Arizona	\$39,520	93.14%	\$43,576	99.29%	110.26%
Arkansas	\$31,824	75.00%	\$36,400	82.94%	114.38%
California	\$47,788	112.62%	\$54,236	123.58%	113.49%
Colorado	\$43,680	102.94%	\$46,332	105.57%	106.07%
Connecticut	\$56,004	131.99%	\$52,156	118.84%	93.13%
Delaware	\$46,280	109.07%	\$45,968	104.74%	99.33%
D.C.	\$65,468	154.29%	\$58,604	133.53%	89.52%
Florida	\$37,804	89.09%	\$39,468	89.93%	104.40%
Georgia	\$40,820	96.20%	\$34,944	79.62%	85.61%
Hawaii	\$35,932	84.68%	\$39,624	90.28%	110.27%
Idaho	\$32,396	76.35%	\$35,724	81.40%	110.27%
Illinois	\$45,864	108.09%	\$51,896	118.25%	113.15%
Indiana	\$36,608	86.27%	\$37,180	84.72%	101.56%
<b>Iowa</b>	<b>\$33,904</b>	<b>79.90%</b>	<b>\$49,556</b>	<b>112.91%</b>	<b>146.17%</b>
Kansas	\$36,192	85.29%	\$41,496	94.55%	114.66%
Kentucky	\$34,944	82.35%	\$38,948	88.74%	111.46%
Louisiana	\$36,868	86.89%	\$38,428	87.56%	104.23%
Maine	\$33,176	78.19%	\$39,156	89.22%	118.03%
Maryland	\$44,512	104.90%	\$45,760	104.27%	102.80%
Massachusetts	\$52,832	124.51%	\$54,288	123.70%	102.76%
Michigan	\$41,964	98.90%	\$51,428	117.18%	122.55%
Minnesota	\$42,328	99.75%	\$49,504	112.80%	116.95%
Mississippi	\$30,628	72.18%	\$34,060	77.61%	111.21%
Missouri	\$37,388	88.11%	\$33,696	76.78%	90.13%
Montana	\$29,380	69.24%	\$36,972	84.24%	125.84%
Nebraska	\$33,436	78.80%	\$39,572	90.17%	118.35%
Nevada	\$39,104	92.16%	\$47,580	108.41%	121.68%
New Hampshire	\$43,004	101.35%	\$38,688	88.15%	89.96%
New Jersey	\$51,376	121.08%	\$55,120	125.59%	107.29%
New Mexico	\$33,384	78.68%	\$40,300	91.82%	120.72%
New York	\$56,940	134.19%	\$48,516	110.55%	85.21%
North Carolina	\$37,284	87.87%	\$39,364	89.69%	105.58%
North Dakota	\$31,044	73.16%	\$34,788	79.27%	112.06%
Ohio	\$38,116	89.83%	\$44,772	102.01%	117.46%
Oklahoma	\$34,112	80.39%	\$30,940	70.50%	90.70%
Oregon	\$37,700	88.85%	\$36,452	83.06%	96.69%
Pennsylvania	\$41,028	96.69%	\$46,124	105.09%	112.42%
Rhode Island	\$38,740	91.30%	\$52,364	119.31%	135.17%
South Carolina	\$33,748	79.53%	\$37,648	85.78%	111.56%
South Dakota	\$29,848	70.34%	\$36,972	84.24%	123.87%
Tennessee	\$37,596	88.60%	\$37,648	85.78%	100.14%
Texas	\$43,264	101.96%	\$38,792	88.39%	89.66%
Utah	\$34,736	81.86%	\$40,716	92.77%	117.22%
Vermont	\$34,944	82.35%	\$43,628	99.41%	124.85%
Virginia	\$43,680	102.94%	\$40,196	91.59%	92.02%
Washington	\$42,484	100.12%	\$45,448	103.55%	106.98%
West Virginia	\$31,980	75.37%	\$33,748	76.90%	105.53%
Wisconsin	\$36,452	85.91%	\$46,800	106.64%	128.39%
Wyoming	\$36,296	85.54%	\$42,172	96.09%	116.19%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2006"



Average Annual Wages in Private and State Government Sectors, 2007

2007 State	Private Sector		State Government Sector		
	Average Annual Wages	Percent of National Average	Average Annual Wages	Percent of National Average	Percent of Private Sector
United States	\$44,356	100.00%	\$45,916	100.00%	103.52%
Alabama	\$36,608	82.53%	\$44,148	96.15%	120.60%
Alaska	\$43,004	96.95%	\$46,800	101.93%	108.83%
Arizona	\$41,028	92.50%	\$45,136	98.30%	110.01%
Arkansas	\$33,748	76.08%	\$37,076	80.75%	109.86%
California	\$49,920	112.54%	\$56,784	123.67%	113.75%
Colorado	\$45,656	102.93%	\$46,696	101.70%	102.28%
Connecticut	\$59,176	133.41%	\$59,228	128.99%	100.09%
Delaware	\$47,216	106.45%	\$47,632	103.74%	100.88%
D.C.	\$69,108	155.80%	\$59,488	129.56%	86.08%
Florida	\$38,948	87.81%	\$41,808	91.05%	107.34%
Georgia	\$42,692	96.25%	\$36,400	79.28%	85.26%
Hawaii	\$37,440	84.41%	\$41,392	90.15%	110.56%
Idaho	\$33,384	75.26%	\$36,712	79.95%	109.97%
Illinois	\$47,996	108.21%	\$53,924	117.44%	112.35%
Indiana	\$37,596	84.76%	\$38,584	84.03%	102.63%
<b>Iowa</b>	<b>\$35,256</b>	<b>79.48%</b>	<b>\$51,688</b>	<b>112.57%</b>	<b>146.61%</b>
Kansas	\$37,596	84.76%	\$43,732	95.24%	116.32%
Kentucky	\$36,192	81.59%	\$40,248	87.66%	111.21%
Louisiana	\$38,428	86.64%	\$40,768	88.79%	106.09%
Maine	\$34,476	77.73%	\$41,080	89.47%	119.16%
Maryland	\$46,436	104.69%	\$47,476	103.40%	102.24%
Massachusetts	\$55,796	125.79%	\$56,264	122.54%	100.84%
Michigan	\$43,160	97.30%	\$51,948	113.14%	120.36%
Minnesota	\$44,668	100.70%	\$51,168	111.44%	114.55%
Mississippi	\$31,668	71.40%	\$36,660	79.84%	115.76%
Missouri	\$38,896	87.69%	\$35,256	76.78%	90.64%
Montana	\$30,940	69.75%	\$39,624	86.30%	128.07%
Nebraska	\$34,892	78.66%	\$41,028	89.35%	117.59%
Nevada	\$41,184	92.85%	\$49,816	108.49%	120.96%
New Hampshire	\$44,356	100.00%	\$40,976	89.24%	92.38%
New Jersey	\$53,612	120.87%	\$57,824	125.93%	107.86%
New Mexico	\$35,204	79.37%	\$42,588	92.75%	120.97%
New York	\$61,412	138.45%	\$49,192	107.13%	80.10%
North Carolina	\$38,636	87.10%	\$41,860	91.17%	108.34%
North Dakota	\$32,812	73.97%	\$36,556	79.61%	111.41%
Ohio	\$39,416	88.86%	\$46,696	101.70%	118.47%
Oklahoma	\$35,464	79.95%	\$33,072	72.03%	93.26%
Oregon	\$39,208	88.39%	\$39,052	85.05%	99.60%
Pennsylvania	\$42,952	96.83%	\$49,296	107.36%	114.77%
Rhode Island	\$39,832	89.80%	\$54,496	118.69%	136.81%
South Carolina	\$34,736	78.31%	\$39,000	84.94%	112.28%
South Dakota	\$31,252	70.46%	\$38,584	84.03%	123.46%
Tennessee	\$39,156	88.28%	\$39,156	85.28%	100.00%
Texas	\$45,552	102.70%	\$41,080	89.47%	90.18%
Utah	\$36,660	82.65%	\$43,004	93.66%	117.30%
Vermont	\$36,348	81.95%	\$44,980	97.96%	123.75%
Virginia	\$45,552	102.70%	\$41,964	91.39%	92.12%
Washington	\$44,616	100.59%	\$48,100	104.76%	107.81%
West Virginia	\$33,332	75.15%	\$36,608	79.73%	109.83%
Wisconsin	\$37,700	84.99%	\$48,932	106.57%	129.79%
Wyoming	\$38,844	87.57%	\$45,032	98.07%	115.93%

Source: U.S. Department of Labor, Bureau of Labor Statistics, "Employment and Wages, Annual Averages 2007"

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