

# Special Report



# 2016 EHS SALARY GUIDE



# 2016 EHS SALARY GUIDE

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# How to use this guide

BLR® has been reporting salary data for a select group of benchmark jobs for almost a decade. However, in 2006, we greatly expanded the jobs, as well as the number of industries and metropolitan areas for which we report data. This approach to collecting and using salary data makes it possible for us to offer our annual survey for Environment, Health, and Safety (EHS) professionals, the *2016 EHS Salary Guide*.

This survey includes data effective July 1, 2014, and July 1, 2015. Data are reported for 32 positions specific to the EHS field and allow you to analyze changes in salaries from year to year. Some of the positions included in this guide are nonexempt and some are exempt.

“Nonexempt” employees are defined as workers who are covered by the minimum wage and overtime requirements of the federal Fair Labor Standards Act (FLSA). Compensation is expressed as an hourly rate. Nonexempt employees must be paid at least the minimum hourly rate. Currently, the federal minimum wage is \$7.25 per hour, and employers must also comply with state minimum wage laws.

“Exempt” employees are defined as workers who are not covered by the overtime requirements of the FLSA. Compensation is expressed as annual salary. For a position to be classified as exempt under the FLSA, employees must be paid an annual salary of at least \$23,660.

Have a question? We will be happy to answer any questions about the data presented in this report, but confidentiality prevents us from supplying information about individual respondents.

## Tips for interpreting the data

1. Review the responsibilities of each position description before making comparisons with the positions in your company; we recommend that you not make comparisons by title alone.
2. Concentrate on the rates reported by percentile for each job and, in particular, the 50th percentile, as this is the midpoint of the data reported for the position. Data are also reported for the 25th and 75th percentiles to provide you with information on the range of salaries for each position.
3. In some instances, there are insufficient data for all data points or for certain metropolitan areas and industries. These instances are identified as “n/a” on the reports.
4. Consider the recruiting area for any given position when deciding what demographic selections to use. For instance, some high-level or specialized jobs may require statewide recruiting efforts, while other jobs may be recruited at the local level.

## Column headings

The first column of each page of the report indicates the demographic selection for the data presented in that row. As noted above, the reports contain 2 years' worth of data. The next three columns have data effective 7/1/2014, and the second section has data effective 7/1/2015. The column headings at the top of each table may be interpreted as follows:

<b>Heading</b>	<b>Explanation</b>
25th Percentile	The rate below which 25% of the data fall
50th Percentile	The median rate of all employees reported
75th Percentile	The rate below which 75% of the data fall

The last two columns of data on each page show the dollar and percent change in the salary or hourly rate reported at the 50th percentile.

*Note: In some instances, you may see large variances in the 2014 and 2015 data. This likely reflects changes both in the industry and in the employers' reporting data for those jobs.*

## Geographic/demographic labels

Data for each job are reported at the national level in the aggregate and also by industry. In addition, data are provided for all 50 states where available.



# 2016 EHS Salary Guide: Executive summary

The environment, health, and safety (EHS) field is in the midst of change. Job responsibilities are shifting, there are younger employees joining the workforce, and you are being asked to do more with less. As an EHS professional, it's hard to tell if you are being paid competitively, and as an employer, it's hard to tell if you are offering salaries that are competitive and efficient. BLR's 2016 EHS Salary Guide will help you evaluate if you are being paid a fair amount for the responsibilities you are shouldering or if you are paying the right amount to retain hard-to-fill positions but not overpaying on others.

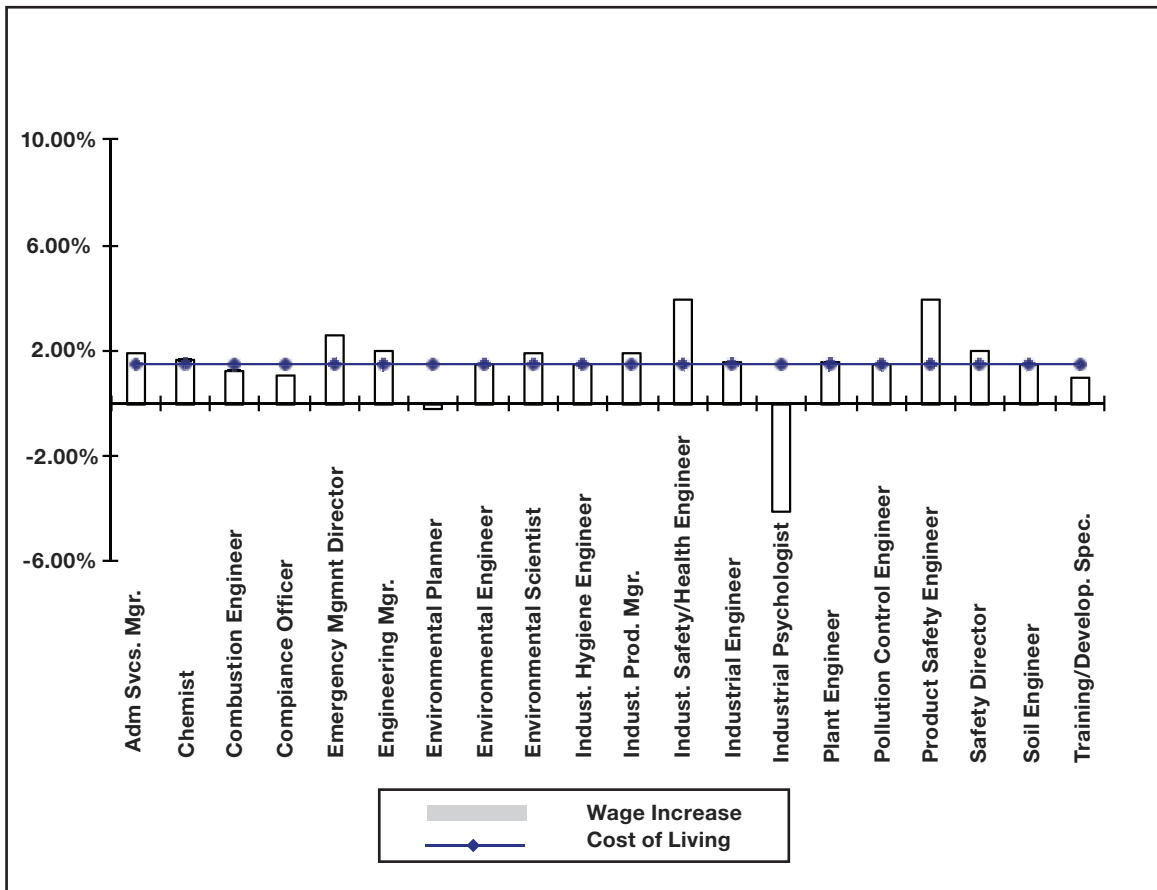
## Exempt positions holding steady overall

Data for the 20 benchmarked positions show that exempt EHS employees are continuing to do a little better overall as the economy is on a slow rise. Salary increases from 2014 to 2015 for 18 of those 20 positions ranged from a high of 3.92% to a low of 0.96% with an average of 1.5%. This compares with the increases from 2013 to 2014 for those positions of a high of 5.04% to a low of 0.81%, with an average of 2.13%.

**Table 1: National Salaries—Exempt EHS Positions, 2014–2015**

Exempt Jobs	2014 Median Salary	2015 Median Salary	Change in Median Salary	
			Dollars	Percent
Admin. Svcs. Mgr.	\$83,956.00	\$85,550.00	\$1,594.00	1.90%
Chemist	\$73,797.00	\$75,023.00	\$1,226.00	1.66%
Combustion Engineer	\$83,742.00	\$84,804.00	\$1,062.00	1.27%
Compliance Officer	\$65,627.00	\$66,314.00	\$687.00	1.05%
Emergency Management Director	\$64,036.00	\$65,712.00	\$1,676.00	2.62%
Engineering Manager	\$130,733.00	\$133,363.00	\$2,630.00	2.01%
Environmental Engineer	\$66,086.00	\$65,926.00	(\$160.00)	-0.24%
Environmental Planner	\$83,864.00	\$85,111.00	\$1,247.00	1.49%
Environmental Scientist	\$66,392.00	\$67,641.00	\$1,249.00	1.88%
Industrial Engineer	\$83,864.00	\$85,111.00	\$1,247.00	1.49%
Industrial Hygiene Engineer	\$92,606.00	\$94,412.00	\$1,806.00	1.95%
Industrial Production Manager	\$80,396.00	\$83,548.00	\$3,152.00	3.92%
Industrial Psychologist	\$81,906.00	\$83,201.00	\$1,295.00	1.58%
Industrial Safety & Health Engineer	\$81,937.00	\$78,566.00	(\$3,371.00)	-4.11%
Plant Engineer	\$81,906.00	\$83,201.00	\$1,295.00	1.58%
Pollution Control Engineer	\$83,864.00	\$85,111.00	\$1,247.00	1.49%
Product Safety Engineer	\$80,396.00	\$83,548.00	\$3,152.00	3.92%
Safety Director	\$130,733.00	\$133,363.00	\$2,630.00	2.01%
Soil Engineer	\$83,864.00	\$85,111.00	\$1,247.00	1.49%
Training and Development Specialist	\$57,987.00	\$58,544.00	\$557.00	0.96%

**Chart 1: Increase in Exempt Salaries Versus Cost-of-Living Increase, 2014–2015**



In 2014, one exempt position saw a decrease in salary that was not seen in 2014. In 2015, two positions saw a decrease in salary, as salaries for Industrial Psychologists nationwide were once again down, this time by 4.11%, and Environmental Planner salaries were down by .24%. Five of the exempt positions cracked 2% for increases in 2015, as opposed to 2013–2014, when seven exempt positions realized an increase over 2%.

## 2015 COLA up to 2013 level

There was good news in 2015 for the cost-of-living adjustment (COLA)\*. In 2014, it was 1.5%, down two-tenths of a percentage point from 2013 when COLA was 1.7%. The good news? The 2015 COLA was back up to 1.7%.

However, only 8 of the 20 exempt positions received increases in 2015 above COLA. (See **Chart 1**.) In 2014, 17 of the 20 exempt positions received increases above COLA.

\*COLAs are periodic changes in wages and benefits designed to bring pay in line with increases in the cost of living.

## Over half of the nonexempt EHS positions beat COLA

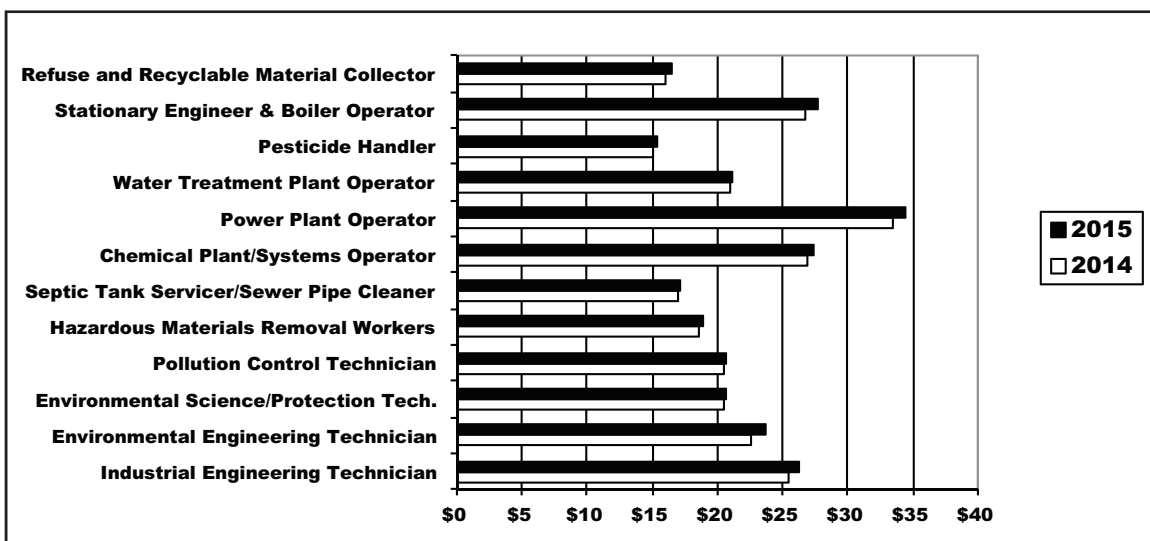
Wages for 12 benchmarked nonexempt EHS positions in 2014 ranged from a high of \$34.40 an hour for Power Plant Operators to \$15.34 an hour for Pesticide Handlers (see **Table 2**).

In good news, 7 of the 12 benchmarked nonexempt jobs saw an increase over COLA as compared to 2013–2014 when 6 out of the 12 benchmarked nonexempt jobs beat COLA. While one of the nonexempt positions lost ground from 2013 to 2014, none of the nonexempt EHS positions realized a decrease in salary from 2014 to 2015.

**Table 2: National Salaries—Nonexempt EHS Positions, 2014–2015**

Nonexempt Jobs	2014 Median Salary	2015 Median Salary	Change in Median Salary	
			Dollars	Percent
Industrial Engineering Technician	\$25.51	\$26.20	\$0.69	2.70%
Environmental Engineering Technician	\$22.63	\$23.65	\$1.02	4.51%
Environmental Science/Protection Tech.	\$20.45	\$20.72	\$0.27	1.32%
Pollution Control Technician	\$20.45	\$20.72	\$0.27	1.32%
Hazardous Materials Removal Workers	\$18.59	\$18.91	\$0.32	1.72%
Septic Tank Servicer/Sewer Pipe Cleaner	\$16.93	\$17.08	\$0.15	0.89%
Chemical Plant/Systems Operator	\$26.84	\$27.44	\$0.60	2.24%
Power Plant Operator	\$33.39	\$34.40	\$1.01	3.02%
Water Treatment Plant Operator	\$20.97	\$21.19	\$0.22	1.05%
Pesticide Handler	\$15.12	\$15.34	\$0.22	1.46%
Stationary Engineer & Boiler Operator	\$26.79	\$27.65	\$0.86	3.21%
Refuse and Recyclable Material Collector	\$16.04	\$16.52	\$0.48	2.99%

**Chart 2: Nonexempt Hourly Wages, 2014–2015**



The highest change in median salary for nonexempt EHS positions was 4.51% for Environmental Engineering Technicians (see **Chart 2**). The average salary change for the 12 nonexempt EHS positions from 2013 to 2014 was 2.20%, which was better than the 1.34% change from 2013 to 2014.

## Growth for Industrial Safety and Health and Product Safety Engineers in some states

**Table 3** shows that the highest salary growth in EHS exempt positions from 2014 to 2015 was for Industrial Safety and Health Engineers and Product Safety Engineers, leading the 8 benchmarked EHS exempt positions that realized an increase over COLA.

Comparing 2014 with 2015 data, the highest change in median salary for exempt EHS positions was 3.92% for both Industrial Safety and Health Engineers and Product Safety Engineers. That follows on a good trend for them. Both positions also had above-average changes in median salary from 2013 to 2014 of 2.59%.

Of the 48 states with salary data for Industrial Safety and Health Engineers and Product Safety Engineers, 18 of Industrial Safety and Health Engineers and 17 of Product Safety Engineers were over the national average of 3.92%. Seven of the 18 Industrial Safety and Health Engineers saw more than a 10% increase for this position, while 10 of the Product Safety Engineers did.

Of those, both positions in Iowa realized a substantial increase of 16.50% in 2015 over 2014. Both positions also made the most in Alaska at an average of \$126,236. This was an increase for them of 13.54% in 2015 over 2014, up from a decrease of 3.54% that they realized in 2014 over 2013. Both jobs in Nevada saw a significant decrease of 18.19% from 2014 salaries.

**Table 3: EHS Exempt Jobs with Largest Increase in Median Salary, 2014–2015**

Exempt Job Title	2014 Median Salary	2015 Median Salary	Change in Median Salary	
			Dollars	Percent
Industrial Safety and Health Engineers	\$80,396.00	\$83,548.00	\$3,152.00	3.92
Product Safety Engineers	\$80,396.00	\$83,548.00	\$3,152.00	3.92
Emergency Management Director	\$64,036.00	\$65,712.00	\$1,676.00	2.62
Engineering Manager	\$130,733.00	\$133,363.00	\$2,630.00	2.01
Safety Director	\$130,733.00	\$133,363.00	\$2,630.00	2.01

Both Industrial Safety and Health Engineers and Product Safety Engineers are the workers who promote worksite or product safety by applying the knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety laws.

From this data, it appears that the responsibilities and duties of these two positions may overlap significantly and that the titles may be used interchangeably in the workplace.

**Table 4** shows that Environmental Engineering Technicians had the highest percentage change in salary for nonexempt jobs in 2015 over 2014 (4.51%). It was highest of the 7 benchmarked nonexempt EHS positions that saw an increase over COLA. Stationary Engineers and Boiler Operators came in second at a 3.21% increase over 2014. Power Plant Operators, who saw the biggest increase in 2014, saw the third biggest increase in 2015 at 3.02%.

Environmental Engineering Technicians in Washington make the highest median salary at \$32.67 an hour, which was 2.48% over what they made in 2014. Environmental Engineering Technicians in Montana realized an impressive 27.13% increase from 2014 to 2015.

**Table 4: EHS Nonexempt Jobs with Largest Increase in Median Salary, 2014–2015**

Nonexempt Job Title	2014 Median Salary	2015 Median Salary	Change in Median Salary	
			Dollars	Percent
Environmental Engineering Technician	\$22.63	\$23.65	\$1.02	4.51
Stationary Engineer and Boiler Operator	\$26.79	\$27.65	\$0.86	3.21
Power Plant Operator	\$33.39	\$34.40	\$1.01	3.02
Refuse and Recyclable Material Collector	\$16.04	\$16.52	\$0.48	2.99
Industrial Engineering Technician	\$25.51	\$26.20	\$0.69	2.70

## Smaller increases for some exempt EHS jobs

All but two of the 20 benchmarked EHS exempt positions registered increases in median salaries from 2014 to 2015, and 8 saw an increase over COLA. Salaries for Industrial Psychologists nationwide fell by 4.11% in 2015 over 2014. Salaries of Training/Development Specialists saw the lowest increase in median salary at 0.96% for 2015 over 2014. While Training/Development Specialists in Kansas actually saw a 10.34% increase in median salary in 2015 over 2014, those same jobs in Washington and West Virginia lost ground by 8.79% and 8.31%, respectively. Twenty-two states saw a decrease in median salary for Training/Development Specialists in 2015.

**Table 5** shows the exempt EHS jobs with the smallest increase in median salary from 2014 to 2015.

**Table 5: EHS Exempt Jobs with Smallest Increase in Median Salary, 2014–2015**

Nonexempt Job Title	2014 Median Salary	2015 Median Salary	Change in Median Salary	
			Dollars	Percent
Training/Development Specialist	\$57,987.00	\$58,544.00	\$557.00	0.96
Compliance Officer	\$65,627.00	\$66,314.00	\$687.00	1.05
Combustion Engineer	\$83,742.00	\$84,804.00	\$1,062.00	1.27

## How are we doing?

Does this report contain information you need on compensation for EHS positions? If it does, please tell others. If it doesn't, please tell us! We appreciate any comments or suggestions you might have to help us improve what will be an annual report on EHS salaries. If you have any comments, please call BLR's Customer Service department at 800-727-5257.

# EHS benchmark jobs

## Administrative Services Manager

Job Description: Plan, direct, or coordinate supportive services of an organization, such as recordkeeping, mail distribution, telephone operator/receptionist, and other office support services. May oversee facilities planning and maintenance and custodial operations.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	62,424	83,956	112,710	63,302	85,550	115,444	1,593	1.90%
Admin. Services	56,569	79,254	109,344	57,605	79,291	110,585	37	0.05%
Agriculture	47,104	71,155	101,561	49,692	68,632	107,552	-2,524	-3.55%
Arts and Entertainment	48,450	68,932	95,911	49,733	70,633	99,006	1,701	2.47%
Construction	59,752	79,805	110,252	59,841	79,495	110,411	-310	-0.39%
Education	60,517	79,305	102,592	61,893	81,864	106,296	2,559	3.23%
Finance/Insurance	73,226	96,553	132,569	73,144	97,730	135,089	1,177	1.22%
Health Services	57,905	77,418	103,061	59,933	79,822	106,776	2,404	3.10%
Information	71,930	100,062	134,028	72,624	102,559	139,744	2,497	2.50%
Management	70,859	95,258	129,458	71,766	97,220	132,352	1,962	2.06%
Mining	68,309	96,431	136,670	72,205	101,344	146,810	4,914	5.10%
Prof. & Tech.	70,258	94,982	127,724	70,030	96,015	129,259	1,032	1.09%
Real Estate	54,040	74,919	101,143	54,971	77,157	106,562	2,238	2.99%
Utilities	78,387	101,204	126,990	80,547	102,406	129,616	1,202	1.19%
Wholesale	62,414	85,364	117,759	62,985	87,520	121,142	2,156	2.53%
<b>All Employers by State</b>								
Alabama	66,269	88,403	115,852	69,173	91,757	121,887	3,354	3.79%
Alaska	67,238	82,569	104,009	68,193	84,753	107,164	2,184	2.65%
Arizona	57,865	73,593	95,503	61,270	77,065	104,275	3,472	4.72%
Arkansas	50,164	69,411	91,463	50,713	68,530	92,247	-881	-1.27%
California	68,238	90,800	119,942	67,764	91,308	121,764	508	0.56%
Colorado	65,249	91,402	119,615	68,621	94,167	122,908	2,765	3.02%
Connecticut	73,246	93,718	117,861	76,146	96,781	121,826	3,063	3.27%
Delaware	84,589	101,776	118,636	83,548	102,335	120,100	559	0.55%
Florida	76,592	99,307	123,328	77,576	100,895	126,002	1,588	1.60%
Georgia	59,364	84,119	118,667	58,932	82,926	117,027	-1,194	-1.42%
Hawaii	46,900	63,781	84,680	46,119	62,342	85,948	-1,438	-2.26%
Idaho	38,944	56,243	84,272	41,412	62,240	92,584	5,997	10.66%
Illinois	46,502	64,780	89,240	49,314	68,877	96,005	4,096	6.32%
Indiana	54,519	73,001	94,503	55,114	72,011	94,208	-990	-1.36%
Iowa	52,979	69,136	89,209	54,297	70,602	90,501	1,467	2.12%
Kansas	57,140	74,317	96,461	59,187	76,442	98,894	2,125	2.86%
Kentucky	53,693	68,921	88,699	51,673	69,418	89,909	496	0.72%
Louisiana	50,204	64,770	87,771	48,110	63,639	89,858	-1,131	-1.75%
Maine	55,070	71,053	89,219	54,113	70,888	90,154	-165	-0.23%
Maryland	70,992	93,289	122,808	73,726	95,341	125,205	2,052	2.20%
Massachusetts	69,850	90,964	120,615	70,000	92,574	121,734	1,610	1.77%
Michigan	58,507	75,755	95,156	58,064	75,799	96,689	44	0.06%
Minnesota	64,168	80,019	98,318	66,457	81,690	100,242	1,671	2.09%
Mississippi	38,546	54,692	74,888	39,543	58,514	77,739	3,821	6.99%
Missouri	50,439	69,595	92,279	58,514	75,881	98,629	6,286	9.03%
Montana	53,825	69,003	86,006	50,938	68,581	90,359	-422	-0.61%
Nebraska	57,518	76,092	100,297	58,411	77,422	103,764	1,330	1.75%
Nevada	60,649	74,756	93,228	57,574	75,554	98,414	798	1.07%
New Hampshire	61,465	76,724	99,919	63,670	76,606	100,885	-119	-0.15%
New Jersey	87,598	107,477	130,132	91,737	111,881	139,091	4,404	4.10%
New Mexico	52,581	70,676	89,791	53,694	74,216	99,558	3,541	5.01%
New York	80,529	107,365	141,178	80,771	110,227	146,411	2,862	2.67%
North Carolina	70,176	87,547	111,241	71,072	89,297	113,821	1,750	2.00%
North Dakota	54,774	73,165	97,410	55,512	74,043	103,274	878	1.20%
Ohio	61,139	75,541	96,676	61,189	76,371	97,812	830	1.10%
Oklahoma	43,248	58,844	81,274	46,496	61,934	84,345	3,090	5.25%
Oregon	56,498	75,398	94,829	55,593	74,308	96,546	-1,090	-1.45%
Pennsylvania	68,983	94,411	129,673	70,092	93,891	128,401	-520	-0.55%
Rhode Island	80,774	94,809	121,339	78,811	96,668	123,602	1,859	1.96%
South Carolina	54,315	72,991	95,696	54,501	74,880	98,639	1,889	2.59%
South Dakota	66,708	77,673	91,229	67,968	78,035	92,625	362	0.47%
Tennessee	47,073	65,147	90,974	50,560	68,407	93,044	3,260	5.00%
Texas	68,779	88,811	116,005	68,387	91,134	119,130	2,323	2.62%
Utah	61,506	79,101	107,549	52,183	73,308	100,497	-5,793	-7.32%
Vermont	61,282	74,960	94,197	64,731	81,711	101,416	6,751	9.01%
Virginia	65,963	87,088	116,035	68,754	89,777	119,049	2,689	3.09%
Washington	67,289	88,638	115,291	68,478	90,593	117,313	1,955	2.21%
West Virginia	48,113	64,301	82,732	51,193	64,640	82,783	339	0.53%
Wisconsin	61,863	81,314	106,957	66,477	86,540	113,025	5,226	6.43%
Wyoming	52,989	72,655	91,790	53,174	77,494	99,507	4,839	6.66%

**Chemical Plant and System Operator**

Job Description: Control or operate an entire chemical process or system of machines.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	20.74	26.84	33.24	21.44	27.44	33.73	0.60	2.24%
Admin. Services	13.64	20.77	27.72	16.19	22.11	28.19	1.34	6.45%
Management	25.52	27.63	29.77	23.21	26.65	29.95	-0.98	-3.55%
Mining	20.91	22.96	33.44	20.96	23.65	33.53	0.69	3.01%
Prof. & Tech.	22.24	29.33	34.57	17.78	25.01	33.41	-4.32	-14.73%
Wholesale	18.39	21.97	26.45	19.80	24.57	29.75	2.60	11.83%
<b>All Employers by State</b>								
Alabama	21.87	26.79	31.68	25.21	28.34	32.31	1.55	5.79%
Arizona	19.17	21.37	24.94	17.57	20.38	22.95	-0.99	-4.63%
Arkansas	17.35	20.24	23.51	17.78	23.75	27.61	3.51	17.34%
California	20.73	26.02	30.23	22.55	27.60	32.76	1.58	6.07%
Colorado	17.56	22.39	28.43	18.97	23.62	29.36	1.23	5.49%
Connecticut	22.48	27.73	33.04	25.01	30.05	34.79	2.32	8.37%
Delaware	27.46	31.40	34.59	30.09	33.38	36.16	1.98	6.31%
Florida	22.63	25.52	27.84	24.40	26.59	28.76	1.07	4.19%
Georgia	21.75	26.05	30.58	21.65	25.99	32.13	-0.06	-0.23%
Idaho	22.56	25.86	28.22	23.72	26.99	29.60	1.13	4.37%
Illinois	22.41	27.54	33.18	22.36	27.04	31.64	-0.50	-1.82%
Indiana	10.74	15.42	24.64	18.58	25.96	32.77	10.54	68.35%
Iowa	19.03	22.49	27.46	16.99	19.89	26.67	-2.60	-11.56%
Kansas	19.36	26.32	33.54	17.41	23.69	31.47	-2.63	-9.99%
Kentucky	25.28	31.49	34.97	28.96	33.13	36.18	1.64	5.21%
Louisiana	26.22	33.00	37.03	28.52	33.96	38.24	0.96	2.91%
Maine	23.79	26.96	30.40	24.12	27.88	32.98	0.92	3.41%
Maryland	25.38	28.58	32.25	26.22	28.88	31.80	0.30	1.05%
Massachusetts	20.30	23.18	29.45	20.76	24.01	29.71	0.83	3.58%
Michigan	18.45	22.46	29.22	20.74	25.51	29.93	3.05	13.58%
Minnesota	24.37	26.69	29.02	16.54	18.43	23.87	-8.26	-30.95%
Mississippi	19.53	21.66	25.63	21.22	25.13	29.50	3.47	16.02%
Missouri	18.27	22.94	27.73	19.81	25.26	30.38	2.32	10.11%
New Jersey	22.03	26.75	31.37	21.90	26.62	30.84	-0.13	-0.49%
New York	21.22	28.03	34.73	20.90	26.57	31.29	-1.46	-5.21%
North Carolina	21.85	25.44	28.31	21.63	25.77	28.68	0.33	1.30%
Ohio	16.65	21.11	26.29	15.78	21.43	26.52	0.32	1.52%
Oklahoma	25.97	31.61	34.71	20.68	25.50	31.03	-6.11	-19.33%
Oregon	20.71	25.82	29.20	19.85	24.66	32.25	-1.16	-4.49%
Pennsylvania	19.18	23.48	27.89	21.88	26.52	29.86	3.04	12.95%
South Carolina	16.92	20.12	24.65	17.16	20.87	25.69	0.75	3.73%
South Dakota	16.35	18.75	21.65	18.39	20.73	22.96	1.98	10.56%
Tennessee	20.20	24.97	28.54	19.86	23.94	27.87	-1.03	-4.12%
Texas	27.78	33.50	38.40	26.76	33.22	37.60	-0.28	-0.84%
Utah	21.59	29.65	35.21	21.58	30.38	35.09	0.73	2.46%
Virginia	22.49	29.33	33.68	20.96	27.13	32.72	-2.20	-7.50%
Washington	18.88	28.00	34.36	22.35	31.37	36.37	3.37	12.04%
West Virginia	25.09	27.55	30.00	23.23	28.33	33.85	0.78	2.83%
Wisconsin	18.96	24.75	29.51	18.82	23.51	30.51	-1.24	-5.01%
Wyoming	25.59	29.39	35.51	25.59	29.46	34.26	0.07	0.24%

**Chemist**

Job Description: Conduct qualitative and quantitative chemical analyses or chemical experiments in laboratories for quality or process control or to develop new products or knowledge.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	53,907	73,797	99,042	54,542	75,023	101,447	1,226	1.66%
Admin. Services	46,288	66,575	92,432	48,150	68,989	97,107	2,414	3.63%
Education	45,145	57,732	80,243	44,781	55,011	73,104	-2,721	-4.71%
Health Services	49,613	63,342	83,558	51,234	67,121	86,397	3,779	5.97%
Management	66,473	87,608	114,403	65,313	88,153	117,109	545	0.62%
Mining	61,904	81,967	106,590	67,376	87,704	117,272	5,737	7.00%
Prof. & Tech.	53,326	74,297	101,266	53,460	75,350	104,275	1,053	1.42%
Utilities	69,044	85,027	102,439	70,602	87,040	104,714	2,013	2.37%
Wholesale	50,296	68,197	91,412	53,888	71,184	92,799	2,987	4.38%
<b>All Employers by State</b>								
Alabama	52,091	69,248	89,923	53,409	71,552	95,811	2,304	3.33%
Alaska	63,587	80,692	103,979	75,380	98,731	112,923	18,039	22.35%
Arizona	49,174	64,168	80,641	61,525	74,594	94,606	10,426	16.25%
Arkansas	52,561	70,186	91,239	50,121	70,153	91,206	-33	-0.05%
California	56,457	75,500	99,552	56,686	77,688	103,274	2,187	2.90%
Colorado	52,856	72,216	97,237	51,897	73,788	101,988	1,572	2.18%
Connecticut	58,211	80,478	104,836	57,983	78,107	105,653	-2,372	-2.95%
Delaware	71,227	90,647	119,177	72,481	92,207	120,907	1,559	1.72%
Florida	45,023	60,404	84,823	46,670	61,413	82,670	1,009	1.67%
Georgia	56,212	77,836	96,798	55,246	77,014	97,046	-822	-1.06%
Hawaii	45,614	57,263	72,359	51,091	61,444	76,524	4,181	7.30%
Idaho	49,419	75,317	103,122	59,208	81,323	109,441	6,006	7.97%
Illinois	50,561	69,982	93,697	53,858	76,687	102,141	6,705	9.58%
Indiana	45,767	57,691	82,467	46,088	58,371	84,774	679	1.18%
Iowa	53,591	65,994	78,489	54,297	68,417	84,998	2,423	3.67%
Kansas	46,889	58,497	79,560	47,854	60,239	80,414	1,742	2.98%
Kentucky	46,940	60,466	86,659	45,271	61,117	78,147	651	1.08%
Louisiana	55,457	74,103	96,614	55,930	74,972	94,320	869	1.17%
Maine	48,593	57,712	82,640	52,735	58,299	70,796	588	1.02%
Maryland	80,692	107,222	132,355	84,937	108,491	132,128	1,269	1.18%
Massachusetts	53,917	76,276	107,569	55,093	76,024	108,093	-252	-0.33%
Michigan	53,366	72,083	97,084	57,452	80,179	103,887	8,096	11.23%
Minnesota	65,627	91,790	117,596	67,233	94,300	121,254	2,510	2.73%
Mississippi	64,780	81,386	98,685	63,292	78,903	99,507	-2,483	-3.05%
Missouri	48,266	66,514	88,179	48,947	66,171	88,643	-343	-0.52%
Montana	43,299	53,387	72,838	44,567	56,808	80,159	3,422	6.41%
Nebraska	50,051	61,577	84,201	43,586	56,318	77,943	-5,259	-8.54%
Nevada	54,672	73,124	103,948	60,831	86,520	112,565	13,396	18.32%
New Jersey	64,229	83,548	107,773	62,465	79,740	107,195	-3,808	-4.56%
New Mexico	51,041	72,818	115,015	46,415	73,124	119,600	306	0.42%
New York	54,815	73,409	97,645	53,572	71,317	96,239	-2,093	-2.85%
North Carolina	53,111	71,288	93,901	53,511	71,378	94,585	90	0.13%
North Dakota	52,744	65,851	86,078	52,061	63,608	85,070	-2,243	-3.41%
Ohio	48,705	65,433	87,343	50,131	67,805	90,634	2,372	3.62%
Oklahoma	44,686	66,178	90,872	45,996	64,394	89,654	-1,783	-2.69%
Oregon	53,540	66,116	85,017	49,621	66,100	87,387	-17	-0.03%
Pennsylvania	58,507	76,918	101,602	57,247	77,382	102,917	463	0.60%
Rhode Island	58,660	72,910	90,994	60,535	79,709	98,373	6,800	9.33%
South Carolina	49,960	68,187	91,249	53,266	72,787	94,085	4,600	6.75%
South Dakota	43,462	50,235	60,904	44,893	52,439	65,038	2,204	4.39%
Tennessee	48,256	66,188	100,327	49,008	66,753	100,119	565	0.85%
Texas	44,747	59,099	89,699	46,639	63,557	96,536	4,458	7.54%
Utah	53,621	68,809	87,842	51,683	63,823	87,949	-4,986	-7.25%
Vermont	53,387	61,149	82,926	50,570	57,513	64,874	-3,636	-5.95%
Virginia	53,764	77,183	107,753	59,861	83,069	119,345	5,885	7.62%
Washington	53,285	77,102	98,542	51,469	71,970	98,322	-5,132	-6.66%
West Virginia	44,503	52,530	62,424	39,074	74,911	96,740	22,381	42.61%
Wisconsin	52,958	66,535	80,498	51,897	64,650	81,670	-1,885	-2.83%
Wyoming	45,206	59,129	80,519	53,980	67,049	88,071	7,920	13.39%



**Combustion Engineer**

Job Description: Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	66,677	83,742	104,825	67,498	84,804	106,501	1,062	1.27%
Admin. Services	67,820	87,394	110,242	68,050	88,010	111,442	617	0.71%
Arts and Entertainment	70,819	89,311	116,178	70,551	89,695	115,730	384	0.43%
Construction	63,515	81,539	105,295	64,037	81,251	104,683	-288	-0.35%
Education	52,408	68,870	85,558	47,946	65,130	80,741	-3,741	-5.43%
Health Services	47,461	60,506	83,732	48,855	65,967	83,702	5,460	9.02%
Information	80,631	106,488	134,742	84,059	110,360	143,022	3,872	3.64%
Management	72,961	88,832	108,385	71,092	87,122	106,419	-1,710	-1.92%
Mining	69,340	94,289	138,791	74,421	104,305	149,770	10,017	10.62%
Prof. & Tech.	69,982	89,005	112,679	71,011	90,471	114,393	1,466	1.65%
Real Estate	73,195	99,307	117,320	68,346	76,840	99,650	-22,467	-22.62%
Utilities	73,552	88,159	104,703	74,819	91,614	111,136	3,456	3.92%
Wholesale	61,006	76,021	95,074	61,617	77,861	98,322	1,841	2.42%
<b>All Employers by State</b>								
Alabama	67,402	84,140	100,164	69,132	85,039	100,762	899	1.07%
Alaska	83,589	103,112	143,392	89,807	110,105	148,321	6,993	6.78%
Arizona	69,115	84,558	106,335	71,684	87,888	109,124	3,330	3.94%
Arkansas	56,018	70,686	87,853	56,798	70,449	89,623	-237	-0.34%
California	74,440	95,717	119,819	75,656	97,965	122,877	2,248	2.35%
Colorado	65,270	83,507	107,865	66,355	83,375	111,687	-133	-0.16%
Connecticut	66,392	85,221	100,133	67,519	84,141	102,335	-1,080	-1.27%
Delaware	81,631	96,829	119,626	76,085	92,523	121,632	-4,306	-4.45%
Florida	58,385	76,235	96,145	64,394	81,537	102,529	5,302	6.96%
Georgia	60,670	78,224	98,685	61,689	78,178	99,017	-46	-0.06%
Hawaii	62,842	80,447	101,408	61,873	79,321	100,354	-1,126	-1.40%
Idaho	66,371	80,131	99,185	64,180	80,649	101,886	518	0.65%
Illinois	66,851	80,906	97,186	67,703	81,261	99,486	355	0.44%
Indiana	60,333	73,154	90,647	60,147	73,083	89,583	-71	-0.10%
Iowa	57,365	71,094	86,761	59,514	74,094	90,205	3,000	4.22%
Kansas	61,710	71,645	86,486	58,963	70,898	84,661	-747	-1.04%
Kentucky	64,403	77,816	94,972	64,456	78,556	95,964	740	0.95%
Louisiana	67,340	85,354	110,160	71,082	90,450	120,846	5,097	5.97%
Maine	63,546	78,754	92,902	65,609	80,914	96,209	2,160	2.74%
Maryland	72,471	90,882	117,310	72,205	92,840	119,355	1,958	2.15%
Massachusetts	72,451	89,291	110,446	73,624	90,501	111,993	1,211	1.36%
Michigan	71,675	88,954	108,140	72,665	90,604	110,013	1,649	1.85%
Minnesota	65,780	81,539	98,399	66,396	80,965	98,557	-574	-0.70%
Mississippi	57,701	73,001	91,239	59,463	77,606	95,617	4,605	6.31%
Missouri	61,894	78,632	96,920	62,444	78,219	98,179	-413	-0.53%
Montana	63,760	74,307	93,656	63,741	75,962	96,321	1,655	2.23%
Nebraska	60,435	72,828	90,862	61,403	74,043	91,727	1,215	1.67%
Nevada	64,484	74,848	92,922	65,048	76,054	98,598	1,207	1.61%
New Hampshire	67,636	79,193	96,890	69,193	82,405	98,935	3,212	4.06%
New Jersey	71,410	87,730	109,589	70,817	88,470	109,921	739	0.84%
New Mexico	82,844	98,726	117,800	85,141	100,905	120,427	2,180	2.21%
New York	65,413	80,376	100,613	66,906	82,711	103,560	2,335	2.91%
North Carolina	64,586	76,755	93,371	66,181	79,955	97,373	3,200	4.17%
North Dakota	63,556	75,317	92,565	53,837	73,226	91,798	-2,091	-2.78%
Ohio	58,140	72,359	89,964	59,606	73,338	90,093	980	1.35%
Oklahoma	63,505	79,764	94,789	64,109	80,424	97,557	660	0.83%
Oregon	66,392	83,130	102,122	65,589	80,833	98,894	-2,297	-2.76%
Pennsylvania	64,331	80,713	100,705	63,649	80,506	101,467	-207	-0.26%
Rhode Island	70,941	90,811	113,516	69,561	89,480	114,954	-1,330	-1.46%
South Carolina	66,575	84,619	107,518	66,273	85,550	105,102	930	1.10%
South Dakota	57,253	67,677	81,151	57,809	68,417	79,383	740	1.09%
Tennessee	64,546	83,079	99,062	67,335	86,673	103,877	3,594	4.33%
Texas	71,288	91,718	117,555	72,011	93,146	120,437	1,427	1.56%
Utah	64,393	76,143	92,473	62,914	78,055	95,423	1,912	2.51%
Vermont	63,107	74,011	96,084	64,936	78,882	106,929	4,871	6.58%
Virginia	72,124	91,249	113,638	72,899	92,349	116,292	1,100	1.21%
Washington	72,869	90,556	111,721	70,469	89,766	112,014	-789	-0.87%
West Virginia	60,486	76,367	96,910	61,331	76,065	96,464	-303	-0.40%
Wisconsin	57,304	69,992	83,691	58,207	71,245	85,825	1,253	1.79%
Wyoming	60,588	76,928	94,207	60,647	76,473	97,710	-456	-0.59%

**Compliance Officer**

Job Description: Examines, evaluates, and investigates eligibility for or conformity with laws and regulations governing contract compliance of licenses and permits, and other compliance and enforcement inspection activities not classified elsewhere.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	48,562	65,627	83,375	49,243	66,314	84,927	687	1.05%
Admin. Services	48,970	65,953	86,629	46,272	62,843	85,478	-3,111	-4.72%
Arts and Entertainment	36,955	47,971	68,891	24,320	42,474	63,047	-5,497	-11.46%
Construction	46,706	63,454	79,988	48,498	65,354	81,568	1,900	2.99%
Education	45,339	58,517	75,470	46,088	59,330	76,187	813	1.39%
Finance/Insurance	51,459	67,871	88,322	51,948	68,581	89,623	710	1.05%
Health Services	45,625	61,159	79,030	45,976	61,801	80,424	642	1.05%
Information	58,405	76,327	96,013	57,411	75,809	97,087	-517	-0.68%
Management	52,040	68,371	89,036	53,511	70,745	92,186	2,374	3.47%
Mining	53,244	72,940	94,248	57,268	74,543	93,779	1,603	2.20%
Prof. & Tech.	51,082	70,819	93,667	51,377	70,592	94,841	-227	-0.32%
Real Estate	43,707	59,752	73,593	44,189	58,881	75,237	-871	-1.46%
Utilities	64,637	81,926	99,317	64,282	83,487	100,916	1,561	1.91%
Wholesale	50,592	68,187	89,097	51,581	69,387	90,655	1,200	1.76%
<b>All Employers by State</b>								
Alabama	48,797	59,752	80,050	48,804	61,005	80,639	1,253	2.10%
Alaska	59,119	71,155	84,323	59,494	71,991	85,264	836	1.17%
Arizona	47,318	65,606	77,204	48,252	64,670	78,117	-936	-1.43%
Arkansas	37,832	50,296	63,362	37,226	51,652	63,690	1,356	2.70%
California	60,476	76,296	90,464	59,535	76,851	92,207	555	0.73%
Colorado	50,959	66,728	84,405	52,051	67,090	86,275	362	0.54%
Connecticut	58,783	73,981	92,759	61,331	76,800	95,964	2,819	3.81%
Delaware	53,927	74,633	102,051	51,213	70,265	100,446	-4,368	-5.85%
Florida	41,157	57,916	77,632	41,085	58,503	80,077	588	1.01%
Georgia	40,606	56,702	78,234	42,331	59,902	81,547	3,200	5.64%
Hawaii	50,939	62,067	78,775	52,704	66,590	79,658	4,523	7.29%
Idaho	38,505	55,151	77,183	37,981	55,838	78,055	687	1.25%
Illinois	56,120	75,143	89,423	56,604	75,850	90,961	707	0.94%
Indiana	40,239	55,661	77,306	40,779	57,319	79,658	1,658	2.98%
Iowa	50,623	59,344	72,359	50,346	59,402	73,032	58	0.10%
Kansas	45,553	58,262	74,664	42,831	55,716	72,297	-2,546	-4.37%
Kentucky	40,576	49,327	65,484	40,963	50,376	65,558	1,049	2.13%
Louisiana	42,034	54,845	72,043	43,250	57,299	75,299	2,453	4.47%
Maine	49,011	70,186	76,745	48,395	70,041	78,055	-146	-0.21%
Maryland	51,520	67,636	87,710	51,428	67,856	89,521	219	0.32%
Massachusetts	59,966	76,327	93,503	61,393	78,117	95,668	1,790	2.35%
Michigan	54,641	70,788	81,376	52,827	69,122	83,783	-1,666	-2.35%
Minnesota	53,764	68,054	83,834	57,023	70,970	85,386	2,915	4.28%
Mississippi	34,027	47,144	62,965	33,958	47,344	64,731	199	0.42%
Missouri	42,697	56,141	74,868	43,627	57,595	75,462	1,454	2.59%
Montana	43,717	53,244	74,848	44,873	54,807	76,698	1,563	2.94%
Nebraska	45,064	58,568	75,266	46,660	58,759	76,922	190	0.32%
Nevada	47,195	61,241	76,265	47,732	61,209	77,075	-32	-0.05%
New Hampshire	57,763	70,400	77,418	54,971	71,194	78,882	794	1.13%
New Jersey	61,159	78,112	92,881	60,004	77,586	91,839	-526	-0.67%
New Mexico	42,799	59,864	78,652	43,597	59,861	80,424	-3	0.00%
New York	54,509	71,369	87,067	55,655	72,797	90,318	1,428	2.00%
North Carolina	45,339	60,833	79,907	47,609	63,608	83,661	2,776	4.56%
North Dakota	43,697	57,467	74,654	42,902	57,901	75,677	434	0.76%
Ohio	46,073	58,823	74,246	45,598	58,830	75,483	7	0.01%
Oklahoma	31,406	42,218	60,578	33,509	45,200	66,702	2,982	7.06%
Oregon	51,561	62,761	75,908	50,029	63,455	75,962	695	1.11%
Pennsylvania	49,113	64,066	81,824	49,110	64,374	83,263	308	0.48%
Rhode Island	53,285	68,779	90,556	53,276	66,978	90,246	-1,801	-2.62%
South Carolina	37,006	49,868	68,299	37,736	50,049	70,235	182	0.36%
South Dakota	40,739	48,379	61,302	37,726	46,966	59,198	-1,413	-2.92%
Tennessee	39,352	54,142	75,327	40,064	55,981	78,280	1,840	3.40%
Texas	46,033	66,494	82,528	48,232	69,305	85,335	2,812	4.23%
Utah	43,197	56,630	76,112	43,290	57,482	78,066	852	1.50%
Vermont	48,409	64,393	77,234	48,926	63,619	80,404	-774	-1.20%
Virginia	48,175	65,555	84,334	49,570	66,539	86,928	983	1.50%
Washington	55,906	70,176	83,171	53,796	65,538	83,283	-4,638	-6.61%
West Virginia	34,588	48,287	69,799	34,551	48,191	68,703	-96	-0.20%
Wisconsin	45,737	57,079	72,124	47,742	59,443	75,421	2,363	4.14%
Wyoming	46,991	61,108	77,846	48,007	61,005	80,628	-103	-0.17%

## Emergency Management Directors

Job Description: Coordinate disaster response or crisis management activities, provide disaster preparedness training, and prepare emergency plans and procedures for natural (e.g., hurricanes, floods, earthquakes), wartime, or technological (e.g., nuclear power plant emergencies, hazardous materials spills) disasters or hostage situations.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	45,043	64,036	87,832	47,089	65,712	90,838	1,676	2.62%
Education	65,209	82,895	104,479	62,261	82,364	104,336	-531	-0.64%
Finance/Insurance	61,424	71,471	86,924	62,097	71,919	86,734	448	0.63%
Health Services	51,826	72,206	92,483	56,880	74,308	95,515	2,103	2.91%
Management	67,606	86,629	112,618	73,175	94,851	131,627	8,222	9.49%
Prof. & Tech.	62,975	79,234	109,599	62,107	79,352	113,464	119	0.15%
Utilities	65,566	95,717	118,728	77,882	99,987	122,408	4,270	4.46%
<b>All Employers by State</b>								
Alabama	45,492	60,445	88,230	45,445	60,188	82,681	-257	-0.43%
Arizona	56,294	69,788	94,605	55,532	66,345	93,176	-3,444	-4.93%
Arkansas	27,469	38,525	49,898	30,324	40,350	53,603	1,825	4.74%
California	79,968	100,184	119,840	83,518	104,254	125,981	4,070	4.06%
Colorado	48,358	71,502	90,392	50,274	70,051	90,481	-1,451	-2.03%
Connecticut	59,180	74,154	88,985	61,321	80,322	96,097	6,168	8.32%
Florida	69,748	86,333	100,888	68,060	83,906	102,120	-2,427	-2.81%
Georgia	48,756	63,403	79,417	47,119	61,434	79,097	-1,970	-3.11%
Hawaii	50,541	57,701	70,757	52,653	60,014	76,606	2,313	4.01%
Idaho	54,305	72,665	89,515	54,113	70,898	93,646	-1,767	-2.43%
Illinois	19,247	33,089	69,309	19,573	44,771	78,045	11,682	35.31%
Indiana	33,925	39,668	47,889	33,662	39,584	49,958	-84	-0.21%
Iowa	47,634	53,795	62,597	46,527	54,695	65,436	900	1.67%
Kansas	35,812	44,288	59,864	38,410	48,048	68,662	3,760	8.49%
Kentucky	35,445	45,186	58,018	35,296	45,006	56,778	-180	-0.40%
Louisiana	63,546	71,869	82,120	65,395	73,461	83,579	1,592	2.21%
Maine	48,175	57,140	68,340	44,730	57,860	71,848	720	1.26%
Maryland	72,165	86,557	97,757	80,169	91,808	110,370	5,251	6.07%
Massachusetts	20,308	57,140	82,773	36,256	61,781	97,066	4,640	8.12%
Michigan	54,927	69,921	87,261	51,979	68,203	83,559	-1,718	-2.46%
Minnesota	55,804	75,164	102,673	57,676	77,749	101,059	2,585	3.44%
Mississippi	37,669	40,698	56,865	37,532	41,391	59,820	693	1.70%
Missouri	27,968	43,799	63,118	30,732	46,731	65,855	2,932	6.70%
Montana	33,293	44,033	48,266	30,313	40,033	49,049	-4,000	-9.08%
Nebraska	32,395	46,114	61,006	37,583	49,100	63,741	2,986	6.47%
Nevada	63,475	83,456	96,145	63,302	87,969	99,180	4,513	5.41%
New Hampshire	30,406	50,153	61,261	40,513	51,275	62,955	1,121	2.24%
New Jersey	55,845	84,589	102,357	58,942	90,185	116,077	5,596	6.62%
New Mexico	52,112	68,728	102,796	49,559	61,321	96,995	-7,406	-10.78%
New York	62,536	74,746	96,196	62,771	77,014	100,926	2,268	3.03%
North Carolina	53,162	66,351	84,527	53,878	68,019	86,734	1,668	2.51%
North Dakota	46,043	56,885	68,075	44,117	56,308	66,824	-577	-1.01%
Ohio	46,124	61,394	76,765	47,905	63,925	81,027	2,531	4.12%
Oklahoma	36,128	45,482	70,941	36,879	47,824	69,785	2,342	5.15%
Oregon	59,772	77,785	95,441	59,065	76,054	93,044	-1,731	-2.23%
Pennsylvania	42,616	52,132	69,278	48,824	57,360	74,339	5,228	10.03%
Rhode Island	29,029	84,507	103,948	20,308	81,680	97,608	-2,827	-3.35%
South Carolina	40,871	49,888	65,831	43,464	53,409	72,195	3,520	7.06%
South Dakota	34,670	39,423	48,460	36,695	43,127	49,233	3,704	9.40%
Tennessee	41,514	62,740	84,558	43,096	63,567	90,879	827	1.32%
Texas	48,817	67,728	89,464	49,110	65,885	90,665	-1,843	-2.72%
Utah	52,765	64,025	77,724	54,521	65,579	79,138	1,553	2.43%
Vermont	51,449	60,782	75,806	47,517	57,084	75,983	-3,698	-6.08%
Virginia	63,016	75,388	102,500	60,862	73,798	99,884	-1,590	-2.11%
Washington	65,566	80,039	100,297	68,152	85,049	104,938	5,010	6.26%
West Virginia	34,670	47,654	67,351	35,490	48,947	70,500	1,292	2.71%
Wisconsin	48,052	63,954	74,215	52,326	63,292	75,258	-662	-1.04%
Wyoming	40,525	57,834	72,216	43,974	58,503	74,400	669	1.16%

## Engineering Manager

Job Description: Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	104,203	130,733	163,027	106,868	133,363	166,106	2,630	2.01%
Admin. Services	107,559	136,058	167,729	108,777	137,090	167,812	1,032	0.76%
Arts and Entertainment	129,254	151,827	182,294	111,350	145,247	175,469	-6,580	-4.33%
Construction	86,894	114,077	145,758	89,205	119,406	153,068	5,329	4.67%
Education	74,562	100,184	136,027	75,329	102,907	132,638	2,722	2.72%
Finance/Insurance	114,556	134,834	154,856	119,937	140,816	160,236	5,983	4.44%
Health Services	90,902	111,139	135,293	97,689	119,110	148,229	7,971	7.17%
Information	112,965	140,729	172,553	117,885	145,768	177,797	5,039	3.58%
Management	104,203	130,642	160,966	109,839	137,672	172,355	7,030	5.38%
Mining	123,451	173,053	n/a	122,918	167,485	n/a	-5,568	-3.22%
Prof. & Tech.	105,233	134,650	170,585	107,481	136,671	173,182	2,021	1.50%
Real Estate	92,086	122,869	156,947	93,013	119,651	164,310	-3,218	-2.62%
Utilities	106,060	123,502	149,685	110,105	129,596	156,070	6,094	4.93%
Wholesale	103,489	130,713	164,404	104,152	130,014	165,984	-699	-0.53%
<b>All Employers by State</b>								
Alabama	103,856	122,461	148,267	107,338	127,012	154,896	4,551	3.72%
Alaska	113,924	136,527	180,581	113,464	138,223	184,444	1,696	1.24%
Arizona	103,856	129,999	154,214	106,735	133,710	160,226	3,711	2.85%
Arkansas	85,211	107,273	129,591	86,673	109,349	132,934	2,076	1.93%
California	126,205	155,999	n/a	125,797	157,959	n/a	1,960	1.26%
Colorado	120,309	142,627	174,685	127,308	150,894	184,842	8,267	5.80%
Connecticut	103,724	125,246	147,033	111,177	133,731	154,937	8,485	6.77%
Delaware	120,666	142,759	168,371	121,142	144,206	168,536	1,447	1.01%
Florida	91,004	115,923	143,290	90,563	116,333	145,952	410	0.35%
Georgia	101,357	125,327	153,418	103,866	127,850	156,662	2,522	2.01%
Hawaii	93,748	111,874	130,336	99,364	117,211	133,537	5,337	4.77%
Idaho	97,634	130,815	157,784	99,384	132,393	159,613	1,578	1.21%
Illinois	92,330	117,739	148,379	103,366	126,175	155,856	8,437	7.17%
Indiana	88,689	109,058	134,334	89,674	110,370	135,425	1,312	1.20%
Iowa	99,532	112,710	128,449	100,272	114,811	131,250	2,101	1.86%
Kansas	91,729	116,382	142,025	88,449	111,585	139,622	-4,797	-4.12%
Kentucky	88,475	108,691	130,376	88,123	110,401	131,954	1,710	1.57%
Louisiana	88,679	126,776	157,009	100,232	131,107	161,716	4,331	3.42%
Maine	97,573	115,637	135,752	96,740	120,703	142,705	5,065	4.38%
Maryland	118,045	139,505	158,620	122,500	141,051	164,156	1,546	1.11%
Massachusetts	112,414	141,015	176,093	109,972	138,795	172,335	-2,220	-1.57%
Michigan	96,359	116,280	141,423	98,690	118,916	145,441	2,636	2.27%
Minnesota	103,285	126,031	155,530	107,685	131,821	163,431	5,790	4.59%
Mississippi	89,107	110,629	132,131	88,204	111,187	133,761	558	0.50%
Missouri	91,596	116,076	144,197	99,088	125,164	153,946	9,088	7.83%
Montana	90,229	104,336	131,090	92,564	104,785	129,575	449	0.43%
Nebraska	94,217	112,730	132,916	100,691	119,437	144,676	6,706	5.95%
Nevada	94,666	122,584	152,306	92,686	117,803	154,396	-4,781	-3.90%
New Hampshire	107,845	129,815	160,528	107,838	125,961	155,284	-3,855	-2.97%
New Jersey	116,535	140,536	169,320	118,844	142,981	172,222	2,445	1.74%
New Mexico	111,965	141,270	168,606	120,907	148,065	173,550	6,795	4.81%
New York	109,109	135,619	167,627	113,117	141,092	174,928	5,473	4.04%
North Carolina	98,430	119,075	147,696	101,896	123,276	152,558	4,201	3.53%
North Dakota	88,495	106,947	127,174	93,697	110,748	128,391	3,801	3.55%
Ohio	93,014	114,719	140,627	97,924	119,089	145,166	4,370	3.81%
Oklahoma	87,700	111,833	135,568	93,779	118,487	141,868	6,654	5.95%
Oregon	110,170	133,600	157,916	110,850	134,925	159,878	1,326	0.99%
Pennsylvania	107,457	135,466	168,739	109,278	136,926	167,628	1,460	1.08%
Rhode Island	109,028	128,234	151,123	111,728	132,362	155,713	4,128	3.22%
South Carolina	87,863	113,087	142,310	94,585	118,150	147,341	5,063	4.48%
South Dakota	92,504	113,087	135,701	96,352	113,341	138,509	254	0.22%
Tennessee	85,466	107,804	132,998	90,542	116,037	144,390	8,233	7.64%
Texas	114,138	149,297	n/a	113,188	146,748	190,845	-2,549	-1.71%
Utah	90,270	112,496	136,343	92,186	117,517	143,777	5,021	4.46%
Vermont	103,479	124,328	157,804	100,129	112,392	130,086	-11,936	-9.60%
Virginia	114,454	139,505	170,850	115,986	141,051	171,896	1,546	1.11%
Washington	104,540	128,897	154,397	117,344	140,673	168,863	11,776	9.14%
West Virginia	83,375	110,701	133,181	95,382	120,325	149,117	9,624	8.69%
Wisconsin	86,129	105,060	124,960	91,145	110,442	132,015	5,382	5.12%
Wyoming	91,198	106,672	127,724	90,889	108,328	129,065	1,657	1.55%

**Environmental Engineer**

Job Description: Design, plan, or perform engineering duties in the prevention, control, and remediation of environmental health hazards utilizing various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	64,178	83,864	105,937	65,140	85,111	106,868	1,246	1.49%
Admin. Services	65,555	83,956	106,927	65,538	84,386	108,308	429	0.51%
Construction	58,283	76,990	116,056	50,876	70,674	93,840	-6,316	-8.20%
Education	56,151	68,687	86,761	57,043	72,266	95,188	3,580	5.21%
Health Services	25,184	45,492	67,381	54,501	69,898	91,849	24,406	53.65%
Management	78,979	96,941	117,035	75,411	95,423	117,364	-1,518	-1.57%
Mining	75,184	96,441	121,931	78,004	98,486	122,520	2,045	2.12%
Prof. & Tech.	62,812	83,324	108,875	64,139	84,375	110,197	1,052	1.26%
Utilities	58,028	82,589	101,306	63,486	87,091	107,287	4,502	5.45%
Wholesale	74,480	93,544	113,200	74,809	95,035	114,597	1,490	1.59%
<b>All Employers by State</b>								
Alabama	52,775	63,546	88,873	53,807	73,267	97,291	9,721	15.30%
Alaska	75,205	94,758	112,435	80,720	100,242	119,539	5,484	5.79%
Arizona	58,711	75,806	99,756	59,381	76,391	98,057	585	0.77%
Arkansas	58,579	80,886	104,887	58,166	75,166	101,232	-5,720	-7.07%
California	79,050	97,583	115,546	81,210	100,507	119,324	2,924	3.00%
Colorado	63,179	82,722	105,040	66,937	85,805	109,145	3,083	3.73%
Connecticut	71,400	87,985	102,775	75,431	88,000	102,743	15	0.02%
Delaware	63,240	71,910	89,393	67,396	74,227	95,127	2,317	3.22%
Florida	44,880	63,056	91,933	45,741	62,792	88,898	-265	-0.42%
Georgia	55,009	75,766	96,533	51,152	73,318	96,393	-2,448	-3.23%
Hawaii	65,311	85,129	95,829	73,277	91,390	100,344	6,261	7.35%
Idaho	61,271	86,272	109,844	62,220	83,620	107,644	-2,652	-3.07%
Illinois	66,310	84,089	103,907	71,000	91,328	101,875	7,240	8.61%
Indiana	55,549	67,779	86,547	60,637	75,779	94,177	8,000	11.80%
Iowa	72,716	82,620	93,014	72,032	81,435	93,973	-1,185	-1.43%
Kansas	67,942	84,548	105,713	67,519	82,313	106,878	-2,235	-2.64%
Kentucky	62,659	76,877	94,595	59,922	71,419	88,653	-5,458	-7.10%
Louisiana	72,736	88,852	110,609	72,961	91,196	114,730	2,344	2.64%
Maine	65,504	77,806	91,698	64,139	80,342	100,834	2,537	3.26%
Maryland	67,463	85,639	107,426	69,163	88,868	111,677	3,229	3.77%
Massachusetts	65,943	78,846	94,330	67,958	81,976	99,251	3,130	3.97%
Michigan	65,821	80,427	95,676	68,693	84,600	102,039	4,173	5.19%
Minnesota	67,177	80,009	96,278	62,393	77,065	94,453	-2,944	-3.68%
Mississippi	55,172	66,463	82,192	55,440	65,987	82,834	-476	-0.72%
Missouri	56,865	76,408	98,971	56,696	73,583	98,292	-2,825	-3.70%
Montana	64,780	79,376	91,810	59,922	77,872	93,350	-1,505	-1.90%
Nebraska	63,424	78,163	96,553	64,282	80,414	98,057	2,251	2.88%
Nevada	65,984	79,356	101,133	66,937	81,997	105,541	2,641	3.33%
New Hampshire	67,412	79,111	101,225	66,692	83,804	104,316	4,692	5.93%
New Jersey	65,555	85,364	103,081	70,071	88,980	106,756	3,616	4.24%
New Mexico	72,808	105,193	136,619	73,992	110,339	139,581	5,147	4.89%
New York	69,748	86,098	109,446	70,643	87,163	104,091	1,065	1.24%
North Carolina	59,660	76,663	97,869	60,402	73,869	95,627	-2,794	-3.64%
North Dakota	60,272	70,778	83,191	58,279	74,758	94,310	3,980	5.62%
Ohio	60,680	82,681	101,623	62,189	82,272	98,455	-409	-0.49%
Oklahoma	64,760	85,048	103,938	61,168	83,681	105,143	-1,366	-1.61%
Oregon	59,915	83,915	101,990	61,097	83,487	100,232	-428	-0.51%
Pennsylvania	61,486	81,610	104,897	60,321	80,179	102,600	-1,431	-1.75%
Rhode Island	76,225	90,382	104,254	72,552	91,216	111,646	834	0.92%
South Carolina	49,807	65,841	83,028	56,992	70,245	88,082	4,404	6.69%
South Dakota	57,344	70,502	89,393	60,770	75,911	95,402	5,409	7.67%
Tennessee	66,259	85,598	108,467	69,510	89,246	112,994	3,647	4.26%
Texas	68,605	94,646	117,953	67,223	90,471	115,945	-4,175	-4.41%
Utah	63,199	78,520	93,973	65,119	81,609	97,873	3,089	3.93%
Vermont	56,855	72,257	99,603	62,404	77,555	109,267	5,298	7.33%
Virginia	68,156	98,277	122,216	68,713	100,691	124,695	2,414	2.46%
Washington	75,235	89,872	109,660	77,402	92,819	112,075	2,947	3.28%
West Virginia	56,375	76,184	94,585	55,481	76,269	95,800	85	0.11%
Wisconsin	65,433	77,163	90,943	64,364	77,586	89,756	423	0.55%
Wyoming	58,334	79,213	105,407	61,260	80,353	107,236	1,140	1.44%

**Environmental Engineering Tech.**

Job Description: Apply theory and principles of environmental engineering to modify, test, and operate equipment and devices used in the prevention, control, and remediation of environmental pollution, including waste treatment and site remediation. May assist in the development of environmental pollution remediation devices under direction of engineer.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	17.62	22.63	29.23	18.14	23.65	30.32	1.02	4.51%
Admin. Services	17.06	22.25	29.57	17.59	23.17	30.99	0.92	4.13%
Construction	14.12	17.17	21.72	14.97	18.35	24.78	1.18	6.87%
Education	15.58	21.96	28.59	18.04	22.96	30.28	1.00	4.55%
Management	17.93	22.70	28.84	17.51	21.33	28.04	-1.37	-6.04%
Mining	20.63	27.64	37.37	20.92	29.11	37.37	1.47	5.32%
Prof. & Tech.	17.10	21.47	27.56	17.76	22.81	29.27	1.34	6.24%
Utilities	22.11	30.53	36.72	23.92	30.80	37.07	0.27	0.88%
Wholesale	19.05	29.88	33.68	22.66	32.00	35.12	2.12	7.10%
<b>All Employers by State</b>								
Alabama	17.70	22.98	29.62	18.83	25.10	32.30	2.12	9.23%
Alaska	22.15	25.59	29.93	25.51	28.40	32.46	2.81	10.98%
Arizona	17.75	23.75	27.99	15.88	21.81	28.22	-1.94	-8.17%
Arkansas	15.45	17.56	19.49	16.78	18.62	24.26	1.06	6.04%
California	19.60	25.70	33.85	21.25	27.81	36.44	2.11	8.21%
Colorado	17.41	21.53	26.78	19.32	25.77	30.11	4.24	19.69%
Connecticut	20.90	27.61	34.49	20.58	23.47	30.35	-4.14	-14.99%
Delaware	19.21	22.41	28.42	19.10	22.22	29.37	-0.19	-0.85%
Florida	14.41	18.51	26.63	14.45	18.57	27.05	0.06	0.32%
Georgia	17.09	20.92	26.70	17.91	22.40	27.36	1.48	7.07%
Idaho	17.00	22.31	32.83	16.54	20.69	31.38	-1.62	-7.26%
Illinois	11.37	21.43	31.51	11.78	22.24	32.29	0.81	3.78%
Indiana	19.42	23.01	29.75	19.68	22.91	27.70	-0.10	-0.43%
Iowa	16.50	18.22	26.24	16.76	18.81	29.16	0.59	3.24%
Kansas	16.39	19.70	22.47	15.96	20.44	23.54	0.74	3.76%
Kentucky	16.39	21.11	26.02	17.09	21.37	26.02	0.26	1.23%
Louisiana	15.42	20.15	25.25	18.14	22.30	29.12	2.15	10.67%
Maine	16.14	19.58	23.95	16.91	22.06	27.57	2.48	12.67%
Maryland	19.03	25.32	32.43	25.49	31.97	36.18	6.65	26.26%
Massachusetts	18.89	22.92	27.77	18.39	22.04	26.90	-0.88	-3.84%
Michigan	18.18	23.53	28.09	18.47	23.24	28.70	-0.29	-1.23%
Minnesota	18.21	24.10	28.69	18.03	23.26	28.39	-0.84	-3.49%
Mississippi	13.70	18.91	24.23	15.36	18.54	25.77	-0.37	-1.96%
Missouri	17.26	21.31	28.31	19.66	23.28	29.12	1.97	9.24%
Montana	16.46	19.61	23.88	18.78	24.93	29.21	5.32	27.13%
Nebraska	14.57	19.57	28.09	14.77	18.63	24.27	-0.94	-4.80%
Nevada	25.19	32.11	36.26	25.32	32.48	36.55	0.37	1.15%
New Jersey	18.72	21.63	26.17	19.68	22.47	27.49	0.84	3.88%
New Mexico	15.71	20.22	27.55	15.95	22.19	30.06	1.97	9.74%
New York	18.02	22.76	28.44	17.29	22.33	29.24	-0.43	-1.89%
North Carolina	17.57	21.63	26.27	18.45	22.97	27.76	1.34	6.20%
North Dakota	21.65	25.86	29.92	22.81	28.07	34.47	2.21	8.55%
Ohio	20.39	25.26	29.43	22.24	26.79	31.06	1.53	6.06%
Oklahoma	17.15	21.43	26.70	16.40	19.33	24.75	-2.10	-9.80%
Oregon	24.58	30.04	35.36	22.34	28.67	35.67	-1.37	-4.56%
Pennsylvania	16.88	21.32	27.62	17.24	22.35	28.97	1.03	4.83%
South Carolina	20.70	29.17	38.02	20.41	28.45	37.24	-0.72	-2.47%
Tennessee	19.28	22.77	26.55	16.61	22.47	27.63	-0.30	-1.32%
Texas	16.88	21.73	33.54	19.67	27.54	36.56	5.81	26.74%
Utah	17.88	20.81	23.75	18.45	21.26	23.90	0.45	2.16%
Vermont	17.05	19.74	22.85	17.92	21.93	25.49	2.19	11.09%
Virginia	16.77	20.67	25.59	17.56	21.11	25.43	0.44	2.13%
Washington	24.68	31.88	34.96	27.10	32.67	35.91	0.79	2.48%
West Virginia	17.18	19.87	23.97	16.75	19.07	23.43	-0.80	-4.03%
Wisconsin	18.67	25.04	30.46	19.18	25.64	30.10	0.60	2.40%
Wyoming	23.11	27.67	32.92	21.55	28.13	33.94	0.46	1.66%

**Environmental Planner**

Job Description: Plan and design land areas for such projects as parks and other recreational facilities, airports, highways, hospitals, schools, land subdivisions, and commercial, industrial, and residential sites.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	49,837	66,086	85,823	51,693	65,926	87,234	-160	-0.24%
Admin. Services	40,463	52,724	70,482	44,015	55,522	70,929	2,798	5.31%
Arts and Entertainment	69,676	89,240	109,619	71,317	92,492	115,598	3,253	3.64%
Education	53,672	64,097	81,947	55,175	67,192	79,720	3,095	4.83%
Management	41,188	61,496	79,305	30,058	58,656	78,688	-2,839	-4.62%
Prof. & Tech.	52,673	67,697	85,252	53,562	67,641	87,030	-56	-0.08%
Real Estate	47,226	67,167	87,057	42,494	57,186	86,172	-9,981	-14.86%
<b>All Employers by State</b>								
Alabama	55,131	73,715	91,239	55,930	65,977	87,694	-7,738	-10.50%
Arizona	56,304	70,247	86,853	51,275	61,862	85,917	-8,385	-11.94%
Arkansas	37,087	48,756	58,558	40,319	49,335	59,198	579	1.19%
California	62,455	78,734	103,683	62,271	80,679	106,786	1,946	2.47%
Colorado	58,181	70,849	85,374	63,578	75,033	90,573	4,184	5.91%
Connecticut	51,296	64,586	74,491	61,975	73,869	98,537	9,283	14.37%
Florida	56,712	69,370	87,853	55,093	67,192	80,322	-2,178	-3.14%
Georgia	45,961	70,156	86,751	57,043	75,105	89,715	4,949	7.05%
Idaho	35,802	42,891	64,229	38,349	47,089	68,764	4,198	9.79%
Illinois	42,585	49,919	70,717	43,699	48,732	67,304	-1,186	-2.38%
Indiana	37,862	46,318	62,067	38,042	46,231	58,677	-87	-0.19%
Iowa	39,505	51,989	70,319	38,584	51,234	75,217	-756	-1.45%
Kansas	45,961	58,711	80,937	46,466	59,289	72,634	578	0.98%
Kentucky	42,840	47,175	56,161	40,084	47,752	67,907	577	1.22%
Louisiana	36,230	44,972	64,668	36,082	42,208	66,089	-2,764	-6.15%
Maine	46,410	64,484	77,204	47,558	55,900	64,507	-8,585	-13.31%
Maryland	50,368	65,127	92,963	57,523	76,136	106,807	11,009	16.90%
Massachusetts	57,691	69,370	87,088	58,013	71,858	94,504	2,488	3.59%
Michigan	46,328	59,935	78,061	42,433	53,694	72,368	-6,241	-10.41%
Minnesota	48,878	54,672	60,282	50,090	56,094	62,036	1,422	2.60%
Mississippi	41,035	47,736	71,594	41,647	48,436	73,665	700	1.47%
Missouri	53,428	81,773	90,688	64,588	84,917	92,829	3,143	3.84%
Montana	62,312	67,198	72,675	64,252	70,275	74,931	3,078	4.58%
Nebraska	48,450	77,581	89,638	37,287	52,949	82,803	-24,632	-31.75%
New Jersey	54,499	73,828	93,238	44,424	63,690	88,265	-10,138	-13.73%
New Mexico	55,111	65,127	80,896	57,145	72,940	95,321	7,813	12.00%
New York	54,029	69,768	84,742	55,706	66,743	85,805	-3,025	-4.34%
North Carolina	49,552	68,320	85,945	56,870	70,429	92,339	2,109	3.09%
Ohio	45,655	56,182	72,532	46,282	56,676	71,062	494	0.88%
Oklahoma	51,653	57,854	66,392	56,410	68,724	81,639	10,869	18.79%
Oregon	51,602	60,986	81,518	47,538	56,247	67,764	-4,739	-7.77%
Pennsylvania	51,755	60,058	78,866	51,652	59,871	77,984	-186	-0.31%
South Carolina	52,387	64,097	79,060	49,498	57,513	71,296	-6,584	-10.27%
South Dakota	47,542	59,476	76,990	47,037	59,361	75,728	-115	-0.19%
Tennessee	28,703	32,099	78,509	56,788	80,404	97,608	48,304	150.48%
Texas	45,196	63,730	85,558	50,060	59,902	81,108	-3,828	-6.01%
Utah	42,371	48,124	76,102	43,678	48,875	75,309	752	1.56%
Virginia	49,368	67,442	87,169	52,857	70,817	91,921	3,374	5.00%
Washington	46,900	64,607	77,296	47,875	65,599	76,983	992	1.54%
West Virginia	58,324	68,901	77,908	58,748	70,572	79,832	1,671	2.42%
Wisconsin	45,696	58,150	81,998	42,545	56,788	71,215	-1,362	-2.34%

**Enviro. Science and Protection Tech.**

Job Description: Performs laboratory and field tests to monitor the environment and investigate sources of pollution, including those that affect health. Under direction of an environmental scientist or specialist, may collect samples of gases, soil, water, and other materials for testing and take corrective actions as assigned.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	16.11	20.45	26.98	16.27	20.72	27.31	0.27	1.32%
Admin. Services	18.64	26.16	33.64	18.91	26.27	33.31	0.11	0.42%
Education	15.35	20.70	26.30	17.52	21.71	26.89	1.01	4.88%
Health Services	13.55	17.21	21.68	12.31	16.22	21.89	-0.99	-5.75%
Management	19.35	27.59	37.03	22.38	32.69	41.69	5.10	18.48%
Mining	20.18	25.06	29.36	17.97	21.93	28.42	-3.13	-12.49%
Prof. & Tech.	15.77	19.42	24.95	15.85	19.51	25.10	0.09	0.46%
Utilities	27.23	35.10	44.25	26.79	35.08	43.93	-0.02	-0.06%
Wholesale	16.12	19.15	31.96	18.83	27.91	33.63	8.76	45.74%
<b>All Employers by State</b>								
Alabama	15.84	19.52	25.54	17.12	21.76	27.35	2.24	11.48%
Alaska	14.51	19.43	24.31	20.00	22.24	27.60	2.81	14.46%
Arizona	18.90	21.87	26.13	18.11	22.02	26.46	0.15	0.69%
Arkansas	14.80	17.98	24.39	14.79	17.44	24.27	-0.54	-3.00%
California	17.04	22.61	30.86	17.37	22.85	30.79	0.24	1.06%
Colorado	17.52	22.16	27.89	17.08	21.10	26.40	-1.06	-4.78%
Connecticut	17.45	22.59	33.01	17.32	23.07	34.78	0.48	2.12%
Delaware	14.15	17.04	19.66	14.68	17.38	20.12	0.34	2.00%
Florida	15.36	16.93	19.44	15.40	17.24	20.84	0.31	1.83%
Georgia	16.77	20.12	26.88	16.33	21.34	28.20	1.22	6.06%
Hawaii	14.68	19.82	24.74	16.25	21.25	25.70	1.43	7.21%
Idaho	20.02	24.11	33.42	18.49	21.24	23.97	-2.87	-11.90%
Illinois	15.79	20.95	27.85	12.63	18.11	23.24	-2.84	-13.56%
Indiana	15.10	18.14	23.11	14.99	18.73	23.59	0.59	3.25%
Iowa	15.80	19.03	23.15	16.67	19.35	24.03	0.32	1.68%
Kansas	16.66	21.80	28.77	17.32	22.91	29.35	1.11	5.09%
Kentucky	18.09	20.89	27.19	18.07	20.75	26.25	-0.14	-0.67%
Louisiana	12.30	17.64	23.38	12.66	18.24	25.35	0.60	3.40%
Maine	15.02	17.88	20.85	16.65	20.05	23.69	2.17	12.14%
Maryland	19.73	25.30	30.13	18.96	26.00	31.65	0.70	2.77%
Massachusetts	14.87	17.84	22.37	17.70	22.51	28.54	4.67	26.18%
Michigan	16.42	20.73	25.25	16.86	20.72	26.09	-0.01	-0.05%
Minnesota	17.43	21.03	25.45	18.93	22.81	28.84	1.78	8.46%
Mississippi	16.43	18.57	22.93	16.39	18.54	22.64	-0.03	-0.16%
Missouri	14.94	20.80	25.69	15.78	19.46	24.77	-1.34	-6.44%
Montana	16.46	19.55	22.23	15.49	19.11	22.34	-0.44	-2.25%
Nebraska	17.67	24.58	30.83	17.18	23.48	30.52	-1.10	-4.48%
Nevada	19.41	30.71	37.50	22.37	30.00	37.60	-0.71	-2.31%
New Hampshire	15.95	18.43	22.34	16.02	18.50	23.40	0.07	0.38%
New Jersey	15.59	19.41	24.82	16.94	21.32	28.28	1.91	9.84%
New Mexico	18.22	22.38	27.58	17.00	22.13	27.48	-0.25	-1.12%
New York	16.38	21.48	27.50	17.63	22.42	28.32	0.94	4.38%
North Carolina	14.67	18.64	23.24	14.72	18.46	23.08	-0.18	-0.97%
North Dakota	14.34	18.30	23.10	15.28	19.05	23.73	0.75	4.10%
Ohio	15.94	19.68	23.97	15.44	18.87	23.71	-0.81	-4.12%
Oklahoma	11.33	16.96	26.66	12.33	20.09	24.99	3.13	18.46%
Oregon	20.29	25.05	28.67	21.37	25.63	29.13	0.58	2.32%
Pennsylvania	16.13	19.39	24.99	15.66	19.19	24.57	-0.20	-1.03%
Rhode Island	22.77	27.76	29.96	19.92	24.96	29.00	-2.80	-10.09%
South Carolina	19.97	31.21	34.22	24.83	32.00	34.98	0.79	2.53%
South Dakota	12.19	13.19	14.20	12.10	13.26	14.42	0.07	0.53%
Tennessee	18.76	22.55	28.42	15.67	19.98	25.75	-2.57	-11.40%
Texas	15.13	19.39	24.16	15.64	19.04	24.38	-0.35	-1.81%
Utah	18.22	22.58	29.30	17.73	21.99	29.49	-0.59	-2.61%
Vermont	18.19	21.43	24.65	17.93	22.17	25.11	0.74	3.45%
Virginia	17.07	21.21	27.69	17.23	21.62	27.63	0.41	1.93%
Washington	18.93	26.19	35.46	18.00	25.10	32.28	-1.09	-4.16%
West Virginia	14.07	17.76	22.28	14.91	18.52	23.46	0.76	4.28%
Wisconsin	16.10	19.59	25.90	15.88	19.47	26.38	-0.12	-0.61%
Wyoming	16.31	19.23	24.98	16.84	19.60	24.26	0.37	1.92%



**Environmental Scientist**

Job Description: Conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or the health of the population. Utilizing knowledge of various scientific disciplines may collect, synthesize, study, report, and take action based on data derived from measurements or observations of air, food, soil, water, and other sources. Exclude "Zoologists and Wildlife Biologists", "Conservation Scientists", "Forest and Conservation Technicians", "Fish and Game Wardens", and "Forest and Conservation Workers".

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	49,756	66,392	88,618	50,611	67,641	89,828	1,249	1.88%
Admin. Services	51,836	70,982	98,654	51,948	70,929	100,089	-53	-0.07%
Arts and Entertainment	45,329	64,739	75,358	40,268	54,675	71,644	-10,065	-15.55%
Construction	50,184	65,229	79,213	56,870	69,775	76,871	4,546	6.97%
Education	43,217	56,630	77,122	46,803	61,985	82,578	5,355	9.46%
Health Services	36,740	48,603	70,696	38,104	50,070	65,977	1,467	3.02%
Management	65,821	86,006	107,967	71,409	93,064	117,680	7,058	8.21%
Mining	71,145	94,982	118,718	67,764	91,951	117,864	-3,031	-3.19%
Prof. & Tech.	51,092	69,166	93,809	51,561	69,305	94,126	139	0.20%
Utilities	79,254	95,350	112,190	74,441	92,166	111,095	-3,184	-3.34%
Wholesale	62,659	84,823	114,444	58,238	73,655	100,691	-11,168	-13.17%
<b>All Employers by State</b>								
Alabama	43,381	54,835	71,706	42,555	55,675	72,297	840	1.53%
Alaska	51,408	61,414	82,906	54,899	64,701	86,632	3,287	5.35%
Arizona	44,849	55,049	73,634	46,088	56,533	75,922	1,483	2.69%
Arkansas	43,075	55,274	77,530	43,668	57,247	78,750	1,974	3.57%
California	65,933	81,376	100,664	65,650	81,149	100,681	-227	-0.28%
Colorado	58,762	75,062	98,777	59,667	75,574	99,599	513	0.68%
Connecticut	55,111	69,829	87,985	56,992	72,093	87,990	2,264	3.24%
Florida	40,137	50,776	65,841	40,207	50,305	65,181	-471	-0.93%
Georgia	38,923	47,838	70,247	38,951	49,539	70,500	1,701	3.56%
Hawaii	46,349	58,803	73,695	46,884	59,095	74,502	292	0.50%
Illinois	63,250	79,203	99,980	64,200	79,842	99,680	639	0.81%
Indiana	41,626	48,266	66,198	41,667	49,876	70,153	1,609	3.33%
Iowa	52,683	66,922	77,551	51,295	66,896	78,321	-26	-0.04%
Kansas	50,011	55,090	77,867	47,374	58,309	80,373	3,219	5.84%
Kentucky	42,758	54,366	71,665	44,791	54,562	70,347	196	0.36%
Louisiana	42,320	52,020	69,533	40,626	50,693	73,635	-1,327	-2.55%
Maine	48,124	52,479	65,321	46,762	52,990	67,212	511	0.97%
Maryland	52,816	71,573	99,277	50,693	68,754	93,993	-2,819	-3.94%
Massachusetts	40,657	65,668	87,067	39,635	64,966	87,847	-701	-1.07%
Michigan	51,061	65,107	75,949	51,877	66,406	78,107	1,299	2.00%
Minnesota	50,929	61,261	75,643	52,530	63,935	77,698	2,674	4.36%
Mississippi	36,567	42,238	57,446	36,756	45,547	71,899	3,309	7.83%
Missouri	35,812	43,993	54,539	35,949	40,728	51,877	-3,265	-7.42%
Montana	47,899	55,039	63,638	48,355	55,838	64,435	799	1.45%
Nebraska	43,309	52,357	65,790	48,446	60,270	77,627	7,913	15.11%
Nevada	49,674	63,679	81,957	54,184	69,009	82,088	5,331	8.37%
New Hampshire	54,458	66,086	76,673	54,460	64,446	77,269	-1,640	-2.48%
New Jersey	59,252	78,999	94,717	59,351	79,740	96,393	741	0.94%
New Mexico	50,725	61,679	83,150	52,336	63,608	81,700	1,929	3.13%
New York	52,397	68,585	88,852	55,216	72,123	91,757	3,539	5.16%
North Carolina	46,094	55,529	70,390	47,037	55,890	67,835	361	0.65%
North Dakota	47,073	57,324	70,859	47,528	57,544	71,746	220	0.38%
Ohio	50,317	70,686	78,295	49,937	67,733	79,689	-2,953	-4.18%
Oklahoma	40,729	47,726	60,965	43,964	56,859	77,320	9,134	19.14%
Oregon	59,027	72,695	83,660	60,086	73,104	83,661	408	0.56%
Pennsylvania	50,337	66,422	91,545	49,427	67,651	92,727	1,229	1.85%
Rhode Island	72,879	85,139	100,531	63,435	83,232	100,834	-1,907	-2.24%
South Carolina	34,813	55,202	72,043	39,645	58,565	74,758	3,362	6.09%
South Dakota	48,623	57,885	71,512	49,866	58,891	72,797	1,006	1.74%
Tennessee	42,922	61,832	84,099	47,568	65,875	86,009	4,043	6.54%
Texas	50,643	68,085	98,522	51,418	70,408	102,365	2,323	3.41%
Utah	56,212	64,923	76,408	58,932	66,375	82,977	1,452	2.24%
Vermont	40,086	50,959	63,934	48,161	59,157	70,694	8,198	16.09%
Virginia	55,906	75,256	109,742	56,880	75,789	110,176	533	0.71%
Washington	57,395	72,879	94,860	55,583	72,195	96,158	-684	-0.94%
West Virginia	35,435	43,646	54,968	34,489	43,066	53,174	-580	-1.33%
Wisconsin	49,776	58,395	70,737	49,825	58,207	73,359	-188	-0.32%
Wyoming	51,224	57,497	71,074	51,806	58,330	71,266	832	1.45%

**Hazmat Removal Worker**

Job Description: Identify, remove, pack, transport, or dispose of hazardous materials, including asbestos, lead-based paint, waste oil, fuel, transmission fluid, radioactive materials, contaminated soil, etc. Specialized training and certification in hazardous materials handling or a confined entry permit are generally required. May operate earth-moving equipment or trucks.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	14.81	18.59	25.86	15.03	18.91	25.85	0.32	1.72%
Admin. Services	14.78	18.43	25.40	15.01	18.79	25.40	0.36	1.95%
Construction	13.70	16.96	25.21	13.99	17.16	23.29	0.20	1.18%
Education	18.35	22.93	28.47	18.15	22.34	28.56	-0.59	-2.57%
Health Services	13.50	16.46	20.60	13.84	16.96	21.75	0.50	3.04%
Management	15.08	17.44	23.55	15.94	18.19	26.34	0.75	4.30%
Mining	16.02	18.07	25.14	16.95	22.59	44.68	4.52	25.01%
Prof. & Tech.	16.34	19.95	29.55	17.70	26.62	34.02	6.67	33.43%
Utilities	21.94	31.06	34.87	20.35	30.18	35.21	-0.88	-2.83%
Wholesale	15.12	17.12	20.90	15.39	16.98	18.58	-0.14	-0.82%
<b>All Employers by State</b>								
Alabama	12.04	14.19	19.81	12.85	14.87	22.39	0.68	4.79%
Alaska	26.47	30.93	35.00	23.98	31.33	36.02	0.40	1.29%
Arizona	13.06	15.03	17.63	13.01	15.08	18.21	0.05	0.33%
Arkansas	19.08	20.63	22.17	19.44	20.95	22.50	0.32	1.55%
California	15.38	18.48	23.14	15.87	18.98	23.91	0.50	2.71%
Colorado	15.82	17.51	19.89	16.24	17.88	20.16	0.37	2.11%
Connecticut	15.71	17.55	21.22	16.61	18.60	22.06	1.05	5.98%
Delaware	15.56	17.81	21.78	14.81	17.98	22.67	0.17	0.95%
Florida	13.47	17.15	20.84	13.59	15.86	19.39	-1.29	-7.52%
Georgia	15.08	18.32	21.59	15.64	19.13	22.19	0.81	4.42%
Hawaii	16.81	20.36	26.84	17.96	25.43	30.31	5.07	24.90%
Idaho	16.68	30.14	33.73	21.80	32.10	35.02	1.96	6.50%
Illinois	14.79	21.84	30.62	14.96	20.85	31.30	-0.99	-4.53%
Indiana	13.69	16.41	21.40	14.44	17.52	21.44	1.11	6.76%
Iowa	13.47	16.02	21.24	14.04	16.72	21.17	0.70	4.37%
Kansas	13.19	15.65	19.51	13.49	15.56	18.24	-0.09	-0.58%
Kentucky	13.66	16.81	22.20	13.29	17.30	24.99	0.49	2.91%
Louisiana	12.59	14.75	18.92	13.41	16.61	21.57	1.86	12.61%
Maine	12.00	15.39	17.63	12.89	15.47	17.87	0.08	0.52%
Maryland	14.24	16.66	18.78	14.94	17.34	20.92	0.68	4.08%
Massachusetts	15.83	18.23	22.19	16.46	18.79	24.15	0.56	3.07%
Michigan	15.41	19.92	25.59	15.63	19.96	25.06	0.04	0.20%
Minnesota	24.83	27.93	31.86	17.98	26.69	31.21	-1.24	-4.44%
Mississippi	11.33	14.55	17.39	10.91	12.12	16.49	-2.43	-16.70%
Missouri	16.71	24.37	27.87	15.45	19.05	26.17	-5.32	-21.83%
Montana	15.47	17.71	21.63	16.06	18.64	22.43	0.93	5.25%
Nebraska	14.08	17.06	23.90	14.44	16.54	18.50	-0.52	-3.05%
Nevada	16.91	22.39	28.86	15.56	18.49	24.26	-3.90	-17.42%
New Hampshire	15.86	17.20	18.53	16.28	17.49	18.70	0.29	1.69%
New Jersey	20.60	25.92	31.70	21.57	25.42	29.50	-0.50	-1.93%
New Mexico	24.18	31.67	35.67	16.54	29.04	35.60	-2.63	-8.30%
New York	18.09	27.74	33.49	18.90	30.17	34.82	2.43	8.76%
North Carolina	12.44	14.46	17.73	12.74	15.15	18.82	0.69	4.77%
North Dakota	15.00	17.79	24.76	16.58	22.42	27.76	4.63	26.03%
Ohio	13.91	17.06	22.68	14.40	18.29	27.37	1.23	7.21%
Oklahoma	10.97	13.24	16.45	12.20	14.65	18.22	1.41	10.65%
Oregon	16.93	23.18	27.87	16.18	23.37	28.75	0.19	0.82%
Pennsylvania	16.28	21.05	26.50	15.84	20.41	26.15	-0.64	-3.04%
Rhode Island	21.79	24.96	27.78	24.74	26.65	28.55	1.69	6.77%
South Carolina	21.33	25.23	27.51	19.75	25.50	27.95	0.27	1.07%
South Dakota	14.10	16.84	20.42	14.62	17.28	20.59	0.44	2.61%
Tennessee	14.56	18.75	28.19	14.26	20.83	30.64	2.08	11.09%
Texas	13.02	14.63	18.06	13.27	14.92	19.02	0.29	1.98%
Utah	13.53	18.65	26.39	14.21	18.68	25.87	0.03	0.16%
Vermont	16.31	18.20	21.02	16.55	17.71	19.04	-0.49	-2.69%
Virginia	13.91	16.37	19.21	14.33	17.06	20.96	0.69	4.22%
Washington	19.07	23.67	32.72	18.40	22.52	28.57	-1.15	-4.86%
West Virginia	14.68	16.86	19.30	15.02	17.79	21.43	0.93	5.52%
Wisconsin	15.30	17.41	21.36	15.49	19.37	24.88	1.96	11.26%

**Industrial Engineer**

Job Description: Design, develop, test, and evaluate integrated systems for managing industrial production processes including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination. Exclude "Health and Safety Engineers, Except Mining Safety Engineers and Inspectors."

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	66,055	81,906	100,215	66,937	83,201	103,264	1,295	1.58%
Admin. Services	65,504	80,723	99,858	64,915	81,261	102,171	539	0.67%
Construction	68,065	85,129	109,191	66,630	79,025	98,792	-6,104	-7.17%
Education	65,800	77,632	94,595	68,948	82,027	98,976	4,395	5.66%
Finance/Insurance	78,091	95,686	119,483	80,108	95,698	119,181	12	0.01%
Health Services	63,709	76,327	93,718	58,473	71,981	91,737	-4,346	-5.69%
Information	68,677	86,047	109,395	72,705	92,972	118,171	6,925	8.05%
Management	67,626	84,946	105,988	68,478	85,396	106,664	451	0.53%
Mining	90,127	116,729	154,438	88,878	113,648	151,700	-3,081	-2.64%
Prof. & Tech.	69,503	87,047	108,171	70,265	89,031	111,309	1,984	2.28%
Real Estate	59,854	76,724	99,348	62,444	77,882	96,689	1,157	1.51%
Utilities	71,573	85,568	100,919	72,368	87,428	104,040	1,860	2.17%
Wholesale	63,342	81,233	98,736	64,701	82,650	104,101	1,417	1.74%
<b>All Employers by State</b>								
Alabama	66,596	81,784	97,379	67,672	82,538	101,222	754	0.92%
Alaska	81,243	103,459	132,325	85,407	112,851	147,218	9,393	9.08%
Arizona	71,278	87,893	107,233	73,880	91,277	111,340	3,384	3.85%
Arkansas	61,088	71,961	86,680	63,231	73,665	87,888	1,704	2.37%
California	79,825	98,134	120,146	79,270	99,445	123,929	1,311	1.34%
Colorado	71,920	88,771	108,712	70,612	89,868	111,218	1,098	1.24%
Connecticut	67,769	80,845	94,789	70,817	85,641	101,232	4,796	5.93%
Delaware	70,788	90,729	115,750	71,358	89,297	111,891	-1,432	-1.58%
Florida	52,091	69,839	90,647	54,113	72,205	92,972	2,366	3.39%
Georgia	65,576	80,927	95,890	64,813	80,291	97,128	-635	-0.79%
Hawaii	57,487	73,695	96,064	56,614	73,614	96,209	-81	-0.11%
Idaho	71,757	87,159	106,794	73,982	89,664	108,757	2,505	2.87%
Illinois	62,189	75,500	91,331	63,026	77,882	95,790	2,381	3.15%
Indiana	57,538	70,655	86,680	58,044	71,296	86,489	641	0.91%
Iowa	60,537	71,594	84,538	62,118	73,788	88,000	2,194	3.06%
Kansas	62,781	75,694	91,331	60,178	74,513	92,319	-1,182	-1.56%
Kentucky	64,015	76,847	94,044	65,936	77,913	94,340	1,066	1.39%
Louisiana	62,669	80,662	104,550	67,253	87,888	113,392	7,226	8.96%
Maine	67,922	82,753	94,809	68,336	83,405	97,077	653	0.79%
Maryland	72,879	91,178	113,220	71,909	90,981	115,659	-196	-0.22%
Massachusetts	72,165	89,005	108,640	74,237	92,053	114,321	3,048	3.42%
Michigan	64,189	78,856	93,820	65,803	80,608	96,913	1,752	2.22%
Minnesota	66,953	81,304	96,767	68,131	83,365	100,497	2,060	2.53%
Mississippi	62,832	74,450	90,454	65,855	78,260	95,351	3,810	5.12%
Missouri	63,352	76,918	93,187	63,190	76,994	95,372	75	0.10%
Montana	62,006	84,119	102,581	63,384	85,550	102,386	1,430	1.70%
Nebraska	58,874	71,023	86,578	62,281	75,442	93,912	4,419	6.22%
Nevada	65,637	77,897	98,716	68,560	79,699	97,475	1,802	2.31%
New Hampshire	67,034	80,611	97,318	67,202	80,097	95,841	-513	-0.64%
New Jersey	69,278	83,456	99,532	70,878	86,407	106,991	2,951	3.54%
New Mexico	77,581	92,545	110,639	80,159	94,514	111,861	1,969	2.13%
New York	65,759	81,427	100,072	67,274	82,262	100,252	835	1.03%
North Carolina	64,678	78,744	94,013	64,640	79,230	95,770	486	0.62%
North Dakota	54,580	69,472	86,945	56,298	73,706	93,728	4,234	6.09%
Ohio	61,812	74,766	92,657	63,772	76,493	94,473	1,727	2.31%
Oklahoma	65,331	80,641	99,705	65,487	80,149	100,201	-493	-0.61%
Oregon	79,774	98,461	113,750	80,567	100,548	116,557	2,087	2.12%
Pennsylvania	64,719	80,050	98,654	65,211	80,608	100,589	558	0.70%
Rhode Island	66,361	81,518	95,084	69,489	86,387	100,293	4,868	5.97%
South Carolina	65,249	78,101	93,707	65,313	78,627	95,137	526	0.67%
South Dakota	61,271	72,043	88,607	60,668	72,205	89,766	163	0.23%
Tennessee	65,872	81,865	100,031	63,271	79,025	99,098	-2,840	-3.47%
Texas	74,174	93,605	120,370	74,952	95,657	122,336	2,052	2.19%
Utah	65,321	78,938	96,492	64,486	77,902	96,607	-1,036	-1.31%
Vermont	63,352	74,674	87,108	66,416	77,565	89,940	2,891	3.87%
Virginia	68,146	85,976	107,120	67,498	84,600	104,979	-1,376	-1.60%
Washington	75,184	91,300	109,538	80,036	98,812	120,059	7,512	8.23%
West Virginia	71,900	91,871	112,526	68,427	84,998	99,405	-6,873	-7.48%
Wisconsin	60,078	72,961	88,424	60,168	73,481	89,501	521	0.71%
Wyoming	67,901	92,239	111,272	82,456	105,122	121,356	12,884	13.97%

## Industrial Engineering Technician

Job Description: Apply engineering theory and principles to problems of industrial layout or manufacturing production, usually under the direction of engineering staff. May study and record time, motion, method, and speed involved in performance of production, maintenance, clerical, and other worker operations for such purposes as establishing standard production rates or improving efficiency.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	20.25	25.51	31.71	20.86	26.20	32.46	0.69	2.70%
Admin. Services	17.34	22.87	29.22	16.98	22.45	29.48	-0.42	-1.84%
Construction	19.76	25.33	28.89	22.22	26.46	29.34	1.13	4.46%
Education	12.13	17.29	26.10	17.29	22.37	30.38	5.08	29.38%
Health Services	18.14	23.59	28.68	17.92	21.93	26.73	-1.66	-7.04%
Information	17.76	22.15	29.02	18.75	22.95	29.07	0.80	3.61%
Management	20.78	26.72	34.50	21.77	28.30	37.31	1.58	5.91%
Mining	28.92	35.87	45.22	22.21	31.59	40.73	-4.28	-11.93%
Prof. & Tech.	19.11	25.46	31.91	21.33	27.09	33.52	1.63	6.40%
Utilities	25.53	33.20	39.31	23.95	32.48	40.15	-0.72	-2.17%
Wholesale	21.06	26.37	32.66	21.01	26.97	33.98	0.60	2.28%
<b>All Employers by State</b>								
Alabama	20.90	27.07	34.33	20.20	26.10	33.09	-0.97	-3.58%
Alaska	34.56	43.23	52.13	35.34	41.14	48.11	-2.09	-4.83%
Arizona	23.63	26.97	31.50	24.30	27.56	32.00	0.59	2.19%
Arkansas	18.04	21.72	26.80	18.43	21.73	25.64	0.01	0.05%
California	21.91	27.63	35.13	21.97	28.12	36.31	0.49	1.77%
Colorado	18.53	24.24	32.83	20.26	26.99	35.05	2.75	11.34%
Connecticut	22.84	30.70	36.06	25.54	31.12	36.66	0.42	1.37%
Delaware	25.19	29.71	34.14	25.29	31.59	35.39	1.88	6.33%
Florida	17.57	21.75	27.39	18.31	22.71	28.28	0.96	4.41%
Georgia	21.21	26.56	32.31	21.34	27.44	34.15	0.88	3.31%
Idaho	19.77	23.25	28.52	20.47	24.09	29.86	0.84	3.61%
Illinois	18.76	22.55	28.83	19.94	24.29	31.30	1.74	7.72%
Indiana	18.84	23.48	29.20	17.91	22.16	27.48	-1.32	-5.62%
Iowa	18.81	22.66	26.97	18.90	23.41	27.77	0.75	3.31%
Kansas	18.53	25.83	34.57	19.74	23.69	30.51	-2.14	-8.28%
Kentucky	20.44	26.08	32.56	18.98	26.46	37.33	0.38	1.46%
Maine	24.04	32.90	41.13	23.43	31.83	42.22	-1.07	-3.25%
Maryland	21.75	27.96	35.32	21.17	26.49	33.23	-1.47	-5.26%
Massachusetts	22.96	27.51	33.12	23.67	28.38	34.34	0.87	3.16%
Michigan	17.22	20.88	26.22	18.96	23.65	30.59	2.77	13.27%
Minnesota	20.25	24.76	29.06	20.39	24.79	29.30	0.03	0.12%
Mississippi	16.55	21.96	27.77	18.10	24.48	29.10	2.52	11.48%
Missouri	22.85	30.61	39.44	22.43	30.90	40.50	0.29	0.95%
Nebraska	19.73	22.32	26.50	19.59	22.64	27.63	0.32	1.43%
Nevada	18.00	22.23	28.12	18.57	22.99	29.06	0.76	3.42%
New Hampshire	20.46	24.64	28.06	20.64	24.14	28.07	-0.50	-2.03%
New Jersey	20.25	25.15	34.75	20.80	24.75	33.11	-0.40	-1.59%
New York	20.06	25.22	29.82	20.96	26.31	31.04	1.09	4.32%
North Carolina	19.06	23.55	28.48	18.61	22.97	28.08	-0.58	-2.46%
North Dakota	18.16	21.68	26.98	18.75	21.19	23.37	-0.49	-2.26%
Ohio	19.17	23.00	28.71	19.44	23.64	29.33	0.64	2.78%
Oklahoma	26.14	31.10	35.00	25.12	31.30	35.16	0.20	0.64%
Pennsylvania	19.21	23.32	29.47	19.93	24.44	30.95	1.12	4.80%
Rhode Island	20.01	23.03	27.01	21.12	23.82	28.85	0.79	3.43%
South Carolina	19.31	23.05	27.99	18.61	23.00	28.38	-0.05	-0.22%
South Dakota	16.80	19.39	22.77	16.96	19.62	22.86	0.23	1.19%
Tennessee	19.54	25.62	34.05	18.64	23.65	31.41	-1.97	-7.69%
Texas	23.78	29.00	36.29	24.18	29.60	37.90	0.60	2.07%
Utah	22.27	29.09	34.54	20.77	27.09	33.21	-2.00	-6.88%
Vermont	24.02	26.05	28.08	24.66	26.68	28.70	0.63	2.42%
Virginia	20.80	25.16	30.46	21.61	26.17	31.24	1.01	4.01%
West Virginia	20.20	26.59	33.82	20.11	24.44	32.84	-2.15	-8.09%
Wisconsin	19.25	24.03	28.44	19.26	23.95	28.60	-0.08	-0.33%
Wyoming	23.92	32.77	37.80	23.38	30.62	36.47	-2.15	-6.56%

## Industrial Hygiene Engineer

Job Description: Design, plan, or perform engineering duties in the prevention, control, and remediation of environmental health hazards utilizing various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	64,178	83,864	105,937	65,140	85,111	106,868	1,246	1.49%
Admin. Services	65,555	83,956	106,927	65,538	84,386	108,308	429	0.51%
Construction	58,283	76,990	116,056	50,876	70,674	93,840	-6,316	-8.20%
Education	56,151	68,687	86,761	57,043	72,266	95,188	3,580	5.21%
Health Services	25,184	45,492	67,381	54,501	69,898	91,849	24,406	53.65%
Management	78,979	96,941	117,035	75,411	95,423	117,364	-1,518	-1.57%
Mining	75,184	96,441	121,931	78,004	98,486	122,520	2,045	2.12%
Prof. & Tech.	62,812	83,324	108,875	64,139	84,375	110,197	1,052	1.26%
Utilities	58,028	82,589	101,306	63,486	87,091	107,287	4,502	5.45%
Wholesale	74,480	93,544	113,200	74,809	95,035	114,597	1,490	1.59%
<b>All Employers by State</b>								
Alabama	52,775	63,546	88,873	53,807	73,267	97,291	9,721	15.30%
Alaska	75,205	94,758	112,435	80,720	100,242	119,539	5,484	5.79%
Arizona	58,711	75,806	99,756	59,381	76,391	98,057	585	0.77%
Arkansas	58,579	80,886	104,887	58,166	75,166	101,232	-5,720	-7.07%
California	79,050	97,583	115,546	81,210	100,507	119,324	2,924	3.00%
Colorado	63,179	82,722	105,040	66,937	85,805	109,145	3,083	3.73%
Connecticut	71,400	87,985	102,775	75,431	88,000	102,743	15	0.02%
Delaware	63,240	71,910	89,393	67,396	74,227	95,127	2,317	3.22%
Florida	44,880	63,056	91,933	45,741	62,792	88,898	-265	-0.42%
Georgia	55,009	75,766	96,533	51,152	73,318	96,393	-2,448	-3.23%
Hawaii	65,311	85,129	95,829	73,277	91,390	100,344	6,261	7.35%
Idaho	61,271	86,272	109,844	62,220	83,620	107,644	-2,652	-3.07%
Illinois	66,310	84,089	103,907	71,000	91,328	101,875	7,240	8.61%
Indiana	55,549	67,779	86,547	60,637	75,779	94,177	8,000	11.80%
Iowa	72,716	82,620	93,014	72,032	81,435	93,973	-1,185	-1.43%
Kansas	67,942	84,548	105,713	67,519	82,313	106,878	-2,235	-2.64%
Kentucky	62,659	76,877	94,595	59,922	71,419	88,653	-5,458	-7.10%
Louisiana	72,736	88,852	110,609	72,961	91,196	114,730	2,344	2.64%
Maine	65,504	77,806	91,698	64,139	80,342	100,834	2,537	3.26%
Maryland	67,463	85,639	107,426	69,163	88,868	111,677	3,229	3.77%
Massachusetts	65,943	78,846	94,330	67,958	81,976	99,251	3,130	3.97%
Michigan	65,821	80,427	95,676	68,693	84,600	102,039	4,173	5.19%
Minnesota	67,177	80,009	96,278	62,393	77,065	94,453	-2,944	-3.68%
Mississippi	55,172	66,463	82,192	55,440	65,987	82,834	-476	-0.72%
Missouri	56,865	76,408	98,971	56,696	73,583	98,292	-2,825	-3.70%
Montana	64,780	79,376	91,810	59,922	77,872	93,350	-1,505	-1.90%
Nebraska	63,424	78,163	96,553	64,282	80,414	98,057	2,251	2.88%
Nevada	65,984	79,356	101,133	66,937	81,997	105,541	2,641	3.33%
New Hampshire	67,412	79,111	101,225	66,692	83,804	104,316	4,692	5.93%
New Jersey	65,555	85,364	103,081	70,071	88,980	106,756	3,616	4.24%
New Mexico	72,808	105,193	136,619	73,992	110,339	139,581	5,147	4.89%
New York	69,748	86,098	109,446	70,643	87,163	104,091	1,065	1.24%
North Carolina	59,660	76,663	97,869	60,402	73,869	95,627	-2,794	-3.64%
North Dakota	60,272	70,778	83,191	58,279	74,758	94,310	3,980	5.62%
Ohio	60,680	82,681	101,623	62,189	82,272	98,455	-409	-0.49%
Oklahoma	64,760	85,048	103,938	61,168	83,681	105,143	-1,366	-1.61%
Oregon	59,915	83,915	101,990	61,097	83,487	100,232	-428	-0.51%
Pennsylvania	61,486	81,610	104,897	60,321	80,179	102,600	-1,431	-1.75%
Rhode Island	76,225	90,382	104,254	72,552	91,216	111,646	834	0.92%
South Carolina	49,807	65,841	83,028	56,992	70,245	88,082	4,404	6.69%
South Dakota	57,344	70,502	89,393	60,770	75,911	95,402	5,409	7.67%
Tennessee	66,259	85,598	108,467	69,510	89,246	112,994	3,647	4.26%
Texas	68,605	94,646	117,953	67,223	90,471	115,945	-4,175	-4.41%
Utah	63,199	78,520	93,973	65,119	81,609	97,873	3,089	3.93%
Vermont	56,855	72,257	99,603	62,404	77,555	109,267	5,298	7.33%
Virginia	68,156	98,277	122,216	68,713	100,691	124,695	2,414	2.46%
Washington	75,235	89,872	109,660	77,402	92,819	112,075	2,947	3.28%
West Virginia	56,375	76,184	94,585	55,481	76,269	95,800	85	0.11%
Wisconsin	65,433	77,163	90,943	64,364	77,586	89,756	423	0.55%
Wyoming	58,334	79,213	105,407	61,260	80,353	107,236	1,140	1.44%

**Industrial Production Manager**

Job Description: Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	71,839	92,606	120,452	72,940	94,412	123,827	1,806	1.95%
Admin. Services	69,870	93,177	126,572	72,522	97,761	135,875	4,584	4.92%
Agriculture	55,478	68,493	89,403	58,708	72,654	94,922	4,161	6.08%
Construction	68,993	91,331	122,604	71,531	93,840	122,132	2,509	2.75%
Education	72,369	89,740	114,821	38,849	50,131	88,807	-39,609	-44.14%
Finance/Insurance	102,449	135,150	167,719	101,845	132,434	169,251	-2,716	-2.01%
Health Services	61,435	74,378	95,084	60,882	79,577	107,276	5,198	6.99%
Information	75,725	100,511	130,274	79,995	106,592	138,539	6,082	6.05%
Management	85,466	110,915	145,493	85,846	114,760	151,802	3,846	3.47%
Mining	83,099	110,323	155,917	85,162	112,841	160,848	2,518	2.28%
Prof. & Tech.	82,426	106,213	137,057	85,192	113,321	149,311	7,108	6.69%
Real Estate	65,749	76,898	97,165	67,029	78,729	110,197	1,832	2.38%
Utilities	90,352	114,495	142,953	93,963	118,099	147,535	3,604	3.15%
Wholesale	75,755	95,543	125,470	74,686	96,566	127,972	1,023	1.07%
<b>All Employers by State</b>								
Alabama	71,533	90,933	115,801	73,818	92,543	117,241	1,610	1.77%
Alaska	77,143	89,148	116,800	85,060	96,209	124,879	7,061	7.92%
Arizona	70,666	91,565	122,155	73,951	94,749	127,125	3,183	3.48%
Arkansas	58,303	74,572	96,115	60,882	76,698	98,445	2,125	2.85%
California	76,010	99,685	133,396	75,462	101,038	139,438	1,354	1.36%
Colorado	73,399	96,502	125,266	77,606	99,170	130,994	2,668	2.76%
Connecticut	83,660	104,519	129,907	86,060	107,818	132,873	3,298	3.16%
Delaware	91,341	109,864	140,066	93,952	111,820	143,655	1,956	1.78%
Florida	80,325	94,279	117,932	82,895	98,874	125,430	4,595	4.87%
Georgia	68,687	87,383	112,792	69,949	88,745	113,984	1,362	1.56%
Hawaii	49,531	68,983	93,656	47,548	66,008	89,919	-2,975	-4.31%
Idaho	55,978	75,123	98,950	58,085	76,871	101,590	1,748	2.33%
Illinois	70,890	89,189	113,597	72,328	90,604	115,220	1,415	1.59%
Indiana	65,413	81,427	103,122	66,242	82,578	104,632	1,152	1.41%
Iowa	63,250	79,407	97,196	63,966	80,761	101,477	1,354	1.71%
Kansas	62,750	78,703	99,552	64,844	80,077	102,039	1,374	1.75%
Kentucky	65,800	82,049	104,754	66,600	83,875	105,888	1,826	2.23%
Louisiana	71,777	96,737	129,836	74,421	96,086	128,769	-650	-0.67%
Maine	66,433	84,272	101,439	64,466	83,885	103,897	-387	-0.46%
Maryland	80,917	101,470	130,407	81,394	102,845	135,885	1,376	1.36%
Massachusetts	78,958	100,990	129,479	82,650	104,755	132,965	3,764	3.73%
Michigan	82,283	100,021	126,184	81,537	100,660	128,401	639	0.64%
Minnesota	72,430	90,800	116,963	74,298	92,880	120,315	2,080	2.29%
Mississippi	65,280	82,651	100,021	67,325	85,366	105,122	2,715	3.29%
Missouri	64,046	84,691	115,535	69,101	92,196	124,000	7,506	8.86%
Montana	64,219	78,336	117,137	65,671	80,567	130,096	2,231	2.85%
Nebraska	66,932	81,274	104,091	66,018	83,314	106,470	2,040	2.51%
Nevada	68,850	89,791	112,067	63,547	81,415	112,249	-8,376	-9.33%
New Hampshire	77,510	96,818	119,075	83,426	100,803	121,264	3,985	4.12%
New Jersey	89,811	110,833	142,157	90,481	112,963	146,268	2,130	1.92%
New Mexico	63,974	86,445	119,707	68,662	96,648	141,317	10,203	11.80%
New York	80,243	102,928	135,731	81,496	107,236	141,327	4,307	4.18%
North Carolina	76,102	94,248	120,319	77,331	96,188	123,878	1,940	2.06%
North Dakota	63,352	81,151	117,402	68,060	83,865	111,330	2,714	3.34%
Ohio	66,433	85,394	111,496	66,253	84,151	111,136	-1,244	-1.46%
Oklahoma	64,882	83,028	112,761	67,376	86,877	116,363	3,849	4.64%
Oregon	69,023	88,618	113,302	66,896	84,610	108,522	-4,007	-4.52%
Pennsylvania	73,593	95,482	126,460	75,391	96,556	126,655	1,074	1.12%
Rhode Island	80,203	95,248	119,840	84,386	99,149	127,400	3,902	4.10%
South Carolina	77,622	97,645	125,797	80,414	101,344	130,770	3,700	3.79%
South Dakota	73,022	86,384	98,746	75,534	89,531	103,172	3,148	3.64%
Tennessee	65,056	86,078	113,903	60,943	82,242	110,544	-3,836	-4.46%
Texas	69,646	95,870	132,396	74,339	101,804	140,673	5,934	6.19%
Utah	68,748	90,800	116,668	67,743	92,043	121,356	1,243	1.37%
Vermont	66,749	90,515	117,045	67,815	90,920	119,845	405	0.45%
Virginia	80,284	104,346	141,800	80,526	104,152	142,879	-194	-0.19%
Washington	73,246	97,124	125,654	73,083	98,190	128,911	1,065	1.10%
West Virginia	68,860	86,527	110,792	71,399	90,920	117,783	4,393	5.08%
Wisconsin	71,420	91,076	117,157	73,369	93,840	123,031	2,764	3.04%
Wyoming	98,797	114,740	133,895	92,666	115,281	142,113	541	0.47%

**Industrial Psychologist**

Job Description: Apply principles of psychology to personnel, administration, management, sales, and marketing problems. Activities may include policy planning; employee screening, training and development; and organizational development and analysis. May work with management to reorganize the work setting to improve worker productivity.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	64,270	81,937	109,640	66,906	78,566	108,461	-3,371	-4.11%
Education	61,639	73,552	93,677	64,976	76,504	97,342	2,951	4.01%
Health Services	65,912	122,655	142,902	47,599	63,955	106,174	-58,700	-47.86%
Management	72,644	94,228	114,005	72,542	93,319	119,784	-908	-0.96%
Prof. & Tech.	64,270	82,538	113,516	69,234	80,251	116,935	-2,288	-2.77%
<b>All Employers by State</b>								
California	72,287	106,315	120,992	69,898	89,756	124,909	-16,558	-15.57%
Massachusetts	60,945	81,274	91,810	63,670	75,830	92,033	-5,444	-6.70%
Minnesota	70,360	101,745	124,052	83,212	109,084	133,588	7,339	7.21%
Mississippi	49,960	60,374	85,629	50,203	61,730	90,389	1,356	2.25%
New York	70,298	78,938	94,483	69,887	75,901	84,549	-3,037	-3.85%
North Carolina	51,510	63,342	75,184	65,079	72,838	98,588	9,496	14.99%
Ohio	58,609	82,640	119,666	61,638	84,345	122,081	1,704	2.06%
Pennsylvania	57,548	69,401	89,933	60,116	77,974	141,398	8,573	12.35%
Virginia	81,274	94,595	116,382	73,971	87,561	115,148	-7,034	-7.44%
West Virginia	63,730	69,289	74,848	65,395	70,919	76,442	1,630	2.35%

**Industrial Safety and Health Engineer**

Job Description: Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety laws. Also include industrial product safety engineers.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	61,251	80,396	103,561	63,853	83,548	107,103	3,152	3.92%
Admin. Services	61,659	80,825	98,981	66,498	86,959	111,207	6,134	7.59%
Construction	57,620	73,909	94,340	59,994	76,207	97,403	2,298	3.11%
Education	55,264	69,574	86,404	54,603	70,980	90,583	1,406	2.02%
Finance/Insurance	74,246	93,350	114,566	72,317	94,146	122,969	796	0.85%
Health Services	62,179	78,581	96,971	60,392	76,310	103,060	-2,271	-2.89%
Information	72,359	89,862	106,876	76,861	93,146	110,227	3,284	3.65%
Management	67,034	89,791	114,944	70,674	94,963	122,479	5,173	5.76%
Mining	62,750	93,493	119,728	70,939	99,844	124,235	6,350	6.79%
Prof. & Tech.	60,404	78,071	102,479	66,181	86,509	113,239	8,439	10.81%
Utilities	76,072	93,299	114,760	76,963	95,035	115,353	1,735	1.86%
Wholesale	63,403	77,887	97,532	64,629	80,741	104,091	2,853	3.66%
<b>All Employers by State</b>								
Alabama	73,001	91,443	109,436	75,677	94,861	112,769	3,418	3.74%
Alaska	88,403	111,180	136,180	102,774	126,236	148,259	15,056	13.54%
Arizona	61,220	76,653	96,104	59,177	75,687	96,638	-966	-1.26%
Arkansas	46,522	57,865	73,664	47,425	61,291	77,453	3,426	5.92%
California	74,195	97,339	111,384	72,358	99,558	115,496	2,219	2.28%
Colorado	72,757	92,075	117,412	79,107	98,639	120,764	6,563	7.13%
Connecticut	74,103	86,282	95,727	73,308	89,184	100,477	2,903	3.36%
Florida	57,610	70,094	86,955	60,372	72,573	91,114	2,478	3.54%
Georgia	50,745	70,982	91,514	53,429	71,858	93,044	876	1.23%
Hawaii	55,814	70,054	93,993	56,921	72,950	93,268	2,897	4.14%
Idaho	69,289	87,904	104,866	74,278	94,055	113,351	6,151	7.00%
Illinois	52,377	76,745	95,768	50,652	76,228	98,220	-517	-0.67%
Indiana	58,599	69,901	81,610	61,056	73,216	89,133	3,315	4.74%
Iowa	46,308	63,985	78,509	65,844	74,543	91,298	10,559	16.50%
Kansas	51,571	70,380	94,095	53,623	70,766	91,155	386	0.55%
Kentucky	56,804	73,358	96,594	48,865	69,418	87,030	-3,941	-5.37%
Louisiana	43,636	60,680	79,285	51,499	68,989	87,510	8,309	13.69%
Maine	49,246	59,313	73,532	50,550	63,710	77,086	4,397	7.41%
Maryland	65,464	87,751	109,477	68,754	92,931	115,210	5,181	5.90%
Massachusetts	73,491	93,871	114,311	73,195	94,749	118,160	878	0.94%
Michigan	65,372	83,161	102,836	70,520	90,205	115,108	7,045	8.47%
Minnesota	70,880	90,352	109,783	65,058	87,234	104,030	-3,117	-3.45%
Mississippi	40,678	63,046	77,275	30,936	59,024	79,832	-4,022	-6.38%
Missouri	55,029	73,899	95,625	59,994	81,384	112,371	7,485	10.13%
Montana	52,693	61,363	78,265	37,083	53,266	71,388	-8,098	-13.20%
Nebraska	63,893	83,558	107,957	66,161	85,682	108,910	2,124	2.54%
Nevada	71,767	94,819	114,801	61,127	77,576	112,729	-17,244	-18.19%
New Hampshire	53,530	70,064	87,822	59,106	80,986	106,010	10,922	15.59%
New Jersey	75,500	92,575	112,557	74,890	92,064	113,290	-512	-0.55%
New Mexico	50,164	68,177	88,893	50,458	68,336	90,267	159	0.23%
New York	68,156	83,701	103,142	69,183	85,693	105,255	1,991	2.38%
North Carolina	59,680	72,757	88,607	59,739	74,012	89,807	1,256	1.73%
North Dakota	67,697	77,724	91,627	65,865	77,872	91,032	148	0.19%
Ohio	61,159	78,754	98,461	64,782	79,168	98,220	414	0.53%
Oklahoma	61,373	78,499	105,743	63,731	84,457	110,380	5,958	7.59%
Oregon	66,341	83,854	96,655	67,376	81,731	97,791	-2,123	-2.53%
Pennsylvania	56,059	71,788	91,525	61,199	77,402	97,567	5,614	7.82%
South Carolina	51,194	72,797	93,463	44,087	62,710	88,000	-10,088	-13.86%
South Dakota	51,041	68,014	84,456	53,715	68,540	82,078	526	0.77%
Tennessee	57,151	72,359	93,065	63,731	82,660	102,815	10,301	14.24%
Texas	70,043	91,382	120,156	74,901	95,739	126,471	4,357	4.77%
Utah	61,190	77,622	97,369	63,435	77,913	99,935	291	0.37%
Vermont	59,619	80,356	97,492	64,670	86,377	101,538	6,021	7.49%
Virginia	62,873	86,751	111,690	66,345	89,746	117,313	2,995	3.45%
Washington	79,499	93,616	111,741	81,578	97,148	116,241	3,533	3.77%
West Virginia	46,094	72,930	98,410	44,883	68,295	97,730	-4,635	-6.36%
Wisconsin	52,775	62,669	79,213	52,541	67,774	80,536	5,105	8.15%
Wyoming	56,722	69,472	80,345	59,739	72,552	89,409	3,080	4.43%



**Pesticide Handler**

Job Description: Mix or apply pesticides, herbicides, fungicides, or insecticides through sprays, dusts, vapors, soil incorporation or chemical application on trees, shrubs, lawns, or botanical crops. Usually requires specific training and State or Federal certification. Exclude "Commercial Pilots" who operate aviation equipment to dust or spray crops.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	12.66	15.12	18.50	12.84	15.34	18.58	0.22	1.46%
Admin. Services	12.66	15.05	18.48	12.79	15.24	18.69	0.19	1.26%
Agriculture	11.41	13.89	17.66	11.26	13.80	17.60	-0.09	-0.65%
Arts and Entertainment	11.59	15.56	17.85	12.43	16.04	18.52	0.48	3.08%
Construction	13.78	16.72	19.45	15.53	17.05	18.57	0.33	1.97%
Education	14.72	17.94	21.77	14.35	17.64	21.63	-0.30	-1.67%
Health Services	10.39	13.79	17.25	13.67	16.87	21.21	3.08	22.34%
Management	14.95	16.41	17.88	10.05	15.47	18.49	-0.94	-5.73%
Prof. & Tech.	13.11	15.84	20.83	13.18	14.51	17.51	-1.33	-8.40%
Real Estate	10.37	14.23	20.89	9.42	12.06	17.81	-2.17	-15.25%
Wholesale	13.02	14.99	17.86	13.19	15.26	17.89	0.27	1.80%
<b>All Employers by State</b>								
Alabama	12.62	13.95	16.31	12.53	14.27	17.81	0.32	2.29%
Arizona	12.96	15.69	18.65	11.93	14.92	20.07	-0.77	-4.91%
Arkansas	9.61	10.85	12.72	10.80	12.23	14.33	1.38	12.72%
California	12.16	15.53	21.15	12.71	15.76	21.38	0.23	1.48%
Colorado	14.24	17.25	21.40	11.28	15.07	18.61	-2.18	-12.64%
Connecticut	16.19	18.45	22.91	9.42	17.31	21.34	-1.14	-6.18%
Florida	12.54	15.26	18.17	12.79	15.69	18.73	0.43	2.82%
Georgia	10.47	13.36	16.21	12.44	14.40	17.10	1.04	7.78%
Hawaii	15.79	18.62	21.29	16.70	18.97	21.70	0.35	1.88%
Idaho	12.07	14.14	17.22	12.20	14.08	17.05	-0.06	-0.42%
Illinois	13.20	15.93	18.29	14.20	16.75	19.08	0.82	5.15%
Indiana	13.33	15.03	19.14	13.44	15.08	17.62	0.05	0.33%
Iowa	13.06	15.14	17.67	11.38	13.94	16.91	-1.20	-7.93%
Kansas	13.06	16.11	20.59	13.40	15.92	20.09	-0.19	-1.18%
Kentucky	13.46	15.69	17.45	13.60	15.55	17.46	-0.14	-0.89%
Louisiana	11.68	15.11	18.75	10.79	14.31	18.28	-0.80	-5.29%
Maine	9.03	10.71	14.86	12.26	15.11	18.74	4.40	41.08%
Maryland	15.02	17.45	20.46	13.51	16.32	19.82	-1.13	-6.48%
Massachusetts	16.13	17.88	22.14	15.41	17.20	19.44	-0.68	-3.80%
Michigan	11.65	14.19	16.96	12.50	14.39	16.98	0.20	1.41%
Minnesota	13.69	15.83	17.71	13.54	15.48	17.54	-0.35	-2.21%
Mississippi	9.22	12.35	14.42	n/a	9.25	13.16	-3.10	-25.10%
Missouri	12.52	13.58	14.64	12.93	14.00	15.09	0.42	3.09%
Montana	11.36	13.47	16.30	11.46	13.57	16.44	0.10	0.74%
Nebraska	11.50	13.65	16.13	12.10	14.29	16.87	0.64	4.69%
New Jersey	15.86	19.89	25.08	16.01	21.99	26.49	2.10	10.56%
New Mexico	10.52	11.43	13.06	12.70	13.98	15.54	2.55	22.31%
New York	13.58	15.26	18.56	13.78	15.68	19.10	0.42	2.75%
North Carolina	13.48	16.50	20.75	12.72	14.96	19.00	-1.54	-9.33%
North Dakota	10.95	14.41	17.65	12.94	15.65	18.00	1.24	8.61%
Ohio	13.18	15.92	18.68	13.28	15.55	17.72	-0.37	-2.32%
Oklahoma	12.53	13.80	15.19	12.55	14.28	17.02	0.48	3.48%
Oregon	14.55	18.24	21.30	14.42	17.39	20.49	-0.85	-4.66%
Pennsylvania	14.76	18.39	21.75	15.79	18.10	21.23	-0.29	-1.58%
South Carolina	12.54	14.64	16.87	9.13	14.89	17.18	0.25	1.71%
South Dakota	12.69	13.95	15.48	12.75	14.11	16.03	0.16	1.15%
Tennessee	11.35	13.60	16.60	13.58	16.01	19.75	2.41	17.72%
Texas	12.12	15.45	20.31	12.78	15.63	20.70	0.18	1.17%
Utah	12.98	15.25	18.78	12.39	16.11	18.87	0.86	5.64%
Virginia	12.44	15.95	18.43	12.69	15.98	18.05	0.03	0.19%
Washington	13.04	14.63	17.39	13.08	15.22	17.85	0.59	4.03%
West Virginia	12.69	15.42	18.31	13.29	16.18	18.67	0.76	4.93%
Wisconsin	13.96	16.70	20.20	14.55	17.03	19.63	0.33	1.98%
Wyoming	11.56	13.98	17.96	12.83	15.28	20.82	1.30	9.30%

**Plant Engineer**

Job Description: Design, develop, test, and evaluate integrated systems for managing industrial production processes including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination. Exclude "Health and Safety Engineers, Except Mining Safety Engineers and Inspectors."

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	66,055	81,906	100,215	66,937	83,201	103,264	1,295	1.58%
Admin. Services	65,504	80,723	99,858	64,915	81,261	102,171	539	0.67%
Construction	68,065	85,129	109,191	66,630	79,025	98,792	-6,104	-7.17%
Education	65,800	77,632	94,595	68,948	82,027	98,976	4,395	5.66%
Finance/Insurance	78,091	95,686	119,483	80,108	95,698	119,181	12	0.01%
Health Services	63,709	76,327	93,718	58,473	71,981	91,737	-4,346	-5.69%
Information	68,677	86,047	109,395	72,705	92,972	118,171	6,925	8.05%
Management	67,626	84,946	105,988	68,478	85,396	106,664	451	0.53%
Mining	90,127	116,729	154,438	88,878	113,648	151,700	-3,081	-2.64%
Prof. & Tech.	69,503	87,047	108,171	70,265	89,031	111,309	1,984	2.28%
Real Estate	59,854	76,724	99,348	62,444	77,882	96,689	1,157	1.51%
Utilities	71,573	85,568	100,919	72,368	87,428	104,040	1,860	2.17%
Wholesale	63,342	81,233	98,736	64,701	82,650	104,101	1,417	1.74%
<b>All Employers by State</b>								
Alabama	66,596	81,784	97,379	67,672	82,538	101,222	754	0.92%
Alaska	81,243	103,459	132,325	85,407	112,851	147,218	9,393	9.08%
Arizona	71,278	87,893	107,233	73,880	91,277	111,340	3,384	3.85%
Arkansas	61,088	71,961	86,680	63,231	73,665	87,888	1,704	2.37%
California	79,825	98,134	120,146	79,270	99,445	123,929	1,311	1.34%
Colorado	71,920	88,771	108,712	70,612	89,868	111,218	1,098	1.24%
Connecticut	67,769	80,845	94,789	70,817	85,641	101,232	4,796	5.93%
Delaware	70,788	90,729	115,750	71,358	89,297	111,891	-1,432	-1.58%
Florida	52,091	69,839	90,647	54,113	72,205	92,972	2,366	3.39%
Georgia	65,576	80,927	95,890	64,813	80,291	97,128	-635	-0.79%
Hawaii	57,487	73,695	96,064	56,614	73,614	96,209	-81	-0.11%
Idaho	71,757	87,159	106,794	73,982	89,664	108,757	2,505	2.87%
Illinois	62,189	75,500	91,331	63,026	77,882	95,790	2,381	3.15%
Indiana	57,538	70,655	86,680	58,044	71,296	86,489	641	0.91%
Iowa	60,537	71,594	84,538	62,118	73,788	88,000	2,194	3.06%
Kansas	62,781	75,694	91,331	60,178	74,513	92,319	-1,182	-1.56%
Kentucky	64,015	76,847	94,044	65,936	77,913	94,340	1,066	1.39%
Louisiana	62,669	80,662	104,550	67,253	87,888	113,392	7,226	8.96%
Maine	67,922	82,753	94,809	68,336	83,405	97,077	653	0.79%
Maryland	72,879	91,178	113,220	71,909	90,981	115,659	-196	-0.22%
Massachusetts	72,165	89,005	108,640	74,237	92,053	114,321	3,048	3.42%
Michigan	64,189	78,856	93,820	65,803	80,608	96,913	1,752	2.22%
Minnesota	66,953	81,304	96,767	68,131	83,365	100,497	2,060	2.53%
Mississippi	62,832	74,450	90,454	65,855	78,260	95,351	3,810	5.12%
Missouri	63,352	76,918	93,187	63,190	76,994	95,372	75	0.10%
Montana	62,006	84,119	102,581	63,384	85,550	102,386	1,430	1.70%
Nebraska	58,874	71,023	86,578	62,281	75,442	93,912	4,419	6.22%
Nevada	65,637	77,897	98,716	68,560	79,699	97,475	1,802	2.31%
New Hampshire	67,034	80,611	97,318	67,202	80,097	95,841	-513	-0.64%
New Jersey	69,278	83,456	99,532	70,878	86,407	106,991	2,951	3.54%
New Mexico	77,581	92,545	110,639	80,159	94,514	111,861	1,969	2.13%
New York	65,759	81,427	100,072	67,274	82,262	100,252	835	1.03%
North Carolina	64,678	78,744	94,013	64,640	79,230	95,770	486	0.62%
North Dakota	54,580	69,472	86,945	56,298	73,706	93,728	4,234	6.09%
Ohio	61,812	74,766	92,657	63,772	76,493	94,473	1,727	2.31%
Oklahoma	65,331	80,641	99,705	65,487	80,149	100,201	-493	-0.61%
Oregon	79,774	98,461	113,750	80,567	100,548	116,557	2,087	2.12%
Pennsylvania	64,719	80,050	98,654	65,211	80,608	100,589	558	0.70%
Rhode Island	66,361	81,518	95,084	69,489	86,387	100,293	4,868	5.97%
South Carolina	65,249	78,101	93,707	65,313	78,627	95,137	526	0.67%
South Dakota	61,271	72,043	88,607	60,668	72,205	89,766	163	0.23%
Tennessee	65,872	81,865	100,031	63,271	79,025	99,098	-2,840	-3.47%
Texas	74,174	93,605	120,370	74,952	95,657	122,336	2,052	2.19%
Utah	65,321	78,938	96,492	64,486	77,902	96,607	-1,036	-1.31%
Vermont	63,352	74,674	87,108	66,416	77,565	89,940	2,891	3.87%
Virginia	68,146	85,976	107,120	67,498	84,600	104,979	-1,376	-1.60%
Washington	75,184	91,300	109,538	80,036	98,812	120,059	7,512	8.23%
West Virginia	71,900	91,871	112,526	68,427	84,998	99,405	-6,873	-7.48%
Wisconsin	60,078	72,961	88,424	60,168	73,481	89,501	521	0.71%
Wyoming	67,901	92,239	111,272	82,456	105,122	121,356	12,884	13.97%

**Pollution Control Engineer**

Job Description: Design, plan, or perform engineering duties in the prevention, control, and remediation of environmental health hazards utilizing various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	64,178	83,864	105,937	65,140	85,111	106,868	1,246	1.49%
Admin. Services	65,555	83,956	106,927	65,538	84,386	108,308	429	0.51%
Construction	58,283	76,990	116,056	50,876	70,674	93,840	-6,316	-8.20%
Education	56,151	68,687	86,761	57,043	72,266	95,188	3,580	5.21%
Health Services	25,184	45,492	67,381	54,501	69,898	91,849	24,406	53.65%
Management	78,979	96,941	117,035	75,411	95,423	117,364	-1,518	-1.57%
Mining	75,184	96,441	121,931	78,004	98,486	122,520	2,045	2.12%
Prof. & Tech.	62,812	83,324	108,875	64,139	84,375	110,197	1,052	1.26%
Utilities	58,028	82,589	101,306	63,486	87,091	107,287	4,502	5.45%
Wholesale	74,480	93,544	113,200	74,809	95,035	114,597	1,490	1.59%
<b>All Employers by State</b>								
Alabama	52,775	63,546	88,873	53,807	73,267	97,291	9,721	15.30%
Alaska	75,205	94,758	112,435	80,720	100,242	119,539	5,484	5.79%
Arizona	58,711	75,806	99,756	59,381	76,391	98,057	585	0.77%
Arkansas	58,579	80,886	104,887	58,166	75,166	101,232	-5,720	-7.07%
California	79,050	97,583	115,546	81,210	100,507	119,324	2,924	3.00%
Colorado	63,179	82,722	105,040	66,937	85,805	109,145	3,083	3.73%
Connecticut	71,400	87,985	102,775	75,431	88,000	102,743	15	0.02%
Delaware	63,240	71,910	89,393	67,396	74,227	95,127	2,317	3.22%
Florida	44,880	63,056	91,933	45,741	62,792	88,898	-265	-0.42%
Georgia	55,009	75,766	96,533	51,152	73,318	96,393	-2,448	-3.23%
Hawaii	65,311	85,129	95,829	73,277	91,390	100,344	6,261	7.35%
Idaho	61,271	86,272	109,844	62,220	83,620	107,644	-2,652	-3.07%
Illinois	66,310	84,089	103,907	71,000	91,328	101,875	7,240	8.61%
Indiana	55,549	67,779	86,547	60,637	75,779	94,177	8,000	11.80%
Iowa	72,716	82,620	93,014	72,032	81,435	93,973	-1,185	-1.43%
Kansas	67,942	84,548	105,713	67,519	82,313	106,878	-2,235	-2.64%
Kentucky	62,659	76,877	94,595	59,922	71,419	88,653	-5,458	-7.10%
Louisiana	72,736	88,852	110,609	72,961	91,196	114,730	2,344	2.64%
Maine	65,504	77,806	91,698	64,139	80,342	100,834	2,537	3.26%
Maryland	67,463	85,639	107,426	69,163	88,868	111,677	3,229	3.77%
Massachusetts	65,943	78,846	94,330	67,958	81,976	99,251	3,130	3.97%
Michigan	65,821	80,427	95,676	68,693	84,600	102,039	4,173	5.19%
Minnesota	67,177	80,009	96,278	62,393	77,065	94,453	-2,944	-3.68%
Mississippi	55,172	66,463	82,192	55,440	65,987	82,834	-476	-0.72%
Missouri	56,865	76,408	98,971	56,696	73,583	98,292	-2,825	-3.70%
Montana	64,780	79,376	91,810	59,922	77,872	93,350	-1,505	-1.90%
Nebraska	63,424	78,163	96,553	64,282	80,414	98,057	2,251	2.88%
Nevada	65,984	79,356	101,133	66,937	81,997	105,541	2,641	3.33%
New Hampshire	67,412	79,111	101,225	66,692	83,804	104,316	4,692	5.93%
New Jersey	65,555	85,364	103,081	70,071	88,980	106,756	3,616	4.24%
New Mexico	72,808	105,193	136,619	73,992	110,339	139,581	5,147	4.89%
New York	69,748	86,098	109,446	70,643	87,163	104,091	1,065	1.24%
North Carolina	59,660	76,663	97,869	60,402	73,869	95,627	-2,794	-3.64%
North Dakota	60,272	70,778	83,191	58,279	74,758	94,310	3,980	5.62%
Ohio	60,680	82,681	101,623	62,189	82,272	98,455	-409	-0.49%
Oklahoma	64,760	85,048	103,938	61,168	83,681	105,143	-1,366	-1.61%
Oregon	59,915	83,915	101,990	61,097	83,487	100,232	-428	-0.51%
Pennsylvania	61,486	81,610	104,897	60,321	80,179	102,600	-1,431	-1.75%
Rhode Island	76,225	90,382	104,254	72,552	91,216	111,646	834	0.92%
South Carolina	49,807	65,841	83,028	56,992	70,245	88,082	4,404	6.69%
South Dakota	57,344	70,502	89,393	60,770	75,911	95,402	5,409	7.67%
Tennessee	66,259	85,598	108,467	69,510	89,246	112,994	3,647	4.26%
Texas	68,605	94,646	117,953	67,223	90,471	115,945	-4,175	-4.41%
Utah	63,199	78,520	93,973	65,119	81,609	97,873	3,089	3.93%
Vermont	56,855	72,257	99,603	62,404	77,555	109,267	5,298	7.33%
Virginia	68,156	98,277	122,216	68,713	100,691	124,695	2,414	2.46%
Washington	75,235	89,872	109,660	77,402	92,819	112,075	2,947	3.28%
West Virginia	56,375	76,184	94,585	55,481	76,269	95,800	85	0.11%
Wisconsin	65,433	77,163	90,943	64,364	77,586	89,756	423	0.55%
Wyoming	58,334	79,213	105,407	61,260	80,353	107,236	1,140	1.44%

**Pollution Control Technician**

Job Description: Performs laboratory and field tests to monitor the environment and investigate sources of pollution, including those that affect health. Under direction of an environmental scientist or specialist, may collect samples of gases, soil, water, and other materials for testing and take corrective actions as assigned.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	16.11	20.45	26.98	16.27	20.72	27.31	0.27	1.32%
Admin. Services	18.64	26.16	33.64	18.91	26.27	33.31	0.11	0.42%
Education	15.35	20.70	26.30	17.52	21.71	26.89	1.01	4.88%
Health Services	13.55	17.21	21.68	12.31	16.22	21.89	-0.99	-5.75%
Management	19.35	27.59	37.03	22.38	32.69	41.69	5.10	18.48%
Mining	20.18	25.06	29.36	17.97	21.93	28.42	-3.13	-12.49%
Prof. & Tech.	15.77	19.42	24.95	15.85	19.51	25.10	0.09	0.46%
Utilities	27.23	35.10	44.25	26.79	35.08	43.93	-0.02	-0.06%
Wholesale	16.12	19.15	31.96	18.83	27.91	33.63	8.76	45.74%
<b>All Employers by State</b>								
Alabama	15.84	19.52	25.54	17.12	21.76	27.35	2.24	11.48%
Alaska	14.51	19.43	24.31	20.00	22.24	27.60	2.81	14.46%
Arizona	18.90	21.87	26.13	18.11	22.02	26.46	0.15	0.69%
Arkansas	14.80	17.98	24.39	14.79	17.44	24.27	-0.54	-3.00%
California	17.04	22.61	30.86	17.37	22.85	30.79	0.24	1.06%
Colorado	17.52	22.16	27.89	17.08	21.10	26.40	-1.06	-4.78%
Connecticut	17.45	22.59	33.01	17.32	23.07	34.78	0.48	2.12%
Delaware	14.15	17.04	19.66	14.68	17.38	20.12	0.34	2.00%
Florida	15.36	16.93	19.44	15.40	17.24	20.84	0.31	1.83%
Georgia	16.77	20.12	26.88	16.33	21.34	28.20	1.22	6.06%
Hawaii	14.68	19.82	24.74	16.25	21.25	25.70	1.43	7.21%
Idaho	20.02	24.11	33.42	18.49	21.24	23.97	-2.87	-11.90%
Illinois	15.79	20.95	27.85	12.63	18.11	23.24	-2.84	-13.56%
Indiana	15.10	18.14	23.11	14.99	18.73	23.59	0.59	3.25%
Iowa	15.80	19.03	23.15	16.67	19.35	24.03	0.32	1.68%
Kansas	16.66	21.80	28.77	17.32	22.91	29.35	1.11	5.09%
Kentucky	18.09	20.89	27.19	18.07	20.75	26.25	-0.14	-0.67%
Louisiana	12.30	17.64	23.38	12.66	18.24	25.35	0.60	3.40%
Maine	15.02	17.88	20.85	16.65	20.05	23.69	2.17	12.14%
Maryland	19.73	25.30	30.13	18.96	26.00	31.65	0.70	2.77%
Massachusetts	14.87	17.84	22.37	17.70	22.51	28.54	4.67	26.18%
Michigan	16.42	20.73	25.25	16.86	20.72	26.09	-0.01	-0.05%
Minnesota	17.43	21.03	25.45	18.93	22.81	28.84	1.78	8.46%
Mississippi	16.43	18.57	22.93	16.39	18.54	22.64	-0.03	-0.16%
Missouri	14.94	20.80	25.69	15.78	19.46	24.77	-1.34	-6.44%
Montana	16.46	19.55	22.23	15.49	19.11	22.34	-0.44	-2.25%
Nebraska	17.67	24.58	30.83	17.18	23.48	30.52	-1.10	-4.48%
Nevada	19.41	30.71	37.50	22.37	30.00	37.60	-0.71	-2.31%
New Hampshire	15.95	18.43	22.34	16.02	18.50	23.40	0.07	0.38%
New Jersey	15.59	19.41	24.82	16.94	21.32	28.28	1.91	9.84%
New Mexico	18.22	22.38	27.58	17.00	22.13	27.48	-0.25	-1.12%
New York	16.38	21.48	27.50	17.63	22.42	28.32	0.94	4.38%
North Carolina	14.67	18.64	23.24	14.72	18.46	23.08	-0.18	-0.97%
North Dakota	14.34	18.30	23.10	15.28	19.05	23.73	0.75	4.10%
Ohio	15.94	19.68	23.97	15.44	18.87	23.71	-0.81	-4.12%
Oklahoma	11.33	16.96	26.66	12.33	20.09	24.99	3.13	18.46%
Oregon	20.29	25.05	28.67	21.37	25.63	29.13	0.58	2.32%
Pennsylvania	16.13	19.39	24.99	15.66	19.19	24.57	-0.20	-1.03%
Rhode Island	22.77	27.76	29.96	19.92	24.96	29.00	-2.80	-10.09%
South Carolina	19.97	31.21	34.22	24.83	32.00	34.98	0.79	2.53%
South Dakota	12.19	13.19	14.20	12.10	13.26	14.42	0.07	0.53%
Tennessee	18.76	22.55	28.42	15.67	19.98	25.75	-2.57	-11.40%
Texas	15.13	19.39	24.16	15.64	19.04	24.38	-0.35	-1.81%
Utah	18.22	22.58	29.30	17.73	21.99	29.49	-0.59	-2.61%
Vermont	18.19	21.43	24.65	17.93	22.17	25.11	0.74	3.45%
Virginia	17.07	21.21	27.69	17.23	21.62	27.63	0.41	1.93%
Washington	18.93	26.19	35.46	18.00	25.10	32.28	-1.09	-4.16%
West Virginia	14.07	17.76	22.28	14.91	18.52	23.46	0.76	4.28%
Wisconsin	16.10	19.59	25.90	15.88	19.47	26.38	-0.12	-0.61%
Wyoming	16.31	19.23	24.98	16.84	19.60	24.26	0.37	1.92%

**Power Plant Operator**

Job Description: Control, operate, or maintain machinery to generate electric power. Include auxiliary equipment operators.  
Exclude "Nuclear Power Reactor Operator."

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	27.10	33.39	39.12	28.21	34.40	40.25	1.01	3.02%
Admin. Services	25.91	31.59	37.39	27.97	34.17	41.25	2.58	8.17%
Education	18.07	22.45	27.91	19.41	23.92	29.52	1.47	6.55%
Health Services	26.98	31.83	35.14	27.20	33.07	36.85	1.24	3.90%
Management	27.96	33.59	37.98	28.29	33.88	37.75	0.29	0.86%
Mining	25.89	32.70	38.33	23.10	31.93	37.70	-0.77	-2.35%
Prof. & Tech.	26.88	32.18	36.18	26.59	32.38	36.55	0.20	0.62%
Utilities	28.60	34.04	39.78	29.80	34.98	40.69	0.94	2.76%
<b>All Employers by State</b>								
Alabama	25.26	30.08	35.85	26.09	30.80	37.14	0.72	2.39%
Alaska	22.01	28.16	35.15	23.00	31.80	37.76	3.64	12.93%
Arkansas	24.68	31.62	35.12	30.90	33.81	36.70	2.19	6.93%
California	31.66	38.41	48.56	32.38	38.74	49.06	0.33	0.86%
Colorado	29.81	34.33	39.81	29.28	34.18	38.41	-0.15	-0.44%
Connecticut	28.01	32.63	36.67	28.70	33.07	36.78	0.44	1.35%
Florida	28.47	32.78	36.42	27.05	32.32	36.16	-0.46	-1.40%
Georgia	25.88	30.42	34.58	26.93	31.26	35.48	0.84	2.76%
Hawaii	36.48	40.93	44.27	33.12	39.87	44.69	-1.06	-2.59%
Idaho	30.47	34.95	41.26	22.95	33.05	38.37	-1.90	-5.44%
Illinois	30.21	36.20	42.20	30.33	35.77	41.76	-0.43	-1.19%
Indiana	29.07	34.51	39.64	30.08	36.80	42.72	2.29	6.64%
Iowa	26.96	32.03	36.47	23.46	32.38	37.31	0.35	1.09%
Kansas	18.54	28.87	36.34	22.62	33.11	38.01	4.24	14.69%
Kentucky	26.54	32.83	37.30	26.67	32.79	37.05	-0.04	-0.12%
Louisiana	14.06	17.20	31.02	14.50	18.08	34.93	0.88	5.12%
Maine	36.21	40.71	44.03	31.32	40.36	44.48	-0.35	-0.86%
Maryland	30.69	33.54	36.38	31.64	34.48	37.31	0.94	2.80%
Massachusetts	29.95	36.36	41.57	31.05	37.77	42.60	1.41	3.88%
Michigan	28.11	32.24	35.43	29.55	33.58	37.07	1.34	4.16%
Minnesota	28.22	33.76	39.94	27.62	34.25	41.25	0.49	1.45%
Mississippi	24.93	30.43	37.03	24.16	32.03	39.60	1.60	5.26%
Missouri	25.91	34.71	41.22	27.02	37.64	43.18	2.93	8.44%
Montana	33.41	38.77	44.00	31.61	36.39	42.48	-2.38	-6.14%
Nebraska	23.99	33.05	37.74	22.80	33.44	38.90	0.39	1.18%
Nevada	29.22	37.10	43.77	28.41	35.81	43.88	-1.29	-3.48%
New Hampshire	25.42	29.52	36.33	24.76	30.33	35.60	0.81	2.74%
New Jersey	31.07	39.32	43.55	30.55	37.97	43.72	-1.35	-3.43%
New York	24.58	31.81	40.01	25.82	33.35	41.52	1.54	4.84%
North Carolina	29.42	34.50	39.96	31.01	36.10	41.97	1.60	4.64%
North Dakota	32.98	37.76	42.43	33.68	40.83	44.66	3.07	8.13%
Ohio	26.96	31.80	35.29	29.06	33.28	36.54	1.48	4.65%
Oklahoma	26.41	31.83	36.44	26.45	32.16	36.50	0.33	1.04%
Oregon	24.52	31.78	38.59	30.37	35.16	40.56	3.38	10.64%
Pennsylvania	26.50	32.20	36.18	30.02	34.38	38.87	2.18	6.77%
Rhode Island	24.24	30.62	37.90	24.75	33.16	39.56	2.54	8.30%
Tennessee	27.77	37.13	38.98	28.19	39.05	41.90	1.92	5.17%
Texas	26.22	32.03	36.50	27.03	32.43	37.92	0.40	1.25%
Utah	29.58	34.44	40.28	30.08	35.71	42.71	1.27	3.69%
Vermont	26.72	32.86	37.02	27.61	34.51	39.07	1.65	5.02%
Virginia	17.34	21.71	28.45	18.04	23.56	33.80	1.85	8.52%
Washington	33.72	39.79	44.03	39.98	43.36	46.74	3.57	8.97%
West Virginia	27.97	32.20	35.75	30.06	34.05	37.83	1.85	5.75%
Wisconsin	22.43	29.86	40.22	23.17	34.55	42.17	4.69	15.71%

**Product Safety Engineer**

Job Description: Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety laws. Also include industrial product safety engineers.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	61,251	80,396	103,561	63,853	83,548	107,103	3,152	3.92%
Admin. Services	61,659	80,825	98,981	66,498	86,959	111,207	6,134	7.59%
Construction	57,620	73,909	94,340	59,994	76,207	97,403	2,298	3.11%
Education	55,264	69,574	86,404	54,603	70,980	90,583	1,406	2.02%
Finance/Insurance	74,246	93,350	114,566	72,317	94,146	122,969	796	0.85%
Health Services	62,179	78,581	96,971	60,392	76,310	103,060	-2,271	-2.89%
Information	72,359	89,862	106,876	76,861	93,146	110,227	3,284	3.65%
Management	67,034	89,791	114,944	70,674	94,963	122,479	5,173	5.76%
Mining	62,750	93,493	119,728	70,939	99,844	124,235	6,350	6.79%
Prof. & Tech.	60,404	78,071	102,479	66,181	86,509	113,239	8,439	10.81%
Utilities	76,072	93,299	114,760	76,963	95,035	115,353	1,735	1.86%
Wholesale	63,403	77,887	97,532	64,629	80,741	104,091	2,853	3.66%
<b>All Employers by State</b>								
Alabama	73,001	91,443	109,436	75,677	94,861	112,769	3,418	3.74%
Alaska	88,403	111,180	136,180	102,774	126,236	148,259	15,056	13.54%
Arizona	61,220	76,653	96,104	59,177	75,687	96,638	-966	-1.26%
Arkansas	46,522	57,865	73,664	47,425	61,291	77,453	3,426	5.92%
California	74,195	97,339	111,384	72,358	99,558	115,496	2,219	2.28%
Colorado	72,757	92,075	117,412	79,107	98,639	120,764	6,563	7.13%
Connecticut	74,103	86,282	95,727	73,308	89,184	100,477	2,903	3.36%
Florida	57,610	70,094	86,955	60,372	72,573	91,114	2,478	3.54%
Georgia	50,745	70,982	91,514	53,429	71,858	93,044	876	1.23%
Hawaii	55,814	70,054	93,993	56,921	72,950	93,268	2,897	4.14%
Idaho	69,289	87,904	104,866	74,278	94,055	113,351	6,151	7.00%
Illinois	52,377	76,745	95,768	50,652	76,228	98,220	-517	-0.67%
Indiana	58,599	69,901	81,610	61,056	73,216	89,133	3,315	4.74%
Iowa	46,308	63,985	78,509	65,844	74,543	91,298	10,559	16.50%
Kansas	51,571	70,380	94,095	53,623	70,766	91,155	386	0.55%
Kentucky	56,804	73,358	96,594	48,865	69,418	87,030	-3,941	-5.37%
Louisiana	43,636	60,680	79,285	51,499	68,989	87,510	8,309	13.69%
Maine	49,246	59,313	73,532	50,550	63,710	77,086	4,397	7.41%
Maryland	65,464	87,751	109,477	68,754	92,931	115,210	5,181	5.90%
Massachusetts	73,491	93,871	114,311	73,195	94,749	118,160	878	0.94%
Michigan	65,372	83,161	102,836	70,520	90,205	115,108	7,045	8.47%
Minnesota	70,880	90,352	109,783	65,058	87,234	104,030	-3,117	-3.45%
Mississippi	40,678	63,046	77,275	30,936	59,024	79,832	-4,022	-6.38%
Missouri	55,029	73,899	95,625	59,994	81,384	112,371	7,485	10.13%
Montana	52,693	61,363	78,265	37,083	53,266	71,388	-8,098	-13.20%
Nebraska	63,893	83,558	107,957	66,161	85,682	108,910	2,124	2.54%
Nevada	71,767	94,819	114,801	61,127	77,576	112,729	-17,244	-18.19%
New Hampshire	53,530	70,064	87,822	59,106	80,986	106,010	10,922	15.59%
New Jersey	75,500	92,575	112,557	74,890	92,064	113,290	-512	-0.55%
New Mexico	50,164	68,177	88,893	50,458	68,336	90,267	159	0.23%
New York	68,156	83,701	103,142	69,183	85,693	105,255	1,991	2.38%
North Carolina	59,680	72,757	88,607	59,739	74,012	89,807	1,256	1.73%
North Dakota	67,697	77,724	91,627	65,865	77,872	91,032	148	0.19%
Ohio	61,159	78,754	98,461	64,782	79,168	98,220	414	0.53%
Oklahoma	61,373	78,499	105,743	63,731	84,457	110,380	5,958	7.59%
Oregon	66,341	83,854	96,655	67,376	81,731	97,791	-2,123	-2.53%
Pennsylvania	56,059	71,788	91,525	61,199	77,402	97,567	5,614	7.82%
South Carolina	51,194	72,797	93,463	44,087	62,710	88,000	-10,088	-13.86%
South Dakota	51,041	68,014	84,456	53,715	68,540	82,078	526	0.77%
Tennessee	57,151	72,359	93,065	63,731	82,660	102,815	10,301	14.24%
Texas	70,043	91,382	120,156	74,901	95,739	126,471	4,357	4.77%
Utah	61,190	77,622	97,369	63,435	77,913	99,935	291	0.37%
Vermont	59,619	80,356	97,492	64,670	86,377	101,538	6,021	7.49%
Virginia	62,873	86,751	111,690	66,345	89,746	117,313	2,995	3.45%
Washington	79,499	93,616	111,741	81,578	97,148	116,241	3,533	3.77%
West Virginia	46,094	72,930	98,410	44,883	68,295	97,730	-4,635	-6.36%
Wisconsin	52,775	62,669	79,213	52,541	67,774	80,536	5,105	8.15%
Wyoming	56,722	69,472	80,345	59,739	72,552	89,409	3,080	4.43%

**Refuse and Recyclable Material Collector**

Job Description: Collect and dump refuse or recyclable materials from containers into truck. May drive truck.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	11.65	16.04	21.61	11.99	16.52	21.98	0.48	2.99%
Admin. Services	11.49	15.84	20.78	11.88	16.34	21.19	0.50	3.16%
Education	10.53	13.92	18.40	11.82	15.16	18.37	1.24	8.91%
Health Services	9.36	15.12	17.96	9.42	13.71	18.86	-1.41	-9.33%
Prof. & Tech.	16.56	18.81	22.43	16.83	19.27	23.11	0.46	2.45%
Wholesale	10.86	13.81	16.84	9.27	13.53	17.17	-0.28	-2.03%
<b>All Employers by State</b>								
Alabama	10.36	12.78	15.30	10.98	13.50	16.91	0.72	5.63%
Alaska	12.84	15.33	21.23	12.73	17.24	22.50	1.91	12.46%
Arizona	13.94	18.74	22.83	14.56	18.91	23.31	0.17	0.91%
Arkansas	10.21	11.92	14.47	10.22	12.20	15.11	0.28	2.35%
California	13.03	19.52	25.08	14.32	20.97	25.81	1.45	7.43%
Colorado	10.94	15.94	18.82	12.80	17.35	21.16	1.41	8.85%
Connecticut	14.87	19.28	23.29	15.68	19.86	23.63	0.58	3.01%
Delaware	14.07	17.54	21.60	14.86	18.82	22.56	1.28	7.30%
Florida	11.29	14.13	17.73	11.20	14.12	17.93	-0.01	-0.07%
Georgia	9.89	13.28	16.53	10.56	13.72	17.27	0.44	3.31%
Hawaii	16.39	18.42	20.69	16.86	20.28	22.81	1.86	10.10%
Idaho	12.65	14.74	17.30	13.48	16.18	18.14	1.44	9.77%
Illinois	16.23	20.12	29.79	16.66	20.64	31.33	0.52	2.58%
Indiana	12.24	15.01	18.04	12.60	15.61	18.00	0.60	4.00%
Iowa	10.20	14.13	18.91	10.74	13.97	18.92	-0.16	-1.13%
Kansas	9.97	12.80	16.28	10.57	13.66	17.15	0.86	6.72%
Kentucky	9.66	12.55	15.43	10.56	13.58	16.86	1.03	8.21%
Louisiana	9.12	10.81	13.36	10.59	13.11	16.43	2.30	21.28%
Maine	10.65	12.98	15.98	10.54	13.09	16.24	0.11	0.85%
Maryland	11.34	15.29	22.10	11.65	14.91	19.67	-0.38	-2.49%
Massachusetts	14.39	18.39	22.67	15.60	18.94	23.31	0.55	2.99%
Michigan	11.27	14.74	18.44	14.10	17.35	21.02	2.61	17.71%
Minnesota	15.18	18.97	22.58	16.18	20.07	23.60	1.10	5.80%
Mississippi	9.72	11.37	13.98	10.15	11.82	14.93	0.45	3.96%
Missouri	10.02	14.78	18.50	9.36	12.92	17.23	-1.86	-12.58%
Montana	14.81	16.87	19.08	15.45	17.33	19.27	0.46	2.73%
Nebraska	9.11	12.29	15.98	10.26	13.89	17.29	1.60	13.02%
Nevada	24.18	26.23	28.29	14.02	19.50	23.78	-6.73	-25.66%
New Hampshire	11.18	14.24	18.05	11.36	14.51	18.77	0.27	1.90%
New Jersey	14.31	19.32	24.95	15.08	20.10	24.79	0.78	4.04%
New Mexico	10.33	13.79	17.00	11.08	15.27	17.79	1.48	10.73%
New York	17.96	27.04	33.33	18.03	27.00	34.06	-0.04	-0.15%
North Carolina	10.20	12.76	15.53	9.93	12.58	15.09	-0.18	-1.41%
North Dakota	12.21	14.10	17.10	12.59	14.26	16.74	0.16	1.13%
Ohio	14.14	17.52	20.93	13.35	17.15	20.81	-0.37	-2.11%
Oklahoma	9.34	12.17	15.75	10.75	13.59	17.17	1.42	11.67%
Oregon	17.62	20.98	23.63	17.79	21.35	24.03	0.37	1.76%
Pennsylvania	10.09	15.33	20.91	11.07	15.72	20.50	0.39	2.54%
Rhode Island	16.29	20.43	25.59	17.21	24.10	27.51	3.67	17.96%
South Carolina	8.77	10.31	13.49	9.01	10.89	14.01	0.58	5.63%
South Dakota	10.28	11.75	13.96	10.14	11.33	13.19	-0.42	-3.57%
Tennessee	9.33	12.09	15.26	n/a	11.75	15.11	-0.34	-2.81%
Texas	10.82	13.39	16.29	11.25	14.03	17.18	0.64	4.78%
Utah	13.41	16.70	20.00	n/a	15.23	18.78	-1.47	-8.80%
Vermont	12.61	15.15	17.63	14.19	16.52	18.54	1.37	9.04%
Virginia	10.34	13.27	17.71	10.74	13.55	17.34	0.28	2.11%
Washington	20.08	24.65	29.17	19.61	23.42	28.32	-1.23	-4.99%
West Virginia	9.31	11.50	13.92	n/a	11.49	14.07	-0.01	-0.09%
Wisconsin	12.38	15.86	20.61	11.51	15.75	20.67	-0.11	-0.69%
Wyoming	13.31	16.13	18.88	14.22	16.99	19.56	0.86	5.33%

**Safety Director**

Job Description: Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	104,203	130,733	163,027	106,868	133,363	166,106	2,630	2.01%
Admin. Services	107,559	136,058	167,729	108,777	137,090	167,812	1,032	0.76%
Arts and Entertainment	129,254	151,827	182,294	111,350	145,247	175,469	-6,580	-4.33%
Construction	86,894	114,077	145,758	89,205	119,406	153,068	5,329	4.67%
Education	74,562	100,184	136,027	75,329	102,907	132,638	2,722	2.72%
Finance/Insurance	114,556	134,834	154,856	119,937	140,816	160,236	5,983	4.44%
Health Services	90,902	111,139	135,293	97,689	119,110	148,229	7,971	7.17%
Information	112,965	140,729	172,553	117,885	145,768	177,797	5,039	3.58%
Management	104,203	130,642	160,966	109,839	137,672	172,355	7,030	5.38%
Mining	123,451	173,053	n/a	122,918	167,485	n/a	-5,568	-3.22%
Prof. & Tech.	105,233	134,650	170,585	107,481	136,671	173,182	2,021	1.50%
Real Estate	92,086	122,869	156,947	93,013	119,651	164,310	-3,218	-2.62%
Utilities	106,060	123,502	149,685	110,105	129,596	156,070	6,094	4.93%
Wholesale	103,489	130,713	164,404	104,152	130,014	165,984	-699	-0.53%
<b>All Employers by State</b>								
Alabama	103,856	122,461	148,267	107,338	127,012	154,896	4,551	3.72%
Alaska	113,924	136,527	180,581	113,464	138,223	184,444	1,696	1.24%
Arizona	103,856	129,999	154,214	106,735	133,710	160,226	3,711	2.85%
Arkansas	85,211	107,273	129,591	86,673	109,349	132,934	2,076	1.93%
California	126,205	155,999	n/a	125,797	157,959	n/a	1,960	1.26%
Colorado	120,309	142,627	174,685	127,308	150,894	184,842	8,267	5.80%
Connecticut	103,724	125,246	147,033	111,177	133,731	154,937	8,485	6.77%
Delaware	120,666	142,759	168,371	121,142	144,206	168,536	1,447	1.01%
Florida	91,004	115,923	143,290	90,563	116,333	145,952	410	0.35%
Georgia	101,357	125,327	153,418	103,866	127,850	156,662	2,522	2.01%
Hawaii	93,748	111,874	130,336	99,364	117,211	133,537	5,337	4.77%
Idaho	97,634	130,815	157,784	99,384	132,393	159,613	1,578	1.21%
Illinois	92,330	117,739	148,379	103,366	126,175	155,856	8,437	7.17%
Indiana	88,689	109,058	134,334	89,674	110,370	135,425	1,312	1.20%
Iowa	99,532	112,710	128,449	100,272	114,811	131,250	2,101	1.86%
Kansas	91,729	116,382	142,025	88,449	111,585	139,622	-4,797	-4.12%
Kentucky	88,475	108,691	130,376	88,123	110,401	131,954	1,710	1.57%
Louisiana	88,679	126,776	157,009	100,232	131,107	161,716	4,331	3.42%
Maine	97,573	115,637	135,752	96,740	120,703	142,705	5,065	4.38%
Maryland	118,045	139,505	158,620	122,500	141,051	164,156	1,546	1.11%
Massachusetts	112,414	141,015	176,093	109,972	138,795	172,335	-2,220	-1.57%
Michigan	96,359	116,280	141,423	98,690	118,916	145,441	2,636	2.27%
Minnesota	103,285	126,031	155,530	107,685	131,821	163,431	5,790	4.59%
Mississippi	89,107	110,629	132,131	88,204	111,187	133,761	558	0.50%
Missouri	91,596	116,076	144,197	99,088	125,164	153,946	9,088	7.83%
Montana	90,229	104,336	131,090	92,564	104,785	129,575	449	0.43%
Nebraska	94,217	112,730	132,916	100,691	119,437	144,676	6,706	5.95%
Nevada	94,666	122,584	152,306	92,686	117,803	154,396	-4,781	-3.90%
New Hampshire	107,845	129,815	160,528	107,838	125,961	155,284	-3,855	-2.97%
New Jersey	116,535	140,536	169,320	118,844	142,981	172,222	2,445	1.74%
New Mexico	111,965	141,270	168,606	120,907	148,065	173,550	6,795	4.81%
New York	109,109	135,619	167,627	113,117	141,092	174,928	5,473	4.04%
North Carolina	98,430	119,075	147,696	101,896	123,276	152,558	4,201	3.53%
North Dakota	88,495	106,947	127,174	93,697	110,748	128,391	3,801	3.55%
Ohio	93,014	114,719	140,627	97,924	119,089	145,166	4,370	3.81%
Oklahoma	87,700	111,833	135,568	93,779	118,487	141,868	6,654	5.95%
Oregon	110,170	133,600	157,916	110,850	134,925	159,878	1,326	0.99%
Pennsylvania	107,457	135,466	168,739	109,278	136,926	167,628	1,460	1.08%
Rhode Island	109,028	128,234	151,123	111,728	132,362	155,713	4,128	3.22%
South Carolina	87,863	113,087	142,310	94,585	118,150	147,341	5,063	4.48%
South Dakota	92,504	113,087	135,701	96,352	113,341	138,509	254	0.22%
Tennessee	85,466	107,804	132,998	90,542	116,037	144,390	8,233	7.64%
Texas	114,138	149,297	n/a	113,188	146,748	190,845	-2,549	-1.71%
Utah	90,270	112,496	136,343	92,186	117,517	143,777	5,021	4.46%
Vermont	103,479	124,328	157,804	100,129	112,392	130,086	-11,936	-9.60%
Virginia	114,454	139,505	170,850	115,986	141,051	171,896	1,546	1.11%
Washington	104,540	128,897	154,397	117,344	140,673	168,863	11,776	9.14%
West Virginia	83,375	110,701	133,181	95,382	120,325	149,117	9,624	8.69%
Wisconsin	86,129	105,060	124,960	91,145	110,442	132,015	5,382	5.12%
Wyoming	91,198	106,672	127,724	90,889	108,328	129,065	1,657	1.55%



**Septic Tank Servicer and Sewer Pipe Cleaner**

Job Description: Clean and repair septic tanks, sewer lines, or drains. May patch walls and partitions of tank, replace damaged drain tile, or repair breaks in underground piping.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	13.10	16.93	21.91	13.27	17.08	22.05	0.15	0.89%
Admin. Services	12.71	16.21	20.91	12.79	16.13	20.36	-0.08	-0.49%
Construction	13.08	16.20	20.56	13.39	17.11	21.38	0.91	5.62%
Prof. & Tech.	14.72	17.53	20.30	15.25	19.19	21.58	1.66	9.47%
Utilities	10.77	12.40	14.70	12.14	13.88	18.66	1.48	11.94%
<b>All Employers by State</b>								
Alabama	11.17	14.15	17.47	12.76	15.84	19.11	1.69	11.94%
Alaska	23.29	27.15	31.49	17.07	19.58	23.31	-7.57	-27.88%
Arizona	10.73	13.90	17.87	11.01	15.10	18.44	1.20	8.63%
Arkansas	13.37	15.82	18.03	12.76	15.88	18.04	0.06	0.38%
California	14.36	19.39	26.83	15.09	18.54	26.21	-0.85	-4.38%
Colorado	14.45	17.16	22.47	15.45	17.77	22.94	0.61	3.55%
Connecticut	19.69	23.23	27.05	15.46	18.05	25.28	-5.18	-22.30%
Delaware	13.32	15.96	18.37	14.48	17.96	23.23	2.00	12.53%
Florida	12.18	14.07	16.99	10.51	13.80	17.63	-0.27	-1.92%
Georgia	12.68	15.45	19.37	12.57	15.61	18.98	0.16	1.04%
Hawaii	16.89	19.84	22.83	16.10	18.30	21.99	-1.54	-7.76%
Idaho	13.63	17.92	22.33	n/a	15.21	21.06	-2.71	-15.12%
Illinois	17.01	23.12	31.62	17.18	24.06	31.29	0.94	4.07%
Indiana	12.72	16.36	20.73	13.41	16.27	20.80	-0.09	-0.55%
Iowa	12.16	15.98	21.69	12.18	15.47	19.11	-0.51	-3.19%
Kansas	13.56	17.86	24.54	12.34	16.34	22.55	-1.52	-8.51%
Kentucky	10.61	13.48	16.87	10.60	13.15	16.63	-0.33	-2.45%
Louisiana	12.00	14.01	18.23	12.92	15.05	22.34	1.04	7.42%
Maine	10.07	12.19	18.42	10.44	13.35	17.32	1.16	9.52%
Maryland	13.52	15.51	18.02	13.53	15.60	19.09	0.09	0.58%
Massachusetts	17.01	20.31	22.90	16.13	20.14	22.79	-0.17	-0.84%
Michigan	12.71	17.36	22.25	12.78	16.93	22.34	-0.43	-2.48%
Minnesota	16.02	21.52	26.62	16.08	21.02	27.13	-0.50	-2.32%
Mississippi	9.81	12.34	14.50	10.30	12.89	15.46	0.55	4.46%
Missouri	15.15	18.96	22.67	14.13	18.56	22.77	-0.40	-2.11%
Montana	11.54	14.16	17.33	11.82	14.76	18.26	0.60	4.24%
Nebraska	12.52	14.25	20.18	13.16	14.78	19.14	0.53	3.72%
Nevada	15.81	19.20	26.34	17.57	21.43	25.93	2.23	11.61%
New Hampshire	15.28	18.41	21.47	14.93	17.57	20.77	-0.84	-4.56%
New Jersey	18.34	22.26	27.35	19.18	23.85	31.27	1.59	7.14%
New Mexico	12.26	14.65	17.21	12.23	14.70	17.22	0.05	0.34%
New York	15.69	19.85	23.90	14.74	19.16	22.72	-0.69	-3.48%
North Carolina	11.44	14.68	18.24	11.34	14.58	18.20	-0.10	-0.68%
North Dakota	15.92	19.21	21.86	15.25	20.08	22.50	0.87	4.53%
Ohio	12.48	15.34	18.98	12.75	16.58	21.17	1.24	8.08%
Oklahoma	11.90	14.60	18.30	12.31	15.05	18.30	0.45	3.08%
Oregon	15.11	20.15	23.16	14.44	19.73	23.45	-0.42	-2.08%
Pennsylvania	14.52	18.13	22.00	15.74	19.51	22.98	1.38	7.61%
Rhode Island	15.57	19.91	22.53	13.64	20.00	22.80	0.09	0.45%
South Carolina	10.57	13.50	17.03	11.18	13.81	16.86	0.31	2.30%
South Dakota	10.98	12.99	15.46	10.86	12.95	15.97	-0.04	-0.31%
Tennessee	14.83	19.46	22.62	12.93	15.94	18.64	-3.52	-18.09%
Texas	10.58	13.69	16.97	11.40	14.68	17.90	0.99	7.23%
Utah	11.73	15.69	17.94	11.57	15.79	17.95	0.10	0.64%
Vermont	17.61	20.44	22.07	13.47	14.82	19.51	-5.62	-27.50%
Virginia	11.66	13.99	18.60	11.77	15.39	25.68	1.40	10.01%
Washington	16.80	20.37	23.48	15.51	19.99	23.65	-0.38	-1.87%
West Virginia	11.99	15.44	18.18	13.53	16.62	19.59	1.18	7.64%
Wisconsin	14.96	17.67	21.12	14.44	17.52	21.07	-0.15	-0.85%
Wyoming	14.30	16.74	18.69	13.74	16.74	19.08	0.00	0.00%

**Soil Engineer**

Job Description: Design, plan, or perform engineering duties in the prevention, control, and remediation of environmental health hazards utilizing various engineering disciplines. Work may include waste treatment, site remediation, or pollution control technology.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	64,178	83,864	105,937	65,140	85,111	106,868	1,246	1.49%
Admin. Services	65,555	83,956	106,927	65,538	84,386	108,308	429	0.51%
Construction	58,283	76,990	116,056	50,876	70,674	93,840	-6,316	-8.20%
Education	56,151	68,687	86,761	57,043	72,266	95,188	3,580	5.21%
Health Services	25,184	45,492	67,381	54,501	69,898	91,849	24,406	53.65%
Management	78,979	96,941	117,035	75,411	95,423	117,364	-1,518	-1.57%
Mining	75,184	96,441	121,931	78,004	98,486	122,520	2,045	2.12%
Prof. & Tech.	62,812	83,324	108,875	64,139	84,375	110,197	1,052	1.26%
Utilities	58,028	82,589	101,306	63,486	87,091	107,287	4,502	5.45%
Wholesale	74,480	93,544	113,200	74,809	95,035	114,597	1,490	1.59%
<b>All Employers by State</b>								
Alabama	52,775	63,546	88,873	53,807	73,267	97,291	9,721	15.30%
Alaska	75,205	94,758	112,435	80,720	100,242	119,539	5,484	5.79%
Arizona	58,711	75,806	99,756	59,381	76,391	98,057	585	0.77%
Arkansas	58,579	80,886	104,887	58,166	75,166	101,232	-5,720	-7.07%
California	79,050	97,583	115,546	81,210	100,507	119,324	2,924	3.00%
Colorado	63,179	82,722	105,040	66,937	85,805	109,145	3,083	3.73%
Connecticut	71,400	87,985	102,775	75,431	88,000	102,743	15	0.02%
Delaware	63,240	71,910	89,393	67,396	74,227	95,127	2,317	3.22%
Florida	44,880	63,056	91,933	45,741	62,792	88,898	-265	-0.42%
Georgia	55,009	75,766	96,533	51,152	73,318	96,393	-2,448	-3.23%
Hawaii	65,311	85,129	95,829	73,277	91,390	100,344	6,261	7.35%
Idaho	61,271	86,272	109,844	62,220	83,620	107,644	-2,652	-3.07%
Illinois	66,310	84,089	103,907	71,000	91,328	101,875	7,240	8.61%
Indiana	55,549	67,779	86,547	60,637	75,779	94,177	8,000	11.80%
Iowa	72,716	82,620	93,014	72,032	81,435	93,973	-1,185	-1.43%
Kansas	67,942	84,548	105,713	67,519	82,313	106,878	-2,235	-2.64%
Kentucky	62,659	76,877	94,595	59,922	71,419	88,653	-5,458	-7.10%
Louisiana	72,736	88,852	110,609	72,961	91,196	114,730	2,344	2.64%
Maine	65,504	77,806	91,698	64,139	80,342	100,834	2,537	3.26%
Maryland	67,463	85,639	107,426	69,163	88,868	111,677	3,229	3.77%
Massachusetts	65,943	78,846	94,330	67,958	81,976	99,251	3,130	3.97%
Michigan	65,821	80,427	95,676	68,693	84,600	102,039	4,173	5.19%
Minnesota	67,177	80,009	96,278	62,393	77,065	94,453	-2,944	-3.68%
Mississippi	55,172	66,463	82,192	55,440	65,987	82,834	-476	-0.72%
Missouri	56,865	76,408	98,971	56,696	73,583	98,292	-2,825	-3.70%
Montana	64,780	79,376	91,810	59,922	77,872	93,350	-1,505	-1.90%
Nebraska	63,424	78,163	96,553	64,282	80,414	98,057	2,251	2.88%
Nevada	65,984	79,356	101,133	66,937	81,997	105,541	2,641	3.33%
New Hampshire	67,412	79,111	101,225	66,692	83,804	104,316	4,692	5.93%
New Jersey	65,555	85,364	103,081	70,071	88,980	106,756	3,616	4.24%
New Mexico	72,808	105,193	136,619	73,992	110,339	139,581	5,147	4.89%
New York	69,748	86,098	109,446	70,643	87,163	104,091	1,065	1.24%
North Carolina	59,660	76,663	97,869	60,402	73,869	95,627	-2,794	-3.64%
North Dakota	60,272	70,778	83,191	58,279	74,758	94,310	3,980	5.62%
Ohio	60,680	82,681	101,623	62,189	82,272	98,455	-409	-0.49%
Oklahoma	64,760	85,048	103,938	61,168	83,681	105,143	-1,366	-1.61%
Oregon	59,915	83,915	101,990	61,097	83,487	100,232	-428	-0.51%
Pennsylvania	61,486	81,610	104,897	60,321	80,179	102,600	-1,431	-1.75%
Rhode Island	76,225	90,382	104,254	72,552	91,216	111,646	834	0.92%
South Carolina	49,807	65,841	83,028	56,992	70,245	88,082	4,404	6.69%
South Dakota	57,344	70,502	89,393	60,770	75,911	95,402	5,409	7.67%
Tennessee	66,259	85,598	108,467	69,510	89,246	112,994	3,647	4.26%
Texas	68,605	94,646	117,953	67,223	90,471	115,945	-4,175	-4.41%
Utah	63,199	78,520	93,973	65,119	81,609	97,873	3,089	3.93%
Vermont	56,855	72,257	99,603	62,404	77,555	109,267	5,298	7.33%
Virginia	68,156	98,277	122,216	68,713	100,691	124,695	2,414	2.46%
Washington	75,235	89,872	109,660	77,402	92,819	112,075	2,947	3.28%
West Virginia	56,375	76,184	94,585	55,481	76,269	95,800	85	0.11%
Wisconsin	65,433	77,163	90,943	64,364	77,586	89,756	423	0.55%
Wyoming	58,334	79,213	105,407	61,260	80,353	107,236	1,140	1.44%

**Stationary Engineer and Boiler Operator**

Job Description: Operate or maintain stationary engines, boilers, or other mechanical equipment to provide utilities for buildings or industrial processes. Operate equipment, such as steam engines, generators, motors, turbines, and steam boilers.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	21.40	26.79	32.76	22.00	27.65	34.13	0.86	3.21%
Admin. Services	22.01	28.03	34.16	22.22	27.97	33.99	-0.06	-0.21%
Arts and Entertainment	18.42	22.38	28.07	20.29	24.92	31.78	2.54	11.35%
Construction	20.50	25.02	29.63	21.61	27.20	32.73	2.18	8.71%
Education	19.86	24.89	29.87	20.77	26.44	33.63	1.55	6.23%
Health Services	23.34	28.18	35.53	23.66	28.71	36.23	0.53	1.88%
Management	24.57	27.76	32.35	24.60	28.21	33.31	0.45	1.62%
Mining	26.30	30.81	34.47	27.55	32.59	35.99	1.78	5.78%
Prof. & Tech.	25.76	32.71	40.14	26.99	33.64	39.85	0.93	2.84%
Real Estate	25.18	31.12	37.27	25.88	32.04	38.80	0.92	2.96%
Utilities	20.72	27.73	34.70	23.20	29.29	35.63	1.56	5.63%
Wholesale	23.60	29.76	34.45	23.33	30.79	35.92	1.03	3.46%
<b>All Employers by State</b>								
Alabama	19.48	22.36	27.26	17.20	21.39	24.56	-0.97	-4.34%
Alaska	29.42	33.34	36.65	29.66	33.43	36.88	0.09	0.27%
Arizona	18.07	21.05	25.14	18.59	21.73	26.34	0.68	3.23%
Arkansas	12.74	17.96	25.10	17.66	22.56	26.99	4.60	25.61%
California	29.31	32.82	39.10	30.81	33.94	40.69	1.12	3.41%
Colorado	20.00	24.80	28.70	19.78	24.60	28.84	-0.20	-0.81%
Connecticut	24.60	28.04	33.51	24.05	27.04	30.57	-1.00	-3.57%
Delaware	24.69	29.70	31.64	24.41	29.54	32.55	-0.16	-0.54%
Florida	14.69	19.40	29.49	15.13	22.36	30.35	2.96	15.26%
Georgia	18.12	26.30	32.61	19.91	27.59	33.38	1.29	4.90%
Hawaii	32.06	38.60	42.83	33.66	39.74	44.07	1.14	2.95%
Idaho	17.39	21.07	25.41	17.74	22.01	27.01	0.94	4.46%
Illinois	28.03	34.51	42.37	31.68	37.61	44.41	3.10	8.98%
Indiana	17.88	25.11	29.56	17.15	24.50	28.90	-0.61	-2.43%
Iowa	21.20	24.81	27.37	20.72	25.10	28.05	0.29	1.17%
Kansas	25.83	29.51	33.03	27.50	30.79	34.40	1.28	4.34%
Kentucky	13.85	18.86	28.37	15.50	18.94	27.72	0.08	0.42%
Louisiana	17.13	21.15	28.09	17.55	21.58	27.73	0.43	2.03%
Maine	17.10	21.51	26.44	17.82	22.21	27.76	0.70	3.25%
Maryland	22.90	27.24	31.83	22.81	26.92	30.92	-0.32	-1.17%
Massachusetts	22.93	27.11	31.83	24.57	28.74	34.15	1.63	6.01%
Michigan	24.02	27.94	32.67	24.08	28.54	33.53	0.60	2.15%
Minnesota	23.64	27.05	30.98	23.93	27.32	30.89	0.27	1.00%
Mississippi	10.71	11.68	21.17	19.75	22.04	24.22	10.36	88.70%
Missouri	17.47	27.20	33.53	17.24	25.14	32.85	-2.06	-7.57%
Montana	23.42	32.24	36.40	22.64	32.34	36.77	0.10	0.31%
Nebraska	17.37	20.76	24.14	18.30	21.44	24.83	0.68	3.28%
Nevada	23.38	27.77	33.11	23.69	27.68	31.91	-0.09	-0.32%
New Hampshire	22.32	25.05	27.39	22.44	24.82	28.52	-0.23	-0.92%
New Jersey	22.22	26.12	29.34	22.24	26.58	30.16	0.46	1.76%
New Mexico	18.09	25.11	29.50	15.51	19.77	27.43	-5.34	-21.27%
New York	25.53	30.42	41.91	25.47	30.30	43.19	-0.12	-0.39%
North Carolina	19.00	23.41	28.17	18.91	23.67	28.46	0.26	1.11%
North Dakota	19.77	22.68	27.10	20.17	23.78	29.44	1.10	4.85%
Ohio	21.95	25.23	28.51	22.14	26.08	29.48	0.85	3.37%
Oklahoma	18.64	23.39	27.61	19.32	23.86	27.75	0.47	2.01%
Oregon	20.20	25.11	32.80	20.16	26.38	32.98	1.27	5.06%
Pennsylvania	19.75	22.19	25.77	20.12	22.93	27.01	0.74	3.33%
Rhode Island	21.43	25.33	29.36	21.44	24.67	29.98	-0.66	-2.61%
South Carolina	21.29	25.82	29.37	21.45	26.14	29.55	0.32	1.24%
South Dakota	16.35	19.97	23.28	16.27	20.05	24.08	0.08	0.40%
Tennessee	18.77	25.37	28.63	20.99	26.67	29.80	1.30	5.12%
Texas	15.91	20.46	26.43	15.73	21.10	27.89	0.64	3.13%
Utah	18.23	24.53	27.46	19.83	24.92	28.28	0.39	1.59%
Vermont	14.34	17.76	25.90	14.04	18.30	25.37	0.54	3.04%
Virginia	17.64	23.14	27.45	20.24	25.13	30.33	1.99	8.60%
Washington	24.83	30.55	35.59	25.77	31.39	36.63	0.84	2.75%
West Virginia	20.46	23.68	29.79	20.52	23.70	29.67	0.02	0.08%
Wisconsin	21.41	25.14	29.36	21.33	25.26	29.48	0.12	0.48%
Wyoming	26.96	32.04	35.18	25.56	32.45	37.49	0.41	1.28%

**Training and Development Specialist**

Job Description: Conducts training and development programs for employees.

	Annual Salary (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	42,656	57,987	77,122	42,770	58,544	78,576	557	0.96%
Admin. Services	36,424	49,603	69,340	36,531	50,672	70,827	1,070	2.16%
Arts and Entertainment	36,220	49,756	68,473	36,776	50,611	68,305	855	1.72%
Construction	45,339	62,138	77,591	46,313	62,016	78,117	-123	-0.20%
Education	44,339	59,405	76,653	44,842	59,708	78,107	303	0.51%
Finance/Insurance	45,492	58,844	75,541	47,773	61,189	78,280	2,345	3.98%
Health Services	38,291	52,714	70,778	38,196	52,847	71,725	133	0.25%
Information	49,225	64,984	84,395	50,335	67,570	88,337	2,586	3.98%
Management	46,328	60,853	79,172	47,752	62,638	81,027	1,785	2.93%
Mining	50,378	68,279	85,303	51,111	69,683	88,929	1,404	2.06%
Prof. & Tech.	48,195	66,892	88,567	48,110	66,835	89,266	-57	-0.09%
Real Estate	41,198	55,559	75,755	39,594	56,073	76,759	514	0.92%
Utilities	63,740	87,108	106,682	66,692	88,786	107,797	1,678	1.93%
Wholesale	48,634	66,086	87,853	49,222	66,283	87,643	198	0.30%
<b>All Employers by State</b>								
Alabama	40,392	56,263	73,766	39,911	56,165	73,645	-98	-0.17%
Alaska	47,828	62,302	79,081	51,121	66,426	85,141	4,125	6.62%
Arizona	41,912	56,518	74,399	42,178	57,247	77,065	729	1.29%
Arkansas	33,252	42,493	59,650	33,091	42,657	59,688	164	0.39%
California	47,440	65,810	88,842	48,406	66,345	91,155	534	0.81%
Colorado	45,033	61,180	77,387	47,395	63,169	79,362	1,990	3.25%
Connecticut	49,603	67,687	87,149	52,347	68,948	87,285	1,261	1.86%
Delaware	52,469	69,207	87,414	51,826	67,345	86,428	-1,862	-2.69%
Florida	39,117	52,306	69,034	40,595	54,389	71,552	2,083	3.98%
Georgia	43,442	58,273	76,449	42,759	57,533	77,034	-739	-1.27%
Hawaii	45,451	61,924	82,355	43,954	57,717	78,055	-4,207	-6.79%
Idaho	36,414	48,103	65,372	37,348	49,641	71,072	1,538	3.20%
Illinois	41,861	59,160	76,714	41,657	59,177	78,617	17	0.03%
Indiana	40,361	52,795	70,054	40,176	54,521	71,654	1,726	3.27%
Iowa	38,923	50,592	65,453	38,614	51,418	67,651	826	1.63%
Kansas	40,127	52,224	72,124	41,514	57,625	77,443	5,401	10.34%
Kentucky	38,311	50,572	64,750	38,931	51,407	65,558	836	1.65%
Louisiana	36,516	49,256	68,197	35,204	46,803	63,557	-2,453	-4.98%
Maine	38,995	52,612	63,740	38,951	52,132	64,793	-479	-0.91%
Maryland	45,431	63,699	83,640	44,454	63,945	84,120	246	0.39%
Massachusetts	51,602	69,085	89,393	52,081	69,540	90,940	456	0.66%
Michigan	40,117	54,213	71,594	39,482	53,143	72,930	-1,070	-1.97%
Minnesota	42,514	56,477	72,695	41,779	57,380	73,859	903	1.60%
Mississippi	35,792	46,573	61,016	37,175	50,723	64,578	4,150	8.91%
Missouri	40,514	51,704	68,636	40,258	52,326	72,991	622	1.20%
Montana	33,772	42,891	56,294	35,296	44,465	57,707	1,574	3.67%
Nebraska	39,811	49,949	65,494	37,828	48,457	66,661	-1,493	-2.99%
Nevada	39,035	53,907	73,369	37,144	53,194	71,501	-713	-1.32%
New Hampshire	42,687	57,263	73,063	45,822	60,198	77,504	2,935	5.13%
New Jersey	50,572	69,778	91,361	50,090	68,724	91,665	-1,055	-1.51%
New Mexico	41,014	52,989	71,002	41,636	52,030	72,215	-959	-1.81%
New York	44,482	61,037	81,692	45,516	62,649	85,550	1,612	2.64%
North Carolina	44,941	60,211	80,356	43,168	58,217	78,066	-1,993	-3.31%
North Dakota	38,128	48,001	61,475	38,206	48,498	61,791	496	1.03%
Ohio	43,034	57,171	74,174	43,331	56,778	73,042	-393	-0.69%
Oklahoma	40,270	59,252	74,572	40,391	55,451	74,349	-3,801	-6.42%
Oregon	40,239	51,204	69,564	41,820	54,777	73,073	3,573	6.98%
Pennsylvania	42,554	56,508	74,470	42,790	57,952	77,075	1,444	2.56%
Rhode Island	53,713	65,780	78,448	56,053	68,325	78,290	2,546	3.87%
South Carolina	37,975	49,674	64,913	38,869	51,785	69,928	2,111	4.25%
South Dakota	36,026	43,360	53,917	35,837	43,923	56,257	563	1.30%
Tennessee	42,208	57,395	78,520	36,858	54,521	77,647	-2,874	-5.01%
Texas	40,922	56,314	76,510	42,361	58,901	80,383	2,587	4.59%
Utah	38,882	51,071	63,791	35,898	47,762	62,322	-3,309	-6.48%
Vermont	35,108	49,113	76,806	35,153	47,058	72,838	-2,055	-4.18%
Virginia	47,879	65,576	89,015	48,385	64,731	88,582	-844	-1.29%
Washington	55,366	72,573	91,096	48,753	66,191	87,939	-6,382	-8.79%
West Virginia	34,160	45,390	62,526	33,642	41,616	58,371	-3,774	-8.31%
Wisconsin	39,188	51,683	67,126	37,665	50,856	65,620	-827	-1.60%
Wyoming	47,644	60,231	73,083	44,465	59,831	83,436	-400	-0.66%

**Water and Liquid Waste Treatment Plant and System Operator**

Job Description: Operate or control an entire process or system of machines, often through the use of control boards, to transfer or treat water or liquid waste.

	Hourly Rate (\$)						Increase/Decrease	
	7/1/2014			7/1/2015			50th Percentile	
	25th	50th	75th	25th	50th	75th	Dollars	Percent
<b>All Employers Nationwide</b>								
All Employers	16.42	21.19	27.01	16.74	21.65	27.64	0.46	2.17%
Admin. Services	17.01	22.40	31.78	17.19	23.06	30.45	0.66	2.95%
Arts and Entertainment	13.92	20.04	25.84	16.49	21.23	25.82	1.19	5.94%
Construction	15.13	18.24	21.55	14.78	18.02	21.77	-0.22	-1.21%
Education	17.61	21.53	26.89	18.00	22.36	27.77	0.83	3.86%
Health Services	20.62	25.99	32.82	9.19	18.84	24.64	-7.15	-27.51%
Management	16.97	23.69	29.86	17.74	23.02	30.12	-0.67	-2.83%
Mining	15.91	19.81	27.74	16.97	21.25	31.57	1.44	7.27%
Prof. & Tech.	18.90	23.22	28.71	19.12	24.39	30.53	1.17	5.04%
Real Estate	12.60	14.09	16.64	12.98	15.66	18.52	1.57	11.14%
Utilities	15.48	20.47	27.13	15.96	21.26	28.25	0.79	3.86%
Wholesale	20.07	24.86	33.31	22.23	27.63	32.57	2.77	11.14%
<b>All Employers by State</b>								
Alabama	16.76	20.81	24.84	16.89	20.90	25.23	0.09	0.43%
Alaska	20.62	26.16	36.82	21.78	27.46	37.31	1.30	4.97%
Arizona	17.91	21.48	25.73	18.31	22.27	27.07	0.79	3.68%
Arkansas	12.01	15.00	18.43	11.57	14.93	18.34	-0.07	-0.47%
California	24.47	30.87	37.34	25.24	31.53	39.27	0.66	2.14%
Colorado	19.55	24.24	29.78	19.90	24.81	30.28	0.57	2.35%
Connecticut	24.44	27.57	31.61	25.75	28.91	33.66	1.34	4.86%
Delaware	15.96	19.06	23.10	16.72	20.22	24.21	1.16	6.09%
Florida	17.26	21.30	26.16	17.66	21.95	27.07	0.65	3.05%
Georgia	14.35	17.46	21.20	14.33	17.54	21.45	0.08	0.46%
Hawaii	20.42	23.63	27.45	20.46	23.75	28.01	0.12	0.51%
Idaho	15.31	17.92	21.83	15.75	18.48	22.62	0.56	3.13%
Illinois	17.29	24.64	30.58	19.51	25.17	31.23	0.53	2.15%
Indiana	15.86	18.95	22.28	16.18	19.15	22.67	0.20	1.06%
Iowa	15.83	20.27	24.87	16.97	21.19	25.73	0.92	4.54%
Kansas	14.13	18.00	21.81	14.10	17.87	21.87	-0.13	-0.72%
Kentucky	13.60	16.59	20.18	13.89	17.00	20.61	0.41	2.47%
Louisiana	12.60	16.00	19.40	13.40	16.59	19.99	0.59	3.69%
Maine	18.35	21.84	26.33	19.35	22.65	27.92	0.81	3.71%
Maryland	16.76	20.63	24.93	17.27	21.44	26.02	0.81	3.93%
Massachusetts	21.01	24.81	28.99	21.63	25.68	29.88	0.87	3.51%
Michigan	18.30	21.35	24.38	19.63	22.23	25.56	0.88	4.12%
Minnesota	20.44	24.42	27.48	20.83	24.37	27.67	-0.05	-0.20%
Mississippi	12.30	15.24	18.50	13.01	16.64	20.49	1.40	9.19%
Missouri	14.40	18.24	22.48	15.51	19.34	24.49	1.10	6.03%
Montana	13.83	17.61	21.82	14.15	18.28	22.88	0.67	3.80%
Nebraska	15.88	18.71	22.30	16.11	19.08	22.92	0.37	1.98%
Nevada	24.72	30.56	35.33	25.06	31.44	36.27	0.88	2.88%
New Hampshire	19.79	22.38	26.09	20.15	23.04	27.05	0.66	2.95%
New Jersey	20.07	26.05	31.14	22.40	27.60	33.28	1.55	5.95%
New Mexico	13.47	17.47	22.60	13.70	17.73	23.13	0.26	1.49%
New York	20.52	25.70	32.72	20.59	25.41	32.73	-0.29	-1.13%
North Carolina	15.05	17.89	21.92	15.41	18.32	22.57	0.43	2.40%
North Dakota	17.91	21.80	26.76	18.45	22.13	26.40	0.33	1.51%
Ohio	17.79	21.27	24.48	17.82	21.70	25.38	0.43	2.02%
Oklahoma	13.33	16.89	21.29	13.48	16.84	21.49	-0.05	-0.30%
Oregon	20.35	24.94	28.82	20.64	25.18	29.13	0.24	0.96%
Pennsylvania	18.27	21.77	26.49	18.24	22.04	26.54	0.27	1.24%
Rhode Island	19.33	22.01	26.10	18.64	22.27	27.61	0.26	1.18%
South Carolina	14.63	19.22	25.31	14.90	19.26	25.63	0.04	0.21%
South Dakota	15.56	17.97	21.51	15.89	18.51	22.46	0.54	3.01%
Tennessee	15.08	18.40	22.84	15.08	18.52	23.24	0.12	0.65%
Texas	13.22	16.43	20.39	13.59	16.90	21.00	0.47	2.86%
Utah	16.37	20.80	25.81	17.50	21.37	25.62	0.57	2.74%
Vermont	18.68	21.43	24.37	19.83	22.36	25.68	0.93	4.34%
Virginia	14.92	18.54	23.39	15.45	19.16	24.28	0.62	3.34%
Washington	24.71	30.29	36.54	25.31	30.35	37.00	0.06	0.20%
West Virginia	12.17	15.06	18.40	12.70	15.79	19.07	0.73	4.85%
Wisconsin	18.78	22.58	26.75	18.10	22.88	27.23	0.30	1.33%
Wyoming	17.99	22.59	28.08	18.43	22.85	28.92	0.26	1.15%

