



A Union of Professionals

2005 AFT Public Employee Compensation Survey Collective Bargaining vs. Noncollective Bargaining Comparisons: 2005

Salary Comparisons

	Collective Bargaining States			Noncollective Bargaining States		
	Mean	Median	Weighted Mean	Mean	Median	Weighted Mean
Accountant	\$43,014	\$42,675	\$45,172	\$37,090	\$36,004	\$36,149
Accountant Sr/Lead	\$49,454	\$50,627	\$55,095	\$44,074	\$42,172	\$44,020
Buyer	\$40,270	\$41,676	\$39,224	\$35,417	\$33,120	\$32,643
Buyer Sr/Lead	\$47,137	\$47,461	\$47,269	\$40,663	\$38,789	\$38,169
Financial Examiner	\$45,945	\$45,973	\$43,623	\$38,978	\$37,512	\$37,362
Tax Auditor	\$44,586	\$43,911	\$43,386	\$37,039	\$36,529	\$38,931
Tax Auditor Sr/Lead	\$55,638	\$55,305	\$59,417	\$45,044	\$44,535	\$47,122
Biologist	\$45,452	\$45,294	\$47,021	\$38,086	\$35,477	\$39,256
Chemist	\$43,018	\$41,982	\$44,725	\$36,308	\$34,848	\$36,905
Chemist Sr/Lead	\$52,321	\$49,927	\$47,453	\$45,294	\$46,470	\$46,786
Forensic Scientist	\$49,372	\$47,256	\$52,214	\$39,842	\$39,628	\$48,265
Geologist	\$46,090	\$45,632	\$46,660	\$38,014	\$38,654	\$40,990
Geologist Sr/Lead	\$55,754	\$53,692	\$58,482	\$47,475	\$50,748	\$45,712
Research Analyst	\$40,727	\$41,207	\$42,217	\$37,054	\$37,079	\$41,072
Economist	\$46,473	\$48,222	\$46,675	\$48,503	\$47,328	\$48,424
Economist Sr/Lead	\$61,021	\$62,392	\$59,756	\$57,197	\$56,747	\$56,422
Librarian	\$44,091	\$44,739	\$45,552	\$35,830	\$36,342	\$33,102
Correctional Officer	\$37,476	\$37,252	\$39,518	\$26,424	\$25,891	\$26,492
Correctional Officer Sr/Lead	\$44,247	\$42,372	\$50,323	\$31,884	\$31,126	\$30,048
Parole Officer	\$46,246	\$45,415	\$47,745	\$35,213	\$34,518	\$36,582
Agricultural Inspector	\$40,059	\$40,784	\$34,625	\$33,669	\$31,036	\$32,153
Bridge Inspector	\$44,637	\$45,091	\$42,332	\$41,441	\$43,850	\$40,389
Civil Engineer (Transportation)	\$53,106	\$51,948	\$54,308	\$49,290	\$51,168	\$47,287
Environmental Engineer	\$48,293	\$47,057	\$48,013	\$48,100	\$47,726	\$46,596
Environmental Engineer Sr/Lead	\$60,641	\$59,389	\$67,068	\$59,095	\$56,140	\$58,025
Forester	\$44,744	\$43,488	\$44,331	\$36,763	\$34,585	\$37,398
Employment Counselor	\$40,820	\$44,138	\$41,569	\$32,364	\$31,330	\$32,511
Family Support Specialist	\$38,500	\$39,387	\$37,688	\$31,115	\$29,739	\$29,264
Social Worker	\$42,812	\$41,390	\$45,329	\$35,174	\$34,043	\$33,037
Substance Abuse Counselor	\$40,573	\$40,154	\$41,840	\$32,412	\$32,301	\$31,359
Teacher (State Institution)	\$44,313	\$45,632	\$46,879	\$44,153	\$46,610	\$46,004
Licensed Practical Nurse	\$37,079	\$37,246	\$36,814	\$29,640	\$27,687	\$28,357
Registered Nurse	\$50,134	\$50,546	\$50,054	\$40,466	\$40,765	\$40,154



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Salary Comparisons (Cont.)						
	Collective Bargaining States			Noncollective Bargaining States		
	Mean	Median	Weighted Mean	Mean	Median	Weighted Mean
Psychologist	\$54,223	\$54,407	\$56,287	\$46,220	\$43,168	\$44,037
Psychologist Sr/Lead	\$64,319	\$62,942	\$67,020	\$58,046	\$57,623	\$57,249
Programmer Analyst	\$48,645	\$47,559	\$55,177	\$42,731	\$41,826	\$45,490
Programmer Analyst Sr/Lead	\$59,063	\$58,431	\$62,866	\$53,652	\$55,905	\$55,428
Systems Analyst	\$57,138	\$51,463	\$53,973	\$51,580	\$51,510	\$51,897
Architect	\$59,556	\$58,870	\$62,126	\$47,566	\$49,852	\$56,844
Data Processing Clerk	\$26,423	\$26,123	\$25,319	\$21,313	\$20,575	\$21,336
Educational Specialist	\$54,439	\$53,282	\$55,331	\$49,756	\$47,969	\$56,169
Personnel Analyst-Generalist	\$45,375	\$44,760	\$45,478	\$43,922	\$43,533	\$44,555
Employee Benefits Analyst	\$39,870	\$40,425	\$48,853	\$38,556	\$37,333	\$41,269
Class & Comp Analyst	\$44,344	\$42,084	\$45,534	\$45,638	\$43,056	\$49,667
Attorney	\$66,910	\$69,255	\$71,451	\$57,875	\$56,606	\$62,247

Percentage Comparison

Percentage by which salary in collective bargaining states exceeds salary in noncollective bargaining states

	Mean	Median	Weighted Mean
Accountant	16.0%	18.5%	25.0%
Accountant Sr/Lead	12.2%	20.0%	25.2%
Buyer	13.7%	25.8%	20.2%
Buyer Sr/Lead	15.9%	22.4%	23.8%
Financial Examiner	17.9%	22.6%	16.8%
Tax Auditor	20.4%	20.2%	11.4%
Tax Auditor Sr/Lead	23.5%	24.2%	26.1%
Biologist	19.3%	27.7%	19.8%
Chemist	18.5%	20.5%	21.2%
Chemist Sr/Lead	15.5%	7.4%	1.4%
Forensic Scientist	23.9%	19.3%	8.2%
Geologist	21.2%	18.1%	13.8%
Geologist Sr/Lead	17.4%	5.8%	27.9%
Research Analyst	9.9%	11.1%	2.8%
Economist	-4.2%	1.9%	-3.6%
Economist Sr/Lead	6.7%	9.9%	5.9%



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Percentage Comparison (Cont.)			
	Mean	Median	Weighted Mean
Librarian	23.1%	23.1%	37.6%
Correctional Officer	41.8%	43.9%	49.2%
Correctional Officer Sr/Lead	38.8%	36.1%	67.5%
Parole Officer	31.3%	31.6%	30.5%
Agricultural Inspector	19.0%	31.4%	7.7%
Bridge Inspector	7.7%	2.8%	4.8%
Civil Engineer (Transportation)	7.7%	1.5%	14.8%
Environmental Engineer	0.4%	-1.4%	3.0%
Environmental Engineer Sr/Lead	2.6%	5.8%	15.6%
Forester	21.7%	25.7%	18.5%
Employment Counselor	26.1%	40.9%	27.9%
Family Support Specialist	23.7%	32.4%	28.8%
Social Worker	21.7%	21.6%	37.2%
Substance Abuse Counselor	25.2%	24.3%	33.4%
Teacher (State Institution)	0.4%	-2.1%	1.9%
Licensed Practical Nurse	25.1%	34.5%	29.8%
Registered Nurse	23.9%	24.0%	24.7%
Psychologist	17.3%	26.0%	27.8%
Psychologist Sr/Lead	10.8%	9.2%	17.1%
Programmer Analyst	13.8%	13.7%	21.3%
Programmer Analyst Sr/Lead	10.1%	4.5%	13.4%
Systems Analyst	10.8%	-0.1%	4.0%
Architect	25.2%	18.1%	9.3%
Data Processing Clerk	24.0%	27.0%	18.7%
Educational Specialist	9.4%	11.1%	-1.5%
Personnel Analyst-Generalist	3.3%	2.8%	2.1%
Employee Benefits Analyst	3.4%	8.3%	18.4%
Class & Comp Analyst	-2.8%	-2.3%	-8.3%
Attorney	15.6%	22.3%	14.8%
Median	17.3%	20.0%	18.4%
Average	16.2%	17.6%	18.1%