



A Union of Professionals

2007 AFT Public Employees Compensation Survey Collective Bargaining (CB) vs. Noncollective Bargaining (Non-CB) Average Salaries, 2007

JOB TITLE	Average Salaries (2007)		CB Dollar Advantage	CB Percent Advantage
	CB States	Non-CB States		
ACCOUNTANT	\$47,009	\$40,165	\$6,844	17.0%
ACCOUNTANT SR/LEAD	\$55,521	\$47,512	\$8,008	16.9%
AGRICULTURAL INSPECTOR	\$43,067	\$37,369	\$5,698	15.2%
ARCHITECT	\$66,803	\$59,954	\$6,849	11.4%
ATTORNEY	\$69,591	\$62,198	\$7,393	11.9%
BIOLOGIST	\$47,043	\$42,891	\$4,151	9.7%
BRIDGE INSPECTOR	\$50,261	\$42,926	\$7,335	17.1%
BUYER	\$41,985	\$35,133	\$6,853	19.5%
BUYER SR/LEAD	\$52,269	\$42,614	\$9,656	22.7%
CHEMIST	\$47,725	\$40,085	\$7,640	19.1%
CHEMIST SR/LEAD	\$54,101	\$48,430	\$5,671	11.7%
CIVIL ENGINEER	\$57,120	\$55,344	\$1,776	3.2%
CLASSIFICATION & COMPENSATION ANALYST	\$53,482	\$45,894	\$7,589	16.5%
CORRECTIONAL OFFICER	\$42,208	\$30,182	\$12,026	39.8%
CORRECTIONAL OFFICER SR/LEAD	\$50,023	\$35,656	\$14,367	40.3%
DATA PROCESSING CLERK	\$27,915	\$24,125	\$3,790	15.7%
ECONOMIST	\$53,268	\$50,375	\$2,893	5.7%
ECONOMIST SR/LEAD	\$67,504	\$62,019	\$5,485	8.8%
EDUCATIONAL SPECIALIST	\$56,018	\$54,531	\$1,487	2.7%
EMPLOYEE BENEFITS ANALYST	\$46,447	\$40,600	\$5,848	14.4%
EMPLOYMENT COUNSELOR	\$45,268	\$34,156	\$11,112	32.5%
ENVIRONMENTAL ENGINEER	\$51,103	\$51,581	-\$477	-0.9%
ENVIRONMENTAL ENGINEER SR/LEAD	\$65,336	\$63,258	\$2,078	3.3%
FAMILY SUPPORT SPECIALIST	\$41,895	\$32,867	\$9,029	27.5%
FINANCIAL EXAMINER	\$48,326	\$48,312	\$14	0.0%
FORENSIC SCIENTIST	\$54,652	\$47,319	\$7,333	15.5%
FORESTER	\$46,327	\$41,632	\$4,695	11.3%
GEOLOGIST	\$48,906	\$44,377	\$4,529	10.2%
GEOLOGIST SR/LEAD	\$59,947	\$54,065	\$5,883	10.9%
LIBRARIAN	\$47,619	\$40,746	\$6,873	16.9%
LICENSED PRACTICAL NURSE	\$39,954	\$32,228	\$7,727	24.0%
PAROLE OFFICER	\$50,202	\$39,101	\$11,101	28.4%
PERSONNEL ANALYST GENERALIST	\$51,031	\$43,299	\$7,732	17.9%
PROGRAMMER/ANALYST	\$54,012	\$49,009	\$5,003	10.2%
PROGRAMMER/ANALYST SR/LEAD	\$63,145	\$60,572	\$2,573	4.2%
PSYCHOLOGIST	\$55,384	\$53,301	\$2,084	3.9%
PSYCHOLOGIST SR/LEAD	\$69,200	\$66,496	\$2,704	4.1%
REGISTERED NURSE	\$55,264	\$46,251	\$9,013	19.5%



Collective Bargaining vs. Noncollective Bargaining Average Salaries, 2007 (Continued)

JOB TITLE	Average Salaries (2007)		CB Dollar Advantage	CB Percent Advantage
	CB States	Non-CB States		
RESEARCH ANALYST	\$44,144	\$41,468	\$2,677	6.5%
SOCIAL WORKER	\$45,853	\$38,305	\$7,548	19.7%
SUBSTANCE ABUSE COUNSELOR	\$42,805	\$36,001	\$6,805	18.9%
SYSTEMS ANALYST	\$60,206	\$54,988	\$5,218	9.5%
TAX AUDITOR	\$48,201	\$46,560	\$1,641	3.5%
TAX AUDITOR SR/LEAD	\$59,704	\$50,054	\$9,650	19.3%
TEACHER (STATE INSTITUTION)	\$49,983	\$48,627	\$1,356	2.8%
Average			\$5,895	14.2%
Median			\$5,883	14.4%

