



A Union of Professionals

2008 AFT Public Employees Compensation Survey Collective Bargaining (CB) vs. Noncollective Bargaining (Non-CB) Average Salaries, 2008

JOB TITLE	Average Salaries (2008)		CB Dollar Advantage	CB Percent Advantage
	CB States	Non-CB States		
ACCOUNTANT	\$45,165	\$42,894	\$2,271	5.3%
ACCOUNTANT—SENIOR/LEAD	\$53,945	\$52,192	\$1,753	3.4%
AGRICULTURAL INSPECTOR	\$43,899	\$36,666	\$7,233	19.7%
ARCHITECT	\$67,418	\$61,403	\$6,015	9.8%
ATTORNEY	\$73,691	\$65,335	\$8,356	12.8%
BIOLOGIST	\$48,480	\$43,519	\$4,961	11.4%
BRIDGE INSPECTOR	\$50,714	\$46,044	\$4,670	10.1%
BUYER	\$43,281	\$36,631	\$6,650	18.2%
BUYER—SENIOR/LEAD	\$52,573	\$44,239	\$8,334	18.8%
CHEMIST	\$48,138	\$41,892	\$6,246	14.9%
CHEMIST—SENIOR/LEAD	\$56,990	\$51,111	\$5,879	11.5%
CIVIL ENGINEER	\$59,128	\$54,211	\$4,917	9.1%
CLASSIFICATION & COMPENSATION ANALYST	\$50,289	\$49,916	\$373	0.7%
CORRECTIONAL OFFICER	\$39,733	\$31,638	\$8,095	25.6%
CORRECTIONAL OFFICER—SENIOR/LEAD	\$47,364	\$38,250	\$9,114	23.8%
DATA-PROCESSING CLERK	\$28,550	\$24,173	\$4,377	18.1%
ECONOMIST	\$56,227	\$49,295	\$6,932	14.1%
ECONOMIST—SENIOR/LEAD	\$67,395	\$64,531	\$2,864	4.4%
EDUCATIONAL SPECIALIST	\$57,572	\$57,062	\$510	0.9%
EMPLOYEE BENEFITS ANALYST	\$44,759	\$41,670	\$3,089	7.4%
EMPLOYMENT COUNSELOR	\$43,721	\$37,434	\$6,287	16.8%
ENVIRONMENTAL ENGINEER	\$53,924	\$52,689	\$1,235	2.3%
ENVIRON. ENGINEER—SENIOR/LEAD	\$66,392	\$66,777	-\$385	-0.6%
FAMILY SUPPORT SPECIALIST	\$40,658	\$34,786	\$5,872	16.9%
FINANCIAL EXAMINER	\$49,607	\$49,303	\$304	0.6%
FORENSIC SCIENTIST	\$55,121	\$49,107	\$6,014	12.2%
FORESTER	\$49,395	\$41,988	\$7,407	17.6%
GEOLOGIST	\$47,918	\$46,245	\$1,673	3.6%
GEOLOGIST—SENIOR/LEAD	\$61,010	\$55,112	\$5,898	10.7%
LIBRARIAN	\$47,274	\$40,035	\$7,239	18.1%
LICENSED PRACTICAL NURSE	\$39,972	\$34,670	\$5,302	15.3%
PAROLE OFFICER	\$48,937	\$41,419	\$7,518	18.2%
PERSONNEL ANALYST—GENERALIST	\$46,924	\$48,148	-\$1,224	-2.5%
PROGRAMMER/ANALYST	\$52,567	\$51,682	\$885	1.7%



Collective Bargaining vs. Noncollective Bargaining Average Salaries, 2008 (continued)

JOB TITLE	Average Salaries (2008)		CB Dollar Advantage	CB Percent Advantage
	CB States	Non-CB States		
PROGRAMMER/ANALYST— SENIOR/LEAD	\$65,324	\$63,581	\$1,743	2.7%
PSYCHOLOGIST	\$58,496	\$55,167	\$3,329	6.0%
PSYCHOLOGIST—SENIOR/LEAD	\$73,069	\$68,435	\$4,634	6.8%
REGISTERED NURSE	\$56,476	\$49,456	\$7,020	14.2%
RESEARCH ANALYST	\$45,404	\$41,484	\$3,920	9.4%
SOCIAL WORKER	\$46,272	\$40,065	\$6,207	15.5%
SUBSTANCE ABUSE COUNSELOR	\$43,255	\$36,039	\$7,216	20.0%
SYSTEMS ANALYST	\$60,570	\$61,055	-\$485	-0.8%
TAX AUDITOR	\$47,074	\$41,009	\$6,065	14.8%
TAX AUDITOR—SENIOR/LEAD	\$59,338	\$50,787	\$8,551	16.8%
TEACHER (STATE INSTITUTION)	\$52,322	\$47,879	\$4,443	9.3%

