



A Union of Professionals

2008 AFT Public Employees Compensation Survey Average Salaries and Percent Change in Average Salary, by Occupation, 2002 to 2008

Table 1. Average Salaries for All States Surveyed, by Occupation, 2002 to 2008

Job Title	Average Salary						
	2002	2003	2004	2005	2006	2007	2008
ACCOUNTANT	\$37,621	\$38,921	\$38,895	\$40,124	\$41,442	\$43,805	\$44,004
ACCOUNTANT—SENIOR/LEAD	\$45,283	\$46,228	\$46,104	\$47,905	\$49,257	\$51,772	\$53,049
AGRICULTURAL INSPECTOR	\$34,759	\$35,493	\$35,418	\$37,290	\$38,751	\$40,788	\$40,799
ARCHITECT	\$50,743	\$53,153	\$55,148	\$56,262	\$57,955	\$63,378	\$64,796
ATTORNEY	*	*	*	\$60,966	\$62,696	\$66,423	\$67,985
BIOLOGIST	\$40,255	\$41,591	\$41,901	\$41,868	\$43,583	\$45,165	\$46,642
BRIDGE INSPECTOR	\$45,849	\$42,164	\$41,485	\$42,906	\$43,687	\$46,349	\$48,471
BUYER	\$33,507	\$36,091	\$37,264	\$37,978	\$38,161	\$39,677	\$40,362
BUYER—SENIOR/LEAD	\$40,265	\$42,715	\$43,199	\$43,988	\$44,435	\$47,559	\$48,595
CHEMIST	\$38,211	\$38,772	\$38,910	\$39,831	\$41,020	\$44,252	\$45,456
CHEMIST—SENIOR/LEAD	\$46,005	\$46,965	\$48,054	\$48,807	\$49,533	\$51,332	\$54,212
CIVIL ENGINEER	*	\$50,107	\$51,742	\$51,294	\$52,957	\$56,348	\$56,436

Average Salaries, 2002 to 2008 (continued)

Job Title	Average Salary						
	2002	2003	2004	2005	2006	2007	2008
CLASSIFICATION & COMPENSATION ANALYST	\$44,653	\$45,013	\$44,347	\$45,392	\$47,804	\$49,785	\$49,985
CORRECTIONAL OFFICER	\$30,861	\$31,580	\$32,523	\$32,355	\$33,531	\$36,328	\$36,495
CORRECTIONAL OFFICER—SENIOR/LEAD	\$36,648	\$37,960	\$39,786	\$38,949	\$40,663	\$43,015	\$43,892
DATA-PROCESSING CLERK	*	\$24,386	\$24,199	\$24,240	\$24,518	\$26,071	\$26,801
ECONOMIST	\$43,017	\$45,719	\$45,533	\$47,528	\$49,419	\$51,562	\$52,981
ECONOMIST—SENIOR/LEAD	\$54,803	\$57,638	\$55,781	\$58,693	\$61,266	\$64,539	\$65,804
EDUCATIONAL SPECIALIST	\$47,862	\$50,839	\$50,257	\$52,017	\$53,175	\$55,297	\$57,333
EMPLOYEE BENEFITS ANALYST	\$37,103	\$38,798	\$38,955	\$38,848	\$40,205	\$43,941	\$42,804
EMPLOYMENT COUNSELOR	\$35,333	\$36,526	\$36,468	\$36,827	\$38,058	\$39,964	\$40,797
ENVIRONMENTAL ENGINEER	\$46,248	\$47,972	\$47,191	\$48,196	\$49,118	\$51,331	\$53,321
ENVIRONMENTAL ENGINEER—SENIOR/LEAD	\$57,619	\$59,517	\$57,447	\$59,950	\$61,430	\$64,413	\$66,576
FAMILY SUPPORT SPECIALIST	\$31,869	\$33,482	\$33,799	\$34,688	\$35,813	\$37,130	\$37,885
FINANCIAL EXAMINER	\$40,604	\$41,679	\$42,432	\$42,462	\$44,841	\$47,717	\$49,540
FORENSIC SCIENTIST	\$43,825	\$44,638	\$46,037	\$46,661	\$47,622	\$51,241	\$52,191
FORESTER	\$40,237	\$40,594	\$40,880	\$40,272	\$42,766	\$44,280	\$45,597
GEOLOGIST	\$41,366	\$40,053	\$40,970	\$41,913	\$43,143	\$46,965	\$47,480
GEOLOGIST—SENIOR/LEAD	\$50,247	\$49,852	\$49,892	\$51,063	\$52,912	\$56,754	\$58,326
LIBRARIAN	\$38,217	\$38,638	\$39,961	\$40,004	\$41,481	\$44,186	\$44,163

Average Salaries, 2002 to 2008 (continued)							
Job Title	Average Salary						
	2002	2003	2004	2005	2006	2007	2008
LICENSED PRACTICAL NURSE	\$30,057	\$31,903	\$33,158	\$33,731	\$34,369	\$36,349	\$37,803
PAROLE OFFICER	\$37,167	\$38,790	\$40,212	\$40,729	\$41,600	\$44,651	\$45,751
PERSONNEL ANALYST—GENERALIST	\$41,596	\$42,437	\$42,394	\$44,076	\$45,237	\$47,423	\$47,903
PROGRAMMER/ANALYST	\$43,438	\$44,145	\$43,893	\$45,915	\$48,444	\$51,678	\$52,144
PROGRAMMER/ANALYST—SENIOR/LEAD	\$53,528	\$54,243	\$53,835	\$56,658	\$58,460	\$61,920	\$64,473
PSYCHOLOGIST	\$49,149	\$50,465	\$49,703	\$50,888	\$51,733	\$54,343	\$57,180
PSYCHOLOGIST—SENIOR/LEAD	\$58,568	\$60,740	\$60,423	\$61,102	\$64,871	\$67,907	\$71,010
REGISTERED NURSE	\$41,924	\$44,345	\$45,432	\$45,672	\$48,371	\$51,259	\$54,209
RESEARCH ANALYST	\$38,371	\$36,754	\$37,742	\$38,890	\$40,491	\$42,595	\$43,631
SOCIAL WORKER	\$35,672	\$38,355	\$37,963	\$39,184	\$40,344	\$42,163	\$43,883
SUBSTANCE ABUSE COUNSELOR	\$34,103	\$35,946	\$35,900	\$36,732	\$37,529	\$39,141	\$40,597
SYSTEMS ANALYST	\$50,001	\$51,493	\$51,346	\$54,997	\$55,800	\$57,834	\$60,807
TAX AUDITOR	\$38,838	\$40,110	\$38,987	\$41,460	\$42,484	\$44,130	\$44,109
TAX AUDITOR—SENIOR/LEAD	\$48,628	\$49,403	\$50,135	\$50,749	\$52,004	\$55,192	\$55,361
TEACHER (STATE INSTITUTION)	*	\$44,508	\$44,805	\$44,244	\$46,034	\$49,418	\$50,695

*Salary data not collected for these occupations in these years.

Table 2. Percent Change in Average Salary for All States Surveyed, by Occupation, 2002 to 2008

Job Title	Percent Change in Average Salary						
	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2002-2008
ACCOUNTANT	3.5%	-0.1%	3.2%	3.3%	5.7%	0.5%	17.0%
ACCOUNTANT—SENIOR/LEAD	2.1%	-0.3%	3.9%	2.8%	5.1%	2.5%	17.2%
AGRICULTURAL INSPECTOR	2.1%	-0.2%	5.3%	3.9%	5.3%	0.0%	17.4%
ARCHITECT	4.7%	3.8%	2.0%	3.0%	9.4%	2.2%	27.7%
ATTORNEY				2.8%	5.9%	2.4%	*
BIOLOGIST	3.3%	0.7%	-0.1%	4.1%	3.6%	3.3%	15.9%
BRIDGE INSPECTOR	-8.0%	-1.6%	3.4%	1.8%	6.1%	4.6%	5.7%
BUYER	7.7%	3.3%	1.9%	0.5%	4.0%	1.7%	20.5%
BUYER—SENIOR/LEAD	6.1%	1.1%	1.8%	1.0%	7.0%	2.2%	20.7%
CHEMIST	1.5%	0.4%	2.4%	3.0%	7.9%	2.7%	19.0%
CHEMIST—SENIOR/LEAD	2.1%	2.3%	1.6%	1.5%	3.6%	5.6%	17.8%
CIVIL ENGINEER		3.3%	-0.9%	3.2%	6.4%	0.2%	*
CLASSIFICATION & COMPENSATION ANALYST	0.8%	-1.5%	2.4%	5.3%	4.1%	0.4%	11.9%
CORRECTIONAL OFFICER	2.3%	3.0%	-0.5%	3.6%	8.3%	0.5%	18.3%
CORRECTIONAL OFFICER—SENIOR/LEAD	3.6%	4.8%	-2.1%	4.4%	5.8%	2.0%	19.8%
DATA-PROCESSING CLERK		-0.8%	0.2%	1.1%	6.3%	2.8%	*

Percent Change in Average Salary, 2002 to 2008 (continued)

Job Title	Percent Change in Average Salary						
	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2002-2008
ECONOMIST	6.3%	-0.4%	4.4%	4.0%	4.3%	2.8%	23.2%
ECONOMIST—SENIOR/LEAD	5.2%	-3.2%	5.2%	4.4%	5.3%	2.0%	20.1%
EDUCATIONAL SPECIALIST	6.2%	-1.1%	3.5%	2.2%	4.0%	3.7%	19.8%
EMPLOYEE BENEFITS ANALYST	4.6%	0.4%	-0.3%	3.5%	9.3%	-2.6%	15.4%
EMPLOYMENT COUNSELOR	3.4%	-0.2%	1.0%	3.3%	5.0%	2.1%	15.5%
ENVIRONMENTAL ENGINEER	3.7%	-1.6%	2.1%	1.9%	4.5%	3.9%	15.3%
ENVIRONMENTAL ENGINEER—SENIOR/LEAD	3.3%	-3.5%	4.4%	2.5%	4.9%	3.4%	15.5%
FAMILY SUPPORT SPECIALIST	5.1%	0.9%	2.6%	3.2%	3.7%	2.0%	18.9%
FINANCIAL EXAMINER	2.6%	1.8%	0.1%	5.6%	6.4%	3.8%	22.0%
FORENSIC SCIENTIST	1.9%	3.1%	1.4%	2.1%	7.6%	1.9%	19.1%
FORESTER	0.9%	0.7%	-1.5%	6.2%	3.5%	3.0%	13.3%
GEOLOGIST	-3.2%	2.3%	2.3%	2.9%	8.9%	1.1%	14.8%
GEOLOGIST—SENIOR/LEAD	-0.8%	0.1%	2.3%	3.6%	7.3%	2.8%	16.1%
LIBRARIAN	1.1%	3.4%	0.1%	3.7%	6.5%	-0.1%	15.6%
LICENSED PRACTICAL NURSE	6.1%	3.9%	1.7%	1.9%	5.8%	4.0%	25.8%
PAROLE OFFICER	4.4%	3.7%	1.3%	2.1%	7.3%	2.5%	23.1%
PERSONNEL ANALYST—GENERALIST	2.0%	-0.1%	4.0%	2.6%	4.8%	1.0%	15.2%
PROGRAMMER/ANALYST	1.6%	-0.6%	4.6%	5.5%	6.7%	0.9%	20.0%

Percent Change in Average Salary, 2002 to 2008 (continued)

Job Title	Percent Change in Average Salary						
	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2002-2008
PROGRAMMER/ANALYST—SENIOR/LEAD	1.3%	-0.8%	5.2%	3.2%	5.9%	4.1%	20.4%
PSYCHOLOGIST	2.7%	-1.5%	2.4%	1.7%	5.0%	5.2%	16.3%
PSYCHOLOGIST—SENIOR/LEAD	3.7%	-0.5%	1.1%	6.2%	4.7%	4.6%	21.2%
REGISTERED NURSE	5.8%	2.5%	0.5%	5.9%	6.0%	5.8%	29.3%
RESEARCH ANALYST	-4.2%	2.7%	3.0%	4.1%	5.2%	2.4%	13.7%
SOCIAL WORKER	7.5%	-1.0%	3.2%	3.0%	4.5%	4.1%	23.0%
SUBSTANCE ABUSE COUNSELOR	5.4%	-0.1%	2.3%	2.2%	4.3%	3.7%	19.0%
SYSTEMS ANALYST	3.0%	-0.3%	7.1%	1.5%	3.6%	5.1%	21.6%
TAX AUDITOR	3.3%	-2.8%	6.3%	2.5%	3.9%	0.0%	13.6%
TAX AUDITOR—SENIOR/LEAD	1.6%	1.5%	1.2%	2.5%	6.1%	0.3%	13.8%
TEACHER (STATE INSTITUTION)		0.7%	-1.3%	4.0%	7.4%	2.6%	*
MIN	-8.0%	-3.5%	-2.1%	0.5%	3.5%	-2.6%	5.7%
MAX	7.7%	4.8%	7.1%	6.2%	9.4%	5.8%	29.3%
AVERAGE	2.8%	0.6%	2.2%	3.2%	5.7%	2.4%	18.3%
MEDIAN	3.3%	0.2%	2.2%	3.0%	5.7%	2.5%	18.3%

*From 2003 to 2008, the cumulative increase in average salary was 12.6 percent for civil engineers, 9.9 percent for data-processing clerks and 13.9 percent for state-institution teachers. From 2005 to 2008, the cumulative increase in average salary for attorneys was 11.5 percent.