

CompGeo Online™ Pro Report Series Sample

CompGeo Online Professional Report Selection

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The sample page(s) of the CompGeo Online Professional Report requested begin on the next page. See CompGeo Online Associate for single Benchmark/Job Family report options.

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CompGeo Pro Forecast Library Geographic Salary Differentials Report

2010 Edition - Proprietary and Confidential - ictcw.com - compensation-online.com

Data Projected To: 07/01/2010

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		45,369	100.0	45,305	100.0
North East		49,247	108.5	48,827	107.8
Mid Atlantic		49,626	109.4	48,159	106.3
South East		41,442	91.3	41,240	91.0
Great Lakes		45,632	100.6	45,649	100.8
Mid West		42,397	93.5	41,977	92.7
South West		43,022	94.8	42,465	93.7
North West		48,039	105.9	46,010	101.6
Mountain		45,003	99.2	44,672	98.6
Pacific		49,943	110.1	50,396	111.2
Caribbean		30,572	67.4	29,754	65.7
Abilene	TX	29,837	65.8	29,240	64.5
Akron	OH	40,053	88.3	38,298	84.5
State of Alabama	AL	39,354	86.7	38,819	85.7
State of Alaska	AK	55,091	121.4	55,036	121.5
Albany-Schenectady-Tro	NY	46,301	102.1	44,968	99.3
Albany	GA	35,419	78.1	33,420	73.8
Alexandria	VA	38,298	84.4	39,281	86.7
Allentown-Bethlehem-Ea	PA	38,543	85.0	37,105	81.9
Altoona	PA	41,528	91.5	40,370	89.1
Amarillo	TX	44,934	99.0	43,669	96.4
Anaheim	CA	59,917	132.1	59,423	131.2
Anchorage	AK	53,564	118.1	52,679	116.3
Ann Arbor	MI	42,723	94.2	40,755	90.0
Appleton-Oshkosk	WI	35,455	78.1	29,628	65.4
State of Arizona	AZ	41,001	90.4	39,228	86.6
State of Arkansas	AR	36,781	81.1	35,694	78.8
Athens	GA	38,789	85.5	38,719	85.5
Atlanta	GA	49,288	108.6	49,044	108.3
Atlantic City	NJ	43,984	96.9	43,776	96.6
Augusta	GA	39,596	87.3	40,053	88.4
Austin	TX	40,159	88.5	40,298	88.9
Bakersfield	CA	43,529	95.9	43,317	95.6
Baltimore	MD	45,351	100.0	45,296	100.0
Baton Rouge	LA	37,525	82.7	36,823	81.3
Beaumont-PortArthur-La	TX	43,457	95.8	38,404	84.8
Bellingham	WA	48,758	107.5	47,636	105.1
Bergen/Passiac	NJ	50,575	111.5	48,977	108.1
Billings	MT	36,052	79.5	34,261	75.6
Biloxi	MS	40,791	89.9	40,896	90.3
Binghamton	NY	43,494	95.9	43,177	95.3
Birmingham	AL	40,474	89.2	36,544	80.7
Bismarck	ND	40,474	89.2	38,474	84.9
Bloomington-Normal	IL	41,879	92.3	39,456	87.1
Bloomington	IN	42,052	92.7	41,000	90.5
Boise City	ID	37,456	82.6	38,017	83.9
Boston	MA	49,692	109.5	49,077	108.3
Boulder-Longmont	CO	47,669	105.1	48,899	107.9
Brazoria	TX	43,494	95.9	46,057	101.7
Bridgeport	CT	52,025	114.7	53,077	117.2
Brockton	MA	44,127	97.3	44,653	98.6
Brownsville	TX	31,733	69.9	28,363	62.6
Bryan-College Station	TX	34,437	75.9	31,523	69.6
Buffalo	NY	41,598	91.7	39,176	86.5

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Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Burlington	VT	43,324	95.5	43,729	96.5
Caguas	PR	28,925	63.8	28,433	62.8
State of California	CA	51,338	113.2	52,809	116.6
Canton-Massillon	OH	37,209	82.0	36,823	81.3
Cedar Rapids	IA	42,264	93.2	39,211	86.5
Champaign	IL	38,051	83.9	36,929	81.5
Charleston	SC	39,738	87.6	39,105	86.3
Charleston	WV	40,721	89.8	38,440	84.8
Charlotte	NC	42,383	93.4	41,565	91.7
Charlottesville	VA	36,578	80.6	37,842	83.5
Chattonooga	TN	39,702	87.5	37,456	82.7
Cheyenne	WY	39,596	87.3	36,016	79.5
Chicago	IL	45,838	101.0	45,337	100.1
Chico-Paradise	CA	38,051	83.9	37,700	83.2
Cincinnati	OH	41,481	91.4	40,396	89.2
Cleveland	OH	44,524	98.1	43,903	96.9
State of Colorado	CO	48,733	107.4	48,208	106.4
Colorado Springs	CO	37,561	82.8	36,508	80.6
Columbia	SC	39,246	86.5	37,209	82.1
Columbia	MO	41,844	92.2	42,160	93.1
Columbus	OH	49,598	109.3	49,915	110.2
State of Connecticut	CT	47,923	105.6	47,319	104.4
Corpus Christy	TX	36,082	79.5	34,517	76.2
Dallas	TX	42,254	93.1	41,896	92.5
Danbury	CT	43,809	96.6	43,703	96.5
Davenport	RI	43,457	95.8	42,651	94.1
Dayton	OH	41,253	90.9	41,006	90.5
Daytona Beach	FL	36,085	79.5	35,665	78.7
Decatur	AL	42,052	92.7	41,106	90.7
State of Delaware	DE	43,226	95.3	41,291	91.1
Denver	CO	49,087	108.2	48,463	107.0
Des Moines	IA	40,791	89.9	39,632	87.5
Detroit	MI	47,253	104.2	46,049	101.6
Dothan	AL	37,105	81.8	36,999	81.7
Dover	DE	35,139	77.5	35,877	79.2
Dubuque	IA	30,575	67.4	28,960	63.9
Duluth	MN	43,457	95.8	44,055	97.2
Eau Claire	WI	36,405	80.2	33,102	73.1
Elkhart	IN	35,946	79.2	36,508	80.6
El Paso	TX	38,263	84.3	37,700	83.2
Erie	PA	39,947	88.0	39,387	86.9
Eugene	OR	42,052	92.7	42,125	93.0
Evansville	KY	36,367	80.2	34,648	76.5
Fargo-Moorhead	ND	39,563	87.2	37,912	83.7
Fayetteville-Springdal	AR	33,033	72.8	32,752	72.3
Flagstaff	AZ	36,016	79.4	36,929	81.5
Florence	SC	38,649	85.2	37,315	82.4
Florence	AL	33,208	73.2	32,787	72.4
State of Florida	FL	38,415	84.7	37,855	83.6
Fort Collins	CO	40,824	90.0	39,456	87.1
Fort Myers-Cape Coral	FL	37,948	83.6	34,401	75.9
Fort Pierce-Port St. L	FL	34,156	75.3	33,911	74.9
Fort Smith	AR	34,121	75.2	33,244	73.4
Fort Wayne	IN	37,520	82.7	38,561	85.1

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Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Fort Worth	TX	42,334	93.3	38,686	85.4
Fresno	CA	43,317	95.5	42,195	93.1
Fort Lauderdale	FL	39,632	87.4	40,194	88.7
Gainesville	FL	36,193	79.8	33,453	73.8
Galveston-Texas City	TX	40,229	88.7	40,333	89.0
Gary	IN	36,438	80.3	35,419	78.2
State of Georgia	GA	48,991	108.0	48,927	108.0
Glens Falls	NY	39,211	86.4	37,772	83.4
Goldsboro	NC	41,457	91.4	39,914	88.1
Grand Junction	CO	39,632	87.4	40,264	88.9
Grand Rapids-Muskegon-	MI	43,845	96.6	42,476	93.8
Greeley	CO	45,319	99.9	45,107	99.6
Green Bay	WI	42,440	93.5	41,634	91.9
Greensboro	NC	39,317	86.7	37,842	83.5
Greenville	SC	40,580	89.4	38,649	85.3
Greenville	NC	39,527	87.1	38,124	84.1
Greenwood County	SC	38,889	85.7	38,167	84.2
Hagerstown-Cumbrlnd-Ch	MD	36,823	81.2	36,262	80.0
Hamilton-Middletown	OH	47,669	105.1	45,670	100.8
Harrisburg	PA	44,968	99.1	43,669	96.4
Hartford	CT	50,352	111.0	49,825	110.0
Hattiesburg	MS	33,420	73.7	31,630	69.8
State of Hawaii	HW	45,539	100.4	43,487	96.0
Hickory-Morganton-Leno	NC	36,193	79.8	34,788	76.8
Honolulu	HW	45,545	100.4	43,464	95.9
Houma	LA	33,208	73.2	35,069	77.4
Houston	TX	49,216	108.5	48,006	106.0
Huntington-Ashland	WV	39,632	87.4	37,105	81.9
Huntsville	AL	39,962	88.1	39,604	87.4
State of Idaho	ID	37,406	82.4	37,990	83.9
State of Illinois	IL	45,697	100.7	45,220	99.8
State of Indiana	IN	37,496	82.6	39,035	86.2
Indianapolis	IN	37,599	82.9	37,224	82.2
State of Iowa	IA	38,806	85.5	37,891	83.6
Jackson	MS	40,200	88.6	38,707	85.4
Jackson	TN	31,909	70.3	30,891	68.2
Jacksonville	FL	35,806	78.9	33,314	73.5
Jamestown	NY	39,491	87.0	38,334	84.6
Janesville-Beloit	WI	42,896	94.5	40,824	90.1
Jersey City	NJ	50,094	110.4	49,671	109.6
Johnson City-Kingsport	TN	37,351	82.3	37,139	82.0
Johnstown	PA	39,738	87.6	39,070	86.2
Joplin	MO	33,384	73.6	33,102	73.1
Juneau-Wisconsin	WI	37,231	82.1	37,231	82.2
Kalamazoo	MI	38,825	85.6	38,755	85.5
Kankakee	IL	37,808	83.3	40,615	89.6
State of Kansas	KS	45,855	101.1	45,366	100.1
Kansas City	KS	46,102	101.6	45,509	100.5
Kenosha	WI	44,127	97.3	44,230	97.6
State of Kentucky	KY	39,652	87.4	37,193	82.1
Killeen-Temple	TX	39,036	86.0	39,668	87.6
Knoxville	TN	33,735	74.4	30,752	67.9
EauClare-LaCrosse-Rchs	WI	41,072	90.5	40,931	90.3
Lafayette	IN	37,490	82.6	36,085	79.6

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Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Lake Charles	LA	39,527	87.1	29,276	64.6
Lakeland-Winter Haven	FL	34,753	76.6	33,173	73.2
Lancaster	PA	42,756	94.2	42,651	94.1
Lansing-East Lansing	MI	52,094	114.8	53,674	118.5
Laredo	TX	38,474	84.8	35,069	77.4
Las Vegas	NV	37,772	83.3	34,824	76.9
Lawrence	KS	38,474	84.8	37,456	82.7
Lawrence-Haverhill MA-	MA	47,636	105.0	47,003	103.7
Lafayette	LA	36,122	79.6	34,050	75.2
Lewiston-Auburn	ME	36,405	80.2	34,824	76.9
Lexington	KY	41,072	90.5	39,246	86.6
Lima	OH	33,735	74.4	33,838	74.7
Lincoln	NE	39,281	86.6	35,419	78.2
Little Rock	AR	41,000	90.4	38,579	85.2
Longview-Marshall	TX	36,016	79.4	34,437	76.0
Los Angeles	CA	49,613	109.4	50,008	110.4
State of Louisiana	LA	39,219	86.4	38,984	86.0
Louisville	KY	40,264	88.7	36,754	81.1
Lowell	MA	49,074	108.2	44,653	98.6
Lubbock	TX	30,329	66.8	28,224	62.3
Lynchburg	VA	37,808	83.3	36,613	80.8
Macon	GA	37,772	83.3	38,367	84.7
Madison	WI	44,091	97.2	44,406	98.0
State of Maine	ME	39,975	88.1	39,852	88.0
Manchester	NH	45,599	100.5	46,408	102.4
Mansfield	OH	38,228	84.3	36,929	81.5
State of Maryland	MD	45,240	99.7	45,233	99.8
State of Massachusetts	MA	49,265	108.6	48,749	107.6
Mayaguez	PR	28,856	63.6	26,714	59.0
McAllen-Edinburg-Missi	TX	33,629	74.1	32,015	70.7
Medford-Ashland	OR	38,159	84.1	37,948	83.8
Melbourne-Titusville-P	FL	37,666	83.0	37,315	82.4
Memphis	TN	41,935	92.4	42,243	93.2
Merced	CA	40,053	88.3	37,982	83.8
Miami	FL	39,464	87.0	38,770	85.6
State of Michigan	MI	47,480	104.7	46,301	102.2
Middlesex-Somerset	NJ	47,742	105.2	47,636	105.1
Milwaukee	WI	45,334	99.9	45,123	99.6
Minneapolis	MN	48,933	107.9	48,308	106.6
State of Minnesota	MN	48,785	107.5	48,197	106.4
State of Mississippi	MS	39,906	88.0	38,771	85.6
State of Missouri	MO	39,241	86.5	38,306	84.6
Mobile	AL	33,980	74.9	31,523	69.6
Modesto	CA	40,509	89.3	37,421	82.6
Monmouth	NJ	45,355	100.0	44,828	98.9
Monroe	LA	35,174	77.5	31,313	69.1
State of Montana	MT	36,428	80.3	34,965	77.2
Muncie	IN	34,156	75.3	35,243	77.8
Myrtle Beach	SC	39,176	86.3	36,332	80.2
Naples	FL	39,211	86.4	39,527	87.2
Nashua	NH	40,406	89.1	38,649	85.3
Nashville	TN	41,635	91.8	40,839	90.1
Nassau-Suffolk County	NY	48,335	106.5	48,296	106.6
State of Nebraska	NE	37,840	83.4	37,275	82.3

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State of Nevada	NV	37,706	83.1	35,146	77.6
Newark	NJ	47,601	104.9	48,197	106.4
New Bedford	MA	37,351	82.3	36,228	80.0
Newburgh	NY	43,423	95.7	42,334	93.4
State of New Hampshire	NH	41,317	91.1	41,045	90.6
New Haven-Meriden	CT	49,390	108.9	50,058	110.5
State of New Jersey	NJ	49,583	109.3	48,269	106.5
New London	CT	43,754	96.4	42,639	94.1
State of New Mexico	NM	42,932	94.6	41,453	91.5
New Orleans	LA	39,552	87.2	39,540	87.3
City of New York	NY	48,758	107.5	45,775	101.0
New York City	NY	50,300	110.9	48,630	107.3
State of New York	NY	50,105	110.4	48,499	107.1
Norfolk	VA	39,405	86.9	39,474	87.1
State of North Carolina	NC	42,292	93.2	41,620	91.9
State of North Dakota	ND	39,721	87.6	38,083	84.1
Oakland	CA	57,503	126.7	55,502	122.5
Ocala	FL	35,139	77.5	33,523	74.0
Odessa-Midland	TX	30,541	67.3	28,470	62.8
State of Ohio	OH	47,037	103.7	46,285	102.2
State of Oklahoma	OK	37,523	82.7	35,440	78.2
Oklahoma City	OK	40,123	88.4	39,317	86.8
Omaha	NE	37,785	83.3	37,289	82.3
Orange County	CA	50,270	110.8	48,128	106.2
State of Oregon	OR	45,272	99.8	44,157	97.5
Orlando	FL	37,829	83.4	37,188	82.1
Owensboro	KY	37,174	81.9	37,351	82.4
Panama City	FL	38,334	84.5	37,456	82.7
Panola	TX	29,603	65.2	29,603	65.3
Parkersburg	WV	47,397	104.5	47,310	104.4
State of Pennsylvania	PA	46,057	101.5	45,303	100.0
Peoria	IL	37,351	82.3	35,770	79.0
Philadelphia	PA	46,136	101.7	44,719	98.7
Phoenix	AZ	41,016	90.4	39,167	86.5
Pittsburgh	PA	45,671	100.7	45,824	101.1
Pittsfield	MA	44,406	97.9	45,564	100.6
Ponce	PR	26,784	59.0	25,521	56.3
Portland	OR	45,372	100.0	44,174	97.5
Portland	ME	40,824	90.0	41,175	90.9
Portsmouth-Rochester,	NH	39,456	87.0	39,491	87.2
Providence	RI	43,072	94.9	42,896	94.7
Provo-Orem	UT	35,208	77.6	34,085	75.2
Puerto Rico	PR	30,301	66.8	29,487	65.1
Racine	WI	46,934	103.4	45,319	100.0
Raleigh	NC	41,072	90.5	41,036	90.6
Reading	PA	45,614	100.5	45,922	101.4
Redding	CA	35,033	77.2	34,191	75.5
Reno	NV	37,772	83.3	36,789	81.2
State of Rhode Island	RI	43,320	95.5	42,907	94.7
Richland-Kennewick-Pas	WA	47,777	105.3	47,705	105.3
Richmond	VA	40,371	89.0	39,738	87.7
Riverside	CA	47,305	104.3	46,917	103.6
Roanoke	VA	38,543	85.0	35,946	79.3
Rochester	NY	44,861	98.9	43,669	96.4

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Rockford	IL	34,437	75.9	33,876	74.8
Rocky Mount	NC	37,070	81.7	37,035	81.7
Sacramento	CA	54,200	119.5	55,997	123.6
Salem	OR	44,406	97.9	43,984	97.1
Salinas	CA	48,758	107.5	49,987	110.3
Salt Lake City	UT	42,622	93.9	41,976	92.7
San Angelo	TX	39,387	86.8	41,773	92.2
San Antonio	TX	40,912	90.2	40,818	90.1
San Diego	CA	44,928	99.0	44,810	98.9
San Francisco	CA	55,156	121.6	57,345	126.6
San Jose	CA	53,287	117.5	52,971	116.9
San Juan	PR	30,209	66.6	29,371	64.8
San Luis Obispo-Atasca	CA	39,246	86.5	34,050	75.2
Santa Barbara	CA	44,142	97.3	44,089	97.3
Santa Cruz-Watsonville	CA	49,636	109.4	51,182	113.0
Santa Fe	NM	42,476	93.6	41,844	92.4
Santa Rosa	CA	52,410	115.5	52,199	115.2
Sarasota-Bradenton	FL	35,525	78.3	36,720	81.1
Savannah	GA	36,929	81.4	37,174	82.1
Scranton-Wilkes Barre-	PA	38,474	84.8	36,193	79.9
Seattle	WA	47,836	105.4	46,240	102.1
Sharon	PA	41,283	91.0	37,105	81.9
Sheboygan	WI	38,894	85.7	38,686	85.4
Sherman-Denison	TX	38,649	85.2	34,261	75.6
Shreveport-Bossier Cit	LA	38,298	84.4	37,456	82.7
Sioux City	IA	33,560	74.0	34,261	75.6
Sioux Falls	SD	34,121	75.2	33,102	73.1
South Bend	IN	40,017	88.2	38,543	85.1
State of South Carolin	SC	39,164	86.3	38,061	84.0
State of South Dakota	SD	34,549	76.2	33,828	74.7
Spokane	WA	41,457	91.4	43,177	95.3
Springfield	IL	44,587	98.3	44,534	98.3
Springfield	MA	39,421	86.9	39,036	86.2
Springfield	MO	34,121	75.2	32,646	72.1
Stamford-Norwalk	CT	46,900	103.4	45,599	100.6
State College	PA	38,965	85.9	36,999	81.7
Saint Cloud	MN	34,718	76.5	35,981	79.4
Steubenville-Weirton	OH	40,474	89.2	36,893	81.4
Saint Louis	MO	39,345	86.7	38,413	84.8
Stockton-Lodi	CA	40,053	88.3	40,159	88.6
Sumter	SC	38,298	84.4	38,159	84.2
Syracuse	NY	41,036	90.4	38,894	85.8
Tacoma	WA	46,196	101.8	45,143	99.6
Tallahassee	FL	34,437	75.9	32,822	72.4
Tampa-St.Petersburg-Cl	FL	39,982	88.1	38,206	84.3
State of Tennessee	TN	41,374	91.2	41,077	90.7
Terre Haute	IN	45,004	99.2	41,563	91.7
Texarkana	TX	38,474	84.8	38,334	84.6
State of Texas	TX	42,807	94.4	42,220	93.2
Toledo	OH	40,298	88.8	37,736	83.3
Topeka	KS	41,528	91.5	41,634	91.9
Trenton	NJ	55,780	122.9	56,201	124.1
Tucson	AZ	40,440	89.1	38,579	85.2
Tulsa	OK	34,121	75.2	29,943	66.1

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Data Projected To: 07/01/2010

Occupation Group: Human Resources

Job Family: Clerical - Human Resources

Survey Area Base: National

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Tuscaloosa	AL	37,633	82.9	36,085	79.6
Tyler	TX	37,700	83.1	36,016	79.5
State of Utah	UT	42,545	93.8	41,895	92.5
Utica-Rome	NY	43,353	95.6	40,860	90.2
Vallejo-Fairfield-Napa	CA	43,423	95.7	43,038	95.0
Ventura	CA	47,109	103.8	43,951	97.0
State of Vermont	VT	43,265	95.4	43,703	96.5
Vineland-Millville-Bri	NJ	45,249	99.7	45,213	99.8
State of Virginia	VA	39,643	87.4	39,388	86.9
Visalia-Tulare-Porterv	CA	45,460	100.2	45,355	100.1
Waco-Killeen	TX	37,139	81.9	36,962	81.6
State of Washington	WA	47,708	105.2	46,230	102.0
District of Columbia	DC	50,366	111.0	50,201	110.8
Waterbury	CT	50,024	110.3	47,669	105.2
Waterloo-Cedar Falls	IA	35,665	78.6	36,893	81.4
Wausau	WI	42,862	94.5	43,703	96.5
State of West Virginia	WV	45,852	101.1	44,930	99.2
Wheeling	WV	35,981	79.3	30,787	68.0
Wichita	KS	37,070	81.7	36,613	80.8
Wichita Falls	TX	35,877	79.1	36,893	81.4
Williamsport	PA	39,527	87.1	36,754	81.1
Wilmington	NC	41,318	91.1	42,125	93.0
Wilmington-Newark	DE	45,355	100.0	42,723	94.3
State of Wisconsin	WI	42,824	94.4	42,467	93.7
Worcester	MA	42,968	94.7	43,072	95.1
West Palm Beach-Boca R	FL	38,510	84.9	37,772	83.4
State of Wyoming	WY	39,597	87.3	36,016	79.5
Yakima	WA	44,055	97.1	46,969	103.7
Yolo	CA	37,035	81.6	35,770	79.0
York	PA	39,352	86.7	39,105	86.3
Youngstown-Warren	OH	40,159	88.5	40,824	90.1
Yuma	AZ	43,072	94.9	44,160	97.5

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Data Projected To: 07/01/2010

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Goods Producing

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		48,568	100.0	47,302	100.0
North East		51,542	106.1	51,360	108.6
Mid Atlantic		50,801	104.6	49,498	104.6
South East		42,774	88.1	42,625	90.1
Great Lakes		47,889	98.6	46,662	98.6
Mid West		53,460	110.1	52,982	112.0
South West		50,074	103.1	49,903	105.5
North West		49,401	101.7	49,454	104.5
Mountain		51,033	105.1	47,663	100.8
Pacific		55,192	113.6	56,211	118.8
Caribbean		37,114	76.4	36,312	76.8
State of Alabama	AL	35,130	72.3	35,130	74.3
Bergen/Passiac	NJ	61,078	125.8	61,078	129.1
Boston	MA	51,242	105.5	51,361	108.6
State of California	CA	55,192	113.6	56,211	118.8
Charlotte	NC	42,853	88.2	42,625	90.1
Chicago	IL	46,680	96.1	45,140	95.4
State of Colorado	CO	51,033	105.1	47,663	100.8
Columbus	OH	50,938	104.9	51,225	108.3
State of Connecticut	CT	56,132	115.6	56,132	118.7
Dallas	TX	51,392	105.8	50,819	107.4
Denver	CO	51,033	105.1	47,663	100.8
State of Florida	FL	43,626	89.8	43,626	92.2
Hartford	CT	56,132	115.6	56,132	118.7
Houston	TX	49,998	102.9	50,761	107.3
Huntsville	AL	35,131	72.3	35,131	74.3
State of Illinois	IL	46,680	96.1	45,141	95.4
Los Angeles	CA	55,192	113.6	56,211	118.8
State of Massachusetts	MA	51,242	105.5	51,360	108.6
Miami	FL	43,625	89.8	43,625	92.2
Milwaukee	WI	40,745	83.9	40,745	86.1
State of Missouri	MO	53,460	110.1	52,982	112.0
State of New Jersey	NJ	61,078	125.8	61,078	129.1
State of North Carolin	NC	42,853	88.2	42,625	90.1
State of Ohio	OH	50,938	104.9	51,227	108.3
State of Oregon	OR	48,793	100.5	48,419	102.4
State of Pennsylvania	PA	47,015	96.8	47,015	99.4
Philadelphia	PA	47,015	96.8	47,015	99.4
Portland	OR	48,794	100.5	48,419	102.4
Puerto Rico	PR	36,721	75.6	35,926	76.0
San Juan	PR	36,674	75.5	35,881	75.9
Seattle	WA	49,622	102.2	49,498	104.6
Saint Louis	MO	53,462	110.1	52,982	112.0
State of Texas	TX	50,073	103.1	49,903	105.5
State of Washington	WA	49,621	102.2	49,498	104.6
State of Wisconsin	WI	40,745	83.9	40,745	86.1

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Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Government

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		48,548	100.0	49,401	100.0
North East		47,373	97.6	47,373	95.9
Mid Atlantic		49,447	101.9	48,797	98.8
South East		43,850	90.3	44,736	90.6
Great Lakes		53,276	109.7	55,050	111.4
Mid West		49,892	102.8	48,534	98.2
South West		41,858	86.2	42,029	85.1
North West		51,687	106.5	50,879	103.0
Mountain		49,878	102.7	50,604	102.4
Pacific		55,492	114.3	56,286	113.9
State of Alabama	AL	36,987	76.2	36,190	73.3
State of Alaska	AK	64,585	133.0	63,772	129.1
Anaheim	CA	70,182	144.6	71,207	144.1
Anchorage	AK	62,345	128.4	60,496	122.5
State of Arizona	AZ	44,361	91.4	44,850	90.8
State of Arkansas	AR	39,057	80.5	39,452	79.9
Atlanta	GA	45,075	92.8	46,904	94.9
Augusta	GA	42,716	88.0	42,716	86.5
Baltimore	MD	48,338	99.6	48,880	98.9
State of California	CA	57,907	119.3	59,321	120.1
Charlotte	NC	38,759	79.8	38,640	78.2
Chicago	IL	53,956	111.1	55,905	113.2
Cincinnati	OH	47,815	98.5	48,188	97.5
Cleveland	OH	52,240	107.6	52,517	106.3
State of Colorado	CO	50,462	103.9	50,604	102.4
Columbus	OH	52,686	108.5	53,767	108.8
State of Connecticut	CT	47,373	97.6	47,373	95.9
Corpus Christy	TX	38,162	78.6	37,779	76.5
Dallas	TX	42,706	88.0	42,777	86.6
Dayton	OH	49,326	101.6	49,326	99.8
Denver	CO	50,463	103.9	50,604	102.4
Detroit	MI	54,130	111.5	55,974	113.3
State of Florida	FL	45,162	93.0	46,216	93.6
State of Georgia	GA	43,719	90.1	46,904	94.9
Hartford	CT	47,374	97.6	47,374	95.9
State of Hawaii	HW	45,910	94.6	44,398	89.9
Honolulu	HW	45,904	94.6	44,398	89.9
Houston	TX	39,847	82.1	38,065	77.1
Huntsville	AL	36,987	76.2	36,190	73.3
State of Illinois	IL	53,956	111.1	55,905	113.2
State of Indiana	IN	42,728	88.0	42,728	86.5
Indianapolis	IN	42,728	88.0	42,728	86.5
Jackson	MS	34,867	71.8	35,289	71.4
State of Kansas	KS	43,256	89.1	41,147	83.3
Kansas City	KS	43,256	89.1	41,147	83.3
Little Rock	AR	39,057	80.5	39,452	79.9
Los Angeles	CA	56,552	116.5	55,693	112.7
State of Louisiana	LA	38,641	79.6	40,653	82.3
State of Maryland	MD	48,338	99.6	48,880	98.9
Memphis	TN	41,080	84.6	41,080	83.2
Miami	FL	49,391	101.7	52,722	106.7
State of Michigan	MI	54,130	111.5	55,974	113.3
Milwaukee	WI	53,416	110.0	52,956	107.2
Minneapolis	MN	59,167	121.9	58,553	118.5

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Data Projected To: 07/01/2010

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Government

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
State of Minnesota	MN	59,166	121.9	58,553	118.5
State of Mississippi	MS	34,868	71.8	35,289	71.4
State of Missouri	MO	44,288	91.2	44,288	89.7
Nashville	TN	38,683	79.7	38,991	78.9
State of Nebraska	NE	48,515	99.9	48,515	98.2
New Orleans	LA	38,641	79.6	40,653	82.3
Norfolk	VA	56,205	115.8	56,205	113.8
State of North Carolina	NC	38,760	79.8	38,640	78.2
Oakland	CA	56,457	116.3	55,226	111.8
State of Ohio	OH	52,494	108.1	53,688	108.7
Omaha	NE	48,515	99.9	48,515	98.2
State of Oregon	OR	57,536	118.5	60,959	123.4
Orlando	FL	39,214	80.8	39,168	79.3
State of Pennsylvania	PA	49,025	101.0	49,801	100.8
Philadelphia	PA	49,072	101.1	49,801	100.8
Phoenix	AZ	44,361	91.4	44,850	90.8
Pittsburgh	PA	42,609	87.8	42,609	86.3
Portland	OR	57,536	118.5	60,958	123.4
Richmond	VA	37,784	77.8	37,784	76.5
Riverside	CA	47,482	97.8	47,775	96.7
Sacramento	CA	57,903	119.3	59,827	121.1
Salt Lake City	UT	43,777	90.2	43,777	88.6
San Antonio	TX	36,656	75.5	36,859	74.6
San Diego	CA	46,732	96.3	47,974	97.1
San Francisco	CA	57,903	119.3	59,827	121.1
San Jose	CA	60,678	125.0	58,263	117.9
Seattle	WA	49,040	101.0	47,716	96.6
Saint Louis	MO	44,289	91.2	44,289	89.7
Tampa-St.Petersburg-Cl	FL	44,678	92.0	43,106	87.3
State of Tennessee	TN	38,980	80.3	38,990	78.9
State of Texas	TX	41,605	85.7	41,748	84.5
State of Utah	UT	43,777	90.2	43,777	88.6
State of Virginia	VA	50,064	103.1	50,064	101.3
State of Washington	WA	49,040	101.0	47,716	96.6
District of Columbia	DC	46,349	95.5	46,065	93.2
State of Wisconsin	WI	53,416	110.0	52,956	107.2

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Data Projected To: 07/01/2010

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Health Services-All Sectors

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		42,913	100.0	42,583	100.0
North East		45,247	105.4	46,244	108.6
Mid Atlantic		49,286	114.9	50,237	118.0
South East		37,946	88.4	38,079	89.4
Great Lakes		44,245	103.1	43,866	103.0
Mid West		40,089	93.4	36,893	86.6
South West		40,176	93.6	40,176	94.3
North West		47,386	110.4	45,231	106.2
Mountain		48,716	113.5	47,554	111.7
Pacific		51,922	121.0	52,573	123.5
State of Alabama	AL	36,729	85.6	36,729	86.3
Anaheim	CA	53,892	125.6	54,772	128.6
Baltimore	MD	46,243	107.8	46,243	108.6
Bergen/Passiac	NJ	41,238	96.1	41,238	96.8
Boston	MA	45,247	105.4	46,244	108.6
State of California	CA	51,941	121.0	52,592	123.5
Chicago	IL	49,369	115.0	48,575	114.1
Cincinnati	OH	42,670	99.4	42,670	100.2
Cleveland	OH	38,862	90.6	35,418	83.2
State of Colorado	CO	48,980	114.1	47,554	111.7
Dallas	TX	39,374	91.8	39,374	92.5
Dayton	OH	46,643	108.7	46,643	109.5
Denver	CO	48,980	114.1	47,554	111.7
Detroit	MI	44,977	104.8	45,835	107.6
State of Florida	FL	38,311	89.3	38,311	90.0
Houston	TX	40,762	95.0	40,762	95.7
State of Illinois	IL	49,369	115.0	48,576	114.1
State of Indiana	IN	46,509	108.4	46,509	109.2
Indianapolis	IN	46,509	108.4	46,509	109.2
Jackson	MS	37,051	86.3	37,051	87.0
State of Kansas	KS	36,440	84.9	36,440	85.6
Kansas City	KS	36,440	84.9	36,440	85.6
State of Kentucky	KY	38,899	90.6	39,032	91.7
State of Louisiana	LA	36,729	85.6	36,729	86.3
Louisville	KY	38,899	90.6	39,032	91.7
State of Maryland	MD	46,243	107.8	46,243	108.6
State of Massachusetts	MA	45,247	105.4	46,244	108.6
Memphis	TN	41,932	97.7	41,932	98.5
Miami	FL	38,311	89.3	38,311	90.0
State of Michigan	MI	44,977	104.8	45,835	107.6
Milwaukee	WI	43,943	102.4	43,943	103.2
Minneapolis	MN	41,998	97.9	41,998	98.6
State of Minnesota	MN	41,998	97.9	41,998	98.6
State of Mississippi	MS	37,051	86.3	37,051	87.0
State of Missouri	MO	39,858	92.9	36,893	86.6
Mobile	AL	36,729	85.6	36,729	86.3
Monmouth	NJ	51,680	120.4	51,680	121.4
Nassau-Suffolk County	NY	38,759	90.3	38,759	91.0
State of Nebraska	NE	43,511	101.4	43,511	102.2
Newark	NJ	54,113	126.1	53,709	126.1
State of New Jersey	NJ	49,560	115.5	50,013	117.4
New Orleans	LA	36,729	85.6	36,729	86.3
New York City	NY	49,756	115.9	49,959	117.3
State of New York	NY	49,161	114.6	50,169	117.8

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Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Health Services-All Sectors

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
State of Ohio	OH	42,250	98.5	40,211	94.4
Omaha	NE	43,511	101.4	43,511	102.2
State of Oregon	OR	47,386	110.4	45,231	106.2
State of Pennsylvania	PA	48,556	113.2	49,293	115.8
Philadelphia	PA	49,090	114.4	49,294	115.8
Pittsburgh	PA	46,345	108.0	46,345	108.8
Portland	OR	47,386	110.4	45,229	106.2
Riverside	CA	45,231	105.4	46,176	108.4
Salt Lake City	UT	47,618	111.0	47,618	111.8
San Francisco	CA	55,965	130.4	55,965	131.4
Saint Louis	MO	39,858	92.9	36,893	86.6
State of Tennessee	TN	41,932	97.7	41,932	98.5
State of Texas	TX	40,172	93.6	40,172	94.3
State of Utah	UT	47,619	111.0	47,619	111.8
District of Columbia	DC	51,669	120.4	51,669	121.3
State of Wisconsin	WI	43,943	102.4	43,943	103.2

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Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Health Services-Private

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		42,475	100.0	41,976	100.0
North East		45,347	106.8	47,290	112.7
Mid Atlantic		49,086	115.6	50,493	120.3
South East		37,631	88.6	36,568	87.1
Great Lakes		43,075	101.4	43,156	102.8
Mid West		40,222	94.7	36,893	87.9
South West		40,196	94.6	40,196	95.8
North West		47,386	111.6	45,231	107.8
Mountain		48,716	114.7	47,554	113.3
Pacific		51,922	122.2	52,573	125.2
Anaheim	CA	53,892	126.9	54,772	130.5
State of Arkansas	AR	38,389	90.4	38,389	91.5
Austin	TX	39,707	93.5	39,707	94.6
Baltimore	MD	46,243	108.9	46,243	110.2
Bergen/Passiac	NJ	41,238	97.1	41,238	98.2
Boston	MA	45,347	106.8	47,290	112.7
State of California	CA	51,941	122.3	52,592	125.3
Chicago	IL	49,369	116.2	48,575	115.7
Cincinnati	OH	41,975	98.8	41,975	100.0
Cleveland	OH	38,862	91.5	35,418	84.4
State of Colorado	CO	48,980	115.3	47,554	113.3
Dallas	TX	39,576	93.2	39,576	94.3
Dayton	OH	44,833	105.6	44,833	106.8
Denver	CO	48,980	115.3	47,554	113.3
Detroit	MI	44,977	105.9	45,835	109.2
State of Florida	FL	36,969	87.0	35,377	84.3
Houston	TX	41,359	97.4	41,359	98.5
State of Illinois	IL	49,369	116.2	48,576	115.7
State of Indiana	IN	45,258	106.6	45,258	107.8
Indianapolis	IN	45,258	106.6	45,258	107.8
Jackson	MS	37,354	87.9	37,354	89.0
State of Kansas	KS	41,880	98.6	41,880	99.8
Kansas City	KS	41,880	98.6	41,880	99.8
State of Kentucky	KY	38,833	91.4	38,734	92.3
Little Rock	AR	38,389	90.4	38,389	91.5
Louisville	KY	38,833	91.4	38,734	92.3
State of Maryland	MD	46,243	108.9	46,243	110.2
State of Massachusetts	MA	45,347	106.8	47,290	112.7
Miami	FL	38,311	90.2	38,311	91.3
State of Michigan	MI	43,115	101.5	44,417	105.8
Milwaukee	WI	43,943	103.5	43,943	104.7
State of Mississippi	MS	37,356	87.9	37,356	89.0
State of Missouri	MO	39,858	93.8	36,893	87.9
Monmouth	NJ	45,595	107.3	45,595	108.6
Nassau-Suffolk County	NY	38,759	91.3	38,759	92.3
Newark	NJ	53,911	126.9	53,709	128.0
State of New Jersey	NJ	48,609	114.4	48,508	115.6
New York City	NY	49,756	117.1	49,959	119.0
State of New York	NY	49,161	115.7	50,169	119.5
State of Ohio	OH	42,164	99.3	40,125	95.6
State of Oregon	OR	47,386	111.6	45,231	107.8
State of Pennsylvania	PA	48,458	114.1	49,140	117.1
Philadelphia	PA	48,988	115.3	49,140	117.1
Pittsburgh	PA	46,345	109.1	46,345	110.4

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Data Projected To: 07/01/2010

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Health Services-Private

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Portland	OR	47,386	111.6	45,229	107.7
Riverside	CA	45,231	106.5	46,176	110.0
Saginaw	MI	39,099	92.1	39,348	93.7
Salt Lake City	UT	47,618	112.1	47,618	113.4
San Francisco	CA	55,965	131.8	55,965	133.3
Saint Louis	MO	39,858	93.8	36,893	87.9
Tampa-St.Petersburg-Cl	FL	36,417	85.7	35,377	84.3
State of Texas	TX	40,196	94.6	40,196	95.8
State of Utah	UT	47,619	112.1	47,619	113.4
State of Wisconsin	WI	43,943	103.5	43,943	104.7

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Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Hospitals-All Sectors

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		44,549	100.0	45,690	100.0
North East		45,247	101.6	46,244	101.2
Mid Atlantic		49,090	110.2	50,287	110.1
South East		42,606	95.6	43,496	95.2
Great Lakes		46,212	103.7	47,421	103.8
Mid West		40,909	91.8	41,718	91.3
South West		40,723	91.4	40,723	89.1
Pacific		53,566	120.2	53,566	117.2
Anaheim	CA	45,686	102.6	45,686	100.0
State of Arkansas	AR	39,612	88.9	39,612	86.7
Atlanta	GA	44,864	100.7	45,074	98.7
Baltimore	MD	46,243	103.8	46,243	101.2
Boston	MA	45,247	101.6	46,244	101.2
State of California	CA	53,566	120.2	53,566	117.2
Chicago	IL	49,518	111.2	49,518	108.4
Cincinnati	OH	44,812	100.6	44,812	98.1
Cleveland	OH	43,683	98.1	43,683	95.6
Dallas	TX	40,383	90.6	40,383	88.4
Detroit	MI	44,977	101.0	45,835	100.3
State of Florida	FL	39,432	88.5	40,057	87.7
State of Georgia	GA	44,864	100.7	45,074	98.7
Houston	TX	40,962	91.9	40,962	89.7
State of Illinois	IL	49,519	111.2	49,519	108.4
State of Indiana	IN	47,028	105.6	47,028	102.9
Indianapolis	IN	47,030	105.6	47,030	102.9
Jackson	MS	37,051	83.2	37,051	81.1
State of Kansas	KS	36,440	81.8	36,440	79.8
Kansas City	KS	36,440	81.8	36,440	79.8
State of Kentucky	KY	41,181	92.4	42,275	92.5
Little Rock	AR	39,613	88.9	39,613	86.7
Louisville	KY	41,182	92.4	42,275	92.5
State of Maryland	MD	46,243	103.8	46,243	101.2
State of Massachusetts	MA	45,247	101.6	46,244	101.2
Memphis	TN	42,134	94.6	42,134	92.2
State of Michigan	MI	44,977	101.0	45,835	100.3
State of Mississippi	MS	37,051	83.2	37,051	81.1
State of Missouri	MO	42,722	95.9	41,718	91.3
Monmouth	NJ	46,419	104.2	46,419	101.6
State of Nebraska	NE	43,511	97.7	43,511	95.2
State of New Jersey	NJ	46,419	104.2	46,419	101.6
New York City	NY	49,503	111.1	49,807	109.0
State of New York	NY	49,678	111.5	49,982	109.4
State of Ohio	OH	44,273	99.4	44,273	96.9
Omaha	NE	43,511	97.7	43,511	95.2
State of Pennsylvania	PA	46,782	105.0	46,390	101.5
Philadelphia	PA	51,647	115.9	50,623	110.8
Pittsburgh	PA	46,345	104.0	46,345	101.4
San Francisco	CA	61,446	137.9	61,446	134.5
Saint Louis	MO	42,722	95.9	41,718	91.3
Tampa-St.Petersburg-Cl	FL	39,432	88.5	40,056	87.7
State of Tennessee	TN	42,134	94.6	42,134	92.2
State of Texas	TX	40,721	91.4	40,721	89.1
District of Columbia	DC	48,501	108.9	48,501	106.2

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Data Projected To: 07/01/2010

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Hospitals-Private

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		45,209	100.0	46,096	100.0
North East		45,347	100.3	47,290	102.6
Mid Atlantic		49,176	108.8	50,134	108.8
South East		37,356	82.6	37,356	81.0
Great Lakes		44,616	98.7	45,620	99.0
Mid West		42,269	93.5	41,718	90.5
South West		41,758	92.4	41,758	90.6
Pacific		53,566	118.5	53,566	116.2
Anaheim	CA	45,686	101.1	45,686	99.1
State of Arkansas	AR	37,370	82.7	37,370	81.1
Baltimore	MD	46,243	102.3	46,243	100.3
Boston	MA	45,347	100.3	47,290	102.6
State of California	CA	53,566	118.5	53,566	116.2
Chicago	IL	49,518	109.5	49,518	107.4
Cincinnati	OH	44,812	99.1	44,812	97.2
Cleveland	OH	43,683	96.6	43,683	94.8
Detroit	MI	44,977	99.5	45,835	99.4
Houston	TX	41,758	92.4	41,758	90.6
State of Illinois	IL	49,519	109.5	49,519	107.4
State of Indiana	IN	45,882	101.5	45,882	99.5
Indianapolis	IN	45,882	101.5	45,882	99.5
Jackson	MS	37,354	82.6	37,354	81.0
State of Kansas	KS	42,705	94.5	42,705	92.6
Kansas City	KS	42,707	94.5	42,707	92.6
Little Rock	AR	37,372	82.7	37,372	81.1
State of Maryland	MD	46,243	102.3	46,243	100.3
State of Massachusetts	MA	45,347	100.3	47,290	102.6
State of Michigan	MI	43,845	97.0	44,614	96.8
State of Mississippi	MS	37,356	82.6	37,356	81.0
State of Missouri	MO	42,722	94.5	41,718	90.5
Monmouth	NJ	46,419	102.7	46,419	100.7
State of New Jersey	NJ	46,419	102.7	46,419	100.7
New York City	NY	49,503	109.5	49,807	108.1
State of New York	NY	49,678	109.9	49,982	108.4
State of Ohio	OH	44,273	97.9	44,273	96.0
State of Pennsylvania	PA	46,683	103.3	46,238	100.3
Philadelphia	PA	51,443	113.8	50,316	109.2
Pittsburgh	PA	46,345	102.5	46,345	100.5
Saginaw	MI	41,581	92.0	42,174	91.5
San Francisco	CA	61,446	135.9	61,446	133.3
Saint Louis	MO	42,722	94.5	41,718	90.5
State of Texas	TX	41,758	92.4	41,758	90.6
District of Columbia	DC	49,558	109.6	49,558	107.5

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Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Manufacturing

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		47,797	100.0	46,174	100.0
North East		47,581	99.5	47,024	101.8
Mid Atlantic		50,801	106.3	49,498	107.2
South East		42,870	89.7	43,113	93.4
Great Lakes		47,889	100.2	46,662	101.1
Mid West		53,460	111.8	52,982	114.7
South West		49,113	102.8	48,731	105.5
North West		49,401	103.4	49,454	107.1
Mountain		51,033	106.8	47,663	103.2
Pacific		55,192	115.5	57,024	123.5
Caribbean		37,114	77.6	36,312	78.6
State of Alabama	AL	35,130	73.5	35,130	76.1
Bergen/Passiac	NJ	61,078	127.8	61,078	132.3
Boston	MA	47,182	98.7	47,025	101.8
State of California	CA	55,192	115.5	57,024	123.5
Charlotte	NC	42,950	89.9	43,113	93.4
Chicago	IL	46,680	97.7	45,140	97.8
State of Colorado	CO	51,033	106.8	47,663	103.2
Columbus	OH	50,938	106.6	51,225	110.9
State of Connecticut	CT	56,132	117.4	56,132	121.6
Dallas	TX	51,265	107.3	50,755	109.9
Denver	CO	51,033	106.8	47,663	103.2
State of Florida	FL	43,626	91.3	43,626	94.5
Hartford	CT	56,132	117.4	56,132	121.6
Houston	TX	42,658	89.2	42,658	92.4
Huntsville	AL	35,131	73.5	35,131	76.1
State of Illinois	IL	46,680	97.7	45,141	97.8
Los Angeles	CA	55,192	115.5	57,024	123.5
State of Massachusetts	MA	47,182	98.7	47,024	101.8
Miami	FL	43,625	91.3	43,625	94.5
Milwaukee	WI	40,745	85.2	40,745	88.2
State of Missouri	MO	53,460	111.8	52,982	114.7
State of New Jersey	NJ	61,078	127.8	61,078	132.3
State of North Carolin	NC	42,950	89.9	43,113	93.4
State of Ohio	OH	50,938	106.6	51,227	110.9
State of Oregon	OR	48,793	102.1	48,419	104.9
State of Pennsylvania	PA	47,015	98.4	47,015	101.8
Philadelphia	PA	47,015	98.4	47,015	101.8
Portland	OR	48,794	102.1	48,419	104.9
Puerto Rico	PR	36,721	76.8	35,926	77.8
San Juan	PR	36,674	76.7	35,881	77.7
Seattle	WA	49,622	103.8	49,498	107.2
Saint Louis	MO	53,462	111.9	52,982	114.7
State of Texas	TX	49,113	102.8	48,731	105.5
State of Washington	WA	49,621	103.8	49,498	107.2
State of Wisconsin	WI	40,745	85.2	40,745	88.2

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Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Private

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		44,704	100.0	44,166	100.0
North East		49,373	110.4	49,350	111.7
Mid Atlantic		47,345	105.9	46,871	106.1
South East		42,682	95.5	42,754	96.8
Great Lakes		45,584	102.0	45,733	103.5
Mid West		38,855	86.9	37,905	85.8
South West		43,852	98.1	43,247	97.9
North West		49,163	110.0	48,543	109.9
Mountain		49,080	109.8	49,164	111.3
Pacific		47,177	105.5	45,653	103.4
Caribbean		30,313	67.8	29,224	66.2
State of Alabama	AL	40,048	89.6	40,286	91.2
State of Alaska	AK	46,972	105.1	45,931	104.0
Anaheim	CA	50,416	112.8	50,416	114.2
Anchorage	AK	49,357	110.4	49,357	111.8
State of Arizona	AZ	39,937	89.3	39,937	90.4
Atlanta	GA	51,629	115.5	52,329	118.5
Baltimore	MD	49,221	110.1	49,221	111.4
Bergen/Passiac	NJ	49,309	110.3	46,722	105.8
Boston	MA	49,028	109.7	49,122	111.2
State of California	CA	47,659	106.6	47,003	106.4
Charlotte	NC	43,275	96.8	42,853	97.0
Chicago	IL	45,836	102.5	45,854	103.8
Cincinnati	OH	41,007	91.7	37,694	85.3
Cleveland	OH	38,026	85.1	38,026	86.1
State of Colorado	CO	49,166	110.0	49,444	112.0
Colorado Springs	CO	40,369	90.3	40,369	91.4
Columbus	OH	47,117	105.4	46,636	105.6
State of Connecticut	CT	52,573	117.6	51,259	116.1
Corpus Christy	TX	36,507	81.7	35,495	80.4
Dallas	TX	42,882	95.9	42,729	96.7
Dayton	OH	41,192	92.1	41,145	93.2
Denver	CO	49,324	110.3	49,444	112.0
Detroit	MI	41,309	92.4	40,969	92.8
State of Florida	FL	38,179	85.4	38,568	87.3
State of Georgia	GA	51,629	115.5	52,329	118.5
Greenwood County	SC	38,682	86.5	38,167	86.4
Hartford	CT	53,222	119.1	52,266	118.3
State of Hawaii	HW	49,093	109.8	48,011	108.7
Honolulu	HW	49,121	109.9	48,024	108.7
Houston	TX	53,054	118.7	53,253	120.6
Huntsville	AL	40,047	89.6	40,286	91.2
State of Illinois	IL	45,821	102.5	45,836	103.8
State of Indiana	IN	37,911	84.8	37,911	85.8
Indianapolis	IN	37,911	84.8	37,911	85.8
Jackson	MS	40,874	91.4	38,545	87.3
Joliet	IL	39,894	89.2	39,747	90.0
Juneau-Wisconsin	WI	37,231	83.3	37,231	84.3
State of Kansas	KS	42,096	94.2	42,189	95.5
Kansas City	KS	42,096	94.2	42,189	95.5
Los Angeles	CA	50,972	114.0	51,150	115.8
State of Maryland	MD	49,222	110.1	49,222	111.4
State of Massachusetts	MA	49,028	109.7	49,121	111.2
Memphis	TN	42,134	94.3	42,134	95.4

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Occupation Group: Human Resources

Job Family: Clerical - Human Resources

Survey Area Base: National

Industry/Sector: Private

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Miami	FL	38,876	87.0	39,337	89.1
State of Michigan	MI	42,245	94.5	41,568	94.1
Milwaukee	WI	43,424	97.1	43,424	98.3
Minneapolis	MN	43,911	98.2	43,193	97.8
State of Minnesota	MN	43,911	98.2	43,192	97.8
State of Mississippi	MS	40,874	91.4	38,545	87.3
State of Missouri	MO	41,685	93.2	39,808	90.1
Nashville	TN	41,217	92.2	40,792	92.4
Nassau-Suffolk County	NY	49,156	110.0	48,915	110.8
State of Nebraska	NE	37,237	83.3	37,190	84.2
Newark	NJ	57,546	128.7	59,565	134.9
State of New Jersey	NJ	49,992	111.8	48,806	110.5
New London	CT	49,012	109.6	46,123	104.4
New York City	NY	50,101	112.1	49,582	112.3
State of New York	NY	46,378	103.7	45,503	103.0
State of North Carolin	NC	43,275	96.8	42,853	97.0
State of Ohio	OH	44,646	99.9	42,725	96.7
Omaha	NE	37,237	83.3	37,190	84.2
State of Oregon	OR	45,165	101.0	44,071	99.8
Orlando	FL	38,719	86.6	37,768	85.5
State of Pennsylvania	PA	44,910	100.5	44,910	101.7
Philadelphia	PA	44,548	99.7	44,548	100.9
Phoenix	AZ	39,937	89.3	39,937	90.4
Pittsburgh	PA	51,645	115.5	51,645	116.9
Portland	OR	45,165	101.0	44,071	99.8
Puerto Rico	PR	29,992	67.1	28,915	65.5
Riverside	CA	50,386	112.7	50,386	114.1
Sacramento	CA	49,736	111.3	49,610	112.3
Saginaw	MI	45,052	100.8	43,365	98.2
Salt Lake City	UT	48,083	107.6	47,231	106.9
San Antonio	TX	46,623	104.3	46,623	105.6
San Diego	CA	50,020	111.9	50,020	113.3
San Francisco	CA	48,813	109.2	48,718	110.3
San Juan	PR	29,954	67.0	28,878	65.4
Santa Barbara	CA	40,684	91.0	40,684	92.1
Seattle	WA	49,021	109.7	48,652	110.2
State of South Carolin	SC	38,682	86.5	38,167	86.4
Saint Louis	MO	41,685	93.2	39,808	90.1
Tampa-St.Petersburg-Cl	FL	37,876	84.7	37,876	85.8
State of Tennessee	TN	41,523	92.9	41,239	93.4
State of Texas	TX	43,834	98.1	43,246	97.9
State of Utah	UT	48,084	107.6	47,231	106.9
Utica-Rome	NY	34,926	78.1	34,042	77.1
State of Washington	WA	49,021	109.7	48,653	110.2
District of Columbia	DC	50,971	114.0	51,123	115.8
State of Wisconsin	WI	41,360	92.5	41,360	93.6

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Occupation Group: Human Resources

Job Family: Clerical - Human Resources

Survey Area Base: National

Industry/Sector: Services

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		42,843	100.0	42,952	100.0
North East		40,057	93.5	46,788	108.9
Mid Atlantic		50,047	116.8	50,212	116.9
South East		37,947	88.6	37,801	88.0
Great Lakes		47,803	111.6	47,511	110.6
Mid West		40,654	94.9	38,754	90.2
South West		41,163	96.1	40,963	95.4
North West		48,039	112.1	47,246	110.0
Mountain		44,562	104.0	44,325	103.2
Pacific		48,482	113.2	46,681	108.7
Caribbean		24,824	57.9	24,269	56.5
State of Alabama	AL	47,191	110.1	47,191	109.9
State of Alaska	AK	50,249	117.3	47,386	110.3
Anaheim	CA	53,250	124.3	53,250	124.0
Anchorage	AK	50,108	117.0	50,108	116.7
Atlanta	GA	48,161	112.4	48,161	112.1
Bergen/Passiac	NJ	47,995	112.0	47,995	111.7
Boston	MA	38,902	90.8	46,695	108.7
State of California	CA	49,782	116.2	49,367	114.9
Charlotte	NC	42,674	99.6	42,674	99.4
Chicago	IL	48,463	113.1	47,943	111.6
Cincinnati	OH	39,694	92.6	39,694	92.4
State of Colorado	CO	44,999	105.0	44,742	104.2
Columbus	OH	45,257	105.6	44,165	102.8
State of Connecticut	CT	50,596	118.1	49,928	116.2
Dallas	TX	40,763	95.1	40,620	94.6
Dayton	OH	35,035	81.8	34,367	80.0
Denver	CO	44,999	105.0	44,742	104.2
Detroit	MI	43,356	101.2	43,356	100.9
State of Florida	FL	36,145	84.4	36,256	84.4
State of Georgia	GA	48,161	112.4	48,161	112.1
Hartford	CT	50,596	118.1	49,928	116.2
State of Hawaii	HW	48,885	114.1	47,850	111.4
Honolulu	HW	48,912	114.2	47,861	111.4
Houston	TX	40,572	94.7	39,712	92.5
Huntsville	AL	47,191	110.1	47,191	109.9
State of Illinois	IL	48,463	113.1	47,943	111.6
State of Kansas	KS	44,633	104.2	43,330	100.9
Kansas City	KS	40,933	95.5	40,375	94.0
Los Angeles	CA	43,686	102.0	41,548	96.7
State of Massachusetts	MA	38,902	90.8	46,694	108.7
Miami	FL	33,481	78.1	34,680	80.7
State of Michigan	MI	43,354	101.2	43,354	100.9
Minneapolis	MN	43,479	101.5	42,568	99.1
State of Minnesota	MN	43,479	101.5	42,568	99.1
State of Missouri	MO	37,709	88.0	37,326	86.9
Nassau-Suffolk County	NY	42,647	99.5	42,647	99.3
State of New Jersey	NJ	47,995	112.0	47,995	111.7
New York City	NY	50,920	118.9	50,790	118.2
State of New York	NY	50,959	118.9	50,988	118.7
State of North Carolina	NC	42,673	99.6	42,673	99.4
State of Ohio	OH	43,375	101.2	41,716	97.1
State of Oregon	OR	44,447	103.7	43,352	100.9
Orlando	FL	37,926	88.5	37,198	86.6

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CompGeo Pro Forecast Library Geographic Salary Differentials Report

2010 Edition - Proprietary and Confidential - ictcw.com - compensation-online.com

Data Projected To: 07/01/2010

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Services

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
State of Pennsylvania	PA	46,571	108.7	47,644	110.9
Philadelphia	PA	46,570	108.7	47,643	110.9
Portland	OR	44,446	103.7	43,352	100.9
Puerto Rico	PR	24,563	57.3	24,012	55.9
Sacramento	CA	52,110	121.6	52,270	121.7
Salt Lake City	UT	40,829	95.3	39,747	92.5
San Francisco	CA	50,739	118.4	50,979	118.7
San Juan	PR	24,532	57.3	23,982	55.8
Seattle	WA	47,777	111.5	47,499	110.6
Saint Louis	MO	37,709	88.0	37,326	86.9
State of Texas	TX	41,163	96.1	40,963	95.4
State of Utah	UT	40,828	95.3	39,747	92.5
State of Washington	WA	47,777	111.5	47,499	110.6
District of Columbia	DC	49,882	116.4	49,626	115.5
Wichita	KS	54,724	127.7	51,338	119.5

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CompGeo Pro Forecast Library Geographic Salary Differentials Report

2010 Edition - Proprietary and Confidential - ictcw.com - compensation-online.com

Data Projected To: 07/01/2010

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical - Human Resources

Industry/Sector: Transportation/Utilities

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		40,378	100.0	36,570	100.0
South West		39,012	96.6	35,734	97.7
Mountain		49,685	123.0	50,070	136.9
State of Colorado	CO	49,685	123.0	50,070	136.9
Dallas	TX	39,012	96.6	35,734	97.7
Denver	CO	49,685	123.0	50,070	136.9
State of Texas	TX	39,012	96.6	35,734	97.7

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CompGeo Online Reports Help (page 1 of 5)

Viewing CompGeo Reports With The Adobe Acrobat Reader

CompGeo Report Portable Document Files (PDF) are compatible with Adobe Acrobat Viewers v7.1 and higher. Version 8 or higher is recommended.

A variety of adjustments may be necessary to optimize viewing of CompGeo Reports with the Adobe Acrobat Viewer.

Viewing is best accomplished with the Adobe Acrobat Viewer run stand-alone and not part of a Web Browser. This provides more actual viewing area.

CompGeo Reports are set to automatically use the **Fit Visible CNTL+M** Acrobat Reader Macro to maximize viewing area while at the same time eliminating the need for scrolling the report horizontally.

Actual report pages will have more detail than introductory and reference pages and the magnification/zoom level will vary with the Fit Visible mode.

If further adjustments are needed in viewer magnification/zoom, either use the Adobe Acrobat View pull down menu to make selections or click on the magnification/zoom percent indicator at the bottom left of the Acrobat Reader Frame which will result in a pop-up magnification/zoom manual adjustment entry window.

A larger report viewing area in **FIT Visible** mode can be acquired by using **Full Screen** Mode in combination with **Fit Visible** Mode. This is accomplished by first implementing **Full Screen** mode by using the Adobe Acrobat Reader Key Combination **CNTL+Shift+L** or by selecting the option **Full Screen** from the Acrobat Reader **View** pull down menu. Following election of **Full Screen** Mode select or re-select **FIT Visible** mode.

CompGeo Online Reports Help (page 2 of 5)

About CompGeo Online Reports

CompGeo Online Reports can provide Geographic Salary Information for an individual job or all jobs within a Job Family across a variety of Occupational Groups and Geographic Regions.

Geographic Salary Differentials are included in Extended and Professional Report Options.

Salary Information forecasts are made to a specific date based upon options elected when the CompGeo Online Report was ordered which include Forecast Date and Average Annual Salary Increase Assumption.

This flexibility is unique to CompGeo Online and CompGeo Online Professional Reports. It allows for a range of forecast annual average salary increase assumptions wide enough to allow for individual, organization, sector and other considerations that effect annual salary movement for a particular job or job group.

CompGeo Online Professional Reports - compensation-online.com/gprohome.html provide Geographic Salary Information for a variety of Occupational Groups and Geographic Regions. Separate reports are available each Occupation Group/Region and Industry Sector/Region combinations. The new CompGeo Online Professional Forecast Library has both online 24 X 7 subscription and Library-on-CD options available.

Report Organization

CompGeo Reports are organized/sorted in the order listed in the table to the right. Geographic Survey Areas are noted in green bands on the report which each Survey Job Title appears in a blue band.

<i>CompGeo Report Sort Order</i>
<i>Geographic Survey Area</i>
<i>Survey Job Title</i>
<i>Industry/Sector</i>

CompGeo Online Reports Help (page 3 of 5)

Definition Of Terms

Region – broad geographic reference area in the United States and neighboring areas. Current Regions include North East, Middle Atlantic, South East, Caribbean, Great Lakes, Mid West, North West, Mountain, Pacific and South West.

Industry – refers to Industry/Sector combination. A complete listing of Industry/Sector codes is provided on page 4 of CompGeo Reports Help.

Mean – Average Salary (weighted). This salary figure is computed by computing the average of direct compensation paid across organizations for a particular sector, weighted by the number of employees in the survey benchmark. Industry and Sector Codes are defined on the next page. Organizations with more employees in a survey job have a greater effect on the average than those organizations with fewer employees.

Median – 50th percentile or “middle salary”. Median is less affected by organizations that compensate jobs way above or below the average which are sometimes referred to as “outliers” since they are far away from the overall market trend. Some organizations refer more on median than average salary figures as a truer guide of the central market trend for a given job.

Forecast – Indicates that salary figures are projected to the Forecast Date shown in the Report Heading. A range of forecasts are provided.

CompGeo Online Reports Help (page 4 of 5)

Industry Codes Defined

Industry Codes and descriptions are shown in the table on the right. Larger metropolitan survey areas will have more industry/sector combinations present than smaller survey areas.

Comparative Salaries across different Industry/Sectors may vary significantly. Also, it is important to remember that each organization typically has a pay policy which determines goals with respect how competitive the organization wants to be relative to the market as a whole and sometimes, for specific occupations. Some organizations may want to pay 'about average', 'above average' or 'below the market' depending upon specific competitive market pressure or lack thereof.

<i>Industry/Sector Code</i>	<i>Description</i>
<i>All</i>	All Industries And Sectors
<i>GoodsPdcngGoods Producing</i>	Goods Producing
<i>Government</i>	Government
<i>HlthSvcAll</i>	Health Services-All Sectors
<i>HlthSvcGov</i>	Health Services-Government
<i>HlthSvcPrv</i>	Health Services-Private
<i>HosptlsAll</i>	Hospitals-All Sectors
<i>HosptlsGov</i>	Hospitals-Government
<i>HosptlsPrv</i>	Hospitals-Private
<i>Manufctrng</i>	Manufacturing
<i>Private</i>	Private
<i>Services</i>	Services
<i>Trans/Util</i>	Transportation/Utilities

CompGeo Online Reports Help (page 5 of 5)

Job Levels Generally Defined

If the Job Title specifically includes term 'Supervisor' or 'Manager', then Levels are differentiated upon scope of responsibility, contacts, number of employees, supervised,

<i>Level Code</i>	<i>Description</i>
Level I	Entry/Trainee
Level II	Junior/Developing
Level III	Journey/Fully Qualified
Level IV	Senior/Advanced/Associate Consultant
Level V	Lead/Consultant
Level VI	Team Leader/Supervisor/Senior Consultant
Level VII	Manager/Senior Supervisor/Principal Consultant
Level VIII	Group Manger/Chief Consultant

budgetary authority and related factors. The CompGeo Salary Survey Database covering the eight major Occupation Groups is included in CompExec Software.

For more information on CompExec Total Compensation Planning and Analysis Software please visit:

www.compexec.com/cxec.html

Company and Product Overview

Since 1981 The Clayton Wallis Company has developed advanced and integrated Compensation Planning Systems for Management and Individuals. Clayton Wallis is the leader in delivery of *powerful, flexible* and *reliable* compensation planning systems.

The CompGeo Report Series is produced with **CompExplorer™**, the next generation of CompGeo Software. **CompGeo™** - Geographic Database and Planning Software and **CompBuilder™** - Salary Structure Modeling Software are 'child' products of the flagship Enterprise Compensation Planning and Analysis system from Clayton Wallis - **CompExec®**. Product information and compensation information can be found at The ICT/Clayton Wallis World Wide Web Site at compensation-online.com. Product Sites with Links are listed below.

<i>Product</i>	<i>Description</i>
CompExec	Compensation Planning (includes CompBuilder & CompGeo)
CompBuilder	Salary Structure Modeling
CompGeo Online	Geographic Competitive Salary Database
CompGeo Online Professional	Online CompGeo Professional Research Options
CompGeo Online Pro Library	Online Library Subscription and Library-on-CD Options
OMF Job and Competency Analysis	Job and Competency Analysis Systems

ICT/Clayton Wallis is the only organization dedicated solely to development and deployment of advanced and integrated Compensation Planning Systems and Software for the Enterprise, Personal Desktop and the World Wide Web.