



STATE OF NEBRASKA

# 2023 Salary Survey

**NEBRASKA**

Good Life. Great Service.

DEPT. OF ADMINISTRATIVE SERVICES

PUBLISHED BY:  
STATE PERSONNEL  
DEPARTMENT OF ADMINISTRATIVE SERVICES  
APRIL 2024

# NEBRASKA

Good Life. Great Service.

DEPT. OF ADMINISTRATIVE SERVICES



Jim Pillen, Governor

On this 30<sup>th</sup> day of April, 2024, the State Personnel Board reviewed and approved the methodology and results of the State of Nebraska 2023 Salary Survey.

A handwritten signature in blue ink, reading "Patrick R. Guinan", is written over a horizontal line.

Patrick Guinan, Chair  
State Personnel Board

Dan Birdsall, Administrator

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# From the Director

NEBRASKA  
Good Life. Great Mission.

Nebraskans,

In Governor Pillen's administration, we run state government like a business, using the best available data to inform our decisions. In this year's Salary Survey report, we have updated our methodology to obtain the best current data.

Through the use of data produced by the Nebraska Department of Labor in conjunction with the U.S. Bureau of Labor Statistics, we are able to produce more accurate data for our state with less resources. This is a more effective and more efficient use of the State's limited resources. With this more sophisticated data, users will be able to compare hourly wages across related job classifications and areas of the state.

Among the results in this year's report, the State of Nebraska leads statewide minimum and average wages in multiple Standard Occupational Classifications, including:

- Child, Family, and School Social Workers
- Community and Social Service Specialists, All Other
- Correctional Officers and Jailers
- Probation Officers and Correctional Treatment Specialists
- Dietitians and Nutritionists
- Registered Nurses
- Psychiatric Technicians
- Licensed Practical and Licensed Vocational Nurses
- Cooks, Institution and Cafeteria

This competitive advantage reflects a recent emphasis on public safety occupations and veteran services.

I would like to thank all the public servants, both State and Federal, involved in producing and analyzing the data used in our new methodology. I hope this report is beneficial to the private sector as well as to State government.

Sincerely,



Jason Jackson  
Director, Department of Administrative Services

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# Methodology

## Survey Purpose

The State Personnel Division of Nebraska State Government analyzed salary survey data covering in-state employers in accordance with Nebraska Revised Statutes §81-1307.01 and §81-1307.02, to measure “the competitive standing of state salaries with salary levels of the labor market.” As with the *2022 Local Salary Survey*, a sample of the 2023 state pay lines, excluding State Colleges and the University of Nebraska system, was compared to wage estimates derived from comprehensive surveys of public and private employers in Nebraska by the Occupational Employment and Wage Statistics (OEWS) program.

## Scope

The Standard Occupational Classification (SOC) system, the federal standard used to classify workers into occupational categories, provided benchmarks to categorize and compare selected Nebraska Government wages to OEWS modeled estimates. For Nebraska, the U.S. Bureau of Labor Statistics (BLS) and the Nebraska Department of Labor’s (NDOL) Office of Labor Market Information jointly administered the OEWS program. See the sources listed on page 5 for more information.

While OEWS sampled other public and private employers, the program collected a census of executive branch establishments for federal and state governments and the U.S. Postal Service annually. For this reason, the State of Nebraska submitted data to the OEWS program each November, and thus contributed to both the All Industries and Public Administration Sector results. For industries, occupations, and areas with insufficient representation to protect confidentiality, BLS suppressed the data where needed but aggregated it into higher levels.

This salary survey compared Nebraska State Government hourly wages (average, median, pay line minimum and maximum) and employment levels against OEWS wage and staffing estimates for Nebraska. We showed results for two industry groups (All Industries and Public Administration Sector) and three areas (statewide, metropolitan areas, and non-metropolitan areas).

## Occupation and Industry Codes

Beginning with May 2021 published estimates, the OEWS program solely used the 2018 Standard Occupational Classification (SOC) system to classify job duties into occupations. OEWS classified responding business establishments into industries based on the 2022 North American Industry Classification System (NAICS).

OEWS industry group definitions for data presented:

- **All Industries:** This included model data for all employing establishments covered by unemployment insurance laws in Nebraska.
- **Public Administration Sector (OEWS-defined):** This represents federal, state, and local government agency establishments in Nebraska with the following exceptions that are classified in other sectors: public schools, hospitals, transportation facilities, utilities, and the Government Printing Office.

## Metro and Non-Metro Area Definitions

NDOL-defined areas for statewide, metro areas, and non-metro areas grouped the results by location. Statewide data included all of Nebraska. Metropolitan “Metro” Areas included the pooled results from the Grand Island Metropolitan Statistical Area (MSA), the Lincoln MSA, and the Omaha Consortium (the Omaha MSA excluding its out-of-state counties). Non-metropolitan “Non-metro” Areas included the pooled results from all counties outside the metro counties listed by metro area below.

### Nebraska Metro Areas (In-state counties only)

#### Grand Island MSA:

- Hall County
- Hamilton County
- Howard County
- Merrick County

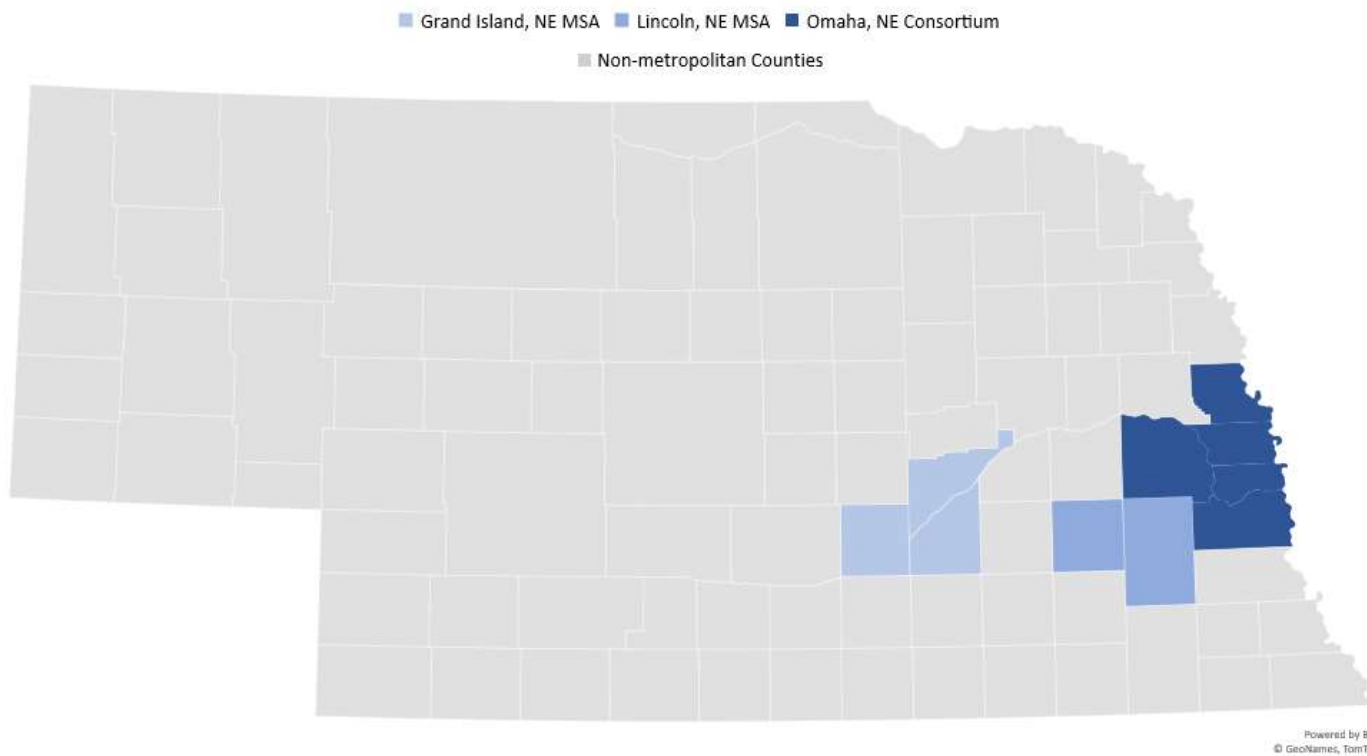
#### Lincoln MSA:

- Lancaster County
- Seward County

#### Omaha Consortium:

- Cass County
- Douglas County
- Sarpy County
- Saunders County
- Washington County

### Metropolitan and Nonmetropolitan Area Map



**\*Source:** Nebraska Department of Labor, Labor Market Information, Occupational Employment and Wage Statistics, *Metro/Non-Metro Area (2013 Def.)*, at <https://neworks.nebraska.gov/> (accessed April 2024).



## Procedure

The *2023 Salary Survey* used 55 SOC system definitions as benchmarks to compare Nebraska OEWS wage estimates to State Government wages in the fourth quarter of 2023. State Personnel pulled State wage data from the human resource information system for classified agencies, excluding State Colleges and the University of Nebraska system. Over 200 State job codes, both Rules-covered (unorganized) and Union-covered, matched SOC codes and corresponding wage estimates. At the top of each page, the SOC code, occupational title, and SOC system (benchmark) definition were posted. When available, examples of job titles matched nationally from the Occupational Information Network (ONET online) accompanied the definition. Results included the following wage and staffing estimates for selected benchmarks:

- **Staffing:** Statistically estimated staffing level for the industry, occupation, and area.
- **Average:** The mean value of the hourly wage estimates across all establishments in the defined area and industry.
- **10<sup>th</sup> Percentile:** The hourly wage rate higher than 10% of the wage estimates for the SOC code in the defined area and industry.
- **50<sup>th</sup> Percentile:** The hourly wage rate higher than 50% of the wage estimates (median) for the SOC code in the defined area and industry.
- **90<sup>th</sup> Percentile:** The hourly wage rate higher than 90% of the wage estimates for the SOC code in the defined area and industry.

This differed from comparing the State's pay range minimum and maximum rates to the broader OEWS categories of entry level (average of lower 1/3 of wages) and experienced wage rate (average of upper 2/3 of wages) last year. Comparisons included the median wage (50<sup>th</sup> percentile) to show whether the average wages skewed higher or lower based on sampled wages. State job classification wages benchmarked to the selected SOC codes aligned with the OEWS wage estimates as outlined below.

State Government Data	OEWS Estimates
Count of incumbents per matched job class	Estimated staffing level
Actual average hourly wage	Average hourly wage estimate
Pay line minimum hourly rate	10 <sup>th</sup> Percentile hourly wage estimate
Actual median hourly wage	50 <sup>th</sup> Percentile hourly wage (median) estimate
Pay line maximum hourly rate	90 <sup>th</sup> Percentile hourly wage estimate

Most wage results appeared as hourly rates except for SOC Code 25-2031 for secondary teachers. Since OEWS only reported annual wage rates for teachers with their varied contract days, State annual wages were compared to that benchmark.

The tables showed Nebraska OEWS data for selected SOC codes for All Industries (in statewide, metro, and non-metro areas) and the Public Administration Sector (in statewide, metro, and non-metro areas). We presented state job classes that fell within the benchmarked SOC code definition based upon their published job specifications. To protect confidentiality, the OEWS program determined what BLS data could be reported at each level. The State reported actual employee average and median wages for three or more incumbents in a class.

## Interpreting Data Tables

OEWS data showed similarities and differences between industries or metro and non-metro areas within the state for benchmarked occupations. Note that the OEWS statewide staffing estimates did not always sum to the total of the metro and non-metro estimates. One reason was that some business establishments indicated they operated in Nebraska without specifying a county location. According to the OEWS *Handbook of Methods*, these businesses were “used in the calculation of the statewide and national estimates” but were excluded from substate estimates.

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries <i>Estimates (OEWS model data for 2023 Q4)</i>							
Statewide	SOC Code	Occupational Title	Est. #	Average	10th %ile	Median	90th %ile
• Metro	SOC Code	Occupational Title	Est. #	Average	10th %ile	Median	90th %ile
• Non-Metro	SOC Code	Occupational Title	Est. #	Average	10th %ile	Median	90th %ile
Public Administration <i>Estimates (OEWS model data for 2023 Q4)</i>							
Statewide	SOC Code	Occupational Title	Est. #	Average	10th %ile	Median	90th %ile
• Metro	SOC Code	Occupational Title	Est. #	Average	10th %ile	Median	90th %ile
• Non-Metro	SOC Code	Occupational Title	Est. #	Average	10th %ile	Median	90th %ile
State Government <i>Counts (State pay line min./max. and actual average and median pay)</i>							
	Job Code	Job Classification Title	#	Average	Pay Line Min.	Median	Pay Line Max.
	Job Code	Job Classification Title	#	Average	Pay Line Min.	Median	Pay Line Max.
	Job Code	Job Classification Title	#	Average	Pay Line Min.	Median	Pay Line Max.

The table above provides details on what type of data filled each cell. Wage and staffing estimates for occupations appeared alongside State wages within selected SOC system benchmarks. State job codes began with letters that indicated their affiliation code for Rules-covered (unorganized) or Union-covered classes as listed in Appendix A. This showed differences across similar classes within occupational groups. For additional data, NDOL posted quarterly OEWS estimates on their [NEWorks.Nebraska.gov](https://neworks.nebraska.gov) website under Labor Market Information.

## Sources

Employment and Training Administration (USDOL/ETA), U.S. Department of Labor, *O\*NET OnLine*, at <https://www.onetonline.org/> (accessed April 2024).

Labor Market Information, Nebraska Department of Labor. (2024). *Occupational Employment and Wage Statistics*, Q4 2023 [data file].

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Nebraska Department of Labor. (2022). *Guidance Document Pursuant to Neb. Rev. Stat. §84-901.03 (Biannual Occupational Employment and Wage Statistic Surveys)*, at <https://dol.nebraska.gov/webdocs/Resources/GuidanceDocuments/OEWS%20BLS%20survey.pdf#:~:text=Rev.-,Stat.,participate%20in%20an%20OEWS%20panel> (accessed April 2024).

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U.S. Bureau of Labor Statistics, U.S. Department of Labor, Standard Occupational Classification, *2018 Standard Occupational Classification System*, at [https://www.bls.gov/soc/2018/major\\_groups.htm](https://www.bls.gov/soc/2018/major_groups.htm) (accessed 4/9/2024).

U.S. Census Bureau, U.S. Department of Commerce, *North American Industry Classification System (2022)*, at <https://www.census.gov/naics/>

## Buyers and Purchasing Agents

### SOC 13-1020 | Buyers and Purchasing Agents

This broad occupation includes the following three detailed occupations: 13-1021 Buyers and Purchasing Agents, Farm Products; 13-1022 Wholesale and Retail Buyers, Except Farm Products; and 13-1023 Purchasing Agents, Except Wholesale, Retail, and Farm Products.

**Sample of reported job titles:** Buyer, Procurement Official, Procurement Specialist, Purchasing Administrator, Purchasing Agent

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	13-1020	Buyers and Purchasing Agents	2,630	\$33.30	\$21.80	\$31.43	\$47.78
• Metro	13-1020	Buyers and Purchasing Agents	1,640	\$33.98	\$22.63	\$31.47	\$49.81
• Non-Metro	13-1020	Buyers and Purchasing Agents	990	\$32.19	\$21.01	\$31.29	\$43.07
Public Administration		Estimates					
Statewide	13-1020	Buyers and Purchasing Agents	310	\$38.95	\$23.63	\$39.15	\$54.21
• Metro	13-1020	Buyers and Purchasing Agents	270	\$39.61	\$23.63	\$40.22	\$54.54
• Non-Metro	13-1020	Buyers and Purchasing Agents	40	\$34.89	\$24.17	\$35.83	\$48.38
State Government		Counts					
	A04013	Procurement Contracts Officer	17	\$29.72	\$28.00	\$28.85	\$41.27
	A04012	Procurement Officer	6	\$27.96	\$26.05	\$26.70	\$38.39
	A04011	Procurement Specialist	19	\$24.48	\$22.54	\$23.69	\$33.22

## Compliance Officers

### SOC 13-1041 | Compliance Officers

Examine, evaluate, and investigate eligibility for or conformity with laws and regulations governing contract compliance of licenses and permits, and perform other compliance and enforcement inspection and analysis activities not classified elsewhere.

**Sample of reported job titles:** Driver Examiner, Driver License Agent, Driver License Examiner, Examiner, License Examiner, License Registration Examiner, Licensing Analyst, Motor Vehicle Clerk, Public Service Representative (PSR), Transportation Services Representative (TSR)

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	13-1041	Compliance Officers	3,260	\$34.96	\$21.45	\$31.85	\$52.28
• Metro	13-1041	Compliance Officers	2,730	\$35.50	\$21.85	\$32.15	\$52.28
• Non-Metro	13-1041	Compliance Officers	530	\$32.17	\$19.44	\$30.32	\$48.42
Public Administration			Estimates				
Statewide	13-1041	Compliance Officers	1,750	\$35.26	\$20.27	\$32.58	\$52.28
• Metro	13-1041	Compliance Officers	1,500	\$36.28	\$20.59	\$33.35	\$53.87
• Non-Metro	13-1041	Compliance Officers	250	\$29.28	\$17.61	\$29.40	\$39.45
State Government			Counts				
	A09011	Administrative Programs Officer I	55	\$22.37	\$19.63	\$21.26	\$28.94
	A09012	Administrative Programs Officer II	20	\$26.53	\$22.69	\$25.57	\$33.44
	X62710	Child Care/Services Inspection Spec.	24	\$25.15	\$20.00	\$24.90	\$29.49
	X60112	Motor Vehicle Examiner	98	\$19.33	\$18.49	\$19.05	\$27.26

## Human Resources Specialists

### SOC 13-1071 | Human Resources Specialists

Recruit, screen, interview, or place individuals within an organization. May perform other activities in multiple human resources areas.

**Sample of reported job titles:** Corporate Recruiter, Employment Representative, HR Analyst (Human Resources Analyst), HR Coordinator (Human Resources Coordinator), HR Generalist (Human Resources Generalist), Human Resources Representative (HR Rep), Human Resources Specialist (HR Specialist), Personnel Analyst, Personnel Officer, Recruiter

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	13-1071	Human Resources Specialists	6,300	\$30.72	\$19.16	\$27.70	\$46.69
• Metro	13-1071	Human Resources Specialists	4,480	\$31.23	\$19.26	\$28.74	\$46.95
• Non-Metro	13-1071	Human Resources Specialists	1,810	\$29.45	\$18.99	\$25.45	\$44.23
Public Administration			Estimates				
Statewide	13-1071	Human Resources Specialists	390	\$32.45	\$20.18	\$30.34	\$47.83
• Metro	13-1071	Human Resources Specialists	290	\$34.47	\$20.58	\$32.80	\$50.95
• Non-Metro	13-1071	Human Resources Specialists	110	\$26.95	\$19.15	\$24.56	\$40.32
State Government			Counts				
	K17252	HR Specialist/Generalist	38	\$23.44	\$20.64	\$22.33	\$32.33
	V17252	HR Specialist/Generalist	1	-	\$20.64	-	\$32.33
	K17253	HR Specialist Sr. / HR Bus. Partner I	25	\$28.94	\$25.80	\$27.91	\$40.41
	V17253	HR Specialist Sr. / HR Bus. Partner I	16	\$30.12	\$25.80	\$28.42	\$40.41



## Accountants and Auditors

### SOC 13-2011 | Accountants and Auditors

Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data.

**Sample of reported job titles:** Accountant, Accounting Officer, Audit Partner, Auditor, Certified Public Accountant (CPA), Cost Accountant, Financial Auditor, General Accountant, Internal Auditor, Revenue Tax Specialist

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	13-2011	Accountants and Auditors	9,300	\$37.43	\$22.13	\$32.79	\$53.93
• Metro	13-2011	Accountants and Auditors	6,750	\$37.57	\$22.79	\$32.82	\$54.11
• Non-Metro	13-2011	Accountants and Auditors	2,550	\$37.08	\$21.79	\$32.38	\$53.22
Public Administration							
Estimates							
Statewide	13-2011	Accountants and Auditors	800	\$31.18	\$18.90	\$28.59	\$48.27
• Metro	13-2011	Accountants and Auditors	610	\$30.94	\$17.80	\$28.43	\$48.90
• Non-Metro	13-2011	Accountants and Auditors	190	\$31.93	\$22.59	\$29.25	\$46.21
State Government							
Counts							
	A19011	Accountant I	107	\$20.28	\$17.22	\$19.02	\$25.38
	A19012	Accountant II	54	\$25.90	\$23.82	\$24.67	\$35.12
	A19013	Accountant III	20	\$31.09	\$27.53	\$30.11	\$40.58
	A21212	Auditor	6	\$22.83	\$21.45	\$21.88	\$31.62
	A21213	Auditor Senior	8	\$29.12	\$24.79	\$28.78	\$36.54
	A21251	Revenue Auditor I	13	\$21.70	\$21.45	\$21.45	\$31.62
	A21252	Revenue Auditor II	4	\$25.55	\$24.79	\$25.42	\$36.54
	A21253	Revenue Auditor III	23	\$30.08	\$26.65	\$29.44	\$39.29
	A21254	Revenue Auditor IV	5	\$36.72	\$30.79	\$37.58	\$45.40

## Financial Examiners

### SOC 13-2061 | Financial Examiners

Enforce or ensure compliance with laws and regulations governing financial and securities institutions and financial and real estate transactions. May examine, verify, or authenticate records.

Sample of reported job titles: Bank Examiner, Bank Secrecy Act Anti-Money Laundering Officer (BSA/AML Officer), Community Reinvestment Act Officer (CRA Officer), Compliance Analyst, Compliance Officer, Compliance Specialist, Credit Union Examiner, Credit Union Field Examiner, Examining Officer, Internal Auditor

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	13-2061	Financial Examiners	690	\$37.10	\$26.26	\$31.79	\$53.07
• Metro	13-2061	Financial Examiners	650	\$37.26	\$26.26	\$31.79	\$53.56
• Non-Metro	13-2061	Financial Examiners	40	\$34.64	\$24.19	\$33.63	\$50.03
Public Administration		Estimates					
Statewide	13-2061	Financial Examiners	130	\$47.27	\$25.81	\$41.59	\$80.75
• Metro	13-2061	Financial Examiners	120	\$47.93	\$26.62	\$41.67	\$81.22
• Non-Metro	13-2061	Financial Examiners	-	-	-	-	-
State Government		Counts					
	A19611	Federal Aid Administrator I	7	\$21.18	\$19.39	\$19.98	\$28.59
	A19612	Federal Aid Administrator II	28	\$23.65	\$22.41	\$23.08	\$33.03
	K19612	Federal Aid Administrator II	2	-	\$22.41	-	\$33.03
	A19613	Federal Aid Administrator III	16	\$28.02	\$25.89	\$26.95	\$38.17
	K19613	Federal Aid Administrator III	2	-	\$25.89	-	\$38.17
	V19613	Federal Aid Administrator III	8	\$30.11	\$25.89	\$29.30	\$38.17
	A21211	Fiscal Compliance Analyst	27	\$22.14	\$19.96	\$21.19	\$29.42

## Financial Specialists, All Other

### SOC 13-2099 | Financial Specialists, All Other

All financial specialists not listed separately.

**Sample of reported job titles:** “All Other” titles represent occupations with a wide range of characteristics which do not fit into one of the detailed O\*NET-SOC occupations. Specific occupations include:

13-2099.01 - Financial Quantitative Analysts

13-2099.04 - Fraud Examiners, Investigators and Analysts

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	13-2099	Financial Specialists, All Other	670	\$37.13	\$21.42	\$33.82	\$56.68
• Metro	13-2099	Financial Specialists, All Other	600	\$36.56	\$21.42	\$32.75	\$53.87
• Non-Metro	13-2099	Financial Specialists, All Other	70	\$42.16	\$24.55	\$36.56	\$59.08
Public Administration		Estimates					
Statewide	13-2099	Financial Specialists, All Other	80	\$37.59	\$21.76	\$36.68	\$53.87
• Metro	13-2099	Financial Specialists, All Other	70	\$38.05	\$21.95	\$36.91	\$53.87
• Non-Metro	13-2099	Financial Specialists, All Other	-	-	-	-	-
State Government		Counts					
	X62421	DHHS Fraud Investigator	9	\$24.63	\$20.78	\$22.50	\$30.63
	X21721	Insurance Fraud Investigator	3	\$30.08	\$24.53	\$30.00	\$36.17
	X62440	Medicaid Prov. Fraud & Abuse Inv.	8	\$27.68	\$24.01	\$26.94	\$35.40
	X62931	Motor Vehicle Fraud Investigator	4	\$30.49	\$24.53	\$27.92	\$36.17
	V62932	MV Fraud Investigator Supervisor	1	-	\$27.80	-	\$41.70

## Computer Systems Analysts

### SOC 15-1211 | Computer Systems Analysts

Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.

**Sample of reported job titles:** Applications Analyst, Business Systems Analyst, Computer Analyst, Computer Systems Analyst, Computer Systems Consultant, Information Systems Analyst (ISA), IT Analyst (Information Technology Analyst), IT Systems Analyst (Information Technology Systems Analyst), Programmer Analyst, Systems Analyst

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	15-1211	Computer Systems Analysts	3,450	\$46.04	\$30.02	\$43.75	\$63.17
• Metro	15-1211	Computer Systems Analysts	2,760	\$46.29	\$30.55	\$43.75	\$61.85
• Non-Metro	15-1211	Computer Systems Analysts	690	\$45.03	\$26.05	\$41.73	\$67.09
Public Administration		Estimates					
Statewide	15-1211	Computer Systems Analysts	330	\$38.39	\$26.39	\$33.03	\$55.61
• Metro	15-1211	Computer Systems Analysts	270	\$35.25	\$26.39	\$31.07	\$51.40
• Non-Metro	15-1211	Computer Systems Analysts	60	\$51.71	\$29.30	\$54.56	\$67.09
State Government		Counts					
	A07081	IT Business Systems Analyst	92	\$28.02	\$25.18	\$27.82	\$37.12
	A07082	IT Business Systems Analyst/Coord.	48	\$33.02	\$30.27	\$32.13	\$44.62
	K07082	IT Business Systems Analyst/Coord.	13	\$35.28	\$30.27	\$34.95	\$44.62
	V07082	IT Business Systems Analyst/Coord.	5	\$36.68	\$30.27	\$36.04	\$44.62
	V07083	IT Business Systems Analyst/Sup.	15	\$35.56	\$29.85	\$34.99	\$44.78

## Computer Network Support Specialists

### SOC 15-1231 | Computer Network Support Specialists

Analyze, test, troubleshoot, and evaluate existing network systems, such as local area networks (LAN), wide area networks (WAN), cloud networks, servers, and other data communications networks. Perform network maintenance to ensure networks operate correctly with minimal interruption.

**Sample of reported job titles:** Computer Network Specialist, IT Consultant (Information Technology Consultant), Network Specialist, Network Support Specialist, Network Technical Analyst, Network Technician, Personal Computer Network Analyst, Systems Specialist

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	15-1231	Computer Network Support Spec.	1,830	\$31.69	\$19.32	\$28.90	\$52.05
• Metro	15-1231	Computer Network Support Spec.	1,180	\$34.96	\$22.95	\$31.87	\$53.18
• Non-Metro	15-1231	Computer Network Support Spec.	650	\$25.78	\$19.32	\$22.73	\$37.01
Public Administration			Estimates				
Statewide	15-1231	Computer Network Support Spec.	230	\$31.62	\$25.09	\$31.07	\$38.07
• Metro	15-1231	Computer Network Support Spec.	200	\$31.68	\$25.09	\$31.07	\$38.06
• Non-Metro	15-1231	Computer Network Support Spec.	30	\$31.27	\$24.62	\$30.92	\$40.99
State Government			Counts				
	A07072	IT Infrastructure Supp. Analyst	43	\$26.52	\$24.18	\$25.92	\$35.64
	A07074	IT Infrastructure Supp. Analyst/Lead	20	\$38.55	\$33.86	\$36.67	\$49.92
	A07073	IT Infrastructure Supp. Analyst/Sr.	67	\$32.02	\$29.06	\$31.46	\$42.83
	A07071	IT Infrastructure Supp. Technician	2	-	\$19.94	-	\$29.40
	A07922	State Network Analyst	11	\$26.20	\$23.03	\$25.44	\$33.95
	A07923	State Network Analyst/Senior	2	-	\$26.61	-	\$39.23
	A07925	State Network Coordinator	14	\$38.77	\$34.38	\$37.97	\$50.67
	A07921	State Network Technician	3	\$25.21	\$19.93	\$22.01	\$29.37

## Computer User Support Specialists

### SOC 15-1232 | Computer User Support Specialists

Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.

**Sample of reported job titles:** Computer Support Specialist, Computer Tech (Computer Technician), Desktop Support Technician (Desktop Support Tech), Help Desk Analyst, Help Desk Tech (Help Desk Technician), IS Tech (Information Systems Technician), IT Specialist (Information Technology Specialist), IT Support Specialist (Information Technology Support Specialist), IT Tech (Information Technology Technician), Technical Support Specialist

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries					Estimates		
Statewide	15-1232	Computer User Support Specialists	4,740	\$27.49	\$18.18	\$25.58	\$38.49
• Metro	15-1232	Computer User Support Specialists	3,640	\$27.89	\$18.70	\$25.92	\$39.45
• Non-Metro	15-1232	Computer User Support Specialists	1,100	\$26.18	\$15.75	\$24.28	\$37.17
Public Administration					Estimates		
Statewide	15-1232	Computer User Support Specialists	190	\$31.68	\$20.51	\$30.58	\$44.17
• Metro	15-1232	Computer User Support Specialists	150	\$32.72	\$20.29	\$32.04	\$44.83
• Non-Metro	15-1232	Computer User Support Specialists	40	\$28.16	\$21.31	\$26.19	\$40.45
State Government					Counts		
	A07061	IT Help Desk Coordinator	16	\$21.55	\$19.94	\$20.45	\$29.40
	A07062	IT Help Desk Coordinator/Senior	9	\$26.80	\$24.18	\$26.71	\$35.64
	V07063	IT Help Desk Supervisor	3	\$34.46	\$26.61	\$35.34	\$39.91
	A07034	Network Operations Center Analyst	3	\$21.17	\$19.54	\$21.80	\$28.80
	A07035	Network Operations Center Spec.	3	\$30.43	\$22.58	\$28.10	\$33.28
	S07033	Network Operations Center Tech.	2	-	\$17.12	-	\$25.23



## Software Developers

### SOC 15-1252 | Software Developers

Research, design, and develop computer and network software or specialized utility programs. Analyze user needs and develop software solutions, applying principles and techniques of computer science, engineering, and mathematical analysis. Update software or enhance existing software capabilities. May work with computer hardware engineers to integrate hardware and software systems, and develop specifications and performance requirements. May maintain databases within an application area, working individually or coordinating database development as part of a team.

Sample of reported job titles: Application Developer, Application Integration Engineer, Developer, Infrastructure Engineer, Network Engineer, Software Architect, Software Developer, Software Development Engineer, Software Engineer, Systems Engineer

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	15-1252	Software Developers	7,350	\$54.21	\$33.19	\$54.80	\$72.12
• Metro	15-1252	Software Developers	5,850	\$54.65	\$34.37	\$54.80	\$71.95
• Non-Metro	15-1252	Software Developers	1,500	\$52.49	\$26.48	\$57.11	\$72.91
Public Administration							
Estimates							
Statewide	15-1252	Software Developers	290	\$42.25	\$29.20	\$39.24	\$61.23
• Metro	15-1252	Software Developers	280	\$42.07	\$29.20	\$38.76	\$61.23
• Non-Metro	15-1252	Software Developers	-	-	-	-	-
State Government							
Counts							
	A07011	IT Applications Developer	43	\$28.92	\$28.14	\$28.71	\$41.48
	A07014	IT Applications Developer/Lead	24	\$44.87	\$39.41	\$43.75	\$58.10
	V07014	IT Applications Developer/Lead	22	\$46.43	\$39.41	\$45.51	\$58.09
	A07012	IT Applications Developer/Senior	104	\$36.30	\$33.81	\$35.89	\$49.85
	K07012	IT Applications Developer/Senior	2	-	\$33.81	-	\$49.85

## Statisticians

### SOC 15-2041 | Statisticians

Develop or apply mathematical or statistical theory and methods to collect, organize, interpret, and summarize numerical data to provide usable information. May specialize in fields such as biostatistics, agricultural statistics, business statistics, or economic statistics. Includes mathematical and survey statisticians.

**Sample of reported job titles:** Demographer, Mathematical Statistician, Psychometric Consultant, Quantitative Methodologist, Research Scientist, Researcher, Statistical Analyst, Statistical Consultant, Statistical Reporting Analyst, Statistician

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	15-2041	Statisticians	140	\$41.51	\$25.69	\$42.10	\$57.80
• Metro	15-2041	Statisticians	130	\$41.93	\$26.08	\$42.10	\$58.15
• Non-Metro	15-2041	Statisticians		\$37.06	\$23.42	\$33.15	\$54.48
Public Administration							
Estimates							
Statewide	15-2041	Statisticians	60	\$37.57	\$22.96	\$34.30	\$56.53
• Metro	15-2041	Statisticians	50	\$37.17	\$22.96	\$33.71	\$53.73
• Non-Metro	15-2041	Statisticians	-	-	-	-	-
State Government							
Counts							
	A13251	Statistical Analyst I	2	-	\$18.35	-	\$27.06
	A13252	Statistical Analyst II	11	\$25.03	\$21.21	\$21.85	\$31.27
	A13253	Statistical Analyst III	5	\$25.21	\$24.51	\$25.00	\$36.13
	K13253	Statistical Analyst III	1	-	\$24.51	-	\$36.13
	V13253	Statistical Analyst III	3	\$30.42	\$24.51	\$28.30	\$36.13

## Civil Engineers

### SOC 17-2051 | Civil Engineers

Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, and water and sewage systems.

**Sample of reported job titles:** City Engineer, Civil Engineer, County Engineer, Design Engineer, Engineer, Geotechnical Engineer, Licensed Engineer, Project Engineer, Railroad Design Consultant, Structural Engineer

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries					Estimates		
Statewide	17-2051	Civil Engineers	1,940	\$43.95	\$29.36	\$41.41	\$62.82
• Metro	17-2051	Civil Engineers	1,460	\$44.27	\$31.12	\$42.60	\$61.77
• Non-Metro	17-2051	Civil Engineers	480	\$42.97	\$29.36	\$38.64	\$67.12
Public Administration					Estimates		
Statewide	17-2051	Civil Engineers	580	\$45.74	\$29.27	\$46.47	\$63.39
• Metro	17-2051	Civil Engineers	460	\$46.14	\$29.27	\$47.33	\$62.82
• Non-Metro	17-2051	Civil Engineers	110	\$44.08	\$32.52	\$38.64	\$64.75
State Government					Counts		
	E55011	Engineer	69	\$31.65	\$29.98	\$30.58	\$44.19
	V56236	Engineering Unit Supervisor	4	\$33.93	\$24.87	\$34.34	\$37.31
	V57250	Highway Project Manager	61	\$39.43	\$34.02	\$38.67	\$51.03
	E55012	Professional Engineer I	6	\$37.48	\$34.17	\$35.04	\$50.38
	V55012	Professional Engineer I	18	\$43.19	\$34.17	\$42.86	\$50.38
	E55013	Professional Engineer II	6	\$49.19	\$39.30	\$48.90	\$57.94
	V55013	Professional Engineer II	50	\$50.98	\$39.30	\$50.67	\$57.94
	V55014	Professional Engineer III	43	\$59.58	\$44.43	\$58.19	\$65.49

## Civil Engineering Technologists and Technicians

### SOC 17-3022 | Civil Engineering Technologists and Technicians

Apply theory and principles of civil engineering in planning, designing, and overseeing construction and maintenance of structures and facilities under the direction of engineering staff or physical scientists.

**Sample of reported job titles:** Civil Designer, Civil Engineering Assistant, Civil Engineering Technician, Design Technician, Engineer Technician, Engineering Assistant, Engineering Technician, Transportation Engineering Technician

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	17-3022	Civil Eng. Technologists & Technicians	200	\$31.74	\$21.27	\$32.26	\$42.02
• Metro	17-3022	Civil Eng. Technologists & Technicians	180	\$31.69	\$20.19	\$32.26	\$42.02
• Non-Metro	17-3022	Civil Eng. Technologists & Technicians		\$32.18	\$23.23	\$31.95	\$41.36
Public Administration							
Estimates							
Statewide	17-3022	Civil Eng. Technologists & Technicians	100	\$35.95	\$25.79	\$37.95	\$42.02
• Metro	17-3022	Civil Eng. Technologists & Technicians	90	\$36.08	\$22.77	\$37.95	\$42.02
• Non-Metro	17-3022	Civil Eng. Technologists & Technicians		\$34.84	\$31.40	\$31.95	\$41.36
State Government							
Counts							
	M57281	Hwy Construction Technician I	23	\$19.53	\$19.12	\$19.12	\$28.19
	M57282	Hwy Construction Technician II	67	\$22.82	\$21.99	\$22.44	\$32.42
	M57283	Hwy Construction Technician III	101	\$28.66	\$26.69	\$28.33	\$39.34
	M57284	Hwy Construction Technician IV	27	\$34.00	\$31.09	\$33.33	\$45.82
	V57284	Hwy Construction Technician IV	16	\$35.07	\$31.09	\$34.79	\$45.82

## Zoologists and Wildlife Biologists

### SOC 19-1023 | Zoologists and Wildlife Biologists

Study the origins, behavior, diseases, genetics, and life processes of animals and wildlife. May specialize in wildlife research and management. May collect and analyze biological data to determine the environmental effects of present and potential use of land and water habitats.

Sample of reported job titles: Aquatic Biologist, Conservation Biologist, Fish and Wildlife Biologist, Fisheries and Wildlife Biological Scientist, Fisheries Biologist, Forest Wildlife Biologist, Habitat Biologist, Wildlife Biologist, Wildlife Refuge Specialist, Zoologist

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	19-1023	Zoologists and Wildlife Biologists	100	\$29.34	\$23.90	\$26.15	\$38.09
• Metro	19-1023	Zoologists and Wildlife Biologists	40	\$30.33	\$23.90	\$29.48	\$38.09
• Non-Metro	19-1023	Zoologists and Wildlife Biologists	60	\$28.74	\$23.79	\$25.63	\$39.66
Public Administration							
Estimates							
Statewide	19-1023	Zoologists and Wildlife Biologists	80	\$29.80	\$23.69	\$26.15	\$39.85
• Metro	19-1023	Zoologists and Wildlife Biologists	30	\$30.15	\$23.84	\$28.49	\$39.06
• Non-Metro	19-1023	Zoologists and Wildlife Biologists	50	\$29.59	\$23.59	\$26.15	\$40.80
State Government							
Counts							
	E43131	G&P Fish & Wildlife Biologist I	16	\$21.81	\$20.75	\$20.75	\$30.58
	E43132	G&P Fish & Wildlife Biologist II	51	\$26.93	\$23.97	\$26.48	\$35.34

## Environmental Scientists and Specialists, Including Health

### SOC 19-2041 | Environmental Scientists and Specialists, Including Health

Conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or public health. Using knowledge of various scientific disciplines, may collect, synthesize, study, report, and recommend action based on data derived from measurements or observations of air, food, soil, water, and other sources.

**Sample of reported job titles:** Environmental Analyst, Environmental Health and Safety Specialist (EHS Specialist), Environmental Health Specialist, Environmental Programs Specialist, Environmental Protection Specialist, Environmental Scientist, Environmental Specialist, Hazardous Substances Scientist, Natural Resources Specialist, Registered Environmental Health Specialist (REHS)

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries					Estimates		
Statewide	19-2041	Environmental Scientists and Spec.	420	\$33.50	\$24.47	\$29.97	\$47.88
• Metro	19-2041	Environmental Scientists and Spec.	340	\$33.68	\$24.57	\$30.32	\$47.41
• Non-Metro	19-2041	Environmental Scientists and Spec.	80	\$32.67	\$22.04	\$26.33	\$55.58
Public Administration					Estimates		
Statewide	19-2041	Environmental Scientists and Spec.	320	\$31.24	\$24.01	\$29.62	\$42.06
• Metro	19-2041	Environmental Scientists and Spec.	260	\$31.51	\$24.57	\$29.62	\$42.06
• Non-Metro	19-2041	Environmental Scientists and Spec.	60	\$30.02	\$22.04	\$25.48	\$47.34
State Government					Counts		
	E45012	Environmental Specialist II	120	\$27.45	\$24.63	\$26.14	\$36.30
	E45013	Environmental Specialist III	50	\$31.22	\$27.70	\$30.60	\$40.84
	V45013	Environmental Specialist III	11	\$32.99	\$27.70	\$31.11	\$40.84
	V45014	Environmental Supervisor	34	\$37.07	\$30.06	\$36.28	\$45.10



## Survey Researchers

### SOC 19-3022 | Survey Researchers

Plan, develop, or conduct surveys. May analyze and interpret the meaning of survey data, determine survey objectives, or suggest or test question wording. Includes social scientists who primarily design questionnaires or supervise survey teams.

Sample of reported job titles: Data Analyst, Field Interviewer, Market Survey Representative, Methodologist, Public Opinion Analyst, Research Associate, Research Fellow, Research Interviewer, Survey Research Consultant, Telephone Interviewer

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	19-3022	Survey Researchers	110	\$27.48	\$15.23	\$29.15	\$40.29
• Metro	19-3022	Survey Researchers	100	\$27.54	\$15.23	\$29.15	\$40.29
• Non-Metro	19-3022	Survey Researchers	-	-	-	-	-
Public Administration			Estimates				
Statewide	19-3022	Survey Researchers	-	-	-	-	-
• Metro	19-3022	Survey Researchers	-	-	-	-	-
• Non-Metro	19-3022	Survey Researchers	-	-	-	-	-
State Government			Counts				
	A13111	Research Analyst I	7	\$19.78	\$18.35	\$20.07	\$27.06
	A13112	Research Analyst II	11	\$23.46	\$21.21	\$22.74	\$31.27
	K13112	Research Analyst II	1	-	\$21.21	-	\$31.27
	V13113	Research Supervisor	2	-	\$24.15	-	\$36.23

## Environmental Science and Protection Technicians, Including Health

### SOC 19-4042 | Environmental Science and Protection Technicians, Including Health

Perform laboratory and field tests to monitor the environment and investigate sources of pollution, including those that affect health, under the direction of an environmental scientist, engineer, or other specialist. May collect samples of gases, soil, water, and other materials for testing.

**Sample of reported job titles:** Environmental Health Officer (EHO), Environmental Technician (Environmental Tech), Industrial Pretreatment Program Specialist (IPP Specialist), Lab Technician (Laboratory Technician), Public Health Sanitarian, Sanitarian, Sanitarian Specialist, Soil Lab Technician (Soil Laboratory Technician), Water Quality Analyst, Water Quality Specialist

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	19-4042	Environ. Sci. and Protection Tech.	140	\$24.77	\$18.48	\$23.43	\$32.85
• Metro	19-4042	Environ. Sci. and Protection Tech.	110	\$25.46	\$18.59	\$24.41	\$32.85
• Non-Metro	19-4042	Environ. Sci. and Protection Tech.	30	\$22.20	\$18.48	\$21.43	\$26.44
Public Administration			Estimates				
Statewide	19-4042	Environ. Sci. and Protection Tech.	40	\$28.29	\$22.76	\$27.35	\$33.12
• Metro	19-4042	Environ. Sci. and Protection Tech.	40	\$28.63	\$23.68	\$27.51	\$33.57
• Non-Metro	19-4042	Environ. Sci. and Protection Tech.	-	-	-	-	-
State Government			Counts				
	M53021	Scientific Technician	2	-	\$14.92	-	\$21.99
	E53022	Scientist I	7	\$23.64	\$22.82	\$23.28	\$33.64
	E53023	Scientist II	12	\$30.71	\$25.73	\$28.42	\$37.93

## Substance Abuse, Behavioral Disorder, and Mental Health Counselors

### SOC 21-1018 | Substance Abuse, Behavioral Disorder, and Mental Health Counselors

This occupation includes the 2018 SOC occupations 21-1011 Substance Abuse and Behavioral Disorder Counselors and 21-1014 Mental Health Counselors.

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	21-1018	Substance abuse ... counselors	1,600	\$27.83	\$18.13	\$25.41	\$40.16
• Metro	21-1018	Substance abuse ... counselors	1,150	\$28.21	\$17.36	\$25.88	\$41.60
• Non-Metro	21-1018	Substance abuse ... counselors	450	\$26.87	\$19.93	\$24.55	\$36.81
Public Administration							
Estimates							
Statewide	21-1018	Substance abuse ... counselors	140	\$26.69	\$20.46	\$25.81	\$33.11
• Metro	21-1018	Substance abuse ... counselors	110	\$26.91	\$20.46	\$26.30	\$33.11
• Non-Metro	21-1018	Substance abuse ... counselors	-	-	-	-	-
State Government							
Counts							
	H72551	Behavioral Health Practitioner I	18	\$25.55	\$23.66	\$24.14	\$34.88
	H72552	Behavioral Health Practitioner II	14	\$28.91	\$27.76	\$28.89	\$40.92
	H72553	Behavioral Health Practitioner III	2	-	\$29.84	-	\$43.99
	H72554	Behavioral Health Practitioner IV	40	\$34.88	\$32.08	\$33.71	\$47.28
	V72555	Behavioral Health Practitioner Sup. I	5	\$33.86	\$29.56	\$33.22	\$44.33
	V72556	Behavioral Health Practitioner Sup. II	13	\$37.67	\$33.68	\$37.16	\$50.52

## Child, Family, and School Social Workers

### SOC 21-1021 | Child, Family, and School Social Workers

Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.

**Sample of reported job titles:** Adoption Social Worker, Case Manager, Case Worker, Child Protective Services Social Worker (CPS Social Worker), Family Protection Specialist, Family Resource Coordinator, Family Service Worker, Foster Care Social Worker, School Social Worker, Youth Services Specialist

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	21-1021	Child, Fam., and School Soc. Workers	3,470	\$22.70	\$16.96	\$20.52	\$29.90
• Metro	21-1021	Child, Fam., and School Soc. Workers	2,060	\$23.65	\$17.99	\$21.73	\$31.58
• Non-Metro	21-1021	Child, Fam., and School Soc. Workers	1,410	\$21.31	\$16.07	\$19.52	\$28.03
Public Administration		Estimates					
Statewide	21-1021	Child, Fam., and School Soc. Workers	1,630	\$21.20	\$16.94	\$20.07	\$26.78
• Metro	21-1021	Child, Fam., and School Soc. Workers	740	\$21.92	\$18.04	\$20.32	\$28.08
• Non-Metro	21-1021	Child, Fam., and School Soc. Workers	890	\$20.60	\$16.07	\$19.52	\$26.12
State Government		Counts					
	C72342	Certified Master Social Worker	17	\$32.33	\$28.42	\$30.78	\$41.90
	C72311	Child/Family Svcs Specialist Trainee	112	\$20.99	\$20.94	\$20.94	\$30.86
	C72312	Child/Family Svcs Specialist	450	\$25.99	\$24.55	\$25.05	\$36.19
	C72313	Child/Family Svcs Spec. Lead Worker	29	\$28.30	\$26.39	\$28.30	\$38.91
	V72314	Child/Family Svcs Spec. Supervisor	113	\$34.20	\$30.51	\$33.10	\$45.76

## Probation Officers and Correctional Treatment Specialists

### SOC 21-1092 | Probation Officers and Correctional Treatment Specialists

Provide social services to assist in rehabilitation of law offenders in custody or on probation or parole. Make recommendations for actions involving formulation of rehabilitation plan and treatment of offender, including conditional release and education and employment stipulations.

**Sample of reported job titles:** Adult Probation Officer, Correctional Counselor, Deputy Probation Officer (DPO), Juvenile Probation Officer, Parole Agent, Parole Officer (PO), Probation Agent, Probation and Parole Officer, Probation Counselor, Probation Officer

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries					Estimates		
Statewide	21-1092	Probation Ofcs & Corr. Treatm't Spec.	710	\$27.01	\$20.27	\$27.16	\$31.45
• Metro	21-1092	Probation Ofcs & Corr. Treatm't Spec.	-	\$27.13	\$20.27	\$27.16	\$31.66
• Non-Metro	21-1092	Probation Ofcs & Corr. Treatm't Spec.	-	\$26.77	\$20.27	\$27.49	\$31.45
Public Administration					Estimates		
Statewide	21-1092	Probation Ofcs & Corr. Treatm't Spec.	700	\$27.02	\$20.27	\$27.16	\$31.45
• Metro	21-1092	Probation Ofcs & Corr. Treatm't Spec.	-	\$27.16	\$20.27	\$27.16	\$31.84
• Non-Metro	21-1092	Probation Ofcs & Corr. Treatm't Spec.	-	\$26.73	\$20.27	\$27.31	\$31.45
State Government					Counts		
	V66442	Corrections Unit Case Manager	88	\$34.57	\$30.71	\$33.89	\$44.49
	P66441	Corrections Unit Caseworker	157	\$32.08	\$28.84	\$32.25	\$35.02
	C66010	Parole Officer	38	\$28.36	\$27.35	\$28.04	\$40.32
	V66012	Parole Supervisor	6	\$30.93	\$28.72	\$30.76	\$43.08
	C72481	Youth Counselor I	13	\$24.38	\$21.63	\$23.89	\$31.89
	V72483	Youth Counselor Supervisor	11	\$34.25	\$31.10	\$33.64	\$45.08

## Community and Social Service Specialists, All Other

### SOC 21-1099 | Community and Social Service Specialists, All Other

All community and social service specialists not listed separately.

**Sample of reported job titles:** “All Other” titles represent occupations with a wide range of characteristics which do not fit into one of the detailed O\*NET-SOC occupations.

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries					Estimates		
Statewide	21-1099	Comm. and Social Svc Spec., All Other	680	\$22.86	\$18.21	\$22.00	\$29.48
• Metro	21-1099	Comm. and Social Svc Spec., All Other	-	\$22.79	\$18.21	\$21.53	\$29.48
• Non-Metro	21-1099	Comm. and Social Svc Spec., All Other	-	\$23.01	\$18.39	\$23.06	\$29.55
Public Administration					Estimates		
Statewide	21-1099	Comm. and Social Svc Spec., All Other	590	\$23.32	\$18.39	\$23.35	\$29.48
• Metro	21-1099	Comm. and Social Svc Spec., All Other	-	\$23.33	\$18.39	\$23.49	\$29.48
• Non-Metro	21-1099	Comm. and Social Svc Spec., All Other	-	\$23.31	\$18.56	\$23.10	\$29.52
State Government					Counts		
	C72831	DD Service Coordinator	259	\$24.08	\$21.48	\$23.03	\$31.67
	V72832	DD Service Coordination Supervisor	34	\$30.97	\$27.09	\$30.57	\$40.63
	C73260	DHHS Program Coordinator	32	\$26.31	\$25.06	\$25.95	\$36.94
	V73260	DHHS Program Coordinator	9	\$29.38	\$25.06	\$28.94	\$36.94
	C73210	DHHS Program Specialist	105	\$25.92	\$23.31	\$25.25	\$34.37
	V73210	DHHS Program Specialist	7	\$27.11	\$23.31	\$26.52	\$34.37
	C73231	DHHS Resource Developer	81	\$22.06	\$18.26	\$21.63	\$26.92
	V73232	DHHS Resource Development Sup.	9	\$25.47	\$23.02	\$24.90	\$34.53



## Lawyers

### SOC 23-1011 | Lawyers

Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law.

**Sample of reported job titles:** Attorney, Attorney at Law, Attorney General, City Attorney, Counsel, Deputy Attorney General, General Counsel, Lawyer

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	23-1011	Lawyers	3,330	\$61.27	\$32.45	\$52.82	\$94.08
• Metro	23-1011	Lawyers	2,730	\$62.26	\$33.28	\$53.36	\$93.52
• Non-Metro	23-1011	Lawyers	600	\$56.79	\$25.92	\$48.59	\$96.05
Public Administration							
Estimates							
Statewide	23-1011	Lawyers	890	\$50.83	\$32.33	\$45.22	\$77.60
• Metro	23-1011	Lawyers	680	\$53.06	\$33.82	\$47.23	\$80.19
• Non-Metro	23-1011	Lawyers	210	\$43.64	\$24.72	\$39.87	\$58.55
State Government							
Counts							
	G31114	Agency Assistant Legal Counsel	2	-	\$37.09	-	\$55.63
	G31115	Agency Legal Counsel	7	\$53.07	\$39.87	\$51.49	\$59.81
	G31111	Attorney I	3	\$26.36	\$24.39	\$26.60	\$35.95
	K31111	Attorney I	1	-	\$24.39	-	\$35.95
	A31112	Attorney II	1	-	\$28.18	-	\$41.55
	G31112	Attorney II	4	\$36.23	\$28.18	\$35.40	\$41.55
	G31113	Attorney III	76	\$45.38	\$34.50	\$44.27	\$51.75
	K31113	Attorney III	6	\$46.72	\$34.50	\$47.54	\$51.75

## Paralegals and Legal Assistants

### SOC 23-2011 | Paralegals and Legal Assistants

Assist lawyers by investigating facts, preparing legal documents, or researching legal precedent. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action.

**Sample of reported job titles:** Certified Paralegal, Corporate Law Assistant, Law Associate, Legal Analyst, Legal Assistant, Litigation Paralegal, Paralegal, Paralegal Assistant, Paralegal Specialist, Real Estate Paralegal

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	23-2011	Paralegals and Legal Assistants	1,720	\$29.02	\$19.96	\$25.99	\$40.88
• Metro	23-2011	Paralegals and Legal Assistants	1,340	\$29.85	\$20.93	\$26.39	\$41.50
• Non-Metro	23-2011	Paralegals and Legal Assistants	380	\$26.08	\$18.61	\$24.85	\$36.75
Public Administration			Estimates				
Statewide	23-2011	Paralegals and Legal Assistants	210	\$31.18	\$21.92	\$30.91	\$39.20
• Metro	23-2011	Paralegals and Legal Assistants	200	\$31.43	\$22.21	\$30.91	\$39.20
• Non-Metro	23-2011	Paralegals and Legal Assistants	-	\$27.61	\$19.77	\$29.86	\$35.59
State Government			Counts				
	A31121	Paralegal I	17	\$24.10	\$21.10	\$23.31	\$31.11
	K31121	Paralegal I	5	\$25.07	\$21.10	\$25.16	\$31.11
	V31121	Paralegal I	3	\$27.70	\$21.10	\$28.11	\$31.11
	V31122	Paralegal II	2	-	\$24.03	-	\$36.05

## Secondary School Teachers, Except Special and Career/Technical Education

### SOC 25-2031 | Secondary School Teachers, Except Special and Career/Technical Education

Teach one or more subjects to students at the secondary school level.

**Sample of reported job titles:** Art Teacher, English Teacher, High School Science Teacher, History Teacher, Mathematics Instructor (Math Instructor), Science Teacher, Secondary Teacher, Social Studies Teacher, Spanish Teacher, Teacher

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	25-2031	Secondary School Teachers, Except...	7,200	\$64,357	\$50,802	\$64,941	\$82,259
• Metro	25-2031	Secondary School Teachers, Except...	3,770	\$64,911	\$50,965	\$64,715	\$80,613
• Non-Metro	25-2031	Secondary School Teachers, Except...	3,430	\$63,746	\$50,109	\$64,941	\$82,536
Public Administration							
Statewide	25-2031	(Listed in Educational Services Sector)	N/A	N/A	N/A	N/A	N/A
• Metro	25-2031	(Listed in Educational Services Sector)	N/A	N/A	N/A	N/A	N/A
• Non-Metro	25-2031	(Listed in Educational Services Sector)	N/A	N/A	N/A	N/A	N/A
State Government							
Counts							
	T11360	Teacher (SCATA Contract)**	54	\$72,153	\$40,845	\$75,200	\$81,692

\*Only annual salary data was available from OEWS for teachers whose varied days in contract affect hourly equivalents.

\*\* The Teacher (SCATA) classification includes all teaching positions for State Agencies that require a teaching certificate, rather than a set job specification and subject area. The annual contract days were 188 days, 222 days, or 234 days depending on agency and facility assignment.

See the The State Code Agencies Teachers Association (SCATA) contract:

[https://das.nebraska.gov/emplrel/docs/NE\\_DAS\\_Personnel\\_Employee\\_Relations\\_Labor\\_Contract-2023-2025\\_SCATA\\_Labor\\_Contract.pdf](https://das.nebraska.gov/emplrel/docs/NE_DAS_Personnel_Employee_Relations_Labor_Contract-2023-2025_SCATA_Labor_Contract.pdf)

## Public Relations Specialists

### SOC 27-3031 | Public Relations Specialists

Promote or create an intended public image for individuals, groups, or organizations. May write or select material for release to various communications media. May specialize in using social media.

**Sample of reported job titles:** Communications Specialist, Community Relations Coordinator, Corporate Communications Specialist, Information and Communications Specialist, Media Relations Specialist, Public Affairs Specialist, Public Information Officer, Public Information Specialist, Public Relations Coordinator (PR Coordinator), Public Relations Specialist (PR Specialist)

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	27-3031	Public Relations Specialists	1,430	\$31.07	\$18.17	\$29.39	\$45.34
• Metro	27-3031	Public Relations Specialists	1,120	\$31.39	\$18.81	\$30.40	\$45.53
• Non-Metro	27-3031	Public Relations Specialists	310	\$29.95	\$16.94	\$28.24	\$44.24
Public Administration		Estimates					
Statewide	27-3031	Public Relations Specialists	250	\$33.18	\$21.77	\$32.32	\$44.19
• Metro	27-3031	Public Relations Specialists	200	\$32.52	\$20.93	\$31.02	\$49.26
• Non-Metro	27-3031	Public Relations Specialists	50	\$35.76	\$28.24	\$40.33	\$43.33
State Government		Counts					
	A33011	Marketing & Comm. Specialist I	17	\$20.70	\$18.26	\$20.17	\$26.92
	A33012	Marketing & Comm. Specialist II	32	\$23.58	\$21.10	\$23.31	\$31.11
	V33012	Marketing & Comm. Specialist II	5	\$29.68	\$21.10	\$27.33	\$31.11
	A33013	Marketing & Comm. Specialist III	7	\$29.09	\$24.39	\$27.75	\$35.95
	G33013	Marketing & Comm. Specialist III	3	\$32.44	\$24.39	\$32.74	\$35.95
	K33013	Marketing & Comm. Specialist III	7	\$31.86	\$24.39	\$32.55	\$35.95
	V33013	Marketing & Comm. Specialist III	7	\$29.49	\$24.39	\$28.16	\$35.95

## Dietitians and Nutritionists

### SOC 29-1031 | Dietitians and Nutritionists

Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.

**Sample of reported job titles:** Clinical Dietician, Clinical Dietitian, Clinical Nutritionist, Dietitian, Nutritionist, Oncology Dietitian, Outpatient Dietitian, Registered Dietician, Registered Dietitian, Renal Dietitian

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	29-1031	Dietitians and Nutritionists	370	\$32.94	\$23.42	\$32.45	\$41.16
• Metro	29-1031	Dietitians and Nutritionists	250	\$33.72	\$25.11	\$33.11	\$41.47
• Non-Metro	29-1031	Dietitians and Nutritionists	120	\$31.30	\$21.57	\$31.28	\$40.83
Public Administration		Estimates					
Statewide	29-1031	Dietitians and Nutritionists	50	\$37.61	\$26.10	\$37.63	\$44.65
• Metro	29-1031	Dietitians and Nutritionists	40	\$38.39	\$33.19	\$41.05	\$44.48
• Non-Metro	29-1031	Dietitians and Nutritionists	-	-	-	-	-
State Government		Counts					
	H80410	Dietitian	5	\$33.96	\$26.92	\$31.26	\$39.69
	H80452	Public Health Nutritionist, Senior	4	\$37.21	\$31.11	\$34.37	\$45.86

## Registered Nurses

### SOC 29-1141 | Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required.

**Sample of reported job titles:** Certified Operating Room Nurse (CNOR), Charge Nurse, Emergency Department RN (Emergency Department Registered Nurse), Oncology RN (Oncology Registered Nurse), Operating Room Registered Nurse (OR RN), Psychiatric RN (Psychiatric Registered Nurse), Relief Charge Nurse, School Nurse, Staff Nurse, Staff RN (Staff Registered Nurse)

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	29-1141	Registered Nurses	19,870	\$37.75	\$30.25	\$38.51	\$47.87
• Metro	29-1141	Registered Nurses	13,200	\$38.55	\$31.01	\$39.66	\$48.59
• Non-Metro	29-1141	Registered Nurses	6,670	\$36.17	\$28.37	\$33.91	\$43.29
Public Administration							
Estimates							
Statewide	29-1141	Registered Nurses	1,320	\$39.25	\$30.76	\$39.02	\$48.88
• Metro	29-1141	Registered Nurses	890	\$41.56	\$32.43	\$41.31	\$51.33
• Non-Metro	29-1141	Registered Nurses	430	\$34.50	\$28.05	\$33.11	\$40.71
State Government							
Counts							
	G75015	Administrative Nurse	2	-	\$36.28	-	\$54.42
	H75015	Administrative Nurse	1	-	\$36.28	-	\$53.48
	V75015	Administrative Nurse	37	\$47.81	\$36.28	\$48.51	\$54.42
	V75016	Assistant Director of Nursing	24	\$52.92	\$39.00	\$52.98	\$58.50
	H75014	Registered Nurse	112	\$43.95	\$34.14	\$45.56	\$50.33
	V75014	Registered Nurse	1	-	\$34.14	-	\$50.33

## Psychiatric Technicians

### SOC 29-2053 | Psychiatric Technicians

Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.

**Sample of reported job titles:** BHT (Behavioral Health Technician), Health Care Technician (Health Care Tech), LPT (Licensed Psychiatric Technician), Mental Health Associate, Mental Health Specialist, Mental Health Technician (MHT), MHA (Mental Health Assistant), MHW (Mental Health Worker), Psychiatric Technician (PT), Residential Aide (RA)

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	29-2053	Psychiatric Technicians	850	\$19.26	\$15.67	\$18.76	\$22.94
• Metro	29-2053	Psychiatric Technicians	560	\$19.55	\$16.19	\$20.07	\$22.96
• Non-Metro	29-2053	Psychiatric Technicians	280	\$18.69	\$14.39	\$18.65	\$22.62
Public Administration							
Estimates							
Statewide	29-2053	Psychiatric Technicians	-	-	-	-	-
• Metro	29-2053	Psychiatric Technicians	250	\$19.26	\$18.16	\$18.52	\$22.07
• Non-Metro	29-2053	Psychiatric Technicians	90	\$19.05	\$18.16	\$18.52	\$21.69
State Government							
Counts							
	P72011	Behavior Technician	32	\$28.05	\$27.81	\$27.81	\$33.99
	V72013	Behavior Technician Lead	9	\$31.87	\$29.20	\$31.46	\$43.99
	V72014	Behavior Technician Supervisor	2	-	\$30.66	-	\$46.18
	P76142	Mental Health Security Specialist II	323	\$27.36	\$25.75	\$26.78	\$31.93
	V76154	Mental Health Security Unit Sup.	23	\$31.65	\$28.56	\$31.51	\$41.27

## Licensed Practical and Licensed Vocational Nurses

### SOC 29-2061 | Licensed Practical and Licensed Vocational Nurses

Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

**Sample of reported job titles:** Charge Nurse, Clinic Licensed Practical Nurse (Clinic LPN), Clinic Nurse, Home Health Licensed Practical Nurse (Home Health LPN), Licensed Vocational Nurse (LVN), Office Nurse, Pediatric LPN (Pediatric Licensed Practical Nurse), Private Duty Nurse, Radiation Oncology Nurse, Triage LPN (Triage Licensed Practical Nurse)

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	29-2061	Lic. Practical & Licensed Voc. Nurses	5,570	\$26.75	\$20.64	\$26.03	\$31.47
• Metro	29-2061	Lic. Practical & Licensed Voc. Nurses	3,110	\$26.86	\$20.53	\$25.92	\$31.83
• Non-Metro	29-2061	Lic. Practical & Licensed Voc. Nurses	2,460	\$26.60	\$20.74	\$26.17	\$31.02
Public Administration		Estimates					
Statewide	29-2061	Lic. Practical & Licensed Voc. Nurses	440	\$27.81	\$23.33	\$27.73	\$32.40
• Metro	29-2061	Lic. Practical & Licensed Voc. Nurses	190	\$29.11	\$24.91	\$29.91	\$33.15
• Non-Metro	29-2061	Lic. Practical & Licensed Voc. Nurses	250	\$26.82	\$22.39	\$26.40	\$29.87
State Government		Counts					
	I75013	Licensed Practical Nurse	75	\$32.59	\$24.57	\$33.12	\$36.22
	V75013	Licensed Practical Nurse	1	-	\$24.57	-	\$36.22



## Nursing Assistants

### SOC 31-1131 | Nursing Assistants

Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants.

**Sample of reported job titles:** Certified Medication Aide (CMA), Certified Nurse Aide (CNA), Certified Nurses Aide (CNA), Certified Nursing Assistant (CNA), Licensed Nursing Assistant (LNA), Nurses' Aide, Nursing Aide, Nursing Assistant, Patient Care Assistant (PCA), State Tested Nursing Assistant (STNA)

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	31-1131	Nursing Assistants	15,120	\$18.09	\$15.20	\$18.32	\$21.91
• Metro	31-1131	Nursing Assistants	8,600	\$18.36	\$15.25	\$18.39	\$22.49
• Non-Metro	31-1131	Nursing Assistants	6,520	\$17.73	\$14.83	\$18.27	\$20.61
Public Administration		Estimates					
Statewide	31-1131	Nursing Assistants	1,260	\$17.83	\$14.61	\$18.26	\$20.62
• Metro	31-1131	Nursing Assistants	300	\$19.55	\$15.69	\$20.24	\$24.03
• Non-Metro	31-1131	Nursing Assistants	950	\$17.28	\$14.59	\$16.78	\$19.87
State Government		Counts					
	I75011	Staff Care Technician I	15	\$16.38	\$16.38	\$16.38	\$24.15
	I75012	Staff Care Technician II	225	\$21.66	\$19.75	\$20.35	\$29.11

## Dental Assistants

### SOC 31-9091 | Dental Assistants

Perform limited clinical duties under the direction of a dentist. Clinical duties may include equipment preparation and sterilization, preparing patients for treatment, assisting the dentist during treatment, and providing patients with instructions for oral healthcare procedures. May perform administrative duties such as scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes.

**Sample of reported job titles:** Certified Dental Assistant (CDA), Certified Registered Dental Assistant, Dental Assistant (DA), Expanded Dental Assistant, Expanded Duty Dental Assistant (EDDA), Expanded Functions Dental Assistant (EFDA), Oral Surgery Assistant, Orthodontic Assistant (Ortho Assistant), Registered Dental Assistant (RDA), Surgical Dental Assistant

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	31-9091	Dental Assistants	2,240	\$21.86	\$18.83	\$22.49	\$25.70
• Metro	31-9091	Dental Assistants	1,560	\$22.45	\$19.41	\$23.15	\$26.03
• Non-Metro	31-9091	Dental Assistants	680	\$20.52	\$18.25	\$19.74	\$24.07
Public Administration							
Estimates							
Statewide	31-9091	Dental Assistants	30	\$22.64	\$19.30	\$23.56	\$25.64
• Metro	31-9091	Dental Assistants	30	\$23.47	\$20.70	\$23.71	\$25.80
• Non-Metro	31-9091	Dental Assistants	-	-	-	-	-
State Government							
Counts							
	I74110	Dental Assistant	4	\$20.34	\$17.30	\$18.47	\$25.50

## First-Line Supervisors of Correctional Officers

### SOC 33-1011 | First-Line Supervisors of Correctional Officers

Directly supervise and coordinate activities of correctional officers and jailers.

**Sample of reported job titles:** Correctional Officer Captain, Correctional Supervisor

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	33-1011	First-Line Sup. of Correctional Officers	460	\$31.88	\$25.33	\$30.08	\$41.16
• Metro	33-1011	First-Line Sup. of Correctional Officers	300	\$34.25	\$26.29	\$32.90	\$47.09
• Non-Metro	33-1011	First-Line Sup. of Correctional Officers	160	\$27.47	\$21.82	\$26.85	\$30.82
Public Administration		Estimates					
Statewide	33-1011	First-Line Sup. of Correctional Officers	440	\$32.02	\$24.73	\$30.08	\$41.16
• Metro	33-1011	First-Line Sup. of Correctional Officers	290	\$34.32	\$26.29	\$32.87	\$47.09
• Non-Metro	33-1011	First-Line Sup. of Correctional Officers	150	\$27.58	\$21.82	\$27.32	\$30.82
State Government		Counts					
	V66115	Corrections Captain	19	\$42.26	\$37.68	\$41.57	\$54.86
	K66114	Corrections Lieutenant	4	\$40.46	\$35.88	\$39.60	\$52.25
	V66114	Corrections Lieutenant	54	\$39.51	\$35.88	\$39.60	\$52.25
	V76753	Youth Security Supervisor	35	\$31.14	\$28.56	\$30.90	\$41.27

## First-Line Supervisors of Police and Detectives

### SOC 33-1012 | First-Line Supervisors of Police and Detectives

Directly supervise and coordinate activities of members of police force.

**Sample of reported job titles:** Police Captain, Shift Supervisor

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	33-1012	First-Line Sup. of Police & Detectives	660	\$46.86	\$32.73	\$48.12	\$57.49
• Metro	33-1012	First-Line Sup. of Police & Detectives	430	\$50.69	\$39.65	\$50.36	\$59.99
• Non-Metro	33-1012	First-Line Sup. of Police & Detectives	220	\$39.50	\$26.46	\$38.77	\$53.33
Public Administration			Estimates				
Statewide	33-1012	First-Line Sup. of Police & Detectives	640	\$46.96	\$32.69	\$48.12	\$57.49
• Metro	33-1012	First-Line Sup. of Police & Detectives	420	\$50.94	\$40.82	\$50.36	\$62.77
• Non-Metro	33-1012	First-Line Sup. of Police & Detectives	220	\$39.52	\$26.46	\$38.98	\$53.33
State Government			Counts				
	L64112	State Patrol Sergeant	44	\$47.58	\$36.81	\$47.48	\$55.69
	L64211	State Patrol Investigation Sergeant	21	\$53.84	\$40.98	\$55.23	\$59.90
	V64113	State Patrol Lieutenant	30	\$63.70	\$40.45	\$63.70	\$60.67

## Firefighters

### SOC 33-2011 | Firefighters

Control and extinguish fires or respond to emergency situations where life, property, or the environment is at risk. Duties may include fire prevention, emergency medical service, hazardous material response, search and rescue, and disaster assistance.

**Sample of reported job titles:** Fire Engineer, Fire Equipment Operator, Fire Fighter, Fire Management Specialist, Fire Technician (Fire Tech), Firefighter, Forest Fire Suppression Specialist, Forestry Fire Technician (Forestry Fire Tech), Hot Shot, Wildland Firefighter

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	33-2011	Firefighters	1,080	\$31.49	\$19.25	\$28.66	\$42.65
• Metro	33-2011	Firefighters	920	\$32.49	\$19.45	\$30.89	\$42.65
• Non-Metro	33-2011	Firefighters	160	\$25.66	\$18.35	\$26.57	\$33.57
Public Administration							
Estimates							
Statewide	33-2011	Firefighters	1,080	\$31.49	\$19.25	\$28.66	\$42.65
• Metro	33-2011	Firefighters	920	\$32.49	\$19.45	\$30.89	\$42.65
• Non-Metro	33-2011	Firefighters	160	\$25.66	\$18.35	\$26.57	\$33.57
State Government							
Counts							
	M65131	Airport Fire Fighter Trainee	2	-	\$18.79	-	\$27.70
	M65132	Airport Fire Fighter	20	\$22.29	\$21.05	\$21.69	\$31.03

## Fire Inspectors and Investigators

### SOC 33-2021 | Fire Inspectors and Investigators

Inspect buildings to detect fire hazards and enforce local ordinances and state laws, or investigate and gather facts to determine cause of fires and explosions.

**Sample of reported job titles:** Arson Investigator, Fire Code Inspector, Fire Inspector, Fire Investigator, Fire Official, Fire Prevention Inspector, Fire Prevention Specialist, Fire Protection Specialist, Fire Safety Inspector, Fire Safety Specialist

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	33-2021	Fire Inspectors and Investigators	70	\$31.61	\$21.56	\$27.46	\$47.95
• Metro	33-2021	Fire Inspectors and Investigators	-	\$32.10	\$21.97	\$30.89	\$47.95
• Non-Metro	33-2021	Fire Inspectors and Investigators	-	\$30.86	\$21.56	\$27.46	\$43.92
Public Administration			Estimates				
Statewide	33-2021	Fire Inspectors and Investigators	70	\$31.61	\$21.56	\$27.46	\$47.95
• Metro	33-2021	Fire Inspectors and Investigators	-	\$32.10	\$21.97	\$30.89	\$47.95
• Non-Metro	33-2021	Fire Inspectors and Investigators	-	\$30.86	\$21.56	\$27.46	\$43.92
State Government			Counts				
	X62130	Fire Marshal Deputy/Flammable Liquids	6	\$22.17	\$19.83	\$22.23	\$29.23
	L62111	Fire Marshal Deputy	27	\$31.25	\$23.75	\$28.91	\$41.14
	V62113	Fire Marshal Chief Deputy/Investigations	1	-	\$28.34	-	\$42.51
	V62112	Fire Marshal Chief Deputy	3	\$36.58	\$26.36	\$35.53	\$39.54

## Correctional Officers and Jailers

### SOC 33-3012 | Correctional Officers and Jailers

Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.

**Sample of reported job titles:** Booking Officer, Community Services Officer (CSO), Correctional Officer, Corrections Officer (CO), Deputy Jailer, Detention Deputy, Detention Officer, Jail Officer, Jailer, Jailor

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	33-3012	Correctional Officers and Jailers	2,510	\$24.38	\$18.83	\$24.01	\$30.42
• Metro	33-3012	Correctional Officers and Jailers	1,660	\$25.64	\$21.48	\$24.74	\$32.61
• Non-Metro	33-3012	Correctional Officers and Jailers	850	\$21.94	\$17.73	\$21.41	\$28.49
Public Administration		Estimates					
Statewide	33-3012	Correctional Officers and Jailers	2,460	\$24.43	\$18.81	\$24.01	\$30.42
• Metro	33-3012	Correctional Officers and Jailers	1,640	\$25.67	\$21.48	\$24.74	\$32.61
• Non-Metro	33-3012	Correctional Officers and Jailers	820	\$21.96	\$17.73	\$21.48	\$28.49
State Government		Counts					
	P66112	Corrections Corporal	995	\$31.48	\$28.84	\$30.90	\$35.02
	P66113	Corrections Sergeant	108	\$37.33	\$32.96	\$37.08	\$39.14
	V66113	Corrections Sergeant	34	\$36.04	\$32.96	\$35.83	\$46.77
	P76752	Youth Security Specialist II	117	\$27.15	\$25.75	\$26.78	\$31.93

## Detectives and Criminal Investigators

### SOC 33-3021 | Detectives and Criminal Investigators

Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes.

**Sample of reported job titles:** Crime Scene Investigator (CSI), Criminal Investigator, Detective, Fugitive Detective, Fugitive Investigator, Investigator, Narcotics Detective, Narcotics Investigator, Police Detective, Special Agent

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	33-3021	Detectives and Criminal Inv.	280	\$44.49	\$25.55	\$41.04	\$71.52
• Metro	33-3021	Detectives and Criminal Inv.	210	\$46.63	\$25.31	\$43.01	\$73.56
• Non-Metro	33-3021	Detectives and Criminal Inv.	70	\$38.16	\$31.38	\$36.91	\$44.90
Public Administration			Estimates				
Statewide	33-3021	Detectives and Criminal Inv.	280	\$44.62	\$25.55	\$41.24	\$71.52
• Metro	33-3021	Detectives and Criminal Inv.	210	\$46.82	\$24.28	\$43.01	\$75.60
• Non-Metro	33-3021	Detectives and Criminal Inv.	70	\$38.16	\$31.38	\$36.91	\$44.90
State Government			Counts				
	A13130	State Patrol Crime Analyst*	17	\$23.70	\$20.77	\$22.49	\$30.61
	V13130	State Patrol Crime Analyst*	1	-	\$20.77	-	\$30.61
	L64210	State Patrol Investigation Officer	67	\$48.10	\$32.64	\$49.30	\$52.82

\* State Patrol Crime Analyst matched subclass 33-3021.06 - Intelligence Analysts for which ONET reported the following wage estimates for Nebraska: 10th Percentile - \$23.79, 50th Percentile - \$38.21, and 90th Percentile - \$66.58.



## Police and Sheriff's Patrol Officers

### SOC 33-3051 | Police and Sheriff's Patrol Officers

Maintain order and protect life and property by enforcing local, tribal, state, or federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts. Includes police officers working at educational institutions.

**Sample of reported job titles:** Deputy, Deputy Sheriff, Law Enforcement Officer, Patrol Deputy, Patrol Officer, Peace Officer, Police Officer, Police Patrol Officer, Public Safety Officer, State Trooper

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	33-3051	Police and Sheriff's Patrol Officers	3,320	\$33.42	\$24.22	\$32.05	\$42.47
• Metro	33-3051	Police and Sheriff's Patrol Officers	2,040	\$36.18	\$25.16	\$40.09	\$42.47
• Non-Metro	33-3051	Police and Sheriff's Patrol Officers	1,280	\$29.03	\$23.06	\$29.79	\$36.45
Public Administration		Estimates					
Statewide	33-3051	Police and Sheriff's Patrol Officers	3,230	\$33.49	\$24.23	\$32.36	\$42.47
• Metro	33-3051	Police and Sheriff's Patrol Officers	1,960	\$36.34	\$25.16	\$40.09	\$42.47
• Non-Metro	33-3051	Police and Sheriff's Patrol Officers	1,270	\$29.09	\$23.23	\$29.81	\$36.45
State Government		Counts					
	W64330	State Patrol Officer Candidate	7	\$27.46	\$26.15	\$27.46	\$39.23
	L64111	State Patrol Trooper	234	\$37.31	\$30.00	\$35.95	\$45.54

## Security Guards

### SOC 33-9032 | Security Guards

Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment.

**Sample of reported job titles:** Armed Security Officer, Campus Security Officer (CSO), Custom Protection Officer (CPO), Customer Service Security Officer, Hotel Security Officer, Loss Prevention Officer, Safety and Security Officer, Security Agent, Security Guard, Security Officer

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	33-9032	Security Guards	4,490	\$17.87	\$12.26	\$15.73	\$27.59
• Metro	33-9032	Security Guards	3,260	\$17.99	\$11.45	\$16.07	\$27.59
• Non-Metro	33-9032	Security Guards	1,220	\$17.57	\$13.03	\$15.36	\$25.85
Public Administration			Estimates				
Statewide	33-9032	Security Guards	290	\$26.29	\$18.50	\$25.61	\$33.86
• Metro	33-9032	Security Guards	140	\$26.43	\$18.50	\$25.24	\$33.87
• Non-Metro	33-9032	Security Guards	150	\$26.17	\$19.87	\$26.43	\$30.74
State Government			Counts				
	P64831	Security Guard	12	\$17.88	\$16.67	\$17.00	\$24.10
	P64912	Military Security Officer	6	\$23.63	\$21.43	\$22.98	\$28.58
	P64911	Military Security Officer Trainee	2	-	\$19.94	-	\$27.02

## Cooks, Institution and Cafeteria

### SOC 35-2012 | Cooks, Institution and Cafeteria

Prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.

**Sample of reported job titles:** Cafeteria Cook, Chef, Cook, Dietary Cook, Dinner Cook, Food Service Specialist, Food Service Worker, Prep Cook (Preparatory Cook), School Cook, Sous Chef

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	35-2012	Cooks, Institution and Cafeteria	4,510	\$16.43	\$13.00	\$15.92	\$20.12
• Metro	35-2012	Cooks, Institution and Cafeteria	1,950	\$17.49	\$14.17	\$17.49	\$21.77
• Non-Metro	35-2012	Cooks, Institution and Cafeteria	2,560	\$15.64	\$12.62	\$14.79	\$18.84
Public Administration		Estimates					
Statewide	35-2012	Cooks, Institution and Cafeteria	780	\$14.61	\$12.62	\$14.10	\$18.26
• Metro	35-2012	Cooks, Institution and Cafeteria	130	\$17.63	\$14.14	\$17.25	\$21.20
• Non-Metro	35-2012	Cooks, Institution and Cafeteria	650	\$14.01	\$12.62	\$13.96	\$14.86
State Government		Counts					
	M80012	Food Service Worker	109	\$18.87	\$16.25	\$17.08	\$23.96
	V80012	Food Service Worker	2	-	\$16.25	-	\$23.96

## Food Preparation Workers

### SOC 35-2021 | Food Preparation Workers

Perform a variety of food preparation duties other than cooking, such as preparing cold foods and shellfish, slicing meat, and brewing coffee or tea.

**Sample of reported job titles:** Deli Clerk (Delicatessen Clerk), Diet Aide, Dietary Aide, Dietary Assistant, Food Prep (Food Preparer), Food Service Aide, Food Service Worker, Nutrition Aide, Pantry Cook, Slicer

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	35-2021	Food Preparation Workers	6,470	\$14.59	\$11.56	\$14.41	\$17.96
• Metro	35-2021	Food Preparation Workers	4,390	\$14.87	\$11.79	\$14.63	\$17.99
• Non-Metro	35-2021	Food Preparation Workers	2,080	\$14.00	\$11.40	\$13.91	\$17.69
Public Administration			Estimates				
Statewide	35-2021	Food Preparation Workers	180	\$12.50	\$11.63	\$12.22	\$13.99
• Metro	35-2021	Food Preparation Workers	-	\$13.28	\$12.31	\$12.89	\$14.14
• Non-Metro	35-2021	Food Preparation Workers	160	\$12.41	\$11.63	\$11.86	\$13.92
State Government			Counts				
	M80011	Food Service Assistant	52	\$15.56	\$15.12	\$15.42	\$22.29

## Janitors and Cleaners, Except Maids and Housekeeping Cleaners

### SOC 37-2011 | Janitors and Cleaners, Except Maids and Housekeeping Cleaners

Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.

**Sample of reported job titles:** Building Custodian, Building Services Technician (Building Services Tech), Building Services Worker, Cleaner, Custodial Worker, Custodian, Facilities Worker, Heavy Duty Custodian, Janitor, School Custodian

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	37-2011	Janitors and Cleaners, Exc. Maids...	15,560	\$16.63	\$12.33	\$15.31	\$21.48
• Metro	37-2011	Janitors and Cleaners, Exc. Maids...	8,630	\$16.11	\$12.30	\$14.93	\$20.63
• Non-Metro	37-2011	Janitors and Cleaners, Exc. Maids...	6,940	\$17.27	\$12.52	\$17.04	\$21.48
Public Administration							
Estimates							
Statewide	37-2011	Janitors and Cleaners, Exc. Maids...	580	\$17.20	\$12.89	\$17.06	\$21.46
• Metro	37-2011	Janitors and Cleaners, Exc. Maids...	240	\$17.98	\$13.15	\$18.39	\$20.75
• Non-Metro	37-2011	Janitors and Cleaners, Exc. Maids...	330	\$16.62	\$12.28	\$16.12	\$21.48
State Government							
Counts							
	M84011	Maintenance Technician	128	\$18.04	\$15.84	\$16.65	\$23.35
	V84011	Maintenance Technician	2	-	\$15.84	-	\$23.35

## Eligibility Interviewers, Government Programs

### SOC 43-4061 | Eligibility Interviewers, Government Programs

Determine eligibility of persons applying to receive assistance from government programs and agency resources, such as welfare, unemployment benefits, social security, and public housing.

**Sample of reported job titles:** Benefits Program Tech (Benefits Program Technician), Business and Employment Specialist, Case Manager, Eligibility Examiner, Eligibility Specialist, Eligibility Worker, Program Eligibility Specialist, Social Welfare Examiner (SWEX), Workforce Advisor, Workforce Services Representative (WSR)

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	43-4061	Eligibility Interviewers, Gov. Prog.	390	\$21.97	\$16.08	\$20.19	\$29.63
• Metro	43-4061	Eligibility Interviewers, Gov. Prog.	290	\$21.63	\$16.44	\$20.11	\$29.28
• Non-Metro	43-4061	Eligibility Interviewers, Gov. Prog.	100	\$22.97	\$15.12	\$25.41	\$29.63
Public Administration		Estimates					
Statewide	43-4061	Eligibility Interviewers, Gov. Prog.	260	\$23.86	\$18.27	\$24.17	\$29.63
• Metro	43-4061	Eligibility Interviewers, Gov. Prog.	200	\$23.12	\$18.27	\$21.53	\$29.35
• Non-Metro	43-4061	Eligibility Interviewers, Gov. Prog.	70	\$26.12	\$19.67	\$25.50	\$29.63
State Government		Counts					
	C72230	DHHS Eligibility Technician	4	\$17.06	\$15.96	\$16.61	\$23.52
	C72172	Social Services Worker	707	\$21.28	\$20.00	\$20.40	\$29.48
	C72173	Social Services Lead Worker	83	\$23.50	\$21.50	\$23.28	\$31.69
	C69400	Unemployment Ins Claims Specialist	11	\$20.64	\$17.48	\$19.30	\$25.76
	C70130	Workforce Coordinator	61	\$23.05	\$21.23	\$22.09	\$31.29

## Public Safety Telecommunicators

### SOC 43-5031 | Public Safety Telecommunicators

Operate telephone, radio, or other communication systems to receive and communicate requests for emergency assistance at 9-1-1 public safety answering points and emergency operations centers. Take information from the public and other sources regarding crimes, threats, disturbances, acts of terrorism, fires, medical emergencies, and other public safety matters. May coordinate and provide information to law enforcement and emergency response personnel. May access sensitive databases and other information sources as needed. May provide additional instructions to callers based on knowledge of and certification in law enforcement, fire, or emergency medical procedures.

**Sample of reported job titles:** 911 Dispatcher, Communications Officer, Communications Operator, Communications Specialist, Dispatcher, Emergency Communications Dispatcher, Emergency Communications Operator (ECO), Police Dispatcher, Public Safety Dispatcher, Telecommunicator

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries					Estimates		
Statewide	43-5031	Public Safety Telecommunicators	700	\$21.90	\$15.88	\$21.09	\$30.11
• Metro	43-5031	Public Safety Telecommunicators	230	\$25.30	\$19.40	\$24.32	\$31.92
• Non-Metro	43-5031	Public Safety Telecommunicators	470	\$20.23	\$15.83	\$19.21	\$26.52
Public Administration					Estimates		
Statewide	43-5031	Public Safety Telecommunicators	680	\$21.85	\$15.88	\$20.89	\$27.98
• Metro	43-5031	Public Safety Telecommunicators	220	\$25.34	\$19.57	\$24.32	\$31.92
• Non-Metro	43-5031	Public Safety Telecommunicators	470	\$20.23	\$15.83	\$19.21	\$26.52
State Government					Counts		
	P61851	Security Communications Specialist	11	\$23.23	\$20.52	\$21.69	\$29.37
	K61811	State Patrol Communications Spec.	2	-	\$21.49	-	\$31.68
	M61811	State Patrol Communications Spec.	22	\$22.29	\$21.49	\$21.49	\$31.68

## Office Clerks, General

### SOC 43-9061 | Office Clerks, General

Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, office machine operation, and filing.

**Sample of reported job titles:** Administrative Clerk, Clerical Aide, Clerical Assistant, Clerk, General Clerk, Office Assistant, Office Clerk, Office Services Specialist, Office Support Assistant

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries					Estimates		
Statewide	43-9061	Office Clerks, General	12,210	\$18.04	\$11.67	\$17.50	\$24.83
• Metro	43-9061	Office Clerks, General	7,300	\$18.60	\$12.41	\$18.12	\$25.64
• Non-Metro	43-9061	Office Clerks, General	4,910	\$17.24	\$10.96	\$16.75	\$23.38
Public Administration					Estimates		
Statewide	43-9061	Office Clerks, General	2,290	\$18.73	\$13.92	\$18.62	\$24.10
• Metro	43-9061	Office Clerks, General	1,350	\$19.10	\$14.63	\$18.58	\$24.28
• Non-Metro	43-9061	Office Clerks, General	950	\$18.24	\$13.11	\$18.64	\$22.09
State Government					Counts		
	K01013	Administrative Technician	13	\$20.28	\$17.16	\$19.62	\$25.29
	S01013	Administrative Technician	214	\$19.66	\$17.16	\$18.76	\$25.29
	V01013	Administrative Technician	23	\$20.36	\$17.16	\$19.62	\$25.29
	K01012	Office Specialist	4	\$21.90	\$15.96	\$22.13	\$23.52
	S01012	Office Specialist	405	\$17.85	\$15.96	\$16.61	\$23.52
	V01012	Office Specialist	7	\$21.14	\$15.96	\$19.94	\$23.52
	K01011	Office Technician	5	\$16.53	\$12.85	\$14.90	\$18.95
	S01011	Office Technician	142	\$15.05	\$12.85	\$14.34	\$18.95



## Electricians

### SOC 47-2111 | Electricians

Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems.

**Sample of reported job titles:** Control Electrician, Electrical Journey Person, Electrical Troubleshooter, Electrician, Housing Maintenance Electrician, Industrial Electrician, Inside Wireman, Maintenance Electrician, Paper Mill Electrician, Wireman

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	47-2111	Electricians	5,650	\$27.94	\$18.36	\$25.44	\$40.49
• Metro	47-2111	Electricians	3,840	\$28.30	\$18.61	\$26.31	\$40.49
• Non-Metro	47-2111	Electricians	1,810	\$27.17	\$17.58	\$24.03	\$40.18
Public Administration			Estimates				
Statewide	47-2111	Electricians	140	\$43.66	\$29.87	\$51.51	\$51.81
• Metro	47-2111	Electricians	100	\$43.04	\$29.87	\$42.81	\$51.52
• Non-Metro	47-2111	Electricians	40	\$45.22	\$37.97	\$51.58	\$51.81
State Government			Counts				
	M84210	Electrician	9	\$30.38	\$22.51	\$30.34	\$33.18

## Plumbers, Pipefitters, and Steamfitters

### SOC 47-2152 | Plumbers, Pipefitters, and Steamfitters

Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Includes sprinkler fitters.

**Sample of reported job titles:** Drain Technician, Fire Sprinkler Service Technician, Pipe Welder, Pipefitter, Plumber, Plumbing Installer, Residential Plumber, Service Plumber, Sprinkler Fitter, Steamfitter

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	47-2152	Plumbers, Pipefitters, and Steamfit.	3,220	\$30.91	\$17.63	\$29.03	\$47.23
• Metro	47-2152	Plumbers, Pipefitters, and Steamfit.	2,280	\$32.60	\$18.46	\$30.53	\$47.32
• Non-Metro	47-2152	Plumbers, Pipefitters, and Steamfit.	940	\$26.82	\$15.88	\$24.66	\$40.84
Public Administration							
Estimates							
Statewide	47-2152	Plumbers, Pipefitters, and Steamfit.	90	\$40.67	\$20.80	\$50.36	\$50.38
• Metro	47-2152	Plumbers, Pipefitters, and Steamfit.	60	\$40.23	\$22.29	\$50.35	\$50.38
• Non-Metro	47-2152	Plumbers, Pipefitters, and Steamfit.	30	\$41.55	\$20.38	\$50.37	\$50.38
State Government							
Counts							
	M84230	Plumber	11	\$26.33	\$22.51	\$26.39	\$33.18

## Highway Maintenance Workers

### SOC 47-4051 | Highway Maintenance Workers

Maintain highways, municipal and rural roads, airport runways, and rights-of-way. Duties include patching broken or eroded pavement and repairing guard rails, highway markers, and snow fences. May also mow or clear brush from along road, or plow snow from roadway.

**Sample of reported job titles:** Equipment Operator (EO), Highway Maintainer, Highway Maintenance Crew Worker, Highway Maintenance Technician, Highway Maintenance Worker, Maintenance Technician, Maintenance Worker, Transportation Maintenance Operator, Transportation Maintenance Specialist (TMS), Transportation Worker

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	47-4051	Highway Maintenance Workers	2,480	\$21.35	\$17.46	\$20.50	\$25.84
• Metro	47-4051	Highway Maintenance Workers	560	\$22.52	\$18.40	\$22.13	\$28.45
• Non-Metro	47-4051	Highway Maintenance Workers	1,920	\$21.01	\$17.41	\$20.34	\$24.87
Public Administration			Estimates				
Statewide	47-4051	Highway Maintenance Workers	2,450	\$21.38	\$17.46	\$20.50	\$25.84
• Metro	47-4051	Highway Maintenance Workers	540	\$22.66	\$18.62	\$22.13	\$28.45
• Non-Metro	47-4051	Highway Maintenance Workers	1,910	\$21.01	\$17.42	\$20.33	\$24.87
State Government			Counts				
	M85111	Hwy Maintenance Worker	54	\$19.13	\$19.12	\$19.12	\$28.19
	M85112	Hwy Maintenance Worker/Senior	457	\$21.86	\$20.59	\$21.42	\$30.35
	M85113	Hwy Maintenance Crew Chief	125	\$25.85	\$23.75	\$25.22	\$35.02

## First-Line Supervisors of Mechanics, Installers, and Repairers

### SOC 49-1011 | First-Line Supervisors of Mechanics, Installers, and Repairers

Directly supervise and coordinate the activities of mechanics, installers, and repairers. May also advise customers on recommended services. Excludes team or work leaders.

**Sample of reported job titles:** Electrical and Instrumentation Supervisor (E and I Supervisor), Facilities Maintenance Supervisor, Facility Maintenance Supervisor, Maintenance Coordinator, Maintenance Foreman, Maintenance Manager, Maintenance Planner, Maintenance Superintendent, Maintenance Supervisor, Service Manager

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	49-1011	Sup. of Mechanics, Installers, and Rep.	4,320	\$36.41	\$23.95	\$35.02	\$51.50
• Metro	49-1011	Sup. of Mechanics, Installers, and Rep.	2,470	\$36.38	\$24.63	\$34.89	\$51.02
• Non-Metro	49-1011	Sup. of Mechanics, Installers, and Rep.	1,860	\$36.44	\$22.85	\$35.14	\$52.85
Public Administration			Estimates				
Statewide	49-1011	Sup. of Mechanics, Installers, and Rep.	590	\$41.70	\$26.55	\$39.46	\$59.93
• Metro	49-1011	Sup. of Mechanics, Installers, and Rep.	350	\$42.50	\$27.57	\$38.37	\$64.98
• Non-Metro	49-1011	Sup. of Mechanics, Installers, and Rep.	230	\$40.50	\$23.24	\$40.42	\$54.48
State Government			Counts				
	V84015	Maintenance Manager I	7	\$33.05	\$28.38	\$33.26	\$42.56
	G84015	Maintenance Manager I	5	\$34.22	\$28.38	\$33.90	\$42.56
	V84014	Maintenance Supervisor	28	\$30.74	\$24.56	\$29.46	\$36.84

## Bus and Truck Mechanics and Diesel Engine Specialists

### SOC 49-3031 | Bus and Truck Mechanics and Diesel Engine Specialists

Diagnose, adjust, repair, or overhaul buses and trucks, or maintain and repair any type of diesel engines. Includes mechanics working primarily with automobile or marine diesel engines.

**Sample of reported job titles:** Bus Mechanic, Diesel Mechanic, Diesel Technician (Diesel Tech), Fleet Mechanic, General Repair Mechanic, Heavy Truck Mechanic, Service Technician, Trailer Mechanic, Transit Mechanic, Truck Mechanic

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	49-3031	Bus and Truck Mechanics and Diesel...	3,010	\$26.91	\$19.40	\$25.57	\$35.89
• Metro	49-3031	Bus and Truck Mechanics and Diesel...	1,640	\$27.94	\$20.25	\$26.10	\$37.30
• Non-Metro	49-3031	Bus and Truck Mechanics and Diesel...	1,370	\$25.69	\$18.73	\$24.45	\$33.17
Public Administration		Estimates					
Statewide	49-3031	Bus and Truck Mechanics and Diesel...	210	\$26.42	\$20.29	\$26.07	\$34.14
• Metro	49-3031	Bus and Truck Mechanics and Diesel...	110	\$28.28	\$21.15	\$28.27	\$34.14
• Non-Metro	49-3031	Bus and Truck Mechanics and Diesel...	110	\$24.60	\$20.09	\$21.53	\$34.84
State Government		Counts					
	M84624	Automotive/Diesel Mechanic	89	\$24.09	\$21.82	\$24.10	\$32.16
	M84625	Automotive/Diesel Mechanic Lead	6	\$26.96	\$23.46	\$26.96	\$34.58

## Maintenance and Repair Workers, General

### SOC 49-9071 | Maintenance and Repair Workers, General

Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of a building in repair. Duties may involve pipe fitting; HVAC maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.

**Sample of reported job titles:** Building Mechanic, Equipment Engineering Technician, Facilities Technician, Maintenance Engineer, Maintenance Journeyman, Maintenance Man, Maintenance Mechanic, Maintenance Specialist, Maintenance Technician, Maintenance Worker

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries							
Estimates							
Statewide	49-9071	Maint. and Repair Workers, General	9,700	\$23.10	\$15.36	\$22.77	\$31.62
• Metro	49-9071	Maint. and Repair Workers, General	5,530	\$23.54	\$15.79	\$22.99	\$32.39
• Non-Metro	49-9071	Maint. and Repair Workers, General	4,170	\$22.52	\$14.87	\$22.67	\$29.79
Public Administration							
Estimates							
Statewide	49-9071	Maint. and Repair Workers, General	1,520	\$23.71	\$17.02	\$24.35	\$31.33
• Metro	49-9071	Maint. and Repair Workers, General	590	\$25.91	\$18.56	\$25.27	\$31.86
• Non-Metro	49-9071	Maint. and Repair Workers, General	930	\$22.31	\$16.26	\$21.75	\$29.50
State Government							
Counts							
	E43212	G&P Superintendent II	2	-	\$23.10	-	\$34.05
	V43212	G&P Superintendent II	38	\$25.35	\$23.10	\$25.03	\$34.05
	V43213	G&P Superintendent III	23	\$29.69	\$24.03	\$28.16	\$36.05
	M84012	Maintenance Specialist I	151	\$25.03	\$20.94	\$23.13	\$30.86
	M84013	Maintenance Specialist II	9	\$27.93	\$22.51	\$27.19	\$33.18
	V84013	Maintenance Specialist II	8	\$27.13	\$22.51	\$26.28	\$33.18

## First-Line Supervisors of Production and Operating Workers

### SOC 51-1011 | First-Line Supervisors of Production and Operating Workers

Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Excludes team or work leaders.

**Sample of reported job titles:** Assembly Supervisor, Line Supervisor, Manufacturing Supervisor, Molding Supervisor, Plant Supervisor, Production Manager, Production Supervisor, Quality Assurance Supervisor (QA Supervisor)

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	51-1011	First-Line Sup. of Production and Op.	5,190	\$32.56	\$20.80	\$31.43	\$43.46
• Metro	51-1011	First-Line Sup. of Production and Op.	2,730	\$32.99	\$21.54	\$31.69	\$43.77
• Non-Metro	51-1011	First-Line Sup. of Production and Op.	2,460	\$32.09	\$20.20	\$31.30	\$43.34
Public Administration			Estimates				
Statewide	51-1011	First-Line Sup. of Production and Op.	320	\$45.80	\$29.82	\$39.01	\$68.72
• Metro	51-1011	First-Line Sup. of Production and Op.	140	\$52.45	\$30.86	\$54.81	\$72.47
• Non-Metro	51-1011	First-Line Sup. of Production and Op.	180	\$40.78	\$29.50	\$33.93	\$68.72
State Government			Counts				
	M84660	Corrections Industries Print Shop Op.	3	\$28.52	\$24.08	\$28.52	\$35.50
	M84631	Corrections Industries Shop Operator	21	\$26.03	\$21.48	\$25.70	\$31.67
	V86233	Printing Services Supervisor	3	\$26.19	\$20.17	\$25.34	\$33.09
	V84583	Stationary Engineer Supervisor	1	-	\$23.44	-	\$35.16

## Stationary Engineers and Boiler Operators

### SOC 51-8021 | Stationary Engineers and Boiler Operators

Operate or maintain stationary engines, boilers, or other mechanical equipment to provide utilities for buildings or industrial processes. Operate equipment such as steam engines, generators, motors, turbines, and steam boilers.

**Sample of reported job titles:** Auxiliary Operator, Boiler Operator, Boiler Technician (Boiler Tech), Operating Engineer, Operator, Plant Utilities Engineer, Recovery Boiler Operator, Stationary Engineer, Stationary Steam Engineer, Utilities Operator

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	51-8021	Stationary Engineers and Boiler Op.	280	\$28.24	\$22.33	\$29.12	\$33.77
• Metro	51-8021	Stationary Engineers and Boiler Op.	210	\$28.69	\$23.17	\$29.48	\$34.71
• Non-Metro	51-8021	Stationary Engineers and Boiler Op.	70	\$26.90	\$19.69	\$26.76	\$32.44
Public Administration		Estimates					
Statewide	51-8021	Stationary Engineers and Boiler Op.	30	\$27.78	\$21.43	\$28.96	\$31.49
• Metro	51-8021	Stationary Engineers and Boiler Op.	30	-	-	-	-
• Non-Metro	51-8021	Stationary Engineers and Boiler Op.	-	-	-	-	-
State Government		Counts					
	M84581	Stationary Engineer	1	-	\$14.85	-	\$21.88
	M84582	Stationary Engineer Senior	7	\$24.00	\$19.99	\$22.08	\$29.46



## First-Line Sup. of Transportation & Material Moving Workers, Except Aircraft Cargo Handling

### SOC 53-1047 | First-Line Sup. of Transportation & Material Moving Workers, Except Aircraft Cargo Handling Sup.

This occupation includes the 2018 SOC occupations 53-1042 First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand; 53-1043 First-Line Supervisors of Material-Moving Machine and Vehicle Operators; 53-1044 First-Line Supervisors of Passenger Attendants; and 53-1049 First-Line Supervisors of Transportation Workers, All Other.

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries		Estimates					
Statewide	53-1047	Sup. of Transport & Material-Moving	3,970	\$31.12	\$18.58	\$29.16	\$46.94
• Metro	53-1047	Sup. of Transport & Material-Moving	2,310	\$28.73	\$18.39	\$27.33	\$40.84
• Non-Metro	53-1047	Sup. of Transport & Material-Moving	1,670	\$34.43	\$18.67	\$30.72	\$57.91
Public Administration		Estimates					
Statewide	53-1047	Sup. of Transport & Material-Moving	80	\$31.00	\$15.02	\$31.01	\$51.06
• Metro	53-1047	Sup. of Transport & Material-Moving	-	\$31.84	\$15.02	\$31.87	\$56.91
• Non-Metro	53-1047	Sup. of Transport & Material-Moving	30	\$29.70	\$14.49	\$31.01	\$51.06
State Government		Counts					
	V84430	Highway Fleet Shop Supervisor	1	-	\$22.91	-	\$34.37
	V85124	Highway Maintenance Supervisor	93	\$30.02	\$26.69	\$29.44	\$40.00

## Laborers and Freight, Stock, and Material Movers, Hand

### SOC 53-7062 | Laborers and Freight, Stock, and Material Movers, Hand

Manually move freight, stock, luggage, or other materials, or perform other general labor. Includes all manual laborers not elsewhere classified.

**Sample of reported job titles:** Dock Worker, Laborer, Line Tender, Loader, Material Handler, Merchandise Pick Up Associate, Receiver, Receiving Associate, Shipping and Receiving Materials Handler, Warehouse Worker

					Hourly Wage Percentiles		
Industry and Area	Code	Occupational/Class Title	Staffing	Average Hourly	10th Minimum	50th Median	90th Maximum
All Industries			Estimates				
Statewide	53-7062	Laborers and Freight, Stock, and...	17,370	\$18.92	\$14.23	\$18.84	\$22.95
• Metro	53-7062	Laborers and Freight, Stock, and...	8,410	\$18.70	\$14.57	\$18.52	\$23.87
• Non-Metro	53-7062	Laborers and Freight, Stock, and...	8,970	\$19.12	\$13.72	\$19.25	\$22.36
Public Administration			Estimates				
Statewide	53-7062	Laborers and Freight, Stock, and...	220	\$20.22	\$14.54	\$18.65	\$28.49
• Metro	53-7062	Laborers and Freight, Stock, and...	120	\$20.96	\$14.53	\$19.80	\$28.49
• Non-Metro	53-7062	Laborers and Freight, Stock, and...	100	\$19.36	\$14.83	\$18.53	\$24.09
State Government			Counts				
	S05011	Supply Technician I	9	\$15.26	\$13.38	\$13.65	\$19.73
	S05012	Supply Technician II	28	\$17.95	\$14.39	\$16.87	\$21.21
	V05012	Supply Technician II	2	-	\$14.39	-	\$21.21

## Appendix A: State of Nebraska Salary and Classification System

### SALARY SYSTEM Revised 06-21-2021

**Compensation plans for Classified System Employees** are established on a “Pay by Class” system.

**Compensation plans for Non-Classified System Employees** are established by each non-classified agency head.

### CLASSIFICATION SYSTEM

**Classification Codes:** The alphabetical prefix of the class codes indicates to which bargaining group the classification belongs, and which salary schedule must be used.

**Assignment of Class Codes:** The Director of the State Personnel Division of Administrative Services shall assign all class codes to all classification titles used throughout state government, excluding the University of Nebraska.

**Classification System Changes:** Any changes to this system will be published and distributed quarterly. The procedures for creating, revising and deleting classifications are prescribed in the State Personnel Rules.

**Format:** Each index of this plan is displayed in the following format:

**class code – class title – hiring rate – minimum permanent rate (if applicable) – midpoint rate – maximum rate**

**Note:** A class may be found in more than one bargaining group. If so, the numerical part of the code will be the same, but it will be preceded by different alpha characters and will be listed, in the alphabetical section, example as follows:

<b>R19611 Federal Aid Administrator I</b>	<b>17.838</b>			<b>25.416</b>
<b>A19611 Federal Aid Administrator I</b>	<b>18.106</b>			<b>26.690</b>
<b>V19611 Federal Aid Administrator I</b>	<b>17.838</b>	<b>18.730</b>	<b>21.627</b>	<b>25.416</b>

**Explanation of Class Code:** The class code provides a system of numbering, using a predetermined formula. The class code consists of a five-digit number with an alphabetical prefix.

**EXAMPLE:**

**A 19 61 1**

**A** Coverage Indicator

**19** Broad Occupational Category

**61** Serial Number – identifies specific classifications within a broad occupational category

**1** Skill Level – identifies the level of classification (for example, the Food Service Assistant and Food Service Worker and classes). Those classes with only one level have a skill level designated as “0”.

**A = Administrative Professional Bargaining Unit<sup>1</sup>**

Is composed of professional employees with general business responsibilities, including accountants, buyers, personnel specialists, information technology personnel and similar classes.

**C = Social Services and Counseling Bargaining Unit<sup>1</sup>**

Is composed of generally professional-level workers providing services and benefits to eligible persons. Classes include job service personnel, economic assistance personnel, social workers, counselors and similar classes.

**D = Doctors**

Is composed of medical professionals such as doctors, psychiatrists, physician assistants and nurse practitioners.

**E = Engineering, Science and Resources Bargaining Unit<sup>1</sup>**

Is composed of professional scientific occupations, including civil and other engineers, architects, chemists, geologists, surveyors and similar classes.

**G = Management Non-Contract Group**

Is composed of jobs performing senior policy making and higher level managerial/administrative functions essential to the overall mission of the agency, board or commission.

**H = Health and Human Care Professional Bargaining Unit<sup>1</sup>**

Is composed of community health, nutrition and health service professional employees, including nurses, psychologists, pharmacists, dietitians, licensed therapists and similar classes.

**I = Health and Human Care Non-Professional Bargaining Unit<sup>1</sup>**

Is composed of institutional care classes, including nurse aides, psychiatric aides, therapy aides and similar classes.

**K = Confidential Non-Contract Group**

Is composed of specific positions at any occupational level which handle information or provide advice pertinent to the development, negotiation and/or interpretation/application of labor contracts, or issues related to such agreements, including human resource administrators, personnel managers/specialists and similar jobs.

**L = Law Enforcement Bargaining Unit<sup>2</sup>**

Is composed of employees holding powers of arrest, including Nebraska State Patrol officers and sergeants, conservation officers, fire marshal deputies and similar classes.

**M = Maintenance, Trades and Technical Bargaining Unit<sup>1</sup>**

Is composed of generally recognized blue collar and technical classes, including highway maintenance workers, carpenters, plumbers, electricians, print shop workers, auto mechanics, engineering aides and associates and similar classes.

**N = Non-Classified Service Group**

Is used by agencies for positions not covered by the State Personnel Salary System.

**P = Protective Services Bargaining Unit<sup>4</sup>**

Is composed of institutional security guard personnel, including correctional officers, building security guards and similar classes.

**R = Temporary Non-Contract Group**

Is composed of positions and job classes staffed by employees who are hired for a limited period of time and are not working on an on-going and continuous basis.

**S = Administrative Support Bargaining Unit<sup>1</sup>**

Is composed of clerical and administrative non-professional classes, including typists, secretaries, accounting clerks, computer operators, office service personnel and similar classes.

**T = Teachers Association<sup>3</sup>**

Is composed of employees/classes which are required to be licensed or certified as a teacher in the state of Nebraska.

**V = Supervisory Non-Contract Group**

Is composed of employees who are supervisors as defined in Nebraska Revised Statutes, section 48-801.

**W = Rules-Covered Classes Not Fitting Into Any Other Bargaining Group**

Is composed of positions and job classes which are not appropriately assigned to one of the units or categories described above. Currently, only the State Patrol Officer Candidate class is assigned to this group.

**X = Examining, Inspection and Licensing Bargaining Unit<sup>1</sup>**

Is composed of positions empowered to review certain public and business activities, including driver-licensing personnel, revenue agents, bank and insurance examiners who remain in the State Personnel system under sections 8-105 and 44-119, various public health and protection inspectors and similar classes.

**Z = Miscellaneous Non-Classified Group**

Is composed of miscellaneous non-classified positions/employees that are not eligible for any benefits.

<sup>1</sup>Used by agencies with employees covered by the Nebraska Association of Public Employees Local 61 of the American Federation of State, County and Municipal Employees Labor Contract. (NAPE)

<sup>2</sup>Used by agencies with employees covered by the State Law Enforcement Bargaining Council Labor Contract. (SLEBC)

<sup>3</sup>Used by agencies with employees covered by the State Code Agencies Teachers Association. (SCATA)

<sup>4</sup>Used by agencies with employees covered by the Fraternal Order of Police, Nebraska Protective Services Lodge 88 (FOP 88).

## BROAD OCCUPATIONAL CATEGORIES

Revised 10-01-2011

Reviewed 06-07-2021

00	Executive	51	Energy
01	Clerical/Administrative Support	53	Sciences/Laboratory
02	Records Management	55	Professional Engineering, Architecture and Surveying
03	Office Services	56	Paraprofessional Engineering, Designing and Surveying
04	Procurement	57	Capital Project/Program Services
05	Supply/Warehousing	59	Aviation
07	Information Technology	60	Motor Vehicles
08	Electronics Technology	61	Public Safety Communications
09	General Administration	62	Inspections
11	Training	64	Law Enforcement
13	Research and Statistics	65	Fire Safety
15	Planning	66	Corrections
17	Personnel	67	Juvenile Services
19	Accounting	68	Emergency Management
21	Auditing and Examining	69	Unemployment Insurance
23	Investment and Banking	70	Workforce Development
25	Insurance	72	Client Services/Counseling
27	Real Estate	73	Human Services
29	Revenue	74	Health
31	Legal	75	Nursing
33	Public Information	76	Facility Care
35	Broadcast Technology	77	Treatment Services
37	Library/Art	78	DHHS Administration
39	Historic Preservation	79	Personal Services
41	Tourism	80	Food Services
43	Game and Parks	82	Building and Grounds
45	Environment	84	Facility and Fleet Services
47	Agriculture	85	Highway Maintenance
49	Economic Development	86	Printing and Duplication Services

## Appendix B: Wage Conversion Table

Hourly Rate	Weekly Rate	Monthly Rate	Annual Rate	Hourly Rate	Weekly Rate	Monthly Rate	Annual Rate	Hourly Rate	Weekly Rate	Monthly Rate	Annual Rate
\$7.75	\$310	\$1,343	\$16,120	\$15.25	\$610	\$2,643	\$31,720	\$22.75	\$910	\$3,943	\$47,320
\$8.00	\$320	\$1,387	\$16,640	\$15.50	\$620	\$2,687	\$32,240	\$23.00	\$920	\$3,987	\$47,840
\$8.25	\$330	\$1,430	\$17,160	\$15.75	\$630	\$2,730	\$32,760	\$23.25	\$930	\$4,030	\$48,360
\$8.50	\$340	\$1,473	\$17,680	\$16.00	\$640	\$2,773	\$33,280	\$23.50	\$940	\$4,073	\$48,880
\$8.75	\$350	\$1,517	\$18,200	\$16.25	\$650	\$2,817	\$33,800	\$23.75	\$950	\$4,117	\$49,400
\$9.00	\$360	\$1,560	\$18,720	\$16.50	\$660	\$2,860	\$34,320	\$24.00	\$960	\$4,160	\$49,920
\$9.25	\$370	\$1,603	\$19,240	\$16.75	\$670	\$2,903	\$34,840	\$24.25	\$970	\$4,203	\$50,440
\$9.50	\$380	\$1,647	\$19,760	\$17.00	\$680	\$2,947	\$35,360	\$24.50	\$980	\$4,247	\$50,960
\$9.75	\$390	\$1,690	\$20,280	\$17.25	\$690	\$2,990	\$35,880	\$24.75	\$990	\$4,290	\$51,480
\$10.00	\$400	\$1,733	\$20,800	\$17.50	\$700	\$3,033	\$36,400	\$25.00	\$1,000	\$4,333	\$52,000
\$10.25	\$410	\$1,777	\$21,320	\$17.75	\$710	\$3,077	\$36,920	\$25.25	\$1,010	\$4,377	\$52,520
\$10.50	\$420	\$1,820	\$21,840	\$18.00	\$720	\$3,120	\$37,440	\$25.50	\$1,020	\$4,420	\$53,040
\$10.75	\$430	\$1,863	\$22,360	\$18.25	\$730	\$3,163	\$37,960	\$25.75	\$1,030	\$4,463	\$53,560
\$11.00	\$440	\$1,907	\$22,880	\$18.50	\$740	\$3,207	\$38,480	\$26.00	\$1,040	\$4,507	\$54,080
\$11.25	\$450	\$1,950	\$23,400	\$18.75	\$750	\$3,250	\$39,000	\$26.25	\$1,050	\$4,550	\$54,600
\$11.50	\$460	\$1,993	\$23,920	\$19.00	\$760	\$3,293	\$39,520	\$26.50	\$1,060	\$4,593	\$55,120
\$11.75	\$470	\$2,037	\$24,440	\$19.25	\$770	\$3,337	\$40,040	\$26.75	\$1,070	\$4,637	\$55,640
\$12.00	\$480	\$2,080	\$24,960	\$19.50	\$780	\$3,380	\$40,560	\$27.00	\$1,080	\$4,680	\$56,160
\$12.25	\$490	\$2,123	\$25,480	\$19.75	\$790	\$3,423	\$41,080	\$27.25	\$1,090	\$4,723	\$56,680
\$12.50	\$500	\$2,167	\$26,000	\$20.00	\$800	\$3,467	\$41,600	\$27.50	\$1,100	\$4,767	\$57,200
\$12.75	\$510	\$2,210	\$26,520	\$20.25	\$810	\$3,510	\$42,120	\$27.75	\$1,110	\$4,810	\$57,720
\$13.00	\$520	\$2,253	\$27,040	\$20.50	\$820	\$3,553	\$42,640	\$28.00	\$1,120	\$4,853	\$58,240
\$13.25	\$530	\$2,297	\$27,560	\$20.75	\$830	\$3,597	\$43,160	\$28.25	\$1,130	\$4,897	\$58,760
\$13.50	\$540	\$2,340	\$28,080	\$21.00	\$840	\$3,640	\$43,680	\$28.50	\$1,140	\$4,940	\$59,280
\$13.75	\$550	\$2,383	\$28,600	\$21.25	\$850	\$3,683	\$44,200	\$28.75	\$1,150	\$4,983	\$59,800
\$14.00	\$560	\$2,427	\$29,120	\$21.50	\$860	\$3,727	\$44,720	\$29.00	\$1,160	\$5,027	\$60,320
\$14.25	\$570	\$2,470	\$29,640	\$21.75	\$870	\$3,770	\$45,240	\$29.25	\$1,170	\$5,070	\$60,840
\$14.50	\$580	\$2,513	\$30,160	\$22.00	\$880	\$3,813	\$45,760	\$29.50	\$1,180	\$5,113	\$61,360
\$14.75	\$590	\$2,557	\$30,680	\$22.25	\$890	\$3,857	\$46,280	\$29.75	\$1,190	\$5,157	\$61,880
\$15.00	\$600	\$2,600	\$31,200	\$22.50	\$900	\$3,900	\$46,800	\$30.00	\$1,200	\$5,200	\$62,400



Hourly Rate	Weekly Rate*	Monthly Rate*	Annual Rate*	Hourly Rate	Weekly Rate*	Monthly Rate*	Annual Rate*	Hourly Rate	Weekly Rate*	Monthly Rate*	Annual Rate*
\$30.25	\$1,210	\$5,243	\$62,920	\$36.50	\$1,460	\$6,327	\$75,920	\$42.75	\$1,710	\$7,410	\$88,920
\$30.50	\$1,220	\$5,287	\$63,440	\$36.75	\$1,470	\$6,370	\$76,440	\$43.00	\$1,720	\$7,453	\$89,440
\$30.75	\$1,230	\$5,330	\$63,960	\$37.00	\$1,480	\$6,413	\$76,960	\$43.25	\$1,730	\$7,497	\$89,960
\$31.00	\$1,240	\$5,373	\$64,480	\$37.25	\$1,490	\$6,457	\$77,480	\$43.50	\$1,740	\$7,540	\$90,480
\$31.25	\$1,250	\$5,417	\$65,000	\$37.50	\$1,500	\$6,500	\$78,000	\$43.75	\$1,750	\$7,583	\$91,000
\$31.50	\$1,260	\$5,460	\$65,520	\$37.75	\$1,510	\$6,543	\$78,520	\$44.00	\$1,760	\$7,627	\$91,520
\$31.75	\$1,270	\$5,503	\$66,040	\$38.00	\$1,520	\$6,587	\$79,040	\$44.25	\$1,770	\$7,670	\$92,040
\$32.00	\$1,280	\$5,547	\$66,560	\$38.25	\$1,530	\$6,630	\$79,560	\$44.50	\$1,780	\$7,713	\$92,560
\$32.25	\$1,290	\$5,590	\$67,080	\$38.50	\$1,540	\$6,673	\$80,080	\$44.75	\$1,790	\$7,757	\$93,080
\$32.50	\$1,300	\$5,633	\$67,600	\$38.75	\$1,550	\$6,717	\$80,600	\$45.00	\$1,800	\$7,800	\$93,600
\$32.75	\$1,310	\$5,677	\$68,120	\$39.00	\$1,560	\$6,760	\$81,120	\$45.25	\$1,810	\$7,843	\$94,120
\$33.00	\$1,320	\$5,720	\$68,640	\$39.25	\$1,570	\$6,803	\$81,640	\$45.50	\$1,820	\$7,887	\$94,640
\$33.25	\$1,330	\$5,763	\$69,160	\$39.50	\$1,580	\$6,847	\$82,160	\$45.75	\$1,830	\$7,930	\$95,160
\$33.50	\$1,340	\$5,807	\$69,680	\$39.75	\$1,590	\$6,890	\$82,680	\$46.00	\$1,840	\$7,973	\$95,680
\$33.75	\$1,350	\$5,850	\$70,200	\$40.00	\$1,600	\$6,933	\$83,200	\$46.25	\$1,850	\$8,017	\$96,200
\$34.00	\$1,360	\$5,893	\$70,720	\$40.25	\$1,610	\$6,977	\$83,720	\$46.50	\$1,860	\$8,060	\$96,720
\$34.25	\$1,370	\$5,937	\$71,240	\$40.50	\$1,620	\$7,020	\$84,240	\$46.75	\$1,870	\$8,103	\$97,240
\$34.50	\$1,380	\$5,980	\$71,760	\$40.75	\$1,630	\$7,063	\$84,760	\$47.00	\$1,880	\$8,147	\$97,760
\$34.75	\$1,390	\$6,023	\$72,280	\$41.00	\$1,640	\$7,107	\$85,280	\$47.25	\$1,890	\$8,190	\$98,280
\$35.00	\$1,400	\$6,067	\$72,800	\$41.25	\$1,650	\$7,150	\$85,800	\$47.50	\$1,900	\$8,233	\$98,800
\$35.25	\$1,410	\$6,110	\$73,320	\$41.50	\$1,660	\$7,193	\$86,320	\$47.75	\$1,910	\$8,277	\$99,320
\$35.50	\$1,420	\$6,153	\$73,840	\$41.75	\$1,670	\$7,237	\$86,840	\$48.00	\$1,920	\$8,320	\$99,840
\$35.75	\$1,430	\$6,197	\$74,360	\$42.00	\$1,680	\$7,280	\$87,360	\$48.25	\$1,930	\$8,363	\$100,360
\$36.00	\$1,440	\$6,240	\$74,880	\$42.25	\$1,690	\$7,323	\$87,880	\$48.50	\$1,940	\$8,406	\$100,880
\$36.25	\$1,450	\$6,283	\$75,400	\$42.50	\$1,700	\$7,367	\$88,400	\$48.75	\$1,950	\$8,449	\$101,400
Rate	*40 hour week	*173.33 hour month	*2080 hour year	Rate	*40 hour week	*173.33 hour month	*2080 hour year	Rate	*40 hour week	*173.33 hour month	*2080 hour year

STATE OF NEBRASKA

# 2023 Salary Survey

NEBRASKA

Good Life. Great Service.

DEPT. OF ADMINISTRATIVE SERVICES

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