

**Buffalo County Economic Development Council
2006-2007 Benefit Survey
1st Quarter 2009 Wage Survey
Buffalo County, Nebraska**

The numbers listed represent the number of responses listed for each question. Every employer participating in the survey may not have responded to each question. In some instances, more than one response was received for each option; therefore some totals may exceed 100%.

TRAVEL EXPENSES

82% of surveyed employers reimburse their employees for travel expenses, which shows a decrease from the 90% in 2005-2006. Mileage rates varied from 30¢ per mile to 49¢ per mile, with an average of 44.8¢ per mile. 3% reimbursed actual travel expenses, not just mileage. Employers may also choose to provide a company car.

BENEFITS – HEALTH INSURANCE

87% of the surveyed employers provide health insurance to full-time employees, which showed no change from 2005-2006.

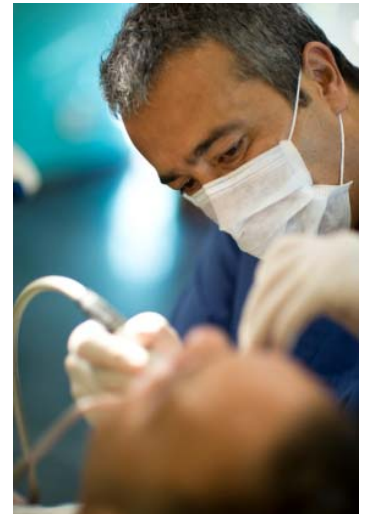
Premium payment proportions are as follows:

- 23% Employer pays all
- 57% Employer pays more than half
- 11% Employer and employee pay about the same
- 3% Employee pays more than half
- 3% Employee pays all

87% of the surveyed employers also provide health insurance to full-time employee's families, also showing no change from 2005-2006

Premium payment proportions are as follows:

- 3% Employer pays all
- 59% Employer pays more than half
- 12% Employer and employee pay about the same
- 6% Employee pays more than half
- 17% Employee pays all



DENTAL INSURANCE

74% of employers reported that they provide their full-time employees with dental insurance, a 5% increase from 2005-2006.

Premium payment proportions are:

- 18% Employer pays all
- 36% Employer pays more than half
- 18% Employer and employee pay about the same
- 4% Employee pays more than half
- 25% Employee pays all

VISION INSURANCE

41% of surveyed employers reported that they provide vision insurance to full-time employees, a 5% increase from 2005-2006.

Premium payment proportions are:

- 13% Employer pays all
- 40% Employer pays more than half
- 7% Employer and employee pay about the same
- 0% Employee pays more than half
- 53% Employee pays all



LIFE INSURANCE

89% of employers reported providing life insurance plan to full-time employees, a 7% increase from 2005-2006.

<u>Amount of Insurance</u>		<u>Cost of Insurance</u>	
49%	\$25,000 or less	63%	Employer pays all
9%	\$25,000 - \$50,000	21%	Employer pays more than half
12%	\$50,000 - \$100,000	6%	Employer and employee pay about the same
6%	\$100,000 - \$200,000	3%	Employee pays more than half
24%	Other – 1-4x base pay	3%	Employee pays all

RETIREMENT

87% of employers provide a retirement plan to full-time employees, which shows a 5% increase from 2005-2006.

Available retirement plans included:

- 8% SEP (Simplified Employee Pension)
- 14% Simple IRA
- 62% 401K
- 3% Traditional or Roth IRA
- 11% Company Stock
- 19% Profit Sharing
- 8% Other – Defined Benefit Plan, 403b, 457b, 401A.



DISABILITY

73% of surveyed employers reported providing disability insurance in addition to Workman's Compensation to full-time employees. This shows a 1% increase from 2005-2006.

Premium payment proportions are:

- 35% Employer pays all
- 14% Employer pays more than half
- 0% Employer and employee pay about the same
- 0% Employee pays more than half
- 27% Employee pays all

EDUCATIONAL REIMBURSEMENT

49% of employers provide educational reimbursement to employees. Of that percentage, 67% said they provide reimbursement for limited but more than half of expenses, while 33% provide unlimited reimbursement.

Items employers reimburse employees for include:

- 46% Tuition
- 14% Books
- 16% Fees
- 3% Mileage
- 0% Other

MATERNITY LEAVE

Employers reported that the following maternity leave options are available to employees:

- 27% Employees may use paid maternity leave (instead of sick and vacation leave)
- 56% Employees may use sick leave
- 71% Employees may use vacation leave
- 71% Employees may take unpaid leave

In some instances, more than one option or a combination of options were selected. Maternity leave may also be included in the employee's disability insurance benefit.

VACATION

58% of surveyed employers provide vacation to first year full-time employees, a 3% increase from 2005-2006. Vacation leave may be dependent upon position in the company and years of service.

Available vacation amounts are:

<u>First Year Employees</u>	<u>Maximum Accrual for all Employees</u>
39% None	3% None
39% One Week	39% One Week
19% Two Weeks	14% Two Weeks
0% Three Weeks	0% Three Weeks
0% More than three weeks	53% More than three weeks

HOLIDAYS

94% of surveyed employers provide holiday pay, a 2% increase from 2005-2006.

The number of paid holidays include:

- 6% No paid holidays
- 0% 1-2 paid holidays
- 3% 3-4 paid holidays
- 36% 5-6 paid holidays
- 33% 7-8 paid holidays
- 22% 9 or more paid holidays



SICK LEAVE

52% of surveyed employers provide sick leave to first year full-time employees, a 7% decrease from 2005-2006. Sick leave may be dependent upon position in the company and years of service.

<u>Sick Leave for First Year Employees</u>	<u>Maximum Accrual for All Employees</u>
48% None	40% None
32% One Week	3% One Week
19% Two Weeks	13% Two Weeks
0% Three Weeks	3% Three Weeks
0% More than three weeks	37% More than three weeks

CHILD CARE

6% of the surveyed employers provide childcare to full-time employees, a 2% decrease from 2005-2006, while 0% provide payment for childcare.

43% of employers see a need for additional daycare facilities in Kearney. Needs were identified in the following frame times:

- 50% 7am – 6 pm
- 33% 2nd Shift
- 33% 3rd Shift
- 25% Saturday

0% of employers would be willing to fund additional daycare facilities.

COMMUTING

90% of employers reported that they have at least one employee that commutes more than ten miles to work, a 12% increase from 2005-2006.

Employers reported that employees currently commute from the following areas:

Amherst	4.7%	Axtell	5.9%	Elm Creek	5.0%	Gibbon	8.5%
Grand Island	4.1%	Hastings	2.9%	Hildreth	3.9%	Holdrege	4.7%
Miller	2.4%	Minden	5.9%	Pleasanton	5.3%	Ravenna	5.0%
Riverdale	5.3%	Shelton	4.1%				
Eddyville, Funk, Sumner, Wilcox							1.2%
Other: Loup City, Overton, Ansley, Bertrand, Odessa, Alma, Litchfield, Boleus							0.4%

**Nebraska Workforce Development Department
1st Quarter 2009 Wage Survey
Buffalo County**

Buffalo County Wage Rates - 1st Quarter 2009

Area	Industry Desc	Standard Occupational Code Title	Avg Hourly Wage	Hourly Entry Wage	Hourly Experienced Wage
Buffalo	All industries	Total all occupations	15.21	8.01	18.81
Buffalo	All industries	Chief Executives	56.74	26.91	71.64
Buffalo	All industries	General and Operations Managers	35.69	21.67	42.7
Buffalo	All industries	Marketing Managers	42.83	26.61	50.95
Buffalo	All industries	Sales Managers	34.62	19.75	42.05
Buffalo	All industries	Administrative Services Managers	21.7	17.24	23.92
Buffalo	All industries	Financial Managers	44.77	27.7	53.31
Buffalo	All industries	Compensation and Benefits Managers	28.35	18.75	33.16
Buffalo	All industries	Industrial Production Managers	36.04	28.41	39.86
Buffalo	All industries	Transportation, Storage, and Distribution M	34.2	20.98	40.82
Buffalo	All industries	Construction Managers	41.09	22.97	50.15
Buffalo	All industries	Education Administrators, Elementary and Secondary School			
Buffalo	All industries	Engineering Managers	37.56	26.13	43.28
Buffalo	All industries	Food Service Managers	24.05	16.59	27.79
Buffalo	All industries	Lodging Managers	17.63	13.67	19.6
Buffalo	All industries	Medical and Health Services Managers	39.02	26.15	45.46
Buffalo	All industries	Postmasters and Mail Superintendents	27.87	22.55	30.52
Buffalo	All industries	Social and Community Service Managers	23.44	17.21	26.54
Buffalo	All industries	Wholesale and Retail Buyers, Except Farm	25.9	18.2	29.74
Buffalo	All industries	Purchasing Agents, Except Wholesale, Ret	22.14	16.65	24.89
Buffalo	All industries	Compliance Officers, Except Agriculture, C	23.87	16.87	27.37
Buffalo	All industries	Employment, Recruitment, and Placement !	18.76	11.37	22.45
Buffalo	All industries	Compensation, Benefits, and Job Analysis !	19.18	15.28	21.12
Buffalo	All industries	Training and Development Specialists	21.51	13.2	25.67
Buffalo	All industries	Business Operations Specialists, All Other	20.96	12.94	24.95
Buffalo	All industries	Accountants and Auditors	22.54	15.9	25.84
Buffalo	All industries	Loan Officers	31.93	17.41	39.18
Buffalo	All industries	Computer Programmers	24.3	13.42	29.74
Buffalo	All industries	Computer Software Engineers, Application	35.23	27.04	39.33
Buffalo	All industries	Computer Support Specialists	20.36	14.97	23.06
Buffalo	All industries	Computer Systems Analysts	18.4	12.21	21.48
Buffalo	All industries	Network and Computer Systems Administr	23.36	18.06	26.02
Buffalo	All industries	Network Systems and Data Communicatio	26.37	18.5	30.29
Buffalo	All industries	Industrial Engineers	30.43	25.21	33.05
Buffalo	All industries	Mechanical Engineers	38.48	33.2	41.13
Buffalo	All industries	Soil and Plant Scientists	26.88	20.87	29.87
Buffalo	All industries	Market Research Analysts	17.63	9.81	21.55
Buffalo	All industries	Clinical, Counseling, and School Psycholog	32.37	20.5	38.3
Buffalo	All industries	Educational, Vocational, and School Couns	21.87	16.09	24.77
Buffalo	All industries	Mental Health Counselors	21.32	16.45	23.76
Buffalo	All industries	Rehabilitation Counselors	10.52	9.03	11.26
Buffalo	All industries	Child, Family, and School Social Workers	16.81	13	18.7
Buffalo	All industries	Social and Human Service Assistants	9.55	7.27	10.7
Buffalo	All industries	Lawyers	50.71	20.49	65.83

Buffalo	All industries	Preschool Teachers, Except Special Educat	11.5	8.47	13.01
Buffalo	All industries	Kindergarten Teachers, Except Special Education			
Buffalo	All industries	Elementary School Teachers, Except Special Education			
Buffalo	All industries	Secondary School Teachers, Except Special and Vocational Education			
Buffalo	All industries	Vocational Education Teachers, Secondary School			
Buffalo	All industries	Special Education Teachers, Preschool, Kindergarten, and Elementary School			
Buffalo	All industries	Special Education Teachers, Secondary School			
Buffalo	All industries	Teachers and Instructors, All Other	8.09	6.83	8.72
Buffalo	All industries	Librarians	23.89	16.45	27.61
Buffalo	All industries	Library Technicians	11.92	10.02	12.88
Buffalo	All industries	Graphic Designers	13.44	10.19	15.07
Buffalo	All industries	Producers and Directors	15.41	9.45	18.4
Buffalo	All industries	Coaches and Scouts			
Buffalo	All industries	Public Relations Specialists	16.73	13.38	18.42
Buffalo	All industries	Editors	13.42	10.42	14.93
Buffalo	All industries	Broadcast Technicians	11.99	8.57	13.7
Buffalo	All industries	Photographers	8.5	7.07	9.21
Buffalo	All industries	Pharmacists	48.58	46.27	49.75
Buffalo	All industries	Family and General Practitioners	94.07	68.12	107.04
Buffalo	All industries	Surgeons	105.33		
Buffalo	All industries	Physician Assistants	35.47	24.37	41.02
Buffalo	All industries	Registered Nurses	25.47	19.83	28.28
Buffalo	All industries	Occupational Therapists	33.07	29.34	34.93
Buffalo	All industries	Physical Therapists	33.96	27.6	37.13
Buffalo	All industries	Recreational Therapists	14.59	10.81	16.49
Buffalo	All industries	Respiratory Therapists	23.19	19.14	25.21
Buffalo	All industries	Speech-Language Pathologists	25.46	20.44	27.97
Buffalo	All industries	Medical and Clinical Laboratory Technicia	14.48	10.32	16.56
Buffalo	All industries	Diagnostic Medical Sonographers	27.3	23.01	29.45
Buffalo	All industries	Radiologic Technologists and Technicians	23.68	20.2	25.41
Buffalo	All industries	Pharmacy Technicians	11.65	9.39	12.78
Buffalo	All industries	Veterinary Technologists and Technicians	13.71	7.32	16.91
Buffalo	All industries	Licensed Practical and Licensed Vocationa	16.91	14.37	18.18
Buffalo	All industries	Medical Records and Health Information T	13.82	9.12	16.16
Buffalo	All industries	Nursing Aides, Orderlies, and Attendants	11.01	9.27	11.88
Buffalo	All industries	Physical Therapist Assistants	20.65	16.78	22.58
Buffalo	All industries	Dental Assistants	13.58	11.27	14.73
Buffalo	All industries	Medical Assistants	12.01	8.81	13.6
Buffalo	All industries	Medical Transcriptionists	12.88	10.62	14.01
Buffalo	All industries	Healthcare Support Workers, All Other	10.22	9.08	10.8
Buffalo	All industries	First-Line Supervisors/Managers of Police and Detectives			
Buffalo	All industries	Security Guards	11.17	8.28	12.61
Buffalo	All industries	Protective Service Workers, All Other	12.69	8.69	14.68
Buffalo	All industries	First-Line Supervisors/Managers of Food P	14.53	10.75	16.41
Buffalo	All industries	Cooks, Fast Food	10.4	7.35	11.93
Buffalo	All industries	Cooks, Institution and Cafeteria	10.03	8.18	10.95
Buffalo	All industries	Cooks, Restaurant	8.97	8.27	9.31

Buffalo	All industries	Cooks, Short Order	8.94	7.07	9.88
Buffalo	All industries	Food Preparation Workers	7.42	6.8	7.73
Buffalo	All industries	Bartenders	7.14	6.96	7.23
Buffalo	All industries	Combined Food Preparation and Serving W	9.21	7.15	10.24
Buffalo	All industries	Counter Attendants, Cafeteria, Food Conce	7.49	7	7.72
Buffalo	All industries	Waiters and Waitresses	7.3	6.88	7.52
Buffalo	All industries	Food Servers, Nonrestaurant	8.29	6.7	9.1
Buffalo	All industries	Dining Room and Cafeteria Attendants and	7.23	7.06	7.31
Buffalo	All industries	Dishwashers	7.66	6.87	8.06
Buffalo	All industries	Hosts and Hostesses, Restaurant, Lounge, a	7.61	6.92	7.96
Buffalo	All industries	First-Line Supervisors/Managers of Housel	14.58	12.3	15.72
Buffalo	All industries	First-Line Supervisors/Managers of Landsc	20.01	16.35	21.82
Buffalo	All industries	Janitors and Cleaners, Except Maids and H	9.89	7.86	10.9
Buffalo	All industries	Maids and Housekeeping Cleaners	8.27	6.9	8.96
Buffalo	All industries	Landscaping and Groundskeeping Workers	9.39	6.98	10.59
Buffalo	All industries	Hairdressers, Hairstylists, and Cosmetologi	10.67	9.32	11.34
Buffalo	All industries	Child Care Workers	7.2	6.91	7.36
Buffalo	All industries	Recreation Workers	8.95	6.79	10.03
Buffalo	All industries	First-Line Supervisors/Managers of Retail !	17.11	12.29	19.52
Buffalo	All industries	First-Line Supervisors/Managers of Non-R	25.88	19.37	29.14
Buffalo	All industries	Cashiers	7.75	6.64	8.31
Buffalo	All industries	Counter and Rental Clerks	10.93	7	12.89
Buffalo	All industries	Parts Salespersons	13.09	9.81	14.73
Buffalo	All industries	Retail Salespersons	11.44	7.25	13.52
Buffalo	All industries	Advertising Sales Agents	18.37	12.12	21.51
Buffalo	All industries	Sales Representatives, Services, All Other	16.66	10.74	19.62
Buffalo	All industries	Sales Representatives, Wholesale and Man	26.03	17.28	30.41
Buffalo	All industries	Sales Representatives, Wholesale and Man	20.59	12.88	24.44
Buffalo	All industries	First-Line Supervisors/Managers of Office	17.88	13	20.32
Buffalo	All industries	Switchboard Operators, Including Answeri	8.12	6.78	8.8
Buffalo	All industries	Bill and Account Collectors	11.83	10.71	12.39
Buffalo	All industries	Billing and Posting Clerks and Machine Op	13.74	11.38	14.92
Buffalo	All industries	Bookkeeping, Accounting, and Auditing Cl	13.31	9.56	15.19
Buffalo	All industries	Payroll and Timekeeping Clerks	17.05	13.13	19.02
Buffalo	All industries	Procurement Clerks	11.93	7.57	14.1
Buffalo	All industries	Credit Authorizers, Checkers, and Clerks	15.35	13.25	16.4
Buffalo	All industries	Customer Service Representatives	12.39	9	14.07
Buffalo	All industries	Hotel, Motel, and Resort Desk Clerks	8.24	6.89	8.91
Buffalo	All industries	Library Assistants, Clerical	8.74	7.09	9.56
Buffalo	All industries	Order Clerks	10.76	8.61	11.83
Buffalo	All industries	Human Resources Assistants, Except Payrc	13.42	11.19	14.54
Buffalo	All industries	Receptionists and Information Clerks	10.59	8.26	11.76
Buffalo	All industries	Dispatchers, Except Police, Fire, and Amb	15.04	8.57	18.26
Buffalo	All industries	Postal Service Clerks	26.44	23.18	28.07
Buffalo	All industries	Postal Service Mail Carriers	23.12	17.46	25.94
Buffalo	All industries	Postal Service Mail Sorters, Processors, and	17.96	12.51	20.69
Buffalo	All industries	Production, Planning, and Expediting Clerk	13.36	9.84	15.13

Buffalo	All industries	Shipping, Receiving, and Traffic Clerks	13.58	10.25	15.24
Buffalo	All industries	Stock Clerks and Order Fillers	10.53	7.15	12.23
Buffalo	All industries	Weighers, Measurers, Checkers, and Sampl	11.94	8.83	13.49
Buffalo	All industries	Executive Secretaries and Administrative A	15.72	12.32	17.42
Buffalo	All industries	Medical Secretaries	13.03	10.69	14.19
Buffalo	All industries	Secretaries, Except Legal, Medical, and Ex	13.08	9.67	14.78
Buffalo	All industries	Data Entry Keyers	9.66	6.91	11.05
Buffalo	All industries	Office Clerks, General	10.22	7.13	11.77
Buffalo	All industries	Office Machine Operators, Except Comput	11.62	9.33	12.76
Buffalo	All industries	Graders and Sorters, Agricultural Products	11.41	11.41	11.41
Buffalo	All industries	Agricultural Equipment Operators	8.49	6.62	9.43
Buffalo	All industries	Farmworkers and Laborers, Crop, Nursery,	12.4	8.85	14.19
Buffalo	All industries	Farmworkers, Farm and Ranch Animals	12.5	8.21	14.64
Buffalo	All industries	First-Line Supervisors/Managers of Constr	24.86	15.19	29.7
Buffalo	All industries	Carpenters	15.58	12.07	17.33
Buffalo	All industries	Cement Masons and Concrete Finishers	12.15	9.25	13.6
Buffalo	All industries	Construction Laborers	11.88	10.88	12.37
Buffalo	All industries	Operating Engineers and Other Constructio	16.68	13.71	18.17
Buffalo	All industries	Electricians	16.54	14.23	17.71
Buffalo	All industries	Plumbers, Pipefitters, and Steamfitters	18.67	14.32	20.85
Buffalo	All industries	Construction and Building Inspectors	17.92	14.51	19.63
Buffalo	All industries	First-Line Supervisors/Managers of Mecha	26.68	18.64	30.7
Buffalo	All industries	Computer, Automated Teller, and Office M	13.72	9.26	15.95
Buffalo	All industries	Automotive Body and Related Repairers	17	11.79	19.6
Buffalo	All industries	Automotive Service Technicians and Mech	18.13	10.3	22.03
Buffalo	All industries	Bus and Truck Mechanics and Diesel Engin	19.05	15.05	21.06
Buffalo	All industries	Farm Equipment Mechanics	14.51	8.93	17.29
Buffalo	All industries	Mobile Heavy Equipment Mechanics, Exce	12.72	10.61	13.77
Buffalo	All industries	Tire Repairers and Changers	9.29	8.39	9.73
Buffalo	All industries	Heating, Air Conditioning, and Refrigeratic	11.93	11.17	12.31
Buffalo	All industries	Industrial Machinery Mechanics	18.9	14.83	20.94
Buffalo	All industries	Maintenance and Repair Workers, General	16.93	11.49	19.65
Buffalo	All industries	Helpers--Installation, Maintenance, and Re	12.12	9	13.67
Buffalo	All industries	Installation, Maintenance, and Repair Work	14.32	11.17	15.9
Buffalo	All industries	First-Line Supervisors/Managers of Produc	24.78	17.01	28.66
Buffalo	All industries	Structural Metal Fabricators and Fitters	12.68	11.22	13.41
Buffalo	All industries	Team Assemblers	13.35	10.93	14.55
Buffalo	All industries	Assemblers and Fabricators, All Other	11.3	9.19	12.35
Buffalo	All industries	Bakers	9.13	7.61	9.9
Buffalo	All industries	Butchers and Meat Cutters	13.05	11.23	13.95
Buffalo	All industries	Food Cooking Machine Operators and Tenc	11.09	8.83	12.23
Buffalo	All industries	Machinists	14.63	13.73	15.08
Buffalo	All industries	Tool and Die Makers	20.02	15.49	22.29
Buffalo	All industries	Welders, Cutters, Solderers, and Brazers	13.27	11.08	14.37
Buffalo	All industries	Printing Machine Operators	13.33	8.18	15.9
Buffalo	All industries	Laundry and Dry-Cleaning Workers	9.98	8.4	10.77
Buffalo	All industries	Inspectors, Testers, Sorters, Samplers, and	14.63	12.62	15.64

Buffalo	All industries	Packaging and Filling Machine Operators a	13.16	10.6	14.44
Buffalo	All industries	Coating, Painting, and Spraying Machine S	12.36	10.38	13.36
Buffalo	All industries	Photographic Processing Machine Operator	8.09	6.76	8.75
Buffalo	All industries	Molders, Shapers, and Casters, Except Met	13.28	10	14.91
Buffalo	All industries	Helpers--Production Workers	11.43	9.39	12.45
Buffalo	All industries	First-Line Supervisors/Managers of Helper	17.54	12.1	20.26
Buffalo	All industries	First-Line Supervisors/Managers of Transp	19.38	14.33	21.9
Buffalo	All industries	Bus Drivers, School	14.87	11	16.8
Buffalo	All industries	Driver/Sales Workers	9.3	6.91	10.51
Buffalo	All industries	Truck Drivers, Heavy and Tractor-Trailer	18.53	11.87	21.86
Buffalo	All industries	Truck Drivers, Light or Delivery Services	10.58	8.28	11.73
Buffalo	All industries	Taxi Drivers and Chauffeurs	8.64	7.38	9.26
Buffalo	All industries	Industrial Truck and Tractor Operators	12.59	9.41	14.18
Buffalo	All industries	Cleaners of Vehicles and Equipment	8.87	6.86	9.87
Buffalo	All industries	Laborers and Freight, Stock, and Material M	11.02	8.07	12.5
Buffalo	All industries	Machine Feeders and Offbearers	11.09	10.94	11.16
Buffalo	All industries	Packers and Packagers, Hand	10.41	8.99	11.1
Buffalo	Construction of B	First-Line Supervisors/Managers of Constr	26.47	16.95	31.22
Buffalo	Construction of B	Carpenters	15.79	11.94	17.72
Buffalo	Specialty Trade C	Bookkeeping, Accounting, and Auditing Cl	10.88	9.85	11.39
Buffalo	Specialty Trade C	First-Line Supervisors/Managers of Constr	19.43	10.74	23.77
Buffalo	Specialty Trade C	Cement Masons and Concrete Finishers	11.37	9.24	12.44
Buffalo	Food Manufactur	Maintenance and Repair Workers, General	15.04	13.57	15.77
Buffalo	Food Manufactur	First-Line Supervisors/Managers of Production and Operating Workers			
Buffalo	Food Manufactur	Packaging and Filling Machine Operators a	12.59	10.16	13.81
Buffalo	Food Manufactur	First-Line Supervisors/Managers of Helper	19.99	15.38	22.31
Buffalo	Food Manufactur	Industrial Truck and Tractor Operators	13.1	10.99	14.15
Buffalo	Food Manufactur	Packers and Packagers, Hand	10.41	9.53	10.84
Buffalo	Printing and Rela	Graphic Designers	13.82	11.32	15.07
Buffalo	Printing and Rela	Printing Machine Operators	14.3	9.78	16.56
Buffalo	Machinery Manu	General and Operations Managers	47.03	37.37	51.87
Buffalo	Machinery Manu	First-Line Supervisors/Managers of Produc	27.22	21.21	30.23
Buffalo	Transportation Ec	Sales Representatives, Wholesale and Man	18.36	13.89	20.59
Buffalo	Transportation Ec	Bookkeeping, Accounting, and Auditing Cl	16.1	12.68	17.81
Buffalo	Transportation Ec	Customer Service Representatives	14.12	10.78	15.79
Buffalo	Transportation Ec	Executive Secretaries and Administrative A	17.37	12.68	19.71
Buffalo	Transportation Ec	First-Line Supervisors/Managers of Produc	25.77	17.85	29.73
Buffalo	Merchant Wholes	Parts Salespersons	13.67	10	15.51
Buffalo	Merchant Wholes	Sales Representatives, Wholesale and Man	16.36	9.27	19.91
Buffalo	Merchant Wholes	Shipping, Receiving, and Traffic Clerks	10	8.71	10.64
Buffalo	Merchant Wholes	Office Clerks, General	11.45	9.54	12.41
Buffalo	Merchant Wholes	Truck Drivers, Light or Delivery Services	9.12	6.78	10.29
Buffalo	Merchant Wholes	Sales Representatives, Wholesale and Man	25.93	17.04	30.36
Buffalo	Merchant Wholes	Bookkeeping, Accounting, and Auditing Cl	14.97	11.25	16.84
Buffalo	Merchant Wholes	Truck Drivers, Light or Delivery Services	10.9	10.57	11.06
Buffalo	Motor Vehicle an	First-Line Supervisors/Managers of Retail !	23.48	21.82	24.31
Buffalo	Motor Vehicle an	Retail Salespersons	18.14	10.8	21.81

Buffalo	Motor Vehicle an	Bookkeeping, Accounting, and Auditing Cl	12.01	11.37	12.32
Buffalo	Electronics and A	First-Line Supervisors/Managers of Retail !	20.07	17.17	21.52
Buffalo	Electronics and A	Retail Salespersons	11.39	7.92	13.13
Buffalo	Electronics and A	Bookkeeping, Accounting, and Auditing Cl	14.06	14.04	14.06
Buffalo	Electronics and A	Computer, Automated Teller, and Office M	13.72	9.26	15.95
Buffalo	Building Material	First-Line Supervisors/Managers of Retail !	14.98	11.12	16.92
Buffalo	Building Material	Cashiers	7.64	6.61	8.16
Buffalo	Building Material	Retail Salespersons	11.88	8.21	13.72
Buffalo	Food and Beveraq	First-Line Supervisors/Managers of Retail !	13.81	8.88	16.26
Buffalo	Food and Beveraq	Butchers and Meat Cutters	12.57	11.23	13.24
Buffalo	Gasoline Stations	First-Line Supervisors/Managers of Retail !	13.62	12.33	14.27
Buffalo	Gasoline Stations	Cashiers	7.88	6.66	8.48
Buffalo	Gasoline Stations	Bookkeeping, Accounting, and Auditing Cl	11.63	6.91	13.99
Buffalo	Clothing and Cloi	First-Line Supervisors/Managers of Retail !	18.97	16.84	20.05
Buffalo	Clothing and Cloi	Retail Salespersons	12.56	6.93	15.39
Buffalo	Sporting Goods, I	First-Line Supervisors/Managers of Retail !	15.16	11.83	16.81
Buffalo	Sporting Goods, I	Retail Salespersons	8.82	6.47	9.98
Buffalo	Miscellaneous St	Retail Salespersons	7.61	6.5	8.17
Buffalo	Truck Transporta	Truck Drivers, Heavy and Tractor-Trailer	23.19	13.83	27.86
Buffalo	Postal Service	Postmasters and Mail Superintendents	27.87	22.55	30.52
Buffalo	Postal Service	Janitors and Cleaners, Except Maids and H	17.48	17.48	17.48
Buffalo	Postal Service	First-Line Supervisors/Managers of Non-R	33.78	33.78	33.78
Buffalo	Postal Service	Postal Service Clerks	26.44	23.18	28.07
Buffalo	Postal Service	Postal Service Mail Carriers	23.12	17.46	25.94
Buffalo	Postal Service	Postal Service Mail Sorters, Processors, and	17.96	12.51	20.69
Buffalo	Postal Service	Stock Clerks and Order Fillers	28.07	28.07	28.07
Buffalo	Postal Service	Maintenance and Repair Workers, General	22.09	22.09	22.09
Buffalo	Broadcasting (ex	Producers and Directors	14.74	9.13	17.55
Buffalo	Broadcasting (ex	Broadcast Technicians	11.99	8.57	13.7
Buffalo	Broadcasting (ex	Advertising Sales Agents	20.46	13.75	23.81
Buffalo	Telecommunicati	Secretaries, Except Legal, Medical, and Ex	9.12	6.67	10.35
Buffalo	Credit Intermedia	Loan Officers	31.93	16.83	39.49
Buffalo	Real Estate	Counter and Rental Clerks	10.18	9.42	10.56
Buffalo	Real Estate	Bookkeeping, Accounting, and Auditing Cl	13.57	11.69	14.51
Buffalo	Real Estate	Office Clerks, General	8.83	7.32	9.58
Buffalo	Rental and Leasir	Counter and Rental Clerks	15.05	9.13	18
Buffalo	Rental and Leasir	Office Clerks, General	7.79	6.91	8.23
Buffalo	Professional, Scie	Bookkeeping, Accounting, and Auditing Cl	14.33	11.29	15.84
Buffalo	Professional, Scie	Receptionists and Information Clerks	10.35	8.54	11.25
Buffalo	Professional, Scie	Secretaries, Except Legal, Medical, and Ex	10.95	8.77	12.04
Buffalo	Professional, Scie	Office Clerks, General	7.74	6.95	8.13
Buffalo	Administrative ar	Office Clerks, General	10.82	8.53	11.95
Buffalo	Educational Servi	Education Administrators, Elementary and Secondary School			
Buffalo	Educational Servi	Kindergarten Teachers, Except Special Education			
Buffalo	Educational Servi	Elementary School Teachers, Except Special Education			
Buffalo	Educational Servi	Secondary School Teachers, Except Special and Vocational Education			
Buffalo	Educational Servi	Vocational Education Teachers, Secondary School			

Buffalo	Educational Servi	Special Education Teachers, Preschool, Kindergarten, and Elementary School			
Buffalo	Educational Servi	Special Education Teachers, Secondary School			
Buffalo	Educational Servi	Librarians	24.2	16.46	28.06
Buffalo	Educational Servi	Coaches and Scouts			
Buffalo	Educational Servi	Registered Nurses	22.32	17.45	24.77
Buffalo	Educational Servi	Speech-Language Pathologists			
Buffalo	Educational Servi	First-Line Supervisors/Managers of Food P	13.89	11.63	15.01
Buffalo	Educational Servi	Cooks, Institution and Cafeteria	9.98	8.55	10.69
Buffalo	Educational Servi	First-Line Supervisors/Managers of Househ	16.52	14.41	17.57
Buffalo	Educational Servi	Janitors and Cleaners, Except Maids and H	10.83	8.98	11.76
Buffalo	Educational Servi	Bookkeeping, Accounting, and Auditing Cl	12.15	8.83	13.81
Buffalo	Educational Servi	Bus Drivers, School	14.87	11	16.8
Buffalo	Ambulatory Heal	Social and Human Service Assistants	7.67	6.8	8.12
Buffalo	Ambulatory Heal	Family and General Practitioners	94.07	68.12	107.04
Buffalo	Ambulatory Heal	Surgeons	105.33		
Buffalo	Ambulatory Heal	Physician Assistants	35.13	22.92	41.24
Buffalo	Ambulatory Heal	Registered Nurses	21.15	17.08	23.19
Buffalo	Ambulatory Heal	Physical Therapists	33.54	27.18	36.72
Buffalo	Ambulatory Heal	Radiologic Technologists and Technicians	23.45	20	25.18
Buffalo	Ambulatory Heal	Licensed Practical and Licensed Vocationa	15.96	14.45	16.71
Buffalo	Ambulatory Heal	Medical Records and Health Information T	11.64	8.67	13.13
Buffalo	Ambulatory Heal	Physical Therapist Assistants	20.57	16.36	22.66
Buffalo	Ambulatory Heal	Dental Assistants	13.58	11.27	14.73
Buffalo	Ambulatory Heal	Medical Assistants	10.69	7.93	12.08
Buffalo	Ambulatory Heal	Medical Transcriptionists	12.51	10.37	13.58
Buffalo	Ambulatory Heal	First-Line Supervisors/Managers of Office	18.89	17.99	19.34
Buffalo	Ambulatory Heal	Billing and Posting Clerks and Machine Op	13.28	11.26	14.29
Buffalo	Ambulatory Heal	Bookkeeping, Accounting, and Auditing Cl	14.68	10.95	16.55
Buffalo	Ambulatory Heal	Receptionists and Information Clerks	10.7	8.08	12.02
Buffalo	Ambulatory Heal	Medical Secretaries	13.14	9.75	14.83
Buffalo	Ambulatory Heal	Office Clerks, General	13.53	12.44	14.07
Buffalo	Nursing and Resi	Social and Human Service Assistants	8.99	8.83	9.06
Buffalo	Nursing and Resi	Registered Nurses	23.23	20.22	24.73
Buffalo	Nursing and Resi	Licensed Practical and Licensed Vocationa	17.98	15.85	19.05
Buffalo	Nursing and Resi	Nursing Aides, Orderlies, and Attendants	11.29	9.58	12.15
Buffalo	Nursing and Resi	Cooks, Institution and Cafeteria	10.62	9.04	11.42
Buffalo	Nursing and Resi	Maids and Housekeeping Cleaners	8.59	6.82	9.48
Buffalo	Nursing and Resi	Maintenance and Repair Workers, General	15.77	12.09	17.62
Buffalo	Nursing and Resi	Laundry and Dry-Cleaning Workers	10.81	8.52	11.95
Buffalo	Social Assistance	Rehabilitation Counselors	10.08	9.03	10.6
Buffalo	Accommodation	Lodging Managers	17.63	13.67	19.6
Buffalo	Accommodation	Maids and Housekeeping Cleaners	8.19	6.91	8.84
Buffalo	Accommodation	Hotel, Motel, and Resort Desk Clerks	8.24	6.89	8.91
Buffalo	Accommodation	Maintenance and Repair Workers, General	9.72	8.48	10.33
Buffalo	Food Services an	Food Service Managers	26.07	21.62	28.28
Buffalo	Food Services an	First-Line Supervisors/Managers of Food P	14.83	10.91	16.79
Buffalo	Food Services an	Cooks, Fast Food	10.4	7.35	11.93

Buffalo	Food Services and Cooks, Restaurant	8.77	8.25	9.03
Buffalo	Food Services and Cooks, Short Order	9	7.07	9.97
Buffalo	Food Services and Food Preparation Workers	7.27	6.79	7.51
Buffalo	Food Services and Bartenders	6.97	6.96	6.97
Buffalo	Food Services and Combined Food Preparation and Serving W	9.42	7.43	10.42
Buffalo	Food Services and Waiters and Waitresses	7.26	6.89	7.46
Buffalo	Food Services and Dishwashers	7.75	6.87	8.19
Buffalo	Food Services and Hosts and Hostesses, Restaurant, Lounge, a	7.31	6.92	7.51
Buffalo	Food Services and Cashiers	7.5	6.64	7.94
Buffalo	Food Services and Driver/Sales Workers	7.35	6.92	7.58
Buffalo	Repair and Maint Automotive Service Technicians and Mech	15.23	9.19	18.26
Buffalo	Religious, Grant Business Operations Specialists, All Other	21.76	18.54	23.37
Buffalo	Religious, Grant Public Relations Specialists	16.84	14.17	18.16
Buffalo	Religious, Grant Secretaries, Except Legal, Medical, and Ex	13.65	11.73	14.61
Buffalo	Public Administr: First-Line Supervisors/Managers of Police and Detectives			
Buffalo	Public Administr: Janitors and Cleaners, Except Maids and H	8.81	7.09	9.67