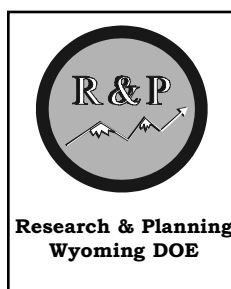


Wyoming Department of Employment

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Wages and Benefits in Wyoming



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Wyoming Department of Employment
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“Your Source for Wyoming Labor Market Information”

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Wyoming Wage Survey

by: Deana Hauf, Economist

The Wyoming statewide wage estimates in this publication are for May 2005. From November 2004 to May 2005, the all industry mean wage increased by \$0.25 per hour. Occupational employment increased by 4,917 over the same period. Wage data are available at the regional level and for Wyoming's two Metropolitan Statistical Areas, Casper and Cheyenne, on Research & Planning's website at http://doe.state.wy.us/LMI/OES_toc.htm. The website also contains data for some occupations at the county level as well as occupational wages by industry.

Section I: Introduction

Research & Planning (R&P), a section of the Department of Employment, in cooperation with the Bureau of Labor Statistics (BLS), has conducted an Occupational Employment Statistics (OES) Wage Survey for 10 years (1996-2005). The OES program produces occupational employment and wage estimates that have many uses. For example, wage information helps employers determine if they are offering competitive wages. Employment and training organizations (such as community colleges), vocational counselors, and individuals use wage data to assist students in making career decisions.

The OES survey samples and contacts establishments by mail in May and November of each year. Data obtained are used to estimate occupational employment and wage rates for Unemployment Insurance (UI) covered wage and salary jobs in non-farm establishments. An establishment is generally a single physical location where business is conducted or where services or industrial operations are performed. Thank you to all the employers who participated in our survey over the last decade.

Wages for the OES Wage Survey include base pay rates, cost-of-living allowances, guaranteed pay, hazard pay, incentive pay, commissions, piece rates and production bonuses, length-of-service allowances, on-call pay, and portal-to-portal pay. Items excluded from the survey are back pay, jury duty pay, overtime pay, severance pay, shift differentials, vacation pay, Christmas bonuses, holiday or weekend pay, attendance bonuses, meal and lodging allowances, merchandise discounts, non-production bonuses, profit-sharing distributions, relocation allowances, stock bonuses, tool allowances, tuition reimbursements, and uniform allowances. Tip data are incorporated into the hourly estimates. The OES Wage Survey does not include benefit data.

The hourly wage estimates in this publication are calculated using a year-round, full-time figure of 2,080 hours per year (52 weeks times 40 hours). Occupations that typically have a work year of less than 2,080 hours (such as

musical and entertainment occupations, flight attendants, pilots, and teachers) are reported only as an annual wage. These occupations are denoted with an asterisk (*).

Each state conducts an identical OES wage survey using standard techniques. This facilitates comparison of data among states, as well as comparisons with national figures. National and state wage estimates are located on the BLS website at <<http://stats.bls.gov/oes/>>. Each state's labor market information agency may also conduct and publish supplementary wage or benefit surveys, occupational licensing information, statewide and localized employment information, and staffing pattern data. R&P's website provides links to most state labor market information sites with the Other States link (<http://doe.state.wy.us/LMI/states.htm>).

Section II: Industry Publication of Wages

The OES survey uses the North American Industry Classification System (NAICS) sectors listed below. For more information about NAICS, see the BLS website at <http://www.bls.gov/bls/naics.htm>.

Goods Producing

Natural Resources & Mining

Sector 11 (agriculture, forestry, fishing, & hunting)

Sector 21 (mining)

Construction

Sector 23 (construction)

Manufacturing

Sector 31-33 (manufacturing)

Service Providing

Trade, Transportation, & Utilities

Sector 42 (wholesale trade)

Sector 44-45 (retail trade)

Sector 48-49 (transportation & warehousing)

Sector 22 (utilities)

Information

Sector 51 (information)

Financial Activities

Sector 52 (finance & insurance)

Sector 53 (real estate & rental & leasing)

Professional & Business Services

Sector 54 (professional, scientific, & technical services)

Sector 55 (management of companies & enterprises)

Sector 56 (admin. & support & waste mgmt. & remediation services)

Education & Health Services

Sector 61 (education services)

Sector 62 (health care & social assistance)

- Leisure & Hospitality
 - Sector 71 (arts, entertainment, & recreation)
 - Sector 72 (accommodation & food services)
- Other Services
 - Sector 81 (other services, except public administration)
- Public Administration
 - Sector 92 (public administration)

The OES survey covers all full- and part-time wage and salary workers in non-farm industries. The survey does not include self-employed owners and partners in unincorporated firms, household workers, or unpaid family workers. Data for the U.S. Postal Service and the federal government are universe counts obtained from the Postal Service and the Office of Personnel Management.

The BLS funds the survey and provides the procedures and technical support, while the states collect the data. The BLS produces cross-industry NAICS estimates for the nation, states, and Metropolitan Statistical Areas (MSAs). NAICS estimates are produced primarily at the 4-digit level. The BLS releases all cross-industry and national estimates, and the states release industry estimates at the state, county, and MSA levels.

The OES survey defines employment as the number of workers who can be classified as full- or part-time employees, including workers on paid vacations or other types of leave; workers on unpaid short-term absences; salaried officers, executives, and staff members of incorporated firms; employees temporarily assigned to other units; and employees for whom the reporting unit is their permanent duty station regardless of whether that unit prepares their paycheck.

Section III: Method of Collection

The OES Wage Survey uses the Office of Management and Budget's occupational classification system--the Standard Occupational Classification (SOC) system (see <http://stats.bls.gov/soc/>). The SOC classification system allows government statistical agencies and others to produce data using a common classification system. Prior to the SOC system, federal agencies collecting occupational data used a variety of systems that were not necessarily compatible with one another.

In the SOC system, all workers are classified in one of over 820 occupations according to their occupational definition. To facilitate classification, occupations are combined to form 23 major, 96 minor, and 449 broad groups of occupations requiring similar job duties, skills, education, or experience.

Classification Principles of the SOC Coding System

In order to ensure that all users of occupational data classify workers in the same way, the following classification principles should be followed:

1. The classification covers all occupations in which work is performed for pay or profit, including work performed in family-operated enterprises by family members who are not directly compensated. It excludes occupations unique to volunteers. Each occupation is assigned to only one occupational category at the lowest level of the classification.

2. Occupations are classified based on work performed and on required skills, education, training, and credentials.

3. Supervisors of professional and technical workers usually have a background similar to those of the workers they supervise and therefore are classified with the workers they supervise. Likewise, team leaders, lead workers, and supervisors of production, sales, and service workers who spend at least twenty percent of their time performing work similar to the workers they supervise are classified with the workers they supervise.

4. First-line managers and supervisors of production, service, and sales workers who spend more than eighty percent of their time performing supervisory activities are classified separately in the appropriate supervisor category because their work activities are distinct from those of the workers they supervise. First-line managers are generally found in smaller establishments where they perform both supervisory and management functions, such as accounting, marketing, and personnel work.

5. Apprentices and trainees are classified with the occupations for which they are being trained, while helpers and aides are classified separately.

6. If an occupation is not included as a distinct detailed occupation in the structure, it is classified in the appropriate residual occupation. Residual occupations contain all occupations within a major, minor, or broad group that are not classified separately.

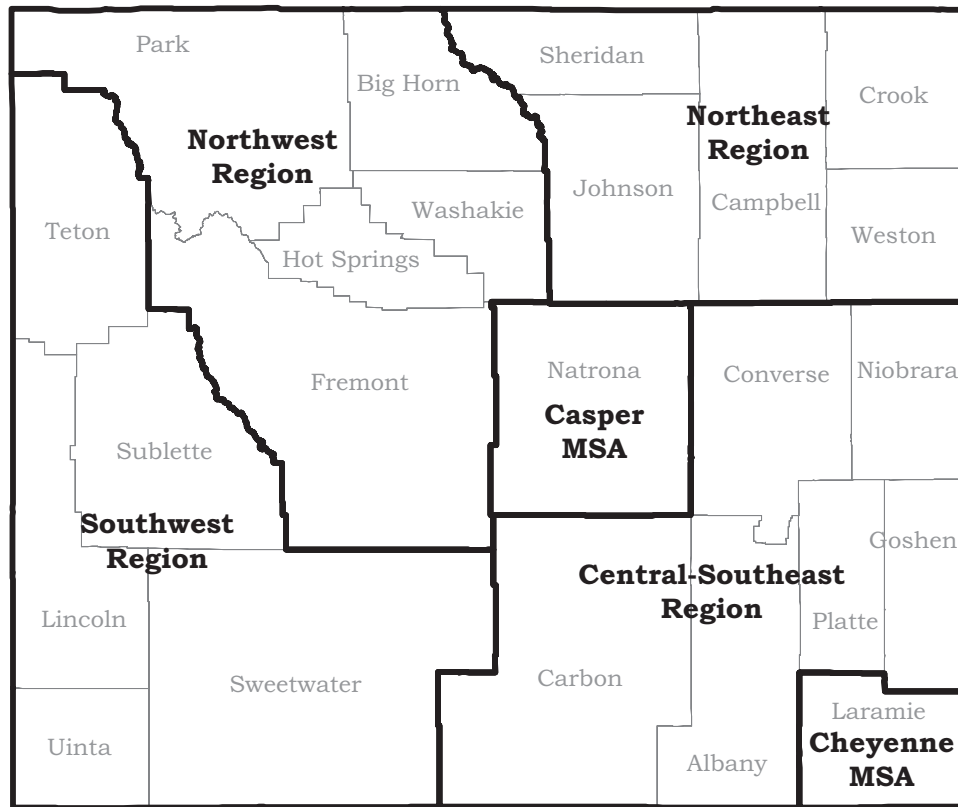
7. When workers can be classified in more than one occupation, they are classified in the occupation that requires the higher skill level. When there is no perceptible difference in skill level, the worker is classified in the occupation that describes their primary activity.

8. Data collection and reporting agencies classify workers at the most detailed level possible. Different agencies may use different levels of aggregation, depending on their ability to collect data and on the requirements of users.

Section IV: Geographic Coverage of Estimates

The data for Wyoming are collected for four regions and the two Metropolitan Statistical Areas (MSAs), Casper and Cheyenne (see the map on page 5). An MSA is a county or group of adjoining counties that contain at least one urbanized area of 50,000 inhabitants or more. The sample is stratified for each of these

Occupational Employment Statistics Area Map



geographic areas. The estimates are prepared using samples specifically drawn for these geographic areas. Sample stratification provides greater assurance that no employer segment is left out of the sample.

Section V: Estimation Technique

The OES Wage Survey estimates were calculated using information from the 1999 through 2005 surveys. Using three or more years of data reduces sampling error, particularly for small geographic areas and less common occupations. However, this technique also requires the adjustment of previous years' data to the current reference period. This procedure is referred to as *wage updating*. Estimates from the BLS Federal/State Cooperative OES program are produced for the most recent survey reference period that includes the 12th of the month. The BLS validated the results found in this publication.

For wage updating purposes, the BLS uses the national wage changes for the nine occupational divisions for which Employment Cost Index (ECI) estimates are available (see <http://stats.bls.gov/news.release/eci.toc.htm>). This procedure assumes that each occupation's wage, as measured in each year, moves according to the average movement of its occupational division and that there are no major geographic or detailed occupational differences. In the BLS estimates,

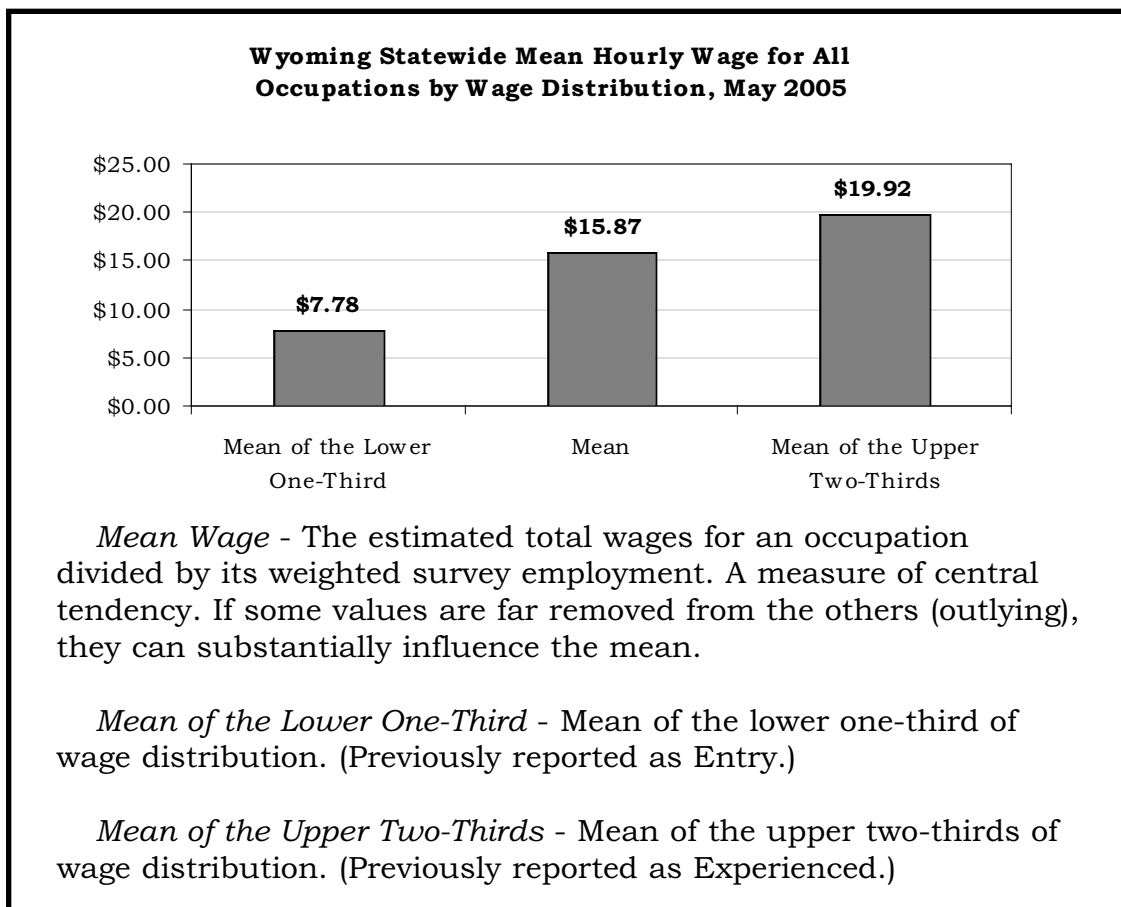
ECI factors were applied to previous survey data to update them.

The employment estimates for each occupation are based on the total number of jobs worked reported as part of the Unemployment Insurance (UI) Quarterly Census of Employment and Wages program. The BLS technical notes relating to the OES Wage Survey are located at <http://stats.bls.gov/news.release/ocwage.toc.htm>. The technical notes include the scope of the survey, an explanation of the UI Quarterly Census of Employment and Wages program, occupational classification of 22 major occupational groups, size class, and hourly intervals.

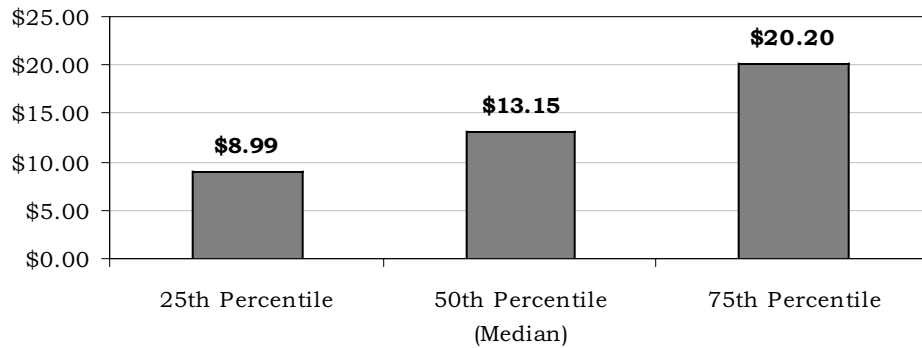
Section VI: Wage Survey General Definitions

Annual Wages - Wages for certain occupations having a work year of less than 2,080 hours are reported as an annual salary. These occupations are denoted with an asterisk (*).

Employment - Represents the jobs worked for wages, salaries, commissions, or tips. This is the estimate of the number of jobs worked in an occupation across the industries in which it was reported. These numbers are rounded to the nearest ten.



Wyoming Statewide Hourly Wage for All Occupations by Percentile, May 2005



Percentile Wage Estimates - A percentile wage estimate shows the percentage of jobs worked in an occupation that earn less than a given wage and the percentage that earn more.

25th Percentile - 25% of jobs worked in all occupations are paid wages below \$8.99 and 75% are paid wages above \$8.99.

50th Percentile (Median) - The estimated 50th percentile of the wage distribution; 50% of jobs worked in all occupations are paid wages below \$13.15 and 50% are paid wages above \$13.15.

75th Percentile - 75% of jobs worked in all occupations are paid wages below \$20.20 and 25% are paid wages above \$20.20.

Metropolitan Statistical Area (MSA) - A county or group of adjoining counties that contain at least one urbanized area of 50,000 inhabitants or more.

Occupational Title - A short title describing each occupation.

Standard Occupational Classification (SOC) Code - A six-digit code that identifies occupations as defined by the SOC classification system.

Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of Lower 1/3	Mean of Upper 2/3	25th Percentile	50th Percentile (Median)	75th Percentile
00-0000	Total All Occupations	251,577	\$15.87	\$7.78	\$19.92	\$8.99	\$13.15	\$20.20
11-0000	Management Occupations	12,780	30.51	16.01	37.75	19.46	27.66	37.95
11-1000	Top Executives							
11-1011	Chief executives	430	45.52	17.65	59.46	23.76	41.84	61.46
11-1021	General & operations managers	5,190	32.78	17.79	40.28	20.75	28.74	40.76
11-2000	Advertising, Marketing, Promotions, PR, & Sales Mgrs.							
11-2011	Advertising & promotions managers	30	29.42	15.57	36.35	17.43	25.76	38.86
11-2021	Marketing managers	50	38.11	23.82	45.26	26.59	35.18	42.01
11-2022	Sales managers	430	27.61	16.15	33.34	18.26	25.92	33.36
11-2031	Public relations managers	30	27.99	18.18	32.89	19.96	25.92	36.96
11-3000	Operations Specialties Managers							
11-3011	Administrative services managers	400	21.51	12.75	25.89	14.52	21.54	27.30
11-3021	Computer & information systems managers	220	29.28	22.79	32.52	24.65	29.71	33.90
11-3031	Financial managers	620	32.39	21.62	37.77	23.59	28.75	37.28
11-3041	Compensation & benefits managers	30	30.01	21.23	34.41	23.58	27.50	37.86
11-3042	Training & development managers	20	30.86	19.35	36.61	22.14	29.24	38.34
11-3049	Human resources managers, all other	90	30.31	24.16	33.39	25.33	29.24	33.70
11-3051	Industrial production managers	180	37.53	21.53	45.53	25.81	38.65	47.72
11-3061	Purchasing managers	60	30.76	21.53	35.37	24.88	30.99	38.17
11-3071	Transportation, storage, & distribution managers	120	29.12	17.68	34.85	20.43	27.21	36.86
11-9000	Other Management Occupations							
11-9021	Construction managers	280	30.95	21.18	35.84	23.29	29.09	36.66
11-9031	Education administrators, preschool & child care center	70	14.54	12.03	15.80	13.01	14.78	16.14
11-9032	Education admin., elementary & secondary school*	470	63,960	46,460	72,720	56,680	65,850	74,260
11-9033	Education administrators, postsecondary	320	43.33	26.63	51.68	30.21	40.21	53.79
11-9039	Education administrators, all other	30	33.55	23.64	38.50	27.28	35.79	41.04
11-9041	Engineering managers	270	39.16	28.81	44.33	32.30	38.79	45.43
11-9051	Food service managers	400	17.63	11.34	20.77	12.47	16.04	21.02
11-9061	Funeral directors	ND	25.51	17.22	29.65	18.71	21.45	33.89
11-9081	Lodging managers	250	16.33	10.88	19.06	11.89	14.98	19.41
11-9111	Medical & health services managers	560	31.42	20.16	37.05	24.26	30.35	36.91
11-9121	Natural sciences managers	280	29.18	20.51	33.52	23.81	29.62	33.95
11-9131	Postmasters & mail superintendents	150	22.70	15.13	26.48	17.12	23.12	26.40
11-9141	Property, real estate, & community association managers	220	15.01	9.31	17.86	9.56	10.65	17.29
11-9151	Social & community service managers	250	22.00	13.89	26.06	15.22	19.68	25.98
11-9199	Managers, all other	1,110	28.30	15.33	34.79	18.21	27.07	37.54
13-0000	Business and Financial Operations Occupations	6,270	22.12	13.10	26.63	15.06	19.67	26.70
13-1000	Business Operations Specialists							
13-1011	Agents & business mgrs. of artists, performers, & athletes	10	11.43	8.03	13.13	8.27	9.54	11.18
13-1021	Purchasing agents & buyers, farm products	10	11.60	9.72	12.55	9.37	10.09	10.82
13-1022	Wholesale & retail buyers, except farm products	140	13.84	8.43	16.54	9.34	12.66	16.66
13-1023	Purchasing agents, except wholesale, retail, & farm prod.	340	22.06	14.85	25.66	16.54	20.42	26.74
13-1031	Claims adjusters, appraisers, examiners, investigators	ND	19.58	13.43	22.66	15.02	18.20	22.16
13-1041	Compliance officers, ex. ag., const., health, safety & trans.	200	23.62	16.05	27.41	18.06	22.25	26.91
13-1051	Cost estimators	250	26.68	18.42	30.81	21.15	26.84	32.19
13-1061	Emergency management specialists	30	17.27	11.07	20.37	12.07	16.87	21.15
13-1071	Employment, recruitment, & placement specialists	180	16.17	12.14	18.19	12.82	15.10	17.96
13-1072	Compensation, benefits, & job analysis specialists	ND	19.08	13.15	22.05	14.22	17.92	22.32
13-1073	Training & development specialists	240	18.83	13.77	21.36	14.92	17.42	21.42
13-1079	HR, training, & labor relations specialists, all other	80	21.62	15.05	24.90	15.80	19.27	24.86
13-1111	Management analysts	220	32.75	18.01	40.12	19.50	24.16	32.66
13-1121	Meeting & convention planners	70	14.88	11.03	16.80	12.12	14.45	17.12
13-1199	Business operations specialists, all other	1,340	21.77	11.88	26.72	15.16	20.26	27.80
13-2000	Financial Specialists							
13-2011	Accountants & auditors	1,500	21.81	14.34	25.55	15.60	19.36	25.22

*Annual Wages (see General Definitions).
 ND - Not disclosable due to confidentiality.

Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of Lower	Mean of Upper	25th Percentile	50th Percentile (Median)	75th Percentile
				1/3	2/3			
13-2021	Appraisers & assessors of real estate	190	23.09	12.57	28.35	13.79	20.56	26.62
13-2031	Budget analysts	80	26.84	22.60	28.96	23.31	26.22	30.50
13-2041	Credit analysts	60	20.73	13.51	24.34	14.93	17.80	24.05
13-2051	Financial analysts	70	28.80	21.53	32.44	22.86	25.32	28.07
13-2053	Insurance underwriters	50	16.44	13.43	17.95	14.11	15.44	16.78
13-2061	Financial examiners	ND	24.94	19.06	27.88	18.57	20.13	36.31
13-2072	Loan officers	600	22.50	13.02	27.24	13.95	20.24	30.01
13-2081	Tax examiners, collectors, & revenue agents	50	27.66	14.84	34.06	16.86	27.42	37.71
13-2082	Tax preparers	50	11.94	8.20	13.81	8.70	11.56	13.47
13-2099	Financial specialists, all other	190	18.65	11.58	22.18	13.03	16.37	22.59
15-0000 Computer & Mathematical Occupations		1,930	21.80	13.81	25.79	15.80	20.27	26.23
15-1000 Computer Specialists								
15-1021	Computer programmers	160	17.71	11.58	20.77	13.63	16.12	22.51
15-1031	Computer software engineers, applications	180	25.96	17.40	30.24	20.10	23.99	27.13
15-1032	Computer software engineers, systems software	60	28.44	23.13	31.10	23.99	27.37	32.19
15-1041	Computer support specialists	380	17.39	12.31	19.92	14.34	17.18	20.68
15-1051	Computer systems analysts	340	24.88	15.45	29.60	16.98	21.79	30.97
15-1061	Database administrators	ND	23.19	13.59	28.00	15.23	21.91	28.25
15-1071	Network & computer systems administrators	340	21.37	15.48	24.31	16.98	21.06	25.34
15-1081	Network systems & data communications analysts	150	22.00	14.74	25.63	16.63	20.16	24.47
15-1099	Computer specialists, all other	250	22.73	13.45	27.37	15.41	20.65	30.00
15-2041 Statisticians		10	17.53	12.63	19.98	12.94	15.17	19.99
17-0000 Architecture & Engineering Occupations		3,920	25.68	15.67	30.69	18.14	24.23	32.19
17-1000 Architects, Surveyors, and Cartographers								
17-1011	Architects, except landscape & naval	150	25.92	20.43	28.67	22.06	24.52	27.07
17-1012	Landscape architects	30	25.96	18.36	29.76	22.00	27.34	31.42
17-1021	Cartographers & photogrammetrists	70	16.39	12.49	18.35	13.44	15.71	18.88
17-1022	Surveyors	210	20.91	14.12	24.31	15.94	20.45	25.80
17-2000 Engineers								
17-2041	Chemical engineers	ND	31.08	24.57	34.34	24.48	27.19	37.44
17-2051	Civil engineers	680	25.60	18.44	29.18	20.37	24.55	29.21
17-2071	Electrical engineers	120	33.43	27.20	36.54	29.37	32.93	36.45
17-2072	Electronics engineers, except computer	120	30.77	22.71	34.80	25.46	30.82	37.10
17-2081	Environmental engineers	210	32.52	21.45	38.06	23.40	33.07	40.09
17-2111	Health & safety engineers, except mining safety	60	26.67	18.90	30.55	20.64	25.62	31.65
17-2112	Industrial engineers	180	35.26	21.93	41.93	25.11	35.38	45.55
17-2141	Mechanical engineers	140	32.04	24.54	35.79	27.38	32.06	38.14
17-2151	Mining & geological engineers, including mining safety	160	31.99	23.12	36.43	25.79	33.03	38.84
17-2171	Petroleum engineers	330	34.50	21.92	40.79	26.16	35.69	41.30
17-2199	Engineers, all other	160	25.82	14.97	31.25	16.96	26.26	33.12
17-3000 Drafters, Engineering, & Mapping Technicians								
17-3011	Architectural & civil drafters	130	16.63	12.41	18.74	13.40	16.37	19.81
17-3012	Electrical & electronics drafters	ND	14.21	9.55	16.54	10.01	11.57	13.19
17-3013	Mechanical drafters	50	18.83	13.88	21.31	14.86	17.24	23.87
17-3019	Drafters, all other	ND	22.52	18.15	24.71	21.65	23.64	25.64
17-3022	Civil engineering technicians	160	18.06	13.57	20.30	14.77	17.74	20.39
17-3023	Electrical & electronic engineering technicians	220	22.25	16.23	25.25	17.38	22.24	26.53
17-3025	Environmental engineering technicians	70	18.63	11.85	22.02	12.56	15.70	23.42
17-3027	Mechanical engineering technicians	10	17.24	12.14	19.79	13.30	18.29	20.69
17-3029	Engineering technicians, except drafters, all other	180	20.78	12.51	24.91	14.66	22.03	26.01
17-3031	Surveying & mapping technicians	270	15.10	10.61	17.35	11.44	14.42	17.19
19-0000 Life, Physical, & Social Science Occupations		4,210	21.20	12.41	25.60	14.12	20.11	26.53
19-1000 Life Scientists								
19-1013	Soil & plant scientists	50	22.61	15.29	26.27	16.30	20.01	28.41
19-1023	Zoologists & wildlife biologists	270	21.71	15.34	24.89	17.09	20.79	25.57

ND - Not disclosable due to confidentiality.

Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of	Mean of	25th Percentile	50th Percentile (Median)	75th Percentile
				Lower 1/3	Upper 2/3			
19-1029	Biological scientists, all other	210	26.18	17.92	30.31	21.50	26.63	31.94
19-1031	Conservation scientists	160	26.85	20.43	30.06	22.58	26.90	31.33
19-1032	Foresters	70	24.17	19.06	26.72	20.75	24.08	27.26
19-1041	Epidemiologists	20	20.44	18.69	21.31	18.42	19.93	21.44
19-2000 Physical Scientists								
19-2021	Atmospheric & space scientists	40	31.19	19.65	36.96	22.16	31.81	39.81
19-2031	Chemists	180	22.89	17.01	25.83	18.16	21.38	26.36
19-2041	Environmental scientists & specialists, inc. health	220	22.84	17.15	25.69	19.62	23.22	26.15
19-2042	Geoscientists, except hydrologists & geographers	230	32.05	23.12	36.52	25.99	31.63	36.38
19-2043	Hydrologists	240	26.44	18.72	30.30	20.23	25.25	31.61
19-2099	Physical scientists, all other	40	27.45	19.70	31.33	21.61	27.79	32.89
19-3000 Social Scientists & Related Workers								
19-3011	Economists	30	24.43	19.21	27.04	20.82	24.00	26.81
19-3021	Market research analysts	190	18.59	11.78	21.99	14.09	18.13	23.87
19-3031	Clinical, counseling, & school psychologists	170	25.74	17.40	29.90	19.58	24.46	28.75
19-3039	Psychologists, all other	20	29.00	14.08	36.46	14.42	22.30	43.00
19-3051	Urban and regional planners	60	22.11	17.36	24.49	18.49	21.08	25.31
19-3091	Anthropologists & archeologists	110	20.60	13.76	24.02	15.49	19.49	25.48
19-3092	Geographers	ND	15.06	10.25	17.46	10.06	11.00	21.12
19-3099	Social scientists & related workers, all other	60	23.35	15.66	27.19	17.92	23.36	29.43
19-4000 Life, Physical, & Social Science Technicians								
19-4011	Agricultural & food science technicians	20	15.49	10.47	18.00	11.37	15.49	18.75
19-4021	Biological technicians	200	14.03	11.35	15.38	11.74	13.34	16.01
19-4031	Chemical technicians	260	15.24	9.83	17.95	10.16	12.44	19.61
19-4041	Geological & petroleum technicians	120	25.65	18.06	29.44	19.77	24.25	32.19
19-4091	Environmental science & protection techs, inc. health	70	16.10	13.17	17.56	14.09	15.91	18.62
19-4092	Forensic science technicians	20	13.83	10.15	15.67	13.11	15.12	16.36
19-4093	Forest & conservation technicians	590	13.24	10.16	14.78	10.74	12.27	14.74
19-4099	Life, physical, & social science technicians, all other	470	19.25	12.52	22.62	13.80	18.56	23.55
21-0000 Community & Social Services Occupations		3,560	15.00	9.41	17.80	10.29	14.28	18.20
21-1000 Counselors, Social Workers, & Other Social Serv. Spec.								
21-1011	Substance abuse & behavioral disorder counselors	110	16.68	12.28	18.89	13.39	16.17	19.48
21-1012	Educational, vocational, & school counselors	410	19.91	14.12	22.80	15.86	20.01	24.28
21-1013	Marriage & family therapists	20	20.24	12.83	23.94	14.69	18.05	21.79
21-1014	Mental health counselors	210	17.83	14.51	19.49	14.91	16.78	20.38
21-1015	Rehabilitation counselors	110	15.55	11.12	17.77	13.01	15.41	17.68
21-1019	Counselors, all other	40	17.19	12.03	19.77	13.53	16.83	20.91
21-1021	Child, family, & school social workers	580	16.24	12.70	18.01	13.90	15.72	18.13
21-1022	Medical & public health social workers	130	19.98	14.34	22.80	15.35	18.80	23.41
21-1023	Mental health & substance abuse social workers	190	11.91	7.99	13.87	8.54	11.05	14.03
21-1029	Social workers, all other	ND	18.82	10.66	22.90	11.52	13.88	28.65
21-1091	Health educators	240	18.52	12.00	21.78	14.41	18.05	22.18
21-1092	Probation officers & correctional treatment specialists	150	17.77	14.84	19.23	15.27	17.27	20.02
21-1093	Social & human service assistants	900	10.40	9.09	11.06	9.10	9.90	10.70
21-1099	Community & social service specialists, all other	400	11.90	8.97	13.37	9.51	10.78	13.53
21-2011 Clergy		20	18.44	11.31	22.01	12.40	17.39	21.83
23-0000 Legal Occupations		1,350	23.22	10.98	29.34	12.61	18.37	28.27
23-1000 Lawyers, Judges, & Related Workers								
23-1011	Lawyers	640	32.37	17.26	39.93	19.87	27.20	37.89
23-1023	Judges, magistrate judges, & magistrates	30	20.63	10.59	25.65	10.66	23.02	26.77
23-2000 Legal Support Workers								
23-2011	Paralegals & legal assistants	360	13.64	9.70	15.61	10.05	12.09	15.77
23-2092	Law clerks	80	12.29	7.78	14.55	8.30	11.63	15.88
23-2093	Title examiners, abstractors, & searchers	140	14.82	9.43	17.51	10.26	13.26	16.80
23-2099	Legal support workers, all other	100	19.28	12.25	22.79	14.14	18.56	24.23

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Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of Lower 1/3	Mean of Upper 2/3	25th Percentile	50th Percentile (Median)	75th Percentile
25-0000	Education, Training, & Library Occupations	16,420	17.86	9.34	22.12	11.23	17.01	22.85
25-1000 Postsecondary Teachers								
25-1011	Business teachers, postsecondary*	90	67,410	38,950	81,640	43,820	56,900	97,630
25-1021	Computer science teachers, postsecondary*	70	61,040	37,160	72,980	43,110	53,920	79,190
25-1022	Mathematical science teachers, postsecondary*	130	58,420	37,370	68,950	42,110	55,950	72,010
25-1032	Engineering teachers, postsecondary*	100	84,830	62,060	96,210	73,320	85,990	96,460
25-1041	Agricultural sciences teachers, postsecondary*	100	71,170	49,310	82,090	55,930	69,900	84,010
25-1042	Biological science teachers, postsecondary*	110	71,220	45,070	84,290	51,310	70,620	88,000
25-1051	Atmospheric, earth, & space sciences teachers, post.*	50	90,170	71,000	99,760	77,880	89,040	104,200
25-1052	Chemistry teachers, postsecondary*	40	73,390	45,650	87,250	52,210	73,090	94,200
25-1054	Physics teachers, postsecondary*	20	68,020	54,820	74,610	60,910	68,960	77,070
25-1061	Anthropology & archeology teachers, postsecondary*	30	58,370	48,200	63,450	51,700	57,420	66,860
25-1062	Area, ethnic, & cultural studies teachers, postsecondary*	20	61,880	42,970	71,340	46,920	57,000	73,230
25-1063	Economics teachers, postsecondary*	30	96,860	61,980	114,300	76,860	94,140	115,070
25-1065	Political science teachers, postsecondary*	30	65,420	38,150	79,060	42,180	65,230	86,680
25-1066	Psychology teachers, postsecondary*	40	64,760	40,150	77,060	49,850	62,280	75,510
25-1067	Sociology teachers, postsecondary*	30	65,150	51,580	71,940	53,760	63,840	76,250
25-1071	Health specialties teachers, postsecondary*	80	77,300	43,530	94,180	51,560	71,390	96,640
25-1072	Nursing instructors & teachers, postsecondary*	100	48,300	36,220	54,330	39,940	47,190	55,320
25-1081	Education teachers, postsecondary*	90	64,890	49,040	72,820	53,580	64,710	74,240
25-1111	Criminal justice & law enforce. teachers, postsecondary*	10	57,320	43,700	64,130	46,040	53,060	68,360
25-1121	Art, drama, & music teachers, postsecondary*	140	54,990	38,930	63,010	44,660	55,480	67,080
25-1122	Communications teachers, postsecondary*	40	57,440	36,540	67,900	42,430	56,320	70,640
25-1123	English language & literature teachers, postsecondary*	100	52,010	36,910	59,570	39,860	47,470	65,740
25-1124	Foreign language & literature teachers, postsecondary*	30	63,020	43,240	72,910	49,700	66,290	75,100
25-1125	History teachers, postsecondary*	30	59,610	44,290	67,270	47,900	57,550	68,780
25-1126	Philosophy & religion teachers, postsecondary*	20	61,410	43,320	70,460	50,230	58,640	77,680
25-1193	Recreation & fitness studies teachers, postsecondary*	40	55,070	34,650	65,270	39,140	60,610	69,530
25-1199	Postsecondary teachers, all other*	390	51,110	34,370	59,470	40,230	51,000	60,170
25-2000 Primary, Secondary, & Special Education Teachers								
25-2011	Preschool teachers, except special education	340	9.08	6.18	10.53	6.71	8.15	10.87
25-2012	Kindergarten teachers, except special education*	240	38,010	27,630	43,200	31,580	38,660	44,210
25-2021	Elementary school teachers, except special education*	2,680	41,910	30,020	47,860	34,450	42,870	50,770
25-2022	Middle school teachers, except special & vocational ed.*	1,410	41,970	32,400	46,760	35,320	41,730	49,100
25-2023	Vocational education teachers, middle school*	20	43,690	35,120	47,970	37,790	41,940	46,350
25-2031	Secondary school teachers, exc. special & vocational ed.*	1,980	41,400	31,070	46,570	33,990	41,170	49,120
25-2032	Vocational education teachers, secondary school*	230	43,670	35,570	47,710	37,600	43,190	50,320
25-2041	Special ed. teachers, pre-K, kindergarten, & elementary*	660	37,610	26,880	42,970	29,450	37,610	45,280
25-2042	Special education teachers, middle school*	210	42,420	31,580	47,840	34,340	40,950	49,060
25-2043	Special education teachers, secondary school*	280	41,500	31,920	46,290	34,660	41,300	47,830
25-3000 Other Teachers and Instructors								
25-3011	Adult literacy, remedial education, & GED teachers	60	14.18	7.81	17.36	8.07	12.35	19.45
25-3099	Teachers & instructors, all other*	1,100	29,470	22,310	33,040	23,410	27,980	33,990
25-4000 Librarians, Curators, & Archivists								
25-4011	Archivists, curators, & museum technicians	100	16.61	12.23	18.80	13.18	15.97	19.32
25-4012	Curators	50	17.80	12.03	20.68	12.78	15.98	21.44
25-4013	Museum technicians & conservators	ND	11.73	7.61	13.78	7.67	8.51	16.37
25-4021	Librarians	260	20.84	14.99	23.77	17.05	21.32	25.21
25-4031	Library technicians	240	12.18	8.34	14.10	9.76	12.00	13.79
25-9000 Other Education, Training, & Library Occupations								
25-9011	Audio-visual collections specialists	10	16.55	9.41	20.12	11.07	17.62	21.20
25-9021	Farm and home management advisors	120	22.00	13.44	26.28	15.10	20.56	28.97
25-9031	Instructional coordinators	160	23.23	14.47	27.60	16.80	22.62	28.91
25-9041	Teacher assistants*	3,850	19,040	14,090	21,520	15,360	18,560	22,490
25-9099	Education, training, & library workers, all other	70	14.91	9.35	17.69	10.40	15.34	19.28
27-0000	Arts, Design, Entertainment, Sports, & Media Occupations	2,740	14.10	6.75	17.77	7.62	12.13	18.15

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Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of	Mean of	25th Percentile	50th Percentile (Median)	75th Percentile
				Lower 1/3	Upper 2/3			
27-1000 Art & Design Workers								
27-1012	Craft artists	40	10.38	7.31	11.92	8.59	9.90	11.14
27-1013	Fine artists, inc. painters, sculptors, & illustrators	30	ND	ND	ND	ND	ND	ND
27-1021	Commercial & industrial designers	30	19.34	12.12	22.95	13.18	16.30	28.30
27-1023	Floral designers	210	8.14	6.11	9.15	6.60	7.82	9.49
27-1024	Graphic designers	200	12.64	7.84	15.03	8.54	10.71	14.67
27-1025	Interior designers	40	24.40	15.36	28.93	16.90	20.22	27.72
27-1026	Merchandise displayers & window trimmers	30	9.05	6.83	10.17	7.21	7.97	8.73
27-1029	Designers, all other	20	18.45	13.46	20.94	14.06	16.25	21.54
27-2000 Entertainers & Performers, Sports & Related Workers								
27-2012	Producers & directors	60	21.01	14.31	24.36	14.96	17.68	24.20
27-2022	Coaches & scouts*	720	26,910	12,610	34,060	12,970	14,840	39,290
27-2032	Choreographers	100	12.47	6.66	15.37	7.66	10.12	17.78
27-2099	Entertainers & performers, sports & rel. workers, all other	30	9.32	5.91	11.03	6.07	6.90	8.49
27-3000 Media & Communication Workers								
27-3011	Radio & television announcers	110	9.92	6.62	11.57	7.20	8.86	12.46
27-3021	Broadcast news analysts	20	13.60	9.99	15.41	10.17	13.66	16.97
27-3022	Reporters & correspondents	130	13.00	8.87	15.07	9.97	11.93	13.61
27-3031	Public relations specialists	330	18.60	12.76	21.52	14.76	17.46	21.41
27-3041	Editors	130	16.19	11.72	18.43	13.62	15.86	18.21
27-3042	Technical writers	10	20.70	16.69	22.71	17.59	21.29	24.00
27-3043	Writers & authors	50	17.08	11.53	19.85	13.81	16.33	22.14
27-3091	Interpreters & translators	20	15.71	10.98	18.07	12.71	15.17	17.21
27-3099	Media & communication workers, all other	40	14.85	11.73	16.41	12.37	14.03	16.11
27-4000 Media & Communication Equipment Workers								
27-4011	Audio & video equipment technicians	50	14.29	10.73	16.07	11.84	13.20	14.97
27-4012	Broadcast technicians	100	12.76	7.16	15.56	7.84	10.09	14.99
27-4021	Photographers	120	14.39	8.17	17.50	8.87	14.18	19.31
27-4031	Camera operators, television, video, & motion picture	20	15.82	9.49	18.99	9.95	11.27	20.67
27-4099	Media & communication equipment workers, all other	20	22.42	15.43	25.91	17.62	22.03	26.68
29-0000 Healthcare Practitioners & Technical Occupations		10,550	26.62	14.33	32.77	16.91	22.37	28.65
29-1000 Health Diagnosing & Treating Practitioners								
29-1011	Chiropractors	40	37.33	19.92	46.03	21.04	27.10	43.63
29-1023	Orthodontists	ND	91.17	85.77	93.86	ND	ND	ND
29-1031	Dietitians & nutritionists	100	19.86	13.40	23.09	16.56	20.39	24.13
29-1041	Optometrists	100	45.41	21.60	57.31	24.74	39.01	54.17
29-1051	Pharmacists	470	39.44	30.38	43.96	35.18	39.95	44.69
29-1061	Anesthesiologists	40	82.49	60.65	93.41	66.78	ND	ND
29-1062	Family & general practitioners	180	72.94	48.12	85.34	55.59	ND	ND
29-1063	Internists, general	ND	70.66	60.83	75.58	61.33	66.99	ND
29-1064	Obstetricians & gynecologists	ND	77.19	49.60	90.98	60.96	ND	ND
29-1065	Pediatricians, general	ND	49.75	37.16	56.05	40.23	49.88	61.92
29-1066	Psychiatrists	20	76.93	57.14	86.82	63.73	ND	ND
29-1067	Surgeons	60	89.48	81.47	93.48	ND	ND	ND
29-1069	Physicians & surgeons, all other	130	60.55	28.48	76.59	41.55	62.12	ND
29-1071	Physician assistants	200	27.75	21.54	30.85	23.02	26.24	32.32
29-1081	Podiatrists	10	56.57	46.73	61.49	48.30	52.66	57.24
29-1111	Registered nurses	3,940	23.18	17.83	25.85	19.26	22.68	26.60
29-1121	Audiologists	20	22.95	18.96	24.95	20.70	23.81	25.95
29-1122	Occupational therapists	170	23.33	15.15	27.42	17.98	24.03	27.55
29-1123	Physical therapists	260	29.28	24.07	31.89	25.10	28.26	32.63
29-1124	Radiation therapists	70	25.81	19.48	28.98	21.61	25.48	30.16
29-1125	Recreational therapists	40	16.91	11.96	19.39	14.04	17.00	20.13
29-1126	Respiratory therapists	120	19.68	15.96	21.54	16.90	19.57	22.26
29-1127	Speech-language pathologists	220	23.33	17.35	26.32	19.43	23.19	26.66
29-1131	Veterinarians	140	26.50	15.20	32.16	16.21	22.65	31.95
29-1199	Health diagnosing & treating practitioners, all other	ND	62.08	53.39	66.43	58.32	62.82	67.36

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Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of		25th Percentile	50th Percentile (Median)	75th Percentile
				Lower 1/3	Upper 2/3			
29-2000 Health Technologists & Technicians								
29-2011	Medical & clinical laboratory technologists	260	22.15	17.44	24.50	18.90	22.18	25.70
29-2012	Medical & clinical laboratory technicians	130	13.77	9.80	15.75	10.50	12.81	16.45
29-2021	Dental hygienists	260	25.55	21.57	27.54	23.44	25.66	28.03
29-2031	Cardiovascular technologists & technicians	30	19.55	13.19	22.72	16.26	20.69	23.91
29-2032	Diagnostic medical sonographers	50	24.76	18.93	27.67	20.70	24.81	28.91
29-2033	Nuclear medicine technologists	20	25.52	20.40	28.09	23.00	26.08	29.41
29-2034	Radiologic technologists & technicians	500	20.97	14.67	24.12	16.23	21.34	25.51
29-2041	Emergency medical technicians & paramedics	360	12.69	8.01	15.03	9.03	12.06	16.49
29-2052	Pharmacy technicians	330	12.96	9.99	14.44	10.80	12.67	15.05
29-2054	Respiratory therapy technicians	60	13.12	9.68	14.84	9.58	10.55	16.98
29-2055	Surgical technologists	100	15.53	11.97	17.30	12.66	15.05	18.33
29-2056	Veterinary technologists & technicians	130	12.81	9.35	14.55	9.75	11.33	14.57
29-2061	Licensed practical & licensed vocational nurses	730	15.85	12.49	17.53	13.81	15.79	18.04
29-2071	Medical records & health information technicians	310	13.08	9.49	14.87	10.46	12.40	15.50
29-2081	Opticians, dispensing	80	11.93	8.34	13.72	9.00	11.10	13.87
29-9000 Other Healthcare Practitioners & Technical Occ.								
29-9011	Occupational health & safety specialists	130	29.02	19.66	33.71	22.63	27.73	36.01
29-9012	Occupational health & safety technicians	40	25.68	13.59	31.73	15.56	27.81	32.89
29-9091	Athletic trainers*	30	44,450	31,840	50,750	33,890	45,470	54,950
29-9099	Healthcare practitioners & technical workers, all other	50	16.29	9.92	19.48	10.94	13.16	16.33
31-0000 Healthcare Support Occupations		6,430	10.80	8.40	12.01	8.92	10.10	11.93
31-1000 Nursing, Psychiatric, & Home Health Aides								
31-1011	Home health aides	1,290	9.42	7.80	10.23	8.45	9.50	10.46
31-1012	Nursing aides, orderlies, & attendants	2,990	10.32	8.85	11.06	9.08	10.03	11.16
31-1013	Psychiatric aides	20	11.37	9.63	12.24	9.68	10.71	12.47
31-2000 Occupational & Physical Therapist Assistants & Aides								
31-2011	Occupational therapist assistants	30	14.42	10.24	16.51	11.19	13.03	17.57
31-2021	Physical therapist assistants	80	17.10	13.05	19.12	14.87	17.80	20.21
31-2022	Physical therapist aides	90	9.91	7.62	11.06	8.43	9.72	10.94
31-9000 Other Healthcare Support Occupations								
31-9011	Massage therapists	100	18.11	8.36	22.98	10.92	13.06	23.28
31-9091	Dental assistants	470	12.16	8.82	13.84	9.55	11.99	14.77
31-9092	Medical assistants	380	10.56	7.96	11.86	8.48	10.08	12.06
31-9093	Medical equipment preparers	80	10.99	8.71	12.13	9.14	10.33	12.47
31-9094	Medical transcriptionists	310	11.26	8.41	12.69	9.12	11.33	13.11
31-9095	Pharmacy aides	90	10.20	6.46	12.08	7.24	10.17	12.71
31-9096	Veterinary assistants & laboratory animal caretakers	160	7.85	6.40	8.57	6.92	7.80	8.70
31-9099	Healthcare support workers, all other	330	16.30	10.30	19.29	11.40	14.68	20.60
33-0000 Protective Service Occupations		5,210	15.47	9.19	18.61	11.04	14.77	19.41
33-1000 First-Line Sup./Mgrs., Protective Service Workers								
33-1011	First-line supervisors/managers of correctional officers	80	21.11	17.85	22.74	18.59	21.04	24.17
33-1012	First-line supervisors/managers of police & detectives	190	24.45	17.84	27.76	19.69	23.82	27.59
33-1021	First-line supervisors/mgrs. of fire fighting workers	70	23.75	17.85	26.69	19.56	23.39	27.40
33-1099	First-line sup./mgrs., protective service workers, all other	140	25.34	14.56	30.74	18.33	25.47	31.40
33-2000 Fire Fighting & Prevention Workers								
33-2011	Fire fighters	ND	16.31	12.46	18.24	13.62	15.94	18.80
33-2021	Fire inspectors & investigators	10	17.55	15.27	18.69	15.49	17.71	19.96
33-3000 Law Enforcement Workers								
33-3011	Bailiffs	20	12.67	9.71	14.15	9.60	10.56	16.54
33-3012	Correctional officers & jailers	880	14.82	11.73	16.36	12.29	14.39	17.00
33-3021	Detectives & criminal investigators	190	24.36	17.31	27.89	19.98	23.68	26.97
33-3031	Fish & game wardens	80	19.58	14.83	21.96	17.33	19.92	23.15
33-3041	Parking enforcement workers	20	13.55	10.93	14.87	11.44	13.10	15.60
33-3051	Police & sheriff's patrol officers	1,160	18.30	14.78	20.05	15.75	18.24	20.62

*Annual Wages (see General Definitions).
 ND - Not disclosable due to confidentiality.

Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of Lower 1/3	Mean of Upper 2/3	25th Percentile	50th Percentile (Median)	75th Percentile
33-9000 Other Protective Service Workers								
33-9011	Animal control workers	40	14.35	11.20	15.93	12.11	14.51	16.54
33-9021	Private detectives & investigators	50	16.80	12.36	19.03	13.92	15.91	18.83
33-9032	Security guards	860	10.63	7.47	12.20	8.04	9.97	12.67
33-9091	Crossing guards	310	10.95	9.36	11.74	9.70	11.08	12.46
33-9092	Lifeguards & other recreational protective service workers	420	6.70	5.90	7.09	5.87	6.47	7.41
33-9099	Protective service workers, all other	390	15.13	10.59	17.40	11.58	13.39	18.57
35-0000 Food Preparation & Serving Related Occupations		24,440	7.68	5.91	8.57	6.07	6.92	8.64
35-1000 Supervisors, Food Preparation & Serving Workers								
35-1011	Chefs & head cooks	280	14.11	9.42	16.46	9.69	11.56	16.17
35-1012	First-line sup./mgrs. of food prep. & serving workers	1,820	11.30	8.06	12.93	8.71	10.62	13.01
35-2000 Cooks & Food Preparation Workers								
35-2011	Cooks, fast food	1,510	6.52	5.95	6.80	5.84	6.38	6.96
35-2012	Cooks, institution & cafeteria	1,120	9.21	6.99	10.32	7.59	9.07	10.62
35-2014	Cooks, restaurant	2,310	8.69	6.88	9.59	7.32	8.34	9.88
35-2015	Cooks, short order	360	8.54	6.40	9.61	7.01	8.59	10.19
35-2019	Cooks, all other	ND	10.77	7.60	12.36	7.74	11.06	13.46
35-2021	Food preparation workers	1,360	7.74	6.19	8.52	6.73	7.69	8.65
35-3000 Food & Beverage Serving Workers								
35-3011	Bartenders	1,750	7.28	5.88	7.98	6.04	6.87	8.10
35-3021	Combined food prep. & serving workers, inc. fast food	3,980	7.20	5.94	7.83	6.05	6.81	8.09
35-3022	Counter attendants, cafeteria & coffee shop	1,160	6.50	5.88	6.81	5.77	6.30	6.88
35-3031	Waiters & waitresses	5,480	6.71	5.90	7.12	5.80	6.33	6.91
35-3041	Food servers, nonrestaurant	270	7.88	6.24	8.70	6.78	7.73	8.78
35-9000 Other Food Preparation & Serving Related Workers								
35-9011	Dining room, cafeteria, & bartender helpers	840	7.70	5.90	8.59	5.91	6.56	8.19
35-9021	Dishwashers	1,340	6.89	5.89	7.39	5.87	6.50	7.72
35-9031	Hosts & hostesses, restaurant, lounge, & coffee shop	790	6.70	5.88	7.11	5.82	6.40	7.35
35-9099	Food preparation & serving related workers, all other	50	8.65	5.81	10.06	6.08	7.22	9.19
37-0000 Building & Groundskeeping & Maintenance Occupations		10,030	9.64	6.82	11.05	7.39	8.86	11.15
37-1000 Supervisors, Building & Groundskeeping Workers								
37-1011	First-line sup./mgrs. of housekeepers & janitors	570	12.93	8.79	15.00	9.81	12.18	15.15
37-1012	First-line sup./mgrs. of landscapers & groundskeepers	220	16.71	12.52	18.81	14.02	16.06	19.23
37-2000 Building Cleaning & Pest Control Workers								
37-2011	Janitors & cleaners, except maids & housekeepers	4,350	9.65	7.06	10.94	7.62	9.05	11.07
37-2012	Maids & housekeepers	2,950	7.97	6.02	8.95	6.55	7.73	9.26
37-2021	Pest control workers	30	15.24	9.62	18.05	10.95	13.36	20.11
37-3000 Grounds Maintenance Workers								
37-3011	Landscaping & groundskeeping workers	1,510	10.20	7.25	11.67	7.82	9.40	12.35
37-3012	Pesticide handlers, sprayers, & applicators, vegetation	ND	11.58	9.71	12.51	10.49	11.74	12.85
37-3013	Tree trimmers & pruners	ND	12.43	10.15	13.58	10.80	12.42	13.94
37-3019	Grounds maintenance workers, all other	140	9.29	6.44	10.72	6.95	8.02	10.45
39-0000 Personal Care & Service Occupations		5,750	9.39	6.32	10.93	6.87	8.53	10.67
39-1021 First-Line Sup./Mgrs. of Personal Service Workers								
		280	14.73	9.61	17.29	10.45	13.17	17.00
39-2021 Nonfarm Animal Caretakers								
		270	8.70	6.60	9.74	7.18	8.42	10.35
39-3000 Entertainment Attendants & Related Workers								
39-3021	Motion picture projectionists	40	7.96	5.92	8.98	6.48	7.63	9.09
39-3031	Ushers, lobby attendants, & ticket takers	210	6.60	5.88	6.96	5.80	6.37	7.14
39-3091	Amusement & recreation attendants	530	8.03	6.05	9.02	6.59	7.66	8.65
39-3099	Entertainment attendants & related workers, all other	230	7.97	6.45	8.73	6.95	7.77	8.57

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Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of Lower 1/3	Mean of Upper 2/3	25th Percentile	50th Percentile (Median)	75th Percentile
39-4000 Funeral Service Workers								
39-4011	Embalmers	20	14.74	11.89	16.17	13.31	15.02	16.56
39-4021	Funeral attendants	50	10.06	7.52	11.32	8.11	9.47	11.19
39-5012 Hairdressers, Hairstylists, & Cosmetologists		630	9.76	6.40	11.44	7.08	9.50	11.90
39-6000 Transportation, Tourism, & Lodging Attendants								
39-6011	Baggage porters & bellhops	110	8.32	6.18	9.40	6.72	8.37	9.84
39-6012	Concierges	30	9.93	8.11	10.84	8.89	9.99	11.43
39-6021	Tour guides & escorts	ND	13.89	9.00	16.34	9.77	11.68	18.24
39-9000 Other Personal Care & Service Workers								
39-9011	Child care workers	1,300	7.68	5.87	8.59	6.09	7.08	8.98
39-9021	Personal & home care aides	560	9.22	7.81	9.92	8.35	9.25	10.18
39-9031	Fitness trainers & aerobics instructors	340	11.59	6.85	13.96	7.56	9.91	15.73
39-9032	Recreation workers	510	10.88	7.12	12.76	7.82	9.57	13.07
39-9041	Residential advisors	60	12.65	10.03	13.96	11.12	12.52	14.48
39-9099	Personal care & service workers, all other	110	8.02	6.00	9.03	6.53	7.74	8.92
41-0000 Sales & Related Occupations		21,760	12.04	6.63	14.75	7.24	9.11	13.39
41-1000 Supervisors, Sales Workers								
41-1011	First-line supervisors/managers of retail sales workers	2,410	15.21	9.86	17.88	10.79	13.27	18.13
41-1012	First-line supervisors/mgrs. of non-retail sales workers	190	23.14	16.29	26.57	18.74	22.37	28.69
41-2000 Retail Sales Workers								
41-2011	Cashiers	5,570	7.93	6.23	8.78	6.76	7.66	8.54
41-2021	Counter & rental clerks	690	8.60	5.88	9.96	6.11	7.13	9.62
41-2022	Parts salespersons	600	11.88	8.48	13.58	9.24	10.80	14.04
41-2031	Retail salespersons	7,700	9.57	6.24	11.23	6.77	8.32	10.72
41-3000 Sales Representatives, Services								
41-3011	Advertising sales agents	300	12.46	7.90	14.74	8.76	11.69	14.52
41-3021	Insurance sales agents	470	27.16	11.46	35.02	12.74	18.06	28.91
41-3031	Securities, commodities, & financial services sales agents	170	31.86	13.03	41.28	13.91	19.34	50.37
41-3041	Travel agents	100	13.67	9.33	15.84	10.22	12.76	16.02
41-3099	Sales representatives, services, all other	150	24.57	10.28	31.72	12.49	18.61	29.54
41-4000 Sales Representatives, Wholesale & Manufacturing								
41-4011	Sales reps, wholesale & mfg., technical & scientific prod.	690	29.02	17.75	34.65	20.44	26.78	35.69
41-4012	Sales reps, wholesale & mfg., exc. tech. & scientific prod.	1,500	18.10	10.74	21.79	12.11	15.71	21.35
41-9000 Other Sales & Related Workers								
41-9011	Demonstrators & product promoters	100	9.18	7.68	9.92	8.11	9.21	10.24
41-9021	Real estate brokers	60	ND	ND	ND	ND	ND	ND
41-9022	Real estate sales agents	240	ND	ND	ND	ND	ND	ND
41-9031	Sales engineers	ND	26.34	21.08	28.96	22.12	25.28	30.15
41-9099	Sales & related workers, all other	410	11.53	7.06	13.77	7.66	10.29	14.70
43-0000 Office & Administrative Support Occupations		36,160	12.14	8.15	14.13	9.03	11.09	14.20
43-1011 First-Line Sup./Mgrs. of Administrative Support Workers		1,890	18.33	11.59	21.70	13.23	16.77	21.58
43-2000 Communications Equipment Operators								
43-2011	Switchboard operators, including answering service	230	9.72	6.87	11.15	7.64	9.36	11.02
43-2021	Telephone operators	20	15.17	10.20	17.66	10.74	16.12	19.44
43-2099	Communications equipment operators, all other	10	15.33	12.15	16.92	12.86	14.68	16.54
43-3000 Financial Clerks								
43-3011	Bill & account collectors	450	11.77	9.01	13.15	9.39	10.69	12.85
43-3021	Billing & posting clerks & machine operators	640	11.84	9.26	13.13	9.77	11.48	13.59
43-3031	Bookkeeping, accounting, & auditing clerks	5,070	12.16	8.66	13.91	9.57	11.72	14.29
43-3051	Payroll & timekeeping clerks	380	13.57	9.80	15.45	10.77	13.25	16.13

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Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of	Mean of	25th Percentile	50th Percentile (Median)	75th Percentile
				Lower 1/3	Upper 2/3			
43-3061	Procurement clerks	130	15.07	11.46	16.87	12.17	14.15	17.96
43-3071	Tellers	1,320	9.25	7.40	10.18	7.79	9.03	10.53
43-4000 Information & Record Clerks								
43-4031	Court, municipal, & license clerks	580	11.99	9.06	13.46	9.85	11.59	13.77
43-4051	Customer service representatives	1,920	11.32	8.17	12.90	8.80	10.37	13.26
43-4061	Eligibility interviewers, government programs	240	17.01	13.73	18.66	14.70	17.38	19.74
43-4071	File clerks	350	8.49	7.13	9.17	7.38	8.29	9.75
43-4081	Hotel, motel, & resort desk clerks	1,010	8.59	6.59	9.60	7.07	8.12	9.95
43-4111	Interviewers, except eligibility & loan	410	9.80	7.23	11.09	8.07	9.65	11.26
43-4121	Library assistants, clerical	ND	9.68	6.91	11.06	7.73	9.61	11.54
43-4131	Loan interviewers & clerks	370	11.19	8.16	12.70	8.73	11.15	12.95
43-4141	New accounts clerks	280	12.21	9.61	13.52	9.99	11.76	14.10
43-4151	Order clerks	360	10.48	7.85	11.80	8.40	9.76	11.11
43-4161	Human resources assistants, exc. payroll & timekeeping	220	14.88	11.35	16.64	12.35	14.68	16.98
43-4171	Receptionists & information clerks	1,360	9.44	7.05	10.64	7.68	9.18	10.78
43-4181	Reservation & transportation ticket agents & travel clerks	140	10.91	8.07	12.33	8.52	10.46	12.54
43-4999	Financial, information, & record clerks, all other	1,000	15.72	10.54	18.30	11.98	14.94	18.13
43-5000 Material Recording, Scheduling, & Distributing Workers								
43-5031	Police, fire, & ambulance dispatchers	360	12.95	9.91	14.47	10.91	12.86	15.03
43-5032	Dispatchers, except police, fire, & ambulance	250	17.29	11.39	20.23	12.75	16.35	22.28
43-5041	Meter readers, utilities	130	16.60	11.75	19.03	12.59	15.94	20.29
43-5051	Postal service clerks	180	21.68	17.76	23.64	19.11	22.34	24.80
43-5052	Postal service mail carriers	430	21.71	17.26	23.93	19.20	22.60	24.95
43-5053	Postal service mail sorters & processors	420	17.38	10.23	20.96	10.98	18.07	23.05
43-5061	Production, planning, & expediting clerks	190	17.13	10.43	20.47	11.61	15.50	22.53
43-5071	Shipping, receiving, & traffic clerks	820	12.47	9.00	14.20	10.16	12.42	14.54
43-5081	Stock clerks & order fillers	2,100	10.55	7.10	12.27	7.80	9.46	11.98
43-5111	Weighers, measurers, checkers, & samplers	100	12.53	9.32	14.14	9.98	12.00	13.97
43-6000 Secretaries & Administrative Assistants								
43-6011	Executive secretaries & administrative assistants	1,720	15.01	11.34	16.85	12.18	14.38	16.97
43-6013	Medical secretaries	550	12.01	9.44	13.29	10.13	11.87	13.68
43-6014	Secretaries, except legal, medical, & executive	5,330	10.81	8.04	12.20	8.94	10.43	12.66
43-9000 Other Office & Administrative Support Workers								
43-9011	Computer operators	190	12.02	8.13	13.96	8.76	11.10	14.54
43-9021	Data entry keyers	130	10.55	7.57	12.04	8.31	10.07	12.62
43-9022	Word processors & typists	60	13.61	9.51	15.66	10.04	12.03	16.31
43-9031	Desktop publishers	30	13.68	8.90	16.06	9.49	12.77	17.29
43-9041	Insurance claims & policy processing clerks	260	11.68	9.74	12.65	10.48	11.79	12.92
43-9051	Mail clerks & mail machine oper., exc. postal service	180	9.83	7.42	11.03	8.27	9.55	10.74
43-9061	Office clerks, general	2,660	10.44	7.36	11.97	8.31	10.00	12.21
43-9199	Office & administrative support workers, all other	630	11.96	8.48	13.70	9.49	11.25	14.08
45-0000 Farming, Fishing, & Forestry Occupations		360	12.81	6.84	15.79	7.60	11.38	16.18
45-1011 First-Line Sup./Mgrs. of Farm, Fish, & Forest Wkrs.		20	21.37	15.45	24.33	16.10	22.75	25.45
45-2000 Agricultural Workers								
45-2011	Agricultural inspectors	30	17.49	12.50	19.99	13.48	18.17	20.68
45-2092	Farmworkers & laborers, crop, nursery, & greenhouse	100	8.11	5.82	9.25	6.10	7.23	8.60
45-2093	Farmworkers, farm & ranch animals	40	14.15	9.32	16.56	11.48	14.78	17.20
45-2099	Agricultural workers, all other	110	13.57	7.38	16.67	7.73	10.86	16.01
45-4022 Logging Equipment Operators		20	14.92	10.99	16.88	11.57	13.31	17.01
47-0000 Construction & Extraction Occupations		27,090	17.66	11.16	20.90	12.58	16.29	21.28
47-1011 First-Line Sup./Mgrs. of Const. & Extraction Workers		2,960	26.22	17.24	30.71	19.07	23.98	31.95
47-2000 Construction Trade Workers								
47-2021	Brickmasons & blockmasons	220	16.19	10.43	19.07	11.22	15.28	21.24

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Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of	Mean of	25th Percentile	50th Percentile (Median)	75th Percentile
				Lower 1/3	Upper 2/3			
47-2022	Stonemasons	90	19.82	13.94	22.76	15.05	21.87	24.89
47-2031	Carpenters	2,470	16.97	12.12	19.39	13.11	16.00	20.49
47-2041	Carpet installers	60	12.43	8.91	14.20	9.72	11.63	13.25
47-2044	Tile & marble setters	ND	14.82	11.41	16.53	12.55	15.03	16.70
47-2051	Cement masons & concrete finishers	840	13.51	10.14	15.20	11.37	13.94	15.84
47-2061	Construction laborers	2,270	12.02	9.68	13.19	10.00	11.40	13.22
47-2071	Paving, surfacing, & tamping equipment operators	150	16.45	11.61	18.87	13.21	16.30	19.70
47-2073	Operating engineers & other construction equip. oper.	3,330	18.17	13.15	20.69	14.14	16.96	22.48
47-2081	Drywall & ceiling tile installers	120	14.98	11.72	16.62	14.11	15.64	17.11
47-2082	Tapers	20	15.99	15.39	16.29	14.84	15.90	16.95
47-2111	Electricians	2,020	21.02	15.50	23.78	16.93	20.59	25.15
47-2121	Glaziers	100	13.14	10.44	14.49	11.46	13.11	15.39
47-2131	Insulation workers, floor, ceiling, & wall	100	14.72	10.17	16.99	10.79	14.78	17.01
47-2132	Insulation workers, mechanical	250	16.95	14.25	18.30	14.81	16.45	19.08
47-2141	Painters, construction & maintenance	530	15.28	10.85	17.50	11.59	14.04	19.21
47-2151	Pipelayers	260	13.91	12.00	14.86	11.85	12.92	15.27
47-2152	Plumbers, pipefitters, & steamfitters	840	20.31	14.73	23.10	16.17	18.97	21.50
47-2181	Roofers	230	14.78	10.08	17.13	10.98	14.11	18.88
47-2211	Sheet metal workers	280	16.37	11.65	18.72	13.15	16.84	19.77
47-2221	Structural iron & steel workers	ND	13.12	11.34	14.01	11.35	12.34	13.34
47-3000 Helpers, Construction Trades								
47-3011	Helpers-brick, block, & stonemasons, tile & marble	120	12.91	9.32	14.70	9.87	11.71	16.06
47-3012	Helpers-carpenters	480	10.84	8.48	12.02	9.26	11.03	12.66
47-3013	Helpers-electricians	90	12.53	8.92	14.34	9.70	12.41	15.35
47-3014	Helpers-paint, paper, plasterers, & stucco masons	ND	10.54	9.41	11.10	9.33	10.24	11.94
47-3015	Helpers-pipelayers, plumbers, pipe & steamfitters	ND	10.02	7.73	11.17	8.01	9.76	12.13
47-3016	Helpers-roofers	180	8.98	7.48	9.74	7.83	8.83	10.20
47-3019	Helpers, construction trades, all other	270	9.89	7.61	11.04	8.13	9.90	11.60
47-4000 Other Construction & Related Workers								
47-4011	Construction & building inspectors	120	18.52	12.63	21.46	13.47	19.20	22.06
47-4051	Highway maintenance workers	250	15.89	12.21	17.73	13.14	15.92	18.80
47-4071	Septic tank servicers & sewer pipe cleaners	50	14.87	10.84	16.88	11.92	14.71	18.30
47-4099	Construction & related workers, all other	160	12.60	8.72	14.55	8.95	12.78	14.59
47-5000 Extraction Workers								
47-5011	Derrick operators, oil & gas	1,140	18.60	13.73	21.04	15.28	18.66	21.11
47-5012	Rotary drill operators, oil & gas	420	19.25	13.35	22.20	14.31	18.71	24.25
47-5013	Service unit operators, oil, gas, & mining	970	16.08	11.48	18.38	12.86	15.89	19.22
47-5021	Earth drillers, except oil & gas	310	16.49	11.96	18.76	12.54	14.88	20.26
47-5031	Explosives workers, ordnance handlers, & blasters	130	22.80	18.17	25.11	20.51	23.90	26.07
47-5041	Continuous mining machine operators	100	21.59	14.15	25.31	15.42	20.01	29.05
47-5049	Mining machine operators, all other	30	17.04	13.68	18.72	14.55	16.96	19.70
47-5061	Roof bolters, mining	50	26.51	20.97	29.28	23.40	27.74	31.27
47-5071	Roustabouts, oil & gas	1,870	16.01	11.35	18.35	11.96	14.22	18.05
47-5081	Helpers-extraction workers	450	12.42	9.10	14.07	9.77	13.43	15.27
47-5099	Extraction workers, all other	1,690	18.22	11.05	21.80	12.82	17.90	20.95
49-0000 Installation, Maintenance, & Repair Occupations		14,730	18.89	11.03	22.81	12.99	18.24	24.35
49-1011 1st-Line Sup./Mgrs. of Mech., Installers, & Repairers		1,430	24.73	15.48	29.35	18.31	24.23	30.96
49-2000 Electrical & Electronic Equip. Mechanics & Installers								
49-2011	Computer, ATM, & office machine repairers	130	13.59	8.40	16.19	9.26	13.54	16.80
49-2021	Radio mechanics	70	18.32	11.05	21.95	11.40	17.82	23.81
49-2022	Telecommunications equipment installers & repairers	430	23.60	18.93	25.93	22.02	24.44	26.67
49-2091	Avionics technicians	30	22.75	18.72	24.76	21.46	23.65	25.68
49-2094	Elec. & electronics repairers, comm. & industrial equip.	110	20.92	12.16	25.31	15.10	21.33	26.48
49-2095	Elec. & electron. repair., powerhouse, substation, & relay	40	27.82	23.67	29.90	24.56	27.75	31.95
49-2096	Electronic equip. installers & repairers, motor vehicles	ND	17.97	10.32	21.80	10.85	15.03	23.14
49-2098	Security & fire alarm systems installers	50	17.09	10.79	20.23	12.70	18.09	20.77

ND - Not disclosable due to confidentiality.

Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of Lower 1/3	Mean of Upper 2/3	25th Percentile	50th Percentile (Median)	75th Percentile
49-3000 Vehicle & Mobile Equip. Mech., Installers, & Repairers								
49-3011	Aircraft mechanics & service technicians	130	20.52	16.69	22.43	17.86	20.32	23.72
49-3021	Automotive body & related repairers	260	16.86	11.94	19.32	13.07	16.16	19.90
49-3022	Automotive glass installers & repairers	ND	11.31	9.44	12.24	9.47	10.35	11.29
49-3023	Automotive service technicians & mechanics	1,450	15.95	9.55	19.15	10.71	14.82	19.97
49-3031	Bus & truck mechanics & diesel engine specialists	750	19.59	13.27	22.74	15.16	19.83	24.31
49-3041	Farm equipment mechanics	80	14.73	11.39	16.40	12.53	14.83	16.79
49-3042	Mobile heavy equipment mechanics, except engines	1,330	20.79	15.45	23.46	17.14	20.88	24.56
49-3043	Rail car repairers	170	17.98	13.35	20.29	14.31	17.04	20.76
49-3051	Motorboat mechanics	ND	16.22	12.03	18.31	12.33	17.87	19.91
49-3052	Motorcycle mechanics	120	12.77	8.61	14.85	10.26	12.47	15.51
49-3053	Outdoor power equip. & other small engine mechanics	50	13.24	9.46	15.13	10.33	12.77	15.45
49-3092	Recreational vehicle service technicians	ND	12.38	10.63	13.25	11.16	12.38	13.60
49-3093	Tire repairers & changers	410	9.43	7.58	10.36	7.77	8.84	10.36
49-9000 Other Installation, Maintenance, & Repair Occ.								
49-9012	Control & valve installers and repair., exc. mech. door	180	18.95	11.90	22.48	13.34	17.73	23.92
49-9021	Heating, AC, & refrigeration mechanics & installers	320	17.06	11.91	19.63	13.15	16.99	20.77
49-9031	Home appliance repairers	40	17.36	11.68	20.20	12.33	15.80	21.47
49-9041	Industrial machinery mechanics	1,030	20.57	13.87	23.92	15.73	19.60	24.74
49-9042	Maintenance & repair workers, general	3,080	17.02	10.26	20.40	12.10	16.31	22.12
49-9043	Maintenance workers, machinery	ND	27.19	20.45	30.56	24.97	29.33	31.99
49-9044	Millwrights	ND	18.59	13.97	20.90	14.63	17.16	23.48
49-9051	Electrical power-line installers & repairers	590	22.90	16.09	26.31	18.21	23.62	26.95
49-9052	Telecommunications line installers & repairers	220	13.63	10.22	15.33	10.83	12.58	15.71
49-9062	Medical equipment repairers	ND	18.37	14.21	20.45	15.49	18.35	21.42
49-9063	Musical instrument repairers & tuners	ND	10.95	8.50	12.18	8.90	11.64	12.67
49-9069	Precision instrument & equipment repairers, all other	30	30.91	30.11	31.30	29.72	31.64	33.57
49-9091	Coin, vending, & amusement machine repairers	60	11.07	7.63	12.79	9.03	11.16	13.30
49-9094	Locksmiths & safe repairers	20	12.91	6.65	16.04	7.53	11.35	18.05
49-9095	Manufactured building & mobile home installers	40	13.23	10.57	14.56	11.31	12.95	14.73
49-9096	Riggers	ND	13.78	11.94	14.70	12.30	13.93	15.51
49-9098	Helpers-installation, maintenance, & repair workers	390	10.34	6.51	12.25	7.05	9.40	13.23
49-9099	Installation, maintenance, & repair workers, all other	420	17.34	9.30	21.36	11.60	17.09	21.89
51-0000 Production Occupations		11,900	15.91	8.81	19.45	10.10	14.26	20.75
51-1011 First-Line Sup./Mgrs. of Production & Operating Workers		1,140	23.35	14.07	27.98	15.77	21.90	30.14
51-2000 Assemblers & Fabricators								
51-2022	Electrical & electronic equipment assemblers	30	17.97	11.59	21.16	13.12	18.39	21.96
51-2041	Structural metal fabricators & fitters	160	15.18	9.46	18.04	11.08	15.15	17.63
51-2092	Team assemblers	640	10.76	8.48	11.91	9.00	10.39	12.44
51-2099	Assemblers & fabricators, all other	400	11.98	8.02	13.96	8.70	11.14	14.23
51-3000 Food Processing Workers								
51-3011	Bakers	210	10.46	7.37	12.01	8.20	10.07	12.83
51-3021	Butchers & meat cutters	250	12.76	9.28	14.50	10.11	12.18	14.91
51-3022	Meat, poultry, & fish cutters and trimmers	40	11.07	8.66	12.27	9.44	11.57	12.73
51-3023	Slaughterers & meat packers	40	9.31	6.74	10.60	7.23	8.66	11.61
51-3092	Food batchmakers	80	10.82	7.77	12.34	8.47	11.42	12.75
51-4000 Metal Workers & Plastic Workers								
51-4011	Computer-controlled machine tool oper., metal & plastic	20	12.73	10.54	13.83	11.17	12.43	14.02
51-4033	Grind., polish., & buffing mach. tool oper., metal & plastic	40	12.78	9.02	14.66	9.22	10.26	14.85
51-4034	Lathe & turning machine tool operators, metal & plastic	30	14.57	10.92	16.39	11.13	15.23	16.60
51-4041	Machinists	480	18.00	13.05	20.47	14.39	17.55	21.30
51-4072	Molding, coremaking, & casting mach. oper., met. & plas.	80	10.48	7.66	11.88	8.00	9.37	12.01
51-4121	Welders, cutters, solderers, & brazers	1,590	16.50	12.08	18.71	13.44	15.91	19.45
51-4122	Welding, soldering, & brazing machine operators	ND	11.51	9.51	12.51	9.53	10.51	12.48
51-4194	Tool grinders, filers, & sharpeners	20	13.79	11.15	15.10	11.80	13.50	16.02
51-5000 Printing Workers								
51-5011	Bindery workers	50	9.76	7.00	11.14	7.58	9.64	11.86

ND - Not disclosable due to confidentiality.

Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of	Mean of	25th Percentile	50th Percentile (Median)	75th Percentile
				Lower 1/3	Upper 2/3			
51-5021	Job printers	30	14.26	11.60	15.59	13.27	14.85	16.18
51-5023	Printing machine operators	190	11.50	7.73	13.39	8.52	11.13	13.52
51-6000 Textile, Apparel, & Furnishings Workers								
51-6011	Laundry & dry-cleaning workers	490	8.31	6.78	9.08	7.21	8.15	9.43
51-6021	Pressers, textile, garment, & related materials	110	8.53	7.51	9.03	7.54	8.27	9.55
51-6031	Sewing machine operators	80	8.78	6.02	10.15	6.49	8.00	11.65
51-6041	Shoe and leather workers & repairers	ND	12.94	9.08	14.88	10.24	12.68	15.58
51-6052	Tailors, dressmakers, & custom sewers	10	10.20	8.93	10.83	9.01	9.89	10.78
51-6099	Textile, apparel, & furnishings workers, all other	ND	8.20	5.92	9.34	5.98	6.69	9.97
51-7000 Woodworkers								
51-7011	Cabinetmakers & bench carpenters	170	15.10	9.82	17.74	10.53	13.52	19.66
51-7041	Sawing machine setters, operators, & tenders, wood	230	11.28	7.64	13.10	7.89	10.47	14.01
51-7042	Woodworking machine operators, except sawing	70	11.83	9.31	13.09	9.56	10.85	14.48
51-8000 Plant & System Operators								
51-8013	Power plant operators	230	25.57	21.80	27.46	22.77	25.49	28.20
51-8021	Stationary engineers & boiler operators	110	23.20	16.95	26.33	19.38	24.12	27.01
51-8031	Water & liquid waste treatment plant & system operators	300	17.21	11.75	19.94	14.18	17.58	20.94
51-8092	Gas plant operators	390	25.14	20.42	27.50	22.18	25.15	28.64
51-8093	Petroleum pump system oper., refinery oper., & gaugers	510	20.21	14.41	23.11	15.30	19.56	25.27
51-8099	Plant & system operators, all other	100	21.70	12.47	26.32	13.52	23.20	28.22
51-9000 Other Production Occupations								
51-9011	Chemical equipment operators & tenders	20	19.93	12.69	23.55	13.43	16.17	28.94
51-9012	Separating, filtering, clarifying & still machine operators	190	24.36	21.46	25.82	23.17	25.02	26.88
51-9021	Crushing, grinding, & polishing machine operators	330	19.92	11.59	24.08	14.21	22.51	25.47
51-9023	Mixing & blending machine setters, operators, & tenders	90	13.56	9.11	15.78	10.27	12.28	14.30
51-9032	Cutting & slicing machine setters, operators, & tenders	10	9.31	7.70	10.12	8.05	9.35	10.56
51-9041	Extruding, forming, pressing, & compacting mach. oper.	60	11.88	9.62	13.01	9.73	10.90	14.46
51-9051	Furnace, kiln, oven, drier, & kettle operators & tenders	80	21.08	14.25	24.50	15.02	17.99	29.42
51-9061	Inspectors, testers, sorters, samplers, & weighers	290	15.21	9.29	18.17	9.90	12.60	19.89
51-9071	Jewelers and precious stone and metal workers	10	17.55	12.56	20.05	12.84	15.72	22.69
51-9081	Dental laboratory technicians	20	17.92	12.15	20.81	13.48	16.65	20.48
51-9111	Packaging & filling machine operators & tenders	330	13.33	9.40	15.30	10.00	13.49	15.73
51-9121	Coating, painting, & spraying machine operators	30	12.56	9.58	14.05	10.12	11.64	13.48
51-9122	Painters, transportation equipment	40	20.18	12.47	24.04	13.45	19.06	21.54
51-9123	Painting, coating, & decorating workers	40	11.54	7.78	13.42	8.27	10.18	13.91
51-9131	Photographic process workers	40	11.38	8.92	12.61	9.35	10.85	12.84
51-9132	Photographic processing machine operators	ND	8.35	7.84	8.60	7.56	8.07	8.58
51-9193	Cooling & freezing equipment operators & tenders	20	11.27	8.67	12.56	9.20	10.00	10.80
51-9195	Molders, shapers, & casters, except metal & plastic	500	11.22	6.93	13.37	7.81	10.16	13.65
51-9198	Helpers-production workers	300	14.67	8.36	17.82	9.23	12.44	17.37
51-9199	Production workers, all other							
53-0000 Transportation & Material Moving Occupations		24,020	16.09	8.07	20.11	9.74	14.16	20.73
53-1000 Supervisors, Transportation & Material Moving Workers								
53-1021	First-line sup./mgrs. of laborers & material movers, hand	270	18.78	12.55	21.90	13.98	16.04	21.71
53-1031	First-line sup./mgrs. of material-moving machine oper.	730	24.05	17.52	27.32	18.68	21.40	30.23
53-2000 Air Transportation Workers								
53-2012	Commercial pilots*	40	62,610	40,840	73,500	50,380	63,860	72,110
53-2021	Air traffic controllers	60	32.12	26.06	35.15	27.50	32.04	37.55
53-3000 Motor Vehicle Operators								
53-3011	Ambulance drivers & attendants, except EMTs	ND	6.20	5.80	6.40	5.63	6.11	6.59
53-3021	Bus drivers, transit & intercity	840	14.70	9.15	17.48	10.23	13.94	18.68
53-3022	Bus drivers, school	1,290	10.12	6.44	11.96	7.06	10.07	12.56
53-3031	Driver/sales workers	1,540	8.44	5.97	9.67	5.95	6.57	11.20
53-3032	Truck drivers, heavy & tractor-trailer	5,500	17.34	12.20	19.92	13.43	16.14	20.89
53-3033	Truck drivers, light or delivery services	1,630	11.89	7.39	14.14	8.31	11.45	15.19
53-3041	Taxi drivers & chauffeurs	180	8.57	6.70	9.50	7.05	7.77	8.48

*Annual Wages (see General Definitions).
 ND - Not disclosable due to confidentiality.

Section VII

Table: Wyoming Statewide Wages, May 2005

Standard Occupational Classification Code	Title	Total Employment	Mean Wage	Mean of Lower 1/3	Mean of Upper 2/3	25th Percentile	50th Percentile (Median)	75th Percentile
53-6000 Other Transportation Workers								
53-6021	Parking lot attendants	30	8.19	6.08	9.24	6.53	8.37	9.87
53-6031	Service station attendants	270	7.98	5.94	9.00	6.40	7.68	9.04
53-6051	Transportation inspectors	210	22.05	14.72	25.72	16.34	20.66	26.72
53-6099	Transportation workers, all other	140	10.94	9.61	11.60	9.36	10.10	10.85
53-7000 Material Moving Workers								
53-7011	Conveyor operators & tenders	70	19.93	10.83	24.48	12.41	19.86	27.66
53-7021	Crane and tower operators	80	19.37	15.02	21.54	16.45	18.90	21.07
53-7032	Excavating & loading machine & dragline operators	1,940	19.07	13.98	21.62	15.05	17.45	24.21
53-7051	Industrial truck & tractor operators	610	16.94	11.20	19.81	11.96	14.34	23.52
53-7061	Cleaners of vehicles & equipment	450	8.59	6.53	9.62	7.03	8.11	9.94
53-7062	Laborers and freight, stock, & material movers, hand	3,190	10.25	7.69	11.52	8.60	9.98	11.66
53-7063	Machine feeders & offbearers	120	19.32	9.94	24.01	11.50	22.22	26.21
53-7064	Packers & packagers, hand	790	6.78	5.94	7.20	5.87	6.44	7.32
53-7071	Gas compressor & gas pumping station operators	ND	23.11	18.62	25.35	19.64	22.65	26.79
53-7072	Pump operators, except wellhead pumpers	210	19.29	13.31	22.29	14.82	19.10	23.20
53-7073	Wellhead pumpers	840	19.74	13.50	22.86	15.32	20.61	24.34
53-7081	Refuse & recyclable material collectors	300	12.73	8.96	14.61	10.62	13.24	15.37
53-7111	Shuttle car operators	90	26.60	20.19	29.81	23.54	28.35	31.52
53-7199	Material moving workers, all other	60	10.70	7.29	12.40	7.54	8.45	12.72

*Annual Wages (see General Definitions)
 ND - Not disclosable due to confidentiality.

Employer Benefits Survey

by: Douglas W. Leonard, Senior Economist

When benefit costs rise faster than wages, employers are faced with a tradeoff of controlling costs and retaining the best workers. In practice, what often happens is employers raise deductibles or reduce benefits on insurance plans and restructure or eliminate retirement plans. Current trends indicate some companies choose to restructure or eliminate retirement plans even though they are highly profitable (Tumulty, 2006). Whatever course of action firms take, it not only affects corporate profits but also the long-term financial well-being of their employees. This report examines benefit offerings for Wyoming workers in 2005 and provides comparisons to prior years' data to see how benefit offerings have changed over time.

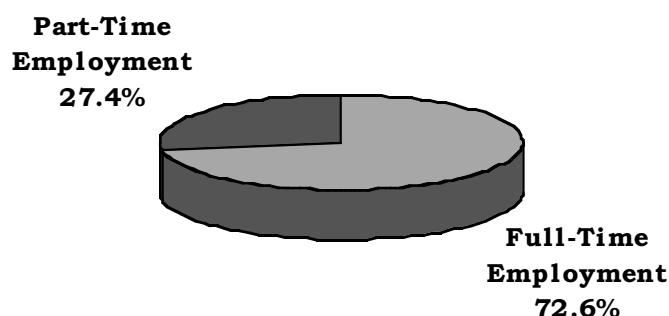
Section I: Introduction

Benefit costs have increased fiscal pressure on employers during the last two decades. Research conducted by the Government Accountability Office (GAO) indicates that inflation-adjusted total compensation grew by 12% annually between 1991 and 2005, while real benefit costs grew by 18% and real wages grew by only 10% during the same period (Government Accountability Office, 2006). GAO research also shows that the rate of increase in benefit costs accelerated after 2002. Prior to this time, wage and benefit costs grew at approximately the same rates.

Benefit cost escalation presents a significant challenge for employers who oftentimes must balance cost concerns with the retention of experienced, well-trained, and highly productive workers. A study conducted by Research & Planning in 2005 indicates that this phenomenon has occurred for some time in the state (Harris, 2005). Should this trend continue, more employers might change their strategies with regard to employee compensation and retention. Research indicates some workers forego employer-provided health insurance because their share of the premiums exceeds one-quarter of their annual wages (Leonard, 2005).

This report examines the offering of and enrollment in selected benefits in the state using the Wyoming Benefits Survey. The data were analyzed for both full- and part-time employees by employer size and industry to illustrate how employers might use benefit packages to recruit and retain their employees. As shown in Figure 1 (see page 24), 72.6% of Wyoming workers in 2005 were considered full-time. Consequently, the discussion will focus on full-time workers, even though data for part-time workers are shown in the tables.

Figure 1: Percentage of Employees in Wyoming by Full- and Part-Time Status, 2005



Section II: Methodology

Sampling Procedures

The data collected in the 2005 Benefits Survey were from a stratified random sample based on employer industry, size, and location. During the analysis phase, location was not used to preserve data integrity (avoids empty data cells). To reduce sample fatigue (e.g., mailing employers multiple surveys during a short time span), employers who received a benefits survey in the two quarters prior to the reference quarter were eliminated. Employers who were out of business, refused to respond, or could not be located during the prior eight quarters were also eliminated. Approximately 2.5% of the available employment as shown in the Quarterly Census of Employment and Wages (QCEW) was sampled each quarter.

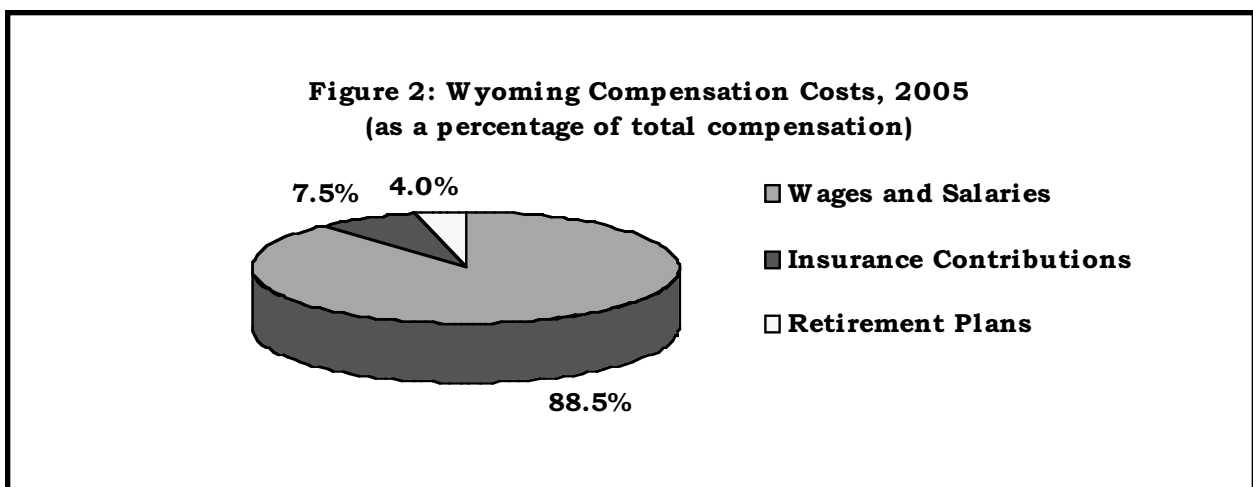
Industry assignments were made primarily using the first two digits of each firm's North American Industry Classification System (NAICS) code. However, in some instances industry assignments used firms' ownership codes. For example, public schools, colleges, and hospitals were included in Educational & Health Services instead of State & Local Public Administration.

The sample for each quarter was drawn using the quarter one year prior to the reference quarter. For example, the sample for first quarter 2005 (2005Q1) was drawn using the first quarter 2004 (2004Q1) QCEW file. Address correction was performed in two steps. The first step involved using the most recent quarter of QCEW data available, which for 2005Q1 meant correcting addresses using the second quarter of 2004. The second step used a letter sent to employers each quarter notifying them the survey would soon arrive. Addresses were refined if notification letters were returned. Other address refinement methods included researching employers who use payroll providers to find their mailing addresses, as payroll providers generally refuse to complete surveys on behalf of their clients.

Analysis Procedures

Because the distribution of the collected data did not match the distribution of the universe of employers in Wyoming, weights had to be applied to survey responses to correct for any differences. Depending upon the level of analysis, data were weighted according to firms' total employment or the number of firms located in each sample stratum cell. For example, if employers in a certain industry and of a certain size reported a total of 200 workers during the survey reference period, and the 2004 QCEW data showed there were 1,200 workers in the universe, each firm would receive an employment weight of 6.0. Likewise, if the number of responding firms was 6 and the total number in a stratum cell was 20, the weight applied when analyzing data by the number of firms would be $20/6$ or 3.333.

In addition to weighting procedures, some data required adjustment if responses did not match what employers reported in the QCEW file. If the ratio of employment reported on the survey to the last reported QCEW value was greater than 1.5 or less than 0.666, responses were adjusted accordingly. For example, if an employer reported 200 employees on the survey form, but reported 100 employees to the QCEW, all of that survey's numeric responses (excluding benefit expenditures) were adjusted by a factor of 0.5. If the employer reported wages on the survey, this value was also checked against the QCEW file. If the ratio was outside the range, the wage, retirement, and insurance expenditure figures were adjusted proportionally. Using these data adjustments, the proportions of compensation were estimated as shown in Figure 2. Figure 2 shows that 88.5% of total compensation in 2005 was wages and salaries followed by insurance contributions (7.5%) and retirement plans (4.0%).



Response Rates

The same procedure was used each quarter to maximize response rates. Selected employers were mailed a letter to notify them the survey would arrive. The survey was mailed two to three weeks after the notification letter. Employers

who did not respond to a survey within three weeks were mailed a second survey. Employers not responding to the second survey were mailed a third survey three weeks after the second. Employers who did not respond to the three survey mailings were sent a postcard reminding them to complete the survey. Three weeks after the postcard was sent, remaining employers were contacted by telephone until the sample was exhausted. At least three telephone contact attempts were made for each non-responding employer.

Response rates for each of the four quarters of 2005 are shown in Table 1. The overall gross response rate for 2005 was 66.9%. The first quarter of 2005 (2005Q1) produced the highest gross response rate (70.7%), while second quarter produced the lowest rate (62.4%). The second and fourth quarters produced the greatest refusal rates (3.8%), while the proportion of sampled employers reporting no employees in the reference period was greatest in 2005Q1 (4.3%). Net response rates were calculated by dividing the number of responses by the total surveys less the non-response categories. Using this method, the overall net response rate for 2005 was 76.8%.

Response Type	Survey Quarter								Total	
	2005Q1		2005Q2		2005Q3		2005Q4			
	N	% (Gross)	N	% (Gross)	N	% (Gross)	N	% (Gross)	N	% (Gross)
Total Surveys	629		635		640		692		2,596	
Responded - Operating (Gross Response Rate)	445	70.7%	396	62.4%	433	67.7%	464	67.1%	1,738	66.9%
Insufficient Address Information	5	0.8%	16	2.5%	8	1.3%	44	6.4%	73	2.8%
Refused	8	1.3%	24	3.8%	7	1.1%	26	3.8%	65	2.5%
Temporarily Closed	14	2.2%	7	1.1%	5	0.8%	13	1.9%	39	1.5%
Permanently Out of Business	16	2.5%	11	1.7%	18	2.8%	17	2.5%	62	2.4%
No Employees During Reference Period	27	4.3%	26	4.1%	13	2.0%	27	3.9%	93	3.6%
		% (Net)		% (Net)		% (Net)		% (Net)		% (Net)
Net Usable Surveys and Response Rate	559	79.6%	551	71.9%	589	73.5%	565	82.1%	2,264	76.8%

Section III: Results and Discussion

Companies Offering Selected Benefits to Workers: Comparison to Prior Years

Table 2 (see page 27) shows that the proportion of companies offering health benefits to full-time employees increased from 49.6% in 2003 to 52.2% in 2004 then declined to 41.9% in 2005. This percentage is approximately 15% lower than the offering percentage shown in the 2003 Medical Expenditure Panel Survey (MEPS; United States Department of Health and Human Services, 2003).

Table 2: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Wyoming Employees, 2003-2005

Benefit Type	2003		2004		2005	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Child Care	2.8%	1.5%	3.6%	2.0%	2.7%	1.0%
Dental Plan	32.3%	4.1%	35.1%	6.4%	27.2%	4.8%
Dependent Health Insurance	40.8%	4.4%	45.0%	6.1%	34.1%	4.0%
Short-Term Disability	12.6%	2.1%	13.2%	2.3%	10.7%	2.1%
Educational/Tuition Assistance	20.1%	6.6%	23.6%	10.3%	20.4%	8.8%
Flexible Spending Account	N/A	N/A	16.3%	5.3%	12.1%	3.5%
Health Insurance	49.6%	5.3%	52.2%	7.2%	41.9%	6.1%
Hiring Bonus	4.1%	1.3%	5.9%	2.2%	5.3%	1.4%
Life Insurance	32.0%	4.2%	32.1%	5.9%	26.8%	3.9%
Long-Term Disability	13.2%	2.0%	14.2%	2.2%	11.7%	1.8%
Paid Holidays	54.6%	17.3%	59.4%	15.3%	55.6%	16.0%
Paid Personal Leave	16.4%	3.9%	19.7%	4.9%	23.2%	6.2%
Paid Sick Leave	34.4%	8.0%	36.0%	7.5%	29.5%	6.7%
Paid Vacation	64.8%	14.5%	63.0%	14.3%	53.4%	10.4%
Retirement Plan	36.3%	11.2%	41.6%	15.8%	35.0%	11.1%
Operate in Shifts	N/A	N/A	15.9%	16.9%	11.4%	13.7%
Shift Differentials	7.4%	5.9%	30.3%	25.7%	30.7%	22.2%
Vision Plan	14.0%	2.4%	15.6%	4.1%	11.6%	2.1%

N/A - Not available.

However, MEPS data is national in scope and contains a much greater proportion of firms with 50 or more employees (24.8%) than does the universe of employers in Wyoming (4.1%; Leonard, 2005). Similar declines in offering proportions from 2004 (41.6%) to 2005 (35.0%) were observed for retirement benefits. According to GAO (2006) retirement benefits comprise the second largest component of total compensation.

Paid personal leave showed a slight increase in the proportion of companies offering it as a benefit to full-time workers, increasing from 16.4% in 2003 to 19.7% in 2004 and 23.2% in 2005. At the same time, the proportion of companies offering separate sick and vacation leave to full-time workers declined, particularly from 2004 to 2005. This drop indicates employers may be switching from separate vacation and sick leave to combined paid time-off accounts to better control costs and future liabilities.

Changes from prior years' data could be due to a combination of two factors, statistical error and real change. For the question "Do you offer health insurance to your full-time employees?" the estimated error was $\pm 1.8\%$ at the statewide (all industries and sizes) level. The estimated error for companies offering health insurance to part-time employees was $\pm 7.5\%$ at the statewide level. Error levels

for underlying questions such as the number of workers offered and subsequently enrolling in benefits could be considerably higher depending upon the number of responses collected and the distribution of response values.

Proportion of Full-Time Workers Offered Selected Benefits Comparison

Table 3 shows the proportions of full- and part-time employees offered selected benefits in Wyoming. Of the benefits analyzed, only paid holidays had a percentage increase in offering to full-time employees in 2005 compared to 2004 (80.6% compared to 79.2%). In 2005, full-time employees were less likely to be offered other types of paid time-off than in 2004. The rates for offering health insurance declined by 9.9 percentage points compared to the previous year, while

Table 3: Percentage of Full- and Part-Time Wyoming Employees Offered Selected Benefits, 2003-2005

Benefit Type	2003		2004		2005	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Child Care	6.3%	11.9%	8.2%	7.6%	5.7%	0.4%
Dental Plan	74.6%	11.2%	74.7%	22.2%	67.8%	9.4%
Dependent Health Insurance	83.9%	15.3%	84.6%	26.1%	74.4%	9.6%
Short-Term Disability	27.3%	7.4%	38.9%	11.2%	30.8%	1.8%
Educational/Tuition Assistance	50.6%	12.3%	63.7%	36.6%	46.6%	24.7%
Flexible Spending Account	N/A	N/A	54.1%	22.3%	45.5%	17.7%
Health Insurance	87.2%	15.6%	87.9%	33.3%	78.0%	11.3%
Hiring Bonus	32.8%	16.3%	20.3%	11.0%	19.9%	5.4%
Life Insurance	77.6%	11.7%	76.8%	23.5%	66.8%	8.1%
Long-Term Disability	34.7%	7.3%	56.8%	14.2%	45.1%	5.7%
Paid Holidays	78.1%	18.6%	79.2%	29.6%	80.6%	25.7%
Paid Personal Leave	19.9%	3.4%	35.5%	22.3%	33.3%	10.2%
Paid Sick Leave	60.4%	13.5%	63.0%	23.7%	51.7%	19.7%
Paid Vacation	89.1%	23.1%	82.2%	35.1%	74.8%	21.3%
Retirement Plan	79.3%	24.1%	81.9%	42.4%	75.2%	28.3%
Operate in Shifts	N/A	N/A	52.8%	51.0%	44.8%	44.6%
Shift Differentials	41.9%	19.8%	73.2%	50.9%	45.8%	23.0%
Vision Plan	30.1%	6.5%	47.4%	20.7%	39.3%	4.4%

N/A - Not available.

offering rates for retirement benefits to full-time employees declined by 6.7 percentage points. Also the proportion of companies offering and the proportion of full-time workers offered child care (2.7% and 5.7%, respectively) is relatively low compared to most other benefits. This is partially due to the distribution of employers by size in the state (i.e., smaller companies are less likely to offer the benefit). Other reasons could include cost and associated legal liabilities.

Leave Days Offered

Table 4 shows the mean (average) and mode (most frequently occurring) number of days of paid leave offered to Wyoming workers. Full-time workers were offered an average of 6.9 paid holidays and 8.4 paid sick days per year. Amounts of both paid vacation and paid personal leave increased with worker experience, ranging from 7.5 vacation days after 1 year to 14.0 days of vacation after 10 years. Paid personal leave allowances ranged from 8.7 days after 1 year to 14.3 days after 10 years.

Table 4: Average Number of Days of Leave for Full- and Part-Time Wyoming Employees, 2005

Number of Days for:	Full-Time		Part-Time	
	Mean	Mode	Mean	Mode
Paid Holidays	6.9	6	6.8	6
Paid Sick Leave	8.4	5	7.5	5
Paid Vacation (after one year)	7.5	5	6.8	5
Paid Vacation (after five years)	11.7	10	9.4	5
Paid Vacation (after ten years)	14.0	10	10.9	5
Paid Personal Leave (after one year)	8.7	5	6.2	5
Paid Personal Leave (after five years)	12.2	10	8.1	5
Paid Personal Leave (after ten years)	14.3	10	9.8	5

Note: The *mean* is the average number of days; the *mode* is the most frequently occurring.

Industry-Level Benefits Analysis, Full-Time Workers

Although only 41.9% of companies offered health benefits to full-time workers, 78.0% of full-time workers were offered the benefit (see Figure 3; page 30). Industries where full-time workers were most likely to be offered health benefits included State & Local Public Administration (94.7%), Education & Health Services (91.1%), and Natural Resources & Mining (88.1%). Full-time workers were least likely to be offered health benefits in Leisure & Hospitality (39.0%), Other Services (54.7%), and Construction (60.6%). Less than one-third of firms operating in Leisure & Hospitality, Other Services, and Construction offered health benefits to full-time workers.

Figure 4 (see page 30) shows the proportions of companies offering retirement benefits to full-time workers and the proportion of those workers offered the benefit within those firms. Full-time workers in State & Local Public Administration (95.6%), Education & Health Services (92.7%), and Natural Resources & Mining (87.0%) were most often offered retirement benefits.

(Text continued on page 31)

Figure 3: Proportion of Employers Offering and Proportion of Full-Time Wyoming Employees Offered Health Insurance by Industry, 2005

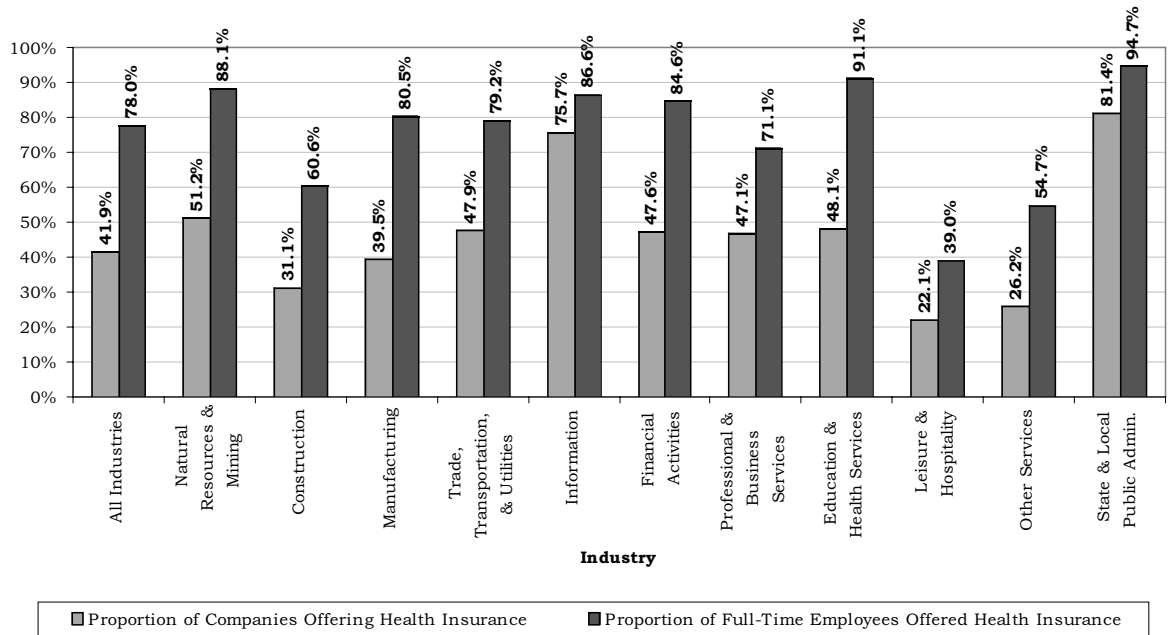
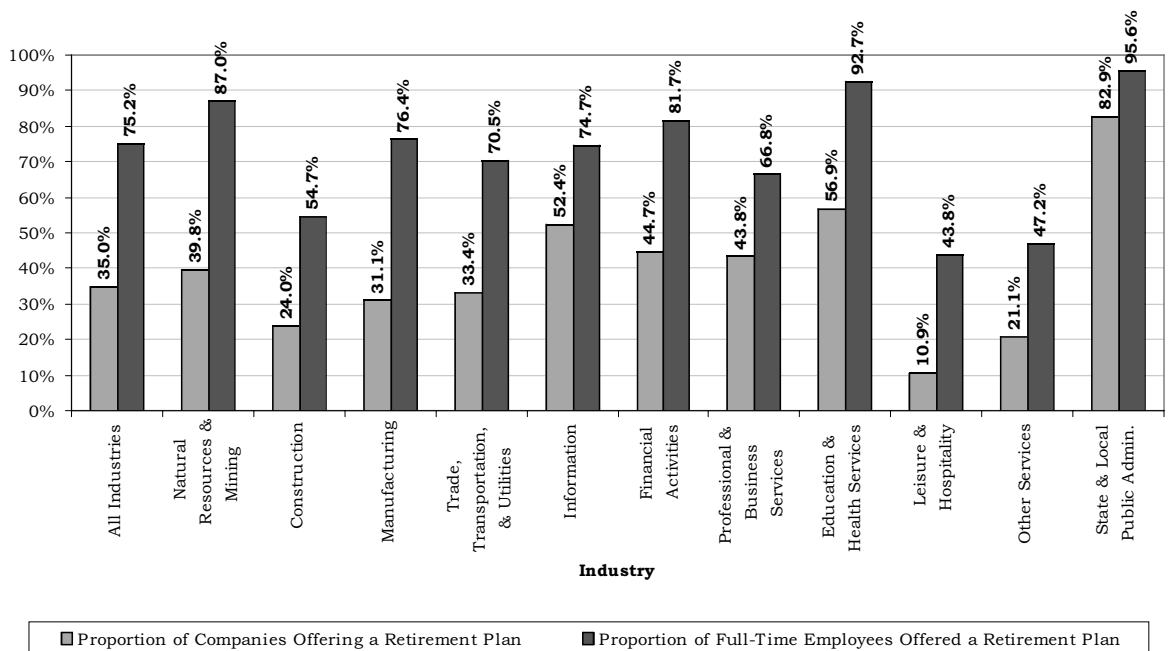


Figure 4: Proportion of Employers Offering and Proportion of Full-Time Wyoming Employees Offered a Retirement Plan by Industry, 2005



Industries where full-time workers were least likely to be offered retirement benefits included Leisure & Hospitality (43.8%), Other Services (47.2%), and Construction (54.7%). Overall, full-time workers were less likely to be offered retirement benefits than health benefits (78.0% offered health benefits compared to 75.2% offered retirement).

Table 5 (see page 32) shows the results of benefits offered to both full- and part-time workers by industry. Hiring bonuses and child care were the least likely to be offered to full-time workers, both in terms of the proportion of companies and workers. Four of five full-time workers were offered paid holidays (80.6%), while 74.8% were offered paid vacation.

Benefits Offerings by Employer Size

Figures 5 and 6 (see page 33) are similar to Figures 2 and 3 except that benefit offering percentages are shown by employer size instead of by industry. The figures show that the likelihood of retirement and health benefits to full-time workers increases steadily with employer size. Nearly all full-time workers attached to large employers (those with 50 or more workers) were offered these benefits. The percentage differential in workers offered these two benefits narrows as firm size increases. In firms with 50 or more workers, the proportions of full-time workers offered health or retirement benefits are nearly equal.

Offering percentages generally increase for all benefits studied as employer size increases. However, the proportions only increased modestly with size for child care benefits. For firms with 1-4 employees, 2.9% of companies offered and 3.1% of full-time workers had access to the benefit (see Tables 6 and 7, respectively; pages 34 and 35). Among firms with 50 or more employees, 6.0% of companies offered and 7.5% of full-time workers had access to child care benefits. In addition, some benefits such as child care, short-term disability, flexible spending accounts, long-term disability, paid sick leave, and shift differentials were less likely to be offered to full-time workers in firms with 5-9 employees as opposed to those with 10 or more employees.

Retirement Benefits in Detail

The proportion of companies offering a defined contribution retirement plan was consistent across most industries (i.e., near 100.0%) except for State & Local Public Administration, which was more likely to offer a defined benefit retirement plan (see Figure 7, page 36). The proportion of full-time workers offered a defined contribution plan was also consistently high (85.0% or greater) in most industries except for Leisure & Hospitality (69.5%) and State & Local Public Administration (28.9%). However, in State & Local Public Administration, 89.3% of full-time workers were offered a defined benefit retirement plan compared to an average of 32.6% of full-time workers statewide.

Offering percentages for retirement benefits did not increase with employer size as was seen with health benefits. Figure 8 (see page 36) shows that the

(Text continued on page 37)

Table 5: Percentage of Full- and Part-Time Wyoming Employees Offered Selected Benefits by Industry, 2005

Benefit Type	Industry											
	All Industries	Natural Resources & Mining	Construction	Manufacturing	Trade, Transportation, & Utilities	Information	Financial Activities	Professional & Business Services	Education & Health Services	Leisure & Hospitality	Other Services	State & Local Public Admin.
Full-Time Employees												
Child Care	5.7%	1.4%	4.9%	7.5%	4.0%	0.0%	24.1%	1.2%	5.4%	15.6%	1.7%	1.5%
Dental Plan	67.8%	82.3%	42.9%	67.2%	68.0%	41.9%	78.8%	50.4%	84.2%	30.0%	48.0%	93.6%
Dependent Health Insurance	74.4%	86.8%	56.1%	79.3%	75.7%	80.9%	79.4%	61.3%	88.3%	33.7%	47.3%	94.2%
Short-Term Disability	30.8%	72.5%	16.9%	45.7%	24.7%	22.3%	44.7%	20.2%	25.5%	16.7%	27.7%	37.4%
Educational/Tuition Assistance	46.6%	58.8%	17.8%	56.7%	38.6%	35.8%	58.0%	29.1%	76.8%	25.5%	41.6%	39.6%
Flexible Spending Account	45.5%	59.0%	15.9%	51.7%	40.4%	27.0%	61.2%	22.2%	64.0%	19.1%	29.2%	70.0%
Health Insurance	78.0%	88.1%	60.6%	80.5%	79.2%	86.6%	84.6%	71.1%	91.1%	39.0%	54.7%	94.7%
Hiring Bonus	19.9%	53.0%	6.1%	22.0%	27.4%	3.8%	15.2%	6.8%	16.0%	9.3%	22.9%	17.0%
Life Insurance	66.8%	80.0%	42.1%	71.2%	68.5%	62.0%	79.9%	40.3%	82.1%	27.3%	44.6%	94.0%
Long-Term Disability	45.1%	74.4%	12.6%	46.9%	32.2%	38.5%	64.7%	21.5%	62.8%	21.0%	27.8%	75.3%
Paid Holidays	80.6%	88.7%	55.4%	84.6%	83.7%	90.5%	95.4%	77.4%	89.7%	41.1%	70.3%	99.9%
Paid Personal Leave	33.3%	18.3%	20.1%	31.5%	28.9%	18.3%	60.3%	29.0%	38.9%	36.4%	25.6%	50.3%
Paid Sick Leave	51.7%	59.1%	22.8%	53.0%	48.6%	63.9%	43.1%	45.9%	67.2%	20.7%	17.6%	92.1%
Paid Vacation	74.8%	91.4%	65.5%	81.4%	76.5%	84.0%	50.4%	66.7%	77.8%	55.3%	66.7%	92.1%
Retirement Plan	75.2%	87.0%	54.7%	76.4%	70.5%	74.7%	81.7%	66.8%	92.7%	43.8%	47.2%	95.6%
Operate in Shifts	44.8%	68.9%	4.0%	59.3%	40.9%	14.2%	13.8%	14.6%	71.6%	61.6%	10.3%	50.9%
Shift Differentials	45.8%	73.0%	34.1%	83.6%	67.3%	0.0%	28.3%	37.5%	35.9%	36.0%	65.3%	0.0%
Vision Plan	39.3%	58.0%	19.6%	32.9%	43.1%	28.6%	41.0%	18.3%	39.0%	22.5%	30.1%	71.3%
Part-Time Employees												
Child Care	0.4%	0.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%	0.8%	0.0%	6.2%	0.0%
Dental Plan	9.4%	0.0%	5.8%	12.1%	0.5%	1.2%	13.3%	2.3%	24.7%	4.0%	3.9%	4.3%
Dependent Health Insurance	9.6%	0.0%	6.0%	12.1%	0.5%	1.2%	13.7%	6.7%	26.0%	2.8%	1.1%	3.8%
Short-Term Disability	1.8%	0.0%	5.8%	0.0%	0.5%	0.0%	5.9%	1.0%	1.0%	2.9%	0.6%	3.1%
Educational/Tuition Assistance	24.7%	19.3%	5.9%	16.3%	14.7%	2.4%	7.2%	8.7%	64.0%	4.4%	16.6%	14.3%
Flexible Spending Account	17.7%	0.3%	1.5%	4.2%	11.1%	0.9%	21.3%	3.8%	51.5%	0.0%	0.5%	2.3%
Health Insurance	11.3%	2.1%	8.0%	12.7%	0.9%	1.2%	14.1%	16.5%	26.3%	5.3%	2.3%	5.2%
Hiring Bonus	5.4%	0.0%	1.3%	0.0%	10.8%	0.0%	2.9%	1.7%	7.6%	3.5%	0.0%	0.7%
Life Insurance	8.1%	0.0%	6.2%	0.6%	1.9%	1.2%	13.1%	2.1%	20.7%	2.7%	1.1%	5.5%
Long-Term Disability	5.7%	0.0%	0.1%	0.0%	0.1%	0.0%	12.4%	1.0%	16.6%	1.7%	0.6%	2.9%
Paid Holidays	25.7%	5.6%	5.2%	10.2%	20.2%	1.1%	16.5%	28.4%	59.4%	4.8%	14.4%	15.3%
Paid Personal Leave	10.2%	2.1%	1.0%	0.0%	2.6%	3.0%	24.7%	13.7%	20.0%	6.3%	2.8%	9.0%
Paid Sick Leave	19.7%	0.0%	0.0%	0.0%	2.9%	1.1%	7.9%	9.1%	58.0%	3.3%	6.8%	13.7%
Paid Vacation	21.3%	2.4%	10.3%	5.4%	9.7%	4.9%	13.5%	10.9%	49.0%	11.3%	6.8%	13.0%
Retirement Plan	28.3%	2.4%	9.9%	21.1%	6.0%	15.0%	27.3%	30.6%	70.7%	10.0%	9.8%	14.2%
Operate in Shifts	44.6%	28.0%	0.7%	27.7%	39.8%	6.8%	2.9%	9.5%	60.5%	53.3%	22.1%	43.5%
Shift Differentials	23.0%	54.8%	0.0%	100.0%	49.3%	0.0%	0.0%	6.9%	22.5%	12.0%	16.5%	10.2%
Vision Plan	4.4%	0.0%	0.0%	12.1%	0.1%	0.0%	10.7%	0.8%	10.0%	2.6%	1.1%	3.9%

Figure 5: Proportion of Employers Offering and Proportion of Full-Time Wyoming Employees Offered Health Insurance by Employer Size, 2005

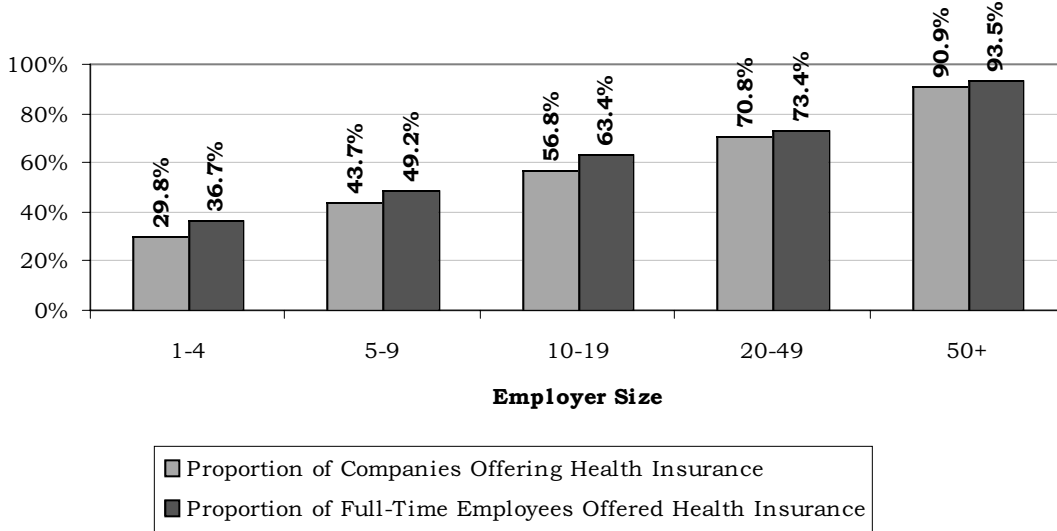


Figure 6: Proportion of Employers Offering and Proportion of Full-Time Wyoming Employees Offered a Retirement Plan by Employer Size, 2005

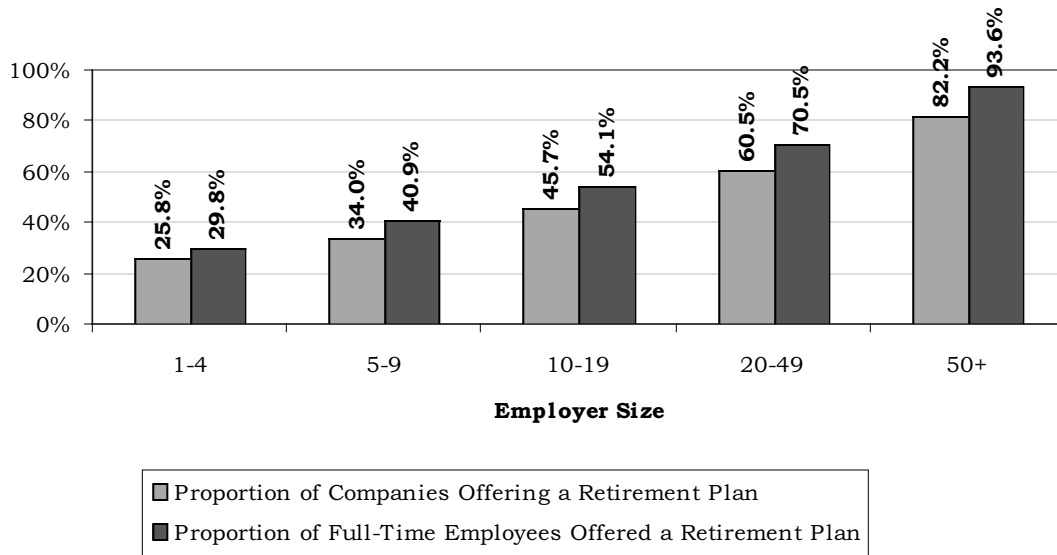


Table 6: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Wyoming Employees by Employer Size, 2005

Benefit Type	Employer Size				
	1-4	5-9	10-19	20-49	50+
Full-Time Employees					
Child Care	2.9%	0.9%	2.8%	4.3%	6.0%
Dental Plan	16.2%	31.5%	34.2%	53.0%	78.4%
Dependent Health Insurance	21.2%	35.8%	48.5%	66.1%	88.8%
Short-Term Disability	8.0%	6.8%	11.9%	20.9%	43.1%
Educational/Tuition Assistance	17.2%	17.3%	25.2%	29.7%	47.4%
Flexible Spending Account	7.9%	8.5%	15.0%	27.1%	50.0%
Health Insurance	29.8%	43.7%	56.8%	70.8%	90.9%
Hiring Bonus	3.5%	5.0%	4.9%	8.8%	24.1%
Life Insurance	18.1%	23.6%	35.6%	55.1%	77.7%
Long-Term Disability	9.0%	6.9%	12.2%	19.7%	56.2%
Paid Holidays	49.5%	61.8%	54.0%	67.4%	83.8%
Paid Personal Leave	19.1%	26.3%	27.3%	26.2%	43.2%
Paid Sick Leave	27.5%	27.2%	31.9%	36.1%	48.1%
Paid Vacation	45.1%	56.7%	64.0%	71.1%	78.6%
Retirement Plan	25.8%	34.0%	45.7%	60.5%	82.2%
Operate in Shifts	3.7%	10.6%	19.4%	30.7%	56.2%
Shift Differentials	38.7%	20.9%	22.3%	29.2%	43.9%
Vision Plan	7.5%	9.5%	13.6%	21.6%	51.2%
Part-Time Employees					
Child Care	0.7%	0.8%	2.1%	1.3%	0.0%
Dental Plan	2.9%	4.8%	4.7%	6.3%	18.4%
Dependent Health Insurance	2.6%	2.8%	4.8%	4.7%	16.4%
Short-Term Disability	1.3%	1.3%	2.0%	4.9%	7.7%
Educational/Tuition Assistance	7.1%	7.4%	9.6%	11.9%	20.9%
Flexible Spending Account	1.9%	2.4%	3.8%	6.9%	16.1%
Health Insurance	4.9%	4.5%	6.9%	5.8%	21.4%
Hiring Bonus	0.7%	1.0%	1.1%	0.9%	10.8%
Life Insurance	2.4%	2.1%	4.5%	8.0%	14.8%
Long-Term Disability	1.1%	0.9%	1.5%	2.4%	12.3%
Paid Holidays	13.8%	18.9%	13.8%	16.7%	26.3%
Paid Personal Leave	4.4%	4.9%	8.1%	7.9%	18.5%
Paid Sick Leave	3.9%	9.0%	6.2%	8.5%	19.1%
Paid Vacation	6.6%	13.0%	13.0%	14.6%	16.1%
Retirement Plan	6.4%	12.2%	14.3%	13.7%	32.4%
Operate in Shifts	4.1%	13.0%	21.2%	33.1%	42.4%
Shift Differentials	28.9%	13.7%	17.3%	20.8%	37.0%
Vision Plan	1.9%	0.6%	1.6%	2.4%	12.5%

Table 7: Percentage of Full- and Part-Time Wyoming Employees Offered Selected Benefits by Employer Size, 2005

Benefit Type	Employer Size				
	1-4	5-9	10-19	20-49	50+
Full-Time Employees					
Child Care	3.1%	0.7%	3.1%	5.9%	7.5%
Dental Plan	18.9%	38.1%	38.9%	59.3%	88.7%
Dependent Health Insurance	28.0%	41.7%	55.1%	69.8%	92.2%
Short-Term Disability	12.5%	6.9%	14.0%	21.9%	43.9%
Educational/Tuition Assistance	17.7%	19.1%	28.9%	32.5%	63.4%
Flexible Spending Account	11.9%	9.2%	19.2%	34.7%	65.6%
Health Insurance	36.7%	49.2%	63.4%	73.4%	93.5%
Hiring Bonus	3.9%	5.1%	5.7%	11.2%	30.3%
Life Insurance	23.0%	26.3%	41.3%	59.6%	87.8%
Long-Term Disability	14.1%	8.0%	15.5%	23.3%	68.9%
Paid Holidays	56.9%	68.8%	62.4%	75.9%	91.2%
Paid Personal Leave	21.6%	28.2%	28.4%	27.9%	38.4%
Paid Sick Leave	30.5%	29.3%	36.6%	42.2%	64.7%
Paid Vacation	50.0%	61.6%	72.2%	74.6%	81.3%
Retirement Plan	29.8%	40.9%	54.1%	70.5%	93.6%
Operate in Shifts	5.7%	9.2%	15.1%	24.5%	69.0%
Shift Differentials	48.9%	37.9%	27.2%	38.1%	47.6%
Vision Plan	9.2%	12.0%	17.7%	21.8%	58.0%
Part-Time Employees					
Child Care	0.7%	0.4%	1.2%	0.9%	0.0%
Dental Plan	1.5%	2.5%	1.6%	6.9%	15.2%
Dependent Health Insurance	1.3%	1.6%	1.7%	4.8%	16.5%
Short-Term Disability	0.4%	0.9%	0.5%	3.5%	2.1%
Educational/Tuition Assistance	6.5%	6.2%	7.2%	11.3%	41.0%
Flexible Spending Account	0.7%	1.9%	2.7%	3.5%	32.6%
Health Insurance	4.6%	2.7%	2.8%	4.9%	18.6%
Hiring Bonus	0.3%	0.6%	0.6%	1.4%	10.0%
Life Insurance	1.4%	1.3%	1.8%	4.5%	13.6%
Long-Term Disability	0.3%	0.4%	0.2%	0.6%	11.1%
Paid Holidays	13.9%	19.7%	9.3%	9.4%	38.9%
Paid Personal Leave	4.3%	4.2%	7.5%	8.0%	13.9%
Paid Sick Leave	3.5%	9.2%	6.5%	7.6%	32.3%
Paid Vacation	7.7%	14.5%	14.6%	18.1%	28.1%
Retirement Plan	4.8%	14.6%	10.9%	12.8%	45.2%
Operate in Shifts	5.1%	22.0%	30.6%	49.5%	58.5%
Shift Differentials	33.1%	11.0%	12.3%	21.1%	25.9%
Vision Plan	1.3%	0.4%	0.5%	4.2%	7.0%

Figure 7: Proportion of Employers Offering and Proportion of Full-Time Wyoming Employees Offered Retirement Benefits by Industry and Type of Plan, 2005

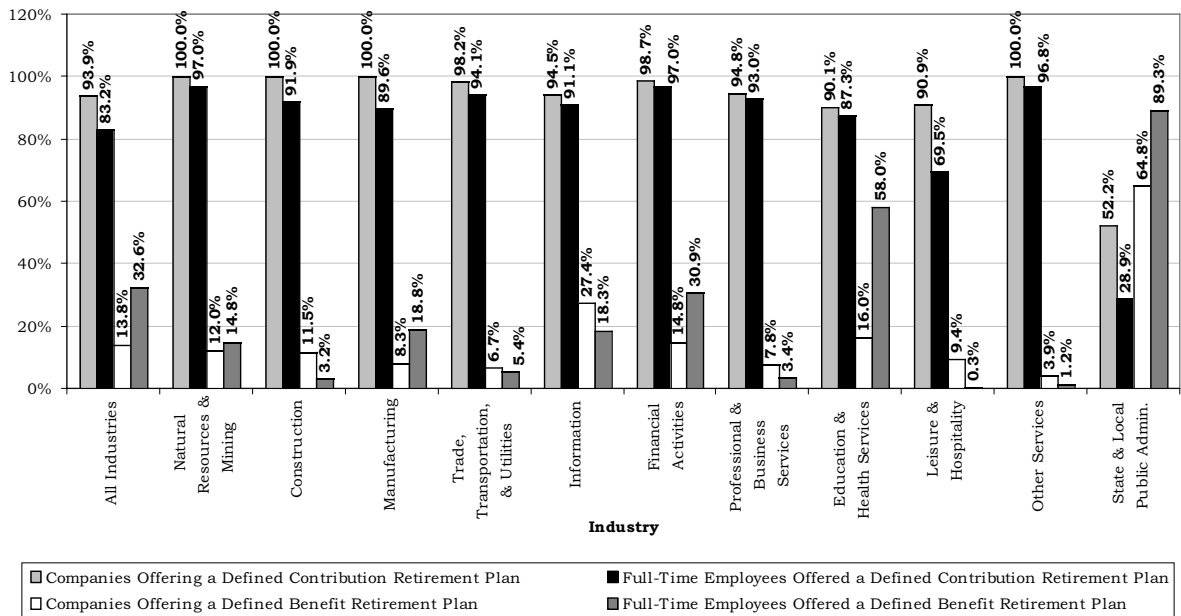
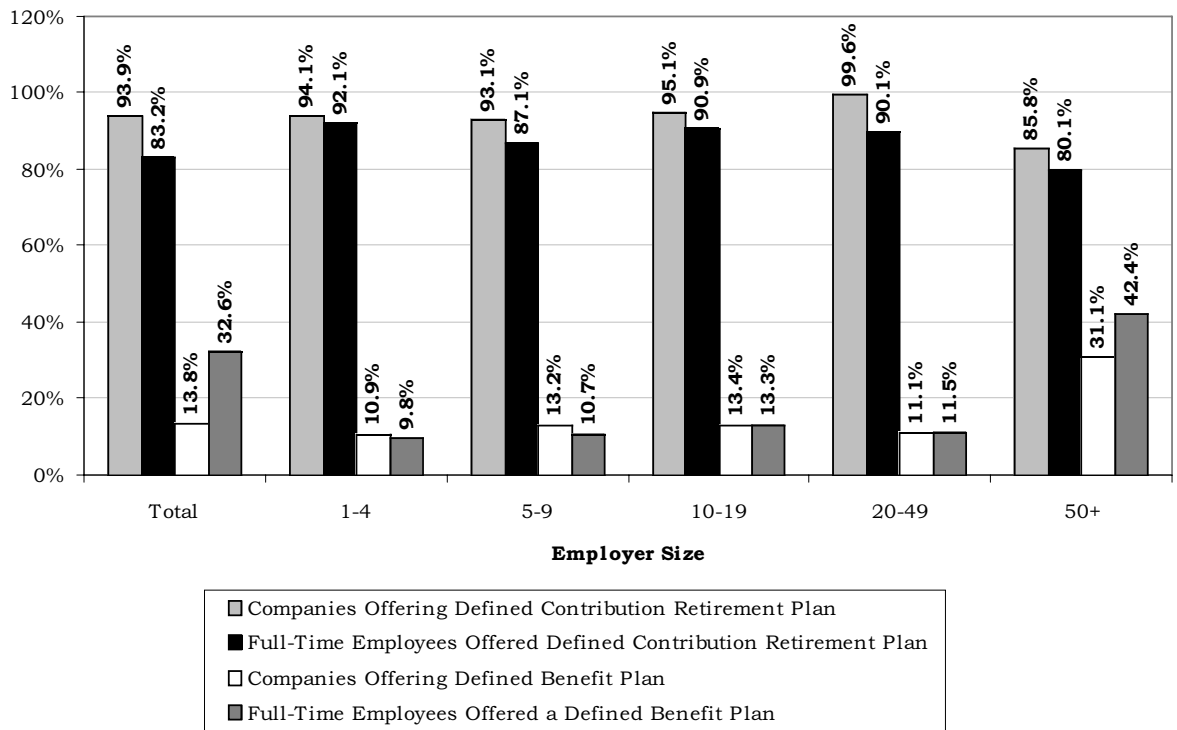


Figure 8: Proportion of Employers Offering and Proportion of Full-Time Wyoming Employees Offered Retirement Benefits by Employer Size and Type of Plan, 2005



proportion of companies offering this benefit and the proportion of full-time workers offered retirement benefits (either defined benefit or defined contribution) was consistent across all sizes except for 50+. This is because of the differences in State & Local Public Administration compared to other industries and the presence of government-operated schools and hospitals in that size class.

Table 8 shows how contributions are paid among firms who offer either defined benefit or defined contribution retirement plans to their employees by industry. For defined contribution plans, full-time workers are most likely to contribute jointly with their employers (70.5%). Another 20.8% of full-time employees paid the full amount for the defined contribution plan, while the remainder (8.7%) of full-time workers enrolled in the defined contribution plan had all contributions made by their employers. More than three-quarters of full-time workers offered defined benefit plans had all contributions to those plans made by their employers.

Table 8: Of Employees Offered a Retirement Plan, Percentage of Full- and Part-Time Wyoming Employees Offered a Defined Contribution or Defined Benefit Retirement Plan by Industry and Plan Payee, 2005

Retirement Plan Type	Industry											
	All Industries	Natural Resources & Mining	Construction	Manufacturing	Trade, Transportation, & Utilities	Information	Financial Activities	Professional & Business Services	Education & Health Services	Leisure & Hospitality	Other Services	State & Local Public Admin.
Full-Time Employees												
Defined Contribution Plan	83.2%	97.0%	91.9%	89.6%	94.1%	91.1%	97.0%	93.0%	87.3%	69.5%	96.8%	28.9%
Defined Contribution Employer paid only	8.7%	1.9%	9.4%	4.3%	6.7%	1.1%	9.9%	13.3%	14.7%	0.0%	14.9%	5.1%
Defined Contribution Employee paid only	20.8%	0.0%	9.6%	4.2%	7.4%	6.8%	8.1%	12.0%	50.3%	6.5%	0.0%	74.5%
Defined Contribution paid jointly	70.5%	98.1%	81.0%	91.6%	85.8%	92.1%	82.1%	74.7%	35.0%	93.5%	85.1%	20.4%
Defined Benefit Plan	32.6%	14.8%	3.2%	18.8%	5.4%	18.3%	30.9%	3.4%	58.0%	0.3%	1.2%	89.3%
Defined Benefit Employer paid only	75.4%	98.4%	100.0%	100.0%	81.2%	67.2%	84.5%	100.0%	90.1%	100.0%	100.0%	48.1%
Defined Benefit Employee paid only	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.4%
Defined Benefit paid jointly	24.5%	1.6%	0.0%	0.0%	18.8%	32.8%	15.5%	0.0%	9.9%	0.0%	0.0%	51.5%
Part-Time Employees												
Defined Contribution Plan	58.4%	51.9%	100.0%	100.0%	42.5%	57.8%	85.5%	77.2%	53.9%	79.5%	55.8%	42.7%
Defined Contribution Employer paid only	15.0%	0.0%	57.7%	0.0%	7.6%	4.6%	5.0%	14.5%	18.8%	0.0%	20.9%	10.1%
Defined Contribution Employee paid only	41.6%	0.0%	0.0%	0.0%	0.0%	0.0%	8.2%	2.5%	55.7%	15.7%	0.0%	86.8%
Defined Contribution paid jointly	43.4%	100.0%	42.3%	100.0%	92.4%	95.4%	86.8%	83.0%	25.5%	84.3%	79.1%	3.0%
Defined Benefit Plan	29.1%	3.7%	0.7%	0.0%	0.1%	21.7%	9.9%	2.5%	38.2%	0.0%	0.0%	46.6%
Defined Benefit Employer paid only	89.8%	100.0%	0.0%	0.0%	100.0%	100.0%	100.0%	100.0%	89.1%	0.0%	0.0%	97.3%
Defined Benefit Employee paid only	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Defined Benefit paid jointly	10.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	10.9%	0.0%	0.0%	2.7%

Note: Totals may not add to 100% due to rounding.

Table 9 (see page 38) shows that 26.8% of full-time workers offered a defined contribution plan made all the contributions if they worked for large employers (50+ employees), while 66.7% of full-time workers contributed jointly with their employers to those accounts. Conversely, estimates show that no full-time workers participating in defined benefit plans in large firms were the sole

Table 9: Of Employees Offered a Retirement Plan, Percentage of Full- and Part-Time Wyoming Employees Offered a Defined Contribution or Defined Benefit Retirement Plan by Employer Size and Plan Payee, 2005

Retirement Plan Type	Employer Size					
	Total	1-4	5-9	10-19	20-49	50+
Full-Time Employees						
Defined Contribution Plan	83.2%	92.1%	87.1%	90.9%	90.1%	80.1%
Defined Contribution Employer paid only	8.7%	24.6%	20.7%	11.3%	8.8%	6.5%
Defined Contribution Employee paid only	20.8%	8.8%	5.3%	9.5%	10.7%	26.8%
Defined Contribution paid jointly	70.5%	66.7%	74.0%	79.2%	80.5%	66.7%
Defined Benefit Plan	32.6%	9.8%	10.7%	13.3%	11.5%	42.4%
Defined Benefit Employer paid only	75.4%	93.4%	64.3%	82.3%	66.8%	75.6%
Defined Benefit Employee paid only	0.2%	0.0%	0.0%	4.3%	0.0%	0.0%
Defined Benefit paid jointly	24.5%	6.6%	35.7%	13.4%	33.2%	24.4%
Part-Time Employees						
Defined Contribution Plan	58.4%	65.2%	43.6%	70.9%	85.4%	56.1%
Defined Contribution Employer paid only	15.0%	27.9%	17.7%	17.1%	2.9%	16.0%
Defined Contribution Employee paid only	41.6%	8.0%	3.3%	10.5%	48.6%	46.5%
Defined Contribution paid jointly	43.4%	64.1%	79.0%	72.4%	48.4%	37.6%
Defined Benefit Plan	29.1%	21.8%	0.9%	17.2%	5.3%	34.1%
Defined Benefit Employer paid only	89.8%	97.6%	0.0%	100.0%	100.0%	89.4%
Defined Benefit Employee paid only	0.0%	2.4%	0.0%	0.0%	0.0%	0.0%
Defined Benefit paid jointly	10.1%	0.0%	100.0%	0.0%	0.0%	10.6%

Note: Totals may not add to 100% due to rounding.

contributors to those accounts.

Take-Up Rates for Selected Benefits

While previous sections studied the proportions of companies offering benefits and the proportions of workers offered those benefits within firms, Table 10 (see page 39) shows the likelihood that workers will choose to enroll in those benefits if they are offered. Of the benefits studied, 83.8% of full-time workers chose to enroll in life insurance if it was offered, the largest amount for any benefit. Slightly more than half of full-time workers chose to enroll in dependent health insurance (51.2%), the least of the benefits studied. Full-time workers were more likely to enroll in defined benefit retirement plans (79.4%) compared to defined contribution retirement plans (61.9%). However, this was because defined benefit plans are generally 100% employer paid and are essentially free to those workers (see Table 8, page 37).

How Contributions Are Paid: Non-Retirement Benefits

Table 10: Average Percentage of Full- and Part-Time Wyoming Employees Offered Insurance and Retirement Plans Who Choose to Enroll, 2005

Benefit Type	Full-Time Part-Time	
	Full-Time	Part-Time
Health Insurance	76.7%	28.5%
Dependent Health Insurance	51.2%	16.4%
Dental Plan	78.9%	28.2%
Vision Plan	70.1%	18.7%
Life Insurance	83.8%	34.3%
Short-Term Disability	72.6%	22.7%
Long-Term Disability	72.6%	83.6%
Retirement		
Defined Contribution	61.9%	33.6%
Defined Benefit	79.4%	40.8%

Take-up rates for non-retirement benefits are highly influenced by who pays the contributions. Of all benefits, workers were most likely to enroll in life insurance coverage if it was offered. However, nearly two-thirds of full-time workers (65.2%) were offered life insurance plans into which they did not have to contribute (see Table 11). Conversely, only 20.1% of full-time workers were offered dependent health plans where employers contributed funds, and dependent health insurance was the least likely of the selected benefits chosen for enrollment by full-time workers. Full-time workers tended to enroll in vision and dental plans even though the chances employers would contribute all the premiums were relatively low (29.7% and 39.1%, respectively) compared to other benefits. This could be because the overall cost of adding dental and vision care to an existing plan is minimal relative to the cost of health benefits.

Table 11: Percentage of Premiums for Selected Benefits Paid for by Employer, Employee, or Both for Full- and Part-Time Wyoming Employees, 2005

Benefit Type	Employer Paid		Employee Paid		Jointly Paid	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Health Insurance	46.2%	36.0%	1.8%	21.4%	52.1%	42.7%
Dependent Health Insurance	20.1%	10.4%	30.3%	43.7%	49.6%	45.9%
Dental Plan	39.1%	32.5%	12.3%	26.2%	48.6%	41.4%
Vision Plan	29.7%	28.3%	18.3%	28.7%	52.0%	43.1%
Life Insurance	65.2%	57.9%	6.0%	19.9%	28.8%	22.2%
Short-Term Disability	56.3%	35.8%	21.9%	30.2%	21.8%	34.0%
Long-Term Disability	54.9%	48.7%	21.1%	22.1%	24.0%	29.3%

Conclusion

Although most full-time workers are still offered benefits, the percentages are declining. Cost escalation is most likely a primary driver of this phenomenon. If employers continue to find it necessary to curtail benefits in order to remain competitive and financially viable, workers will have to finance a greater proportion of their benefits. This additional spending would, in theory, decrease funds available for other purchases, such as durable goods, housing, and education. Fewer funds available for those purchases could reduce economic growth and opportunities for workers in the future.

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Child Care in Wyoming

by: Lisa Knapp, Research Analyst

Child care assistance has positive effects on the economy and the labor force, but few employers offer it to their employees as a benefit. In Wyoming, especially, there has been a substantial drop in the number of employees with access to employer-provided child care benefits. Reversing this trend could not only assist employees but it could bring more workers into the labor force and increase the chances of filling job vacancies.

Section I: Introduction

Data from the most recent benefits survey show that the percent of companies offering child care benefits to their employees has dropped since 2004, from 3.6% to 2.7% for full-time employees and from 2.0% to 1.0% for part-time employees. This is unfortunate, particularly because increasing child care benefits may increase the amount of labor force participation. In this article, we explore the positive effects of child care benefits for both employers and employees.

Child care benefits in the workplace come in many forms. Some of the more popular types include employer established reimbursement accounts where parents or guardians can put pre-tax dollars in an account to be used to pay for child care, employer funded child care in which the employer makes either total or partial payments to their employees' child care providers, and on-site child care centers that are run by the company (Bureau of Labor Statistics, 1998). Other forms of employer provided child care benefits include referral programs, off-site company owned centers, back-up or sick child care, and after school programs (U.S. Department of Treasury, 1998).

National labor force demographics have changed substantially over time. In 1947 only 25% of mothers were in the labor force, compared to 75% today, and only 10% of families were headed by a single parent, compared to 25% in 1996 (U.S. Department of Treasury, 1998). In addition, the costs of child care have increased by more than 20% in the past 20 years. Child care currently costs between \$3,000 and \$6,000 per child per year depending on location, the number of children enrolled, and their ages. It is estimated that while a middle class family spends approximately 7% of their annual income on child care, a low income family may spend 25% or more (Schulman, K., 2000).

Studies have shown that child care assistance increases labor force participation, especially for women. The U.S. Department of Treasury reports that a 10% decrease in the costs of child care may result in a 2% to 8% increase in the likelihood of a married woman joining the workforce (1998). Similarly, other studies have shown that low income women who receive child care assistance are

more likely to find employment, remain employed for longer periods of time, work more hours, and earn more than those who receive no assistance (Danziger, Ananat, & Browning, 2004).

Employers offering child care benefits report many positive effects, such as lower levels of absenteeism and turnover, higher levels of productivity, and greater employee morale (U.S. Department of Treasury, 1998). One study found that employer-sponsored child care was not only affordable, but could also be profitable. The same study found that, due to increased co-worker productivity, employees were often willing to help pay for work-based child care centers even if they would not be utilizing them (Connelly, DeGraff, & Willis, 2004).

Section II: Results and Discussion

In spite of the positive effects that child care assistance has on the economy and the labor force, very few employers offer it to their employees as a benefit. In 2005, only 2.7% of companies in Wyoming offered child care benefits to full-time employees and 1.0% offered them to part-time employees. Companies in the Education & Health Services industry were most likely (9.7%) to offer child care benefits to their employees in 2005 (see Table 1, page 43), which is an increase from the 8.7% of companies in the same industry that offered these benefits in 2004. The industries least likely to offer child care benefits to their employees during 2005 include Information (0.0%), Leisure & Hospitality (0.4%), and Construction (0.9%). Comparing these results to those from 2004 shows an example of the decrease in the percentage of companies offering child care benefits from 3.1% of companies in Information, 1.3% in the Leisure & Hospitality, and 1.8% in Construction.

Nationally, large employers (7%) are more likely to offer child care benefits than small employers (2%; Bureau of Labor Statistics, 1998). This finding is also true for companies in Wyoming. In 2005, 6.0% of employers with more than 50 employees offered their full-time employees child care benefits (see Table 2, page 44), a decrease from 7.8% in 2004. Only 2.9% of employers with more than 50 employees offered child care benefits to their part-time employees in 2005, an increase from 0.0% in 2004. In companies with four or fewer employees, only 2.9% offered child care benefits to their full-time employees compared to 3.2% in 2004. For part-time employees, 0.7% of small companies offered child care benefits compared to 1.4% in 2004.

Although research has shown that employer-provided child care assistance can be beneficial to both employers and employees in terms of increased labor force participation and worker productivity, it is rarely seen in benefit packages. Particularly in Wyoming, the occurrence of this type of benefit seems to be decreasing. However, given Wyoming's current labor shortage, offering child care benefits to employees may broaden the potential labor pool by enticing stay-at-home parents to enter the workforce, thereby giving a company an edge in hiring.

(Text continued on page 45)

Table 1: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Wyoming Employees by Industry, 2005

Benefit Type	Industry											
	All Industries	Natural Resources & Mining	Construction	Manufacturing	Trade, Transportation, & Utilities	Information	Financial Activities	Professional & Business Services	Education & Health Services	Leisure & Hospitality	Other Services	State & Local Public Admin.
Full-Time Employees												
Child Care	2.7%	1.6%	0.9%	1.9%	2.4%	0.0%	1.4%	3.8%	9.7%	0.4%	2.0%	3.1%
Dental Plan	27.2%	31.8%	19.5%	24.1%	28.8%	49.6%	34.3%	27.6%	34.7%	14.8%	19.3%	71.6%
Dependent Health Insurance	34.1%	46.6%	26.1%	34.8%	40.7%	68.0%	39.9%	33.5%	37.2%	15.7%	21.3%	71.5%
Short-Term Disability	10.7%	18.9%	7.5%	7.7%	10.4%	19.5%	13.6%	12.8%	13.6%	4.8%	7.5%	18.2%
Educational/Tuition Assistance	20.4%	22.4%	10.9%	18.1%	14.1%	33.0%	40.1%	18.8%	39.9%	11.0%	23.2%	46.5%
Flexible Spending Account	12.1%	18.5%	5.9%	11.3%	14.0%	33.6%	16.0%	12.1%	20.3%	2.0%	7.0%	27.9%
Health Insurance	41.9%	51.2%	31.1%	39.5%	47.9%	75.7%	47.6%	47.1%	48.1%	22.1%	26.2%	81.4%
Hiring Bonus	5.3%	12.3%	4.1%	5.1%	5.7%	6.1%	6.3%	5.6%	7.4%	1.7%	2.1%	7.2%
Life Insurance	26.8%	38.3%	19.4%	20.6%	29.4%	53.2%	39.0%	26.6%	28.6%	11.5%	18.3%	70.2%
Long-Term Disability	11.7%	23.4%	7.5%	13.7%	9.7%	27.8%	19.8%	13.5%	13.7%	5.4%	6.6%	22.4%
Paid Holidays	55.6%	62.6%	36.7%	63.9%	52.3%	78.8%	74.9%	68.6%	71.3%	25.2%	56.4%	97.1%
Paid Personal Leave	23.2%	25.4%	12.5%	26.0%	24.7%	33.2%	38.7%	23.7%	34.9%	10.3%	21.3%	38.0%
Paid Sick Leave	29.5%	25.8%	13.4%	19.1%	27.9%	53.8%	46.2%	41.6%	42.9%	10.5%	21.4%	84.8%
Paid Vacation	53.4%	58.3%	38.1%	70.0%	56.6%	74.1%	61.1%	54.7%	58.5%	41.8%	53.5%	86.1%
Retirement Plan	35.0%	39.8%	24.0%	31.1%	33.4%	52.4%	44.7%	43.8%	56.9%	10.9%	21.1%	82.9%
Operate in Shifts	11.4%	15.8%	2.5%	13.3%	9.9%	7.0%	3.1%	3.9%	15.7%	47.7%	5.9%	17.6%
Shift Differentials	30.7%	59.2%	78.2%	81.8%	32.4%	0.0%	23.3%	43.0%	40.3%	16.2%	16.3%	0.0%
Vision Plan	11.6%	13.0%	7.4%	5.8%	12.2%	29.1%	15.4%	11.5%	17.4%	5.9%	4.9%	40.9%
Part-Time Employees												
Child Care	1.0%	1.7%	0.0%	0.0%	0.2%	0.0%	0.0%	1.4%	5.5%	0.0%	1.9%	0.0%
Dental Plan	4.8%	0.0%	2.4%	1.5%	1.7%	8.1%	5.4%	6.6%	12.4%	2.7%	5.2%	14.5%
Dependent Health Insurance	4.0%	0.0%	2.7%	1.5%	1.7%	8.1%	5.8%	5.9%	8.5%	2.1%	2.7%	11.2%
Short-Term Disability	2.1%	0.0%	2.4%	0.0%	1.5%	4.1%	1.5%	2.2%	4.0%	1.4%	1.4%	8.0%
Educational/Tuition Assistance	8.8%	13.1%	8.3%	3.7%	4.7%	8.1%	8.0%	10.3%	22.4%	2.6%	10.6%	18.3%
Flexible Spending Account	3.5%	1.7%	3.4%	0.8%	2.2%	5.9%	7.4%	3.9%	10.9%	0.0%	0.5%	5.5%
Health Insurance	6.1%	2.7%	3.8%	2.9%	4.0%	8.1%	5.8%	10.1%	9.5%	4.3%	4.1%	17.7%
Hiring Bonus	1.4%	0.0%	1.1%	0.0%	0.6%	0.0%	2.2%	2.5%	3.2%	1.2%	0.0%	2.5%
Life Insurance	3.9%	0.0%	3.0%	1.4%	3.4%	8.1%	4.6%	4.0%	7.0%	1.4%	2.9%	14.4%
Long-Term Disability	1.8%	0.0%	3.2%	0.0%	0.7%	4.1%	2.6%	2.2%	3.4%	0.3%	1.4%	6.5%
Paid Holidays	16.0%	13.1%	6.2%	11.2%	14.8%	6.3%	21.4%	23.7%	25.6%	6.6%	17.4%	31.2%
Paid Personal Leave	6.2%	6.1%	1.7%	0.0%	5.6%	6.3%	8.3%	5.9%	15.6%	4.3%	2.3%	13.7%
Paid Sick Leave	6.7%	0.0%	0.0%	0.0%	4.6%	6.3%	8.2%	7.9%	19.3%	2.5%	6.3%	26.5%
Paid Vacation	10.4%	7.7%	4.3%	4.8%	12.1%	12.6%	11.5%	7.2%	17.1%	9.9%	6.3%	23.2%
Retirement Plan	11.1%	4.4%	6.5%	3.8%	7.1%	19.9%	14.1%	19.1%	24.0%	3.3%	7.2%	24.5%
Operate in Shifts	13.7%	9.4%	1.3%	6.8%	9.2%	7.7%	2.0%	3.6%	17.3%	43.2%	13.0%	14.5%
Shift Differentials	22.2%	71.3%	0.0%	100.0%	20.4%	0.0%	0.0%	56.0%	35.4%	15.5%	13.8%	17.3%
Vision Plan	2.1%	0.0%	0.0%	1.5%	0.9%	4.1%	1.5%	2.8%	6.8%	0.9%	1.4%	10.5%

Table 2: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Wyoming Employees by Employer Size, 2005

Benefit Type	Employer Size				
	1-4	5-9	10-19	20-49	50+
Full-Time Employees					
Child Care	2.9%	0.9%	2.8%	4.3%	6.0%
Dental Plan	16.2%	31.5%	34.2%	53.0%	78.4%
Dependent Health Insurance	21.2%	35.8%	48.5%	66.1%	88.8%
Short-Term Disability	8.0%	6.8%	11.9%	20.9%	43.1%
Educational/Tuition Assistance	17.2%	17.3%	25.2%	29.7%	47.4%
Flexible Spending Account	7.9%	8.5%	15.0%	27.1%	50.0%
Health Insurance	29.8%	43.7%	56.8%	70.8%	90.9%
Hiring Bonus	3.5%	5.0%	4.9%	8.8%	24.1%
Life Insurance	18.1%	23.6%	35.6%	55.1%	77.7%
Long-Term Disability	9.0%	6.9%	12.2%	19.7%	56.2%
Paid Holidays	49.5%	61.8%	54.0%	67.4%	83.8%
Paid Personal Leave	19.1%	26.3%	27.3%	26.2%	43.2%
Paid Sick Leave	27.5%	27.2%	31.9%	36.1%	48.1%
Paid Vacation	45.1%	56.7%	64.0%	71.1%	78.6%
Retirement Plan	25.8%	34.0%	45.7%	60.5%	82.2%
Operate in Shifts	3.7%	10.6%	19.4%	30.7%	56.2%
Shift Differentials	38.7%	20.9%	22.3%	29.2%	43.9%
Vision Plan	7.5%	9.5%	13.6%	21.6%	51.2%
Part-Time Employees					
Child Care	0.7%	0.8%	2.1%	1.3%	0.0%
Dental Plan	2.9%	4.8%	4.7%	6.3%	18.4%
Dependent Health Insurance	2.6%	2.8%	4.8%	4.7%	16.4%
Short-Term Disability	1.3%	1.3%	2.0%	4.9%	7.7%
Educational/Tuition Assistance	7.1%	7.4%	9.6%	11.9%	20.9%
Flexible Spending Account	1.9%	2.4%	3.8%	6.9%	16.1%
Health Insurance	4.9%	4.5%	6.9%	5.8%	21.4%
Hiring Bonus	0.7%	1.0%	1.1%	0.9%	10.8%
Life Insurance	2.4%	2.1%	4.5%	8.0%	14.8%
Long-Term Disability	1.1%	0.9%	1.5%	2.4%	12.3%
Paid Holidays	13.8%	18.9%	13.8%	16.7%	26.3%
Paid Personal Leave	4.4%	4.9%	8.1%	7.9%	18.5%
Paid Sick Leave	3.9%	9.0%	6.2%	8.5%	19.1%
Paid Vacation	6.6%	13.0%	13.0%	14.6%	16.1%
Retirement Plan	6.4%	12.2%	14.3%	13.7%	32.4%
Operate in Shifts	4.1%	13.0%	21.2%	33.1%	42.4%
Shift Differentials	28.9%	13.7%	17.3%	20.8%	37.0%
Vision Plan	1.9%	0.6%	1.6%	2.4%	12.5%

Section III: References

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