

Wages & Benefits in Wyoming

2008



Research & Planning
Wyoming Department
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Wages & Benefits in Wyoming

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Wyoming Wage Survey

by: *Deana Hauf, Economist*

The reference period for the Wyoming statewide wage estimates in this publication is May 2006. From May 2005 to May 2006, the all-industry mean wage increased by \$0.59 per hour, or 3.7%. Employment as measured in the Occupational Employment survey increased by 7,883 over the same period. Wage data are available at the multicounty 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 since 1996. 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.

OES data are used for Foreign Labor Certification and can also be used to determine staffing patterns and develop employment projections.

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 nonfarm establishments. An establishment is generally a single physical location where business is conducted or where services or industrial operations are performed. Thanks to all the employers who participated in our survey over the last decade, we have achieved an 80% response rate each year.

Wages for the OES 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, nonproduction 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.

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 at <http://doe.state.wy.us/LMI/states.htm>.

Section II: Industry Publication of Wages

The OES survey uses the six-digit 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.

Many of the occupations in the federal government data were recoded in order to bring the OES coding in closer alignment with the federal Office of Personnel Management coding. There may be a large employment shift in the occupations listed below as a result of the recoding.

EMPLOYMENT INCREASES

- General and operations managers
- Claims adjusters, examiners, and investigators
- Compliance officers, except agriculture, construction, health and safety, and transportation
- Human resources, training, and labor relations specialists, all other
- Logisticians
- Computer specialists, all other
- Paralegals and legal assistants
- Education, training, and library workers, all other
- Health diagnosing and treating practitioners, all other
- Detectives and criminal investigators
- Bookkeeping, accounting, and auditing clerks
- Eligibility interviewers, government programs
- Word processors and typists

EMPLOYMENT DECREASES

- Engineering managers
- Managers, all other
- First-line supervisors/managers of office and administrative support workers
- Installation, maintenance, and repair workers, all other
- Training and development specialists
- Accountants and auditors
- Life, physical, and social science technicians, all other
- Law clerks
- Legal support workers, all other
- Police and sheriff's patrol officers
- Protective service workers, all other
- Information and record clerks, all other
- Office clerks, general
- Avionics technicians
- Inspectors, testers, sorters, samplers, and weighers

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 four-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 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 more than 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. Occupations in the SOC coding system may not be the same as job titles. For example, 31-1012 Nursing Aides, Orderlies, and Attendants may include a worker who is a certified nursing assistant (CNA), hospital aide or infirmary attendant.

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 20% 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 80% 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.

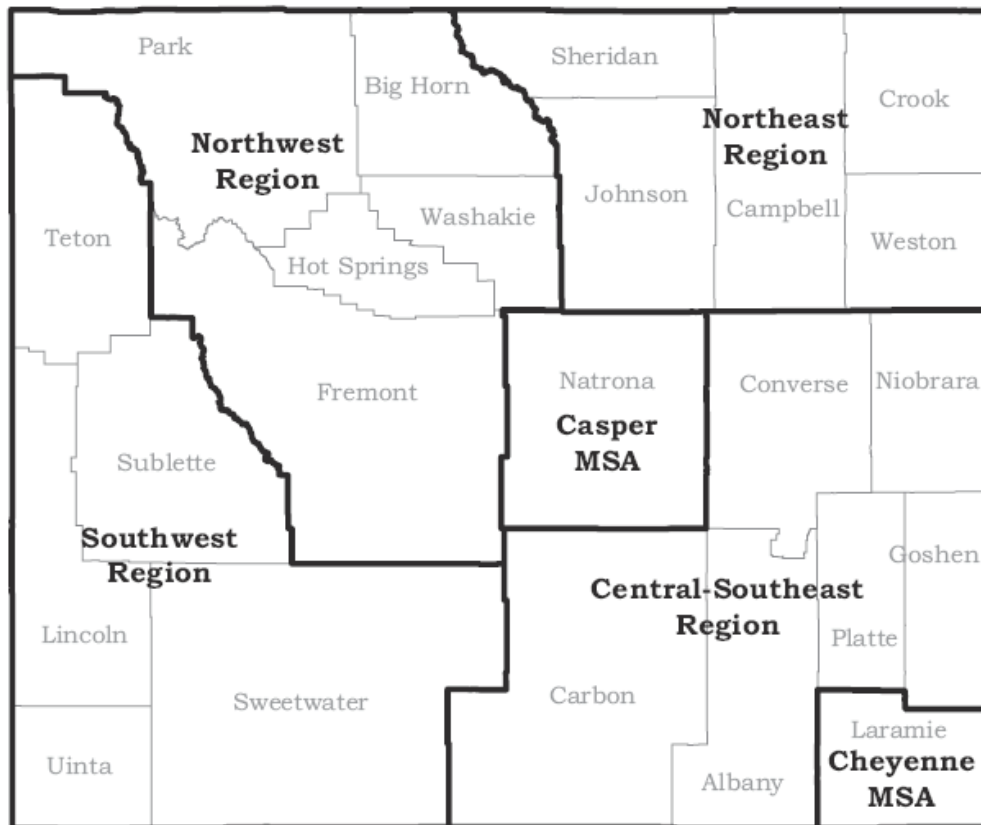
7. When workers can be classified in more than one occupation, they are classified in the occupation that requires the higher skill level. When there is no perceptible difference in skill level, the worker is classified in the occupation that describes their primary activity.

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 MSAs, Casper and Cheyenne (see map, 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 drawn randomly and 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.

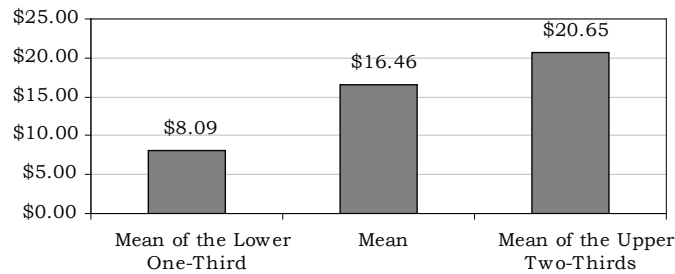
Section V: Estimation Technique

The OES Wage Survey estimates were calculated using information from the 2003 through 2006 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

Figure 1.1: Wyoming Statewide Mean Hourly Wage for All Occupations by Wage Distribution, May 2006



Mean Wage – The estimated total wages for an occupation divided by its weighted survey employment. A measure of central tendency. If some values are far removed from the others (outlying), they can substantially influence the mean.

Mean of the Lower One-Third – Mean of the lower one-third of wage distribution. (Previously reported as Entry.)

Mean of the Upper Two-Thirds – Mean of the upper two-thirds of wage distribution. (Previously reported as Experienced.)

to update them.

The employment estimates for each occupation are based on the total number of jobs worked reported as part of the 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 (*).

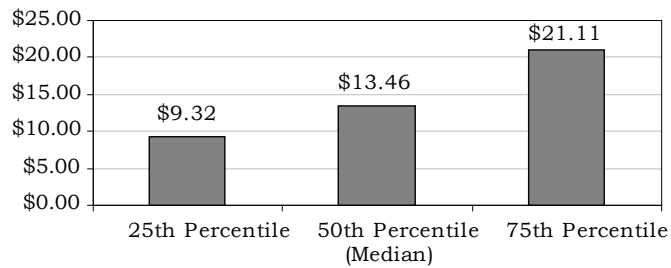
Employment - Represents the jobs worked for wages, salaries, commissions, or tips. This is the estimate of the number of jobs worked in an occupation across the industries in which it was reported. These numbers are rounded to the nearest 10.

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 system.

Figure 1.2: Wyoming Statewide Hourly Wage for All Occupations by Percentile, May 2006



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 \$9.32 and 75% are paid wages above \$9.32.

50th Percentile (Median) – The estimated 50th percentile of the wage distribution; 50% of jobs worked in all occupations are paid wages below \$13.46 and 50% are paid wages above \$13.46.

75th Percentile – 75% of jobs worked in all occupations are paid wages below \$21.11 and 25% are paid wages above \$21.11.

Wages and Benefits in Wyoming – 2008

Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile		
Code	Title					25th	50th (Median)	75th
00-0000 Total All Occupations		259,460	\$16.46	\$8.09	\$20.65	\$9.32	\$13.46	\$21.11
11-0000 Management Occupations		12,710	31.54	16.70	38.97	19.98	28.35	38.85
11-1000 Top Executives								
11-1011	Chief Executives	350	50.53	22.92	64.34	31.69	47.99	67.11
11-1021	General & Operations Managers	5,510	34.16	18.70	41.89	21.85	29.84	41.26
11-2000 Advertising, Marketing, Promotions, Pr, & Sales Managers								
11-2011	Advertising & Promotions Managers	20	27.21	15.68	32.97	16.50	19.17	34.28
11-2021	Marketing Managers	60	37.05	21.59	44.78	22.93	34.56	42.49
11-2022	Sales Managers	310	27.55	16.70	32.98	18.61	25.32	32.41
11-2031	Public Relations Managers	60	26.27	18.34	30.24	19.69	24.43	33.65
11-3000 Operations Specialties Managers								
11-3011	Administrative Services Managers	360	24.82	15.95	29.25	18.41	24.98	30.07
11-3021	Computer & Information Systems Managers	220	29.73	23.67	32.76	25.50	29.61	34.59
11-3031	Financial Managers	570	34.73	22.62	40.79	24.66	31.40	40.90
11-3041	Compensation & Benefits Managers	30	32.36	21.83	37.63	24.17	29.65	41.44
11-3042	Training & Development Managers	ND	33.88	21.43	40.11	25.62	31.87	41.52
11-3049	Human Resources Managers, All Other	80	29.90	23.32	33.20	24.64	28.48	33.13
11-3051	Industrial Production Managers	190	39.74	23.42	47.90	28.46	41.70	51.42
11-3061	Purchasing Managers	50	29.68	19.55	34.75	22.39	29.05	37.93
11-3071	Transportation, Storage, & Distribution Managers	120	33.60	20.31	40.24	23.06	35.06	43.71
11-9000 Other Management Occupations								
11-9021	Construction Managers	250	32.48	21.31	38.06	23.57	30.16	39.73
11-9031	Education Admin., Preschool & Child Care Center/program	80	16.43	11.70	18.80	12.85	15.52	17.54
11-9032	Education Administrators, Elementary & Secondary School*	470	65,970	46,890	75,510	56,430	67,820	78,950
11-9033	Education Administrators, Postsecondary	240	39.35	25.26	46.39	28.19	37.09	49.00
11-9039	Education Administrators, All Other	30	31.63	23.24	35.83	25.58	29.66	40.61
11-9041	Engineering Managers	250	40.34	29.57	45.73	33.48	38.88	47.27
11-9051	Food Service Managers	400	18.84	12.81	21.86	14.13	17.55	22.19
11-9061	Funeral Directors	50	23.25	15.67	27.04	17.28	20.74	27.92
11-9081	Lodging Managers	340	19.25	12.47	22.65	13.54	16.52	21.10
11-9111	Medical & Health Services Managers	500	32.56	20.29	38.69	24.58	31.76	39.11
11-9121	Natural Sciences Managers	180	33.47	28.03	36.19	28.88	32.69	37.60
11-9131	Postmasters & Mail Superintendents	150	23.59	16.22	27.28	18.58	23.69	28.72
11-9141	Property, Real Estate, & Community Association Managers	260	18.33	9.87	22.56	11.11	15.74	23.26
11-9151	Social & Community Service Managers	310	21.60	14.21	25.29	15.64	19.38	25.29
11-9199	Managers, All Other	1,060	28.05	14.52	34.81	16.89	24.73	37.35
13-0000 Business & Financial Operations Occupations		6,740	23.82	13.78	28.84	15.75	20.86	28.52
13-1000 Business Operations Specialists								
13-1021	Purchasing Agents & Buyers, Farm Products	10	11.82	9.93	12.77	9.65	10.46	12.42
13-1022	Wholesale & Retail Buyers, Except Farm Products	130	15.49	8.87	18.80	9.81	14.18	18.99
13-1023	Purchasing Agents, Except Wholesale, Retail, & Farm Products	350	23.06	15.10	27.04	16.84	21.35	28.19
13-1031	Claims Adjusters, Appraisers, Examiners, & Investigators	170	22.89	14.96	26.85	17.02	21.10	27.95
13-1041	Compliance Officers, Ex. Ag., Const., Health & Safety & Transp.	250	22.01	14.77	25.63	16.51	21.48	26.04
13-1051	Cost Estimators	220	26.23	17.70	30.50	20.77	26.32	31.92
13-1061	Emergency Management Specialists	40	20.01	11.80	24.11	14.11	19.55	24.49
13-1071	Employment, Recruitment, & Placement Specialists	230	16.52	13.09	18.24	13.54	15.40	18.27
13-1072	Compensation, Benefits, & Job Analysis Specialists	110	20.93	14.95	23.93	17.04	21.28	24.38
13-1073	Training & Development Specialists	210	20.81	14.67	23.89	16.05	18.87	23.14
13-1079	Human Resources, Training, & Labor Relations Spec., All Other	180	23.26	16.60	26.59	18.19	22.35	27.17
13-1081	Logisticians	30	28.90	20.03	33.34	22.87	28.35	35.08
13-1111	Management Analysts	180	31.57	17.91	38.39	19.10	23.26	30.10
13-1121	Meeting & Convention Planners	60	14.57	9.82	16.94	10.95	13.54	17.66
13-1199	Business Operations Specialists, All Other	1,400	24.36	12.59	30.24	15.23	22.53	32.54
13-2000 Financial Specialists								
13-2011	Accountants & Auditors	1,570	23.54	15.22	27.71	16.42	19.80	26.11

*Annual wages (see General Definitions, page 7)
 ND – Not disclosable due to confidentiality.

Table continued on page 9

Wages and Benefits in Wyoming – 2008

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Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employ- ment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile 50th (Median)		
Code	Title					25th	75th	
13-2021	Appraisers & Assessors Of Real Estate	230	25.27	12.74	31.53	13.98	21.67	39.82
13-2031	Budget Analysts	90	26.63	21.23	29.32	23.14	27.01	30.01
13-2041	Credit Analysts	50	17.98	12.25	20.85	13.93	16.86	20.58
13-2051	Financial Analysts	80	32.73	21.86	38.16	22.74	25.22	28.70
13-2052	Personal Financial Advisors	130	ND	ND	ND	ND	ND	ND
13-2053	Insurance Underwriters	70	23.53	14.27	28.16	14.97	16.87	24.78
13-2061	Financial Examiners	ND	23.43	18.05	26.13	18.03	19.45	21.51
13-2072	Loan Officers	700	22.58	13.13	27.30	14.44	20.31	28.78
13-2081	Tax Examiners, Collectors, & Revenue Agents	60	25.95	14.57	31.64	16.34	25.75	34.94
13-2082	Tax Preparers	ND	10.92	10.16	11.29	10.09	10.90	11.87
13-2099	Financial Specialists, All Other	160	19.68	11.24	23.91	12.66	16.29	25.36
15-0000 Computer & Mathematical Occupations		2,070	23.02	14.48	27.29	16.55	21.50	28.11
15-1000 Computer Specialists								
15-1021	Computer Programmers	150	19.71	11.96	23.59	13.85	18.00	24.45
15-1031	Computer Software Engineers, Applications	230	25.68	19.96	28.54	22.13	25.69	28.97
15-1032	Computer Software Engineers, Systems Software	60	31.09	24.31	34.47	25.44	28.59	34.87
15-1041	Computer Support Specialists	410	17.28	12.26	19.79	14.11	17.05	20.45
15-1051	Computer Systems Analysts	250	26.73	16.32	31.93	17.42	21.52	33.09
15-1061	Database Administrators	50	21.90	14.83	25.43	16.23	19.88	27.05
15-1071	Network & Computer Systems Administrators	360	21.72	15.76	24.70	17.38	21.25	24.81
15-1081	Network Systems & Data Communications Analysts	130	23.98	14.30	28.82	15.87	22.47	30.70
15-1099	Computer Specialists, All Other	400	26.46	16.00	31.68	18.39	26.82	33.42
15-2041 Statisticians		20	18.53	8.59	23.50	9.06	16.42	22.22
17-0000 Architecture & Engineering Occupations		4,280	27.82	16.13	33.67	18.60	25.41	33.78
17-1000 Architects, Surveyors, & Cartographers								
17-1011	Architects, Except Landscape & Naval	110	30.06	18.78	35.69	20.13	25.66	33.13
17-1012	Landscape Architects	30	27.53	19.78	31.40	23.43	28.09	33.47
17-1021	Cartographers & Photogrammetrists	70	19.63	13.92	22.49	15.18	19.57	22.81
17-1022	Surveyors	250	22.69	14.44	26.82	16.70	23.02	28.67
17-2000 Engineers								
17-2031	Biomedical Engineers	10	29.16	21.56	32.96	23.18	28.06	34.74
17-2041	Chemical Engineers	60	31.82	25.46	35.00	25.35	28.06	38.08
17-2051	Civil Engineers	760	26.89	19.76	30.46	21.37	25.91	31.03
17-2071	Electrical Engineers	110	32.17	25.37	35.58	27.56	32.94	36.56
17-2072	Electronics Engineers, Except Computer	110	29.46	22.22	33.08	24.78	29.09	35.35
17-2081	Environmental Engineers	220	29.33	19.78	34.10	22.24	27.80	37.33
17-2111	Health & Safety Eng., Except Mining Safety Eng. & Inspectors	70	27.09	19.10	31.08	21.05	25.27	31.94
17-2112	Industrial Engineers	170	31.33	20.84	36.57	22.41	28.85	39.75
17-2141	Mechanical Engineers	190	32.09	23.02	36.63	25.77	32.44	38.89
17-2151	Mining & Geological Engineers, Incl. Mining Safety Engineers	130	34.75	27.97	38.13	30.33	35.45	40.49
17-2171	Petroleum Engineers	400	47.11	31.10	55.11	35.39	42.02	65.97
17-2199	Engineers, All Other	170	29.89	17.01	36.33	18.55	31.00	37.10
17-3000 Drafters, Engineering, & Mapping Technicians								
17-3011	Architectural & Civil Drafters	190	17.10	13.36	18.97	14.61	16.84	19.16
17-3012	Electrical & Electronics Drafters	40	15.47	10.68	17.86	11.36	15.42	18.02
17-3013	Mechanical Drafters	50	19.15	14.24	21.60	15.26	17.61	24.35
17-3019	Drafters, All Other	80	22.22	16.31	25.17	18.70	23.06	25.88
17-3022	Civil Engineering Technicians	180	17.94	13.08	20.37	14.40	17.98	20.71
17-3023	Electrical & Electronic Engineering Technicians	220	24.15	16.83	27.81	18.12	24.80	29.09
17-3025	Environmental Engineering Technicians	80	20.16	12.37	24.05	14.46	19.07	24.57
17-3029	Engineering Technicians, Except Drafters, All Other	190	21.80	13.46	25.96	15.86	22.34	27.42
17-3031	Surveying & Mapping Technicians	300	15.14	10.41	17.51	11.68	15.53	17.82

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ND – Not disclosable due to confidentiality.

Wages and Benefits in Wyoming – 2008

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Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employ- ment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile 50th (Median)	
Code	Title					25th	75th
19-0000 Life, Physical, & Social Science Occupations		4,280	21.88	13.49	26.07	14.97	27.46
19-1000 Life Scientists							
19-1013	Soil & Plant Scientists	50	22.91	16.90	25.91	18.42	27.34
19-1023	Zoologists & Wildlife Biologists	300	22.36	15.91	25.59	17.67	26.30
19-1029	Biological Scientists, All Other	210	27.66	21.24	30.87	24.80	32.49
19-1031	Conservation Scientists	150	28.03	23.25	30.42	25.00	31.13
19-1032	Foresters	80	25.84	20.01	28.76	21.83	29.80
19-1041	Epidemiologists	20	21.58	18.89	22.93	19.43	23.22
19-2000 Physical Scientists							
19-2021	Atmospheric & Space Scientists	30	36.40	27.76	40.72	31.98	43.56
19-2031	Chemists	190	24.50	16.80	28.35	18.13	30.25
19-2041	Environmental Scientists & Specialists, Including Health	230	23.18	17.67	25.93	19.71	27.83
19-2042	Geoscientists, Except Hydrologists & Geographers	210	31.39	20.85	36.66	24.39	36.17
19-2043	Hydrologists	210	25.97	19.67	29.11	20.66	30.85
19-2099	Physical Scientists, All Other	20	30.17	23.62	33.45	26.80	35.32
19-3000 Social Scientists & Related Workers							
19-3011	Economists	30	24.52	20.80	26.39	21.26	27.63
19-3021	Market Research Analysts	280	19.99	13.91	23.02	15.69	24.23
19-3031	Clinical, Counseling, & School Psychologists	200	25.43	18.13	29.08	20.69	29.33
19-3039	Psychologists, All Other	10	36.91	26.95	41.89	33.13	44.77
19-3051	Urban & Regional Planners	80	24.62	17.11	28.37	18.67	30.17
19-3091	Anthropologists & Archeologists	100	22.09	14.06	26.11	15.47	28.82
19-3099	Social Scientists & Related Workers, All Other	40	23.05	16.70	26.22	19.92	27.70
19-4000 Life, Physical, & Social Science Technicians							
19-4021	Biological Technicians	250	15.51	12.97	16.78	13.19	17.26
19-4031	Chemical Technicians	270	17.16	10.74	20.37	11.32	22.63
19-4041	Geological & Petroleum Technicians	220	23.29	15.13	27.37	17.29	28.39
19-4091	Environmental Science & Protection Technicians, Including Health	ND	15.83	14.02	16.74	14.34	16.85
19-4092	Forensic Science Technicians	20	16.33	10.89	19.06	13.40	19.47
19-4093	Forest & Conservation Technicians	700	14.48	11.40	16.02	12.05	16.08
19-4099	Life, Physical, & Social Science Technicians, All Other	160	19.42	12.94	22.65	14.22	23.39
21-0000 Community & Social Services Occupations		3,870	15.65	9.63	18.66	10.68	19.21
21-1000 Counselors, Social Workers, & Other Comm & Social Svc. Spec.							
21-1011	Substance Abuse & Behavioral Disorder Counselors	100	18.34	13.75	20.63	15.32	21.37
21-1012	Educational, Vocational, & School Counselors	430	20.22	14.10	23.28	15.78	24.75
21-1013	Marriage & Family Therapists	20	21.69	15.77	24.65	16.04	21.87
21-1014	Mental Health Counselors	180	18.64	15.14	20.39	15.67	21.41
21-1015	Rehabilitation Counselors	110	16.68	11.62	19.21	13.73	19.16
21-1019	Counselors, All Other	50	18.10	12.40	20.95	13.95	22.07
21-1021	Child, Family, & School Social Workers	760	16.49	11.66	18.91	13.44	19.10
21-1022	Medical & Public Health Social Workers	180	18.27	13.72	20.54	14.46	20.62
21-1023	Mental Health & Substance Abuse Social Workers	230	13.29	9.05	15.41	9.93	15.34
21-1029	Social Workers, All Other	50	19.61	9.55	24.64	10.71	29.08
21-1091	Health Educators	270	20.06	13.43	23.37	16.10	23.77
21-1092	Probation Officers & Correctional Treatment Specialists	180	19.63	16.60	21.14	16.93	22.10
21-1093	Social & Human Service Assistants	960	10.77	8.92	11.69	9.26	11.54
21-1099	Community & Social Service Specialists, All Other	330	12.07	8.69	13.76	9.62	13.82
21-2011 Clergy		20	19.58	11.89	23.42	13.42	25.34
23-0000 Legal Occupations		1,430	26.85	11.76	34.39	13.70	31.05
23-1000 Lawyers, Judges, & Related Workers							
23-1011	Lawyers	710	38.05	18.71	47.73	21.65	41.96
23-1023	Judges, Magistrate Judges, & Magistrates	20	22.63	12.93	27.48	15.38	28.22
23-2000 Legal Support Workers							
23-2011	Paralegals & Legal Assistants	360	14.37	10.28	16.41	10.89	16.65

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ND – Not disclosable due to confidentiality.

Wages and Benefits in Wyoming – 2008

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Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile 50th (Median)		75th
Code	Title					25th		
23-2092	Law Clerks	60	12.85	7.87	15.33	8.48	11.46	17.12
23-2093	Title Examiners, Abstractors, & Searchers	200	16.03	9.48	19.31	10.27	13.82	22.32
23-2099	Legal Support Workers, All Other	40	15.53	12.34	17.13	13.33	15.46	17.81
25-0000 Education, Training, & Library Occupations		ND	17.64	9.66	21.63	11.37	17.02	22.96
25-1000 Postsecondary Teachers								
25-1011	Business Teachers, Postsecondary*	110	62,430	37,440	74,930	43,900	60,970	80,640
25-1021	Computer Science Teachers, Postsecondary*	60	56,860	37,400	66,590	42,870	53,760	71,360
25-1022	Mathematical Science Teachers, Postsecondary*	120	51,200	35,930	58,840	40,380	50,100	60,730
25-1042	Biological Science Teachers, Postsecondary*	80	58,970	40,150	68,380	45,060	55,990	69,230
25-1052	Chemistry Teachers, Postsecondary*	40	62,240	42,260	72,240	45,710	61,040	76,170
25-1061	Anthropology & Archeology Teachers, Postsecondary*	20	53,420	39,500	60,370	46,820	55,890	62,270
25-1062	Area, Ethnic, & Cultural Studies Teachers, Postsecondary*	10	59,320	40,960	68,510	43,440	50,870	68,850
25-1065	Political Science Teachers, Postsecondary*	30	54,180	37,210	62,670	41,320	50,710	65,210
25-1066	Psychology Teachers, Postsecondary*	40	51,630	34,970	59,970	43,960	55,450	61,490
25-1067	Sociology Teachers, Postsecondary*	20	58,000	43,010	65,500	48,050	56,310	69,320
25-1071	Health Specialties Teachers, Postsecondary*	90	63,170	35,600	76,960	42,170	57,460	74,850
25-1072	Nursing Instructors & Teachers, Postsecondary*	110	48,030	36,780	53,660	41,070	48,320	55,600
25-1081	Education Teachers, Postsecondary*	70	48,140	33,890	55,270	38,690	48,030	57,560
25-1111	Criminal Justice & Law Enforcement Teachers, Postsecondary	30	49,450	39,870	54,240	43,010	47,490	51,560
25-1121	Art, Drama, & Music Teachers, Postsecondary*	150	49,930	34,390	57,690	39,240	48,760	59,480
25-1122	Communications Teachers, Postsecondary*	50	47,310	31,740	55,100	36,600	45,550	57,750
25-1123	English Language & Literature Teachers, Postsecondary*	100	47,250	33,510	54,120	36,880	44,220	55,910
25-1124	Foreign Language & Literature Teachers, Postsecondary*	40	46,790	29,850	55,260	31,580	43,960	57,560
25-1125	History Teachers, Postsecondary*	20	50,790	37,870	57,240	42,100	49,850	58,800
25-1126	Philosophy & Religion Teachers, Postsecondary*	10	52,810	37,800	60,320	44,720	52,330	58,930
25-1193	Recreation & Fitness Studies Teachers, Postsecondary*	30	47,510	32,320	55,110	35,330	46,420	60,090
25-1199	Postsecondary Teachers, All Other*	270	48,900	29,270	58,720	35,990	46,870	61,430
25-2000 Primary, Secondary, & Special Education School Teachers								
25-2011	Preschool Teachers, Except Special Education*	390	10.24	7.10	11.81	7.90	9.70	12.54
25-2012	Kindergarten Teachers, Except Special Education*	260	40,620	31,090	45,390	34,610	40,690	46,470
25-2021	Elementary School Teachers, Except Special Education*	2,760	43,690	32,260	49,400	36,370	44,570	51,780
25-2022	Middle School Teachers, Except Special & Vocational Education*	1,350	44,030	34,080	49,010	37,260	44,120	50,950
25-2031	Secondary School Teachers, Except Special & Voc. Education*	1,790	43,110	32,210	48,560	35,450	43,000	50,860
25-2032	Vocational Education Teachers, Secondary School*	220	45,040	36,140	49,490	38,910	44,910	51,100
25-2041	Special Education Teachers, Preschool, Kindergarten, & Elem.*	660	39,450	29,320	44,510	32,510	38,770	47,020
25-2042	Special Education Teachers, Middle School*	230	44,720	33,840	50,160	36,470	43,120	51,900
25-2043	Special Education Teachers, Secondary School*	290	43,160	33,440	48,020	36,050	42,910	49,860
25-3000 Other Teachers & Instructors								
25-3011	Adult Literacy, Remedial Ed., & GED Teachers & Instructors	130	17.47	9.61	21.40	11.24	17.93	22.67
25-3021	Self-enrichment Education Teachers	110	9.83	6.29	11.60	6.12	7.07	13.45
25-3099	Teachers & Instructors, All Other*	1,020	32,390	24,600	36,280	26,090	31,070	36,570
25-4000 Librarians, Curators, & Archivists								
25-4011	Archivists, Curators, & Museum Technicians	90	16.87	12.41	19.10	13.51	16.68	20.05
25-4012	Curators	90	14.25	8.60	17.08	9.04	12.48	16.66
25-4021	Librarians	330	19.45	12.80	22.78	14.52	19.37	24.31
25-4031	Library Technicians	ND	10.21	7.16	11.73	7.82	9.18	12.07
25-9000 Other Education, Training, & Library Occupations								
25-9021	Farm & Home Management Advisors	100	21.24	12.92	25.39	14.01	19.10	28.25
25-9031	Instructional Coordinators	210	24.34	15.55	28.74	18.00	24.36	30.17
25-9041	Teacher Assistants*	4,140	20,480	15,440	23,010	17,050	20,400	23,910
25-9099	Education, Training, & Library Workers, All Other	120	14.54	8.51	17.56	9.41	14.67	19.31
27-0000 Arts, Design, Entertainment, Sports, & Media Occupations		2,500	14.64	7.21	18.36	8.24	13.06	18.82
27-1000 Art & Design Workers								
27-1012	Craft Artists	40	12.70	10.17	13.97	10.01	10.97	13.91

*Annual wages (see General Definitions, page 7)
ND – Not disclosable due to confidentiality.

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Wages and Benefits in Wyoming – 2008

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Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile		
Code	Title					25th	50th (Median)	75th
27-1013	Fine Artists, Including Painters, Sculptors, & Illustrators	30	ND	ND	ND	ND	ND	ND
27-1019	Artists & Related Workers, All Other	30	16.72	12.91	18.63	13.71	16.04	19.17
27-1021	Commercial & Industrial Designers	30	21.46	14.50	24.94	15.31	18.31	29.84
27-1023	Floral Designers	230	8.12	6.28	9.04	6.45	7.58	9.35
27-1024	Graphic Designers	210	13.69	8.98	16.04	9.78	12.44	16.35
27-1025	Interior Designers	40	18.38	14.20	20.47	15.23	18.72	21.91
27-1026	Merchandise Displayers & Window Trimmers	30	10.49	8.03	11.72	8.20	9.14	11.80
27-2000 Entertainers & Performers, Sports & Related Workers								
27-2012	Producers & Directors	50	22.00	14.85	25.58	16.09	19.65	24.59
27-2022	Coaches & Scouts	460	25,120	13,020	31,170	12,770	14,410	37,730
27-2032	Choreographers	100	14.82	7.91	18.28	8.76	12.20	20.00
27-2099	Entertainers & Performers, Sports & Related Workers, All Other	20	9.68	6.13	11.45	6.41	7.46	8.76
27-3000 Media & Communication Workers								
27-3011	Radio & Television Announcers	100	11.16	6.99	13.24	7.95	11.16	13.49
27-3012	Public Address System & Other Announcers	ND	12.59	10.54	13.62	10.59	11.82	14.22
27-3021	Broadcast News Analysts	20	12.10	8.12	14.09	9.64	11.61	14.52
27-3022	Reporters & Correspondents	110	13.43	9.40	15.45	10.25	11.95	13.93
27-3031	Public Relations Specialists	300	19.52	14.30	22.13	15.66	18.25	22.03
27-3041	Editors	140	19.06	12.96	22.10	14.69	18.01	21.86
27-3042	Technical Writers	10	23.05	18.16	25.49	19.47	23.03	27.56
27-3043	Writers & Authors	40	16.56	8.20	20.73	9.68	16.88	23.36
27-3091	Interpreters & Translators	30	14.20	8.10	17.24	9.24	13.92	16.92
27-3099	Media & Communication Workers, All Other	10	16.70	10.85	19.62	13.30	16.04	22.59
27-4000 Media & Communication Equipment Workers								
27-4011	Audio & Video Equipment Technicians	50	15.02	10.06	17.51	11.47	14.16	17.50
27-4012	Broadcast Technicians	90	14.32	7.44	17.76	8.38	11.23	18.68
27-4021	Photographers	120	14.71	9.09	17.52	10.36	14.85	18.08
27-4099	Media & Communication Equipment Workers, All Other	20	25.57	17.14	29.79	20.58	26.54	31.73
29-0000 Health Care Practitioners & Technical Occupations		10,860	27.37	14.34	33.89	16.96	22.69	29.20
29-1000 Health Diagnosing & Treating Practitioners								
29-1011	Chiropractors	70	33.98	16.61	42.67	19.18	26.71	35.82
29-1021	Dentists, General	180	61.59	37.18	73.79	42.53	53.08	ND
29-1022	Oral & Maxillofacial Surgeons	ND	83.97	58.92	96.50	63.15	ND	ND
29-1031	Dietitians & Nutritionists	70	20.59	12.65	24.56	17.11	21.60	25.38
29-1041	Optometrists	80	48.45	23.61	60.87	28.32	41.55	56.61
29-1051	Pharmacists	430	41.22	32.88	45.39	37.55	42.17	46.47
29-1061	Anesthesiologists	30	82.60	60.93	ND	66.40	ND	ND
29-1062	Family & General Practitioners	160	73.22	44.54	87.56	53.84	ND	ND
29-1063	Internists, General	90	85.54	60.42	ND	67.26	ND	ND
29-1064	Obstetricians & Gynecologists	ND	90.15	75.29	ND	ND	ND	ND
29-1065	Pediatricians, General	ND	51.36	37.52	58.28	39.91	51.27	62.25
29-1069	Physicians & Surgeons, All Other	200	ND	ND	ND	ND	ND	ND
29-1071	Physician Assistants	180	28.30	20.89	32.01	23.61	27.25	33.27
29-1081	Podiatrists	20	52.32	44.35	56.31	45.09	50.34	57.85
29-1111	Registered Nurses	4,010	23.54	18.20	26.21	19.75	23.16	27.31
29-1121	Audiologists	10	21.51	14.66	24.93	15.00	23.61	26.03
29-1122	Occupational Therapists	170	24.47	17.12	28.15	19.72	24.85	28.47
29-1123	Physical Therapists	260	29.95	24.49	32.68	25.85	28.93	33.30
29-1124	Radiation Therapists	60	29.12	23.00	32.18	24.60	28.41	33.67
29-1125	Recreational Therapists	40	17.02	11.81	19.62	13.65	17.31	20.16
29-1126	Respiratory Therapists	100	20.55	16.87	22.39	17.74	20.49	23.31
29-1127	Speech-language Pathologists	250	24.13	17.43	27.48	19.80	24.23	27.88
29-1131	Veterinarians	130	27.52	15.83	33.37	16.97	24.19	31.63
29-2000 Health Technologists & Technicians								
29-2011	Medical & Clinical Laboratory Technologists	250	22.96	18.54	25.17	19.90	22.94	26.56

*Annual wages (see General Definitions, page 7)
 ND – Not disclosable due to confidentiality.

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Wages and Benefits in Wyoming – 2008

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Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employ- ment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile		
Code	Title					25th	50th (Median)	75th
29-2012	Medical & Clinical Laboratory Technicians	140	14.39	9.95	16.61	10.84	13.71	17.20
29-2021	Dental Hygienists	300	25.34	20.60	27.71	22.70	25.63	28.75
29-2031	Cardiovascular Technologists & Technicians	20	21.83	14.41	25.54	16.92	21.64	26.93
29-2032	Diagnostic Medical Sonographers	50	24.44	19.12	27.11	21.32	24.83	28.52
29-2033	Nuclear Medicine Technologists	50	24.06	17.68	27.26	21.02	25.16	28.80
29-2034	Radiologic Technologists & Technicians	450	20.87	15.23	23.70	16.90	21.34	25.05
29-2041	Emergency Medical Technicians & Paramedics	360	11.82	8.01	13.73	9.01	11.28	14.22
29-2052	Pharmacy Technicians	380	13.47	10.39	15.02	11.27	13.16	15.29
29-2053	Psychiatric Technicians	40	12.79	9.69	14.33	10.33	12.02	14.15
29-2054	Respiratory Therapy Technicians	40	15.61	10.03	18.40	10.31	15.73	20.89
29-2055	Surgical Technologists	100	16.16	12.09	18.20	13.08	15.66	18.63
29-2056	Veterinary Technologists & Technicians	150	13.53	9.70	15.45	10.50	13.13	15.94
29-2061	Licensed Practical & Licensed Vocational Nurses	700	16.25	12.77	18.00	14.06	16.27	18.71
29-2071	Medical Records & Health Information Technicians	390	13.78	10.49	15.43	11.56	13.54	15.53
29-2081	Opticians, Dispensing	130	12.28	8.36	14.24	9.05	11.36	14.70
29-2099	Health Technologists & Technicians, All Other	10	18.32	9.54	22.71	10.15	20.07	24.25
29-9000 Other Health Care Practitioners & Technical Occupations								
29-9011	Occupational Health & Safety Specialists	200	30.46	21.88	34.75	24.74	29.32	36.55
29-9012	Occupational Health & Safety Technicians	50	21.32	11.98	25.99	12.96	16.76	27.97
29-9099	Health Care Practitioners & Technical Workers, All Other	50	18.52	11.36	22.10	12.28	15.19	18.00
31-0000 Health Care Support Occupations		6,350	11.06	8.60	12.30	9.15	10.37	12.06
31-1000 Nursing, Psychiatric, & Home Health Aides								
31-1011	Home Health Aides	1,160	9.65	8.27	10.34	8.80	9.70	10.65
31-1012	Nursing Aides, Orderlies, & Attendants	2,950	10.71	9.13	11.50	9.41	10.44	11.74
31-2000 Occupational & Physical Therapist Assistants & Aides								
31-2011	Occupational Therapist Assistants	30	16.73	11.97	19.10	13.15	16.81	19.35
31-2021	Physical Therapist Assistants	90	16.50	12.53	18.49	14.95	17.06	19.03
31-2022	Physical Therapist Aides	90	10.01	8.17	10.93	8.79	9.99	11.27
31-9000 Other Health Care Support Occupations								
31-9011	Massage Therapists	140	16.80	7.91	21.24	8.89	11.68	19.56
31-9091	Dental Assistants	510	11.95	7.99	13.93	8.99	11.03	15.21
31-9092	Medical Assistants	340	10.81	8.47	11.98	8.92	10.22	11.82
31-9093	Medical Equipment Preparers	90	11.77	9.18	13.07	9.68	10.97	13.34
31-9094	Medical Transcriptionists	310	11.48	8.75	12.85	9.46	11.32	13.40
31-9095	Pharmacy Aides	50	9.80	6.24	11.57	6.78	9.78	12.05
31-9096	Veterinary Assistants & Laboratory Animal Caretakers	200	8.27	7.01	8.90	7.43	8.23	9.13
31-9099	Health Care Support Workers, All Other	370	14.77	9.45	17.43	10.42	13.71	17.50
33-0000 Protective Service Occupations		5,650	15.76	8.69	19.29	10.42	15.04	20.44
33-1000 First-line Supervisors/Managers, Protective Service Workers								
33-1011	First-line Supervisors/Managers Of Correctional Officers	100	22.72	18.93	24.62	19.87	22.19	25.76
33-1012	First-line Supervisors/Managers Of Police & Detectives	230	25.33	18.36	28.82	19.70	24.63	29.43
33-1021	First-line Sup./Mgrs. Of Fire Fighting & Prevention Workers	70	25.06	18.59	28.29	20.27	24.81	29.06
33-1099	First-line Sup./Mgrs., Protective Service Workers, All Other	150	22.68	14.33	26.85	18.99	24.92	27.73
33-2000 Fire Fighting And Prevention Workers								
33-2011	Fire Fighters	280	18.20	14.48	20.05	15.47	17.79	21.23
33-2021	Fire Inspectors & Investigators	30	19.96	17.32	21.28	16.90	18.36	21.56
33-2022	Forest Fire Inspectors & Prevention Specialists	ND	14.91	10.75	16.99	11.26	13.11	15.24
33-3000 Law Enforcement Workers								
33-3011	Bailiffs	20	14.76	9.96	17.17	9.96	11.06	19.77
33-3012	Correctional Officers & Jailers	840	16.03	13.05	17.52	13.48	15.22	18.24
33-3021	Detectives & Criminal Investigators	200	25.28	19.56	28.14	20.78	24.02	29.38
33-3031	Fish & Game Wardens	70	19.93	15.55	22.13	16.94	20.45	23.04
33-3041	Parking Enforcement Workers	10	15.11	11.19	17.07	12.42	14.88	17.92
33-3051	Police & Sheriff's Patrol Officers	1,230	19.56	15.02	21.83	16.35	19.74	22.44

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Wages and Benefits in Wyoming – 2008

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Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employ- ment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile 50th (Median)		75th
Code	Title					25th		
33-9000 Other Protective Service Workers								
33-9011	Animal Control Workers	50	14.77	11.51	16.40	12.81	14.70	17.15
33-9032	Security Guards	930	10.72	7.75	12.21	8.44	10.25	12.71
33-9091	Crossing Guards	240	11.06	8.77	12.21	9.45	11.62	12.88
33-9092	Lifeguards, Ski Patrol, & Other Recreational Prot. Svc. Workers	ND	6.93	6.04	7.37	5.99	6.64	7.87
33-9099	Protective Service Workers, All Other	320	15.24	11.03	17.34	12.56	14.50	17.57
35-0000 Food Preparation & Serving Related Occupations		23,990	8.02	6.12	8.97	6.21	7.20	9.06
35-1000 Supervisors, Food Preparation & Serving Workers								
35-1011	Chefs & Head Cooks	280	14.78	10.05	17.14	10.78	14.45	16.73
35-1012	First-line Supervisors/Managers Of Food Prep. & Serving Workers	1,890	11.83	8.07	13.71	8.84	10.99	13.63
35-2000 Cooks & Food Preparation Workers								
35-2011	Cooks, Fast Food	940	6.71	6.10	7.01	5.91	6.53	7.29
35-2012	Cooks, Institution & Cafeteria	1,080	9.58	7.32	10.71	7.84	9.17	11.11
35-2014	Cooks, Restaurant	2,250	9.29	7.19	10.33	7.69	8.86	10.49
35-2015	Cooks, Short Order	230	8.33	6.05	9.47	6.54	8.01	9.62
35-2019	Cooks, All Other	40	9.72	7.15	11.01	7.99	10.27	11.47
35-2021	Food Preparation Workers	1,500	8.34	6.48	9.27	7.03	8.16	9.45
35-3000 Food & Beverage Serving Workers								
35-3011	Bartenders	1,620	7.32	6.13	7.91	6.03	6.79	8.01
35-3021	Combined Food Prep. & Serving Workers, Including Fast Food	4,330	7.50	6.17	8.17	6.19	7.12	8.55
35-3022	Counter Attendants, Cafeteria, Food Concession, & Coffee Shop	1,200	6.54	6.03	6.79	5.84	6.36	6.89
35-3031	Waiters & Waitresses	5,530	7.03	6.11	7.49	5.93	6.55	7.42
35-3041	Food Servers, Nonrestaurant	130	8.39	6.15	9.51	6.61	7.77	9.30
35-9000 Other Food Preparation & Serving Related Workers								
35-9011	Dining Room & Cafeteria Attendants & Bartender Helpers	850	7.57	6.12	8.29	5.98	6.64	7.73
35-9021	Dishwashers	1,320	7.05	6.13	7.51	6.04	6.77	7.94
35-9031	Hosts & Hostesses, Restaurant, Lounge, & Coffee Shop	730	6.94	6.12	7.35	5.95	6.59	7.48
35-9099	Food Preparation & Serving Related Workers, All Other	80	8.26	6.15	9.32	6.05	6.85	8.39
37-0000 Building & Grounds Cleaning & Maintenance Occupations		11,120	9.97	7.00	11.46	7.64	9.17	11.54
37-1000 Supervisors, Building & Grounds Cleaning & Maint. Workers								
37-1011	First-line Sup./Mgrs. Of Housekeeping & Janitorial Workers	590	13.72	9.75	15.70	10.67	12.99	15.54
37-1012	First-line Sup./Mgrs. Of Landscaping, Lawn & Groundskeepers	280	17.21	12.41	19.62	14.10	16.60	19.76
37-2000 Building Cleaning & Pest Control Workers								
37-2011	Janitors & Cleaners, Except Maids & Housekeeping Cleaners	4,490	10.24	7.38	11.67	8.05	9.65	11.84
37-2012	Maids & Housekeeping Cleaners	3,500	7.93	6.19	8.80	6.61	7.81	9.05
37-2021	Pest Control Workers	30	14.69	9.13	17.47	9.87	15.59	18.67
37-3000 Grounds Maintenance Workers								
37-3011	Landscaping & Groundskeeping Workers	1,840	10.64	7.57	12.18	8.26	10.03	12.44
37-3012	Pesticide Handlers, Sprayers, & Applicators, Vegetation	110	12.23	9.77	13.46	10.82	12.28	13.72
37-3013	Tree Trimmers & Pruners	100	11.50	8.08	13.22	8.54	10.44	14.76
37-3019	Grounds Maintenance Workers, All Other	180	9.50	7.46	10.52	7.81	8.64	10.41
39-0000 Personal Care & Service Occupations		5,630	9.84	6.68	11.43	7.32	8.99	11.19
39-1021 First-line Supervisors/Managers Of Personal Service Workers		270	14.59	10.09	16.84	11.03	13.42	17.13
39-2021 Nonfarm Animal Caretakers		300	9.40	6.76	10.72	7.39	9.14	11.40
39-3000 Entertainment Attendants & Related Workers								
39-3021	Motion Picture Projectionists	40	8.81	6.91	9.77	7.56	8.51	9.91
39-3031	Ushers, Lobby Attendants, & Ticket Takers	210	6.64	6.10	6.91	5.92	6.50	7.14
39-3091	Amusement & Recreation Attendants	540	8.48	6.11	9.66	6.68	7.94	9.29
39-4000 Funeral Service Workers								
39-4011	Embalmers	20	13.16	7.21	16.13	7.43	14.44	16.80
39-4021	Funeral Attendants	60	10.17	7.60	11.46	8.08	9.69	11.81

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Wages and Benefits in Wyoming – 2008

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Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employ- ment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile 50th (Median)		
Code	Title					25th	75th	
39-5000 Personal Appearance Workers								
39-5012	Hairdressers, Hairstylists, & Cosmetologists	590	10.70	6.85	12.63	7.84	10.60	13.47
39-5094	Skin Care Specialists	ND	9.72	7.65	10.75	9.02	10.43	11.30
39-6000 Transportation, Tourism, & Lodging Attendants								
39-6011	Baggage Porters & Bellhops	100	8.15	6.22	9.11	6.45	7.66	9.84
39-6012	Concierges	40	11.78	8.40	13.47	9.24	10.56	13.12
39-6021	Tour Guides & Escorts	120	ND	ND	ND	ND	ND	ND
39-6032	Transp. Attendants, Except Flight Attendants & Baggage Porters	60	10.55	7.76	11.95	8.63	10.48	12.69
39-9000 Other Personal Care & Service Workers								
39-9011	Child Care Workers	1,060	8.27	6.04	9.39	6.43	7.84	9.81
39-9021	Personal & Home Care Aides	730	9.35	8.02	10.02	8.43	9.32	10.34
39-9031	Fitness Trainers & Aerobics Instructors	430	10.12	7.28	11.54	7.87	9.01	11.35
39-9032	Recreation Workers	480	11.36	6.91	13.59	7.60	9.78	13.37
39-9041	Residential Advisors	50	12.08	8.16	14.03	10.08	12.36	13.91
39-9099	Personal Care & Service Workers, All Other	70	9.21	7.03	10.30	7.63	8.76	10.66
41-0000 Sales & Related Occupations		22,540	12.35	6.85	15.09	7.51	9.47	13.94
41-1000 Supervisors, Sales Workers								
41-1011	First-line Supervisors/Managers Of Retail Sales Workers	2,710	15.28	9.67	18.08	10.69	13.37	17.55
41-1012	First-line Supervisors/Managers Of Non-retail Sales Workers	160	23.75	15.86	27.70	18.03	24.32	29.69
41-2000 Retail Sales Workers								
41-2011	Cashiers	5,960	8.09	6.25	9.01	6.73	7.90	8.96
41-2021	Counter & Rental Clerks	870	8.11	6.22	9.06	6.14	6.97	8.99
41-2022	Parts Salespersons	770	13.09	8.63	15.33	9.61	12.85	16.35
41-2031	Retail Salespersons	7,570	9.99	6.55	11.72	7.13	8.73	11.17
41-3000 Sales Representatives, Services								
41-3011	Advertising Sales Agents	280	13.58	8.55	16.09	9.54	12.37	15.26
41-3021	Insurance Sales Agents	450	24.18	12.03	30.25	13.14	16.48	26.82
41-3031	Securities, Commodities, & Financial Services Sales Agents	170	34.61	14.65	44.59	15.85	22.63	47.30
41-3041	Travel Agents	130	13.70	9.68	15.71	10.79	13.29	16.09
41-3099	Sales Representatives, Services, All Other	270	22.74	10.33	28.95	11.85	14.94	24.12
41-4000 Sales Representatives, Wholesale & Manufacturing								
41-4011	Sales Reps., Wholesale & Mfg., Technical & Scientific Products	670	30.98	19.00	36.97	21.52	27.99	35.82
41-4012	Sales Reps., Whlsl. & Mfg., Except Technical & Scientific Products	1,530	18.86	11.29	22.65	12.73	16.26	21.74
41-9000 Other Sales & Related Workers								
41-9011	Demonstrators & Product Promoters	100	9.64	8.03	10.44	8.47	9.63	10.75
41-9022	Real Estate Sales Agents	240	19.25	6.87	25.44	6.94	16.94	22.72
41-9031	Sales Engineers	10	31.69	25.41	34.83	26.13	31.46	36.87
41-9041	Telemarketers	ND	9.34	7.75	10.13	7.92	8.79	10.33
41-9091	Door-to-door Sales Workers, News & Street Vendors, & Related	ND	10.65	6.00	12.97	6.04	6.75	12.69
41-9099	Sales & Related Workers, All Other	390	11.58	7.46	13.65	8.18	11.77	14.10
43-0000 Office & Administrative Support Occupations		36,690	12.52	8.42	14.57	9.36	11.55	14.85
43-1011 First-line Sup./Mgrs. Of Office & Admin. Support Workers		1,950	18.52	12.05	21.75	13.77	17.31	21.98
43-2011 Switchboard Operators, Including Answering Service		230	10.11	7.93	11.20	8.99	10.28	11.38
43-3000 Financial Clerks								
43-3011	Bill & Account Collectors	440	12.44	8.97	14.17	9.46	11.16	13.96
43-3021	Billing & Posting Clerks & Machine Operators	610	12.12	9.51	13.43	9.98	11.43	13.89
43-3031	Bookkeeping, Accounting, & Auditing Clerks	5,490	12.93	9.11	14.83	10.19	12.41	15.24
43-3051	Payroll & Timekeeping Clerks	350	13.90	9.65	16.03	10.67	13.55	16.77
43-3061	Procurement Clerks	130	15.19	11.93	16.82	12.47	14.13	17.85
43-3071	Tellers	1,190	9.93	7.96	10.91	8.38	9.74	11.30
43-4000 Information & Record Clerks								
43-4031	Court, Municipal, & License Clerks	510	13.64	10.25	15.34	11.06	13.17	15.85

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Wages and Benefits in Wyoming – 2008

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Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employ- ment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile		
Code	Title					25th	50th (Median)	75th
43-4041	Credit Authorizers, Checkers, & Clerks	20	13.92	9.57	16.09	10.15	12.95	15.03
43-4051	Customer Service Representatives	1,690	11.77	8.54	13.39	9.21	10.82	13.82
43-4061	Eligibility Interviewers, Government Programs	270	17.80	14.70	19.35	15.69	17.73	20.00
43-4071	File Clerks	250	8.81	7.31	9.56	7.59	8.52	10.06
43-4081	Hotel, Motel, & Resort Desk Clerks	1,130	8.78	6.71	9.82	7.27	8.43	10.17
43-4111	Interviewers, Except Eligibility & Loan	480	10.24	8.35	11.19	8.76	9.79	11.34
43-4121	Library Assistants, Clerical	280	9.63	7.25	10.81	7.99	9.66	11.15
43-4131	Loan Interviewers & Clerks	390	11.76	9.11	13.09	9.94	11.69	13.47
43-4141	New Accounts Clerks	200	12.33	9.90	13.55	10.23	11.76	13.95
43-4151	Order Clerks	400	10.72	8.19	11.98	8.70	9.97	11.34
43-4161	Human Resources Assistants, Except Payroll & Timekeeping	230	15.98	12.26	17.84	13.33	15.84	18.23
43-4171	Receptionists & Information Clerks	1,470	9.94	7.53	11.15	8.27	9.78	11.24
43-4181	Reservation & Transportation Ticket Agents & Travel Clerks	100	11.50	8.56	12.97	9.10	11.15	13.30
43-4199	Information & Record Clerks, All Other	640	14.38	10.67	16.24	11.98	14.26	16.98
43-5000 Material Recording, Scheduling, Dispatching, & Distrib. Workers								
43-5021	Couriers & Messengers	60	9.14	6.90	10.27	7.51	8.85	10.41
43-5031	Police, Fire, & Ambulance Dispatchers	350	14.92	11.64	16.55	12.24	14.41	17.48
43-5032	Dispatchers, Except Police, Fire, & Ambulance	280	17.18	10.86	20.35	11.69	16.19	22.19
43-5041	Meter Readers, Utilities	130	16.97	12.32	19.30	13.09	16.39	19.78
43-5051	Postal Service Clerks	210	20.78	18.96	21.69	19.59	21.24	22.89
43-5052	Postal Service Mail Carriers	420	20.66	18.15	21.92	19.51	21.25	22.98
43-5053	Postal Svc. Mail Sorters, Processors, & Proc. Machine Operators	450	16.74	10.41	19.91	11.36	18.66	21.81
43-5061	Production, Planning, & Expediting Clerks	180	16.79	9.78	20.30	11.22	14.86	22.54
43-5071	Shipping, Receiving, & Traffic Clerks	750	12.93	9.12	14.83	10.16	12.72	15.24
43-5081	Stock Clerks & Order Fillers	2,150	10.54	7.33	12.14	7.95	9.32	11.75
43-5111	Weighers, Measurers, Checkers, & Samplers, Recordkeeping	80	12.19	8.63	13.97	9.49	11.10	13.94
43-6000 Secretaries & Administrative Assistants								
43-6011	Executive Secretaries & Administrative Assistants	1,870	15.74	11.94	17.65	12.80	15.07	17.81
43-6013	Medical Secretaries	630	12.25	9.47	13.64	10.29	12.18	14.00
43-6014	Secretaries, Except Legal, Medical, & Executive	5,740	11.00	7.85	12.58	8.96	10.76	13.07
43-9000 Other Office & Administrative Support Workers								
43-9011	Computer Operators	180	12.58	8.10	14.82	8.82	11.50	15.52
43-9021	Data Entry Keyers	220	10.69	8.83	11.62	9.63	10.68	11.75
43-9022	Word Processors & Typists	80	13.05	10.50	14.32	11.21	12.96	14.64
43-9031	Desktop Publishers	ND	13.98	9.53	16.20	10.36	13.39	17.23
43-9041	Insurance Claims & Policy Processing Clerks	400	12.97	10.37	14.27	11.12	12.75	14.50
43-9051	Mail Clerks & Mail Machine Operators, Except Postal Service	150	10.65	7.45	12.25	8.45	10.18	12.67
43-9061	Office Clerks, General	2,820	10.88	7.53	12.55	8.45	10.23	12.68
43-9199	Office & Administrative Support Workers, All Other	550	12.69	8.81	14.64	9.86	11.88	14.86
45-0000 Farming, Fishing, & Forestry Occupations		430	13.37	7.17	16.46	8.00	12.49	16.96
45-1011 First-line Sup./Mgrs. Of Farming, Fishing, & Forestry Workers		20	22.38	15.15	26.00	16.05	23.65	27.33
45-2000 Agricultural Workers								
45-2011	Agricultural Inspectors	50	17.02	11.86	19.60	13.70	17.25	21.36
45-2091	Agricultural Equipment Operators	10	7.35	6.08	7.99	6.02	6.67	9.22
45-2092	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	130	9.29	6.09	10.89	6.59	8.01	11.47
45-2093	Farmworker, Farm & Ranch Animals	50	14.81	10.99	16.71	12.28	13.97	17.44
45-2099	Agricultural Workers, All Other	100	13.63	7.63	16.62	7.88	9.18	16.13
45-4000 Forest, Conservation, & Logging Workers								
45-4011	Forest & Conservation Workers	20	16.74	13.78	18.22	15.65	17.22	18.79
45-4022	Logging Equipment Operators	30	16.79	12.47	18.95	13.51	16.16	19.25
47-0000 Construction & Extraction Occupations		ND	18.87	11.79	22.41	13.28	17.42	23.36
47-1011 First-line Sup./Mgrs. Of Const. Trades & Extraction Workers		3,230	27.01	17.43	31.81	19.31	24.16	32.61

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Wages and Benefits in Wyoming – 2008

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Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile		
Code	Title					25th	50th (Median)	75th
47-2000 Construction Trade Workers								
47-2021	Brickmasons & Blockmasons	290	17.27	10.93	20.44	11.70	16.43	22.80
47-2022	Stonemasons	100	20.18	14.31	23.11	15.58	20.46	25.32
47-2031	Carpenters	2,900	17.43	11.82	20.23	13.16	16.80	21.79
47-2041	Carpet Installers	60	15.04	9.91	17.60	10.88	13.36	18.75
47-2044	Tile & Marble Setters	100	18.29	12.29	21.29	13.63	17.85	22.34
47-2051	Cement Masons & Concrete Finishers	670	14.59	11.20	16.28	12.14	14.65	16.81
47-2061	Construction Laborers	2,400	12.55	10.02	13.81	10.48	12.03	13.95
47-2071	Paving, Surfacing, & Tamping Equipment Operators	210	15.98	11.65	18.14	12.68	15.22	18.95
47-2072	Pile-driver Operators	ND	17.88	12.93	20.36	13.39	19.70	21.82
47-2073	Operating Engineers & Other Construction Equipment Operators	3,750	18.77	13.51	21.41	14.73	17.59	23.22
47-2081	Drywall & Ceiling Tile Installers	180	14.54	9.78	16.93	11.12	15.30	17.57
47-2111	Electricians	1,950	21.43	15.19	24.55	17.10	21.27	25.80
47-2121	Glaziers	140	14.14	11.41	15.50	12.14	13.84	16.57
47-2131	Insulation Workers, Floor, Ceiling, & Wall	ND	13.95	10.31	15.77	10.72	12.17	16.14
47-2132	Insulation Workers, Mechanical	210	17.47	15.08	18.67	15.46	16.96	19.19
47-2141	Painters, Construction & Maintenance	460	13.95	9.95	15.96	11.26	13.36	17.10
47-2142	Paperhangers	30	10.03	8.20	10.94	9.84	10.70	11.52
47-2151	Pipelayers	220	14.31	12.53	15.21	12.31	13.40	15.58
47-2152	Plumbers, Pipefitters, & Steamfitters	910	21.73	15.21	24.98	16.50	20.10	25.75
47-2181	Roofers	310	14.30	10.40	16.24	11.28	13.32	16.56
47-2211	Sheet Metal Workers	160	17.21	11.32	20.15	12.74	17.89	21.47
47-2221	Structural Iron & Steel Workers	230	16.01	11.50	18.26	11.96	13.52	20.56
47-3000 Helpers, Construction Trades								
47-3011	Helpers -- Brick, Block, Stonemasons, & Tile & Marble Setters	150	13.37	10.00	15.06	10.85	12.93	15.73
47-3012	Helpers -- Carpenters	440	12.08	8.90	13.66	9.58	11.82	14.60
47-3013	Helpers -- Electricians	120	12.80	9.11	14.65	9.75	11.80	16.07
47-3014	Helpers -- Painters, Paperhangers, Plasterers, & Stucco Masons	ND	10.25	9.90	10.42	9.48	10.15	10.81
47-3015	Helpers -- Pipelayers, Plumbers, Pipefitters, & Steamfitters	320	10.52	7.98	11.80	8.31	10.37	12.92
47-3016	Helpers -- Roofers	110	9.66	8.26	10.36	8.84	9.84	10.79
47-3019	Helpers, Construction Trades, All Other	180	10.90	8.60	12.05	9.27	10.94	12.27
47-4000 Other Construction & Related Workers								
47-4011	Construction & Building Inspectors	160	19.34	11.01	23.50	13.33	19.88	24.94
47-4031	Fence Erectors	ND	13.06	12.10	13.53	12.32	13.29	14.27
47-4051	Highway Maintenance Workers	360	16.41	13.01	18.11	13.64	15.91	19.21
47-4071	Septic Tank Servicers & Sewer Pipe Cleaners	80	16.26	12.04	18.37	13.64	16.78	19.01
47-4099	Construction & Related Workers, All Other	260	13.24	9.65	15.04	10.35	11.81	16.65
47-5000 Extraction Workers								
47-5011	Derrick Operators, Oil & Gas	ND	20.20	14.54	23.03	16.12	19.50	24.92
47-5012	Rotary Drill Operators, Oil & Gas	860	23.46	14.88	27.75	16.66	23.92	29.83
47-5013	Service Unit Operators, Oil, Gas, & Mining	1,150	20.16	13.39	23.55	15.27	20.82	24.88
47-5021	Earth Drillers, Except Oil & Gas	370	17.38	12.27	19.94	12.81	14.95	21.35
47-5031	Explosives Workers, Ordnance Handling Experts, & Blasters	160	23.12	18.00	25.68	19.99	24.32	26.77
47-5041	Continuous Mining Machine Operators	140	19.53	14.23	22.18	14.91	17.08	23.20
47-5042	Mine Cutting & Channeling Machine Operators	120	25.40	15.35	30.42	18.90	29.24	32.77
47-5061	Roof Bolters, Mining	50	28.34	22.36	31.33	25.52	29.92	32.99
47-5071	Roustabouts, Oil & Gas	1,340	15.31	10.79	17.57	11.49	13.82	17.12
47-5081	Helpers -- Extraction Workers	730	17.57	11.68	20.52	13.79	18.82	22.24
47-5099	Extraction Workers, All Other	1,420	21.82	12.68	26.39	15.65	20.56	29.38
49-0000 Installation, Maintenance, & Repair Occupations		15,640	19.18	11.24	23.15	13.27	18.57	24.46
49-1011 First-line Sup./Mgrs. Of Mechanics, Installers, & Repairers		1,520	25.95	16.17	30.84	18.92	25.49	32.67

Table continued on page 18

ND – Not disclosable due to confidentiality.

Wages and Benefits in Wyoming – 2008

Table continued from page 17

Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employ- ment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile		
Code	Title					25th	50th (Median)	75th
49-2000 Electrical & Elect. Equip. Mechanics, Installers, & Repairers								
49-2011	Computer, Automated Teller, & Office Machine Repairers	170	13.03	8.51	15.29	9.06	11.61	16.52
49-2021	Radio Mechanics	60	16.56	10.98	19.36	11.86	16.14	20.28
49-2022	Telecomm. Equip. Installers & Repairers, Except Line Installers	360	24.75	18.48	27.88	21.11	24.56	27.98
49-2094	Elect. & Electronics Repairers, Commercial & Industrial Equipment	150	22.81	15.83	26.30	18.53	22.30	28.09
49-2095	Elect. & Electronics Repairers, Powerhouse, Substation, & Relay	40	28.93	24.49	31.14	25.39	28.71	33.33
49-2096	Electronic Equipment Installers & Repairers, Motor Vehicles	20	14.88	10.32	17.16	10.89	13.86	18.66
49-3000 Vehicle & Mobile Equipment Mechanics, Installers, & Repairers								
49-3011	Aircraft Mechanics & Service Technicians	110	20.89	16.74	22.97	18.66	21.19	23.75
49-3021	Automotive Body & Related Repairers	220	16.58	11.43	19.16	12.76	16.28	20.02
49-3022	Automotive Glass Installers & Repairers	ND	15.22	11.75	16.96	12.41	14.18	17.54
49-3023	Automotive Service Technicians & Mechanics	1,390	15.77	10.27	18.51	11.38	15.10	19.69
49-3031	Bus & Truck Mechanics & Diesel Engine Specialists	1,350	19.62	13.99	22.44	15.32	19.84	23.70
49-3041	Farm Equipment Mechanics	110	14.77	11.79	16.25	12.63	14.63	17.01
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	1,140	21.14	16.18	23.62	17.73	21.60	24.94
49-3043	Rail Car Repairers	180	17.86	12.95	20.32	14.01	16.93	20.92
49-3052	Motorcycle Mechanics	100	13.18	8.37	15.58	9.62	12.87	16.54
49-3053	Outdoor Power Equipment & Other Small Engine Mechanics	40	13.08	9.66	14.79	10.13	12.33	14.72
49-3091	Bicycle Repairers	ND	8.07	6.69	8.76	7.21	7.95	8.68
49-3092	Recreational Vehicle Service Technicians	70	12.98	10.46	14.23	11.49	12.80	14.22
49-3093	Tire Repairers & Changers	430	10.02	7.98	11.04	8.16	9.20	10.86
49-9000 Other Installation, Maintenance, & Repair Occupations								
49-9011	Mechanical Door Repairers	ND	15.98	10.56	18.69	11.23	15.80	18.87
49-9012	Control & Valve Installers & Repairers, Except Mechanical Door	140	21.68	13.75	25.64	15.37	20.51	28.35
49-9021	Heating, Air Conditioning, & Refrigeration Mechanics & Installers	320	16.93	11.76	19.51	12.77	16.27	20.82
49-9031	Home Appliance Repairers	60	15.44	10.71	17.80	11.98	14.07	17.66
49-9041	Industrial Machinery Mechanics	1,360	21.45	14.92	24.72	16.74	20.38	26.29
49-9042	Maintenance & Repair Workers, General	3,100	17.29	10.19	20.85	12.08	16.61	22.83
49-9043	Maintenance Workers, Machinery	580	26.17	18.06	30.23	21.64	28.69	32.07
49-9044	Millwrights	70	22.43	15.80	25.75	17.34	22.74	27.58
49-9051	Electrical Power-line Installers & Repairers	710	23.25	16.13	26.80	18.49	23.82	27.59
49-9052	Telecommunications Line Installers & Repairers	210	15.88	10.94	18.36	11.68	14.33	20.07
49-9062	Medical Equipment Repairers	50	14.60	12.47	15.66	12.78	13.96	15.06
49-9069	Precision Instrument & Equipment Repairers, All Other	40	30.52	26.74	32.42	29.55	31.97	34.36
49-9091	Coin, Vending, & Amusement Machine Servicers & Repairers	70	12.03	9.13	13.48	10.13	11.97	13.67
49-9094	Locksmiths & Safe Repairers	30	10.13	6.15	12.13	6.27	7.05	15.83
49-9095	Manufactured Building & Mobile Home Installers	60	14.04	10.74	15.68	11.67	13.45	15.48
49-9098	Helpers -- Installation, Maintenance, & Repair Workers	480	10.13	6.72	11.83	7.33	9.35	12.38
49-9099	Installation, Maintenance, & Repair Workers, All Other	380	15.16	8.01	18.73	9.51	14.57	20.12
51-0000 Production Occupations		ND	16.76	9.26	20.51	10.59	15.13	21.84
51-1011 First-line Supervisors/Mgrs. Of Production & Operating Workers		1,380	25.05	15.13	30.01	17.01	23.79	32.51
51-2000 Assemblers & Fabricators								
51-2022	Electrical & Electronic Equipment Assemblers	30	17.88	10.51	21.56	11.09	17.70	22.59
51-2041	Structural Metal Fabricators & Fitters	200	16.05	10.48	18.83	11.92	15.66	18.75
51-2092	Team Assemblers	500	10.88	8.18	12.23	8.93	10.21	11.97
51-2099	Assemblers & Fabricators, All Other	460	13.01	8.47	15.28	9.20	12.23	16.96
51-3000 Food Processing Workers								
51-3011	Baker	180	9.97	7.37	11.27	7.94	9.49	11.65
51-3021	Butchers & Meat Cutters	260	12.39	8.56	14.31	9.55	12.14	14.74
51-3022	Meat, Poultry, & Fish Cutters & Trimmers	20	11.54	9.63	12.50	10.27	11.65	13.05
51-3023	Slaughterers & Meat Packers	20	11.37	8.22	12.95	8.71	11.02	12.90
51-3092	Food Batchmakers	70	10.97	7.66	12.62	8.36	11.63	13.01
51-4000 Metal Workers & Plastic Workers								
51-4011	Computer-controlled Machine Tool Operators, Metal & Plastic	30	14.55	13.04	15.31	12.94	14.19	16.07

Table continued on page 19

ND – Not disclosable due to confidentiality.

Wages and Benefits in Wyoming – 2008

Table continued from page 18

Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employ- ment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile		
Code	Title					25th	50th (Median)	75th
51-4031	Cut, Punch, & Press Mach. Setters, Oper., Metal & Plastic	60	15.24	9.53	18.09	10.44	14.14	17.75
51-4041	Machinists	450	18.98	13.97	21.48	15.46	18.43	22.25
51-4072	Molding, Coremaking, & Casting Mach. Operators, Metal & Plastic	80	9.95	8.13	10.86	8.31	9.37	11.59
51-4111	Tool & Die Makers	ND	25.88	20.05	28.80	20.54	24.45	32.09
51-4121	Welders, Cutters, Solderers, & Brazers	1,990	18.29	13.04	20.91	14.41	17.34	21.33
51-4122	Weld, Solder, & Brazing Machine Setters, Operators, & Tenders	ND	13.30	9.83	15.03	9.97	11.40	17.25
51-4194	Tool Grinders, Filers, & Sharpeners	20	13.84	10.59	15.46	11.29	12.96	15.09
51-5000 Printing Workers								
51-5011	Bindery Workers	40	9.96	7.52	11.17	7.99	9.40	12.11
51-5021	Job Printers	30	12.67	8.12	14.95	9.99	13.74	15.97
51-5022	Prepress Technicians & Workers	70	10.45	7.57	11.89	7.98	9.41	12.77
51-5023	Printing Machine Operators	180	12.22	7.82	14.42	9.36	12.13	14.49
51-6000 Textile, Apparel, & Furnishings Workers								
51-6011	Laundry & Dry-cleaning Workers	550	8.44	6.81	9.26	7.30	8.30	9.47
51-6021	Pressers, Textile, Garment, & Related Materials	110	8.66	7.47	9.25	7.64	8.46	9.85
51-6031	Sewing Machine Operators	80	9.07	6.12	10.54	6.55	8.31	11.95
51-6041	Shoe & Leather Workers & Repairers	30	13.38	10.73	14.71	11.26	12.64	15.51
51-6052	Tailors, Dressmakers, & Custom Sewers	10	10.77	9.47	11.43	9.70	10.54	11.62
51-6099	Textile, Apparel, & Furnishings Workers, All Other	120	10.81	7.03	12.70	7.91	10.65	13.38
51-7000 Woodworkers								
51-7011	Cabinetmakers & Bench Carpenters	130	14.09	9.58	16.35	10.07	12.22	18.37
51-7021	Furniture Finishers	10	13.70	10.18	15.46	11.18	12.99	15.08
51-7041	Sawing Machine Setters, Operators, & Tenders, Wood	180	10.79	7.81	12.28	7.98	9.63	12.95
51-7042	Woodwork. Machine Setters, Operators, & Tenders, Except Sawing	80	10.46	8.63	11.38	9.02	10.25	11.69
51-8000 Plant & System Operators								
51-8013	Power Plant Operators	270	26.55	22.91	28.38	23.79	26.53	29.37
51-8021	Stationary Engineers & Boiler Operators	120	25.40	21.36	27.42	22.98	25.46	28.43
51-8031	Water & Liquid Waste Treatment Plant & System Operators	400	19.35	14.11	21.98	16.04	19.57	23.06
51-8091	Chemical Plant & System Operators	180	26.36	21.49	28.80	23.49	27.07	30.45
51-8092	Gas Plant Operators	320	24.64	19.65	27.13	22.13	25.52	28.06
51-8093	Petroleum Pump System Operators, Refinery Operators, & Gaugers	640	21.46	15.04	24.67	16.07	21.46	26.49
51-8099	Plant & System Operators, All Other	140	19.58	11.24	23.76	13.07	17.65	28.03
51-9000 Other Production Occupations								
51-9011	Chemical Equipment Operators & Tenders	20	21.07	13.12	25.04	13.85	16.95	30.21
51-9012	Separating, Filtering, Clarifying & Still Mach. Operators & Tenders	190	24.77	21.01	26.65	23.53	25.58	27.64
51-9021	Crush, Grind, & Polish Machine Setters, Operators, & Tenders	370	18.93	10.67	23.06	12.32	20.20	25.43
51-9023	Mixing & Blending Machine Setters, Operators, & Tenders	110	14.41	10.82	16.20	11.93	13.54	15.41
51-9041	Extrude, Form, Pressing, & Compacting Machine Operators	50	12.51	10.05	13.74	10.17	11.65	15.13
51-9051	Furnace, Kiln, Oven, Drier, & Kettle Operators & Tenders	80	22.73	13.73	27.23	15.82	20.97	31.30
51-9061	Inspectors, Testers, Sorters, Samplers, & Weighers	580	14.03	9.95	16.07	10.43	12.96	16.10
51-9071	Jewelers & Precious Stone & Metal Workers	20	ND	ND	ND	ND	ND	ND
51-9081	Dental Laboratory Technicians	20	15.70	10.98	18.06	11.58	16.35	19.20
51-9111	Packaging & Filling Machine Operators & Tenders	360	14.12	9.55	16.40	10.45	14.46	16.53
51-9121	Coating, Painting, & Spraying Machine Operators & Tenders	30	13.36	9.97	15.06	10.53	12.33	15.33
51-9122	Painters, Transportation Equipment	70	17.49	13.20	19.63	15.41	17.51	19.15
51-9123	Painting, Coating, & Decorating Workers	40	11.52	7.89	13.34	8.35	10.02	13.64
51-9131	Photographic Process Workers	40	12.13	8.86	13.76	9.43	11.11	13.64
51-9193	Cooling & Freezing Equipment Operators & Tenders	10	8.96	7.99	9.44	7.77	8.35	8.93
51-9198	Helpers -- Production Workers	720	11.31	7.65	13.14	8.59	10.48	13.37
51-9199	Production Workers, All Other	300	12.15	7.95	14.24	8.62	10.48	13.40
53-0000 Transportation & Material Moving Occupations		25,020	16.51	8.79	20.37	10.47	14.79	20.61
53-1000 Supervisors, Transportation & Material Moving Workers								
53-1011	Aircraft Cargo Handling Supervisors	20	23.50	17.19	26.65	19.75	25.12	28.33
53-1021	First-line Sup./Mgrs. Of Laborers & Material Movers, Hand	270	19.84	12.82	23.35	14.47	16.66	24.20

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ND – Not disclosable due to confidentiality.

Wages and Benefits in Wyoming – 2008

Table continued from page 19

Section VII

Table 1.1: Wyoming Statewide Wages

Standard Occupational Classification		Total Employ- ment	Mean Wage	Mean of the Lower 1/3	Mean of the Upper 2/3	Percentile 50th (Median)		
Code	Title					25th	75th	
53-1031	First-line Sup./Mgrs. Of Transport/material-moving Mach. Oper.	1,020	23.46	16.24	27.07	18.01	21.68	28.85
53-2000 Air Transportation Workers								
53-2012	Commercial Pilots	50	62,360	49,370	68,860	59,580	65,310	70,830
53-2021	Air Traffic Controllers	40	32.24	25.47	35.63	26.36	31.61	37.79
53-3000 Motor Vehicle Operators								
53-3011	Ambulance Drivers & Attendants, Except Emergency Med. Techs	ND	7.90	5.94	8.88	5.94	6.61	8.44
53-3021	Bus Drivers, Transit & Intercity	330	12.76	9.45	14.41	10.04	11.45	14.35
53-3022	Bus Drivers, School	1,250	10.36	6.52	12.27	7.15	10.15	12.74
53-3031	Driver/sales Workers	1,280	10.30	6.08	12.42	6.43	9.94	13.59
53-3032	Truck Drivers, Heavy & Tractor-trailer	6,110	17.12	12.67	19.34	13.78	16.41	19.48
53-3033	Truck Drivers, Light Or Delivery Services	1,440	12.40	7.58	14.81	8.46	12.00	15.58
53-3041	Taxi Drivers & Chauffeurs	220	8.84	7.07	9.72	7.41	8.17	9.22
53-3099	Motor Vehicle Operators, All Other	190	18.77	12.18	22.07	17.59	20.75	22.84
53-6000 Other Transportation Workers								
53-6021	Parking Lot Attendants	20	8.80	6.78	9.81	7.46	9.10	10.23
53-6031	Service Station Attendants	310	8.83	6.20	10.14	6.66	8.25	10.19
53-6041	Traffic Technicians	10	18.94	13.22	21.80	15.55	20.14	22.57
53-6051	Transportation Inspectors	210	21.89	14.69	25.50	16.90	20.83	26.08
53-6099	Transportation Workers, All Other	230	12.01	8.50	13.76	9.00	10.62	13.26
53-7000 Material Moving Workers								
53-7011	Conveyor Operators & Tenders	60	24.16	17.25	27.62	19.70	24.06	30.34
53-7021	Crane & Tower Operators	100	20.05	16.17	21.99	17.03	19.05	21.79
53-7032	Excavating & Loading Machine & Dragline Operators	2,250	19.34	14.63	21.69	15.65	18.19	24.05
53-7051	Industrial Truck & Tractor Operators	810	17.05	11.47	19.84	12.31	14.58	23.52
53-7061	Cleaners Of Vehicles & Equipment	470	8.49	6.57	9.45	7.13	8.21	9.54
53-7062	Laborers & Freight, Stock, & Material Movers, Hand	3,840	10.90	7.86	12.42	8.90	10.45	12.59
53-7063	Machine Feeders & Offbearers	110	20.64	9.91	26.01	11.34	23.63	27.39
53-7064	Packers & Packagers, Hand	790	7.48	6.14	8.15	6.10	6.91	8.77
53-7071	Gas Compressor & Gas Pumping Station Operators	ND	23.27	18.50	25.65	19.87	22.99	27.01
53-7072	Pump Operators, Except Wellhead Pumpers	ND	20.41	14.04	23.60	15.61	20.79	25.20
53-7073	Wellhead Pumpers	600	19.59	13.88	22.45	15.69	20.13	23.69
53-7081	Refuse & Recyclable Material Collectors	300	14.12	9.88	16.23	11.70	14.42	16.91
53-7111	Shuttle Car Operators	70	26.89	21.35	29.66	23.89	28.11	31.64
53-7199	Material Moving Workers, All Other	50	12.74	7.33	15.44	7.60	8.58	13.91

*Annual wages (see General Definitions, page 7)

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Wyoming Benefits Survey

by: *Lisa Knapp, Research Analyst*

Introduction

According to the Government Accountability Office (GAO, 2006), over the past decade the cost of offering benefits to employees grew at a much greater rate than employee wages. Benefits such as health insurance and retirement plans are important for recruiting and retaining employees, but in recent years employers have changed the way they offer these benefits in order to keep up with rising costs.

Studies by the GAO (2007) found the cost of health insurance increased by about 60% in the past five years, mainly due to an increased need for services, new technology, and an aging population. To counteract these rising costs, employers have shifted costs to employees by increasing premiums and deductibles, increasing co-pays, and decreasing benefits. Additionally, there has been an increase in the number of employers offering their workers health savings accounts (HSAs) rather than traditional insurance plans. HSAs typically have high deductibles in exchange for lower premium costs and allow employees to save money for current or future health care costs.

Retirement benefits typically come in two forms: defined benefit and defined contribution. Defined-benefit plans, such as pensions, are often funded by employers and the employee receives a set payment every month following retirement based on age, tenure, and salary. In comparison, defined-contribution plans are funded through monthly withholdings from the

employee's salary and often a contribution from the employer. The amount that the employee receives each month after retirement is determined by how much has been contributed prior to retirement and the success of various investment strategies. Today only approximately 20% of the nation's private sector employees are offered a defined-benefit retirement plan and the number of defined-contribution plans offered has increased since 1985. Some workers have been offered both a defined-contribution plan and a defined-benefit plan; the proportion of these workers in the labor force has remained relatively steady over the past 20 years (GAO, 2007).

This report uses the Wyoming Benefits Survey to examine how selected benefits such as health care and retirement plans are offered in the state as well as how employees choose to enroll in them. This report includes detailed statistics for both full- and part-time workers, but, because 73.8% of employees in Wyoming worked full-time during 2006 (see Figure 2.1, page 22), the discussion focuses mainly on full-time employees.

Methodology

Sampling Procedures

The data collected in the 2006 Benefits Survey were from a stratified random sample based on employer industry, size, and location. During the analysis phase, to preserve data integrity location was not used (avoids empty data cells).

To reduce sample fatigue (e.g., mailing employers multiple surveys during a short

Figure 2.1: Percentage of Employees in Wyoming by Full- and Part-Time Status, 2003 and 2006



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 also were eliminated. Approximately 2.5% of the available employment as shown in the Quarterly Census of Employment and Wages (QCEW) was sampled each quarter.

Employers were classified into industries by using the first two digits of each firm's North American Industry Classification System (NAICS) code. In Wyoming, public schools, colleges, and hospitals are normally tabulated with state and local government. However, in order to show how benefits are distributed to these employees, public schools, colleges, and hospitals are coded as education & health services instead.

The sample for each quarter was drawn using the quarter one year prior to the reference quarter. For example, the sample for first quarter 2006 (2006Q1) was drawn using the first quarter 2005 (2005Q1) QCEW file. Address correction was performed in two steps. The first step involved applying addresses from the most recent quarter of QCEW data to the employers in the source file. In this case, addresses from second

quarter 2005 were used to correct the first quarter 2005 file. 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 by the post office. Other address refinement methods included researching employers who use payroll providers to find their mailing addresses, as payroll providers generally will not 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 2005 QCEW data showed there were 1,200 workers in that industry in the state, 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

Figure 2.2: Wyoming Compensation Costs as a Percentage of Total Compensation, 2003 and 2006



number of firms would be 20/6 or 3.333.

In addition to weighting procedures, some data required adjustment if responses did not match the information 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 2.2. This figure shows 86.3% of total compensation in 2006 was composed of wages and salaries followed by insurance contributions (9.1%) and retirement plans (4.6%).

Response Rates

Employers selected for inclusion in the sample were mailed a letter to notify them of their selection and that the survey would

arrive. The survey instrument 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 mailing were sent a third mailing 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 2006 are shown in Table 2.1 (see page 24). The overall gross response rate for 2006 was 65.6%. First quarter 2006 (2006Q1) produced the highest gross response rate (67.2%), while third quarter produced the lowest rate (63.4%). The first quarter also produced the greatest refusal rate (3.7%) as well as the highest proportion of sampled employers reporting no employees in the reference period (2.0%). Net response rates were calculated by dividing the number of responses by the total surveys less the nonresponse

Table 2.1: Response Rates by Survey Quarter, 2006

Response Type	Survey Quarter									
	2006Q1		2006Q2		2006Q3		2006Q4		Total	
	n	%	n	%	n	%	n	%	n	%
Total Surveys	704	(Gross)	664	(Gross)	651	(Gross)	719	(Gross)	2,738	(Gross)
Responded - Operating (Gross Response Rate)	473	67.2%	433	65.2%	413	63.4%	477	66.3%	1,796	65.6%
Insufficient Address Information	39	5.5%	32	4.8%	13	2.0%	5	0.7%	89	3.3%
Refused	26	3.7%	19	2.9%	5	0.8%	2	0.3%	52	1.9%
Temporarily Closed	14	2.0%	8	1.2%	1	0.2%	14	1.9%	37	1.4%
Permanently Out of Business	26	3.7%	20	3.0%	16	2.5%	21	2.9%	83	3.0%
No Employees Working During Reference Period	14	2.0%	5	0.8%	2	0.3%	3	0.4%	24	0.9%

Table 1a: Net Usable Response Rates by Survey Quarter

Response Type	Survey Quarter									
	2006Q1		2006Q2		2006Q3		2006Q4		Total	
	n	% (Net)	n	% (Net)	n	% (Net)	n	% (Net)	n	% (Net)
Net Usable Surveys^a & Response Rate^b	585	80.9%	580	74.7%	614	67.3%	674	70.8%	2,453	73.2%

^aCreated by subtracting the nonresponse surveys from the total surveys sent out in a quarter.

^bCreated by dividing the total number of returned surveys by the net usable surveys.

N/A – Not Applicable.

categories. Using this method, the overall net response rate for 2006 was 73.2%.

Results and Discussion

The structure of Wyoming employment changed after 2003, as shown in Figure 2.1 (see page 22). In 2003, 77.3% of employees were full time and 22.7% were part time, but in 2006 the proportion of full-time employees dropped to 73.8% and that of part-time workers increased to 26.2%. Likewise, the structure of employer compensation costs changed (see Figure 2.2, page 23). In 2003, 88.0% of compensation costs went to wages and salaries, but by 2006 this dropped to 86.3%. The costs of retirement contributions decreased between the two time periods, but the proportion that went to insurance costs increased by 3.1 percentage points.

When comparing data for different years, change can be due to two factors: statistical error and real change. Statistical change can be caused by a number of things including the number of responses received during the survey period and by the distribution of response values.

Companies Offering Selected Benefits to Workers: A Comparison to Past Years:

Table 2.2 (see page 25) shows how the percentage of companies offering benefits changed over four years. In 2003, 49.6% of employers offered their full-time employees health insurance, 64.8% offered paid vacation, 32.0% offered life insurance, and 32.3% offered dental insurance. By 2006 the percentages of employers offering these and other benefits decreased. For instance, in 2006 only 43.2% offered health

Table 2.2: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Employees in Wyoming, 2003-2006

Benefit Type	2003		2004		2005		2006	
	Full-Time	Part-Time	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%	2.7%	1.2%
Dental Plan	32.3%	4.1%	35.1%	6.4%	27.2%	4.8%	27.9%	5.2%
Dependent Health Insurance	40.8%	4.4%	45.0%	6.1%	34.1%	4.0%	35.4%	4.6%
Short-Term Disability	12.6%	2.1%	13.2%	2.3%	10.7%	2.1%	10.7%	2.2%
Educational/Tuition Assistance	20.1%	6.6%	23.6%	10.3%	20.4%	8.8%	20.6%	8.7%
Flexible Spending Account	N/A	N/A	16.3%	5.3%	12.1%	3.5%	12.5%	4.3%
Health Insurance	49.6%	5.3%	52.2%	7.2%	41.9%	6.1%	43.2%	6.2%
Hiring Bonus	4.1%	1.3%	5.9%	2.2%	5.3%	1.4%	6.6%	2.1%
Life Insurance	32.0%	4.2%	32.1%	5.9%	26.8%	3.9%	27.3%	4.2%
Long-Term Disability	13.2%	2.0%	14.2%	2.2%	11.7%	1.8%	11.8%	2.0%
Paid Holidays	54.6%	17.3%	59.4%	15.3%	55.6%	16.0%	54.5%	17.5%
Paid Personal Leave	16.4%	3.9%	19.7%	4.9%	23.2%	6.2%	28.5%	7.5%
Paid Sick Leave	34.4%	8.0%	36.0%	7.5%	29.5%	6.7%	28.6%	6.7%
Paid Vacation	64.8%	14.5%	63.0%	14.3%	53.4%	10.4%	53.5%	11.0%
Retirement Plan	36.3%	11.2%	41.6%	15.8%	35.0%	11.1%	36.4%	13.4%
Operate in Shifts	N/A	N/A	15.9%	16.9%	11.4%	13.7%	11.5%	13.0%
Shift Differentials	7.4%	5.9%	30.3%	25.7%	30.7%	22.2%	32.1%	23.9%
Vision Plan	14.0%	2.4%	15.6%	4.1%	11.6%	2.1%	13.2%	2.4%
N/A – Not Available								

insurance and only 53.5% offered paid vacations.

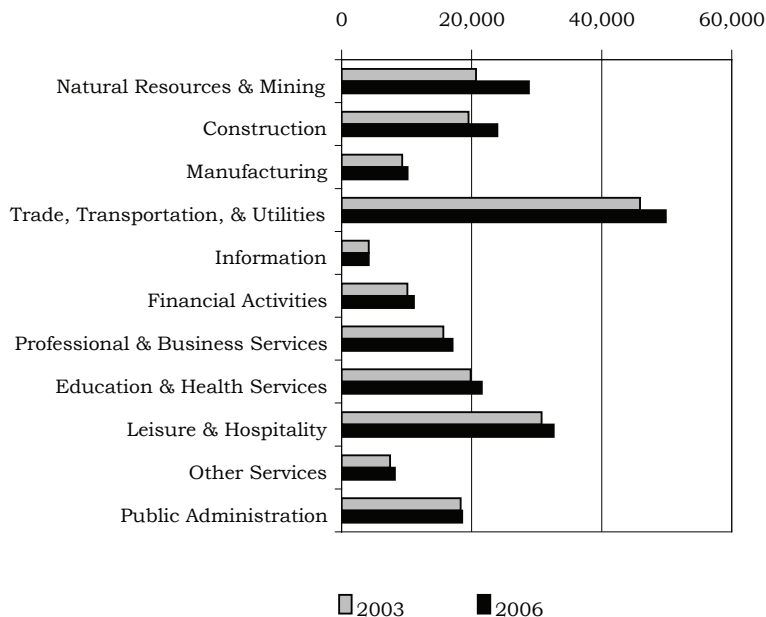
A similar trend occurred between 2003 and 2006 for the percentage of employees who were offered benefits (see Table 2.3, page 26). In 2003 a greater proportion of full-time employees were offered dental plans, health insurance, dependent health insurance, paid vacation, and retirement plans compared to 2006. Three benefits in particular had decreases of more than 8 percentage points: health insurance (from 87.2% to 79.2%), dependent health insurance (from 83.9% to 74.9%), and paid vacation (from 89.1% to 76.0%).

Some of the difference in the proportion of employers offering benefits and employees offered benefits between 2003 and 2006 may be explained by the rising

costs of these benefits, especially for health insurance and retirement plans. However, some of the change may be due to the types of companies coming into the state. Figure 2.3 (see page 26) shows the number of employees by industry. The largest growth was in natural resources & mining, but there was also significant growth in construction and in leisure & hospitality, neither of which is as likely to offer benefits as other industries. A 2005 study conducted by Research & Planning (R&P) for the Wyoming Health Care Commission found that employers in both construction and leisure & hospitality were less likely to provide benefits because of the transitory nature of the jobs. Turnover tends to be high and tenure tends to be low in these industries, which in turn makes benefit packages more costly for companies.

Table 2.3: Percentage of Full- and Part-Time Employees Offered Selected Benefits in Wyoming, 2003-2006

Benefit Type	2003		2004		2005		2006	
	Full-Time	Part-Time	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%	6.0%	1.6%
Dental Plan	74.6%	11.2%	74.7%	22.2%	67.8%	9.4%	69.7%	11.2%
Dependent Health Insurance	83.9%	15.3%	84.6%	26.1%	74.4%	9.6%	74.9%	11.0%
Short-Term Disability	27.3%	7.4%	38.9%	11.2%	30.8%	1.8%	31.0%	4.0%
Educational/Tuition Assistance	50.6%	12.3%	63.7%	36.6%	46.6%	24.7%	47.6%	20.7%
Flexible Spending Account	N/A	N/A	54.1%	22.3%	45.5%	17.7%	47.5%	18.8%
Health Insurance	87.2%	15.6%	87.9%	33.3%	78.0%	11.3%	79.2%	12.1%
Hiring Bonus	32.8%	16.3%	20.3%	11.0%	19.9%	5.4%	22.5%	7.7%
Life Insurance	77.6%	11.7%	76.8%	23.5%	66.8%	8.1%	69.7%	8.9%
Long-Term Disability	34.7%	7.3%	56.8%	14.2%	45.1%	5.7%	44.1%	6.0%
Paid Holidays	78.1%	18.6%	79.2%	29.6%	80.6%	25.7%	77.7%	26.4%
Paid Personal Leave	19.9%	3.4%	35.5%	22.3%	33.3%	10.2%	38.3%	13.5%
Paid Sick Leave	60.4%	13.5%	63.0%	23.7%	51.7%	19.7%	47.0%	17.5%
Paid Vacation	89.1%	23.1%	82.2%	35.1%	74.8%	21.3%	76.0%	21.8%
Retirement Plan	79.3%	24.1%	81.9%	42.4%	75.2%	28.3%	77.8%	30.8%
Operate in Shifts	N/A	N/A	52.8%	51.0%	44.8%	44.6%	44.5%	40.7%
Shift Differentials	41.9%	19.8%	73.2%	50.9%	45.8%	23.0%	49.2%	26.3%
Vision Plan	30.1%	6.5%	47.4%	20.7%	39.3%	4.4%	44.3%	6.8%

Figure 2.3: Number of Employees in Wyoming by Industry, 2003 and 2006


Leave Days Offered

Table 2.4 (see page 27) shows the mean (average) and mode (most frequently occurring) number of paid leave days offered to Wyoming workers. Full-time workers were offered an average of 7.0 paid holidays and 8.2 paid sick days per year. The number of paid vacation days and paid personal leave increased based on years of employment. The number of paid vacation days ranged from 7.8 days after 1 year of employment to 14.5 days after 10 years of employment and the

Table 2.4: Average Number of Days of Leave Benefits for Wyoming Employees, 2006

Type of Leave	Full-Time		Part-Time	
	Mean	Mode	Mean	Mode
Paid Holidays	7.0	6	6.7	6
Paid Sick Leave	8.2	5	7.4	5
Paid Vacation (after 1 year)	7.8	5	6.8	5
Paid Vacation (after 5 years)	12.0	10	9.8	5
Paid Vacation (after 10 years)	14.5	15	11.7	5
Paid Personal Leave (after 1 year)	8.1	5	6.2	5
Paid Personal Leave (after 5 years)	11.5	10	8.1	5
Paid Personal Leave (after 10 years)	13.6	15	9.4	5

than in 2003, suggests that days of personal leave rather than separate sick and vacation days are becoming more popular with employers.

Industry-Level Benefits Analysis, Full-Time Workers

As shown in Figure 2.4 (see page 28), in 2006 43.2% of employers in all industries offered full-time employees health insurance and 79.2% of these employees were offered the benefit.

Companies in state & local government (79.9%), information (73.3%), and natural resources & mining (59.8%) were most likely to offer health insurance while companies in leisure & hospitality (23.5%), other services (30.2%), and construction (32.6%) were least likely. Likewise, full-time employees were most likely to be offered health insurance if they worked in state & local government (95.6%), information (93.0%), or natural resources & mining (93.2%). They were least likely to be offered health insurance if they worked in leisure & hospitality (40.9%), other services (57.4%), or construction (60.3%). These three industries also were the least likely to have firms that offered health benefits to any employee.

Figure 2.5 (see page 29) shows the percentage of

Table 2.5: Average Number of Days of Leave Benefits for Wyoming Employees, 2003

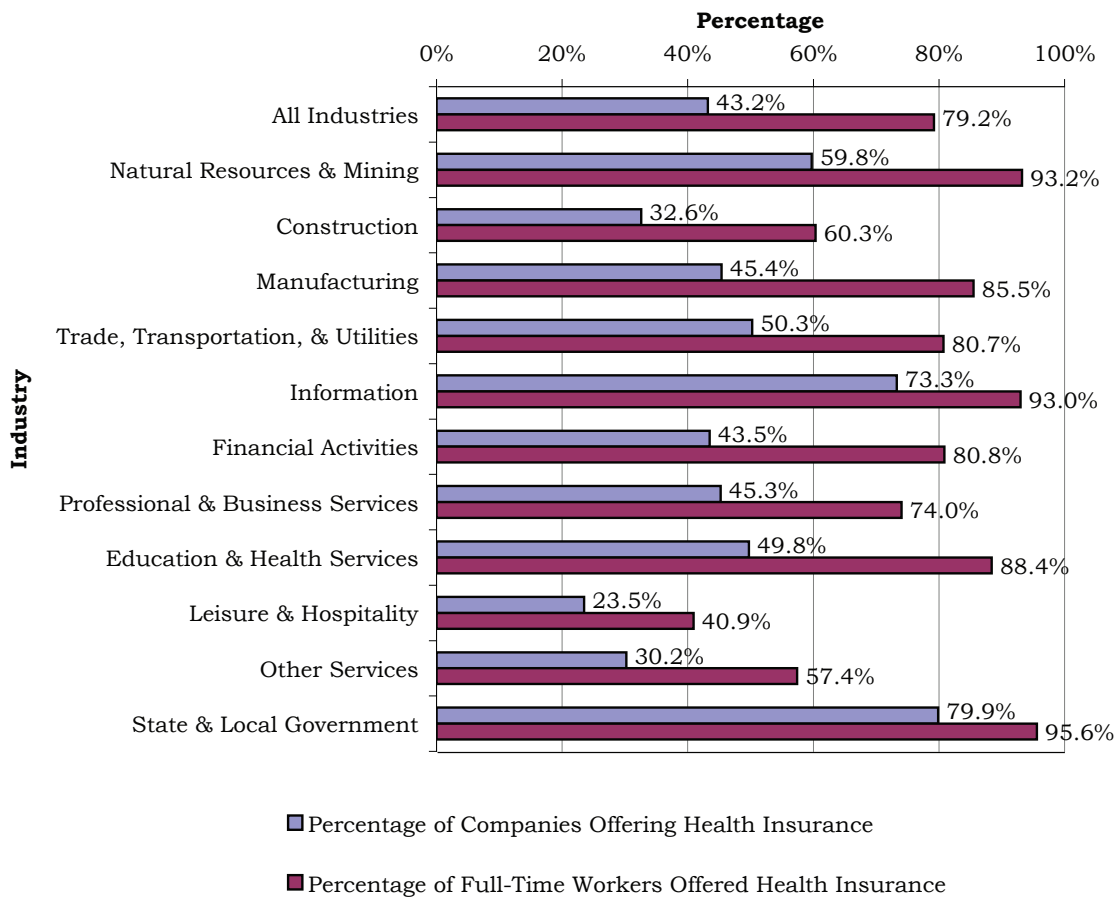
Type of Leave	Full-Time		Part-Time	
	Mean	Mode	Mean	Mode
Paid Holidays	7.1	6	7.2	6
Paid Sick Leave	8.2	5	6.2	5
Paid Vacation (at hire)	2.5	0	2.7	0
Paid Vacation (after 1 year)	7.5	5	6.3	5
Paid Vacation (after 2 years)	9.5	10	8.8	10
Paid Vacation (after 3 years)	10.9	10	9.6	10
Paid Vacation (Other)	13.4	15	11.2	15
Paid Personal Leave (at hire)	2.7	0	2.5	2
Paid Personal Leave (after 1 year)	6.2	5	6.3	5
Paid Personal Leave (after 2 years)	7.2	2	4.5	1
Paid Personal Leave (after 3 years)	7.7	2	4.5	1
Paid Personal Leave (other)	9.3	3	4.5	1

number of paid personal days ranged from 8.1 days after 1 year to 13.6 days after 10 years.

Although the data were collected in a different manner in 2003, a table highlighting days of leave for that time period is also included. Table 2.5 shows that the number of leave days offered in 2006 was

virtually unchanged from 2003. The only difference was that in 2003 only 6.2 days of personal leave were offered to employees with one year of experience but 8.1 days were offered to employees in 2006. This increase, combined with evidence from Table 2.3 (see page 26) that almost twice as many employees were offered paid personal leave in 2006

Figure 2.4: Percentage of Employers Offering and Percentage of Full-Time Workers Offered Health Insurance by Industry in Wyoming, 2006

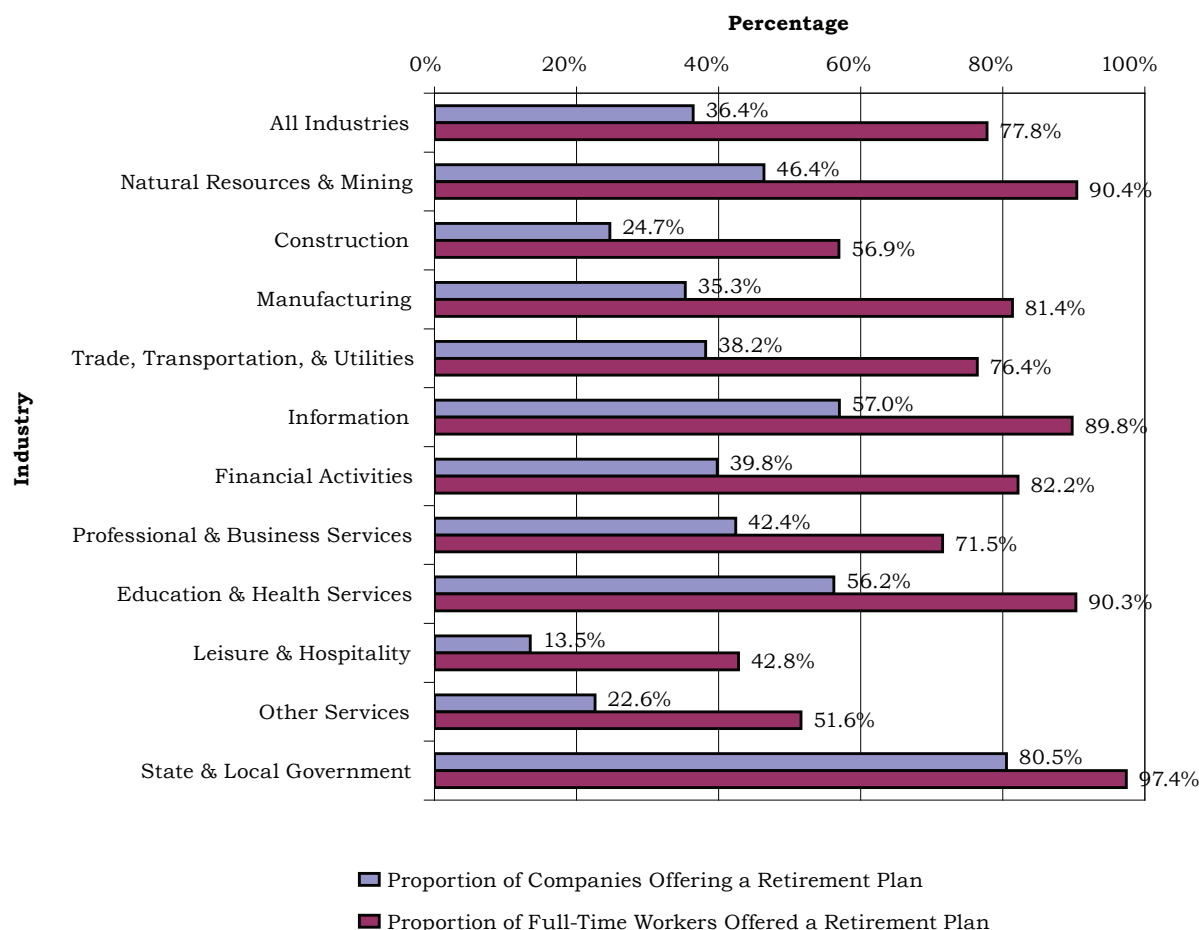


companies by industry offering retirement benefits to full-time workers and the percentage of workers within these firms who were offered the benefit. Firms in state & local government (80.5%), education & health services (56.2%), and information (57.0%) were most likely to offer retirement plans. Full-time employees in state & local government (97.4%), education & health services (90.3%), and natural resources & mining (90.4%) were most likely to be offered retirement benefits. In contrast, firms in leisure & hospitality (13.5%), other services (22.6%), and construction (24.7%) were least likely to offer retirement benefits and full-

time employees in these firms were least likely to be offered a retirement plan.

As previously discussed, employees in some industries were more likely to be offered benefits than others (see Table 2.6, page 30). For instance, 93.2% of employees in natural resources & mining, 93.0% of employees in information, and 88.4% of employees in education & health services were offered health benefits, but only 40.9% of employees in leisure & hospitality and 60.3% of employees in construction were offered health insurance. For all industries, child care (6.0%) and hiring bonuses

Figure 2.5: Percentage of Employers Offering and Percentage of Full-Time Workers Offered a Retirement Plan by Industry in Wyoming, 2006



(22.5%) were least likely to be offered to full-time employees. Aside from health care and retirement benefits, paid holidays (77.7%) and paid vacation (76.0%) were most likely to be offered to full-time employees.

Benefits Offered by Employer Size

Figures 2.6 and 2.7 (see page 31) show the percentages of employers offering and percentages of workers offered health insurance and retirement benefits, respectively, by firm size. As employer size increased, the proportion of employees offered health and retirement benefits increased. More than 9 of 10 employees who worked

for employers with 50 or more workers were offered health and retirement benefits. Among smaller employers, workers were somewhat more likely to be offered health insurance than to be offered retirement plans.

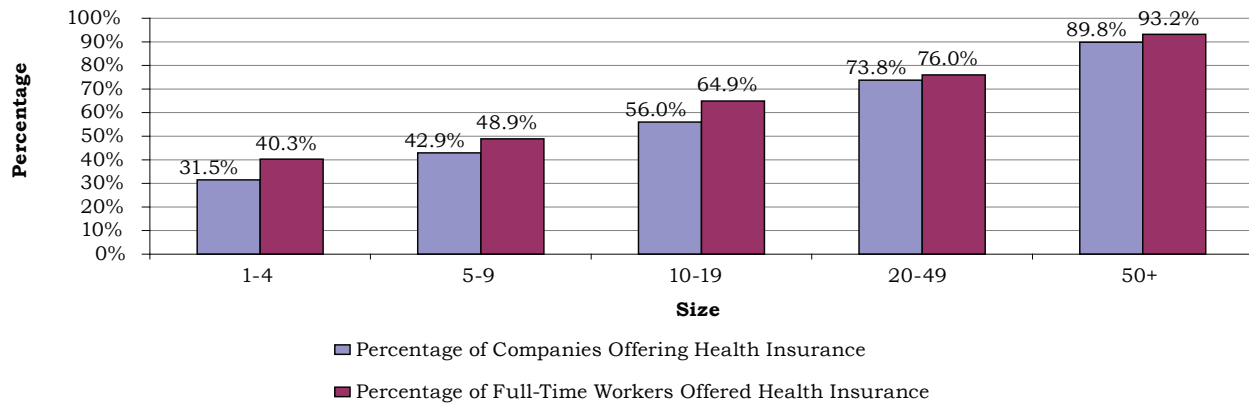
In general, the proportion of companies that offered benefits to employees increased as employer size increased (see Table 2.7, page 32). For child care, short-term disability, and long-term disability, however, employers with 1-4 workers and employers with more than 10 workers were more likely to offer the benefits than employers with

(Text continued on page 31)

Table 2.6: Percentage of Full- and Part-Time Employees Offered Selected Benefits in Wyoming by Industry, 2006

Benefit Type	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 Government
Full-Time Employees												
Child Care	6.0%	7.6%	5.7%	5.7%	4.8%	0.1%	14.5%	1.3%	8.3%	6.1%	2.9%	3.4%
Dental Plan	69.7%	86.2%	46.2%	73.2%	67.8%	77.6%	73.6%	54.7%	83.1%	33.5%	50.6%	92.6%
Dependent Health Insurance	74.9%	92.1%	55.8%	83.4%	74.9%	90.6%	75.9%	66.6%	84.1%	36.1%	50.2%	93.5%
Short-Term Disability	31.0%	50.9%	16.8%	58.7%	27.2%	40.3%	37.4%	37.4%	27.7%	15.5%	22.5%	26.7%
Educational/Tuition Assistance	47.6%	57.0%	22.4%	66.1%	34.5%	66.0%	57.6%	49.3%	68.7%	15.2%	29.3%	61.3%
Flexible Spending Account	47.5%	57.2%	17.6%	58.6%	43.6%	39.5%	55.0%	43.9%	67.4%	19.3%	20.1%	61.2%
Health Insurance	79.2%	93.2%	60.3%	85.5%	80.7%	93.0%	80.8%	74.0%	88.4%	40.9%	57.4%	95.6%
Hiring Bonus	22.5%	44.9%	5.0%	27.5%	33.8%	12.2%	18.4%	16.1%	19.2%	21.6%	9.5%	6.1%
Life Insurance	69.7%	89.0%	45.3%	76.5%	67.1%	81.4%	71.8%	58.4%	84.1%	27.0%	43.2%	93.4%
Long-Term Disability	44.1%	62.6%	13.2%	56.3%	34.8%	60.1%	59.3%	43.7%	62.9%	18.3%	21.6%	48.2%
Paid Holidays	77.7%	77.1%	52.1%	91.7%	82.2%	95.2%	91.7%	77.0%	86.8%	35.6%	70.4%	97.1%
Paid Personal Leave	38.3%	38.1%	28.5%	26.0%	36.0%	35.6%	58.6%	27.8%	56.0%	31.4%	41.7%	26.4%
Paid Sick Leave	47.0%	37.4%	18.8%	41.1%	38.8%	75.7%	49.8%	30.0%	70.8%	19.7%	31.2%	96.7%
Paid Vacation	76.0%	85.0%	60.9%	85.9%	74.3%	88.4%	54.0%	71.5%	79.6%	63.4%	68.9%	97.7%
Retirement Plan	77.8%	90.4%	56.9%	81.4%	76.4%	89.8%	82.2%	71.5%	90.3%	42.8%	51.6%	97.4%
Operate in Shifts	44.5%	62.7%	6.1%	66.9%	38.8%	29.6%	12.1%	30.9%	58.3%	62.5%	23.0%	58.6%
Shift Differentials	49.2%	65.4%	78.1%	80.9%	57.5%	28.9%	43.8%	72.6%	37.1%	36.0%	76.3%	19.0%
Vision Plan	44.3%	66.1%	22.8%	47.8%	43.7%	39.4%	39.2%	37.7%	46.1%	22.6%	30.3%	67.7%
Part-Time Employees												
Child Care	1.6%	1.6%	0.2%	0.3%	0.0%	0.0%	0.2%	0.1%	2.4%	0.1%	11.1%	6.7%
Dental Plan	11.2%	1.7%	5.0%	5.2%	5.5%	11.4%	15.0%	2.9%	22.9%	8.4%	3.6%	4.9%
Dependent Health Insurance	11.0%	1.7%	2.7%	5.5%	5.5%	2.9%	14.2%	3.4%	23.5%	8.0%	3.1%	4.1%
Short-Term Disability	4.0%	1.8%	3.4%	1.0%	2.1%	6.9%	6.7%	0.7%	6.1%	4.4%	1.8%	2.3%
Educational/Tuition Assistance	20.7%	12.8%	10.5%	11.1%	10.3%	25.7%	14.6%	7.4%	50.3%	2.7%	10.1%	25.4%
Flexible Spending Account	18.8%	3.2%	1.7%	6.7%	11.1%	10.0%	19.9%	9.0%	47.8%	1.9%	3.2%	19.5%
Health Insurance	12.1%	3.3%	6.1%	5.7%	7.2%	2.9%	15.4%	4.5%	23.9%	9.4%	3.8%	5.0%
Hiring Bonus	7.7%	2.1%	0.7%	0.4%	8.4%	8.7%	2.3%	2.8%	7.8%	12.9%	0.8%	0.0%
Life Insurance	8.9%	1.4%	4.2%	1.2%	7.4%	10.1%	12.9%	1.6%	19.7%	3.1%	1.2%	5.4%
Long-Term Disability	6.0%	0.6%	1.8%	0.0%	0.7%	7.4%	11.2%	1.3%	16.1%	2.5%	0.8%	1.8%
Paid Holidays	26.4%	22.3%	10.0%	14.1%	24.4%	23.2%	22.1%	21.3%	49.7%	9.2%	14.8%	30.3%
Paid Personal Leave	13.5%	1.5%	1.2%	0.3%	7.7%	11.6%	27.4%	9.1%	28.8%	4.0%	26.0%	6.6%
Paid Sick Leave	17.5%	1.7%	0.0%	0.7%	4.1%	15.1%	11.0%	7.0%	48.7%	2.6%	3.8%	17.1%
Paid Vacation	21.8%	5.5%	4.8%	7.1%	12.5%	16.5%	16.3%	8.4%	43.8%	12.8%	6.7%	25.6%
Retirement Plan	30.8%	13.4%	6.4%	18.7%	19.2%	26.0%	29.6%	16.2%	63.6%	14.8%	22.1%	27.0%
Operate in Shifts	40.7%	15.9%	2.3%	25.7%	33.0%	22.2%	5.5%	8.5%	52.5%	51.9%	20.7%	46.0%
Shift Differentials	26.3%	40.3%	33.4%	77.9%	41.1%	25.0%	10.9%	55.3%	23.4%	22.0%	50.0%	21.1%
Vision Plan	6.8%	0.9%	1.4%	5.2%	4.5%	2.1%	11.6%	1.5%	12.8%	5.5%	1.3%	4.0%

Figure 2.6: Percentage of Employers in Wyoming Offering and Percentage of Full-Time Workers Offered Health Insurance by Employer Size, 2006



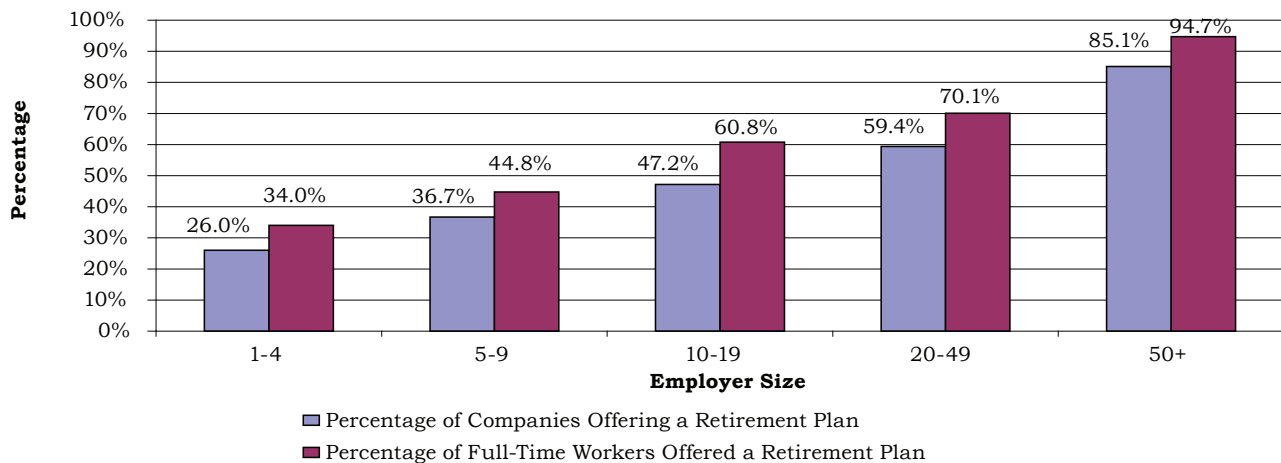
(Text continued from page 29)

5-9 workers. Although the percentage of employers who offered child care benefits increased slightly since 2003, only 2.2% of small companies and 7.4% of large companies offered this benefit to their employees. Similarly, as shown in Table 2.8 (see page 33), a greater proportion of employees working in larger companies were offered benefits than those in smaller companies.

Retirement Benefits in Detail

Employers across all industries were more likely to offer a defined-contribution retirement plan than a defined-benefit retirement plan (see Figure 2.8, page 34). The exception to this was state & local government, in which an equal proportion of employers offered a defined-contribution plan or a defined-benefit plan. In all industries except state & local government, more than 75% of employees were offered

Figure 2.7: Percentage of Employers in Wyoming Offering and Percentage of Full-Time Workers Offered a Retirement Plan by Employer Size, 2006



a defined-contribution retirement plan. In state & local government 61.0% were offered a defined-benefit plan, compared to 60.0% offered a defined-contribution plan. Employees in the leisure & hospitality industry were nearly twice as likely to have been offered a defined-contribution retirement plan in 2006 (81.2%) than in 2005 (43.8%), according to Hauf, Leonard, & Knapp (2006).

As Figure 2.9 (see page 34) shows, the percentage of companies that offered retirement benefits did not increase with firm size, in contrast to the percentage of companies that offered health insurance. Employers in all size classes were very likely to offer defined-contribution retirement plans and employees were very likely to be offered this benefit. Employees in companies with 50 or more workers (see Figure 2.10, page 35) were more likely to be offered defined-benefit retirement plans, mostly because state & local government is typically found in this category, as are public schools and hospitals.

Table 2.9 (see page 36) shows how contributions are paid among firms that offer either a defined-contribution or defined-benefit retirement

Table 2.7: Percentage of Companies Offering Selected Benefits to Their Full- and Part-Time Employees in Wyoming by Number of Employees, 2006

Benefit Type	Number of Employees				
	1-4	5-9	10-19	20-49	50+
Full-Time Employees					
Child Care	2.2%	1.6%	3.6%	4.7%	7.4%
Dental Plan	16.8%	29.4%	37.9%	52.3%	78.8%
Dependent Health Insurance	22.9%	35.0%	48.5%	68.5%	85.3%
Short-Term Disability	7.8%	6.5%	13.0%	22.9%	37.2%
Educational/Tuition Assistance	17.0%	17.6%	26.0%	29.4%	46.2%
Flexible Spending Account	8.3%	8.5%	15.4%	26.9%	48.7%
Health Insurance	31.5%	42.9%	56.0%	73.8%	89.8%
Hiring Bonus	4.5%	6.3%	7.0%	11.8%	23.3%
Life Insurance	17.4%	23.8%	38.4%	55.8%	78.9%
Long-Term Disability	8.4%	7.5%	12.6%	23.5%	49.8%
Paid Holidays	48.8%	59.1%	55.8%	64.7%	77.0%
Paid Personal Leave	24.4%	31.4%	32.3%	32.4%	44.0%
Paid Sick Leave	26.3%	27.7%	28.9%	35.4%	47.1%
Paid Vacation	44.5%	57.4%	62.7%	72.3%	78.9%
Retirement Plan	26.0%	36.7%	47.2%	59.4%	85.1%
Operate in Shifts	4.4%	10.6%	17.3%	31.5%	47.2%
Shift Differentials	37.8%	25.5%	21.7%	32.9%	44.2%
Vision Plan	8.0%	11.8%	15.8%	26.9%	49.8%
Part-Time Employees					
Child Care	0.6%	1.1%	1.9%	2.0%	2.9%
Dental Plan	3.3%	3.8%	5.4%	7.4%	21.3%
Dependent Health Insurance	3.1%	2.6%	4.7%	7.3%	18.9%
Short-Term Disability	1.0%	1.3%	2.6%	5.7%	8.1%
Educational/Tuition Assistance	7.2%	6.7%	10.3%	10.6%	21.5%
Flexible Spending Account	1.8%	3.0%	4.6%	7.8%	21.3%
Health Insurance	4.8%	4.2%	6.6%	7.8%	21.6%
Hiring Bonus	1.1%	1.2%	2.3%	4.1%	9.8%
Life Insurance	2.0%	2.5%	4.8%	8.7%	18.5%
Long-Term Disability	0.8%	1.0%	2.0%	3.9%	11.4%
Paid Holidays	15.6%	17.5%	18.8%	18.3%	26.1%
Paid Personal Leave	6.8%	4.2%	10.4%	8.8%	16.0%
Paid Sick Leave	4.8%	6.4%	6.8%	8.3%	18.9%
Paid Vacation	8.2%	11.2%	13.5%	12.3%	20.9%
Retirement Plan	8.6%	13.1%	15.9%	17.0%	37.9%
Operate in Shifts	4.0%	12.5%	18.6%	31.7%	35.2%
Shift Differentials	23.6%	16.4%	17.2%	27.2%	40.5%
Vision Plan	1.8%	1.0%	1.9%	3.9%	12.1%

Table 2.8: Percentage of Full- and Part-Time Employees Offered Selected Benefits in Wyoming by Number of Employees, 2006

Benefit Type	Number of Employees				
	1-4	5-9	10-19	20-49	50+
Full-Time Employees					
Child Care	6.3%	1.5%	3.2%	8.2%	6.8%
Dental Plan	26.4%	37.1%	48.9%	59.2%	87.9%
Dependent Health Insurance	32.4%	40.4%	58.2%	71.5%	90.6%
Short-Term Disability	15.8%	9.6%	24.2%	26.8%	39.2%
Educational/Tuition Assistance	27.0%	19.5%	35.8%	36.4%	60.5%
Flexible Spending Account	13.2%	13.2%	26.8%	36.0%	65.3%
Health Insurance	40.3%	48.9%	64.9%	76.0%	93.2%
Hiring Bonus	7.1%	7.3%	8.7%	17.2%	31.4%
Life Insurance	26.7%	29.2%	49.2%	60.7%	88.9%
Long-Term Disability	14.6%	11.3%	23.6%	29.0%	62.4%
Paid Holidays	57.6%	66.1%	67.8%	72.2%	85.8%
Paid Personal Leave	29.8%	35.5%	30.6%	35.8%	42.3%
Paid Sick Leave	35.2%	32.3%	28.3%	40.6%	56.7%
Paid Vacation	52.9%	63.3%	74.2%	73.1%	82.2%
Retirement Plan	34.0%	44.8%	60.8%	70.1%	94.7%
Operate in Shifts	9.0%	12.3%	23.3%	31.6%	62.7%
Shift Differentials	47.7%	45.0%	62.8%	44.4%	49.0%
Vision Plan	13.4%	16.5%	27.0%	29.5%	60.7%
Part-Time Employees					
Child Care	0.4%	0.8%	1.7%	0.8%	2.3%
Dental Plan	2.3%	2.6%	2.0%	6.9%	18.8%
Dependent Health Insurance	2.1%	1.4%	1.5%	8.2%	18.4%
Short-Term Disability	0.6%	1.0%	1.3%	5.5%	5.6%
Educational/Tuition Assistance	8.1%	6.0%	6.8%	9.5%	34.2%
Flexible Spending Account	2.1%	2.2%	4.8%	6.3%	33.9%
Health Insurance	4.0%	2.6%	2.3%	8.2%	19.8%
Hiring Bonus	0.7%	0.8%	1.5%	4.8%	13.3%
Life Insurance	1.4%	1.6%	2.1%	5.4%	15.1%
Long-Term Disability	0.4%	0.8%	0.8%	2.2%	11.1%
Paid Holidays	15.5%	17.6%	12.9%	12.4%	39.1%
Paid Personal Leave	8.3%	4.2%	8.6%	7.8%	20.0%
Paid Sick Leave	5.4%	6.3%	6.0%	7.3%	29.2%
Paid Vacation	8.3%	12.4%	14.0%	14.9%	30.8%
Retirement Plan	8.3%	13.8%	9.7%	13.0%	50.8%
Operate in Shifts	6.1%	17.9%	28.8%	48.3%	52.5%
Shift Differentials	19.6%	13.2%	15.8%	25.9%	29.2%
Vision Plan	1.2%	1.0%	0.7%	4.7%	11.6%

plan to their employees by industry. Full-time employees who were offered a defined-contribution retirement plan were most likely to pay for it jointly with their employer (69.2%) followed by 20.3% who paid for the plan without employer contributions and 10.5% whose employers paid the entire contribution amount. In contrast, 83.0% of defined-benefit retirement plans were paid by the employer and 17.0% were paid jointly.

Table 2.10 (see page 37) shows that 26.1% of full-time workers offered a defined-contribution retirement plan made all of the contributions if they worked for employers with 50 or more employees, while 63.5% contributed to the plan jointly with their employers. Conversely, estimates show that no full-time workers offered a defined-benefit plan in large firms were sole contributors to the account; rather, 82.8% worked for employers that made the entire contribution to the account and 17.2% contributed jointly with their employers.

Take-Up Rates for Selected Benefits

Figure 2.11 (see page 38) shows the percentage of employees who enroll

(Text continued on page 35)

Figure 2.8: Percentage of Employers Offering Retirement Benefits by Industry and Type of Plan, 2006

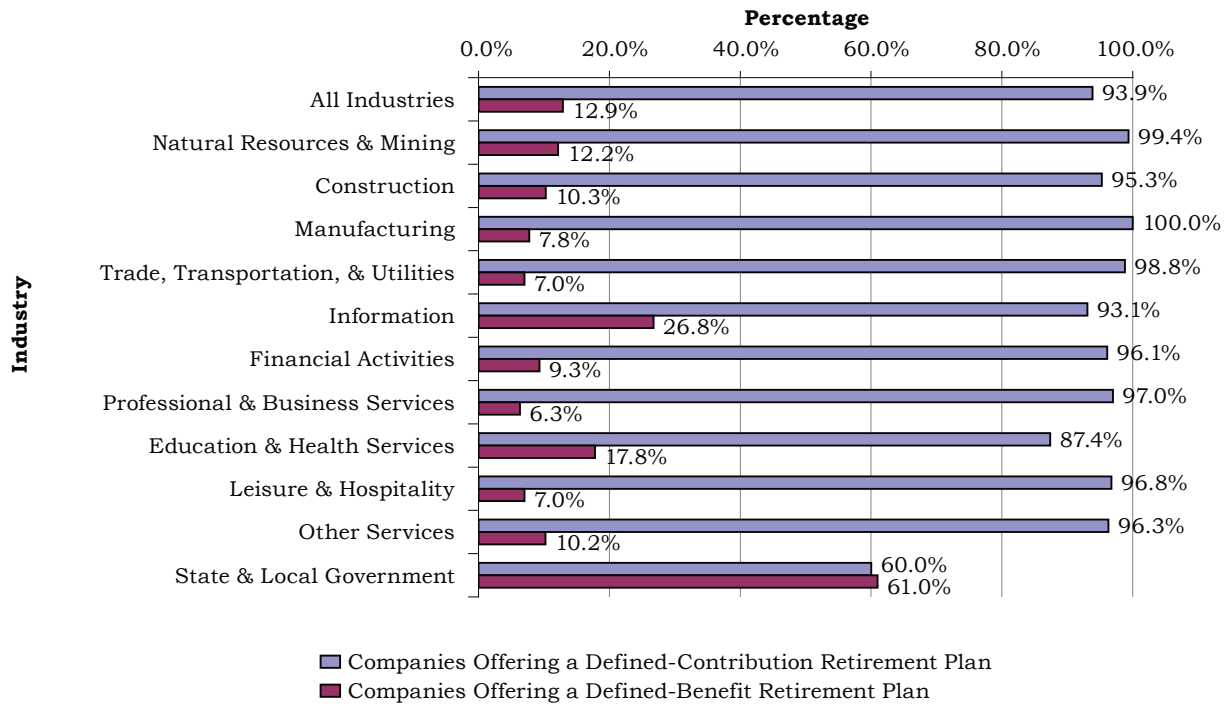


Figure 2.9: Percentage of Wyoming Companies Offering Retirement Benefits, 2006

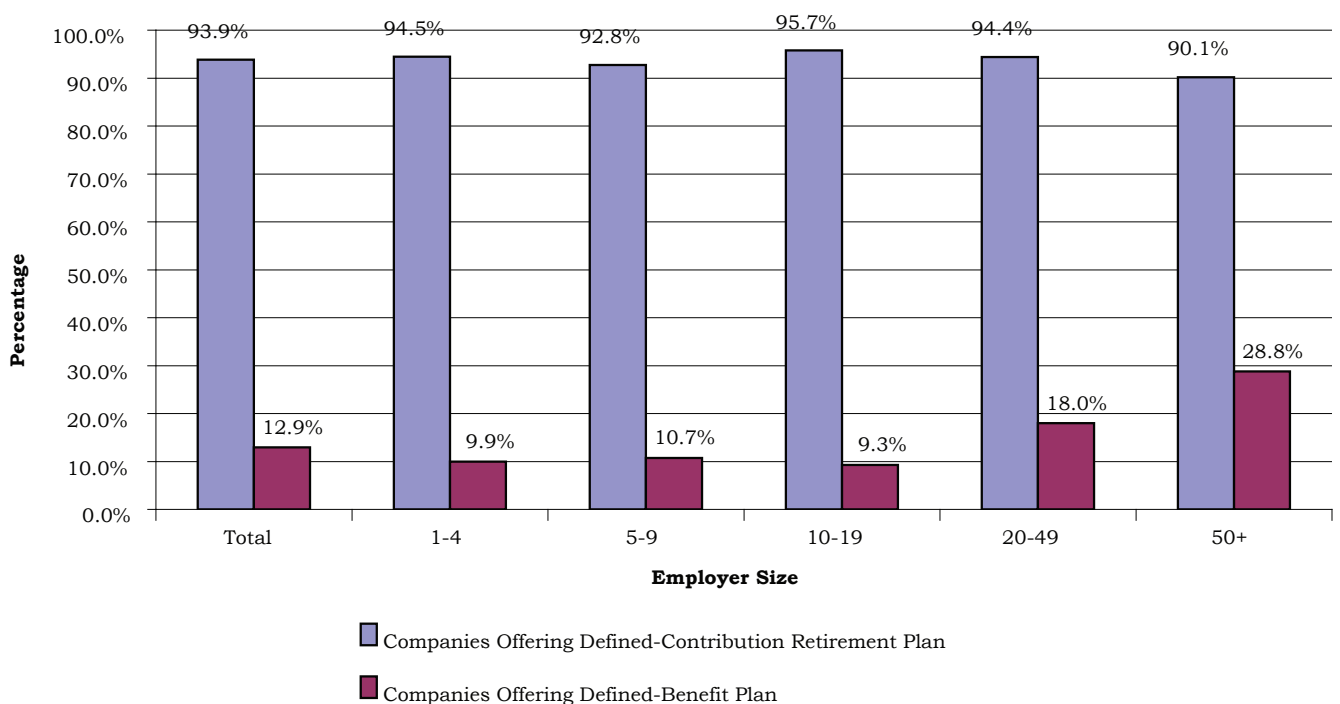
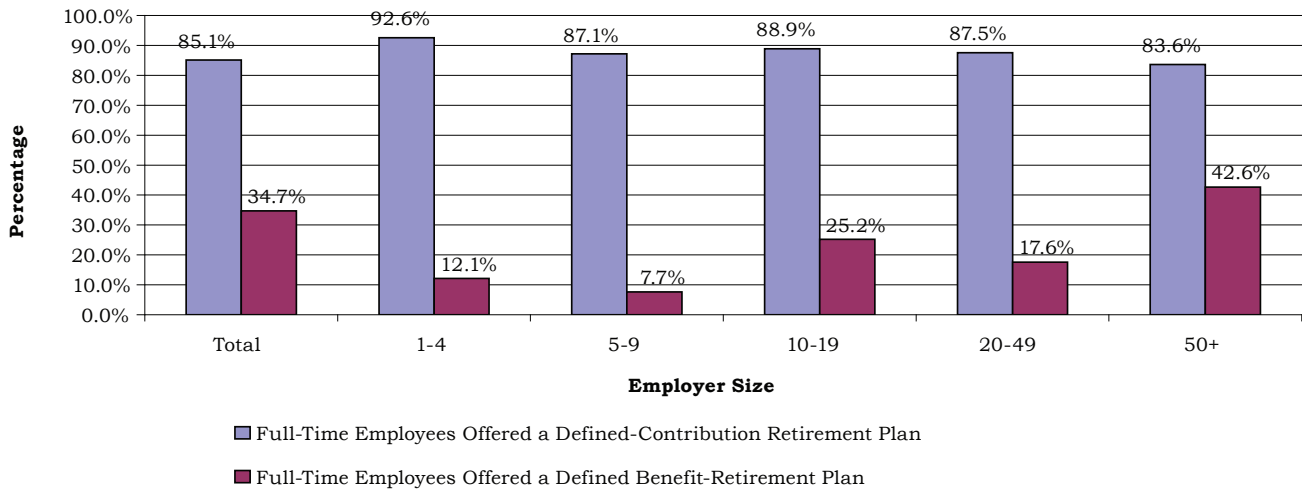


Figure 2.10: Percentage of Full-Time Workers Offered Retirement Benefits in Wyoming by Number of Employees, 2006



(Text continued from page 33)

in benefits when offered (take-up rate) for selected benefits. The percentage of workers who enrolled in dependent health insurance, dental plans, and vision plans has decreased by at least 10% since 2003, and the take-up rate for all other benefits also has declined. In 2006, full-time employees were most likely to enroll in life insurance (84.6%) and long-term disability insurance (77.4%), probably because these benefits usually cost the worker little. Employees were least likely to enroll in dependent health insurance (49.1%) and vision plans (66.9%). More employees were likely to enroll in defined-benefit retirement plans (88.3%) than defined-contribution plans (62.6%), likely because defined-benefit plans are typically 100% employer paid, often without an opt-out alternative.

How Contributions Are Paid: Nonretirement Benefits

Take-up rates for nonretirement benefits are often influenced by who pays the

contributions. As shown in Table 2.11 (see page 38), full-time employees were more likely to enroll in a health care plan if it was employer paid (49.2%) or jointly paid (48.7%) than if it was employee paid (2.2%). This is similar for all of the benefits in this study. Of all benefits, workers were most likely to enroll in life insurance coverage if it was offered. However, two-thirds of full-time workers (66.9%) were offered life insurance plans into which they did not have to contribute compared to dependent life insurance, which was the benefit employees least often enrolled in and the benefit least likely to be funded 100% by employers.

Summary

The GAO (2007) found that across the nation the cost of health insurance and the cost of defined-benefit retirement plans have both increased steadily over time. This has caused fewer employers to offer these benefits, choosing either to offer

(Text continued on page 37)

Table 2.9: Of Employees Offered a Retirement Plan, Percentage of Employees Offered a Defined-Contribution or Defined-Benefit Retirement Plan in Wyoming by Industry, 2006

Retirement Plan Type	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 Government
Full-Time Employees												
Defined-Contribution Plan	85.1%	97.0%	85.8%	94.6%	93.0%	95.2%	91.3%	92.2%	78.7%	81.2%	91.5%	57.3%
Defined-Contribution Employer paid only	10.5%	13.5%	8.9%	6.4%	5.5%	27.2%	5.6%	5.5%	19.4%	0.2%	25.7%	5.6%
Defined-Contribution Employee paid only	20.3%	9.7%	8.2%	2.6%	7.1%	21.2%	6.2%	4.0%	47.1%	22.5%	2.6%	57.2%
Defined-Contribution Paid jointly	69.2%	76.8%	83.0%	91.0%	87.4%	51.6%	88.2%	90.5%	33.6%	77.3%	71.7%	37.2%
Defined-Benefit Plan	34.7%	31.4%	8.9%	26.6%	14.3%	19.7%	18.3%	32.0%	55.9%	0.1%	3.1%	81.4%
Defined-Benefit Employer paid only	83.0%	98.9%	96.4%	100.0%	91.0%	90.6%	91.5%	100.0%	92.7%	100.0%	89.4%	50.9%
Defined-Benefit Employee paid only	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.2%
Defined-Benefit Paid jointly	17.0%	1.1%	3.6%	0.0%	9.0%	9.4%	8.5%	0.0%	7.3%	0.0%	5.3%	48.9%
Part-Time Employees												
Defined-Contribution Plan	59.4%	87.7%	90.7%	80.1%	70.9%	67.2%	74.5%	73.4%	52.8%	80.4%	71.3%	36.4%
Defined-Contribution Employer paid only	15.4%	14.0%	32.3%	3.5%	4.9%	41.9%	3.9%	8.7%	20.4%	0.2%	65.3%	15.2%
Defined-Contribution Employee paid only	40.8%	0.0%	0.0%	2.9%	14.2%	19.6%	3.3%	5.4%	56.4%	26.6%	1.1%	73.9%
Defined-Contribution Paid jointly	43.8%	86.0%	67.7%	93.6%	80.9%	38.6%	92.8%	85.9%	23.2%	73.3%	33.6%	10.9%
Defined-Benefit Plan	29.0%	9.9%	5.8%	0.0%	5.5%	16.6%	9.1%	7.4%	44.3%	0.0%	1.7%	27.6%
Defined-Benefit Employer paid only	87.1%	68.9%	0.0%	0.0%	75.1%	100.0%	60.4%	47.7%	89.9%	100.0%	43.1%	63.9%
Defined-Benefit Employee paid only	0.5%	0.0%	100.0%	0.0%	21.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Defined-Benefit Paid jointly	12.3%	31.1%	0.0%	0.0%	3.0%	0.0%	39.6%	52.3%	10.1%	0.0%	56.9%	36.1%

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

Table 2.10: Of Employees Offered a Retirement Plan, Percentage of Employees Offered a Defined-Contribution or Defined-Benefit Retirement Plan in Wyoming by Number of Employees, 2006

Retirement Plan Type	Number of Employees					
	Total	1-4	5-9	10-19	20-49	50+
Full-Time Employees						
Defined-Contribution Plan	85.1%	92.6%	87.1%	88.9%	87.5%	83.6%
Defined-Contribution Employer paid only	10.5%	15.1%	16.8%	10.6%	7.3%	10.4%
Defined-Contribution Employee paid only	20.3%	5.6%	5.2%	6.3%	11.5%	26.1%
Defined-Contribution Paid jointly	69.2%	79.3%	78.0%	83.1%	81.2%	63.5%
Defined-Benefit Plan	34.7%	12.1%	7.7%	25.2%	17.6%	42.6%
Defined-Benefit Employer paid only	83.0%	81.9%	56.3%	96.4%	76.7%	82.8%
Defined-Benefit Employee paid only	0.1%	0.8%	0.0%	0.8%	0.0%	0.0%
Defined-Benefit Paid jointly	17.0%	17.3%	43.7%	2.8%	23.3%	17.2%
Part-Time Employees						
Defined-Contribution Plan	59.4%	74.5%	57.8%	76.1%	72.9%	56.9%
Defined-Contribution Employer paid only	15.4%	25.0%	20.7%	13.6%	2.2%	16.4%
Defined-Contribution Employee paid only	40.8%	6.3%	6.4%	9.7%	32.7%	47.3%
Defined-Contribution Paid jointly	43.8%	68.7%	72.9%	76.6%	65.1%	36.3%
Defined-Benefit Plan	29.0%	9.8%	6.1%	11.7%	20.4%	32.5%
Defined-Benefit Employer paid only	87.1%	59.5%	0.0%	100.0%	80.1%	88.5%
Defined-Benefit Employee paid only	0.5%	17.2%	0.0%	0.0%	0.0%	0.4%
Defined-Benefit Paid jointly	12.3%	23.3%	100.0%	0.0%	19.9%	11.1%

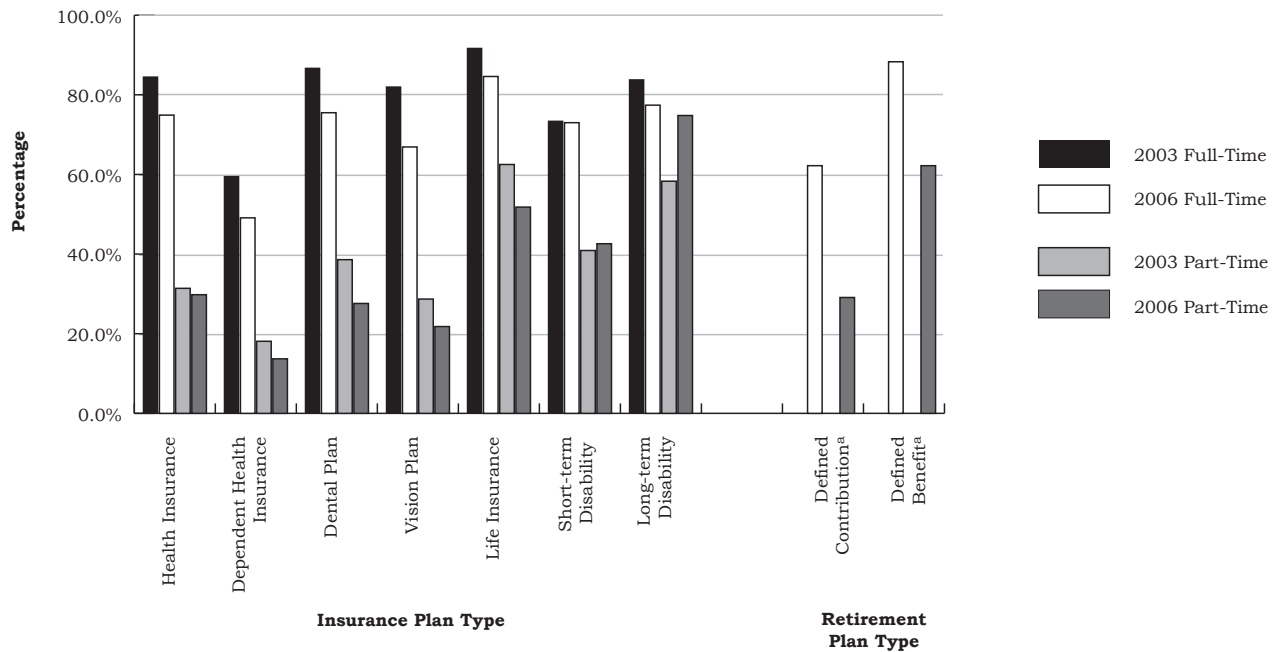
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less costly higher-deductible insurance plans or none at all, and offering defined-contribution plans rather than the more expensive defined-benefit plans. These trends can be seen in this analysis of Wyoming employment. Over the past four years the percentage of total compensation costs that go toward health care insurance has increased while the percentage that pays for retirement benefits has decreased. The number of employers who offer most benefits decreased since 2003, and fewer employees are offered these benefits. In addition, the take-up rate, or the percentage of employees that chose to enroll in benefits, has declined for all benefits.

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Figure 2.11: Average Percentage of Wyoming Employees Who Were Offered Insurance and Retirement Plans and Who Chose to Enroll, 2003 & 2006



^aData Not Available for 2003.

Table 2.11: Amount Paid for Benefits by Employers for Wyoming Employees, 2006

Benefit Type	Employer Paid		Employee Paid		Jointly Paid	
	Full-Time	Part-Time	Full-Time	Part-Time	Full-Time	Part-Time
Health Insurance	49.2%	31.1%	2.2%	17.0%	48.7%	51.9%
Dependent Health Insurance	22.7%	8.6%	29.8%	37.2%	47.5%	54.3%
Dental Plan	41.9%	25.1%	12.7%	25.7%	45.4%	49.1%
Vision Plan	32.8%	20.9%	19.9%	34.6%	47.4%	44.4%
Life Insurance	66.9%	49.8%	7.9%	24.6%	25.2%	25.6%
Short-Term Disability	54.6%	25.6%	29.0%	51.8%	16.4%	22.6%
Long-Term Disability	58.5%	43.4%	22.7%	32.7%	18.8%	23.9%

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