

Unexplained Federal Hourly Wage Premium, by Occupation

- Statistically significant at 90% level
- ⊙ Statistically significant at 95% level
- Statistically significant at 99% level

Occupation	Unexplained Differences		Total Differences		
	Premium	T-Statistic	Average Private	Average Federal	Total Difference
Interviewers (except eligibility and loan)	-10.4%	-0.87	\$16.64	\$17.06	2.5%
Registered nurses	-8.0%	-1.17	\$27.41	\$28.86	5.3%
Civil engineers	-5.9%	-0.96	\$27.05	\$29.11	7.6%
Computer software engineers	1.5%	0.44	\$30.44	\$35.36	16.1%
Physical scientists*	2.1%	0.31	\$24.80	\$28.98	16.8%
Lawyers	2.8%	0.66	\$27.79	\$32.68	17.6%
Compliance officers (except agriculture, construction, health and safety, and transportation)	4.1%	0.88	\$24.01	\$28.58	19.1%
Loan counselors and officers	5.4%	0.83	\$23.15	\$27.90	20.6%
Computer and information systems managers	6.9%	1.40	\$30.31	\$37.06	22.3%
○ Data entry keyers	9.4%	1.79	\$16.45	\$20.59	25.1%
Economists	9.6%	1.42	\$27.15	\$34.06	25.5%
Purchasing managers	10.0%	1.41	\$24.81	\$31.22	25.9%
⊙ Aircraft mechanics and service technicians	10.8%	2.12	\$24.12	\$30.58	26.8%
● Management analysts	11.1%	2.69	\$26.38	\$33.53	27.1%
○ Miscellaneous legal support workers	11.7%	1.85	\$20.98	\$26.83	27.9%
● Managers*	11.8%	4.70	\$24.74	\$31.63	27.9%
● Computer scientists and systems analysts	12.5%	3.81	\$26.76	\$34.44	28.7%
⊙ Human resources managers	12.8%	2.00	\$25.49	\$32.90	29.1%
● Engineers*	13.2%	2.96	\$27.39	\$35.48	29.5%
● Electrical and electronics engineers	13.6%	3.52	\$28.50	\$37.04	30.0%
● Office clerks, general	14.9%	3.21	\$16.44	\$21.61	31.5%
⊙ Janitors and building cleaners	15.1%	2.00	\$13.52	\$17.81	31.7%
○ Statisticians	15.1%	1.74	\$25.47	\$33.55	31.7%
⊙ Maintenance and repair workers, general	15.9%	2.21	\$17.91	\$23.75	32.6%
● Secretaries and administrative assistants	16.1%	5.06	\$18.07	\$24.00	32.8%
● File clerks	16.1%	2.88	\$15.96	\$21.20	32.9%
● Network and computer systems administrators	16.2%	2.85	\$25.56	\$34.00	33.0%
● Office and administrative support workers*	16.7%	3.12	\$18.61	\$24.85	33.5%
● Financial managers	16.7%	3.25	\$24.59	\$32.84	33.5%
● Budget analysts	16.9%	2.91	\$24.20	\$32.36	33.7%
● Accountants and auditors	17.0%	4.53	\$22.60	\$30.26	33.9%
Medical scientists	17.0%	1.31	\$20.61	\$27.60	33.9%
● Aerospace engineers	17.6%	3.59	\$28.29	\$38.07	34.6%
● Paralegals and legal assistants	17.8%	3.23	\$21.06	\$28.38	34.8%
● Network systems and data communications analysts	17.9%	2.87	\$26.03	\$35.10	34.9%
<i>Average across all occupations common to federal government and private sector</i>	<i>18.6%</i>	<i>9.08</i>	<i>\$20.91</i>	<i>\$29.74</i>	<i>42.2%</i>
● Operations research analysts	18.9%	3.47	\$25.76	\$35.03	36.0%
● Computer programmers	19.4%	3.65	\$27.15	\$37.09	36.6%
● Biological scientists	19.4%	2.96	\$21.01	\$28.72	36.7%
● Other business operations specialists	20.3%	4.02	\$21.31	\$29.33	37.6%
● Human resources, training, and labor relations specialists	20.9%	5.48	\$22.05	\$30.50	38.3%
● Mechanical engineers	21.3%	5.18	\$27.39	\$38.01	38.7%
● Customer service representatives	23.0%	5.43	\$17.44	\$24.53	40.7%
● Production, planning, and expediting clerks	23.1%	3.28	\$20.64	\$29.07	40.8%
● Environmental scientists and geoscientists	23.7%	3.16	\$23.72	\$33.57	41.5%
⊙ Miscellaneous social scientists and related workers	25.5%	2.53	\$21.01	\$30.18	43.6%
● Engineering technicians (except drafters)	26.6%	5.30	\$22.06	\$31.95	44.8%

* Includes all those not specified elsewhere in this list.

(continued on next page)

Unexplained Federal Hourly Wage Premium, by Occupation (continued)

- Statistically significant at 90% level
- ◉ Statistically significant at 95% level
- Statistically significant at 99% level

Occupation	Unexplained Differences		Total Differences		
	Premium	T-statistic	Average Private	Average Federal	Total Difference
○ Other teachers and instructors	26.7%	3.02	\$19.09	\$27.68	45.0%
● Social workers	27.4%	3.98	\$17.50	\$25.50	45.8%
● Laborers and freight, stock, and material movers, hand	27.7%	3.86	\$15.20	\$22.21	46.1%
● Other life, physical, and social science technicians	28.1%	3.71	\$18.95	\$27.77	46.5%
● Purchasing agents (except wholesale, retail, and farm products)	28.4%	4.94	\$21.69	\$31.88	47.0%
● General and operations managers	29.8%	6.53	\$23.87	\$35.44	48.5%
● Receptionists and information clerks	31.0%	4.36	\$15.07	\$22.59	49.9%
● Public relations specialists	33.6%	3.66	\$21.56	\$32.95	52.8%
● Inspectors, testers, sorters, samplers, and weighers	33.9%	4.92	\$18.17	\$27.83	53.2%
● Bookkeeping, accounting, and auditing clerks	34.7%	4.28	\$17.77	\$27.39	54.2%
● Computer support specialists	34.8%	5.25	\$21.80	\$33.62	54.2%
● Miscellaneous community and social service specialists	35.0%	4.48	\$16.23	\$25.08	54.5%
● First-line supervisors/managers of office and administrative support workers	36.1%	9.94	\$19.93	\$31.04	55.7%
● Detectives and investigators	36.7%	5.76	\$20.20	\$31.60	56.4%
● Counselors	38.6%	4.30	\$16.45	\$26.09	58.6%
● Conservation scientists and foresters	40.4%	2.71	\$19.18	\$30.83	60.7%
● Supervisors, protective service workers*	45.9%	4.13	\$18.13	\$30.27	66.9%
● Stock clerks and order fillers	49.3%	6.25	\$14.33	\$24.48	70.8%
● Security guards and gaming surveillance officers	49.8%	9.98	\$14.02	\$24.03	71.4%

* Includes all those not specified elsewhere in this list.

Sources: Heritage Foundation calculations using Current Population Survey data for occupations common to both the private sector and federal government. See Appendix B for details. Uses the same base model as in Table 5.