

# CompGeo Pro Forecast Library Geographic Salary Differentials Report

2018 Edition - Proprietary and Confidential - ictcw.com - compensation-online.com

Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		56,762	100.0	56,682	100.0
North East		61,014	108.5	61,088	107.8
Mid Atlantic		62,088	109.4	60,253	106.3
South East		51,849	91.3	51,596	91.0
Great Lakes		57,090	100.6	57,112	100.8
Mid West		53,044	93.5	52,518	92.7
South West		53,823	94.8	53,128	93.7
North West		60,002	105.9	57,563	101.6
Mountain		56,304	99.2	55,890	98.6
Pacific		62,484	110.1	63,052	111.2
Caribbean		38,249	67.4	37,226	65.7
Abilene	TX	35,336	62.4	34,726	61.3
Akron	OH	47,588	83.8	45,484	80.2
State of Alabama	AL	54,012	95.2	53,273	94.0
State of Alaska	AK	75,597	133.2	75,538	133.3
Albany-Schenectady-Tro	NY	54,988	96.9	53,406	94.2
Albany	GA	42,064	74.1	39,690	70.0
Alexandria	VA	45,484	80.1	46,651	82.3
Allentown-Bethlehem-Ea	PA	45,775	80.6	44,068	77.7
Altoona	PA	49,319	86.9	47,944	84.6
Amarillo	TX	53,364	94.0	51,861	91.5
Anaheim	CA	71,100	125.4	70,573	124.5
Anchorage	AK	63,614	112.1	62,563	110.4
Ann Arbor	MI	50,738	89.4	48,403	85.4
Appleton-Oshkosk	WI	42,117	74.2	35,187	62.1
State of Arizona	AZ	56,212	99.0	53,336	95.0
State of Arkansas	AR	50,496	89.0	48,956	86.4
Athens-Clarke County	GA	46,068	81.2	45,984	81.1
Atlanta-Sandy Springs-	GA	58,536	103.1	58,246	102.8
Atlantic City	NJ	52,237	92.0	51,989	91.7
Augusta-Richmond Count	GA	47,026	82.8	47,568	83.9
Austin	TX	47,694	84.0	47,859	84.4
Bakersfield	CA	51,396	91.1	51,446	90.8
Baltimore-Towson	MD	53,860	94.9	53,794	94.9
Baton Rouge	LA	44,560	78.5	43,733	77.2
Beaumont-PortArthur-La	TX	51,611	90.9	45,610	80.5
Bellingham	WA	57,906	102.0	56,574	99.8
Bergen/Passiac	NJ	60,065	105.8	58,166	102.6
Billings	MT	42,816	75.4	40,691	71.8
Biloxi	MS	48,444	85.3	48,569	85.7
Binghamton	NY	51,655	91.0	51,278	90.5
Birmingham	AL	48,068	84.7	43,400	76.6
Bismarck	ND	48,008	84.7	45,693	80.6
Bloomington-Normal	IL	49,756	87.5	48,859	82.7
Bloomington	IN	49,944	88.0	48,693	85.9
Boise City	ID	44,484	78.4	45,149	79.7
Boston	MA	59,715	104.0	58,284	102.8
Boulder	CO	56,614	99.7	58,074	102.5
Brazoria	TX	51,655	91.0	54,699	96.5
Bridgeport-Stamford-No	CT	61,786	108.9	63,036	111.2
Brockton	MA	52,405	92.3	53,031	93.6
Brownsville	TX	37,688	66.4	33,685	59.4
Bryan-College Station	TX	40,900	72.1	37,437	66.0

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Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Buffalo	NY	49,404	87.0	46,527	82.1
Burlington	VT	51,453	90.6	51,934	91.6
Caguas	PR	34,252	60.5	33,768	59.6
State of California	CA	70,157	124.1	72,479	127.9
Canton-Massillon	OH	44,191	77.9	43,733	77.2
Cedar Rapids	IA	50,194	88.4	46,568	82.2
Champaign-Urbana	IL	45,161	79.6	43,859	77.4
Charleston	SC	47,194	83.1	46,442	81.9
Charleston	WV	48,361	85.2	45,651	80.5
Charlotte	NC	50,335	88.7	49,364	87.1
Charlottesville	VA	43,442	76.5	44,941	79.3
Chattonooga	TN	47,151	81.1	44,484	78.5
Cheyenne	WY	47,026	82.8	42,774	75.5
Chicago	IL	54,438	95.9	53,843	95.0
Chico-Paradise	CA	45,191	79.6	44,775	79.0
Cincinnati	OH	49,263	86.8	47,975	84.6
Cleveland	OH	52,877	93.2	52,141	92.0
State of Colorado	CO	66,888	117.8	66,167	116.7
Colorado Springs	CO	44,609	78.6	43,357	76.5
Columbia	SC	46,610	82.1	44,191	78.0
Columbia	MO	49,696	87.6	50,071	88.3
Columbus	OH	58,904	103.8	59,280	104.6
State of Connecticut	CT	65,768	115.9	64,936	114.6
Corpus Christy	TX	42,853	75.5	40,994	72.3
Dallas	TX	50,116	88.1	49,757	87.8
Danbury	CT	52,019	91.7	51,004	91.6
Davenport	RI	51,611	90.9	50,654	89.4
Dayton	OH	48,993	86.3	48,700	85.9
Deltona-Daytona Beach-	FL	42,856	75.5	42,358	74.7
Decatur	AL	49,944	88.0	48,819	86.1
State of Delaware	DE	59,351	104.6	56,687	100.0
Denver-Aurora	CO	58,298	102.7	57,556	101.5
Des Moines-West Des Mo	IA	48,144	85.3	47,068	83.0
Detroit	MI	56,119	98.9	54,690	96.5
Dothan	AL	44,066	77.4	43,942	77.5
Dover	DE	41,732	73.5	42,608	75.2
Dubuque	IA	36,313	64.0	34,394	60.7
Duluth	MN	51,611	90.9	52,322	92.3
Eau Claire	WI	43,234	76.2	39,313	69.4
Elkhart-Goshen	IN	42,690	75.2	43,357	76.5
El Paso	TX	45,442	80.1	44,775	79.0
Erie	PA	47,443	83.6	46,777	82.5
Eugene	OR	49,944	88.0	50,028	88.3
Evansville-IN-KY	IN	43,151	76.1	41,149	72.6
Fargo-Moorhead	ND	46,986	82.8	45,026	79.4
Fayetteville-Springdal	AR	39,231	69.1	38,896	68.6
Flagstaff	AZ	42,174	75.4	43,859	77.4
Florence	SC	45,201	80.9	44,317	78.2
Florence	AL	39,439	69.5	38,939	68.7
State of Florida	FL	52,721	92.9	51,954	91.7
Fort Collins-Loveland	CO	48,484	85.4	46,859	82.7
Fort Myers-Cape Coral	FL	45,067	79.4	40,856	72.1
Fort Pierce-Port St. L	FL	40,565	71.5	40,274	71.1

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Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Fort Smith	AR	40,523	71.4	39,481	69.7
Fort Wayne	IN	44,559	78.5	45,796	80.8
Fort Worth	TX	50,277	88.6	45,944	81.1
Fresno	CA	51,146	90.6	50,113	88.4
Fort Lauderdale-Pompan	FL	47,068	82.9	47,735	84.2
Gainesville	FL	42,983	75.7	39,730	70.1
Galveston-Texas City	TX	47,777	84.2	47,900	84.5
Gary	IN	43,174	76.2	42,064	74.2
State of Georgia	GA	67,246	118.5	67,154	118.5
Glens Falls	NY	46,568	82.0	44,858	79.1
Goldsboro	NC	49,236	86.7	47,403	83.6
Grand Junction	CO	47,168	89.9	47,820	84.4
Grand Rapids-Wyoming	MI	52,078	91.7	50,445	89.0
Greeley	CO	53,822	94.8	53,571	94.5
Green Bay	WI	50,403	88.8	49,445	87.2
Greensboro	NC	46,693	82.3	44,941	79.3
Greenville	SC	48,194	84.9	45,901	81.0
Greenville	NC	46,945	82.7	45,276	79.9
Greenwood County	SC	46,185	81.4	45,328	80.0
Hagerstown-Martinsburg	MD	43,733	77.0	43,065	76.0
Hamilton-Middletown	OH	56,614	99.7	54,239	95.7
Harrisburg	PA	53,406	94.1	51,861	91.5
Hartford	CT	59,800	105.4	59,174	104.4
Hattiesburg	MS	39,690	69.9	37,564	66.3
State of Hawaii	HI	62,522	107.7	59,681	105.3
Hickory-Morgantown-Leno	NC	42,983	75.7	41,115	72.9
Honolulu	HI	54,091	95.3	51,619	91.1
Houma-Bayou Cane-Thibo	LA	39,439	69.5	41,649	73.5
Houston	TX	58,450	103.0	57,013	100.6
Huntington-Ashland	WV	47,068	82.9	44,068	77.7
Huntsville	AL	47,460	83.6	47,035	83.0
State of Idaho	ID	51,349	90.5	52,146	92.0
State of Illinois	IL	62,321	110.5	62,064	109.5
State of Indiana	IN	51,465	90.7	53,574	94.5
Indianapolis-Carmel	IN	44,650	82.5	44,208	78.0
State of Iowa	IA	53,275	93.9	51,994	91.7
Jackson	MS	47,742	84.1	45,970	81.1
Jackson	TN	37,897	66.8	36,687	64.7
Jacksonville	FL	42,523	74.9	39,564	69.8
Jamestown	NY	46,900	82.6	45,526	80.3
Janesville-Beloit	WI	50,945	89.8	48,484	85.5
Jersey City	NJ	59,493	104.8	58,990	104.1
Johnson City-Kingsport	TN	44,338	78.1	44,108	77.8
Johnstown	PA	47,134	85.1	46,401	81.9
Joplin	MO	39,648	69.8	39,313	69.4
Juneau-Wisconsin	WI	44,217	77.9	44,217	78.0
Kalamazoo-Portage	MI	46,116	81.2	46,025	81.2
Kankakee-Bradley	IL	44,202	79.1	48,235	85.1
State of Kansas	KS	62,941	110.9	62,267	109.9
Kansas City	KS	54,752	96.5	54,048	95.4
Kenosha	WI	52,405	92.3	52,529	92.7
State of Kentucky	KY	54,446	95.9	51,036	90.0
Killeen-Temple	TX	46,360	81.7	47,110	83.1

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Knoxville	TN	40,065	70.6	36,522	64.4
EauClaire-LaCrosse-Rchs	WI	48,778	85.9	48,612	85.8
Lafayette	LA	44,523	78.4	42,856	75.6
Lake Charles	LA	46,845	82.7	34,769	61.3
Lakeland-Winter Haven	FL	41,274	72.7	39,397	69.5
Lancaster	PA	50,779	89.5	50,654	89.4
Lansing-East Lansing	MI	61,877	109.0	63,745	112.5
Laredo	TX	43,993	80.5	41,649	73.5
Las Vegas	NV	44,858	79.0	41,358	73.0
Lawrence	KS	45,693	80.5	44,484	78.5
Lawrence-Methuen-Salem	MA	56,574	99.7	55,823	98.5
Lafayette	IN	42,999	76.6	40,439	71.3
Lewiston-Auburn	ME	43,254	76.2	41,358	73.0
Lexington-Fayette	KY	48,778	85.9	46,610	82.2
Lima	OH	40,065	70.6	40,188	70.9
Lincoln	NE	46,651	82.2	42,064	74.2
Little Rock	AR	48,693	85.8	45,816	80.8
Longview-Marshall	TX	42,774	75.4	40,900	72.2
Los Angeles-Long Beach	CA	58,922	103.8	59,390	104.8
State of Louisiana	LA	53,820	94.8	53,498	94.4
Louisville	KY	47,820	84.2	43,651	77.0
Lowell-Billerica-Chelm	MA	58,282	102.7	53,031	93.6
Lubbock	TX	36,019	63.5	33,519	59.1
Lynchburg	VA	44,902	79.1	43,482	76.7
Macon	GA	44,818	79.0	45,566	80.4
Madison	WI	52,344	92.8	52,339	93.0
State of Maine	ME	54,849	96.6	54,690	96.5
Manchester	NH	54,155	95.4	55,115	97.2
Mansfield	OH	45,400	80.0	43,859	77.4
State of Maryland	MD	62,094	109.4	62,077	109.5
State of Massachusetts	MA	67,619	119.1	66,909	118.0
Mayaguez	PR	34,270	60.4	31,726	56.0
McAllen-Edinburg-Missi	TX	39,339	70.4	38,023	67.1
Medford-Ashland	OR	45,518	79.8	45,067	79.5
Melbourne-Titusville-P	FL	44,731	78.6	44,317	78.2
Memphis	TN	49,804	87.7	50,170	88.5
Merced	CA	47,568	83.8	45,109	79.6
Miami	FL	46,869	82.6	46,044	81.2
State of Michigan	MI	65,168	114.8	63,551	112.1
Middlesex-Somerset	NJ	56,699	99.9	56,574	99.8
Milwaukee	WI	53,840	94.9	53,590	94.5
Minneapolis	MN	58,114	102.4	57,371	101.2
State of Minnesota	MN	56,988	98.0	56,154	116.7
State of Mississippi	MS	54,752	96.5	53,227	93.9
State of Missouri	MO	53,857	94.9	52,572	92.8
Mobile	AL	40,356	71.1	37,437	66.0
Modesto	CA	48,111	84.8	44,441	78.4
Monmouth	NJ	53,865	94.9	53,239	93.9
Monroe	LA	41,773	73.6	37,189	65.6
State of Montana	MT	49,931	88.0	47,863	84.4
Muncie	IN	40,565	71.5	41,855	73.8
Myrtle Beach	SC	46,527	82.0	43,148	76.1
Naples-Marco Island	FL	46,568	82.0	46,945	82.8



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Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Nashua	NH	47,986	84.5	45,901	81.0
Nashville	TN	49,447	87.1	48,501	85.6
Nassau-Suffolk County	NY	57,494	101.1	57,358	101.2
State of Nebraska	NE	51,856	91.5	51,158	90.3
State of Nevada	NV	51,763	91.2	48,242	85.1
Newark	NJ	56,533	99.6	57,239	101.0
New Bedford	MA	54,368	78.1	43,025	75.9
Newburgh	NY	51,471	90.9	50,277	88.7
State of New Hampshire	NH	56,711	99.9	56,343	99.4
New Haven-Meriden	CT	58,658	103.3	59,451	104.9
State of New Jersey	NJ	68,051	119.9	66,250	116.9
Norwich-New London	CT	51,163	90.5	50,639	89.3
State of New Mexico	NM	58,856	105.8	56,914	100.4
New Orleans	LA	46,972	82.8	46,959	82.8
City of New York	NY	57,906	102.0	54,365	95.9
New York City	NY	59,737	105.2	57,755	101.9
State of New York	NY	68,752	121.1	66,547	117.4
Norfolk	VA	46,798	82.4	46,881	82.7
State of North Carolina	NC	58,049	102.3	57,128	100.8
State of North Dakota	ND	54,572	96.1	52,288	92.2
Oakland-Fremont-Haywar	CA	68,292	120.3	65,915	116.3
Ocala	FL	41,752	75.5	39,813	70.2
Odessa-Midland	TX	36,271	63.9	33,812	59.7
State of Ohio	OH	64,557	113.7	63,524	112.1
State of Oklahoma	OK	51,577	100.8	48,630	85.8
Oklahoma City	OK	47,662	84.0	46,993	82.4
Omaha	NE	44,875	79.1	44,285	78.1
Orange County	CA	59,702	105.2	57,157	100.8
State of Oregon	OR	62,140	109.5	60,608	106.9
Orlando-Kissimmee	FL	44,927	79.2	44,166	77.9
Owensboro	KY	44,149	77.8	44,358	78.3
Panama City-Lynn Haven	FL	45,526	80.2	44,484	78.5
Panola	TX	35,557	61.9	35,157	62.0
Parkersburg	WV	56,290	99.2	56,186	99.1
State of Pennsylvania	PA	63,214	111.1	62,180	109.7
Peoria	IL	44,358	78.1	42,481	74.9
Philadelphia	PA	54,794	96.5	53,110	93.7
Phoenix	AZ	48,711	85.8	46,517	82.1
Pittsburgh	PA	54,240	95.6	54,421	96.0
Pittsfield	MA	52,739	92.9	54,113	95.5
Ponce	PR	31,810	56.0	30,309	53.5
Portland	OR	53,885	94.9	52,462	92.6
Portland-South Portland	ME	48,444	85.4	48,901	86.3
Portsmouth-Rochester,	NH	46,859	82.5	46,900	82.7
Providence	RI	51,155	90.1	50,945	89.9
Provo-Orem	UT	41,814	73.7	40,480	71.4
Puerto Rico	PR	41,782	73.3	40,465	71.4
Racine	WI	55,741	98.2	53,822	95.0
Raleigh	NC	48,778	85.9	48,735	86.0
Reading	PA	54,172	95.4	54,538	96.2
Redding	CA	41,607	73.3	40,606	71.6
Reno	NV	44,858	79.0	43,691	77.1
State of Rhode Island	RI	59,427	104.7	58,870	103.9

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Richland-Kennewick-Pas	WA	56,742	100.0	56,656	100.0
Richmond	VA	47,546	84.5	47,194	83.3
Riverside-SanBernadino	CA	56,180	99.0	55,720	98.3
Roanoke	VA	45,775	80.6	42,690	75.3
Rochester	NY	53,279	93.9	51,861	91.5
Rockford	IL	40,900	72.1	40,232	71.0
Rocky Mount	NC	44,020	77.6	43,983	77.6
Sacramento-Arden-Rosev	CA	66,471	113.4	66,505	117.3
Salem	OR	52,739	92.9	52,237	92.2
Salinas	CA	57,906	102.0	59,366	104.7
Salt Lake City	UT	50,620	89.2	49,852	88.0
San Angelo	TX	45,777	82.4	49,610	87.5
San Antonio	TX	48,589	85.6	48,477	85.5
San Diego-Carlsbad-San	CA	53,358	94.0	53,218	93.9
San Francisco	CA	65,505	115.4	68,105	120.2
San Jose-Sunnyvale-San	CA	63,284	111.5	62,910	111.0
San Juan	PR	35,878	63.2	34,882	61.5
San Luis Obispo-Paso R	CA	46,610	82.1	40,439	71.3
Santa Barbara-Santa Ma	CA	52,425	92.4	52,362	92.4
Santa Cruz-Watsonville	CA	58,949	103.9	60,783	107.2
Santa Fe	NM	50,445	88.9	49,696	87.7
Santa Rosa-Petaluma	CA	62,243	109.7	61,993	109.4
Sarasota-Bradenton	FL	42,190	74.3	43,609	76.9
Savannah	GA	43,859	77.3	44,149	77.9
Scranton-Wilkes Bar	PA	43,613	80.5	42,983	75.8
Seattle	WA	56,882	100.0	54,116	96.9
Sharon	PA	49,028	86.4	44,068	77.7
Sheboygan	WI	46,192	81.4	45,944	81.1
Sherman-Denison	TX	45,901	80.9	40,691	71.8
Shreveport-Bossier Cit	LA	45,484	80.1	44,484	78.5
Sioux City IA-NE-SD	IA	39,857	70.2	40,691	71.8
Sioux Falls	SD	40,523	71.4	39,313	69.4
South Bend-Mishawaka I	IN	47,326	83.7	45,775	80.8
State of South Carolin	SC	52,785	94.8	52,251	92.2
State of South Dakota	SD	47,338	82.3	46,294	81.7
Spokane	WA	49,236	86.7	51,278	90.5
Springfield	IL	52,954	93.3	52,890	93.3
Springfield	MA	46,817	82.5	46,360	81.8
Springfield	MO	40,523	71.4	38,772	68.4
Stamford-Norwalk	CT	55,699	98.1	54,155	95.5
State College	PA	46,277	81.5	43,942	77.5
Saint Cloud	MN	41,232	72.6	42,733	75.4
Steubenville-Weirton	OH	48,088	84.7	43,816	77.3
Saint Louis	MO	46,717	82.3	45,620	80.5
Stockton	CA	47,568	83.8	47,694	84.1
Sumter	SC	45,484	80.1	45,318	80.0
Syracuse	NY	48,333	85.9	46,192	81.5
Tacoma	WA	54,864	96.7	53,613	94.6
Tallahassee	FL	40,900	72.1	38,981	68.8
Tampa-St.Petersburg-Cl	FL	47,484	83.7	45,375	80.1
State of Tennessee	TN	56,783	100.0	56,375	99.5
Terre Haute	IN	53,448	94.2	49,361	87.1
Texarkana	TX	45,693	80.5	45,526	80.3

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# CompGeo Pro Forecast Library Geographic Salary Differentials Report

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
State of Texas	TX	58,748	103.5	57,942	102.2
Toledo	OH	47,659	84.3	44,817	79.1
Topeka	KS	49,319	86.9	49,445	87.2
Trenton	NJ	66,245	116.7	66,745	117.8
Tucson	AZ	48,029	84.6	45,816	80.8
Tulsa	OK	40,523	71.4	35,561	62.7
Tuscaloosa	AL	44,603	78.7	42,856	75.6
Tyler	TX	41,175	78.9	42,774	75.5
State of Utah	UT	58,395	102.9	57,499	101.4
Utica-Rome	NY	51,487	90.7	48,526	85.6
Vallejo-Fairfield-Napa	CA	51,571	90.9	51,112	90.2
Ventura	CA	55,348	91.6	52,196	92.1
State of Vermont	VT	59,331	101.6	59,986	105.8
Vineland-Millville-Bri	NJ	53,739	94.7	53,697	94.7
State of Virginia	VA	54,391	95.8	54,031	95.3
Visalia-Porterville	CA	53,989	95.1	53,865	95.0
Waco-Killeen	TX	44,108	77.7	43,897	77.4
State of Washington	WA	65,480	115.4	63,452	111.9
District of Columbia	DC	69,126	121.8	68,899	121.6
Waterbury	CT	59,410	101.7	56,614	99.9
Waterloo-Cedar Falls	IA	42,358	74.6	43,816	77.3
Wausau	WI	50,903	89.7	51,904	91.6
State of West Virginia	WV	62,944	110.9	61,658	108.8
Wheeling	WV	42,733	75.3	36,563	64.5
Wichita	KS	44,016	77.5	43,482	76.7
Wichita Falls	TX	42,608	75.3	43,316	77.3
Williamsport	PA	46,945	82.7	43,651	77.0
Wilmington	NC	49,070	86.4	50,028	88.3
Wilmington Metro	DE	53,865	94.9	50,738	89.5
State of Wisconsin	WI	58,780	103.6	58,293	102.8
Worcester	MA	51,029	89.9	51,155	90.2
West Palm Beach-Boca R	FL	45,735	80.6	44,858	79.1
State of Wyoming	WY	54,346	95.7	49,431	87.2
Yakima	WA	53,322	92.2	55,781	98.4
Yolo	CA	43,980	77.5	42,481	74.9
York	PA	46,736	82.3	46,442	81.9
Youngstown-Warren	OH	47,694	84.0	48,484	85.5
Yuma	AZ	51,155	90.1	52,446	92.5

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# CompGeo Pro Forecast Library Geographic Salary Differentials Report

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Goods Producing

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		60,763	100.0	59,180	100.0
North East		64,485	106.1	64,257	108.6
Mid Atlantic		63,558	104.6	61,927	104.6
South East		52,715	88.1	53,329	90.1
Great Lakes		59,914	98.6	58,380	98.6
Mid West		66,884	110.1	66,286	112.0
South West		62,668	103.1	62,434	105.5
North West		64,406	101.7	61,872	104.5
Mountain		63,849	105.1	59,632	100.8
Pacific		69,051	113.6	70,326	118.8
Caribbean		46,433	76.4	45,430	76.8
State of Alabama	AL	48,114	79.3	48,214	81.5
Bergen/Passiac	NJ	72,557	119.4	72,537	122.6
Boston	MA	60,856	100.2	60,998	103.1
State of California	CA	75,749	124.7	77,147	130.4
Charlotte	NC	50,894	83.8	50,622	85.5
Chicago	IL	55,438	91.2	53,610	90.6
State of Colorado	CO	70,042	115.3	65,416	110.5
Columbus	OH	60,495	99.6	60,837	102.8
State of Connecticut	CT	77,040	126.8	77,040	130.2
Dallas	TX	61,034	100.4	60,354	102.0
Denver-Aurora	CO	60,669	99.7	56,607	95.7
State of Florida	FL	59,876	98.5	59,876	101.2
Hartford	CT	66,663	109.7	66,663	112.6
Houston	TX	59,310	97.6	60,286	101.9
Huntsville	AL	41,713	68.7	41,123	70.5
State of Illinois	IL	64,067	105.4	61,953	104.7
Los Angeles-Long Beach	CA	65,547	107.9	66,757	112.8
State of Massachusetts	MA	70,328	115.7	70,490	119.1
Miami	FL	51,811	85.3	51,811	87.5
Milwaukee	WI	48,390	79.6	48,390	81.8
State of Missouri	MO	73,372	120.8	72,716	122.9
State of New Jersey	NJ	83,827	138.0	83,827	141.6
State of North Carolina	NC	58,814	96.8	58,501	98.9
State of Ohio	OH	69,911	115.2	70,307	118.8
State of Oregon	OR	66,966	110.2	66,453	112.3
State of Pennsylvania	PA	64,526	106.2	64,526	109.0
Philadelphia	PA	55,836	91.9	55,836	94.3
Portland	OR	57,949	95.4	57,504	97.2
Puerto Rico	PR	50,389	82.9	49,299	83.3
San Juan	PR	43,556	71.7	42,614	72.0
Seattle	WA	58,932	97.0	58,785	99.3
Saint Louis	MO	63,412	104.5	62,923	106.3
State of Texas	TX	68,714	113.5	68,490	115.7
State of Washington	WA	68,103	112.1	67,934	114.8
State of Wisconsin	WI	55,921	92.0	55,921	94.5

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Government

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		60,739	100.0	61,806	100.0
North East		59,268	97.6	59,268	95.9
Mid Atlantic		61,864	101.9	61,052	98.8
South East		54,861	90.3	55,969	90.6
Great Lakes		66,655	109.7	68,873	111.4
Mid West		62,421	102.8	60,722	98.2
South West		52,339	86.2	52,582	85.1
North West		63,667	106.5	63,655	103.0
Mountain		62,403	102.7	63,311	102.4
Pacific		69,426	114.3	70,421	113.9
State of Alabama	AL	50,764	83.6	49,670	80.4
State of Alaska	AK	88,333	145.5	87,506	141.6
Anaheim	CA	83,358	137.2	84,568	136.8
Anchorage	AK	74,043	121.9	71,846	116.2
State of Arizona	AZ	60,885	100.2	61,556	99.6
State of Arkansas	AR	53,604	88.3	54,147	87.6
Atlanta-Sandy Springs-	GA	53,532	88.1	55,705	90.1
Augusta-Richmond Count	GA	50,731	83.5	50,731	82.1
Baltimore-Towson	MD	57,407	94.5	58,051	93.9
State of California	CA	79,476	130.8	81,416	131.7
Charlotte	NC	46,032	75.8	45,891	74.3
Chicago	IL	64,079	105.5	66,394	107.4
Cincinnati	OH	56,787	93.5	57,229	92.6
Cleveland	OH	62,042	102.1	62,371	100.9
State of Colorado	CO	69,238	114.0	69,452	112.4
Columbus	OH	62,511	103.0	63,354	103.3
State of Connecticut	CT	65,017	107.0	65,017	105.2
Corpus Christy	TX	45,322	74.6	44,868	72.6
Dallas	TX	50,719	83.5	50,803	82.2
Dayton	OH	58,581	96.4	58,581	94.8
Denver-Aurora	CO	59,931	98.7	60,099	97.2
Detroit	MI	64,287	105.8	66,476	107.6
State of Florida	FL	61,385	101.1	63,430	102.6
State of Georgia	GA	60,002	98.8	64,374	104.2
Hartford	CT	56,263	92.7	56,263	91.0
State of Hawaii	HW	63,009	103.7	60,935	98.6
Honolulu	HW	54,517	89.8	52,729	85.3
Houston	TX	47,323	77.9	45,207	73.1
Huntsville	AL	43,927	72.3	42,980	69.5
State of Illinois	IL	74,052	121.9	76,727	124.1
State of Indiana	IN	58,642	96.5	58,642	94.9
Indianapolis-Carmel	IN	50,746	83.5	50,746	82.1
Jackson	MS	41,400	68.2	41,910	67.8
State of Kansas	KS	59,368	97.7	58,473	91.4
Kansas City	KS	51,372	84.6	48,867	79.1
Little Rock	AR	46,385	76.4	46,855	75.8
Los Angeles-Long Beach	CA	77,633	110.6	66,143	107.0
State of Louisiana	LA	58,034	95.5	55,795	90.3
State of Maryland	MD	66,342	109.2	67,086	108.5
Memphis	TN	48,787	80.3	48,787	78.9
Miami	FL	58,658	96.6	62,613	101.3
State of Michigan	MI	74,292	122.3	76,822	124.3
Milwaukee	WI	63,438	104.4	62,891	101.8

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Government

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Minneapolis	MN	70,267	115.7	69,539	112.5
State of Minnesota	MN	81,203	133.7	80,362	130.0
State of Mississippi	MS	47,855	78.8	48,433	78.4
State of Missouri	MO	60,784	100.1	60,784	98.3
Nashville	TN	45,940	75.6	46,306	74.9
State of Nebraska	NE	66,584	109.6	66,584	107.7
New Orleans	LA	55,800	75.6	48,281	78.1
Norfolk	VA	66,750	109.9	66,750	108.0
State of North Carolina	NC	53,196	87.6	53,033	85.8
Oakland-Fremont-Haywar	CA	67,050	110.4	65,588	106.1
State of Ohio	OH	72,046	118.6	73,685	119.2
Omaha	NE	57,118	92.9	57,618	93.2
State of Oregon	OR	78,967	136.0	83,664	135.4
Orlando-Kissimmee	FL	46,573	76.7	46,517	75.3
State of Pennsylvania	PA	67,285	110.8	68,351	110.6
Philadelphia	PA	58,279	96.0	59,146	95.7
Phoenix	AZ	52,686	86.7	53,265	86.2
Pittsburgh	PA	50,603	83.3	50,603	81.9
Portland	OR	68,332	112.5	72,396	117.1
Richmond	VA	44,874	73.9	44,874	72.6
Riverside-SanBernadino	CA	56,391	92.8	56,738	91.8
Sacramento-Arden-Rosev	CA	68,767	115.2	71,052	115.0
Salt Lake City	UT	51,990	85.6	51,990	84.1
San Antonio	TX	43,535	71.7	43,774	70.8
San Diego-Carlsbad-San	CA	53,500	91.1	56,975	92.2
San Francisco	CA	68,717	113.2	71,052	115.0
San Jose-Sunnyvale-San	CA	72,062	118.6	69,195	112.0
Seattle	WA	58,242	95.9	56,670	91.7
Saint Louis	MO	52,598	86.6	52,598	85.1
Tampa-St.Petersburg-Cl	FL	53,062	87.4	51,194	82.8
State of Tennessee	TN	53,499	88.1	53,512	86.6
State of Texas	TX	57,102	94.0	57,298	92.7
State of Utah	UT	60,083	98.9	60,083	97.2
State of Virginia	VA	68,711	113.1	68,711	111.2
State of Washington	WA	67,300	110.9	65,489	106.0
District of Columbia	DC	63,612	104.7	63,222	102.3
State of Wisconsin	WI	73,312	120.7	72,681	117.6

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Health Services-All Sectors

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		53,689	100.0	53,276	100.0
North East		56,009	105.4	57,856	108.6
Mid Atlantic		61,662	14.9	62,852	118.0
South East		47,175	88.4	47,641	89.4
Great Lakes		55,355	103.1	54,881	103.0
Mid West		50,156	93.4	46,157	86.6
South West		50,264	93.6	50,264	94.3
North West		56,185	110.4	56,589	106.2
Mountain		60,950	113.5	59,495	111.7
Pacific		64,961	121.0	65,774	123.5
State of Alabama	AL	50,410	93.9	50,410	94.6
Anaheim	CA	64,103	119.2	65,049	122.1
Baltimore-Towson	MD	54,919	102.3	54,919	103.1
Bergen/Passiac	NJ	48,975	91.2	48,975	91.9
Boston	MA	53,737	100.1	54,920	103.1
State of California	CA	71,288	132.8	72,181	135.5
Chicago	IL	58,631	109.2	57,689	108.3
Cincinnati	OH	50,677	94.4	50,677	95.1
Cleveland	OH	46,153	86.0	42,063	79.0
State of Colorado	CO	67,223	125.2	65,266	122.5
Dallas	TX	46,762	87.1	46,762	87.8
Dayton	OH	55,395	103.2	55,395	104.0
Denver-Aurora	CO	58,170	108.3	56,477	106.0
Detroit	MI	53,415	99.5	54,435	102.2
State of Florida	FL	52,511	97.7	52,581	98.7
Houston	TX	48,410	90.2	48,110	90.9
State of Illinois	IL	67,758	126.2	66,669	125.1
State of Indiana	IN	63,832	118.9	63,832	119.8
Indianapolis-Carmel	IN	55,236	102.9	55,236	103.7
Jackson	MS	44,003	82.0	44,003	82.6
State of Kansas	KS	50,013	93.2	50,013	93.9
Kansas City	KS	43,278	80.6	43,278	81.2
State of Kentucky	KY	53,388	99.4	53,570	100.6
State of Louisiana	LA	50,410	94.6	50,410	94.6
Louisville	KY	46,198	86.6	46,356	87.0
State of Maryland	MD	63,467	118.2	63,467	119.1
State of Massachusetts	MA	62,100	115.7	63,468	119.1
Memphis	TN	49,798	92.8	49,798	93.5
Miami	FL	45,500	84.7	45,500	85.4
State of Michigan	MI	61,728	115.0	62,906	118.1
Milwaukee	WI	52,187	97.2	52,187	98.0
Minneapolis	MN	49,879	92.9	49,879	93.6
State of Minnesota	MN	57,610	107.4	57,640	108.2
State of Mississippi	MS	50,851	94.7	50,851	95.4
State of Missouri	MO	54,702	101.9	50,634	95.0
Mobile	AL	43,621	81.2	43,621	81.9
Monmouth	NJ	61,377	114.3	61,377	115.2
Nassau-Suffolk County	NY	46,032	85.7	46,032	86.4
State of Nebraska	NE	59,717	111.2	59,717	112.1
Newark	NJ	64,265	119.7	63,786	119.7
State of New Jersey	NJ	68,020	126.7	68,641	128.8
New Orleans	LA	43,621	81.2	43,621	81.9
New York City	NY	59,091	110.1	59,333	111.4

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Health Services-All Sectors

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
State of New York	NY	67,440	125.6	68,820	129.2
State of Ohio	OH	57,587	108.0	55,188	103.6
Omaha	NE	51,676	96.3	51,676	97.0
State of Oregon	OR	65,855	121.1	62,077	116.5
State of Pennsylvania	PA	66,642	124.1	67,653	127.0
Philadelphia	PA	58,301	108.6	58,542	109.9
Pittsburgh	PA	55,000	102.5	55,040	103.3
Portland	OR	53,177	104.8	53,715	100.8
Riverside-SanBernadino	CA	53,718	100.1	54,840	102.9
Salt Lake City	UT	56,553	105.3	56,553	106.2
San Francisco	CA	66,466	123.8	66,466	124.8
Saint Louis	MO	47,136	88.2	43,814	82.2
State of Tennessee	TN	57,549	107.2	57,549	108.0
State of Texas	TX	55,134	102.7	55,134	103.5
State of Utah	UT	65,356	121.7	65,356	122.7
District of Columbia	DC	70,914	132.1	70,914	133.1
State of Wisconsin	WI	60,310	112.3	60,310	113.2

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Health Services-Private

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		53,141	100.0	52,516	100.0
North East		56,784	106.8	59,165	112.7
Mid Atlantic		61,111	115.2	63,172	120.3
South East		47,681	89.7	45,750	87.1
Great Lakes		53,892	101.4	53,993	102.8
Mid West		50,322	94.7	46,157	87.9
South West		50,290	94.6	50,290	95.8
North West		56,185	105.7	56,589	107.8
Mountain		60,950	114.7	59,495	113.3
Pacific		64,961	122.2	65,774	125.2
Anaheim	CA	64,003	120.4	65,049	123.9
State of Arkansas	AR	52,187	98.1	52,687	100.3
Austin	TX	47,158	88.7	47,158	89.8
Baltimore-Towson	MD	54,919	103.3	54,919	104.6
Bergen/Passiac	NJ	48,975	92.2	48,975	93.3
Boston	MA	53,855	101.3	56,163	106.9
State of California	CA	71,288	134.1	72,181	137.4
Chicago	IL	58,631	110.3	57,689	109.9
Cincinnati	OH	49,852	93.8	49,852	94.9
Cleveland	OH	46,153	86.9	42,063	80.1
State of Colorado	CO	67,223	126.5	65,266	124.3
Dallas	TX	47,002	88.4	47,002	89.5
Dayton	OH	53,244	100.2	53,244	101.4
Denver-Aurora	CO	58,170	109.5	56,477	107.5
Detroit	MI	54,435	102.5	54,435	103.7
State of Florida	FL	50,718	95.4	48,153	92.5
Houston	TX	49,119	92.4	49,119	93.5
State of Illinois	IL	67,758	127.5	66,669	127.0
State of Indiana	IN	62,115	116.9	62,115	118.3
Indianapolis-Carmel	IN	53,750	101.1	53,750	102.3
Jackson	MS	44,364	83.5	44,364	84.5
State of Kansas	KS	57,479	108.2	57,479	109.5
Kansas City	KS	49,737	93.6	49,737	94.7
State of Kentucky	KY	53,298	100.3	53,162	101.2
Little Rock	AR	45,592	85.9	45,592	86.8
Louisville	KY	46,119	86.8	46,002	87.6
State of Maryland	MD	63,467	119.4	63,467	120.9
State of Massachusetts	MA	62,237	117.1	64,904	123.6
Miami	FL	45,500	85.6	45,500	86.6
State of Michigan	MI	59,174	111.4	60,960	116.1
Milwaukee	WI	52,187	98.2	52,187	99.4
State of Mississippi	MS	51,269	96.5	51,269	97.6
State of Missouri	MO	54,722	102.9	50,634	96.4
Monmouth	NJ	54,149	101.9	54,149	103.1
Nassau-Suffolk County	NY	46,032	86.6	46,032	87.7
Newark	NJ	64,027	120.5	63,786	121.5
State of New Jersey	NJ	66,133	124.5	66,576	126.8
New York City	NY	59,091	111.2	59,333	113.0
State of New York	NY	67,440	126.9	68,820	131.0
State of Ohio	OH	57,868	108.9	55,070	104.9
State of Oregon	OR	65,035	122.4	62,077	118.2
State of Pennsylvania	PA	66,506	125.2	67,444	128.4
Philadelphia	PA	58,179	109.5	58,361	111.1

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical Human Resources

Industry/Sector: Health Services-Private

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Pittsburgh	PA	55,040	103.6	55,040	104.8
Portland	OR	56,277	105.9	53,715	102.3
Riverside-SanBernadino	CA	53,718	101.1	54,840	104.4
Saginaw	MI	46,355	87.4	46,730	89.0
Salt Lake City	UT	56,553	106.4	56,553	107.7
San Francisco	CA	66,466	125.1	66,466	126.6
Saint Louis	MO	47,300	89.1	43,814	83.4
Tampa-St.Petersburg-Cl	FL	43,250	81.4	42,014	80.0
State of Texas	TX	55,168	103.8	55,168	105.0
State of Utah	UT	65,356	123.0	65,356	124.4
State of Wisconsin	WI	60,310	113.5	60,310	114.8

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# Geographic Salary Differentials

## Sample Pages

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# CompGeo Pro Forecast Library Geographic Salary Differentials Report

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Hospitals-All Sectors

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		55,736	100.0	57,164	100.0
North East		56,009	101.6	57,856	101.2
Mid Atlantic		61,416	102.2	62,915	110.1
South East		52,305	95.6	54,418	95.2
Great Lakes		57,816	103.7	59,329	103.8
Mid West		51,182	91.8	52,194	91.3
South West		50,950	91.4	50,950	89.1
Pacific		67,017	120.2	67,017	117.2
Anaheim	CA	54,258	97.3	54,258	94.9
State of Arkansas	AR	54,366	97.5	54,366	95.1
Atlanta-Sandy Springs-	GA	53,282	95.6	53,531	93.6
Baltimore-Towson	MD	54,119	96.5	54,919	96.1
Boston	MA	53,757	96.4	54,920	96.1
State of California	CA	73,517	131.9	73,517	128.6
Chicago	IL	58,809	105.5	58,809	102.9
Cincinnati	OH	53,219	95.5	53,219	93.1
Cleveland	OH	51,880	93.1	51,880	90.8
Dallas	TX	47,960	86.0	47,960	83.9
Detroit	MI	53,415	95.8	54,435	95.2
State of Florida	FL	54,119	97.1	54,977	96.2
State of Georgia	GA	61,573	105.5	61,863	108.2
Houston	TX	48,648	87.3	48,648	85.1
State of Illinois	IL	67,963	121.9	67,963	118.9
State of Indiana	IN	64,545	115.8	64,545	112.9
Indianapolis-Carmel	IN	53,814	100.2	55,854	97.7
Jackson	MS	44,003	88.9	44,003	77.0
State of Kansas	KS	50,013	89.7	50,013	87.5
Kansas City	KS	43,278	77.6	43,278	75.7
State of Kentucky	KY	56,518	101.4	58,021	101.5
Little Rock	AR	47,045	84.4	47,045	82.3
Louisville	KY	48,909	87.8	50,207	87.8
State of Maryland	MD	63,467	113.9	63,467	111.0
State of Massachusetts	MA	62,300	111.4	63,468	111.0
Memphis	TN	50,040	89.8	50,040	87.5
State of Michigan	MI	61,720	110.9	62,906	110.0
State of Mississippi	MS	50,851	91.2	50,851	89.0
State of Missouri	MO	58,635	105.2	57,257	100.2
Monmouth	NJ	55,129	98.9	55,129	96.4
State of Nebraska	NE	59,717	107.1	59,717	104.5
State of New Jersey	NJ	63,709	114.3	63,709	111.4
New York City	NY	58,791	105.5	59,152	103.5
State of New York	NY	68,148	122.3	68,566	119.9
State of Ohio	OH	60,733	109.0	60,763	106.3
Omaha	NE	51,676	92.7	51,676	90.4
State of Pennsylvania	PA	64,206	115.2	63,669	111.4
Philadelphia	PA	61,338	110.1	60,120	105.2
Pittsburgh	PA	55,040	98.8	55,040	96.3
San Francisco	CA	72,975	130.9	72,975	127.7
Saint Louis	MO	50,737	91.0	49,546	86.7
Tampa-St.Petersburg-CI	FL	46,830	84.0	47,572	83.2
State of Tennessee	TN	57,828	103.8	57,828	101.2
State of Texas	TX	55,887	100.3	55,887	97.8
District of Columbia	DC	66,566	119.4	66,566	116.4

# CompGeo Pro Forecast Library Geographic Salary Differentials Report

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Hospitals-Private

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		56,561	100.0	57,671	100.0
North East		56,784	100.3	59,165	102.6
Mid Atlantic		61,525	108.8	62,724	108.8
South East		46,736	82.6	46,736	81.0
Great Lakes		55,819	98.7	57,075	99.0
Mid West		52,883	93.5	52,194	90.5
South West		52,244	92.4	52,244	90.6
Pacific		67,117	118.5	67,017	116.2
Anaheim	CA	54,258	95.9	54,258	94.1
State of Arkansas	AR	51,290	90.7	51,290	88.9
Baltimore-Towson	MD	54,919	97.1	54,919	95.2
Boston	MA	56,163	97.4	56,163	97.4
State of California	CA	73,517	129.0	73,517	127.5
Chicago	IL	58,809	104.0	58,809	102.0
Cincinnati	OH	53,219	94.1	53,219	92.3
Cleveland	OH	51,880	91.7	51,880	90.0
Detroit	MI	53,415	94.4	54,435	94.4
Houston	TX	49,593	87.7	49,593	86.0
State of Illinois	IL	67,963	120.2	67,963	117.8
State of Indiana	IN	62,972	111.3	62,972	109.2
Indianapolis-Carmel	IN	54,492	96.3	54,492	94.5
Jackson	MS	44,364	78.4	44,364	76.9
State of Kansas	KS	58,611	103.6	58,611	101.6
Kansas City	KS	50,719	89.7	50,719	87.9
Little Rock	AR	44,383	78.5	44,383	77.0
State of Maryland	MD	63,467	112.0	63,467	110.1
State of Massachusetts	MA	62,237	110.0	64,904	112.5
State of Michigan	MI	60,175	106.4	61,231	106.2
State of Mississippi	MS	51,269	90.6	51,269	88.9
State of Missouri	MO	58,635	103.7	57,257	99.3
Monmouth	NJ	55,129	97.5	55,129	95.6
State of New Jersey	NJ	63,709	112.6	63,709	110.5
New York City	NY	59,152	103.9	59,152	102.6
State of New York	NY	68,148	120.5	68,566	118.9
State of Ohio	OH	60,763	107.2	60,763	105.4
State of Pennsylvania	PA	64,070	113.3	63,460	110.0
Philadelphia	PA	61,094	108.0	59,758	103.6
Pittsburgh	PA	55,040	97.3	55,040	95.4
Saginaw	MI	49,382	87.3	50,088	86.9
San Francisco	CA	72,975	129.0	72,975	126.5
Saint Louis	MO	50,737	89.7	49,546	85.9
State of Texas	TX	57,312	101.3	57,312	99.4
District of Columbia	DC	68,016	120.3	68,016	117.9

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# CompGeo Pro Forecast Library Geographic Salary Differentials Report

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Manufacturing

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		59,800	100.0	57,769	100.0
North East		59,229	99.5	58,832	101.8
Mid Atlantic		63,558	106.3	61,927	107.2
South East		52,355	89.7	53,939	93.4
Great Lakes		59,914	100.2	58,380	101.1
Mid West		66,884	111.8	66,286	114.7
South West		61,400	102.8	60,968	105.5
North West		64,006	103.4	61,872	107.1
Mountain		63,849	106.8	59,632	103.2
Pacific		69,051	115.5	71,344	123.5
Caribbean		46,433	77.6	45,430	78.6
State of Alabama	AL	48,114	80.6	48,214	83.5
Bergen/Passiac	NJ	72,557	121.3	72,537	125.6
Boston	MA	56,034	93.7	55,849	96.7
State of California	CA	75,749	126.7	78,264	135.5
Charlotte	NC	51,009	85.3	51,201	88.6
Chicago	IL	55,438	92.7	53,610	92.8
State of Colorado	CO	70,042	117.1	65,416	113.2
Columbus	OH	60,495	101.2	60,837	105.3
State of Connecticut	CT	77,040	128.8	77,040	133.4
Dallas	TX	60,883	101.8	60,278	104.3
Denver-Aurora	CO	60,609	101.4	56,607	98.0
State of Florida	FL	59,876	100.1	59,876	103.6
Hartford	CT	66,663	111.5	66,663	115.4
Houston	TX	50,662	84.7	50,662	87.7
Huntsville	AL	41,713	69.8	41,123	72.2
State of Illinois	IL	64,067	107.1	61,953	107.2
Los Angeles-Long Beach	CA	65,547	109.6	67,723	117.2
State of Massachusetts	MA	64,755	108.3	64,540	111.7
Miami	FL	51,811	86.6	51,811	89.7
Milwaukee	WI	48,390	80.9	48,390	83.8
State of Missouri	MO	73,372	122.7	72,716	125.9
State of New Jersey	NJ	83,827	140.2	83,827	145.1
State of North Carolina	NC	59,947	100.1	59,171	102.4
State of Ohio	OH	69,911	116.9	70,307	121.7
State of Oregon	OR	66,966	112.0	66,453	115.0
State of Pennsylvania	PA	64,526	107.9	64,526	111.7
Philadelphia	PA	55,836	93.4	55,836	96.7
Portland	OR	57,949	96.9	57,504	99.5
Puerto Rico	PR	50,389	84.3	49,299	85.3
San Juan	PR	43,556	72.8	42,614	73.8
Seattle	WA	58,932	98.5	58,785	101.8
Saint Louis	MO	63,421	106.2	62,923	108.9
State of Texas	TX	67,406	112.7	66,881	115.8
State of Washington	WA	68,103	113.9	67,934	117.6
State of Wisconsin	WI	55,921	93.5	55,921	96.8

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# CompGeo Pro Forecast Library Geographic Salary Differentials Report

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Private

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		55,929	100.0	55,256	100.0
North East		61,771	110.4	61,743	111.7
Mid Atlantic		59,224	105.9	58,641	106.1
South East		53,701	95.5	53,490	96.8
Great Lakes		57,031	102.0	57,216	103.5
Mid West		48,611	86.9	47,423	85.8
South West		54,833	98.1	54,106	97.9
North West		61,109	110.0	60,733	109.9
Mountain		61,404	109.8	61,509	111.3
Pacific		59,024	105.5	57,117	103.4
Caribbean		37,925	67.8	36,563	66.2
State of Alabama	AL	54,164	96.9	55,291	100.1
State of Alaska	AK	64,458	115.3	63,039	114.1
Anaheim	CA	59,876	107.1	59,876	108.4
Anchorage	AK	58,618	104.8	58,618	106.1
State of Arizona	AZ	54,811	98.0	54,811	99.2
Atlanta-Sandy Springs-	GA	61,315	109.6	62,148	112.5
Baltimore-Towson	MD	58,457	104.5	58,457	105.8
Bergen/Passiac	NJ	58,560	104.7	55,489	100.4
Boston	MA	58,227	104.1	58,339	105.6
State of California	CA	65,411	117.0	64,510	116.7
Charlotte	NC	51,555	91.9	50,894	92.1
Chicago	IL	54,435	97.3	54,457	98.6
Cincinnati	OH	48,701	87.1	44,767	81.0
Cleveland	OH	45,111	80.7	45,161	81.7
State of Colorado	CO	67,419	120.7	67,761	122.8
Colorado Springs	CO	47,943	85.7	47,943	86.8
Columbus	OH	55,957	100.1	55,386	100.2
State of Connecticut	CT	72,154	129.0	70,352	127.3
Corpus Christy	TX	43,357	77.5	42,155	76.3
Dallas	TX	50,928	91.1	50,747	91.8
Dayton	OH	48,921	87.5	48,865	88.4
Denver-Aurora	CO	58,378	104.7	58,722	106.3
Detroit	MI	48,060	85.9	48,657	88.1
State of Florida	FL	52,400	93.7	52,934	95.8
State of Georgia	GA	70,858	126.7	71,820	130.0
Greenwood County	SC	45,940	82.1	45,328	82.0
Hartford	CT	63,208	113.0	62,072	112.3
State of Hawaii	HW	67,383	120.5	65,895	119.3
Honolulu	HW	58,338	104.3	57,034	103.2
Houston	TX	63,008	112.7	63,245	114.5
Huntsville	AL	47,562	85.0	47,845	86.6
State of Illinois	IL	62,877	112.4	62,908	113.8
State of Indiana	IN	52,051	93.0	52,031	94.2
Indianapolis-Carmel	IN	45,023	80.5	45,023	81.5
Jackson	MS	48,542	86.8	45,777	82.8
Joliet	IL	47,079	84.7	47,205	85.4
Juneau-Wisconsin	WI	44,217	79.1	44,217	80.0
State of Kansas	KS	57,775	103.3	57,904	104.8
Kansas City	KS	49,994	89.4	50,105	90.7
Los Angeles-Long Beach	CA	60,536	108.2	60,747	109.9
State of Maryland	MD	67,555	120.8	67,555	122.3
State of Massachusetts	MA	67,290	120.3	67,418	122.0

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Private

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Memphis	TN	50,040	89.5	50,040	90.6
Miami	FL	46,470	82.6	46,718	84.5
State of Michigan	MI	57,979	103.7	57,051	103.2
Milwaukee	WI	51,572	92.2	51,572	93.3
Minneapolis	MN	52,151	93.2	51,297	92.8
State of Minnesota	MN	60,267	107.8	59,280	107.3
State of Mississippi	MS	56,068	100.3	52,901	95.7
State of Missouri	MO	54,112	102.3	54,636	98.9
Nashville	TN	48,951	87.5	48,445	87.7
Nassau-Suffolk County	NY	58,379	104.4	58,092	105.1
State of Nebraska	NE	51,106	91.4	51,042	92.4
Newark	NJ	68,442	122.2	70,740	128.0
State of New Jersey	NJ	68,612	122.7	66,984	121.2
Norwich-New London	CT	58,208	104.1	54,777	99.1
New York City	NY	59,501	106.4	58,885	106.6
State of New York	NY	63,638	113.8	62,435	113.0
State of North Carolina	NC	59,394	106.2	58,814	106.4
State of Ohio	OH	61,276	109.6	58,638	106.1
Omaha	NE	44,224	79.1	44,168	79.9
State of Oregon	OR	61,987	110.8	60,485	109.5
Orlando-Kissimmee	FL	45,984	82.2	44,855	81.2
State of Pennsylvania	PA	61,637	110.2	61,637	111.5
Philadelphia	PA	52,906	94.6	52,906	95.7
Phoenix	AZ	47,429	84.8	47,429	85.8
Pittsburgh	PA	61,335	109.7	61,335	111.0
Portland	OR	52,649	95.9	52,440	94.7
Puerto Rico	PR	41,157	73.6	39,679	71.8
Riverside-SanBernadino	CA	59,840	107.0	59,840	108.3
Sacramento-Arden-Rosev	CA	59,069	105.6	58,918	106.6
Saginaw	MI	53,505	95.7	51,503	93.2
Salt Lake City	UT	57,105	102.1	56,093	101.5
San Antonio	TX	55,371	99.0	55,371	100.2
San Diego-Carlsbad-San	CA	59,306	106.2	59,406	107.5
San Francisco	CA	57,972	103.7	57,859	104.7
San Juan	PR	35,574	63.9	34,297	62.1
Santa Barbara-Santa Ma	CA	48,317	86.4	48,317	87.4
Seattle	WA	58,219	104.1	57,781	104.6
State of South Carolina	SC	53,090	94.9	52,382	94.8
Saint Louis	MO	49,507	88.5	47,277	85.6
Tampa-St.Petersburg-CI	FL	44,984	80.4	44,984	81.4
State of Tennessee	TN	56,989	101.9	56,599	102.4
State of Texas	TX	60,161	107.6	59,354	107.4
State of Utah	UT	55,933	101.8	54,823	101.7
Utica-Rome	NY	41,479	74.2	40,430	73.2
State of Washington	WA	67,280	120.3	66,774	120.8
District of Columbia	DC	69,957	125.1	70,165	127.0
State of Wisconsin	WI	56,633	101.5	56,765	102.7

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Clerical Human Resources

Survey Area Base: National

Industry/Sector: Services

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		53,602	100.0	53,738	100.0
North East		50,216	93.5	58,537	108.9
Mid Atlantic		62,515	116.8	62,820	116.9
South East		47,176	88.6	47,293	88.0
Great Lakes		59,807	111.6	59,441	110.6
Mid West		50,863	94.9	48,485	90.2
South West		51,469	96.1	51,250	95.4
North West		60,003	112.1	59,110	110.0
Mountain		55,753	104.0	55,455	103.2
Pacific		60,656	113.2	58,402	108.7
Caribbean		31,058	57.9	30,364	56.5
State of Alabama	AL	64,168	120.8	64,768	120.5
State of Alaska	AK	68,942	128.6	65,035	121.0
Anaheim	CA	63,241	118.0	63,241	117.7
Anchorage	AK	59,510	111.0	59,510	110.7
Atlanta-Sandy Springs-	GA	57,197	106.7	57,197	106.4
Bergen/Passiac	NJ	57,001	106.3	57,001	106.1
Boston	MA	46,202	86.2	55,456	103.2
State of California	CA	68,324	127.5	67,754	126.1
Charlotte	NC	50,680	94.5	50,680	94.3
Chicago	IL	57,556	107.4	56,939	106.0
Cincinnati	OH	47,142	87.9	47,142	87.7
State of Colorado	CO	61,759	115.2	61,407	114.3
Columbus	OH	53,748	100.3	52,452	97.6
State of Connecticut	CT	69,441	129.5	68,524	127.5
Dallas	TX	48,442	90.3	48,441	89.8
Dayton	OH	41,609	77.6	40,815	76.0
Denver-Aurora	CO	53,443	99.7	53,137	98.9
Detroit	MI	51,490	96.1	51,490	95.8
State of Florida	FL	49,608	92.5	49,761	92.6
State of Georgia	GA	66,100	123.3	66,100	123.0
Hartford	CT	60,088	112.1	59,296	110.3
State of Hawaii	HI	67,398	125.2	65,673	122.2
Honolulu	HI	58,089	108.4	56,841	105.8
Houston	TX	48,180	89.9	47,164	87.8
Huntsville	AL	56,046	104.6	56,046	104.3
State of Illinois	IL	66,513	124.1	65,799	122.4
State of Kansas	KS	61,258	114.3	59,470	110.7
Kansas City	KS	48,614	90.7	47,951	89.2
Los Angeles-Long Beach	CA	51,882	96.8	49,343	91.8
State of Massachusetts	MA	53,393	99.6	64,086	119.3
Miami	FL	39,763	74.2	41,186	76.6
State of Michigan	MI	59,522	110.9	59,502	110.7
Minneapolis	MN	51,657	96.3	50,555	94.1
State of Minnesota	MN	59,673	111.3	58,424	108.7
State of Missouri	MO	51,754	96.6	51,229	95.3
Nassau-Suffolk County	NY	50,649	94.5	50,649	94.3
State of New Jersey	NJ	65,871	122.9	65,871	122.6
New York City	NY	60,474	112.8	60,320	112.2
State of New York	NY	69,915	130.4	69,949	130.2
State of North Carolina	NC	58,568	109.3	58,568	109.0
State of Ohio	OH	59,530	111.1	57,253	106.5
State of Oregon	OR	61,001	113.8	59,499	110.7

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical Human Resources

Industry/Sector: Services

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
Orlando-Kissimmee	FL	45,042	84.0	44,177	82.2
State of Pennsylvania	PA	65,316	119.2	65,389	121.7
Philadelphia	PA	55,208	103.2	56,583	105.3
Portland	OR	52,586	98.5	51,486	95.8
Puerto Rico	PR	33,707	62.9	32,950	61.3
Sacramento-Arden-Rosev	CA	61,887	115.5	62,077	115.5
Salt Lake City	UT	48,460	90.5	47,205	87.8
San Francisco	CA	60,159	112.4	60,544	112.7
San Juan	PR	29,134	54.4	28,483	53.0
Seattle	WA	56,741	105.9	56,411	105.0
Saint Louis	MO	44,784	83.5	44,329	82.5
State of Texas	TX	56,194	104.4	56,220	104.6
State of Utah	UT	56,056	104.3	54,551	101.5
State of Washington	WA	65,572	122.3	65,191	121.3
District of Columbia	DC	68,461	127.7	68,109	126.7
Wichita	KS	64,993	121.3	60,970	113.5

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Survey Area Base: National

Job Family: Clerical Human Resources

Industry/Sector: Transportation/Utilities

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		50,517	100.0	45,754	100.0
South West		48,609	96.6	44,707	97.7
Mountain		62,161	123.1	62,643	136.9
State of Colorado	CO	68,771	135.0	68,720	150.2
Dallas	TX	46,332	91.7	42,438	92.8
Denver-Aurora	CO	59,008	116.8	59,465	130.0
State of Texas	TX	53,533	106.0	49,043	107.2

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Data Projected To: 07/01/2018

Occupation Group: Human Resources

Job Family: Human Resources Specialist

Survey Area Base: National

Industry/Sector: All

Region/Area	State	Region/Area Mean	Geographic Ratio(%) Mean	Region/Area Median	Geographic Ratio(%) Median
National		104,274	100.0	102,202	100.0
North East		98,212	94.2	94,849	92.8
Mid Atlantic		104,691	100.3	101,209	99.0
South East		87,330	83.7	84,407	82.6
Great Lakes		104,621	100.3	101,190	99.0
Mid West		87,385	83.8	84,101	82.3
South West		83,161	84.5	83,453	81.7
North West		100,853	96.7	98,217	96.1
Mountain		86,167	82.6	85,967	84.1
Pacific		98,593	94.6	96,569	94.5
Caribbean		64,875	62.2	60,572	59.3
Abilene	TX	70,001	67.2	70,256	68.7
Akron	OH	76,274	73.1	71,790	70.2
State of Alabama	AL	91,997	88.2	89,010	87.1
State of Alaska	AK	113,840	109.2	108,371	106.0
Albany-Schenectady-Tro	NY	84,643	81.2	78,321	76.6
Albany	GA	62,053	59.5	57,121	55.9
Albuquerque	NM	78,658	75.4	75,696	74.1
Alexandria	VA	56,581	54.3	51,753	50.6
Allentown-Bethlehem-Ea	PA	71,992	69.0	65,968	64.5
Altoona	PA	64,578	61.9	62,371	61.0
Amarillo	TX	65,667	62.9	60,637	59.3
Anaheim	CA	106,070	101.7	104,972	102.7
Anchorage	AK	101,545	97.4	96,615	94.5
Ann Arbor	MI	81,314	78.0	77,940	75.4
Anniston	AL	50,443	48.4	47,771	46.3
Apache County	AZ	73,966	70.9	73,966	72.4
Appleton-Oshkosk	WI	47,025	45.1	36,376	35.6
Aguadilla	PR	44,191	42.4	41,690	40.8
Arecibo	PR	36,187	34.7	32,268	31.6
State of Arizona	AZ	93,036	89.2	89,542	87.6
State of Arkansas	AR	69,574	66.7	63,685	62.3
Asheville	NC	68,573	66.1	63,550	62.2
Athens-Clarke County	GA	76,814	73.7	60,887	59.6
Atlanta-Sandy Springs-	GA	86,205	82.7	82,647	80.9
Atlantic City	NJ	72,374	69.4	69,412	67.9
Augusta-Richmond Count	GA	89,820	86.1	88,824	86.9
Austin	TX	61,549	59.0	56,437	55.2
Bakersfield	CA	75,385	72.3	72,037	70.5
Baltimore-Towson	MD	86,973	83.4	82,508	80.7
Bangor	ME	65,589	62.9	62,658	61.3
Barnstable-Yarmouth	MA	49,697	47.7	47,528	46.5
Baton Rouge	LA	63,322	60.8	60,779	59.5
Beaufort	SC	68,423	65.6	68,423	66.9
Beaumont-PortArthur-La	TX	77,205	74.0	71,810	70.3
Bellingham	WA	69,485	66.6	67,888	66.4
Benton Harbor	MI	44,746	42.9	49,195	48.1
Bergen/Passiac	NJ	101,757	97.6	96,999	94.9
Billings	MT	47,310	45.4	45,218	44.2
Biloxi	MS	66,320	63.6	61,079	59.8
Binghamton	NY	70,758	67.9	69,708	68.2
Birmingham	AL	74,899	71.8	69,386	67.9
Bismarck	ND	68,576	65.8	60,253	59.0