



# REGION XII

# CEDS 2022



**United States Department of Commerce  
Economic Development Administration  
Denver Regional Office  
1244 Speer Boulevard, Suite 431  
Denver, Colorado 80204**

November 22, 2022

In Reply Refer to:  
ED22DEN3020036

Richard Hunsaker, Executive Director  
Region XII Council of Governments  
1009 E Anthony Street  
PO Box 768  
Carroll, Iowa 51401-0768

Dear Mr. Hunsaker:

As an EDA Partnership Planning grant recipient, your organization is responsible for producing one of the cornerstones of EDA's programs – the Comprehensive Economic Development Strategy (CEDS). Your important work engages community leaders and the private sector and establishes a blueprint for regional collaboration, resulting in a strategy-driven plan for regional economic development.

EDA has reviewed and accepted your CEDS document.

You may find more information about EDA's CEDS Content Guidelines on our website at [www.eda.gov/ceds/content/](http://www.eda.gov/ceds/content/). You are encouraged to use these tools in the preparation and evaluation of your next Five-Year CEDS document which is due to EDA on September 30, 2027. Should you have any questions, please contact Daniel Kojetin, Economic Development Specialist at 720-392-9249 or [dkojetin@eda.gov](mailto:dkojetin@eda.gov).

We commend your organization for its excellent efforts, and we look forward to working with you as you continue to address the economic development planning and implementation needs of your region.

Sincerely,

A handwritten signature in black ink, appearing to read "D. Kojetin".

Daniel Kojetin  
Economic Development Specialist

Cc: Alex Smith, Economic Development Representative



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# Region XII COG Strategy Committee



Name	Position	County Represented
Sam Kauffman	ACED Board of Directors	Audubon County
Cindy Paulsen	ACED Board of Directors	Audubon County
Pat Kaiser	ACED Board of Directors	Audubon County
Lyle Hansen	ACED Board of Directors	Audubon County
Jon Meislahn	ACED Board of Directors	Audubon County
Jason Hocker	ACED Secretary	Audubon County
Troy Wessel	ACED President	Audubon County
Sara Slater	ACED, Business Coordinator	Audubon County
Doug Sorensen	ACED Board of Directors, County Supervisor	Audubon County
Casey Berlau	CADC Board Member	Carroll County
Dave Quandt	CADC Board Member	Carroll County
Matt Meiners	CADC, Economic Vitality Director	Carroll County
Rich Ruggles	CADC Board Member, County Supervisor	Carroll County
Gene Meiners	CADC Board Member, County Supervisor	Carroll County
Mike Pogge-Weaver	CADC Board Member	Carroll County
John Steffes	CADC Board Member	Carroll County
Jim Auen	CADC Board Member	Carroll County
Kim Tiefenthaler	CADC Board Member	Carroll County
Tim Gute	Carroll Chamber President	Carroll County
Katie Mason	CADC Board Member	Carroll County
Joel Lundstrom	CADC Board Member	Carroll County
Doug Dorhout	CDC Board, Professional Computer Solutions	Crawford County
Amy Healy	CDC Board, Wise Monkey Quilting	Crawford County
Erin Muck	CDC Board, Crawford County Memorial Hospital	Crawford County
Rory Weis	CDC Board, Denison Municipal Utilities	Crawford County
Mike Earl	CDC Board, Neppel Real Estate	Crawford County
Lori Brotherton	CDC Board, Cobblestone Inn & Suites- Majestic Hills	Crawford County
Eric Kohler	CDC Board, Monogram Quality Foods	Crawford County
Jessica Garcia	CDC Board, Western Iowa Tech Community College	Crawford County
Jay Mendlik	CDC Board, AvailaBank	Crawford County
Rachel Desy	CDC Office Manager	Crawford County
Evan Blakley	CDC Executive Director	Crawford County
Everett Grasty	Midwest Partnership Board, County Supervisor	Guthrie County
Karen Varley	Midwest Partnership Coordinator	Guthrie County
Julie Zajicek	Midwest Partnership Board, Panora State Bank	Guthrie County
Jerry Sullivan	Midwest Partnership Board, Farmers State Bank	Guthrie County
Joyce Heaton	Midwest Partnership Board	Guthrie County
Brad Hayes	Midwest Partnership Board, BH Appraisals	Guthrie County
Dawn Pothoff	SETD Board Treasurer, John Morrow CPA	Sac County
Larry Coon	SETD Board Vice President	Sac County

<b>Name</b>	<b>Position</b>	<b>County Represented</b>
Jim Mickelson	<i>SETD Board Member</i>	<i>Sac County</i>
Jim Wissler	<i>SETD Board Member, County Supervisor</i>	<i>Sac County</i>
Theresa Bailey	<i>SETD Board Member, Schaller City Clerk</i>	<i>Sac County</i>
Laurie Westergaard	<i>SETD Board Member</i>	<i>Sac County</i>
Cynthia Finley	<i>SETD Board Member, Auburn City Council</i>	<i>Sac County</i>
Brandy Ripley	<i>SETD Executive Director</i>	<i>Sac County</i>
Chris Mason	<i>SETD Board President, Williams Contracting</i>	<i>Sac County</i>

# Region XII EDD Policy Council



## Government Representatives

Name	Government	Position
Rick Thompson	Audubon County	County Supervisor
Rich Ruggles	Carroll County	County Supervisor
Eric Skoog	Crawford County	County Supervisor
John Muir	Greene County	County Supervisor
Jack Lloyd	Guthrie County	County Supervisor
Ranell Drake	Sac County	County Supervisor
Barb Jacobsen	City of Audubon	Mayor
Jane Huen	Greene County	County Auditor
Gary VanAernam	Audubon County	County Supervisor
Stephanie Hausman	Carroll County	County Supervisor
Steve Druivenga	City of Lake View	Mayor
Jean Heiden	Crawford County	County Supervisor
Everett Grasty	Guthrie County	County Supervisor
Dani Fink	Guthrie County	County Auditor
Peter Bardole	Greene County	County Supervisor
Scott Johnson	Carroll County	County Supervisor

## Non-Government Representatives

Name	Company/Enterprise	Position
Loren Schultz	Crawford County	Appointed by County Supervisors
Joan Godbersen	City of Odebolt	Assistant City Clerk
Lisa Grossman	City of Panora	City Administrator
Victoria Riley	Greene County News Online	Publisher
Jean Seidl	Carroll County	Appointed by Executive Board
Peggy Toft	Spartan Insurance	Owner
Vacant Position	Sac County	
Vacant Position	Crawford County	



# Region XII Staff

## Name

Rick Hunsaker  
Chris Whitaker  
Mark Thomsen  
Lauren Mortensen  
Alex Foley  
Luke Hamill  
Ashley Brincks  
Tami Lehmann

## Position

*Executive Director*  
*Local Assistance Director*  
*Fiscal Officer*  
*Economic Development Planner II*  
*Planner I*  
*Planner I*  
*Executive Secretary*  
*RLF Administrator*



## Planning Process

Region XII COG staff met with the region's economic development groups both individually and together as a part of the CEDS planning process. Each of these development groups has further insight into their county, therefore meeting individually with them provided additional insight into the county as a whole. Planning background meetings began in late 2021 and continued into the first parts of 2022. Through these meetings, counties individually ranked the proposed goals, and added other goals which they felt were important to their respective counties. These comments were analyzed by COG staff and utilized during the CEDS Strategy Committee meeting. The Strategy Committee meeting finalized the goals that were most important to the region as a whole and that the committee felt would make the largest impact on the region. The CEDS Strategy Committee also analyzed the SWOT analysis and summary background data for the region. During the same meeting, the vision statement for the region was also determined based upon the comments from individual counties, the SWOT analysis, goals, and summary background information.

Throughout the planning process, a number of regional and local plans were referenced by both COG staff and the planning committee to ensure that the goals of the CEDS would compliment the other regional and community efforts. Some of these plans included:

- FY 2023 Region XII Transportation Planning Work Program
- FY 2022-2025 Regional Transportation Improvement Program
- FY 2020 Passenger Transportation Plan
- Carroll, Crawford, Greene, and Sac Counties Multi-Jurisdictional Hazard Mitigation Plan 2020
- Audubon County Multi-Jurisdictional Hazard Mitigation Plan 2019
- Guthrie and Adair Counties Multi-Jurisdictional Hazard Mitigation Plan 2018
- Carroll Area Development Corporation Strategic Plan
- Numerous City and County Strategic Plans
- Numerous City and County Housing Needs Assessments
- Numerous City and County Comprehensive Plans
- 2016 Region XII CEDS

## Vision Statement

COG staff assisted the CEDS Strategy Committee with determining the region's CEDS Vision Statement. Staff wanted the vision statement to represent the services that the COG aims to provide the region as well as represent where the committee feels the region is moving. The CEDS will guide the region, its leaders, and the Region XII EDD in creating a region that aims for continued economic development and improvement. To complete this vision, the CEDS focuses on furthering economic resilience, building a more diverse economy, and improving the overall living environment for the citizens which will result in a prosperous region.

*The Region XII EDD aims to improve the overall quality of life for the citizens of the region through long-term economic growth and diversity.*

## Region XII's Role

Region XII Council of Governments not only promotes economic resilience, it acts as a convener and facilitator for regional resilience. Created by the six county boards of supervisors in 1973, the COG has grown to facilitate multi-community collaboration and development of all types, providing initiatives within the region that are needed and otherwise not provided.

In order to facilitate discussions between economic development groups during all economic times, COG staff developed the Western Iowa Advantage Group which brings the economic developers from each county together monthly. This group works to create economic stability during steady economic times, and assists local businesses respond to economic shocks. Some of these efforts have included: gathering data, marketing the region, updating management tools (e.g. available sites and buildings), sharing ideas, discussing economic conditions, and planning forums for major issues (e.g. workforce and housing in the past).

WIAD has also looked at entrepreneurship and businesses succession planning, two seemingly small activities which both have a huge impact on the economies of our cities.



The Western Iowa Advantage group is only one way that the EDD brings groups together. Region XII assists communities develop and market county-wide roundtables which allow the communities within the county to network and discuss current and potential projects. They also discuss their current projects and challenges. These roundtables also allow COG staff to further understand the needs of the communities from the service area. COG staff are a resource when possible, and are often the presenters as experts on certain topics. In many instances the COG helps bring in outside experts to discuss topics of necessity or interest to help guide the region into economic prosperity.

During times of economic shock, Region XII is an information hub for individuals, communities, and businesses. The COG receives information from a variety of sources and then distributes said information to the masses. The COVID-19 pandemic intensified the desire for certain types of data, contacts, and miscellaneous information, in which staff was able to provide information received to the public within a short period of time.

The COG convenes leaders of city governments in the region separately from the economic developers. COG staff work with individual county economic development boards to impart information and deepen their understanding of pressing issues.

The COG is also at the center of many projects which help the region expand its business base and make the region a place where workers wish to reside and businesses would like to locate. They “base” activities to help the region be a location of choice include recreation, housing, community appearance, Main Street, local governance, and like activities.

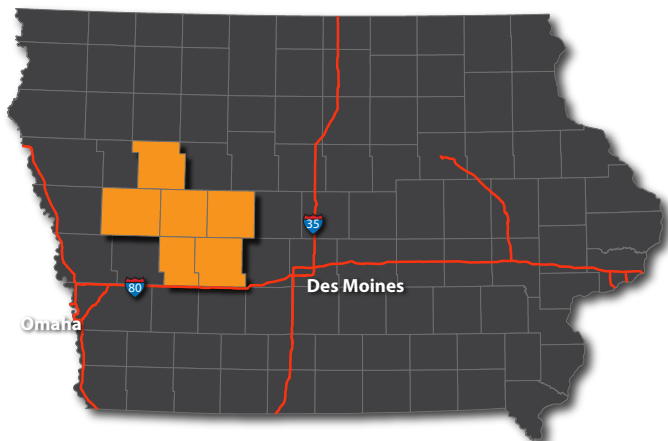


# Executive Summary

This Comprehensive Economic Development Strategy (CEDS) serves as an update of the 2016 Region XII CEDS. This update will cover the next five years. It will serve as the basis for monitoring and evaluating the region's long term economic goals and strategies and coordinate the economic development activities in the region. The CEDS process and document should be used as a tool for developing goals and strategies that will guide the economic growth of the region.

The CEDS fulfills the requirements of the Economic Development Administration (EDA) as Region XII is designated as an Economic Development District (EDD). A CEDS must be approved by the EDA for counties and communities to be eligible for EDA funding programs. Local community leaders, economic developers, schools, private businesses, etc. served as the CEDS Committee and with input from community surveys updated the goals, tasks, performance measures, schedule and evaluation indicators for the region. The CEDS will assist in creating new partnerships in the region and strengthen existing ones while promoting change and quality of life improvements for residents.

Region XII Council of Governments is the organization responsible for preparing and reporting program progress. Region XII COG serves a six county area in west central Iowa, including Audubon, Carroll, Crawford, Greene, Guthrie, and Sac Counties. Located in Carroll, the agency is centrally located in relationship to the cities, counties and nonprofit organizations it serves. Region XII provides community, economic development, and general technical assistance for the area. It also provides housing assistance, transit service and workforce development services.



Region XII is primarily agriculture with over 95% of the land consisting of farmland. The large percentage of farmland within the region allows the agriculture and manufacturing industries to continue to be the largest employers within the region. These jobs generally do not pay high wages resulting in below average household income levels. The rural nature of the region has led young residents to leave to pursue careers elsewhere. Many high school graduates in the area leave the region for higher education and end up living and working in larger metropolitan areas.

	2020 Figure	% Change from 2016
Regional Population	72,167	-1.86%
Laborforce Participants	37,479	-10.63%
Unemployment Rate (04/22)	2.1%	-1.2%
Agricultural Land	95%	0%
Median Household Income	\$55,746	15.31%
Median Housing Value	\$107,967	22.34%

Overall, the economic conditions within the Region XII EDD have not changed significantly within the past six years. The region did experience a period of economic hardship while navigating the COVID-19 pandemic, but overall the region is rebounding from this period. The region continues to be driven by agricultural and manufacturing sectors. Wage levels continue to be under the state and national averages. From 2010 to 2020, the region saw a decline in population of 2,504 residents or 3.35%. While each county has a different median age, each individual county, except for Crawford County, has a higher median age than the state of Iowa's median age of 38.3. Crawford County has a current median age of 36.4.

While the region saw sizeable increases in both the median household income value and the median housing value, these numbers still fall below the state and national figures. The regional housing stock continues to decline and currently 43% of the housing stock is 83 years or older.

Regional strengths provide solid foundations to continue to improve the region. The strengths of the

region include the schools, the region's agricultural base, the communities, economic diversity, health care options, utilities, and energy sources. Each of these strengths provide different opportunities for the region. While it is important to recognize the strengths of the region, it is also important to recognize the weaknesses and where there is room for improvement. Identified weaknesses include housing, workforce recruitment, population, workforce, community funding, and spatial sustainability. Opportunities within the region include housing, tourism, remote work, development, and natural hazards. Each opportunity presents different challenges and successes and needs to be evaluated prior to beginning projects surrounding the presented opportunity. The threats within the region are things that are mostly out of the committee's hands and include housing, workforce, population, and online shopping. Further explanation of these items can be found in the SWOT Analysis section of this plan.

The examination of the region's background information as well as the completion of the SWOT analysis helped the CEDS committee develop the action plan which will help guide the EDD into the future. The committee, through several meetings, determined that there are eight goals that are the focus of the region over the next five years. These goals include:

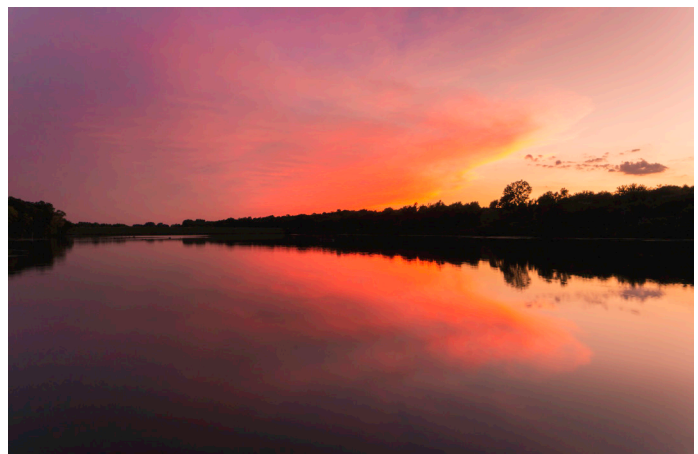
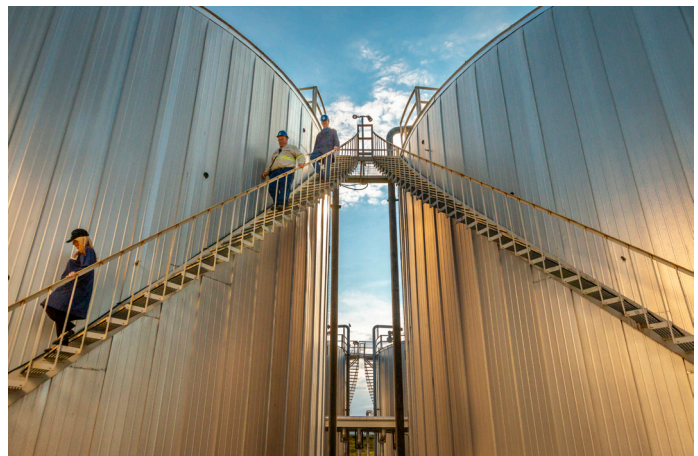
- Increase inventory and improve quality of the region's housing stock
- Diversify the region's economic base
- Increase and enhance the regional labor force
- Secure, increase, and promote regional funding programs
- Improve and expand major infrastructure networks
- Increase and market developed sites and available buildings
- Create a service sharing network for governments
- Increase visitation, usability, and revenue at the region's tourist attractions

The action plan for these goals describes these goals as well as the tasks to be implemented to accomplish these goals. The action plan also provides performance measures, costs, and organizations which will all be used to monitor progress and the

success of each action.

While not explicitly stated in a particular section of this document, the document as a whole aims to provide economic resilience to the region. Meetings with stakeholders and the CEDS committee were happening during the COVID-19 Pandemic, therefore the committee members were deeply involved in the economic recovery of the region, and the experiences of these individuals is reflected throughout the SWOT analysis and goals in this plan. The conversations during the meetings with the committee were heavily focused on response-state initiatives as these were the projects/focus of the committee's current work. Conversations though were also steered towards steady-state initiatives as both are necessary to create an economy that can withstand all economic periods.

This document strives to provide a strategy to address the weaknesses and build on the region's strengths to improve the overall regional economy and quality of life. The document is dynamic in nature and may change in the coming years based on the economic climate and feedback from stakeholders.



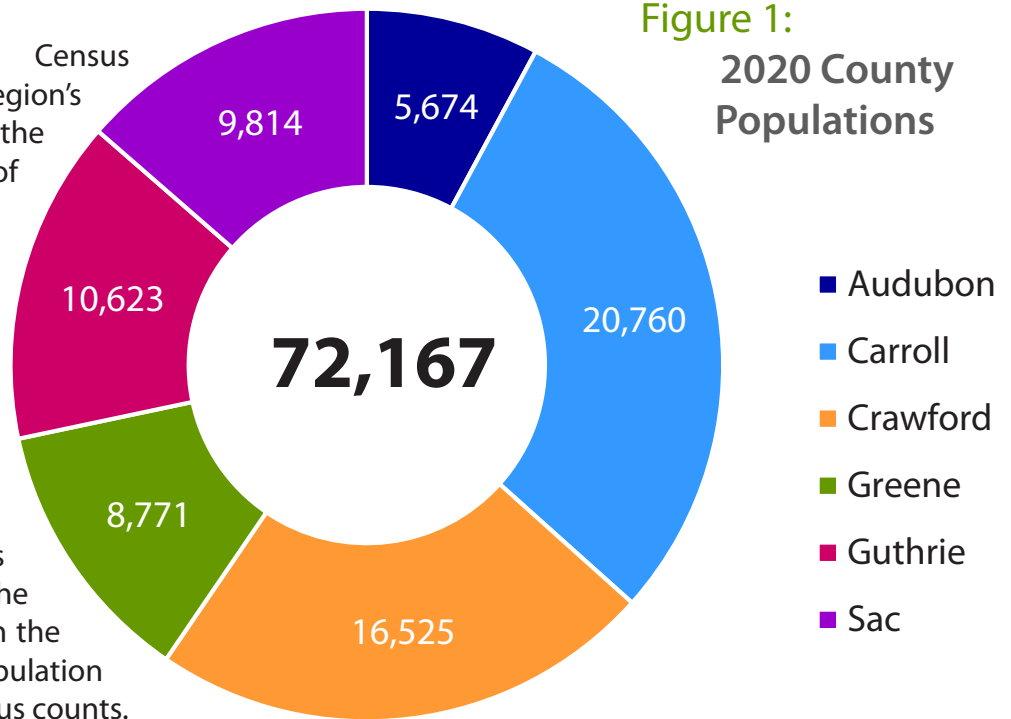




# Summary Background

## Regional Population

The 2020 United States Census determined that the region's population is 72,167. From the 2010 Census, this is a decrease of 3.35% or 2,504 residents. From 2010 to 2020, the State of Iowa saw an increase of 4.73%, the increase in state population and decrease in regional population has decreased the region's percent of the state's population to 2.3%, down 0.1% from 2.4% in 2010. Carroll and Crawford Counties continue to house over half of the region's population. Figure 1 on the right shows the regional population breakdown from the 2020 Census counts.

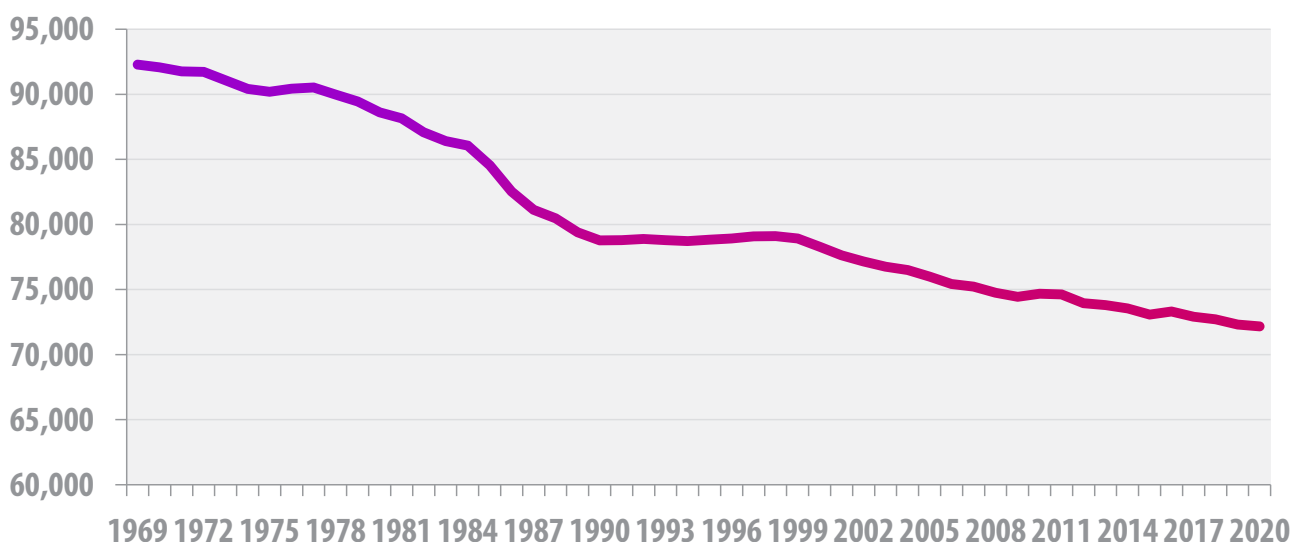


Population decline within the region continues to be an issues within the region. This trend began in the mid-1900s when the agriculture sector began to be more industrialized, requiring fewer hands to work the land and with animals. The industrialization of agriculture decreased the number of workers needed on the farm and help to take families off the farm. Family size also decreased as it has for most families. Industrialization also allowed families to move into larger employment centers to seek work. The decreased family size and the out-migration of residents has continued through today, adding to the region's population decline.

Figure 2 displays the Census Bureau's population estimates from 1969-2020. In 1969, the population of the region was over 92,000 people, and in 2020, that number has dropped to 72,167. During the same period of time, the population of the State of Iowa grew from 2.8 million to 3.15 million.

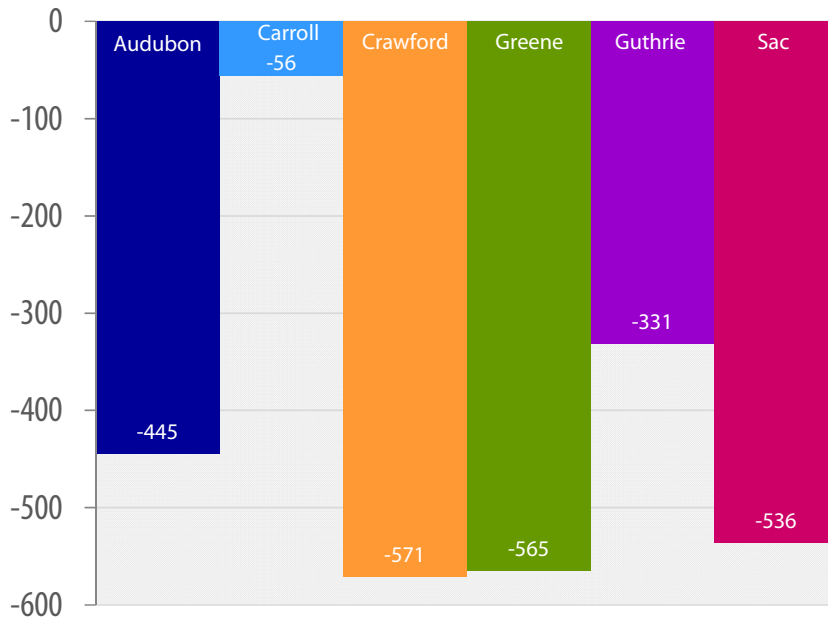
From the 2010 Census to the 2020 Census, all counties within the region saw population loss. Carroll County experienced the smallest loss at -0.27%. While all the counties as a whole experienced population loss, 11 of the region's 56 communities experienced a population growth. These communities with population

**Figure 2: Region XII Population, 1969-2020**





**Figure 3: County Population Change, 2010-2020**



growth experienced anywhere from 0.44% to 11.72% growth. Individual county population changes can be viewed in each county's respective appendix.

It is important to note that during the past ten years, the region's Hispanic or Latino (of any race) population has continued to grow. This can lead to the determination that the white population within the region has been steadily decreasing. The only county experiencing a loss of Hispanic and Latino population was Audubon County. The population that identifies as white alone has decreased from the 2010 Census to the 2020 Census. In 2010, the white alone population made up approximately 94% of the region's total population. In 2020, this population cohort makes up 88% of the total regional population. From 2010 to

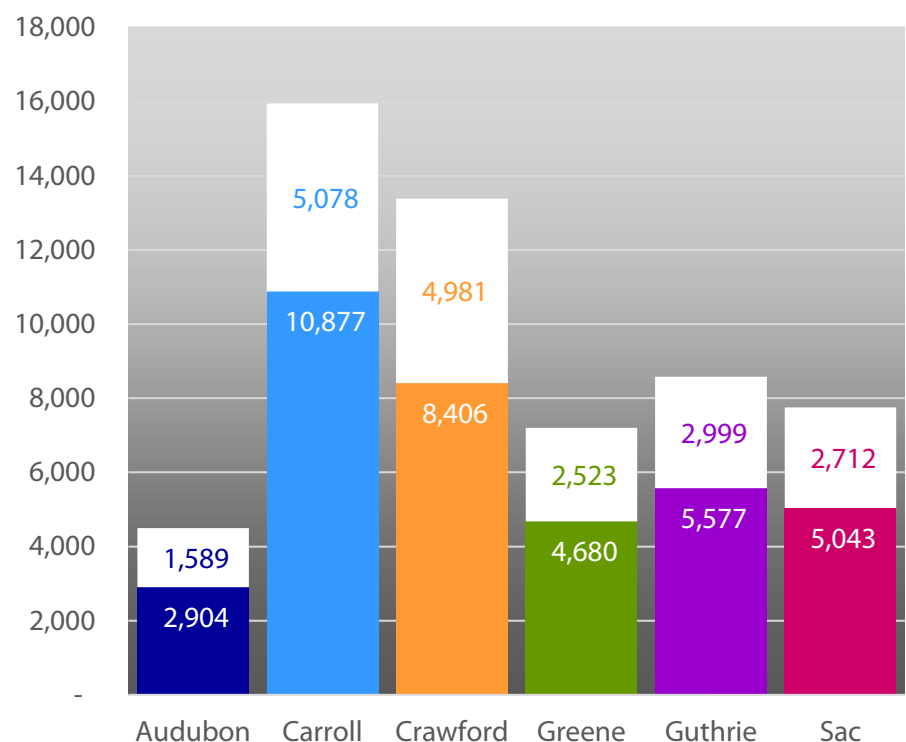
2020, the Hispanic or Latino population grew by 44% within the region's counties and currently represents 8.75% of the region's total population. In 2010, this cohort represented less than 6% of the region's total population. Population diversification within the region can help the region be more resilient to economic shocks as individual population cohorts are willing to work in different industries and each cohort brings different strengths to their workplace and communities. Information reported from the Bureau of Labor Statistics shows how different age cohorts are employed in different industries. This information can be found in the appendix. A visual breakdown of individual county race statistics are available in each county's respective appendix.

### Laborshed

Figure 4 shows the participating and non-participating members of the region's workforce by county. The numbers included in the chart represent those aged 16 and over who are eligible to participate in the region's workforce. While evaluating Figure 4, it is important to note that while those who are unemployed are considered non-participants, they only make up a small portion of the region's non-participating workforce. The majority of the non-participating workforce is made up those who are older residents who are retired and not seeking work.

The unemployment rates displayed in table 1 show the yearly averages of each county that are not seasonally adjusted. In 2020, due to the COVID-19 pandemic,

**Figure 4: 2020 Region XII Laborforce Participants (color) and Non-participants (white)**



unemployment rates reached uncommon highs. Crawford County continues to see an unemployment rate above 5% while the other five counties have unemployment rates which are returning to “normal.”

From 2010 to 2020, each individual county saw a decrease in the number of total laborforce participants, which has led to a decrease of nearly 2,000 participants regionally. High unemployment rates throughout the region have forced pressure on the laborforce participants, reducing the total number of participating members.

Overall, the region as a whole is facing difficulties within the laborforce. Higher than normal unemployment rates and the unwillingness of the unemployed to seek employment has caused never before seen issues within the laborforce environment in the region.

### Regional Workforce Ages

The age of the workforce is an important consideration for the region economically as Region XII as a whole continues to age at a faster rate than the state, a trend which has been common across rural Iowa for a number of years. Iowa, like many other Midwestern states, also features proportionally older populations than the country as a whole. To the counties within the region, this is a threat, not only to the workforce, but the communities within the region. Figure 5 charts the median age of the population by county. It also compares the region to both the State of Iowa and the United States. All of Region XII’s counties have higher median ages compared to the state and nation except for Crawford County.

### Educational Attainment

As the employment climate continues to change, the educational requirements of the workforce also changes. Figure 6 compares the highest level of educational attainment of the population aged 25 and above in Region XII, the State of Iowa, and the United States. Data from the 2020 American Community Survey Estimates show that Region XII has a higher percentage of the population with a high school diploma or equivalent than both the state and the United States. A higher percentage of

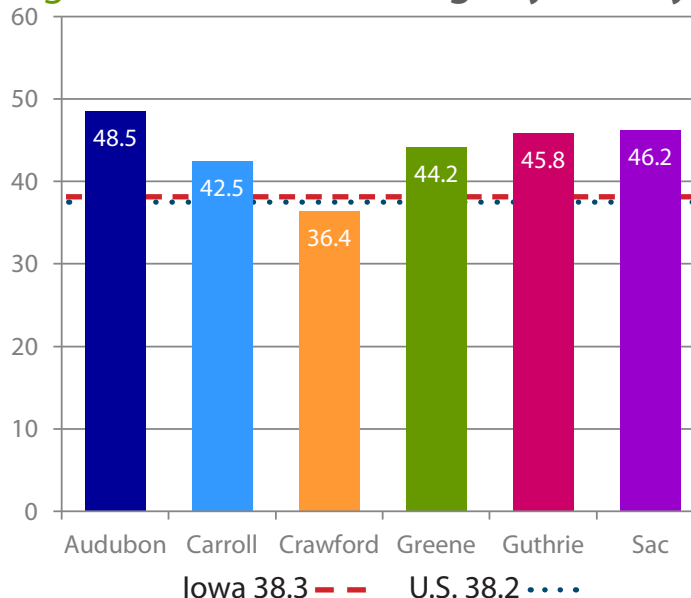
**Table 1: County Unemployment Rates 2018-2022**

	2018	2019	2020	2021	2022
<b>Audubon</b>	2.5%	2.4%	3.4%	3.2%	2.7%
<b>Carroll</b>	1.9%	1.8%	3.9%	3.1%	2.3%
<b>Crawford</b>	3.4%	3.4%	5.1%	5.2%	5.5%
<b>Greene</b>	2.3%	2.3%	4.2%	3.4%	2.5%
<b>Guthrie</b>	2.6%	2.9%	4.9%	4.2%	3.8%
<b>Sac</b>	2.3%	2.2%	3.5%	3.3%	3.2%

**Table 2: County and Regional Laborforce Participants, 2010 & 2020**

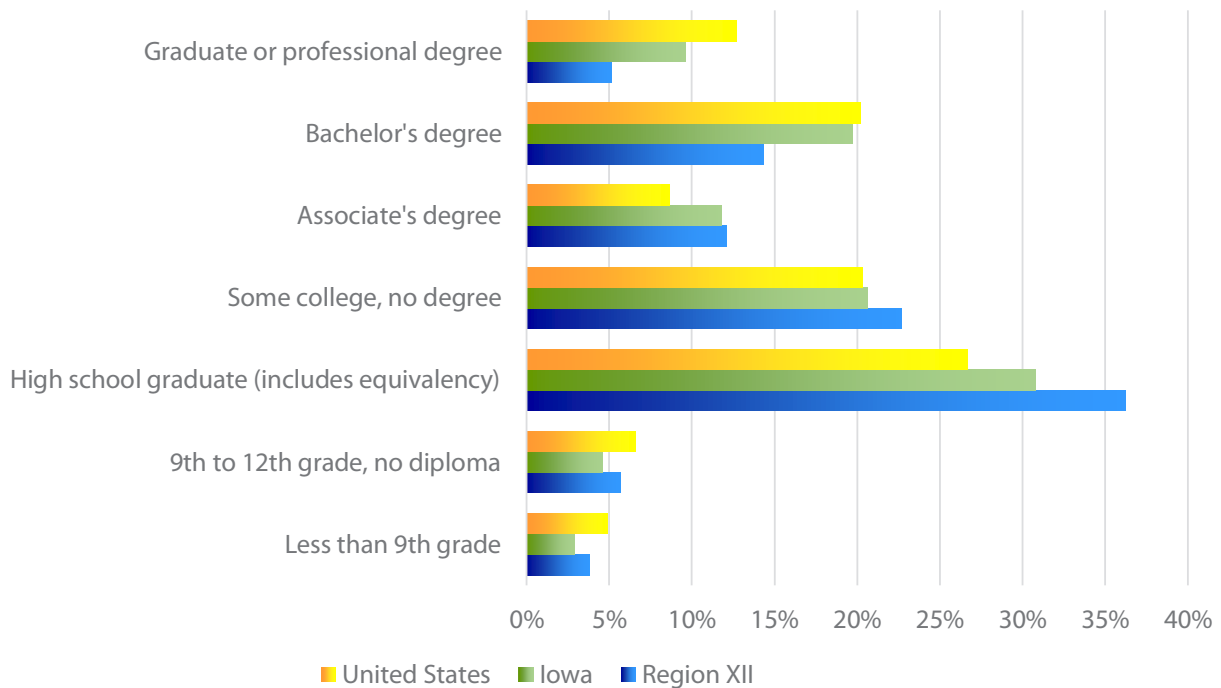
	2010	2020
<b>Audubon</b>	3,245	2,896
<b>Carroll</b>	11,383	10,877
<b>Crawford</b>	8,657	8,406
<b>Greene</b>	5,056	4,680
<b>Guthrie</b>	5,666	5,577
<b>Sac</b>	5,420	5,043
<b>Region</b>	39,427	37,479

**Figure 5: 2020 Median Age by County**



the population in the High School Graduate cohort means that within the region there are fewer residents with varying degrees of collegiate education than both the state and country. The lower percentages of collegiate education levels is supported by the number of manufacturing, food processing, and service positions that are more reliant on reliability and work ethic than educational experiences.

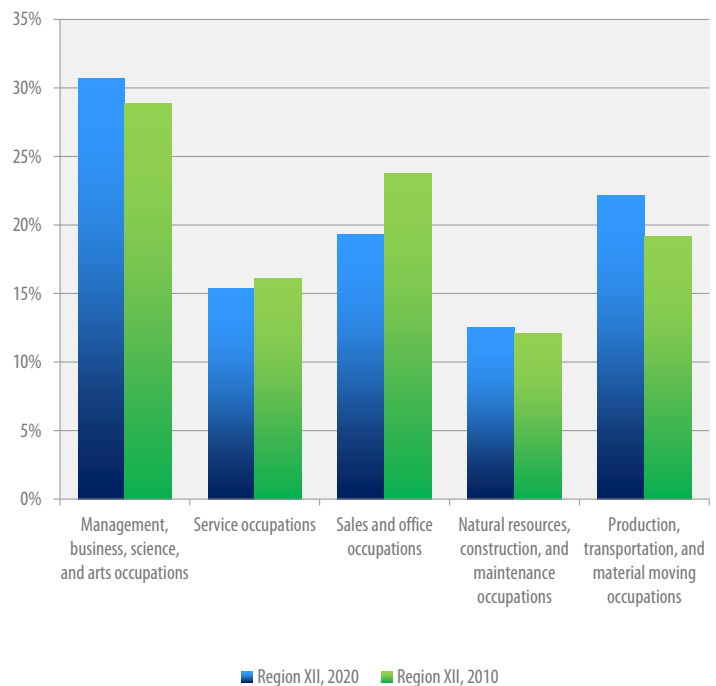
**Figure 6: Highest Level of Education of Ages 25 and Up, 2020**



## Industry

The current breakdown of the regional population occupation compared to 2010 can be found in Figure 7. From 2010 to 2020, there were slight decreases in service occupations and sales and office occupations. Sales and office occupations saw the biggest change overall with a decrease of 4.5%. The decreases in the service occupations and sales and office occupations led to increases in the other three occupation categories. The largest employer in the six-county region, Smithfield Foods, falls under the second largest group of workers as a transportation and material moving occupation employer. A complete list of the region's largest employers, as well as the largest employers within each county can be located in the appendix.

**Figure 7: Regional Occupation, 2010 & 2020**

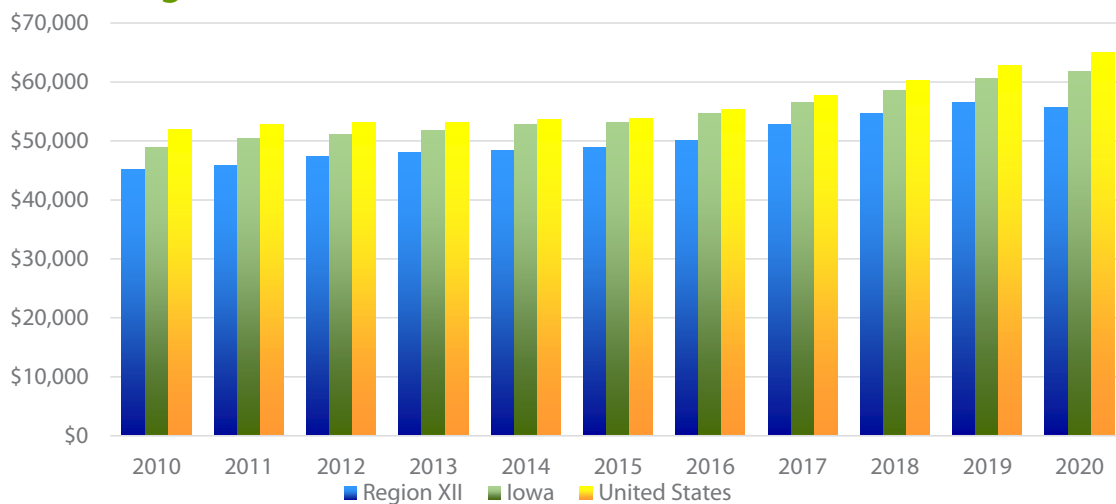


## Household Income

The counties within the Region XII service area do not experience large differences in household income according to the American Community Survey Estimates. When compared to Iowa and the United States as a whole, the Region XII area has a lower income per household since 2010, as shown in figure 8. According to the most recent data from 2020, the region's median household income was \$6,089 behind the State of Iowa's median household income and \$9,247 behind the Country's median. The American Community Survey estimates show that

the region's median household income has increased by 23% since 2010. This increased growth is similar to both the state and nation.

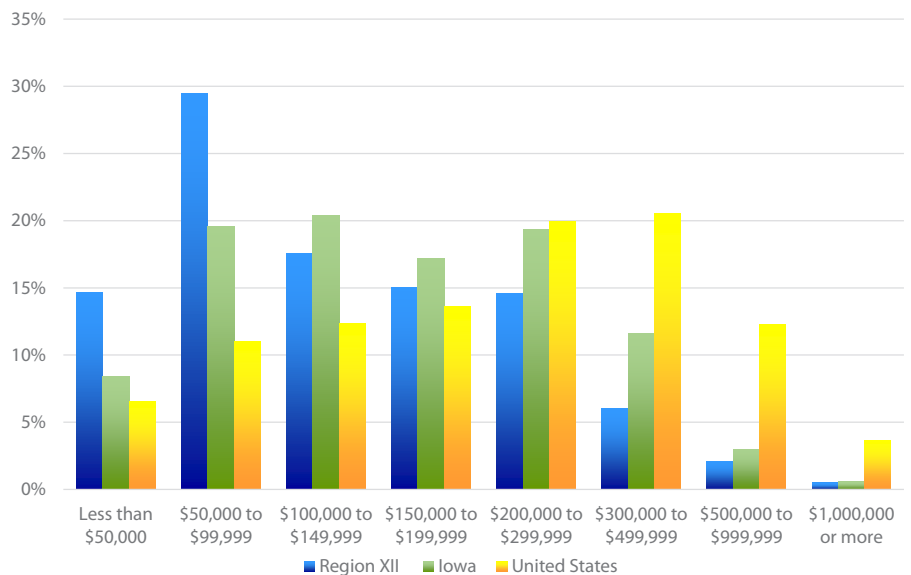
**Figure 8: Median Household Income, 2010-2020**



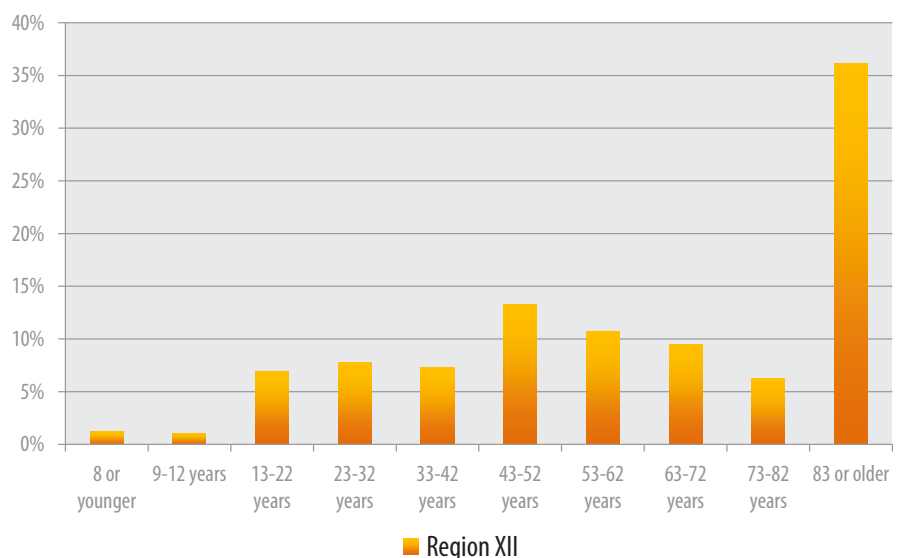
## Household Values

Region XII, when compared to Iowa and the United States, has a larger percentage of houses valued under \$100,000. Figure 9 shows the regional housing values compared to the state and country. Nearly 45% of the region's housing stock is valued less than \$100,000. The region's housing stock is aging and nearly 43% of the total housing stock is 83 years or older. Figure 10 shows the age of the regional housing stock from the American Community Survey Estimates. The older age of the region's housing stock can help explain the housing values, as older homes require more upkeep and without the capital to do so, the homes fall into disrepair and begin to present health and safety hazards. While it is cheaper to live within the region, it is tough to build new with the price of comparables. The current regional housing situation makes it difficult to attract workers. The region has a median housing value of \$107,967, compared to the state of Iowa's median of \$153,900.

**Figure 9: 2020 Housing Values**



**Figure 10: 2020 Age of Regional Housing Stock**





## Opportunity Zone

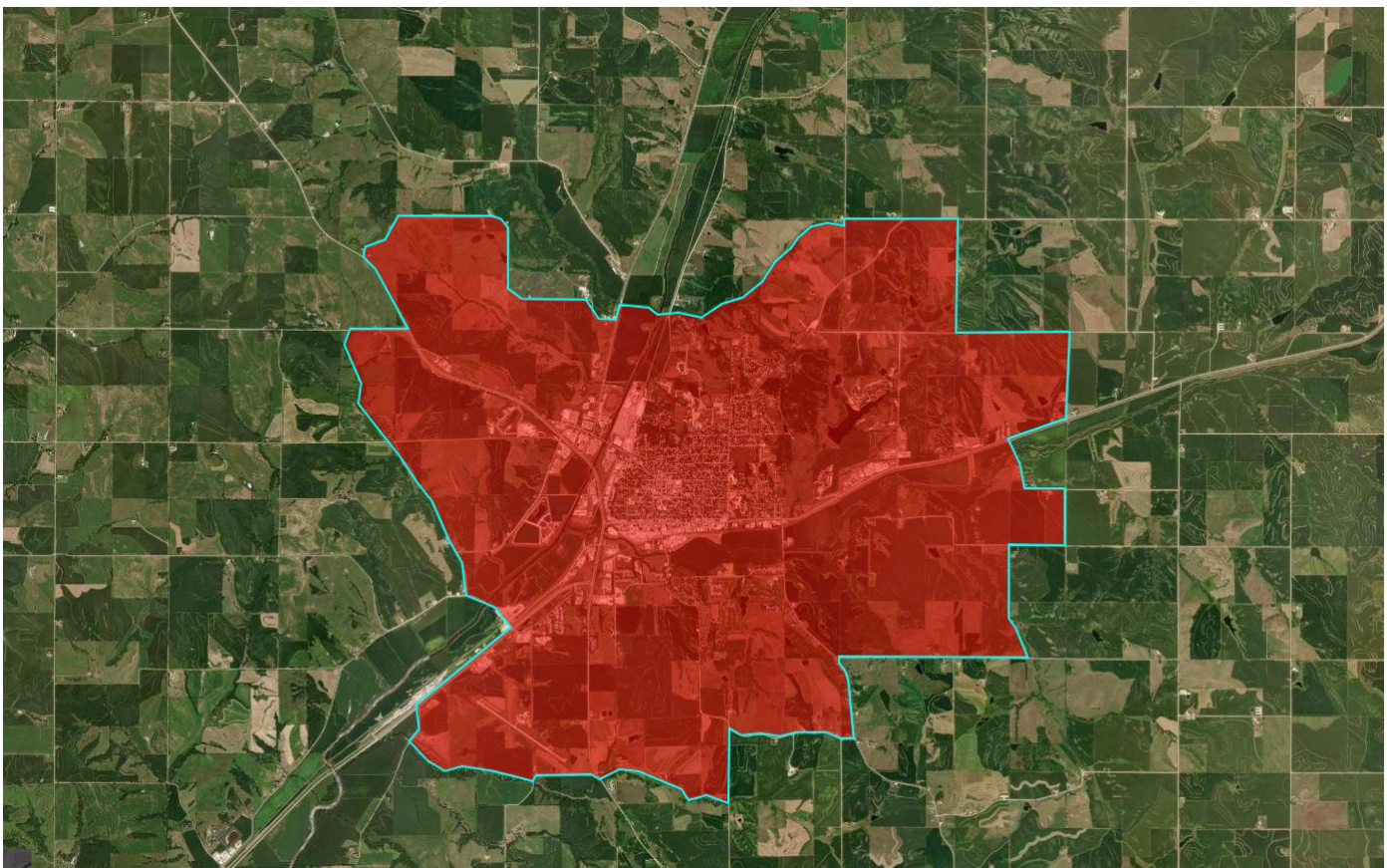
Within Region XII's six counties, there is one designated opportunity zone. This designated zone is located within Crawford County, crosses two census tracts, and encompasses the City of Denison. According to available data from Esri in 2022, the City of Denison's population is 8,249 residents. The female population comprises 49% of the population and males represent 51% of the city's population. The community has a diversity index of 81.6. The population is 60% White, 50% Hispanic or Latino, 28% some other race and less than 15% of the population is Black or African American, Two or More Races, American Indian, Asian, or Native Hawaiian or Pacific Islander.

Region XII, the local governments, the local economic development organization and other interested parties continue to develop plans for the opportunity zone. The opportunity zone is a part of a number of local and regional plans including a housing needs assessment, the regional long range transportation plan, a regional hazard mitigation plan, the previous CEDS, and a number of other plans. These plans

have helped create a plan for the opportunity zone moving into the future. While the action plan of this document does not specifically list the goals that pertain to the opportunity zone, based off the overall goal of developing opportunity zones, a number of the goals pertain to the zone. The diversification of the region's economic base and secure, increase, and promote regional funding programs are two of the goals which most directly impact the identified opportunity zone.

Opportunity zones allow people to invest in distressed areas of the United States. These investments are tax deferred through 2026, have no tax on appreciation, and have a step up in tax basis. These zones encourage those with capital gains to invest in low-income and undercapitalized communities. While the opportunities within the region's designated opportunity zone could be expanded, to date, the only investment within the Denison Opportunity Zone has been a housing development.

**Map 1: Denison Opportunity Zone**







# Environment

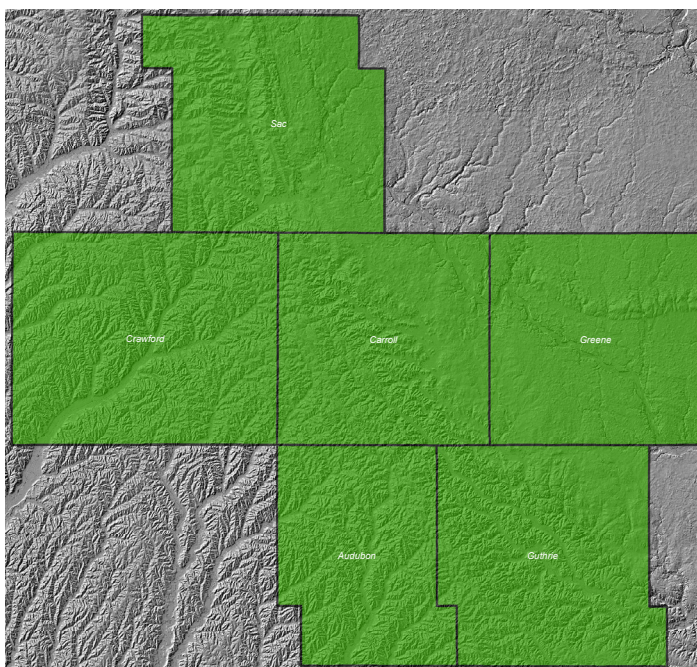


## Geology/Topography

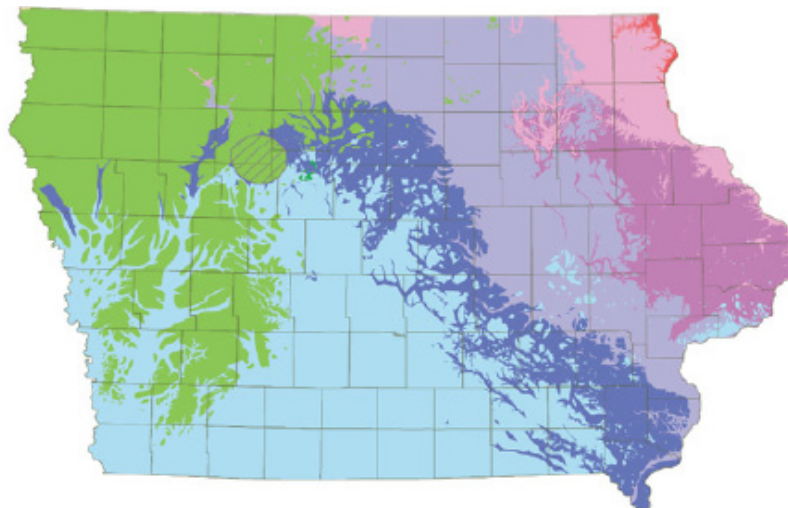
The bedrock found within the Region XII EDD is from the Mississippian, Pennsylvanian, and Cretaceous periods. The soils present in this area are fertile, well drained and well suited for row crops. The presence of these soils has allowed the agriculture economy within the region to thrive. Within the region there are seven predominate soil types which are mostly conducive for farming and pasture lands with others being prime lands for timber or wetlands (unless drained).

Region XII's elevation is mostly rolling hills with some areas of flat lands. The lowest locations can be found around the rivers and streams within the region. In order to be able to farm land, farmers utilize terraces to reduce the slope of land. When constructing large buildings, it is not uncommon for a large amount of soil to have to either be moved in or out to make a level foundation. Map 2 shows the elevation of the region.

Map 2: Region XII Elevation



Map 1: Bedrock Geology Map



## Wetlands

The soils located within the Region XII Economic Development District at one time were prime for wetlands, but due to the desire to farm the region, these lands were drained to accommodate farming practices. Lands more moist than others are utilized largely for pastures. Due to the actions of past residents, there are not a many wetlands still present today. Wetlands that are still present are located near rivers, streams, lakes, and ponds and are most commonly freshwater emergent wetlands.

## Hazardous and Toxic Substances

All of the six counties within the Region XII EDD have natural gas pipelines running through all or portions of the county, and four out of the six counties have hazardous liquid pipelines running though all or portions of the counties. The region is home to agricultural cooperatives which house a number of hazardous and toxic substances including anhydrous ammonia. This substance is utilized by farmers in their fields as a fertilizer to increase crop production. The Iowa Department of Natural Resources tracks the spills within the state of Iowa and maintains a Hazardous Material Release Database.

## Wildlife

The region is home to diverse wildlife which has created tourism opportunities. Audubon County has capitalized on the diverse avian species located within the county to create a birding experience. Also located within the region are a number of threatened or endangered species and plants. These species

include the Northern Long-eared Bat, the Topeka Shiner, the Prairie Bush-clover, and the Western Prairie Fringed Orchid. These animals and plants are protected during all projects that Region XII completes within the service area. The presence of all wildlife within the region is utilized by numerous organizations to promote the region.

### Air Quality

The region's air quality meets or is cleaner than the national standard. There are no nonattainment areas located within the Region XII service area. A report released from the EPA in April 2022 showed that there are few nonattainment areas within the State of Iowa as a whole, and the areas that are considered nonattainment or maintenance areas include: Pottawattamie County, Muscatine County, and the City of Muscatine.

### Cultural and Historic Resources

The six counties which make up the Region XII Economic Development District have rich histories and the residents are proud of their cultures. Due to this, there are a large number of cultural and historic resources within the region, with a large number of the resources being recognized by the National Register of Historic Places as important to the region. Audubon County is home to 14 listed National Register of Historic Places including, the original and current Audubon County Courthouse, Kimballton's Commercial District, a number of homes throughout the county, and even a rural district. Carroll County also has 14 properties on the National Register. These properties include the Carnegie Library in Carroll, the Fobes Octagon Barn in Lanesboro, numerous rural bridges, the Manning Commercial Historic District, and the Chicago & Northwestern Passenger Depot and Baggage room in Carroll. Crawford County also has 14 National Register listed properties. These properties include rural bridges, the Crawford County Courthouse, the Dow House, the Klondike Hotel in Manning, and numerous homes throughout the county. Within Greene County, there are 17 properties listed on the National Register. These properties include the Chicago, Milwaukee & St. Paul Depot in Jefferson, the Frantz Round Barn in Grand Junction, numerous rural bridges, and portions of the Lincoln Highway which runs from east to west through the



county. Guthrie County has 7 properties listed on the National Register of Historic Places. These properties include the All Saints Catholic Church in Stuart, a farmstead historic district in Coon Rapids, the Sexton Hotel in Stuart, and Springbrook State Park, Civilian Conservation Corps Area in Guthrie Center. Sac County has 12 properties listed including areas of Blackhawk State Park in Lake View, the Chautauqua Park Historic District in Sac City, the Chicago and North Western Passenger Depot in Wall Lake, and the Sac County Courthouse.

## **Prime and Unique Farmlands**

The region's most predominant industries is the agriculture industry which thrives off of the prime and unique farmlands present throughout the six county region. The average farmland value in Iowa in 2021 was \$9,751 per acre, up \$2,192 from \$7,559 in 2020. The value of farmland in Iowa as a whole continues to rise. Prime and unique farmlands within the region are vital to the agriculture industry, therefore any conversion of farmland to developed land is evaluated by numerous parties before the conversion is made.

## **Environmental Justice**

The Economic Development Districts aims to provide the same services to all people and communities regardless of race, color, national origin, or income. A portion of the district's program aim to ensure those that have historically received unfair treatment are brought to the forefront and served first. These bulk of these programs fall into the district's housing and transportation sectors. To ensure all community members have the same opportunity to provide feedback and input on large projects, the communities within the region hold public hearings for projects in which federal funds are received to ensure there is fair treatment.



# SWOT Analysis



Region XII's role in the state's economy is somewhat unique as it is lacking a major urban center. The region is located approximately the same distance from Omaha, Nebraska; Des Moines, Iowa; and Sioux City, Iowa. Because of this, the City of Carroll has become the regional employment and retail center of west central Iowa. Region XII attempts to employ a regional approach which focuses on how the six counties can supplement each other by promoting interaction among the different counties. Each county has an extensive list of strengths weaknesses opportunities and threats. The summary on the following pages represent the strengths, weaknesses, opportunities, and threats that are present within the region as a whole. The write-up is not exhaustive, but hits the points that have been repeated numerous times, making them some of the bigger items impacting the region. Individual county lists are found in this document's appendix.

Evaluating the strengths, weaknesses, opportunities, and threats of the region helped the CEDS committee and COG staff determine where energy and resources should be focused to further develop and assist the region's economy. The region is starting to return to normal after the COVID-19 pandemic caused shock waves through all portions of the region's economy. The strengths that have been recognized are things that even through the pandemic shock have been recognized as strong points for the region as a whole. The weaknesses recognized may be ones that have been recently recognized, or may have been present within the region for a while. Opportunities may have presented themselves during the pandemic (online store presence), or may have been present for a number of years (tourism development). The majority of the threats that were recognized are threats which have been impacting the region for a number of years. The further exploration of these topics laid out in their categories has helped the committee develop the goals later discussed in this plan.

Equitable development within the region was discussed during the completion of the SWOT analysis. Discussions with the economic development groups and the CEDS Strategy Committee made placing this topic difficult within a specific category in the SWOT. Comments were made about how Region XII assists all communities within the district regardless of size and resources. Nearly all programs that Region XII offers for residents and communities work to improve the lives of the low-to-moderate income populations, the elderly, and veterans. There are some programs that are available to all communities, regardless of low-to-moderate income status. While the committees felt Region XII was excelling at this type of development, they felt there were also some weaknesses within the program development and opportunities to improve the programs overall. Some programs are felt to have too many hurdles for the elderly/disabled, or working class to complete within a timely manner, or have additional requirements which make projects cost more, limiting the amount of work that can be completed for a certain price. Comments were also made about how limited the program availability is. These comments focused around how many funds are actually available and the strict guidelines that have to be met, which leave out some populations by small margins.



◆ Schools - The region is home to variety of school options from preschool to high school and beyond. Each of these educational institutions provide a high-quality education, close to home.

◆ Agriculture - The rich agricultural land provides fertile ground utilized to fuel to the large agricultural base within the region. The land is not only beneficial to the agriculture industry, it creates a variety of outdoor recreational opportunities for the public.

◆ Communities - Communities within the region are able to offer a high quality of living at a low cost. These communities boast low crime rates and residents who support one another.

◆ Economic Diversity - The economic diversity of the region provides a variety of employment opportunities to the residents of the region. Within the EDD, there are small-family owned, Main Street businesses, as well as larger, national businesses.

◆ Healthcare - Even though rural, the region has access to hospitals, dental clinics, vision clinics, and chiropractors within a short distance's drive. Specialists are also brought into the region's facilities to better accommodate the needs of the residents.

◆ Utilities - The communities and many rural portions of the region are served by utilities that have been designed with excess to accommodate additional development. The region is also ideally located close to major transportation routes. Local telephone companies and RECs benefit the region as they provide access to capital and project support.

◆ Energy - A number of communities own their own energy sources and have an adequate supply for current populations and room to grow. The region is open to utilizing alternative energy sources and has multiple wind and solar farms.

◆ Housing - The region as a whole is experiencing a housing shortage at all levels. There is an expressed need for owner and renter-occupied units of different types.

◆ Recruitment - Many factors coupled together have made recruitment of additional workforce challenging, leaving many regional businesses with open positions and staff shortages.

◆ Population - The region's population is not only shrinking, but aging as well. Family attraction to the region is difficult due to limited daycare availability and housing availability.

◆ Workforce - The region's population continues to shrink and age. This has reduced the availability of the trade businesses which provide vital services to the region's population. The inability to attract new/ additional workforce puts strains on businesses which are in need of the additional help.

◆ Community Funding - Communities are funded through property taxes and the shrinking and aging populations has decreased the amount of funds the communities have to include in their budgets annually. Limited funding has made completing necessary upgrades to community infrastructure and facilities challenging.

◆ Spatial Sustainability - A majority of the region's communities have access to ample land for development, so instead of developing within the community's current neighborhoods, cities look to expand outside their current footprint for new development.



## Opportunities

♦ Housing - The construction of new or rehabilitation of current housing is recognized as a need in all communities. Determining how to construct the housing to be affordable for the buyer and profitable for the developer has been a hurdle. Current known rehabilitation funds continue to decrease, creating opportunities to seek alternate funding sources.

♦ Tourism - Revenues from tourism positively impact the region. Expanding the current tourism and recreation opportunities within the region will further increase the revenues, allowing communities to further develop their tourism opportunities. The region's tourism industry can also be utilized to market the region as a place to live.

♦ Remote Work - Employers and employees during the COVID-19 pandemic recognized that the infrastructure needed to work remotely is in place throughout most of the region. This could allow employers to fill positions with employees from other regions of the state or even country. It also can provide options for people to move within the region.

♦ Development - There are a wide variety of land types and sizes available as well as buildings available for development. These locations are spread throughout the entire region making them attractive to diverse businesses. Communities have either installed infrastructure to foster development, or have the infrastructure in a position to be easily developed further.

♦ Natural Hazards - In the recent past, there have been increasingly more natural hazards within the region. A large portion of the region has completed hazard mitigation planning, and some communities have started implementing their plans. The current availability of funding creates opportunities for all communities to plan for when these disasters happen.



## Threats

♦ Housing - The condition of the region's housing stock and lack of available units has hindered economic development from different angles. Limited available units makes it hard to attract workforce, which makes attracting additional industries/businesses difficult. The limited stock also makes it difficult for households which outgrow their current home or want to downsize to stay within the region.

♦ Workforce - The region is facing a labor shortage. Employers have offered additional incentives to recruit additional workers, but the recruitment remains difficult. This difficult recruitment of employees creates the threat of employers removing themselves from the region.

♦ Population - The population continues in a general decline and continues to age. This decline is felt by employers, communities, and other regional organizations. These population trends also have reduced the number of students enrolled in the region's school districts which has created additional issues within the school systems.

♦ Online Shopping - Online shopping, while it provides ease and sometimes cheaper prices, harms smaller local businesses who either cannot afford to go online or are unsure of how to market themselves worldwide on the internet.





# Action Plan

## Action Plan

The intent of the region's Comprehensive Economic Development Strategy is to change and improve the course of business development in the region, while building on many of the region's existing economic strengths. The action plan will also assist the region become more resilient to potential shocks to the economy. On the following pages is the regional action plan which describes the region's goals and the tasks which will be implemented towards completing these goals. Some of the goals on the following pages have been developed as a result of the COVID-19 pandemic which forced the region to take a further look into how it can serve itself and respond to new needs of its residents.

## Economic Resilience Efforts

The region has developed goals, objectives, and strategies through its CEDS planning process that when successful, will further enhance the region's resiliency and overcome the challenges and deficiencies that have been identified. Each of the region's six main goals focus on different aspects of the region's economy and the tasks to be implemented will create a more stable economy during steady-state periods. They will allow the economy to respond to shocks in a quicker and more efficient manner. The COVID-19 pandemic was one of the most recent economic shocks that the region's economy faced, and intensified some of the region's current economy short-comings. Goals within the action plan over the next pages will bolster the region's economic resilience efforts.

### Schedule Acronyms:

ST- Short Term (0-2 years)  
MT- Mid-Term (3-4 years)  
LT- Long Term (Year 5)  
OG- Ongoing

### Cost Ranges:

Minimal – cost estimate is \$9,999 or less  
Low – cost estimate ranges from \$10,000 to \$99,999  
Moderate – cost estimate ranges from \$100,000 to \$299,999  
High – cost estimate is \$300,000 or greater

### Funding/Potential Partners Acronyms:

CCs- Community Colleges  
CDBG- Community Development Block Grant Program  
Cnty. Cnsvtn.- County Conservation Boards  
Co. ED- County Economic Development Organizations  
CSDs- Community School Districts  
EDA- Economic Development Administration  
ENH- Enhance Iowa Grant Program  
FHLB- Federal Home Loan Bank  
HFI- Homes for Iowa (Iowa Prison Industries)  
IEDA- Iowa Economic Development Authority  
IDNR- Iowa Department of Natural Resources  
IDOT- Iowa Department of Transportation  
IFA- Iowa Finance Authority  
NRCS- Natural Resources Conservation Service  
RT- Region XII COG  
WIAD- Western Iowa Advantage  
USDA- United States Department of Agriculture Rural Development

# Goal #1: Increase inventory and improve quality of the region's housing stock

Task to be Implemented (Priority)	Lead Organization/ Implementation Plan	Intended Results	Evaluation Framework	Schedule	Cost Estimate
Complete housing studies throughout the region	RT, Co. ED groups, local housing organizations, Public \$- Conduct housing studies in each community every 5 years	Determine housing conditions, prioritize funding opportunities	Number of housing studies completed	OG	Minimal-Low
Recruit developers to partner with communities	Co. ED groups, RT, Private \$- Facilitate meetings between developers and communities, provide technical assistance, secure funding	Create new housing developments throughout the region, provide adequate affordable homes	Number of housing developments, amount of private investment, amount of private funds invested	OG	Minimal
Investigate rental opportunities and evaluate gaps	RT, Counties, Cities, local housing organizations- Study level of adequacy of rental market for the region to see if it meets needs	Develop report detailing rental needs throughout region, prioritize areas in need of development	Rental unit report	LT	Minimal
Provide assistance which will increase the availability of residential lots	RT, CDBG, IEDA, local housing organizations- Apply for funds and assist communities to prepare lots	Increase the number of residential lots available which would increase the number of housing units	Number of residential lots available	LT	Low
Work with communities to create code enforcement programs	RT, Cities- Collaborate with cities to determine the needs of the city and provide assistance creating enforcement programs	More properties being kept up to code	Number of code enforcement programs created	LT	Minimal-Low
Continue to market housing rehabilitation programs	RT, IEDA, FHLB, IFA, USDA- Apply for funds to regularly replenish these programs, provide assistance to communities in applying for housing grants and administration	Secure funds for DPA and Rehab programs, provide assistance for homeowners and improve the housing stock	Amount of funds received, amount of private funds invested, number of homes rehabbed, number of community grants	OG	Minimal
Develop necessary partnerships to build new construction	RT, Counties, Cities- Facilitate meetings between cities and developers/contractors	Partnerships fostered to start the building of new residential districts	Number of new construction planned or built	OG	Minimal

# Goal #1: Increase inventory and improve quality of the region's housing stock

Task to be Implemented (Priority)	Lead Organization/ Implementation Plan	Intended Results	Evaluation Framework	Schedule	Cost Estimate
Financially assist housing unit preservation and production	RT, CDBG, IEDA- Apply for grants to assist in preserving the region's housing stock	Homes rehabilitated and constructed to enhance the region's housing stock	Number of homes rehabilitated or constructed	OG	High
Work with communities to develop and implement rental inspection programs to improve the quality of the region's rental units	RT, Cities- Develop rental inspection programs individualized to each community and provide COG staff to complete rental inspections	Improved rental unit quality throughout the region	Number of cities participating in rental inspection programs and number of units inspected	OG	Minimal
Encourage communities/ developers to construct housing for the mid-level income population	RT, Cities, Counties, HOME, IFA, HFI, Developers- Apply for grants to offset costs of construction to be able to market new construction to mid-level income populations. Encourage cities to develop housing through the HFI partnership. Foster conversations to encourage rental development.	New rental and owner-occupied units constructed to market towards the mid-level income population.	Number of new units (rental or owner-occupied) constructed and inhabited	OG	High
Assist communities develop second-story housing within their community	RT, Cities, IEDA, CDBG, Counties- Apply for grants to assist building owners create additional housing within the region's communities	Utilization of second-story units which currently are sitting vacant	Number of buildings creating second story residential units	OG	High

## Goal #2: Diversify the region's economic base

Task to be Implemented (Priority)	Lead Organization/ Implementation Plan	Intended Results	Evaluation Framework	Schedule	Cost Estimate
Support the expansion of infrastructure as a key component to future economic development	Counties, Cities, IEDA, USDA- Work with cities and counties to obtain funding and development plans	Infrastructure expanded and upgraded	Number of projects or miles of infrastructure expanded, number of improvements made	LT	Moderate-High
Partner with regional agencies to actively market the region in an effort to diversify the economy outside the agricultural sector	RT, WIAD- Inventory the region's existing businesses and determine which markets the region could support and market to those companies	Diversify the economy	New businesses locating throughout the region which were previously not represented, startups, number of businesses starting or expanding in non-ag industries	LT	Low
Provide assistance to new and existing small business owners	RT, SBDC, WIAD- Provide funding, as well as technical assistance to local small business owners	Provide businesses with the resources necessary to start and continue to exist within the region	Number of small businesses staying in business, as well as expanding	OG	Minimal-Low
Provide sites with adequate infrastructure to accommodate the needs of diverse businesses	RT, WIAD, Cities, Counties, USDA, IEDA, Private \$- Assist communities with grants and the technical assistance necessary to develop the necessary infrastructure	Develop lots into shovel ready lots	Increased number of sites with the appropriate infrastructure	MT	High
Assist communities with implementing economic development strategies that will grow and attract businesses in targeted industry clusters	RT, WIAD- Assist individual communities in developing strategic economic plans, and provide technical assistance in implementing the plans	Expand the diversity of businesses located throughout the region	Number of new businesses locating within the region	MT	Minimal-Low
Identify opportunities to develop entrepreneurship programs and resources	WIAD- Closely monitor the region's economy and recognize when the need for a program and for more resources arises	Entrepreneurial businesses expanding and staying located within the region	Number of entrepreneurial businesses started, number expanded	MT	Low-Moderate

## Goal #3: Increase and enhance the regional labor force

Task to be Implemented (Priority)	Lead Organization/ Implementation Plan	Intended Results	Evaluation Framework	Schedule	Cost Estimate
Further develop training/ apprenticeship opportunities with workforce partners, community colleges, high schools, and career academies	RT, WIAD, CSDs, CCs, ISU Extension- Work with schools to provide training course for basic job skills, assist employees who have been laid off	Develop a partnership with local educational facilities to improve the skills of the labor force	Start/expand training programs, students develop marketable job skills	LT	Low-Moderate
Identify training needs of incumbent workers and employers	WIAD- Consult with local businesses and employees to determine laborforce shortcomings	Develop specific list of training needs	Educators develop needs-based training programs	MT	Low
Build and expand relationships between local schools and businesses to introduce the youth to the opportunities available in the region	CSDs, CCs, WIAD- Bring businesses to schools to demonstrate local opportunity for students	Promote local career opportunities/ prevent out-migration	Employer/ Educator summit	OG	Low
Expand the region's available workforce by attracting more people into the region's laborshed	RT, WIAD- Collaborate with local businesses to determine what kind of workers are needed and be able to market to those specific demographics/skills	Expand the region's available workforce	Number of workers in the laborshed, regional companies growing and expanding	MT	Low
Identify successful entrepreneurial training programs and utilize the best practices of each	WIAD- Consult with local entrepreneurs to determine what trainings would be useful	Develop a list of specific training needs of entrepreneurs	Start/expand training programs, increase the number of entrepreneurs within the region	LT	Low
Diversify the region's workforce	RT, WIAD- Utilize diverse strategies to attract workers to the region	Diversifying the region's workforce to include a wide range of ages, economic backgrounds, and ethnic backgrounds	Outreach initiatives utilized to attract additional workers	LT	Low-Moderate

## Goal #4: Secure, increase, and promote regional funding programs

Task to be Implemented (Priority)	Lead Organization/ Implementation Plan	Intended Results	Evaluation Framework	Schedule	Cost Estimate
Secure access to additional capital for regional businesses	RT, WIAD, CCs- Find ways to access venture capital funds already available, or establish new local ones, secure funds for local and region RLF's	Increased amount of funding available for business, increased business growth/ retention	Number of new sources of capital, number of businesses provided capital	LT	Minimal
Market existing programs to banks, cities, and development organizations	RT, WIAD, CCs- Continue Business Educator project, promote programs through e-newsletter and marketing materials	More awareness and utilization of available funding programs, increased opportunity for businesses to gain funds	Number of businesses getting assistance	OG	Minimal
Develop relationships with county foundations	RT- Research foundations that exist in or near the region, promote regional opportunities to them	Increase the amount of money being invested in the region while creating opportunities for foundations to become more involved in their communities	Number of foundations willing to invest in the region, number of projects funded	OG	Minimal
Identify venture capital firms and angel investors willing to invest in the region's projects	WIAD, RT- Gather information on potential funding sources/ partners to work with	Increase level of startup capital available in the region, develop relationships with funds	Number of businesses funded by newly identified venture funds or angel investors	OG	Minimal-Low



## Goal #5: Improve and expand major infrastructure networks

Task to be Implemented (Priority)	Lead Organization/ Implementation Plan	Intended Results	Evaluation Framework	Schedule	Cost Estimate
Work to improve/expand underdeveloped regional highways- IA 44, IA 141, U.S. 30, U.S 59, & U.S. 71	Highway 30 Coalition, U.S. 71 Org., DOT, RT- Lobby state leaders for the importance of these roads, seek funding opportunities	Improvements for Highway 30, 59, 71, and 141	Secure funding for highway improvements	OG	High
Continue to advocate for the region's connection to a 4-lane highway	Highway 30 Coalition, U.S. 71 Org, DOT, RT, Cities, Counties- Advocate for the region's connection to a 4-lane highway to increase commercial/industrial opportunities	Regional connection to a 4-lane highway	Number of trips and meetings spent discussing the importance of the connection, having the region be connected to a 4-lane highway	LT	Minimal
Assist communities/ counties with infrastructure needs	RT, Cities, Counties, CDBG, IEDA, IDNR, IDOT, EDA, USDA, FEMA, Public \$- Prepare grants, provide technical assistance	Improvement of regional infrastructure, secure grant, and low interest loan funding	Number of infrastructure grants awarded, number of projects assisted	OG	High
Develop infrastructure, including utilities, that will lead to shovel-ready projects	RT, Cities, Counties, DOT, USDA- Prepare grants, provide technical assistance to ensure infrastructure is built to increase the chances of businesses locating within the region	New and comprehensive infrastructure built	New infrastructure constructed into previously undeveloped lots	LT	High
Develop broadband/ fiber infrastructure to all communities within the region	RT, Cities, Counties, IEDA, EDA, Private \$- Work with local providers to capitalize on funding opportunities to expand the broadband/fiber infrastructure network	Expanded broadband access within the community	New infrastructure constructed into previously under served communities	LT	High

## Goal #6: Increase and market developed sites and available buildings

Task to be Implemented (Priority)	Lead Organization/ Implementation Plan	Intended Results	Evaluation Framework	Schedule	Cost Estimate
Market existing available buildings	WIAD, Co. ED, IEDA- Utilize the LOIS system to put buildings online	Increased visibility of available buildings to potential businesses	Number of views regional buildings get from LOIS, number of inquiries, number of buildings sold	OG	Minimal
Continue to inventory existing sites and buildings through LOIS	Co. ED, WIAD- Work with developers to create lists	Up-to-date lists of available buildings and sites	Number of sites and buildings listed on LOIS	OG	Minimal
Prioritize and locate best regional locations for new buildings	WIAD, RT- Highlight most attractive locations in the region to give a good impression to viewers, promote locations to potential businesses	Improved perception of available buildings in the region	Number of sites identified	LT	Minimal
Assist with the provision of adequate infrastructure for shovel ready sites	Counties, Cities, IDEA, USDA- Work with cities and counties to obtain funding and development plans	Increased likelihood of site selectors recommending shovel ready sites to developers	Number of sites made shovel ready, number of sites purchased	LT	High
Identify, market, and develop shovel ready sites	WIAD, Counties, Cities- Seek out and market already available shovel ready sites, promote the development of potential sites	Increased number of shovel ready sites	Number of shovel ready sites developed	OG	High
Encourage the development of ordinances to reduce businesses being utilized as storage or vacant	RT, Cities, Counties- Implement city ordinances which discourage private building owners from utilizing first floor business space for storage or leaving vacant	Increased number of available buildings for businesses to locate into	Number of ordinances implemented	ST	Low

## Goal #7: Create a service sharing network for governments

Task to be Implemented (Priority)	Lead Organization/ Implementation Plan	Intended Results	Evaluation Framework	Schedule	Cost Estimate
Encourage intergovernmental communication and cooperation between and among communities/ counties/ organizations	Cities, Counties, RT- Seek opportunities to get governing bodies together to start a conversation about working together	Create a regional system used to inform counties of what is happening throughout the region	Communities communicating and cooperating on project which could benefit more than one jurisdiction, number of county round-tables held	LT	Minimal
Identify potential linkages between communities	Cities, Counties, CCs, Cnty. Cnsvtn., Co. ED, CSDs, RT, WIAD- Consult with all bodies which may have services or amenities which benefit their community and may be an asset to other communities	A database of the services, amenities, and needs of communities throughout the region	Number of linkages found and utilized	MT	Minimal
Promote service and equipment sharing between communities	Cities, Counties, CCs, Cnty. Cnsvtn., Co. ED, CSDs, RT, WIAD- Evaluate the potential linkages and create a system which will make sharing services or equipment possible	Service and equipment sharing between cities and/or counties to minimized costs	Number of services or equipment shared, amount of funding saved	LT	Minimal

## Goal #8: Increase visitation, useability, and revenue at the region's tourist attractions

Task to be Implemented (Priority)	Lead Organization/ Implementation Plan	Intended Results	Evaluation Framework	Schedule	Cost Estimate
Identify strategies that enhance the livability of the region	RT, Cities, Counties- Consult with local citizens to create a strategic plan which would enhance the region and its amenities	Improve the perception of western Iowa, increase number of inquiries about and visitors to the region	Number of residents choosing to reside within the region, number of visitors to local amenities	OG	Minimal
Promote regional tourism opportunities	WIAD, Local Tourism Orgs.- Promote tourist destinations that tend to go overlooked, leverage with other destinations in the region to maximize visitor's time here and give more reasons to make the trip	Increased tourism site activity, more utilization of tourist sties in promotions	Number of visits to tourist sites, amount of out-side revenue	OG	Low
Maintain and expand trail systems	RT, Cnty. Cnsvtn., DOT, DNR, Public \$, ENH- Identify potential areas for expansion, work with various stakeholders to develop plans	Development of new trails, expansion to connect trails, and improvement of current trails	Number of trail miles added or upgraded	LT	High
Work with local governments to improve water quality	Co. ED, Counties, NRCS- Promote environmentally safe agriculture practices, advocate for stricter water quality standards	Safe water in streams, rivers, and lakes; safe drinking water	Number of water contamination events, new regulations, continued safe drinking water	OG	High
Assist communities with funding applications which will enhance community amenities	RT, IDNR, DOT, ENH, Private \$- Seek funding opportunities and assist communities determine which opportunities would best fit their project	Increased number of identified funding programs, more opportunities for funding	Number of new sources found, number of projects funded	OG	Low
Assist communities with funding applications to help create year-round opportunities for tourism and recreation	RT, IDNR, DOT, ENH, Private \$- Seek funding opportunities and assist communities determine which opportunities would best fit their project/event	Increased funding for tourism opportunities, additional events created	Number of projects funded, additional number of events held	OG	Low





# Appendix







# Audubon County

Size: 286,720 acres or 434 square miles

Percentage of farmland: 97% (280,351 acres)

Average winter temperature: 22° F

Average summer temperature: 73° F

Average snowfall: 34"

Average rainfall: 33"

Highest elevation: 1,534 feet above sea level

Lowest elevation: 1,184 feet above sea level

Primary watersheds in the county: East and West Nishnabotna Rivers and their tributaries

Natural Resources: Soil, sand and gravel

Federally Endangered, Threatened, or Proposed Species: Northern long-eared bat (Threatened), prairie bush clover (Threatened), Western prairie fringed orchid (Threatened)

Vegetation: Grasses-Indian grass, switch grass, and big and little bluestem grasses

Trees-black walnut, sycamore, honey locust, American elm, eastern cottonwood, red oak, white oak, basswood, and shagbark hickory

**Soils:** The soils of Audubon County, like the majority of Iowa, are the most valuable natural resource of the area. The soils in Audubon County are best suited for the agricultural production of crops and livestock. The soils were formed on a loess-mantled glacial till plain. In general the northern half of the county can be described as gently rolling and strong sloping topography. The southern half is characterized by gently sloping and moderately steep topography.

There are five primary soil associations found in Audubon County. They are:

*1. Marshall-Exira association-These soils are moderately steep, well drained, silty soils formed in loess. These soils are well to moderately well suited for row crops and takes up about 48% of the county.*

*2. Marshall-Shelby-Adair association-Gently sloping to steep, well drained to somewhat poorly drained, silty and loamy soils formed in loess and glacial till. These soils are predominantly moderately well suite for row crops and take up approximately 41% of the county.*

*3. Marshall-Gara-Shelby association-Gently sloping to very steep, well-drained and moderately well drained, silty and loamy soils formed in loess and glacial till. These soils are best suited for pasture and timber as they are eroded easily. These soils only account for nine percent of the county.*

*4. Sharpsburg-Shelby-Marshall association-Gently sloping to steep, well-drained and moderately well drained, silty and loamy soils formed in loess and glacial till. Most of this association is well suited to moderately well suited for row crops. These soils take up one percent of the county.*

*5. Colo-Ackmore-Zook association-Nearly level, poorly drained, silty soils formed in alluvium. Nearly all of this association is used for row crops. This association takes up about one percent of the county as well.*

As mentioned earlier, these soils are suited for raising row crops and pasture. The primary crops raised in the county are corn, soybeans, hay, oats, and pasture. Hogs and cattle are the primary forms of livestock raised.

# Audubon County Infrastructure Assets

Airport	Audubon County Airport (Audubon)
Childcare	There are various private care providers.
Chiropractors	Audubon
Dentists	Audubon, Exira
Educational Facilities	Audubon Community School, Exira-Elk Horn-Kimballton Schools (Exira, Elk Horn)
Electricity	MidAmerican (Audubon, Brayton, Gray, Exira)
Fire	All departments are staffed by volunteers
Hospital	Audubon County Memorial Hospital (Audubon)
Industrial Parks	City of Audubon Industrial Park, Valley Business Park
Internet	Marne Elk Horn Telephone, Windstream
Major Employers (greater than 100 employees)	AMVC, Audubon Community School, Friendship Home (Audubon)
Major Transportation Routes	Interstate 80 (located along southern border of the county), State Highway 44, U.S. Highway 71,
Natural Gas	MidAmerican (Audubon, Brayton, Exira, Kimballton), Gray does not have natural gas
Optometrists	Audubon
Parks/Recreational Facilities	Albert the Bull Park, Audubon County Speedway, Audubon Golf and County Club, Children's Castle, Greenbrier Golf Course, Legion Park (Audubon), Legion Park (Exira), Littlefield Recreational Area, Nathaniel Hamlin Park, Old Glory Park, Plow in the Oak Park, T-Bone Trail
Physicians	Audubon, Exira
Police	Audubon County Sheriff's Department, City (Audubon)
Rail Service	None
Senior Services	Elderbridge Agency on Aging, Exira Care Center (Exira), Friendship Home (Audubon), Western Iowa Transit, various special services
Solid Waste	All cities contract with private haulers.
Telephone	Marne Elk Horn Telephone Co. (Kimballton, Brayton), Windstream (Audubon, Exira, Gray)
Tourist Attractions	Albert the Bull (Audubon), Bowen Cemetery (Brayton), Courthouse Museum (Exira), General Store Museum (Kimballton), Heritage Rose Garden (Gray), Historic Disctricts (Elk Horn), Immanuel Lutheran Church (Kimballton), The Little Mermaid (Kimballton), Nathaniel Hamlin Park (Audubon), Plow in Oak (Exira), T-Bone Trail, Troublesome Creek Crossing (Brayton), Veterans' Memorial
Wastewater	Audubon, Brayton, Exira and Kimballton have central collection systems. Gray has on-site treatment.
Water	Municipality (Audubon, Exira (Regional Water Rural Water is source)), Kimballton, (Regional Water Rural Water is source), West Central Iowa Rural Water Association (Gray)

# Audubon County SWOT Analysis

Strengths Strong School Systems  
Business support  
Integrated development group  
Location & Highway/Interstate Access  
Available Opportunities  
Farm neighbors who help each other  
Good Medical Care  
Good People  
Good Rural Community to Raise a Family  
Good Supervisors  
Great Attitudes  
Nice biking/walking trail  
People willing to improve their communities  
Progressive Mindset  
Rec Center  
Strong Desire to Improve  
Thriving Agricultural Community  
Thriving Business Community

Weaknesses Short supply of housing  
Limited Labor Force  
Population  
Limited sites for development  
Some roads need improvement  
Too many wind turbines

Opportunities New Economic Development/Business Expansion  
Housing  
Economic development money from sale of business park  
Manufacturing  
Many job opportunities  
New gymnasium  
Promote quality of life  
Value added agriculture

Threats Aging demographic  
Labor shortage  
Population loss  
Available workforce  
Declining school enrollment  
Inflationary cost of construction  
Loss of Businesses  
People moving to be near family  
Taxes becoming higher

# Audubon County Laborshed Area Wages

Occupational Code	Occupational Title	Estimated Employment	Mean Wage	Entry Wage	Experienced Wage	Median Wage
00-0000	Total, All Occupations	79,360	\$20.81	\$11.34	\$25.54	\$17.92
11-0000	Management Occupations	4,080	\$39.77	\$19.76	\$49.78	\$36.01
11-1011	Chief Executives	140	\$66.42	\$18.40	\$90.43	\$64.76
11-1021	General and Operations Managers	1,370	\$36.20	\$16.80	\$45.90	\$32.24
11-2021	Marketing Managers	60	\$44.60	\$27.53	\$53.14	\$37.40
11-2022	Sales Managers	100	\$55.84	\$36.47	\$65.53	\$49.14
11-2030	Public Relations and Fundraising Managers	20	\$34.67	\$24.45	\$39.78	\$35.54
11-3010	Administrative Services and Facilities Managers	70	\$41.37	\$28.37	\$47.87	\$38.21
11-3021	Computer and Information Systems Managers	60	\$45.05	\$26.94	\$54.10	\$45.64
11-3031	Financial Managers	320	\$47.57	\$27.80	\$57.46	\$41.34
11-3051	Industrial Production Managers	200	\$43.29	\$32.12	\$48.87	\$42.66
11-3061	Purchasing Managers	30	\$39.86	\$29.90	\$44.84	\$36.25
11-3071	Transportation, Storage, and Distribution Managers	60	\$29.29	\$25.71	\$31.09	\$28.73
11-3121	Human Resources Managers	80	\$43.36	\$29.34	\$50.37	\$41.56
11-9021	Construction Managers	110	\$43.31	\$31.53	\$49.20	\$38.39
11-9031	Education and Childcare Administrators, Preschool and Daycare	60	\$24.49	\$13.76	\$29.86	\$18.25
11-9039	Education Administrators, All Other	20	\$53.91	\$23.00	\$69.36	\$64.78
11-9041	Architectural and Engineering Managers	60	\$56.09	\$42.39	\$62.94	\$56.59
11-9051	Food Service Managers	100	\$24.60	\$18.11	\$27.85	\$24.32
11-9111	Medical and Health Services Managers	470	\$42.63	\$28.58	\$49.65	\$38.64
11-9121	Natural Sciences Managers	20	\$43.12	\$28.95	\$50.20	\$38.73
11-9131	Postmasters and Mail Superintendents	30	\$35.00	\$31.62	\$36.69	\$34.12
11-9151	Social and Community Service Managers	120	\$26.43	\$16.91	\$31.18	\$25.34
11-9161	Emergency Management Directors	20	\$23.09	\$16.50	\$26.39	\$23.21
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	70	\$41.45	\$22.49	\$50.94	\$38.15
13-0000	Business and Financial Operations Occupations	2,050	\$29.94	\$18.77	\$35.53	\$27.37
13-1020	Buyers and Purchasing Agents	220	\$26.72	\$18.47	\$30.84	\$25.02
13-1031	Claims Adjusters, Examiners, and Investigators		\$35.98	\$25.23	\$41.35	\$37.95
13-1041	Compliance Officers	110	\$27.62	\$18.18	\$32.34	\$24.93
13-1051	Cost Estimators	150	\$28.04	\$20.21	\$31.95	\$26.60
13-1071	Human Resources Specialists	210	\$25.40	\$15.62	\$30.29	\$22.34
13-1081	Logisticians	10	\$33.42	\$25.72	\$37.26	\$30.26
13-1111	Management Analysts	40	\$34.75	\$18.36	\$42.94	\$34.09
13-1121	Meeting, Convention, and Event Planners		\$30.99	\$18.30	\$37.34	\$28.53
13-1131	Fundraisers	20	\$26.89	\$22.10	\$29.29	\$27.36
13-1141	Compensation, Benefits, and Job Analysis Specialists	10	\$24.73	\$17.49	\$28.35	\$24.47
13-1151	Training and Development Specialists	100	\$30.54	\$18.49	\$36.56	\$30.24
13-1161	Market Research Analysts and Marketing Specialists	200	\$27.85	\$16.12	\$33.71	\$25.58
13-1198	Project Management Specialists and Business Operations Specialists, All Other	200	\$28.05	\$18.32	\$32.92	\$26.86
13-2011	Accountants and Auditors	280	\$33.09	\$21.16	\$39.05	\$26.32
13-2020	Property Appraisers and Assessors	40	\$25.17	\$19.64	\$27.93	\$24.86
13-2041	Credit Analysts	20	\$38.80	\$29.23	\$43.58	\$31.99
13-2052	Personal Financial Advisors		\$33.32	\$26.13	\$36.91	\$33.55
13-2071	Credit Counselors	20	\$17.96	\$14.36	\$19.77	\$17.67
13-2072	Loan Officers	230	\$38.25	\$26.03	\$44.35	\$37.25
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	40	\$33.10	\$22.31	\$38.50	\$28.37
15-0000	Computer and Mathematical Occupations	530	\$30.86	\$18.24	\$37.17	\$28.57
15-1211	Computer Systems Analysts	60	\$31.56	\$25.50	\$34.58	\$29.54
15-1231	Computer Network Support Specialists		\$25.02	\$19.50	\$27.78	\$23.78
15-1232	Computer User Support Specialists	130	\$21.95	\$12.85	\$26.51	\$21.95
15-1241	Computer Network Architects	20	\$40.81	\$30.65	\$45.89	\$37.42
15-1244	Network and Computer Systems Administrators	80	\$35.16	\$25.82	\$39.83	\$33.90
15-1245	Database Administrators and Architects		\$41.69	\$26.88	\$49.10	\$38.77
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	70	\$44.74	\$32.62	\$50.80	\$44.20
15-1257	Web Developers and Digital Interface Designers	10	\$25.43	\$16.43	\$29.93	\$18.80
15-1299	Computer Occupations, All Other	40	\$27.09	\$17.67	\$31.80	\$25.75
17-0000	Architecture and Engineering Occupations	720	\$35.15	\$22.20	\$41.62	\$33.37
17-2051	Civil Engineers	60	\$42.17	\$30.46	\$48.03	\$40.00
17-2071	Electrical Engineers	70	\$46.38	\$30.15	\$54.49	\$45.96
17-2112	Industrial Engineers	100	\$41.16	\$32.47	\$45.51	\$39.71
17-2141	Mechanical Engineers	120	\$34.46	\$23.82	\$39.78	\$33.51
17-2199	Engineers, All Other		\$34.88	\$14.75	\$44.95	\$30.27
17-3011	Architectural and Civil Drafters	20	\$29.53	\$24.00	\$32.29	\$29.66
17-3013	Mechanical Drafters	70	\$26.17	\$19.79	\$29.36	\$25.19
17-3022	Civil Engineering Technologists and Technicians	70	\$25.71	\$19.28	\$28.93	\$24.16
17-3023	Electrical and Electronic Engineering Technologists and Technicians	30	\$43.04	\$32.56	\$48.29	\$44.15
17-3026	Industrial Engineering Technologists and Technicians	30	\$30.99	\$23.81	\$34.57	\$30.23
17-3031	Surveying and Mapping Technicians		\$19.72	\$10.49	\$24.33	\$21.97



17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	50	\$28.06	\$21.63	\$31.27	\$27.75
19-0000	Life, Physical, and Social Science Occupations	570	\$26.60	\$17.19	\$31.31	\$25.77
19-1013	Soil and Plant Scientists	80	\$31.10	\$27.58	\$32.86	\$30.12
19-1029	Biological Scientists, All Other	10	\$19.97	\$13.56	\$23.17	\$15.08
19-1031	Conservation Scientists	80	\$26.13	\$17.75	\$30.32	\$25.14
19-2031	Chemists	20	\$32.62	\$21.85	\$38.00	\$30.02
19-2041	Environmental Scientists and Specialists, Including Health	30	\$32.18	\$22.47	\$37.03	\$34.69
19-3031	Clinical, Counseling, and School Psychologists	10	\$41.84	\$35.21	\$45.15	\$44.31
19-4010	Agricultural and Food Science Technicians	90	\$18.56	\$14.11	\$20.78	\$18.05
19-4031	Chemical Technicians	30	\$20.54	\$16.68	\$22.46	\$20.62
19-4099	Life, Physical, and Social Science Technicians, All Other	10	\$24.81	\$12.79	\$30.82	\$19.55
19-5011	Occupational Health and Safety Specialists	30	\$33.10	\$28.61	\$35.35	\$33.32
21-0000	Community and Social Service Occupations	1,130	\$20.51	\$12.66	\$24.44	\$18.18
21-1012	Educational, Guidance, and Career Counselors and Advisors	120	\$24.34	\$13.39	\$29.82	\$23.98
21-1015	Rehabilitation Counselors	80	\$15.07	\$11.15	\$17.04	\$12.45
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	170	\$22.59	\$16.30	\$25.74	\$21.40
21-1021	Child, Family, and School Social Workers	210	\$22.55	\$13.75	\$26.95	\$15.56
21-1022	Healthcare Social Workers	50	\$25.92	\$20.12	\$28.82	\$26.02
21-1091	Health Education Specialists	30	\$20.37	\$13.50	\$23.81	\$18.36
21-1093	Social and Human Service Assistants	340	\$17.23	\$11.99	\$19.85	\$16.67
21-1099	Community and Social Service Specialists, All Other	30	\$14.72	\$9.11	\$17.53	\$13.94
23-0000	Legal Occupations	290	\$26.14	\$13.00	\$32.71	\$23.03
23-1011	Lawyers		\$37.08	\$25.69	\$42.78	\$35.38
23-2011	Paralegals and Legal Assistants		\$22.18	\$20.44	\$23.06	\$22.51
23-2093	Title Examiners, Abstractors, and Searchers		\$13.77	\$8.45	\$16.43	\$14.10
23-2099	Legal Support Workers, All Other	40	\$24.58	\$17.71	\$28.01	\$24.79
25-0000	Educational Instruction and Library Occupations	6,210	\$21.08	\$11.44	\$25.91	\$20.22
25-1194	Career/Technical Education Teachers, Postsecondary	40	\$32.04	\$19.69	\$38.21	\$28.26
25-2011	Preschool Teachers, Except Special Education	220	\$16.69	\$10.18	\$19.94	\$16.36
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	50	\$18.43	\$13.85	\$20.71	\$17.88
25-3021	Self-Enrichment Teachers	80	\$14.26	\$10.08	\$16.35	\$12.45
25-3031	Substitute Teachers, Short-Term	640	\$18.16	\$14.20	\$20.13	\$18.74
25-3097	Tutors and Teachers and Instructors, All Other	20				
25-4012	Curators		\$17.40	\$13.60	\$19.30	\$14.79
25-4022	Librarians and Media Collections Specialists	80	\$16.21	\$9.36	\$19.63	\$14.11
25-4031	Library Technicians		\$10.81	\$8.24	\$12.10	\$9.23
25-9021	Farm and Home Management Educators	70	\$28.76	\$18.42	\$33.93	\$27.17
25-9031	Instructional Coordinators	110	\$32.30	\$22.92	\$36.99	\$33.08
25-9045	Teaching Assistants, Except Postsecondary	1,540				
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	610	\$18.46	\$9.69	\$22.84	\$15.38
27-1021	Commercial and Industrial Designers	30	\$23.31	\$15.06	\$27.43	\$21.62
27-1023	Floral Designers	50	\$10.97	\$8.27	\$12.33	\$10.85
27-1024	Graphic Designers	80	\$18.36	\$12.66	\$21.21	\$17.54
27-1026	Merchandise Displayers and Window Trimmers	10				
27-2012	Producers and Directors	20	\$20.08	\$13.23	\$23.51	\$19.24
27-2022	Coaches and Scouts	160				
27-3011	Broadcast Announcers and Radio Disc Jockeys	50	\$16.82	\$11.29	\$19.58	\$16.25
27-3023	News Analysts, Reporters, and Journalists	40	\$14.82	\$11.72	\$16.37	\$13.96
27-3031	Public Relations Specialists	80	\$21.25	\$10.15	\$26.80	\$20.07
27-3091	Interpreters and Translators	30	\$17.44	\$15.51	\$18.40	\$17.52
29-0000	Healthcare Practitioners and Technical Occupations	5,290	\$33.54	\$18.63	\$41.00	\$26.95
29-1011	Chiropractors	50	\$26.78	\$17.05	\$31.65	\$22.94
29-1021	Dentists, General		\$68.37	\$58.78	\$73.16	\$69.65
29-1031	Dietitians and Nutritionists	40	\$24.64	\$17.19	\$28.36	\$23.51
29-1041	Optometrists	40	\$74.85	\$43.65	\$90.46	\$55.85
29-1051	Pharmacists	140	\$55.61	\$41.81	\$62.51	\$57.96
29-1071	Physician Assistants	40	\$57.50	\$51.02	\$60.74	\$58.33
29-1122	Occupational Therapists	80	\$42.38	\$32.42	\$47.36	\$43.16
29-1123	Physical Therapists	130	\$41.56	\$29.67	\$47.50	\$41.19
29-1126	Respiratory Therapists	60	\$29.95	\$26.06	\$31.89	\$29.52
29-1127	Speech-Language Pathologists	60	\$41.17	\$22.54	\$50.49	\$42.18
29-1131	Veterinarians	110	\$38.10	\$23.03	\$45.63	\$42.71
29-1141	Registered Nurses	2,090	\$27.88	\$21.70	\$30.97	\$27.88
29-1151	Nurse Anesthetists	40	\$103.87	\$80.56	\$115.52	\$99.70
29-1171	Nurse Practitioners	130	\$56.37	\$43.60	\$62.75	\$56.71
29-1215	Family Medicine Physicians	70	\$121.29	\$75.72	\$144.07	
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	80	\$125.53			
29-1248	Surgeons, Except Ophthalmologists	10	\$152.63			
29-1292	Dental Hygienists	80	\$36.63	\$34.31	\$37.79	\$37.08
29-2010	Clinical Laboratory Technologists and Technicians	150	\$23.47	\$17.11	\$26.65	\$23.17
29-2032	Diagnostic Medical Sonographers	20	\$34.96	\$29.15	\$37.87	\$35.43
29-2034	Radiologic Technologists and Technicians	150	\$26.09	\$21.34	\$28.46	\$25.49

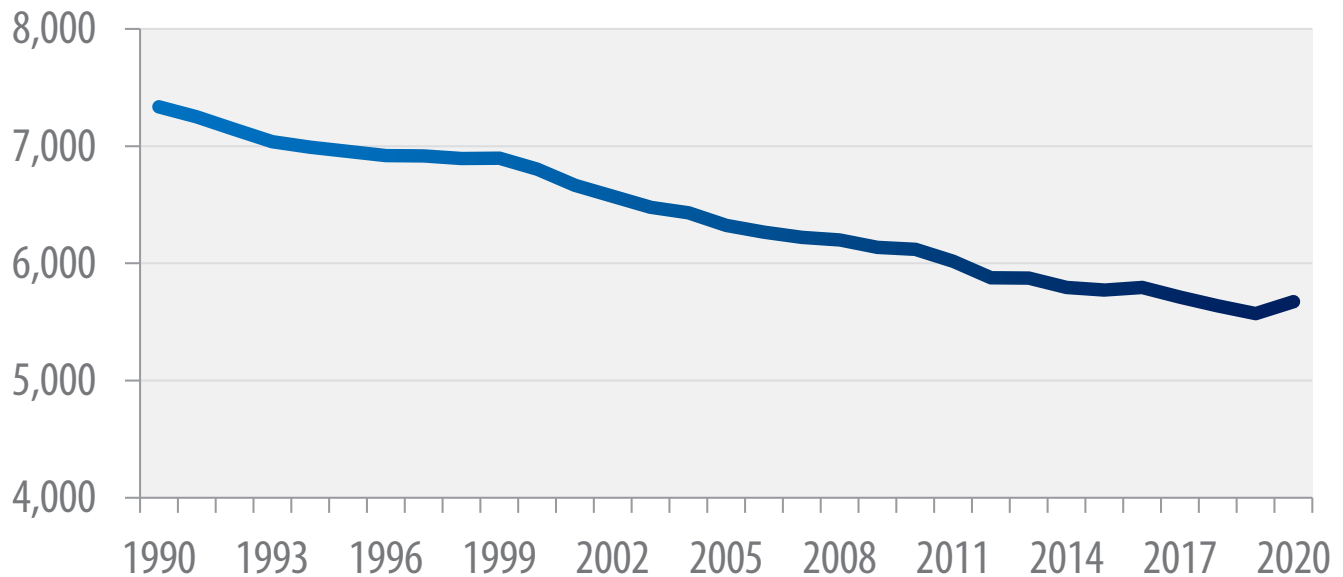
29-2040	Emergency Medical Technicians and Paramedics	230	\$18.43	\$12.50	\$21.39	\$19.23
29-2051	Dietetic Technicians	10	\$14.01	\$12.09	\$14.97	\$13.68
29-2052	Pharmacy Technicians	260	\$17.00	\$12.77	\$19.12	\$16.33
29-2055	Surgical Technologists	40	\$18.89	\$16.54	\$20.07	\$18.54
29-2056	Veterinary Technologists and Technicians		\$16.84	\$14.89	\$17.82	\$16.88
29-2061	Licensed Practical and Licensed Vocational Nurses	600	\$21.64	\$18.65	\$23.13	\$21.74
29-2081	Opticians, Dispensing	40	\$15.14	\$13.49	\$15.96	\$15.21
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	200	\$21.30	\$15.29	\$24.30	\$20.61
29-9091	Athletic Trainers	20				
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers, All Other		\$22.14	\$13.71	\$26.36	\$18.00
31-0000	Healthcare Support Occupations	4,240	\$14.74	\$11.93	\$16.15	\$14.21
31-1120	Home Health and Personal Care Aides	1,650	\$13.77	\$11.27	\$15.02	\$13.28
31-1131	Nursing Assistants	1,860	\$14.14	\$12.55	\$14.93	\$14.12
31-2011	Occupational Therapy Assistants		\$27.81	\$23.33	\$30.04	\$27.25
31-2021	Physical Therapist Assistants	70	\$25.93	\$20.42	\$28.68	\$24.84
31-9091	Dental Assistants	130	\$21.60	\$17.43	\$23.68	\$21.14
31-9092	Medical Assistants	240	\$16.42	\$13.37	\$17.95	\$15.97
31-9093	Medical Equipment Preparers	10	\$16.91	\$14.11	\$18.30	\$17.13
31-9094	Medical Transcriptionists	40	\$18.24	\$15.13	\$19.79	\$18.07
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	50	\$17.82	\$13.82	\$19.81	\$18.21
31-9097	Phlebotomists	40	\$14.86	\$13.12	\$15.73	\$14.46
33-0000	Protective Service Occupations	930	\$22.71	\$13.14	\$27.49	\$22.56
33-1011	First-Line Supervisors of Correctional Officers	10	\$30.73	\$21.27	\$35.47	\$34.49
33-1012	First-Line Supervisors of Police and Detectives	60	\$32.24	\$28.38	\$34.18	\$31.01
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	10	\$30.15	\$17.19	\$36.63	\$29.93
33-2011	Firefighters	50	\$12.50	\$8.76	\$14.38	\$9.75
33-3012	Correctional Officers and Jailers	240	\$22.67	\$17.36	\$25.32	\$22.00
33-3031	Fish and Game Wardens	20	\$31.79	\$24.20	\$35.58	\$33.20
33-3051	Police and Sheriff's Patrol Officers	310	\$27.76	\$20.81	\$31.23	\$27.41
33-9032	Security Guards	50				
35-0000	Food Preparation and Serving Related Occupations	5,370	\$11.60	\$8.73	\$13.03	\$10.78
35-1011	Chefs and Head Cooks	20	\$18.83	\$15.23	\$20.64	\$18.25
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	540	\$16.45	\$11.28	\$19.03	\$14.86
35-2011	Cooks, Fast Food		\$13.25	\$9.38	\$15.19	\$12.76
35-2012	Cooks, Institution and Cafeteria	590	\$12.79	\$10.64	\$13.87	\$12.62
35-2014	Cooks, Restaurant	360	\$13.66	\$10.72	\$15.14	\$13.55
35-2021	Food Preparation Workers		\$12.16	\$10.20	\$13.13	\$11.42
35-3011	Bartenders	280	\$10.53	\$8.47	\$11.56	\$10.27
35-3023	Fast Food and Counter Workers	1,890	\$10.34	\$8.66	\$11.18	\$10.05
35-3031	Waiters and Waitresses	580	\$9.85	\$8.63	\$10.47	\$9.24
35-3041	Food Servers, Nonrestaurant	240	\$10.84	\$8.38	\$12.06	\$10.62
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers		\$9.38	\$8.36	\$9.89	\$8.93
35-9021	Dishwashers		\$9.77	\$8.70	\$10.31	\$9.59
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop		\$9.20	\$8.40	\$9.60	\$8.76
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,210	\$14.21	\$10.19	\$16.22	\$12.74
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	120	\$20.09	\$13.82	\$23.23	\$18.29
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers		\$18.58	\$15.49	\$20.12	\$18.09
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	950	\$14.61	\$10.36	\$16.73	\$13.73
37-2012	Maids and Housekeeping Cleaners	570	\$11.76	\$9.47	\$12.91	\$11.37
37-2021	Pest Control Workers	30	\$19.65	\$15.21	\$21.87	\$18.65
37-3011	Landscaping and Groundskeeping Workers	420	\$13.08	\$10.16	\$14.54	\$11.83
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	60	\$20.77	\$17.29	\$22.51	\$21.24
39-0000	Personal Care and Service Occupations	1,230	\$13.33	\$8.77	\$15.60	\$11.65
39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	80	\$19.07	\$11.96	\$22.63	\$16.08
39-2021	Animal Caretakers	110	\$13.00	\$10.74	\$14.13	\$12.50
39-3031	Ushers, Lobby Attendants, and Ticket Takers	50	\$9.53	\$8.63	\$9.98	\$9.06
39-3091	Amusement and Recreation Attendants	70	\$10.02	\$8.54	\$10.76	\$9.32
39-4021	Funeral Attendants	100	\$16.06	\$10.81	\$18.69	\$15.16
39-4031	Morticians, Undertakers, and Funeral Arrangers	20	\$43.53	\$25.69	\$52.45	\$35.11
39-5012	Hairdressers, Hairstylists, and Cosmetologists	90	\$15.37	\$10.86	\$17.63	\$15.47
39-7010	Tour and Travel Guides	20	\$12.03	\$9.16	\$13.47	\$11.29
39-9011	Childcare Workers	330	\$9.60	\$8.67	\$10.06	\$9.29
39-9031	Exercise Trainers and Group Fitness Instructors	60	\$14.93	\$9.92	\$17.43	\$13.40
39-9032	Recreation Workers	150	\$13.10	\$10.19	\$14.56	\$12.70
39-9041	Residential Advisors	70	\$14.25	\$12.95	\$14.90	\$14.16
41-0000	Sales and Related Occupations	7,450	\$16.68	\$9.22	\$20.41	\$11.86
41-1011	First-Line Supervisors of Retail Sales Workers	540	\$18.87	\$12.62	\$21.99	\$16.98
41-1012	First-Line Supervisors of Non-Retail Sales Workers	70	\$38.06	\$28.46	\$42.86	\$34.28
41-2011	Cashiers	3,360	\$10.42	\$8.65	\$11.30	\$10.17
41-2021	Counter and Rental Clerks	120	\$12.08	\$9.67	\$13.29	\$11.30

41-2022	Parts Salespersons	320	\$16.91	\$10.39	\$20.17	\$14.04
41-2031	Retail Salespersons	1,260	\$14.80	\$9.82	\$17.29	\$12.31
41-3011	Advertising Sales Agents	80	\$17.17	\$10.51	\$20.50	\$16.23
41-3021	Insurance Sales Agents	390	\$24.00	\$8.76	\$31.63	\$21.51
41-3031	Securities, Commodities, and Financial Services Sales Agents		\$40.38	\$17.59	\$51.78	\$24.92
41-3041	Travel Agents	30	\$19.63	\$13.89	\$22.50	\$16.53
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	130	\$27.19	\$16.05	\$32.76	\$22.62
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products		\$40.99	\$21.62	\$50.67	\$35.27
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	900	\$31.29	\$17.12	\$38.37	\$26.95
41-9041	Telemarketers	50	\$17.56	\$11.11	\$20.78	\$14.65
41-9099	Sales and Related Workers, All Other	20	\$19.79	\$13.75	\$22.81	\$15.41
43-0000	Office and Administrative Support Occupations	10,060	\$18.30	\$12.26	\$21.32	\$17.44
43-1011	First-Line Supervisors of Office and Administrative Support Workers	480	\$25.96	\$18.48	\$29.70	\$24.23
43-2011	Switchboard Operators, Including Answering Service		\$15.38	\$12.49	\$16.82	\$14.24
43-3011	Bill and Account Collectors		\$21.87	\$16.59	\$24.52	\$19.58
43-3021	Billing and Posting Clerks	300	\$17.86	\$14.19	\$19.70	\$17.62
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,160	\$18.50	\$11.41	\$22.05	\$17.57
43-3051	Payroll and Timekeeping Clerks	70	\$20.75	\$14.89	\$23.68	\$20.62
43-3061	Procurement Clerks	40	\$18.44	\$14.80	\$20.25	\$18.21
43-3071	Tellers	510	\$14.73	\$13.21	\$15.49	\$14.37
43-4031	Court, Municipal, and License Clerks	290	\$15.97	\$9.14	\$19.39	\$15.25
43-4051	Customer Service Representatives	1,450	\$18.06	\$13.06	\$20.57	\$17.57
43-4061	Eligibility Interviewers, Government Programs	30	\$25.61	\$19.11	\$28.86	\$27.27
43-4081	Hotel, Motel, and Resort Desk Clerks	160	\$11.22	\$9.61	\$12.02	\$11.08
43-4111	Interviewers, Except Eligibility and Loan	160	\$15.14	\$13.54	\$15.93	\$14.72
43-4121	Library Assistants, Clerical	110	\$10.68	\$8.52	\$11.76	\$9.91
43-4131	Loan Interviewers and Clerks	70	\$21.43	\$16.43	\$23.93	\$20.92
43-4141	New Accounts Clerks	140	\$18.40	\$16.05	\$19.57	\$18.04
43-4151	Order Clerks	20	\$14.05	\$12.66	\$14.74	\$13.98
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	60	\$18.35	\$13.76	\$20.64	\$17.37
43-4171	Receptionists and Information Clerks	320	\$15.31	\$11.20	\$17.36	\$14.76
43-4199	Information and Record Clerks, All Other	20	\$20.04	\$15.57	\$22.27	\$18.49
43-5021	Couriers and Messengers	30	\$12.29	\$10.66	\$13.10	\$11.91
43-5031	Public Safety Telecommunicators	90	\$20.51	\$17.46	\$22.03	\$20.98
43-5032	Dispatchers, Except Police, Fire, and Ambulance	70	\$24.84	\$16.47	\$29.03	\$25.31
43-5051	Postal Service Clerks	180	\$22.46	\$17.12	\$25.13	\$22.18
43-5052	Postal Service Mail Carriers	350	\$24.99	\$18.37	\$28.29	\$23.35
43-5061	Production, Planning, and Expediting Clerks	150	\$25.27	\$18.60	\$28.60	\$24.03
43-5071	Shipping, Receiving, and Inventory Clerks	480	\$18.60	\$13.43	\$21.18	\$18.04
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping		\$15.94	\$12.95	\$17.44	\$16.23
43-6011	Executive Secretaries and Executive Administrative Assistants	150	\$29.95	\$18.59	\$35.63	\$25.77
43-6012	Legal Secretaries and Administrative Assistants	120	\$18.94	\$17.01	\$19.91	\$18.18
43-6013	Medical Secretaries and Administrative Assistants	260	\$16.75	\$13.74	\$18.25	\$16.53
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	780	\$17.64	\$12.51	\$20.20	\$17.43
43-9021	Data Entry Keyers	40	\$13.46	\$8.33	\$16.02	\$13.40
43-9041	Insurance Claims and Policy Processing Clerks	120	\$15.85	\$13.41	\$17.07	\$14.73
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	60	\$12.64	\$8.57	\$14.68	\$11.49
43-9061	Office Clerks, General	1,470	\$16.70	\$11.53	\$19.28	\$16.55
43-9071	Office Machine Operators, Except Computer	10	\$16.94	\$13.97	\$18.43	\$16.11
43-9199	Office and Administrative Support Workers, All Other		\$12.53	\$8.45	\$14.57	\$9.38
45-0000	Farming, Fishing, and Forestry Occupations	560	\$18.51	\$12.43	\$21.54	\$17.76
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers		\$24.83	\$18.57	\$27.97	\$26.55
45-2011	Agricultural Inspectors	20	\$27.95	\$22.99	\$30.42	\$27.02
45-2091	Agricultural Equipment Operators	310	\$18.62	\$13.48	\$21.18	\$18.53
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	60	\$13.76	\$10.72	\$15.27	\$12.00
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	30	\$17.51	\$13.79	\$19.37	\$16.88
47-0000	Construction and Extraction Occupations	3,170	\$22.88	\$16.35	\$26.14	\$21.90
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	310	\$30.84	\$24.15	\$34.19	\$30.42
47-2021	Brickmasons and Blockmasons	20	\$29.23	\$21.22	\$33.24	\$30.71
47-2031	Carpenters	330	\$21.07	\$15.18	\$24.02	\$21.36
47-2051	Cement Masons and Concrete Finishers	290	\$20.06	\$16.21	\$21.99	\$20.24
47-2061	Construction Laborers	640	\$19.14	\$15.26	\$21.08	\$18.40
47-2073	Operating Engineers and Other Construction Equipment Operators	400	\$23.10	\$18.81	\$25.25	\$22.63
47-2111	Electricians	280	\$27.16	\$20.99	\$30.25	\$24.80
47-2141	Painters, Construction and Maintenance		\$18.73	\$16.97	\$19.62	\$17.60
47-2152	Plumbers, Pipefitters, and Steamfitters	170	\$22.14	\$16.75	\$24.84	\$19.60
47-2211	Sheet Metal Workers		\$25.97	\$17.47	\$30.21	\$23.75
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	10	\$19.32	\$13.82	\$22.07	\$17.30
47-4011	Construction and Building Inspectors	30	\$26.71	\$18.00	\$31.06	\$26.09

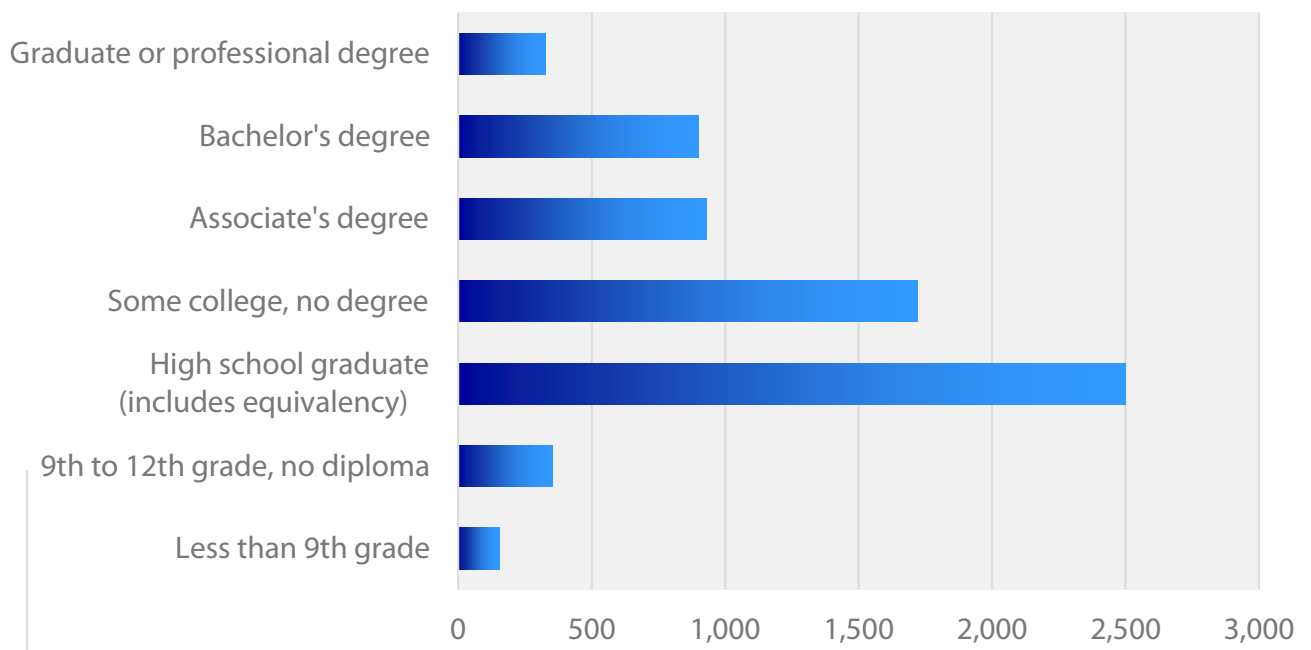
47-4051	Highway Maintenance Workers	330	\$22.20	\$20.07	\$23.27	\$22.47
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	20	\$19.77	\$15.09	\$22.11	\$18.70
49-0000	Installation, Maintenance, and Repair Occupations	3,920	\$23.22	\$15.30	\$27.18	\$21.69
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	380	\$34.27	\$23.45	\$39.69	\$34.83
49-2011	Computer, Automated Teller, and Office Machine Repairers		\$21.63	\$18.45	\$23.21	\$21.85
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers		\$27.31	\$17.94	\$32.00	\$28.26
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	20	\$27.23	\$22.55	\$29.57	\$28.16
49-3011	Aircraft Mechanics and Service Technicians	20	\$28.71	\$19.26	\$33.44	\$29.86
49-3021	Automotive Body and Related Repairers	110	\$22.58	\$16.70	\$25.51	\$22.52
49-3023	Automotive Service Technicians and Mechanics	430	\$19.08	\$13.39	\$21.92	\$18.22
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	270	\$21.12	\$16.31	\$23.53	\$21.02
49-3041	Farm Equipment Mechanics and Service Technicians	230	\$21.54	\$16.81	\$23.91	\$20.74
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	90	\$19.98	\$17.39	\$21.27	\$19.42
49-3052	Motorcycle Mechanics	20	\$16.31	\$12.21	\$18.36	\$16.93
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	70	\$18.66	\$12.04	\$21.97	\$18.24
49-3092	Recreational Vehicle Service Technicians	20	\$18.79	\$11.95	\$22.21	\$16.43
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	60	\$34.34	\$23.33	\$39.84	\$35.89
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	190	\$22.37	\$15.38	\$25.86	\$22.25
49-9031	Home Appliance Repairers	30	\$19.02	\$11.86	\$22.60	\$17.55
49-9041	Industrial Machinery Mechanics	410	\$23.95	\$19.32	\$26.27	\$23.64
49-9043	Maintenance Workers, Machinery	80	\$24.22	\$17.63	\$27.52	\$22.99
49-9051	Electrical Power-Line Installers and Repairers	200	\$34.39	\$20.62	\$41.28	\$37.09
49-9052	Telecommunications Line Installers and Repairers	80	\$25.61	\$17.63	\$29.60	\$22.79
49-9071	Maintenance and Repair Workers, General	750	\$18.75	\$12.83	\$21.71	\$18.22
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	30	\$19.26	\$13.81	\$21.99	\$20.31
49-9098	Helpers--Installation, Maintenance, and Repair Workers	60	\$14.35	\$11.18	\$15.93	\$13.78
49-9099	Installation, Maintenance, and Repair Workers, All Other	90	\$21.57	\$17.20	\$23.75	\$21.83
51-0000	Production Occupations	9,440	\$19.22	\$14.45	\$21.60	\$18.64
51-1011	First-Line Supervisors of Production and Operating Workers	620	\$27.87	\$20.16	\$31.73	\$27.99
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	200	\$21.97	\$17.83	\$24.04	\$22.49
51-2041	Structural Metal Fabricators and Fitters	20	\$20.91	\$17.06	\$22.84	\$21.79
51-2090	Miscellaneous Assemblers and Fabricators	1,450	\$18.84	\$15.20	\$20.66	\$19.03
51-3011	Bakers	40	\$14.28	\$11.17	\$15.83	\$13.46
51-3021	Butchers and Meat Cutters	240	\$13.78	\$10.91	\$15.21	\$13.16
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,730				
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	170	\$19.90	\$16.68	\$21.51	\$19.94
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	10	\$24.07	\$17.73	\$27.25	\$25.44
51-4041	Machinists	260	\$19.42	\$15.57	\$21.34	\$19.53
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	80	\$18.09	\$14.92	\$19.67	\$17.97
51-4111	Tool and Die Makers	100	\$25.43	\$21.04	\$27.63	\$26.19
51-4121	Welders, Cutters, Solderers, and Brazers	520	\$19.25	\$15.16	\$21.29	\$19.10
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	140	\$20.18	\$17.03	\$21.75	\$20.37
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic	30				
51-5111	Prepress Technicians and Workers	30	\$14.86	\$9.62	\$17.48	\$13.94
51-5112	Printing Press Operators	80	\$13.54	\$8.85	\$15.88	\$12.76
51-6011	Laundry and Dry-Cleaning Workers		\$11.14	\$8.53	\$12.45	\$10.59
51-6031	Sewing Machine Operators	40	\$13.68	\$11.61	\$14.71	\$13.54
51-7011	Cabinetmakers and Bench Carpenters	20	\$20.52	\$10.98	\$25.30	\$16.81
51-8021	Stationary Engineers and Boiler Operators	20	\$23.32	\$19.43	\$25.26	\$22.77
51-8031	Water and Wastewater Treatment Plant and System Operators	280	\$17.09	\$9.51	\$20.88	\$17.59
51-9011	Chemical Equipment Operators and Tenders	90	\$21.78	\$15.59	\$24.87	\$21.28
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders		\$20.46	\$15.81	\$22.78	\$19.05
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	70	\$18.89	\$16.59	\$20.04	\$18.54
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	150	\$18.57	\$14.70	\$20.51	\$18.05
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	300	\$20.97	\$15.03	\$23.93	\$19.85
51-9111	Packaging and Filling Machine Operators and Tenders	240	\$17.59	\$14.19	\$19.29	\$17.50
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	240	\$18.33	\$13.12	\$20.94	\$17.93
51-9161	Computer Numerically Controlled Tool Operators	140	\$19.58	\$16.48	\$21.14	\$19.32
51-9162	Computer Numerically Controlled Tool Programmers	20	\$25.44	\$19.54	\$28.39	\$25.65
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	100	\$16.32	\$13.06	\$17.94	\$16.34
51-9198	Helpers--Production Workers	70	\$18.66	\$14.90	\$20.54	\$18.79
51-9199	Production Workers, All Other		\$20.80	\$13.40	\$24.50	\$18.88
53-0000	Transportation and Material Moving Occupations	9,310	\$17.82	\$12.01	\$20.72	\$17.06
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	310	\$26.07	\$17.91	\$30.14	\$25.49
53-2012	Commercial Pilots					
53-3031	Driver/Sales Workers		\$19.16	\$14.01	\$21.74	\$20.08
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,280	\$18.09	\$13.15	\$20.57	\$16.56
53-3033	Light Truck Drivers	340	\$17.88	\$10.65	\$21.49	\$14.79

53-3052	Bus Drivers, Transit and Intercity	240	\$14.97	\$14.24	\$15.34	\$14.82
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	860	\$18.82	\$10.77	\$22.84	\$20.26
53-6021	Parking Attendants	10				
53-6041	Traffic Technicians	30	\$18.02	\$17.75	\$18.15	\$18.07
53-7011	Conveyor Operators and Tenders	160	\$18.64	\$15.34	\$20.30	\$18.47
53-7021	Crane and Tower Operators		\$30.31	\$23.00	\$33.97	\$27.78
53-7051	Industrial Truck and Tractor Operators	360	\$20.89	\$16.80	\$22.94	\$20.02
53-7061	Cleaners of Vehicles and Equipment	180	\$15.43	\$12.58	\$16.86	\$14.79
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,700	\$17.51	\$12.29	\$20.12	\$17.50
53-7064	Packers and Packagers, Hand	480	\$14.64	\$11.41	\$16.25	\$14.45
53-7065	Stockers and Order Fillers	1,950	\$16.16	\$10.55	\$18.97	\$16.24
53-7081	Refuse and Recyclable Material Collectors	70	\$17.01	\$12.77	\$19.13	\$17.30

## Audubon County Population 1990-2020



## Educational Attainment of Audubon County population age 25 and over



## Audubon County Largest Employers

Business	Employees
AMVC	652
Puck Enterprises LLC	185 (local)
Audubon County Memorial Hospital	100
Audubon Community Schools	100
Friendship Home Association	100
Waspy's	100
Exira Care Center	75







# Carroll County

Size: 367,296 acres or 573 square miles

Percentage of farmland: 97% (358,858 acres)

Average winter temperature: 21° F

Average summer temperature: 72° F

Average snowfall: 33.2"

Average rainfall: 29.9"

Highest elevation: 1,557 feet above sea level

Lowest elevation: 1,090 feet above sea level

Primary watersheds in the county: North and Middle Raccoon River systems

Natural Resources: Soil, sand and gravel

Federally Endangered, Threatened, or Proposed Species: Northern long-eared bat (Threatened), Topeka shiner (Endangered and Critical habitat), prairie bush clover (Endangered), Western prairie fringed orchid (Threatened)

Vegetation: Grasses-Indian grass, switch grass, big and little bluestem grass

Trees-black walnut, sycamore, honey locust, American elm, and eastern cottonwood, red oak, white oak, basswood, and shagbark hickory

Soils: The majority of the soils in Carroll County are dark and fertile as they were formed under prairie grasses.

There are seven soil associations found in Carroll County. They are:

1. *Clarion-Nicollet-Webster association-Nearly level to strongly sloping, well drained, somewhat poorly drained, and poorly drained, loamy and silty soils that formed in glacial till or in local glacial sediment on uplands. These soils make up about 31% of the county. This association is primarily used for growing cash crops, while some the poorly drained and steeper sloping areas are used for pasture.*

2. *Clarion-Storden association-Moderately sloping to very steep, well-drained, loamy soils formed in glacial till on uplands. This association makes up about 6% of the county's land. These soils are primarily used for raising crops.*

3. *Wadena-Coland-Storden association-Nearly level to very steep, well drained and poorly drained, loamy soils that formed in glacial outwash sediment, alluvium, and glacial till on uplands and bottomlands. This soil association also makes up about 6% of the county. These soils are used for farming as well, but the areas of steep slopes and present severe limitations.*

- 4. Marshall-Exira association-Nearly level to moderately steep, well-drained, silty soils that formed in loess on uplands. This association makes up 35% of the county. These soils are very well suited to raise crops, as there is a high content of organic matter and available water capacity. Water erosion is the main concern of this association.*
- 5. Marshall-Exira-Burchard association-Nearly level to steep, well drained and moderately well drained, silty and loamy soils that formed in loess and glacial till on uplands. This association makes up about 14% of the county. Water erosion, drainage in wet areas, and maintenance of tilth and fertility are the main management concerns of this association.*
- 6. Colo-Ackmore-Calco association-Nearly level to gently sloping, poorly drained, silty soils that formed in alluvium on bottom lands. This association makes up 6% of the county. While most of these soils tend to be wet and experience seasonal flooding, most have been drained to allow for farming.*
- 7. Gara-Knox-Armstrong association-Moderately sloping to very steep, well drained to somewhat poorly drained, loamy and silty soils that formed in glacial till and loess on the uplands. This association only makes up about 2% of the county. The sloping areas of this soil are used for pasture while the more level areas are used for cultivated crops.*

As previously mentioned, a large proportion of the county is used to raise crops and livestock. Corn, soybeans, oats and hay are the primary crops produced in the area. Hogs and cattle are the main forms of livestock raised.

# Carroll County Infrastructure Assets

Airport	Arthur N. Neu Municipal Airport (Carroll)
Childcare	Breda Day Care Center, Carroll Area Child Care Center, Kids Academy, Manning Child Care Center and several private care providers
Chiropractors	Carroll, Coon Rapids, Manning
Dentists	Carroll, Coon Rapids, Manning
Educational Facilities	Carroll Community School District, Coon Rapids-Bayard Community School, Des Moines Area Community College, Glidden Ralston Community School, Kuemper Catholic Schools, Manning-IKM Community School
Electricity	Alliant (Ralston), City (Breda, Glidden, Manning, Coon Rapids), Glidden REC (rural areas), MidAmerican Energy (Carroll, Lanesboro, Arcadia, Halbur, Lidderdale, Templeton, Willey, Dedham), Western Iowa Power Co-op
Fire	All fire departments are staffed by volunteers, City of Carroll has a part-time Fire Chief
Hospital	Manning Regional Healthcare Center (Manning), St. Anthony's Regional Hospital (Carroll),
Industrial Parks	Breda, Carroll, Coon Rapids, Manning, Templeton
Internet	Arcadia Telephone, Breda Telephone, Coon Rapids & Manning Municipal Systems, Pioneer, Templeton Telephone, other private suppliers
Major Employers (greater than 100 employees)	American Home Shield, Carroll Community Schools, Carroll County, Farner-Bocken Corporation, The Graphic Edge, Hy-Vee, Kuemper Catholic School System, New Hope, Pella Corporation- Carroll Operation, Smithfield Farmland, St. Anthony Regional Hospital, UTC Aerospace Systems, Wal-Mart
Major Transportation Routes	State Highway 141, U.S. Highway 30, U.S. Highway 71
Natural Gas	Alliant Energy (Carroll), Municipal (Manning, Templeton, Coon Rapids), Peoples Natural Gas (Glidden, Ralston)
Optometrists	Carroll, Coon Rapids, Manning
Parks/Recreational Facilities	Bennett Access Area, Breda Golf Club, Breda Municipal Swimming Pool, Buttrick Bluff Wildlife Area, Carroll Aquatic Center, Carroll Country Club, Carroll Municipal Golf Course, Carroll Recreation Center, Carroll 5 Theaters, Coon Rapids Racquetball Club, Coon Rapids Golf Club, Coon Rapids Family Aquatic Center, Coon Rapids Rec Center, Daniel Davis Timber, Dickson Timber, Garst Farm Resorts, Glidden Municipal Swimming Pool, Halbur Ridge Wildlife Area, Hazel Brush Wildlife Area, Manning Community Center, Manning/Manilla Golf and Country Club, Merritt Access, Mid Prairie Park, Middle Raccoon River Access, Rail Bend Wildlife Area, Riverside Park, Russell White Nature Center, Sauk Rail Trail, Swan Lake State Park, West Bend Wildlife Area
Physicians	Breda, Carroll, Coon Rapids, Manning
Police	Carroll County Sheriff's Department, City Police (Carroll, Coon Rapids, Manning)
Rail Service	Union Pacific runs east and west through the central part of the county. Cities served include: Arcadia, Carroll, Glidden, and Ralston. The Burlington Northern Santa Fe Railroad also serves the southern part of the county. Those served include: Coon Rapids, Dedham, Manning and Templeton.

Senior Services	Carroll Manor (Carroll), Elderbridge Agency on Aging (Carroll), Hawkeye Care (Carroll), Manning Plaza, Retired Senior Volunteer Program (Carroll), St. Anthony Nursing Home (Carroll), Thomas Rest Haven (Coon Rapids), Western Iowa Transit
Solid Waste	All cities contract with private haulers.
Telephone	Arcadia Telephone (Arcadia), Breda Telephone (Breda, Lidderdale), Centurylink (Carroll), Municipal-owned telecom system (Manning, Coon Rapids), Windstream (Manning, Halbur, Glidden, Willey, Dedham, Lanesboro, Ralston, Coon Rapids), Templeton Telephone Company (Templeton)
Tourist Attractions	A 7 D Corsair Fighter (Carroll Airport), Carroll County Historical Museum (Carroll), Carroll Depot (Carroll), Carroll Municipal Baseball Stadium (Carroll), CNWRR Depot (Breda), CNWRR Depot (Carroll), Grave and Memorial of Merle D. Hay (Glidden), Manning Heritage Park and Hausbarn (Manning), Missouri/Mississippi Divide (Arcadia), One room school house and log cabin (Carroll), Riverside Park (Coon Rapids), Swan Lake/Farmstead Museum (Carroll), War Memorial Monument (Carroll)
Wastewater	All communities except Ralston and Willey have centralized collection systems, Ralston and Willey have on-site systems
Water	Municipality (Carroll, Coon Rapids, Manning, Dedham, Willey, Lanesboro, Breda), West Central Iowa Rural Water Association (Arcadia, Templeton, Halbur, Lidderdale)

# Carroll County SWOT Analysis

Strengths Good school systems/able to choose – high schools and community college

Existing businesses

Philanthropic

Industry diversity including locally owned businesses

Progressive thinking

Quality internet/broadband connectivity

Aesthetics

Continued low employment

Diversity of employment opportunities

Financially well to do

Geographic location

Good demand for existing housing

Great community

Good/hardworking people

Highway 30

Jobs

Location

Low debt levels for cities and schools

Low unemployment rate

Medical services, choices for service

People

Population size

Job opportunities which allow for career advancement

Regional HUB

Safety, Low Crime

Strong Ag Community

Good infrastructure – utilities, broadband, etc.

Strong Economy

Strong Manufacturing Industry

Strong Tax Base

Reasonable property taxes

Trail systems

Community pride

Valuable Farmland

Volunteerism

Work Ethic

Room to grow

Strong Retail Economy

Strong Service Industry

Low labor cost

Commitment to retention and expansion

Cost of living

Wealth

Desire to get things accomplished

Golf courses

Diverse recreation opportunities

Carroll population growth



Strengths Location to transportation – highway and rail  
Multiple thriving communities  
Good law enforcement  
Strong local governments  
Strong chamber/economic development groups  
Strong long-time established businesses

Weaknesses Lack of Housing/Affordable Housing  
Lack of Employees/Workforce  
No connecting 4-lane highway  
Lack of diversity  
High prices of land to develop/high construction costs  
Online shopping – leading to store closing i.e. JCPenny  
Too Carroll centric  
Unwilling to change/complacency  
Access to metro areas  
Aging population  
Aging population  
Bashing each other  
Competition with and from Carroll  
Declining Population  
Focus on low taxes instead of growth  
Large number of low wage positions  
Limited daycare slots  
Limited skilled workers  
Low unemployment  
Many people that “don’t want to invest in the community” with loud voices  
Many total street and sewer replacements need to be completed  
Need to fill some areas of retail businesses  
Political climate that does not support people of color  
Rising valuations are sending tax bills up double digits every year  
School choice seems to pit the community against itself  
Too many school districts in the county is costly and inefficient

Opportunities Room to grow and expand – industry and housing  
Broadband/fiber infrastructure  
Building affordable housing/housing in general  
Good jobs/good paying jobs  
Good communities  
Local investment  
Retail growth  
Returning alumni  
Trail systems and recent investments  
Variety of job opportunities including those in the skilled trades  
4-lane Highway 30  
Attract a nice variety clothing business (like JCPenny)  
Attracting new employees  
Better connectivity in the rural parts of our county  
Business expansion  
Continued improvement of roads and highways

## Opportunities Geography

- Good airport
- Industrial parks
- Infrastructure can support expansion
- Leadership development
- Local investment in commercial and residential properties
- Low debt
- Most all communities have addressed their water tower distribution needs
- New and updated healthcare options
- New consumer habits-people less likely to drive to Des Moines to shop
- Plenty of newer and or updated school facilities
- Quality fitness options
- Railroads
- Regional cooperation
- Regional hub
- Rising wages
- Shovel ready sites throughout the county
- Strong community college & growth of computer programming
- Work at home movement
- You have to think and spend to progress
- Younger people investing in housing and/or starting businesses

## Threats Limited workforce

- Lack of housing/affordable housing
- Population decline
- Retaining young population
- Schools
- Aging population/workforce
- Lack of succession planning for existing retail and small business (3)
- Political Environment
- Amazon
- Losing major employers/employers in general
- Losing retail businesses
- Loss of a can-do spirit
- Recruitment
- 4-lane Highway 30 is years, if not decades, off
- Challenges for day care
- COVID
- Inability to get necessary parts for equipment
- Lack of Higher paying professional services jobs
- Lack of new vehicles
- Lack of vision by leaders
- Lack of young people running for offices
- Leadership is often of the mind to “do nothing”
- Local government not taking advantage of high credit rating and low interest rates
- Not being civil
- Not willing to spend taxes
- Public response to negative local advertising outlet
- Turnover at some of the top jobs in Development, City Government, Etc.
- Urban vs. rural divide

# Carroll County Laborshed Area Wages

Occupational Code	Occupational Title	Estimated Employment	Mean Wage	Entry Wage	Experienced Wage	Median Wage
00-0000	Total, All Occupations	79,360	\$20.81	\$11.34	\$25.54	\$17.92
11-0000	Management Occupations	4,080	\$39.77	\$19.76	\$49.78	\$36.01
11-1011	Chief Executives	140	\$66.42	\$18.40	\$90.43	\$64.76
11-1021	General and Operations Managers	1,370	\$36.20	\$16.80	\$45.90	\$32.24
11-2021	Marketing Managers	60	\$44.60	\$27.53	\$53.14	\$37.40
11-2022	Sales Managers	100	\$55.84	\$36.47	\$65.53	\$49.14
11-2030	Public Relations and Fundraising Managers	20	\$34.67	\$24.45	\$39.78	\$35.54
11-3010	Administrative Services and Facilities Managers	70	\$41.37	\$28.37	\$47.87	\$38.21
11-3021	Computer and Information Systems Managers	60	\$45.05	\$26.94	\$54.10	\$45.64
11-3031	Financial Managers	320	\$47.57	\$27.80	\$57.46	\$41.34
11-3051	Industrial Production Managers	200	\$43.29	\$32.12	\$48.87	\$42.66
11-3061	Purchasing Managers	30	\$39.86	\$29.90	\$44.84	\$36.25
11-3071	Transportation, Storage, and Distribution Managers	60	\$29.29	\$25.71	\$31.09	\$28.73
11-3121	Human Resources Managers	80	\$43.36	\$29.34	\$50.37	\$41.56
11-9021	Construction Managers	110	\$43.31	\$31.53	\$49.20	\$38.39
11-9031	Education and Childcare Administrators, Preschool and Daycare	60	\$24.49	\$13.76	\$29.86	\$18.25
11-9039	Education Administrators, All Other	20	\$53.91	\$23.00	\$69.36	\$64.78
11-9041	Architectural and Engineering Managers	60	\$56.09	\$42.39	\$62.94	\$56.59
11-9051	Food Service Managers	100	\$24.60	\$18.11	\$27.85	\$24.32
11-9111	Medical and Health Services Managers	470	\$42.63	\$28.58	\$49.65	\$38.64
11-9121	Natural Sciences Managers	20	\$43.12	\$28.95	\$50.20	\$38.73
11-9131	Postmasters and Mail Superintendents	30	\$35.00	\$31.62	\$36.69	\$34.12
11-9151	Social and Community Service Managers	120	\$26.43	\$16.91	\$31.18	\$25.34
11-9161	Emergency Management Directors	20	\$23.09	\$16.50	\$26.39	\$23.21
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	70	\$41.45	\$22.49	\$50.94	\$38.15
13-0000	Business and Financial Operations Occupations	2,050	\$29.94	\$18.77	\$35.53	\$27.37
13-1020	Buyers and Purchasing Agents	220	\$26.72	\$18.47	\$30.84	\$25.02
13-1031	Claims Adjusters, Examiners, and Investigators		\$35.98	\$25.23	\$41.35	\$37.95
13-1041	Compliance Officers	110	\$27.62	\$18.18	\$32.34	\$24.93
13-1051	Cost Estimators	150	\$28.04	\$20.21	\$31.95	\$26.60
13-1071	Human Resources Specialists	210	\$25.40	\$15.62	\$30.29	\$22.34
13-1081	Logisticians	10	\$33.42	\$25.72	\$37.26	\$30.26
13-1111	Management Analysts	40	\$34.75	\$18.36	\$42.94	\$34.09
13-1121	Meeting, Convention, and Event Planners		\$30.99	\$18.30	\$37.34	\$28.53
13-1131	Fundraisers	20	\$26.89	\$22.10	\$29.29	\$27.36
13-1141	Compensation, Benefits, and Job Analysis Specialists	10	\$24.73	\$17.49	\$28.35	\$24.47
13-1151	Training and Development Specialists	100	\$30.54	\$18.49	\$36.56	\$30.24
13-1161	Market Research Analysts and Marketing Specialists	200	\$27.85	\$16.12	\$33.71	\$25.58
13-1198	Project Management Specialists and Business Operations Specialists, All Other	200	\$28.05	\$18.32	\$32.92	\$26.86
13-2011	Accountants and Auditors	280	\$33.09	\$21.16	\$39.05	\$26.32
13-2020	Property Appraisers and Assessors	40	\$25.17	\$19.64	\$27.93	\$24.86
13-2041	Credit Analysts	20	\$38.80	\$29.23	\$43.58	\$31.99
13-2052	Personal Financial Advisors		\$33.32	\$26.13	\$36.91	\$33.55
13-2071	Credit Counselors	20	\$17.96	\$14.36	\$19.77	\$17.67
13-2072	Loan Officers	230	\$38.25	\$26.03	\$44.35	\$37.25
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	40	\$33.10	\$22.31	\$38.50	\$28.37
15-0000	Computer and Mathematical Occupations	530	\$30.86	\$18.24	\$37.17	\$28.57
15-1211	Computer Systems Analysts	60	\$31.56	\$25.50	\$34.58	\$29.54
15-1231	Computer Network Support Specialists		\$25.02	\$19.50	\$27.78	\$23.78
15-1232	Computer User Support Specialists	130	\$21.95	\$12.85	\$26.51	\$21.95
15-1241	Computer Network Architects	20	\$40.81	\$30.65	\$45.89	\$37.42
15-1244	Network and Computer Systems Administrators	80	\$35.16	\$25.82	\$39.83	\$33.90
15-1245	Database Administrators and Architects		\$41.69	\$26.88	\$49.10	\$38.77
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	70	\$44.74	\$32.62	\$50.80	\$44.20
15-1257	Web Developers and Digital Interface Designers	10	\$25.43	\$16.43	\$29.93	\$18.80
15-1299	Computer Occupations, All Other	40	\$27.09	\$17.67	\$31.80	\$25.75
17-0000	Architecture and Engineering Occupations	720	\$35.15	\$22.20	\$41.62	\$33.37
17-2051	Civil Engineers	60	\$42.17	\$30.46	\$48.03	\$40.00
17-2071	Electrical Engineers	70	\$46.38	\$30.15	\$54.49	\$45.96
17-2112	Industrial Engineers	100	\$41.16	\$32.47	\$45.51	\$39.71
17-2141	Mechanical Engineers	120	\$34.46	\$23.82	\$39.78	\$33.51
17-2199	Engineers, All Other		\$34.88	\$14.75	\$44.95	\$30.27
17-3011	Architectural and Civil Drafters	20	\$29.53	\$24.00	\$32.29	\$29.66
17-3013	Mechanical Drafters	70	\$26.17	\$19.79	\$29.36	\$25.19
17-3022	Civil Engineering Technologists and Technicians	70	\$25.71	\$19.28	\$28.93	\$24.16
17-3023	Electrical and Electronic Engineering Technologists and Technicians	30	\$43.04	\$32.56	\$48.29	\$44.15
17-3026	Industrial Engineering Technologists and Technicians	30	\$30.99	\$23.81	\$34.57	\$30.23
17-3031	Surveying and Mapping Technicians		\$19.72	\$10.49	\$24.33	\$21.97

17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	50	\$28.06	\$21.63	\$31.27	\$27.75
19-0000	Life, Physical, and Social Science Occupations	570	\$26.60	\$17.19	\$31.31	\$25.77
19-1013	Soil and Plant Scientists	80	\$31.10	\$27.58	\$32.86	\$30.12
19-1029	Biological Scientists, All Other	10	\$19.97	\$13.56	\$23.17	\$15.08
19-1031	Conservation Scientists	80	\$26.13	\$17.75	\$30.32	\$25.14
19-2031	Chemists	20	\$32.62	\$21.85	\$38.00	\$30.02
19-2041	Environmental Scientists and Specialists, Including Health	30	\$32.18	\$22.47	\$37.03	\$34.69
19-3031	Clinical, Counseling, and School Psychologists	10	\$41.84	\$35.21	\$45.15	\$44.31
19-4010	Agricultural and Food Science Technicians	90	\$18.56	\$14.11	\$20.78	\$18.05
19-4031	Chemical Technicians	30	\$20.54	\$16.68	\$22.46	\$20.62
19-4099	Life, Physical, and Social Science Technicians, All Other	10	\$24.81	\$12.79	\$30.82	\$19.55
19-5011	Occupational Health and Safety Specialists	30	\$33.10	\$28.61	\$35.35	\$33.32
21-0000	Community and Social Service Occupations	1,130	\$20.51	\$12.66	\$24.44	\$18.18
21-1012	Educational, Guidance, and Career Counselors and Advisors	120	\$24.34	\$13.39	\$29.82	\$23.98
21-1015	Rehabilitation Counselors	80	\$15.07	\$11.15	\$17.04	\$12.45
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	170	\$22.59	\$16.30	\$25.74	\$21.40
21-1021	Child, Family, and School Social Workers	210	\$22.55	\$13.75	\$26.95	\$15.56
21-1022	Healthcare Social Workers	50	\$25.92	\$20.12	\$28.82	\$26.02
21-1091	Health Education Specialists	30	\$20.37	\$13.50	\$23.81	\$18.36
21-1093	Social and Human Service Assistants	340	\$17.23	\$11.99	\$19.85	\$16.67
21-1099	Community and Social Service Specialists, All Other	30	\$14.72	\$9.11	\$17.53	\$13.94
23-0000	Legal Occupations	290	\$26.14	\$13.00	\$32.71	\$23.03
23-1011	Lawyers		\$37.08	\$25.69	\$42.78	\$35.38
23-2011	Paralegals and Legal Assistants		\$22.18	\$20.44	\$23.06	\$22.51
23-2093	Title Examiners, Abstractors, and Searchers		\$13.77	\$8.45	\$16.43	\$14.10
23-2099	Legal Support Workers, All Other	40	\$24.58	\$17.71	\$28.01	\$24.79
25-0000	Educational Instruction and Library Occupations	6,210	\$21.08	\$11.44	\$25.91	\$20.22
25-1194	Career/Technical Education Teachers, Postsecondary	40	\$32.04	\$19.69	\$38.21	\$28.26
25-2011	Preschool Teachers, Except Special Education	220	\$16.69	\$10.18	\$19.94	\$16.36
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	50	\$18.43	\$13.85	\$20.71	\$17.88
25-3021	Self-Enrichment Teachers	80	\$14.26	\$10.08	\$16.35	\$12.45
25-3031	Substitute Teachers, Short-Term	640	\$18.16	\$14.20	\$20.13	\$18.74
25-3097	Tutors and Teachers and Instructors, All Other	20				
25-4012	Curators		\$17.40	\$13.60	\$19.30	\$14.79
25-4022	Librarians and Media Collections Specialists	80	\$16.21	\$9.36	\$19.63	\$14.11
25-4031	Library Technicians		\$10.81	\$8.24	\$12.10	\$9.23
25-9021	Farm and Home Management Educators	70	\$28.76	\$18.42	\$33.93	\$27.17
25-9031	Instructional Coordinators	110	\$32.30	\$22.92	\$36.99	\$33.08
25-9045	Teaching Assistants, Except Postsecondary	1,540				
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	610	\$18.46	\$9.69	\$22.84	\$15.38
27-1021	Commercial and Industrial Designers	30	\$23.31	\$15.06	\$27.43	\$21.62
27-1023	Floral Designers	50	\$10.97	\$8.27	\$12.33	\$10.85
27-1024	Graphic Designers	80	\$18.36	\$12.66	\$21.21	\$17.54
27-1026	Merchandise Displayers and Window Trimmers	10				
27-2012	Producers and Directors	20	\$20.08	\$13.23	\$23.51	\$19.24
27-2022	Coaches and Scouts	160				
27-3011	Broadcast Announcers and Radio Disc Jockeys	50	\$16.82	\$11.29	\$19.58	\$16.25
27-3023	News Analysts, Reporters, and Journalists	40	\$14.82	\$11.72	\$16.37	\$13.96
27-3031	Public Relations Specialists	80	\$21.25	\$10.15	\$26.80	\$20.07
27-3091	Interpreters and Translators	30	\$17.44	\$15.51	\$18.40	\$17.52
29-0000	Healthcare Practitioners and Technical Occupations	5,290	\$33.54	\$18.63	\$41.00	\$26.95
29-1011	Chiropractors	50	\$26.78	\$17.05	\$31.65	\$22.94
29-1021	Dentists, General		\$68.37	\$58.78	\$73.16	\$69.65
29-1031	Dietitians and Nutritionists	40	\$24.64	\$17.19	\$28.36	\$23.51
29-1041	Optometrists	40	\$74.85	\$43.65	\$90.46	\$55.85
29-1051	Pharmacists	140	\$55.61	\$41.81	\$62.51	\$57.96
29-1071	Physician Assistants	40	\$57.50	\$51.02	\$60.74	\$58.33
29-1122	Occupational Therapists	80	\$42.38	\$32.42	\$47.36	\$43.16
29-1123	Physical Therapists	130	\$41.56	\$29.67	\$47.50	\$41.19
29-1126	Respiratory Therapists	60	\$29.95	\$26.06	\$31.89	\$29.52
29-1127	Speech-Language Pathologists	60	\$41.17	\$22.54	\$50.49	\$42.18
29-1131	Veterinarians	110	\$38.10	\$23.03	\$45.63	\$42.71
29-1141	Registered Nurses	2,090	\$27.88	\$21.70	\$30.97	\$27.88
29-1151	Nurse Anesthetists	40	\$103.87	\$80.56	\$115.52	\$99.70
29-1171	Nurse Practitioners	130	\$56.37	\$43.60	\$62.75	\$56.71
29-1215	Family Medicine Physicians	70	\$121.29	\$75.72	\$144.07	
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	80	\$125.53			
29-1248	Surgeons, Except Ophthalmologists	10	\$152.63			
29-1292	Dental Hygienists	80	\$36.63	\$34.31	\$37.79	\$37.08
29-2010	Clinical Laboratory Technologists and Technicians	150	\$23.47	\$17.11	\$26.65	\$23.17
29-2032	Diagnostic Medical Sonographers	20	\$34.96	\$29.15	\$37.87	\$35.43
29-2034	Radiologic Technologists and Technicians	150	\$26.09	\$21.34	\$28.46	\$25.49

29-2040	Emergency Medical Technicians and Paramedics	230	\$18.43	\$12.50	\$21.39	\$19.23
29-2051	Dietetic Technicians	10	\$14.01	\$12.09	\$14.97	\$13.68
29-2052	Pharmacy Technicians	260	\$17.00	\$12.77	\$19.12	\$16.33
29-2055	Surgical Technologists	40	\$18.89	\$16.54	\$20.07	\$18.54
29-2056	Veterinary Technologists and Technicians		\$16.84	\$14.89	\$17.82	\$16.88
29-2061	Licensed Practical and Licensed Vocational Nurses	600	\$21.64	\$18.65	\$23.13	\$21.74
29-2081	Opticians, Dispensing	40	\$15.14	\$13.49	\$15.96	\$15.21
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	200	\$21.30	\$15.29	\$24.30	\$20.61
29-9091	Athletic Trainers	20				
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers, All Other		\$22.14	\$13.71	\$26.36	\$18.00
31-0000	Healthcare Support Occupations	4,240	\$14.74	\$11.93	\$16.15	\$14.21
31-1120	Home Health and Personal Care Aides	1,650	\$13.77	\$11.27	\$15.02	\$13.28
31-1131	Nursing Assistants	1,860	\$14.14	\$12.55	\$14.93	\$14.12
31-2011	Occupational Therapy Assistants		\$27.81	\$23.33	\$30.04	\$27.25
31-2021	Physical Therapist Assistants	70	\$25.93	\$20.42	\$28.68	\$24.84
31-9091	Dental Assistants	130	\$21.60	\$17.43	\$23.68	\$21.14
31-9092	Medical Assistants	240	\$16.42	\$13.37	\$17.95	\$15.97
31-9093	Medical Equipment Preparers	10	\$16.91	\$14.11	\$18.30	\$17.13
31-9094	Medical Transcriptionists	40	\$18.24	\$15.13	\$19.79	\$18.07
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	50	\$17.82	\$13.82	\$19.81	\$18.21
31-9097	Phlebotomists	40	\$14.86	\$13.12	\$15.73	\$14.46
33-0000	Protective Service Occupations	930	\$22.71	\$13.14	\$27.49	\$22.56
33-1011	First-Line Supervisors of Correctional Officers	10	\$30.73	\$21.27	\$35.47	\$34.49
33-1012	First-Line Supervisors of Police and Detectives	60	\$32.24	\$28.38	\$34.18	\$31.01
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	10	\$30.15	\$17.19	\$36.63	\$29.93
33-2011	Firefighters	50	\$12.50	\$8.76	\$14.38	\$9.75
33-3012	Correctional Officers and Jailers	240	\$22.67	\$17.36	\$25.32	\$22.00
33-3031	Fish and Game Wardens	20	\$31.79	\$24.20	\$35.58	\$33.20
33-3051	Police and Sheriff's Patrol Officers	310	\$27.76	\$20.81	\$31.23	\$27.41
33-9032	Security Guards	50				
35-0000	Food Preparation and Serving Related Occupations	5,370	\$11.60	\$8.73	\$13.03	\$10.78
35-1011	Chefs and Head Cooks	20	\$18.83	\$15.23	\$20.64	\$18.25
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	540	\$16.45	\$11.28	\$19.03	\$14.86
35-2011	Cooks, Fast Food		\$13.25	\$9.38	\$15.19	\$12.76
35-2012	Cooks, Institution and Cafeteria	590	\$12.79	\$10.64	\$13.87	\$12.62
35-2014	Cooks, Restaurant	360	\$13.66	\$10.72	\$15.14	\$13.55
35-2021	Food Preparation Workers		\$12.16	\$10.20	\$13.13	\$11.42
35-3011	Bartenders	280	\$10.53	\$8.47	\$11.56	\$10.27
35-3023	Fast Food and Counter Workers	1,890	\$10.34	\$8.66	\$11.18	\$10.05
35-3031	Waiters and Waitresses	580	\$9.85	\$8.63	\$10.47	\$9.24
35-3041	Food Servers, Nonrestaurant	240	\$10.84	\$8.38	\$12.06	\$10.62
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers		\$9.38	\$8.36	\$9.89	\$8.93
35-9021	Dishwashers		\$9.77	\$8.70	\$10.31	\$9.59
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop		\$9.20	\$8.40	\$9.60	\$8.76
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,210	\$14.21	\$10.19	\$16.22	\$12.74
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	120	\$20.09	\$13.82	\$23.23	\$18.29
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers		\$18.58	\$15.49	\$20.12	\$18.09
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	950	\$14.61	\$10.36	\$16.73	\$13.73
37-2012	Maids and Housekeeping Cleaners	570	\$11.76	\$9.47	\$12.91	\$11.37
37-2021	Pest Control Workers	30	\$19.65	\$15.21	\$21.87	\$18.65
37-3011	Landscaping and Groundskeeping Workers	420	\$13.08	\$10.16	\$14.54	\$11.83
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	60	\$20.77	\$17.29	\$22.51	\$21.24
39-0000	Personal Care and Service Occupations	1,230	\$13.33	\$8.77	\$15.60	\$11.65
39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	80	\$19.07	\$11.96	\$22.63	\$16.08
39-2021	Animal Caretakers	110	\$13.00	\$10.74	\$14.13	\$12.50
39-3031	Ushers, Lobby Attendants, and Ticket Takers	50	\$9.53	\$8.63	\$9.98	\$9.06
39-3091	Amusement and Recreation Attendants	70	\$10.02	\$8.54	\$10.76	\$9.32
39-4021	Funeral Attendants	100	\$16.06	\$10.81	\$18.69	\$15.16
39-4031	Morticians, Undertakers, and Funeral Arrangers	20	\$43.53	\$25.69	\$52.45	\$35.11
39-5012	Hairdressers, Hairstylists, and Cosmetologists	90	\$15.37	\$10.86	\$17.63	\$15.47
39-7010	Tour and Travel Guides	20	\$12.03	\$9.16	\$13.47	\$11.29
39-9011	Childcare Workers	330	\$9.60	\$8.67	\$10.06	\$9.29
39-9031	Exercise Trainers and Group Fitness Instructors	60	\$14.93	\$9.92	\$17.43	\$13.40
39-9032	Recreation Workers	150	\$13.10	\$10.19	\$14.56	\$12.70
39-9041	Residential Advisors	70	\$14.25	\$12.95	\$14.90	\$14.16
41-0000	Sales and Related Occupations	7,450	\$16.68	\$9.22	\$20.41	\$11.86
41-1011	First-Line Supervisors of Retail Sales Workers	540	\$18.87	\$12.62	\$21.99	\$16.98
41-1012	First-Line Supervisors of Non-Retail Sales Workers	70	\$38.06	\$28.46	\$42.86	\$34.28
41-2011	Cashiers	3,360	\$10.42	\$8.65	\$11.30	\$10.17
41-2021	Counter and Rental Clerks	120	\$12.08	\$9.67	\$13.29	\$11.30

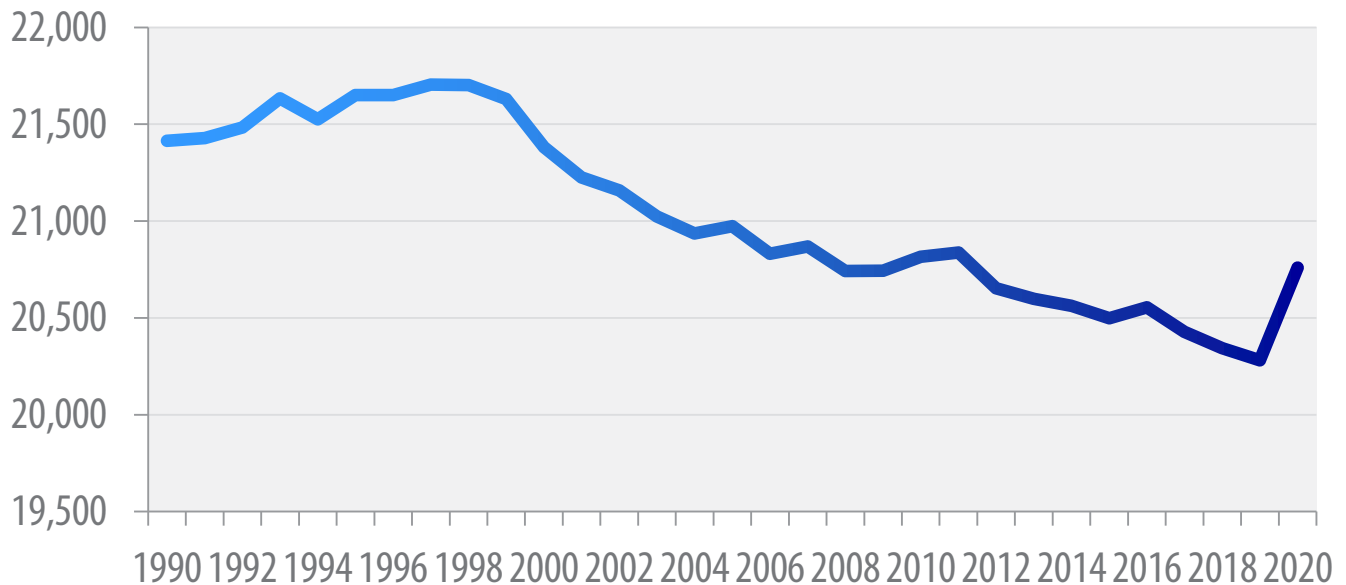
41-2022	Parts Salespersons	320	\$16.91	\$10.39	\$20.17	\$14.04
41-2031	Retail Salespersons	1,260	\$14.80	\$9.82	\$17.29	\$12.31
41-3011	Advertising Sales Agents	80	\$17.17	\$10.51	\$20.50	\$16.23
41-3021	Insurance Sales Agents	390	\$24.00	\$8.76	\$31.63	\$21.51
41-3031	Securities, Commodities, and Financial Services Sales Agents		\$40.38	\$17.59	\$51.78	\$24.92
41-3041	Travel Agents	30	\$19.63	\$13.89	\$22.50	\$16.53
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	130	\$27.19	\$16.05	\$32.76	\$22.62
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products		\$40.99	\$21.62	\$50.67	\$35.27
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	900	\$31.29	\$17.12	\$38.37	\$26.95
41-9041	Telemarketers	50	\$17.56	\$11.11	\$20.78	\$14.65
41-9099	Sales and Related Workers, All Other	20	\$19.79	\$13.75	\$22.81	\$15.41
43-0000	Office and Administrative Support Occupations	10,060	\$18.30	\$12.26	\$21.32	\$17.44
43-1011	First-Line Supervisors of Office and Administrative Support Workers	480	\$25.96	\$18.48	\$29.70	\$24.23
43-2011	Switchboard Operators, Including Answering Service		\$15.38	\$12.49	\$16.82	\$14.24
43-3011	Bill and Account Collectors		\$21.87	\$16.59	\$24.52	\$19.58
43-3021	Billing and Posting Clerks	300	\$17.86	\$14.19	\$19.70	\$17.62
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,160	\$18.50	\$11.41	\$22.05	\$17.57
43-3051	Payroll and Timekeeping Clerks	70	\$20.75	\$14.89	\$23.68	\$20.62
43-3061	Procurement Clerks	40	\$18.44	\$14.80	\$20.25	\$18.21
43-3071	Tellers	510	\$14.73	\$13.21	\$15.49	\$14.37
43-4031	Court, Municipal, and License Clerks	290	\$15.97	\$9.14	\$19.39	\$15.25
43-4051	Customer Service Representatives	1,450	\$18.06	\$13.06	\$20.57	\$17.57
43-4061	Eligibility Interviewers, Government Programs	30	\$25.61	\$19.11	\$28.86	\$27.27
43-4081	Hotel, Motel, and Resort Desk Clerks	160	\$11.22	\$9.61	\$12.02	\$11.08
43-4111	Interviewers, Except Eligibility and Loan	160	\$15.14	\$13.54	\$15.93	\$14.72
43-4121	Library Assistants, Clerical	110	\$10.68	\$8.52	\$11.76	\$9.91
43-4131	Loan Interviewers and Clerks	70	\$21.43	\$16.43	\$23.93	\$20.92
43-4141	New Accounts Clerks	140	\$18.40	\$16.05	\$19.57	\$18.04
43-4151	Order Clerks	20	\$14.05	\$12.66	\$14.74	\$13.98
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	60	\$18.35	\$13.76	\$20.64	\$17.37
43-4171	Receptionists and Information Clerks	320	\$15.31	\$11.20	\$17.36	\$14.76
43-4199	Information and Record Clerks, All Other	20	\$20.04	\$15.57	\$22.27	\$18.49
43-5021	Couriers and Messengers	30	\$12.29	\$10.66	\$13.10	\$11.91
43-5031	Public Safety Telecommunicators	90	\$20.51	\$17.46	\$22.03	\$20.98
43-5032	Dispatchers, Except Police, Fire, and Ambulance	70	\$24.84	\$16.47	\$29.03	\$25.31
43-5051	Postal Service Clerks	180	\$22.46	\$17.12	\$25.13	\$22.18
43-5052	Postal Service Mail Carriers	350	\$24.99	\$18.37	\$28.29	\$23.35
43-5061	Production, Planning, and Expediting Clerks	150	\$25.27	\$18.60	\$28.60	\$24.03
43-5071	Shipping, Receiving, and Inventory Clerks	480	\$18.60	\$13.43	\$21.18	\$18.04
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping		\$15.94	\$12.95	\$17.44	\$16.23
43-6011	Executive Secretaries and Executive Administrative Assistants	150	\$29.95	\$18.59	\$35.63	\$25.77
43-6012	Legal Secretaries and Administrative Assistants	120	\$18.94	\$17.01	\$19.91	\$18.18
43-6013	Medical Secretaries and Administrative Assistants	260	\$16.75	\$13.74	\$18.25	\$16.53
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	780	\$17.64	\$12.51	\$20.20	\$17.43
43-9021	Data Entry Keyers	40	\$13.46	\$8.33	\$16.02	\$13.40
43-9041	Insurance Claims and Policy Processing Clerks	120	\$15.85	\$13.41	\$17.07	\$14.73
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	60	\$12.64	\$8.57	\$14.68	\$11.49
43-9061	Office Clerks, General	1,470	\$16.70	\$11.53	\$19.28	\$16.55
43-9071	Office Machine Operators, Except Computer	10	\$16.94	\$13.97	\$18.43	\$16.11
43-9199	Office and Administrative Support Workers, All Other		\$12.53	\$8.45	\$14.57	\$9.38
45-0000	Farming, Fishing, and Forestry Occupations	560	\$18.51	\$12.43	\$21.54	\$17.76
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers		\$24.83	\$18.57	\$27.97	\$26.55
45-2011	Agricultural Inspectors	20	\$27.95	\$22.99	\$30.42	\$27.02
45-2091	Agricultural Equipment Operators	310	\$18.62	\$13.48	\$21.18	\$18.53
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	60	\$13.76	\$10.72	\$15.27	\$12.00
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	30	\$17.51	\$13.79	\$19.37	\$16.88
47-0000	Construction and Extraction Occupations	3,170	\$22.88	\$16.35	\$26.14	\$21.90
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	310	\$30.84	\$24.15	\$34.19	\$30.42
47-2021	Brickmasons and Blockmasons	20	\$29.23	\$21.22	\$33.24	\$30.71
47-2031	Carpenters	330	\$21.07	\$15.18	\$24.02	\$21.36
47-2051	Cement Masons and Concrete Finishers	290	\$20.06	\$16.21	\$21.99	\$20.24
47-2061	Construction Laborers	640	\$19.14	\$15.26	\$21.08	\$18.40
47-2073	Operating Engineers and Other Construction Equipment Operators	400	\$23.10	\$18.81	\$25.25	\$22.63
47-2111	Electricians	280	\$27.16	\$20.99	\$30.25	\$24.80
47-2141	Painters, Construction and Maintenance		\$18.73	\$16.97	\$19.62	\$17.60
47-2152	Plumbers, Pipefitters, and Steamfitters	170	\$22.14	\$16.75	\$24.84	\$19.60
47-2211	Sheet Metal Workers		\$25.97	\$17.47	\$30.21	\$23.75
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	10	\$19.32	\$13.82	\$22.07	\$17.30
47-4011	Construction and Building Inspectors	30	\$26.71	\$18.00	\$31.06	\$26.09

47-4051	Highway Maintenance Workers	330	\$22.20	\$20.07	\$23.27	\$22.47
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	20	\$19.77	\$15.09	\$22.11	\$18.70
49-0000	Installation, Maintenance, and Repair Occupations	3,920	\$23.22	\$15.30	\$27.18	\$21.69
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	380	\$34.27	\$23.45	\$39.69	\$34.83
49-2011	Computer, Automated Teller, and Office Machine Repairers		\$21.63	\$18.45	\$23.21	\$21.85
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers		\$27.31	\$17.94	\$32.00	\$28.26
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	20	\$27.23	\$22.55	\$29.57	\$28.16
49-3011	Aircraft Mechanics and Service Technicians	20	\$28.71	\$19.26	\$33.44	\$29.86
49-3021	Automotive Body and Related Repairers	110	\$22.58	\$16.70	\$25.51	\$22.52
49-3023	Automotive Service Technicians and Mechanics	430	\$19.08	\$13.39	\$21.92	\$18.22
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	270	\$21.12	\$16.31	\$23.53	\$21.02
49-3041	Farm Equipment Mechanics and Service Technicians	230	\$21.54	\$16.81	\$23.91	\$20.74
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	90	\$19.98	\$17.39	\$21.27	\$19.42
49-3052	Motorcycle Mechanics	20	\$16.31	\$12.21	\$18.36	\$16.93
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	70	\$18.66	\$12.04	\$21.97	\$18.24
49-3092	Recreational Vehicle Service Technicians	20	\$18.79	\$11.95	\$22.21	\$16.43
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	60	\$34.34	\$23.33	\$39.84	\$35.89
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	190	\$22.37	\$15.38	\$25.86	\$22.25
49-9031	Home Appliance Repairers	30	\$19.02	\$11.86	\$22.60	\$17.55
49-9041	Industrial Machinery Mechanics	410	\$23.95	\$19.32	\$26.27	\$23.64
49-9043	Maintenance Workers, Machinery	80	\$24.22	\$17.63	\$27.52	\$22.99
49-9051	Electrical Power-Line Installers and Repairers	200	\$34.39	\$20.62	\$41.28	\$37.09
49-9052	Telecommunications Line Installers and Repairers	80	\$25.61	\$17.63	\$29.60	\$22.79
49-9071	Maintenance and Repair Workers, General	750	\$18.75	\$12.83	\$21.71	\$18.22
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	30	\$19.26	\$13.81	\$21.99	\$20.31
49-9098	Helpers--Installation, Maintenance, and Repair Workers	60	\$14.35	\$11.18	\$15.93	\$13.78
49-9099	Installation, Maintenance, and Repair Workers, All Other	90	\$21.57	\$17.20	\$23.75	\$21.83
51-0000	Production Occupations	9,440	\$19.22	\$14.45	\$21.60	\$18.64
51-1011	First-Line Supervisors of Production and Operating Workers	620	\$27.87	\$20.16	\$31.73	\$27.99
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	200	\$21.97	\$17.83	\$24.04	\$22.49
51-2041	Structural Metal Fabricators and Fitters	20	\$20.91	\$17.06	\$22.84	\$21.79
51-2090	Miscellaneous Assemblers and Fabricators	1,450	\$18.84	\$15.20	\$20.66	\$19.03
51-3011	Bakers	40	\$14.28	\$11.17	\$15.83	\$13.46
51-3021	Butchers and Meat Cutters	240	\$13.78	\$10.91	\$15.21	\$13.16
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,730				
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	170	\$19.90	\$16.68	\$21.51	\$19.94
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	10	\$24.07	\$17.73	\$27.25	\$25.44
51-4041	Machinists	260	\$19.42	\$15.57	\$21.34	\$19.53
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	80	\$18.09	\$14.92	\$19.67	\$17.97
51-4111	Tool and Die Makers	100	\$25.43	\$21.04	\$27.63	\$26.19
51-4121	Welders, Cutters, Solderers, and Brazers	520	\$19.25	\$15.16	\$21.29	\$19.10
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	140	\$20.18	\$17.03	\$21.75	\$20.37
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic	30				
51-5111	Prepress Technicians and Workers	30	\$14.86	\$9.62	\$17.48	\$13.94
51-5112	Printing Press Operators	80	\$13.54	\$8.85	\$15.88	\$12.76
51-6011	Laundry and Dry-Cleaning Workers		\$11.14	\$8.53	\$12.45	\$10.59
51-6031	Sewing Machine Operators	40	\$13.68	\$11.61	\$14.71	\$13.54
51-7011	Cabinetmakers and Bench Carpenters	20	\$20.52	\$10.98	\$25.30	\$16.81
51-8021	Stationary Engineers and Boiler Operators	20	\$23.32	\$19.43	\$25.26	\$22.77
51-8031	Water and Wastewater Treatment Plant and System Operators	280	\$17.09	\$9.51	\$20.88	\$17.59
51-9011	Chemical Equipment Operators and Tenders	90	\$21.78	\$15.59	\$24.87	\$21.28
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders		\$20.46	\$15.81	\$22.78	\$19.05
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	70	\$18.89	\$16.59	\$20.04	\$18.54
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	150	\$18.57	\$14.70	\$20.51	\$18.05
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	300	\$20.97	\$15.03	\$23.93	\$19.85
51-9111	Packaging and Filling Machine Operators and Tenders	240	\$17.59	\$14.19	\$19.29	\$17.50
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	240	\$18.33	\$13.12	\$20.94	\$17.93
51-9161	Computer Numerically Controlled Tool Operators	140	\$19.58	\$16.48	\$21.14	\$19.32
51-9162	Computer Numerically Controlled Tool Programmers	20	\$25.44	\$19.54	\$28.39	\$25.65
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	100	\$16.32	\$13.06	\$17.94	\$16.34
51-9198	Helpers--Production Workers	70	\$18.66	\$14.90	\$20.54	\$18.79
51-9199	Production Workers, All Other		\$20.80	\$13.40	\$24.50	\$18.88
53-0000	Transportation and Material Moving Occupations	9,310	\$17.82	\$12.01	\$20.72	\$17.06
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	310	\$26.07	\$17.91	\$30.14	\$25.49
53-2012	Commercial Pilots					
53-3031	Driver/Sales Workers		\$19.16	\$14.01	\$21.74	\$20.08
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,280	\$18.09	\$13.15	\$20.57	\$16.56
53-3033	Light Truck Drivers	340	\$17.88	\$10.65	\$21.49	\$14.79

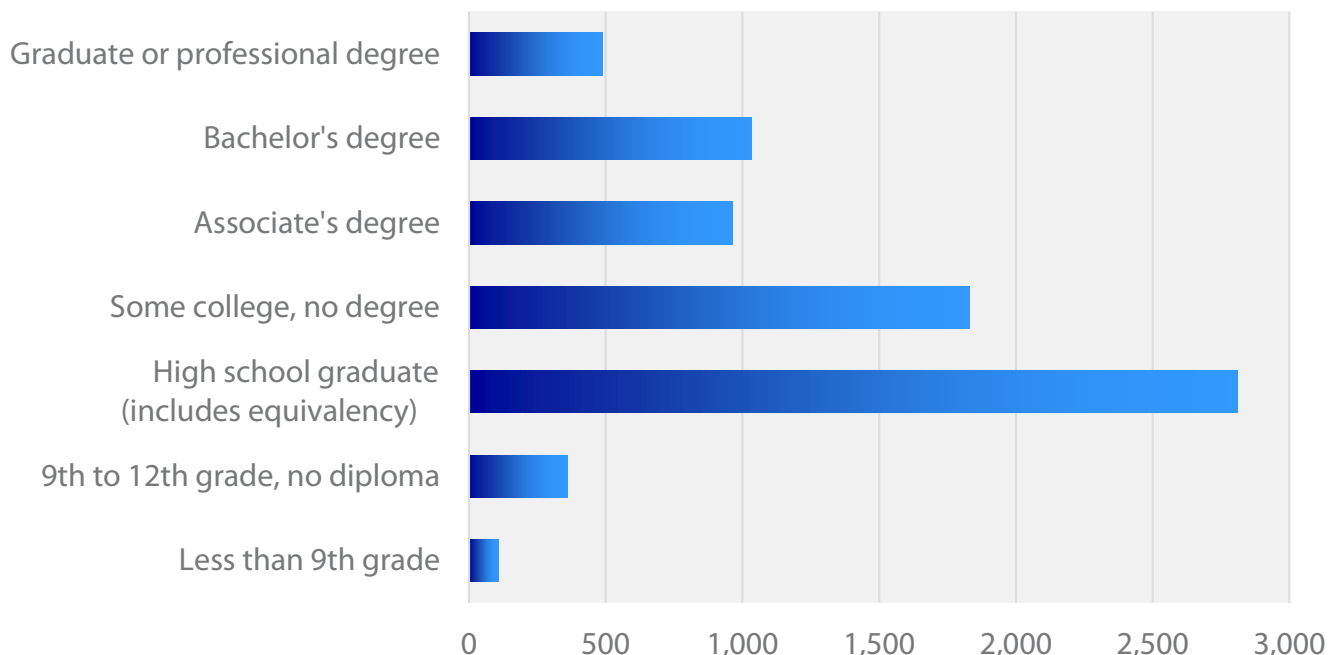


53-3052	Bus Drivers, Transit and Intercity	240	\$14.97	\$14.24	\$15.34	\$14.82
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	860	\$18.82	\$10.77	\$22.84	\$20.26
53-6021	Parking Attendants	10				
53-6041	Traffic Technicians	30	\$18.02	\$17.75	\$18.15	\$18.07
53-7011	Conveyor Operators and Tenders	160	\$18.64	\$15.34	\$20.30	\$18.47
53-7021	Crane and Tower Operators		\$30.31	\$23.00	\$33.97	\$27.78
53-7051	Industrial Truck and Tractor Operators	360	\$20.89	\$16.80	\$22.94	\$20.02
53-7061	Cleaners of Vehicles and Equipment	180	\$15.43	\$12.58	\$16.86	\$14.79
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,700	\$17.51	\$12.29	\$20.12	\$17.50
53-7064	Packers and Packagers, Hand	480	\$14.64	\$11.41	\$16.25	\$14.45
53-7065	Stockers and Order Fillers	1,950	\$16.16	\$10.55	\$18.97	\$16.24
53-7081	Refuse and Recyclable Material Collectors	70	\$17.01	\$12.77	\$19.13	\$17.30

## Carroll County Population 1990-2020



## Educational Attainment of Carroll County population age 25 and over



## Carroll County Largest Employers

Business	Employees
St. Anthony Regional Hospital and Nursing Home	528
Pella Corporation - Carroll Operations	525
Core Mark	410
American Home Shield	358
Carroll Community School District	295
New Hope	232
Wal-Mart	152
Game One	150
Smithfield	145
Kuemper Catholic School System	135
New Opportunities	107
Carroll County	106
Collins Aerospace	102
Carroll Coolers	81
McFarland Clinic	75
Hy-Vee	61
City of Carroll	61



# Crawford County

Size: 458,240 acres or 714 square miles

Percentage of farmland: 98% (450,871 acres)

Average high temperature: 59° F

Average low temperature: 37° F

Average snowfall: 32"

Average rainfall: 28.5"

Highest elevation: 1,535 feet above sea level

Primary watersheds in the county: Boyer River drainage system, Nishnabotna River in the extreme southeast and the Soldier River in the northwest

Natural Resources: Soil

Federally Endangered, Threatened, or Proposed Species: Northern long-eared bat (Threatened), Prairie bush clover (Threatened), Western prairie fringed orchid (Threatened)

Vegetation: Grasses-Indian grass, switch grass, big and little bluestem

Trees-black walnut, sycamore, honey locust, American elm, eastern cottonwood, red oak, white oak, basswood, shagbark hickory

There are four main soil associations found in Crawford County. They are:

*1. Monona-Ida association-Nearly level to steep, well drained silty soils on uplands. This association makes up 43% of the county. It is well suited for crops and pasture. Steeper areas are used for permanent pasture to mitigate erosion.*

*2. Marshall association-Nearly level to moderately steep, well-drained silty soils on uplands. This association accounts for 31% of the county's land. It is well suited for crops.*

*3. Monona-Marshall association-Gently sloping to steep, well drained silty soils on uplands. These soils make up about 18% of the county. Most of the association is used for row crops while some areas in the bottom lands are used for pasture.*

*4. Kennebec-Nodaway-Colo association-Nearly level, moderately well drained and poorly drained silty soils on flood plains. This association comprises only eight percent of the county's land. Most of this association is used for raising crops.*

Similar to other counties in the region, the vast majority of land is used for agricultural purposes. Corn, soybeans and hay are the primary crops, while hogs, cattle and poultry are the primary livestock raised in the area. Areas not suited for row crops are usually used as permanent prairie with vegetation consisting of Kentucky Bluegrass.

# Crawford County Infrastructure Assets

Airport	Denison Municipal Airport
Childcare	Crawford County Daycare (Denison), there are several private care providers throughout the county
Chiropractors	Denison, Schleswig
Dentists	Denison, Manilla
Educational Facilities	Ar-We-Va Community School District, Boyer Valley Community School, Buena Vista University-Denison, Charter Oak-Ute Community School, Denison Community Schools, Denison Job Corp Center Schleswig Schools, Western Iowa Tech Community College,
Electricity	Harrison Co. REC (rural areas), MidAmerican Energy (Arion, Aspinwall, Charter Oak, Deloit, Dow City, Kiron, Ricketts, Schleswig, Vail, Westside), Municipal (Manilla, Denison), Monona Co. REC (rural areas), South Crawford REC (Buck Grove, rural areas)
Fire	All fire departments are staffed by volunteers, Denison has a full-time, paid Fire Chief
Hospital	Crawford County Memorial Hospital
Industrial Parks	Denison, Manilla, Schleswig
Internet	Frontier, Pioneer, Net INS
Major Employers (greater than 100 employees)	APPA Fine Foods, Crawford County Hospital, Denison Community Schools, Eventide Nursing Home, Hy-Vee, Wal-Mart, Smithfield Farmland
Major Transportation Routes	State Highway 141, State Highway 39, U.S. Highway 30, U.S. Highway 59
Natural Gas	Black Hills Energy Natural Gas (Arion, Denison, Dow City), Manning Natural Gas (Aspinwall), MidAmerican Energy (Deloit), Municipal (Manilla)
Optometrists	Denison
Parks/Recreational Facilities	Crawford County Cinema 4, Crawford County Speedway, Denison Aquatic Fun Center, Denison Country Club, Neal Moeller Environmental Education Center, Nelson Park, Yellow Smoke Park Charter Oak,
Physicians	Denison, Manilla, Schleswig, Vail, Westside
Police	Denison Police Dept., Crawford County Sheriff's Dept., Manilla Police Dept.
Rail Service	Union Pacific runs from the southwest part of the county to the east central part of the county. Cities served by the Union Pacific line include: Dow City, Arion, Denison, Vail, and Westside. The Canadian National runs parallel to the Union Pacific from the west until it reaches Denison and goes north. Cities served by the Chicago Central and Pacific line include: Dow City, Arion, Denison, Deloit. The Burlington Northern Santa Fe also serves the extreme southeast corner of the county. Cities served by this line include: Manilla and Aspinwall.
Senior Services	Crawford County Home Health Agency, Elderbridge Agency on Aging, Eventide Lutheran Home For the Aged (Denison), Manilla Manor, Reed House, Western Iowa Transit
Solid Waste	All cities contract with private haulers.
Telephone	Frontier Communications (Denison, Dow City, Charter Oak, Arion, Deloit, Buck Grove), Manilla Telephone (Manilla, Aspinwall), Schaller Telephone Co. (Kiron), Westside Ind. Tel. Co. (Westside), Windstream (Ricketts, Schleswig, Vail)
Tourist Attractions	Abe Lincoln Farm Site, Caboose in the Park, Donna Reed Center for the Performing Arts, Dow House, Klondike Hotel, Lincoln Highway, Little Red School House, the Loess Hills, Log Cabin (Denison), W.A. McHenry House

Wastewater Central collection systems (Charter Oak, Denison, Deloit, Dow City, Kiron, Manilla, Ricketts, Schleswig, Vail), on-site systems (Aspinwall, Buck Grove)

Water Municipality (Denison, Dow City, Deloit, Manilla), West Central Iowa Rural Water Association (Arion, Aspinwall, Westside, Buck Grove, Charter Oak, Schleswig, Kiron, Vail)

# Crawford County SWOT Analysis

## Strengths School Systems (8)

- Melting pot of diversity (5)
- Workforce (3)
- Economic Development with New and Expanding Businesses (2)
- Job Corps – Additional Training Opportunities (2)
- Low Crime (2)
- Quality Fire Departments (2)
- Agriculture
- Always Try to Include all Towns within the County
- Business Community which Encourages Growth
- Clubs: Women in Business, Rotary
- Cost of Living
- Crawford County Memorial Hospital
- Denison Municipal Utilities
- Employers
- Eventide (New Facility)- Volume of St. Living per capita
- Golf Courses/Parks/Outdoor Spaces
- Growth Opportunities
- Hotels and Venues for Gatherings up to 400 People
- Innovative Business Community
- Job availability
- Local College Opportunities
- Municipal Electric which serves the County Seat
- Opportunities for Small Business Owners
- Quality Emergency Management
- Quality Police Departments
- Rail Access
- Retail
- Smithfield Plant in Denison
- Stable
- Strong County Seat
- Traffic
- Trucking
- Try to Keep the Storefronts Full
- Unity
- Very good leadership
- Wise with money
- Yellowsmoke County Park

## Weaknesses Housing (5)

- Inability to fill positions due to housing
- High Unemployment Rate
- Denison needs an indoor recreation center
- Going out and keeping the finger on the pulse of what people are doing. We provide great services to people who walk in the door but many people aren't aware of the support we can provide.

Not enough for kids to do  
Taxes  
Limited Buildable Ground for Expansion  
Low Population  
Limited Applicants to Choose from when there is an opening  
Denison Residents Pay High Taxes for what the City Currently Offers  
Value of Memberships  
Hospital with a Bad Reputation  
Less Community Focus and More Entity Focus  
Assimilation of Diversity Working Together for the Community  
Low Wages  
Aging Populations  
Bringing in Large Employers/Franchise/Chains  
Poor Ambulance Service

Opportunities Housing (4)

Attracting tourists (3)  
Highway 20 development (3)  
More ag related business and innovation (3)  
Work from home opportunities (3)  
Alleyway art/city art (2)  
Natural resources of lake, rivers, water, etc.  
State grants  
Quality of life in Sac County  
Potential for growth in both industry and population  
Good paying jobs  
Vacant storefronts for business  
Rail access availability  
Continued economic development  
Low cost of living  
Exodus of wealth from the area out of area heirs inherit. The opportunity is to encourage giving back to communities and county through gifts to local foundation  
Increased tax revenues from wind turbines has potential to allow long-term financial commitments to improve county  
Opportunity to share utility infrastructure and workers among communities  
Development of apprentice programs and on-site training opportunities to develop workforce to replace aging trades  
Create vacation and living spot for outdoor enthusiasts  
Public/private partnerships  
Developing strong schools  
Business succession  
Cost of living makes Sac County an attractive place to retire  
Availability of more motel rooms

Threats Aging population (5)

Housing (4)  
Lack of Highway 20 development (2)  
Loss of high school and college graduates who grew up in Sac County (2)



Lack of interest in trades (2)  
Lack of water near Highway 20 for development (2)  
Aging infrastructure with insufficient tax base to maintain or replace it  
Available workforce  
Distrust of government at state and federal levels, starting to creep into the local levels  
Divisiveness among residents caused by unwillingness to listen to different view points  
Elected and appointed leaders who are not adequately informed to make responsible decisions; those who run for office with singularly focused agendas  
Fear of change  
Keeping local small businesses  
Lack of community college presence  
Lack of good/reliable employees  
Large box stores/Amazon  
Less money to apply towards projects compared to larger areas  
Many county residents view education only as a tool to make money; diminished intellectual curiosity can certainly become a threat to future progress  
Negative attitudes  
Small tax base  
Supply shortages  
Surrounding counties/cities with more "draw"  
Talent recruitment  
Unfunded state mandates and decreased state support for existing programs  
Unwillingness to work  
Volunteer burnout

# Crawford County Laborshed Area Wages

Occupational Code	Occupational Title	Estimated Employment	Mean Wage	Entry Wage	Experienced Wage	Median Wage
00-0000	Total, All Occupations	79,360	\$20.81	\$11.34	\$25.54	\$17.92
11-0000	Management Occupations	4,080	\$39.77	\$19.76	\$49.78	\$36.01
11-1011	Chief Executives	140	\$66.42	\$18.40	\$90.43	\$64.76
11-1021	General and Operations Managers	1,370	\$36.20	\$16.80	\$45.90	\$32.24
11-2021	Marketing Managers	60	\$44.60	\$27.53	\$53.14	\$37.40
11-2022	Sales Managers	100	\$55.84	\$36.47	\$65.53	\$49.14
11-2030	Public Relations and Fundraising Managers	20	\$34.67	\$24.45	\$39.78	\$35.54
11-3010	Administrative Services and Facilities Managers	70	\$41.37	\$28.37	\$47.87	\$38.21
11-3021	Computer and Information Systems Managers	60	\$45.05	\$26.94	\$54.10	\$45.64
11-3031	Financial Managers	320	\$47.57	\$27.80	\$57.46	\$41.34
11-3051	Industrial Production Managers	200	\$43.29	\$32.12	\$48.87	\$42.66
11-3061	Purchasing Managers	30	\$39.86	\$29.90	\$44.84	\$36.25
11-3071	Transportation, Storage, and Distribution Managers	60	\$29.29	\$25.71	\$31.09	\$28.73
11-3121	Human Resources Managers	80	\$43.36	\$29.34	\$50.37	\$41.56
11-9021	Construction Managers	110	\$43.31	\$31.53	\$49.20	\$38.39
11-9031	Education and Childcare Administrators, Preschool and Daycare	60	\$24.49	\$13.76	\$29.86	\$18.25
11-9039	Education Administrators, All Other	20	\$53.91	\$23.00	\$69.36	\$64.78
11-9041	Architectural and Engineering Managers	60	\$56.09	\$42.39	\$62.94	\$56.59
11-9051	Food Service Managers	100	\$24.60	\$18.11	\$27.85	\$24.32
11-9111	Medical and Health Services Managers	470	\$42.63	\$28.58	\$49.65	\$38.64
11-9121	Natural Sciences Managers	20	\$43.12	\$28.95	\$50.20	\$38.73
11-9131	Postmasters and Mail Superintendents	30	\$35.00	\$31.62	\$36.69	\$34.12
11-9151	Social and Community Service Managers	120	\$26.43	\$16.91	\$31.18	\$25.34
11-9161	Emergency Management Directors	20	\$23.09	\$16.50	\$26.39	\$23.21
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	70	\$41.45	\$22.49	\$50.94	\$38.15
13-0000	Business and Financial Operations Occupations	2,050	\$29.94	\$18.77	\$35.53	\$27.37
13-1020	Buyers and Purchasing Agents	220	\$26.72	\$18.47	\$30.84	\$25.02
13-1031	Claims Adjusters, Examiners, and Investigators		\$35.98	\$25.23	\$41.35	\$37.95
13-1041	Compliance Officers	110	\$27.62	\$18.18	\$32.34	\$24.93
13-1051	Cost Estimators	150	\$28.04	\$20.21	\$31.95	\$26.60
13-1071	Human Resources Specialists	210	\$25.40	\$15.62	\$30.29	\$22.34
13-1081	Logisticians	10	\$33.42	\$25.72	\$37.26	\$30.26
13-1111	Management Analysts	40	\$34.75	\$18.36	\$42.94	\$34.09
13-1121	Meeting, Convention, and Event Planners		\$30.99	\$18.30	\$37.34	\$28.53
13-1131	Fundraisers	20	\$26.89	\$22.10	\$29.29	\$27.36
13-1141	Compensation, Benefits, and Job Analysis Specialists	10	\$24.73	\$17.49	\$28.35	\$24.47
13-1151	Training and Development Specialists	100	\$30.54	\$18.49	\$36.56	\$30.24
13-1161	Market Research Analysts and Marketing Specialists	200	\$27.85	\$16.12	\$33.71	\$25.58
13-1198	Project Management Specialists and Business Operations Specialists, All Other	200	\$28.05	\$18.32	\$32.92	\$26.86
13-2011	Accountants and Auditors	280	\$33.09	\$21.16	\$39.05	\$26.32
13-2020	Property Appraisers and Assessors	40	\$25.17	\$19.64	\$27.93	\$24.86
13-2041	Credit Analysts	20	\$38.80	\$29.23	\$43.58	\$31.99
13-2052	Personal Financial Advisors		\$33.32	\$26.13	\$36.91	\$33.55
13-2071	Credit Counselors	20	\$17.96	\$14.36	\$19.77	\$17.67
13-2072	Loan Officers	230	\$38.25	\$26.03	\$44.35	\$37.25
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	40	\$33.10	\$22.31	\$38.50	\$28.37
15-0000	Computer and Mathematical Occupations	530	\$30.86	\$18.24	\$37.17	\$28.57
15-1211	Computer Systems Analysts	60	\$31.56	\$25.50	\$34.58	\$29.54
15-1231	Computer Network Support Specialists		\$25.02	\$19.50	\$27.78	\$23.78
15-1232	Computer User Support Specialists	130	\$21.95	\$12.85	\$26.51	\$21.95
15-1241	Computer Network Architects	20	\$40.81	\$30.65	\$45.89	\$37.42
15-1244	Network and Computer Systems Administrators	80	\$35.16	\$25.82	\$39.83	\$33.90
15-1245	Database Administrators and Architects		\$41.69	\$26.88	\$49.10	\$38.77
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	70	\$44.74	\$32.62	\$50.80	\$44.20
15-1257	Web Developers and Digital Interface Designers	10	\$25.43	\$16.43	\$29.93	\$18.80
15-1299	Computer Occupations, All Other	40	\$27.09	\$17.67	\$31.80	\$25.75
17-0000	Architecture and Engineering Occupations	720	\$35.15	\$22.20	\$41.62	\$33.37
17-2051	Civil Engineers	60	\$42.17	\$30.46	\$48.03	\$40.00
17-2071	Electrical Engineers	70	\$46.38	\$30.15	\$54.49	\$45.96
17-2112	Industrial Engineers	100	\$41.16	\$32.47	\$45.51	\$39.71
17-2141	Mechanical Engineers	120	\$34.46	\$23.82	\$39.78	\$33.51
17-2199	Engineers, All Other		\$34.88	\$14.75	\$44.95	\$30.27
17-3011	Architectural and Civil Drafters	20	\$29.53	\$24.00	\$32.29	\$29.66
17-3013	Mechanical Drafters	70	\$26.17	\$19.79	\$29.36	\$25.19
17-3022	Civil Engineering Technologists and Technicians	70	\$25.71	\$19.28	\$28.93	\$24.16
17-3023	Electrical and Electronic Engineering Technologists and Technicians	30	\$43.04	\$32.56	\$48.29	\$44.15
17-3026	Industrial Engineering Technologists and Technicians	30	\$30.99	\$23.81	\$34.57	\$30.23
17-3031	Surveying and Mapping Technicians		\$19.72	\$10.49	\$24.33	\$21.97

17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	50	\$28.06	\$21.63	\$31.27	\$27.75
19-0000	Life, Physical, and Social Science Occupations	570	\$26.60	\$17.19	\$31.31	\$25.77
19-1013	Soil and Plant Scientists	80	\$31.10	\$27.58	\$32.86	\$30.12
19-1029	Biological Scientists, All Other	10	\$19.97	\$13.56	\$23.17	\$15.08
19-1031	Conservation Scientists	80	\$26.13	\$17.75	\$30.32	\$25.14
19-2031	Chemists	20	\$32.62	\$21.85	\$38.00	\$30.02
19-2041	Environmental Scientists and Specialists, Including Health	30	\$32.18	\$22.47	\$37.03	\$34.69
19-3031	Clinical, Counseling, and School Psychologists	10	\$41.84	\$35.21	\$45.15	\$44.31
19-4010	Agricultural and Food Science Technicians	90	\$18.56	\$14.11	\$20.78	\$18.05
19-4031	Chemical Technicians	30	\$20.54	\$16.68	\$22.46	\$20.62
19-4099	Life, Physical, and Social Science Technicians, All Other	10	\$24.81	\$12.79	\$30.82	\$19.55
19-5011	Occupational Health and Safety Specialists	30	\$33.10	\$28.61	\$35.35	\$33.32
21-0000	Community and Social Service Occupations	1,130	\$20.51	\$12.66	\$24.44	\$18.18
21-1012	Educational, Guidance, and Career Counselors and Advisors	120	\$24.34	\$13.39	\$29.82	\$23.98
21-1015	Rehabilitation Counselors	80	\$15.07	\$11.15	\$17.04	\$12.45
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	170	\$22.59	\$16.30	\$25.74	\$21.40
21-1021	Child, Family, and School Social Workers	210	\$22.55	\$13.75	\$26.95	\$15.56
21-1022	Healthcare Social Workers	50	\$25.92	\$20.12	\$28.82	\$26.02
21-1091	Health Education Specialists	30	\$20.37	\$13.50	\$23.81	\$18.36
21-1093	Social and Human Service Assistants	340	\$17.23	\$11.99	\$19.85	\$16.67
21-1099	Community and Social Service Specialists, All Other	30	\$14.72	\$9.11	\$17.53	\$13.94
23-0000	Legal Occupations	290	\$26.14	\$13.00	\$32.71	\$23.03
23-1011	Lawyers		\$37.08	\$25.69	\$42.78	\$35.38
23-2011	Paralegals and Legal Assistants		\$22.18	\$20.44	\$23.06	\$22.51
23-2093	Title Examiners, Abstractors, and Searchers		\$13.77	\$8.45	\$16.43	\$14.10
23-2099	Legal Support Workers, All Other	40	\$24.58	\$17.71	\$28.01	\$24.79
25-0000	Educational Instruction and Library Occupations	6,210	\$21.08	\$11.44	\$25.91	\$20.22
25-1194	Career/Technical Education Teachers, Postsecondary	40	\$32.04	\$19.69	\$38.21	\$28.26
25-2011	Preschool Teachers, Except Special Education	220	\$16.69	\$10.18	\$19.94	\$16.36
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	50	\$18.43	\$13.85	\$20.71	\$17.88
25-3021	Self-Enrichment Teachers	80	\$14.26	\$10.08	\$16.35	\$12.45
25-3031	Substitute Teachers, Short-Term	640	\$18.16	\$14.20	\$20.13	\$18.74
25-3097	Tutors and Teachers and Instructors, All Other	20				
25-4012	Curators		\$17.40	\$13.60	\$19.30	\$14.79
25-4022	Librarians and Media Collections Specialists	80	\$16.21	\$9.36	\$19.63	\$14.11
25-4031	Library Technicians		\$10.81	\$8.24	\$12.10	\$9.23
25-9021	Farm and Home Management Educators	70	\$28.76	\$18.42	\$33.93	\$27.17
25-9031	Instructional Coordinators	110	\$32.30	\$22.92	\$36.99	\$33.08
25-9045	Teaching Assistants, Except Postsecondary	1,540				
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	610	\$18.46	\$9.69	\$22.84	\$15.38
27-1021	Commercial and Industrial Designers	30	\$23.31	\$15.06	\$27.43	\$21.62
27-1023	Floral Designers	50	\$10.97	\$8.27	\$12.33	\$10.85
27-1024	Graphic Designers	80	\$18.36	\$12.66	\$21.21	\$17.54
27-1026	Merchandise Displayers and Window Trimmers	10				
27-2012	Producers and Directors	20	\$20.08	\$13.23	\$23.51	\$19.24
27-2022	Coaches and Scouts	160				
27-3011	Broadcast Announcers and Radio Disc Jockeys	50	\$16.82	\$11.29	\$19.58	\$16.25
27-3023	News Analysts, Reporters, and Journalists	40	\$14.82	\$11.72	\$16.37	\$13.96
27-3031	Public Relations Specialists	80	\$21.25	\$10.15	\$26.80	\$20.07
27-3091	Interpreters and Translators	30	\$17.44	\$15.51	\$18.40	\$17.52
29-0000	Healthcare Practitioners and Technical Occupations	5,290	\$33.54	\$18.63	\$41.00	\$26.95
29-1011	Chiropractors	50	\$26.78	\$17.05	\$31.65	\$22.94
29-1021	Dentists, General		\$68.37	\$58.78	\$73.16	\$69.65
29-1031	Dietitians and Nutritionists	40	\$24.64	\$17.19	\$28.36	\$23.51
29-1041	Optometrists	40	\$74.85	\$43.65	\$90.46	\$55.85
29-1051	Pharmacists	140	\$55.61	\$41.81	\$62.51	\$57.96
29-1071	Physician Assistants	40	\$57.50	\$51.02	\$60.74	\$58.33
29-1122	Occupational Therapists	80	\$42.38	\$32.42	\$47.36	\$43.16
29-1123	Physical Therapists	130	\$41.56	\$29.67	\$47.50	\$41.19
29-1126	Respiratory Therapists	60	\$29.95	\$26.06	\$31.89	\$29.52
29-1127	Speech-Language Pathologists	60	\$41.17	\$22.54	\$50.49	\$42.18
29-1131	Veterinarians	110	\$38.10	\$23.03	\$45.63	\$42.71
29-1141	Registered Nurses	2,090	\$27.88	\$21.70	\$30.97	\$27.88
29-1151	Nurse Anesthetists	40	\$103.87	\$80.56	\$115.52	\$99.70
29-1171	Nurse Practitioners	130	\$56.37	\$43.60	\$62.75	\$56.71
29-1215	Family Medicine Physicians	70	\$121.29	\$75.72	\$144.07	
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	80	\$125.53			
29-1248	Surgeons, Except Ophthalmologists	10	\$152.63			
29-1292	Dental Hygienists	80	\$36.63	\$34.31	\$37.79	\$37.08
29-2010	Clinical Laboratory Technologists and Technicians	150	\$23.47	\$17.11	\$26.65	\$23.17
29-2032	Diagnostic Medical Sonographers	20	\$34.96	\$29.15	\$37.87	\$35.43
29-2034	Radiologic Technologists and Technicians	150	\$26.09	\$21.34	\$28.46	\$25.49

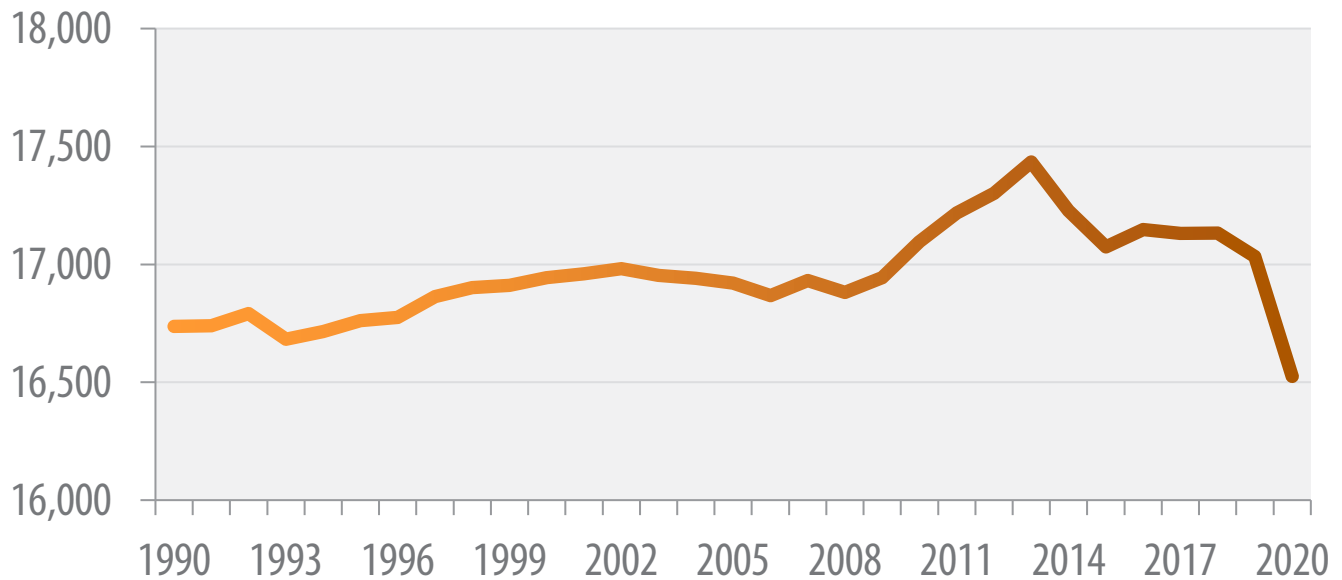
29-2040	Emergency Medical Technicians and Paramedics	230	\$18.43	\$12.50	\$21.39	\$19.23
29-2051	Dietetic Technicians	10	\$14.01	\$12.09	\$14.97	\$13.68
29-2052	Pharmacy Technicians	260	\$17.00	\$12.77	\$19.12	\$16.33
29-2055	Surgical Technologists	40	\$18.89	\$16.54	\$20.07	\$18.54
29-2056	Veterinary Technologists and Technicians		\$16.84	\$14.89	\$17.82	\$16.88
29-2061	Licensed Practical and Licensed Vocational Nurses	600	\$21.64	\$18.65	\$23.13	\$21.74
29-2081	Opticians, Dispensing	40	\$15.14	\$13.49	\$15.96	\$15.21
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	200	\$21.30	\$15.29	\$24.30	\$20.61
29-9091	Athletic Trainers	20				
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers, All Other		\$22.14	\$13.71	\$26.36	\$18.00
31-0000	Healthcare Support Occupations	4,240	\$14.74	\$11.93	\$16.15	\$14.21
31-1120	Home Health and Personal Care Aides	1,650	\$13.77	\$11.27	\$15.02	\$13.28
31-1131	Nursing Assistants	1,860	\$14.14	\$12.55	\$14.93	\$14.12
31-2011	Occupational Therapy Assistants		\$27.81	\$23.33	\$30.04	\$27.25
31-2021	Physical Therapist Assistants	70	\$25.93	\$20.42	\$28.68	\$24.84
31-9091	Dental Assistants	130	\$21.60	\$17.43	\$23.68	\$21.14
31-9092	Medical Assistants	240	\$16.42	\$13.37	\$17.95	\$15.97
31-9093	Medical Equipment Preparers	10	\$16.91	\$14.11	\$18.30	\$17.13
31-9094	Medical Transcriptionists	40	\$18.24	\$15.13	\$19.79	\$18.07
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	50	\$17.82	\$13.82	\$19.81	\$18.21
31-9097	Phlebotomists	40	\$14.86	\$13.12	\$15.73	\$14.46
33-0000	Protective Service Occupations	930	\$22.71	\$13.14	\$27.49	\$22.56
33-1011	First-Line Supervisors of Correctional Officers	10	\$30.73	\$21.27	\$35.47	\$34.49
33-1012	First-Line Supervisors of Police and Detectives	60	\$32.24	\$28.38	\$34.18	\$31.01
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	10	\$30.15	\$17.19	\$36.63	\$29.93
33-2011	Firefighters	50	\$12.50	\$8.76	\$14.38	\$9.75
33-3012	Correctional Officers and Jailers	240	\$22.67	\$17.36	\$25.32	\$22.00
33-3031	Fish and Game Wardens	20	\$31.79	\$24.20	\$35.58	\$33.20
33-3051	Police and Sheriff's Patrol Officers	310	\$27.76	\$20.81	\$31.23	\$27.41
33-9032	Security Guards	50				
35-0000	Food Preparation and Serving Related Occupations	5,370	\$11.60	\$8.73	\$13.03	\$10.78
35-1011	Chefs and Head Cooks	20	\$18.83	\$15.23	\$20.64	\$18.25
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	540	\$16.45	\$11.28	\$19.03	\$14.86
35-2011	Cooks, Fast Food		\$13.25	\$9.38	\$15.19	\$12.76
35-2012	Cooks, Institution and Cafeteria	590	\$12.79	\$10.64	\$13.87	\$12.62
35-2014	Cooks, Restaurant	360	\$13.66	\$10.72	\$15.14	\$13.55
35-2021	Food Preparation Workers		\$12.16	\$10.20	\$13.13	\$11.42
35-3011	Bartenders	280	\$10.53	\$8.47	\$11.56	\$10.27
35-3023	Fast Food and Counter Workers	1,890	\$10.34	\$8.66	\$11.18	\$10.05
35-3031	Waiters and Waitresses	580	\$9.85	\$8.63	\$10.47	\$9.24
35-3041	Food Servers, Nonrestaurant	240	\$10.84	\$8.38	\$12.06	\$10.62
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers		\$9.38	\$8.36	\$9.89	\$8.93
35-9021	Dishwashers		\$9.77	\$8.70	\$10.31	\$9.59
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop		\$9.20	\$8.40	\$9.60	\$8.76
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,210	\$14.21	\$10.19	\$16.22	\$12.74
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	120	\$20.09	\$13.82	\$23.23	\$18.29
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers		\$18.58	\$15.49	\$20.12	\$18.09
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	950	\$14.61	\$10.36	\$16.73	\$13.73
37-2012	Maids and Housekeeping Cleaners	570	\$11.76	\$9.47	\$12.91	\$11.37
37-2021	Pest Control Workers	30	\$19.65	\$15.21	\$21.87	\$18.65
37-3011	Landscaping and Groundskeeping Workers	420	\$13.08	\$10.16	\$14.54	\$11.83
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	60	\$20.77	\$17.29	\$22.51	\$21.24
39-0000	Personal Care and Service Occupations	1,230	\$13.33	\$8.77	\$15.60	\$11.65
39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	80	\$19.07	\$11.96	\$22.63	\$16.08
39-2021	Animal Caretakers	110	\$13.00	\$10.74	\$14.13	\$12.50
39-3031	Ushers, Lobby Attendants, and Ticket Takers	50	\$9.53	\$8.63	\$9.98	\$9.06
39-3091	Amusement and Recreation Attendants	70	\$10.02	\$8.54	\$10.76	\$9.32
39-4021	Funeral Attendants	100	\$16.06	\$10.81	\$18.69	\$15.16
39-4031	Morticians, Undertakers, and Funeral Arrangers	20	\$43.53	\$25.69	\$52.45	\$35.11
39-5012	Hairdressers, Hairstylists, and Cosmetologists	90	\$15.37	\$10.86	\$17.63	\$15.47
39-7010	Tour and Travel Guides	20	\$12.03	\$9.16	\$13.47	\$11.29
39-9011	Childcare Workers	330	\$9.60	\$8.67	\$10.06	\$9.29
39-9031	Exercise Trainers and Group Fitness Instructors	60	\$14.93	\$9.92	\$17.43	\$13.40
39-9032	Recreation Workers	150	\$13.10	\$10.19	\$14.56	\$12.70
39-9041	Residential Advisors	70	\$14.25	\$12.95	\$14.90	\$14.16
41-0000	Sales and Related Occupations	7,450	\$16.68	\$9.22	\$20.41	\$11.86
41-1011	First-Line Supervisors of Retail Sales Workers	540	\$18.87	\$12.62	\$21.99	\$16.98
41-1012	First-Line Supervisors of Non-Retail Sales Workers	70	\$38.06	\$28.46	\$42.86	\$34.28
41-2011	Cashiers	3,360	\$10.42	\$8.65	\$11.30	\$10.17
41-2021	Counter and Rental Clerks	120	\$12.08	\$9.67	\$13.29	\$11.30

41-2022	Parts Salespersons	320	\$16.91	\$10.39	\$20.17	\$14.04
41-2031	Retail Salespersons	1,260	\$14.80	\$9.82	\$17.29	\$12.31
41-3011	Advertising Sales Agents	80	\$17.17	\$10.51	\$20.50	\$16.23
41-3021	Insurance Sales Agents	390	\$24.00	\$8.76	\$31.63	\$21.51
41-3031	Securities, Commodities, and Financial Services Sales Agents		\$40.38	\$17.59	\$51.78	\$24.92
41-3041	Travel Agents	30	\$19.63	\$13.89	\$22.50	\$16.53
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	130	\$27.19	\$16.05	\$32.76	\$22.62
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products		\$40.99	\$21.62	\$50.67	\$35.27
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	900	\$31.29	\$17.12	\$38.37	\$26.95
41-9041	Telemarketers	50	\$17.56	\$11.11	\$20.78	\$14.65
41-9099	Sales and Related Workers, All Other	20	\$19.79	\$13.75	\$22.81	\$15.41
43-0000	Office and Administrative Support Occupations	10,060	\$18.30	\$12.26	\$21.32	\$17.44
43-1011	First-Line Supervisors of Office and Administrative Support Workers	480	\$25.96	\$18.48	\$29.70	\$24.23
43-2011	Switchboard Operators, Including Answering Service		\$15.38	\$12.49	\$16.82	\$14.24
43-3011	Bill and Account Collectors		\$21.87	\$16.59	\$24.52	\$19.58
43-3021	Billing and Posting Clerks	300	\$17.86	\$14.19	\$19.70	\$17.62
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,160	\$18.50	\$11.41	\$22.05	\$17.57
43-3051	Payroll and Timekeeping Clerks	70	\$20.75	\$14.89	\$23.68	\$20.62
43-3061	Procurement Clerks	40	\$18.44	\$14.80	\$20.25	\$18.21
43-3071	Tellers	510	\$14.73	\$13.21	\$15.49	\$14.37
43-4031	Court, Municipal, and License Clerks	290	\$15.97	\$9.14	\$19.39	\$15.25
43-4051	Customer Service Representatives	1,450	\$18.06	\$13.06	\$20.57	\$17.57
43-4061	Eligibility Interviewers, Government Programs	30	\$25.61	\$19.11	\$28.86	\$27.27
43-4081	Hotel, Motel, and Resort Desk Clerks	160	\$11.22	\$9.61	\$12.02	\$11.08
43-4111	Interviewers, Except Eligibility and Loan	160	\$15.14	\$13.54	\$15.93	\$14.72
43-4121	Library Assistants, Clerical	110	\$10.68	\$8.52	\$11.76	\$9.91
43-4131	Loan Interviewers and Clerks	70	\$21.43	\$16.43	\$23.93	\$20.92
43-4141	New Accounts Clerks	140	\$18.40	\$16.05	\$19.57	\$18.04
43-4151	Order Clerks	20	\$14.05	\$12.66	\$14.74	\$13.98
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	60	\$18.35	\$13.76	\$20.64	\$17.37
43-4171	Receptionists and Information Clerks	320	\$15.31	\$11.20	\$17.36	\$14.76
43-4199	Information and Record Clerks, All Other	20	\$20.04	\$15.57	\$22.27	\$18.49
43-5021	Couriers and Messengers	30	\$12.29	\$10.66	\$13.10	\$11.91
43-5031	Public Safety Telecommunicators	90	\$20.51	\$17.46	\$22.03	\$20.98
43-5032	Dispatchers, Except Police, Fire, and Ambulance	70	\$24.84	\$16.47	\$29.03	\$25.31
43-5051	Postal Service Clerks	180	\$22.46	\$17.12	\$25.13	\$22.18
43-5052	Postal Service Mail Carriers	350	\$24.99	\$18.37	\$28.29	\$23.35
43-5061	Production, Planning, and Expediting Clerks	150	\$25.27	\$18.60	\$28.60	\$24.03
43-5071	Shipping, Receiving, and Inventory Clerks	480	\$18.60	\$13.43	\$21.18	\$18.04
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping		\$15.94	\$12.95	\$17.44	\$16.23
43-6011	Executive Secretaries and Executive Administrative Assistants	150	\$29.95	\$18.59	\$35.63	\$25.77
43-6012	Legal Secretaries and Administrative Assistants	120	\$18.94	\$17.01	\$19.91	\$18.18
43-6013	Medical Secretaries and Administrative Assistants	260	\$16.75	\$13.74	\$18.25	\$16.53
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	780	\$17.64	\$12.51	\$20.20	\$17.43
43-9021	Data Entry Keyers	40	\$13.46	\$8.33	\$16.02	\$13.40
43-9041	Insurance Claims and Policy Processing Clerks	120	\$15.85	\$13.41	\$17.07	\$14.73
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	60	\$12.64	\$8.57	\$14.68	\$11.49
43-9061	Office Clerks, General	1,470	\$16.70	\$11.53	\$19.28	\$16.55
43-9071	Office Machine Operators, Except Computer	10	\$16.94	\$13.97	\$18.43	\$16.11
43-9199	Office and Administrative Support Workers, All Other		\$12.53	\$8.45	\$14.57	\$9.38
45-0000	Farming, Fishing, and Forestry Occupations	560	\$18.51	\$12.43	\$21.54	\$17.76
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers		\$24.83	\$18.57	\$27.97	\$26.55
45-2011	Agricultural Inspectors	20	\$27.95	\$22.99	\$30.42	\$27.02
45-2091	Agricultural Equipment Operators	310	\$18.62	\$13.48	\$21.18	\$18.53
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	60	\$13.76	\$10.72	\$15.27	\$12.00
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	30	\$17.51	\$13.79	\$19.37	\$16.88
47-0000	Construction and Extraction Occupations	3,170	\$22.88	\$16.35	\$26.14	\$21.90
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	310	\$30.84	\$24.15	\$34.19	\$30.42
47-2021	Brickmasons and Blockmasons	20	\$29.23	\$21.22	\$33.24	\$30.71
47-2031	Carpenters	330	\$21.07	\$15.18	\$24.02	\$21.36
47-2051	Cement Masons and Concrete Finishers	290	\$20.06	\$16.21	\$21.99	\$20.24
47-2061	Construction Laborers	640	\$19.14	\$15.26	\$21.08	\$18.40
47-2073	Operating Engineers and Other Construction Equipment Operators	400	\$23.10	\$18.81	\$25.25	\$22.63
47-2111	Electricians	280	\$27.16	\$20.99	\$30.25	\$24.80
47-2141	Painters, Construction and Maintenance		\$18.73	\$16.97	\$19.62	\$17.60
47-2152	Plumbers, Pipefitters, and Steamfitters	170	\$22.14	\$16.75	\$24.84	\$19.60
47-2211	Sheet Metal Workers		\$25.97	\$17.47	\$30.21	\$23.75
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	10	\$19.32	\$13.82	\$22.07	\$17.30
47-4011	Construction and Building Inspectors	30	\$26.71	\$18.00	\$31.06	\$26.09

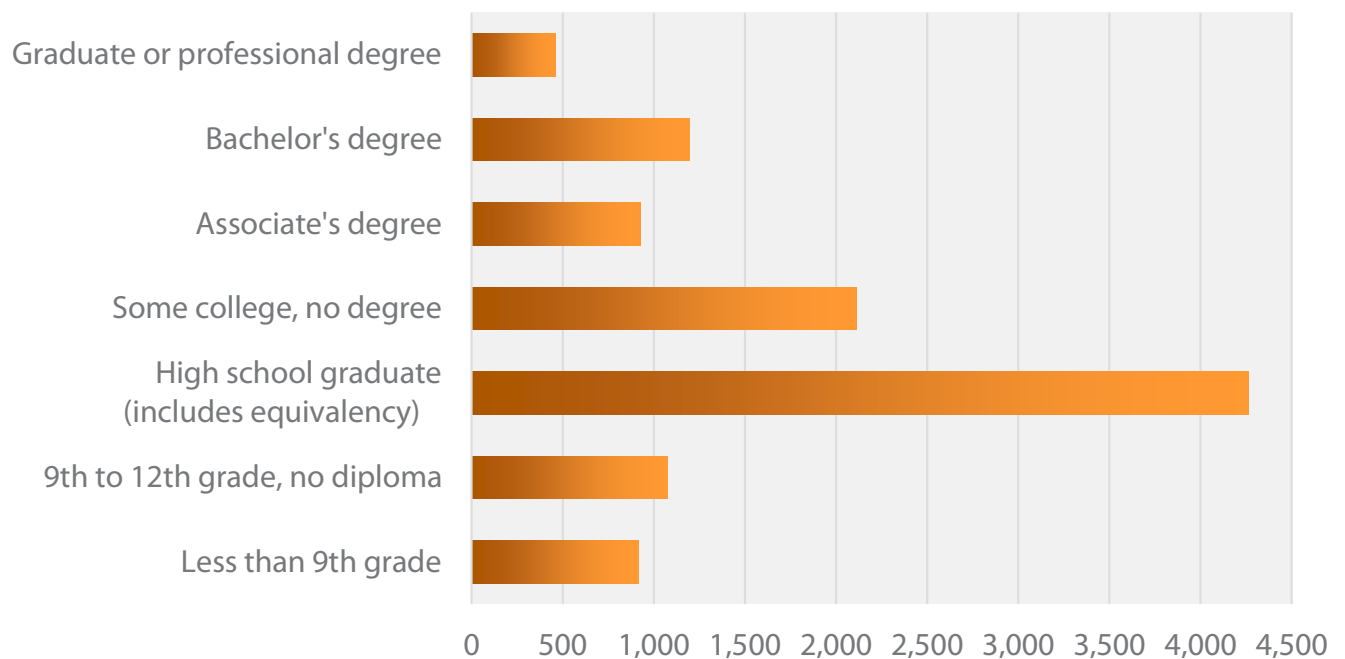
47-4051	Highway Maintenance Workers	330	\$22.20	\$20.07	\$23.27	\$22.47
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	20	\$19.77	\$15.09	\$22.11	\$18.70
49-0000	Installation, Maintenance, and Repair Occupations	3,920	\$23.22	\$15.30	\$27.18	\$21.69
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	380	\$34.27	\$23.45	\$39.69	\$34.83
49-2011	Computer, Automated Teller, and Office Machine Repairers		\$21.63	\$18.45	\$23.21	\$21.85
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers		\$27.31	\$17.94	\$32.00	\$28.26
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	20	\$27.23	\$22.55	\$29.57	\$28.16
49-3011	Aircraft Mechanics and Service Technicians	20	\$28.71	\$19.26	\$33.44	\$29.86
49-3021	Automotive Body and Related Repairers	110	\$22.58	\$16.70	\$25.51	\$22.52
49-3023	Automotive Service Technicians and Mechanics	430	\$19.08	\$13.39	\$21.92	\$18.22
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	270	\$21.12	\$16.31	\$23.53	\$21.02
49-3041	Farm Equipment Mechanics and Service Technicians	230	\$21.54	\$16.81	\$23.91	\$20.74
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	90	\$19.98	\$17.39	\$21.27	\$19.42
49-3052	Motorcycle Mechanics	20	\$16.31	\$12.21	\$18.36	\$16.93
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	70	\$18.66	\$12.04	\$21.97	\$18.24
49-3092	Recreational Vehicle Service Technicians	20	\$18.79	\$11.95	\$22.21	\$16.43
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	60	\$34.34	\$23.33	\$39.84	\$35.89
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	190	\$22.37	\$15.38	\$25.86	\$22.25
49-9031	Home Appliance Repairers	30	\$19.02	\$11.86	\$22.60	\$17.55
49-9041	Industrial Machinery Mechanics	410	\$23.95	\$19.32	\$26.27	\$23.64
49-9043	Maintenance Workers, Machinery	80	\$24.22	\$17.63	\$27.52	\$22.99
49-9051	Electrical Power-Line Installers and Repairers	200	\$34.39	\$20.62	\$41.28	\$37.09
49-9052	Telecommunications Line Installers and Repairers	80	\$25.61	\$17.63	\$29.60	\$22.79
49-9071	Maintenance and Repair Workers, General	750	\$18.75	\$12.83	\$21.71	\$18.22
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	30	\$19.26	\$13.81	\$21.99	\$20.31
49-9098	Helpers--Installation, Maintenance, and Repair Workers	60	\$14.35	\$11.18	\$15.93	\$13.78
49-9099	Installation, Maintenance, and Repair Workers, All Other	90	\$21.57	\$17.20	\$23.75	\$21.83
51-0000	Production Occupations	9,440	\$19.22	\$14.45	\$21.60	\$18.64
51-1011	First-Line Supervisors of Production and Operating Workers	620	\$27.87	\$20.16	\$31.73	\$27.99
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	200	\$21.97	\$17.83	\$24.04	\$22.49
51-2041	Structural Metal Fabricators and Fitters	20	\$20.91	\$17.06	\$22.84	\$21.79
51-2090	Miscellaneous Assemblers and Fabricators	1,450	\$18.84	\$15.20	\$20.66	\$19.03
51-3011	Bakers	40	\$14.28	\$11.17	\$15.83	\$13.46
51-3021	Butchers and Meat Cutters	240	\$13.78	\$10.91	\$15.21	\$13.16
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,730				
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	170	\$19.90	\$16.68	\$21.51	\$19.94
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	10	\$24.07	\$17.73	\$27.25	\$25.44
51-4041	Machinists	260	\$19.42	\$15.57	\$21.34	\$19.53
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	80	\$18.09	\$14.92	\$19.67	\$17.97
51-4111	Tool and Die Makers	100	\$25.43	\$21.04	\$27.63	\$26.19
51-4121	Welders, Cutters, Solderers, and Brazers	520	\$19.25	\$15.16	\$21.29	\$19.10
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	140	\$20.18	\$17.03	\$21.75	\$20.37
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic	30				
51-5111	Prepress Technicians and Workers	30	\$14.86	\$9.62	\$17.48	\$13.94
51-5112	Printing Press Operators	80	\$13.54	\$8.85	\$15.88	\$12.76
51-6011	Laundry and Dry-Cleaning Workers		\$11.14	\$8.53	\$12.45	\$10.59
51-6031	Sewing Machine Operators	40	\$13.68	\$11.61	\$14.71	\$13.54
51-7011	Cabinetmakers and Bench Carpenters	20	\$20.52	\$10.98	\$25.30	\$16.81
51-8021	Stationary Engineers and Boiler Operators	20	\$23.32	\$19.43	\$25.26	\$22.77
51-8031	Water and Wastewater Treatment Plant and System Operators	280	\$17.09	\$9.51	\$20.88	\$17.59
51-9011	Chemical Equipment Operators and Tenders	90	\$21.78	\$15.59	\$24.87	\$21.28
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders		\$20.46	\$15.81	\$22.78	\$19.05
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	70	\$18.89	\$16.59	\$20.04	\$18.54
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	150	\$18.57	\$14.70	\$20.51	\$18.05
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	300	\$20.97	\$15.03	\$23.93	\$19.85
51-9111	Packaging and Filling Machine Operators and Tenders	240	\$17.59	\$14.19	\$19.29	\$17.50
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	240	\$18.33	\$13.12	\$20.94	\$17.93
51-9161	Computer Numerically Controlled Tool Operators	140	\$19.58	\$16.48	\$21.14	\$19.32
51-9162	Computer Numerically Controlled Tool Programmers	20	\$25.44	\$19.54	\$28.39	\$25.65
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	100	\$16.32	\$13.06	\$17.94	\$16.34
51-9198	Helpers--Production Workers	70	\$18.66	\$14.90	\$20.54	\$18.79
51-9199	Production Workers, All Other		\$20.80	\$13.40	\$24.50	\$18.88
53-0000	Transportation and Material Moving Occupations	9,310	\$17.82	\$12.01	\$20.72	\$17.06
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	310	\$26.07	\$17.91	\$30.14	\$25.49
53-2012	Commercial Pilots					
53-3031	Driver/Sales Workers		\$19.16	\$14.01	\$21.74	\$20.08
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,280	\$18.09	\$13.15	\$20.57	\$16.56
53-3033	Light Truck Drivers	340	\$17.88	\$10.65	\$21.49	\$14.79

53-3052	Bus Drivers, Transit and Intercity	240	\$14.97	\$14.24	\$15.34	\$14.82
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	860	\$18.82	\$10.77	\$22.84	\$20.26
53-6021	Parking Attendants	10				
53-6041	Traffic Technicians	30	\$18.02	\$17.75	\$18.15	\$18.07
53-7011	Conveyor Operators and Tenders	160	\$18.64	\$15.34	\$20.30	\$18.47
53-7021	Crane and Tower Operators		\$30.31	\$23.00	\$33.97	\$27.78
53-7051	Industrial Truck and Tractor Operators	360	\$20.89	\$16.80	\$22.94	\$20.02
53-7061	Cleaners of Vehicles and Equipment	180	\$15.43	\$12.58	\$16.86	\$14.79
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,700	\$17.51	\$12.29	\$20.12	\$17.50
53-7064	Packers and Packagers, Hand	480	\$14.64	\$11.41	\$16.25	\$14.45
53-7065	Stockers and Order Fillers	1,950	\$16.16	\$10.55	\$18.97	\$16.24
53-7081	Refuse and Recyclable Material Collectors	70	\$17.01	\$12.77	\$19.13	\$17.30

### Crawford County Population 1990-2020



### Educational Attainment of Crawford County population age 25 and over





## Crawford County Largest Employers

Business	Employees
Smithfield Foods	1,250
Denison Community Schools	336
Monogram Quality Foods	250
Crawford County Memorial Hospital	260
Hy-Vee Food Store	160
Wal-Mart	147
Eventide Senior Living Community	145
Denison Job Corps	140
WESCO	125
Fareway	70





# Greene County

Size: 364,096 acres or 569 square miles

Percentage of farmland: 98% (356,867 acres)

Average winter temperature: 23° F

Average summer temperature: 73° F

Average snowfall: 34"

Average rainfall: 22"

Highest elevation: 1,235 feet above sea level

Lowest elevation: 940 feet above sea level

Primary watersheds in the county: The Raccoon River and its tributaries (Cedar Creek, Hardin Creek, Buttrick Creek, Greenbrier Creek) drain the majority of the county, while the Willow Creek, a tributary of the Des Moines River, drains the southwestern corner.

Natural Resources: Soil, water, sand and gravel

Federally Endangered, Threatened, or Proposed Species: Northern long-eared bat (Threatened), Topeka shiner (Endangered and Critical Habitat), Prairie bush clover (Threatened), Western prairie fringed orchid (Threatened)

Vegetation: Grasses-little bluestem, Indian grass, needle grass  
Trees-juniper, bur oak, other scattered trees

There are seven main soil associations found in Greene County. They are:

1. *Clarion-Nicollet-Webster association-Nearly level to strongly sloping, well drained, somewhat poorly drained, and poorly drained, loamy and silty soils that formed in glacial till or in local glacial sediment. It can be found on uplands. These soils make up about 36% of the county. This association is primarily used for growing cash crops, while some the poorly drained and steeper sloping areas are used for pasture.*
2. *Canisteo-Webster-Nicollet association-Nearly level and very gently sloping, poorly drained and somewhat poorly drained, loamy soils that formed in glacial sediments and glacial till. It can be found on uplands. Slopes range from 0-3%. It makes up 35% of the county's land. This association is mainly used for corn, soybeans, and hay. Some of the wetter areas are kept in pasture. When exposed, these soils can be easily eroded by wind.*
3. *Mayer-Biscay-Coland association-Nearly level, poorly drained, loamy and silty soils that formed in glacial outwash sediments and alluvium. It is found on outwash plains, terraces, and bottom land. This association makes up about 4% of the county. This land is generally flat as slopes range from 0-2%. The land is suitable for farming as it is high in organic matter and holds moisture well.*

4. *Clarion-Coland-Storden association-Nearly level to very steep, well-drained and poorly drained, loamy and silty soils that formed in glacial till and alluvium. It is located on uplands and bottom land. The association covers about 7% of the county. This association usually contains steep slopes with grades ranging between 0 and 40%. Most of this association is used for growing crops, but steeper areas remain pasture. Water erosion on the steep areas and flooding on the low lying areas are the main management concerns.*

5. *Lester-Fluvaquents-Wadena association-Nearly level to very steep, well drained, somewhat poorly drained, and poorly drained, loamy or variably textured soils that formed in glacial till, alluvium, and outwash sediments. It is located on uplands, terraces, and bottom land. This association takes up 12% of the county and is primarily located along the Raccoon River watershed. Slopes range from 0-40%. The land is primarily used for farming, but several sand and gravel pits can also be found in this association. Water erosion and flooding are the main management issues.*

6. *Marna-Canisteo-Guckeen association-Nearly level and very gently sloping, poorly drained and somewhat poorly drained, silty and loamy soils that formed in glacial or lacustrine sediments and glacial till. It is found on uplands. This association makes up only 3% of the county and is fairly level with slopes from 0-3%. It is primarily used for crops, but drainage and wind erosion are problems associated with these soils.*

7. *Clarion-Calco-Wadena association-Nearly level to strongly sloping, well drained and poorly drained, loamy and silty soils that formed in glacial till, alluvium, and outwash sediments. These soils are found on uplands, bottom land and terraces. This association makes up only 3% of the county and has slopes of up to 14%. The soils are used for crops, but the wet areas are left for pasture and wildlife refuge.*

This county, like the others is well suited for raising crops and livestock. Corn, soybeans, oats and hay are the primary crops raised in the area. Hogs and cattle are the two primary forms of livestock raised with some small poultry and sheep farms also existing in the countryside.

# Greene County Infrastructure Assets

Airport	Jefferson Municipal Airport
Childcare	Greene County Community Center as well as several private care providers.
Chiropractors	Jefferson
Dentists	Jefferson
Educational Facilities	Greene County Community School, Paton-Churdan School District
Electricity	Alliant Energy (Ripley, Dana, Churdan, Scranton), City (Grand Junction, Paton), Guthrie Co. REC Assn. (rural areas), Midland Power (rural areas), Raccoon Valley Electric Co-op (rural areas)
Fire	All fire departments are staffed by volunteers.
Hospital	Greene County Memorial Hospital
Industrial Parks	Jefferson, Scranton
Internet	Jefferson INS, various private suppliers
Major Employers (greater than 100 employees)	American Athletic Incorporated, Greene County Community School, Greene County Medical Center, Hy-Vee, John Deere, Scranton Manufacturing
Major Transportation Routes	State Highway 4, State Highway 25, U.S. Highway 30
Natural Gas	Alliant Energy (Jefferson), Black Hills Energy Natural Gas (Ripley, Scranton, Grand Junction)
Optometrists	Jefferson
Parks/Recreational Facilities	Greene County Community Center, Henderson Park, Ripley Railroad ROW, Seven Hills Park, Spring Lake Park, Spring Lake State Park, Squirrel Hollow Park, Waters Wildlife Area
Physicians	Jefferson
Police	City (Jefferson, Grand Junction, Scranton), Greene County Sheriff's Department
Rail Service	The Union Pacific line runs east and west through the central part of the county. Cities on the line include: Scranton, Jefferson, and Grand Junction. At Grand Junction a branch line of the Union Pacific meets the main line. This line runs north of Grand Junction to Dana and Paton.
Senior Services	Elderbridge Agency on Aging, Jefferson Health Care Center, Western Iowa Transit
Solid Waste	All cities contract with private haulers.
Telephone	Jefferson Telephone (Jefferson), Scranton Tel. Co. (Scranton), Webster Calhoun Telephone Coop. (Churdan, Paton), Windstream (Ripley, Dana, Grand Junction)
Tourist Attractions	Abraham Lincoln Statue (Jefferson), Deal's Orchard (rural Jefferson), Dollyville (Scranton), Gallup House (Jefferson), Greene County Courthouse (Jefferson), Greene County Historical Museum (Jefferson), Lincoln Highway Route, Lincoln Square Building (Jefferson), Lindsey Memorial (Jefferson), Mahanay Bell Tower (Jefferson), Milwaukee Railroad Depot (Jefferson), Scranton Water Tower (Scranton)
Wastewater	Central collection systems (Churdan, Grand Junction, Jefferson, Paton, Ripley, Scranton), on-site systems (Dana)
Water	All cities provide their own water except Dana, Churdan, Paton, and Ripley who are supplied by Xenia Rural Water

# Greene County SWOT Analysis

Strengths All organizations and the community work together  
Funding from casino and wind turbines  
GCDC has had success so good support for local gov.  
Strong governing board for GCDC  
Excellent support from Cities and Board of Supervisors  
Success from housing projects will lead to more  
Beginning diversity project to help major employers  
Three Block Project will be an asset for recruiting  
Building a new day care center  
Significant high speed internet

Weaknesses Still need for housing  
Major employers have multiple job openings  
Hard to attract young families

Opportunities Diversity project should help support our major employers  
Working on several housing projects  
Three Block Project will be a significant asset  
Project to provide tech support for our local retailers through high school interns.  
Expanding the airport

Threats Long list of open jobs  
Lack of housing, especially in mid price points

# Greene County Laborshed Area Wages

Occupational Code	Occupational Title	Estimated Employment	Mean Wage	Entry Wage	Experienced Wage	Median Wage
00-0000	Total, All Occupations	79,360	\$20.81	\$11.34	\$25.54	\$17.92
11-0000	Management Occupations	4,080	\$39.77	\$19.76	\$49.78	\$36.01
11-1011	Chief Executives	140	\$66.42	\$18.40	\$90.43	\$64.76
11-1021	General and Operations Managers	1,370	\$36.20	\$16.80	\$45.90	\$32.24
11-2021	Marketing Managers	60	\$44.60	\$27.53	\$53.14	\$37.40
11-2022	Sales Managers	100	\$55.84	\$36.47	\$65.53	\$49.14
11-2030	Public Relations and Fundraising Managers	20	\$34.67	\$24.45	\$39.78	\$35.54
11-3010	Administrative Services and Facilities Managers	70	\$41.37	\$28.37	\$47.87	\$38.21
11-3021	Computer and Information Systems Managers	60	\$45.05	\$26.94	\$54.10	\$45.64
11-3031	Financial Managers	320	\$47.57	\$27.80	\$57.46	\$41.34
11-3051	Industrial Production Managers	200	\$43.29	\$32.12	\$48.87	\$42.66
11-3061	Purchasing Managers	30	\$39.86	\$29.90	\$44.84	\$36.25
11-3071	Transportation, Storage, and Distribution Managers	60	\$29.29	\$25.71	\$31.09	\$28.73
11-3121	Human Resources Managers	80	\$43.36	\$29.34	\$50.37	\$41.56
11-9021	Construction Managers	110	\$43.31	\$31.53	\$49.20	\$38.39
11-9031	Education and Childcare Administrators, Preschool and Daycare	60	\$24.49	\$13.76	\$29.86	\$18.25
11-9039	Education Administrators, All Other	20	\$53.91	\$23.00	\$69.36	\$64.78
11-9041	Architectural and Engineering Managers	60	\$56.09	\$42.39	\$62.94	\$56.59
11-9051	Food Service Managers	100	\$24.60	\$18.11	\$27.85	\$24.32
11-9111	Medical and Health Services Managers	470	\$42.63	\$28.58	\$49.65	\$38.64
11-9121	Natural Sciences Managers	20	\$43.12	\$28.95	\$50.20	\$38.73
11-9131	Postmasters and Mail Superintendents	30	\$35.00	\$31.62	\$36.69	\$34.12
11-9151	Social and Community Service Managers	120	\$26.43	\$16.91	\$31.18	\$25.34
11-9161	Emergency Management Directors	20	\$23.09	\$16.50	\$26.39	\$23.21
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	70	\$41.45	\$22.49	\$50.94	\$38.15
13-0000	Business and Financial Operations Occupations	2,050	\$29.94	\$18.77	\$35.53	\$27.37
13-1020	Buyers and Purchasing Agents	220	\$26.72	\$18.47	\$30.84	\$25.02
13-1031	Claims Adjusters, Examiners, and Investigators		\$35.98	\$25.23	\$41.35	\$37.95
13-1041	Compliance Officers	110	\$27.62	\$18.18	\$32.34	\$24.93
13-1051	Cost Estimators	150	\$28.04	\$20.21	\$31.95	\$26.60
13-1071	Human Resources Specialists	210	\$25.40	\$15.62	\$30.29	\$22.34
13-1081	Logisticians	10	\$33.42	\$25.72	\$37.26	\$30.26
13-1111	Management Analysts	40	\$34.75	\$18.36	\$42.94	\$34.09
13-1121	Meeting, Convention, and Event Planners		\$30.99	\$18.30	\$37.34	\$28.53
13-1131	Fundraisers	20	\$26.89	\$22.10	\$29.29	\$27.36
13-1141	Compensation, Benefits, and Job Analysis Specialists	10	\$24.73	\$17.49	\$28.35	\$24.47
13-1151	Training and Development Specialists	100	\$30.54	\$18.49	\$36.56	\$30.24
13-1161	Market Research Analysts and Marketing Specialists	200	\$27.85	\$16.12	\$33.71	\$25.58
13-1198	Project Management Specialists and Business Operations Specialists, All Other	200	\$28.05	\$18.32	\$32.92	\$26.86
13-2011	Accountants and Auditors	280	\$33.09	\$21.16	\$39.05	\$26.32
13-2020	Property Appraisers and Assessors	40	\$25.17	\$19.64	\$27.93	\$24.86
13-2041	Credit Analysts	20	\$38.80	\$29.23	\$43.58	\$31.99
13-2052	Personal Financial Advisors		\$33.32	\$26.13	\$36.91	\$33.55
13-2071	Credit Counselors	20	\$17.96	\$14.36	\$19.77	\$17.67
13-2072	Loan Officers	230	\$38.25	\$26.03	\$44.35	\$37.25
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	40	\$33.10	\$22.31	\$38.50	\$28.37
15-0000	Computer and Mathematical Occupations	530	\$30.86	\$18.24	\$37.17	\$28.57
15-1211	Computer Systems Analysts	60	\$31.56	\$25.50	\$34.58	\$29.54
15-1231	Computer Network Support Specialists		\$25.02	\$19.50	\$27.78	\$23.78
15-1232	Computer User Support Specialists	130	\$21.95	\$12.85	\$26.51	\$21.95
15-1241	Computer Network Architects	20	\$40.81	\$30.65	\$45.89	\$37.42
15-1244	Network and Computer Systems Administrators	80	\$35.16	\$25.82	\$39.83	\$33.90
15-1245	Database Administrators and Architects		\$41.69	\$26.88	\$49.10	\$38.77
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	70	\$44.74	\$32.62	\$50.80	\$44.20
15-1257	Web Developers and Digital Interface Designers	10	\$25.43	\$16.43	\$29.93	\$18.80
15-1299	Computer Occupations, All Other	40	\$27.09	\$17.67	\$31.80	\$25.75
17-0000	Architecture and Engineering Occupations	720	\$35.15	\$22.20	\$41.62	\$33.37
17-2051	Civil Engineers	60	\$42.17	\$30.46	\$48.03	\$40.00
17-2071	Electrical Engineers	70	\$46.38	\$30.15	\$54.49	\$45.96
17-2112	Industrial Engineers	100	\$41.16	\$32.47	\$45.51	\$39.71
17-2141	Mechanical Engineers	120	\$34.46	\$23.82	\$39.78	\$33.51
17-2199	Engineers, All Other		\$34.88	\$14.75	\$44.95	\$30.27
17-3011	Architectural and Civil Drafters	20	\$29.53	\$24.00	\$32.29	\$29.66
17-3013	Mechanical Drafters	70	\$26.17	\$19.79	\$29.36	\$25.19
17-3022	Civil Engineering Technologists and Technicians	70	\$25.71	\$19.28	\$28.93	\$24.16
17-3023	Electrical and Electronic Engineering Technologists and Technicians	30	\$43.04	\$32.56	\$48.29	\$44.15
17-3026	Industrial Engineering Technologists and Technicians	30	\$30.99	\$23.81	\$34.57	\$30.23
17-3031	Surveying and Mapping Technicians		\$19.72	\$10.49	\$24.33	\$21.97



17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	50	\$28.06	\$21.63	\$31.27	\$27.75
19-0000	Life, Physical, and Social Science Occupations	570	\$26.60	\$17.19	\$31.31	\$25.77
19-1013	Soil and Plant Scientists	80	\$31.10	\$27.58	\$32.86	\$30.12
19-1029	Biological Scientists, All Other	10	\$19.97	\$13.56	\$23.17	\$15.08
19-1031	Conservation Scientists	80	\$26.13	\$17.75	\$30.32	\$25.14
19-2031	Chemists	20	\$32.62	\$21.85	\$38.00	\$30.02
19-2041	Environmental Scientists and Specialists, Including Health	30	\$32.18	\$22.47	\$37.03	\$34.69
19-3031	Clinical, Counseling, and School Psychologists	10	\$41.84	\$35.21	\$45.15	\$44.31
19-4010	Agricultural and Food Science Technicians	90	\$18.56	\$14.11	\$20.78	\$18.05
19-4031	Chemical Technicians	30	\$20.54	\$16.68	\$22.46	\$20.62
19-4099	Life, Physical, and Social Science Technicians, All Other	10	\$24.81	\$12.79	\$30.82	\$19.55
19-5011	Occupational Health and Safety Specialists	30	\$33.10	\$28.61	\$35.35	\$33.32
21-0000	Community and Social Service Occupations	1,130	\$20.51	\$12.66	\$24.44	\$18.18
21-1012	Educational, Guidance, and Career Counselors and Advisors	120	\$24.34	\$13.39	\$29.82	\$23.98
21-1015	Rehabilitation Counselors	80	\$15.07	\$11.15	\$17.04	\$12.45
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	170	\$22.59	\$16.30	\$25.74	\$21.40
21-1021	Child, Family, and School Social Workers	210	\$22.55	\$13.75	\$26.95	\$15.56
21-1022	Healthcare Social Workers	50	\$25.92	\$20.12	\$28.82	\$26.02
21-1091	Health Education Specialists	30	\$20.37	\$13.50	\$23.81	\$18.36
21-1093	Social and Human Service Assistants	340	\$17.23	\$11.99	\$19.85	\$16.67
21-1099	Community and Social Service Specialists, All Other	30	\$14.72	\$9.11	\$17.53	\$13.94
23-0000	Legal Occupations	290	\$26.14	\$13.00	\$32.71	\$23.03
23-1011	Lawyers		\$37.08	\$25.69	\$42.78	\$35.38
23-2011	Paralegals and Legal Assistants		\$22.18	\$20.44	\$23.06	\$22.51
23-2093	Title Examiners, Abstractors, and Searchers		\$13.77	\$8.45	\$16.43	\$14.10
23-2099	Legal Support Workers, All Other	40	\$24.58	\$17.71	\$28.01	\$24.79
25-0000	Educational Instruction and Library Occupations	6,210	\$21.08	\$11.44	\$25.91	\$20.22
25-1194	Career/Technical Education Teachers, Postsecondary	40	\$32.04	\$19.69	\$38.21	\$28.26
25-2011	Preschool Teachers, Except Special Education	220	\$16.69	\$10.18	\$19.94	\$16.36
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	50	\$18.43	\$13.85	\$20.71	\$17.88
25-3021	Self-Enrichment Teachers	80	\$14.26	\$10.08	\$16.35	\$12.45
25-3031	Substitute Teachers, Short-Term	640	\$18.16	\$14.20	\$20.13	\$18.74
25-3097	Tutors and Teachers and Instructors, All Other	20				
25-4012	Curators		\$17.40	\$13.60	\$19.30	\$14.79
25-4022	Librarians and Media Collections Specialists	80	\$16.21	\$9.36	\$19.63	\$14.11
25-4031	Library Technicians		\$10.81	\$8.24	\$12.10	\$9.23
25-9021	Farm and Home Management Educators	70	\$28.76	\$18.42	\$33.93	\$27.17
25-9031	Instructional Coordinators	110	\$32.30	\$22.92	\$36.99	\$33.08
25-9045	Teaching Assistants, Except Postsecondary	1,540				
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	610	\$18.46	\$9.69	\$22.84	\$15.38
27-1021	Commercial and Industrial Designers	30	\$23.31	\$15.06	\$27.43	\$21.62
27-1023	Floral Designers	50	\$10.97	\$8.27	\$12.33	\$10.85
27-1024	Graphic Designers	80	\$18.36	\$12.66	\$21.21	\$17.54
27-1026	Merchandise Displayers and Window Trimmers	10				
27-2012	Producers and Directors	20	\$20.08	\$13.23	\$23.51	\$19.24
27-2022	Coaches and Scouts	160				
27-3011	Broadcast Announcers and Radio Disc Jockeys	50	\$16.82	\$11.29	\$19.58	\$16.25
27-3023	News Analysts, Reporters, and Journalists	40	\$14.82	\$11.72	\$16.37	\$13.96
27-3031	Public Relations Specialists	80	\$21.25	\$10.15	\$26.80	\$20.07
27-3091	Interpreters and Translators	30	\$17.44	\$15.51	\$18.40	\$17.52
29-0000	Healthcare Practitioners and Technical Occupations	5,290	\$33.54	\$18.63	\$41.00	\$26.95
29-1011	Chiropractors	50	\$26.78	\$17.05	\$31.65	\$22.94
29-1021	Dentists, General		\$68.37	\$58.78	\$73.16	\$69.65
29-1031	Dietitians and Nutritionists	40	\$24.64	\$17.19	\$28.36	\$23.51
29-1041	Optometrists	40	\$74.85	\$43.65	\$90.46	\$55.85
29-1051	Pharmacists	140	\$55.61	\$41.81	\$62.51	\$57.96
29-1071	Physician Assistants	40	\$57.50	\$51.02	\$60.74	\$58.33
29-1122	Occupational Therapists	80	\$42.38	\$32.42	\$47.36	\$43.16
29-1123	Physical Therapists	130	\$41.56	\$29.67	\$47.50	\$41.19
29-1126	Respiratory Therapists	60	\$29.95	\$26.06	\$31.89	\$29.52
29-1127	Speech-Language Pathologists	60	\$41.17	\$22.54	\$50.49	\$42.18
29-1131	Veterinarians	110	\$38.10	\$23.03	\$45.63	\$42.71
29-1141	Registered Nurses	2,090	\$27.88	\$21.70	\$30.97	\$27.88
29-1151	Nurse Anesthetists	40	\$103.87	\$80.56	\$115.52	\$99.70
29-1171	Nurse Practitioners	130	\$56.37	\$43.60	\$62.75	\$56.71
29-1215	Family Medicine Physicians	70	\$121.29	\$75.72	\$144.07	
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	80	\$125.53			
29-1248	Surgeons, Except Ophthalmologists	10	\$152.63			
29-1292	Dental Hygienists	80	\$36.63	\$34.31	\$37.79	\$37.08
29-2010	Clinical Laboratory Technologists and Technicians	150	\$23.47	\$17.11	\$26.65	\$23.17
29-2032	Diagnostic Medical Sonographers	20	\$34.96	\$29.15	\$37.87	\$35.43
29-2034	Radiologic Technologists and Technicians	150	\$26.09	\$21.34	\$28.46	\$25.49

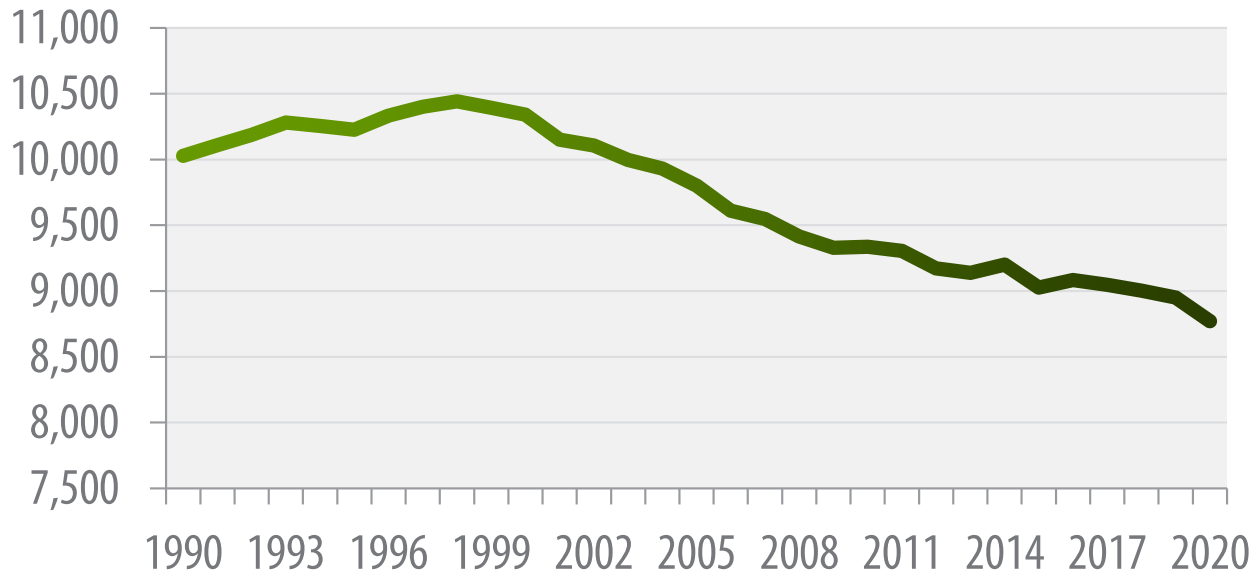
29-2040	Emergency Medical Technicians and Paramedics	230	\$18.43	\$12.50	\$21.39	\$19.23
29-2051	Dietetic Technicians	10	\$14.01	\$12.09	\$14.97	\$13.68
29-2052	Pharmacy Technicians	260	\$17.00	\$12.77	\$19.12	\$16.33
29-2055	Surgical Technologists	40	\$18.89	\$16.54	\$20.07	\$18.54
29-2056	Veterinary Technologists and Technicians		\$16.84	\$14.89	\$17.82	\$16.88
29-2061	Licensed Practical and Licensed Vocational Nurses	600	\$21.64	\$18.65	\$23.13	\$21.74
29-2081	Opticians, Dispensing	40	\$15.14	\$13.49	\$15.96	\$15.21
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	200	\$21.30	\$15.29	\$24.30	\$20.61
29-9091	Athletic Trainers	20				
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers, All Other		\$22.14	\$13.71	\$26.36	\$18.00
31-0000	Healthcare Support Occupations	4,240	\$14.74	\$11.93	\$16.15	\$14.21
31-1120	Home Health and Personal Care Aides	1,650	\$13.77	\$11.27	\$15.02	\$13.28
31-1131	Nursing Assistants	1,860	\$14.14	\$12.55	\$14.93	\$14.12
31-2011	Occupational Therapy Assistants		\$27.81	\$23.33	\$30.04	\$27.25
31-2021	Physical Therapist Assistants	70	\$25.93	\$20.42	\$28.68	\$24.84
31-9091	Dental Assistants	130	\$21.60	\$17.43	\$23.68	\$21.14
31-9092	Medical Assistants	240	\$16.42	\$13.37	\$17.95	\$15.97
31-9093	Medical Equipment Preparers	10	\$16.91	\$14.11	\$18.30	\$17.13
31-9094	Medical Transcriptionists	40	\$18.24	\$15.13	\$19.79	\$18.07
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	50	\$17.82	\$13.82	\$19.81	\$18.21
31-9097	Phlebotomists	40	\$14.86	\$13.12	\$15.73	\$14.46
33-0000	Protective Service Occupations	930	\$22.71	\$13.14	\$27.49	\$22.56
33-1011	First-Line Supervisors of Correctional Officers	10	\$30.73	\$21.27	\$35.47	\$34.49
33-1012	First-Line Supervisors of Police and Detectives	60	\$32.24	\$28.38	\$34.18	\$31.01
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	10	\$30.15	\$17.19	\$36.63	\$29.93
33-2011	Firefighters	50	\$12.50	\$8.76	\$14.38	\$9.75
33-3012	Correctional Officers and Jailers	240	\$22.67	\$17.36	\$25.32	\$22.00
33-3031	Fish and Game Wardens	20	\$31.79	\$24.20	\$35.58	\$33.20
33-3051	Police and Sheriff's Patrol Officers	310	\$27.76	\$20.81	\$31.23	\$27.41
33-9032	Security Guards	50				
35-0000	Food Preparation and Serving Related Occupations	5,370	\$11.60	\$8.73	\$13.03	\$10.78
35-1011	Chefs and Head Cooks	20	\$18.83	\$15.23	\$20.64	\$18.25
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	540	\$16.45	\$11.28	\$19.03	\$14.86
35-2011	Cooks, Fast Food		\$13.25	\$9.38	\$15.19	\$12.76
35-2012	Cooks, Institution and Cafeteria	590	\$12.79	\$10.64	\$13.87	\$12.62
35-2014	Cooks, Restaurant	360	\$13.66	\$10.72	\$15.14	\$13.55
35-2021	Food Preparation Workers		\$12.16	\$10.20	\$13.13	\$11.42
35-3011	Bartenders	280	\$10.53	\$8.47	\$11.56	\$10.27
35-3023	Fast Food and Counter Workers	1,890	\$10.34	\$8.66	\$11.18	\$10.05
35-3031	Waiters and Waitresses	580	\$9.85	\$8.63	\$10.47	\$9.24
35-3041	Food Servers, Nonrestaurant	240	\$10.84	\$8.38	\$12.06	\$10.62
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers		\$9.38	\$8.36	\$9.89	\$8.93
35-9021	Dishwashers		\$9.77	\$8.70	\$10.31	\$9.59
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop		\$9.20	\$8.40	\$9.60	\$8.76
37-0000	Building and Grounds Cleaning and Maintenance Occupations	2,210	\$14.21	\$10.19	\$16.22	\$12.74
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	120	\$20.09	\$13.82	\$23.23	\$18.29
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers		\$18.58	\$15.49	\$20.12	\$18.09
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	950	\$14.61	\$10.36	\$16.73	\$13.73
37-2012	Maids and Housekeeping Cleaners	570	\$11.76	\$9.47	\$12.91	\$11.37
37-2021	Pest Control Workers	30	\$19.65	\$15.21	\$21.87	\$18.65
37-3011	Landscaping and Groundskeeping Workers	420	\$13.08	\$10.16	\$14.54	\$11.83
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	60	\$20.77	\$17.29	\$22.51	\$21.24
39-0000	Personal Care and Service Occupations	1,230	\$13.33	\$8.77	\$15.60	\$11.65
39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	80	\$19.07	\$11.96	\$22.63	\$16.08
39-2021	Animal Caretakers	110	\$13.00	\$10.74	\$14.13	\$12.50
39-3031	Ushers, Lobby Attendants, and Ticket Takers	50	\$9.53	\$8.63	\$9.98	\$9.06
39-3091	Amusement and Recreation Attendants	70	\$10.02	\$8.54	\$10.76	\$9.32
39-4021	Funeral Attendants	100	\$16.06	\$10.81	\$18.69	\$15.16
39-4031	Morticians, Undertakers, and Funeral Arrangers	20	\$43.53	\$25.69	\$52.45	\$35.11
39-5012	Hairdressers, Hairstylists, and Cosmetologists	90	\$15.37	\$10.86	\$17.63	\$15.47
39-7010	Tour and Travel Guides	20	\$12.03	\$9.16	\$13.47	\$11.29
39-9011	Childcare Workers	330	\$9.60	\$8.67	\$10.06	\$9.29
39-9031	Exercise Trainers and Group Fitness Instructors	60	\$14.93	\$9.92	\$17.43	\$13.40
39-9032	Recreation Workers	150	\$13.10	\$10.19	\$14.56	\$12.70
39-9041	Residential Advisors	70	\$14.25	\$12.95	\$14.90	\$14.16
41-0000	Sales and Related Occupations	7,450	\$16.68	\$9.22	\$20.41	\$11.86
41-1011	First-Line Supervisors of Retail Sales Workers	540	\$18.87	\$12.62	\$21.99	\$16.98
41-1012	First-Line Supervisors of Non-Retail Sales Workers	70	\$38.06	\$28.46	\$42.86	\$34.28
41-2011	Cashiers	3,360	\$10.42	\$8.65	\$11.30	\$10.17
41-2021	Counter and Rental Clerks	120	\$12.08	\$9.67	\$13.29	\$11.30

41-2022	Parts Salespersons	320	\$16.91	\$10.39	\$20.17	\$14.04
41-2031	Retail Salespersons	1,260	\$14.80	\$9.82	\$17.29	\$12.31
41-3011	Advertising Sales Agents	80	\$17.17	\$10.51	\$20.50	\$16.23
41-3021	Insurance Sales Agents	390	\$24.00	\$8.76	\$31.63	\$21.51
41-3031	Securities, Commodities, and Financial Services Sales Agents		\$40.38	\$17.59	\$51.78	\$24.92
41-3041	Travel Agents	30	\$19.63	\$13.89	\$22.50	\$16.53
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	130	\$27.19	\$16.05	\$32.76	\$22.62
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products		\$40.99	\$21.62	\$50.67	\$35.27
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	900	\$31.29	\$17.12	\$38.37	\$26.95
41-9041	Telemarketers	50	\$17.56	\$11.11	\$20.78	\$14.65
41-9099	Sales and Related Workers, All Other	20	\$19.79	\$13.75	\$22.81	\$15.41
43-0000	Office and Administrative Support Occupations	10,060	\$18.30	\$12.26	\$21.32	\$17.44
43-1011	First-Line Supervisors of Office and Administrative Support Workers	480	\$25.96	\$18.48	\$29.70	\$24.23
43-2011	Switchboard Operators, Including Answering Service		\$15.38	\$12.49	\$16.82	\$14.24
43-3011	Bill and Account Collectors		\$21.87	\$16.59	\$24.52	\$19.58
43-3021	Billing and Posting Clerks	300	\$17.86	\$14.19	\$19.70	\$17.62
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1,160	\$18.50	\$11.41	\$22.05	\$17.57
43-3051	Payroll and Timekeeping Clerks	70	\$20.75	\$14.89	\$23.68	\$20.62
43-3061	Procurement Clerks	40	\$18.44	\$14.80	\$20.25	\$18.21
43-3071	Tellers	510	\$14.73	\$13.21	\$15.49	\$14.37
43-4031	Court, Municipal, and License Clerks	290	\$15.97	\$9.14	\$19.39	\$15.25
43-4051	Customer Service Representatives	1,450	\$18.06	\$13.06	\$20.57	\$17.57
43-4061	Eligibility Interviewers, Government Programs	30	\$25.61	\$19.11	\$28.86	\$27.27
43-4081	Hotel, Motel, and Resort Desk Clerks	160	\$11.22	\$9.61	\$12.02	\$11.08
43-4111	Interviewers, Except Eligibility and Loan	160	\$15.14	\$13.54	\$15.93	\$14.72
43-4121	Library Assistants, Clerical	110	\$10.68	\$8.52	\$11.76	\$9.91
43-4131	Loan Interviewers and Clerks	70	\$21.43	\$16.43	\$23.93	\$20.92
43-4141	New Accounts Clerks	140	\$18.40	\$16.05	\$19.57	\$18.04
43-4151	Order Clerks	20	\$14.05	\$12.66	\$14.74	\$13.98
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	60	\$18.35	\$13.76	\$20.64	\$17.37
43-4171	Receptionists and Information Clerks	320	\$15.31	\$11.20	\$17.36	\$14.76
43-4199	Information and Record Clerks, All Other	20	\$20.04	\$15.57	\$22.27	\$18.49
43-5021	Couriers and Messengers	30	\$12.29	\$10.66	\$13.10	\$11.91
43-5031	Public Safety Telecommunicators	90	\$20.51	\$17.46	\$22.03	\$20.98
43-5032	Dispatchers, Except Police, Fire, and Ambulance	70	\$24.84	\$16.47	\$29.03	\$25.31
43-5051	Postal Service Clerks	180	\$22.46	\$17.12	\$25.13	\$22.18
43-5052	Postal Service Mail Carriers	350	\$24.99	\$18.37	\$28.29	\$23.35
43-5061	Production, Planning, and Expediting Clerks	150	\$25.27	\$18.60	\$28.60	\$24.03
43-5071	Shipping, Receiving, and Inventory Clerks	480	\$18.60	\$13.43	\$21.18	\$18.04
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping		\$15.94	\$12.95	\$17.44	\$16.23
43-6011	Executive Secretaries and Executive Administrative Assistants	150	\$29.95	\$18.59	\$35.63	\$25.77
43-6012	Legal Secretaries and Administrative Assistants	120	\$18.94	\$17.01	\$19.91	\$18.18
43-6013	Medical Secretaries and Administrative Assistants	260	\$16.75	\$13.74	\$18.25	\$16.53
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	780	\$17.64	\$12.51	\$20.20	\$17.43
43-9021	Data Entry Keyers	40	\$13.46	\$8.33	\$16.02	\$13.40
43-9041	Insurance Claims and Policy Processing Clerks	120	\$15.85	\$13.41	\$17.07	\$14.73
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	60	\$12.64	\$8.57	\$14.68	\$11.49
43-9061	Office Clerks, General	1,470	\$16.70	\$11.53	\$19.28	\$16.55
43-9071	Office Machine Operators, Except Computer	10	\$16.94	\$13.97	\$18.43	\$16.11
43-9199	Office and Administrative Support Workers, All Other		\$12.53	\$8.45	\$14.57	\$9.38
45-0000	Farming, Fishing, and Forestry Occupations	560	\$18.51	\$12.43	\$21.54	\$17.76
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers		\$24.83	\$18.57	\$27.97	\$26.55
45-2011	Agricultural Inspectors	20	\$27.95	\$22.99	\$30.42	\$27.02
45-2091	Agricultural Equipment Operators	310	\$18.62	\$13.48	\$21.18	\$18.53
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	60	\$13.76	\$10.72	\$15.27	\$12.00
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	30	\$17.51	\$13.79	\$19.37	\$16.88
47-0000	Construction and Extraction Occupations	3,170	\$22.88	\$16.35	\$26.14	\$21.90
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	310	\$30.84	\$24.15	\$34.19	\$30.42
47-2021	Brickmasons and Blockmasons	20	\$29.23	\$21.22	\$33.24	\$30.71
47-2031	Carpenters	330	\$21.07	\$15.18	\$24.02	\$21.36
47-2051	Cement Masons and Concrete Finishers	290	\$20.06	\$16.21	\$21.99	\$20.24
47-2061	Construction Laborers	640	\$19.14	\$15.26	\$21.08	\$18.40
47-2073	Operating Engineers and Other Construction Equipment Operators	400	\$23.10	\$18.81	\$25.25	\$22.63
47-2111	Electricians	280	\$27.16	\$20.99	\$30.25	\$24.80
47-2141	Painters, Construction and Maintenance		\$18.73	\$16.97	\$19.62	\$17.60
47-2152	Plumbers, Pipefitters, and Steamfitters	170	\$22.14	\$16.75	\$24.84	\$19.60
47-2211	Sheet Metal Workers		\$25.97	\$17.47	\$30.21	\$23.75
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	10	\$19.32	\$13.82	\$22.07	\$17.30
47-4011	Construction and Building Inspectors	30	\$26.71	\$18.00	\$31.06	\$26.09

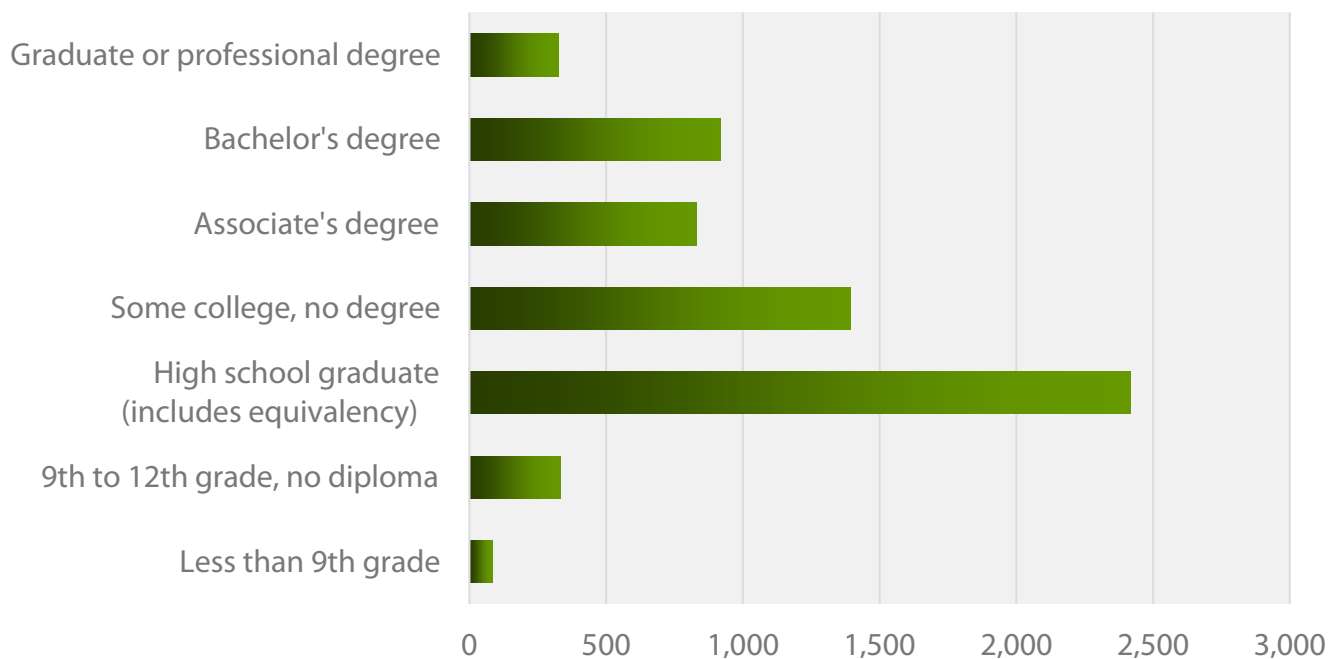
47-4051	Highway Maintenance Workers	330	\$22.20	\$20.07	\$23.27	\$22.47
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	20	\$19.77	\$15.09	\$22.11	\$18.70
49-0000	Installation, Maintenance, and Repair Occupations	3,920	\$23.22	\$15.30	\$27.18	\$21.69
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	380	\$34.27	\$23.45	\$39.69	\$34.83
49-2011	Computer, Automated Teller, and Office Machine Repairers		\$21.63	\$18.45	\$23.21	\$21.85
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers		\$27.31	\$17.94	\$32.00	\$28.26
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	20	\$27.23	\$22.55	\$29.57	\$28.16
49-3011	Aircraft Mechanics and Service Technicians	20	\$28.71	\$19.26	\$33.44	\$29.86
49-3021	Automotive Body and Related Repairers	110	\$22.58	\$16.70	\$25.51	\$22.52
49-3023	Automotive Service Technicians and Mechanics	430	\$19.08	\$13.39	\$21.92	\$18.22
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	270	\$21.12	\$16.31	\$23.53	\$21.02
49-3041	Farm Equipment Mechanics and Service Technicians	230	\$21.54	\$16.81	\$23.91	\$20.74
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	90	\$19.98	\$17.39	\$21.27	\$19.42
49-3052	Motorcycle Mechanics	20	\$16.31	\$12.21	\$18.36	\$16.93
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	70	\$18.66	\$12.04	\$21.97	\$18.24
49-3092	Recreational Vehicle Service Technicians	20	\$18.79	\$11.95	\$22.21	\$16.43
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	60	\$34.34	\$23.33	\$39.84	\$35.89
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	190	\$22.37	\$15.38	\$25.86	\$22.25
49-9031	Home Appliance Repairers	30	\$19.02	\$11.86	\$22.60	\$17.55
49-9041	Industrial Machinery Mechanics	410	\$23.95	\$19.32	\$26.27	\$23.64
49-9043	Maintenance Workers, Machinery	80	\$24.22	\$17.63	\$27.52	\$22.99
49-9051	Electrical Power-Line Installers and Repairers	200	\$34.39	\$20.62	\$41.28	\$37.09
49-9052	Telecommunications Line Installers and Repairers	80	\$25.61	\$17.63	\$29.60	\$22.79
49-9071	Maintenance and Repair Workers, General	750	\$18.75	\$12.83	\$21.71	\$18.22
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	30	\$19.26	\$13.81	\$21.99	\$20.31
49-9098	Helpers--Installation, Maintenance, and Repair Workers	60	\$14.35	\$11.18	\$15.93	\$13.78
49-9099	Installation, Maintenance, and Repair Workers, All Other	90	\$21.57	\$17.20	\$23.75	\$21.83
51-0000	Production Occupations	9,440	\$19.22	\$14.45	\$21.60	\$18.64
51-1011	First-Line Supervisors of Production and Operating Workers	620	\$27.87	\$20.16	\$31.73	\$27.99
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	200	\$21.97	\$17.83	\$24.04	\$22.49
51-2041	Structural Metal Fabricators and Fitters	20	\$20.91	\$17.06	\$22.84	\$21.79
51-2090	Miscellaneous Assemblers and Fabricators	1,450	\$18.84	\$15.20	\$20.66	\$19.03
51-3011	Bakers	40	\$14.28	\$11.17	\$15.83	\$13.46
51-3021	Butchers and Meat Cutters	240	\$13.78	\$10.91	\$15.21	\$13.16
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	1,730				
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	170	\$19.90	\$16.68	\$21.51	\$19.94
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	10	\$24.07	\$17.73	\$27.25	\$25.44
51-4041	Machinists	260	\$19.42	\$15.57	\$21.34	\$19.53
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	80	\$18.09	\$14.92	\$19.67	\$17.97
51-4111	Tool and Die Makers	100	\$25.43	\$21.04	\$27.63	\$26.19
51-4121	Welders, Cutters, Solderers, and Brazers	520	\$19.25	\$15.16	\$21.29	\$19.10
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	140	\$20.18	\$17.03	\$21.75	\$20.37
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic	30				
51-5111	Prepress Technicians and Workers	30	\$14.86	\$9.62	\$17.48	\$13.94
51-5112	Printing Press Operators	80	\$13.54	\$8.85	\$15.88	\$12.76
51-6011	Laundry and Dry-Cleaning Workers		\$11.14	\$8.53	\$12.45	\$10.59
51-6031	Sewing Machine Operators	40	\$13.68	\$11.61	\$14.71	\$13.54
51-7011	Cabinetmakers and Bench Carpenters	20	\$20.52	\$10.98	\$25.30	\$16.81
51-8021	Stationary Engineers and Boiler Operators	20	\$23.32	\$19.43	\$25.26	\$22.77
51-8031	Water and Wastewater Treatment Plant and System Operators	280	\$17.09	\$9.51	\$20.88	\$17.59
51-9011	Chemical Equipment Operators and Tenders	90	\$21.78	\$15.59	\$24.87	\$21.28
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders		\$20.46	\$15.81	\$22.78	\$19.05
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	70	\$18.89	\$16.59	\$20.04	\$18.54
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	150	\$18.57	\$14.70	\$20.51	\$18.05
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	300	\$20.97	\$15.03	\$23.93	\$19.85
51-9111	Packaging and Filling Machine Operators and Tenders	240	\$17.59	\$14.19	\$19.29	\$17.50
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	240	\$18.33	\$13.12	\$20.94	\$17.93
51-9161	Computer Numerically Controlled Tool Operators	140	\$19.58	\$16.48	\$21.14	\$19.32
51-9162	Computer Numerically Controlled Tool Programmers	20	\$25.44	\$19.54	\$28.39	\$25.65
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	100	\$16.32	\$13.06	\$17.94	\$16.34
51-9198	Helpers--Production Workers	70	\$18.66	\$14.90	\$20.54	\$18.79
51-9199	Production Workers, All Other		\$20.80	\$13.40	\$24.50	\$18.88
53-0000	Transportation and Material Moving Occupations	9,310	\$17.82	\$12.01	\$20.72	\$17.06
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	310	\$26.07	\$17.91	\$30.14	\$25.49
53-2012	Commercial Pilots					
53-3031	Driver/Sales Workers		\$19.16	\$14.01	\$21.74	\$20.08
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,280	\$18.09	\$13.15	\$20.57	\$16.56
53-3033	Light Truck Drivers	340	\$17.88	\$10.65	\$21.49	\$14.79

53-3052	Bus Drivers, Transit and Intercity	240	\$14.97	\$14.24	\$15.34	\$14.82
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	860	\$18.82	\$10.77	\$22.84	\$20.26
53-6021	Parking Attendants	10				
53-6041	Traffic Technicians	30	\$18.02	\$17.75	\$18.15	\$18.07
53-7011	Conveyor Operators and Tenders	160	\$18.64	\$15.34	\$20.30	\$18.47
53-7021	Crane and Tower Operators		\$30.31	\$23.00	\$33.97	\$27.78
53-7051	Industrial Truck and Tractor Operators	360	\$20.89	\$16.80	\$22.94	\$20.02
53-7061	Cleaners of Vehicles and Equipment	180	\$15.43	\$12.58	\$16.86	\$14.79
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1,700	\$17.51	\$12.29	\$20.12	\$17.50
53-7064	Packers and Packagers, Hand	480	\$14.64	\$11.41	\$16.25	\$14.45
53-7065	Stockers and Order Fillers	1,950	\$16.16	\$10.55	\$18.97	\$16.24
53-7081	Refuse and Recyclable Material Collectors	70	\$17.01	\$12.77	\$19.13	\$17.30

### Greene County Population 1990-2020



### Educational Attainment of Greene County population age 25 and over



## Greene County Largest Employers

Business	Employees
Greene County Medical Center	250
Greene County Community School District	210
Scranton Manufacturing/New Way Trucking (Greene County Employees)	220
John Deere	170
American Athletic/Spalding Inc.	110
Aureon	52
Louis Dreyfus Commodities	55
Landus	60
Power Lift	60
B&D Manufacturing	32







# Guthrie County

Size: 381,440 acres or 596 square miles

Percentage of farmland: 86% (327,627 acres)

Annual average high temperature: 61° F

Annual average low temperature: 38° F

Annual rainfall: 34"

Annual snowfall: 33"

Highest elevation: 1,530 feet above sea level

Lowest elevation: 949 feet above sea level

Primary watersheds in the county: Middle Raccoon River and its tributaries drain the county from the northwest to the southeast.

Natural Resources: Soil

Federally Endangered, Threatened, or Proposed Species: Indiana bat (Endangered), Northern long-eared bat (Threatened), Prairie bush clover (Threatened), Western prairie fringed orchid (Threatened)

Vegetation: Grasses-little bluestem, Indian grass, needlegrass  
Trees-elm, ash, silver maple, black oak, bur oak, shagbark hickory

There are eight soil associations found in Guthrie County. They are:

- 1. Webster-Nicollet association-Nearly level, loamy, poorly drained and somewhat poorly drained soils on uplands. This association makes up about 10% of the county. These soils are mainly used for crops, but usually have to be drained with tile.*
- 2. Clarion association-Gently sloping to strongly sloping, loamy, well drained soils on uplands. This association makes up about 15% of the county. These soils are also primarily used for crops, but are fairly erodable.*
- 3. Marshall Shelby association-Gently sloping to strongly sloping, silty and loamy, well drained and moderately well drained soils on uplands. This association makes up 9% of the county. The more gently areas of these soils are used for crops while the rougher areas are used for permanent pasture.*
- 4. Gara-Lindley association-Strongly sloping to very steep, loamy, moderately well drained soils on uplands. This association accounts for 14% of the county. These soils are primarily used for raising livestock. The bottom lands tend to flood easily.*
- 5. Sharpsburg association- Gently sloping and moderately sloping, silty, moderately well drained soils on uplands. This association accounts for 20% of the county. The primary use of these soils are for crops, but sheet erosion is common in steep sloping areas.*

*6. Sharpsburg-Ladog-Shelby association-Gently sloping to moderately steep, silty and loamy, moderately well drained soils on uplands. This association makes up 25% of the county. These soils are suitable for crops, but are largely used as permanent pasture for livestock.*

*7. Sharpsburg-Macksburg association-Nearly level to gently sloping, silty, moderately well drained and somewhat poorly drained soils on uplands. This association accounts for only 2% of the total soils in the county. These soils are primarily used for raising crops.*

*8. Zook-Colo-Vesser association-Nearly level, silty, poorly drained soils on bottom lands. This association accounts for only 5% of the county's soils. These soils are primarily used for raising crops, but some areas are frequently flooded or cut up by erosion.*

Corn, soybeans, oats and hay are the primary crops raised in the county. With some areas of rougher terrain, several farmers raise cattle, hogs, and sheep. Also, there are a few large poultry farms in the area.

# Guthrie County Infrastructure Assets

Airport	Guthrie County Regional Airport
Childcare	Little Panther Daycare (Panora), numerous private providers
Chiropractors	Guthrie Center, Panora
Dentists	Bayard, Guthrie Center, Panora, Stuart
Educational Facilities	Guthrie Center Community School, Coon Rapids-Bayard Community School, Panora-Panorama School District, West Central Valley School District
Electricity	Alliant (Bayard, Bagley, Jamaica, Yale, Menlo, Guthrie Center, Casey), City (Panora, Stuart), Farmers Elec. Coop. Inc. (rural areas), Guthrie Co. REC Assn. (rural areas)
Fire	All fire departments are staffed by volunteers
Hospital	Guthrie County Hospital (Guthrie Center)
Industrial Parks	Gurthie Center, Panora, Stuart (3)
Internet	Breda Telephone Company, Casey Telephone, Coon Valley Coop, GTE, Panora Coop Association
Major Employers (greater than 100 employees)	Brokers International, Guthrie Center Community Schools, Guthrie County Hospital, The New Homestead, Panorama Community School District, Rose Acre Farms
Major Transportation Routes	State Highway 4, State Highway 25, State Highway 44, State Highway 141, Interstate 80 (located on southern border of the county)
Natural Gas	Alliant Energy (Casey, Menlo), MidAmerican Energy (Bayard, Bagley, Yale Panora, Jamaica, Stuart), Municipal (Guthrie Center)
Optometrists	Guthrie Center, Panora
Parks/Recreational Facilities	Greenwood Cemetery Prairie, Lennon Mills, Monteith Wildlife Area, Nation's Bridge Park, Panora Waterworks Park, Raccoon River Valley Trial, S. E. Robinson Area, Sheeder Prairie (State Park), Springbrook Recreational Area (State Park), Sutcliff Woodland
Physicians	Bayard, Guthrie Center, Panora, Stuart
Police	Guthrie County Sheriff's Department, Stuart
Rail Service	The county is served by the Iowa Interstate Railroad and the Burlington Northern Santa Fe line. The Iowa Interstate R.R. line runs along the southern border of the county serving Casey, Menlo and Stuart. The Burlington Northern Santa Fe line runs east to Bayard.
Senior Services	Bayard Nursing & Rehab, Elderbridge Agency on Aging, The New Homestead (Guthrie Center), Western Iowa Transit
Solid Waste	All cities contract with private haulers.
Telephone	Casey Telephone (Casey), Centurylink (Stuart), Coon Valley Cooperative (Menlo), Panora Coop Association (Panora), Prairie Telephone Company (Yale), Windstream (Guthrie Center, Jamaica, Bagley, Bayard)
Tourist Attractions	Casey's Antique Downtown, Guthrie County Historical Village, Lake Panorama
Wastewater	Central collection systems (Bayard, Casey, Guthrie Center, Menlo, Panora, Stuart), on-site systems (Bagley, Jamaica, Yale)
Water	Approximately one-third of the county is served by Xenia rural water including the City of Menlo and the City of Stuart, and the remaining cities own and operate their own systems.

# Guthrie County SWOT Analysis

Strengths Interstate Access (2)  
Lake Panorama (2)  
Location within the State (2)  
Recreational amenities (2)  
Affordable cost of living  
Community banks rather than large, inflexible regional banks  
Diversity of topography, mix of recreation and ag land  
Education  
Good friendly people  
Healthcare  
Low unemployment  
Major bike trail  
Many strong, locally owned businesses  
No large employer  
Quality of Life  
Rail Line  
Small town life with access to amenities such as health care, recreation and retail shopping  
Stable financial health of most towns and county government  
Strong Agriculture Economy  
Strong communities  
Strong Economic Development Organizations

Weaknesses Housing (4)  
Workforce shortage (4)  
Infrastructure needs updated (2)  
Aging population  
Daycare  
Lack of identified sites for development  
Need more support on the County level for local economic development & local tourism  
No large employer  
Shrinking population

Opportunities Business success opportunities – bring people back “home”  
Continued development at Lake Panorama  
Development of rural areas  
Excellent access to transportation for goods and services  
Expand recreation within the county  
Good ag base and potential for value added products  
Greater communication capabilities  
In-home daycare solutions  
Local tourism as a destination stay & day trips for metro area  
Space available for new and existing enterprises to grow  
Urban Sprawl from Des Moines

Threats Aging population (2)  
Available land for project sites  
Crime & drug activity  
Funding for projects  
Low recruitment of younger residents  
Need engaged leadership in some areas to address needs  
Negativity towards development  
No centralized development organization – or core message

# Guthrie County Laborshed Area Wages

Occupational Code	Occupational Title	Estimated Employment	Mean Wage	Entry Wage	Experienced Wage	Median Wage
00-0000	Total, All Occupations	354,460	\$26.75	\$12.51	\$33.88	\$21.49
11-0000	Management Occupations	24,200	\$56.78	\$28.93	\$70.71	\$50.43
11-1021	General and Operations Managers	6,400	\$53.17	\$24.65	\$67.43	\$46.93
11-1031	Legislators	260				
11-2011	Advertising and Promotions Managers	100	\$55.71	\$35.32	\$65.90	\$53.78
11-2021	Marketing Managers	900	\$64.25	\$41.65	\$75.55	\$58.47
11-2022	Sales Managers	1,100	\$59.21	\$36.10	\$70.77	\$54.06
11-2030	Public Relations and Fundraising Managers	290	\$54.74	\$33.09	\$65.56	\$49.89
11-3010	Administrative Services and Facilities Managers	940	\$46.16	\$32.84	\$52.82	\$39.93
11-3021	Computer and Information Systems Managers	1,780	\$66.92	\$50.09	\$75.33	\$64.46
11-3031	Financial Managers	3,410	\$66.84	\$38.66	\$80.93	\$61.19
11-3051	Industrial Production Managers	330	\$45.59	\$33.92	\$51.43	\$44.82
11-3061	Purchasing Managers	140	\$49.93	\$34.05	\$57.87	\$46.51
11-3071	Transportation, Storage, and Distribution Managers	280	\$44.26	\$32.56	\$50.11	\$43.28
11-3111	Compensation and Benefits Managers	50	\$63.44	\$39.77	\$75.28	\$58.49
11-3121	Human Resources Managers	430	\$63.14	\$42.59	\$73.42	\$55.83
11-3131	Training and Development Managers	110	\$47.48	\$34.67	\$53.88	\$45.63
11-9013	Farmers, Ranchers, and Other Agricultural Managers		\$60.08	\$35.15	\$72.54	\$47.29
11-9021	Construction Managers	1,120	\$43.58	\$28.52	\$51.12	\$40.99
11-9031	Education and Childcare Administrators, Preschool and Daycare	230	\$23.57	\$17.18	\$26.77	\$23.38
11-9032	Education Administrators, Kindergarten through Secondary	510				
11-9033	Education Administrators, Postsecondary	280	\$50.34	\$27.16	\$61.92	\$41.91
11-9039	Education Administrators, All Other	90	\$45.98	\$29.54	\$54.20	\$43.01
11-9041	Architectural and Engineering Managers	460	\$59.32	\$43.15	\$67.40	\$60.34
11-9051	Food Service Managers	370	\$26.25	\$20.46	\$29.15	\$24.76
11-9081	Lodging Managers	140	\$33.07	\$21.77	\$38.72	\$34.01
11-9111	Medical and Health Services Managers	1,270	\$44.86	\$31.30	\$51.64	\$39.18
11-9121	Natural Sciences Managers		\$49.54	\$43.87	\$52.38	\$49.08
11-9131	Postmasters and Mail Superintendents	20	\$39.45	\$33.19	\$42.58	\$36.72
11-9141	Property, Real Estate, and Community Association Managers	530	\$31.60	\$19.53	\$37.63	\$27.36
11-9151	Social and Community Service Managers	400	\$31.86	\$20.38	\$37.60	\$29.14
11-9161	Emergency Management Directors	50	\$32.19	\$22.85	\$36.86	\$32.66
11-9171	Funeral Home Managers	20				
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except	1,010	\$67.57	\$37.96	\$82.37	\$60.29
13-0000	Business and Financial Operations Occupations	32,980	\$36.13	\$23.07	\$42.67	\$33.72
13-1020	Buyers and Purchasing Agents	840	\$30.86	\$20.86	\$35.87	\$29.38
13-1031	Claims Adjusters, Examiners, and Investigators	2,280	\$31.31	\$21.61	\$36.16	\$30.68
13-1041	Compliance Officers	1,140	\$33.42	\$23.59	\$38.34	\$32.11
13-1051	Cost Estimators	770	\$32.80	\$23.64	\$37.38	\$32.32
13-1071	Human Resources Specialists	2,000	\$31.67	\$20.39	\$37.32	\$30.24
13-1075	Labor Relations Specialists	270	\$38.59	\$26.06	\$44.85	\$40.96
13-1081	Logisticians	580	\$28.53	\$19.36	\$33.12	\$26.76
13-1111	Management Analysts	3,490	\$42.36	\$28.61	\$49.24	\$39.88
13-1121	Meeting, Convention, and Event Planners	360	\$24.72	\$15.96	\$29.10	\$23.87
13-1131	Fundraisers	350	\$25.90	\$16.58	\$30.55	\$23.74
13-1141	Compensation, Benefits, and Job Analysis Specialists	420	\$37.96	\$27.00	\$43.44	\$37.19
13-1151	Training and Development Specialists	1,290	\$31.82	\$19.60	\$37.94	\$30.56
13-1161	Market Research Analysts and Marketing Specialists	2,370	\$35.96	\$22.70	\$42.58	\$32.89
13-1198	Project Management Specialists and Business Operations Specialists, All Other	4,200	\$37.27	\$23.20	\$44.31	\$35.41
13-2011	Accountants and Auditors	4,450	\$37.04	\$25.41	\$42.85	\$34.37
13-2020	Property Appraisers and Assessors	330	\$32.53	\$24.04	\$36.78	\$31.97
13-2031	Budget Analysts	200	\$35.41	\$27.15	\$39.54	\$33.97
13-2041	Credit Analysts	580	\$46.16	\$29.56	\$54.46	\$44.65
13-2052	Personal Financial Advisors	580	\$48.32	\$20.50	\$62.23	\$34.64
13-2053	Insurance Underwriters	1,230	\$34.63	\$23.36	\$40.27	\$32.31
13-2061	Financial Examiners	860	\$34.17	\$17.41	\$42.55	\$32.74
13-2071	Credit Counselors	150	\$25.65	\$18.29	\$29.34	\$23.21
13-2072	Loan Officers	1,450	\$33.81	\$22.49	\$39.47	\$32.23
13-2081	Tax Examiners and Collectors, and Revenue Agents	160	\$31.06	\$21.49	\$35.84	\$29.04
13-2082	Tax Preparers	80	\$22.18	\$14.44	\$26.06	\$19.97
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	2,530	\$42.10	\$26.71	\$49.79	\$38.12
15-0000	Computer and Mathematical Occupations	16,990	\$41.36	\$26.20	\$48.94	\$41.34
15-1211	Computer Systems Analysts	3,630	\$42.70	\$30.16	\$48.97	\$43.22
15-1212	Information Security Analysts	460	\$44.15	\$31.37	\$50.54	\$41.85
15-1231	Computer Network Support Specialists	710	\$30.50	\$23.02	\$34.24	\$29.54
15-1232	Computer User Support Specialists	2,030	\$26.43	\$17.30	\$30.99	\$24.59
15-1241	Computer Network Architects	700	\$54.79	\$39.59	\$62.38	\$54.61
15-1244	Network and Computer Systems Administrators	990	\$41.07	\$30.29	\$46.47	\$40.85
15-1245	Database Administrators and Architects	430	\$50.68	\$34.76	\$58.65	\$52.85
15-1251	Computer Programmers	900	\$35.47	\$21.75	\$42.32	\$37.72
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	4,580	\$46.88	\$34.47	\$53.08	\$47.08
15-1257	Web Developers and Digital Interface Designers	510	\$33.57	\$21.96	\$39.37	\$30.73
15-1299	Computer Occupations, All Other	600	\$35.38	\$20.86	\$42.64	\$35.24
15-2011	Actuaries	290	\$56.32	\$35.79	\$66.58	\$50.99

15-2031	Operations Research Analysts	260	\$44.79	\$26.21	\$54.09	\$41.15
15-2041	Statisticians	290	\$32.94	\$18.29	\$40.26	\$31.96
15-2098	Data Scientists and Mathematical Science Occupations, All Other	620	\$47.39	\$35.20	\$53.49	\$46.64
17-0000	Architecture and Engineering Occupations	4,610	\$35.31	\$22.71	\$41.60	\$34.16
17-1011	Architects, Except Landscape and Naval	370	\$32.68	\$21.45	\$38.29	\$30.93
17-1012	Landscape Architects		\$27.62	\$16.35	\$33.25	\$24.42
17-1021	Cartographers and Photogrammetrists	20	\$45.69	\$33.64	\$51.72	\$40.23
17-1022	Surveyors	50	\$34.61	\$25.75	\$39.04	\$31.83
17-2031	Bioengineers and Biomedical Engineers		\$38.27	\$31.95	\$41.43	\$37.60
17-2041	Chemical Engineers	20	\$43.97	\$33.55	\$49.19	\$45.17
17-2051	Civil Engineers	770	\$42.36	\$30.24	\$48.42	\$42.30
17-2061	Computer Hardware Engineers		\$31.63	\$22.14	\$36.38	\$28.17
17-2071	Electrical Engineers	150	\$40.42	\$32.77	\$44.24	\$38.81
17-2072	Electronics Engineers, Except Computer	70	\$38.40	\$31.48	\$41.87	\$38.66
17-2081	Environmental Engineers	120	\$41.27	\$31.64	\$46.09	\$42.08
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	10	\$36.44	\$29.06	\$40.13	\$35.66
17-2112	Industrial Engineers	430	\$38.91	\$27.60	\$44.56	\$37.81
17-2141	Mechanical Engineers	550	\$37.89	\$26.71	\$43.49	\$36.44
17-2199	Engineers, All Other	210	\$47.16	\$29.95	\$55.76	\$42.27
17-3011	Architectural and Civil Drafters	360	\$28.92	\$21.02	\$32.87	\$28.41
17-3012	Electrical and Electronics Drafters	20	\$30.38	\$20.56	\$35.29	\$29.34
17-3013	Mechanical Drafters	130	\$28.52	\$20.97	\$32.29	\$25.35
17-3019	Drafters, All Other	40	\$28.26	\$17.23	\$33.77	\$32.16
17-3022	Civil Engineering Technologists and Technicians	360	\$27.86	\$17.70	\$32.93	\$26.53
17-3023	Electrical and Electronic Engineering Technologists and Technicians	130	\$32.01	\$23.80	\$36.11	\$34.68
17-3024	Electro-Mechanical and Mechatronics Technologists and Technicians	20	\$27.04	\$18.24	\$31.43	\$22.96
17-3026	Industrial Engineering Technologists and Technicians	160	\$19.73	\$13.03	\$23.07	\$19.38
17-3027	Mechanical Engineering Technologists and Technicians	90	\$25.98	\$18.34	\$29.80	\$26.31
17-3031	Surveying and Mapping Technicians	70	\$23.64	\$17.38	\$26.77	\$22.39
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except	120	\$28.64	\$20.83	\$32.55	\$27.74
19-0000	Life, Physical, and Social Science Occupations	2,220	\$32.79	\$18.84	\$39.76	\$31.31
19-1011	Animal Scientists	30	\$36.32	\$28.22	\$40.37	\$34.84
19-1012	Food Scientists and Technologists	80	\$40.42	\$24.49	\$48.39	\$39.36
19-1013	Soil and Plant Scientists	100	\$30.80	\$20.19	\$36.11	\$28.36
19-1021	Biochemists and Biophysicists		\$28.55	\$21.55	\$32.04	\$26.70
19-1029	Biological Scientists, All Other		\$35.26	\$24.12	\$40.82	\$37.19
19-1031	Conservation Scientists	50	\$30.24	\$21.08	\$34.83	\$29.15
19-1032	Foresters	20	\$36.03	\$29.90	\$39.10	\$36.93
19-1042	Medical Scientists, Except Epidemiologists		\$48.68	\$27.07	\$59.49	\$43.01
19-2012	Physicists	10	\$49.64	\$29.03	\$59.95	\$39.21
19-2021	Atmospheric and Space Scientists	30	\$47.12	\$35.81	\$52.77	\$45.50
19-2031	Chemists	60	\$34.35	\$23.80	\$39.63	\$33.09
19-2041	Environmental Scientists and Specialists, Including Health	260	\$36.79	\$28.97	\$40.70	\$37.23
19-2042	Geoscientists, Except Hydrologists and Geographers	20	\$37.13	\$26.43	\$42.49	\$37.14
19-3011	Economists	30	\$41.14	\$28.90	\$47.26	\$37.78
19-3031	Clinical, Counseling, and School Psychologists	180	\$40.68	\$19.24	\$51.39	\$36.89
19-3051	Urban and Regional Planners	60	\$38.51	\$31.36	\$42.09	\$37.93
19-3099	Social Scientists and Related Workers, All Other	40	\$35.40	\$29.78	\$38.21	\$34.88
19-4010	Agricultural and Food Science Technicians	100	\$22.97	\$15.54	\$26.69	\$21.90
19-4021	Biological Technicians	40	\$17.64	\$15.03	\$18.95	\$17.28
19-4031	Chemical Technicians	80	\$25.22	\$17.46	\$29.10	\$23.76
19-4042	Environmental Science and Protection Technicians, Including Health	40	\$31.32	\$23.71	\$35.13	\$30.41
19-4045	Geological and Hydrologic Technicians		\$22.23	\$22.22	\$22.24	\$22.44
19-4071	Forest and Conservation Technicians	20	\$24.69	\$16.69	\$28.69	\$24.80
19-4099	Life, Physical, and Social Science Technicians, All Other	400	\$21.34	\$15.83	\$24.10	\$18.92
19-5011	Occupational Health and Safety Specialists	190	\$35.32	\$25.57	\$40.20	\$35.19
19-5012	Occupational Health and Safety Technicians	40	\$26.21	\$19.67	\$29.48	\$25.41
21-0000	Community and Social Service Occupations	4,400	\$25.80	\$15.42	\$30.99	\$24.75
21-1012	Educational, Guidance, and Career Counselors and Advisors	610	\$30.46	\$22.26	\$34.55	\$30.26
21-1013	Marriage and Family Therapists		\$28.29	\$19.27	\$32.81	\$27.34
21-1015	Rehabilitation Counselors	290	\$17.34	\$10.71	\$20.65	\$14.94
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	530	\$30.64	\$16.65	\$37.63	\$28.38
21-1019	Counselors, All Other		\$21.37	\$15.73	\$24.18	\$18.82
21-1021	Child, Family, and School Social Workers	450	\$27.89	\$19.04	\$32.32	\$27.11
21-1022	Healthcare Social Workers	270	\$26.15	\$20.31	\$29.06	\$26.03
21-1023	Mental Health and Substance Abuse Social Workers	150	\$26.20	\$20.49	\$29.05	\$26.85
21-1029	Social Workers, All Other	240	\$31.39	\$20.53	\$36.82	\$33.86
21-1091	Health Education Specialists	220	\$28.91	\$22.14	\$32.29	\$28.79
21-1092	Probation Officers and Correctional Treatment Specialists	250	\$32.65	\$23.62	\$37.16	\$33.52
21-1093	Social and Human Service Assistants	840	\$17.53	\$11.88	\$20.35	\$17.14
21-1094	Community Health Workers	40	\$20.64	\$16.01	\$22.96	\$18.63
21-1099	Community and Social Service Specialists, All Other	170	\$20.44	\$15.69	\$22.82	\$18.44
21-2011	Clergy	60	\$26.72	\$19.66	\$30.25	\$24.03
23-0000	Legal Occupations	3,330	\$44.59	\$19.62	\$57.08	\$36.42
23-1011	Lawyers	1,540	\$63.17	\$33.46	\$78.03	\$56.30
23-2011	Paralegals and Legal Assistants	940	\$27.14	\$18.72	\$31.35	\$27.07
23-2093	Title Examiners, Abstractors, and Searchers		\$23.21	\$13.37	\$28.13	\$17.95

23-2099	Legal Support Workers, All Other	190	\$27.28	\$18.38	\$31.74	\$24.98
25-0000	Educational Instruction and Library Occupations	20,690	\$24.53	\$13.03	\$30.29	\$22.23
25-2011	Preschool Teachers, Except Special Education	1,270	\$13.89	\$11.13	\$15.27	\$13.66
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	30	\$26.54	\$17.46	\$31.08	\$27.18
25-3021	Self-Enrichment Teachers	630	\$15.03	\$8.47	\$18.31	\$13.63
25-3031	Substitute Teachers, Short-Term	1,630	\$16.54	\$13.62	\$18.00	\$16.61
25-3097	Tutors and Teachers and Instructors, All Other					
25-4011	Archivists	10	\$25.52	\$14.77	\$30.90	\$22.27
25-4012	Curators	20	\$19.62	\$10.93	\$23.97	\$17.37
25-4013	Museum Technicians and Conservators	30	\$33.10	\$25.40	\$36.95	\$35.46
25-4022	Librarians and Media Collections Specialists	320	\$27.25	\$14.21	\$33.77	\$29.86
25-4031	Library Technicians	230	\$16.86	\$8.73	\$20.92	\$16.58
25-9031	Instructional Coordinators	880	\$35.24	\$27.01	\$39.36	\$35.63
25-9045	Teaching Assistants, Except Postsecondary	4,260				
25-9099	Educational Instruction and Library Workers, All Other	30	\$22.42	\$16.76	\$25.25	\$22.02
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	5,280	\$23.87	\$12.34	\$29.63	\$21.47
27-1011	Art Directors	150	\$37.02	\$23.80	\$43.64	\$34.97
27-1014	Special Effects Artists and Animators	20	\$29.03	\$19.35	\$33.87	\$28.97
27-1021	Commercial and Industrial Designers	20	\$33.95	\$23.40	\$39.22	\$28.62
27-1023	Floral Designers	60	\$15.44	\$12.35	\$16.99	\$15.58
27-1024	Graphic Designers	570	\$26.47	\$17.93	\$30.74	\$25.02
27-1025	Interior Designers	80	\$25.69	\$19.62	\$28.73	\$25.33
27-1026	Merchandise Displayers and Window Trimmers	590	\$15.13	\$10.56	\$17.42	\$15.03
27-1029	Designers, All Other		\$16.28	\$10.79	\$19.03	\$11.80
27-2012	Producers and Directors	280	\$23.41	\$15.55	\$27.34	\$18.93
27-2022	Coaches and Scouts	830				
27-2023	Umpires, Referees, and Other Sports Officials	150				
27-2042	Musicians and Singers		\$51.51	\$18.71	\$67.91	\$44.39
27-2090	Miscellaneous Entertainers and Performers, Sports and Related Workers		\$17.74	\$15.68	\$18.76	\$17.27
27-3011	Broadcast Announcers and Radio Disc Jockeys	70	\$20.39	\$12.09	\$24.54	\$15.70
27-3023	News Analysts, Reporters, and Journalists	140	\$18.12	\$12.91	\$20.73	\$15.57
27-3031	Public Relations Specialists	790	\$32.89	\$20.29	\$39.19	\$30.21
27-3041	Editors	250	\$31.66	\$19.63	\$37.67	\$27.86
27-3042	Technical Writers	240	\$26.08	\$21.60	\$28.31	\$24.59
27-3043	Writers and Authors	180	\$29.66	\$19.17	\$34.91	\$28.13
27-3091	Interpreters and Translators	130	\$22.86	\$15.05	\$26.77	\$22.00
27-3092	Court Reporters and Simultaneous Captioners	40	\$33.76	\$29.22	\$36.03	\$34.02
27-3099	Media and Communication Workers, All Other	10	\$23.63	\$16.00	\$27.45	\$25.20
27-4011	Audio and Video Technicians	200	\$24.76	\$18.99	\$27.64	\$23.70
27-4012	Broadcast Technicians	80	\$21.16	\$8.61	\$27.43	\$24.98
27-4021	Photographers	90	\$15.11	\$8.37	\$18.48	\$14.33
27-4031	Camera Operators, Television, Video, and Film	30	\$22.33	\$15.28	\$25.86	\$19.53
27-4032	Film and Video Editors	50	\$23.91	\$16.39	\$27.67	\$22.07
27-4098	Lighting Technicians and Media and Communication Equipment Workers, All Other		\$25.74	\$18.57	\$29.32	\$27.97
29-0000	Healthcare Practitioners and Technical Occupations	17,790	\$40.27	\$20.79	\$50.02	\$30.44
29-1011	Chiropractors	220	\$28.26	\$14.06	\$35.36	\$27.26
29-1021	Dentists, General	290	\$88.02	\$42.23	\$110.92	\$73.41
29-1031	Dietitians and Nutritionists	120	\$29.47	\$22.23	\$33.09	\$29.82
29-1041	Optometrists		\$43.48	\$35.06	\$47.69	\$37.08
29-1051	Pharmacists	530	\$59.38	\$49.78	\$64.18	\$60.33
29-1071	Physician Assistants	170	\$52.55	\$40.59	\$58.53	\$52.44
29-1081	Podiatrists	20	\$69.62	\$36.20	\$86.33	\$72.73
29-1122	Occupational Therapists	240	\$42.46	\$33.43	\$46.98	\$41.03
29-1123	Physical Therapists	500	\$41.95	\$33.05	\$46.41	\$39.95
29-1125	Recreational Therapists	40	\$26.41	\$18.15	\$30.54	\$26.40
29-1126	Respiratory Therapists	170	\$28.33	\$22.30	\$31.35	\$27.86
29-1127	Speech-Language Pathologists	280	\$42.85	\$30.77	\$48.89	\$42.75
29-1131	Veterinarians	220	\$48.00	\$36.90	\$53.54	\$45.57
29-1141	Registered Nurses	6,740	\$30.82	\$25.94	\$33.26	\$29.97
29-1151	Nurse Anesthetists	80	\$99.48	\$78.82	\$109.81	\$95.51
29-1171	Nurse Practitioners	490	\$46.26	\$34.84	\$51.97	\$47.13
29-1181	Audiologists	20	\$38.66	\$31.09	\$42.44	\$37.61
29-1211	Anesthesiologists		\$146.07			
29-1215	Family Medicine Physicians	510	\$103.24	\$76.70	\$116.52	\$96.44
29-1216	General Internal Medicine Physicians	100	\$100.68	\$32.29	\$134.87	
29-1218	Obstetricians and Gynecologists	40	\$143.94			
29-1221	Pediatricians, General	100	\$116.96			
29-1223	Psychiatrists	30	\$128.60			
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	590	\$118.88			
29-1292	Dental Hygienists	550	\$36.42	\$33.38	\$37.94	\$36.40
29-1298	Acupuncturists and Health Diagnosing or Treating Practitioners, All Other	80	\$41.37	\$26.47	\$48.83	\$33.86
29-2010	Clinical Laboratory Technologists and Technicians	510	\$23.87	\$15.63	\$28.00	\$23.08
29-2031	Cardiovascular Technologists and Technicians		\$24.39	\$14.72	\$29.22	\$23.79
29-2032	Diagnostic Medical Sonographers	170	\$37.92	\$28.97	\$42.39	\$39.09
29-2033	Nuclear Medicine Technologists	30	\$35.74	\$28.49	\$39.37	\$35.46
29-2034	Radiologic Technologists and Technicians	480	\$26.99	\$21.45	\$29.76	\$26.53
29-2035	Magnetic Resonance Imaging Technologists	60	\$35.87	\$25.70	\$40.96	\$33.49



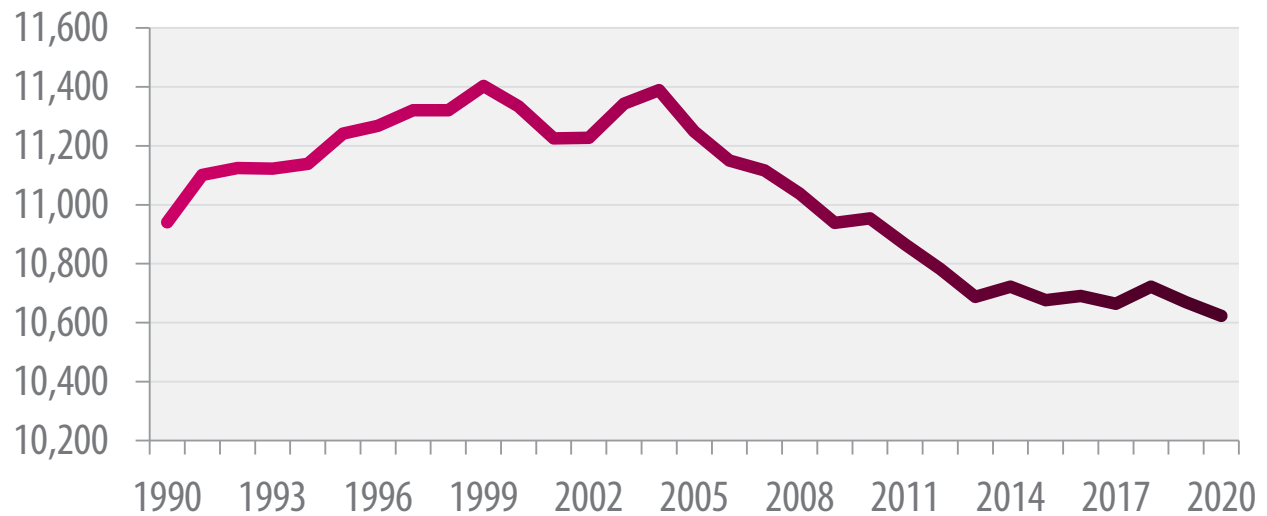
29-2040	Emergency Medical Technicians and Paramedics	300	\$18.31	\$12.58	\$21.17	\$17.46
29-2052	Pharmacy Technicians	710	\$16.58	\$13.02	\$18.37	\$16.66
29-2053	Psychiatric Technicians	80	\$15.45	\$13.54	\$16.40	\$15.20
29-2055	Surgical Technologists		\$22.47	\$19.02	\$24.20	\$22.33
29-2056	Veterinary Technologists and Technicians	230	\$15.99	\$13.28	\$17.35	\$16.14
29-2057	Ophthalmic Medical Technicians	190	\$22.81	\$15.08	\$26.68	\$19.81
29-2061	Licensed Practical and Licensed Vocational Nurses	920	\$23.39	\$20.70	\$24.73	\$23.16
29-2081	Opticians, Dispensing	280	\$15.64	\$13.40	\$16.76	\$15.58
29-2091	Orthotists and Prosthetists		\$33.12	\$26.56	\$36.39	\$34.12
29-2092	Hearing Aid Specialists	20	\$18.84	\$15.16	\$20.68	\$17.81
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All	770	\$22.40	\$16.11	\$25.54	\$21.97
29-9091	Athletic Trainers	90				
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare	150	\$32.26	\$18.13	\$39.33	\$32.14
31-0000	Healthcare Support Occupations	12,360	\$16.39	\$12.83	\$18.17	\$15.19
31-1120	Home Health and Personal Care Aides	4,960	\$14.13	\$11.65	\$15.37	\$13.85
31-1131	Nursing Assistants	3,690	\$15.70	\$13.88	\$16.61	\$15.19
31-1132	Orderlies		\$15.50	\$13.85	\$16.33	\$14.91
31-2011	Occupational Therapy Assistants	130	\$28.32	\$22.21	\$31.38	\$28.27
31-2021	Physical Therapist Assistants	230	\$27.13	\$19.33	\$31.03	\$26.42
31-2022	Physical Therapist Aides	30	\$12.57	\$8.43	\$14.64	\$11.37
31-9011	Massage Therapists	180	\$22.45	\$11.61	\$27.87	\$20.70
31-9091	Dental Assistants	540	\$23.89	\$19.44	\$26.11	\$23.86
31-9092	Medical Assistants	1,640	\$19.22	\$15.08	\$21.29	\$19.35
31-9093	Medical Equipment Preparers	70	\$16.20	\$13.69	\$17.46	\$15.34
31-9094	Medical Transcriptionists	50	\$20.15	\$15.80	\$22.33	\$19.74
31-9095	Pharmacy Aides		\$13.28	\$11.97	\$13.93	\$13.24
31-9096	Veterinary Assistants and Laboratory Animal Caretakers		\$16.31	\$13.89	\$17.52	\$16.63
31-9097	Phlebotomists	270	\$15.25	\$12.96	\$16.39	\$14.76
31-9099	Healthcare Support Workers, All Other	90	\$21.57	\$16.50	\$24.11	\$21.35
33-0000	Protective Service Occupations	6,360	\$22.90	\$11.23	\$28.74	\$19.49
33-1011	First-Line Supervisors of Correctional Officers	40	\$39.74	\$31.50	\$43.85	\$41.14
33-1012	First-Line Supervisors of Police and Detectives	270	\$47.69	\$37.26	\$52.90	\$47.87
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	110	\$37.00	\$26.87	\$42.07	\$37.07
33-1090	Miscellaneous First-Line Supervisors, Protective Service Workers	180	\$24.62	\$14.11	\$29.88	\$24.27
33-2011	Firefighters	710	\$23.18	\$15.01	\$27.27	\$23.17
33-3012	Correctional Officers and Jailers	390	\$26.54	\$20.62	\$29.49	\$24.91
33-3021	Detectives and Criminal Investigators	200	\$39.88	\$27.73	\$45.95	\$37.01
33-3031	Fish and Game Wardens	10	\$37.72	\$37.72	\$37.72	\$38.08
33-3051	Police and Sheriff's Patrol Officers	880	\$33.63	\$25.14	\$37.88	\$35.07
33-9011	Animal Control Workers	40	\$17.08	\$9.17	\$21.04	\$11.81
33-9021	Private Detectives and Investigators	20	\$34.07	\$26.25	\$37.99	\$34.04
33-9032	Security Guards	2,580	\$16.81	\$10.77	\$19.83	\$13.43
33-9091	Crossing Guards and Flaggers	380	\$14.94	\$10.29	\$17.27	\$14.23
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	370	\$9.97	\$8.48	\$10.71	\$9.65
33-9093	Transportation Security Screeners	90	\$20.92	\$18.72	\$22.03	\$20.91
35-0000	Food Preparation and Serving Related Occupations	27,700	\$12.39	\$8.75	\$14.20	\$11.42
35-1011	Chefs and Head Cooks	90	\$23.02	\$16.33	\$26.37	\$22.81
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	2,220	\$19.13	\$13.10	\$22.14	\$18.81
35-2011	Cooks, Fast Food	2,070	\$13.36	\$9.93	\$15.08	\$13.27
35-2012	Cooks, Institution and Cafeteria	990	\$15.23	\$13.06	\$16.31	\$14.81
35-2014	Cooks, Restaurant	2,360	\$14.38	\$11.29	\$15.93	\$14.39
35-2015	Cooks, Short Order	150	\$11.89	\$10.35	\$12.66	\$11.52
35-2019	Cooks, All Other		\$20.31	\$16.40	\$22.26	\$20.93
35-2021	Food Preparation Workers	1,000	\$12.03	\$9.71	\$13.18	\$11.73
35-3011	Bartenders	2,510	\$11.01	\$8.53	\$12.25	\$9.30
35-3023	Fast Food and Counter Workers	8,950	\$11.04	\$8.76	\$12.18	\$10.73
35-3031	Waiters and Waitresses	4,770	\$10.64	\$8.53	\$11.70	\$9.49
35-3041	Food Servers, Nonrestaurant	610	\$13.29	\$10.31	\$14.78	\$11.87
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	460	\$10.83	\$8.44	\$12.03	\$10.44
35-9021	Dishwashers	810	\$12.09	\$9.71	\$13.28	\$11.55
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	600	\$10.16	\$8.57	\$10.96	\$9.79
35-9099	Food Preparation and Serving Related Workers, All Other		\$14.41	\$11.85	\$15.69	\$14.53
37-0000	Building and Grounds Cleaning and Maintenance Occupations	8,690	\$14.65	\$10.76	\$16.59	\$13.23
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	320	\$21.23	\$13.97	\$24.86	\$20.18
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	190	\$24.29	\$17.20	\$27.83	\$21.11
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,180	\$13.43	\$10.70	\$14.80	\$12.18
37-2012	Maids and Housekeeping Cleaners	1,310	\$12.53	\$10.58	\$13.51	\$12.16
37-2021	Pest Control Workers	140	\$19.35	\$13.46	\$22.29	\$17.54
37-3011	Landscaping and Groundskeeping Workers	1,340	\$17.08	\$12.45	\$19.39	\$17.04
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	80	\$17.61	\$14.45	\$19.19	\$16.10
37-3013	Tree Trimmers and Pruners		\$19.78	\$17.44	\$20.96	\$19.45
37-3019	Grounds Maintenance Workers, All Other	40	\$28.89	\$21.01	\$32.83	\$31.22
39-0000	Personal Care and Service Occupations	6,820	\$14.27	\$9.43	\$16.68	\$12.42
39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except	560	\$19.70	\$13.05	\$23.02	\$18.19
39-2011	Animal Trainers		\$12.65	\$9.58	\$14.18	\$11.87
39-2021	Animal Caretakers	710	\$11.39	\$9.04	\$12.57	\$10.81
39-3031	Ushers, Lobby Attendants, and Ticket Takers	250	\$13.52	\$8.41	\$16.08	\$10.43

39-3091	Amusement and Recreation Attendants	530	\$10.86	\$8.64	\$11.98	\$10.30
39-3093	Locker Room, Coatroom, and Dressing Room Attendants		\$10.11	\$8.76	\$10.79	\$9.29
39-4031	Morticians, Undertakers, and Funeral Arrangers	90	\$33.08	\$23.42	\$37.92	\$32.21
39-5012	Hairdressers, Hairstylists, and Cosmetologists	580	\$15.31	\$10.45	\$17.75	\$13.92
39-5094	Skincare Specialists	30	\$20.24	\$13.67	\$23.52	\$20.29
39-6011	Baggage Porters and Bellhops		\$9.62	\$8.48	\$10.20	\$9.27
39-6012	Concierges	40	\$16.14	\$13.78	\$17.32	\$15.97
39-7010	Tour and Travel Guides	60	\$15.01	\$12.14	\$16.44	\$14.36
39-9011	Childcare Workers	1,470	\$12.77	\$8.82	\$14.74	\$12.89
39-9031	Exercise Trainers and Group Fitness Instructors	800	\$16.09	\$9.65	\$19.31	\$14.68
39-9032	Recreation Workers	470	\$14.75	\$8.66	\$17.80	\$13.24
39-9041	Residential Advisors	260	\$12.73	\$10.47	\$13.87	\$11.78
39-9098	Crematory Operators and Personal Care and Service Workers, All Other		\$13.61	\$10.96	\$14.93	\$12.12
41-0000	Sales and Related Occupations	36,740	\$22.12	\$10.60	\$27.88	\$14.80
41-1011	First-Line Supervisors of Retail Sales Workers	2,540	\$20.44	\$13.55	\$23.89	\$18.23
41-1012	First-Line Supervisors of Non-Retail Sales Workers	780	\$42.70	\$27.84	\$50.13	\$38.24
41-2011	Cashiers	9,850	\$11.87	\$10.20	\$12.70	\$11.58
41-2021	Counter and Rental Clerks	790	\$14.57	\$9.75	\$16.98	\$13.38
41-2022	Parts Salespersons	550	\$19.89	\$12.18	\$23.75	\$18.21
41-2031	Retail Salespersons	9,330	\$13.93	\$10.19	\$15.80	\$12.55
41-3011	Advertising Sales Agents	390	\$22.66	\$11.27	\$28.35	\$18.69
41-3021	Insurance Sales Agents	2,360	\$41.01	\$17.55	\$52.73	\$27.22
41-3031	Securities, Commodities, and Financial Services Sales Agents	870	\$29.59	\$17.58	\$35.59	\$23.62
41-3041	Travel Agents	90	\$23.53	\$18.06	\$26.26	\$22.52
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	2,350	\$34.77	\$18.43	\$42.94	\$30.93
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	1,060	\$48.39	\$26.10	\$59.53	\$44.94
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,720	\$39.31	\$17.52	\$50.21	\$30.55
41-9011	Demonstrators and Product Promoters	500	\$14.27	\$11.59	\$15.61	\$13.93
41-9021	Real Estate Brokers		\$26.58	\$22.51	\$28.61	\$23.34
41-9022	Real Estate Sales Agents	340	\$24.54	\$17.33	\$28.14	\$23.84
41-9031	Sales Engineers		\$70.89	\$48.21	\$82.23	\$70.43
41-9041	Telemarketers	590	\$14.88	\$10.49	\$17.08	\$15.87
41-9099	Sales and Related Workers, All Other	400				
43-0000	Office and Administrative Support Occupations	50,040	\$21.52	\$14.42	\$25.07	\$19.97
43-1011	First-Line Supervisors of Office and Administrative Support Workers	3,280	\$31.28	\$20.84	\$36.49	\$29.90
43-2011	Switchboard Operators, Including Answering Service	50	\$14.88	\$12.15	\$16.24	\$14.70
43-3011	Bill and Account Collectors	1,040	\$18.80	\$14.20	\$21.10	\$17.98
43-3021	Billing and Posting Clerks	1,420	\$20.66	\$16.55	\$22.72	\$19.16
43-3031	Bookkeeping, Accounting, and Auditing Clerks	5,010	\$21.98	\$15.46	\$25.24	\$21.77
43-3051	Payroll and Timekeeping Clerks	230	\$23.82	\$16.73	\$27.37	\$23.95
43-3061	Procurement Clerks	100	\$23.12	\$18.83	\$25.27	\$22.88
43-3071	Tellers	1,000	\$15.68	\$12.99	\$17.03	\$15.80
43-3099	Financial Clerks, All Other		\$23.71	\$16.09	\$27.53	\$21.59
43-4011	Brokerage Clerks	180	\$30.99	\$19.27	\$36.85	\$28.27
43-4031	Court, Municipal, and License Clerks	180	\$22.72	\$15.02	\$26.57	\$22.21
43-4041	Credit Authorizers, Checkers, and Clerks	50	\$22.18	\$15.33	\$25.61	\$22.61
43-4051	Customer Service Representatives	10,260	\$21.09	\$14.76	\$24.26	\$20.14
43-4061	Eligibility Interviewers, Government Programs	380	\$28.59	\$21.11	\$32.32	\$28.40
43-4071	File Clerks	110	\$18.09	\$13.57	\$20.34	\$15.92
43-4081	Hotel, Motel, and Resort Desk Clerks	590	\$12.18	\$9.66	\$13.43	\$12.68
43-4111	Interviewers, Except Eligibility and Loan	380	\$16.38	\$13.06	\$18.04	\$16.14
43-4121	Library Assistants, Clerical	310	\$11.93	\$9.17	\$13.31	\$11.17
43-4131	Loan Interviewers and Clerks	1,440	\$20.17	\$15.77	\$22.38	\$19.36
43-4141	New Accounts Clerks	290	\$21.15	\$17.20	\$23.12	\$20.96
43-4151	Order Clerks	200	\$19.69	\$14.23	\$22.41	\$19.20
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	260	\$21.66	\$16.16	\$24.41	\$21.61
43-4171	Receptionists and Information Clerks	1,940	\$15.43	\$11.54	\$17.38	\$14.87
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	100	\$16.36	\$9.21	\$19.94	\$12.12
43-4199	Information and Record Clerks, All Other	240	\$21.49	\$16.93	\$23.77	\$21.43
43-5011	Cargo and Freight Agents	340	\$24.49	\$16.22	\$28.62	\$22.35
43-5021	Couriers and Messengers	170	\$14.71	\$12.34	\$15.90	\$14.16
43-5031	Public Safety Telecommunicators	120	\$25.34	\$19.61	\$28.21	\$26.71
43-5032	Dispatchers, Except Police, Fire, and Ambulance	310	\$24.16	\$16.83	\$27.82	\$22.88
43-5051	Postal Service Clerks	180	\$23.29	\$17.96	\$25.95	\$23.11
43-5052	Postal Service Mail Carriers	690	\$25.38	\$18.65	\$28.74	\$24.39
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	850	\$25.38	\$18.64	\$28.75	\$29.29
43-5061	Production, Planning, and Expediting Clerks	920	\$25.54	\$19.07	\$28.77	\$23.95
43-5071	Shipping, Receiving, and Inventory Clerks	1,020	\$18.08	\$13.15	\$20.55	\$17.67
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	100	\$17.74	\$13.86	\$19.68	\$17.77
43-6011	Executive Secretaries and Executive Administrative Assistants	1,480	\$28.32	\$20.70	\$32.14	\$27.84
43-6012	Legal Secretaries and Administrative Assistants	290	\$22.61	\$12.65	\$27.58	\$25.95
43-6013	Medical Secretaries and Administrative Assistants	1,310	\$18.05	\$14.47	\$19.84	\$17.75
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3,070	\$21.66	\$15.13	\$24.93	\$19.51
43-9021	Data Entry Keyers	160	\$17.65	\$12.92	\$20.01	\$17.08
43-9022	Word Processors and Typists	80	\$22.12	\$18.08	\$24.14	\$22.34
43-9031	Desktop Publishers		\$19.63	\$15.94	\$21.48	\$18.71
43-9041	Insurance Claims and Policy Processing Clerks	2,520	\$21.42	\$16.43	\$23.91	\$20.86

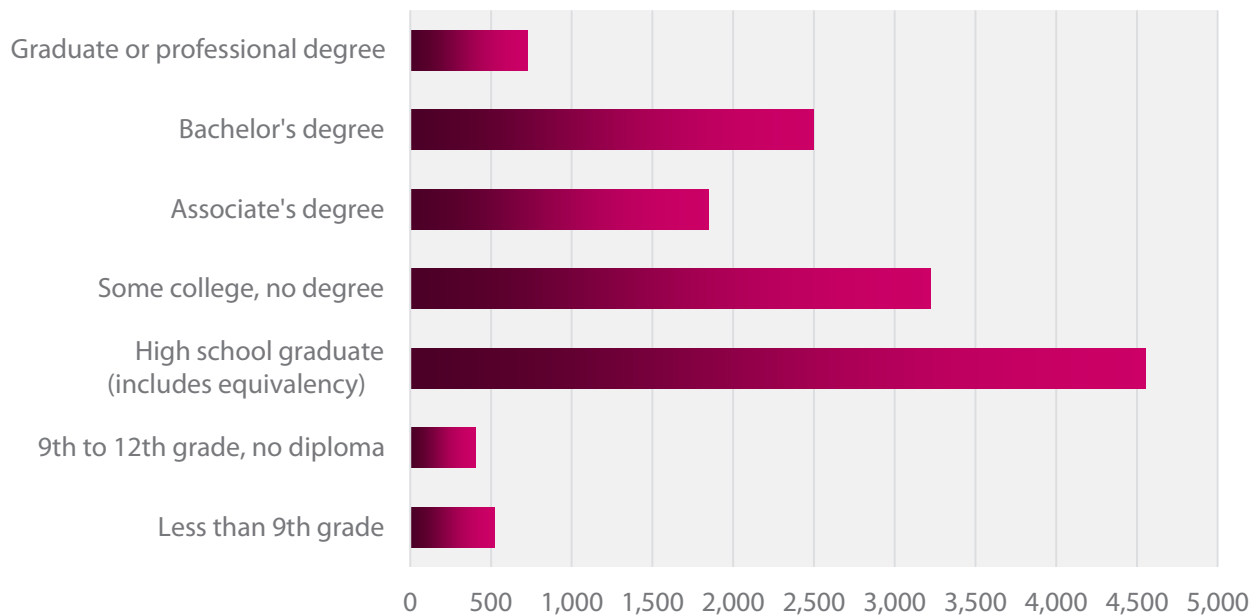
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	500	\$17.47	\$13.04	\$19.68	\$17.51
43-9061	Office Clerks, General	6,220	\$19.88	\$12.43	\$23.60	\$17.58
43-9071	Office Machine Operators, Except Computer	180	\$19.32	\$14.41	\$21.77	\$18.81
43-9081	Proofreaders and Copy Markers	20	\$15.11	\$11.97	\$16.68	\$13.96
43-9111	Statistical Assistants	80	\$30.28	\$19.81	\$35.51	\$30.01
43-9199	Office and Administrative Support Workers, All Other	220	\$20.44	\$15.15	\$23.08	\$19.95
45-0000	Farming, Fishing, and Forestry Occupations	570	\$17.38	\$9.95	\$21.09	\$16.44
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers		\$30.38	\$22.49	\$34.32	\$24.51
45-2091	Agricultural Equipment Operators	270	\$20.40	\$14.78	\$23.21	\$18.30
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	180	\$11.08	\$8.49	\$12.38	\$9.24
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	70	\$17.72	\$12.28	\$20.44	\$17.50
45-4011	Forest and Conservation Workers	20	\$11.88	\$11.05	\$12.30	\$11.33
47-0000	Construction and Extraction Occupations	15,470	\$23.60	\$15.23	\$27.78	\$22.94
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	1,540	\$30.87	\$21.90	\$35.35	\$29.94
47-2021	Brickmasons and Blockmasons	190	\$31.78	\$26.39	\$34.47	\$32.51
47-2031	Carpenters	1,730	\$22.20	\$14.66	\$25.96	\$21.91
47-2041	Carpet Installers		\$26.53	\$22.25	\$28.68	\$27.60
47-2044	Tile and Stone Setters	70	\$26.34	\$19.54	\$29.74	\$26.18
47-2051	Cement Masons and Concrete Finishers	1,150	\$21.21	\$16.19	\$23.72	\$21.40
47-2061	Construction Laborers	2,760	\$18.81	\$13.45	\$21.49	\$18.10
47-2071	Paving, Surfacing, and Tamping Equipment Operators		\$26.37	\$21.77	\$28.67	\$26.55
47-2073	Operating Engineers and Other Construction Equipment Operators	910	\$27.87	\$20.00	\$31.80	\$27.56
47-2081	Drywall and Ceiling Tile Installers	200	\$21.81	\$15.80	\$24.81	\$21.70
47-2111	Electricians	1,440	\$24.78	\$17.05	\$28.65	\$25.27
47-2121	Glaziers	170	\$20.37	\$11.82	\$24.65	\$19.90
47-2132	Insulation Workers, Mechanical	120	\$22.09	\$16.27	\$25.00	\$22.29
47-2141	Painters, Construction and Maintenance	420	\$20.28	\$14.67	\$23.09	\$19.28
47-2152	Plumbers, Pipefitters, and Steamfitters	1,070	\$25.93	\$15.29	\$31.25	\$25.33
47-2161	Plasterers and Stucco Masons		\$22.84	\$19.27	\$24.62	\$22.46
47-2181	Roofers	420	\$23.39	\$14.37	\$27.90	\$24.90
47-2211	Sheet Metal Workers	440	\$25.38	\$16.17	\$29.98	\$25.34
47-2221	Structural Iron and Steel Workers	230	\$27.47	\$22.79	\$29.81	\$27.72
47-3012	Helpers--Carpenters	90	\$20.27	\$14.37	\$23.21	\$18.58
47-3013	Helpers--Electricians	300	\$16.10	\$12.98	\$17.65	\$14.66
47-3015	Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters	260	\$15.23	\$11.97	\$16.87	\$15.16
47-4011	Construction and Building Inspectors	240	\$34.97	\$26.32	\$39.29	\$33.56
47-4041	Hazardous Materials Removal Workers	50	\$22.46	\$16.48	\$25.45	\$22.52
47-4051	Highway Maintenance Workers	390	\$24.91	\$19.09	\$27.82	\$26.00
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	200	\$25.47	\$18.26	\$29.07	\$27.14
47-5097	Earth Drillers, Except Oil and Gas; and Explosives Workers, Ordnance Handling Experts, and		\$23.49	\$21.05	\$24.71	\$23.20
49-0000	Installation, Maintenance, and Repair Occupations	14,090	\$24.72	\$15.87	\$29.14	\$23.39
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1,260	\$33.81	\$23.53	\$38.95	\$33.95
49-2011	Computer, Automated Teller, and Office Machine Repairers	440	\$22.46	\$16.77	\$25.30	\$21.12
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	530	\$26.41	\$16.41	\$31.42	\$25.94
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment		\$30.76	\$25.14	\$33.57	\$28.30
49-2098	Security and Fire Alarm Systems Installers	300	\$24.68	\$17.90	\$28.07	\$25.46
49-3011	Aircraft Mechanics and Service Technicians	130	\$28.90	\$16.86	\$34.92	\$28.90
49-3021	Automotive Body and Related Repairers	520	\$21.33	\$15.76	\$24.12	\$20.77
49-3023	Automotive Service Technicians and Mechanics	1,550	\$24.11	\$14.24	\$29.04	\$22.55
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	800	\$25.04	\$18.53	\$28.29	\$26.39
49-3041	Farm Equipment Mechanics and Service Technicians	230	\$22.83	\$17.34	\$25.57	\$22.69
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	230	\$29.28	\$25.83	\$31.00	\$29.30
49-3052	Motorcycle Mechanics		\$16.56	\$11.90	\$18.89	\$15.94
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	40	\$17.99	\$13.94	\$20.01	\$17.57
49-3091	Bicycle Repairers		\$14.41	\$13.89	\$14.66	\$14.18
49-3092	Recreational Vehicle Service Technicians		\$18.90	\$16.48	\$20.11	\$18.29
49-3093	Tire Repairers and Changers	330	\$15.44	\$11.84	\$17.25	\$15.07
49-9011	Mechanical Door Repairers		\$18.69	\$16.12	\$19.98	\$18.02
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	50	\$29.48	\$21.26	\$33.60	\$28.42
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1,120	\$27.57	\$19.16	\$31.77	\$27.96
49-9031	Home Appliance Repairers	70	\$19.61	\$15.95	\$21.45	\$19.42
49-9041	Industrial Machinery Mechanics	1,280	\$25.62	\$17.38	\$29.74	\$25.32
49-9043	Maintenance Workers, Machinery		\$24.41	\$19.86	\$26.69	\$24.03
49-9044	Millwrights	110				
49-9051	Electrical Power-Line Installers and Repairers	390	\$37.38	\$23.08	\$44.53	\$40.69
49-9052	Telecommunications Line Installers and Repairers		\$21.49	\$16.84	\$23.81	\$21.65
49-9062	Medical Equipment Repairers	280	\$26.46	\$15.49	\$31.95	\$23.26
49-9071	Maintenance and Repair Workers, General	2,720	\$21.25	\$15.34	\$24.20	\$21.23
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers		\$17.82	\$13.70	\$19.88	\$17.13
49-9094	Locksmiths and Safe Repairers	10	\$24.71	\$22.31	\$25.91	\$24.13
49-9098	Helpers--Installation, Maintenance, and Repair Workers	290	\$16.62	\$14.50	\$17.68	\$17.06
49-9099	Installation, Maintenance, and Repair Workers, All Other	370	\$20.19	\$14.56	\$23.01	\$20.78
51-0000	Production Occupations	16,400	\$19.21	\$12.85	\$22.39	\$17.91
51-1011	First-Line Supervisors of Production and Operating Workers	1,190	\$30.50	\$20.07	\$35.71	\$28.30
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and		\$18.36	\$12.91	\$21.09	\$17.67
51-2041	Structural Metal Fabricators and Fitters	180				
51-2090	Miscellaneous Assemblers and Fabricators	1,760	\$16.08	\$12.52	\$17.86	\$15.75

51-3011	Bakers	310	\$14.50	\$11.21	\$16.14	\$13.99
51-3021	Butchers and Meat Cutters	570	\$13.76	\$10.76	\$15.26	\$13.01
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	490	\$16.75	\$15.22	\$17.52	\$17.13
51-3092	Food Batchmakers	740	\$18.33	\$12.94	\$21.02	\$18.35
51-3093	Food Cooking Machine Operators and Tenders	60	\$15.25	\$11.68	\$17.03	\$14.29
51-3099	Food Processing Workers, All Other	50	\$17.26	\$14.70	\$18.55	\$17.28
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic		\$17.25	\$13.47	\$19.13	\$16.85
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	310	\$17.33	\$13.23	\$19.38	\$17.13
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal	90	\$17.04	\$13.61	\$18.76	\$17.10
51-4041	Machinists	490	\$21.44	\$15.63	\$24.34	\$21.53
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	240	\$15.09	\$12.25	\$16.51	\$14.25
51-4111	Tool and Die Makers	80	\$27.33	\$19.88	\$31.06	\$27.19
51-4121	Welders, Cutters, Solderers, and Brazers	920	\$20.11	\$15.57	\$22.37	\$19.62
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	80	\$19.86	\$16.45	\$21.57	\$19.38
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	60	\$20.35	\$16.78	\$22.13	\$20.81
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic	40	\$20.57	\$16.45	\$22.62	\$20.90
51-5111	Prepress Technicians and Workers	110	\$25.03	\$16.85	\$29.12	\$25.81
51-5112	Printing Press Operators	490	\$21.40	\$13.70	\$25.25	\$18.74
51-5113	Print Binding and Finishing Workers	90	\$18.03	\$12.84	\$20.63	\$17.46
51-6011	Laundry and Dry-Cleaning Workers	510	\$12.61	\$11.15	\$13.33	\$12.17
51-6021	Pressers, Textile, Garment, and Related Materials	90	\$13.05	\$11.21	\$13.97	\$13.30
51-6031	Sewing Machine Operators	130	\$14.75	\$11.81	\$16.22	\$14.78
51-6052	Tailors, Dressmakers, and Custom Sewers		\$14.23	\$10.86	\$15.91	\$12.03
51-6093	Upholsterers		\$15.57	\$13.76	\$16.47	\$15.12
51-7011	Cabinetmakers and Bench Carpenters	310	\$19.94	\$13.57	\$23.13	\$20.79
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	70	\$18.45	\$13.03	\$21.17	\$18.73
51-8031	Water and Wastewater Treatment Plant and System Operators	210	\$25.60	\$16.75	\$30.03	\$25.40
51-9011	Chemical Equipment Operators and Tenders	110	\$21.05	\$14.97	\$24.09	\$20.00
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	60	\$20.23	\$16.48	\$22.11	\$20.94
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	610	\$20.48	\$15.66	\$22.89	\$19.64
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	120	\$21.80	\$17.03	\$24.18	\$21.51
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders		\$17.26	\$12.13	\$19.83	\$17.01
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	850	\$20.77	\$14.01	\$24.15	\$19.91
51-9081	Dental Laboratory Technicians	60	\$20.53	\$15.23	\$23.17	\$20.23
51-9082	Medical Appliance Technicians		\$21.63	\$19.70	\$22.60	\$22.43
51-9083	Ophthalmic Laboratory Technicians		\$16.87	\$13.04	\$18.78	\$15.53
51-9111	Packaging and Filling Machine Operators and Tenders	540	\$16.49	\$12.73	\$18.37	\$16.07
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	310	\$17.49	\$13.41	\$19.54	\$16.73
51-9151	Photographic Process Workers and Processing Machine Operators		\$13.67	\$13.49	\$13.76	\$13.76
51-9161	Computer Numerically Controlled Tool Operators	130	\$18.67	\$14.37	\$20.83	\$17.85
51-9162	Computer Numerically Controlled Tool Programmers	70	\$26.91	\$20.45	\$30.13	\$27.74
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	130	\$18.00	\$13.78	\$20.10	\$17.37
51-9196	Paper Goods Machine Setters, Operators, and Tenders	120	\$20.74	\$16.50	\$22.85	\$21.42
51-9198	Helpers--Production Workers	230	\$16.76	\$13.61	\$18.34	\$16.76
51-9199	Production Workers, All Other	350	\$12.65	\$9.49	\$14.24	\$11.47
53-0000	Transportation and Material Moving Occupations	26,740	\$19.31	\$12.72	\$22.61	\$18.46
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo	1,170	\$26.52	\$17.20	\$31.18	\$25.12
53-3031	Driver/Sales Workers	1,290	\$18.87	\$10.13	\$23.23	\$18.96
53-3032	Heavy and Tractor-Trailer Truck Drivers	6,810	\$24.12	\$19.93	\$26.22	\$23.77
53-3033	Light Truck Drivers	2,410	\$16.87	\$12.11	\$19.25	\$16.43
53-3052	Bus Drivers, Transit and Intercity	200	\$19.60	\$15.66	\$21.57	\$20.29
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	1,120	\$18.19	\$12.28	\$21.15	\$17.37
53-3099	Motor Vehicle Operators, All Other	250	\$14.71	\$8.41	\$17.85	\$9.72
53-6021	Parking Attendants	270	\$13.07	\$10.69	\$14.26	\$12.85
53-6031	Automotive and Watercraft Service Attendants	140	\$15.66	\$12.51	\$17.24	\$16.22
53-6041	Traffic Technicians	70	\$21.68	\$17.22	\$23.91	\$18.48
53-7011	Conveyor Operators and Tenders		\$17.40	\$14.61	\$18.79	\$17.22
53-7051	Industrial Truck and Tractor Operators	1,210	\$19.01	\$15.45	\$20.78	\$18.76
53-7061	Cleaners of Vehicles and Equipment	910	\$15.00	\$11.42	\$16.79	\$14.30
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5,660	\$17.36	\$13.31	\$19.38	\$16.98
53-7063	Machine Feeders and Offbearers		\$15.09	\$11.28	\$16.99	\$11.82
53-7064	Packers and Packagers, Hand	450	\$15.65	\$11.88	\$17.53	\$16.18
53-7065	Stockers and Order Fillers	3,870	\$14.73	\$11.16	\$16.51	\$13.91
53-7081	Refuse and Recyclable Material Collectors	240	\$21.42	\$16.53	\$23.87	\$20.80

## Guthrie County Population 1990-2020



## Educational Attainment of Guthrie County population age 25 and over



## Guthrie County Largest Employers

Business	Employees
Central Iowa Healthcare	389
Rose Acre Farms	167
Transworld Marketing Corp	154
Guthrie County Hospital	103
Owner Revolution Inc	100
The New Homestead	90
Guthrie County Rural Electric Cooperative	85
Lake Panorama National Resort And Conference Center	83





# Sac County

Size: 369,930 acres or 578 square miles

Percentage of farmland: 97% (357,032 acres)

Average high temperature: 60° F

Average low temperature: 38° F

Average annual precipitation: 31.7"

Highest elevation: 1,533 feet above sea level

Lowest elevation: 1,135 feet above sea level

Primary watersheds in the county: North Raccoon River, Boyer River, and Maple River

Natural Resources: Soil, Black Hawk Lake, sand and gravel

Federally Endangered, Threatened, or Proposed Species: Northern long-eared bat (Threatened), Topeka shiner (Endangered and Critical Habitat), Prairie bush clover (Threatened), Western prairie fringed orchid (Threatened)

Vegetation: Grasses-big and little bluestem, Indian grass, switch grass

Trees-black walnut, American elm, sycamore, honey locust, eastern cottonwood, red oak, white oak, basswood, shagbark hickory

There are six soil associations found in Sac County. They are:

*1. Clarion-Nicollet-Canisteo association-Well drained to poorly drained, loamy, nearly level to strongly sloping soils on uplands. This association accounts for 48% of the county's area. It is well suited for crops such as corn, soybeans, oats and hay.*

*2. Galva-Primghar-Sac association-Well drained to somewhat poorly drained, silty, nearly level to moderately sloping soils on uplands. This association makes up 12% of the county. It too is intensively used for corn, soybeans, oats, and hay. However, the soils on the sloping areas are better suited for terraces and other conservation measures.*

*3. Galva-Primghar-Afton association-Well drained to poorly drained, silty, and nearly level to moderately sloping soils on uplands and in drainage ways. This soil association makes up 25% of the county. The soils used in this association also are used for crop production. Some of the soils in the poorly drained areas need to be artificially drained. Erosion is also another factor in sloping lands and various soil conservation measures are beneficial.*

*4. Marshall association-Well drained, silty, gently sloping to strongly sloping soils on uplands. This association covers about 9% of the county. The major crop grown in these soils is corn although other crops are grown as well. Erosion control measures are needed to control large amounts of runoff.*

*5. Colo-Galva association-Poorly drained to well drained, silty, nearly level and gently sloping soils on bottom lands and stream benches. This association makes up only 3% of the county and for the most part, crops grow well in these soils.*

*6. Coland-Alluvial land-Spillville association-Well drained to poorly drained, sandy and loamy, nearly level and gently sloping soils on bottom lands. This association also covers 3% of the county. The soils on benches and bottomlands are used extensively for row crops, but droughtiness and flooding can limit the suitability for crops in some areas.*

The vast majority of the land in the county is used for agricultural purposes. The primary crops raised are corn, soybeans, hay, and popcorn. Hogs and cattle are the primary livestock raised in the area.



# Sac County Infrastructure Assets

Airport	Sac City Municipal Airport
Childcare	Kids World (Sac City)
Chiropractors	Lake View, Odebolt, Sac City, Schaller, Wall Lake
Dentists	Lake View, Odebolt, Sac City
Educational Facilities	Sac County Schools, Odebolt-Arthur Community School, Schaller Crestland Community Schools, Iowa Central Community College
Electricity	MidAmerican Energy (Early, Lytton, Nemaha, Odebolt, Sac City, Schaller), Municipal (Auburn (Sac Co. REC), Lake View, Wall Lake), Sac Co. REC (rural areas), Ida Co. REC (rural areas), Calhoun Co. Elec. Coop. Assn. (rural areas), Raccoon Valley Electric Coop (rural areas)
Fire	All departments consist of volunteers
Hospital	Loring Hospital
Industrial Parks	Sac City, Wall Lake, Lake View
Internet	Comserv Ltd., INS, Windstream
Major Employers (greater than 100 employees)	East Sac Community Schools, EVAPCO, Loring Hospital
Major Transportation Routes	U.S. Highway 20, U.S. Highway 71, State Highway 175
Natural Gas	Black Hills Energy Natural Gas (Lake View) MidAmerican Energy (Early, Lytton, Odebolt, Schaller), Municipal (Sac City, Wall Lake)
Optometrists	Lake View, Sac City
Parks/Recreational Facilities	Black Hawk State Park, Grant Park, Hagge Park, The Maples, McDonald Greenbelt, Reiff Park and Wildlife Area, Reilling Pit, Sac Country Club, Sac County Conservation Center, Sac County Golf & Country Club, Vogel Access
Physicians	Lake View, Odebolt, Sac City, Wall Lake
Police	City Police (Early, Lake View, Odebolt, Sac City, Schaller, Wall Lake), Sac County Sheriff's Department
Rail Service	The Canadian National Railroad has two lines that serve the southern portion of the county. These lines serve Odebolt, Wall Lake, and several unincorporated villages.
Senior Services	Elderbridge Agency on Aging, Odebolt Nursing and Rehab Center, Park View Care Center (Sac City), Twilight Acres (Wall Lake), Western Iowa Transit
Solid Waste	All cities contract with private haulers except Wall Lake who has a municipal collector.
Telephone	Cornbelt Telephone (Wall Lake), Frontier (Sac City, Early, Nemaha), Sac Co. Mut. Tel. Co. (Odebolt), Schaller Telephone Co. (Schaller), Windstream (Lytton, Lake View, Auburn)
Tourist Attractions	Andy Williams Birthplace (Wall Lake), Chautauqua Building (Sac City), Early Mansion (Sac City), Farmall Promenade (Nemaha), General Sherman Hall (Sac City), Lake View Historical Museum (Lake View), Prairie Pedlar Gardens (Odebolt), Sac County Historical Museum (Sac City), Stone Piers (Black Hawk Lake)
Wastewater	Central collection system (Early, Lake View, Odebolt, Sac City, Schaller, Wall Lake), on-site systems (Nemaha)
Water	Municipalities

# Sac County SWOT Analysis

Strengths Black Hawk Lake (5)  
Very high quality farm land (4)  
Low Cost of Living (3)  
Safe Communities (3)  
Trails (3)  
City and County Parks (2)  
Completion of Highway 20 4-lane (2)  
Destination for boating, hunting, and fishing (2)  
Fiber available in most communities (2)  
Good restaurants (2)  
Historical resources & events (2)  
Housing (2)  
Many Health Amenities in a small area – hospital, dental, vision, chiropractic (2)  
Positive community group participation (2)  
Raccoon River (2)  
School Districts (2)  
Able to attract new businesses  
Active and growing businesses  
Active Communities  
Artwork  
Camping  
Community Celebrations  
Community Spirit  
Existing agri-business and industry  
Good infrastructure  
Government leadership  
High quality leadership to assist in business exploration and opening  
Increased business opportunities  
Increasing investments in new and existing businesses  
Job opportunities  
Large employers expanding workforce, i.e. Evapco  
Libraries  
Low Taxes  
Natural beauty  
People want to live here  
Possibility for several housing projects  
Quality of life  
Recreation Centers  
Sauk Rail Trail  
Strong hunting/conservation/wildlife resources and people to promote it  
Tourist destination  
Variety of small businesses and larger manufacturers  
Year-round entertainment

Weaknesses Lack of cooperation between communities (2)  
Lack of housing, homes and rentals (6)

- Schools (3)
- Aging population (2)
- Lack of diverse demographic (2)
- Absence of community gathering facilities for large events/weddings
- Distance between grocery stores
- Distance from major population zones such as Des Moines and Omaha
- Feelings of apathy and resignation about the county's future
- Filling needs of residents: food, healthcare, services
- Inclusiveness of population
- Lack of AirBnb and Hotel Rooms
- Lack of clothing retail/shoes & trails
- Lack of high paying jobs
- Lack of local governmental support in some communities
- Lack of room to grow, land locked communities
- Lack of teenage recreation options
- Lack of winter recreation
- Limited infrastructure/developable commercial/industrial property
- Low volunteerism/open mindedness
- Low youth retention after graduation
- Need additional business opportunities
- Nuisance properties
- Perception (perhaps founded) that the area is not open to new ideas
- Population decline
- Relatively low salaries make it difficult to retain workers and attract recent graduates
- Sac County has a higher proportion of high school grads than the state as whole, but the number of residents with some college (including trade schools) or a college degree is significantly lower than the state average
- Shortage of human capital
- Small businesses unable to find brick and mortar
- Status quo attitude
- Stronger internet connections needed

Opportunities

- Housing (4)
- Attracting tourists (3)
- Highway 20 development (3)
- More ag related business and innovation (3)
- Work from home opportunities (3)
- Alleyway art/city art (2)
- Natural resources of lake, rivers, water, etc.
- State grants
- Quality of life in Sac County
- Potential for growth in both industry and population
- Good paying jobs
- Vacant storefronts for business
- Rail access availability
- Continued economic development
- Low cost of living
- Exodus of wealth from the area out of area heirs inherit. The opportunity is

- to encourage giving back to communities and county through gifts to local foundation
- Increased tax revenues from wind turbines has potential to allow long-term financial commitments to improve county
- Opportunity to share utility infrastructure and workers among communities
- Development of apprentice programs and on-site training opportunities to develop workforce to replace aging trades
- Create vacation and living spot for outdoor enthusiasts
- Public/private partnerships
- Developing strong schools
- Business succession
- Cost of living makes Sac County an attractive place to retire
- Availability of more motel rooms

Threats

- Aging population (5)
- Housing (4)
- Lack of Highway 20 development (2)
- Loss of high school and college graduates who grew up in Sac County (2)
- Lack of interest in trades (2)
- Lack of water near Highway 20 for development (2)
- Aging infrastructure with insufficient tax base to maintain or replace it
- Available workforce
- Distrust of government at state and federal levels, starting to creep into the local levels
- Divisiveness among residents caused by unwillingness to listen to different view points
- Elected and appointed leaders who are not adequately informed to make responsible decisions; those who run for office with singularly focused agendas
- Fear of change
- Keeping local small businesses
- Lack of community college presence
- Lack of good/reliable employees
- Large box stores/Amazon
- Less money to apply towards projects compared to larger areas
- Many county residents view education only as a tool to make money; diminished intellectual curiosity can certainly become a threat to future progress
- Negative attitudes
- Small tax base
- Supply shortages
- Surrounding counties/cities with more “draw”
- Talent recruitment
- Unfunded state mandates and decreased state support for existing programs
- Unwillingness to work
- Volunteer burnout

# Sac County Laborshed Area Wages

Occupational Code	Occupational Title	Estimated Employment	Mean Wage	Entry Wage	Experienced Wage	Median Wage
00-0000	Total, All Occupations	131,000	\$21.19	\$11.57	\$26.00	\$18.21
11-0000	Management Occupations	6,660	\$41.78	\$22.05	\$51.64	\$37.54
11-1011	Chief Executives	120	\$83.88	\$24.58	\$113.54	\$72.22
11-1021	General and Operations Managers	2,340	\$40.89	\$18.80	\$51.94	\$35.81
11-1031	Legislators	130				
11-2021	Marketing Managers	110	\$48.43	\$28.25	\$58.51	\$49.96
11-2022	Sales Managers	190	\$43.76	\$26.84	\$52.22	\$39.94
11-2030	Public Relations and Fundraising Managers	30	\$45.11	\$27.50	\$53.92	\$45.10
11-3010	Administrative Services and Facilities Managers	110	\$38.96	\$28.38	\$44.25	\$36.64
11-3021	Computer and Information Systems Managers	100	\$54.20	\$37.79	\$62.40	\$54.02
11-3031	Financial Managers	530	\$48.54	\$30.92	\$57.35	\$44.17
11-3051	Industrial Production Managers	380	\$44.11	\$30.65	\$50.84	\$41.28
11-3061	Purchasing Managers	40	\$45.67	\$29.78	\$53.62	\$44.59
11-3071	Transportation, Storage, and Distribution Managers	140	\$39.95	\$28.06	\$45.90	\$37.12
11-3121	Human Resources Managers	90	\$46.86	\$35.99	\$52.29	\$46.00
11-3131	Training and Development Managers	10	\$39.97	\$29.44	\$45.23	\$36.13
11-9013	Farmers, Ranchers, and Other Agricultural Managers		\$46.08	\$36.13	\$51.06	\$38.79
11-9021	Construction Managers	310	\$39.39	\$25.92	\$46.12	\$35.29
11-9031	Education and Childcare Administrators, Preschool and Daycare	80	\$25.71	\$15.75	\$30.69	\$22.85
11-9032	Education Administrators, Kindergarten through Secondary	290				
11-9033	Education Administrators, Postsecondary	150	\$40.22	\$25.17	\$47.75	\$36.79
11-9039	Education Administrators, All Other	40	\$34.24	\$17.66	\$42.53	\$23.93
11-9041	Architectural and Engineering Managers	70	\$52.22	\$33.45	\$61.61	\$53.67
11-9051	Food Service Managers	110	\$22.22	\$12.53	\$27.06	\$22.14
11-9081	Lodging Managers		\$29.09	\$21.94	\$32.67	\$24.12
11-9111	Medical and Health Services Managers	650	\$40.46	\$28.53	\$46.42	\$37.24
11-9121	Natural Sciences Managers	50	\$55.42	\$31.11	\$67.58	\$45.58
11-9131	Postmasters and Mail Superintendents	50	\$34.63	\$31.31	\$36.30	\$34.05
11-9141	Property, Real Estate, and Community Association Managers		\$24.33	\$17.81	\$27.60	\$21.80
11-9151	Social and Community Service Managers	230	\$28.50	\$19.33	\$33.08	\$26.94
11-9161	Emergency Management Directors	20	\$23.91	\$16.81	\$27.45	\$25.94
11-9198	Personal Service Managers, All Other; Entertainment and Recreation Managers, Except Gambling; and Managers, All Other	140	\$38.84	\$28.14	\$44.19	\$36.48
13-0000	Business and Financial Operations Occupations	3,930	\$29.79	\$18.31	\$35.53	\$27.55
13-1020	Buyers and Purchasing Agents	360	\$27.45	\$16.69	\$32.83	\$26.03
13-1031	Claims Adjusters, Examiners, and Investigators	80	\$27.88	\$16.39	\$33.62	\$27.66
13-1041	Compliance Officers	150	\$31.28	\$21.87	\$35.98	\$29.40
13-1051	Cost Estimators	160	\$28.15	\$17.92	\$33.26	\$27.90
13-1071	Human Resources Specialists	380	\$26.09	\$18.46	\$29.91	\$25.77
13-1081	Logisticians	50	\$36.17	\$21.01	\$43.75	\$37.65
13-1111	Management Analysts	100	\$32.38	\$22.77	\$37.18	\$31.14
13-1121	Meeting, Convention, and Event Planners	50	\$31.86	\$15.25	\$40.17	\$19.78
13-1131	Fundraisers	30	\$26.44	\$16.53	\$31.40	\$26.60
13-1141	Compensation, Benefits, and Job Analysis Specialists	20	\$27.04	\$17.62	\$31.75	\$27.45
13-1151	Training and Development Specialists	240	\$24.73	\$17.87	\$28.16	\$23.66
13-1161	Market Research Analysts and Marketing Specialists	390	\$25.83	\$16.45	\$30.52	\$21.92
13-1198	Project Management Specialists and Business Operations Specialists, All Other	410	\$32.65	\$15.95	\$41.00	\$27.74
13-2011	Accountants and Auditors	660	\$28.67	\$19.78	\$33.12	\$27.38
13-2020	Property Appraisers and Assessors		\$31.47	\$26.63	\$33.90	\$31.19
13-2041	Credit Analysts	30	\$34.11	\$27.53	\$37.39	\$35.22
13-2052	Personal Financial Advisors	110	\$33.44	\$17.99	\$41.17	\$32.25
13-2053	Insurance Underwriters		\$29.88	\$23.62	\$33.01	\$29.50
13-2071	Credit Counselors	30	\$16.73	\$13.61	\$18.28	\$16.34
13-2072	Loan Officers	380	\$39.67	\$24.78	\$47.11	\$35.73
13-2082	Tax Preparers		\$22.89	\$15.36	\$26.65	\$18.13
13-2098	Financial and Investment Analysts, Financial Risk Specialists, and Financial Specialists, All Other	70	\$33.44	\$19.92	\$40.20	\$31.47
15-0000	Computer and Mathematical Occupations	930	\$31.40	\$20.43	\$36.89	\$29.67
15-1211	Computer Systems Analysts	100	\$36.83	\$26.64	\$41.92	\$35.61
15-1231	Computer Network Support Specialists	80	\$25.17	\$16.44	\$29.53	\$24.60
15-1232	Computer User Support Specialists	190	\$25.52	\$19.25	\$28.66	\$24.77
15-1241	Computer Network Architects		\$47.29	\$30.31	\$55.78	\$41.64
15-1244	Network and Computer Systems Administrators	190	\$31.89	\$23.36	\$36.15	\$32.23

15-1245	Database Administrators and Architects	30	\$50.96	\$36.62	\$58.14	\$54.41
15-1251	Computer Programmers	80	\$27.26	\$16.58	\$32.60	\$25.54
15-1256	Software Developers and Software Quality Assurance Analysts and Testers	110	\$38.51	\$28.51	\$43.51	\$37.67
15-1257	Web Developers and Digital Interface Designers	40	\$27.11	\$17.40	\$31.96	\$27.30
15-1299	Computer Occupations, All Other	60	\$30.29	\$26.06	\$32.40	\$28.96
15-2041	Statisticians	40				
17-0000	Architecture and Engineering Occupations	1,370	\$31.36	\$20.30	\$36.89	\$29.87
17-1012	Landscape Architects		\$42.46	\$35.68	\$45.85	\$44.72
17-1022	Surveyors	30	\$31.45	\$24.28	\$35.03	\$30.60
17-2051	Civil Engineers	110	\$38.44	\$25.52	\$44.90	\$37.91
17-2071	Electrical Engineers	80	\$41.15	\$31.03	\$46.21	\$42.45
17-2072	Electronics Engineers, Except Computer		\$29.73	\$28.29	\$30.45	\$29.00
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors		\$33.65	\$26.34	\$37.30	\$32.88
17-2112	Industrial Engineers	190	\$38.61	\$30.47	\$42.68	\$37.75
17-2141	Mechanical Engineers	220	\$33.48	\$22.84	\$38.79	\$33.53
17-2199	Engineers, All Other	30	\$33.81	\$23.15	\$39.14	\$34.55
17-3011	Architectural and Civil Drafters	70	\$22.96	\$17.18	\$25.86	\$19.62
17-3012	Electrical and Electronics Drafters	20	\$30.43	\$22.22	\$34.53	\$29.82
17-3013	Mechanical Drafters		\$23.01	\$18.36	\$25.34	\$22.45
17-3022	Civil Engineering Technologists and Technicians	70	\$25.82	\$17.62	\$29.91	\$25.75
17-3023	Electrical and Electronic Engineering Technologists and Technicians	40	\$31.94	\$23.76	\$36.03	\$30.24
17-3026	Industrial Engineering Technologists and Technicians	70	\$26.73	\$19.21	\$30.49	\$23.37
17-3031	Surveying and Mapping Technicians	20	\$19.47	\$13.10	\$22.65	\$20.96
17-3098	Calibration Technologists and Technicians and Engineering Technologists and Technicians, Except Drafters, All Other	120	\$23.56	\$18.15	\$26.26	\$23.37
19-0000	Life, Physical, and Social Science Occupations	940	\$29.13	\$19.25	\$34.06	\$27.25
19-1011	Animal Scientists	30	\$30.42	\$25.34	\$32.96	\$30.05
19-1013	Soil and Plant Scientists	190	\$32.84	\$20.24	\$39.14	\$32.22
19-1031	Conservation Scientists	90	\$27.26	\$19.65	\$31.06	\$25.43
19-2031	Chemists		\$37.13	\$27.08	\$42.16	\$33.31
19-2041	Environmental Scientists and Specialists, Including Health	30	\$33.02	\$25.43	\$36.81	\$34.33
19-3031	Clinical, Counseling, and School Psychologists	40	\$29.91	\$21.82	\$33.96	\$26.07
19-3051	Urban and Regional Planners	20	\$31.81	\$22.90	\$36.27	\$32.81
19-4010	Agricultural and Food Science Technicians		\$25.76	\$17.71	\$29.78	\$24.53
19-4031	Chemical Technicians	60	\$22.97	\$19.42	\$24.74	\$22.50
19-4042	Environmental Science and Protection Technicians, Including Health		\$21.75	\$16.67	\$24.29	\$19.30
19-4071	Forest and Conservation Technicians	60	\$21.78	\$15.44	\$24.96	\$22.45
19-4099	Life, Physical, and Social Science Technicians, All Other	10	\$23.06	\$18.30	\$25.45	\$22.32
19-5011	Occupational Health and Safety Specialists	90	\$31.19	\$20.77	\$36.39	\$29.47
19-5012	Occupational Health and Safety Technicians	10	\$26.58	\$21.97	\$28.89	\$25.61
21-0000	Community and Social Service Occupations	1,420	\$21.79	\$13.70	\$25.83	\$19.71
21-1012	Educational, Guidance, and Career Counselors and Advisors	210	\$25.36	\$16.38	\$29.85	\$25.68
21-1015	Rehabilitation Counselors	90	\$19.98	\$13.17	\$23.38	\$16.64
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	280	\$24.41	\$15.73	\$28.76	\$22.63
21-1021	Child, Family, and School Social Workers	130	\$22.81	\$14.95	\$26.73	\$18.28
21-1022	Healthcare Social Workers	110	\$22.88	\$15.17	\$26.74	\$22.49
21-1023	Mental Health and Substance Abuse Social Workers	100	\$20.02	\$17.35	\$21.36	\$18.28
21-1091	Health Education Specialists	20	\$27.13	\$19.76	\$30.82	\$27.45
21-1093	Social and Human Service Assistants	320	\$17.27	\$10.56	\$20.62	\$16.77
21-1094	Community Health Workers	30	\$18.66	\$11.17	\$22.40	\$18.79
21-1099	Community and Social Service Specialists, All Other	50	\$14.17	\$10.72	\$15.90	\$12.61
21-2011	Clergy	20	\$28.75	\$22.01	\$32.12	\$28.50
21-2021	Directors, Religious Activities and Education		\$24.89	\$16.46	\$29.10	\$18.35
23-2011	Paralegals and Legal Assistants		\$19.67	\$13.81	\$22.60	\$16.42
23-2099	Legal Support Workers, All Other	60	\$24.53	\$18.83	\$27.38	\$25.36
25-0000	Educational Instruction and Library Occupations	9,500	\$22.25	\$12.05	\$27.35	\$18.91
25-1194	Career/Technical Education Teachers, Postsecondary	90	\$30.68	\$14.69	\$38.68	\$26.04
25-2011	Preschool Teachers, Except Special Education	240	\$15.41	\$9.09	\$18.57	\$15.39
25-3011	Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors	30	\$22.00	\$20.53	\$22.73	\$22.05
25-3021	Self-Enrichment Teachers		\$16.61	\$13.03	\$18.40	\$17.39
25-3031	Substitute Teachers, Short-Term	1,230	\$15.93	\$12.54	\$17.62	\$15.20
25-3097	Tutors and Teachers and Instructors, All Other	110				

25-4012	Curators	20	\$16.72	\$9.23	\$20.46	\$16.67
25-4022	Librarians and Media Collections Specialists	190	\$19.14	\$11.45	\$22.99	\$17.84
25-4031	Library Technicians	120	\$16.21	\$12.81	\$17.91	\$16.13
25-9031	Instructional Coordinators	270	\$30.94	\$22.04	\$35.39	\$31.36
25-9045	Teaching Assistants, Except Postsecondary	2,340				
25-9099	Educational Instruction and Library Workers, All Other	30	\$22.50	\$15.94	\$25.78	\$23.19
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	1,380	\$17.70	\$9.00	\$22.05	\$14.98
27-1021	Commercial and Industrial Designers	110	\$29.39	\$19.47	\$34.34	\$29.08
27-1023	Floral Designers	70	\$12.74	\$10.00	\$14.11	\$13.23
27-1024	Graphic Designers	210	\$18.47	\$13.82	\$20.79	\$17.60
27-1026	Merchandise Displayers and Window Trimmers	60	\$18.41	\$14.79	\$20.21	\$17.54
27-2012	Producers and Directors	30	\$20.37	\$14.01	\$23.54	\$18.60
27-2022	Coaches and Scouts	470				
27-3011	Broadcast Announcers and Radio Disc Jockeys	70	\$12.71	\$8.38	\$14.88	\$12.86
27-3023	News Analysts, Reporters, and Journalists	30	\$15.80	\$11.51	\$17.94	\$14.91
27-3031	Public Relations Specialists	100	\$24.97	\$16.59	\$29.16	\$23.09
27-3041	Editors	80	\$16.31	\$11.05	\$18.94	\$11.61
27-3042	Technical Writers	20	\$29.24	\$21.33	\$33.19	\$28.63
27-3043	Writers and Authors		\$23.33	\$16.39	\$26.80	\$22.66
27-3091	Interpreters and Translators	30	\$18.67	\$16.59	\$19.70	\$18.03
27-4012	Broadcast Technicians	10	\$20.99	\$10.64	\$26.17	\$17.77
27-4021	Photographers		\$14.70	\$10.79	\$16.65	\$13.16
29-0000	Healthcare Practitioners and Technical Occupations	7,280	\$32.37	\$18.05	\$39.54	\$26.96
29-1011	Chiropractors		\$36.14	\$27.13	\$40.65	\$36.79
29-1021	Dentists, General		\$93.41	\$66.41	\$106.91	\$79.87
29-1031	Dietitians and Nutritionists	60	\$28.36	\$21.86	\$31.61	\$26.55
29-1041	Optometrists	50	\$51.08	\$36.08	\$58.58	\$51.60
29-1051	Pharmacists	250	\$60.82	\$50.56	\$65.95	\$63.29
29-1071	Physician Assistants	60	\$53.55	\$37.57	\$61.54	\$50.22
29-1122	Occupational Therapists	80	\$35.06	\$28.03	\$38.58	\$34.72
29-1123	Physical Therapists	210	\$43.84	\$34.39	\$48.57	\$41.50
29-1125	Recreational Therapists		\$27.86	\$20.99	\$31.29	\$24.02
29-1126	Respiratory Therapists	50	\$26.12	\$17.61	\$30.37	\$27.44
29-1127	Speech-Language Pathologists	90	\$32.31	\$25.56	\$35.68	\$31.30
29-1131	Veterinarians	100	\$35.14	\$27.66	\$38.88	\$36.09
29-1141	Registered Nurses	2,840	\$28.87	\$23.31	\$31.65	\$28.57
29-1151	Nurse Anesthetists		\$100.28	\$77.42	\$111.71	\$94.10
29-1171	Nurse Practitioners	120	\$48.72	\$35.19	\$55.48	\$50.23
29-1228	Physicians, All Other; and Ophthalmologists, Except Pediatric	110	\$103.26	\$38.38	\$135.69	
29-1248	Surgeons, Except Ophthalmologists	10	\$138.19			
29-1292	Dental Hygienists	140	\$33.06	\$24.50	\$37.34	\$34.54
29-2010	Clinical Laboratory Technologists and Technicians	240	\$24.91	\$19.91	\$27.40	\$24.22
29-2031	Cardiovascular Technologists and Technicians		\$20.54	\$13.91	\$23.86	\$20.01
29-2032	Diagnostic Medical Sonographers	70	\$31.73	\$25.18	\$35.00	\$31.41
29-2034	Radiologic Technologists and Technicians	180	\$25.89	\$21.28	\$28.19	\$25.64
29-2040	Emergency Medical Technicians and Paramedics	310	\$17.48	\$12.69	\$19.88	\$16.88
29-2051	Dietetic Technicians		\$11.26	\$10.79	\$11.50	\$10.99
29-2052	Pharmacy Technicians	410	\$16.33	\$13.01	\$17.99	\$16.36
29-2053	Psychiatric Technicians	120	\$24.86	\$20.34	\$27.11	\$25.76
29-2055	Surgical Technologists	60	\$21.82	\$17.11	\$24.18	\$20.87
29-2056	Veterinary Technologists and Technicians	80	\$15.79	\$13.55	\$16.91	\$15.83
29-2061	Licensed Practical and Licensed Vocational Nurses	660	\$20.54	\$17.31	\$22.15	\$20.84
29-2081	Opticians, Dispensing	90	\$15.55	\$13.21	\$16.71	\$15.30
29-2092	Hearing Aid Specialists		\$23.13	\$15.18	\$27.10	\$25.90
29-2098	Medical Dosimetrists, Medical Records Specialists, and Health Technologists and Technicians, All Other	220	\$20.04	\$15.31	\$22.41	\$18.91
29-9091	Athletic Trainers	30				
29-9098	Health Information Technologists, Medical Registrars, Surgical Assistants, and Healthcare Practitioners and Technical Workers, All Other	30	\$24.43	\$16.87	\$28.22	\$23.33
31-0000	Healthcare Support Occupations	4,910	\$15.37	\$12.02	\$17.04	\$14.73
31-1120	Home Health and Personal Care Aides	1,460	\$13.20	\$10.81	\$14.39	\$12.60
31-1131	Nursing Assistants	2,350	\$15.12	\$13.13	\$16.11	\$14.75
31-2011	Occupational Therapy Assistants		\$26.22	\$22.84	\$27.91	\$26.42
31-2021	Physical Therapist Assistants	110	\$24.72	\$21.29	\$26.44	\$23.62
31-2022	Physical Therapist Aides	50	\$15.47	\$13.43	\$16.49	\$15.28
31-9091	Dental Assistants	350	\$21.28	\$18.14	\$22.84	\$21.50
31-9092	Medical Assistants	240	\$18.21	\$14.72	\$19.95	\$17.85

31-9093	Medical Equipment Preparers	20	\$16.66	\$13.98	\$18.01	\$16.59
31-9095	Pharmacy Aides		\$13.90	\$9.73	\$15.99	\$14.18
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	140	\$13.99	\$10.32	\$15.82	\$13.69
31-9097	Phlebotomists	20	\$15.00	\$13.01	\$16.00	\$14.88
31-9099	Healthcare Support Workers, All Other	10	\$19.35	\$16.33	\$20.86	\$20.58
33-0000	Protective Service Occupations	1,460	\$22.79	\$12.25	\$28.06	\$23.31
33-1011	First-Line Supervisors of Correctional Officers	30	\$29.48	\$22.69	\$32.88	\$28.60
33-1012	First-Line Supervisors of Police and Detectives	90	\$33.41	\$27.64	\$36.30	\$32.85
33-1021	First-Line Supervisors of Firefighting and Prevention Workers	30	\$30.64	\$22.75	\$34.58	\$28.50
33-1090	Miscellaneous First-Line Supervisors, Protective Service Workers	10	\$22.17	\$16.87	\$24.83	\$21.38
33-2011	Firefighters	50	\$17.06	\$11.37	\$19.90	\$17.46
33-3012	Correctional Officers and Jailers	340	\$23.45	\$18.21	\$26.07	\$23.40
33-3021	Detectives and Criminal Investigators		\$30.71	\$24.62	\$33.75	\$29.84
33-3051	Police and Sheriff's Patrol Officers	460	\$28.42	\$21.24	\$32.01	\$28.42
33-9032	Security Guards	120	\$15.32	\$10.98	\$17.50	\$14.82
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	240	\$9.93	\$8.63	\$10.57	\$9.54
35-0000	Food Preparation and Serving Related Occupations	8,650	\$11.96	\$8.61	\$13.64	\$11.04
35-1011	Chefs and Head Cooks	40	\$19.06	\$14.35	\$21.42	\$17.80
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	700	\$17.44	\$11.39	\$20.46	\$17.09
35-2011	Cooks, Fast Food		\$9.85	\$8.40	\$10.57	\$9.47
35-2012	Cooks, Institution and Cafeteria	1,120	\$12.76	\$10.23	\$14.02	\$12.64
35-2014	Cooks, Restaurant	920	\$11.30	\$8.76	\$12.56	\$10.77
35-2015	Cooks, Short Order		\$11.20	\$8.61	\$12.49	\$11.08
35-2021	Food Preparation Workers	320	\$11.31	\$8.99	\$12.46	\$11.08
35-3011	Bartenders	500	\$11.05	\$8.51	\$12.32	\$10.04
35-3023	Fast Food and Counter Workers	2,300	\$11.27	\$8.81	\$12.50	\$10.95
35-3031	Waiters and Waitresses	1,150	\$12.13	\$8.50	\$13.94	\$9.29
35-3041	Food Servers, Nonrestaurant	460	\$11.81	\$9.57	\$12.93	\$11.64
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	180	\$10.76	\$8.55	\$11.86	\$10.57
35-9021	Dishwashers		\$8.67	\$8.42	\$8.80	\$8.58
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	80	\$9.85	\$8.55	\$10.49	\$9.43
37-0000	Building and Grounds Cleaning and Maintenance Occupations	4,380	\$14.99	\$10.45	\$17.25	\$14.74
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	130	\$17.34	\$12.27	\$19.87	\$16.95
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	70	\$25.34	\$16.59	\$29.71	\$22.42
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2,110	\$15.33	\$11.07	\$17.46	\$15.19
37-2012	Maids and Housekeeping Cleaners	890	\$11.44	\$9.18	\$12.57	\$11.16
37-2021	Pest Control Workers	20	\$22.02	\$16.97	\$24.55	\$20.69
37-3011	Landscaping and Groundskeeping Workers	970	\$15.68	\$11.87	\$17.59	\$16.29
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation		\$18.13	\$17.59	\$18.41	\$18.17
39-0000	Personal Care and Service Occupations	2,410	\$12.95	\$8.73	\$15.05	\$11.65
39-1098	First-Line Supervisors of Personal Service and Entertainment and Recreation Workers, Except Gambling Services	220	\$16.10	\$11.10	\$18.60	\$14.12
39-2021	Animal Caretakers	170	\$12.46	\$10.31	\$13.54	\$11.93
39-3091	Amusement and Recreation Attendants	230	\$10.69	\$8.63	\$11.73	\$9.63
39-4021	Funeral Attendants	80	\$14.07	\$13.07	\$14.57	\$14.30
39-4031	Morticians, Undertakers, and Funeral Arrangers		\$26.09	\$22.43	\$27.91	\$26.51
39-5012	Hairdressers, Hairstylists, and Cosmetologists	230	\$14.62	\$9.57	\$17.15	\$13.41
39-9011	Childcare Workers	600	\$10.21	\$8.55	\$11.04	\$9.62
39-9031	Exercise Trainers and Group Fitness Instructors	180	\$15.84	\$9.32	\$19.11	\$16.48
39-9032	Recreation Workers	310	\$13.96	\$9.64	\$16.12	\$13.27
39-9041	Residential Advisors	120	\$15.15	\$12.48	\$16.48	\$14.31
41-0000	Sales and Related Occupations	12,290	\$17.99	\$9.68	\$22.14	\$13.52
41-1011	First-Line Supervisors of Retail Sales Workers	870	\$19.16	\$12.86	\$22.31	\$16.98
41-1012	First-Line Supervisors of Non-Retail Sales Workers	230	\$44.08	\$23.37	\$54.44	\$37.95
41-2011	Cashiers	4,100	\$11.15	\$8.70	\$12.37	\$10.86
41-2021	Counter and Rental Clerks	170	\$13.13	\$8.76	\$15.31	\$10.83
41-2022	Parts Salespersons	540	\$18.49	\$10.95	\$22.25	\$17.71
41-2031	Retail Salespersons	3,200	\$14.37	\$9.48	\$16.82	\$11.99
41-3011	Advertising Sales Agents	190	\$17.87	\$10.76	\$21.43	\$15.68
41-3021	Insurance Sales Agents	580	\$27.47	\$11.13	\$35.64	\$21.20
41-3031	Securities, Commodities, and Financial Services Sales Agents	170				
41-3041	Travel Agents	20	\$16.13	\$8.76	\$19.82	\$17.34
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	290	\$25.34	\$15.88	\$30.08	\$22.82

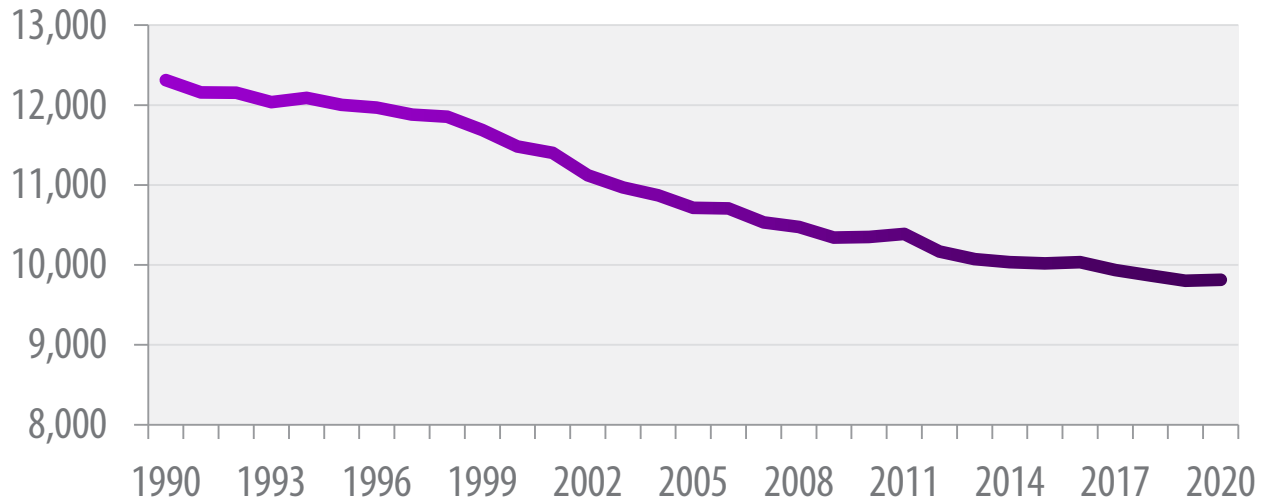


41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	160	\$39.24	\$20.79	\$48.46	\$33.06
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	1,600	\$29.48	\$17.08	\$35.68	\$27.12
41-9011	Demonstrators and Product Promoters	20				
41-9022	Real Estate Sales Agents		\$26.44	\$15.49	\$31.91	\$18.30
41-9099	Sales and Related Workers, All Other	40	\$17.98	\$13.91	\$20.02	\$15.43
43-0000	Office and Administrative Support Occupations	15,360	\$18.01	\$11.99	\$21.02	\$17.38
43-1011	First-Line Supervisors of Office and Administrative Support Workers	760	\$26.42	\$19.02	\$30.12	\$24.82
43-2011	Switchboard Operators, Including Answering Service	20	\$14.06	\$10.79	\$15.70	\$13.96
43-3011	Bill and Account Collectors	30	\$18.20	\$14.37	\$20.11	\$16.92
43-3021	Billing and Posting Clerks	270	\$18.17	\$15.82	\$19.34	\$17.85
43-3031	Bookkeeping, Accounting, and Auditing Clerks	2,010	\$17.74	\$11.22	\$21.00	\$17.48
43-3051	Payroll and Timekeeping Clerks	100	\$21.34	\$17.65	\$23.18	\$21.09
43-3061	Procurement Clerks	40	\$16.73	\$13.70	\$18.25	\$16.52
43-3071	Tellers	770	\$15.06	\$12.67	\$16.25	\$14.67
43-4011	Brokerage Clerks		\$23.30	\$14.95	\$27.48	\$26.61
43-4031	Court, Municipal, and License Clerks	420	\$18.75	\$11.16	\$22.55	\$18.86
43-4051	Customer Service Representatives	1,600	\$16.82	\$11.63	\$19.41	\$15.92
43-4061	Eligibility Interviewers, Government Programs	50	\$25.67	\$18.50	\$29.25	\$28.02
43-4071	File Clerks	50	\$13.45	\$8.53	\$15.91	\$9.49
43-4081	Hotel, Motel, and Resort Desk Clerks		\$12.42	\$10.67	\$13.29	\$11.85
43-4111	Interviewers, Except Eligibility and Loan	100	\$15.44	\$13.56	\$16.38	\$14.71
43-4121	Library Assistants, Clerical	280	\$11.20	\$8.69	\$12.46	\$10.56
43-4131	Loan Interviewers and Clerks	260	\$19.15	\$16.63	\$20.41	\$18.53
43-4141	New Accounts Clerks	90	\$17.97	\$16.84	\$18.54	\$17.86
43-4151	Order Clerks	120	\$18.29	\$13.01	\$20.94	\$17.94
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	80	\$17.81	\$12.62	\$20.41	\$17.49
43-4171	Receptionists and Information Clerks	520	\$15.01	\$12.24	\$16.40	\$14.80
43-4199	Information and Record Clerks, All Other	20	\$18.94	\$15.75	\$20.54	\$18.51
43-5011	Cargo and Freight Agents	30	\$25.48	\$13.59	\$31.43	\$24.76
43-5021	Couriers and Messengers	50	\$13.04	\$11.17	\$13.97	\$12.33
43-5031	Public Safety Telecommunicators	110	\$20.35	\$17.23	\$21.91	\$20.57
43-5032	Dispatchers, Except Police, Fire, and Ambulance	100	\$21.71	\$16.62	\$24.26	\$20.57
43-5041	Meter Readers, Utilities	30	\$24.98	\$22.32	\$26.32	\$24.33
43-5051	Postal Service Clerks	230	\$22.82	\$17.54	\$25.46	\$22.63
43-5052	Postal Service Mail Carriers	430	\$25.22	\$18.51	\$28.57	\$23.52
43-5061	Production, Planning, and Expediting Clerks	350	\$22.04	\$16.96	\$24.57	\$21.71
43-5071	Shipping, Receiving, and Inventory Clerks	660	\$17.86	\$13.99	\$19.79	\$17.66
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	120	\$18.04	\$16.31	\$18.91	\$17.84
43-6011	Executive Secretaries and Executive Administrative Assistants	270	\$23.34	\$18.15	\$25.93	\$23.14
43-6012	Legal Secretaries and Administrative Assistants	180	\$19.98	\$14.91	\$22.52	\$20.42
43-6013	Medical Secretaries and Administrative Assistants	410	\$16.71	\$13.70	\$18.21	\$15.95
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1,200	\$17.41	\$12.89	\$19.67	\$16.98
43-9021	Data Entry Keyers	80	\$16.00	\$12.80	\$17.60	\$16.06
43-9031	Desktop Publishers		\$17.98	\$17.56	\$18.19	\$17.97
43-9041	Insurance Claims and Policy Processing Clerks		\$18.88	\$16.22	\$20.20	\$18.58
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	10	\$14.65	\$13.80	\$15.08	\$14.10
43-9061	Office Clerks, General	2,890	\$16.51	\$10.72	\$19.40	\$15.93
43-9071	Office Machine Operators, Except Computer		\$12.89	\$8.74	\$14.96	\$9.75
43-9199	Office and Administrative Support Workers, All Other	40	\$16.44	\$9.19	\$20.06	\$17.16
45-0000	Farming, Fishing, and Forestry Occupations	1,670	\$20.53	\$13.67	\$23.96	\$18.25
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	120	\$30.26	\$21.78	\$34.51	\$29.66
45-2011	Agricultural Inspectors	100	\$27.84	\$20.34	\$31.59	\$28.40
45-2091	Agricultural Equipment Operators	470	\$21.60	\$16.13	\$24.33	\$18.64
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	450	\$19.32	\$12.51	\$22.73	\$15.56
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	490	\$17.00	\$12.54	\$19.23	\$17.47
47-0000	Construction and Extraction Occupations	6,340	\$22.13	\$15.35	\$25.52	\$21.69
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	510	\$30.47	\$22.56	\$34.43	\$30.57
47-2021	Brickmasons and Blockmasons		\$27.43	\$22.92	\$29.68	\$27.77
47-2031	Carpenters	430	\$20.72	\$13.29	\$24.44	\$20.96
47-2051	Cement Masons and Concrete Finishers	280	\$18.16	\$13.02	\$20.72	\$17.48
47-2061	Construction Laborers	1,240	\$18.97	\$14.95	\$20.98	\$19.09
47-2071	Paving, Surfacing, and Tamping Equipment Operators		\$17.90	\$10.52	\$21.59	\$19.67

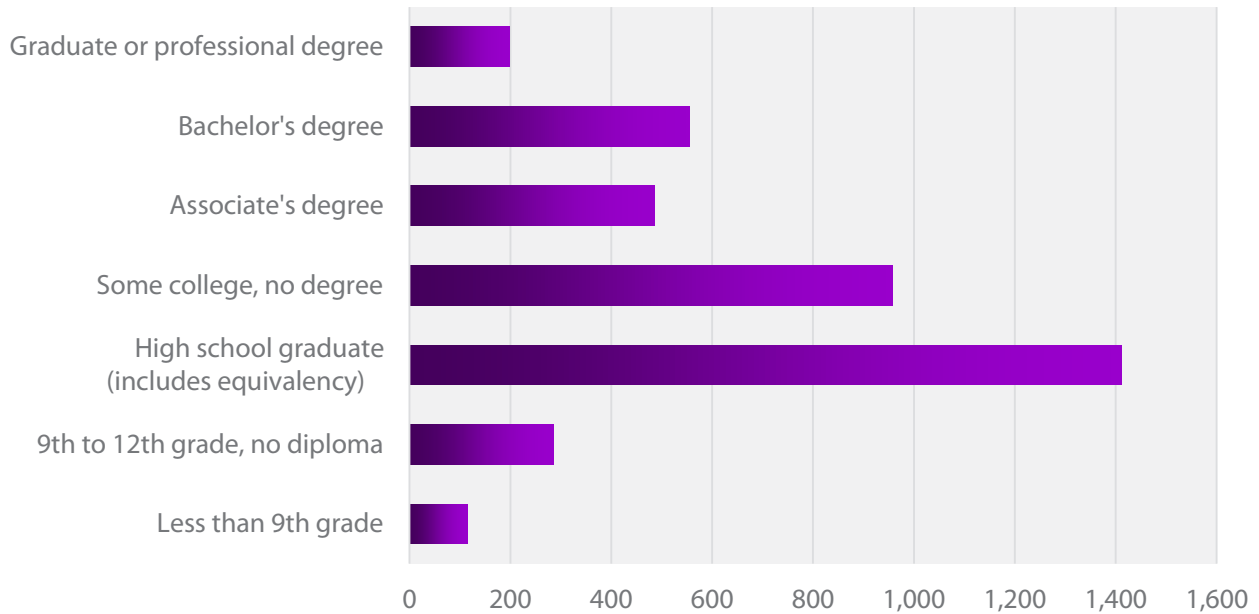
47-2073	Operating Engineers and Other Construction Equipment Operators	680	\$22.31	\$17.14	\$24.90	\$22.07
47-2081	Drywall and Ceiling Tile Installers	40	\$22.20	\$16.37	\$25.11	\$19.81
47-2111	Electricians	1,140	\$24.72	\$18.10	\$28.03	\$25.22
47-2131	Insulation Workers, Floor, Ceiling, and Wall	20	\$23.83	\$20.03	\$25.73	\$24.10
47-2132	Insulation Workers, Mechanical	40	\$22.58	\$19.52	\$24.11	\$22.80
47-2141	Painters, Construction and Maintenance	80	\$22.36	\$17.39	\$24.84	\$21.70
47-2152	Plumbers, Pipefitters, and Steamfitters	350	\$25.75	\$17.49	\$29.89	\$25.89
47-2181	Roofers		\$22.41	\$17.37	\$24.93	\$18.72
47-2211	Sheet Metal Workers	170	\$18.40	\$15.57	\$19.81	\$18.35
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters		\$19.04	\$14.66	\$21.23	\$18.16
47-3013	Helpers--Electricians	200	\$17.13	\$13.28	\$19.05	\$16.87
47-3015	Helpers--Pipefitters, Plumbers, Pipefitters, and Steamfitters		\$18.26	\$17.36	\$18.71	\$18.09
47-3019	Helpers, Construction Trades, All Other	20	\$15.98	\$13.81	\$17.07	\$16.23
47-4011	Construction and Building Inspectors	20	\$27.76	\$18.59	\$32.34	\$28.06
47-4051	Highway Maintenance Workers	530	\$22.77	\$21.29	\$23.51	\$22.73
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners		\$15.92	\$11.14	\$18.31	\$13.72
49-0000	Installation, Maintenance, and Repair Occupations	7,280	\$24.02	\$15.97	\$28.04	\$22.79
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	850	\$30.68	\$17.84	\$37.10	\$31.06
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	190	\$24.46	\$17.54	\$27.91	\$23.84
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	10	\$28.71	\$25.78	\$30.18	\$28.70
49-2097	Audiovisual Equipment Installers and Repairers		\$20.69	\$13.64	\$24.21	\$19.31
49-2098	Security and Fire Alarm Systems Installers		\$20.77	\$16.18	\$23.06	\$20.95
49-3011	Aircraft Mechanics and Service Technicians		\$32.92	\$20.61	\$39.08	\$34.56
49-3021	Automotive Body and Related Repairers	230	\$22.31	\$16.86	\$25.04	\$21.99
49-3023	Automotive Service Technicians and Mechanics	560	\$21.38	\$14.86	\$24.63	\$21.66
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	390	\$23.54	\$19.46	\$25.58	\$23.05
49-3041	Farm Equipment Mechanics and Service Technicians	450	\$23.30	\$17.69	\$26.11	\$23.05
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	140	\$25.06	\$21.44	\$26.87	\$24.34
49-3051	Motorboat Mechanics and Service Technicians		\$18.82	\$13.81	\$21.32	\$20.23
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics		\$16.13	\$13.03	\$17.69	\$17.16
49-3092	Recreational Vehicle Service Technicians		\$26.38	\$18.70	\$30.21	\$26.53
49-3093	Tire Repairers and Changers		\$17.71	\$13.24	\$19.94	\$18.11
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	20	\$29.42	\$22.55	\$32.85	\$29.29
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	480	\$24.44	\$18.58	\$27.38	\$24.58
49-9041	Industrial Machinery Mechanics	670	\$24.20	\$17.69	\$27.45	\$23.56
49-9043	Maintenance Workers, Machinery	60	\$22.04	\$17.38	\$24.37	\$21.96
49-9044	Millwrights		\$23.71	\$16.54	\$27.29	\$25.54
49-9051	Electrical Power-Line Installers and Repairers	450	\$34.24	\$23.65	\$39.54	\$35.01
49-9052	Telecommunications Line Installers and Repairers	110	\$25.10	\$16.03	\$29.63	\$24.41
49-9062	Medical Equipment Repairers		\$20.21	\$15.93	\$22.35	\$20.61
49-9071	Maintenance and Repair Workers, General	1,640	\$19.96	\$14.00	\$22.94	\$20.30
49-9081	Wind Turbine Service Technicians	100	\$30.55	\$21.83	\$34.92	\$28.34
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	10	\$20.20	\$15.18	\$22.70	\$21.53
49-9098	Helpers--Installation, Maintenance, and Repair Workers	60	\$14.53	\$11.32	\$16.13	\$14.16
49-9099	Installation, Maintenance, and Repair Workers, All Other	100	\$21.14	\$16.15	\$23.64	\$21.37
51-0000	Production Occupations	17,450	\$18.67	\$13.56	\$21.23	\$17.82
51-1011	First-Line Supervisors of Production and Operating Workers	1,370	\$29.06	\$19.93	\$33.63	\$27.87
51-2028	Electrical, Electronic, and Electromechanical Assemblers, Except Coil Winders, Tapers, and Finishers	140	\$20.66	\$16.17	\$22.91	\$21.32
51-2031	Engine and Other Machine Assemblers	60	\$19.30	\$15.79	\$21.06	\$18.62
51-2041	Structural Metal Fabricators and Fitters	180	\$18.86	\$15.74	\$20.42	\$18.41
51-2090	Miscellaneous Assemblers and Fabricators	2,270	\$17.19	\$14.03	\$18.78	\$17.15
51-3011	Bakers	250	\$12.72	\$10.70	\$13.73	\$12.32
51-3021	Butchers and Meat Cutters	280	\$13.89	\$10.50	\$15.58	\$12.95
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	950	\$15.30	\$11.64	\$17.13	\$16.14
51-3023	Slaughterers and Meat Packers	1,220	\$16.51	\$14.22	\$17.66	\$16.77
51-3092	Food Batchmakers	450	\$17.64	\$12.21	\$20.36	\$14.95
51-3093	Food Cooking Machine Operators and Tenders		\$18.48	\$14.80	\$20.33	\$17.77
51-3099	Food Processing Workers, All Other		\$17.50	\$11.82	\$20.34	\$19.11
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	230	\$18.23	\$14.08	\$20.31	\$17.96

51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	50	\$15.63	\$11.52	\$17.68	\$16.11
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	60	\$21.40	\$16.59	\$23.81	\$20.81
51-4041	Machinists	620	\$18.91	\$14.89	\$20.92	\$18.74
51-4071	Foundry Mold and Coremakers	10	\$18.09	\$13.97	\$20.16	\$17.95
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	680	\$14.47	\$11.60	\$15.91	\$13.75
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	290	\$18.05	\$13.89	\$20.13	\$17.75
51-4111	Tool and Die Makers	60	\$24.34	\$19.42	\$26.80	\$24.92
51-4121	Welders, Cutters, Solderers, and Brazers	1,400	\$20.32	\$16.58	\$22.20	\$19.87
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	140	\$21.00	\$17.34	\$22.84	\$21.15
51-4193	Plating Machine Setters, Operators, and Tenders, Metal and Plastic		\$17.23	\$14.59	\$18.55	\$17.44
51-4194	Tool Grinders, Filers, and Sharpeners	10	\$21.71	\$17.06	\$24.03	\$21.60
51-5111	Prepress Technicians and Workers	50	\$19.54	\$12.29	\$23.17	\$16.13
51-5112	Printing Press Operators	330	\$14.82	\$9.85	\$17.31	\$14.29
51-5113	Print Binding and Finishing Workers	20				
51-6011	Laundry and Dry-Cleaning Workers	200	\$11.29	\$10.03	\$11.92	\$11.14
51-6021	Pressers, Textile, Garment, and Related Materials		\$13.37	\$11.43	\$14.34	\$12.72
51-6031	Sewing Machine Operators	70	\$12.84	\$9.78	\$14.37	\$13.28
51-7011	Cabinetmakers and Bench Carpenters	110	\$17.67	\$9.01	\$22.00	\$20.53
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	10	\$16.42	\$13.79	\$17.73	\$16.60
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	750	\$17.16	\$15.36	\$18.06	\$17.27
51-8013	Power Plant Operators	10	\$34.23	\$23.58	\$39.55	\$29.79
51-8031	Water and Wastewater Treatment Plant and System Operators	290	\$22.94	\$17.16	\$25.82	\$22.93
51-8099	Plant and System Operators, All Other	40	\$21.10	\$15.18	\$24.06	\$19.04
51-9011	Chemical Equipment Operators and Tenders	300	\$21.20	\$15.72	\$23.93	\$21.46
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	120	\$22.16	\$18.63	\$23.92	\$22.08
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	170	\$19.26	\$17.24	\$20.28	\$18.63
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	410	\$18.60	\$14.77	\$20.51	\$18.27
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders		\$16.74	\$11.73	\$19.24	\$16.15
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	20	\$22.93	\$21.97	\$23.41	\$23.11
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	620	\$20.68	\$16.41	\$22.82	\$20.13
51-9111	Packaging and Filling Machine Operators and Tenders	900	\$16.57	\$13.89	\$17.91	\$16.17
51-9123	Painting, Coating, and Decorating Workers	40	\$19.92	\$17.42	\$21.16	\$19.73
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	340	\$18.75	\$15.91	\$20.16	\$18.71
51-9161	Computer Numerically Controlled Tool Operators	250	\$19.75	\$16.06	\$21.60	\$19.26
51-9162	Computer Numerically Controlled Tool Programmers	40	\$23.33	\$21.12	\$24.44	\$23.34
51-9193	Cooling and Freezing Equipment Operators and Tenders	70	\$19.27	\$15.55	\$21.13	\$18.29
51-9196	Paper Goods Machine Setters, Operators, and Tenders		\$18.54	\$14.01	\$20.80	\$18.26
51-9198	Helpers--Production Workers	360	\$18.93	\$15.60	\$20.60	\$18.99
51-9199	Production Workers, All Other	270	\$16.66	\$11.77	\$19.10	\$16.25
53-0000	Transportation and Material Moving Occupations	14,950	\$18.69	\$12.28	\$21.89	\$18.09
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	480	\$23.93	\$17.11	\$27.34	\$21.37
53-2012	Commercial Pilots					
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	20	\$13.31	\$11.45	\$14.24	\$13.78
53-3031	Driver/Sales Workers	660	\$15.53	\$9.82	\$18.39	\$13.93
53-3032	Heavy and Tractor-Trailer Truck Drivers	4,820	\$20.68	\$14.70	\$23.67	\$20.26
53-3033	Light Truck Drivers	1,030	\$15.66	\$10.15	\$18.41	\$15.78
53-3058	Passenger Vehicle Drivers, Except Bus Drivers, Transit and Intercity	710				
53-6031	Automotive and Watercraft Service Attendants		\$12.43	\$10.05	\$13.62	\$13.03
53-6041	Traffic Technicians	30	\$17.92	\$17.34	\$18.21	\$18.03
53-7011	Conveyor Operators and Tenders		\$17.02	\$14.76	\$18.14	\$17.42
53-7021	Crane and Tower Operators		\$28.55	\$26.84	\$29.40	\$28.90
53-7051	Industrial Truck and Tractor Operators	950	\$18.02	\$14.90	\$19.58	\$17.80
53-7061	Cleaners of Vehicles and Equipment	350	\$14.20	\$10.00	\$16.31	\$14.49
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3,330	\$17.54	\$13.33	\$19.65	\$17.66
53-7063	Machine Feeders and Offbearers	40	\$16.66	\$13.30	\$18.33	\$15.81
53-7064	Packers and Packagers, Hand	400	\$16.13	\$12.02	\$18.18	\$16.04
53-7065	Stockers and Order Fillers	1,560	\$15.94	\$9.76	\$19.02	\$15.60
53-7081	Refuse and Recyclable Material Collectors	80	\$19.29	\$16.27	\$20.81	\$19.35

## Sac County Population 1990-2020



## Educational Attainment of Sac County population age 25 and over



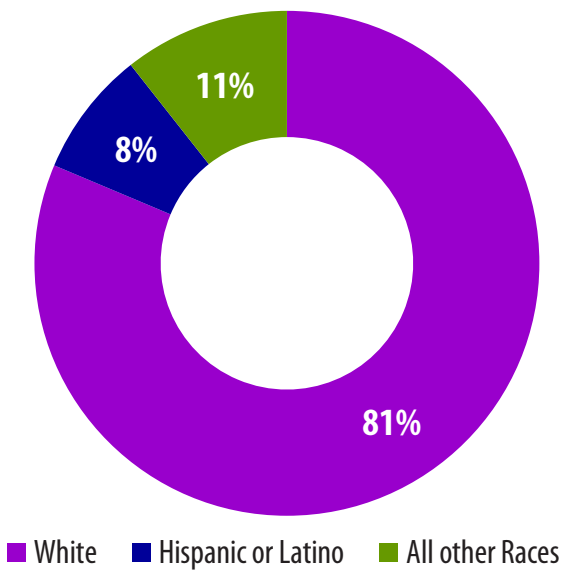
## Sac County Largest Employers

Business	Employees
Evapco	221
East Sac County Schools	117
Essentia	95
VT Industries	86
Park View	73
Twilight Acres	60
Oldcastle (Hancock)	30
Western Iowa Energy	31
Unity Point	22



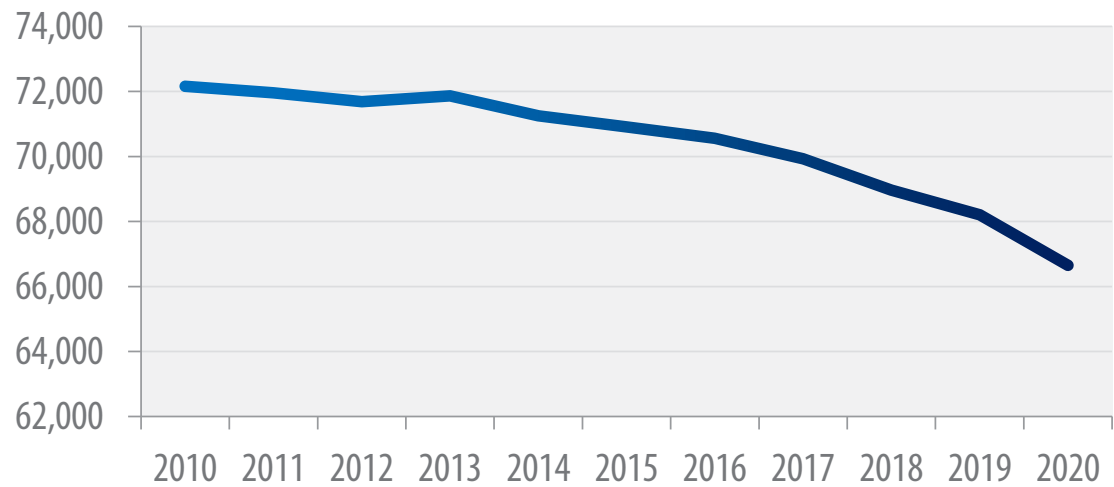
# Region XII

2020 Regional Race Breakdown

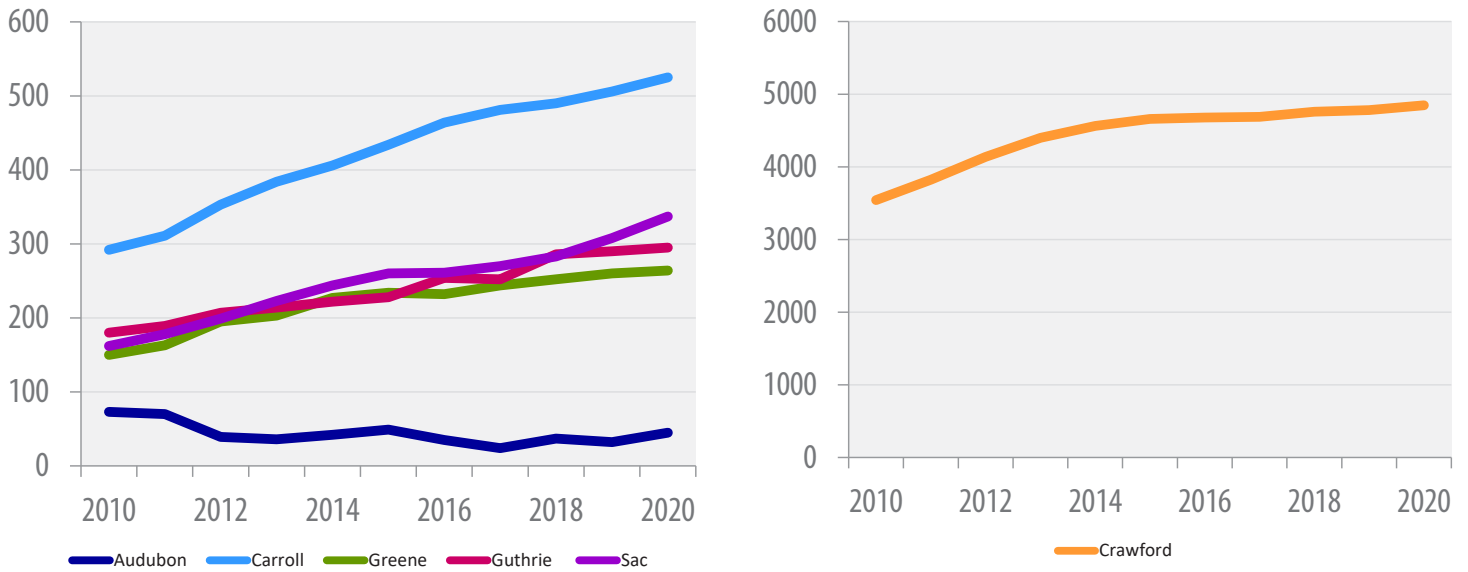


	White	Hispanic or Latino	All Other Races
Audubon	8.57%	0.71%	2.46%
Carroll	30.61%	8.32%	14.61%
Crawford	17.64%	76.78%	63.17%
Greene	12.94%	4.18%	6.16%
Guthrie	15.72%	4.67%	7.09%
Sac	14.52%	5.34%	6.52%

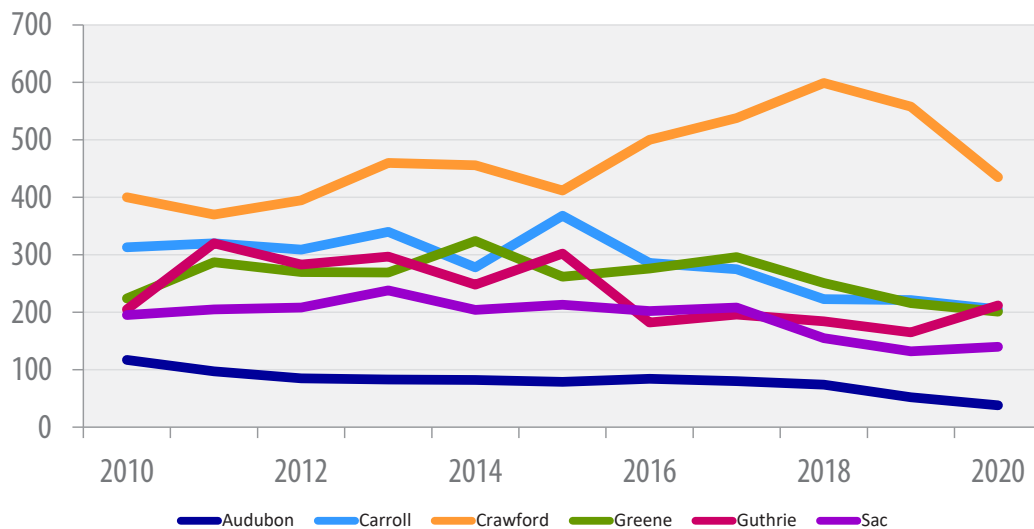
White Population Trend Since 2010



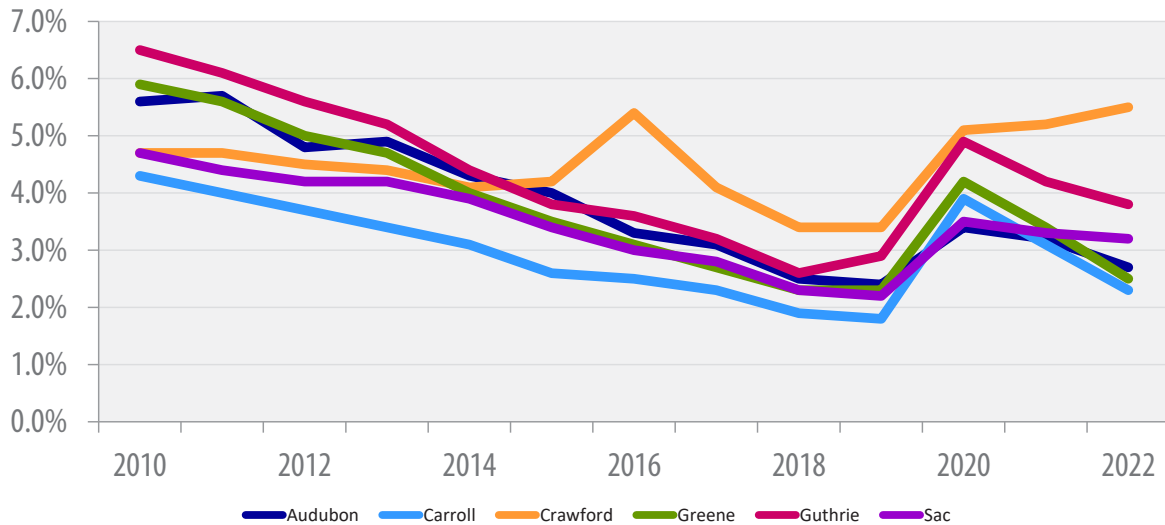
## Hispanic or Latino Population Growth since 2010



## Unemployed Labor Force By County Since 2010

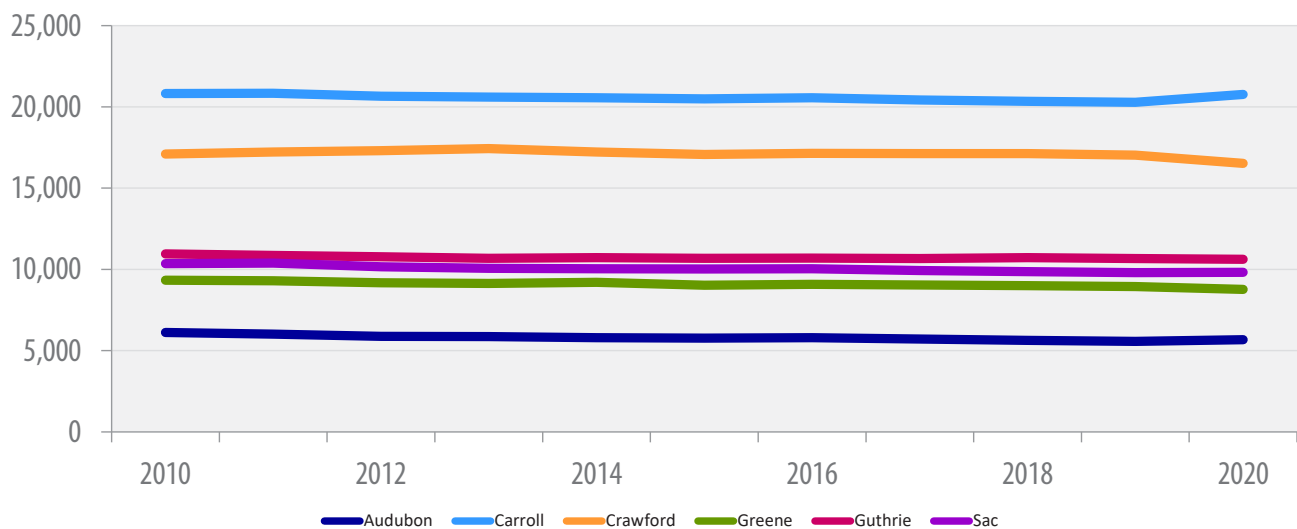


## Unemployment Rate by County Since 2010



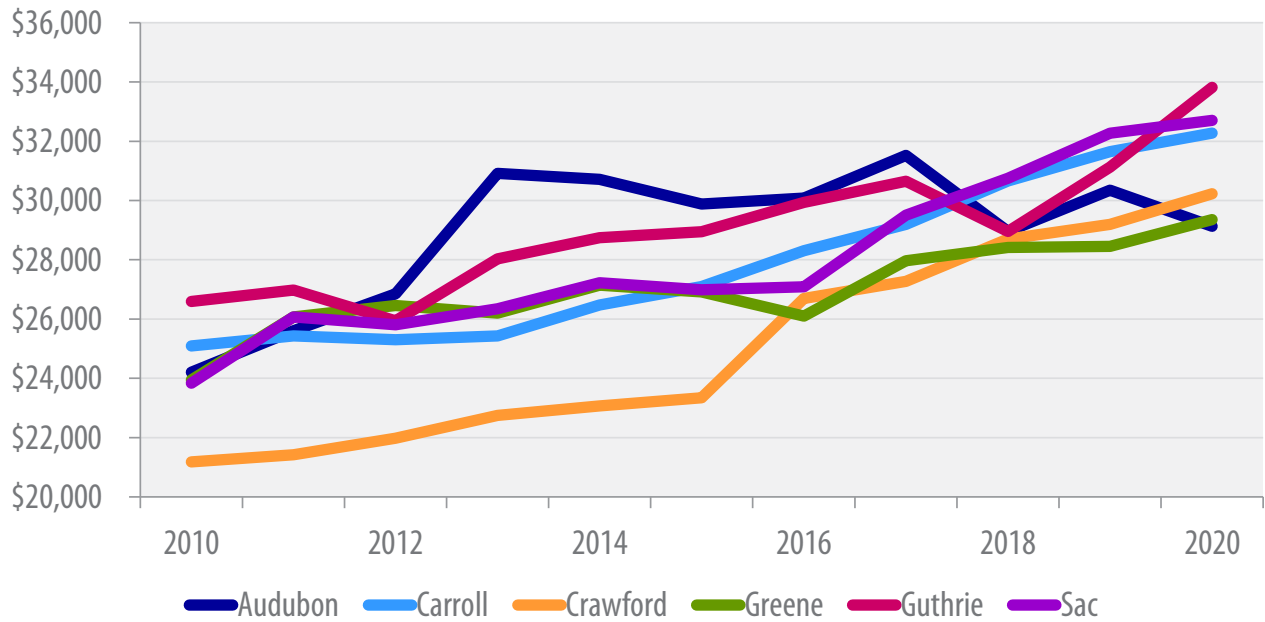
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
<b>Audubon</b>	5.6%	5.7%	4.8%	4.9%	4.3%	4.0%	3.3%	3.1%	2.5%	2.4%	3.4%	3.2%	2.7%
<b>Carroll</b>	4.3%	4.0%	3.7%	3.4%	3.1%	2.6%	2.5%	2.3%	1.9%	1.8%	3.9%	3.1%	2.3%
<b>Crawford</b>	4.7%	4.7%	4.5%	4.4%	4.1%	4.2%	5.4%	4.1%	3.4%	3.4%	5.1%	5.2%	5.5%
<b>Greene</b>	5.9%	5.6%	5.0%	4.7%	4.0%	3.5%	3.1%	2.7%	2.3%	2.3%	4.2%	3.4%	2.5%
<b>Guthrie</b>	6.5%	6.1%	5.6%	5.2%	4.4%	3.8%	3.6%	3.2%	2.6%	2.9%	4.9%	4.2%	3.8%
<b>Sac</b>	4.7%	4.4%	4.2%	4.2%	3.9%	3.4%	3.0%	2.8%	2.3%	2.2%	3.5%	3.3%	3.2%

## Population by County Since 2010



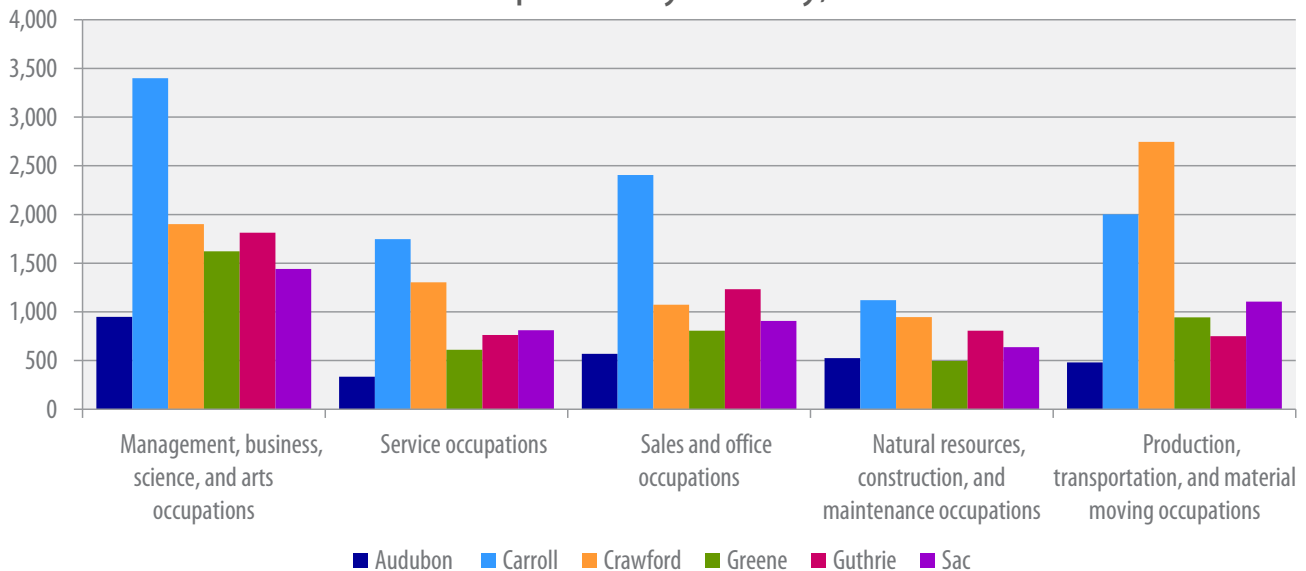
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Audubon</b>	6,119	6,016	5,876	5,873	5,794	5,773	5,793	5,711	5,637	5,571	5,674
<b>Carroll</b>	20,816	20,837	20,653	20,598	20,562	20,498	20,555	20,428	20,344	20,281	20,760
<b>Crawford</b>	17,096	17,218	17,301	17,434	17,228	17,074	17,147	17,131	17,132	17,034	16,525
<b>Greene</b>	9,336	9,305	9,172	9,139	9,200	9,027	9,083	9,046	9,003	8,950	8,771
<b>Guthrie</b>	10,954	10,865	10,782	10,687	10,722	10,676	10,691	10,664	10,722	10,669	10,623
<b>Sac</b>	10,350	10,388	10,166	10,071	10,035	10,021	10,034	9,936	9,868	9,802	9,814

## Per Capita Income by County Since 2000



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Audubon</b>	\$24,207	\$25,610	\$26,855	\$30,919	\$30,714	\$29,882	\$30,085	\$31,523	\$28,957	\$30,344	\$29,132
<b>Carroll</b>	\$25,094	\$25,429	\$25,301	\$25,430	\$26,479	\$27,100	\$28,307	\$29,191	\$30,658	\$31,648	\$32,274
<b>Crawford</b>	\$21,181	\$21,422	\$21,983	\$22,748	\$23,066	\$23,344	\$26,693	\$27,270	\$28,700	\$29,196	\$30,228
<b>Greene</b>	\$23,947	\$26,072	\$26,461	\$26,205	\$27,140	\$26,918	\$26,103	\$27,968	\$28,413	\$28,451	\$29,356
<b>Guthrie</b>	\$26,590	\$26,981	\$25,941	\$28,030	\$28,746	\$28,946	\$29,938	\$30,646	\$28,953	\$31,128	\$33,818
<b>Sac</b>	\$23,837	\$26,072	\$25,811	\$26,350	\$27,224	\$26,991	\$27,088	\$29,502	\$30,750	\$32,274	\$32,704

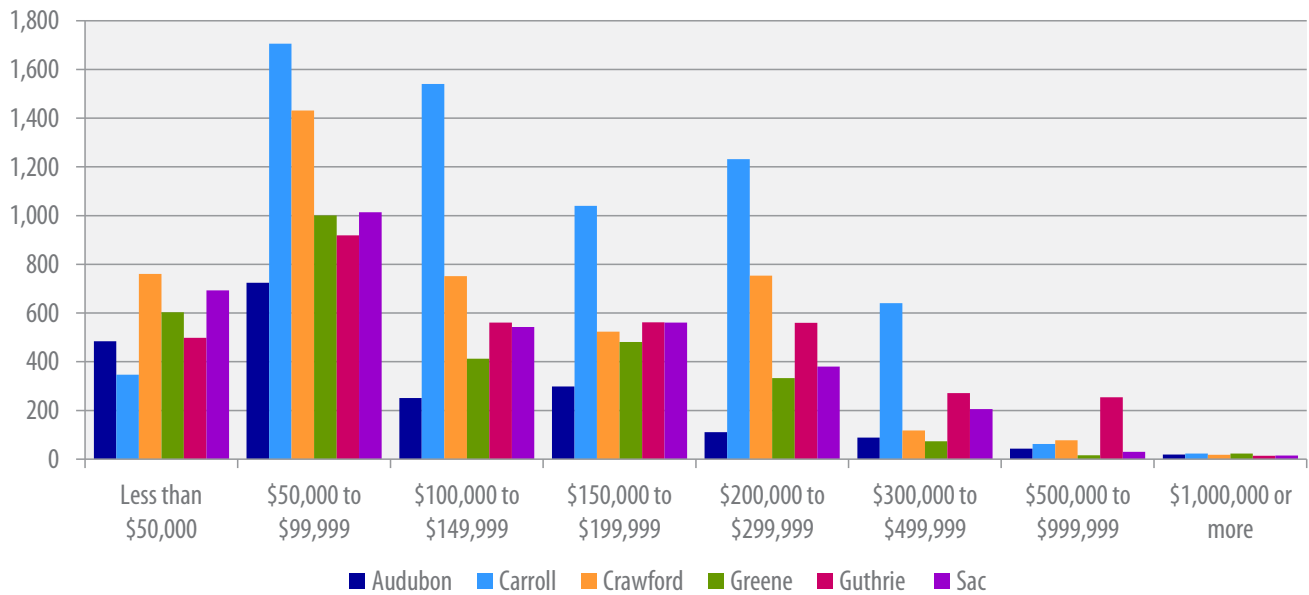
## Occupation by County, 2020



	Audubon	Carroll	Crawford	Greene	Guthrie	Sac
<b>Management, business, science, and arts occupations</b>	948	3,399	1,900	1,622	1,813	1,440
<b>Service occupations</b>	335	1,746	1,304	610	763	812
<b>Sales and office occupations</b>	569	2,405	1,073	807	1,232	908
<b>Natural resources, construction, and maintenance occupations</b>	525	1,121	947	497	806	637
<b>Production, transportation, and material moving occupations</b>	481	2,001	2,747	943	751	1,106

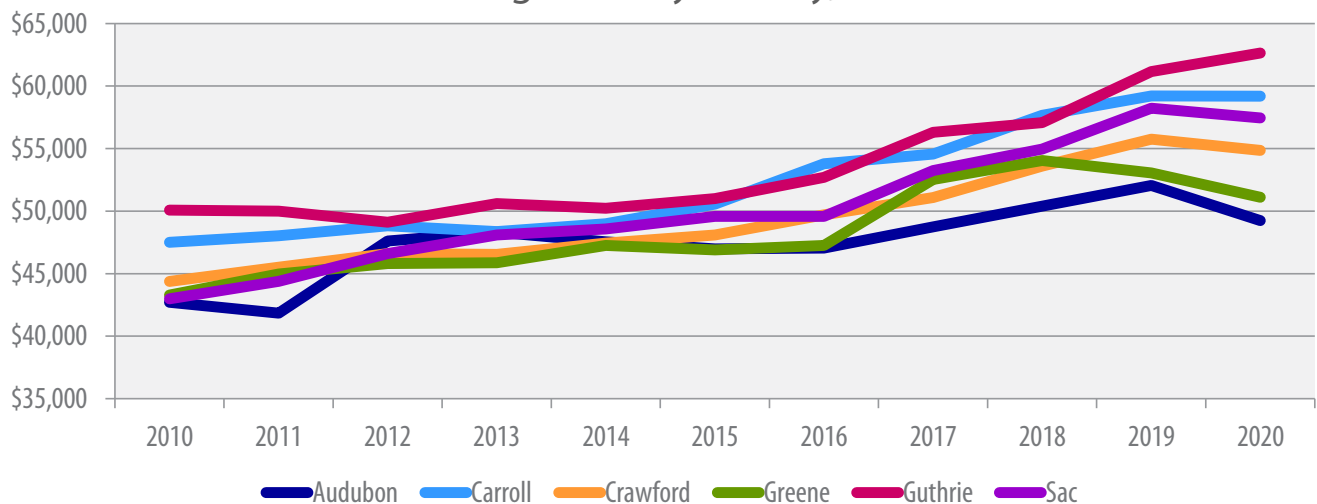


## Housing Value by County, 2020



	Audubon	Carroll	Crawford	Greene	Guthrie	Sac
<b>Owner-occupied units</b>	<b>2,019</b>	<b>6,590</b>	<b>4,433</b>	<b>2,942</b>	<b>3,639</b>	<b>3,442</b>
Less than \$50,000	484	347	761	603	498	693
\$50,000 to \$99,999	724	1,706	1,432	1,001	919	1,014
\$100,000 to \$149,999	251	1,540	751	412	561	543
\$150,000 to \$199,999	298	1,040	523	481	562	561
\$200,000 to \$299,999	111	1,232	753	333	560	380
\$300,000 to \$499,999	89	640	118	73	271	206
\$500,000 to \$999,999	43	62	77	16	254	30
\$1,000,000 or more	19	23	18	23	14	15
<b>Median (Dollars)</b>	<b>\$ 84,300.00</b>	<b>\$ 138,700.00</b>	<b>\$ 101,100.00</b>	<b>\$ 93,500.00</b>	<b>\$ 129,000.00</b>	<b>\$ 101,200.00</b>

## Housing Value by County, 2020



	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
<b>Audubon</b>	<b>\$42,717</b>	<b>\$41,840</b>	<b>\$47,603</b>	<b>\$48,313</b>	<b>\$47,556</b>	<b>\$46,979</b>	<b>\$47,048</b>	<b>\$48,750</b>	<b>\$50,397</b>	<b>\$52,055</b>	<b>\$49,245</b>
<b>Carroll</b>	<b>\$47,507</b>	<b>\$48,038</b>	<b>\$48,824</b>	<b>\$48,361</b>	<b>\$48,998</b>	<b>\$50,559</b>	<b>\$53,785</b>	<b>\$54,563</b>	<b>\$57,674</b>	<b>\$59,212</b>	<b>\$59,198</b>
<b>Crawford</b>	<b>\$44,377</b>	<b>\$45,523</b>	<b>\$46,601</b>	<b>\$46,548</b>	<b>\$47,437</b>	<b>\$48,084</b>	<b>\$49,699</b>	<b>\$51,091</b>	<b>\$53,609</b>	<b>\$55,755</b>	<b>\$54,849</b>
<b>Greene</b>	<b>\$43,286</b>	<b>\$44,981</b>	<b>\$45,816</b>	<b>\$45,865</b>	<b>\$47,255</b>	<b>\$46,898</b>	<b>\$47,264</b>	<b>\$52,529</b>	<b>\$54,050</b>	<b>\$53,050</b>	<b>\$51,098</b>
<b>Guthrie</b>	<b>\$50,090</b>	<b>\$50,000</b>	<b>\$49,114</b>	<b>\$50,609</b>	<b>\$50,238</b>	<b>\$51,013</b>	<b>\$52,702</b>	<b>\$56,306</b>	<b>\$57,075</b>	<b>\$61,161</b>	<b>\$62,644</b>
<b>Sac</b>	<b>\$42,986</b>	<b>\$44,392</b>	<b>\$46,606</b>	<b>\$48,093</b>	<b>\$48,581</b>	<b>\$49,572</b>	<b>\$49,570</b>	<b>\$53,254</b>	<b>\$54,958</b>	<b>\$58,232</b>	<b>\$57,446</b>



# Additional Resources

## Referenced Plans

Plans that were utilized during the development of the 2022 Region XII CEDS can be accessed by utilizing the links below.

[FY 2023 Region XII Transportation Planning Work Program](#)

[FY 2022-2025 Regional Transportation Improvement Program](#)

[FY 2020 Passenger Transportation Plan](#)

[Carroll, Crawford, Greene, and Sac Counties Multi-Jurisdictional Hazard Mitigation Plan 2020](#)

[Audubon County Multi-Jurisdictional Hazard Mitigation Plan 2019](#)

[Guthrie and Adair Counties Multi-Jurisdictional Hazard Mitigation Plan 2018](#)

[Carroll Area Development Corporation Strategic Plan](#)\*

[Numerous City and County Strategic Plans](#)\*

[Numerous City and County Housing Needs Assessments](#)\*

[Numerous City and County Comprehensive Plans](#)\*

[2016 Region XII CEDS](#)

\*Denotes that this plan (or some plans that were referenced) may not have been written by Region XII Staff, therefore this plan (or some of the plans) may not be available on the Region XII website.

# Housing Value by County, 2020

## HOUSEHOLD DATA ANNUAL AVERAGES

### 18b. Employed persons by detailed industry and age

[Numbers in thousands]

Industry	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Total, 16 years and over.....	152,581	5,266	13,409	34,578	32,734	30,554	25,912	10,127	42.2
Agriculture, forestry, fishing, and hunting.....	2,291	76	157	411	392	405	423	428	48.0
Crop production.....	1,197	36	83	216	218	204	225	216	47.5
Animal production and aquaculture.....	766	32	47	123	115	134	143	174	50.3
Support activities for agriculture and forestry.....	151	5	13	39	30	25	23	16	42.2
Forestry, except logging.....	47	1	2	9	8	10	11	6	—
Logging.....	84	1	11	16	13	22	15	8	46.6
Fishing, hunting, and trapping.....	45	2	1	8	8	10	7	9	—
Mining, quarrying, and oil and gas extraction. ..	603	8	23	145	177	128	96	28	42.5
Oil and gas extraction.....	57	0	2	11	26	8	5	5	41.7
Coal mining.....	45	0	1	10	13	12	8	1	—
Metal ore mining.....	35	0	1	10	5	12	4	3	—
Nonmetallic mineral mining and quarrying. . .	87	2	6	14	18	16	24	8	48.9
Not specified type of mining.....	0	0	0	0	0	0	0	0	—
Support activities for mining.....	378	5	13	101	115	79	55	11	41.3
Construction.....	11,271	221	846	2,519	2,885	2,336	1,823	642	42.3
Manufacturing.....	14,718	203	988	3,265	3,177	3,310	2,995	780	44.2
Durable goods manufacturing.....	9,349	124	638	2,101	1,956	2,070	1,934	526	44.3
Nonmetallic mineral products manufacturing.....	406	5	26	86	85	84	95	25	45.1
Pottery, ceramics, and plumbing fixture manufacturing.....	29	1	1	5	7	5	6	5	—
Clay building material and refractories manufacturing.....	21	0	3	2	2	6	8	0	—
Glass and glass product manufacturing..	121	2	11	27	26	20	27	6	42.8
Cement, concrete, lime, and gypsum product manufacturing.....	156	2	7	33	34	35	34	13	45.5
Miscellaneous nonmetallic mineral product manufacturing.....	80	1	4	19	17	19	20	1	44.6
Primary metals and fabricated metal products manufacturing.....	1,539	26	103	326	347	304	337	95	44.3
Iron and steel mills and steel product manufacturing.....	225	0	19	51	51	41	53	10	44.1
Aluminum production and processing. . .	74	1	5	21	16	9	18	4	42.9
Nonferrous metal (except aluminum) production and processing.....	33	0	0	5	9	8	8	3	—
Foundries.....	52	0	3	12	11	12	13	3	46.9
Metal forgings and stampings.....	26	0	1	8	4	7	4	2	—
Cutlery and hand tool manufacturing. ....	45	0	1	12	7	9	8	8	—
Structural metals, and boiler, tank, and shipping container manufacturing. ....	371	9	19	78	96	68	81	20	43.2
Machine shops; turned product; screw, nut, and bolt manufacturing.....	283	9	19	53	51	56	76	20	47.9
Coating, engraving, heat treating, and allied activities.....	64	1	6	15	11	12	16	4	43.9
Ordnance.....	53	1	6	11	16	11	6	1	39.4
Miscellaneous fabricated metal product manufacturing.....	290	5	24	58	67	67	49	20	43.8
Not specified metal industries.....	23	0	1	3	9	4	6	1	—
Machinery manufacturing.....	1,170	16	80	233	236	281	250	75	45.4
Agricultural implement manufacturing. . .	130	4	10	27	29	29	25	6	43.2
Construction, and mining and oil and gas field machinery manufacturing. ....	130	1	7	32	29	27	26	9	43.6

**HOUSEHOLD DATA**  
**ANNUAL AVERAGES**

**18b. Employed persons by detailed industry and age — Continued**

[Numbers in thousands]

Industry	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Commercial and service industry									
machinery manufacturing.....	69	0	4	10	16	16	19	4	48.8
Metalworking machinery manufacturing...	108	3	4	14	18	30	28	11	49.6
Engine, turbine, and power transmission equipment manufacturing.....	50	0	3	11	11	11	12	2	45.2
Machinery manufacturing, n.e.c. or not specified.....	683	9	52	139	132	168	141	43	45.2
Computers and electronic products manufacturing.....	1,017	6	33	228	216	239	244	52	46.2
Computer and peripheral equipment manufacturing.....	127	1	7	30	40	18	29	2	42.2
Communications, audio, and video equipment manufacturing.....	104	0	4	27	18	30	20	5	45.4
Navigational, measuring, electromedical, and control instruments manufacturing.....	168	1	3	31	37	43	46	7	47.9
Electronic component and product manufacturing, n.e.c.....	617	4	18	140	121	147	150	38	46.9
Electrical equipment and appliances manufacturing.....	432	4	34	89	87	96	97	24	45.1
Household appliance manufacturing.....	78	1	11	18	14	20	10	3	40.5
Electrical lighting and electrical equipment manufacturing, and other electrical component manufacturing, n.e.c.....	354	3	23	70	73	76	87	21	45.9
Transportation equipment manufacturing. ...	2,466	22	177	623	513	551	477	103	43.2
Motor vehicles and motor vehicle equipment manufacturing.....	1,361	17	111	341	292	328	225	47	42.4
Aircraft and parts manufacturing.....	749	2	37	190	153	149	181	36	44.7
Aerospace products and parts manufacturing.....	84	0	3	28	7	23	18	4	45.2
Railroad rolling stock manufacturing.....	27	0	2	3	6	9	5	2	—
Ship and boat building.....	203	2	18	47	47	37	41	11	43.6
Other transportation equipment manufacturing.....	43	0	6	13	8	6	6	3	—
Wood products manufacturing.....	427	15	45	85	83	92	76	30	43.3
Sawmills and wood preservation.....	128	7	12	21	26	32	22	7	44.3
Veneer, plywood, and engineered wood products.....	28	0	5	5	2	8	8	1	—
Prefabricated wood buildings and mobile homes manufacturing.....	33	0	4	2	12	4	8	3	—
Miscellaneous wood products.....	238	8	26	57	43	47	38	18	42.2
Furniture and related product manufacturing.....	370	9	40	82	62	81	75	21	43.3
Miscellaneous manufacturing.....	1,521	21	100	350	327	341	282	100	43.8
Medical equipment and supplies manufacturing.....	644	6	29	183	138	141	121	27	43.1
Sporting and athletic goods, and doll, toy and game manufacturing.....	86	1	4	24	17	21	12	7	43.6
Miscellaneous manufacturing, n.e.c.....	424	8	34	79	89	96	78	42	44.8
Not specified manufacturing industries. ...	367	6	34	64	84	83	71	25	44.1
Nondurable goods manufacturing.....	5,369	79	350	1,164	1,221	1,240	1,061	254	44.0
Food manufacturing.....	1,682	38	157	363	354	378	312	79	43.2
Animal food, grain, and oilseed milling. ...	171	3	13	34	37	45	31	8	44.1
Sugar and confectionery products.....	76	2	4	11	16	13	22	8	49.2
Fruit and vegetable preserving and specialty food manufacturing.....	127	1	7	26	27	29	33	4	46.2

**HOUSEHOLD DATA  
ANNUAL AVERAGES**

**18b. Employed persons by detailed industry and age — Continued**

[Numbers in thousands]

Industry	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Dairy product manufacturing.....	133	1	16	28	25	37	23	2	42.7
Animal slaughtering and processing.....	462	5	40	104	101	109	79	23	43.4
Retail bakeries.....	215	19	28	42	37	46	29	14	40.4
Bakeries and tortilla manufacturing, except retail bakeries.....	215	6	32	43	48	35	43	8	40.9
Seafood and other miscellaneous foods, n.e.c.....	210	1	12	58	49	41	41	9	42.8
Not specified food industries.....	73	0	6	17	15	22	10	3	43.1
Beverages and tobacco products manufacturing.....	324	7	23	93	89	57	46	9	40.3
Beverage manufacturing.....	309	7	23	92	79	55	44	9	40.3
Tobacco manufacturing.....	15	0	0	2	10	1	2	0	—
Textiles, apparel, and leather manufacturing.....	440	6	19	84	120	98	87	25	44.8
Fiber, yarn, and thread mills.....	12	1	1	3	4	3	0	0	—
Fabric mills, except knitting mills.....	61	0	2	6	17	13	19	5	50.0
Textile and fabric finishing and coating mills.....	10	0	1	3	2	5	0	0	—
Carpet and rug mills.....	45	0	4	8	6	9	15	3	—
Textile product mills, except carpet and rug.....	68	2	2	12	16	13	17	6	47.3
Knitting fabric mills, and apparel knitting mills.....	13	0	2	5	3	2	1	0	—
Cut and sew, and apparel accessories and other apparel manufacturing.....	184	3	5	35	56	45	31	9	44.0
Footwear manufacturing.....	29	1	1	8	10	7	3	0	—
Leather and hide tanning and finishing, and other leather and allied product manufacturing.....	17	0	2	5	6	2	1	1	—
Paper manufacturing and printing.....	775	9	38	145	156	189	187	51	46.9
Pulp, paper, and paperboard mills.....	184	2	13	40	34	54	32	10	44.4
Paperboard container manufacturing.....	99	2	5	23	21	22	23	3	44.9
Miscellaneous paper and pulp products... ..	79	0	6	22	10	21	17	3	43.4
Printing and related support activities. . .	412	5	14	60	91	93	115	34	48.8
Petroleum and coal products manufacturing.....	198	2	6	39	67	44	36	5	43.2
Petroleum refining.....	184	2	6	34	63	40	35	5	43.3
Miscellaneous petroleum and coal products.....	14	0	0	5	4	4	1	0	—
Chemicals manufacturing.....	1,425	12	78	316	332	348	280	60	44.0
Resin, synthetic rubber, and fibers and filaments manufacturing.....	122	1	9	23	29	22	31	5	44.9
Agricultural chemical manufacturing.....	32	1	4	7	5	7	4	3	—
Pharmaceutical and medicine manufacturing.....	654	3	33	139	169	177	115	17	43.5
Paint, coating, and adhesive manufacturing.....	58	1	3	15	12	11	12	3	42.9
Soap, cleaning compound, and cosmetics manufacturing.....	139	0	12	42	33	27	19	7	40.4
Industrial and miscellaneous chemicals... ..	420	5	15	91	83	104	99	24	46.2
Plastics and rubber products manufacturing.....	525	6	29	124	103	126	113	26	45.2
Plastics product manufacturing.....	407	5	25	96	80	96	84	20	44.5
Tire manufacturing.....	59	0	2	16	9	16	14	3	46.3
Rubber product, except tire, manufacturing.....	59	0	2	11	14	14	15	3	48.8

**HOUSEHOLD DATA  
ANNUAL AVERAGES**

**18b. Employed persons by detailed industry and age — Continued**

[Numbers in thousands]

Industry	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Wholesale and retail trade.....	19,623	1,293	2,799	4,400	3,388	3,270	3,084	1,390	39.2
Wholesale trade.....	3,451	45	215	763	711	777	696	245	44.9
Motor vehicle and motor vehicle parts and supplies merchant wholesalers.....	173	2	10	39	36	42	29	16	45.7
Furniture and home furnishing merchant wholesalers.....	65	0	2	16	17	11	13	6	44.6
Lumber and other construction materials merchant wholesalers.....	164	2	10	36	25	40	38	12	47.2
Professional and commercial equipment and supplies merchant wholesalers.....	287	1	14	57	72	68	58	17	45.0
Metals and minerals, except petroleum, merchant wholesalers.....	41	0	1	7	8	9	10	6	—
Household appliances and electrical and electronic goods merchant wholesalers...	167	0	6	36	41	35	37	11	45.5
Hardware, and plumbing and heating equipment, and supplies merchant wholesalers.....	174	2	12	40	37	35	35	13	45.2
Machinery, equipment, and supplies merchant wholesalers.....	366	3	21	76	69	83	85	29	46.3
Recyclable material merchant wholesalers.....	70	3	10	15	12	15	13	3	41.8
Miscellaneous durable goods merchant wholesalers.....	62	3	4	13	11	11	12	8	45.6
Paper and paper products merchant wholesalers.....	31	0	0	8	3	12	7	1	—
Drugs, sundries, and chemical and allied products merchant wholesalers.....	243	1	11	61	48	59	51	12	44.7
Apparel, piece goods, and notions merchant wholesalers.....	75	3	11	14	18	14	10	6	40.6
Grocery and related product merchant wholesalers.....	825	15	53	191	167	189	157	53	44.2
Farm product raw material merchant wholesalers.....	56	2	5	13	11	12	7	7	42.7
Petroleum and petroleum products merchant wholesalers.....	109	0	2	29	24	25	21	8	44.5
Alcoholic beverages merchant wholesalers.....	135	1	14	37	30	35	14	6	40.1
Farm supplies merchant wholesalers.....	42	1	6	5	8	6	13	3	—
Miscellaneous nondurable goods merchant wholesalers.....	225	4	16	44	47	41	58	16	46.0
Wholesale electronic markets and agents and brokers.....	68	0	3	10	14	20	14	7	48.9
Not specified wholesale trade.....	72	2	6	16	14	15	14	6	45.5
Retail trade.....	16,172	1,248	2,584	3,637	2,677	2,493	2,388	1,144	37.7
Automobile dealers.....	1,178	28	136	282	212	234	201	86	41.9
Other motor vehicle dealers.....	158	5	12	31	39	30	27	14	43.1
Automotive parts, accessories, and tire stores.....	481	20	63	109	94	78	73	44	40.1
Furniture and home furnishings stores.....	500	17	51	116	90	83	89	55	42.6
Household appliance stores.....	62	1	7	20	6	11	12	4	36.7
Electronics stores.....	408	9	52	135	94	66	41	11	35.9
Building material and supplies dealers.....	1,076	69	185	196	151	190	194	90	40.4
Hardware stores.....	198	20	28	27	28	26	45	24	43.5
Lawn and garden equipment and supplies stores.....	289	27	31	51	50	45	58	28	42.0
Supermarkets and other grocery (except convenience) stores.....	2,530	318	416	512	381	370	378	157	35.9

**HOUSEHOLD DATA**  
**ANNUAL AVERAGES**

**18b. Employed persons by detailed industry and age — Continued**

[Numbers in thousands]

Industry	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Convenience stores.....	314	20	44	89	40	54	47	21	37.9
Specialty food stores.....	217	19	24	50	35	36	32	20	39.3
Beer, wine, and liquor stores.....	156	4	19	38	26	37	22	11	41.5
Pharmacies and drug stores.....	870	39	104	230	175	151	126	46	39.3
Health and personal care, except drug, stores.....	417	20	61	110	65	60	75	26	38.7
Gasoline stations.....	451	34	66	103	89	78	59	23	37.9
Clothing stores.....	869	118	217	165	140	96	84	50	30.6
Shoe stores.....	127	25	39	31	9	8	10	6	26.0
Jewelry, luggage, and leather goods stores.....	157	7	13	27	24	35	28	23	48.9
Sporting goods, and hobby and toy stores.....	441	56	82	96	49	55	65	37	33.6
Sewing, needlework, and piece goods stores.....	52	1	3	9	3	11	14	11	52.8
Musical instrument and supplies stores.....	39	1	6	14	6	3	4	5	—
Book stores and news dealers.....	86	6	25	17	7	15	11	4	31.0
Department stores.....	277	26	47	48	39	44	52	22	39.9
General merchandise stores, including warehouse clubs and supercenters.....	2,111	217	424	479	332	261	273	124	34.0
Florists.....	98	2	10	17	19	15	24	11	47.5
Office supplies and stationery stores.....	80	4	13	11	14	14	12	11	42.6
Used merchandise stores.....	229	15	28	32	28	36	51	39	48.1
Gift, novelty, and souvenir shops.....	96	9	18	11	10	18	14	15	42.7
Miscellaneous retail stores.....	571	31	110	149	92	81	76	33	35.1
Electronic shopping and mail-order houses.....	907	39	158	285	189	128	73	34	34.2
Vending machine operators.....	42	0	2	5	7	8	15	5	—
Fuel dealers.....	75	1	3	14	12	17	18	11	49.3
Other direct selling establishments.....	115	5	14	15	27	24	20	9	43.1
Not specified retail trade.....	495	34	75	111	94	78	68	34	38.3
Transportation and utilities.....	9,377	190	758	2,164	1,999	1,995	1,710	562	43.0
Transportation and warehousing.....	8,017	185	699	1,854	1,664	1,701	1,410	504	42.8
Air transportation.....	620	4	32	142	138	141	130	35	44.4
Rail transportation.....	197	1	6	42	47	62	35	5	44.6
Water transportation.....	76	2	6	16	14	19	14	5	44.8
Truck transportation.....	2,178	23	100	420	467	522	483	162	46.4
Bus service and urban transit.....	460	1	5	65	66	126	131	68	52.7
Taxi and limousine service.....	394	5	22	95	81	84	66	40	44.2
Pipeline transportation.....	61	0	7	13	12	20	8	2	43.4
Scenic and sightseeing transportation.....	22	2	1	7	2	2	4	4	—
Services incidental to transportation.....	818	11	44	186	192	162	151	71	44.3
Postal Service.....	643	5	29	130	147	154	138	40	45.8
Couriers and messengers.....	1,482	92	274	422	268	237	148	42	34.2
Warehousing and storage.....	1,065	39	174	317	231	171	104	31	35.9
Utilities.....	1,360	5	59	310	335	294	300	57	44.4
Electric power generation, transmission and distribution.....	727	3	33	172	196	145	153	25	43.4
Natural gas distribution.....	114	0	2	35	25	30	17	5	43.8
Electric and gas, and other combinations...	101	0	2	25	22	25	21	6	45.6
Water, steam, air-conditioning, and irrigation systems.....	267	1	14	46	58	57	75	16	47.4
Sewage treatment facilities.....	120	0	6	22	28	31	27	4	45.5
Not specified utilities.....	31	0	1	10	6	6	7	1	—



**HOUSEHOLD DATA**  
**ANNUAL AVERAGES**

**18b. Employed persons by detailed industry and age — Continued**

[Numbers in thousands]

Industry	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Information.....	2,721	40	179	728	620	565	400	189	42.1
Newspaper publishers.....	126	0	6	26	22	27	26	18	49.6
Periodical, book, and directory publishers.....	162	1	6	40	26	37	29	22	46.3
Software publishers.....	83	0	8	24	22	21	6	2	39.7
Motion pictures and video industries.....	454	22	54	130	95	85	46	24	38.0
Sound recording industries.....	63	1	4	19	16	11	5	6	39.3
Broadcasting (except internet).....	369	1	19	101	88	76	56	27	42.3
Internet publishing and broadcasting and web search portals.....	224	2	18	111	53	25	10	5	34.6
Wired telecommunications carriers.....	499	3	25	99	133	119	88	32	44.4
Telecommunications, except wired telecommunications carriers.....	386	2	14	95	95	98	68	13	43.7
Data processing, hosting, and related services.....	114	1	11	31	24	27	13	7	41.0
Libraries and archives.....	204	7	10	39	33	33	50	32	50.2
Other information services, except libraries and archives, and internet publishing and broadcasting and web search portals.....	38	0	3	13	13	6	4	1	—
Financial activities.....	10,725	54	585	2,365	2,512	2,300	2,092	817	44.5
Finance and insurance.....	7,497	35	424	1,791	1,815	1,636	1,394	403	43.4
Banking and related activities.....	1,924	15	127	437	482	408	364	92	43.1
Savings institutions, including credit unions.....	289	0	17	83	66	58	58	6	41.8
Nondepository credit and related activities.....	1,153	6	77	359	269	229	162	52	40.6
Securities, commodities, funds, trusts, and other financial investments.....	1,376	4	77	331	344	281	247	92	43.2
Insurance carriers and related activities.....	2,754	9	126	581	653	660	564	161	45.0
Insurance carriers.....	1,742	6	72	355	440	441	347	81	44.8
Agencies, brokerages, and other insurance related activities.....	1,012	3	53	226	213	220	217	80	45.5
Real estate and rental and leasing.....	3,229	19	161	575	697	663	698	414	47.4
Real estate.....	2,918	15	128	500	632	609	641	392	47.9
Lessors of real estate, and offices of real estate agents and brokers.....	2,371	9	104	402	513	487	528	328	48.1
Real estate property managers, offices of real estate appraisers, and other activities related to real estate.....	547	6	24	99	119	122	114	64	46.9
Rental and leasing services.....	310	4	33	74	66	54	57	22	42.5
Automotive equipment rental and leasing.....	126	1	18	28	22	20	23	13	42.6
Other consumer goods rental.....	66	2	8	22	13	8	11	3	38.5
Commercial, industrial, and other intangible assets rental and leasing....	118	1	6	25	31	26	23	6	44.0
Professional and business services.....	19,295	237	1,372	4,944	4,500	3,822	3,096	1,325	42.2
Professional and technical services.....	12,877	70	778	3,431	3,145	2,552	2,006	897	42.3
Legal services.....	1,578	14	59	322	362	334	303	184	46.1
Accounting, tax preparation, bookkeeping, and payroll services.....	1,124	2	76	287	220	193	224	122	44.5
Architectural, engineering, and related services.....	1,723	6	115	440	365	358	309	132	43.3
Specialized design services.....	437	5	29	96	104	79	92	33	43.8
Computer systems design and related services.....	4,026	16	214	1,162	1,172	847	483	132	40.7



**HOUSEHOLD DATA**  
**ANNUAL AVERAGES**

**18b. Employed persons by detailed industry and age — Continued**

[Numbers in thousands]

Industry	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Management, scientific, and technical consulting services.....	1,651	7	68	401	376	331	307	161	44.7
Scientific research and development services.....	728	2	59	200	188	135	102	42	41.1
Advertising, public relations, and related services.....	554	1	35	211	127	93	63	24	38.8
Veterinary services.....	407	14	66	132	77	56	38	24	34.4
Other professional, scientific, and technical services.....	649	4	57	181	155	125	85	42	41.4
Management, administrative, and waste services.....	6,418	167	594	1,513	1,355	1,270	1,090	428	42.2
Management of companies and enterprises.....	64	0	1	22	18	12	6	4	39.9
Administrative and support services.....	5,906	161	566	1,380	1,249	1,161	990	400	42.0
Employment services.....	850	14	83	229	165	184	128	46	41.2
Business support services.....	539	11	75	156	106	87	75	29	38.4
Travel arrangement and reservation services.....	240	3	10	54	50	57	36	30	45.3
Investigation and security services.....	820	13	103	214	145	132	140	71	41.1
Services to buildings and dwellings (except cleaning during construction and immediately after construction)...	1,755	46	126	335	409	364	349	126	44.3
Landscaping services.....	1,395	71	147	325	304	274	197	77	40.4
Other administrative and other support services.....	307	3	21	67	70	63	64	19	44.5
Waste management and remediation services.....	448	6	27	111	88	98	95	25	44.1
Education and health services.....	34,725	530	2,520	7,897	7,801	7,594	6,080	2,302	43.3
Educational services.....	13,521	194	879	2,760	3,109	3,213	2,466	901	44.3
Elementary and secondary schools.....	8,854	79	368	1,740	2,146	2,332	1,666	523	45.2
Colleges, universities, and professional schools, including junior colleges.....	3,693	64	421	825	731	708	656	288	42.3
Business, technical, and trade schools and training.....	54	0	3	13	13	10	11	4	44.6
Other schools and instruction, and educational support services.....	919	51	86	181	219	164	133	87	41.9
Health care and social assistance.....	21,204	337	1,642	5,138	4,692	4,381	3,614	1,401	42.7
Hospitals.....	7,364	52	428	1,985	1,764	1,561	1,226	349	42.3
General medical and surgical hospitals, and specialty (except psychiatric and substance abuse) hospitals.....	7,274	52	423	1,953	1,739	1,548	1,214	344	42.3
Psychiatric and substance abuse hospitals.....	90	0	5	32	25	13	12	5	39.6
Health services, except hospitals.....	10,696	200	896	2,446	2,304	2,192	1,862	797	43.1
Offices of physicians.....	1,579	14	110	337	359	354	271	135	44.4
Offices of dentists.....	974	15	86	257	200	201	152	64	41.9
Offices of chiropractors.....	142	2	16	41	18	28	25	12	41.7
Offices of optometrists.....	152	1	22	29	38	21	32	9	42.8
Offices of other health practitioners.....	345	1	14	60	77	82	61	49	47.7
Outpatient care centers.....	2,071	14	158	587	483	408	304	117	41.3
Home health care services.....	1,450	23	101	261	282	325	328	130	46.6
Other health care services.....	1,719	16	157	424	424	354	239	106	41.3
Nursing care facilities (skilled nursing facilities).....	1,352	69	130	256	258	270	270	100	43.3
Residential care facilities, except skilled nursing facilities.....	911	46	102	195	163	150	180	75	42.2

**HOUSEHOLD DATA**  
**ANNUAL AVERAGES**  
**18b. Employed persons by detailed industry and age — Continued**  
[Numbers in thousands]

Industry	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Social assistance.....	3,144	84	318	707	625	628	527	255	42.5
Individual and family services.....	1,586	16	114	357	329	319	303	149	44.7
Community food and housing, and emergency services.....	157	0	15	32	24	45	23	19	48.1
Vocational rehabilitation services.....	87	2	4	19	18	21	17	6	45.7
Child day care services.....	1,314	67	185	300	255	243	184	81	39.1
Leisure and hospitality.....	12,635	2,171	2,235	2,695	2,020	1,643	1,280	590	31.7
Arts, entertainment, and recreation.....	2,896	270	357	651	514	470	371	264	38.8
Performing arts companies.....	174	6	21	44	30	30	23	20	40.3
Spectator sports.....	131	10	18	38	28	20	7	10	34.8
Promoters of performing arts, sports, and similar events, agents and managers for artists, athletes, entertainers, and other public figures.....	90	4	9	21	20	19	11	6	40.7
Independent artists, writers, and performers.....	369	4	16	81	66	64	74	64	48.3
Museums, art galleries, historical sites, and similar institutions.....	349	23	45	65	75	46	64	30	41.1
Bowling centers.....	40	8	5	8	5	8	5	1	—
Other amusement, gambling, and recreation industries.....	1,743	215	242	393	290	283	187	132	36.1
Accommodation and food services.....	9,739	1,902	1,879	2,044	1,506	1,173	909	327	30.1
Accommodation.....	1,075	59	119	206	222	211	189	69	42.2
Traveler accommodation.....	988	46	101	193	213	199	178	58	42.4
Recreational vehicle parks and camps, and rooming and boarding houses, dormitories, and workers' camps.....	87	13	17	12	9	12	11	11	36.5
Food services and drinking places.....	8,664	1,843	1,760	1,839	1,283	962	720	258	28.8
Restaurants and other food services.....	8,500	1,839	1,732	1,777	1,253	942	707	250	28.7
Drinking places, alcoholic beverages.....	164	4	29	61	30	20	13	8	33.0
Other services.....	7,186	212	659	1,518	1,540	1,362	1,278	617	43.0
Other services, except private households....	6,527	181	568	1,404	1,401	1,241	1,157	576	43.1
Repair and maintenance.....	2,125	87	217	448	454	415	366	137	42.1
Automotive repair and maintenance.....	1,306	44	119	291	290	257	226	78	42.2
Car washes.....	195	26	43	37	34	30	17	8	32.9
Electronic and precision equipment repair and maintenance.....	120	5	9	22	23	22	30	9	43.9
Commercial and industrial machinery and equipment repair and maintenance.....	322	5	36	68	69	71	53	19	42.7
Personal and household goods repair and maintenance.....	183	7	10	29	39	35	39	24	46.7
Personal and laundry services.....	2,440	65	242	587	544	461	368	174	41.2
Barber shops.....	130	3	10	37	36	23	16	5	40.8
Beauty salons.....	943	15	98	236	212	181	129	71	41.0
Nail salons and other personal care services.....	543	17	49	134	129	114	73	28	40.6
Drycleaning and laundry services.....	231	4	12	40	56	49	50	19	45.8
Funeral homes, and cemeteries and crematories.....	126	2	6	14	26	29	26	22	49.8
Other personal services.....	467	24	66	127	85	64	74	27	37.9
Membership associations and organizations.....	1,962	28	109	369	402	365	423	265	47.0
Religious organizations.....	979	14	39	135	182	194	236	179	50.6

**HOUSEHOLD DATA**  
**ANNUAL AVERAGES**

**18b. Employed persons by detailed industry and age — Continued**

[Numbers in thousands]

Industry	2021								
	Total, 16 years and over	16 to 19 years	20 to 24 years	25 to 34 years	35 to 44 years	45 to 54 years	55 to 64 years	65 years and over	Median age
Civic, social, advocacy organizations, and grantmaking and giving services...	754	13	57	181	173	132	138	61	42.9
Labor unions.....	75	0	3	13	17	19	17	6	47.3
Business, professional, political, and similar organizations.....	154	1	10	41	30	20	32	19	44.1
Other services, private households.....	659	32	91	114	139	122	121	41	41.3
Public administration.....	7,410	30	288	1,528	1,724	1,825	1,555	459	45.8
Executive offices and legislative bodies.....	1,102	13	50	183	241	263	256	96	48.1
Public finance activities.....	330	0	7	51	74	87	85	26	48.9
Other general government and support.....	160	1	4	24	30	48	40	13	49.5
Justice, public order, and safety activities.....	2,661	8	129	693	627	659	417	128	43.0
Administration of human resource programs..	1,236	2	40	238	305	292	265	95	46.4
Administration of environmental quality and housing programs.....	298	1	14	58	74	67	70	15	45.5
Administration of economic programs and space research.....	586	1	16	94	121	142	169	44	49.2
National security and international affairs.....	1,037	5	28	188	252	267	253	44	47.0

n.e.c. = not elsewhere classified.

NOTE: Median age represents the midpoint in the age distribution such that half of workers are younger and half are older. Updated population controls are introduced annually with the release of January data. Effective with January 2020 data, industries reflect the introduction of the 2017 Census industry classification system, derived from the 2017 North American Industry Classification System (NAICS). No historical data have been revised. Data for 2020 are not strictly comparable with earlier years. Dash indicates no data or data that do not meet publication criteria (values not shown where base is less than 50,000).