



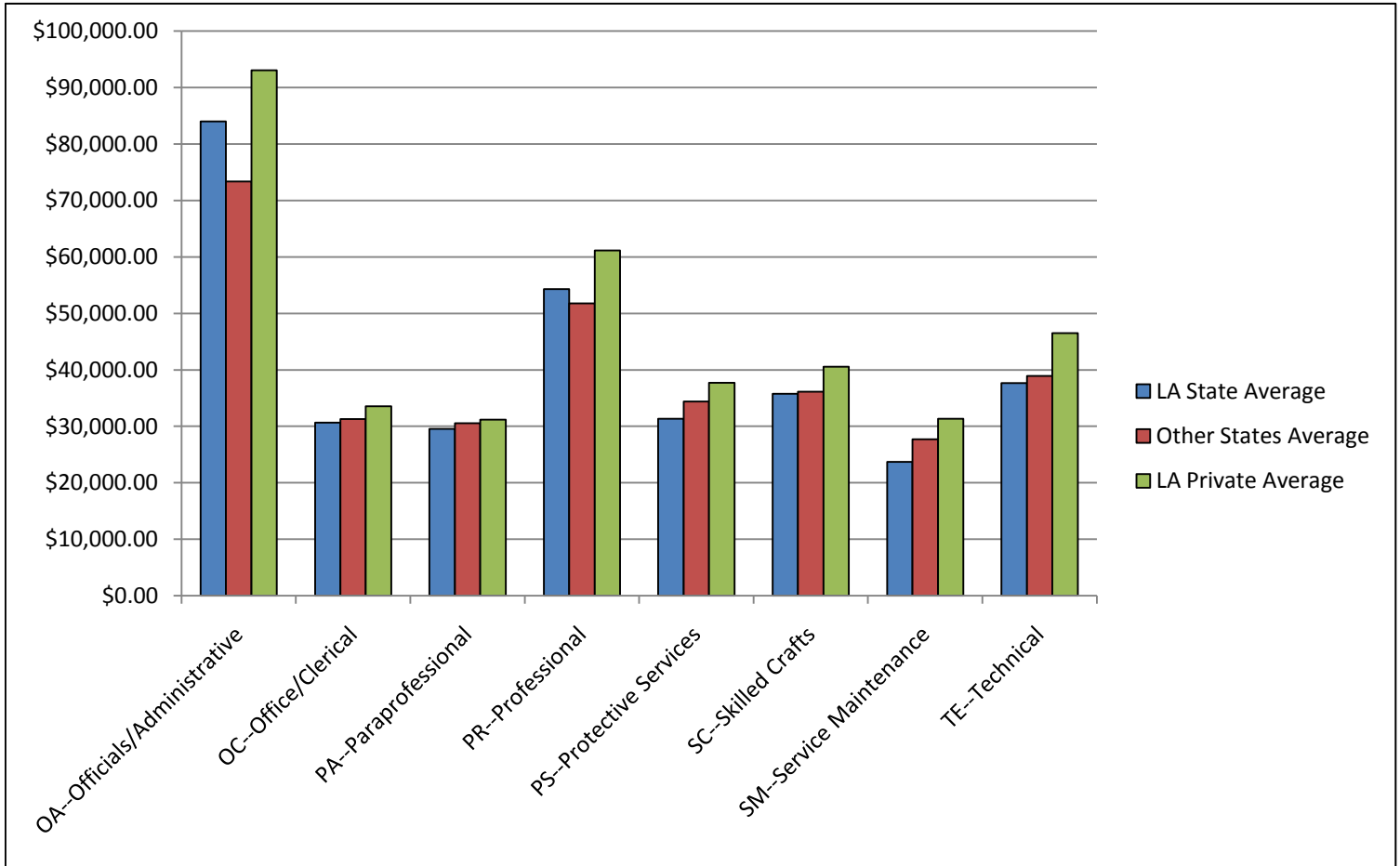
**State of Louisiana
DEPARTMENT OF STATE CIVIL SERVICE**

www.civilservice.la.gov

Classified Jobs

BENCHMARK JOB AVERAGE SALARY COMPARISON BY EEO GROUP

EEO	LA State Average	Other States Average	LA Private Average
OA--Officials/Administrative	\$84,012.75	\$73,366.88	\$93,089.25
OC--Office/Clerical	\$30,678.67	\$31,307.56	\$33,543.11
PA--Paraprofessional	\$29,528.00	\$30,545.33	\$31,163.13
PR--Professional	\$54,296.43	\$51,786.84	\$61,171.68
PS--Protective Services	\$31,346.40	\$34,371.80	\$37,726.80
SC--Skilled Crafts	\$35,770.91	\$36,119.68	\$40,563.12
SM--Service Maintenance	\$23,704.80	\$27,706.30	\$31,345.60
TE--Technical	\$37,673.00	\$38,901.15	\$46,508.69



* Benchmark jobs are those easily defined, generic jobs found in the labor marketplace that are common throughout all industries. Examples include, but are not limited to: Accountants, Administrative Assistants, Custodians, Engineers, Librarians, Nurses, Pharmacists, Plumbers, Security Guards and Warehouse Managers.

* Source of data for Other States includes the annual Southeastern States (SESC) and Central States (CSCA) Surveys. Southeastern States include: AR, AL, FL, KY, LA, MS, MO, NC, OK, SC, GA, TN, VA and WV. Central States include: AZ, CO, AK, IA, KS, ID, LA, IL, MN, IN, MO, NE, NM, ND, MI, OK, SD, MT, WY, WI, NV, UT, TX, WA and OR.

* Source of data for LA Private data is an assemblage of private data surveys for Louisiana, including Watson Wyatt, CompData and CompAnalyst.