State and Local Government Employment Overview

Katharine G. Abraham
University of Maryland and NBER

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Introduction

• General background for today’s discussion
  – How large is the state and local government workforce? How has it evolved over time?
  – What are its demographic characteristics (sex, age, education)? How does this compare to the private sector workforce?
  – What is the occupational distribution of the state and local government workforce? How does this compare to the private sector workforce?
  – How much do state and local government workers earn? How do their earnings compare to those of workers in the private sector?

• Draw on several Bureau of Labor Statistics data sources
  – Current Employment Statistics (CES)
  – Current Population Survey (CPS)
  – Occupational Employment Statistics (OES)
Trends in State and Local Government Employment
State and Local Government Employment, Percent of Nonfarm Wage and Salary Employment, 1990 to 2017
Demographics of the State and Local Government Workforce
Percent of Employment Female, Private Wage and Salary versus State and Local, 2017

Source: CPS tabulations
Employment by Age Group, Private Wage and Salary versus State and Local, 2017

Source: CPS tabulations
Employment by Age Group, Private Wage and Salary versus State and Local, 2017

Source: CPS tabulations
Employment by Age Group, Private Wage and Salary versus State and Local, 2017

Source: CPS tabulations
Employment by Age Group, Private Wage and Salary versus State and Local, 2017

Source: CPS tabulations
Employment by Education, Private Wage and Salary versus State and Local, 2017

Source: CPS tabulations
Employment by Education, Private Wage and Salary versus State and Local, 2017

Source: CPS tabulations
Employment by Education, Private Wage and Salary versus State and Local, 2017

Source: CPS tabulations
Long-Term Changes in State and Local Government Workforce Demographics
Percent of Employment Female, Private Wage and Salary versus State and Local, 1990 and 2017

1990 Employment

- Private Wage and Salary
- State and Local

2017 Employment

- Private Wage and Salary
- State and Local

Source: CPS tabulations
State and Local Minus Private Wage and Salary, Percent of Employment Female, 1990 and 2017

Source: CPS tabulations
Employment by Age Group, Private Wage and Salary versus State and Local, 1990 and 2017

Source: CPS tabulations
State and Local Minus Private Wage and Salary, Percent of Employment by Age Group, 1990 and 2017

Source: CPS tabulations
Employment by Education, Private Wage and Salary versus State and Local, 1990 and 2017

1992 Employment

2017 Employment

Source: CPS tabulations
State and Local Minus Private Wage and Salary, Percent of Employment by Education, 1992 and 2017

Source: CPS tabulations
Occupations of the State and Local Government Workforce
Employment by Occupation, Private Wage and Salary versus State and Local, 2017

Private Wage and Salary
State and Local

Source: CPS tabulations
Employment by Occupation, Private Wage and Salary versus State and Local, Men, 2017

Source: CPS tabulations
Employment by Occupation, Private Wage and Salary versus State and Local, Men, 2017

- Management and Related
- Teachers and Related
- Other Professional and Technical
- Sales
- Administrative
- Protective Service
- Other Service
- Craft, Operatives, Laborers and Farmers

Source: CPS tabulations
Employment by Occupation, Private Wage and Salary versus State and Local, Women, 2017

Source: CPS tabulations
State and Local Government Wages
Average Annual Mean Wages

• State and local government average annual mean wage somewhat above average for private sector
  – $49,500 private sector
  – $59,270 state government
  – $52,250 local government

• Averages do not account for differences in education, experience, occupation or other factors across sectors
  – Do not address question whether state and local government employees overpaid or underpaid

• Mean wages for occupations concentrated in state and local government differ considerably across states
  – Elementary school teachers: $40,530 to $80,540
  – Middle school teachers: $42,040 to $80,940
  – High school teachers: $41,880 to $85,420
  – Police and sheriff’s patrol officers: $35,520 to $100,090

Source: Occupational Employment Statistics, May 2017
Summary
Some Takeaways

• After many years of steady growth, since the start of the Great Recession, state and local government employment has leveled off and declined as a share of overall employment

• State and local government employees more female, older and more educated than private sector employees
  – Since 1990, some growth in difference between state and local government versus private sector with respect to female share
  – Over same period, some convergence between state and local government and private sector in age and education

• Teaching and protective service occupations account for more than 40 percent of all state and local government employment
  – Teaching occupations especially important for women
  – Protective service occupations especially important for men

• Average annual wages of state and local government employees somewhat above the private sector average