

**Wage Comparison  
El Paso vs Major Metro Areas**

SOC	Occupation	Projected 10 year growth	El Paso, TX	Austin, TX	Dallas, TX	Fort Worth, TX	San Antonio, TX	Phoenix, AZ	Denver, CO	Detroit, MI	Next Highest Paying City			
											City	Wage Inc	Cost of Living Index	Net Benefit
21-1011	Substance Abuse and Behavioral Disorder Counselors	47%	\$ 16.11	\$ 18.03	\$ 20.34	\$ 19.04	\$ 18.37	\$ 20.15	\$ 20.39	\$ 17.36	Detroit	7.73%	4.38%	3.35%
49-9041	Industrial Machinery Mechanics	40%	\$ 21.88	\$ 21.83	\$ 23.08	\$ 21.54	\$ 24.76	\$ 23.70	\$ 28.13	\$ 27.21	Dallas	5.47%	5.26%	0.21%
53-3032	Heavy and Tractor-Trailer Truck Drivers	32%	\$ 17.26	\$ 18.56	\$ 22.50	\$ 20.87	\$ 21.54	\$ 20.87	\$ 24.04	\$ 21.64	Austin	7.52%	5.15%	2.37%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	31%	\$ 17.31	\$ 22.16	\$ 22.98	\$ 21.35	\$ 22.74	\$ 21.11	\$ 24.52	\$ 21.73	Phoenix	21.93%	5.04%	16.89%
29-1123	Physical Therapists	30%	\$ 45.43	\$ 42.55	\$ 46.59	\$ 43.61	\$ 44.14	\$ 43.85	\$ 36.73	\$ 44.86	Dallas	2.55%	5.26%	-2.71%
29-2012	Medical and Clinical Laboratory Technicians	29%	\$ 17.79	\$ 20.39	\$ 19.95	\$ 18.61	\$ 18.56	\$ 21.35	\$ 19.95	\$ 16.97	San Antonio	4.32%	4.38%	-0.06%
29-1127	Speech-Language Pathologists	28%	\$ 35.05	\$ 33.41	\$ 41.40	\$ 38.85	\$ 35.58	\$ 35.63	\$ 42.79	\$ 41.73	San Antonio	1.50%	4.38%	-2.88%
11-9111	Medical and Health Services Managers	28%	\$ 46.20	\$ 50.82	\$ 54.57	\$ 50.87	\$ 48.03	\$ 54.28	\$ 60.19	\$ 54.90	San Antonio	3.96%	4.38%	-0.42%
29-2011	Medical and Clinical Laboratory Technologists	28%	\$ 26.11	\$ 26.83	\$ 30.58	\$ 28.51	\$ 26.88	\$ 27.69	\$ 32.12	\$ 28.08	Austin	2.75%	5.15%	-2.40%
15-1133	Software Developers, Systems Software	27%	\$ 39.52	\$ 48.41	\$ 51.68	\$ 48.13	\$ 67.12	\$ 46.40	\$ 60.24	\$ 40.82	Detroit	3.28%	4.38%	-1.10%
29-1141	Registered Nurses	27%	\$ 31.83	\$ 32.26	\$ 35.82	\$ 33.37	\$ 31.92	\$ 36.01	\$ 34.81	\$ 35.67	San Antonio	0.30%	4.38%	-4.08%
41-3021	Insurance Sales Agents	26%	\$ 22.16	\$ 31.30	\$ 31.78	\$ 29.47	\$ 23.27	\$ 23.37	\$ 29.23	\$ 35.77	San Antonio	5.01%	4.38%	0.63%
29-2061	Licensed Practical and Licensed Vocational Nurses	26%	\$ 21.64	\$ 22.50	\$ 23.51	\$ 21.97	\$ 21.64	\$ 25.82	\$ 25.10	\$ 25.24	Fort Worth	1.53%	12.60%	-11.07%
29-2052	Pharmacy Technicians	26%	\$ 15.34	\$ 15.77	\$ 16.20	\$ 15.19	\$ 16.25	\$ 16.15	\$ 17.21	\$ 14.62	Austin	2.80%	5.15%	-2.35%
29-1069	Physicians and Surgeons, All Other	24%	\$ 98.75	\$ 130.34	\$ 95.48	\$ 89.04	\$ 96.25	\$ 98.94	\$ 109.71	\$ 83.70	Phoenix	0.20%	5.04%	-4.84%
11-9051	Food Service Managers	24%	\$ 28.65	\$ 26.88	\$ 34.18	\$ 31.97	\$ 31.92	\$ 26.92	\$ 30.58	\$ 32.89	Denver	6.73%	20.04%	-13.31%
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine	23%	\$ 28.03	\$ 29.66	\$ 30.39	\$ 28.27	\$ 26.92	\$ 26.20	\$ 29.47	\$ 27.36	Fort Worth	0.86%	12.60%	-11.74%
13-1031	Claims Adjusters, Examiners, and Investigators	23%	\$ 29.95	\$ 28.22	\$ 35.15	\$ 32.55	\$ 33.08	\$ 27.60	\$ 33.94	\$ 31.59	Detroit	5.47%	4.38%	1.09%
53-3033	Light Truck or Delivery Services Drivers	22%	\$ 11.97	\$ 17.50	\$ 17.07	\$ 15.91	\$ 14.42	\$ 17.89	\$ 18.37	\$ 17.65	San Antonio	20.50%	4.38%	16.12%
13-2011	Accountants and Auditors	22%	\$ 29.81	\$ 34.38	\$ 39.62	\$ 36.78	\$ 35.63	\$ 33.03	\$ 38.65	\$ 39.04	Phoenix	10.80%	5.04%	5.76%
11-9151	Social and Community Service Managers	21%	\$ 30.63	\$ 34.66	\$ 39.23	\$ 36.54	\$ 37.02	\$ 33.80	\$ 36.73	\$ 34.38	Phoenix	10.35%	5.04%	5.31%
51-4041	Machinists	21%	\$ 17.36	\$ 19.95	\$ 19.57	\$ 18.37	\$ 21.59	\$ 21.11	\$ 21.64	\$ 21.25	Fort Worth	5.79%	12.60%	-6.81%
21-1021	Child, Family, and School Social Workers	20%	\$ 21.06	\$ 21.06	\$ 22.65	\$ 21.15	\$ 23.41	\$ 17.60	\$ 24.42	\$ 22.93	Fort Worth	0.45%	12.60%	-12.15%
13-1111	Management Analysts	20%	\$ 35.77	\$ 47.12	\$ 45.19	\$ 42.02	\$ 40.19	\$ 37.26	\$ 45.19	\$ 43.80	Phoenix	4.17%	5.04%	-0.87%
13-1151	Training and Development Specialists	20%	\$ 24.71	\$ 30.53	\$ 33.08	\$ 30.77	\$ 30.24	\$ 28.27	\$ 33.56	\$ 30.82	Phoenix	14.41%	5.04%	9.37%
15-1151	Computer User Support Specialists	20%	\$ 19.28	\$ 24.18	\$ 26.01	\$ 24.18	\$ 25.15	\$ 24.09	\$ 30.10	\$ 25.82	Phoenix	24.93%	5.04%	19.89%
11-1021	General and Operations Managers	20%	\$ 52.60	\$ 59.76	\$ 69.80	\$ 64.09	\$ 57.50	\$ 49.57	\$ 68.46	\$ 61.44	San Antonio	9.32%	4.38%	4.94%
29-1051	Pharmacists	19%	\$ 66.15	\$ 58.13	\$ 59.47	\$ 55.72	\$ 61.15	\$ 57.89	\$ 56.35	\$ 55.96		-6.24%		-6.24%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	19%	\$ 27.60	\$ 31.01	\$ 34.95	\$ 32.60	\$ 30.53	\$ 28.56	\$ 34.23	\$ 33.22	Phoenix	3.47%	5.04%	-1.57%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	18%	\$ 24.90	\$ 32.69	\$ 31.44	\$ 29.28	\$ 27.93	\$ 25.91	\$ 30.34	\$ 27.65	Phoenix	4.07%	5.04%	-0.97%

**Wage Comparison  
El Paso vs Major Metro Areas**

SOC	Occupation	Projected 10 year	El Paso, TX	Austin, TX	Dallas, TX	Fort Worth, TX	San Antonio, TX	Phoenix, AZ	Denver, CO	Detroit, MI	Next Highest Paying City			
											City	Percentage	Percentage	Percentage
33-2011	Firefighters	18%	\$ 21.11	\$ 26.88	\$ 27.31	\$ 25.53	\$ 29.23	\$ 24.28	\$ 29.52	\$ 23.75	Detroit	12.51%	4.38%	8.13%
43-5061	Production, Planning, and Expediting Clerks	17%	\$ 18.03	\$ 23.17	\$ 24.33	\$ 22.69	\$ 19.71	\$ 22.74	\$ 25.00	\$ 23.99	San Antonio	9.33%	4.38%	4.95%
23-1011	Lawyers	17%	\$ 63.46	\$ 63.27	\$ 75.34	\$ 69.71	\$ 54.95	\$ 65.43	\$ 69.71	\$ 54.57	Phoenix	3.11%	5.04%	-1.93%
33-3051	Police and Sheriff's Patrol Officers	17%	\$ 30.39	\$ 33.32	\$ 32.36	\$ 30.29	\$ 28.17	\$ 31.78	\$ 35.96	\$ 30.63	Detroit	0.77%	4.38%	-3.61%
41-1012	First-Line Supervisors of Non-Retail Sales Workers	17%	\$ 25.43	\$ 42.07	\$ 40.15	\$ 37.31	\$ 37.60	\$ 32.79	\$ 43.13	\$ 40.10	Phoenix	28.94%	5.04%	23.90%
47-2073	Operating Engineers and Other Construction Equipment Operators	16%	\$ 16.88	\$ 18.61	\$ 19.62	\$ 18.27	\$ 16.92	\$ 22.79	\$ 24.04	\$ 26.15	San Antonio	0.26%	12.60%	-12.34%
33-3012	Correctional Officers and Jailers	16%	\$ 18.61	\$ 20.72	\$ 20.72	\$ 19.33	\$ 19.38	\$ 21.11	\$ 25.05	\$ 23.70	Fort Worth	3.85%	12.60%	-8.75%
47-1011	Supervisors of Construction and Extraction Workers	15%	\$ 25.58	\$ 29.66	\$ 32.07	\$ 29.81	\$ 30.87	\$ 30.43	\$ 33.65	\$ 32.84	Austin	15.97%	5.26%	10.71%
13-1041	Compliance Officers	15%	\$ 34.14	\$ 32.84	\$ 36.78	\$ 34.23	\$ 33.46	\$ 32.02	\$ 35.10	\$ 35.10	Fort Worth	0.27%	12.60%	-12.33%
11-9199	Managers, All Other	15%	\$ 48.70	\$ 58.94	\$ 63.03	\$ 58.70	\$ 57.84	\$ 47.93	\$ 66.49	\$ 52.50	Detroit	7.80%	4.38%	3.42%
33-3021	Detectives and Criminal Investigators	15%	\$ 39.33	\$ 32.55	\$ 41.11	\$ 38.37	\$ 34.86	\$ 36.06	\$ 44.14	\$ 48.27	Dallas	4.52%	5.26%	-0.74%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	15%	\$ 11.01	\$ 18.41	\$ 20.24	\$ 18.94	\$ 17.84	\$ 21.06	\$ 19.81	\$ 18.46	San Antonio	62.01%	4.38%	57.63%
53-7051	Industrial Truck and Tractor Operators	14%	\$ 12.26	\$ 15.77	\$ 14.95	\$ 14.04	\$ 14.09	\$ 16.40	\$ 17.02	\$ 17.21	Fort Worth	14.51%	12.60%	1.91%
13-1071	Human Resources Specialists	14%	\$ 25.87	\$ 32.60	\$ 33.61	\$ 31.25	\$ 30.67	\$ 27.07	\$ 32.69	\$ 30.58	Phoenix	4.63%	5.04%	-0.41%
11-9032	Education Administrators, Elementary and Secondary School	14%	\$ 39.57	\$ 40.05	\$ 42.40	\$ 39.81	\$ 39.81	\$ 37.21	\$ 43.65	\$ 47.26	San Antonio	0.60%	12.60%	-12.00%
43-4199	Information and Record Clerks, All Other	14%	\$ 16.88	\$ 16.30	\$ 19.47	\$ 18.17	\$ 18.27	\$ 18.41	\$ 20.87	\$ 18.32	Fort Worth	7.67%	12.60%	-4.93%
13-1199	Business Operations Specialists, All Other	13%	\$ 34.81	\$ 39.90	\$ 39.62	\$ 36.88	\$ 35.39	\$ 32.84	\$ 39.18	\$ 34.86	Detroit	0.13%	4.38%	-4.25%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	13%	\$ 16.97	\$ 19.81	\$ 22.89	\$ 21.35	\$ 20.67	\$ 22.79	\$ 26.20	\$ 24.18	Austin	16.72%	5.15%	11.57%
25-2021	Elementary School Teachers, Except Special Education	13%	\$ 25.43	\$ 26.15	\$ 28.08	\$ 26.40	\$ 27.12	\$ 21.01	\$ 26.25	\$ 31.97	Austin	2.85%	5.15%	-2.30%
25-2022	Middle School Teachers, Except Special and Career/Technical Education	13%	\$ 24.76	\$ 25.34	\$ 28.32	\$ 26.64	\$ 26.88	\$ 20.91	\$ 26.40	\$ 31.54	Austin	2.33%	5.15%	-2.82%
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	13%	\$ 25.43	\$ 25.77	\$ 28.80	\$ 27.07	\$ 27.12	\$ 24.23	\$ 27.98	\$ 31.40	Austin	1.34%	5.15%	-3.81%
11-9021	Construction Managers	13%	\$ 40.15	\$ 49.33	\$ 46.92	\$ 43.65	\$ 42.02	\$ 41.59	\$ 44.95	\$ 48.61	Phoenix	3.58%	5.04%	-1.46%
25-2012	Kindergarten Teachers, Except Special Education	13%	\$ 24.81	\$ 22.55	\$ 26.25	\$ 24.66	\$ 25.72	\$ 20.63	\$ 25.24	\$ 31.68	Denver	1.74%	20.04%	-18.30%
47-2111	Electricians	12%	\$ 18.32	\$ 22.84	\$ 21.78	\$ 20.29	\$ 22.21	\$ 24.04	\$ 23.99	\$ 29.42	Fort Worth	10.75%	12.60%	-1.85%
43-3051	Payroll and Timekeeping Clerks	12%	\$ 16.92	\$ 20.48	\$ 21.88	\$ 20.34	\$ 18.22	\$ 20.34	\$ 22.16	\$ 20.29	San Antonio	7.70%	4.38%	3.32%
21-1012	Educational, Guidance, School, and Vocational Counselors	11%	\$ 27.16	\$ 26.97	\$ 31.30	\$ 29.38	\$ 27.26	\$ 26.97	\$ 24.81	\$ 26.11	San Antonio	0.37%	4.38%	-4.01%
47-2152	Plumbers, Pipefitters, and Steamfitters	10%	\$ 17.31	\$ 22.84	\$ 21.73	\$ 20.29	\$ 20.96	\$ 23.75	\$ 24.71	\$ 31.68	Fort Worth	17.21%	12.60%	4.61%
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	10%	\$ 25.29	\$ 31.15	\$ 33.90	\$ 31.64	\$ 34.81	\$ 31.54	\$ 34.47	\$ 36.88	Austin	23.19%	5.15%	18.04%

**Wage Comparison  
El Paso vs Border Areas**

SOC Code	Occupation	El Paso, TX	San Diego, CA	Nogales, AZ	Douglas, AZ	Columbus, NM	Del Rio, TX	Eagle Pass, TX	Laredo, TX	McAllen, TX	Brownsville, TX	El Paso and Next Highest			
												City	Wage Increase	COLI	Net Benefit
11-1021	General and Operations Managers	\$ 52.60	\$ 60.53	\$ 36.40	\$ 41.54	\$ 35.84	\$ 47.44	\$ 46.58	\$ 48.87	\$ 48.80	\$ 45.70	San Diego	15.08%	58.60%	-43.52%
11-9021	Construction Managers	\$ 40.14	\$ 46.44	\$ 35.34	\$ 53.76	\$ 32.10	\$ 47.79	\$ 46.10	\$ 36.23	\$ 40.39	\$ 45.43	McAllen	0.61%	-2.00%	2.61%
11-9032	Education Administrators, Elementary and Secondary School	\$ 39.57	\$ 56.59	\$ 33.82	\$ 37.58	\$ 39.99	\$ 34.99	\$ 34.35	\$ 41.79	\$ 39.96	\$ 36.44	McAllen	0.99%	-2.00%	2.99%
11-9051	Food Service Managers	\$ 28.65	\$ 27.74	\$ 24.93	\$ 20.37	\$ 20.16	\$ 22.36	\$ 21.96	\$ 29.89	\$ 27.67	\$ 33.79	Laredo	4.31%	1.00%	3.31%
11-9111	Medical and Health Services Managers	\$ 46.20	\$ 55.19	\$ 48.29	\$ 36.88	\$ 50.85	\$ 49.77	\$ 48.86	\$ 46.39	\$ 39.66	\$ 54.01	Laredo	0.41%	1.00%	-0.59%
11-9151	Social and Community Service Managers	\$ 30.63	\$ 34.28	\$ 28.22	\$ 29.07	\$ 25.29	\$ 35.78	\$ 35.12	\$ 28.89	\$ 30.77	\$ 28.28	McAllen	0.47%	-2.00%	2.47%
11-9199	Managers, All Other	\$ 48.70	\$ 64.71	\$ 43.62	\$ 48.48	\$ 45.09	\$ 46.75	\$ 45.89	\$ 47.33	\$ 45.79	\$ 47.19	San Diego	32.87%	58.60%	-25.73%
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$ 25.29	\$ 36.68	\$ 25.46	\$ 34.51	\$ 21.49	\$ 26.59	\$ 26.10	\$ 21.49	\$ 25.58	\$ 23.71	Nogales	0.68%	-3.00%	3.68%
13-1031	Claims Adjusters, Examiners, and Investigators	\$ 29.95	\$ 32.26	\$ 31.22	\$ 30.04	\$ 24.32	\$ 29.14	\$ 28.61	\$ 37.83	\$ 27.33	\$ 28.45	Douglas	0.29%	6.00%	-5.71%
13-1041	Compliance Officers	\$ 34.13	\$ 37.84	\$ 32.78	\$ 34.63	\$ 30.81	\$ 34.38	\$ 33.75	\$ 32.53	\$ 30.97	\$ 35.45	Del Rio	0.72%	-3.00%	3.72%
13-1071	Human Resources Specialists	\$ 25.87	\$ 34.42	\$ 28.14	\$ 34.17	\$ 21.27	\$ 27.51	\$ 27.01	\$ 22.95	\$ 22.56	\$ 23.23	Eagle Pass	4.43%	-3.00%	7.43%
13-1111	Management Analysts	\$ 35.77	\$ 42.50	\$ 40.92	\$ 32.30	\$ 30.63	\$ 43.71	\$ 42.91	\$ 40.57	\$ 42.01	\$ 35.40	Laredo	13.42%	1.00%	12.42%
13-1151	Training and Development Specialists	\$ 24.71	\$ 35.34	\$ 28.43	\$ 37.87	\$ 19.65	\$ 28.61	\$ 28.09	\$ 29.93	\$ 22.64	\$ 18.55	Eagle Pass	13.67%	-3.00%	16.67%
13-1199	Business Operations Specialists, All Other	\$ 34.81	\$ 37.84	\$ 30.06	\$ 35.12	\$ 27.88	\$ 28.88	\$ 28.35	\$ 27.51	\$ 29.87	\$ 29.93	Douglas	0.90%	6.00%	-5.10%
13-2011	Accountants and Auditors	\$ 29.81	\$ 37.50	\$ 27.78	\$ 33.25	\$ 22.89	\$ 31.08	\$ 30.51	\$ 32.71	\$ 30.09	\$ 29.10	McAllen	0.95%	-2.00%	2.95%
15-1133	Software Developers, Systems Software	\$ 39.52	\$ 56.39	\$ 50.50	\$ 47.10	\$ 40.56	\$ 37.47	\$ 36.79	\$ 37.47	\$ 29.54	\$ 39.85	Brownsville	0.84%	-2.00%	2.84%
15-1151	Computer User Support Specialists	\$ 19.28	\$ 28.46	\$ 18.18	\$ 22.66	\$ 17.11	\$ 17.82	\$ 17.49	\$ 17.02	\$ 17.01	\$ 18.75	Douglas	17.54%	6.00%	11.54%
21-1011	Substance Abuse and Behavioral Disorder Counselors	\$ 16.11	\$ 19.66	\$ 23.41	\$ 18.54	\$ 24.99	\$ 19.91	\$ 19.55	\$ 19.55	\$ 19.70	\$ 20.50	Douglas	15.11%	1.00%	14.11%
21-1012	Educational, Guidance, School, and Vocational Counselors	\$ 27.16	\$ 31.20	\$ 20.36	\$ 30.06	\$ 23.31	\$ 25.72	\$ 25.25	\$ 28.54	\$ 29.25	\$ 28.17	Brownsville	3.71%	-2.00%	5.71%
21-1021	Child, Family, and School Social Workers	\$ 21.06	\$ 26.01	\$ 17.14	\$ 18.45	\$ 20.52	\$ 18.03	\$ 17.70	\$ 20.19	\$ 20.93	\$ 19.32	San Diego	23.52%	58.60%	-35.08%
23-1011	Lawyers	\$ 63.46	\$ 70.19	\$ 45.53	\$ 54.52	\$ 37.06	\$ 37.94	\$ 37.25	\$ 48.19	\$ 60.15	\$ 59.98	San Diego	10.61%	58.60%	-47.99%
25-2012	Kindergarten Teachers, Except Special Education	\$ 24.81	\$ 29.57	\$ 22.74	\$ 22.28	\$ 24.59	\$ 22.84	\$ 22.42	\$ 25.00	\$ 26.30	\$ 23.33	Laredo	0.78%	1.00%	-0.22%
25-2021	Elementary School Teachers, Except Special Education	\$ 25.43	\$ 34.66	\$ 20.18	\$ 20.64	\$ 24.81	\$ 23.50	\$ 23.07	\$ 25.94	\$ 26.17	\$ 24.29	Laredo	1.99%	1.00%	0.99%
25-2022	Middle School Teachers, Except Special and Career/Technical Education	\$ 24.76	\$ 32.45	\$ 20.32	\$ 22.24	\$ 26.02	\$ 23.91	\$ 23.47	\$ 26.04	\$ 26.61	\$ 25.16	Brownsville	1.62%	-2.00%	3.62%
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	\$ 25.43	\$ 34.95	\$ 22.24	\$ 19.88	\$ 24.81	\$ 25.03	\$ 24.57	\$ 28.57	\$ 26.79	\$ 25.42	McAllen	5.34%	-2.00%	7.34%
29-1051	Pharmacists	\$ 66.15	\$ 62.02	\$ 56.14	\$ 65.05	\$ 65.54	\$ 65.58	\$ 64.38	\$ 69.84	\$ 65.27	\$ 68.14	Brownsville	3.00%	-2.00%	5.00%
29-1069	Physicians and Surgeons, All Other	\$ 98.75	\$ 114.90	\$ 105.11	\$ 89.69	\$ 105.75	\$ 99.71	\$ 97.88	\$ 107.35	\$ 128.78	\$ 85.85	Del Rio	0.97%	-3.00%	3.97%
29-1123	Physical Therapists	\$ 45.43	\$ 45.00	\$ 40.50	\$ 38.01	\$ 47.55	\$ 61.94	\$ 60.81	\$ 52.45	\$ 51.09	\$ 53.25	Columbus	4.66%	-3.00%	7.66%
29-1127	Speech-Language Pathologists	\$ 35.05	\$ 45.48	\$ 29.68	\$ 30.53	\$ 35.80	\$ 31.98	\$ 31.39	\$ 34.28	\$ 39.17	\$ 40.16	Columbus	2.15%	-3.00%	5.15%
29-1141	Registered Nurses	\$ 31.83	\$ 44.47	\$ 33.98	\$ 29.32	\$ 32.21	\$ 37.51	\$ 36.83	\$ 37.35	\$ 32.10	\$ 33.22	McAllen	0.86%	-2.00%	2.86%
29-2011	Medical and Clinical Laboratory Technologists	\$ 26.11	\$ 36.44	\$ 31.43	\$ 24.07	\$ 24.85	\$ 27.92	\$ 27.41	\$ 30.69	\$ 24.38	\$ 26.42	Brownsville	1.20%	-3.00%	4.20%
29-2012	Medical and Clinical Laboratory Technicians	\$ 17.79	\$ 21.68	\$ 19.29	\$ 18.76	\$ 18.40	\$ 20.21	\$ 19.84	\$ 20.70	\$ 14.88	\$ 18.70	Columbus	3.44%	-3.00%	6.44%
29-2052	Pharmacy Technicians	\$ 15.34	\$ 17.40	\$ 17.05	\$ 15.52	\$ 14.80	\$ 13.72	\$ 13.47	\$ 14.34	\$ 14.70	\$ 15.11	Douglas	1.20%	6.00%	-4.80%
29-2061	Licensed Practical and Licensed Vocational Nurses	\$ 21.63	\$ 26.20	\$ 20.17	\$ 22.72	\$ 25.21	\$ 19.66	\$ 19.30	\$ 27.75	\$ 21.30	\$ 21.39	Douglas	5.02%	6.00%	-0.98%
33-2011	Firefighters	\$ 21.11	\$ 30.10	\$ 17.10	\$ 20.89	\$ 13.88	\$ 23.33	\$ 22.90	\$ 23.85	\$ 16.17	\$ 30.04	Eagle Pass	8.50%	-3.00%	11.50%
33-3012	Correctional Officers and Jailers	\$ 18.61	\$ 33.17	\$ 19.27	\$ 19.91	\$ 14.61	\$ 14.91	\$ 14.64	\$ 18.27	\$ 20.40	\$ 16.17	Nogales	3.57%	2.00%	1.57%
33-3021	Detectives and Criminal Investigators	\$ 39.33	\$ 45.67	\$ 36.48	\$ 26.65	\$ 38.87	\$ 36.81	\$ 36.13	\$ 36.67	\$ 34.60	\$ 38.30	San Diego	16.14%	58.60%	-42.46%
33-3051	Police and Sheriff's Patrol Officers	\$ 30.38	\$ 39.57	\$ 23.24	\$ 25.39	\$ 19.88	\$ 22.08	\$ 21.67	\$ 30.27	\$ 22.61	\$ 25.34	San Diego	30.22%	58.60%	-28.38%
41-1012	First-Line Supervisors of Non-Retail Sales Workers	\$ 25.43	\$ 35.48	\$ 30.68	\$ 27.55	\$ 28.05	\$ 24.27	\$ 23.82	\$ 33.16	\$ 29.95	\$ 39.74	Douglas	8.33%	6.00%	2.33%
41-3021	Insurance Sales Agents	\$ 22.16	\$ 40.48	\$ 23.97	\$ 21.40	\$ 22.74	\$ 25.91	\$ 25.43	\$ 21.89	\$ 24.36	\$ 13.33	Columbus	2.60%	-3.00%	5.60%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$ 24.90	\$ 27.93	\$ 22.98	\$ 19.53	\$ 21.49	\$ 24.89	\$ 24.43	\$ 25.57	\$ 24.12	\$ 24.14	Laredo	2.67%	1.00%	1.67%

**Wage Comparison  
El Paso vs Border Areas**

SOC Code	Occupation	El Paso, TX	San Diego, CA	Nogales, AZ	Douglas, AZ	Columbus,	Del Rio, TX	Eagle Pass,	Laredo, TX	McAllen, TX	Brownsville,	El Paso and Next Highest			
												City	Wage	% Diff	% Diff
43-3051	Payroll and Timekeeping Clerks	\$ 16.92	\$ 22.50	\$ 16.71	\$ 16.90	\$ 18.09	\$ 16.45	\$ 16.15	\$ 16.92	\$ 16.20	\$ 15.04	Columbus	6.90%	-3.00%	9.90%
43-4199	Information and Record Clerks, All Other	\$ 16.88	\$ 21.92	\$ 18.46	\$ 21.76	\$ 20.21	\$ 15.88	\$ 15.59	\$ 16.31	\$ 15.55	\$ 15.14	Nogales	9.39%	2.00%	7.39%
43-5061	Production, Planning, and Expediting Clerks	\$ 18.03	\$ 23.56	\$ 17.98	\$ 20.22	\$ 26.01	\$ 17.95	\$ 17.62	\$ 15.11	\$ 15.00	\$ 20.46	Douglas	12.15%	6.00%	6.15%
47-1011	Supervisors of Construction and Extraction Workers	\$ 25.58	\$ 38.75	\$ 26.84	\$ 29.72	\$ 25.59	\$ 30.83	\$ 30.27	\$ 33.54	\$ 26.89	\$ 21.63	Nogales	4.94%	2.00%	2.94%
47-2073	Operating Engineers and Other Construction Equipment Operators	\$ 16.88	\$ 32.55	\$ 22.38	\$ 20.80	\$ 18.50	\$ 17.59	\$ 17.27	\$ 15.08	\$ 14.64	\$ 14.31	Eagle Pass	2.34%	-3.00%	5.34%
47-2111	Electricians	\$ 18.32	\$ 32.74	\$ 27.91	\$ 19.49	\$ 23.13	\$ 20.87	\$ 20.49	\$ 18.15	\$ 17.21	\$ 16.54	Douglas	6.40%	6.00%	0.40%
47-2152	Plumbers, Pipefitters, and Steamfitters	\$ 17.31	\$ 26.35	\$ 24.74	\$ 21.44	\$ 19.09	\$ 19.83	\$ 19.47	\$ 17.72	\$ 16.92	\$ 15.28	Columbus	10.30%	-3.00%	13.30%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$ 27.60	\$ 32.84	\$ 28.21	\$ 28.84	\$ 27.95	\$ 27.90	\$ 27.39	\$ 29.16	\$ 24.96	\$ 29.13	Del Rio	1.10%	-3.00%	4.10%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$ 17.31	\$ 24.52	\$ 20.66	\$ 19.71	\$ 19.31	\$ 16.36	\$ 16.06	\$ 19.54	\$ 14.04	\$ 15.94	Columbus	11.57%	1.00%	10.57%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$ 16.97	\$ 27.40	\$ 18.04	\$ 17.66	\$ 18.68	\$ 15.90	\$ 15.61	\$ 15.11	\$ 16.92	\$ 15.44	Douglas	4.06%	6.00%	-1.94%
49-9041	Industrial Machinery Mechanics	\$ 21.88	\$ 27.12	\$ 24.92	\$ 25.87	\$ 23.94	\$ 19.47	\$ 19.11	\$ 19.39	\$ 19.27	\$ 18.31	Columbus	9.44%	-3.00%	12.44%
51-4041	Machinists	\$ 17.36	\$ 22.88	\$ 19.49	\$ 18.96	\$ 18.46	\$ 22.17	\$ 21.76	\$ 17.85	\$ 17.48	\$ 15.70	McAllen	0.72%	-2.00%	2.72%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$ 11.01	\$ 20.43	\$ 18.59	\$ 12.65	\$ 12.75	\$ 17.25	\$ 16.93	\$ 15.06	\$ 13.49	\$ 13.48	Douglas	14.90%	6.00%	8.90%
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine	\$ 28.03	\$ 27.55	\$ 26.75	\$ 22.45	\$ 27.06	\$ 26.83	\$ 26.34	\$ 27.68	\$ 24.40	\$ 24.67				0.00%
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$ 17.26	\$ 20.05	\$ 17.43	\$ 17.50	\$ 17.69	\$ 18.48	\$ 18.14	\$ 17.92	\$ 15.32	\$ 18.35	Nogales	0.99%	-3.00%	3.99%
53-3033	Light Truck or Delivery Services Drivers	\$ 11.97	\$ 16.49	\$ 19.26	\$ 14.77	\$ 13.63	\$ 10.66	\$ 10.46	\$ 18.15	\$ 10.88	\$ 11.92	Columbus	13.86%	-3.00%	16.86%
53-7051	Industrial Truck and Tractor Operators	\$ 12.26	\$ 18.75	\$ 14.29	\$ 14.12	\$ 15.84	\$ 10.80	\$ 10.60	\$ 11.21	\$ 10.27	\$ 11.60	Douglas	15.17%	6.00%	9.17%



**Wage Comparison  
El Paso vs Regional Areas**

SOC	Occupation	Projected 10 year growth	El Paso, TX	Lubbock, TX	Midland, TX	Odessa, TX	Las Cruces, NM	Albq, NM	Tucson, AZ	Next Highest Paying City			
										City	Wage Incr	Cost of Living Index	Net Benefit
21-1011	Substance Abuse and Behavioral Disorder Counselors	47%	\$ 16.11	\$ 18.97	\$ 18.12		\$ 21.98		\$ 17.84	Tucson	10.77%	1.64%	9.13%
49-9041	Industrial Machinery Mechanics	40%	\$ 21.88	\$ 21.53	\$ 28.03	\$ 23.56	\$ 23.60	\$ 20.75	\$ 23.63	Odessa	7.70%	7.45%	0.25%
53-3032	Heavy and Tractor-Trailer Truck Drivers	32%	\$ 17.26	\$ 19.04	\$ 22.51	\$ 21.96	\$ 17.59	\$ 19.96	\$ 19.73	Las Cruces	1.91%	-3.00%	4.91%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	31%	\$ 17.31	\$ 19.18	\$ 24.58	\$ 27.54	\$ 16.72	\$ 20.72	\$ 20.35	Lubbock	10.82%	-2.96%	13.78%
29-1123	Physical Therapists	30%	\$ 45.43	\$ 41.84	\$ 44.24	\$ 39.49	\$ 47.76	\$ 42.05	\$ 40.22	Las Cruces	5.12%	-3.00%	8.12%
29-2012	Medical and Clinical Laboratory Technicians	29%	\$ 17.79	\$ 15.97	\$ 18.22		\$ 20.54	\$ 17.66	\$ 21.92	Midland	2.43%	5.70%	-3.27%
29-1127	Speech-Language Pathologists	28%	\$ 35.05	\$ 33.95	\$ 37.36	\$ 33.98	\$ 40.79	\$ 34.29	\$ 32.34	Midland	6.60%	5.70%	0.90%
11-9111	Medical and Health Services Managers	28%	\$ 46.20	\$ 48.10	\$ 48.13	\$ 42.85	\$ 50.81	\$ 62.04	\$ 50.91	Lubbock	4.11%	-2.96%	7.07%
29-2011	Medical and Clinical Laboratory Technologists	28%	\$ 26.11	\$ 29.12	\$ 23.48		\$ 22.17	\$ 26.54	\$ 27.56	Albq	1.66%	1.64%	0.02%
15-1133	Software Developers, Systems Software	27%	\$ 39.52	\$ 31.78			\$ 49.35	\$ 50.15		Las Cruces	24.88%	-3.00%	27.88%
29-1141	Registered Nurses	27%	\$ 31.83	\$ 31.22	\$ 28.06	\$ 30.71	\$ 27.56	\$ 34.70	\$ 33.47	Tucson	5.16%	1.64%	3.52%
41-3021	Insurance Sales Agents	26%	\$ 22.16	\$ 32.46	\$ 23.29			\$ 24.33	\$ 20.71	Midland	5.08%	5.70%	-0.62%
29-2061	Licensed Practical and Licensed Vocational Nurses	26%	\$ 21.63	\$ 21.36	\$ 21.97	\$ 22.95	\$ 21.77	\$ 23.37	\$ 23.51	Las Cruces	0.63%	5.70%	-5.07%
29-2052	Pharmacy Technicians	26%	\$ 15.34	\$ 14.76	\$ 16.25	\$ 16.53	\$ 14.16	\$ 15.37	\$ 16.20	Albq	0.22%	6.00%	-5.78%
29-1069	Physicians and Surgeons, All Other	24%	\$ 98.75	\$ 100.71	\$ 116.54		\$ 98.59	\$ 116.80	\$ 111.59	Lubbock	1.98%	-2.96%	4.94%
11-9051	Food Service Managers	24%	\$ 28.65	\$ 25.43	\$ 27.31	\$ 33.60	\$ 24.18	\$ 22.50	\$ 31.35	Tucson	9.41%	1.64%	7.77%
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine	23%	\$ 28.03	\$ 27.80	\$ 38.10	\$ 34.72	\$ 18.36	\$ 26.35	\$ 25.55	Odessa	23.87%	7.45%	16.42%
13-1031	Claims Adjusters, Examiners, and Investigators	23%	\$ 29.95	\$ 32.70			\$ 30.42	\$ 28.19	\$ 27.14	Las Cruces	1.56%	-3.00%	4.56%
53-3033	Light Truck or Delivery Services Drivers	22%	\$ 11.97	\$ 14.31	\$ 17.41	\$ 16.98	\$ 15.17	\$ 16.40	\$ 16.63	Lubbock	19.54%	-2.96%	22.50%
13-2011	Accountants and Auditors	22%	\$ 29.81	\$ 35.60	\$ 39.21	\$ 38.00	\$ 29.99	\$ 32.59	\$ 28.23	Las Cruces	0.61%	-3.00%	3.61%
11-9151	Social and Community Service Managers	21%	\$ 30.63	\$ 29.00			\$ 26.70	\$ 30.49	\$ 30.52		0.00%		0.00%
51-4041	Machinists	21%	\$ 17.36	\$ 16.02	\$ 25.04	\$ 23.94	\$ 15.39	\$ 20.52	\$ 20.13	Tucson	15.98%	1.64%	14.34%
21-1021	Child, Family, and School Social Workers	20%	\$ 21.06	\$ 19.64	\$ 19.00	\$ 20.77	\$ 25.44	\$ 19.43	\$ 17.12	Las Cruces	20.81%	-3.00%	23.81%
13-1111	Management Analysts	20%	\$ 35.77	\$ 31.65	\$ 34.23		\$ 31.29	\$ 36.83	\$ 44.64	Albq	2.97%	6.00%	-3.03%
13-1151	Training and Development Specialists	20%	\$ 24.71	\$ 24.71	\$ 27.91	\$ 30.56	\$ 16.56	\$ 28.07	\$ 28.61	Midland	12.94%	-2.96%	15.90%
15-1151	Computer User Support Specialists	20%	\$ 19.28	\$ 18.26	\$ 25.72	\$ 21.59	\$ 20.10	\$ 21.00	\$ 24.08	Las Cruces	4.26%	-3.00%	7.26%
11-1021	General and Operations Managers	20%	\$ 52.60	\$ 55.30	\$ 70.97	\$ 74.22	\$ 41.06	\$ 48.01	\$ 38.39	Lubbock	5.14%	-2.96%	8.10%
29-1051	Pharmacists	19%	\$ 66.15	\$ 59.18	\$ 63.30	\$ 70.05	\$ 63.25	\$ 57.48	\$ 53.03	Odessa	5.89%	7.45%	-1.56%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	19%	\$ 27.60	\$ 30.79	\$ 35.87	\$ 36.96	\$ 27.27	\$ 26.83	\$ 30.75	Tucson	11.43%	5.70%	5.73%



**Wage Comparison  
El Paso vs Regional Areas**

SOC	Occupation	Projected 10	El Paso, TX	Lubbock, TX	Midland, TX	Odessa, TX	Las Cruces, NM	Albuq, NM	Tucson, AZ	Next Highest Paying City			
										City	% Diff	% Diff	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	18%	\$ 24.90	\$ 28.38	\$ 31.14	\$ 28.20	\$ 21.30	\$ 25.57	\$ 24.35	Albq	2.67%	1.64%	1.03%
33-2011	Firefighters	18%	\$ 21.11				\$ 17.63	\$ 17.07	\$ 19.62		0.00%		0.00%
43-5061	Production, Planning, and Expediting Clerks	17%	\$ 18.03	\$ 20.85	\$ 23.82	\$ 27.04	\$ 23.84	\$ 24.25	\$ 24.18	Lubbock	15.65%	-2.96%	18.61%
23-1011	Lawyers	17%	\$ 63.46	\$ 74.17	\$ 66.63	\$ 66.63	\$ 52.95	\$ 48.25	\$ 58.21	Midland	4.99%	5.70%	-0.71%
33-3051	Police and Sheriff's Patrol Officers	17%	\$ 30.38	\$ 27.86	\$ 31.12	\$ 27.01	\$ 23.59	\$ 26.03	\$ 28.43	Midland	2.42%	5.70%	-3.28%
41-1012	First-Line Supervisors of Non-Retail Sales Workers	17%	\$ 25.43	\$ 31.99	\$ 55.49	\$ 43.21	\$ 28.61	\$ 29.98	\$ 27.89	Tucson	9.66%	1.64%	8.02%
47-2073	Operating Engineers and Other Construction Equipment Operators	16%	\$ 16.88	\$ 18.95	\$ 21.03	\$ 21.61	\$ 17.27	\$ 18.97	\$ 20.25	Las Cruces	2.34%	-3.00%	5.34%
33-3012	Correctional Officers and Jailers	16%	\$ 18.61					\$ 16.55	\$ 19.81	Tucson	6.47%	1.64%	4.83%
47-1011	Supervisors of Construction and Extraction Workers	15%	\$ 25.58	\$ 27.09	\$ 48.56	\$ 41.46	\$ 23.24	\$ 26.99	\$ 27.54	Albq	5.52%	6.00%	-0.48%
13-1041	Compliance Officers	15%	\$ 34.13	\$ 29.85	\$ 38.39	\$ 33.85	\$ 31.47	\$ 31.63	\$ 31.76	Midland	12.47%	5.70%	6.77%
11-9199	Managers, All Other	15%	\$ 48.70	\$ 50.66	\$ 63.06		\$ 41.74	\$ 42.72	\$ 45.80	Lubbock	4.02%	-2.96%	6.98%
33-3021	Detectives and Criminal Investigators	15%	\$ 39.33	\$ 29.17	\$ 34.58		\$ 37.87	\$ 39.60	\$ 37.95	Albq	0.69%	6.00%	-5.31%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	15%	\$ 11.01	\$ 15.90	\$ 23.69	\$ 22.16	\$ 19.39	\$ 22.81	\$ 21.82	Lubbock	44.42%	-2.96%	47.38%
53-7051	Industrial Truck and Tractor Operators	14%	\$ 12.26	\$ 14.30	\$ 19.13	\$ 17.13	\$ 12.60	\$ 17.63	\$ 17.26	Las Cruces	2.78%	-3.00%	5.78%
13-1071	Human Resources Specialists	14%	\$ 25.87	\$ 28.51	\$ 30.17	\$ 27.88	\$ 23.99	\$ 29.64	\$ 26.36	Tucson	1.91%	1.64%	0.27%
11-9032	Education Administrators, Elementary and Secondary School	14%	\$ 39.57	\$ 37.85	\$ 39.70	\$ 38.88	\$ 42.37	\$ 38.17	\$ 33.46	Midland	0.34%	-3.00%	3.34%
43-4199	Information and Record Clerks, All Other	14%	\$ 16.88	\$ 17.64	\$ 18.18	\$ 13.39	\$ 20.76	\$ 20.87	\$ 16.18	Lubbock	4.53%	-2.96%	7.49%
13-1199	Business Operations Specialists, All Other	13%	\$ 34.81	\$ 34.33	\$ 36.63	\$ 35.18	\$ 29.95	\$ 33.21	\$ 32.81	Odessa	1.07%	7.45%	-6.38%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	13%	\$ 16.97	\$ 21.66	\$ 19.46	\$ 21.56	\$ 19.90	\$ 20.18	\$ 22.58	Midland	14.67%	5.70%	8.97%
25-2021	Elementary School Teachers, Except Special Education	13%	\$ 25.43	\$ 22.71	\$ 24.90	\$ 24.45	\$ 34.29	\$ 27.33	\$ 18.95	Albq	7.46%	6.00%	1.46%
25-2022	Middle School Teachers, Except Special and Career/Technical Education	13%	\$ 24.76	\$ 22.43	\$ 25.27	\$ 24.93	\$ 31.38	\$ 24.11	\$ 18.78	Odessa	0.69%	5.70%	-5.01%
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	13%	\$ 25.43	\$ 24.00	\$ 25.22			\$ 23.16	\$ 19.27		0.00%		0.00%
11-9021	Construction Managers	13%	\$ 40.14	\$ 38.56	\$ 45.29	\$ 57.92	\$ 28.85	\$ 34.88	\$ 42.87	Tucson	6.79%	1.64%	5.15%
25-2012	Kindergarten Teachers, Except Special Education	13%	\$ 24.81	\$ 19.18	\$ 24.49	\$ 23.30	\$ 34.98	\$ 31.46	\$ 18.29	Albq	26.82%	6.00%	20.82%
47-2111	Electricians	12%	\$ 18.32	\$ 17.94	\$ 24.41	\$ 21.58	\$ 19.36	\$ 22.02	\$ 21.41	Las Cruces	5.69%	-3.00%	8.69%
43-3051	Payroll and Timekeeping Clerks	12%	\$ 16.92	\$ 16.35	\$ 22.64	\$ 19.01	\$ 16.73	\$ 19.93	\$ 17.14	Tucson	1.28%	1.64%	-0.36%
21-1012	Educational, Guidance, School, and Vocational Counselors	11%	\$ 27.16	\$ 20.93	\$ 29.02	\$ 28.81	\$ 28.84	\$ 25.79	\$ 19.01	Odessa	6.06%	7.45%	-1.39%
47-2152	Plumbers, Pipefitters, and Steamfitters	10%	\$ 17.31	\$ 19.55	\$ 20.73	\$ 19.89	\$ 18.71	\$ 21.78	\$ 21.02	Las Cruces	8.10%	-3.00%	11.10%
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	10%	\$ 25.29	\$ 25.22	\$ 40.03	\$ 33.57	\$ 28.28	\$ 32.79	\$ 32.75	Las Cruces	11.83%	-3.00%	14.83%

Legend:	Lowest	2nd Lowest	Median	Highest
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Occupation	Median earnings	Median earnings male	Median earnings female	Women's earnings as a percentage of men's earning
Civilian employed population 16 years and over with earnings	\$ 25,065	\$ 29,499	\$ 20,723	70%
<u>Management, business, science, and arts occupations:</u>	\$ 45,381	\$ 50,226	\$ 41,527	83%
Management, business, and financial occupations:	\$ 45,896	\$ 51,536	\$ 40,577	79%
Management occupations	\$ 49,982	\$ 53,301	\$ 41,346	78%
Business and financial operations occupations	\$ 40,821	\$ 43,384	\$ 38,440	89%
Computer, engineering, and science occupations:	\$ 47,405	\$ 50,501	\$ 38,171	76%
Computer and mathematical occupations	\$ 47,671	\$ 50,343	\$ 45,644	91%
Architecture and engineering occupations	\$ 53,222	\$ 56,198	\$ 36,829	66%
Life, physical, and social science occupations	\$ 31,033	\$ 31,080	\$ 30,694	99%
Education, legal, community service, arts, and media occupations:	\$ 42,938	\$ 45,890	\$ 41,582	91%
Community and social services occupations	\$ 38,898	\$ 42,139	\$ 36,262	86%
Legal occupations	\$ 62,429	\$ 80,191	\$ 51,239	64%
Education, training, and library occupations	\$ 45,275	\$ 48,172	\$ 43,997	91%
Arts, design, entertainment, sports, and media occupations	\$ 21,291	\$ 23,044	\$ 15,605	68%
Healthcare practitioner and technical occupations:	\$ 50,249	\$ 61,893	\$ 45,461	73%
Health diagnosing and treating practitioners and other technical occupations	\$ 61,388	\$ 90,055	\$ 55,451	62%
Health technologists and technicians	\$ 31,161	\$ 38,886	\$ 29,389	76%
<u>Service occupations:</u>	\$ 15,389	\$ 19,973	\$ 12,683	64%
Healthcare support occupations	\$ 19,133	\$ 20,529	\$ 18,758	91%
Protective service occupations:	\$ 44,907	\$ 47,367	\$ 37,543	79%
Fire fighting and prevention, and other protective service workers including supervisors	\$ 26,019	\$ 29,653	\$ 11,250	38%
Law enforcement workers including supervisors	\$ 61,110	\$ 61,413	\$ 54,507	89%
Food preparation and serving related occupations	\$ 11,992	\$ 12,791	\$ 11,586	91%
Building and grounds cleaning and maintenance occupations	\$ 13,991	\$ 16,883	\$ 11,761	70%
Personal care and service occupations	\$ 11,608	\$ 16,679	\$ 11,052	66%
<u>Sales and office occupations:</u>	\$ 21,293	\$ 24,956	\$ 19,763	79%
Sales and related occupations	\$ 19,388	\$ 26,673	\$ 14,404	54%
Office and administrative support occupations	\$ 22,350	\$ 22,568	\$ 22,269	99%
<u>Natural resources, construction, and maintenance occupations:</u>	\$ 26,380	\$ 26,432	\$ 25,243	96%
Farming, fishing, and forestry occupations	\$ 11,199	\$ 10,370	\$ 11,848	114%
Construction and extraction occupations	\$ 24,654	\$ 24,591	\$ 32,679	133%
Installation, maintenance, and repair occupations	\$ 30,241	\$ 30,456	\$ 26,566	87%
<u>Production, transportation, and material moving occupations:</u>	\$ 24,237	\$ 26,793	\$ 16,348	61%
Production occupations	\$ 20,926	\$ 24,195	\$ 16,369	68%
Transportation occupations	\$ 31,250	\$ 32,233	\$ 17,239	53%
Material moving occupations	\$ 19,604	\$ 20,600	\$ 14,357	70%

## Largest Competitors

SOC	Occupation	Projected 10 year growth	El Paso, TX	Fort Worth, TX	San Antonio, TX	Phoenix, AZ	Las Cruces, NM	Tucson, AZ	Winning Wage Increase
21-1011	Substance Abuse and Behavioral Disorder Counselors	47%	\$ 16.11	\$ 19.04	\$ 18.37	\$ 20.15	\$ 21.98	\$ 17.84	36%
53-3032	Heavy and Tractor-Trailer Truck Drivers	32%	\$ 17.26	\$ 20.87	\$ 21.54	\$ 20.87	\$ 17.59	\$ 19.73	25%
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	31%	\$ 17.31	\$ 21.35	\$ 22.74	\$ 21.11	\$ 16.72	\$ 20.35	31%
11-9111	Medical and Health Services Managers	28%	\$ 46.20	\$ 50.87	\$ 48.03	\$ 54.28	\$ 50.81	\$ 50.91	17%
29-2011	Medical and Clinical Laboratory Technologists	28%	\$ 26.11	\$ 28.51	\$ 26.88	\$ 27.69	\$ 22.17	\$ 27.56	9%
15-1133	Software Developers, Systems Software	27%	\$ 39.52	\$ 48.13	\$ 67.12	\$ 46.40	\$ 49.35		70%
29-1141	Registered Nurses	27%	\$ 31.83	\$ 33.37	\$ 31.92	\$ 36.01	\$ 27.56	\$ 33.47	13%
41-3021	Insurance Sales Agents	26%	\$ 22.16	\$ 29.47	\$ 23.27	\$ 23.37		\$ 20.71	33%
29-2061	Licensed Practical and Licensed Vocational Nurses	26%	\$ 21.64	\$ 21.97	\$ 21.64	\$ 25.82	\$ 21.97	\$ 23.51	19%
53-3033	Light Truck or Delivery Services Drivers	22%	\$ 11.97	\$ 15.91	\$ 14.42	\$ 17.89	\$ 15.17	\$ 16.63	49%
13-2011	Accountants and Auditors	22%	\$ 29.81	\$ 36.78	\$ 35.63	\$ 33.03	\$ 29.99	\$ 28.23	23%
11-9151	Social and Community Service Managers	21%	\$ 30.63	\$ 36.54	\$ 37.02	\$ 33.80	\$ 26.70	\$ 30.52	21%
51-4041	Machinists	21%	\$ 17.36	\$ 18.37	\$ 21.59	\$ 21.11	\$ 15.39	\$ 20.13	24%
13-1151	Training and Development Specialists	20%	\$ 24.71	\$ 30.77	\$ 30.24	\$ 28.27	\$ 16.56	\$ 28.61	25%
15-1151	Computer User Support Specialists	20%	\$ 19.28	\$ 24.18	\$ 25.15	\$ 24.09	\$ 20.10	\$ 24.08	30%
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	19%	\$ 27.60	\$ 32.60	\$ 30.53	\$ 28.56	\$ 27.27	\$ 30.75	18%
43-1011	First-Line Supervisors of Office and Administrative Support Workers	18%	\$ 24.90	\$ 29.28	\$ 27.93	\$ 25.91	\$ 21.30	\$ 24.35	18%
33-2011	Firefighters	18%	\$ 21.11	\$ 25.53	\$ 29.23	\$ 24.28	\$ 17.63	\$ 19.62	38%
43-5061	Production, Planning, and Expediting Clerks	17%	\$ 18.03	\$ 22.69	\$ 19.71	\$ 22.74	\$ 23.84	\$ 24.18	34%
41-1012	First-Line Supervisors of Non-Retail Sales Workers	17%	\$ 25.43	\$ 37.31	\$ 37.60	\$ 32.79	\$ 28.61	\$ 27.89	48%
47-2073	Operating Engineers and Other Construction Equipment Operators	16%	\$ 16.88	\$ 18.27	\$ 16.92	\$ 22.79	\$ 17.27	\$ 20.25	35%
33-3012	Correctional Officers and Jailers	16%	\$ 18.61	\$ 19.33	\$ 19.38	\$ 21.11		\$ 19.81	13%
47-1011	Supervisors of Construction and Extraction Workers	15%	\$ 25.58	\$ 29.81	\$ 30.87	\$ 30.43	\$ 23.24	\$ 27.54	21%
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	15%	\$ 11.01	\$ 18.94	\$ 17.84	\$ 21.06	\$ 19.39	\$ 21.82	98%
53-7051	Industrial Truck and Tractor Operators	14%	\$ 12.26	\$ 14.04	\$ 14.09	\$ 16.40	\$ 12.60	\$ 17.26	41%
13-1071	Human Resources Specialists	14%	\$ 25.87	\$ 31.25	\$ 30.67	\$ 27.07	\$ 23.99	\$ 26.36	21%
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	13%	\$ 16.97	\$ 21.35	\$ 20.67	\$ 22.79	\$ 19.90	\$ 22.58	34%
11-9021	Construction Managers	13%	\$ 40.15	\$ 43.65	\$ 42.02	\$ 41.59	\$ 28.85	\$ 42.87	9%
47-2111	Electricians	12%	\$ 18.32	\$ 20.29	\$ 22.21	\$ 24.04	\$ 19.36	\$ 21.41	31%
43-3051	Payroll and Timekeeping Clerks	12%	\$ 16.92	\$ 20.34	\$ 18.22	\$ 20.34	\$ 16.73	\$ 17.14	20%
47-2152	Plumbers, Pipefitters, and Steamfitters	10%	\$ 17.31	\$ 20.29	\$ 20.96	\$ 23.75	\$ 18.71	\$ 21.02	37%
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	10%	\$ 25.29	\$ 31.64	\$ 34.81	\$ 31.54	\$ 28.28	\$ 32.75	38%

Legend: Highest wage



Current Employment of Largest Growth Demand Occupations

SOC Code	Occupation	Projected 10 Year Growth	Current El Paso Wage	Winning Wage Increase	23 - Const	31 - Mfng	48 - AdvLog	51 - Bus Svcs	52 - Bus Svcs	53 - Bus Svcs	54 - Bus Svcs	55 - Bus Svcs	56 - Bus Svcs	61 - Edu	62 - Life Sci	71 - Tour	72 - Tour	921 - Gov	922 - Def	923 - Gov	924 - Gov	925 - Gov	926 - Gov	Total
11-9021	Construction Managers	13%	\$ 40.15	9%	1040	3	5	2		9	10	2	5	4	2			1	4	2				1091
11-9111	Medical and Health Services Managers	28%	\$ 46.20	17%					5		2	4	9	8	591			2	19	3			1	644
11-9151	Social and Community Service Managers	21%	\$ 30.63	21%								2	1	4	175	2		3	9	5				200
13-1023	Purchasing Agents, Except Wholesale, Retail	10%	\$ 25.29	38%	36	107	12	15	6	4	20	10	23	21	36	2	5	4	59	7		1	4	368
13-1071	Human Resources Specialists	14%	\$ 25.87	21%	20	56	39	31	33	9	61	23	197	74	184	6	11	6	58	13	1	1	4	825
13-1151	Training and Development Specialists	20%	\$ 24.71	25%	3	21	25	33	31	4	32	11	104	63	111	3	12	3	9	5				471
13-2011	Accountants and Auditors	22%	\$ 29.81	23%	91	108	48	55	106	69	738	53	119	106	161	17	23	11	71	27	1	2	4	1809
15-1133	Software Developers, Systems Software	27%	\$ 39.52	70%	1	33	7	96	20	1	134	9	30	8	8				1	1				348
15-1151	Computer User Support Specialists	20%	\$ 19.28	30%	8	28	15	161	36	8	139	17	171	212	82	3	2	4	15	6		1	1	908
21-1011	Substance Abuse and Behavioral Disorder C	47%	\$ 16.11	36%									3	12	115			1	4	2				136
29-1141	Registered Nurses	27%	\$ 31.83	13%		2	1		30	1	6	5	75	223	6293			9	118	21	1	1	8	6793
29-2011	Medical and Clinical Laboratory Technologis	28%	\$ 26.11	9%										2	12	332			7	1				354
29-2061	Licensed Practical and Licensed Vocational I	26%	\$ 21.64	19%					1	1	1	1	43	49	1633			3	34	8		1	2	1776
33-2011	Firefighters	18%	\$ 21.11	38%		2	2						1	30	1	2	1	141	397	119	3	25	8	730
33-3012	Correctional Officers and Jailers	16%	\$ 18.61	13%									122		9			40	520	59	2	7	4	764
41-1012	First-Line Supervisors of Non-Retail Sales W	17%	\$ 25.43	48%	16	32	13	83	67	27	22	5	242	3	5	3	3							521
41-3021	Insurance Sales Agents	26%	\$ 22.16	33%					796	1	2	1	11		1									811
43-1011	First-Line Supervisors of Office and Adminis	18%	\$ 24.90	18%	78	88	185	81	312	59	98	31	439	135	604	21	43	15	55	28	1	3	2	2279
43-3051	Payroll and Timekeeping Clerks	12%	\$ 16.92	20%	41	24	25	6	6	6	29	9	43	63	76	3	13	3	12	3			1	360
43-5061	Production, Planning, and Expediting Clerks	17%	\$ 18.03	34%	30	169	59	27	5	9	27	9	60	9	55	3	4	1	13	1			1	481
47-1011	Supervisors of Construction and Extraction V	15%	\$ 25.58	21%	1241	16	11	2		6	7	1	31	10	6	1		8	25	10		1	1	1377
47-2073	Operating Engineers and Other Construction	16%	\$ 16.88	35%	592	21	6	2		2	2	1	29	3		1		12	39	17	1	2	1	730
47-2111	Electricians	12%	\$ 18.32	31%	1115	76	11	2		2	5	1	26	26	12	2		3	16	4		1	1	1301
47-2152	Plumbers, Pipefitters, and Steamfitters	10%	\$ 17.31	37%	1082	20	3			1	3		23	30	10	1		4	17	4		1	1	1198
49-1011	First-Line Supervisors of Mechanics, Installe	19%	\$ 27.60	18%	76	73	71	36	1	69	5	3	34	44	32	10	10	7	36	10		1	2	519
49-3031	Bus and Truck Mechanics and Diesel Engine	31%	\$ 17.31	31%	30	26	542			77	1	1	26	58	3	1		7	20	8		1		801
49-9021	Heating, Air Conditioning, and Refrigeration	13%	\$ 16.97	34%	559	5	5	1		4	1	1	15	43	13	1	1	1	7	2				659
51-4041	Machinists	21%	\$ 17.36	24%	3	320	23			1	3		23	1					5					378
51-9061	Inspectors, Testers, Sorters, Samplers, and V	15%	\$ 11.01	98%	27	924	49	3		3	83	4	186	4	14		1	1	11	2			1	1312
53-3032	Heavy and Tractor-Trailer Truck Drivers	32%	\$ 17.26	25%	230	248	5783	1		46	6	4	131	7	4	2	5	5	12	4		1		6488
53-3033	Light Truck or Delivery Services Drivers	22%	\$ 11.97	49%	32	62	805	6		83	5	3	62	15	71	1	130	1	4	2				1279
53-7051	Industrial Truck and Tractor Operators	14%	\$ 12.26	41%	22	342	376	1		3	7	3	180	3	4	2		1	4	1				949

Legend: Highest Concentration of Existing Employees