

Regressions on Federal and Private-Sector Workers

Dependent Variable — log (hourly pay)	FEDERAL WORKERS			PRIVATE-SECTOR WORKERS		
	Coefficient	Standard Error	T-Statistic	Coefficient	Standard Error	T-Statistic
Age						
Age	0.053	0.0041	12.88	0.037	0.0006953	53.83
Age squared	-0.001	0.0000	-11	0.000	8.04E-06	-48.03
Year						
2006	-0.017	0.0140	-1.18	-0.013	0.0024285	-5.25
2007	-0.003	0.0132	-0.24	-0.009	0.002419	-3.56
2008	-0.022	0.0137	-1.61	-0.009	0.0024259	-3.71
2009	*			*		
Marital status						
Widowed	0.022	0.0430	0.52	-0.043	0.0074528	-5.79
Divorced	0.024	0.0185	1.3	-0.009	0.0030728	-2.95
Separated	0.007	0.0421	0.18	-0.053	0.0056906	-9.38
Never married	-0.056	0.0181	-3.1	-0.055	0.0029781	-18.46
Married	*			*		
Sex						
Male	0.021	0.0173	1.21	0.096	0.002926	32.82
Interaction term — Married Man	0.067	0.0207	3.23	0.100	0.0034107	29.43
Education						
High school degree or less	-0.253	0.0169	-15.01	-0.315	0.0028489	-110.44
Associate's degree	-0.184	0.0181	-10.14	-0.158	0.0032707	-48.38
Some college, no degree	-0.189	0.0153	-12.29	-0.203	0.0029835	-67.99
Bachelor's degree	*			*		
Master's degree	0.082	0.0139	5.89	0.138	0.0039811	34.6
Ph.D. or professional degree	0.184	0.0231	7.97	0.203	0.007603	26.71
Race						
White	*			*		
Black	-0.105	0.0151	-6.92	-0.127	0.0032824	-38.67
Asian	0.010	0.0321	0.31	-0.034	0.0056056	-6.12
American Indian	-0.166	0.0360	-4.6	-0.086	0.012382	-6.98
Hispanic	-0.071	0.0227	-3.15	-0.146	0.0035009	-41.6
Citizenship/Nativity						
Native, born in the United States	0.031	0.0674	0.47	0.093	0.0044855	20.8
Native, born in Puerto Rico	*			0.023	0.0123674	1.82
Native, born abroad of American parents	*			*		
Foreign born, U.S. citizen	-0.083	0.0721	-1.15	*		
Foreign born, not a citizen	-0.110	0.0795	-1.38	-0.142	0.0047816	-29.74
Metropolitan area size						
Non-metropolitan area	-0.139	0.0280	-4.97	-0.195	0.0037615	-51.72
100,000 to 249,999 residents	-0.087	0.0286	-3.03	-0.160	0.0043856	-36.39
250,000 to 499,999 residents	-0.110	0.0290	-3.81	-0.124	0.0040612	-30.57
500,000 to 999,999 residents	-0.088	0.0289	-3.04	-0.104	0.0041779	-24.9
1 to 2.49 million residents	-0.075	0.0266	-2.81	-0.070	0.0037026	-18.88
2.5 to 4.9 million residents	0.015	0.0277	0.55	0.003	0.0039661	0.64
5 million + residents	*			*		

* Omitted category

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	Coefficient	Standard Error	T-Statistic	Coefficient	Standard Error	T-Statistic
State						
Alaska	0.046	0.0448	1.03	0.283	0.008582	32.96
Alabama	0.041	0.0473	0.88	-0.024	0.0088871	-2.65
Arkansas	-0.053	0.0763	-0.7	-0.054	0.0082256	-6.62
Arizona	0.084	0.0633	1.33	0.012	0.0081377	1.48
California	0.024	0.0396	0.61	0.129	0.0054647	23.68
Colorado	0.049	0.0423	1.15	0.080	0.0064328	12.4
Connecticut	0.151	0.0597	2.53	0.214	0.0065934	32.39
District of Columbia	0.065	0.0410	1.58	0.154	0.0083758	18.39
Delaware	0.088	0.0597	1.48	0.052	0.0079248	6.59
Florida	-0.050	0.0450	-1.12	-0.009	0.005963	-1.59
Georgia	0.046	0.0459	1	-0.006	0.0070971	-0.78
Hawaii	0.014	0.0480	0.29	0.140	0.0087432	16.02
Iowa	-0.078	0.0590	-1.33	0.030	0.0064361	4.71
Idaho	-0.011	0.0552	-0.19	0.007	0.0084788	0.77
Illinois	-0.005	0.0494	-0.09	0.038	0.0064676	5.86
Indiana	0.024	0.0612	0.39	0.012	0.0070867	1.76
Kansas	-0.088	0.0585	-1.51	0.000	0.0071294	-0.06
Kentucky	-0.060	0.0453	-1.31	-0.037	0.0075349	-4.9
Louisiana	-0.145	0.0910	-1.59	0.019	0.0095305	2.02
Massachusetts	-0.038	0.0738	-0.51	0.127	0.0081753	15.56
Maryland	0.103	0.0401	2.56	0.097	0.0070328	13.75
Maine	-0.079	0.0530	-1.5	0.023	0.0066196	3.45
Michigan	0.075	0.0487	1.54	0.022	0.0067901	3.2
Minnesota	-0.044	0.0611	-0.73	0.047	0.0063165	7.39
Missouri	-0.021	0.0607	-0.35	-0.036	0.0069674	-5.23
Mississippi	-0.013	0.0539	-0.24	-0.044	0.009475	-4.68
Montana	-0.172	0.0504	-3.4	-0.038	0.0088029	-4.34
North Carolina	-0.109	0.0528	-2.07	-0.021	0.0068006	-3.06
North Dakota	-0.115	0.0501	-2.29	-0.035	0.0076368	-4.6
Nebraska	-0.109	0.0515	-2.12	-0.008	0.0069295	-1.18
New Hampshire	0.047	0.0517	0.91	0.110	0.0063999	17.19
New Jersey	0.038	0.0531	0.72	0.134	0.0076875	17.4
New Mexico	0.051	0.0500	1.03	0.059	0.0099313	5.9
Nevada	-0.064	0.0579	-1.1	0.155	0.0072112	21.46
New York	-0.038	0.0475	-0.81	0.068	0.0063429	10.67
Ohio	*			*		
Oklahoma	-0.069	0.0442	-1.57	-0.064	0.0084696	-7.56
Oregon	-0.063	0.0574	-1.09	0.054	0.0075603	7.17
Pennsylvania	-0.006	0.0456	-0.12	0.014	0.0059368	2.3
Rhode Island	0.132	0.0503	2.63	0.060	0.0071061	8.39
South Carolina	-0.163	0.0579	-2.82	-0.034	0.0075959	-4.47
South Dakota	-0.003	0.0470	-0.07	-0.042	0.0070099	-6.03
Tennessee	0.022	0.0507	0.44	-0.046	0.0076036	-6.03
Texas	-0.037	0.0421	-0.88	-0.013	0.0056719	-2.35
Utah	-0.041	0.0468	-0.88	0.059	0.0081581	7.27
Virginia	0.087	0.0391	2.23	0.064	0.0069913	9.19
Vermont	0.040	0.0495	0.8	0.061	0.0072435	8.45
Washington	0.014	0.0475	0.29	0.109	0.0069471	15.67
Wisconsin	-0.086	0.0617	-1.39	0.059	0.0062532	9.45
West Virginia	0.020	0.0546	0.37	-0.025	0.0095009	-2.67
Wyoming	-0.137	0.0556	-2.47	0.125	0.0082202	15.23

* Omitted category

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Dependent Variable — log(hourly pay)	FEDERAL WORKERS			PRIVATE-SECTOR WORKERS		
	Coefficient	Standard Error	T-Statistic	Coefficient	Standard Error	T-Statistic
Occupation						
Management occupations	*			*		
Business and financial operations occupations	-0.063	0.0180	-3.49	-0.056	0.0044585	-12.57
Computer and mathematical science occupations	0.080	0.0186	4.28	0.113	0.0049735	22.78
Architecture and engineering occupations	0.065	0.0204	3.19	0.048	0.0052238	9.12
Life, physical, and social science occupations	-0.067	0.0239	-2.82	-0.093	0.0099327	-9.33
Community and social service occupations	-0.221	0.0395	-5.58	-0.435	0.0076735	-56.72
Legal occupations	-0.048	0.0279	-1.72	-0.030	0.008985	-3.34
Education, training, and library occupations	-0.193	0.0503	-3.84	-0.392	0.0066719	-58.79
Arts, design, entertainment, sports, and media occupations	-0.090	0.0385	-2.34	-0.182	0.0076681	-23.73
Health-care practitioner and technical occupations	-0.095	0.0342	-2.77	0.003	0.0047735	0.52
Health-care support occupations	-0.163	0.1051	-1.55	-0.386	0.0059041	-65.46
Protective service occupations	-0.094	0.0213	-4.44	-0.451	0.0107457	-42
Food preparation and serving-related occupations	-0.521	0.1032	-5.05	-0.537	0.0052777	-101.66
Building and grounds cleaning and maintenance occupations	-0.529	0.0630	-8.4	-0.475	0.0054186	-87.66
Personal care and service occupations	-0.328	0.0668	-4.92	-0.478	0.0076539	-62.39
Sales and related occupations	-0.259	0.0854	-3.03	-0.260	0.0041258	-62.91
Office and administrative support occupations	-0.225	0.0190	-11.87	-0.292	0.0036034	-81.11
Farming, fishing, and forestry occupations	-0.175	0.0676	-2.59	-0.497	0.0091839	-54.12
Construction and extraction occupations	-0.166	0.0366	-4.54	-0.134	0.0046805	-28.59
Installation, maintenance, and repair occupations	-0.101	0.0281	-3.59	-0.161	0.0048703	-33
Production occupations	-0.151	0.0359	-4.22	-0.262	0.0040939	-64.06
Transportation and material moving occupations	-0.167	0.0508	-3.28	-0.338	0.0045737	-73.98
Constant	2.214	0.1231	17.99	2.376	0.0164693	144.24
Total	R-square	0.423		R-square	0.474	

Number of observations: 275,086

* Omitted category

Note: The coefficients represent the marginal change in log hourly wages and are thus expressed in log points, not percentages. Log points can be converted to percentages through the formula $\text{percent} = e^{\text{coefficient}} - 1$.

Source: Heritage Foundation calculations using data from the U.S. Department of Labor, Bureau of Labor Statistics, 2006–2009 Current Population Surveys.