

STATE CHART BOOK ON WAGES FOR PERSONAL CARE AIDES, 2003 - 2013

Prepared by PHI
November 2014



For more information about the direct-care workforce, visit PHI PolicyWorks, www.PHInational.org/policy

INTRODUCTION

The **STATE CHART BOOK ON WAGES FOR PERSONAL CARE AIDES, 2003-2013**, prepared by PHI, provides information on the wages received by Personal Care Aides (PCAs) in all 50 states, the District of Columbia and the nation over a decade-long period.

This updated resource provides a state-by-state look at trends in wages for PCAs, the second fastest growing occupation in the country, and a key job title within the direct-care workforce. Prepared as a resource guide on wages for advocates and policymakers concerned with the direct-care workforce, the data underscore the problem of low wages for PCAs, factors which contribute to workforce instability and near-poverty incomes for this high-demand workforce.

Organization of Chart Book. The 50-state pages (plus the District of Columbia) present both nominal and real median wages (in 2013 dollars) for PCAs over the period 2003 to 2013. A time-series graph analysis of wages in each state is provided, allowing for comparisons of trends in nominal and real wages. Two tables comparing state wages are provided at the beginning of the Chart Book, followed by a national summary page. Technical notes can be found at the end of the publication.

Data Sources. The nominal wage data is from the Bureau of Labor Statistics (BLS) at the US Department of Labor; the BLS's regional CPIs (Current Price Index) are used to adjust nominal wages for inflation using 2013 dollars. Caution should be used in interpreting state wage data that show significant year-to-year variation since the underlying wage estimates may show high mean square errors. Federal poverty level mean wages for various percentage multiples of the federal poverty guidelines for a single-person household and a three-person household were calculated from the guidelines issued by the U.S. Department of Health and Human Services. For more information, see the Technical Notes at the end of the Chart Book.

HIGHLIGHTS

- In 2013, the national median wage for Personal Care Aides (PCAs) was \$9.67, essentially unchanged from the prior year. PCA wages declined in 15 states and the District of Columbia.
- Over the period 2003 to 2013, national median wages for PCAs increased by 22% or an average of 2.2% per year, from \$7.91 to \$9.67. However, after adjusting for inflation, real wages for these aides decreased by nearly 5%.
- In 2013, nominal median wages within the continental U.S. ranged from \$8.44 in Mississippi to \$13.42 in North Dakota.
- Over the 10-year period, 37 states and the District of Columbia showed a decline in real median wages for PCAs. Nine states saw real wages fall by 10% or more. Rhode Island saw real wages fall by 26.7%.
- Only 13 states showed an increase in real median wages received by PCAs over the period, indicating that these wages kept up with inflation. Only seven states reported an increase of 5% or more suggesting the slow progress that states generally have made in improving the competitiveness of PCA wages in low-wage labor markets. This is a dramatic change for the worse—in the ten years between 1999 and 2009 PCA wages in 34 states were keeping up with inflation.
- In 2013, no state reported a PCA wage above 250% of the Federal Poverty Level wage for a single individual (\$14.03), a level that in many states approximates an economically self-sufficient wage for a single individual but one that likely is insufficient for an adult with dependent children.
- In more than 90% of states (46), median hourly wages for PCAs were below 200% of the Federal Poverty Line wage for individuals in one-person households working full time. Since the 200% poverty level is low enough to qualify households for many state and federal assistance programs, this means that in these states most PCAs, certainly those who work part time and have children, are earning near-poverty level wages. In fact, 18 states reported wages below 100% of the FPL wage for a three-person household.

**State Median Wages for Personal Care Aides,
Nominal and Real (adjusted for 2013 dollars), 2003 & 2013***

State	Nominal median wage, 2003	Nominal median wage, 2013	Percent change in nominal wage, 2013--2003	Real median wage, 2003	Real median wage, 2013	Percent change in real wage, 2003-2013
ND	\$8.14	\$13.42	64.9%	\$10.25	\$13.42	31.0%
HI	\$6.63	\$10.87	64.0%	\$8.31	\$10.87	30.8%
DE	\$7.10	\$10.92	53.8%	\$9.15	\$10.92	19.3%
IL	\$7.37	\$10.18	38.1%	\$9.28	\$10.18	9.7%
WY	\$8.08	\$10.71	32.5%	\$10.13	\$10.71	5.7%
MT	\$7.80	\$10.32	32.3%	\$9.78	\$10.32	5.5%
AK	\$10.66	\$14.06	31.9%	\$13.36	\$14.06	5.2%
TX	\$6.35	\$8.49	33.7%	\$8.18	\$8.49	3.7%
AR	\$6.50	\$8.65	33.1%	\$8.38	\$8.65	3.2%
LA	\$6.47	\$8.57	32.5%	\$8.34	\$8.57	2.8%
NV	\$7.97	\$10.23	28.4%	\$9.99	\$10.23	2.4%
WA	\$8.53	\$10.94	28.3%	\$10.69	\$10.94	2.3%
NY	\$8.27	\$10.87	31.4%	\$10.76	\$10.87	1.0%
IA	\$8.31	\$10.40	25.2%	\$10.46	\$10.40	-0.6%
VT	\$8.31	\$10.73	29.1%	\$10.81	\$10.73	-0.7%
DC	\$8.51	\$10.73	26.1%	\$10.97	\$10.73	-2.2%
WV	\$6.73	\$8.48	26.0%	\$8.67	\$8.48	-2.2%
NH	\$8.47	\$10.74	26.8%	\$11.02	\$10.74	-2.5%
VA	\$7.07	\$8.86	25.3%	\$9.11	\$8.86	-2.8%
MD	\$8.77	\$10.91	24.4%	\$11.30	\$10.91	-3.5%
SD	\$8.03	\$9.75	21.4%	\$10.11	\$9.75	-3.5%
NE	\$8.28	\$10.04	21.3%	\$10.42	\$10.04	-3.7%
CA	\$8.50	\$10.25	20.6%	\$10.66	\$10.25	-3.8%
UT	\$8.01	\$9.63	20.2%	\$10.04	\$9.63	-4.1%
MS	\$6.83	\$8.44	23.6%	\$8.80	\$8.44	-4.1%
US	\$7.91	\$9.67	22.3%	\$10.09	\$9.67	-4.2%
MA	\$9.96	\$12.36	24.1%	\$12.96	\$12.36	-4.6%
PA	\$8.25	\$10.23	24.0%	\$10.73	\$10.23	-4.7%
KY	\$7.59	\$9.32	22.8%	\$9.78	\$9.32	-4.7%

**State Median Wages for Personal Care Aides,
Nominal and Real (adjusted for 2013 dollars), 2003 & 2013***

State	Nominal median wage, 2003	Nominal median wage, 2013	Percent change in nominal wage, 2013--2003	Real median wage, 2003	Real median wage, 2013	Percent change in real wage, 2003-2013
AL	\$6.99	\$8.56	22.5%	\$9.01	\$8.56	-5.0%
AZ	\$8.45	\$10.03	18.7%	\$10.59	\$10.03	-5.3%
CT	\$9.52	\$11.68	22.7%	\$12.38	\$11.68	-5.7%
OK	\$7.20	\$8.73	21.3%	\$9.28	\$8.73	-5.9%
MI	\$8.39	\$9.87	17.6%	\$10.56	\$9.87	-6.5%
CO	\$8.42	\$9.81	16.5%	\$10.56	\$9.81	-7.1%
OR	\$9.23	\$10.73	16.3%	\$11.57	\$10.73	-7.3%
ID	\$7.67	\$8.90	16.0%	\$9.62	\$8.90	-7.4%
ME	\$8.52	\$10.22	20.0%	\$11.08	\$10.22	-7.8%
MO	\$7.92	\$9.15	15.5%	\$9.97	\$9.15	-8.2%
KS	\$8.45	\$9.76	15.5%	\$10.64	\$9.76	-8.2%
GA	\$7.61	\$8.92	17.2%	\$9.81	\$8.92	-9.1%
NJ	\$9.57	\$11.31	18.2%	\$12.45	\$11.31	-9.1%
SC	\$8.06	\$9.36	16.1%	\$10.39	\$9.36	-9.9%
WI	\$9.09	\$10.26	12.9%	\$11.44	\$10.26	-10.3%
OH	\$8.29	\$9.33	12.5%	\$10.44	\$9.33	-10.6%
MN	\$9.65	\$10.80	11.9%	\$12.15	\$10.80	-11.1%
FL	\$8.42	\$9.61	14.1%	\$10.85	\$9.61	-11.4%
NC	\$8.03	\$9.04	12.6%	\$10.35	\$9.04	-12.7%
TN	\$7.95	\$8.89	11.8%	\$10.25	\$8.89	-13.2%
IN	\$8.80	\$9.19	4.4%	\$11.08	\$9.19	-17.0%
NM	\$8.84	\$8.91	0.8%	\$11.08	\$8.91	-19.6%
RI	\$11.27	\$10.74	-4.7%	\$14.66	\$10.74	-26.7%

* State wage estimates can show significant year-to-year variation which may be attributable to high mean square errors. Therefore, the data should be used with caution, since estimates may vary from actual wages in these states.

**State Median Wages for PCAs Compared to Federal Poverty Level (FPL) Wages
for a One-Person Household, 2013**

State	Mean wage, 2013		State	Mean wage, 2013		State	Mean wage, 2013
100% US FPL	\$5.61		SC	\$9.36		DC	\$10.73
150% US FPL	\$8.42		FL	\$9.61		OR	\$10.73
MS	\$8.44		UT	\$9.63		VT	\$10.73
WV	\$8.48		US	\$9.67		NH	\$10.74
TX	\$8.49		SD	\$9.75		RI	\$10.74
AL	\$8.56		KS	\$9.76		MN	\$10.80
LA	\$8.57		CO	\$9.81		NY	\$10.87
AR	\$8.65		MI	\$9.87		MD	\$10.91
OK	\$8.73		AZ	\$10.03		DE	\$10.92
VA	\$8.86		NE	\$10.04		WA	\$10.94
TN	\$8.89		IL	\$10.18		200% US FPL	\$11.22
ID	\$8.90		ME	\$10.22		NJ	\$11.31
NM	\$8.91		NV	\$10.23		CT	\$11.68
GA	\$8.92		PA	\$10.23		MA	\$12.36
NC	\$9.04		CA	\$10.25		ND	\$13.42
MO	\$9.15		WI	\$10.26		250% US FPL	\$14.03
IN	\$9.19		MT	\$10.32			
KY	\$9.32		IA	\$10.40		AK	\$14.06
OH	\$9.33		WY	\$10.71		HI	\$10.87

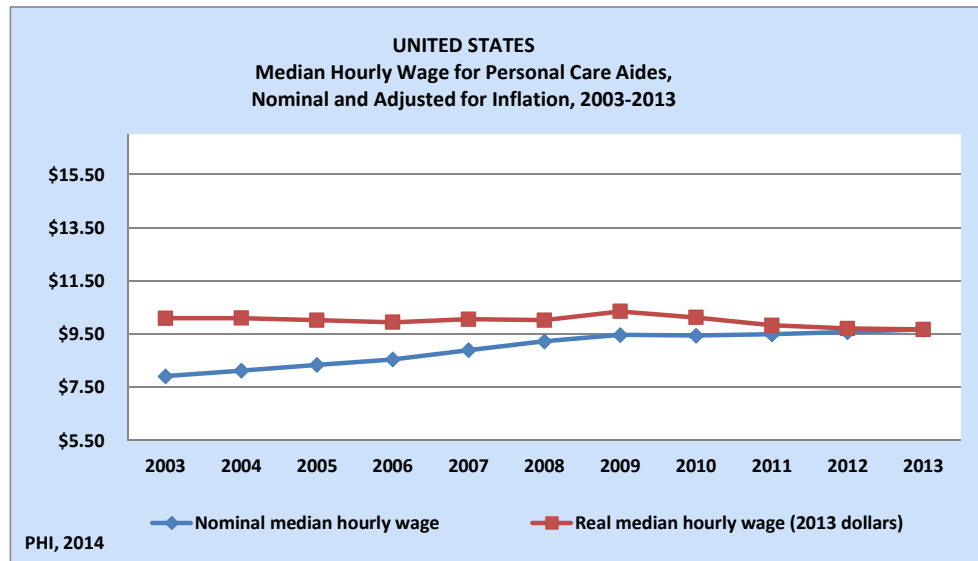
*Because of their higher living costs, Hawaii and Alaska have separately specified federal poverty guidelines that are different from those for the 48 contiguous states and the District of Columbia. In 2013, the median wage for PCAs in Hawaii fell between 150% and 200% of Hawaii's poverty guidelines for a one-person household; the mean wage for PCAs in Alaska fell between 200% and 250% of Alaska's poverty guidelines for a one-person household.

**State Median Wages for PCAs Compared to Federal Poverty Level (FPL) Wages
for a Three-Person Household, 2013**

State	Mean wage, 2013		State	Mean wage, 2013		State	Mean wage, 2013
MS	\$8.44		FL	\$9.61		OR	\$10.73
WV	\$8.48		UT	\$9.63		VT	\$10.73
TX	\$8.49		US	\$9.67		NH	\$10.74
AL	\$8.56		SD	\$9.75		RI	\$10.74
LA	\$8.57		KS	\$9.76		MN	\$10.80
AR	\$8.65		CO	\$9.81		NY	\$10.87
OK	\$8.73		MI	\$9.87		MD	\$10.91
VA	\$8.86		AZ	\$10.03		DE	\$10.92
TN	\$8.89		NE	\$10.04		WA	\$10.94
ID	\$8.90		IL	\$10.18		NJ	\$11.31
NM	\$8.91		ME	\$10.22		CT	\$11.68
GA	\$8.92		NV	\$10.23		MA	\$12.36
NC	\$9.04		PA	\$10.23		ND	\$13.42
MO	\$9.15		CA	\$10.25		150% US FPL	\$14.27
IN	\$9.19		WI	\$10.26		200% US FPL	\$19.03
KY	\$9.32		MT	\$10.32		250% US FPL	\$23.79
OH	\$9.33		IA	\$10.40			
SC	\$9.36		WY	\$10.71		AK	\$14.06
100% US FPL	\$9.51		DC	\$10.73		HI	\$10.87

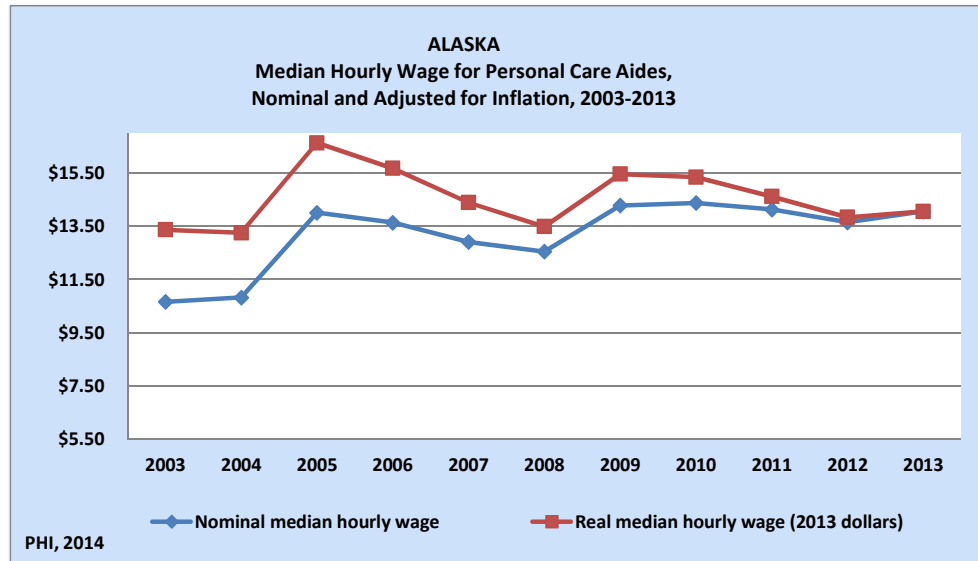
*Because of their higher living costs, Hawaii and Alaska have separately specified federal poverty guidelines that are different from those for the 48 contiguous states and the District of Columbia. In 2013, the median wage for PCAs in Hawaii fell below 100% of Hawaii's poverty guidelines for a three-person household; the median wage for PCAs in Alaska fell between 100% and 150% of Alaska's poverty guidelines for a three-person household.

UNITED STATES: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.91	\$8.12	\$8.34	\$8.54	\$8.89	\$9.22	\$9.46	\$9.44	\$9.49	\$9.57	\$9.67
Real median hourly wage (2013 dollars)	\$10.09	\$10.09	\$10.01	\$9.94	\$10.05	\$10.02	\$10.35	\$10.12	\$9.82	\$9.70	\$9.67



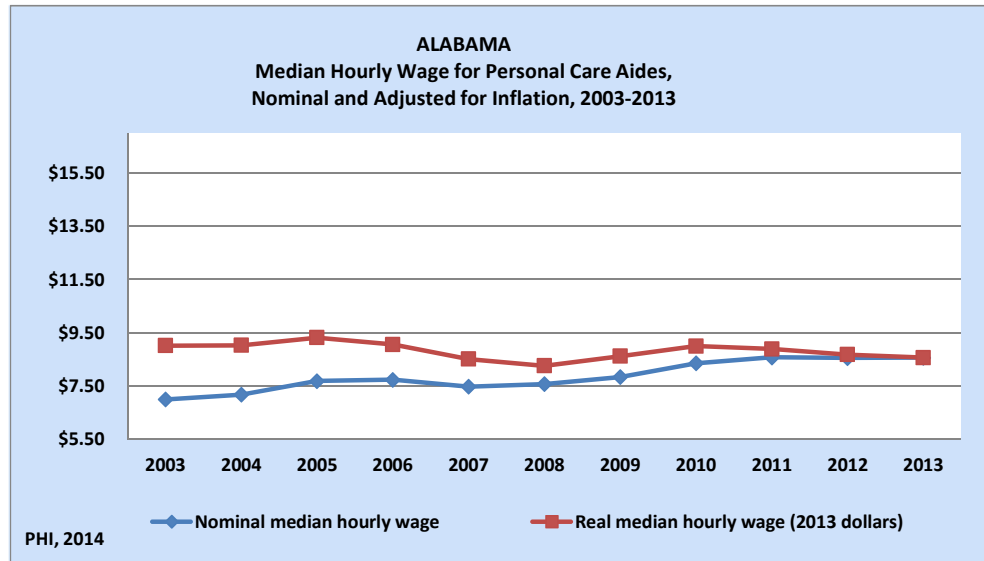
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

ALASKA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$10.66	\$10.82	\$14.01	\$13.64	\$12.91	\$12.55	\$14.28	\$14.38	\$14.13	\$13.65	\$14.06
Real median hourly wage (2013 dollars)	\$13.36	\$13.25	\$16.63	\$15.68	\$14.39	\$13.49	\$15.46	\$15.35	\$14.62	\$13.83	\$14.06



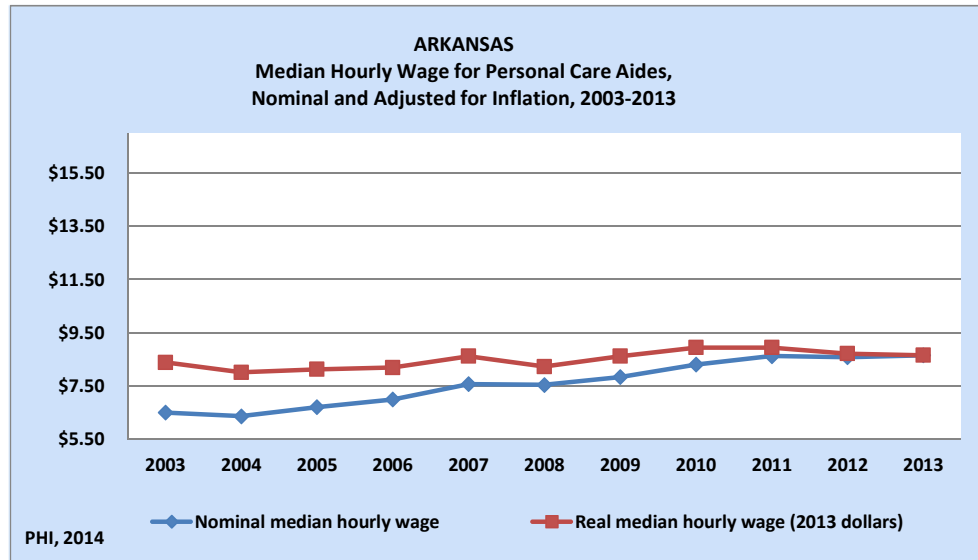
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

ALABAMA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$6.99	\$7.17	\$7.68	\$7.73	\$7.47	\$7.57	\$7.83	\$8.35	\$8.57	\$8.55	\$8.56
Real median hourly wage (2013 dollars)	\$9.01	\$9.02	\$9.31	\$9.05	\$8.50	\$8.26	\$8.61	\$8.99	\$8.89	\$8.68	\$8.56



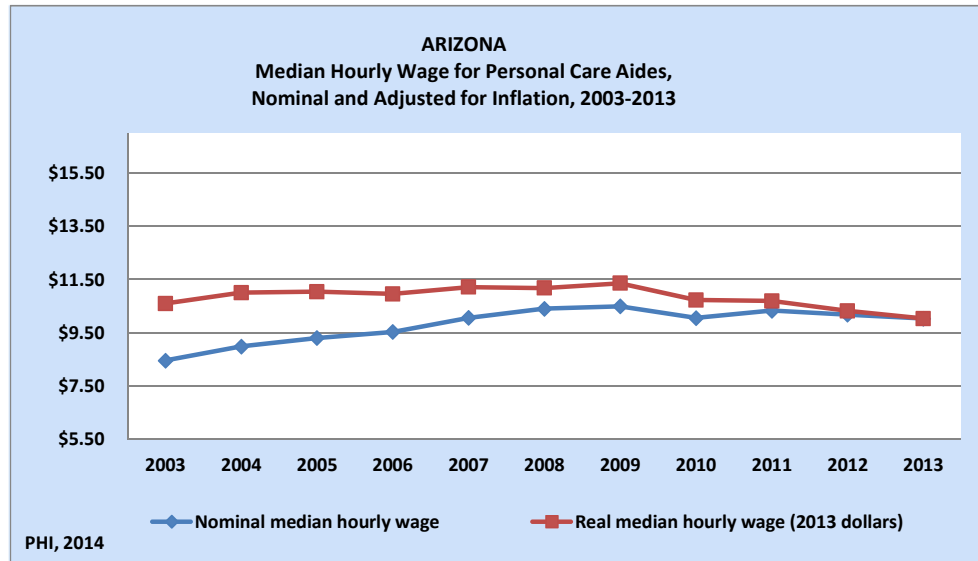
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

ARKANSAS: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$6.50	\$6.36	\$6.70	\$6.99	\$7.57	\$7.54	\$7.83	\$8.30	\$8.62	\$8.58	\$8.65
Real median hourly wage (2013 dollars)	\$8.38	\$8.00	\$8.12	\$8.19	\$8.62	\$8.22	\$8.61	\$8.94	\$8.94	\$8.71	\$8.65



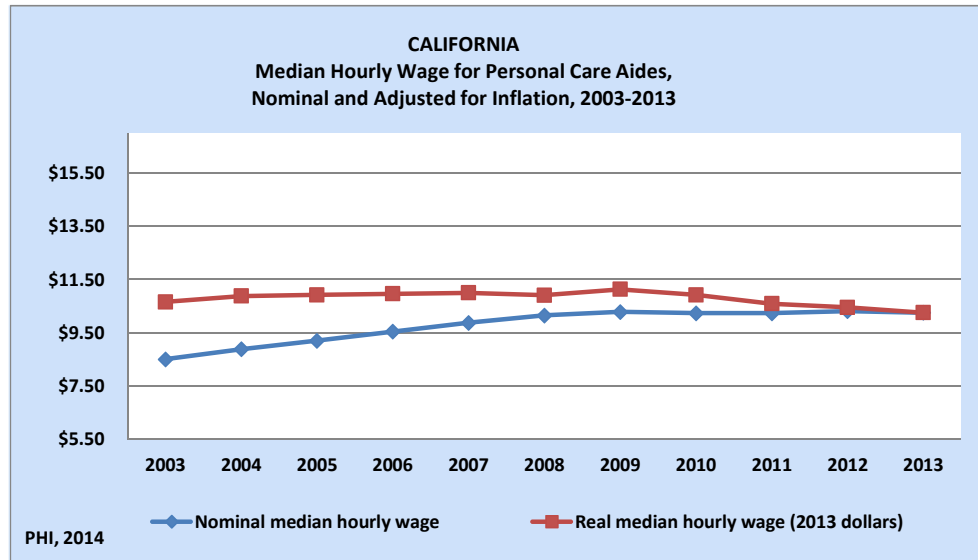
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

ARIZONA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.45	\$8.98	\$9.30	\$9.53	\$10.06	\$10.40	\$10.49	\$10.05	\$10.33	\$10.18	\$10.03
Real median hourly wage (2013 dollars)	\$10.59	\$11.00	\$11.04	\$10.95	\$11.21	\$11.18	\$11.36	\$10.73	\$10.69	\$10.32	\$10.03



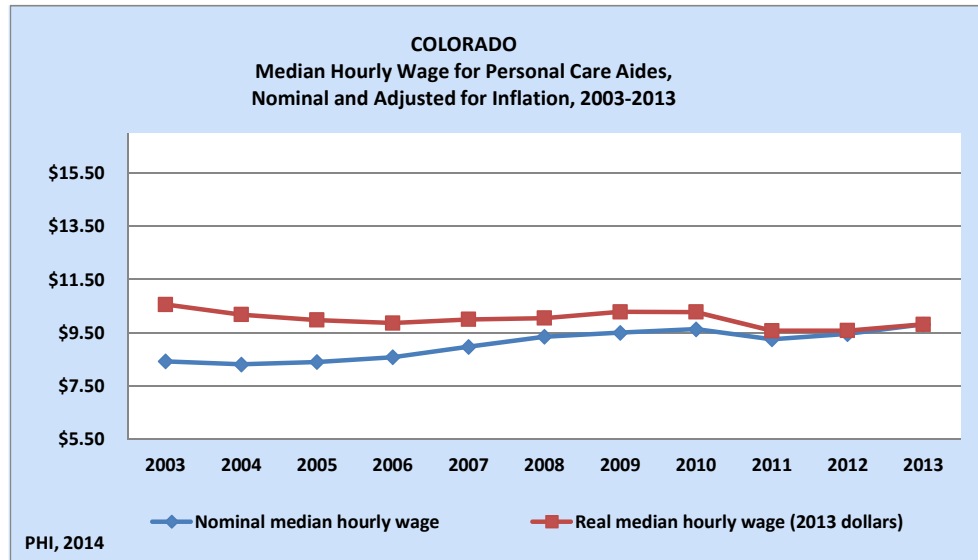
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

CALIFORNIA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.50	\$8.88	\$9.20	\$9.54	\$9.87	\$10.15	\$10.28	\$10.23	\$10.23	\$10.31	\$10.25
Real median hourly wage (2013 dollars)	\$10.66	\$10.88	\$10.92	\$10.96	\$11.00	\$10.91	\$11.13	\$10.92	\$10.58	\$10.45	\$10.25



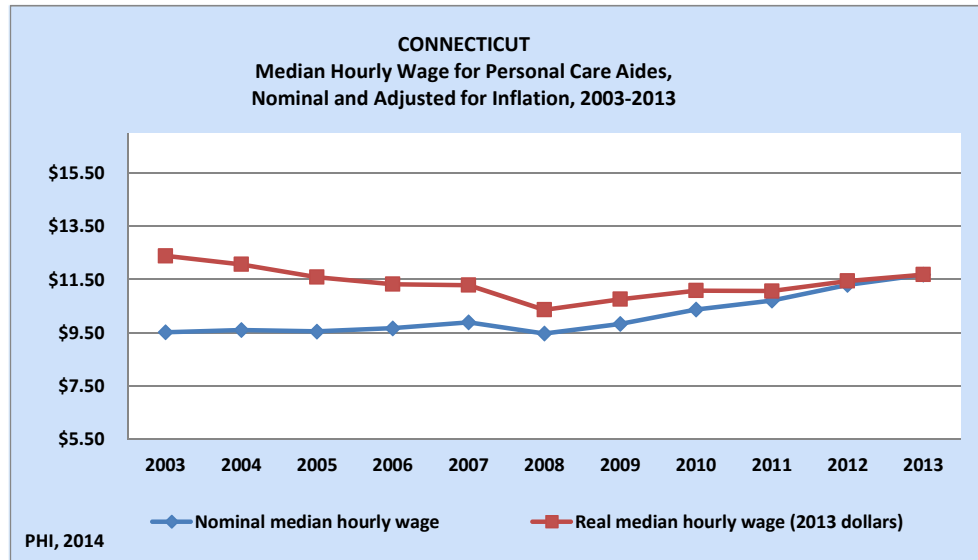
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

COLORADO: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.42	\$8.31	\$8.40	\$8.58	\$8.97	\$9.35	\$9.50	\$9.63	\$9.25	\$9.45	\$9.81
Real median hourly wage (2013 dollars)	\$10.56	\$10.18	\$9.97	\$9.86	\$10.00	\$10.05	\$10.28	\$10.28	\$9.57	\$9.58	\$9.81



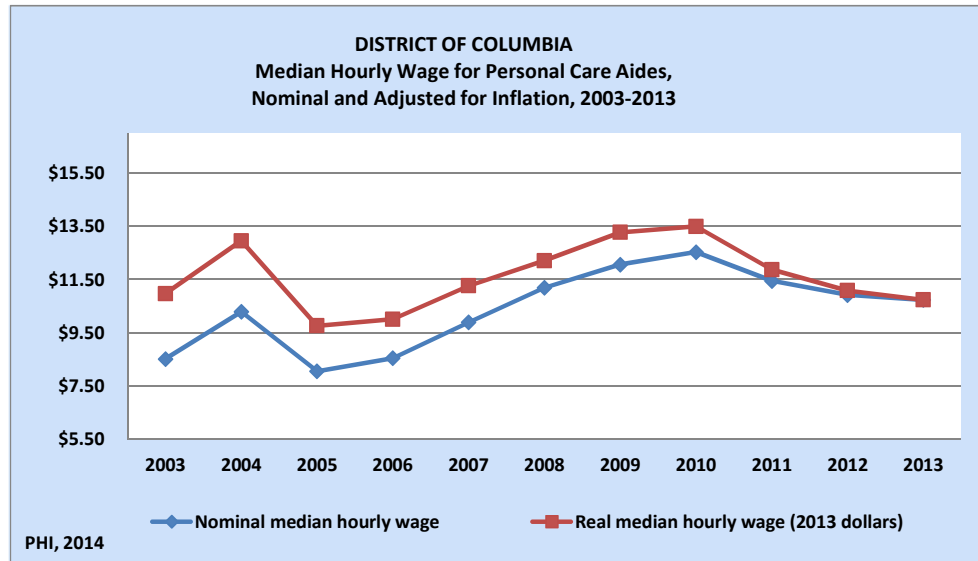
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

CONNECTICUT: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$9.52	\$9.60	\$9.55	\$9.67	\$9.89	\$9.47	\$9.83	\$10.37	\$10.71	\$11.30	\$11.68
Real median hourly wage (2013 dollars)	\$12.38	\$12.07	\$11.59	\$11.32	\$11.29	\$10.36	\$10.75	\$11.08	\$11.06	\$11.44	\$11.68



Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

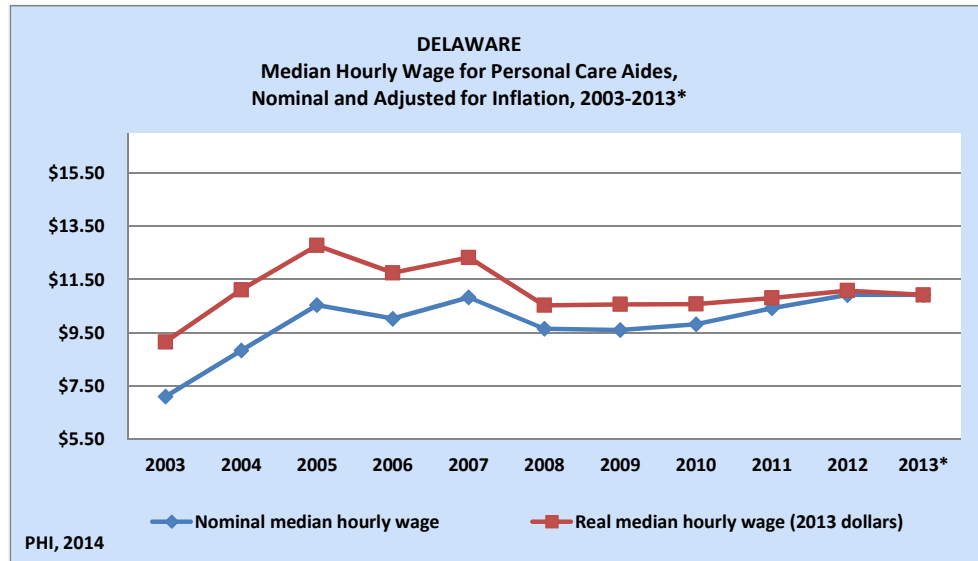
DISTRICT OF COLUMBIA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.51	\$10.29	\$8.05	\$8.54	\$9.89	\$11.19	\$12.06	\$12.53	\$11.45	\$10.92	\$10.73
Real median hourly wage (2013 dollars)	\$10.97	\$12.95	\$9.76	\$10.00	\$11.26	\$12.20	\$13.27	\$13.49	\$11.87	\$11.08	\$10.73



Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

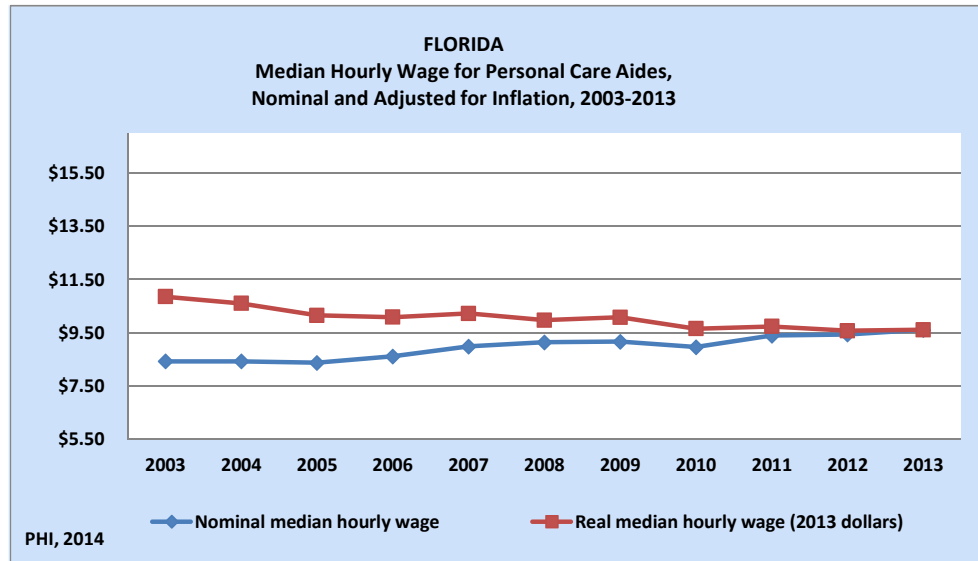
DELAWARE: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013*
Nominal median hourly wage	\$7.10	\$8.83	\$10.54	\$10.03	\$10.83	\$9.65	\$9.60	\$9.82	\$10.42	\$10.92	\$10.92
Real median hourly wage (2013 dollars)	\$9.15	\$11.11	\$12.78	\$11.75	\$12.33	\$10.52	\$10.56	\$10.57	\$10.80	\$11.08	\$10.92

*Missing wage data. Previous year's wage used instead.



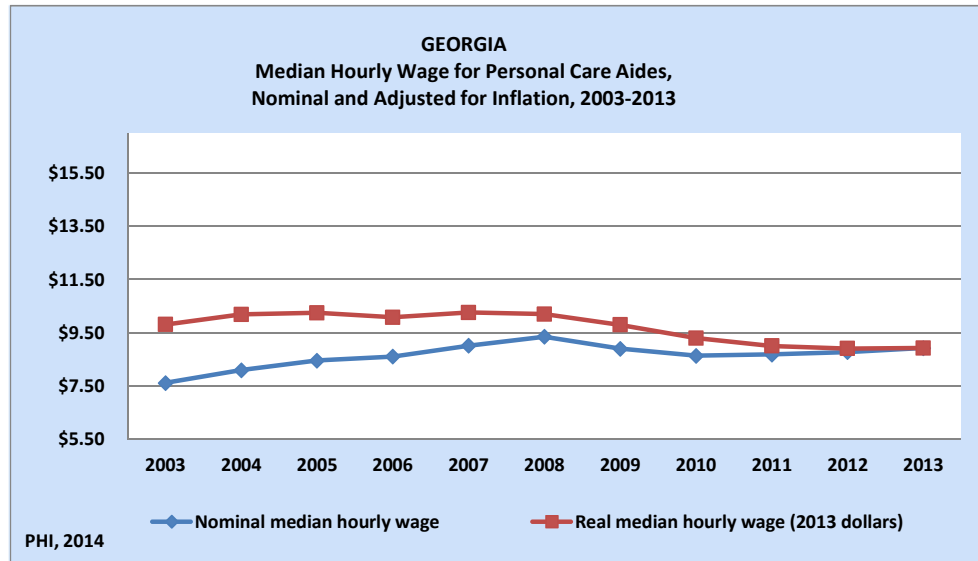
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

FLORIDA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.42	\$8.42	\$8.37	\$8.61	\$8.98	\$9.14	\$9.16	\$8.96	\$9.39	\$9.43	\$9.61
Real median hourly wage (2013 dollars)	\$10.85	\$10.60	\$10.15	\$10.09	\$10.22	\$9.97	\$10.08	\$9.65	\$9.74	\$9.57	\$9.61



Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

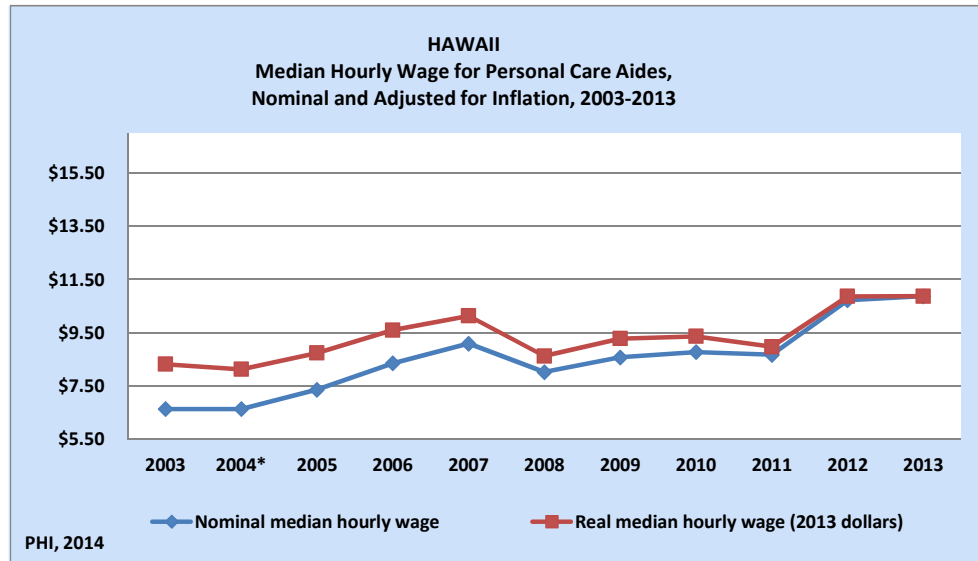
GEORGIA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.61	\$8.09	\$8.45	\$8.60	\$9.01	\$9.35	\$8.90	\$8.63	\$8.68	\$8.77	\$8.92
Real median hourly wage (2013 dollars)	\$9.81	\$10.18	\$10.24	\$10.07	\$10.25	\$10.20	\$9.79	\$9.29	\$9.00	\$8.90	\$8.92



Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

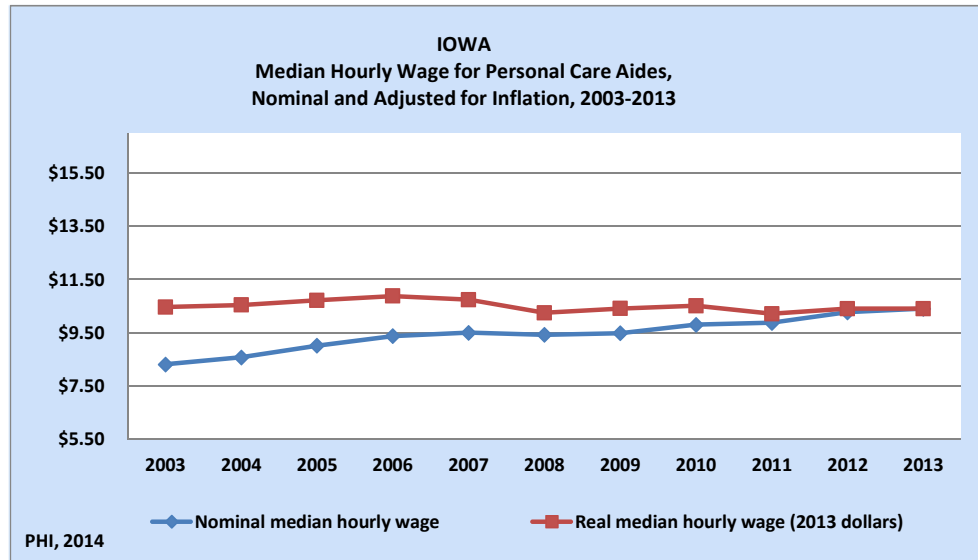
HAWAII: Personal Care Aides (SOC 39-9021)											
	2003	2004*	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$6.63	\$6.63	\$7.36	\$8.35	\$9.09	\$8.02	\$8.57	\$8.77	\$8.67	\$10.72	\$10.87
Real median hourly wage (2013 dollars)	\$8.31	\$8.12	\$8.74	\$9.60	\$10.13	\$8.62	\$9.28	\$9.36	\$8.97	\$10.87	\$10.87

*Missing wage data. Previous year's wage used instead.



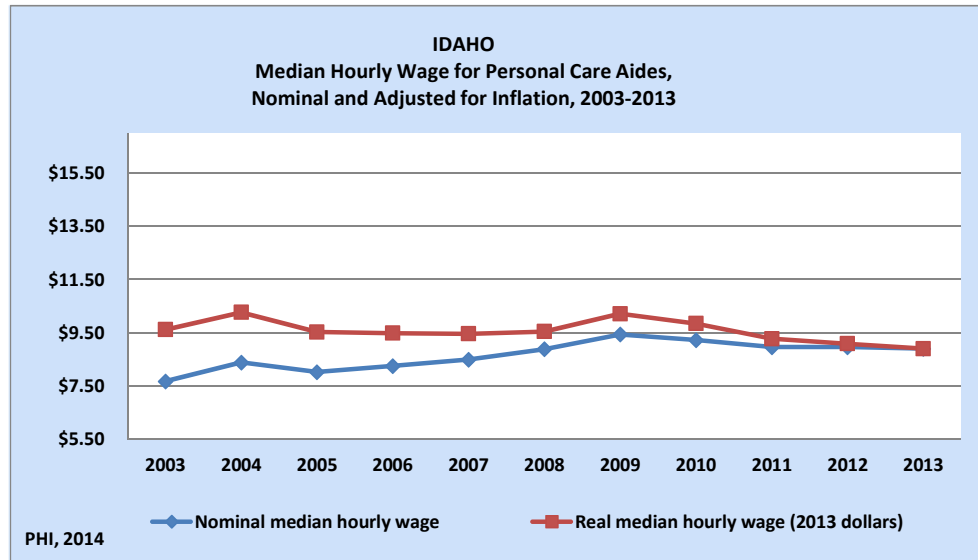
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

IOWA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.31	\$8.57	\$9.01	\$9.37	\$9.50	\$9.42	\$9.48	\$9.80	\$9.87	\$10.27	\$10.40
Real median hourly wage (2013 dollars)	\$10.46	\$10.54	\$10.71	\$10.88	\$10.74	\$10.25	\$10.41	\$10.51	\$10.21	\$10.40	\$10.40



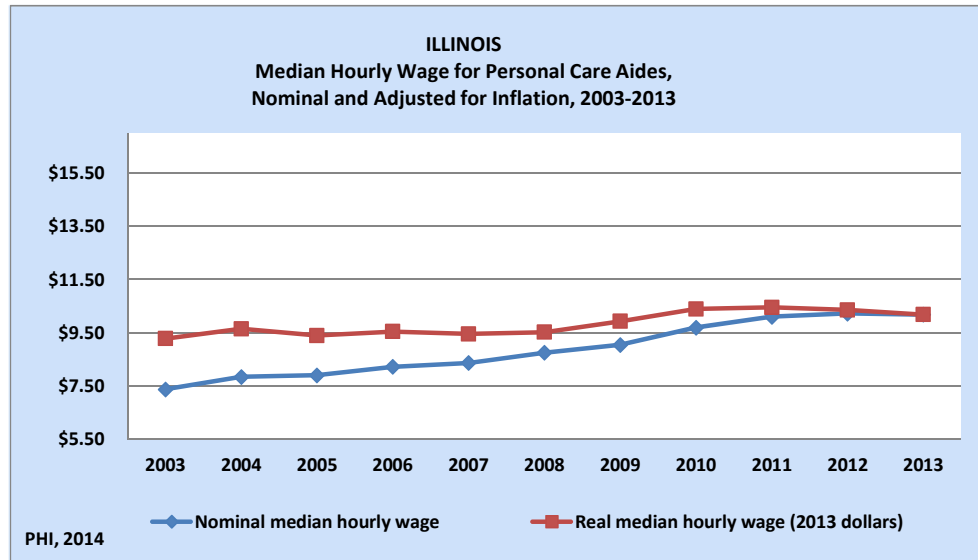
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

IDAHO: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.67	\$8.38	\$8.02	\$8.25	\$8.49	\$8.88	\$9.43	\$9.22	\$8.96	\$8.96	\$8.90
Real median hourly wage (2013 dollars)	\$9.62	\$10.27	\$9.52	\$9.48	\$9.46	\$9.54	\$10.21	\$9.84	\$9.27	\$9.08	\$8.90



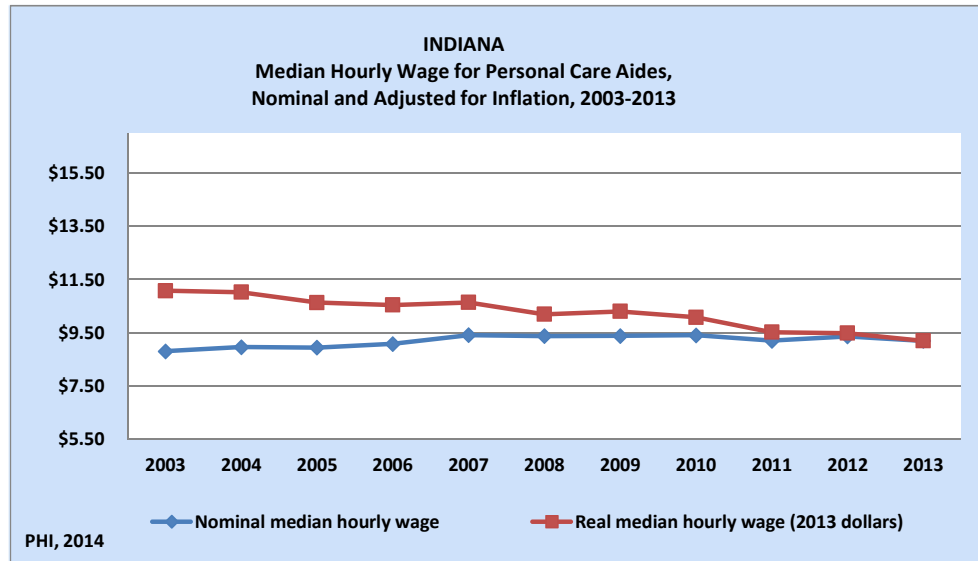
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

ILLINOIS: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.37	\$7.84	\$7.90	\$8.22	\$8.36	\$8.75	\$9.04	\$9.69	\$10.10	\$10.22	\$10.18
Real median hourly wage (2013 dollars)	\$9.28	\$9.64	\$9.39	\$9.54	\$9.45	\$9.52	\$9.92	\$10.39	\$10.45	\$10.35	\$10.18



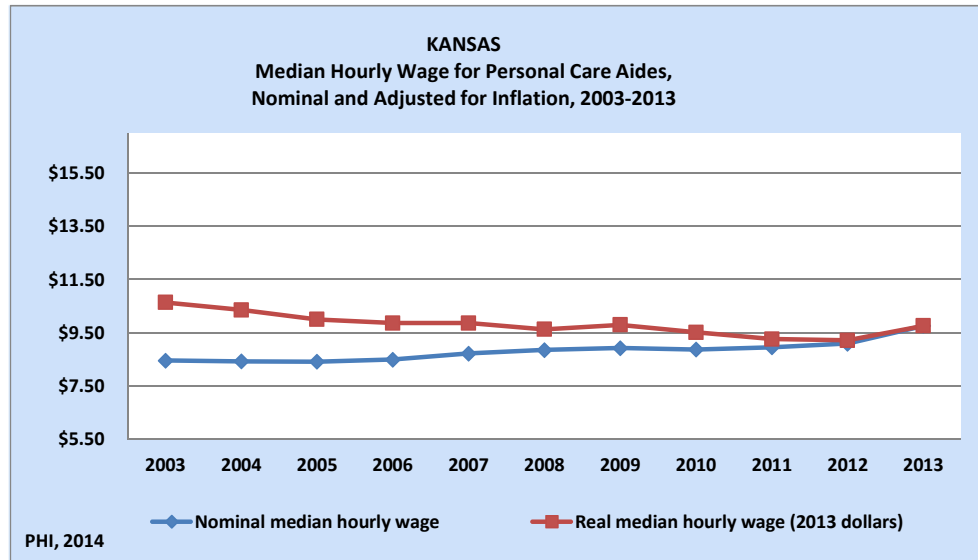
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

INDIANA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.80	\$8.96	\$8.94	\$9.08	\$9.41	\$9.37	\$9.38	\$9.40	\$9.20	\$9.36	\$9.19
Real median hourly wage (2013 dollars)	\$11.08	\$11.02	\$10.63	\$10.54	\$10.64	\$10.19	\$10.30	\$10.08	\$9.52	\$9.48	\$9.19



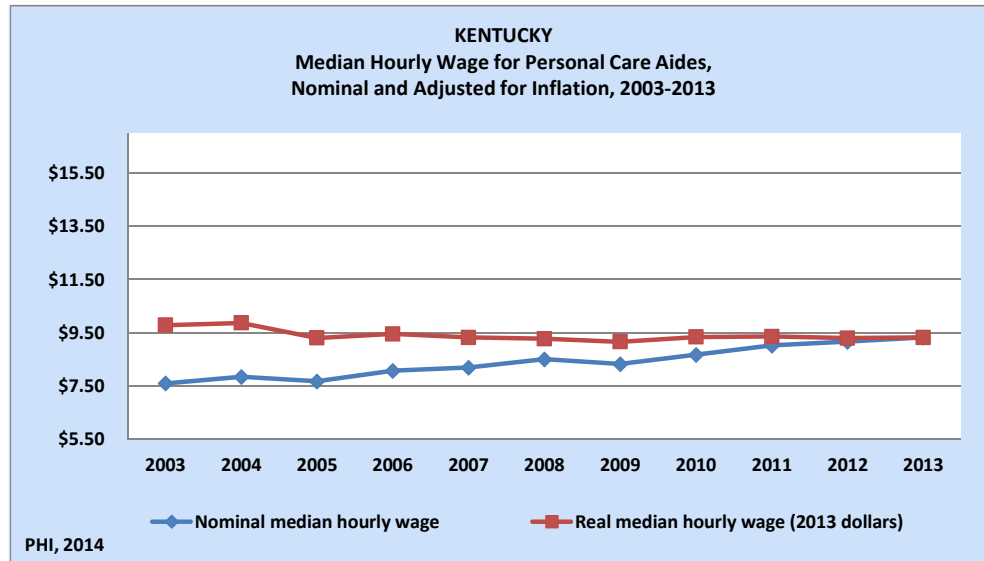
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

KANSAS: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.45	\$8.42	\$8.41	\$8.49	\$8.72	\$8.85	\$8.92	\$8.87	\$8.95	\$9.09	\$9.76
Real median hourly wage (2013 dollars)	\$10.64	\$10.35	\$10.00	\$9.86	\$9.86	\$9.63	\$9.79	\$9.51	\$9.26	\$9.21	\$9.76



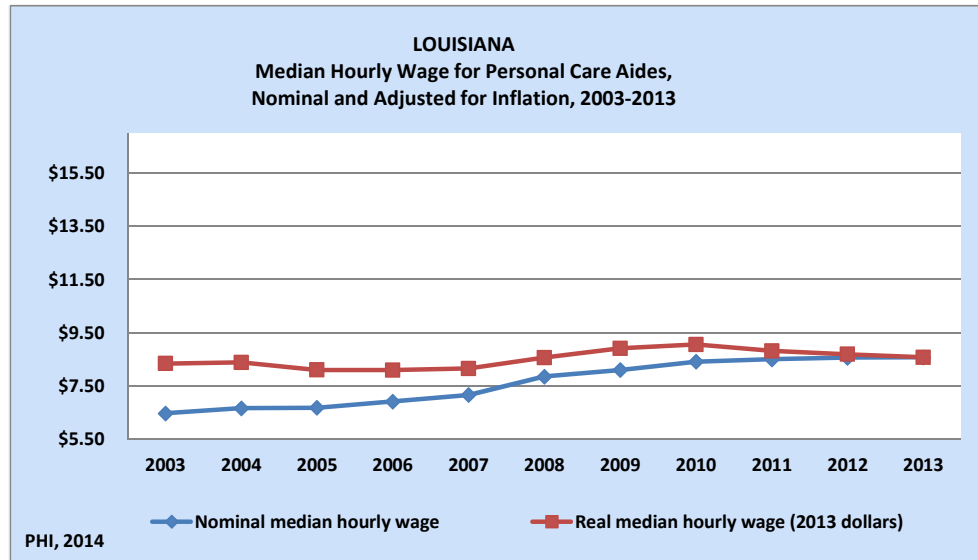
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

KENTUCKY: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.59	\$7.84	\$7.67	\$8.07	\$8.19	\$8.50	\$8.32	\$8.67	\$9.02	\$9.16	\$9.32
Real median hourly wage (2013 dollars)	\$9.78	\$9.87	\$9.30	\$9.45	\$9.32	\$9.27	\$9.15	\$9.34	\$9.35	\$9.30	\$9.32



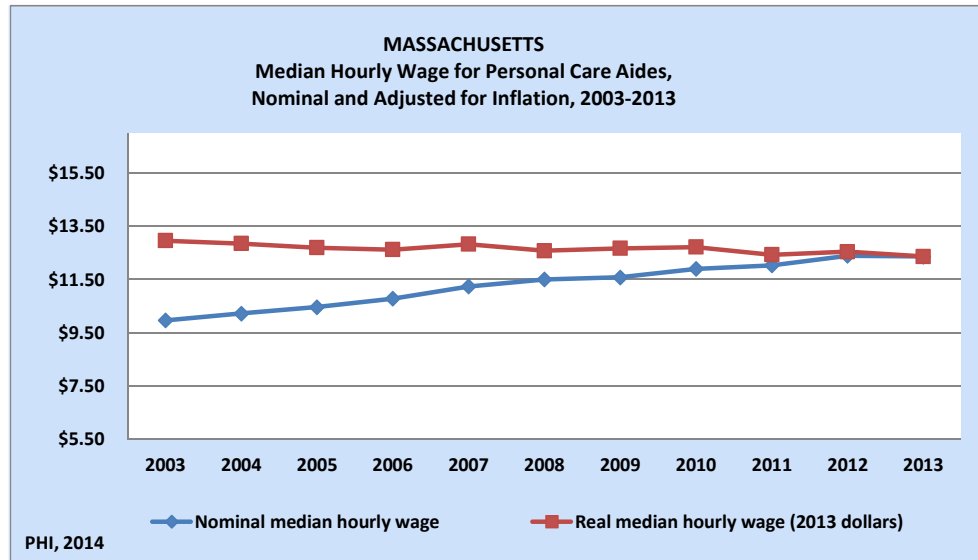
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

LOUISIANA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$6.47	\$6.66	\$6.68	\$6.91	\$7.16	\$7.85	\$8.10	\$8.41	\$8.50	\$8.56	\$8.57
Real median hourly wage (2013 dollars)	\$8.34	\$8.38	\$8.10	\$8.09	\$8.15	\$8.56	\$8.91	\$9.06	\$8.81	\$8.69	\$8.57



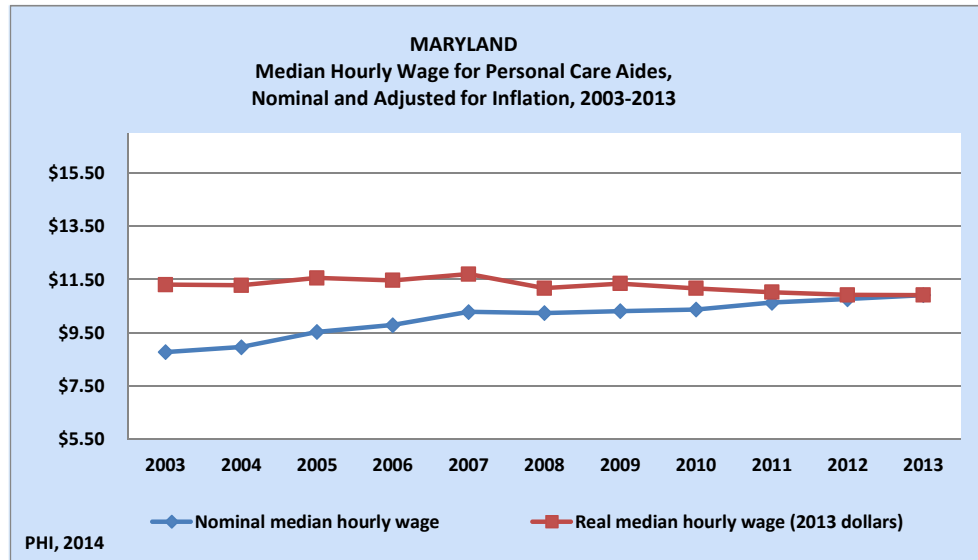
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MASSACHUSETTS: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$9.96	\$10.22	\$10.46	\$10.78	\$11.24	\$11.50	\$11.58	\$11.90	\$12.03	\$12.39	\$12.36
Real median hourly wage (2013 dollars)	\$12.96	\$12.85	\$12.69	\$12.62	\$12.83	\$12.58	\$12.67	\$12.71	\$12.43	\$12.55	\$12.36



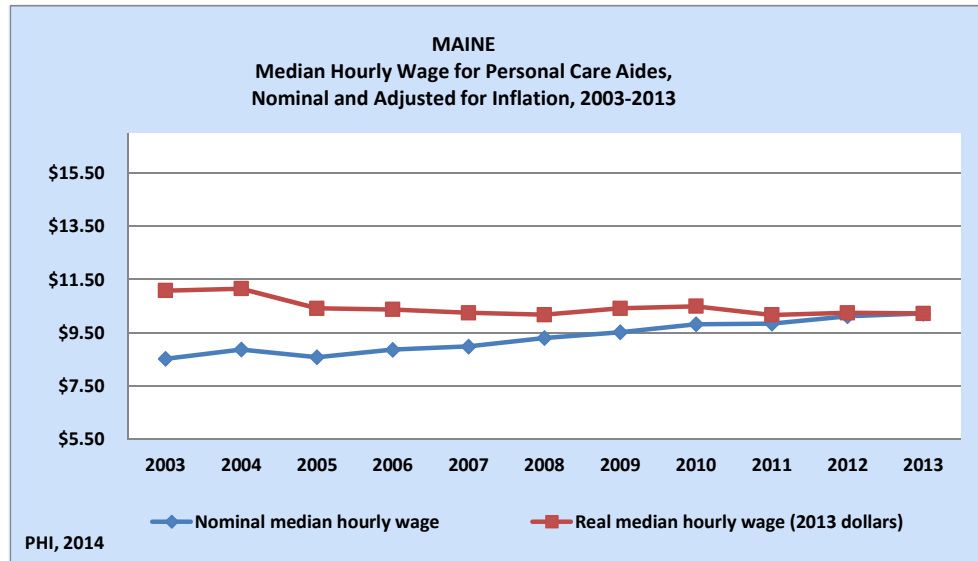
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MARYLAND: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.77	\$8.96	\$9.53	\$9.79	\$10.28	\$10.24	\$10.31	\$10.37	\$10.63	\$10.76	\$10.91
Real median hourly wage (2013 dollars)	\$11.30	\$11.28	\$11.55	\$11.47	\$11.70	\$11.17	\$11.34	\$11.17	\$11.02	\$10.92	\$10.91



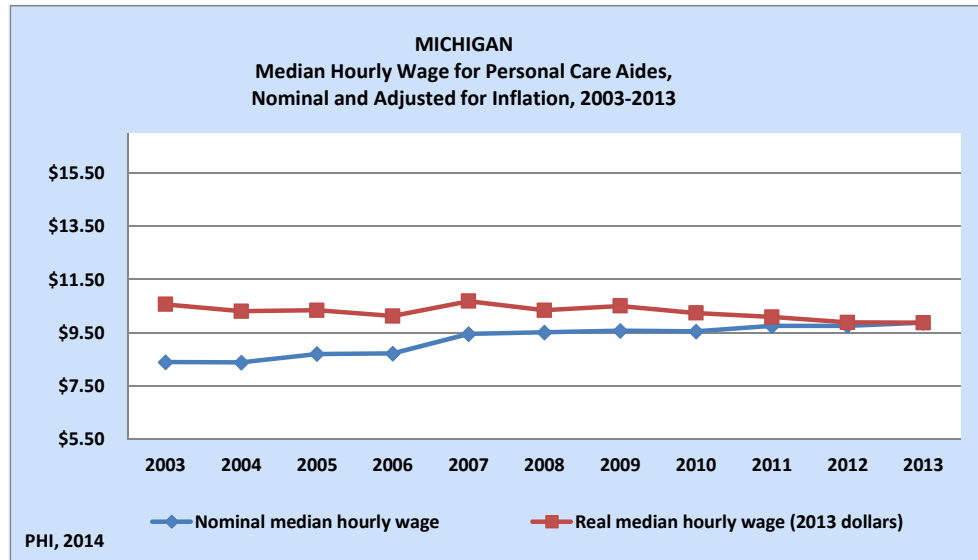
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MAINE: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.52	\$8.87	\$8.58	\$8.86	\$8.98	\$9.30	\$9.52	\$9.82	\$9.84	\$10.12	\$10.22
Real median hourly wage (2013 dollars)	\$11.08	\$11.15	\$10.41	\$10.37	\$10.25	\$10.17	\$10.41	\$10.49	\$10.16	\$10.25	\$10.22



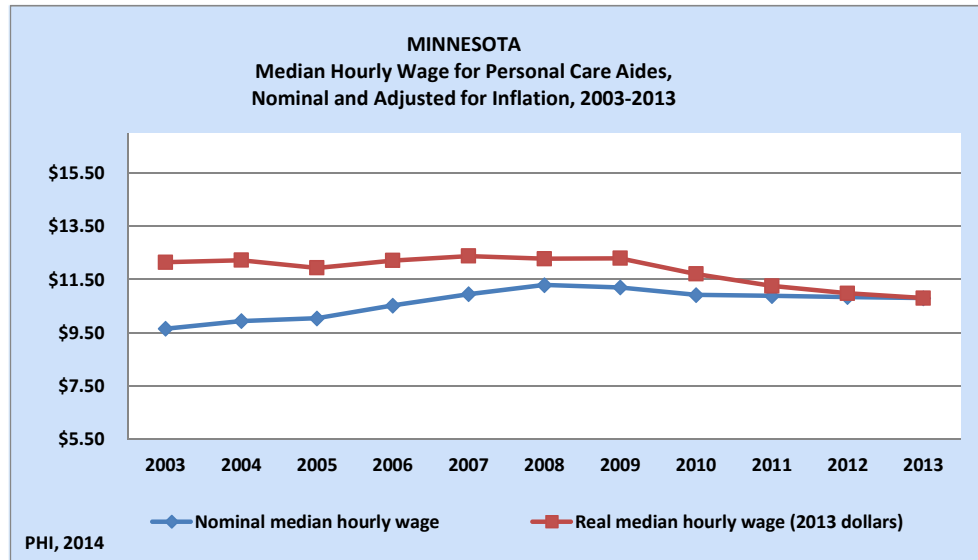
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MICHIGAN: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.39	\$8.38	\$8.70	\$8.72	\$9.45	\$9.51	\$9.57	\$9.55	\$9.75	\$9.76	\$9.87
Real median hourly wage (2013 dollars)	\$10.56	\$10.31	\$10.34	\$10.12	\$10.68	\$10.34	\$10.51	\$10.24	\$10.09	\$9.89	\$9.87



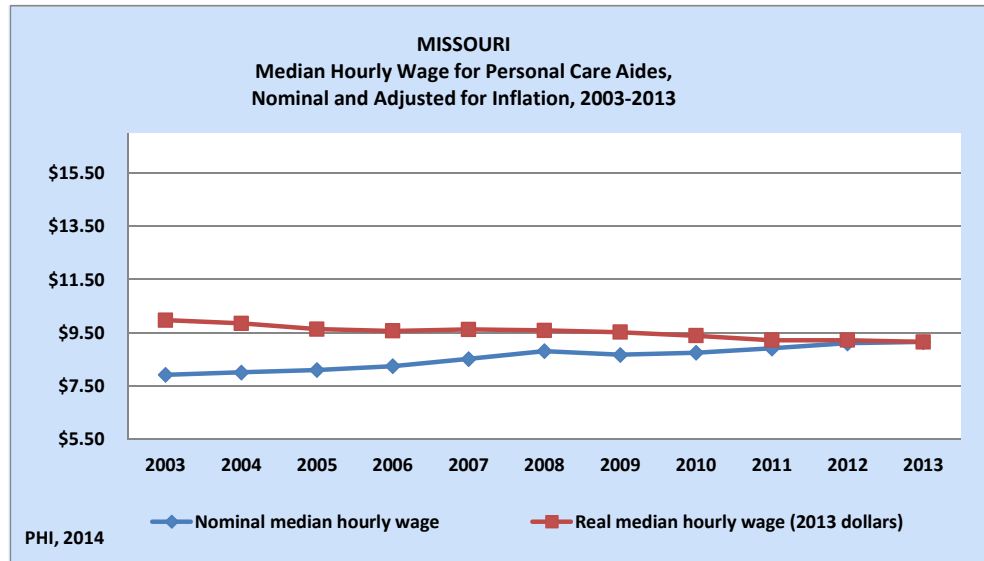
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MINNESOTA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$9.65	\$9.94	\$10.04	\$10.52	\$10.95	\$11.29	\$11.20	\$10.92	\$10.88	\$10.84	\$10.80
Real median hourly wage (2013 dollars)	\$12.15	\$12.22	\$11.94	\$12.21	\$12.38	\$12.28	\$12.29	\$11.71	\$11.25	\$10.98	\$10.80



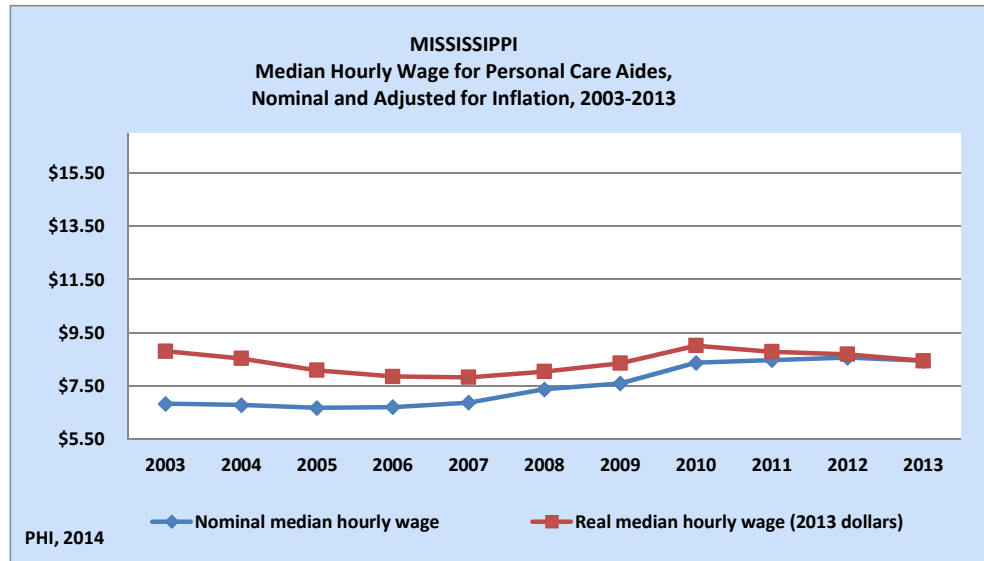
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MISSOURI: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.92	\$8.01	\$8.10	\$8.24	\$8.51	\$8.81	\$8.67	\$8.75	\$8.91	\$9.10	\$9.15
Real median hourly wage (2013 dollars)	\$9.97	\$9.85	\$9.63	\$9.57	\$9.62	\$9.58	\$9.52	\$9.38	\$9.22	\$9.22	\$9.15



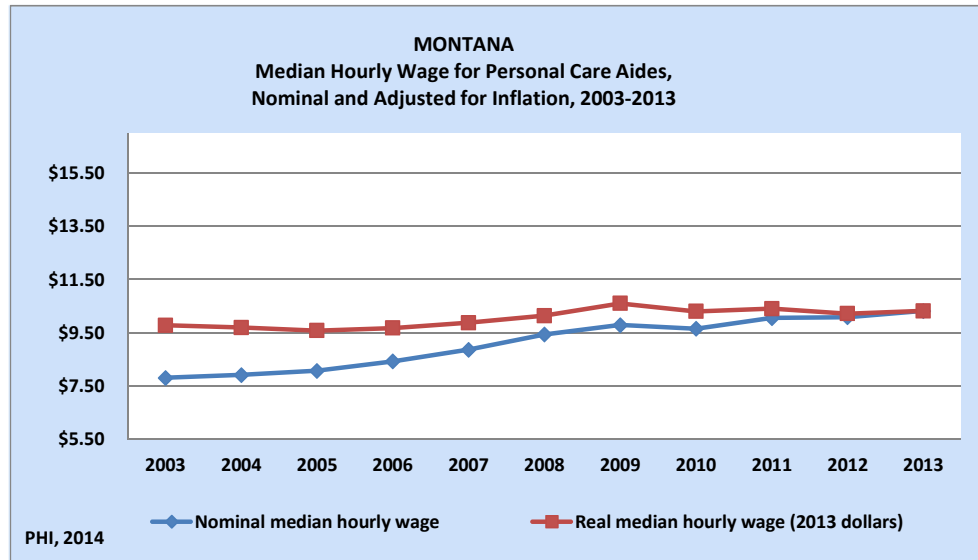
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MISSISSIPPI: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$6.83	\$6.78	\$6.67	\$6.70	\$6.87	\$7.37	\$7.59	\$8.37	\$8.47	\$8.56	\$8.44
Real median hourly wage (2013 dollars)	\$8.80	\$8.53	\$8.09	\$7.85	\$7.82	\$8.04	\$8.35	\$9.01	\$8.78	\$8.69	\$8.44



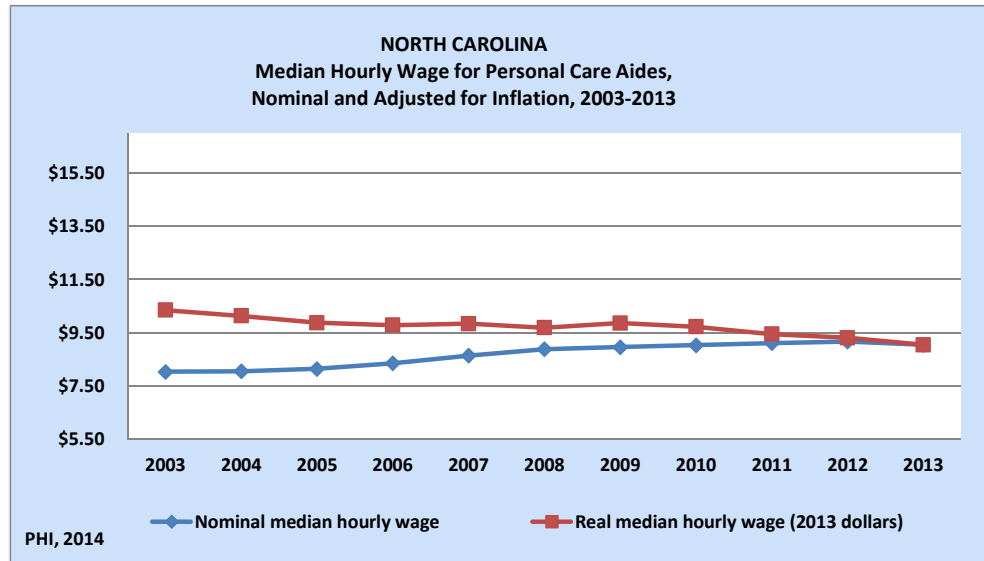
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MONTANA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.80	\$7.91	\$8.07	\$8.42	\$8.86	\$9.43	\$9.79	\$9.65	\$10.05	\$10.08	\$10.32
Real median hourly wage (2013 dollars)	\$9.78	\$9.69	\$9.58	\$9.68	\$9.87	\$10.13	\$10.60	\$10.30	\$10.40	\$10.22	\$10.32



Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

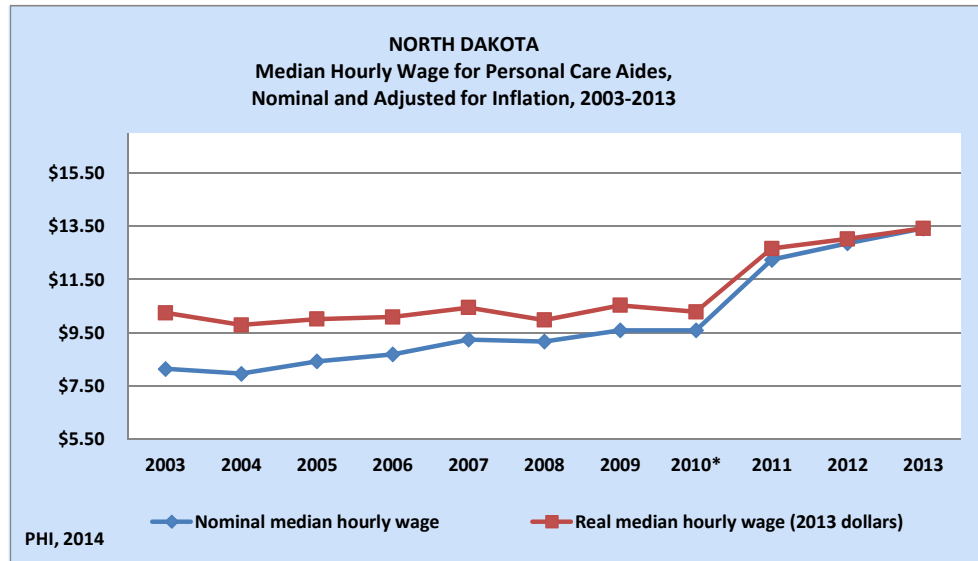
NORTH CAROLINA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.03	\$8.05	\$8.14	\$8.35	\$8.64	\$8.88	\$8.96	\$9.03	\$9.11	\$9.17	\$9.04
Real median hourly wage (2013 dollars)	\$10.35	\$10.13	\$9.87	\$9.78	\$9.83	\$9.68	\$9.86	\$9.72	\$9.45	\$9.31	\$9.04



Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

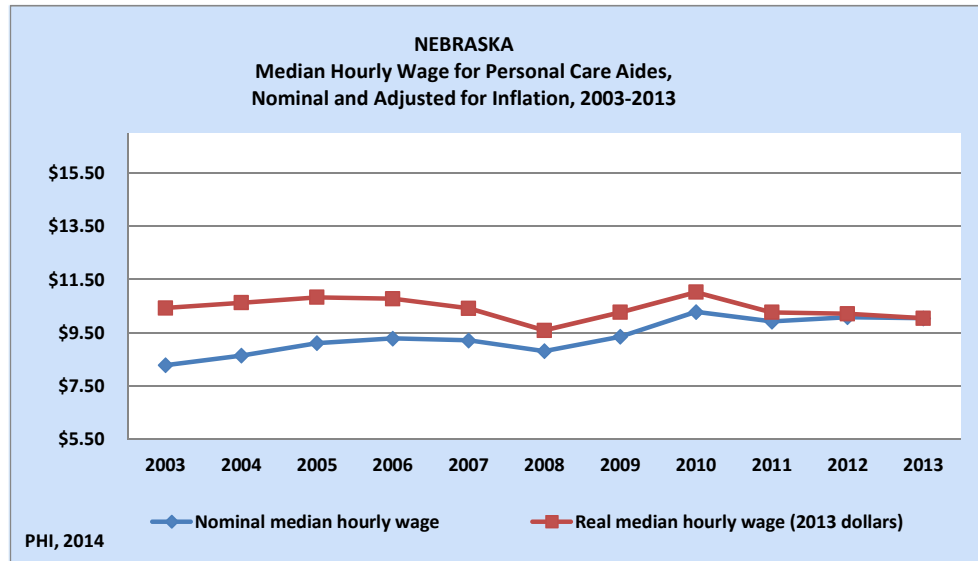
NORTH DAKOTA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010*	2011	2012	2013
Nominal median hourly wage	\$8.14	\$7.96	\$8.42	\$8.69	\$9.24	\$9.17	\$9.59	\$9.59	\$12.24	\$12.86	\$13.42
Real median hourly wage (2013 dollars)	\$10.25	\$9.79	\$10.01	\$10.09	\$10.45	\$9.97	\$10.53	\$10.28	\$12.66	\$13.03	\$13.42

*Missing wage data. Previous year's wage used instead.



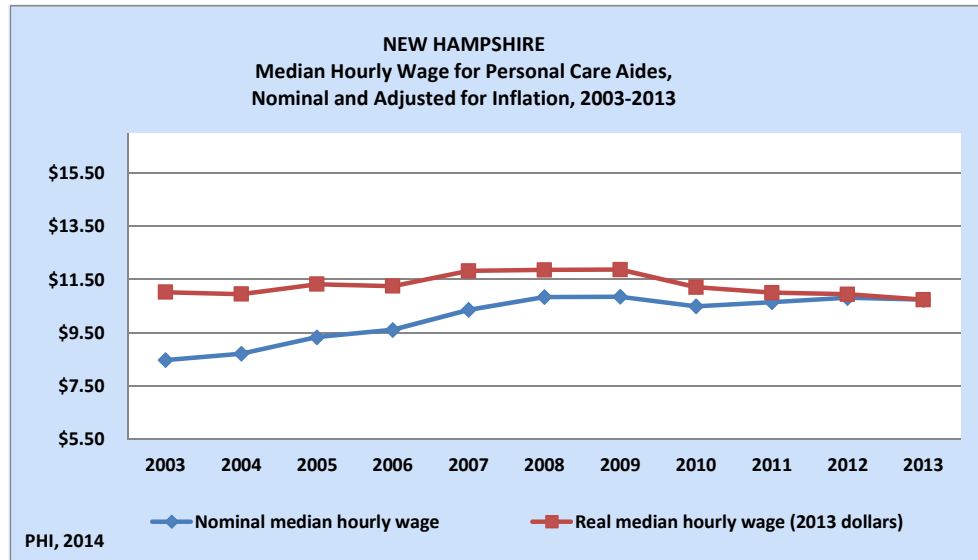
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEBRASKA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.28	\$8.64	\$9.11	\$9.28	\$9.21	\$8.81	\$9.35	\$10.28	\$9.92	\$10.08	\$10.04
Real median hourly wage (2013 dollars)	\$10.42	\$10.62	\$10.83	\$10.77	\$10.41	\$9.58	\$10.26	\$11.02	\$10.26	\$10.21	\$10.04



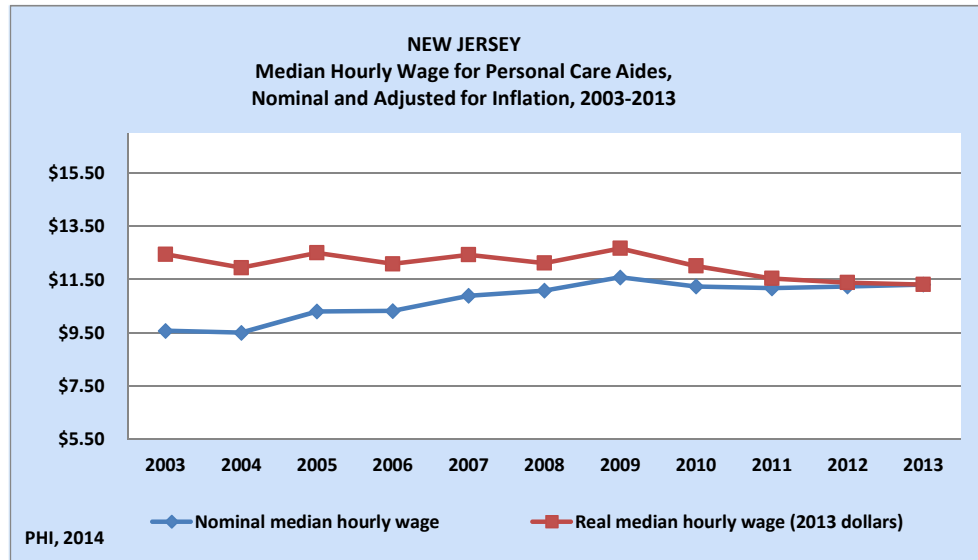
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEW HAMPSHIRE: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.47	\$8.71	\$9.33	\$9.61	\$10.36	\$10.84	\$10.85	\$10.49	\$10.65	\$10.81	\$10.74
Real median hourly wage (2013 dollars)	\$11.02	\$10.95	\$11.32	\$11.25	\$11.82	\$11.86	\$11.87	\$11.21	\$11.00	\$10.95	\$10.74



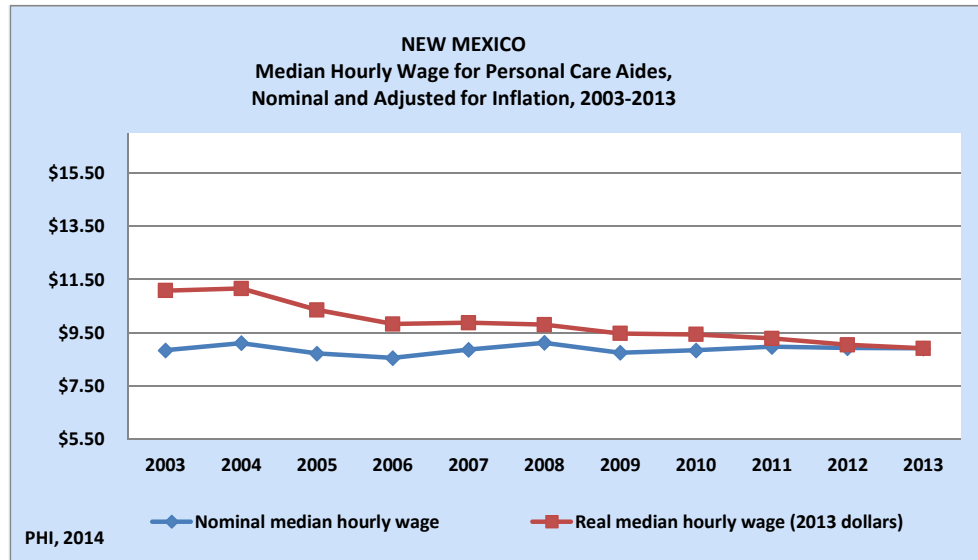
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEW JERSEY: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$9.57	\$9.50	\$10.30	\$10.32	\$10.89	\$11.08	\$11.58	\$11.24	\$11.17	\$11.24	\$11.31
Real median hourly wage (2013 dollars)	\$12.45	\$11.94	\$12.50	\$12.08	\$12.43	\$12.12	\$12.67	\$12.01	\$11.54	\$11.38	\$11.31



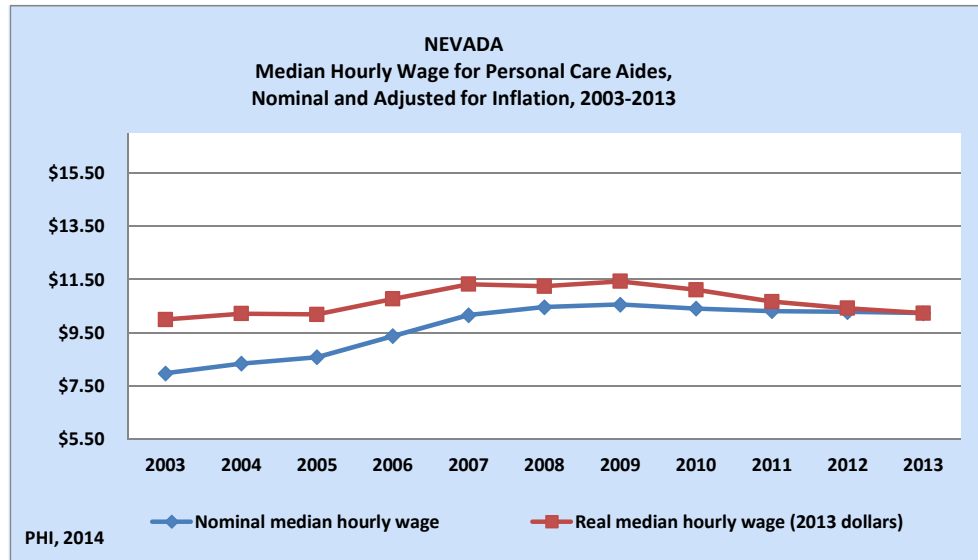
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEW MEXICO: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.84	\$9.11	\$8.72	\$8.55	\$8.86	\$9.12	\$8.75	\$8.84	\$8.97	\$8.92	\$8.91
Real median hourly wage (2013 dollars)	\$11.08	\$11.16	\$10.35	\$9.83	\$9.87	\$9.80	\$9.47	\$9.43	\$9.28	\$9.04	\$8.91



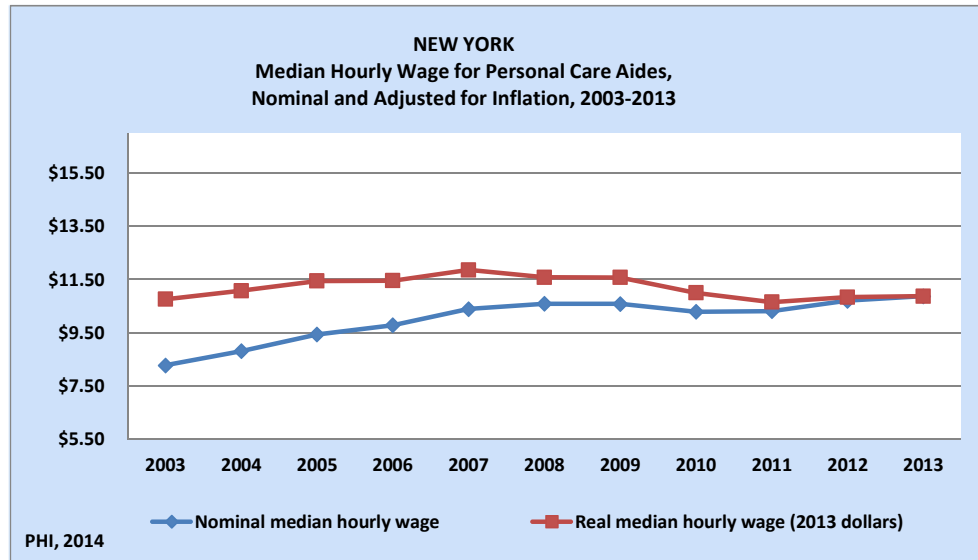
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEVADA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.97	\$8.34	\$8.58	\$9.37	\$10.16	\$10.46	\$10.56	\$10.41	\$10.31	\$10.28	\$10.23
Real median hourly wage (2013 dollars)	\$9.99	\$10.22	\$10.19	\$10.77	\$11.32	\$11.24	\$11.43	\$11.11	\$10.67	\$10.42	\$10.23



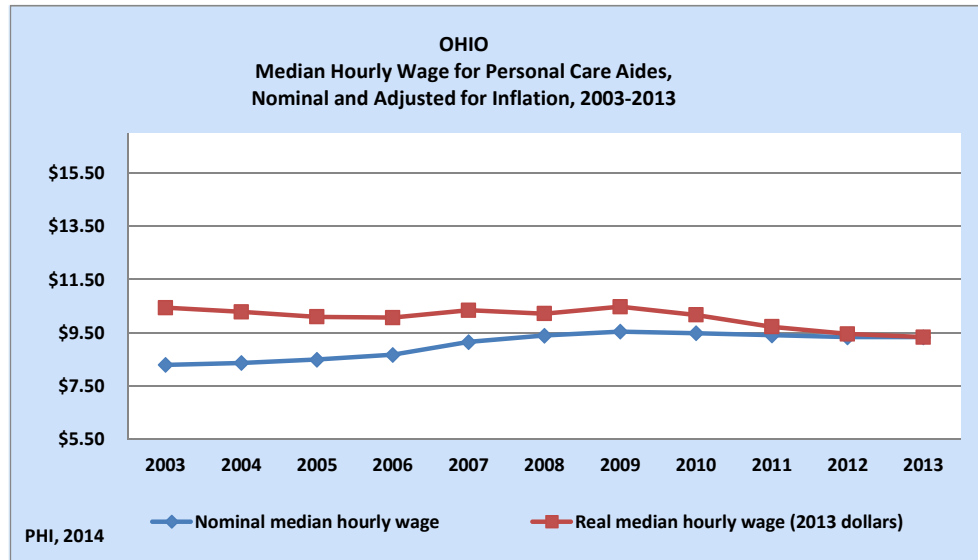
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEW YORK: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.27	\$8.81	\$9.43	\$9.78	\$10.39	\$10.59	\$10.58	\$10.29	\$10.31	\$10.70	\$10.87
Real median hourly wage (2013 dollars)	\$10.76	\$11.08	\$11.44	\$11.45	\$11.86	\$11.58	\$11.57	\$10.99	\$10.65	\$10.83	\$10.87



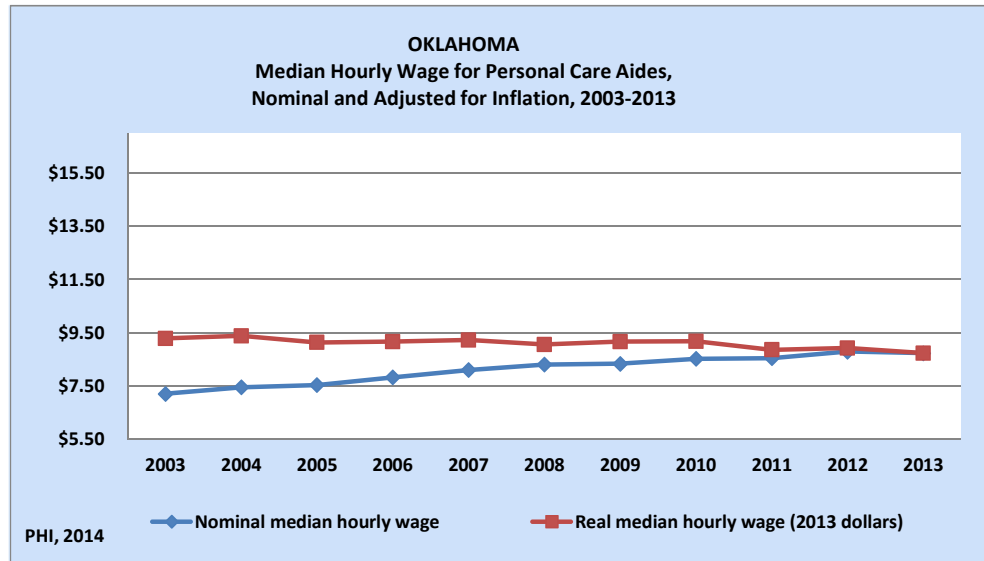
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

OHIO: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.29	\$8.36	\$8.49	\$8.67	\$9.15	\$9.39	\$9.54	\$9.48	\$9.40	\$9.33	\$9.33
Real median hourly wage (2013 dollars)	\$10.44	\$10.28	\$10.09	\$10.07	\$10.34	\$10.21	\$10.47	\$10.16	\$9.72	\$9.45	\$9.33



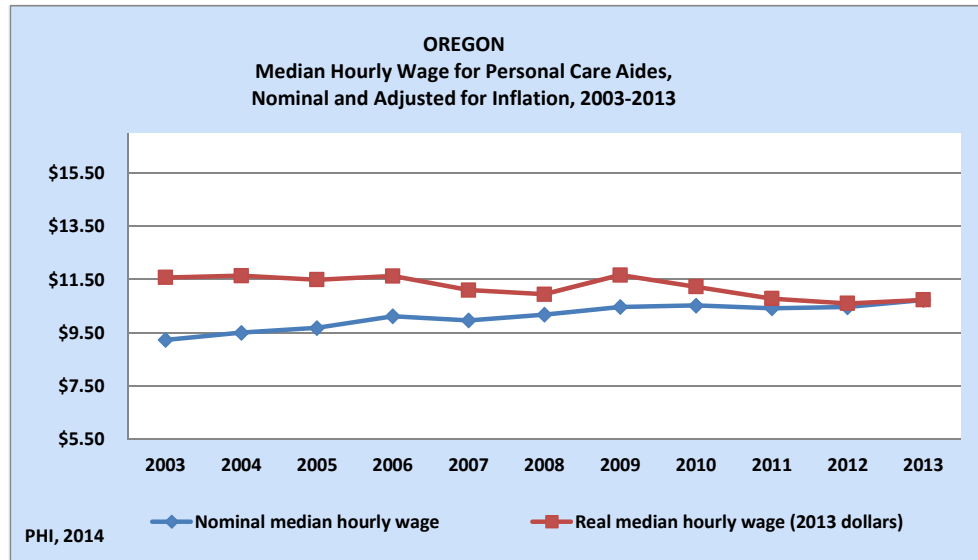
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

OKLAHOMA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.20	\$7.45	\$7.53	\$7.82	\$8.10	\$8.30	\$8.33	\$8.52	\$8.54	\$8.79	\$8.73
Real median hourly wage (2013 dollars)	\$9.28	\$9.38	\$9.13	\$9.16	\$9.22	\$9.05	\$9.16	\$9.17	\$8.85	\$8.92	\$8.73



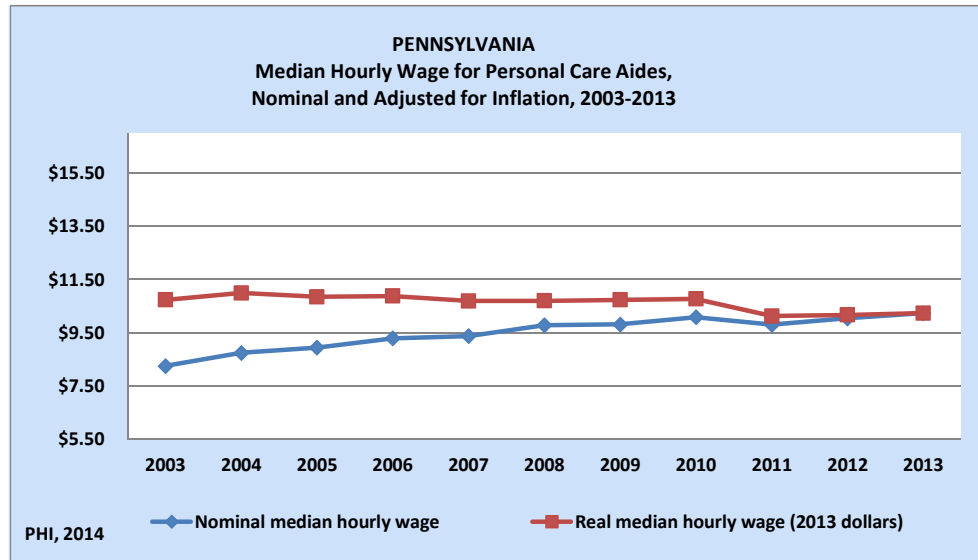
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

OREGON: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$9.23	\$9.50	\$9.68	\$10.12	\$9.96	\$10.18	\$10.47	\$10.52	\$10.42	\$10.46	\$10.73
Real median hourly wage (2013 dollars)	\$11.57	\$11.64	\$11.49	\$11.63	\$11.10	\$10.94	\$11.67	\$11.23	\$10.78	\$10.60	\$10.73



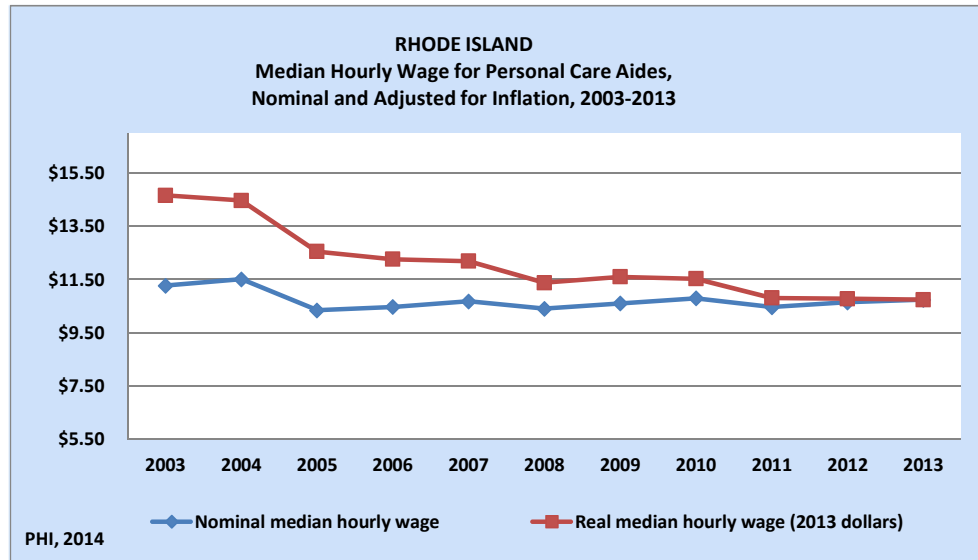
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

PENNSYLVANIA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.25	\$8.74	\$8.94	\$9.29	\$9.37	\$9.78	\$9.81	\$10.08	\$9.80	\$10.04	\$10.23
Real median hourly wage (2013 dollars)	\$10.73	\$10.99	\$10.85	\$10.88	\$10.69	\$10.70	\$10.73	\$10.77	\$10.12	\$10.17	\$10.23



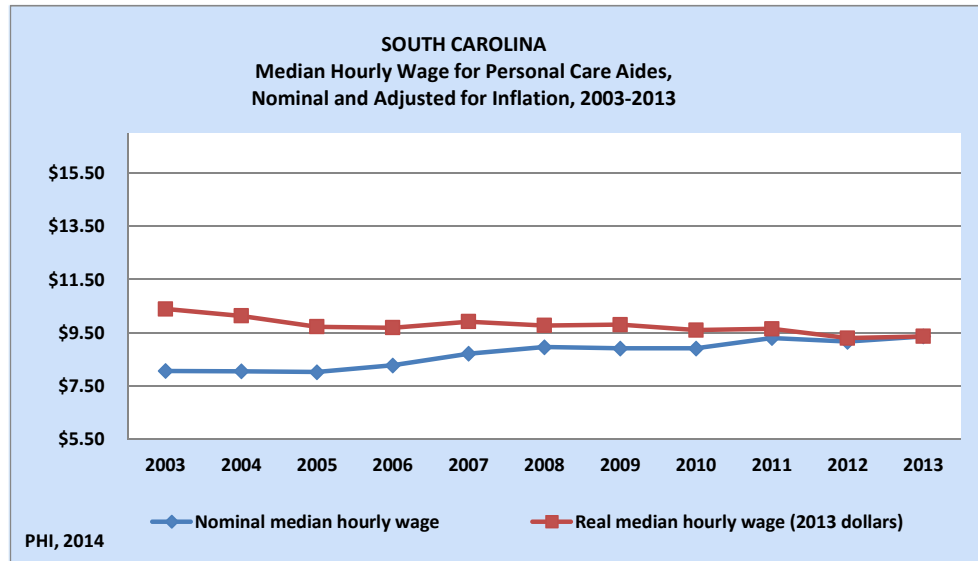
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

RHODE ISLAND: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$11.27	\$11.51	\$10.34	\$10.47	\$10.68	\$10.40	\$10.60	\$10.79	\$10.46	\$10.64	\$10.74
Real median hourly wage (2013 dollars)	\$14.66	\$14.47	\$12.55	\$12.26	\$12.19	\$11.37	\$11.60	\$11.53	\$10.81	\$10.77	\$10.74



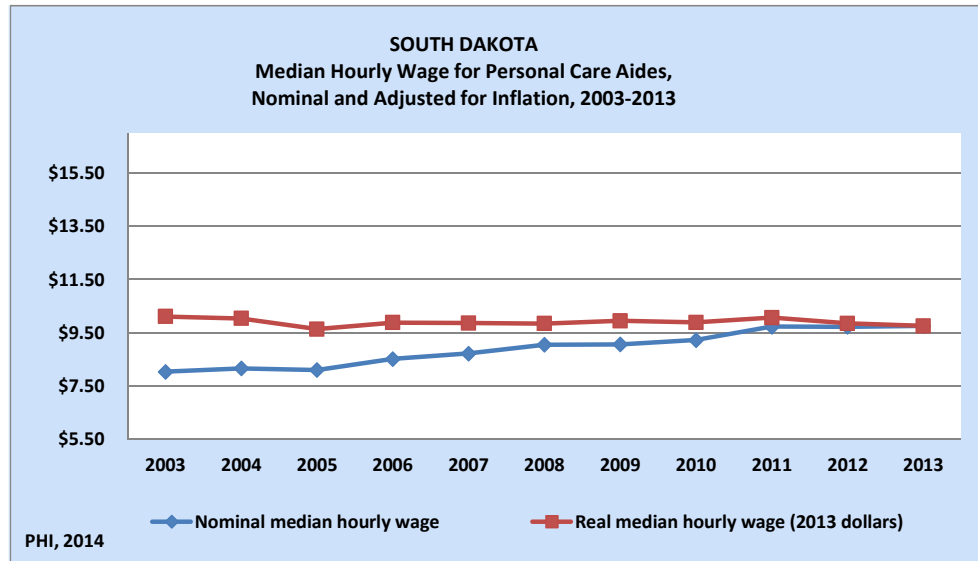
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

SOUTH CAROLINA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.06	\$8.05	\$8.02	\$8.27	\$8.71	\$8.96	\$8.91	\$8.91	\$9.30	\$9.16	\$9.36
Real median hourly wage (2013 dollars)	\$10.39	\$10.13	\$9.72	\$9.69	\$9.91	\$9.77	\$9.80	\$9.59	\$9.64	\$9.30	\$9.36



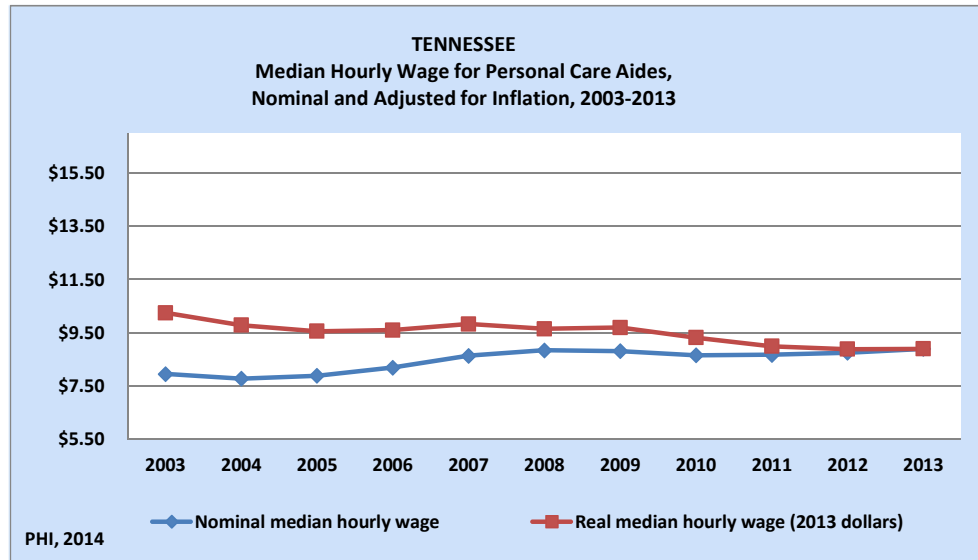
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

SOUTH DAKOTA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.03	\$8.16	\$8.10	\$8.51	\$8.72	\$9.05	\$9.06	\$9.22	\$9.73	\$9.72	\$9.75
Real median hourly wage (2013 dollars)	\$10.11	\$10.03	\$9.63	\$9.88	\$9.86	\$9.84	\$9.95	\$9.89	\$10.07	\$9.85	\$9.75



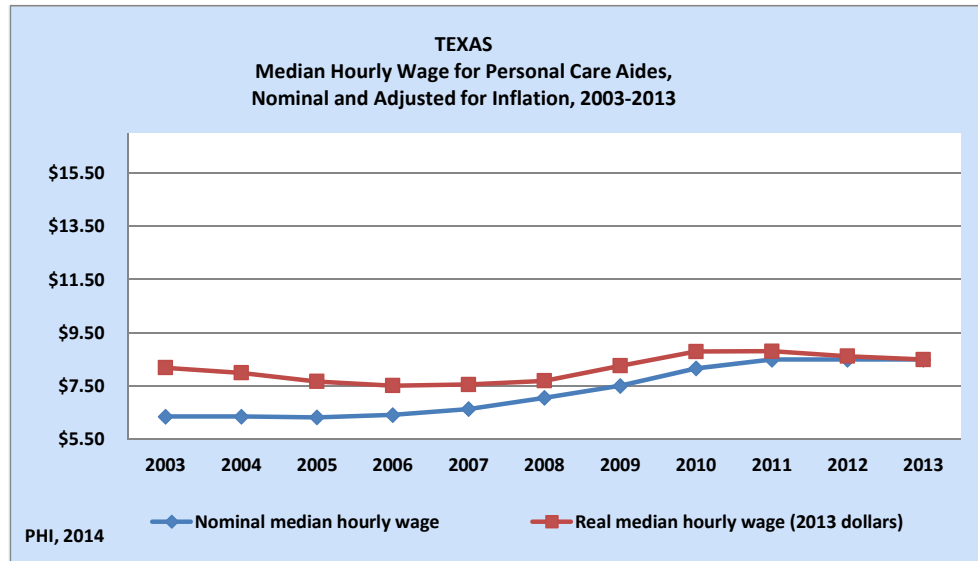
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

TENNESSEE: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.95	\$7.77	\$7.88	\$8.19	\$8.63	\$8.84	\$8.81	\$8.65	\$8.67	\$8.75	\$8.89
Real median hourly wage (2013 dollars)	\$10.25	\$9.78	\$9.55	\$9.59	\$9.82	\$9.64	\$9.69	\$9.31	\$8.99	\$8.88	\$8.89



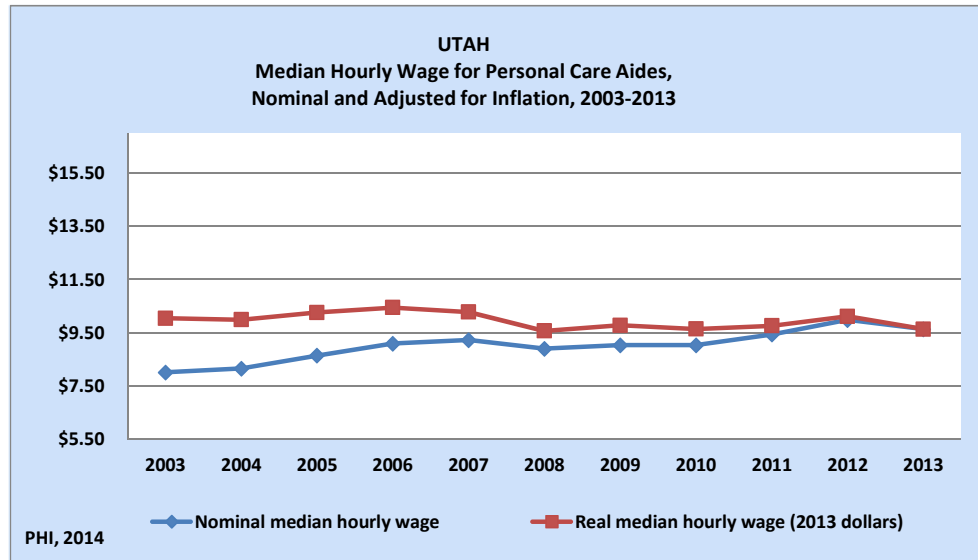
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

TEXAS: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$6.35	\$6.35	\$6.32	\$6.41	\$6.63	\$7.05	\$7.50	\$8.16	\$8.49	\$8.49	\$8.49
Real median hourly wage (2013 dollars)	\$8.18	\$7.99	\$7.66	\$7.51	\$7.55	\$7.69	\$8.25	\$8.79	\$8.80	\$8.62	\$8.49



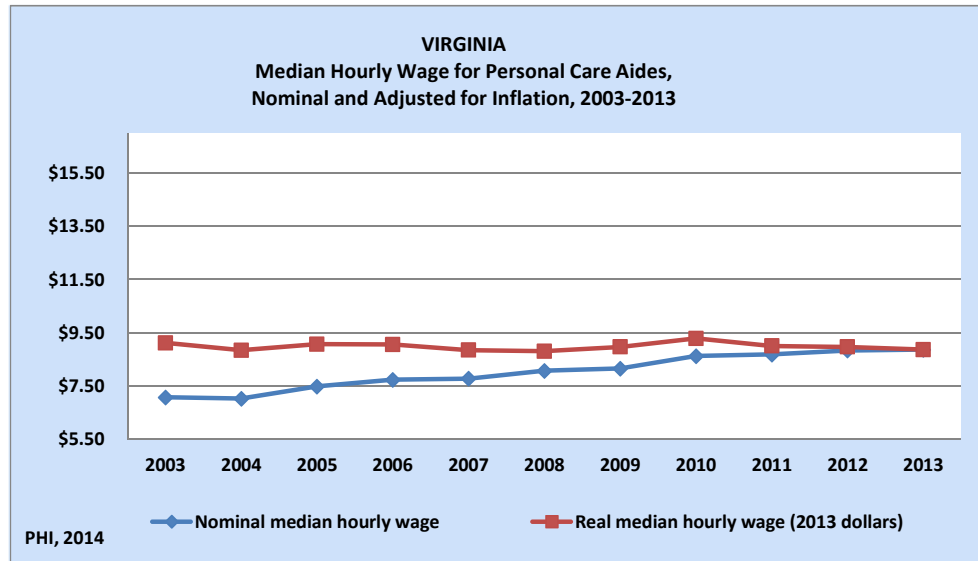
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

UTAH: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.01	\$8.15	\$8.64	\$9.09	\$9.22	\$8.90	\$9.03	\$9.03	\$9.43	\$9.98	\$9.63
Real median hourly wage (2013 dollars)	\$10.04	\$9.98	\$10.26	\$10.45	\$10.27	\$9.56	\$9.77	\$9.64	\$9.76	\$10.12	\$9.63



Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

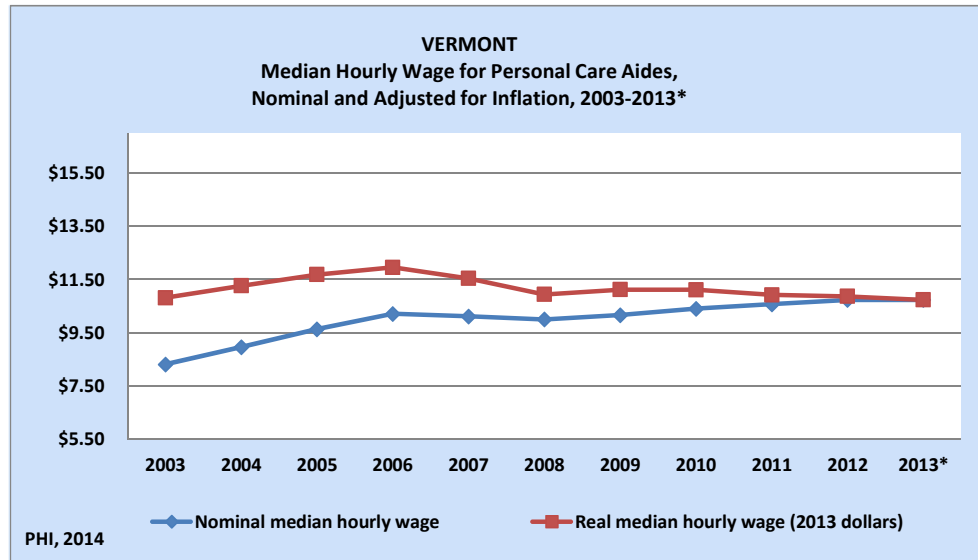
VIRGINIA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$7.07	\$7.02	\$7.48	\$7.73	\$7.77	\$8.07	\$8.15	\$8.62	\$8.68	\$8.83	\$8.86
Real median hourly wage (2013 dollars)	\$9.11	\$8.84	\$9.07	\$9.05	\$8.85	\$8.80	\$8.97	\$9.28	\$9.00	\$8.96	\$8.86



Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

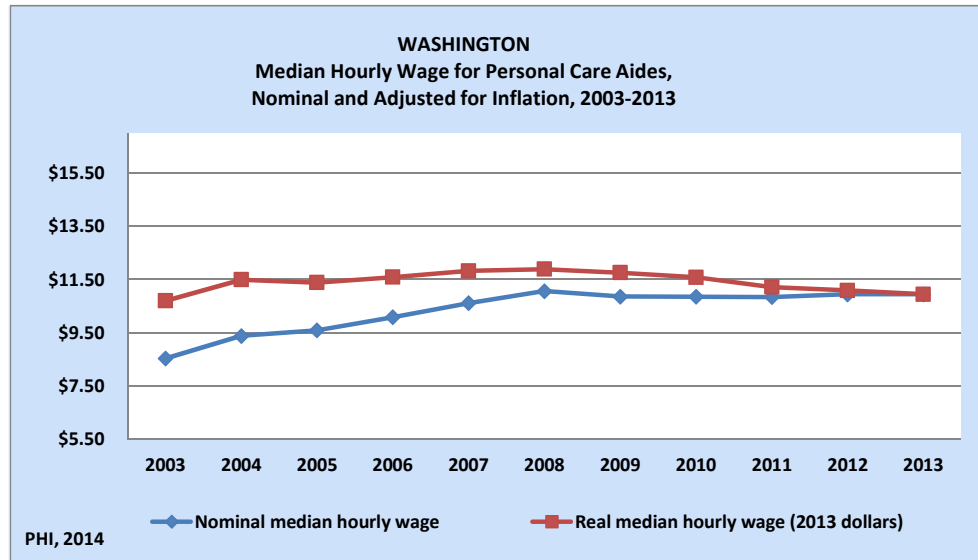
VERMONT: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013*
Nominal median hourly wage	\$8.31	\$8.96	\$9.63	\$10.21	\$10.11	\$10.00	\$10.16	\$10.40	\$10.57	\$10.73	\$10.73
Real median hourly wage (2013 dollars)	\$10.81	\$11.26	\$11.68	\$11.95	\$11.54	\$10.94	\$11.12	\$11.11	\$10.92	\$10.86	\$10.73

*Missing wage data. Previous year's wage used instead.



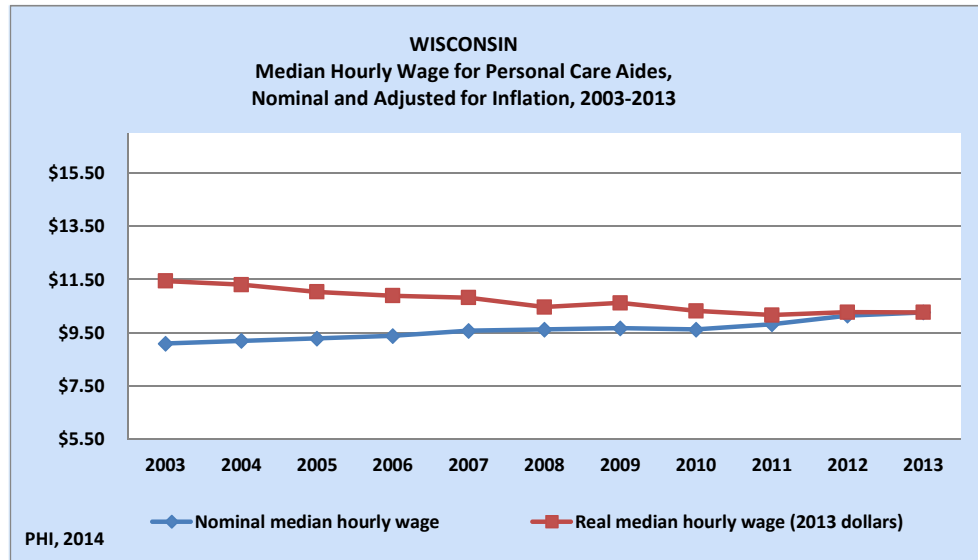
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

WASHINGTON: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.53	\$9.38	\$9.59	\$10.08	\$10.61	\$11.06	\$10.86	\$10.85	\$10.84	\$10.94	\$10.94
Real median hourly wage (2013 dollars)	\$10.69	\$11.49	\$11.38	\$11.58	\$11.82	\$11.89	\$11.76	\$11.58	\$11.22	\$11.09	\$10.94



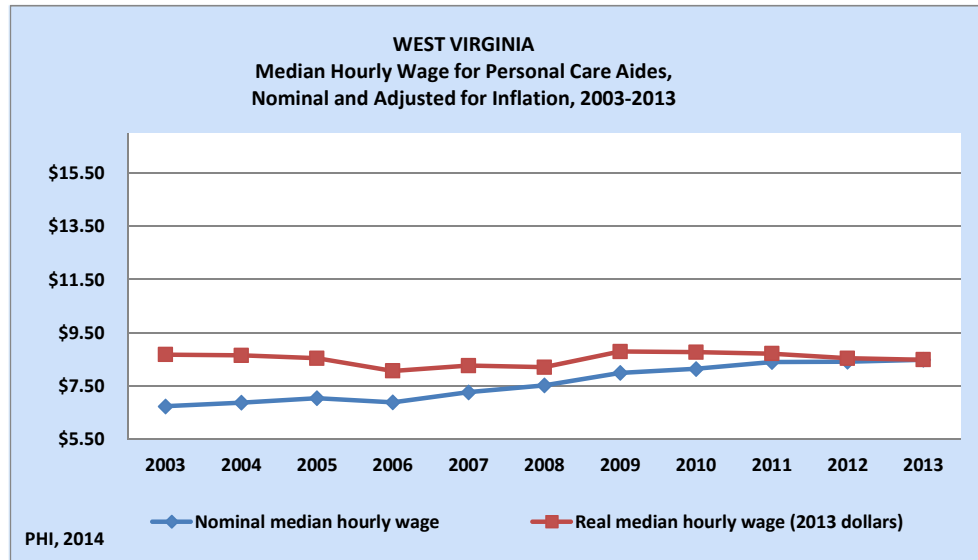
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

WISCONSIN: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$9.09	\$9.19	\$9.28	\$9.38	\$9.57	\$9.62	\$9.67	\$9.62	\$9.82	\$10.14	\$10.26
Real median hourly wage (2013 dollars)	\$11.44	\$11.30	\$11.03	\$10.89	\$10.82	\$10.46	\$10.62	\$10.31	\$10.16	\$10.27	\$10.26



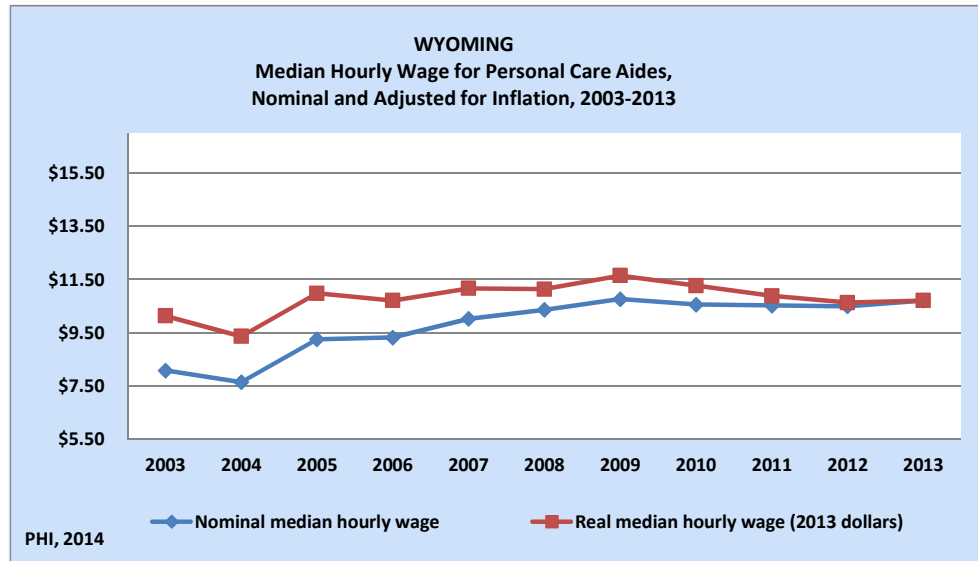
Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

WEST VIRGINIA: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$6.73	\$6.87	\$7.04	\$6.88	\$7.26	\$7.52	\$7.99	\$8.14	\$8.40	\$8.41	\$8.48
Real median hourly wage (2013 dollars)	\$8.67	\$8.65	\$8.54	\$8.06	\$8.26	\$8.20	\$8.79	\$8.77	\$8.71	\$8.54	\$8.48



Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

WYOMING: Personal Care Aides (SOC 39-9021)											
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
Nominal median hourly wage	\$8.08	\$7.64	\$9.25	\$9.32	\$10.02	\$10.36	\$10.76	\$10.56	\$10.52	\$10.49	\$10.71
Real median hourly wage (2013 dollars)	\$10.13	\$9.36	\$10.98	\$10.71	\$11.16	\$11.13	\$11.65	\$11.27	\$10.88	\$10.63	\$10.71



Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

TECHNICAL NOTES

The wage calculations used in this STATE CHART BOOK ON WAGES FOR PERSONAL CARE AIDES, 2003-2013 are derived from the median hourly wage data reported by the Occupational Employment Statistics (OES) Program of the U.S. Department of Labor, Bureau of Labor Statistics, and the Consumer Price Index for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics (BLS). Federal poverty guidelines are issued by the U.S. Department of Health and Human Services. The 2013 guidelines can be found at: <http://aspe.hhs.gov/poverty/13poverty.cfm>. Percentage multiples of the guideline for a single-person household were calculated and then divided by 2,080 hours, the standard annual number of full-time work hours, to arrive at the mean hourly wages yielding the various federal poverty wage thresholds. The same was done for the percentage multiples of the guidelines for a three-person household.

Personal Care Aides refer to BLS Standard Occupational Code (SOC): 39-9021. This occupation is defined as those who “Assist elderly or disabled adults with daily living activities at the person's home or in a daytime non-residential facility. Duties performed at a place of residence may include keeping house (making beds, doing laundry, washing dishes) and preparing meals. May provide meals and supervised activities at non-residential care facilities. May advise families, the elderly, and disabled on such things as nutrition, cleanliness, and household utilities.”

The OES survey, from which the median hourly wages are taken, is a semi-annual mail survey of employers, selected from the list of non-farm establishments maintained by State Workforce Agencies (SWAs) for unemployment insurance purposes. The OES survey covers all full-time and part-time wage and salary workers in non-farm industries. The survey does not cover the self-employed, household workers, or unpaid family workers, which leads to the exclusion of many individuals who participate in the workforce as Personal Care Aides.

The OES survey methodology is designed to create detailed cross-sectional employment and wage estimates, and in general, the BLS does not use or encourage the use of OES data for time-series analysis due to periodic changes in the occupational classifications, changes in the way data are collected, changes in the survey reference period, and changes in wage estimation methods. However, the limitations described do not significantly affect the occupations under consideration for this analysis, and therefore a time series analysis of wages is provided.

The OES estimated hourly wage data is based on a pooling of six semi-annual panels for three consecutive years. Thus, the resulting estimates constitute a conservative moving average calculated from a pooled sample, rather than one wage reported at a specific time of the year. However, in spite of estimating wages from more than one year's data to reduce sampling error, some state data show significant variation which may be attributable to high mean square errors. Therefore, caution should be used, since these estimates may be at variance with actual wages for these occupations. For more technical details on the OES survey and data, see information provided at: <http://www.bls.gov/oes/>

CONTACTS

PHI (www.PHInational.org) works to improve the lives of people who need home and residential care—and the lives of the workers who provide that care. Using our workplace and policy expertise, we help consumers, workers and employers improve long-term services and supports by creating quality direct-care jobs. Our goal is to ensure caring, stable relationships between consumers and workers, so that both may live with dignity, respect, and independence. For inquiries about the Chart Book, contact Stephen Campbell, Policy Research Assistant, at scampbell@phinational.org

Please visit PolicyWorks (www.PHInational.org/policy), PHI's online strategy center on the direct-care workforce, for more information on PHI's current policy initiatives. PolicyWorks offers a wide array of innovative policy tools, including information, analysis, and easily accessible charts, to support advocates and policymakers in efforts to improve the quality of direct-care jobs. For more state-by-state data on personal care aides and other members of the direct care workforce, please visit the PHI State Data Center at <http://phinational.org/policy/states>