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The following annual earnings data are not adjusted for differences in age, education, gender and other factors known to influence pay levels in the private and public sector and thus should be interpreted with care. For the best available estimate of pay differences between public and private sector workers in Pennsylvania after controlling for differences in human capital see analysis by labor economists Keith A. Bender and John S. Heywood, "Out of Balance: Comparing Public and Private Sector Compensation over 20 years".¹ Bender and Heywood find that state employees in Pennsylvania earn on average 4.5% less in wages than comparable private sector workers. Local employees earn on average 12.9% less in wages than comparable private sector workers.

Table 1. Public and Private Sector Mean Annual Earnings for Full-time, Full-year Workers by Metropolitan Area and Occupation

Metropolitan Area	Management			Metropolitan Area	Natural Resource, Construction & Maintenance		
	Private	State and Local	Percent Difference		Private	State and Local	Percent Difference
Pennsylvania	\$86,919	\$70,715	-19%	Pennsylvania	\$44,257	\$43,064	-3%
Philadelphia (MSAD)	\$104,041	\$84,875	-18%	Philadelphia (MSAD)	\$48,943	\$48,286	-1%
York, PA	\$82,010	NA		York, PA	\$44,874	NA	
Pittsburgh-Beaver Valley	\$84,568	\$65,006	-23%	Pittsburgh-Beaver Valley	\$43,691	\$45,046	3%
Reading, PA	\$78,864	NA		Reading, PA	\$45,471	NA	
Johnstown, PA	\$56,326	NA		Johnstown, PA	\$39,513	NA	

Note. All figures are in 2009 dollars

Source. Keystone Research Center analysis of the American Community Survey (2005-2009): Steven Ruggles, J. Trent Alexander, Katie Genadek, Ronald Goeken, Matthew B. Schroeder, and Matthew Sobek. Integrated Public Use Microdata Series: Version 5.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2010.

Table 2. Public and Private Sector Mean Annual Earnings for Full-time, Full-year Workers by Metropolitan Area and Occupation

Metropolitan Area	Service			Metropolitan Area	Production, Transportation and Material Moving		
	Private	State and Local	Percent Difference		Private	State and Local	Percent Difference
Pennsylvania	\$55,151	\$50,431	-9%	Pennsylvania	\$38,216	\$40,849	7%
Philadelphia (MSAD)	\$64,242	\$56,612	-12%	Philadelphia (MSAD)	\$41,357	\$43,095	4%
York, PA	\$51,487	\$49,961	-3%	York, PA	\$39,574	NA	
Pittsburgh-Beaver Valley	\$55,213	\$49,833	-10%	Pittsburgh-Beaver Valley	\$39,091	\$43,014	10%
Reading, PA	\$48,607	\$49,047	1%	Reading, PA	\$38,147	NA	
Johnstown, PA	\$43,400	\$41,285	-5%	Johnstown, PA	\$34,428	NA	

Note. All figures are in 2009 dollars

Source. Keystone Research Center analysis of the American Community Survey (2005-2009): Steven Ruggles, J. Trent Alexander, Katie Genadek, Ronald Goeken, Matthew B. Schroeder, and Matthew Sobek. Integrated Public Use Microdata Series: Version 5.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2010.

¹ Available online at http://keystoneresearch.org/sites/keystoneresearch.org/files/final_out_of_balance_report_april_2010.pdf

Table 3. Public and Private Sector Mean Annual Earnings for Full-time, Full-year Workers by Metropolitan Area and Occupation

Metropolitan Area	Sales and Office						
	Private	State and Local	Percent Difference				
Pennsylvania	\$43,952	\$34,635	-21%				
Philadelphia (MSAD)	\$52,619	\$38,419	-27%				
York, PA	\$41,449	\$32,877	-21%				
Pittsburgh-Beaver Valley	\$43,219	\$33,644	-22%				
Reading, PA	\$41,755	NA					
Johnstown, PA	\$32,993	\$28,749	-13%				

Note. All figures are in 2009 dollars

Source. Keystone Research Center analysis of the American Community Survey (2005-2009): Steven Ruggles, J. Trent Alexander, Katie Genadek, Ronald Goeken, Matthew B. Schroeder, and Matthew Sobek. Integrated Public Use Microdata Series: Version 5.0 [Machine-readable database]. Minneapolis: University of Minnesota, 2010.