

STATE CHART BOOK ON WAGES FOR PERSONAL AND HOME CARE AIDES, 1999-2008

Prepared by PHI
July 2009



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

INTRODUCTION

The **STATE CHART BOOK ON WAGES FOR PERSONAL AND HOME CARE AIDES, 1999-2008**, prepared by PHI, provides information on the wages received by Personal and Home Care Aides (PHCA) in all 50 states, the District of Columbia and the nation over a 9-year period.

Adding two more years of data to the 2007 edition of this Chart Book, ***this updated resource provides a state-by-state look at wages and wage trends for PHCAs, 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 and declining real wages for PHCAs, 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 1999 dollars) for PHCAs over the period 1999 to 2008. 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 1999 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 were calculated from the guidelines issued by the US Department of Health and Human Services. For more information, see the Technical Notes at the end of the Chart Book.

CHART BOOK HIGHLIGHTS

- Over the period 1999 to 2008, national median wages for Personal and Home Care Aides (PHCAs) increased by 23% or an average of 2.5% per year, from \$7.50 to \$9.22. However, after adjusting for inflation, real wages for these aides actually declined by 3%, from \$7.50 to \$7.31.
- In 2008, state nominal median wages ranged from \$7.05 in Texas to \$12.55 in Alaska; real median wages (in 1999 dollars) ranged from \$5.61 to \$9.90.
- Over the 9-year period, 21 states showed a decline in real median wages for PHCAs. Twelve states saw real wages fall by 5% or more.
- Over half of all states (29) and the District of Columbia showed an increase in the real median wage received by PHCAs over the period, indicating that these wages kept up with inflation. However, only 3 states showed an annual increase of at least 2%, suggesting the slow progress that states generally have made in improving the competitiveness of PHCA wages in low-wage labor markets.
- In 2008, no state reported a PHCA wage above 250% of the Federal Poverty Line wage for a single individual (\$12.50), a level that approximates an economically self-sufficient wage in many states for a single individual but likely is insufficient for an adult with dependent children.
- In nearly two-thirds of states (32), average hourly wages for PHCAs 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 PHCAs, certainly those who work part time and have children, are earning near-poverty level wages.

**State Median Wages for Personal & Home Care Aides,
Nominal and Real (adjusted for 1999 dollars), 1999 & 2008 ***

State	Nominal median wage, 1999	Nominal median wage, 2008	Percent change in nominal wage	Real median wage, 1999	Real median wage, 2008	Percent change in real wage, 1999-2008
HI	\$8.81	\$8.02	-9%	\$8.81	\$6.33	-28%
CT	\$9.30	\$9.47	2%	\$9.30	\$7.36	-21%
RI**	\$9.49	\$10.40	10%	\$9.49	\$8.30	-13%
UT	\$7.80	\$8.90	14%	\$7.80	\$7.02	-10%
SC	\$7.77	\$8.96	15%	\$7.77	\$7.13	-8%
TX	\$6.04	\$7.05	17%	\$6.04	\$5.61	-7%
KS	\$7.67	\$8.85	15%	\$7.67	\$7.15	-7%
SD	\$7.43	\$9.05	22%	\$7.77	\$7.31	-6%
FL	\$7.72	\$9.14	18%	\$7.72	\$7.27	-6%
WV	\$6.29	\$7.52	20%	\$6.29	\$5.98	-5%
AR	\$6.29	\$7.54	20%	\$6.29	\$6.00	-5%
NE	\$7.46	\$8.81	18%	\$7.46	\$7.12	-5%
AL	\$6.27	\$7.57	21%	\$6.27	\$6.02	-4%
AK	\$10.31	\$12.55	22%	\$10.31	\$9.90	-4%
OK	\$6.80	\$8.30	22%	\$6.80	\$6.61	-3%
MA	\$9.17	\$11.50	25%	\$9.17	\$8.93	-3%
US	\$7.50	\$9.22	23%	\$7.50	\$7.31	-3%
PA	\$7.79	\$9.78	26%	\$7.79	\$7.60	-2%
IN	\$7.72	\$9.37	21%	\$7.72	\$7.57	-2%
IA	\$7.73	\$9.42	22%	\$7.73	\$7.61	-2%
OH	\$7.69	\$9.32	21%	\$7.69	\$7.59	-1%
NC	\$7.11	\$8.88	25%	\$7.11	\$7.07	-1%
ND	\$7.35	\$9.17	25%	\$7.35	\$7.41	1%
MI	\$7.62	\$9.51	25%	\$7.62	\$7.69	1%
VA	\$6.35	\$8.07	27%	\$6.35	\$6.42	1%
TN	\$6.95	\$8.84	27%	\$6.95	\$7.04	1%
LA	\$6.14	\$7.85	28%	\$6.14	\$6.25	2%
NJ	\$8.39	\$11.08	32%	\$8.39	\$8.61	3%

**State Wages for Personal & Home Care Aides,
Nominal and Real (adjusted for 1999 dollars), 1999 & 2008 * (cont'd)**

State	Nominal median wage, 1999	Nominal median wage, 2008	Percent change in nominal wage	Real median wage, 1999	Real median wage, 2008	Percent change in real wage, 1999-2008
WI	\$7.57	\$9.62	27%	\$7.57	\$7.77	3%
ME	\$6.99	\$9.30	33%	\$6.99	\$7.22	3%
MO	\$6.88	\$8.81	28%	\$6.88	\$7.12	3%
MS	\$5.65	\$7.37	30%	\$5.65	\$5.87	4%
IL	\$6.78	\$8.75	29%	\$6.78	\$7.07	4%
NY	\$7.84	\$10.59	35%	\$7.84	\$8.23	5%
CO	\$6.98	\$9.35	34%	\$6.98	\$7.38	6%
MD	\$7.65	\$10.24	34%	\$7.65	\$8.15	7%
CA	\$7.72	\$10.15	31%	\$7.72	\$8.25	7%
AZ	\$7.67	\$10.40	36%	\$7.67	\$8.21	7%
KY	\$6.30	\$8.50	35%	\$6.30	\$6.76	7%
GA	\$6.85	\$9.35	36%	\$6.85	\$7.44	9%
NM	\$6.62	\$9.12	38%	\$6.62	\$7.20	9%
DE	\$7.04	\$9.65	37%	\$7.04	\$7.68	9%
OR	\$7.33	\$10.18	39%	\$7.33	\$8.03	10%
ID	\$6.42	\$8.88	38%	\$6.42	\$7.18	12%
NH	\$7.45	\$10.84	46%	\$7.45	\$8.42	13%
WA	\$7.61	\$11.06	45%	\$7.61	\$8.73	15%
VT	\$6.68	\$10.00	50%	\$6.68	\$7.77	16%
MT	\$6.39	\$9.43	48%	\$6.39	\$7.44	16%
DC	\$7.65	\$11.19	46%	\$7.65	\$8.91	16%
NV	\$6.91	\$10.46	51%	\$6.91	\$8.25	19%
MN	\$7.38	\$11.29	53%	\$7.38	\$9.12	24%
WY**	\$6.70	\$10.36	55%	\$6.70	\$8.40	25%

* State wage estimates can show significant 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.

**For Rhode Island and Wyoming, 2000 data is used instead of 1999.

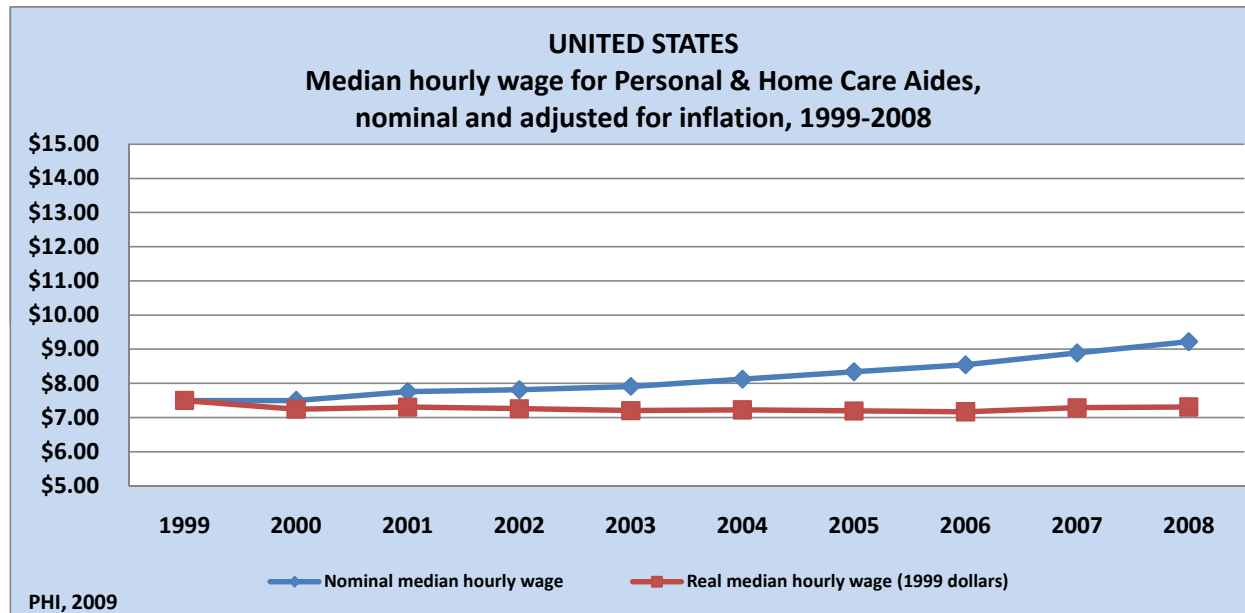
**State Mean Wages for PHCAs Compared to Federal Poverty Level (FPL) Mean Wages
for a One-Person Household, 2008**

State	Mean wage, 2008	State	Mean wage, 2008	State	Mean wage, 2008
100% US FPL	\$5.00	SD	\$9.18	MI	\$10.14
TX	\$7.14	NM	\$9.23	DC	\$10.19
150% US FPL	\$7.50	NE	\$9.26	RI	\$10.27
WV	\$7.80	IL	\$9.30	CT	\$10.35
AL	\$7.85	ND	\$9.30	PA	\$10.36
AR	\$7.98	GA	\$9.46	OR	\$10.38
AZ	\$7.98	MT	\$9.54	WY	\$10.42
MS	\$7.99	HI*	\$9.57	NY	\$10.42
LA	\$8.05	FL	\$9.63	CA	\$10.45
VA	\$8.29	IN	\$9.64	VT	\$10.46
OK	\$8.31	OH	\$9.72	MD	\$10.48
KY	\$8.58	ME	\$9.76	NV	\$10.62
TN	\$8.85	WI	\$9.80	NH	\$10.68
KS	\$8.90	UT	\$9.83	WA	\$11.10
MO	\$9.00	DE	\$9.93	MN	\$11.32
ID	\$9.06	IA	\$9.98	MA	\$11.76
SC	\$9.08	200% US FPL	\$10.00	NJ	\$12.30
NC	\$9.08	CO	\$10.09	AK*	\$12.35
				250% US FPL	\$12.50

* 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.

UNITED STATES: Personal and Home Care Aides (SOC 39-9021)

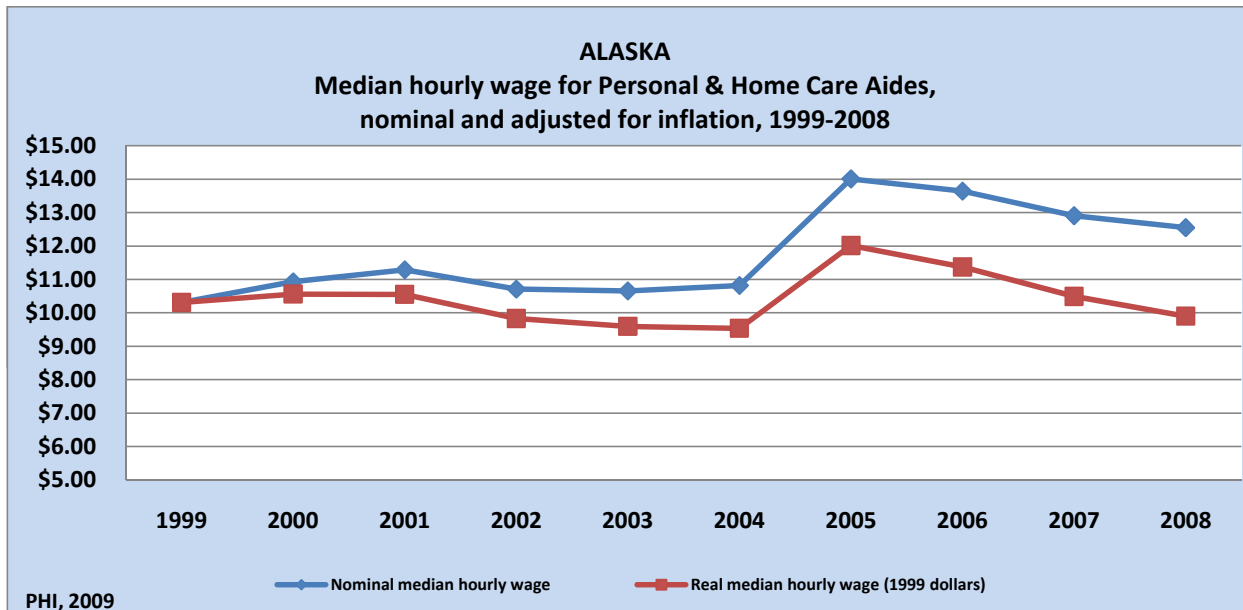
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.50	\$7.50	\$7.76	\$7.81	\$7.91	\$8.12	\$8.34	\$8.54	\$8.89	\$9.22
Real median hourly wage (1999 dollars)	\$7.50	\$7.25	\$7.31	\$7.26	\$7.20	\$7.22	\$7.19	\$7.17	\$7.29	\$7.31
Inflationary adjustment factor										
U.S. City Average CPI	163.20	168.9	173.5	175.9	179.8	184.5	191	197.1	202.76	211.1
Percent change in CPI		0.0349	0.0272	0.0138	0.0222	0.0261	0.0352	0.0319	0.0287	0.0411
Cumulative percent change in CPI		0.0349	0.0622	0.0760	0.0982	0.1243	0.1595	0.1915	0.2202	0.2613



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 and Home Care Aides (SOC 39-9021)

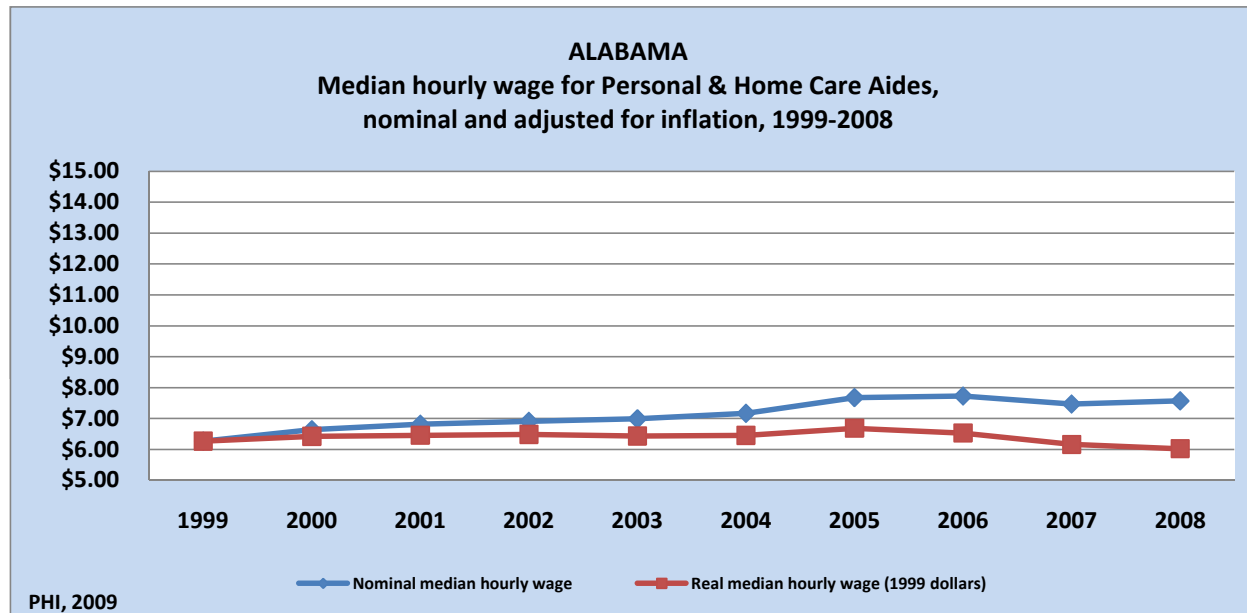
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$10.31	\$10.93	\$11.29	\$10.71	\$10.66	\$10.82	\$14.01	\$13.64	\$12.91	\$12.55
Real median hourly wage (1999 dollars)	\$10.31	\$10.56	\$10.55	\$9.83	\$9.60	\$9.54	\$12.01	\$11.38	\$10.49	\$9.90
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.66	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0312	0.0370
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2303	0.2673



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

ALABAMA: Personal and Home Care Aides (SOC 39-9021)

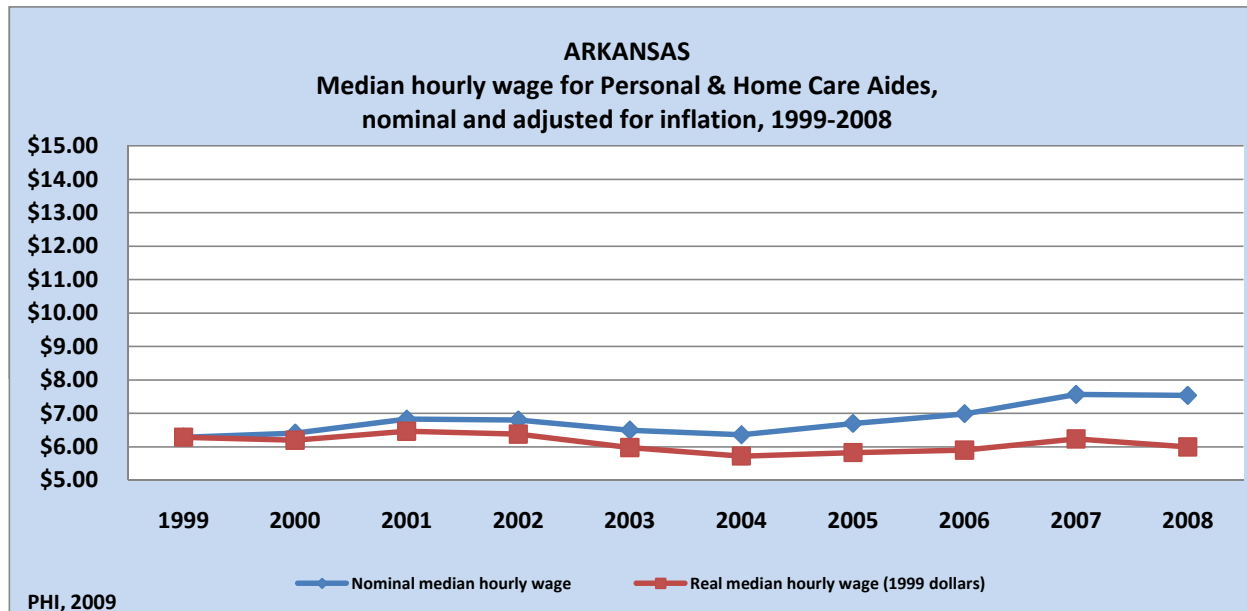
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.27	\$6.64	\$6.82	\$6.91	\$6.99	\$7.17	\$7.68	\$7.73	\$7.47	\$7.57
Real median hourly wage (1999 dollars)	\$6.27	\$6.42	\$6.46	\$6.48	\$6.43	\$6.46	\$6.69	\$6.53	\$6.16	\$6.02
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.4	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0287	0.0441
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2125	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

ARKANSAS: Personal and Home Care Aides (SOC 39-9021)

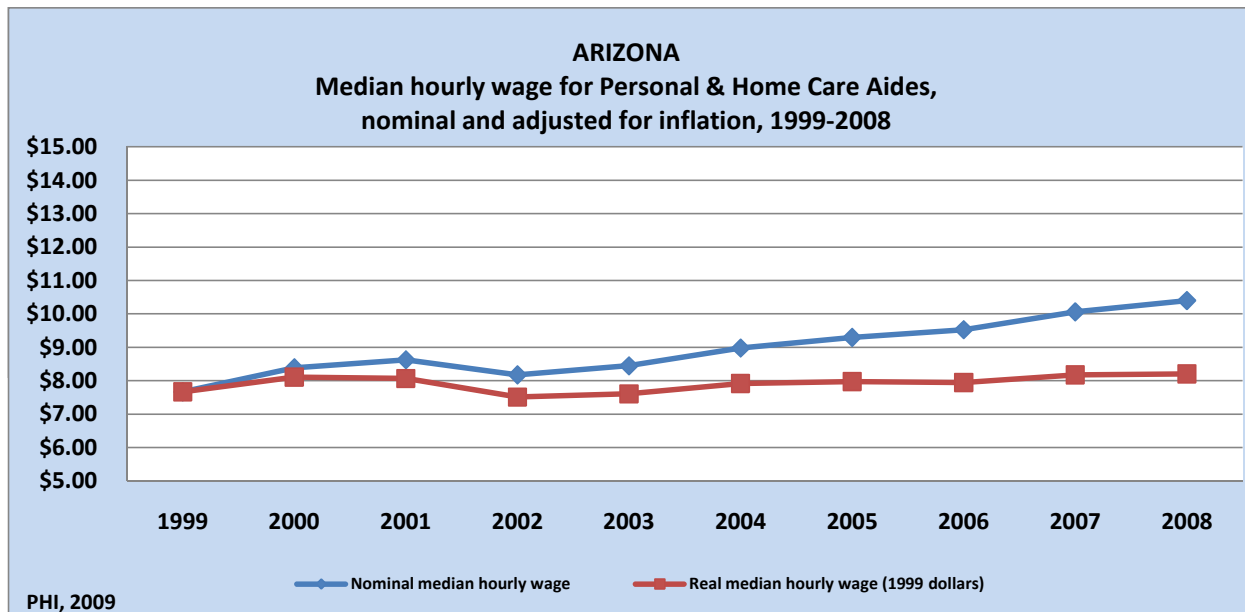
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.29	\$6.41	\$6.83	\$6.80	\$6.50	\$6.36	\$6.70	\$6.99	\$7.57	\$7.54
Real median hourly wage (1999 dollars)	\$6.29	\$6.20	\$6.47	\$6.38	\$5.98	\$5.73	\$5.83	\$5.90	\$6.24	\$6.00
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

ARIZONA: Personal and Home Care Aides (SOC 39-9021)

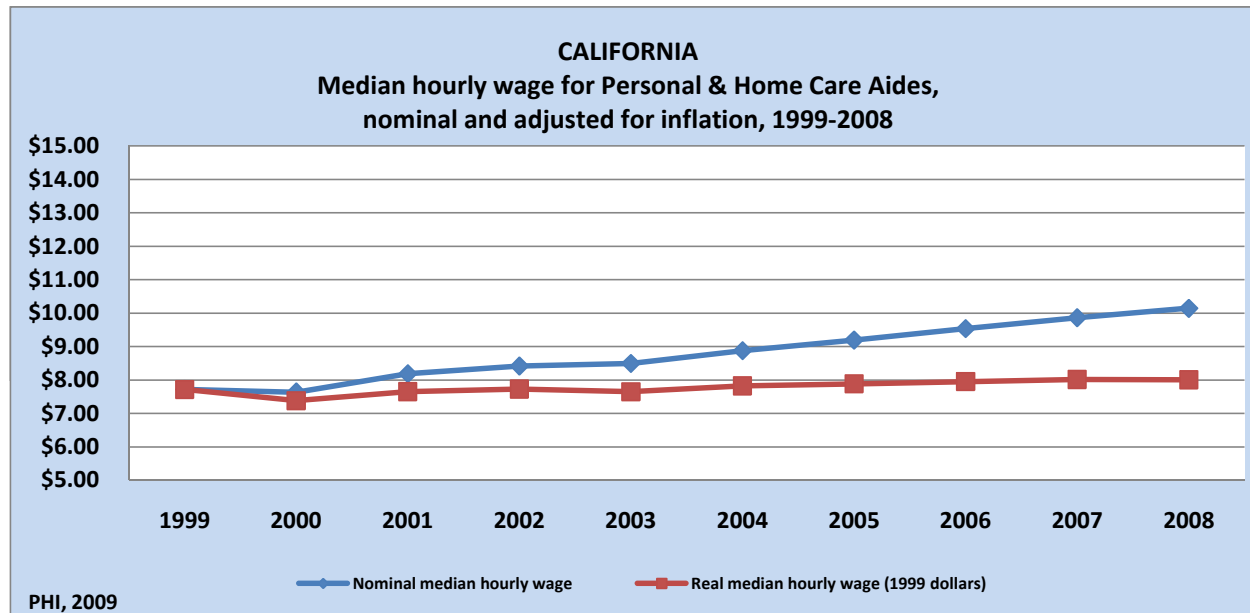
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.67	\$8.39	\$8.63	\$8.18	\$8.45	\$8.98	\$9.30	\$9.53	\$10.06	\$10.40
Real median hourly wage (1999 dollars)	\$7.67	\$8.11	\$8.07	\$7.51	\$7.61	\$7.92	\$7.98	\$7.95	\$8.18	\$8.21
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.66	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0312	0.0370
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2303	0.2673



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

CALIFORNIA: Personal and Home Care Aides (SOC 39-9021)

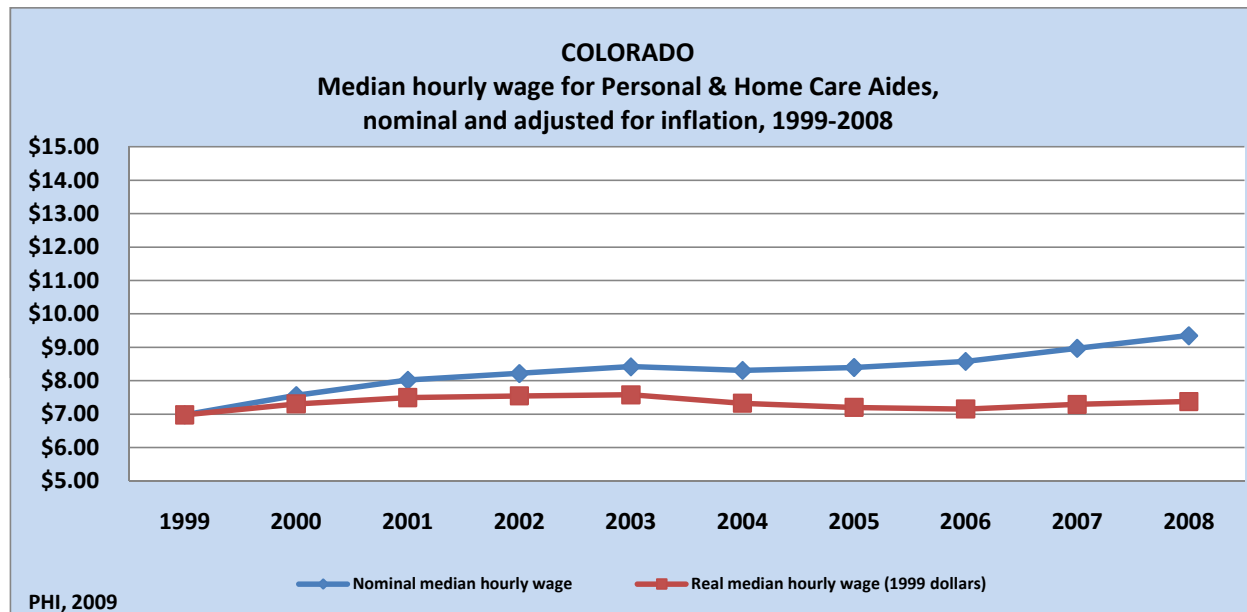
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.72	\$7.64	\$8.19	\$8.42	\$8.50	\$8.88	\$9.20	\$9.54	\$9.87	\$10.15
Real median hourly wage (1999 dollars)	\$7.72	\$7.38	\$7.66	\$7.73	\$7.65	\$7.83	\$7.89	\$7.96	\$8.02	\$8.01
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.7	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0314	0.0368
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2305	0.2673



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

COLORADO: Personal and Home Care Aides (SOC 39-9021)

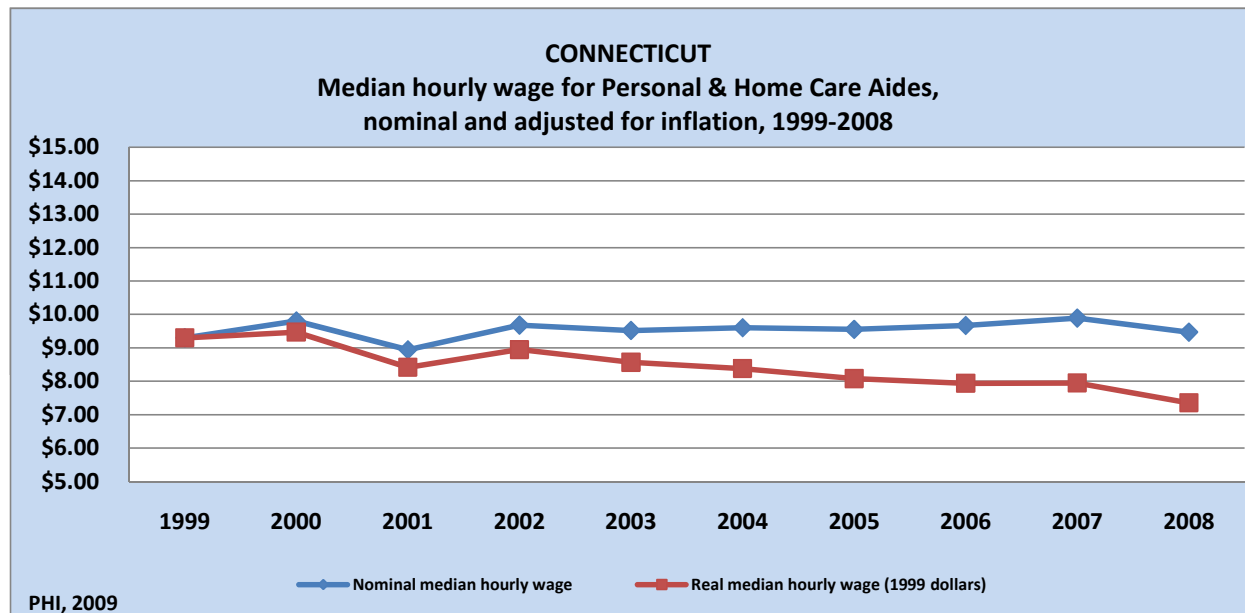
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.98	\$7.56	\$8.02	\$8.22	\$8.42	\$8.31	\$8.40	\$8.58	\$8.97	\$9.35
Real median hourly wage (1999 dollars)	\$6.98	\$7.31	\$7.50	\$7.55	\$7.58	\$7.33	\$7.20	\$7.16	\$7.29	\$7.38
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.6	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0309	0.0373
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2300	0.2673



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

CONNECTICUT: Personal and Home Care Aides (SOC 39-9021)

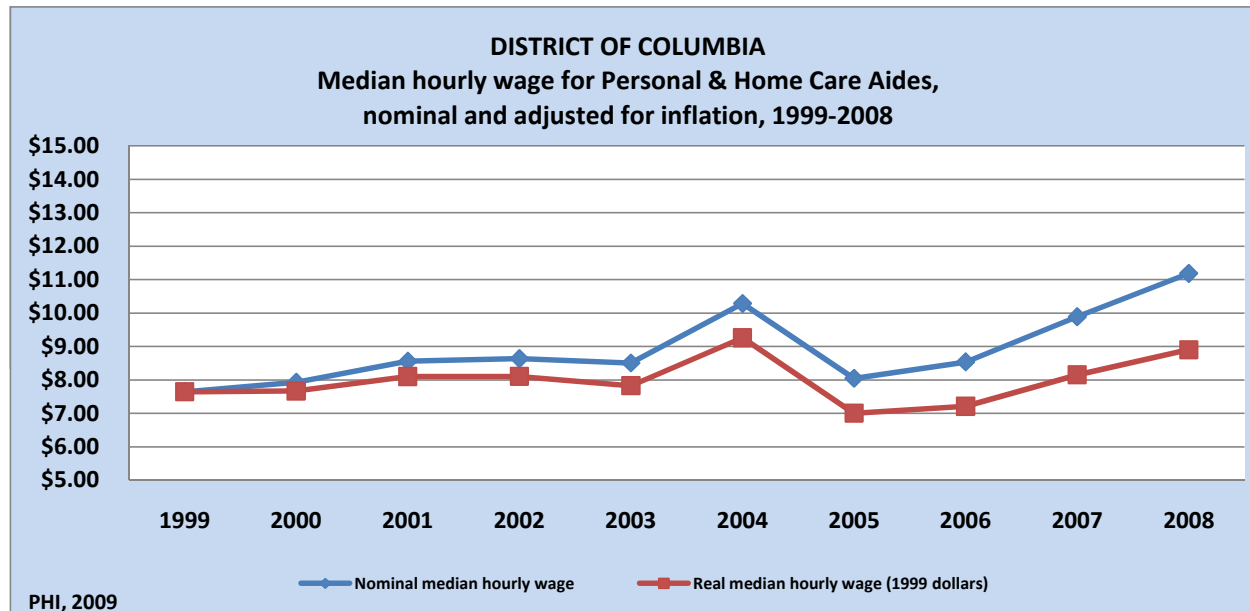
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$9.30	\$9.80	\$8.94	\$9.68	\$9.52	\$9.60	\$9.55	\$9.67	\$9.89	\$9.47
Real median hourly wage (1999 dollars)	\$9.30	\$9.47	\$8.42	\$8.95	\$8.57	\$8.38	\$8.08	\$7.94	\$7.95	\$7.36
Inflationary adjustment factor										
Northeast Urban CPI	170.40	176.3	181.1	184.7	190.1	196.7	203.8	211.2	216.7	226.1
Percent change in CPI		0.0346	0.0272	0.0199	0.0292	0.0347	0.0361	0.0363	0.0260	0.0434
Cumulative percent change in CPI		0.0346	0.0619	0.0817	0.1110	0.1457	0.1818	0.2181	0.2441	0.2875



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 regional Consumer Price Indices 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 and Home Care Aides (SOC 39-9021)

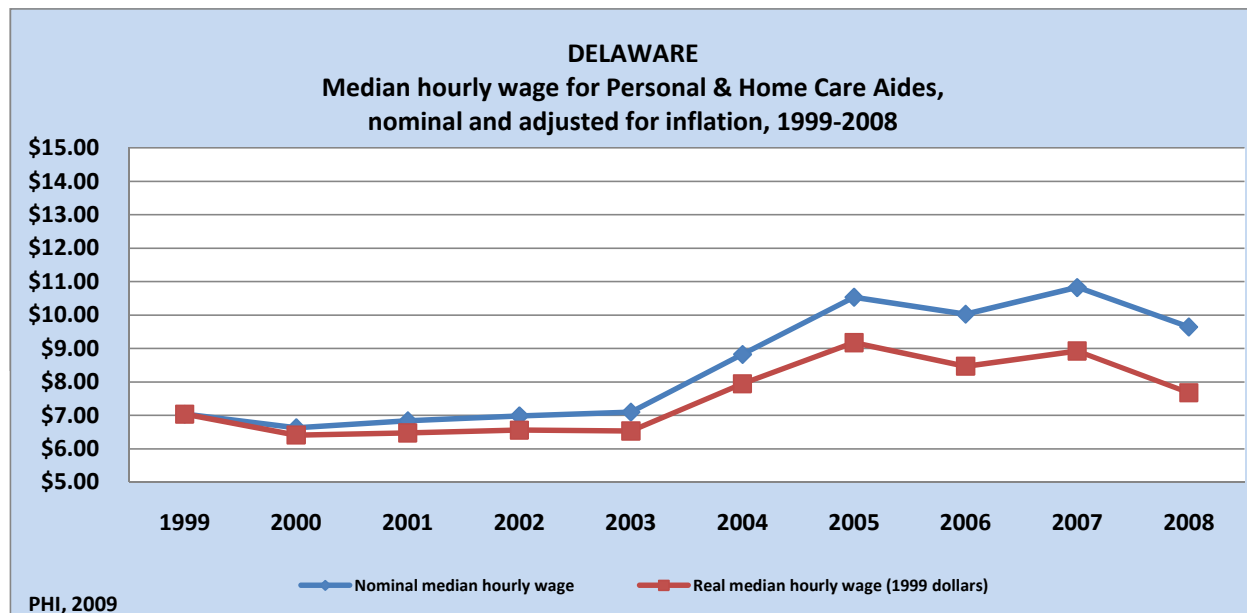
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.65	\$7.93	\$8.56	\$8.64	\$8.51	\$10.29	\$8.05	\$8.54	\$9.89	\$11.19
Real median hourly wage (1999 dollars)	\$7.65	\$7.67	\$8.11	\$8.11	\$7.83	\$9.26	\$7.01	\$7.21	\$8.16	\$8.91
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.446	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0289	0.0438
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2127	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

DELAWARE: Personal and Home Care Aides (SOC 39-9021)

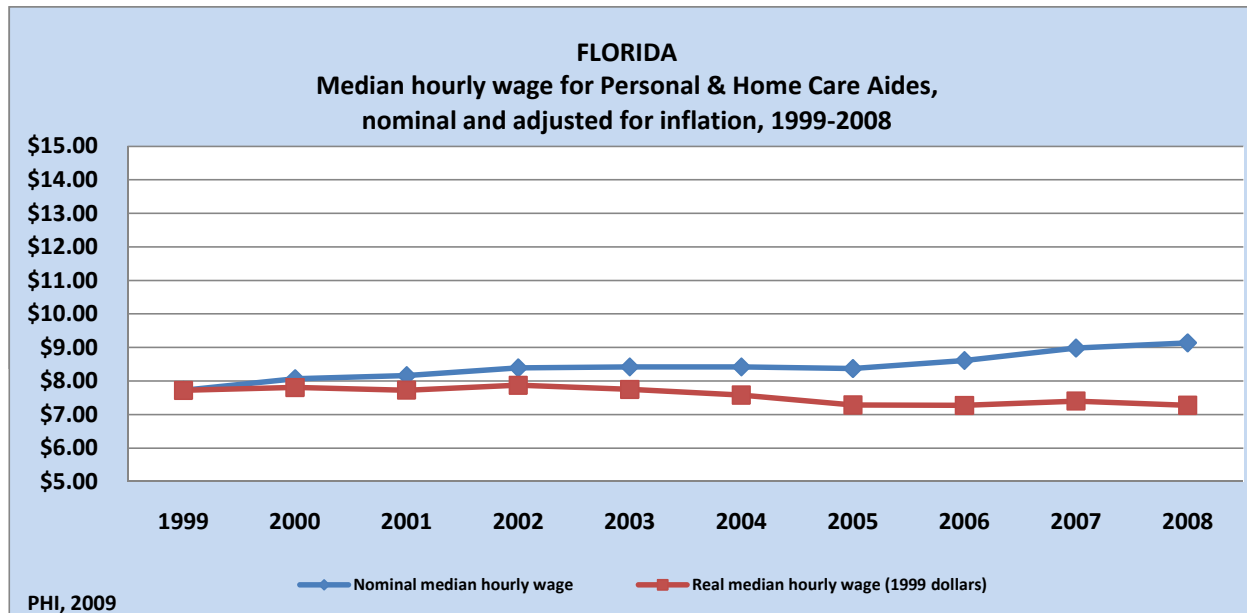
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.04	\$6.63	\$6.84	\$6.99	\$7.10	\$8.83	\$10.54	\$10.03	\$10.83	\$9.65
Real median hourly wage (1999 dollars)	\$7.04	\$6.41	\$6.48	\$6.56	\$6.53	\$7.95	\$9.17	\$8.47	\$8.93	\$7.68
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

FLORIDA: Personal and Home Care Aides (SOC 39-9021)

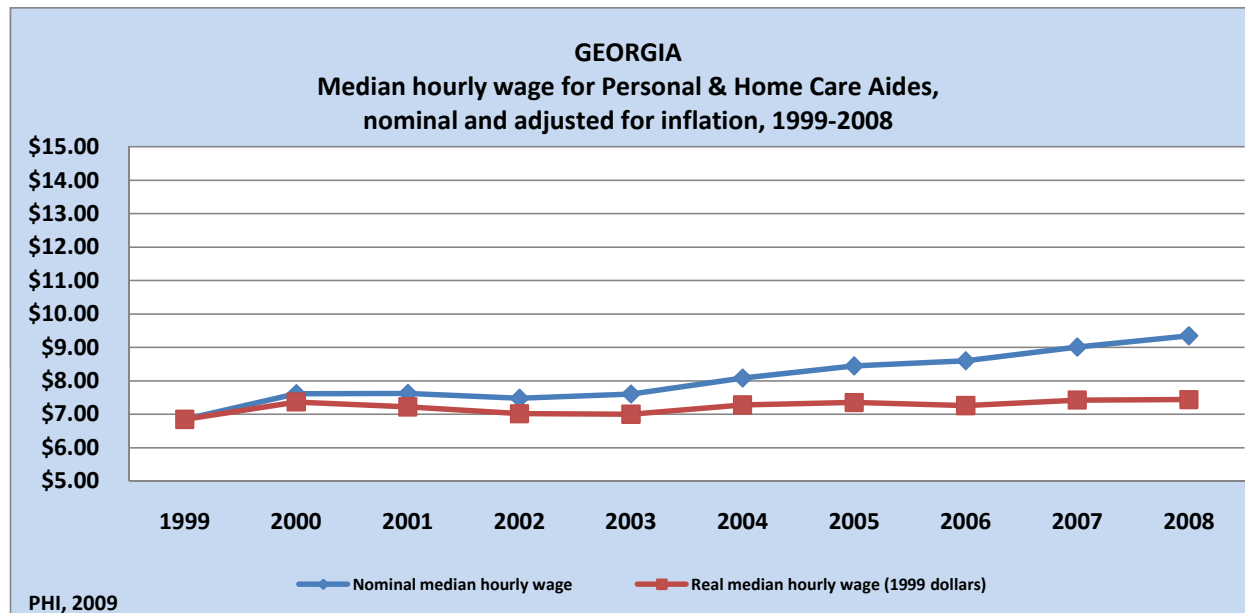
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.72	\$8.07	\$8.16	\$8.39	\$8.42	\$8.42	\$8.37	\$8.61	\$8.98	\$9.14
Real median hourly wage (1999 dollars)	\$7.72	\$7.81	\$7.73	\$7.87	\$7.75	\$7.58	\$7.29	\$7.27	\$7.40	\$7.27
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

GEORGIA: Personal and Home Care Aides (SOC 39-9021)

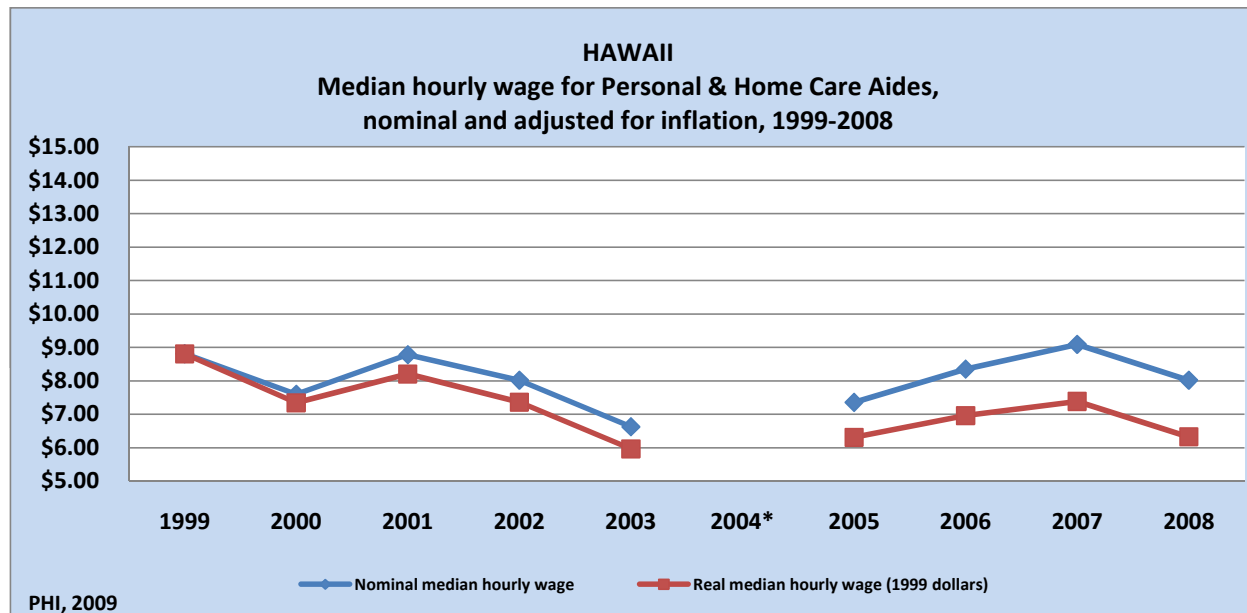
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.85	\$7.62	\$7.63	\$7.48	\$7.61	\$8.09	\$8.45	\$8.60	\$9.01	\$9.35
Real median hourly wage (1999 dollars)	\$6.85	\$7.37	\$7.22	\$7.02	\$7.00	\$7.28	\$7.36	\$7.26	\$7.43	\$7.44
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

HAWAII: Personal and Home Care Aides (SOC 39-9021)

	1999	2000	2001	2002	2003	2004*	2005	2006	2007	2008
						May	May	May	May	May
Nominal median hourly wage	\$8.81	\$7.60	\$8.78	\$8.02	\$6.63		\$7.36	\$8.35	\$9.09	\$8.02
Real median hourly wage (1999 dollars)	\$8.81	\$7.35	\$8.21	\$7.36	\$5.97		\$6.31	\$6.96	\$7.39	\$6.33
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.7	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0314	0.0368
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2305	0.2673

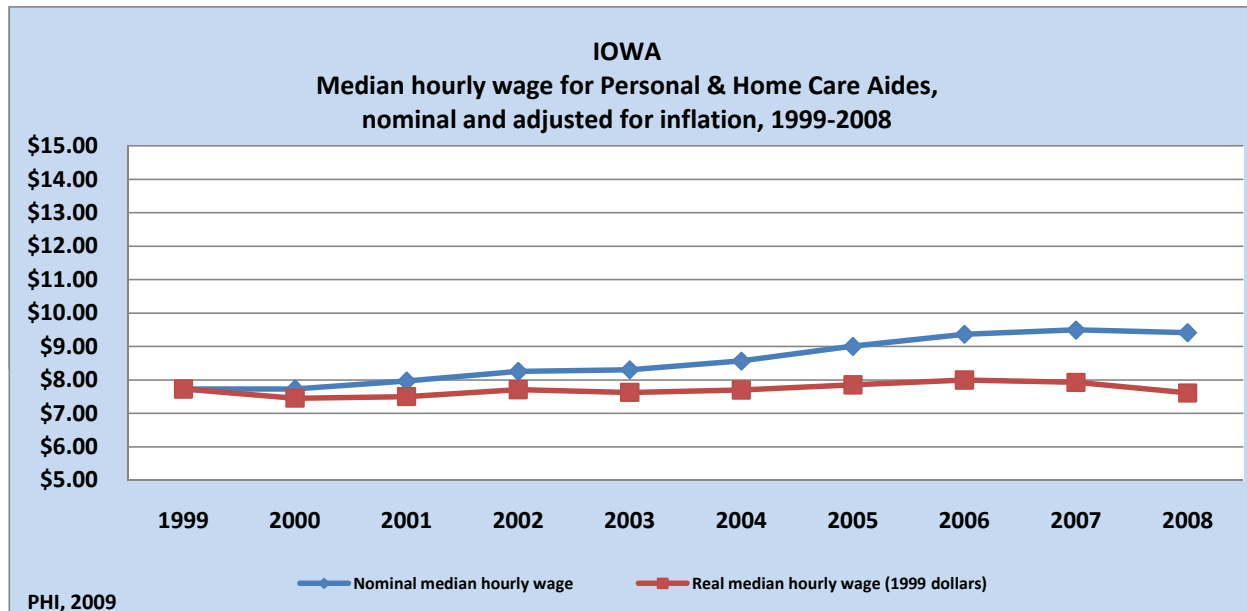


Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics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

* May 2004 data is not available.

IOWA: Personal and Home Care Aides (SOC 39-9021)

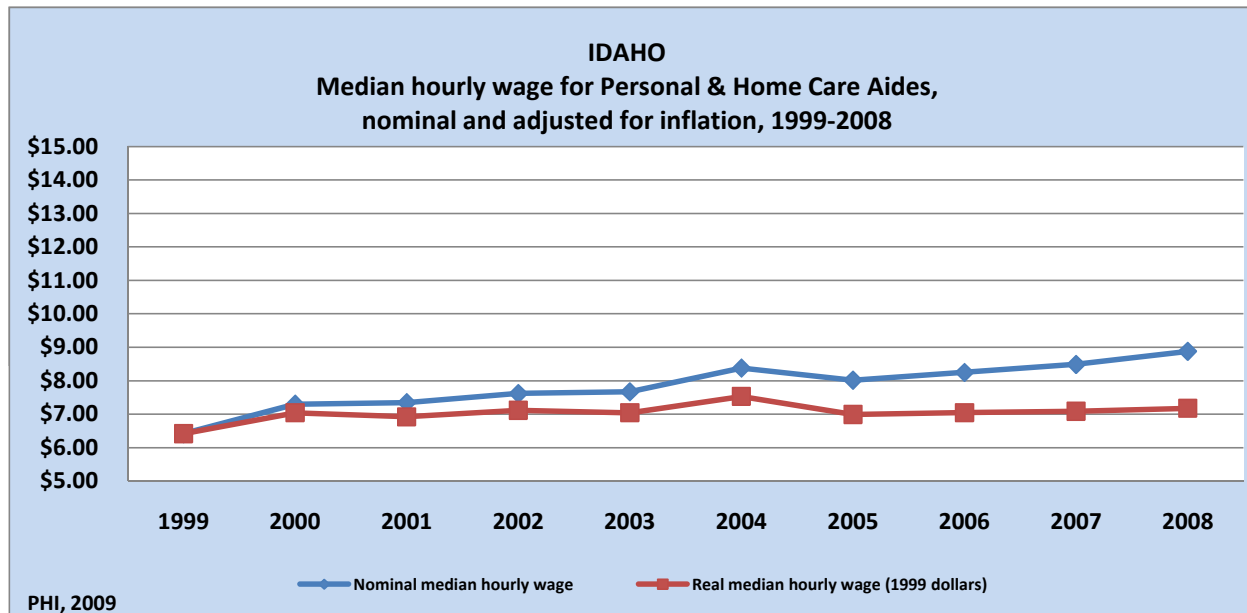
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.73	\$7.73	\$7.97	\$8.26	\$8.31	\$8.57	\$9.01	\$9.37	\$9.50	\$9.42
Real median hourly wage (1999 dollars)	\$7.73	\$7.46	\$7.50	\$7.71	\$7.63	\$7.70	\$7.85	\$8.00	\$7.93	\$7.61
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

IDAHO: Personal and Home Care Aides (SOC 39-9021)

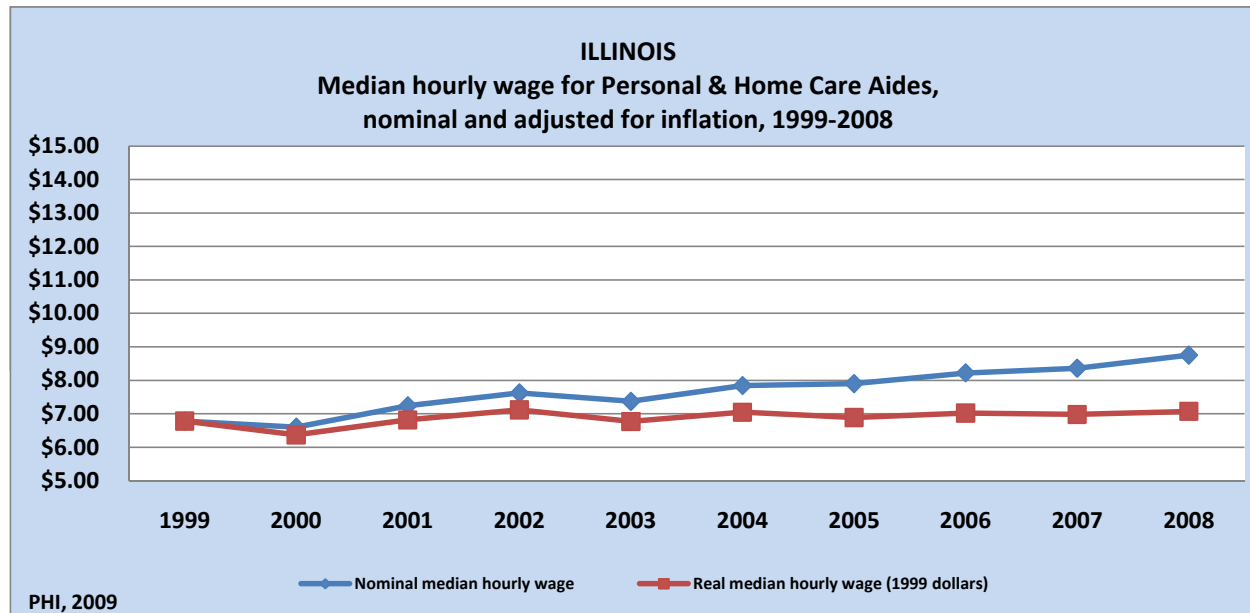
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.42	\$7.30	\$7.35	\$7.62	\$7.67	\$8.38	\$8.02	\$8.25	\$8.49	\$8.88
Real median hourly wage (1999 dollars)	\$6.42	\$7.04	\$6.92	\$7.12	\$7.04	\$7.53	\$6.99	\$7.05	\$7.09	\$7.18
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

ILLINOIS: Personal and Home Care Aides (SOC 39-9021)

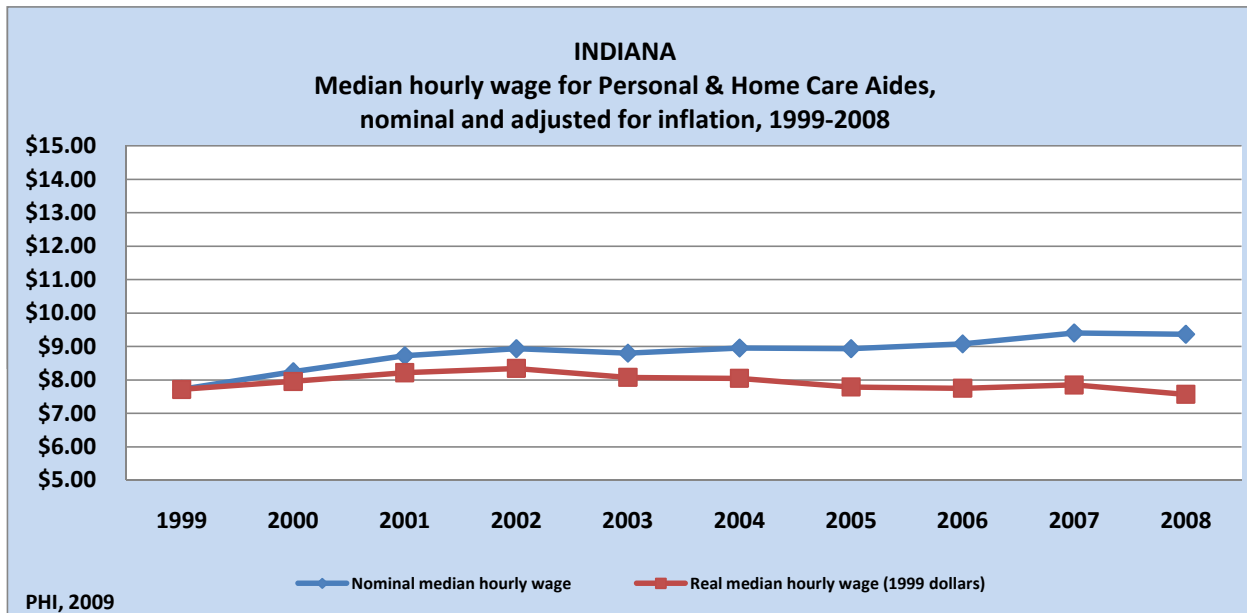
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.78	\$6.60	\$7.24	\$7.62	\$7.37	\$7.84	\$7.90	\$8.22	\$8.36	\$8.75
Real median hourly wage (1999 dollars)	\$6.78	\$6.37	\$6.82	\$7.12	\$6.77	\$7.05	\$6.89	\$7.02	\$6.98	\$7.07
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

INDIANA: Personal and Home Care Aides (SOC 39-9021)

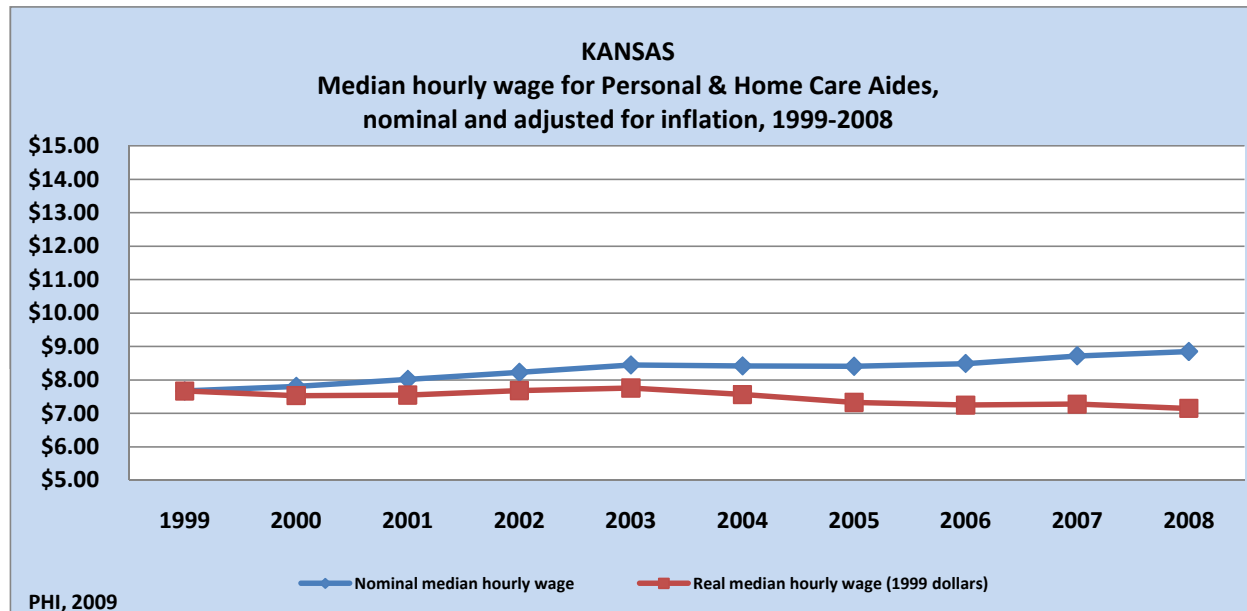
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.72	\$8.25	\$8.73	\$8.94	\$8.80	\$8.96	\$8.94	\$9.08	\$9.41	\$9.37
Real median hourly wage (1999 dollars)	\$7.72	\$7.96	\$8.22	\$8.35	\$8.08	\$8.05	\$7.79	\$7.75	\$7.85	\$7.57
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

KANSAS: Personal and Home Care Aides (SOC 39-9021)

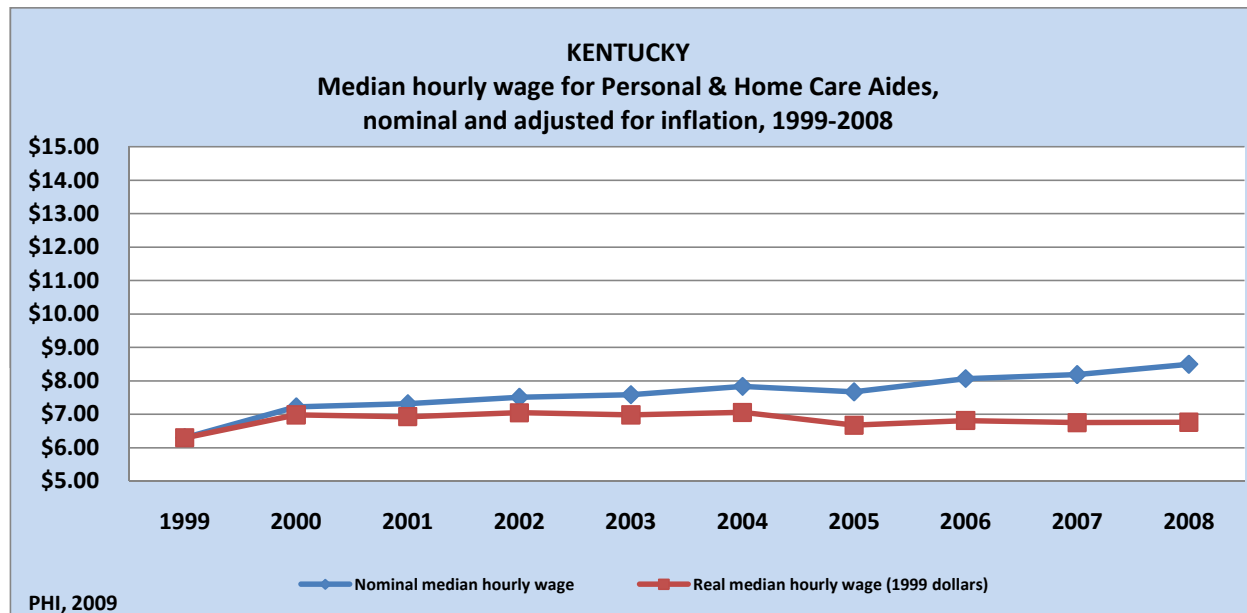
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.67	\$7.81	\$8.02	\$8.23	\$8.45	\$8.42	\$8.41	\$8.49	\$8.72	\$8.85
Real median hourly wage (1999 dollars)	\$7.67	\$7.53	\$7.55	\$7.69	\$7.76	\$7.57	\$7.33	\$7.25	\$7.28	\$7.15
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

KENTUCKY: Personal and Home Care Aides (SOC 39-9021)

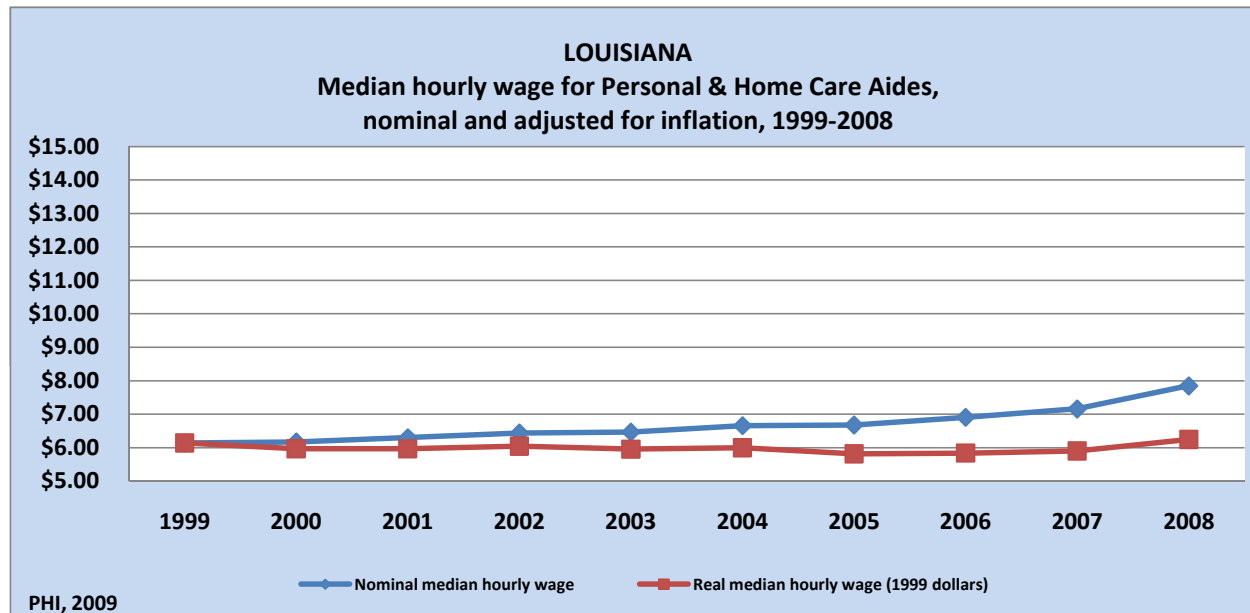
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.30	\$7.22	\$7.32	\$7.51	\$7.59	\$7.84	\$7.67	\$8.07	\$8.19	\$8.50
Real median hourly wage (1999 dollars)	\$6.30	\$6.98	\$6.93	\$7.05	\$6.98	\$7.06	\$6.68	\$6.82	\$6.75	\$6.76
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

LOUISIANA: Personal and Home Care Aides (SOC 39-9021)

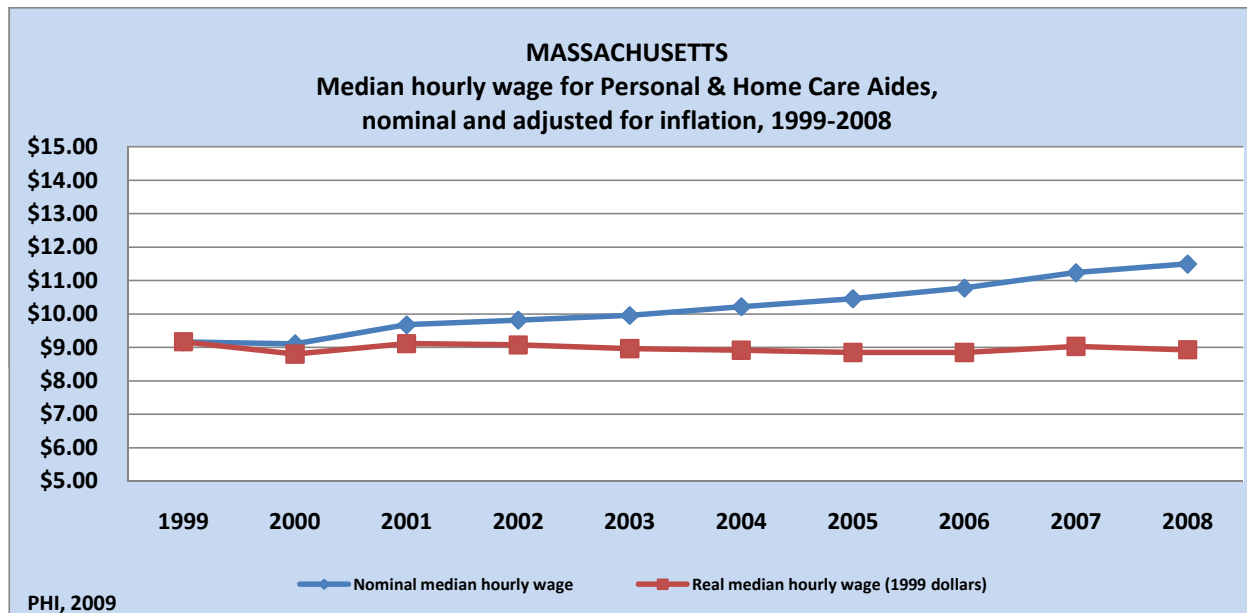
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.14	\$6.17	\$6.30	\$6.44	\$6.47	\$6.66	\$6.68	\$6.91	\$7.16	\$7.85
Real median hourly wage (1999 dollars)	\$6.14	\$5.97	\$5.97	\$6.04	\$5.95	\$6.00	\$5.81	\$5.84	\$5.90	\$6.25
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MASSACHUSETTS: Personal and Home Care Aides (SOC 39-9021)

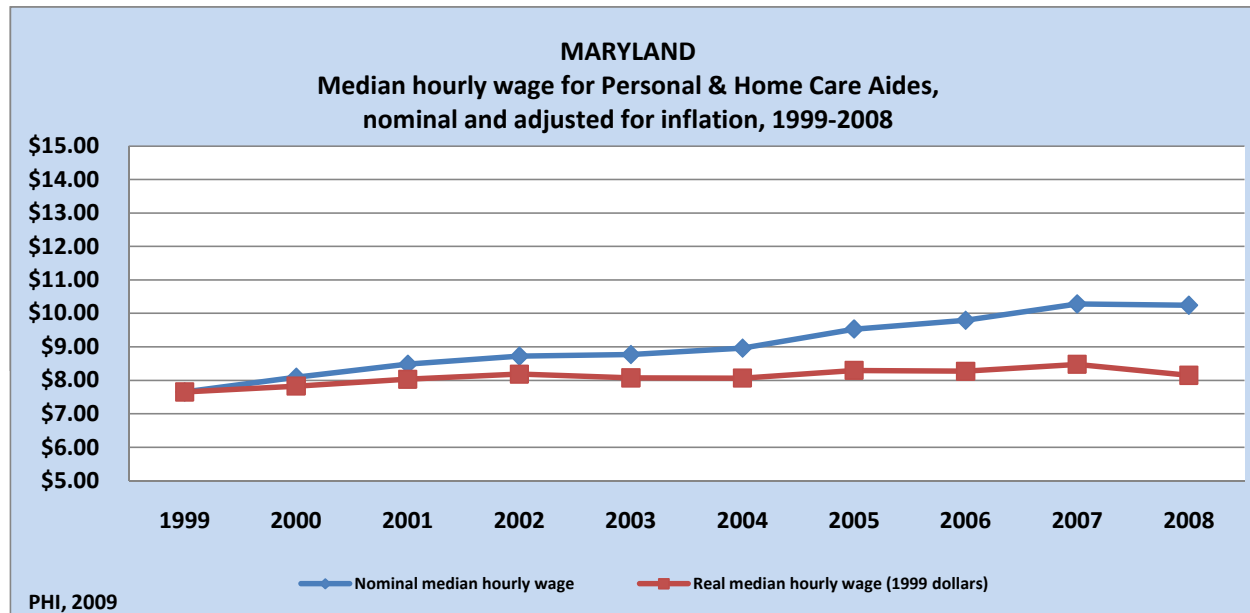
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$9.17	\$9.11	\$9.68	\$9.82	\$9.96	\$10.22	\$10.46	\$10.78	\$11.24	\$11.50
Real median hourly wage (1999 dollars)	\$9.17	\$8.81	\$9.12	\$9.08	\$8.97	\$8.92	\$8.85	\$8.85	\$9.03	\$8.93
Inflationary adjustment factor										
Northeast Urban CPI	170.40	176.3	181.1	184.7	190.1	196.7	203.8	211.2	216.7	226.1
Percent change in CPI		0.0346	0.0272	0.0199	0.0292	0.0347	0.0361	0.0363	0.0260	0.0434
Cumulative percent change in CPI		0.0346	0.0619	0.0817	0.1110	0.1457	0.1818	0.2181	0.2441	0.2875



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MARYLAND: Personal and Home Care Aides (SOC 39-9021)

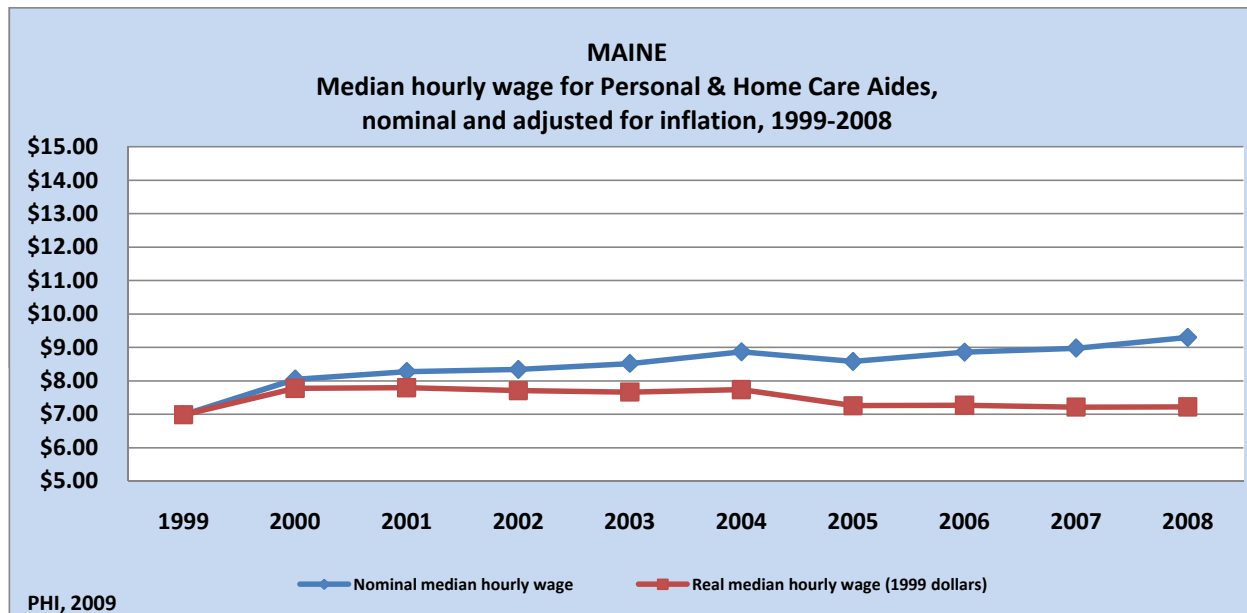
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.65	\$8.09	\$8.48	\$8.72	\$8.77	\$8.96	\$9.53	\$9.79	\$10.28	\$10.24
Real median hourly wage (1999 dollars)	\$7.65	\$7.83	\$8.03	\$8.18	\$8.07	\$8.07	\$8.30	\$8.27	\$8.48	\$8.15
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.446	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0289	0.0438
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2127	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MAINE: Personal and Home Care Aides (SOC 39-9021)

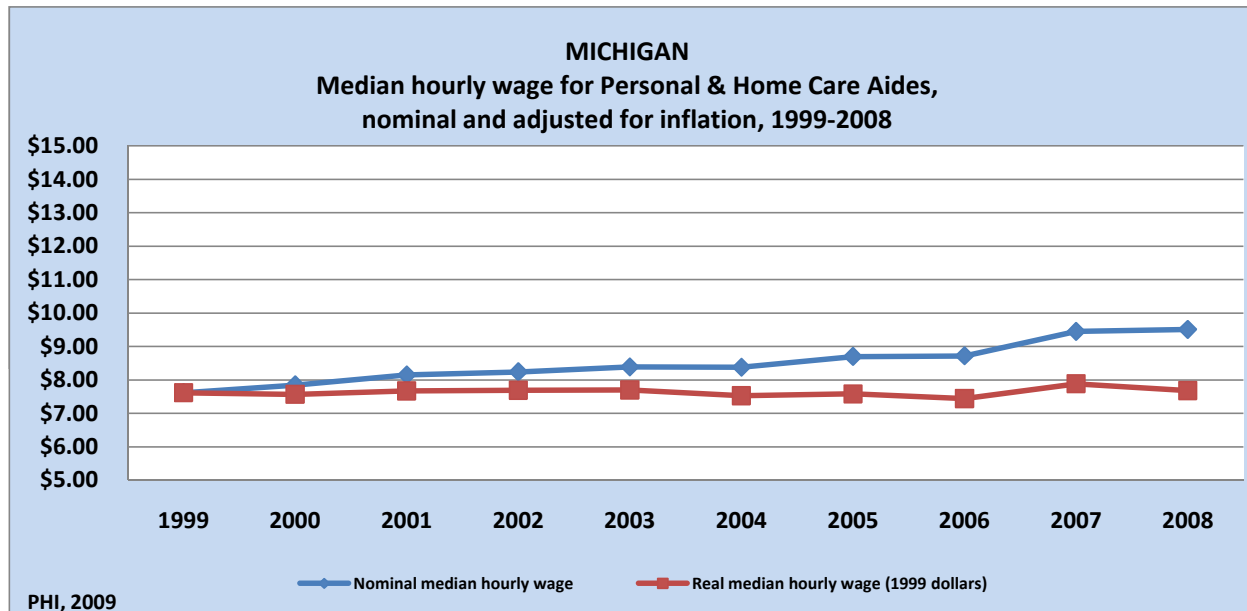
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.99	\$8.05	\$8.28	\$8.34	\$8.52	\$8.87	\$8.58	\$8.86	\$8.98	\$9.30
Real median hourly wage (1999 dollars)	\$6.99	\$7.78	\$7.80	\$7.71	\$7.67	\$7.74	\$7.26	\$7.27	\$7.22	\$7.22
Inflationary adjustment factor										
Northeast Urban CPI	170.40	176.3	181.1	184.7	190.1	196.7	203.8	211.2	216.7	226.1
Percent change in CPI		0.0346	0.0272	0.0199	0.0292	0.0347	0.0361	0.0363	0.0260	0.0434
Cumulative percent change in CPI		0.0346	0.0619	0.0817	0.1110	0.1457	0.1818	0.2181	0.2441	0.2875



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MICHIGAN: Personal and Home Care Aides (SOC 39-9021)

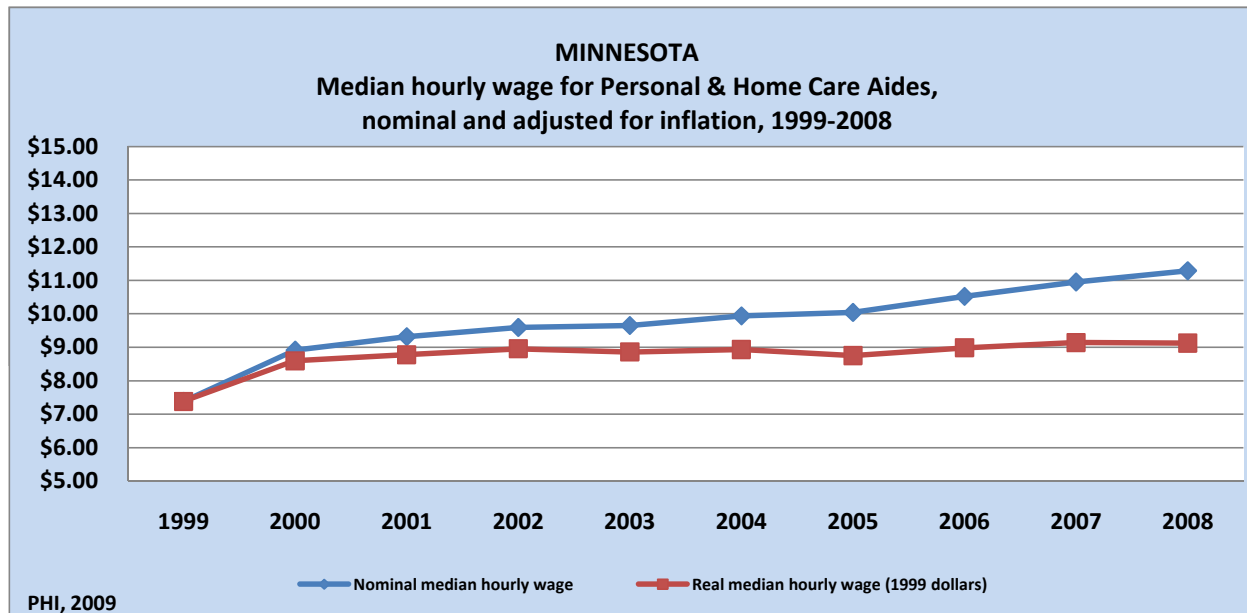
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.62	\$7.85	\$8.15	\$8.24	\$8.39	\$8.38	\$8.70	\$8.72	\$9.45	\$9.51
Real median hourly wage (1999 dollars)	\$7.62	\$7.57	\$7.67	\$7.69	\$7.70	\$7.53	\$7.58	\$7.45	\$7.89	\$7.69
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MINNESOTA: Personal and Home Care Aides (SOC 39-9021)

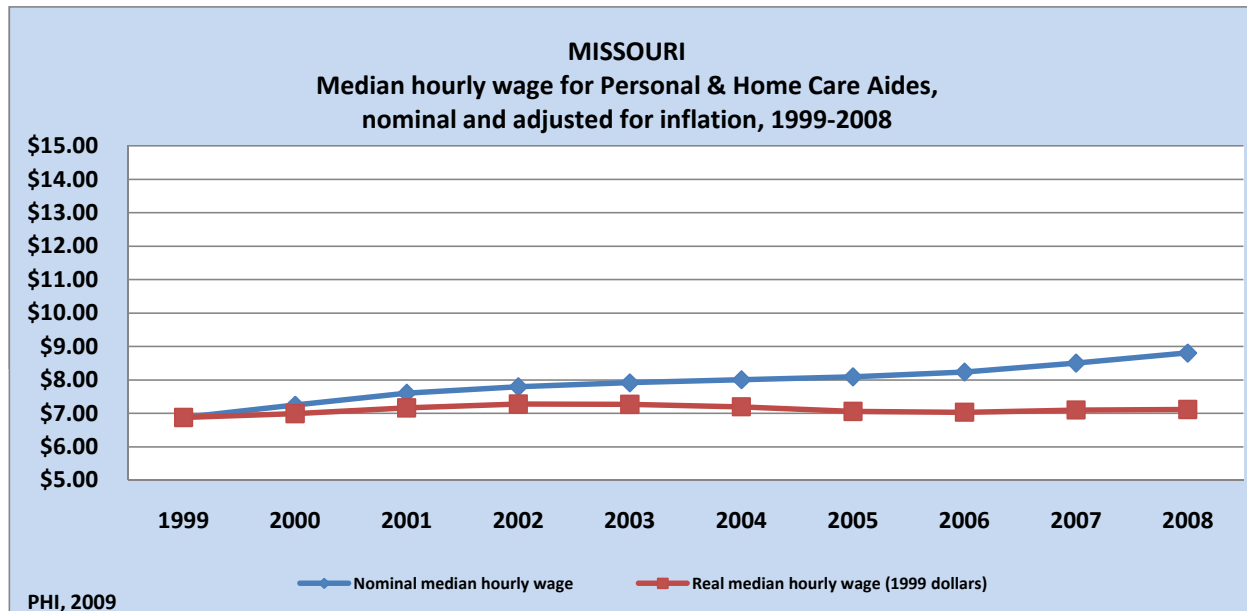
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.38	\$8.91	\$9.32	\$9.59	\$9.65	\$9.94	\$10.04	\$10.52	\$10.95	\$11.29
Real median hourly wage (1999 dollars)	\$7.38	\$8.60	\$8.78	\$8.96	\$8.86	\$8.93	\$8.75	\$8.98	\$9.14	\$9.12
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MISSOURI : Personal and Home Care Aides (SOC 39-9021)

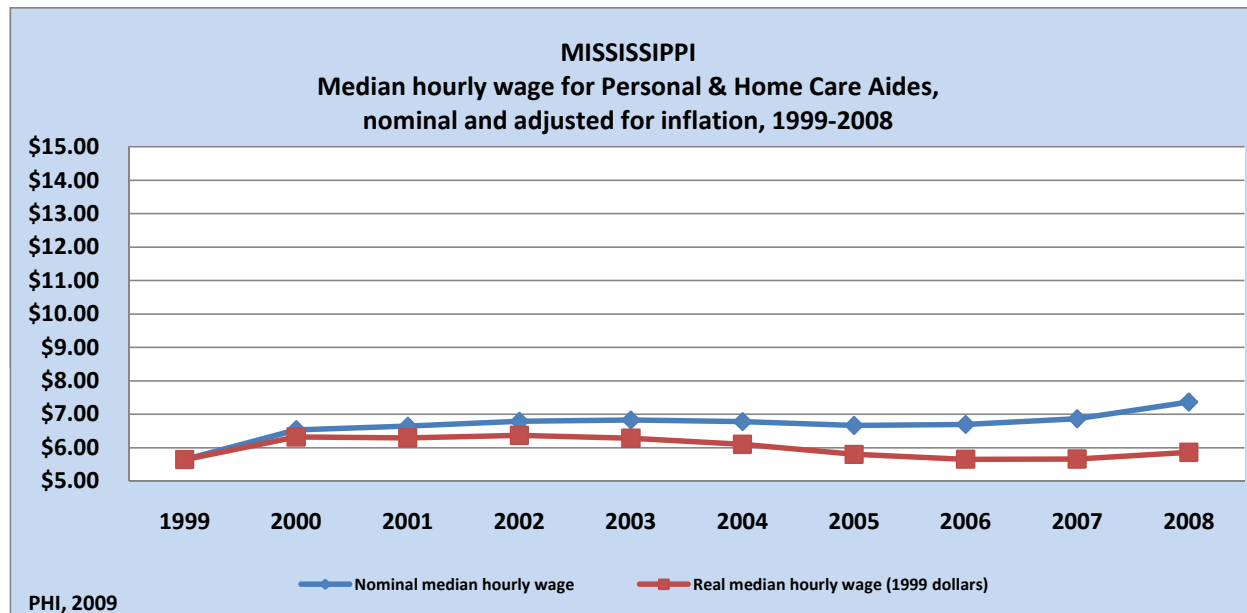
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.88	\$7.25	\$7.61	\$7.80	\$7.92	\$8.01	\$8.10	\$8.24	\$8.51	\$8.81
Real median hourly wage (1999 dollars)	\$6.88	\$6.99	\$7.17	\$7.28	\$7.27	\$7.20	\$7.06	\$7.04	\$7.10	\$7.12
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MISSISSIPPI : Personal and Home Care Aides (SOC 39-9021)

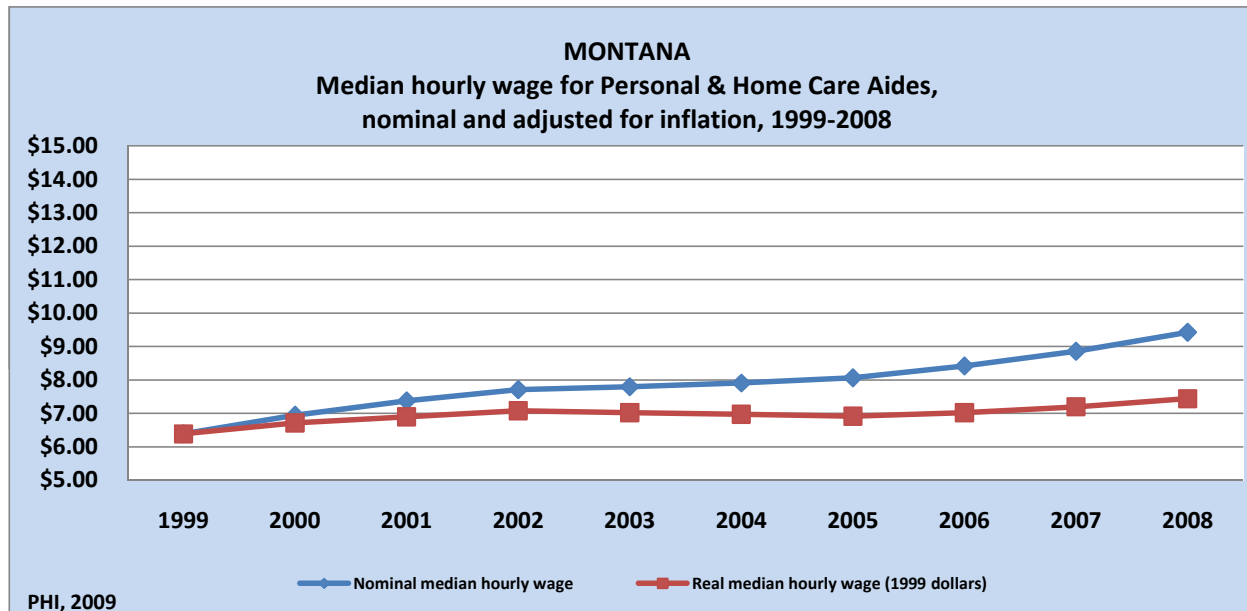
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$5.65	\$6.54	\$6.65	\$6.79	\$6.83	\$6.78	\$6.67	\$6.70	\$6.87	\$7.37
Real median hourly wage (1999 dollars)	\$5.65	\$6.33	\$6.30	\$6.37	\$6.29	\$6.10	\$5.81	\$5.66	\$5.67	\$5.87
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.4	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0287	0.0441
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2125	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

MONTANA : Personal and Home Care Aides (SOC 39-9021)

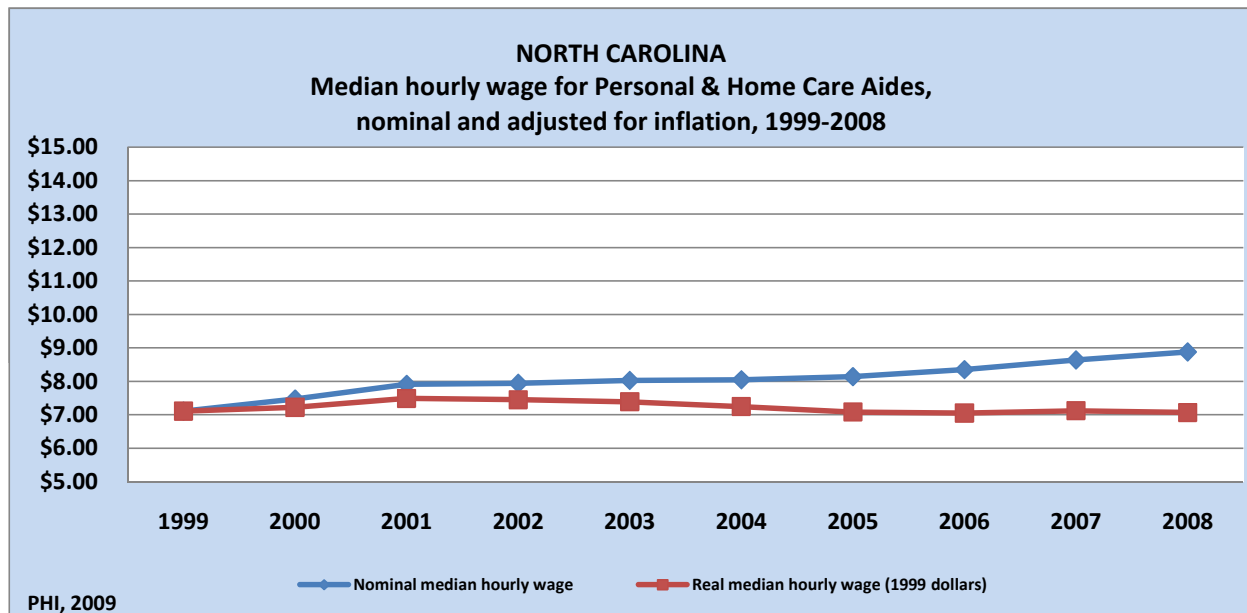
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.39	\$6.95	\$7.38	\$7.71	\$7.80	\$7.91	\$8.07	\$8.42	\$8.86	\$9.43
Real median hourly wage (1999 dollars)	\$6.39	\$6.72	\$6.90	\$7.08	\$7.02	\$6.97	\$6.92	\$7.02	\$7.20	\$7.44
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.7	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0314	0.0368
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2305	0.2673



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NORTH CAROLINA: Personal and Home Care Aides (SOC 39-9021)

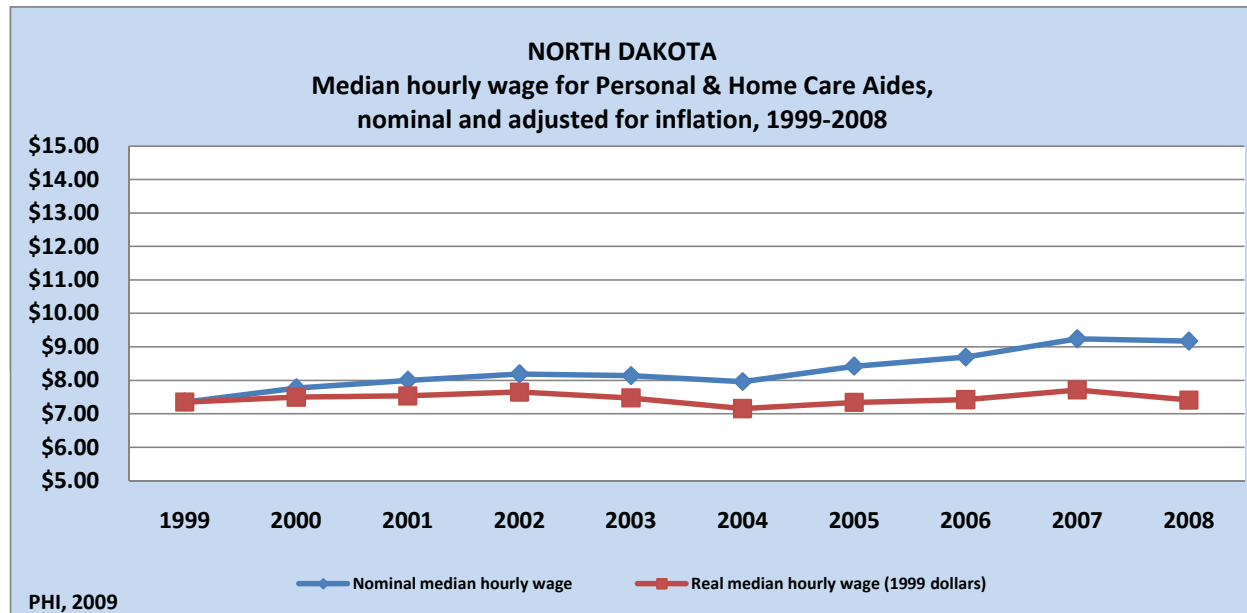
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.11	\$7.47	\$7.91	\$7.94	\$8.03	\$8.05	\$8.14	\$8.35	\$8.64	\$8.88
Real median hourly wage (1999 dollars)	\$7.11	\$7.23	\$7.49	\$7.45	\$7.39	\$7.25	\$7.09	\$7.05	\$7.12	\$7.07
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NORTH DAKOTA: Personal and Home Care Aides (SOC 39-9021)

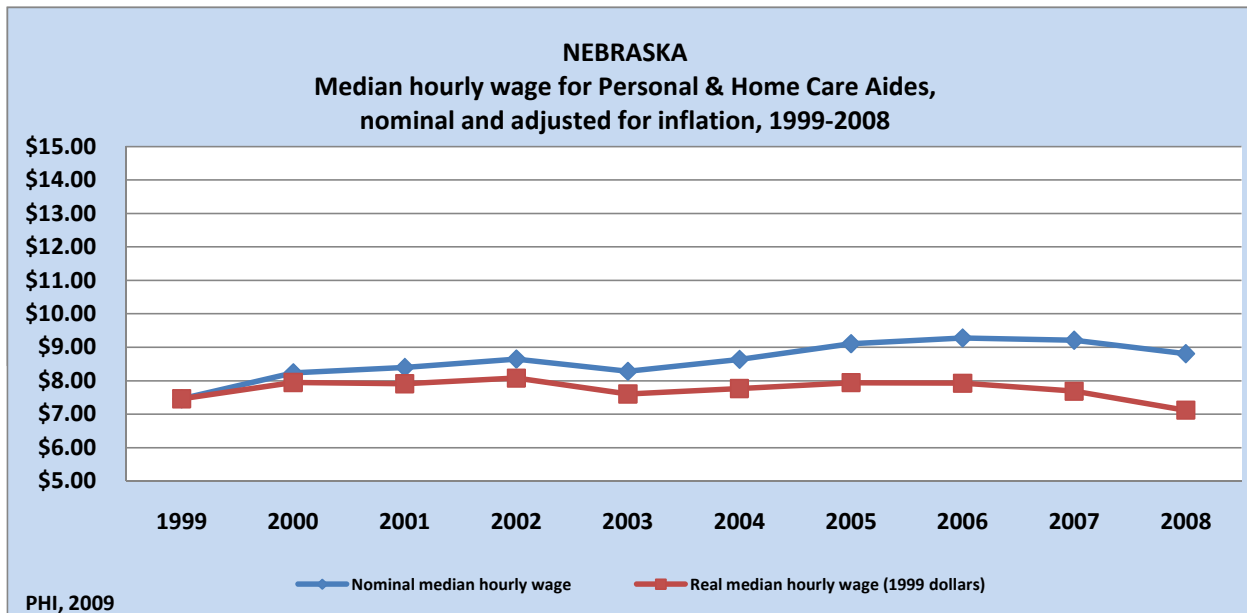
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.35	\$7.77	\$8.00	\$8.19	\$8.14	\$7.96	\$8.42	\$8.69	\$9.24	\$9.17
Real median hourly wage (1999 dollars)	\$7.35	\$7.50	\$7.53	\$7.65	\$7.47	\$7.15	\$7.34	\$7.42	\$7.71	\$7.41
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEBRASKA : Personal and Home Care Aides (SOC 39-9021)

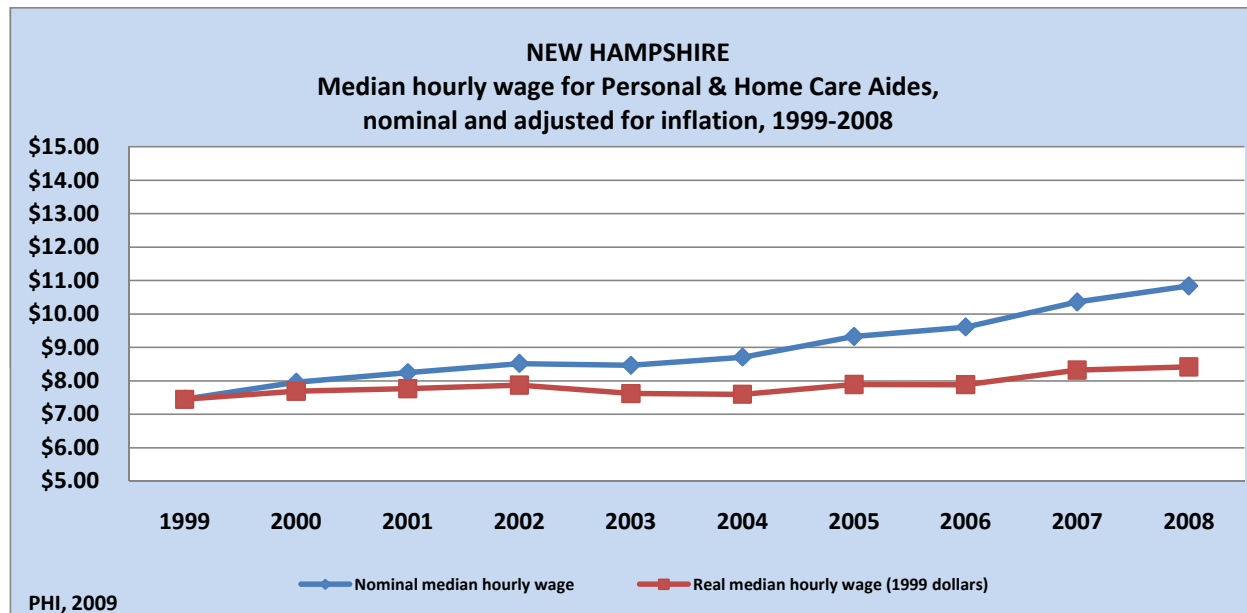
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.46	\$8.24	\$8.40	\$8.65	\$8.28	\$8.64	\$9.11	\$9.28	\$9.21	\$8.81
Real median hourly wage (1999 dollars)	\$7.46	\$7.95	\$7.91	\$8.08	\$7.60	\$7.76	\$7.94	\$7.92	\$7.69	\$7.12
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEW HAMPSHIRE: Personal and Home Care Aides (SOC 39-9021)

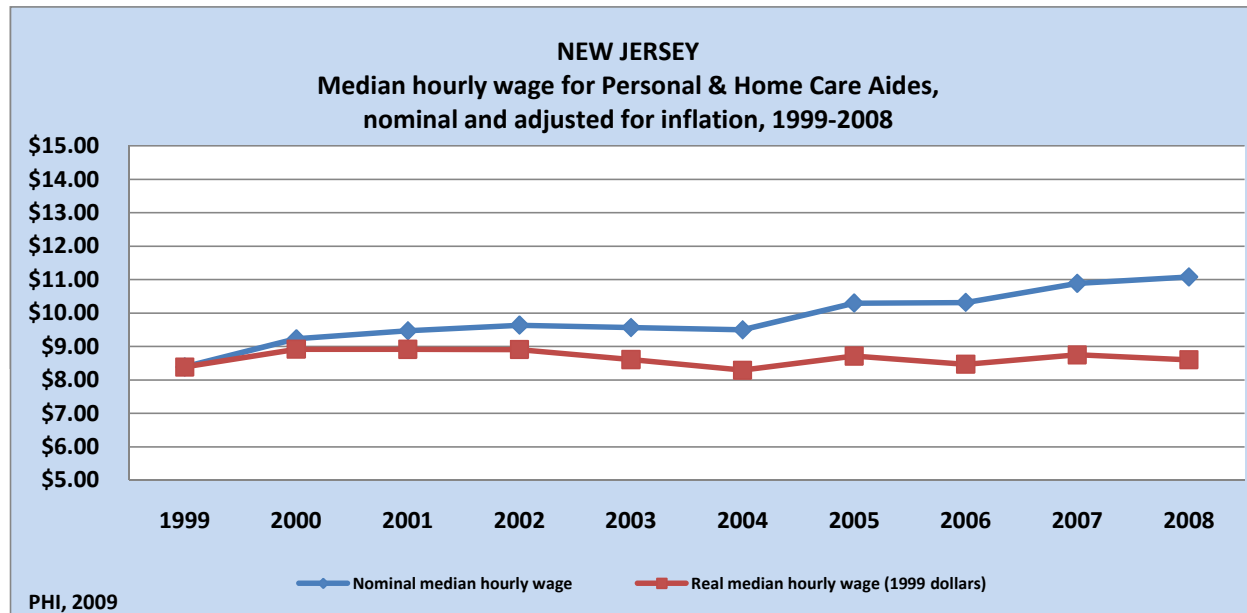
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.45	\$7.96	\$8.25	\$8.52	\$8.47	\$8.71	\$9.33	\$9.61	\$10.36	\$10.84
Real median hourly wage (1999 dollars)	\$7.45	\$7.69	\$7.77	\$7.88	\$7.62	\$7.60	\$7.89	\$7.89	\$8.33	\$8.42
Inflationary adjustment factor										
Northeast Urban CPI	170.40	176.3	181.1	184.7	190.1	196.7	203.8	211.2	216.7	226.1
Percent change in CPI		0.0346	0.0272	0.0199	0.0292	0.0347	0.0361	0.0363	0.0260	0.0434
Cumulative percent change in CPI		0.0346	0.0619	0.0817	0.1110	0.1457	0.1818	0.2181	0.2441	0.2875



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEW JERSEY: Personal and Home Care Aides (SOC 39-9021)

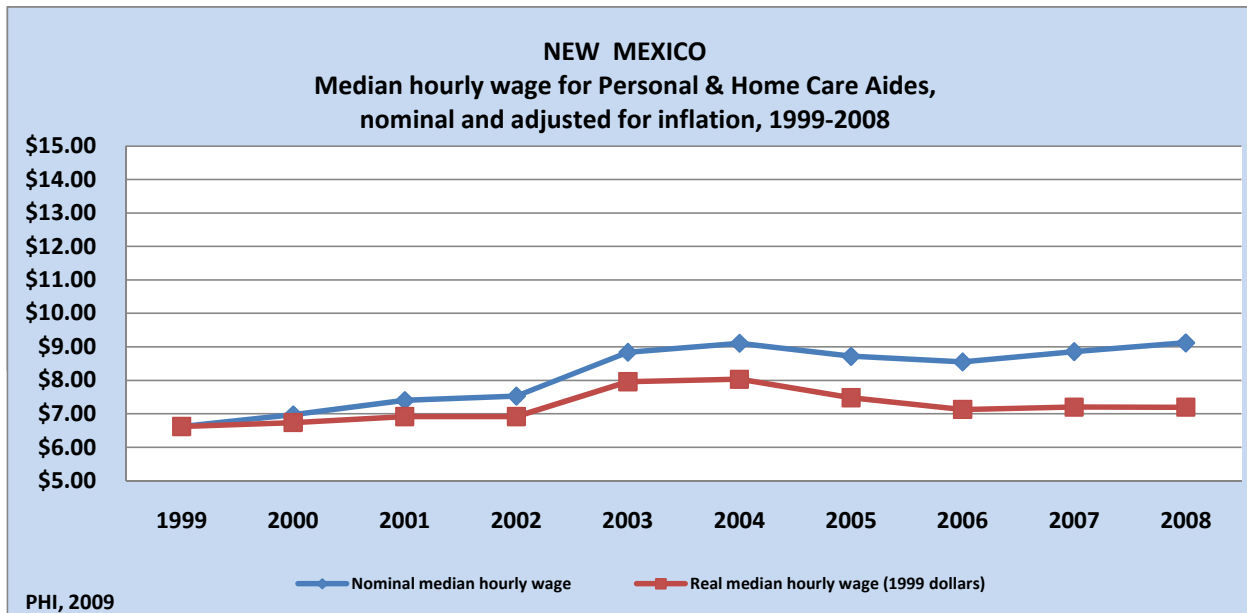
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$8.39	\$9.23	\$9.47	\$9.64	\$9.57	\$9.50	\$10.30	\$10.32	\$10.89	\$11.08
Real median hourly wage (1999 dollars)	\$8.39	\$8.92	\$8.92	\$8.91	\$8.61	\$8.29	\$8.72	\$8.47	\$8.75	\$8.61
Inflationary adjustment factor										
Northeast Urban CPI	170.40	176.3	181.1	184.7	190.1	196.7	203.8	211.2	216.7	226.1
Percent change in CPI		0.0346	0.0272	0.0199	0.0292	0.0347	0.0361	0.0363	0.0260	0.0434
Cumulative percent change in CPI		0.0346	0.0619	0.0817	0.1110	0.1457	0.1818	0.2181	0.2441	0.2875



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEW MEXICO: Personal and Home Care Aides (SOC 39-9021)

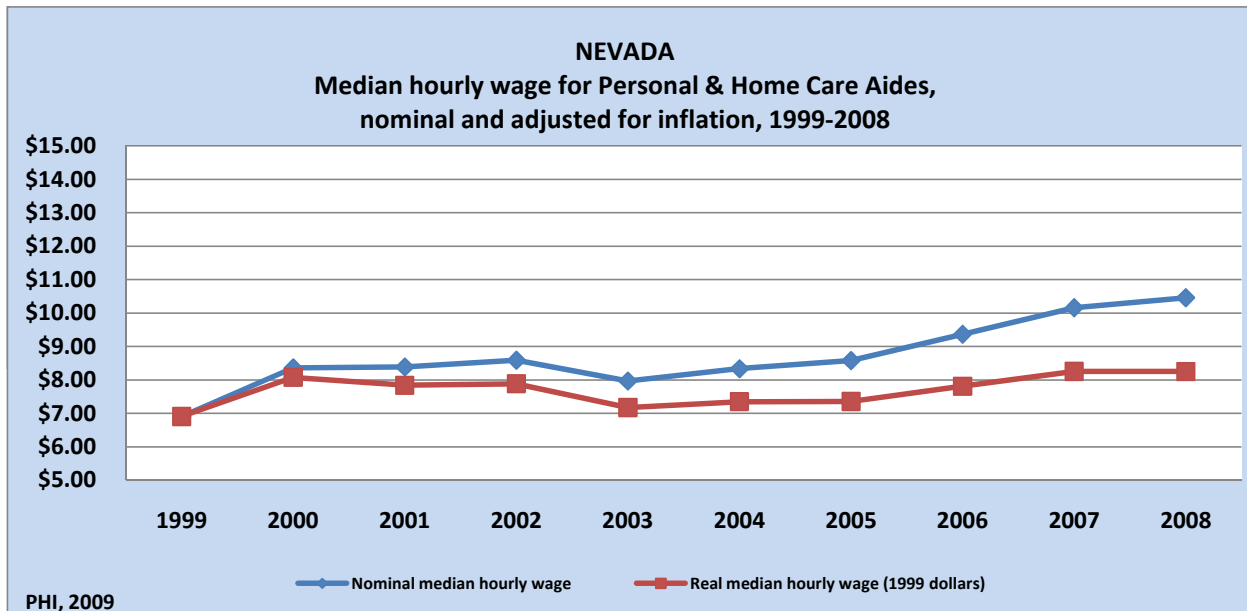
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.62	\$6.97	\$7.40	\$7.53	\$8.84	\$9.11	\$8.72	\$8.55	\$8.86	\$9.12
Real median hourly wage (1999 dollars)	\$6.62	\$6.74	\$6.92	\$6.91	\$7.96	\$8.03	\$7.48	\$7.13	\$7.20	\$7.20
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.7	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0314	0.0368
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2305	0.2673



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEVADA : Personal and Home Care Aides (SOC 39-9021)

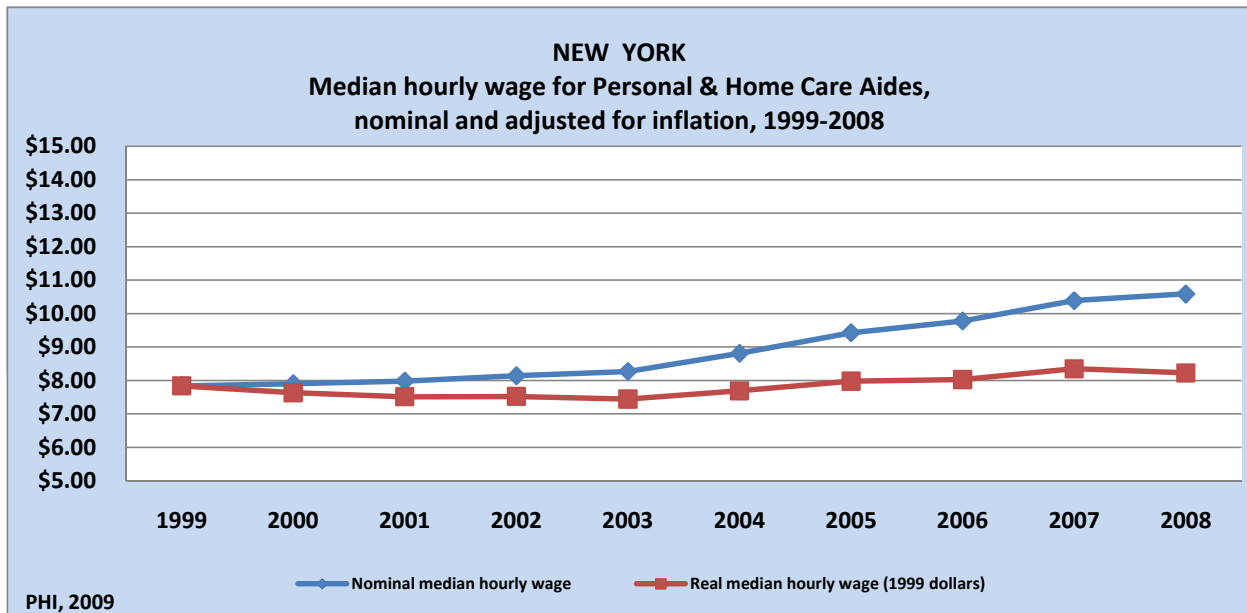
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.91	\$8.36	\$8.39	\$8.59	\$7.97	\$8.34	\$8.58	\$9.37	\$10.16	\$10.46
Real median hourly wage (1999 dollars)	\$6.91	\$8.08	\$7.84	\$7.89	\$7.18	\$7.35	\$7.36	\$7.81	\$8.26	\$8.25
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.7	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0314	0.0368
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2305	0.2673



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

NEW YORK: Personal and Home Care Aides (SOC 39-9021)

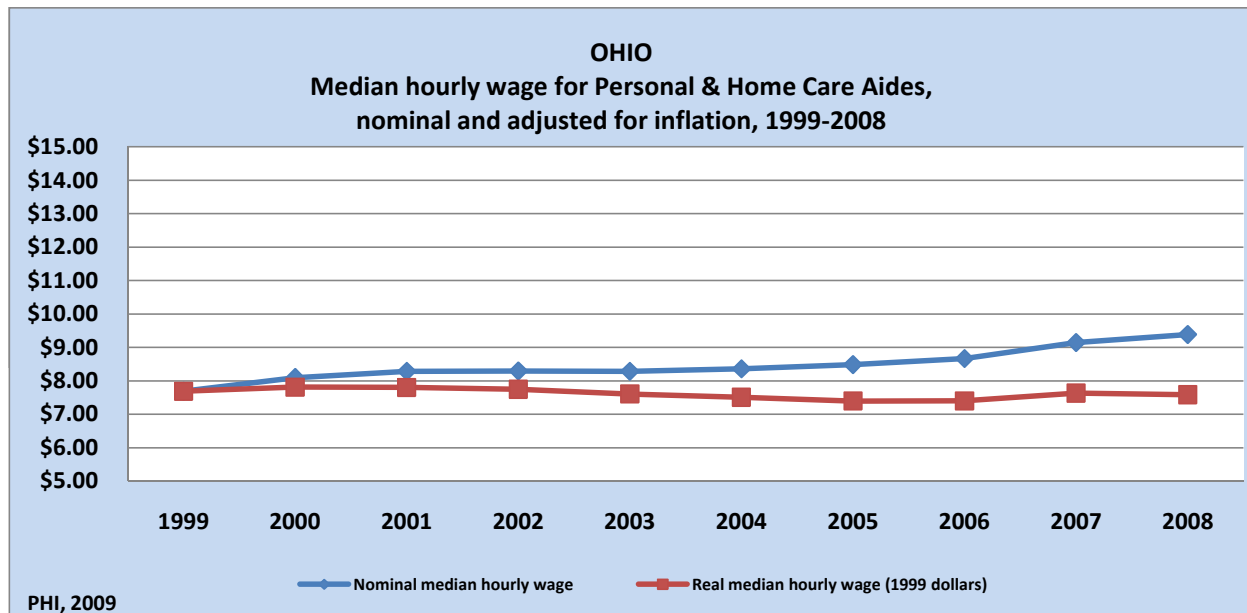
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.84	\$7.90	\$7.98	\$8.14	\$8.27	\$8.81	\$9.43	\$9.78	\$10.39	\$10.59
Real median hourly wage (1999 dollars)	\$7.84	\$7.64	\$7.52	\$7.52	\$7.44	\$7.69	\$7.98	\$8.03	\$8.35	\$8.23
Inflationary adjustment factor										
Northeast Urban CPI	170.40	176.3	181.1	184.7	190.1	196.7	203.8	211.2	216.7	226.1
Percent change in CPI		0.0346	0.0272	0.0199	0.0292	0.0347	0.0361	0.0363	0.0260	0.0434
Cumulative percent change in CPI		0.0346	0.0619	0.0817	0.1110	0.1457	0.1818	0.2181	0.2441	0.2875



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

OHIO: Personal and Home Care Aides (SOC 39-9021)

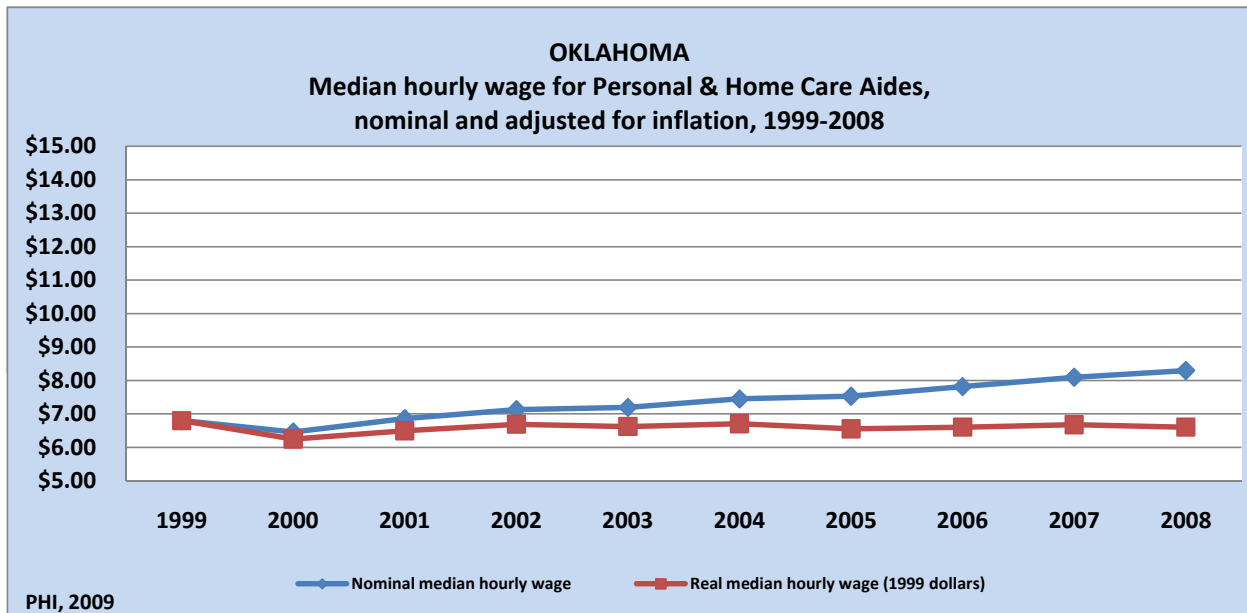
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.69	\$8.10	\$8.29	\$8.30	\$8.29	\$8.36	\$8.49	\$8.67	\$9.15	\$9.39
Real median hourly wage (1999 dollars)	\$7.69	\$7.81	\$7.81	\$7.75	\$7.61	\$7.51	\$7.40	\$7.40	\$7.64	\$7.59
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

OKLAHOMA: Personal and Home Care Aides (SOC 39-9021)

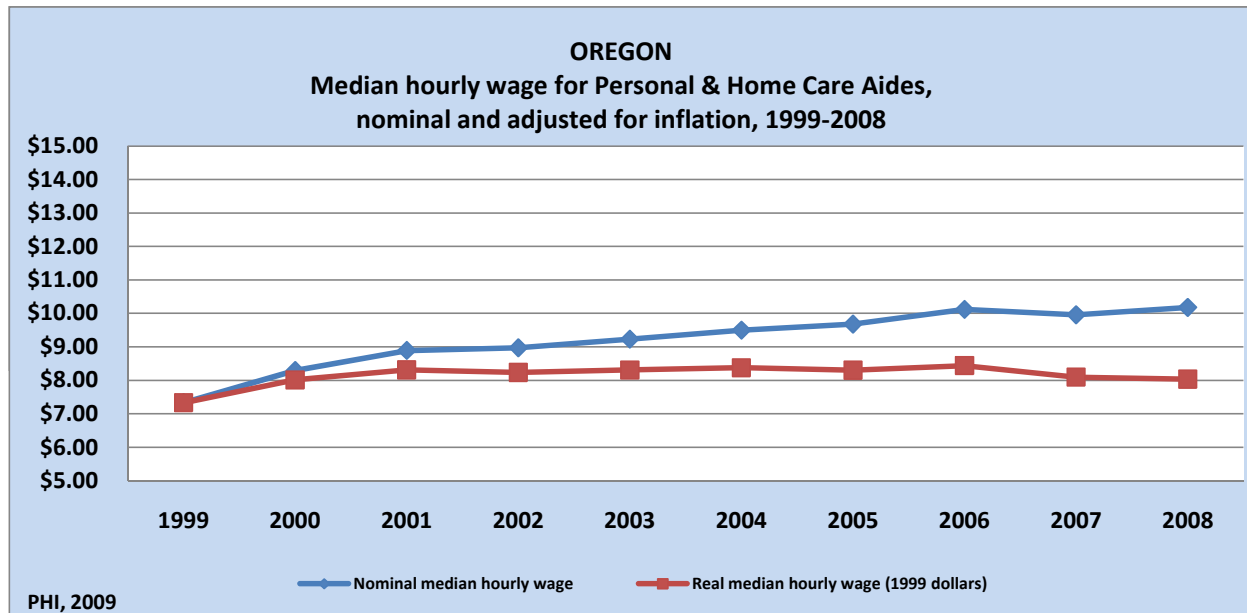
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.80	\$6.46	\$6.86	\$7.13	\$7.20	\$7.45	\$7.53	\$7.82	\$8.10	\$8.30
Real median hourly wage (1999 dollars)	\$6.80	\$6.25	\$6.50	\$6.69	\$6.63	\$6.71	\$6.55	\$6.61	\$6.68	\$6.61
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

OREGON: Personal and Home Care Aides (SOC 39-9021)

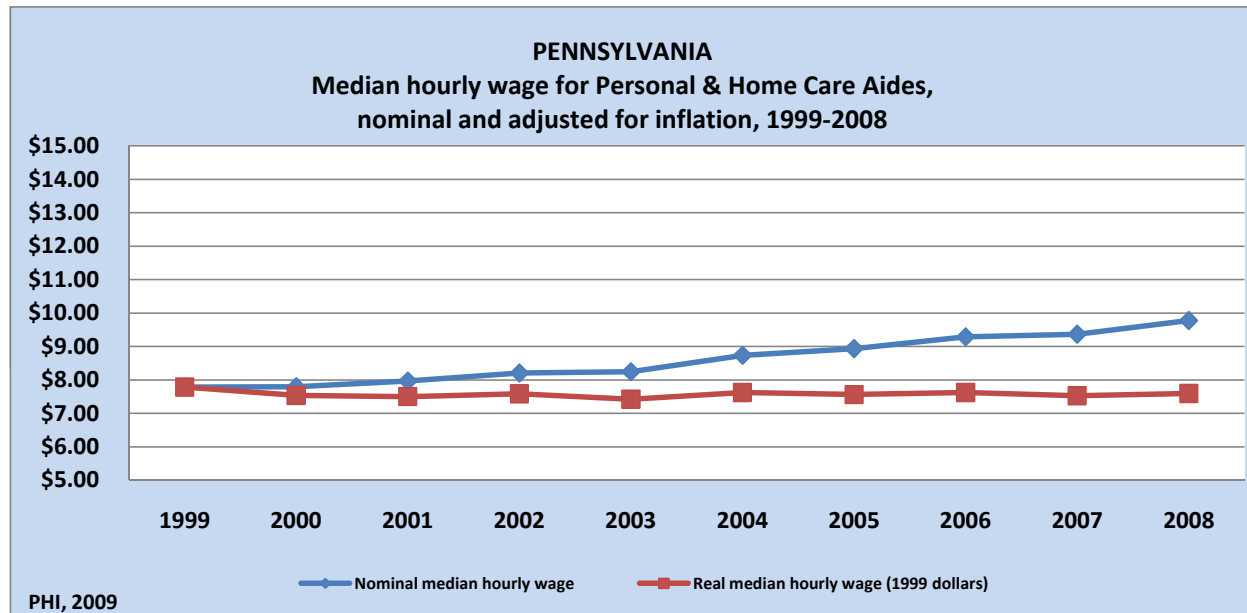
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.33	\$8.29	\$8.89	\$8.97	\$9.23	\$9.50	\$9.68	\$10.12	\$9.96	\$10.18
Real median hourly wage (1999 dollars)	\$7.33	\$8.01	\$8.31	\$8.24	\$8.31	\$8.38	\$8.30	\$8.44	\$8.09	\$8.03
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.7	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0314	0.0368
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2305	0.2673



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

PENNSYLVANIA: Personal and Home Care Aides (SOC 39-9021)

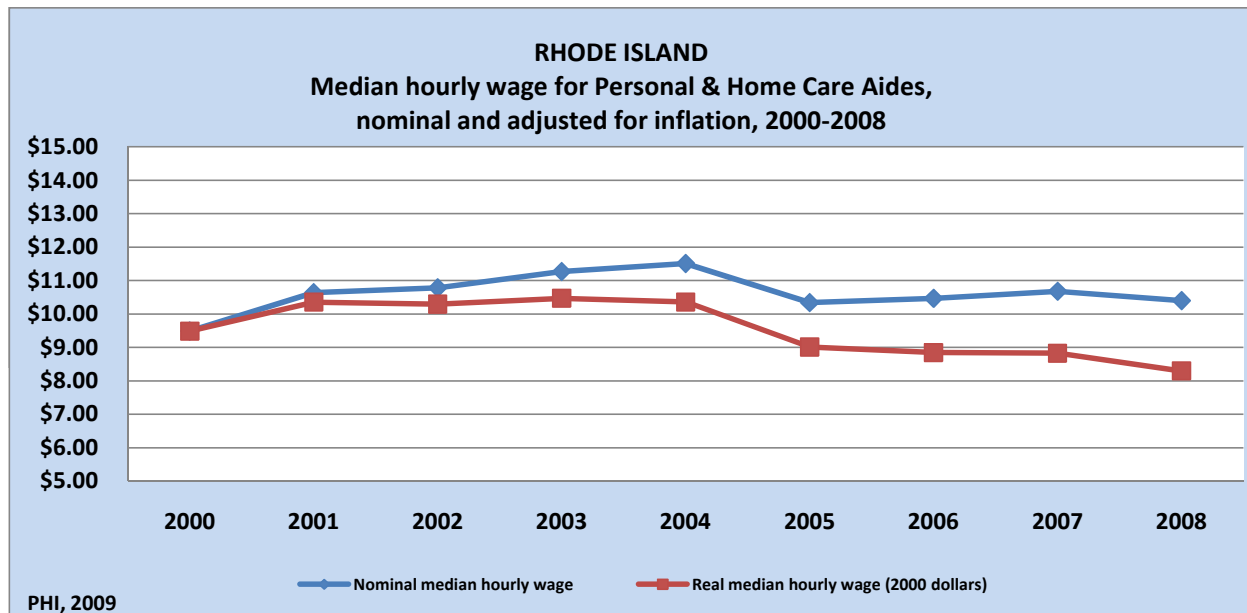
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.79	\$7.80	\$7.97	\$8.21	\$8.25	\$8.74	\$8.94	\$9.29	\$9.37	\$9.78
Real median hourly wage (1999 dollars)	\$7.79	\$7.54	\$7.51	\$7.59	\$7.43	\$7.63	\$7.56	\$7.63	\$7.53	\$7.60
Inflationary adjustment factor										
Northeast Urban CPI	170.40	176.3	181.1	184.7	190.1	196.7	203.8	211.2	216.7	226.1
Percent change in CPI		0.0346	0.0272	0.0199	0.0292	0.0347	0.0361	0.0363	0.0260	0.0434
Cumulative percent change in CPI		0.0346	0.0619	0.0817	0.1110	0.1457	0.1818	0.2181	0.2441	0.2875



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

RHODE ISLAND: Personal and Home Care Aides (SOC 39-9021)

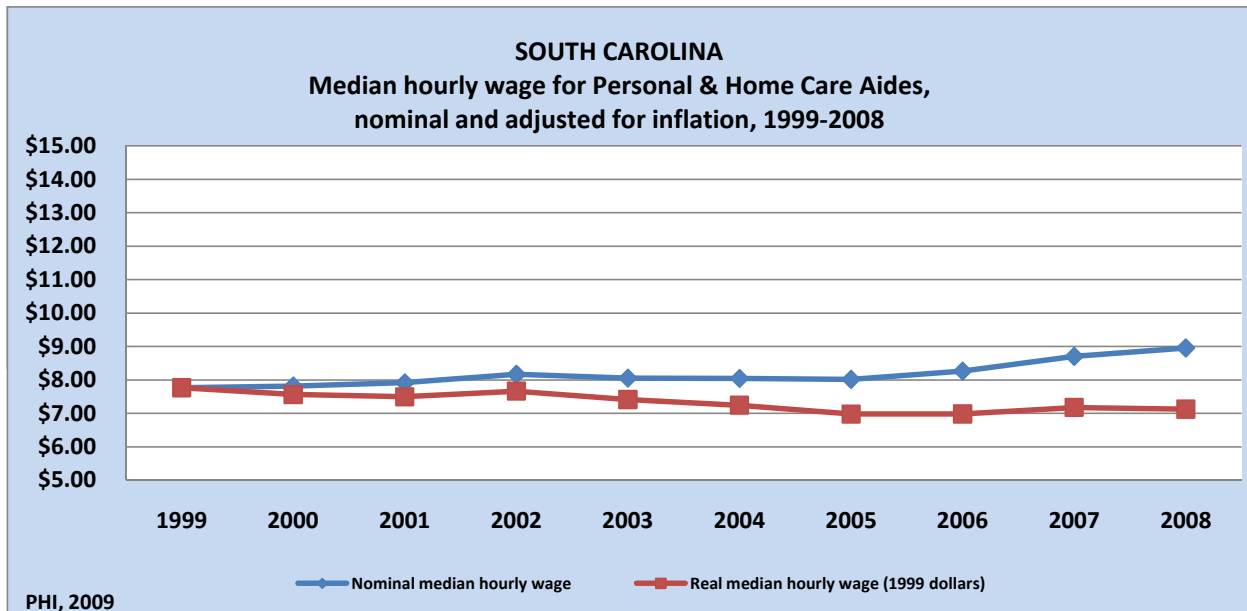
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage		\$9.49	\$10.64	\$10.78	\$11.27	\$11.51	\$10.34	\$10.47	\$10.68	\$10.40
Real median hourly wage (2000 dollars)		\$9.49	\$10.36	\$10.30	\$10.47	\$10.36	\$9.01	\$8.85	\$8.83	\$8.30
Inflationary adjustment factor										
Northeast Urban CPI		176.3	181.1	184.7	190.1	196.7	203.8	211.2	216.7	226.1
Percent change in CPI			0.0272	0.0199	0.0292	0.0347	0.0361	0.0363	0.0260	0.0434
Cumulative percent change in CPI			0.0272	0.0471	0.0763	0.1111	0.1472	0.1835	0.2095	0.2529



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

SOUTH CAROLINA: Personal and Home Care Aides (SOC 39-9021)

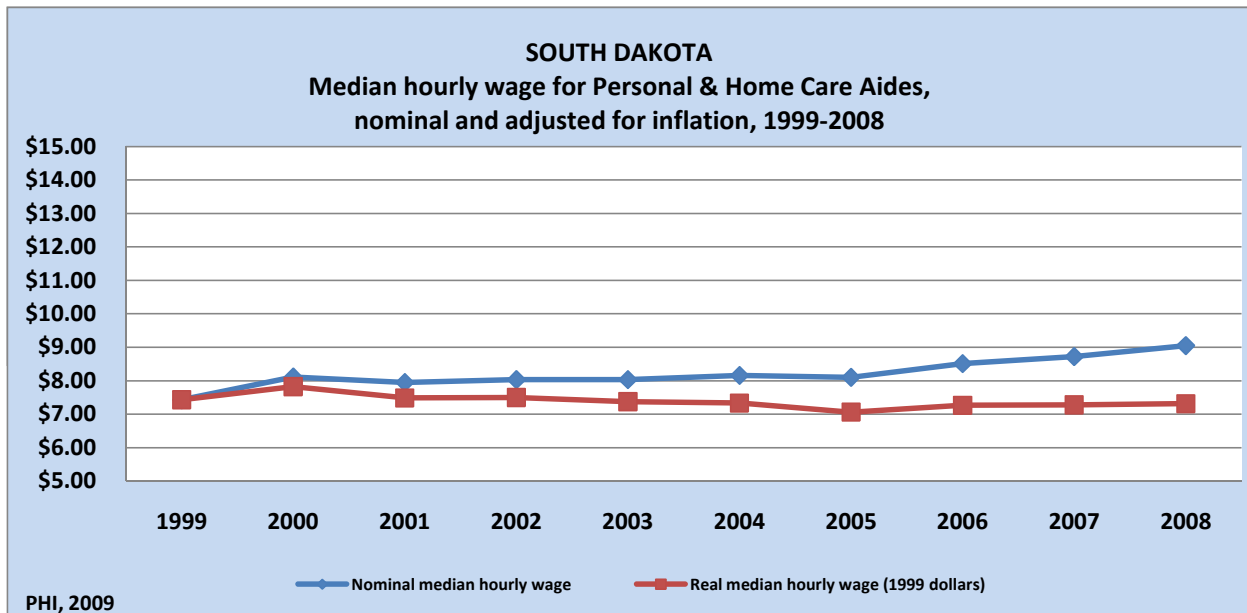
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.77	\$7.82	\$7.92	\$8.17	\$8.06	\$8.05	\$8.02	\$8.27	\$8.71	\$8.96
Real median hourly wage (1999 dollars)	\$7.77	\$7.56	\$7.50	\$7.67	\$7.42	\$7.25	\$6.98	\$6.99	\$7.18	\$7.13
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

SOUTH DAKOTA: Personal and Home Care Aides (SOC 39-9021)

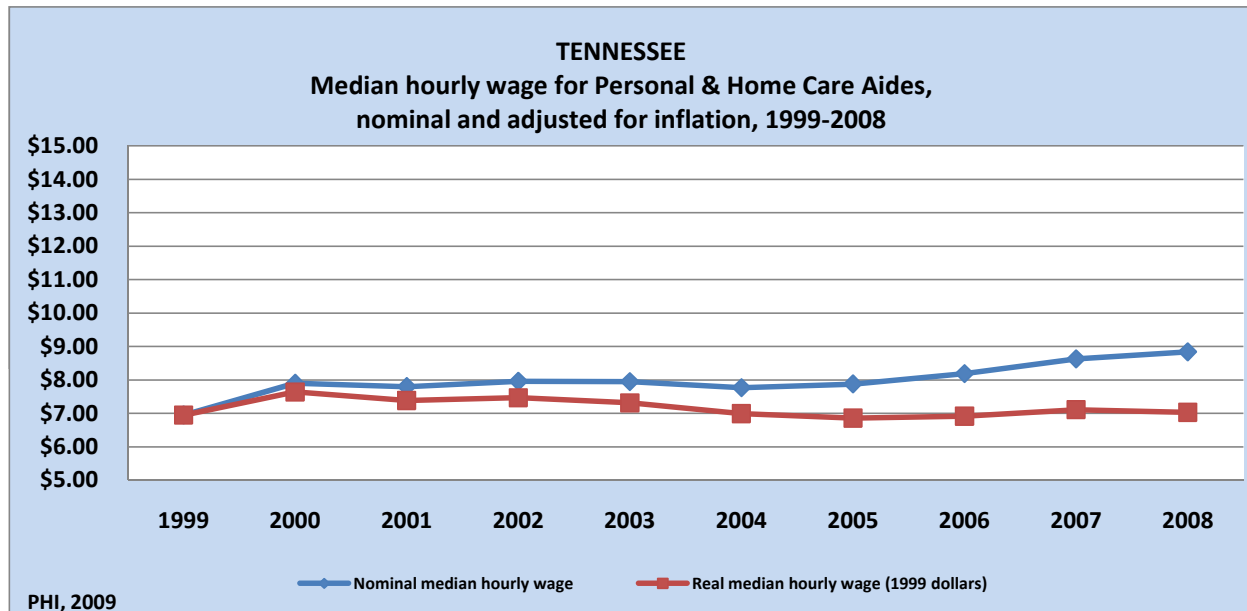
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.43	\$8.11	\$7.95	\$8.03	\$8.03	\$8.16	\$8.10	\$8.51	\$8.72	\$9.05
Real median hourly wage (1999 dollars)	\$7.43	\$7.82	\$7.49	\$7.50	\$7.37	\$7.33	\$7.06	\$7.27	\$7.28	\$7.31
Inflationary adjustment factor										
Midwest Urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

TENNESSEE: Personal and Home Care Aides (SOC 39-9021)

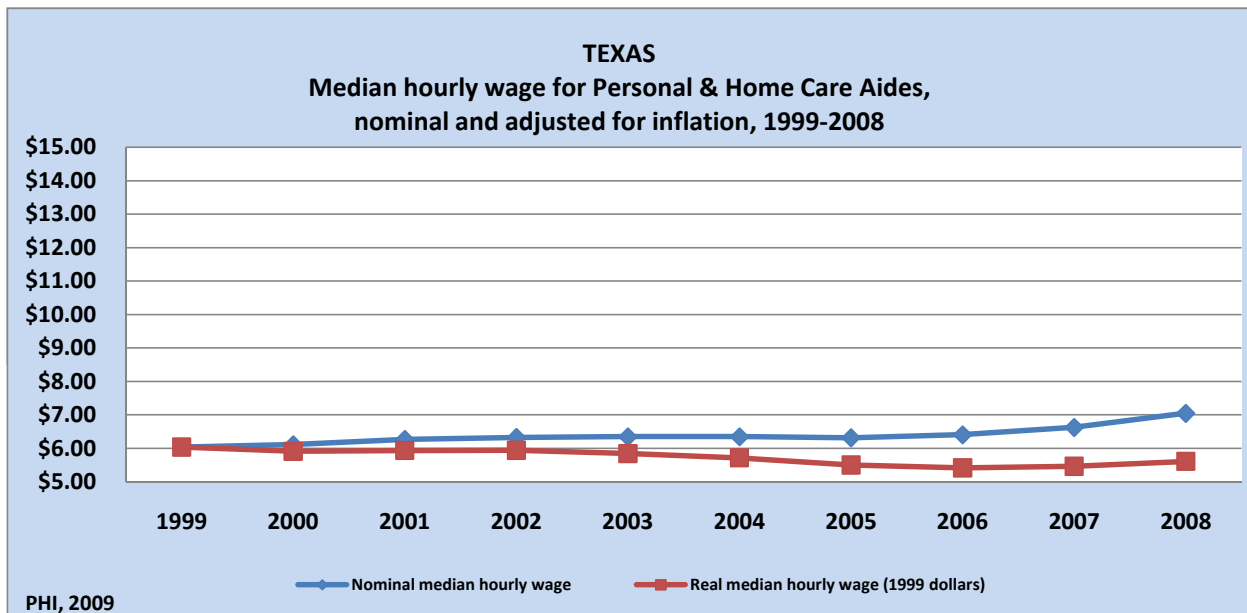
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.95	\$7.90	\$7.80	\$7.96	\$7.95	\$7.77	\$7.88	\$8.19	\$8.63	\$8.84
Real median hourly wage (1999 dollars)	\$6.95	\$7.64	\$7.39	\$7.47	\$7.32	\$7.00	\$6.86	\$6.92	\$7.11	\$7.04
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

TEXAS: Personal and Home Care Aides (SOC 39-9021)

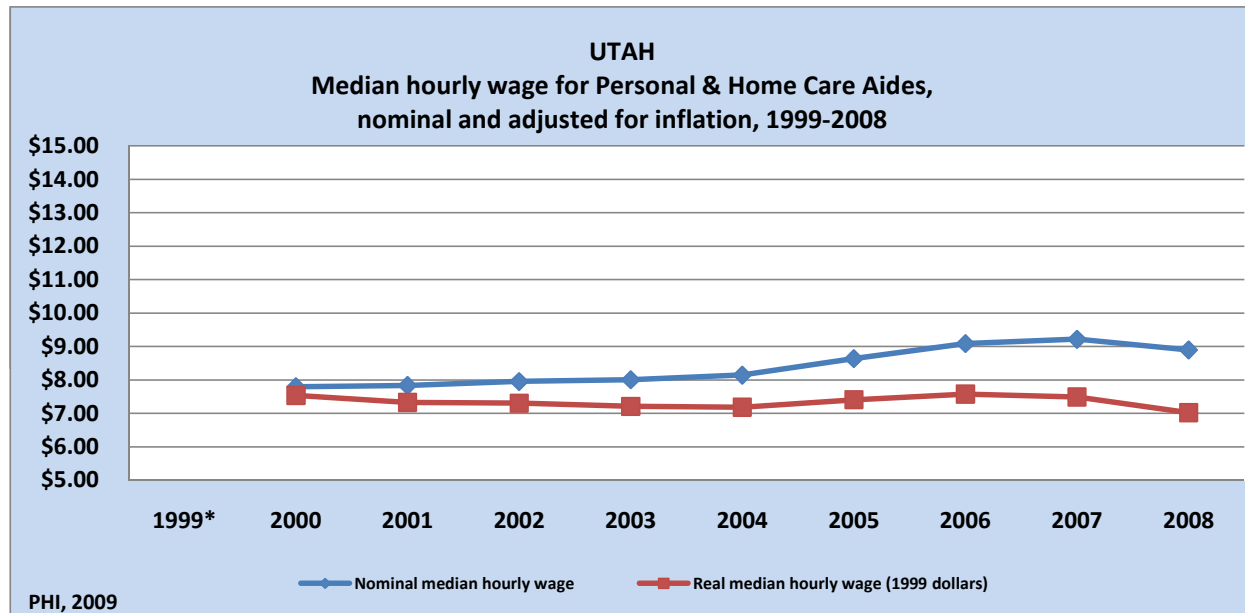
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.04	\$6.11	\$6.27	\$6.33	\$6.35	\$6.35	\$6.32	\$6.41	\$6.63	\$7.05
Real median hourly wage (1999 dollars)	\$6.04	\$5.91	\$5.94	\$5.94	\$5.84	\$5.72	\$5.50	\$5.41	\$5.47	\$5.61
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

UTAH: Personal and Home Care Aides (SOC 39-9021)

	1999*	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage		\$7.80	\$7.84	\$7.96	\$8.01	\$8.15	\$8.64	\$9.09	\$9.22	\$8.90
Real median hourly wage (1999 dollars)		\$7.54	\$7.33	\$7.31	\$7.21	\$7.19	\$7.41	\$7.58	\$7.49	\$7.02
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.7	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0314	0.0368
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2305	0.2673

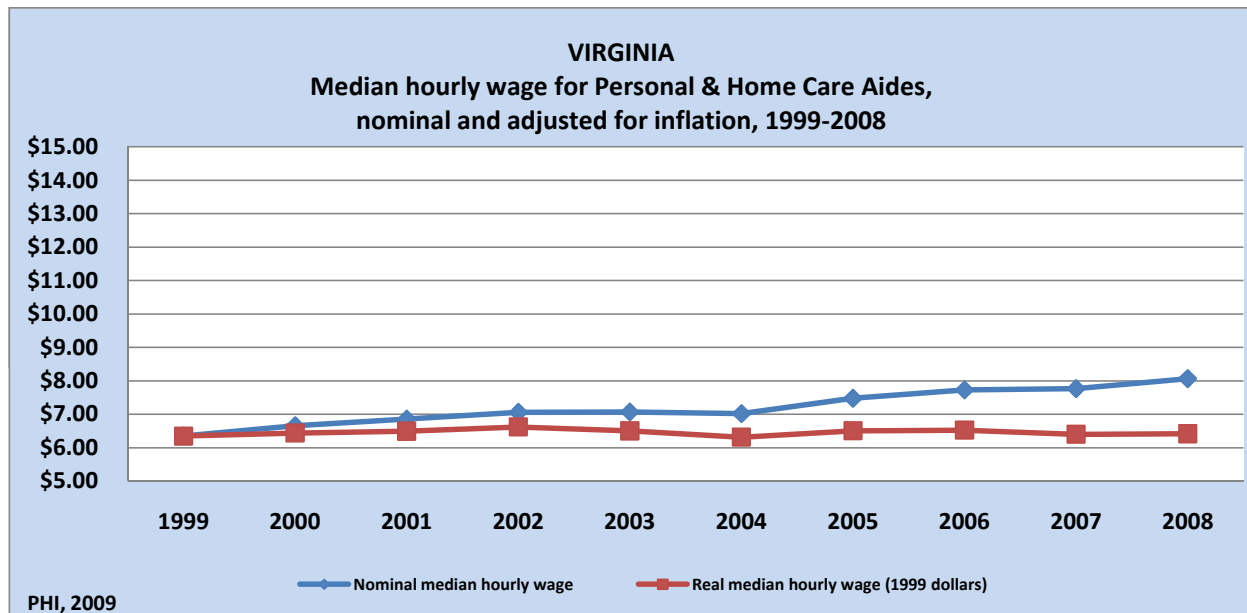


Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics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

* 1999 data is not available

VIRGINIA: Personal and Home Care Aides (SOC 39-9021)

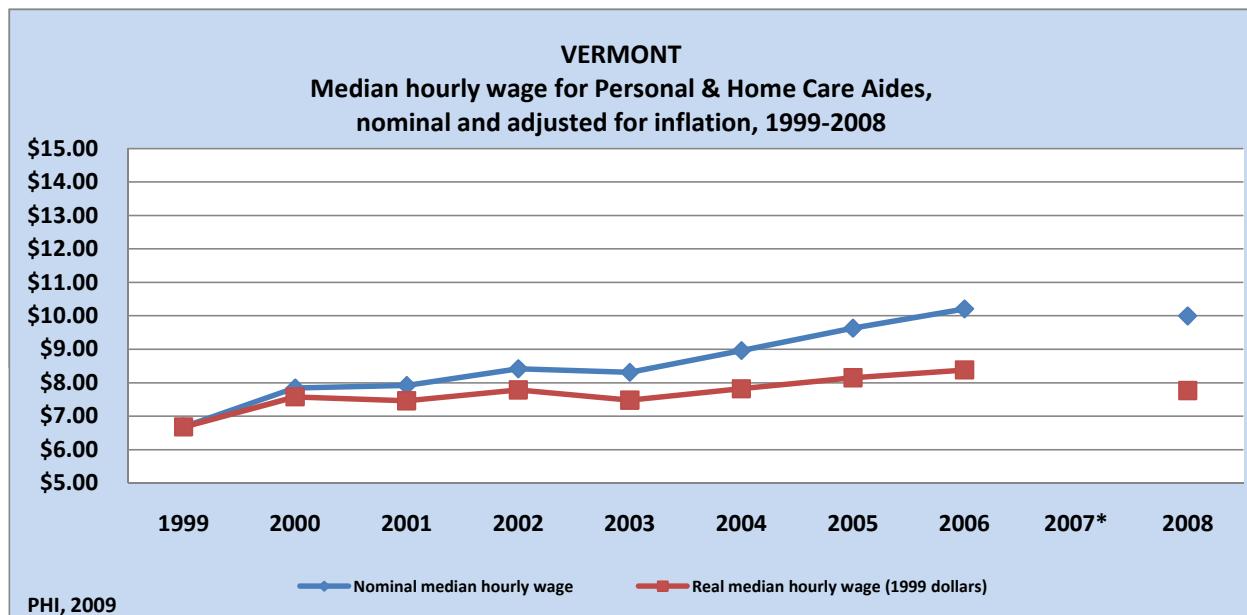
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.35	\$6.66	\$6.86	\$7.06	\$7.07	\$7.02	\$7.48	\$7.73	\$7.77	\$8.07
Real median hourly wage (1999 dollars)	\$6.35	\$6.44	\$6.50	\$6.63	\$6.51	\$6.32	\$6.51	\$6.53	\$6.41	\$6.42
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

VERMONT: Personal and Home Care Aides (SOC 39-9021)

	1999	2000	2001	2002	2003	2004	2005	2006	2007*	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.68	\$7.84	\$7.92	\$8.42	\$8.31	\$8.96	\$9.63	\$10.21		\$10.00
Real median hourly wage (1999 dollars)	\$6.68	\$7.58	\$7.46	\$7.78	\$7.48	\$7.82	\$8.15	\$8.38		\$7.77
Inflationary adjustment factor										
Northeast Urban CPI	170.40	176.3	181.1	184.7	190.1	196.7	203.8	211.2	216.7	226.1
Percent change in CPI		0.0346	0.0272	0.0199	0.0292	0.0347	0.0361	0.0363	0.0260	0.0434
Cumulative percent change in CPI		0.0346	0.0619	0.0817	0.1110	0.1457	0.1818	0.2181	0.2441	0.2875

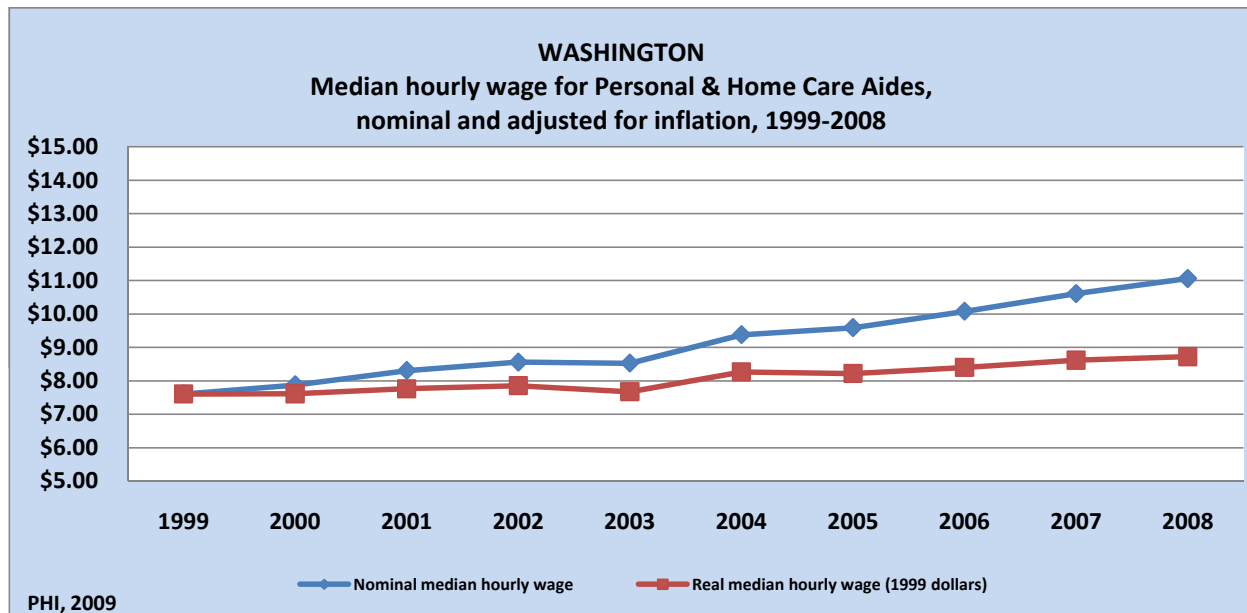


Sources: Calculations by PHI using median hourly wage data from the Occupational Employment Statistics Program of the U.S. Department of Labor, Bureau of Labor Statistics, and regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics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

* 2007 data not available

WASHINGTON: Personal and Home Care Aides (SOC 39-9021)

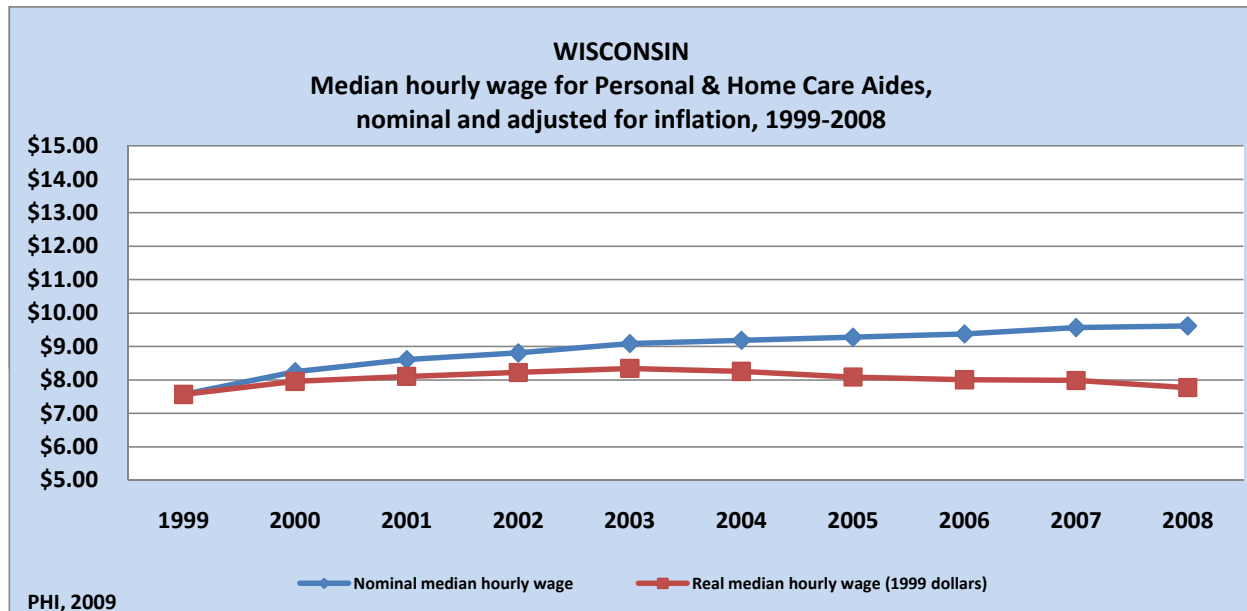
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.61	\$7.88	\$8.31	\$8.56	\$8.53	\$9.38	\$9.59	\$10.08	\$10.61	\$11.06
Real median hourly wage (1999 dollars)	\$7.61	\$7.62	\$7.77	\$7.86	\$7.68	\$8.27	\$8.22	\$8.41	\$8.62	\$8.73
Inflationary adjustment factor										
West Urban CPI	164.70	170.4	176.4	179.8	183.7	188	194	200.4	206.7	214.3
Percent change in CPI		0.0346	0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0314	0.0368
Cumulative percent change in CPI		0.0346	0.0698	0.0891	0.1108	0.1342	0.1661	0.1991	0.2305	0.2673



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

WISCONSIN: Personal and Home Care Aides (SOC 39-9021)

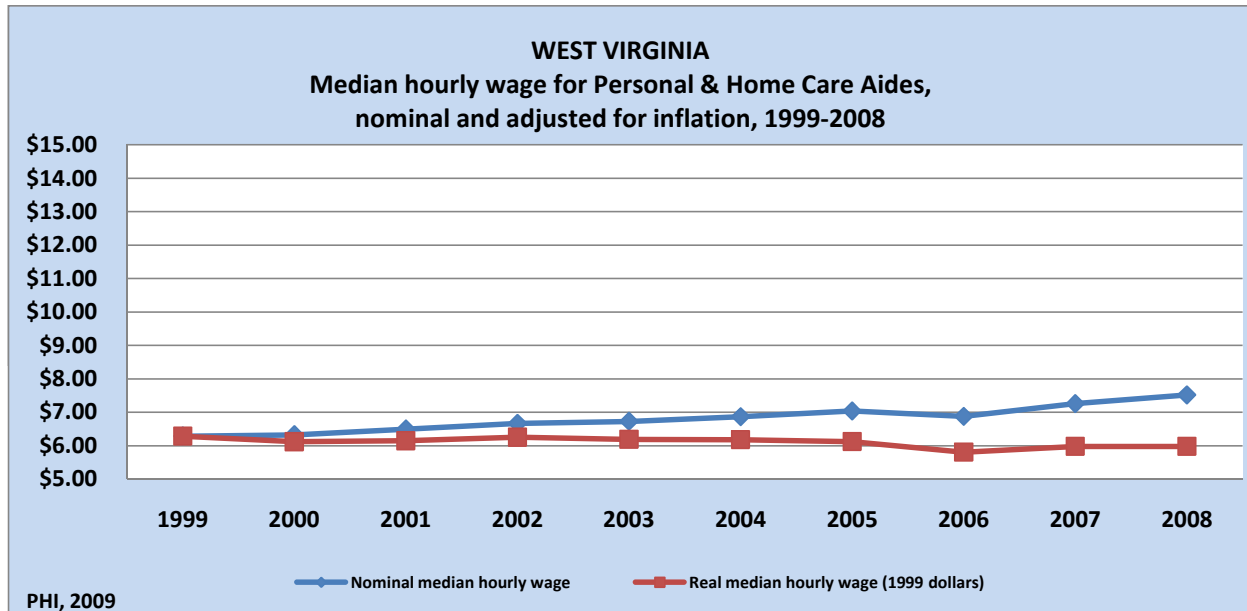
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$7.57	\$8.25	\$8.61	\$8.81	\$9.09	\$9.19	\$9.28	\$9.38	\$9.57	\$9.62
Real median hourly wage (1999 dollars)	\$7.57	\$7.96	\$8.11	\$8.23	\$8.35	\$8.26	\$8.09	\$8.01	\$7.99	\$7.77
Inflationary adjustment factor										
Midwest urban CPI	158.90	164.7	168.9	170.4	173.5	177.6	183.7	188.1	193.2	200.8
Percent change in CPI		0.0365	0.0255	0.0089	0.0182	0.0236	0.0343	0.0240	0.0271	0.0393
Cumulative percent change in CPI		0.0365	0.0620	0.0709	0.0891	0.1127	0.1471	0.1710	0.1981	0.2375



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

WEST VIRGINIA: Personal and Home Care Aides (SOC 39-9021)

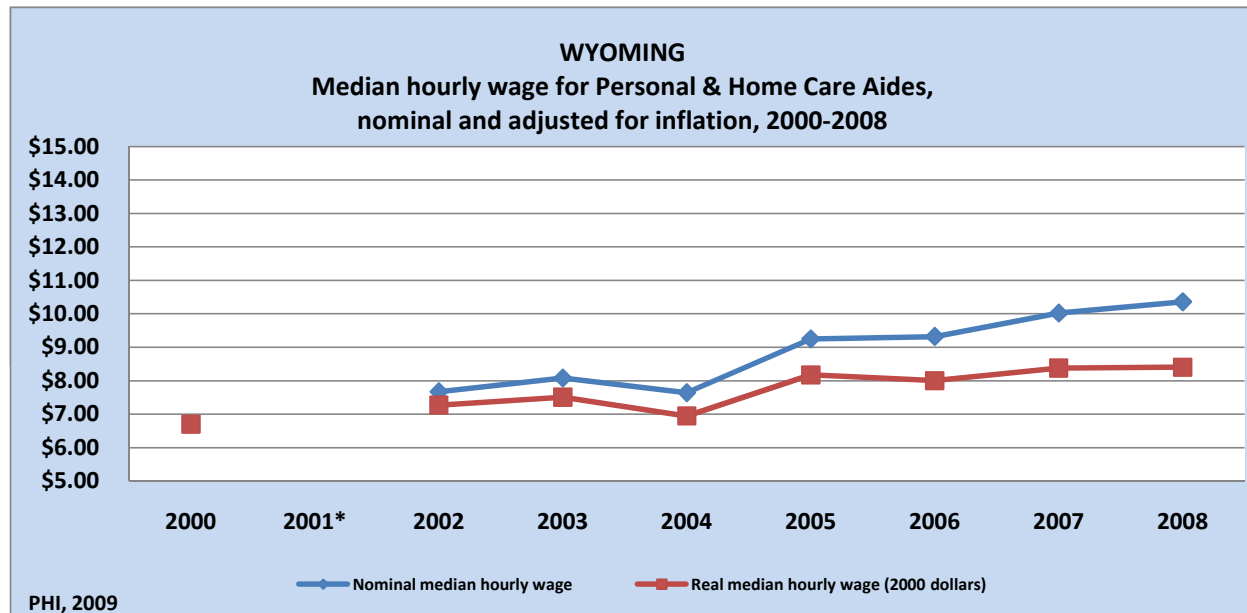
	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage	\$6.29	\$6.33	\$6.50	\$6.67	\$6.73	\$6.87	\$7.04	\$6.88	\$7.26	\$7.52
Real median hourly wage (1999 dollars)	\$6.29	\$6.12	\$6.15	\$6.26	\$6.19	\$6.19	\$6.13	\$5.81	\$5.99	\$5.98
Inflationary adjustment factor										
South Urban CPI	160.10	165.5	169.2	170.8	174.4	178.6	185.4	191.9	197.5	206.1
Percent change in CPI		0.0337	0.0224	0.0095	0.0211	0.0241	0.0381	0.0351	0.0292	0.0435
Cumulative percent change in CPI		0.0337	0.0561	0.0655	0.0866	0.1107	0.1488	0.1838	0.2130	0.2566



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

WYOMING: Personal and Home Care Aides (SOC 39-9021)

	1999*	2000	2001*	2002	2003	2004	2005	2006	2007	2008
					May	May	May	May	May	May
Nominal median hourly wage		\$6.70		\$7.67	\$8.08	\$7.64	\$9.25	\$9.32	\$10.02	\$10.36
Real median hourly wage (2000 dollars)		\$6.70		\$7.27	\$7.51	\$6.95	\$8.17	\$8.00	\$8.38	\$8.40
Inflationary adjustment factor										
West Urban CPI		170.4	176.4	179.8	183.7	188	194	200.4	206.7	214.3
Percent change in CPI			0.0352	0.0193	0.0217	0.0234	0.0319	0.0330	0.0314	0.0368
Cumulative percent change in CPI			0.0352	0.0545	0.0762	0.0996	0.1315	0.1645	0.1959	0.2327



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 regional Consumer Price Indices for urban wage earners and clerical workers (1982-84=100), also from the Bureau of Labor Statistics at U.S. DOL.

*1999 and 2001 data not available

TECHNICAL NOTES

The wage calculations used in this **STATE CHART BOOK ON WAGES FOR PERSONAL AND HOME CARE AIDES, 1999-2008** 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 2008 guidelines can be found at: <http://aspe.hhs.gov/POVERTY/08poverty.shtml>. 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.

Personal and Home 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 and Home 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 Dorie Seavey, Director of Policy Research, at dseavey@PHInational.org.

PHI gratefully acknowledges the expert research assistance of Emem Adanga in completing this chart book.

Please visit PolicyWorks (www.PHInational.org/policy), PHI's online strategy center on the direct-care workforce, for more information. 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.