



**CONNECTICUT STATE EMPLOYEE WAGES:
A LOOK AT U.S. CENSUS DATA**

PART I.

AVERAGE SALARY HIT \$101,500 IN 2025

RANK AMONG 50 STATES:

Average Salary Ranked Second-Highest, 2018 through 2025

**By Census-Defined Functions, Wages Top National Averages
by 10% to 40% in 2025**

May 2026



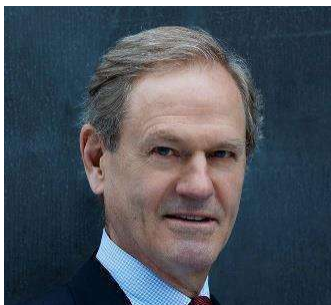
The Townsend Group



Nutmeg Research Initiative is an IRS §501(c)(4) non-profit, social welfare organization researching, and sharing information about issues that impact the lives and livelihood of everyone in Connecticut, every single day. Using a foundation rooted in center-right principles we strive to make Connecticut a better place to live, work and raise a family, by embracing open and limited government, lower taxes and economic growth and opportunity for everyone.



The Townsend Group



Red Jahncke is the founder and CEO of The Townsend Group International, LLC, a business and public policy consulting firm headquartered in Connecticut. Earlier in his career, he was an investment banker at E.F. Hutton and J.P. Morgan Chase where he specialized in financial institutions.

Red is a nationally recognized columnist, who writes about politics and policy. His columns appear in numerous national publications, including *The Wall Street Journal*, *Bloomberg*, *National Review*, *The Hill*, *Issues & Insights* and *USA Today*, as well as many Connecticut newspapers. Red's columns are featured on *RealClearPolitics* and *CT Capitol Report*. He appears weekly on radio talk shows in Connecticut.

Red was raised in Connecticut, where he and his wife raised four children. He is a graduate of Harvard College and Harvard Business School.

With Lamont's Wage Increases: (1) CT State Employees Ranked 2nd-Highest Paid Among the 50 States from 2019 to 2025 and (2) Enjoyed Salary Premia Over National Averages by Function Ranging from 10% to 40% in 2025.

In mid-April, the U.S. Census Bureau released detailed headcount and salary / wage data for 2025 covering employment by state government in all 50 states.

Connecticut state employees enjoyed an average salary in 2025 of \$101,500, second only to \$123,750 in California and 24% above the national average of 49 states excluding California. Connecticut has held the second-place ranking from 2020 to 2025, after ranking fourth in 2019. See Exhibit 1.

This analysis excludes California from the national average, because its state government is disproportionately large both in headcount and wage level. One in ten state workers nationwide works in California, and the average wage of California state employees was 22% higher than second-place Connecticut in 2025. The Golden State is so far from normal that including it in a national average would make that average completely useless.

Census provides both headcount and salary for the entire state government in each state, as well as the same data for over 35 different functions in the states. The Census data is provided to Census by state accounting officials. In CT, Census draws much data directly from the Open Payroll section of the OpenCT database maintained by the State Comptroller.

In Connecticut, 15 Census functions account for over 98% of the state's total headcount and payroll. These functions account for over 95% of total headcount and payroll across the entire nation (excluding CA). Exhibits 2 and 3 show the data for the 15 different functions.

In every single category, CT state employees earn significantly higher wages than the national average. The premia enjoyed by CT state employees range from 10% to over 40%. Exhibits 2 and 3 show the percentage of total payroll that each function represents. This allows for an assessment of whether the headcount and payroll size of a function has bearing on the salary premium that employees in the function enjoy.

Notably, employees in the two Census higher-education functions in Connecticut have the lowest premia (10%) over the national average and these functions account for markedly less of Connecticut's total state headcount and payroll than the national average. In Connecticut, the two functions account for the biggest combined share of the state budget (30%), yet, nationally, these functions account for a much bigger combined share (42%). In the other functions, Connecticut's salary premia range from a low of 12% for "Judicial and Legal" to about 40% for "Hospitals" and "Public Welfare." In Public Welfare, Connecticut ranks highest in the nation.

The conclusion of this study is straightforward: Connecticut state employees across all functions enjoy significantly higher wages on average than their peers in the same functions across the nation. **On the face of it, there would not seem to be any rationale or justification for CT state employees to enjoy such large across-the-board premia**, although this study did not investigate any possible rationale or justification.

Part II of this study will map Connecticut agency data to Census functions. This will enable analysis comparing compensation in Connecticut agencies directly to comparable workforces across the nation.

Headcount and Average Salary & Wages in the 50 States

Seven Years: 2019 to 2025

As Reported By States to U.S. Census Bureau

States Listed from Highest Premium over, to Biggest Discount below, the National Average in 2025

Exhibit 1

Rank in 2018	2019		2020		2021		2022		2023 ^R		2024 ^R		2025		2025 Avg Salary	
	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	CA	
	4,476,139	\$ 66,406	4,513,373	\$ 68,904	4,392,315	\$ 70,863	4,351,571	\$ 73,848	4,438,476	\$ 78,846	4,585,228	\$ 83,269	4,698,433	\$ 87,725		
	4,040,166	\$ 63,753	4,061,267	\$ 65,973	3,955,069	\$ 68,372	3,889,942	\$ 70,953	3,967,818	\$ 74,700	4,086,203	\$ 78,379	4,180,236	\$ 82,139	100.0%	
1	California	435,973	\$ 90,995	452,106	\$ 95,236	437,246	\$ 93,389	461,629	\$ 98,247	470,658	\$ 113,798	499,025	\$ 123,309	518,197	\$ 132,785	61.7%
2	Connecticut	60,636	\$ 75,320	57,800	\$ 83,449	55,457	\$ 89,344	55,673	\$ 89,294	56,775	\$ 95,917	59,032	\$ 98,325	59,975	\$ 101,528	23.6%
5	New York	257,365	\$ 77,289	256,391	\$ 78,405	243,820	\$ 80,945	236,081	\$ 86,217	239,361	\$ 88,938	246,333	\$ 91,741	253,090	\$ 101,053	23.0%
16	Oregon	74,724	\$ 70,136	75,991	\$ 71,761	75,730	\$ 76,022	75,469	\$ 79,518	80,954	\$ 84,813	85,200	\$ 91,885	87,319	\$ 97,162	18.3%
4	Massachusetts	104,765	\$ 77,322	105,628	\$ 79,179	101,667	\$ 80,961	101,791	\$ 83,468	105,382	\$ 87,421	109,853	\$ 93,078	113,622	\$ 96,360	17.3%
13	Washington	126,931	\$ 71,677	137,068	\$ 74,717	132,288	\$ 79,592	132,064	\$ 78,425	138,355	\$ 82,750	145,609	\$ 88,676	149,381	\$ 93,234	13.5%
3	Wisconsin	71,907	\$ 63,835	66,270	\$ 72,108	67,828	\$ 73,193	67,668	\$ 75,706	65,141	\$ 84,147	68,914	\$ 88,828	68,661	\$ 92,677	12.8%
23	Rhode Island	18,470	\$ 74,494	21,167	\$ 76,517	20,259	\$ 77,460	19,995	\$ 81,070	20,417	\$ 84,161	20,828	\$ 87,986	21,235	\$ 92,381	12.5%
15	Illinois	123,858	\$ 72,430	125,296	\$ 75,831	121,775	\$ 75,871	123,285	\$ 78,707	123,982	\$ 82,385	126,879	\$ 86,222	133,681	\$ 91,541	11.4%
12	Vermont	13,962	\$ 70,999	13,727	\$ 73,400	13,405	\$ 77,250	13,411	\$ 78,457	13,706	\$ 83,686	13,959	\$ 87,720	14,152	\$ 91,206	11.0%
9	Alaska	24,457	\$ 72,564	23,739	\$ 74,525	24,013	\$ 77,175	23,698	\$ 79,374	23,948	\$ 83,109	24,664	\$ 86,777	25,419	\$ 90,779	10.5%
10	Michigan	150,494	\$ 71,558	150,527	\$ 73,525	143,370	\$ 77,151	144,110	\$ 79,414	147,267	\$ 83,607	151,014	\$ 86,918	154,323	\$ 90,520	10.2%
7	Minnesota	84,464	\$ 72,750	82,860	\$ 73,216	82,388	\$ 75,753	79,699	\$ 78,588	81,598	\$ 81,915	84,904	\$ 86,307	89,211	\$ 90,475	10.1%
6	New Jersey	144,958	\$ 74,542	145,434	\$ 76,166	130,266	\$ 79,484	128,449	\$ 80,011	128,550	\$ 82,334	131,829	\$ 85,072	131,451	\$ 89,869	9.4%
24	Utah	63,334	\$ 64,101	65,351	\$ 66,044	65,852	\$ 68,998	66,334	\$ 72,113	69,441	\$ 77,959	70,656	\$ 82,494	74,946	\$ 85,865	4.5%
8	Iowa	51,073	\$ 71,533	51,432	\$ 74,228	50,441	\$ 75,067	49,832	\$ 78,132	50,900	\$ 78,570	53,422	\$ 81,400	53,320	\$ 84,730	3.2%
11	Pennsylvania	155,458	\$ 71,847	157,325	\$ 72,852	151,556	\$ 76,265	149,935	\$ 78,622	149,130	\$ 81,584	152,707	\$ 82,714	155,618	\$ 84,556	2.9%
18	Maryland	96,295	\$ 59,836	96,221	\$ 70,981	95,347	\$ 67,479	99,210	\$ 68,469	101,379	\$ 74,569	104,677	\$ 78,786	106,308	\$ 84,065	2.3%
19	Texas	317,331	\$ 64,094	323,338	\$ 65,750	315,992	\$ 68,754	305,599	\$ 72,260	315,144	\$ 75,982	326,032	\$ 80,176	338,023	\$ 83,943	2.2%
20	Nevada	30,167	\$ 66,530	29,871	\$ 64,533	29,404	\$ 65,894	28,597	\$ 68,945	28,532	\$ 70,635	29,517	\$ 75,810	31,225	\$ 83,553	1.7%
14	Colorado	94,784	\$ 65,435	96,760	\$ 67,851	93,586	\$ 71,033	92,763	\$ 72,532	97,695	\$ 76,810	102,623	\$ 79,719	105,147	\$ 82,984	1.0%
17	Ohio	135,081	\$ 63,811	134,331	\$ 65,436	140,614	\$ 70,741	138,217	\$ 72,698	138,896	\$ 76,151	140,974	\$ 79,081	145,099	\$ 82,230	0.1%
22	Virginia	131,313	\$ 62,742	130,965	\$ 67,026	128,951	\$ 69,554	128,811	\$ 72,189	132,988	\$ 74,048	132,603	\$ 80,317	137,425	\$ 81,857	-0.3%
29	New Mexico	45,449	\$ 58,970	46,422	\$ 60,828	45,730	\$ 62,558	45,200	\$ 65,412	46,080	\$ 70,852	47,170	\$ 74,050	49,672	\$ 79,884	-2.7%
21	New Hampshire	18,870	\$ 64,547	18,573	\$ 65,024	17,885	\$ 68,363	17,813	\$ 69,106	18,117	\$ 71,694	18,669	\$ 77,540	18,680	\$ 78,825	-4.0%
25	North Carolina	149,711	\$ 60,927	150,900	\$ 62,782	147,051	\$ 65,404	140,352	\$ 67,336	141,002	\$ 72,395	141,736	\$ 74,406	147,085	\$ 77,955	-5.1%

Headcount and Average Salary & Wages in the 50 States

Seven Years: 2019 to 2025

As Reported By States to U.S. Census Bureau

States Listed from Highest Premium over, to Biggest Discount below, the National Average in 2025

Exhibit 1

Rank in 2018	2019		2020		2021		2022		2023 ^R		2024 ^R		2025		2025 Avg Salary
	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	FTE Headcount	Average Salary	CA
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	4,040,166	\$ 63,753	4,061,267	\$ 65,973	3,955,069	\$ 68,372	3,889,942	\$ 70,953	3,967,818	\$ 74,700	4,086,203	\$ 78,379	4,180,236	\$ 82,139	100.0%
Delaware	26,681	\$ 60,731	26,720	\$ 61,975	25,595	\$ 63,497	25,268	\$ 65,779	25,630	\$ 69,713	26,618	\$ 72,892	26,863	\$ 76,904	-6.4%
Tennessee	79,714	\$ 56,422	79,985	\$ 58,070	77,400	\$ 59,676	76,419	\$ 63,390	79,354	\$ 66,473	79,717	\$ 72,880	80,876	\$ 76,657	-6.7%
Arizona	74,127	\$ 60,124	75,282	\$ 61,459	73,747	\$ 63,173	73,226	\$ 68,566	76,973	\$ 72,604	82,388	\$ 74,985	80,998	\$ 76,091	-7.4%
Alabama	94,647	\$ 56,444	96,699	\$ 58,385	95,042	\$ 59,961	92,883	\$ 65,468	94,032	\$ 70,045	96,871	\$ 72,922	100,062	\$ 75,761	-7.8%
Wyoming	12,869	\$ 56,544	12,942	\$ 56,825	12,532	\$ 61,015	12,242	\$ 61,673	12,294	\$ 66,726	12,609	\$ 71,660	12,870	\$ 73,843	-10.1%
Kentucky	80,819	\$ 55,107	80,803	\$ 56,222	79,213	\$ 57,145	76,495	\$ 60,538	78,091	\$ 64,439	80,756	\$ 68,904	80,293	\$ 73,456	-10.6%
South Dakota	14,237	\$ 54,754	14,397	\$ 56,627	14,156	\$ 59,312	13,912	\$ 63,760	13,943	\$ 66,624	14,286	\$ 70,774	14,474	\$ 73,361	-10.7%
Hawaii	57,981	\$ 60,450	58,765	\$ 61,475	55,306	\$ 64,587	54,572	\$ 64,482	55,688	\$ 67,373	57,147	\$ 70,851	58,108	\$ 72,923	-11.2%
North Dakota	18,048	\$ 60,250	18,175	\$ 61,563	18,394	\$ 63,616	18,527	\$ 64,430	18,438	\$ 66,005	18,697	\$ 70,559	19,183	\$ 72,669	-11.5%
Maine	20,657	\$ 55,315	20,910	\$ 56,530	20,408	\$ 59,671	20,630	\$ 61,905	20,883	\$ 64,034	21,378	\$ 68,410	21,523	\$ 72,356	-11.9%
Montana	24,647	\$ 49,603	21,033	\$ 58,801	20,332	\$ 64,009	19,541	\$ 64,066	21,184	\$ 66,953	21,474	\$ 70,535	21,977	\$ 72,254	-12.0%
Florida	183,036	\$ 54,936	182,957	\$ 56,148	179,628	\$ 58,065	174,894	\$ 59,894	177,265	\$ 64,393	183,219	\$ 67,934	186,109	\$ 72,067	-12.3%
Indiana	90,575	\$ 55,941	90,341	\$ 58,020	88,123	\$ 59,797	86,469	\$ 61,984	89,384	\$ 65,986	90,541	\$ 73,799	92,817	\$ 71,963	-12.4%
South Carolina	84,751	\$ 52,031	85,123	\$ 53,191	83,169	\$ 56,689	79,500	\$ 59,797	81,415	\$ 64,017	84,753	\$ 67,648	85,241	\$ 70,489	-14.2%
Georgia	129,643	\$ 54,261	129,462	\$ 55,592	124,637	\$ 59,313	121,683	\$ 60,397	123,765	\$ 64,135	127,394	\$ 66,709	128,023	\$ 70,125	-14.6%
Oklahoma	64,235	\$ 53,488	64,295	\$ 55,485	63,024	\$ 56,337	61,400	\$ 59,202	63,089	\$ 62,932	64,113	\$ 67,167	64,968	\$ 69,750	-15.1%
Idaho	24,894	\$ 64,966	24,844	\$ 66,831	24,518	\$ 66,655	24,539	\$ 69,743	25,017	\$ 69,724	25,871	\$ 66,113	26,543	\$ 68,886	-16.1%
Kansas	54,459	\$ 57,706	55,966	\$ 60,159	55,148	\$ 62,219	54,884	\$ 65,791	55,031	\$ 66,321	60,683	\$ 65,727	62,464	\$ 68,263	-16.9%
Nebraska	35,683	\$ 54,103	36,391	\$ 55,438	36,361	\$ 57,589	36,142	\$ 59,128	35,923	\$ 61,985	36,580	\$ 64,214	37,055	\$ 67,739	-17.5%
Louisiana	81,056	\$ 53,452	82,812	\$ 55,761	80,629	\$ 56,019	72,479	\$ 58,036	73,213	\$ 59,779	74,475	\$ 63,590	74,424	\$ 65,929	-19.7%
Mississippi	54,031	\$ 51,720	54,174	\$ 52,841	52,302	\$ 54,341	51,586	\$ 57,044	51,532	\$ 59,755	52,643	\$ 62,285	53,704	\$ 65,534	-20.2%
West Virginia	38,499	\$ 51,180	38,677	\$ 53,802	38,628	\$ 56,416	37,966	\$ 56,926	38,282	\$ 60,318	39,211	\$ 62,604	39,483	\$ 65,362	-20.4%
Missouri	84,722	\$ 48,942	83,653	\$ 51,068	79,952	\$ 52,568	78,751	\$ 55,636	79,851	\$ 61,072	83,534	\$ 63,198	85,398	\$ 65,156	-20.7%
Arkansas	64,292	\$ 53,009	63,474	\$ 54,761	62,150	\$ 54,515	61,878	\$ 57,939	62,801	\$ 59,987	61,441	\$ 61,789	62,712	\$ 63,713	-22.4%

Source: U.S. Census Bureau. "State Government Employment and Payroll Data: 2017 - 2025. Table GS00EMP02, 2026

Census collects data for March pay periods and converts different periods (weekly, bimonthly, monthly) to a consistent figure for the month.

"Average Salary" is calculated: "Total Full-Time and Part-Time Payroll" [Monthly] divided by "FTE Employment" and annualized.

Exceeds CT.
3rd place / behind CT.

Headcount and Average Salary & Wages Within Census Functional Categories: Connecticut versus The National Average in 2025

Functions Listed By Size of Connecticut Salary Premium Over the National Average

Function	CONNECTICUT				U. S. - EXCLUDING CALIFORNIA 49 STATES COMBINED				SALARY DIFFERENTIAL CT Premium vs US 49		PAYROLL DISTRIBUTION CT vs US 49	
	Full-Time Equivalent Employment	Annual Payroll - March 2025 Annualized	Average Annual Salary - FTE	(\$000)	Full-Time Equivalent Employment	Annual Payroll - March 2025 Annualized	Average Annual Salary - FTE	(\$000)	\$ Salary	Percent	CT	US 49
Total - All Government Functions	59,975	\$ 6,089,151	\$ 101,528		4,180,236	\$ 343,359,177	\$ 82,139		\$ 19,389	23.6%	100.0%	100.0%
Public Welfare	4,344	427,412	98,391		255,261	17,806,226	69,757		28,634	41.0%	7.0%	5.2%
Hospitals	4,756	551,467	115,952		390,907	32,347,807	82,751		33,201	40.1%	9.1%	9.4%
Police Protection - Persons with Power to Arrest	990	156,831	158,415		59,714	6,760,984	113,223		45,193	39.9%	2.6%	2.0%
Police Protection - Other	663	68,888	103,904		37,270	2,793,430	74,951		28,952	38.6%	1.1%	0.8%
Education - Element & Second - Non- Instructl	2,429	265,985	109,504		77,268	6,072,648	78,592		30,912	39.3%	4.4%	1.8%
Financial Administration	2,032	225,684	111,065		152,153	12,436,545	81,737		29,328	35.9%	3.7%	3.6%
Health	4,841	482,770	99,725		190,169	14,764,756	77,640		22,085	28.4%	7.9%	4.3%
Natural Resources	1,485	135,327	91,130		122,686	8,840,782	72,060		19,069	26.5%	2.2%	2.6%
Corrections	5,530	555,383	100,431		345,892	27,596,118	79,782		20,648	25.9%	9.1%	8.0%
Highways	3,256	308,640	94,791		190,090	14,739,908	77,542		17,249	22.2%	5.1%	4.3%
All other and unallocable	2,561	258,641	100,992		173,771	14,457,072	83,196		17,796	21.4%	4.2%	4.2%
Judicial and Legal	5,491	563,996	102,713		183,552	16,799,866	91,526		11,186	12.2%	9.3%	4.9%
Other Government Administration	1,427	141,277	99,003		53,654	4,439,701	82,747		16,256	19.6%	2.3%	1.3%
Education - Higher Educatn Other	11,531	885,881	76,826		1,163,239	80,706,408	69,381		7,445	10.7%	14.5%	23.5%
Education - Higher Educatn Instructional	7,643	963,521	126,066		586,440	67,076,239	114,379		11,687	10.2%	15.8%	19.5%
Total	58,979	\$ 5,991,703	\$ 101,911		3,982,066	\$ 327,638,490	\$ 82,747				98.4%	95.4%
	98.3%				95.3%							

Source: U.S. Census Bureau. "State Government Employment and Payroll Data: 2025. Table GS00EMP02, 2026
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Headcount and Average Salary & Wages Within Census Functional Categories: Connecticut versus The National Average in 2025

Functions Listed from Highest to Lowest Share of Total National Average Payroll

Function	CONNECTICUT			U. S. - EXCLUDING CALIFORNIA 49 STATES COMBINED			SALARY DIFFERENTIAL CT Premium vs US 49		PAYROLL DISTRIBUTION CT vs US 49	
	Full-Time Equivalent Employment	Annual Payroll - March 2025 Annualized	Average Annual Salary - FTE	Full-Time Equivalent Employment	Annual Payroll - March 2025 Annualized	Average Annual Salary - FTE	\$ Salary	Percent		CT
	(\$000)			(\$000)						
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Education - Higher Educatn Other	11,531	885,881	76,826	1,163,239	80,706,408	69,381	7,445	10.7%	14.5%	23.5%
Education - Higher Educatn Instructional	7,643	963,521	126,066	586,440	67,076,239	114,379	11,687	10.2%	15.8%	19.5%
Hospitals	4,756	551,467	115,952	390,907	32,347,807	82,751	33,201	40.1%	9.1%	9.4%
Corrections	5,530	555,383	100,431	345,892	27,596,118	79,782	20,648	25.9%	9.1%	8.0%
Public Welfare	4,344	427,412	98,391	255,261	17,806,226	69,757	28,634	41.0%	7.0%	5.2%
Judicial and Legal	5,491	563,996	102,713	183,552	16,799,866	91,526	11,186	12.2%	9.3%	4.9%
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Financial Administration	2,032	225,684	111,065	152,153	12,436,545	81,737	29,328	35.9%	3.7%	3.6%
Natural Resources	1,485	135,327	91,130	122,686	8,840,782	72,060	19,069	26.5%	2.2%	2.6%
Police Protection - Persons with Power to Arrest	990	156,831	158,415	59,714	6,760,984	113,223	45,193	39.9%	2.6%	2.0%
Police Protection - Other	663	68,888	103,904	37,270	2,793,430	74,951	28,952	38.6%	1.1%	0.8%
Education - Element & Second - Non- Instructl	2,429	265,985	109,504	77,268	6,072,648	78,592	30,912	39.3%	4.4%	1.8%
Other Government Administration	1,427	141,277	99,003	53,654	4,439,701	82,747	16,256	19.6%	2.3%	1.3%
		\$ 5,991,703			\$ 327,638,490				98.4%	95.4%

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