

State Code	State Title	AEWRs for U.S. Workers Field and Livestock Worker Category *		AEWRs for H-2A Workers Field and Livestock Worker Category *		H-2A Adverse Compensation Adjustment ⁽³⁾
		Skill Level I ^(1A)	Skill Level II ^(2A)	Skill Level I ^(1B)	Skill Level II ^(2B)	
01	Alabama	\$11.85	\$16.04	\$10.61	\$14.80	(\$1.24)
02	Alaska	\$14.80	\$20.83	\$12.83	\$18.86	(\$1.97)
04	Arizona	\$15.13	\$17.75	\$13.13	\$15.75	(\$2.00)
05	Arkansas	\$13.95	\$16.80	\$12.71	\$15.56	(\$1.24)
06	California	\$16.59	\$18.60	\$13.52	\$15.53	(\$3.07)
08	Colorado	\$16.68	\$20.28	\$14.51	\$18.11	(\$2.17)
09	Connecticut	\$16.43	\$18.57	\$14.18	\$16.32	(\$2.25)
10	Delaware	\$16.16	\$19.33	\$14.32	\$17.49	(\$1.84)
11	District of Columbia	\$17.92	\$24.49	\$15.33	\$21.90	(\$2.59)
12	Florida	\$13.17	\$15.71	\$10.87	\$13.41	(\$2.30)
13	Georgia	\$12.57	\$16.49	\$10.80	\$14.72	(\$1.77)
15	Hawaii	\$14.53	\$18.75	\$11.33	\$15.55	(\$3.20)
16	Idaho	\$13.34	\$17.42	\$11.60	\$15.68	(\$1.74)
17	Illinois	\$15.81	\$18.75	\$14.01	\$16.95	(\$1.80)
18	Indiana	\$14.91	\$19.13	\$13.52	\$17.74	(\$1.39)
19	Iowa	\$14.96	\$19.52	\$13.72	\$18.28	(\$1.24)
20	Kansas	\$15.18	\$19.71	\$13.86	\$18.39	(\$1.32)
21	Kentucky	\$14.33	\$18.68	\$13.07	\$17.42	(\$1.26)
22	Louisiana	\$10.42	\$15.81	\$9.14	\$14.53	(\$1.28)
23	Maine	\$14.95	\$18.67	\$13.13	\$16.85	(\$1.82)
24	Maryland	\$15.70	\$18.98	\$13.48	\$16.76	(\$2.22)
25	Massachusetts	\$15.26	\$17.66	\$12.70	\$15.10	(\$2.56)
26	Michigan	\$14.45	\$17.64	\$13.06	\$16.25	(\$1.39)
27	Minnesota	\$15.63	\$20.45	\$13.91	\$18.73	(\$1.72)
28	Mississippi	\$9.95	\$15.04	\$8.84	\$13.93	(\$1.11)
29	Missouri	\$14.74	\$18.71	\$13.42	\$17.39	(\$1.32)
30	Montana	\$13.46	\$18.62	\$11.60	\$16.76	(\$1.86)
31	Nebraska	\$16.25	\$20.56	\$14.91	\$19.22	(\$1.34)
32	Nevada	\$14.73	\$18.25	\$12.59	\$16.11	(\$2.14)
33	New Hampshire	\$13.87	\$16.22	\$11.69	\$14.04	(\$2.18)
34	New Jersey	\$16.57	\$20.05	\$14.10	\$17.58	(\$2.47)
35	New Mexico	\$12.35	\$15.96	\$10.78	\$14.39	(\$1.57)
36	New York	\$16.17	\$19.25	\$13.62	\$16.70	(\$2.55)
37	North Carolina	\$12.84	\$16.82	\$11.15	\$15.13	(\$1.69)
38	North Dakota	\$14.29	\$19.99	\$12.94	\$18.64	(\$1.35)
39	Ohio	\$14.42	\$18.20	\$13.11	\$16.89	(\$1.31)

40	Oklahoma	\$11.88	\$16.66	\$10.59	\$15.37	(\$1.29)
41	Oregon	\$15.13	\$17.65	\$13.00	\$15.52	(\$2.13)
42	Pennsylvania	\$14.40	\$18.45	\$12.83	\$16.88	(\$1.57)
44	Rhode Island	\$15.13	\$18.77	\$13.14	\$16.78	(\$1.99)
45	South Carolina	\$12.56	\$16.37	\$11.02	\$14.83	(\$1.54)
46	South Dakota	\$13.19	\$17.92	\$11.86	\$16.59	(\$1.33)
47	Tennessee	\$13.15	\$17.34	\$11.59	\$15.78	(\$1.56)
48	Texas	\$12.27	\$16.24	\$10.40	\$14.37	(\$1.87)
49	Utah	\$12.63	\$17.15	\$10.71	\$15.23	(\$1.92)
50	Vermont	\$16.15	\$19.55	\$14.42	\$17.82	(\$1.73)
51	Virginia	\$13.82	\$17.90	\$11.76	\$15.84	(\$2.06)
53	Washington	\$16.93	\$19.62	\$14.49	\$17.18	(\$2.44)
54	West Virginia	\$11.87	\$15.68	\$10.76	\$14.57	(\$1.11)
55	Wisconsin	\$13.57	\$18.09	\$12.21	\$16.73	(\$1.36)
56	Wyoming	\$12.16	\$17.59	\$10.81	\$16.24	(\$1.35)
66	Guam	\$9.85	\$10.74	\$7.93	\$8.82	(\$1.92)
72	Puerto Rico	\$10.50	\$11.62	\$9.79	\$10.91	(\$0.71)
78	Virgin Islands	\$10.58	\$12.51	\$9.16	\$11.09	(\$1.42)

IMPORTANT NOTES:

*Agricultural occupations aggregate estimates include: 45-2041 Graders and Sorters, Agricultural Products; 45-2091 Agricultural Equipment Operators; 45-2092 Farmworkers and Laborers, Crop, Nursery, and Greenhouse; 45-2093 Farmworkers, Farm, Ranch, and Aquacultural Animals ; 53-7064 Packers and Packagers, Hand

(1) Skill Level I

(A) AEWRs for U.S. Workers: Represents the arithmetic mean of the first one-third of the wage distribution for the occupation(s) for the State.

(B) AEWRs for H-2A Workers: Represents the arithmetic mean of the first one-third of the wage distribution for the occupation(s) **less** the equivalent hourly H-2A Adverse Compensation Adjustment for the State.

(2) Skill Level II

(A) AEWRs for U.S. Workers: Represents the arithmetic mean of the entire wage distribution for the occupation(s) for the State.

(B) AEWRs for H-2A Workers: Represents the arithmetic mean of the entire wage distribution for the occupation(s) **less** the equivalent hourly H-2A Adverse Compensation Adjustment for the State.

(3) **H-2A Adverse Compensation Adjustment**: Represents the equivalent hourly downward adjustment factor applied only to H-2A workers for each skill-based AEWR and based on the weighted statewide average of fair market rents for a four-bedroom housing unit obtained by DOL from the Department of Housing and Urban Development for 2025.

May 2025 OEWS Estimates

Occupational Employment and Wage Statistics (OEWS) Survey

Bureau of Labor Statistics, Department of Labor

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