

Boston–Worcester–Manchester, MA–NH National Compensation Survey October 2008



U.S. Department of Labor
Hilda L. Solis, Secretary

U.S. Bureau of Labor Statistics
Keith Hall, Commissioner

June 2009

Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at:

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

Results of earlier surveys of this area are available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

Material in this bulletin is in the public domain and, with appropriate credit, may be reproduced without permission. This information will be made available to sensory impaired individuals upon request. Voice phone: (202) 691-5200; Federal Relay Service: 1-800-877-8339.

Contents

	<i>Page</i>
Introduction.....	1
Tables:	
1. Summary: Mean hourly earnings and weekly hours for selected worker and establishment characteristics.....	3
2. Civilian workers: Mean hourly earnings for full-time and part-time workers by work levels.....	4
3. Private industry workers: Mean hourly earnings for full-time and part-time workers by work levels.....	14
4. State and local government workers: Mean hourly earnings for full-time and part-time workers by work levels.....	22
5. Combined work levels for civilian workers: Mean hourly earnings for full-time and part-time workers.....	24
6. Civilian workers: Hourly wage percentiles.....	32
7. Private industry workers: Hourly wage percentiles.....	37
8. State and local government workers: Hourly wage percentiles.....	41
9. Full-time civilian workers: Hourly wage percentiles.....	43
10. Part-time civilian workers: Hourly wage percentiles.....	47
11. Full-time civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours.....	49
12. Full-time private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours.....	55
13. Full-time State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours.....	60
14. Size of establishment: Mean hourly earnings of private industry establishments for major occupational groups.....	62
15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers.....	63
16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time private industry workers.....	65
17. Union and nonunion workers: Mean hourly earnings for major occupational groups.....	68
18. Time and incentive workers: Mean hourly earnings for major occupational groups.....	69
19. Industry sector: Mean hourly earnings for private industry workers by major occupational group.....	70
Appendixes:	
A. Technical Note.....	A – 1
Appendix table 1. Number of workers represented by the survey.....	A – 5
Appendix table 2. Survey establishment response.....	A – 6
B. Standard Occupational Classification System.....	B – 1

Introduction

The tables in this bulletin summarize the NCS results for the Boston–Worcester–Manchester, MA–NH, Combined Statistical Area (CSA). Data were collected between March 2008 and April 2009; the average reference month is October 2008. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey (NCS) provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The NCS is in its second year of a six-year transition from a sample of areas based on the U.S. Office of Management and Budget (OMB) December 1993 area definitions to a new sample of areas based on the December 2003 area definitions. The NCS is phasing in new metropolitan and micropolitan areas as defined by OMB and county clusters defined specifically by BLS; at the same time, some areas under the December 1993 OMB definitions are being phased out of the sample.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time

workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local

government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$25.84	2.1	34.2	\$25.43	2.4	34.3	\$29.41	2.2	33.8
Worker characteristics^{4,5}									
Management, professional, and related	37.47	3.4	36.7	37.66	3.9	37.1	36.23	2.1	33.9
Management, business, and financial	42.98	3.1	39.4	43.44	3.3	39.7	37.90	5.3	36.7
Professional and related	34.78	3.7	35.5	34.60	4.3	35.9	35.78	1.8	33.2
Service	13.72	1.5	29.6	12.04	1.8	28.9	23.37	1.9	34.4
Sales and office	19.71	3.3	32.6	19.68	3.5	32.8	20.15	6.7	29.8
Sales and related	21.20	7.0	31.0	21.37	7.1	31.2	—	—	—
Office and administrative support	18.69	1.6	33.8	18.45	1.7	34.1	21.26	3.3	31.1
Natural resources, construction, and maintenance	26.26	7.1	38.9	26.38	7.6	38.9	24.71	2.6	39.6
Construction and extraction	27.20	9.8	38.9	27.26	10.5	38.8	26.36	6.2	39.5
Installation, maintenance, and repair	24.95	5.8	39.3	25.19	6.1	39.3	22.01	6.3	39.7
Production, transportation, and material moving	15.53	5.0	34.8	15.34	5.3	34.7	19.97	6.4	36.8
Production	16.32	5.5	38.8	16.28	5.6	38.8	—	—	—
Transportation and material moving	14.90	5.7	32.2	14.56	6.2	32.0	20.09	6.7	36.4
Full time	27.72	2.5	39.1	27.41	2.8	39.3	30.22	2.1	37.5
Part time	14.16	2.5	19.3	13.92	2.6	19.6	18.54	9.2	14.5
Union	28.08	1.9	34.2	25.91	4.0	32.5	30.71	1.9	36.4
Nonunion	25.40	2.5	34.2	25.37	2.6	34.5	26.23	7.2	28.8
Time	25.58	2.2	34.1	25.12	2.5	34.1	29.41	2.2	33.8
Incentive	32.23	8.3	38.2	32.23	8.3	38.2	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	27.63	5.2	39.8	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	24.91	2.6	33.2	(⁶)	(⁶)	(⁶)
1-99 workers	21.12	3.8	33.2	21.01	3.9	33.5	23.59	6.5	29.1
100-499 workers	25.54	2.2	34.5	24.88	2.3	34.4	29.97	3.3	35.6
500 workers or more	33.63	3.9	35.6	34.14	4.5	35.8	31.25	2.8	34.7

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

² The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. Wages of time workers are based solely on

hourly rate or salary; incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

⁵ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Estimates for goods-producing and service-providing industries are published for private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.84	2.1	\$27.72	2.5	\$14.16	2.5
Management occupations	49.57	3.6	49.60	3.6	—	—
Level 7	22.25	4.4	22.25	4.4	—	—
Level 9	33.37	7.1	33.40	7.2	—	—
Level 10	37.24	10.0	37.24	10.0	—	—
Level 11	46.83	2.4	46.83	2.4	—	—
Level 12	61.75	5.3	61.50	5.4	—	—
Level 13	82.59	8.6	82.59	8.6	—	—
Not able to be leveled	52.40	5.1	52.57	5.2	—	—
General and operations managers	60.39	9.0	61.10	9.2	—	—
Level 9	29.81	9.8	—	—	—	—
Not able to be leveled	67.48	15.8	67.48	15.8	—	—
Marketing and sales managers	51.06	9.6	51.06	9.6	—	—
Level 9	38.22	16.1	38.22	16.1	—	—
Not able to be leveled	49.15	13.7	49.15	13.7	—	—
Marketing managers	52.78	15.0	52.78	15.0	—	—
Not able to be leveled	47.36	12.7	47.36	12.7	—	—
Sales managers	48.49	12.5	48.49	12.5	—	—
Computer and information systems managers	54.93	7.3	54.93	7.3	—	—
Level 12	56.10	3.2	56.10	3.2	—	—
Financial managers	55.25	6.1	55.25	6.1	—	—
Level 12	62.92	7.4	62.92	7.4	—	—
Not able to be leveled	58.18	8.5	58.18	8.5	—	—
Human resources managers	49.59	14.1	49.59	14.1	—	—
Industrial production managers	42.97	2.7	42.97	2.7	—	—
Education administrators	44.11	7.4	44.41	7.8	—	—
Level 11	54.73	5.5	54.73	5.5	—	—
Not able to be leveled	43.77	10.9	44.82	13.0	—	—
Education administrators, elementary and secondary school	54.39	11.1	54.39	11.1	—	—
Education administrators, postsecondary	43.02	6.5	43.41	7.2	—	—
Not able to be leveled	39.83	15.6	40.82	18.7	—	—
Engineering managers	55.74	6.2	55.74	6.2	—	—
Medical and health services managers	46.76	13.9	45.62	14.4	—	—
Level 11	39.76	10.7	39.76	10.7	—	—
Business and financial operations occupations	33.30	3.7	33.36	3.6	—	—
Level 6	19.56	4.3	19.70	4.2	—	—
Level 7	24.57	4.0	24.89	3.0	—	—
Level 8	27.75	4.9	27.75	4.9	—	—
Level 9	29.47	5.3	29.28	5.3	—	—
Level 10	38.30	9.3	38.30	9.3	—	—
Level 11	44.21	8.0	43.78	8.5	—	—
Level 12	57.09	7.8	57.09	7.8	—	—
Not able to be leveled	36.42	11.9	36.42	11.9	—	—
Buyers and purchasing agents	28.95	13.9	28.95	13.9	—	—
Wholesale and retail buyers, except farm products	23.16	21.4	23.16	21.4	—	—
Purchasing agents, except wholesale, retail, and farm products	33.06	13.2	33.06	13.2	—	—
Claims adjusters, appraisers, examiners, and investigators	26.76	6.3	25.97	7.4	—	—
Claims adjusters, examiners, and investigators	26.41	7.3	25.51	8.8	—	—
Compliance officers, except agriculture, construction, health and safety, and transportation	21.64	12.3	—	—	—	—
Human resources, training, and labor relations specialists	29.33	7.4	29.33	7.4	—	—
Level 9	29.32	5.8	29.32	5.8	—	—
Not able to be leveled	33.54	14.5	33.54	14.5	—	—
Compensation, benefits, and job analysis specialists	29.61	6.5	29.61	6.5	—	—
Level 9	30.71	6.3	30.71	6.3	—	—
Training and development specialists	31.54	10.8	31.54	10.8	—	—
Management analysts	43.39	13.6	43.39	13.6	—	—
Accountants and auditors	27.51	9.0	27.51	9.0	—	—
Level 8	27.45	9.0	27.45	9.0	—	—
Level 9	33.00	4.0	33.00	4.0	—	—
Budget analysts	38.34	11.9	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Business and financial operations occupations						
—Continued						
Financial analysts and advisors	\$43.43	4.9	\$44.23	5.1	—	—
Not able to be leveled	56.71	24.4	56.71	24.4	—	—
Financial analysts	47.16	7.0	47.16	7.0	—	—
Computer and mathematical science occupations	41.42	5.1	41.42	5.1	—	—
Level 6	20.78	7.7	20.78	7.7	—	—
Level 7	25.38	5.2	25.38	5.2	—	—
Level 8	28.59	12.9	28.59	12.9	—	—
Level 9	36.95	3.0	36.95	3.0	—	—
Level 10	43.38	3.4	43.38	3.4	—	—
Level 11	49.67	2.8	49.67	2.8	—	—
Level 12	50.13	7.2	50.13	7.2	—	—
Not able to be leveled	44.19	5.9	44.19	5.9	—	—
Computer programmers	30.58	6.9	30.58	6.9	—	—
Computer software engineers	48.88	5.1	48.88	5.1	—	—
Level 9	37.12	8.3	37.12	8.3	—	—
Level 10	45.96	4.0	45.96	4.0	—	—
Level 11	51.73	5.5	51.73	5.5	—	—
Not able to be leveled	55.33	17.1	55.33	17.1	—	—
Computer software engineers, applications	52.97	11.0	52.97	11.0	—	—
Not able to be leveled	71.90	12.9	71.90	12.9	—	—
Computer software engineers, systems software	46.05	6.4	46.05	6.4	—	—
Not able to be leveled	42.68	12.7	42.68	12.7	—	—
Computer support specialists	33.77	3.0	33.77	3.0	—	—
Level 9	35.79	1.4	35.79	1.4	—	—
Computer systems analysts	41.13	4.4	41.13	4.4	—	—
Level 9	35.72	4.4	35.72	4.4	—	—
Not able to be leveled	39.66	8.6	39.66	8.6	—	—
Network and computer systems administrators	41.00	6.3	41.00	6.3	—	—
Level 11	47.16	5.3	47.16	5.3	—	—
Network systems and data communications analysts	34.76	3.9	34.76	3.9	—	—
Architecture and engineering occupations	37.57	9.0	37.35	8.5	—	—
Level 7	27.58	2.4	27.58	2.4	—	—
Level 8	32.93	7.1	32.93	7.1	—	—
Level 9	41.56	9.1	41.56	9.1	—	—
Level 10	44.77	7.1	44.77	7.1	—	—
Level 11	42.68	5.1	42.68	5.1	—	—
Level 12	54.91	4.2	—	—	—	—
Not able to be leveled	40.14	4.9	40.14	4.9	—	—
Architects, except naval	36.33	24.7	36.33	24.7	—	—
Architects, except landscape and naval	38.33	24.2	38.33	24.2	—	—
Engineers	43.06	3.5	42.86	3.2	—	—
Level 9	35.28	5.4	35.28	5.4	—	—
Level 10	44.77	7.1	44.77	7.1	—	—
Level 11	46.54	1.3	46.54	1.3	—	—
Level 12	54.91	4.2	—	—	—	—
Not able to be leveled	45.81	4.7	45.81	4.7	—	—
Computer hardware engineers	50.17	.4	50.17	.4	—	—
Electrical and electronics engineers	43.38	3.9	43.38	3.9	—	—
Level 11	46.56	4.0	46.56	4.0	—	—
Not able to be leveled	46.20	16.4	46.20	16.4	—	—
Electrical engineers	40.95	4.6	40.95	4.6	—	—
Electronics engineers, except computer	44.12	5.3	44.12	5.3	—	—
Level 11	46.99	5.1	46.99	5.1	—	—
Industrial engineers, including health and safety	37.81	3.9	37.81	3.9	—	—
Industrial engineers	37.81	3.9	37.81	3.9	—	—
Mechanical engineers	41.51	5.3	41.51	5.3	—	—
Drafters	28.12	9.7	28.12	9.7	—	—
Engineering technicians, except drafters	23.21	4.5	23.21	4.5	—	—
Electrical and electronic engineering technicians	22.52	13.0	22.52	13.0	—	—
Life, physical, and social science occupations	33.09	8.1	33.14	8.2	—	—
Level 7	24.69	9.1	24.69	9.1	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Life, physical, and social science occupations						
–Continued						
Level 9	\$29.15	17.3	\$29.04	17.6	–	–
Level 11	31.76	8.3	31.76	8.3	–	–
Not able to be leveled	31.16	10.6	31.57	11.4	–	–
Biological scientists	45.06	3.1	45.06	3.1	–	–
Biochemists and biophysicists	45.06	3.1	45.06	3.1	–	–
Physical scientists	31.61	21.6	31.61	21.6	–	–
Chemists and materials scientists	45.69	15.5	45.69	15.5	–	–
Market and survey researchers	49.97	19.1	49.97	19.1	–	–
Market research analysts	49.97	19.1	49.97	19.1	–	–
Psychologists	27.50	17.3	–	–	–	–
Community and social services occupations	25.69	9.0	25.73	9.6	\$25.22	9.3
Level 7	20.84	11.9	20.36	11.5	–	–
Level 9	30.21	8.2	30.45	8.5	–	–
Counselors	27.80	10.4	27.97	10.9	–	–
Level 9	30.18	13.0	30.43	13.2	–	–
Educational, vocational, and school counselors	32.41	17.3	33.15	18.0	–	–
Level 9	32.55	22.3	33.22	23.1	–	–
Social workers	27.04	11.8	26.98	12.6	–	–
Level 9	32.58	10.1	33.01	10.5	–	–
Child, family, and school social workers	26.08	18.8	26.08	18.8	–	–
Miscellaneous community and social service specialists	18.71	13.3	17.73	15.3	–	–
Social and human service assistants	15.89	10.3	–	–	–	–
Legal occupations	43.69	10.4	46.05	12.1	–	–
Not able to be leveled	30.80	29.2	–	–	–	–
Lawyers	64.99	8.9	64.99	8.9	–	–
Paralegals and legal assistants	24.99	3.0	–	–	–	–
Education, training, and library occupations	33.27	9.1	35.77	5.4	18.11	16.4
Level 3	13.36	5.1	–	–	–	–
Level 4	13.77	12.1	13.92	12.7	12.37	19.9
Level 6	15.76	10.4	–	–	15.60	13.6
Level 7	21.25	16.8	21.73	16.4	19.19	27.3
Level 8	–	–	26.47	19.7	–	–
Level 9	40.30	4.7	40.34	4.9	38.92	5.2
Level 10	40.78	3.7	39.88	3.2	–	–
Level 11	52.23	9.6	52.45	9.7	–	–
Level 12	54.27	7.6	54.27	7.6	–	–
Level 13	97.00	2.5	97.00	2.5	–	–
Not able to be leveled	39.86	9.1	42.32	8.3	21.55	26.3
Postsecondary teachers	50.29	3.3	51.05	3.5	34.48	16.9
Level 9	46.97	9.5	47.78	8.7	–	–
Level 10	40.04	3.2	39.88	3.2	–	–
Level 11	51.48	10.7	51.70	10.9	–	–
Level 12	54.27	7.6	54.27	7.6	–	–
Level 13	97.00	2.5	97.00	2.5	–	–
Not able to be leveled	48.74	8.5	49.31	8.3	39.50	34.9
Physical sciences teachers, postsecondary	59.48	3.1	59.48	3.1	–	–
Social sciences teachers, postsecondary	47.79	4.1	–	–	–	–
Arts, communications, and humanities teachers, postsecondary	46.10	13.7	47.15	10.4	–	–
Miscellaneous postsecondary teachers	44.16	3.7	45.11	3.1	30.88	11.3
Primary, secondary, and special education school teachers	32.08	13.6	35.55	7.1	–	–
Level 6	14.27	7.0	–	–	–	–
Level 7	14.59	16.9	–	–	–	–
Level 8	–	–	26.83	25.5	–	–
Level 9	42.00	4.1	41.97	4.2	–	–
Not able to be leveled	35.26	3.9	–	–	–	–
Preschool and kindergarten teachers	–	–	16.62	10.0	–	–
Preschool teachers, except special education	–	–	15.66	9.4	–	–
Elementary and middle school teachers	43.38	1.5	44.11	1.5	24.39	18.7
Level 9	44.45	1.8	44.44	1.9	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations —Continued						
Elementary school teachers, except special education	\$43.54	2.5	\$44.54	2.1	\$24.39	18.7
Level 9	45.07	2.6	45.05	2.7	—	—
Middle school teachers, except special and vocational education	42.88	3.7	42.88	3.7	—	—
Level 9	42.78	3.8	42.78	3.8	—	—
Secondary school teachers	39.98	.5	41.95	1.6	—	—
Level 9	41.83	1.7	41.83	1.7	—	—
Secondary school teachers, except special and vocational education	39.98	.5	41.95	1.6	—	—
Level 9	41.83	1.7	41.83	1.7	—	—
Special education teachers	37.60	12.1	37.36	12.9	—	—
Level 9	43.18	4.4	43.29	4.6	—	—
Special education teachers, preschool, kindergarten, and elementary school	39.80	8.2	39.62	9.0	—	—
Level 9	43.25	1.3	43.43	.9	—	—
Other teachers and instructors	25.29	11.8	23.78	20.5	29.33	18.6
Level 9	26.67	26.2	—	—	—	—
Self-enrichment education teachers	25.06	—	—	—	—	—
Librarians	27.35	17.4	—	—	—	—
Teacher assistants	14.27	10.4	14.40	11.6	13.51	11.6
Level 3	14.32	1.4	—	—	—	—
Level 4	13.77	12.1	13.92	12.7	12.37	19.9
Arts, design, entertainment, sports, and media occupations						
Level 9	28.89	7.1	29.45	7.3	14.24	19.7
Not able to be leveled	33.80	7.5	33.80	7.5	—	—
Designers	25.05	12.3	25.29	13.0	—	—
Athletes, coaches, umpires, and related workers	26.40	11.2	28.41	6.1	—	—
Not able to be leveled	26.30	7.4	—	—	—	—
Coaches and scouts	26.30	7.4	—	—	—	—
Not able to be leveled	26.00	13.7	—	—	—	—
Public relations specialists	26.00	13.7	—	—	—	—
Writers and editors	32.86	10.8	32.86	10.8	—	—
Editors	40.15	5.2	40.80	6.3	—	—
Editors	37.03	8.8	—	—	—	—
Healthcare practitioner and technical occupations						
Level 4	31.00	5.2	30.11	7.1	34.89	3.6
Level 5	17.06	5.3	17.05	6.8	—	—
Level 6	18.55	5.2	18.40	5.4	—	—
Level 7	24.86	8.1	24.41	7.7	—	—
Level 8	28.03	8.0	29.36	3.3	25.55	14.4
Level 9	31.77	10.7	29.81	12.4	42.67	1.5
Level 10	39.90	3.7	37.36	5.0	44.33	3.3
Level 11	34.65	13.5	34.65	13.5	—	—
Not able to be leveled	54.30	6.8	55.04	6.5	—	—
Physicians and surgeons	28.09	3.2	28.37	3.0	26.63	12.4
Registered nurses	57.41	27.5	55.68	28.0	—	—
Level 7	38.80	3.1	37.79	4.1	42.20	3.2
Level 8	31.18	3.7	31.03	3.9	31.46	6.7
Level 9	36.23	3.9	—	—	45.62	7.4
Not able to be leveled	40.19	2.9	38.18	4.4	44.09	3.5
Therapists	35.62	6.2	35.42	6.9	—	—
Clinical laboratory technologists and technicians	30.68	16.7	34.47	2.2	—	—
Medical and clinical laboratory technologists	21.87	9.0	20.93	10.5	27.56	4.4
Medical and clinical laboratory technicians	23.72	19.1	22.36	21.6	—	—
Emergency medical technicians and paramedics	19.41	9.5	19.04	12.5	—	—
Level 6	17.39	5.4	17.10	7.1	—	—
Health diagnosing and treating practitioner support technicians	20.33	7.7	—	—	—	—
Licensed practical and licensed vocational nurses	17.41	10.3	16.77	10.6	—	—
Medical records and health information technicians	23.48	2.4	23.90	3.2	—	—
Medical records and health information technicians	14.75	3.4	14.81	3.5	—	—
Healthcare support occupations						
	14.62	3.2	14.48	4.2	15.05	5.8

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare support occupations —Continued						
Level 2	\$12.94	2.6	—	—	\$12.57	5.6
Level 3	13.38	2.6	\$13.40	2.8	13.34	5.7
Level 4	15.19	7.6	14.68	9.2	17.40	4.0
Nursing, psychiatric, and home health aides	13.05	4.6	13.06	6.0	12.99	3.1
Level 2	12.98	2.8	—	—	—	—
Level 3	13.16	2.4	13.16	3.8	13.16	2.3
Level 4	12.88	9.9	12.88	10.8	—	—
Home health aides	11.48	5.6	—	—	—	—
Nursing aides, orderlies, and attendants	14.09	5.8	14.44	5.2	12.76	3.1
Level 2	12.87	2.4	—	—	—	—
Level 3	13.65	4.3	13.83	4.0	13.04	3.7
Level 4	15.90	7.0	16.38	4.4	—	—
Miscellaneous healthcare support occupations	17.29	3.4	17.98	2.7	16.11	7.5
Level 3	14.63	13.7	—	—	13.67	16.5
Level 4	18.48	4.0	18.84	6.0	17.85	3.0
Protective service occupations	21.76	9.2	22.44	10.4	14.96	20.8
Level 3	15.61	6.5	—	—	—	—
Level 4	11.78	8.8	—	—	—	—
Level 6	26.36	1.8	25.77	2.5	—	—
Level 7	29.29	2.7	29.29	2.7	—	—
Not able to be leveled	17.92	11.0	22.17	13.6	—	—
Fire fighters	23.93	5.5	24.21	4.1	—	—
Police officers	27.74	6.4	27.08	4.1	—	—
Level 6	26.92	2.4	25.38	5.1	—	—
Level 7	29.74	2.7	29.74	2.7	—	—
Police and sheriff's patrol officers	27.74	6.4	27.08	4.1	—	—
Level 6	26.92	2.4	25.38	5.1	—	—
Level 7	29.74	2.7	29.74	2.7	—	—
Security guards and gaming surveillance officers	15.85	8.1	17.66	10.4	12.57	9.2
Security guards	15.85	8.1	17.66	10.4	12.57	9.2
Miscellaneous protective service workers	14.71	14.8	—	—	—	—
Food preparation and serving related occupations	9.63	3.5	11.26	1.6	7.51	5.8
Level 1	8.09	1.2	7.64	11.1	8.34	6.2
Level 2	7.62	3.6	8.19	14.7	7.10	10.0
Level 3	9.90	10.8	11.56	12.8	6.79	5.9
Level 4	13.26	4.0	13.22	4.2	—	—
First-line supervisors/managers, food preparation and serving workers	20.68	4.4	20.68	4.4	—	—
First-line supervisors/managers of food preparation and serving workers	18.66	3.8	18.66	3.8	—	—
Cooks	11.97	1.9	12.00	1.9	11.68	3.2
Level 3	11.47	14.6	11.51	14.9	—	—
Level 4	13.09	5.2	13.02	5.8	—	—
Cooks, institution and cafeteria	12.55	5.8	12.53	6.3	—	—
Cooks, restaurant	11.88	3.8	11.89	4.1	—	—
Food preparation workers	11.55	15.9	—	—	9.72	2.6
Level 2	11.56	22.3	—	—	—	—
Food service, tipped	5.53	5.9	6.02	15.7	5.25	2.5
Level 1	6.33	19.4	—	—	6.82	9.4
Level 2	4.84	9.2	5.06	25.4	4.66	21.1
Level 3	6.27	8.8	—	—	5.00	25.0
Bartenders	6.48	8.1	—	—	6.58	4.3
Waiters and waitresses	4.06	6.4	5.09	17.0	3.27	9.2
Level 2	2.96	4.2	—	—	3.09	8.0
Level 3	5.84	3.5	—	—	3.46	23.5
Dining room and cafeteria attendants and bartender helpers	8.44	4.2	—	—	7.98	10.2
Level 1	7.69	4.6	—	—	7.79	9.2
Fast food and counter workers	8.98	3.0	9.37	4.3	8.72	3.6
Level 1	8.44	13.0	—	—	—	—
Level 2	8.82	3.1	9.34	1.9	8.36	4.0
Combined food preparation and serving workers, including fast food	9.32	7.6	—	—	8.28	4.3

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
–Continued						
Combined food preparation and serving workers, including fast food –Continued						
Level 2	\$8.82	11.3	–	–	\$8.58	10.5
Counter attendants, cafeteria, food concession, and coffee shop	8.86	3.5	\$8.75	2.9	8.96	5.2
Level 2	8.82	1.7	9.22	2.1	–	–
Dishwashers	9.09	1.6	9.28	1.9	–	–
Level 1	9.09	1.6	9.28	1.9	–	–
Building and grounds cleaning and maintenance occupations						
Level 1	13.90	2.5	14.42	3.0	11.84	3.3
Level 2	11.53	2.8	11.27	4.3	12.05	.4
Level 3	13.76	4.1	14.38	4.8	11.20	6.2
Level 3	15.40	4.0	15.24	3.9	–	–
Not able to be leveled	16.49	10.4	16.71	10.3	–	–
First-line supervisors/managers, building and grounds cleaning and maintenance workers	21.97	11.9	21.97	11.9	–	–
Building cleaning workers	13.58	2.8	14.09	3.5	11.84	3.3
Level 1	11.45	3.5	11.09	5.7	12.05	.4
Level 2	13.89	3.7	14.56	4.2	11.20	6.2
Level 3	16.05	3.8	15.90	3.8	–	–
Not able to be leveled	15.93	14.2	16.17	14.4	–	–
Janitors and cleaners, except maids and housekeeping cleaners	14.28	2.2	15.03	2.4	11.89	3.7
Level 1	12.75	1.2	13.45	1.4	12.12	.1
Level 2	14.03	3.3	14.66	3.8	–	–
Level 3	16.05	3.8	15.90	3.8	–	–
Not able to be leveled	16.52	15.0	–	–	–	–
Maids and housekeeping cleaners	9.62	3.6	9.27	2.9	–	–
Level 1	9.06	1.7	8.88	2.2	–	–
Grounds maintenance workers	14.18	10.0	14.17	10.1	–	–
Landscaping and groundskeeping workers	13.04	7.2	13.02	7.2	–	–
Personal care and service occupations						
Level 1	13.58	5.1	16.24	6.1	10.43	5.6
Level 2	11.21	3.9	–	–	12.27	12.6
Level 3	9.78	5.9	–	–	9.40	6.6
Level 3	9.72	4.4	–	–	9.66	5.5
Level 4	13.07	10.6	13.47	11.5	–	–
Transportation attendants	33.77	9.3	–	–	–	–
Child care workers	10.83	6.1	–	–	9.58	5.2
Level 2	9.24	2.1	–	–	9.10	3.9
Level 3	9.85	5.8	–	–	–	–
Personal and home care aides	11.01	3.6	–	–	–	–
Recreation and fitness workers	12.79	6.6	–	–	12.27	11.5
Fitness trainers and aerobics instructors	12.16	13.2	–	–	12.16	13.2
Recreation workers	13.58	5.2	–	–	–	–
Sales and related occupations						
Level 1	21.20	7.0	25.44	7.2	10.46	4.6
Level 2	9.25	5.7	–	–	9.45	4.6
Level 3	9.83	3.4	11.05	1.7	9.49	3.3
Level 3	13.71	3.8	14.32	5.7	10.96	11.2
Level 4	18.02	9.3	19.05	8.6	12.63	5.2
Level 5	18.71	5.7	18.78	5.7	–	–
Level 6	19.05	5.6	19.20	5.5	–	–
Level 7	42.98	20.7	42.98	20.7	–	–
Level 8	54.88	40.8	54.88	40.8	–	–
Level 9	67.81	35.6	67.81	35.6	–	–
Level 11	61.63	9.2	62.11	9.7	–	–
Not able to be leveled	20.27	23.0	20.72	23.6	–	–
First-line supervisors/managers, sales workers	17.72	3.7	17.87	4.0	–	–
First-line supervisors/managers of retail sales workers	18.14	3.4	18.33	3.5	–	–
Retail sales workers	12.49	10.8	14.94	12.4	9.77	1.6
Level 1	9.25	5.7	–	–	9.45	4.6
Level 2	9.81	3.3	11.05	1.7	9.46	3.1

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Retail sales workers —Continued						
Level 3	\$13.61	4.3	\$14.23	6.3	\$10.96	11.2
Level 4	18.20	11.8	19.37	11.3	12.63	7.7
Level 5	19.67	11.5	19.94	11.0	—	—
Not able to be leveled	10.11	12.0	10.11	13.4	—	—
Cashiers, all workers	9.97	3.9	11.56	14.5	9.50	2.4
Level 1	9.00	5.9	—	—	9.26	4.9
Level 2	9.29	2.5	—	—	9.32	2.9
Level 3	14.41	11.7	—	—	—	—
Cashiers	9.94	3.9	11.56	14.5	9.45	2.3
Level 1	9.00	5.9	—	—	9.26	4.9
Level 2	9.29	2.5	—	—	9.32	2.9
Level 3	14.71	12.3	—	—	—	—
Counter and rental clerks and parts salespersons	12.83	9.4	13.76	19.7	9.40	15.3
Level 3	13.07	11.6	—	—	—	—
Counter and rental clerks	10.99	9.5	—	—	—	—
Parts salespersons	19.82	17.0	—	—	—	—
Retail salespersons	14.32	17.0	16.55	15.3	10.35	3.4
Level 2	11.16	7.2	—	—	10.61	6.7
Level 3	13.66	6.1	14.65	7.4	—	—
Level 4	16.48	12.1	17.27	10.3	—	—
Level 5	20.41	11.8	20.84	10.8	—	—
Sales representatives, wholesale and manufacturing	30.99	6.8	31.41	6.8	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	38.80	15.7	38.80	15.7	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.21	5.4	24.72	5.0	—	—
Miscellaneous sales and related workers	24.99	18.3	—	—	—	—
Office and administrative support occupations						
Level 1	18.69	1.6	19.26	1.8	15.00	4.9
Level 2	10.14	5.2	—	—	9.48	.8
Level 3	13.83	8.4	13.60	5.9	14.15	18.7
Level 4	14.10	2.5	14.20	3.0	13.32	4.7
Level 5	17.65	1.9	17.82	2.1	16.75	2.5
Level 6	20.78	5.7	20.79	6.0	20.64	4.3
Level 7	23.37	4.4	23.37	4.4	—	—
Level 7	25.34	5.6	25.42	5.9	—	—
Not able to be leveled	20.86	3.7	21.18	3.8	15.31	15.4
First-line supervisors/managers of office and administrative support workers	29.79	4.6	29.79	4.6	—	—
Switchboard operators, including answering service	14.22	18.0	—	—	—	—
Financial clerks	18.46	6.5	18.89	7.3	15.91	7.1
Level 2	12.65	4.4	—	—	—	—
Level 3	13.01	8.8	12.81	9.3	—	—
Level 4	17.34	3.9	17.60	4.7	16.29	4.9
Level 5	19.29	4.9	—	—	—	—
Level 6	26.06	7.2	26.06	7.2	—	—
Not able to be leveled	17.95	11.4	17.96	11.5	—	—
Billing and posting clerks and machine operators	15.61	9.1	15.77	9.2	—	—
Bookkeeping, accounting, and auditing clerks	21.17	5.7	22.31	6.1	15.47	6.1
Level 4	16.86	3.6	—	—	—	—
Tellers	14.07	3.6	14.14	4.1	—	—
Brokerage clerks	18.84	7.1	18.84	7.1	—	—
Customer service representatives	19.25	7.4	20.05	7.5	12.47	10.6
Level 3	13.13	8.6	—	—	—	—
Level 4	18.01	6.1	18.07	6.3	—	—
Level 5	23.96	17.0	24.01	17.4	—	—
Not able to be leveled	21.20	5.2	21.20	5.2	—	—
Order clerks	18.74	4.7	—	—	—	—
Receptionists and information clerks	14.86	3.4	14.81	3.4	—	—
Level 3	14.31	4.8	14.32	4.9	—	—
Level 4	16.44	5.0	16.31	6.7	—	—
Reservation and transportation ticket agents and travel clerks	18.48	5.1	—	—	—	—
Dispatchers	19.79	12.8	20.49	14.0	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Shipping, receiving, and traffic clerks	\$18.63	8.9	\$18.63	8.9	—	—
Level 4	17.33	9.6	17.33	9.6	—	—
Not able to be leveled	20.32	17.8	20.32	17.8	—	—
Stock clerks and order fillers	11.55	4.0	13.97	5.1	\$9.33	3.5
Level 1	9.53	1.2	—	—	9.48	.8
Level 2	10.49	10.4	—	—	9.08	7.3
Secretaries and administrative assistants	21.03	2.3	21.27	2.5	18.65	6.2
Level 4	18.20	4.2	18.27	5.0	—	—
Level 5	19.41	9.8	19.41	9.8	—	—
Level 6	24.05	4.2	24.05	4.2	—	—
Level 7	25.42	3.6	25.58	4.3	—	—
Not able to be leveled	19.86	4.9	19.97	5.1	—	—
Executive secretaries and administrative assistants	24.63	2.9	24.63	2.9	—	—
Level 6	24.05	4.2	24.05	4.2	—	—
Level 7	25.63	4.4	25.63	4.4	—	—
Medical secretaries	17.18	1.9	17.14	1.5	—	—
Level 4	17.98	5.3	17.93	7.0	—	—
Secretaries, except legal, medical, and executive	19.22	3.5	19.34	3.7	—	—
Level 4	16.98	5.4	17.00	6.0	—	—
Level 5	22.70	1.0	22.70	1.0	—	—
Not able to be leveled	22.01	5.1	—	—	—	—
Data entry and information processing workers	14.81	12.6	14.91	13.4	—	—
Level 2	15.64	18.6	—	—	—	—
Data entry keyers	13.78	7.3	13.83	8.0	—	—
Insurance claims and policy processing clerks	17.40	3.6	17.40	3.6	—	—
Level 4	16.70	6.2	16.70	6.2	—	—
Office clerks, general	20.32	2.9	20.55	2.9	19.33	11.6
Level 3	16.00	4.1	—	—	—	—
Level 4	18.17	6.1	18.38	6.7	—	—
Level 5	22.33	3.2	22.49	3.2	—	—
Construction and extraction occupations						
Level 3	27.20	9.8	27.60	9.5	—	—
Level 4	28.63	18.4	28.63	18.4	—	—
Level 5	17.12	15.8	17.12	15.8	—	—
Level 6	27.28	9.7	27.28	9.7	—	—
Level 7	24.76	6.2	24.76	6.2	—	—
Level 8	30.74	2.1	30.94	3.0	—	—
Level 8	32.87	8.9	32.87	8.9	—	—
First-line supervisors/managers of construction trades and extraction workers	32.56	7.8	32.56	7.8	—	—
Carpenters	31.23	10.4	31.23	10.4	—	—
Level 7	29.52	2.2	29.52	2.2	—	—
Construction laborers	27.39	23.7	—	—	—	—
Electricians	26.34	1.5	26.34	1.5	—	—
Level 7	29.26	14.3	29.26	14.3	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	21.30	15.8	21.30	15.8	—	—
Level 6	23.84	9.9	23.84	9.9	—	—
Plumbers, pipefitters, and steamfitters	25.40	6.7	25.40	6.7	—	—
Level 6	23.84	9.9	23.84	9.9	—	—
Installation, maintenance, and repair occupations						
Level 4	24.95	5.8	25.04	5.6	—	—
Level 5	18.22	2.8	—	—	—	—
Level 6	20.65	7.0	20.70	7.2	—	—
Level 7	24.90	6.0	24.90	6.0	—	—
Level 7	29.96	7.7	29.99	7.8	—	—
Not able to be leveled	22.94	6.8	22.94	6.8	—	—
First-line supervisors/managers of mechanics, installers, and repairers	33.50	10.8	33.50	10.8	—	—
Automotive technicians and repairers	30.17	36.2	30.17	36.2	—	—
Automotive service technicians and mechanics	30.21	39.7	30.21	39.7	—	—
Industrial machinery installation, repair, and maintenance workers	20.49	4.5	20.49	4.5	—	—
Level 5	19.69	2.4	19.69	2.4	—	—
Level 7	22.08	15.0	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
—Continued						
Industrial machinery mechanics	\$21.36	4.1	\$21.36	4.1	—	—
Maintenance and repair workers, general	20.33	5.8	20.33	5.8	—	—
Level 5	19.61	2.6	19.61	2.6	—	—
Line installers and repairers	28.74	2.6	28.74	2.6	—	—
Production occupations	16.32	5.5	16.52	5.4	\$11.45	4.4
Level 1	10.30	3.4	10.32	3.5	—	—
Level 2	12.48	3.2	12.65	3.5	—	—
Level 3	13.43	6.0	13.52	6.6	—	—
Level 4	14.40	11.0	14.42	11.0	—	—
Level 5	18.72	4.7	18.72	4.7	—	—
Level 6	22.84	8.3	22.84	8.3	—	—
Level 7	27.43	5.7	27.43	5.7	—	—
Level 8	28.80	2.3	28.80	2.3	—	—
Not able to be leveled	16.59	19.3	16.59	19.3	—	—
First-line supervisors/managers of production and operating workers	28.29	9.9	28.29	9.9	—	—
Electrical, electronics, and electromechanical assemblers	14.17	7.0	14.26	7.5	—	—
Level 2	12.94	1.4	13.06	1.6	—	—
Electrical and electronic equipment assemblers	14.09	8.9	14.22	9.5	—	—
Level 2	12.72	3.3	—	—	—	—
Miscellaneous assemblers and fabricators	15.14	9.5	15.14	9.5	—	—
Machinists	23.16	5.6	23.16	5.6	—	—
Multiple machine tool setters, operators, and tenders, metal and plastic	13.93	11.7	13.98	12.0	—	—
Printers	16.48	19.6	16.48	19.6	—	—
Inspectors, testers, sorters, samplers, and weighers	17.05	5.1	17.05	5.1	—	—
Miscellaneous production workers	13.67	4.8	13.76	5.0	—	—
Transportation and material moving occupations	14.90	5.7	16.27	6.8	10.52	5.4
Level 1	9.23	5.5	9.98	8.9	8.12	2.6
Level 2	11.71	3.9	11.54	5.5	11.93	6.4
Level 3	18.90	5.1	19.16	4.5	16.61	16.3
Level 4	17.64	8.7	17.64	8.9	—	—
Level 5	18.38	7.5	18.41	8.6	—	—
Not able to be leveled	19.51	5.2	19.54	5.2	—	—
Bus drivers	17.00	7.2	—	—	—	—
Bus drivers, school	16.52	3.7	—	—	—	—
Driver/sales workers and truck drivers	15.74	7.9	17.62	9.4	10.18	11.9
Level 1	7.05	6.1	—	—	—	—
Level 3	21.01	5.1	21.51	3.8	—	—
Level 4	19.34	13.7	19.40	13.8	—	—
Driver/sales workers	7.66	22.3	—	—	—	—
Truck drivers, heavy and tractor-trailer	20.53	8.5	20.42	8.8	—	—
Level 4	19.60	19.8	19.60	19.8	—	—
Truck drivers, light or delivery services	13.90	21.7	16.63	15.1	9.45	25.5
Level 3	18.73	13.2	—	—	—	—
Industrial truck and tractor operators	17.64	9.3	17.76	9.0	—	—
Laborers and material movers, hand	12.01	5.9	13.20	9.2	9.67	1.9
Level 1	10.14	7.2	10.74	12.3	9.22	1.5
Level 2	11.15	5.2	—	—	10.54	3.6
Level 3	15.85	1.7	15.87	1.8	—	—
Laborers and freight, stock, and material movers, hand	12.55	11.9	13.34	15.2	10.68	7.7
Level 1	10.64	13.5	10.65	15.7	10.58	14.8
Level 2	10.91	5.2	—	—	10.54	3.6

See footnotes at end of table.

Table 2. Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations						
–Continued						
Packers and packagers, hand	\$10.12	3.7	\$11.48	7.3	–	–
Level 1	–	–	10.91	10.8	–	–

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.43	2.4	\$27.41	2.8	\$13.92	2.6
Management occupations	50.42	3.8	50.44	3.9	—	—
Level 7	22.25	4.4	22.25	4.4	—	—
Level 9	33.62	7.6	33.66	7.8	—	—
Level 11	46.60	2.4	46.60	2.4	—	—
Level 12	63.06	5.7	62.84	5.8	—	—
Level 13	82.59	8.6	82.59	8.6	—	—
Not able to be leveled	53.66	5.4	53.83	5.5	—	—
General and operations managers	64.19	9.2	65.11	9.3	—	—
Not able to be leveled	67.48	15.8	67.48	15.8	—	—
Marketing and sales managers	51.06	9.6	51.06	9.6	—	—
Level 9	38.22	16.1	38.22	16.1	—	—
Not able to be leveled	49.15	13.7	49.15	13.7	—	—
Marketing managers	52.78	15.0	52.78	15.0	—	—
Not able to be leveled	47.36	12.7	47.36	12.7	—	—
Sales managers	48.49	12.5	48.49	12.5	—	—
Computer and information systems managers	54.91	7.5	54.91	7.5	—	—
Level 12	56.20	3.7	56.20	3.7	—	—
Financial managers	55.71	6.3	55.71	6.3	—	—
Level 12	64.51	7.6	64.51	7.6	—	—
Not able to be leveled	58.18	8.5	58.18	8.5	—	—
Human resources managers	49.59	14.1	49.59	14.1	—	—
Industrial production managers	42.97	2.7	42.97	2.7	—	—
Education administrators	41.54	8.0	41.87	8.6	—	—
Not able to be leveled	39.83	15.6	40.82	18.7	—	—
Education administrators, postsecondary	43.79	6.5	44.23	7.3	—	—
Not able to be leveled	39.83	15.6	40.82	18.7	—	—
Engineering managers	55.96	7.0	55.96	7.0	—	—
Medical and health services managers	48.99	14.4	47.72	15.2	—	—
Level 11	39.76	10.7	39.76	10.7	—	—
Business and financial operations occupations	33.65	3.8	33.71	3.7	—	—
Level 6	20.03	4.2	20.03	4.2	—	—
Level 7	24.57	4.0	24.89	3.0	—	—
Level 8	27.97	4.9	27.97	4.9	—	—
Level 9	29.23	6.0	29.01	6.0	—	—
Level 10	38.30	9.3	38.30	9.3	—	—
Level 11	43.78	8.5	43.78	8.5	—	—
Level 12	57.09	7.8	57.09	7.8	—	—
Not able to be leveled	36.96	12.1	36.96	12.1	—	—
Buyers and purchasing agents	28.95	13.9	28.95	13.9	—	—
Wholesale and retail buyers, except farm products	23.16	21.4	23.16	21.4	—	—
Purchasing agents, except wholesale, retail, and farm products	33.06	13.2	33.06	13.2	—	—
Claims adjusters, appraisers, examiners, and investigators	26.76	6.3	25.97	7.4	—	—
Claims adjusters, examiners, and investigators	26.41	7.3	25.51	8.8	—	—
Human resources, training, and labor relations specialists	29.31	8.0	29.31	8.0	—	—
Level 9	29.66	6.5	29.66	6.5	—	—
Not able to be leveled	33.50	16.0	33.50	16.0	—	—
Compensation, benefits, and job analysis specialists	29.61	6.5	29.61	6.5	—	—
Level 9	30.71	6.3	30.71	6.3	—	—
Training and development specialists	31.54	10.8	31.54	10.8	—	—
Management analysts	43.39	13.6	43.39	13.6	—	—
Accountants and auditors	27.74	10.0	27.74	10.0	—	—
Financial analysts and advisors	43.43	4.9	44.23	5.1	—	—
Not able to be leveled	56.71	24.4	56.71	24.4	—	—
Financial analysts	47.16	7.0	47.16	7.0	—	—
Computer and mathematical science occupations	41.78	5.2	41.78	5.2	—	—
Level 6	20.78	7.7	20.78	7.7	—	—
Level 7	25.38	5.2	25.38	5.2	—	—
Level 8	28.59	12.9	28.59	12.9	—	—
Level 9	37.39	3.3	37.39	3.3	—	—
Level 10	43.38	3.4	43.38	3.4	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer and mathematical science occupations						
–Continued						
Level 11	\$49.67	2.8	\$49.67	2.8	–	–
Level 12	50.13	7.2	50.13	7.2	–	–
Not able to be leveled	44.72	6.1	44.72	6.1	–	–
Computer programmers	30.29	7.3	30.29	7.3	–	–
Computer software engineers	48.88	5.1	48.88	5.1	–	–
Level 9	37.12	8.3	37.12	8.3	–	–
Level 10	45.96	4.0	45.96	4.0	–	–
Level 11	51.73	5.5	51.73	5.5	–	–
Not able to be leveled	55.33	17.1	55.33	17.1	–	–
Computer software engineers, applications	52.97	11.0	52.97	11.0	–	–
Not able to be leveled	71.90	12.9	71.90	12.9	–	–
Computer software engineers, systems software	46.05	6.4	46.05	6.4	–	–
Not able to be leveled	42.68	12.7	42.68	12.7	–	–
Computer support specialists	33.98	2.7	33.98	2.7	–	–
Level 9	35.79	1.4	35.79	1.4	–	–
Computer systems analysts	41.36	4.5	41.36	4.5	–	–
Not able to be leveled	39.64	10.3	39.64	10.3	–	–
Network and computer systems administrators	41.66	6.3	41.66	6.3	–	–
Level 11	47.16	5.3	47.16	5.3	–	–
Architecture and engineering occupations	37.71	9.1	37.50	8.7	–	–
Level 7	28.03	2.6	28.03	2.6	–	–
Level 8	32.93	7.1	32.93	7.1	–	–
Level 9	41.56	9.1	41.56	9.1	–	–
Level 10	44.77	7.1	44.77	7.1	–	–
Level 11	42.68	5.1	42.68	5.1	–	–
Level 12	54.91	4.2	–	–	–	–
Not able to be leveled	39.85	5.2	39.85	5.2	–	–
Architects, except naval	36.33	24.7	36.33	24.7	–	–
Architects, except landscape and naval	38.33	24.2	38.33	24.2	–	–
Engineers	43.02	3.5	42.82	3.2	–	–
Level 9	35.28	5.4	35.28	5.4	–	–
Level 10	44.77	7.1	44.77	7.1	–	–
Level 11	46.54	1.3	46.54	1.3	–	–
Level 12	54.91	4.2	–	–	–	–
Not able to be leveled	45.72	5.0	45.72	5.0	–	–
Computer hardware engineers	50.17	.4	50.17	.4	–	–
Electrical and electronics engineers	43.27	4.0	43.27	4.0	–	–
Level 11	46.56	4.0	46.56	4.0	–	–
Electrical engineers	40.10	4.6	40.10	4.6	–	–
Electronics engineers, except computer	44.12	5.3	44.12	5.3	–	–
Level 11	46.99	5.1	46.99	5.1	–	–
Industrial engineers, including health and safety	37.81	3.9	37.81	3.9	–	–
Industrial engineers	37.81	3.9	37.81	3.9	–	–
Mechanical engineers	41.51	5.3	41.51	5.3	–	–
Drafters	28.12	9.7	28.12	9.7	–	–
Engineering technicians, except drafters	23.23	5.2	23.23	5.2	–	–
Electrical and electronic engineering technicians	22.52	13.0	22.52	13.0	–	–
Life, physical, and social science occupations	33.25	8.6	33.30	8.8	–	–
Level 7	24.69	9.1	24.69	9.1	–	–
Level 9	28.78	18.9	28.64	19.2	–	–
Level 11	31.26	7.7	31.26	7.7	–	–
Not able to be leveled	34.41	7.8	35.57	7.6	–	–
Biological scientists	45.06	3.1	45.06	3.1	–	–
Biochemists and biophysicists	45.06	3.1	45.06	3.1	–	–
Physical scientists	32.10	22.4	32.10	22.4	–	–
Chemists and materials scientists	45.69	15.5	45.69	15.5	–	–
Market and survey researchers	51.15	19.9	51.15	19.9	–	–
Market research analysts	51.15	19.9	51.15	19.9	–	–
Community and social services occupations	19.90	8.2	19.35	8.4	\$24.43	13.3
Level 7	19.73	14.0	–	–	–	–
Level 9	23.54	6.6	23.17	5.6	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Community and social services occupations						
—Continued						
Counselors	\$19.27	10.2	\$19.24	10.8	—	—
Social workers	21.70	13.4	—	—	—	—
Miscellaneous community and social service specialists	18.50	16.8	—	—	—	—
Legal occupations	48.08	7.9	51.56	7.1	—	—
Lawyers	70.94	6.9	70.94	6.9	—	—
Paralegals and legal assistants	24.99	3.0	—	—	—	—
Education, training, and library occupations	28.59	16.2	31.57	10.5	\$16.46	18.0
Level 4	9.58	12.8	—	—	—	—
Level 7	19.22	24.3	—	—	—	—
Level 9	29.95	12.9	29.69	13.3	—	—
Level 10	40.05	3.3	39.88	3.2	—	—
Level 11	56.78	12.1	56.78	12.1	—	—
Level 12	54.84	9.4	54.84	9.4	—	—
Level 13	97.00	2.5	97.00	2.5	—	—
Not able to be leveled	42.63	13.0	45.19	12.2	26.66	29.5
Postsecondary teachers	50.66	4.0	51.48	4.2	34.12	20.0
Level 9	45.46	12.9	46.57	12.0	—	—
Level 10	40.05	3.3	39.88	3.2	—	—
Level 11	56.78	12.1	56.78	12.1	—	—
Level 12	54.84	9.4	54.84	9.4	—	—
Level 13	97.00	2.5	97.00	2.5	—	—
Not able to be leveled	47.37	9.4	47.94	9.3	39.50	34.9
Arts, communications, and humanities teachers, postsecondary	45.32	15.8	46.34	11.8	—	—
Miscellaneous postsecondary teachers	44.35	4.1	45.33	3.4	31.63	13.4
Primary, secondary, and special education school teachers	17.41	15.4	19.09	15.1	—	—
Level 9	28.47	24.6	28.47	24.6	—	—
Preschool and kindergarten teachers	—	—	14.36	2.2	—	—
Preschool teachers, except special education	—	—	14.36	2.2	—	—
Other teachers and instructors	20.95	6.6	—	—	25.32	12.3
Teacher assistants	9.58	12.8	—	—	—	—
Level 4	9.58	12.8	—	—	—	—
Arts, design, entertainment, sports, and media occupations	29.34	7.3	29.93	7.5	14.03	20.6
Level 9	33.80	7.5	33.80	7.5	—	—
Not able to be leveled	25.41	13.3	25.64	13.9	—	—
Designers	26.40	11.2	28.41	6.1	—	—
Athletes, coaches, umpires, and related workers	26.53	7.4	—	—	—	—
Not able to be leveled	26.53	7.4	—	—	—	—
Coaches and scouts	26.41	13.6	—	—	—	—
Not able to be leveled	26.41	13.6	—	—	—	—
Writers and editors	40.15	5.2	40.80	6.3	—	—
Editors	37.03	8.8	—	—	—	—
Healthcare practitioner and technical occupations	30.86	5.5	29.86	7.6	34.99	3.6
Level 4	17.06	5.3	17.05	6.8	—	—
Level 5	18.55	5.2	18.40	5.4	—	—
Level 6	25.22	10.0	24.77	10.3	—	—
Level 7	27.88	8.5	29.25	3.6	25.55	14.4
Level 8	31.51	11.1	29.39	12.9	42.67	1.5
Level 9	40.05	4.1	36.75	5.7	44.65	3.2
Level 10	34.65	13.5	34.65	13.5	—	—
Level 11	54.30	6.8	55.04	6.5	—	—
Not able to be leveled	28.07	3.3	28.36	3.1	26.63	12.4
Physicians and surgeons	57.41	27.5	55.68	28.0	—	—
Registered nurses	38.93	3.3	37.75	4.6	42.42	3.3
Level 7	31.27	4.2	31.15	4.8	31.46	6.7
Level 8	36.16	4.1	—	—	45.62	7.4
Level 9	40.43	3.1	37.71	5.0	44.50	3.5
Not able to be leveled	35.62	6.2	35.42	6.9	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
—Continued						
Therapists	\$30.68	16.7	\$34.47	2.2	—	—
Clinical laboratory technologists and technicians	21.87	9.0	20.93	10.5	\$27.56	4.4
Medical and clinical laboratory technologists	23.72	19.1	22.36	21.6	—	—
Medical and clinical laboratory technicians	19.41	9.5	19.04	12.5	—	—
Emergency medical technicians and paramedics	16.75	6.2	16.36	8.7	—	—
Health diagnosing and treating practitioner support technicians	17.41	10.3	16.77	10.6	—	—
Licensed practical and licensed vocational nurses	23.48	2.4	23.90	3.2	—	—
Medical records and health information technicians	14.75	3.4	14.81	3.5	—	—
Healthcare support occupations	14.54	3.3	14.37	4.3	15.05	5.9
Level 2	12.84	2.8	—	—	12.57	5.6
Level 3	13.28	2.6	13.30	2.6	13.23	6.0
Level 4	15.19	7.6	14.68	9.2	17.40	4.0
Nursing, psychiatric, and home health aides	12.97	4.9	12.99	6.3	12.87	3.1
Level 2	12.88	3.1	—	—	—	—
Level 3	13.03	2.4	13.05	3.9	12.97	2.4
Level 4	12.88	9.9	12.88	10.8	—	—
Home health aides	11.48	5.6	—	—	—	—
Nursing aides, orderlies, and attendants	14.03	6.1	14.39	5.5	12.54	1.5
Level 2	12.87	2.4	—	—	—	—
Level 3	13.49	4.6	13.70	4.4	12.72	1.5
Level 4	15.90	7.0	16.38	4.4	—	—
Miscellaneous healthcare support occupations	17.14	3.3	17.77	2.7	16.11	7.5
Level 3	14.63	13.7	—	—	13.67	16.5
Level 4	18.48	4.0	18.84	6.0	17.85	3.0
Protective service occupations	14.54	7.5	—	—	11.91	11.6
Level 3	15.61	6.5	—	—	—	—
Not able to be leveled	13.30	13.7	—	—	—	—
Security guards and gaming surveillance officers	15.96	9.2	18.30	12.7	12.57	9.2
Security guards	15.96	9.2	18.30	12.7	12.57	9.2
Miscellaneous protective service workers	14.42	16.2	—	—	—	—
Food preparation and serving related occupations	9.57	3.6	11.20	1.6	7.45	5.9
Level 1	8.04	1.0	7.49	11.6	8.34	6.2
Level 2	7.57	3.7	8.19	14.7	7.00	10.6
Level 3	9.83	11.3	11.51	13.4	6.79	5.9
Level 4	13.24	4.1	13.22	4.2	—	—
First-line supervisors/managers, food preparation and serving workers	20.72	4.4	20.72	4.4	—	—
First-line supervisors/managers of food preparation and serving workers	18.65	3.9	18.65	3.9	—	—
Cooks	11.94	2.0	11.96	1.9	—	—
Level 3	11.41	15.1	11.45	15.4	—	—
Level 4	13.06	5.5	13.02	5.8	—	—
Cooks, institution and cafeteria	12.47	6.3	12.42	6.5	—	—
Cooks, restaurant	11.88	3.8	11.89	4.1	—	—
Food preparation workers	11.55	15.9	—	—	9.72	2.6
Level 2	11.56	22.3	—	—	—	—
Food service, tipped	5.50	6.0	6.02	15.7	5.19	2.5
Level 1	6.33	19.4	—	—	6.82	9.4
Level 2	4.75	9.6	5.06	25.4	4.50	22.1
Level 3	6.27	8.8	—	—	5.00	25.0
Bartenders	6.48	8.1	—	—	6.58	4.3
Waiters and waitresses	4.06	6.4	5.09	17.0	3.27	9.2
Level 2	2.96	4.2	—	—	3.09	8.0
Level 3	5.84	3.5	—	—	3.46	23.5
Dining room and cafeteria attendants and bartender helpers	8.33	4.4	—	—	7.79	9.2
Level 1	7.69	4.6	—	—	7.79	9.2
Fast food and counter workers	8.87	3.2	9.15	4.5	8.70	3.8
Level 1	8.33	13.7	—	—	—	—
Level 2	8.79	3.0	9.34	1.9	8.29	3.9

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Combined food preparation and serving workers, including fast food	\$9.13	8.1	—	—	\$8.19	4.5
Level 2	8.68	10.6	—	—	8.43	9.9
Counter attendants, cafeteria, food concession, and coffee shop	8.79	3.7	\$8.58	2.5	8.96	5.2
Level 2	8.82	1.7	9.22	2.1	—	—
Dishwashers	9.09	1.6	9.28	1.9	—	—
Level 1	9.09	1.6	9.28	1.9	—	—
Building and grounds cleaning and maintenance occupations						
.....	13.15	3.6	13.60	4.8	11.70	3.3
Level 1	11.42	2.9	11.07	4.6	12.05	.4
Level 2	13.50	5.0	—	—	11.20	6.2
Level 3	13.25	4.5	—	—	—	—
Not able to be leveled	16.98	11.5	17.04	11.6	—	—
Building cleaning workers	12.90	4.2	13.33	5.7	11.70	3.3
Level 1	11.32	3.7	10.86	6.2	12.05	.4
Level 2	13.63	4.6	—	—	11.20	6.2
Janitors and cleaners, except maids and housekeeping cleaners	13.63	3.6	14.38	4.3	11.74	3.7
Level 1	12.63	1.2	13.28	1.3	12.12	.1
Level 2	13.77	4.3	—	—	—	—
Maids and housekeeping cleaners	9.62	3.6	9.27	2.9	—	—
Level 1	9.06	1.7	8.88	2.2	—	—
Grounds maintenance workers	13.04	7.2	13.02	7.2	—	—
Landscaping and groundskeeping workers	13.04	7.2	13.02	7.2	—	—
Personal care and service occupations						
.....	13.64	5.2	16.24	6.1	10.36	6.0
Level 1	11.40	3.7	—	—	—	—
Level 2	9.67	6.1	—	—	9.20	6.6
Level 3	9.72	4.4	—	—	9.66	5.5
Level 4	13.07	10.6	13.47	11.5	—	—
Transportation attendants	33.77	9.3	—	—	—	—
Child care workers	10.85	6.6	—	—	9.31	6.2
Level 3	9.85	5.8	—	—	—	—
Personal and home care aides	11.01	3.6	—	—	—	—
Recreation and fitness workers	12.66	6.5	—	—	12.05	10.9
Fitness trainers and aerobics instructors	12.16	13.2	—	—	12.16	13.2
Recreation workers	13.31	4.7	—	—	—	—
Sales and related occupations						
.....	21.37	7.1	25.51	7.2	10.45	4.9
Level 1	9.25	5.7	—	—	9.45	4.6
Level 2	9.76	3.6	11.05	1.7	9.35	3.2
Level 3	13.51	3.7	14.09	5.8	10.96	11.2
Level 4	18.07	9.8	19.18	8.9	12.63	5.2
Level 5	18.71	5.7	18.78	5.7	—	—
Level 6	19.05	5.6	19.20	5.5	—	—
Level 7	42.98	20.7	42.98	20.7	—	—
Level 8	54.88	40.8	54.88	40.8	—	—
Level 9	67.81	35.6	67.81	35.6	—	—
Level 11	61.63	9.2	62.11	9.7	—	—
Not able to be leveled	20.27	23.0	20.72	23.6	—	—
First-line supervisors/managers, sales workers	17.77	4.0	17.94	4.3	—	—
First-line supervisors/managers of retail sales workers	18.24	3.8	18.45	3.9	—	—
Retail sales workers	12.48	11.1	14.85	12.6	9.72	1.7
Level 1	9.25	5.7	—	—	9.45	4.6
Level 2	9.73	3.5	11.05	1.7	9.31	2.9
Level 3	13.40	4.4	13.98	6.6	10.96	11.2
Level 4	18.20	11.8	19.37	11.3	12.63	7.7
Level 5	19.67	11.5	19.94	11.0	—	—
Not able to be leveled	10.11	12.0	10.11	13.4	—	—
Cashiers, all workers	9.71	4.0	10.79	13.5	9.38	2.6
Level 1	9.00	5.9	—	—	9.26	4.9
Level 2	9.03	1.3	—	—	9.02	1.8

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Cashiers, all workers —Continued						
Level 3	\$13.06	8.3	—	—	—	—
Cashiers	9.68	4.0	\$10.79	13.5	\$9.33	2.5
Level 1	9.00	5.9	—	—	9.26	4.9
Level 2	9.03	1.3	—	—	9.02	1.8
Counter and rental clerks and parts salespersons	12.83	9.4	13.76	19.7	9.40	15.3
Level 3	13.07	11.6	—	—	—	—
Counter and rental clerks	10.99	9.5	—	—	—	—
Parts salespersons	19.82	17.0	—	—	—	—
Retail salespersons	14.32	17.0	16.55	15.3	10.35	3.4
Level 2	11.16	7.2	—	—	10.61	6.7
Level 3	13.66	6.1	14.65	7.4	—	—
Level 4	16.48	12.1	17.27	10.3	—	—
Level 5	20.41	11.8	20.84	10.8	—	—
Sales representatives, wholesale and manufacturing	30.99	6.8	31.41	6.8	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	38.80	15.7	38.80	15.7	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.21	5.4	24.72	5.0	—	—
Miscellaneous sales and related workers	24.99	18.3	—	—	—	—
Office and administrative support occupations	18.45	1.7	18.97	1.9	15.14	5.1
Level 1	10.14	5.2	—	—	9.48	.8
Level 2	13.90	8.8	13.53	6.1	14.44	19.8
Level 3	13.89	2.5	13.94	3.1	13.45	4.9
Level 4	17.39	2.0	17.49	2.2	16.85	2.3
Level 5	20.63	6.3	20.63	6.7	20.64	4.3
Level 6	23.61	4.8	23.61	4.8	—	—
Level 7	25.40	5.9	25.50	6.2	—	—
Not able to be leveled	20.33	4.2	20.66	4.4	15.31	15.4
Financial clerks	18.41	6.6	18.84	7.3	15.91	7.1
Level 2	12.65	4.4	—	—	—	—
Level 3	13.01	8.8	12.81	9.3	—	—
Level 4	17.34	3.9	17.60	4.7	16.29	4.9
Level 5	19.29	4.9	—	—	—	—
Level 6	26.24	7.7	26.24	7.7	—	—
Not able to be leveled	17.95	11.4	17.96	11.5	—	—
Billing and posting clerks and machine operators	15.61	9.1	15.77	9.2	—	—
Bookkeeping, accounting, and auditing clerks	21.12	5.9	22.28	6.3	15.47	6.1
Level 4	16.86	3.6	—	—	—	—
Tellers	14.07	3.6	14.14	4.1	—	—
Brokerage clerks	18.84	7.1	18.84	7.1	—	—
Customer service representatives	19.03	7.8	19.84	7.9	12.47	10.6
Level 3	13.13	8.6	—	—	—	—
Level 4	18.01	6.1	18.07	6.3	—	—
Level 5	23.96	17.0	24.01	17.4	—	—
Order clerks	18.74	4.7	—	—	—	—
Receptionists and information clerks	14.83	3.4	14.78	3.5	—	—
Level 3	14.31	4.8	14.32	4.9	—	—
Level 4	16.44	5.0	16.31	6.7	—	—
Reservation and transportation ticket agents and travel clerks	18.48	5.1	—	—	—	—
Shipping, receiving, and traffic clerks	18.63	8.9	18.63	8.9	—	—
Level 4	17.33	9.6	17.33	9.6	—	—
Not able to be leveled	20.32	17.8	20.32	17.8	—	—
Stock clerks and order fillers	11.30	4.2	13.68	4.5	9.33	3.5
Level 1	9.53	1.2	—	—	9.48	.8
Level 2	10.49	10.4	—	—	9.08	7.3
Secretaries and administrative assistants	20.78	2.5	21.04	2.9	18.65	6.2
Level 4	17.40	5.0	17.25	5.3	—	—
Level 5	18.59	10.2	18.59	10.2	—	—
Level 6	24.40	3.1	24.40	3.1	—	—
Level 7	25.55	3.9	25.74	4.7	—	—
Not able to be leveled	19.48	5.5	19.55	5.7	—	—
Executive secretaries and administrative assistants	24.86	3.2	24.86	3.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
–Continued						
Executive secretaries and administrative assistants						
–Continued						
Level 6	\$24.40	3.1	\$24.40	3.1	–	–
Level 7	25.81	4.8	25.81	4.8	–	–
Medical secretaries	17.08	2.2	17.02	1.5	–	–
Level 4	17.84	5.8	17.72	7.5	–	–
Secretaries, except legal, medical, and executive	18.52	5.3	18.56	5.8	–	–
Level 4	16.46	6.2	16.41	7.1	–	–
Data entry and information processing workers	14.79	14.1	14.89	15.1	–	–
Level 2	15.64	18.6	–	–	–	–
Data entry keyers	13.59	7.4	13.63	8.1	–	–
Insurance claims and policy processing clerks	17.40	3.6	17.40	3.6	–	–
Level 4	16.70	6.2	16.70	6.2	–	–
Office clerks, general	20.51	3.1	20.54	3.1	\$20.37	11.0
Level 3	15.50	3.4	–	–	–	–
Level 4	18.23	6.6	18.25	7.4	–	–
Level 5	22.48	2.4	22.68	2.1	–	–
Construction and extraction occupations	27.26	10.5	27.71	10.2	–	–
Level 3	28.63	18.4	28.63	18.4	–	–
Level 5	27.28	9.7	27.28	9.7	–	–
Level 6	24.51	7.3	24.51	7.3	–	–
Level 7	30.81	2.2	31.02	3.1	–	–
Carpenters	31.39	10.8	31.39	10.8	–	–
Level 7	29.73	2.6	29.73	2.6	–	–
Construction laborers	27.39	23.7	–	–	–	–
Electricians	26.20	1.4	26.20	1.4	–	–
Level 7	29.26	14.3	29.26	14.3	–	–
Pipelayers, plumbers, pipefitters, and steamfitters	20.93	18.4	20.93	18.4	–	–
Plumbers, pipefitters, and steamfitters	26.03	8.0	26.03	8.0	–	–
Installation, maintenance, and repair occupations	25.19	6.1	25.28	5.9	–	–
Level 4	18.22	2.8	–	–	–	–
Level 5	20.57	7.6	20.62	7.8	–	–
Level 6	24.90	6.0	24.90	6.0	–	–
Level 7	29.96	7.7	29.99	7.8	–	–
Not able to be leveled	22.45	10.3	22.45	10.3	–	–
First-line supervisors/managers of mechanics, installers, and repairers	33.50	10.8	33.50	10.8	–	–
Automotive technicians and repairers	30.17	36.2	30.17	36.2	–	–
Automotive service technicians and mechanics	30.21	39.7	30.21	39.7	–	–
Industrial machinery installation, repair, and maintenance workers	20.34	4.3	20.34	4.3	–	–
Level 7	22.08	15.0	–	–	–	–
Industrial machinery mechanics	21.36	4.1	21.36	4.1	–	–
Maintenance and repair workers, general	20.04	5.6	20.04	5.6	–	–
Line installers and repairers	28.74	2.6	28.74	2.6	–	–
Production occupations	16.28	5.6	16.48	5.5	11.45	4.4
Level 1	10.30	3.4	10.32	3.5	–	–
Level 2	12.45	3.3	12.63	3.6	–	–
Level 3	13.43	6.0	13.52	6.6	–	–
Level 4	14.40	11.0	14.42	11.0	–	–
Level 5	18.72	4.7	18.72	4.7	–	–
Level 6	22.84	8.3	22.84	8.3	–	–
Level 7	27.63	5.9	27.63	5.9	–	–
Level 8	28.80	2.3	28.80	2.3	–	–
Not able to be leveled	16.59	19.3	16.59	19.3	–	–
First-line supervisors/managers of production and operating workers	28.29	9.9	28.29	9.9	–	–
Electrical, electronics, and electromechanical assemblers	14.17	7.0	14.26	7.5	–	–
Level 2	12.94	1.4	13.06	1.6	–	–
Electrical and electronic equipment assemblers	14.09	8.9	14.22	9.5	–	–

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Electrical and electronic equipment assemblers —Continued						
Level 2	\$12.72	3.3	—	—	—	—
Miscellaneous assemblers and fabricators	15.14	9.5	\$15.14	9.5	—	—
Machinists	23.16	5.6	23.16	5.6	—	—
Multiple machine tool setters, operators, and tenders, metal and plastic	13.93	11.7	13.98	12.0	—	—
Printers	16.48	19.6	16.48	19.6	—	—
Inspectors, testers, sorters, samplers, and weighers	17.05	5.1	17.05	5.1	—	—
Miscellaneous production workers	13.67	4.8	13.76	5.0	—	—
Transportation and material moving occupations						
Level 1	9.23	5.5	9.98	8.9	\$10.45	5.7
Level 2	11.63	3.9	11.54	5.5	11.75	2.6
Level 3	19.16	5.1	19.48	4.4	16.61	6.7
Level 4	17.64	8.7	17.64	8.9	—	—
Level 5	18.38	7.5	18.41	8.6	—	—
Not able to be leveled	17.91	7.7	17.91	7.7	—	—
Driver/sales workers and truck drivers	15.73	7.9	17.62	9.4	9.92	13.0
Level 1	7.05	6.1	—	—	—	—
Level 3	21.01	5.1	21.51	3.8	—	—
Level 4	19.34	13.7	19.40	13.8	—	—
Driver/sales workers	7.66	22.3	—	—	—	—
Truck drivers, heavy and tractor-trailer	20.53	8.5	20.42	8.8	—	—
Level 4	19.60	19.8	19.60	19.8	—	—
Truck drivers, light or delivery services	13.82	22.5	16.63	15.1	8.88	26.4
Level 3	18.73	13.2	—	—	—	—
Industrial truck and tractor operators	17.64	9.3	17.76	9.0	—	—
Laborers and material movers, hand	11.73	5.8	12.81	9.2	9.68	1.9
Level 1	10.14	7.2	10.74	12.3	9.22	1.5
Level 2	11.15	5.2	—	—	10.54	3.6
Level 3	15.78	1.8	15.80	1.9	—	—
Laborers and freight, stock, and material movers, hand	12.06	12.5	12.69	16.3	10.69	7.7
Level 1	10.64	13.5	10.65	15.7	10.58	14.8
Level 2	10.91	5.2	—	—	10.54	3.6
Packers and packagers, hand	10.12	3.7	11.48	7.3	—	—
Level 1	—	—	10.91	10.8	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$29.41	2.2	\$30.22	2.1	\$18.54	9.2
Management occupations	42.03	7.8	42.07	7.7	—	—
Level 11	48.16	8.7	48.16	8.7	—	—
Not able to be leveled	40.42	7.7	40.51	7.6	—	—
Education administrators	51.10	12.8	51.10	12.8	—	—
Education administrators, elementary and secondary school	54.39	11.1	54.39	11.1	—	—
Business and financial operations occupations	27.88	12.6	26.94	10.3	—	—
Computer and mathematical science occupations	33.76	9.2	33.76	9.2	—	—
Life, physical, and social science occupations	30.52	13.2	30.52	13.2	—	—
Community and social services occupations	31.86	8.9	32.04	9.2	—	—
Level 9	33.71	8.6	34.07	8.8	—	—
Counselors	36.37	13.3	36.66	13.5	—	—
Level 9	34.58	11.9	34.82	12.5	—	—
Educational, vocational, and school counselors	46.08	13.0	47.64	10.1	—	—
Level 9	45.05	10.3	—	—	—	—
Social workers	31.29	11.1	31.57	12.0	—	—
Education, training, and library occupations	38.27	1.7	39.69	2.1	22.35	4.4
Level 3	14.32	1.4	—	—	—	—
Level 4	17.44	5.0	17.72	5.3	—	—
Level 6	19.81	17.0	—	—	—	—
Level 7	26.05	4.4	—	—	—	—
Level 8	39.94	7.0	39.94	7.0	—	—
Level 9	43.86	1.7	43.98	2.0	39.79	7.7
Not able to be leveled	35.58	12.7	38.12	12.8	—	—
Postsecondary teachers	48.50	3.6	48.99	3.7	—	—
Primary, secondary, and special education school teachers	43.09	.3	44.25	.7	20.88	3.4
Level 8	44.36	.1	44.36	.1	—	—
Level 9	44.53	.3	44.53	.2	—	—
Not able to be leveled	35.26	3.9	—	—	—	—
Elementary and middle school teachers	44.01	.8	44.79	.4	24.39	18.7
Level 9	45.26	.9	45.25	1.0	—	—
Elementary school teachers, except special education	44.26	2.0	45.33	1.3	24.39	18.7
Level 9	46.01	1.9	46.01	2.0	—	—
Middle school teachers, except special and vocational education	43.20	3.7	43.20	3.7	—	—
Level 9	43.13	3.7	43.13	3.7	—	—
Secondary school teachers	40.17	.4	42.69	.9	—	—
Level 9	42.72	.5	42.72	.5	—	—
Secondary school teachers, except special and vocational education	40.17	.4	42.69	.9	—	—
Level 9	42.72	.5	42.72	.5	—	—
Special education teachers	43.58	3.3	43.69	3.3	—	—
Level 9	43.18	4.4	43.29	4.6	—	—
Special education teachers, preschool, kindergarten, and elementary school	43.76	.6	43.93	.2	—	—
Level 9	43.25	1.3	43.43	.9	—	—
Other teachers and instructors	37.77	11.8	—	—	—	—
Librarians	28.27	24.1	—	—	—	—
Teacher assistants	16.71	6.2	17.07	6.3	14.89	4.7
Level 3	14.32	1.4	—	—	—	—
Level 4	17.44	5.0	17.72	5.3	—	—
Healthcare practitioner and technical occupations	33.59	5.5	33.93	6.1	—	—
Level 9	38.97	7.5	39.63	8.9	—	—
Registered nurses	37.62	6.5	38.04	7.5	—	—
Level 9	38.97	7.5	39.63	8.9	—	—
Healthcare support occupations	16.44	9.7	—	—	—	—

See footnotes at end of table.

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Protective service occupations	\$27.04	1.9	\$26.89	1.1	—	—
Level 5	21.05	2.6	21.05	2.6	—	—
Level 6	26.95	.8	26.35	1.8	—	—
Level 7	29.37	2.8	29.37	2.8	—	—
Fire fighters	23.93	5.5	24.21	4.1	—	—
Police officers	27.86	6.5	27.19	4.3	—	—
Level 6	27.03	2.5	25.48	5.0	—	—
Police and sheriff's patrol officers	27.86	6.5	27.19	4.3	—	—
Level 6	27.03	2.5	25.48	5.0	—	—
Food preparation and serving related occupations	12.96	6.8	—	—	\$11.36	8.7
Building and grounds cleaning and maintenance occupations	17.81	2.5	17.86	2.6	—	—
Level 3	16.94	3.3	16.78	3.4	—	—
Building cleaning workers	17.02	1.8	17.05	1.5	—	—
Level 3	16.94	3.3	16.78	3.4	—	—
Janitors and cleaners, except maids and housekeeping cleaners	17.02	1.8	17.05	1.5	—	—
Level 3	16.94	3.3	16.78	3.4	—	—
Personal care and service occupations	11.52	9.6	—	—	11.52	9.6
Child care workers	10.68	3.8	—	—	10.68	3.8
Office and administrative support occupations	21.26	3.3	22.00	3.3	12.40	7.7
Level 3	16.91	9.3	—	—	—	—
Level 4	20.41	4.9	20.97	3.8	—	—
Level 5	22.17	7.3	22.17	7.3	—	—
Not able to be leveled	24.99	9.0	24.99	9.0	—	—
Secretaries and administrative assistants	22.27	4.7	22.27	4.7	—	—
Level 4	21.37	5.4	21.37	5.4	—	—
Executive secretaries and administrative assistants	23.72	7.0	23.72	7.0	—	—
Secretaries, except legal, medical, and executive	20.54	2.9	20.54	2.9	—	—
Office clerks, general	18.99	6.8	—	—	—	—
Construction and extraction occupations	26.36	6.2	26.36	6.2	—	—
Installation, maintenance, and repair occupations	22.01	6.3	22.01	6.3	—	—
Transportation and material moving occupations	20.09	6.7	20.34	7.9	—	—
Not able to be leveled	21.69	11.0	—	—	—	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

² Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.84	2.1	\$27.72	2.5	\$14.16	2.5
Management occupations	49.57	3.6	49.60	3.6	—	—
Group II	25.15	13.8	—	—	—	—
Group III	45.01	4.4	—	—	—	—
Group IV	91.84	5.9	—	—	—	—
General and operations managers	60.39	9.0	61.10	9.2	—	—
Group III	35.37	8.3	35.59	8.7	—	—
Marketing and sales managers	51.06	9.6	51.06	9.6	—	—
Group III	47.49	10.8	—	—	—	—
Marketing managers	52.78	15.0	52.78	15.0	—	—
Group III	48.24	13.0	48.24	13.0	—	—
Sales managers	48.49	12.5	48.49	12.5	—	—
Computer and information systems managers	54.93	7.3	54.93	7.3	—	—
Group III	51.16	4.2	51.16	4.2	—	—
Financial managers	55.25	6.1	55.25	6.1	—	—
Group III	49.70	9.5	49.70	9.5	—	—
Human resources managers	49.59	14.1	49.59	14.1	—	—
Industrial production managers	42.97	2.7	42.97	2.7	—	—
Education administrators	44.11	7.4	44.41	7.8	—	—
Group III	48.97	5.2	—	—	—	—
Education administrators, elementary and secondary school	54.39	11.1	54.39	11.1	—	—
Group III	54.09	13.8	54.09	13.8	—	—
Education administrators, postsecondary	43.02	6.5	43.41	7.2	—	—
Group III	47.08	3.2	47.08	3.2	—	—
Engineering managers	55.74	6.2	55.74	6.2	—	—
Group III	54.46	2.3	54.46	2.3	—	—
Medical and health services managers	46.76	13.9	45.62	14.4	—	—
Group III	40.43	8.4	38.70	9.3	—	—
Business and financial operations occupations	33.30	3.7	33.36	3.6	—	—
Group II	23.86	3.5	—	—	—	—
Group III	37.93	6.2	—	—	—	—
Buyers and purchasing agents	28.95	13.9	28.95	13.9	—	—
Group III	37.11	13.9	—	—	—	—
Wholesale and retail buyers, except farm products	23.16	21.4	23.16	21.4	—	—
Purchasing agents, except wholesale, retail, and farm products	33.06	13.2	33.06	13.2	—	—
Claims adjusters, appraisers, examiners, and investigators	26.76	6.3	25.97	7.4	—	—
Group II	23.19	7.5	—	—	—	—
Claims adjusters, examiners, and investigators	26.41	7.3	25.51	8.8	—	—
Group II	22.17	7.3	22.17	7.3	—	—
Compliance officers, except agriculture, construction, health and safety, and transportation	21.64	12.3	—	—	—	—
Group II	21.64	12.3	—	—	—	—
Human resources, training, and labor relations specialists	29.33	7.4	29.33	7.4	—	—
Group II	23.91	10.7	—	—	—	—
Group III	30.50	3.8	—	—	—	—
Compensation, benefits, and job analysis specialists ..	29.61	6.5	29.61	6.5	—	—
Group III	30.71	6.3	30.71	6.3	—	—
Training and development specialists	31.54	10.8	31.54	10.8	—	—
Management analysts	43.39	13.6	43.39	13.6	—	—
Group III	44.44	15.0	44.44	15.0	—	—
Accountants and auditors	27.51	9.0	27.51	9.0	—	—
Group II	24.90	7.4	24.90	7.4	—	—
Group III	37.03	2.9	37.03	2.9	—	—
Budget analysts	38.34	11.9	—	—	—	—
Financial analysts and advisors	43.43	4.9	44.23	5.1	—	—
Group II	23.44	13.3	—	—	—	—
Group III	39.92	9.7	—	—	—	—
Financial analysts	47.16	7.0	47.16	7.0	—	—
Group III	39.89	12.3	39.89	12.3	—	—
Computer and mathematical science occupations	41.42	5.1	41.42	5.1	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer and mathematical science occupations						
—Continued						
Group II	\$25.72	5.8	—	—	—	—
Group III	44.38	2.5	—	—	—	—
Computer programmers	30.58	6.9	\$30.58	6.9	—	—
Computer software engineers	48.88	5.1	48.88	5.1	—	—
Group III	46.50	3.4	—	—	—	—
Computer software engineers, applications	52.97	11.0	52.97	11.0	—	—
Group III	46.21	4.6	46.21	4.6	—	—
Computer software engineers, systems software	46.05	6.4	46.05	6.4	—	—
Group III	46.70	4.6	46.70	4.6	—	—
Computer support specialists	33.77	3.0	33.77	3.0	—	—
Group II	22.50	7.6	22.50	7.6	—	—
Group III	41.57	5.8	41.57	5.8	—	—
Computer systems analysts	41.13	4.4	41.13	4.4	—	—
Group III	44.11	6.3	44.11	6.3	—	—
Network and computer systems administrators	41.00	6.3	41.00	6.3	—	—
Group III	44.51	5.7	44.51	5.7	—	—
Network systems and data communications analysts	34.76	3.9	34.76	3.9	—	—
Architecture and engineering occupations	37.57	9.0	37.35	8.5	—	—
Group II	26.42	4.4	—	—	—	—
Group III	43.99	6.1	—	—	—	—
Architects, except naval	36.33	24.7	36.33	24.7	—	—
Architects, except landscape and naval	38.33	24.2	38.33	24.2	—	—
Engineers	43.06	3.5	42.86	3.2	—	—
Group II	32.99	6.0	—	—	—	—
Group III	44.55	3.9	—	—	—	—
Computer hardware engineers	50.17	.4	50.17	.4	—	—
Electrical and electronics engineers	43.38	3.9	43.38	3.9	—	—
Group III	43.82	1.3	—	—	—	—
Electrical engineers	40.95	4.6	40.95	4.6	—	—
Electronics engineers, except computer	44.12	5.3	44.12	5.3	—	—
Group III	44.08	1.1	44.08	1.1	—	—
Industrial engineers, including health and safety	37.81	3.9	37.81	3.9	—	—
Group III	39.80	4.2	—	—	—	—
Industrial engineers	37.81	3.9	37.81	3.9	—	—
Group III	39.80	4.2	39.80	4.2	—	—
Mechanical engineers	41.51	5.3	41.51	5.3	—	—
Group III	41.20	4.8	41.20	4.8	—	—
Drafters	28.12	9.7	28.12	9.7	—	—
Engineering technicians, except drafters	23.21	4.5	23.21	4.5	—	—
Group II	23.21	4.5	—	—	—	—
Electrical and electronic engineering technicians	22.52	13.0	22.52	13.0	—	—
Group II	22.52	13.0	22.52	13.0	—	—
Life, physical, and social science occupations	33.09	8.1	33.14	8.2	—	—
Group II	25.69	12.8	—	—	—	—
Group III	32.31	8.9	—	—	—	—
Biological scientists	45.06	3.1	45.06	3.1	—	—
Biochemists and biophysicists	45.06	3.1	45.06	3.1	—	—
Physical scientists	31.61	21.6	31.61	21.6	—	—
Group III	32.05	21.2	—	—	—	—
Chemists and materials scientists	45.69	15.5	45.69	15.5	—	—
Market and survey researchers	49.97	19.1	49.97	19.1	—	—
Group III	42.33	5.1	—	—	—	—
Market research analysts	49.97	19.1	49.97	19.1	—	—
Group III	42.33	5.1	42.33	5.1	—	—
Psychologists	27.50	17.3	—	—	—	—
Community and social services occupations	25.69	9.0	25.73	9.6	\$25.22	9.3
Group II	19.04	8.6	—	—	—	—
Group III	30.49	7.3	—	—	—	—
Counselors	27.80	10.4	27.97	10.9	—	—
Group III	30.55	12.3	—	—	—	—
Educational, vocational, and school counselors	32.41	17.3	33.15	18.0	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Community and social services occupations						
–Continued						
Educational, vocational, and school counselors						
–Continued						
Group III	\$32.98	20.8	\$33.63	21.3	–	–
Social workers	27.04	11.8	26.98	12.6	–	–
Group II	21.45	11.5	–	–	–	–
Group III	32.60	9.1	–	–	–	–
Child, family, and school social workers	26.08	18.8	26.08	18.8	–	–
Miscellaneous community and social service specialists	18.71	13.3	17.73	15.3	–	–
Group II	15.89	10.3	–	–	–	–
Social and human service assistants	15.89	10.3	–	–	–	–
Group II	15.89	10.3	–	–	–	–
Legal occupations	43.69	10.4	46.05	12.1	–	–
Group III	47.63	4.0	–	–	–	–
Lawyers	64.99	8.9	64.99	8.9	–	–
Group III	62.68	5.7	62.68	5.7	–	–
Paralegals and legal assistants	24.99	3.0	–	–	–	–
Education, training, and library occupations	33.27	9.1	35.77	5.4	\$18.11	16.4
Group I	13.66	7.6	–	–	–	–
Group II	20.14	19.0	–	–	–	–
Group III	42.58	4.5	–	–	–	–
Group IV	94.71	2.0	–	–	–	–
Postsecondary teachers	50.29	3.3	51.05	3.5	34.48	16.9
Group II	23.93	4.8	–	–	–	–
Group III	50.63	6.0	–	–	–	–
Group IV	94.71	2.0	–	–	–	–
Physical sciences teachers, postsecondary	59.48	3.1	59.48	3.1	–	–
Social sciences teachers, postsecondary	47.79	4.1	–	–	–	–
Arts, communications, and humanities teachers, postsecondary	46.10	13.7	47.15	10.4	–	–
Group III	51.56	5.8	–	–	–	–
Miscellaneous postsecondary teachers	44.16	3.7	45.11	3.1	30.88	11.3
Group II	23.93	4.8	–	–	–	–
Group III	49.72	7.4	–	–	–	–
Primary, secondary, and special education school teachers	32.08	13.6	35.55	7.1	–	–
Group II	18.71	21.6	–	–	–	–
Group III	42.00	4.1	–	–	–	–
Preschool and kindergarten teachers	–	–	16.62	10.0	–	–
Preschool teachers, except special education	–	–	15.66	9.4	–	–
Group II	–	–	14.37	3.4	–	–
Elementary and middle school teachers	43.38	1.5	44.11	1.5	24.39	18.7
Group II	37.41	5.2	–	–	–	–
Group III	44.45	1.8	–	–	–	–
Elementary school teachers, except special education	43.54	2.5	44.54	2.1	24.39	18.7
Group II	35.91	6.8	–	–	–	–
Group III	45.07	2.6	45.05	2.7	–	–
Middle school teachers, except special and vocational education	42.88	3.7	42.88	3.7	–	–
Group III	42.78	3.8	42.78	3.8	–	–
Secondary school teachers	39.98	.5	41.95	1.6	–	–
Group III	41.83	1.7	–	–	–	–
Secondary school teachers, except special and vocational education	39.98	.5	41.95	1.6	–	–
Group III	41.83	1.7	41.83	1.7	–	–
Special education teachers	37.60	12.1	37.36	12.9	–	–
Group III	43.18	4.4	–	–	–	–
Special education teachers, preschool, kindergarten, and elementary school	39.80	8.2	39.62	9.0	–	–
Group III	43.25	1.3	43.43	.9	–	–
Other teachers and instructors	25.29	11.8	23.78	20.5	29.33	18.6
Group II	27.26	10.9	–	–	–	–

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations —Continued						
Other teachers and instructors —Continued						
Group III	\$26.67	26.2	—	—	—	—
Self-enrichment education teachers	25.06	22.8	—	—	—	—
Librarians	27.35	17.4	—	—	—	—
Teacher assistants	14.27	10.4	\$14.40	11.6	\$13.51	11.6
Group I	13.87	9.6	13.94	10.9	13.51	11.6
Arts, design, entertainment, sports, and media occupations						
Group II	28.89	7.1	29.45	7.3	14.24	19.7
Group III	16.80	7.2	—	—	—	—
Group III	37.15	5.1	—	—	—	—
Designers	26.40	11.2	28.41	6.1	—	—
Athletes, coaches, umpires, and related workers	26.30	7.4	—	—	—	—
Coaches and scouts	26.00	13.7	—	—	—	—
Public relations specialists	32.86	10.8	32.86	10.8	—	—
Writers and editors	40.15	5.2	40.80	6.3	—	—
Group III	40.67	7.0	—	—	—	—
Editors	37.03	8.8	—	—	—	—
Healthcare practitioner and technical occupations						
Group I	31.00	5.2	30.11	7.1	34.89	3.6
Group II	15.37	6.4	—	—	—	—
Group II	25.68	3.6	—	—	—	—
Group III	42.50	3.1	—	—	—	—
Physicians and surgeons	57.41	27.5	55.68	28.0	—	—
Group III	43.17	12.9	—	—	—	—
Registered nurses	38.80	3.1	37.79	4.1	42.20	3.2
Group II	34.80	3.7	33.73	4.6	38.87	8.1
Group III	42.24	3.3	41.54	5.4	43.99	3.2
Therapists	30.68	16.7	34.47	2.2	—	—
Clinical laboratory technologists and technicians	21.87	9.0	20.93	10.5	27.56	4.4
Group II	20.77	12.5	—	—	—	—
Medical and clinical laboratory technologists	23.72	19.1	22.36	21.6	—	—
Group II	20.35	19.4	—	—	—	—
Medical and clinical laboratory technicians	19.41	9.5	19.04	12.5	—	—
Group II	21.51	13.1	—	—	—	—
Emergency medical technicians and paramedics	17.39	5.4	17.10	7.1	—	—
Group II	17.35	5.3	17.10	7.1	—	—
Health diagnosing and treating practitioner support technicians	17.41	10.3	16.77	10.6	—	—
Licensed practical and licensed vocational nurses	23.48	2.4	23.90	3.2	—	—
Group II	23.50	4.4	23.50	4.4	—	—
Medical records and health information technicians	14.75	3.4	14.81	3.5	—	—
Group I	14.36	2.6	—	—	—	—
Healthcare support occupations						
Group I	14.62	3.2	14.48	4.2	15.05	5.8
Group I	14.22	3.7	—	—	—	—
Nursing, psychiatric, and home health aides	13.05	4.6	13.06	6.0	12.99	3.1
Group I	13.02	4.6	—	—	—	—
Home health aides	11.48	5.6	—	—	—	—
Group I	11.48	5.6	—	—	—	—
Nursing aides, orderlies, and attendants	14.09	5.8	14.44	5.2	12.76	3.1
Group I	14.08	5.8	14.43	5.3	12.76	3.1
Miscellaneous healthcare support occupations	17.29	3.4	17.98	2.7	16.11	7.5
Group I	17.48	4.2	—	—	—	—
Protective service occupations						
Group I	21.76	9.2	22.44	10.4	14.96	20.8
Group I	13.48	9.3	—	—	—	—
Group II	24.24	9.1	—	—	—	—
Fire fighters	23.93	5.5	24.21	4.1	—	—
Group II	23.98	3.7	23.98	3.7	—	—
Police officers	27.74	6.4	27.08	4.1	—	—
Group II	27.21	4.9	—	—	—	—
Police and sheriff's patrol officers	27.74	6.4	27.08	4.1	—	—
Group II	27.21	4.9	26.45	1.7	—	—
Security guards and gaming surveillance officers	15.85	8.1	17.66	10.4	12.57	9.2

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Protective service occupations —Continued						
Security guards and gaming surveillance officers —Continued						
Group I	\$14.98	5.3	—	—	—	—
Security guards	15.85	8.1	\$17.66	10.4	\$12.57	9.2
Group I	14.98	5.3	15.85	6.8	—	—
Miscellaneous protective service workers	14.71	14.8	—	—	—	—
Food preparation and serving related occupations						
Group I	9.63	3.5	11.26	1.6	7.51	5.8
Group II	8.80	1.5	—	—	—	—
Group II	21.37	11.6	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	20.68	4.4	20.68	4.4	—	—
Group II	22.54	6.6	—	—	—	—
First-line supervisors/managers of food preparation and serving workers	18.66	3.8	18.66	3.8	—	—
Group II	19.95	2.2	19.95	2.2	—	—
Cooks	11.97	1.9	12.00	1.9	11.68	3.2
Group I	11.77	3.8	—	—	—	—
Cooks, institution and cafeteria	12.55	5.8	12.53	6.3	—	—
Group I	12.55	5.8	12.53	6.3	—	—
Cooks, restaurant	11.88	3.8	11.89	4.1	—	—
Group I	11.34	7.5	11.28	8.4	—	—
Food preparation workers	11.55	15.9	—	—	9.72	2.6
Group I	11.55	15.9	—	—	9.72	2.6
Food service, tipped	5.53	5.9	6.02	15.7	5.25	2.5
Group I	5.61	7.3	—	—	—	—
Bartenders	6.48	8.1	—	—	6.58	4.3
Group I	6.67	5.6	—	—	6.58	4.3
Waiters and waitresses	4.06	6.4	5.09	17.0	3.27	9.2
Group I	4.09	7.5	5.09	17.0	3.28	9.9
Dining room and cafeteria attendants and bartender helpers	8.44	4.2	—	—	7.98	10.2
Group I	8.44	4.2	—	—	7.98	10.2
Fast food and counter workers	8.98	3.0	9.37	4.3	8.72	3.6
Group I	8.98	3.0	—	—	—	—
Combined food preparation and serving workers, including fast food	9.32	7.6	—	—	8.28	4.3
Group I	9.32	7.6	—	—	8.28	4.3
Counter attendants, cafeteria, food concession, and coffee shop	8.86	3.5	8.75	2.9	8.96	5.2
Group I	8.86	3.5	8.75	2.9	8.96	5.2
Dishwashers	9.09	1.6	9.28	1.9	—	—
Group I	9.09	1.6	9.28	1.9	—	—
Building and grounds cleaning and maintenance occupations						
Group I	13.90	2.5	14.42	3.0	11.84	3.3
Group II	13.27	3.4	—	—	—	—
Group II	22.51	3.4	—	—	—	—
First-line supervisors/managers, building and grounds cleaning and maintenance workers	21.97	11.9	21.97	11.9	—	—
Building cleaning workers	13.58	2.8	14.09	3.5	11.84	3.3
Group I	13.37	3.2	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	14.28	2.2	15.03	2.4	11.89	3.7
Group I	14.07	2.5	14.80	2.8	11.88	3.7
Maids and housekeeping cleaners	9.62	3.6	9.27	2.9	—	—
Group I	9.48	2.8	9.10	2.7	—	—
Grounds maintenance workers	14.18	10.0	14.17	10.1	—	—
Group I	11.69	6.8	—	—	—	—
Landscaping and groundskeeping workers	13.04	7.2	13.02	7.2	—	—
Group I	11.69	6.8	11.67	6.8	—	—
Personal care and service occupations						
Group I	13.58	5.1	16.24	6.1	10.43	5.6
Group II	11.14	5.6	—	—	—	—
Group II	32.88	20.5	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Personal care and service occupations –Continued						
Transportation attendants	\$33.77	9.3	–	–	–	–
Child care workers	10.83	6.1	–	–	\$9.58	5.2
Group I	10.53	7.0	–	–	9.43	5.3
Personal and home care aides	11.01	3.6	–	–	–	–
Group I	11.01	3.6	–	–	–	–
Recreation and fitness workers	12.79	6.6	–	–	12.27	11.5
Group I	12.20	3.5	–	–	–	–
Fitness trainers and aerobics instructors	12.16	13.2	–	–	12.16	13.2
Recreation workers	13.58	5.2	–	–	–	–
Group I	13.58	5.2	–	–	–	–
Sales and related occupations	21.20	7.0	\$25.44	7.2	10.46	4.6
Group I	12.36	8.9	–	–	–	–
Group II	26.44	11.1	–	–	–	–
Group III	64.17	20.7	–	–	–	–
First-line supervisors/managers, sales workers	17.72	3.7	17.87	4.0	–	–
Group II	18.44	4.3	–	–	–	–
First-line supervisors/managers of retail sales workers	18.14	3.4	18.33	3.5	–	–
Group II	19.27	3.1	19.27	3.1	–	–
Retail sales workers	12.49	10.8	14.94	12.4	9.77	1.6
Group I	11.89	10.3	–	–	–	–
Group II	24.16	28.3	–	–	–	–
Cashiers, all workers	9.97	3.9	11.56	14.5	9.50	2.4
Group I	9.92	3.8	–	–	–	–
Cashiers	9.94	3.9	11.56	14.5	9.45	2.3
Group I	9.89	3.8	11.55	17.0	9.44	2.3
Counter and rental clerks and parts salespersons	12.83	9.4	13.76	19.7	9.40	15.3
Group I	13.90	16.0	–	–	–	–
Counter and rental clerks	10.99	9.5	–	–	–	–
Group I	12.09	15.1	–	–	–	–
Parts salespersons	19.82	17.0	–	–	–	–
Retail salespersons	14.32	17.0	16.55	15.3	10.35	3.4
Group I	12.93	15.7	14.86	13.6	10.28	4.1
Group II	25.97	25.6	26.63	23.6	–	–
Sales representatives, wholesale and manufacturing	30.99	6.8	31.41	6.8	–	–
Group I	19.05	15.0	–	–	–	–
Group II	24.94	7.6	–	–	–	–
Group III	46.35	12.0	–	–	–	–
Sales representatives, wholesale and manufacturing, technical and scientific products	38.80	15.7	38.80	15.7	–	–
Group III	47.82	11.5	47.82	11.5	–	–
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.21	5.4	24.72	5.0	–	–
Group I	19.05	15.0	–	–	–	–
Group II	25.87	6.3	25.87	6.3	–	–
Miscellaneous sales and related workers	24.99	18.3	–	–	–	–
Office and administrative support occupations	18.69	1.6	19.26	1.8	15.00	4.9
Group I	15.67	1.9	–	–	–	–
Group II	22.70	3.7	–	–	–	–
First-line supervisors/managers of office and administrative support workers	29.79	4.6	29.79	4.6	–	–
Switchboard operators, including answering service	14.22	18.0	–	–	–	–
Financial clerks	18.46	6.5	18.89	7.3	15.91	7.1
Group I	15.27	4.0	–	–	–	–
Group II	24.31	6.2	–	–	–	–
Billing and posting clerks and machine operators	15.61	9.1	15.77	9.2	–	–
Group I	14.95	8.7	15.12	8.9	–	–
Bookkeeping, accounting, and auditing clerks	21.17	5.7	22.31	6.1	15.47	6.1
Group I	15.90	2.2	–	–	15.47	6.1
Group II	26.11	5.6	26.11	5.6	–	–
Tellers	14.07	3.6	14.14	4.1	–	–
Group I	14.27	.0	–	–	–	–
Brokerage clerks	18.84	7.1	18.84	7.1	–	–
Customer service representatives	19.25	7.4	20.05	7.5	12.47	10.6

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Customer service representatives —Continued						
Group I	\$15.86	6.5	\$17.04	5.8	\$11.89	8.8
Group II	22.09	14.1	22.09	14.3	—	—
Order clerks	18.74	4.7	—	—	—	—
Receptionists and information clerks	14.86	3.4	14.81	3.4	—	—
Group I	14.93	3.7	14.76	3.7	—	—
Reservation and transportation ticket agents and travel clerks						
clerks	18.48	5.1	—	—	—	—
Dispatchers	19.79	12.8	20.49	14.0	—	—
Group I	16.96	7.4	—	—	—	—
Shipping, receiving, and traffic clerks	18.63	8.9	18.63	8.9	—	—
Group I	16.34	5.1	16.34	5.1	—	—
Stock clerks and order fillers	11.55	4.0	13.97	5.1	9.33	3.5
Group I	11.25	4.6	13.43	4.2	9.33	3.5
Secretaries and administrative assistants	21.03	2.3	21.27	2.5	18.65	6.2
Group I	17.88	4.6	—	—	—	—
Group II	23.03	5.1	—	—	—	—
Executive secretaries and administrative assistants	24.63	2.9	24.63	2.9	—	—
Group II	25.04	2.8	25.04	2.8	—	—
Medical secretaries	17.18	1.9	17.14	1.5	—	—
Group I	17.76	6.5	17.93	7.0	—	—
Secretaries, except legal, medical, and executive	19.22	3.5	19.34	3.7	—	—
Group I	16.64	5.0	16.63	5.4	—	—
Group II	22.83	1.3	22.83	1.3	—	—
Data entry and information processing workers	14.81	12.6	14.91	13.4	—	—
Group I	14.02	9.9	—	—	—	—
Data entry keyers	13.78	7.3	13.83	8.0	—	—
Group I	12.72	2.0	—	—	—	—
Insurance claims and policy processing clerks	17.40	3.6	17.40	3.6	—	—
Group I	16.43	7.2	16.43	7.2	—	—
Group II	17.43	1.3	17.43	1.3	—	—
Office clerks, general	20.32	2.9	20.55	2.9	19.33	11.6
Group I	18.22	5.8	17.63	5.9	19.43	12.0
Group II	23.30	2.9	23.45	3.2	—	—
Construction and extraction occupations						
Group I	27.20	9.8	27.60	9.5	—	—
Group II	19.71	15.3	—	—	—	—
Group II	28.62	3.7	—	—	—	—
First-line supervisors/managers of construction trades and extraction workers						
Group II	32.56	7.8	32.56	7.8	—	—
Group II	33.11	10.2	33.11	10.2	—	—
Carpenters	31.23	10.4	31.23	10.4	—	—
Group II	29.03	7.7	29.03	7.7	—	—
Construction laborers	27.39	23.7	—	—	—	—
Electricians	26.34	1.5	26.34	1.5	—	—
Group I	16.69	7.5	16.69	7.5	—	—
Group II	26.68	6.5	26.68	6.5	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	21.30	15.8	21.30	15.8	—	—
Group II	25.21	7.1	—	—	—	—
Plumbers, pipefitters, and steamfitters	25.40	6.7	25.40	6.7	—	—
Group II	25.21	7.1	25.21	7.1	—	—
Installation, maintenance, and repair occupations						
Group I	24.95	5.8	25.04	5.6	—	—
Group I	16.84	4.8	—	—	—	—
Group II	26.43	6.5	—	—	—	—
First-line supervisors/managers of mechanics, installers, and repairers						
Group I	33.50	10.8	33.50	10.8	—	—
Automotive technicians and repairers	30.17	36.2	30.17	36.2	—	—
Automotive service technicians and mechanics	30.21	39.7	30.21	39.7	—	—
Industrial machinery installation, repair, and maintenance workers						
Group II	20.49	4.5	20.49	4.5	—	—
Group II	20.67	4.5	—	—	—	—
Industrial machinery mechanics	21.36	4.1	21.36	4.1	—	—
Maintenance and repair workers, general	20.33	5.8	20.33	5.8	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
—Continued						
Maintenance and repair workers, general —Continued						
Group II	\$21.17	8.3	\$21.17	8.3	—	—
Line installers and repairers	28.74	2.6	28.74	2.6	—	—
Group II	28.34	.6	—	—	—	—
Production occupations	16.32	5.5	16.52	5.4	\$11.45	4.4
Group I	12.68	4.7	—	—	—	—
Group II	22.56	7.0	—	—	—	—
First-line supervisors/managers of production and operating workers	28.29	9.9	28.29	9.9	—	—
Group II	28.29	9.9	28.29	9.9	—	—
Electrical, electronics, and electromechanical assemblers	14.17	7.0	14.26	7.5	—	—
Group I	13.42	4.8	—	—	—	—
Electrical and electronic equipment assemblers	14.09	8.9	14.22	9.5	—	—
Group I	13.14	5.9	13.36	6.3	—	—
Miscellaneous assemblers and fabricators	15.14	9.5	15.14	9.5	—	—
Machinists	23.16	5.6	23.16	5.6	—	—
Group II	23.16	5.6	23.16	5.6	—	—
Multiple machine tool setters, operators, and tenders, metal and plastic	13.93	11.7	13.98	12.0	—	—
Group I	13.93	11.7	13.98	12.0	—	—
Printers	16.48	19.6	16.48	19.6	—	—
Inspectors, testers, sorters, samplers, and weighers	17.05	5.1	17.05	5.1	—	—
Group I	13.24	2.6	13.24	2.6	—	—
Group II	21.42	8.7	21.42	8.7	—	—
Miscellaneous production workers	13.67	4.8	13.76	5.0	—	—
Group I	12.95	3.1	—	—	—	—
Transportation and material moving occupations	14.90	5.7	16.27	6.8	10.52	5.4
Group I	13.24	6.6	—	—	—	—
Group II	21.17	11.9	—	—	—	—
Bus drivers	17.00	7.2	—	—	—	—
Group I	14.71	3.6	—	—	—	—
Bus drivers, school	16.52	3.7	—	—	—	—
Driver/sales workers and truck drivers	15.74	7.9	17.62	9.4	10.18	11.9
Group I	15.14	8.7	—	—	—	—
Driver/sales workers	7.66	22.3	—	—	—	—
Truck drivers, heavy and tractor-trailer	20.53	8.5	20.42	8.8	—	—
Group I	20.99	10.7	20.86	11.4	—	—
Truck drivers, light or delivery services	13.90	21.7	16.63	15.1	9.45	25.5
Group I	13.90	21.7	16.63	15.1	9.45	25.5
Industrial truck and tractor operators	17.64	9.3	17.76	9.0	—	—
Group I	17.64	9.3	17.76	9.0	—	—
Laborers and material movers, hand	12.01	5.9	13.20	9.2	9.67	1.9
Group I	11.75	6.5	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.55	11.9	13.34	15.2	10.68	7.7
Group I	12.22	12.6	12.91	16.5	10.69	7.7
Packers and packagers, hand	10.12	3.7	11.48	7.3	—	—
Group I	—	—	10.97	8.9	—	—

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where

a 40-hour week is the minimum full-time schedule.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 6. Civilian workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$10.00	\$13.50	\$20.91	\$32.80	\$48.19
Management occupations	25.01	32.25	44.88	58.98	83.33
General and operations managers	23.41	34.13	43.95	96.15	96.15
Marketing and sales managers	28.37	35.55	43.43	67.54	92.66
Marketing managers	28.37	36.33	47.72	69.71	80.90
Sales managers	28.37	33.65	43.43	57.18	92.66
Computer and information systems managers	44.53	45.81	51.17	60.49	84.13
Financial managers	28.29	40.24	48.08	69.71	82.12
Human resources managers	32.70	35.34	45.51	53.99	81.73
Industrial production managers	25.38	41.39	44.31	46.35	51.48
Education administrators	19.66	29.17	44.03	58.17	63.53
Education administrators, elementary and secondary school	44.03	47.07	53.65	58.47	69.94
Education administrators, postsecondary	23.90	29.17	40.00	58.17	63.53
Engineering managers	45.95	49.44	53.96	59.95	65.71
Medical and health services managers	26.38	31.44	37.63	55.71	103.50
Business and financial operations occupations	17.58	23.11	28.64	37.82	54.09
Buyers and purchasing agents	19.32	20.00	27.16	32.00	44.93
Wholesale and retail buyers, except farm products	14.07	20.00	20.00	32.00	32.00
Purchasing agents, except wholesale, retail, and farm products	19.36	26.79	29.03	33.51	56.43
Claims adjusters, appraisers, examiners, and investigators	17.03	20.17	24.17	32.83	38.98
Claims adjusters, examiners, and investigators	16.60	19.68	24.17	32.66	39.06
Compliance officers, except agriculture, construction, health and safety, and transportation	16.31	17.51	18.01	25.83	35.10
Human resources, training, and labor relations specialists	18.56	23.02	28.65	34.63	41.88
Compensation, benefits, and job analysis specialists ..	23.02	24.20	29.06	33.78	34.63
Training and development specialists	23.35	24.89	31.61	35.38	42.56
Management analysts	24.04	26.86	37.22	59.44	78.26
Accountants and auditors	16.98	19.15	25.68	33.21	37.52
Budget analysts	28.85	31.50	33.77	47.93	52.11
Financial analysts and advisors	24.04	26.08	35.00	51.64	66.36
Financial analysts	24.51	28.64	36.62	59.31	103.39
Computer and mathematical science occupations	23.31	31.73	40.12	48.78	55.40
Computer programmers	21.31	21.31	34.08	35.92	36.81
Computer software engineers	31.21	37.30	46.39	55.40	72.45
Computer software engineers, applications	34.67	36.11	49.49	61.01	85.47
Computer software engineers, systems software	29.81	41.49	45.56	51.51	62.31
Computer support specialists	18.00	24.28	31.25	43.27	54.99
Computer systems analysts	30.69	34.19	40.05	48.19	53.51
Network and computer systems administrators	23.31	31.14	45.11	47.91	51.50
Network systems and data communications analysts	27.07	33.24	34.91	37.02	38.56
Architecture and engineering occupations	20.24	28.40	38.46	46.80	51.83
Architects, except naval	19.00	27.44	39.55	46.80	51.15
Architects, except landscape and naval	19.00	28.40	39.84	50.92	51.15
Engineers	30.07	36.15	43.29	48.59	56.04
Computer hardware engineers	39.03	44.66	49.80	54.03	62.50
Electrical and electronics engineers	28.63	35.26	45.61	51.09	56.04
Electrical engineers	31.43	35.26	42.48	46.05	49.07
Electronics engineers, except computer	27.61	32.74	45.89	52.79	56.04
Industrial engineers, including health and safety	30.35	31.71	37.05	40.92	48.02
Industrial engineers	30.35	31.71	37.05	40.92	48.02
Mechanical engineers	28.37	34.47	43.69	47.02	52.56
Drafters	20.67	23.32	26.09	27.79	40.53
Engineering technicians, except drafters	16.82	19.31	22.22	28.45	32.75
Electrical and electronic engineering technicians	14.97	17.70	20.24	28.25	35.49
Life, physical, and social science occupations	18.26	21.64	27.04	42.30	55.85
Biological scientists	29.18	32.36	43.27	57.69	58.27
Biochemists and biophysicists	29.18	32.36	43.27	57.69	58.27
Physical scientists	19.94	21.40	23.22	45.17	57.82
Chemists and materials scientists	24.04	29.01	46.80	57.82	61.55
Market and survey researchers	25.90	33.65	46.63	55.29	98.92
Market research analysts	25.90	33.65	46.63	55.29	98.92

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Life, physical, and social science occupations					
—Continued					
Psychologists	\$12.02	\$13.22	\$15.39	\$47.06	\$47.67
Community and social services occupations					
Counselors	15.41	19.50	23.88	29.85	38.74
Educational, vocational, and school counselors	17.74	19.62	23.92	29.85	50.78
Social workers	18.99	19.62	27.50	40.60	53.38
Child, family, and school social workers	15.89	21.09	26.92	30.29	34.88
Miscellaneous community and social service specialists	15.89	16.42	22.42	30.20	44.07
Social and human service assistants	12.16	12.82	17.85	23.88	23.88
	12.16	12.82	15.37	18.01	23.35
Legal occupations					
Lawyers	17.17	22.44	28.36	71.48	86.54
Paralegals and legal assistants	23.08	39.88	71.48	86.54	96.64
	15.39	22.44	23.86	28.36	33.17
Education, training, and library occupations					
Postsecondary teachers	12.50	15.14	32.06	46.33	55.55
Physical sciences teachers, postsecondary	29.71	36.59	47.10	55.43	73.91
Social sciences teachers, postsecondary	48.41	52.40	54.95	64.15	74.21
Arts, communications, and humanities teachers, postsecondary	39.11	45.55	45.55	49.04	49.04
Miscellaneous postsecondary teachers	33.41	33.41	39.45	54.68	74.14
Primary, secondary, and special education school teachers	24.47	33.65	40.87	50.16	67.82
Elementary and middle school teachers	12.50	15.11	33.26	45.82	55.23
Elementary school teachers, except special education	27.46	36.33	43.57	52.70	58.16
Middle school teachers, except special and vocational education	26.93	36.49	43.67	53.86	58.90
Secondary school teachers	29.07	36.32	42.60	49.50	55.55
Secondary school teachers, except special and vocational education	24.25	32.30	40.97	49.17	55.84
Special education teachers	24.25	32.30	40.97	49.17	55.84
Special education teachers, preschool, kindergarten, and elementary school	21.08	25.33	37.01	48.39	53.56
Other teachers and instructors	25.33	29.99	37.99	50.16	54.49
Self-enrichment education teachers	18.00	19.23	19.23	32.06	44.50
Librarians	19.23	19.23	19.23	19.23	49.87
Teacher assistants	18.71	21.57	21.57	25.59	53.57
	8.50	10.20	13.14	16.50	20.99
Arts, design, entertainment, sports, and media occupations					
Designers	17.43	18.79	27.47	34.71	48.03
Athletes, coaches, umpires, and related workers	10.00	22.60	28.92	31.25	35.87
Coaches and scouts	17.48	26.67	26.67	32.03	34.01
Public relations specialists	13.82	18.81	28.41	34.01	34.01
Writers and editors	27.14	28.73	30.77	32.17	48.03
Editors	25.83	33.65	37.38	48.01	50.48
	25.59	27.47	37.38	37.38	50.48
Healthcare practitioner and technical occupations					
Physicians and surgeons	14.50	18.93	27.57	36.00	52.00
Registered nurses	24.78	26.49	31.73	88.65	130.00
Therapists	27.50	30.03	34.16	46.48	57.22
Clinical laboratory technologists and technicians	16.95	24.72	32.13	38.00	38.59
Medical and clinical laboratory technologists	14.42	16.60	18.93	27.92	33.17
Medical and clinical laboratory technicians	14.42	16.60	23.08	31.63	34.40
Emergency medical technicians and paramedics	13.95	17.56	18.09	20.29	27.00
Health diagnosing and treating practitioner support technicians	13.00	14.52	15.76	19.34	24.24
Licensed practical and licensed vocational nurses	9.27	15.45	16.84	21.15	23.28
Medical records and health information technicians	19.50	21.74	22.95	25.90	26.83
	12.36	13.41	14.50	15.20	16.24
Healthcare support occupations					
Nursing, psychiatric, and home health aides	10.30	11.69	13.82	16.49	21.00
Home health aides	10.30	11.27	12.51	14.57	16.66
Nursing aides, orderlies, and attendants	10.19	10.30	11.27	11.95	14.57
Miscellaneous healthcare support occupations	11.50	12.10	13.62	15.42	17.62
	13.30	14.85	16.00	20.00	22.14

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Protective service occupations	\$10.66	\$14.28	\$21.74	\$28.63	\$32.58
Fire fighters	21.22	21.74	23.25	26.53	30.88
Police officers	21.42	22.83	25.54	32.13	39.66
Police and sheriff's patrol officers	21.42	22.83	25.54	32.13	39.66
Security guards and gaming surveillance officers	10.30	13.15	15.03	15.44	20.91
Security guards	10.30	13.15	15.03	15.44	20.91
Miscellaneous protective service workers	8.00	10.14	16.48	18.57	18.57
Food preparation and serving related occupations	2.93	7.25	9.00	12.00	15.05
First-line supervisors/managers, food preparation and serving workers	13.46	17.50	18.86	23.96	38.46
First-line supervisors/managers of food preparation and serving workers	13.46	16.00	17.50	20.09	23.96
Cooks	7.14	10.50	12.50	13.29	15.50
Cooks, institution and cafeteria	10.56	11.00	11.00	14.04	17.02
Cooks, restaurant	6.67	9.50	12.00	14.50	15.50
Food preparation workers	8.50	8.50	11.00	12.28	19.11
Food service, tipped	2.63	2.63	3.80	8.00	10.00
Bartenders	2.63	5.00	7.00	8.00	8.50
Waiters and waitresses	2.63	2.63	2.93	3.26	10.50
Dining room and cafeteria attendants and bartender helpers	4.00	7.50	8.00	9.85	11.90
Fast food and counter workers	7.25	8.00	9.00	10.00	10.84
Combined food preparation and serving workers, including fast food	7.25	7.25	7.75	10.44	14.00
Counter attendants, cafeteria, food concession, and coffee shop	7.75	8.00	9.00	10.00	10.75
Dishwashers	8.00	8.50	9.00	9.00	10.26
Building and grounds cleaning and maintenance occupations	9.94	11.43	13.50	16.75	19.02
First-line supervisors/managers, building and grounds cleaning and maintenance workers	17.50	17.50	19.12	22.24	35.39
Building cleaning workers	9.85	11.43	13.50	15.57	17.73
Janitors and cleaners, except maids and housekeeping cleaners	10.49	12.94	13.50	16.75	18.94
Maids and housekeeping cleaners	8.00	8.30	9.27	11.20	12.20
Grounds maintenance workers	10.50	11.17	12.98	13.59	22.82
Landscaping and groundskeeping workers	6.04	11.17	12.98	13.59	16.96
Personal care and service occupations	7.97	9.00	11.06	13.63	22.18
Transportation attendants	8.50	29.81	38.73	40.99	48.72
Child care workers	8.21	9.00	10.62	12.50	13.63
Personal and home care aides	9.50	10.54	11.06	11.66	11.83
Recreation and fitness workers	8.50	10.00	11.38	14.40	15.68
Fitness trainers and aerobics instructors	7.50	9.00	10.35	12.00	18.50
Recreation workers	10.94	11.38	14.40	15.68	15.68
Sales and related occupations	8.41	10.00	14.00	21.87	37.86
First-line supervisors/managers, sales workers	12.55	14.00	16.11	20.07	26.52
First-line supervisors/managers of retail sales workers	12.96	14.23	16.63	20.07	26.52
Retail sales workers	8.00	8.70	10.60	13.30	18.62
Cashiers, all workers	8.00	8.25	9.38	10.70	12.44
Cashiers	8.00	8.25	9.25	10.65	12.29
Counter and rental clerks and parts salespersons	8.00	8.41	11.15	13.50	23.89
Counter and rental clerks	8.00	8.41	9.50	11.69	13.50
Parts salespersons	12.63	15.04	17.34	23.89	24.55
Retail salespersons	9.10	10.00	11.75	15.00	21.45
Sales representatives, wholesale and manufacturing	15.38	21.08	26.04	40.21	53.74
Sales representatives, wholesale and manufacturing, technical and scientific products	18.10	32.10	34.27	53.14	53.74
Sales representatives, wholesale and manufacturing, except technical and scientific products	13.80	20.02	22.38	26.04	37.16
Miscellaneous sales and related workers	15.69	16.01	19.56	33.04	51.98
Office and administrative support occupations	12.26	14.26	17.50	22.27	26.57
First-line supervisors/managers of office and administrative support workers	23.50	23.50	30.24	36.01	40.00
Switchboard operators, including answering service	8.75	8.75	13.31	15.34	25.50

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations					
—Continued					
Financial clerks	\$11.25	\$14.25	\$17.40	\$22.07	\$28.26
Billing and posting clerks and machine operators	9.00	12.84	16.66	19.94	20.00
Bookkeeping, accounting, and auditing clerks	14.24	15.48	22.07	24.38	28.26
Tellers	10.99	11.28	14.25	17.40	17.50
Brokerage clerks	16.06	16.84	18.10	18.68	21.27
Customer service representatives	12.26	14.95	17.65	22.36	30.25
Order clerks	18.60	19.47	19.47	19.63	19.63
Receptionists and information clerks	11.15	13.22	14.26	16.14	18.48
Reservation and transportation ticket agents and travel clerks	10.72	17.62	18.79	21.47	21.54
Dispatchers	14.54	14.54	17.80	21.00	33.07
Shipping, receiving, and traffic clerks	12.95	14.91	16.03	21.49	26.79
Stock clerks and order fillers	8.16	8.76	11.44	14.00	14.51
Secretaries and administrative assistants	15.00	16.93	20.43	24.66	27.26
Executive secretaries and administrative assistants	19.49	20.53	23.94	26.57	32.53
Medical secretaries	14.00	15.38	16.07	18.52	22.00
Secretaries, except legal, medical, and executive	13.19	15.70	19.95	22.21	24.97
Data entry and information processing workers	12.35	12.49	12.85	14.26	24.16
Data entry keyers	11.57	12.35	12.85	13.19	18.32
Insurance claims and policy processing clerks	12.92	14.77	16.53	19.09	22.51
Office clerks, general	13.00	17.00	19.74	25.26	25.93
Construction and extraction occupations	14.54	20.71	26.05	35.48	39.53
First-line supervisors/managers of construction trades and extraction workers	25.48	28.60	30.35	39.48	43.50
Carpenters	22.00	23.00	30.58	36.48	39.48
Construction laborers	7.77	25.05	28.50	43.38	43.38
Electricians	14.00	21.00	25.00	31.24	39.53
Pipelayers, plumbers, pipefitters, and steamfitters	13.00	14.00	21.95	28.19	30.60
Plumbers, pipefitters, and steamfitters	21.00	21.95	24.72	30.60	31.15
Installation, maintenance, and repair occupations	16.31	19.15	23.35	29.65	33.23
First-line supervisors/managers of mechanics, installers, and repairers	26.13	28.00	29.00	42.57	44.86
Automotive technicians and repairers	17.00	18.58	24.27	50.72	50.72
Automotive service technicians and mechanics	17.00	18.50	20.63	50.72	50.72
Industrial machinery installation, repair, and maintenance workers	17.00	17.50	19.15	22.44	26.68
Industrial machinery mechanics	15.48	20.00	20.02	22.44	27.76
Maintenance and repair workers, general	17.00	17.50	19.15	22.50	26.99
Line installers and repairers	22.80	22.87	29.34	30.94	33.23
Production occupations	10.00	11.50	13.97	20.40	25.79
First-line supervisors/managers of production and operating workers	18.85	22.40	29.54	35.13	35.13
Electrical, electronics, and electromechanical assemblers	11.33	11.54	13.97	14.96	19.90
Electrical and electronic equipment assemblers	10.92	11.36	13.74	14.94	20.60
Miscellaneous assemblers and fabricators	7.92	8.50	15.90	22.50	24.50
Machinists	15.78	19.92	21.25	26.50	30.35
Multiple machine tool setters, operators, and tenders, metal and plastic	10.44	11.55	13.10	16.50	18.98
Printers	10.25	10.25	13.25	21.85	23.10
Inspectors, testers, sorters, samplers, and weighers	12.00	12.90	15.18	19.60	25.71
Miscellaneous production workers	9.83	11.40	12.85	15.47	19.52
Transportation and material moving occupations	8.00	9.55	13.50	19.19	23.00
Bus drivers	13.00	13.00	16.34	19.00	26.55
Bus drivers, school	14.71	14.71	16.56	18.12	19.00
Driver/sales workers and truck drivers	6.00	8.00	17.54	20.86	24.10
Driver/sales workers	5.50	6.00	6.00	8.00	8.00
Truck drivers, heavy and tractor-trailer	11.00	20.07	20.86	23.00	26.98
Truck drivers, light or delivery services	5.75	8.00	15.00	20.20	23.96
Industrial truck and tractor operators	12.78	15.75	18.84	21.36	21.36
Laborers and material movers, hand	8.00	8.50	10.97	14.03	18.05
Laborers and freight, stock, and material movers, hand	8.00	8.75	11.00	14.56	19.00

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations —Continued					
Packers and packagers, hand	\$8.00	\$8.00	\$9.25	\$11.00	\$13.84

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 7. Private industry workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$9.58	\$13.17	\$20.00	\$32.10	\$48.08
Management occupations	25.01	32.05	45.70	61.38	84.13
General and operations managers	23.41	34.13	48.77	96.15	107.76
Marketing and sales managers	28.37	35.55	43.43	67.54	92.66
Marketing managers	28.37	36.33	47.72	69.71	80.90
Sales managers	28.37	33.65	43.43	57.18	92.66
Computer and information systems managers	44.53	45.67	51.17	60.49	84.13
Financial managers	27.95	40.24	61.52	69.71	82.12
Human resources managers	32.70	35.34	45.51	53.99	81.73
Industrial production managers	25.38	41.39	44.31	46.35	51.48
Education administrators	18.80	29.17	40.00	58.17	63.53
Education administrators, postsecondary	23.90	29.87	40.00	58.17	63.53
Engineering managers	45.24	49.28	53.96	62.89	65.71
Medical and health services managers	26.37	31.95	39.00	55.71	112.52
Business and financial operations occupations	18.01	23.18	28.64	38.81	54.43
Buyers and purchasing agents	19.32	20.00	27.16	32.00	44.93
Wholesale and retail buyers, except farm products	14.07	20.00	20.00	32.00	32.00
Purchasing agents, except wholesale, retail, and farm products	19.36	26.79	29.03	33.51	56.43
Claims adjusters, appraisers, examiners, and investigators	17.03	20.17	24.17	32.83	38.98
Claims adjusters, examiners, and investigators	16.60	19.68	24.17	32.66	39.06
Human resources, training, and labor relations specialists	18.56	23.02	27.89	34.63	41.88
Compensation, benefits, and job analysis specialists	23.02	24.20	29.06	33.78	34.63
Training and development specialists	23.35	24.89	31.61	35.38	42.56
Management analysts	24.04	26.86	37.22	59.44	78.26
Accountants and auditors	17.15	20.65	25.48	33.21	44.77
Financial analysts and advisors	24.04	26.08	35.00	51.64	66.36
Financial analysts	24.51	28.64	36.62	59.31	103.39
Computer and mathematical science occupations	23.31	31.73	41.88	49.45	55.72
Computer programmers	21.31	21.31	34.08	34.08	36.81
Computer software engineers	31.21	37.30	46.39	55.40	72.45
Computer software engineers, applications	34.67	36.11	49.49	61.01	85.47
Computer software engineers, systems software	29.81	41.49	45.56	51.51	62.31
Computer support specialists	19.00	24.28	31.25	43.03	54.99
Computer systems analysts	30.69	34.19	40.12	48.19	53.51
Network and computer systems administrators	23.31	34.54	45.11	47.91	51.50
Architecture and engineering occupations	20.24	28.45	38.46	46.80	51.83
Architects, except naval	19.00	27.44	39.55	46.80	51.15
Architects, except landscape and naval	19.00	28.40	39.84	50.92	51.15
Engineers	29.80	36.01	43.27	48.59	56.04
Computer hardware engineers	39.03	44.66	49.80	54.03	62.50
Electrical and electronics engineers	28.57	34.75	44.76	51.43	56.04
Electrical engineers	30.85	35.26	39.38	46.05	46.05
Electronics engineers, except computer	27.61	32.74	45.89	52.79	56.04
Industrial engineers, including health and safety	30.35	31.71	37.05	40.92	48.02
Industrial engineers	30.35	31.71	37.05	40.92	48.02
Mechanical engineers	28.37	34.47	43.69	47.02	52.56
Drafters	20.67	23.32	26.09	27.79	40.53
Engineering technicians, except drafters	14.97	17.70	20.24	28.45	34.59
Electrical and electronic engineering technicians	14.97	17.70	20.24	28.25	35.49
Life, physical, and social science occupations	18.27	21.64	27.04	42.30	55.85
Biological scientists	29.18	32.36	43.27	57.69	58.27
Biochemists and biophysicists	29.18	32.36	43.27	57.69	58.27
Physical scientists	19.94	23.22	23.22	45.17	57.82
Chemists and materials scientists	24.04	29.01	46.80	57.82	61.55
Market and survey researchers	25.90	33.65	47.97	55.77	98.92
Market research analysts	25.90	33.65	47.97	55.77	98.92
Community and social services occupations	12.16	15.89	19.76	23.88	29.43
Counselors	10.76	18.50	19.62	20.85	23.92
Social workers	15.89	16.16	20.79	26.92	30.29
Miscellaneous community and social service specialists	12.16	12.82	17.11	23.88	23.88

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Legal occupations	\$21.64	\$23.08	\$33.17	\$76.92	\$86.54
Lawyers	23.08	69.23	76.92	86.54	96.64
Paralegals and legal assistants	15.39	22.44	23.86	28.36	33.17
Education, training, and library occupations	12.00	14.93	19.23	37.60	54.29
Postsecondary teachers	29.71	35.79	46.49	55.43	76.17
Arts, communications, and humanities teachers, postsecondary	33.41	33.41	36.12	55.22	78.38
Miscellaneous postsecondary teachers	24.76	33.65	39.84	46.78	72.02
Primary, secondary, and special education school teachers	12.00	13.00	14.93	15.75	25.33
Other teachers and instructors	19.23	19.23	19.23	20.00	23.68
Teacher assistants	8.00	8.50	9.00	10.20	12.05
Arts, design, entertainment, sports, and media occupations	17.43	19.16	28.61	34.71	48.03
Designers	10.00	22.60	28.92	31.25	35.87
Athletes, coaches, umpires, and related workers	17.48	26.67	26.67	32.03	34.01
Coaches and scouts	13.82	17.48	32.03	34.01	34.01
Writers and editors	25.83	33.65	37.38	48.01	50.48
Editors	25.59	27.47	37.38	37.38	50.48
Healthcare practitioner and technical occupations	14.50	17.96	27.03	35.64	52.65
Physicians and surgeons	24.78	26.49	31.73	88.65	130.00
Registered nurses	27.40	30.00	34.09	47.40	57.80
Therapists	16.95	24.72	32.13	38.00	38.59
Clinical laboratory technologists and technicians	14.42	16.60	18.93	27.92	33.17
Medical and clinical laboratory technologists	14.42	16.60	23.08	31.63	34.40
Medical and clinical laboratory technicians	13.95	17.56	18.09	20.29	27.00
Emergency medical technicians and paramedics	13.00	14.19	14.79	17.96	21.12
Health diagnosing and treating practitioner support technicians	9.27	15.45	16.84	21.15	23.28
Licensed practical and licensed vocational nurses	19.50	21.74	22.95	25.90	26.83
Medical records and health information technicians	12.36	13.41	14.50	15.20	16.24
Healthcare support occupations	10.30	11.49	13.65	16.41	20.67
Nursing, psychiatric, and home health aides	10.30	11.00	12.50	14.57	16.68
Home health aides	10.19	10.30	11.27	11.95	14.57
Nursing aides, orderlies, and attendants	11.47	12.06	13.36	15.25	17.64
Miscellaneous healthcare support occupations	13.21	14.85	15.84	19.42	22.14
Protective service occupations	10.66	11.00	14.28	15.03	18.55
Security guards and gaming surveillance officers	10.00	13.15	15.03	15.44	20.91
Security guards	10.00	13.15	15.03	15.44	20.91
Miscellaneous protective service workers	8.00	10.14	16.48	16.82	18.57
Food preparation and serving related occupations	2.93	7.25	9.00	12.00	15.00
First-line supervisors/managers, food preparation and serving workers	13.46	17.50	19.00	23.96	38.46
First-line supervisors/managers of food preparation and serving workers	13.46	15.90	17.50	20.72	23.96
Cooks	7.14	10.50	12.50	13.29	15.50
Cooks, institution and cafeteria	10.56	11.00	11.00	14.01	17.02
Cooks, restaurant	6.67	9.50	12.00	14.50	15.50
Food preparation workers	8.50	8.50	11.00	12.28	19.11
Food service, tipped	2.63	2.63	3.80	8.00	10.00
Bartenders	2.63	5.00	7.00	8.00	8.50
Waiters and waitresses	2.63	2.63	2.93	3.26	10.50
Dining room and cafeteria attendants and bartender helpers	4.00	7.50	8.00	9.85	11.15
Fast food and counter workers	7.25	7.75	8.75	10.00	10.82
Combined food preparation and serving workers, including fast food	7.25	7.25	7.75	9.90	12.71
Counter attendants, cafeteria, food concession, and coffee shop	7.75	8.00	9.00	10.00	10.50
Dishwashers	8.00	8.50	9.00	9.00	10.26
Building and grounds cleaning and maintenance occupations	9.30	11.17	13.17	13.80	16.75

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations –Continued					
Building cleaning workers	\$9.30	\$10.75	\$13.17	\$13.70	\$16.75
Janitors and cleaners, except maids and housekeeping cleaners	10.39	12.41	13.50	13.93	16.75
Maids and housekeeping cleaners	8.00	8.30	9.27	11.20	12.20
Grounds maintenance workers	6.04	11.17	12.98	13.59	16.96
Landscaping and groundskeeping workers	6.04	11.17	12.98	13.59	16.96
Personal care and service occupations					
Transportation attendants	7.97	9.00	11.06	13.63	22.18
Child care workers	8.50	29.81	38.73	40.99	48.72
Personal and home care aides	8.48	9.00	10.62	12.70	13.63
Recreation and fitness workers	9.50	10.54	11.06	11.66	11.83
Fitness trainers and aerobics instructors	8.50	10.00	11.38	14.40	15.68
Recreation workers	7.50	9.00	10.35	12.00	18.50
Recreation workers	9.63	11.38	14.40	14.40	15.68
Sales and related occupations					
First-line supervisors/managers, sales workers	8.40	10.00	14.00	22.12	38.77
First-line supervisors/managers of retail sales workers	12.55	14.00	16.11	20.07	26.52
Retail sales workers	12.96	14.00	16.50	20.10	26.52
Cashiers, all workers	8.00	8.56	10.70	13.47	18.32
Cashiers	8.00	8.18	9.00	10.66	12.29
Counter and rental clerks and parts salespersons	8.00	8.18	9.00	10.35	12.29
Counter and rental clerks	8.00	8.41	11.15	13.50	23.89
Parts salespersons	8.00	8.41	9.50	11.69	13.50
Retail salespersons	12.63	15.04	17.34	23.89	24.55
Sales representatives, wholesale and manufacturing	9.10	10.00	11.75	15.00	21.45
Sales representatives, wholesale and manufacturing, technical and scientific products	15.38	21.08	26.04	40.21	53.74
Sales representatives, wholesale and manufacturing, except technical and scientific products	18.10	32.10	34.27	53.14	53.74
Miscellaneous sales and related workers	13.80	20.02	22.38	26.04	37.16
Miscellaneous sales and related workers	15.69	16.01	19.56	33.04	51.98
Office and administrative support occupations					
Financial clerks	12.10	14.24	17.31	22.15	26.50
Billing and posting clerks and machine operators	10.99	14.25	17.40	22.07	28.26
Bookkeeping, accounting, and auditing clerks	9.00	12.84	16.66	19.94	20.00
Tellers	14.24	15.48	21.49	25.22	33.19
Brokers	10.99	11.28	14.25	17.40	17.50
Customer service representatives	16.06	16.84	18.10	18.68	21.27
Order clerks	12.26	14.95	17.28	22.00	30.25
Receptionists and information clerks	18.60	19.47	19.47	19.63	19.63
Reservation and transportation ticket agents and travel clerks	11.15	13.10	14.25	16.05	19.43
Shipping, receiving, and traffic clerks	10.72	17.62	18.79	21.47	21.54
Stock clerks and order fillers	12.95	14.91	16.03	21.49	26.79
Secretaries and administrative assistants	8.16	8.75	11.00	14.00	14.33
Executive secretaries and administrative assistants	14.50	16.19	19.72	24.46	27.40
Medical secretaries	18.65	21.42	24.15	27.09	33.17
Secretaries, except legal, medical, and executive	14.00	15.38	16.07	18.17	22.00
Data entry and information processing workers	12.60	14.00	18.43	21.82	24.21
Data entry keyers	11.60	12.35	12.85	14.26	24.16
Insurance claims and policy processing clerks	11.57	12.35	12.85	13.00	14.26
Office clerks, general	12.92	14.77	16.53	19.09	22.51
Office clerks, general	13.25	17.00	21.15	25.48	25.93
Construction and extraction occupations					
Carpenters	14.54	20.00	26.05	35.48	39.53
Construction laborers	22.00	23.00	30.58	36.48	39.48
Electricians	7.77	25.05	28.50	43.38	43.38
Pipelayers, plumbers, pipefitters, and steamfitters	14.00	21.00	25.00	31.24	39.53
Plumbers, pipefitters, and steamfitters	13.00	13.00	21.00	30.60	31.15
Plumbers, pipefitters, and steamfitters	21.00	22.00	28.19	30.60	31.15
Installation, maintenance, and repair occupations					
First-line supervisors/managers of mechanics, installers, and repairers	16.31	19.15	23.35	29.75	33.23
Automotive technicians and repairers	26.13	28.00	29.00	42.57	44.86
Automotive technicians and repairers	17.00	18.58	24.27	50.72	50.72
Automotive service technicians and mechanics	17.00	18.50	20.63	50.72	50.72

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations					
-Continued					
Industrial machinery installation, repair, and maintenance workers	\$17.50	\$17.50	\$19.15	\$21.01	\$24.37
Industrial machinery mechanics	15.48	20.00	20.02	22.44	27.76
Maintenance and repair workers, general	17.50	17.50	19.15	20.50	24.37
Line installers and repairers	22.80	22.87	29.34	30.94	33.23
Production occupations					
First-line supervisors/managers of production and operating workers	10.00	11.47	13.97	20.40	26.41
Electrical, electronics, and electromechanical assemblers	18.85	22.40	29.54	35.13	35.13
Electrical and electronic equipment assemblers	11.33	11.54	13.97	14.96	19.90
Miscellaneous assemblers and fabricators	10.92	11.36	13.74	14.94	20.60
Machinists	7.92	8.50	15.90	22.50	24.50
Multiple machine tool setters, operators, and tenders, metal and plastic	15.78	19.92	21.25	26.50	30.35
Printers	10.44	11.55	13.10	16.50	18.98
Inspectors, testers, sorters, samplers, and weighers	10.25	10.25	13.25	21.85	23.10
Miscellaneous production workers	12.00	12.90	15.18	19.60	25.71
Transportation and material moving occupations					
Driver/sales workers and truck drivers	8.00	9.41	13.00	19.19	21.90
Driver/sales workers	6.00	8.00	18.00	20.86	24.10
Truck drivers, heavy and tractor-trailer	5.50	6.00	6.00	8.00	8.00
Truck drivers, light or delivery services	11.00	20.07	20.86	23.00	26.98
Industrial truck and tractor operators	5.75	8.00	14.33	20.47	23.99
Laborers and material movers, hand	12.78	15.75	18.84	21.36	21.36
Laborers and freight, stock, and material movers, hand	8.00	8.50	10.57	13.84	18.05
Packers and packagers, hand	8.00	8.75	10.35	14.33	18.26
	8.00	8.00	9.25	11.00	13.84

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 8. State and local government workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ²	10	25	Median 50	75	90
All workers	\$15.32	\$19.77	\$26.46	\$36.98	\$49.50
Management occupations	26.70	33.05	40.89	49.50	57.83
Education administrators	27.01	44.03	53.00	57.83	69.94
Education administrators, elementary and secondary school	44.03	47.07	53.65	58.47	69.94
Business and financial operations occupations	16.92	19.15	28.36	33.91	36.98
Computer and mathematical science occupations	27.06	31.87	35.92	39.79	44.10
Life, physical, and social science occupations	17.77	20.72	24.29	30.61	47.67
Community and social services occupations	22.00	24.53	28.00	34.88	50.78
Counselors	25.18	27.01	27.97	41.28	56.13
Educational, vocational, and school counselors	30.24	38.74	40.60	53.38	63.38
Social workers	22.41	25.59	30.20	32.70	44.07
Education, training, and library occupations	15.62	26.16	39.33	50.16	56.93
Postsecondary teachers	39.11	39.98	50.16	54.68	65.05
Primary, secondary, and special education school teachers	28.51	35.90	43.43	52.41	57.57
Elementary and middle school teachers	29.28	36.85	43.92	53.19	58.44
Elementary school teachers, except special education	29.07	36.85	43.93	54.41	59.00
Middle school teachers, except special and vocational education	29.75	36.63	42.60	49.86	55.69
Secondary school teachers	24.56	32.87	41.22	49.26	56.57
Secondary school teachers, except special and vocational education	24.56	32.87	41.22	49.26	56.57
Special education teachers	31.92	34.88	43.42	50.77	56.15
Special education teachers, preschool, kindergarten, and elementary school	31.92	33.91	44.19	52.08	54.86
Other teachers and instructors	17.53	32.06	32.06	47.47	53.82
Librarians	21.57	21.57	21.57	24.83	56.25
Teacher assistants	12.49	13.14	15.32	18.20	20.99
Healthcare practitioner and technical occupations	22.04	25.78	33.20	43.61	45.06
Registered nurses	27.78	31.06	36.15	43.61	51.29
Healthcare support occupations	12.64	14.24	15.42	18.57	22.11
Protective service occupations	21.22	22.83	26.71	30.58	33.98
Fire fighters	21.22	21.74	23.25	26.53	30.88
Police officers	21.51	22.83	25.54	32.13	39.66
Police and sheriff's patrol officers	21.51	22.83	25.54	32.13	39.66
Food preparation and serving related occupations	8.75	10.99	12.28	14.50	16.13
Building and grounds cleaning and maintenance occupations	12.09	14.64	17.82	19.47	22.82
Building cleaning workers	11.33	14.64	17.77	19.18	20.23
Janitors and cleaners, except maids and housekeeping cleaners	11.33	14.64	17.77	19.18	20.23
Personal care and service occupations	8.00	10.00	10.00	11.36	15.30
Child care workers	8.00	10.00	10.00	10.71	15.30
Office and administrative support occupations	15.04	19.11	20.30	24.87	27.40
Secretaries and administrative assistants	16.67	19.77	21.02	24.87	25.98
Executive secretaries and administrative assistants	19.77	19.77	23.84	25.57	31.05
Secretaries, except legal, medical, and executive	16.37	16.67	21.02	24.44	24.97
Office clerks, general	12.55	18.98	19.15	19.87	20.30
Construction and extraction occupations	21.03	21.95	25.48	30.35	34.81

See footnotes at end of table.

Table 8. **State and local government workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations	\$15.43	\$19.35	\$19.83	\$26.18	\$30.44
Transportation and material moving occupations	15.03	16.37	18.54	26.55	26.82

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays;

nonproduction bonuses; and tips.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$11.50	\$15.14	\$22.76	\$34.86	\$49.80
Management occupations	25.00	32.25	45.11	59.11	83.33
General and operations managers	23.41	34.13	47.97	96.15	96.15
Marketing and sales managers	28.37	35.55	43.43	67.54	92.66
Marketing managers	28.37	36.33	47.72	69.71	80.90
Sales managers	28.37	33.65	43.43	57.18	92.66
Computer and information systems managers	44.53	45.81	51.17	60.49	84.13
Financial managers	28.29	40.24	48.08	69.71	82.12
Human resources managers	32.70	35.34	45.51	53.99	81.73
Industrial production managers	25.38	41.39	44.31	46.35	51.48
Education administrators	19.66	29.17	44.03	58.17	63.53
Education administrators, elementary and secondary school	44.03	47.07	53.65	58.47	69.94
Education administrators, postsecondary	23.90	29.17	40.00	58.17	63.53
Engineering managers	45.95	49.44	53.96	59.95	65.71
Medical and health services managers	26.38	31.44	37.35	55.71	56.01
Business and financial operations occupations	18.01	23.18	28.64	37.52	54.20
Buyers and purchasing agents	19.32	20.00	27.16	32.00	44.93
Wholesale and retail buyers, except farm products	14.07	20.00	20.00	32.00	32.00
Purchasing agents, except wholesale, retail, and farm products	19.36	26.79	29.03	33.51	56.43
Claims adjusters, appraisers, examiners, and investigators	16.60	20.16	24.17	31.81	36.25
Claims adjusters, examiners, and investigators	16.60	19.43	24.17	31.27	36.65
Human resources, training, and labor relations specialists	18.56	23.02	28.65	34.63	41.88
Compensation, benefits, and job analysis specialists ..	23.02	24.20	29.06	33.78	34.63
Training and development specialists	23.35	24.89	31.61	35.38	42.56
Management analysts	24.04	26.86	37.22	59.44	78.26
Accountants and auditors	16.98	19.15	25.68	33.21	37.52
Financial analysts and advisors	24.04	26.44	35.00	53.56	66.36
Financial analysts	24.51	28.64	36.62	59.31	103.39
Computer and mathematical science occupations	23.31	31.73	40.12	48.78	55.40
Computer programmers	21.31	21.31	34.08	35.92	36.81
Computer software engineers	31.21	37.30	46.39	55.40	72.45
Computer software engineers, applications	34.67	36.11	49.49	61.01	85.47
Computer software engineers, systems software	29.81	41.49	45.56	51.51	62.31
Computer support specialists	18.00	24.28	31.25	43.27	54.99
Computer systems analysts	30.69	34.19	40.05	48.19	53.51
Network and computer systems administrators	23.31	31.14	45.11	47.91	51.50
Network systems and data communications analysts	27.07	33.24	34.91	37.02	38.56
Architecture and engineering occupations	20.24	28.40	38.36	46.45	51.83
Architects, except naval	19.00	27.44	39.55	46.80	51.15
Architects, except landscape and naval	19.00	28.40	39.84	50.92	51.15
Engineers	29.75	35.70	42.55	48.30	56.04
Computer hardware engineers	39.03	44.66	49.80	54.03	62.50
Electrical and electronics engineers	28.63	35.26	45.61	51.09	56.04
Electrical engineers	31.43	35.26	42.48	46.05	49.07
Electronics engineers, except computer	27.61	32.74	45.89	52.79	56.04
Industrial engineers, including health and safety	30.35	31.71	37.05	40.92	48.02
Industrial engineers	30.35	31.71	37.05	40.92	48.02
Mechanical engineers	28.37	34.47	43.69	47.02	52.56
Drafters	20.67	23.32	26.09	27.79	40.53
Engineering technicians, except drafters	16.82	19.31	22.22	28.45	32.75
Electrical and electronic engineering technicians	14.97	17.70	20.24	28.25	35.49
Life, physical, and social science occupations	18.26	21.64	27.04	42.30	55.85
Biological scientists	29.18	32.36	43.27	57.69	58.27
Biochemists and biophysicists	29.18	32.36	43.27	57.69	58.27
Physical scientists	19.94	21.40	23.22	45.17	57.82
Chemists and materials scientists	24.04	29.01	46.80	57.82	61.55
Market and survey researchers	25.90	33.65	46.63	55.29	98.92
Market research analysts	25.90	33.65	46.63	55.29	98.92

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Community and social services occupations	\$12.90	\$18.99	\$23.88	\$29.43	\$40.60
Counselors	17.45	19.62	23.92	29.85	52.00
Educational, vocational, and school counselors	18.99	19.62	27.89	40.60	56.13
Social workers	15.89	20.79	26.92	30.20	34.88
Child, family, and school social workers	15.89	16.42	22.42	30.20	44.07
Miscellaneous community and social service specialists	12.16	12.82	17.11	23.88	23.88
Legal occupations	17.17	22.44	31.03	76.92	86.54
Lawyers	23.08	39.88	71.48	86.54	96.64
Education, training, and library occupations	13.50	19.23	36.12	48.88	57.27
Postsecondary teachers	32.05	37.60	48.41	55.43	73.91
Physical sciences teachers, postsecondary	48.41	52.40	54.95	64.15	74.21
Arts, communications, and humanities teachers, postsecondary	33.41	33.41	41.19	54.68	74.14
Miscellaneous postsecondary teachers	24.47	34.71	41.86	50.16	71.08
Primary, secondary, and special education school teachers	14.25	19.36	37.76	48.26	55.55
Preschool and kindergarten teachers	11.00	13.00	15.14	15.68	19.36
Preschool teachers, except special education	10.60	13.00	15.14	15.68	19.00
Elementary and middle school teachers	29.14	36.85	43.92	53.08	58.37
Elementary school teachers, except special education	29.28	36.85	43.93	54.36	59.04
Middle school teachers, except special and vocational education	29.07	36.32	42.60	49.50	55.55
Secondary school teachers	27.89	33.91	42.11	49.67	55.92
Secondary school teachers, except special and vocational education	27.89	33.91	42.11	49.67	55.92
Special education teachers	21.08	25.33	36.18	48.39	54.49
Special education teachers, preschool, kindergarten, and elementary school	25.33	28.70	37.10	50.77	54.49
Other teachers and instructors	19.23	19.23	19.23	20.00	32.06
Teacher assistants	8.50	10.20	13.14	16.58	20.99
Arts, design, entertainment, sports, and media occupations	17.43	19.16	28.41	34.71	48.03
Designers	19.16	24.04	28.92	31.25	35.87
Public relations specialists	27.14	28.73	30.77	32.17	48.03
Writers and editors	25.88	33.65	37.38	49.14	50.48
Healthcare practitioner and technical occupations	14.19	17.96	26.74	34.00	51.29
Physicians and surgeons	24.78	26.49	29.14	83.85	130.00
Registered nurses	27.40	29.15	33.53	43.61	57.22
Therapists	30.60	32.03	34.51	38.57	38.59
Clinical laboratory technologists and technicians	14.42	16.60	17.86	27.00	32.34
Medical and clinical laboratory technologists	14.42	16.59	16.60	29.62	33.17
Medical and clinical laboratory technicians	13.95	17.56	17.86	20.07	27.00
Emergency medical technicians and paramedics	13.00	14.19	14.97	19.34	24.12
Health diagnosing and treating practitioner support technicians	9.27	15.00	16.84	20.69	21.15
Licensed practical and licensed vocational nurses	19.25	22.28	24.76	25.96	27.01
Medical records and health information technicians	12.36	13.41	14.50	15.20	16.24
Healthcare support occupations	10.30	11.37	13.82	16.41	19.59
Nursing, psychiatric, and home health aides	10.30	10.75	12.31	14.80	17.13
Nursing aides, orderlies, and attendants	11.50	12.20	14.11	16.25	18.14
Miscellaneous healthcare support occupations	13.82	15.44	16.72	20.00	22.14
Protective service occupations	13.97	14.28	22.58	28.99	32.58
Fire fighters	21.22	21.74	23.25	26.53	30.88
Police officers	21.42	22.83	25.20	29.79	34.17
Police and sheriff's patrol officers	21.42	22.83	25.20	29.79	34.17
Security guards and gaming surveillance officers	13.15	14.20	15.44	18.55	20.91
Security guards	13.15	14.20	15.44	18.55	20.91
Food preparation and serving related occupations	3.26	8.00	10.99	13.46	17.50

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Food preparation and serving related occupations					
—Continued					
First-line supervisors/managers, food preparation and serving workers	\$13.46	\$17.50	\$18.86	\$23.96	\$38.46
First-line supervisors/managers of food preparation and serving workers	13.46	16.00	17.50	20.09	23.96
Cooks	7.14	10.50	13.00	13.29	15.50
Cooks, institution and cafeteria	10.56	11.00	11.00	15.01	17.02
Cooks, restaurant	6.67	9.00	13.00	15.00	15.50
Food service, tipped	2.63	2.93	3.80	8.50	13.00
Waiters and waitresses	2.63	2.93	2.93	3.80	13.00
Fast food and counter workers	5.15	8.00	9.50	10.84	12.85
Counter attendants, cafeteria, food concession, and coffee shop	5.15	8.00	9.00	10.00	10.99
Dishwashers	8.50	9.00	9.00	9.00	10.26
Building and grounds cleaning and maintenance occupations	9.30	12.94	13.50	16.75	19.18
First-line supervisors/managers, building and grounds cleaning and maintenance workers	17.50	17.50	19.12	22.24	35.39
Building cleaning workers	9.27	12.94	13.50	16.75	18.94
Janitors and cleaners, except maids and housekeeping cleaners	12.94	13.17	13.64	16.75	19.02
Maids and housekeeping cleaners	8.00	8.24	8.60	10.02	11.89
Grounds maintenance workers	10.50	11.17	12.98	13.59	22.82
Landscaping and groundskeeping workers	6.04	11.17	12.98	13.59	16.96
Personal care and service occupations	7.97	10.62	11.66	15.60	36.23
Sales and related occupations	9.82	12.87	17.19	28.62	46.97
First-line supervisors/managers, sales workers	12.55	14.23	16.50	20.07	26.52
First-line supervisors/managers of retail sales workers	12.96	14.97	16.80	20.07	26.52
Retail sales workers	8.41	10.30	12.63	16.41	23.89
Cashiers, all workers	6.43	8.08	10.80	13.90	17.19
Cashiers	6.43	8.08	10.80	13.90	17.19
Counter and rental clerks and parts salespersons	8.41	8.41	11.69	13.50	24.55
Retail salespersons	9.40	11.71	13.75	17.95	25.13
Sales representatives, wholesale and manufacturing	16.67	21.12	28.77	40.21	53.74
Sales representatives, wholesale and manufacturing, technical and scientific products	18.10	32.10	34.27	53.14	53.74
Sales representatives, wholesale and manufacturing, except technical and scientific products	16.67	20.17	22.38	26.79	37.16
Office and administrative support occupations	12.85	14.91	18.12	22.66	27.18
First-line supervisors/managers of office and administrative support workers	23.50	23.50	30.24	36.01	40.00
Financial clerks	10.99	14.28	17.50	22.07	28.26
Billing and posting clerks and machine operators	9.00	14.20	16.66	19.94	20.00
Bookkeeping, accounting, and auditing clerks	14.24	16.92	22.07	26.50	33.19
Tellers	10.99	10.99	14.28	17.40	17.50
Brokerage clerks	16.06	16.84	18.10	18.68	21.27
Customer service representatives	13.25	15.81	18.75	22.83	30.25
Receptionists and information clerks	12.60	13.22	14.26	16.05	16.97
Dispatchers	14.54	17.39	17.80	21.00	33.07
Shipping, receiving, and traffic clerks	12.95	14.91	16.03	21.49	26.79
Stock clerks and order fillers	11.44	12.35	14.00	14.33	16.77
Secretaries and administrative assistants	15.38	17.00	20.48	24.80	27.26
Executive secretaries and administrative assistants	19.49	20.53	23.94	26.57	32.53
Medical secretaries	14.00	15.38	15.62	19.20	22.00
Secretaries, except legal, medical, and executive	13.19	15.70	20.33	22.74	24.97
Data entry and information processing workers	11.60	12.35	12.85	14.26	24.16
Data entry keyers	11.57	12.35	12.85	14.26	18.32
Insurance claims and policy processing clerks	12.92	14.77	16.53	19.09	22.51
Office clerks, general	13.14	17.64	20.30	24.46	25.93
Construction and extraction occupations	15.00	21.00	26.05	35.48	39.53

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Construction and extraction occupations —Continued					
First-line supervisors/managers of construction trades and extraction workers	\$25.48	\$28.60	\$30.35	\$39.48	\$43.50
Carpenters	22.00	23.00	30.58	36.48	39.48
Electricians	14.00	21.00	25.00	31.24	39.53
Pipelayers, plumbers, pipefitters, and steamfitters	13.00	14.00	21.95	28.19	30.60
Plumbers, pipefitters, and steamfitters	21.00	21.95	24.72	30.60	31.15
Installation, maintenance, and repair occupations					
First-line supervisors/managers of mechanics, installers, and repairers	16.50	19.15	23.35	29.75	33.23
Automotive technicians and repairers	26.13	28.00	29.00	42.57	44.86
Automotive service technicians and mechanics	17.00	18.58	24.27	50.72	50.72
Industrial machinery installation, repair, and maintenance workers	17.00	18.50	20.63	50.72	50.72
Industrial machinery mechanics	17.00	17.50	19.15	22.44	26.92
Industrial machinery mechanics	15.48	20.00	20.02	22.44	27.76
Maintenance and repair workers, general	17.00	17.50	19.15	22.50	26.99
Line installers and repairers	22.80	22.87	29.34	30.94	33.23
Production occupations					
First-line supervisors/managers of production and operating workers	10.00	11.54	14.07	20.50	26.50
Electrical, electronics, and electromechanical assemblers	18.85	22.40	29.54	35.13	35.13
Electrical and electronic equipment assemblers	10.97	11.70	13.97	14.96	19.90
Miscellaneous assemblers and fabricators	10.92	11.54	13.94	14.94	20.60
Machinists	7.92	8.50	15.90	22.50	24.50
Machinists	15.78	19.92	21.25	26.50	30.35
Multiple machine tool setters, operators, and tenders, metal and plastic	10.44	11.55	12.98	16.70	18.98
Printers	10.25	10.25	13.25	21.85	23.10
Inspectors, testers, sorters, samplers, and weighers	12.00	12.90	15.18	19.60	25.71
Miscellaneous production workers	9.99	11.40	12.85	15.87	19.61
Transportation and material moving occupations					
Driver/sales workers and truck drivers	8.00	10.50	15.70	20.25	24.04
Truck drivers, heavy and tractor-trailer	8.00	11.00	20.25	21.59	24.70
Truck drivers, light or delivery services	11.00	20.07	20.86	23.00	26.98
Industrial truck and tractor operators	10.00	12.10	16.30	20.47	24.10
Laborers and material movers, hand	12.78	15.75	18.84	21.36	21.36
Laborers and freight, stock, and material movers, hand	8.00	10.00	13.25	15.45	18.80
Laborers and freight, stock, and material movers, hand	8.00	8.50	13.50	16.33	20.87
Packers and packagers, hand	8.00	10.75	11.00	13.50	13.84

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$7.72	\$8.50	\$10.61	\$15.00	\$24.73
Community and social services occupations	19.30	20.00	25.21	30.24	30.29
Education, training, and library occupations	12.00	12.40	14.93	17.63	33.07
Postsecondary teachers	16.39	26.32	26.32	39.83	53.53
Miscellaneous postsecondary teachers	25.97	26.32	26.32	33.40	53.53
Elementary and middle school teachers	13.21	16.84	18.90	18.90	56.06
Elementary school teachers, except special education	13.21	16.84	18.90	18.90	56.06
Other teachers and instructors	18.00	19.88	23.68	44.50	47.47
Teacher assistants	8.00	11.08	13.02	16.16	18.16
Arts, design, entertainment, sports, and media occupations	10.00	10.00	10.00	19.33	21.00
Healthcare practitioner and technical occupations	16.95	21.74	33.82	46.48	52.72
Registered nurses	27.90	33.78	41.88	50.12	57.62
Clinical laboratory technologists and technicians	18.82	23.08	28.00	34.54	36.97
Healthcare support occupations	10.40	12.50	13.98	17.82	21.41
Nursing, psychiatric, and home health aides	11.43	12.10	12.75	13.62	15.41
Nursing aides, orderlies, and attendants	11.50	12.10	12.98	13.29	14.21
Miscellaneous healthcare support occupations	10.40	13.30	15.22	17.95	22.00
Protective service occupations	9.27	10.00	13.00	15.03	39.66
Security guards and gaming surveillance officers	9.65	10.00	13.00	14.13	15.03
Security guards	9.65	10.00	13.00	14.13	15.03
Food preparation and serving related occupations	2.63	5.00	8.00	9.93	10.75
Cooks	8.50	9.96	12.00	12.50	14.04
Food preparation workers	8.50	8.50	8.60	11.00	11.91
Food service, tipped	2.63	2.63	3.50	8.00	8.50
Bartenders	2.63	5.00	8.00	8.00	8.00
Waiters and waitresses	2.63	2.63	2.63	3.26	3.50
Dining room and cafeteria attendants and bartender helpers	4.00	7.50	8.00	9.00	9.50
Fast food and counter workers	7.25	7.75	8.00	10.00	10.00
Combined food preparation and serving workers, including fast food	7.25	7.25	7.75	8.50	10.50
Counter attendants, cafeteria, food concession, and coffee shop	8.00	8.00	8.50	10.00	10.00
Building and grounds cleaning and maintenance occupations	10.24	10.39	11.43	12.67	13.55
Building cleaning workers	10.24	10.39	11.43	12.67	13.55
Janitors and cleaners, except maids and housekeeping cleaners	10.24	10.39	12.08	13.55	13.65
Personal care and service occupations	7.50	8.00	9.50	11.13	14.00
Child care workers	8.00	8.48	9.00	10.00	12.00
Recreation and fitness workers	7.50	9.00	10.35	12.24	20.25
Fitness trainers and aerobics instructors	7.50	9.00	10.35	12.00	18.50
Sales and related occupations	8.00	8.30	9.85	10.99	12.29
Retail sales workers	8.00	8.30	9.85	10.42	11.75
Cashiers, all workers	8.00	8.25	9.01	10.42	11.00
Cashiers	8.00	8.25	9.00	10.42	11.00
Counter and rental clerks and parts salespersons	7.25	8.00	8.00	9.50	15.04
Retail salespersons	8.49	9.50	10.00	11.14	11.75
Office and administrative support occupations	8.75	10.64	14.15	17.50	22.00
Financial clerks	11.72	13.20	15.60	18.54	22.00
Bookkeeping, accounting, and auditing clerks	12.00	15.00	15.60	16.35	18.99
Customer service representatives	8.88	9.01	13.00	15.71	15.85
Stock clerks and order fillers	8.00	8.25	8.80	9.72	11.00
Secretaries and administrative assistants	13.70	14.00	17.50	21.82	22.00
Office clerks, general	12.55	15.00	17.11	25.83	25.83

See footnotes at end of table.

Table 10. **Part-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
Production occupations	\$9.00	\$9.45	\$11.00	\$13.75	\$13.75
Transportation and material moving occupations	5.75	8.00	9.10	12.69	18.12
Driver/sales workers and truck drivers	5.75	5.75	8.00	15.25	20.00
Truck drivers, light or delivery services	5.75	5.75	5.75	14.17	16.37
Laborers and material movers, hand	8.00	8.12	9.03	10.31	12.49
Laborers and freight, stock, and material movers, hand	8.30	9.07	10.00	11.65	14.03

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, and holidays; nonproduction bonuses; and tips.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$27.72	\$22.76	\$1,085	\$886	39.1	\$55,167	\$45,757	1,990
Management occupations	49.60	45.11	1,963	1,772	39.6	101,629	91,576	2,049
General and operations managers	61.10	47.97	2,462	1,923	40.3	128,011	100,001	2,095
Marketing and sales managers	51.06	43.43	2,025	1,846	39.7	105,305	95,988	2,062
Marketing managers	52.78	47.72	2,122	1,909	40.2	110,370	99,266	2,091
Sales managers	48.49	43.43	1,885	1,737	38.9	98,000	90,324	2,021
Computer and information systems managers	54.93	51.17	2,162	2,047	39.4	112,433	106,425	2,047
Financial managers	55.25	48.08	2,232	2,404	40.4	116,062	125,000	2,101
Human resources managers	49.59	45.51	1,982	1,820	40.0	103,078	94,661	2,078
Industrial production managers	42.97	44.31	1,820	1,772	42.4	94,647	92,161	2,203
Education administrators	44.41	44.03	1,635	1,761	36.8	81,806	83,347	1,842
Education administrators, elementary and secondary school	54.39	53.65	2,143	2,129	39.4	100,648	100,230	1,851
Education administrators, postsecondary	43.41	40.00	1,552	1,404	35.8	79,014	71,999	1,820
Engineering managers	55.74	53.96	2,266	2,218	40.7	117,851	115,325	2,114
Medical and health services managers	45.62	37.35	1,867	1,423	40.9	97,096	74,003	2,128
Business and financial operations occupations	33.36	28.64	1,338	1,145	40.1	69,561	59,563	2,085
Buyers and purchasing agents	28.95	27.16	1,195	1,178	41.3	62,139	61,231	2,147
Wholesale and retail buyers, except farm products	23.16	20.00	950	900	41.0	49,426	46,800	2,134
Purchasing agents, except wholesale, retail, and farm products	33.06	29.03	1,371	1,205	41.5	71,274	62,684	2,156
Claims adjusters, appraisers, examiners, and investigators	25.97	24.17	997	961	38.4	51,835	49,992	1,996
Claims adjusters, examiners, and investigators	25.51	24.17	982	920	38.5	51,047	47,834	2,001
Human resources, training, and labor relations specialists	29.33	28.65	1,130	1,115	38.5	58,781	58,001	2,004
Compensation, benefits, and job analysis specialists	29.61	29.06	1,183	1,162	40.0	61,533	60,445	2,078
Training and development specialists	31.54	31.61	1,251	1,264	39.7	65,056	65,749	2,063
Management analysts	43.39	37.22	1,823	1,396	42.0	94,822	72,600	2,185
Accountants and auditors	27.51	25.68	1,058	1,010	38.5	55,004	52,499	1,999
Financial analysts and advisors	44.23	35.00	1,862	1,405	42.1	96,828	73,050	2,189
Financial analysts	47.16	36.62	2,034	1,490	43.1	105,766	77,459	2,243
Computer and mathematical science occupations	41.42	40.12	1,649	1,591	39.8	85,569	82,753	2,066
Computer programmers	30.58	34.08	1,198	1,337	39.2	62,297	69,499	2,037
Computer software engineers	48.88	46.39	1,973	1,837	40.4	102,605	95,524	2,099
Computer software engineers, applications	52.97	49.49	2,177	1,964	41.1	113,204	102,151	2,137
Computer software engineers, systems software	46.05	45.56	1,837	1,821	39.9	95,499	94,700	2,074
Computer support specialists	33.77	31.25	1,334	1,250	39.5	69,394	65,000	2,055
Computer systems analysts	41.13	40.05	1,645	1,591	40.0	85,523	82,753	2,079
Network and computer systems administrators	41.00	45.11	1,640	1,804	40.0	85,287	93,829	2,080
Network systems and data communications analysts	34.76	34.91	1,381	1,396	39.7	71,794	72,604	2,065
Architecture and engineering occupations	37.35	38.36	1,531	1,538	41.0	79,588	80,001	2,131
Architects, except naval	36.33	39.55	1,547	1,640	42.6	80,423	85,285	2,214
Architects, except landscape and naval	38.33	39.84	1,624	1,793	42.4	84,451	93,228	2,203
Engineers	42.86	42.55	1,747	1,732	40.8	90,829	90,039	2,119

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Architecture and engineering occupations –Continued								
Computer hardware engineers	\$50.17	\$49.80	\$2,007	\$1,992	40.0	\$104,352	\$103,582	2,080
Electrical and electronics engineers	43.38	45.61	1,777	1,827	41.0	92,383	95,014	2,130
Electrical engineers	40.95	42.48	1,638	1,699	40.0	85,178	88,350	2,080
Electronics engineers, except computer	44.12	45.89	1,820	1,864	41.3	94,649	96,909	2,145
Industrial engineers, including health and safety	37.81	37.05	1,578	1,589	41.7	82,079	82,634	2,171
Industrial engineers	37.81	37.05	1,578	1,589	41.7	82,079	82,634	2,171
Mechanical engineers	41.51	43.69	1,727	1,966	41.6	89,821	102,235	2,164
Drafters	28.12	26.09	1,125	1,044	40.0	58,482	54,263	2,080
Engineering technicians, except drafters	23.21	22.22	918	853	39.6	47,755	44,377	2,057
Electrical and electronic engineering technicians	22.52	20.24	901	810	40.0	46,845	42,099	2,080
Life, physical, and social science occupations								
Biological scientists	33.14	27.04	1,301	1,052	39.3	67,005	54,722	2,022
Biological scientists	45.06	43.27	1,776	1,731	39.4	92,345	90,000	2,049
Biochemists and biophysicists	45.06	43.27	1,776	1,731	39.4	92,345	90,000	2,049
Physical scientists	31.61	23.22	1,271	929	40.2	66,071	48,287	2,090
Chemists and materials scientists	45.69	46.80	1,850	2,033	40.5	96,219	105,693	2,106
Market and survey researchers	49.97	46.63	2,027	1,923	40.6	105,379	100,000	2,109
Market research analysts	49.97	46.63	2,027	1,923	40.6	105,379	100,000	2,109
Community and social services occupations								
Counselors	25.73	23.88	981	955	38.1	47,745	49,666	1,856
Counselors	27.97	23.92	1,052	1,005	37.6	49,013	49,898	1,753
Educational, vocational, and school counselors	33.15	27.89	1,210	1,177	36.5	52,161	49,898	1,573
Social workers	26.98	26.92	1,027	1,057	38.1	50,734	54,941	1,881
Child, family, and school social workers	26.08	22.42	972	863	37.3	46,995	45,035	1,802
Miscellaneous community and social service specialists	17.73	17.11	696	664	39.3	36,215	34,507	2,043
Legal occupations								
Lawyers	46.05	31.03	1,767	1,138	38.4	91,866	59,182	1,995
Lawyers	64.99	71.48	2,573	2,859	39.6	133,798	148,668	2,059
Education, training, and library occupations								
Postsecondary teachers	35.77	36.12	1,304	1,281	36.4	53,474	50,384	1,495
Postsecondary teachers	51.05	48.41	1,972	1,822	38.6	82,296	75,136	1,612
Physical sciences teachers, postsecondary	59.48	54.95	2,340	2,198	39.3	106,491	109,000	1,790
Arts, communications, and humanities teachers, postsecondary	47.15	41.19	1,729	1,578	36.7	64,270	64,705	1,363
Miscellaneous postsecondary teachers	45.11	41.86	1,679	1,563	37.2	66,990	63,001	1,485
Primary, secondary, and special education school teachers	35.55	37.76	1,287	1,350	36.2	50,556	50,968	1,422
Preschool and kindergarten teachers	16.62	15.14	638	590	38.4	29,609	24,204	1,781
Preschool teachers, except special education	15.66	15.14	604	590	38.5	28,303	24,204	1,807
Elementary and middle school teachers	44.11	43.92	1,536	1,537	34.8	56,940	57,338	1,291
Elementary school teachers, except special education	44.54	43.93	1,549	1,554	34.8	57,354	58,110	1,288
Middle school teachers, except special and vocational education	42.88	42.60	1,499	1,491	34.9	55,747	56,056	1,300
Secondary school teachers	41.95	42.11	1,528	1,522	36.4	56,880	56,968	1,356

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Education, training, and library occupations –Continued								
Secondary school teachers, except special and vocational education	\$41.95	\$42.11	\$1,528	\$1,522	36.4	\$56,880	\$56,968	1,356
Special education teachers	37.36	36.18	1,357	1,298	36.3	52,543	49,226	1,407
Special education teachers, preschool, kindergarten, and elementary school	39.62	37.10	1,442	1,352	36.4	55,072	53,456	1,390
Other teachers and instructors	23.78	19.23	864	769	36.3	40,732	40,000	1,713
Teacher assistants	14.40	13.14	489	445	34.0	19,962	17,680	1,386
Arts, design, entertainment, sports, and media occupations								
Designers	29.45	28.41	1,161	1,149	39.4	60,294	59,763	2,047
Public relations specialists	28.41	28.92	1,136	1,157	40.0	59,085	60,158	2,080
Writers and editors	32.86	30.77	1,304	1,231	39.7	67,831	64,002	2,064
	40.80	37.38	1,555	1,346	38.1	80,846	70,000	1,981
Healthcare practitioner and technical occupations								
Physicians and surgeons	30.11	26.74	1,146	1,040	38.1	59,135	53,305	1,964
Registered nurses	55.68	29.14	2,092	1,273	37.6	108,788	66,186	1,954
Therapists	37.79	33.53	1,373	1,242	36.3	70,321	63,375	1,861
Clinical laboratory technologists and technicians	34.47	34.51	1,342	1,350	38.9	69,758	70,199	2,024
Medical and clinical laboratory technologists	20.93	17.86	832	710	39.7	43,252	36,904	2,066
Medical and clinical laboratory technicians	22.36	16.60	894	664	40.0	46,506	34,534	2,080
Emergency medical technicians and paramedics	19.04	17.86	750	710	39.4	38,999	36,904	2,048
Health diagnosing and treating practitioner support technicians	17.10	14.97	682	603	39.9	35,445	31,346	2,073
Licensed practical and licensed vocational nurses	16.77	16.84	665	674	39.6	34,190	35,031	2,039
Medical records and health information technicians	23.90	24.76	929	954	38.9	48,327	49,617	2,022
	14.81	14.50	575	580	38.8	29,912	30,160	2,020
Healthcare support occupations								
Nursing, psychiatric, and home health aides	14.48	13.82	568	546	39.2	29,439	28,398	2,033
Nursing aides, orderlies, and attendants	13.06	12.31	513	476	39.3	26,700	24,758	2,045
Miscellaneous healthcare support occupations	14.44	14.11	559	546	38.7	29,075	28,398	2,013
	17.98	16.72	698	640	38.8	36,315	33,280	2,020
Protective service occupations								
Fire fighters	22.44	22.58	902	913	40.2	46,762	47,469	2,084
Police officers	24.21	23.25	1,070	1,050	44.2	55,614	54,588	2,297
Police and sheriff's patrol officers ...	27.08	25.20	1,067	1,008	39.4	55,482	52,420	2,048
Security guards and gaming surveillance officers	27.08	25.20	1,067	1,008	39.4	55,482	52,420	2,048
Security guards	17.66	15.44	696	617	39.4	36,180	32,109	2,049
	17.66	15.44	696	617	39.4	36,180	32,109	2,049
Food preparation and serving related occupations								
First-line supervisors/managers, food preparation and serving workers ...	11.26	10.99	425	390	37.7	21,462	20,280	1,907
First-line supervisors/managers of food preparation and serving workers	20.68	18.86	864	710	41.8	43,266	36,400	2,092
Cooks	18.66	17.50	784	700	42.0	39,065	36,400	2,094
Cooks, institution and cafeteria	12.00	13.00	458	493	38.2	23,720	25,480	1,977
Cooks, restaurant	12.53	11.00	471	440	37.6	24,083	22,880	1,921
Food service, tipped	11.89	13.00	452	490	38.0	23,513	25,480	1,978
	6.02	3.80	208	130	34.5	9,965	6,781	1,656

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Food preparation and serving related occupations –Continued								
Waiters and waitresses	\$5.09	\$2.93	\$172	\$103	33.8	\$8,103	\$5,333	1,591
Fast food and counter workers	9.37	9.50	348	349	37.2	17,659	17,644	1,885
Counter attendants, cafeteria, food concession, and coffee shop	8.75	9.00	324	349	37.1	16,574	17,566	1,895
Dishwashers	9.28	9.00	366	360	39.4	19,008	18,720	2,049
Building and grounds cleaning and maintenance occupations								
First-line supervisors/managers, building and grounds cleaning and maintenance workers	14.42	13.50	574	540	39.8	29,319	28,080	2,033
Building cleaning workers	21.97	19.12	879	765	40.0	45,697	39,759	2,080
Janitors and cleaners, except maids and housekeeping cleaners	14.09	13.50	560	540	39.8	29,130	28,080	2,067
Maids and housekeeping cleaners	15.03	13.64	598	542	39.8	31,111	28,184	2,070
Grounds maintenance workers	9.27	8.60	366	335	39.4	19,008	17,397	2,050
Landscaping and groundskeeping workers	14.17	12.98	563	519	39.8	24,302	18,550	1,715
Landscaping and groundskeeping workers	13.02	12.98	518	519	39.7	21,834	17,500	1,676
Personal care and service occupations								
Personal care and service occupations	16.24	11.66	539	494	33.2	26,612	23,005	1,638
Sales and related occupations								
First-line supervisors/managers, sales workers	25.44	17.19	1,003	698	39.4	52,050	36,067	2,046
First-line supervisors/managers of retail sales workers	17.87	16.50	744	725	41.6	38,679	37,700	2,164
Retail sales workers	18.33	16.80	767	725	41.8	39,890	37,700	2,176
Cashiers, all workers	14.94	12.63	582	488	39.0	30,131	24,934	2,017
Cashiers	11.56	10.80	431	412	37.3	21,812	21,424	1,888
Counter and rental clerks and parts salespersons	11.56	10.80	431	412	37.3	21,812	21,424	1,888
Retail salespersons	13.76	11.69	550	468	40.0	28,625	24,315	2,080
Sales representatives, wholesale and manufacturing	16.55	13.75	643	550	38.9	33,457	28,600	2,022
Sales representatives, wholesale and manufacturing, technical and scientific products	31.41	28.77	1,250	1,151	39.8	65,007	59,835	2,070
Sales representatives, wholesale and manufacturing, except technical and scientific products	38.80	34.27	1,552	1,371	40.0	80,706	71,273	2,080
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.72	22.38	979	895	39.6	50,931	46,550	2,061
Office and administrative support occupations								
First-line supervisors/managers of office and administrative support workers	19.26	18.12	747	709	38.8	38,772	36,845	2,013
Financial clerks	29.79	30.24	1,092	1,068	36.6	56,761	55,546	1,905
Billing and posting clerks and machine operators	18.89	17.50	733	696	38.8	38,122	36,192	2,018
Bookkeeping, accounting, and auditing clerks	15.77	16.66	626	633	39.7	32,543	32,929	2,063
Tellers	22.31	22.07	852	883	38.2	44,300	45,906	1,986
Brokerage clerks	14.14	14.28	566	571	40.0	29,413	29,702	2,080
Customer service representatives	18.84	18.10	739	716	39.2	38,415	37,226	2,039
Receptionists and information clerks ..	20.05	18.75	777	740	38.8	40,408	38,495	2,016
Dispatchers	14.81	14.26	579	567	39.1	30,107	29,501	2,033
Shipping, receiving, and traffic clerks ..	20.49	17.80	811	712	39.6	42,160	37,032	2,057
Stock clerks and order fillers	18.63	16.03	740	641	39.7	38,483	33,342	2,066
Secretaries and administrative assistants	13.97	14.00	544	560	39.0	28,304	29,120	2,025
Secretaries and administrative assistants	21.27	20.48	815	802	38.3	42,192	41,605	1,984

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations –Continued								
Executive secretaries and administrative assistants	\$24.63	\$23.94	\$944	\$896	38.3	\$49,111	\$46,566	1,994
Medical secretaries	17.14	15.62	667	615	38.9	34,705	31,982	2,025
Secretaries, except legal, medical, and executive	19.34	20.33	715	729	37.0	36,322	37,255	1,878
Data entry and information processing workers	14.91	12.85	591	514	39.6	30,725	26,728	2,061
Data entry keyers	13.83	12.85	547	514	39.6	28,453	26,728	2,058
Insurance claims and policy processing clerks	17.40	16.53	683	658	39.3	35,542	34,197	2,043
Office clerks, general	20.55	20.30	795	767	38.7	41,358	39,858	2,013
Construction and extraction occupations								
First-line supervisors/managers of construction trades and extraction workers	27.60	26.05	1,103	1,042	40.0	56,948	54,182	2,063
Carpenters	32.56	30.35	1,303	1,214	40.0	67,731	63,128	2,080
Electricians	31.23	30.58	1,249	1,223	40.0	64,953	63,606	2,080
Pipelayers, plumbers, pipefitters, and steamfitters	26.34	25.00	1,054	1,000	40.0	54,782	52,000	2,080
Plumbers, pipefitters, and steamfitters	21.30	21.95	842	878	39.6	43,797	45,656	2,057
Plumbers, pipefitters, and steamfitters	25.40	24.72	999	921	39.3	51,938	47,902	2,045
Installation, maintenance, and repair occupations								
First-line supervisors/managers of mechanics, installers, and repairers	25.04	23.35	1,007	934	40.2	52,080	48,558	2,080
Automotive technicians and repairers	33.50	29.00	1,420	1,120	42.4	73,840	58,240	2,204
Automotive service technicians and mechanics	30.17	24.27	1,230	1,006	40.8	63,972	52,331	2,120
Industrial machinery installation, repair, and maintenance workers	30.21	20.63	1,221	820	40.4	63,505	42,640	2,102
Industrial machinery mechanics	20.49	19.15	820	766	40.0	42,628	39,832	2,080
Maintenance and repair workers, general	21.36	20.02	854	801	40.0	44,428	41,642	2,080
Line installers and repairers	20.33	19.15	813	766	40.0	42,282	39,832	2,080
Line installers and repairers	28.74	29.34	1,150	1,174	40.0	59,781	61,025	2,080
Production occupations								
First-line supervisors/managers of production and operating workers	16.52	14.07	655	562	39.7	34,084	29,224	2,063
Electrical, electronics, and electromechanical assemblers	28.29	29.54	1,108	1,182	39.2	57,639	61,445	2,037
Electrical and electronic equipment assemblers	14.26	13.97	570	559	40.0	29,653	29,058	2,080
Miscellaneous assemblers and fabricators	14.22	13.94	569	558	40.0	29,570	29,004	2,080
Machinists	15.14	15.90	582	636	38.4	30,241	33,072	1,997
Multiple machine tool setters, operators, and tenders, metal and plastic	23.16	21.25	926	850	40.0	48,173	44,194	2,080
Printers	13.98	12.98	559	519	40.0	29,077	26,998	2,080
Inspectors, testers, sorters, samplers, and weighers	16.48	13.25	655	530	39.8	34,076	27,560	2,068
Miscellaneous production workers	17.05	15.18	687	607	40.3	35,738	31,574	2,096
Miscellaneous production workers	13.76	12.85	547	514	39.7	28,428	26,728	2,065
Transportation and material moving occupations								
Driver/sales workers and truck drivers	16.27	15.70	634	600	39.0	32,454	30,703	1,995
Truck drivers, heavy and tractor-trailer	17.62	20.25	707	803	40.1	36,733	41,741	2,085
Truck drivers, heavy and tractor-trailer	20.42	20.86	833	810	40.8	43,267	42,120	2,119

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations –Continued								
Truck drivers, light or delivery services	\$16.63	\$16.30	\$665	\$652	40.0	\$34,600	\$33,904	2,080
Industrial truck and tractor operators ..	17.76	18.84	703	754	39.6	36,556	39,187	2,058
Laborers and material movers, hand ..	13.20	13.25	525	519	39.8	27,323	26,984	2,070
Laborers and freight, stock, and material movers, hand	13.34	13.50	534	540	40.0	27,752	28,080	2,080
Packers and packagers, hand	11.48	11.00	454	440	39.5	23,593	22,880	2,056

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$27.41	\$22.07	\$1,078	\$863	39.3	\$55,565	\$44,429	2,027
Management occupations	50.44	45.74	1,998	1,820	39.6	103,705	94,661	2,056
General and operations managers	65.11	50.66	2,599	2,195	39.9	135,131	114,122	2,075
Marketing and sales managers	51.06	43.43	2,025	1,846	39.7	105,305	95,988	2,062
Marketing managers	52.78	47.72	2,122	1,909	40.2	110,370	99,266	2,091
Sales managers	48.49	43.43	1,885	1,737	38.9	98,000	90,324	2,021
Computer and information systems managers	54.91	51.17	2,166	2,047	39.4	112,644	106,425	2,051
Financial managers	55.71	61.52	2,257	2,404	40.5	117,351	125,000	2,107
Human resources managers	49.59	45.51	1,982	1,820	40.0	103,078	94,661	2,078
Industrial production managers	42.97	44.31	1,820	1,772	42.4	94,647	92,161	2,203
Education administrators	41.87	40.00	1,508	1,400	36.0	76,806	71,999	1,835
Education administrators, postsecondary	44.23	40.00	1,578	1,500	35.7	80,242	78,000	1,814
Engineering managers	55.96	53.96	2,296	2,266	41.0	119,384	117,834	2,134
Medical and health services managers	47.72	39.00	1,970	1,557	41.3	102,427	80,983	2,146
Business and financial operations occupations	33.71	28.64	1,357	1,145	40.2	70,538	59,563	2,093
Buyers and purchasing agents	28.95	27.16	1,195	1,178	41.3	62,139	61,231	2,147
Wholesale and retail buyers, except farm products	23.16	20.00	950	900	41.0	49,426	46,800	2,134
Purchasing agents, except wholesale, retail, and farm products	33.06	29.03	1,371	1,205	41.5	71,274	62,684	2,156
Claims adjusters, appraisers, examiners, and investigators	25.97	24.17	997	961	38.4	51,835	49,992	1,996
Claims adjusters, examiners, and investigators	25.51	24.17	982	920	38.5	51,047	47,834	2,001
Human resources, training, and labor relations specialists	29.31	27.89	1,130	1,115	38.6	58,754	58,001	2,005
Compensation, benefits, and job analysis specialists	29.61	29.06	1,183	1,162	40.0	61,533	60,445	2,078
Training and development specialists	31.54	31.61	1,251	1,264	39.7	65,056	65,749	2,063
Management analysts	43.39	37.22	1,823	1,396	42.0	94,822	72,600	2,185
Accountants and auditors	27.74	25.48	1,071	1,010	38.6	55,670	52,499	2,007
Financial analysts and advisors	44.23	35.00	1,862	1,405	42.1	96,828	73,050	2,189
Financial analysts	47.16	36.62	2,034	1,490	43.1	105,766	77,459	2,243
Computer and mathematical science occupations	41.78	41.88	1,665	1,638	39.9	86,409	84,852	2,068
Computer programmers	30.29	34.08	1,191	1,327	39.3	61,921	69,000	2,044
Computer software engineers	48.88	46.39	1,973	1,837	40.4	102,605	95,524	2,099
Computer software engineers, applications	52.97	49.49	2,177	1,964	41.1	113,204	102,151	2,137
Computer software engineers, systems software	46.05	45.56	1,837	1,821	39.9	95,499	94,700	2,074
Computer support specialists	33.98	31.25	1,344	1,250	39.6	69,882	65,000	2,057
Computer systems analysts	41.36	40.12	1,656	1,583	40.0	86,111	82,299	2,082
Network and computer systems administrators	41.66	45.11	1,678	1,804	40.3	87,251	93,829	2,094
Architecture and engineering occupations	37.50	38.41	1,539	1,538	41.0	80,025	80,001	2,134
Architects, except naval	36.33	39.55	1,547	1,640	42.6	80,423	85,285	2,214
Architects, except landscape and naval	38.33	39.84	1,624	1,793	42.4	84,451	93,228	2,203
Engineers	42.82	42.48	1,745	1,731	40.8	90,753	90,002	2,120
Computer hardware engineers	50.17	49.80	2,007	1,992	40.0	104,352	103,582	2,080
Electrical and electronics engineers	43.27	44.76	1,773	1,827	41.0	92,207	95,014	2,131
Electrical engineers	40.10	39.38	1,604	1,575	40.0	83,401	81,900	2,080
Electronics engineers, except computer	44.12	45.89	1,820	1,864	41.3	94,649	96,909	2,145

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Architecture and engineering occupations –Continued								
Industrial engineers, including health and safety	\$37.81	\$37.05	\$1,578	\$1,589	41.7	\$82,079	\$82,634	2,171
Industrial engineers	37.81	37.05	1,578	1,589	41.7	82,079	82,634	2,171
Mechanical engineers	41.51	43.69	1,727	1,966	41.6	89,821	102,235	2,164
Drafters	28.12	26.09	1,125	1,044	40.0	58,482	54,263	2,080
Engineering technicians, except drafters	23.23	20.24	929	810	40.0	48,328	42,099	2,080
Electrical and electronic engineering technicians	22.52	20.24	901	810	40.0	46,845	42,099	2,080
Life, physical, and social science occupations								
Biological scientists	45.06	43.27	1,776	1,731	39.4	92,345	90,000	2,049
Biochemists and biophysicists	45.06	43.27	1,776	1,731	39.4	92,345	90,000	2,049
Physical scientists	32.10	23.22	1,290	929	40.2	67,100	48,287	2,091
Chemists and materials scientists ..	45.69	46.80	1,850	2,033	40.5	96,219	105,693	2,106
Market and survey researchers	51.15	47.97	2,076	1,942	40.6	107,953	101,005	2,110
Market research analysts	51.15	47.97	2,076	1,942	40.6	107,953	101,005	2,110
Community and social services occupations								
Counselors	19.24	19.62	735	712	38.2	37,210	37,031	1,934
Legal occupations								
Lawyers	70.94	76.92	2,837	3,077	40.0	147,547	160,000	2,080
Education, training, and library occupations								
Postsecondary teachers	51.48	48.41	2,009	1,822	39.0	85,634	77,246	1,664
Arts, communications, and humanities teachers, postsecondary	46.34	36.12	1,697	1,445	36.6	62,564	48,017	1,350
Miscellaneous postsecondary teachers	45.33	40.14	1,711	1,563	37.7	69,359	59,800	1,530
Primary, secondary, and special education school teachers	19.09	15.14	749	590	39.3	34,054	27,040	1,784
Preschool and kindergarten teachers	14.36	15.14	557	590	38.8	26,409	24,204	1,839
Preschool teachers, except special education	14.36	15.14	557	590	38.8	26,409	24,204	1,839
Arts, design, entertainment, sports, and media occupations								
Designers	28.41	28.92	1,136	1,157	40.0	59,085	60,158	2,080
Writers and editors	40.80	37.38	1,555	1,346	38.1	80,846	70,000	1,981
Healthcare practitioner and technical occupations								
Physicians and surgeons	55.68	29.14	2,092	1,273	37.6	108,788	66,186	1,954
Registered nurses	37.75	32.93	1,368	1,202	36.2	71,112	62,525	1,884
Therapists	34.47	34.51	1,342	1,350	38.9	69,758	70,199	2,024
Clinical laboratory technologists and technicians	20.93	17.86	832	710	39.7	43,252	36,904	2,066
Medical and clinical laboratory technologists	22.36	16.60	894	664	40.0	46,506	34,534	2,080
Medical and clinical laboratory technicians	19.04	17.86	750	710	39.4	38,999	36,904	2,048
Emergency medical technicians and paramedics	16.36	14.79	654	592	40.0	34,023	30,763	2,080
Health diagnosing and treating practitioner support technicians	16.77	16.84	665	674	39.6	34,190	35,031	2,039
Licensed practical and licensed vocational nurses	23.90	24.76	929	954	38.9	48,327	49,617	2,022

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Healthcare practitioner and technical occupations –Continued								
Medical records and health information technicians	\$14.81	\$14.50	\$575	\$580	38.8	\$29,912	\$30,160	2,020
Healthcare support occupations	14.37	13.65	563	546	39.2	29,276	28,398	2,037
Nursing, psychiatric, and home health aides	12.99	12.00	511	476	39.3	26,550	24,758	2,043
Nursing aides, orderlies, and attendants	14.39	13.93	557	546	38.7	28,948	28,398	2,011
Miscellaneous healthcare support occupations	17.77	16.00	689	632	38.8	35,854	32,889	2,017
Protective service occupations								
Security guards and gaming surveillance officers	18.30	15.44	727	617	39.7	37,801	32,109	2,066
Security guards	18.30	15.44	727	617	39.7	37,801	32,109	2,066
Food preparation and serving related occupations	11.20	10.84	423	390	37.8	21,478	19,926	1,917
First-line supervisors/managers, food preparation and serving workers ..	20.72	19.00	874	760	42.2	44,307	36,400	2,138
First-line supervisors/managers of food preparation and serving workers	18.65	17.50	792	700	42.5	40,031	36,400	2,146
Cooks	11.96	13.00	457	490	38.2	23,782	25,480	1,988
Cooks, institution and cafeteria	12.42	11.00	469	440	37.7	24,367	22,880	1,961
Cooks, restaurant	11.89	13.00	452	490	38.0	23,513	25,480	1,978
Food service, tipped	6.02	3.80	208	130	34.5	9,965	6,781	1,656
Waiters and waitresses	5.09	2.93	172	103	33.8	8,103	5,333	1,591
Fast food and counter workers	9.15	9.00	340	349	37.1	17,376	17,644	1,899
Counter attendants, cafeteria, food concession, and coffee shop	8.58	9.00	317	336	37.0	16,176	17,290	1,886
Dishwashers	9.28	9.00	366	360	39.4	19,008	18,720	2,049
Building and grounds cleaning and maintenance occupations	13.60	13.50	541	540	39.8	27,528	27,643	2,024
Building cleaning workers	13.33	13.50	530	540	39.8	27,568	28,080	2,067
Janitors and cleaners, except maids and housekeeping cleaners	14.38	13.50	573	540	39.8	29,784	28,080	2,072
Maids and housekeeping cleaners	9.27	8.60	366	335	39.4	19,008	17,397	2,050
Grounds maintenance workers	13.02	12.98	518	519	39.7	21,834	17,500	1,676
Landscaping and groundskeeping workers	13.02	12.98	518	519	39.7	21,834	17,500	1,676
Personal care and service occupations	16.24	11.66	539	494	33.2	26,612	23,005	1,638
Sales and related occupations	25.51	17.19	1,005	692	39.4	52,170	36,005	2,045
First-line supervisors/managers, sales workers	17.94	16.11	749	725	41.8	38,962	37,700	2,172
First-line supervisors/managers of retail sales workers	18.45	16.63	776	725	42.1	40,359	37,700	2,187
Retail sales workers	14.85	12.60	578	480	38.9	29,949	24,779	2,017
Cashiers, all workers	10.79	10.30	401	412	37.1	20,281	21,424	1,879
Cashiers	10.79	10.30	401	412	37.1	20,281	21,424	1,879
Counter and rental clerks and parts salespersons	13.76	11.69	550	468	40.0	28,625	24,315	2,080
Retail salespersons	16.55	13.75	643	550	38.9	33,457	28,600	2,022
Sales representatives, wholesale and manufacturing	31.41	28.77	1,250	1,151	39.8	65,007	59,835	2,070
Sales representatives, wholesale and manufacturing, technical and scientific products	38.80	34.27	1,552	1,371	40.0	80,706	71,273	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations								
–Continued								
Sales representatives, wholesale and manufacturing, except technical and scientific products	\$24.72	\$22.38	\$979	\$895	39.6	\$50,931	\$46,550	2,061
Office and administrative support occupations								
Financial clerks	18.97	17.50	740	697	39.0	38,463	36,234	2,027
Billing and posting clerks and machine operators	18.84	17.50	732	696	38.9	38,066	36,192	2,021
Bookkeeping, accounting, and auditing clerks	15.77	16.66	626	633	39.7	32,543	32,929	2,063
Tellers	22.28	22.07	853	883	38.3	44,358	45,906	1,991
Brokerage clerks	14.14	14.28	566	571	40.0	29,413	29,702	2,080
Customer service representatives	18.84	18.10	739	716	39.2	38,415	37,226	2,039
Receptionists and information clerks	19.84	18.10	768	720	38.7	39,936	37,444	2,013
Shipping, receiving, and traffic clerks	14.78	14.26	578	567	39.1	30,076	29,501	2,035
Stock clerks and order fillers	18.63	16.03	740	641	39.7	38,483	33,342	2,066
Secretaries and administrative assistants	13.68	14.00	539	560	39.4	28,040	29,120	2,050
Executive secretaries and administrative assistants	21.04	20.43	813	780	38.6	42,280	40,560	2,009
Medical secretaries	24.86	24.15	964	930	38.8	50,109	48,354	2,016
Secretaries, except legal, medical, and executive	17.02	15.45	662	615	38.9	34,426	31,982	2,023
Data entry and information processing workers	18.56	18.46	687	688	37.0	35,746	35,788	1,926
Data entry keyers	14.89	12.85	591	514	39.7	30,741	26,728	2,064
Insurance claims and policy processing clerks	13.63	12.85	541	514	39.7	28,111	26,728	2,063
Office clerks, general	17.40	16.53	683	658	39.3	35,542	34,197	2,043
	20.54	21.90	800	808	39.0	41,613	42,026	2,026
Construction and extraction occupations								
Carpenters	27.71	26.05	1,108	1,042	40.0	57,186	54,184	2,064
Electricians	31.39	30.58	1,255	1,223	40.0	65,282	63,606	2,080
Pipelayers, plumbers, pipefitters, and steamfitters	26.20	25.00	1,048	1,000	40.0	54,490	52,000	2,080
Plumbers, pipefitters, and steamfitters	20.93	21.00	835	840	39.9	43,437	43,680	2,076
	26.03	28.19	1,037	1,128	39.9	53,948	58,635	2,073
Installation, maintenance, and repair occupations								
First-line supervisors/managers of mechanics, installers, and repairers	25.28	23.35	1,018	934	40.2	52,619	48,558	2,081
Automotive technicians and repairers	33.50	29.00	1,420	1,120	42.4	73,840	58,240	2,204
Automotive service technicians and mechanics	30.17	24.27	1,230	1,006	40.8	63,972	52,331	2,120
Industrial machinery installation, repair, and maintenance workers	30.21	20.63	1,221	820	40.4	63,505	42,640	2,102
Industrial machinery mechanics	20.34	19.15	814	766	40.0	42,313	39,832	2,080
Maintenance and repair workers, general	21.36	20.02	854	801	40.0	44,428	41,642	2,080
Line installers and repairers	20.04	19.15	801	766	40.0	41,673	39,832	2,080
	28.74	29.34	1,150	1,174	40.0	59,781	61,025	2,080
Production occupations								
First-line supervisors/managers of production and operating workers	16.48	14.07	654	560	39.7	34,006	29,120	2,063
Electrical, electronics, and electromechanical assemblers	28.29	29.54	1,108	1,182	39.2	57,639	61,445	2,037
Electrical and electronic equipment assemblers	14.26	13.97	570	559	40.0	29,653	29,058	2,080
	14.22	13.94	569	558	40.0	29,570	29,004	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Production occupations –Continued								
Miscellaneous assemblers and fabricators	\$15.14	\$15.90	\$582	\$636	38.4	\$30,241	\$33,072	1,997
Machinists	23.16	21.25	926	850	40.0	48,173	44,194	2,080
Multiple machine tool setters, operators, and tenders, metal and plastic	13.98	12.98	559	519	40.0	29,077	26,998	2,080
Printers	16.48	13.25	655	530	39.8	34,076	27,560	2,068
Inspectors, testers, sorters, samplers, and weighers	17.05	15.18	687	607	40.3	35,738	31,574	2,096
Miscellaneous production workers	13.76	12.85	547	514	39.7	28,428	26,728	2,065
Transportation and material moving occupations								
Driver/sales workers and truck drivers	15.93	15.00	623	588	39.1	32,122	30,243	2,016
Truck drivers, heavy and tractor-trailer	17.62	20.25	707	803	40.1	36,733	41,741	2,085
Truck drivers, light or delivery services	20.42	20.86	833	810	40.8	43,267	42,120	2,119
Industrial truck and tractor operators ..	16.63	16.30	665	652	40.0	34,600	33,904	2,080
Laborers and material movers, hand ..	17.76	18.84	703	754	39.6	36,556	39,187	2,058
Laborers and freight, stock, and material movers, hand	12.81	13.00	510	519	39.8	26,524	26,984	2,070
Packers and packagers, hand	12.69	13.00	507	520	40.0	26,385	27,040	2,080
	11.48	11.00	454	440	39.5	23,593	22,880	2,056

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$30.22	\$27.01	\$1,134	\$1,052	37.5	\$52,460	\$51,064	1,736
Management occupations	42.07	40.89	1,654	1,654	39.3	83,728	84,539	1,990
Education administrators	51.10	53.00	2,001	2,073	39.2	95,140	95,228	1,862
Education administrators, elementary and secondary school	54.39	53.65	2,143	2,129	39.4	100,648	100,230	1,851
Business and financial operations occupations	26.94	28.65	1,018	967	37.8	52,914	50,305	1,964
Computer and mathematical science occupations	33.76	35.92	1,310	1,347	38.8	68,126	70,044	2,018
Life, physical, and social science occupations	30.52	24.29	1,076	846	35.3	50,294	44,602	1,648
Community and social services occupations	32.04	28.00	1,207	1,119	37.7	56,597	56,595	1,767
Counselors	36.66	27.97	1,359	1,119	37.1	58,765	57,046	1,603
Educational, vocational, and school counselors	47.64	43.46	1,638	1,651	34.4	61,339	59,413	1,288
Social workers	31.57	30.20	1,194	1,132	37.8	58,678	58,240	1,858
Education, training, and library occupations	39.69	40.16	1,370	1,442	34.5	51,886	54,541	1,307
Postsecondary teachers	48.99	50.16	1,806	1,756	36.9	68,777	65,058	1,404
Primary, secondary, and special education school teachers	44.25	43.73	1,538	1,537	34.8	56,838	56,968	1,284
Elementary and middle school teachers	44.79	43.93	1,552	1,554	34.7	57,299	58,147	1,279
Elementary school teachers, except special education	45.33	43.93	1,572	1,588	34.7	57,902	58,804	1,277
Middle school teachers, except special and vocational education	43.20	42.60	1,494	1,491	34.6	55,497	56,056	1,285
Secondary school teachers	42.69	42.60	1,498	1,491	35.1	55,566	55,688	1,302
Secondary school teachers, except special and vocational education	42.69	42.60	1,498	1,491	35.1	55,566	55,688	1,302
Special education teachers	43.69	43.42	1,525	1,453	34.9	56,171	53,456	1,286
Special education teachers, preschool, kindergarten, and elementary school	43.93	44.21	1,556	1,650	35.4	57,253	60,758	1,303
Teacher assistants	17.07	15.32	534	459	31.3	19,902	16,816	1,166
Healthcare practitioner and technical occupations	33.93	33.20	1,280	1,328	37.7	60,959	59,800	1,797
Registered nurses	38.04	36.15	1,414	1,446	37.2	65,257	68,420	1,715
Protective service occupations	26.89	26.71	1,086	1,089	40.4	56,450	56,622	2,099
Fire fighters	24.21	23.25	1,070	1,050	44.2	55,614	54,588	2,297
Police officers	27.19	25.20	1,071	1,008	39.4	55,685	52,420	2,048
Police and sheriff's patrol officers	27.19	25.20	1,071	1,008	39.4	55,685	52,420	2,048
Building and grounds cleaning and maintenance occupations	17.86	17.82	710	713	39.7	36,927	37,061	2,067
Building cleaning workers	17.05	17.78	677	698	39.7	35,222	36,296	2,066
Janitors and cleaners, except maids and housekeeping cleaners	17.05	17.78	677	698	39.7	35,222	36,296	2,066
Office and administrative support occupations	22.00	20.48	811	788	36.9	41,558	40,404	1,889
Secretaries and administrative assistants	22.27	21.02	823	819	37.0	41,821	42,089	1,878

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2008 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations –Continued								
Executive secretaries and administrative assistants	\$23.72	\$23.84	\$872	\$870	36.8	\$45,344	\$45,263	1,912
Secretaries, except legal, medical, and executive	20.54	21.02	757	762	36.9	37,149	38,058	1,809
Construction and extraction occupations	26.36	25.48	1,041	908	39.5	54,106	47,231	2,053
Installation, maintenance, and repair occupations	22.01	19.83	874	793	39.7	45,446	41,246	2,065
Transportation and material moving occupations	20.34	18.54	760	742	37.4	35,939	36,109	1,767

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Boston-Worcester-Manchester, MA-NH CSA, October 2008**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$25.43	\$21.01	\$24.88	\$34.14
Management, professional, and related	37.66	32.78	35.96	42.63
Management, business, and financial	43.44	39.71	39.77	48.22
Professional and related	34.60	29.17	34.12	39.48
Service	12.04	11.06	11.87	15.69
Sales and office	19.68	17.80	22.22	21.25
Sales and related	21.37	17.60	27.43	30.99
Office and administrative support	18.45	18.01	18.10	19.48
Natural resources, construction, and maintenance	26.38	24.24	30.90	29.68
Construction and extraction	27.26	25.69	—	—
Installation, maintenance, and repair	25.19	20.84	29.12	29.54
Production, transportation, and material moving	15.34	14.51	15.50	18.06
Production	16.28	15.53	16.71	17.40
Transportation and material moving	14.56	13.80	14.40	18.87
	Relative error ³ (percent)			
All workers	2.4	3.9	2.3	4.5
Management, professional, and related	3.9	7.5	3.1	4.4
Management, business, and financial	3.3	5.8	5.9	5.2
Professional and related	4.3	6.3	3.3	5.1
Service	1.8	5.4	3.1	2.6
Sales and office	3.5	4.0	7.9	4.5
Sales and related	7.1	7.9	12.8	14.2
Office and administrative support	1.7	2.5	3.4	2.4
Natural resources, construction, and maintenance	7.6	11.8	4.7	2.1
Construction and extraction	10.5	14.2	—	—
Installation, maintenance, and repair	6.1	5.4	8.4	3.2
Production, transportation, and material moving	5.3	6.7	7.7	10.0
Production	5.6	5.7	5.2	11.0
Transportation and material moving	6.2	9.4	10.3	19.6

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$22.94	\$19.00	\$908	\$748	39.6	\$46,729	\$38,263	2,037
Management occupations	45.23	36.33	1,837	1,552	40.6	95,540	80,710	2,112
General and operations managers	63.06	48.77	2,593	2,195	41.1	134,851	114,122	2,139
Marketing and sales managers	44.70	39.42	1,795	1,577	40.2	93,322	82,000	2,088
Marketing managers	36.54	39.42	1,498	1,577	41.0	77,887	82,000	2,132
Financial managers	45.58	41.17	1,853	1,647	40.6	96,345	85,634	2,114
Business and financial operations occupations ...	31.18	28.85	1,292	1,154	41.4	67,207	60,000	2,155
Buyers and purchasing agents	24.87	26.79	1,029	1,161	41.4	53,525	60,355	2,152
Accountants and auditors	34.30	33.21	1,372	1,329	40.0	71,337	69,085	2,080
Computer and mathematical science occupations	42.53	39.42	1,733	1,577	40.7	90,116	82,000	2,119
Computer software engineers	60.84	55.40	2,550	2,216	41.9	132,600	115,224	2,180
Computer support specialists	33.27	27.28	1,331	1,091	40.0	69,200	56,742	2,080
Architecture and engineering occupations	27.87	28.85	1,120	1,154	40.2	58,261	60,000	2,090
Engineers	37.96	38.46	1,537	1,538	40.5	79,948	80,001	2,106
Life, physical, and social science occupations	33.00	24.24	1,320	970	40.0	68,631	50,421	2,080
Community and social services occupations	17.35	16.42	662	632	38.1	33,361	31,812	1,923
Education, training, and library occupations	16.56	15.14	636	590	38.4	30,033	26,000	1,814
Primary, secondary, and special education school teachers	14.75	15.14	571	590	38.7	26,992	24,204	1,829
Preschool and kindergarten teachers	14.36	15.14	557	590	38.8	26,409	24,204	1,839
Preschool teachers, except special education	14.36	15.14	557	590	38.8	26,409	24,204	1,839
Arts, design, entertainment, sports, and media occupations	26.22	22.96	1,049	918	40.0	54,532	47,751	2,080
Healthcare practitioner and technical occupations	29.88	23.00	1,148	971	38.4	59,717	50,509	1,998
Registered nurses	29.25	29.00	1,153	1,160	39.4	59,958	60,320	2,050
Healthcare support occupations	13.38	11.46	527	458	39.4	27,420	23,835	2,049
Nursing, psychiatric, and home health aides	11.31	11.27	450	431	39.8	23,383	22,425	2,067
Food preparation and serving related occupations	10.47	9.50	396	349	37.8	20,150	18,158	1,925
First-line supervisors/managers, food preparation and serving workers	21.49	17.50	931	700	43.3	48,386	36,400	2,252
Cooks	11.49	12.21	441	468	38.4	22,955	24,336	1,997
Cooks, restaurant	11.42	12.00	429	440	37.5	22,295	22,880	1,953
Food service, tipped	3.99	2.93	137	103	34.5	6,505	5,333	1,631
Fast food and counter workers	8.15	9.00	302	333	37.1	15,715	17,290	1,929
Counter attendants, cafeteria, food concession, and coffee shop	7.97	9.00	296	333	37.1	15,368	17,290	1,927
Personal care and service occupations	10.84	11.06	414	425	38.2	21,537	22,090	1,986
Sales and related occupations	20.10	16.67	795	672	39.6	41,362	34,944	2,058
First-line supervisors/managers, sales workers	16.41	16.11	716	712	43.6	37,221	36,998	2,268
Retail sales workers	15.22	11.71	596	468	39.2	31,002	24,315	2,037
Counter and rental clerks and parts salespersons	13.76	11.69	550	468	40.0	28,625	24,315	2,080
Retail salespersons	18.01	13.75	709	550	39.4	36,870	28,600	2,047
Sales representatives, wholesale and manufacturing	28.96	26.04	1,157	1,042	39.9	60,148	54,167	2,077
Sales representatives, wholesale and manufacturing, technical and scientific products	33.11	34.27	1,325	1,371	40.0	68,875	71,273	2,080

See footnotes at end of table.

Table 15. **Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Boston-Worcester-Manchester, MA-NH CSA, October 2008**
— Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Sales and related occupations –Continued								
Sales representatives, wholesale and manufacturing, except technical and scientific products	\$25.71	\$24.90	\$1,025	\$968	39.9	\$53,319	\$50,335	2,074
Office and administrative support occupations	18.56	16.83	730	673	39.3	37,943	34,996	2,044
Financial clerks	18.11	17.40	724	696	40.0	37,671	36,192	2,080
Bookkeeping, accounting, and auditing clerks ...	23.88	23.70	955	948	40.0	49,679	49,286	2,080
Tellers	14.14	14.28	566	571	40.0	29,413	29,702	2,080
Customer service representatives	18.11	17.23	709	646	39.2	36,887	33,599	2,037
Receptionists and information clerks	14.57	14.18	564	556	38.7	29,329	28,912	2,013
Shipping, receiving, and traffic clerks	20.28	16.00	799	640	39.4	41,557	33,280	2,049
Secretaries and administrative assistants	21.28	18.30	830	739	39.0	43,167	38,415	2,028
Executive secretaries and administrative assistants	25.56	24.66	987	891	38.6	51,308	46,328	2,007
Office clerks, general	21.05	22.15	825	886	39.2	42,885	46,072	2,038
Construction and extraction occupations	26.21	25.00	1,048	1,000	40.0	53,995	52,000	2,060
Carpenters	30.93	30.58	1,237	1,223	40.0	64,325	63,606	2,080
Electricians	23.29	23.50	932	940	40.0	48,443	48,880	2,080
Installation, maintenance, and repair occupations	20.86	19.50	838	780	40.2	43,066	40,560	2,065
Automotive technicians and repairers	21.26	18.58	874	743	41.1	45,468	38,653	2,138
Industrial machinery installation, repair, and maintenance workers	19.06	19.15	762	766	40.0	39,636	39,832	2,080
Production occupations	15.83	12.37	626	495	39.5	32,537	25,725	2,055
Miscellaneous assemblers and fabricators	15.46	16.03	598	664	38.7	31,098	34,507	2,011
Printers	15.12	13.00	605	520	40.0	31,459	27,040	2,080
Transportation and material moving occupations	15.10	13.10	587	480	38.9	30,052	24,960	1,990
Driver/sales workers and truck drivers	16.25	18.05	657	720	40.4	34,148	37,440	2,102
Truck drivers, heavy and tractor-trailer	20.05	20.25	830	810	41.4	43,176	42,120	2,153
Laborers and material movers, hand	13.43	13.50	533	519	39.7	27,721	26,984	2,065

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$31.17	\$26.09	\$1,221	\$993	39.2	\$62,941	\$51,402	2,019
Management occupations	53.37	48.08	2,085	1,900	39.1	108,096	98,787	2,025
General and operations managers	70.01	64.95	2,610	1,900	37.3	135,739	98,787	1,939
Marketing and sales managers	58.80	52.67	2,298	1,936	39.1	119,504	100,689	2,032
Marketing managers	67.00	69.71	2,650	2,911	39.6	137,818	151,391	2,057
Computer and information systems managers	56.11	51.17	2,209	2,047	39.4	114,889	106,425	2,048
Financial managers	59.76	65.95	2,418	2,423	40.5	125,720	126,000	2,104
Education administrators	44.62	40.05	1,589	1,500	35.6	80,809	78,000	1,811
Education administrators, postsecondary	44.62	40.05	1,589	1,500	35.6	80,809	78,000	1,811
Engineering managers	55.96	53.96	2,296	2,266	41.0	119,384	117,834	2,134
Medical and health services managers	47.72	39.00	1,970	1,557	41.3	102,427	80,983	2,146
Business and financial operations occupations	34.91	28.64	1,386	1,145	39.7	72,050	59,563	2,064
Buyers and purchasing agents	38.10	32.45	1,565	1,298	41.1	81,358	67,500	2,135
Claims adjusters, appraisers, examiners, and investigators	25.83	24.17	985	966	38.1	51,233	50,252	1,984
Claims adjusters, examiners, and investigators	25.17	23.53	963	861	38.2	50,072	44,753	1,989
Human resources, training, and labor relations specialists	28.25	27.89	1,082	1,058	38.3	56,269	54,995	1,992
Compensation, benefits, and job analysis specialists	28.99	27.89	1,158	1,115	40.0	60,229	58,001	2,078
Training and development specialists	28.89	28.83	1,144	1,153	39.6	59,483	59,966	2,059
Management analysts	43.32	35.24	1,720	1,396	39.7	89,419	72,600	2,064
Accountants and auditors	22.41	21.20	841	749	37.5	43,728	38,925	1,951
Financial analysts and advisors	43.08	32.34	1,838	1,294	42.7	95,556	67,265	2,218
Financial analysts	45.69	32.34	1,996	1,347	43.7	103,775	70,034	2,271
Computer and mathematical science occupations	41.43	41.94	1,635	1,638	39.5	84,761	85,174	2,046
Computer software engineers	46.06	45.48	1,843	1,810	40.0	95,850	94,099	2,081
Computer software engineers, applications	44.07	42.10	1,777	1,620	40.3	92,427	84,240	2,097
Computer software engineers, systems software	47.02	46.11	1,875	1,834	39.9	97,494	95,374	2,073
Computer support specialists	34.64	33.31	1,356	1,284	39.1	70,509	66,751	2,036
Computer systems analysts	38.78	39.57	1,519	1,454	39.2	78,992	75,626	2,037
Network and computer systems administrators	44.68	45.35	1,805	1,814	40.4	93,853	94,328	2,101
Architecture and engineering occupations	40.21	39.84	1,660	1,699	41.3	86,325	88,350	2,147
Engineers	43.73	44.04	1,784	1,770	40.8	92,791	92,061	2,122
Electrical and electronics engineers	43.68	45.89	1,794	1,842	41.1	93,285	95,784	2,136
Electronics engineers, except computer	44.12	45.89	1,820	1,864	41.3	94,649	96,909	2,145
Industrial engineers, including health and safety Industrial engineers	37.81	37.05	1,578	1,589	41.7	82,079	82,634	2,171
Mechanical engineers	37.81	37.05	1,578	1,589	41.7	82,079	82,634	2,171
Mechanical engineers	40.98	45.19	1,675	1,793	40.9	87,084	93,246	2,125
Drafters	28.12	26.09	1,125	1,044	40.0	58,482	54,263	2,080
Engineering technicians, except drafters	26.34	28.25	1,053	1,130	40.0	54,777	58,766	2,080
Life, physical, and social science occupations	33.47	27.04	1,316	1,082	39.3	68,155	56,243	2,036
Market and survey researchers	58.59	48.08	2,401	2,098	41.0	124,845	109,121	2,131
Market research analysts	58.59	48.08	2,401	2,098	41.0	124,845	109,121	2,131
Community and social services occupations	21.46	23.88	841	939	39.2	42,747	42,666	1,992
Legal occupations	58.93	69.23	2,255	2,769	38.3	117,262	144,000	1,990
Lawyers	80.97	83.96	3,239	3,358	40.0	168,412	174,626	2,080
Education, training, and library occupations	45.23	41.86	1,768	1,615	39.1	78,030	68,950	1,725
Postsecondary teachers	53.65	49.04	2,115	1,962	39.4	91,326	89,037	1,702
Arts, communications, and humanities teachers, postsecondary	46.34	36.12	1,697	1,445	36.6	62,564	48,017	1,350
Miscellaneous postsecondary teachers	49.08	42.12	1,871	1,635	38.1	76,081	69,195	1,550
Arts, design, entertainment, sports, and media occupations	34.73	31.97	1,345	1,231	38.7	69,763	64,002	2,009
Writers and editors	40.41	37.38	1,518	1,308	37.6	78,916	68,028	1,953

See footnotes at end of table.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Boston-Worcester-Manchester, MA-NH CSA, October 2008
— Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Healthcare practitioner and technical occupations	\$29.84	\$28.23	\$1,132	\$1,040	37.9	\$58,685	\$53,539	1,966
Physicians and surgeons	36.17	28.23	1,447	1,129	40.0	75,225	58,718	2,080
Registered nurses	38.77	33.67	1,391	1,252	35.9	72,332	65,081	1,866
Clinical laboratory technologists and technicians ...	21.11	17.86	838	705	39.7	43,562	36,658	2,063
Medical and clinical laboratory technologists	22.36	16.60	894	664	40.0	46,506	34,534	2,080
Medical and clinical laboratory technicians	18.43	17.86	719	710	39.0	37,387	36,904	2,029
Health diagnosing and treating practitioner support technicians	18.95	16.84	749	674	39.5	38,404	35,031	2,027
Medical records and health information technicians	14.97	14.50	578	580	38.6	30,059	30,160	2,008
Healthcare support occupations	15.33	15.04	597	576	39.0	31,052	29,936	2,026
Nursing, psychiatric, and home health aides	14.65	14.40	569	562	38.8	29,599	29,220	2,020
Nursing aides, orderlies, and attendants	14.54	14.13	563	546	38.7	29,277	28,398	2,014
Miscellaneous healthcare support occupations	16.06	15.72	629	629	39.2	32,719	32,691	2,038
Protective service occupations	17.28	15.60	691	624	40.0	35,939	32,448	2,080
Security guards and gaming surveillance officers ..	16.29	15.44	651	617	40.0	33,876	32,109	2,080
Security guards	16.29	15.44	651	617	40.0	33,876	32,109	2,080
Food preparation and serving related occupations	13.04	12.55	491	446	37.7	24,739	22,880	1,897
First-line supervisors/managers, food preparation and serving workers	18.85	20.00	747	800	39.6	35,877	40,019	1,903
Cooks	13.61	13.29	512	522	37.6	26,607	27,123	1,955
Food service, tipped	10.50	12.91	363	390	34.6	18,004	20,280	1,715
Building and grounds cleaning and maintenance occupations	13.28	12.94	526	518	39.6	27,352	26,915	2,060
Building cleaning workers	12.42	12.94	492	518	39.6	25,571	26,915	2,058
Janitors and cleaners, except maids and housekeeping cleaners	13.87	13.10	550	520	39.6	28,575	27,040	2,061
Maids and housekeeping cleaners	9.27	8.30	366	332	39.5	19,038	17,264	2,053
Grounds maintenance workers	14.85	12.98	586	519	39.5	30,470	27,007	2,053
Landscaping and groundskeeping workers	14.85	12.98	586	519	39.5	30,470	27,007	2,053
Personal care and service occupations	20.28	14.40	612	575	30.2	29,377	28,080	1,449
Sales and related occupations	35.53	18.77	1,389	729	39.1	71,858	37,900	2,023
First-line supervisors/managers, sales workers	19.88	19.44	788	729	39.6	40,978	37,900	2,062
First-line supervisors/managers of retail sales workers	19.88	19.44	788	729	39.6	40,978	37,900	2,062
Retail sales workers	13.98	13.00	537	505	38.4	27,529	26,270	1,969
Retail salespersons	14.62	14.00	560	540	38.3	29,106	28,080	1,990
Sales representatives, wholesale and manufacturing	36.01	32.10	1,424	1,284	39.6	74,062	66,758	2,057
Office and administrative support occupations	19.27	18.15	747	712	38.8	38,835	37,032	2,015
Financial clerks	19.77	18.46	741	689	37.5	38,544	35,816	1,949
Billing and posting clerks and machine operators	16.47	17.47	648	633	39.4	33,709	32,929	2,047
Bookkeeping, accounting, and auditing clerks ...	20.67	18.62	758	689	36.7	39,424	35,816	1,908
Brokerage clerks	18.84	18.10	739	716	39.2	38,415	37,226	2,039
Customer service representatives	20.40	18.10	787	724	38.6	40,908	37,648	2,005
Receptionists and information clerks	15.13	14.62	604	585	39.9	31,419	30,408	2,076
Shipping, receiving, and traffic clerks	17.31	16.03	693	641	40.0	36,012	33,342	2,080
Secretaries and administrative assistants	20.88	20.43	802	796	38.4	41,688	41,387	1,997
Executive secretaries and administrative assistants	24.33	24.04	946	941	38.9	49,205	48,917	2,022
Medical secretaries	17.30	16.94	670	648	38.7	34,834	33,675	2,013
Secretaries, except legal, medical, and executive	18.82	19.69	694	692	36.9	36,111	35,989	1,919
Insurance claims and policy processing clerks	18.08	17.51	706	692	39.0	36,705	36,001	2,030
Office clerks, general	19.58	19.42	755	768	38.6	39,277	39,953	2,006

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Boston-Worcester-Manchester, MA-NH CSA, October 2008**
— Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Construction and extraction occupations	\$32.77	\$31.08	\$1,310	\$1,243	40.0	\$68,075	\$64,646	2,077
Electricians	34.51	39.53	1,380	1,581	40.0	71,774	82,222	2,080
Pipelayers, plumbers, pipefitters, and steamfitters	28.54	30.60	1,136	1,224	39.8	59,060	63,648	2,070
Plumbers, pipefitters, and steamfitters	28.54	30.60	1,136	1,224	39.8	59,060	63,648	2,070
Installation, maintenance, and repair occupations	29.37	29.65	1,184	1,186	40.3	61,561	61,672	2,096
Industrial machinery installation, repair, and maintenance workers	22.01	20.50	880	820	40.0	45,775	42,640	2,080
Industrial machinery mechanics	21.66	20.69	866	828	40.0	45,045	43,035	2,080
Line installers and repairers	29.27	30.94	1,171	1,238	40.0	60,886	64,364	2,080
Production occupations	17.00	14.84	677	588	39.8	35,180	30,574	2,070
First-line supervisors/managers of production and operating workers	26.12	27.28	1,045	1,091	40.0	54,331	56,751	2,080
Electrical, electronics, and electromechanical assemblers	15.07	14.07	603	563	40.0	31,338	29,266	2,080
Machinists	22.73	21.11	909	844	40.0	47,287	43,909	2,080
Inspectors, testers, sorters, samplers, and weighers	17.03	15.86	691	612	40.6	35,917	31,803	2,109
Miscellaneous production workers	13.18	12.85	523	514	39.7	27,182	26,728	2,062
Transportation and material moving occupations	16.84	15.75	663	636	39.4	34,443	33,072	2,045
Driver/sales workers and truck drivers	20.14	20.86	796	819	39.5	41,375	42,578	2,054
Laborers and material movers, hand	12.32	11.50	492	460	39.9	25,559	23,920	2,074
Laborers and freight, stock, and material movers, hand	11.12	8.50	445	340	40.0	23,139	17,680	2,080

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$28.08	\$25.91	\$30.71	\$25.40	\$25.37	\$26.23
Management, professional, and related	37.95	37.98	37.94	37.40	37.64	32.22
Management, business, and financial	38.81	—	39.33	43.09	43.47	37.28
Professional and related	37.89	38.08	37.80	34.10	34.36	27.32
Service	20.89	14.84	24.31	12.06	11.80	19.29
Sales and office	20.51	19.91	22.03	19.62	19.66	18.40
Sales and related	10.78	10.04	—	21.73	21.94	—
Office and administrative support	22.77	23.23	21.88	18.02	17.90	20.49
Natural resources, construction, and maintenance	31.31	32.58	23.78	23.15	23.01	—
Construction and extraction	32.85	33.99	24.76	23.05	22.76	—
Installation, maintenance, and repair	28.02	29.31	22.40	23.52	23.59	—
Production, transportation, and material moving	18.67	18.20	20.68	14.80	14.80	—
Production	19.70	19.49	—	15.68	15.70	—
Transportation and material moving	18.06	17.18	20.34	14.06	14.05	—
	Relative error ⁴ (percent)					
All workers	1.9	4.0	1.9	2.5	2.6	7.2
Management, professional, and related	2.7	7.2	2.4	3.8	4.0	5.9
Management, business, and financial	10.2	—	11.3	3.1	3.3	5.0
Professional and related	2.6	7.4	1.9	4.2	4.4	7.0
Service	3.0	5.4	2.2	2.2	2.3	10.5
Sales and office	5.1	7.3	3.8	3.5	3.6	11.4
Sales and related	7.4	5.5	—	6.8	6.9	—
Office and administrative support	4.2	5.7	3.8	2.0	2.0	7.1
Natural resources, construction, and maintenance	4.2	3.5	5.3	6.7	7.0	—
Construction and extraction	4.1	2.4	8.6	9.2	9.6	—
Installation, maintenance, and repair	3.7	4.1	8.0	8.3	8.4	—
Production, transportation, and material moving	8.0	10.5	8.0	4.7	4.7	—
Production	13.7	14.5	—	3.8	3.9	—
Transportation and material moving	9.6	15.6	7.9	6.1	6.2	—

¹ Union workers are those whose wages are determined through collective bargaining.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more

information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$25.58	\$25.12	\$32.23	\$32.23
Management, professional, and related	37.40	37.58	43.46	43.46
Management, business, and financial	42.96	43.44	43.46	43.46
Professional and related	34.78	34.60	—	—
Service	13.71	12.01	—	—
Sales and office	17.99	17.83	36.55	36.55
Sales and related	16.76	16.85	37.85	37.85
Office and administrative support	18.66	18.40	21.61	21.61
Natural resources, construction, and maintenance	25.97	26.07	31.66	31.66
Construction and extraction	—	27.14	—	—
Installation, maintenance, and repair	24.18	24.38	30.65	30.65
Production, transportation, and material moving	15.38	15.18	17.63	17.63
Production	16.31	16.28	—	—
Transportation and material moving	14.61	14.21	17.94	17.94
	Relative error ⁴ (percent)			
All workers	2.2	2.5	8.3	8.3
Management, professional, and related	3.4	4.0	13.5	13.5
Management, business, and financial	3.1	3.3	13.5	13.5
Professional and related	3.7	4.3	—	—
Service	1.5	1.9	—	—
Sales and office	2.7	2.9	8.7	8.7
Sales and related	7.5	7.7	9.4	9.4
Office and administrative support	1.6	1.7	3.0	3.0
Natural resources, construction, and maintenance	7.1	7.7	26.2	26.2
Construction and extraction	—	10.3	—	—
Installation, maintenance, and repair	4.5	4.7	30.6	30.6
Production, transportation, and material moving	5.3	5.7	15.1	15.1
Production	4.9	5.0	—	—
Transportation and material moving	6.9	7.6	17.0	17.0

¹ Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Boston-Worcester-Manchester, MA-NH CSA, October 2008

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	\$27.24	\$27.50	\$20.30	-	-	-	\$24.93	-	-
Management, professional, and related	-	41.53	38.53	-	-	-	32.02	-	-
Management, business, and financial	-	43.60	43.84	-	-	-	41.39	-	-
Professional and related	-	40.19	33.35	-	-	-	30.44	-	-
Service	-	-	15.47	-	-	-	13.94	-	-
Sales and office	-	22.86	15.25	-	-	-	18.55	-	-
Sales and related	-	40.81	15.06	-	-	-	-	-	-
Office and administrative support	-	18.31	15.75	-	-	-	18.36	-	-
Natural resources, construction, and maintenance	27.30	23.13	26.11	-	-	-	26.72	-	-
Construction and extraction	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	25.19	22.81	25.71	-	-	-	-	-	-
Production, transportation, and material moving	-	16.15	16.48	-	-	-	12.56	-	-
Production	-	16.27	20.97	-	-	-	-	-	-
Transportation and material moving ...	-	15.44	15.83	-	-	-	13.51	-	-
	Relative error ⁴ (percent)								
All workers	10.3	6.1	6.2	-	-	-	1.3	-	-
Management, professional, and related	-	.6	12.4	-	-	-	3.9	-	-
Management, business, and financial	-	1.8	7.8	-	-	-	3.1	-	-
Professional and related	-	.6	16.6	-	-	-	3.4	-	-
Service	-	-	2.9	-	-	-	2.4	-	-
Sales and office	-	5.1	7.5	-	-	-	2.9	-	-
Sales and related	-	4.9	10.1	-	-	-	-	-	-
Office and administrative support	-	2.4	3.4	-	-	-	3.0	-	-
Natural resources, construction, and maintenance	11.9	4.0	12.7	-	-	-	1.4	-	-
Construction and extraction	-	-	-	-	-	-	-	-	-
Installation, maintenance, and repair ..	4.1	3.3	14.0	-	-	-	-	-	-
Production, transportation, and material moving	-	4.5	9.1	-	-	-	4.4	-	-
Production	-	6.1	20.5	-	-	-	-	-	-
Transportation and material moving ...	-	6.7	8.0	-	-	-	4.8	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

² Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate. For more information about RSEs, see appendix A.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Boston–Worcester–Manchester, MA–NH, Combined Statistical Area (CSA) includes:

- Boston–Cambridge–Quincy, MA–NH, Metropolitan Statistical Area: Essex, Middlesex, Norfolk, Plymouth, and Suffolk Counties, MA; and Rockingham and Strafford Counties, NH
- Concord, NH, Micropolitan Statistical Area: Merrimack County, NH
- Laconia, NH, Micropolitan Statistical Area: Belknap County, NH

- Manchester–Nashua, NH, Metropolitan Statistical Area: Hillsborough County, NH
- Worcester, MA, Metropolitan Statistical Area: Worcester County, MA

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. Approximately one-fifth of the private industry sample is reselected each year. The sampling frame for State and local government establishments is revised every 10 years.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep process:

1. Probability-proportional-to-size selection of establishment jobs
2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1–49	Up to 4
50–249	6
250 or more	8

Exceptions include State and local government units, for which up to 20 jobs may be selected, and the aircraft manufacturing industry units (those matching NAICS code 336411) for which up to 32 jobs may be selected.

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B

contains a complete list of all individual occupations, classified by the major group to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as being in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide

for Evaluating Your Firm’s Jobs and Pay,” available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/ncbr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1–4
Group II	Levels 5–8
Group III	Levels 9–12
Group IV	Levels 13–15

Collection period

Survey data were collected over a 13-month period for the larger metropolitan areas in the NCS program. For the smaller metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment’s most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)

- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried workers who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

The earnings estimates for aircraft pilots and flight engineers (SOC code 53-2010) and detailed occupations within this group, and the earnings estimates for flight attendants (SOC code 39-6031), included flight pay and flight hours only; these estimates may not reflect the total earnings and hours worked.

Union workers

The NCS defines a union worker as any employee in a union occupation when all of the following conditions are met: a labor organization is recognized as the bargaining agent for all workers in the occupation; wage and salary rates are determined through collection bargaining or negotiations; and settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement.

A nonunion worker is an employee in an occupation not meeting the conditions for union coverage.

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member during the initial interview, the weights of responding sample members in the same or similar “cells” were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonrespondents equals the mean value of data for the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding es-

establishments were classified into cells that were additionally defined by major occupation group.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteristics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation's scheduled hours of work. The sample weight reflects the inverse of each unit's probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers represent the total in all establishments within the scope of the study, and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker

hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a "confidence interval" around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, Boston-Worcester-Manchester, MA-NH CSA, October 2008**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	2,913,900	2,578,000	336,000
Management, professional, and related	1,114,100	929,100	184,900
Management, business, and financial	323,300	293,600	29,700
Professional and related	790,700	635,600	155,200
Service	594,200	517,100	77,100
Sales and office	662,300	617,400	44,900
Sales and related	282,000	273,800	–
Office and administrative support	380,300	343,600	36,700
Natural resources, construction, and maintenance	214,300	198,800	15,500
Construction and extraction	131,200	121,600	9,600
Installation, maintenance, and repair	81,000	75,200	5,800
Production, transportation, and material moving	329,100	315,500	13,600
Production	129,600	128,100	–
Transportation and material moving	199,500	187,500	12,000

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Appendix table 2. **Survey establishment response, Boston-Worcester-Manchester, MA-NH CSA, October 2008**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	126,908	121,867	5,041
Total in sample	886	805	81
Responding	556	481	75
Refused or unable to provide data	197	191	6
Out of business or not in survey scope	133	133	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Appendix B. Standard Occupational Classification System

The Standard Occupational Classification (SOC) system is used by all Federal statistical agencies. Workers are classified into one of approximately 800 detailed occupations. To facilitate classification, occupations are combined to form major groups, minor groups, and broad occupations. Each item in the hierarchy is designated by a six-digit code. Major group codes end with 0000, minor groups end with 000, and broad occupations end with 0. The following list is used by the National Compensation Survey (NCS) for publication.

11-0000	Management Occupations	11-9121	Natural Sciences Managers
11-1011	Chief Executives	11-9141	Property, Real Estate, and Community Association Managers
11-1021	General and Operations Managers	11-9151	Social and Community Service Managers
11-1031	Legislators		
11-2011	Advertising and Promotions Managers	13-0000	Business and Financial Operations Occupations
11-2020	Marketing and Sales Managers	13-1011	Agents and Business Managers of Artists, Performers, and Athletes
11-2021	Marketing Managers	13-1020	Buyers and Purchasing Agents
11-2022	Sales Managers	13-1021	Purchasing Agents and Buyers, Farm Products
11-2031	Public Relations Managers	13-1022	Wholesale and Retail Buyers, Except Farm Products
11-3011	Administrative Services Managers	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products
11-3021	Computer and Information Systems Managers	13-1030	Claims Adjusters, Appraisers, Examiners, and Investigators
11-3031	Financial Managers	13-1031	Claims Adjusters, Examiners, and Investigators
11-3040	Human Resources Managers	13-1032	Insurance Appraisers, Auto Damage Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation
11-3041	Compensation and Benefits Managers	13-1041	Cost Estimators
11-3042	Training and Development Managers	13-1051	Emergency Management Specialists
11-3051	Industrial Production Managers	13-1061	Human Resources, Training, and Labor Relations Specialists
11-3061	Purchasing Managers	13-1070	Employment, Recruitment, and Placement Specialists
11-3071	Transportation, Storage, and Distribution Managers	13-1071	Compensation, Benefits, and Job Analysis Specialists
11-9010	Agricultural Managers	13-1072	Training and Development Specialists
11-9011	Farm, Ranch, and Other Agricultural Managers	13-1073	Logisticians
11-9012	Farmers and Ranchers	13-1081	Management Analysts
11-9021	Construction Managers	13-1111	Meeting and Convention Planners
11-9030	Education Administrators	13-1121	Accountants and Auditors
11-9031	Education Administrators, Preschool and Child Care Center/Program	13-2011	
11-9032	Education Administrators, Elementary and Secondary School		
11-9033	Education Administrators, Postsecondary		
11-9041	Engineering Managers		
11-9051	Food Service Managers		
11-9061	Funeral Directors		
11-9071	Gaming Managers		
11-9081	Lodging Managers		
11-9111	Medical and Health Services Managers		

13-2021	Appraisers and Assessors of Real Estate	17-2041	Chemical Engineers
13-2031	Budget Analysts	17-2051	Civil Engineers
13-2041	Credit Analysts	17-2061	Computer Hardware Engineers
13-2050	Financial Analysts and Advisors	17-2070	Electrical and Electronics Engineers
13-2051	Financial Analysts	17-2071	Electrical Engineers
13-2052	Personal Financial Advisors	17-2072	Electronics Engineers, Except Computer
13-2053	Insurance Underwriters	17-2081	Environmental Engineers
13-2061	Financial Examiners	17-2110	Industrial Engineers, Including Health and Safety
13-2070	Loan Counselors and Officers		
13-2071	Loan Counselors	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors
13-2072	Loan Officers		
13-2080	Tax Examiners, Collectors, Preparers, and Revenue Agents	17-2112	Industrial Engineers
13-2081	Tax Examiners, Collectors, and Revenue Agents	17-2121	Marine Engineers and Naval Architects
13-2082	Tax Preparers	17-2131	Materials Engineers
		17-2141	Mechanical Engineers
		17-2151	Mining and Geological Engineers, Including Mining Safety Engineers
15-0000	Computer and Mathematical Science Occupations	17-2161	Nuclear Engineers
15-1011	Computer and Information Scientists, Research	17-2171	Petroleum Engineers
15-1021	Computer Programmers	17-3010	Drafters
15-1030	Computer Software Engineers	17-3011	Architectural and Civil Drafters
15-1031	Computer Software Engineers, Applications	17-3012	Electrical and Electronics Drafters
15-1032	Computer Software Engineers, Systems Software	17-3013	Mechanical Drafters
15-1041	Computer Support Specialists	17-3020	Engineering Technicians, Except Drafters
15-1051	Computer Systems Analysts	17-3021	Aerospace Engineering and Operations Technicians
15-1061	Database Administrators	17-3022	Civil Engineering Technicians
15-1071	Network and Computer Systems Administrators	17-3023	Electrical and Electronic Engineering Technicians
15-1081	Network Systems and Data Communications Analysts	17-3024	Electro-Mechanical Technicians
15-2011	Actuaries	17-3025	Environmental Engineering Technicians
15-2021	Mathematicians	17-3026	Industrial Engineering Technicians
15-2031	Operations Research Analysts	17-3027	Mechanical Engineering Technicians
15-2041	Statisticians	17-3031	Surveying and Mapping Technicians
15-2090	Miscellaneous Mathematical Science Occupations	19-0000	Life, Physical, and Social Science Occupations
15-2091	Mathematical Technicians	19-1000	Life Scientists
		19-1010	Agricultural and Food Scientists
		19-1011	Animal Scientists
		19-1012	Food Scientists and Technologists
17-0000	Architecture and Engineering Occupations	19-1013	Soil and Plant Scientists
17-1010	Architects, Except Naval	19-1020	Biological Scientists
17-1011	Architects, Except Landscape and Naval	19-1021	Biochemists and Biophysicists
17-1012	Landscape Architects	19-1022	Microbiologists
17-1020	Surveyors, Cartographers, and Photogrammetrists	19-1023	Zoologists and Wildlife Biologists
17-1021	Cartographers and Photogrammetrists	19-1030	Conservation Scientists and Foresters
17-1022	Surveyors	19-1031	Conservation Scientists
17-2000	Engineers	19-1032	Foresters
17-2011	Aerospace Engineers	19-1040	Medical Scientists
17-2021	Agricultural Engineers	19-1041	Epidemiologists
17-2031	Biomedical Engineers	19-1042	Medical Scientists, Except Epidemiologists
		19-2000	Physical Scientists
		19-2010	Astronomers and Physicists

19-2011	Astronomers	21-1023	Mental Health and Substance Abuse Social Workers
19-2012	Physicists	21-1090	Miscellaneous Community and Social Service Specialists
19-2021	Atmospheric and Space Scientists	21-1091	Health Educators
19-2030	Chemists and Materials Scientists	21-1092	Probation Officers and Correctional Treatment Specialists
19-2031	Chemists	21-1093	Social and Human Service Assistants
19-2032	Materials Scientists	21-2011	Clergy
19-2040	Environmental Scientists and Geoscientists	21-2021	Directors, Religious Activities and Education
19-2041	Environmental Scientists and Specialists, Including Health		
19-2042	Geoscientists, Except Hydrologists and Geographers	23-0000	Legal Occupations
19-2043	Hydrologists	23-1011	Lawyers
19-3011	Economists	23-1020	Judges, Magistrates, and Other Judicial Workers
19-3020	Market and Survey Researchers	23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers
19-3021	Market Research Analysts	23-1022	Arbitrators, Mediators, and Conciliators
19-3022	Survey Researchers	23-1023	Judges, Magistrate Judges, and Magistrates
19-3030	Psychologists	23-2011	Paralegals and Legal Assistants
19-3031	Clinical, Counseling, and School Psychologists	23-2090	Miscellaneous Legal Support Workers
19-3032	Industrial-Organizational Psychologists	23-2091	Court Reporters
19-3041	Sociologists	23-2092	Law Clerks
19-3051	Urban and Regional Planners	23-2093	Title Examiners, Abstractors, and Searchers
19-3090	Miscellaneous Social Scientists and Related Workers		
19-3091	Anthropologists and Archeologists	25-0000	Education, Training and Library Occupations
19-3092	Geographers	25-1000	Postsecondary Teachers
19-3093	Historians	25-1011	Business Teachers, Postsecondary
19-3094	Political Scientists	25-1020	Math and Computer Teachers, Postsecondary
19-4011	Agricultural and Food Science Technicians	25-1021	Computer Science Teachers, Postsecondary
19-4021	Biological Technicians	25-1022	Mathematical Science Teachers, Postsecondary
19-4031	Chemical Technicians	25-1030	Engineering and Architecture Teachers, Postsecondary
19-4041	Geological and Petroleum Technicians	25-1031	Architecture Teachers, Postsecondary
19-4051	Nuclear Technicians	25-1032	Engineering Teachers, Postsecondary
19-4061	Social Science Research Assistants	25-1040	Life Sciences Teachers, Postsecondary
19-4090	Miscellaneous Life, Physical, and Social Science Technicians	25-1041	Agricultural Sciences Teachers, Postsecondary
19-4091	Environmental Science and Protection Technicians, Including Health	25-1042	Biological Science Teachers, Postsecondary
19-4092	Forensic Science Technicians	25-1043	Forestry and Conservation Science Teachers, Postsecondary
19-4093	Forest and Conservation Technicians	25-1050	Physical Sciences Teachers, Postsecondary
21-0000	Community and Social Services Occupations	25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary
21-1010	Counselors	25-1052	Chemistry Teachers, Postsecondary
21-1011	Substance Abuse and Behavioral Disorder Counselors	25-1053	Environmental Science Teachers, Postsecondary
21-1012	Educational, Vocational, and School Counselors	25-1054	Physics Teachers, Postsecondary
21-1013	Marriage and Family Therapists	25-1060	Social Sciences Teachers, Postsecondary
21-1014	Mental Health Counselors	25-1061	Anthropology and Archeology Teachers, Postsecondary
21-1015	Rehabilitation Counselors		
21-1020	Social Workers		
21-1021	Child, Family, and School Social Workers		
21-1022	Medical and Public Health Social Workers		

25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	25-2030	Secondary School Teachers
25-1063	Economics Teachers, Postsecondary	25-2031	Secondary School Teachers, Except Special and Vocational Education
25-1064	Geography Teachers, Postsecondary	25-2032	Vocational Education Teachers, Secondary School
25-1065	Political Science Teachers, Postsecondary	25-2040	Special Education Teachers
25-1066	Psychology Teachers, Postsecondary	25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School
25-1067	Sociology Teachers, Postsecondary	25-2042	Special Education Teachers, Middle School
25-1070	Health Teachers, Postsecondary	25-2043	Special Education Teachers, Secondary School
25-1071	Health Specialties Teachers, Postsecondary	25-3000	Other Teachers and Instructors
25-1072	Nursing Instructors and Teachers, Postsecondary	25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors
25-1080	Education and Library Science Teachers, Postsecondary	25-3021	Self-Enrichment Education Teachers
25-1081	Education Teachers, Postsecondary	25-4010	Archivists, Curators, and Museum Technicians
25-1082	Library Science Teachers, Postsecondary	25-4011	Archivists
25-1110	Law, Criminal Justice, and Social Work Teachers, Postsecondary	25-4012	Curators
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	25-4013	Museum Technicians and Conservators
25-1112	Law Teachers, Postsecondary	25-4021	Librarians
25-1113	Social Work Teachers, Postsecondary	25-4031	Library Technicians
25-1120	Arts, Communications, and Humanities Teachers, Postsecondary	25-9011	Audio-Visual Collections Specialists
25-1121	Art, Drama, and Music Teachers, Postsecondary	25-9021	Farm and Home Management Advisors
25-1122	Communications Teachers, Postsecondary	25-9031	Instructional Coordinators
25-1123	English Language and Literature Teachers, Postsecondary	25-9041	Teacher Assistants
25-1124	Foreign Language and Literature Teachers, Postsecondary	27-0000	Arts, Design, Entertainment, Sports, and Media Occupations
25-1125	History Teachers, Postsecondary	27-1010	Artists and Related Workers
25-1126	Philosophy and Religion Teachers, Postsecondary	27-1011	Art Directors
25-1190	Miscellaneous Postsecondary Teachers	27-1012	Craft Artists
25-1191	Graduate Teaching Assistants	27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators
25-1192	Home Economics Teachers, Postsecondary	27-1014	Multi-Media Artists and Animators
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	27-1020	Designers
25-1194	Vocational Education Teachers, Postsecondary	27-1021	Commercial and Industrial Designers
25-2000	Primary, Secondary, and Special Education School Teachers	27-1022	Fashion Designers
25-2010	Preschool and Kindergarten Teachers	27-1023	Floral Designers
25-2011	Preschool Teachers, Except Special Education	27-1024	Graphic Designers
25-2012	Kindergarten Teachers, Except Special Education	27-1025	Interior Designers
25-2020	Elementary and Middle School Teachers	27-1026	Merchandise Displayers and Window Trimmers
25-2021	Elementary School Teachers, Except Special Education	27-1027	Set and Exhibit Designers
25-2022	Middle School Teachers, Except Special and Vocational Education	27-2010	Actors, Producers, and Directors
25-2023	Vocational Education Teachers, Middle School	27-2011	Actors
		27-2012	Producers and Directors
		27-2020	Athletes, Coaches, Umpires, and Related Workers
		27-2021	Athletes and Sports Competitors
		27-2022	Coaches and Scouts
		27-2023	Umpires, Referees, and Other Sports Officials
		27-2030	Dancers and Choreographers

27-2031	Dancers	29-1081	Podiatrists
27-2032	Choreographers	29-1111	Registered Nurses
27-2040	Musicians, Singers, and Related Workers	29-1120	Therapists
27-2041	Music Directors and Composers	29-1121	Audiologists
27-2042	Musicians and Singers	29-1122	Occupational Therapists
27-3010	Announcers	29-1123	Physical Therapists
27-3011	Radio and Television Announcers	29-1124	Radiation Therapists
27-3012	Public Address System and Other Announcers	29-1125	Recreational Therapists
27-3020	News Analysts, Reporters and Correspondents	29-1126	Respiratory Therapists
27-3021	Broadcast News Analysts	29-1127	Speech-Language Pathologists
27-3022	Reporters and Correspondents	29-1131	Veterinarians
27-3031	Public Relations Specialists	29-2010	Clinical Laboratory Technologists and Technicians
27-3040	Writers and Editors	29-2011	Medical and Clinical Laboratory Technologists
27-3041	Editors	29-2012	Medical and Clinical Laboratory Technicians
27-3042	Technical Writers	29-2021	Dental Hygienists
27-3043	Writers and Authors	29-2030	Diagnostic Related Technologists and Technicians
27-3090	Miscellaneous Media and Communication Workers	29-2031	Cardiovascular Technologists and Technicians
27-3091	Interpreters and Translators	29-2032	Diagnostic Medical Sonographers
27-4010	Broadcast and Sound Engineering Technicians and Radio Operators	29-2033	Nuclear Medicine Technologists
27-4011	Audio and Video Equipment Technicians	29-2034	Radiologic Technologists and Technicians
27-4012	Broadcast Technicians	29-2041	Emergency Medical Technicians and Paramedics
27-4013	Radio Operators	29-2050	Health Diagnosing and Treating Practitioner Support Technicians
27-4014	Sound Engineering Technicians	29-2051	Dietetic Technicians
27-4021	Photographers	29-2052	Pharmacy Technicians
27-4030	Television, Video, and Motion Picture Camera Operators and Editors	29-2053	Psychiatric Technicians
27-4031	Camera Operators, Television, Video, and Motion Picture	29-2054	Respiratory Therapy Technicians
27-4032	Film and Video Editors	29-2055	Surgical Technologists
		29-2056	Veterinary Technologists and Technicians
29-0000	Healthcare Practitioner and Technical Occupations	29-2061	Licensed Practical and Licensed Vocational Nurses
29-1011	Chiropractors	29-2071	Medical Records and Health Information Technicians
29-1020	Dentists	29-2081	Opticians, Dispensing
29-1021	Dentists, General	29-2090	Miscellaneous Health Technologists and Technicians
29-1022	Oral and Maxillofacial Surgeons	29-2091	Orthotists and Prosthetists
29-1023	Orthodontists	29-9010	Occupational Health and Safety Specialists and Technicians
29-1024	Prosthodontists	29-9011	Occupational Health and Safety Specialists
29-1031	Dietitians and Nutritionists	29-9012	Occupational Health and Safety Technicians
29-1041	Optometrists	29-9090	Miscellaneous Healthcare Practitioner and Technical Workers
29-1051	Pharmacists	29-9091	Athletic Trainers
29-1060	Physicians and Surgeons		
29-1061	Anesthesiologists	31-0000	Healthcare Support Occupations
29-1062	Family and General Practitioners	31-1010	Nursing, Psychiatric, and Home Health Aides
29-1063	Internists, General	31-1011	Home Health Aides
29-1064	Obstetricians and Gynecologists		
29-1065	Pediatricians, General		
29-1066	Psychiatrists		
29-1067	Surgeons		
29-1071	Physician Assistants		

31-1012	Nursing Aides, Orderlies, and Attendants	35-0000	Food Preparation and Serving Related Occupations
31-1013	Psychiatric Aides		
31-2010	Occupational Therapist Assistants and Aides	35-1010	First-Line Supervisors/Managers, Food Preparation and Serving Workers
31-2011	Occupational Therapist Assistants		
31-2012	Occupational Therapist Aides	35-1011	Chefs and Head Cooks
31-2020	Physical Therapist Assistants and Aides	35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers
31-2021	Physical Therapist Assistants		
31-2022	Physical Therapist Aides	35-2010	Cooks
31-9011	Massage Therapists	35-2011	Cooks, Fast Food
31-9090	Miscellaneous Healthcare Support Occupations	35-2012	Cooks, Institution and Cafeteria
		35-2014	Cooks, Restaurant
31-9091	Dental Assistants	35-2015	Cooks, Short Order
31-9092	Medical Assistants	35-2021	Food Preparation Workers
31-9093	Medical Equipment Preparers	35-3011	Bartenders
31-9094	Medical Transcriptionists	35-3020	Fast Food and Counter Workers
31-9095	Pharmacy Aides	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	35-3022	Counter Attendants, Cafeteria, Food
		35-3031	Waiters and Waitresses
33-0000	Protective Service Occupations	35-3041	Food Servers, Nonrestaurant
33-1010	First-Line Supervisors/Managers, Law Enforcement Workers	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers
33-1011	First-Line Supervisors/Managers of Correctional Officers	35-9021	Dishwashers
33-1012	First-Line Supervisors/Managers of Police and Detectives	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers		Note: NCS tables may include the special group Food Service, Tipped, combining Bartenders, Waiters and Waitresses, and Dining Room and Cafeteria Attendants and Bartender Helpers.
33-2011	Fire Fighters		
33-2020	Fire Inspectors		
33-2021	Fire Inspectors and Investigators	37-0000	Building and Grounds Cleaning and Maintenance Occupations
33-2022	Forest Fire Inspectors and Prevention Specialists	37-1010	First-Line Supervisors/Managers, Building and Grounds Cleaning and Maintenance Workers
33-3010	Bailiffs, Correctional Officers, and Jailers		
33-3011	Bailiffs	37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers
33-3012	Correctional Officers and Jailers		
33-3021	Detectives and Criminal Investigators	37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers
33-3031	Fish and Game Wardens		
33-3041	Parking Enforcement Workers	37-2010	Building Cleaning Workers
33-3050	Police Officers	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners
33-3051	Police and Sheriff's Patrol Officers	37-2012	Maids and Housekeeping Cleaners
33-3052	Transit and Railroad Police	37-2021	Pest Control Workers
33-9011	Animal Control Workers	37-3010	Grounds Maintenance Workers
33-9021	Private Detectives and Investigators	37-3011	Landscaping and Groundskeeping Workers
33-9030	Security Guards and Gaming Surveillance Officers	37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation
33-9031	Gaming Surveillance Officers and Gaming Investigators	37-3013	Tree Trimmers and Pruners
33-9032	Security Guards		
33-9090	Miscellaneous Protective Service Workers	39-0000	Personal Care and Service Occupations
33-9091	Crossing Guards	39-1010	First-Line Supervisors/Managers of Gaming Workers
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers		

39-1011	Gaming Supervisors	41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers
39-1012	Slot Key Persons		
39-1021	First-Line Supervisors/Managers of Personal Service Workers	41-2000	Retail Sales Workers
		41-2010	Cashiers, All Workers
39-2011	Animal Trainers	41-2011	Cashiers
39-2021	Nonfarm Animal Caretakers	41-2012	Gaming Change Persons and Booth Cashiers
39-3010	Gaming Services Workers	41-2020	Counter and Rental Clerks and Parts Salespersons
39-3011	Gaming Dealers		
39-3012	Gaming and Sports Book Writers and Runners	41-2021	Counter and Rental Clerks
		41-2022	Parts Salespersons
39-3021	Motion Picture Projectionists	41-2031	Retail Salespersons
39-3031	Ushers, Lobby Attendants, and Ticket Takers	41-3011	Advertising Sales Agents
		41-3021	Insurance Sales Agents
39-3090	Miscellaneous Entertainment Attendants and Related Workers	41-3031	Securities, Commodities, and Financial Services Sales Agents
39-3091	Amusement and Recreation Attendants	41-3041	Travel Agents
39-3092	Costume Attendants	41-4010	Sales Representatives, Wholesale and Manufacturing
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products
39-4011	Embalmers		
39-4021	Funeral Attendants		
39-5010	Barbers and Cosmetologists	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
39-5011	Barbers		
39-5012	Hairdressers, Hairstylists, and Cosmetologists	41-9010	Models, Demonstrators, and Product Promoters
39-5090	Miscellaneous Personal Appearance Workers	41-9011	Demonstrators and Product Promoters
39-5091	Makeup Artists, Theatrical and Performance	41-9012	Models
39-5092	Manicurists and Pedicurists	41-9020	Real Estate Brokers and Sales Agents
39-5093	Shampooers	41-9021	Real Estate Brokers
39-5094	Skin Care Specialists	41-9022	Real Estate Sales Agents
39-6010	Baggage Porters, Bellhops, and Concierges	41-9031	Sales Engineers
39-6011	Baggage Porters and Bellhops	41-9041	Telemarketers
39-6012	Concierges	41-9090	Miscellaneous Sales and Related Workers
39-6020	Tour and Travel Guides	41-9091	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers
39-6021	Tour Guides and Escorts		
39-6022	Travel Guides		
39-6030	Transportation Attendants	43-0000	Office and Administrative Support Occupations
39-6031	Flight Attendants		
39-6032	Transportation Attendants, Except Flight Attendants and Baggage Porters	43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers
39-9011	Child Care Workers	43-2011	Switchboard Operators, Including Answering Service
39-9021	Personal and Home Care Aides		
39-9030	Recreation and Fitness Workers	43-2021	Telephone Operators
39-9031	Fitness Trainers and Aerobics Instructors	43-3000	Financial Clerks
39-9032	Recreation Workers	43-3011	Bill and Account Collectors
39-9041	Residential Advisors	43-3021	Billing and Posting Clerks and Machine Operators
41-0000	Sales and Related Occupations	43-3031	Bookkeeping, Accounting, and Auditing Clerks
41-1010	First-Line Supervisors/Managers, Sales Workers	43-3041	Gaming Cage Workers
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	43-3051	Payroll and Timekeeping Clerks
		43-3061	Procurement Clerks

43-3071	Tellers	45-0000	Farming, Fishing, and Forestry Occupations
43-4011	Brokerage Clerks		
43-4021	Correspondence Clerks	45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers
43-4031	Court, Municipal, and License Clerks		
43-4041	Credit Authorizers, Checkers, and Clerks	45-2011	Agricultural Inspectors
43-4051	Customer Service Representatives	45-2021	Animal Breeders
43-4061	Eligibility Interviewers, Government Programs	45-2041	Graders and Sorters, Agricultural Products
43-4071	File Clerks	45-2090	Miscellaneous Agricultural Workers
43-4081	Hotel, Motel, and Resort Desk Clerks	45-2091	Agricultural Equipment Operators
43-4111	Interviewers, Except Eligibility and Loan	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse
43-4121	Library Assistants, Clerical		
43-4131	Loan Interviewers and Clerks	45-2093	Farmworkers, Farm and Ranch Animals
43-4141	New Accounts Clerks	45-3011	Fishers and Related Fishing Workers
43-4151	Order Clerks	45-3021	Hunters and Trappers
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	45-4011	Forest and Conservation Workers
43-4171	Receptionists and Information Clerks	45-4020	Logging Workers
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	45-4021	Fallers
43-5011	Cargo and Freight Agents	45-4022	Logging Equipment Operators
43-5021	Couriers and Messengers	45-4023	Log Graders and Scalers
43-5030	Dispatchers	47-0000	Construction and Extraction Occupations
43-5031	Police, Fire, and Ambulance Dispatchers	47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers
43-5032	Dispatchers, Except Police, Fire, and Ambulance	47-2011	Boilermakers
43-5041	Meter Readers, Utilities	47-2020	Brickmasons, Blockmasons, and Stonemasons
43-5061	Production, Planning, and Expediting Clerks	47-2021	Brickmasons and Blockmasons
43-5071	Shipping, Receiving, and Traffic Clerks	47-2022	Stonemasons
43-5081	Stock Clerks and Order Fillers	47-2031	Carpenters
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	47-2040	Carpet, Floor, and Tile Installers and Finishers
43-6010	Secretaries and Administrative Assistants	47-2041	Carpet Installers
43-6011	Executive Secretaries and Administrative Assistants	47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles
43-6012	Legal Secretaries	47-2043	Floor Sanders and Finishers
43-6013	Medical Secretaries	47-2044	Tile and Marble Setters
43-6014	Secretaries, Except Legal, Medical, and Executive	47-2050	Cement Masons, Concrete Finishers, and Terrazzo Workers
43-9011	Computer Operators	47-2051	Cement Masons and Concrete Finishers
43-9020	Data Entry and Information Processing Workers	47-2053	Terrazzo Workers and Finishers
43-9021	Data Entry Keyers	47-2061	Construction Laborers
43-9022	Word Processors and Typists	47-2070	Construction Equipment Operators
43-9031	Desktop Publishers	47-2071	Paving, Surfacing, and Tamping Equipment Operators
43-9041	Insurance Claims and Policy Processing Clerks	47-2072	Pile-Driver Operators
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	47-2073	Operating Engineers and Other Construction Equipment Operators
43-9061	Office Clerks, General	47-2080	Drywall Installers, Ceiling Tile Installers, and Tapers
43-9071	Office Machine Operators, Except Computer	47-2081	Drywall and Ceiling Tile Installers
43-9081	Proofreaders and Copy Markers	47-2082	Tapers
43-9111	Statistical Assistants	47-2111	Electricians
		47-2121	Glaziers

47-2130	Insulation Workers	49-0000	Installation, Maintenance, and Repair Occupations
47-2131	Insulation Workers, Floor, Ceiling, and Wall		
47-2132	Insulation Workers, Mechanical	49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers
47-2140	Painters and Paperhangers		
47-2141	Painters, Construction and Maintenance	49-2011	Computer, Automated Teller, and Office Machine Repairers
47-2142	Paperhangers		
47-2150	Pipelayers, Plumbers, Pipefitters, and Steamfitters	49-2020	Radio and Telecommunications Equipment Installers and Repairers
47-2151	Pipelayers	49-2021	Radio Mechanics
47-2152	Plumbers, Pipefitters, and Steamfitters	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers
47-2161	Plasterers and Stucco Masons		
47-2171	Reinforcing Iron and Rebar Workers	49-2090	Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers
47-2181	Roofers		
47-2211	Sheet Metal Workers		
47-2221	Structural Iron and Steel Workers	49-2091	Avionics Technicians
47-3010	Helpers, Construction Trades	49-2092	Electric Motor, Power Tool, and Related Repairers
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment
47-3012	Helpers--Carpenters		
47-3013	Helpers--Electricians	49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles
47-3016	Helpers--Roofers		
47-4011	Construction and Building Inspectors	49-2097	Electronic Home Entertainment Equipment Installers and Repairers
47-4021	Elevator Installers and Repairers		
47-4031	Fence Erectors	49-2098	Security and Fire Alarm Systems Installers
47-4041	Hazardous Materials Removal Workers	49-3011	Aircraft Mechanics and Service Technicians
47-4051	Highway Maintenance Workers	49-3020	Automotive Technicians and Repairers
47-4061	Rail-Track Laying and Maintenance Equipment Operators	49-3021	Automotive Body and Related Repairers
		49-3022	Automotive Glass Installers and Repairers
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	49-3023	Automotive Service Technicians and Mechanics
47-4090	Miscellaneous Construction and Related Workers	49-3031	Bus and Truck Mechanics and Diesel Engine Specialists
47-4091	Segmental Pavers	49-3040	Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics
47-5010	Derrick, Rotary Drill, and Service Unit Operators, Oil, Gas, and Mining	49-3041	Farm Equipment Mechanics
47-5011	Derrick Operators, Oil and Gas	49-3042	Mobile Heavy Equipment Mechanics, Except Engines
47-5012	Rotary Drill Operators, Oil and Gas		
47-5013	Service Unit Operators, Oil, Gas, and Mining	49-3043	Rail Car Repairers
		49-3050	Small Engine Mechanics
47-5021	Earth Drillers, Except Oil and Gas	49-3051	Motorboat Mechanics
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	49-3052	Motorcycle Mechanics
		49-3053	Outdoor Power Equipment and Other Small Engine Mechanics
47-5040	Mining Machine Operators		
47-5041	Continuous Mining Machine Operators	49-3090	Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers
47-5042	Mine Cutting and Channeling Machine Operators		
47-5051	Rock Splitters, Quarry	49-3091	Bicycle Repairers
47-5061	Roof Bolters, Mining	49-3092	Recreational Vehicle Service Technicians
47-5071	Roustabouts, Oil and Gas	49-3093	Tire Repairers and Changers
47-5081	Helpers--Extraction Workers	49-9010	Control and Valve Installers and Repairers

49-9011	Mechanical Door Repairers	51-2091	Fiberglass Laminators and Fabricators
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	51-2092	Team Assemblers
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	51-2093	Timing Device Assemblers, Adjusters, and Calibrators
49-9031	Home Appliance Repairers	51-3011	Bakers
49-9040	Industrial Machinery Installation, Repair, and Maintenance Workers	51-3020	Butchers and Other Meat, Poultry, and Fish Processing Workers
49-9041	Industrial Machinery Mechanics	51-3021	Butchers and Meat Cutters
49-9042	Maintenance and Repair Workers, General	51-3022	Meat, Poultry, and Fish Cutters and Trimmers
49-9043	Maintenance Workers, Machinery	51-3023	Slaughterers and Meat Packers
49-9044	Millwrights	51-3090	Miscellaneous Food Processing Workers
49-9045	Refractory Materials Repairers, Except Brickmasons	51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders
49-9050	Line Installers and Repairers	51-3092	Food Batchmakers
49-9051	Electrical Power-Line Installers and Repairers	51-3093	Food Cooking Machine Operators and Tenders
49-9052	Telecommunications Line Installers and Repairers	51-4010	Computer Control Programmers and Operators
49-9060	Precision Instrument and Equipment Repairers	51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic
49-9061	Camera and Photographic Equipment Repairers	51-4012	Numerical Tool and Process Control Programmers
49-9062	Medical Equipment Repairers	51-4020	Forming Machine Setters, Operators, and Tenders, Metal and Plastic
49-9063	Musical Instrument Repairers and Tuners	51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic
49-9064	Watch Repairers	51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic
49-9090	Miscellaneous Installation, Maintenance, and Repair Workers	51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	51-4030	Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic
49-9092	Commercial Divers	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic
49-9093	Fabric Menders, Except Garment	51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9094	Locksmiths and Safe Repairers	51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9095	Manufactured Building and Mobile Home Installers	51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic
49-9096	Riggers	51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
49-9097	Signal and Track Switch Repairers	51-4041	Machinists
49-9098	Helpers--Installation, Maintenance, and Repair Workers	51-4050	Metal Furnace and Kiln Operators and Tenders
51-0000	Production Occupations	51-4051	Metal-Refining Furnace Operators and Tenders
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	51-4052	Pourers and Casters, Metal
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	51-4060	Model Makers and Patternmakers, Metal and Plastic
51-2020	Electrical, Electronics, and Electromechanical Assemblers	51-4061	Model Makers, Metal and Plastic
51-2021	Coil Winders, Tapers, and Finishers		
51-2022	Electrical and Electronic Equipment Assemblers		
51-2023	Electromechanical Equipment Assemblers		
51-2031	Engine and Other Machine Assemblers		
51-2041	Structural Metal Fabricators and Fitters		
51-2090	Miscellaneous Assemblers and Fabricators		

51-4062	Patternmakers, Metal and Plastic	51-6092	Fabric and Apparel Patternmakers
51-4070	Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic	51-6093	Upholsterers
51-4071	Foundry Mold and Coremakers	51-7011	Cabinetmakers and Bench Carpenters
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-7021	Furniture Finishers
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-7030	Model Makers and Patternmakers, Wood
51-4111	Tool and Die Makers	51-7031	Model Makers, Wood
51-4120	Welding, Soldering, and Brazing Workers	51-7032	Patternmakers, Wood
51-4121	Welders, Cutters, Solderers, and Brazers	51-7040	Woodworking Machine Setters, Operators, and Tenders
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
51-4190	Miscellaneous Metalworkers and Plastic Workers	51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	51-8010	Power Plant Operators, Distributors, and Dispatchers
51-4192	Lay-Out Workers, Metal and Plastic	51-8011	Nuclear Power Reactor Operators
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	51-8012	Power Distributors and Dispatchers
51-4194	Tool Grinders, Filers, and Sharpeners	51-8013	Power Plant Operators
51-5010	Bookbinders and Bindery Workers	51-8021	Stationary Engineers and Boiler Operators
51-5011	Bindery Workers	51-8031	Water and Liquid Waste Treatment Plant and System Operators
51-5012	Bookbinders	51-8090	Miscellaneous Plant and System Operators
51-5020	Printers	51-8091	Chemical Plant and System Operators
51-5021	Job Printers	51-8092	Gas Plant Operators
51-5022	Prepress Technicians and Workers	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers
51-5023	Printing Machine Operators	51-9010	Chemical Processing Machine Setters, Operators, and Tenders
51-6011	Laundry and Dry-Cleaning Workers	51-9011	Chemical Equipment Operators and Tenders
51-6021	Pressers, Textile, Garment, and Related Materials	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders
51-6031	Sewing Machine Operators	51-9020	Crushing, Grinding, Polishing, Mixing, and Blending Workers
51-6040	Shoe and Leather Workers	51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders
51-6041	Shoe and Leather Workers and Repairers	51-9022	Grinding and Polishing Workers, Hand
51-6042	Shoe Machine Operators and Tenders	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders
51-6050	Tailors, Dressmakers, and Sewers	51-9030	Cutting Workers
51-6051	Sewers, Hand	51-9031	Cutters and Trimmers, Hand
51-6052	Tailors, Dressmakers, and Custom Sewers	51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders
51-6060	Textile Machine Setters, Operators, and Tenders	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51-9071	Jewelers and Precious Stone and Metal Workers
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	51-9080	Medical, Dental, and Ophthalmic Laboratory Technicians
51-6090	Miscellaneous Textile, Apparel, and Furnishings Workers		
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers		

51-9081	Dental Laboratory Technicians	53-3030	Driver/Sales Workers and Truck Drivers
51-9082	Medical Appliance Technicians	53-3031	Driver/Sales Workers
51-9083	Ophthalmic Laboratory Technicians	53-3032	Truck Drivers, Heavy and Tractor-Trailer
51-9111	Packaging and Filling Machine Operators and Tenders	53-3033	Truck Drivers, Light or Delivery Services
51-9120	Painting Workers	53-3041	Taxi Drivers and Chauffeurs
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	53-4010	Locomotive Engineers and Operators
51-9122	Painters, Transportation Equipment	53-4011	Locomotive Engineers
51-9123	Painting, Coating, and Decorating Workers	53-4012	Locomotive Firers
51-9130	Photographic Process Workers and Processing Machine Operators	53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers
51-9131	Photographic Process Workers	53-4021	Railroad Brake, Signal, and Switch Operators
51-9132	Photographic Processing Machine Operators	53-4031	Railroad Conductors and Yardmasters
51-9141	Semiconductor Processors	53-4041	Subway and Streetcar Operators
51-9190	Miscellaneous Production Workers	53-5011	Sailors and Marine Oilers
51-9191	Cementing and Gluing Machine Operators and Tenders	53-5020	Ship and Boat Captains and Operators
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	53-5021	Captains, Mates, and Pilots of Water Vessels
51-9193	Cooling and Freezing Equipment Operators and Tenders	53-5022	Motorboat Operators
51-9194	Etchers and Engravers	53-5031	Ship Engineers
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	53-6011	Bridge and Lock Tenders
51-9196	Paper Goods Machine Setters, Operators, and Tenders	53-6021	Parking Lot Attendants
51-9197	Tire Builders	53-6031	Service Station Attendants
51-9198	Helpers--Production Workers	53-6041	Traffic Technicians
53-0000	Transportation and Material Moving Occupations	53-6051	Transportation Inspectors
53-1011	Aircraft Cargo Handling Supervisors	53-7011	Conveyor Operators and Tenders
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	53-7021	Crane and Tower Operators
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	53-7030	Dredge, Excavating, and Loading Machine Operators
53-2010	Aircraft Pilots and Flight Engineers	53-7031	Dredge Operators
53-2011	Airline Pilots, Copilots, and Flight Engineers	53-7032	Excavating and Loading Machine and Dragline Operators
53-2012	Commercial Pilots	53-7033	Loading Machine Operators, Underground Mining
53-2020	Air Traffic Controllers and Airfield Operations Specialists	53-7041	Hoist and Winch Operators
53-2021	Air Traffic Controllers	53-7051	Industrial Truck and Tractor Operators
53-2022	Airfield Operations Specialists	53-7060	Laborers and Material Movers, Hand
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	53-7061	Cleaners of Vehicles and Equipment
53-3020	Bus Drivers	53-7062	Laborers and Freight, Stock, and Material Movers, Hand
53-3021	Bus Drivers, Transit and Intercity	53-7063	Machine Feeders and Offbearers
53-3022	Bus Drivers, School	53-7064	Packers and Packagers, Hand
		53-7070	Pumping Station Operators
		53-7071	Gas Compressor and Gas Pumping Station Operators
		53-7072	Pump Operators, Except Wellhead Pumpers
		53-7073	Wellhead Pumpers
		53-7081	Refuse and Recyclable Material Collectors
		53-7111	Shuttle Car Operators
		53-7121	Tank Car, Truck, and Ship Loaders