

2011 CNMI
PREVAILING WAGE AND WORKFORCE ASSESSMENT STUDY (PWWAS):
OCCUPATION, HOURLY WAGE, AND FRINGE BENEFITS REPORT

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS
DEPARTMENT OF COMMERCE

APRIL 30, 2012



Governor Benigno R. Fitial



Lt. Governor Eloy S. Inos

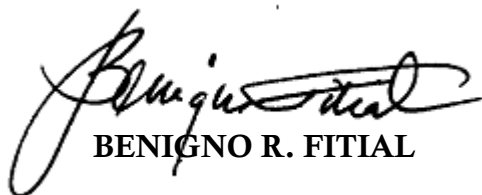
Håfa adai, Tirow wáámi

Beginning November 28, 2011, U.S. Public Law 110-229 requires that CNMI employers seeking to hire new employees from outside the CNMI pay a wage rate equal to or above the average hourly wage rate for the particular occupation the employer is seeking to fill.

The CNMI Department of Commerce's Central Statistics Division, along with the Workforce Investment Agency, and the Department of Labor, has completed Part 1 of the Prevailing Wage and Workforce Assessment Study (PWWAS). The CNMI's 2011 Prevailing Wage Report (Part 1) shall be accepted as the CNMI's Official Prevailing Wage report. The Workforce Assessment Study (Part 2) will be completed by June and accepted equally as the CNMI's 2011 Workforce Assessment Study.

We extend our gratitude to the government departments/agencies and the business community that participated in the Prevailing Wage and Workforce Assessment Study.

Thank you, Si Yu'os ma'åse', and Olomwaay reemi.



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Foreword / Acknowledgements

Beginning in November 28, 2011, the new federal law, U.S. Public Law 110-229, requires that CNMI employers seeking to hire new employees from outside the CNMI pay a wage rate equal to or above the average hourly wage rate for the particular occupation the employer is seeking to fill. Prior to the federal law, average hourly wage rates did not exist for all occupations in the CNMI so employers had to use wage rates from other US jurisdictions (i.e. Guam and Hawaii). Such was not favorable to CNMI employers. In addition, other data gaps exist on the current employed workforce in the economy.

Governor Fitiafale and Lt. Governor Inos tasked a group to conduct a study to satisfy the requirement of the new federal law and to obtain other useful information about the employed population in the CNMI. The group settled on the title the *Prevailing Wage and Workforce Assessment Study* (PWWAS) with a dual purpose to 1) determine the type of occupations that exist and measure occupation-specific wage rates for each of the identified occupations in the CNMI's economy and 2) assess the current types and level of skills in the business community to determine areas that might benefit from training and enhancement.

This report focuses on the findings of the first purpose of the Study—the occupation titles identified in the CNMI economy and the average hourly wage rate for each of the occupations. The report on the workforce assessment part of the Study will follow this one under a different cover.

This report lists the 523 individual occupation titles found in the Study and shows the average hourly wage rate and other relevant descriptive statistics for each occupation titles. Also, shown are the same statistics at the different levels of aggregation according to the 2010 Standard Occupational Classification. Together, these statistics aim to fulfill the requirement of the new Law.

In addition to the occupation titles and wage statistics, the average hourly wage rate (mean and median) is broken out by island, sector, major industry group, major occupation group, and by basic demographics including gender, age, citizenship, and ethnicity. This information should prove useful to different users of occupation and wage statistics for the CNMI.

Many individual efforts from businesses, organizations, and offices combined to complete this Study. I would like to acknowledge and thank everyone who contributed to the completion of this work.

The CNMI business community provided the necessary data, which made this Study possible. The Study enumerators visited a total of 1,806 businesses, autonomous agencies, private schools, and other organizations; 1,486 responded; and 1,201 reported employee data to the Study. Business organizations including the Saipan Chamber of Commerce and the Korean Business Association encouraged their members to participate in the Study.

Government agencies—notably the Department of Finance, the Workforce Investment Agency (WIA), and the Department of Labor—contributed tremendously. The Department of Finance, Secretary Larissa Larson and her staff, provided the comprehensive list of establishments doing business or providing services in the Commonwealth, which the Study used in its data collection effort. Finance also provided the data on occupation, wages, and fringe benefits on government employees. The Director of the Workforce Investment Agency (WIA), Ms. Edith DL Guerrero, the Secretary of Labor, Gil San Nicolas and their staff were involved in the Study from the beginning and provided valuable reviews and inputs from the development of the questionnaire to the final report.

Mr. Phillip M. Doyle, Assistant Commissioner, and staff, from the Office of Compensation Levels and Trends, Bureau of Labor Statistics, U.S. Department of Labor, also provided invaluable reviews and comments on the questionnaire, the initial draft reports, and this final report. Also, Dr. Michael J. Levin, Senior Census Trainer, Harvard Center for Population and Development Studies, Harvard University, graciously copy-edited this final report.

Central Statistics Office (CSD), under the Directorship of Mr. Ivan A. Blanco and later Mr. Perry Inos, at the Department of Commerce, was responsible for the development and implementation of this Study. Justin Andrew, Fermin Sakisat, and Brenda Rideb took charge of the hiring, training, and supervising the data collection, data entry, and data cleaning. Ten enumerators—Singeru Sugiyama, Bernard Taitano, Marian Tudela, Dominica Tebuteb, Kimberly Ann Diaz, Carmelisa Tebuteb, Sheila Perez, Yubert Alepuyo, John Hosono, and Ketson Gabriel were hired as temporary employees under CSD and managed the data collection in Saipan; two enumerators—Agida Quitugua and Flora Castro—managed the data collection in Rota; and two enumerators—Vicenta San Nicolas and Marthonia Borja—managed the data collection in Tinian. Resident Directors Bill Hocog and Joe Kiyoshi of Commerce Offices in Tinian and Rota assisted CSD on logistical support during the data collection phase from those two islands. Four data clerks—Jesusa Helgen, Ignacio Teregeyo, Memorina Olopai, and Sylvia Torres—reviewed the field-incoming forms, coded, and keyed data into the computer and assisted in the data cleaning process.

Finally, I thank the Governor and Lt. Governor for their foresight and funding support for this Study.

Wil Maui served as a consultant for the PWWAS. Maui assisted in the different phases of the Study, produced and analyzed the statistics, and prepared this report.

Si Yu'use Ma'ase, Oloomway, and Thank you,



SIXTO K. IGISOMAR
Secretary of Commerce

CONTENTS

INTRODUCTION	1
Purpose of the Study.....	1
The Target Population.....	1
The Study Period.....	1
THE METHODOLOGY	2
Census or Population Approach.....	2
Data collection Strategy.....	2
Confidentiality and Protection of collected Data	3
The PWWAS Questionnaire (PWWASQ)	4
Data Coding, Keying, Cleaning, and Tabulation	4
THE FINDINGS OF THE STUDY	5
Organizational Presentation of the Study Findings	5
Total Establishments in the CNMI's Economy	5
Establishments by Size	7
Total Employees in The CNMI's Economy.....	8
Number of Employees used in the Occupation and Wage Statistics.....	9
Hourly Wage Rate Including Fringe Benefits vs. Hourly Wage Rate Excluding Fringe Benefits	10
Mean and Median Hourly Wage Rates by Island.....	11
Mean and Median Hourly Wage Rates by Sector	12
Mean and Median Hourly Wage Rates by Gender	13
Mean and Median Hourly Wage Rate by Age Group.....	14
Mean and Median Hourly Wage Rates by Citizenship.....	15
Mean and Median Hourly Wage Rate by Ethnic Group.....	16
Mean and Median Hourly Wage Rate by Industry	17
Mean and Median Hourly Wage Rates by SOC Major Occupation Titles	19
Hourly Wage Rate by SOC Detailed Occupation Titles	21
Fringe Benefits Type and Hourly Amount.....	36
Appendices.....	37
CHALLENGES AND LIMITATIONS.....	38
Challenges	38
Limitations.....	39
EXCLUSION	40

APPENDICES

APPENDIX A: Hourly Wage and Fringe Benefits by SOC Detailed Occupation Titles, CNMI: 2011

APPENDIX B: Hourly Wage and Fringe Benefits by SOC Broad Occupation Titles, CNMI: 2011

APPENDIX C: Hourly Wage and Fringe Benefits by SOC Minor Group Titles, CNMI: 2011

APPENDIX D: Hourly Wage and Fringe Benefits by SOC Major Group Titles, CNMI: 2011

APPENDIX E: PWWAS Questionnaire

INTRODUCTION

PURPOSE OF THE STUDY

The purpose of the Prevailing Wage and Workforce Assessment Study (PWWAS) was to 1) determine the type of occupations that exist and measure occupation-specific wage rates for each of the identified occupations in the CNMI's economy and 2) assess the current types and level of skills in the business community to determine areas that might benefit from training and enhancement.

Beginning in November 28, 2011, the new federal law, U.S. Public Law 110-229, requires that CNMI employers seeking to hire new employees from outside the CNMI are required to pay a wage rate equal to or above the prevailing wage rate for the particular occupation the employer is seeking to fill. Because current prevailing wage rates for all occupations are not available, the PWWAS will fulfill this need. In the absence of current reliable occupation-specific prevailing wage rates, CNMI employers will use wage rates from other US jurisdictions, a situation that will not likely be favorable to CNMI employers.

In addition to the need to establish occupation-specific prevailing wage rates to meet the requirement of new Law, the CNMI needs to assess the types and level of skills of the employed population in the CNMI workforce. The PWWAS aims to fulfill this secondary need.

THE TARGET POPULATION

The target population of the Study was the employed population in the CNMI including employees of both the private and the public sectors in Saipan, Tinian and Rota.

THE STUDY PERIOD

The study began with the identification and certification of funds and the hiring of a consultant in August 2011. The creation of the PWWAS instrument began in early September and was completed on October 16, 2011. The field data collection began on October 23, 2011 and was expected to be completed by December, but was delayed until February 16, 2012. Questionnaire reviews began on the first day of the field work, coding began about two weeks after the start of the field work, while data entry began soon after the coding began. All coding and keying ended at the end of February. Data cleaning began at the end of February and was completed in March 17, 2012. Preliminary tabulations and data analysis began January 2012 and ended with the completion date of this report.

THE METHODOLOGY

CENSUS OR POPULATION APPROACH

The PWWAS took a census or population, rather than a sample survey, approach in collecting data for the Study. This approach was taken after several considerations, some of which are listed below.

1. The Saipan's Chamber of Commerce (SCC) conducted a survey (an online-type) in September 2011 to estimate prevailing wages in the CNMI. When it was known that the SCC aimed to complete their survey before November 28, 2011, a census approach was decided upon to make sure a more comprehensive dataset would be used to determine the type of occupations that exist in the CNMI entire economy and that wage rates would be available for the maxim number of occupations.
2. There is no existing sampling frame for the employed workforce in the CNMI that can be used to obtain a reliable random sample to guarantee unbiased estimates of prevailing wage rates for all existing occupations in the CNMI.
3. In 2010, there were about 1,500 employers in the private sector in all of the CNMI, including Saipan, Tinian, and Rota, the vast majority (over 75%) of whom employed fewer than 10 employees. This small number of total employers in the entire economy makes it possible to send data collectors to visit each of the employers and gather pertinent data for PWWAS.
4. A structural shift occurred in the CNMI economy with the departure of the apparel manufacturing industry from the Commonwealth making prior baseline occupational data in the CNMI economy unreliable. The 2010 Census results, including occupational profile, are not going to be available until sometime in 2012 or beyond.
5. US DOL requires that the source of the prevailing wage rates used in a petition by a CNMI employer be within two years of the date of a petition.
6. No comprehensive workforce needs assessment reflecting the views of private employers has ever been done in the CNMI.
7. Given the peculiar economic conditions and the need to increase the participation of the local labor force in the CNMI's economy, a comprehensive needs assessment that includes the entire working population is desirable.

Because of the above, as well as other reasons, a census approach to obtaining occupational and needs assessment data of the CNMI workforce was taken instead of a survey approach.

DATA COLLECTION STRATEGY

Data collection for the PWWAS was a major undertaking carried out by the CNMI Department of Commerce, Central Statistics Division (Commerce CSD) with the assistance of Wil Maui, serving as a consultant. Under the CNMI Public Law 7-35, Commerce CSD is the CNMI Government's office authorized to

conduct censuses and surveys for the Government. The CSD has procedures, expertise, and experience in conducting these types of operations. To collect data from the private sector, Commerce CSD hired and, with the assistance of the Consultant, trained 14 data collectors (or enumerators) to visit and collect the necessary data from each of the establishments in the private and public sectors throughout Saipan, Tinian, and Rota. The primary mode of data collection was a personal visit to each of the employers with telephone and email follow-ups when appropriate. The enumerators interviewed the appropriate official from a business or organization and completed the questionnaire appropriately. In some situations, particularly where a large number of employees were involved, the enumerator went over the questionnaire with the appropriate contact person at the establishment to be sure the contact person knew how to complete the questionnaire, left the form with contact person to complete, returned later, and picked up the form at a scheduled time. Data were submitted in hard copies on the PWWAS Questionnaire developed for PWWAS or electronically in MS Excel format. The particular form of data submission was left up to each establishment to decide.

Occupation and wage data from the CNMI government employees were obtained from the Department of Finance. Commerce and the Finance Departments held an initial meeting to identify the type of government employee data needed for the Study and cleared the way for appropriate staff to make the needed data available. Data from the autonomous government agencies were obtained with a coordinated effort between Commerce CSD staff and the field enumerators. Most of these data were submitted in Excel format and merged with the rest of the Study data in Access.

CONFIDENTIALITY AND PROTECTION OF COLLECTED DATA

The data collection process for the PWWAS adhered to the confidentiality and protection of data collection under the CNMI Code, Public Law 7-35, also known as the CNMI Statistical Act. Commerce CSD has established procedures and practices to ensure maximum confidentiality and protection of all data it collects under the Statistical Act. These procedures were established beginning in 1990 and have been revised/updated as necessary; most of these procedures were established with assistance from the US Census Bureau. As a matter of procedure for collecting PWWAS data, enumerators were trained on data confidentiality and protection practices and were sworn-in, with “The Oath of Office”, as temporary employees under Commerce CSD, to uphold data confidentiality and protection. A copy of the Oath may be obtained from CSD. The Statistical Act requires Commerce CSD to collect data and expects the respondents to respond to CSD’s data collection inquiry. As matter of practice, however, CSD collects data in the spirit of voluntary rather than by strict enforcement of the Law.

Completed questionnaires are kept in a secure, multiple-doors room that is only accessed by sworn-in CSD only employees. The rooms used for the review, coding, and data entry processes are also secured. Only authorized employees are allowed entry into these rooms.

Individual data items on the questionnaire will only be used to derive aggregated statistical information only. No one is able to obtain individual business forms or records from Commerce CSD; CSD is not authorized to release any individual form and/or record to anyone, not even, the “owner” of the form/record and CSD is liable for any breach of confidentiality.

THE PWWAS QUESTIONNAIRE (PWWASQ)

The particular data items needed to obtain prevailing wage rates in all existing occupations and assess the CNMI’s current workforce skills are contained in the PWWAS Questionnaire (PWWASQ), attached as Appendix E. A copy of the instruction and rational document on each of the items in the PWWASQ may be obtained from Commerce CSD. This brief document was handed out to each of the business/organizations visited by enumerators. It was also translated into Korean and Chinese languages and used by enumerators in situations where the respondent needed assistance in translating the questions from English to these languages. The Questionnaire was designed to collect data at the level of an individual employee position. Individual employee names were not collected. The Questionnaire was reviewed by selected CNMI Government offices and individuals from the Bureau of Labor Statistics, U.S. Department of labor.

The Questionnaire was designed to be answered by the owner, human resource (HR) personnel, or manager of a business/organization operating in the CNMI at the time of the Study. The reference period of the Study was 10-02-11 to 10-15-11. Cognizant of the fact that it takes time and resources to complete the Questionnaire fully, the Questionnaire was also designed to allow each respondent to choose the level of participation or the amount of data to provide to the Study. At the minimum, a respondent was asked to provide the required data items to ensure reliable, accurate data on occupation and wage statistics¹.

DATA CODING, KEYING, CLEANING, AND TABULATION

A coding dictionary was created and used to properly code each of the individual completed questionnaires. Four Office staffs were trained on how to properly code responses to each of the items in the questionnaire. The data dictionary is available at Commerce CSD.

Coded data were keyed into a Microsoft Access database created to house the PWWAS data. In addition to hard copies, some establishments submitted their data in Microsoft Excel format. Data submitted in Excel were coded in Excel and then merged with the rest of the data in Access.

The keyed data were reconciled with the hard copies, cleaned, and readied for tabulation. Final tabulations were done in the statistical software, SPSS, version 19, as well as in MS Access 2007.

¹ In the Person Page of the Questionnaire, items P1, P4, P5, P7, P8, P10, P11, and P12 were considered minimum requirement. The rest of the items in the Person Page were considered optional. The completion status of the questionnaire was indicated by the field enumerators on the Cover Page and verified by the Office questionnaire reviewers.

THE FINDINGS OF THE STUDY

ORGANIZATIONAL PRESENTATION OF THE STUDY FINDINGS

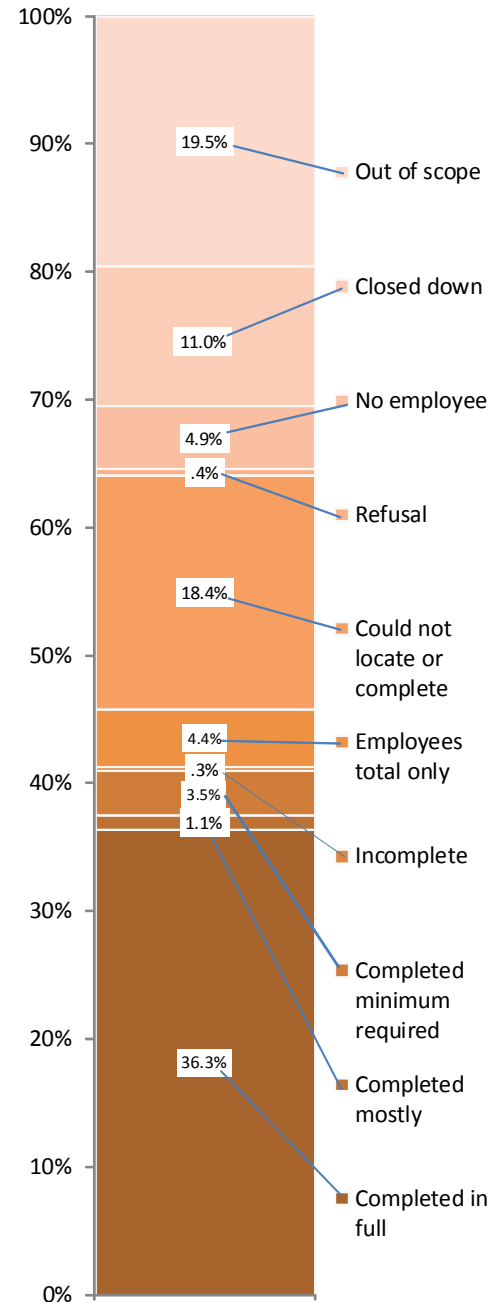
The findings of the Study are presented in the following order:

- The total number and size of establishments in the CNMI economy is presented first
- The total employment in the economy is presented second
- The identification of the total number of employees used to profile occupation types and hourly wage rates is presented third
- The mean and median hourly wage rates are presented fourth-- which include breakouts of the hourly wage rates by Island, by Sector, by Gender, by Age Group, by Ethnicity, by Citizenship, by Major Industry, and by Major Occupation
- The list of Detailed Occupation Titles and the mean and median hourly wage rates is presented fifth.
- Hourly wage rates at the four levels of SOC structure and the Questionnaire are appended at the end of this report

TOTAL ESTABLISHMENTS IN THE CNMI'S ECONOMY

According to the Taxation and Revenue Office, 2,908 individual firms or organizations were doing business or providing services in the CNMI in September 2011. Commerce CSD obtained this list² of firms and organizations and used the List to guide itself in collecting data for the Study. Of the total in the List, 2,340 establishments³ were considered "in-scope" while 568 were considered "out of scope". The out-of-scope establishments were firms in the List which only had a name but no other directory information. The names of these establishments were almost all private individuals. That is personal names, suggesting they were mostly home-based businesses with only one or a few employees. It is also likely that many of these were private households employing a worker for domestic-type work. As shown in Table 1, these out-of-scope establishments had a total of 895 employees. It would have been very time-consuming and expensive to track them down for the Study; hence, a decision was made to exclude them from the Study and refer to them collectively as "out of scope". Of the establishments "in-scope", an attempt was made to complete a questionnaire for each one of them. Table 1 shows the detailed outcome of the establishments' coverage of the Study. As shown Figure 1, 1,056 (36%) of all

Figure 1 Total Establishment Coverage in Percentage



² The Division of Taxation and Revenue assisted Commerce CSD by preparing and providing the List which included basic directory information and the number of employees for each establishment.

³ In this Study the term establishment is used to mean firms and/or organization legally engaged in doing business or providing goods and or services in the CNMI economy.

establishments were completed a questionnaire for in full, 33 (1%) were completed mostly, 103 (4%) completed minimum required, 129 (4%) provided the total number of employees only for their establishments, 534 (18%) could not be located (433) or did not provide any data (101) to the Study, and 13 (less than 1%) refused to participate. Also, as shown in Table 1, 143 (5%) of all in-scope establishments reported having no paid employees and 320 (11%) had closed down. See Table 1 below for detailed coverage by island.

Table 1 Establishments or Questionnaires Completion Status

Island	Form Status	Number of Establishments	Number of Employees	Percent of Total Establishments	Percent of Total Employees
CNMI-wide	Total	2,908	21,399	100.0%	100.0%
	In-Scope	2,340	20,504	80.5%	95.8%
	Completed in full	1,056	5,651	36.3%	26.4%
	Completed mostly	33	174	1.1%	.8%
	Completed minimum required	103	8,514	3.5%	39.8%
	Incomplete	9	141	.3%	.7%
	Obtained employees total only	129	3,202	4.4%	15.0%
	Could not locate or obtain any data	534	2,657	18.4%	12.4%
	Refusal	13	165	.4%	.8%
	No employee	143	-	4.9%	.0%
	Closed down	320	-	11.0%	.0%
	Out-of-scope	568	895	19.5%	4.2%
Saipan	Total	2,719	20,078	100.0%	100.0%
	In-Scope	2,151	19,183	79.1%	95.5%
	Completed in full	954	5,075	35.1%	25.3%
	Completed mostly	32	170	1.2%	.8%
	Completed minimum required	101	7,919	3.7%	39.4%
	Incomplete	9	141	.3%	.7%
	Obtained employees total only	126	3,135	4.6%	15.6%
	Could not locate or obtain any data	529	2,627	19.5%	13.1%
	Refusal	11	116	.4%	.6%
	No employee	118	-	4.3%	.0%
	Closed down	271	-	10.0%	.0%
	Out of scope	568	895	20.9%	4.5%
Tinian	Total	95	883	100.0%	100.0%
	In-Scope	95	883	100.0%	100.0%
	Completed in full	47	204	49.5%	23.1%
	Completed mostly	1	4	1.1%	.5%
	Completed minimum required	2	595	2.1%	67.4%
	Incomplete	-	-	.0%	.0%
	Obtained employees total only	1	31	1.1%	3.5%
	Could not locate or obtain any data	1	1	1.1%	.1%
	Refusal	1	48	1.1%	5.4%
	No employee	18	-	18.9%	.0%
	Closed down	24	-	25.3%	.0%
	Out of scope	-	-	.0%	.0%
Rota	Total	94	438	100.0%	100.0%
	In-Scope	94	438	100.0%	100.0%
	Completed in full	55	372	58.5%	84.9%
	Completed mostly	-	-	.0%	.0%
	Completed minimum required	-	-	.0%	.0%
	Incomplete	-	-	.0%	.0%
	Obtained employees total only	2	36	2.1%	8.2%
	Could not locate or obtain any data	4	29	4.3%	6.6%
	Refusal	1	1	1.1%	.2%
	No employee	7	-	7.4%	.0%
	Closed down	25	-	26.6%	.0%
	Out of scope	-	-	.0%	.0%

ESTABLISHMENTS BY SIZE

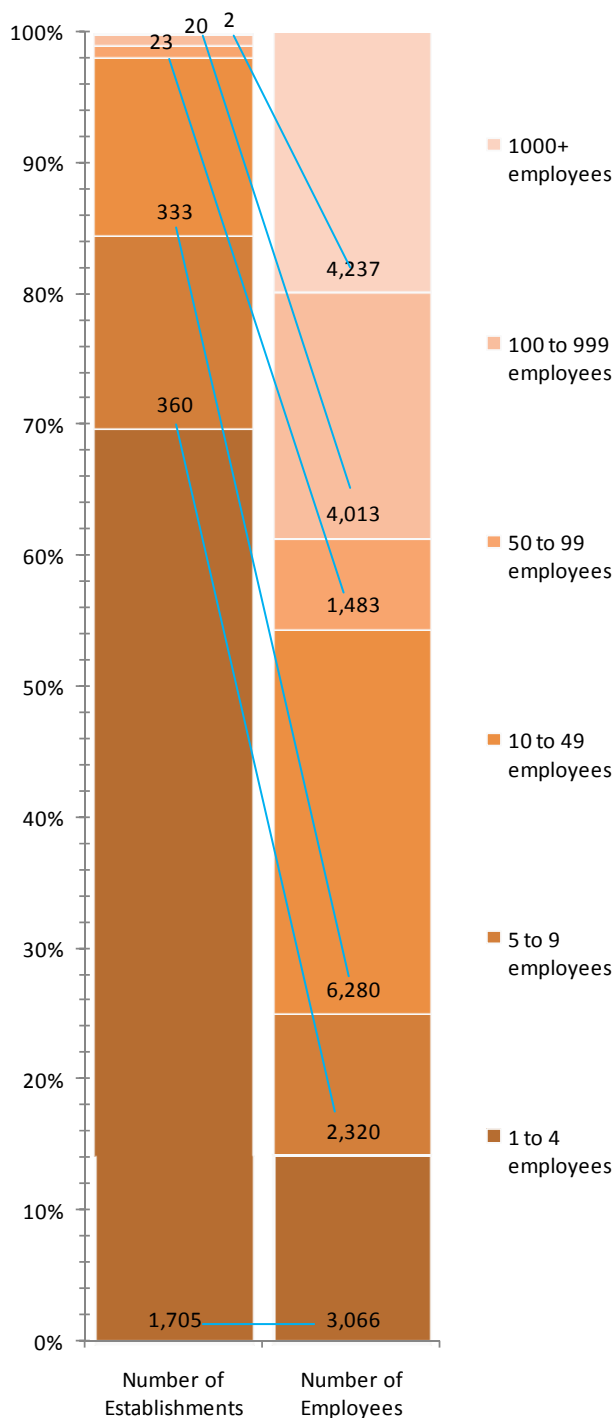
Establishments by size (number of employees) in the CNMI's economy at the time of the Study are shown in Table 2. Majority of establishments were small in size in the CNMI's economy. Of the 2,908 total establishments, 59% (1,705) had between 1 and 4 employees; 12% (360) had between 5 and 9 employees, 12% (333) had between 10 and 49 employees, and less than 2% (45) had 50 or more employees. This distribution was mainly dictated by Saipan's distribution because the vast majority (94%) of the CNMI's total establishments is located in Saipan. For detail on establishment by size distribution for each of the islands, see Table 2 below.

Table 2 Establishments by Size and by Island

Island	Establishment Size	Number of Establishments	Number of Employees	Percent of Total Establishments	Percent of Total Employees
CNMI-wide	Total	2,908	21,399	100.0%	100.0%
	No Employees	465	-	16.0%	.0%
	1 to 4 employees	1,705	3,066	58.6%	14.3%
	5 to 9 employees	360	2,320	12.4%	10.8%
	10 to 49 employees	333	6,280	11.5%	29.3%
	50 to 99 employees	23	1,483	.8%	6.9%
	100 to 999 employees	20	4,013	.7%	18.8%
	1000+ employees	2	4,237	.1%	19.8%
Saipan	Total	2,719	20,078	100.0%	100.0%
	No Employees	391	-	14.4%	.0%
	1 to 4 employees	1,631	2,888	60.0%	14.4%
	5 to 9 employees	341	2,201	12.5%	11.0%
	10 to 49 employees	314	5,937	11.5%	29.6%
	50 to 99 employees	21	1,345	.8%	6.7%
	100 to 999 employees	19	3,470	.7%	17.3%
	1000+ employees	2	4,237	.1%	21.1%
Tinian	Total	95	883	100.0%	100.0%
	No Employees	42	-	44.2%	.0%
	1 to 4 employees	35	84	36.8%	9.5%
	5 to 9 employees	8	50	8.4%	5.7%
	10 to 49 employees	8	154	8.4%	17.4%
	50 to 99 employees	1	52	1.1%	5.9%
	100 to 999 employees	1	543	1.1%	61.5%
	1000+ employees	-	-	.0%	.0%
Rota	Total	94	438	100.0%	100.0%
	No Employees	32	-	34.0%	.0%
	1 to 4 employees	39	94	41.5%	21.5%
	5 to 9 employees	11	69	11.7%	15.8%
	10 to 49 employees	11	189	11.7%	43.2%
	50 to 99 employees	1	86	1.1%	19.6%
	100 to 999 employees	-	-	.0%	.0%
	1000+ employees	-	-	.0%	.0%

TOTAL EMPLOYEES IN THE CNMI'S ECONOMY

Figure 2 Number of Establishments and Number of employees by Establishment Size for Establishment with Employees Only



As shown in Tables 1 and 2, 21,399 employees were in the CNMI's economy at the time of the Study. This total is based on the initial figures provided by the CNMI's Tax and Revenue Office and verified, to the extent possible, by the field work of the Study. In Table 1, the number of employees under "Completed in full", "Completed mostly" and "Completed minimum required" are based on total individual employees reported by the 1,192 establishments that reported a total of 14,339 employees. The "Incomplete" include 9 establishments which reported 141 employees, but some of these businesses did not report on all of their employees. The 3,202 employees under the "Obtained employees total only" were reported by 129 establishments which did not provide any individual employee data--the enumerator was able to obtain only the total number of employees for each. The 2,657 under the "Could not locate or obtained any data" is the total number of employees for the 534 establishments that enumerators could not locate (433) or were not able to complete a questionnaire for or obtained the number of employees from (101) when the Study field work ended. The number of employees for each of these 534 establishments was not verified and remained the same amount given by the Tax and Revenue Office. The 165 employees for 13 establishments under "Refusal" are based on the Tax and Revenue figures and were not verified.

Excluding establishments with no employees and those that had closed down, only 2,443 establishments had employees. Figure 2 shows that a vast majority of these employers (1,705, 70%) employed between 1 and 4 persons for a total of 3,066 employees (or 14% of total employees); 360 (or 15%) of employers had between 5 and 9 employees for a total of 2,320 employees (or 11% of total employees); 333 (or 14%) of employers employed 10 to 49 employees for a total of 6,280 employees (or 29% of total employees); and 45 (or 2%) of employers employed 50 or more employees for a total of 9,733 employees (or 46% of total employees).

NUMBER OF EMPLOYEES USED IN THE OCCUPATION AND WAGE STATISTICS

Of the total 21,299 employees at the time of the Study, 14,450 (68%)--reported by 1,201 establishments--were used in producing the occupational and wage statistics for this Study. Table 3 shows the number of employees by establishment size used in the Study. As shown in Figure 3 and Table 3,

- about 12% or 1,669 employees in the occupational and wage statistics came from establishments with between 1 and 4 employees;
- 10% or 1,442 came from establishments with between 5 and 9 employees;
- 23% or 3,363 came from establishments with between 10 and 49 employees;
- 6% or 897 came from establishments with between 50 and 99 persons;
- 18% or 2,842 came from establishments with between 100 and 999 employees; and
- 29% or 4,237 came from establishments with over 1,000 employees.

Figure 3 Percent of Total Employment and the Number of Employees Used in Wage Statistics

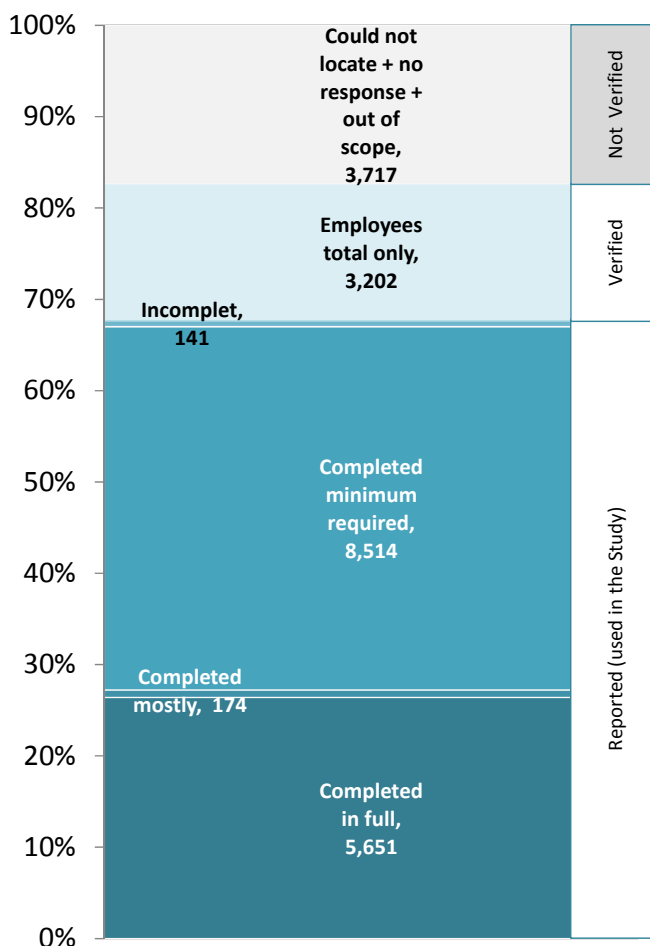


Table 3 Number of Employees Used in Producing Occupation and Hourly Wage Statistics by Establishment Size

Establishment Size	Number of Employees	Percent	Cumulative Percent
1 to 4 employees	1,669	11.6	11.6
5 to 9 employees	1,442	10.0	21.5
10 to 49 employees	3,363	23.3	44.8
50 to 99 employees	897	6.2	51.0
100 to 999 employees	2,842	19.7	70.7
1000+ employees	4,237	29.3	100.0
Total	14,450	100.0	

Hourly Wage Rate Including Fringe Benefits vs. Hourly Wage Rate Excluding Fringe Benefits

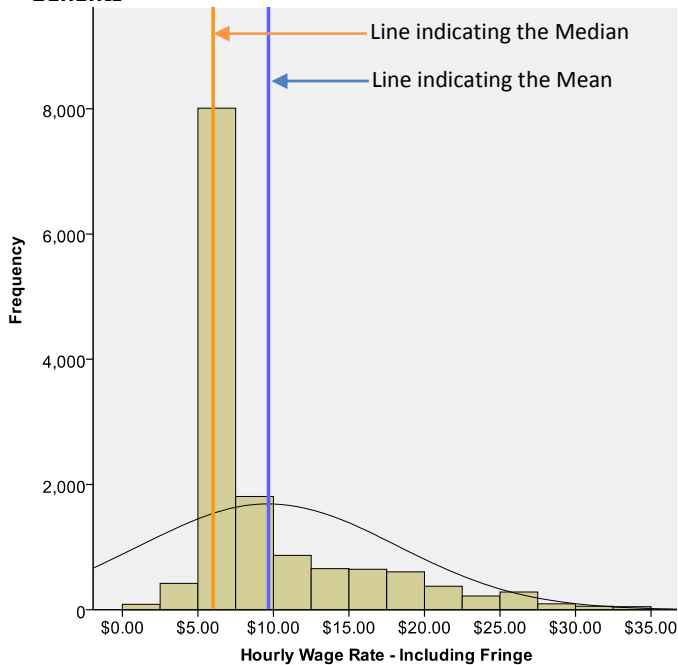
Two hourly wage rates statistics were derived and used throughout the Study: Hourly Wage Rate Including Fringe Benefits (HWRIF) and Hourly Wage Rate Excluding Fringe Benefits (HWREF). The difference between the two, of course, is that the HWRIF includes fringe benefits as reported by employers in the Study while the HWREF includes the direct pay amount only and excludes fringe benefits. As expected, HWRIF is always higher than or equal to HWREF. Table 4 shows the descriptive statistics for these two hourly wage rates for the CNMI economy as a whole.

Table 4 Descriptive Statistics⁴ for Hourly Wage Rate – Including Fringe Benefit and Hourly Wage Rate – Excluding Fringe Benefits: CNMI-wide

Statistic	Hourly Wage Rate - Including Fringe	Hourly Wage Rate - Excluding Fringe
N	14402	14402
Mean	\$9.67	\$8.82
Median	\$6.00	\$5.50
Minimum	\$1.00	\$1.00
Maximum	\$131.29	\$120.19
Range	\$130.29	\$119.19
Std. Deviation	\$8.50	\$7.39

It is important to note here, as shown in Figure 4, that in both of the HWRIF and HWREF the median hourly rate is less than the mean hourly rate illustrating the

Figure 4 Histogram of the Hourly Wage with Fringe Benefits



fact that the majority of the wage earners in the economy are below the mean hourly wage rate. As shown in Figure 4, over 8,000 wage earners in Study had HWRIF between \$5.00 and \$10.00. The mean of the HWRIF was \$9.67 and the median was \$6.00. Because this distribution is prevalent throughout the findings, it is only mentioned here with minimal repeat elsewhere.

⁴ Note that 48 employees did not have hourly wage reported on them; hence 14,402 employee records, instead of the 14,450, were used in deriving the statistics.

Mean and Median Hourly Wage Rates by Island

Saipan had the highest hourly wage rate in the CNMI at the time of the Study. Tinian's mean hourly wage rate was slightly higher than Rota's, see Figure 5 and Table 5 below for detail. Please note that while a total of 14,450 employees are used in producing occupational and wage statistics, 14,402 employees had hourly wage rates reported while 48 employees reported did not have hourly wage rates; hence, the difference in total employees in Table 5 below from Table 3 on page 9.

Figure 5 Hourly Wage Rates by Island

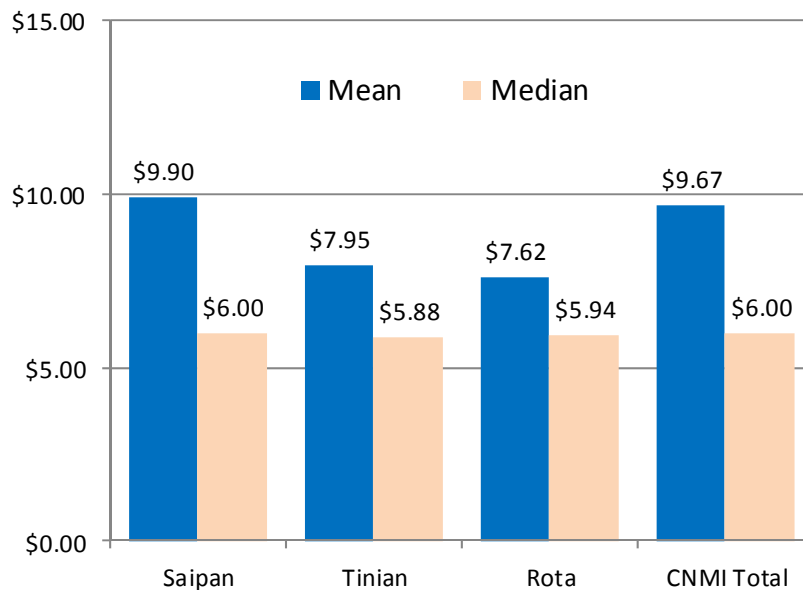


Table 5 Hourly Wage Rates by Island

Island	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe		
	N	Mean	Median	N	Mean	Median
Saipan	12,779	\$9.90	\$6.00	12,779	\$9.03	\$5.55
Tinian	1,015	\$7.95	\$5.88	1,015	\$7.19	\$5.30
Rota	608	\$7.62	\$5.94	608	\$7.07	\$5.25
CNMI Total	14,402	\$9.67	\$6.00	14,402	\$8.82	\$5.50

Mean and Median Hourly Wage Rates by Sector

The hourly wage rate in the CNMI's public sector was higher than the wage rate in the private sector. The median hourly wage was lower than the mean hourly wage rate in both sectors reflects the fact that the majority of all wage earners earn below the mean wage rate. See Figure 6 and Table 6 for details.

Figure 6 Hourly Wage Rates by Economic Sectors

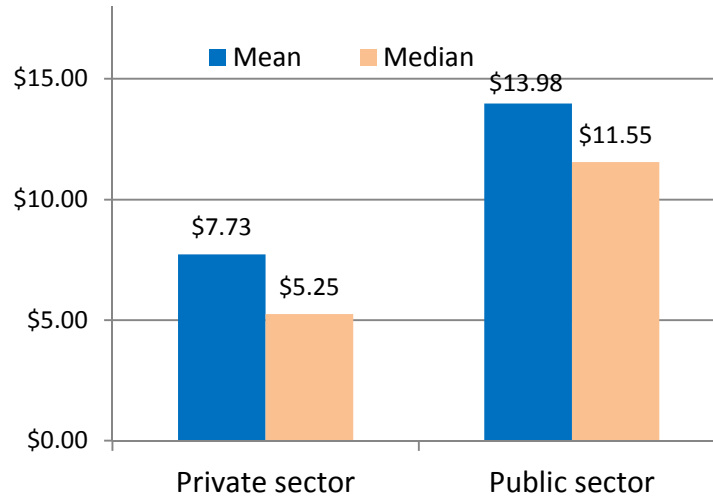


Table 6 Hourly Wage Rates by Major Economic Sectors

Sector	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe		
	N	Mean	Median	N	Mean	Median
Private sector	9,929	\$7.73	\$5.25	9,929	\$7.08	\$5.05
Public sector	4,473	\$13.98	\$11.55	4,473	\$12.69	\$10.33
Total CNMI	14,402	\$9.67	\$6.00	14,402	\$8.82	\$5.50

Mean and Median Hourly Wage Rates by Gender

Females' hourly wage rate was slightly higher than males' in the CNMI's economy. See Figure 7 and Table 7 below for detail. (Note that no gender value was reported on 287 employees; hence only 14,163 employee records were used in the wage statistics by gender.)

Figure 7 Hourly Wage Rates by Gender

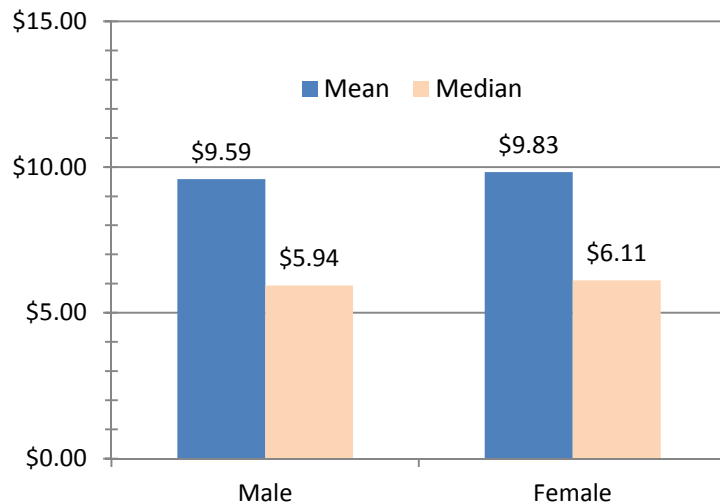


Table 7 Hourly Wage Rates by Gender

Gender	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe		
	N	Mean	Median	N	Mean	Median
Male	8,160	\$9.59	\$5.94	8,160	\$8.78	\$5.50
Female	6,003	\$9.83	\$6.11	6,003	\$8.92	\$5.64
CNMI Total	14,163	\$9.69	\$6.00	14,163	\$8.84	\$5.50

Mean and Median Hourly Wage Rate by Age Group

Hourly wage rate is directly correlated with age: as shown in Figure 8 and Table below 8, hourly wage rate was lower in the younger age groups and higher in the older age groups. (Note that no age value was reported on 292 employees; hence only 14,158 employee records were used in the wage statistics by age.)

Figure 8 Hourly Wage Rates by Age Group

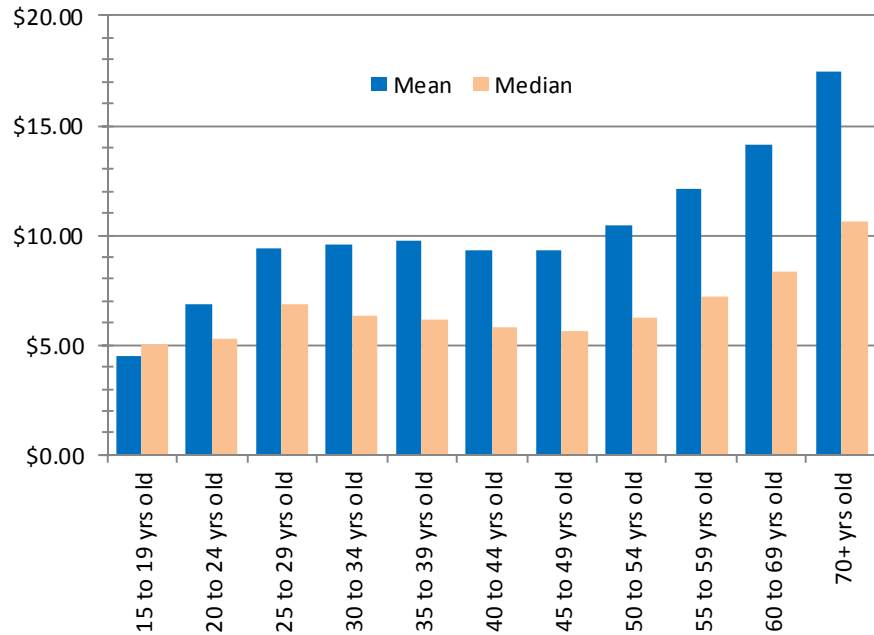


Table 8 Hourly Wage Rates by Age Group

Age Group	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe		
	N	Mean	Median	N	Mean	Median
15 to 19 yrs old	408	\$4.54	\$5.05	408	\$4.50	\$5.05
20 to 24 yrs old	948	\$6.91	\$5.36	948	\$6.43	\$5.05
25 to 29 yrs old	1,207	\$9.50	\$6.83	1,207	\$8.62	\$6.25
30 to 34 yrs old	1,588	\$9.62	\$6.40	1,588	\$8.70	\$5.80
35 to 39 yrs old	1,999	\$9.76	\$6.22	1,999	\$8.88	\$5.64
40 to 44 yrs old	2,569	\$9.33	\$5.87	2,569	\$8.53	\$5.35
45 to 49 yrs old	2,354	\$9.35	\$5.72	2,354	\$8.55	\$5.25
50 to 54 yrs old	1,573	\$10.48	\$6.25	1,573	\$9.56	\$5.63
55 to 59 yrs old	896	\$12.20	\$7.25	896	\$10.98	\$6.50
60 to 69 yrs old	548	\$14.12	\$8.39	548	\$12.78	\$7.50
70+ yrs old	68	\$17.48	\$11.12	68	\$16.06	\$9.38
Total	14,158	\$9.67	\$6.00	14,158	\$8.82	\$5.50

Mean and Median Hourly Wage Rates by Citizenship

Generally, US citizens had hourly wage rates higher than non-US citizens. By citizenship major group and separating US citizens born in the CNMI from those born outside the CNMI, *Other Countries* citizens had the highest wage rates while *Bangladesh* citizens had the lowest. Note that *Other Countries* included Canada and Australia. The category *Unknown*

represent employees whose citizenship was reported *unknown* by their employer. (Note that no citizenship value was reported on 349 employees; hence only 14,101 employee records were used in the wage statistics by citizenship.)

Figure 9 Hourly Wage Rates by Citizenship

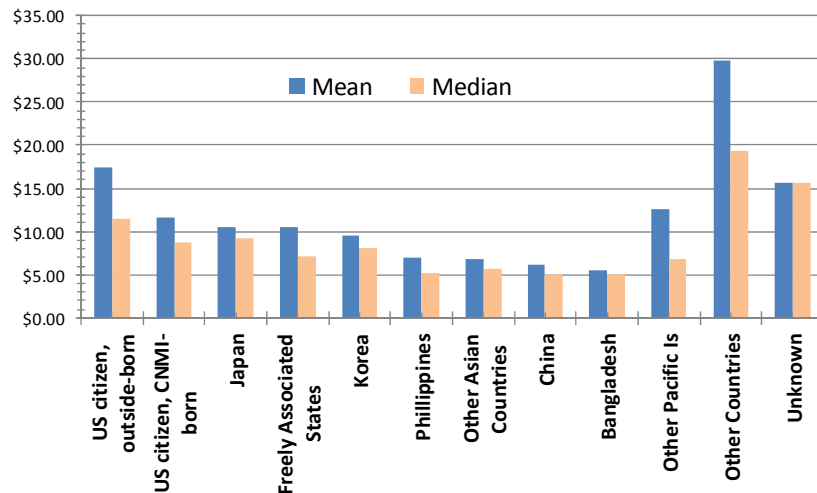


Table 9 Hourly Wage Rates by Citizenship

Citizenship Major Group	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe		
	N	Mean	Median	N	Mean	Median
Us citizen, born in the CNMI	5,088	\$11.64	\$8.82	5,088	\$10.41	\$8.01
US citizen, born outside CNMI	756	\$17.35	\$11.53	756	\$15.83	\$9.92
Freely Associated States	385	\$10.45	\$7.20	385	\$9.30	\$6.50
Other Pacific Islands	15	\$12.57	\$6.83	15	\$11.69	\$6.59
Other Asian Countries	282	\$6.77	\$5.63	282	\$6.35	\$5.10
Bangladesh	157	\$5.50	\$5.05	157	\$5.28	\$5.05
China	796	\$6.15	\$5.05	796	\$5.77	\$5.05
Japan	204	\$10.54	\$9.27	204	\$9.81	\$9.06
Korea	282	\$9.48	\$8.14	282	\$8.98	\$7.50
Philippines	5,625	\$6.89	\$5.13	5,625	\$6.45	\$5.05
Other Countries	28	\$29.80	\$19.34	28	\$27.45	\$17.69
Unknown	483	\$15.63	\$15.68	483	\$13.99	\$14.89
Total	14,101	\$9.66	\$6.00	14,101	\$8.81	\$5.50

Mean and Median Hourly Wage Rate by Ethnic Group

Generally, *Caucasians* had the highest hourly wage rate followed by *Other Asians*, *Chamorros*, *Other Pacific Islanders*, *Japanese*, *Koreans*, *Carolinians*, *Micronesians*, *Filipinos*, *Chinese*, and then *Bangladeshi*. (Note that no ethnic value was reported on 578 employees; hence only 13,872 employee records were used in the wage statistics by ethnic group.)

Figure 10 Hourly Wage Rate by Ethnic Group

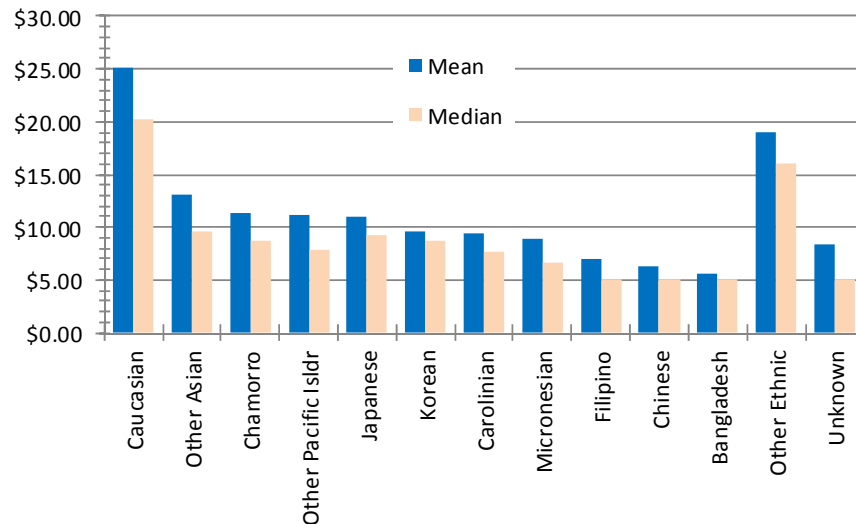


Table 10 Hourly Wage Rates by Ethnic Group

Ethnic Major Group	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe		
	N	Mean	Median	N	Mean	Median
Chamorro	2,327	\$11.42	\$8.82	2,327	\$10.44	\$8.13
Carolinian	538	\$9.39	\$7.71	538	\$8.80	\$7.25
Other Pacific Islander	546	\$11.36	\$7.86	546	\$10.06	\$7.63
Caucasian	549	\$25.11	\$20.26	549	\$22.72	\$18.58
Micronesian	405	\$8.97	\$6.66	405	\$8.30	\$6.00
Other Asian	1,120	\$13.22	\$9.62	1,120	\$11.50	\$8.94
Bangladesh	162	\$5.65	\$5.05	162	\$5.45	\$5.05
Chinese	815	\$6.46	\$5.05	815	\$6.06	\$5.05
Japanese	211	\$10.97	\$9.18	211	\$10.08	\$9.06
Korean	308	\$9.67	\$8.70	308	\$9.23	\$7.50
Filipino	5,899	\$6.96	\$5.13	5,899	\$6.52	\$5.05
Other Ethnic	35	\$19.09	\$15.99	35	\$17.44	\$14.42
Unknown	957	\$8.45	\$5.05	957	\$7.97	\$5.05
Total	13,872	\$9.47	\$5.88	13,872	\$8.70	\$5.50

Mean and Median Hourly Wage Rate by Industry

The hourly wage rate by industry was highest in *Finance and Insurance* and lowest in *Agriculture, Forestry, Fishing and Hunting* in the Commonwealth at the time of the Study. Industry for each employee was determined based on what the employer reported. In cases where an employee worked under more than one NAICS activity, he/she was assigned to the activity that he/she spent most of the working time in, according to the employer. The rank of the hourly wage rate by industry is shown in Figure 11. Table 11 shows the detailed mean and median hourly rates by industry.

Figure 11 Hourly Wage Rate by Major Industry

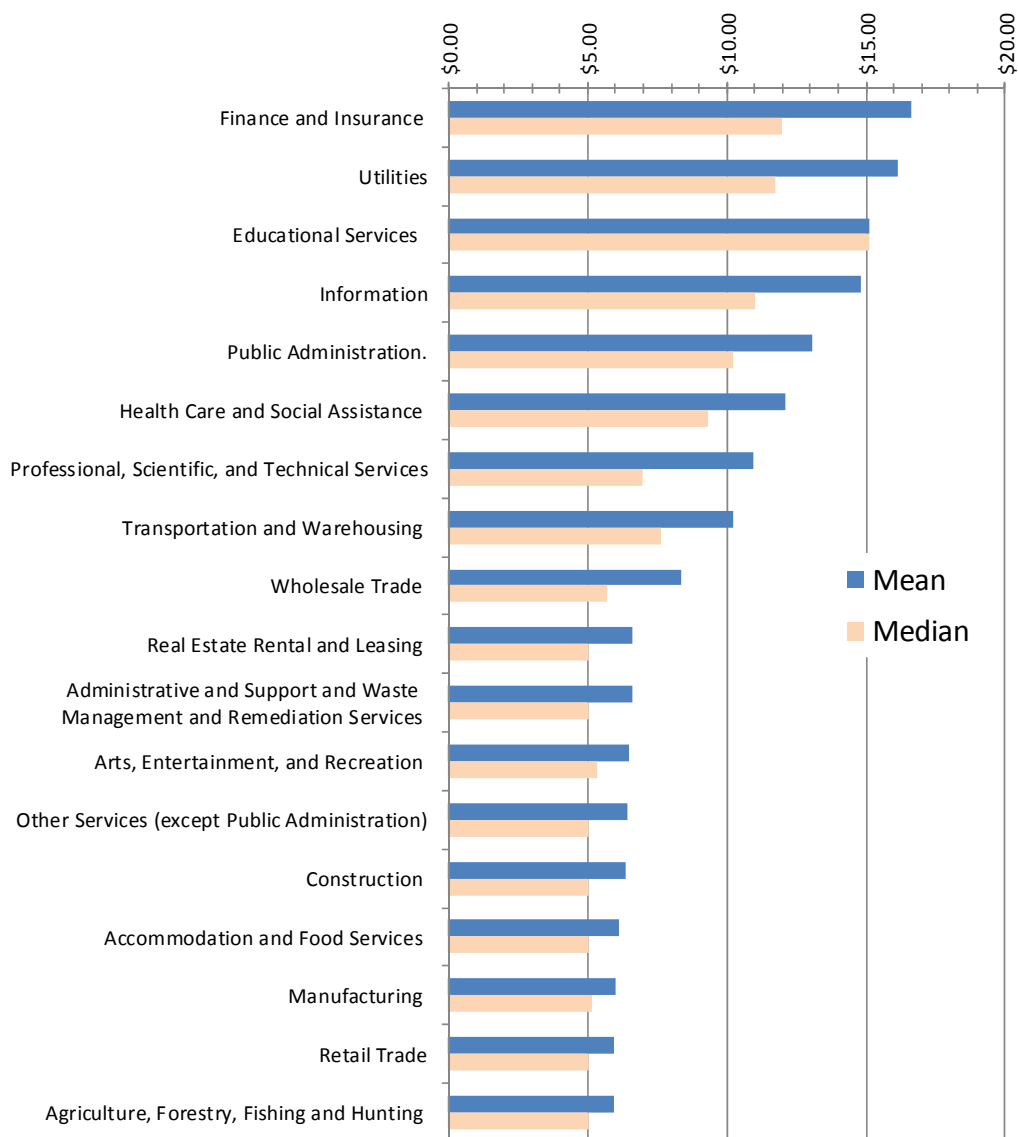


Table 11 Hourly Wage Rates by Major Industry

Industry Major Group (NAICS)	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
	N	Mean	Median	Mean	Median
Agriculture, Forestry, Fishing and Hunting	45	\$6.23	\$5.05	\$5.32	\$5.05
Utilities	366	\$16.15	\$11.76	\$12.19	\$9.06
Construction	850	\$6.41	\$5.05	\$6.14	\$5.05
Manufacturing	382	\$6.06	\$5.13	\$5.83	\$5.05
Wholesale Trade	397	\$8.39	\$5.70	\$7.51	\$5.05
Retail Trade	1,582	\$5.96	\$5.05	\$5.78	\$5.05
Transportation and Warehousing	613	\$10.23	\$7.63	\$9.67	\$7.52
Information	264	\$15.28	\$11.34	\$12.33	\$9.87
Finance and Insurance	145	\$16.72	\$11.98	\$12.07	\$9.18
Real Estate Rental and Leasing	519	\$6.70	\$5.05	\$6.38	\$5.05
Professional, Scientific, and Technical Services	334	\$11.04	\$6.99	\$10.09	\$6.50
Administrative and Support and Waste -- Management and Remediation Services	1,018	\$6.63	\$5.05	\$6.40	\$5.05
Educational Services	1,548	\$15.16	\$15.11	\$13.26	\$13.39
Health Care and Social Assistance	226	\$12.30	\$9.38	\$11.42	\$8.45
Arts, Entertainment, and Recreation	364	\$6.53	\$5.57	\$6.33	\$5.05
Accommodation and Food Services	1,965	\$6.30	\$5.35	\$5.97	\$5.05
Other Services (except Public Administration)	690	\$6.44	\$5.05	\$6.06	\$5.05
Public Administration	3,094	\$13.07	\$10.25	\$12.06	\$9.38
Total	14,402	\$9.67	\$6.00	\$8.82	\$5.50

Mean and Median Hourly Wage Rates by SOC Major Occupation Titles

The hourly wage rate for SOC Major Occupations was highest for *Legal Occupations* and lowest for *Food Preparation and Serving Related Occupations*. See Figure 12 below for the rank of mean hourly wage rate by Major Occupation Titles. See Table 12 for detail on the mean and median hourly wage rates by Major Occupation Titles.

Figure 12 Hourly Wage Rate by Major Occupation Titles

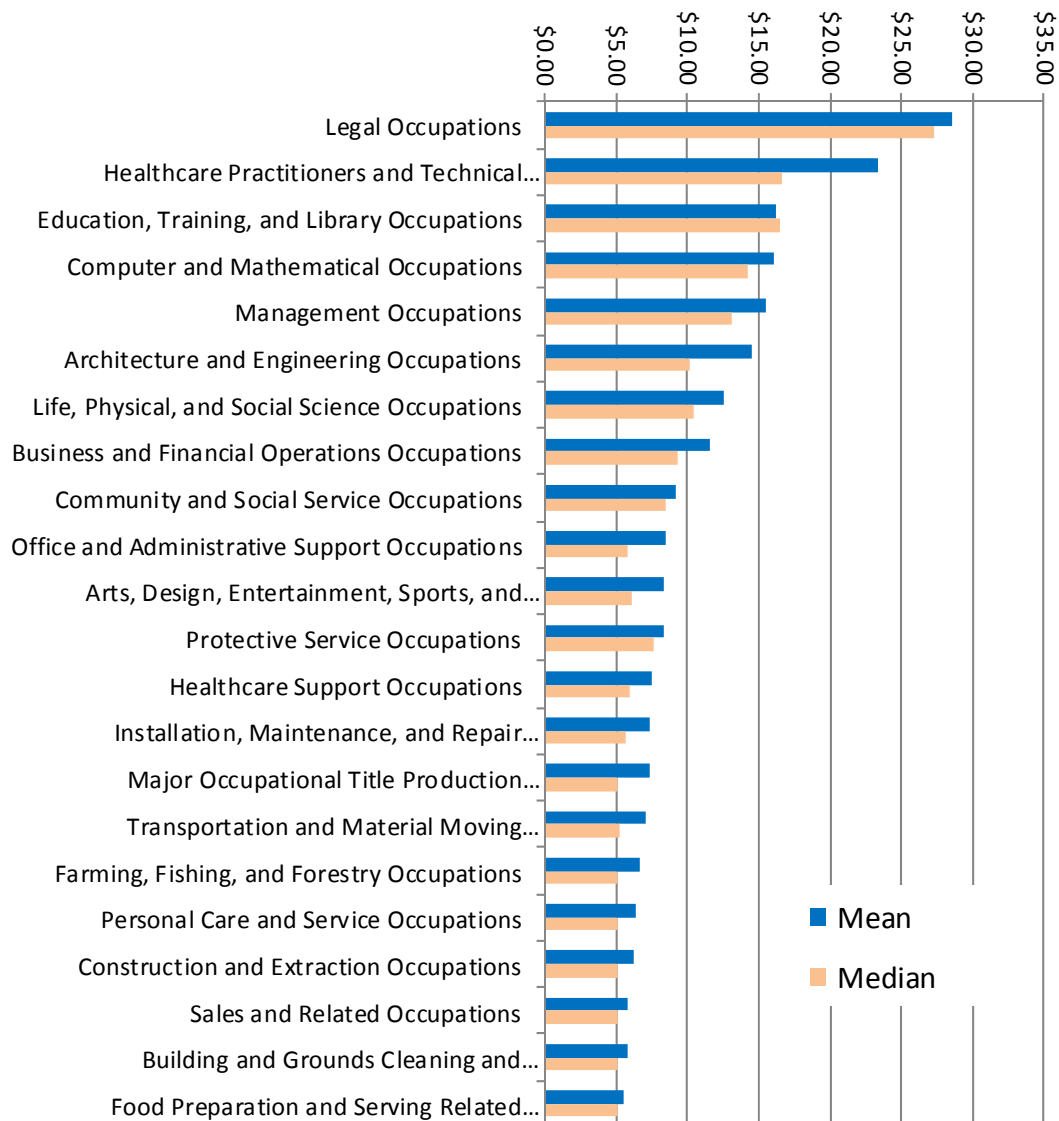


Table 12 Hourly Wage Rate by Major Occupation Titles

SOC Major Group	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
	N	Mean	Median	Mean	Median
Management Occupations	1,540	\$15.55	\$13.07	\$13.99	\$12.09
Business and Financial Operations Occupations	645	\$11.56	\$9.30	\$10.39	\$8.51
Computer and Mathematical Occupations	103	\$16.11	\$14.18	\$13.78	\$12.56
Architecture and Engineering Occupations	130	\$14.48	\$10.13	\$12.52	\$9.19
Life, Physical, and Social Science Occupations	127	\$12.58	\$10.50	\$11.55	\$9.73
Community and Social Service Occupations	370	\$9.12	\$8.40	\$8.25	\$7.36
Legal Occupations	108	\$28.59	\$27.31	\$26.25	\$24.83
Education, Training, and Library Occupations	990	\$16.18	\$16.43	\$14.24	\$14.89
Arts, Design, Entertainment, Sports, and Media Occupations	257	\$8.36	\$6.09	\$7.71	\$5.80
Healthcare Practitioners and Technical Occupations	404	\$23.41	\$16.68	\$21.54	\$15.27
Healthcare Support Occupations	178	\$7.52	\$5.94	\$7.09	\$5.72
Protective Service Occupations	917	\$8.27	\$7.56	\$7.79	\$6.92
Food Preparation and Serving Related Occupations	1,172	\$5.58	\$5.05	\$5.39	\$5.05
Building and Grounds Cleaning and Maintenance Occupations	737	\$5.79	\$5.05	\$5.55	\$5.05
Personal Care and Service Occupations	465	\$6.42	\$5.09	\$6.03	\$5.05
Sales and Related Occupations	899	\$5.80	\$5.05	\$5.54	\$5.05
Office and Administrative Support Occupations	2,239	\$8.45	\$5.82	\$7.61	\$5.31
Farming, Fishing, and Forestry Occupations	135	\$6.58	\$5.05	\$6.15	\$5.05
Construction and Extraction Occupations	772	\$6.21	\$5.05	\$5.93	\$5.05
Installation, Maintenance, and Repair Occupations	977	\$7.38	\$5.67	\$6.59	\$5.25
Major Occupational Title Production Occupations	580	\$7.27	\$5.15	\$6.46	\$5.05
Transportation and Material Moving Occupations	657	\$7.11	\$5.25	\$6.70	\$5.05
Total	14,402	\$9.67	\$6.00	\$8.82	\$5.50

HOURLY WAGE RATE BY SOC DETAILED OCCUPATION TITLES

The 14,450 employees in the CNMI captured in the Study covered 523 different occupation titles at the SOC Detailed Occupation Titles, six-digit level: 516 were in Saipan; 146 were in Tinian; and 142 were in Rota. These 523 occupations and their hourly wage rates are profiled in Table 13 below. The occupations are listed in alphabetical order, including the appropriate SOC code, for each title. (Note that when N, the number of employees, is less 5 only the mean wage rate is shown while N and median are suppressed and denoted by “**” for non-disclosure reason.)

Table 13 Hourly Wage Rates by SOC Detailed Occupation Titles

SOC Detailed	SOC Six-Digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Accountants and Auditors	132011	388	\$10.42	\$7.89	\$9.49	\$7.50
Administrative Law Judges, Adjudicators, and Hearing Officers	231021	**	\$26.13	**	\$23.92	**
Administrative Services Managers	113011	179	\$15.73	\$15.13	\$13.99	\$13.85
Adult Basic and Secondary Education and Literacy Teachers and Instructors	253011	53	\$12.40	\$11.14	\$10.89	\$9.28
Advertising and Promotions Managers	112011	41	\$8.97	\$8.13	\$8.70	\$7.75
Advertising Sales Agents	413011	8	\$7.58	\$6.37	\$7.55	\$6.30
Aerospace Engineers	172011	**	\$9.34	**	\$9.00	**
Agricultural and Food Science Technicians	194011	**	\$8.41	**	\$7.39	**
Agricultural Engineers	172021	**	\$19.31	**	\$17.68	**
Agricultural Inspectors	452011	17	\$9.20	\$8.75	\$8.45	\$8.01
Agricultural Workers, All Other	452099	13	\$7.23	\$7.58	\$6.77	\$7.25
Air Traffic Controllers	532021	10	\$9.21	\$9.27	\$9.20	\$9.27
Aircraft Cargo Handling Supervisors	531011	10	\$12.67	\$12.40	\$11.35	\$10.13
Aircraft Mechanics and Service Technicians	493011	36	\$9.40	\$6.57	\$8.93	\$5.78
Airline Pilots, Copilots, and Flight Engineers	532011	13	\$11.80	\$9.58	\$10.97	\$8.65
Amusement and Recreation Attendants	393091	48	\$5.20	\$5.05	\$5.08	\$5.05
Animal Control Workers	339011	12	\$10.08	\$8.99	\$9.22	\$8.23
Animal Trainers	392011	7	\$9.80	\$10.12	\$8.98	\$9.27
Anthropologists and Archeologists	193091	**	\$13.66	**	\$12.85	**
Appraisers and Assessors of Real Estate	132021	**	\$9.12	**	\$8.24	**
Architects, Except Landscape and Naval	171011	**	\$6.38	**	\$6.38	**
Architectural and Civil Drafters	173011	17	\$11.02	\$9.08	\$10.29	\$8.00
Architectural and Engineering Managers	119041	11	\$18.77	\$13.83	\$17.78	\$13.83
Archivists	254011	**	\$18.96	**	\$16.63	**
Art Directors	271011	5	\$15.13	\$11.29	\$12.81	\$10.34
Art, Drama, and Music Teachers, Postsecondary	251121	**	\$15.02	**	\$14.14	**
Artists and Related Workers, All Other	271019	5	\$5.02	\$4.69	\$4.83	\$4.69

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Assemblers and Fabricators, All Other	512099	8	\$5.31	\$5.05	\$5.05	\$5.05
Audio and Video Equipment Technicians	274011	**	\$6.00	**	\$6.00	**
Audiologists	291181	**	\$26.77	**	\$22.60	**
Automotive and Watercraft Service Attendants	536031	86	\$5.05	\$5.05	\$5.05	\$5.05
Automotive Body and Related Repairers	493021	41	\$5.70	\$5.05	\$5.37	\$5.05
Automotive Glass Installers and Repairers	493022	**	\$5.50	**	\$5.50	**
Automotive Service Technicians and Mechanics	493023	99	\$6.97	\$5.88	\$6.45	\$5.40
Avionics Technicians	492091	**	\$15.00	**	\$15.00	**
Baggage Porters and Bellhops	396011	18	\$5.83	\$5.53	\$5.28	\$5.15
Bailiffs	333011	**	\$16.54	**	\$15.14	**
Bakers	513011	71	\$5.22	\$5.05	\$5.14	\$5.05
Barbers	395011	10	\$5.05	\$5.05	\$5.05	\$5.05
Bartenders	353011	22	\$5.22	\$5.05	\$5.14	\$5.05
Bill and Account Collectors	433011	19	\$8.41	\$6.00	\$7.38	\$5.75
Billing and Posting Clerks	433021	12	\$11.24	\$11.31	\$8.99	\$8.29
Biological Technicians	194021	**	\$6.05	**	\$5.05	**
Biomedical Engineers	172031	**	\$16.41	**	\$12.13	**
Boilermakers	472011	**	\$5.37	**	\$5.37	**
Bookkeeping, Accounting, and Auditing Clerks	433031	109	\$8.11	\$6.42	\$7.14	\$5.85
Brick-masons and Block-masons	472021	23	\$5.43	\$5.05	\$5.16	\$5.05
Broadcast News Analysts	273021	8	\$6.10	\$6.10	\$6.10	\$6.10
Broadcast Technicians	274012	**	\$5.59	**	\$5.59	**
Budget Analysts	132031	22	\$17.19	\$17.07	\$15.11	\$15.63
Building Cleaning Workers, All Other	372019	**	\$5.05	**	\$5.05	**
Bus and Truck Mechanics and Diesel Engine Specialists	493031	21	\$6.16	\$5.83	\$5.90	\$5.75
Bus Drivers, School or Special Client	533022	34	\$9.35	\$9.05	\$7.91	\$8.01
Bus Drivers, Transit and Intercity	533021	18	\$5.40	\$5.20	\$5.13	\$5.05
Business Operations Specialists, All Other	131199	11	\$13.23	\$13.07	\$11.86	\$11.97
Butchers and Meat Cutters	513021	29	\$5.29	\$5.05	\$5.27	\$5.05
Camera and Photographic Equipment Repairers	499061	**	\$5.05	**	\$5.05	**
Camera Operators, Television, Video, and Motion Picture	274031	8	\$5.53	\$5.53	\$5.53	\$5.53
Captains, Mates, and Pilots of Water Vessels	535021	46	\$13.27	\$15.00	\$12.78	\$15.00
Cargo and Freight Agents	435011	51	\$5.95	\$5.35	\$5.61	\$5.35
Carpenters	472031	153	\$5.26	\$5.05	\$5.15	\$5.05
Carpet Installers	472041	**	\$5.05	**	\$5.05	**
Cartographers and Photogrammetrists	171021	**	\$9.95	**	\$9.93	**
Cashiers	412011	404	\$5.25	\$5.05	\$5.15	\$5.05

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Cement Masons and Concrete Finishers	472051	92	\$5.19	\$5.05	\$5.12	\$5.05
Chefs and Head Cooks	351011	125	\$7.38	\$5.98	\$7.01	\$5.45
Chemists	192031	**	\$8.00	**	\$8.00	**
Chief Executives	111011	59	\$29.30	\$24.54	\$26.16	\$23.08
Child, Family, and School Social Workers	211021	18	\$8.83	\$8.60	\$7.66	\$7.07
Childcare Workers	399011	28	\$5.37	\$5.05	\$4.99	\$5.05
Choreographers	272032	**	\$8.21	**	\$5.05	**
Civil Engineering Technicians	173022	**	\$10.92	**	\$9.56	**
Civil Engineers	172051	30	\$16.44	\$11.91	\$14.11	\$11.32
Claims Adjusters, Examiners, and Investigators	131031	6	\$14.75	\$13.72	\$13.50	\$12.56
Cleaners of Vehicles and Equipment	537061	26	\$5.04	\$5.05	\$5.03	\$5.05
Clergy	212011	18	\$10.54	\$9.01	\$8.29	\$6.79
Coin, Vending, and Amusement Machine Servicers and Repairers	499091	9	\$5.32	\$5.05	\$5.32	\$5.05
Combined Food Preparation and Serving Workers, Including Fast Food	353021	5	\$5.08	\$5.05	\$5.05	\$5.05
Commercial Divers	499092	49	\$7.06	\$7.43	\$6.51	\$5.63
Communications Equipment Operators, All Other	432099	**	\$8.24	**	\$7.55	**
Communications Teachers, Postsecondary	251122	**	\$9.87	**	\$7.93	**
Community and Social Service Specialists, All Other	211099	9	\$13.03	\$11.16	\$11.70	\$10.21
Community Health Workers	211094	20	\$9.81	\$9.45	\$9.10	\$8.65
Compensation and Benefits Managers	113111	**	\$45.75	**	\$23.69	**
Compensation, Benefits, and Job Analysis Specialists	131141	20	\$15.48	\$14.64	\$12.78	\$12.98
Compliance Officers	131041	41	\$11.57	\$9.45	\$10.51	\$8.65
Computer and Information Systems Managers	113021	8	\$22.28	\$17.88	\$18.86	\$16.60
Computer Hardware Engineers	172061	**	\$9.25	**	\$8.75	**
Computer Network Architects	151143	**	\$30.81	**	\$22.83	**
Computer Network Support Specialists	151152	10	\$16.26	\$17.31	\$13.94	\$13.58
Computer Occupations, All Other	151199	9	\$14.88	\$14.18	\$13.62	\$12.98
Computer Operators	439011	19	\$12.45	\$10.50	\$11.18	\$9.62
Computer Programmers	151131	16	\$8.48	\$6.23	\$8.10	\$6.13
Computer Science Teachers, Postsecondary	251021	**	\$23.15	**	\$20.61	**
Computer Systems Analysts	151121	5	\$13.89	\$11.50	\$11.55	\$9.00
Computer User Support Specialists	151151	16	\$9.82	\$7.43	\$8.21	\$6.50
Computer, Automated Teller, and Office Machine Repairers	492011	6	\$6.11	\$5.18	\$6.11	\$5.18
Concierges	396012	33	\$4.59	\$5.05	\$4.59	\$5.05
Conservation Scientists	191031	7	\$7.40	\$6.85	\$6.78	\$6.28
Construction and Building Inspectors	474011	12	\$11.85	\$11.31	\$10.42	\$10.21
Construction and Related Workers, All Other	474099	**	\$5.12	**	\$5.12	**

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Construction Laborers	472061	54	\$5.14	\$5.05	\$5.09	\$5.05
Construction Managers	119021	34	\$14.68	\$11.92	\$12.81	\$9.39
Control and Valve Installers and Repairers, Except Mechanical Door	499012	8	\$5.86	\$6.03	\$5.78	\$6.03
Cooks, All Other	352019	62	\$5.26	\$5.05	\$5.02	\$5.05
Cooks, Fast Food	352011	35	\$5.15	\$5.05	\$5.08	\$5.05
Cooks, Institution and Cafeteria	352012	19	\$7.94	\$7.55	\$7.10	\$6.82
Cooks, Restaurant	352014	256	\$5.24	\$5.05	\$5.12	\$5.05
Cooks, Short Order	352015	11	\$5.42	\$5.05	\$5.14	\$5.05
Cooling and Freezing Equipment Operators and Tenders	519193	**	\$5.40	**	\$5.40	**
Correctional Officers and Jailers	333012	65	\$8.50	\$8.75	\$7.78	\$8.01
Cost Estimators	131051	5	\$6.32	\$6.25	\$6.32	\$6.25
Counter and Rental Clerks	412021	32	\$6.08	\$5.05	\$5.52	\$5.05
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	353022	8	\$4.86	\$5.05	\$4.86	\$5.05
Couriers and Messengers	435021	12	\$7.38	\$5.45	\$6.95	\$5.25
Court Reporters	232091	**	\$16.68	**	\$15.27	**
Court, Municipal, and License Clerks	434031	33	\$12.16	\$10.76	\$11.16	\$9.85
Craft Artists	271012	**	\$5.05	**	\$5.05	**
Crane and Tower Operators	537021	**	\$8.22	**	\$6.98	**
Credit Analysts	132041	**	\$6.11	**	\$5.05	**
Credit Authorizers, Checkers, and Clerks	434041	**	\$9.42	**	\$9.42	**
Credit Counselors	132071	**	\$14.96	**	\$13.12	**
Criminal Justice and Law Enforcement Teachers, Postsecondary	251111	**	\$28.10	**	\$24.68	**
Crossing Guards	339091	5	\$8.75	\$9.15	\$7.50	\$7.63
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	519021	**	\$5.05	**	\$5.05	**
Customer Service Representatives	434051	148	\$11.17	\$8.44	\$8.79	\$6.71
Dancers	272031	40	\$6.42	\$5.67	\$5.34	\$5.05
Data Entry Keyers	439021	11	\$8.36	\$8.00	\$7.81	\$8.00
Database Administrators	151141	**	\$19.78	**	\$17.21	**
Demonstrators and Product Promoters	419011	**	\$6.28	**	\$5.05	**
Dental Assistants	319091	14	\$9.27	\$9.75	\$8.82	\$9.61
Dental Hygienists	292021	5	\$13.30	\$15.88	\$12.42	\$14.54
Dental Laboratory Technicians	519081	**	\$11.74	**	\$10.75	**
Dentists, General	291021	**	\$22.60	**	\$22.60	**
Detectives and Criminal Investigators	333021	53	\$11.28	\$9.64	\$10.33	\$8.83
Diagnostic Medical Sonographers	292032	**	\$18.49	**	\$16.92	**
Dietitians and Nutritionists	291031	7	\$12.79	\$10.77	\$11.88	\$9.86

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Dining Room and Cafeteria Attendants and Bartender Helpers	359011	7	\$5.41	\$5.53	\$5.06	\$5.05
Directors, Religious Activities and Education	212021	**	\$19.59	**	\$18.37	**
Dishwashers	359021	58	\$5.22	\$5.05	\$5.08	\$5.05
Dispatchers, Except Police, Fire, and Ambulance	435032	12	\$7.05	\$5.57	\$6.13	\$5.10
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	419091	**	\$5.05	**	\$5.05	**
Drafters, All Other	173019	5	\$16.69	\$19.18	\$12.38	\$14.81
Dredge Operators	537031	6	\$5.50	\$5.50	\$5.50	\$5.50
Driver/Sales Workers	533031	77	\$5.23	\$5.05	\$5.13	\$5.05
Earth Drillers, Except Oil and Gas	475021	**	\$6.29	**	\$5.35	**
Economists	193011	**	\$15.65	**	\$14.32	**
Editors	273041	**	\$10.97	**	\$10.50	**
Education Administrators, All Other	119039	12	\$22.83	\$15.62	\$18.86	\$13.55
Education Administrators, Elementary and Secondary School	119032	44	\$27.39	\$27.91	\$22.96	\$22.88
Education Administrators, Postsecondary	119033	21	\$24.38	\$26.01	\$21.93	\$23.73
Education Administrators, Preschool and Childcare Center/Program	119031	10	\$13.12	\$11.93	\$12.08	\$11.39
Education Teachers, Postsecondary	251081	22	\$19.65	\$19.36	\$17.21	\$17.02
Educational, Guidance, School, and Vocational Counselors	211012	107	\$6.19	\$1.00	\$5.59	\$1.00
Electric Motor, Power Tool, and Related Repairers	492092	**	\$6.24	**	\$5.35	**
Electrical and Electronics Engineering Technicians	173023	8	\$10.21	\$6.61	\$8.87	\$6.13
Electrical and Electronics Installers and Repairers, Transportation Equipment	492093	**	\$6.14	**	\$5.90	**
Electrical and Electronics Repairers, Commercial and Industrial Equipment	492094	**	\$5.05	**	\$5.05	**
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	492095	**	\$5.76	**	\$5.35	**
Electrical Engineers	172071	12	\$18.11	\$18.90	\$15.83	\$17.81
Electrical Power-Line Installers and Repairers	499051	83	\$9.76	\$6.25	\$7.35	\$5.31
Electricians	472111	99	\$6.68	\$5.25	\$6.10	\$5.05
Electro-Mechanical Technicians	173024	**	\$7.94	**	\$7.00	**
Electronic Equipment Installers and Repairers, Motor Vehicles	492096	**	\$5.05	**	\$5.05	**
Electronic Home Entertainment Equipment Installers and Repairers	492097	9	\$6.02	\$5.05	\$5.55	\$5.05
Electronics Engineers, Except Computer	172072	**	\$44.37	**	\$33.52	**
Elementary School Teachers, Except Special Education	252021	25	\$9.78	\$8.80	\$7.28	\$5.60
Elevator Installers and Repairers	474021	14	\$6.71	\$5.13	\$6.32	\$5.13
Eligibility Interviewers, Government Programs	434061	33	\$10.27	\$9.76	\$9.48	\$8.94
Emergency Management Directors	119161	**	\$19.13	**	\$17.07	**
Emergency Medical Technicians and Paramedics	292041	**	\$14.51	**	\$13.28	**

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Engine and Other Machine Assemblers	512031	**	\$6.28	**	\$6.28	**
Engineering Technicians, Except Drafters, All Other	173029	**	\$10.50	**	\$9.62	**
Engineers, All Other	172199	**	\$16.58	**	\$13.00	**
English Language and Literature Teachers, Postsecondary	251123	5	\$18.89	\$20.94	\$17.69	\$19.97
Entertainers and Performers, Sports and Related Workers, All Other	272099	13	\$12.62	\$7.50	\$12.62	\$7.50
Entertainment Attendants and Related Workers, All Other	393099	**	\$5.05	**	\$5.05	**
Environmental Engineers	172081	**	\$18.82	**	\$16.70	**
Environmental Science and Protection Technicians, Including Health	194091	40	\$10.53	\$8.35	\$9.82	\$7.85
Environmental Scientists and Specialists, Including Health	192041	19	\$11.84	\$11.16	\$10.84	\$10.21
Epidemiologists	191041	**	\$23.63	**	\$21.64	**
Etchers and Engravers	519194	**	\$5.05	**	\$5.05	**
Excavating and Loading Machine and Dragline Operators	537032	31	\$5.54	\$5.05	\$5.24	\$5.05
Executive Secretaries and Executive Administrative Assistants	436011	186	\$11.03	\$9.45	\$9.98	\$8.65
Fabric and Apparel Patternmakers	516092	**	\$5.21	**	\$5.05	**
Family and General Practitioners	291062	**	\$54.17	**	\$54.17	**
Farm and Home Management Advisors	259021	**	\$15.47	**	\$13.57	**
Farm Equipment Mechanics and Service Technicians	493041	**	\$7.29	**	\$6.41	**
Farmers, Ranchers, and Other Agricultural Managers	119013	14	\$8.46	\$7.03	\$7.83	\$6.43
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	452092	46	\$5.48	\$5.05	\$5.09	\$5.05
Farmworkers, Farm, Ranch, and Aqua-cultural Animals	452093	20	\$5.20	\$5.05	\$4.74	\$5.05
Fashion Designers	271022	**	\$4.65	**	\$4.65	**
Fiberglass Laminators and Fabricators	512091	**	\$5.36	**	\$5.05	**
File Clerks	434071	**	\$7.71	**	\$6.64	**
Film and Video Editors	274032	**	\$5.81	**	\$5.34	**
Financial Analysts	132051	7	\$19.91	\$22.35	\$17.93	\$19.49
Financial Clerks, All Other	433099	**	\$5.73	**	\$5.25	**
Financial Examiners	132061	**	\$11.29	**	\$10.34	**
Financial Managers	113031	40	\$21.15	\$17.00	\$18.04	\$15.63
Financial Specialists, All Other	132099	**	\$40.10	**	\$38.46	**
Fine Artists, Including Painters, Sculptors, and Illustrators	271013	**	\$5.20	**	\$5.18	**
Firefighters	332011	106	\$11.19	\$8.75	\$10.44	\$8.01
First-Line Supervisors of Construction Trades and Extraction Workers	471011	23	\$7.31	\$6.50	\$7.07	\$6.30
First-Line Supervisors of Correctional Officers	331011	15	\$16.79	\$15.88	\$15.66	\$14.54
First-Line Supervisors of Farming, Fishing, and Forestry Workers	451011	5	\$10.84	\$13.72	\$10.10	\$12.56

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
First-Line Supervisors of Fire Fighting and Prevention Workers	331021	13	\$14.56	\$14.54	\$14.56	\$14.54
First-Line Supervisors of Food Preparation and Serving Workers	351012	68	\$6.40	\$5.88	\$6.16	\$5.40
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	531021	14	\$7.37	\$6.78	\$6.72	\$6.73
First-Line Supervisors of Housekeeping and Janitorial Workers	371011	39	\$8.96	\$7.14	\$8.47	\$6.00
First-Line Supervisors of Landscaping, Lawn Service, and Grounds-keeping Workers	371012	14	\$10.69	\$9.37	\$9.90	\$8.15
First-Line Supervisors of Mechanics, Installers, and Repairers	491011	27	\$11.33	\$9.09	\$9.65	\$8.54
First-Line Supervisors of Non-Retail Sales Workers	411012	6	\$5.54	\$5.24	\$5.39	\$5.24
First-Line Supervisors of Office and Administrative Support Workers	431011	78	\$16.84	\$15.89	\$14.22	\$13.68
First-Line Supervisors of Personal Service Workers	391021	5	\$10.71	\$12.09	\$10.59	\$12.09
First-Line Supervisors of Police and Detectives	331012	35	\$15.87	\$16.03	\$14.71	\$15.27
First-Line Supervisors of Production and Operating Workers	511011	32	\$18.64	\$19.34	\$14.19	\$14.88
First-Line Supervisors of Protective Service Workers, All Other	331099	16	\$9.62	\$8.39	\$8.34	\$7.00
First-Line Supervisors of Retail Sales Workers	411011	90	\$6.33	\$5.76	\$6.24	\$5.53
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	531031	17	\$11.97	\$9.89	\$10.12	\$7.90
Fishers and Related Fishing Workers	453011	26	\$5.08	\$5.05	\$5.05	\$5.05
Floral Designers	271023	7	\$5.25	\$5.05	\$5.07	\$5.05
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	513091	**	\$5.05	**	\$5.05	**
Food Batch-makers	513092	9	\$5.09	\$5.05	\$5.05	\$5.05
Food Preparation and Serving Related Workers, All Other	359099	20	\$5.68	\$5.53	\$5.17	\$5.05
Food Preparation Workers	352021	69	\$5.30	\$5.13	\$5.12	\$5.05
Food Processing Workers, All Other	513099	**	\$5.05	**	\$5.05	**
Food Servers, Non-restaurant	353041	26	\$5.05	\$5.05	\$5.05	\$5.05
Food Service Managers	119051	13	\$9.13	\$7.23	\$7.37	\$7.15
Foreign Language and Literature Teachers, Postsecondary	251124	6	\$18.71	\$21.38	\$18.02	\$20.38
Forest and Conservation Technicians	194093	7	\$8.12	\$7.20	\$7.44	\$6.59
Forest and Conservation Workers	454011	8	\$12.01	\$12.16	\$11.00	\$11.13
Foresters	191032	**	\$14.58	**	\$13.34	**
Gaming Cage Workers	433041	7	\$5.66	\$5.63	\$5.18	\$5.15
Gaming Change Persons and Booth Cashiers	412012	47	\$5.09	\$5.05	\$5.02	\$5.05
Gaming Dealers	393011	70	\$5.81	\$5.63	\$5.36	\$5.15
Gaming Managers	119071	9	\$17.03	\$15.10	\$15.91	\$13.46
Gaming Service Workers, All Other	393019	**	\$5.05	**	\$5.05	**
Gaming Supervisors	391011	32	\$10.55	\$7.79	\$9.10	\$6.15

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Gas Compressor and Gas Pumping Station Operators	537071	9	\$6.02	\$6.37	\$5.17	\$5.15
General and Operations Managers	111021	513	\$14.21	\$10.42	\$12.96	\$9.62
Geological and Petroleum Technicians	194041	**	\$14.61	**	\$11.36	**
Glaziers	472121	8	\$6.45	\$5.50	\$6.28	\$5.50
Graphic Designers	271024	23	\$6.56	\$5.99	\$5.71	\$5.05
Grounds Maintenance Workers, All Other	373019	**	\$5.25	**	\$5.03	**
Hairdressers, Hairstylists, and Cosmetologists	395012	99	\$5.21	\$5.05	\$5.06	\$5.05
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	172111	**	\$7.93	**	\$7.47	**
Health Diagnosing and Treating Practitioners, All Other	291199	**	\$25.77	**	\$25.00	**
Health Educators	211091	**	\$10.79	**	\$9.65	**
Health Technologists and Technicians, All Other	292099	8	\$14.62	\$13.95	\$13.56	\$12.77
Healthcare Practitioners and Technical Workers, All Other	299099	**	\$15.10	**	\$14.04	**
Healthcare Social Workers	211022	6	\$15.91	\$17.66	\$14.88	\$17.03
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	499021	65	\$6.08	\$5.10	\$5.73	\$5.05
Heavy and Tractor-Trailer Truck Drivers	533032	69	\$6.10	\$5.85	\$5.82	\$5.50
Helpers Brick-masons, Block-masons, Stonemasons, and Tile and Marble Setters	533032	35	\$5.05	\$5.05	\$5.05	\$5.05
Helpers Carpenters	533032	**	\$5.05	**	\$5.05	**
Helpers Electricians	533032	**	\$10.27	**	\$7.24	**
Helpers, Construction Trades, All Other	473019	53	\$10.15	\$10.63	\$9.32	\$9.73
Helpers-Extraction Workers	475081	**	\$5.99	**	\$5.05	**
Helpers-Installation, Maintenance, and Repair Workers	499098	56	\$9.23	\$8.56	\$7.52	\$6.64
Helpers-Painters, Paperhangers, Plasterers, and Stucco Masons	473014	**	\$5.05	**	\$5.05	**
Helpers-Production Workers	519198	47	\$5.42	\$5.05	\$5.12	\$5.05
Highway Maintenance Workers	474051	**	\$11.46	**	\$10.49	**
History Teachers, Postsecondary	251125	**	\$9.84	**	\$7.36	**
Hoist and Winch Operators	537041	**	\$9.20	**	\$7.20	**
Home Appliance Repairers	499031	**	\$7.43	**	\$7.43	**
Home Health Aides	311011	6	\$8.36	\$9.13	\$7.06	\$7.46
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	359031	**	\$5.20	**	\$5.20	**
Hotel, Motel, and Resort Desk Clerks	434081	33	\$5.72	\$5.05	\$5.65	\$5.05
Human Resources Assistants, Except Payroll and Timekeeping	434161	25	\$10.60	\$8.34	\$9.45	\$8.00
Human Resources Managers	113121	18	\$17.25	\$14.96	\$15.32	\$13.75
Human Resources Specialists	131071	15	\$12.40	\$13.68	\$11.31	\$12.35
Industrial Machinery Mechanics	499041	8	\$7.18	\$7.00	\$6.80	\$6.75
Industrial Production Managers	113051	11	\$16.87	\$15.75	\$14.57	\$14.42

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Industrial Truck and Tractor Operators	537051	6	\$6.72	\$5.75	\$6.62	\$5.75
Information and Record Clerks, All Other	434199	30	\$8.46	\$7.55	\$7.78	\$6.91
Information Security Analysts	151122	**	\$25.15	**	\$18.90	**
Inspectors, Testers, Sorters, Samplers, and Weighers	519061	11	\$16.70	\$17.73	\$11.87	\$12.67
Installation, Maintenance, and Repair Workers, All Other	499099	25	\$5.56	\$5.50	\$5.49	\$5.35
Instructional Coordinators	259031	37	\$20.59	\$20.54	\$18.11	\$18.03
Insurance Claims and Policy Processing Clerks	439041	8	\$10.97	\$10.00	\$8.62	\$7.63
Insurance Sales Agents	413021	7	\$5.11	\$5.05	\$5.11	\$5.05
Insurance Underwriters	132053	6	\$8.60	\$7.85	\$8.21	\$7.46
Interior Designers	271025	**	\$7.33	**	\$6.70	**
Internists, General	291063	**	\$46.69	**	\$45.00	**
Interpreters and Translators	273091	12	\$8.16	\$7.39	\$7.62	\$7.14
Interviewers, Except Eligibility and Loan	434111	33	\$14.45	\$16.38	\$13.71	\$15.00
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	372011	367	\$5.59	\$5.05	\$5.40	\$5.05
Jewelers and Precious Stone and Metal Workers	519071	18	\$5.38	\$5.08	\$5.05	\$5.05
Judges, Magistrate Judges, and Magistrates	231023	7	\$63.38	\$63.02	\$58.72	\$57.69
Judicial Law Clerks	231012	13	\$25.50	\$26.26	\$23.34	\$24.04
Kindergarten Teachers, Except Special Education	252012	9	\$10.30	\$8.80	\$8.25	\$5.38
Labor Relations Specialists	131075	13	\$11.15	\$11.29	\$10.20	\$10.34
Laborers and Freight, Stock, and Material Movers, Hand	537062	30	\$5.33	\$5.05	\$5.33	\$5.05
Landscaping and Grounds-keeping Workers	373011	122	\$5.54	\$5.05	\$5.30	\$5.05
Laundry and Dry-Cleaning Workers	516011	28	\$5.35	\$5.13	\$5.11	\$5.05
Lawyers	231011	49	\$33.05	\$31.51	\$30.34	\$28.85
Layout Workers, Metal and Plastic	514192	**	\$10.04	**	\$5.55	**
Legal Secretaries	436012	16	\$9.99	\$7.99	\$9.07	\$7.99
Legal Support Workers, All Other	232099	12	\$18.97	\$17.49	\$17.55	\$16.83
Legislators	111031	29	\$19.01	\$18.89	\$18.89	\$18.89
Librarians	254021	**	\$16.32	**	\$14.94	**
Library Assistants, Clerical	434121	7	\$6.98	\$6.17	\$6.42	\$5.90
Library Technicians	254031	16	\$10.97	\$9.41	\$9.87	\$8.94
Licensed Practical and Licensed Vocational Nurses	292061	35	\$12.76	\$13.07	\$11.65	\$11.97
Life, Physical, and Social Science Technicians, All Other	194099	9	\$18.27	\$19.31	\$16.42	\$17.68
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	339092	23	\$5.27	\$5.05	\$5.11	\$5.05
Light Truck or Delivery Services Drivers	533033	26	\$5.52	\$5.37	\$5.25	\$5.05
Loan Interviewers and Clerks	434131	**	\$6.72	**	\$6.72	**
Loan Officers	132072	9	\$21.93	\$17.03	\$17.67	\$14.92

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Lodging Managers	119081	12	\$14.76	\$10.64	\$14.21	\$10.64
Logisticians	131081	**	\$5.25	**	\$5.05	**
Machinists	514041	26	\$5.94	\$5.42	\$5.46	\$5.05
Maids and Housekeeping Cleaners	372012	181	\$5.28	\$5.05	\$5.06	\$5.05
Mail Clerks and Mail Machine Operators, Except Postal Service	439051	**	\$13.13	**	\$12.02	**
Maintenance and Repair Workers, General	499071	291	\$6.13	\$5.15	\$5.73	\$5.05
Maintenance Workers, Machinery	499043	**	\$13.19	**	\$9.44	**
Management Analysts	131111	23	\$16.19	\$16.62	\$14.01	\$13.85
Managers, All Other	119199	166	\$14.41	\$13.16	\$12.84	\$12.00
Manicurists and Pedicurists	395092	5	\$4.95	\$5.05	\$4.79	\$5.05
Marine Engineers and Naval Architects	172121	9	\$19.57	\$14.54	\$17.32	\$9.48
Market Research Analysts and Marketing Specialists	131161	16	\$14.01	\$10.82	\$12.37	\$10.68
Marketing Managers	112021	56	\$10.57	\$8.72	\$9.47	\$7.38
Massage Therapists	319011	82	\$5.29	\$5.05	\$5.21	\$5.05
Material Moving Workers, All Other	537199	**	\$4.06	**	\$4.06	**
Mathematical Science Teachers, Postsecondary	251022	**	\$24.58	**	\$22.48	**
Meat, Poultry, and Fish Cutters and Trimmers	513022	**	\$5.78	**	\$5.78	**
Mechanical Door Repairers	499011	**	\$6.45	**	\$5.05	**
Mechanical Engineering Technicians	173027	**	\$14.39	**	\$12.46	**
Mechanical Engineers	172141	8	\$11.34	\$8.26	\$9.31	\$6.66
Medical and Clinical Laboratory Technicians	292012	17	\$11.63	\$12.45	\$10.62	\$11.40
Medical and Clinical Laboratory Technologists	292011	8	\$17.55	\$18.79	\$16.46	\$17.65
Medical and Health Services Managers	119111	34	\$19.50	\$21.17	\$17.86	\$19.38
Medical Assistants	319092	18	\$10.07	\$9.10	\$9.23	\$8.65
Medical Equipment Preparers	319093	5	\$18.48	\$16.68	\$16.92	\$15.27
Medical Equipment Repairers	499062	**	\$11.68	**	\$8.52	**
Medical Records and Health Information Technicians	292071	20	\$7.93	\$7.53	\$7.32	\$6.96
Medical Transcriptionists	319094	**	\$15.13	**	\$13.85	**
Meeting, Convention, and Event Planners	131121	8	\$13.37	\$14.07	\$11.09	\$12.00
Mental Health and Substance Abuse Social Workers	211023	10	\$14.57	\$13.92	\$13.34	\$12.74
Mental Health Counselors	211014	**	\$18.93	**	\$17.64	**
Merchandise Displayers and Window Trimmers	271026	14	\$6.38	\$5.38	\$5.60	\$5.10
Meter Readers, Utilities	435041	12	\$9.36	\$8.30	\$7.84	\$7.28
Microbiologists	191022	**	\$8.11	**	\$5.55	**
Middle School Teachers, Except Special and Career/Technical Education	252022	10	\$8.78	\$7.97	\$6.48	\$5.53
Mixing and Blending Machine Setters, Operators, and Tenders	519023	5	\$6.10	\$5.05	\$6.04	\$5.05
Mobile Heavy Equipment Mechanics, Except Engines	493042	45	\$5.87	\$5.25	\$5.67	\$5.05

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Molding, Core-making, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	514072	5	\$5.35	\$5.25	\$5.23	\$5.05
Motor Vehicle Operators, All Other	533099	11	\$6.48	\$6.25	\$5.45	\$5.41
Motorboat Mechanics and Service Technicians	493051	35	\$6.41	\$5.05	\$6.11	\$5.05
Motorboat Operators	535022	15	\$10.87	\$5.05	\$9.77	\$5.05
Motorcycle Mechanics	493052	**	\$5.09	**	\$5.05	**
Museum Technicians and Conservators	254013	7	\$11.24	\$10.12	\$10.29	\$9.27
Musical Instrument Repairers and Tuners	499063	**	\$5.05	**	\$5.05	**
Musicians and Singers	272042	15	\$6.76	\$5.67	\$6.43	\$5.05
Natural Sciences Managers	119121	**	\$14.87	**	\$13.96	**
Network and Computer Systems Administrators	151142	22	\$26.52	\$24.81	\$21.60	\$21.87
Nonfarm Animal Caretakers	392021	**	\$5.05	**	\$5.05	**
Nurse Midwives	291161	5	\$21.70	\$22.06	\$19.87	\$20.19
Nurse Practitioners	291171	9	\$23.03	\$27.31	\$21.03	\$25.00
Nursing Assistants	311014	40	\$8.05	\$8.33	\$7.48	\$7.63
Nursing Instructors and Teachers, Postsecondary	251072	**	\$21.50	**	\$20.52	**
Occupational Health and Safety Specialists	299011	6	\$11.28	\$10.90	\$9.08	\$9.31
Occupational Health and Safety Technicians	299012	**	\$9.08	**	\$7.59	**
Occupational Therapists	291122	8	\$19.64	\$22.12	\$17.86	\$20.87
Occupational Therapy Aides	312012	**	\$9.42	**	\$8.62	**
Office and Administrative Support Workers, All Other	439199	640	\$6.50	\$5.05	\$6.28	\$5.05
Office Clerks, General	439061	85	\$7.70	\$6.05	\$6.75	\$5.60
Office Machine Operators, Except Computer	439071	**	\$6.31	**	\$5.25	**
Operating Engineers and Other Construction Equipment Operators	472073	93	\$6.94	\$5.25	\$6.63	\$5.25
Ophthalmic Laboratory Technicians	519083	11	\$15.55	\$10.58	\$13.13	\$9.00
Optometrists	291041	**	\$72.43	**	\$62.50	**
Order Clerks	434151	**	\$7.66	**	\$6.49	**
Outdoor Power Equipment and Other Small Engine Mechanics	493053	**	\$6.75	**	\$5.36	**
Packaging and Filling Machine Operators and Tenders	519111	17	\$5.24	\$5.25	\$5.17	\$5.05
Packers and Packagers, Hand	537064	14	\$5.05	\$5.05	\$5.05	\$5.05
Painters, Construction and Maintenance	472141	13	\$5.37	\$5.05	\$5.10	\$5.05
Painters, Transportation Equipment	519122	28	\$5.72	\$5.05	\$5.68	\$5.05
Paralegals and Legal Assistants	232011	22	\$16.46	\$13.16	\$14.86	\$13.09
Parking Enforcement Workers	333041	**	\$6.85	**	\$6.28	**
Parking Lot Attendants	536021	8	\$5.24	\$5.24	\$5.05	\$5.05
Parts Salespersons	412022	20	\$6.06	\$5.25	\$5.63	\$5.05
Payroll and Timekeeping Clerks	433051	7	\$6.92	\$6.65	\$6.55	\$6.65
Pediatricians, General	291065	38	\$79.58	\$76.15	\$73.60	\$70.91

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Personal Care Aides	399021	**	\$7.92	**	\$7.48	**
Personal Financial Advisors	132052	**	\$6.88	**	\$6.88	**
Pest Control Workers	372021	7	\$5.45	\$5.05	\$5.41	\$5.05
Pesticide Handlers, Sprayers, and Applicators, Vegetation	373012	**	\$10.83	**	\$5.05	**
Petroleum Engineers	172171	**	\$38.02	**	\$25.96	**
Petroleum Pump System Operators, Refinery Operators, and Gaugers	518093	**	\$5.05	**	\$5.05	**
Pharmacists	291051	9	\$55.64	\$54.62	\$50.92	\$50.00
Pharmacy Technicians	292052	27	\$11.79	\$11.86	\$10.52	\$10.85
Philosophy and Religion Teachers, Postsecondary	251126	5	\$10.11	\$9.91	\$8.17	\$8.51
Phlebotomists	319097	6	\$9.15	\$8.33	\$8.38	\$7.63
Physical Therapist Aides	312022	**	\$15.37	**	\$13.71	**
Physical Therapists	291123	8	\$20.22	\$20.25	\$17.45	\$17.69
Physician Assistants	291071	5	\$35.71	\$36.76	\$32.69	\$33.65
Physicians and Surgeons, All Other	291069	7	\$37.73	\$9.55	\$37.15	\$8.75
Pipe-layers	472151	9	\$5.25	\$5.05	\$5.16	\$5.05
Plasterers and Stucco Masons	472161	5	\$5.43	\$5.05	\$5.14	\$5.05
Plumbers, Pipefitters, and Steamfitters	472152	31	\$5.50	\$5.10	\$5.33	\$5.10
Police and Sheriff's Patrol Officers	333051	169	\$9.92	\$8.75	\$9.24	\$8.01
Postal Service Clerks	435051	**	\$6.30	**	\$5.05	**
Postal Service Mail Carriers	435052	**	\$5.16	**	\$4.70	**
Postsecondary Teachers, All Other	251199	**	\$11.01	**	\$9.43	**
Power Plant Operators	518013	65	\$10.58	\$9.47	\$8.53	\$8.31
Prepress Technicians and Workers	515111	**	\$5.05	**	\$5.05	**
Preschool Teachers, Except Special Education	252011	19	\$6.25	\$5.05	\$6.01	\$5.05
Print Binding and Finishing Workers	515113	**	\$5.05	**	\$5.05	**
Printing Press Operators	515112	19	\$6.25	\$5.71	\$5.09	\$5.05
Probation Officers and Correctional Treatment Specialists	211092	12	\$13.76	\$13.07	\$12.60	\$11.97
Procurement Clerks	433061	23	\$15.62	\$14.87	\$13.33	\$12.81
Producers and Directors	272012	10	\$18.91	\$20.02	\$18.15	\$18.03
Production Workers, All Other	519199	5	\$6.41	\$5.05	\$5.97	\$5.05
Production, Planning, and Expediting Clerks	435061	26	\$9.35	\$7.60	\$8.05	\$6.00
Proofreaders and Copy Markers	439081	**	\$5.07	**	\$5.05	**
Property, Real Estate, and Community Association Managers	119141	14	\$9.03	\$5.68	\$8.57	\$5.34
Protective Service Workers, All Other	339099	12	\$7.54	\$5.98	\$6.92	\$5.50
Psychologists, All Other	193039	**	\$25.78	**	\$22.60	**
Psychology Teachers, Postsecondary	251066	**	\$28.12	**	\$22.60	**

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Public Address System and Other Announcers	273012	**	\$4.50	**	\$4.50	**
Public Relations and Fundraising Managers	112031	7	\$14.63	\$11.55	\$12.78	\$10.58
Public Relations Specialists	273031	24	\$13.25	\$14.30	\$12.12	\$12.93
Pump Operators, Except Wellhead Pumpers	537072	**	\$11.01	**	\$6.25	**
Purchasing Agents, Except Wholesale, Retail, and Farm Products	131023	**	\$6.50	**	\$6.28	**
Purchasing Managers	113061	29	\$13.80	\$9.14	\$12.27	\$7.81
Radio and Television Announcers	273011	22	\$6.75	\$7.35	\$6.31	\$5.80
Radio Operators	274013	17	\$7.95	\$7.63	\$7.54	\$7.63
Railroad Conductors and Yardmasters	534031	11	\$6.26	\$5.44	\$5.66	\$5.17
Receptionists and Information Clerks	434171	54	\$6.37	\$5.53	\$6.12	\$5.05
Recreation and Fitness Studies Teachers, Postsecondary	251193	**	\$20.09	**	\$19.20	**
Recreation Workers	399032	**	\$5.35	**	\$5.11	**
Refuse and Recyclable Material Collectors	537081	10	\$5.12	\$5.05	\$5.12	\$5.05
Registered Nurses	291141	147	\$16.24	\$17.51	\$14.86	\$16.03
Rehabilitation Counselors	211015	8	\$15.64	\$14.15	\$14.16	\$12.95
Reinforcing Iron and Rebar Workers	472171	**	\$5.05	**	\$5.05	**
Religious Workers, All Other	212099	**	\$9.45	**	\$7.27	**
Reporters and Correspondents	273022	7	\$7.80	\$7.54	\$7.77	\$7.50
Reservation and Transportation Ticket Agents and Travel Clerks	434181	36	\$7.59	\$5.81	\$7.37	\$5.35
Residential Advisors	399041	13	\$18.91	\$18.91	\$17.31	\$17.31
Respiratory Therapists	291126	5	\$15.29	\$15.33	\$14.00	\$14.04
Retail Salespersons	412031	159	\$5.79	\$5.05	\$5.57	\$5.05
Sailors and Marine Oilers	535011	27	\$7.88	\$6.03	\$7.72	\$6.03
Sales and Related Workers, All Other	419099	14	\$5.05	\$5.05	\$5.05	\$5.05
Sales Engineers	419031	**	\$21.83	**	\$18.17	**
Sales Managers	112022	78	\$9.24	\$6.00	\$8.72	\$5.75
Sales Representatives, Services, All Other	413099	49	\$6.22	\$5.05	\$5.44	\$5.05
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	414012	26	\$5.41	\$5.05	\$5.13	\$5.05
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	414011	7	\$16.70	\$8.42	\$12.95	\$8.10
Secondary School Teachers, Except Special and Career/Technical Education	252031	12	\$10.07	\$11.33	\$8.71	\$8.92
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	436014	188	\$7.75	\$5.98	\$7.00	\$5.34
Securities, Commodities, and Financial Services Sales Agents	413031	**	\$11.41	**	\$9.74	**
Security and Fire Alarm Systems Installers	492098	**	\$6.16	**	\$5.28	**
Security Guards	339032	383	\$5.12	\$5.05	\$5.03	\$5.05
Septic Tank Servicers and Sewer Pipe Cleaners	474071	**	\$5.05	**	\$5.05	**

SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Sewers, Hand	516051	**	\$5.88	**	\$5.41	**
Sewing Machine Operators	516031	9	\$4.89	\$5.05	\$4.84	\$5.05
Sheet Metal Workers	472211	11	\$5.61	\$5.25	\$5.15	\$5.05
Ship Engineers	535031	**	\$27.37	**	\$18.76	**
Shipping, Receiving, and Traffic Clerks	435071	17	\$5.94	\$5.82	\$5.58	\$5.35
Slot Supervisors	391012	24	\$6.43	\$5.87	\$6.02	\$5.55
Social and Community Service Managers	119151	58	\$15.46	\$15.18	\$14.09	\$13.90
Social and Human Service Assistants	211093	117	\$7.83	\$7.35	\$7.21	\$6.73
Social Science Research Assistants	194061	**	\$12.02	**	\$10.92	**
Social Sciences Teachers, Postsecondary, All Other	251069	**	\$20.92	**	\$19.97	**
Social Workers, All Other	211029	35	\$13.42	\$12.60	\$12.29	\$11.54
Software Developers, Systems Software	151133	**	\$15.94	**	\$15.00	**
Soil and Plant Scientists	191013	**	\$5.05	**	\$5.05	**
Sound Engineering Technicians	274014	**	\$5.13	**	\$5.13	**
Special Education Teachers, All Other	252059	**	\$20.08	**	\$19.20	**
Special Education Teachers, Preschool	252051	**	\$6.48	**	\$6.48	**
Special Education Teachers, Secondary School	252054	**	\$34.62	**	\$28.85	**
Speech-Language Pathologists	291127	**	\$23.59	**	\$22.60	**
Statistical Assistants	439111	**	\$14.24	**	\$13.04	**
Statisticians	152041	14	\$13.97	\$15.06	\$12.87	\$13.49
Stock Clerks and Order Fillers	435081	187	\$5.91	\$5.05	\$5.53	\$5.05
Stonemasons	472022	9	\$5.05	\$5.05	\$5.05	\$5.05
Structural Iron and Steel Workers	472221	13	\$5.27	\$5.25	\$5.27	\$5.25
Structural Metal Fabricators and Fitters	512041	**	\$5.05	**	\$5.05	**
Substance Abuse and Behavioral Disorder Counselors	211011	**	\$8.97	**	\$8.21	**
Surgeons	291067	**	\$70.90	**	\$64.90	**
Surveying and Mapping Technicians	173031	5	\$7.95	\$7.20	\$7.36	\$6.59
Surveyors	171022	7	\$9.75	\$7.30	\$9.20	\$7.00
Switchboard Operators, Including Answering Service	432011	**	\$7.51	**	\$6.10	**
Tailors, Dressmakers, and Custom Sewers	516052	37	\$5.35	\$5.05	\$5.01	\$5.05
Tax Examiners and Collectors, and Revenue Agents	132081	22	\$9.45	\$8.34	\$8.69	\$7.63
Tax Preparers	132082	**	\$21.90	**	\$19.45	**
Taxi Drivers and Chauffeurs	533041	6	\$8.73	\$6.03	\$8.16	\$6.03
Teacher Assistants	259041	8	\$6.59	\$6.25	\$6.23	\$5.64
Teachers and Instructors, All Other	253099	711	\$17.16	\$17.64	\$15.11	\$16.00
Team Assemblers	512092	6	\$6.75	\$6.33	\$6.75	\$6.33
Technical Writers	273042	**	\$26.08	**	\$21.63	**

Table 13 (continued) SOC Detailed Occupation Title	SOC Six-digit Code	Hourly Wage Rate - Including Fringe			Hourly Wage Rate - Excluding Fringe	
		N	Mean	Median	Mean	Median
Telecommunications Equipment Installers and Repairers, Except Line Installers	492022	18	\$21.90	\$25.81	\$16.79	\$20.12
Telecommunications Line Installers and Repairers	499052	9	\$16.29	\$23.19	\$12.57	\$17.82
Telephone Operators	432021	30	\$8.07	\$8.01	\$7.24	\$7.40
Tellers	433071	21	\$14.94	\$16.59	\$9.02	\$9.27
Timing Device Assemblers and Adjusters	512093	**	\$6.72	**	\$6.25	**
Tire Repairers and Changers	493093	6	\$5.05	\$5.05	\$5.05	\$5.05
Title Examiners, Abstractors, and Searchers	232093	**	\$9.00	**	\$9.00	**
Tour Guides and Escorts	397011	48	\$6.73	\$5.31	\$6.33	\$5.05
Training and Development Managers	113131	**	\$16.59	**	\$16.59	**
Training and Development Specialists	131151	6	\$14.59	\$13.61	\$12.90	\$12.92
Transportation Attendants, Except Flight Attendants	536061	9	\$5.10	\$5.05	\$5.05	\$5.05
Transportation Inspectors	536051	9	\$9.09	\$6.96	\$8.70	\$6.55
Transportation Security Screeners	339093	6	\$5.24	\$5.05	\$5.24	\$5.05
Transportation, Storage, and Distribution Managers	113071	11	\$17.65	\$17.76	\$16.55	\$16.83
Travel Agents	413041	22	\$8.04	\$8.22	\$6.77	\$6.35
Travel Guides	397012	12	\$5.81	\$5.05	\$5.78	\$5.05
Upholsterers	516093	9	\$5.14	\$5.05	\$5.04	\$5.05
Urban and Regional Planners	193051	8	\$18.43	\$19.48	\$17.88	\$19.48
Ushers, Lobby Attendants, and Ticket Takers	393031	**	\$5.05	**	\$5.05	**
Veterinarians	291131	**	\$28.85	**	\$28.85	**
Veterinary Assistants and Laboratory Animal Caretakers	319096	**	\$5.05	**	\$5.05	**
Veterinary Technologists and Technicians	292056	**	\$9.98	**	\$6.85	**
Vocational Education Teachers, Postsecondary	251194	10	\$12.16	\$10.39	\$10.84	\$9.13
Waiters and Waitresses	353031	378	\$5.23	\$5.05	\$5.07	\$5.05
Watch Repairers	499064	**	\$5.05	**	\$5.05	**
Water and Wastewater Treatment Plant and System Operators	518031	**	\$8.31	**	\$7.71	**
Web Developers	151134	**	\$11.43	**	\$11.14	**
Welders, Cutters, Solderers, and Brazers	514121	49	\$6.10	\$5.25	\$5.89	\$5.25
Wholesale and Retail Buyers, Except Farm Products	131022	11	\$5.58	\$5.05	\$5.10	\$5.05
Woodworkers, All Other	517099	**	\$6.21	**	\$5.68	**
Word Processors and Typists	439022	6	\$9.85	\$7.93	\$8.90	\$7.26
Zoologists and Wildlife Biologists	191023	12	\$15.46	\$19.54	\$14.15	\$17.88
Total		14,402	\$9.67	\$6.00	\$8.82	\$5.50

FRINGE BENEFITS TYPE AND HOURLY AMOUNT

The Study asked each employer to report the type and amount of fringe benefits provided to employees at the time of the Study. The questionnaire asked the employer to report specifically on employer provided for vacation leave, sick leave, life insurance contribution, health insurance contribution, dental insurance contribution, retirement contribution, food allowance, housing allowance, transportation allowance, and tuition subsidy. The questionnaire also asked employers to specify other type of fringe benefits, in addition to these. Table 14 below summarizes the employers' responses to each of the fringe benefits. The table includes the total number of employees reportedly receiving each of the fringe benefits, the number of employees with amount of the fringe benefit reported and summary statistics mean, median, minimum, maximum, and standard deviation for each of the benefits amount. Note that many employers indicated that they provide fringe benefits but did not report amounts of fringe provided; hence, the large differences between the figures in the two columns--*Number of Employees Reported Receiving Benefits* and *Number of Employees with Reported Benefits Amount*. For example, 7,620 employees received a vacation leave fringe benefit, but only 4,425 amounts were reported.

Table 14 Fringe Benefits Summary Statistics

Fringe Benefit Type	Number of Employees Reported Receiving Benefit	Number of Employees with Reported Benefit Amount	Mean	Median	Min	Max	Std. Deviation
Vacation Leave	7,620	4,425	\$0.64	\$0.44	\$0.01	\$13.75	\$0.67
Sick Leave	7,036	4,120	\$0.64	\$0.44	\$0.01	\$19.70	\$0.92
Life Insurance	2,337	1,420	\$0.20	\$0.15	\$0.01	\$4.90	\$0.20
Health Insurance	2,547	1,283	\$1.18	\$0.99	\$0.01	\$16.23	\$1.07
Dental	828	368	\$0.32	\$0.21	\$0.01	\$17.00	\$0.91
Retirement	4,312	1,722	\$1.65	\$0.74	\$0.01	\$20.48	\$1.93
Food	817	299	\$0.68	\$0.58	\$0.04	\$3.94	\$0.53
Housing	890	665	\$0.99	\$0.63	\$0.04	\$21.25	\$1.27
Transportation	556	350	\$0.86	\$0.63	\$0.02	\$14.04	\$1.25
Tuition	523	66	\$1.34	\$1.44	\$0.12	\$3.13	\$0.48

APPENDICES

There are five appendices to this report. The first four appendices are hourly wage and fringe benefits organized according to the 2010 SOC structure as follows:

1. Detailed Occupation Titles with HWRIF and HWRF and fringe benefits are listed in Appendix A
2. Broad Occupation Titles with HWRIF and HWRF and fringe benefits are listed in Appendix B
3. Minor Group Titles with HWRIF and HWRF and fringe benefits are listed in Appendix C
4. Major Group Titles with HWRIF and HWRF and fringe benefits are listed in Appendix D

The fifth appendix, Appendix E, is a copy of the Study Questionnaire.

In each of the four levels and under each occupation title, descriptive statistics are shown for the following:

- Hourly Wage Rate Including Fringe Benefits
- Hourly Wage Rate Excluding Fringe Benefits
- Hourly Rate of the Fringe Benefits (where appropriate) for
 - Vacation leave
 - Sick leave
 - Life insurance
 - Health
 - Dental
 - Retirement
 - Food allowance
 - Housing
 - Transportation
 - Tuition

Under each of the occupation titles, the following descriptive statistics are shown:

- Mean hourly wage rate (denoted by Mean)
- Minimum hourly wage rate (denoted by Min)
- Maximum hourly wage rate (denoted by Max)
- Count of individuals within each occupation (denoted by N)
- The standard deviation (denoted by *StDev*)

When reading the tables, note the following four symbols (NB, N\$, "--", and "**") and their meaning:

- NB no benefit reported
- N\$ means benefit given, but no amount reported
- means not applicable
- ** means N (the number of individual receiving this benefit) is less than 5 and figures are suppressed for non-disclosure

One important advantage of reporting hourly wage rates in this format—at the four different SOC levels—is that in situations where a specific 6-digit occupation might not have been captured or in situations where an occupation occurs for the first time in the CNMI, the wage statistics at the 5-digit, the 4-digit, or the 2-digit level for that detailed occupation may be used as a proxy.

CHALLENGES AND LIMITATIONS

CHALLENGES

Several factors contributed to the delay in completing the Study as originally planned; all of these challenges were related to the data collection stage of the Study. The notable ones include:

The Data Collection Period for PWWAS Being too Close to that of a Similar Wage Study Conducted by the Saipan Chamber of Commerce (SCC) Because the two projects overlap in purpose, establishments who participated in the SCC data collection, when visited by PWWAS enumerators, pointed out the duplication in the data collection efforts of the two similar projects, and some of these establishments opted out of participating in the PWWAS because of this problem.

CNMI-Only Transitional Worker (CW) Visa Application Rush Many employers were rushing to complete their CW applications to USCIS which were due by November 28, 2011. Many of these businesses opted to set aside completing the PWWAS questionnaire until they were done filing CW applications.

Broadband Survey A survey to collect household data on internet usage in the CNMI was launched at same time period PWWAS started its data collection effort. Some of the same enumerators hired for PWWAS were also hired by the Broadband survey. Because the Broadband questionnaire was smaller and the rate of pay per questionnaire was higher, some of our enumerators were putting in more time into the Broadband survey until data collection effort of that survey was completed.

Enumerators Becoming Inactive Three enumerators from Saipan became inactive leaving only 7 of the original 10 to complete the rest of the data collection in Saipan.

Christmas Holiday Season Holiday seasons are usually not the best time period to conduct data collection. Most businesses (and households) usually put aside data collection activities (which they view as low priority) until after the holidays

are over. To some extent, the holidays affected the data collection progress of the Study.

Incomplete and/or Inaccurate Business Directory Information A large amount of the establishments' directory data provide to Commerce CSD were no longer correct: many phone numbers were no longer the correct ones for current establishments; business locations were no longer correct; some business listed in the List could not be located. The lack of accurate directory information on establishments doing business in the CNMI made it hard, time consuming, and costly to locate establishments for the Study.

LIMITATIONS

The most notable limitations of the Study are due to the fact that not all establishments participated or provided data to the Study, as described earlier. Of the 2,908 total establishments, 598 firms were considered out of scope primarily because of incomplete directory information, 433 establishments could not be found or located by enumerators during the data collection period⁵, 101 establishments were located and contacted but provided no data to the Study, 129 establishments gave to the Study only the total number of employees, but did not report any detailed employee data, and 13 establishments refused to participate. Hence, not all employees in the economy were captured and used in producing the statistics in the Study and the actual total number of employees in the economy could not be completely verified.

Of the possible 21,399⁶ total number of employees in the CNMI economy, data for only 14,450 (or 68%) of them were reported and used in producing the occupation and wage statistics in this Study. While not all employees were covered, it is important to note that the majority (68%) were captured and used in the Study.

Of the possible 21,399 total number of employees, 17,652⁷ were verified by employers. The remaining 3,747 figure is based on administrative records that were not verified by the field work. This figure covers employees falling under establishments which were out-of-scope, could not be located, refused to participate, or did not provide data to the Study for their own various reasons.

The same limitation is also true with each of the fringe benefits included in the Study. Not every employer who provided fringe benefits indicated the amount of the fringe provided, as shown in Table 14. The number of employees with *Health Insurance*, *Dental Insurance*, and *Life Insurance* are understated because they do not include employees in the Government with these benefits. These

⁵ Businesses could not be located for many possible reasons: location information obtained Commerce CSD obtained from Finance were outdated or inadequate; a business may have closed down; a business may have been acquired by another; a business in the List could be an old listing of a business that closed down in prior years.

⁶ The 21,399 total employees in the economy is the best possible number, but it may not be the actual number: it could be lower or higher.

⁷ The 17,652 is the sum of the 14,450 employees with detailed data reported by employers and used in deriving statistics for the Study and the 3,202 employees reported by employers who provide only their total number of employees with no detailed employee data.

benefits are optional for Government employees, but determination could not be made based on the types of data provided.

EXCLUSION

This report does not include the results of the workforce assessment part of the PWWAS. The result of that component of the Study will be made available under a separate cover.