

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**

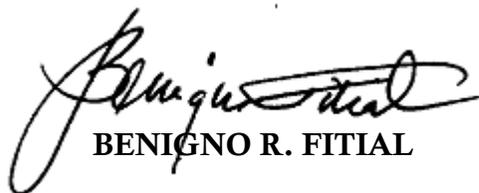
## *Håfa adai, Tirow wáámi*

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 Fitial 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

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# **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 statistics<sup>1</sup>.

### **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.

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<sup>1</sup> 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

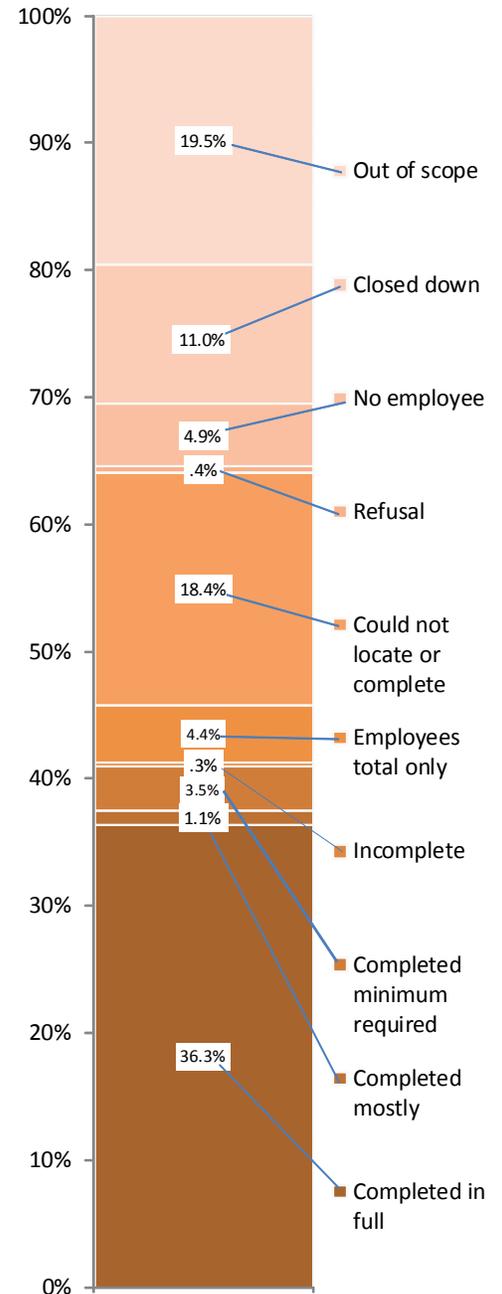
The findings of the Study are presented in the following order:

- 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 list<sup>2</sup> 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 establishments<sup>3</sup> 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**



<sup>2</sup> 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.

<sup>3</sup> 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	<b>Total</b>	<b>2,908</b>	<b>21,399</b>	<b>100.0%</b>	<b>100.0%</b>
	<b>In-Scope</b>	<b>2,340</b>	<b>20,504</b>	<b>80.5%</b>	<b>95.8%</b>
	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%
	<b>Out of scope</b>	<b>568</b>	<b>895</b>	<b>19.5%</b>	<b>4.2%</b>
Saipan	<b>Total</b>	<b>2,719</b>	<b>20,078</b>	<b>100.0%</b>	<b>100.0%</b>
	<b>In-Scope</b>	<b>2,151</b>	<b>19,183</b>	<b>79.1%</b>	<b>95.5%</b>
	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%
	<b>Out of scope</b>	<b>568</b>	<b>895</b>	<b>20.9%</b>	<b>4.5%</b>
Tinian	<b>Total</b>	<b>95</b>	<b>883</b>	<b>100.0%</b>	<b>100.0%</b>
	<b>In-Scope</b>	<b>95</b>	<b>883</b>	<b>100.0%</b>	<b>100.0%</b>
	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%
	<b>Out of scope</b>	<b>-</b>	<b>-</b>	<b>.0%</b>	<b>.0%</b>
Rota	<b>Total</b>	<b>94</b>	<b>438</b>	<b>100.0%</b>	<b>100.0%</b>
	<b>In-Scope</b>	<b>94</b>	<b>438</b>	<b>100.0%</b>	<b>100.0%</b>
	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%
	<b>Out of scope</b>	<b>-</b>	<b>-</b>	<b>.0%</b>	<b>.0%</b>

## ESTABLISHMENTS BY SIZE

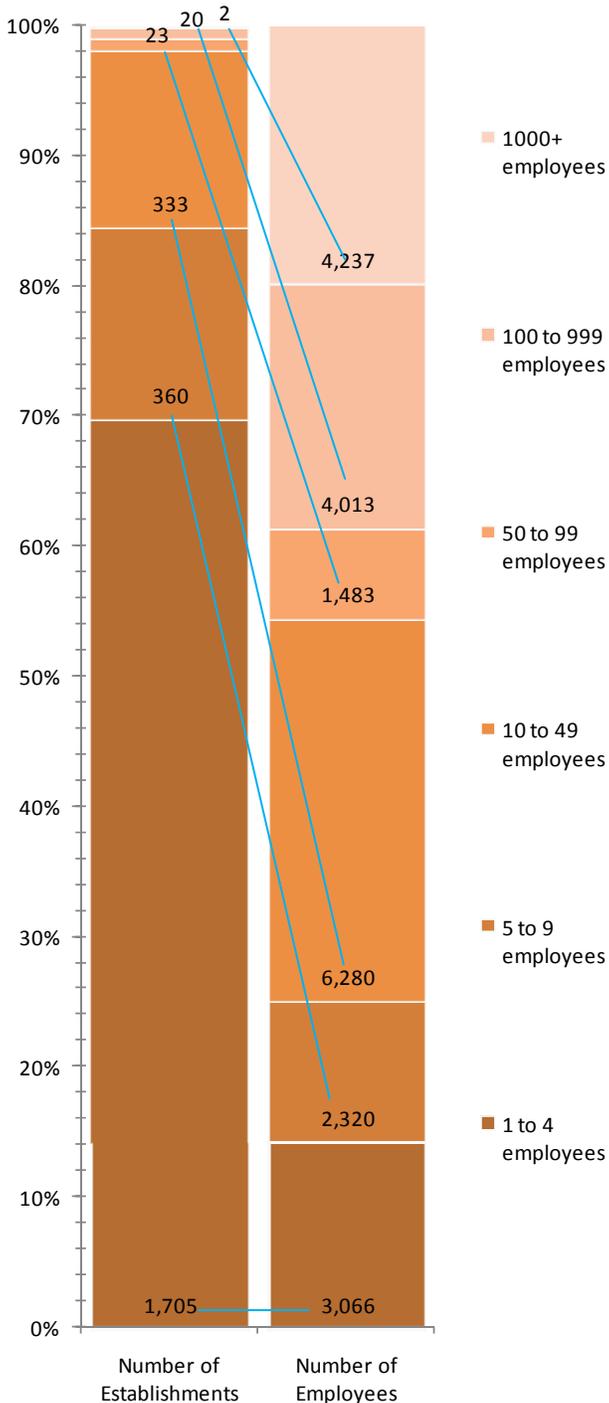
Establishments by size (number of employees) in the CNMI's economy at the time of the Study are shown in Table 2. Majority of establishments were small in size in the CNMI's economy. Of the 2,908 total establishments, 59% (1,705) had between 1 and 4 employees; 12% (360) had between 5 and 9 employees, 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	<b>Total</b>	<b>2,908</b>	<b>21,399</b>	<b>100.0%</b>	<b>100.0%</b>
	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	<b>Total</b>	<b>2,719</b>	<b>20,078</b>	<b>100.0%</b>	<b>100.0%</b>
	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	<b>Total</b>	<b>95</b>	<b>883</b>	<b>100.0%</b>	<b>100.0%</b>
	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	<b>Total</b>	<b>94</b>	<b>438</b>	<b>100.0%</b>	<b>100.0%</b>
	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.

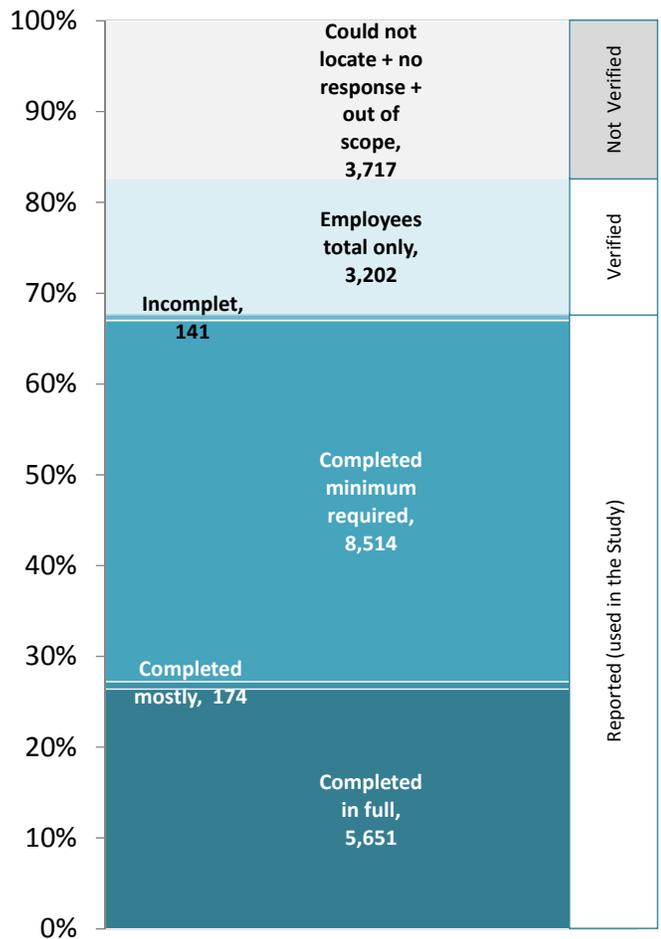
Excluding establishments with no employees and those that had closed down, only 2,443 establishments had employees. Figure 2 shows that a vast majority of these employers (1,705, 70%) employed between 1 and 4 persons for a total of 3,066 employees (or 14% of total employees); 360 (or 15%) of employers 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**

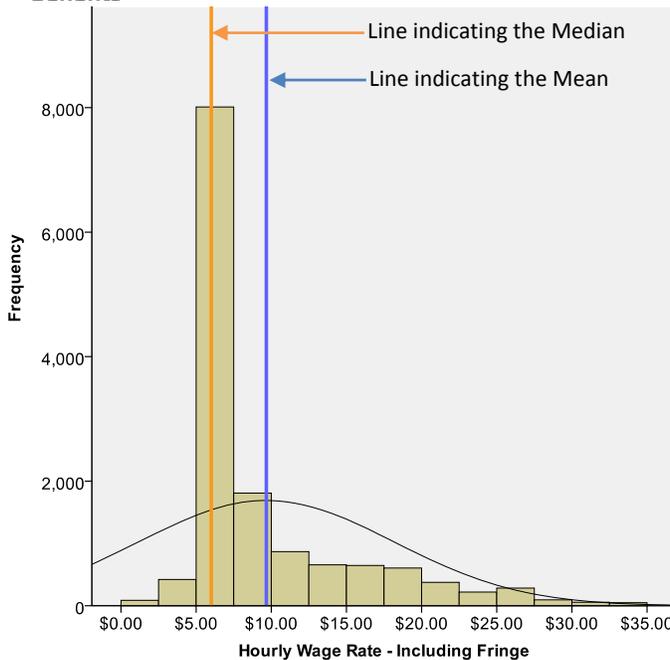
Two hourly wage rates statistics were derived and used throughout the Study: Hourly Wage Rate Including Fringe Benefits (HERIF) and Hourly Wage Rate Excluding Fringe Benefits (HWREF). The difference between the two, of course, is that the HWRIF includes fringe benefits as reported by employers in the 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 Statistics<sup>4</sup> 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**



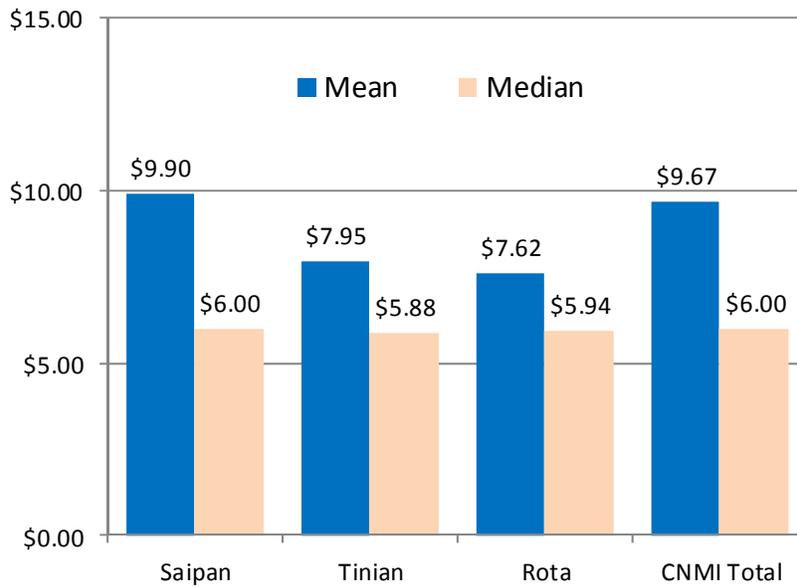
fact that the majority of the wage earners in the economy are below the mean hourly wage rate. As shown in Figure 4, over 8,000 wage earners in Study had HWRIF between \$5.00 and \$10.00. The mean of the HWRIF was \$9.67 and the median was \$6.00. Because this distribution is prevalent throughout the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

<sup>4</sup> 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**



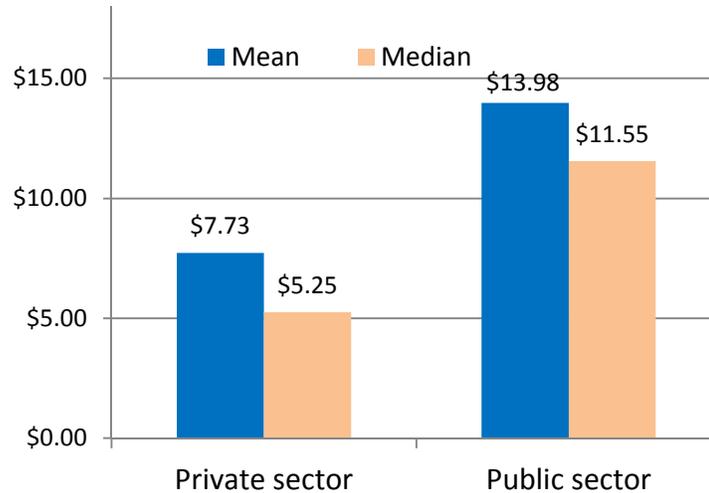
**Table 5 Hourly Wage Rates by Island**

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**



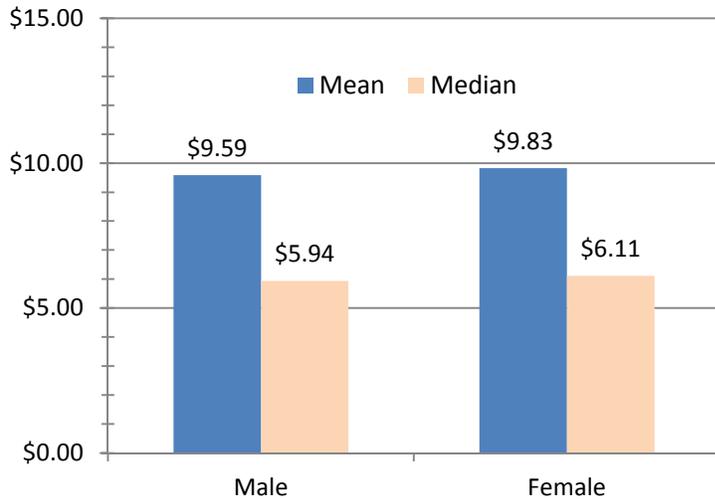
**Table 6 Hourly Wage Rates by Major Economic Sectors**

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**



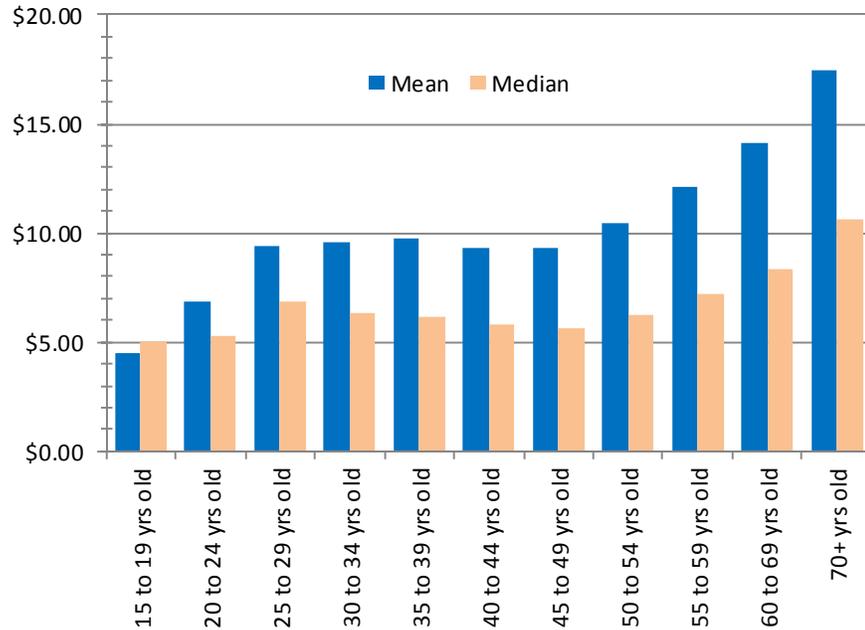
**Table 7 Hourly Wage Rates by Gender**

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**



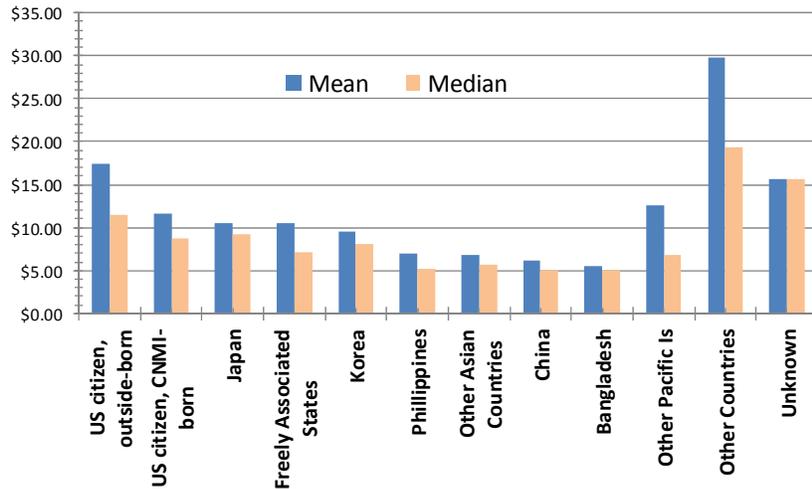
**Table 8 Hourly Wage Rates by Age Group**

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**



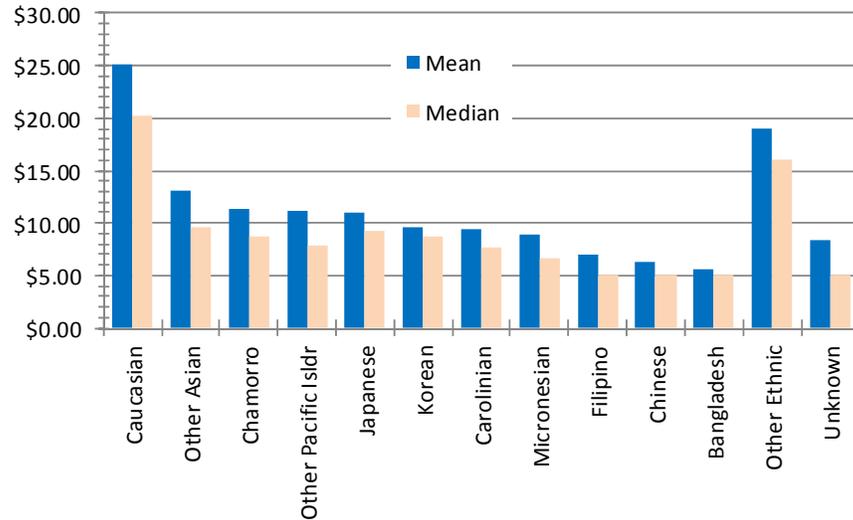
**Table 9 Hourly Wage Rates by Citizenship**

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
<b>Total</b>	<b>14,101</b>	<b>\$9.66</b>	<b>\$6.00</b>	<b>14,101</b>	<b>\$8.81</b>	<b>\$5.50</b>

**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**



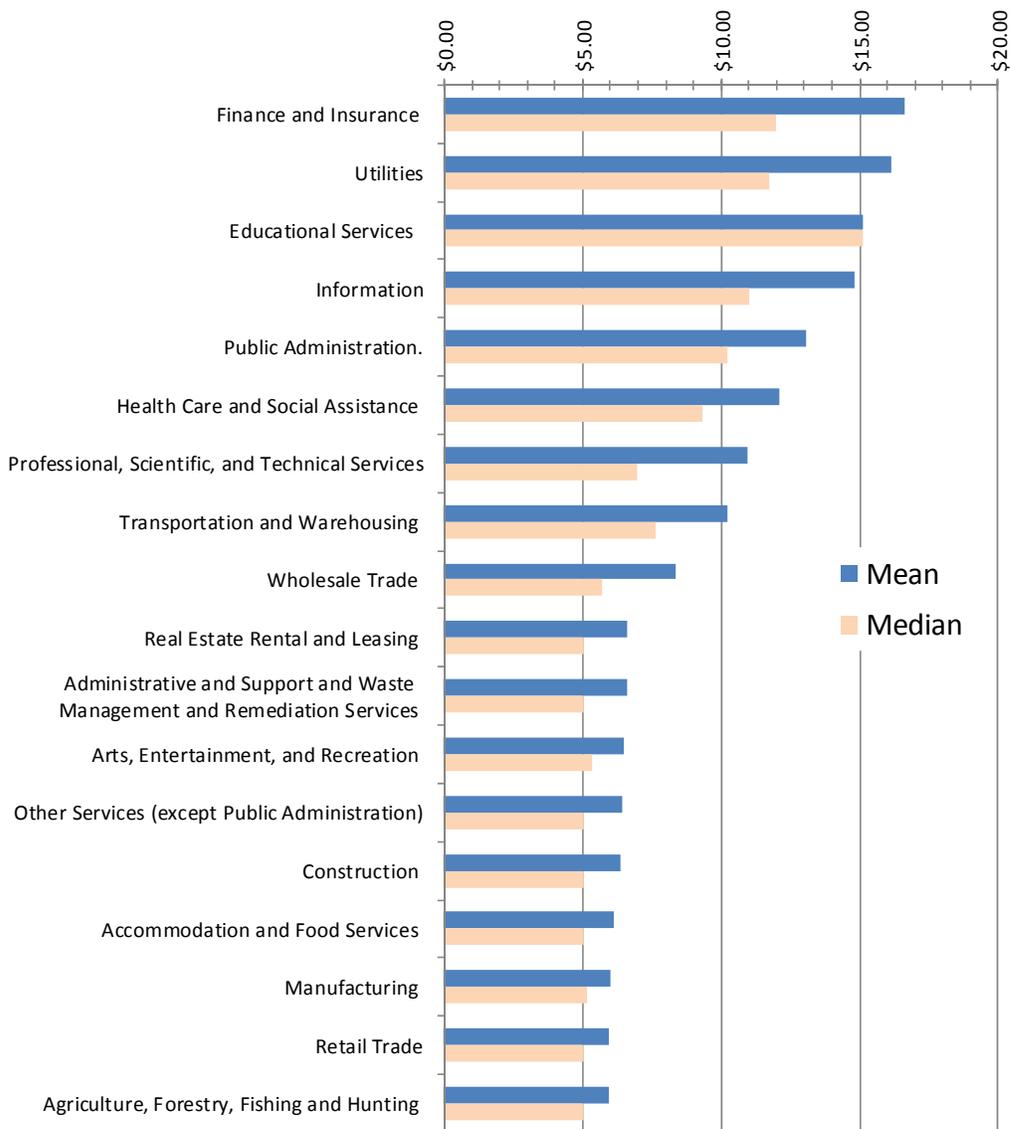
**Table 10 Hourly Wage Rates by Ethnic Group**

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
<b>Total</b>	<b>13,872</b>	<b>\$9.47</b>	<b>\$5.88</b>	<b>13,872</b>	<b>\$8.70</b>	<b>\$5.50</b>

**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**



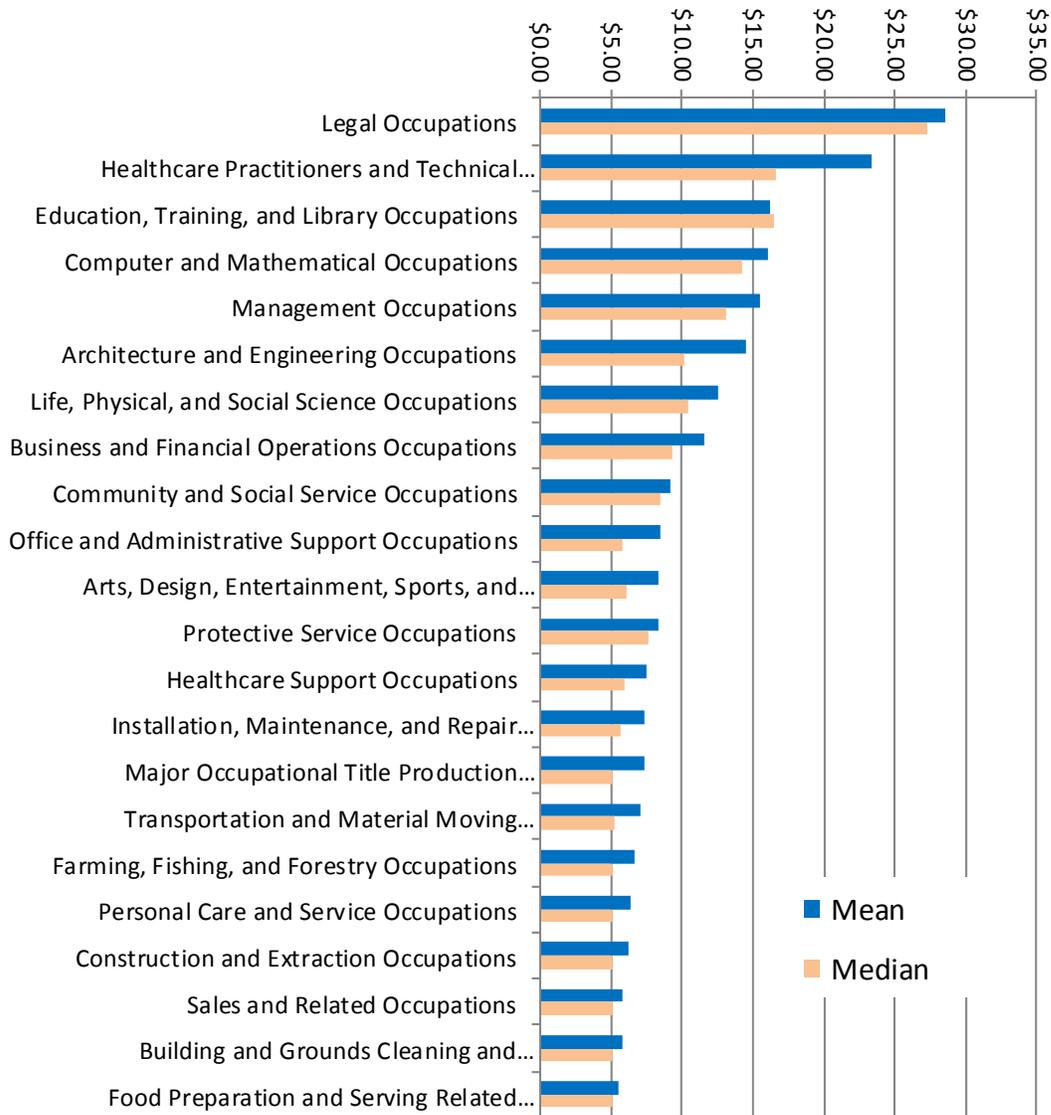
**Table 11 Hourly Wage Rates by Major Industry**

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
<b>Total</b>	<b>14,402</b>	<b>\$9.67</b>	<b>\$6.00</b>	<b>\$8.82</b>	<b>\$5.50</b>

## 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

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

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	**

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

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	**

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

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

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		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

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

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

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

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	**

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	**

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 period<sup>5</sup>, 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 21,399<sup>6</sup> 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, 17,652<sup>7</sup> 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

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<sup>5</sup> 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.

<sup>6</sup> 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.

<sup>7</sup> 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.

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

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Accountants and Auditors</b>			Detailed SOC Code: <b>132011</b>									
Mean	\$10.42	\$9.49	\$0.73	\$0.57	\$0.20	\$0.85	\$0.25	\$2.08	\$0.63	\$0.96	\$0.59	NB
Min	\$3.44	\$3.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$52.51	\$48.08	\$2.42	\$2.90	\$0.75	\$3.17	\$0.71	\$12.45	\$1.88	\$4.53	\$1.25	--
N	388	388	139	128	43	51	15	36	7	30	15	--
STDev	6.5	5.3	0.5	0.4	0.1	0.6	0.1	3.1	0.6	0.9	0.4	--
<b>Administrative Law Judges, Adjudicators, and Hearing Officers</b>			Detailed SOC Code: <b>231021</b>									
Mean	\$26.13	\$23.92	\$1.10	\$1.10	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Administrative Services Managers</b>			Detailed SOC Code: <b>113011</b>									
Mean	\$15.73	\$13.99	\$0.84	\$0.71	\$0.23	\$0.80	\$0.30	\$3.32	\$0.58	\$1.02	\$0.75	NB
Min	\$4.55	\$4.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	--
Max	\$62.99	\$33.65	\$3.37	\$2.15	\$0.38	\$3.43	\$0.71	\$20.48	**	\$2.19	**	--
N	179	179	127	121	23	23	6	24	**	6	**	--
STDev	7.1	5.0	0.5	0.3	0.1	1.0	0.2	5.3	**	0.8	**	--
<b>Adult Basic and Secondary Education and Literacy Teachers and Instructors</b>			Detailed SOC Code: <b>253011</b>									
Mean	\$12.40	\$10.89	\$1.67	\$0.83	\$0.18	\$1.63	NB	\$1.39	NB	NB	NB	NB
Min	\$8.94	\$8.94	**	**	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$22.91	\$18.75	**	**	\$0.26	\$3.17	--	\$3.04	--	--	--	--
N	53	53	**	**	30	5	--	44	--	--	--	--
STDev	3.7	2.7	**	**	0.0	1.0	--	1.0	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Advertising and Promotions Managers</b>			Detailed SOC Code: <b>112011</b>										
Mean	\$8.97	\$8.70	\$0.34	NB	\$0.03	NB	NB	NB	NB	\$1.88	\$1.25	\$0.78	NB
Min	\$4.69	\$4.69	**	--	**	--	--	--	--	**	**	**	--
Max	\$25.00	\$25.00	**	--	**	--	--	--	--	**	**	**	--
N	41	41	**	--	**	--	--	--	--	**	**	**	--
STDev	4.0	4.0	**	--	**	--	--	--	--	**	**	**	--
<b>Advertising Sales Agents</b>			Detailed SOC Code: <b>413011</b>										
Mean	\$7.58	\$7.55	\$0.05	\$0.05	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--	--
Max	\$14.07	\$14.07	**	**	--	--	--	--	--	--	--	--	--
N	8	8	**	**	--	--	--	--	--	--	--	--	--
STDev	3.2	3.2	**	**	--	--	--	--	--	--	--	--	--
<b>Aerospace Engineers</b>			Detailed SOC Code: <b>172011</b>										
Mean	\$9.34	\$9.00	\$0.17	\$0.17	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Agricultural and Food Science Technicians</b>			Detailed SOC Code: <b>194011</b>										
Mean	\$8.41	\$7.39	\$0.68	\$0.34	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Agricultural Engineers</b>			Detailed SOC Code: <b>172021</b>									
Mean	\$19.31	\$17.68	\$0.82	\$0.82	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Agricultural Inspectors</b>			Detailed SOC Code: <b>452011</b>									
Mean	\$9.20	\$8.45	\$0.40	\$0.40	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$12.45	\$11.40	\$0.53	\$0.53	--	--	--	--	--	--	--	--
N	17	17	16	16	--	--	--	--	--	--	--	--
STDev	1.9	1.7	0.1	0.1	--	--	--	--	--	--	--	--
<b>Agricultural Workers, All Other</b>			Detailed SOC Code: <b>452099</b>									
Mean	\$7.24	\$6.77	\$0.23	\$0.22	NB	NB	NB	NB	NB	\$0.44	NB	NB
Min	\$5.88	\$5.05	\$0.00	\$0.00	--	--	--	--	--	**	--	--
Max	\$8.33	\$7.63	\$0.35	\$0.35	--	--	--	--	--	**	--	--
N	13	13	12	12	--	--	--	--	--	**	--	--
STDev	0.7	0.8	0.1	0.1	--	--	--	--	--	**	--	--
<b>Air Traffic Controllers</b>			Detailed SOC Code: <b>532021</b>									
Mean	\$9.21	\$9.20	NB	NB	NB	\$0.10	NB	NB	NB	NB	NB	NB
Min	\$6.59	\$6.59	--	--	--	**	--	--	--	--	--	--
Max	\$15.27	\$15.27	--	--	--	**	--	--	--	--	--	--
N	10	10	--	--	--	**	--	--	--	--	--	--
STDev	2.7	2.7	--	--	--	**	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Aircraft Cargo Handling Supervisors</b>			Detailed SOC Code: <b>531011</b>									
Mean	\$12.67	\$11.35	\$0.39	\$0.47	\$0.21	\$2.83	NB	\$0.49	NB	NB	NB	NB
Min	\$6.23	\$5.77	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$21.58	\$19.38	\$1.10	\$1.10	**	**	--	**	--	--	--	--
N	10	10	7	5	**	**	--	**	--	--	--	--
STDev	5.9	5.0	0.4	0.5	**	**	--	**	--	--	--	--
<b>Aircraft Mechanics and Service Technicians</b>			Detailed SOC Code: <b>493011</b>									
Mean	\$9.40	\$8.93	\$0.23	\$0.18	NB	\$0.57	NB	NB	NB	\$0.17	NB	NB
Min	\$5.24	\$5.05	\$0.00	\$0.00	--	\$0.00	--	--	--	**	--	--
Max	\$19.49	\$18.29	\$0.99	\$0.99	--	\$0.57	--	--	--	**	--	--
N	36	36	31	21	--	10	--	--	--	**	--	--
STDev	4.6	4.4	0.2	0.2	--	0.0	--	--	--	**	--	--
<b>Airline Pilots, Copilots, and Flight Engineers</b>			Detailed SOC Code: <b>532011</b>									
Mean	\$11.80	\$10.97	\$0.41	NB	NB	\$0.57	NB	NB	NB	NB	NB	NB
Min	\$9.58	\$8.65	\$0.00	--	--	\$0.00	--	--	--	--	--	--
Max	\$21.30	\$20.19	\$0.73	--	--	\$0.57	--	--	--	--	--	--
N	13	13	11	--	--	11	--	--	--	--	--	--
STDev	4.1	4.2	0.1	--	--	0.0	--	--	--	--	--	--
<b>Amusement and Recreation Attendants</b>			Detailed SOC Code: <b>393091</b>									
Mean	\$5.20	\$5.08	\$0.21	\$0.10	NB	\$0.70	NB	NB	\$0.44	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	**	--	**	--	--	**	--	--	--
Max	\$6.49	\$5.50	\$0.27	**	--	**	--	--	**	--	--	--
N	48	48	5	**	--	**	--	--	**	--	--	--
STDev	0.3	0.1	0.0	**	--	**	--	--	**	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Animal Control Workers</b>			Detailed SOC Code: <b>339011</b>										
Mean	\$10.08	\$9.22	\$0.43	\$0.43	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.29	\$0.29	--	--	--	--	--	--	--	--	--
Max	\$20.27	\$18.56	\$0.86	\$0.86	--	--	--	--	--	--	--	--	--
N	12	12	12	12	--	--	--	--	--	--	--	--	--
STDev	3.7	3.4	0.2	0.2	--	--	--	--	--	--	--	--	--
<b>Animal Trainers</b>			Detailed SOC Code: <b>392011</b>										
Mean	\$9.80	\$8.98	\$0.41	\$0.41	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$7.93	\$7.26	\$0.34	\$0.34	--	--	--	--	--	--	--	--	--
Max	\$11.86	\$10.85	\$0.50	\$0.50	--	--	--	--	--	--	--	--	--
N	7	7	7	7	--	--	--	--	--	--	--	--	--
STDev	1.3	1.2	0.1	0.1	--	--	--	--	--	--	--	--	--
<b>Anthropologists and Archeologists</b>			Detailed SOC Code: <b>193091</b>										
Mean	\$13.66	\$12.85	\$0.54	\$0.36	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Appraisers and Assessors of Real Estate</b>			Detailed SOC Code: <b>132021</b>										
Mean	\$9.12	\$8.24	\$0.41	NB	NB	NB	NB	NB	NB	NB	\$1.25	NB	\$0.12
Min	**	**	**	--	--	--	--	--	--	--	**	--	**
Max	**	**	**	--	--	--	--	--	--	--	**	--	**
N	**	**	**	--	--	--	--	--	--	--	**	--	**
STDev	**	**	**	--	--	--	--	--	--	--	**	--	**

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Architects, Except Landscape and Naval			Detailed SOC Code: <b>171011</b>									
Mean	\$6.38	\$6.38	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
Architectural and Civil Drafters			Detailed SOC Code: <b>173011</b>									
Mean	\$11.02	\$10.29	\$0.45	\$0.63	\$0.19	\$1.83	NB	\$0.39	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$23.63	\$21.64	\$1.00	\$1.00	**	**	--	**	--	--	--	--
N	17	17	10	5	**	**	--	**	--	--	--	--
STDev	5.8	5.3	0.3	0.3	**	**	--	**	--	--	--	--
Architectural and Engineering Managers			Detailed SOC Code: <b>119041</b>									
Mean	\$18.77	\$17.78	\$0.90	\$0.99	NB	\$1.62	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$5.00	\$5.00	**	**	--	**	--	--	**	**	--	--
Max	\$33.10	\$31.88	**	**	--	**	--	--	**	**	--	--
N	11	11	**	**	--	**	--	--	**	**	--	--
STDev	10.3	9.3	**	**	--	**	--	--	**	**	--	--
Archivists			Detailed SOC Code: <b>254011</b>									
Mean	\$18.96	\$16.63	\$1.53	\$0.77	NB	\$0.03	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	--	--	--	--	--	--
Max	**	**	**	**	--	**	--	--	--	--	--	--
N	**	**	**	**	--	**	--	--	--	--	--	--
STDev	**	**	**	**	--	**	--	--	--	--	--	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Art Directors</b>			Detailed SOC Code: <b>271011</b>									
Mean	\$15.13	\$12.81	\$0.67	\$0.92	\$0.11	\$1.44	\$0.24	\$0.97	NB	NB	NB	NB
Min	\$8.75	\$8.01	\$0.37	\$0.37	**	**	**	**	--	--	--	--
Max	\$29.03	\$21.62	\$1.25	\$2.49	**	**	**	**	--	--	--	--
N	5	5	5	5	**	**	**	**	--	--	--	--
STDev	8.1	5.3	0.4	0.9	**	**	**	**	--	--	--	--
<b>Art, Drama, and Music Teachers, Postsecondary</b>			Detailed SOC Code: <b>251121</b>									
Mean	\$15.02	\$14.14	\$1.01	\$0.50	NB	\$0.31	NB	NB	NB	NB	\$0.72	NB
Min	**	**	**	**	--	**	--	--	--	--	**	--
Max	**	**	**	**	--	**	--	--	--	--	**	--
N	**	**	**	**	--	**	--	--	--	--	**	--
STDev	**	**	**	**	--	**	--	--	--	--	**	--
<b>Artists and Related Workers, All Other</b>			Detailed SOC Code: <b>271019</b>									
Mean	\$5.02	\$4.83	NB	NB	\$0.06	\$0.88	NB	NB	NB	NB	NB	NB
Min	\$4.69	\$4.69	--	--	**	**	--	--	--	--	--	--
Max	\$5.99	\$5.05	--	--	**	**	--	--	--	--	--	--
N	5	5	--	--	**	**	--	--	--	--	--	--
STDev	0.6	0.2	--	--	**	**	--	--	--	--	--	--
<b>Assemblers and Fabricators, All Other</b>			Detailed SOC Code: <b>512099</b>									
Mean	\$5.31	\$5.05	NB	\$0.06	NB	\$1.06	NB	NB	NB	\$0.63	\$0.31	NB
Min	\$5.05	\$5.05	--	**	--	**	--	--	--	**	**	--
Max	\$6.11	\$5.05	--	**	--	**	--	--	--	**	**	--
N	8	8	--	**	--	**	--	--	--	**	**	--
STDev	0.5	0.0	--	**	--	**	--	--	--	**	**	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Audio and Video Equipment Technicians</b>			<b>Detailed SOC Code: 274011</b>										
Mean	\$6.00	\$6.00	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Audiologists</b>			<b>Detailed SOC Code: 291181</b>										
Mean	\$26.77	\$22.60	NB	NB	NB	NB	NB	\$4.17	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	**	--	--	--	--	--
Max	**	**	--	--	--	--	--	**	--	--	--	--	--
N	**	**	--	--	--	--	--	**	--	--	--	--	--
STDev	**	**	--	--	--	--	--	**	--	--	--	--	--
<b>Automotive and Watercraft Service Attendants</b>			<b>Detailed SOC Code: 536031</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--	--
Max	\$5.11	\$5.10	--	--	--	--	--	--	--	--	--	--	--
N	86	86	--	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--	--
<b>Automotive Body and Related Repairers</b>			<b>Detailed SOC Code: 493021</b>										
Mean	\$5.70	\$5.37	\$0.10	\$0.10	\$4.90	\$1.95	NB	\$0.20	\$0.31	\$0.61	NB	NB	NB
Min	\$5.05	\$5.05	**	**	**	**	--	**	**	**	--	--	--
Max	\$14.90	\$13.85	**	**	**	**	--	**	**	**	--	--	--
N	41	41	**	**	**	**	--	**	**	**	--	--	--
STDev	2.0	1.4	**	**	**	**	--	**	**	**	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Automotive Glass Installers and Repairers</b>			<b>Detailed SOC Code: 493022</b>										
Mean	\$5.50	\$5.50	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Automotive Service Technicians and Mechanics</b>			<b>Detailed SOC Code: 493023</b>										
Mean	\$6.97	\$6.45	\$0.25	\$0.16	\$0.12	\$0.85	\$0.34	\$0.86	\$0.92	\$0.63	\$0.25	NB	
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	--	
Max	\$26.62	\$20.46	\$0.48	\$0.40	\$0.32	\$2.03	\$0.38	\$3.81	**	\$0.63	**	--	
N	99	99	22	22	11	18	9	10	**	11	**	--	
STDev	3.3	2.7	0.1	0.1	0.1	0.5	0.1	1.3	**	0.0	**	--	
<b>Avionics Technicians</b>			<b>Detailed SOC Code: 492091</b>										
Mean	\$15.00	\$15.00	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Baggage Porters and Bellhops</b>			<b>Detailed SOC Code: 396011</b>										
Mean	\$5.83	\$5.28	\$0.19	\$0.10	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB	
Min	\$5.05	\$5.05	**	**	--	--	--	--	**	**	--	--	
Max	\$7.64	\$6.25	**	**	--	--	--	--	**	**	--	--	
N	18	18	**	**	--	--	--	--	**	**	--	--	
STDev	0.9	0.3	**	**	--	--	--	--	**	**	--	--	

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Bailiffs</b>			Detailed SOC Code: <b>333011</b>										
Mean	\$16.54	\$15.14	\$0.70	\$0.70	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Bakers</b>			Detailed SOC Code: <b>513011</b>										
Mean	\$5.22	\$5.14	\$0.19	NB	\$0.08	NB	NB	NB	NB	\$0.96	\$0.96	\$0.31	NB
Min	\$4.06	\$4.06	**	--	\$0.00	--	--	--	--	**	**	**	--
Max	\$9.36	\$9.36	**	--	\$0.08	--	--	--	--	**	**	**	--
N	71	71	**	--	21	--	--	--	--	**	**	**	--
STDev	0.6	0.6	**	--	0.0	--	--	--	--	**	**	**	--
<b>Barbers</b>			Detailed SOC Code: <b>395011</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--	--
N	10	10	--	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--	--
<b>Bartenders</b>			Detailed SOC Code: <b>353011</b>										
Mean	\$5.22	\$5.14	\$0.19	\$0.10	NB	NB	NB	NB	NB	NB	NB	\$0.31	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	**	--
Max	\$6.00	\$6.00	**	**	--	--	--	--	--	--	--	**	--
N	22	22	**	**	--	--	--	--	--	--	--	**	--
STDev	0.3	0.2	**	**	--	--	--	--	--	--	--	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Bill and Account Collectors</b>			Detailed SOC Code: <b>433011</b>									
Mean	\$8.41	\$7.38	\$0.49	\$0.63	\$0.08	\$1.44	\$0.23	\$0.04	NB	NB	\$1.88	NB
Min	\$4.55	\$4.55	\$0.00	\$0.00	**	**	**	**	--	--	**	--
Max	\$18.06	\$14.56	\$1.52	\$1.52	**	**	**	**	--	--	**	--
N	19	19	15	9	**	**	**	**	--	--	**	--
STDev	4.2	3.3	0.4	0.4	**	**	**	**	--	--	**	--
<b>Billing and Posting Clerks</b>			Detailed SOC Code: <b>433021</b>									
Mean	\$11.24	\$8.99	\$0.74	\$0.57	\$0.04	\$1.59	\$0.28	\$0.46	NB	\$0.47	NB	NB
Min	\$5.05	\$5.05	**	**	**	\$0.00	**	**	--	**	--	--
Max	\$32.46	\$25.00	**	**	**	\$2.18	**	**	--	**	--	--
N	12	12	**	**	**	7	**	**	--	**	--	--
STDev	7.5	5.4	**	**	**	0.6	**	**	--	**	--	--
<b>Biological Technicians</b>			Detailed SOC Code: <b>194021</b>									
Mean	\$6.05	\$5.05	NB	\$0.06	NB	NB	NB	NB	NB	\$0.94	NB	NB
Min	**	**	--	**	--	--	--	--	--	**	--	--
Max	**	**	--	**	--	--	--	--	--	**	--	--
N	**	**	--	**	--	--	--	--	--	**	--	--
STDev	**	**	--	**	--	--	--	--	--	**	--	--
<b>Biomedical Engineers</b>			Detailed SOC Code: <b>172031</b>									
Mean	\$16.41	\$12.13	NB	NB	NB	\$0.53	NB	NB	NB	\$1.25	\$1.25	NB
Min	**	**	--	--	--	**	--	--	--	**	**	--
Max	**	**	--	--	--	**	--	--	--	**	**	--
N	**	**	--	--	--	**	--	--	--	**	**	--
STDev	**	**	--	--	--	**	--	--	--	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Boilermakers</b>			Detailed SOC Code: <b>472011</b>										
Mean	\$5.37	\$5.37	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Bookkeeping, Accounting, and Auditing Clerks</b>			Detailed SOC Code: <b>433031</b>										
Mean	\$8.11	\$7.14	\$0.62	\$0.32	\$0.12	\$0.81	\$0.26	\$1.01	\$0.90	\$1.18	\$0.93	\$1.50	
Min	\$2.53	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	**	
Max	\$27.04	\$21.68	\$8.26	\$1.11	\$0.23	\$1.44	\$0.71	\$4.40	**	\$2.45	**	**	
N	109	109	48	42	17	21	9	18	**	10	**	**	
STDev	4.4	3.2	1.2	0.2	0.1	0.4	0.2	1.4	**	0.8	**	**	
<b>Brickmasons and Blockmasons</b>			Detailed SOC Code: <b>472021</b>										
Mean	\$5.43	\$5.16	\$0.42	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	--	--	--	--	--	--	--	--	--	--
Max	\$7.72	\$5.94	\$0.42	--	--	--	--	--	--	--	--	--	--
N	23	23	6	--	--	--	--	--	--	--	--	--	--
STDev	0.6	0.3	0.0	--	--	--	--	--	--	--	--	--	--
<b>Broadcast News Analysts</b>			Detailed SOC Code: <b>273021</b>										
Mean	\$6.10	\$6.10	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.09	\$6.09	--	--	--	--	--	--	--	--	--	--	--
Max	\$6.10	\$6.10	--	--	--	--	--	--	--	--	--	--	--
N	8	8	--	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Broadcast Technicians</b>			Detailed SOC Code: <b>274012</b>										
Mean	\$5.59	\$5.59	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Budget Analysts</b>			Detailed SOC Code: <b>132031</b>										
Mean	\$17.19	\$15.11	\$0.97	\$0.84	\$0.23	\$1.65	\$0.08	\$3.12	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--	--	--	--	--
Max	\$40.19	\$31.25	\$1.82	\$1.09	\$0.37	**	**	\$5.77	--	--	--	--	--
N	22	22	11	11	5	**	**	6	--	--	--	--	--
STDev	9.8	7.9	0.4	0.2	0.1	**	**	1.9	--	--	--	--	--
<b>Building Cleaning Workers, All Other</b>			Detailed SOC Code: <b>372019</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Bus and Truck Mechanics and Diesel Engine Specialists</b>			Detailed SOC Code: <b>493031</b>										
Mean	\$6.16	\$5.90	\$0.12	\$0.07	\$0.02	\$0.39	NB	\$0.25	NB	\$0.50	\$0.63	NB	NB
Min	\$5.05	\$5.05	\$0.00	**	**	**	--	\$0.00	--	**	**	--	--
Max	\$9.53	\$9.00	\$0.17	**	**	**	--	\$0.36	--	**	**	--	--
N	21	21	11	**	**	**	--	10	--	**	**	--	--
STDev	1.1	1.0	0.0	**	**	**	--	0.0	--	**	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Bus Drivers, School or Special Client</b>			Detailed SOC Code: <b>533022</b>									
Mean	\$9.35	\$7.91	\$0.30	\$0.30	\$0.13	\$1.72	NB	\$1.16	NB	NB	NB	NB
Min	\$5.92	\$5.42	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$16.69	\$11.26	\$0.35	\$0.35	\$0.18	\$3.17	--	\$2.10	--	--	--	--
N	34	34	5	5	24	6	--	28	--	--	--	--
STDev	2.2	1.5	0.0	0.0	0.0	1.1	--	0.7	--	--	--	--
<b>Bus Drivers, Transit and Intercity</b>			Detailed SOC Code: <b>533021</b>									
Mean	\$5.40	\$5.13	\$0.18	\$0.11	NB	\$1.16	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	--	--	--
Max	\$6.81	\$6.35	**	**	--	**	--	--	--	--	--	--
N	18	18	**	**	--	**	--	--	--	--	--	--
STDev	0.5	0.3	**	**	--	**	--	--	--	--	--	--
<b>Business Operations Specialists, All Other</b>			Detailed SOC Code: <b>131199</b>									
Mean	\$13.23	\$11.86	\$0.59	\$0.59	NB	\$0.75	NB	NB	NB	\$2.88	NB	NB
Min	\$8.83	\$7.75	\$0.00	\$0.00	--	**	--	--	--	**	--	--
Max	\$17.51	\$16.03	\$0.74	\$0.74	--	**	--	--	--	**	--	--
N	11	11	9	9	--	**	--	--	--	**	--	--
STDev	3.2	3.1	0.1	0.1	--	**	--	--	--	**	--	--
<b>Butchers and Meat Cutters</b>			Detailed SOC Code: <b>513021</b>									
Mean	\$5.29	\$5.27	NB	NB	NB	\$0.44	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	--	--	--
Max	\$6.60	\$6.60	--	--	--	**	--	--	--	--	--	--
N	29	29	--	--	--	**	--	--	--	--	--	--
STDev	0.4	0.4	--	--	--	**	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Camera and Photographic Equipment Repairers</b>			<b>Detailed SOC Code: 499061</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Camera Operators, Television, Video, and Motion Picture</b>			<b>Detailed SOC Code: 274031</b>									
Mean	\$5.53	\$5.53	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.00	\$5.00	--	--	--	--	--	--	--	--	--	--
Max	\$6.06	\$6.06	--	--	--	--	--	--	--	--	--	--
N	8	8	--	--	--	--	--	--	--	--	--	--
STDev	0.5	0.5	--	--	--	--	--	--	--	--	--	--
<b>Captains, Mates, and Pilots of Water Vessels</b>			<b>Detailed SOC Code: 535021</b>									
Mean	\$13.27	\$12.78	\$3.19	\$1.32	NB	\$4.59	NB	NB	NB	NB	\$1.25	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	--	**	--
Max	\$42.96	\$40.00	**	**	--	**	--	--	--	--	**	--
N	46	46	**	**	--	**	--	--	--	--	**	--
STDev	7.9	7.1	**	**	--	**	--	--	--	--	**	--
<b>Cargo and Freight Agents</b>			<b>Detailed SOC Code: 435011</b>									
Mean	\$5.95	\$5.61	\$0.13	\$0.13	\$0.40	\$5.08	NB	\$0.36	NB	\$2.00	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	--	**	--	--
Max	\$13.02	\$9.38	\$0.83	\$0.83	**	**	--	**	--	**	--	--
N	51	51	27	27	**	**	--	**	--	**	--	--
STDev	1.5	0.9	0.1	0.1	**	**	--	**	--	**	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Carpenters</b>			Detailed SOC Code: <b>472031</b>									
Mean	\$5.26	\$5.15	\$0.28	\$0.21	NB	\$0.58	NB	\$0.20	NB	\$0.51	\$0.63	\$0.27
Min	\$5.05	\$5.05	\$0.00	**	--	**	--	**	--	\$0.00	**	**
Max	\$11.71	\$10.72	\$0.49	**	--	**	--	**	--	\$0.63	**	**
N	153	153	8	**	--	**	--	**	--	12	**	**
STDev	0.7	0.5	0.2	**	--	**	--	**	--	0.2	**	**
<b>Carpet Installers</b>			Detailed SOC Code: <b>472041</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Cartographers and Photogrammetrists</b>			Detailed SOC Code: <b>171021</b>									
Mean	\$9.95	\$9.93	NB	NB	NB	\$0.05	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	--	--	--	--	--	--
Max	**	**	--	--	--	**	--	--	--	--	--	--
N	**	**	--	--	--	**	--	--	--	--	--	--
STDev	**	**	--	--	--	**	--	--	--	--	--	--
<b>Cashiers</b>			Detailed SOC Code: <b>412011</b>									
Mean	\$5.25	\$5.15	\$0.42	\$0.37	\$0.10	\$0.77	\$0.39	\$1.25	\$0.73	\$0.86	\$0.17	NB
Min	\$3.01	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	--
Max	\$14.45	\$9.86	\$1.18	\$1.18	\$0.15	\$1.17	\$0.63	\$2.96	**	\$1.88	**	--
N	404	404	16	10	8	9	5	7	**	6	**	--
STDev	0.9	0.5	0.3	0.3	0.0	0.4	0.2	1.3	**	0.5	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Cement Masons and Concrete Finishers</b>			Detailed SOC Code: <b>472051</b>									
Mean	\$5.19	\$5.12	\$0.11	\$0.11	NB	\$0.84	NB	NB	NB	\$0.67	\$0.63	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	\$0.00	**	--
Max	\$7.15	\$5.60	**	**	--	**	--	--	--	\$0.94	**	--
N	92	92	**	**	--	**	--	--	--	7	**	--
STDev	0.3	0.1	**	**	--	**	--	--	--	0.1	**	--
<b>Chefs and Head Cooks</b>			Detailed SOC Code: <b>351011</b>									
Mean	\$7.38	\$7.01	\$0.34	\$0.14	\$0.08	\$0.10	NB	NB	\$0.59	\$0.59	\$0.63	NB
Min	\$2.53	\$2.53	**	**	**	**	--	--	\$0.00	\$0.00	**	--
Max	\$23.46	\$23.46	**	**	**	**	--	--	\$0.90	\$0.63	**	--
N	125	125	**	**	**	**	--	--	15	13	**	--
STDev	3.3	3.3	**	**	**	**	--	--	0.2	0.0	**	--
<b>Chemists</b>			Detailed SOC Code: <b>192031</b>									
Mean	\$8.00	\$8.00	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Chief Executives</b>			Detailed SOC Code: <b>111011</b>									
Mean	\$29.30	\$26.16	\$1.57	\$1.56	\$0.18	\$1.26	\$0.23	\$3.80	NB	\$3.44	\$1.49	\$1.44
Min	\$3.48	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	**	**
Max	\$96.15	\$96.15	\$7.21	\$19.70	\$0.38	\$4.85	\$0.43	\$12.58	--	**	**	**
N	59	59	38	35	6	11	6	5	--	**	**	**
STDev	18.8	15.6	1.4	3.2	0.2	1.4	0.1	5.0	--	**	**	**

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Child, Family, and School Social Workers</b>			Detailed SOC Code: <b>211021</b>									
Mean	\$8.83	\$7.66	\$0.36	\$0.36	\$0.12	\$0.99	NB	\$1.00	NB	NB	NB	NB
Min	\$6.20	\$5.98	**	**	\$0.00	**	--	\$0.00	--	--	--	--
Max	\$12.67	\$10.21	**	**	\$0.16	**	--	\$1.89	--	--	--	--
N	18	18	**	**	13	**	--	16	--	--	--	--
STDev	2.3	1.5	**	**	0.0	**	--	0.7	--	--	--	--
<b>Childcare Workers</b>			Detailed SOC Code: <b>399011</b>									
Mean	\$5.37	\$4.99	\$0.14	\$3.39	NB	NB	NB	NB	\$0.14	NB	NB	NB
Min	\$2.50	\$2.50	**	**	--	--	--	--	**	--	--	--
Max	\$10.10	\$6.00	**	**	--	--	--	--	**	--	--	--
N	28	28	**	**	--	--	--	--	**	--	--	--
STDev	1.4	0.5	**	**	--	--	--	--	**	--	--	--
<b>Choreographers</b>			Detailed SOC Code: <b>272032</b>									
Mean	\$8.21	\$5.05	NB	\$2.53	NB	NB	NB	NB	\$0.63	NB	NB	NB
Min	**	**	--	**	--	--	--	--	**	--	--	--
Max	**	**	--	**	--	--	--	--	**	--	--	--
N	**	**	--	**	--	--	--	--	**	--	--	--
STDev	**	**	--	**	--	--	--	--	**	--	--	--
<b>Civil Engineering Technicians</b>			Detailed SOC Code: <b>173022</b>									
Mean	\$10.92	\$9.56	NB	NB	NB	\$0.32	NB	NB	NB	\$0.79	\$1.25	NB
Min	**	**	--	--	--	**	--	--	--	**	**	--
Max	**	**	--	--	--	**	--	--	--	**	**	--
N	**	**	--	--	--	**	--	--	--	**	**	--
STDev	**	**	--	--	--	**	--	--	--	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Civil Engineers</b>			Detailed SOC Code: <b>172051</b>									
Mean	\$16.44	\$14.11	\$0.96	\$0.83	\$0.27	\$2.07	\$0.53	\$2.58	NB	\$1.10	\$1.35	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	\$0.00	--	**	**	--
Max	\$37.86	\$33.85	\$2.88	\$1.55	**	\$4.07	**	\$6.92	--	**	**	--
N	30	30	18	11	**	9	**	6	--	**	**	--
STDev	11.2	8.9	0.9	0.5	**	1.4	**	2.8	--	**	**	--
<b>Claims Adjusters, Examiners, and Investigators</b>			Detailed SOC Code: <b>131031</b>									
Mean	\$14.75	\$13.50	\$0.62	\$0.62	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$10.25	\$9.38	\$0.43	\$0.43	--	--	--	--	--	--	--	--
Max	\$20.27	\$18.56	\$0.86	\$0.86	--	--	--	--	--	--	--	--
N	6	6	6	6	--	--	--	--	--	--	--	--
STDev	4.9	4.5	0.2	0.2	--	--	--	--	--	--	--	--
<b>Cleaners of Vehicles and Equipment</b>			Detailed SOC Code: <b>537061</b>									
Mean	\$5.04	\$5.03	\$0.19	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.06	\$4.06	**	--	--	--	--	--	--	--	--	--
Max	\$6.00	\$6.00	**	--	--	--	--	--	--	--	--	--
N	26	26	**	--	--	--	--	--	--	--	--	--
STDev	0.3	0.3	**	--	--	--	--	--	--	--	--	--
<b>Clergy</b>			Detailed SOC Code: <b>212011</b>									
Mean	\$10.54	\$8.29	\$0.50	NB	\$0.22	\$1.52	NB	NB	\$0.48	\$2.01	\$1.52	\$1.43
Min	\$3.47	\$3.13	**	--	**	**	--	--	**	\$0.00	**	**
Max	\$26.88	\$26.88	**	--	**	**	--	--	**	\$3.13	**	**
N	18	18	**	--	**	**	--	--	**	9	**	**
STDev	5.0	5.4	**	--	**	**	--	--	**	1.0	**	**

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Coin, Vending, and Amusement Machine Servicers and Repairers</b>			Detailed SOC Code: <b>499091</b>									
Mean	\$5.32	\$5.32	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$7.50	\$7.50	--	--	--	--	--	--	--	--	--	--
N	9	9	--	--	--	--	--	--	--	--	--	--
STDev	0.8	0.8	--	--	--	--	--	--	--	--	--	--
<b>Combined Food Preparation and Serving Workers, Including Fast Food</b>			Detailed SOC Code: <b>353021</b>									
Mean	\$5.08	\$5.05	NB	NB	\$0.08	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	**	--	--	--	--	--	--	--
Max	\$5.13	\$5.05	--	--	**	--	--	--	--	--	--	--
N	5	5	--	--	**	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	**	--	--	--	--	--	--	--
<b>Commercial Divers</b>			Detailed SOC Code: <b>499092</b>									
Mean	\$7.06	\$6.51	\$0.40	NB	\$0.24	\$1.87	NB	NB	\$0.74	\$1.59	\$0.41	NB
Min	\$3.13	\$3.13	**	--	**	\$0.00	--	--	**	**	**	--
Max	\$15.63	\$15.63	**	--	**	\$1.88	--	--	**	**	**	--
N	49	49	**	--	**	8	--	--	**	**	**	--
STDev	2.2	2.0	**	--	**	0.0	--	--	**	**	**	--
<b>Communications Equipment Operators, All Other</b>			Detailed SOC Code: <b>432099</b>									
Mean	\$8.24	\$7.55	\$0.35	\$0.35	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Communications Teachers, Postsecondary</b>			Detailed SOC Code: <b>251122</b>									
Mean	\$9.87	\$7.93	\$1.32	\$0.09	NB	\$0.53	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	--	--	--	--	--	--
Max	**	**	**	**	--	**	--	--	--	--	--	--
N	**	**	**	**	--	**	--	--	--	--	--	--
STDev	**	**	**	**	--	**	--	--	--	--	--	--
<b>Community and Social Service Specialists, All Other</b>			Detailed SOC Code: <b>211099</b>									
Mean	\$13.03	\$11.70	\$0.55	\$0.55	NB	\$0.90	\$0.14	NB	NB	NB	NB	NB
Min	\$7.76	\$6.50	\$0.37	\$0.37	--	**	**	--	--	--	--	--
Max	\$20.62	\$17.79	\$0.82	\$0.82	--	**	**	--	--	--	--	--
N	9	9	9	9	--	**	**	--	--	--	--	--
STDev	4.6	4.0	0.2	0.2	--	**	**	--	--	--	--	--
<b>Community Health Workers</b>			Detailed SOC Code: <b>211094</b>									
Mean	\$9.81	\$9.10	\$0.42	\$0.42	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$8.65	\$8.42	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$13.13	\$12.02	\$0.55	\$0.55	--	--	--	--	--	--	--	--
N	20	20	17	17	--	--	--	--	--	--	--	--
STDev	0.9	0.8	0.0	0.0	--	--	--	--	--	--	--	--
<b>Compensation and Benefits Managers</b>			Detailed SOC Code: <b>113111</b>									
Mean	\$45.75	\$23.69	\$2.37	\$1.18	\$0.37	\$3.43	\$0.29	\$14.42	NB	NB	NB	NB
Min	**	**	**	**	**	**	**	**	--	--	--	--
Max	**	**	**	**	**	**	**	**	--	--	--	--
N	**	**	**	**	**	**	**	**	--	--	--	--
STDev	**	**	**	**	**	**	**	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Compensation, Benefits, and Job Analysis Specialists</b>			Detailed SOC Code: <b>131141</b>									
Mean	\$15.48	\$12.78	\$0.86	\$0.63	\$0.17	\$2.20	\$0.29	\$2.17	NB	NB	NB	NB
Min	\$7.57	\$6.28	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--	--	--	--
Max	\$38.23	\$21.58	\$2.16	\$1.08	\$0.34	**	**	\$13.07	--	--	--	--
N	20	20	19	19	10	**	**	10	--	--	--	--
STDev	7.0	4.6	0.4	0.2	0.1	**	**	4.1	--	--	--	--
<b>Compliance Officers</b>			Detailed SOC Code: <b>131041</b>									
Mean	\$11.57	\$10.51	\$0.49	\$0.45	\$0.09	\$0.68	\$0.71	\$1.02	NB	NB	\$1.56	NB
Min	\$5.77	\$5.77	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--	--	**	--
Max	\$22.81	\$21.48	\$1.37	\$0.95	\$0.21	**	**	\$4.11	--	--	**	--
N	41	41	37	36	5	**	**	5	--	--	**	--
STDev	5.1	4.4	0.3	0.2	0.1	**	**	1.7	--	--	**	--
<b>Computer and Information Systems Managers</b>			Detailed SOC Code: <b>113021</b>									
Mean	\$22.27	\$18.86	\$1.42	\$1.38	\$0.18	\$1.15	\$0.21	\$3.41	NB	\$0.94	NB	NB
Min	\$9.38	\$9.38	\$0.00	\$0.00	**	**	**	**	--	**	--	--
Max	\$44.78	\$34.08	\$2.31	\$3.93	**	**	**	**	--	**	--	--
N	8	8	5	6	**	**	**	**	--	**	--	--
STDev	12.8	8.6	0.7	1.5	**	**	**	**	--	**	--	--
<b>Computer Hardware Engineers</b>			Detailed SOC Code: <b>172061</b>									
Mean	\$9.25	\$8.75	\$0.34	\$0.17	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Computer Network Architects</b>			Detailed SOC Code: <b>151143</b>									
Mean	\$30.81	\$22.83	\$1.59	\$2.64	\$0.13	\$1.44	\$0.21	\$1.03	NB	NB	NB	NB
Min	**	**	**	**	**	**	**	**	--	--	--	--
Max	**	**	**	**	**	**	**	**	--	--	--	--
N	**	**	**	**	**	**	**	**	--	--	--	--
STDev	**	**	**	**	**	**	**	**	--	--	--	--
<b>Computer Network Support Specialists</b>			Detailed SOC Code: <b>151152</b>									
Mean	\$16.26	\$13.94	\$1.07	\$0.98	\$0.17	\$0.71	\$0.17	\$1.11	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	\$0.00	--	--	--	--
Max	\$25.78	\$20.61	\$1.73	\$1.98	**	**	**	\$2.63	--	--	--	--
N	10	10	6	6	**	**	**	5	--	--	--	--
STDev	6.7	5.1	0.4	0.5	**	**	**	0.9	--	--	--	--
<b>Computer Occupations, All Other</b>			Detailed SOC Code: <b>151199</b>									
Mean	\$14.88	\$13.62	\$0.63	\$0.63	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$10.50	\$9.62	\$0.44	\$0.44	--	--	--	--	--	--	--	--
Max	\$21.01	\$19.23	\$0.89	\$0.89	--	--	--	--	--	--	--	--
N	9	9	9	9	--	--	--	--	--	--	--	--
STDev	3.7	3.4	0.2	0.2	--	--	--	--	--	--	--	--
<b>Computer Operators</b>			Detailed SOC Code: <b>439011</b>									
Mean	\$12.45	\$11.18	\$0.60	\$0.61	\$0.10	\$1.13	\$0.21	\$0.34	NB	\$1.20	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	--	**	--	--
Max	\$26.26	\$24.04	\$1.11	\$1.11	**	**	**	**	--	**	--	--
N	19	19	15	14	**	**	**	**	--	**	--	--
STDev	6.2	5.7	0.2	0.2	**	**	**	**	--	**	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Computer Programmers</b>			Detailed SOC Code: <b>151131</b>									
Mean	\$8.48	\$8.10	\$0.58	\$0.58	\$0.16	\$0.79	\$0.08	NB	NB	\$0.29	\$0.29	NB
Min	\$5.05	\$5.05	**	**	**	**	**	--	--	**	**	--
Max	\$24.72	\$21.20	**	**	**	**	**	--	--	**	**	--
N	16	16	**	**	**	**	**	--	--	**	**	--
STDev	5.6	4.8	**	**	**	**	**	--	--	**	**	--
<b>Computer Science Teachers, Postsecondary</b>			Detailed SOC Code: <b>251021</b>									
Mean	\$23.15	\$20.61	NB	\$0.96	\$0.32	\$0.01	NB	\$3.78	NB	NB	NB	NB
Min	**	**	--	**	**	**	--	**	--	--	--	--
Max	**	**	--	**	**	**	--	**	--	--	--	--
N	**	**	--	**	**	**	--	**	--	--	--	--
STDev	**	**	--	**	**	**	--	**	--	--	--	--
<b>Computer Systems Analysts</b>			Detailed SOC Code: <b>151121</b>									
Mean	\$13.89	\$11.55	\$1.15	\$1.44	\$0.14	\$0.52	\$0.08	\$1.16	\$0.63	\$0.31	NB	NB
Min	\$5.55	\$5.05	**	**	**	**	**	**	**	**	--	--
Max	\$33.28	\$25.82	**	**	**	**	**	**	**	**	--	--
N	5	5	**	**	**	**	**	**	**	**	--	--
STDev	11.3	8.5	**	**	**	**	**	**	**	**	--	--
<b>Computer User Support Specialists</b>			Detailed SOC Code: <b>151151</b>									
Mean	\$9.82	\$8.21	\$0.66	\$0.50	\$0.17	\$0.75	\$0.24	\$3.63	NB	NB	\$0.44	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	--	--	**	--
Max	\$27.70	\$16.79	\$1.53	\$1.94	**	**	**	**	--	--	**	--
N	16	16	7	9	**	**	**	**	--	--	**	--
STDev	6.6	3.7	0.5	0.6	**	**	**	**	--	--	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Computer, Automated Teller, and Office Machine Repairers</b>			<b>Detailed SOC Code: 492011</b>									
Mean	\$6.11	\$6.11	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$10.45	\$10.45	--	--	--	--	--	--	--	--	--	--
N	6	6	--	--	--	--	--	--	--	--	--	--
STDev	2.1	2.1	--	--	--	--	--	--	--	--	--	--
<b>Concierges</b>			<b>Detailed SOC Code: 396012</b>									
Mean	\$4.59	\$4.59	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$2.53	\$2.53	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
N	33	33	--	--	--	--	--	--	--	--	--	--
STDev	1.0	1.0	--	--	--	--	--	--	--	--	--	--
<b>Conservation Scientists</b>			<b>Detailed SOC Code: 191031</b>									
Mean	\$7.41	\$6.78	\$0.31	\$0.31	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.29	\$0.29	--	--	--	--	--	--	--	--
Max	\$9.64	\$8.83	\$0.41	\$0.41	--	--	--	--	--	--	--	--
N	7	7	7	7	--	--	--	--	--	--	--	--
STDev	1.1	1.0	0.0	0.0	--	--	--	--	--	--	--	--
<b>Construction and Building Inspectors</b>			<b>Detailed SOC Code: 474011</b>									
Mean	\$11.85	\$10.42	\$0.43	\$0.42	NB	\$1.49	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	\$0.00	--	--	--	--	--	--
Max	\$16.80	\$14.42	\$0.62	\$0.62	--	\$1.62	--	--	--	--	--	--
N	12	12	10	10	--	5	--	--	--	--	--	--
STDev	3.2	2.9	0.1	0.1	--	0.1	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Construction and Related Workers, All Other</b>			<b>Detailed SOC Code: 474099</b>									
Mean	\$5.12	\$5.12	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Construction Laborers</b>			<b>Detailed SOC Code: 472061</b>									
Mean	\$5.14	\$5.09	\$0.13	NB	\$0.02	\$0.32	NB	\$0.21	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	--	**	\$0.00	--	**	--	--	--	--
Max	\$5.83	\$5.50	**	--	**	\$0.32	--	**	--	--	--	--
N	54	54	**	--	**	6	--	**	--	--	--	--
STDev	0.2	0.1	**	--	**	0.0	--	**	--	--	--	--
<b>Construction Managers</b>			<b>Detailed SOC Code: 119021</b>									
Mean	\$14.68	\$12.81	\$1.07	\$0.70	\$0.30	\$3.14	\$0.55	\$0.67	NB	\$1.63	\$1.56	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	**	--	**	**	--
Max	\$37.00	\$35.63	\$2.59	\$1.08	**	\$4.69	**	**	--	**	**	--
N	34	34	15	6	**	8	**	**	--	**	**	--
STDev	10.1	8.4	0.6	0.2	**	1.5	**	**	--	**	**	--
<b>Control and Valve Installers and Repairers, Except Mechanical Door</b>			<b>Detailed SOC Code: 499012</b>									
Mean	\$5.86	\$5.78	\$0.10	\$0.10	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.24	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$6.23	\$6.03	**	**	--	--	--	--	--	--	--	--
N	8	8	**	**	--	--	--	--	--	--	--	--
STDev	0.4	0.4	**	**	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Cooks, All Other</b>			Detailed SOC Code: <b>352019</b>									
Mean	\$5.26	\$5.02	\$0.23	\$0.10	NB	\$0.35	NB	NB	\$0.75	\$0.63	\$0.49	\$0.31
Min	\$3.13	\$3.13	\$0.00	**	--	**	--	--	\$0.00	**	\$0.00	**
Max	\$8.49	\$5.10	\$0.34	**	--	**	--	--	\$1.25	**	\$1.25	**
N	62	62	8	**	--	**	--	--	5	**	7	**
STDev	0.7	0.2	0.1	**	--	**	--	--	0.5	**	0.4	**
<b>Cooks, Fast Food</b>			Detailed SOC Code: <b>352011</b>									
Mean	\$5.15	\$5.08	NB	\$0.44	NB	\$0.61	NB	NB	NB	\$0.94	NB	NB
Min	\$5.05	\$5.05	--	**	--	**	--	--	--	**	--	--
Max	\$6.60	\$5.50	--	**	--	**	--	--	--	**	--	--
N	35	35	--	**	--	**	--	--	--	**	--	--
STDev	0.3	0.1	--	**	--	**	--	--	--	**	--	--
<b>Cooks, Institution and Cafeteria</b>			Detailed SOC Code: <b>352012</b>									
Mean	\$7.94	\$7.10	\$0.34	\$0.31	NB	NB	NB	\$0.31	\$1.25	\$1.25	NB	\$1.44
Min	\$5.57	\$5.05	\$0.00	\$0.00	--	--	--	**	**	**	--	**
Max	\$12.86	\$10.72	\$0.60	\$0.49	--	--	--	**	**	**	--	**
N	19	19	18	18	--	--	--	**	**	**	--	**
STDev	2.3	2.0	0.1	0.1	--	--	--	**	**	**	--	**
<b>Cooks, Restaurant</b>			Detailed SOC Code: <b>352014</b>									
Mean	\$5.24	\$5.12	\$0.63	\$1.14	\$0.08	\$0.19	NB	NB	\$0.49	\$0.54	\$0.31	NB
Min	\$2.02	\$2.02	\$0.00	\$0.00	**	**	--	--	\$0.00	\$0.00	**	--
Max	\$11.37	\$7.50	\$2.53	\$2.53	**	**	--	--	\$1.75	\$1.25	**	--
N	256	256	6	7	**	**	--	--	18	15	**	--
STDev	0.7	0.4	0.9	1.3	**	**	--	--	0.4	0.3	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Cooks, Short Order</b>			Detailed SOC Code: <b>352015</b>										
Mean	\$5.42	\$5.14	NB	NB	NB	NB	NB	NB	NB	NB	\$1.56	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	**	--	--
Max	\$6.61	\$5.55	--	--	--	--	--	--	--	--	**	--	--
N	11	11	--	--	--	--	--	--	--	--	**	--	--
STDev	0.6	0.2	--	--	--	--	--	--	--	--	**	--	--
<b>Cooling and Freezing Equipment Operators and Tenders</b>			Detailed SOC Code: <b>519193</b>										
Mean	\$5.40	\$5.40	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Correctional Officers and Jailers</b>			Detailed SOC Code: <b>333012</b>										
Mean	\$8.50	\$7.78	\$0.36	\$0.36	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.64	\$5.17	\$0.24	\$0.24	--	--	--	--	--	--	--	--	--
Max	\$15.88	\$14.54	\$0.67	\$0.67	--	--	--	--	--	--	--	--	--
N	65	65	65	65	--	--	--	--	--	--	--	--	--
STDev	1.8	1.6	0.1	0.1	--	--	--	--	--	--	--	--	--
<b>Cost Estimators</b>			Detailed SOC Code: <b>131051</b>										
Mean	\$6.32	\$6.32	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--	--
Max	\$7.79	\$7.79	--	--	--	--	--	--	--	--	--	--	--
N	5	5	--	--	--	--	--	--	--	--	--	--	--
STDev	1.0	1.0	--	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Counter and Rental Clerks</b>			Detailed SOC Code: <b>412021</b>									
Mean	\$6.08	\$5.52	\$0.25	\$0.12	\$0.30	\$1.03	\$0.34	\$0.21	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	**	--	--	--	--
Max	\$14.99	\$12.50	\$0.63	\$0.22	**	\$1.29	**	**	--	--	--	--
N	32	32	11	9	**	8	**	**	--	--	--	--
STDev	2.3	1.5	0.1	0.0	**	0.4	**	**	--	--	--	--
<b>Counter Attendants, Cafeteria, Food Concession, and Coffee Shop</b>			Detailed SOC Code: <b>353022</b>									
Mean	\$4.86	\$4.86	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.55	\$4.55	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
N	8	8	--	--	--	--	--	--	--	--	--	--
STDev	0.3	0.3	--	--	--	--	--	--	--	--	--	--
<b>Couriers and Messengers</b>			Detailed SOC Code: <b>435021</b>									
Mean	\$7.38	\$6.95	\$0.43	\$0.43	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$17.33	\$15.87	\$1.10	\$1.10	--	--	--	--	--	--	--	--
N	12	12	6	6	--	--	--	--	--	--	--	--
STDev	3.7	3.2	0.4	0.4	--	--	--	--	--	--	--	--
<b>Court Reporters</b>			Detailed SOC Code: <b>232091</b>									
Mean	\$16.68	\$15.27	\$0.70	\$0.70	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Court, Municipal, and License Clerks</b>			Detailed SOC Code: <b>434031</b>									
Mean	\$12.16	\$11.16	\$0.50	\$0.50	NB	NB	NB	\$0.71	NB	NB	NB	NB
Min	\$5.92	\$5.42	\$0.00	\$0.00	--	--	--	**	--	--	--	--
Max	\$34.13	\$31.25	\$1.44	\$1.44	--	--	--	**	--	--	--	--
N	33	33	32	32	--	--	--	**	--	--	--	--
STDev	6.0	5.5	0.3	0.3	--	--	--	**	--	--	--	--
<b>Craft Artists</b>			Detailed SOC Code: <b>271012</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Crane and Tower Operators</b>			Detailed SOC Code: <b>537021</b>									
Mean	\$8.22	\$6.98	\$0.83	\$0.83	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Credit Analysts</b>			Detailed SOC Code: <b>132041</b>									
Mean	\$6.11	\$5.05	NB	NB	NB	\$1.06	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	--	--	--	--	--	--
Max	**	**	--	--	--	**	--	--	--	--	--	--
N	**	**	--	--	--	**	--	--	--	--	--	--
STDev	**	**	--	--	--	**	--	--	--	--	--	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Credit Authorizers, Checkers, and Clerks</b>			Detailed SOC Code: <b>434041</b>									
Mean	\$9.42	\$9.42	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Credit Counselors</b>			Detailed SOC Code: <b>132071</b>									
Mean	\$14.96	\$13.12	\$1.21	\$0.61	NB	\$0.05	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	--	--	--	--	--	--
Max	**	**	**	**	--	**	--	--	--	--	--	--
N	**	**	**	**	--	**	--	--	--	--	--	--
STDev	**	**	**	**	--	**	--	--	--	--	--	--
<b>Criminal Justice and Law Enforcement Teachers, Postsecondary</b>			Detailed SOC Code: <b>251111</b>									
Mean	\$28.10	\$24.68	\$2.28	\$1.14	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Crossing Guards</b>			Detailed SOC Code: <b>339091</b>									
Mean	\$8.75	\$7.50	NB	NB	\$0.12	\$0.99	NB	\$0.95	NB	NB	NB	NB
Min	\$7.17	\$6.92	--	--	**	**	--	\$0.26	--	--	--	--
Max	\$10.09	\$8.41	--	--	**	**	--	\$1.55	--	--	--	--
N	5	5	--	--	**	**	--	5	--	--	--	--
STDev	1.1	0.6	--	--	**	**	--	0.6	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders			Detailed SOC Code: <b>519021</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
Customer Service Representatives			Detailed SOC Code: <b>434051</b>										
Mean	\$11.17	\$8.79	\$0.56	\$1.22	\$0.09	\$1.08	\$0.65	\$0.86	NB	\$0.94	\$0.63	\$1.44	
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	**	\$0.00	
Max	\$36.84	\$21.14	\$1.81	\$9.76	\$0.40	\$5.08	\$17.00	\$6.22	--	**	**	\$1.44	
N	148	148	96	76	66	63	38	62	--	**	**	5	
STDev	6.8	4.0	0.4	1.8	0.1	0.7	2.7	1.1	--	**	**	0.0	
Dancers			Detailed SOC Code: <b>272031</b>										
Mean	\$6.42	\$5.34	NB	NB	NB	NB	NB	NB	NB	\$0.31	\$0.31	NB	
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	**	\$0.00	--	
Max	\$36.36	\$10.42	--	--	--	--	--	--	--	**	\$0.31	--	
N	40	40	--	--	--	--	--	--	--	**	18	--	
STDev	4.9	0.9	--	--	--	--	--	--	--	**	0.0	--	
Data Entry Keyers			Detailed SOC Code: <b>439021</b>										
Mean	\$8.36	\$7.81	\$0.87	\$0.63	NB	\$0.01	NB	NB	NB	NB	NB	NB	
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	--	--	--	
Max	\$11.77	\$10.33	**	**	--	**	--	--	--	--	--	--	
N	11	11	**	**	--	**	--	--	--	--	--	--	
STDev	2.4	1.7	**	**	--	**	--	--	--	--	--	--	

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Database Administrators</b>			<b>Detailed SOC Code: 151141</b>									
Mean	\$19.78	\$17.21	\$1.73	\$0.87	\$0.26	\$0.50	NB	\$1.79	NB	NB	NB	NB
Min	**	**	**	**	**	**	--	**	--	--	--	--
Max	**	**	**	**	**	**	--	**	--	--	--	--
N	**	**	**	**	**	**	--	**	--	--	--	--
STDev	**	**	**	**	**	**	--	**	--	--	--	--
<b>Demonstrators and Product Promoters</b>			<b>Detailed SOC Code: 419011</b>									
Mean	\$6.28	\$5.05	NB	NB	NB	\$1.13	\$0.21	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	**	--	--	--	--	--
Max	**	**	--	--	--	**	**	--	--	--	--	--
N	**	**	--	--	--	**	**	--	--	--	--	--
STDev	**	**	--	--	--	**	**	--	--	--	--	--
<b>Dental Assistants</b>			<b>Detailed SOC Code: 319091</b>									
Mean	\$9.27	\$8.82	\$0.45	\$0.45	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$12.91	\$11.82	\$0.55	\$0.55	--	--	--	--	--	--	--	--
N	14	14	7	7	--	--	--	--	--	--	--	--
STDev	2.9	2.6	0.1	0.1	--	--	--	--	--	--	--	--
<b>Dental Hygienists</b>			<b>Detailed SOC Code: 292021</b>									
Mean	\$13.30	\$12.42	\$0.54	\$0.67	NB	NB	NB	NB	NB	\$1.44	NB	NB
Min	\$7.50	\$7.50	**	**	--	--	--	--	--	**	--	--
Max	\$17.50	\$17.50	**	**	--	--	--	--	--	**	--	--
N	5	5	**	**	--	--	--	--	--	**	--	--
STDev	4.4	4.4	**	**	--	--	--	--	--	**	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Dental Laboratory Technicians</b>			Detailed SOC Code: <b>519081</b>										
Mean	\$11.74	\$10.75	\$0.50	\$0.50	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Dentists, General</b>			Detailed SOC Code: <b>291021</b>										
Mean	\$22.60	\$22.60	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Detectives and Criminal Investigators</b>			Detailed SOC Code: <b>333021</b>										
Mean	\$11.28	\$10.33	\$0.48	\$0.48	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.22	\$5.69	\$0.26	\$0.26	--	--	--	--	--	--	--	--	--
Max	\$25.73	\$23.56	\$1.09	\$1.09	--	--	--	--	--	--	--	--	--
N	53	53	53	53	--	--	--	--	--	--	--	--	--
STDev	4.5	4.1	0.2	0.2	--	--	--	--	--	--	--	--	--
<b>Diagnostic Medical Sonographers</b>			Detailed SOC Code: <b>292032</b>										
Mean	\$18.49	\$16.92	\$0.78	\$0.78	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Dietitians and Nutritionists</b>			Detailed SOC Code: <b>291031</b>									
Mean	\$12.79	\$11.88	\$0.45	\$0.45	NB	NB	NB	\$0.89	NB	NB	NB	NB
Min	\$10.77	\$9.86	\$0.00	\$0.00	--	--	--	**	--	--	--	--
Max	\$24.93	\$24.04	\$0.45	\$0.45	--	--	--	**	--	--	--	--
N	7	7	6	6	--	--	--	**	--	--	--	--
STDev	5.4	5.4	0.0	0.0	--	--	--	**	--	--	--	--
<b>Dining Room and Cafeteria Attendants and Bartender Helpers</b>			Detailed SOC Code: <b>359011</b>									
Mean	\$5.41	\$5.06	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.63	\$5.15	--	--	--	--	--	--	--	--	--	--
N	7	7	--	--	--	--	--	--	--	--	--	--
STDev	0.2	0.0	--	--	--	--	--	--	--	--	--	--
<b>Directors, Religious Activities and Education</b>			Detailed SOC Code: <b>212021</b>									
Mean	\$19.59	\$18.37	NB	NB	NB	\$1.22	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	--	--	--	--	--	--
Max	**	**	--	--	--	**	--	--	--	--	--	--
N	**	**	--	--	--	**	--	--	--	--	--	--
STDev	**	**	--	--	--	**	--	--	--	--	--	--
<b>Dishwashers</b>			Detailed SOC Code: <b>359021</b>									
Mean	\$5.22	\$5.08	\$0.20	\$0.10	\$0.08	\$0.48	NB	NB	\$0.90	\$0.94	\$0.31	NB
Min	\$5.05	\$5.05	\$0.00	**	**	**	--	--	**	**	**	--
Max	\$7.55	\$6.00	\$0.27	**	**	**	--	--	**	**	**	--
N	58	58	5	**	**	**	--	--	**	**	**	--
STDev	0.4	0.1	0.1	**	**	**	--	--	**	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Dispatchers, Except Police, Fire, and Ambulance			Detailed SOC Code: <b>435032</b>									
Mean	\$7.05	\$6.13	\$0.29	\$0.26	\$0.08	\$1.91	\$0.84	\$0.26	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	--	--	--	--
Max	\$11.00	\$9.62	\$0.44	\$0.44	**	**	**	**	--	--	--	--
N	12	12	11	10	**	**	**	**	--	--	--	--
STDev	2.4	1.6	0.1	0.1	**	**	**	**	--	--	--	--
DoortoDoor Sales Workers, News and Street Vendors, and Related Workers			Detailed SOC Code: <b>419091</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
Drafters, All Other			Detailed SOC Code: <b>173019</b>									
Mean	\$16.69	\$12.38	\$1.33	\$0.80	\$0.24	\$2.31	NB	\$3.36	NB	NB	NB	NB
Min	\$7.09	\$6.50	**	**	**	**	--	**	--	--	--	--
Max	\$28.29	\$16.83	**	**	**	**	--	**	--	--	--	--
N	5	5	**	**	**	**	--	**	--	--	--	--
STDev	9.3	5.1	**	**	**	**	--	**	--	--	--	--
Dredge Operators			Detailed SOC Code: <b>537031</b>									
Mean	\$5.50	\$5.50	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.25	\$5.25	--	--	--	--	--	--	--	--	--	--
Max	\$5.75	\$5.75	--	--	--	--	--	--	--	--	--	--
N	6	6	--	--	--	--	--	--	--	--	--	--
STDev	0.3	0.3	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Driver/Sales Workers</b>			Detailed SOC Code: <b>533031</b>										
Mean	\$5.23	\$5.13	\$0.10	\$1.19	NB	\$0.32	NB	NB	NB	NB	NB	\$0.63	NB
Min	\$4.38	\$4.38	**	\$0.00	--	**	--	--	--	--	--	**	--
Max	\$10.42	\$6.75	**	\$5.05	--	**	--	--	--	--	--	**	--
N	77	77	**	5	--	**	--	--	--	--	--	**	--
STDev	0.7	0.3	**	2.2	--	**	--	--	--	--	--	**	--
<b>Earth Drillers, Except Oil and Gas</b>			Detailed SOC Code: <b>475021</b>										
Mean	\$6.29	\$5.35	NB	NB	NB	NB	NB	NB	NB	NB	\$0.63	\$0.31	NB
Min	**	**	--	--	--	--	--	--	--	--	**	**	--
Max	**	**	--	--	--	--	--	--	--	--	**	**	--
N	**	**	--	--	--	--	--	--	--	--	**	**	--
STDev	**	**	--	--	--	--	--	--	--	--	**	**	--
<b>Economists</b>			Detailed SOC Code: <b>193011</b>										
Mean	\$15.65	\$14.32	\$0.66	\$0.66	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Editors</b>			Detailed SOC Code: <b>273041</b>										
Mean	\$10.97	\$10.50	\$0.71	\$0.71	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Education Administrators, All Other			Detailed SOC Code: <b>119039</b>									
Mean	\$22.83	\$18.86	\$0.94	\$0.58	\$0.35	\$2.48	NB	\$3.79	NB	\$2.88	NB	NB
Min	\$10.22	\$8.27	**	**	\$0.00	**	--	\$0.00	--	**	--	--
Max	\$48.12	\$38.46	**	**	\$0.53	**	--	\$7.10	--	**	--	--
N	12	12	**	**	7	**	--	8	--	**	--	--
STDev	13.6	10.8	**	**	0.2	**	--	2.4	--	**	--	--
Education Administrators, Elementary and Secondary School			Detailed SOC Code: <b>119032</b>									
Mean	\$27.39	\$22.96	\$0.76	\$0.22	\$0.40	\$1.89	NB	\$3.91	NB	\$1.63	\$0.16	\$1.19
Min	\$6.25	\$6.25	**	**	\$0.00	\$0.00	--	\$0.00	--	**	**	**
Max	\$48.24	\$45.67	**	**	\$0.45	\$3.17	--	\$5.33	--	**	**	**
N	44	44	**	**	30	17	--	35	--	**	**	**
STDev	8.8	7.3	**	**	0.1	1.0	--	1.7	--	**	**	**
Education Administrators, Postsecondary			Detailed SOC Code: <b>119033</b>									
Mean	\$24.38	\$21.93	\$2.04	\$1.05	NB	\$0.05	\$0.17	NB	NB	NB	NB	NB
Min	\$9.79	\$9.62	\$0.00	\$0.00	--	\$0.00	**	--	--	--	--	--
Max	\$32.87	\$28.85	\$2.66	\$1.33	--	\$0.16	**	--	--	--	--	--
N	21	21	15	19	--	13	**	--	--	--	--	--
STDev	7.0	6.0	0.6	0.3	--	0.0	**	--	--	--	--	--
Education Administrators, Preschool and Childcare Center/Program			Detailed SOC Code: <b>119031</b>									
Mean	\$13.12	\$12.08	\$0.64	\$0.64	\$0.32	NB	NB	\$2.33	NB	NB	NB	NB
Min	\$3.13	\$3.13	**	**	**	--	--	**	--	--	--	--
Max	\$25.79	\$21.64	**	**	**	--	--	**	--	--	--	--
N	10	10	**	**	**	--	--	**	--	--	--	--
STDev	7.7	6.6	**	**	**	--	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
Education Teachers, Postsecondary			Detailed SOC Code: <b>251081</b>										
Mean	\$19.65	\$17.21	NB	\$0.40	NB	\$1.13	NB	NB	NB	NB	NB	NB	NB
Min	\$12.72	\$11.15	--	\$0.00	--	\$0.00	--	--	--	--	--	--	--
Max	\$30.76	\$21.59	--	\$1.00	--	\$1.33	--	--	--	--	--	--	--
N	22	22	--	22	--	20	--	--	--	--	--	--	--
STDev	3.4	2.6	--	0.3	--	0.5	--	--	--	--	--	--	--
Educational, Guidance, School, and Vocational Counselors			Detailed SOC Code: <b>211012</b>										
Mean	\$6.19	\$5.59	\$1.67	\$0.56	\$0.28	\$0.93	NB	\$1.71	NB	NB	\$0.72	\$1.92	
Min	\$1.00	\$1.00	**	**	\$0.00	\$0.00	--	\$0.00	--	--	**	**	
Max	\$28.43	\$23.69	**	**	\$0.37	\$2.03	--	\$4.37	--	--	**	**	
N	107	107	**	**	13	7	--	26	--	--	**	**	
STDev	8.2	7.2	**	**	0.0	0.6	--	1.4	--	--	**	**	
Electric Motor, Power Tool, and Related Repairers			Detailed SOC Code: <b>492092</b>										
Mean	\$6.24	\$5.35	\$0.19	\$0.10	NB	NB	NB	NB	NB	\$0.50	NB	NB	
Min	**	**	**	**	--	--	--	--	--	**	--	--	
Max	**	**	**	**	--	--	--	--	--	**	--	--	
N	**	**	**	**	--	--	--	--	--	**	--	--	
STDev	**	**	**	**	--	--	--	--	--	**	--	--	
Electrical and Electronics Engineering Technicians			Detailed SOC Code: <b>173023</b>										
Mean	\$10.21	\$8.87	\$0.94	\$0.69	\$0.23	NB	NB	\$4.48	\$0.29	\$0.87	NB	NB	
Min	\$5.05	\$5.05	**	**	**	--	--	**	**	**	--	--	
Max	\$21.89	\$16.03	**	**	**	--	--	**	**	**	--	--	
N	8	8	**	**	**	--	--	**	**	**	--	--	
STDev	6.6	4.8	**	**	**	--	--	**	**	**	--	--	

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Electrical and Electronics Installers and Repairers, Transportation Equipment			Detailed SOC Code: <b>492093</b>									
Mean	\$6.14	\$5.90	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
Electrical and Electronics Repairers, Commercial and Industrial Equipment			Detailed SOC Code: <b>492094</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay			Detailed SOC Code: <b>492095</b>									
Mean	\$5.76	\$5.35	\$0.21	\$0.10	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
Electrical Engineers			Detailed SOC Code: <b>172071</b>									
Mean	\$18.11	\$15.83	\$1.42	\$1.05	\$0.32	\$0.70	NB	\$5.37	NB	\$1.25	\$0.63	NB
Min	\$5.05	\$5.05	\$0.00	**	**	**	--	**	--	**	**	--
Max	\$49.03	\$33.56	\$3.36	**	**	**	--	**	--	**	**	--
N	12	12	6	**	**	**	--	**	--	**	**	--
STDev	12.7	9.2	1.1	**	**	**	--	**	--	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Electrical PowerLine Installers and Repairers</b>			<b>Detailed SOC Code: 499051</b>									
Mean	\$9.76	\$7.35	\$0.50	\$0.36	\$0.13	\$1.31	NB	\$1.36	\$0.58	\$2.31	\$0.58	NB
Min	\$5.38	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	**	**	**	--
Max	\$26.68	\$18.21	\$1.82	\$0.91	\$0.28	\$4.04	--	\$5.46	**	**	**	--
N	83	83	82	82	48	8	--	78	**	**	**	--
STDev	5.2	3.2	0.4	0.2	0.1	1.4	--	1.4	**	**	**	--
<b>Electricians</b>			<b>Detailed SOC Code: 472111</b>									
Mean	\$6.69	\$6.10	\$0.49	\$0.39	\$0.15	\$1.26	\$0.22	\$0.99	\$1.88	\$0.89	\$0.61	NB
Min	\$5.00	\$5.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	\$0.00	\$0.00	--
Max	\$24.51	\$21.63	\$1.67	\$1.08	\$0.26	\$1.52	**	\$5.02	**	\$1.25	\$1.00	--
N	99	99	25	21	8	5	**	12	**	11	9	--
STDev	3.3	2.4	0.4	0.2	0.1	0.4	**	1.6	**	0.3	0.2	--
<b>ElectroMechanical Technicians</b>			<b>Detailed SOC Code: 173024</b>									
Mean	\$7.94	\$7.00	NB	NB	NB	NB	NB	NB	NB	\$0.63	\$0.31	NB
Min	**	**	--	--	--	--	--	--	--	**	**	--
Max	**	**	--	--	--	--	--	--	--	**	**	--
N	**	**	--	--	--	--	--	--	--	**	**	--
STDev	**	**	--	--	--	--	--	--	--	**	**	--
<b>Electronic Equipment Installers and Repairers, Motor Vehicles</b>			<b>Detailed SOC Code: 492096</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Electronic Home Entertainment Equipment Installers and Repairers</b>			<b>Detailed SOC Code: 492097</b>										
Mean	\$6.02	\$5.55	\$0.14	NB	NB	\$1.17	NB	NB	NB	NB	\$1.49	NB	NB
Min	\$5.05	\$4.50	**	--	--	**	--	--	--	--	**	--	--
Max	\$10.77	\$8.13	**	--	--	**	--	--	--	--	**	--	--
N	9	9	**	--	--	**	--	--	--	--	**	--	--
STDev	2.0	1.2	**	--	--	**	--	--	--	--	**	--	--
<b>Electronics Engineers, Except Computer</b>			<b>Detailed SOC Code: 172072</b>										
Mean	\$44.37	\$33.52	\$1.94	\$3.87	\$0.19	\$1.44	\$0.21	\$1.51	NB	NB	\$0.58	NB	NB
Min	**	**	**	**	**	**	**	**	--	--	**	--	--
Max	**	**	**	**	**	**	**	**	--	--	**	--	--
N	**	**	**	**	**	**	**	**	--	--	**	--	--
STDev	**	**	**	**	**	**	**	**	--	--	**	--	--
<b>Elementary School Teachers, Except Special Education</b>			<b>Detailed SOC Code: 252021</b>										
Mean	\$9.78	\$7.28	\$0.62	\$0.11	NB	\$0.72	NB	\$0.33	NB	\$1.42	\$0.48	\$1.61	\$1.61
Min	\$5.47	\$5.05	\$0.00	\$0.00	--	\$0.00	--	**	--	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$20.97	\$19.71	\$1.88	\$0.17	--	\$1.58	--	**	--	\$3.44	\$0.72	\$3.13	\$3.13
N	25	25	19	16	--	18	--	**	--	10	7	7	7
STDev	3.6	3.4	0.5	0.0	--	0.2	--	**	--	0.8	0.3	0.7	0.7
<b>Elevator Installers and Repairers</b>			<b>Detailed SOC Code: 474021</b>										
Mean	\$6.71	\$6.32	\$0.91	\$0.36	NB	\$0.19	\$0.19	NB	\$0.58	\$0.58	\$2.25	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	**	--	**	**	**	**	--
Max	\$19.68	\$15.78	**	**	--	**	**	--	**	**	**	**	--
N	14	14	**	**	--	**	**	--	**	**	**	**	--
STDev	4.1	3.0	**	**	--	**	**	--	**	**	**	**	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Eligibility Interviewers, Government Programs			Detailed SOC Code: <b>434061</b>									
Mean	\$10.27	\$9.48	\$0.39	\$0.39	\$0.01	\$0.06	NB	\$0.09	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.03	\$0.03	**	**	--	**	--	--	--	--
Max	\$16.73	\$16.03	\$0.64	\$0.64	**	**	--	**	--	--	--	--
N	33	33	33	33	**	**	--	**	--	--	--	--
STDev	2.6	2.5	0.1	0.1	**	**	--	**	--	--	--	--
Emergency Management Directors			Detailed SOC Code: <b>119161</b>									
Mean	\$19.13	\$17.07	\$1.29	\$0.67	\$0.30	\$0.09	NB	\$1.00	NB	NB	NB	NB
Min	**	**	**	**	**	**	--	**	--	--	--	--
Max	**	**	**	**	**	**	--	**	--	--	--	--
N	**	**	**	**	**	**	--	**	--	--	--	--
STDev	**	**	**	**	**	**	--	**	--	--	--	--
Emergency Medical Technicians and Paramedics			Detailed SOC Code: <b>292041</b>									
Mean	\$14.51	\$13.28	\$0.61	\$0.61	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
Engine and Other Machine Assemblers			Detailed SOC Code: <b>512031</b>									
Mean	\$6.28	\$6.28	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Engineering Technicians, Except Drafters, All Other			Detailed SOC Code: <b>173029</b>									
Mean	\$10.50	\$9.62	\$0.44	\$0.44	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
Engineers, All Other			Detailed SOC Code: <b>172199</b>									
Mean	\$16.58	\$13.00	\$0.05	\$0.10	\$0.06	\$4.98	\$0.94	\$0.14	NB	NB	NB	NB
Min	**	**	**	**	**	**	**	**	--	--	--	--
Max	**	**	**	**	**	**	**	**	--	--	--	--
N	**	**	**	**	**	**	**	**	--	--	--	--
STDev	**	**	**	**	**	**	**	**	--	--	--	--
English Language and Literature Teachers, Postsecondary			Detailed SOC Code: <b>251123</b>									
Mean	\$18.89	\$17.69	\$1.17	\$0.76	NB	\$0.07	NB	NB	NB	NB	\$0.72	NB
Min	\$10.63	\$8.51	**	\$0.09	--	**	--	--	--	--	**	--
Max	\$21.82	\$20.76	**	\$0.96	--	**	--	--	--	--	**	--
N	5	5	**	5	--	**	--	--	--	--	**	--
STDev	4.7	5.2	**	0.4	--	**	--	--	--	--	**	--
Entertainers and Performers, Sports and Related Workers, All Other			Detailed SOC Code: <b>272099</b>									
Mean	\$12.62	\$12.62	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.50	\$4.50	--	--	--	--	--	--	--	--	--	--
Max	\$31.25	\$31.25	--	--	--	--	--	--	--	--	--	--
N	13	13	--	--	--	--	--	--	--	--	--	--
STDev	9.9	9.9	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Entertainment Attendants and Related Workers, All Other			Detailed SOC Code: <b>393099</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
Environmental Engineers			Detailed SOC Code: <b>172081</b>									
Mean	\$18.82	\$16.70	\$1.46	\$0.99	NB	NB	NB	\$1.14	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	**	--	--	--	--
Max	**	**	**	**	--	--	--	**	--	--	--	--
N	**	**	**	**	--	--	--	**	--	--	--	--
STDev	**	**	**	**	--	--	--	**	--	--	--	--
Environmental Science and Protection Technicians, Including Health			Detailed SOC Code: <b>194091</b>									
Mean	\$10.53	\$9.82	\$0.42	\$0.40	\$0.11	NB	NB	\$0.40	NB	NB	NB	NB
Min	\$7.21	\$7.21	\$0.00	\$0.00	**	--	--	**	--	--	--	--
Max	\$21.28	\$20.00	\$1.58	\$0.90	**	--	--	**	--	--	--	--
N	40	40	33	33	**	--	--	**	--	--	--	--
STDev	3.9	3.6	0.3	0.2	**	--	--	**	--	--	--	--
Environmental Scientists and Specialists, Including Health			Detailed SOC Code: <b>192041</b>									
Mean	\$11.84	\$10.84	\$0.50	\$0.50	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.29	\$0.29	--	--	--	--	--	--	--	--
Max	\$23.63	\$21.64	\$1.00	\$1.00	--	--	--	--	--	--	--	--
N	19	19	19	19	--	--	--	--	--	--	--	--
STDev	4.3	4.0	0.2	0.2	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Epidemiologists</b>			Detailed SOC Code: <b>191041</b>									
Mean	\$23.63	\$21.64	\$1.00	\$1.00	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Etchers and Engravers</b>			Detailed SOC Code: <b>519194</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Excavating and Loading Machine and Dragline Operators</b>			Detailed SOC Code: <b>537032</b>									
Mean	\$5.54	\$5.24	\$0.24	\$0.10	NB	\$0.16	NB	NB	NB	\$0.82	\$0.50	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	--	--	--	\$0.00	\$0.00	--
Max	\$8.50	\$8.50	\$0.47	\$0.11	--	**	--	--	--	\$1.56	\$1.25	--
N	31	31	6	5	--	**	--	--	--	5	5	--
STDev	1.0	0.7	0.1	0.0	--	**	--	--	--	0.4	0.4	--
<b>Executive Secretaries and Executive Administrative Assistants</b>			Detailed SOC Code: <b>436011</b>									
Mean	\$11.03	\$9.98	\$0.54	\$0.50	\$0.15	\$1.90	\$0.26	\$1.41	\$0.58	\$0.58	\$0.63	NB
Min	\$4.83	\$4.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**	**	--
Max	\$35.46	\$25.00	\$2.37	\$1.94	\$0.37	\$4.69	\$0.38	\$8.31	**	**	**	--
N	186	186	124	122	24	10	6	26	**	**	**	--
STDev	4.9	4.0	0.3	0.3	0.1	1.3	0.1	2.0	**	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Fabric and Apparel Patternmakers</b>			Detailed SOC Code: <b>516092</b>									
Mean	\$5.21	\$5.05	\$0.16	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	--	--	--	--	--	--	--	--	--
<b>Family and General Practitioners</b>			Detailed SOC Code: <b>291062</b>									
Mean	\$54.17	\$54.17	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Farm and Home Management Advisors</b>			Detailed SOC Code: <b>259021</b>									
Mean	\$15.47	\$13.57	\$1.25	\$0.63	NB	\$0.03	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	--	--	--	--	--	--
Max	**	**	**	**	--	**	--	--	--	--	--	--
N	**	**	**	**	--	**	--	--	--	--	--	--
STDev	**	**	**	**	--	**	--	--	--	--	--	--
<b>Farm Equipment Mechanics and Service Technicians</b>			Detailed SOC Code: <b>493041</b>									
Mean	\$7.29	\$6.41	\$0.59	\$0.30	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Farmers, Ranchers, and Other Agricultural Managers</b>			<b>Detailed SOC Code: 119013</b>										
Mean	\$8.46	\$7.83	\$0.55	\$0.43	NB	\$0.05	NB	NB	NB	NB	NB	NB	NB
Min	\$4.69	\$4.69	\$0.00	\$0.00	--	**	--	--	--	--	--	--	--
Max	\$26.02	\$22.82	\$2.11	\$1.05	--	**	--	--	--	--	--	--	--
N	14	14	9	9	--	**	--	--	--	--	--	--	--
STDev	5.4	4.6	0.6	0.2	--	**	--	--	--	--	--	--	--
<b>Farmworkers and Laborers, Crop, Nursery, and Greenhouse</b>			<b>Detailed SOC Code: 452092</b>										
Mean	\$5.48	\$5.09	\$0.22	\$0.47	NB	\$0.10	\$0.05	NB	\$0.71	\$0.91	\$1.15	NB	NB
Min	\$2.82	\$2.19	\$0.00	**	--	**	**	--	**	\$0.00	**	**	--
Max	\$11.16	\$10.21	\$0.47	**	--	**	**	--	**	\$1.25	**	**	--
N	46	46	6	**	--	**	**	--	**	7	**	**	--
STDev	1.2	1.0	0.1	**	--	**	**	--	**	0.4	**	**	--
<b>Farmworkers, Farm, Ranch, and Aquacultural Animals</b>			<b>Detailed SOC Code: 452093</b>										
Mean	\$5.20	\$4.74	\$0.29	\$0.29	NB	NB	NB	NB	\$1.10	\$0.94	\$0.31	NB	NB
Min	\$3.13	\$2.50	\$0.00	\$0.00	--	--	--	--	**	**	**	**	--
Max	\$7.55	\$5.05	\$0.29	\$0.29	--	--	--	--	**	**	**	**	--
N	20	20	6	6	--	--	--	--	**	**	**	**	--
STDev	0.8	0.8	0.0	0.0	--	--	--	--	**	**	**	**	--
<b>Fashion Designers</b>			<b>Detailed SOC Code: 271022</b>										
Mean	\$4.65	\$4.65	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Fiberglass Laminators and Fabricators</b>			Detailed SOC Code: <b>512091</b>									
Mean	\$5.36	\$5.05	\$0.31	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	--	--	--	--	--	--	--	--	--
<b>File Clerks</b>			Detailed SOC Code: <b>434071</b>									
Mean	\$7.71	\$6.64	\$0.56	\$0.56	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	**	--	--	--	--	--
Max	**	**	**	**	--	**	**	--	--	--	--	--
N	**	**	**	**	--	**	**	--	--	--	--	--
STDev	**	**	**	**	--	**	**	--	--	--	--	--
<b>Film and Video Editors</b>			Detailed SOC Code: <b>274032</b>									
Mean	\$5.81	\$5.34	NB	NB	\$0.06	\$0.88	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	**	**	--	--	--	--	--	--
Max	**	**	--	--	**	**	--	--	--	--	--	--
N	**	**	--	--	**	**	--	--	--	--	--	--
STDev	**	**	--	--	**	**	--	--	--	--	--	--
<b>Financial Analysts</b>			Detailed SOC Code: <b>132051</b>									
Mean	\$19.91	\$17.93	\$0.84	\$0.84	\$0.30	\$1.07	NB	\$0.78	NB	NB	NB	NB
Min	\$15.13	\$13.85	\$0.64	\$0.64	**	**	--	**	--	--	--	--
Max	\$23.58	\$20.46	\$0.97	\$0.97	**	**	--	**	--	--	--	--
N	7	7	7	7	**	**	--	**	--	--	--	--
STDev	3.5	2.9	0.1	0.1	**	**	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Financial Clerks, All Other</b>			<b>Detailed SOC Code: 433099</b>									
Mean	\$5.73	\$5.25	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Financial Examiners</b>			<b>Detailed SOC Code: 132061</b>									
Mean	\$11.29	\$10.34	\$0.48	\$0.48	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Financial Managers</b>			<b>Detailed SOC Code: 113031</b>									
Mean	\$21.15	\$18.04	\$1.27	\$1.91	\$0.22	\$1.52	\$0.18	\$2.74	\$0.58	\$0.58	\$0.10	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	**	**	**
Max	\$66.97	\$52.89	\$5.29	\$18.04	\$0.38	\$4.04	**	\$8.99	**	**	**	**
N	40	40	21	20	10	11	**	12	**	**	**	**
STDev	14.9	10.4	1.2	4.0	0.1	1.7	**	2.9	**	**	**	**
<b>Financial Specialists, All Other</b>			<b>Detailed SOC Code: 132099</b>									
Mean	\$40.10	\$38.46	NB	NB	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	**	**	--	--	--	--	--	--	**	**	--	--
Max	**	**	--	--	--	--	--	--	**	**	--	--
N	**	**	--	--	--	--	--	--	**	**	--	--
STDev	**	**	--	--	--	--	--	--	**	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Fine Artists, Including Painters, Sculptors, and Illustrators			Detailed SOC Code: <b>271013</b>									
Mean	\$5.20	\$5.18	NB	\$0.06	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	**	--	--	--	--	--	--	--	--
Max	**	**	--	**	--	--	--	--	--	--	--	--
N	**	**	--	**	--	--	--	--	--	--	--	--
STDev	**	**	--	**	--	--	--	--	--	--	--	--
Firefighters			Detailed SOC Code: <b>332011</b>									
Mean	\$11.19	\$10.44	\$0.48	\$0.48	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$24.64	\$23.69	\$1.04	\$1.04	--	--	--	--	--	--	--	--
N	106	106	82	82	--	--	--	--	--	--	--	--
STDev	3.6	3.4	0.1	0.1	--	--	--	--	--	--	--	--
FirstLine Supervisors of Construction Trades and Extraction Workers			Detailed SOC Code: <b>471011</b>									
Mean	\$7.31	\$7.07	\$0.27	\$0.25	\$0.02	\$0.27	NB	\$0.36	NB	\$0.52	NB	NB
Min	\$5.05	\$5.05	\$0.00	**	**	**	--	**	--	**	--	--
Max	\$11.82	\$11.82	\$0.42	**	**	**	--	**	--	**	--	--
N	23	23	5	**	**	**	--	**	--	**	--	--
STDev	2.1	2.1	0.1	**	**	**	--	**	--	**	--	--
FirstLine Supervisors of Correctional Officers			Detailed SOC Code: <b>331011</b>									
Mean	\$16.79	\$15.66	\$0.77	\$0.77	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$11.40	\$10.85	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$28.36	\$25.96	\$1.20	\$1.20	--	--	--	--	--	--	--	--
N	15	15	11	11	--	--	--	--	--	--	--	--
STDev	5.2	4.5	0.2	0.2	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retire-ment	Food Allow	Housing	Trans- portation	Tuition
FirstLine Supervisors of Farming, Fishing, and Forestry Workers			Detailed SOC Code: <b>451011</b>									
Mean	\$10.84	\$10.10	\$0.62	\$0.62	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$16.68	\$15.27	**	**	--	--	--	--	--	--	--	--
N	5	5	**	**	--	--	--	--	--	--	--	--
STDev	5.4	4.7	**	**	--	--	--	--	--	--	--	--
FirstLine Supervisors of Fire Fighting and Prevention Workers			Detailed SOC Code: <b>331021</b>									
Mean	\$14.56	\$14.56	NB	NB	NB	\$0.05	NB	NB	NB	NB	NB	NB
Min	\$12.56	\$12.56	--	--	--	**	--	--	--	--	--	--
Max	\$18.56	\$18.56	--	--	--	**	--	--	--	--	--	--
N	13	13	--	--	--	**	--	--	--	--	--	--
STDev	1.5	1.6	--	--	--	**	--	--	--	--	--	--
FirstLine Supervisors of Food Preparation and Serving Workers			Detailed SOC Code: <b>351012</b>									
Mean	\$6.40	\$6.16	\$0.38	\$0.26	NB	NB	NB	NB	\$0.39	\$0.56	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$11.71	\$11.54	\$0.49	\$0.49	--	--	--	--	\$0.63	\$0.63	--	--
N	68	68	8	6	--	--	--	--	8	7	--	--
STDev	1.7	1.6	0.1	0.2	--	--	--	--	0.2	0.1	--	--
FirstLine Supervisors of Helpers, Laborers, and Material Movers, Hand			Detailed SOC Code: <b>531021</b>									
Mean	\$7.37	\$6.72	\$0.36	\$0.42	NB	\$1.46	NB	\$0.25	NB	NB	\$0.31	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	--	**	--	--	**	--
Max	\$11.94	\$9.53	\$1.07	\$1.07	--	**	--	**	--	--	**	--
N	14	14	6	6	--	**	--	**	--	--	**	--
STDev	2.0	1.3	0.4	0.4	--	**	--	**	--	--	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
FirstLine Supervisors of Housekeeping and Janitorial Workers			Detailed SOC Code: <b>371011</b>									
Mean	\$8.96	\$8.47	\$0.30	\$0.26	NB	NB	NB	NB	\$0.58	\$0.56	\$0.25	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	\$0.00	\$0.00	**	--
Max	\$21.48	\$21.48	\$0.55	\$0.55	--	--	--	--	\$0.58	\$0.58	**	--
N	39	39	5	5	--	--	--	--	8	10	**	--
STDev	4.1	4.3	0.2	0.2	--	--	--	--	0.0	0.0	**	--
FirstLine Supervisors of Landscaping, Lawn Service, and Groundskeeping Wor			Detailed SOC Code: <b>371012</b>									
Mean	\$10.69	\$9.90	\$0.55	\$0.49	\$0.16	\$1.41	NB	\$0.29	\$0.44	NB	NB	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	**	--	--	**
Max	\$20.40	\$18.68	\$0.86	\$0.86	**	**	--	**	**	--	--	**
N	14	14	6	6	**	**	--	**	**	--	--	**
STDev	4.7	4.4	0.3	0.3	**	**	--	**	**	--	--	**
FirstLine Supervisors of Mechanics, Installers, and Repairers			Detailed SOC Code: <b>491011</b>									
Mean	\$11.33	\$9.65	\$0.75	\$0.62	\$0.19	\$0.96	\$0.19	\$3.04	\$0.58	\$0.61	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	**	--	--
Max	\$32.13	\$21.92	\$2.19	\$2.49	\$0.34	\$1.44	**	\$6.58	**	**	--	--
N	27	27	14	14	5	5	**	5	**	**	--	--
STDev	7.3	5.1	0.6	0.6	0.1	0.4	**	2.6	**	**	--	--
FirstLine Supervisors of NonRetail Sales Workers			Detailed SOC Code: <b>411012</b>									
Mean	\$5.54	\$5.39	\$0.01	\$0.01	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	**	--	--	--	--	--
Max	\$6.96	\$6.03	**	**	--	**	**	--	--	--	--	--
N	6	6	**	**	--	**	**	--	--	--	--	--
STDev	0.7	0.4	**	**	--	**	**	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
FirstLine Supervisors of Office and Administrative Support Workers			Detailed SOC Code: <b>431011</b>									
Mean	\$16.84	\$14.22	\$1.00	\$1.77	\$0.14	\$1.48	\$0.21	\$1.94	\$0.58	\$0.76	\$5.89	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**
Max	\$51.58	\$36.66	\$2.82	\$14.46	\$0.36	\$2.59	\$0.24	\$7.01	\$0.58	\$1.88	**	**
N	78	78	41	40	17	14	9	14	6	8	**	**
STDev	10.3	7.4	0.6	2.7	0.1	0.4	0.0	2.2	0.0	0.5	**	**
FirstLine Supervisors of Personal Service Workers			Detailed SOC Code: <b>391021</b>									
Mean	\$10.71	\$10.59	NB	NB	NB	NB	NB	NB	NB	\$0.31	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	**	--	--
Max	\$18.44	\$18.44	--	--	--	--	--	--	--	**	--	--
N	5	5	--	--	--	--	--	--	--	**	--	--
STDev	5.5	5.7	--	--	--	--	--	--	--	**	--	--
FirstLine Supervisors of Police and Detectives			Detailed SOC Code: <b>331012</b>									
Mean	\$15.87	\$14.71	\$0.71	\$0.71	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$7.59	\$5.95	\$0.00	\$0.00	--	--	--	--	**	**	--	--
Max	\$23.47	\$22.56	\$0.99	\$0.99	--	--	--	--	**	**	--	--
N	35	35	24	24	--	--	--	--	**	**	--	--
STDev	3.9	3.9	0.1	0.1	--	--	--	--	**	**	--	--
FirstLine Supervisors of Production and Operating Workers			Detailed SOC Code: <b>511011</b>									
Mean	\$18.64	\$14.19	\$1.47	\$0.83	\$0.26	\$2.63	NB	\$3.40	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$36.76	\$26.92	\$2.69	\$1.35	\$0.38	\$4.04	--	\$7.53	--	--	--	--
N	32	32	23	23	19	6	--	20	--	--	--	--
STDev	9.5	6.2	0.7	0.3	0.1	1.2	--	2.4	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
FirstLine Supervisors of Protective Service Workers, All Other			Detailed SOC Code: <b>331099</b>									
Mean	\$9.62	\$8.34	\$0.89	\$0.89	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$3.75	\$3.75	\$0.00	\$0.00	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$17.90	\$17.84	\$1.94	\$1.94	--	--	--	--	\$0.58	\$0.58	--	--
N	16	16	6	6	--	--	--	--	6	6	--	--
STDev	4.1	3.9	0.7	0.7	--	--	--	--	0.0	0.0	--	--
FirstLine Supervisors of Retail Sales Workers			Detailed SOC Code: <b>411011</b>									
Mean	\$6.33	\$6.24	\$0.44	\$0.17	NB	\$0.85	NB	\$0.18	\$0.09	\$0.63	\$0.31	NB
Min	\$4.95	\$4.69	**	**	--	**	--	**	**	**	**	--
Max	\$15.63	\$15.63	**	**	--	**	--	**	**	**	**	--
N	90	90	**	**	--	**	--	**	**	**	**	--
STDev	1.9	1.8	**	**	--	**	--	**	**	**	**	--
FirstLine Supervisors of Transportation and MaterialMoving Machine and Veh			Detailed SOC Code: <b>531031</b>									
Mean	\$11.97	\$10.12	\$0.99	\$1.43	\$0.14	\$1.10	\$0.21	\$1.80	NB	\$1.56	NB	NB
Min	\$5.25	\$5.05	\$0.00	\$0.00	\$0.00	**	**	**	--	**	--	--
Max	\$27.93	\$21.08	\$2.03	\$3.65	\$0.21	**	**	**	--	**	--	--
N	17	17	7	6	6	**	**	**	--	**	--	--
STDev	6.8	4.9	0.8	1.3	0.0	**	**	**	--	**	--	--
Fishers and Related Fishing Workers			Detailed SOC Code: <b>453011</b>									
Mean	\$5.08	\$5.05	NB	NB	NB	NB	NB	NB	NB	\$0.47	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	**	--	--
Max	\$5.70	\$5.05	--	--	--	--	--	--	--	**	--	--
N	26	26	--	--	--	--	--	--	--	**	--	--
STDev	0.1	0.0	--	--	--	--	--	--	--	**	--	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Floral Designers</b>			<b>Detailed SOC Code: 271023</b>										
Mean	\$5.25	\$5.07	NB	NB	NB	NB	NB	NB	NB	\$0.63	\$0.63	NB	NB
Min	\$5.00	\$5.00	--	--	--	--	--	--	--	**	**	--	--
Max	\$6.31	\$5.15	--	--	--	--	--	--	--	**	**	--	--
N	7	7	--	--	--	--	--	--	--	**	**	--	--
STDev	0.5	0.1	--	--	--	--	--	--	--	**	**	--	--
<b>Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tend</b>			<b>Detailed SOC Code: 513091</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Food Batchmakers</b>			<b>Detailed SOC Code: 513092</b>										
Mean	\$5.09	\$5.05	\$0.34	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	--	--	--	--	--	--	--	--	--	--
Max	\$5.39	\$5.05	**	--	--	--	--	--	--	--	--	--	--
N	9	9	**	--	--	--	--	--	--	--	--	--	--
STDev	0.1	0.0	**	--	--	--	--	--	--	--	--	--	--
<b>Food Preparation and Serving Related Workers, All Other</b>			<b>Detailed SOC Code: 359099</b>										
Mean	\$5.68	\$5.17	\$0.18	\$0.24	NB	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	**	**	--	--
Max	\$8.64	\$7.00	**	**	--	--	--	--	--	**	**	--	--
N	20	20	**	**	--	--	--	--	--	**	**	--	--
STDev	0.7	0.4	**	**	--	--	--	--	--	**	**	--	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Food Preparation Workers</b>			Detailed SOC Code: <b>352021</b>									
Mean	\$5.30	\$5.12	\$0.14	\$0.14	\$0.08	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	\$0.00	--	--	--	--	--	--	--
Max	\$7.58	\$7.25	**	**	\$0.08	--	--	--	--	--	--	--
N	69	69	**	**	14	--	--	--	--	--	--	--
STDev	0.4	0.4	**	**	0.0	--	--	--	--	--	--	--
<b>Food Processing Workers, All Other</b>			Detailed SOC Code: <b>513099</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Food Servers, Nonrestaurant</b>			Detailed SOC Code: <b>353041</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
N	26	26	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--
<b>Food Service Managers</b>			Detailed SOC Code: <b>119051</b>									
Mean	\$9.13	\$7.37	\$2.76	\$2.68	\$0.10	NB	NB	\$0.14	\$0.61	\$0.61	NB	\$1.44
Min	\$5.05	\$4.78	**	**	**	--	--	**	**	**	--	**
Max	\$17.26	\$11.56	**	**	**	--	--	**	**	**	--	**
N	13	13	**	**	**	--	--	**	**	**	--	**
STDev	4.1	2.0	**	**	**	--	--	**	**	**	--	**

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
Foreign Language and Literature Teachers, Postsecondary			Detailed SOC Code: <b>251124</b>										
Mean	\$18.71	\$18.02	NB	\$0.96	NB	\$0.07	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	**	--	**	--	--	--	--	--	--	--
Max	\$22.64	\$21.59	--	**	--	**	--	--	--	--	--	--	--
N	6	6	--	**	--	**	--	--	--	--	--	--	--
STDev	6.8	6.4	--	**	--	**	--	--	--	--	--	--	--
Forest and Conservation Technicians			Detailed SOC Code: <b>194093</b>										
Mean	\$8.12	\$7.44	\$0.34	\$0.34	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.92	\$5.42	\$0.25	\$0.25	--	--	--	--	--	--	--	--	--
Max	\$12.91	\$11.82	\$0.55	\$0.55	--	--	--	--	--	--	--	--	--
N	7	7	7	7	--	--	--	--	--	--	--	--	--
STDev	2.6	2.3	0.1	0.1	--	--	--	--	--	--	--	--	--
Forest and Conservation Workers			Detailed SOC Code: <b>454011</b>										
Mean	\$12.01	\$11.00	\$0.51	\$0.51	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$7.93	\$7.26	\$0.34	\$0.34	--	--	--	--	--	--	--	--	--
Max	\$15.13	\$13.85	\$0.64	\$0.64	--	--	--	--	--	--	--	--	--
N	8	8	8	8	--	--	--	--	--	--	--	--	--
STDev	2.6	2.3	0.1	0.1	--	--	--	--	--	--	--	--	--
Foresters			Detailed SOC Code: <b>191032</b>										
Mean	\$14.57	\$13.34	\$0.62	\$0.62	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Gaming Cage Workers</b>			<b>Detailed SOC Code: 433041</b>									
Mean	\$5.66	\$5.18	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.53	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.78	\$5.30	--	--	--	--	--	--	--	--	--	--
N	7	7	--	--	--	--	--	--	--	--	--	--
STDev	0.1	0.1	--	--	--	--	--	--	--	--	--	--
<b>Gaming Change Persons and Booth Cashiers</b>			<b>Detailed SOC Code: 412012</b>									
Mean	\$5.09	\$5.02	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.55	\$4.55	--	--	--	--	--	--	--	--	--	--
Max	\$5.93	\$5.45	--	--	--	--	--	--	--	--	--	--
N	47	47	--	--	--	--	--	--	--	--	--	--
STDev	0.3	0.2	--	--	--	--	--	--	--	--	--	--
<b>Gaming Dealers</b>			<b>Detailed SOC Code: 393011</b>									
Mean	\$5.81	\$5.36	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$6.28	\$5.80	--	--	--	--	--	--	--	--	--	--
N	70	70	--	--	--	--	--	--	--	--	--	--
STDev	0.4	0.3	--	--	--	--	--	--	--	--	--	--
<b>Gaming Managers</b>			<b>Detailed SOC Code: 119071</b>									
Mean	\$17.03	\$15.91	\$0.20	\$0.10	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$5.55	\$5.25	**	**	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$37.70	\$36.06	**	**	--	--	--	--	\$0.58	\$0.58	--	--
N	9	9	**	**	--	--	--	--	6	6	--	--
STDev	10.6	10.2	**	**	--	--	--	--	0.0	0.0	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Gaming Service Workers, All Other</b>			Detailed SOC Code: <b>393019</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Gaming Supervisors</b>			Detailed SOC Code: <b>391011</b>										
Mean	\$10.55	\$9.10	NB	NB	NB	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$18.47	\$16.83	--	--	--	--	--	--	--	\$0.58	\$0.58	--	--
N	32	32	--	--	--	--	--	--	--	28	28	--	--
STDev	4.5	4.3	--	--	--	--	--	--	--	0.0	0.0	--	--
<b>Gas Compressor and Gas Pumping Station Operators</b>			Detailed SOC Code: <b>537071</b>										
Mean	\$6.02	\$5.17	\$0.18	\$0.06	\$0.06	\$0.92	NB	NB	NB	\$0.57	\$0.63	NB	NB
Min	\$5.15	\$5.05	**	**	**	**	--	--	--	\$0.00	**	--	--
Max	\$6.78	\$5.55	**	**	**	**	--	--	--	\$0.63	**	--	--
N	9	9	**	**	**	**	--	--	--	5	**	--	--
STDev	0.6	0.2	**	**	**	**	--	--	--	0.1	**	--	--
<b>General and Operations Managers</b>			Detailed SOC Code: <b>111021</b>										
Mean	\$14.21	\$12.96	\$1.34	\$1.00	\$0.42	\$2.15	\$0.58	\$3.49	\$1.14	\$2.35	\$1.32	NB	NB
Min	\$1.88	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$125.67	\$120.19	\$13.75	\$6.25	\$1.22	\$16.23	\$2.50	\$10.82	\$3.94	\$21.25	\$11.41	--	--
N	513	513	124	113	21	44	12	19	18	41	38	--	--
STDev	12.6	10.9	1.6	0.8	0.3	2.7	0.6	3.4	1.1	3.3	1.9	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Geological and Petroleum Technicians</b>			Detailed SOC Code: <b>194041</b>										
Mean	\$14.61	\$11.36	\$0.50	\$0.50	NB	\$4.29	NB	NB	NB	NB	\$3.46	NB	NB
Min	**	**	**	**	--	**	--	--	--	--	**	--	--
Max	**	**	**	**	--	**	--	--	--	--	**	--	--
N	**	**	**	**	--	**	--	--	--	--	**	--	--
STDev	**	**	**	**	--	**	--	--	--	--	**	--	--
<b>Glaziers</b>			Detailed SOC Code: <b>472121</b>										
Mean	\$6.45	\$6.28	NB	NB	NB	NB	NB	NB	NB	NB	\$1.25	\$0.13	NB
Min	\$5.25	\$5.25	--	--	--	--	--	--	--	--	**	**	--
Max	\$11.38	\$10.00	--	--	--	--	--	--	--	--	**	**	--
N	8	8	--	--	--	--	--	--	--	--	**	**	--
STDev	2.1	1.7	--	--	--	--	--	--	--	--	**	**	--
<b>Graphic Designers</b>			Detailed SOC Code: <b>271024</b>										
Mean	\$6.56	\$5.71	\$0.07	\$0.05	\$0.05	\$1.04	\$0.21	NB	NB	NB	\$0.74	\$1.25	NB
Min	\$5.05	\$5.05	\$0.00	**	**	**	**	--	--	--	**	**	--
Max	\$13.25	\$9.65	\$0.13	**	**	**	**	--	--	--	**	**	--
N	23	23	7	**	**	**	**	--	--	--	**	**	--
STDev	2.1	1.2	0.1	**	**	**	**	--	--	--	**	**	--
<b>Grounds Maintenance Workers, All Other</b>			Detailed SOC Code: <b>373019</b>										
Mean	\$5.24	\$5.03	\$0.26	\$0.33	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Hairdressers, Hairstylists, and Cosmetologists</b>			Detailed SOC Code: <b>395012</b>										
Mean	\$5.21	\$5.06	\$0.21	\$0.39	NB	\$0.51	NB	NB	NB	\$3.13	\$1.08	\$0.31	NB
Min	\$3.75	\$3.75	\$0.00	**	--	**	--	--	--	**	**	\$0.00	--
Max	\$11.31	\$9.38	\$0.39	**	--	**	--	--	--	**	**	\$0.31	--
N	99	99	15	**	--	**	--	--	--	**	**	13	--
STDev	0.8	0.5	0.1	**	--	**	--	--	--	**	**	0.0	--
<b>Health and Safety Engineers, Except Mining Safety Engineers and Inspectors</b>			Detailed SOC Code: <b>172111</b>										
Mean	\$7.93	\$7.47	NB	NB	\$0.12	NB	NB	NB	NB	NB	\$0.63	\$0.63	NB
Min	**	**	--	--	**	--	--	--	--	--	**	**	--
Max	**	**	--	--	**	--	--	--	--	--	**	**	--
N	**	**	--	--	**	--	--	--	--	--	**	**	--
STDev	**	**	--	--	**	--	--	--	--	--	**	**	--
<b>Health Diagnosing and Treating Practitioners, All Other</b>			Detailed SOC Code: <b>291199</b>										
Mean	\$25.77	\$25.00	\$0.48	\$0.29	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Health Educators</b>			Detailed SOC Code: <b>211091</b>										
Mean	\$10.79	\$9.65	NB	NB	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	**	--	--	--	--	--	--
Max	**	**	--	--	--	**	**	--	--	--	--	--	--
N	**	**	--	--	--	**	**	--	--	--	--	--	--
STDev	**	**	--	--	--	**	**	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Health Technologists and Technicians, All Other			Detailed SOC Code: <b>292099</b>									
Mean	\$14.62	\$13.56	\$0.54	\$0.52	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$9.18	\$8.41	\$0.39	\$0.29	--	--	--	--	--	--	--	--
Max	\$25.77	\$25.00	\$0.67	\$0.67	--	--	--	--	--	--	--	--
N	8	8	8	8	--	--	--	--	--	--	--	--
STDev	5.0	5.0	0.1	0.1	--	--	--	--	--	--	--	--
Healthcare Practitioners and Technical Workers, All Other			Detailed SOC Code: <b>299099</b>									
Mean	\$15.10	\$14.04	\$0.80	\$0.80	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
Healthcare Social Workers			Detailed SOC Code: <b>211022</b>									
Mean	\$15.91	\$14.88	\$0.93	\$0.93	NB	NB	\$0.17	NB	NB	NB	NB	NB
Min	\$4.50	\$4.33	**	**	--	--	**	--	--	--	--	--
Max	\$26.26	\$24.04	**	**	--	--	**	--	--	--	--	--
N	6	6	**	**	--	--	**	--	--	--	--	--
STDev	9.6	8.9	**	**	--	--	**	--	--	--	--	--
Heating, Air Conditioning, and Refrigeration Mechanics and Installers			Detailed SOC Code: <b>499021</b>									
Mean	\$6.08	\$5.73	\$0.26	\$0.25	\$0.08	\$0.52	\$0.14	NB	NB	\$0.75	\$1.11	NB
Min	\$5.05	\$5.05	**	**	**	**	**	--	--	\$0.00	\$0.00	--
Max	\$13.75	\$13.75	**	**	**	**	**	--	--	\$0.94	\$2.19	--
N	65	65	**	**	**	**	**	--	--	8	11	--
STDev	1.9	1.5	**	**	**	**	**	--	--	0.3	0.5	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Heavy and TractorTrailer Truck Drivers</b>			<b>Detailed SOC Code: 533032</b>									
Mean	\$6.10	\$5.82	\$0.13	\$0.11	\$0.02	\$0.54	NB	\$0.25	NB	\$0.49	\$0.46	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	**	--	\$0.00	--	\$0.00	**	--
Max	\$8.47	\$8.00	\$0.15	\$0.14	\$0.02	**	--	\$0.32	--	\$0.63	**	--
N	69	69	36	9	9	**	--	27	--	8	**	--
STDev	1.0	0.8	0.0	0.0	0.0	**	--	0.0	--	0.1	**	--
<b>Helpers, Construction Trades, All Other</b>			<b>Detailed SOC Code: 473019</b>									
Mean	\$10.15	\$9.32	\$0.44	\$0.44	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.57	\$5.10	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$18.39	\$16.83	\$0.78	\$0.78	--	--	--	--	--	--	--	--
N	53	53	50	50	--	--	--	--	--	--	--	--
STDev	3.8	3.5	0.2	0.2	--	--	--	--	--	--	--	--
<b>HelpersBrickmasons, Blockmasons, Stonemasons, and Tile and Marble Setter</b>			<b>Detailed SOC Code: 473011</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
N	35	35	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--
<b>HelpersCarpenters</b>			<b>Detailed SOC Code: 473012</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>HelpersElectricians</b>			<b>Detailed SOC Code: 473013</b>									
Mean	\$10.27	\$7.24	\$0.48	\$0.36	\$0.14	\$1.26	NB	\$1.48	NB	NB	NB	NB
Min	**	**	**	**	**	**	--	**	--	--	--	--
Max	**	**	**	**	**	**	--	**	--	--	--	--
N	**	**	**	**	**	**	--	**	--	--	--	--
STDev	**	**	**	**	**	**	--	**	--	--	--	--
<b>HelpersExtraction Workers</b>			<b>Detailed SOC Code: 475081</b>									
Mean	\$5.99	\$5.05	NB	NB	NB	NB	NB	NB	NB	\$0.63	\$0.31	NB
Min	**	**	--	--	--	--	--	--	--	**	**	--
Max	**	**	--	--	--	--	--	--	--	**	**	--
N	**	**	--	--	--	--	--	--	--	**	**	--
STDev	**	**	--	--	--	--	--	--	--	**	**	--
<b>HelpersInstallation, Maintenance, and Repair Workers</b>			<b>Detailed SOC Code: 499098</b>									
Mean	\$9.23	\$7.52	\$0.60	\$0.42	\$0.14	\$4.04	NB	\$1.78	NB	NB	\$2.19	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	**	--	\$0.00	--	--	**	--
Max	\$24.92	\$15.00	\$1.43	\$0.71	\$0.22	**	--	\$4.28	--	--	**	--
N	56	56	35	35	26	**	--	27	--	--	**	--
STDev	4.5	2.7	0.4	0.1	0.0	**	--	1.5	--	--	**	--
<b>HelpersPainters, Paperhangers, Plasterers, and Stucco Masons</b>			<b>Detailed SOC Code: 473014</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Helpers/Production Workers</b>			Detailed SOC Code: <b>519198</b>									
Mean	\$5.42	\$5.12	\$0.31	\$0.41	\$0.10	NB	NB	\$0.24	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	\$0.00	**	--	--	**	--	--	--	--
Max	\$8.89	\$7.69	**	\$0.44	**	--	--	**	--	--	--	--
N	47	47	**	13	**	--	--	**	--	--	--	--
STDev	0.8	0.4	**	0.1	**	--	--	**	--	--	--	--
<b>Highway Maintenance Workers</b>			Detailed SOC Code: <b>474051</b>									
Mean	\$11.46	\$10.49	\$0.48	\$0.48	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>History Teachers, Postsecondary</b>			Detailed SOC Code: <b>251125</b>									
Mean	\$9.84	\$7.36	\$1.01	\$0.08	NB	\$0.53	NB	NB	NB	NB	\$0.72	NB
Min	**	**	**	**	--	**	--	--	--	--	**	--
Max	**	**	**	**	--	**	--	--	--	--	**	--
N	**	**	**	**	--	**	--	--	--	--	**	--
STDev	**	**	**	**	--	**	--	--	--	--	**	--
<b>Hoist and Winch Operators</b>			Detailed SOC Code: <b>537041</b>									
Mean	\$9.20	\$7.20	\$1.00	\$1.00	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Home Appliance Repairers</b>			<b>Detailed SOC Code: 499031</b>									
Mean	\$7.43	\$7.43	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Home Health Aides</b>			<b>Detailed SOC Code: 311011</b>									
Mean	\$8.36	\$7.06	\$0.18	NB	NB	\$1.47	\$0.26	NB	NB	NB	NB	NB
Min	\$3.30	\$3.13	**	--	--	**	\$0.00	--	--	--	--	--
Max	\$10.02	\$9.38	**	--	--	**	\$0.38	--	--	--	--	--
N	6	6	**	--	--	**	5	--	--	--	--	--
STDev	2.5	2.1	**	--	--	**	0.1	--	--	--	--	--
<b>Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop</b>			<b>Detailed SOC Code: 359031</b>									
Mean	\$5.20	\$5.20	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Hotel, Motel, and Resort Desk Clerks</b>			<b>Detailed SOC Code: 434081</b>									
Mean	\$5.72	\$5.65	\$0.15	\$0.11	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$13.75	\$13.75	\$0.20	\$0.14	--	--	--	--	--	--	--	--
N	33	33	7	7	--	--	--	--	--	--	--	--
STDev	1.7	1.7	0.0	0.0	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Human Resources Assistants, Except Payroll and Timekeeping			Detailed SOC Code: <b>434161</b>									
Mean	\$10.60	\$9.45	\$0.62	\$0.45	\$0.23	\$0.82	\$0.17	\$2.04	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	**	--	--	--	--
Max	\$20.63	\$17.93	\$1.66	\$0.83	**	\$3.17	**	**	--	--	--	--
N	25	25	11	9	**	9	**	**	--	--	--	--
STDev	5.2	4.1	0.6	0.2	**	0.9	**	**	--	--	--	--
Human Resources Managers			Detailed SOC Code: <b>113121</b>									
Mean	\$17.25	\$15.32	\$0.86	\$0.85	\$0.30	\$1.35	\$0.24	\$6.05	\$0.58	\$0.58	\$0.58	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	**	**	**	--
Max	\$43.86	\$34.08	\$1.97	\$3.93	**	**	**	**	**	**	**	--
N	18	18	8	8	**	**	**	**	**	**	**	--
STDev	11.1	8.5	0.7	1.3	**	**	**	**	**	**	**	--
Human Resources Specialists			Detailed SOC Code: <b>131071</b>									
Mean	\$12.40	\$11.31	\$0.62	\$0.60	\$0.20	\$1.00	\$0.24	\$0.79	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	\$0.00	--	--	--	--
Max	\$25.87	\$23.69	\$1.09	\$1.09	**	**	**	\$2.10	--	--	--	--
N	15	15	5	5	**	**	**	7	--	--	--	--
STDev	6.6	6.1	0.3	0.4	**	**	**	0.6	--	--	--	--
Industrial Machinery Mechanics			Detailed SOC Code: <b>499041</b>									
Mean	\$7.18	\$6.80	\$0.25	\$0.13	\$0.09	\$1.38	\$0.22	NB	NB	\$0.47	NB	NB
Min	\$5.05	\$5.05	**	**	**	**	**	--	--	**	--	--
Max	\$10.00	\$10.00	**	**	**	**	**	--	--	**	--	--
N	8	8	**	**	**	**	**	--	--	**	--	--
STDev	1.6	1.6	**	**	**	**	**	--	--	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Industrial Production Managers</b>			Detailed SOC Code: <b>113051</b>									
Mean	\$16.87	\$14.57	\$0.62	\$0.67	\$0.46	\$1.38	\$0.22	NB	\$0.58	\$2.31	\$0.58	NB
Min	\$5.15	\$5.05	\$0.00	\$0.00	**	**	**	--	**	**	**	--
Max	\$38.42	\$34.38	\$1.32	\$0.93	**	**	**	--	**	**	**	--
N	11	11	10	8	**	**	**	--	**	**	**	--
STDev	9.0	8.5	0.4	0.2	**	**	**	--	**	**	**	--
<b>Industrial Truck and Tractor Operators</b>			Detailed SOC Code: <b>537051</b>									
Mean	\$6.72	\$6.62	\$0.29	\$0.29	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$11.82	\$11.82	**	**	--	--	--	--	--	--	--	--
N	6	6	**	**	--	--	--	--	--	--	--	--
STDev	2.6	2.6	**	**	--	--	--	--	--	--	--	--
<b>Information and Record Clerks, All Other</b>			Detailed SOC Code: <b>434199</b>									
Mean	\$8.46	\$7.78	\$0.35	\$0.35	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.36	\$4.00	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$13.65	\$12.50	\$0.58	\$0.58	--	--	--	--	--	--	--	--
N	30	30	29	29	--	--	--	--	--	--	--	--
STDev	3.0	2.8	0.1	0.1	--	--	--	--	--	--	--	--
<b>Information Security Analysts</b>			Detailed SOC Code: <b>151122</b>									
Mean	\$25.15	\$18.90	\$1.48	\$0.94	\$0.29	NB	NB	\$3.53	NB	NB	NB	NB
Min	**	**	**	**	**	--	--	**	--	--	--	--
Max	**	**	**	**	**	--	--	**	--	--	--	--
N	**	**	**	**	**	--	--	**	--	--	--	--
STDev	**	**	**	**	**	--	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Inspectors, Testers, Sorters, Samplers, and Weighers			Detailed SOC Code: <b>519061</b>									
Mean	\$16.70	\$11.87	\$1.00	\$0.57	\$0.21	\$2.72	\$0.32	\$3.56	NB	NB	NB	NB
Min	\$5.25	\$5.05	\$0.10	\$0.10	\$0.00	**	**	\$0.00	--	--	--	--
Max	\$29.40	\$17.31	\$1.73	\$0.87	\$0.27	**	**	\$5.19	--	--	--	--
N	11	11	11	11	6	**	**	8	--	--	--	--
STDev	6.1	3.1	0.5	0.2	0.0	**	**	1.4	--	--	--	--
Installation, Maintenance, and Repair Workers, All Other			Detailed SOC Code: <b>499099</b>									
Mean	\$5.56	\$5.49	\$0.27	NB	NB	\$0.48	NB	NB	NB	\$0.31	NB	NB
Min	\$5.05	\$5.05	**	--	--	**	--	--	--	**	--	--
Max	\$6.95	\$6.95	**	--	--	**	--	--	--	**	--	--
N	25	25	**	--	--	**	--	--	--	**	--	--
STDev	0.6	0.6	**	--	--	**	--	--	--	**	--	--
Instructional Coordinators			Detailed SOC Code: <b>259031</b>									
Mean	\$20.59	\$18.11	\$1.60	\$0.81	\$0.31	\$0.70	NB	\$1.64	NB	NB	NB	NB
Min	\$11.76	\$10.33	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$30.47	\$24.68	\$2.28	\$1.14	\$0.37	\$3.17	--	\$4.37	--	--	--	--
N	37	37	24	24	10	14	--	13	--	--	--	--
STDev	5.2	4.3	0.4	0.2	0.1	1.0	--	1.6	--	--	--	--
Insurance Claims and Policy Processing Clerks			Detailed SOC Code: <b>439041</b>									
Mean	\$10.97	\$8.62	NB	\$0.70	\$0.08	\$2.13	\$2.50	\$1.27	NB	NB	NB	NB
Min	\$5.24	\$5.05	--	**	**	**	**	**	--	--	--	--
Max	\$17.46	\$14.00	--	**	**	**	**	**	--	--	--	--
N	8	8	--	**	**	**	**	**	--	--	--	--
STDev	5.4	3.3	--	**	**	**	**	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Insurance Sales Agents</b>			<b>Detailed SOC Code: 413021</b>									
Mean	\$5.11	\$5.11	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.47	\$5.47	--	--	--	--	--	--	--	--	--	--
N	7	7	--	--	--	--	--	--	--	--	--	--
STDev	0.2	0.2	--	--	--	--	--	--	--	--	--	--
<b>Insurance Underwriters</b>			<b>Detailed SOC Code: 132053</b>									
Mean	\$8.60	\$8.21	NB	NB	NB	\$0.78	NB	NB	NB	NB	NB	NB
Min	\$5.63	\$5.63	--	--	--	**	--	--	--	--	--	--
Max	\$12.03	\$11.25	--	--	--	**	--	--	--	--	--	--
N	6	6	--	--	--	**	--	--	--	--	--	--
STDev	3.0	2.6	--	--	--	**	--	--	--	--	--	--
<b>Interior Designers</b>			<b>Detailed SOC Code: 271025</b>									
Mean	\$7.33	\$6.70	NB	NB	NB	NB	NB	NB	NB	\$1.88	NB	NB
Min	**	**	--	--	--	--	--	--	--	**	--	--
Max	**	**	--	--	--	--	--	--	--	**	--	--
N	**	**	--	--	--	--	--	--	--	**	--	--
STDev	**	**	--	--	--	--	--	--	--	**	--	--
<b>Internists, General</b>			<b>Detailed SOC Code: 291063</b>									
Mean	\$46.69	\$45.00	NB	NB	NB	NB	NB	NB	NB	NB	\$2.19	NB
Min	**	**	--	--	--	--	--	--	--	--	**	--
Max	**	**	--	--	--	--	--	--	--	--	**	--
N	**	**	--	--	--	--	--	--	--	--	**	--
STDev	**	**	--	--	--	--	--	--	--	--	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Interpreters and Translators</b>			Detailed SOC Code: <b>273091</b>									
Mean	\$8.16	\$7.62	\$0.54	\$0.46	\$0.35	NB	NB	NB	NB	\$3.13	NB	NB
Min	\$3.13	\$3.13	**	**	**	--	--	--	--	**	--	--
Max	\$13.13	\$11.97	**	**	**	--	--	--	--	**	--	--
N	12	12	**	**	**	--	--	--	--	**	--	--
STDev	3.6	3.0	**	**	**	--	--	--	--	**	--	--
<b>Interviewers, Except Eligibility and Loan</b>			Detailed SOC Code: <b>434111</b>									
Mean	\$14.45	\$13.71	\$0.46	\$0.46	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$8.33	\$7.63	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$17.41	\$15.94	\$0.74	\$0.74	--	--	--	--	--	--	--	--
N	33	33	27	27	--	--	--	--	--	--	--	--
STDev	3.0	3.0	0.1	0.1	--	--	--	--	--	--	--	--
<b>Janitors and Cleaners, Except Maids and Housekeeping Cleaners</b>			Detailed SOC Code: <b>372011</b>									
Mean	\$5.59	\$5.40	\$0.33	\$0.34	\$0.11	\$1.28	NB	\$1.08	\$0.65	\$0.51	\$0.35	\$1.26
Min	\$3.75	\$2.75	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	\$0.00	\$0.00	**	**
Max	\$13.15	\$11.26	\$0.43	\$0.43	\$0.35	\$2.03	--	\$1.71	\$1.25	\$1.25	**	**
N	367	367	28	26	29	9	--	19	7	13	**	**
STDev	1.3	1.0	0.1	0.1	0.1	0.6	--	0.6	0.3	0.4	**	**
<b>Jewelers and Precious Stone and Metal Workers</b>			Detailed SOC Code: <b>519071</b>									
Mean	\$5.38	\$5.05	NB	NB	NB	NB	NB	NB	\$0.44	\$0.63	\$0.39	NB
Min	\$5.00	\$4.69	--	--	--	--	--	--	**	**	\$0.00	--
Max	\$6.56	\$5.62	--	--	--	--	--	--	**	**	\$0.81	--
N	18	18	--	--	--	--	--	--	**	**	6	--
STDev	0.5	0.2	--	--	--	--	--	--	**	**	0.2	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
Judges, Magistrate Judges, and Magistrates			Detailed SOC Code: <b>231023</b>										
Mean	\$63.38	\$58.72	\$2.72	\$2.72	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$57.69	\$57.69	\$0.00	\$0.00	--	--	--	--	--	--	--	--	--
Max	\$66.17	\$60.58	\$2.80	\$2.80	--	--	--	--	--	--	--	--	--
N	7	7	6	6	--	--	--	--	--	--	--	--	--
STDev	2.9	1.4	0.1	0.1	--	--	--	--	--	--	--	--	--
Judicial Law Clerks			Detailed SOC Code: <b>231012</b>										
Mean	\$25.49	\$23.34	\$1.08	\$1.08	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$17.38	\$15.91	\$0.73	\$0.73	--	--	--	--	--	--	--	--	--
Max	\$26.94	\$24.66	\$1.14	\$1.14	--	--	--	--	--	--	--	--	--
N	13	13	13	13	--	--	--	--	--	--	--	--	--
STDev	2.6	2.4	0.1	0.1	--	--	--	--	--	--	--	--	--
Kindergarten Teachers, Except Special Education			Detailed SOC Code: <b>252012</b>										
Mean	\$10.30	\$8.25	\$0.50	\$0.13	NB	\$0.69	\$0.11	NB	NB	\$1.09	\$0.55	\$1.59	
Min	\$2.19	\$2.19	\$0.00	**	--	\$0.00	**	--	--	**	**	**	
Max	\$21.10	\$20.38	\$1.23	**	--	\$0.79	**	--	--	**	**	**	
N	9	9	5	**	--	7	**	--	--	**	**	**	
STDev	6.2	6.2	0.4	**	--	0.1	**	--	--	**	**	**	
Labor Relations Specialists			Detailed SOC Code: <b>131075</b>										
Mean	\$11.15	\$10.20	\$0.47	\$0.47	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.22	\$5.69	\$0.26	\$0.26	--	--	--	--	--	--	--	--	--
Max	\$19.31	\$17.68	\$0.82	\$0.82	--	--	--	--	--	--	--	--	--
N	13	13	13	13	--	--	--	--	--	--	--	--	--
STDev	4.0	3.7	0.2	0.2	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Laborers and Freight, Stock, and Material Movers, Hand</b>			Detailed SOC Code: <b>537062</b>									
Mean	\$5.33	\$5.33	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.65	\$5.65	--	--	--	--	--	--	--	--	--	--
N	30	30	--	--	--	--	--	--	--	--	--	--
STDev	0.3	0.3	--	--	--	--	--	--	--	--	--	--
<b>Landscaping and Groundskeeping Workers</b>			Detailed SOC Code: <b>373011</b>									
Mean	\$5.54	\$5.30	\$0.19	\$0.12	NB	\$0.58	NB	\$0.61	\$0.54	\$0.45	NB	NB
Min	\$3.75	\$3.75	\$0.00	\$0.00	--	\$0.00	--	**	**	\$0.00	--	--
Max	\$14.54	\$14.54	\$0.37	\$0.37	--	\$0.70	--	**	**	\$0.63	--	--
N	122	122	31	24	--	8	--	**	**	16	--	--
STDev	1.4	1.3	0.1	0.1	--	0.1	--	**	**	0.1	--	--
<b>Laundry and DryCleaning Workers</b>			Detailed SOC Code: <b>516011</b>									
Mean	\$5.35	\$5.11	\$0.20	\$0.10	NB	\$1.18	NB	NB	NB	\$0.63	NB	NB
Min	\$5.05	\$4.92	\$0.00	**	--	**	--	--	--	**	--	--
Max	\$6.39	\$5.55	\$0.24	**	--	**	--	--	--	**	--	--
N	28	28	8	**	--	**	--	--	--	**	--	--
STDev	0.4	0.2	0.0	**	--	**	--	--	--	**	--	--
<b>Lawyers</b>			Detailed SOC Code: <b>231011</b>									
Mean	\$33.05	\$30.34	\$1.47	\$1.32	NB	\$1.92	\$0.58	\$5.84	NB	\$4.69	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	**	**	--	**	--	--
Max	\$116.57	\$116.57	\$5.77	\$2.88	--	**	**	**	--	**	--	--
N	49	49	40	40	--	**	**	**	--	**	--	--
STDev	15.4	14.7	0.8	0.4	--	**	**	**	--	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Layout Workers, Metal and Plastic</b>			Detailed SOC Code: <b>514192</b>									
Mean	\$10.04	\$5.55	\$0.23	\$0.23	NB	\$1.52	NB	NB	\$1.88	\$0.63	NB	NB
Min	**	**	**	**	--	**	--	--	**	**	--	--
Max	**	**	**	**	--	**	--	--	**	**	--	--
N	**	**	**	**	--	**	--	--	**	**	--	--
STDev	**	**	**	**	--	**	--	--	**	**	--	--
<b>Legal Secretaries</b>			Detailed SOC Code: <b>436012</b>									
Mean	\$9.99	\$9.07	\$0.76	\$0.54	\$0.23	NB	\$0.10	\$4.58	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	**	--	**	**	--	--	--	--
Max	\$25.90	\$19.23	**	**	**	--	**	**	--	--	--	--
N	16	16	**	**	**	--	**	**	--	--	--	--
STDev	6.3	4.6	**	**	**	--	**	**	--	--	--	--
<b>Legal Support Workers, All Other</b>			Detailed SOC Code: <b>232099</b>									
Mean	\$18.97	\$17.55	\$0.85	\$0.85	\$0.45	\$2.03	NB	\$1.15	NB	NB	NB	NB
Min	\$3.79	\$3.79	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$36.93	\$33.65	\$1.33	\$1.33	**	**	--	**	--	--	--	--
N	12	12	6	6	**	**	--	**	--	--	--	--
STDev	10.8	9.7	0.3	0.3	**	**	--	**	--	--	--	--
<b>Legislators</b>			Detailed SOC Code: <b>111031</b>									
Mean	\$19.01	\$18.89	\$0.87	\$0.87	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$18.89	\$18.89	**	**	--	--	--	--	--	--	--	--
Max	\$20.64	\$18.89	**	**	--	--	--	--	--	--	--	--
N	29	29	**	**	--	--	--	--	--	--	--	--
STDev	0.4	0.0	**	**	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Librarians</b>			Detailed SOC Code: <b>254021</b>									
Mean	\$16.32	\$14.94	\$0.69	\$0.69	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Library Assistants, Clerical</b>			Detailed SOC Code: <b>434121</b>									
Mean	\$6.98	\$6.42	\$0.28	\$0.28	NB	\$0.53	NB	NB	NB	NB	NB	NB
Min	\$5.57	\$5.10	\$0.00	\$0.00	--	**	--	--	--	--	--	--
Max	\$9.45	\$8.65	\$0.40	\$0.40	--	**	--	--	--	--	--	--
N	7	7	6	6	--	**	--	--	--	--	--	--
STDev	1.7	1.6	0.1	0.1	--	**	--	--	--	--	--	--
<b>Library Technicians</b>			Detailed SOC Code: <b>254031</b>									
Mean	\$10.96	\$9.87	\$1.58	\$0.79	\$0.14	\$0.51	NB	\$0.78	NB	NB	NB	NB
Min	\$8.00	\$7.71	**	**	\$0.00	**	--	\$0.00	--	--	--	--
Max	\$27.38	\$24.04	**	**	\$0.18	**	--	\$2.08	--	--	--	--
N	16	16	**	**	9	**	--	12	--	--	--	--
STDev	4.7	3.9	**	**	0.0	**	--	0.7	--	--	--	--
<b>Licensed Practical and Licensed Vocational Nurses</b>			Detailed SOC Code: <b>292061</b>									
Mean	\$12.76	\$11.65	\$0.56	\$0.56	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB
Min	\$3.30	\$3.13	\$0.00	\$0.00	--	**	**	--	--	--	--	--
Max	\$16.68	\$15.27	\$0.70	\$0.70	--	**	**	--	--	--	--	--
N	35	35	33	32	--	**	**	--	--	--	--	--
STDev	2.3	2.1	0.1	0.1	--	**	**	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Life, Physical, and Social Science Technicians, All Other			Detailed SOC Code: <b>194099</b>									
Mean	\$18.27	\$16.42	\$1.02	\$0.78	NB	\$0.98	\$0.28	\$0.26	NB	NB	NB	NB
Min	\$6.89	\$6.50	\$0.00	\$0.00	--	**	**	**	--	--	--	--
Max	\$28.10	\$24.68	\$2.28	\$1.14	--	**	**	**	--	--	--	--
N	9	9	8	6	--	**	**	**	--	--	--	--
STDev	7.4	6.3	0.8	0.3	--	**	**	**	--	--	--	--
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers			Detailed SOC Code: <b>339092</b>									
Mean	\$5.27	\$5.11	\$0.14	\$0.06	NB	NB	NB	NB	\$0.21	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	**	--	--	--
Max	\$5.98	\$5.50	**	**	--	--	--	--	**	--	--	--
N	23	23	**	**	--	--	--	--	**	--	--	--
STDev	0.3	0.1	**	**	--	--	--	--	**	--	--	--
Light Truck or Delivery Services Drivers			Detailed SOC Code: <b>533033</b>									
Mean	\$5.52	\$5.25	\$0.14	\$0.11	NB	\$0.93	NB	NB	NB	\$0.58	\$1.18	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	--	--	--	**	**	--
Max	\$6.93	\$5.85	\$0.19	\$0.14	--	**	--	--	--	**	**	--
N	26	26	7	7	--	**	--	--	--	**	**	--
STDev	0.5	0.3	0.0	0.0	--	**	--	--	--	**	**	--
Loan Interviewers and Clerks			Detailed SOC Code: <b>434131</b>									
Mean	\$6.72	\$6.72	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Loan Officers</b>			Detailed SOC Code: <b>132072</b>									
Mean	\$21.93	\$17.67	\$0.93	\$3.09	\$0.07	\$0.21	\$0.16	\$1.01	NB	NB	NB	\$1.44
Min	\$8.97	\$8.93	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--	--	--	**
Max	\$65.89	\$41.29	\$2.20	\$19.05	\$0.32	**	**	\$4.93	--	--	--	**
N	9	9	7	7	6	**	**	7	--	--	--	**
STDev	17.6	10.2	1.0	7.1	0.1	**	**	1.8	--	--	--	**
<b>Lodging Managers</b>			Detailed SOC Code: <b>119081</b>									
Mean	\$14.76	\$14.21	NB	NB	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$7.64	\$6.00	--	--	--	--	--	--	**	**	--	--
Max	\$54.53	\$52.88	--	--	--	--	--	--	**	**	--	--
N	12	12	--	--	--	--	--	--	**	**	--	--
STDev	13.0	12.7	--	--	--	--	--	--	**	**	--	--
<b>Logisticians</b>			Detailed SOC Code: <b>131081</b>									
Mean	\$5.25	\$5.05	\$0.10	\$0.10	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Machinists</b>			Detailed SOC Code: <b>514041</b>									
Mean	\$5.94	\$5.46	\$0.20	\$0.17	NB	\$0.26	\$0.88	NB	NB	\$0.64	\$2.19	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	**	--	--	\$0.00	**	--
Max	\$9.14	\$8.31	\$0.42	\$0.42	--	**	**	--	--	\$1.21	**	--
N	26	26	7	5	--	**	**	--	--	6	**	--
STDev	1.2	0.9	0.1	0.1	--	**	**	--	--	0.3	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Maids and Housekeeping Cleaners</b>			Detailed SOC Code: <b>372012</b>									
Mean	\$5.28	\$5.06	\$0.18	\$0.10	NB	\$0.02	NB	NB	\$0.52	\$0.48	\$0.31	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	--	--	\$0.00	\$0.00	**	--
Max	\$6.39	\$5.25	\$0.29	\$0.12	--	**	--	--	\$0.63	\$0.63	**	--
N	181	181	11	11	--	**	--	--	7	12	**	--
STDev	0.3	0.0	0.1	0.0	--	**	--	--	0.1	0.1	**	--
<b>Mail Clerks and Mail Machine Operators, Except Postal Service</b>			Detailed SOC Code: <b>439051</b>									
Mean	\$13.13	\$12.02	\$0.55	\$0.55	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Maintenance and Repair Workers, General</b>			Detailed SOC Code: <b>499071</b>									
Mean	\$6.13	\$5.73	\$0.27	\$0.23	\$0.11	\$0.94	\$0.20	\$1.17	\$0.23	\$0.80	\$0.78	\$1.53
Min	\$2.89	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$14.19	\$12.00	\$0.54	\$0.44	\$0.17	\$2.27	\$0.22	\$1.98	\$0.63	\$1.88	\$1.88	**
N	291	291	49	39	21	34	12	17	8	22	11	**
STDev	1.7	1.3	0.1	0.1	0.0	0.7	0.1	0.7	0.2	0.5	0.7	**
<b>Maintenance Workers, Machinery</b>			Detailed SOC Code: <b>499043</b>									
Mean	\$13.19	\$9.44	\$1.60	\$0.80	\$0.27	\$2.59	NB	\$5.99	NB	NB	NB	NB
Min	**	**	**	**	**	**	--	**	--	--	--	--
Max	**	**	**	**	**	**	--	**	--	--	--	--
N	**	**	**	**	**	**	--	**	--	--	--	--
STDev	**	**	**	**	**	**	--	**	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Management Analysts</b>			Detailed SOC Code: <b>131111</b>									
Mean	\$16.18	\$14.01	\$0.88	\$0.75	\$0.30	\$2.51	NB	\$2.12	NB	NB	NB	NB
Min	\$1.88	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$38.09	\$31.73	\$0.98	\$0.98	\$0.50	\$3.17	--	\$5.86	--	--	--	--
N	23	23	6	6	8	5	--	12	--	--	--	--
STDev	9.2	7.4	0.0	0.3	0.1	1.0	--	2.0	--	--	--	--
<b>Managers, All Other</b>			Detailed SOC Code: <b>119199</b>									
Mean	\$14.41	\$12.84	\$0.98	\$0.82	\$0.24	\$1.23	\$0.34	\$3.98	\$0.81	\$1.90	\$2.89	\$1.92
Min	\$3.13	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$46.94	\$39.84	\$3.06	\$5.05	\$0.38	\$5.23	**	\$7.21	\$3.51	\$10.19	\$14.04	**
N	166	166	60	57	8	20	**	7	13	24	11	**
STDev	8.4	7.0	0.5	0.6	0.1	1.3	**	3.3	0.8	2.3	4.0	**
<b>Manicurists and Pedicurists</b>			Detailed SOC Code: <b>395092</b>									
Mean	\$4.95	\$4.79	\$0.19	NB	NB	NB	NB	NB	NB	NB	\$0.31	NB
Min	\$3.75	\$3.75	**	--	--	--	--	--	--	--	**	--
Max	\$5.55	\$5.05	**	--	--	--	--	--	--	--	**	--
N	5	5	**	--	--	--	--	--	--	--	**	--
STDev	0.7	0.6	**	--	--	--	--	--	--	--	**	--
<b>Marine Engineers and Naval Architects</b>			Detailed SOC Code: <b>172121</b>									
Mean	\$19.57	\$17.32	\$0.36	\$0.36	NB	\$1.52	NB	NB	\$1.88	\$0.94	NB	NB
Min	\$6.03	\$6.03	**	**	--	**	--	--	**	**	--	--
Max	\$50.00	\$50.00	**	**	--	**	--	--	**	**	--	--
N	9	9	**	**	--	**	--	--	**	**	--	--
STDev	17.7	18.6	**	**	--	**	--	--	**	**	--	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Market Research Analysts and Marketing Specialists</b>			<b>Detailed SOC Code: 131161</b>									
Mean	\$14.01	\$12.37	\$1.10	\$0.79	\$0.23	\$1.64	\$0.17	\$4.82	NB	NB	NB	NB
Min	\$4.36	\$4.36	\$0.00	\$0.00	**	**	**	**	--	--	--	--
Max	\$39.70	\$24.04	\$2.40	\$1.20	**	**	**	**	--	--	--	--
N	16	16	5	6	**	**	**	**	--	--	--	--
STDev	9.0	6.0	0.8	0.4	**	**	**	**	--	--	--	--
<b>Marketing Managers</b>			<b>Detailed SOC Code: 112021</b>									
Mean	\$10.57	\$9.47	\$0.59	\$0.76	\$0.29	\$1.19	\$0.35	\$0.86	\$0.60	\$1.38	\$1.04	NB
Min	\$5.05	\$4.38	\$0.00	**	**	\$0.00	\$0.00	**	**	\$0.00	**	--
Max	\$33.02	\$28.00	\$1.15	**	**	\$1.88	\$1.88	**	**	\$2.19	**	--
N	56	56	8	**	**	12	11	**	**	8	**	--
STDev	6.3	5.6	0.3	**	**	0.4	0.5	**	**	0.8	**	--
<b>Massage Therapists</b>			<b>Detailed SOC Code: 319011</b>									
Mean	\$5.29	\$5.21	\$0.18	\$0.10	NB	\$0.14	NB	NB	NB	\$0.63	\$0.31	\$0.31
Min	\$5.05	\$5.05	\$0.00	**	--	\$0.00	--	--	--	**	**	**
Max	\$7.45	\$7.45	\$0.19	**	--	\$0.14	--	--	--	**	**	**
N	82	82	9	**	--	9	--	--	--	**	**	**
STDev	0.4	0.4	0.0	**	--	0.0	--	--	--	**	**	**
<b>Material Moving Workers, All Other</b>			<b>Detailed SOC Code: 537199</b>									
Mean	\$4.06	\$4.06	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Mathematical Science Teachers, Postsecondary</b>			<b>Detailed SOC Code: 251022</b>									
Mean	\$24.58	\$22.48	\$0.48	\$0.70	\$0.63	\$0.58	NB	\$0.53	NB	NB	NB	NB
Min	**	**	**	**	**	**	--	**	--	--	--	--
Max	**	**	**	**	**	**	--	**	--	--	--	--
N	**	**	**	**	**	**	--	**	--	--	--	--
STDev	**	**	**	**	**	**	--	**	--	--	--	--
<b>Meat, Poultry, and Fish Cutters and Trimmers</b>			<b>Detailed SOC Code: 513022</b>									
Mean	\$5.78	\$5.78	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Mechanical Door Repairers</b>			<b>Detailed SOC Code: 499011</b>									
Mean	\$6.45	\$5.05	NB	NB	NB	\$1.19	\$0.21	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	**	--	--	--	--	--
Max	**	**	--	--	--	**	**	--	--	--	--	--
N	**	**	--	--	--	**	**	--	--	--	--	--
STDev	**	**	--	--	--	**	**	--	--	--	--	--
<b>Mechanical Engineering Technicians</b>			<b>Detailed SOC Code: 173027</b>									
Mean	\$14.39	\$12.46	\$1.08	\$0.72	\$0.23	NB	NB	\$0.58	NB	NB	\$1.25	NB
Min	**	**	**	**	**	--	--	**	--	--	**	--
Max	**	**	**	**	**	--	--	**	--	--	**	--
N	**	**	**	**	**	--	--	**	--	--	**	--
STDev	**	**	**	**	**	--	--	**	--	--	**	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Mechanical Engineers</b>			Detailed SOC Code: <b>172141</b>									
Mean	\$11.33	\$9.31	\$0.96	\$0.96	NB	\$2.65	NB	\$0.77	\$0.58	\$0.55	\$0.64	NB
Min	\$5.05	\$5.05	**	**	--	**	--	**	**	**	**	--
Max	\$28.70	\$21.64	**	**	--	**	--	**	**	**	**	--
N	8	8	**	**	--	**	--	**	**	**	**	--
STDev	8.7	6.3	**	**	--	**	--	**	**	**	**	--
<b>Medical and Clinical Laboratory Technicians</b>			Detailed SOC Code: <b>292012</b>									
Mean	\$11.63	\$10.62	\$0.52	\$0.52	NB	\$2.18	\$0.38	NB	NB	NB	NB	NB
Min	\$7.50	\$6.50	\$0.00	\$0.00	--	**	**	--	--	--	--	--
Max	\$17.51	\$16.03	\$0.74	\$0.74	--	**	**	--	--	--	--	--
N	17	17	14	14	--	**	**	--	--	--	--	--
STDev	3.1	2.9	0.1	0.1	--	**	**	--	--	--	--	--
<b>Medical and Clinical Laboratory Technologists</b>			Detailed SOC Code: <b>292011</b>									
Mean	\$17.55	\$16.46	\$0.73	\$0.73	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$10.76	\$9.85	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$21.01	\$20.25	\$0.89	\$0.89	--	--	--	--	--	--	--	--
N	8	8	6	6	--	--	--	--	--	--	--	--
STDev	3.7	3.6	0.2	0.2	--	--	--	--	--	--	--	--
<b>Medical and Health Services Managers</b>			Detailed SOC Code: <b>119111</b>									
Mean	\$19.50	\$17.86	\$0.85	\$0.84	NB	\$1.32	\$0.28	NB	NB	NB	NB	NB
Min	\$5.34	\$5.05	\$0.00	\$0.00	--	**	**	--	--	--	--	--
Max	\$60.39	\$55.29	\$2.55	\$2.55	--	**	**	--	--	--	--	--
N	34	34	30	29	--	**	**	--	--	--	--	--
STDev	9.6	8.8	0.4	0.4	--	**	**	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Medical Assistants</b>			Detailed SOC Code: <b>319092</b>									
Mean	\$10.06	\$9.23	\$0.39	\$0.43	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB
Min	\$7.20	\$6.50	\$0.00	\$0.00	--	**	**	--	--	--	--	--
Max	\$16.54	\$15.45	\$0.61	\$0.61	--	**	**	--	--	--	--	--
N	18	18	16	13	--	**	**	--	--	--	--	--
STDev	2.4	2.3	0.1	0.1	--	**	**	--	--	--	--	--
<b>Medical Equipment Preparers</b>			Detailed SOC Code: <b>319093</b>									
Mean	\$18.48	\$16.92	\$0.78	\$0.78	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$15.13	\$13.85	\$0.64	\$0.64	--	--	--	--	--	--	--	--
Max	\$22.35	\$20.46	\$0.94	\$0.94	--	--	--	--	--	--	--	--
N	5	5	5	5	--	--	--	--	--	--	--	--
STDev	3.6	3.3	0.2	0.2	--	--	--	--	--	--	--	--
<b>Medical Equipment Repairers</b>			Detailed SOC Code: <b>499062</b>									
Mean	\$11.68	\$8.52	NB	NB	NB	\$0.98	NB	NB	NB	\$1.88	\$1.25	NB
Min	**	**	--	--	--	**	--	--	--	**	**	--
Max	**	**	--	--	--	**	--	--	--	**	**	--
N	**	**	--	--	--	**	--	--	--	**	**	--
STDev	**	**	--	--	--	**	--	--	--	**	**	--
<b>Medical Records and Health Information Technicians</b>			Detailed SOC Code: <b>292071</b>									
Mean	\$7.93	\$7.32	\$0.34	\$0.34	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.64	\$5.17	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$13.19	\$12.08	\$0.56	\$0.56	--	--	--	--	--	--	--	--
N	20	20	18	18	--	--	--	--	--	--	--	--
STDev	1.9	1.7	0.1	0.1	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Medical Transcriptionists</b>			Detailed SOC Code: <b>319094</b>									
Mean	\$15.13	\$13.85	\$0.64	\$0.64	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Meeting, Convention, and Event Planners</b>			Detailed SOC Code: <b>131121</b>									
Mean	\$13.37	\$11.09	\$0.64	\$0.34	NB	\$0.69	\$0.12	NB	NB	NB	\$0.94	NB
Min	\$10.45	\$8.75	\$0.10	\$0.00	--	\$0.00	**	--	--	--	\$0.00	--
Max	\$14.40	\$12.69	\$0.92	\$0.46	--	\$1.15	**	--	--	--	\$4.69	--
N	8	8	8	7	--	7	**	--	--	--	6	--
STDev	1.4	1.6	0.3	0.2	--	0.3	**	--	--	--	1.8	--
<b>Mental Health and Substance Abuse Social Workers</b>			Detailed SOC Code: <b>211023</b>									
Mean	\$14.57	\$13.34	\$0.62	\$0.62	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$7.55	\$6.91	\$0.32	\$0.32	--	--	--	--	--	--	--	--
Max	\$23.16	\$21.20	\$0.98	\$0.98	--	--	--	--	--	--	--	--
N	10	10	10	10	--	--	--	--	--	--	--	--
STDev	4.1	3.7	0.2	0.2	--	--	--	--	--	--	--	--
<b>Mental Health Counselors</b>			Detailed SOC Code: <b>211014</b>									
Mean	\$18.93	\$17.64	\$0.79	\$0.79	NB	NB	NB	\$0.69	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	**	--	--	--	--
Max	**	**	**	**	--	--	--	**	--	--	--	--
N	**	**	**	**	--	--	--	**	--	--	--	--
STDev	**	**	**	**	--	--	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Merchandise Displayers and Window Trimmers</b>			<b>Detailed SOC Code: 271026</b>									
Mean	\$6.38	\$5.60	\$0.23	\$0.44	NB	\$1.10	\$0.12	\$0.18	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	**	**	--	--	--	--
Max	\$10.75	\$7.50	\$0.43	\$1.77	--	**	**	**	--	--	--	--
N	14	14	10	10	--	**	**	**	--	--	--	--
STDev	1.6	0.8	0.1	0.5	--	**	**	**	--	--	--	--
<b>Meter Readers, Utilities</b>			<b>Detailed SOC Code: 435041</b>									
Mean	\$9.36	\$7.84	\$0.47	\$0.39	\$0.14	NB	NB	\$0.82	NB	NB	NB	NB
Min	\$7.25	\$7.25	\$0.00	\$0.00	**	--	--	\$0.00	--	--	--	--
Max	\$13.90	\$9.65	\$0.73	\$0.48	**	--	--	\$2.89	--	--	--	--
N	12	12	11	11	**	--	--	10	--	--	--	--
STDev	2.2	0.9	0.2	0.0	**	--	--	1.1	--	--	--	--
<b>Microbiologists</b>			<b>Detailed SOC Code: 191022</b>									
Mean	\$8.11	\$5.55	NB	\$0.06	NB	NB	NB	NB	NB	\$0.94	NB	NB
Min	**	**	--	**	--	--	--	--	--	**	--	--
Max	**	**	--	**	--	--	--	--	--	**	--	--
N	**	**	--	**	--	--	--	--	--	**	--	--
STDev	**	**	--	**	--	--	--	--	--	**	--	--
<b>Middle School Teachers, Except Special and Career/Technical Education</b>			<b>Detailed SOC Code: 252022</b>									
Mean	\$8.78	\$6.48	\$0.49	\$0.15	NB	\$0.88	NB	NB	NB	\$1.10	\$0.62	NB
Min	\$5.50	\$5.05	\$0.00	**	--	\$0.00	--	--	--	\$0.00	**	--
Max	\$12.02	\$12.02	\$1.87	**	--	\$1.59	--	--	--	\$2.00	**	--
N	10	10	7	**	--	7	--	--	--	7	**	--
STDev	2.2	2.1	0.6	**	--	0.3	--	--	--	0.4	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Mixing and Blending Machine Setters, Operators, and Tenders			Detailed SOC Code: <b>519023</b>									
Mean	\$6.10	\$6.04	\$0.10	NB	NB	NB	NB	\$0.20	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	--	--	--	--	**	--	--	--	--
Max	\$10.00	\$10.00	**	--	--	--	--	**	--	--	--	--
N	5	5	**	--	--	--	--	**	--	--	--	--
STDev	2.2	2.2	**	--	--	--	--	**	--	--	--	--
Mobile Heavy Equipment Mechanics, Except Engines			Detailed SOC Code: <b>493042</b>									
Mean	\$5.87	\$5.67	\$0.31	\$0.25	NB	\$0.29	NB	NB	NB	\$0.58	\$0.63	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	\$0.00	--	--	--	**	**	--
Max	\$12.30	\$11.26	\$0.52	\$0.52	--	\$0.84	--	--	--	**	**	--
N	45	45	8	8	--	6	--	--	--	**	**	--
STDev	1.6	1.3	0.2	0.2	--	0.4	--	--	--	**	**	--
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders,			Detailed SOC Code: <b>514072</b>									
Mean	\$5.35	\$5.23	\$0.10	\$0.10	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.25	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$5.50	\$5.50	**	**	--	--	--	--	--	--	--	--
N	5	5	**	**	--	--	--	--	--	--	--	--
STDev	0.1	0.2	**	**	--	--	--	--	--	--	--	--
Motor Vehicle Operators, All Other			Detailed SOC Code: <b>533099</b>									
Mean	\$6.48	\$5.45	\$0.22	\$0.55	NB	\$1.29	\$0.24	\$0.14	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	**	\$0.00	--	--	--	--
Max	\$8.48	\$6.30	\$0.24	\$1.35	--	**	**	\$0.18	--	--	--	--
N	11	11	6	7	--	**	**	6	--	--	--	--
STDev	1.3	0.3	0.0	0.4	--	**	**	0.0	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Motorboat Mechanics and Service Technicians</b>			<b>Detailed SOC Code: 493051</b>										
Mean	\$6.41	\$6.11	\$0.31	\$0.23	NB	\$1.52	NB	NB	NB	\$1.88	\$0.94	NB	NB
Min	\$4.55	\$4.55	**	**	--	**	--	--	--	**	**	--	--
Max	\$25.00	\$25.00	**	**	--	**	--	--	--	**	**	--	--
N	35	35	**	**	--	**	--	--	--	**	**	--	--
STDev	3.5	3.4	**	**	--	**	--	--	--	**	**	--	--
<b>Motorboat Operators</b>			<b>Detailed SOC Code: 535022</b>										
Mean	\$10.87	\$9.77	\$2.71	\$7.50	NB	NB	NB	NB	NB	\$0.86	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	**	--	--	--
Max	\$28.05	\$25.00	**	**	--	--	--	--	--	**	--	--	--
N	15	15	**	**	--	--	--	--	--	**	--	--	--
STDev	8.2	6.7	**	**	--	--	--	--	--	**	--	--	--
<b>Motorcycle Mechanics</b>			<b>Detailed SOC Code: 493052</b>										
Mean	\$5.09	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Museum Technicians and Conservators</b>			<b>Detailed SOC Code: 254013</b>										
Mean	\$11.24	\$10.29	\$0.47	\$0.47	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$7.20	\$6.59	\$0.30	\$0.30	--	--	--	--	--	--	--	--	--
Max	\$15.88	\$14.54	\$0.67	\$0.67	--	--	--	--	--	--	--	--	--
N	7	7	7	7	--	--	--	--	--	--	--	--	--
STDev	3.7	3.4	0.2	0.2	--	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Musical Instrument Repairers and Tuners</b>			Detailed SOC Code: <b>499063</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Musicians and Singers</b>			Detailed SOC Code: <b>272042</b>										
Mean	\$6.76	\$6.43	NB	NB	NB	NB	NB	NB	NB	\$0.31	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	\$0.00	--	--	--
Max	\$23.56	\$23.56	--	--	--	--	--	--	--	\$0.31	--	--	--
N	15	15	--	--	--	--	--	--	--	8	--	--	--
STDev	4.7	4.8	--	--	--	--	--	--	--	0.0	--	--	--
<b>Natural Sciences Managers</b>			Detailed SOC Code: <b>119121</b>										
Mean	\$14.87	\$13.96	\$0.68	\$0.68	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Network and Computer Systems Administrators</b>			Detailed SOC Code: <b>151142</b>										
Mean	\$26.52	\$21.60	\$1.47	\$2.42	\$0.14	\$1.19	\$0.18	\$1.09	NB	NB	\$0.58	NB	NB
Min	\$7.00	\$7.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	--	**	--	--
Max	\$51.93	\$38.30	\$3.00	\$6.63	\$0.20	\$1.44	\$0.24	\$1.43	--	--	**	--	--
N	22	22	19	19	10	10	9	7	--	--	**	--	--
STDev	11.1	7.1	0.8	1.9	0.0	0.3	0.1	0.3	--	--	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Nonfarm Animal Caretakers</b>			Detailed SOC Code: <b>392021</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Nurse Midwives</b>			Detailed SOC Code: <b>291161</b>										
Mean	\$21.70	\$19.87	\$0.92	\$0.92	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$20.27	\$18.56	\$0.86	\$0.86	--	--	--	--	--	--	--	--	--
Max	\$22.06	\$20.19	\$0.93	\$0.93	--	--	--	--	--	--	--	--	--
N	5	5	5	5	--	--	--	--	--	--	--	--	--
STDev	0.8	0.7	0.0	0.0	--	--	--	--	--	--	--	--	--
<b>Nurse Practitioners</b>			Detailed SOC Code: <b>291171</b>										
Mean	\$23.03	\$21.03	\$0.95	\$0.95	\$0.29	\$0.75	\$0.17	\$3.43	NB	NB	NB	NB	NB
Min	\$9.30	\$8.51	\$0.00	\$0.00	**	**	**	**	--	--	--	--	--
Max	\$36.76	\$33.65	\$1.55	\$1.55	**	**	**	**	--	--	--	--	--
N	9	9	7	7	**	**	**	**	--	--	--	--	--
STDev	9.5	8.9	0.5	0.5	**	**	**	**	--	--	--	--	--
<b>Nursing Assistants</b>			Detailed SOC Code: <b>311014</b>										
Mean	\$8.05	\$7.48	\$0.34	\$0.34	NB	NB	\$0.17	NB	NB	NB	NB	NB	NB
Min	\$4.08	\$3.50	\$0.00	\$0.00	--	--	**	--	--	--	--	--	--
Max	\$11.71	\$10.72	\$0.49	\$0.49	--	--	**	--	--	--	--	--	--
N	40	40	33	33	--	--	**	--	--	--	--	--	--
STDev	1.7	1.5	0.1	0.1	--	--	**	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Nursing Instructors and Teachers, Postsecondary</b>			Detailed SOC Code: <b>251072</b>										
Mean	\$21.50	\$20.52	NB	\$0.95	NB	\$0.05	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	**	--	**	--	--	--	--	--	--	--
Max	**	**	--	**	--	**	--	--	--	--	--	--	--
N	**	**	--	**	--	**	--	--	--	--	--	--	--
STDev	**	**	--	**	--	**	--	--	--	--	--	--	--
<b>Occupational Health and Safety Specialists</b>			Detailed SOC Code: <b>299011</b>										
Mean	\$11.28	\$9.08	\$0.58	\$0.41	\$0.19	\$1.13	\$0.22	\$3.83	NB	\$1.56	NB	NB	NB
Min	\$7.93	\$5.50	\$0.00	\$0.00	**	**	**	**	--	**	--	--	--
Max	\$18.69	\$12.75	\$1.28	\$0.64	**	**	**	**	--	**	--	--	--
N	6	6	5	5	**	**	**	**	--	**	--	--	--
STDev	3.9	2.5	0.4	0.2	**	**	**	**	--	**	--	--	--
<b>Occupational Health and Safety Technicians</b>			Detailed SOC Code: <b>299012</b>										
Mean	\$9.08	\$7.59	\$0.74	\$0.46	\$0.13	NB	NB	\$3.35	NB	NB	NB	NB	NB
Min	**	**	**	**	**	--	--	**	--	--	--	--	--
Max	**	**	**	**	**	--	--	**	--	--	--	--	--
N	**	**	**	**	**	--	--	**	--	--	--	--	--
STDev	**	**	**	**	**	--	--	**	--	--	--	--	--
<b>Occupational Therapists</b>			Detailed SOC Code: <b>291122</b>										
Mean	\$19.63	\$17.86	\$0.36	\$0.52	NB	\$1.51	NB	\$2.41	NB	NB	\$0.31	NB	NB
Min	\$5.55	\$5.05	**	**	--	**	--	**	--	--	**	--	--
Max	\$26.77	\$22.60	**	**	--	**	--	**	--	--	**	--	--
N	8	8	**	**	--	**	--	**	--	--	**	--	--
STDev	7.5	6.5	**	**	--	**	--	**	--	--	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Occupational Therapy Aides</b>			Detailed SOC Code: <b>312012</b>									
Mean	\$9.42	\$8.62	\$0.40	\$0.40	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Office and Administrative Support Workers, All Other</b>			Detailed SOC Code: <b>439199</b>									
Mean	\$6.50	\$6.28	\$0.64	\$0.64	\$0.40	NB	NB	\$0.63	NB	NB	\$0.94	NB
Min	\$2.53	\$2.53	\$0.00	\$0.00	**	--	--	**	--	--	**	--
Max	\$76.89	\$70.39	\$3.25	\$3.25	**	--	--	**	--	--	**	--
N	640	640	106	107	**	--	--	**	--	--	**	--
STDev	6.1	5.5	0.5	0.5	**	--	--	**	--	--	**	--
<b>Office Clerks, General</b>			Detailed SOC Code: <b>439061</b>									
Mean	\$7.70	\$6.75	\$0.46	\$0.36	\$0.14	\$1.14	\$0.20	\$1.37	\$0.36	NB	\$0.56	NB
Min	\$2.27	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	--	**	--
Max	\$23.56	\$14.75	\$1.47	\$1.58	\$0.23	\$2.02	\$0.29	\$7.29	**	--	**	--
N	85	85	39	33	14	14	9	21	**	--	**	--
STDev	4.2	2.7	0.4	0.3	0.0	0.5	0.1	2.0	**	--	**	--
<b>Office Machine Operators, Except Computer</b>			Detailed SOC Code: <b>439071</b>									
Mean	\$6.31	\$5.25	NB	NB	NB	\$1.06	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	--	--	--	--	--	--
Max	**	**	--	--	--	**	--	--	--	--	--	--
N	**	**	--	--	--	**	--	--	--	--	--	--
STDev	**	**	--	--	--	**	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Operating Engineers and Other Construction Equipment Operators</b>			<b>Detailed SOC Code: 472073</b>									
Mean	\$6.94	\$6.63	\$0.39	\$0.39	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$18.75	\$18.75	\$0.52	\$0.52	--	--	--	--	--	--	--	--
N	93	93	37	37	--	--	--	--	--	--	--	--
STDev	2.6	2.3	0.1	0.1	--	--	--	--	--	--	--	--
<b>Ophthalmic Laboratory Technicians</b>			<b>Detailed SOC Code: 519083</b>									
Mean	\$15.55	\$13.13	\$0.54	\$0.27	\$0.04	\$1.94	NB	\$0.20	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	**	--	**	--	--	--	--
Max	\$28.80	\$24.04	\$0.92	\$0.46	\$0.04	**	--	**	--	--	--	--
N	11	11	10	10	5	**	--	**	--	--	--	--
STDev	8.7	7.0	0.3	0.1	0.0	**	--	**	--	--	--	--
<b>Optometrists</b>			<b>Detailed SOC Code: 291041</b>									
Mean	\$72.43	\$62.50	\$2.40	\$1.20	\$0.04	\$0.97	NB	\$1.73	NB	NB	NB	NB
Min	**	**	**	**	**	**	--	**	--	--	--	--
Max	**	**	**	**	**	**	--	**	--	--	--	--
N	**	**	**	**	**	**	--	**	--	--	--	--
STDev	**	**	**	**	**	**	--	**	--	--	--	--
<b>Order Clerks</b>			<b>Detailed SOC Code: 434151</b>									
Mean	\$7.66	\$6.49	\$0.30	\$0.40	\$0.09	\$0.79	\$0.08	NB	NB	\$1.56	NB	NB
Min	**	**	**	**	**	**	**	--	--	**	--	--
Max	**	**	**	**	**	**	**	--	--	**	--	--
N	**	**	**	**	**	**	**	--	--	**	--	--
STDev	**	**	**	**	**	**	**	--	--	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Outdoor Power Equipment and Other Small Engine Mechanics</b>			<b>Detailed SOC Code: 493053</b>									
Mean	\$6.75	\$5.36	\$0.21	\$0.15	\$0.10	\$0.75	NB	NB	NB	\$1.56	NB	NB
Min	**	**	**	**	**	**	--	--	--	**	--	--
Max	**	**	**	**	**	**	--	--	--	**	--	--
N	**	**	**	**	**	**	--	--	--	**	--	--
STDev	**	**	**	**	**	**	--	--	--	**	--	--
<b>Packaging and Filling Machine Operators and Tenders</b>			<b>Detailed SOC Code: 519111</b>									
Mean	\$5.24	\$5.17	\$0.10	\$0.10	NB	NB	NB	NB	NB	\$0.31	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	**	--	--
Max	\$5.50	\$5.50	\$0.10	\$0.10	--	--	--	--	--	**	--	--
N	17	17	5	5	--	--	--	--	--	**	--	--
STDev	0.2	0.2	0.0	0.0	--	--	--	--	--	**	--	--
<b>Packers and Packagers, Hand</b>			<b>Detailed SOC Code: 537064</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
N	14	14	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--
<b>Painters, Construction and Maintenance</b>			<b>Detailed SOC Code: 472141</b>									
Mean	\$5.37	\$5.10	NB	NB	NB	\$0.63	NB	NB	NB	\$0.79	\$1.25	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	**	**	--
Max	\$7.24	\$5.35	--	--	--	**	--	--	--	**	**	--
N	13	13	--	--	--	**	--	--	--	**	**	--
STDev	0.6	0.1	--	--	--	**	--	--	--	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Painters, Transportation Equipment</b>			Detailed SOC Code: <b>519122</b>										
Mean	\$5.72	\$5.68	NB	NB	NB	\$0.02	NB	NB	NB	NB	\$0.63	NB	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	--	**	--	--
Max	\$10.50	\$10.50	--	--	--	**	--	--	--	--	**	--	--
N	28	28	--	--	--	**	--	--	--	--	**	--	--
STDev	1.4	1.4	--	--	--	**	--	--	--	--	**	--	--
<b>Paralegals and Legal Assistants</b>			Detailed SOC Code: <b>232011</b>										
Mean	\$16.46	\$14.86	\$0.90	\$0.67	NB	\$2.25	\$0.12	\$2.84	NB	NB	NB	NB	NB
Min	\$6.41	\$6.41	\$0.00	\$0.00	--	**	**	**	--	--	--	--	--
Max	\$38.10	\$31.73	\$2.38	\$1.59	--	**	**	**	--	--	--	--	--
N	22	22	14	14	--	**	**	**	--	--	--	--	--
STDev	8.8	6.7	0.7	0.4	--	**	**	**	--	--	--	--	--
<b>Parking Enforcement Workers</b>			Detailed SOC Code: <b>333041</b>										
Mean	\$6.85	\$6.28	\$0.29	\$0.29	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Parking Lot Attendants</b>			Detailed SOC Code: <b>536021</b>										
Mean	\$5.24	\$5.05	\$0.10	\$0.10	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.24	\$5.05	\$0.10	\$0.10	--	--	--	--	--	--	--	--	--
Max	\$5.24	\$5.05	\$0.10	\$0.10	--	--	--	--	--	--	--	--	--
N	8	8	8	8	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	0.0	0.0	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Parts Salespersons</b>			Detailed SOC Code: <b>412022</b>									
Mean	\$6.06	\$5.63	\$0.20	\$0.12	\$0.06	\$0.70	\$0.38	\$0.22	NB	\$0.94	\$0.63	NB
Min	\$5.05	\$5.05	\$0.00	**	**	\$0.00	**	**	--	**	**	--
Max	\$10.04	\$8.00	\$0.26	**	**	\$0.98	**	**	--	**	**	--
N	20	20	5	**	**	6	**	**	--	**	**	--
STDev	1.6	1.0	0.0	**	**	0.2	**	**	--	**	**	--
<b>Payroll and Timekeeping Clerks</b>			Detailed SOC Code: <b>433051</b>									
Mean	\$6.92	\$6.55	\$0.55	\$0.36	\$0.11	NB	NB	\$0.29	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	**	--	--	**	--	--	--	--
Max	\$8.77	\$7.61	**	**	**	--	--	**	--	--	--	--
N	7	7	**	**	**	--	--	**	--	--	--	--
STDev	1.4	1.0	**	**	**	--	--	**	--	--	--	--
<b>Pediatricians, General</b>			Detailed SOC Code: <b>291065</b>									
Mean	\$79.58	\$73.60	\$3.44	\$3.44	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$23.63	\$21.64	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$131.29	\$120.19	\$5.55	\$5.55	--	--	--	--	--	--	--	--
N	38	38	33	33	--	--	--	--	--	--	--	--
STDev	21.8	19.6	1.0	1.0	--	--	--	--	--	--	--	--
<b>Personal Care Aides</b>			Detailed SOC Code: <b>399021</b>									
Mean	\$7.92	\$7.48	\$0.89	\$0.89	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Personal Financial Advisors</b>			Detailed SOC Code: <b>132052</b>									
Mean	\$6.88	\$6.88	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Pest Control Workers</b>			Detailed SOC Code: <b>372021</b>									
Mean	\$5.45	\$5.41	NB	NB	NB	\$0.26	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	--	--	--
Max	\$7.00	\$7.00	--	--	--	**	--	--	--	--	--	--
N	7	7	--	--	--	**	--	--	--	--	--	--
STDev	0.7	0.7	--	--	--	**	--	--	--	--	--	--
<b>Pesticide Handlers, Sprayers, and Applicators, Vegetation</b>			Detailed SOC Code: <b>373012</b>									
Mean	\$10.83	\$5.05	NB	NB	NB	NB	NB	NB	NB	\$0.63	NB	NB
Min	**	**	--	--	--	--	--	--	--	**	--	--
Max	**	**	--	--	--	--	--	--	--	**	--	--
N	**	**	--	--	--	--	--	--	--	**	--	--
STDev	**	**	--	--	--	--	--	--	--	**	--	--
<b>Petroleum Engineers</b>			Detailed SOC Code: <b>172171</b>									
Mean	\$38.02	\$25.96	\$2.60	\$1.30	\$0.38	NB	NB	\$7.79	NB	NB	NB	NB
Min	**	**	**	**	**	--	--	**	--	--	--	--
Max	**	**	**	**	**	--	--	**	--	--	--	--
N	**	**	**	**	**	--	--	**	--	--	--	--
STDev	**	**	**	**	**	--	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Petroleum Pump System Operators, Refinery Operators, and Gaugers			Detailed SOC Code: <b>518093</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
Pharmacists			Detailed SOC Code: <b>291051</b>									
Mean	\$55.64	\$50.92	\$3.17	\$2.15	NB	\$2.88	\$0.40	NB	NB	\$12.50	NB	NB
Min	\$40.00	\$40.00	\$0.00	**	--	**	**	--	--	**	--	--
Max	\$87.50	\$75.00	\$3.85	**	--	**	**	--	--	**	--	--
N	9	9	5	**	--	**	**	--	--	**	--	--
STDev	13.3	9.8	0.9	**	--	**	**	--	--	**	--	--
Pharmacy Technicians			Detailed SOC Code: <b>292052</b>									
Mean	\$11.79	\$10.52	\$0.60	\$0.52	\$1.17	\$1.09	\$0.17	NB	NB	NB	NB	NB
Min	\$5.75	\$5.75	\$0.00	\$0.00	**	\$0.00	\$0.00	--	--	--	--	--
Max	\$19.94	\$17.27	\$1.33	\$0.67	**	\$1.17	\$0.17	--	--	--	--	--
N	27	27	22	10	**	12	11	--	--	--	--	--
STDev	4.0	3.5	0.3	0.1	**	0.3	0.0	--	--	--	--	--
Philosophy and Religion Teachers, Postsecondary			Detailed SOC Code: <b>251126</b>									
Mean	\$10.11	\$8.17	\$0.97	\$0.11	NB	\$0.75	NB	NB	NB	\$0.92	\$0.72	NB
Min	\$9.46	\$6.79	\$0.18	\$0.09	--	**	--	--	--	**	**	--
Max	\$10.63	\$8.51	\$1.17	\$0.18	--	**	--	--	--	**	**	--
N	5	5	5	5	--	**	--	--	--	**	**	--
STDev	0.5	0.8	0.4	0.0	--	**	--	--	--	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Phlebotomists</b>			Detailed SOC Code: <b>319097</b>										
Mean	\$9.15	\$8.38	\$0.39	\$0.39	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.22	\$5.69	\$0.26	\$0.26	--	--	--	--	--	--	--	--	--
Max	\$13.72	\$12.56	\$0.58	\$0.58	--	--	--	--	--	--	--	--	--
N	6	6	6	6	--	--	--	--	--	--	--	--	--
STDev	2.7	2.5	0.1	0.1	--	--	--	--	--	--	--	--	--
<b>Physical Therapist Aides</b>			Detailed SOC Code: <b>312022</b>										
Mean	\$15.36	\$13.71	\$0.73	\$0.45	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	**	--	--	--	--	--	--
Max	**	**	**	**	--	**	**	--	--	--	--	--	--
N	**	**	**	**	--	**	**	--	--	--	--	--	--
STDev	**	**	**	**	--	**	**	--	--	--	--	--	--
<b>Physical Therapists</b>			Detailed SOC Code: <b>291123</b>										
Mean	\$20.22	\$17.45	\$0.73	\$0.73	\$0.28	\$2.38	\$0.38	\$2.15	NB	NB	NB	NB	NB
Min	\$17.26	\$14.38	**	**	**	\$0.00	**	**	--	--	--	--	--
Max	\$26.96	\$22.60	**	**	**	\$3.17	**	**	--	--	--	--	--
N	8	8	**	**	**	5	**	**	--	--	--	--	--
STDev	3.0	2.4	**	**	**	0.4	**	**	--	--	--	--	--
<b>Physician Assistants</b>			Detailed SOC Code: <b>291071</b>										
Mean	\$35.71	\$32.69	\$1.51	\$1.51	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$31.51	\$28.85	\$1.33	\$1.33	--	--	--	--	--	--	--	--	--
Max	\$36.76	\$33.65	\$1.55	\$1.55	--	--	--	--	--	--	--	--	--
N	5	5	5	5	--	--	--	--	--	--	--	--	--
STDev	2.3	2.2	0.1	0.1	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Physicians and Surgeons, All Other</b>			Detailed SOC Code: <b>291069</b>										
Mean	\$37.73	\$37.15	\$0.40	\$0.40	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.44	\$5.90	\$0.00	\$0.00	--	--	--	--	--	--	--	--	--
Max	\$120.19	\$120.19	\$0.55	\$0.55	--	--	--	--	--	--	--	--	--
N	7	7	5	5	--	--	--	--	--	--	--	--	--
STDev	48.7	49.0	0.1	0.1	--	--	--	--	--	--	--	--	--
<b>Pipelayers</b>			Detailed SOC Code: <b>472151</b>										
Mean	\$5.25	\$5.16	\$0.19	\$0.10	NB	NB	NB	NB	NB	NB	\$0.44	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	**	--	--
Max	\$6.00	\$6.00	**	**	--	--	--	--	--	--	**	--	--
N	9	9	**	**	--	--	--	--	--	--	**	--	--
STDev	0.4	0.3	**	**	--	--	--	--	--	--	**	--	--
<b>Plasterers and Stucco Masons</b>			Detailed SOC Code: <b>472161</b>										
Mean	\$5.43	\$5.14	\$0.19	\$0.10	NB	NB	NB	NB	NB	\$0.44	\$0.63	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	**	**	--	--
Max	\$6.13	\$5.50	**	**	--	--	--	--	--	**	**	--	--
N	5	5	**	**	--	--	--	--	--	**	**	--	--
STDev	0.5	0.2	**	**	--	--	--	--	--	**	**	--	--
<b>Plumbers, Pipefitters, and Steamfitters</b>			Detailed SOC Code: <b>472152</b>										
Mean	\$5.50	\$5.33	\$0.21	\$0.10	NB	\$1.23	NB	\$0.20	NB	\$0.94	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	--	**	--	**	--	--	--
Max	\$7.67	\$7.00	**	**	--	**	--	**	--	**	--	--	--
N	31	31	**	**	--	**	--	**	--	**	--	--	--
STDev	0.6	0.5	**	**	--	**	--	**	--	**	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Police and Sheriff's Patrol Officers</b>			Detailed SOC Code: <b>333051</b>										
Mean	\$9.92	\$9.24	\$0.44	\$0.44	NB	NB	NB	NB	NB	NB	NB	NB	
Min	\$6.92	\$6.92	\$0.00	\$0.00	--	--	--	--	--	--	--	--	
Max	\$26.26	\$24.04	\$1.11	\$1.11	--	--	--	--	--	--	--	--	
N	169	169	133	133	--	--	--	--	--	--	--	--	
STDev	2.5	2.2	0.1	0.1	--	--	--	--	--	--	--	--	
<b>Postal Service Clerks</b>			Detailed SOC Code: <b>435051</b>										
Mean	\$6.30	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	\$1.25	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	**	--	--
Max	**	**	--	--	--	--	--	--	--	--	**	--	--
N	**	**	--	--	--	--	--	--	--	--	**	--	--
STDev	**	**	--	--	--	--	--	--	--	--	**	--	--
<b>Postal Service Mail Carriers</b>			Detailed SOC Code: <b>435052</b>										
Mean	\$5.16	\$4.70	NB	NB	NB	NB	NB	NB	NB	NB	\$1.25	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	**	--	--
Max	**	**	--	--	--	--	--	--	--	--	**	--	--
N	**	**	--	--	--	--	--	--	--	--	**	--	--
STDev	**	**	--	--	--	--	--	--	--	--	**	--	--
<b>Postsecondary Teachers, All Other</b>			Detailed SOC Code: <b>251199</b>										
Mean	\$11.01	\$9.43	\$1.15	\$0.09	NB	\$0.53	NB	NB	NB	NB	NB	\$0.72	NB
Min	**	**	**	**	--	**	--	--	--	--	--	**	--
Max	**	**	**	**	--	**	--	--	--	--	--	**	--
N	**	**	**	**	--	**	--	--	--	--	--	**	--
STDev	**	**	**	**	--	**	--	--	--	--	--	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Power Plant Operators</b>			Detailed SOC Code: <b>518013</b>									
Mean	\$10.58	\$8.53	\$0.56	\$0.41	\$0.16	\$0.70	NB	\$1.41	NB	\$0.50	NB	NB
Min	\$5.15	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	**	--	--
Max	\$22.07	\$15.06	\$1.51	\$0.75	\$0.23	\$4.04	--	\$4.52	--	**	--	--
N	65	65	59	59	27	8	--	46	--	**	--	--
STDev	4.1	2.2	0.3	0.2	0.0	1.4	--	1.5	--	**	--	--
<b>Prepress Technicians and Workers</b>			Detailed SOC Code: <b>515111</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Preschool Teachers, Except Special Education</b>			Detailed SOC Code: <b>252011</b>									
Mean	\$6.25	\$6.01	\$0.27	\$0.06	NB	\$0.59	\$0.31	NB	NB	NB	NB	\$2.01
Min	\$5.05	\$5.05	**	**	--	**	**	--	--	--	--	**
Max	\$15.59	\$15.28	**	**	--	**	**	--	--	--	--	**
N	19	19	**	**	--	**	**	--	--	--	--	**
STDev	2.7	2.7	**	**	--	**	**	--	--	--	--	**
<b>Print Binding and Finishing Workers</b>			Detailed SOC Code: <b>515113</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Printing Press Operators</b>			Detailed SOC Code: <b>515112</b>									
Mean	\$6.25	\$5.09	\$0.10	NB	\$0.05	\$0.88	NB	NB	NB	\$0.63	NB	NB
Min	\$5.05	\$5.05	\$0.00	--	\$0.00	\$0.00	--	--	--	**	--	--
Max	\$10.10	\$5.40	\$0.10	--	\$0.06	\$0.88	--	--	--	**	--	--
N	19	19	7	--	8	6	--	--	--	**	--	--
STDev	1.8	0.1	0.0	--	0.0	0.0	--	--	--	**	--	--
<b>Probation Officers and Correctional Treatment Specialists</b>			Detailed SOC Code: <b>211092</b>									
Mean	\$13.76	\$12.60	\$0.58	\$0.58	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$9.30	\$8.51	\$0.39	\$0.39	--	--	--	--	--	--	--	--
Max	\$26.26	\$24.04	\$1.11	\$1.11	--	--	--	--	--	--	--	--
N	12	12	12	12	--	--	--	--	--	--	--	--
STDev	4.7	4.3	0.2	0.2	--	--	--	--	--	--	--	--
<b>Procurement Clerks</b>			Detailed SOC Code: <b>433061</b>									
Mean	\$15.62	\$13.33	\$1.01	\$0.66	\$0.20	\$1.05	NB	\$2.20	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	**	--	\$0.00	--	--	--	--
Max	\$32.60	\$23.69	\$2.22	\$1.11	\$0.35	**	--	\$6.67	--	--	--	--
N	23	23	9	9	13	**	--	15	--	--	--	--
STDev	7.0	5.6	0.6	0.3	0.1	**	--	1.9	--	--	--	--
<b>Producers and Directors</b>			Detailed SOC Code: <b>272012</b>									
Mean	\$18.91	\$18.15	\$0.00	\$0.00	\$0.11	\$0.08	NB	\$1.26	\$0.58	\$0.58	NB	NB
Min	\$8.44	\$8.44	**	**	**	**	--	**	**	**	--	--
Max	\$33.75	\$33.65	**	**	**	**	--	**	**	**	--	--
N	10	10	**	**	**	**	--	**	**	**	--	--
STDev	8.4	8.0	**	**	**	**	--	**	**	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Production Workers, All Other</b>			Detailed SOC Code: <b>519199</b>									
Mean	\$6.41	\$5.97	\$1.10	\$1.10	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$10.15	\$7.95	**	**	--	--	--	--	--	--	--	--
N	5	5	**	**	--	--	--	--	--	--	--	--
STDev	2.2	1.3	**	**	--	--	--	--	--	--	--	--
<b>Production, Planning, and Expediting Clerks</b>			Detailed SOC Code: <b>435061</b>									
Mean	\$9.35	\$8.05	\$0.33	\$0.33	\$0.14	\$2.17	\$0.21	\$1.77	NB	\$0.94	\$1.25	NB
Min	\$5.05	\$5.05	**	**	\$0.00	\$0.00	**	\$0.00	--	**	**	--
Max	\$22.41	\$16.03	**	**	\$0.25	\$3.17	**	\$2.96	--	**	**	--
N	26	26	**	**	14	5	**	9	--	**	**	--
STDev	5.4	3.6	**	**	0.1	1.0	**	1.1	--	**	**	--
<b>Proofreaders and Copy Markers</b>			Detailed SOC Code: <b>439081</b>									
Mean	\$5.07	\$5.05	\$0.01	\$0.01	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Property, Real Estate, and Community Association Managers</b>			Detailed SOC Code: <b>119141</b>									
Mean	\$9.03	\$8.57	\$0.66	\$0.66	NB	\$0.22	\$0.48	NB	NB	NB	\$0.34	NB
Min	\$1.56	\$1.56	**	**	--	**	**	--	--	--	**	--
Max	\$18.91	\$17.31	**	**	--	**	**	--	--	--	**	--
N	14	14	**	**	--	**	**	--	--	--	**	--
STDev	6.1	5.6	**	**	--	**	**	--	--	--	**	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Protective Service Workers, All Other			Detailed SOC Code: <b>339099</b>									
Mean	\$7.54	\$6.92	\$0.53	\$0.53	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.63	\$5.15	**	**	--	--	--	--	--	--	--	--
Max	\$20.27	\$18.56	**	**	--	--	--	--	--	--	--	--
N	12	12	**	**	--	--	--	--	--	--	--	--
STDev	4.2	3.8	**	**	--	--	--	--	--	--	--	--
Psychologists, All Other			Detailed SOC Code: <b>193039</b>									
Mean	\$25.77	\$22.60	NB	NB	\$0.36	\$0.99	NB	\$2.50	NB	NB	NB	NB
Min	**	**	--	--	**	**	--	**	--	--	--	--
Max	**	**	--	--	**	**	--	**	--	--	--	--
N	**	**	--	--	**	**	--	**	--	--	--	--
STDev	**	**	--	--	**	**	--	**	--	--	--	--
Psychology Teachers, Postsecondary			Detailed SOC Code: <b>251066</b>									
Mean	\$28.12	\$22.60	NB	NB	\$0.36	\$0.99	NB	\$4.17	NB	NB	NB	NB
Min	**	**	--	--	**	**	--	**	--	--	--	--
Max	**	**	--	--	**	**	--	**	--	--	--	--
N	**	**	--	--	**	**	--	**	--	--	--	--
STDev	**	**	--	--	**	**	--	**	--	--	--	--
Public Address System and Other Announcers			Detailed SOC Code: <b>273012</b>									
Mean	\$4.50	\$4.50	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Public Relations and Fundraising Managers</b>			<b>Detailed SOC Code: 112031</b>									
Mean	\$14.63	\$12.78	\$0.74	\$0.63	NB	\$1.65	NB	\$1.01	NB	\$0.63	\$0.85	NB
Min	\$5.07	\$5.05	\$0.00	\$0.00	--	**	--	**	--	**	**	--
Max	\$36.08	\$28.85	\$1.66	\$1.66	--	**	--	**	--	**	**	--
N	7	7	5	6	--	**	--	**	--	**	**	--
STDev	11.0	8.8	0.6	0.6	--	**	--	**	--	**	**	--
<b>Public Relations Specialists</b>			<b>Detailed SOC Code: 273031</b>									
Mean	\$13.25	\$12.12	\$0.73	\$0.69	NB	\$0.02	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	--	--	--	--	--	--
Max	\$26.26	\$24.04	\$1.11	\$1.11	--	**	--	--	--	--	--	--
N	24	24	17	17	--	**	--	--	--	--	--	--
STDev	6.6	6.0	0.2	0.2	--	**	--	--	--	--	--	--
<b>Pump Operators, Except Wellhead Pumpers</b>			<b>Detailed SOC Code: 537072</b>									
Mean	\$11.01	\$6.25	\$0.24	\$0.24	NB	\$1.52	NB	NB	\$1.82	\$0.94	NB	NB
Min	**	**	**	**	--	**	--	--	**	**	--	--
Max	**	**	**	**	--	**	--	--	**	**	--	--
N	**	**	**	**	--	**	--	--	**	**	--	--
STDev	**	**	**	**	--	**	--	--	**	**	--	--
<b>Purchasing Agents, Except Wholesale, Retail, and Farm Products</b>			<b>Detailed SOC Code: 131023</b>									
Mean	\$6.50	\$6.28	\$0.14	NB	NB	NB	NB	\$0.30	NB	NB	NB	NB
Min	**	**	**	--	--	--	--	**	--	--	--	--
Max	**	**	**	--	--	--	--	**	--	--	--	--
N	**	**	**	--	--	--	--	**	--	--	--	--
STDev	**	**	**	--	--	--	--	**	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Purchasing Managers</b>			Detailed SOC Code: <b>113061</b>									
Mean	\$13.80	\$12.27	\$1.15	\$1.24	\$0.20	\$0.99	\$0.24	\$3.27	\$0.60	\$0.61	\$0.63	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	**	**	**	--
Max	\$52.51	\$48.08	\$2.69	\$2.61	**	**	**	**	**	**	**	--
N	29	29	10	9	**	**	**	**	**	**	**	--
STDev	11.2	9.3	0.9	0.8	**	**	**	**	**	**	**	--
<b>Radio and Television Announcers</b>			Detailed SOC Code: <b>273011</b>									
Mean	\$6.75	\$6.31	NB	NB	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$10.00	\$10.00	--	--	--	--	--	--	\$0.58	\$0.58	--	--
N	22	22	--	--	--	--	--	--	6	6	--	--
STDev	1.5	1.4	--	--	--	--	--	--	0.0	0.0	--	--
<b>Radio Operators</b>			Detailed SOC Code: <b>274013</b>									
Mean	\$7.95	\$7.54	\$0.35	\$0.35	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.83	\$6.25	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$10.63	\$9.73	\$0.45	\$0.45	--	--	--	--	--	--	--	--
N	17	17	10	10	--	--	--	--	--	--	--	--
STDev	1.1	1.0	0.1	0.1	--	--	--	--	--	--	--	--
<b>Railroad Conductors and Yardmasters</b>			Detailed SOC Code: <b>534031</b>									
Mean	\$6.26	\$5.66	NB	NB	\$0.09	NB	NB	\$0.59	NB	NB	NB	NB
Min	\$5.17	\$5.10	--	--	\$0.00	--	--	\$0.00	--	--	--	--
Max	\$10.61	\$8.83	--	--	\$0.14	--	--	\$1.64	--	--	--	--
N	11	11	--	--	7	--	--	10	--	--	--	--
STDev	1.6	1.1	--	--	0.0	--	--	0.6	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Receptionists and Information Clerks</b>			Detailed SOC Code: <b>434171</b>									
Mean	\$6.37	\$6.12	\$0.24	\$0.24	NB	\$0.88	\$0.27	\$0.01	NB	NB	\$0.13	NB
Min	\$4.87	\$3.75	\$0.00	\$0.00	--	**	**	**	--	--	**	--
Max	\$15.75	\$14.42	\$0.67	\$0.67	--	**	**	**	--	--	**	--
N	54	54	17	16	--	**	**	**	--	--	**	--
STDev	1.9	1.7	0.2	0.2	--	**	**	**	--	--	**	--
<b>Recreation and Fitness Studies Teachers, Postsecondary</b>			Detailed SOC Code: <b>251193</b>									
Mean	\$20.09	\$19.20	NB	\$0.89	NB	\$0.01	NB	NB	NB	NB	NB	NB
Min	**	**	--	**	--	**	--	--	--	--	--	--
Max	**	**	--	**	--	**	--	--	--	--	--	--
N	**	**	--	**	--	**	--	--	--	--	--	--
STDev	**	**	--	**	--	**	--	--	--	--	--	--
<b>Recreation Workers</b>			Detailed SOC Code: <b>399032</b>									
Mean	\$5.35	\$5.11	\$0.24	\$0.24	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Refuse and Recyclable Material Collectors</b>			Detailed SOC Code: <b>537081</b>									
Mean	\$5.12	\$5.12	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.75	\$5.75	--	--	--	--	--	--	--	--	--	--
N	10	10	--	--	--	--	--	--	--	--	--	--
STDev	0.2	0.2	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Registered Nurses</b>			Detailed SOC Code: <b>291141</b>									
Mean	\$16.24	\$14.86	\$0.68	\$0.70	NB	\$1.23	\$0.24	NB	NB	NB	NB	NB
Min	\$4.26	\$3.13	\$0.00	\$0.00	--	\$0.00	\$0.00	--	--	--	--	--
Max	\$22.35	\$20.46	\$0.94	\$0.94	--	\$2.18	\$0.38	--	--	--	--	--
N	147	147	136	129	--	12	12	--	--	--	--	--
STDev	2.5	2.4	0.1	0.1	--	0.7	0.1	--	--	--	--	--
<b>Rehabilitation Counselors</b>			Detailed SOC Code: <b>211015</b>									
Mean	\$15.64	\$14.16	\$0.98	\$0.79	NB	\$0.40	\$0.17	NB	NB	NB	NB	NB
Min	\$3.17	\$3.00	\$0.00	\$0.00	--	**	**	--	--	--	--	--
Max	\$27.06	\$23.73	\$2.19	\$1.10	--	**	**	--	--	--	--	--
N	8	8	6	6	--	**	**	--	--	--	--	--
STDev	8.9	7.9	0.6	0.3	--	**	**	--	--	--	--	--
<b>Reinforcing Iron and Rebar Workers</b>			Detailed SOC Code: <b>472171</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Religious Workers, All Other</b>			Detailed SOC Code: <b>212099</b>									
Mean	\$9.45	\$7.27	NB	NB	NB	\$0.79	NB	NB	NB	\$2.04	\$0.31	\$1.37
Min	**	**	--	--	--	**	--	--	--	**	**	**
Max	**	**	--	--	--	**	--	--	--	**	**	**
N	**	**	--	--	--	**	--	--	--	**	**	**
STDev	**	**	--	--	--	**	--	--	--	**	**	**

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Reporters and Correspondents</b>			Detailed SOC Code: <b>273022</b>									
Mean	\$7.80	\$7.77	\$0.02	\$0.02	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.54	\$6.50	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$9.38	\$9.38	\$0.02	\$0.02	--	--	--	--	--	--	--	--
N	7	7	6	6	--	--	--	--	--	--	--	--
STDev	1.1	1.1	0.0	0.0	--	--	--	--	--	--	--	--
<b>Reservation and Transportation Ticket Agents and Travel Clerks</b>			Detailed SOC Code: <b>434181</b>									
Mean	\$7.59	\$7.37	\$0.15	\$0.14	NB	\$0.87	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	--	--	--	--	--	--
Max	\$19.38	\$19.38	\$0.80	\$0.80	--	**	--	--	--	--	--	--
N	36	36	22	21	--	**	--	--	--	--	--	--
STDev	3.8	3.8	0.2	0.2	--	**	--	--	--	--	--	--
<b>Residential Advisors</b>			Detailed SOC Code: <b>399041</b>									
Mean	\$18.91	\$17.31	\$0.80	\$0.80	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$18.90	\$17.31	\$0.80	\$0.80	--	--	--	--	--	--	--	--
Max	\$18.91	\$17.31	\$0.80	\$0.80	--	--	--	--	--	--	--	--
N	13	13	13	13	--	--	--	--	--	--	--	--
STDev	0.0	0.0	0.0	0.0	--	--	--	--	--	--	--	--
<b>Respiratory Therapists</b>			Detailed SOC Code: <b>291126</b>									
Mean	\$15.29	\$14.00	\$0.65	\$0.65	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$15.13	\$13.85	\$0.64	\$0.64	--	--	--	--	--	--	--	--
Max	\$15.33	\$14.04	\$0.65	\$0.65	--	--	--	--	--	--	--	--
N	5	5	5	5	--	--	--	--	--	--	--	--
STDev	0.1	0.1	0.0	0.0	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Retail Salespersons</b>			Detailed SOC Code: <b>412031</b>									
Mean	\$5.79	\$5.57	\$0.32	\$0.81	\$0.08	\$0.96	\$0.30	\$0.38	\$0.64	\$1.07	\$1.18	NB
Min	\$2.53	\$2.50	\$0.00	\$0.00	**	\$0.00	\$0.00	**	**	\$0.00	**	--
Max	\$18.39	\$16.83	\$0.78	\$5.05	**	\$1.19	\$0.38	**	**	\$1.88	**	--
N	159	159	9	9	**	8	5	**	**	7	**	--
STDev	2.0	1.7	0.2	1.6	**	0.3	0.1	**	**	0.7	**	--
<b>Sailors and Marine Oilers</b>			Detailed SOC Code: <b>535011</b>									
Mean	\$7.88	\$7.72	\$0.28	\$0.21	NB	\$1.52	NB	NB	\$1.88	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	**	--	--	--
Max	\$25.00	\$25.00	**	**	--	**	--	--	**	--	--	--
N	27	27	**	**	--	**	--	--	**	--	--	--
STDev	6.2	6.2	**	**	--	**	--	--	**	--	--	--
<b>Sales and Related Workers, All Other</b>			Detailed SOC Code: <b>419099</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
N	14	14	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--
<b>Sales Engineers</b>			Detailed SOC Code: <b>419031</b>									
Mean	\$21.83	\$18.17	\$1.55	\$3.10	\$0.14	\$1.44	\$0.21	\$1.21	NB	\$0.94	\$1.25	NB
Min	**	**	**	**	**	**	**	**	--	**	**	--
Max	**	**	**	**	**	**	**	**	--	**	**	--
N	**	**	**	**	**	**	**	**	--	**	**	--
STDev	**	**	**	**	**	**	**	**	--	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Sales Managers</b>			Detailed SOC Code: <b>112022</b>									
Mean	\$9.24	\$8.72	\$0.41	\$0.37	\$0.09	\$0.90	\$0.35	\$0.57	\$0.70	\$1.05	\$0.93	\$0.58
Min	\$4.16	\$4.16	\$0.00	\$0.00	\$0.00	\$0.00	**	**	**	\$0.00	\$0.00	**
Max	\$69.38	\$69.38	\$0.97	\$0.97	\$0.11	\$1.85	**	**	**	\$1.56	\$1.25	**
N	78	78	10	8	8	9	**	**	**	7	6	**
STDev	8.7	8.4	0.3	0.3	0.0	0.5	**	**	**	0.5	0.3	**
<b>Sales Representatives, Services, All Other</b>			Detailed SOC Code: <b>413099</b>									
Mean	\$6.22	\$5.44	\$0.31	\$1.18	\$0.12	\$0.88	NB	NB	NB	\$1.56	\$0.89	NB
Min	\$2.02	\$2.02	\$0.00	\$0.00	\$0.00	\$0.00	--	--	--	**	\$0.00	--
Max	\$12.83	\$8.85	\$0.82	\$6.27	\$0.20	\$1.38	--	--	--	**	\$1.00	--
N	49	49	13	12	5	5	--	--	--	**	5	--
STDev	2.1	1.1	0.2	2.3	0.0	0.3	--	--	--	**	0.2	--
<b>Sales Representatives, Wholesale and Manufacturing, Except Technical and S</b>			Detailed SOC Code: <b>414012</b>									
Mean	\$5.41	\$5.13	\$0.24	\$0.24	NB	\$1.18	NB	\$0.33	\$0.29	\$0.29	NB	NB
Min	\$5.05	\$5.05	**	**	--	\$0.00	--	**	**	**	--	--
Max	\$8.81	\$6.35	**	**	--	\$1.65	--	**	**	**	--	--
N	26	26	**	**	--	5	--	**	**	**	--	--
STDev	0.8	0.3	**	**	--	0.3	--	**	**	**	--	--
<b>Sales Representatives, Wholesale and Manufacturing, Technical and Scientific</b>			Detailed SOC Code: <b>414011</b>									
Mean	\$16.70	\$12.95	\$0.78	\$4.01	\$0.20	\$1.04	\$0.16	\$1.72	NB	\$0.55	\$0.61	NB
Min	\$5.97	\$5.15	**	**	**	**	**	**	--	**	**	--
Max	\$50.25	\$38.30	**	**	**	**	**	**	--	**	**	--
N	7	7	**	**	**	**	**	**	--	**	**	--
STDev	16.5	11.8	**	**	**	**	**	**	--	**	**	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Secondary School Teachers, Except Special and Career/Technical Education			Detailed SOC Code: <b>252031</b>									
Mean	\$10.07	\$8.71	\$0.47	\$0.11	NB	\$0.75	NB	\$0.33	NB	\$1.07	\$0.19	\$1.44
Min	\$5.72	\$5.05	\$0.00	\$0.00	--	**	--	**	--	**	**	**
Max	\$14.18	\$12.02	\$0.67	\$0.20	--	**	--	**	--	**	**	**
N	12	12	7	7	--	**	--	**	--	**	**	**
STDev	3.4	2.8	0.2	0.1	--	**	--	**	--	**	**	**
Secretaries and Administrative Assistants, Except Legal, Medical, and Executi			Detailed SOC Code: <b>436014</b>									
Mean	\$7.75	\$7.00	\$0.65	\$0.44	\$0.41	\$0.88	\$0.14	\$1.32	\$0.62	\$0.94	\$0.72	\$1.35
Min	\$1.56	\$1.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$25.23	\$19.23	\$5.00	\$1.43	\$3.63	\$3.23	\$0.22	\$5.17	\$1.25	\$2.50	\$1.25	**
N	188	188	59	47	16	22	5	15	7	14	6	**
STDev	3.8	3.0	0.7	0.3	0.9	0.7	0.1	1.7	0.4	0.6	0.4	**
Securities, Commodities, and Financial Services Sales Agents			Detailed SOC Code: <b>413031</b>									
Mean	\$11.41	\$9.74	\$1.44	\$0.72	\$0.23	NB	NB	\$0.58	NB	NB	\$0.38	NB
Min	**	**	**	**	**	--	--	**	--	--	**	--
Max	**	**	**	**	**	--	--	**	--	--	**	--
N	**	**	**	**	**	--	--	**	--	--	**	--
STDev	**	**	**	**	**	--	--	**	--	--	**	--
Security and Fire Alarm Systems Installers			Detailed SOC Code: <b>492098</b>									
Mean	\$6.16	\$5.28	NB	NB	NB	\$0.88	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	--	--	--	--	--	--
Max	**	**	--	--	--	**	--	--	--	--	--	--
N	**	**	--	--	--	**	--	--	--	--	--	--
STDev	**	**	--	--	--	**	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Security Guards</b>			Detailed SOC Code: <b>339032</b>									
Mean	\$5.12	\$5.03	\$0.26	\$0.20	\$0.09	\$0.02	NB	\$0.24	NB	\$0.05	NB	NB
Min	\$3.25	\$3.25	\$0.00	\$0.00	**	**	--	**	--	\$0.00	--	--
Max	\$10.53	\$8.25	\$1.14	\$1.14	**	**	--	**	--	\$0.05	--	--
N	383	383	29	35	**	**	--	**	--	6	--	--
STDev	0.7	0.6	0.2	0.2	**	**	--	**	--	0.0	--	--
<b>Septic Tank Servicers and Sewer Pipe Cleaners</b>			Detailed SOC Code: <b>474071</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Sewers, Hand</b>			Detailed SOC Code: <b>516051</b>									
Mean	\$5.88	\$5.41	NB	NB	NB	NB	NB	NB	NB	NB	\$1.88	NB
Min	**	**	--	--	--	--	--	--	--	--	**	--
Max	**	**	--	--	--	--	--	--	--	--	**	--
N	**	**	--	--	--	--	--	--	--	--	**	--
STDev	**	**	--	--	--	--	--	--	--	--	**	--
<b>Sewing Machine Operators</b>			Detailed SOC Code: <b>516031</b>									
Mean	\$4.89	\$4.84	\$0.10	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.05	\$4.05	**	--	--	--	--	--	--	--	--	--
Max	\$5.15	\$5.05	**	--	--	--	--	--	--	--	--	--
N	9	9	**	--	--	--	--	--	--	--	--	--
STDev	0.4	0.4	**	--	--	--	--	--	--	--	--	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Sheet Metal Workers</b>			Detailed SOC Code: <b>472211</b>										
Mean	\$5.61	\$5.15	NB	NB	NB	\$0.02	NB	NB	NB	NB	\$0.43	\$0.94	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	--	**	**	--
Max	\$6.93	\$5.50	--	--	--	**	--	--	--	--	**	**	--
N	11	11	--	--	--	**	--	--	--	--	**	**	--
STDev	0.7	0.2	--	--	--	**	--	--	--	--	**	**	--
<b>Ship Engineers</b>			Detailed SOC Code: <b>535031</b>										
Mean	\$27.37	\$18.76	\$0.72	\$0.72	\$1.52	\$4.69	NB	NB	\$1.88	\$1.72	\$1.41	NB	NB
Min	**	**	**	**	**	**	--	--	**	**	**	**	--
Max	**	**	**	**	**	**	--	--	**	**	**	**	--
N	**	**	**	**	**	**	--	--	**	**	**	**	--
STDev	**	**	**	**	**	**	--	--	**	**	**	**	--
<b>Shipping, Receiving, and Traffic Clerks</b>			Detailed SOC Code: <b>435071</b>										
Mean	\$5.94	\$5.58	\$0.26	\$0.26	NB	NB	NB	\$0.13	NB	NB	NB	NB	NB
Min	\$4.55	\$4.55	\$0.00	\$0.00	--	--	--	**	--	--	--	--	--
Max	\$10.86	\$8.50	\$1.18	\$1.18	--	--	--	**	--	--	--	--	--
N	17	17	8	8	--	--	--	**	--	--	--	--	--
STDev	1.4	0.9	0.4	0.4	--	--	--	**	--	--	--	--	--
<b>Slot Supervisors</b>			Detailed SOC Code: <b>391012</b>										
Mean	\$6.43	\$6.02	\$0.24	\$0.12	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB	NB
Min	\$5.66	\$5.50	\$0.00	\$0.00	--	--	--	--	**	**	--	--	--
Max	\$9.25	\$8.75	\$0.34	\$0.17	--	--	--	--	**	**	--	--	--
N	24	24	16	22	--	--	--	--	**	**	--	--	--
STDev	1.0	0.9	0.0	0.0	--	--	--	--	**	**	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Social and Community Service Managers</b>			Detailed SOC Code: <b>119151</b>									
Mean	\$15.46	\$14.09	\$0.72	\$0.65	\$0.16	\$0.04	NB	NB	NB	NB	NB	NB
Min	\$5.25	\$4.81	\$0.22	\$0.00	**	**	--	--	--	--	--	--
Max	\$26.26	\$24.04	\$1.54	\$1.11	**	**	--	--	--	--	--	--
N	58	58	58	57	**	**	--	--	--	--	--	--
STDev	4.9	4.5	0.3	0.2	**	**	--	--	--	--	--	--
<b>Social and Human Service Assistants</b>			Detailed SOC Code: <b>211093</b>									
Mean	\$7.83	\$7.21	\$0.31	\$0.32	\$0.09	\$0.40	\$0.17	\$0.75	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	--	--	--	--
Max	\$19.27	\$18.59	\$0.67	\$0.67	**	**	**	**	--	--	--	--
N	117	117	110	109	**	**	**	**	--	--	--	--
STDev	2.1	1.9	0.1	0.1	**	**	**	**	--	--	--	--
<b>Social Science Research Assistants</b>			Detailed SOC Code: <b>194061</b>									
Mean	\$12.02	\$10.92	\$0.59	\$0.50	NB	\$0.03	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	--	--	--	--	--	--
Max	**	**	**	**	--	**	--	--	--	--	--	--
N	**	**	**	**	--	**	--	--	--	--	--	--
STDev	**	**	**	**	--	**	--	--	--	--	--	--
<b>Social Sciences Teachers, Postsecondary, All Other</b>			Detailed SOC Code: <b>251069</b>									
Mean	\$20.91	\$19.97	NB	\$0.92	NB	\$0.05	NB	NB	NB	NB	NB	NB
Min	**	**	--	**	--	**	--	--	--	--	--	--
Max	**	**	--	**	--	**	--	--	--	--	--	--
N	**	**	--	**	--	**	--	--	--	--	--	--
STDev	**	**	--	**	--	**	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Social Workers, All Other</b>			Detailed SOC Code: <b>211029</b>										
Mean	\$13.42	\$12.29	\$0.57	\$0.57	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.78	\$5.29	\$0.24	\$0.24	--	--	--	--	--	--	--	--	--
Max	\$22.35	\$20.46	\$0.94	\$0.94	--	--	--	--	--	--	--	--	--
N	35	35	35	35	--	--	--	--	--	--	--	--	--
STDev	4.2	3.9	0.2	0.2	--	--	--	--	--	--	--	--	--
<b>Software Developers, Systems Software</b>			Detailed SOC Code: <b>151133</b>										
Mean	\$15.94	\$15.00	NB	NB	NB	NB	NB	NB	NB	NB	\$0.63	\$0.31	NB
Min	**	**	--	--	--	--	--	--	--	--	**	**	--
Max	**	**	--	--	--	--	--	--	--	--	**	**	--
N	**	**	--	--	--	--	--	--	--	--	**	**	--
STDev	**	**	--	--	--	--	--	--	--	--	**	**	--
<b>Soil and Plant Scientists</b>			Detailed SOC Code: <b>191013</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Sound Engineering Technicians</b>			Detailed SOC Code: <b>274014</b>										
Mean	\$5.13	\$5.13	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Special Education Teachers, All Other			Detailed SOC Code: <b>252059</b>									
Mean	\$20.08	\$19.20	NB	\$0.89	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	**	--	--	--	--	--	--	--	--
Max	**	**	--	**	--	--	--	--	--	--	--	--
N	**	**	--	**	--	--	--	--	--	--	--	--
STDev	**	**	--	**	--	--	--	--	--	--	--	--
Special Education Teachers, Preschool			Detailed SOC Code: <b>252051</b>									
Mean	\$6.48	\$6.48	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
Special Education Teachers, Secondary School			Detailed SOC Code: <b>252054</b>									
Mean	\$34.62	\$28.85	NB	NB	\$0.45	NB	NB	\$5.33	NB	NB	NB	NB
Min	**	**	--	--	**	--	--	**	--	--	--	--
Max	**	**	--	--	**	--	--	**	--	--	--	--
N	**	**	--	--	**	--	--	**	--	--	--	--
STDev	**	**	--	--	**	--	--	**	--	--	--	--
SpeechLanguage Pathologists			Detailed SOC Code: <b>291127</b>									
Mean	\$23.59	\$22.60	NB	NB	NB	\$0.99	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	--	--	--	--	--	--
Max	**	**	--	--	--	**	--	--	--	--	--	--
N	**	**	--	--	--	**	--	--	--	--	--	--
STDev	**	**	--	--	--	**	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Statistical Assistants</b>			Detailed SOC Code: <b>439111</b>										
Mean	\$14.24	\$13.04	\$0.60	\$0.60	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Statisticians</b>			Detailed SOC Code: <b>152041</b>										
Mean	\$13.97	\$12.87	\$0.59	\$0.59	\$0.19	NB	NB	\$2.21	NB	NB	NB	NB	NB
Min	\$7.56	\$6.92	\$0.00	\$0.00	**	--	--	**	--	--	--	--	--
Max	\$18.91	\$17.31	\$0.80	\$0.80	**	--	--	**	--	--	--	--	--
N	14	14	11	11	**	--	--	**	--	--	--	--	--
STDev	4.1	3.8	0.2	0.2	**	--	--	**	--	--	--	--	--
<b>Stock Clerks and Order Fillers</b>			Detailed SOC Code: <b>435081</b>										
Mean	\$5.91	\$5.53	\$0.45	\$0.44	\$0.12	\$1.15	\$0.35	\$1.41	\$1.25	\$1.04	\$0.20	NB	NB
Min	\$2.80	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**	**	**	--
Max	\$26.42	\$18.03	\$1.80	\$1.77	\$0.28	\$4.69	\$0.62	\$5.41	**	**	**	**	--
N	187	187	29	27	11	15	10	13	**	**	**	**	--
STDev	2.7	1.7	0.4	0.5	0.1	1.1	0.2	1.7	**	**	**	**	--
<b>Stonemasons</b>			Detailed SOC Code: <b>472022</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--	--
N	9	9	--	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Structural Iron and Steel Workers</b>			Detailed SOC Code: <b>472221</b>									
Mean	\$5.27	\$5.27	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$6.00	\$6.00	--	--	--	--	--	--	--	--	--	--
N	13	13	--	--	--	--	--	--	--	--	--	--
STDev	0.3	0.3	--	--	--	--	--	--	--	--	--	--
<b>Structural Metal Fabricators and Fitters</b>			Detailed SOC Code: <b>512041</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Substance Abuse and Behavioral Disorder Counselors</b>			Detailed SOC Code: <b>211011</b>									
Mean	\$8.97	\$8.21	\$0.38	\$0.38	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Surgeons</b>			Detailed SOC Code: <b>291067</b>									
Mean	\$70.90	\$64.90	\$3.00	\$3.00	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Surveying and Mapping Technicians</b>			<b>Detailed SOC Code: 173031</b>									
Mean	\$7.94	\$7.36	\$0.37	\$0.37	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$10.63	\$9.73	**	**	--	--	--	--	--	--	--	--
N	5	5	**	**	--	--	--	--	--	--	--	--
STDev	2.6	2.2	**	**	--	--	--	--	--	--	--	--
<b>Surveyors</b>			<b>Detailed SOC Code: 171022</b>									
Mean	\$9.75	\$9.20	\$0.60	\$0.60	NB	\$0.30	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	--	--	--
Max	\$17.51	\$16.03	**	**	--	**	--	--	--	--	--	--
N	7	7	**	**	--	**	--	--	--	--	--	--
STDev	4.7	4.1	**	**	--	**	--	--	--	--	--	--
<b>Switchboard Operators, Including Answering Service</b>			<b>Detailed SOC Code: 432011</b>									
Mean	\$7.51	\$6.10	\$0.26	\$0.13	\$0.14	\$1.38	\$0.22	NB	NB	NB	NB	NB
Min	**	**	**	**	**	**	**	--	--	--	--	--
Max	**	**	**	**	**	**	**	--	--	--	--	--
N	**	**	**	**	**	**	**	--	--	--	--	--
STDev	**	**	**	**	**	**	**	--	--	--	--	--
<b>Tailors, Dressmakers, and Custom Sewers</b>			<b>Detailed SOC Code: 516052</b>									
Mean	\$5.35	\$5.01	\$4.66	NB	NB	\$0.87	NB	NB	\$0.56	\$0.44	\$0.81	NB
Min	\$3.75	\$3.75	**	--	--	**	--	--	**	**	**	--
Max	\$10.58	\$6.00	**	--	--	**	--	--	**	**	**	--
N	37	37	**	--	--	**	--	--	**	**	**	--
STDev	1.3	0.3	**	--	--	**	--	--	**	**	**	--

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SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Tax Examiners and Collectors, and Revenue Agents</b>			Detailed SOC Code: <b>132081</b>									
Mean	\$9.45	\$8.69	\$0.40	\$0.40	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$18.39	\$16.83	\$0.78	\$0.78	--	--	--	--	--	--	--	--
N	22	22	21	21	--	--	--	--	--	--	--	--
STDev	3.0	2.8	0.1	0.1	--	--	--	--	--	--	--	--
<b>Tax Preparers</b>			Detailed SOC Code: <b>132082</b>									
Mean	\$21.90	\$19.45	\$1.48	\$0.43	NB	\$1.01	NB	\$0.49	NB	NB	NB	NB
Min	**	**	**	**	--	**	--	**	--	--	--	--
Max	**	**	**	**	--	**	--	**	--	--	--	--
N	**	**	**	**	--	**	--	**	--	--	--	--
STDev	**	**	**	**	--	**	--	**	--	--	--	--
<b>Taxi Drivers and Chauffeurs</b>			Detailed SOC Code: <b>533041</b>									
Mean	\$8.73	\$8.16	\$0.77	\$0.58	NB	\$0.50	NB	NB	NB	NB	\$0.19	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	--	**	--
Max	\$18.38	\$16.83	**	**	--	**	--	--	--	--	**	--
N	6	6	**	**	--	**	--	--	--	--	**	--
STDev	5.4	4.7	**	**	--	**	--	--	--	--	**	--
<b>Teacher Assistants</b>			Detailed SOC Code: <b>259041</b>									
Mean	\$6.59	\$6.23	\$0.75	\$0.31	NB	\$0.20	\$0.06	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	**	--	--	--	--	--
Max	\$9.26	\$8.79	**	**	--	**	**	--	--	--	--	--
N	8	8	**	**	--	**	**	--	--	--	--	--
STDev	1.6	1.5	**	**	--	**	**	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Teachers and Instructors, All Other			Detailed SOC Code: <b>253099</b>									
Mean	\$17.16	\$15.11	\$0.17	\$0.17	\$0.26	\$1.63	NB	\$1.72	\$1.25	\$1.02	NB	\$1.56
Min	\$1.25	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	**	**	--	**
Max	\$53.11	\$44.39	\$0.19	\$0.18	\$0.53	\$3.17	--	\$8.19	**	**	--	**
N	711	711	6	5	405	161	--	625	**	**	--	**
STDev	8.0	6.6	0.0	0.0	0.1	0.9	--	1.6	**	**	--	**
Team Assemblers			Detailed SOC Code: <b>512092</b>									
Mean	\$6.75	\$6.75	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.25	\$6.25	--	--	--	--	--	--	--	--	--	--
Max	\$8.95	\$8.95	--	--	--	--	--	--	--	--	--	--
N	6	6	--	--	--	--	--	--	--	--	--	--
STDev	1.1	1.1	--	--	--	--	--	--	--	--	--	--
Technical Writers			Detailed SOC Code: <b>273042</b>									
Mean	\$26.08	\$21.63	\$2.16	\$1.08	\$0.34	NB	NB	\$0.87	NB	NB	NB	NB
Min	**	**	**	**	**	--	--	**	--	--	--	--
Max	**	**	**	**	**	--	--	**	--	--	--	--
N	**	**	**	**	**	--	--	**	--	--	--	--
STDev	**	**	**	**	**	--	--	**	--	--	--	--
Telecommunications Equipment Installers and Repairers, Except Line Installers			Detailed SOC Code: <b>492022</b>									
Mean	\$21.90	\$16.79	\$1.13	\$1.93	\$0.10	\$1.34	\$0.22	\$0.85	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	--	--	--
Max	\$35.81	\$25.42	\$1.96	\$4.40	\$0.13	\$1.44	\$0.24	\$1.14	--	--	--	--
N	18	18	15	15	15	13	12	14	--	--	--	--
STDev	8.5	5.7	0.4	1.0	0.0	0.3	0.0	0.1	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Telecommunications Line Installers and Repairers</b>			Detailed SOC Code: <b>499052</b>									
Mean	\$16.29	\$12.57	\$0.78	\$1.27	\$0.10	\$1.28	\$0.24	\$0.80	NB	NB	NB	NB
Min	\$6.92	\$6.00	\$0.46	\$0.46	\$0.00	\$0.00	**	\$0.00	--	--	--	--
Max	\$24.58	\$17.82	\$1.37	\$2.06	\$0.10	\$1.44	**	\$0.80	--	--	--	--
N	9	9	9	9	5	5	**	5	--	--	--	--
STDev	8.9	6.2	0.3	0.8	0.0	0.2	**	0.0	--	--	--	--
<b>Telephone Operators</b>			Detailed SOC Code: <b>432021</b>									
Mean	\$8.07	\$7.24	\$0.29	\$0.29	\$0.04	\$0.70	\$0.13	\$0.37	NB	NB	NB	NB
Min	\$5.53	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	--	--	--	--
Max	\$11.67	\$9.46	\$0.36	\$0.36	\$0.05	\$1.44	**	\$0.43	--	--	--	--
N	30	30	15	15	15	5	**	5	--	--	--	--
STDev	1.5	1.1	0.1	0.1	0.0	0.4	**	0.0	--	--	--	--
<b>Tellers</b>			Detailed SOC Code: <b>433071</b>									
Mean	\$14.94	\$9.02	\$0.53	\$4.54	\$0.02	\$0.77	\$0.18	\$0.48	NB	NB	NB	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	--	--	\$0.00
Max	\$19.79	\$10.82	\$0.62	\$5.41	\$0.02	\$1.15	\$0.19	\$0.86	--	--	--	\$1.44
N	21	21	16	17	16	9	9	16	--	--	--	15
STDev	5.0	1.7	0.1	1.1	0.0	0.2	0.0	0.3	--	--	--	0.0
<b>Timing Device Assemblers and Adjusters</b>			Detailed SOC Code: <b>512093</b>									
Mean	\$6.72	\$6.25	NB	NB	NB	NB	NB	NB	NB	\$0.47	NB	NB
Min	**	**	--	--	--	--	--	--	--	**	--	--
Max	**	**	--	--	--	--	--	--	--	**	--	--
N	**	**	--	--	--	--	--	--	--	**	--	--
STDev	**	**	--	--	--	--	--	--	--	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Tire Repairers and Changers</b>			<b>Detailed SOC Code: 493093</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
N	6	6	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--
<b>Title Examiners, Abstractors, and Searchers</b>			<b>Detailed SOC Code: 232093</b>									
Mean	\$9.00	\$9.00	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Tour Guides and Escorts</b>			<b>Detailed SOC Code: 397011</b>									
Mean	\$6.73	\$6.33	\$0.35	\$0.06	\$0.03	\$1.26	\$0.96	NB	\$0.49	\$1.17	\$0.72	NB
Min	\$5.05	\$5.00	**	**	**	**	**	--	**	\$0.00	**	--
Max	\$16.88	\$16.88	**	**	**	**	**	--	**	\$4.06	**	--
N	48	48	**	**	**	**	**	--	**	6	**	--
STDev	2.6	2.3	**	**	**	**	**	--	**	1.5	**	--
<b>Training and Development Managers</b>			<b>Detailed SOC Code: 113131</b>									
Mean	\$16.59	\$16.59	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Training and Development Specialists</b>			Detailed SOC Code: <b>131151</b>									
Mean	\$14.59	\$12.90	\$0.97	\$0.72	NB	\$2.59	NB	\$0.80	NB	NB	NB	NB
Min	\$5.60	\$5.60	**	**	--	**	--	**	--	--	--	--
Max	\$26.39	\$20.00	**	**	--	**	--	**	--	--	--	--
N	6	6	**	**	--	**	--	**	--	--	--	--
STDev	7.3	5.2	**	**	--	**	--	**	--	--	--	--
<b>Transportation Attendants, Except Flight Attendants</b>			Detailed SOC Code: <b>536061</b>									
Mean	\$5.10	\$5.05	\$0.23	\$0.23	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$5.51	\$5.05	**	**	--	--	--	--	--	--	--	--
N	9	9	**	**	--	--	--	--	--	--	--	--
STDev	0.2	0.0	**	**	--	--	--	--	--	--	--	--
<b>Transportation Inspectors</b>			Detailed SOC Code: <b>536051</b>									
Mean	\$9.09	\$8.70	\$0.31	\$0.26	\$0.10	\$0.98	\$0.38	\$0.14	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	**	**	**	**	--	--	--	--
Max	\$20.46	\$20.46	**	**	**	**	**	**	--	--	--	--
N	9	9	**	**	**	**	**	**	--	--	--	--
STDev	5.2	5.3	**	**	**	**	**	**	--	--	--	--
<b>Transportation Security Screeners</b>			Detailed SOC Code: <b>339093</b>									
Mean	\$5.24	\$5.24	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$6.00	\$6.00	--	--	--	--	--	--	--	--	--	--
N	6	6	--	--	--	--	--	--	--	--	--	--
STDev	0.4	0.4	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Transportation, Storage, and Distribution Managers</b>			<b>Detailed SOC Code: 113071</b>									
Mean	\$17.65	\$16.55	\$0.94	\$0.94	NB	\$2.03	NB	\$0.69	NB	NB	NB	NB
Min	\$8.20	\$7.50	\$0.00	\$0.00	--	**	--	**	--	--	--	--
Max	\$26.26	\$24.04	\$1.93	\$1.93	--	**	--	**	--	--	--	--
N	11	11	5	5	--	**	--	**	--	--	--	--
STDev	5.4	5.1	0.6	0.6	--	**	--	**	--	--	--	--
<b>Travel Agents</b>			<b>Detailed SOC Code: 413041</b>									
Mean	\$8.04	\$6.77	\$0.29	\$0.28	NB	\$1.63	\$0.24	\$0.36	\$0.23	\$0.94	NB	NB
Min	\$5.00	\$5.00	\$0.00	\$0.00	--	\$0.00	**	\$0.00	**	**	--	--
Max	\$14.57	\$10.58	\$0.61	\$0.61	--	\$1.85	**	\$0.68	**	**	--	--
N	22	22	11	10	--	7	**	8	**	**	--	--
STDev	2.4	1.7	0.1	0.2	--	0.2	**	0.2	**	**	--	--
<b>Travel Guides</b>			<b>Detailed SOC Code: 397012</b>									
Mean	\$5.81	\$5.78	NB	NB	NB	NB	NB	NB	NB	\$0.47	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	**	--	--
Max	\$9.87	\$9.40	--	--	--	--	--	--	--	**	--	--
N	12	12	--	--	--	--	--	--	--	**	--	--
STDev	1.8	1.7	--	--	--	--	--	--	--	**	--	--
<b>Upholsterers</b>			<b>Detailed SOC Code: 516093</b>									
Mean	\$5.14	\$5.04	NB	NB	NB	NB	NB	NB	NB	\$0.75	NB	NB
Min	\$5.00	\$5.00	--	--	--	--	--	--	--	**	--	--
Max	\$5.92	\$5.05	--	--	--	--	--	--	--	**	--	--
N	9	9	--	--	--	--	--	--	--	**	--	--
STDev	0.3	0.0	--	--	--	--	--	--	--	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Urban and Regional Planners</b>			Detailed SOC Code: <b>193051</b>									
Mean	\$18.43	\$17.88	\$0.60	\$0.60	\$0.01	\$0.51	NB	\$0.46	NB	NB	NB	NB
Min	\$8.41	\$8.41	**	**	**	**	--	**	--	--	--	--
Max	\$26.26	\$24.04	**	**	**	**	--	**	--	--	--	--
N	8	8	**	**	**	**	--	**	--	--	--	--
STDev	7.4	6.8	**	**	**	**	--	**	--	--	--	--
<b>Ushers, Lobby Attendants, and Ticket Takers</b>			Detailed SOC Code: <b>393031</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Veterinarians</b>			Detailed SOC Code: <b>291131</b>									
Mean	\$28.85	\$28.85	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Veterinary Assistants and Laboratory Animal Caretakers</b>			Detailed SOC Code: <b>319096</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Veterinary Technologists and Technicians</b>			<b>Detailed SOC Code: 292056</b>									
Mean	\$9.98	\$6.85	\$0.34	\$0.34	NB	\$8.05	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	--	--	--	--	--	--
Max	**	**	**	**	--	**	--	--	--	--	--	--
N	**	**	**	**	--	**	--	--	--	--	--	--
STDev	**	**	**	**	--	**	--	--	--	--	--	--
<b>Vocational Education Teachers, Postsecondary</b>			<b>Detailed SOC Code: 251194</b>									
Mean	\$12.16	\$10.84	\$0.90	\$0.50	NB	\$0.03	NB	NB	NB	NB	NB	NB
Min	\$8.41	\$7.39	\$0.00	\$0.34	--	**	--	--	--	--	--	--
Max	\$21.76	\$20.76	\$1.20	\$0.96	--	**	--	--	--	--	--	--
N	10	10	9	10	--	**	--	--	--	--	--	--
STDev	4.2	4.1	0.2	0.2	--	**	--	--	--	--	--	--
<b>Waiters and Waitresses</b>			<b>Detailed SOC Code: 353031</b>									
Mean	\$5.23	\$5.07	\$0.21	\$1.03	\$0.08	\$0.48	NB	NB	\$0.52	\$0.49	\$0.57	NB
Min	\$2.53	\$2.53	\$0.00	\$0.00	\$0.00	**	--	--	\$0.00	\$0.00	\$0.00	--
Max	\$8.21	\$7.70	\$0.48	\$2.53	\$0.08	**	--	--	\$1.75	\$0.81	\$1.25	--
N	378	378	13	14	13	**	--	--	14	16	7	--
STDev	0.6	0.3	0.1	1.2	0.0	**	--	--	0.5	0.2	0.5	--
<b>Watch Repairers</b>			<b>Detailed SOC Code: 499064</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Water and Wastewater Treatment Plant and System Operators</b>			<b>Detailed SOC Code: 518031</b>									
Mean	\$8.30	\$7.71	\$0.71	\$0.71	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Web Developers</b>			<b>Detailed SOC Code: 151134</b>									
Mean	\$11.43	\$11.14	\$0.44	\$0.44	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Welders, Cutters, Solderers, and Brazers</b>			<b>Detailed SOC Code: 514121</b>									
Mean	\$6.10	\$5.89	\$0.20	\$0.16	\$0.06	\$1.52	NB	NB	\$1.88	\$0.60	\$0.63	NB
Min	\$5.05	\$5.05	**	**	\$0.00	**	--	--	**	\$0.00	**	--
Max	\$10.50	\$10.50	**	**	\$0.06	**	--	--	**	\$0.63	**	--
N	49	49	**	**	5	**	--	--	**	6	**	--
STDev	1.8	1.8	**	**	0.0	**	--	--	**	0.1	**	--
<b>Wholesale and Retail Buyers, Except Farm Products</b>			<b>Detailed SOC Code: 131022</b>									
Mean	\$5.58	\$5.10	\$0.53	\$0.25	\$0.12	\$0.75	NB	NB	NB	\$2.50	\$1.13	NB
Min	\$1.88	\$1.88	**	**	**	**	--	--	--	**	**	--
Max	\$14.40	\$9.12	**	**	**	**	--	--	--	**	**	--
N	11	11	**	**	**	**	--	--	--	**	**	--
STDev	3.1	1.7	**	**	**	**	--	--	--	**	**	--

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

SOC Detailed Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Woodworkers, All Other</b>			Detailed SOC Code: <b>517099</b>										
Mean	\$6.21	\$5.68	NB	NB	\$0.06	\$0.88	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	**	**	--	--	--	--	--	--	--
Max	**	**	--	--	**	**	--	--	--	--	--	--	--
N	**	**	--	--	**	**	--	--	--	--	--	--	--
STDev	**	**	--	--	**	**	--	--	--	--	--	--	--
<b>Word Processors and Typists</b>			Detailed SOC Code: <b>439022</b>										
Mean	\$9.85	\$8.90	\$0.54	\$0.32	\$0.12	\$1.01	NB	\$0.28	NB	NB	NB	NB	NB
Min	\$6.22	\$5.69	\$0.00	\$0.00	**	**	--	**	--	--	--	--	--
Max	\$22.35	\$19.47	\$1.50	\$0.37	**	**	--	**	--	--	--	--	--
N	6	6	5	5	**	**	--	**	--	--	--	--	--
STDev	6.2	5.2	0.5	0.0	**	**	--	**	--	--	--	--	--
<b>Zoologists and Wildlife Biologists</b>			Detailed SOC Code: <b>191023</b>										
Mean	\$15.46	\$14.15	\$0.65	\$0.65	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.53	\$5.98	\$0.28	\$0.28	--	--	--	--	--	--	--	--	--
Max	\$21.01	\$19.23	\$0.89	\$0.89	--	--	--	--	--	--	--	--	--
N	12	12	12	12	--	--	--	--	--	--	--	--	--
STDev	5.8	5.3	0.2	0.2	--	--	--	--	--	--	--	--	--
<b>Grand Summary of Detailed Occupation Titles</b>													
Mean	\$9.67	\$8.82	\$0.64	\$0.64	\$0.20	\$1.18	\$0.32	\$1.65	\$0.68	\$0.99	\$0.86	\$1.34	
Min	\$1.00	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$131.29	\$120.19	\$13.75	\$19.70	\$4.90	\$16.23	\$17.00	\$20.48	\$3.94	\$21.25	\$14.04	\$3.13	
N	14,402	14,402	4,426	4,121	1,422	1,283	368	1,722	299	665	350	66	
STDev	8.5	7.4	0.7	0.9	0.2	1.1	0.9	1.9	0.5	1.3	1.3	0.5	

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

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Accountants and Auditors</b>			Broad Occupation SOC Code: <b>132010</b>									
Mean	\$10.42	\$9.49	\$0.73	\$0.57	\$0.20	\$0.85	\$0.25	\$2.08	\$0.63	\$0.96	\$0.59	NB
Min	\$3.44	\$3.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$52.51	\$48.08	\$2.42	\$2.90	\$0.75	\$3.17	\$0.71	\$12.45	\$1.88	\$4.53	\$1.25	--
N	388	388	139	128	43	51	15	36	7	30	15	--
STDev	6.5	5.3	0.5	0.4	0.1	0.6	0.1	3.1	0.6	0.9	0.4	--
<b>Actors, Producers, and Directors</b>			Broad Occupation SOC Code: <b>272010</b>									
Mean	\$18.91	\$18.15	\$0.00	\$0.00	\$0.11	\$0.08	NB	\$1.26	\$0.58	\$0.58	NB	NB
Min	\$8.44	\$8.44	**	**	**	**	--	**	**	**	--	--
Max	\$33.75	\$33.65	**	**	**	**	--	**	**	**	--	--
N	10	10	**	**	**	**	--	**	**	**	--	--
STDev	8.4	8.0	**	**	**	**	--	**	**	**	--	--
<b>Administrative Services Managers</b>			Broad Occupation SOC Code: <b>113010</b>									
Mean	\$15.73	\$13.99	\$0.84	\$0.71	\$0.23	\$0.80	\$0.30	\$3.32	\$0.58	\$1.02	\$0.75	NB
Min	\$4.55	\$4.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	--
Max	\$62.99	\$33.65	\$3.37	\$2.15	\$0.38	\$3.43	\$0.71	\$20.48	**	\$2.19	**	--
N	179	179	127	121	23	23	6	24	**	6	**	--
STDev	7.1	5.0	0.5	0.3	0.1	1.0	0.2	5.3	**	0.8	**	--
<b>Adult Basic and Secondary Education and Literacy Teachers and Instructors</b>			Broad Occupation SOC Code: <b>253010</b>									
Mean	\$12.40	\$10.89	\$1.67	\$0.83	\$0.18	\$1.63	NB	\$1.39	NB	NB	NB	NB
Min	\$8.94	\$8.94	**	**	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$22.91	\$18.75	**	**	\$0.26	\$3.17	--	\$3.04	--	--	--	--
N	53	53	**	**	30	5	--	44	--	--	--	--
STDev	3.7	2.7	**	**	0.0	1.0	--	1.0	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Advertising and Promotions Managers</b>			<b>Broad Occupation SOC Code: 112010</b>										
Mean	\$8.97	\$8.70	\$0.34	NB	\$0.03	NB	NB	NB	NB	\$1.88	\$1.25	\$0.78	NB
Min	\$4.69	\$4.69	**	--	**	--	--	--	--	**	**	**	--
Max	\$25.00	\$25.00	**	--	**	--	--	--	--	**	**	**	--
N	41	41	**	--	**	--	--	--	--	**	**	**	--
STDev	4.0	4.0	**	--	**	--	--	--	--	**	**	**	--
<b>Advertising Sales Agents</b>			<b>Broad Occupation SOC Code: 413010</b>										
Mean	\$7.58	\$7.55	\$0.05	\$0.05	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--	--
Max	\$14.07	\$14.07	**	**	--	--	--	--	--	--	--	--	--
N	8	8	**	**	--	--	--	--	--	--	--	--	--
STDev	3.2	3.2	**	**	--	--	--	--	--	--	--	--	--
<b>Aerospace Engineers</b>			<b>Broad Occupation SOC Code: 172010</b>										
Mean	\$9.34	\$9.00	\$0.17	\$0.17	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Agricultural and Food Science Technicians</b>			<b>Broad Occupation SOC Code: 194010</b>										
Mean	\$8.41	\$7.39	\$0.68	\$0.34	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Agricultural and Food Scientists</b>			<b>Broad Occupation SOC Code: 191010</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Agricultural Engineers</b>			<b>Broad Occupation SOC Code: 172020</b>										
Mean	\$19.31	\$17.68	\$0.82	\$0.82	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Agricultural Inspectors</b>			<b>Broad Occupation SOC Code: 452010</b>										
Mean	\$9.20	\$8.45	\$0.40	\$0.40	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--	--
Max	\$12.45	\$11.40	\$0.53	\$0.53	--	--	--	--	--	--	--	--	--
N	17	17	16	16	--	--	--	--	--	--	--	--	--
STDev	1.9	1.7	0.1	0.1	--	--	--	--	--	--	--	--	--
<b>Air Traffic Controllers and Airfield Operations Specialists</b>			<b>Broad Occupation SOC Code: 532020</b>										
Mean	\$9.21	\$9.20	NB	NB	NB	\$0.10	NB	NB	NB	NB	NB	NB	NB
Min	\$6.59	\$6.59	--	--	--	**	--	--	--	--	--	--	--
Max	\$15.27	\$15.27	--	--	--	**	--	--	--	--	--	--	--
N	10	10	--	--	--	**	--	--	--	--	--	--	--
STDev	2.7	2.7	--	--	--	**	--	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Aircraft Cargo Handling Supervisors</b>			Broad Occupation SOC Code: <b>531010</b>									
Mean	\$12.67	\$11.35	\$0.39	\$0.47	\$0.21	\$2.83	NB	\$0.49	NB	NB	NB	NB
Min	\$6.23	\$5.77	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$21.58	\$19.38	\$1.10	\$1.10	**	**	--	**	--	--	--	--
N	10	10	7	5	**	**	--	**	--	--	--	--
STDev	5.9	5.0	0.4	0.5	**	**	--	**	--	--	--	--
<b>Aircraft Mechanics and Service Technicians</b>			Broad Occupation SOC Code: <b>493010</b>									
Mean	\$9.40	\$8.93	\$0.23	\$0.18	NB	\$0.57	NB	NB	NB	\$0.17	NB	NB
Min	\$5.24	\$5.05	\$0.00	\$0.00	--	\$0.00	--	--	--	**	--	--
Max	\$19.49	\$18.29	\$0.99	\$0.99	--	\$0.57	--	--	--	**	--	--
N	36	36	31	21	--	10	--	--	--	**	--	--
STDev	4.6	4.4	0.2	0.2	--	0.0	--	--	--	**	--	--
<b>Aircraft Pilots and Flight Engineers</b>			Broad Occupation SOC Code: <b>532010</b>									
Mean	\$11.80	\$10.97	\$0.41	NB	NB	\$0.57	NB	NB	NB	NB	NB	NB
Min	\$9.58	\$8.65	\$0.00	--	--	\$0.00	--	--	--	--	--	--
Max	\$21.30	\$20.19	\$0.73	--	--	\$0.57	--	--	--	--	--	--
N	13	13	11	--	--	11	--	--	--	--	--	--
STDev	4.1	4.2	0.1	--	--	0.0	--	--	--	--	--	--
<b>Animal Control Workers</b>			Broad Occupation SOC Code: <b>339010</b>									
Mean	\$10.08	\$9.22	\$0.43	\$0.43	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.29	\$0.29	--	--	--	--	--	--	--	--
Max	\$20.27	\$18.56	\$0.86	\$0.86	--	--	--	--	--	--	--	--
N	12	12	12	12	--	--	--	--	--	--	--	--
STDev	3.7	3.4	0.2	0.2	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Animal Trainers</b>			Broad Occupation SOC Code: <b>392010</b>										
Mean	\$9.80	\$8.98	\$0.41	\$0.41	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$7.93	\$7.26	\$0.34	\$0.34	--	--	--	--	--	--	--	--	--
Max	\$11.86	\$10.85	\$0.50	\$0.50	--	--	--	--	--	--	--	--	--
N	7	7	7	7	--	--	--	--	--	--	--	--	--
STDev	1.3	1.2	0.1	0.1	--	--	--	--	--	--	--	--	--
<b>Announcers</b>			Broad Occupation SOC Code: <b>273010</b>										
Mean	\$6.66	\$6.23	NB	NB	NB	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$4.50	\$4.50	--	--	--	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$10.00	\$10.00	--	--	--	--	--	--	--	\$0.58	\$0.58	--	--
N	23	23	--	--	--	--	--	--	--	6	6	--	--
STDev	1.5	1.4	--	--	--	--	--	--	--	0.0	0.0	--	--
<b>Appraisers and Assessors of Real Estate</b>			Broad Occupation SOC Code: <b>132020</b>										
Mean	\$9.12	\$8.24	\$0.41	NB	NB	NB	NB	NB	NB	NB	\$1.25	NB	\$0.12
Min	**	**	**	--	--	--	--	--	--	--	**	--	**
Max	**	**	**	--	--	--	--	--	--	--	**	--	**
N	**	**	**	--	--	--	--	--	--	--	**	--	**
STDev	**	**	**	--	--	--	--	--	--	--	**	--	**
<b>Architects, Except Naval</b>			Broad Occupation SOC Code: <b>171010</b>										
Mean	\$6.38	\$6.38	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Architectural and Engineering Managers</b>			<b>Broad Occupation SOC Code: 119040</b>									
Mean	\$18.77	\$17.78	\$0.90	\$0.99	NB	\$1.62	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$5.00	\$5.00	**	**	--	**	--	--	**	**	--	--
Max	\$33.10	\$31.88	**	**	--	**	--	--	**	**	--	--
N	11	11	**	**	--	**	--	--	**	**	--	--
STDev	10.3	9.3	**	**	--	**	--	--	**	**	--	--
<b>Archivists, Curators, and Museum Technicians</b>			<b>Broad Occupation SOC Code: 254010</b>									
Mean	\$12.95	\$11.70	\$0.71	\$0.54	NB	\$0.03	NB	NB	NB	NB	NB	NB
Min	\$7.20	\$6.59	\$0.30	\$0.30	--	**	--	--	--	--	--	--
Max	\$23.14	\$20.28	\$1.87	\$0.94	--	**	--	--	--	--	--	--
N	9	9	9	9	--	**	--	--	--	--	--	--
STDev	5.1	4.4	0.5	0.2	--	**	--	--	--	--	--	--
<b>Artists and Related Workers</b>			<b>Broad Occupation SOC Code: 271010</b>									
Mean	\$6.77	\$6.06	\$0.28	\$0.46	\$0.06	\$1.08	\$0.18	\$0.34	\$0.63	\$1.00	\$1.25	NB
Min	\$4.25	\$4.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**	**	--
Max	\$29.03	\$21.62	\$1.25	\$2.49	\$0.11	\$1.65	\$0.24	\$0.97	**	**	**	--
N	65	65	22	20	5	9	5	5	**	**	**	--
STDev	3.6	2.6	0.3	0.6	0.0	0.3	0.1	0.4	**	**	**	--
<b>Arts, Communications, and Humanities Teachers, Postsecondary</b>			<b>Broad Occupation SOC Code: 251120</b>									
Mean	\$15.32	\$14.06	\$1.04	\$0.52	NB	\$0.24	NB	NB	NB	\$0.92	\$0.72	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	\$0.00	--	--	--	**	\$0.00	--
Max	\$22.64	\$21.59	\$1.32	\$1.00	--	\$0.75	--	--	--	**	\$0.72	--
N	22	22	9	18	--	12	--	--	--	**	5	--
STDev	5.9	6.3	0.3	0.4	--	0.3	--	--	--	**	0.0	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Audiologists</b>			Broad Occupation SOC Code: <b>291180</b>									
Mean	\$26.77	\$22.60	NB	NB	NB	NB	NB	\$4.17	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	**	--	--	--	--
Max	**	**	--	--	--	--	--	**	--	--	--	--
N	**	**	--	--	--	--	--	**	--	--	--	--
STDev	**	**	--	--	--	--	--	**	--	--	--	--
<b>Automotive and Watercraft Service Attendants</b>			Broad Occupation SOC Code: <b>536030</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.11	\$5.10	--	--	--	--	--	--	--	--	--	--
N	86	86	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--
<b>Automotive Technicians and Repairers</b>			Broad Occupation SOC Code: <b>493020</b>									
Mean	\$6.59	\$6.13	\$0.24	\$0.16	\$0.52	\$1.01	\$0.34	\$0.80	\$0.77	\$0.62	\$0.25	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	--
Max	\$26.62	\$20.46	\$0.48	\$0.40	\$4.90	\$4.90	\$0.38	\$3.81	**	\$0.63	**	--
N	141	141	24	23	12	21	9	11	**	14	**	--
STDev	3.1	2.4	0.1	0.1	1.4	1.0	0.1	1.2	**	0.0	**	--
<b>Baggage Porters, Bellhops, and Concierges</b>			Broad Occupation SOC Code: <b>396010</b>									
Mean	\$5.03	\$4.84	\$0.19	\$0.10	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$2.53	\$2.53	**	**	--	--	--	--	**	**	--	--
Max	\$7.64	\$6.25	**	**	--	--	--	--	**	**	--	--
N	51	51	**	**	--	--	--	--	**	**	--	--
STDev	1.1	0.9	**	**	--	--	--	--	**	**	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Bailiffs, Correctional Officers, and Jailers</b>			Broad Occupation SOC Code: <b>333010</b>										
Mean	\$8.74	\$8.00	\$0.37	\$0.37	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.64	\$5.17	\$0.24	\$0.24	--	--	--	--	--	--	--	--	--
Max	\$18.38	\$16.83	\$0.78	\$0.78	--	--	--	--	--	--	--	--	--
N	67	67	67	67	--	--	--	--	--	--	--	--	--
STDev	2.2	2.0	0.1	0.1	--	--	--	--	--	--	--	--	--
<b>Bakers</b>			Broad Occupation SOC Code: <b>513010</b>										
Mean	\$5.22	\$5.14	\$0.19	NB	\$0.08	NB	NB	NB	\$0.96	\$0.96	\$0.31	NB	NB
Min	\$4.06	\$4.06	**	--	\$0.00	--	--	--	**	**	**	--	--
Max	\$9.36	\$9.36	**	--	\$0.08	--	--	--	**	**	**	--	--
N	71	71	**	--	21	--	--	--	**	**	**	--	--
STDev	0.6	0.6	**	--	0.0	--	--	--	**	**	**	--	--
<b>Barbers, Hairdressers, Hairstylists and Cosmetologists</b>			Broad Occupation SOC Code: <b>395010</b>										
Mean	\$5.19	\$5.06	\$0.21	\$0.39	NB	\$0.51	NB	NB	\$3.13	\$1.08	\$0.31	NB	NB
Min	\$3.75	\$3.75	\$0.00	**	--	**	--	--	**	**	\$0.00	--	--
Max	\$11.31	\$9.38	\$0.39	**	--	**	--	--	**	**	\$0.31	--	--
N	109	109	15	**	--	**	--	--	**	**	13	--	--
STDev	0.8	0.5	0.1	**	--	**	--	--	**	**	0.0	--	--
<b>Bartenders</b>			Broad Occupation SOC Code: <b>353010</b>										
Mean	\$5.22	\$5.14	\$0.19	\$0.10	NB	NB	NB	NB	NB	NB	\$0.31	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	**	--	--
Max	\$6.00	\$6.00	**	**	--	--	--	--	--	--	**	--	--
N	22	22	**	**	--	--	--	--	--	--	**	--	--
STDev	0.3	0.2	**	**	--	--	--	--	--	--	**	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Bill and Account Collectors</b>			Broad Occupation SOC Code: <b>433010</b>									
Mean	\$8.41	\$7.38	\$0.49	\$0.63	\$0.08	\$1.44	\$0.23	\$0.04	NB	NB	\$1.88	NB
Min	\$4.55	\$4.55	\$0.00	\$0.00	**	**	**	**	--	--	**	--
Max	\$18.06	\$14.56	\$1.52	\$1.52	**	**	**	**	--	--	**	--
N	19	19	15	9	**	**	**	**	--	--	**	--
STDev	4.2	3.3	0.4	0.4	**	**	**	**	--	--	**	--
<b>Billing and Posting Clerks</b>			Broad Occupation SOC Code: <b>433020</b>									
Mean	\$11.24	\$8.99	\$0.74	\$0.57	\$0.04	\$1.59	\$0.28	\$0.46	NB	\$0.47	NB	NB
Min	\$5.05	\$5.05	**	**	**	\$0.00	**	**	--	**	--	--
Max	\$32.46	\$25.00	**	**	**	\$2.18	**	**	--	**	--	--
N	12	12	**	**	**	7	**	**	--	**	--	--
STDev	7.5	5.4	**	**	**	0.6	**	**	--	**	--	--
<b>Biological Scientists</b>			Broad Occupation SOC Code: <b>191020</b>									
Mean	\$14.89	\$13.49	\$0.65	\$0.61	NB	NB	NB	NB	NB	\$0.94	NB	NB
Min	\$6.53	\$5.55	\$0.00	\$0.06	--	--	--	--	--	**	--	--
Max	\$21.01	\$19.23	\$0.89	\$0.89	--	--	--	--	--	**	--	--
N	13	13	12	13	--	--	--	--	--	**	--	--
STDev	5.9	5.6	0.2	0.3	--	--	--	--	--	**	--	--
<b>Biological Technicians</b>			Broad Occupation SOC Code: <b>194020</b>									
Mean	\$6.05	\$5.05	NB	\$0.06	NB	NB	NB	NB	NB	\$0.94	NB	NB
Min	**	**	--	**	--	--	--	--	--	**	--	--
Max	**	**	--	**	--	--	--	--	--	**	--	--
N	**	**	--	**	--	--	--	--	--	**	--	--
STDev	**	**	--	**	--	--	--	--	--	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Biomedical Engineers</b>			<b>Broad Occupation SOC Code: 172030</b>										
Mean	\$16.41	\$12.13	NB	NB	NB	\$0.53	NB	NB	NB	NB	\$1.25	\$1.25	NB
Min	**	**	--	--	--	**	--	--	--	--	**	**	--
Max	**	**	--	--	--	**	--	--	--	--	**	**	--
N	**	**	--	--	--	**	--	--	--	--	**	**	--
STDev	**	**	--	--	--	**	--	--	--	--	**	**	--
<b>Boilermakers</b>			<b>Broad Occupation SOC Code: 472010</b>										
Mean	\$5.37	\$5.37	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Bookkeeping, Accounting, and Auditing Clerks</b>			<b>Broad Occupation SOC Code: 433030</b>										
Mean	\$8.11	\$7.14	\$0.62	\$0.32	\$0.12	\$0.81	\$0.26	\$1.01	\$0.90	\$1.18	\$0.93	\$1.50	
Min	\$2.53	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	**	
Max	\$27.04	\$21.68	\$8.26	\$1.11	\$0.23	\$1.44	\$0.71	\$4.40	**	\$2.45	**	**	
N	109	109	48	42	17	21	9	18	**	10	**	**	
STDev	4.4	3.2	1.2	0.2	0.1	0.4	0.2	1.4	**	0.8	**	**	
<b>Brickmasons, Blockmasons, and Stonemasons</b>			<b>Broad Occupation SOC Code: 472020</b>										
Mean	\$5.32	\$5.13	\$0.42	NB	NB	NB	NB	NB	NB	NB	NB	NB	
Min	\$5.05	\$5.05	\$0.00	--	--	--	--	--	--	--	--	--	
Max	\$7.72	\$5.94	\$0.42	--	--	--	--	--	--	--	--	--	
N	32	32	6	--	--	--	--	--	--	--	--	--	
STDev	0.5	0.2	0.0	--	--	--	--	--	--	--	--	--	

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Broadcast and Sound Engineering Technicians and Radio Operators</b>			<b>Broad Occupation SOC Code: 274010</b>									
Mean	\$7.29	\$7.00	\$0.35	\$0.35	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$10.63	\$9.73	\$0.45	\$0.45	--	--	--	--	--	--	--	--
N	24	24	10	10	--	--	--	--	--	--	--	--
STDev	1.4	1.2	0.1	0.1	--	--	--	--	--	--	--	--
<b>Budget Analysts</b>			<b>Broad Occupation SOC Code: 132030</b>									
Mean	\$17.19	\$15.11	\$0.97	\$0.84	\$0.23	\$1.65	\$0.08	\$3.12	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--	--	--	--
Max	\$40.19	\$31.25	\$1.82	\$1.09	\$0.37	**	**	\$5.77	--	--	--	--
N	22	22	11	11	5	**	**	6	--	--	--	--
STDev	9.8	7.9	0.4	0.2	0.1	**	**	1.9	--	--	--	--
<b>Building Cleaning Workers</b>			<b>Broad Occupation SOC Code: 372010</b>									
Mean	\$5.49	\$5.29	\$0.29	\$0.27	\$0.11	\$1.05	NB	\$1.08	\$0.58	\$0.50	\$0.34	\$1.26
Min	\$3.75	\$2.75	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$13.15	\$11.26	\$0.43	\$0.43	\$0.35	\$2.03	--	\$1.71	\$1.25	\$1.25	\$0.50	**
N	550	550	39	37	29	11	--	19	14	25	6	**
STDev	1.1	0.8	0.1	0.1	0.1	0.8	--	0.6	0.2	0.3	0.1	**
<b>Bus and Truck Mechanics and Diesel Engine Specialists</b>			<b>Broad Occupation SOC Code: 493030</b>									
Mean	\$6.16	\$5.90	\$0.12	\$0.07	\$0.02	\$0.39	NB	\$0.25	NB	\$0.50	\$0.63	NB
Min	\$5.05	\$5.05	\$0.00	**	**	**	--	\$0.00	--	**	**	--
Max	\$9.53	\$9.00	\$0.17	**	**	**	--	\$0.36	--	**	**	--
N	21	21	11	**	**	**	--	10	--	**	**	--
STDev	1.1	1.0	0.0	**	**	**	--	0.0	--	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Bus Drivers</b>			<b>Broad Occupation SOC Code: 533020</b>									
Mean	\$7.98	\$6.94	\$0.24	\$0.23	\$0.13	\$1.64	NB	\$1.16	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$16.69	\$11.26	\$0.35	\$0.35	\$0.18	\$3.17	--	\$2.10	--	--	--	--
N	52	52	9	8	24	7	--	28	--	--	--	--
STDev	2.6	1.8	0.1	0.1	0.0	1.0	--	0.7	--	--	--	--
<b>Butchers and Other Meat, Poultry, and Fish Processing Workers</b>			<b>Broad Occupation SOC Code: 513020</b>									
Mean	\$5.34	\$5.33	NB	NB	NB	\$0.44	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	--	--	--
Max	\$7.00	\$7.00	--	--	--	**	--	--	--	--	--	--
N	33	33	--	--	--	**	--	--	--	--	--	--
STDev	0.5	0.5	--	--	--	**	--	--	--	--	--	--
<b>Buyers and Purchasing Agents</b>			<b>Broad Occupation SOC Code: 131020</b>									
Mean	\$5.72	\$5.28	\$0.34	\$0.25	\$0.12	\$0.75	NB	\$0.30	NB	\$2.50	\$1.13	NB
Min	\$1.88	\$1.88	**	**	**	**	--	**	--	**	**	--
Max	\$14.40	\$9.12	**	**	**	**	--	**	--	**	**	--
N	13	13	**	**	**	**	--	**	--	**	**	--
STDev	2.9	1.7	**	**	**	**	--	**	--	**	**	--
<b>Cargo and Freight Agents</b>			<b>Broad Occupation SOC Code: 435010</b>									
Mean	\$5.95	\$5.61	\$0.13	\$0.13	\$0.40	\$5.08	NB	\$0.36	NB	\$2.00	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	--	**	--	--
Max	\$13.02	\$9.38	\$0.83	\$0.83	**	**	--	**	--	**	--	--
N	51	51	27	27	**	**	--	**	--	**	--	--
STDev	1.5	0.9	0.1	0.1	**	**	--	**	--	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Carpenters</b>			<b>Broad Occupation SOC Code: 472030</b>									
Mean	\$5.26	\$5.15	\$0.28	\$0.21	NB	\$0.58	NB	\$0.20	NB	\$0.51	\$0.63	\$0.27
Min	\$5.05	\$5.05	\$0.00	**	--	**	--	**	--	\$0.00	**	**
Max	\$11.71	\$10.72	\$0.49	**	--	**	--	**	--	\$0.63	**	**
N	153	153	8	**	--	**	--	**	--	12	**	**
STDev	0.7	0.5	0.2	**	--	**	--	**	--	0.2	**	**
<b>Carpet, Floor, and Tile Installers and Finishers</b>			<b>Broad Occupation SOC Code: 472040</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Cashiers</b>			<b>Broad Occupation SOC Code: 412010</b>									
Mean	\$5.23	\$5.14	\$0.42	\$0.37	\$0.10	\$0.77	\$0.39	\$1.25	\$0.73	\$0.86	\$0.17	NB
Min	\$3.01	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	--
Max	\$14.45	\$9.86	\$1.18	\$1.18	\$0.15	\$1.17	\$0.63	\$2.96	**	\$1.88	**	--
N	451	451	16	10	8	9	5	7	**	6	**	--
STDev	0.8	0.5	0.3	0.3	0.0	0.4	0.2	1.3	**	0.5	**	--
<b>Cement Masons, Concrete Finishers, and Terrazzo Workers</b>			<b>Broad Occupation SOC Code: 472050</b>									
Mean	\$5.19	\$5.12	\$0.11	\$0.11	NB	\$0.84	NB	NB	NB	\$0.67	\$0.63	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	\$0.00	**	--
Max	\$7.15	\$5.60	**	**	--	**	--	--	--	\$0.94	**	--
N	92	92	**	**	--	**	--	--	--	7	**	--
STDev	0.3	0.1	**	**	--	**	--	--	--	0.1	**	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Chemists and Materials Scientists</b>			Broad Occupation SOC Code: <b>192030</b>										
Mean	\$8.00	\$8.00	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Chief Executives</b>			Broad Occupation SOC Code: <b>111010</b>										
Mean	\$29.30	\$26.16	\$1.57	\$1.56	\$0.18	\$1.26	\$0.23	\$3.80	NB	\$3.44	\$1.49	\$1.44	
Min	\$3.48	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	**	**	
Max	\$96.15	\$96.15	\$7.21	\$19.70	\$0.38	\$4.85	\$0.43	\$12.58	--	**	**	**	
N	59	59	38	35	6	11	6	5	--	**	**	**	
STDev	18.8	15.6	1.4	3.2	0.2	1.4	0.1	5.0	--	**	**	**	
<b>Childcare Workers</b>			Broad Occupation SOC Code: <b>399010</b>										
Mean	\$5.37	\$4.99	\$0.14	\$3.39	NB	NB	NB	NB	\$0.14	NB	NB	NB	
Min	\$2.50	\$2.50	**	**	--	--	--	--	**	--	--	--	
Max	\$10.10	\$6.00	**	**	--	--	--	--	**	--	--	--	
N	28	28	**	**	--	--	--	--	**	--	--	--	
STDev	1.4	0.5	**	**	--	--	--	--	**	--	--	--	
<b>Civil Engineers</b>			Broad Occupation SOC Code: <b>172050</b>										
Mean	\$16.44	\$14.11	\$0.96	\$0.83	\$0.27	\$2.07	\$0.53	\$2.58	NB	\$1.10	\$1.35	NB	
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	\$0.00	--	**	**	--	
Max	\$37.86	\$33.85	\$2.88	\$1.55	**	\$4.07	**	\$6.92	--	**	**	--	
N	30	30	18	11	**	9	**	6	--	**	**	--	
STDev	11.2	8.9	0.9	0.5	**	1.4	**	2.8	--	**	**	--	

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Claims Adjusters, Appraisers, Examiners, and Investigators</b>			<b>Broad Occupation SOC Code: 131030</b>										
Mean	\$14.75	\$13.50	\$0.62	\$0.62	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$10.25	\$9.38	\$0.43	\$0.43	--	--	--	--	--	--	--	--	--
Max	\$20.27	\$18.56	\$0.86	\$0.86	--	--	--	--	--	--	--	--	--
N	6	6	6	6	--	--	--	--	--	--	--	--	--
STDev	4.9	4.5	0.2	0.2	--	--	--	--	--	--	--	--	--
<b>Clergy</b>			<b>Broad Occupation SOC Code: 212010</b>										
Mean	\$10.54	\$8.29	\$0.50	NB	\$0.22	\$1.52	NB	NB	\$0.48	\$2.01	\$1.52	\$1.43	
Min	\$3.47	\$3.13	**	--	**	**	--	--	**	\$0.00	**	**	**
Max	\$26.88	\$26.88	**	--	**	**	--	--	**	\$3.13	**	**	**
N	18	18	**	--	**	**	--	--	**	9	**	**	**
STDev	5.0	5.4	**	--	**	**	--	--	**	1.0	**	**	**
<b>Clinical Laboratory Technologists and Technicians</b>			<b>Broad Occupation SOC Code: 292010</b>										
Mean	\$13.53	\$12.49	\$0.58	\$0.58	NB	\$2.18	\$0.38	NB	NB	NB	NB	NB	NB
Min	\$7.50	\$6.50	\$0.00	\$0.00	--	**	**	--	--	--	--	--	--
Max	\$21.01	\$20.25	\$0.89	\$0.89	--	**	**	--	--	--	--	--	--
N	25	25	20	20	--	**	**	--	--	--	--	--	--
STDev	4.3	4.1	0.2	0.2	--	**	**	--	--	--	--	--	--
<b>Compensation and Benefits Managers</b>			<b>Broad Occupation SOC Code: 113110</b>										
Mean	\$45.75	\$23.69	\$2.37	\$1.18	\$0.37	\$3.43	\$0.29	\$14.42	NB	NB	NB	NB	NB
Min	**	**	**	**	**	**	**	**	**	--	--	--	--
Max	**	**	**	**	**	**	**	**	**	--	--	--	--
N	**	**	**	**	**	**	**	**	**	--	--	--	--
STDev	**	**	**	**	**	**	**	**	**	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Compensation, Benefits, and Job Analysis Specialists</b>			Broad Occupation SOC Code: <b>131140</b>									
Mean	\$15.48	\$12.78	\$0.86	\$0.63	\$0.17	\$2.20	\$0.29	\$2.17	NB	NB	NB	NB
Min	\$7.57	\$6.28	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--	--	--	--
Max	\$38.23	\$21.58	\$2.16	\$1.08	\$0.34	**	**	\$13.07	--	--	--	--
N	20	20	19	19	10	**	**	10	--	--	--	--
STDev	7.0	4.6	0.4	0.2	0.1	**	**	4.1	--	--	--	--
<b>Compliance Officers</b>			Broad Occupation SOC Code: <b>131040</b>									
Mean	\$11.57	\$10.51	\$0.49	\$0.45	\$0.09	\$0.68	\$0.71	\$1.02	NB	NB	\$1.56	NB
Min	\$5.77	\$5.77	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--	--	**	--
Max	\$22.81	\$21.48	\$1.37	\$0.95	\$0.21	**	**	\$4.11	--	--	**	--
N	41	41	37	36	5	**	**	5	--	--	**	--
STDev	5.1	4.4	0.3	0.2	0.1	**	**	1.7	--	--	**	--
<b>Computer and Information Analysts</b>			Broad Occupation SOC Code: <b>151120</b>									
Mean	\$17.10	\$13.65	\$1.28	\$1.24	\$0.24	\$0.52	\$0.08	\$2.74	\$0.63	\$0.31	NB	NB
Min	\$5.55	\$5.05	\$0.00	\$0.00	**	**	**	**	**	**	--	--
Max	\$33.28	\$25.82	\$2.14	\$2.98	**	**	**	**	**	**	--	--
N	7	7	5	5	**	**	**	**	**	**	--	--
STDev	11.3	7.9	0.6	1.1	**	**	**	**	**	**	--	--
<b>Computer and Information Systems Managers</b>			Broad Occupation SOC Code: <b>113020</b>									
Mean	\$22.27	\$18.86	\$1.42	\$1.38	\$0.18	\$1.15	\$0.21	\$3.41	NB	\$0.94	NB	NB
Min	\$9.38	\$9.38	\$0.00	\$0.00	**	**	**	**	--	**	--	--
Max	\$44.78	\$34.08	\$2.31	\$3.93	**	**	**	**	--	**	--	--
N	8	8	5	6	**	**	**	**	--	**	--	--
STDev	12.8	8.6	0.7	1.5	**	**	**	**	--	**	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Computer Hardware Engineers</b>			<b>Broad Occupation SOC Code: 172060</b>									
Mean	\$9.25	\$8.75	\$0.34	\$0.17	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Computer Operators</b>			<b>Broad Occupation SOC Code: 439010</b>									
Mean	\$12.45	\$11.18	\$0.60	\$0.61	\$0.10	\$1.13	\$0.21	\$0.34	NB	\$1.20	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	--	**	--	--
Max	\$26.26	\$24.04	\$1.11	\$1.11	**	**	**	**	--	**	--	--
N	19	19	15	14	**	**	**	**	--	**	--	--
STDev	6.2	5.7	0.2	0.2	**	**	**	**	--	**	--	--
<b>Computer Support Specialists</b>			<b>Broad Occupation SOC Code: 151150</b>									
Mean	\$12.29	\$10.42	\$0.85	\$0.69	\$0.17	\$0.73	\$0.19	\$2.05	NB	NB	\$0.44	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	--	--	**	--
Max	\$27.70	\$20.61	\$1.73	\$1.98	\$0.31	\$1.44	**	\$8.83	--	--	**	--
N	26	26	13	15	5	8	**	8	--	--	**	--
STDev	7.2	5.1	0.5	0.6	0.1	0.5	**	2.8	--	--	**	--
<b>Computer, Automated Teller, and Office Machine Repairers</b>			<b>Broad Occupation SOC Code: 492010</b>									
Mean	\$6.11	\$6.11	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$10.45	\$10.45	--	--	--	--	--	--	--	--	--	--
N	6	6	--	--	--	--	--	--	--	--	--	--
STDev	2.1	2.1	--	--	--	--	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Conservation Scientists and Foresters</b>			<b>Broad Occupation SOC Code: 191030</b>									
Mean	\$9.00	\$8.24	\$0.38	\$0.38	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.29	\$0.29	--	--	--	--	--	--	--	--
Max	\$18.39	\$16.83	\$0.78	\$0.78	--	--	--	--	--	--	--	--
N	9	9	9	9	--	--	--	--	--	--	--	--
STDev	3.8	3.5	0.2	0.2	--	--	--	--	--	--	--	--
<b>Construction and Building Inspectors</b>			<b>Broad Occupation SOC Code: 474010</b>									
Mean	\$11.85	\$10.42	\$0.43	\$0.42	NB	\$1.49	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	\$0.00	--	--	--	--	--	--
Max	\$16.80	\$14.42	\$0.62	\$0.62	--	\$1.62	--	--	--	--	--	--
N	12	12	10	10	--	5	--	--	--	--	--	--
STDev	3.2	2.9	0.1	0.1	--	0.1	--	--	--	--	--	--
<b>Construction Equipment Operators</b>			<b>Broad Occupation SOC Code: 472070</b>									
Mean	\$6.94	\$6.63	\$0.39	\$0.39	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$18.75	\$18.75	\$0.52	\$0.52	--	--	--	--	--	--	--	--
N	93	93	37	37	--	--	--	--	--	--	--	--
STDev	2.6	2.3	0.1	0.1	--	--	--	--	--	--	--	--
<b>Construction Laborers</b>			<b>Broad Occupation SOC Code: 472060</b>									
Mean	\$5.14	\$5.09	\$0.13	NB	\$0.02	\$0.32	NB	\$0.21	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	--	**	\$0.00	--	**	--	--	--	--
Max	\$5.83	\$5.50	**	--	**	\$0.32	--	**	--	--	--	--
N	54	54	**	--	**	6	--	**	--	--	--	--
STDev	0.2	0.1	**	--	**	0.0	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Construction Managers</b>			Broad Occupation SOC Code: <b>119020</b>									
Mean	\$14.68	\$12.81	\$1.07	\$0.70	\$0.30	\$3.14	\$0.55	\$0.67	NB	\$1.63	\$1.56	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	**	--	**	**	--
Max	\$37.00	\$35.63	\$2.59	\$1.08	**	\$4.69	**	**	--	**	**	--
N	34	34	15	6	**	8	**	**	--	**	**	--
STDev	10.1	8.4	0.6	0.2	**	1.5	**	**	--	**	**	--
<b>Control and Valve Installers and Repairers</b>			Broad Occupation SOC Code: <b>499010</b>									
Mean	\$5.92	\$5.70	\$0.10	\$0.10	NB	\$1.19	\$0.21	NB	NB	NB	NB	NB
Min	\$5.24	\$5.05	**	**	--	**	**	--	--	--	--	--
Max	\$6.45	\$6.03	**	**	--	**	**	--	--	--	--	--
N	9	9	**	**	--	**	**	--	--	--	--	--
STDev	0.4	0.5	**	**	--	**	**	--	--	--	--	--
<b>Cooks</b>			Broad Occupation SOC Code: <b>352010</b>									
Mean	\$5.38	\$5.20	\$0.37	\$0.52	\$0.08	\$0.30	NB	\$0.31	\$0.58	\$0.70	\$0.42	\$0.88
Min	\$2.02	\$2.02	\$0.00	\$0.00	**	\$0.00	--	**	\$0.00	\$0.00	\$0.00	**
Max	\$12.86	\$10.72	\$2.53	\$2.53	**	\$0.61	--	**	\$1.75	\$1.56	\$1.25	**
N	383	383	32	28	**	8	--	**	24	21	11	**
STDev	1.0	0.7	0.4	0.7	**	0.3	--	**	0.4	0.4	0.3	**
<b>Cost Estimators</b>			Broad Occupation SOC Code: <b>131050</b>									
Mean	\$6.32	\$6.32	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$7.79	\$7.79	--	--	--	--	--	--	--	--	--	--
N	5	5	--	--	--	--	--	--	--	--	--	--
STDev	1.0	1.0	--	--	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Counselors</b>			Broad Occupation SOC Code: <b>211010</b>									
Mean	\$7.19	\$6.51	\$1.02	\$0.68	\$0.28	\$0.82	\$0.17	\$1.67	NB	NB	\$0.72	\$1.92
Min	\$1.00	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	--	--	**	**
Max	\$28.43	\$23.73	\$2.19	\$1.10	\$0.37	\$2.03	**	\$4.37	--	--	**	**
N	120	120	13	13	13	9	**	27	--	--	**	**
STDev	8.6	7.6	0.6	0.3	0.0	0.6	**	1.4	--	--	**	**
<b>Counter and Rental Clerks and Parts Salespersons</b>			Broad Occupation SOC Code: <b>412020</b>									
Mean	\$6.07	\$5.56	\$0.23	\$0.12	\$0.19	\$0.89	\$0.35	\$0.22	NB	\$0.94	\$0.63	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	**	--
Max	\$14.99	\$12.50	\$0.63	\$0.22	\$0.94	\$1.29	\$0.38	\$0.34	--	**	**	--
N	52	52	16	11	7	14	6	7	--	**	**	--
STDev	2.0	1.3	0.1	0.0	0.3	0.4	0.1	0.1	--	**	**	--
<b>Couriers and Messengers</b>			Broad Occupation SOC Code: <b>435020</b>									
Mean	\$7.38	\$6.95	\$0.43	\$0.43	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$17.33	\$15.87	\$1.10	\$1.10	--	--	--	--	--	--	--	--
N	12	12	6	6	--	--	--	--	--	--	--	--
STDev	3.7	3.2	0.4	0.4	--	--	--	--	--	--	--	--
<b>Court, Municipal, and License Clerks</b>			Broad Occupation SOC Code: <b>434030</b>									
Mean	\$12.16	\$11.16	\$0.50	\$0.50	NB	NB	NB	\$0.71	NB	NB	NB	NB
Min	\$5.92	\$5.42	\$0.00	\$0.00	--	--	--	**	--	--	--	--
Max	\$34.13	\$31.25	\$1.44	\$1.44	--	--	--	**	--	--	--	--
N	33	33	32	32	--	--	--	**	--	--	--	--
STDev	6.0	5.5	0.3	0.3	--	--	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Crane and Tower Operators</b>			Broad Occupation SOC Code: <b>537020</b>										
Mean	\$8.22	\$6.98	\$0.83	\$0.83	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Credit Analysts</b>			Broad Occupation SOC Code: <b>132040</b>										
Mean	\$6.11	\$5.05	NB	NB	NB	\$1.06	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	--	--	--	--	--	--	--
Max	**	**	--	--	--	**	--	--	--	--	--	--	--
N	**	**	--	--	--	**	--	--	--	--	--	--	--
STDev	**	**	--	--	--	**	--	--	--	--	--	--	--
<b>Credit Authorizers, Checkers, and Clerks</b>			Broad Occupation SOC Code: <b>434040</b>										
Mean	\$9.42	\$9.42	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Credit Counselors and Loan Officers</b>			Broad Occupation SOC Code: <b>132070</b>										
Mean	\$20.19	\$16.53	\$1.01	\$2.35	\$0.07	\$0.18	\$0.16	\$1.01	NB	NB	NB	\$1.44	
Min	\$8.97	\$8.93	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	--	--	--	**	
Max	\$65.89	\$41.29	\$2.20	\$19.05	\$0.32	\$0.70	**	\$4.93	--	--	--	**	
N	12	12	10	10	6	5	**	7	--	--	--	**	
STDev	15.5	9.0	0.8	5.9	0.1	0.3	**	1.8	--	--	--	**	

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Crushing, Grinding, Polishing, Mixing, and Blending Workers</b>			<b>Broad Occupation SOC Code: 519020</b>									
Mean	\$5.93	\$5.88	\$0.10	NB	NB	NB	NB	\$0.20	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	--	--	--	--	**	--	--	--	--
Max	\$10.00	\$10.00	**	--	--	--	--	**	--	--	--	--
N	6	6	**	--	--	--	--	**	--	--	--	--
STDev	2.0	2.0	**	--	--	--	--	**	--	--	--	--
<b>Customer Service Representatives</b>			<b>Broad Occupation SOC Code: 434050</b>									
Mean	\$11.17	\$8.79	\$0.56	\$1.22	\$0.09	\$1.08	\$0.65	\$0.86	NB	\$0.94	\$0.63	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	**	\$0.00
Max	\$36.84	\$21.14	\$1.81	\$9.76	\$0.40	\$5.08	\$17.00	\$6.22	--	**	**	\$1.44
N	148	148	96	76	66	63	38	62	--	**	**	5
STDev	6.8	4.0	0.4	1.8	0.1	0.7	2.7	1.1	--	**	**	0.0
<b>Dancers and Choreographers</b>			<b>Broad Occupation SOC Code: 272030</b>									
Mean	\$6.46	\$5.33	NB	\$2.53	NB	NB	NB	NB	\$0.63	\$0.31	\$0.31	NB
Min	\$5.05	\$5.05	--	**	--	--	--	--	**	**	\$0.00	--
Max	\$36.36	\$10.42	--	**	--	--	--	--	**	**	\$0.31	--
N	41	41	--	**	--	--	--	--	**	**	18	--
STDev	4.9	0.9	--	**	--	--	--	--	**	**	0.0	--
<b>Data Entry and Information Processing Workers</b>			<b>Broad Occupation SOC Code: 439020</b>									
Mean	\$8.88	\$8.19	\$0.69	\$0.45	\$0.12	\$0.51	NB	\$0.28	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$22.35	\$19.47	\$1.50	\$1.18	**	**	--	**	--	--	--	--
N	17	17	9	9	**	**	--	**	--	--	--	--
STDev	4.0	3.3	0.5	0.3	**	**	--	**	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
Database and Systems Administrators and Network Architects			Broad Occupation SOC Code: <b>151140</b>										
Mean	\$26.09	\$21.21	\$1.49	\$2.37	\$0.15	\$1.13	\$0.18	\$1.21	NB	NB	\$0.58	NB	
Min	\$7.00	\$7.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	--	**	--	
Max	\$51.93	\$38.30	\$3.00	\$6.63	\$0.27	\$1.44	\$0.24	\$2.96	--	--	**	--	
N	27	27	22	22	14	14	11	11	--	--	**	--	
STDev	10.4	6.7	0.8	1.8	0.1	0.4	0.1	0.7	--	--	**	--	
Dental Hygienists			Broad Occupation SOC Code: <b>292020</b>										
Mean	\$13.30	\$12.42	\$0.54	\$0.67	NB	NB	NB	NB	NB	NB	\$1.44	NB	NB
Min	\$7.50	\$7.50	**	**	--	--	--	--	--	--	**	--	--
Max	\$17.50	\$17.50	**	**	--	--	--	--	--	--	**	--	--
N	5	5	**	**	--	--	--	--	--	--	**	--	--
STDev	4.4	4.4	**	**	--	--	--	--	--	--	**	--	--
Dentists			Broad Occupation SOC Code: <b>291020</b>										
Mean	\$22.60	\$22.60	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
Detectives and Criminal Investigators			Broad Occupation SOC Code: <b>333020</b>										
Mean	\$11.28	\$10.33	\$0.48	\$0.48	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.22	\$5.69	\$0.26	\$0.26	--	--	--	--	--	--	--	--	--
Max	\$25.73	\$23.56	\$1.09	\$1.09	--	--	--	--	--	--	--	--	--
N	53	53	53	53	--	--	--	--	--	--	--	--	--
STDev	4.5	4.1	0.2	0.2	--	--	--	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Diagnostic Related Technologists and Technicians</b>			<b>Broad Occupation SOC Code: 292030</b>									
Mean	\$18.49	\$16.92	\$0.78	\$0.78	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Dietitians and Nutritionists</b>			<b>Broad Occupation SOC Code: 291030</b>									
Mean	\$12.79	\$11.88	\$0.45	\$0.45	NB	NB	NB	\$0.89	NB	NB	NB	NB
Min	\$10.77	\$9.86	\$0.00	\$0.00	--	--	--	**	--	--	--	--
Max	\$24.93	\$24.04	\$0.45	\$0.45	--	--	--	**	--	--	--	--
N	7	7	6	6	--	--	--	**	--	--	--	--
STDev	5.4	5.4	0.0	0.0	--	--	--	**	--	--	--	--
<b>Dining Room and Cafeteria Attendants and Bartender Helpers</b>			<b>Broad Occupation SOC Code: 359010</b>									
Mean	\$5.41	\$5.06	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.63	\$5.15	--	--	--	--	--	--	--	--	--	--
N	7	7	--	--	--	--	--	--	--	--	--	--
STDev	0.2	0.0	--	--	--	--	--	--	--	--	--	--
<b>Directors, Religious Activities and Education</b>			<b>Broad Occupation SOC Code: 212020</b>									
Mean	\$19.59	\$18.37	NB	NB	NB	\$1.22	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	--	--	--	--	--	--
Max	**	**	--	--	--	**	--	--	--	--	--	--
N	**	**	--	--	--	**	--	--	--	--	--	--
STDev	**	**	--	--	--	**	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Dishwashers</b>			Broad Occupation SOC Code: <b>359020</b>									
Mean	\$5.22	\$5.08	\$0.20	\$0.10	\$0.08	\$0.48	NB	NB	\$0.90	\$0.94	\$0.31	NB
Min	\$5.05	\$5.05	\$0.00	**	**	**	--	--	**	**	**	--
Max	\$7.55	\$6.00	\$0.27	**	**	**	--	--	**	**	**	--
N	58	58	5	**	**	**	--	--	**	**	**	--
STDev	0.4	0.1	0.1	**	**	**	--	--	**	**	**	--
<b>Dispatchers</b>			Broad Occupation SOC Code: <b>435030</b>									
Mean	\$7.05	\$6.13	\$0.29	\$0.26	\$0.08	\$1.91	\$0.84	\$0.26	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	--	--	--	--
Max	\$11.00	\$9.62	\$0.44	\$0.44	**	**	**	**	--	--	--	--
N	12	12	11	10	**	**	**	**	--	--	--	--
STDev	2.4	1.6	0.1	0.1	**	**	**	**	--	--	--	--
<b>Drafters</b>			Broad Occupation SOC Code: <b>173010</b>									
Mean	\$12.31	\$10.77	\$0.65	\$0.70	\$0.23	\$2.07	NB	\$2.17	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	\$0.00	--	--	--	--
Max	\$28.29	\$21.64	\$1.65	\$1.00	**	**	--	\$4.96	--	--	--	--
N	22	22	13	8	**	**	--	5	--	--	--	--
STDev	6.9	5.2	0.5	0.3	**	**	--	2.3	--	--	--	--
<b>Dredge, Excavating, and Loading Machine Operators</b>			Broad Occupation SOC Code: <b>537030</b>									
Mean	\$5.54	\$5.29	\$0.24	\$0.10	NB	\$0.16	NB	NB	NB	\$0.82	\$0.50	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	--	--	--	\$0.00	\$0.00	--
Max	\$8.50	\$8.50	\$0.47	\$0.11	--	**	--	--	--	\$1.56	\$1.25	--
N	37	37	6	5	--	**	--	--	--	5	5	--
STDev	0.9	0.6	0.1	0.0	--	**	--	--	--	0.4	0.4	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Driver/Sales Workers and Truck Drivers</b>			<b>Broad Occupation SOC Code: 533030</b>									
Mean	\$5.62	\$5.43	\$0.13	\$0.37	\$0.02	\$0.63	NB	\$0.25	NB	\$0.50	\$0.78	NB
Min	\$4.38	\$4.38	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	\$0.00	\$0.00	--
Max	\$10.42	\$8.00	\$0.19	\$5.05	\$0.02	\$1.18	--	\$0.32	--	\$0.63	\$1.88	--
N	172	172	45	21	9	6	--	27	--	9	5	--
STDev	0.9	0.7	0.0	1.1	0.0	0.3	--	0.0	--	0.1	0.6	--
<b>Earth Drillers, Except Oil and Gas</b>			<b>Broad Occupation SOC Code: 475020</b>									
Mean	\$6.29	\$5.35	NB	NB	NB	NB	NB	NB	NB	\$0.63	\$0.31	NB
Min	**	**	--	--	--	--	--	--	--	**	**	--
Max	**	**	--	--	--	--	--	--	--	**	**	--
N	**	**	--	--	--	--	--	--	--	**	**	--
STDev	**	**	--	--	--	--	--	--	--	**	**	--
<b>Economists</b>			<b>Broad Occupation SOC Code: 193010</b>									
Mean	\$15.65	\$14.32	\$0.66	\$0.66	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Education Administrators</b>			<b>Broad Occupation SOC Code: 119030</b>									
Mean	\$24.39	\$20.90	\$1.50	\$0.86	\$0.39	\$1.22	\$0.17	\$3.82	NB	\$1.94	\$0.16	\$1.19
Min	\$3.13	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	--	**	**	**
Max	\$48.24	\$45.67	\$2.66	\$1.33	\$0.53	\$3.17	**	\$7.10	--	**	**	**
N	87	87	26	29	39	33	**	45	--	**	**	**
STDev	10.0	8.2	0.9	0.4	0.1	1.2	**	1.8	--	**	**	**

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Education and Library Science Teachers, Postsecondary			Broad Occupation SOC Code: <b>251080</b>									
Mean	\$19.65	\$17.21	NB	\$0.40	NB	\$1.13	NB	NB	NB	NB	NB	NB
Min	\$12.72	\$11.15	--	\$0.00	--	\$0.00	--	--	--	--	--	--
Max	\$30.76	\$21.59	--	\$1.00	--	\$1.33	--	--	--	--	--	--
N	22	22	--	22	--	20	--	--	--	--	--	--
STDev	3.4	2.6	--	0.3	--	0.5	--	--	--	--	--	--
Electrical and Electronics Engineers			Broad Occupation SOC Code: <b>172070</b>									
Mean	\$21.86	\$18.36	\$1.55	\$1.99	\$0.25	\$1.07	\$0.21	\$3.44	NB	\$1.25	\$0.61	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	--	**	**	--
Max	\$49.03	\$35.19	\$3.36	\$4.06	**	**	**	**	--	**	**	--
N	14	14	8	6	**	**	**	**	--	**	**	--
STDev	15.1	10.7	0.9	1.5	**	**	**	**	--	**	**	--
Electricians			Broad Occupation SOC Code: <b>472110</b>									
Mean	\$6.69	\$6.10	\$0.49	\$0.39	\$0.15	\$1.26	\$0.22	\$0.99	\$1.88	\$0.89	\$0.61	NB
Min	\$5.00	\$5.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	\$0.00	\$0.00	--
Max	\$24.51	\$21.63	\$1.67	\$1.08	\$0.26	\$1.52	**	\$5.02	**	\$1.25	\$1.00	--
N	99	99	25	21	8	5	**	12	**	11	9	--
STDev	3.3	2.4	0.4	0.2	0.1	0.4	**	1.6	**	0.3	0.2	--
Elementary and Middle School Teachers			Broad Occupation SOC Code: <b>252020</b>									
Mean	\$9.49	\$7.05	\$0.58	\$0.11	NB	\$0.76	NB	\$0.33	NB	\$1.29	\$0.52	\$1.61
Min	\$5.47	\$5.05	\$0.00	\$0.00	--	\$0.00	--	**	--	\$0.00	\$0.00	\$0.00
Max	\$20.97	\$19.71	\$1.88	\$0.17	--	\$1.59	--	**	--	\$3.44	\$0.78	\$3.13
N	35	35	26	20	--	25	--	**	--	17	10	7
STDev	3.3	3.1	0.5	0.0	--	0.3	--	**	--	0.7	0.3	0.7

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Elevator Installers and Repairers</b>			<b>Broad Occupation SOC Code: 474020</b>									
Mean	\$6.71	\$6.32	\$0.91	\$0.36	NB	\$0.19	\$0.19	NB	\$0.58	\$0.58	\$2.25	NB
Min	\$5.05	\$5.05	**	**	--	**	**	--	**	**	**	--
Max	\$19.68	\$15.78	**	**	--	**	**	--	**	**	**	--
N	14	14	**	**	--	**	**	--	**	**	**	--
STDev	4.1	3.0	**	**	--	**	**	--	**	**	**	--
<b>Eligibility Interviewers, Government Programs</b>			<b>Broad Occupation SOC Code: 434060</b>									
Mean	\$10.27	\$9.48	\$0.39	\$0.39	\$0.01	\$0.06	NB	\$0.09	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.03	\$0.03	**	**	--	**	--	--	--	--
Max	\$16.73	\$16.03	\$0.64	\$0.64	**	**	--	**	--	--	--	--
N	33	33	33	33	**	**	--	**	--	--	--	--
STDev	2.6	2.5	0.1	0.1	**	**	--	**	--	--	--	--
<b>Emergency Management Directors</b>			<b>Broad Occupation SOC Code: 119160</b>									
Mean	\$19.13	\$17.07	\$1.29	\$0.67	\$0.30	\$0.09	NB	\$1.00	NB	NB	NB	NB
Min	**	**	**	**	**	**	--	**	--	--	--	--
Max	**	**	**	**	**	**	--	**	--	--	--	--
N	**	**	**	**	**	**	--	**	--	--	--	--
STDev	**	**	**	**	**	**	--	**	--	--	--	--
<b>Emergency Medical Technicians and Paramedics</b>			<b>Broad Occupation SOC Code: 292040</b>									
Mean	\$14.51	\$13.28	\$0.61	\$0.61	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Engine and Other Machine Assemblers</b>			<b>Broad Occupation SOC Code: 512030</b>										
Mean	\$6.28	\$6.28	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Engineering Technicians, Except Drafters</b>			<b>Broad Occupation SOC Code: 173020</b>										
Mean	\$10.60	\$9.28	\$0.80	\$0.61	\$0.23	\$0.32	NB	\$2.53	\$0.29	\$0.74	\$0.78	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	**	\$0.00	**	--	--
Max	\$21.89	\$16.03	\$1.49	\$0.75	**	**	--	**	**	\$0.94	**	--	--
N	17	17	6	6	**	**	--	**	**	5	**	--	--
STDev	5.1	4.0	0.4	0.1	**	**	--	**	**	0.2	**	--	--
<b>Environmental Engineers</b>			<b>Broad Occupation SOC Code: 172080</b>										
Mean	\$18.82	\$16.70	\$1.46	\$0.99	NB	NB	NB	\$1.14	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	**	--	--	--	--	--
Max	**	**	**	**	--	--	--	**	--	--	--	--	--
N	**	**	**	**	--	--	--	**	--	--	--	--	--
STDev	**	**	**	**	--	--	--	**	--	--	--	--	--
<b>Environmental Scientists and Geoscientists</b>			<b>Broad Occupation SOC Code: 192040</b>										
Mean	\$11.84	\$10.84	\$0.50	\$0.50	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.29	\$0.29	--	--	--	--	--	--	--	--	--
Max	\$23.63	\$21.64	\$1.00	\$1.00	--	--	--	--	--	--	--	--	--
N	19	19	19	19	--	--	--	--	--	--	--	--	--
STDev	4.3	4.0	0.2	0.2	--	--	--	--	--	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Farm and Home Management Advisors</b>			<b>Broad Occupation SOC Code: 259020</b>										
Mean	\$15.47	\$13.57	\$1.25	\$0.63	NB	\$0.03	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	--	--	--	--	--	--	--
Max	**	**	**	**	--	**	--	--	--	--	--	--	--
N	**	**	**	**	--	**	--	--	--	--	--	--	--
STDev	**	**	**	**	--	**	--	--	--	--	--	--	--
<b>Farmers, Ranchers, and Other Agricultural Managers</b>			<b>Broad Occupation SOC Code: 119010</b>										
Mean	\$8.46	\$7.83	\$0.55	\$0.43	NB	\$0.05	NB	NB	NB	NB	NB	NB	NB
Min	\$4.69	\$4.69	\$0.00	\$0.00	--	**	--	--	--	--	--	--	--
Max	\$26.02	\$22.82	\$2.11	\$1.05	--	**	--	--	--	--	--	--	--
N	14	14	9	9	--	**	--	--	--	--	--	--	--
STDev	5.4	4.6	0.6	0.2	--	**	--	--	--	--	--	--	--
<b>Fast Food and Counter Workers</b>			<b>Broad Occupation SOC Code: 353020</b>										
Mean	\$4.95	\$4.93	NB	NB	\$0.08	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.55	\$4.55	--	--	**	--	--	--	--	--	--	--	--
Max	\$5.13	\$5.05	--	--	**	--	--	--	--	--	--	--	--
N	13	13	--	--	**	--	--	--	--	--	--	--	--
STDev	0.2	0.2	--	--	**	--	--	--	--	--	--	--	--
<b>File Clerks</b>			<b>Broad Occupation SOC Code: 434070</b>										
Mean	\$7.71	\$6.64	\$0.56	\$0.56	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	**	--	--	--	--	--	--
Max	**	**	**	**	--	**	**	--	--	--	--	--	--
N	**	**	**	**	--	**	**	--	--	--	--	--	--
STDev	**	**	**	**	--	**	**	--	--	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Financial Analysts and Advisors</b>			Broad Occupation SOC Code: <b>132050</b>									
Mean	\$14.13	\$12.97	\$0.84	\$0.84	\$0.30	\$0.85	NB	\$0.78	NB	NB	NB	NB
Min	\$5.63	\$5.63	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$23.58	\$20.46	\$0.97	\$0.97	**	**	--	**	--	--	--	--
N	14	14	7	7	**	**	--	**	--	--	--	--
STDev	6.7	5.7	0.1	0.1	**	**	--	**	--	--	--	--
<b>Financial Examiners</b>			Broad Occupation SOC Code: <b>132060</b>									
Mean	\$11.29	\$10.34	\$0.48	\$0.48	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Financial Managers</b>			Broad Occupation SOC Code: <b>113030</b>									
Mean	\$21.15	\$18.04	\$1.27	\$1.91	\$0.22	\$1.52	\$0.18	\$2.74	\$0.58	\$0.58	\$0.10	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	**	**	**
Max	\$66.97	\$52.89	\$5.29	\$18.04	\$0.38	\$4.04	**	\$8.99	**	**	**	**
N	40	40	21	20	10	11	**	12	**	**	**	**
STDev	14.9	10.4	1.2	4.0	0.1	1.7	**	2.9	**	**	**	**
<b>Firefighters</b>			Broad Occupation SOC Code: <b>332010</b>									
Mean	\$11.19	\$10.44	\$0.48	\$0.48	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$24.64	\$23.69	\$1.04	\$1.04	--	--	--	--	--	--	--	--
N	106	106	82	82	--	--	--	--	--	--	--	--
STDev	3.6	3.4	0.1	0.1	--	--	--	--	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
FirstLine Supervisors of Building and Grounds Cleaning and Maintenance Wor			Broad Occupation SOC Code: <b>371010</b>									
Mean	\$9.41	\$8.85	\$0.44	\$0.39	\$0.16	\$1.41	NB	\$0.29	\$0.56	\$0.56	\$0.25	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	\$0.00	\$0.00	**	**
Max	\$21.48	\$21.48	\$0.86	\$0.86	**	**	--	**	\$0.58	\$0.58	**	**
N	53	53	11	11	**	**	--	**	9	10	**	**
STDev	4.3	4.3	0.2	0.3	**	**	--	**	0.0	0.0	**	**
FirstLine Supervisors of Construction Trades and Extraction Workers			Broad Occupation SOC Code: <b>471010</b>									
Mean	\$7.31	\$7.07	\$0.27	\$0.25	\$0.02	\$0.27	NB	\$0.36	NB	\$0.52	NB	NB
Min	\$5.05	\$5.05	\$0.00	**	**	**	--	**	--	**	--	--
Max	\$11.82	\$11.82	\$0.42	**	**	**	--	**	--	**	--	--
N	23	23	5	**	**	**	--	**	--	**	--	--
STDev	2.1	2.1	0.1	**	**	**	--	**	--	**	--	--
FirstLine Supervisors of Farming, Fishing, and Forestry Workers			Broad Occupation SOC Code: <b>451010</b>									
Mean	\$10.84	\$10.10	\$0.62	\$0.62	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$16.68	\$15.27	**	**	--	--	--	--	--	--	--	--
N	5	5	**	**	--	--	--	--	--	--	--	--
STDev	5.4	4.7	**	**	--	--	--	--	--	--	--	--
FirstLine Supervisors of Fire Fighting and Prevention Workers			Broad Occupation SOC Code: <b>331020</b>									
Mean	\$14.56	\$14.56	NB	NB	NB	\$0.05	NB	NB	NB	NB	NB	NB
Min	\$12.56	\$12.56	--	--	--	**	--	--	--	--	--	--
Max	\$18.56	\$18.56	--	--	--	**	--	--	--	--	--	--
N	13	13	--	--	--	**	--	--	--	--	--	--
STDev	1.5	1.6	--	--	--	**	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>FirstLine Supervisors of Gaming Workers</b>			<b>Broad Occupation SOC Code: 391010</b>									
Mean	\$8.78	\$7.78	\$0.24	\$0.12	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$18.47	\$16.83	\$0.34	\$0.17	--	--	--	--	\$0.58	\$0.58	--	--
N	56	56	16	22	--	--	--	--	30	30	--	--
STDev	4.0	3.6	0.0	0.0	--	--	--	--	0.0	0.0	--	--
<b>FirstLine Supervisors of Helpers, Laborers, and Material Movers, Hand</b>			<b>Broad Occupation SOC Code: 531020</b>									
Mean	\$7.37	\$6.72	\$0.36	\$0.42	NB	\$1.46	NB	\$0.25	NB	NB	\$0.31	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	--	**	--	--	**	--
Max	\$11.94	\$9.53	\$1.07	\$1.07	--	**	--	**	--	--	**	--
N	14	14	6	6	--	**	--	**	--	--	**	--
STDev	2.0	1.3	0.4	0.4	--	**	--	**	--	--	**	--
<b>FirstLine Supervisors of Law Enforcement Workers</b>			<b>Broad Occupation SOC Code: 331010</b>									
Mean	\$16.15	\$15.00	\$0.73	\$0.73	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$7.59	\$5.95	\$0.00	\$0.00	--	--	--	--	**	**	--	--
Max	\$28.36	\$25.96	\$1.20	\$1.20	--	--	--	--	**	**	--	--
N	50	50	35	35	--	--	--	--	**	**	--	--
STDev	4.3	4.0	0.2	0.2	--	--	--	--	**	**	--	--
<b>FirstLine Supervisors of Mechanics, Installers, and Repairers</b>			<b>Broad Occupation SOC Code: 491010</b>									
Mean	\$11.33	\$9.65	\$0.75	\$0.62	\$0.19	\$0.96	\$0.19	\$3.04	\$0.58	\$0.61	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	**	--	--
Max	\$32.13	\$21.92	\$2.19	\$2.49	\$0.34	\$1.44	**	\$6.58	**	**	--	--
N	27	27	14	14	5	5	**	5	**	**	--	--
STDev	7.3	5.1	0.6	0.6	0.1	0.4	**	2.6	**	**	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
FirstLine Supervisors of Office and Administrative Support Workers			Broad Occupation SOC Code: <b>431010</b>									
Mean	\$16.84	\$14.22	\$1.00	\$1.77	\$0.14	\$1.48	\$0.21	\$1.94	\$0.58	\$0.76	\$5.89	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**
Max	\$51.58	\$36.66	\$2.82	\$14.46	\$0.36	\$2.59	\$0.24	\$7.01	\$0.58	\$1.88	**	**
N	78	78	41	40	17	14	9	14	6	8	**	**
STDev	10.3	7.4	0.6	2.7	0.1	0.4	0.0	2.2	0.0	0.5	**	**
FirstLine Supervisors of Personal Service Workers			Broad Occupation SOC Code: <b>391020</b>									
Mean	\$10.71	\$10.59	NB	NB	NB	NB	NB	NB	NB	\$0.31	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	**	--	--
Max	\$18.44	\$18.44	--	--	--	--	--	--	--	**	--	--
N	5	5	--	--	--	--	--	--	--	**	--	--
STDev	5.5	5.7	--	--	--	--	--	--	--	**	--	--
FirstLine Supervisors of Production and Operating Workers			Broad Occupation SOC Code: <b>511010</b>									
Mean	\$18.64	\$14.19	\$1.47	\$0.83	\$0.26	\$2.63	NB	\$3.40	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$36.76	\$26.92	\$2.69	\$1.35	\$0.38	\$4.04	--	\$7.53	--	--	--	--
N	32	32	23	23	19	6	--	20	--	--	--	--
STDev	9.5	6.2	0.7	0.3	0.1	1.2	--	2.4	--	--	--	--
FirstLine Supervisors of Sales Workers			Broad Occupation SOC Code: <b>411010</b>									
Mean	\$6.28	\$6.19	\$0.36	\$0.09	NB	\$0.83	\$0.17	\$0.18	\$0.09	\$0.63	\$0.31	NB
Min	\$4.95	\$4.69	\$0.00	**	--	\$0.00	**	**	**	**	**	--
Max	\$15.63	\$15.63	\$0.77	**	--	\$1.29	**	**	**	**	**	--
N	96	96	5	**	--	5	**	**	**	**	**	--
STDev	1.8	1.7	0.3	**	--	0.4	**	**	**	**	**	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
FirstLine Supervisors of Transportation and MaterialMoving Machine and Vehi			Broad Occupation SOC Code: <b>531030</b>									
Mean	\$11.97	\$10.12	\$0.99	\$1.43	\$0.14	\$1.10	\$0.21	\$1.80	NB	\$1.56	NB	NB
Min	\$5.25	\$5.05	\$0.00	\$0.00	\$0.00	**	**	**	--	**	--	--
Max	\$27.93	\$21.08	\$2.03	\$3.65	\$0.21	**	**	**	--	**	--	--
N	17	17	7	6	6	**	**	**	--	**	--	--
STDev	6.8	4.9	0.8	1.3	0.0	**	**	**	--	**	--	--
Fishers and Related Fishing Workers			Broad Occupation SOC Code: <b>453010</b>									
Mean	\$5.08	\$5.05	NB	NB	NB	NB	NB	NB	NB	\$0.47	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	**	--	--
Max	\$5.70	\$5.05	--	--	--	--	--	--	--	**	--	--
N	26	26	--	--	--	--	--	--	--	**	--	--
STDev	0.1	0.0	--	--	--	--	--	--	--	**	--	--
Food Preparation Workers			Broad Occupation SOC Code: <b>352020</b>									
Mean	\$5.30	\$5.12	\$0.14	\$0.14	\$0.08	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	\$0.00	--	--	--	--	--	--	--
Max	\$7.58	\$7.25	**	**	\$0.08	--	--	--	--	--	--	--
N	69	69	**	**	14	--	--	--	--	--	--	--
STDev	0.4	0.4	**	**	0.0	--	--	--	--	--	--	--
Food Servers, Nonrestaurant			Broad Occupation SOC Code: <b>353040</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
N	26	26	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Food Service Managers</b>			<b>Broad Occupation SOC Code: 119050</b>										
Mean	\$9.13	\$7.37	\$2.76	\$2.68	\$0.10	NB	NB	NB	\$0.14	\$0.61	\$0.61	NB	\$1.44
Min	\$5.05	\$4.78	**	**	**	--	--	--	**	**	**	--	**
Max	\$17.26	\$11.56	**	**	**	--	--	--	**	**	**	--	**
N	13	13	**	**	**	--	--	--	**	**	**	--	**
STDev	4.1	2.0	**	**	**	--	--	--	**	**	**	--	**
<b>Forest and Conservation Workers</b>			<b>Broad Occupation SOC Code: 454010</b>										
Mean	\$12.01	\$11.00	\$0.51	\$0.51	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$7.93	\$7.26	\$0.34	\$0.34	--	--	--	--	--	--	--	--	--
Max	\$15.13	\$13.85	\$0.64	\$0.64	--	--	--	--	--	--	--	--	--
N	8	8	8	8	--	--	--	--	--	--	--	--	--
STDev	2.6	2.3	0.1	0.1	--	--	--	--	--	--	--	--	--
<b>Gaming Cage Workers</b>			<b>Broad Occupation SOC Code: 433040</b>										
Mean	\$5.66	\$5.18	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.53	\$5.05	--	--	--	--	--	--	--	--	--	--	--
Max	\$5.78	\$5.30	--	--	--	--	--	--	--	--	--	--	--
N	7	7	--	--	--	--	--	--	--	--	--	--	--
STDev	0.1	0.1	--	--	--	--	--	--	--	--	--	--	--
<b>Gaming Managers</b>			<b>Broad Occupation SOC Code: 119070</b>										
Mean	\$17.03	\$15.91	\$0.20	\$0.10	NB	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$5.55	\$5.25	**	**	--	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$37.70	\$36.06	**	**	--	--	--	--	--	\$0.58	\$0.58	--	--
N	9	9	**	**	--	--	--	--	--	6	6	--	--
STDev	10.6	10.2	**	**	--	--	--	--	--	0.0	0.0	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Gaming Services Workers</b>			<b>Broad Occupation SOC Code: 393010</b>										
Mean	\$5.80	\$5.36	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--	--
Max	\$6.28	\$5.80	--	--	--	--	--	--	--	--	--	--	--
N	71	71	--	--	--	--	--	--	--	--	--	--	--
STDev	0.4	0.3	--	--	--	--	--	--	--	--	--	--	--
<b>General and Operations Managers</b>			<b>Broad Occupation SOC Code: 111020</b>										
Mean	\$14.21	\$12.96	\$1.34	\$1.00	\$0.42	\$2.15	\$0.58	\$3.49	\$1.14	\$2.35	\$1.32	NB	
Min	\$1.88	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$125.67	\$120.19	\$13.75	\$6.25	\$1.22	\$16.23	\$2.50	\$10.82	\$3.94	\$21.25	\$11.41		--
N	513	513	124	113	21	44	12	19	18	41	38		--
STDev	12.6	10.9	1.6	0.8	0.3	2.7	0.6	3.4	1.1	3.3	1.9		--
<b>Geological and Petroleum Technicians</b>			<b>Broad Occupation SOC Code: 194040</b>										
Mean	\$14.61	\$11.36	\$0.50	\$0.50	NB	\$4.29	NB	NB	NB	\$3.46	NB	NB	
Min	**	**	**	**	--	**	--	--	--	**	--	--	--
Max	**	**	**	**	--	**	--	--	--	**	--	--	--
N	**	**	**	**	--	**	--	--	--	**	--	--	--
STDev	**	**	**	**	--	**	--	--	--	**	--	--	--
<b>Glaziers</b>			<b>Broad Occupation SOC Code: 472120</b>										
Mean	\$6.45	\$6.28	NB	NB	NB	NB	NB	NB	NB	\$1.25	\$0.13	NB	
Min	\$5.25	\$5.25	--	--	--	--	--	--	--	**	**	--	--
Max	\$11.38	\$10.00	--	--	--	--	--	--	--	**	**	--	--
N	8	8	--	--	--	--	--	--	--	**	**	--	--
STDev	2.1	1.7	--	--	--	--	--	--	--	**	**	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Grounds Maintenance Workers</b>			<b>Broad Occupation SOC Code: 373010</b>									
Mean	\$5.58	\$5.29	\$0.20	\$0.13	NB	\$0.58	NB	\$0.61	\$0.54	\$0.46	NB	NB
Min	\$2.81	\$2.81	\$0.00	\$0.00	--	\$0.00	--	**	**	\$0.00	--	--
Max	\$14.54	\$14.54	\$0.37	\$0.37	--	\$0.70	--	**	**	\$0.63	--	--
N	127	127	33	25	--	8	--	**	**	17	--	--
STDev	1.5	1.3	0.1	0.1	--	0.1	--	**	**	0.1	--	--
<b>Health Practitioner Support Technologists and Technicians</b>			<b>Broad Occupation SOC Code: 292050</b>									
Mean	\$11.61	\$10.15	\$0.58	\$0.49	\$1.17	\$1.62	\$0.17	NB	NB	NB	NB	NB
Min	\$5.75	\$5.75	\$0.00	\$0.00	**	\$0.00	\$0.00	--	--	--	--	--
Max	\$19.94	\$17.27	\$1.33	\$0.67	**	\$8.05	\$0.17	--	--	--	--	--
N	30	30	24	12	**	13	11	--	--	--	--	--
STDev	4.0	3.5	0.3	0.1	**	2.0	0.0	--	--	--	--	--
<b>Health Teachers, Postsecondary</b>			<b>Broad Occupation SOC Code: 251070</b>									
Mean	\$21.50	\$20.52	NB	\$0.95	NB	\$0.05	NB	NB	NB	NB	NB	NB
Min	**	**	--	**	--	**	--	--	--	--	--	--
Max	**	**	--	**	--	**	--	--	--	--	--	--
N	**	**	--	**	--	**	--	--	--	--	--	--
STDev	**	**	--	**	--	**	--	--	--	--	--	--
<b>Heating, Air Conditioning, and Refrigeration Mechanics and Installers</b>			<b>Broad Occupation SOC Code: 499020</b>									
Mean	\$6.08	\$5.73	\$0.26	\$0.25	\$0.08	\$0.52	\$0.14	NB	NB	\$0.75	\$1.11	NB
Min	\$5.05	\$5.05	**	**	**	**	**	--	--	\$0.00	\$0.00	--
Max	\$13.75	\$13.75	**	**	**	**	**	--	--	\$0.94	\$2.19	--
N	65	65	**	**	**	**	**	--	--	8	11	--
STDev	1.9	1.5	**	**	**	**	**	--	--	0.3	0.5	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics						Broad Occupation SOC Code: <b>493040</b>						
Mean	\$5.90	\$5.68	\$0.34	\$0.25	NB	\$0.29	NB	NB	NB	\$0.58	\$0.63	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	\$0.00	--	--	--	**	**	--
Max	\$12.30	\$11.26	\$0.59	\$0.52	--	\$0.84	--	--	--	**	**	--
N	46	46	9	9	--	6	--	--	--	**	**	--
STDev	1.6	1.3	0.2	0.2	--	0.4	--	--	--	**	**	--
Helpers, Construction Trades						Broad Occupation SOC Code: <b>473010</b>						
Mean	\$8.10	\$7.56	\$0.44	\$0.43	\$0.14	\$1.26	NB	\$1.48	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$18.39	\$16.83	\$0.78	\$0.78	**	**	--	**	--	--	--	--
N	92	92	52	52	**	**	--	**	--	--	--	--
STDev	3.9	3.4	0.2	0.2	**	**	--	**	--	--	--	--
HelpersExtraction Workers						Broad Occupation SOC Code: <b>475080</b>						
Mean	\$5.99	\$5.05	NB	NB	NB	NB	NB	NB	NB	\$0.63	\$0.31	NB
Min	**	**	--	--	--	--	--	--	--	**	**	--
Max	**	**	--	--	--	--	--	--	--	**	**	--
N	**	**	--	--	--	--	--	--	--	**	**	--
STDev	**	**	--	--	--	--	--	--	--	**	**	--
Highway Maintenance Workers						Broad Occupation SOC Code: <b>474050</b>						
Mean	\$11.46	\$10.49	\$0.48	\$0.48	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Hoist and Winch Operators</b>			<b>Broad Occupation SOC Code: 537040</b>										
Mean	\$9.20	\$7.20	\$1.00	\$1.00	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Home Appliance Repairers</b>			<b>Broad Occupation SOC Code: 499030</b>										
Mean	\$7.43	\$7.43	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop</b>			<b>Broad Occupation SOC Code: 359030</b>										
Mean	\$5.20	\$5.20	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Hotel, Motel, and Resort Desk Clerks</b>			<b>Broad Occupation SOC Code: 434080</b>										
Mean	\$5.72	\$5.65	\$0.15	\$0.11	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--	--
Max	\$13.75	\$13.75	\$0.20	\$0.14	--	--	--	--	--	--	--	--	--
N	33	33	7	7	--	--	--	--	--	--	--	--	--
STDev	1.7	1.7	0.0	0.0	--	--	--	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Human Resources Assistants, Except Payroll and Timekeeping			Broad Occupation SOC Code: <b>434160</b>									
Mean	\$10.60	\$9.45	\$0.62	\$0.45	\$0.23	\$0.82	\$0.17	\$2.04	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	**	--	--	--	--
Max	\$20.63	\$17.93	\$1.66	\$0.83	**	\$3.17	**	**	--	--	--	--
N	25	25	11	9	**	9	**	**	--	--	--	--
STDev	5.2	4.1	0.6	0.2	**	0.9	**	**	--	--	--	--
Human Resources Managers			Broad Occupation SOC Code: <b>113120</b>									
Mean	\$17.25	\$15.32	\$0.86	\$0.85	\$0.30	\$1.35	\$0.24	\$6.05	\$0.58	\$0.58	\$0.58	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	**	**	**	--
Max	\$43.86	\$34.08	\$1.97	\$3.93	**	**	**	**	**	**	**	--
N	18	18	8	8	**	**	**	**	**	**	**	--
STDev	11.1	8.5	0.7	1.3	**	**	**	**	**	**	**	--
Human Resources Workers			Broad Occupation SOC Code: <b>131070</b>									
Mean	\$11.82	\$10.80	\$0.51	\$0.51	\$0.20	\$1.00	\$0.24	\$0.79	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	\$0.00	--	--	--	--
Max	\$25.87	\$23.69	\$1.09	\$1.09	**	**	**	\$2.10	--	--	--	--
N	28	28	18	18	**	**	**	7	--	--	--	--
STDev	5.5	5.0	0.2	0.2	**	**	**	0.6	--	--	--	--
Industrial Engineers, Including Health and Safety			Broad Occupation SOC Code: <b>172110</b>									
Mean	\$7.93	\$7.47	NB	NB	\$0.12	NB	NB	NB	NB	\$0.63	\$0.63	NB
Min	**	**	--	--	**	--	--	--	--	**	**	--
Max	**	**	--	--	**	--	--	--	--	**	**	--
N	**	**	--	--	**	--	--	--	--	**	**	--
STDev	**	**	--	--	**	--	--	--	--	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Industrial Machinery Installation, Repair, and Maintenance Workers</b>			<b>Broad Occupation SOC Code: 499040</b>									
Mean	\$8.82	\$7.52	\$0.93	\$0.47	\$0.18	\$1.98	\$0.22	\$5.99	NB	\$0.47	NB	NB
Min	\$5.05	\$5.05	**	**	**	**	**	**	--	**	--	--
Max	\$27.28	\$16.03	**	**	**	**	**	**	--	**	--	--
N	11	11	**	**	**	**	**	**	--	**	--	--
STDev	6.3	3.2	**	**	**	**	**	**	--	**	--	--
<b>Industrial Production Managers</b>			<b>Broad Occupation SOC Code: 113050</b>									
Mean	\$16.87	\$14.57	\$0.62	\$0.67	\$0.46	\$1.38	\$0.22	NB	\$0.58	\$2.31	\$0.58	NB
Min	\$5.15	\$5.05	\$0.00	\$0.00	**	**	**	--	**	**	**	--
Max	\$38.42	\$34.38	\$1.32	\$0.93	**	**	**	--	**	**	**	--
N	11	11	10	8	**	**	**	--	**	**	**	--
STDev	9.0	8.5	0.4	0.2	**	**	**	--	**	**	**	--
<b>Industrial Truck and Tractor Operators</b>			<b>Broad Occupation SOC Code: 537050</b>									
Mean	\$6.72	\$6.62	\$0.29	\$0.29	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$11.82	\$11.82	**	**	--	--	--	--	--	--	--	--
N	6	6	**	**	--	--	--	--	--	--	--	--
STDev	2.6	2.6	**	**	--	--	--	--	--	--	--	--
<b>Inspectors, Testers, Sorters, Samplers, and Weighers</b>			<b>Broad Occupation SOC Code: 519060</b>									
Mean	\$16.70	\$11.87	\$1.00	\$0.57	\$0.21	\$2.72	\$0.32	\$3.56	NB	NB	NB	NB
Min	\$5.25	\$5.05	\$0.10	\$0.10	\$0.00	**	**	\$0.00	--	--	--	--
Max	\$29.40	\$17.31	\$1.73	\$0.87	\$0.27	**	**	\$5.19	--	--	--	--
N	11	11	11	11	6	**	**	8	--	--	--	--
STDev	6.1	3.1	0.5	0.2	0.0	**	**	1.4	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Instructional Coordinators</b>			<b>Broad Occupation SOC Code: 259030</b>									
Mean	\$20.59	\$18.11	\$1.60	\$0.81	\$0.31	\$0.70	NB	\$1.64	NB	NB	NB	NB
Min	\$11.76	\$10.33	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$30.47	\$24.68	\$2.28	\$1.14	\$0.37	\$3.17	--	\$4.37	--	--	--	--
N	37	37	24	24	10	14	--	13	--	--	--	--
STDev	5.2	4.3	0.4	0.2	0.1	1.0	--	1.6	--	--	--	--
<b>Insurance Claims and Policy Processing Clerks</b>			<b>Broad Occupation SOC Code: 439040</b>									
Mean	\$10.97	\$8.62	NB	\$0.70	\$0.08	\$2.13	\$2.50	\$1.27	NB	NB	NB	NB
Min	\$5.24	\$5.05	--	**	**	**	**	**	--	--	--	--
Max	\$17.46	\$14.00	--	**	**	**	**	**	--	--	--	--
N	8	8	--	**	**	**	**	**	--	--	--	--
STDev	5.4	3.3	--	**	**	**	**	**	--	--	--	--
<b>Insurance Sales Agents</b>			<b>Broad Occupation SOC Code: 413020</b>									
Mean	\$5.11	\$5.11	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.47	\$5.47	--	--	--	--	--	--	--	--	--	--
N	7	7	--	--	--	--	--	--	--	--	--	--
STDev	0.2	0.2	--	--	--	--	--	--	--	--	--	--
<b>Interviewers, Except Eligibility and Loan</b>			<b>Broad Occupation SOC Code: 434110</b>									
Mean	\$14.45	\$13.71	\$0.46	\$0.46	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$8.33	\$7.63	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$17.41	\$15.94	\$0.74	\$0.74	--	--	--	--	--	--	--	--
N	33	33	27	27	--	--	--	--	--	--	--	--
STDev	3.0	3.0	0.1	0.1	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Jewelers and Precious Stone and Metal Workers</b>			<b>Broad Occupation SOC Code: 519070</b>										
Mean	\$5.38	\$5.05	NB	NB	NB	NB	NB	NB	NB	\$0.44	\$0.63	\$0.39	NB
Min	\$5.00	\$4.69	--	--	--	--	--	--	--	**	**	\$0.00	--
Max	\$6.56	\$5.62	--	--	--	--	--	--	--	**	**	\$0.81	--
N	18	18	--	--	--	--	--	--	--	**	**	6	--
STDev	0.5	0.2	--	--	--	--	--	--	--	**	**	0.2	--
<b>Judges, Magistrates, and Other Judicial Workers</b>			<b>Broad Occupation SOC Code: 231020</b>										
Mean	\$52.21	\$48.28	\$2.18	\$2.18	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$25.87	\$23.69	\$0.00	\$0.00	--	--	--	--	--	--	--	--	--
Max	\$66.17	\$60.58	\$2.80	\$2.80	--	--	--	--	--	--	--	--	--
N	10	10	9	9	--	--	--	--	--	--	--	--	--
STDev	18.1	16.8	0.8	0.8	--	--	--	--	--	--	--	--	--
<b>Laborers and Material Movers, Hand</b>			<b>Broad Occupation SOC Code: 537060</b>										
Mean	\$5.17	\$5.16	\$0.19	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.06	\$4.06	**	--	--	--	--	--	--	--	--	--	--
Max	\$6.00	\$6.00	**	--	--	--	--	--	--	--	--	--	--
N	70	70	**	--	--	--	--	--	--	--	--	--	--
STDev	0.3	0.3	**	--	--	--	--	--	--	--	--	--	--
<b>Laundry and DryCleaning Workers</b>			<b>Broad Occupation SOC Code: 516010</b>										
Mean	\$5.35	\$5.11	\$0.20	\$0.10	NB	\$1.18	NB	NB	NB	NB	\$0.63	NB	NB
Min	\$5.05	\$4.92	\$0.00	**	--	**	--	--	--	--	**	--	--
Max	\$6.39	\$5.55	\$0.24	**	--	**	--	--	--	--	**	--	--
N	28	28	8	**	--	**	--	--	--	--	**	--	--
STDev	0.4	0.2	0.0	**	--	**	--	--	--	--	**	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Law, Criminal Justice, and Social Work Teachers, Postsecondary			Broad Occupation SOC Code: <b>251110</b>									
Mean	\$28.10	\$24.68	\$2.28	\$1.14	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
Lawyers and Judicial Law Clerks			Broad Occupation SOC Code: <b>231010</b>									
Mean	\$31.46	\$28.88	\$1.37	\$1.26	NB	\$1.92	\$0.58	\$5.84	NB	\$4.69	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	**	**	--	**	--	--
Max	\$116.57	\$116.57	\$5.77	\$2.88	--	**	**	**	--	**	--	--
N	62	62	53	53	--	**	**	**	--	**	--	--
STDev	14.0	13.4	0.7	0.4	--	**	**	**	--	**	--	--
Legislators			Broad Occupation SOC Code: <b>111030</b>									
Mean	\$19.01	\$18.89	\$0.87	\$0.87	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$18.89	\$18.89	**	**	--	--	--	--	--	--	--	--
Max	\$20.64	\$18.89	**	**	--	--	--	--	--	--	--	--
N	29	29	**	**	--	--	--	--	--	--	--	--
STDev	0.4	0.0	**	**	--	--	--	--	--	--	--	--
Librarians			Broad Occupation SOC Code: <b>254020</b>									
Mean	\$16.32	\$14.94	\$0.69	\$0.69	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Library Assistants, Clerical			Broad Occupation SOC Code: <b>434120</b>									
Mean	\$6.98	\$6.42	\$0.28	\$0.28	NB	\$0.53	NB	NB	NB	NB	NB	NB
Min	\$5.57	\$5.10	\$0.00	\$0.00	--	**	--	--	--	--	--	--
Max	\$9.45	\$8.65	\$0.40	\$0.40	--	**	--	--	--	--	--	--
N	7	7	6	6	--	**	--	--	--	--	--	--
STDev	1.7	1.6	0.1	0.1	--	**	--	--	--	--	--	--
Library Technicians			Broad Occupation SOC Code: <b>254030</b>									
Mean	\$10.96	\$9.87	\$1.58	\$0.79	\$0.14	\$0.51	NB	\$0.78	NB	NB	NB	NB
Min	\$8.00	\$7.71	**	**	\$0.00	**	--	\$0.00	--	--	--	--
Max	\$27.38	\$24.04	**	**	\$0.18	**	--	\$2.08	--	--	--	--
N	16	16	**	**	9	**	--	12	--	--	--	--
STDev	4.7	3.9	**	**	0.0	**	--	0.7	--	--	--	--
Licensed Practical and Licensed Vocational Nurses			Broad Occupation SOC Code: <b>292060</b>									
Mean	\$12.76	\$11.65	\$0.56	\$0.56	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB
Min	\$3.30	\$3.13	\$0.00	\$0.00	--	**	**	--	--	--	--	--
Max	\$16.68	\$15.27	\$0.70	\$0.70	--	**	**	--	--	--	--	--
N	35	35	33	32	--	**	**	--	--	--	--	--
STDev	2.3	2.1	0.1	0.1	--	**	**	--	--	--	--	--
Line Installers and Repairers			Broad Occupation SOC Code: <b>499050</b>									
Mean	\$10.40	\$7.86	\$0.53	\$0.45	\$0.13	\$1.30	\$0.24	\$1.33	\$0.58	\$2.31	\$0.58	NB
Min	\$5.38	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	**	**	--
Max	\$26.68	\$18.21	\$1.82	\$2.06	\$0.28	\$4.04	**	\$5.46	**	**	**	--
N	92	92	91	91	53	13	**	83	**	**	**	--
STDev	5.9	3.9	0.4	0.4	0.1	1.1	**	1.4	**	**	**	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Loan Interviewers and Clerks</b>			Broad Occupation SOC Code: <b>434130</b>										
Mean	\$6.72	\$6.72	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Lodging Managers</b>			Broad Occupation SOC Code: <b>119080</b>										
Mean	\$14.76	\$14.21	NB	NB	NB	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$7.64	\$6.00	--	--	--	--	--	--	--	**	**	--	--
Max	\$54.53	\$52.88	--	--	--	--	--	--	--	**	**	--	--
N	12	12	--	--	--	--	--	--	--	**	**	--	--
STDev	13.0	12.7	--	--	--	--	--	--	--	**	**	--	--
<b>Logisticians</b>			Broad Occupation SOC Code: <b>131080</b>										
Mean	\$5.25	\$5.05	\$0.10	\$0.10	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Machinists</b>			Broad Occupation SOC Code: <b>514040</b>										
Mean	\$5.94	\$5.46	\$0.20	\$0.17	NB	\$0.26	\$0.88	NB	NB	\$0.64	\$2.19	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	**	--	--	\$0.00	**	--	--
Max	\$9.14	\$8.31	\$0.42	\$0.42	--	**	**	--	--	\$1.21	**	--	--
N	26	26	7	5	--	**	**	--	--	6	**	--	--
STDev	1.2	0.9	0.1	0.1	--	**	**	--	--	0.3	**	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Mail Clerks and Mail Machine Operators, Except Postal Service</b>			<b>Broad Occupation SOC Code: 439050</b>										
Mean	\$13.13	\$12.02	\$0.55	\$0.55	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Maintenance and Repair Workers, General</b>			<b>Broad Occupation SOC Code: 499070</b>										
Mean	\$6.13	\$5.73	\$0.27	\$0.23	\$0.11	\$0.94	\$0.20	\$1.17	\$0.23	\$0.80	\$0.78	\$1.53	
Min	\$2.89	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	
Max	\$14.19	\$12.00	\$0.54	\$0.44	\$0.17	\$2.27	\$0.22	\$1.98	\$0.63	\$1.88	\$1.88	**	
N	291	291	49	39	21	34	12	17	8	22	11	**	
STDev	1.7	1.3	0.1	0.1	0.0	0.7	0.1	0.7	0.2	0.5	0.7	**	
<b>Management Analysts</b>			<b>Broad Occupation SOC Code: 131110</b>										
Mean	\$16.18	\$14.01	\$0.88	\$0.75	\$0.30	\$2.51	NB	\$2.12	NB	NB	NB	NB	
Min	\$1.88	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--	
Max	\$38.09	\$31.73	\$0.98	\$0.98	\$0.50	\$3.17	--	\$5.86	--	--	--	--	
N	23	23	6	6	8	5	--	12	--	--	--	--	
STDev	9.2	7.4	0.0	0.3	0.1	1.0	--	2.0	--	--	--	--	
<b>Marine Engineers and Naval Architects</b>			<b>Broad Occupation SOC Code: 172120</b>										
Mean	\$19.57	\$17.32	\$0.36	\$0.36	NB	\$1.52	NB	NB	\$1.88	\$0.94	NB	NB	
Min	\$6.03	\$6.03	**	**	--	**	--	--	**	**	--	--	
Max	\$50.00	\$50.00	**	**	--	**	--	--	**	**	--	--	
N	9	9	**	**	--	**	--	--	**	**	--	--	
STDev	17.7	18.6	**	**	--	**	--	--	**	**	--	--	

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Market Research Analysts and Marketing Specialists</b>			<b>Broad Occupation SOC Code: 131160</b>									
Mean	\$14.01	\$12.37	\$1.10	\$0.79	\$0.23	\$1.64	\$0.17	\$4.82	NB	NB	NB	NB
Min	\$4.36	\$4.36	\$0.00	\$0.00	**	**	**	**	--	--	--	--
Max	\$39.70	\$24.04	\$2.40	\$1.20	**	**	**	**	--	--	--	--
N	16	16	5	6	**	**	**	**	--	--	--	--
STDev	9.0	6.0	0.8	0.4	**	**	**	**	--	--	--	--
<b>Marketing and Sales Managers</b>			<b>Broad Occupation SOC Code: 112020</b>									
Mean	\$9.80	\$9.03	\$0.49	\$0.50	\$0.16	\$1.07	\$0.35	\$0.70	\$0.65	\$1.23	\$0.97	\$0.58
Min	\$4.16	\$4.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$69.38	\$69.38	\$1.15	\$2.30	\$0.81	\$1.88	\$1.88	\$1.52	\$0.94	\$2.19	\$1.25	**
N	134	134	18	12	12	21	15	7	6	15	9	**
STDev	7.8	7.3	0.3	0.6	0.2	0.5	0.4	0.5	0.1	0.6	0.3	**
<b>Massage Therapists</b>			<b>Broad Occupation SOC Code: 319010</b>									
Mean	\$5.29	\$5.21	\$0.18	\$0.10	NB	\$0.14	NB	NB	NB	\$0.63	\$0.31	\$0.31
Min	\$5.05	\$5.05	\$0.00	**	--	\$0.00	--	--	--	**	**	**
Max	\$7.45	\$7.45	\$0.19	**	--	\$0.14	--	--	--	**	**	**
N	82	82	9	**	--	9	--	--	--	**	**	**
STDev	0.4	0.4	0.0	**	--	0.0	--	--	--	**	**	**
<b>Math and Computer Teachers, Postsecondary</b>			<b>Broad Occupation SOC Code: 251020</b>									
Mean	\$23.86	\$21.55	\$0.48	\$0.79	\$0.48	\$0.39	NB	\$2.15	NB	NB	NB	NB
Min	**	**	**	**	**	**	--	**	--	--	--	--
Max	**	**	**	**	**	**	--	**	--	--	--	--
N	**	**	**	**	**	**	--	**	--	--	--	--
STDev	**	**	**	**	**	**	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Mechanical Engineers</b>			<b>Broad Occupation SOC Code: 172140</b>									
Mean	\$11.33	\$9.31	\$0.96	\$0.96	NB	\$2.65	NB	\$0.77	\$0.58	\$0.55	\$0.64	NB
Min	\$5.05	\$5.05	**	**	--	**	--	**	**	**	**	--
Max	\$28.70	\$21.64	**	**	--	**	--	**	**	**	**	--
N	8	8	**	**	--	**	--	**	**	**	**	--
STDev	8.7	6.3	**	**	--	**	--	**	**	**	**	--
<b>Medical and Health Services Managers</b>			<b>Broad Occupation SOC Code: 119110</b>									
Mean	\$19.50	\$17.86	\$0.85	\$0.84	NB	\$1.32	\$0.28	NB	NB	NB	NB	NB
Min	\$5.34	\$5.05	\$0.00	\$0.00	--	**	**	--	--	--	--	--
Max	\$60.39	\$55.29	\$2.55	\$2.55	--	**	**	--	--	--	--	--
N	34	34	30	29	--	**	**	--	--	--	--	--
STDev	9.6	8.8	0.4	0.4	--	**	**	--	--	--	--	--
<b>Medical Records and Health Information Technicians</b>			<b>Broad Occupation SOC Code: 292070</b>									
Mean	\$7.93	\$7.32	\$0.34	\$0.34	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.64	\$5.17	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$13.19	\$12.08	\$0.56	\$0.56	--	--	--	--	--	--	--	--
N	20	20	18	18	--	--	--	--	--	--	--	--
STDev	1.9	1.7	0.1	0.1	--	--	--	--	--	--	--	--
<b>Medical Scientists</b>			<b>Broad Occupation SOC Code: 191040</b>									
Mean	\$23.63	\$21.64	\$1.00	\$1.00	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Medical, Dental, and Ophthalmic Laboratory Technicians</b>			<b>Broad Occupation SOC Code: 519080</b>									
Mean	\$14.96	\$12.77	\$0.53	\$0.31	\$0.04	\$1.94	NB	\$0.20	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	**	--	**	--	--	--	--
Max	\$28.80	\$24.04	\$0.92	\$0.58	\$0.04	**	--	**	--	--	--	--
N	13	13	12	12	5	**	--	**	--	--	--	--
STDev	8.2	6.5	0.2	0.2	0.0	**	--	**	--	--	--	--
<b>Meeting, Convention, and Event Planners</b>			<b>Broad Occupation SOC Code: 131120</b>									
Mean	\$13.37	\$11.09	\$0.64	\$0.34	NB	\$0.69	\$0.12	NB	NB	NB	\$0.94	NB
Min	\$10.45	\$8.75	\$0.10	\$0.00	--	\$0.00	**	--	--	--	\$0.00	--
Max	\$14.40	\$12.69	\$0.92	\$0.46	--	\$1.15	**	--	--	--	\$4.69	--
N	8	8	8	7	--	7	**	--	--	--	6	--
STDev	1.4	1.6	0.3	0.2	--	0.3	**	--	--	--	1.8	--
<b>Meter Readers, Utilities</b>			<b>Broad Occupation SOC Code: 435040</b>									
Mean	\$9.36	\$7.84	\$0.47	\$0.39	\$0.14	NB	NB	\$0.82	NB	NB	NB	NB
Min	\$7.25	\$7.25	\$0.00	\$0.00	**	--	--	\$0.00	--	--	--	--
Max	\$13.90	\$9.65	\$0.73	\$0.48	**	--	--	\$2.89	--	--	--	--
N	12	12	11	11	**	--	--	10	--	--	--	--
STDev	2.2	0.9	0.2	0.0	**	--	--	1.1	--	--	--	--
<b>Miscellaneous Agricultural Workers</b>			<b>Broad Occupation SOC Code: 452090</b>									
Mean	\$5.70	\$5.28	\$0.24	\$0.25	NB	\$0.10	\$0.05	NB	\$0.84	\$0.87	\$0.94	NB
Min	\$2.82	\$2.19	\$0.00	\$0.00	--	**	**	--	\$0.00	\$0.00	**	--
Max	\$11.16	\$10.21	\$0.47	\$0.47	--	**	**	--	\$1.56	\$1.25	**	--
N	79	79	24	19	--	**	**	--	6	10	**	--
STDev	1.3	1.1	0.1	0.1	--	**	**	--	0.4	0.4	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Miscellaneous Assemblers and Fabricators</b>			<b>Broad Occupation SOC Code: 512090</b>										
Mean	\$5.94	\$5.76	\$0.31	\$0.06	NB	\$1.06	NB	NB	NB	NB	\$0.55	\$0.31	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	--	**	**	--
Max	\$8.95	\$8.95	**	**	--	**	--	--	--	--	**	**	--
N	16	16	**	**	--	**	--	--	--	--	**	**	--
STDev	1.0	1.0	**	**	--	**	--	--	--	--	**	**	--
<b>Miscellaneous Business Operations Specialists</b>			<b>Broad Occupation SOC Code: 131190</b>										
Mean	\$13.23	\$11.86	\$0.59	\$0.59	NB	\$0.75	NB	NB	NB	NB	\$2.88	NB	NB
Min	\$8.83	\$7.75	\$0.00	\$0.00	--	**	--	--	--	--	**	--	--
Max	\$17.51	\$16.03	\$0.74	\$0.74	--	**	--	--	--	--	**	--	--
N	11	11	9	9	--	**	--	--	--	--	**	--	--
STDev	3.2	3.1	0.1	0.1	--	**	--	--	--	--	**	--	--
<b>Miscellaneous Communications Equipment Operators</b>			<b>Broad Occupation SOC Code: 432090</b>										
Mean	\$8.24	\$7.55	\$0.35	\$0.35	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Miscellaneous Community and Social Service Specialists</b>			<b>Broad Occupation SOC Code: 211090</b>										
Mean	\$8.84	\$8.12	\$0.36	\$0.36	\$0.09	\$0.67	\$0.15	\$0.75	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	**	--	--	--	--	--
Max	\$26.26	\$24.04	\$1.11	\$1.11	**	\$1.54	**	**	--	--	--	--	--
N	159	159	148	147	**	5	**	**	--	--	--	--	--
STDev	3.1	2.8	0.1	0.1	**	0.6	**	**	--	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Miscellaneous Computer Occupations</b>			<b>Broad Occupation SOC Code: 151190</b>									
Mean	\$14.88	\$13.62	\$0.63	\$0.63	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$10.50	\$9.62	\$0.44	\$0.44	--	--	--	--	--	--	--	--
Max	\$21.01	\$19.23	\$0.89	\$0.89	--	--	--	--	--	--	--	--
N	9	9	9	9	--	--	--	--	--	--	--	--
STDev	3.7	3.4	0.2	0.2	--	--	--	--	--	--	--	--
<b>Miscellaneous Construction and Related Workers</b>			<b>Broad Occupation SOC Code: 474090</b>									
Mean	\$5.12	\$5.12	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and</b>			<b>Broad Occupation SOC Code: 492090</b>									
Mean	\$6.37	\$5.95	\$0.18	\$0.10	NB	\$0.98	NB	NB	NB	\$1.16	NB	NB
Min	\$5.05	\$4.50	**	**	--	**	--	--	--	**	--	--
Max	\$15.00	\$15.00	**	**	--	**	--	--	--	**	--	--
N	19	19	**	**	--	**	--	--	--	**	--	--
STDev	2.5	2.3	**	**	--	**	--	--	--	**	--	--
<b>Miscellaneous Engineers</b>			<b>Broad Occupation SOC Code: 172190</b>									
Mean	\$16.58	\$13.00	\$0.05	\$0.10	\$0.06	\$4.98	\$0.94	\$0.14	NB	NB	NB	NB
Min	**	**	**	**	**	**	**	**	**	--	--	--
Max	**	**	**	**	**	**	**	**	**	--	--	--
N	**	**	**	**	**	**	**	**	**	--	--	--
STDev	**	**	**	**	**	**	**	**	**	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Miscellaneous Entertainers and Performers, Sports and Related Workers						Broad Occupation SOC Code: <b>272090</b>						
Mean	\$12.62	\$12.62	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.50	\$4.50	--	--	--	--	--	--	--	--	--	--
Max	\$31.25	\$31.25	--	--	--	--	--	--	--	--	--	--
N	13	13	--	--	--	--	--	--	--	--	--	--
STDev	9.9	9.9	--	--	--	--	--	--	--	--	--	--
Miscellaneous Entertainment Attendants and Related Workers						Broad Occupation SOC Code: <b>393090</b>						
Mean	\$5.19	\$5.08	\$0.21	\$0.10	NB	\$0.70	NB	NB	\$0.44	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	**	--	**	--	--	**	--	--	--
Max	\$6.49	\$5.50	\$0.27	**	--	**	--	--	**	--	--	--
N	49	49	5	**	--	**	--	--	**	--	--	--
STDev	0.3	0.1	0.0	**	--	**	--	--	**	--	--	--
Miscellaneous Financial Clerks						Broad Occupation SOC Code: <b>433090</b>						
Mean	\$5.73	\$5.25	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
Miscellaneous Financial Specialists						Broad Occupation SOC Code: <b>132090</b>						
Mean	\$40.10	\$38.46	NB	NB	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	**	**	--	--	--	--	--	--	**	**	--	--
Max	**	**	--	--	--	--	--	--	**	**	--	--
N	**	**	--	--	--	--	--	--	**	**	--	--
STDev	**	**	--	--	--	--	--	--	**	**	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Miscellaneous FirstLine Supervisors, Protective Service Workers			Broad Occupation SOC Code: <b>331090</b>									
Mean	\$9.62	\$8.34	\$0.89	\$0.89	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$3.75	\$3.75	\$0.00	\$0.00	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$17.90	\$17.84	\$1.94	\$1.94	--	--	--	--	\$0.58	\$0.58	--	--
N	16	16	6	6	--	--	--	--	6	6	--	--
STDev	4.1	3.9	0.7	0.7	--	--	--	--	0.0	0.0	--	--
Miscellaneous Food Preparation and Serving Related Workers			Broad Occupation SOC Code: <b>359090</b>									
Mean	\$5.68	\$5.17	\$0.18	\$0.24	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	**	**	--	--
Max	\$8.64	\$7.00	**	**	--	--	--	--	**	**	--	--
N	20	20	**	**	--	--	--	--	**	**	--	--
STDev	0.7	0.4	**	**	--	--	--	--	**	**	--	--
Miscellaneous Food Processing Workers			Broad Occupation SOC Code: <b>513090</b>									
Mean	\$5.08	\$5.05	\$0.34	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	--	--	--	--	--	--	--	--	--
Max	\$5.39	\$5.05	**	--	--	--	--	--	--	--	--	--
N	12	12	**	--	--	--	--	--	--	--	--	--
STDev	0.1	0.0	**	--	--	--	--	--	--	--	--	--
Miscellaneous Health Diagnosing and Treating Practitioners			Broad Occupation SOC Code: <b>291190</b>									
Mean	\$25.77	\$25.00	\$0.48	\$0.29	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Miscellaneous Health Practitioners and Technical Workers</b>			<b>Broad Occupation SOC Code: 299090</b>										
Mean	\$15.10	\$14.04	\$0.80	\$0.80	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Miscellaneous Health Technologists and Technicians</b>			<b>Broad Occupation SOC Code: 292090</b>										
Mean	\$14.62	\$13.56	\$0.54	\$0.52	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$9.18	\$8.41	\$0.39	\$0.29	--	--	--	--	--	--	--	--	--
Max	\$25.77	\$25.00	\$0.67	\$0.67	--	--	--	--	--	--	--	--	--
N	8	8	8	8	--	--	--	--	--	--	--	--	--
STDev	5.0	5.0	0.1	0.1	--	--	--	--	--	--	--	--	--
<b>Miscellaneous Healthcare Support Occupations</b>			<b>Broad Occupation SOC Code: 319090</b>										
Mean	\$10.51	\$9.75	\$0.46	\$0.49	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	**	--	--	--	--	--	--
Max	\$22.35	\$20.46	\$0.94	\$0.94	--	**	**	--	--	--	--	--	--
N	46	46	35	32	--	**	**	--	--	--	--	--	--
STDev	4.0	3.7	0.2	0.2	--	**	**	--	--	--	--	--	--
<b>Miscellaneous Information and Record Clerks</b>			<b>Broad Occupation SOC Code: 434190</b>										
Mean	\$8.46	\$7.78	\$0.35	\$0.35	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.36	\$4.00	\$0.00	\$0.00	--	--	--	--	--	--	--	--	--
Max	\$13.65	\$12.50	\$0.58	\$0.58	--	--	--	--	--	--	--	--	--
N	30	30	29	29	--	--	--	--	--	--	--	--	--
STDev	3.0	2.8	0.1	0.1	--	--	--	--	--	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Miscellaneous Installation, Maintenance, and Repair Workers</b>			<b>Broad Occupation SOC Code: 499090</b>									
Mean	\$7.55	\$6.66	\$0.58	\$0.42	\$0.14	\$1.81	NB	\$1.78	\$0.74	\$1.33	\$1.12	NB
Min	\$3.13	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	**	\$0.00	\$0.00	--
Max	\$24.92	\$15.63	\$1.43	\$0.71	\$0.24	\$4.04	--	\$4.28	**	\$2.50	\$2.19	--
N	139	139	39	35	27	11	--	27	**	5	5	--
STDev	3.5	2.3	0.4	0.1	0.0	0.9	--	1.5	**	1.2	1.0	--
<b>Miscellaneous Legal Support Workers</b>			<b>Broad Occupation SOC Code: 232090</b>									
Mean	\$18.09	\$16.78	\$0.83	\$0.83	\$0.45	\$2.03	NB	\$1.15	NB	NB	NB	NB
Min	\$3.79	\$3.79	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$36.93	\$33.65	\$1.33	\$1.33	**	**	--	**	--	--	--	--
N	14	14	7	7	**	**	--	**	--	--	--	--
STDev	10.3	9.2	0.3	0.3	**	**	--	**	--	--	--	--
<b>Miscellaneous Life, Physical, and Social Science Technicians</b>			<b>Broad Occupation SOC Code: 194090</b>									
Mean	\$11.47	\$10.58	\$0.51	\$0.44	\$0.11	\$0.98	\$0.28	\$0.37	NB	NB	NB	NB
Min	\$5.92	\$5.42	\$0.00	\$0.00	**	**	**	**	--	--	--	--
Max	\$28.10	\$24.68	\$2.28	\$1.14	**	**	**	**	--	--	--	--
N	56	56	48	46	**	**	**	**	--	--	--	--
STDev	5.4	4.8	0.4	0.2	**	**	**	**	--	--	--	--
<b>Miscellaneous Managers</b>			<b>Broad Occupation SOC Code: 119190</b>									
Mean	\$14.41	\$12.84	\$0.98	\$0.82	\$0.24	\$1.23	\$0.34	\$3.98	\$0.81	\$1.90	\$2.89	\$1.92
Min	\$3.13	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$46.94	\$39.84	\$3.06	\$5.05	\$0.38	\$5.23	**	\$7.21	\$3.51	\$10.19	\$14.04	**
N	166	166	60	57	8	20	**	7	13	24	11	**
STDev	8.4	7.0	0.5	0.6	0.1	1.3	**	3.3	0.8	2.3	4.0	**

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Miscellaneous Material Moving Workers</b>			<b>Broad Occupation SOC Code: 537190</b>									
Mean	\$4.06	\$4.06	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Miscellaneous Media and Communication Workers</b>			<b>Broad Occupation SOC Code: 273090</b>									
Mean	\$8.16	\$7.62	\$0.54	\$0.46	\$0.35	NB	NB	NB	NB	\$3.13	NB	NB
Min	\$3.13	\$3.13	**	**	**	--	--	--	--	**	--	--
Max	\$13.13	\$11.97	**	**	**	--	--	--	--	**	--	--
N	12	12	**	**	**	--	--	--	--	**	--	--
STDev	3.6	3.0	**	**	**	--	--	--	--	**	--	--
<b>Miscellaneous Metal Workers and Plastic Workers</b>			<b>Broad Occupation SOC Code: 514190</b>									
Mean	\$10.04	\$5.55	\$0.23	\$0.23	NB	\$1.52	NB	NB	\$1.88	\$0.63	NB	NB
Min	**	**	**	**	--	**	--	--	**	**	--	--
Max	**	**	**	**	--	**	--	--	**	**	--	--
N	**	**	**	**	--	**	--	--	**	**	--	--
STDev	**	**	**	**	--	**	--	--	**	**	--	--
<b>Miscellaneous Motor Vehicle Operators</b>			<b>Broad Occupation SOC Code: 533090</b>									
Mean	\$6.48	\$5.45	\$0.22	\$0.55	NB	\$1.29	\$0.24	\$0.14	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	**	\$0.00	--	--	--	--
Max	\$8.48	\$6.30	\$0.24	\$1.35	--	**	**	\$0.18	--	--	--	--
N	11	11	6	7	--	**	**	6	--	--	--	--
STDev	1.3	0.3	0.0	0.4	--	**	**	0.0	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Miscellaneous Office and Administrative Support Workers</b>			<b>Broad Occupation SOC Code: 439190</b>									
Mean	\$6.50	\$6.28	\$0.64	\$0.64	\$0.40	NB	NB	\$0.63	NB	NB	\$0.94	NB
Min	\$2.53	\$2.53	\$0.00	\$0.00	**	--	--	**	--	--	**	--
Max	\$76.89	\$70.39	\$3.25	\$3.25	**	--	--	**	--	--	**	--
N	640	640	106	107	**	--	--	**	--	--	**	--
STDev	6.1	5.5	0.5	0.5	**	--	--	**	--	--	**	--
<b>Miscellaneous Personal Appearance Workers</b>			<b>Broad Occupation SOC Code: 395090</b>									
Mean	\$4.95	\$4.79	\$0.19	NB	NB	NB	NB	NB	NB	NB	\$0.31	NB
Min	\$3.75	\$3.75	**	--	--	--	--	--	--	--	**	--
Max	\$5.55	\$5.05	**	--	--	--	--	--	--	--	**	--
N	5	5	**	--	--	--	--	--	--	--	**	--
STDev	0.7	0.6	**	--	--	--	--	--	--	--	**	--
<b>Miscellaneous Plant and System Operators</b>			<b>Broad Occupation SOC Code: 518090</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Miscellaneous Postsecondary Teachers</b>			<b>Broad Occupation SOC Code: 251190</b>									
Mean	\$12.99	\$11.67	\$0.94	\$0.50	NB	\$0.11	NB	NB	NB	NB	\$0.72	NB
Min	\$8.41	\$7.39	\$0.00	\$0.00	--	\$0.00	--	--	--	--	**	--
Max	\$21.76	\$20.76	\$1.20	\$0.96	--	\$0.53	--	--	--	--	**	--
N	15	15	11	14	--	6	--	--	--	--	**	--
STDev	4.5	4.6	0.2	0.3	--	0.2	--	--	--	--	**	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Miscellaneous Production Workers</b>			<b>Broad Occupation SOC Code: 519190</b>									
Mean	\$5.51	\$5.20	\$0.50	\$0.46	\$0.10	NB	NB	\$0.24	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	\$0.00	**	--	--	**	--	--	--	--
Max	\$10.15	\$7.95	**	\$1.10	**	--	--	**	--	--	--	--
N	54	54	**	14	**	--	--	**	--	--	--	--
STDev	1.0	0.6	**	0.2	**	--	--	**	--	--	--	--
<b>Miscellaneous Protective Service Workers</b>			<b>Broad Occupation SOC Code: 339090</b>									
Mean	\$6.24	\$5.86	\$0.37	\$0.34	\$0.12	\$0.99	NB	\$0.95	\$0.21	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	\$0.00	**	--	--	--
Max	\$20.27	\$18.56	\$0.86	\$0.86	**	**	--	\$1.55	**	--	--	--
N	46	46	5	5	**	**	--	5	**	--	--	--
STDev	2.5	2.1	0.3	0.3	**	**	--	0.6	**	--	--	--
<b>Miscellaneous Religious Workers</b>			<b>Broad Occupation SOC Code: 212090</b>									
Mean	\$9.45	\$7.27	NB	NB	NB	\$0.79	NB	NB	NB	\$2.04	\$0.31	\$1.37
Min	**	**	--	--	--	**	--	--	--	**	**	**
Max	**	**	--	--	--	**	--	--	--	**	**	**
N	**	**	--	--	--	**	--	--	--	**	**	**
STDev	**	**	--	--	--	**	--	--	--	**	**	**
<b>Miscellaneous Sales and Related Workers</b>			<b>Broad Occupation SOC Code: 419090</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
N	15	15	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Miscellaneous Sales Representatives, Services			Broad Occupation SOC Code: <b>413090</b>									
Mean	\$6.22	\$5.44	\$0.31	\$1.18	\$0.12	\$0.88	NB	NB	NB	\$1.56	\$0.89	NB
Min	\$2.02	\$2.02	\$0.00	\$0.00	\$0.00	\$0.00	--	--	--	**	\$0.00	--
Max	\$12.83	\$8.85	\$0.82	\$6.27	\$0.20	\$1.38	--	--	--	**	\$1.00	--
N	49	49	13	12	5	5	--	--	--	**	5	--
STDev	2.1	1.1	0.2	2.3	0.0	0.3	--	--	--	**	0.2	--
Miscellaneous Social Scientists and Related Workers			Broad Occupation SOC Code: <b>193090</b>									
Mean	\$13.66	\$12.85	\$0.54	\$0.36	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
Miscellaneous Teachers and Instructors			Broad Occupation SOC Code: <b>253090</b>									
Mean	\$17.16	\$15.11	\$0.17	\$0.17	\$0.26	\$1.63	NB	\$1.72	\$1.25	\$1.02	NB	\$1.56
Min	\$1.25	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	**	**	--	**
Max	\$53.11	\$44.39	\$0.19	\$0.18	\$0.53	\$3.17	--	\$8.19	**	**	--	**
N	711	711	6	5	405	161	--	625	**	**	--	**
STDev	8.0	6.6	0.0	0.0	0.1	0.9	--	1.6	**	**	--	**
Miscellaneous Textile, Apparel, and Furnishings Workers			Broad Occupation SOC Code: <b>516090</b>									
Mean	\$5.15	\$5.05	\$0.16	NB	NB	NB	NB	NB	NB	\$0.75	NB	NB
Min	\$5.00	\$5.00	**	--	--	--	--	--	--	**	--	--
Max	\$5.92	\$5.05	**	--	--	--	--	--	--	**	--	--
N	11	11	**	--	--	--	--	--	--	**	--	--
STDev	0.3	0.0	**	--	--	--	--	--	--	**	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repair			Broad Occupation SOC Code: <b>493090</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
N	6	6	--	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	--	--	--	--	--	--	--	--	--	--
Miscellaneous Woodworkers			Broad Occupation SOC Code: <b>517090</b>									
Mean	\$6.21	\$5.68	NB	NB	\$0.06	\$0.88	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	**	**	--	--	--	--	--	--
Max	**	**	--	--	**	**	--	--	--	--	--	--
N	**	**	--	--	**	**	--	--	--	--	--	--
STDev	**	**	--	--	**	**	--	--	--	--	--	--
Models, Demonstrators, and Product Promoters			Broad Occupation SOC Code: <b>419010</b>									
Mean	\$6.28	\$5.05	NB	NB	NB	\$1.13	\$0.21	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	**	--	--	--	--	--
Max	**	**	--	--	--	**	**	--	--	--	--	--
N	**	**	--	--	--	**	**	--	--	--	--	--
STDev	**	**	--	--	--	**	**	--	--	--	--	--
Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plas			Broad Occupation SOC Code: <b>514070</b>									
Mean	\$5.35	\$5.23	\$0.10	\$0.10	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.25	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$5.50	\$5.50	**	**	--	--	--	--	--	--	--	--
N	5	5	**	**	--	--	--	--	--	--	--	--
STDev	0.1	0.2	**	**	--	--	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Musicians, Singers, and Related Workers</b>			<b>Broad Occupation SOC Code: 272040</b>										
Mean	\$6.76	\$6.43	NB	NB	NB	NB	NB	NB	NB	NB	\$0.31	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	\$0.00	--	--
Max	\$23.56	\$23.56	--	--	--	--	--	--	--	--	\$0.31	--	--
N	15	15	--	--	--	--	--	--	--	--	8	--	--
STDev	4.7	4.8	--	--	--	--	--	--	--	--	0.0	--	--
<b>Natural Sciences Managers</b>			<b>Broad Occupation SOC Code: 119120</b>										
Mean	\$14.87	\$13.96	\$0.68	\$0.68	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>News Analysts, Reporters and Correspondents</b>			<b>Broad Occupation SOC Code: 273020</b>										
Mean	\$6.89	\$6.88	\$0.02	\$0.02	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.09	\$6.09	\$0.00	\$0.00	--	--	--	--	--	--	--	--	--
Max	\$9.38	\$9.38	\$0.02	\$0.02	--	--	--	--	--	--	--	--	--
N	15	15	6	6	--	--	--	--	--	--	--	--	--
STDev	1.1	1.1	0.0	0.0	--	--	--	--	--	--	--	--	--
<b>Nonfarm Animal Caretakers</b>			<b>Broad Occupation SOC Code: 392020</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Nurse Midwives</b>			<b>Broad Occupation SOC Code: 291160</b>									
Mean	\$21.70	\$19.87	\$0.92	\$0.92	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$20.27	\$18.56	\$0.86	\$0.86	--	--	--	--	--	--	--	--
Max	\$22.06	\$20.19	\$0.93	\$0.93	--	--	--	--	--	--	--	--
N	5	5	5	5	--	--	--	--	--	--	--	--
STDev	0.8	0.7	0.0	0.0	--	--	--	--	--	--	--	--
<b>Nurse Practitioners</b>			<b>Broad Occupation SOC Code: 291170</b>									
Mean	\$23.03	\$21.03	\$0.95	\$0.95	\$0.29	\$0.75	\$0.17	\$3.43	NB	NB	NB	NB
Min	\$9.30	\$8.51	\$0.00	\$0.00	**	**	**	**	--	--	--	--
Max	\$36.76	\$33.65	\$1.55	\$1.55	**	**	**	**	--	--	--	--
N	9	9	7	7	**	**	**	**	--	--	--	--
STDev	9.5	8.9	0.5	0.5	**	**	**	**	--	--	--	--
<b>Nursing, Psychiatric, and Home Health Aides</b>			<b>Broad Occupation SOC Code: 311010</b>									
Mean	\$8.09	\$7.43	\$0.33	\$0.34	NB	\$1.47	\$0.24	NB	NB	NB	NB	NB
Min	\$3.30	\$3.13	\$0.00	\$0.00	--	**	\$0.00	--	--	--	--	--
Max	\$11.71	\$10.72	\$0.49	\$0.49	--	**	\$0.38	--	--	--	--	--
N	46	46	35	33	--	**	6	--	--	--	--	--
STDev	1.8	1.6	0.1	0.1	--	**	0.1	--	--	--	--	--
<b>Occupational Health and Safety Specialists and Technicians</b>			<b>Broad Occupation SOC Code: 299010</b>									
Mean	\$10.40	\$8.48	\$0.62	\$0.43	\$0.16	\$1.13	\$0.22	\$3.59	NB	\$1.56	NB	NB
Min	\$5.50	\$5.50	\$0.00	\$0.00	**	**	**	**	--	**	--	--
Max	\$18.69	\$12.75	\$1.28	\$0.64	**	**	**	**	--	**	--	--
N	10	10	7	7	**	**	**	**	--	**	--	--
STDev	4.3	2.5	0.4	0.2	**	**	**	**	--	**	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Occupational Therapy Assistants and Aides</b>			<b>Broad Occupation SOC Code: 312010</b>									
Mean	\$9.42	\$8.62	\$0.40	\$0.40	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Office Clerks, General</b>			<b>Broad Occupation SOC Code: 439060</b>									
Mean	\$7.70	\$6.75	\$0.46	\$0.36	\$0.14	\$1.14	\$0.20	\$1.37	\$0.36	NB	\$0.56	NB
Min	\$2.27	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	--	**	--
Max	\$23.56	\$14.75	\$1.47	\$1.58	\$0.23	\$2.02	\$0.29	\$7.29	**	--	**	--
N	85	85	39	33	14	14	9	21	**	--	**	--
STDev	4.2	2.7	0.4	0.3	0.0	0.5	0.1	2.0	**	--	**	--
<b>Office Machine Operators, Except Computer</b>			<b>Broad Occupation SOC Code: 439070</b>									
Mean	\$6.31	\$5.25	NB	NB	NB	\$1.06	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	**	--	--	--	--	--	--
Max	**	**	--	--	--	**	--	--	--	--	--	--
N	**	**	--	--	--	**	--	--	--	--	--	--
STDev	**	**	--	--	--	**	--	--	--	--	--	--
<b>Optometrists</b>			<b>Broad Occupation SOC Code: 291040</b>									
Mean	\$72.43	\$62.50	\$2.40	\$1.20	\$0.04	\$0.97	NB	\$1.73	NB	NB	NB	NB
Min	**	**	**	**	**	**	--	**	--	--	--	--
Max	**	**	**	**	**	**	--	**	--	--	--	--
N	**	**	**	**	**	**	--	**	--	--	--	--
STDev	**	**	**	**	**	**	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Order Clerks</b>			Broad Occupation SOC Code: <b>434150</b>									
Mean	\$7.66	\$6.49	\$0.30	\$0.40	\$0.09	\$0.79	\$0.08	NB	NB	\$1.56	NB	NB
Min	**	**	**	**	**	**	**	--	--	**	--	--
Max	**	**	**	**	**	**	**	--	--	**	--	--
N	**	**	**	**	**	**	**	--	--	**	--	--
STDev	**	**	**	**	**	**	**	--	--	**	--	--
<b>Packaging and Filling Machine Operators and Tenders</b>			Broad Occupation SOC Code: <b>519110</b>									
Mean	\$5.24	\$5.17	\$0.10	\$0.10	NB	NB	NB	NB	NB	\$0.31	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	**	--	--
Max	\$5.50	\$5.50	\$0.10	\$0.10	--	--	--	--	--	**	--	--
N	17	17	5	5	--	--	--	--	--	**	--	--
STDev	0.2	0.2	0.0	0.0	--	--	--	--	--	**	--	--
<b>Painters and Paperhangers</b>			Broad Occupation SOC Code: <b>472140</b>									
Mean	\$5.37	\$5.10	NB	NB	NB	\$0.63	NB	NB	NB	\$0.79	\$1.25	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	**	**	--
Max	\$7.24	\$5.35	--	--	--	**	--	--	--	**	**	--
N	13	13	--	--	--	**	--	--	--	**	**	--
STDev	0.6	0.1	--	--	--	**	--	--	--	**	**	--
<b>Painting Workers</b>			Broad Occupation SOC Code: <b>519120</b>									
Mean	\$5.72	\$5.68	NB	NB	NB	\$0.02	NB	NB	NB	\$0.63	NB	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	**	--	--
Max	\$10.50	\$10.50	--	--	--	**	--	--	--	**	--	--
N	28	28	--	--	--	**	--	--	--	**	--	--
STDev	1.4	1.4	--	--	--	**	--	--	--	**	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Paralegals and Legal Assistants</b>			<b>Broad Occupation SOC Code: 232010</b>									
Mean	\$16.46	\$14.86	\$0.90	\$0.67	NB	\$2.25	\$0.12	\$2.84	NB	NB	NB	NB
Min	\$6.41	\$6.41	\$0.00	\$0.00	--	**	**	**	--	--	--	--
Max	\$38.10	\$31.73	\$2.38	\$1.59	--	**	**	**	--	--	--	--
N	22	22	14	14	--	**	**	**	--	--	--	--
STDev	8.8	6.7	0.7	0.4	--	**	**	**	--	--	--	--
<b>Parking Enforcement Workers</b>			<b>Broad Occupation SOC Code: 333040</b>									
Mean	\$6.85	\$6.28	\$0.29	\$0.29	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Parking Lot Attendants</b>			<b>Broad Occupation SOC Code: 536020</b>									
Mean	\$5.24	\$5.05	\$0.10	\$0.10	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.24	\$5.05	\$0.10	\$0.10	--	--	--	--	--	--	--	--
Max	\$5.24	\$5.05	\$0.10	\$0.10	--	--	--	--	--	--	--	--
N	8	8	8	8	--	--	--	--	--	--	--	--
STDev	0.0	0.0	0.0	0.0	--	--	--	--	--	--	--	--
<b>Payroll and Timekeeping Clerks</b>			<b>Broad Occupation SOC Code: 433050</b>									
Mean	\$6.92	\$6.55	\$0.55	\$0.36	\$0.11	NB	NB	\$0.29	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	**	--	--	**	--	--	--	--
Max	\$8.77	\$7.61	**	**	**	--	--	**	--	--	--	--
N	7	7	**	**	**	--	--	**	--	--	--	--
STDev	1.4	1.0	**	**	**	--	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retire-ment	Food Allow	Housing	Trans- portation	Tuition	
<b>Personal Care Aides</b>			Broad Occupation SOC Code: <b>399020</b>										
Mean	\$7.92	\$7.48	\$0.89	\$0.89	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Pest Control Workers</b>			Broad Occupation SOC Code: <b>372020</b>										
Mean	\$5.45	\$5.41	NB	NB	NB	\$0.26	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	--	--	--	--
Max	\$7.00	\$7.00	--	--	--	**	--	--	--	--	--	--	--
N	7	7	--	--	--	**	--	--	--	--	--	--	--
STDev	0.7	0.7	--	--	--	**	--	--	--	--	--	--	--
<b>Petroleum Engineers</b>			Broad Occupation SOC Code: <b>172170</b>										
Mean	\$38.02	\$25.96	\$2.60	\$1.30	\$0.38	NB	NB	\$7.79	NB	NB	NB	NB	NB
Min	**	**	**	**	**	--	--	**	--	--	--	--	--
Max	**	**	**	**	**	--	--	**	--	--	--	--	--
N	**	**	**	**	**	--	--	**	--	--	--	--	--
STDev	**	**	**	**	**	--	--	**	--	--	--	--	--
<b>Pharmacists</b>			Broad Occupation SOC Code: <b>291050</b>										
Mean	\$55.64	\$50.92	\$3.17	\$2.15	NB	\$2.88	\$0.40	NB	NB	\$12.50	NB	NB	NB
Min	\$40.00	\$40.00	\$0.00	**	--	**	**	--	--	**	--	--	--
Max	\$87.50	\$75.00	\$3.85	**	--	**	**	--	--	**	--	--	--
N	9	9	5	**	--	**	**	--	--	**	--	--	--
STDev	13.3	9.8	0.9	**	--	**	**	--	--	**	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Physical Therapist Assistants and Aides</b>			<b>Broad Occupation SOC Code: 312020</b>									
Mean	\$15.36	\$13.71	\$0.73	\$0.45	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	**	--	--	--	--	--
Max	**	**	**	**	--	**	**	--	--	--	--	--
N	**	**	**	**	--	**	**	--	--	--	--	--
STDev	**	**	**	**	--	**	**	--	--	--	--	--
<b>Physician Assistants</b>			<b>Broad Occupation SOC Code: 291070</b>									
Mean	\$35.71	\$32.69	\$1.51	\$1.51	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$31.51	\$28.85	\$1.33	\$1.33	--	--	--	--	--	--	--	--
Max	\$36.76	\$33.65	\$1.55	\$1.55	--	--	--	--	--	--	--	--
N	5	5	5	5	--	--	--	--	--	--	--	--
STDev	2.3	2.2	0.1	0.1	--	--	--	--	--	--	--	--
<b>Physicians and Surgeons</b>			<b>Broad Occupation SOC Code: 291060</b>									
Mean	\$70.88	\$66.16	\$3.04	\$3.04	NB	NB	NB	NB	NB	NB	\$2.19	NB
Min	\$6.44	\$5.90	\$0.00	\$0.00	--	--	--	--	--	--	**	--
Max	\$131.29	\$120.19	\$5.55	\$5.55	--	--	--	--	--	--	**	--
N	51	51	39	39	--	--	--	--	--	--	**	--
STDev	30.7	28.5	1.4	1.4	--	--	--	--	--	--	**	--
<b>Pipelayers, Plumbers, Pipefitters, and Steamfitters</b>			<b>Broad Occupation SOC Code: 472150</b>									
Mean	\$5.44	\$5.29	\$0.20	\$0.10	NB	\$1.23	NB	\$0.20	NB	\$0.69	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	--	**	--	**	--	--
Max	\$7.67	\$7.00	**	**	--	**	--	**	--	**	--	--
N	40	40	**	**	--	**	--	**	--	**	--	--
STDev	0.6	0.4	**	**	--	**	--	**	--	**	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Plasterers and Stucco Masons			Broad Occupation SOC Code: <b>472160</b>									
Mean	\$5.43	\$5.14	\$0.19	\$0.10	NB	NB	NB	NB	\$0.44	\$0.63	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	**	**	--	--
Max	\$6.13	\$5.50	**	**	--	--	--	--	**	**	--	--
N	5	5	**	**	--	--	--	--	**	**	--	--
STDev	0.5	0.2	**	**	--	--	--	--	**	**	--	--
Police Officers			Broad Occupation SOC Code: <b>333050</b>									
Mean	\$9.92	\$9.24	\$0.44	\$0.44	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$6.92	\$6.92	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$26.26	\$24.04	\$1.11	\$1.11	--	--	--	--	--	--	--	--
N	169	169	133	133	--	--	--	--	--	--	--	--
STDev	2.5	2.2	0.1	0.1	--	--	--	--	--	--	--	--
Postal Service Workers			Broad Occupation SOC Code: <b>435050</b>									
Mean	\$5.44	\$4.79	NB	NB	NB	NB	NB	NB	NB	\$1.25	NB	NB
Min	**	**	--	--	--	--	--	--	--	**	--	--
Max	**	**	--	--	--	--	--	--	--	**	--	--
N	**	**	--	--	--	--	--	--	--	**	--	--
STDev	**	**	--	--	--	--	--	--	--	**	--	--
Power Plant Operators, Distributors, and Dispatchers			Broad Occupation SOC Code: <b>518010</b>									
Mean	\$10.58	\$8.53	\$0.56	\$0.41	\$0.16	\$0.70	NB	\$1.41	NB	\$0.50	NB	NB
Min	\$5.15	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	**	--	--
Max	\$22.07	\$15.06	\$1.51	\$0.75	\$0.23	\$4.04	--	\$4.52	--	**	--	--
N	65	65	59	59	27	8	--	46	--	**	--	--
STDev	4.1	2.2	0.3	0.2	0.0	1.4	--	1.5	--	**	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Precision Instrument and Equipment Repairers</b>			<b>Broad Occupation SOC Code: 499060</b>										
Mean	\$6.94	\$6.04	NB	NB	NB	\$0.98	NB	NB	NB	NB	\$1.88	\$1.25	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	--	**	**	--
Max	\$14.69	\$11.03	--	--	--	**	--	--	--	--	**	**	--
N	7	7	--	--	--	**	--	--	--	--	**	**	--
STDev	3.7	2.2	--	--	--	**	--	--	--	--	**	**	--
<b>Preschool and Kindergarten Teachers</b>			<b>Broad Occupation SOC Code: 252010</b>										
Mean	\$7.55	\$6.73	\$0.46	\$0.10	NB	\$0.66	\$0.18	NB	NB	NB	\$1.09	\$0.55	\$1.73
Min	\$2.19	\$2.19	\$0.00	\$0.00	--	\$0.00	**	--	--	--	**	**	**
Max	\$21.10	\$20.38	\$1.23	\$0.17	--	\$0.79	**	--	--	--	**	**	**
N	28	28	6	5	--	10	**	--	--	--	**	**	**
STDev	4.5	4.2	0.4	0.1	--	0.1	**	--	--	--	**	**	**
<b>Printing Workers</b>			<b>Broad Occupation SOC Code: 515110</b>										
Mean	\$6.00	\$5.08	\$0.10	NB	\$0.05	\$0.88	NB	NB	NB	NB	\$0.63	NB	NB
Min	\$5.05	\$5.05	\$0.00	--	\$0.00	\$0.00	--	--	--	--	**	--	--
Max	\$10.10	\$5.40	\$0.10	--	\$0.06	\$0.88	--	--	--	--	**	--	--
N	24	24	7	--	8	6	--	--	--	--	**	--	--
STDev	1.6	0.1	0.0	--	0.0	0.0	--	--	--	--	**	--	--
<b>Procurement Clerks</b>			<b>Broad Occupation SOC Code: 433060</b>										
Mean	\$15.62	\$13.33	\$1.01	\$0.66	\$0.20	\$1.05	NB	\$2.20	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	**	--	\$0.00	--	--	--	--	--
Max	\$32.60	\$23.69	\$2.22	\$1.11	\$0.35	**	--	\$6.67	--	--	--	--	--
N	23	23	9	9	13	**	--	15	--	--	--	--	--
STDev	7.0	5.6	0.6	0.3	0.1	**	--	1.9	--	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Production, Planning, and Expediting Clerks</b>			<b>Broad Occupation SOC Code: 435060</b>									
Mean	\$9.35	\$8.05	\$0.33	\$0.33	\$0.14	\$2.17	\$0.21	\$1.77	NB	\$0.94	\$1.25	NB
Min	\$5.05	\$5.05	**	**	\$0.00	\$0.00	**	\$0.00	--	**	**	--
Max	\$22.41	\$16.03	**	**	\$0.25	\$3.17	**	\$2.96	--	**	**	--
N	26	26	**	**	14	5	**	9	--	**	**	--
STDev	5.4	3.6	**	**	0.1	1.0	**	1.1	--	**	**	--
<b>Proofreaders and Copy Markers</b>			<b>Broad Occupation SOC Code: 439080</b>									
Mean	\$5.07	\$5.05	\$0.01	\$0.01	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Property, Real Estate, and Community Association Managers</b>			<b>Broad Occupation SOC Code: 119140</b>									
Mean	\$9.03	\$8.57	\$0.66	\$0.66	NB	\$0.22	\$0.48	NB	NB	NB	\$0.34	NB
Min	\$1.56	\$1.56	**	**	--	**	**	--	--	--	**	--
Max	\$18.91	\$17.31	**	**	--	**	**	--	--	--	**	--
N	14	14	**	**	--	**	**	--	--	--	**	--
STDev	6.1	5.6	**	**	--	**	**	--	--	--	**	--
<b>Psychologists</b>			<b>Broad Occupation SOC Code: 193030</b>									
Mean	\$25.77	\$22.60	NB	NB	\$0.36	\$0.99	NB	\$2.50	NB	NB	NB	NB
Min	**	**	--	--	**	**	--	**	--	--	--	--
Max	**	**	--	--	**	**	--	**	--	--	--	--
N	**	**	--	--	**	**	--	**	--	--	--	--
STDev	**	**	--	--	**	**	--	**	--	--	--	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Public Relations and Fundraising Managers</b>			<b>Broad Occupation SOC Code: 112030</b>									
Mean	\$14.63	\$12.78	\$0.74	\$0.63	NB	\$1.65	NB	\$1.01	NB	\$0.63	\$0.85	NB
Min	\$5.07	\$5.05	\$0.00	\$0.00	--	**	--	**	--	**	**	--
Max	\$36.08	\$28.85	\$1.66	\$1.66	--	**	--	**	--	**	**	--
N	7	7	5	6	--	**	--	**	--	**	**	--
STDev	11.0	8.8	0.6	0.6	--	**	--	**	--	**	**	--
<b>Public Relations Specialists</b>			<b>Broad Occupation SOC Code: 273030</b>									
Mean	\$13.25	\$12.12	\$0.73	\$0.69	NB	\$0.02	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	--	--	--	--	--	--
Max	\$26.26	\$24.04	\$1.11	\$1.11	--	**	--	--	--	--	--	--
N	24	24	17	17	--	**	--	--	--	--	--	--
STDev	6.6	6.0	0.2	0.2	--	**	--	--	--	--	--	--
<b>Pumping Station Operators</b>			<b>Broad Occupation SOC Code: 537070</b>									
Mean	\$6.52	\$5.28	\$0.20	\$0.15	\$0.06	\$1.07	NB	NB	\$1.82	\$0.63	\$0.63	NB
Min	\$5.15	\$5.05	**	**	**	**	--	--	**	\$0.00	**	--
Max	\$11.01	\$6.25	**	**	**	**	--	--	**	\$0.94	**	--
N	10	10	**	**	**	**	--	--	**	6	**	--
STDev	1.7	0.4	**	**	**	**	--	--	**	0.2	**	--
<b>Purchasing Managers</b>			<b>Broad Occupation SOC Code: 113060</b>									
Mean	\$13.80	\$12.27	\$1.15	\$1.24	\$0.20	\$0.99	\$0.24	\$3.27	\$0.60	\$0.61	\$0.63	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	**	**	**	--
Max	\$52.51	\$48.08	\$2.69	\$2.61	**	**	**	**	**	**	**	--
N	29	29	10	9	**	**	**	**	**	**	**	--
STDev	11.2	9.3	0.9	0.8	**	**	**	**	**	**	**	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Radio and Telecommunications Equipment Installers and Repairers</b>			<b>Broad Occupation SOC Code: 492020</b>									
Mean	\$21.90	\$16.79	\$1.13	\$1.93	\$0.10	\$1.34	\$0.22	\$0.85	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	--	--	--
Max	\$35.81	\$25.42	\$1.96	\$4.40	\$0.13	\$1.44	\$0.24	\$1.14	--	--	--	--
N	18	18	15	15	15	13	12	14	--	--	--	--
STDev	8.5	5.7	0.4	1.0	0.0	0.3	0.0	0.1	--	--	--	--
<b>Railroad Conductors and Yardmasters</b>			<b>Broad Occupation SOC Code: 534030</b>									
Mean	\$6.26	\$5.66	NB	NB	\$0.09	NB	NB	\$0.59	NB	NB	NB	NB
Min	\$5.17	\$5.10	--	--	\$0.00	--	--	\$0.00	--	--	--	--
Max	\$10.61	\$8.83	--	--	\$0.14	--	--	\$1.64	--	--	--	--
N	11	11	--	--	7	--	--	10	--	--	--	--
STDev	1.6	1.1	--	--	0.0	--	--	0.6	--	--	--	--
<b>Receptionists and Information Clerks</b>			<b>Broad Occupation SOC Code: 434170</b>									
Mean	\$6.37	\$6.12	\$0.24	\$0.24	NB	\$0.88	\$0.27	\$0.01	NB	NB	\$0.13	NB
Min	\$4.87	\$3.75	\$0.00	\$0.00	--	**	**	**	--	--	**	--
Max	\$15.75	\$14.42	\$0.67	\$0.67	--	**	**	**	--	--	**	--
N	54	54	17	16	--	**	**	**	--	--	**	--
STDev	1.9	1.7	0.2	0.2	--	**	**	**	--	--	**	--
<b>Recreation and Fitness Workers</b>			<b>Broad Occupation SOC Code: 399030</b>									
Mean	\$5.35	\$5.11	\$0.24	\$0.24	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Refuse and Recyclable Material Collectors</b>			<b>Broad Occupation SOC Code: 537080</b>										
Mean	\$5.12	\$5.12	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--	--
Max	\$5.75	\$5.75	--	--	--	--	--	--	--	--	--	--	--
N	10	10	--	--	--	--	--	--	--	--	--	--	--
STDev	0.2	0.2	--	--	--	--	--	--	--	--	--	--	--
<b>Registered Nurses</b>			<b>Broad Occupation SOC Code: 291140</b>										
Mean	\$16.24	\$14.86	\$0.68	\$0.70	NB	\$1.23	\$0.24	NB	NB	NB	NB	NB	NB
Min	\$4.26	\$3.13	\$0.00	\$0.00	--	\$0.00	\$0.00	--	--	--	--	--	--
Max	\$22.35	\$20.46	\$0.94	\$0.94	--	\$2.18	\$0.38	--	--	--	--	--	--
N	147	147	136	129	--	12	12	--	--	--	--	--	--
STDev	2.5	2.4	0.1	0.1	--	0.7	0.1	--	--	--	--	--	--
<b>Reinforcing Iron and Rebar Workers</b>			<b>Broad Occupation SOC Code: 472170</b>										
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Reservation and Transportation Ticket Agents and Travel Clerks</b>			<b>Broad Occupation SOC Code: 434180</b>										
Mean	\$7.59	\$7.37	\$0.15	\$0.14	NB	\$0.87	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	--	--	--	--	--	--	--
Max	\$19.38	\$19.38	\$0.80	\$0.80	--	**	--	--	--	--	--	--	--
N	36	36	22	21	--	**	--	--	--	--	--	--	--
STDev	3.8	3.8	0.2	0.2	--	**	--	--	--	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Residential Advisors</b>			Broad Occupation SOC Code: <b>399040</b>										
Mean	\$18.91	\$17.31	\$0.80	\$0.80	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$18.90	\$17.31	\$0.80	\$0.80	--	--	--	--	--	--	--	--	--
Max	\$18.91	\$17.31	\$0.80	\$0.80	--	--	--	--	--	--	--	--	--
N	13	13	13	13	--	--	--	--	--	--	--	--	--
STDev	0.0	0.0	0.0	0.0	--	--	--	--	--	--	--	--	--
<b>Retail Salespersons</b>			Broad Occupation SOC Code: <b>412030</b>										
Mean	\$5.79	\$5.57	\$0.32	\$0.81	\$0.08	\$0.96	\$0.30	\$0.38	\$0.64	\$1.07	\$1.18	NB	
Min	\$2.53	\$2.50	\$0.00	\$0.00	**	\$0.00	\$0.00	**	**	\$0.00	**	--	
Max	\$18.39	\$16.83	\$0.78	\$5.05	**	\$1.19	\$0.38	**	**	\$1.88	**	--	
N	159	159	9	9	**	8	5	**	**	7	**	--	
STDev	2.0	1.7	0.2	1.6	**	0.3	0.1	**	**	0.7	**	--	
<b>Sailors and Marine Oilers</b>			Broad Occupation SOC Code: <b>535010</b>										
Mean	\$7.88	\$7.72	\$0.28	\$0.21	NB	\$1.52	NB	NB	\$1.88	NB	NB	NB	
Min	\$5.05	\$5.05	**	**	--	**	--	--	**	--	--	--	
Max	\$25.00	\$25.00	**	**	--	**	--	--	**	--	--	--	
N	27	27	**	**	--	**	--	--	**	--	--	--	
STDev	6.2	6.2	**	**	--	**	--	--	**	--	--	--	
<b>Sales Engineers</b>			Broad Occupation SOC Code: <b>419030</b>										
Mean	\$21.83	\$18.17	\$1.55	\$3.10	\$0.14	\$1.44	\$0.21	\$1.21	NB	\$0.94	\$1.25	NB	
Min	**	**	**	**	**	**	**	**	--	**	**	--	
Max	**	**	**	**	**	**	**	**	--	**	**	--	
N	**	**	**	**	**	**	**	**	--	**	**	--	
STDev	**	**	**	**	**	**	**	**	--	**	**	--	

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Sales Representatives, Wholesale and Manufacturing</b>			<b>Broad Occupation SOC Code: 414010</b>									
Mean	\$7.80	\$6.79	\$0.67	\$3.26	\$0.20	\$1.16	\$0.16	\$1.03	\$0.29	\$0.46	\$0.61	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	**	**	**	**	--
Max	\$50.25	\$38.30	\$2.21	\$11.00	**	\$1.65	**	**	**	**	**	--
N	33	33	5	5	**	6	**	**	**	**	**	--
STDev	8.6	6.0	0.9	4.7	**	0.2	**	**	**	**	**	--
<b>Secondary School Teachers</b>			<b>Broad Occupation SOC Code: 252030</b>									
Mean	\$10.07	\$8.71	\$0.47	\$0.11	NB	\$0.75	NB	\$0.33	NB	\$1.07	\$0.19	\$1.44
Min	\$5.72	\$5.05	\$0.00	\$0.00	--	**	--	**	--	**	**	**
Max	\$14.18	\$12.02	\$0.67	\$0.20	--	**	--	**	--	**	**	**
N	12	12	7	7	--	**	--	**	--	**	**	**
STDev	3.4	2.8	0.2	0.1	--	**	--	**	--	**	**	**
<b>Secretaries and Administrative Assistants</b>			<b>Broad Occupation SOC Code: 436010</b>									
Mean	\$9.41	\$8.51	\$0.58	\$0.48	\$0.25	\$1.20	\$0.20	\$1.53	\$0.62	\$0.91	\$0.70	\$1.35
Min	\$1.56	\$1.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$35.46	\$25.00	\$5.00	\$1.94	\$3.63	\$4.69	\$0.38	\$8.85	\$1.25	\$2.50	\$1.25	**
N	390	390	187	173	41	32	12	43	8	15	7	**
STDev	4.8	3.8	0.5	0.3	0.6	1.0	0.1	2.2	0.3	0.6	0.4	**
<b>Securities, Commodities, and Financial Services Sales Agents</b>			<b>Broad Occupation SOC Code: 413030</b>									
Mean	\$11.41	\$9.74	\$1.44	\$0.72	\$0.23	NB	NB	\$0.58	NB	NB	\$0.38	NB
Min	**	**	**	**	**	--	--	**	--	--	**	--
Max	**	**	**	**	**	--	--	**	--	--	**	--
N	**	**	**	**	**	--	--	**	--	--	**	--
STDev	**	**	**	**	**	--	--	**	--	--	**	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Security Guards and Gaming Surveillance Officers</b>			<b>Broad Occupation SOC Code: 339030</b>									
Mean	\$5.12	\$5.03	\$0.26	\$0.20	\$0.09	\$0.02	NB	\$0.24	NB	\$0.05	NB	NB
Min	\$3.25	\$3.25	\$0.00	\$0.00	**	**	--	**	--	\$0.00	--	--
Max	\$10.53	\$8.25	\$1.14	\$1.14	**	**	--	**	--	\$0.05	--	--
N	383	383	29	35	**	**	--	**	--	6	--	--
STDev	0.7	0.6	0.2	0.2	**	**	--	**	--	0.0	--	--
<b>Septic Tank Servicers and Sewer Pipe Cleaners</b>			<b>Broad Occupation SOC Code: 474070</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Sewing Machine Operators</b>			<b>Broad Occupation SOC Code: 516030</b>									
Mean	\$4.89	\$4.84	\$0.10	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$4.05	\$4.05	**	--	--	--	--	--	--	--	--	--
Max	\$5.15	\$5.05	**	--	--	--	--	--	--	--	--	--
N	9	9	**	--	--	--	--	--	--	--	--	--
STDev	0.4	0.4	**	--	--	--	--	--	--	--	--	--
<b>Sheet Metal Workers</b>			<b>Broad Occupation SOC Code: 472210</b>									
Mean	\$5.61	\$5.15	NB	NB	NB	\$0.02	NB	NB	NB	\$0.43	\$0.94	NB
Min	\$5.05	\$5.05	--	--	--	**	--	--	--	**	**	--
Max	\$6.93	\$5.50	--	--	--	**	--	--	--	**	**	--
N	11	11	--	--	--	**	--	--	--	**	**	--
STDev	0.7	0.2	--	--	--	**	--	--	--	**	**	--

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SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Ship and Boat Captains and Operators</b>			Broad Occupation SOC Code: <b>535020</b>									
Mean	\$12.68	\$12.04	\$2.90	\$4.41	NB	\$4.59	NB	NB	\$0.86	NB	\$1.25	NB
Min	\$5.05	\$5.05	\$0.00	**	--	**	--	--	**	--	**	--
Max	\$42.96	\$40.00	\$7.50	**	--	**	--	--	**	--	**	--
N	61	61	5	**	--	**	--	--	**	--	**	--
STDev	7.9	7.1	3.2	**	--	**	--	--	**	--	**	--
<b>Ship Engineers</b>			Broad Occupation SOC Code: <b>535030</b>									
Mean	\$27.37	\$18.76	\$0.72	\$0.72	\$1.52	\$4.69	NB	NB	\$1.88	\$1.72	\$1.41	NB
Min	**	**	**	**	**	**	--	--	**	**	**	--
Max	**	**	**	**	**	**	--	--	**	**	**	--
N	**	**	**	**	**	**	--	--	**	**	**	--
STDev	**	**	**	**	**	**	--	--	**	**	**	--
<b>Shipping, Receiving, and Traffic Clerks</b>			Broad Occupation SOC Code: <b>435070</b>									
Mean	\$5.94	\$5.58	\$0.26	\$0.26	NB	NB	NB	\$0.13	NB	NB	NB	NB
Min	\$4.55	\$4.55	\$0.00	\$0.00	--	--	--	**	--	--	--	--
Max	\$10.86	\$8.50	\$1.18	\$1.18	--	--	--	**	--	--	--	--
N	17	17	8	8	--	--	--	**	--	--	--	--
STDev	1.4	0.9	0.4	0.4	--	--	--	**	--	--	--	--
<b>Small Engine Mechanics</b>			Broad Occupation SOC Code: <b>493050</b>									
Mean	\$6.30	\$5.97	\$0.29	\$0.20	\$0.10	\$1.26	NB	NB	\$1.88	\$1.15	NB	NB
Min	\$4.55	\$4.55	\$0.00	**	**	**	--	--	**	**	--	--
Max	\$25.00	\$25.00	\$0.48	**	**	**	--	--	**	**	--	--
N	41	41	5	**	**	**	--	--	**	**	--	--
STDev	3.3	3.2	0.1	**	**	**	--	--	**	**	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Social and Community Service Managers</b>			<b>Broad Occupation SOC Code: 119150</b>									
Mean	\$15.46	\$14.09	\$0.72	\$0.65	\$0.16	\$0.04	NB	NB	NB	NB	NB	NB
Min	\$5.25	\$4.81	\$0.22	\$0.00	**	**	--	--	--	--	--	--
Max	\$26.26	\$24.04	\$1.54	\$1.11	**	**	--	--	--	--	--	--
N	58	58	58	57	**	**	--	--	--	--	--	--
STDev	4.9	4.5	0.3	0.2	**	**	--	--	--	--	--	--
<b>Social Science Research Assistants</b>			<b>Broad Occupation SOC Code: 194060</b>									
Mean	\$12.02	\$10.92	\$0.59	\$0.50	NB	\$0.03	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	--	--	--	--	--	--
Max	**	**	**	**	--	**	--	--	--	--	--	--
N	**	**	**	**	--	**	--	--	--	--	--	--
STDev	**	**	**	**	--	**	--	--	--	--	--	--
<b>Social Sciences Teachers, Postsecondary</b>			<b>Broad Occupation SOC Code: 251060</b>									
Mean	\$23.31	\$20.84	NB	\$0.92	\$0.36	\$0.52	NB	\$4.17	NB	NB	NB	NB
Min	**	**	--	**	**	**	--	**	--	--	--	--
Max	**	**	--	**	**	**	--	**	--	--	--	--
N	**	**	--	**	**	**	--	**	--	--	--	--
STDev	**	**	--	**	**	**	--	**	--	--	--	--
<b>Social Workers</b>			<b>Broad Occupation SOC Code: 211020</b>									
Mean	\$12.61	\$11.46	\$0.59	\$0.59	\$0.12	\$0.99	\$0.17	\$1.00	NB	NB	NB	NB
Min	\$4.50	\$4.33	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--	--	--	--
Max	\$26.26	\$24.04	\$1.11	\$1.11	\$0.16	**	**	\$1.89	--	--	--	--
N	69	69	50	50	13	**	**	16	--	--	--	--
STDev	5.0	4.6	0.2	0.2	0.0	**	**	0.7	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Software Developers and Programmers</b>			<b>Broad Occupation SOC Code: 151130</b>									
Mean	\$9.30	\$8.90	\$0.55	\$0.55	\$0.16	\$0.79	\$0.08	NB	NB	\$0.46	\$0.30	NB
Min	\$5.05	\$5.05	**	**	**	**	**	--	--	**	**	--
Max	\$24.72	\$21.20	**	**	**	**	**	--	--	**	**	--
N	20	20	**	**	**	**	**	--	--	**	**	--
STDev	5.8	5.1	**	**	**	**	**	--	--	**	**	--
<b>Special Education Teachers</b>			<b>Broad Occupation SOC Code: 252050</b>									
Mean	\$14.83	\$13.49	NB	\$0.89	\$0.45	NB	NB	\$5.33	NB	NB	NB	NB
Min	\$5.00	\$5.00	--	**	**	--	--	**	--	--	--	--
Max	\$34.62	\$28.85	--	**	**	--	--	**	--	--	--	--
N	5	5	--	**	**	--	--	**	--	--	--	--
STDev	12.7	10.4	--	**	**	--	--	**	--	--	--	--
<b>Statistical Assistants</b>			<b>Broad Occupation SOC Code: 439110</b>									
Mean	\$14.24	\$13.04	\$0.60	\$0.60	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Statisticians</b>			<b>Broad Occupation SOC Code: 152040</b>									
Mean	\$13.97	\$12.87	\$0.59	\$0.59	\$0.19	NB	NB	\$2.21	NB	NB	NB	NB
Min	\$7.56	\$6.92	\$0.00	\$0.00	**	--	--	**	--	--	--	--
Max	\$18.91	\$17.31	\$0.80	\$0.80	**	--	--	**	--	--	--	--
N	14	14	11	11	**	--	--	**	--	--	--	--
STDev	4.1	3.8	0.2	0.2	**	--	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Stock Clerks and Order Fillers</b>			<b>Broad Occupation SOC Code: 435080</b>									
Mean	\$5.91	\$5.53	\$0.45	\$0.44	\$0.12	\$1.15	\$0.35	\$1.41	\$1.25	\$1.04	\$0.20	NB
Min	\$2.80	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**	**	--
Max	\$26.42	\$18.03	\$1.80	\$1.77	\$0.28	\$4.69	\$0.62	\$5.41	**	**	**	--
N	187	187	29	27	11	15	10	13	**	**	**	--
STDev	2.7	1.7	0.4	0.5	0.1	1.1	0.2	1.7	**	**	**	--
<b>Structural Iron and Steel Workers</b>			<b>Broad Occupation SOC Code: 472220</b>									
Mean	\$5.27	\$5.27	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	--	--
Max	\$6.00	\$6.00	--	--	--	--	--	--	--	--	--	--
N	13	13	--	--	--	--	--	--	--	--	--	--
STDev	0.3	0.3	--	--	--	--	--	--	--	--	--	--
<b>Structural Metal Fabricators and Fitters</b>			<b>Broad Occupation SOC Code: 512040</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Supervisors of Food Preparation and Serving Workers</b>			<b>Broad Occupation SOC Code: 351010</b>									
Mean	\$7.03	\$6.71	\$0.36	\$0.21	\$0.08	\$0.10	NB	NB	\$0.52	\$0.58	\$0.63	NB
Min	\$2.53	\$2.53	\$0.00	\$0.00	**	**	--	--	\$0.00	\$0.00	**	--
Max	\$23.46	\$23.46	\$0.49	\$0.49	**	**	--	--	\$0.90	\$0.63	**	--
N	193	193	12	10	**	**	--	--	23	20	**	--
STDev	2.9	2.8	0.1	0.1	**	**	--	--	0.2	0.1	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retire-ment	Food Allow	Housing	Trans- portation	Tuition	
<b>Surveying and Mapping Technicians</b>			<b>Broad Occupation SOC Code: 173030</b>										
Mean	\$7.94	\$7.36	\$0.37	\$0.37	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--	--
Max	\$10.63	\$9.73	**	**	--	--	--	--	--	--	--	--	--
N	5	5	**	**	--	--	--	--	--	--	--	--	--
STDev	2.6	2.2	**	**	--	--	--	--	--	--	--	--	--
<b>Surveyors, Cartographers, and Photogrammetrists</b>			<b>Broad Occupation SOC Code: 171020</b>										
Mean	\$9.79	\$9.36	\$0.60	\$0.60	NB	\$0.17	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	--	--	--	--
Max	\$17.51	\$16.03	**	**	--	**	--	--	--	--	--	--	--
N	9	9	**	**	--	**	--	--	--	--	--	--	--
STDev	4.6	4.1	**	**	--	**	--	--	--	--	--	--	--
<b>Switchboard Operators, Including Answering Service</b>			<b>Broad Occupation SOC Code: 432010</b>										
Mean	\$7.51	\$6.10	\$0.26	\$0.13	\$0.14	\$1.38	\$0.22	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	**	**	**	--	--	--	--	--	--
Max	**	**	**	**	**	**	**	--	--	--	--	--	--
N	**	**	**	**	**	**	**	--	--	--	--	--	--
STDev	**	**	**	**	**	**	**	--	--	--	--	--	--
<b>Tailors, Dressmakers, and Sewers</b>			<b>Broad Occupation SOC Code: 516050</b>										
Mean	\$5.41	\$5.05	\$4.66	NB	NB	\$0.87	NB	NB	\$0.56	\$0.44	\$1.35	NB	NB
Min	\$3.75	\$3.75	**	--	--	**	--	--	**	**	**	**	--
Max	\$10.58	\$7.00	**	--	--	**	--	--	**	**	**	**	--
N	41	41	**	--	--	**	--	--	**	**	**	**	--
STDev	1.4	0.5	**	--	--	**	--	--	**	**	**	**	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Tax Examiners, Collectors and Preparers, and Revenue Agents</b>			<b>Broad Occupation SOC Code: 132080</b>									
Mean	\$10.49	\$9.58	\$0.49	\$0.40	NB	\$1.01	NB	\$0.49	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.00	\$0.00	--	**	--	**	--	--	--	--
Max	\$25.72	\$22.55	\$1.73	\$0.78	--	**	--	**	--	--	--	--
N	24	24	23	22	--	**	--	**	--	--	--	--
STDev	4.7	4.1	0.3	0.1	--	**	--	**	--	--	--	--
<b>Taxi Drivers and Chauffeurs</b>			<b>Broad Occupation SOC Code: 533040</b>									
Mean	\$8.73	\$8.16	\$0.77	\$0.58	NB	\$0.50	NB	NB	NB	NB	\$0.19	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	--	**	--
Max	\$18.38	\$16.83	**	**	--	**	--	--	--	--	**	--
N	6	6	**	**	--	**	--	--	--	--	**	--
STDev	5.4	4.7	**	**	--	**	--	--	--	--	**	--
<b>Teacher Assistants</b>			<b>Broad Occupation SOC Code: 259040</b>									
Mean	\$6.59	\$6.23	\$0.75	\$0.31	NB	\$0.20	\$0.06	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	**	--	--	--	--	--
Max	\$9.26	\$8.79	**	**	--	**	**	--	--	--	--	--
N	8	8	**	**	--	**	**	--	--	--	--	--
STDev	1.6	1.5	**	**	--	**	**	--	--	--	--	--
<b>Telephone Operators</b>			<b>Broad Occupation SOC Code: 432020</b>									
Mean	\$8.07	\$7.24	\$0.29	\$0.29	\$0.04	\$0.70	\$0.13	\$0.37	NB	NB	NB	NB
Min	\$5.53	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	--	--	--	--
Max	\$11.67	\$9.46	\$0.36	\$0.36	\$0.05	\$1.44	**	\$0.43	--	--	--	--
N	30	30	15	15	15	5	**	5	--	--	--	--
STDev	1.5	1.1	0.1	0.1	0.0	0.4	**	0.0	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Television, Video, and Motion Picture Camera Operators and Editors			Broad Occupation SOC Code: <b>274030</b>									
Mean	\$5.58	\$5.49	NB	NB	\$0.06	\$0.88	NB	NB	NB	NB	NB	NB
Min	\$5.00	\$5.00	--	--	**	**	--	--	--	--	--	--
Max	\$6.06	\$6.06	--	--	**	**	--	--	--	--	--	--
N	10	10	--	--	**	**	--	--	--	--	--	--
STDev	0.5	0.5	--	--	**	**	--	--	--	--	--	--
Tellers			Broad Occupation SOC Code: <b>433070</b>									
Mean	\$14.94	\$9.02	\$0.53	\$4.54	\$0.02	\$0.77	\$0.18	\$0.48	NB	NB	NB	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	--	--	\$0.00
Max	\$19.79	\$10.82	\$0.62	\$5.41	\$0.02	\$1.15	\$0.19	\$0.86	--	--	--	\$1.44
N	21	21	16	17	16	9	9	16	--	--	--	15
STDev	5.0	1.7	0.1	1.1	0.0	0.2	0.0	0.3	--	--	--	0.0
Therapists			Broad Occupation SOC Code: <b>291120</b>									
Mean	\$19.04	\$17.05	\$0.58	\$0.64	\$0.28	\$1.99	\$0.38	\$2.30	NB	NB	\$0.31	NB
Min	\$5.55	\$5.05	\$0.00	\$0.00	**	\$0.00	**	\$0.00	--	--	**	--
Max	\$26.96	\$22.60	\$0.73	\$0.73	**	\$3.17	**	\$4.17	--	--	**	--
N	22	22	8	7	**	8	**	7	--	--	**	--
STDev	5.2	4.5	0.2	0.1	**	0.7	**	1.5	--	--	**	--
Tour and Travel Guides			Broad Occupation SOC Code: <b>397010</b>									
Mean	\$6.54	\$6.22	\$0.35	\$0.06	\$0.03	\$1.26	\$0.96	NB	\$0.49	\$1.07	\$0.72	NB
Min	\$5.05	\$5.00	**	**	**	**	**	--	**	\$0.00	**	--
Max	\$16.88	\$16.88	**	**	**	**	**	--	**	\$4.06	**	--
N	60	60	**	**	**	**	**	--	**	7	**	--
STDev	2.5	2.2	**	**	**	**	**	--	**	1.4	**	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Training and Development Managers</b>			Broad Occupation SOC Code: <b>113130</b>									
Mean	\$16.59	\$16.59	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Training and Development Specialists</b>			Broad Occupation SOC Code: <b>131150</b>									
Mean	\$14.59	\$12.90	\$0.97	\$0.72	NB	\$2.59	NB	\$0.80	NB	NB	NB	NB
Min	\$5.60	\$5.60	**	**	--	**	--	**	--	--	--	--
Max	\$26.39	\$20.00	**	**	--	**	--	**	--	--	--	--
N	6	6	**	**	--	**	--	**	--	--	--	--
STDev	7.3	5.2	**	**	--	**	--	**	--	--	--	--
<b>Transportation Attendants, Except Flight Attendants</b>			Broad Occupation SOC Code: <b>536060</b>									
Mean	\$5.10	\$5.05	\$0.23	\$0.23	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$5.51	\$5.05	**	**	--	--	--	--	--	--	--	--
N	9	9	**	**	--	--	--	--	--	--	--	--
STDev	0.2	0.0	**	**	--	--	--	--	--	--	--	--
<b>Transportation Inspectors</b>			Broad Occupation SOC Code: <b>536050</b>									
Mean	\$9.09	\$8.70	\$0.31	\$0.26	\$0.10	\$0.98	\$0.38	\$0.14	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	**	**	**	**	--	--	--	--
Max	\$20.46	\$20.46	**	**	**	**	**	**	--	--	--	--
N	9	9	**	**	**	**	**	**	--	--	--	--
STDev	5.2	5.3	**	**	**	**	**	**	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Transportation, Storage, and Distribution Managers</b>			<b>Broad Occupation SOC Code: 113070</b>									
Mean	\$17.65	\$16.55	\$0.94	\$0.94	NB	\$2.03	NB	\$0.69	NB	NB	NB	NB
Min	\$8.20	\$7.50	\$0.00	\$0.00	--	**	--	**	--	--	--	--
Max	\$26.26	\$24.04	\$1.93	\$1.93	--	**	--	**	--	--	--	--
N	11	11	5	5	--	**	--	**	--	--	--	--
STDev	5.4	5.1	0.6	0.6	--	**	--	**	--	--	--	--
<b>Travel Agents</b>			<b>Broad Occupation SOC Code: 413040</b>									
Mean	\$8.04	\$6.77	\$0.29	\$0.28	NB	\$1.63	\$0.24	\$0.36	\$0.23	\$0.94	NB	NB
Min	\$5.00	\$5.00	\$0.00	\$0.00	--	\$0.00	**	\$0.00	**	**	--	--
Max	\$14.57	\$10.58	\$0.61	\$0.61	--	\$1.85	**	\$0.68	**	**	--	--
N	22	22	11	10	--	7	**	8	**	**	--	--
STDev	2.4	1.7	0.1	0.2	--	0.2	**	0.2	**	**	--	--
<b>Urban and Regional Planners</b>			<b>Broad Occupation SOC Code: 193050</b>									
Mean	\$18.43	\$17.88	\$0.60	\$0.60	\$0.01	\$0.51	NB	\$0.46	NB	NB	NB	NB
Min	\$8.41	\$8.41	**	**	**	**	--	**	--	--	--	--
Max	\$26.26	\$24.04	**	**	**	**	--	**	--	--	--	--
N	8	8	**	**	**	**	--	**	--	--	--	--
STDev	7.4	6.8	**	**	**	**	--	**	--	--	--	--
<b>Ushers, Lobby Attendants, and Ticket Takers</b>			<b>Broad Occupation SOC Code: 393030</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Veterinarians</b>			Broad Occupation SOC Code: <b>291130</b>										
Mean	\$28.85	\$28.85	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--	--
<b>Waiters and Waitresses</b>			Broad Occupation SOC Code: <b>353030</b>										
Mean	\$5.23	\$5.07	\$0.21	\$1.03	\$0.08	\$0.48	NB	NB	\$0.52	\$0.49	\$0.57	NB	NB
Min	\$2.53	\$2.53	\$0.00	\$0.00	\$0.00	**	--	--	\$0.00	\$0.00	\$0.00	--	--
Max	\$8.21	\$7.70	\$0.48	\$2.53	\$0.08	**	--	--	\$1.75	\$0.81	\$1.25	--	--
N	378	378	13	14	13	**	--	--	14	16	7	--	--
STDev	0.6	0.3	0.1	1.2	0.0	**	--	--	0.5	0.2	0.5	--	--
<b>Water and Wastewater Treatment Plant and System Operators</b>			Broad Occupation SOC Code: <b>518030</b>										
Mean	\$8.30	\$7.71	\$0.71	\$0.71	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--	--
<b>Welding, Soldering, and Brazing Workers</b>			Broad Occupation SOC Code: <b>514120</b>										
Mean	\$6.10	\$5.89	\$0.20	\$0.16	\$0.06	\$1.52	NB	NB	\$1.88	\$0.60	\$0.63	NB	NB
Min	\$5.05	\$5.05	**	**	\$0.00	**	--	--	**	\$0.00	**	--	--
Max	\$10.50	\$10.50	**	**	\$0.06	**	--	--	**	\$0.63	**	--	--
N	49	49	**	**	5	**	--	--	**	6	**	--	--
STDev	1.8	1.8	**	**	0.0	**	--	--	**	0.1	**	--	--

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

SOC Broad Occupation	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Writers and Editors</b>			<b>Broad Occupation SOC Code: 273040</b>									
Mean	\$17.02	\$14.95	\$1.68	\$0.96	\$0.34	NB	NB	\$0.87	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	**	--	--	**	--	--	--	--
Max	\$26.66	\$22.12	**	**	**	--	--	**	--	--	--	--
N	5	5	**	**	**	--	--	**	--	--	--	--
STDev	9.0	7.0	**	**	**	--	--	**	--	--	--	--
<b>Grand Summary of Broad Occupation Titles</b>												
Mean	\$9.67	\$8.82	\$0.64	\$0.64	\$0.20	\$1.18	\$0.32	\$1.65	\$0.68	\$0.99	\$0.86	\$1.34
Min	\$1.00	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$131.29	\$120.19	\$13.75	\$19.70	\$4.90	\$16.23	\$17.00	\$20.48	\$3.94	\$21.25	\$14.04	\$3.13
N	14,402	14,402	4,426	4,121	1,422	1,283	368	1,722	299	665	350	66
STDev	8.5	7.4	0.7	0.9	0.2	1.1	0.9	1.9	0.5	1.3	1.3	0.5

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

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Advertising, Marketing, Promotions, Public Relations, and Sales Managers</b>												<b>Minor Group Code: 112000</b>
Mean	\$9.79	\$9.10	\$0.54	\$0.54	\$0.15	\$1.09	\$0.35	\$0.74	\$0.82	\$1.20	\$0.92	\$0.58
Min	\$4.16	\$4.16	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$69.38	\$69.38	\$1.66	\$2.30	\$0.81	\$1.88	\$1.88	\$1.52	\$1.88	\$2.19	\$1.25	**
N	182	182	24	18	13	22	15	8	7	20	13	**
STDev	7.3	6.8	0.4	0.6	0.2	0.5	0.4	0.4	0.5	0.6	0.4	**
<b>Agricultural Workers</b>												<b>Minor Group Code: 452000</b>
Mean	\$6.32	\$5.84	\$0.31	\$0.32	NB	\$0.10	\$0.05	NB	\$0.84	\$0.87	\$0.94	NB
Min	\$2.82	\$2.19	\$0.00	\$0.00	--	**	**	--	\$0.00	\$0.00	**	--
Max	\$12.45	\$11.40	\$0.53	\$0.53	--	**	**	--	\$1.56	\$1.25	**	--
N	96	96	40	35	--	**	**	--	6	10	**	--
STDev	1.9	1.7	0.1	0.1	--	**	**	--	0.4	0.4	**	--
<b>Air Transportation Workers</b>												<b>Minor Group Code: 532000</b>
Mean	\$10.67	\$10.20	\$0.41	NB	NB	\$0.53	NB	NB	NB	NB	NB	NB
Min	\$6.59	\$6.59	\$0.00	--	--	\$0.00	--	--	--	--	--	--
Max	\$21.30	\$20.19	\$0.73	--	--	\$0.57	--	--	--	--	--	--
N	23	23	11	--	--	12	--	--	--	--	--	--
STDev	3.7	3.7	0.1	--	--	0.1	--	--	--	--	--	--
<b>Animal Care and Service Workers</b>												<b>Minor Group Code: 392000</b>
Mean	\$9.21	\$8.48	\$0.41	\$0.41	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$11.86	\$10.85	\$0.50	\$0.50	--	--	--	--	--	--	--	--
N	8	8	7	7	--	--	--	--	--	--	--	--
STDev	2.1	1.8	0.1	0.1	--	--	--	--	--	--	--	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Architects, Surveyors, and Cartographers</b>			<b>Minor Group Code: 171000</b>									
Mean	\$9.17	\$8.82	\$0.60	\$0.60	NB	\$0.17	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	--	--	--
Max	\$17.51	\$16.03	**	**	--	**	--	--	--	--	--	--
N	11	11	**	**	--	**	--	--	--	--	--	--
STDev	4.3	3.9	**	**	--	**	--	--	--	--	--	--
<b>Art and Design Workers</b>			<b>Minor Group Code: 271000</b>									
Mean	\$6.77	\$6.06	\$0.28	\$0.46	\$0.06	\$1.08	\$0.18	\$0.34	\$0.63	\$1.00	\$1.25	NB
Min	\$4.25	\$4.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**	**	--
Max	\$29.03	\$21.62	\$1.25	\$2.49	\$0.11	\$1.65	\$0.24	\$0.97	**	**	**	--
N	65	65	22	20	5	9	5	5	**	**	**	--
STDev	3.6	2.6	0.3	0.6	0.0	0.3	0.1	0.4	**	**	**	--
<b>Assemblers and Fabricators</b>			<b>Minor Group Code: 512000</b>									
Mean	\$5.93	\$5.78	\$0.31	\$0.06	NB	\$1.06	NB	NB	NB	\$0.55	\$0.31	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	**	**	--
Max	\$8.95	\$8.95	**	**	--	**	--	--	--	**	**	--
N	19	19	**	**	--	**	--	--	--	**	**	--
STDev	1.0	1.1	**	**	--	**	--	--	--	**	**	--
<b>Baggage Porters, Bellhops, and Concierges</b>			<b>Minor Group Code: 396000</b>									
Mean	\$5.03	\$4.84	\$0.19	\$0.10	NB	NB	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$2.53	\$2.53	**	**	--	--	--	--	**	**	--	--
Max	\$7.64	\$6.25	**	**	--	--	--	--	**	**	--	--
N	51	51	**	**	--	--	--	--	**	**	--	--
STDev	1.1	0.9	**	**	--	--	--	--	**	**	--	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Building Cleaning and Pest Control Workers</b>			<b>Minor Group Code: 372000</b>									
Mean	\$5.49	\$5.29	\$0.29	\$0.27	\$0.11	\$0.98	NB	\$1.08	\$0.58	\$0.50	\$0.34	\$1.26
Min	\$3.75	\$2.75	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$13.15	\$11.26	\$0.43	\$0.43	\$0.35	\$2.03	--	\$1.71	\$1.25	\$1.25	\$0.50	**
N	557	557	39	37	29	12	--	19	14	25	6	**
STDev	1.1	0.8	0.1	0.1	0.1	0.8	--	0.6	0.2	0.3	0.1	**
<b>Business Operations Specialists</b>			<b>Minor Group Code: 131000</b>									
Mean	\$12.65	\$11.19	\$0.63	\$0.54	\$0.20	\$1.39	\$0.26	\$1.80	NB	\$2.69	\$1.04	NB
Min	\$1.88	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	\$0.00	--
Max	\$39.70	\$31.73	\$2.40	\$1.20	\$0.50	\$3.17	\$0.71	\$13.07	--	**	\$4.69	--
N	178	178	115	113	30	23	7	38	--	**	8	--
STDev	6.7	5.3	0.4	0.3	0.1	1.0	0.2	2.7	--	**	1.6	--
<b>Communications Equipment Operators</b>			<b>Minor Group Code: 432000</b>									
Mean	\$8.03	\$7.15	\$0.29	\$0.27	\$0.05	\$0.90	\$0.16	\$0.37	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	--	--	--
Max	\$11.67	\$9.46	\$0.36	\$0.36	\$0.18	\$1.44	\$0.24	\$0.43	--	--	--	--
N	34	34	18	18	17	7	6	5	--	--	--	--
STDev	1.5	1.1	0.1	0.1	0.0	0.5	0.1	0.0	--	--	--	--
<b>Computer Occupations</b>			<b>Minor Group Code: 151100</b>									
Mean	\$16.45	\$13.93	\$1.10	\$1.39	\$0.17	\$0.96	\$0.17	\$1.72	\$0.63	\$0.41	\$0.42	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--
Max	\$51.93	\$38.30	\$3.00	\$6.63	\$0.33	\$1.44	\$0.24	\$8.83	**	**	\$0.63	--
N	89	89	53	55	24	24	16	22	**	**	6	--
STDev	10.5	7.6	0.7	1.5	0.1	0.5	0.1	2.0	**	**	0.1	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Construction Trades Workers</b>			<b>Minor Group Code: 472000</b>									
Mean	\$5.76	\$5.54	\$0.38	\$0.36	\$0.13	\$0.70	\$0.22	\$0.76	\$1.16	\$0.68	\$0.70	\$0.27
Min	\$5.00	\$5.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	\$0.00	\$0.00	**
Max	\$24.51	\$21.63	\$1.67	\$1.08	\$0.26	\$1.52	**	\$5.02	**	\$1.25	\$1.25	**
N	620	620	86	66	9	18	**	17	**	39	18	**
STDev	1.8	1.5	0.2	0.2	0.1	0.5	**	1.4	**	0.3	0.3	**
<b>Cooks and Food Preparation Workers</b>			<b>Minor Group Code: 352000</b>									
Mean	\$5.36	\$5.19	\$0.35	\$0.49	\$0.08	\$0.30	NB	\$0.31	\$0.58	\$0.70	\$0.42	\$0.88
Min	\$2.02	\$2.02	\$0.00	\$0.00	\$0.00	\$0.00	--	**	\$0.00	\$0.00	\$0.00	**
Max	\$12.86	\$10.72	\$2.53	\$2.53	\$0.08	\$0.61	--	**	\$1.75	\$1.56	\$1.25	**
N	452	452	34	30	18	8	--	**	24	21	11	**
STDev	0.9	0.7	0.4	0.7	0.0	0.3	--	**	0.4	0.4	0.3	**
<b>Counselors, Social Workers, and Other Community and Social Service Specialists</b>			<b>Minor Group Code: 211000</b>									
Mean	\$9.02	\$8.23	\$0.46	\$0.44	\$0.19	\$0.79	\$0.16	\$1.37	NB	NB	\$0.72	\$1.92
Min	\$1.00	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	--	**	**
Max	\$28.43	\$24.04	\$2.19	\$1.11	\$0.37	\$2.03	\$0.23	\$4.37	--	--	**	**
N	348	348	211	210	28	16	8	47	--	--	**	**
STDev	6.2	5.6	0.3	0.2	0.1	0.5	0.1	1.2	--	--	**	**
<b>Drafters, Engineering Technicians, and Mapping Technicians</b>			<b>Minor Group Code: 173000</b>									
Mean	\$11.15	\$9.80	\$0.64	\$0.59	\$0.23	\$1.72	NB	\$2.27	\$0.29	\$0.74	\$0.78	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	**	\$0.00	**	--
Max	\$28.29	\$21.64	\$1.65	\$1.00	\$0.26	\$4.04	--	\$4.96	**	\$0.94	**	--
N	44	44	23	18	5	5	--	7	**	5	**	--
STDev	6.0	4.6	0.4	0.2	0.0	1.5	--	2.2	**	0.2	**	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Electrical and Electronic Equipment Mechanics, Installers, and Repairers</b>												
											<b>Minor Group Code: 492000</b>	
Mean	\$12.83	\$10.51	\$0.97	\$1.71	\$0.10	\$1.27	\$0.22	\$0.85	NB	\$1.16	NB	NB
Min	\$5.05	\$4.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	--	--
Max	\$35.81	\$25.42	\$1.96	\$4.40	\$0.13	\$1.44	\$0.24	\$1.14	--	**	--	--
N	43	43	18	17	15	16	12	14	--	**	--	--
STDev	9.6	6.7	0.5	1.1	0.0	0.3	0.0	0.1	--	**	--	--
<b>Engineers</b>												
											<b>Minor Group Code: 172000</b>	
Mean	\$17.21	\$14.66	\$1.03	\$0.97	\$0.24	\$1.90	\$0.47	\$2.66	\$1.62	\$0.87	\$0.93	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$50.00	\$50.00	\$3.36	\$4.06	\$0.38	\$4.98	**	\$10.07	\$1.88	\$1.56	\$2.50	--
N	75	75	40	31	11	21	**	15	5	13	9	--
STDev	12.6	10.5	0.9	0.9	0.1	1.4	**	3.2	0.6	0.4	0.7	--
<b>Entertainers and Performers, Sports and Related Workers</b>												
											<b>Minor Group Code: 272000</b>	
Mean	\$9.11	\$8.36	\$0.00	\$1.27	\$0.11	\$0.08	NB	\$1.26	\$0.60	\$0.36	\$0.31	NB
Min	\$4.50	\$4.50	**	**	**	**	--	**	**	\$0.00	\$0.00	--
Max	\$36.36	\$33.65	**	**	**	**	--	**	**	\$0.58	\$0.31	--
N	79	79	**	**	**	**	--	**	**	12	18	--
STDev	7.6	6.9	**	**	**	**	--	**	**	0.1	0.0	--
<b>Entertainment Attendants and Related Workers</b>												
											<b>Minor Group Code: 393000</b>	
Mean	\$5.53	\$5.24	\$0.21	\$0.10	NB	\$0.70	NB	NB	\$0.44	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	**	--	**	--	--	**	--	--	--
Max	\$6.49	\$5.80	\$0.27	**	--	**	--	--	**	--	--	--
N	124	124	5	**	--	**	--	--	**	--	--	--
STDev	0.5	0.3	0.0	**	--	**	--	--	**	--	--	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Extraction Workers</b>			<b>Minor Group Code: 475000</b>										
Mean	\$6.14	\$5.20	NB	NB	NB	NB	NB	NB	NB	NB	\$0.63	\$0.31	NB
Min	**	**	--	--	--	--	--	--	--	--	**	**	--
Max	**	**	--	--	--	--	--	--	--	--	**	**	--
N	**	**	--	--	--	--	--	--	--	--	**	**	--
STDev	**	**	--	--	--	--	--	--	--	--	**	**	--
<b>Financial Clerks</b>			<b>Minor Group Code: 433000</b>										
Mean	\$9.77	\$8.09	\$0.62	\$1.27	\$0.10	\$0.98	\$0.23	\$1.13	\$0.90	\$1.12	\$1.12	\$1.45	
Min	\$2.53	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00	
Max	\$32.60	\$25.00	\$8.26	\$5.41	\$0.35	\$2.18	\$0.71	\$6.67	**	\$2.45	\$2.00	\$1.50	
N	199	199	94	83	52	41	24	53	**	11	5	16	
STDev	5.7	4.1	0.9	1.8	0.1	0.6	0.1	1.5	**	0.8	0.8	0.0	
<b>Financial Specialists</b>			<b>Minor Group Code: 132000</b>										
Mean	\$11.15	\$10.09	\$0.73	\$0.67	\$0.19	\$0.84	\$0.23	\$2.00	\$0.63	\$0.97	\$0.59	\$0.56	
Min	\$3.44	\$3.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	
Max	\$65.89	\$48.08	\$2.42	\$19.05	\$0.75	\$3.17	\$0.71	\$12.45	\$1.88	\$4.53	\$1.25	**	
N	467	467	193	179	55	65	18	51	8	33	15	**	
STDev	7.4	5.9	0.5	1.4	0.1	0.7	0.1	2.8	0.5	0.9	0.4	**	
<b>Fire Fighting and Prevention Workers</b>			<b>Minor Group Code: 332000</b>										
Mean	\$11.19	\$10.44	\$0.48	\$0.48	NB	NB	NB	NB	NB	NB	NB	NB	
Min	\$6.85	\$6.28	\$0.00	\$0.00	--	--	--	--	--	--	--	--	
Max	\$24.64	\$23.69	\$1.04	\$1.04	--	--	--	--	--	--	--	--	
N	106	106	82	82	--	--	--	--	--	--	--	--	
STDev	3.6	3.4	0.1	0.1	--	--	--	--	--	--	--	--	

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount										
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Fishing and Hunting Workers</b>			<b>Minor Group Code: 453000</b>										
Mean	\$5.08	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	\$0.47	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	**	--	--
Max	\$5.70	\$5.05	--	--	--	--	--	--	--	--	**	--	--
N	26	26	--	--	--	--	--	--	--	--	**	--	--
STDev	0.1	0.0	--	--	--	--	--	--	--	--	**	--	--
<b>Food and Beverage Serving Workers</b>			<b>Minor Group Code: 353000</b>										
Mean	\$5.21	\$5.07	\$0.21	\$0.91	\$0.08	\$0.48	NB	NB	\$0.52	\$0.49	\$0.51	NB	
Min	\$2.53	\$2.53	\$0.00	\$0.00	\$0.00	**	--	--	\$0.00	\$0.00	\$0.00	--	
Max	\$8.21	\$7.70	\$0.48	\$2.53	\$0.08	**	--	--	\$1.75	\$0.81	\$1.25	--	
N	439	439	17	16	15	**	--	--	14	16	9	--	
STDev	0.5	0.3	0.1	1.1	0.0	**	--	--	0.5	0.2	0.4	--	
<b>Food Processing Workers</b>			<b>Minor Group Code: 513000</b>										
Mean	\$5.24	\$5.18	\$0.27	NB	\$0.08	\$0.44	NB	NB	\$0.96	\$0.96	\$0.31	NB	
Min	\$4.06	\$4.06	**	--	\$0.00	**	--	--	**	**	**	--	
Max	\$9.36	\$9.36	**	--	\$0.08	**	--	--	**	**	**	--	
N	116	116	**	--	21	**	--	--	**	**	**	--	
STDev	0.6	0.5	**	--	0.0	**	--	--	**	**	**	--	
<b>Forest, Conservation, and Logging Workers</b>			<b>Minor Group Code: 454000</b>										
Mean	\$12.01	\$11.00	\$0.51	\$0.51	NB	NB	NB	NB	NB	NB	NB	NB	
Min	\$7.93	\$7.26	\$0.34	\$0.34	--	--	--	--	--	--	--	--	
Max	\$15.13	\$13.85	\$0.64	\$0.64	--	--	--	--	--	--	--	--	
N	8	8	8	8	--	--	--	--	--	--	--	--	
STDev	2.6	2.3	0.1	0.1	--	--	--	--	--	--	--	--	

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SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Grounds Maintenance Workers</b>			<b>Minor Group Code: 373000</b>									
Mean	\$5.58	\$5.29	\$0.20	\$0.13	NB	\$0.58	NB	\$0.61	\$0.54	\$0.46	NB	NB
Min	\$2.81	\$2.81	\$0.00	\$0.00	--	\$0.00	--	**	**	\$0.00	--	--
Max	\$14.54	\$14.54	\$0.37	\$0.37	--	\$0.70	--	**	**	\$0.63	--	--
N	127	127	33	25	--	8	--	**	**	17	--	--
STDev	1.5	1.3	0.1	0.1	--	0.1	--	**	**	0.1	--	--
<b>Health Diagnosing and Treating Practitioners</b>			<b>Minor Group Code: 291000</b>									
Mean	\$29.46	\$27.21	\$1.20	\$1.19	\$0.23	\$1.64	\$0.29	\$2.39	NB	\$12.50	\$1.25	NB
Min	\$4.26	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	**	--
Max	\$131.29	\$120.19	\$5.55	\$5.55	\$0.36	\$3.74	\$0.51	\$4.17	--	**	**	--
N	263	263	213	202	5	25	20	11	--	**	**	--
STDev	26.1	24.3	1.1	1.1	0.1	1.0	0.1	1.4	--	**	**	--
<b>Health Technologists and Technicians</b>			<b>Minor Group Code: 292000</b>									
Mean	\$12.19	\$11.08	\$0.54	\$0.52	\$1.17	\$1.55	\$0.18	NB	NB	\$1.44	NB	NB
Min	\$3.30	\$3.13	\$0.00	\$0.00	**	\$0.00	\$0.00	--	--	**	--	--
Max	\$25.77	\$25.00	\$1.33	\$0.89	**	\$8.05	\$0.38	--	--	**	--	--
N	128	128	111	97	**	16	15	--	--	**	--	--
STDev	4.0	3.7	0.2	0.1	**	1.8	0.1	--	--	**	--	--
<b>Helpers, Construction Trades</b>			<b>Minor Group Code: 473000</b>									
Mean	\$8.10	\$7.56	\$0.44	\$0.43	\$0.14	\$1.26	NB	\$1.48	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$18.39	\$16.83	\$0.78	\$0.78	**	**	--	**	--	--	--	--
N	92	92	52	52	**	**	--	**	--	--	--	--
STDev	3.9	3.4	0.2	0.2	**	**	--	**	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Information and Record Clerks</b>												<b>Minor Group Code: 434000</b>
Mean	\$9.78	\$8.60	\$0.44	\$0.61	\$0.09	\$1.00	\$0.58	\$0.88	NB	\$1.25	\$0.38	\$1.44
Min	\$4.36	\$3.75	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	**	\$0.00
Max	\$36.84	\$31.25	\$1.81	\$9.76	\$0.40	\$5.08	\$17.00	\$6.22	--	**	**	\$1.44
N	443	443	285	261	74	82	45	71	--	**	**	5
STDev	5.4	4.0	0.3	1.1	0.1	0.7	2.5	1.1	--	**	**	0.0
<b>Law Enforcement Workers</b>												<b>Minor Group Code: 333000</b>
Mean	\$9.88	\$9.13	\$0.43	\$0.43	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.64	\$5.17	\$0.00	\$0.00	--	--	--	--	--	--	--	--
Max	\$26.26	\$24.04	\$1.11	\$1.11	--	--	--	--	--	--	--	--
N	291	291	255	255	--	--	--	--	--	--	--	--
STDev	3.0	2.7	0.1	0.1	--	--	--	--	--	--	--	--
<b>Lawyers, Judges, and Related Workers</b>												<b>Minor Group Code: 231000</b>
Mean	\$34.34	\$31.57	\$1.49	\$1.39	NB	\$1.92	\$0.58	\$5.84	NB	\$4.69	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	**	**	**	--	**	--	--
Max	\$116.57	\$116.57	\$5.77	\$2.88	--	**	**	**	--	**	--	--
N	72	72	62	62	--	**	**	**	--	**	--	--
STDev	16.2	15.4	0.8	0.5	--	**	**	**	--	**	--	--
<b>Legal Support Workers</b>												<b>Minor Group Code: 232000</b>
Mean	\$17.09	\$15.60	\$0.88	\$0.72	\$0.45	\$2.14	\$0.12	\$2.16	NB	NB	NB	NB
Min	\$3.79	\$3.79	\$0.00	\$0.00	**	**	**	\$0.00	--	--	--	--
Max	\$38.10	\$33.65	\$2.38	\$1.59	**	**	**	\$6.09	--	--	--	--
N	36	36	21	21	**	**	**	5	--	--	--	--
STDev	9.3	7.7	0.6	0.4	**	**	**	2.2	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Minor Group Code: 254000</b>													
Librarians, Curators, and Archivists	Mean	\$12.18	\$11.00	\$0.83	\$0.61	\$0.14	\$0.35	NB	\$0.78	NB	NB	NB	NB
	Min	\$7.20	\$6.59	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--
	Max	\$27.38	\$24.04	\$2.22	\$1.11	\$0.18	\$0.99	--	\$2.08	--	--	--	--
	N	28	28	14	14	9	6	--	12	--	--	--	--
	STDev	5.2	4.5	0.6	0.3	0.0	0.5	--	0.7	--	--	--	--
<b>Minor Group Code: 191000</b>													
Life Scientists	Mean	\$12.64	\$11.51	\$0.56	\$0.54	NB	NB	NB	NB	NB	\$0.94	NB	NB
	Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	--	**	--	--
	Max	\$23.63	\$21.64	\$1.00	\$1.00	--	--	--	--	--	**	--	--
	N	24	24	22	23	--	--	--	--	--	**	--	--
	STDev	6.3	5.8	0.3	0.3	--	--	--	--	--	**	--	--
<b>Minor Group Code: 194000</b>													
Life, Physical, and Social Science Technicians	Mean	\$11.46	\$10.45	\$0.52	\$0.43	\$0.11	\$1.45	\$0.28	\$0.37	NB	\$2.20	NB	NB
	Min	\$5.92	\$5.05	\$0.00	\$0.00	**	\$0.00	**	**	--	**	--	--
	Max	\$28.10	\$24.68	\$2.28	\$1.14	**	\$4.29	**	**	--	**	--	--
	N	65	65	55	54	**	5	**	**	--	**	--	--
	STDev	5.2	4.6	0.4	0.2	**	1.8	**	**	--	**	--	--
<b>Minor Group Code: 537000</b>													
Material Moving Workers	Mean	\$5.53	\$5.32	\$0.39	\$0.38	\$0.06	\$0.61	NB	NB	\$1.82	\$0.71	\$0.54	NB
	Min	\$4.06	\$4.06	\$0.00	\$0.00	**	\$0.00	--	--	**	\$0.00	\$0.00	--
	Max	\$11.82	\$11.82	\$1.11	\$1.11	**	\$1.52	--	--	**	\$1.56	\$1.25	--
	N	139	139	16	12	**	8	--	--	**	11	7	--
	STDev	1.2	0.8	0.3	0.4	**	0.6	--	--	**	0.3	0.3	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Material Recording, Scheduling, Dispatching, and Distributing Workers</b>												<b>Minor Group Code: 435000</b>
Mean	\$6.42	\$5.90	\$0.32	\$0.30	\$0.16	\$1.61	\$0.38	\$1.16	\$1.25	\$1.22	\$0.46	NB
Min	\$2.80	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	--
Max	\$26.42	\$18.03	\$1.80	\$1.77	\$0.40	\$5.08	\$0.84	\$5.41	**	\$2.00	**	--
N	321	321	95	92	33	23	12	38	**	7	**	--
STDev	3.0	2.0	0.3	0.3	0.1	1.3	0.2	1.3	**	0.5	**	--
<b>Mathematical Science Occupations</b>												<b>Minor Group Code: 152000</b>
Mean	\$13.97	\$12.87	\$0.59	\$0.59	\$0.19	NB	NB	\$2.21	NB	NB	NB	NB
Min	\$7.56	\$6.92	\$0.00	\$0.00	**	--	--	**	--	--	--	--
Max	\$18.91	\$17.31	\$0.80	\$0.80	**	--	--	**	--	--	--	--
N	14	14	11	11	**	--	--	**	--	--	--	--
STDev	4.1	3.8	0.2	0.2	**	--	--	**	--	--	--	--
<b>Media and Communication Equipment Workers</b>												<b>Minor Group Code: 274000</b>
Mean	\$6.79	\$6.56	\$0.35	\$0.35	\$0.06	\$0.88	NB	NB	NB	NB	NB	NB
Min	\$5.00	\$5.00	\$0.00	\$0.00	**	**	--	--	--	--	--	--
Max	\$10.63	\$9.73	\$0.45	\$0.45	**	**	--	--	--	--	--	--
N	34	34	10	10	**	**	--	--	--	--	--	--
STDev	1.4	1.2	0.1	0.1	**	**	--	--	--	--	--	--
<b>Media and Communication Workers</b>												<b>Minor Group Code: 273000</b>
Mean	\$9.59	\$8.91	\$0.66	\$0.56	\$0.34	\$0.02	NB	\$0.87	\$0.58	\$0.94	NB	NB
Min	\$3.13	\$3.13	\$0.00	\$0.00	**	**	--	**	\$0.00	\$0.00	--	--
Max	\$26.66	\$24.04	\$2.21	\$1.11	**	**	--	**	\$0.58	\$3.13	--	--
N	79	79	29	29	**	**	--	**	6	7	--	--
STDev	5.6	4.9	0.5	0.3	**	**	--	**	0.0	1.0	--	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Minor Group Code: 514000</b>												
<b>Metal Workers and Plastic Workers</b>												
Mean	\$6.05	\$5.71	\$0.18	\$0.16	\$0.06	\$0.77	\$0.88	NB	\$1.88	\$0.62	\$0.94	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	--	**	\$0.00	\$0.00	--
Max	\$10.50	\$10.50	\$0.42	\$0.42	\$0.06	\$1.52	**	--	**	\$1.21	\$2.19	--
N	81	81	13	11	5	5	**	--	**	13	5	--
STDev	1.6	1.5	0.1	0.1	0.0	0.8	**	--	**	0.2	0.7	--
<b>Minor Group Code: 533000</b>												
<b>Motor Vehicle Operators</b>												
Mean	\$6.25	\$5.82	\$0.17	\$0.38	\$0.10	\$1.16	\$0.24	\$0.66	NB	\$0.50	\$0.68	NB
Min	\$4.38	\$4.38	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	--	\$0.00	\$0.00	--
Max	\$18.38	\$16.83	\$0.78	\$5.05	\$0.18	\$3.17	**	\$2.10	--	\$0.63	\$1.88	--
N	241	241	62	38	33	18	**	61	--	9	6	--
STDev	1.9	1.4	0.1	0.8	0.1	0.8	**	0.6	--	0.1	0.6	--
<b>Minor Group Code: 311000</b>												
<b>Nursing, Psychiatric, and Home Health Aides</b>												
Mean	\$8.09	\$7.43	\$0.33	\$0.34	NB	\$1.47	\$0.24	NB	NB	NB	NB	NB
Min	\$3.30	\$3.13	\$0.00	\$0.00	--	**	\$0.00	--	--	--	--	--
Max	\$11.71	\$10.72	\$0.49	\$0.49	--	**	\$0.38	--	--	--	--	--
N	46	46	35	33	--	**	6	--	--	--	--	--
STDev	1.8	1.6	0.1	0.1	--	**	0.1	--	--	--	--	--
<b>Minor Group Code: 312000</b>												
<b>Occupational Therapy and Physical Therapist Assistants and Aides</b>												
Mean	\$12.39	\$11.17	\$0.57	\$0.41	NB	\$0.75	\$0.17	NB	NB	NB	NB	NB
Min	**	**	**	**	--	**	**	--	--	--	--	--
Max	**	**	**	**	--	**	**	--	--	--	--	--
N	**	**	**	**	--	**	**	--	--	--	--	--
STDev	**	**	**	**	--	**	**	--	--	--	--	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Operations Specialties Managers</b>												<b>Minor Group Code: 113000</b>
Mean	\$16.75	\$14.73	\$0.92	\$0.91	\$0.24	\$1.13	\$0.25	\$3.47	\$0.59	\$1.02	\$0.59	\$1.44
Min	\$4.55	\$4.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$66.97	\$52.89	\$5.29	\$18.04	\$0.46	\$4.04	\$0.71	\$20.48	\$0.94	\$2.31	\$1.25	**
N	298	298	187	178	41	45	16	45	11	15	8	**
STDev	9.7	7.1	0.7	1.4	0.1	1.2	0.1	4.6	0.1	0.7	0.3	**
<b>Other Construction and Related Workers</b>												<b>Minor Group Code: 474000</b>
Mean	\$8.60	\$7.87	\$0.48	\$0.43	NB	\$1.28	\$0.19	NB	\$0.58	\$0.58	\$2.25	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	\$0.00	**	--	**	**	**	--
Max	\$19.68	\$15.78	\$0.91	\$0.62	--	\$1.62	**	--	**	**	**	--
N	35	35	14	14	--	6	**	--	**	**	**	--
STDev	4.3	3.4	0.2	0.1	--	0.5	**	--	**	**	**	--
<b>Other Education, Training, and Library Occupations</b>												<b>Minor Group Code: 259000</b>
Mean	\$17.94	\$15.84	\$1.53	\$0.76	\$0.31	\$0.54	\$0.06	\$1.64	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	--	--	--	--
Max	\$30.47	\$24.68	\$2.28	\$1.14	\$0.37	\$3.17	**	\$4.37	--	--	--	--
N	48	48	28	29	10	19	**	13	--	--	--	--
STDev	7.0	5.9	0.4	0.2	0.1	0.9	**	1.6	--	--	--	--
<b>Other Food Preparation and Serving Related Workers</b>												<b>Minor Group Code: 359000</b>
Mean	\$5.34	\$5.10	\$0.20	\$0.14	\$0.08	\$0.48	NB	NB	\$0.79	\$0.82	\$0.31	NB
Min	\$5.05	\$5.05	\$0.00	**	**	**	--	--	**	**	**	--
Max	\$8.64	\$7.00	\$0.27	**	**	**	--	--	**	**	**	--
N	88	88	6	**	**	**	--	--	**	**	**	--
STDev	0.5	0.2	0.1	**	**	**	--	--	**	**	**	--

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SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Other Healthcare Practitioners and Technical Occupations</b>			<b>Minor Group Code: 299000</b>									
Mean	\$11.48	\$9.76	\$0.66	\$0.51	\$0.16	\$1.13	\$0.22	\$3.59	NB	\$1.56	NB	NB
Min	\$5.50	\$5.50	\$0.00	\$0.00	**	**	**	**	--	**	--	--
Max	\$21.13	\$19.35	\$1.28	\$0.89	**	**	**	**	--	**	--	--
N	13	13	9	9	**	**	**	**	--	**	--	--
STDev	5.1	4.1	0.4	0.2	**	**	**	**	--	**	--	--
<b>Other Healthcare Support Occupations</b>			<b>Minor Group Code: 319000</b>									
Mean	\$7.16	\$6.84	\$0.40	\$0.46	NB	\$0.29	\$0.17	NB	NB	\$0.63	\$0.31	\$0.31
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	\$0.00	**	--	--	**	**	**
Max	\$22.35	\$20.46	\$0.94	\$0.94	--	\$0.75	**	--	--	**	**	**
N	128	128	44	34	--	12	**	--	--	**	**	**
STDev	3.5	3.1	0.2	0.2	--	0.3	**	--	--	**	**	**
<b>Other Installation, Maintenance, and Repair Occupations</b>			<b>Minor Group Code: 499000</b>									
Mean	\$7.14	\$6.30	\$0.46	\$0.39	\$0.13	\$1.17	\$0.20	\$1.44	\$0.38	\$0.92	\$0.98	\$1.53
Min	\$2.89	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$27.28	\$18.21	\$1.82	\$2.06	\$0.28	\$4.04	\$0.24	\$5.99	\$1.25	\$2.50	\$2.19	**
N	616	616	188	174	104	66	17	128	12	38	30	**
STDev	3.6	2.3	0.4	0.3	0.1	0.9	0.0	1.4	0.4	0.7	0.6	**
<b>Other Management Occupations</b>			<b>Minor Group Code: 119000</b>									
Mean	\$16.54	\$14.71	\$0.96	\$0.78	\$0.34	\$1.32	\$0.39	\$3.61	\$0.69	\$1.48	\$2.26	\$1.38
Min	\$1.56	\$1.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$60.39	\$55.29	\$4.00	\$5.05	\$0.53	\$5.23	\$0.71	\$7.21	\$3.51	\$10.19	\$14.04	\$1.92
N	459	459	216	201	54	75	9	56	27	45	15	5
STDev	9.6	8.2	0.7	0.6	0.1	1.3	0.2	2.1	0.6	1.8	3.6	0.4

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SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Other Office and Administrative Support Workers</b>			<b>Minor Group Code: 439000</b>									
Mean	\$6.89	\$6.53	\$0.59	\$0.57	\$0.14	\$1.20	\$0.53	\$1.22	\$0.36	\$1.20	\$0.75	NB
Min	\$2.27	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**	**	--
Max	\$76.89	\$70.39	\$3.25	\$3.25	\$0.40	\$2.50	\$2.50	\$7.29	**	**	**	--
N	774	774	172	167	20	24	14	29	**	**	**	--
STDev	5.9	5.2	0.4	0.4	0.1	0.6	0.8	1.8	**	**	**	--
<b>Other Personal Care and Service Workers</b>			<b>Minor Group Code: 399000</b>									
Mean	\$9.33	\$8.62	\$0.73	\$1.21	NB	NB	NB	NB	\$0.14	NB	NB	NB
Min	\$1.88	\$1.88	\$0.00	\$0.00	--	--	--	--	**	--	--	--
Max	\$21.01	\$19.23	\$0.89	\$5.05	--	--	--	--	**	--	--	--
N	47	47	16	18	--	--	--	--	**	--	--	--
STDev	6.5	5.9	0.2	1.4	--	--	--	--	**	--	--	--
<b>Other Production Occupations</b>			<b>Minor Group Code: 519000</b>									
Mean	\$7.19	\$6.46	\$0.61	\$0.40	\$0.13	\$1.85	\$0.32	\$2.00	\$0.44	\$0.58	\$0.39	NB
Min	\$5.00	\$4.69	\$0.00	\$0.00	\$0.00	**	**	\$0.00	**	\$0.00	\$0.00	--
Max	\$29.40	\$24.04	\$1.73	\$1.10	\$0.27	**	**	\$5.19	**	\$0.63	\$0.81	--
N	147	147	33	42	13	**	**	15	**	7	6	--
STDev	4.9	3.4	0.5	0.2	0.1	**	**	2.0	**	0.1	0.2	--
<b>Other Protective Service Workers</b>			<b>Minor Group Code: 339000</b>									
Mean	\$5.37	\$5.23	\$0.32	\$0.26	\$0.11	\$0.34	NB	\$0.75	\$0.21	\$0.05	NB	NB
Min	\$3.25	\$3.25	\$0.00	\$0.00	\$0.00	**	--	\$0.00	**	\$0.00	--	--
Max	\$20.27	\$18.56	\$1.14	\$1.14	\$0.13	**	--	\$1.55	**	\$0.05	--	--
N	441	441	46	52	5	**	--	7	**	6	--	--
STDev	1.5	1.3	0.2	0.2	0.0	**	--	0.6	**	0.0	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
<b>Minor Group Code: 419000</b>													
Other Sales and Related Workers	Mean	\$7.69	\$7.02	\$1.55	\$3.10	\$0.14	\$1.23	\$0.21	\$1.21	NB	\$0.94	\$1.25	NB
	Min	\$5.05	\$5.05	**	**	**	**	**	**	--	**	**	--
	Max	\$35.62	\$26.83	**	**	**	**	**	**	--	**	**	--
	N	20	20	**	**	**	**	**	**	--	**	**	--
	STDev	7.2	5.4	**	**	**	**	**	**	--	**	**	--
<b>Minor Group Code: 253000</b>													
Other Teachers and Instructors	Mean	\$16.83	\$14.82	\$0.55	\$0.36	\$0.25	\$1.63	NB	\$1.70	\$1.25	\$1.02	NB	\$1.56
	Min	\$1.25	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	**	**	--	**
	Max	\$53.11	\$44.39	\$1.73	\$0.87	\$0.53	\$3.17	--	\$8.19	**	**	--	**
	N	764	764	8	7	435	166	--	669	**	**	--	**
	STDev	7.8	6.5	0.7	0.3	0.1	0.9	--	1.5	**	**	--	**
<b>Minor Group Code: 536000</b>													
Other Transportation Workers	Mean	\$5.40	\$5.35	\$0.16	\$0.15	\$0.10	\$0.98	\$0.38	\$0.14	NB	NB	NB	NB
	Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	**	**	--	--	--	--
	Max	\$20.46	\$20.46	\$0.51	\$0.51	**	**	**	**	--	--	--	--
	N	112	112	12	12	**	**	**	**	--	--	--	--
	STDev	1.8	1.7	0.1	0.1	**	**	**	**	--	--	--	--
<b>Minor Group Code: 395000</b>													
Personal Appearance Workers	Mean	\$5.18	\$5.05	\$0.21	\$0.39	NB	\$0.51	NB	NB	\$3.13	\$1.08	\$0.31	NB
	Min	\$3.75	\$3.75	\$0.00	**	--	**	--	--	**	**	\$0.00	--
	Max	\$11.31	\$9.38	\$0.39	**	--	**	--	--	**	**	\$0.31	--
	N	114	114	16	**	--	**	--	--	**	**	15	--
	STDev	0.8	0.5	0.1	**	--	**	--	--	**	**	0.0	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Minor Group Code: 192000</b>												
<b>Physical Scientists</b>	Mean	\$11.64	\$10.69	\$0.50	\$0.50	NB	NB	NB	NB	NB	NB	NB
	Min	\$6.85	\$6.28	\$0.00	\$0.00	--	--	--	--	--	--	--
	Max	\$23.63	\$21.64	\$1.00	\$1.00	--	--	--	--	--	--	--
	N	20	20	19	19	--	--	--	--	--	--	--
	STDev	4.3	3.9	0.2	0.2	--	--	--	--	--	--	--
<b>Minor Group Code: 518000</b>												
<b>Plant and System Operators</b>	Mean	\$10.37	\$8.43	\$0.56	\$0.41	\$0.16	\$0.70	NB	\$1.41	NB	\$0.50	NB
	Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	**	--
	Max	\$22.07	\$15.39	\$1.51	\$0.75	\$0.23	\$4.04	--	\$4.52	--	**	--
	N	70	70	60	60	27	8	--	46	--	**	--
	STDev	4.2	2.4	0.3	0.2	0.0	1.4	--	1.5	--	**	--
<b>Minor Group Code: 251000</b>												
<b>Postsecondary Teachers</b>	Mean	\$17.46	\$15.68	\$1.02	\$0.53	\$0.44	\$0.64	NB	\$2.83	NB	\$0.92	\$0.72
	Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	--	**	--	**	\$0.00
	Max	\$30.76	\$25.00	\$2.28	\$1.14	**	\$1.33	--	**	--	**	\$0.72
	N	70	70	22	63	**	45	--	**	--	**	7
	STDev	5.7	5.4	0.4	0.4	**	0.6	--	**	--	**	0.0
<b>Minor Group Code: 252000</b>												
<b>Preschool, Primary, Secondary, and Special Education School Teachers</b>	Mean	\$9.23	\$7.59	\$0.54	\$0.14	\$0.45	\$0.74	\$0.18	\$0.88	NB	\$1.24	\$0.51
	Min	\$2.19	\$2.19	\$0.00	\$0.00	**	\$0.00	**	\$0.00	--	\$0.00	\$0.00
	Max	\$34.62	\$28.85	\$1.88	\$0.89	**	\$1.59	**	\$5.33	--	\$3.44	\$0.78
	N	80	80	39	33	**	37	**	9	--	23	14
	STDev	4.9	4.4	0.4	0.1	**	0.2	**	1.7	--	0.6	0.3

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Printing Workers</b>			<b>Minor Group Code: 515100</b>									
Mean	\$6.00	\$5.08	\$0.10	NB	\$0.05	\$0.88	NB	NB	NB	\$0.63	NB	NB
Min	\$5.05	\$5.05	\$0.00	--	\$0.00	\$0.00	--	--	--	**	--	--
Max	\$10.10	\$5.40	\$0.10	--	\$0.06	\$0.88	--	--	--	**	--	--
N	24	24	7	--	8	6	--	--	--	**	--	--
STDev	1.6	0.1	0.0	--	0.0	0.0	--	--	--	**	--	--
<b>Rail Transportation Workers</b>			<b>Minor Group Code: 534000</b>									
Mean	\$6.26	\$5.66	NB	NB	\$0.09	NB	NB	\$0.59	NB	NB	NB	NB
Min	\$5.17	\$5.10	--	--	\$0.00	--	--	\$0.00	--	--	--	--
Max	\$10.61	\$8.83	--	--	\$0.14	--	--	\$1.64	--	--	--	--
N	11	11	--	--	7	--	--	10	--	--	--	--
STDev	1.6	1.1	--	--	0.0	--	--	0.6	--	--	--	--
<b>Religious Workers</b>			<b>Minor Group Code: 212000</b>									
Mean	\$10.80	\$8.61	\$0.50	NB	\$0.22	\$1.35	NB	NB	\$0.48	\$2.01	\$1.28	\$1.40
Min	\$3.47	\$3.13	**	--	**	\$0.00	--	--	**	\$0.00	\$0.00	**
Max	\$26.88	\$26.88	**	--	**	\$4.25	--	--	**	\$3.13	\$2.25	**
N	22	22	**	--	**	6	--	--	**	11	5	**
STDev	5.0	5.4	**	--	**	1.5	--	--	**	0.9	0.9	**
<b>Retail Sales Workers</b>			<b>Minor Group Code: 412000</b>									
Mean	\$5.43	\$5.28	\$0.33	\$0.41	\$0.14	\$0.87	\$0.35	\$0.69	\$0.68	\$0.97	\$0.66	NB
Min	\$2.53	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$18.39	\$16.83	\$1.18	\$5.05	\$0.94	\$1.29	\$0.63	\$2.96	\$1.56	\$1.88	\$1.88	--
N	662	662	41	30	17	31	16	16	7	14	5	--
STDev	1.4	1.0	0.2	0.9	0.2	0.3	0.1	1.0	0.5	0.6	0.7	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Sales Representatives, Services</b>			<b>Minor Group Code: 413000</b>									
Mean	\$6.83	\$6.04	\$0.32	\$0.69	\$0.14	\$1.31	\$0.24	\$0.38	\$0.23	\$1.35	\$0.81	NB
Min	\$2.02	\$2.02	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	\$0.00	\$0.00	--
Max	\$17.76	\$14.42	\$1.44	\$6.27	\$0.23	\$1.85	**	\$0.68	**	\$1.56	\$1.00	--
N	88	88	28	26	6	12	**	9	**	6	6	--
STDev	2.6	1.9	0.3	1.6	0.1	0.4	**	0.2	**	0.4	0.3	--
<b>Sales Representatives, Wholesale and Manufacturing</b>			<b>Minor Group Code: 414000</b>									
Mean	\$7.80	\$6.79	\$0.67	\$3.26	\$0.20	\$1.16	\$0.16	\$1.03	\$0.29	\$0.46	\$0.61	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	**	**	**	**	--
Max	\$50.25	\$38.30	\$2.21	\$11.00	**	\$1.65	**	**	**	**	**	--
N	33	33	5	5	**	6	**	**	**	**	**	--
STDev	8.6	6.0	0.9	4.7	**	0.2	**	**	**	**	**	--
<b>Secretaries and Administrative Assistants</b>			<b>Minor Group Code: 436000</b>									
Mean	\$9.41	\$8.51	\$0.58	\$0.48	\$0.25	\$1.20	\$0.20	\$1.53	\$0.62	\$0.91	\$0.70	\$1.35
Min	\$1.56	\$1.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$35.46	\$25.00	\$5.00	\$1.94	\$3.63	\$4.69	\$0.38	\$8.85	\$1.25	\$2.50	\$1.25	**
N	390	390	187	173	41	32	12	43	8	15	7	**
STDev	4.8	3.8	0.5	0.3	0.6	1.0	0.1	2.2	0.3	0.6	0.4	**
<b>Social Scientists and Related Workers</b>			<b>Minor Group Code: 193000</b>									
Mean	\$17.57	\$16.50	\$0.60	\$0.55	\$0.19	\$0.67	NB	\$1.48	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$29.08	\$28.00	\$1.11	\$1.11	**	**	--	**	--	--	--	--
N	18	18	10	9	**	**	--	**	--	--	--	--
STDev	8.1	7.5	0.4	0.4	**	**	--	**	--	--	--	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Supervisors of Building and Grounds Cleaning and Maintenance Workers</b>												<b>Minor Group Code: 371000</b>
Mean	\$9.41	\$8.85	\$0.44	\$0.39	\$0.16	\$1.41	NB	\$0.29	\$0.56	\$0.56	\$0.25	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	\$0.00	\$0.00	**	**
Max	\$21.48	\$21.48	\$0.86	\$0.86	**	**	--	**	\$0.58	\$0.58	**	**
N	53	53	11	11	**	**	--	**	9	10	**	**
STDev	4.3	4.3	0.2	0.3	**	**	--	**	0.0	0.0	**	**
<b>Supervisors of Construction and Extraction Workers</b>												<b>Minor Group Code: 471000</b>
Mean	\$7.31	\$7.07	\$0.27	\$0.25	\$0.02	\$0.27	NB	\$0.36	NB	\$0.52	NB	NB
Min	\$5.05	\$5.05	\$0.00	**	**	**	--	**	--	**	--	--
Max	\$11.82	\$11.82	\$0.42	**	**	**	--	**	--	**	--	--
N	23	23	5	**	**	**	--	**	--	**	--	--
STDev	2.1	2.1	0.1	**	**	**	--	**	--	**	--	--
<b>Supervisors of Farming, Fishing, and Forestry Workers</b>												<b>Minor Group Code: 451000</b>
Mean	\$10.84	\$10.10	\$0.62	\$0.62	NB	NB	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	--	--	--	--	--	--	--
Max	\$16.68	\$15.27	**	**	--	--	--	--	--	--	--	--
N	5	5	**	**	--	--	--	--	--	--	--	--
STDev	5.4	4.7	**	**	--	--	--	--	--	--	--	--
<b>Supervisors of Food Preparation and Serving Workers</b>												<b>Minor Group Code: 351000</b>
Mean	\$7.03	\$6.71	\$0.36	\$0.21	\$0.08	\$0.10	NB	NB	\$0.52	\$0.58	\$0.63	NB
Min	\$2.53	\$2.53	\$0.00	\$0.00	**	**	--	--	\$0.00	\$0.00	**	--
Max	\$23.46	\$23.46	\$0.49	\$0.49	**	**	--	--	\$0.90	\$0.63	**	--
N	193	193	12	10	**	**	--	--	23	20	**	--
STDev	2.9	2.8	0.1	0.1	**	**	--	--	0.2	0.1	**	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Supervisors of Installation, Maintenance, and Repair Workers</b>												
			<b>Minor Group Code: 491000</b>									
Mean	\$11.33	\$9.65	\$0.75	\$0.62	\$0.19	\$0.96	\$0.19	\$3.04	\$0.58	\$0.61	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	**	--	--
Max	\$32.13	\$21.92	\$2.19	\$2.49	\$0.34	\$1.44	**	\$6.58	**	**	--	--
N	27	27	14	14	5	5	**	5	**	**	--	--
STDev	7.3	5.1	0.6	0.6	0.1	0.4	**	2.6	**	**	--	--
<b>Supervisors of Office and Administrative Support Workers</b>												
			<b>Minor Group Code: 431000</b>									
Mean	\$16.84	\$14.22	\$1.00	\$1.77	\$0.14	\$1.48	\$0.21	\$1.94	\$0.58	\$0.76	\$5.89	\$1.44
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**
Max	\$51.58	\$36.66	\$2.82	\$14.46	\$0.36	\$2.59	\$0.24	\$7.01	\$0.58	\$1.88	**	**
N	78	78	41	40	17	14	9	14	6	8	**	**
STDev	10.3	7.4	0.6	2.7	0.1	0.4	0.0	2.2	0.0	0.5	**	**
<b>Supervisors of Personal Care and Service Workers</b>												
			<b>Minor Group Code: 391000</b>									
Mean	\$8.94	\$8.01	\$0.24	\$0.12	NB	NB	NB	NB	\$0.58	\$0.57	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$18.47	\$18.44	\$0.34	\$0.17	--	--	--	--	\$0.58	\$0.58	--	--
N	61	61	16	22	--	--	--	--	30	31	--	--
STDev	4.1	3.9	0.0	0.0	--	--	--	--	0.0	0.0	--	--
<b>Supervisors of Production Workers</b>												
			<b>Minor Group Code: 511000</b>									
Mean	\$18.64	\$14.19	\$1.47	\$0.83	\$0.26	\$2.63	NB	\$3.40	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$36.76	\$26.92	\$2.69	\$1.35	\$0.38	\$4.04	--	\$7.53	--	--	--	--
N	32	32	23	23	19	6	--	20	--	--	--	--
STDev	9.5	6.2	0.7	0.3	0.1	1.2	--	2.4	--	--	--	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Supervisors of Protective Service Workers</b>			<b>Minor Group Code: 331000</b>									
Mean	\$14.57	\$13.58	\$0.75	\$0.75	NB	\$0.05	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$3.75	\$3.75	\$0.00	\$0.00	--	**	--	--	\$0.00	\$0.00	--	--
Max	\$28.36	\$25.96	\$1.94	\$1.94	--	**	--	--	\$0.58	\$0.58	--	--
N	79	79	41	41	--	**	--	--	10	10	--	--
STDev	4.7	4.5	0.3	0.3	--	**	--	--	0.0	0.0	--	--
<b>Supervisors of Sales Workers</b>			<b>Minor Group Code: 411000</b>									
Mean	\$6.28	\$6.19	\$0.36	\$0.09	NB	\$0.83	\$0.17	\$0.18	\$0.09	\$0.63	\$0.31	NB
Min	\$4.95	\$4.69	\$0.00	**	--	\$0.00	**	**	**	**	**	--
Max	\$15.63	\$15.63	\$0.77	**	--	\$1.29	**	**	**	**	**	--
N	96	96	5	**	--	5	**	**	**	**	**	--
STDev	1.8	1.7	0.3	**	--	0.4	**	**	**	**	**	--
<b>Supervisors of Transportation and Material Moving Workers</b>			<b>Minor Group Code: 531000</b>									
Mean	\$10.57	\$9.26	\$0.59	\$0.79	\$0.16	\$1.79	\$0.21	\$1.09	NB	\$1.56	\$0.31	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	--	**	**	--
Max	\$27.93	\$21.08	\$2.03	\$3.65	\$0.40	\$5.08	**	\$2.47	--	**	**	--
N	41	41	20	17	8	6	**	8	--	**	**	--
STDev	5.7	4.4	0.6	0.9	0.1	1.7	**	0.9	--	**	**	--
<b>Textile, Apparel, and Furnishings Workers</b>			<b>Minor Group Code: 516000</b>									
Mean	\$5.30	\$5.04	\$0.73	\$0.10	NB	\$1.03	NB	NB	\$0.56	\$0.61	\$1.35	NB
Min	\$3.75	\$3.75	\$0.00	**	--	**	--	--	**	**	**	--
Max	\$10.58	\$7.00	\$4.66	**	--	**	--	--	**	**	**	--
N	89	89	16	**	--	**	--	--	**	**	**	--
STDev	1.0	0.4	1.5	**	--	**	--	--	**	**	**	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Top Executives</b>			<b>Minor Group Code: 111000</b>									
Mean	\$15.93	\$14.54	\$1.38	\$1.13	\$0.37	\$1.97	\$0.46	\$3.55	\$1.14	\$2.40	\$1.34	\$1.44
Min	\$1.88	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$125.67	\$120.19	\$13.75	\$19.70	\$1.22	\$16.23	\$2.50	\$12.58	\$3.94	\$21.25	\$11.41	**
N	601	601	164	150	27	55	18	24	18	43	42	**
STDev	13.8	11.9	1.6	1.7	0.3	2.5	0.5	3.7	1.1	3.3	1.8	**
<b>Tour and Travel Guides</b>			<b>Minor Group Code: 397000</b>									
Mean	\$6.54	\$6.22	\$0.35	\$0.06	\$0.03	\$1.26	\$0.96	NB	\$0.49	\$1.07	\$0.72	NB
Min	\$5.05	\$5.00	**	**	**	**	**	--	**	\$0.00	**	--
Max	\$16.88	\$16.88	**	**	**	**	**	--	**	\$4.06	**	--
N	60	60	**	**	**	**	**	--	**	7	**	--
STDev	2.5	2.2	**	**	**	**	**	--	**	1.4	**	--
<b>Vehicle and Mobile Equipment Mechanics, Installers, and Repairers</b>			<b>Minor Group Code: 493000</b>									
Mean	\$6.72	\$6.34	\$0.23	\$0.18	\$0.42	\$0.80	\$0.34	\$0.54	\$1.14	\$0.66	\$0.48	NB
Min	\$4.55	\$4.55	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$26.62	\$25.00	\$0.99	\$0.99	\$4.90	\$4.90	\$0.38	\$3.81	\$1.88	\$1.56	\$0.63	--
N	291	291	80	57	15	41	9	21	6	22	5	--
STDev	3.2	2.8	0.2	0.2	1.2	0.8	0.1	0.9	0.8	0.2	0.2	--
<b>Water Transportation Workers</b>			<b>Minor Group Code: 535000</b>									
Mean	\$11.57	\$10.89	\$1.68	\$2.09	\$1.52	\$3.99	NB	NB	\$1.54	\$1.72	\$1.36	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	--	--	**	**	**	--
Max	\$42.96	\$40.00	\$7.50	\$7.50	**	\$4.69	--	--	**	**	**	--
N	90	90	10	5	**	5	--	--	**	**	**	--
STDev	8.1	7.1	2.5	3.0	**	1.4	--	--	**	**	**	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retire-ment	Food Allow	Housing	Trans- portation	Tuition
<b>Woodworkers</b>												<b>Minor Group Code: 517000</b>
Mean	\$6.21	\$5.68	NB	NB	\$0.06	\$0.88	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	**	**	--	--	--	--	--	--
Max	**	**	--	--	**	**	--	--	--	--	--	--
N	**	**	--	--	**	**	--	--	--	--	--	--
STDev	**	**	--	--	**	**	--	--	--	--	--	--
<b>Grand Summary of Minor Occupation Titles</b>												
Mean	\$9.67	\$8.82	\$0.64	\$0.64	\$0.20	\$1.18	\$0.32	\$1.65	\$0.68	\$0.99	\$0.86	\$1.34
Min	\$1.00	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$131.29	\$120.19	\$13.75	\$19.70	\$4.90	\$16.23	\$17.00	\$20.48	\$3.94	\$21.25	\$14.04	\$3.13
N	14,402	14,402	4,426	4,121	1,422	1,283	368	1,722	299	665	350	66
STDev	8.5	7.4	0.7	0.9	0.2	1.1	0.9	1.9	0.5	1.3	1.3	0.5

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

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

SOC Major Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Architecture and Engineering Occupations</b>			<b>Major Group Code: 170000</b>									
Mean	\$14.48	\$12.52	\$0.88	\$0.82	\$0.24	\$1.74	\$0.47	\$2.53	\$1.40	\$0.83	\$0.89	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$50.00	\$50.00	\$3.36	\$4.06	\$0.38	\$4.98	**	\$10.07	\$1.88	\$1.56	\$2.50	--
N	130	130	66	52	16	28	**	22	6	18	13	--
STDev	10.73	8.80	0.78	0.72	0.10	1.37	**	2.88	0.75	0.33	0.63	--
<b>Arts, Design, Entertainment, Sports, and Media Occupations</b>			<b>Major Group Code: 270000</b>									
Mean	\$8.36	\$7.71	\$0.46	\$0.52	\$0.14	\$0.83	\$0.18	\$0.72	\$0.59	\$0.65	\$0.36	NB
Min	\$3.13	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$36.36	\$33.65	\$2.21	\$2.53	\$0.35	\$1.65	\$0.24	\$3.55	\$0.63	\$3.13	\$1.25	--
N	257	257	62	61	12	13	5	10	10	23	19	--
STDev	5.70	5.01	0.44	0.51	0.14	0.51	0.06	1.06	0.02	0.65	0.22	--
<b>Building and Grounds Cleaning and Maintenance Occupations</b>			<b>Major Group Code: 370000</b>									
Mean	\$5.79	\$5.55	\$0.27	\$0.24	\$0.11	\$0.85	NB	\$0.97	\$0.57	\$0.50	\$0.32	\$1.35
Min	\$2.81	\$2.75	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$21.48	\$21.48	\$0.86	\$0.86	\$0.35	\$2.03	--	\$1.71	\$1.25	\$1.25	\$0.50	**
N	737	737	83	73	30	21	--	23	25	52	7	**
STDev	1.90	1.72	0.14	0.18	0.05	0.62	--	0.56	0.17	0.19	0.08	**
<b>Business and Financial Operations Occupations</b>			<b>Major Group Code: 130000</b>									
Mean	\$11.56	\$10.39	\$0.69	\$0.62	\$0.19	\$0.98	\$0.24	\$1.91	\$0.63	\$1.07	\$0.75	\$0.56
Min	\$1.88	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$65.89	\$48.08	\$2.42	\$19.05	\$0.75	\$3.17	\$0.71	\$13.07	\$1.88	\$4.53	\$4.69	**
N	645	645	308	292	85	88	25	89	8	35	23	**
STDev	7.23	5.74	0.48	1.13	0.14	0.78	0.16	2.75	0.55	0.94	0.95	**

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

SOC Major Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Community and Social Service Occupations</b>			<b>Major Group Code: 210000</b>									
Mean	\$9.12	\$8.25	\$0.46	\$0.44	\$0.20	\$0.94	\$0.16	\$1.37	\$0.48	\$2.01	\$1.19	\$1.57
Min	\$1.00	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	**
Max	\$28.43	\$26.88	\$2.19	\$1.11	\$0.37	\$4.25	\$0.23	\$4.37	**	\$3.13	\$2.25	**
N	370	370	214	210	29	22	8	47	**	11	6	**
STDev	6.14	5.54	0.27	0.20	0.09	0.88	0.05	1.21	**	0.93	0.82	**
<b>Computer and Mathematical Occupations</b>			<b>Major Group Code: 150000</b>									
Mean	\$16.11	\$13.78	\$1.01	\$1.26	\$0.17	\$0.96	\$0.17	\$1.75	\$0.63	\$0.41	\$0.42	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--
Max	\$51.93	\$38.30	\$3.00	\$6.63	\$0.33	\$1.44	\$0.24	\$8.83	**	**	\$0.63	--
N	103	103	64	66	25	24	16	23	**	**	6	--
STDev	9.88	7.16	0.66	1.38	0.07	0.46	0.07	1.99	**	**	0.15	--
<b>Construction and Extraction Occupations</b>			<b>Major Group Code: 470000</b>									
Mean	\$6.21	\$5.93	\$0.41	\$0.40	\$0.12	\$0.84	\$0.21	\$0.79	\$0.97	\$0.67	\$0.73	\$0.27
Min	\$5.00	\$5.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	\$0.00	\$0.00	**
Max	\$24.51	\$21.63	\$1.67	\$1.08	\$0.26	\$1.62	**	\$5.02	**	\$1.25	\$2.25	**
N	772	772	157	134	12	26	**	21	**	45	21	**
STDev	2.52	2.08	0.21	0.17	0.07	0.55	**	1.31	**	0.27	0.46	**
<b>Education, Training, and Library Occupations</b>			<b>Major Group Code: 250000</b>									
Mean	\$16.18	\$14.24	\$0.92	\$0.48	\$0.25	\$1.24	\$0.13	\$1.68	\$1.25	\$1.19	\$0.58	\$1.59
Min	\$1.25	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00
Max	\$53.11	\$44.39	\$2.28	\$1.14	\$0.63	\$3.17	\$0.31	\$8.19	**	\$3.44	\$0.78	\$3.13
N	990	990	111	146	458	273	5	706	**	28	21	15
STDev	7.71	6.51	0.61	0.35	0.10	0.91	0.11	1.54	**	0.53	0.24	0.48

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

SOC Major Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Farming, Fishing, and Forestry Occupations</b>			<b>Major Group Code: 450000</b>									
Mean	\$6.58	\$6.15	\$0.36	\$0.37	NB	\$0.10	\$0.05	NB	\$0.84	\$0.83	\$0.94	NB
Min	\$2.82	\$2.19	\$0.00	\$0.00	--	**	**	--	\$0.00	\$0.00	**	--
Max	\$16.68	\$15.27	\$0.70	\$0.70	--	**	**	--	\$1.56	\$1.25	**	--
N	135	135	51	46	--	**	**	--	6	11	**	--
STDev	2.61	2.32	0.15	0.14	--	**	**	--	0.38	0.39	**	--
<b>Food Preparation and Serving Related Occupations</b>			<b>Major Group Code: 350000</b>									
Mean	\$5.58	\$5.39	\$0.31	\$0.53	\$0.08	\$0.33	NB	\$0.31	\$0.56	\$0.61	\$0.46	\$0.88
Min	\$2.02	\$2.02	\$0.00	\$0.00	\$0.00	\$0.00	--	**	\$0.00	\$0.00	\$0.00	**
Max	\$23.46	\$23.46	\$2.53	\$2.53	\$0.08	\$0.61	--	**	\$1.75	\$1.56	\$1.25	**
N	1,172	1,172	69	60	35	12	--	**	64	60	23	**
STDev	1.49	1.38	0.29	0.80	0.00	0.23	--	**	0.37	0.28	0.34	**
<b>Healthcare Practitioners and Technical Occupations</b>			<b>Major Group Code: 290000</b>									
Mean	\$23.41	\$21.54	\$0.97	\$0.96	\$0.30	\$1.58	\$0.24	\$2.57	NB	\$5.17	\$1.25	NB
Min	\$3.30	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	**	--
Max	\$131.29	\$120.19	\$5.55	\$5.55	\$1.17	\$8.05	\$0.51	\$4.17	--	**	**	--
N	404	404	333	308	10	43	36	13	--	**	**	--
STDev	22.73	21.20	0.97	0.95	0.32	1.29	0.11	1.37	--	**	**	--
<b>Healthcare Support Occupations</b>			<b>Major Group Code: 310000</b>									
Mean	\$7.52	\$7.09	\$0.38	\$0.40	NB	\$0.60	\$0.21	NB	NB	\$0.63	\$0.31	\$0.31
Min	\$3.30	\$3.13	\$0.00	\$0.00	--	\$0.00	\$0.00	--	--	**	**	**
Max	\$22.35	\$20.46	\$1.02	\$0.94	--	\$2.18	\$0.38	--	--	**	**	**
N	178	178	83	70	--	17	10	--	--	**	**	**
STDev	3.28	2.88	0.18	0.16	--	0.66	0.09	--	--	**	**	**

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

SOC Major Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Installation, Maintenance, and Repair Occupations</b>			<b>Major Group Code: 490000</b>									
Mean	\$7.38	\$6.59	\$0.44	\$0.44	\$0.16	\$1.06	\$0.24	\$1.33	\$0.63	\$0.83	\$0.91	\$1.53
Min	\$2.89	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$35.81	\$25.42	\$2.19	\$4.40	\$4.90	\$4.90	\$0.38	\$6.58	\$1.88	\$2.50	\$2.19	**
N	977	977	300	262	139	128	41	168	19	65	35	**
STDev	4.29	3.05	0.39	0.53	0.41	0.81	0.08	1.40	0.63	0.58	0.63	**
<b>Legal Occupations</b>			<b>Major Group Code: 230000</b>									
Mean	\$28.59	\$26.25	\$1.33	\$1.22	\$0.45	\$2.07	\$0.27	\$3.21	NB	\$4.69	NB	NB
Min	\$3.79	\$3.79	\$0.00	\$0.00	**	\$0.00	**	\$0.00	--	**	--	--
Max	\$116.57	\$116.57	\$5.77	\$2.88	**	\$3.43	**	\$9.37	--	**	--	--
N	108	108	83	83	**	6	**	7	--	**	--	--
STDev	16.43	15.27	0.77	0.59	**	0.87	**	3.26	--	**	--	--
<b>Life, Physical, and Social Science Occupations</b>			<b>Major Group Code: 190000</b>									
Mean	\$12.58	\$11.55	\$0.53	\$0.48	\$0.16	\$1.16	\$0.28	\$0.93	NB	\$1.78	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	\$0.00	--	**	--	--
Max	\$29.08	\$28.00	\$2.28	\$1.14	**	\$4.29	**	\$4.17	--	**	--	--
N	127	127	106	105	**	8	**	8	--	**	--	--
STDev	6.10	5.57	0.35	0.25	**	1.46	**	1.35	--	**	--	--
<b>Management Occupations</b>			<b>Major Group Code: 110000</b>									
Mean	\$15.55	\$13.99	\$1.05	\$0.91	\$0.30	\$1.43	\$0.36	\$3.38	\$0.81	\$1.70	\$1.37	\$1.30
Min	\$1.56	\$1.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$125.67	\$120.19	\$13.75	\$19.70	\$1.22	\$16.23	\$2.50	\$20.48	\$3.94	\$21.25	\$14.04	\$1.92
N	1,540	1,540	591	547	135	197	58	133	63	123	78	8
STDev	11.41	9.65	1.01	1.27	0.18	1.68	0.39	3.43	0.74	2.31	2.10	0.41

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

SOC Major Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Office and Administrative Support Occupations</b>			<b>Major Group Code: 430000</b>									
Mean	\$8.45	\$7.61	\$0.53	\$0.66	\$0.13	\$1.13	\$0.40	\$1.17	\$0.63	\$1.01	\$1.20	\$1.44
Min	\$1.56	\$1.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$76.89	\$70.39	\$8.26	\$14.46	\$3.63	\$5.08	\$17.00	\$8.85	\$1.25	\$2.50	\$10.53	\$1.50
N	2,239	2,239	892	834	254	223	122	253	18	44	22	26
STDev	5.85	4.68	0.50	1.09	0.24	0.82	1.55	1.59	0.30	0.59	2.15	0.04
<b>Personal Care and Service Occupations</b>			<b>Major Group Code: 390000</b>									
Mean	\$6.42	\$6.03	\$0.37	\$0.52	\$0.03	\$1.00	\$0.96	NB	\$0.63	\$0.68	\$0.40	NB
Min	\$1.88	\$1.88	\$0.00	\$0.00	**	\$0.00	**	--	\$0.00	\$0.00	\$0.00	--
Max	\$21.01	\$19.23	\$0.89	\$5.05	**	\$1.88	**	--	\$3.13	\$4.06	\$1.25	--
N	465	465	63	54	**	5	**	--	39	45	19	--
STDev	3.20	2.83	0.24	0.94	**	0.84	**	--	0.43	0.67	0.27	--
<b>Production Occupations</b>			<b>Major Group Code: 510000</b>									
Mean	\$7.27	\$6.46	\$0.67	\$0.45	\$0.14	\$1.23	\$0.60	\$2.01	\$1.02	\$0.62	\$0.69	NB
Min	\$3.75	\$3.75	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$36.76	\$26.92	\$4.66	\$1.35	\$0.38	\$4.04	**	\$7.53	\$1.88	\$1.21	\$2.19	--
N	580	580	155	140	94	36	**	81	7	30	15	--
STDev	4.86	3.26	0.72	0.27	0.08	1.20	**	2.02	0.63	0.18	0.58	--
<b>Protective Service Occupations</b>			<b>Major Group Code: 330000</b>									
Mean	\$8.27	\$7.79	\$0.46	\$0.45	\$0.11	\$0.27	NB	\$0.75	\$0.52	\$0.38	NB	NB
Min	\$3.25	\$3.25	\$0.00	\$0.00	\$0.00	**	--	\$0.00	\$0.00	\$0.00	--	--
Max	\$28.36	\$25.96	\$1.94	\$1.94	\$0.13	**	--	\$1.55	\$0.58	\$0.58	--	--
N	917	917	424	430	5	**	--	7	12	16	--	--
STDev	4.07	3.69	0.19	0.20	0.02	**	--	0.62	0.14	0.27	--	--

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

SOC Major Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Sales and Related Occupations</b>			<b>Major Group Code: 410000</b>									
Mean	\$5.80	\$5.54	\$0.36	\$0.78	\$0.14	\$1.01	\$0.31	\$0.62	\$0.53	\$0.98	\$0.73	NB
Min	\$2.02	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$50.25	\$38.30	\$2.21	\$11.00	\$0.94	\$1.85	\$0.63	\$2.96	\$1.56	\$1.88	\$1.88	--
N	899	899	80	64	25	57	22	29	10	25	15	--
STDev	2.56	1.89	0.35	1.86	0.17	0.40	0.11	0.78	0.50	0.55	0.46	--
<b>Transportation and Material Moving Occupations</b>			<b>Major Group Code: 530000</b>									
Mean	\$7.11	\$6.70	\$0.40	\$0.53	\$0.13	\$1.28	\$0.26	\$0.68	\$1.61	\$0.75	\$0.72	NB
Min	\$4.06	\$4.06	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	\$0.00	\$0.00	--
Max	\$42.96	\$40.00	\$7.50	\$7.50	\$1.52	\$5.08	**	\$2.47	**	\$2.50	\$1.88	--
N	657	657	131	84	53	50	**	81	**	23	17	--
STDev	4.33	3.76	0.82	1.07	0.20	1.32	**	0.67	**	0.50	0.54	--
<b>Grand Summary of Major Occupations</b>												
Mean	\$9.67	\$8.82	\$0.64	\$0.64	\$0.20	\$1.18	\$0.32	\$1.65	\$0.68	\$0.99	\$0.86	\$1.34
Min	\$1.00	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$131.29	\$120.19	\$13.75	\$19.70	\$4.90	\$16.23	\$17.00	\$20.48	\$3.94	\$21.25	\$14.04	\$3.13
N	14,402	14,402	4,426	4,121	1,422	1,283	368	1,722	299	665	350	66
STDev	8.5	7.4	0.7	0.9	0.2	1.1	0.9	1.9	0.5	1.3	1.3	0.5

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APPENDIX E:  
The PWWAS Questionnaire



# 2011 CNMI Prevailing Wage and Workforce Assessment Study (PWWAS)

## Your Answers are Confidential

The Central Statistics Division is now conducting the 2011 CNMI Prevailing Wage and Workforce Assessment Study. Thank you for taking part--your help is important to our community.

The 1990 Statistical Act, P.L. 7-35 authorizes the Central Statistics Division, Department of Commerce, to conduct this Study. This same law also protects the confidentiality of your answers. Only persons who have sworn to uphold the confidentiality of the Study – and no one else – can see your answers.

The Study will benefit you and our community. Study results will be used to . . .

- Help determine prevailing wage rates in all occupations with breakouts by industry, demography, and geography in the CNMI;
- Assess current type and level of skills in existing occupations in the CNMI to help shape educational and training needs of the current labor force in the Commonwealth; and
- Assist in policy making decisions in the public and private sectors.

Thank you for making the 2011 CNMI PWWAS a success.

### For CSD Official Use Only

#### C1. Enumerator(s) who completed this form:

1. Enumerator 1<sup>st</sup> \_\_\_\_\_ Date: \_\_\_\_\_  
Print Name Signature

2. Enumerator 2<sup>nd</sup> \_\_\_\_\_ Date: \_\_\_\_\_  
Print Name Signature

<u>C2.</u> Form Completion Status		<u>C3.</u> Form Tracking		
1. Completed in full	C2. code	1. Questionnaire Reviewed by:	2. SOC Coding by	4. Keyed by
2. Completed mostly		Initial: _____	Initial: _____ Date: _____	Initial: _____
3. Completed minimum required		Date: _____	3. Rest of Coding by:	Date: _____
4. Incomplete			Initial: _____ Date: _____	
5. No employee				
6. Business closed down				
7. Refusal (must complete a refusal form)				

Notes:

Please verify your firm's basic information with us: the official name of your establishment, the island and village location where you conduct your business, phone number(s), DBA names, and business activities.

B1. Name of Establishment:

B2. Island

B3. Village location:

B4. Phone number(s):

B5. ED (CSD Office use only)

List of DBAs

B6. DBA name

B7. Business activity

B8. NAICS code

Please provide the following additional information for your establishment.

B09. Contact person:

B10. Email address:

B11. Location Description: (Official use only)

B12. How many employees do you currently have in your business/organization? \_\_\_\_\_ Empl. #

B12 code

If the establishment currently has no employees check or tick this box:  no employees

Future Employment Plans. Please answer the following questions based on your expectation for doing business in the CNMI over the next two years.

	(1) Yes, in 1 month	(2) Yes, in six month	(3) Yes, in one yr	(4) Yes, in two yrs	(5) No	(98) Don't know/not sure	(99) NR	Code
<u>B13.</u> Are you planning to expand your company, create new jobs, and hire new employees? .....								B13.
<u>B14.</u> Are you planning to reduce the size of your company, by reducing the number of your employees through lay-off or termination? .....								B14.

For each position currently occupied by an employee in your business, please give the following information: include all positions in your company, including all employee who worked full time or part time during, on vacation or was on sick leave, during the two-week period, 10-02-11 to 10-15-11. Please complete all items on this page.

**I. Position Occupational Classification**

<p><u>P1.</u> Position Title (please spell in full and give complete title):</p>	<p>P1. Code (SOC):</p>
--	------------------------

<p><u>P2.</u> List the five top five important responsibilities or duties of this position (These responsibilities will be used to properly classify each position into the proper Standard Occupational Classification):</p> <p>1. _____</p> <p>2. _____</p> <p>3. _____</p> <p>4. _____</p> <p>5. _____</p>	<p><u>P3.a</u> Employment Status:</p> <p>1. Full</p> <p>2. Part time</p>	<p>P3.a Code</p>
<p><u>P3.b</u> How many hours worked during the period 10-2-11 to 10-15-11?</p> <p>_____ #hrs</p>		<p>P3.b #Hrs</p>

<p><u>P4.</u> Business activity or DBA of this employee/position.</p>	<p>P4. NAICS code:</p>
---	------------------------

**II. Direct Pay**

Please give the hourly wage rate for this position. If the hourly wage is not readily available, you may give the weekly, bi-weekly, monthly or annual amount of pay and CSD Office will derive the appropriate hourly wage rate.

<p><u>P5.</u> Hourly wage rate: _____</p> <p>Or Biweekly Pay: _____</p> <p>Or Monthly Pay: _____</p> <p>Or Annual Pay _____</p>	<p>P5. HW Rate</p>	<p><u>P6.</u> Length of time this employee has been in this position (please give the length of time in years and month. Give your best estimate if the exact time is not known).</p> <p>Years: _____ Months: _____</p>	<p>P6. Codes</p> <table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:50%;">Year</td> <td style="width:50%;">Month</td> </tr> <tr> <td style="height: 20px;"> </td> <td style="height: 20px;"> </td> </tr> </table>	Year	Month		
Year	Month						

**III. Employer Provided Fringe Benefits**

Please indicate the type of employer-provided fringe benefits and the amount of each fringe benefit you currently provide to this position or employee. For each benefit you provide, please check or tick the "Yes" box and provide the appropriate benefit amount. For each benefit you do not provide, check or tick "No" and leave the amount blank.

<u>P7.</u> Fringe Benefits Type:	Yes	No	Hourly rate	Bi-weekly Amt	Monthly Amt	Annual Amt	P7. Hourly Fringe
a. Vacation leave.....							a.
b. Sick leave .....							b.
c. Life Insurance .....							c.
d. Health Insurance .....							d.
e. Dental.....							e.
f. Retirement .....							f.
g. Food .....							g.
h. Housing.....							h.
i. Transportation .....							i.
j. Tuition/educational .....							j.
k. Other .....							k..
l. Other.....							l.
m. If no fringe benefit at all is offered to this employee, check this box <input type="checkbox"/> no fringe							m.

<p><u>P8.</u> Citizenship of employee:</p> <p>1. US Citizen, CNMI born</p> <p>2. US Citizen, born in the US, US terrtry or naturalized</p> <p>3. None US citizen (specify) _____</p> <p>8. Don't know/not sure    9. No response</p>	<p>P8. Code</p>	<p><u>P9.</u> Employment Visa Type (If not a US Citizen, specify type of visa):</p> <p>1. CWI                      2. H1B</p> <p>3. Parole in place        4. H2B</p> <p>5. Other: _____</p> <p>8. Don't know/not sure    9. NR</p>	<p>P9. Code</p>
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**IV. Employee Demographics**

<u>P10.</u> Gender 1. Male 2. Female	P10. Code	<u>P11.</u> Age. <i>(If age is unknown, please give best estimate)</i> Age: _____	P11. code	<u>P12.</u> Ethnic or Race: 1. _____ 2. _____	<u>P11.</u> Eth codes _____ _____
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**P13. Highest Education Completed**

Education Level	CNMI (1)	US (2)	Non US (3)	Don't know where (4)	P13. Education Code
1. Less than HS					
2. HS					
3. Some college					
4. AA or AS					
5. Vocational Certificate					
6. BA or BS					
7. MA or MS					
8. PhD					
9. J.D. MD. Other Professional degree					
98 Education level unknown					
99 No response					

**V. Language, Math, Business and Vocational Skills Assessment**

*If this section is not applicable or meaningful for this employee or position, check this box:*  not applicable V.

Skill	Excellent: No need training (1)	Good: but can use some Training (2)	Poor: Training is a must (3)	Don't know/not sure (8)	NA (9)	Official use only Code
	<u>P14.</u> English skills					
a. Reading						a.
b. Speaking						b.
c. Writing						c.
<u>P15.</u> Basic Arithmetic skills						P15.
<u>P16.</u> Business Office skills						P16.
a. Accounting						a.
b. Management						b.
c. Marketing, Sales and Advertising						c.
d. Business writing and speaking						d.
e. Computer skills						e.
i. Word processing.....						i.
ii. Spreadsheet.....						ii.
iii. Windows operating system.....						iii.
iv. Internet (WWW, email, etc).....						Iv
v. Database.....						v.
vi. Website and Web Pages.....						vi.
vii. Programming language.....						vii.
f. Customer Service						f.
g. Specify:						g.
<u>P17.</u> Vocational skills (list)						P17
a. Specify:						a.
b. Specify:						b.
c. Specify:						c.

**VI. Future Employment Plans for this Type of Position**

	(1) Yes, in 1 month	(2) Yes, in six months	(3) Yes, in one year	(4) Yes, in two years	(5) No	(98) Not sure/don't know	(99) NR	P18. Code
<u>P18.a</u> Are you planning to add/hire an additional new employee for this type of position?.....								a.
b. Are you planning to eliminate or reduce this type of position from your business? ....								b.

