

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

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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>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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			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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			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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			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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			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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			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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<b>Bailiffs, Correctional Officers, and Jailers</b>			<b>Broad Occupation SOC Code: 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>			<b>Broad Occupation SOC Code: 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>			<b>Broad Occupation SOC Code: 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>			<b>Broad Occupation SOC Code: 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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## 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>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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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>Biomedical Engineers</b>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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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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>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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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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>Carpenters</b>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>472040</b>									
Mean	\$5.05	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	--	--	--	--	--	--	--	--
Max	**	**	--	--	--	--	--	--	--	--	--	--
N	**	**	--	--	--	--	--	--	--	--	--	--
STDev	**	**	--	--	--	--	--	--	--	--	--	--
<b>Cashiers</b>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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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			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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			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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			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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## 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>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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## 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>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	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	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	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	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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## 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>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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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>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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## 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>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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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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			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	\$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
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
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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			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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## 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>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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## 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>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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## 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
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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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>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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## 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>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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			Vacation	Sick Lv	Life Ins	Health	Dental	Retire-ment	Food Allow	Housing	Trans- portation	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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			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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			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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## 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>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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## 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 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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## 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>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	\$0.58	\$0.58	\$0.58	NB	NB
Min	\$5.55	\$5.25	**	**	--	--	--	--	\$0.00	\$0.00	\$0.00	--	--
Max	\$37.70	\$36.06	**	**	--	--	--	--	\$0.58	\$0.58	\$0.58	--	--
N	9	9	**	**	--	--	--	--	6	6	6	--	--
STDev	10.6	10.2	**	**	--	--	--	--	0.0	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>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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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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## 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>Hoist and Winch Operators</b>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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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## 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>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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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>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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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			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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			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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			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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## 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>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	\$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	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	NB
Min	\$6.03	\$6.03	**	**	--	**	--	--	**	**	--	--	--
Max	\$50.00	\$50.00	**	**	--	**	--	--	**	**	--	--	--
N	9	9	**	**	--	**	--	--	**	**	--	--	--
STDev	17.7	18.6	**	**	--	**	--	--	**	**	--	--	--

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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>Market Research Analysts and Marketing Specialists</b>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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>			Broad Occupation SOC Code: <b>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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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>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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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>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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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 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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			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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			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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			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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## 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 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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## 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 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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## 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 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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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 Sales Representatives, Services</b>			<b>Broad Occupation SOC Code: 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	--
<b>Miscellaneous Social Scientists and Related Workers</b>			<b>Broad Occupation SOC Code: 193090</b>									
Mean	\$13.66	\$12.85	\$0.54	\$0.36	NB	NB	NB	NB	NB	NB	NB	NB
Min	**	**	**	**	--	--	--	--	--	--	--	--
Max	**	**	**	**	--	--	--	--	--	--	--	--
N	**	**	**	**	--	--	--	--	--	--	--	--
STDev	**	**	**	**	--	--	--	--	--	--	--	--
<b>Miscellaneous Teachers and Instructors</b>			<b>Broad Occupation SOC Code: 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	**	**	--	**
<b>Miscellaneous Textile, Apparel, and Furnishings Workers</b>			<b>Broad Occupation SOC Code: 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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			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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## 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>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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## 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>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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## 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>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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## 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>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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## 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	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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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>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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			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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			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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## 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>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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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>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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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>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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			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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			Vacation	Sick Lv	Life Ins	Health	Dental	Retire-ment	Food Allow	Housing	Trans- portation	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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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>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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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>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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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	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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			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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			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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			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
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
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
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
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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