

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

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

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Architects, Surveyors, and Cartographers			Minor Group Code: 171000									
Mean	\$9.17	\$8.82	\$0.60	\$0.60	NB	\$0.17	NB	NB	NB	NB	NB	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	--	--	--
Max	\$17.51	\$16.03	**	**	--	**	--	--	--	--	--	--
N	11	11	**	**	--	**	--	--	--	--	--	--
STDev	4.3	3.9	**	**	--	**	--	--	--	--	--	--
Art and Design Workers			Minor Group Code: 271000									
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	**	**	**	--
Assemblers and Fabricators			Minor Group Code: 512000									
Mean	\$5.93	\$5.78	\$0.31	\$0.06	NB	\$1.06	NB	NB	NB	\$0.55	\$0.31	NB
Min	\$5.05	\$5.05	**	**	--	**	--	--	--	**	**	--
Max	\$8.95	\$8.95	**	**	--	**	--	--	--	**	**	--
N	19	19	**	**	--	**	--	--	--	**	**	--
STDev	1.0	1.1	**	**	--	**	--	--	--	**	**	--
Baggage Porters, Bellhops, and Concierges			Minor Group Code: 396000									
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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			Vacation	Sick Lv	Life Ins	Health	Dental	Retire-ment	Food Allow	Housing	Trans- portation	Tuition
Building Cleaning and Pest Control Workers			Minor Group Code: 372000									
Mean	\$5.49	\$5.29	\$0.29	\$0.27	\$0.11	\$0.98	NB	\$1.08	\$0.58	\$0.50	\$0.34	\$1.26
Min	\$3.75	\$2.75	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$13.15	\$11.26	\$0.43	\$0.43	\$0.35	\$2.03	--	\$1.71	\$1.25	\$1.25	\$0.50	**
N	557	557	39	37	29	12	--	19	14	25	6	**
STDev	1.1	0.8	0.1	0.1	0.1	0.8	--	0.6	0.2	0.3	0.1	**
Business Operations Specialists			Minor Group Code: 131000									
Mean	\$12.65	\$11.19	\$0.63	\$0.54	\$0.20	\$1.39	\$0.26	\$1.80	NB	\$2.69	\$1.04	NB
Min	\$1.88	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	\$0.00	--
Max	\$39.70	\$31.73	\$2.40	\$1.20	\$0.50	\$3.17	\$0.71	\$13.07	--	**	\$4.69	--
N	178	178	115	113	30	23	7	38	--	**	8	--
STDev	6.7	5.3	0.4	0.3	0.1	1.0	0.2	2.7	--	**	1.6	--
Communications Equipment Operators			Minor Group Code: 432000									
Mean	\$8.03	\$7.15	\$0.29	\$0.27	\$0.05	\$0.90	\$0.16	\$0.37	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	--	--	--
Max	\$11.67	\$9.46	\$0.36	\$0.36	\$0.18	\$1.44	\$0.24	\$0.43	--	--	--	--
N	34	34	18	18	17	7	6	5	--	--	--	--
STDev	1.5	1.1	0.1	0.1	0.0	0.5	0.1	0.0	--	--	--	--
Computer Occupations			Minor Group Code: 151100									
Mean	\$16.45	\$13.93	\$1.10	\$1.39	\$0.17	\$0.96	\$0.17	\$1.72	\$0.63	\$0.41	\$0.42	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--
Max	\$51.93	\$38.30	\$3.00	\$6.63	\$0.33	\$1.44	\$0.24	\$8.83	**	**	\$0.63	--
N	89	89	53	55	24	24	16	22	**	**	6	--
STDev	10.5	7.6	0.7	1.5	0.1	0.5	0.1	2.0	**	**	0.1	--

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

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

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition	
Extraction Workers			Minor Group Code: 475000										
Mean	\$6.14	\$5.20	NB	NB	NB	NB	NB	NB	NB	NB	\$0.63	\$0.31	NB
Min	**	**	--	--	--	--	--	--	--	--	**	**	--
Max	**	**	--	--	--	--	--	--	--	--	**	**	--
N	**	**	--	--	--	--	--	--	--	--	**	**	--
STDev	**	**	--	--	--	--	--	--	--	--	**	**	--
Financial Clerks			Minor Group Code: 433000										
Mean	\$9.77	\$8.09	\$0.62	\$1.27	\$0.10	\$0.98	\$0.23	\$1.13	\$0.90	\$1.12	\$1.12	\$1.45	
Min	\$2.53	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00	
Max	\$32.60	\$25.00	\$8.26	\$5.41	\$0.35	\$2.18	\$0.71	\$6.67	**	\$2.45	\$2.00	\$1.50	
N	199	199	94	83	52	41	24	53	**	11	5	16	
STDev	5.7	4.1	0.9	1.8	0.1	0.6	0.1	1.5	**	0.8	0.8	0.0	
Financial Specialists			Minor Group Code: 132000										
Mean	\$11.15	\$10.09	\$0.73	\$0.67	\$0.19	\$0.84	\$0.23	\$2.00	\$0.63	\$0.97	\$0.59	\$0.56	
Min	\$3.44	\$3.44	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	
Max	\$65.89	\$48.08	\$2.42	\$19.05	\$0.75	\$3.17	\$0.71	\$12.45	\$1.88	\$4.53	\$1.25	**	
N	467	467	193	179	55	65	18	51	8	33	15	**	
STDev	7.4	5.9	0.5	1.4	0.1	0.7	0.1	2.8	0.5	0.9	0.4	**	
Fire Fighting and Prevention Workers			Minor Group Code: 332000										
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	
Fishing and Hunting Workers			Minor Group Code: 453000										
Mean	\$5.08	\$5.05	NB	NB	NB	NB	NB	NB	NB	NB	\$0.47	NB	NB
Min	\$5.05	\$5.05	--	--	--	--	--	--	--	--	**	--	--
Max	\$5.70	\$5.05	--	--	--	--	--	--	--	--	**	--	--
N	26	26	--	--	--	--	--	--	--	--	**	--	--
STDev	0.1	0.0	--	--	--	--	--	--	--	--	**	--	--
Food and Beverage Serving Workers			Minor Group Code: 353000										
Mean	\$5.21	\$5.07	\$0.21	\$0.91	\$0.08	\$0.48	NB	NB	\$0.52	\$0.49	\$0.51	NB	
Min	\$2.53	\$2.53	\$0.00	\$0.00	\$0.00	**	--	--	\$0.00	\$0.00	\$0.00	--	
Max	\$8.21	\$7.70	\$0.48	\$2.53	\$0.08	**	--	--	\$1.75	\$0.81	\$1.25	--	
N	439	439	17	16	15	**	--	--	14	16	9	--	
STDev	0.5	0.3	0.1	1.1	0.0	**	--	--	0.5	0.2	0.4	--	
Food Processing Workers			Minor Group Code: 513000										
Mean	\$5.24	\$5.18	\$0.27	NB	\$0.08	\$0.44	NB	NB	\$0.96	\$0.96	\$0.31	NB	
Min	\$4.06	\$4.06	**	--	\$0.00	**	--	--	**	**	**	--	
Max	\$9.36	\$9.36	**	--	\$0.08	**	--	--	**	**	**	--	
N	116	116	**	--	21	**	--	--	**	**	**	--	
STDev	0.6	0.5	**	--	0.0	**	--	--	**	**	**	--	
Forest, Conservation, and Logging Workers			Minor Group Code: 454000										
Mean	\$12.01	\$11.00	\$0.51	\$0.51	NB	NB	NB	NB	NB	NB	NB	NB	
Min	\$7.93	\$7.26	\$0.34	\$0.34	--	--	--	--	--	--	--	--	
Max	\$15.13	\$13.85	\$0.64	\$0.64	--	--	--	--	--	--	--	--	
N	8	8	8	8	--	--	--	--	--	--	--	--	
STDev	2.6	2.3	0.1	0.1	--	--	--	--	--	--	--	--	

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Grounds Maintenance Workers			Minor Group Code: 373000									
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	--	--
Health Diagnosing and Treating Practitioners			Minor Group Code: 291000									
Mean	\$29.46	\$27.21	\$1.20	\$1.19	\$0.23	\$1.64	\$0.29	\$2.39	NB	\$12.50	\$1.25	NB
Min	\$4.26	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	**	--
Max	\$131.29	\$120.19	\$5.55	\$5.55	\$0.36	\$3.74	\$0.51	\$4.17	--	**	**	--
N	263	263	213	202	5	25	20	11	--	**	**	--
STDev	26.1	24.3	1.1	1.1	0.1	1.0	0.1	1.4	--	**	**	--
Health Technologists and Technicians			Minor Group Code: 292000									
Mean	\$12.19	\$11.08	\$0.54	\$0.52	\$1.17	\$1.55	\$0.18	NB	NB	\$1.44	NB	NB
Min	\$3.30	\$3.13	\$0.00	\$0.00	**	\$0.00	\$0.00	--	--	**	--	--
Max	\$25.77	\$25.00	\$1.33	\$0.89	**	\$8.05	\$0.38	--	--	**	--	--
N	128	128	111	97	**	16	15	--	--	**	--	--
STDev	4.0	3.7	0.2	0.1	**	1.8	0.1	--	--	**	--	--
Helpers, Construction Trades			Minor Group Code: 473000									
Mean	\$8.10	\$7.56	\$0.44	\$0.43	\$0.14	\$1.26	NB	\$1.48	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$18.39	\$16.83	\$0.78	\$0.78	**	**	--	**	--	--	--	--
N	92	92	52	52	**	**	--	**	--	--	--	--
STDev	3.9	3.4	0.2	0.2	**	**	--	**	--	--	--	--

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Sales Representatives, Services			Minor Group Code: 413000									
Mean	\$6.83	\$6.04	\$0.32	\$0.69	\$0.14	\$1.31	\$0.24	\$0.38	\$0.23	\$1.35	\$0.81	NB
Min	\$2.02	\$2.02	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	\$0.00	\$0.00	--
Max	\$17.76	\$14.42	\$1.44	\$6.27	\$0.23	\$1.85	**	\$0.68	**	\$1.56	\$1.00	--
N	88	88	28	26	6	12	**	9	**	6	6	--
STDev	2.6	1.9	0.3	1.6	0.1	0.4	**	0.2	**	0.4	0.3	--
Sales Representatives, Wholesale and Manufacturing			Minor Group Code: 414000									
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	**	**	**	**	**	--
Secretaries and Administrative Assistants			Minor Group Code: 436000									
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	**
Social Scientists and Related Workers			Minor Group Code: 193000									
Mean	\$17.57	\$16.50	\$0.60	\$0.55	\$0.19	\$0.67	NB	\$1.48	NB	NB	NB	NB
Min	\$6.85	\$6.28	\$0.00	\$0.00	**	**	--	**	--	--	--	--
Max	\$29.08	\$28.00	\$1.11	\$1.11	**	**	--	**	--	--	--	--
N	18	18	10	9	**	**	--	**	--	--	--	--
STDev	8.1	7.5	0.4	0.4	**	**	--	**	--	--	--	--

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SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Supervisors of Building and Grounds Cleaning and Maintenance Workers												Minor Group Code: 371000
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	**	**
Supervisors of Construction and Extraction Workers												Minor Group Code: 471000
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	**	**	**	--	**	--	**	--	--
Supervisors of Farming, Fishing, and Forestry Workers												Minor Group Code: 451000
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	**	**	--	--	--	--	--	--	--	--
Supervisors of Food Preparation and Serving Workers												Minor Group Code: 351000
Mean	\$7.03	\$6.71	\$0.36	\$0.21	\$0.08	\$0.10	NB	NB	\$0.52	\$0.58	\$0.63	NB
Min	\$2.53	\$2.53	\$0.00	\$0.00	**	**	--	--	\$0.00	\$0.00	**	--
Max	\$23.46	\$23.46	\$0.49	\$0.49	**	**	--	--	\$0.90	\$0.63	**	--
N	193	193	12	10	**	**	--	--	23	20	**	--
STDev	2.9	2.8	0.1	0.1	**	**	--	--	0.2	0.1	**	--

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
Supervisors of Installation, Maintenance, and Repair Workers												
			Minor Group Code: 491000									
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	**	**	--	--
Supervisors of Office and Administrative Support Workers												
			Minor Group Code: 431000									
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	**	**
Supervisors of Personal Care and Service Workers												
			Minor Group Code: 391000									
Mean	\$8.94	\$8.01	\$0.24	\$0.12	NB	NB	NB	NB	\$0.58	\$0.57	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	--	--	--	--	\$0.00	\$0.00	--	--
Max	\$18.47	\$18.44	\$0.34	\$0.17	--	--	--	--	\$0.58	\$0.58	--	--
N	61	61	16	22	--	--	--	--	30	31	--	--
STDev	4.1	3.9	0.0	0.0	--	--	--	--	0.0	0.0	--	--
Supervisors of Production Workers												
			Minor Group Code: 511000									
Mean	\$18.64	\$14.19	\$1.47	\$0.83	\$0.26	\$2.63	NB	\$3.40	NB	NB	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	--	--	--	--
Max	\$36.76	\$26.92	\$2.69	\$1.35	\$0.38	\$4.04	--	\$7.53	--	--	--	--
N	32	32	23	23	19	6	--	20	--	--	--	--
STDev	9.5	6.2	0.7	0.3	0.1	1.2	--	2.4	--	--	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retire-ment	Food Allow	Housing	Trans- portation	Tuition
Supervisors of Protective Service Workers			Minor Group Code: 331000									
Mean	\$14.57	\$13.58	\$0.75	\$0.75	NB	\$0.05	NB	NB	\$0.58	\$0.58	NB	NB
Min	\$3.75	\$3.75	\$0.00	\$0.00	--	**	--	--	\$0.00	\$0.00	--	--
Max	\$28.36	\$25.96	\$1.94	\$1.94	--	**	--	--	\$0.58	\$0.58	--	--
N	79	79	41	41	--	**	--	--	10	10	--	--
STDev	4.7	4.5	0.3	0.3	--	**	--	--	0.0	0.0	--	--
Supervisors of Sales Workers			Minor Group Code: 411000									
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	**	**	**	**	**	--
Supervisors of Transportation and Material Moving Workers			Minor Group Code: 531000									
Mean	\$10.57	\$9.26	\$0.59	\$0.79	\$0.16	\$1.79	\$0.21	\$1.09	NB	\$1.56	\$0.31	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	--	**	**	--
Max	\$27.93	\$21.08	\$2.03	\$3.65	\$0.40	\$5.08	**	\$2.47	--	**	**	--
N	41	41	20	17	8	6	**	8	--	**	**	--
STDev	5.7	4.4	0.6	0.9	0.1	1.7	**	0.9	--	**	**	--
Textile, Apparel, and Furnishings Workers			Minor Group Code: 516000									
Mean	\$5.30	\$5.04	\$0.73	\$0.10	NB	\$1.03	NB	NB	\$0.56	\$0.61	\$1.35	NB
Min	\$3.75	\$3.75	\$0.00	**	--	**	--	--	**	**	**	--
Max	\$10.58	\$7.00	\$4.66	**	--	**	--	--	**	**	**	--
N	89	89	16	**	--	**	--	--	**	**	**	--
STDev	1.0	0.4	1.5	**	--	**	--	--	**	**	**	--

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

Notes: "NB" = no benefit reported, "N\$" = benefit is given, but no amount reported, "--" = not applicable, "***" = N is less than 5 and figures are suppressed for non disclosure. SOC is for Standard Occupational Classification of 2010

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

SOC Minor Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retire-ment	Food Allow	Housing	Trans- portation	Tuition
Woodworkers												Minor Group Code: 517000
Mean	\$6.21	\$5.68	NB	NB	\$0.06	\$0.88	NB	NB	NB	NB	NB	NB
Min	**	**	--	--	**	**	--	--	--	--	--	--
Max	**	**	--	--	**	**	--	--	--	--	--	--
N	**	**	--	--	**	**	--	--	--	--	--	--
STDev	**	**	--	--	**	**	--	--	--	--	--	--
Grand Summary of Minor Occupation Titles												
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

Notes: "NB" = no benefit reported, "N\$" = benefit is given, but no amount reported, "--" = not applicable, "***" = N is less than 5 and figures are suppressed for non disclosure. SOC is for Standard Occupational Classification of 2010