

News

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HIGHLIGHTS OF BOSTON-WORCESTER-MANCHESTER, MA-NH NATIONAL COMPENSATION SURVEY OCTOBER 2008

Workers in the Boston-Worcester-Manchester Combined Statistical Area (CSA) earned an average of \$25.84 per hour in October 2008, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Denis M. McSweeney noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$41.42 for computer and mathematical science occupations and \$33.30 for business and financial operations occupations. Another group, healthcare practitioner and technical occupations, had a mean hourly wage rate of \$31.00. The NCS data available for the Boston area include earnings for 21 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Systems software computer software engineers, part of the computer and mathematical science occupational group, earned \$46.05 per hour, while computer programmers earned \$30.58 per hour. Within the business and financial operations occupational group, financial analysts averaged \$47.16 per hour and compensation, benefits, and job analysis specialists, \$29.61. Registered nurses, an occupation within the healthcare practitioner and technical occupations group, recorded an average hourly wage of \$38.80.

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$27.72 per hour while their part-time counterparts earned \$14.16. Union workers averaged \$28.08 and non-union workers, \$25.40. Workers in establishments with 1-99 workers averaged \$21.12 per hour, those in establishment with 100-499 workers earned \$25.54, and those in establishments with 500 or more employees earned \$33.63.

The occupational wage data available from NCS may be used by businesses for establishing pay plans, making decisions concerning plant relocation, and in collective bargaining negotiations. Individuals may use such data to help choose potential careers. NCS results also include the work level and respective earnings for occupations determined by a point factor leveling process. The four occupational leveling factors are: knowledge, job controls and complexity, contacts, and physical environment. Details on the NCS are available at www.bls.gov/ncs/home.htm.

The NCS data reported here covered 886 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of establishments represented 2,913,900 workers in the Boston-Worcester-Manchester Combined Statistical Area (CSA) which is comprised of Essex, Middlesex, Norfolk, Plymouth, Suffolk, and Worcester Counties in

Massachusetts and Belknap, Hillsborough, Merrimack, Rockingham, and Strafford Counties in New Hampshire.

Survey Availability

Complete survey results are obtained in the Boston-Worcester-Manchester MA-NH National Compensation Survey October 2008 which is available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm.

For personal assistance or further information on the National Compensation Survey data, as well as other Bureau data, contact the New England Information Office by calling (617) 565-2327 from 8:30 a.m. to 12:00 p.m. and 1:30 p.m. to 4:00 p.m. ET.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Boston-Worcester-Manchester, MA-NH CSA, October 2008**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$25.84	2.1	\$27.72	2.5	\$14.16	2.5
Management occupations	49.57	3.6	49.60	3.6	—	—
General and operations managers	60.39	9.0	61.10	9.2	—	—
Marketing and sales managers	51.06	9.6	51.06	9.6	—	—
Marketing managers	52.78	15.0	52.78	15.0	—	—
Sales managers	48.49	12.5	48.49	12.5	—	—
Computer and information systems managers	54.93	7.3	54.93	7.3	—	—
Financial managers	55.25	6.1	55.25	6.1	—	—
Human resources managers	49.59	14.1	49.59	14.1	—	—
Industrial production managers	42.97	2.7	42.97	2.7	—	—
Education administrators	44.11	7.4	44.41	7.8	—	—
Education administrators, elementary and secondary school	54.39	11.1	54.39	11.1	—	—
Education administrators, postsecondary	43.02	6.5	43.41	7.2	—	—
Engineering managers	55.74	6.2	55.74	6.2	—	—
Medical and health services managers	46.76	13.9	45.62	14.4	—	—
Business and financial operations occupations	33.30	3.7	33.36	3.6	—	—
Buyers and purchasing agents	28.95	13.9	28.95	13.9	—	—
Wholesale and retail buyers, except farm products	23.16	21.4	23.16	21.4	—	—
Purchasing agents, except wholesale, retail, and farm products	33.06	13.2	33.06	13.2	—	—
Claims adjusters, appraisers, examiners, and investigators	26.76	6.3	25.97	7.4	—	—
Claims adjusters, examiners, and investigators	26.41	7.3	25.51	8.8	—	—
Compliance officers, except agriculture, construction, health and safety, and transportation	21.64	12.3	—	—	—	—
Human resources, training, and labor relations specialists	29.33	7.4	29.33	7.4	—	—
Compensation, benefits, and job analysis specialists	29.61	6.5	29.61	6.5	—	—
Training and development specialists	31.54	10.8	31.54	10.8	—	—
Management analysts	43.39	13.6	43.39	13.6	—	—
Accountants and auditors	27.51	9.0	27.51	9.0	—	—
Budget analysts	38.34	11.9	—	—	—	—
Financial analysts and advisors	43.43	4.9	44.23	5.1	—	—
Financial analysts	47.16	7.0	47.16	7.0	—	—
Computer and mathematical science occupations	41.42	5.1	41.42	5.1	—	—
Computer programmers	30.58	6.9	30.58	6.9	—	—
Computer software engineers	48.88	5.1	48.88	5.1	—	—
Computer software engineers, applications	52.97	11.0	52.97	11.0	—	—
Computer software engineers, systems software	46.05	6.4	46.05	6.4	—	—
Computer support specialists	33.77	3.0	33.77	3.0	—	—
Computer systems analysts	41.13	4.4	41.13	4.4	—	—
Network and computer systems administrators	41.00	6.3	41.00	6.3	—	—
Network systems and data communications analysts	34.76	3.9	34.76	3.9	—	—
Architecture and engineering occupations	37.57	9.0	37.35	8.5	—	—
Architects, except naval	36.33	24.7	36.33	24.7	—	—
Architects, except landscape and naval	38.33	24.2	38.33	24.2	—	—
Engineers	43.06	3.5	42.86	3.2	—	—
Computer hardware engineers	50.17	.4	50.17	.4	—	—
Electrical and electronics engineers	43.38	3.9	43.38	3.9	—	—
Electrical engineers	40.95	4.6	40.95	4.6	—	—
Electronics engineers, except computer	44.12	5.3	44.12	5.3	—	—
Industrial engineers, including health and safety	37.81	3.9	37.81	3.9	—	—
Industrial engineers	37.81	3.9	37.81	3.9	—	—
Mechanical engineers	41.51	5.3	41.51	5.3	—	—
Drafters	28.12	9.7	28.12	9.7	—	—
Engineering technicians, except drafters	23.21	4.5	23.21	4.5	—	—
Electrical and electronic engineering technicians	22.52	13.0	22.52	13.0	—	—
Life, physical, and social science occupations	33.09	8.1	33.14	8.2	—	—
Biological scientists	45.06	3.1	45.06	3.1	—	—
Biochemists and biophysicists	45.06	3.1	45.06	3.1	—	—
Physical scientists	31.61	21.6	31.61	21.6	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Life, physical, and social science occupations						
–Continued						
Chemists and materials scientists	\$45.69	15.5	\$45.69	15.5	–	–
Market and survey researchers	49.97	19.1	49.97	19.1	–	–
Market research analysts	49.97	19.1	49.97	19.1	–	–
Psychologists	27.50	17.3	–	–	–	–
Community and social services occupations	25.69	9.0	25.73	9.6	\$25.22	9.3
Counselors	27.80	10.4	27.97	10.9	–	–
Educational, vocational, and school counselors	32.41	17.3	33.15	18.0	–	–
Social workers	27.04	11.8	26.98	12.6	–	–
Child, family, and school social workers	26.08	18.8	26.08	18.8	–	–
Miscellaneous community and social service specialists	18.71	13.3	17.73	15.3	–	–
Social and human service assistants	15.89	10.3	–	–	–	–
Legal occupations	43.69	10.4	46.05	12.1	–	–
Lawyers	64.99	8.9	64.99	8.9	–	–
Paralegals and legal assistants	24.99	3.0	–	–	–	–
Education, training, and library occupations	33.27	9.1	35.77	5.4	18.11	16.4
Postsecondary teachers	50.29	3.3	51.05	3.5	34.48	16.9
Physical sciences teachers, postsecondary	59.48	3.1	59.48	3.1	–	–
Social sciences teachers, postsecondary	47.79	4.1	–	–	–	–
Arts, communications, and humanities teachers, postsecondary	46.10	13.7	47.15	10.4	–	–
Miscellaneous postsecondary teachers	44.16	3.7	45.11	3.1	30.88	11.3
Primary, secondary, and special education school teachers	32.08	13.6	35.55	7.1	–	–
Preschool and kindergarten teachers	–	–	16.62	10.0	–	–
Preschool teachers, except special education	–	–	15.66	9.4	–	–
Elementary and middle school teachers	43.38	1.5	44.11	1.5	24.39	18.7
Elementary school teachers, except special education	43.54	2.5	44.54	2.1	24.39	18.7
Middle school teachers, except special and vocational education	42.88	3.7	42.88	3.7	–	–
Secondary school teachers	39.98	.5	41.95	1.6	–	–
Secondary school teachers, except special and vocational education	39.98	.5	41.95	1.6	–	–
Special education teachers	37.60	12.1	37.36	12.9	–	–
Special education teachers, preschool, kindergarten, and elementary school	39.80	8.2	39.62	9.0	–	–
Other teachers and instructors	25.29	11.8	23.78	20.5	29.33	18.6
Self-enrichment education teachers	25.06	22.8	–	–	–	–
Librarians	27.35	17.4	–	–	–	–
Teacher assistants	14.27	10.4	14.40	11.6	13.51	11.6
Arts, design, entertainment, sports, and media occupations	28.89	7.1	29.45	7.3	14.24	19.7
Designers	26.40	11.2	28.41	6.1	–	–
Athletes, coaches, umpires, and related workers	26.30	7.4	–	–	–	–
Coaches and scouts	26.00	13.7	–	–	–	–
Public relations specialists	32.86	10.8	32.86	10.8	–	–
Writers and editors	40.15	5.2	40.80	6.3	–	–
Editors	37.03	8.8	–	–	–	–
Healthcare practitioner and technical occupations	31.00	5.2	30.11	7.1	34.89	3.6
Physicians and surgeons	57.41	27.5	55.68	28.0	–	–
Registered nurses	38.80	3.1	37.79	4.1	42.20	3.2
Therapists	30.68	16.7	34.47	2.2	–	–
Clinical laboratory technologists and technicians	21.87	9.0	20.93	10.5	27.56	4.4
Medical and clinical laboratory technologists	23.72	19.1	22.36	21.6	–	–
Medical and clinical laboratory technicians	19.41	9.5	19.04	12.5	–	–
Emergency medical technicians and paramedics	17.39	5.4	17.10	7.1	–	–
Health diagnosing and treating practitioner support technicians	17.41	10.3	16.77	10.6	–	–
Licensed practical and licensed vocational nurses	23.48	2.4	23.90	3.2	–	–

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Healthcare practitioner and technical occupations —Continued						
Medical records and health information technicians	\$14.75	3.4	\$14.81	3.5	—	—
Healthcare support occupations	14.62	3.2	14.48	4.2	\$15.05	5.8
Nursing, psychiatric, and home health aides	13.05	4.6	13.06	6.0	12.99	3.1
Home health aides	11.48	5.6	—	—	—	—
Nursing aides, orderlies, and attendants	14.09	5.8	14.44	5.2	12.76	3.1
Miscellaneous healthcare support occupations	17.29	3.4	17.98	2.7	16.11	7.5
Protective service occupations	21.76	9.2	22.44	10.4	14.96	20.8
Fire fighters	23.93	5.5	24.21	4.1	—	—
Police officers	27.74	6.4	27.08	4.1	—	—
Police and sheriff's patrol officers	27.74	6.4	27.08	4.1	—	—
Security guards and gaming surveillance officers	15.85	8.1	17.66	10.4	12.57	9.2
Security guards	15.85	8.1	17.66	10.4	12.57	9.2
Miscellaneous protective service workers	14.71	14.8	—	—	—	—
Food preparation and serving related occupations	9.63	3.5	11.26	1.6	7.51	5.8
First-line supervisors/managers, food preparation and serving workers	20.68	4.4	20.68	4.4	—	—
First-line supervisors/managers of food preparation and serving workers	18.66	3.8	18.66	3.8	—	—
Cooks	11.97	1.9	12.00	1.9	11.68	3.2
Cooks, institution and cafeteria	12.55	5.8	12.53	6.3	—	—
Cooks, restaurant	11.88	3.8	11.89	4.1	—	—
Food preparation workers	11.55	15.9	—	—	9.72	2.6
Food service, tipped	5.53	5.9	6.02	15.7	5.25	2.5
Bartenders	6.48	8.1	—	—	6.58	4.3
Waiters and waitresses	4.06	6.4	5.09	17.0	3.27	9.2
Dining room and cafeteria attendants and bartender helpers	8.44	4.2	—	—	7.98	10.2
Fast food and counter workers	8.98	3.0	9.37	4.3	8.72	3.6
Combined food preparation and serving workers, including fast food	9.32	7.6	—	—	8.28	4.3
Counter attendants, cafeteria, food concession, and coffee shop	8.86	3.5	8.75	2.9	8.96	5.2
Dishwashers	9.09	1.6	9.28	1.9	—	—
Building and grounds cleaning and maintenance occupations	13.90	2.5	14.42	3.0	11.84	3.3
First-line supervisors/managers, building and grounds cleaning and maintenance workers	21.97	11.9	21.97	11.9	—	—
Building cleaning workers	13.58	2.8	14.09	3.5	11.84	3.3
Janitors and cleaners, except maids and housekeeping cleaners	14.28	2.2	15.03	2.4	11.89	3.7
Maids and housekeeping cleaners	9.62	3.6	9.27	2.9	—	—
Grounds maintenance workers	14.18	10.0	14.17	10.1	—	—
Landscaping and groundskeeping workers	13.04	7.2	13.02	7.2	—	—
Personal care and service occupations	13.58	5.1	16.24	6.1	10.43	5.6
Transportation attendants	33.77	9.3	—	—	—	—
Child care workers	10.83	6.1	—	—	9.58	5.2
Personal and home care aides	11.01	3.6	—	—	—	—
Recreation and fitness workers	12.79	6.6	—	—	12.27	11.5
Fitness trainers and aerobics instructors	12.16	13.2	—	—	12.16	13.2
Recreation workers	13.58	5.2	—	—	—	—
Sales and related occupations	21.20	7.0	25.44	7.2	10.46	4.6
First-line supervisors/managers, sales workers	17.72	3.7	17.87	4.0	—	—
First-line supervisors/managers of retail sales workers	18.14	3.4	18.33	3.5	—	—
Retail sales workers	12.49	10.8	14.94	12.4	9.77	1.6
Cashiers, all workers	9.97	3.9	11.56	14.5	9.50	2.4
Cashiers	9.94	3.9	11.56	14.5	9.45	2.3
Counter and rental clerks and parts salespersons	12.83	9.4	13.76	19.7	9.40	15.3
Counter and rental clerks	10.99	9.5	—	—	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Sales and related occupations —Continued						
Parts salespersons	\$19.82	17.0	—	—	—	—
Retail salespersons	14.32	17.0	\$16.55	15.3	\$10.35	3.4
Sales representatives, wholesale and manufacturing	30.99	6.8	31.41	6.8	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	38.80	15.7	38.80	15.7	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.21	5.4	24.72	5.0	—	—
Miscellaneous sales and related workers	24.99	18.3	—	—	—	—
Office and administrative support occupations	18.69	1.6	19.26	1.8	15.00	4.9
First-line supervisors/managers of office and administrative support workers	29.79	4.6	29.79	4.6	—	—
Switchboard operators, including answering service	14.22	18.0	—	—	—	—
Financial clerks	18.46	6.5	18.89	7.3	15.91	7.1
Billing and posting clerks and machine operators	15.61	9.1	15.77	9.2	—	—
Bookkeeping, accounting, and auditing clerks	21.17	5.7	22.31	6.1	15.47	6.1
Tellers	14.07	3.6	14.14	4.1	—	—
Brokerage clerks	18.84	7.1	18.84	7.1	—	—
Customer service representatives	19.25	7.4	20.05	7.5	12.47	10.6
Order clerks	18.74	4.7	—	—	—	—
Receptionists and information clerks	14.86	3.4	14.81	3.4	—	—
Reservation and transportation ticket agents and travel clerks	18.48	5.1	—	—	—	—
Dispatchers	19.79	12.8	20.49	14.0	—	—
Shipping, receiving, and traffic clerks	18.63	8.9	18.63	8.9	—	—
Stock clerks and order fillers	11.55	4.0	13.97	5.1	9.33	3.5
Secretaries and administrative assistants	21.03	2.3	21.27	2.5	18.65	6.2
Executive secretaries and administrative assistants	24.63	2.9	24.63	2.9	—	—
Medical secretaries	17.18	1.9	17.14	1.5	—	—
Secretaries, except legal, medical, and executive	19.22	3.5	19.34	3.7	—	—
Data entry and information processing workers	14.81	12.6	14.91	13.4	—	—
Data entry keyers	13.78	7.3	13.83	8.0	—	—
Insurance claims and policy processing clerks	17.40	3.6	17.40	3.6	—	—
Office clerks, general	20.32	2.9	20.55	2.9	19.33	11.6
Construction and extraction occupations	27.20	9.8	27.60	9.5	—	—
First-line supervisors/managers of construction trades and extraction workers	32.56	7.8	32.56	7.8	—	—
Carpenters	31.23	10.4	31.23	10.4	—	—
Construction laborers	27.39	23.7	—	—	—	—
Electricians	26.34	1.5	26.34	1.5	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	21.30	15.8	21.30	15.8	—	—
Plumbers, pipefitters, and steamfitters	25.40	6.7	25.40	6.7	—	—
Installation, maintenance, and repair occupations	24.95	5.8	25.04	5.6	—	—
First-line supervisors/managers of mechanics, installers, and repairers	33.50	10.8	33.50	10.8	—	—
Automotive technicians and repairers	30.17	36.2	30.17	36.2	—	—
Automotive service technicians and mechanics	30.21	39.7	30.21	39.7	—	—
Industrial machinery installation, repair, and maintenance workers	20.49	4.5	20.49	4.5	—	—
Industrial machinery mechanics	21.36	4.1	21.36	4.1	—	—
Maintenance and repair workers, general	20.33	5.8	20.33	5.8	—	—
Line installers and repairers	28.74	2.6	28.74	2.6	—	—
Production occupations	16.32	5.5	16.52	5.4	11.45	4.4
First-line supervisors/managers of production and operating workers	28.29	9.9	28.29	9.9	—	—
Electrical, electronics, and electromechanical assemblers	14.17	7.0	14.26	7.5	—	—
Electrical and electronic equipment assemblers	14.09	8.9	14.22	9.5	—	—
Miscellaneous assemblers and fabricators	15.14	9.5	15.14	9.5	—	—
Machinists	23.16	5.6	23.16	5.6	—	—
Multiple machine tool setters, operators, and tenders, metal and plastic	13.93	11.7	13.98	12.0	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Boston-Worcester-Manchester, MA-NH CSA, October 2008** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Production occupations —Continued						
Printers	\$16.48	19.6	\$16.48	19.6	—	—
Inspectors, testers, sorters, samplers, and weighers	17.05	5.1	17.05	5.1	—	—
Miscellaneous production workers	13.67	4.8	13.76	5.0	—	—
Transportation and material moving occupations						
Bus drivers	14.90	5.7	16.27	6.8	\$10.52	5.4
Bus drivers, school	17.00	7.2	—	—	—	—
Driver/sales workers and truck drivers	16.52	3.7	—	—	—	—
Driver/sales workers	15.74	7.9	17.62	9.4	10.18	11.9
Truck drivers, heavy and tractor-trailer	7.66	22.3	—	—	—	—
Truck drivers, light or delivery services	20.53	8.5	20.42	8.8	—	—
Industrial truck and tractor operators	13.90	21.7	16.63	15.1	9.45	25.5
Laborers and material movers, hand	17.64	9.3	17.76	9.0	—	—
Laborers and freight, stock, and material movers, hand	12.01	5.9	13.20	9.2	9.67	1.9
Packers and packagers, hand	12.55	11.9	13.34	15.2	10.68	7.7
	10.12	3.7	11.48	7.3	—	—

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

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

³ Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

⁴ The relative standard error (RSE) is the standard error expressed as a percent of the estimate. It can be used to calculate a "confidence interval" around a sample estimate.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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