Table 13  Union and nonunion workers: Mean hourly earnings for civilian workers by bargaining status

<table>
<thead>
<tr>
<th>Occupation and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error</td>
<td>Mean</td>
</tr>
<tr>
<td>All workers</td>
<td>$20.62</td>
<td>0.7%</td>
<td>$24.74</td>
</tr>
<tr>
<td>Management occupations</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Chief executives</td>
<td>106.53</td>
<td>18.5%</td>
<td>42.93</td>
</tr>
<tr>
<td>General and operations managers</td>
<td>47.88</td>
<td>2.4%</td>
<td>40.11</td>
</tr>
<tr>
<td>Legislators</td>
<td>30.09</td>
<td>11.3%</td>
<td>30.25</td>
</tr>
<tr>
<td>Advertising and promotions managers</td>
<td>36.60</td>
<td>7.1%</td>
<td>36.60</td>
</tr>
<tr>
<td>Marketing and sales managers</td>
<td>47.64</td>
<td>2.4%</td>
<td>40.11</td>
</tr>
<tr>
<td>Marketing managers</td>
<td>49.68</td>
<td>2.6%</td>
<td>49.68</td>
</tr>
<tr>
<td>Sales managers</td>
<td>45.48</td>
<td>4.5%</td>
<td>45.48</td>
</tr>
<tr>
<td>Public relations managers</td>
<td>41.56</td>
<td>14.2%</td>
<td>41.95</td>
</tr>
<tr>
<td>Administrative services managers</td>
<td>33.78</td>
<td>3.5%</td>
<td>33.72</td>
</tr>
<tr>
<td>Computer and information systems managers</td>
<td>54.01</td>
<td>2.0%</td>
<td>54.28</td>
</tr>
<tr>
<td>Financial managers</td>
<td>44.98</td>
<td>2.0%</td>
<td>45.46</td>
</tr>
<tr>
<td>Human resources managers</td>
<td>41.08</td>
<td>3.6%</td>
<td>41.13</td>
</tr>
<tr>
<td>Compensation and benefits managers</td>
<td>36.29</td>
<td>5.3%</td>
<td>36.29</td>
</tr>
<tr>
<td>Training and development managers</td>
<td>40.81</td>
<td>9.2%</td>
<td>41.37</td>
</tr>
<tr>
<td>Industrial production managers</td>
<td>42.79</td>
<td>2.5%</td>
<td>42.38</td>
</tr>
<tr>
<td>Purchasing managers</td>
<td>43.67</td>
<td>4.1%</td>
<td>43.73</td>
</tr>
<tr>
<td>Transportation, storage, and distribution managers</td>
<td>38.41</td>
<td>4.4%</td>
<td>38.38</td>
</tr>
<tr>
<td>Agricultural managers</td>
<td>29.63</td>
<td>26.9%</td>
<td>31.30</td>
</tr>
<tr>
<td>Farm, ranch, and other agricultural managers</td>
<td>31.30</td>
<td>27.7%</td>
<td>31.30</td>
</tr>
<tr>
<td>Construction managers</td>
<td>37.01</td>
<td>3.2%</td>
<td>38.04</td>
</tr>
<tr>
<td>Education administrators</td>
<td>39.35</td>
<td>2.2%</td>
<td>49.10</td>
</tr>
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<td>Education administrators, preschool and child care center/program</td>
<td>23.26</td>
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<td>23.12</td>
</tr>
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<td>Education administrators, elementary and secondary school</td>
<td>45.72</td>
<td>2.3%</td>
<td>48.95</td>
</tr>
<tr>
<td>Education administrators, postsecondary</td>
<td>40.11</td>
<td>4.3%</td>
<td>49.10</td>
</tr>
<tr>
<td>Engineering managers</td>
<td>55.79</td>
<td>2.3%</td>
<td>53.87</td>
</tr>
<tr>
<td>Food service managers</td>
<td>25.64</td>
<td>5.0%</td>
<td>25.64</td>
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<tr>
<td>Funeral directors</td>
<td>24.39</td>
<td>15.9%</td>
<td>24.39</td>
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<tr>
<td>Lodging managers</td>
<td>24.94</td>
<td>15.7%</td>
<td>24.94</td>
</tr>
<tr>
<td>Medical and health services managers</td>
<td>39.49</td>
<td>5.9%</td>
<td>39.32</td>
</tr>
<tr>
<td>Natural sciences managers</td>
<td>44.71</td>
<td>8.7%</td>
<td>44.71</td>
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</table>

See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings<sup>1</sup> for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation&lt;sup&gt;2&lt;/sup&gt; and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error&lt;sup&gt;3&lt;/sup&gt;</td>
<td>Mean</td>
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<tr>
<td>Management occupations –Continued</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, real estate, and community association managers ..........</td>
<td>$25.99</td>
<td>5.3%</td>
<td>–</td>
</tr>
<tr>
<td>Social and community service managers ................................</td>
<td>27.24</td>
<td>4.4</td>
<td>$35.19</td>
</tr>
<tr>
<td>Business and financial operations occupations ........................</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Buyers and purchasing agents ..........................................</td>
<td>30.53</td>
<td>1.0</td>
<td>28.00</td>
</tr>
<tr>
<td>Purchasing agents and buyers, farm products ........................</td>
<td>28.21</td>
<td>2.1</td>
<td>24.92</td>
</tr>
<tr>
<td>Wholesale and retail buyers, except farm products ..................</td>
<td>32.39</td>
<td>12.8</td>
<td>–</td>
</tr>
<tr>
<td>Purchasing agents, except wholesale, retail, and farm products .</td>
<td>27.47</td>
<td>3.8</td>
<td>–</td>
</tr>
<tr>
<td>Claims adjusters, appraisers, examiners, and investigators .......</td>
<td>28.40</td>
<td>3.3</td>
<td>28.33</td>
</tr>
<tr>
<td>Compliance officers, except agriculture, construction, health and safety, and transportation .....</td>
<td>27.49</td>
<td>6.7</td>
<td>26.30</td>
</tr>
<tr>
<td>Cost estimators ..........................................................</td>
<td>31.03</td>
<td>3.7</td>
<td>–</td>
</tr>
<tr>
<td>Emergency management specialists .. ..................................</td>
<td>34.27</td>
<td>21.6</td>
<td>–</td>
</tr>
<tr>
<td>Human resources, training, and labor relations specialists ..........</td>
<td>28.08</td>
<td>2.2</td>
<td>30.42</td>
</tr>
<tr>
<td>Employment, recruitment, and placement specialists ..................</td>
<td>25.26</td>
<td>3.8</td>
<td>28.04</td>
</tr>
<tr>
<td>Compensation, benefits, and job analysis specialists ................</td>
<td>26.93</td>
<td>3.2</td>
<td>29.27</td>
</tr>
<tr>
<td>Training and development specialists ..................................</td>
<td>28.67</td>
<td>3.7</td>
<td>29.04</td>
</tr>
<tr>
<td>Logisticians .............................................................</td>
<td>31.82</td>
<td>5.9</td>
<td>–</td>
</tr>
<tr>
<td>Management analysts ....................................................</td>
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<td>31.34</td>
</tr>
<tr>
<td>Meeting and convention planners .......................................</td>
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<td>4.9</td>
<td>–</td>
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<td>Accountants and auditors ..............................................</td>
<td>29.12</td>
<td>1.9</td>
<td>27.77</td>
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<td>Appraisers and assessors of real estate ..............................</td>
<td>24.29</td>
<td>9.7</td>
<td>28.14</td>
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<td>Budget analysts ..........................................................</td>
<td>30.04</td>
<td>2.8</td>
<td>26.76</td>
</tr>
<tr>
<td>Credit analysts ..........................................................</td>
<td>28.84</td>
<td>5.0</td>
<td>–</td>
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<tr>
<td>Financial analysts and advisors ......................................</td>
<td>36.10</td>
<td>4.2</td>
<td>–</td>
</tr>
<tr>
<td>Financial analysts ......................................................</td>
<td>37.99</td>
<td>3.5</td>
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</table>

See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings$1 for civilian workers
by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation2 and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error3</td>
<td>Mean</td>
</tr>
<tr>
<td>Business and financial operations occupations —Continued</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Personal financial advisors</td>
<td>$34.61</td>
<td>17.2%</td>
<td>–</td>
</tr>
<tr>
<td>Insurance underwriters</td>
<td>32.46</td>
<td>5.5</td>
<td>–</td>
</tr>
<tr>
<td>Financial examiners</td>
<td>27.64</td>
<td>5.0</td>
<td>–</td>
</tr>
<tr>
<td>Loan counselors and officers</td>
<td>33.16</td>
<td>10.8</td>
<td>$28.08</td>
</tr>
<tr>
<td>Loan counselors</td>
<td>26.61</td>
<td>10.3</td>
<td>25.01</td>
</tr>
<tr>
<td>Loan officers</td>
<td>33.62</td>
<td>11.4</td>
<td>–</td>
</tr>
<tr>
<td>Tax examiners, collectors, preparers, and revenue agents</td>
<td>20.71</td>
<td>9.4</td>
<td>26.79</td>
</tr>
<tr>
<td>Tax examiners, collectors, and revenue agents</td>
<td>22.25</td>
<td>8.7</td>
<td>26.79</td>
</tr>
<tr>
<td>Tax preparers</td>
<td>14.36</td>
<td>23.6</td>
<td>–</td>
</tr>
<tr>
<td>Computer and mathematical science occupations</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer and information scientists, research</td>
<td>49.76</td>
<td>8.8</td>
<td>–</td>
</tr>
<tr>
<td>Computer programmers</td>
<td>34.75</td>
<td>3.0</td>
<td>33.51</td>
</tr>
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<td>Computer software engineers</td>
<td>42.86</td>
<td>1.5</td>
<td>37.64</td>
</tr>
<tr>
<td>Computer software engineers, applications</td>
<td>41.80</td>
<td>2.6</td>
<td>35.86</td>
</tr>
<tr>
<td>Computer software engineers, systems software</td>
<td>44.00</td>
<td>1.9</td>
<td>–</td>
</tr>
<tr>
<td>Computer support specialists</td>
<td>25.93</td>
<td>3.0</td>
<td>26.20</td>
</tr>
<tr>
<td>Computer systems analysts</td>
<td>38.71</td>
<td>2.1</td>
<td>33.84</td>
</tr>
<tr>
<td>Database administrators</td>
<td>35.35</td>
<td>4.6</td>
<td>–</td>
</tr>
<tr>
<td>Network and computer systems administrators</td>
<td>31.55</td>
<td>1.8</td>
<td>29.05</td>
</tr>
<tr>
<td>Network systems and data communications analysts</td>
<td>34.21</td>
<td>3.4</td>
<td>29.78</td>
</tr>
<tr>
<td>Actuaries</td>
<td>42.02</td>
<td>5.6</td>
<td>–</td>
</tr>
<tr>
<td>Operations research analysts</td>
<td>34.13</td>
<td>4.8</td>
<td>–</td>
</tr>
<tr>
<td>Statisticians</td>
<td>36.89</td>
<td>9.7</td>
<td>–</td>
</tr>
<tr>
<td>Architecture and engineering occupations</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Architects, except naval</td>
<td>34.60</td>
<td>2.4</td>
<td>29.41</td>
</tr>
<tr>
<td>Architects, except landscape and naval</td>
<td>33.32</td>
<td>5.3</td>
<td>–</td>
</tr>
<tr>
<td>Landscape architects</td>
<td>26.76</td>
<td>5.6</td>
<td>–</td>
</tr>
<tr>
<td>Surveyors, cartographers, and photogrammetrists</td>
<td>29.31</td>
<td>10.9</td>
<td>–</td>
</tr>
<tr>
<td>Surveyors</td>
<td>32.29</td>
<td>10.2</td>
<td>–</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
</tr>
<tr>
<td><strong>Architecture and engineering occupations</strong> — Continued</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engineers</td>
<td>$40.37</td>
<td>1.3%</td>
<td>$37.74</td>
</tr>
<tr>
<td>Aerospace engineers</td>
<td>51.08</td>
<td>4.2</td>
<td>51.28</td>
</tr>
<tr>
<td>Chemical engineers</td>
<td>44.09</td>
<td>6.3</td>
<td>44.15</td>
</tr>
<tr>
<td>Civil engineers</td>
<td>35.45</td>
<td>2.4</td>
<td>36.30</td>
</tr>
<tr>
<td>Computer hardware engineers</td>
<td>45.72</td>
<td>4.9</td>
<td>45.72</td>
</tr>
<tr>
<td>Electrical and electronics engineers</td>
<td>40.42</td>
<td>2.4</td>
<td>40.41</td>
</tr>
<tr>
<td>Electrical engineers</td>
<td>39.62</td>
<td>4.6</td>
<td>39.79</td>
</tr>
<tr>
<td>Electronics engineers, except computer</td>
<td>41.19</td>
<td>2.8</td>
<td>41.00</td>
</tr>
<tr>
<td>Environmental engineers</td>
<td>38.09</td>
<td>7.5</td>
<td>38.24</td>
</tr>
<tr>
<td>Industrial engineers, including health and safety</td>
<td>37.13</td>
<td>2.6</td>
<td>37.05</td>
</tr>
<tr>
<td>Health and safety engineers, except mining safety engineers and inspectors</td>
<td>42.12</td>
<td>9.8</td>
<td>41.98</td>
</tr>
<tr>
<td>Industrial engineers</td>
<td>35.95</td>
<td>2.2</td>
<td>35.88</td>
</tr>
<tr>
<td>Materials engineers</td>
<td>38.59</td>
<td>8.5</td>
<td>38.59</td>
</tr>
<tr>
<td>Mechanical engineers</td>
<td>36.32</td>
<td>2.0</td>
<td>36.52</td>
</tr>
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<td>Mining and geological engineers, including mining safety engineers</td>
<td>47.14</td>
<td>12.8</td>
<td>47.21</td>
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<td>Nuclear engineers</td>
<td>43.28</td>
<td>5.9</td>
<td>43.31</td>
</tr>
<tr>
<td>Petroleum engineers</td>
<td>55.88</td>
<td>15.5</td>
<td>55.88</td>
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<tr>
<td>Drafters</td>
<td>24.91</td>
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<td>28.60</td>
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<td>23.85</td>
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<td>Electrical and electronic drafters</td>
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<td>20.52</td>
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<tr>
<td>Mechanical drafters</td>
<td>24.50</td>
<td>3.6</td>
<td>24.13</td>
</tr>
<tr>
<td>Engineering technicians, except drafters</td>
<td>24.87</td>
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<td>23.53</td>
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<tr>
<td>Aerospace engineering and operations technicians</td>
<td>28.47</td>
<td>4.4</td>
<td>28.50</td>
</tr>
<tr>
<td>Civil engineering technicians</td>
<td>19.54</td>
<td>9.8</td>
<td>25.32</td>
</tr>
<tr>
<td>Electrical and electronic engineering technicians</td>
<td>24.02</td>
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<td>21.81</td>
</tr>
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<td>Electro-mechanical technicians</td>
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<td>4.0</td>
<td>25.47</td>
</tr>
<tr>
<td>Environmental engineering technicians</td>
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<td>14.7</td>
<td>20.68</td>
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<tr>
<td>Industrial engineering technicians</td>
<td>25.68</td>
<td>4.7</td>
<td>25.01</td>
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<tr>
<td>Mechanical engineering technicians</td>
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<td>22.48</td>
</tr>
<tr>
<td>Surveying and mapping technicians</td>
<td>22.25</td>
<td>13.5</td>
<td>28.73</td>
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</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 13-4 December 2007 - January 2009
Table 13 Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^2)</td>
<td>Mean</td>
</tr>
<tr>
<td>Life, physical, and social science occupations</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Life scientists</td>
<td>$34.54</td>
<td>6.2</td>
<td>$27.14</td>
</tr>
<tr>
<td>Agricultural and food scientists</td>
<td>$27.26</td>
<td>19.8</td>
<td>–</td>
</tr>
<tr>
<td>Soil and plant scientists</td>
<td>$26.23</td>
<td>13.7</td>
<td>–</td>
</tr>
<tr>
<td>Biological scientists</td>
<td>$35.26</td>
<td>11.6</td>
<td>$25.19</td>
</tr>
<tr>
<td>Biochemists and biophysicists</td>
<td>$41.13</td>
<td>16.9</td>
<td>–</td>
</tr>
<tr>
<td>Microbiologists</td>
<td>$32.68</td>
<td>11.1</td>
<td>–</td>
</tr>
<tr>
<td>Zoologists and wildlife biologists</td>
<td>$24.53</td>
<td>5.0</td>
<td>–</td>
</tr>
<tr>
<td>Conservation scientists and foresters</td>
<td>$26.76</td>
<td>6.0</td>
<td>$25.71</td>
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<td>Conservation scientists</td>
<td>$25.17</td>
<td>4.7</td>
<td>$25.67</td>
</tr>
<tr>
<td>Foresters</td>
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<tr>
<td>Medical scientists</td>
<td>$36.12</td>
<td>8.7</td>
<td>–</td>
</tr>
<tr>
<td>Physical scientists</td>
<td>$34.90</td>
<td>2.7</td>
<td>$31.72</td>
</tr>
<tr>
<td>Astronomers and physicists</td>
<td>$53.11</td>
<td>12.8</td>
<td>–</td>
</tr>
<tr>
<td>Physicists</td>
<td>$54.55</td>
<td>13.4</td>
<td>–</td>
</tr>
<tr>
<td>Chemists and materials scientists</td>
<td>$35.03</td>
<td>6.5</td>
<td>$28.54</td>
</tr>
<tr>
<td>Chemists</td>
<td>$33.29</td>
<td>6.1</td>
<td>$28.54</td>
</tr>
<tr>
<td>Materials scientists</td>
<td>$46.47</td>
<td>6.3</td>
<td>–</td>
</tr>
<tr>
<td>Environmental scientists and geoscientists</td>
<td>$33.08</td>
<td>4.2</td>
<td>$35.66</td>
</tr>
<tr>
<td>Environmental scientists and specialists, including health geoscientists, except hydrologists and geographers</td>
<td>$31.08</td>
<td>4.0</td>
<td>$36.21</td>
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<td>$38.08</td>
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<td>Hydrologists</td>
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<td>Economists</td>
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<tr>
<td>Market and survey researchers</td>
<td>$34.75</td>
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<td>Market research analysts</td>
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<td>5.0</td>
<td>–</td>
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<td>Psychologists</td>
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<td>$42.14</td>
</tr>
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<td>Clinical, counseling, and school psychologists</td>
<td>$35.62</td>
<td>5.8</td>
<td>$42.23</td>
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<td>Miscellaneous social scientists and related workers</td>
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<td>–</td>
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<tr>
<td>Agricultural and food science technicians</td>
<td>$18.38</td>
<td>7.9</td>
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<tr>
<td>Biological technicians</td>
<td>$20.13</td>
<td>3.7</td>
<td>$21.13</td>
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<tr>
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<td>$22.14</td>
<td>4.1</td>
<td>–</td>
</tr>
<tr>
<td>Geological and petroleum technicians</td>
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<td>15.7</td>
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<tr>
<td>Nuclear technicians</td>
<td>$36.70</td>
<td>4.0</td>
<td>$37.81</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 13-5 December 2007 - January 2009
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

| Occupation\(^2\) and level | Civilian workers | | | Union Workers | | | Nonunion workers | | |
|---------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
|                           | Mean             | Relative error\(^3\) | Mean             | Relative error\(^3\) | Mean             | Relative error\(^3\) |
| Life, physical, and social science occupations — Continued | | | | | | |
| Social science research assistants | $18.34 | 13.3% | – | – | $20.43 | 8.1% |
| Miscellaneous life, physical, and social science technicians | 21.83 | 6.6 | $28.82 | 7.5% | 20.01 | 3.9 |
| Environmental science and protection technicians, including health | 25.31 | 10.9 | 29.69 | 7.2 | 21.44 | 8.0 |
| Forensic science technicians | 26.78 | 7.7 | – | – | 24.66 | 10.9 |
| Forest and conservation technicians | 17.17 | 12.0 | – | – | 17.19 | 13.3 |
| Community and social services occupations | 21.06 | 1.6 | 27.92 | 4.9 | 19.14 | 2.0 |
| Counselors | 23.67 | 3.7 | 33.41 | 4.3 | 21.08 | 4.7 |
| Substance abuse and behavioral disorder counselors | 20.62 | 6.0 | 28.94 | 14.8 | 18.51 | 5.2 |
| Educational, vocational, and school counselors | 30.00 | 4.4 | 38.34 | 3.8 | 26.58 | 6.9 |
| Mental health counselors | 20.07 | 5.0 | – | – | 19.67 | 4.5 |
| Rehabilitation counselors | 17.41 | 4.0 | 22.86 | 7.9 | 16.61 | 4.5 |
| Social workers | 21.81 | 3.0 | 28.33 | 7.8 | 19.82 | 1.9 |
| Child, family, and school social workers | 22.18 | 5.3 | 29.92 | 12.3 | 18.23 | 2.5 |
| Medical and public health social workers | 23.12 | 3.5 | 26.18 | 5.6 | 22.75 | 4.0 |
| Mental health and substance abuse social workers | 20.37 | 4.4 | 27.39 | 10.8 | 19.24 | 4.4 |
| Miscellaneous community and social service specialists | 17.85 | 3.0 | 22.87 | 6.4 | 16.28 | 3.2 |
| Health educators | 30.46 | 13.8 | – | – | 30.95 | 15.1 |
| Probation officers and correctional treatment specialists | 24.21 | 4.9 | 27.05 | 6.3 | 20.65 | 3.4 |
| Social and human service assistants | 14.30 | 2.8 | 17.05 | 7.2 | 13.70 | 3.2 |
| Clergy | 17.08 | 12.4 | – | – | 16.98 | 12.5 |
| Directors, religious activities and education | 25.94 | 12.2 | – | – | 25.94 | 12.2 |
| Legal occupations | 39.36 | 6.7 | 35.98 | 10.6 | 39.60 | 7.1 |
| Lawyers | 55.22 | 4.6 | 46.23 | 4.4 | 55.79 | 4.8 |
| Judges, magistrates, and other judicial workers | 47.61 | 10.2 | 46.98 | 17.8 | 47.79 | 12.1 |

See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
</tr>
<tr>
<td>Legal occupations — Continued</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative law judges, adjudicators, and hearing officers</td>
<td>$36.88</td>
<td>9.6%</td>
<td>–</td>
</tr>
<tr>
<td>Judges, magistrate judges, and magistrates</td>
<td>54.00</td>
<td>8.7</td>
<td>–</td>
</tr>
<tr>
<td>Paralegals and legal assistants</td>
<td>23.61</td>
<td>7.1</td>
<td>$22.14</td>
</tr>
<tr>
<td>Miscellaneous legal support workers</td>
<td>22.73</td>
<td>3.5</td>
<td>26.49</td>
</tr>
<tr>
<td>Court reporters</td>
<td>25.85</td>
<td>8.1</td>
<td>23.77</td>
</tr>
<tr>
<td>Law clerks</td>
<td>24.67</td>
<td>11.1</td>
<td>–</td>
</tr>
<tr>
<td>Title examiners, abstractors, and searchers</td>
<td>21.83</td>
<td>4.5</td>
<td>–</td>
</tr>
<tr>
<td>Education, training, and library occupations</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Postsecondary teachers</td>
<td>32.01</td>
<td>1.5</td>
<td>36.99</td>
</tr>
<tr>
<td>Business teachers, postsecondary</td>
<td>47.65</td>
<td>3.5</td>
<td>50.58</td>
</tr>
<tr>
<td>Math and computer teachers, postsecondary</td>
<td>56.50</td>
<td>10.9</td>
<td>55.75</td>
</tr>
<tr>
<td>Computer science teachers, postsecondary</td>
<td>45.92</td>
<td>5.4</td>
<td>54.79</td>
</tr>
<tr>
<td>Mathematical science teachers, postsecondary</td>
<td>53.81</td>
<td>12.6</td>
<td>80.46</td>
</tr>
<tr>
<td>Engineering and architecture teachers, postsecondary</td>
<td>43.00</td>
<td>4.4</td>
<td>45.72</td>
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<tr>
<td>Life sciences teachers</td>
<td>61.38</td>
<td>10.2</td>
<td>69.93</td>
</tr>
<tr>
<td>Physical sciences teachers, postsecondary</td>
<td>53.15</td>
<td>13.9</td>
<td>–</td>
</tr>
<tr>
<td>Atmospheric, earth, marine, and space sciences teachers, postsecondary</td>
<td>61.79</td>
<td>10.7</td>
<td>70.83</td>
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<tr>
<td>Chemistry teachers, postsecondary</td>
<td>50.70</td>
<td>14.3</td>
<td>50.91</td>
</tr>
<tr>
<td>Environmental science teachers, postsecondary</td>
<td>50.70</td>
<td>15.5</td>
<td>50.93</td>
</tr>
<tr>
<td>Physics teachers, postsecondary</td>
<td>50.88</td>
<td>5.4</td>
<td>56.43</td>
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</table>

See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
</tr>
<tr>
<td>Education, training, and library occupations – Continued</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social sciences teachers, postsecondary</td>
<td>$48.03</td>
<td>4.0%</td>
<td>$47.18</td>
</tr>
<tr>
<td>Area, ethnic, and cultural studies teachers, postsecondary</td>
<td>36.92</td>
<td>8.5</td>
<td>–</td>
</tr>
<tr>
<td>Economics teachers, postsecondary</td>
<td>59.12</td>
<td>9.2</td>
<td>48.75</td>
</tr>
<tr>
<td>Political science teachers, postsecondary</td>
<td>41.30</td>
<td>7.4</td>
<td>–</td>
</tr>
<tr>
<td>Psychology teachers, postsecondary</td>
<td>43.42</td>
<td>5.8</td>
<td>–</td>
</tr>
<tr>
<td>Sociology teachers, postsecondary</td>
<td>54.53</td>
<td>7.9</td>
<td>46.89</td>
</tr>
<tr>
<td>Health teachers, postsecondary</td>
<td>60.93</td>
<td>8.0</td>
<td>53.98</td>
</tr>
<tr>
<td>Health specialties teachers, postsecondary</td>
<td>71.08</td>
<td>7.4</td>
<td>59.26</td>
</tr>
<tr>
<td>Nursing instructors and teachers, postsecondary</td>
<td>35.47</td>
<td>4.4</td>
<td>–</td>
</tr>
<tr>
<td>Education and library science teachers, postsecondary</td>
<td>36.61</td>
<td>4.1</td>
<td>34.27</td>
</tr>
<tr>
<td>Education teachers, postsecondary</td>
<td>36.56</td>
<td>4.1</td>
<td>–</td>
</tr>
<tr>
<td>Law, criminal justice, and social work teachers, postsecondary</td>
<td>81.29</td>
<td>12.7</td>
<td>–</td>
</tr>
<tr>
<td>Criminal justice and law enforcement teachers, postsecondary</td>
<td>45.31</td>
<td>14.4</td>
<td>–</td>
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<tr>
<td>Law teachers, postsecondary</td>
<td>96.17</td>
<td>8.4</td>
<td>–</td>
</tr>
<tr>
<td>Social work teachers, postsecondary</td>
<td>36.90</td>
<td>5.6</td>
<td>–</td>
</tr>
<tr>
<td>Arts, communications, and humanities teachers, postsecondary</td>
<td>43.52</td>
<td>3.3</td>
<td>53.64</td>
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<tr>
<td>Art, drama, and music teachers, postsecondary</td>
<td>41.45</td>
<td>5.5</td>
<td>67.20</td>
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<tr>
<td>Communications teachers, postsecondary</td>
<td>42.14</td>
<td>14.5</td>
<td>34.50</td>
</tr>
<tr>
<td>English language and literature teachers, postsecondary</td>
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<td>6.7</td>
<td>51.07</td>
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<td>Foreign language and literature teachers, postsecondary</td>
<td>47.48</td>
<td>7.2</td>
<td>49.82</td>
</tr>
<tr>
<td>History teachers, postsecondary</td>
<td>48.56</td>
<td>6.7</td>
<td>–</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
</tr>
<tr>
<td>Philosophy and religion teachers, postsecondary</td>
<td>$41.73</td>
<td>7.6%</td>
<td>–</td>
</tr>
<tr>
<td>Miscellaneous postsecondary teachers</td>
<td>38.51</td>
<td>3.6</td>
<td>$45.42</td>
</tr>
<tr>
<td>Graduate teaching assistants</td>
<td>15.21</td>
<td>7.3</td>
<td>–</td>
</tr>
<tr>
<td>Recreation and fitness studies teachers, postsecondary</td>
<td>32.16</td>
<td>8.9</td>
<td>–</td>
</tr>
<tr>
<td>Vocational education teachers, postsecondary</td>
<td>30.35</td>
<td>8.4</td>
<td>37.68</td>
</tr>
<tr>
<td>Primary, secondary, and special education school teachers</td>
<td>34.44</td>
<td>1.0</td>
<td>39.60</td>
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<tr>
<td>Preschool and kindergarten teachers</td>
<td>20.21</td>
<td>4.4</td>
<td>32.68</td>
</tr>
<tr>
<td>Preschool teachers, except special education</td>
<td>16.15</td>
<td>5.7</td>
<td>26.09</td>
</tr>
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<td>Kindergarten teachers, except special education</td>
<td>33.29</td>
<td>3.1</td>
<td>35.92</td>
</tr>
<tr>
<td>Elementary and middle school teachers</td>
<td>35.82</td>
<td>1.0</td>
<td>39.83</td>
</tr>
<tr>
<td>Elementary school teachers, except special education</td>
<td>35.68</td>
<td>1.2</td>
<td>39.91</td>
</tr>
<tr>
<td>Middle school teachers, except special and vocational education</td>
<td>36.30</td>
<td>2.0</td>
<td>39.52</td>
</tr>
<tr>
<td>Secondary school teachers</td>
<td>36.71</td>
<td>1.2</td>
<td>39.90</td>
</tr>
<tr>
<td>Secondary school teachers, except special and vocational education</td>
<td>36.82</td>
<td>1.3</td>
<td>40.07</td>
</tr>
<tr>
<td>Vocational education teachers, secondary school</td>
<td>35.23</td>
<td>3.8</td>
<td>37.93</td>
</tr>
<tr>
<td>Special education teachers</td>
<td>36.72</td>
<td>1.8</td>
<td>40.11</td>
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<td>Special education teachers, preschool, kindergarten, and elementary school</td>
<td>35.99</td>
<td>1.9</td>
<td>39.84</td>
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<td>Special education teachers, middle school</td>
<td>36.64</td>
<td>3.0</td>
<td>39.71</td>
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<tr>
<td>Special education teachers, secondary school</td>
<td>38.29</td>
<td>4.4</td>
<td>40.77</td>
</tr>
<tr>
<td>Other teachers and instructors</td>
<td>30.70</td>
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<td>45.66</td>
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<tr>
<td>Adult literacy, remedial education, and GED teachers and instructors</td>
<td>27.09</td>
<td>7.3</td>
<td>36.69</td>
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</tbody>
</table>

See footnotes at end of table.
### Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
</tr>
<tr>
<td><strong>Education, training, and library occupations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Self-enrichment education teachers</td>
<td>$24.85</td>
<td>7.2%</td>
<td>$43.31</td>
</tr>
<tr>
<td>- Archivists, curators, and museum technicians</td>
<td>25.04</td>
<td>8.6%</td>
<td>-</td>
</tr>
<tr>
<td>- Archivists</td>
<td>23.35</td>
<td>17.7%</td>
<td>-</td>
</tr>
<tr>
<td>- Curators</td>
<td>27.30</td>
<td>5.9%</td>
<td>-</td>
</tr>
<tr>
<td>- Librarians</td>
<td>29.89</td>
<td>4.6%</td>
<td>32.08</td>
</tr>
<tr>
<td>- Library technicians</td>
<td>16.41</td>
<td>3.7%</td>
<td>18.74</td>
</tr>
<tr>
<td>- Farm and home management advisors</td>
<td>18.95</td>
<td>2.8%</td>
<td>-</td>
</tr>
<tr>
<td>- Instructional coordinators</td>
<td>33.10</td>
<td>4.8%</td>
<td>38.37</td>
</tr>
<tr>
<td>- Teacher assistants</td>
<td>12.48</td>
<td>1.5%</td>
<td>14.72</td>
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<tr>
<td><strong>Arts, design, entertainment, sports, and media occupations</strong></td>
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<td></td>
<td></td>
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<tr>
<td>- Artists and related workers</td>
<td>28.85</td>
<td>9.4%</td>
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<tr>
<td>- Art directors</td>
<td>32.37</td>
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<td>-</td>
</tr>
<tr>
<td>- Multi-media artists and animators</td>
<td>30.04</td>
<td>15.7%</td>
<td>-</td>
</tr>
<tr>
<td>- Designers</td>
<td>23.73</td>
<td>4.8%</td>
<td>32.37</td>
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<tr>
<td>- Commercial and industrial designers</td>
<td>34.11</td>
<td>4.9%</td>
<td>-</td>
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<tr>
<td>- Fashion designers</td>
<td>35.38</td>
<td>17.5%</td>
<td>-</td>
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<tr>
<td>- Floral designers</td>
<td>10.97</td>
<td>6.0%</td>
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<tr>
<td>- Graphic designers</td>
<td>22.78</td>
<td>3.8%</td>
<td>37.84</td>
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<tr>
<td>- Interior designers</td>
<td>26.82</td>
<td>6.4%</td>
<td>-</td>
</tr>
<tr>
<td>- Merchandise displayers and window trimmers</td>
<td>16.34</td>
<td>4.8%</td>
<td>-</td>
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<tr>
<td>- Set and exhibit designers</td>
<td>33.45</td>
<td>27.2%</td>
<td>-</td>
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<tr>
<td>- Actors, producers, and directors</td>
<td>37.68</td>
<td>25.4%</td>
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<tr>
<td>- Producers and directors</td>
<td>38.26</td>
<td>25.6%</td>
<td>-</td>
</tr>
<tr>
<td>- Athletes, coaches, umpires, and related workers</td>
<td>21.89</td>
<td>8.2%</td>
<td>38.89</td>
</tr>
<tr>
<td>- Coaches and scouts</td>
<td>22.41</td>
<td>8.5%</td>
<td>43.24</td>
</tr>
<tr>
<td>- Umpires, referees, and other sports officials</td>
<td>14.93</td>
<td>25.9%</td>
<td>-</td>
</tr>
<tr>
<td>- Dancers and choreographers</td>
<td>17.85</td>
<td>23.6%</td>
<td>-</td>
</tr>
<tr>
<td>- Dancers</td>
<td>16.29</td>
<td>42.4%</td>
<td>-</td>
</tr>
<tr>
<td>- Choreographers</td>
<td>19.21</td>
<td>13.3%</td>
<td>-</td>
</tr>
<tr>
<td>- Musicians, singers, and related workers</td>
<td>33.34</td>
<td>10.5%</td>
<td>38.87</td>
</tr>
<tr>
<td>- Music directors and composers</td>
<td>24.08</td>
<td>9.9%</td>
<td>-</td>
</tr>
<tr>
<td>- Musicians and singers</td>
<td>38.43</td>
<td>13.9%</td>
<td>38.87</td>
</tr>
<tr>
<td>- Announcers</td>
<td>31.58</td>
<td>24.7%</td>
<td>-</td>
</tr>
</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 13-10 December 2007 - January 2009
## Table 13 Union and nonunion workers: Mean hourly earnings$^1$ for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation$^2$ and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
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<tr>
<td></td>
<td>Mean</td>
<td>Relative error$^3$</td>
<td>Mean</td>
</tr>
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<td><strong>Arts, design, entertainment, sports, and media occupations</strong></td>
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<tr>
<td>–Continued</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Radio and television announcers</td>
<td>$32.61$</td>
<td>$25.8%$</td>
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</tr>
<tr>
<td>News analysts, reporters and correspondents</td>
<td>$31.48$</td>
<td>$10.0$</td>
<td>$63.01$</td>
</tr>
<tr>
<td>Reporters and correspondents</td>
<td>$31.48$</td>
<td>$10.0$</td>
<td>$63.01$</td>
</tr>
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<td>$28.33$</td>
<td>$10.0$</td>
<td>$30.75$</td>
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<td>Writers and editors</td>
<td>$28.56$</td>
<td>$6.1$</td>
<td>$29.56$</td>
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<td>Editors</td>
<td>$27.21$</td>
<td>$6.5$</td>
<td>$34.38$</td>
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<td>Technical writers</td>
<td>$31.23$</td>
<td>$6.6$</td>
<td>–</td>
</tr>
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<td>Writers and authors</td>
<td>$27.33$</td>
<td>$12.5$</td>
<td>–</td>
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<td><strong>Miscellaneous media and communication workers</strong></td>
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<td></td>
<td></td>
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<tr>
<td>Interpreters and translators</td>
<td>$22.43$</td>
<td>$4.5$</td>
<td>–</td>
</tr>
<tr>
<td>Broadcast and sound engineering</td>
<td></td>
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</tr>
<tr>
<td>Broadband and radio operators</td>
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<td>$31.12$</td>
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<td>$22.06$</td>
<td>$11.7$</td>
<td>$33.53$</td>
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<td>Broadcast technicians</td>
<td>$21.84$</td>
<td>$8.7$</td>
<td>$25.27$</td>
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<td>Photographers</td>
<td>$13.80$</td>
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<td>Televisions, video, and motion picture camera operators and editors</td>
<td>$23.33$</td>
<td>$8.5$</td>
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<td>Camera operators, television, video, and motion picture</td>
<td>$22.30$</td>
<td>$10.8$</td>
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<td><strong>Healthcare practitioner and technical occupations</strong></td>
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<td>Dentists</td>
<td>$63.53$</td>
<td>$11.1$</td>
<td>–</td>
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<td>Dentists, general</td>
<td>$62.20$</td>
<td>$12.0$</td>
<td>–</td>
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<td>Dietitians and nutritionists</td>
<td>$23.58$</td>
<td>$4.2$</td>
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<td>Optometrists</td>
<td>$52.75$</td>
<td>$7.5$</td>
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<td>$50.19$</td>
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<td>Pediatricians, general</td>
<td>$53.51$</td>
<td>$23.1$</td>
<td>–</td>
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<td>Psychiatrists</td>
<td>$75.20$</td>
<td>$6.4$</td>
<td>$63.55$</td>
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<td>Surgeons</td>
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<td>$42.3$</td>
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<td>Physician assistants</td>
<td>$42.66$</td>
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<td>Registered nurses</td>
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<td>$37.48$</td>
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<td>Therapists</td>
<td>$31.52$</td>
<td>$2.7$</td>
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See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings1 for civilian workers by bargaining status — Continued

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<th>Occupation2 and level</th>
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<th>Nonunion workers</th>
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<td>Relative error3</td>
<td>Mean</td>
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<td>Healthcare practitioner and technical occupations —Continued</td>
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<tr>
<td>Occupational therapists ....................................</td>
<td>$35.05 4.4%</td>
<td></td>
<td>$39.56 4.9%</td>
</tr>
<tr>
<td>Physical therapists ........................................</td>
<td>34.16 5.2%</td>
<td></td>
<td>40.00 6.5%</td>
</tr>
<tr>
<td>Radiation therapists .......................................</td>
<td>39.78 9.3%</td>
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<tr>
<td>Recreational therapists ...................................</td>
<td>19.05 6.2%</td>
<td></td>
<td>–</td>
</tr>
<tr>
<td>Respiratory therapists ....................................</td>
<td>25.07 1.7%</td>
<td>30.22 3.6%</td>
<td>24.73 1.8%</td>
</tr>
<tr>
<td>Speech-language pathologists .............................</td>
<td>36.82 5.2%</td>
<td>40.55 5.2%</td>
<td>34.59 7.3%</td>
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<td>Veterinarians .............................................</td>
<td>43.59 3.6%</td>
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<tr>
<td>Clinical laboratory technologists and technicians ..........</td>
<td>20.46 1.9%</td>
<td>23.30 4.8%</td>
<td>20.14 2.1%</td>
</tr>
<tr>
<td>Medical and clinical laboratory technologists ............</td>
<td>24.72 3.1%</td>
<td>27.45 9.6%</td>
<td>24.43 3.2%</td>
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<tr>
<td>Medical and clinical laboratory technicians ..............</td>
<td>17.52 2.3%</td>
<td>20.59 3.9%</td>
<td>17.16 2.5%</td>
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<td>Dental hygienists ........................................</td>
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<td>Diagnostic related technologists and technicians .........</td>
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<td>Cardiovascular technologists and technicians .............</td>
<td>25.00 9.1%</td>
<td>23.13 11.1%</td>
<td>25.19 9.8%</td>
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<td>Diagnostic medical sonographers ..........................</td>
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<td>Nuclear medicine technologists ...........................</td>
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<td>–</td>
</tr>
<tr>
<td>Radiologic technologists and technicians .................</td>
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<td>26.36 9.9%</td>
<td>25.89 2.3%</td>
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<td>Emergency medical technicians and paramedics .............</td>
<td>15.35 3.9%</td>
<td>19.98 9.9%</td>
<td>14.65 4.1%</td>
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<td>Health diagnosing and treating practitioner support technicians ...</td>
<td>16.29 1.7%</td>
<td>19.53 3.4%</td>
<td>15.72 1.7%</td>
</tr>
<tr>
<td>Dietetic technicians ......................................</td>
<td>10.82 9.0%</td>
<td></td>
<td>–</td>
</tr>
<tr>
<td>Pharmacy technicians ......................................</td>
<td>14.53 1.8%</td>
<td>18.29 3.8%</td>
<td>13.92 1.8%</td>
</tr>
<tr>
<td>Psychiatric technicians ...................................</td>
<td>16.75 7.0%</td>
<td>21.26 5.4%</td>
<td>12.97 4.5%</td>
</tr>
<tr>
<td>Respiratory therapy technicians ..........................</td>
<td>22.11 2.7%</td>
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<td>–</td>
</tr>
<tr>
<td>Surgical technologists ....................................</td>
<td>19.25 2.3%</td>
<td>20.08 12.7%</td>
<td>19.21 2.4%</td>
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<td>Veterinary technologists and technicians ..................</td>
<td>14.18 5.6%</td>
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<tr>
<td>Licensed practical and licensed vocational nurses ......</td>
<td>19.16 1.1%</td>
<td>21.81 2.6%</td>
<td>18.86 1.2%</td>
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<tr>
<td>Medical records and health information technicians ......</td>
<td>16.25 3.8%</td>
<td>18.66 7.0%</td>
<td>16.08 4.2%</td>
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<tr>
<td>Opticians, dispensing ......................................</td>
<td>18.14 10.5%</td>
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<tr>
<td>Miscellaneous health technologists and technicians ......</td>
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<td>21.79 16.5%</td>
<td>17.82 4.3%</td>
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<td>Occupational health and safety specialists and technicians ...</td>
<td>27.07 3.7%</td>
<td>27.63 3.8%</td>
<td>26.95 4.5%</td>
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</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States  13-12  December 2007 - January 2009
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
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<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
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<tr>
<td><strong>Healthcare practitioner and technical occupations</strong> —Continued</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Occupational health and safety specialists</td>
<td>$26.85</td>
<td>4.7%</td>
<td>$27.80</td>
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<tr>
<td>Miscellaneous healthcare practitioner and technical workers</td>
<td>20.18</td>
<td>13.1</td>
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<tr>
<td>Athletic trainers</td>
<td>18.35</td>
<td>6.1</td>
<td>–</td>
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<tr>
<td><strong>Healthcare support occupations</strong></td>
<td>12.58</td>
<td>1.2</td>
<td>14.35</td>
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<tr>
<td>Nursing, psychiatric, and home health aides</td>
<td>11.22</td>
<td>1.0</td>
<td>13.67</td>
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<tr>
<td>Home health aides</td>
<td>9.63</td>
<td>3.0</td>
<td>10.66</td>
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<tr>
<td>Nursing aides, orderlies, and attendants</td>
<td>11.62</td>
<td>1.1</td>
<td>14.06</td>
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<td>Psychiatric aides</td>
<td>12.36</td>
<td>3.2</td>
<td>15.47</td>
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<td>Occupational therapist assistants and aides</td>
<td>18.92</td>
<td>12.1</td>
<td>18.06</td>
</tr>
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<td>Occupational therapist assistants</td>
<td>22.41</td>
<td>12.2</td>
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<td>Occupational therapist aides</td>
<td>13.60</td>
<td>9.7</td>
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<td>Physical therapist assistants and aides</td>
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<td>23.81</td>
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<td>Medical equipment preparers</td>
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<td>16.04</td>
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<td>Medical transcriptionists</td>
<td>15.28</td>
<td>3.8</td>
<td>18.52</td>
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<td>Pharmacy aides</td>
<td>11.47</td>
<td>3.6</td>
<td>14.51</td>
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<td>Veterinary assistants and laboratory animal caretakers</td>
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<td><strong>Protective service occupations</strong></td>
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<td>2.1</td>
<td>26.03</td>
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<tr>
<td>First-line supervisors/managers, law enforcement workers</td>
<td>32.43</td>
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<td>First-line supervisors/managers of correctional officers</td>
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<td>40.14</td>
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<td>First-line supervisors/managers of fire fighting and prevention workers</td>
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<td>Fire fighters</td>
<td>20.66</td>
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<td>23.00</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States 13-13 December 2007 - January 2009
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
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<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
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<td><strong>Protective service occupations</strong></td>
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<td>—Continued</td>
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<tr>
<td>Fire inspectors</td>
<td>$22.95</td>
<td>7.8%</td>
<td>$24.47</td>
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<td>Fire inspectors and investigators</td>
<td>22.95</td>
<td>7.9</td>
<td>24.57</td>
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<td>Bailiffs, correctional officers, and jailers</td>
<td>18.77</td>
<td>3.6</td>
<td>22.80</td>
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<td>27.65</td>
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<td>Correctional officers and jailers</td>
<td>18.64</td>
<td>3.5</td>
<td>22.65</td>
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<tr>
<td>Detectives and criminal investigators</td>
<td>27.92</td>
<td>3.6</td>
<td>34.13</td>
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<tr>
<td>Fish and game wardens</td>
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<td>Parking enforcement workers</td>
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<td>17.96</td>
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<td>29.35</td>
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<td>Police and sheriff’s patrol officers</td>
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<td>1.6</td>
<td>29.35</td>
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<td>Animal control workers</td>
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<tr>
<td>Private detectives and investigators</td>
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<td>—</td>
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<tr>
<td>Security guards and gaming</td>
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<td>surveillance officers</td>
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<td>2.0</td>
<td>16.59</td>
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<td>Security guards</td>
<td>11.65</td>
<td>2.1</td>
<td>16.65</td>
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<td>18.01</td>
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<td>10.90</td>
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<td>5.4</td>
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<td>17.85</td>
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<td>Cooks</td>
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<td>14.55</td>
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<td>Cooks, fast food</td>
<td>8.13</td>
<td>1.6</td>
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<td>Cooks, institution and cafeteria</td>
<td>11.63</td>
<td>1.7</td>
<td>14.41</td>
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<td>Cooks, restaurant</td>
<td>10.78</td>
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<td>14.96</td>
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<td>Cooks, short order</td>
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<td>Food service, tipped</td>
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<td>10.26</td>
</tr>
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<td>Bartenders</td>
<td>7.12</td>
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<td>10.12</td>
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<tr>
<td>Waiters and waitresses</td>
<td>4.87</td>
<td>2.6</td>
<td>9.72</td>
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</table>

See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
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<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
</tr>
<tr>
<td>Food preparation and serving related occupations — Continued</td>
<td></td>
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<td></td>
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<tr>
<td>Dining room and cafeteria attendants and bartender helpers</td>
<td>$7.60 2.7%</td>
<td>$10.96 7.3%</td>
<td>$7.19 2.1%</td>
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<tr>
<td>Fast food and counter workers</td>
<td>8.17 .7</td>
<td>12.21 2.6</td>
<td>8.02 .8</td>
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<tr>
<td>Combined food preparation and serving workers, including fast food</td>
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<td>12.41 3.0</td>
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<td>Counter attendants, cafeteria, food concession, and coffee shop</td>
<td>8.59 2.5</td>
<td>11.47 4.8</td>
<td>8.46 2.8</td>
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<td>Food servers, nonrestaurant</td>
<td>8.97 5.5</td>
<td>12.61 5.8</td>
<td>8.18 5.5</td>
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<tr>
<td>Dishwashers</td>
<td>8.56 1.8</td>
<td>11.16 12.5</td>
<td>8.33 1.1</td>
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<tr>
<td>Hosts and hostesses, restaurant, lounge, and coffee shop</td>
<td>7.90 4.0</td>
<td>10.93 5.3</td>
<td>7.82 4.0</td>
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<tr>
<td>Building and grounds cleaning and maintenance occupations</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers, building and grounds cleaning and maintenance workers</td>
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<td>First-line supervisors/managers of housekeeping and janitorial workers</td>
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<td>First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers</td>
<td>17.41 3.1</td>
<td>24.22 3.2</td>
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<td>Building cleaning workers</td>
<td>20.33 8.9</td>
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<td>–</td>
</tr>
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<td>Janitors and cleaners, except maids and housekeeping cleaners</td>
<td>11.34 2.4</td>
<td>14.58 3.5</td>
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<td>Maids and housekeeping cleaners</td>
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<td>12.65 6.0</td>
<td>9.06 1.5</td>
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<tr>
<td>Pest control workers</td>
<td>9.55 2.3</td>
<td>14.71 3.6</td>
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<td>Grounds maintenance workers</td>
<td>12.26 2.4</td>
<td>17.31 4.5</td>
<td>11.41 2.4</td>
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<td>Landscaping and groundskeeping workers</td>
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<td>11.20 2.4</td>
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<td>Pesticide handlers, sprayers, and applicators, vegetation</td>
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<td>–</td>
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<tr>
<td>Tree trimmers and pruners</td>
<td>17.80 7.1</td>
<td>24.30 4.5</td>
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<td>Personal care and service occupations</td>
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<td></td>
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<td>First-line supervisors/managers of gaming workers</td>
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<td>–</td>
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<td></td>
<td>17.11 6.7</td>
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See footnotes at end of table.
### Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
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<tr>
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<td>Mean</td>
<td>Mean</td>
</tr>
<tr>
<td></td>
<td>Relative error(^3)</td>
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<td>Relative error(^3)</td>
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<td>Slot key persons</td>
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<td>2.9</td>
<td>15.57</td>
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<td>Nonfarm animal caretakers</td>
<td>9.41</td>
<td>5.6</td>
<td>9.20</td>
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<td>Gaming services workers</td>
<td>6.82</td>
<td>6.7</td>
<td>10.84</td>
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<tr>
<td>Gaming dealers</td>
<td>6.55</td>
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<td>6.55</td>
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<tr>
<td>Gaming and sports book writers and runners</td>
<td>10.62</td>
<td>18.6</td>
<td>10.62</td>
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<td>Motion picture projectionists</td>
<td>13.77</td>
<td>36.9</td>
<td>8.36</td>
</tr>
<tr>
<td>Ushers, lobby attendants, and ticket takers</td>
<td>10.53</td>
<td>9.6</td>
<td>12.45</td>
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<td>Miscellaneous entertainment</td>
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<td></td>
<td></td>
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<tr>
<td>attendants and related workers</td>
<td>9.15</td>
<td>4.4</td>
<td>8.83</td>
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<td>Amusement and recreation attendants</td>
<td>8.81</td>
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<td>Locker room, coatroom, and dressing room attendants</td>
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<td>10.08</td>
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<td>Funeral attendants</td>
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<td>11.24</td>
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<td>Barbers and cosmetologists</td>
<td>14.29</td>
<td>6.3</td>
<td>14.39</td>
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<tr>
<td>Hairdressers, hairstylists, and cosmetologists</td>
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<td>13.44</td>
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<td>Manicurists and pedicurians</td>
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<td>7.0</td>
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<td>Shampooers</td>
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<td>6.0</td>
<td>8.29</td>
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<td>Skin care specialists</td>
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<td>12.3</td>
<td>19.27</td>
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<td>Baggage porters, bellhops, and concierges</td>
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<td>10.9</td>
<td>12.57</td>
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<td>Baggage porters and bellhops</td>
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<td>4.3</td>
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<td>Concierges</td>
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<td>11.1</td>
<td>12.23</td>
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<td>Tour and travel guides</td>
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<td>7.2</td>
<td>12.74</td>
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<td>Tour guides and escorts</td>
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<td>12.06</td>
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<td>Transportation attendants</td>
<td>32.56</td>
<td>3.7</td>
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<tr>
<td>Flight attendants</td>
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<td>Transportation attendants, except flight attendants and baggage porters</td>
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<tr>
<td>Child care workers</td>
<td>9.59</td>
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<tr>
<td>Personal and home care aides</td>
<td>9.42</td>
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<td>9.73</td>
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<tr>
<td>Recreation and fitness workers</td>
<td>12.77</td>
<td>3.9</td>
<td>15.71</td>
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<td>Fitness trainers and aerobics instructors</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 13-16  December 2007 - January 2009
| Occupation^2 and level | Civilian workers | | Union Workers | | | | Nonunion workers | | | | Mean | Relative error^3 | Mean | Relative error^3 | Mean | Relative error^3 |
|------------------------|------------------|---|-----------------|---|-----------------|---|-----------------|---|
| **Personal care and service occupations — Continued** | | | | | | | | | | | | | | | |
| Recreation workers | $11.85 | 3.3% | $15.71 | 6.4% | $11.51 | 3.5% | | |
| Residential advisors | 11.51 | 19.4 | – | – | 10.39 | 21.0 | | |
| **Sales and related occupations** | | | | | | | | | | | | | | | |
| First-line supervisors/managers, sales workers | 20.53 | 2.8 | 20.76 | 4.6 | 20.53 | 2.8 | | |
| First-line supervisors/managers of retail sales workers | 18.32 | 2.4 | 20.61 | 4.9 | 18.29 | 2.4 | | |
| First-line supervisors/managers of non-retail sales workers | 28.72 | 6.4 | – | – | 28.72 | 6.4 | | |
| Retail sales workers | 11.43 | 1.3 | 13.11 | 3.4 | 11.35 | 1.3 | | |
| Cashiers, all workers | 9.52 | 1.3 | 12.91 | 3.7 | 9.15 | 1.4 | | |
| Cashiers | 9.40 | .8 | 12.91 | 3.8 | 9.02 | .6 | | |
| Gaming change persons and booth cashiers | 12.71 | 7.1 | – | – | 12.70 | 7.6 | | |
| Counter and rental clerks and parts salespersons | 12.86 | 2.9 | 16.85 | 8.3 | 12.76 | 3.1 | | |
| Counter and rental clerks | 10.26 | 3.0 | 17.31 | 9.9 | 10.04 | 3.3 | | |
| Parts salespersons | 15.38 | 3.2 | – | – | 15.37 | 3.2 | | |
| Retail salespersons | 12.80 | 1.9 | 13.13 | 9.1 | 12.80 | 1.9 | | |
| Advertising sales agents | 23.77 | 6.6 | – | – | 23.76 | 6.8 | | |
| Insurance sales agents | 28.63 | 6.9 | – | – | 28.63 | 6.9 | | |
| Securities, commodities, and financial services sales agents | 58.82 | 9.0 | – | – | 58.82 | 9.0 | | |
| Travel agents | 15.23 | 10.2 | – | – | 15.31 | 10.5 | | |
| **Sales representatives, wholesale and manufacturing** | | | | | | | | | | | | | | | |
| Sales representatives, wholesale and manufacturing | 31.52 | 3.9 | 19.83 | 16.4 | 31.79 | 3.9 | | |
| Sales representatives, wholesale and manufacturing, technical and scientific products | 40.79 | 8.4 | – | – | 40.79 | 8.4 | | |
| Sales representatives, wholesale and manufacturing, except technical and scientific products | 28.08 | 2.4 | 19.83 | 16.4 | 28.34 | 2.5 | | |
| **Models, demonstrators, and product promoters** | | | | | | | | | | | | | | | |
| Models, demonstrators, and product promoters | 16.47 | 8.0 | – | – | 16.52 | 8.2 | | |
| Demonstrators and product promoters | 16.47 | 8.0 | – | – | 16.52 | 8.2 | | |
| Real estate brokers and sales agents | 20.32 | 10.8 | – | – | 20.32 | 10.8 | | |
| Real estate brokers | 19.78 | 17.2 | – | – | 19.78 | 17.2 | | |
| Real estate sales agents | 20.40 | 11.8 | – | – | 20.40 | 11.8 | | |
| Sales engineers | 34.37 | 6.2 | – | – | 34.47 | 6.4 | | |

See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
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<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
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<tr>
<td>Sales and related occupations</td>
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<td></td>
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<tr>
<td>–Continued</td>
<td></td>
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<tr>
<td>Telemarketers ..................</td>
<td>$12.21</td>
<td>7.2%</td>
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<tr>
<td>Miscellaneous sales and related workers ..................</td>
<td>17.27</td>
<td>5.6</td>
<td>$19.06</td>
</tr>
<tr>
<td>Door-to-door sales workers, news and street vendors, and related workers ..................</td>
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<td>12.9</td>
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<td>Office and administrative support occupations ..................</td>
<td>15.74</td>
<td>.5</td>
<td>18.85</td>
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<td>First-line supervisors/managers of office and administrative support workers ..................</td>
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<td>23.36</td>
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<td>Switchboard operators, including answering service ..................</td>
<td>12.09</td>
<td>4.3</td>
<td>17.20</td>
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<td>Telephone operators ..................</td>
<td>14.11</td>
<td>10.6</td>
<td>19.03</td>
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<tr>
<td>Financial clerks ..................</td>
<td>15.24</td>
<td>.9</td>
<td>19.41</td>
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<td>Bill and account collectors ..................</td>
<td>15.25</td>
<td>4.5</td>
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<td>Billing and posting clerks and machine operators ..................</td>
<td>15.32</td>
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<tr>
<td>Bookkeeping, accounting, and auditing clerks ..................</td>
<td>16.33</td>
<td>1.0</td>
<td>19.35</td>
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<tr>
<td>Gaming cage workers ..................</td>
<td>10.45</td>
<td>4.5</td>
<td>–</td>
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<td>Payroll and timekeeping clerks ..................</td>
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<td>Procurement clerks ..................</td>
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<td>Tellers ..................</td>
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<td>Brokerage clerks ..................</td>
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<td>Court, municipal, and license clerks ..................</td>
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<td>Credit authorizers, checkers, and clerks ..................</td>
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<td>Customer service representatives ..................</td>
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<td>Eligibility interviewers, government programs ..................</td>
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<td>2.4</td>
<td>19.08</td>
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<td>Interviewers, except eligibility and loan ..................</td>
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<td>17.63</td>
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<td>Order clerks ..................</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States 13-18 December 2007 - January 2009
<table>
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<tr>
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<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
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<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error</td>
<td>Mean</td>
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<td><strong>Office and administrative support occupations</strong> – Continued</td>
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<td></td>
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<tr>
<td>Human resources assistants, except payroll and timekeeping</td>
<td>$17.80</td>
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<td>Receptionists and information clerks</td>
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<td>15.95</td>
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<td>Reservation and transportation ticket agents and travel clerks</td>
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<td>3.4</td>
<td>17.27</td>
</tr>
<tr>
<td>Cargo and freight agents</td>
<td>21.42</td>
<td>18.0</td>
<td>–</td>
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<tr>
<td>Couriers and messengers</td>
<td>11.16</td>
<td>5.2</td>
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<td>Police, fire, and ambulance dispatchers</td>
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<td>Dispatchers, except police, fire, and ambulance</td>
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<td>3.2</td>
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<td>19.77</td>
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<td>Shipping, receiving, and traffic clerks</td>
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<td>13.94</td>
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<td>Weighers, measurers, checkers, and samplers, recordkeeping</td>
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<td>Secretaries and administrative assistants</td>
<td>18.81</td>
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<td>19.28</td>
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<td>Executive secretaries and administrative assistants</td>
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<td>Computer operators</td>
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Table 13 Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

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<th>Occupation(^2) and level</th>
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<th>Nonunion workers</th>
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<td>Logging workers</td>
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<tr>
<td><strong>Construction and extraction occupations</strong></td>
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<td>29.03</td>
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<th>Nonunion workers</th>
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<td>Relative error</td>
<td>Mean</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 13-21 December 2007 - January 2009
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

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<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
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<td>Mean</td>
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<td>30.30</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 13-22 December 2007 - January 2009
Table 13  Union and nonunion workers: Mean hourly earnings$^1$ for civilian workers by bargaining status — Continued

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<th>Nonunion workers</th>
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<td>Security and fire alarm systems installers .........................</td>
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<td>Aircraft mechanics and service technicians .........................</td>
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<td>$18.73$</td>
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<td>$7.9%$</td>
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<tr>
<td>Automotive service technicians and mechanics .....................</td>
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<td>$2.6%$</td>
<td>$20.67$</td>
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<tr>
<td>Bus and truck mechanics and diesel engine specialists ..............</td>
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<td><strong>Heavy vehicle and mobile equipment service technicians and mechanics</strong> .....................</td>
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<td>$23.93$</td>
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<td>Farm equipment mechanics ...........................................</td>
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<td>Mobile heavy equipment mechanics, except engines ..............</td>
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<td>Motorboat mechanics .................................................</td>
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<td>Motorcycle mechanics ...............................................</td>
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<td>Outdoor power equipment and other small engine mechanics ..</td>
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<td>Tire repairers and changers .........................................</td>
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<td>–</td>
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<td>$25.49$</td>
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<td>$4.7%$</td>
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<td>$1.7%$</td>
<td>$25.50$</td>
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NATIONAL COMPENSATION SURVEY

All United States 13-23 December 2007 - January 2009
### Table 13  
**Union and nonunion workers: Mean hourly earnings for civilian workers by bargaining status — Continued**

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<th>Nonunion workers</th>
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<td>Relative error</td>
<td>Mean</td>
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<td><strong>Installation, maintenance, and repair occupations</strong> — Continued</td>
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<tr>
<td>Maintenance and repair workers, general</td>
<td><strong>$18.01</strong> 1.9%</td>
<td><strong>$22.86</strong> 3.0%</td>
<td><strong>$16.69</strong> 2.1%</td>
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<td>22.58 6.0</td>
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<td>19.28 9.6</td>
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<td>Musical instrument repairers and tuners</td>
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<td>Coin, vending, and amusement machine servicers and repairers</td>
<td>15.64 8.3</td>
<td>19.20 8.8</td>
<td>15.00 8.9</td>
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<tr>
<td>Locksmiths and safe repairers</td>
<td>17.36 13.1</td>
<td>– –</td>
<td>– –</td>
</tr>
<tr>
<td>Manufactured building and mobile home installers</td>
<td>11.61 15.2</td>
<td>– –</td>
<td>11.61 15.2</td>
</tr>
<tr>
<td>Riggers</td>
<td>18.86 17.8</td>
<td>– –</td>
<td>18.18 19.5</td>
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<tr>
<td>Signal and track switch repairers</td>
<td>24.99 5.0</td>
<td>24.99 5.0</td>
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<tr>
<td>Helpers—installation, maintenance, and repair workers</td>
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<td>15.04 4.9</td>
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<tr>
<td><strong>Production occupations</strong></td>
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<td></td>
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<td>24.86 6.6</td>
<td>24.24 2.1</td>
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<tr>
<td>Aircraft structure, surfaces, rigging, and systems assemblers</td>
<td>23.41 5.2</td>
<td>25.06 4.0</td>
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<tr>
<td>Electrical, electronics, and electromechanical assemblers</td>
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<td>16.30 6.0</td>
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<tr>
<td>Coil winders, tapers, and finishers</td>
<td>12.70 6.8</td>
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<td>12.10 6.3</td>
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<tr>
<td>Electrical and electronic equipment assemblers</td>
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<td>16.07 6.4</td>
<td>12.81 4.1</td>
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<td>Electromechanical equipment assemblers</td>
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<td>16.76 11.5</td>
<td>14.11 7.0</td>
</tr>
<tr>
<td>Engine and other machine assemblers</td>
<td>19.33 10.5</td>
<td>21.98 11.0</td>
<td>16.72 13.3</td>
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<tr>
<td>Structural metal fabricators and fitters</td>
<td>17.55 6.4</td>
<td>20.36 9.0</td>
<td>16.76 7.3</td>
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See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error</td>
<td>Mean</td>
</tr>
<tr>
<td>Production occupations –Continued</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Miscellaneous assemblers and fabricators</td>
<td>$15.48</td>
<td>2.7%</td>
<td>$23.47</td>
</tr>
<tr>
<td>Fiberglass laminators and fabricators</td>
<td>13.65</td>
<td>8.3</td>
<td>–</td>
</tr>
<tr>
<td>Team assemblers</td>
<td>16.80</td>
<td>7.8</td>
<td>25.07</td>
</tr>
<tr>
<td>Bakers</td>
<td>12.74</td>
<td>7.2</td>
<td>14.85</td>
</tr>
<tr>
<td>Butchers and other meat, poultry, and fish processing workers</td>
<td>12.35</td>
<td>3.9</td>
<td>12.51</td>
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<tr>
<td>Butchers and meat cutters</td>
<td>15.21</td>
<td>3.7</td>
<td>19.01</td>
</tr>
<tr>
<td>Meat, poultry, and fish cutters and trimmers</td>
<td>9.61</td>
<td>4.8</td>
<td>9.63</td>
</tr>
<tr>
<td>Slaughterers and meat packers</td>
<td>12.09</td>
<td>2.9</td>
<td>12.13</td>
</tr>
<tr>
<td>Miscellaneous food processing workers</td>
<td>13.36</td>
<td>3.4</td>
<td>16.09</td>
</tr>
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<td>Food and tobacco roasting, baking, and drying machine operators and tenders</td>
<td>13.28</td>
<td>7.4</td>
<td>15.91</td>
</tr>
<tr>
<td>Food batchmakers</td>
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<td>4.2</td>
<td>16.37</td>
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<td>Food cooking machine operators and tenders</td>
<td>11.25</td>
<td>7.1</td>
<td>14.82</td>
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<tr>
<td>Computer control programmers and operators</td>
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<td>4.4</td>
<td>21.49</td>
</tr>
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<td>Computer-controlled machine tool operators, metal and plastic</td>
<td>17.36</td>
<td>4.3</td>
<td>21.19</td>
</tr>
<tr>
<td>Numerical tool and process control programmers</td>
<td>24.67</td>
<td>6.3</td>
<td>–</td>
</tr>
<tr>
<td>Forming machine setters, operators, and tenders, metal and plastic</td>
<td>16.15</td>
<td>3.9</td>
<td>17.92</td>
</tr>
<tr>
<td>Extruding and drawing machine setters, operators, and tenders, metal and plastic</td>
<td>15.91</td>
<td>3.5</td>
<td>17.38</td>
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<td>Forging machine setters, operators, and tenders, metal and plastic</td>
<td>15.69</td>
<td>10.9</td>
<td>18.25</td>
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<tr>
<td>Rolling machine setters, operators, and tenders, metal and plastic</td>
<td>17.07</td>
<td>7.8</td>
<td>18.78</td>
</tr>
<tr>
<td>Machine tool cutting setters, operators, and tenders, metal and plastic</td>
<td>15.20</td>
<td>2.3</td>
<td>19.47</td>
</tr>
<tr>
<td>Cutting, punching, and press machine setters, operators, and tenders, metal and plastic</td>
<td>14.63</td>
<td>2.7</td>
<td>18.36</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
</tr>
<tr>
<td><strong>Production occupations</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Drilling and boring machine tool setters, operators, and tenders, metal and plastic</td>
<td>$15.34</td>
<td>9.3%</td>
<td>$23.11</td>
</tr>
<tr>
<td>Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic</td>
<td>14.87</td>
<td>4.2%</td>
<td>19.59</td>
</tr>
<tr>
<td>Lathe and turning machine tool setters, operators, and tenders, metal and plastic</td>
<td>17.08</td>
<td>4.9%</td>
<td>21.01</td>
</tr>
<tr>
<td>Milling and planing machine setters, operators, and tenders, metal and plastic</td>
<td>17.90</td>
<td>8.5%</td>
<td>–</td>
</tr>
<tr>
<td>Machinists</td>
<td>21.27</td>
<td>1.9%</td>
<td>24.62</td>
</tr>
<tr>
<td>Metal furnace and kiln operators and tenders</td>
<td>17.98</td>
<td>7.1%</td>
<td>20.29</td>
</tr>
<tr>
<td>Metal-refining furnace operators and tenders</td>
<td>18.95</td>
<td>10.5%</td>
<td>21.16</td>
</tr>
<tr>
<td>Pourers and casters, metal</td>
<td>16.77</td>
<td>9.2%</td>
<td>–</td>
</tr>
<tr>
<td>Model makers and patternmakers, metal and plastic</td>
<td>22.48</td>
<td>8.0%</td>
<td>26.15</td>
</tr>
<tr>
<td>Model makers, metal and plastic</td>
<td>23.70</td>
<td>8.9%</td>
<td>27.79</td>
</tr>
<tr>
<td>Patternmakers, metal and plastic</td>
<td>17.85</td>
<td>13.7%</td>
<td>–</td>
</tr>
<tr>
<td>Molders and molding machine setters, operators, and tenders, metal and plastic</td>
<td>13.45</td>
<td>3.4%</td>
<td>18.16</td>
</tr>
<tr>
<td>Foundry mold and coremakers</td>
<td>17.45</td>
<td>8.2%</td>
<td>18.74</td>
</tr>
<tr>
<td>Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic</td>
<td>13.15</td>
<td>3.5%</td>
<td>18.01</td>
</tr>
<tr>
<td>Multiple machine tool setters, operators, and tenders, metal and plastic</td>
<td>15.78</td>
<td>3.3%</td>
<td>21.21</td>
</tr>
<tr>
<td>Tool and die makers</td>
<td>24.32</td>
<td>2.1%</td>
<td>27.97</td>
</tr>
<tr>
<td>Welding, soldering, and brazing workers</td>
<td>17.20</td>
<td>2.1%</td>
<td>21.57</td>
</tr>
<tr>
<td>Welders, cutters, solderers, and brazers</td>
<td>17.31</td>
<td>2.4%</td>
<td>22.31</td>
</tr>
<tr>
<td>Welding, soldering, and brazing machine setters, operators, and tenders</td>
<td>16.57</td>
<td>4.1%</td>
<td>18.82</td>
</tr>
<tr>
<td>Miscellaneous metalworkers and plastic workers</td>
<td>15.27</td>
<td>5.4%</td>
<td>16.90</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
| Occupation and level | Civilian workers | | | Union Workers | | | | Nonunion workers | | |
|---------------------|-----------------|---|---|-----------------|---|---|-----------------|---|---|
|                     | Mean | Relative error | Mean | Relative error | Mean | Relative error | Mean | Relative error | Mean | Relative error |
| **Production occupations** –Continued | | | | | | | | | | |
| Heat treating equipment setters, operators, and tenders, metal and plastic | $16.04 | 9.6% | $19.97 | 7.3% | $14.00 | 12.8% | | | | |
| Lay-out workers, metal and plastic | 18.80 | 12.9 | – | – | 16.45 | 5.1 | | | | |
| Plating and coating machine setters, operators, and tenders, metal and plastic | 15.17 | 7.2 | 22.06 | 8.9 | 13.86 | 6.6 | | | | |
| Tool grinders, filers, and sharpeners | 17.39 | 6.5 | 21.23 | 14.5 | 16.32 | 6.7 | | | | |
| Bookbinders and bindery workers | 13.61 | 3.7 | – | – | 12.84 | 6.1 | | | | |
| Bindery workers | 13.61 | 3.7 | – | – | 12.84 | 6.1 | | | | |
| Printers | 16.90 | 3.5 | 22.45 | 6.3 | 16.37 | 3.8 | | | | |
| Job printers | 17.71 | 6.5 | 20.76 | 6.7 | 16.74 | 6.7 | | | | |
| Prepress technicians and workers | 18.42 | 5.7 | – | – | 18.39 | 6.0 | | | | |
| Printing machine operators | 16.32 | 4.1 | 23.89 | 5.4 | 15.67 | 4.2 | | | | |
| Laundry and dry-cleaning workers | 9.88 | 2.7 | 12.89 | 5.7 | 9.40 | 2.8 | | | | |
| Pressers, textile, garment, and related materials | 9.28 | 5.0 | 10.38 | 9.3 | 9.18 | 5.4 | | | | |
| Sewing machine operators | 11.54 | 7.5 | – | – | 10.32 | 4.3 | | | | |
| Tailors, dressmakers, and sewers | 15.06 | 7.5 | – | – | 14.63 | 10.6 | | | | |
| Tailors, dressmakers, and custom sewers | 14.93 | 6.8 | – | – | 14.40 | 10.1 | | | | |
| Textile machine setters, operators, and tenders | 12.43 | 5.4 | – | – | 12.19 | 3.6 | | | | |
| Textile bleaching and dyeing machine operators and tenders | 11.14 | 3.3 | – | – | 10.98 | 3.5 | | | | |
| Textile cutting machine setters, operators, and tenders | 11.29 | 5.0 | – | – | 11.27 | 5.3 | | | | |
| Textile knitting and weaving machine setters, operators, and tenders | 13.56 | 4.7 | – | – | 13.56 | 4.7 | | | | |
| Textile winding, twisting, and drawing out machine setters, operators, and tenders | 12.44 | 10.6 | – | – | 11.84 | 5.9 | | | | |
| Miscellaneous textile, apparel, and furnishings workers | 13.89 | 6.6 | 17.49 | 6.2 | 13.33 | 7.1 | | | | |
| Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers | 15.66 | 9.1 | – | – | 14.91 | 10.5 | | | | |
| Fabric and apparel patternmakers | 21.60 | 13.3 | – | – | 22.94 | 14.7 | | | | |
| Upholsterers | 15.71 | 9.4 | – | – | 15.53 | 11.8 | | | | |
| Cabinetmakers and bench carpenters | 14.76 | 3.5 | – | – | 14.58 | 3.7 | | | | |
| Furniture finishers | 13.78 | 7.8 | – | – | 13.31 | 7.3 | | | | |

See footnotes at end of table.
## Table 13
Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean (Dollars)</td>
<td>Mean (Dollars)</td>
<td>Mean (Dollars)</td>
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<tr>
<td></td>
<td>Relative error(^3)</td>
<td>Relative error(^3)</td>
<td>Relative error(^3)</td>
</tr>
<tr>
<td><strong>Production occupations</strong></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Woodworking machine setters, operators, and tenders</td>
<td>$12.92</td>
<td>3.5%</td>
<td>$13.91</td>
</tr>
<tr>
<td>Sawing machine setters, operators, and tenders, wood</td>
<td>12.27</td>
<td>4.3%</td>
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</tr>
<tr>
<td>Woodworking machine setters, operators, and tenders, except sawing</td>
<td>13.56</td>
<td>4.9%</td>
<td>14.34</td>
</tr>
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<td>Power plant operators, distributors, and dispatchers</td>
<td>30.41</td>
<td>4.0%</td>
<td>31.65</td>
</tr>
<tr>
<td>Power distributors and dispatchers</td>
<td>35.28</td>
<td>6.9%</td>
<td>–</td>
</tr>
<tr>
<td>Power plant operators</td>
<td>28.02</td>
<td>4.7%</td>
<td>29.75</td>
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<tr>
<td>Stationary engineers and boiler operators</td>
<td>26.42</td>
<td>5.3%</td>
<td>29.02</td>
</tr>
<tr>
<td>Water and liquid waste treatment plant and system operators</td>
<td>19.48</td>
<td>3.0%</td>
<td>22.78</td>
</tr>
<tr>
<td>Miscellaneous plant and system operators</td>
<td>26.54</td>
<td>5.4%</td>
<td>26.37</td>
</tr>
<tr>
<td>Chemical plant and system operators</td>
<td>24.63</td>
<td>5.5%</td>
<td>22.30</td>
</tr>
<tr>
<td>Gas plant operators</td>
<td>30.71</td>
<td>6.4%</td>
<td>–</td>
</tr>
<tr>
<td>Petroleum pump system operators, refinery operators, and gaugers</td>
<td>27.54</td>
<td>6.6%</td>
<td>31.05</td>
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<tr>
<td>Chemical processing machine setters, operators, and tenders</td>
<td>21.38</td>
<td>8.6%</td>
<td>24.69</td>
</tr>
<tr>
<td>Chemical equipment operators and tenders</td>
<td>19.19</td>
<td>8.6%</td>
<td>24.45</td>
</tr>
<tr>
<td>Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders</td>
<td>23.34</td>
<td>13.6%</td>
<td>24.91</td>
</tr>
<tr>
<td>Crushing, grinding, polishing, mixing, and blending workers</td>
<td>16.32</td>
<td>3.4%</td>
<td>19.02</td>
</tr>
<tr>
<td>Crushing, grinding, and polishing machine setters, operators, and tenders</td>
<td>17.07</td>
<td>7.8%</td>
<td>21.22</td>
</tr>
<tr>
<td>Grinding and polishing workers, hand</td>
<td>13.57</td>
<td>6.1%</td>
<td>–</td>
</tr>
<tr>
<td>Mixing and blending machine setters, operators, and tenders</td>
<td>17.17</td>
<td>4.0%</td>
<td>19.19</td>
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<tr>
<td>Cutting workers</td>
<td>14.41</td>
<td>3.4%</td>
<td>16.81</td>
</tr>
<tr>
<td>Cutters and trimmers, hand</td>
<td>13.35</td>
<td>4.7%</td>
<td>15.18</td>
</tr>
<tr>
<td>Cutting and slicing machine setters, operators, and tenders</td>
<td>14.78</td>
<td>4.0%</td>
<td>17.22</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
Table 13  Union and nonunion workers: Mean hourly earnings\(^1\) for civilian workers by bargaining status — Continued

<table>
<thead>
<tr>
<th>Occupation(^2) and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error(^3)</td>
<td>Mean</td>
</tr>
<tr>
<td>Excluding managers</td>
<td>$14.58</td>
<td>8.5%</td>
<td>$18.79</td>
</tr>
<tr>
<td>Production occupations</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Extruding, forming, pressing, and compacting machine setters, operators, and tenders</td>
<td>$16.40</td>
<td>11.7</td>
<td>22.08</td>
</tr>
<tr>
<td>Furnace, kiln, oven, drier, and kettle operators and tenders</td>
<td>$16.19</td>
<td>2.1</td>
<td>21.76</td>
</tr>
<tr>
<td>Inspectors, testers, sorters, samplers, and weighers</td>
<td>$19.43</td>
<td>13.5</td>
<td>–</td>
</tr>
<tr>
<td>Jewelers and precious stone and metal workers</td>
<td>$15.15</td>
<td>6.2</td>
<td>–</td>
</tr>
<tr>
<td>Medical, dental, and ophthalmic laboratory technicians</td>
<td>$12.74</td>
<td>5.0</td>
<td>–</td>
</tr>
<tr>
<td>Dental laboratory technicians</td>
<td>$16.98</td>
<td>11.2</td>
<td>–</td>
</tr>
<tr>
<td>Ophthalmic laboratory technicians</td>
<td>$12.74</td>
<td>5.0</td>
<td>–</td>
</tr>
<tr>
<td>Packaging and filling machine operators and tenders</td>
<td>$14.84</td>
<td>4.9</td>
<td>18.05</td>
</tr>
<tr>
<td>Painting workers</td>
<td>$15.03</td>
<td>4.0</td>
<td>19.79</td>
</tr>
<tr>
<td>Coating, painting, and spraying machine setters, operators, and tenders</td>
<td>$13.99</td>
<td>3.4</td>
<td>18.66</td>
</tr>
<tr>
<td>Painters, transportation equipment</td>
<td>$19.90</td>
<td>6.6</td>
<td>23.54</td>
</tr>
<tr>
<td>Painting, coating, and decorating workers</td>
<td>$11.83</td>
<td>7.7</td>
<td>–</td>
</tr>
<tr>
<td>Photographic process workers and processing machine operators</td>
<td>$12.41</td>
<td>8.2</td>
<td>–</td>
</tr>
<tr>
<td>Photographic process workers</td>
<td>$14.70</td>
<td>17.6</td>
<td>–</td>
</tr>
<tr>
<td>Photographic processing machine operators</td>
<td>$11.32</td>
<td>7.1</td>
<td>–</td>
</tr>
<tr>
<td>Semiconductor processors</td>
<td>$17.48</td>
<td>6.4</td>
<td>–</td>
</tr>
<tr>
<td>Miscellaneous production workers</td>
<td>$13.55</td>
<td>2.8</td>
<td>18.36</td>
</tr>
<tr>
<td>Cementing and gluing machine operators and tenders</td>
<td>$14.69</td>
<td>7.8</td>
<td>18.71</td>
</tr>
<tr>
<td>Cleaning, washing, and metal pickling equipment operators and tenders</td>
<td>$17.60</td>
<td>18.9</td>
<td>–</td>
</tr>
<tr>
<td>Cooling and freezing equipment operators and tenders</td>
<td>$14.99</td>
<td>18.1</td>
<td>–</td>
</tr>
<tr>
<td>Etchers and engravers</td>
<td>$15.72</td>
<td>11.0</td>
<td>–</td>
</tr>
<tr>
<td>Molders, shapers, and casters, except metal and plastic</td>
<td>$14.67</td>
<td>11.9</td>
<td>17.24</td>
</tr>
<tr>
<td>Paper goods machine setters, operators, and tenders</td>
<td>$16.79</td>
<td>9.5</td>
<td>22.34</td>
</tr>
<tr>
<td>Tire builders</td>
<td>$16.22</td>
<td>9.4</td>
<td>–</td>
</tr>
<tr>
<td>Helpers--production workers</td>
<td>$11.67</td>
<td>1.7</td>
<td>15.48</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation and level</th>
<th>Civilian workers Mean</th>
<th>Relative Error 3</th>
<th>Union Workers Mean</th>
<th>Relative Error 3</th>
<th>Nonunion workers Mean</th>
<th>Relative Error 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Transportation and material moving occupations</td>
<td>$15.11</td>
<td>1.1%</td>
<td>$21.19</td>
<td>2.1%</td>
<td>$13.27</td>
<td>0.9%</td>
</tr>
<tr>
<td>First-line supervisors/managers of helpers, laborers, and material movers, hand</td>
<td>20.94</td>
<td>3.6%</td>
<td>21.49</td>
<td>13.6%</td>
<td>20.90</td>
<td>3.7%</td>
</tr>
<tr>
<td>First-line supervisors/managers of transportation and material-moving machine and</td>
<td>23.78</td>
<td>3.2%</td>
<td>33.35</td>
<td>7.3%</td>
<td>22.81</td>
<td>2.9%</td>
</tr>
<tr>
<td>vehicle operators</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Aircraft pilots and flight engineers</td>
<td>88.65</td>
<td>11.9%</td>
<td>120.66</td>
<td>5.7%</td>
<td>35.29</td>
<td>11.5%</td>
</tr>
<tr>
<td>Airline pilots, copilots, and flight engineers</td>
<td>108.69</td>
<td>9.3%</td>
<td>122.63</td>
<td>5.5%</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Commercial pilots</td>
<td>30.98</td>
<td>6.3%</td>
<td>–</td>
<td>–</td>
<td>30.84</td>
<td>6.7%</td>
</tr>
<tr>
<td>Ambulance drivers and attendants, except emergency medical technicians</td>
<td>12.59</td>
<td>9.0%</td>
<td>–</td>
<td>–</td>
<td>12.29</td>
<td>8.6%</td>
</tr>
<tr>
<td>Bus drivers</td>
<td>16.17</td>
<td>3.4%</td>
<td>18.50</td>
<td>2.7%</td>
<td>13.76</td>
<td>2.2%</td>
</tr>
<tr>
<td>Bus drivers, transit and intercity ...</td>
<td>17.28</td>
<td>7.7%</td>
<td>19.79</td>
<td>5.3%</td>
<td>12.61</td>
<td>3.5%</td>
</tr>
<tr>
<td>Bus drivers, school</td>
<td>15.33</td>
<td>2.1%</td>
<td>16.94</td>
<td>3.0%</td>
<td>14.26</td>
<td>2.5%</td>
</tr>
<tr>
<td>Driver/sales workers and truck drivers</td>
<td>16.66</td>
<td>1.2%</td>
<td>22.72</td>
<td>1.6%</td>
<td>15.11</td>
<td>1.2%</td>
</tr>
<tr>
<td>Driver/sales workers</td>
<td>12.79</td>
<td>5.6%</td>
<td>20.56</td>
<td>14.5%</td>
<td>11.88</td>
<td>5.2%</td>
</tr>
<tr>
<td>Truck drivers, heavy and tractor-trailer</td>
<td>18.14</td>
<td>1.5%</td>
<td>22.24</td>
<td>1.9%</td>
<td>16.93</td>
<td>1.5%</td>
</tr>
<tr>
<td>Truck drivers, light or delivery services</td>
<td>15.28</td>
<td>2.4%</td>
<td>24.13</td>
<td>2.5%</td>
<td>13.14</td>
<td>2.3%</td>
</tr>
<tr>
<td>Taxi drivers and chauffeurs</td>
<td>11.02</td>
<td>6.1%</td>
<td>16.44</td>
<td>11.2%</td>
<td>10.59</td>
<td>5.5%</td>
</tr>
<tr>
<td>Locomotive engineers and operators</td>
<td>27.70</td>
<td>24.9%</td>
<td>29.31</td>
<td>28.7%</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Locomotive engineers</td>
<td>28.17</td>
<td>2.1%</td>
<td>29.44</td>
<td>29.8%</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Railroad brake, signal, and switch operators</td>
<td>24.70</td>
<td>15.4%</td>
<td>29.05</td>
<td>9.9%</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Railroad conductors and yardmasters</td>
<td>24.33</td>
<td>17.0%</td>
<td>23.83</td>
<td>19.3%</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Subway and streetcar operators</td>
<td>25.62</td>
<td>4.9%</td>
<td>25.62</td>
<td>4.9%</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Sailors and marine oilers</td>
<td>12.82</td>
<td>5.1%</td>
<td>–</td>
<td>–</td>
<td>12.20</td>
<td>5.4%</td>
</tr>
<tr>
<td>Ship and boat captains and operators</td>
<td>25.63</td>
<td>10.1%</td>
<td>–</td>
<td>–</td>
<td>24.62</td>
<td>11.2%</td>
</tr>
<tr>
<td>Captains, mates, and pilots of water vessels</td>
<td>25.85</td>
<td>10.2%</td>
<td>–</td>
<td>–</td>
<td>24.86</td>
<td>11.3%</td>
</tr>
<tr>
<td>Ship engineers</td>
<td>34.23</td>
<td>14.8%</td>
<td>–</td>
<td>–</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Parking lot attendants</td>
<td>9.09</td>
<td>6.3%</td>
<td>9.91</td>
<td>13.5%</td>
<td>9.02</td>
<td>6.7%</td>
</tr>
<tr>
<td>Service station attendants</td>
<td>11.27</td>
<td>10.1%</td>
<td>17.82</td>
<td>17.2%</td>
<td>10.16</td>
<td>8.4%</td>
</tr>
<tr>
<td>Transportation inspectors</td>
<td>25.44</td>
<td>7.4%</td>
<td>25.97</td>
<td>8.5%</td>
<td>24.56</td>
<td>15.6%</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>13.25</td>
<td>8.3%</td>
<td>–</td>
<td>–</td>
<td>12.53</td>
<td>9.6%</td>
</tr>
<tr>
<td>Crane and tower operators</td>
<td>21.25</td>
<td>6.3%</td>
<td>24.96</td>
<td>6.3%</td>
<td>18.81</td>
<td>8.0%</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation and level</th>
<th>Civilian workers</th>
<th>Union Workers</th>
<th>Nonunion workers</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
<td>Relative error</td>
<td>Mean</td>
</tr>
<tr>
<td><strong>Transportation and material moving occupations</strong> – Continued</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dredge, excavating, and loading machine operators</td>
<td>16.73</td>
<td>3.7%</td>
<td>21.22</td>
</tr>
<tr>
<td>Excavating and loading machine and dragline operators</td>
<td>16.63</td>
<td>3.8%</td>
<td>21.28</td>
</tr>
<tr>
<td>Hoist and winch operators</td>
<td>21.25</td>
<td>18.7%</td>
<td>–</td>
</tr>
<tr>
<td>Industrial truck and tractor operators</td>
<td>14.50</td>
<td>2.1%</td>
<td>18.03</td>
</tr>
<tr>
<td>Laborers and material movers, hand cleaners of vehicles and equipment</td>
<td>11.32</td>
<td>1.0%</td>
<td>14.34</td>
</tr>
<tr>
<td>Laborers and freight, stock, and material movers, hand</td>
<td>11.02</td>
<td>3.0%</td>
<td>15.15</td>
</tr>
<tr>
<td>Machine feeders and offbearers</td>
<td>11.78</td>
<td>1.1%</td>
<td>14.90</td>
</tr>
<tr>
<td>Packers and packagers, hand</td>
<td>11.73</td>
<td>2.8%</td>
<td>14.45</td>
</tr>
<tr>
<td>Pumping station operators</td>
<td>10.07</td>
<td>1.8%</td>
<td>11.84</td>
</tr>
<tr>
<td>Refuse and recyclable material collectors</td>
<td>21.87</td>
<td>5.8%</td>
<td>–</td>
</tr>
<tr>
<td>Tank car, truck, and ship loaders</td>
<td>19.88</td>
<td>10.0%</td>
<td>–</td>
</tr>
</tbody>
</table>

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, and holidays; nonproduction bonuses; and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighed by hours.

2 A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

3 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. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

### Table 14  
Workers paid on time or incentive basis: Mean hourly earnings for civilian and private industry workers in major occupational groups

<table>
<thead>
<tr>
<th>Occupational group</th>
<th>Time</th>
<th>Incentive</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Civilian workers</td>
<td>Private industry workers</td>
</tr>
<tr>
<td>All workers</td>
<td>$20.32</td>
<td>$19.53</td>
</tr>
<tr>
<td>Management, professional, and related</td>
<td>33.24</td>
<td>33.73</td>
</tr>
<tr>
<td>Management, business, and financial</td>
<td>37.14</td>
<td>37.69</td>
</tr>
<tr>
<td>Professional and related</td>
<td>31.47</td>
<td>31.56</td>
</tr>
<tr>
<td>Service</td>
<td>11.62</td>
<td>10.18</td>
</tr>
<tr>
<td>Sales and office</td>
<td>15.16</td>
<td>15.00</td>
</tr>
<tr>
<td>Sales and related</td>
<td>13.78</td>
<td>13.75</td>
</tr>
<tr>
<td>Office and administrative support</td>
<td>15.76</td>
<td>15.61</td>
</tr>
<tr>
<td>Natural resources, construction, and maintenance</td>
<td>20.70</td>
<td>20.75</td>
</tr>
<tr>
<td>Construction and extraction</td>
<td>–</td>
<td>21.03</td>
</tr>
<tr>
<td>Installation, maintenance, and repair</td>
<td>20.60</td>
<td>20.56</td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>15.40</td>
<td>15.29</td>
</tr>
<tr>
<td>Production</td>
<td>15.89</td>
<td>15.82</td>
</tr>
<tr>
<td>Transportation and material moving</td>
<td>14.84</td>
<td>14.67</td>
</tr>
</tbody>
</table>

### Relative error

<table>
<thead>
<tr>
<th></th>
<th>Time</th>
<th>Incentive</th>
</tr>
</thead>
<tbody>
<tr>
<td>All workers</td>
<td>0.8%</td>
<td>0.9%</td>
</tr>
<tr>
<td>Management, professional, and related</td>
<td>.5</td>
<td>.6</td>
</tr>
<tr>
<td>Management, business, and financial</td>
<td>1.0</td>
<td>1.0</td>
</tr>
<tr>
<td>Professional and related</td>
<td>.6</td>
<td>.8</td>
</tr>
<tr>
<td>Service</td>
<td>1.3</td>
<td>1.1</td>
</tr>
<tr>
<td>Sales and office</td>
<td>.6</td>
<td>.6</td>
</tr>
<tr>
<td>Sales and related</td>
<td>1.4</td>
<td>1.4</td>
</tr>
<tr>
<td>Office and administrative support</td>
<td>.5</td>
<td>.5</td>
</tr>
<tr>
<td>Natural resources, construction, and maintenance</td>
<td>1.1</td>
<td>1.2</td>
</tr>
<tr>
<td>Construction and extraction</td>
<td>–</td>
<td>1.7</td>
</tr>
<tr>
<td>Installation, maintenance, and repair</td>
<td>1.0</td>
<td>1.1</td>
</tr>
<tr>
<td>Production, transportation, and material moving</td>
<td>.7</td>
<td>.8</td>
</tr>
<tr>
<td>Production</td>
<td>1.0</td>
<td>1.0</td>
</tr>
<tr>
<td>Transportation and material moving</td>
<td>1.1</td>
<td>1.2</td>
</tr>
</tbody>
</table>

1 Wages of time workers are based solely on hourly rate or salary. Incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

2 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, and 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.

3 A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

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. For more information about RSEs, see appendix A.

NOTE: Dashes indicate that data did not meet publication criteria.

### Table 15  
Civilian workers: Hourly wage percentiles¹

<table>
<thead>
<tr>
<th>Occupation²</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>All workers</td>
<td>$8.24</td>
</tr>
<tr>
<td>Management occupations</td>
<td></td>
</tr>
<tr>
<td>Chief executives</td>
<td>20.95</td>
</tr>
<tr>
<td>General and operations managers</td>
<td>32.81</td>
</tr>
<tr>
<td>Legislators</td>
<td>22.65</td>
</tr>
<tr>
<td>Advertising and promotions managers</td>
<td>11.56</td>
</tr>
<tr>
<td>Marketing and sales managers</td>
<td>19.23</td>
</tr>
<tr>
<td>Marketing managers</td>
<td>24.86</td>
</tr>
<tr>
<td>Sales managers</td>
<td>23.50</td>
</tr>
<tr>
<td>Public relations managers</td>
<td>20.79</td>
</tr>
<tr>
<td>Administrative services managers</td>
<td>31.59</td>
</tr>
<tr>
<td>Computer and information systems managers</td>
<td>22.26</td>
</tr>
<tr>
<td>Financial managers</td>
<td>22.37</td>
</tr>
<tr>
<td>Human resources managers</td>
<td>22.85</td>
</tr>
<tr>
<td>Compensation and benefits managers</td>
<td>24.94</td>
</tr>
<tr>
<td>Training and development managers</td>
<td>27.34</td>
</tr>
<tr>
<td>Industrial production managers</td>
<td>23.08</td>
</tr>
<tr>
<td>Purchasing managers</td>
<td>20.63</td>
</tr>
<tr>
<td>Transportation, storage, and distribution managers</td>
<td>16.25</td>
</tr>
<tr>
<td>Agricultural managers</td>
<td>16.25</td>
</tr>
<tr>
<td>Farm, ranch, and other agricultural managers</td>
<td>22.12</td>
</tr>
<tr>
<td>Construction managers</td>
<td>20.00</td>
</tr>
<tr>
<td>Education administrators</td>
<td></td>
</tr>
<tr>
<td>Education administrators, preschool and child care center/program</td>
<td>14.19</td>
</tr>
<tr>
<td>Education administrators, elementary and secondary school</td>
<td>31.28</td>
</tr>
<tr>
<td>Education administrators, postsecondary</td>
<td>21.92</td>
</tr>
<tr>
<td>Engineering managers</td>
<td>36.00</td>
</tr>
<tr>
<td>Food service managers</td>
<td>14.43</td>
</tr>
<tr>
<td>Funeral directors</td>
<td>17.31</td>
</tr>
<tr>
<td>Lodging managers</td>
<td>12.19</td>
</tr>
<tr>
<td>Medical and health services managers</td>
<td>20.97</td>
</tr>
<tr>
<td>Natural sciences managers</td>
<td>26.42</td>
</tr>
<tr>
<td>Property, real estate, and community association managers</td>
<td>15.80</td>
</tr>
<tr>
<td>Social and community service managers</td>
<td>16.93</td>
</tr>
<tr>
<td>Business and financial operations occupations</td>
<td></td>
</tr>
<tr>
<td>Buyers and purchasing agents</td>
<td>17.79</td>
</tr>
<tr>
<td>Purchasing agents and buyers, farm products</td>
<td>18.89</td>
</tr>
<tr>
<td>Wholesale and retail buyers, except farm products</td>
<td>20.74</td>
</tr>
<tr>
<td>Purchasing agents, except wholesale, retail, and farm products</td>
<td>17.79</td>
</tr>
<tr>
<td>Claims adjusters, appraisers, examiners, and investigators</td>
<td>19.13</td>
</tr>
<tr>
<td>Claims adjusters, examiners, and investigators</td>
<td>17.32</td>
</tr>
<tr>
<td>Insurance appraisers, auto damage</td>
<td>18.00</td>
</tr>
</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 15-1  
December 2007 - January 2009
### Table 15: Civilian workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Business and financial operations occupations –Continued</td>
<td></td>
</tr>
<tr>
<td>Compliance officers, except agriculture, construction, health and safety, and transportation</td>
<td>$17.10</td>
</tr>
<tr>
<td>Cost estimators</td>
<td>18.85</td>
</tr>
<tr>
<td>Emergency management specialists</td>
<td>16.86</td>
</tr>
<tr>
<td>Human resources, training, and labor relations specialists</td>
<td>16.89</td>
</tr>
<tr>
<td>Employment, recruitment, and placement specialists</td>
<td>15.01</td>
</tr>
<tr>
<td>Compensation, benefits, and job analysis specialists</td>
<td>18.43</td>
</tr>
<tr>
<td>Training and development specialists</td>
<td>17.26</td>
</tr>
<tr>
<td>Logisticians</td>
<td>19.30</td>
</tr>
<tr>
<td>Management analysts</td>
<td>20.76</td>
</tr>
<tr>
<td>Meeting and convention planners</td>
<td>16.90</td>
</tr>
<tr>
<td>Accountants and auditors</td>
<td>18.13</td>
</tr>
<tr>
<td>Appraisers and assessors of real estate</td>
<td>14.93</td>
</tr>
<tr>
<td>Budget analysts</td>
<td>21.12</td>
</tr>
<tr>
<td>Credit analysts</td>
<td>18.67</td>
</tr>
<tr>
<td>Financial analysts and advisors</td>
<td>19.19</td>
</tr>
<tr>
<td>Financial analysts</td>
<td>22.05</td>
</tr>
<tr>
<td>Personal financial advisors</td>
<td>16.00</td>
</tr>
<tr>
<td>Insurance underwriters</td>
<td>19.10</td>
</tr>
<tr>
<td>Financial examiners</td>
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</tr>
<tr>
<td>Loan counselors and officers</td>
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<td>15.57</td>
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<tr>
<td>Loan officers</td>
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<tr>
<td>Tax examiners, collectors, preparers, and revenue agents</td>
<td>11.06</td>
</tr>
<tr>
<td>Tax examiners, collectors, and revenue agents</td>
<td>13.09</td>
</tr>
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</tr>
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<tr>
<td>Computer software engineers</td>
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</tr>
<tr>
<td>Computer software engineers, applications</td>
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</tr>
<tr>
<td>Computer software engineers, systems software</td>
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<td>Computer support specialists</td>
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<tr>
<td>Computer systems analysts</td>
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<td>Database administrators</td>
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<tr>
<td>Network and computer systems administrators</td>
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<tr>
<td>Actuaries</td>
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<td>Operations research analysts</td>
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<tr>
<td>Statisticians</td>
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<tr>
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<td>Architects, except naval</td>
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</tr>
<tr>
<td>Architects, except landscape and naval</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States

December 2007 - January 2009
Table 15  Civilian workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<td></td>
</tr>
<tr>
<td>Landscape architects</td>
<td>$20.00</td>
</tr>
<tr>
<td>Surveyors, cartographers, and photogrammetrists</td>
<td>17.10</td>
</tr>
<tr>
<td>Surveyors</td>
<td>19.67</td>
</tr>
<tr>
<td>Engineers</td>
<td>25.77</td>
</tr>
<tr>
<td>Aerospace engineers</td>
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</tr>
<tr>
<td>Chemical engineers</td>
<td>31.25</td>
</tr>
<tr>
<td>Civil engineers</td>
<td>23.61</td>
</tr>
<tr>
<td>Computer hardware engineers</td>
<td>28.80</td>
</tr>
<tr>
<td>Electrical and electronics engineers</td>
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</tr>
<tr>
<td>Electrical engineers</td>
<td>24.72</td>
</tr>
<tr>
<td>Electronics engineers, except computer</td>
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</tr>
<tr>
<td>Environmental engineers</td>
<td>24.04</td>
</tr>
<tr>
<td>Industrial engineers, including health and safety</td>
<td></td>
</tr>
<tr>
<td>Health and safety engineers, except mining safety</td>
<td></td>
</tr>
<tr>
<td>engineers and inspectors</td>
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</tr>
<tr>
<td>Industrial engineers</td>
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<tr>
<td>Materials engineers</td>
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</tr>
<tr>
<td>Mechanical engineers</td>
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<tr>
<td>Mining and geological engineers, including mining safety</td>
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<tr>
<td>engineers</td>
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<tr>
<td>Nuclear engineers</td>
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<td>Petroleum engineers</td>
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<tr>
<td>Drafters</td>
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<tr>
<td>Architectural and civil drafters</td>
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</tr>
<tr>
<td>Electrical and electronics drafters</td>
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<tr>
<td>Mechanical drafters</td>
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</tr>
<tr>
<td>Engineering technicians, except drafters</td>
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</tr>
<tr>
<td>Aerospace engineering and operations technicians</td>
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</tr>
<tr>
<td>Civil engineering technicians</td>
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<tr>
<td>Electrical and electronic engineering technicians</td>
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<tr>
<td>Electro-mechanical technicians</td>
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<tr>
<td>Environmental engineering technicians</td>
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<tr>
<td>Industrial engineering technicians</td>
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<tr>
<td>Mechanical engineering technicians</td>
<td>18.50</td>
</tr>
<tr>
<td>Surveying and mapping technicians</td>
<td>12.50</td>
</tr>
<tr>
<td>Life, physical, and social science occupations</td>
<td></td>
</tr>
<tr>
<td>Life scientists</td>
<td>18.26</td>
</tr>
<tr>
<td>Agricultural and food scientists</td>
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</tr>
<tr>
<td>Soil and plant scientists</td>
<td>14.98</td>
</tr>
<tr>
<td>Biological scientists</td>
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</tr>
<tr>
<td>Biochemists and biophysicists</td>
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<tr>
<td>Microbiologists</td>
<td>19.31</td>
</tr>
<tr>
<td>Zoologists and wildlife biologists</td>
<td>18.27</td>
</tr>
<tr>
<td>Conservation scientists and foresters</td>
<td>19.53</td>
</tr>
</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 15-3 December 2007 - January 2009
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Life, physical, and social science occupations</strong> –Continued</td>
<td></td>
</tr>
<tr>
<td>Conservation scientists</td>
<td>$19.53</td>
</tr>
<tr>
<td>Foresters</td>
<td>18.27</td>
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<tr>
<td>Medical scientists</td>
<td>19.23</td>
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<tr>
<td>Physical scientists</td>
<td>20.31</td>
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<tr>
<td>Astronomers and physicists</td>
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</tr>
<tr>
<td>Physicists</td>
<td>25.23</td>
</tr>
<tr>
<td>Chemists and materials scientists</td>
<td>21.64</td>
</tr>
<tr>
<td>Chemists</td>
<td>21.64</td>
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<tr>
<td>Materials scientists</td>
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<tr>
<td>Environmental scientists and geoscientists</td>
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<tr>
<td>Environmental scientists and specialists, including health</td>
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<tr>
<td>Geoscientists, except hydrologists and geographers</td>
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<tr>
<td>Hydrologists</td>
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<tr>
<td>Economists</td>
<td>19.26</td>
</tr>
<tr>
<td>Market and survey researchers</td>
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<tr>
<td>Market research analysts</td>
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</tr>
<tr>
<td>Psychologists</td>
<td>17.39</td>
</tr>
<tr>
<td>Clinical, counseling, and school psychologists</td>
<td>17.39</td>
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<tr>
<td>Urban and regional planners</td>
<td>22.21</td>
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<tr>
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<tr>
<td>Agricultural and food science technicians</td>
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<tr>
<td>Biological technicians</td>
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<tr>
<td>Chemical technicians</td>
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<tr>
<td>Geological and petroleum technicians</td>
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<tr>
<td>Nuclear technicians</td>
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<td>Social science research assistants</td>
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<tr>
<td>Environmental science and protection technicians, including health</td>
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<tr>
<td>Forensic science technicians</td>
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<tr>
<td>Forest and conservation technicians</td>
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<tr>
<td><strong>Community and social services occupations</strong></td>
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<td>Counselors</td>
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<td>Substance abuse and behavioral disorder counselors</td>
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<tr>
<td>Educational, vocational, and school counselors</td>
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<td>Mental health counselors</td>
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<tr>
<td>Rehabilitation counselors</td>
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<tr>
<td>Social workers</td>
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<tr>
<td>Child, family, and school social workers</td>
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<tr>
<td>Medical and public health social workers</td>
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<tr>
<td>Mental health and substance abuse social workers</td>
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<td>Health educators</td>
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<tr>
<td>Probation officers and correctional treatment specialists</td>
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See footnotes at end of table.
Table 15  
Civilian workers: Hourly wage percentiles1 — Continued

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<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<td>Community and social services occupations — Continued</td>
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<tr>
<td>Clergy</td>
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<tr>
<td>Directors, religious activities and education</td>
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<tr>
<td>Legal occupations</td>
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<tr>
<td>Lawyers</td>
<td>25.08</td>
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<tr>
<td>Judges, magistrates, and other judicial workers</td>
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</tr>
<tr>
<td>Administrative law judges, adjudicators, and hearing officers</td>
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</tr>
<tr>
<td>Judges, magistrate judges, and magistrates</td>
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<tr>
<td>Paralegals and legal assistants</td>
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<td>Court reporters</td>
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<tr>
<td>Law clerks</td>
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<tr>
<td>Title examiners, abstractors, and searchers</td>
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<td>Education, training, and library occupations</td>
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<td>Postsecondary teachers</td>
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<tr>
<td>Math and computer teachers, postsecondary</td>
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<tr>
<td>Computer science teachers, postsecondary</td>
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<tr>
<td>Mathematical science teachers, postsecondary</td>
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<td>Engineering and architecture teachers, postsecondary</td>
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<td>Engineering teachers, postsecondary</td>
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<td>Biological science teachers, postsecondary</td>
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<td>Physical sciences teachers, postsecondary</td>
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<td>Atmospheric, earth, marine, and space sciences teachers, postsecondary</td>
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<tr>
<td>Chemistry teachers, postsecondary</td>
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<tr>
<td>Physics teachers, postsecondary</td>
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<tr>
<td>Social sciences teachers, postsecondary</td>
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<td>Area, ethnic, and cultural studies teachers, postsecondary</td>
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<td>Economics teachers, postsecondary</td>
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<td>Political science teachers, postsecondary</td>
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<td>Health teachers, postsecondary</td>
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<td>Nursing instructors and teachers, postsecondary</td>
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<tr>
<td>Education and library science teachers, postsecondary</td>
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<td>Education teachers, postsecondary</td>
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<tr>
<td>Law, criminal justice, and social work teachers, postsecondary</td>
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See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tr>
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</tr>
<tr>
<td><strong>Education, training, and library occupations</strong> –Continued</td>
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<tr>
<td>Criminal justice and law enforcement teachers, postsecondary</td>
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</tr>
<tr>
<td>Law teachers, postsecondary</td>
<td>$60.27</td>
</tr>
<tr>
<td>Social work teachers, postsecondary</td>
<td>$31.27</td>
</tr>
<tr>
<td>Arts, communications, and humanities teachers, postsecondary</td>
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</tr>
<tr>
<td>Art, drama, and music teachers, postsecondary</td>
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<tr>
<td>Communications teachers, postsecondary</td>
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<tr>
<td>English language and literature teachers, postsecondary</td>
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<td>Foreign language and literature teachers, postsecondary</td>
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<td>History teachers, postsecondary</td>
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<tr>
<td>Philosophy and religion teachers, postsecondary</td>
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</tr>
<tr>
<td>Miscellaneous postsecondary teachers</td>
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<tr>
<td>Graduate teaching assistants</td>
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<tr>
<td>Recreation and fitness studies teachers, postsecondary</td>
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</tr>
<tr>
<td>Vocational education teachers, postsecondary</td>
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</tr>
<tr>
<td>Primary, secondary, and special education school teachers</td>
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<tr>
<td>Preschool and kindergarten teachers</td>
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<tr>
<td>Preschool teachers, except special education</td>
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<td>Kindergarten teachers, except special education</td>
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<tr>
<td>Elementary and middle school teachers</td>
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<td>Elementary school teachers, except special education</td>
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<td>Middle school teachers, except special and vocational education</td>
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<td>Secondary school teachers</td>
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<td>Secondary school teachers, except special and vocational education</td>
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<tr>
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<tr>
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<td>Special education teachers, preschool, kindergarten, and elementary school</td>
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<td>Special education teachers, middle school</td>
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</tr>
<tr>
<td>Special education teachers, secondary school</td>
<td>$24.66</td>
</tr>
<tr>
<td>Other teachers and instructors</td>
<td>$10.00</td>
</tr>
<tr>
<td>Adult literacy, remedial education, and GED teachers and instructors</td>
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</tr>
<tr>
<td>Self-enrichment education teachers</td>
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<tr>
<td>Archivists, curators, and museum technicians</td>
<td>$14.28</td>
</tr>
<tr>
<td>Archivists</td>
<td>$12.85</td>
</tr>
<tr>
<td>Curators</td>
<td>$19.16</td>
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<td>Librarians</td>
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<td>Library technicians</td>
<td>$10.52</td>
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<tr>
<td>Farm and home management advisors</td>
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<tr>
<td>Instructional coordinators</td>
<td>$20.47</td>
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<tr>
<td>Teacher assistants</td>
<td>$8.78</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Arts, design, entertainment, sports, and media occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Artists and related workers</td>
<td>$11.67   $16.00   $22.00   $31.25   $43.27</td>
</tr>
<tr>
<td>Art directors</td>
<td>14.85    16.83    25.05    37.96    48.76</td>
</tr>
<tr>
<td>Multi-media artists and animators</td>
<td>15.08    17.00    27.38    34.62    47.03</td>
</tr>
<tr>
<td>Designers</td>
<td>11.50    16.00    21.00    30.67    38.73</td>
</tr>
<tr>
<td>Commercial and industrial designers</td>
<td>23.52    28.30    33.26    41.40    45.33</td>
</tr>
<tr>
<td>Fashion designers</td>
<td>20.83    24.04    33.65    48.08    49.23</td>
</tr>
<tr>
<td>Floral designers</td>
<td>7.85     8.50     10.35    12.00    15.00</td>
</tr>
<tr>
<td>Graphic designers</td>
<td>14.06    16.83    19.70    27.17    34.79</td>
</tr>
<tr>
<td>Interior designers</td>
<td>16.00    18.38    27.92    31.39    38.73</td>
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<tr>
<td>Merchandise displayers and window trimmers</td>
<td>10.00    11.60    15.00    20.37    25.12</td>
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<tr>
<td>Set and exhibit designers</td>
<td>18.03    18.03    20.33    49.91    65.00</td>
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<tr>
<td>Actors, producers, and directors</td>
<td>12.05    17.05    22.96    39.17    63.58</td>
</tr>
<tr>
<td>Producers and directors</td>
<td>12.75    17.26    22.96    39.35    74.52</td>
</tr>
<tr>
<td>Athletes, coaches, umpires, and related workers</td>
<td>9.00     12.00    19.24    26.81    36.06</td>
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<tr>
<td>Coaches and scouts</td>
<td>10.00    12.00    19.71    28.41    37.26</td>
</tr>
<tr>
<td>Umpires, referees, and other sports officials</td>
<td>7.00     8.00     11.00    22.00    26.67</td>
</tr>
<tr>
<td>Dancers and choreographers</td>
<td>7.00     10.35    17.84    25.00    30.35</td>
</tr>
<tr>
<td>Dancers</td>
<td>7.00     7.00     10.35    30.35    30.35</td>
</tr>
<tr>
<td>Choreographers</td>
<td>11.16    15.60    17.84    20.00    25.00</td>
</tr>
<tr>
<td>Musicians, singers, and related workers</td>
<td>15.58    21.96    30.44    40.45    53.04</td>
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<td>Musicians and singers</td>
<td>13.26    30.44    32.92    41.35    58.03</td>
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<tr>
<td>Announcers</td>
<td>8.50     12.00    18.00    26.14    50.48</td>
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<tr>
<td>Radio and television announcers</td>
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<tr>
<td>News analysts, reporters and correspondents</td>
<td>11.71    14.22    23.08    38.48    68.17</td>
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<td>Reporters and correspondents</td>
<td>11.67    14.00    22.34    34.71    63.07</td>
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<td>Writers and editors</td>
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<td>Technical writers</td>
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<tr>
<td>Writers and authors</td>
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<td>Photographers</td>
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<td>Television, video, and motion picture camera operators and editors</td>
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<td>Camera operators, television, video, and motion picture</td>
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<tr>
<td><strong>Healthcare practitioner and technical occupations</strong></td>
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</tr>
<tr>
<td>Dentists</td>
<td>42.81    50.48    52.24    69.71    91.10</td>
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<tr>
<td>Dentists, general</td>
<td>42.81    50.48    50.48    67.64    91.10</td>
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See footnotes at end of table.
### Table 15

**Civilian workers: Hourly wage percentiles**

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<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tr>
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<tr>
<td>Dietitians and nutritionists</td>
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</tr>
<tr>
<td>Optometrists</td>
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<tr>
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</tr>
<tr>
<td>Family and general practitioners</td>
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<tr>
<td>Internists, general</td>
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</tr>
<tr>
<td>Pediatricians, general</td>
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<tr>
<td>Psychiatrists</td>
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<td>Surgeons</td>
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<td>Physician assistants</td>
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<td>Registered nurses</td>
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<td>Audiologists</td>
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<tr>
<td>Occupational therapists</td>
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<td>Physical therapists</td>
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<tr>
<td>Radiation therapists</td>
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<td>Recreational therapists</td>
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<tr>
<td>Respiratory therapists</td>
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<tr>
<td>Speech-language pathologists</td>
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<tr>
<td>Veterinarians</td>
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<tr>
<td>Clinical laboratory technologists and technicians</td>
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<tr>
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<tr>
<td>Dental hygienists</td>
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<tr>
<td>Diagnostic related technologists and technicians</td>
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<tr>
<td>Cardiovascular technologists and technicians</td>
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</tr>
<tr>
<td>Diagnostic medical sonographers</td>
<td>24.00</td>
</tr>
<tr>
<td>Nuclear medicine technologists</td>
<td>30.77</td>
</tr>
<tr>
<td>Radiologic technologists and technicians</td>
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<tr>
<td>Emergency medical technicians and paramedics</td>
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</tr>
<tr>
<td>Health diagnosing and treating practitioner support technicians</td>
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</tr>
<tr>
<td>Dietetic technicians</td>
<td>7.50</td>
</tr>
<tr>
<td>Pharmacy technicians</td>
<td>10.46</td>
</tr>
<tr>
<td>Psychiatric technicians</td>
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</tr>
<tr>
<td>Respiratory therapy technicians</td>
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<tr>
<td>Surgical technologists</td>
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<tr>
<td>Veterinary technologists and technicians</td>
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<tr>
<td>Licensed practical and licensed vocational nurses</td>
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<tr>
<td>Medical records and health information technicians</td>
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<tr>
<td>Opticians, dispensing</td>
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</tr>
<tr>
<td>Miscellaneous health technicians and technicians</td>
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<tr>
<td>Occupational health and safety specialists and technicians</td>
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<tr>
<td>Miscellaneous healthcare practitioner and technical workers</td>
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See footnotes at end of table.
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<thead>
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<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<td>Athletic trainers</td>
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</tr>
<tr>
<td>Healthcare support occupations</td>
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</tr>
<tr>
<td>Nursing, psychiatric, and home health aides</td>
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<td>Home health aides</td>
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</tr>
<tr>
<td>Nursing aides, orderlies, and attendants</td>
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</tr>
<tr>
<td>Occupational therapist assistants and aides</td>
<td>9.67</td>
</tr>
<tr>
<td>Occupational therapist assistants</td>
<td>12.60</td>
</tr>
<tr>
<td>Occupational therapist aides</td>
<td>9.67</td>
</tr>
<tr>
<td>Physical therapist assistants and aides</td>
<td>12.00</td>
</tr>
<tr>
<td>Physical therapist assistants</td>
<td>8.00</td>
</tr>
<tr>
<td>Physical therapist aides</td>
<td>8.49</td>
</tr>
<tr>
<td>Massage therapists</td>
<td>9.50</td>
</tr>
<tr>
<td>Miscellaneous healthcare support occupations</td>
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</tr>
<tr>
<td>Dental assistants</td>
<td>9.95</td>
</tr>
<tr>
<td>Medical assistants</td>
<td>10.75</td>
</tr>
<tr>
<td>Medical equipment preparers</td>
<td>11.00</td>
</tr>
<tr>
<td>Medical transcriptionists</td>
<td>8.40</td>
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<tr>
<td>Pharmacy aides</td>
<td>12.60</td>
</tr>
<tr>
<td>Veterinary assistants and laboratory animal caretakers</td>
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<tr>
<td>Protective service occupations</td>
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<tr>
<td>First-line supervisors/managers, law enforcement workers</td>
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<tr>
<td>First-line supervisors/managers of police and detectives</td>
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<tr>
<td>First-line supervisors/managers of fire fighting and prevention workers</td>
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<tr>
<td>Fire inspectors</td>
<td>15.46</td>
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<tr>
<td>Fire inspectors and investigators</td>
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<tr>
<td>Bailiffs, correctional officers, and jailers</td>
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<td>Correctional officers and jailers</td>
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<tr>
<td>Detectives and criminal investigators</td>
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<td>Fish and game wardens</td>
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<td>Animal control workers</td>
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<tr>
<td>Private detectives and investigators</td>
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<tr>
<td>Security guards and gaming surveillance officers</td>
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<td>Security guards</td>
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<tr>
<td>Miscellaneous protective service workers</td>
<td>15.35</td>
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<td>Crossing guards</td>
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See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<td><strong>Protective service occupations</strong> –Continued</td>
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<tr>
<td>Lifeguards, ski patrol, and other recreational</td>
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<tr>
<td>service workers</td>
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<tr>
<td><strong>Food preparation and serving related occupations</strong></td>
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<td>Chefs and head cooks</td>
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<tr>
<td>Cooks</td>
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<td>Cooks, fast food</td>
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<tr>
<td>Cooks, institution and cafeteria</td>
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<tr>
<td>Cooks, restaurant</td>
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<td>Cooks, short order</td>
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<td>Food, tipped</td>
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<tr>
<td>Bartenders</td>
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<td>Waiters and waitresses</td>
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<td>Dining room and cafeteria attendants and bartender helpers</td>
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<td>Hosts and hostesses, restaurant, lounge, and coffee shop</td>
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<td><strong>Building and grounds cleaning and maintenance occupations</strong></td>
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<td>First-line supervisors/managers of housekeeping and janitorial workers</td>
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<td>First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers</td>
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<td>Building cleaning workers</td>
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<td>Janitors and cleaners, except maids and housekeeping cleaners</td>
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<tr>
<td>Grounds maintenance workers</td>
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<td>Landscaping and groundskeeping workers</td>
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<td>Pesticide handlers, sprayers, and applicators, vegetation</td>
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<tr>
<td>Tree trimmers and pruners</td>
<td>13.25</td>
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See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tbody>
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</tr>
<tr>
<td><strong>Personal care and service occupations</strong></td>
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<td>First-line supervisors/managers of gaming workers</td>
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<td>Gaming supervisors</td>
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<td>Slot key persons</td>
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<tr>
<td>Nonfarm animal caretakers</td>
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<td>Gaming services workers</td>
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<td>Gaming dealers</td>
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<td>Gaming and sports book writers and runners</td>
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<tr>
<td>Motion picture projectionists</td>
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<td>Ushers, lobby attendants, and ticket takers</td>
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<tr>
<td>Miscellaneous entertainment attendants and related workers</td>
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<td>Amusement and recreation attendants</td>
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<td>Locker room, coatroom, and dressing room attendants</td>
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<td>Hairdressers, hairstylists, and cosmetologists</td>
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<td>Manicurists and pedicurists</td>
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<td>Concierges</td>
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<td>Personal and home care aides</td>
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<td>Recreation and fitness workers</td>
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<td>Fitness trainers and aerobics instructors</td>
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<td>Recreation workers</td>
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<td>Residential advisors</td>
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<td>First-line supervisors/managers, sales workers</td>
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<tr>
<td>Counter and rental clerks and parts salespersons</td>
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### Table 15  
**Civilian workers: Hourly wage percentiles**

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<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<td>Sales and related occupations –Continued</td>
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<tr>
<td>Counter and rental clerks</td>
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<td>Parts salespersons</td>
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<td>Retail salespersons</td>
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<td>Advertising sales agents</td>
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<td>Insurance sales agents</td>
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<td>Securities, commodities, and financial services sales agents</td>
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<td>Travel agents</td>
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<td>Sales representatives, wholesale and manufacturing</td>
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</tr>
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<td>Sales representatives, wholesale and manufacturing, technical and scientific products</td>
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<td>Sales representatives, wholesale and manufacturing, except technical and scientific products</td>
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<tr>
<td>Demonstrators and product promoters</td>
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<td>Real estate brokers and sales agents</td>
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<td>Real estate brokers</td>
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<td>Real estate sales agents</td>
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<td>Telemarketers</td>
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<td>Door-to-door sales workers, news and street vendors, and related workers</td>
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<td>Office and administrative support occupations</td>
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<td>First-line supervisors/managers of office and administrative support workers</td>
<td>9.68</td>
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<tr>
<td>Switchboard operators, including answering service</td>
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</tr>
<tr>
<td>Telephone operators</td>
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<tr>
<td>Financial clerks</td>
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<tr>
<td>Bill and account collectors</td>
<td>8.32</td>
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<td>Billing and posting clerks and machine operators</td>
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</tr>
<tr>
<td>Bookkeeping, accounting, and auditing clerks</td>
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<td>Gaming cage workers</td>
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<td>Payroll and timekeeping clerks</td>
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<td>Procurement clerks</td>
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<td>Tellers</td>
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<td>Brokerage clerks</td>
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<td>Correspondence clerks</td>
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<td>Court, municipal, and license clerks</td>
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<td>Credit authorizers, checkers, and clerks</td>
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<tr>
<td>Customer service representatives</td>
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<td>Eligibility interviewers, government programs</td>
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<tr>
<td>File clerks</td>
<td>9.00</td>
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<tr>
<td>Hotel, motel, and resort desk clerks</td>
<td>7.50</td>
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<tr>
<td>Interviewers, except eligibility and loan</td>
<td>8.53</td>
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</tbody>
</table>

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See footnotes at the end of the table.

**NATIONAL COMPENSATION SURVEY**

All United States 15-12  
December 2007 - January 2009
### Table 15

#### Civilian workers: Hourly wage percentiles

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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</thead>
<tbody>
<tr>
<td></td>
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</tr>
<tr>
<td><strong>Office and administrative support occupations</strong> — Continued</td>
<td></td>
</tr>
<tr>
<td>Library assistants, clerical</td>
<td>$8.00</td>
</tr>
<tr>
<td>Loan interviewers and clerks</td>
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</tr>
<tr>
<td>New accounts clerks</td>
<td>10.64</td>
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<tr>
<td>Order clerks</td>
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<tr>
<td>Human resources assistants, except payroll and timekeeping</td>
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</tr>
<tr>
<td>Receptionists and information clerks</td>
<td>9.00</td>
</tr>
<tr>
<td>Reservation and transportation ticket agents and travel clerks</td>
<td>9.00</td>
</tr>
<tr>
<td>Cargo and freight agents</td>
<td>13.13</td>
</tr>
<tr>
<td>Couriers and messengers</td>
<td>8.00</td>
</tr>
<tr>
<td>Dispatchers</td>
<td>10.02</td>
</tr>
<tr>
<td>Police, fire, and ambulance dispatchers</td>
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</tr>
<tr>
<td>Dispatchers, except police, fire, and ambulance</td>
<td>10.00</td>
</tr>
<tr>
<td>Meter readers, utilities</td>
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</tr>
<tr>
<td>Production, planning, and expediting clerks</td>
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<tr>
<td>Shipping, receiving, and traffic clerks</td>
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<td>Stock clerks and order fillers</td>
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</tr>
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<td>Weighers, measurers, checkers, and samplers, recordkeeping</td>
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<tr>
<td>Secretaries and administrative assistants</td>
<td>11.56</td>
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<tr>
<td>Executive secretaries and administrative assistants</td>
<td>14.33</td>
</tr>
<tr>
<td>Legal secretaries</td>
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<tr>
<td>Medical secretaries</td>
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<td>Secretaries, except legal, medical, and executive</td>
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<tr>
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<tr>
<td>Data entry and information processing workers</td>
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<tr>
<td>Data entry keyers</td>
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</tr>
<tr>
<td>Word processors and typists</td>
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<tr>
<td>Desktop publishers</td>
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<td>Insurance claims and policy processing clerks</td>
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<td>Mail clerks and mail machine operators, except postal service</td>
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<tr>
<td>Proofreaders and copy markers</td>
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<tr>
<td>Statistical assistants</td>
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<tr>
<td><strong>Farming, fishing, and forestry occupations</strong></td>
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<tr>
<td>First-line supervisors/managers of farming, fishing, and forestry workers</td>
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<tr>
<td>Agricultural inspectors</td>
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<tr>
<td>Graders and sorters, agricultural products</td>
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<tr>
<td>Miscellaneous agricultural workers</td>
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<tr>
<td>Farmworkers and laborers, crop, nursery, and greenhouse</td>
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<tr>
<td>Farmworkers, farm and ranch animals</td>
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</tr>
<tr>
<td>Forest and conservation workers</td>
<td>7.96</td>
</tr>
<tr>
<td>Logging workers</td>
<td>10.50</td>
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</table>

See footnotes at end of table.
### Table 15  
**Civilian workers: Hourly wage percentiles** — Continued

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Construction and extraction occupations</strong></td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers of construction trades and extraction workers</td>
<td>17.60</td>
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<tr>
<td>Boilermakers</td>
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</tr>
<tr>
<td>Brickmasons, blockmasons, and stonemasons</td>
<td>17.66</td>
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<tr>
<td>Brickmasons and blockmasons</td>
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</tr>
<tr>
<td>Carpenters</td>
<td>13.50</td>
</tr>
<tr>
<td>Carpet, floor, and tile installers and finishers</td>
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</tr>
<tr>
<td>Carpet installers</td>
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</tr>
<tr>
<td>Tile and marble setters</td>
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</tr>
<tr>
<td>Cement masons, concrete finishers, and terrazzo workers</td>
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</tr>
<tr>
<td>Cement masons and concrete finishers</td>
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</tr>
<tr>
<td>Construction laborers</td>
<td>9.00</td>
</tr>
<tr>
<td>Construction equipment operators</td>
<td>11.76</td>
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<tr>
<td>Paving, surfacing, and tamping equipment operators</td>
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<tr>
<td>Operating engineers and other construction equipment operators</td>
<td>12.00</td>
</tr>
<tr>
<td>Drywall installers, ceiling tile installers, and tapers</td>
<td>14.00</td>
</tr>
<tr>
<td>Drywall and ceiling tile installers</td>
<td>13.52</td>
</tr>
<tr>
<td>Tapers</td>
<td>16.50</td>
</tr>
<tr>
<td>Electricians</td>
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<tr>
<td>Glaziers</td>
<td>6.25</td>
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<tr>
<td>Insulation workers</td>
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<td>Insulation workers, floor, ceiling, and wall</td>
<td>9.39</td>
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<td>Insulation workers, mechanical</td>
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<tr>
<td>Painters and paperhangers</td>
<td>10.50</td>
</tr>
<tr>
<td>Painters, construction and maintenance</td>
<td>10.50</td>
</tr>
<tr>
<td>Pipelayers, plumbers, pipefitters, and steamfitters</td>
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<tr>
<td>Pipelayers</td>
<td>10.68</td>
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<tr>
<td>Plumbers, pipefitters, and steamfitters</td>
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<tr>
<td>Plasterers and stucco masons</td>
<td>12.28</td>
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<tr>
<td>Reinforcing iron and rebar workers</td>
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<tr>
<td>Roofers</td>
<td>10.00</td>
</tr>
<tr>
<td>Sheet metal workers</td>
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<tr>
<td>Structural iron and steel workers</td>
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<tr>
<td>Helpers, construction trades</td>
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<td>Helpers--brickmasons, blockmasons, stonemasons, and tile and marble setters</td>
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<tr>
<td>Helpers--carpenters</td>
<td>9.80</td>
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<tr>
<td>Helpers--electricians</td>
<td>9.25</td>
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<tr>
<td>Helpers--painters, paperhangers, plasterers, and stucco masons</td>
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<tr>
<td>Helpers--pipelayers, plumbers, pipefitters, and steamfitters</td>
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<tr>
<td>Helpers--roofers</td>
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<tr>
<td>Construction and building inspectors</td>
<td>16.60</td>
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<tr>
<td>Elevator installers and repairers</td>
<td>28.84</td>
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</table>

See footnotes at end of table.
## Table 15
### Civilian workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Construction and extraction occupations</strong> —Continued</td>
<td></td>
</tr>
<tr>
<td>Hazardous materials removal workers</td>
<td>$10.50</td>
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<tr>
<td>Highway maintenance workers</td>
<td>11.97</td>
</tr>
<tr>
<td>Septic tank servicers and sewer pipe cleaners</td>
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<td>Miscellaneous construction and related workers</td>
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<tr>
<td>Derrick, rotary drill, and service unit operators, oil, gas, and mining</td>
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<tr>
<td>Service unit operators, oil, gas, and mining</td>
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<tr>
<td>Earth drillers, except oil and gas</td>
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<td>Mining machine operators</td>
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<td>Continuous mining machine operators</td>
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<td>Roustabouts, oil and gas</td>
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<td>Helpers—extraction workers</td>
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<tr>
<td><strong>Installation, maintenance, and repair occupations</strong></td>
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</tr>
<tr>
<td>First-line supervisors/managers of mechanics, installers, and repairers</td>
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</tr>
<tr>
<td>Computer, automated teller, and office machine repairers</td>
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<tr>
<td>Radio and telecommunications equipment installers and repairers</td>
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<td>Telecommunications equipment installers and repairers, except line installers</td>
<td>18.32</td>
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<tr>
<td>Miscellaneous electrical and electronic equipment mechanics, installers, and repairers</td>
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<tr>
<td>Avionics technicians</td>
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</tr>
<tr>
<td>Electric motor, power tool, and related repairers</td>
<td>10.00</td>
</tr>
<tr>
<td>Electrical and electronics installers and repairers, transportation equipment</td>
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</tr>
<tr>
<td>Electrical and electronics repairers, commercial and industrial equipment</td>
<td>14.04</td>
</tr>
<tr>
<td>Electrical and electronics repairers, powerhouse, substation, and relay</td>
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</tr>
<tr>
<td>Electronic equipment installers and repairers, motor vehicles</td>
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</tr>
<tr>
<td>Electronic home entertainment equipment installers and repairers</td>
<td>10.00</td>
</tr>
<tr>
<td>Security and fire alarm systems installers</td>
<td>13.00</td>
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<td>Aircraft mechanics and service technicians</td>
<td>17.50</td>
</tr>
<tr>
<td>Automotive technicians and repairers</td>
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<tr>
<td>Automotive body and related repairers</td>
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<tr>
<td>Automotive glass installers and repairers</td>
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<tr>
<td>Automotive service technicians and mechanics</td>
<td>10.50</td>
</tr>
<tr>
<td>Bus and truck mechanics and diesel engine specialists</td>
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<tr>
<td>Heavy vehicle and mobile equipment service technicians and mechanics</td>
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<tr>
<td>Farm equipment mechanics</td>
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<tr>
<td>Mobile heavy equipment mechanics, except engines</td>
<td>15.45</td>
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</table>

See footnotes at end of table.
### Table 15
Civilian workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
<td><strong>Installation, maintenance, and repair occupations</strong> –Continued</td>
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</tr>
<tr>
<td>Rail car repairers</td>
<td>$15.00</td>
</tr>
<tr>
<td>Small engine mechanics</td>
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<tr>
<td>Motorboat mechanics</td>
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<tr>
<td>Motorcycle mechanics</td>
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<tr>
<td>Outdoor power equipment and other small engine mechanics</td>
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</tr>
<tr>
<td>Miscellaneous vehicle and mobile equipment mechanic, installers, and repairers</td>
<td>7.36</td>
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<tr>
<td>Tire repairers and changers</td>
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<tr>
<td>Control and valve installers and repairers</td>
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<td>Control and valve installers and repairers, except mechanical door</td>
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<td>Heating, air conditioning, and refrigeration mechanics and installers</td>
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<td>Industrial machinery installation, repair, and maintenance workers</td>
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<td>Industrial machinery mechanics</td>
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<td>Maintenance and repair workers, general</td>
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<tr>
<td>Maintenance workers, machinery</td>
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<tr>
<td>Millwrights</td>
<td>17.57</td>
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<tr>
<td>Line installers and repairers</td>
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<td>Electrical power-line installers and repairers</td>
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<td>Telecommunications line installers and repairers</td>
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<td>Precision instrument and equipment repairers</td>
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<td>Medical equipment repairers</td>
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<tr>
<td>Musical instrument repairers and tuners</td>
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<tr>
<td>Miscellaneous installation, maintenance, and repair workers</td>
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</tr>
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<td>Coin, vending, and amusement machine servicers and repairers</td>
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<td>Locksmiths and safe repairers</td>
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<td>Manufactured building and mobile home installers</td>
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<td>Riggers</td>
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<td>Signal and track switch repairers</td>
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<td><strong>Production occupations</strong></td>
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<td>First-line supervisors/managers of production and operating workers</td>
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<td>Aircraft structure, surfaces, rigging, and systems assemblers</td>
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<tr>
<td>Electrical, electronics, and electromechanical assemblers</td>
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<td>Coil winders, tapers, and finishers</td>
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<tr>
<td>Electrical and electronic equipment assemblers</td>
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<td>Electromechanical equipment assemblers</td>
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<tr>
<td>Engine and other machine assemblers</td>
<td>11.75</td>
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<tr>
<td>Structural metal fabricators and fitters</td>
<td>11.00</td>
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</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 15-16 December 2007 - January 2009
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
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<tr>
<td><strong>Production occupations</strong> –Continued</td>
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<tr>
<td>Bakers</td>
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<tr>
<td>Butchers and other meat, poultry, and fish processing workers ..</td>
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<tr>
<td>Butchers and meat cutters</td>
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<tr>
<td>Meat, poultry, and fish cutters and trimmers</td>
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<tr>
<td>Slaughterers and meat packers</td>
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</tr>
<tr>
<td>Miscellaneous food processing workers</td>
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<tr>
<td>Food and tobacco roasting, baking, and drying machine operators and tenders</td>
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<tr>
<td>Computer control programmers and operators</td>
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<td>Extruding and drawing machine setters, operators, and tenders, metal and plastic</td>
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<tr>
<td>Forging machine setters, operators, and tenders, metal and plastic</td>
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<td>Rolling machine setters, operators, and tenders, metal and plastic</td>
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<td>Machine tool cutting setters, operators, and tenders, metal and plastic</td>
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<tr>
<td>Cutting, punching, and press machine setters, operators, and tenders, metal and plastic</td>
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</tr>
<tr>
<td>Drilling and boring machine tool setters, operators, and tenders, metal and plastic</td>
<td>9.12</td>
</tr>
<tr>
<td>Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic</td>
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<tr>
<td>Lathe and turning machine tool setters, operators, and tenders, metal and plastic</td>
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<tr>
<td>Milling and planing machine setters, operators, and tenders, metal and plastic</td>
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<tr>
<td>Machinists</td>
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<tr>
<td>Metal furnace and kiln operators and tenders</td>
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<tr>
<td>Metal-refining furnace operators and tenders</td>
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<tr>
<td>Pourers and casters, metal</td>
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<tr>
<td>Model makers and patternmakers, metal and plastic</td>
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</tr>
<tr>
<td>Model makers, metal and plastic</td>
<td>15.05</td>
</tr>
<tr>
<td>Patternmakers, metal and plastic</td>
<td>13.80</td>
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</table>

See footnotes at end of table.
**Table 15  Civilian workers: Hourly wage percentiles**

<table>
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<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<tr>
<td></td>
<td>10</td>
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<tr>
<td>Production occupations –Continued</td>
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</tr>
<tr>
<td>Molders and molding machine setters, operators, and tenders, metal and plastic</td>
<td>$8.11</td>
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<tr>
<td>Foundry mold and coremakers</td>
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<td>Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic</td>
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<td>Multiple machine tool setters, operators, and tenders, metal and plastic</td>
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</tr>
<tr>
<td>Tool and die makers</td>
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<tr>
<td>Welding, soldering, and brazing workers</td>
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</tr>
<tr>
<td>Welders, cutters, solderers, and brazers</td>
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<tr>
<td>Welding, soldering, and brazing machine setters, operators, and tenders</td>
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<tr>
<td>Miscellaneous metalworkers and plastic workers</td>
<td>8.30</td>
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<tr>
<td>Heat treating equipment setters, operators, and tenders, metal and plastic</td>
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</tr>
<tr>
<td>Lay-out workers, metal and plastic</td>
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<tr>
<td>Plating and coating machine setters, operators, and tenders, metal and plastic</td>
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<tr>
<td>Tool grinders, filers, and sharpeners</td>
<td>9.60</td>
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<tr>
<td>Bookbinders and bindery workers</td>
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<tr>
<td>Bindery workers</td>
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<tr>
<td>Printers</td>
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<tr>
<td>Job printers</td>
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<tr>
<td>Prepress technicians and workers</td>
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<td>Printing machine operators</td>
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<tr>
<td>Laundry and dry-cleaning workers</td>
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<tr>
<td>Pressers, textile, garment, and related materials</td>
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<tr>
<td>Tailors, dressmakers, and sewers</td>
<td>9.00</td>
</tr>
<tr>
<td>Tailors, dressmakers, and custom sewers</td>
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<td>Textile machine setters, operators, and tenders</td>
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<tr>
<td>Textile bleaching and dyeing machine operators and tenders</td>
<td>8.75</td>
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<tr>
<td>Textile cutting machine setters, operators, and tenders</td>
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<tr>
<td>Textile knitting and weaving machine setters, operators, and tenders</td>
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<tr>
<td>Textile winding, twisting, and drawing out machine setters, operators, and tenders</td>
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<td>Miscellaneous textile, apparel, and furnishings workers</td>
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<tr>
<td>Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers</td>
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<tr>
<td>Fabric and apparel patternmakers</td>
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<tr>
<td>Upholsterers</td>
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<tr>
<td>Cabinetmakers and bench carpenters</td>
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<tr>
<td>Furniture finishers</td>
<td>10.50</td>
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<tr>
<td>Woodworking machine setters, operators, and tenders</td>
<td>8.50</td>
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</table>

See footnotes at the end of the table.

**NATIONAL COMPENSATION SURVEY**

All United States 15-18 December 2007 - January 2009
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tr>
<td><strong>Production occupations</strong> –Continued</td>
<td></td>
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<tr>
<td>Sawing machine setters, operators, and tenders, wood</td>
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</tr>
<tr>
<td>Woodworking machine setters, operators, and tenders, except sawing</td>
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</tr>
<tr>
<td>Power plant operators, distributors, and dispatchers</td>
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<tr>
<td>Power distributors and dispatchers</td>
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</tr>
<tr>
<td>Power plant operators</td>
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<tr>
<td>Stationary engineers and boiler operators</td>
<td>15.98</td>
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<tr>
<td>Water and liquid waste treatment plant and system operators</td>
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</tr>
<tr>
<td>Miscellaneous plant and system operators</td>
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<tr>
<td>Chemical plant and system operators</td>
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</tr>
<tr>
<td>Gas plant operators</td>
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<tr>
<td>Petroleum pump system operators, refinery operators, and gaugers</td>
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</tr>
<tr>
<td>Chemical processing machine setters, operators, and tenders</td>
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</tr>
<tr>
<td>Chemical equipment operators and tenders</td>
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</tr>
<tr>
<td>Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders</td>
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<tr>
<td>Crushing, grinding, polishing, mixing, and blending workers</td>
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<tr>
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<td>Grinding and polishing workers, hand</td>
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<tr>
<td>Mixing and blending machine setters, operators, and tenders</td>
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<tr>
<td>Cutting workers</td>
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<tr>
<td>Cutters and trimmers, hand</td>
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<tr>
<td>Cutting and slicing machine setters, operators, and tenders</td>
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<tr>
<td>Extruding, forming, pressing, and compacting machine setters, operators, and tenders</td>
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<tr>
<td>Furnace, kiln, oven, drier, and kettle operators and tenders</td>
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</tr>
<tr>
<td>Inspectors, testers, sorters, samplers, and weighers</td>
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</tr>
<tr>
<td>Jewelers and precious stone and metal workers</td>
<td>10.22</td>
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<tr>
<td>Medical, dental, and ophthalmic laboratory technicians</td>
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</tr>
<tr>
<td>Dental laboratory technicians</td>
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<tr>
<td>Ophthalmic laboratory technicians</td>
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<td>Packaging and filling machine operators and tenders</td>
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</tr>
<tr>
<td>Painting workers</td>
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<tr>
<td>Coating, painting, and spraying machine setters, operators, and tenders</td>
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</tr>
<tr>
<td>Painters, transportation equipment</td>
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<tr>
<td>Painting, coating, and decorating workers</td>
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<tr>
<td>Photographic process workers and processing machine operators</td>
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<td>Photographic process workers</td>
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<td>Photographic processing machine operators</td>
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<tr>
<td>Semiconductor processors</td>
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<tr>
<td>Miscellaneous production workers</td>
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See footnotes at end of table.
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<tr>
<th>Occupation</th>
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<th>90</th>
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<td>Cementing and gluing machine operators and tenders</td>
<td>$9.20</td>
<td>$10.53</td>
<td>$14.28</td>
<td>$18.04</td>
<td>$21.53</td>
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<td>Cleaning, washing, and metal pickling equipment operators and tenders</td>
<td>11.24</td>
<td>11.95</td>
<td>15.00</td>
<td>24.09</td>
<td>29.28</td>
</tr>
<tr>
<td>Echters and engravers</td>
<td>8.75</td>
<td>8.75</td>
<td>12.20</td>
<td>19.08</td>
<td>24.65</td>
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<tr>
<td>Molders, shapers, and casters, except metal and plastic</td>
<td>10.25</td>
<td>13.92</td>
<td>14.00</td>
<td>14.47</td>
<td>21.25</td>
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<td>Paper goods machine setters, operators, and tenders</td>
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<td>10.76</td>
<td>16.65</td>
<td>20.46</td>
<td>25.58</td>
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<tr>
<td>Tire builders</td>
<td>10.00</td>
<td>11.54</td>
<td>17.32</td>
<td>20.00</td>
<td>22.09</td>
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<tr>
<td>Helpers--production workers</td>
<td>7.75</td>
<td>9.09</td>
<td>10.75</td>
<td>13.07</td>
<td>17.07</td>
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<tr>
<td><strong>Transportation and material moving occupations</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers of helpers, laborers, and material movers</td>
<td>8.00</td>
<td>10.00</td>
<td>13.24</td>
<td>17.89</td>
<td>23.04</td>
</tr>
<tr>
<td>Hand .................................................................................................</td>
<td>13.65</td>
<td>15.13</td>
<td>19.67</td>
<td>23.86</td>
<td>29.89</td>
</tr>
<tr>
<td>Aircraft pilots and flight engineers</td>
<td>14.99</td>
<td>18.10</td>
<td>23.08</td>
<td>28.55</td>
<td>34.56</td>
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<tr>
<td>Airline pilots, copilots, and flight engineers</td>
<td>22.00</td>
<td>75.96</td>
<td>111.62</td>
<td>151.43</td>
<td>163.12</td>
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<td>Commercial pilots</td>
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<td>24.96</td>
<td>32.00</td>
<td>34.91</td>
<td>43.46</td>
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<td>Ambulance drivers and attendants, except emergency medical technicians</td>
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<td>10.00</td>
<td>10.35</td>
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<td>16.41</td>
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<td>Bus drivers</td>
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<td>Bus drivers, transit and intercity</td>
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<td>19.69</td>
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<tr>
<td>Driver/sales workers and truck drivers</td>
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<td>18.10</td>
<td>23.08</td>
<td>28.55</td>
<td>34.56</td>
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<td>Firemen and harbor, coast, and imitation pilots and attendants</td>
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<td>18.10</td>
<td>23.08</td>
<td>28.55</td>
<td>34.56</td>
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<td>Driver/sales workers and truck drivers</td>
<td>22.00</td>
<td>75.96</td>
<td>111.62</td>
<td>151.43</td>
<td>163.12</td>
</tr>
<tr>
<td>Truck drivers, heavy and tractor-trailer</td>
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<td>14.50</td>
<td>17.25</td>
<td>21.50</td>
<td>25.23</td>
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<tr>
<td>Truck drivers, light or delivery services</td>
<td>8.50</td>
<td>10.14</td>
<td>13.32</td>
<td>18.90</td>
<td>28.17</td>
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<tr>
<td>Taxi drivers and chauffeurs</td>
<td>7.25</td>
<td>8.50</td>
<td>9.88</td>
<td>12.35</td>
<td>16.00</td>
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<tr>
<td>Locomotive engineers and operators</td>
<td>15.54</td>
<td>15.54</td>
<td>23.75</td>
<td>35.95</td>
<td>49.96</td>
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<tr>
<td>Locomotive engineers</td>
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<td>15.54</td>
<td>23.75</td>
<td>35.95</td>
<td>49.96</td>
</tr>
<tr>
<td>Railroad brake, signal, and switch operators</td>
<td>15.18</td>
<td>17.38</td>
<td>22.42</td>
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<td>34.81</td>
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<tr>
<td>Railroad conductors and yardmasters</td>
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<td>14.43</td>
<td>22.88</td>
<td>31.00</td>
<td>38.53</td>
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<tr>
<td>Subway and streetcar operators</td>
<td>19.45</td>
<td>24.24</td>
<td>26.55</td>
<td>28.65</td>
<td>28.65</td>
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<td>Sailors and marine oilers</td>
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<td>10.42</td>
<td>11.67</td>
<td>14.97</td>
<td>15.63</td>
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<tr>
<td>Ship and boat captains and operators</td>
<td>15.00</td>
<td>19.94</td>
<td>28.21</td>
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<td>37.61</td>
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<td>Captains, mates, and pilots of water vessels</td>
<td>15.42</td>
<td>20.18</td>
<td>28.21</td>
<td>29.17</td>
<td>37.61</td>
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<tr>
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<td>27.26</td>
<td>29.17</td>
<td>38.75</td>
<td>50.17</td>
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<td>Parking lot attendants</td>
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<td>7.45</td>
<td>8.41</td>
<td>9.90</td>
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<td>Service station attendants</td>
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<td>8.00</td>
<td>9.00</td>
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<td>18.51</td>
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<td>Transportation inspectors</td>
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<td>23.10</td>
<td>30.94</td>
<td>31.74</td>
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<tr>
<td>Conveyor operators and tenders</td>
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<td>10.25</td>
<td>12.50</td>
<td>15.62</td>
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<tr>
<td>Crane and tower operators</td>
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<td>25.20</td>
<td>31.10</td>
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<tr>
<td>Dredge, excavating, and loading machine operators</td>
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<td>16.11</td>
<td>18.75</td>
<td>22.69</td>
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<tr>
<td>Excavating and loading machine and dragline operators</td>
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<td>13.92</td>
<td>16.00</td>
<td>18.50</td>
<td>22.69</td>
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<tr>
<td>Hoist and winch operators</td>
<td>10.75</td>
<td>12.86</td>
<td>20.28</td>
<td>30.03</td>
<td>39.85</td>
</tr>
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</table>

See footnotes at the end of the table.
Table 15  
Civilian workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<td></td>
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</tr>
<tr>
<td>Transportation and material moving occupations—Continued</td>
<td></td>
</tr>
<tr>
<td>Industrial truck and tractor operators</td>
<td>$9.54</td>
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<tr>
<td>Laborers and material movers, hand</td>
<td>7.50</td>
</tr>
<tr>
<td>Cleaners of vehicles and equipment</td>
<td>7.49</td>
</tr>
<tr>
<td>Laborers and freight, stock, and material movers, hand</td>
<td>7.75</td>
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<tr>
<td>Machine feeders and offbearers</td>
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<tr>
<td>Packers and packagers, hand</td>
<td>7.00</td>
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<tr>
<td>Pumping station operators</td>
<td>16.54</td>
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<tr>
<td>Refuse and recyclable material collectors</td>
<td>8.50</td>
</tr>
<tr>
<td>Tank car, truck, and ship loaders</td>
<td>14.00</td>
</tr>
</tbody>
</table>

1 Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. See appendix A for more information.

2 A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

### Table 16

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
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<tr>
<td></td>
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</tr>
<tr>
<td>All workers</td>
<td>$9.24</td>
</tr>
<tr>
<td><strong>Management occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Chief executives</td>
<td>21.00</td>
</tr>
<tr>
<td>General and operations managers</td>
<td>32.81</td>
</tr>
<tr>
<td>Legislators</td>
<td>22.65</td>
</tr>
<tr>
<td>Advertising and promotions managers</td>
<td>12.33</td>
</tr>
<tr>
<td>Marketing and sales managers</td>
<td>24.86</td>
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<tr>
<td>Marketing managers</td>
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<tr>
<td>Sales managers</td>
<td>23.50</td>
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<tr>
<td>Financial managers</td>
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<td>Human resources managers</td>
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<tr>
<td>Compensation and benefits managers</td>
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</tr>
<tr>
<td>Training and development managers</td>
<td>24.94</td>
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See footnotes at end of table.
### Table 16  
**Full-time civilian workers: Hourly wage percentiles** — Continued

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See footnotes at end of table.
Table 16  
Full-time civilian workers: Hourly wage percentiles — Continued

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NATIONAL COMPENSATION SURVEY
All United States 16-4 December 2007 - January 2009
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<td>Directors, religious activities and education</td>
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<td>Judges, magistrates, and other judicial workers</td>
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<td>Administrative law judges, adjudicators, and hearing officers</td>
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<td>Judges, magistrate judges, and magistrates</td>
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## Table 16  
Full-time civilian workers: Hourly wage percentiles — Continued

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<td>Recreation and fitness studies teachers, postsecondary</td>
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<tr>
<td>Middle school teachers, except special and vocational education</td>
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<tr>
<td>Secondary school teachers</td>
<td>25.06</td>
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<tr>
<td>Secondary school teachers, except special and vocational education</td>
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</tr>
<tr>
<td>Vocational education teachers, secondary school</td>
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</tr>
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<td>Special education teachers</td>
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<td>Special education teachers, preschool, kindergarten, and elementary school</td>
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<tr>
<td>Special education teachers, middle school</td>
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<tr>
<td>Special education teachers, secondary school</td>
<td>24.66</td>
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<tr>
<td><strong>Other teachers and instructors</strong></td>
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<tr>
<td>Adult literacy, remedial education, and GED teachers and instructors</td>
<td>18.21</td>
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<tr>
<td>Self-enrichment education teachers</td>
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</tr>
<tr>
<td>Archivists, curators, and museum technicians</td>
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<tr>
<td>Archivists</td>
<td>14.40</td>
</tr>
<tr>
<td>Curators</td>
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<tr>
<td>Librarians</td>
<td>18.51</td>
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<tr>
<td>Library technicians</td>
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<tr>
<td>Farm and home management advisors</td>
<td>16.17</td>
</tr>
<tr>
<td>Instructional coordinators</td>
<td>20.47</td>
</tr>
<tr>
<td>Teacher assistants</td>
<td>8.94</td>
</tr>
<tr>
<td><strong>Arts, design, entertainment, sports, and media occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Artists and related workers</td>
<td>13.19</td>
</tr>
<tr>
<td>Art directors</td>
<td>15.08</td>
</tr>
<tr>
<td>Multi-media artists and animators</td>
<td>16.83</td>
</tr>
<tr>
<td>Designers</td>
<td>18.39</td>
</tr>
<tr>
<td>Commercial and industrial designers</td>
<td>12.82</td>
</tr>
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</table>

See footnotes at end of table.
## Full-time civilian workers: Hourly wage percentiles

### Arts, design, entertainment, sports, and media occupations

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<th>Occupation</th>
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<td>10</td>
</tr>
<tr>
<td>Fashion designers</td>
<td>$20.83</td>
</tr>
<tr>
<td>Floral designers</td>
<td>9.00</td>
</tr>
<tr>
<td>Graphic designers</td>
<td>14.00</td>
</tr>
<tr>
<td>Interior designers</td>
<td>16.88</td>
</tr>
<tr>
<td>Merchandise displayers and window trimmers</td>
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</tr>
<tr>
<td>Set and exhibit designers</td>
<td>18.38</td>
</tr>
<tr>
<td>Actors, producers, and directors</td>
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</tr>
<tr>
<td>Producers and directors</td>
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</tr>
<tr>
<td>Athletes, coaches, umpires, and related workers</td>
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</tr>
<tr>
<td>Coaches and scouts</td>
<td>12.00</td>
</tr>
<tr>
<td>Musicians, singers, and related workers</td>
<td>21.96</td>
</tr>
<tr>
<td>Musicians and singers</td>
<td>13.26</td>
</tr>
<tr>
<td>Announcers</td>
<td>14.32</td>
</tr>
<tr>
<td>Radio and television announcers</td>
<td>14.32</td>
</tr>
<tr>
<td>News analysts, reporters and correspondents</td>
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<td>Reporters and correspondents</td>
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<tr>
<td>Public relations specialists</td>
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</tr>
<tr>
<td>Writers and editors</td>
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<tr>
<td>Editors</td>
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</tr>
<tr>
<td>Technical writers</td>
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<tr>
<td>Writers and authors</td>
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<td>Miscellaneous media and communication workers</td>
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<tr>
<td>Interpreters and translators</td>
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</tr>
<tr>
<td>Broadcast and sound engineering technicians and radio operators</td>
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</tr>
<tr>
<td>Audio and video equipment technicians</td>
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</tr>
<tr>
<td>Broadcast technicians</td>
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<tr>
<td>Television, video, and motion picture camera operators and editors</td>
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</tr>
<tr>
<td>Camera operators, television, video, and motion picture</td>
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### Healthcare practitioner and technical occupations

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<td>42.81</td>
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<tr>
<td>Dentists, general</td>
<td>42.81</td>
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<tr>
<td>Dietitians and nutritionists</td>
<td>15.96</td>
</tr>
<tr>
<td>Optometrists</td>
<td>34.94</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>46.37</td>
</tr>
<tr>
<td>Physicians and surgeons</td>
<td>22.34</td>
</tr>
<tr>
<td>Anesthesiologists</td>
<td>12.31</td>
</tr>
<tr>
<td>Family and general practitioners</td>
<td>29.50</td>
</tr>
<tr>
<td>Internists, general</td>
<td>22.96</td>
</tr>
<tr>
<td>Pediatricians, general</td>
<td>11.43</td>
</tr>
<tr>
<td>Psychiatrists</td>
<td>64.54</td>
</tr>
<tr>
<td>Occupation2</td>
<td>Wages fall at or below the following percentiles</td>
</tr>
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<td>------------</td>
<td>-----------------------------------------------</td>
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</tr>
<tr>
<td>Healthcare practitioner and technical occupations</td>
<td></td>
</tr>
<tr>
<td>Surgeons</td>
<td>$10.98</td>
</tr>
<tr>
<td>Physician assistants</td>
<td>29.81</td>
</tr>
<tr>
<td>Registered nurses</td>
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<tr>
<td>Therapists</td>
<td>20.60</td>
</tr>
<tr>
<td>Audiologists</td>
<td>21.66</td>
</tr>
<tr>
<td>Occupational therapists</td>
<td>25.64</td>
</tr>
<tr>
<td>Physical therapists</td>
<td>22.07</td>
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<tr>
<td>Radiation therapists</td>
<td>26.39</td>
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<tr>
<td>Recreational therapists</td>
<td>14.13</td>
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<tr>
<td>Respiratory therapists</td>
<td>19.65</td>
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<tr>
<td>Speech-language pathologists</td>
<td>25.01</td>
</tr>
<tr>
<td>Veterinarians</td>
<td>34.94</td>
</tr>
<tr>
<td>Clinical laboratory technologists and technicians</td>
<td>12.84</td>
</tr>
<tr>
<td>Medical and clinical laboratory technologists</td>
<td>16.54</td>
</tr>
<tr>
<td>Medical and clinical laboratory technicians</td>
<td>11.71</td>
</tr>
<tr>
<td>Dental hygienists</td>
<td>17.88</td>
</tr>
<tr>
<td>Diagnostic related technologists and technicians</td>
<td>16.60</td>
</tr>
<tr>
<td>Cardiovascular technologists and technicians</td>
<td>11.56</td>
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<tr>
<td>Diagnostic medical sonographers</td>
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<tr>
<td>Nuclear medicine technologists</td>
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<tr>
<td>Radiologic technologists and technicians</td>
<td>17.33</td>
</tr>
<tr>
<td>Emergency medical technicians and paramedics</td>
<td>9.76</td>
</tr>
<tr>
<td>Health diagnosing and treating practitioner support technicians</td>
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</tr>
<tr>
<td>Dietetic technicians</td>
<td>8.00</td>
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<tr>
<td>Pharmacy technicians</td>
<td>11.13</td>
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<tr>
<td>Psychiatric technicians</td>
<td>10.14</td>
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<tr>
<td>Respiratory therapy technicians</td>
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<tr>
<td>Veterinary technologists and technicians</td>
<td>10.00</td>
</tr>
<tr>
<td>Licensed practical and licensed vocational nurses</td>
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<tr>
<td>Medical records and health information technicians</td>
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<tr>
<td>Opticians, dispensing</td>
<td>10.91</td>
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<tr>
<td>Miscellaneous health technologists and technicians</td>
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<tr>
<td>Occupational health and safety specialists and technicians</td>
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<tr>
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<tr>
<td>Athletic trainers</td>
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<td>Home health aides</td>
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<td>Nursing aides, orderlies, and attendants</td>
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<td>Occupational therapist assistants and aides</td>
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<td>Occupational therapist assistants</td>
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<tr>
<td>Miscellaneous health support occupations</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States 16-8 December 2007 - January 2009
### Table 16  
Full-time civilian workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<tbody>
<tr>
<td></td>
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<td><strong>Healthcare support occupations</strong> –Continued</td>
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<tr>
<td>Occupational therapist aides</td>
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<tr>
<td>Physical therapist assistants and aides</td>
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</tr>
<tr>
<td>Physical therapist assistants</td>
<td>17.00</td>
</tr>
<tr>
<td>Physical therapist aides</td>
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<tr>
<td>Massage therapists</td>
<td>8.49</td>
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<tr>
<td>Dental assistants</td>
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</tr>
<tr>
<td>Medical assistants</td>
<td>10.00</td>
</tr>
<tr>
<td>Medical equipment preparers</td>
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</tr>
<tr>
<td>Medical transcriptionists</td>
<td>11.00</td>
</tr>
<tr>
<td>Pharmacy aides</td>
<td>8.50</td>
</tr>
<tr>
<td>Veterinary assistants and laboratory animal caretakers</td>
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<tr>
<td><strong>Protective service occupations</strong></td>
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</tr>
<tr>
<td>First-line supervisors/managers, law enforcement workers</td>
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<tr>
<td>First-line supervisors/managers of correctional officers</td>
<td>16.91</td>
</tr>
<tr>
<td>First-line supervisors/managers of police and detectives</td>
<td>11.00</td>
</tr>
<tr>
<td>First-line supervisors/managers of fire fighting and prevention workers</td>
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<td>Fire fighters</td>
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</tr>
<tr>
<td>Fire inspectors</td>
<td>15.46</td>
</tr>
<tr>
<td>Fire inspectors and investigators</td>
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</tr>
<tr>
<td>Bailiffs, correctional officers, and jailers</td>
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<tr>
<td>Correctional officers and jailers</td>
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</tr>
<tr>
<td>Detectives and criminal investigators</td>
<td>16.32</td>
</tr>
<tr>
<td>Fish and game wardens</td>
<td>18.69</td>
</tr>
<tr>
<td>Parking enforcement workers</td>
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<tr>
<td>Police officers</td>
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<tr>
<td>Police and sheriff’s patrol officers</td>
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<tr>
<td>Animal control workers</td>
<td>9.84</td>
</tr>
<tr>
<td>Private detectives and investigators</td>
<td>10.66</td>
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<tr>
<td>Security guards and gaming surveillance officers</td>
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</tr>
<tr>
<td>Security guards</td>
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</tr>
<tr>
<td>Miscellaneous protective service workers</td>
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</tr>
<tr>
<td>Lifeguards, ski patrol, and other recreational protective service workers</td>
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<tr>
<td><strong>Food preparation and serving related occupations</strong></td>
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<td>First-line supervisors/managers, food preparation and serving workers</td>
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<td>Chefs and head cooks</td>
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<tr>
<td>First-line supervisors/managers of food preparation and serving workers</td>
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<tr>
<td>Cooks</td>
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<tr>
<td><strong>Wages fall at or below the following percentiles</strong></td>
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See footnotes at end of table.
<table>
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<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
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<td>Cooks, fast food</td>
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<td>Cooks, restaurant</td>
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<td>Cooks, short order</td>
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<tr>
<td>Food preparation workers</td>
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<tr>
<td>Food service, tipped</td>
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<tr>
<td>Bartenders</td>
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<tr>
<td>Waiters and waitresses</td>
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<tr>
<td>Dining room and cafeteria attendants and bartender helpers</td>
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<td>Dishwashers</td>
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<td>First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers</td>
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<td>Maids and housekeeping cleaners</td>
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<tr>
<td>Pest control workers</td>
<td>7.34</td>
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<tr>
<td>Grounds maintenance workers</td>
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<tr>
<td>Landscaping and groundskeeping workers</td>
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<td>Pesticide handlers, sprayers, and applicators, vegetation</td>
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<td>Tree trimmers and pruners</td>
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<td><strong>Personal care and service occupations</strong></td>
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<td>Gaming services workers</td>
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<td>Gaming dealers</td>
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<td>Ushers, lobby attendants, and ticket takers</td>
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See footnotes at end of table.
Table 16  Full-time civilian workers: Hourly wage percentiles1 — Continued

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<td>Amusement and recreation attendants</td>
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<td>Locker room, coatroom, and dressing room attendants</td>
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<td>Barbers and cosmetologists</td>
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<td>Hairdressers, hairstylists, and cosmetologists</td>
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<tr>
<td>Miscellaneous personal appearance workers</td>
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</tr>
<tr>
<td>Manicurists and pedicurists</td>
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</tr>
<tr>
<td>Baggage porters, bellhops, and concierges</td>
<td>6.33</td>
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<tr>
<td>Baggage porters and bellhops</td>
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</tr>
<tr>
<td>Concierges</td>
<td>10.00</td>
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<tr>
<td>Tour and travel guides</td>
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<tr>
<td>Tour guides and escorts</td>
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<td>Transportation attendants</td>
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<td>Personal and home care aides</td>
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<td>Recreation and fitness workers</td>
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<tr>
<td>First-line supervisors/managers of non-retail sales workers</td>
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See footnotes at end of table.
### Table 16

**Full-time civilian workers: Hourly wage percentiles**

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<td>Farmworkers, farm and ranch animals ............................................................</td>
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<tr>
<td>Drywall installers, ceiling tile installers, and tapers .....................................</td>
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See footnotes at the end of table.
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<th>Occupation2</th>
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<td>Pipelayers</td>
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<td>Reinforcing iron and rebar workers</td>
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See footnotes at the end of the table.
### Installation, maintenance, and repair occupations – Continued

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<td>Machine tool cutting setters, operators, and tenders, metal and plastic</td>
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<td>Metal-refining furnace operators and tenders</td>
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<td>Pourers and casters, metal</td>
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<td>Patternmakers, metal and plastic</td>
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<td>Tool and die makers</td>
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<td>Welders, cutters, solderers, and brazers</td>
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### Table 16

**Full-time civilian workers: Hourly wage percentiles**

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<td>Sewing machine operators</td>
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<td>Tailors, dressmakers, and sewers</td>
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<td>Tailors, dressmakers, and custom sewers</td>
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<td>Textile winding, twisting, and drawing out machine setters, operators, and tenders</td>
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<td>Upholsterers</td>
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<tr>
<td>Crushing, grinding, polishing, mixing, and blending workers</td>
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<th>Occupation2</th>
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<td>Furnace, kiln, oven, drier, and kettle operators and tenders ...</td>
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<td>First-line supervisors/managers of transportation and material-moving machine and vehicle operators ...</td>
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</tr>
<tr>
<td>Aircraft pilots and flight engineers ...</td>
<td>24.96</td>
</tr>
<tr>
<td>Airline pilots, copilots, and flight engineers ...</td>
<td>22.00</td>
</tr>
<tr>
<td>Commercial pilots ...</td>
<td>24.96</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
Table 16  Full-time civilian workers: Hourly wage percentiles\(^1\) — Continued

<table>
<thead>
<tr>
<th>Occupation(^2)</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Transportation and material moving occupations</strong>—Continued</td>
<td></td>
</tr>
<tr>
<td>Ambulance drivers and attendants, except emergency medical technicians</td>
<td>$9.50</td>
</tr>
<tr>
<td>Bus drivers</td>
<td>11.00</td>
</tr>
<tr>
<td>Bus drivers, transit and intercity</td>
<td>11.00</td>
</tr>
<tr>
<td>Driver/sales workers and truck drivers</td>
<td>10.02</td>
</tr>
<tr>
<td>Driver/sales workers</td>
<td>7.25</td>
</tr>
<tr>
<td>Truck drivers, heavy and tractor-trailer</td>
<td>12.00</td>
</tr>
<tr>
<td>Truck drivers, light or delivery services</td>
<td>9.00</td>
</tr>
<tr>
<td>Taxi drivers and chauffeurs</td>
<td>7.15</td>
</tr>
<tr>
<td>Locomotive engineers and operators</td>
<td>15.54</td>
</tr>
<tr>
<td>Locomotive engineers</td>
<td>15.54</td>
</tr>
<tr>
<td>Railroad brake, signal, and switch operators</td>
<td>15.18</td>
</tr>
<tr>
<td>Railroad conductors and yardmasters</td>
<td>14.43</td>
</tr>
<tr>
<td>Subway and streetcar operators</td>
<td>19.45</td>
</tr>
<tr>
<td>Sailors and marine oilers</td>
<td>9.00</td>
</tr>
<tr>
<td>Ship and boat captains and operators</td>
<td>15.42</td>
</tr>
<tr>
<td>Captains, mates, and pilots of water vessels</td>
<td>15.42</td>
</tr>
<tr>
<td>Ship engineers</td>
<td>21.94</td>
</tr>
<tr>
<td>Parking lot attendants</td>
<td>6.46</td>
</tr>
<tr>
<td>Service station attendants</td>
<td>7.91</td>
</tr>
<tr>
<td>Transportation inspectors</td>
<td>19.03</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>8.75</td>
</tr>
<tr>
<td>Crane and tower operators</td>
<td>13.75</td>
</tr>
<tr>
<td>Dredge, excavating, and loading machine operators</td>
<td>11.00</td>
</tr>
<tr>
<td>Excavating and loading machine and dragline operators</td>
<td>11.00</td>
</tr>
<tr>
<td>Hoist and winch operators</td>
<td>10.75</td>
</tr>
<tr>
<td>Industrial truck and tractor operators</td>
<td>9.65</td>
</tr>
<tr>
<td>Laborers and material movers, hand</td>
<td>7.95</td>
</tr>
<tr>
<td>Cleaners of vehicles and equipment</td>
<td>8.00</td>
</tr>
<tr>
<td>Laborers and freight, stock, and material movers, hand</td>
<td>8.00</td>
</tr>
<tr>
<td>Machine feeders and offbearers</td>
<td>8.00</td>
</tr>
<tr>
<td>Packers and packagers, hand</td>
<td>7.50</td>
</tr>
<tr>
<td>Pumping station operators</td>
<td>16.54</td>
</tr>
<tr>
<td>Refuse and recyclable material collectors</td>
<td>8.83</td>
</tr>
<tr>
<td>Tank car, truck, and ship loaders</td>
<td>14.00</td>
</tr>
</tbody>
</table>

\(^1\) Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. See appendix A for more information.

\(^2\) A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 17  
Part-time civilian workers: Hourly wage percentiles

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>All workers</td>
<td>$6.55</td>
</tr>
<tr>
<td>Management occupations</td>
<td>15.06</td>
</tr>
<tr>
<td>Legislators</td>
<td>11.07</td>
</tr>
<tr>
<td>Financial managers</td>
<td>10.00</td>
</tr>
<tr>
<td>Education administrators</td>
<td>9.95</td>
</tr>
<tr>
<td>Education administrators, elementary and secondary school</td>
<td>15.33</td>
</tr>
<tr>
<td>Education administrators, postsecondary</td>
<td>18.93</td>
</tr>
<tr>
<td>Medical and health services managers</td>
<td>23.96</td>
</tr>
<tr>
<td>Business and financial operations occupations</td>
<td>14.95</td>
</tr>
<tr>
<td>Claims adjusters, appraisers, examiners, and investigators</td>
<td>17.63</td>
</tr>
<tr>
<td>Human resources, training, and labor relations specialists</td>
<td>12.24</td>
</tr>
<tr>
<td>Management analysts</td>
<td>17.25</td>
</tr>
<tr>
<td>Accountants and auditors</td>
<td>22.09</td>
</tr>
<tr>
<td>Appraisers and assessors of real estate</td>
<td>14.35</td>
</tr>
<tr>
<td>Financial analysts and advisors</td>
<td>15.76</td>
</tr>
<tr>
<td>Computer and mathematical science occupations</td>
<td>12.00</td>
</tr>
<tr>
<td>Computer programmers</td>
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</tr>
<tr>
<td>Computer support specialists</td>
<td>9.66</td>
</tr>
<tr>
<td>Computer systems analysts</td>
<td>30.31</td>
</tr>
<tr>
<td>Network and computer systems administrators</td>
<td>12.00</td>
</tr>
<tr>
<td>Architecture and engineering occupations</td>
<td>11.06</td>
</tr>
<tr>
<td>Engineers</td>
<td>24.23</td>
</tr>
<tr>
<td>Drafters</td>
<td>15.00</td>
</tr>
<tr>
<td>Engineering technicians, except drafters</td>
<td>10.00</td>
</tr>
<tr>
<td>Life, physical, and social science occupations</td>
<td>11.50</td>
</tr>
<tr>
<td>Life scientists</td>
<td>18.52</td>
</tr>
<tr>
<td>Biological scientists</td>
<td>14.84</td>
</tr>
<tr>
<td>Medical scientists</td>
<td>21.24</td>
</tr>
<tr>
<td>Psychologists</td>
<td>24.50</td>
</tr>
<tr>
<td>Clinical, counseling, and school psychologists</td>
<td>24.50</td>
</tr>
<tr>
<td>Biological technicians</td>
<td>10.85</td>
</tr>
<tr>
<td>Chemical technicians</td>
<td>12.00</td>
</tr>
<tr>
<td>Miscellaneous life, physical, and social science technicians</td>
<td>8.67</td>
</tr>
<tr>
<td>Community and social services occupations</td>
<td>9.50</td>
</tr>
<tr>
<td>Counselors</td>
<td>11.11</td>
</tr>
<tr>
<td>Substance abuse and behavioral disorder counselors</td>
<td>16.97</td>
</tr>
<tr>
<td>Educational, vocational, and school counselors</td>
<td>12.98</td>
</tr>
<tr>
<td>Mental health counselors</td>
<td>10.82</td>
</tr>
<tr>
<td>Rehabilitation counselors</td>
<td>11.11</td>
</tr>
<tr>
<td>Social workers</td>
<td>12.75</td>
</tr>
</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 17-1 December 2007 - January 2009
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Community and social services occupations</strong> –Continued</td>
<td></td>
</tr>
<tr>
<td>Child, family, and school social workers</td>
<td>$10.66</td>
</tr>
<tr>
<td>Medical and public health social workers</td>
<td>12.91</td>
</tr>
<tr>
<td>Mental health and substance abuse social workers</td>
<td>14.33</td>
</tr>
<tr>
<td>Miscellaneous community and social service specialists</td>
<td>8.80</td>
</tr>
<tr>
<td>Health educators</td>
<td>30.24</td>
</tr>
<tr>
<td>Social and human service assistants</td>
<td>8.80</td>
</tr>
<tr>
<td>Clergy</td>
<td>13.00</td>
</tr>
<tr>
<td><strong>Legal occupations</strong></td>
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<tr>
<td>Lawyers</td>
<td>15.74</td>
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<tr>
<td>Paralegals and legal assistants</td>
<td>12.88</td>
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<tr>
<td>Miscellaneous legal support workers</td>
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</tr>
<tr>
<td>Law clerks</td>
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</tr>
<tr>
<td><strong>Education, training, and library occupations</strong></td>
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</tr>
<tr>
<td>Postsecondary teachers</td>
<td>13.35</td>
</tr>
<tr>
<td>Business teachers, postsecondary</td>
<td>8.35</td>
</tr>
<tr>
<td>Math and computer teachers, postsecondary</td>
<td>17.83</td>
</tr>
<tr>
<td>Computer science teachers, postsecondary</td>
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</tr>
<tr>
<td>Mathematical science teachers, postsecondary</td>
<td>14.33</td>
</tr>
<tr>
<td>Life sciences teachers, postsecondary</td>
<td>20.83</td>
</tr>
<tr>
<td>Biological science teachers, postsecondary</td>
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</tr>
<tr>
<td>Social sciences teachers, postsecondary</td>
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</tr>
<tr>
<td>Psychology teachers, postsecondary</td>
<td>18.44</td>
</tr>
<tr>
<td>Health teachers, postsecondary</td>
<td>24.31</td>
</tr>
<tr>
<td>Health specialties teachers, postsecondary</td>
<td>18.96</td>
</tr>
<tr>
<td>Nursing instructors and teachers, postsecondary</td>
<td>26.50</td>
</tr>
<tr>
<td>Education and library science teachers, postsecondary</td>
<td>10.30</td>
</tr>
<tr>
<td>Education teachers, postsecondary</td>
<td>10.30</td>
</tr>
<tr>
<td>Law, criminal justice, and social work teachers, postsecondary</td>
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</tr>
<tr>
<td>Arts, communications, and humanities teachers, postsecondary</td>
<td>12.74</td>
</tr>
<tr>
<td>Art, drama, and music teachers, postsecondary</td>
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<tr>
<td>English language and literature teachers, postsecondary</td>
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<td>Foreign language and literature teachers, postsecondary</td>
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<td>History teachers, postsecondary</td>
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<td>Miscellaneous postsecondary teachers</td>
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<td>Graduate teaching assistants</td>
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<td>Recreation and fitness studies teachers, postsecondary</td>
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<tr>
<td>Vocational education teachers, postsecondary</td>
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</tr>
<tr>
<td>Primary, secondary, and special education school teachers</td>
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</tr>
<tr>
<td>Preschool and kindergarten teachers</td>
<td>8.75</td>
</tr>
<tr>
<td>Preschool teachers, except special education</td>
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</tr>
<tr>
<td>Elementary and middle school teachers</td>
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</tr>
</tbody>
</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation</th>
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<th>25</th>
<th>50</th>
<th>75</th>
<th>90</th>
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</thead>
<tbody>
<tr>
<td>Education, training, and library occupations –Continued</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Elementary school teachers, except special education .......................</td>
<td>$10.09</td>
<td>$11.35</td>
<td>$14.60</td>
<td>$21.19</td>
<td>$33.97</td>
</tr>
<tr>
<td>Middle school teachers, except special and vocational education ..........</td>
<td>13.75</td>
<td>25.03</td>
<td>27.96</td>
<td>32.17</td>
<td>41.36</td>
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<tr>
<td>Secondary school teachers .......................................................</td>
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<td>16.67</td>
<td>21.67</td>
<td>44.73</td>
<td>52.23</td>
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<tr>
<td>Secondary school teachers, except special and vocational education ........</td>
<td>11.35</td>
<td>15.39</td>
<td>21.00</td>
<td>41.04</td>
<td>52.23</td>
</tr>
<tr>
<td>Vocational education teachers, secondary school ............................</td>
<td>15.45</td>
<td>18.41</td>
<td>30.02</td>
<td>46.45</td>
<td>58.45</td>
</tr>
<tr>
<td>Special education teachers ......................................................</td>
<td>10.72</td>
<td>23.21</td>
<td>30.37</td>
<td>47.62</td>
<td>60.00</td>
</tr>
<tr>
<td>Special education teachers, preschool, kindergarten, and elementary school</td>
<td>10.72</td>
<td>23.21</td>
<td>29.03</td>
<td>47.69</td>
<td>63.37</td>
</tr>
<tr>
<td>Other teachers and instructors ..................................................</td>
<td>8.00</td>
<td>10.00</td>
<td>14.31</td>
<td>20.00</td>
<td>27.71</td>
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<tr>
<td>Adult literacy, remedial education, and GED teachers and instructors ......</td>
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<td>15.99</td>
<td>19.84</td>
<td>27.02</td>
<td>36.53</td>
</tr>
<tr>
<td>Self-enrichment education teachers .............................................</td>
<td>10.00</td>
<td>12.50</td>
<td>20.50</td>
<td>22.00</td>
<td>37.30</td>
</tr>
<tr>
<td>Archivists, curators, and museum technicians ....................................</td>
<td>10.45</td>
<td>12.73</td>
<td>14.36</td>
<td>14.75</td>
<td>22.97</td>
</tr>
<tr>
<td>Librarians .....................................................................................</td>
<td>12.63</td>
<td>15.94</td>
<td>20.47</td>
<td>25.00</td>
<td>28.09</td>
</tr>
<tr>
<td>Library technicians .........................................................................</td>
<td>10.05</td>
<td>10.25</td>
<td>13.06</td>
<td>21.01</td>
<td>25.04</td>
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<tr>
<td>Instructional coordinators ..................................................................</td>
<td>17.55</td>
<td>24.99</td>
<td>26.89</td>
<td>31.72</td>
<td>33.17</td>
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<tr>
<td>Teacher assistants ...........................................................................</td>
<td>8.50</td>
<td>10.00</td>
<td>11.00</td>
<td>13.28</td>
<td>16.36</td>
</tr>
<tr>
<td>Arts, design, entertainment, sports, and media occupations ...................</td>
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<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Designers ..........................................................................................</td>
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<td>8.07</td>
<td>10.00</td>
<td>16.71</td>
<td>22.18</td>
</tr>
<tr>
<td>Floral designers ..............................................................................</td>
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<td>7.85</td>
<td>8.07</td>
<td>10.00</td>
<td>11.00</td>
</tr>
<tr>
<td>Athletes, coaches, umpires, and related workers ..................................</td>
<td>8.00</td>
<td>9.00</td>
<td>12.00</td>
<td>17.00</td>
<td>23.77</td>
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<tr>
<td>Coaches and scouts ............................................................................</td>
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<td>9.28</td>
<td>12.00</td>
<td>17.78</td>
<td>24.27</td>
</tr>
<tr>
<td>Umpires, referees, and other sports officials ....................................</td>
<td>7.00</td>
<td>8.00</td>
<td>9.66</td>
<td>14.00</td>
<td>21.00</td>
</tr>
<tr>
<td>Dancers and choreographers ..................................................................</td>
<td>7.00</td>
<td>8.00</td>
<td>17.84</td>
<td>30.00</td>
<td>30.35</td>
</tr>
<tr>
<td>Choreographers ..................................................................................</td>
<td>11.16</td>
<td>15.60</td>
<td>17.84</td>
<td>25.00</td>
<td>30.00</td>
</tr>
<tr>
<td>Musicians, singers, and related workers ...........................................</td>
<td>8.55</td>
<td>21.16</td>
<td>25.39</td>
<td>41.52</td>
<td>70.44</td>
</tr>
<tr>
<td>Music directors and composers .......................................................</td>
<td>7.22</td>
<td>15.58</td>
<td>19.30</td>
<td>31.39</td>
<td>41.52</td>
</tr>
<tr>
<td>Musicians and singers .......................................................................</td>
<td>22.01</td>
<td>22.01</td>
<td>36.00</td>
<td>52.65</td>
<td>135.71</td>
</tr>
<tr>
<td>Announcers .........................................................................................</td>
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<td>8.50</td>
<td>11.00</td>
<td>18.00</td>
<td>25.00</td>
</tr>
<tr>
<td>Radio and television announcers ......................................................</td>
<td>8.50</td>
<td>8.50</td>
<td>11.00</td>
<td>12.00</td>
<td>18.00</td>
</tr>
<tr>
<td>News analysts, reporters and correspondents ......................................</td>
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<td>8.25</td>
<td>11.00</td>
<td>31.63</td>
<td>34.81</td>
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<tr>
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<td>8.25</td>
<td>11.00</td>
<td>31.63</td>
<td>34.81</td>
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<tr>
<td>Writers and editors ..........................................................................</td>
<td>13.00</td>
<td>20.00</td>
<td>26.62</td>
<td>34.96</td>
<td>39.75</td>
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<td>Editors ...............................................................................................</td>
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<td>20.00</td>
<td>26.62</td>
<td>34.96</td>
<td>39.75</td>
</tr>
<tr>
<td>Miscellaneous media and communication workers ...................................</td>
<td>9.00</td>
<td>11.00</td>
<td>15.00</td>
<td>20.00</td>
<td>23.00</td>
</tr>
<tr>
<td>Interpreters and translators ................................................................</td>
<td>11.00</td>
<td>13.50</td>
<td>17.17</td>
<td>20.00</td>
<td>23.00</td>
</tr>
<tr>
<td>Broadcast and sound engineering technicians and radio operators ..........</td>
<td>8.50</td>
<td>8.80</td>
<td>16.12</td>
<td>34.94</td>
<td>47.00</td>
</tr>
<tr>
<td>Audio and video equipment technicians ..........................................</td>
<td>8.80</td>
<td>9.70</td>
<td>14.00</td>
<td>28.55</td>
<td>39.35</td>
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<tr>
<td>Broadcast technicians .......................................................................</td>
<td>8.30</td>
<td>8.30</td>
<td>8.63</td>
<td>27.00</td>
<td>30.00</td>
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<tr>
<td>Photographers ....................................................................................</td>
<td>7.83</td>
<td>8.35</td>
<td>9.04</td>
<td>11.00</td>
<td>15.36</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Healthcare practitioner and technical occupations</strong></td>
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<td>Dishwashers</td>
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<tr>
<td>Hosts and hostesses, restaurant, lounge, and coffee shop</td>
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See footnotes at end of table.
### Table 17

**Part-time civilian workers: Hourly wage percentiles**

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See footnotes at the end of the table.

**NATIONAL COMPENSATION SURVEY**

*All United States 17-6 December 2007 - January 2009*
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See footnotes at the end of table.
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<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Office and administrative support occupations</strong></td>
<td></td>
</tr>
<tr>
<td>–Continued</td>
<td></td>
</tr>
<tr>
<td>Mail clerks and mail machine operators, except postal service</td>
<td>8.18</td>
</tr>
<tr>
<td>Office clerks, general</td>
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<tr>
<td>Office machine operators, except computer</td>
<td>7.70</td>
</tr>
<tr>
<td><strong>Farming, fishing, and forestry occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Miscellaneous agricultural workers</td>
<td>7.29</td>
</tr>
<tr>
<td>Farmworkers and laborers, crop, nursery, and greenhouse</td>
<td>7.00</td>
</tr>
<tr>
<td><strong>Construction and extraction occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Carpenters</td>
<td>12.89</td>
</tr>
<tr>
<td>Construction laborers</td>
<td>7.45</td>
</tr>
<tr>
<td>Electricians</td>
<td>12.00</td>
</tr>
<tr>
<td>Painters and paperhangers</td>
<td>9.09</td>
</tr>
<tr>
<td>Painters, construction and maintenance</td>
<td>9.09</td>
</tr>
<tr>
<td>Helpers, construction trades</td>
<td>9.00</td>
</tr>
<tr>
<td>Construction and building inspectors</td>
<td>12.31</td>
</tr>
<tr>
<td>Highway maintenance workers</td>
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<tr>
<td><strong>Installation, maintenance, and repair occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Automotive technicians and repairers</td>
<td>9.70</td>
</tr>
<tr>
<td>Automotive service technicians and mechanics</td>
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</tr>
<tr>
<td>Miscellaneous vehicle and mobile equipment mechanic, installers, and repairers</td>
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<tr>
<td>Tire repairers and changers</td>
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<tr>
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<tr>
<td>Maintenance and repair workers, general</td>
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</tr>
<tr>
<td>Maintenance workers, machinery</td>
<td>11.00</td>
</tr>
<tr>
<td>Miscellaneous installation, maintenance, and repair workers</td>
<td>7.49</td>
</tr>
<tr>
<td>Helpers—installation, maintenance, and repair workers</td>
<td>7.25</td>
</tr>
<tr>
<td><strong>Production occupations</strong></td>
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</tr>
<tr>
<td>Electrical, electronics, and electromechanical assemblers</td>
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</tr>
<tr>
<td>Electrical and electronic equipment assemblers</td>
<td>8.00</td>
</tr>
<tr>
<td>Miscellaneous assemblers and fabricators</td>
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</tr>
<tr>
<td>Bakers</td>
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</tr>
<tr>
<td>Butchers and other meat, poultry, and fish processing workers</td>
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<tr>
<td>Butchers and meat cutters</td>
<td>8.25</td>
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<tr>
<td>Meat, poultry, and fish cutters and trimmers</td>
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</tr>
<tr>
<td>Miscellaneous food processing workers</td>
<td>7.02</td>
</tr>
<tr>
<td>Food batchmakers</td>
<td>7.02</td>
</tr>
<tr>
<td>Bookbinders and bindery workers</td>
<td>7.00</td>
</tr>
<tr>
<td>Bindery workers</td>
<td>7.00</td>
</tr>
<tr>
<td>Printers</td>
<td>7.50</td>
</tr>
<tr>
<td>Prepress technicians and workers</td>
<td>7.50</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Production occupations</strong> –Continued</td>
<td></td>
</tr>
<tr>
<td>Printing machine operators</td>
<td>$5.85</td>
</tr>
<tr>
<td>Laundry and dry-cleaning workers</td>
<td>7.50</td>
</tr>
<tr>
<td>Pressers, textile, garment, and related materials</td>
<td>7.00</td>
</tr>
<tr>
<td>Sewing machine operators</td>
<td>7.50</td>
</tr>
<tr>
<td>Tailors, dressmakers, and sewers</td>
<td>10.61</td>
</tr>
<tr>
<td>Tailors, dressmakers, and custom sewers</td>
<td>10.61</td>
</tr>
<tr>
<td>Water and liquid waste treatment plant and system operators</td>
<td>10.74</td>
</tr>
<tr>
<td>Inspectors, testers, sorters, samplers, and weighers</td>
<td>8.34</td>
</tr>
<tr>
<td>Packaging and filling machine operators and tenders</td>
<td>6.75</td>
</tr>
<tr>
<td>Painting workers</td>
<td>7.00</td>
</tr>
<tr>
<td>Painting, coating, and decorating workers</td>
<td>7.00</td>
</tr>
<tr>
<td>Photographic process workers and processing machine operators</td>
<td>7.75</td>
</tr>
<tr>
<td>Photographic processing machine operators</td>
<td>7.28</td>
</tr>
<tr>
<td>Miscellaneous production workers</td>
<td>7.75</td>
</tr>
<tr>
<td>Helpers—production workers</td>
<td>7.75</td>
</tr>
<tr>
<td><strong>Transportation and material moving occupations</strong></td>
<td>6.85</td>
</tr>
<tr>
<td>Bus drivers</td>
<td>10.44</td>
</tr>
<tr>
<td>Bus drivers, transit and intercity</td>
<td>8.00</td>
</tr>
<tr>
<td>Bus drivers, school</td>
<td>11.00</td>
</tr>
<tr>
<td>Driver/sales workers and truck drivers</td>
<td>6.00</td>
</tr>
<tr>
<td>Driver/sales workers</td>
<td>5.85</td>
</tr>
<tr>
<td>Truck drivers, heavy and tractor-trailer</td>
<td>9.50</td>
</tr>
<tr>
<td>Truck drivers, light or delivery services</td>
<td>6.75</td>
</tr>
<tr>
<td>Taxi drivers and chauffeurs</td>
<td>7.25</td>
</tr>
<tr>
<td>Parking lot attendants</td>
<td>6.55</td>
</tr>
<tr>
<td>Service station attendants</td>
<td>6.75</td>
</tr>
<tr>
<td>Industrial truck and tractor operators</td>
<td>8.73</td>
</tr>
<tr>
<td>Laborers and material movers, hand</td>
<td>6.90</td>
</tr>
<tr>
<td>Cleaners of vehicles and equipment</td>
<td>6.55</td>
</tr>
<tr>
<td>Laborers and freight, stock, and material movers, hand</td>
<td>7.15</td>
</tr>
<tr>
<td>Machine feeders and offbearers</td>
<td>7.10</td>
</tr>
<tr>
<td>Packers and packagers, hand</td>
<td>6.30</td>
</tr>
<tr>
<td>Refuse and recyclable material collectors</td>
<td>6.79</td>
</tr>
</tbody>
</table>

1 Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. See appendix A for more information.

2 A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

### Table 18

Private industry workers: Hourly wage percentiles

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>All workers</td>
<td>$8.00</td>
</tr>
<tr>
<td><strong>Management occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Chief executives</td>
<td>20.80</td>
</tr>
<tr>
<td>General and operations managers</td>
<td>32.81</td>
</tr>
<tr>
<td>Advertising and promotions managers</td>
<td>22.95</td>
</tr>
<tr>
<td>Marketing and sales managers</td>
<td>19.01</td>
</tr>
<tr>
<td>Marketing managers</td>
<td>24.86</td>
</tr>
<tr>
<td>Sales managers</td>
<td>28.85</td>
</tr>
<tr>
<td>Public relations managers</td>
<td>23.50</td>
</tr>
<tr>
<td>Administrative services managers</td>
<td>18.13</td>
</tr>
<tr>
<td>Computer and information systems managers</td>
<td>20.19</td>
</tr>
<tr>
<td>Financial managers</td>
<td>32.19</td>
</tr>
<tr>
<td>Human resources managers</td>
<td>16.25</td>
</tr>
<tr>
<td>Compensation and benefits managers</td>
<td>23.08</td>
</tr>
<tr>
<td>Training and development managers</td>
<td>18.69</td>
</tr>
<tr>
<td>Industrial production managers</td>
<td>27.34</td>
</tr>
<tr>
<td>Purchasing managers</td>
<td>20.63</td>
</tr>
<tr>
<td>Transportation, storage, and distribution managers</td>
<td>16.25</td>
</tr>
<tr>
<td>Construction managers</td>
<td>16.25</td>
</tr>
<tr>
<td>Business and financial operations occupations</td>
<td>15.80</td>
</tr>
<tr>
<td>Engineering managers</td>
<td>22.30</td>
</tr>
<tr>
<td>Education administrators</td>
<td>16.82</td>
</tr>
<tr>
<td>Education administrators, preschool and child care center/program</td>
<td>14.19</td>
</tr>
<tr>
<td>Education administrators, elementary and secondary school</td>
<td>27.04</td>
</tr>
<tr>
<td>Education administrators, postsecondary</td>
<td>24.14</td>
</tr>
<tr>
<td>Engineering managers</td>
<td>36.00</td>
</tr>
<tr>
<td>Food service managers</td>
<td>14.43</td>
</tr>
<tr>
<td>Funeral directors</td>
<td>17.31</td>
</tr>
<tr>
<td>Lodging managers</td>
<td>12.19</td>
</tr>
<tr>
<td>Medical and health services managers</td>
<td>20.00</td>
</tr>
<tr>
<td>Natural sciences managers</td>
<td>30.95</td>
</tr>
<tr>
<td>Property, real estate, and community association managers</td>
<td>15.80</td>
</tr>
<tr>
<td>Social and community service managers</td>
<td>16.49</td>
</tr>
<tr>
<td><strong>Business and financial operations occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Buyers and purchasing agents</td>
<td>18.89</td>
</tr>
<tr>
<td>Purchasing agents and buyers, farm products</td>
<td>20.74</td>
</tr>
<tr>
<td>Wholesale and retail buyers, except farm products</td>
<td>17.79</td>
</tr>
<tr>
<td>Compliance officers, except agriculture, construction, health and safety, and transportation</td>
<td>19.84</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Business and financial operations occupations –Continued</td>
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<tr>
<td>Cost estimators</td>
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<tr>
<td>Human resources, training, and labor relations specialists</td>
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</tr>
<tr>
<td>Employment, recruitment, and placement specialists</td>
<td>16.00</td>
</tr>
<tr>
<td>Compensation, benefits, and job analysis specialists</td>
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</tr>
<tr>
<td>Training and development specialists</td>
<td>17.45</td>
</tr>
<tr>
<td>Logisticians</td>
<td>19.30</td>
</tr>
<tr>
<td>Management analysts</td>
<td>21.84</td>
</tr>
<tr>
<td>Meeting and convention planners</td>
<td>16.90</td>
</tr>
<tr>
<td>Accountants and auditors</td>
<td>18.15</td>
</tr>
<tr>
<td>Appraisers and assessors of real estate</td>
<td>17.36</td>
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<tr>
<td>Budget analysts</td>
<td>20.51</td>
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<tr>
<td>Credit analysts</td>
<td>18.67</td>
</tr>
<tr>
<td>Financial analysts and advisors</td>
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<tr>
<td>Financial analysts</td>
<td>22.56</td>
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<tr>
<td>Personal financial advisors</td>
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<tr>
<td>Insurance underwriters</td>
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<tr>
<td>Financial examiners</td>
<td>19.15</td>
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<tr>
<td>Loan counselors and officers</td>
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</tr>
<tr>
<td>Loan counselors</td>
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<tr>
<td>Loan officers</td>
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<tr>
<td>Tax examiners, collectors, preparers, and revenue agents</td>
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<tr>
<td>Tax preparers</td>
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<tr>
<td>Computer and mathematical science occupations</td>
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</tr>
<tr>
<td>Computer and information scientists, research</td>
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<tr>
<td>Computer programmers</td>
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<tr>
<td>Computer software engineers</td>
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<tr>
<td>Computer software engineers, applications</td>
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<tr>
<td>Computer software engineers, systems software</td>
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<tr>
<td>Computer support specialists</td>
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<tr>
<td>Computer systems analysts</td>
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<tr>
<td>Database administrators</td>
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<tr>
<td>Network and computer systems administrators</td>
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<tr>
<td>Network systems and data communications analysts</td>
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<td>Actuaries</td>
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<tr>
<td>Statisticians</td>
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<tr>
<td>Architecture and engineering occupations</td>
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<tr>
<td>Architects, except naval</td>
<td>18.73</td>
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<tr>
<td>Architects, except landscape and naval</td>
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<tr>
<td>Landscape architects</td>
<td>20.19</td>
</tr>
<tr>
<td>Surveyors, cartographers, and photogrammetrists</td>
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<tr>
<td>Surveyors</td>
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<tr>
<td>Engineers</td>
<td>25.96</td>
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</table>

See footnotes at end of table.
Table 18  Private industry workers: Hourly wage percentiles1 — Continued

<table>
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<th>Wages fall at or below the following percentiles</th>
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<td><strong>Architecture and engineering occupations</strong> –Continued</td>
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<tr>
<td>Aerospace engineers ...............................................</td>
<td>$34.44</td>
</tr>
<tr>
<td>Chemical engineers ..................................................</td>
<td>31.25</td>
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<td>Civil engineers .......................................................</td>
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<td>Computer hardware engineers .......................................</td>
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<tr>
<td>Electrical engineers .................................................</td>
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<tr>
<td>Electronics engineers, except computer ......................</td>
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<tr>
<td>Environmental engineers .............................................</td>
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<tr>
<td>Industrial engineers, including health and safety ..........</td>
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<tr>
<td>Health and safety engineers, except mining safety engineers and inspectors</td>
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<td>Industrial engineers ..................................................</td>
<td>24.22</td>
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<tr>
<td>Materials engineers ..................................................</td>
<td>26.44</td>
</tr>
<tr>
<td>Mechanical engineers ................................................</td>
<td>25.41</td>
</tr>
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<td>Nuclear engineers .....................................................</td>
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<td>Petroleum engineers ..................................................</td>
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<td>Drafters .................................................................</td>
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<tr>
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<td>Electrical and electronics drafters ............................</td>
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<tr>
<td>Engineering technicians, except drafters .....................</td>
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<tr>
<td>Aerospace engineering and operations technicians ............</td>
<td>22.00</td>
</tr>
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<td>Civil engineering technicians .....................................</td>
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<tr>
<td>Electrical and electronic engineering technicians ..........</td>
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</tr>
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<td>Electro-mechanical technicians ..................................</td>
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<tr>
<td>Industrial engineering technicians ............................</td>
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<tr>
<td>Mechanical engineering technicians ............................</td>
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</tr>
<tr>
<td>Surveying and mapping technicians ..............................</td>
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<tr>
<td><strong>Life, physical, and social science occupations</strong> ............</td>
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<td>Life scientists ......................................................</td>
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<tr>
<td>Agricultural and food scientists ..................................</td>
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<tr>
<td>Biological scientists ..............................................</td>
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</tr>
<tr>
<td>Biochemists and biophysicists ....................................</td>
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</tr>
<tr>
<td>Medical scientists ..................................................</td>
<td>19.54</td>
</tr>
<tr>
<td>Physical scientists ..................................................</td>
<td>20.67</td>
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<tr>
<td>Astronomers and physicists ........................................</td>
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<td>Physicists ..............................................................</td>
<td>25.23</td>
</tr>
<tr>
<td>Chemists and materials scientists ...............................</td>
<td>21.64</td>
</tr>
<tr>
<td>Chemists ...............................................................</td>
<td>21.64</td>
</tr>
<tr>
<td>Materials scientists ................................................</td>
<td>30.93</td>
</tr>
<tr>
<td>Environmental scientists and geoscientists ....................</td>
<td>19.23</td>
</tr>
<tr>
<td>Environmental scientists and specialists, including health ..</td>
<td>18.51</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life, physical, and social science occupations –Continued</td>
<td></td>
</tr>
<tr>
<td>Geoscientists, except hydrologists and geographers</td>
<td>$22.82 $28.85 $34.68 $48.08 $50.77</td>
</tr>
<tr>
<td>Economists</td>
<td>21.64 21.64 35.48 43.27 100.96</td>
</tr>
<tr>
<td>Market and survey researchers</td>
<td>19.88 23.61 29.86 43.42 53.62</td>
</tr>
<tr>
<td>Market research analysts</td>
<td>21.64 24.04 29.90 45.40 53.62</td>
</tr>
<tr>
<td>Psychologists</td>
<td>16.44 17.39 23.03 33.47 56.81</td>
</tr>
<tr>
<td>Clinical, counseling, and school psychologists</td>
<td>17.39 17.39 24.50 40.63 56.81</td>
</tr>
<tr>
<td>Agricultural and food science technicians</td>
<td>14.00 14.99 36.76 41.00 48.06</td>
</tr>
<tr>
<td>Biomedical technicians</td>
<td>12.00 15.16 19.51 24.04 27.48</td>
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Table 18  Private industry workers: Hourly wage percentiles — Continued

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</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States 18-7 December 2007 - January 2009
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
<tr>
<td>Healthcare practitioner and technical occupations –Continued</td>
<td></td>
</tr>
<tr>
<td>Emergency medical technicians and paramedics                    $9.95</td>
<td>$10.83</td>
</tr>
<tr>
<td>Health diagnosing and treating practitioner support technicians    $10.50</td>
<td>$13.00</td>
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<tr>
<td>Dietetic technicians                                               $7.50</td>
<td>$8.23</td>
</tr>
<tr>
<td>Pharmacy technicians                                               $10.39</td>
<td>$12.22</td>
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<tr>
<td>Psychiatric technicians                                            $9.20</td>
<td>$11.28</td>
</tr>
<tr>
<td>Respiratory therapy technicians                                    $17.20</td>
<td>$19.20</td>
</tr>
<tr>
<td>Veterinary technologists and technicians                          $8.18</td>
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</tr>
<tr>
<td>Licensed practical and licensed vocational nurses                  $14.67</td>
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<tr>
<td>Medical records and health information technicians                 $10.12</td>
<td>$12.52</td>
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<tr>
<td>Opticians, dispensing                                              $10.91</td>
<td>$12.23</td>
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<tr>
<td>Miscellaneous health technologists and technicians                 $12.17</td>
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<tr>
<td>Occupational health and safety specialists and technicians          $16.00</td>
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<td>Occupational health and safety specialists                         $14.98</td>
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<tr>
<td>Miscellaneous healthcare practitioner and technical workers         $18.99</td>
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<tr>
<td>Athletic trainers                                                  $17.03</td>
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<tr>
<td>Healthcare support occupations                                     $8.50</td>
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</tr>
<tr>
<td>Nursing, psychiatric, and home health aides                        $8.00</td>
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<tr>
<td>Home health aides                                                  $6.55</td>
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<tr>
<td>Nursing aides, orderlies, and attendants                           $8.75</td>
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<td>Psychiatric aides                                                  $8.00</td>
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<tr>
<td>Occupational therapist assistants and aides                        $9.67</td>
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<tr>
<td>Occupational therapist assistants                                   $12.28</td>
<td>$16.82</td>
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<tr>
<td>Physical therapist assistants and aides                            $9.50</td>
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</tr>
<tr>
<td>Physical therapist assistants                                      $10.76</td>
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<tr>
<td>Physical therapist aides                                           $8.00</td>
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</tr>
<tr>
<td>Massage therapists                                                  $8.49</td>
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<tr>
<td>Miscellaneous healthcare support occupations                        $9.50</td>
<td>$11.33</td>
</tr>
<tr>
<td>Dental assistants                                                   $11.95</td>
<td>$14.92</td>
</tr>
<tr>
<td>Medical assistants                                                  $9.90</td>
<td>$11.00</td>
</tr>
<tr>
<td>Medical equipment preparers                                         $10.82</td>
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<tr>
<td>Medical transcriptionists                                           $11.02</td>
<td>$13.26</td>
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<tr>
<td>Pharmacy aides                                                      $8.32</td>
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<tr>
<td>Veterinary assistants and laboratory animal caretakers              $8.00</td>
<td>$9.50</td>
</tr>
<tr>
<td>Protective service occupations                                      $8.00</td>
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<tr>
<td>First-line supervisors/managers, law enforcement workers            $9.74</td>
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</tr>
<tr>
<td>Bailiffs, correctional officers, and jailers                       $8.72</td>
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</tr>
<tr>
<td>Correctional officers and jailers                                   $8.72</td>
<td>$8.96</td>
</tr>
<tr>
<td>Police officers                                                     $15.37</td>
<td>$17.71</td>
</tr>
<tr>
<td>Police and sheriff’s patrol officers                               $15.37</td>
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</tr>
<tr>
<td>Private detectives and investigators                               $10.66</td>
<td>$12.00</td>
</tr>
<tr>
<td>Security guards and gaming surveillance officers                    $8.00</td>
<td>$9.11</td>
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</tbody>
</table>

See footnotes at end of table.
### Table 18  
Private industry workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
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<tr>
<td><strong>Protective service occupations</strong> —Continued</td>
<td></td>
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<tr>
<td>Security guards</td>
<td>$8.00</td>
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<tr>
<td>Miscellaneous protective service workers</td>
<td>7.00</td>
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<tr>
<td>Lifeguards, ski patrol, and other recreational protective service workers</td>
<td>7.00</td>
</tr>
<tr>
<td><strong>Food preparation and serving related occupations</strong></td>
<td>3.74</td>
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<tr>
<td>First-line supervisors/managers, food preparation and serving workers</td>
<td>9.50</td>
</tr>
<tr>
<td>Chefs and head cooks</td>
<td>10.75</td>
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<tr>
<td>First-line supervisors/managers of food preparation and serving workers</td>
<td>9.36</td>
</tr>
<tr>
<td>Cooks</td>
<td>7.15</td>
</tr>
<tr>
<td>Cooks, fast food</td>
<td>6.55</td>
</tr>
<tr>
<td>Cooks, institution and cafeteria</td>
<td>8.00</td>
</tr>
<tr>
<td>Cooks, restaurant</td>
<td>7.75</td>
</tr>
<tr>
<td>Cooks, short order</td>
<td>7.14</td>
</tr>
<tr>
<td>Food preparation workers</td>
<td>7.00</td>
</tr>
<tr>
<td>Food service, tipped</td>
<td>2.15</td>
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<tr>
<td>Bartenders</td>
<td>4.00</td>
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<tr>
<td>Waiters and waitresses</td>
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<tr>
<td>Dining room and cafeteria attendants and bartender helpers</td>
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<tr>
<td>Fast food and counter workers</td>
<td>6.33</td>
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<tr>
<td>Combined food preparation and serving workers, including fast food</td>
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<tr>
<td>Counter attendants, cafeteria, food concession, and coffee shop</td>
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<tr>
<td>Food servers, nonrestaurant</td>
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<tr>
<td>Dishwashers</td>
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</tr>
<tr>
<td>Hosts and hostesses, restaurant, lounge, and coffee shop</td>
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<tr>
<td><strong>Building and grounds cleaning and maintenance occupations</strong></td>
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<tr>
<td>First-line supervisors/managers, building and grounds cleaning and maintenance workers</td>
<td>10.71</td>
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<tr>
<td>First-line supervisors/managers of housekeeping and janitorial workers</td>
<td>10.44</td>
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<tr>
<td>First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers</td>
<td>12.75</td>
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<tr>
<td>Building cleaning workers</td>
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<tr>
<td>Janitors and cleaners, except maids and housekeeping cleaners</td>
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<tr>
<td>Maids and housekeeping cleaners</td>
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<tr>
<td>Pest control workers</td>
<td>12.00</td>
</tr>
<tr>
<td>Grounds maintenance workers</td>
<td>8.00</td>
</tr>
<tr>
<td>Landscaping and groundskeeping workers</td>
<td>8.00</td>
</tr>
<tr>
<td>Tree trimmers and pruners</td>
<td>12.34</td>
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</tbody>
</table>

See footnotes at end of table.
### Table 18  
Private industry workers: Hourly wage percentiles

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Personal care and service occupations</td>
<td>$6.15</td>
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<tr>
<td>First-line supervisors/managers of gaming workers</td>
<td>10.00</td>
</tr>
<tr>
<td>Slot key persons</td>
<td>9.50</td>
</tr>
<tr>
<td>First-line supervisors/managers of personal service workers</td>
<td>10.00</td>
</tr>
<tr>
<td>Nonfarm animal caretakers</td>
<td>7.00</td>
</tr>
<tr>
<td>Gaming services workers</td>
<td>5.26</td>
</tr>
<tr>
<td>Gaming dealers</td>
<td>5.25</td>
</tr>
<tr>
<td>Gaming and sports book writers and runners</td>
<td>7.87</td>
</tr>
<tr>
<td>Motion picture projectionists</td>
<td>7.00</td>
</tr>
<tr>
<td>Ushers, lobby attendants, and ticket takers</td>
<td>6.55</td>
</tr>
<tr>
<td>Miscellaneous entertainment attendants and related workers</td>
<td>6.55</td>
</tr>
<tr>
<td>Amusement and recreation attendants</td>
<td>6.50</td>
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<tr>
<td>Locker room, coatroom, and dressing room attendants</td>
<td>7.43</td>
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<tr>
<td>Funeral attendants</td>
<td>8.50</td>
</tr>
<tr>
<td>Barbers and cosmetologists</td>
<td>7.34</td>
</tr>
<tr>
<td>Hairdressers, hairstylists, and cosmetologists</td>
<td>7.34</td>
</tr>
<tr>
<td>Miscellaneous personal appearance workers</td>
<td>7.14</td>
</tr>
<tr>
<td>Manicurists and pedicurists</td>
<td>7.14</td>
</tr>
<tr>
<td>Shampooers</td>
<td>7.15</td>
</tr>
<tr>
<td>Skin care specialists</td>
<td>6.55</td>
</tr>
<tr>
<td>Baggage porters, bellhops, and concierges</td>
<td>6.33</td>
</tr>
<tr>
<td>Baggage porters and bellhops</td>
<td>6.33</td>
</tr>
<tr>
<td>Concierges</td>
<td>9.00</td>
</tr>
<tr>
<td>Tour and travel guides</td>
<td>7.15</td>
</tr>
<tr>
<td>Tour guides and escorts</td>
<td>7.15</td>
</tr>
<tr>
<td>Transportation attendants</td>
<td>16.18</td>
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<tr>
<td>Flight attendants</td>
<td>20.00</td>
</tr>
<tr>
<td>Transportation attendants, except flight attendants and baggage porters</td>
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<tr>
<td>Child care workers</td>
<td>7.00</td>
</tr>
<tr>
<td>Personal and home care aides</td>
<td>6.75</td>
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<tr>
<td>Recreation and fitness workers</td>
<td>7.15</td>
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<tr>
<td>Fitness trainers and aerobics instructors</td>
<td>8.00</td>
</tr>
<tr>
<td>Recreation workers</td>
<td>6.67</td>
</tr>
<tr>
<td>Residential advisors</td>
<td>5.25</td>
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<tr>
<td>Sales and related occupations</td>
<td>7.50</td>
</tr>
<tr>
<td>First-line supervisors/managers, sales workers</td>
<td>10.60</td>
</tr>
<tr>
<td>First-line supervisors/managers of retail sales workers</td>
<td>10.60</td>
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<tr>
<td>First-line supervisors/managers of non-retail sales workers</td>
<td>11.29</td>
</tr>
<tr>
<td>Retail sales workers</td>
<td>7.15</td>
</tr>
<tr>
<td>Cashiers, all workers</td>
<td>7.00</td>
</tr>
<tr>
<td>Cashiers</td>
<td>7.00</td>
</tr>
<tr>
<td>Gaming change persons and booth cashiers</td>
<td>9.96</td>
</tr>
<tr>
<td>Counter and rental clerks and parts salespersons</td>
<td>7.50</td>
</tr>
</tbody>
</table>

See footnotes at the end of the table.

NATIONAL COMPENSATION SURVEY

All United States 18-10 December 2007 - January 2009
Table 18  
Private industry workers: Hourly wage percentiles—Continued

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
<tr>
<td><strong>Sales and related occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Counter and rental clerks</td>
<td>$6.81</td>
</tr>
<tr>
<td>Parts salespersons</td>
<td>9.00</td>
</tr>
<tr>
<td>Retail salespersons</td>
<td>7.50</td>
</tr>
<tr>
<td>Advertising sales agents</td>
<td>11.13</td>
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<tr>
<td>Insurance sales agents</td>
<td>12.50</td>
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<tr>
<td>Securities, commodities, and financial services sales agents</td>
<td>15.83</td>
</tr>
<tr>
<td>Travel agents</td>
<td>7.15</td>
</tr>
<tr>
<td>Sales representatives, wholesale and manufacturing</td>
<td>14.42</td>
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<tr>
<td>Sales representatives, wholesale and manufacturing, technical and scientific products</td>
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</tr>
<tr>
<td>Sales representatives, wholesale and manufacturing, except technical and scientific products</td>
<td>13.76</td>
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<tr>
<td>Models, demonstrators, and product promoters</td>
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</tr>
<tr>
<td>Demonstrators and product promoters</td>
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</tr>
<tr>
<td>Real estate brokers and sales agents</td>
<td>10.00</td>
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<tr>
<td>Real estate brokers</td>
<td>6.94</td>
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<tr>
<td>Real estate sales agents</td>
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<td>Sales engineers</td>
<td>20.84</td>
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<tr>
<td>Telemarketers</td>
<td>7.61</td>
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<tr>
<td>Miscellaneous sales and related workers</td>
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<tr>
<td>Door-to-door sales workers, news and street vendors, and related workers</td>
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<td><strong>Office and administrative support occupations</strong></td>
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<td>First-line supervisors/managers of office and administrative support workers</td>
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<tr>
<td>Switchboard operators, including answering service</td>
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<tr>
<td>Telephone operators</td>
<td>9.00</td>
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<tr>
<td>Financial clerks</td>
<td>10.00</td>
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<tr>
<td>Bill and account collectors</td>
<td>8.16</td>
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<tr>
<td>Billing and posting clerks and machine operators</td>
<td>10.83</td>
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<tr>
<td>Bookkeeping, accounting, and auditing clerks</td>
<td>10.96</td>
</tr>
<tr>
<td>Gaming cage workers</td>
<td>9.00</td>
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<tr>
<td>Payroll and timekeeping clerks</td>
<td>12.50</td>
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<tr>
<td>Procurement clerks</td>
<td>11.00</td>
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<tr>
<td>Tellers</td>
<td>9.34</td>
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<tr>
<td>Brokerage clerks</td>
<td>12.36</td>
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<tr>
<td>Correspondence clerks</td>
<td>12.98</td>
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<tr>
<td>Credit authorizers, checkers, and clerks</td>
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<tr>
<td>Customer service representatives</td>
<td>9.78</td>
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<tr>
<td>Eligibility interviewers, government programs</td>
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<tr>
<td>File clerks</td>
<td>9.00</td>
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<tr>
<td>Hotel, motel, and resort desk clerks</td>
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<tr>
<td>Interviewers, except eligibility and loan</td>
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</tr>
<tr>
<td>Library assistants, clerical</td>
<td>8.97</td>
</tr>
</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 18-11  December 2007 - January 2009
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Office and administrative support occupations –Continued</td>
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<tr>
<td>Loan interviewers and clerks</td>
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<tr>
<td>New accounts clerks</td>
<td>10.64</td>
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<tr>
<td>Order clerks</td>
<td>10.00</td>
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<tr>
<td>Human resources assistants, except payroll and timekeeping</td>
<td>12.11</td>
</tr>
<tr>
<td>Receptionists and information clerks</td>
<td>9.00</td>
</tr>
<tr>
<td>Reservation and transportation ticket agents and travel clerks</td>
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</tr>
<tr>
<td>Cargo and freight agents</td>
<td>13.13</td>
</tr>
<tr>
<td>Couriers and messengers</td>
<td>8.00</td>
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<tr>
<td>Dispatchers, except police, fire, and ambulance</td>
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</tr>
<tr>
<td>Delivery and mailing workers</td>
<td>12.49</td>
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<tr>
<td>Production, planning, and expediting clerks</td>
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<tr>
<td>Stock clerks and order fillers</td>
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<tr>
<td>Weighers, measurers, checkers, and samplers, recordkeeping</td>
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</tr>
<tr>
<td>Secretaries and administrative assistants</td>
<td>11.51</td>
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<tr>
<td>Executive secretaries and administrative assistants</td>
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<tr>
<td>Legal secretaries</td>
<td>14.00</td>
</tr>
<tr>
<td>Medical secretaries</td>
<td>10.00</td>
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<tr>
<td>Secretaries, except legal, medical, and executive</td>
<td>10.60</td>
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<tr>
<td>Computer operators</td>
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<tr>
<td>Data entry and information processing workers</td>
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<tr>
<td>Data entry keyers</td>
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<tr>
<td>Word processors and typists</td>
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</tr>
<tr>
<td>Desktop publishers</td>
<td>11.40</td>
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<td>Insurance claims and policy processing clerks</td>
<td>11.26</td>
</tr>
<tr>
<td>Mail clerks and mail machine operators, except postal service</td>
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</tr>
<tr>
<td>Office clerks, general</td>
<td>9.50</td>
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<tr>
<td>Office machine operators, except computer</td>
<td>9.14</td>
</tr>
<tr>
<td>Proofreaders and copy markers</td>
<td>9.00</td>
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<tr>
<td>Statistical assistants</td>
<td>11.47</td>
</tr>
<tr>
<td>Farming, fishing, and forestry occupations</td>
<td>7.25</td>
</tr>
<tr>
<td>First-line supervisors/managers of farming, fishing, and forestry workers</td>
<td>12.00</td>
</tr>
<tr>
<td>Graders and sorters, agricultural products</td>
<td>6.92</td>
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<tr>
<td>Miscellaneous agricultural workers</td>
<td>7.29</td>
</tr>
<tr>
<td>Farmworkers and laborers, crop, nursery, and greenhouse</td>
<td>7.00</td>
</tr>
<tr>
<td>Farmworkers, farm and ranch animals</td>
<td>7.29</td>
</tr>
<tr>
<td>Logging workers</td>
<td>10.00</td>
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<tr>
<td>Construction and extraction occupations</td>
<td>10.98</td>
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<tr>
<td>First-line supervisors/managers of construction trades and extraction workers</td>
<td>18.03</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
### Table 18

Private industry workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
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<tr>
<td></td>
<td>10</td>
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<td>Highway maintenance workers</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 18-13 December 2007 - January 2009
<table>
<thead>
<tr>
<th>Occupation</th>
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<td>Derrick, rotary drill, and service unit operators, oil, gas, and mining</td>
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<td>Earth drillers, except oil and gas</td>
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<td>Automotive body and related repairers</td>
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<td>Automotive glass installers and repairers</td>
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<td>Automotive service technicians and mechanics</td>
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<td>Mobile heavy equipment mechanics, except engines</td>
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<td>Rail car repairers</td>
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<td>Small engine mechanics</td>
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<td>Motorboat mechanics</td>
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See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<td></td>
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<td>Outdoor power equipment and other small engine mechanics</td>
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<td>Miscellaneous vehicle and mobile equipment mechanic, installers, and repairers</td>
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<td>Control and valve installers and repairers</td>
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<td>Control and valve installers and repairers, except mechanical door</td>
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<tr>
<td>Heating, air conditioning, and refrigeration mechanics and installers</td>
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<tr>
<td>Home appliance repairers</td>
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<td><strong>Industrial machinery installation, repair, and maintenance workers</strong></td>
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<td>Maintenance and repair workers, general</td>
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<td>Electrical power-line installers and repairers</td>
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<td>Telecommunications line installers and repairers</td>
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<td>Precision instrument and equipment repairers</td>
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<td>Medical equipment repairers</td>
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<td>Musical instrument repairers and tuners</td>
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<td>Coin, vending, and amusement machine servicers and repairers</td>
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<td>Locksmiths and safe repairers</td>
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<tr>
<td>Manufactured building and mobile home installers</td>
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<tr>
<td>Riggers</td>
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<td>Helpers—installation, maintenance, and repair workers</td>
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<td><strong>Production occupations</strong></td>
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<td>First-line supervisors/managers of production and operating workers</td>
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<td>Aircraft structure, surfaces, rigging, and systems assemblers</td>
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<td>Electrical, electronics, and electromechanical assemblers</td>
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<td>Coil winders, tapers, and finishers</td>
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<td>Electromechanical equipment assemblers</td>
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<td>Engine and other machine assemblers</td>
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<tr>
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<td>Miscellaneous assemblers and fabricators</td>
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<td>Fiberglass laminators and fabricators</td>
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<td>Team assemblers</td>
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<tr>
<td>Bakers</td>
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See footnotes at the end of the table.
Table 18  Private industry workers: Hourly wage percentiles\(^1\) — Continued

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<tr>
<th>Occupation^2</th>
<th>Wages fall at or below the following percentiles</th>
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<td>Production occupations –Continued</td>
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<tr>
<td>Butchers and other meat, poultry, and fish processing workers</td>
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<tr>
<td>Butchers and meat cutters</td>
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<tr>
<td>Meat, poultry, and fish cutters and trimmers</td>
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<tr>
<td>Slaughterers and meat packers</td>
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<td>Miscellaneous food processing workers</td>
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<td>Food and tobacco roasting, baking, and drying machine operators and tenders</td>
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<tr>
<td>Butchers and meat cutters</td>
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<tr>
<td>Food cooking machine operators and tenders</td>
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<tr>
<td>Computer control programmers and operators</td>
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<td>Computer-controlled machine tool operators, metal and plastic</td>
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<tr>
<td>Numerical tool and process control programmers</td>
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<td>Forming machine setters, operators, and tenders, metal and plastic</td>
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<td>Extruding and drawing machine setters, operators, and tenders, metal and plastic</td>
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<td>Forging machine setters, operators, and tenders, metal and plastic</td>
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<td>Rolling machine setters, operators, and tenders, metal and plastic</td>
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<td>Machine tool cutting setters, operators, and tenders, metal and plastic</td>
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<td>Cutting, punching, and press machine setters, operators, and tenders, metal and plastic</td>
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<td>Drilling and boring machine tool setters, operators, and tenders, metal and plastic</td>
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<td>Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic</td>
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<td>Milling and planing machine setters, operators, and tenders, metal and plastic</td>
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<td>Machinists</td>
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<td>Metal furnace and kiln operators and tenders</td>
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<td>Metal-refining furnace operators and tenders</td>
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<td>Pourers and casters, metal</td>
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<td>Model makers and patternmakers, metal and plastic</td>
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<td>Model makers, metal and plastic</td>
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<td>Patternmakers, metal and plastic</td>
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<td>Molders and molding machine setters, operators, and tenders, metal and plastic</td>
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<td>Foundry mold and coremakers</td>
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<td>Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States 18-16 December 2007 - January 2009
Table 18  Private industry workers: Hourly wage percentiles\(^1\) — Continued

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<th>Occupation(^2)</th>
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<td>Tool and die makers</td>
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<td>Welding, soldering, and brazing workers</td>
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<td>Welding, soldering, and brazing machine setters, operators, and tenders</td>
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<td>Miscellaneous metalworkers and plastic workers</td>
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<tr>
<td>Lay-out workers, metal and plastic</td>
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<td>Plating and coating machine setters, operators, and tenders, metal and plastic</td>
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<td>Tool grinders, filers, and sharpeners</td>
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<tr>
<td>Bookbinders and bindery workers</td>
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<tr>
<td>Bindery workers</td>
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<td>Printers</td>
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<td>Prepress technicians and workers</td>
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<td>Tailors, dressmakers, and sewers</td>
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<tr>
<td>Tailors, dressmakers, and custom sewers</td>
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<td>Textile bleaching and dyeing machine operators and tenders</td>
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<td>Textile knitting and weaving machine setters, operators, and tenders</td>
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<td>Textile winding, twisting, and drawing out machine setters, operators, and tenders</td>
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<td>Extruding and forming machine setters, operators, and tenders, synthetic and glass fibers</td>
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<td>Fabric and apparel patternmakers</td>
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<td>Upholsterers</td>
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<td>Cabinetmakers and bench carpenters</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States 18-17 December 2007 - January 2009
<table>
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<td><strong>Production occupations</strong> –Continued</td>
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<td>Stationary engineers and boiler operators</td>
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<tr>
<td>Gas plant operators</td>
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<td>Petroleum pump system operators, refinery operators, and gaugers</td>
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<tr>
<td>Chemical processing machine setters, operators, and tenders</td>
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<td>Chemical equipment operators and tenders</td>
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<tr>
<td>Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders</td>
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<tr>
<td>Crushing, grinding, polishing, mixing, and blending workers</td>
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<td>Extruding, forming, pressing, and compacting machine setters, operators, and tenders</td>
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<td>Furnace, kiln, oven, drier, and kettle operators and tenders</td>
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<td>Inspectors, testers, sorters, samplers, and weighers</td>
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<td>Jewelers and precious stone and metal workers</td>
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<td>Ophthalmic laboratory technicians</td>
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<td>Painters, transportation equipment</td>
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See footnotes at end of table.
Table 18  Private industry workers: Hourly wage percentiles\(^1\) — Continued

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<td>Molders, shapers, and casters, except metal and plastic</td>
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<td>Helpers--production workers</td>
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<tr>
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<tr>
<td>First-line supervisors/managers of transportation and material-moving machine and vehicle operators</td>
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<tr>
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<tr>
<td>Airline pilots, copilots, and flight engineers</td>
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<tr>
<td>Commercial pilots</td>
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<tr>
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<tr>
<td>Bus drivers, transit and intercity</td>
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<tr>
<td>Driver/sales workers and truck drivers</td>
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<td>Driver/sales workers</td>
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<tr>
<td>Truck drivers, heavy and tractor-trailer</td>
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<td>Truck drivers, light or delivery services</td>
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<td>Taxi drivers and chauffeurs</td>
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<td>Railroad conductors and yardmasters</td>
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<tr>
<td>Sailors and marine oilers</td>
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</tr>
<tr>
<td>Ship and boat captains and operators</td>
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<tr>
<td>Captains, mates, and pilots of water vessels</td>
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</tr>
<tr>
<td>Parking lot attendants</td>
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</tr>
<tr>
<td>Service station attendants</td>
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<tr>
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<tr>
<td>Crane and tower operators</td>
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<td>Dredge, excavating, and loading machine operators</td>
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<td>Excavating and loading machine and dragline operators</td>
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<td>Hoist and winch operators</td>
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<td>Industrial truck and tractor operators</td>
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<tr>
<td>Cleaners of vehicles and equipment</td>
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</tr>
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<td>Laborers and freight, stock, and material movers, hand</td>
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<tr>
<td>Machine feeders and offbearers</td>
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<tr>
<td>Packers and packagers, hand</td>
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<tr>
<td>Pumping station operators</td>
<td>16.54</td>
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See footnotes at end of table.
<table>
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<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tbody>
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<td></td>
<td>10</td>
</tr>
<tr>
<td>Refuse and recyclable material collectors</td>
<td>$8.17</td>
</tr>
<tr>
<td>Tank car, truck, and ship loaders</td>
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</tbody>
</table>

1 Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. See appendix A for more information.

2 A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

### Table 19

<table>
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<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tr>
<td></td>
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<tr>
<td>All workers</td>
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<tr>
<td>Management occupations</td>
<td></td>
</tr>
<tr>
<td>Chief executives</td>
<td>32.81</td>
</tr>
<tr>
<td>General and operations managers</td>
<td>22.95</td>
</tr>
<tr>
<td>Advertising and promotions managers</td>
<td>18.99</td>
</tr>
<tr>
<td>Marketing and sales managers</td>
<td>24.86</td>
</tr>
<tr>
<td>Marketing managers</td>
<td>28.85</td>
</tr>
<tr>
<td>Sales managers</td>
<td>23.50</td>
</tr>
<tr>
<td>Public relations managers</td>
<td>18.13</td>
</tr>
<tr>
<td>Administrative services managers</td>
<td>20.19</td>
</tr>
<tr>
<td>Computer and information systems managers</td>
<td>32.19</td>
</tr>
<tr>
<td>Financial managers</td>
<td>22.16</td>
</tr>
<tr>
<td>Human resources managers</td>
<td>22.28</td>
</tr>
<tr>
<td>Compensation and benefits managers</td>
<td>19.00</td>
</tr>
<tr>
<td>Training and development managers</td>
<td>24.94</td>
</tr>
<tr>
<td>Industrial production managers</td>
<td>27.34</td>
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<tr>
<td>Purchasing managers</td>
<td>23.08</td>
</tr>
<tr>
<td>Transportation, storage, and distribution managers</td>
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<tr>
<td>Agricultural managers</td>
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</tr>
<tr>
<td>Farm, ranch, and other agricultural managers</td>
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<td>Construction managers</td>
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<td>Food service managers</td>
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<tr>
<td>Lodging managers</td>
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<tr>
<td>Medical and health services managers</td>
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<td>Natural sciences managers</td>
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<tr>
<td>Property, real estate, and community association managers</td>
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<tr>
<td>Social and community service managers</td>
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<td>Business and financial operations occupations</td>
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<tr>
<td>Buyers and purchasing agents</td>
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<tr>
<td>Purchasing agents and buyers, farm products</td>
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</tr>
<tr>
<td>Wholesale and retail buyers, except farm products</td>
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<tr>
<td>Purchasing agents, except wholesale, retail, and farm products</td>
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<td>Claims adjusters, appraisers, examiners, and investigators</td>
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<tr>
<td>Claims adjusters, examiners, and investigators</td>
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<td>Insurance appraisers, auto damage</td>
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<td>Compliance officers, except agriculture, construction, health and safety, and transportation</td>
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See footnotes at end of table.
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<th>75</th>
<th>90</th>
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<td>25.04</td>
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See footnotes at end of table.
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<td>Electrical and electronics engineers</td>
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<td>Electronics engineers, except computer</td>
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<td>Environmental engineers</td>
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<td>Industrial engineers, including health and safety</td>
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<td>Environmental engineers, except mining safety engineers and inspectors</td>
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<tr>
<td>Petroleum engineers</td>
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<tr>
<td>Drafters</td>
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<td>Life, physical, and social science occupations</td>
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<tr>
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<td>Conservation scientists and foresters</td>
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<td>Medical scientists</td>
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<td>Physical scientists</td>
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<tr>
<td>Astronomers and physicists</td>
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<tr>
<td>Physicists</td>
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<tr>
<td>Chemists and materials scientists</td>
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<td>Chemists</td>
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<tr>
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<td>Geoscientists, except hydrologists and geographers</td>
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<td>Economists</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States

19-3

December 2007 - January 2009
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<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<td>Life, physical, and social science occupations –Continued</td>
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<tr>
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<tr>
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<tr>
<td>Chemical technicians</td>
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<tr>
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<tr>
<td>Nuclear technicians</td>
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<td>Substance abuse and behavioral disorder counselors</td>
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<tr>
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<tr>
<td>Rehabilitation counselors</td>
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<tr>
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<td>Medical and public health social workers</td>
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<tr>
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<tr>
<td>Clergy</td>
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<td>Directors, religious activities and education</td>
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<td>Legal occupations</td>
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<td>Miscellaneous legal support workers</td>
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<tr>
<td>Education, training, and library occupations</td>
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<tr>
<td>Postsecondary teachers</td>
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<td>Business teachers, postsecondary</td>
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<tr>
<td>Computer science teachers, postsecondary</td>
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<tr>
<td>Mathematical science teachers, postsecondary</td>
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</tr>
<tr>
<td>Engineering and architecture teachers, postsecondary</td>
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<td>Engineering teachers, postsecondary</td>
<td>38.11 47.47 81.41 90.58 103.86</td>
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See footnotes at end of table.
<table>
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<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<td>Education, training, and library occupations –Continued</td>
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<td>Chemistry teachers, postsecondary</td>
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<tr>
<td>Physics teachers, postsecondary</td>
<td>48.41</td>
</tr>
<tr>
<td>Social sciences teachers, postsecondary</td>
<td>31.04</td>
</tr>
<tr>
<td>Economics teachers, postsecondary</td>
<td>34.80</td>
</tr>
<tr>
<td>Psychology teachers, postsecondary</td>
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<tr>
<td>Sociology teachers, postsecondary</td>
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<td>Health teachers, postsecondary</td>
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<td>Health specialties teachers, postsecondary</td>
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<td>Nursing instructors and teachers, postsecondary</td>
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<td>Education and library science teachers, postsecondary</td>
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<tr>
<td>Law, criminal justice, and social work teachers, postsecondary</td>
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<td>Law teachers, postsecondary</td>
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<tr>
<td>Arts, communications, and humanities teachers, postsecondary</td>
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<tr>
<td>Art, drama, and music teachers, postsecondary</td>
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<tr>
<td>Communications teachers, postsecondary</td>
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<td>English language and literature teachers, postsecondary</td>
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<td>History teachers, postsecondary</td>
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<td>Philosophy and religion teachers, postsecondary</td>
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<td>Vocational education teachers, postsecondary</td>
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<tr>
<td>Middle school teachers, except special and vocational education</td>
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<td>Secondary school teachers</td>
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<td>Secondary school teachers, except special and vocational education</td>
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<td>Special education teachers</td>
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<td>Other teachers and instructors</td>
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<td>Adult literacy, remedial education, and GED teachers and instructors</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 19-5 December 2007 - January 2009
### Table 19  
Full-time private industry workers: Hourly wage percentiles

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<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tr>
<td><strong>Education, training, and library occupations</strong> –Continued</td>
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<tr>
<td>Archivists, curators, and museum technicians</td>
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<tr>
<td>Curators</td>
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<tr>
<td>Librarians</td>
<td>$20.07</td>
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<tr>
<td>Library technicians</td>
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<tr>
<td>Instructional coordinators</td>
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<tr>
<td>Teacher assistants</td>
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<td><strong>Arts, design, entertainment, sports, and media occupations</strong></td>
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<tr>
<td>Artists and related workers</td>
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<td>Art directors</td>
<td>$16.83</td>
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<tr>
<td>Multi-media artists and animators</td>
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<tr>
<td>Designers</td>
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<tr>
<td>Commercial and industrial designers</td>
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<td>Fashion designers</td>
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<td>Florists</td>
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<td>Graphic designers</td>
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<tr>
<td>Interior designers</td>
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<tr>
<td>Merchandise displays and window trimmers</td>
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<tr>
<td>Set and exhibit designers</td>
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<tr>
<td>Actors, producers, and directors</td>
<td>$11.77</td>
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<tr>
<td>Producers and directors</td>
<td>$11.77</td>
</tr>
<tr>
<td>Athletes, coaches, umpires, and related workers</td>
<td>$12.00</td>
</tr>
<tr>
<td>Coaches and scouts</td>
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<tr>
<td>Musicians, singers, and related workers</td>
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</tr>
<tr>
<td>Musicians and singers</td>
<td>$13.26</td>
</tr>
<tr>
<td>Announcers</td>
<td>$14.32</td>
</tr>
<tr>
<td>Radio and television announcers</td>
<td>$14.32</td>
</tr>
<tr>
<td>News analysts, reporters and correspondents</td>
<td>$12.00</td>
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<tr>
<td>Reporters and correspondents</td>
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<td>Public relations specialists</td>
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<td>Writers and editors</td>
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<td>Technical writers</td>
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<td>Writers and authors</td>
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<td>Broadcast and sound engineering technicians and radio operators</td>
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<td>Audio and video equipment technicians</td>
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<tr>
<td>Broadcast technicians</td>
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<td>Photographers</td>
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<tr>
<td>Television, video, and motion picture camera operators and editors</td>
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<tr>
<td>Camera operators, television, video, and motion picture</td>
<td>$13.02</td>
</tr>
<tr>
<td><strong>Healthcare practitioner and technical occupations</strong></td>
<td>$15.00</td>
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</table>

See footnotes at end of table.
Table 19  
Full-time private industry workers: Hourly wage percentiles\(^1\) — Continued

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<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<tr>
<td>Healthcare practitioner and technical occupations —— Continued</td>
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<tr>
<td>Dentists</td>
<td>$42.81</td>
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<td>Dietitians and nutritionists</td>
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<td>Optometrists</td>
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<tr>
<td>Pharmacists</td>
<td>46.72</td>
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<tr>
<td>Physicians and surgeons</td>
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<tr>
<td>Dentists</td>
<td>25.01</td>
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<tr>
<td>Dietitians and nutritionists</td>
<td>17.20</td>
</tr>
<tr>
<td>Optometrists</td>
<td>34.94</td>
</tr>
<tr>
<td>Pharmacists</td>
<td>46.72</td>
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<tr>
<td>Physicians and surgeons</td>
<td>23.96</td>
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<tr>
<td>Anesthesiologists</td>
<td>25.01</td>
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<tr>
<td>Family and general practitioners</td>
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<td>Psychiatrists</td>
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<td>Physician assistants</td>
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<tr>
<td>Registered nurses</td>
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<tr>
<td>Therapists</td>
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<tr>
<td>Occupational therapists</td>
<td>24.88</td>
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<tr>
<td>Physical therapists</td>
<td>22.07</td>
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<td>Radiation therapists</td>
<td>26.39</td>
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<td>Recreational therapists</td>
<td>14.94</td>
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<tr>
<td>Respiratory therapists</td>
<td>19.50</td>
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<td>Speech-language pathologists</td>
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<tr>
<td>Veterinarians</td>
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<td>Clinical laboratory technologists and technicians</td>
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<tr>
<td>Medical and clinical laboratory technicians</td>
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<td>Diagnostic related technologists and technicians</td>
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<td>Cardiovascular technologists and technicians</td>
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<td>Diagnostic medical sonographers</td>
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<td>Nuclear medicine technologists</td>
<td>30.77</td>
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<tr>
<td>Radiologic technologists and technicians</td>
<td>16.60</td>
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<tr>
<td>Emergency medical technicians and paramedics</td>
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<td>Health diagnosing and treating practitioner support technicians</td>
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<td>Pharmacy technicians</td>
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<td>Psychiatric technicians</td>
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<td>Respiratory therapy technicians</td>
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<tr>
<td>Surgical technologists</td>
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<tr>
<td>Veterinary technologists and technicians</td>
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<tr>
<td>Licensed practical and licensed vocational nurses</td>
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<tr>
<td>Medical records and health information technicians</td>
<td>10.17</td>
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<tr>
<td>Opticians, dispensing</td>
<td>10.91</td>
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Healthcare support occupations ...................................................................... | 9.00  | 10.00 | 12.00 | 14.92 | 17.99 |

See footnotes at end of table.
### Table 19  
**Full-time private industry workers: Hourly wage percentiles** — Continued

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See footnotes at end of table.
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<td>Dishwashers</td>
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<td>maintenance workers</td>
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See footnotes at end of table.
### Table 19  
**Full-time private industry workers: Hourly wage percentiles**

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<td>Personal and home care aides</td>
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<td>Recreation and fitness workers</td>
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See footnotes at end of table.
### Table 19  
Full-time private industry workers: Hourly wage percentiles

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<td>Payroll and timekeeping clerks</td>
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<td>Credit authorizers, checkers, and clerks</td>
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<td>Dispatchers, except police, fire, and ambulance</td>
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<td>Legal secretaries</td>
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<tr>
<td>Medical secretaries</td>
<td>10.00</td>
</tr>
<tr>
<td>Secretaries, except legal, medical, and executive</td>
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<tr>
<td>Computer operators</td>
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<tr>
<td>Data entry and information processing workers</td>
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<tr>
<td>Data entry keyers</td>
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<tr>
<td>Word processors and typists</td>
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</tbody>
</table>

See footnotes at the end of table.

NATIONAL COMPENSATION SURVEY

All United States  
19-11  
December 2007 - January 2009
<table>
<thead>
<tr>
<th>Occupation 2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
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<td></td>
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<tr>
<td><strong>Office and administrative support occupations</strong></td>
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<tr>
<td>–Continued</td>
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<tr>
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<td>Insurance claims and policy processing clerks</td>
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<td>Mail clerks and mail machine operators, except postal service</td>
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<td>Office machine operators, except computer</td>
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<tr>
<td>Proofreaders and copy markers</td>
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</tr>
<tr>
<td>Statistical assistants</td>
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<td><strong>Farming, fishing, and forestry occupations</strong></td>
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<td>First-line supervisors/managers of farming, fishing, and forestry workers</td>
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</tr>
<tr>
<td>Graders and sorters, agricultural products</td>
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<tr>
<td>Farmworkers and laborers, crop, nursery, and greenhouse</td>
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<tr>
<td>Logging workers</td>
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<tr>
<td><strong>Construction and extraction occupations</strong></td>
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<td>Boilermakers</td>
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<td>Brickmasons, blockmasons, andstonemasons</td>
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<td>Brickmasons and blockmasons</td>
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<td>Carpet installers</td>
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<td>Tile and marble setters</td>
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<tr>
<td>Cement masons, concrete finishers, and terrazzo workers</td>
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<tr>
<td>Cement masons and concrete finishers</td>
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<td>Construction laborers</td>
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<td>Construction equipment operators</td>
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<td><strong>Operating engineers and other construction equipment operators</strong></td>
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<td>Drywall installers, ceiling tile installers, and tapers</td>
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<td>Tapers</td>
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<td>Electricians</td>
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<td>Glaziers</td>
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<td>Insulation workers</td>
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<td>Painters and paperhangers</td>
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<td>Painters, construction and maintenance</td>
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<td>Pipelayers, plumbers, pipefitters, and steamfitters</td>
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See footnotes at the end of the table.
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<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<td><strong>Construction and extraction occupations</strong> --Continued</td>
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<td>Plumbers, pipefitters, and steamfitters .........................</td>
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<td>Plasterers and stucco masons ........................................</td>
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<tr>
<td>Reinforcing iron and rebar workers ..................................</td>
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<tr>
<td>Roofers ...........................................................................</td>
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<tr>
<td>Sheet metal workers ......................................................</td>
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<tr>
<td>Structural iron and steel workers ....................................</td>
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<tr>
<td>Helpers, construction trades ..........................................</td>
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<tr>
<td>Helpers--brickmasons, blockmasons, stonemasons, and tile and marble setters</td>
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<tr>
<td>Helpers--carpenters ......................................................</td>
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<tr>
<td>Helpers--electricians ....................................................</td>
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<tr>
<td>Helpers--painters, paperhangers, plasterers, and stucco masons</td>
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<tr>
<td>Helpers--pipelayers, plumbers, pipefitters, and steamfitters ...</td>
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<tr>
<td>Helpers--roofers ...........................................................</td>
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<tr>
<td>Construction and building inspectors ................................</td>
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<td>Elevator installers and repairers ....................................</td>
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<tr>
<td>Hazardous materials removal workers ................................</td>
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<tr>
<td>Highway maintenance workers ...........................................</td>
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<td>Miscellaneous construction and related workers ..................</td>
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<tr>
<td>Derrick, rotary drill, and service unit operators, oil, gas, and mining</td>
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<td>Service unit operators, oil, gas, and mining .....................</td>
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<tr>
<td>Earth drillers, except oil and gas ..................................</td>
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<td>Mining machine operators ...............................................</td>
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<td>Roustabouts, oil and gas ................................................</td>
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<td>Helpers--extraction workers ............................................</td>
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<td><strong>Installation, maintenance, and repair occupations</strong> ..........</td>
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<td>Computer, automated teller, and office machine repairers .......</td>
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<td>Radio and telecommunications equipment installers and repairers</td>
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<td>Telecommunications equipment installers and repairers, except line installers</td>
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<td>Avionics technicians ......................................................</td>
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<td>Electric motor, power tool, and related repairers ................</td>
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<tr>
<td>Electrical and electronics repairers, commercial and industrial equipment</td>
<td>14.04</td>
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<tr>
<td>Electrical and electronics repairers, powerhouse, substation, and relay</td>
<td>21.93</td>
</tr>
</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States 19-13 December 2007 - January 2009
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
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<tbody>
<tr>
<td></td>
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<tr>
<td><strong>Installation, maintenance, and repair occupations</strong> –Continued</td>
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</tr>
<tr>
<td>Electronic equipment installers and repairers, motor vehicles</td>
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<td>Electronic home entertainment equipment installers and repairers</td>
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<tr>
<td>Security and fire alarm systems installers</td>
<td>13.00</td>
</tr>
<tr>
<td>Aircraft mechanics and service technicians</td>
<td>17.50</td>
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<tr>
<td>Automotive technicians and repairers</td>
<td>10.79</td>
</tr>
<tr>
<td>Automotive body and related repairers</td>
<td>12.00</td>
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<tr>
<td>Automotive glass installers and repairers</td>
<td>13.00</td>
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<tr>
<td>Automotive service technicians and mechanics</td>
<td>10.50</td>
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<tr>
<td>Bus and truck mechanics and diesel engine specialists</td>
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</tr>
<tr>
<td>Heavy vehicle and mobile equipment service technicians and mechanics</td>
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<tr>
<td>Farm equipment mechanics</td>
<td>10.50</td>
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<td>Mobile heavy equipment mechanics, except engines</td>
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<tr>
<td>Rail car repairers</td>
<td>14.50</td>
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<tr>
<td>Small engine mechanics</td>
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<tr>
<td>Motorboat mechanics</td>
<td>10.45</td>
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<tr>
<td>Motorcycle mechanics</td>
<td>10.00</td>
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<tr>
<td>Outdoor power equipment and other small engine mechanics</td>
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<td><strong>Miscellaneous vehicle and mobile equipment mechanic, installers, and repairers</strong></td>
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<td>Tire repairers and changers</td>
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<tr>
<td>Control and valve installers and repairers</td>
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<td>Heating, air conditioning, and refrigeration mechanics and installers</td>
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<td>Home appliance repairers</td>
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<td>Industrial machinery installation, repair, and maintenance workers</td>
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<tr>
<td>Industrial machinery mechanics</td>
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<td>Maintenance workers, machinery</td>
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<tr>
<td>Millwrights</td>
<td>18.00</td>
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<td>Line installers and repairers</td>
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<td>Musical instrument repairers and tuners</td>
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<tr>
<td>Coin, vending, and amusement machine servicers and repairers</td>
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<tr>
<td>Locksmiths and safe repairers</td>
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<tr>
<td>Manufactured building and mobile home installers</td>
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</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States 19-14 December 2007 - January 2009
### Table 19  
Full-time private industry workers: Hourly wage percentiles

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
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<tr>
<td>Installation, maintenance, and repair occupations –Continued</td>
<td></td>
</tr>
<tr>
<td>Riggers</td>
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</tr>
<tr>
<td>Helpers, installation, maintenance, and repair workers</td>
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<tr>
<td>Production occupations</td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers of production and operating workers</td>
<td>14.71</td>
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<tr>
<td>Aircraft structure, surfaces, rigging, and systems assemblers</td>
<td>15.66</td>
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<tr>
<td>Electrical, electronics, and electromechanical assemblers</td>
<td>9.00</td>
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<tr>
<td>Coil winders, tapers, and finishers</td>
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</tr>
<tr>
<td>Electrical and electronic equipment assemblers</td>
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<td>Electromechanical equipment assemblers</td>
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<td>Engine and other machine assemblers</td>
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<tr>
<td>Structural metal fabricators and fitters</td>
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<td>Miscellaneous assemblers and fabricators</td>
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<tr>
<td>Fiberglass laminators and fabricators</td>
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<tr>
<td>Team assemblers</td>
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<tr>
<td>Bakers</td>
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<tr>
<td>Butchers and other meat, poultry, and fish processing workers</td>
<td>8.10</td>
</tr>
<tr>
<td>Butchers and meat cutters</td>
<td>10.00</td>
</tr>
<tr>
<td>Meat, poultry, and fish cutters and trimmers</td>
<td>7.28</td>
</tr>
<tr>
<td>Slaughterers and meat packers</td>
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<tr>
<td>Miscellaneous food processing workers</td>
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<td>Food and tobacco roasting, baking, and drying machine operators and tenders</td>
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<tr>
<td>Food batchmakers</td>
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<td>Food cooking machine operators and tenders</td>
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<tr>
<td>Computer control programmers and operators</td>
<td>11.00</td>
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<td>Computer-controlled machine tool operators, metal and plastic</td>
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<td>Numerical tool and process control programmers</td>
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<td>Forming machine setters, operators, and tenders, metal and plastic</td>
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</tr>
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<td>Rolling machine setters, operators, and tenders, metal and plastic</td>
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<tr>
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<tr>
<td>Drilling and boring machine tool setters, operators, and tenders, metal and plastic</td>
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</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<tbody>
<tr>
<td></td>
<td>10</td>
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<tr>
<td><strong>Production occupations</strong> –Continued</td>
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</tr>
<tr>
<td>Grinding, lapping, polishing, and buffing machine tool setters, operators,</td>
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<tr>
<td>and tenders, metal and plastic</td>
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<tr>
<td>Lathe and turning machine tool setters, operators, and tenders, metal</td>
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<tr>
<td>and plastic</td>
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</tr>
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<td>Milling and planing machine setters, operators, and tenders, metal and</td>
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<tr>
<td>plastic</td>
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<tr>
<td>Machinists</td>
<td>14.12</td>
</tr>
<tr>
<td>Metal furnace and kiln operators and tenders</td>
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<tr>
<td>Metal-refining furnace operators and tenders</td>
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<tr>
<td>Pourers and casters, metal</td>
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<tr>
<td>Model makers and patternmakers, metal and plastic</td>
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<tr>
<td>Model makers, metal and plastic</td>
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<tr>
<td>Patternmakers, metal and plastic</td>
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<td>Foundry mold and coremakers</td>
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<tr>
<td>metal and plastic</td>
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<td>Multiple machine tool setters, operators, and tenders, metal and plastic</td>
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<tr>
<td>Tool and die makers</td>
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<td>Welding, soldering, and brazing workers</td>
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<td>Welders, cutters, solderers, and brazers</td>
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<tr>
<td>Lay-out workers, metal and plastic</td>
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<td>Plating and coating machine setters, operators, and tenders, metal and</td>
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<td>plastic</td>
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<td>Tool grinders, filers, and sharpeners</td>
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<td>Bookbinders and bindery workers</td>
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<tr>
<td>Bindery workers</td>
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<td>Printers</td>
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<td>Job printers</td>
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<td>Prepress technicians and workers</td>
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<td>Printing machine operators</td>
<td>9.75</td>
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<tr>
<td>Laundry and dry-cleaning workers</td>
<td>7.45</td>
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<tr>
<td>Pressers, textile, garment, and related materials</td>
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<tr>
<td>Sewing machine operators</td>
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<tr>
<td>Tailors, dressmakers, and sewers</td>
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<tr>
<td>Tailors, dressmakers, and custom sewers</td>
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<tr>
<td>Textile machine setters, operators, and tenders</td>
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</tr>
<tr>
<td>Textile bleaching and dyeing machine operators and tenders</td>
<td>8.75</td>
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See footnotes at the end of table.
<table>
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<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<td><strong>Production occupations</strong> –Continued</td>
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<td>Textile cutting machine setters, operators, and tenders ....................</td>
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<tr>
<td>Textile knitting and weaving machine setters, operators, and tenders ....</td>
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<tr>
<td>Textile winding, twisting, and drawing out machine setters,</td>
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<tr>
<td>operators, and tenders ........................................................................</td>
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<tr>
<td>Miscellaneous textile, apparel, and furnishings workers .....................</td>
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<td>Extruding and forming machine setters, operators, and tenders,</td>
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<tr>
<td>synthetic and glass fibers ...................................................................</td>
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<tr>
<td>Fabric and apparel patternmakers .....................................................</td>
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<td>Upholsterers .......................................................................................</td>
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<td>Cabinetmakers and bench carpenters ..................................................</td>
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<tr>
<td>Furniture finishers ...............................................................................</td>
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<td>Sawing machine setters, operators, and tenders, wood .........................</td>
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<td>Woodworking machine setters, operators, and tenders, except sawing .......</td>
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<td>Water and liquid waste treatment plant and system operators ................</td>
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<td>Chemical plant and system operators ................................................</td>
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<td>Petroleum pump system operators, refinery operators, and gaugers ..........</td>
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<td>Chemical processing machine setters, operators, and tenders ...............</td>
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<td>Chemical equipment operators and tenders ..........................................</td>
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</tr>
<tr>
<td>Separating, filtering, clarifying, precipitating, and still</td>
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</tr>
<tr>
<td>machine setters, operators, and tenders ..........................................</td>
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<tr>
<td>Crushing, grinding, polishing, mixing, and blending workers ...............</td>
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</tr>
<tr>
<td>Crushing, grinding, and polishing machine setters, operators, and</td>
<td></td>
</tr>
<tr>
<td>tenders ...........................................................................................</td>
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</tr>
<tr>
<td>Grinding and polishing workers, hand ...............................................</td>
<td>9.01</td>
</tr>
<tr>
<td>Mixing and blending machine setters, operators, and tenders ...............</td>
<td>11.00</td>
</tr>
<tr>
<td>Cutting workers ..................................................................................</td>
<td>9.40</td>
</tr>
<tr>
<td>Cutters and trimmers, hand ...................................................................</td>
<td>8.40</td>
</tr>
<tr>
<td>Cutting and slicing machine setters, operators, and tenders ...............</td>
<td>9.58</td>
</tr>
<tr>
<td>Extruding, forming, pressing, and compacting machine setters,</td>
<td></td>
</tr>
<tr>
<td>operators, and tenders .......................................................................</td>
<td></td>
</tr>
<tr>
<td>Furnace, kiln, oven, drier, and kettle operators and tenders ..............</td>
<td>8.94</td>
</tr>
<tr>
<td>Inspectors, testers, sorters, samplers, and weighers ..........................</td>
<td>9.50</td>
</tr>
<tr>
<td>Medical, dental, and ophthalmic laboratory technicians .....................</td>
<td>10.75</td>
</tr>
<tr>
<td>Dental laboratory technicians .........................................................</td>
<td>10.50</td>
</tr>
<tr>
<td>Ophthalmic laboratory technicians ....................................................</td>
<td>11.00</td>
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See footnotes at end of table.
### Table 19  
Full-time private industry workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Production occupations</strong> —Continued</td>
<td></td>
</tr>
<tr>
<td>Packaging and filling machine operators and tenders</td>
<td>$8.75</td>
</tr>
<tr>
<td>Painting workers</td>
<td>9.25</td>
</tr>
<tr>
<td>Coating, painting, and spraying machine setters, operators, and tenders</td>
<td>9.25</td>
</tr>
<tr>
<td>Painters, transportation equipment</td>
<td>11.69</td>
</tr>
<tr>
<td>Painting, coating, and decorating workers</td>
<td>8.00</td>
</tr>
<tr>
<td>Photographic process workers and processing machine operators</td>
<td>9.29</td>
</tr>
<tr>
<td>Photographic process workers</td>
<td>11.24</td>
</tr>
<tr>
<td>Photographic processing machine operators</td>
<td>9.29</td>
</tr>
<tr>
<td>Semiconductor processors</td>
<td>11.95</td>
</tr>
<tr>
<td>Miscellaneous production workers</td>
<td>8.25</td>
</tr>
<tr>
<td>Cementing and gluing machine operators and tenders</td>
<td>9.20</td>
</tr>
<tr>
<td>Cleaning, washing, and metal pickling equipment operators and tenders</td>
<td>11.00</td>
</tr>
<tr>
<td>Cooling and freezing equipment operators and tenders</td>
<td>8.75</td>
</tr>
<tr>
<td>Etchers and engravers</td>
<td>10.25</td>
</tr>
<tr>
<td>Molders, shapers, and casters, except metal and plastic</td>
<td>8.00</td>
</tr>
<tr>
<td>Paper goods machine setters, operators, and tenders</td>
<td>8.71</td>
</tr>
<tr>
<td>Tire builders</td>
<td>10.75</td>
</tr>
<tr>
<td>Helpers--production workers</td>
<td>8.00</td>
</tr>
<tr>
<td><strong>Transportation and material moving occupations</strong></td>
<td>8.50</td>
</tr>
<tr>
<td>First-line supervisors/managers of helpers, laborers, and material movers, hand</td>
<td>13.70</td>
</tr>
<tr>
<td>First-line supervisors/managers of transportation and material-moving machine and vehicle operators</td>
<td>15.48</td>
</tr>
<tr>
<td>Aircraft pilots and flight engineers</td>
<td>24.96</td>
</tr>
<tr>
<td>Airline pilots, copilots, and flight engineers</td>
<td>22.00</td>
</tr>
<tr>
<td>Commercial pilots</td>
<td>24.96</td>
</tr>
<tr>
<td>Ambulance drivers and attendants, except emergency medical technicians</td>
<td>9.09</td>
</tr>
<tr>
<td>Bus drivers</td>
<td>10.40</td>
</tr>
<tr>
<td>Bus drivers, transit and intercity</td>
<td>11.00</td>
</tr>
<tr>
<td>Bus drivers, school</td>
<td>8.78</td>
</tr>
<tr>
<td>Driver/sales workers and truck drivers</td>
<td>10.00</td>
</tr>
<tr>
<td>Driver/sales workers</td>
<td>7.25</td>
</tr>
<tr>
<td>Truck drivers, heavy and tractor-trailer</td>
<td>12.00</td>
</tr>
<tr>
<td>Truck drivers, light or delivery services</td>
<td>9.00</td>
</tr>
<tr>
<td>Taxi drivers and chauffeurs</td>
<td>7.15</td>
</tr>
<tr>
<td>Locomotive engineers and operators</td>
<td>15.54</td>
</tr>
<tr>
<td>Locomotive engineers</td>
<td>15.54</td>
</tr>
<tr>
<td>Railroad brake, signal, and switch operators</td>
<td>15.18</td>
</tr>
<tr>
<td>Railroad conductors and yardmasters</td>
<td>14.43</td>
</tr>
<tr>
<td>Sailors and marine oilers</td>
<td>9.00</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
### Table 19  Full-time private industry workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Transportation and material moving occupations –Continued</td>
<td></td>
</tr>
<tr>
<td>Ship and boat captains and operators</td>
<td>$15.00</td>
</tr>
<tr>
<td>Captains, mates, and pilots of water vessels</td>
<td>15.00</td>
</tr>
<tr>
<td>Parking lot attendants</td>
<td>6.46</td>
</tr>
<tr>
<td>Service station attendants</td>
<td>7.91</td>
</tr>
<tr>
<td>Transportation inspectors</td>
<td>17.95</td>
</tr>
<tr>
<td>Conveyor operators and tenders</td>
<td>8.75</td>
</tr>
<tr>
<td>Crane and tower operators</td>
<td>13.75</td>
</tr>
<tr>
<td>Dredge, excavating, and loading machine operators</td>
<td>11.50</td>
</tr>
<tr>
<td>Excavating and loading machine and dragline operators</td>
<td>11.00</td>
</tr>
<tr>
<td>Hoist and winch operators</td>
<td>10.75</td>
</tr>
<tr>
<td>Industrial truck and tractor operators</td>
<td>9.65</td>
</tr>
<tr>
<td>Laborers and material movers, hand</td>
<td>7.94</td>
</tr>
<tr>
<td>Cleaners of vehicles and equipment</td>
<td>8.00</td>
</tr>
<tr>
<td>Laborers and freight, stock, and material movers, hand</td>
<td>8.00</td>
</tr>
<tr>
<td>Machine feeders and offbearers</td>
<td>8.00</td>
</tr>
<tr>
<td>Packers and packagers, hand</td>
<td>7.50</td>
</tr>
<tr>
<td>Pumping station operators</td>
<td>16.54</td>
</tr>
<tr>
<td>Refuse and recyclable material collectors</td>
<td>8.52</td>
</tr>
<tr>
<td>Tank car, tank, and ship loaders</td>
<td>14.00</td>
</tr>
</tbody>
</table>

---

1. Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. See appendix A for more information.

2. A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.


NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.
Table 20  
Part-time private industry workers: Hourly wage percentiles

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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</thead>
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<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>All workers</td>
<td>$6.55</td>
</tr>
<tr>
<td>Management occupations</td>
<td>18.03</td>
</tr>
<tr>
<td>Financial managers</td>
<td>18.06</td>
</tr>
<tr>
<td>Education administrators</td>
<td>9.95</td>
</tr>
<tr>
<td>Education administrators, postsecondary</td>
<td>18.93</td>
</tr>
<tr>
<td>Medical and health services managers</td>
<td>23.96</td>
</tr>
<tr>
<td>Business and financial services occupations</td>
<td>14.95</td>
</tr>
<tr>
<td>Claims adjusters, appraisers, examiners, and investigators</td>
<td>17.63</td>
</tr>
<tr>
<td>Financial managers</td>
<td>27.78</td>
</tr>
<tr>
<td>Education administrators</td>
<td>18.00</td>
</tr>
<tr>
<td>Medical and health services managers</td>
<td>23.96</td>
</tr>
<tr>
<td>Business and financial operations occupations</td>
<td>14.95</td>
</tr>
<tr>
<td>Claims adjusters, appraisers, examiners, and investigators</td>
<td>17.63</td>
</tr>
<tr>
<td>Human resources, training, and labor relations specialists</td>
<td>12.24</td>
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<tr>
<td>Accountants and auditors</td>
<td>22.09</td>
</tr>
<tr>
<td>Financial analysts and advisors</td>
<td>15.76</td>
</tr>
<tr>
<td>Computer and mathematical science occupations</td>
<td>12.00</td>
</tr>
<tr>
<td>Computer programmers</td>
<td>12.00</td>
</tr>
<tr>
<td>Computer support specialists</td>
<td>9.66</td>
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<tr>
<td>Computer systems analysts</td>
<td>42.00</td>
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<tr>
<td>Network and computer systems administrators</td>
<td>16.00</td>
</tr>
<tr>
<td>Architecture and engineering occupations</td>
<td>11.06</td>
</tr>
<tr>
<td>Engineers</td>
<td>26.29</td>
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<tr>
<td>Drafters</td>
<td>15.00</td>
</tr>
<tr>
<td>Engineering technicians, except drafters</td>
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<tr>
<td>Life, physical, and social science occupations</td>
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<td>Life scientists</td>
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<td>Medical scientists</td>
<td>21.18</td>
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<tr>
<td>Psychologists</td>
<td>24.50</td>
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<tr>
<td>Clinical, counseling, and school psychologists</td>
<td>24.50</td>
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<tr>
<td>Community and social services occupations</td>
<td>9.07</td>
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<tr>
<td>Counselors</td>
<td>11.89</td>
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<tr>
<td>Substance abuse and behavioral disorder counselors</td>
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<tr>
<td>Educational, vocational, and school counselors</td>
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<tr>
<td>Mental health counselors</td>
<td>12.00</td>
</tr>
<tr>
<td>Rehabilitation counselors</td>
<td>10.79</td>
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<tr>
<td>Social workers</td>
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<tr>
<td>Child, family, and school social workers</td>
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<tr>
<td>Medical and public health social workers</td>
<td>12.91</td>
</tr>
<tr>
<td>Mental health and substance abuse social workers</td>
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<tr>
<td>Miscellaneous community and social service specialists</td>
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<tr>
<td>Social and human service assistants</td>
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<tr>
<td>Clergy</td>
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<tr>
<td>Legal occupations</td>
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See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<td><strong>Legal occupations</strong> –Continued</td>
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<td>Lawyers</td>
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<td>Paralegals and legal assistants</td>
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<tr>
<td>Miscellaneous legal support workers</td>
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<tr>
<td>Law clerks</td>
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<td><strong>Education, training, and library occupations</strong></td>
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<td>Postsecondary teachers</td>
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<tr>
<td>Business teachers, postsecondary</td>
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</tr>
<tr>
<td>Math and computer teachers, postsecondary</td>
<td>14.33</td>
</tr>
<tr>
<td>Computer science teachers, postsecondary</td>
<td>20.00</td>
</tr>
<tr>
<td>Mathematical science teachers, postsecondary</td>
<td>14.33</td>
</tr>
<tr>
<td>Social sciences teachers, postsecondary</td>
<td>18.46</td>
</tr>
<tr>
<td>Psychology teachers, postsecondary</td>
<td>18.44</td>
</tr>
<tr>
<td>Health teachers, postsecondary</td>
<td>27.04</td>
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<tr>
<td>Education and library science teachers, postsecondary</td>
<td>19.53</td>
</tr>
<tr>
<td>Education teachers, postsecondary</td>
<td>19.53</td>
</tr>
<tr>
<td>Arts, communications, and humanities teachers, postsecondary</td>
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<tr>
<td>Art, drama, and music teachers, postsecondary</td>
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</tr>
<tr>
<td>English language and literature teachers, postsecondary</td>
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<tr>
<td>Miscellaneous postsecondary teachers</td>
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<td>Vocational education teachers, postsecondary</td>
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<td>Primary, secondary, and special education school teachers</td>
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<td>Preschool and kindergarten teachers</td>
<td>8.75</td>
</tr>
<tr>
<td>Preschool teachers, except special education</td>
<td>8.75</td>
</tr>
<tr>
<td>Elementary and middle school teachers</td>
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<tr>
<td>Elementary school teachers, except special education</td>
<td>9.38</td>
</tr>
<tr>
<td>Secondary school teachers</td>
<td>18.05</td>
</tr>
<tr>
<td>Secondary school teachers, except special and vocational education</td>
<td>18.05</td>
</tr>
<tr>
<td>Other teachers and instructors</td>
<td>8.00</td>
</tr>
<tr>
<td>Self-enrichment education teachers</td>
<td>10.00</td>
</tr>
<tr>
<td>Librarians</td>
<td>15.86</td>
</tr>
<tr>
<td>Teacher assistants</td>
<td>8.00</td>
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<td><strong>Arts, design, entertainment, sports, and media occupations</strong></td>
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<tr>
<td>Designers</td>
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<tr>
<td>Floral designers</td>
<td>7.50</td>
</tr>
<tr>
<td>Athletes, coaches, umpires, and related workers</td>
<td>7.00</td>
</tr>
<tr>
<td>Coaches and scouts</td>
<td>8.00</td>
</tr>
<tr>
<td>Umpires, referees, and other sports officials</td>
<td>8.00</td>
</tr>
<tr>
<td>Dancers and choreographers</td>
<td>5.34</td>
</tr>
<tr>
<td><strong>Choreographers</strong></td>
<td>7.00</td>
</tr>
<tr>
<td><strong>Musicians, singers, and related workers</strong></td>
<td>11.16</td>
</tr>
<tr>
<td>Music directors and composers</td>
<td>8.55</td>
</tr>
<tr>
<td><strong>Music directors and composers</strong></td>
<td>7.22</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
Table 20  Part-time private industry workers: Hourly wage percentiles

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Arts, design, entertainment, sports, and media occupations</td>
<td></td>
</tr>
<tr>
<td>–Continued</td>
<td></td>
</tr>
<tr>
<td>Musicians and singers</td>
<td>$22.01</td>
</tr>
<tr>
<td>Announcers</td>
<td>8.50</td>
</tr>
<tr>
<td>Radio and television announcers</td>
<td>8.50</td>
</tr>
<tr>
<td>News analysts, reporters and correspondents</td>
<td>8.25</td>
</tr>
<tr>
<td>Reporters and correspondents</td>
<td>8.25</td>
</tr>
<tr>
<td>Writers and editors</td>
<td>13.00</td>
</tr>
<tr>
<td>Editors</td>
<td>9.41</td>
</tr>
<tr>
<td>Miscellaneous media and communication workers</td>
<td>7.65</td>
</tr>
<tr>
<td>Broadcast and sound engineering technicians and radio operators</td>
<td>8.50</td>
</tr>
<tr>
<td>Audio and video equipment technicians</td>
<td>8.80</td>
</tr>
<tr>
<td>Broadcast technicians</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States
December 2007 - January 2009
### Table 20  
**Part-time private industry workers: Hourly wage percentiles** — Continued

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<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<td>Medical assistants</td>
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<td>Veterinary assistants and laboratory animal caretakers</td>
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<td>Security guards and gaming surveillance officers</td>
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<tr>
<td>Security guards</td>
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<tr>
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<td>Cooks</td>
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<tr>
<td>Cooks, restaurant</td>
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<tr>
<td>Cooks, short order</td>
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<tr>
<td>Food service, tipped</td>
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<td>Bartenders</td>
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<tr>
<td>Waiters and waitresses</td>
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<td>Combined food preparation and serving workers, including fast food</td>
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<tr>
<td>Food servers, nonrestaurant</td>
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<td>Dishwashers</td>
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See footnotes at end of table.
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<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<td><strong>Food preparation and serving related occupations</strong></td>
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<td>Hosts and hostesses, restaurant, lounge, and coffee shop</td>
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<tr>
<td>Grounds maintenance workers</td>
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</tr>
<tr>
<td>Landscaping and groundskeeping workers</td>
<td>7.15  8.08  9.00  9.40  12.00</td>
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<tr>
<td><strong>Personal care and service occupations</strong></td>
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<tr>
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<td>10.00 11.36 14.53 16.74 16.76</td>
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<tr>
<td>Gaming services workers</td>
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<td>Gaming and sports book writers and runners</td>
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<tr>
<td>Motion picture projectionists</td>
<td>7.87  8.78  11.25 20.00</td>
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<tr>
<td>Ushers, lobby attendants, and ticket takers</td>
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<tr>
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<tr>
<td>Tour and travel guides</td>
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<td>Transportation attendants</td>
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<td>Child care workers</td>
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<tr>
<td>Counter and rental clerks and parts salespersons</td>
<td>6.75  7.15  8.05  9.25 10.00</td>
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<td>Secretaries, except legal, medical, and executive ........................</td>
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<td>Insurance claims and policy processing clerks</td>
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<td>Farming, fishing, and forestry occupations</td>
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<td>Construction and extraction occupations</td>
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<td>Production occupations</td>
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<td>Electrical, electronics, and electromechanical assemblers</td>
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<tr>
<td>Printers</td>
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See footnotes at end of table.
Table 20  Part-time private industry workers: Hourly wage percentiles$^1$ — Continued

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<td>Printing machine operators</td>
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<tr>
<td>Laundry and dry-cleaning workers</td>
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<tr>
<td>Pressers, textile, garment, and related materials</td>
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</tr>
<tr>
<td>Sewing machine operators</td>
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<tr>
<td>Tailors, dressmakers, and sewers</td>
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<tr>
<td>Inspectors, testers, sorters, samplers, and weighers</td>
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</tr>
<tr>
<td>Packaging and filling machine operators and tenders</td>
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</tr>
<tr>
<td>Painting workers</td>
<td>7.00</td>
</tr>
<tr>
<td>Painting, coating, and decorating workers</td>
<td>7.75</td>
</tr>
<tr>
<td>Photographic process workers and processing machine operators</td>
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</tr>
<tr>
<td>Miscellaneous production workers</td>
<td>7.75</td>
</tr>
<tr>
<td>Helpers--production workers</td>
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</tr>
<tr>
<td>Transportation and material moving occupations</td>
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</tr>
<tr>
<td>Bus drivers</td>
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<td>Bus drivers, transit and intercity</td>
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<td>Bus drivers, school</td>
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<tr>
<td>Driver/sales workers and truck drivers</td>
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<td>Truck drivers, light or delivery services</td>
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<td>Parking lot attendants</td>
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<td>Service station attendants</td>
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<tr>
<td>Industrial truck and tractor operators</td>
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</tr>
<tr>
<td>Laborers and material movers, hand</td>
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</tr>
<tr>
<td>Cleaners of vehicles and equipment</td>
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</tr>
<tr>
<td>Laborers and freight, stock, and material movers, hand</td>
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<tr>
<td>Machine feeders and offbearers</td>
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</tr>
<tr>
<td>Packers and packagers, hand</td>
<td>6.30</td>
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</tbody>
</table>

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$^1$ Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. See appendix A for more information.

$^2$ A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 21  State and local government workers: Hourly wage percentiles

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>All workers</td>
<td>$11.35</td>
</tr>
<tr>
<td>Management occupations</td>
<td></td>
</tr>
<tr>
<td>Chief executives</td>
<td>21.41</td>
</tr>
<tr>
<td>General and operations managers</td>
<td>27.95</td>
</tr>
<tr>
<td>Legislators</td>
<td>21.99</td>
</tr>
<tr>
<td>Public relations managers</td>
<td>11.56</td>
</tr>
<tr>
<td>Administrative services managers</td>
<td>19.03</td>
</tr>
<tr>
<td>Computer and information systems managers</td>
<td>22.28</td>
</tr>
<tr>
<td>Financial managers</td>
<td>28.40</td>
</tr>
<tr>
<td>Human resources managers</td>
<td>23.00</td>
</tr>
<tr>
<td>Compensation and benefits managers</td>
<td>22.72</td>
</tr>
<tr>
<td>Training and development managers</td>
<td>23.01</td>
</tr>
<tr>
<td>Purchasing managers</td>
<td>23.81</td>
</tr>
<tr>
<td>Transportation, storage, and distribution managers</td>
<td>21.99</td>
</tr>
<tr>
<td>Construction managers</td>
<td>21.36</td>
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<td>Education administrators</td>
<td>25.75</td>
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<td>Education administrators, preschool and child care center/program</td>
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<td>Education administrators, elementary and secondary school</td>
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<td>Engineering managers</td>
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</tr>
<tr>
<td>Food service managers</td>
<td>18.27</td>
</tr>
<tr>
<td>Medical and health services managers</td>
<td>25.01</td>
</tr>
<tr>
<td>Natural sciences managers</td>
<td>24.33</td>
</tr>
<tr>
<td>Property, real estate, and community association managers</td>
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</tr>
<tr>
<td>Social and community service managers</td>
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</tr>
<tr>
<td>Business and financial operations occupations</td>
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</tr>
<tr>
<td>Buyers and purchasing agents</td>
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</tr>
<tr>
<td>Purchasing agents, except wholesale, retail, and farm products</td>
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</tr>
<tr>
<td>Claims adjusters, appraisers, examiners, and investigators</td>
<td>18.01</td>
</tr>
<tr>
<td>Claims adjusters, examiners, and investigators</td>
<td>18.01</td>
</tr>
<tr>
<td>Compliance officers, except agriculture, construction, health and safety, and transportation</td>
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<tr>
<td>Emergency management specialists</td>
<td>16.86</td>
</tr>
<tr>
<td>Human resources, training, and labor relations specialists</td>
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</tr>
<tr>
<td>Employment, recruitment, and placement specialists</td>
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</tr>
<tr>
<td>Compensation, benefits, and job analysis specialists</td>
<td>18.34</td>
</tr>
<tr>
<td>Training and development specialists</td>
<td>16.99</td>
</tr>
<tr>
<td>Management analysts</td>
<td>18.17</td>
</tr>
<tr>
<td>Meeting and convention planners</td>
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</tr>
<tr>
<td>Accountants and auditors</td>
<td>17.53</td>
</tr>
<tr>
<td>Appraisers and assessors of real estate</td>
<td>10.82</td>
</tr>
<tr>
<td>Budget analysts</td>
<td>21.12</td>
</tr>
<tr>
<td>Financial analysts and advisors</td>
<td>15.72</td>
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</table>

See footnotes at end of table.
Table 21  State and local government workers: Hourly wage percentiles

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Business and financial operations occupations</strong> –Continued</td>
<td></td>
</tr>
<tr>
<td>Financial analysts</td>
<td>$20.32</td>
</tr>
<tr>
<td>Insurance underwriters</td>
<td>13.90</td>
</tr>
<tr>
<td>Financial examiners</td>
<td>18.08</td>
</tr>
<tr>
<td>Loan counselors and officers</td>
<td>19.47</td>
</tr>
<tr>
<td>Loan counselors</td>
<td>19.47</td>
</tr>
<tr>
<td>Tax examiners, collectors, preparers, and revenue agents</td>
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</tr>
<tr>
<td>Tax examiners, collectors, and revenue agents</td>
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<tr>
<td><strong>Computer and mathematical science occupations</strong></td>
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</tr>
<tr>
<td>Computer programmers</td>
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</tr>
<tr>
<td>Computer software engineers</td>
<td>19.23</td>
</tr>
<tr>
<td>Computer software engineers, applications</td>
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</tr>
<tr>
<td>Computer software engineers, systems software</td>
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</tr>
<tr>
<td>Computer support specialists</td>
<td>15.86</td>
</tr>
<tr>
<td>Computer systems analysts</td>
<td>20.84</td>
</tr>
<tr>
<td>Database administrators</td>
<td>19.01</td>
</tr>
<tr>
<td>Network and computer systems administrators</td>
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<tr>
<td>Network systems and data communications analysts</td>
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<td>Operations research analysts</td>
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<tr>
<td><strong>Architecture and engineering occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Architects, except naval</td>
<td>29.20</td>
</tr>
<tr>
<td>Architects, except landscape and naval</td>
<td>31.89</td>
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<tr>
<td>Surveyors, cartographers, and photogrammetrists</td>
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</tr>
<tr>
<td>Surveyors</td>
<td>22.31</td>
</tr>
<tr>
<td>Engineers</td>
<td>24.79</td>
</tr>
<tr>
<td>Civil engineers</td>
<td>24.79</td>
</tr>
<tr>
<td>Electrical and electronics engineers</td>
<td>27.45</td>
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<tr>
<td>Environmental engineers</td>
<td>24.03</td>
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<tr>
<td>Industrial engineers, including health and safety</td>
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<tr>
<td>Drafters</td>
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<tr>
<td>Architectural and civil drafters</td>
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<td>Engineering technicians, except drafters</td>
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<tr>
<td>Civil engineering technicians</td>
<td>13.95</td>
</tr>
<tr>
<td>Electrical and electronic engineering technicians</td>
<td>20.06</td>
</tr>
<tr>
<td>Surveying and mapping technicians</td>
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</tr>
<tr>
<td><strong>Life, physical, and social science occupations</strong></td>
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<td>Life scientists</td>
<td>16.46</td>
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<tr>
<td>Agricultural and food scientists</td>
<td>17.47</td>
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<tr>
<td>Biological scientists</td>
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<tr>
<td>Biochemists and biophysicists</td>
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<td>Zoologists and wildlife biologists</td>
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<tr>
<td>Conservation scientists and foresters</td>
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<tr>
<td>Conservation scientists and foresters</td>
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See footnotes at end of table.
### Table 21  
State and local government workers: Hourly wage percentiles — Continued

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<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<td>Life, physical, and social science occupations — Continued</td>
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<td>Conservation scientists</td>
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<tr>
<td>Foresters</td>
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<td>Medical scientists</td>
<td>18.74</td>
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<tr>
<td>Physical scientists</td>
<td>20.08</td>
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<tr>
<td>Chemists and materials scientists</td>
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<tr>
<td>Chemists</td>
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</tr>
<tr>
<td>Environmental scientists and geoscientists</td>
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<tr>
<td>Psychologists</td>
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<tr>
<td>Clinical, counseling, and school psychologists</td>
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<tr>
<td>Urban and regional planners</td>
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</tr>
<tr>
<td>Agricultural and food science technicians</td>
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<tr>
<td>Biological technicians</td>
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<tr>
<td>Chemical technicians</td>
<td>16.32</td>
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<tr>
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<tr>
<td>Miscellaneous life, physical, and social science technicians</td>
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</tr>
<tr>
<td>Environmental science and protection technicians, including health</td>
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</tr>
<tr>
<td>Forest and conservation technicians</td>
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<tr>
<td>Community and social services occupations</td>
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<td>Counselors</td>
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<tr>
<td>Substance abuse and behavioral disorder counselors</td>
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<tr>
<td>Educational, vocational, and school counselors</td>
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<tr>
<td>Mental health counselors</td>
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<tr>
<td>Rehabilitation counselors</td>
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<tr>
<td>Social workers</td>
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<td>Medical and public health social workers</td>
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<tr>
<td>Mental health and substance abuse social workers</td>
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<tr>
<td>Miscellaneous community and social service specialists</td>
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</tr>
<tr>
<td>Health educators</td>
<td>17.82</td>
</tr>
<tr>
<td>Probation officers and correctional treatment specialists</td>
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<tr>
<td>Social and human service assistants</td>
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<td>Clergy</td>
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<td>Legal occupations</td>
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</tr>
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<td>Lawyers</td>
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</tr>
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<td>Judges, magistrates, and other judicial workers</td>
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</tr>
<tr>
<td>Administrative law judges, adjudicators, and hearing officers</td>
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</tr>
<tr>
<td>Judges, magistrate judges, and magistrates</td>
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<td>Paralegals and legal assistants</td>
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<tr>
<td>Miscellaneous legal support workers</td>
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See footnotes at end of table.
<table>
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<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Legal occupations – Continued</td>
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</tr>
<tr>
<td>Court reporters</td>
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<td>Law clerks</td>
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<td>Education, training, and library occupations</td>
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<td>Postsecondary teachers</td>
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<td>Business teachers, postsecondary</td>
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</tr>
<tr>
<td>Math and computer teachers, postsecondary</td>
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</tr>
<tr>
<td>Computer science teachers, postsecondary</td>
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<tr>
<td>Mathematical science teachers, postsecondary</td>
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<td>Engineering and architecture teachers, postsecondary</td>
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<td>Engineering teachers, postsecondary</td>
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<tr>
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<tr>
<td>Biological science teachers, postsecondary</td>
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</tr>
<tr>
<td>Physical sciences teachers, postsecondary</td>
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<td>Atmospheric, earth, marine, and space sciences teachers, postsecondary</td>
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<td>Political science teachers, postsecondary</td>
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<td>Health specialties teachers, postsecondary</td>
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<tr>
<td>Nursing instructors and teachers, postsecondary</td>
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<td>Education and library science teachers, postsecondary</td>
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<td>Social work teachers, postsecondary</td>
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<td>Arts, communications, and humanities teachers, postsecondary</td>
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</tr>
<tr>
<td>Art, drama, and music teachers, postsecondary</td>
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<tr>
<td>Communications teachers, postsecondary</td>
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<td>English language and literature teachers, postsecondary</td>
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<td>Vocational education teachers, postsecondary</td>
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See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Education, training, and library occupations</td>
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<tr>
<td>Primary, secondary, and special education teachers</td>
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</tr>
<tr>
<td>Preschool and kindergarten teachers</td>
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<tr>
<td>Special education teachers, preschool, kindergarten, and elementary school</td>
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</tr>
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<td>Secondary school teachers</td>
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<td>Preschool and kindergarten teachers</td>
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<td>Kindergarten teachers, except special education</td>
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<tr>
<td>Middle school teachers, except special and vocational education</td>
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<tr>
<td>Preschool teachers, except special education</td>
<td>$25.21</td>
</tr>
<tr>
<td>Elementary school teachers, except special education</td>
<td>$24.35</td>
</tr>
<tr>
<td>Other teachers and instructors</td>
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</tr>
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<td>Self-enrichment education teachers</td>
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<tr>
<td>Archivists, curators, and museum technicians</td>
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<tr>
<td>Curators</td>
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<tr>
<td>Librarians</td>
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<tr>
<td>Library technicians</td>
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<tr>
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<td>Instructional coordinators</td>
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<td>Teacher assistants</td>
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<td>Public relations specialists</td>
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<td>13.17</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States 21-7 December 2007 - January 2009
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<th>Occupation</th>
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<tr>
<td>First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers</td>
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<td>Building cleaning workers</td>
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<td>Landscaping and groundskeeping workers</td>
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<th>Occupation2</th>
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<td>Mail clerks and mail machine operators, except postal service</td>
<td>8.55  9.35 12.14 14.75 15.39</td>
</tr>
<tr>
<td>Office clerks, general</td>
<td>10.44 12.41 14.68 17.90 20.65</td>
</tr>
<tr>
<td>Office machine operators, except computer</td>
<td>8.17  8.18 12.00 14.62 14.62</td>
</tr>
<tr>
<td>Statistical assistants</td>
<td>15.92 19.60 20.60 22.81 24.53</td>
</tr>
<tr>
<td>Farming, fishing, and forestry occupations</td>
<td>8.00  12.77 18.75 21.37 24.74</td>
</tr>
<tr>
<td>Forest and conservation workers</td>
<td>7.96  8.00 11.48 22.69 23.41</td>
</tr>
<tr>
<td>Construction and extraction occupations</td>
<td>12.00 13.95 17.74 23.14 30.35</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
Table 21  State and local government workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction and extraction occupations — Continued</td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers of construction trades and extraction workers</td>
<td>$15.75 $18.51 $23.10 $28.98 $31.07</td>
</tr>
<tr>
<td>Carpenters</td>
<td>12.07 16.80 17.73 21.74 30.00</td>
</tr>
<tr>
<td>Construction laborers</td>
<td>8.67 10.38 12.91 19.59 29.67</td>
</tr>
<tr>
<td>Construction equipment operators</td>
<td>11.71 13.16 15.51 19.72 23.85</td>
</tr>
<tr>
<td>Paving, surfacing, and tamping equipment operators</td>
<td>11.49 11.97 12.09 17.31 24.09</td>
</tr>
<tr>
<td>Operating engineers and other construction equipment operators</td>
<td>11.74 13.30 15.81 19.79 23.85</td>
</tr>
<tr>
<td>Electricians</td>
<td>16.64 20.34 23.94 30.42 36.44</td>
</tr>
<tr>
<td>Painters and paperhangers</td>
<td>13.26 16.09 20.61 35.00 35.00</td>
</tr>
<tr>
<td>Painters, construction and maintenance</td>
<td>13.26 16.09 20.61 35.00 35.00</td>
</tr>
<tr>
<td>Pipelayers, plumbers, pipefitters, and steamfitters</td>
<td>12.77 14.33 18.13 26.74 30.40</td>
</tr>
<tr>
<td>Pipelayers</td>
<td>10.53 11.83 13.91 14.51 16.93</td>
</tr>
<tr>
<td>Plumbers, pipefitters, and steamfitters</td>
<td>12.91 15.44 21.95 27.79 34.95</td>
</tr>
<tr>
<td>Helpers, construction trades</td>
<td>10.23 12.92 15.96 19.35 23.08</td>
</tr>
<tr>
<td>Construction and building inspectors</td>
<td>15.97 17.72 21.87 27.20 32.27</td>
</tr>
<tr>
<td>Highway maintenance workers</td>
<td>11.97 12.82 16.07 20.00 23.35</td>
</tr>
<tr>
<td>Septic tank servicers and sewer pipe cleaners</td>
<td>12.13 13.36 16.54 25.01 28.34</td>
</tr>
<tr>
<td>Miscellaneous construction and related workers</td>
<td>9.65 15.49 22.67 26.29 26.89</td>
</tr>
<tr>
<td>Installation, maintenance, and repair occupations</td>
<td>12.82 15.70 19.64 25.46 30.44</td>
</tr>
<tr>
<td>First-line supervisors/managers of mechanics, installers, and repairers</td>
<td>18.24 20.96 25.78 30.04 38.24</td>
</tr>
<tr>
<td>Computer, automated teller, and office machine repairers</td>
<td>11.59 19.21 19.21 19.21 19.21</td>
</tr>
<tr>
<td>Radio and telecommunications equipment installers and repairers</td>
<td>19.35 21.71 26.69 28.66 34.19</td>
</tr>
<tr>
<td>Miscellaneous electrical and electronic equipment mechanics, installers, and repairers</td>
<td>16.09 18.41 25.48 32.17 37.98</td>
</tr>
<tr>
<td>Electrical and electronics repairers, commercial and industrial equipment</td>
<td>15.00 18.61 24.34 27.09 35.80</td>
</tr>
<tr>
<td>Electrical and electronics repairers, powerhouse, substation, and relay</td>
<td>18.38 18.41 26.30 35.73 46.03</td>
</tr>
<tr>
<td>Automotive technicians and repairers</td>
<td>13.65 16.19 19.70 22.49 27.52</td>
</tr>
<tr>
<td>Automotive service technicians and mechanics</td>
<td>13.65 15.44 19.70 22.15 27.37</td>
</tr>
<tr>
<td>Bus and truck mechanics and diesel engine specialists</td>
<td>13.91 16.75 21.04 26.47 29.34</td>
</tr>
<tr>
<td>Heavy vehicle and mobile equipment service technicians and mechanics</td>
<td>15.01 17.04 23.41 26.47 35.93</td>
</tr>
<tr>
<td>Mobile heavy equipment mechanics, except engines</td>
<td>15.01 15.01 21.90 24.73 35.93</td>
</tr>
<tr>
<td>Control and valve installers and repairers</td>
<td>12.22 12.71 16.36 21.51 24.04</td>
</tr>
<tr>
<td>Control and valve installers, except mechanical door</td>
<td>12.22 12.71 16.36 21.51 24.04</td>
</tr>
<tr>
<td>Heating, air conditioning, and refrigeration mechanics and installers</td>
<td>15.67 18.50 21.93 26.67 41.37</td>
</tr>
<tr>
<td>Industrial machinery installation, repair, and maintenance workers</td>
<td>11.90 14.66 18.17 22.75 28.34</td>
</tr>
</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 21-10 December 2007 - January 2009
### Table 21  
**State and local government workers: Hourly wage percentiles**

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Installation, maintenance, and repair occupations</strong> –Continued</td>
<td></td>
</tr>
<tr>
<td>Industrial machinery mechanics</td>
<td>$17.26</td>
</tr>
<tr>
<td>Maintenance and repair workers, general</td>
<td>11.86</td>
</tr>
<tr>
<td>Line installers and repairers</td>
<td>13.96</td>
</tr>
<tr>
<td>Electrical power-line installers and repairers</td>
<td>13.96</td>
</tr>
<tr>
<td>Miscellaneous installation, maintenance, and repair workers</td>
<td>12.07</td>
</tr>
<tr>
<td>Helpers--installation, maintenance, and repair workers</td>
<td>10.69</td>
</tr>
<tr>
<td><strong>Production occupations</strong></td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers of production and operating workers</td>
<td>15.10</td>
</tr>
<tr>
<td>Welding, soldering, and brazing workers</td>
<td>14.67</td>
</tr>
<tr>
<td>Welders, cutters, solderers, and brazers</td>
<td>14.67</td>
</tr>
<tr>
<td>Printers</td>
<td>13.96</td>
</tr>
<tr>
<td>Laundry and dry-cleaning workers</td>
<td>8.42</td>
</tr>
<tr>
<td>Power plant operators, distributors, and dispatchers</td>
<td>14.49</td>
</tr>
<tr>
<td>Power plant operators</td>
<td>14.49</td>
</tr>
<tr>
<td>Stationary engineers and boiler operators</td>
<td>17.95</td>
</tr>
<tr>
<td>Water and liquid waste treatment plant and system operators</td>
<td>12.63</td>
</tr>
<tr>
<td>Inspectors, testers, sorters, samplers, and weighers</td>
<td>13.60</td>
</tr>
<tr>
<td>Miscellaneous production workers</td>
<td>7.71</td>
</tr>
<tr>
<td>Helpers--production workers</td>
<td>7.47</td>
</tr>
<tr>
<td><strong>Transportation and material moving occupations</strong></td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers of helpers, laborers, and material movers, hand</td>
<td>19.89</td>
</tr>
<tr>
<td>First-line supervisors/managers of transportation and material-moving machine and vehicle operators</td>
<td>8.79</td>
</tr>
<tr>
<td>Bus drivers</td>
<td>11.56</td>
</tr>
<tr>
<td>Bus drivers, school</td>
<td>11.41</td>
</tr>
<tr>
<td>Driver/sales workers and truck drivers</td>
<td>12.48</td>
</tr>
<tr>
<td>Truck drivers, heavy and tractor-trailer</td>
<td>12.88</td>
</tr>
<tr>
<td>Truck drivers, light or delivery services</td>
<td>11.71</td>
</tr>
<tr>
<td>Taxi drivers and chauffeurs</td>
<td>9.91</td>
</tr>
<tr>
<td>Subway and streetcar operators</td>
<td>19.45</td>
</tr>
<tr>
<td>Parking lot attendants</td>
<td>5.15</td>
</tr>
<tr>
<td>Transportation inspectors</td>
<td>21.05</td>
</tr>
<tr>
<td>Dredge, excavating, and loading machine operators</td>
<td>10.71</td>
</tr>
<tr>
<td>Excavating and loading machine and dragline operators</td>
<td>10.71</td>
</tr>
<tr>
<td>Industrial truck and tractor operators</td>
<td>11.69</td>
</tr>
<tr>
<td>Laborers and material movers, hand</td>
<td>8.00</td>
</tr>
<tr>
<td>Laborers and freight, stock, and material movers, hand</td>
<td>8.00</td>
</tr>
<tr>
<td>Refuse and recyclable material collectors</td>
<td>9.44</td>
</tr>
</tbody>
</table>

1 Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. See appendix A for more information.

2 A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.


NATIONAL COMPENSATION SURVEY

All United States 21-11 December 2007 - January 2009
Table 22  Full-time State and local government workers: Hourly wage percentiles

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>All workers</td>
<td>$11.95</td>
</tr>
<tr>
<td>Management occupations</td>
<td>21.63</td>
</tr>
<tr>
<td>Chief executives</td>
<td>27.95</td>
</tr>
<tr>
<td>General and operations managers</td>
<td>21.99</td>
</tr>
<tr>
<td>Legislators</td>
<td>12.33</td>
</tr>
<tr>
<td>Public relations managers</td>
<td>19.03</td>
</tr>
<tr>
<td>Administrative services managers</td>
<td>22.28</td>
</tr>
<tr>
<td>Computer and information systems managers</td>
<td>28.40</td>
</tr>
<tr>
<td>Financial managers</td>
<td>23.24</td>
</tr>
<tr>
<td>Human resources managers</td>
<td>22.72</td>
</tr>
<tr>
<td>Compensation and benefits managers</td>
<td>27.27</td>
</tr>
<tr>
<td>Training and development managers</td>
<td>21.80</td>
</tr>
<tr>
<td>Purchasing managers</td>
<td>23.01</td>
</tr>
<tr>
<td>Transportation, storage, and distribution managers</td>
<td>23.81</td>
</tr>
<tr>
<td>Construction managers</td>
<td>21.36</td>
</tr>
<tr>
<td>Education administrators</td>
<td>26.14</td>
</tr>
<tr>
<td>Education administrators, preschool and child care center/program</td>
<td>15.77</td>
</tr>
<tr>
<td>Education administrators, elementary and secondary school ..</td>
<td>32.89</td>
</tr>
<tr>
<td>Education administrators, postsecondary</td>
<td>22.00</td>
</tr>
<tr>
<td>Engineering managers</td>
<td>38.47</td>
</tr>
<tr>
<td>Food service managers</td>
<td>15.77</td>
</tr>
<tr>
<td>Medical and health services managers</td>
<td>25.01</td>
</tr>
<tr>
<td>Natural sciences managers</td>
<td>24.33</td>
</tr>
<tr>
<td>Property, real estate, and community association managers</td>
<td>15.39</td>
</tr>
<tr>
<td>Social and community service managers</td>
<td>21.85</td>
</tr>
<tr>
<td>Business and financial operations occupations</td>
<td>16.35</td>
</tr>
<tr>
<td>Buyers and purchasing agents</td>
<td>18.94</td>
</tr>
<tr>
<td>Purchasing agents, except wholesale, retail, and farm products</td>
<td>18.94</td>
</tr>
<tr>
<td>Claims adjusters, appraisers, examiners, and investigators</td>
<td>18.01</td>
</tr>
<tr>
<td>Compliance officers, except agriculture, construction, health and safety, and transportation</td>
<td>13.94</td>
</tr>
<tr>
<td>Emergency management specialists</td>
<td>20.19</td>
</tr>
<tr>
<td>Human resources, training, and labor relations specialists</td>
<td>15.45</td>
</tr>
<tr>
<td>Employment, recruitment, and placement specialists</td>
<td>12.97</td>
</tr>
<tr>
<td>Compensation, benefits, and job analysis specialists</td>
<td>18.34</td>
</tr>
<tr>
<td>Training and development specialists</td>
<td>16.99</td>
</tr>
<tr>
<td>Management analysts</td>
<td>18.13</td>
</tr>
<tr>
<td>Meeting and convention planners</td>
<td>21.31</td>
</tr>
<tr>
<td>Accountants and auditors</td>
<td>17.55</td>
</tr>
<tr>
<td>Appraisers and assessors of real estate</td>
<td>10.82</td>
</tr>
<tr>
<td>Budget analysts</td>
<td>20.83</td>
</tr>
</tbody>
</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 22-1 December 2007 - January 2009
### Table 22

Full-time State and local government workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td>Business and financial operations occupations — Continued</td>
<td></td>
</tr>
<tr>
<td>Financial analysts and advisors</td>
<td>$15.72</td>
</tr>
<tr>
<td>Financial analysts</td>
<td>20.32</td>
</tr>
<tr>
<td>Insurance underwriters</td>
<td>13.90</td>
</tr>
<tr>
<td>Financial examiners</td>
<td>18.08</td>
</tr>
<tr>
<td>Loan counselors and officers</td>
<td>19.47</td>
</tr>
<tr>
<td>Loan counselors</td>
<td>19.47</td>
</tr>
<tr>
<td>Tax examiners, collectors, preparers, and revenue agents</td>
<td>12.90</td>
</tr>
<tr>
<td>Tax examiners, collectors, and revenue agents</td>
<td>13.09</td>
</tr>
<tr>
<td>Computer and mathematical science occupations</td>
<td></td>
</tr>
<tr>
<td>Computer programmers</td>
<td>18.53</td>
</tr>
<tr>
<td>Computer software engineers</td>
<td>19.23</td>
</tr>
<tr>
<td>Computer software engineers, applications</td>
<td>18.97</td>
</tr>
<tr>
<td>Computer software engineers, systems software</td>
<td>25.74</td>
</tr>
<tr>
<td>Computer support specialists</td>
<td>15.86</td>
</tr>
<tr>
<td>Computer systems analysts</td>
<td>20.84</td>
</tr>
<tr>
<td>Database administrators</td>
<td>19.01</td>
</tr>
<tr>
<td>Network and computer systems administrators</td>
<td>19.52</td>
</tr>
<tr>
<td>Network systems and data communications analysts</td>
<td>20.60</td>
</tr>
<tr>
<td>Operations research analysts</td>
<td>25.93</td>
</tr>
<tr>
<td>Architecture and engineering occupations</td>
<td></td>
</tr>
<tr>
<td>Architects, except naval</td>
<td>18.50</td>
</tr>
<tr>
<td>Architects, except landscape and naval</td>
<td>29.20</td>
</tr>
<tr>
<td>Surveyors, cartographers, and photogrammetrists</td>
<td>19.78</td>
</tr>
<tr>
<td>Surveyors</td>
<td>22.31</td>
</tr>
<tr>
<td>Engineers</td>
<td>25.09</td>
</tr>
<tr>
<td>Civil engineers</td>
<td>24.79</td>
</tr>
<tr>
<td>Electrical and electronics engineers</td>
<td>27.45</td>
</tr>
<tr>
<td>Electrical engineers</td>
<td>27.21</td>
</tr>
<tr>
<td>Environmental engineers</td>
<td>24.03</td>
</tr>
<tr>
<td>Industrial engineers, including health and safety</td>
<td>20.84</td>
</tr>
<tr>
<td>Drafters</td>
<td>17.85</td>
</tr>
<tr>
<td>Architectural and civil drafters</td>
<td>16.33</td>
</tr>
<tr>
<td>Engineering technicians, except drafters</td>
<td>14.94</td>
</tr>
<tr>
<td>Civil engineering technicians</td>
<td>13.95</td>
</tr>
<tr>
<td>Electrical and electronic engineering technicians</td>
<td>20.06</td>
</tr>
<tr>
<td>Surveying and mapping technicians</td>
<td>14.99</td>
</tr>
<tr>
<td>Life, physical, and social science occupations</td>
<td></td>
</tr>
<tr>
<td>Life scientists</td>
<td>16.75</td>
</tr>
<tr>
<td>Agricultural and food scientists</td>
<td>17.47</td>
</tr>
<tr>
<td>Biological scientists</td>
<td>16.75</td>
</tr>
<tr>
<td>Zoologists and wildlife biologists</td>
<td>18.88</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
Table 22  
Full-time State and local government workers: Hourly wage percentiles — Continued

<table>
<thead>
<tr>
<th>Occupation2</th>
<th>10</th>
<th>25</th>
<th>50</th>
<th>75</th>
<th>90</th>
</tr>
</thead>
<tbody>
<tr>
<td>Life, physical, and social science occupations –Continued</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conservation scientists and foresters</td>
<td>$19.53</td>
<td>$21.82</td>
<td>$24.97</td>
<td>$29.00</td>
<td>$33.39</td>
</tr>
<tr>
<td>Conservation scientists</td>
<td>19.53</td>
<td>21.08</td>
<td>24.29</td>
<td>27.68</td>
<td>32.06</td>
</tr>
<tr>
<td>Medical scientists</td>
<td>18.71</td>
<td>20.48</td>
<td>21.30</td>
<td>28.76</td>
<td>36.38</td>
</tr>
<tr>
<td>Physical scientists</td>
<td>20.08</td>
<td>23.30</td>
<td>26.94</td>
<td>34.49</td>
<td>42.56</td>
</tr>
<tr>
<td>Chemists and materials scientists</td>
<td>21.92</td>
<td>26.07</td>
<td>26.07</td>
<td>29.68</td>
<td>32.89</td>
</tr>
<tr>
<td>Chemists</td>
<td>21.92</td>
<td>26.07</td>
<td>26.07</td>
<td>29.68</td>
<td>32.89</td>
</tr>
<tr>
<td>Environmental scientists and geoscientists</td>
<td>19.38</td>
<td>22.87</td>
<td>28.14</td>
<td>36.06</td>
<td>42.56</td>
</tr>
<tr>
<td>Environmental scientists and specialists, including health</td>
<td>18.62</td>
<td>22.55</td>
<td>28.48</td>
<td>37.93</td>
<td>42.56</td>
</tr>
<tr>
<td>Psychologists</td>
<td>24.98</td>
<td>29.28</td>
<td>36.59</td>
<td>45.21</td>
<td>56.08</td>
</tr>
<tr>
<td>Clinical, counseling, and school psychologists</td>
<td>24.83</td>
<td>29.28</td>
<td>36.37</td>
<td>45.21</td>
<td>56.08</td>
</tr>
<tr>
<td>Urban and regional planners</td>
<td>22.21</td>
<td>24.50</td>
<td>31.81</td>
<td>39.24</td>
<td>55.82</td>
</tr>
<tr>
<td>Agricultural and food science technicians</td>
<td>9.02</td>
<td>9.14</td>
<td>15.11</td>
<td>20.54</td>
<td>23.60</td>
</tr>
<tr>
<td>Biological technicians</td>
<td>14.41</td>
<td>17.60</td>
<td>21.25</td>
<td>24.14</td>
<td>25.71</td>
</tr>
<tr>
<td>Chemical technicians</td>
<td>16.32</td>
<td>18.61</td>
<td>23.67</td>
<td>24.07</td>
<td>25.39</td>
</tr>
<tr>
<td>Social science research assistants</td>
<td>7.41</td>
<td>7.41</td>
<td>12.74</td>
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<tr>
<td>Art, drama, and music teachers, postsecondary</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States

22-4

December 2007 - January 2009
## Table 22

**Full-time State and local government workers: Hourly wage percentiles** — Continued

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<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
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<td>Special education teachers</td>
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<td>Special education teachers, secondary school</td>
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<td>Other teachers and instructors</td>
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<td>Librarians</td>
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<tr>
<td>Instructional coordinators</td>
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<td>Teacher assistants</td>
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<td>Coaches and scouts</td>
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<td>Audio and video equipment technicians</td>
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See footnotes at end of table.
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<td>Recreational therapists</td>
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See footnotes at end of table.
## Table 22

### Full-time State and local government workers: Hourly wage percentiles\(^1\) — Continued

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<td>Bailiffs</td>
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<td>Correctional officers and jailers</td>
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<td>Detectives and criminal investigators</td>
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<td>Fish and game wardens</td>
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<td>First-line supervisors/managers of housekeeping and janitorial workers</td>
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<tr>
<td></td>
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</table>

See footnotes at end of table.
## Table 22

Full-time State and local government workers: Hourly wage percentiles — Continued

<table>
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<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tr>
<td></td>
<td>10</td>
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<tr>
<td><strong>Building and grounds cleaning and maintenance occupations</strong></td>
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</tr>
<tr>
<td>–Continued</td>
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<td>First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers</td>
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<tr>
<td>Building cleaning workers</td>
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<tr>
<td>Janitors and cleaners, except maids and housekeeping cleaners</td>
<td>8.98</td>
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<td>Maids and housekeeping cleaners</td>
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</tr>
<tr>
<td>Pest control workers</td>
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</tr>
<tr>
<td>Grounds maintenance workers</td>
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</tr>
<tr>
<td>Landscaping and groundskeeping workers</td>
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</tr>
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<td>Tree trimmers and pruners</td>
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</tr>
<tr>
<td><strong>Personal care and service occupations</strong></td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers of gaming workers</td>
<td>8.21</td>
</tr>
<tr>
<td>First-line supervisors/managers of personal service workers</td>
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</tr>
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<td>Transportation attendants</td>
<td>8.22</td>
</tr>
<tr>
<td>Transportation attendants, except flight attendants and baggage porters</td>
<td>8.22</td>
</tr>
<tr>
<td>Child care workers</td>
<td>8.44</td>
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<tr>
<td>Personal and home care aides</td>
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</tr>
<tr>
<td>Recreation and fitness workers</td>
<td>10.20</td>
</tr>
<tr>
<td>Recreation workers</td>
<td>10.20</td>
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<tr>
<td><strong>Sales and related occupations</strong></td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers, sales workers</td>
<td>17.16</td>
</tr>
<tr>
<td>First-line supervisors/managers of retail sales workers</td>
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<tr>
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<tr>
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<td>Cashiers</td>
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<tr>
<td><strong>Office and administrative support occupations</strong></td>
<td></td>
</tr>
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<td>First-line supervisors/managers of office and administrative support workers</td>
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<tr>
<td>Switchboard operators, including answering service</td>
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<td>Financial clerks</td>
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<td>Bill and account collectors</td>
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<tr>
<td>Billing and posting clerks and machine operators</td>
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</tr>
<tr>
<td>Bookkeeping, accounting, and auditing clerks</td>
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<tr>
<td>Payroll and timekeeping clerks</td>
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<tr>
<td>Procurement clerks</td>
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</tr>
<tr>
<td>Court, municipal, and license clerks</td>
<td>11.23</td>
</tr>
<tr>
<td>Customer service representatives</td>
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See footnotes at end of table.
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<tr>
<th>Occupation2</th>
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<td><strong>Office and administrative support occupations</strong> — Continued</td>
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<tr>
<td>Eligibility interviewers, government programs</td>
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<td>Interviewers, except eligibility and loan</td>
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<td>Library assistants, clerical</td>
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<td>Human resources assistants, except payroll and timekeeping</td>
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<tr>
<td>Receptionists and information clerks</td>
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</tr>
<tr>
<td>Dispatchers</td>
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<tr>
<td>Police, fire, and ambulance dispatchers</td>
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</tr>
<tr>
<td>Dispatchers, except police, fire, and ambulance</td>
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</tr>
<tr>
<td>Meter readers, utilities</td>
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</tr>
<tr>
<td>Production, planning, and expediting clerks</td>
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</tr>
<tr>
<td>Shipping, receiving, and traffic clerks</td>
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<td>Stock clerks and order fillers</td>
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<td>Weighers, measurers, checkers, and samplers, recordkeeping</td>
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<td>Medical secretaries</td>
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<td>Secretaries, except legal, medical, and executive</td>
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<td>Computer operators</td>
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<td>Word processors and typists</td>
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<tr>
<td>Insurance claims and policy processing clerks</td>
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<td>Mail clerks and mail machine operators, except postal service</td>
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<td>Statistical assistants</td>
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<td><strong>Farming, fishing, and forestry occupations</strong></td>
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<tr>
<td>Farming, fishing, and forestry occupations</td>
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</tr>
<tr>
<td><strong>Construction and extraction occupations</strong></td>
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<tr>
<td>First-line supervisors/managers of construction trades and extraction workers</td>
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</tr>
<tr>
<td>Carpenters</td>
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<tr>
<td>Construction laborers</td>
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<td>Construction equipment operators</td>
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<tr>
<td>Paving, surfacing, and tamping equipment operators</td>
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<tr>
<td>Operating engineers and other construction equipment operators</td>
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<tr>
<td>Electricians</td>
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</tr>
<tr>
<td>Painters and paperhangers</td>
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<tr>
<td>Painters, construction and maintenance</td>
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<tr>
<td>Platelayers, plumbers, pipefitters, and steamfitters</td>
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<tr>
<td>Platelayers</td>
<td>10.53</td>
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</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States

December 2007 - January 2009
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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</tr>
<tr>
<td><strong>Construction and extraction occupations</strong> –Continued</td>
<td></td>
</tr>
<tr>
<td>Plumbers, pipefitters, and steamfitters</td>
<td>$12.91</td>
</tr>
<tr>
<td>Helpers, construction trades</td>
<td>10.23</td>
</tr>
<tr>
<td>Construction and building inspectors</td>
<td>16.42</td>
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<tr>
<td>Highway maintenance workers</td>
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</tr>
<tr>
<td>Septic tank servicers and sewer pipe cleaners</td>
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</tr>
<tr>
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<td>9.65</td>
</tr>
<tr>
<td><strong>Installation, maintenance, and repair occupations</strong></td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers of mechanics, installers, and repairers</td>
<td>18.24</td>
</tr>
<tr>
<td>Radio and telecommunications equipment installers and repairers</td>
<td>19.35</td>
</tr>
<tr>
<td>Miscellaneous electrical and electronic equipment mechanics, installers, and repairers</td>
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</tr>
<tr>
<td>Electrical and electronics repairers, commercial and industrial equipment</td>
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</tr>
<tr>
<td>Electrical and electronics repairers, powerhouse, substation, and relay</td>
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<tr>
<td>Automotive technicians and repairers</td>
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<tr>
<td>Automotive service technicians and mechanics</td>
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<tr>
<td>Bus and truck mechanics and diesel engine specialists</td>
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<td>Heavy vehicle and mobile equipment service technicians and mechanics</td>
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<tr>
<td>Mobile heavy equipment mechanics, except engines</td>
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<tr>
<td>Heating, air conditioning, and refrigeration mechanics and installers</td>
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<tr>
<td>Industrial machinery installation, repair, and maintenance workers</td>
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<tr>
<td>Industrial machinery mechanics</td>
<td>17.26</td>
</tr>
<tr>
<td>Line installers and repairers</td>
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</tr>
<tr>
<td>Electrical power-line installers and repairers</td>
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</tr>
<tr>
<td>Miscellaneous installation, maintenance, and repair workers</td>
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</tr>
<tr>
<td>Helpers--installation, maintenance, and repair workers</td>
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<tr>
<td><strong>Production occupations</strong></td>
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<td>First-line supervisors/managers of production and operating workers</td>
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<tr>
<td>Welding, soldering, and brazing workers</td>
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</tr>
<tr>
<td>Welders, cutters, solderers, and braizers</td>
<td>14.67</td>
</tr>
<tr>
<td>Laundry and dry-cleaning workers</td>
<td>8.42</td>
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</table>

See footnotes at end of table.
### Table 22
Full-time State and local government workers: Hourly wage percentiles\(^1\) — Continued

<table>
<thead>
<tr>
<th>Occupation(^2)</th>
<th>Wages fall at or below the following percentiles</th>
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<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Production occupations</strong> —Continued</td>
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</tr>
<tr>
<td>Power plant operators, distributors, and dispatchers</td>
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</tr>
<tr>
<td>Power plant operators</td>
<td>14.49</td>
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<tr>
<td>Stationary engineers and boiler operators</td>
<td>17.39</td>
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<tr>
<td>Water and liquid waste treatment plant and system operators</td>
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</tr>
<tr>
<td>Inspectors, testers, sorters, samplers, and weighers</td>
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</tr>
<tr>
<td>Miscellaneous production workers</td>
<td>7.71</td>
</tr>
<tr>
<td><strong>Transportation and material moving occupations</strong></td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers of helpers, laborers, and material movers, hand</td>
<td>11.41</td>
</tr>
<tr>
<td>First-line supervisors/managers of transportation and material-moving machine and vehicle operators</td>
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</tr>
<tr>
<td>Bus drivers</td>
<td>11.56</td>
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<tr>
<td>Bus drivers, transit and intercity</td>
<td>13.84</td>
</tr>
<tr>
<td>Bus drivers, school</td>
<td>11.31</td>
</tr>
<tr>
<td>Driver/sales workers and truck drivers</td>
<td>12.86</td>
</tr>
<tr>
<td>Truck drivers, heavy and tractor-trailer</td>
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</tr>
<tr>
<td>Truck drivers, light or delivery services</td>
<td>12.42</td>
</tr>
<tr>
<td>Taxi drivers and chauffeurs</td>
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<tr>
<td>Subway and streetcar operators</td>
<td>19.45</td>
</tr>
<tr>
<td>Transportation inspectors</td>
<td>21.05</td>
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<tr>
<td>Dredge, excavating, and loading machine operators</td>
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</tr>
<tr>
<td>Excavating and loading machine and dragline operators</td>
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<tr>
<td>Industrial truck and tractor operators</td>
<td>11.69</td>
</tr>
<tr>
<td>Laborers and material movers, hand</td>
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<tr>
<td>Laborers and freight, stock, and material movers, hand</td>
<td>8.00</td>
</tr>
<tr>
<td>Refuse and recyclable material collectors</td>
<td>11.05</td>
</tr>
</tbody>
</table>

---

1. Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. See appendix A for more information.

2. A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

### Table 23

Part-time State and local government workers: Hourly wage percentiles

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<thead>
<tr>
<th>Occupation</th>
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<th>25</th>
<th>50</th>
<th>75</th>
<th>90</th>
</tr>
</thead>
<tbody>
<tr>
<td>All workers</td>
<td>$7.82</td>
<td>$9.78</td>
<td>$12.55</td>
<td>$17.67</td>
<td>$26.99</td>
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<tr>
<td>Management occupations</td>
<td>11.40</td>
<td>17.33</td>
<td>25.72</td>
<td>38.85</td>
<td>72.13</td>
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<tr>
<td>Legislators</td>
<td>11.07</td>
<td>17.33</td>
<td>24.85</td>
<td>31.00</td>
<td>45.00</td>
</tr>
<tr>
<td>Education administrators</td>
<td>15.33</td>
<td>21.30</td>
<td>21.30</td>
<td>47.74</td>
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<td>Education administrators, elementary and secondary school..</td>
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<td>15.33</td>
<td>15.33</td>
<td>44.22</td>
<td>48.32</td>
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<tr>
<td>Business and financial operations occupations</td>
<td>15.61</td>
<td>17.51</td>
<td>23.37</td>
<td>26.81</td>
<td>38.60</td>
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<tr>
<td>Computer and mathematical science occupations</td>
<td>12.00</td>
<td>17.95</td>
<td>24.94</td>
<td>27.63</td>
<td>36.14</td>
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<td>Architecture and engineering occupations</td>
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<td>22.83</td>
<td>24.02</td>
<td>62.50</td>
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<tr>
<td>Life, physical, and social science occupations</td>
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<td>15.66</td>
<td>21.33</td>
<td>28.66</td>
<td>41.65</td>
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<tr>
<td>Psychologists</td>
<td>41.65</td>
<td>41.65</td>
<td>51.79</td>
<td>53.93</td>
<td>64.83</td>
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<tr>
<td>Clinical, counseling, and school psychologists</td>
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<td>41.65</td>
<td>51.79</td>
<td>53.93</td>
<td>64.83</td>
</tr>
<tr>
<td>Miscellaneous life, physical, and social science technicians</td>
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<td>8.67</td>
<td>13.45</td>
<td>19.72</td>
<td>25.66</td>
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<tr>
<td>Community and social services occupations</td>
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<td>15.26</td>
<td>20.64</td>
<td>25.81</td>
<td>31.43</td>
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<td>Counselors</td>
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<td>22.25</td>
<td>28.56</td>
<td>32.70</td>
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<td>25.81</td>
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<td>32.70</td>
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<td>23.34</td>
<td>27.12</td>
<td>28.26</td>
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<tr>
<td>Child, family, and school social workers</td>
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<td>34.75</td>
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<td>41.86</td>
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<td>39.06</td>
<td>46.08</td>
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<td>15.74</td>
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<td>21.00</td>
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<td>46.07</td>
<td>58.13</td>
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<td>8.35</td>
<td>8.35</td>
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<td>28.85</td>
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<tr>
<td>Math and computer teachers, postsecondary</td>
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<td>34.81</td>
<td>37.80</td>
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<td>37.49</td>
<td>44.17</td>
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<td>23.89</td>
<td>38.48</td>
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<td>48.32</td>
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<tr>
<td>Biological science teachers, postsecondary</td>
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<td>23.89</td>
<td>38.48</td>
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<td>25.25</td>
<td>41.43</td>
<td>60.61</td>
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<tr>
<td>Education and library science teachers, postsecondary</td>
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<td>11.00</td>
<td>15.00</td>
<td>18.00</td>
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<tr>
<td>Education teachers, postsecondary</td>
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<td>15.00</td>
<td>18.00</td>
<td>25.00</td>
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<tr>
<td>Law, criminal justice, and social work teachers, postsecondary</td>
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<td>42.50</td>
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<td>Arts, communications, and humanities teachers, postsecondary</td>
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<td>12.74</td>
<td>22.80</td>
<td>41.67</td>
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<tr>
<td>Art, drama, and music teachers, postsecondary</td>
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<td>34.62</td>
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</table>

See footnotes at end of table.
Table 23  Part-time State and local government workers: Hourly wage percentiles1 — Continued

<table>
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<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
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<tbody>
<tr>
<td></td>
<td>10</td>
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<tr>
<td>Education, training, and library occupations</td>
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</tr>
<tr>
<td>–Continued</td>
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<td>English language and literature teachers, postsecondary</td>
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<tr>
<td>Miscellaneous postsecondary teachers</td>
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<td>Graduate teaching assistants</td>
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<tr>
<td>Vocational education teachers, postsecondary</td>
<td>18.50</td>
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<tr>
<td>Primary, secondary, and special education school teachers</td>
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<tr>
<td>Preschool and kindergarten teachers</td>
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</tr>
<tr>
<td>Preschool teachers, except special education</td>
<td>13.54</td>
</tr>
<tr>
<td>Elementary and middle school teachers</td>
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</tr>
<tr>
<td>Elementary school teachers, except special education</td>
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</tr>
<tr>
<td>Middle school teachers, except special and vocational education</td>
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<td>Secondary school teachers</td>
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<td>Secondary school teachers, except special and vocational education</td>
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<td>Vocational education teachers, secondary school</td>
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<td>Special education teachers</td>
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<tr>
<td>Special education teachers, preschool, kindergarten, and elementary school</td>
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<td>Other teachers and instructors</td>
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<td>Adult literacy, remedial education, and GED teachers and instructors</td>
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<td>Self-enrichment education teachers</td>
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<td>Librarians</td>
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<td>Library technicians</td>
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<td>Teacher assistants</td>
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<td>Arts, design, entertainment, sports, and media occupations</td>
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<tr>
<td>Athletes, coaches, umpires, and related workers</td>
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<tr>
<td>Coaches and scouts</td>
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<tr>
<td>Umpires, referees, and other sports officials</td>
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<td>Miscellaneous media and communication workers</td>
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<tr>
<td>Interpreters and translators</td>
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<tr>
<td>Healthcare practitioner and technical occupations</td>
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</tr>
<tr>
<td>Physicians and surgeons</td>
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</tr>
<tr>
<td>Registered nurses</td>
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<td>Therapists</td>
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<td>Occupational therapists</td>
<td>28.09</td>
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<tr>
<td>Speech-language pathologists</td>
<td>32.61</td>
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<tr>
<td>Diagnostic related technologists and technicians</td>
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<td>Radiologic technologists and technicians</td>
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<tr>
<td>Emergency medical technicians and paramedics</td>
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</tr>
<tr>
<td>Health diagnosing and treating practitioner support technicians</td>
<td>13.76</td>
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</table>

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 23-2 December 2007 - January 2009
<table>
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<tr>
<th>Occupation</th>
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<th>25</th>
<th>50</th>
<th>75</th>
<th>90</th>
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<tbody>
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<td><strong>Healthcare practitioner and technical occupations</strong> — Continued</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Licensed practical and licensed vocational nurses</td>
<td>$15.70</td>
<td>$16.00</td>
<td>$19.67</td>
<td>$20.75</td>
<td>$27.20</td>
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<td><strong>Healthcare support occupations</strong></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Licensed practical and licensed vocational nurses</td>
<td>$15.70</td>
<td>$16.00</td>
<td>$19.67</td>
<td>$20.75</td>
<td>$27.20</td>
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<tr>
<td>Nursing, psychiatric, and home health aides</td>
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<td>13.15</td>
<td>15.68</td>
<td>17.71</td>
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<td>Nursing aides, orderlies, and attendants</td>
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<td>10.10</td>
<td>12.46</td>
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<td>16.23</td>
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<td>Psychiatric aides</td>
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<td>15.17</td>
<td>15.80</td>
<td>16.23</td>
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<td>10.19</td>
<td>13.04</td>
<td>13.74</td>
<td>15.14</td>
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<td><strong>Protective service occupations</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
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<td>Firefighters</td>
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<td>8.98</td>
<td>11.09</td>
<td>14.43</td>
<td>19.00</td>
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<td>Bailiffs, correctional officers, and jailers</td>
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<td>11.85</td>
<td>12.70</td>
<td>14.38</td>
<td>15.00</td>
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<td>Correctional officers and jailers</td>
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<td>12.70</td>
<td>14.66</td>
<td>19.48</td>
<td>21.44</td>
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<tr>
<td>Police officers</td>
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<td>10.64</td>
<td>11.09</td>
<td>13.74</td>
<td>15.14</td>
</tr>
<tr>
<td>Police and sheriff’s patrol officers</td>
<td>9.40</td>
<td>10.64</td>
<td>11.09</td>
<td>13.74</td>
<td>15.14</td>
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<tr>
<td>Security guards and gaming surveillance officers</td>
<td>7.15</td>
<td>7.87</td>
<td>9.30</td>
<td>12.10</td>
<td>15.80</td>
</tr>
<tr>
<td>Security guards</td>
<td>8.76</td>
<td>10.19</td>
<td>13.04</td>
<td>13.74</td>
<td>15.14</td>
</tr>
<tr>
<td>Miscellaneous protective service workers</td>
<td>7.00</td>
<td>7.65</td>
<td>8.57</td>
<td>10.00</td>
<td>15.30</td>
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<tr>
<td>Lifeguards, ski patrol, and other recreational protective service workers</td>
<td>7.00</td>
<td>7.65</td>
<td>8.57</td>
<td>10.00</td>
<td>15.30</td>
</tr>
<tr>
<td><strong>Food preparation and serving related occupations</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cooks</td>
<td>7.66</td>
<td>9.15</td>
<td>10.89</td>
<td>12.91</td>
<td>14.35</td>
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<td>Cooks, institution and cafeteria</td>
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<td>9.02</td>
<td>9.98</td>
<td>11.28</td>
<td>13.60</td>
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<td>Food service, tipped</td>
<td>8.11</td>
<td>9.27</td>
<td>12.17</td>
<td>13.08</td>
<td>13.51</td>
</tr>
<tr>
<td>Dining room and cafeteria attendants and bartender helpers</td>
<td>8.67</td>
<td>10.50</td>
<td>12.57</td>
<td>13.08</td>
<td>13.51</td>
</tr>
<tr>
<td>Fast food and counter workers</td>
<td>8.11</td>
<td>10.06</td>
<td>11.16</td>
<td>12.91</td>
<td>14.54</td>
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<td>Combined food preparation and serving workers, including fast food</td>
<td>8.96</td>
<td>10.33</td>
<td>11.25</td>
<td>12.92</td>
<td>14.54</td>
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<td>Counter attendants, cafeteria, food concession, and coffee shop</td>
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<td>7.78</td>
<td>10.22</td>
<td>11.89</td>
<td>13.66</td>
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<tr>
<td>Food servers, nonrestaurant</td>
<td>7.57</td>
<td>8.56</td>
<td>8.75</td>
<td>9.73</td>
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<td><strong>Building and grounds cleaning and maintenance occupations</strong></td>
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<td></td>
<td></td>
<td></td>
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<td>Building cleaning workers</td>
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<td>7.75</td>
<td>9.35</td>
<td>11.42</td>
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<tr>
<td>Janitors and cleaners, except maids and housekeeping cleaners</td>
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<td>7.87</td>
<td>10.02</td>
<td>12.35</td>
<td>14.01</td>
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<td>Maids and housekeeping cleaners</td>
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<td>7.93</td>
<td>7.93</td>
<td>9.38</td>
<td>10.03</td>
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<tr>
<td>Grounds maintenance workers</td>
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<td>7.43</td>
<td>8.25</td>
<td>9.35</td>
<td>10.49</td>
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<tr>
<td>Landscaping and groundskeeping workers</td>
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<td>8.00</td>
<td>8.59</td>
<td>9.60</td>
<td>11.50</td>
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<tr>
<td><strong>Personal care and service occupations</strong></td>
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<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>First-line supervisors/managers of personal service workers</td>
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<td>7.79</td>
<td>9.71</td>
<td>12.28</td>
<td>14.95</td>
</tr>
<tr>
<td></td>
<td>9.53</td>
<td>10.55</td>
<td>11.95</td>
<td>15.00</td>
<td>15.00</td>
</tr>
</tbody>
</table>

See footnotes at end of table.
### Table 23

**Part-time State and local government workers: Hourly wage percentiles1 — Continued**

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Personal care and service occupations</strong> —Continued</td>
<td></td>
</tr>
<tr>
<td>Ushers, lobby attendants, and ticket takers</td>
<td>$6.98</td>
</tr>
<tr>
<td>Miscellaneous entertainment attendants and related workers</td>
<td>6.00</td>
</tr>
<tr>
<td>Amusement and recreation attendants</td>
<td>5.98</td>
</tr>
<tr>
<td>Transportation attendants</td>
<td>8.30</td>
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<tr>
<td>Transportation attendants, except flight attendants and baggage porters</td>
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</tr>
<tr>
<td>Child care workers</td>
<td>7.59</td>
</tr>
<tr>
<td>Personal and home care aides</td>
<td>6.55</td>
</tr>
<tr>
<td>Recreation and fitness workers</td>
<td>7.49</td>
</tr>
<tr>
<td>Fitness trainers and aerobics instructors</td>
<td>7.70</td>
</tr>
<tr>
<td>Recreation workers</td>
<td>7.49</td>
</tr>
<tr>
<td><strong>Sales and related occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Retail sales workers</td>
<td>7.25</td>
</tr>
<tr>
<td>Cashiers, all workers</td>
<td>7.25</td>
</tr>
<tr>
<td>Cashiers</td>
<td>7.25</td>
</tr>
<tr>
<td><strong>Office and administrative support occupations</strong></td>
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</tr>
<tr>
<td>Financial clerks</td>
<td>7.50</td>
</tr>
<tr>
<td>Billing and posting clerks and machine operators</td>
<td>10.23</td>
</tr>
<tr>
<td>Bookkeeping, accounting, and auditing clerks</td>
<td>11.54</td>
</tr>
<tr>
<td>Court, municipal, and license clerks</td>
<td>10.21</td>
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<td>File clerks</td>
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<tr>
<td>Interviewers, except eligibility and loan</td>
<td>6.75</td>
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<td>Library assistants, clerical</td>
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<tr>
<td>Receptionists and information clerks</td>
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<tr>
<td>Couriers and messengers</td>
<td>8.00</td>
</tr>
<tr>
<td>Dispatchers</td>
<td>5.85</td>
</tr>
<tr>
<td>Police, fire, and ambulance dispatchers</td>
<td>8.11</td>
</tr>
<tr>
<td>Meter readers, utilities</td>
<td>8.11</td>
</tr>
<tr>
<td>Secretaries and administrative assistants</td>
<td>10.00</td>
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<tr>
<td>Executive secretaries and administrative assistants</td>
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<td>Secretaries, except legal, medical, and executive</td>
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<tr>
<td>Data entry and information processing workers</td>
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<tr>
<td>Word processors and typists</td>
<td>11.80</td>
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<td>Office clerks, general</td>
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<td><strong>Construction and extraction occupations</strong></td>
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<td>Construction laborers</td>
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<td>Construction and building inspectors</td>
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<td>Highway maintenance workers</td>
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<td><strong>Installation, maintenance, and repair occupations</strong></td>
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<tr>
<td></td>
<td>11.11</td>
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</table>

See footnotes at end of table.
<table>
<thead>
<tr>
<th>Occupation2</th>
<th>Wages fall at or below the following percentiles</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10</td>
</tr>
<tr>
<td><strong>Installation, maintenance, and repair occupations</strong> –Continued</td>
<td></td>
</tr>
<tr>
<td>Industrial machinery installation, repair, and maintenance workers</td>
<td>$9.11</td>
</tr>
<tr>
<td>Maintenance and repair workers, general</td>
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</tr>
<tr>
<td><strong>Production occupations</strong></td>
<td></td>
</tr>
<tr>
<td>Water and liquid waste treatment plant and system operators</td>
<td>11.54</td>
</tr>
<tr>
<td><strong>Transportation and material moving occupations</strong></td>
<td></td>
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<tr>
<td>Bus drivers</td>
<td>11.21</td>
</tr>
<tr>
<td>Bus drivers, transit and intercity</td>
<td>9.71</td>
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<tr>
<td>Bus drivers, school</td>
<td>11.74</td>
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<tr>
<td>Driver/sales workers and truck drivers</td>
<td>8.00</td>
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<tr>
<td>Truck drivers, light or delivery services</td>
<td>8.00</td>
</tr>
<tr>
<td>Taxi drivers and chauffeurs</td>
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</tr>
<tr>
<td>Laborers and material movers, hand</td>
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<tr>
<td>Laborers and freight, stock, and material movers, hand</td>
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</tr>
<tr>
<td>Refuse and recyclable material collectors</td>
<td>7.50</td>
</tr>
</tbody>
</table>

1 Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. See appendix A for more information.

2 A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.

Table 24  
Civilian supervisory workers: Mean and median weekly and annual earnings and mean weekly and annual hours

<table>
<thead>
<tr>
<th>Occupation1</th>
<th>Weekly2</th>
<th>Annual3</th>
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<tbody>
<tr>
<td></td>
<td>Mean earnings</td>
<td>Median earnings</td>
</tr>
<tr>
<td>Management occupations</td>
<td></td>
<td></td>
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<tr>
<td>Team leader</td>
<td>$1,421</td>
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<tr>
<td>First line</td>
<td>1,614</td>
<td>1,498</td>
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<tr>
<td>Second line</td>
<td>2,306</td>
<td>2,058</td>
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<tr>
<td>Third line</td>
<td>4,079</td>
<td>3,328</td>
</tr>
<tr>
<td>Chief executives</td>
<td></td>
<td></td>
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<tr>
<td>First line</td>
<td>2,296</td>
<td>2,369</td>
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<tr>
<td>Second line</td>
<td>3,227</td>
<td>2,740</td>
</tr>
<tr>
<td>Third line</td>
<td>6,274</td>
<td>5,094</td>
</tr>
<tr>
<td>General and operations managers</td>
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<td></td>
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<tr>
<td>Team leader</td>
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<td>1,344</td>
</tr>
<tr>
<td>First line</td>
<td>1,700</td>
<td>1,550</td>
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<tr>
<td>Second line</td>
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<td>2,385</td>
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<td>Third line</td>
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<td>3,483</td>
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<td>Advertising and promotions managers</td>
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<td>1,227</td>
<td>1,327</td>
</tr>
<tr>
<td>First line</td>
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<td>1,442</td>
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<td>Marketing managers</td>
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<tr>
<td>Team leader</td>
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<td>1,854</td>
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<tr>
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<td>1,931</td>
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<td>Second line</td>
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<td>2,788</td>
</tr>
<tr>
<td>Sales managers</td>
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<td>Team leader</td>
<td>1,512</td>
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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY
All United States 24-1 December 2007 - January 2009
Table 24  Civilian supervisory workers: Mean and median weekly and annual earnings and mean weekly and annual hours — Continued

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See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

All United States 24-2 December 2007 - January 2009
## Table 24

### Civilian supervisory workers: Mean and median weekly and annual earnings and mean weekly and annual hours — Continued

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1 A classification system including about 800 individual occupations is used to cover all workers in the civilian economy. See appendix B for more information.

2 Mean weekly earnings are the straight-time weekly wages or salaries paid to employees. Median weekly earnings designate position – one-half of the earnings are paid the same as or more than the rate shown and half are paid the same as or less than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

3 Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designate position – one-half of the earnings are paid the same as or more than the rate shown and half are paid the same as or less than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

NOTE: Dashes indicate that data did not meet publication criteria. Overall occupational groups may include data for categories not shown separately.