

Table 7**Private industry workers: Hourly wage percentiles¹**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
All workers	\$8.73	\$11.54	\$17.75	\$28.22	\$42.27
Management occupations	21.18	29.96	42.14	58.73	72.12
Chief executives	32.62	53.85	90.32	90.91	288.45
General and operations managers	22.01	30.00	41.59	65.00	84.14
Marketing and sales managers	25.50	32.72	47.00	61.29	72.82
Marketing managers	27.16	38.25	47.82	58.05	72.42
Sales managers	23.32	26.56	41.73	65.89	89.41
Public relations managers	25.36	33.17	69.52	76.73	76.73
Administrative services managers	23.69	27.35	33.88	40.00	55.29
Computer and information systems managers	34.19	49.68	58.73	63.65	72.12
Financial managers	23.87	31.25	41.66	63.46	78.25
Human resources managers	23.62	34.62	50.73	57.88	61.07
Industrial production managers	33.89	40.64	42.79	54.45	62.19
Purchasing managers	40.69	46.09	51.59	59.14	59.65
Transportation, storage, and distribution managers	18.76	27.78	38.80	50.48	61.50
Construction managers	30.00	34.62	47.62	54.29	59.52
Education administrators	16.82	21.18	26.44	33.98	53.41
Education administrators, preschool and child care center/program	14.83	18.05	21.18	23.65	31.97
Education administrators, elementary and secondary school ..	25.96	31.06	46.66	54.47	54.47
Education administrators, postsecondary	22.15	24.69	33.98	40.41	60.16
Engineering managers	37.38	54.08	61.75	70.53	76.92
Food service managers	16.34	20.66	20.86	24.92	49.04
Lodging managers	18.83	19.23	31.20	40.90	92.93
Medical and health services managers	27.93	31.90	42.69	54.63	68.13
Property, real estate, and community association managers	13.27	15.80	22.12	32.24	32.88
Social and community service managers	17.32	19.62	25.15	29.54	36.57
Business and financial operations occupations	19.81	24.40	30.53	39.14	50.48
Buyers and purchasing agents	21.66	25.37	32.01	40.05	59.29
Wholesale and retail buyers, except farm products	22.56	24.04	27.32	38.69	43.96
Purchasing agents, except wholesale, retail, and farm products	20.50	26.44	33.30	43.27	59.29
Claims adjusters, appraisers, examiners, and investigators	17.61	19.85	23.47	29.76	40.84
Claims adjusters, examiners, and investigators	17.61	19.85	23.54	29.76	40.84
Compliance officers, except agriculture, construction, health and safety, and transportation	23.42	25.40	35.36	48.08	61.84
Cost estimators	20.66	22.00	31.25	43.00	58.03
Human resources, training, and labor relations specialists	21.45	24.04	30.67	32.64	43.27
Employment, recruitment, and placement specialists	18.36	21.27	26.44	28.85	48.08
Compensation, benefits, and job analysis specialists	21.45	21.45	27.86	32.64	36.06
Training and development specialists	18.50	23.12	26.13	33.80	42.32
Logisticians	22.09	22.60	28.93	45.22	56.78
Management analysts	25.12	30.86	35.88	44.63	50.95
Meeting and convention planners	17.45	25.01	28.00	29.03	29.57
Accountants and auditors	18.75	24.39	28.85	34.91	48.00

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Business and financial operations occupations –Continued					
Credit analysts	\$21.28	\$21.53	\$34.62	\$38.94	\$63.75
Financial analysts and advisors	22.39	26.55	33.28	40.87	56.36
Financial analysts	24.21	30.78	33.65	40.87	52.89
Personal financial advisors	14.70	16.93	26.55	48.08	56.98
Insurance underwriters	22.31	25.92	30.05	40.78	54.81
Loan counselors and officers	16.06	16.06	21.74	29.39	43.04
Loan officers	16.06	16.06	21.74	29.47	43.04
Computer and mathematical science occupations					
Computer programmers	21.00	28.94	38.99	48.92	60.01
Computer software engineers	28.37	34.34	40.38	50.48	64.27
Computer software engineers, applications	33.61	38.99	46.15	56.28	64.12
Computer software engineers, systems software	33.61	38.27	42.97	52.88	61.41
Computer support specialists	17.83	20.29	23.85	33.29	45.79
Computer systems analysts	28.29	31.09	40.33	52.17	81.33
Database administrators	31.28	36.30	39.04	39.20	57.80
Network and computer systems administrators	20.82	23.60	30.98	43.10	51.90
Network systems and data communications analysts	26.59	29.51	40.08	44.23	49.59
Architecture and engineering occupations					
Architects, except naval	22.21	28.85	39.03	50.16	61.30
Architects, except landscape and naval	22.77	27.89	29.14	37.16	51.92
Engineers	22.77	28.05	30.38	37.16	55.29
Aerospace engineers	30.29	36.78	44.76	54.28	64.92
Civil engineers	39.38	46.40	54.80	67.36	75.25
Computer hardware engineers	26.92	29.40	38.96	48.75	50.61
Electrical and electronics engineers	32.74	41.01	49.19	57.24	67.71
Electrical engineers	29.09	37.36	42.31	52.73	65.61
Electronics engineers, except computer	37.02	39.75	46.86	56.29	66.13
Environmental engineers	26.10	36.90	40.72	50.44	65.61
Industrial engineers, including health and safety	21.15	28.46	38.46	47.63	51.01
Industrial engineers	30.21	33.19	37.25	45.16	52.84
Mechanical engineers	29.61	33.95	39.71	46.29	58.61
Nuclear engineers	32.73	36.54	45.00	54.87	54.87
Petroleum engineers	38.25	41.24	44.23	48.09	54.11
Drafters	32.02	42.22	52.31	65.77	66.93
Architectural and civil drafters	18.75	20.19	22.50	30.60	42.67
Engineering technicians, except drafters	18.75	20.00	21.64	26.25	33.00
Aerospace engineering and operations technicians	18.61	23.85	26.99	32.13	38.00
Electrical and electronic engineering technicians	22.98	27.15	28.99	34.50	38.20
Industrial engineering technicians	19.23	23.93	26.30	29.28	32.19
Surveying and mapping technicians	23.08	24.33	30.77	33.47	38.46
Life, physical, and social science occupations					
Life scientists	22.15	22.15	22.21	33.50	35.56
Life scientists	17.30	21.36	31.67	39.60	53.62
Life scientists	17.65	21.66	35.05	44.62	57.69

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Life, physical, and social science occupations –Continued					
Biological scientists	\$17.65	\$19.71	\$35.58	\$39.60	\$53.85
Biochemists and biophysicists	17.65	19.31	35.58	39.60	56.67
Medical scientists	16.40	19.68	27.00	52.64	93.03
Physical scientists	23.08	26.92	32.50	37.49	46.25
Chemists and materials scientists	22.70	23.08	28.51	32.50	39.00
Chemists	22.70	23.08	28.51	32.50	39.00
Environmental scientists and geoscientists	21.39	26.44	32.69	34.29	45.29
Environmental scientists and specialists, including health ..	24.04	27.41	34.29	42.48	45.29
Geoscientists, except hydrologists and geographers	20.77	24.23	28.85	32.69	34.68
Market and survey researchers	28.72	35.97	47.22	53.62	71.16
Market research analysts	28.72	35.97	47.22	53.62	71.16
Biological technicians	15.32	17.00	22.12	28.23	31.25
Miscellaneous life, physical, and social science technicians	16.45	17.30	20.67	32.87	32.87
Community and social services occupations					
Counselors	10.83	14.48	18.59	26.27	36.75
Counselors	10.25	10.75	15.00	23.65	33.56
Mental health counselors	10.50	15.11	17.78	22.56	31.85
Rehabilitation counselors	10.25	10.50	11.25	13.00	17.50
Social workers	14.64	17.89	23.46	31.17	43.12
Child, family, and school social workers	10.72	14.64	17.89	24.73	26.27
Medical and public health social workers	18.83	22.65	27.34	33.70	42.64
Mental health and substance abuse social workers	15.87	16.49	34.01	44.75	44.75
Miscellaneous community and social service specialists	12.40	14.48	18.24	22.58	26.42
Social and human service assistants	12.00	13.55	15.60	18.55	20.70
Legal occupations					
Lawyers	19.63	30.29	42.69	62.50	98.56
Lawyers	40.21	49.34	60.86	92.92	103.36
Paralegals and legal assistants	19.63	21.00	30.69	36.18	39.04
Miscellaneous legal support workers	15.09	20.55	24.01	33.50	40.39
Title examiners, abstractors, and searchers	15.09	15.09	29.33	40.39	45.78
Education, training, and library occupations					
Postsecondary teachers	9.50	12.37	19.69	33.85	44.31
Business teachers, postsecondary	20.43	27.71	38.94	60.27	94.23
Engineering and architecture teachers, postsecondary	26.82	28.74	28.74	40.65	73.26
Social sciences teachers, postsecondary	58.33	77.40	85.17	99.32	112.07
Engineering teachers, postsecondary	58.33	77.40	85.17	99.32	112.07
Psychology teachers, postsecondary	28.27	42.74	50.39	55.96	74.42
Health teachers, postsecondary	27.24	32.10	50.39	74.42	74.42
Arts, communications, and humanities teachers, postsecondary	22.75	31.88	40.77	90.08	100.76
postsecondary	30.77	30.77	34.43	40.29	43.28
Miscellaneous postsecondary teachers	19.06	23.00	28.98	40.39	61.27
Primary, secondary, and special education school teachers	9.50	12.24	15.25	28.09	37.46
Preschool and kindergarten teachers	9.00	9.75	13.10	14.36	16.16
Preschool teachers, except special education	9.00	9.75	13.10	14.27	16.00

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Education, training, and library occupations –Continued					
Elementary and middle school teachers	\$16.37	\$21.87	\$29.29	\$37.89	\$42.48
Elementary school teachers, except special education	16.13	19.06	27.19	37.04	41.84
Middle school teachers, except special and vocational education	21.87	25.49	32.17	41.13	46.07
Secondary school teachers	18.05	26.15	33.47	39.50	47.04
Secondary school teachers, except special and vocational education	18.05	26.15	33.47	39.50	47.04
Special education teachers	10.02	17.94	25.68	30.14	32.27
Other teachers and instructors	15.00	22.66	30.00	32.83	37.00
Librarians	31.25	36.30	39.69	41.83	41.83
Teacher assistants	9.23	9.50	10.78	12.50	13.25
Arts, design, entertainment, sports, and media occupations					
Artists and related workers	13.70	19.10	23.68	35.51	47.00
Designers	12.47	19.68	27.38	54.84	93.02
Graphic designers	15.50	20.00	23.27	31.30	45.33
Interior designers	17.45	17.69	23.27	26.44	34.26
Actors, producers, and directors	20.61	24.08	29.32	38.73	38.73
Producers and directors	22.82	31.99	39.17	60.00	60.00
Athletes, coaches, umpires, and related workers	22.82	31.99	39.17	60.00	60.00
News analysts, reporters and correspondents	10.00	13.19	16.05	21.22	26.44
Reporters and correspondents	14.34	18.69	24.76	25.96	27.65
Public relations specialists	14.34	18.69	24.76	25.96	27.65
Writers and editors	20.22	20.22	25.95	32.46	32.46
Technical writers	18.04	27.21	27.95	42.94	46.62
Broadcast and sound engineering technicians and radio operators	23.86	33.41	39.01	46.10	52.30
Audio and video equipment technicians	17.42	23.63	33.92	39.01	43.11
Broadcast technicians	16.29	25.48	39.01	39.01	40.21
Healthcare practitioner and technical occupations	17.12	18.24	21.01	25.59	27.94
Dietitians and nutritionists	16.86	22.77	33.00	44.28	53.50
Pharmacists	16.86	27.16	29.64	36.30	36.30
Physicians and surgeons	46.72	51.50	54.24	56.35	58.67
Physician assistants	22.45	25.21	80.03	144.23	240.39
Registered nurses	24.00	40.38	48.00	59.24	75.48
Therapists	27.41	32.33	38.38	46.48	52.11
Occupational therapists	25.69	29.32	36.70	44.90	49.99
Physical therapists	26.00	28.50	39.25	49.45	49.45
Respiratory therapists	29.97	34.00	37.11	40.00	75.00
Clinical laboratory technologists and technicians	26.47	27.62	29.30	29.99	31.73
Medical and clinical laboratory technologists	14.00	16.25	21.35	28.44	39.47
Medical and clinical laboratory technicians	21.79	27.50	32.27	43.37	44.51
Dental hygienists	13.00	15.51	18.19	23.16	26.55
Diagnostic related technologists and technicians	36.00	41.00	43.25	48.94	50.00

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Healthcare practitioner and technical occupations —Continued					
Cardiovascular technologists and technicians	\$20.36	\$26.68	\$30.37	\$43.04	\$49.07
Radiologic technologists and technicians	13.72	24.00	28.73	32.45	38.12
Health diagnosing and treating practitioner support technicians	12.30	16.40	18.25	22.66	24.79
Pharmacy technicians	11.69	16.00	17.07	18.41	24.30
Surgical technologists	15.63	20.72	21.63	23.36	27.14
Licensed practical and licensed vocational nurses	17.00	19.43	22.17	25.33	29.20
Medical records and health information technicians	12.25	12.76	15.00	16.15	20.20
Miscellaneous health technologists and technicians	12.94	14.58	20.24	22.31	34.18
Occupational health and safety specialists and technicians	18.70	21.64	27.74	30.77	30.77
Occupational health and safety specialists	18.70	18.70	27.74	30.77	30.77
Healthcare support occupations					
Nursing, psychiatric, and home health aides	9.85	11.34	13.56	17.54	21.00
Home health aides	9.25	10.08	11.73	13.53	16.10
Nursing aides, orderlies, and attendants	7.87	9.40	10.05	13.14	20.00
Psychiatric aides	9.25	10.30	11.75	13.50	15.86
Physical therapist assistants and aides	10.47	10.47	12.11	21.26	36.00
Physical therapist aides	10.47	10.47	11.59	14.95	16.91
Miscellaneous healthcare support occupations	11.00	13.00	16.01	19.50	21.78
Dental assistants	15.21	16.50	18.00	21.00	25.00
Medical assistants	10.59	12.68	15.50	18.00	20.95
Pharmacy aides	10.00	12.00	14.88	19.26	21.01
Protective service occupations					
Security guards and gaming surveillance officers	8.90	10.00	11.90	15.00	20.00
Security guards	8.75	10.00	11.50	14.43	18.45
Miscellaneous protective service workers	8.75	10.00	11.50	14.43	18.45
Lifeguards, ski patrol, and other recreational protective service workers	9.07	10.00	11.50	12.18	14.89
Service workers	9.00	10.00	11.50	11.68	12.68
Food preparation and serving related occupations					
First-line supervisors/managers, food preparation and serving workers	7.95	8.00	8.50	10.98	14.69
First-line supervisors/managers	9.85	12.15	17.51	20.69	24.93
Chefs and head cooks	12.00	17.00	20.69	27.30	29.83
First-line supervisors/managers of food preparation and serving workers	9.62	11.85	16.25	19.54	24.71
Cooks	8.03	9.00	11.22	13.00	15.60
Cooks, fast food	7.84	8.00	8.25	9.55	11.00
Cooks, institution and cafeteria	11.00	11.27	13.49	16.19	20.33
Cooks, restaurant	8.75	10.00	11.50	13.00	15.66
Cooks, short order	8.00	9.00	11.50	13.50	14.70
Food preparation workers	7.75	8.00	8.80	10.07	14.14
Food service, tipped	7.66	8.00	8.00	8.11	9.40
Bartenders	8.00	8.00	8.75	9.50	11.00
Waiters and waitresses	7.59	7.95	8.00	8.07	8.50

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Food preparation and serving related occupations —Continued					
Dining room and cafeteria attendants and bartender helpers ..	\$7.74	\$8.00	\$8.00	\$8.14	\$9.50
Fast food and counter workers	8.00	8.00	8.50	9.00	10.50
Combined food preparation and serving workers, including fast food	8.00	8.00	8.37	9.00	10.25
Counter attendants, cafeteria, food concession, and coffee shop	7.78	8.00	8.88	10.00	12.72
Food servers, nonrestaurant	8.00	8.12	9.59	12.59	15.22
Dishwashers	7.75	8.00	8.50	10.00	14.22
Hosts and hostesses, restaurant, lounge, and coffee shop	7.95	8.00	8.75	10.06	12.00
Building and grounds cleaning and maintenance occupations					
First-line supervisors/managers, building and grounds cleaning and maintenance workers	8.15	9.42	11.50	14.42	18.00
First-line supervisors/managers of housekeeping and janitorial workers	10.75	12.81	15.84	22.98	24.68
Building cleaning workers	8.09	9.00	11.00	13.50	15.92
Janitors and cleaners, except maids and housekeeping cleaners	8.40	10.00	11.62	14.42	17.18
Maids and housekeeping cleaners	8.00	8.29	9.25	11.25	13.78
Pest control workers	12.00	13.00	14.50	21.33	23.00
Grounds maintenance workers	8.64	10.38	12.50	15.00	19.50
Landscaping and groundskeeping workers	8.64	10.04	12.00	14.71	19.50
Personal care and service occupations					
First-line supervisors/managers of gaming workers	8.00	9.00	10.80	13.58	20.58
First-line supervisors/managers of personal service workers	7.90	13.50	15.90	18.27	23.08
Gaming services workers	7.74	7.94	8.00	10.00	12.00
Gaming dealers	7.74	7.74	8.00	8.07	8.07
Ushers, lobby attendants, and ticket takers	7.84	8.14	9.36	11.41	13.96
Miscellaneous entertainment attendants and related workers	8.00	8.14	8.50	11.10	12.22
Amusement and recreation attendants	8.00	8.00	8.47	11.39	12.50
Locker room, coatroom, and dressing room attendants	8.00	8.59	10.88	11.10	12.22
Barbers and cosmetologists	8.47	8.50	10.22	13.27	17.86
Hairdressers, hairstylists, and cosmetologists	8.47	8.50	10.22	13.27	17.86
Miscellaneous personal appearance workers	13.54	13.54	20.06	21.11	44.13
Baggage porters, bellhops, and concierges	7.50	8.24	10.50	13.25	17.06
Baggage porters and bellhops	7.47	7.50	9.17	11.50	13.00
Concierges	8.24	9.81	10.81	14.85	17.06
Tour and travel guides	9.39	10.00	14.87	17.02	25.19
Tour guides and escorts	9.39	10.00	14.87	17.02	25.19
Child care workers	8.07	8.12	9.50	10.98	13.39
Personal and home care aides	9.00	9.85	10.60	12.12	12.12
Recreation and fitness workers	9.14	10.89	12.75	19.23	25.00
Fitness trainers and aerobics instructors	10.30	15.24	19.23	25.00	27.44
Recreation workers	8.59	10.89	10.89	12.20	13.07

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Sales and related occupations	\$8.40	\$9.55	\$13.54	\$20.40	\$36.71
First-line supervisors/managers, sales workers	12.50	15.00	19.09	28.00	41.14
First-line supervisors/managers of retail sales workers	12.13	14.00	17.98	22.44	32.88
First-line supervisors/managers of non-retail sales workers ...	16.00	22.42	30.14	41.14	43.24
Retail sales workers	8.15	9.00	10.69	15.00	20.10
Cashiers, all workers	8.00	8.50	9.57	12.00	18.01
Cashiers	8.00	8.50	9.57	12.00	18.01
Counter and rental clerks and parts salespersons	8.25	9.50	12.20	16.32	19.50
Counter and rental clerks	8.05	8.45	9.50	12.20	16.10
Parts salespersons	9.50	11.54	14.60	18.87	23.76
Retail salespersons	8.50	9.36	11.84	17.31	24.42
Advertising sales agents	11.31	13.82	22.12	31.25	43.27
Insurance sales agents	17.02	23.08	29.23	51.65	67.05
Securities, commodities, and financial services sales agents	19.79	22.24	36.91	67.81	109.61
Sales representatives, wholesale and manufacturing	14.43	17.97	24.75	42.16	55.24
Sales representatives, wholesale and manufacturing, technical and scientific products	17.63	26.88	39.71	48.47	58.27
Sales representatives, wholesale and manufacturing, except technical and scientific products	12.47	17.38	19.25	37.12	51.36
Models, demonstrators, and product promoters	12.00	14.61	14.66	18.00	28.37
Demonstrators and product promoters	12.00	14.61	14.66	18.00	28.37
Real estate brokers and sales agents	19.23	27.89	37.20	51.93	111.60
Real estate sales agents	19.23	27.89	37.20	51.93	111.60
Sales engineers	19.20	20.84	20.84	50.48	58.57
Telemarketers	7.47	11.18	17.23	17.23	17.90
Miscellaneous sales and related workers	8.50	10.50	15.00	22.99	32.40
Office and administrative support occupations	10.50	13.00	16.09	20.75	26.00
First-line supervisors/managers of office and administrative support workers	16.68	20.00	25.25	29.09	33.18
Switchboard operators, including answering service	9.47	10.35	13.00	15.38	18.00
Financial clerks	11.85	13.50	16.39	19.46	23.00
Bill and account collectors	13.00	15.00	19.38	24.01	27.97
Billing and posting clerks and machine operators	12.37	13.50	16.36	19.07	22.56
Bookkeeping, accounting, and auditing clerks	12.70	14.42	17.50	20.08	23.13
Payroll and timekeeping clerks	11.46	16.00	18.00	19.30	21.25
Procurement clerks	12.06	13.44	16.59	18.00	18.00
Tellers	10.25	11.42	12.80	14.50	17.09
Brokerage clerks	15.87	17.53	17.78	21.69	28.24
Credit authorizers, checkers, and clerks	12.24	13.54	18.63	24.29	25.96
Customer service representatives	10.00	13.46	16.91	21.28	26.48
Eligibility interviewers, government programs	15.57	16.66	17.08	20.49	21.11
File clerks	12.00	13.66	15.94	15.94	19.06
Hotel, motel, and resort desk clerks	8.00	9.00	10.41	11.82	14.00
Interviewers, except eligibility and loan	10.00	11.00	13.15	16.03	22.56
Library assistants, clerical	16.92	16.92	18.54	19.94	19.94

See footnotes at end of table.

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Office and administrative support occupations —Continued					
Loan interviewers and clerks	\$13.40	\$14.76	\$16.20	\$18.87	\$23.05
Order clerks	11.76	13.65	16.96	19.52	22.16
Human resources assistants, except payroll and timekeeping	16.00	18.27	19.58	22.60	24.04
Receptionists and information clerks	9.00	11.00	13.25	16.00	19.75
Reservation and transportation ticket agents and travel clerks ...	9.85	11.00	15.46	20.78	21.82
Couriers and messengers	11.00	11.89	12.50	13.71	14.55
Dispatchers	10.00	13.85	22.20	24.20	30.71
Dispatchers, except police, fire, and ambulance	10.00	13.25	22.20	24.20	30.71
Meter readers, utilities	11.15	16.25	18.82	26.54	28.91
Production, planning, and expediting clerks	14.38	21.15	23.84	30.82	30.84
Shipping, receiving, and traffic clerks	9.70	11.23	13.59	16.56	20.54
Stock clerks and order fillers	8.50	10.25	13.50	16.36	20.61
Weighers, measurers, checkers, and samplers, recordkeeping	11.58	11.58	13.00	18.62	20.00
Secretaries and administrative assistants	14.33	17.06	21.64	25.88	31.00
Executive secretaries and administrative assistants	15.83	19.43	23.74	27.46	31.74
Legal secretaries	17.00	22.31	23.08	32.31	34.98
Medical secretaries	10.00	15.00	18.00	22.79	23.10
Secretaries, except legal, medical, and executive	10.00	14.00	17.31	20.31	24.10
Data entry and information processing workers	12.00	12.39	13.90	15.69	20.34
Data entry keyers	11.00	12.39	13.72	15.00	16.50
Word processors and typists	12.00	12.00	16.00	21.00	25.24
Insurance claims and policy processing clerks	12.35	14.30	17.36	21.03	25.52
Mail clerks and mail machine operators, except postal service ..	8.00	8.24	10.71	14.00	16.02
Office clerks, general	10.10	12.00	14.00	17.95	22.44
Office machine operators, except computer	8.94	8.94	14.26	22.12	22.12
Farming, fishing, and forestry occupations					
Miscellaneous agricultural workers	7.85	7.85	10.28	21.15	24.29
Miscellaneous agricultural workers	7.85	7.85	8.05	10.28	11.08
Construction and extraction occupations					
First-line supervisors/managers of construction trades and extraction workers	13.00	16.78	23.00	30.44	35.65
Carpenters	25.57	30.00	35.00	37.50	43.27
Cement masons, concrete finishers, and terrazzo workers	15.30	19.00	24.00	29.32	35.00
Cement masons and concrete finishers	15.16	22.23	27.52	30.00	30.00
Construction laborers	15.16	22.23	27.52	30.00	30.00
Construction equipment operators	13.00	14.00	18.00	24.99	28.50
Operating engineers and other construction equipment operators	16.00	18.00	23.00	27.50	34.00
Drywall installers, ceiling tile installers, and tapers	18.00	18.00	25.29	32.17	35.08
Drywall and ceiling tile installers	16.82	17.22	18.39	28.75	32.53
Tapers	16.82	16.82	21.88	32.53	32.53
Electricians	17.22	17.22	17.22	24.00	30.61
Painters and paperhangers	14.36	19.18	33.81	35.65	36.18
Painters, construction and maintenance	12.00	15.00	18.00	22.50	23.00
Painters, construction and maintenance	12.00	15.00	18.00	22.50	23.00

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Construction and extraction occupations –Continued					
Pipeliners, plumbers, pipefitters, and steamfitters	\$18.21	\$21.97	\$30.02	\$35.62	\$38.60
Plumbers, pipefitters, and steamfitters	18.21	21.97	30.02	34.85	38.60
Roofers	10.98	13.00	19.98	24.00	29.08
Sheet metal workers	18.27	22.50	33.33	47.73	54.89
Structural iron and steel workers	21.06	22.88	30.25	32.61	34.38
Helpers, construction trades	9.50	11.00	15.00	24.63	24.63
Miscellaneous construction and related workers	12.00	13.81	13.81	17.53	25.98
Installation, maintenance, and repair occupations					
First-line supervisors/managers of mechanics, installers, and repairers	12.37	16.23	21.91	29.61	33.59
Computer, automated teller, and office machine repairers	16.94	21.20	26.54	37.21	44.43
Radio and telecommunications equipment installers and repairers	8.37	9.92	15.05	18.00	45.87
Telecommunications equipment installers and repairers, except line installers	19.05	26.54	30.71	31.24	31.32
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers	19.05	26.54	30.71	31.24	31.32
Electrical and electronics repairers, commercial and industrial equipment	10.00	13.65	25.77	31.78	36.92
Aircraft mechanics and service technicians	20.83	24.88	29.79	31.78	31.93
Automotive technicians and repairers	20.71	27.03	29.02	32.78	37.83
Automotive body and related repairers	11.55	15.00	18.81	25.00	30.10
Automotive service technicians and mechanics	12.04	12.50	17.28	20.00	24.00
Bus and truck mechanics and diesel engine specialists	16.76	18.14	21.92	28.95	31.07
Heavy vehicle and mobile equipment service technicians and mechanics	15.30	15.50	22.00	25.60	29.22
Mobile heavy equipment mechanics, except engines	15.50	20.50	23.06	26.53	30.20
Small engine mechanics	13.00	14.00	16.00	27.50	30.00
Miscellaneous vehicle and mobile equipment mechanic, installers, and repairers	9.52	10.00	12.75	13.00	14.90
Tire repairers and changers	9.52	10.00	12.75	13.00	14.90
Heating, air conditioning, and refrigeration mechanics and installers	16.00	25.00	30.00	50.27	52.27
Industrial machinery installation, repair, and maintenance workers	14.05	16.50	22.32	27.79	33.56
Industrial machinery mechanics	17.89	20.49	23.00	31.05	33.59
Maintenance and repair workers, general	12.00	15.00	20.08	25.00	33.56
Maintenance workers, machinery	12.40	14.35	18.50	25.71	30.25
Line installers and repairers	20.50	27.45	29.80	31.30	31.78
Electrical power-line installers and repairers	16.16	32.74	38.95	45.16	47.38
Precision instrument and equipment repairers	20.31	24.00	28.98	28.98	28.98
Miscellaneous installation, maintenance, and repair workers	8.00	10.00	14.00	19.50	22.39
Helpers--installation, maintenance, and repair workers	8.00	8.00	11.01	13.75	15.00

See footnotes at end of table.

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Production occupations	\$8.50	\$10.25	\$14.06	\$20.33	\$27.78
First-line supervisors/managers of production and operating workers	18.75	20.51	24.60	32.73	38.97
Aircraft structure, surfaces, rigging, and systems assemblers	7.93	13.46	18.71	29.85	32.79
Electrical, electronics, and electromechanical assemblers	9.00	10.43	12.32	16.35	21.50
Electrical and electronic equipment assemblers	9.00	10.89	12.32	14.61	21.50
Electromechanical equipment assemblers	8.00	9.25	12.88	16.85	17.54
Miscellaneous assemblers and fabricators	8.50	10.00	12.50	16.35	21.50
Team assemblers	8.25	8.50	9.25	12.66	13.07
Bakers	8.00	8.80	10.50	14.08	16.75
Butchers and other meat, poultry, and fish processing workers ..	8.93	12.00	16.70	20.90	21.25
Butchers and meat cutters	10.75	13.25	18.40	21.25	21.25
Miscellaneous food processing workers	8.50	9.05	11.00	15.00	20.05
Food and tobacco roasting, baking, and drying machine operators and tenders	11.84	14.00	16.37	19.60	21.58
Food batchmakers	8.50	9.00	12.00	15.00	21.50
Food cooking machine operators and tenders	8.50	9.00	9.05	9.75	10.50
Computer control programmers and operators	11.75	13.50	18.50	26.00	30.00
Computer-controlled machine tool operators, metal and plastic	11.50	13.50	17.60	26.00	30.00
Forming machine setters, operators, and tenders, metal and plastic	12.00	14.04	15.42	16.64	21.79
Machine tool cutting setters, operators, and tenders, metal and plastic	9.76	10.64	15.00	18.00	22.00
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	13.01	14.96	16.44	17.53	21.74
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	10.64	10.64	10.64	12.00	17.00
Lathe and turning machine tool setters, operators, and tenders, metal and plastic	7.75	8.60	12.00	18.00	21.50
Machinists	16.12	20.75	24.45	29.02	32.26
Molders and molding machine setters, operators, and tenders, metal and plastic	8.50	9.65	14.58	17.13	21.47
Molding, coremaking, and casting machine setters, operators, and tenders, metal and plastic	8.32	8.50	14.58	19.20	21.47
Multiple machine tool setters, operators, and tenders, metal and plastic	10.94	11.64	13.91	16.19	16.19
Tool and die makers	18.50	19.50	25.07	28.00	30.47
Welding, soldering, and brazing workers	11.41	15.74	18.50	22.03	30.00
Welders, cutters, solderers, and brazers	12.36	16.96	19.00	22.27	30.00
Welding, soldering, and brazing machine setters, operators, and tenders	11.41	15.21	15.75	20.40	27.64
Miscellaneous metalworkers and plastic workers	11.00	12.36	13.09	20.11	25.37
Plating and coating machine setters, operators, and tenders, metal and plastic	12.11	12.41	20.11	25.37	25.37
Printers	11.53	13.50	18.00	22.00	29.00

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Production occupations –Continued					
Job printers	\$11.50	\$12.00	\$19.00	\$21.87	\$24.37
Prepress technicians and workers	18.27	21.00	25.00	29.00	36.25
Printing machine operators	11.53	12.78	15.67	19.15	24.00
Laundry and dry-cleaning workers	8.00	8.50	9.07	10.81	13.26
Pressers, textile, garment, and related materials	8.00	8.50	10.00	12.00	13.50
Sewing machine operators	7.50	7.50	8.00	8.50	10.50
Tailors, dressmakers, and sewers	8.00	8.00	13.00	15.00	22.26
Tailors, dressmakers, and custom sewers	8.00	8.00	13.00	15.00	22.26
Textile machine setters, operators, and tenders	9.00	9.42	10.00	11.00	12.35
Textile cutting machine setters, operators, and tenders	9.00	9.42	10.00	11.00	12.35
Miscellaneous textile, apparel, and furnishings workers	9.00	9.20	10.48	19.60	32.50
Cabinetmakers and bench carpenters	10.44	10.75	14.00	16.08	17.20
Woodworking machine setters, operators, and tenders	8.70	10.00	12.15	13.50	15.72
Sawing machine setters, operators, and tenders, wood	9.00	11.25	12.15	14.00	17.75
Woodworking machine setters, operators, and tenders, except sawing	8.50	9.25	11.30	12.50	14.60
Stationary engineers and boiler operators	26.76	28.04	30.39	35.01	37.18
Miscellaneous plant and system operators	26.81	30.10	30.80	31.61	34.41
Petroleum pump system operators, refinery operators, and gaugers	16.35	26.81	31.07	31.66	36.23
Chemical processing machine setters, operators, and tenders	11.36	12.73	17.86	20.20	27.50
Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders	10.50	12.73	19.21	20.30	29.93
Crushing, grinding, polishing, mixing, and blending workers	9.57	11.27	14.50	20.54	22.91
Grinding and polishing workers, hand	9.00	11.50	13.00	14.50	15.47
Mixing and blending machine setters, operators, and tenders	9.57	11.27	16.00	20.54	20.77
Cutting workers	8.50	10.00	14.18	15.00	18.00
Cutting and slicing machine setters, operators, and tenders	8.50	9.75	14.18	15.00	18.00
Extruding, forming, pressing, and compacting machine setters, operators, and tenders	9.55	9.55	15.00	23.75	25.16
Inspectors, testers, sorters, samplers, and weighers	8.00	10.50	14.50	21.35	28.53
Packaging and filling machine operators and tenders	8.07	8.89	12.07	18.07	22.05
Painting workers	8.00	9.25	11.25	17.00	22.50
Coating, painting, and spraying machine setters, operators, and tenders	8.00	9.00	10.50	15.91	19.78
Painters, transportation equipment	12.86	17.00	19.00	27.69	28.53
Painting, coating, and decorating workers	8.00	8.00	9.99	11.00	15.30
Photographic process workers and processing machine operators	14.00	14.65	18.60	30.33	30.84
Photographic process workers	18.60	24.83	27.29	30.33	30.84
Semiconductor processors	8.00	13.59	14.84	18.72	22.49
Miscellaneous production workers	8.00	9.55	11.72	17.00	22.57
Helpers--production workers	8.00	9.25	10.00	10.24	12.68
Transportation and material moving occupations	8.15	9.65	14.00	19.24	22.99

See footnotes at end of table.

NATIONAL COMPENSATION SURVEY

Table 7**Private industry workers: Hourly wage percentiles¹ — Continued**

Occupation ²	Wages fall at or below the following percentiles				
	10	25	50	75	90
Transportation and material moving occupations —Continued					
First-line supervisors/managers of helpers, laborers, and material movers, hand	\$13.50	\$15.62	\$20.22	\$23.08	\$29.66
First-line supervisors/managers of transportation and material-moving machine and vehicle operators	21.11	24.04	28.20	35.72	35.85
Aircraft pilots and flight engineers	19.23	19.35	83.39	153.40	159.29
Airline pilots, copilots, and flight engineers	19.23	55.06	126.43	159.29	159.29
Bus drivers	11.53	13.55	15.15	17.85	18.43
Bus drivers, transit and intercity	11.53	13.55	15.15	17.85	17.85
Driver/sales workers and truck drivers	9.50	14.50	18.54	22.14	25.42
Driver/sales workers	7.78	7.79	8.89	17.00	20.94
Truck drivers, heavy and tractor-trailer	15.00	17.65	21.05	22.50	25.67
Truck drivers, light or delivery services	8.25	10.84	14.50	19.64	28.19
Taxi drivers and chauffeurs	8.00	8.00	8.50	12.50	17.40
Parking lot attendants	8.00	8.25	9.66	20.00	20.00
Service station attendants	7.95	7.95	8.25	9.00	9.00
Crane and tower operators	33.23	33.23	33.56	36.98	36.98
Dredge, excavating, and loading machine operators	18.50	20.45	24.00	28.27	29.83
Excavating and loading machine and dragline operators	17.95	20.45	21.00	27.85	29.83
Industrial truck and tractor operators	10.02	11.81	14.45	18.15	21.70
Laborers and material movers, hand	8.00	8.55	10.66	13.75	17.51
Cleaners of vehicles and equipment	8.00	9.00	10.85	12.85	16.75
Laborers and freight, stock, and material movers, hand	8.07	9.05	11.87	15.00	18.34
Machine feeders and offbearers	8.50	8.51	8.60	10.50	13.75
Packers and packagers, hand	8.00	8.03	8.60	10.40	16.42

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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.