

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	\$8.95	\$11.71	\$17.78	\$28.85	\$43.21
Management occupations	22.10	30.90	41.36	57.49	71.25
Chief executives	60.10	67.31	100.41	144.63	264.22
General and operations managers	28.85	33.75	44.02	60.93	84.14
Advertising and promotions managers	25.00	29.11	31.23	33.15	41.74
Marketing and sales managers	25.15	33.46	46.15	63.46	75.84
Marketing managers	25.15	34.12	45.58	62.02	74.98
Sales managers	25.35	33.46	48.08	67.40	92.42
Public relations managers	21.64	33.26	38.46	53.85	70.96
Administrative services managers	28.39	28.69	38.39	44.23	48.81
Computer and information systems managers	39.96	48.92	58.36	64.56	74.28
Financial managers	25.93	32.65	43.27	62.99	75.96
Human resources managers	24.43	27.89	37.87	51.89	75.35
Industrial production managers	35.75	41.39	43.54	55.85	73.46
Purchasing managers	21.68	45.67	53.13	59.27	62.48
Transportation, storage, and distribution managers	27.06	30.05	35.19	51.74	58.36
Construction managers	32.00	39.31	47.88	50.00	58.37
Education administrators	15.00	19.41	24.44	30.53	50.18
Education administrators, preschool and child care center/program	14.68	16.38	19.41	21.18	23.27
Education administrators, postsecondary	26.77	28.83	29.42	38.39	54.99
Engineering managers	35.72	51.50	65.09	69.91	84.49
Food service managers	16.00	19.51	20.58	40.35	49.04
Lodging managers	15.17	15.17	15.17	21.25	31.46
Medical and health services managers	25.96	39.20	41.36	54.28	65.07
Property, real estate, and community association managers	17.31	20.05	32.25	33.65	49.65
Social and community service managers	15.00	22.10	26.44	33.24	38.32
Business and financial operations occupations	19.97	24.73	31.76	40.07	50.59
Buyers and purchasing agents	23.41	25.00	31.25	37.45	55.60
Wholesale and retail buyers, except farm products	23.32	24.52	26.69	32.69	39.33
Purchasing agents, except wholesale, retail, and farm products	25.05	28.53	34.25	54.93	58.29
Claims adjusters, appraisers, examiners, and investigators	19.13	22.30	29.39	32.56	38.46
Claims adjusters, examiners, and investigators	19.13	22.41	29.47	32.56	38.46
Compliance officers, except agriculture, construction, health and safety, and transportation	24.97	24.97	35.96	48.56	53.68
Cost estimators	20.67	21.95	29.57	39.42	46.20
Human resources, training, and labor relations specialists	20.95	25.61	34.25	41.30	44.72
Employment, recruitment, and placement specialists	16.63	19.00	24.00	36.13	46.65
Compensation, benefits, and job analysis specialists	27.64	29.76	33.63	44.29	55.84
Training and development specialists	24.49	29.00	41.30	41.30	44.32
Logisticians	23.98	24.04	32.91	45.26	56.21
Management analysts	27.76	33.17	40.02	49.23	60.58
Meeting and convention planners	16.98	23.70	24.52	29.03	48.08
Accountants and auditors	18.75	23.90	28.85	34.78	47.01

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
Business and financial operations occupations –Continued					
Credit analysts	\$21.56	\$21.95	\$38.94	\$38.94	\$65.91
Financial analysts and advisors	21.45	26.95	34.67	42.79	48.25
Financial analysts	24.91	31.25	34.92	42.79	52.89
Personal financial advisors	15.38	21.45	37.86	47.36	48.25
Insurance underwriters	18.52	23.32	26.94	36.49	40.38
Loan counselors and officers	16.41	17.00	27.98	38.83	38.83
Loan officers	16.41	16.41	28.24	38.83	38.83
Computer and mathematical science occupations					
Computer programmers	21.14	29.41	39.42	50.00	60.90
Computer software engineers	28.85	30.33	36.48	38.74	45.92
Computer software engineers, applications	32.86	38.46	46.62	57.21	64.90
Computer software engineers, systems software	32.86	37.76	42.35	52.21	59.86
Computer support specialists	32.65	40.98	50.00	60.34	68.33
Computer systems analysts	14.00	21.06	24.69	35.10	39.90
Database administrators	30.77	34.90	44.80	55.92	83.39
Network and computer systems administrators	26.33	39.81	39.88	60.90	60.90
Network systems and data communications analysts	21.14	22.28	37.26	49.02	52.89
Operations research analysts	19.10	21.64	31.98	34.87	49.15
Architecture and engineering occupations	26.75	26.75	32.70	45.09	68.27
Architects, except naval	21.67	29.84	39.39	51.54	64.35
Architects, except landscape and naval	18.33	23.89	30.29	33.65	43.27
Engineers	18.50	23.89	31.04	33.65	44.71
Aerospace engineers	30.27	36.54	45.80	56.86	67.20
Civil engineers	34.78	43.68	53.80	65.13	76.92
Computer hardware engineers	25.51	30.65	39.77	49.77	56.25
Electrical and electronics engineers	32.69	38.84	47.85	59.59	69.43
Electrical engineers	25.54	38.63	47.69	62.79	79.09
Electronics engineers, except computer	33.49	39.41	49.78	63.56	70.17
Environmental engineers	24.31	38.63	46.21	60.72	86.54
Industrial engineers, including health and safety	17.79	27.50	34.37	50.97	50.97
Industrial engineers	29.81	35.78	37.41	46.91	58.88
Mechanical engineers	28.71	34.22	38.83	50.48	59.76
Petroleum engineers	27.89	34.71	44.71	55.86	58.13
Drafters	30.32	40.02	48.42	62.26	62.36
Architectural and civil drafters	18.00	20.66	22.77	31.16	43.63
Mechanical drafters	16.50	19.50	22.19	27.16	33.78
Engineering technicians, except drafters	18.00	19.84	24.22	43.63	43.63
Aerospace engineering and operations technicians	19.03	25.08	29.99	36.27	40.87
Civil engineering technicians	25.53	30.76	32.69	36.85	41.83
Electrical and electronic engineering technicians	13.62	16.25	27.11	32.00	39.39
Surveying and mapping technicians	20.40	24.00	28.32	30.00	37.05
Life, physical, and social science occupations	16.22	16.50	33.00	37.63	40.00
	19.26	23.51	32.34	39.56	51.47

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					
Life scientists	\$20.12	\$24.64	\$38.45	\$43.27	\$58.78
Biological scientists	20.12	24.64	38.58	42.31	54.96
Biochemists and biophysicists	20.12	30.64	38.60	46.01	61.31
Medical scientists	17.27	20.43	25.35	58.78	94.99
Physical scientists	23.46	26.44	35.09	36.54	47.60
Chemists and materials scientists	24.52	25.96	30.87	35.67	43.37
Chemists	24.52	25.96	30.87	35.67	43.37
Environmental scientists and geoscientists	23.46	25.81	35.09	36.54	37.34
Geoscientists, except hydrologists and geographers	23.46	23.46	31.16	36.54	36.54
Market and survey researchers	26.23	28.84	42.14	63.14	72.76
Market research analysts	26.23	28.84	42.14	63.14	72.76
Biological technicians	16.05	20.28	24.81	31.92	37.23
Miscellaneous life, physical, and social science technicians	16.83	18.83	23.67	34.90	34.90
Community and social services occupations					
Counselors	10.50	12.25	17.37	25.10	32.64
Substance abuse and behavioral disorder counselors	10.50	11.50	17.48	25.10	30.00
Educational, vocational, and school counselors	10.30	16.95	18.00	25.00	27.15
Mental health counselors	22.50	23.17	30.00	37.31	41.25
Social workers	14.27	15.16	21.26	25.10	26.32
Child, family, and school social workers	13.36	16.39	23.33	30.24	45.30
Medical and public health social workers	11.45	15.65	19.85	23.33	28.02
Mental health and substance abuse social workers	19.97	25.50	28.16	30.24	43.45
Miscellaneous community and social service specialists	15.39	16.05	18.82	46.09	47.47
Social and human service assistants	10.00	11.00	12.63	18.00	19.94
Title examiners, abstractors, and searchers	9.99	11.00	12.25	15.19	18.90
Legal occupations					
Lawyers	19.33	29.57	41.35	55.82	84.14
Paralegals and legal assistants	36.78	46.64	53.72	79.33	100.52
Title examiners, abstractors, and searchers	17.31	22.46	32.43	38.61	41.35
Art, drama, and music teachers, postsecondary00	15.00	20.60	24.31	40.50
Education, training, and library occupations					
Postsecondary teachers	10.00	14.67	25.40	37.10	53.08
Social sciences teachers, postsecondary	21.66	26.00	35.77	51.98	85.28
Health teachers, postsecondary	33.00	33.00	41.48	51.51	64.28
Health specialties teachers, postsecondary	20.00	25.21	39.00	74.29	93.12
Arts, communications, and humanities teachers, postsecondary	18.46	22.67	47.08	87.75	99.53
Art, drama, and music teachers, postsecondary	25.00	25.00	31.08	37.41	42.59
Miscellaneous postsecondary teachers	20.17	25.00	31.08	37.41	37.41
Primary, secondary, and special education school teachers	20.67	25.67	29.17	36.67	53.83
Preschool and kindergarten teachers	9.50	12.00	16.98	31.77	42.91
Preschool teachers, except special education	9.25	9.75	12.00	15.00	19.15
Elementary and middle school teachers	9.25	9.75	12.00	14.71	16.98
Elementary school teachers, except special education	15.25	20.00	24.70	35.86	41.27

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					
Middle school teachers, except special and vocational education	\$21.87	\$24.70	\$26.52	\$34.46	\$43.01
Secondary school teachers	30.53	35.70	40.90	48.12	59.81
Secondary school teachers, except special and vocational education	30.53	35.70	40.90	48.12	59.81
Other teachers and instructors	10.90	17.25	30.64	33.98	38.28
Librarians	25.00	29.76	32.69	44.39	59.05
Library technicians	10.31	18.63	26.89	27.98	30.21
Teacher assistants	9.09	10.46	11.88	12.50	13.92
Arts, design, entertainment, sports, and media occupations					
Artists and related workers	15.88	19.62	25.69	39.15	52.88
Designers	12.79	22.05	30.00	73.34	73.34
Graphic designers	15.81	19.77	24.68	36.06	50.07
Actors, producers, and directors	18.32	19.23	24.00	32.56	41.11
Producers and directors	29.33	38.13	50.54	70.80	70.80
Athletes, coaches, umpires, and related workers	29.33	38.13	50.54	70.80	70.80
Musicians, singers, and related workers	10.92	13.26	17.50	26.44	27.07
Musicians and singers	16.07	16.07	17.86	21.35	45.93
Musicians and singers	14.29	15.63	24.15	35.32	114.29
News analysts, reporters and correspondents	14.51	19.30	24.76	27.65	32.00
Reporters and correspondents	14.51	19.30	24.76	27.65	32.00
Public relations specialists	14.51	19.30	24.76	27.65	32.00
Writers and editors	15.39	19.23	20.22	28.95	35.31
Editors	19.48	24.35	29.07	35.40	48.24
Technical writers	20.00	22.20	28.93	28.93	31.59
Broadcast and sound engineering technicians and radio operators	25.39	29.07	35.40	43.99	51.13
Television, video, and motion picture camera operators and editors	23.82	32.65	41.21	41.59	46.67
Television, video, and motion picture camera operators and editors	18.54	18.54	24.04	26.44	31.20
Healthcare practitioner and technical occupations					
Dietitians and nutritionists	16.50	22.00	33.72	46.46	57.45
Pharmacists	18.93	28.49	35.88	35.88	35.88
Physicians and surgeons	51.00	55.12	57.25	59.96	62.77
Physician assistants	24.64	55.10	82.97	120.19	240.39
Registered nurses	42.00	47.00	54.14	56.00	60.03
Therapists	28.60	34.33	42.14	50.00	57.45
Occupational therapists	29.45	34.11	39.92	46.06	50.58
Physical therapists	35.09	36.99	42.59	50.58	50.58
Respiratory therapists	30.21	35.10	40.08	45.29	50.00
Clinical laboratory technologists and technicians	27.62	30.00	32.20	35.69	41.11
Medical and clinical laboratory technologists	14.55	17.67	26.30	32.35	37.92
Medical and clinical laboratory technicians	20.71	27.05	32.33	36.72	45.98
Dental hygienists	13.07	15.25	18.84	23.06	29.44
Diagnostic related technologists and technicians	36.00	36.35	45.00	50.29	53.13
Diagnostic related technologists and technicians	19.05	25.00	30.63	36.19	41.71

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	\$18.70	\$18.70	\$27.07	\$31.00	\$36.17
Radiologic technologists and technicians	19.05	24.47	30.00	34.20	36.54
Emergency medical technicians and paramedics	10.69	10.72	12.07	15.07	16.60
Health diagnosing and treating practitioner support technicians	14.00	17.56	22.00	25.78	30.00
Pharmacy technicians	12.00	16.59	17.56	23.95	26.30
Surgical technologists	17.00	18.20	23.25	25.00	27.26
Veterinary technologists and technicians	13.30	19.00	22.00	22.00	23.00
Licensed practical and licensed vocational nurses	17.22	18.74	22.28	26.62	29.97
Medical records and health information technicians	13.12	15.00	16.64	16.64	21.52
Opticians, dispensing	11.50	14.71	16.00	18.98	21.50
Miscellaneous health technologists and technicians	12.00	14.90	17.29	21.89	43.25
Occupational health and safety specialists and technicians	22.55	29.42	31.90	31.90	31.90
Healthcare support occupations					
Nursing, psychiatric, and home health aides	9.75	10.96	13.73	18.00	23.00
Home health aides	9.50	10.17	11.71	13.95	16.55
Nursing aides, orderlies, and attendants	9.59	10.03	10.88	12.10	20.00
Physical therapist aides	9.50	10.31	11.84	13.94	15.95
Miscellaneous healthcare support occupations	10.00	10.00	10.35	12.00	13.00
Dental assistants	10.00	12.30	16.00	20.00	23.57
Medical assistants	10.90	16.00	18.00	21.00	28.50
Medical transcriptionists	10.07	12.00	15.65	19.00	22.40
Pharmacy aides	11.18	12.30	17.92	22.68	29.77
	8.75	10.64	23.18	23.51	23.51
Protective service occupations					
Security guards and gaming surveillance officers	8.00	9.00	10.50	14.00	21.33
Security guards	8.00	9.00	10.00	12.92	17.03
Miscellaneous protective service workers	8.00	9.00	10.00	12.92	17.03
Lifeguards, ski patrol, and other recreational protective service workers	8.50	9.00	11.00	13.10	17.90
	8.50	10.00	11.42	17.50	17.90
Food preparation and serving related occupations					
First-line supervisors/managers, food preparation and serving workers	8.00	8.11	8.86	11.50	15.01
Chefs and head cooks	10.00	13.00	18.00	22.29	25.00
First-line supervisors/managers of food preparation and serving workers	12.50	14.00	21.51	25.00	27.14
	10.00	12.50	16.83	21.32	24.20
Cooks	8.40	9.31	11.49	13.00	16.49
Cooks, fast food	8.00	8.00	8.50	9.14	10.50
Cooks, institution and cafeteria	10.50	12.06	13.00	14.69	21.36
Cooks, restaurant	9.00	10.20	12.00	13.50	16.49
Cooks, short order	8.75	9.50	11.00	11.83	13.50
Food preparation workers	8.00	8.00	8.65	11.03	14.90
Food service, tipped	8.00	8.00	8.03	8.55	9.79
Bartenders	8.00	8.00	8.55	9.92	12.00

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
Food preparation and serving related occupations –Continued					
Waiters and waitresses	\$8.00	\$8.00	\$8.00	\$8.40	\$8.55
Dining room and cafeteria attendants and bartender helpers ..	8.00	8.00	8.14	8.85	10.30
Fast food and counter workers	8.00	8.33	8.75	9.90	12.12
Combined food preparation and serving workers, including fast food	8.00	8.25	8.65	9.85	11.80
Counter attendants, cafeteria, food concession, and coffee shop	8.05	8.55	9.00	10.65	13.00
Food servers, nonrestaurant	8.39	9.00	10.50	13.53	15.26
Dishwashers	8.00	8.25	8.67	10.00	15.02
Hosts and hostesses, restaurant, lounge, and coffee shop	8.00	8.50	9.03	10.50	11.96
Building and grounds cleaning and maintenance occupations					
First-line supervisors/managers, building and grounds cleaning and maintenance workers	8.57	9.50	11.72	14.45	18.00
First-line supervisors/managers of housekeeping and janitorial workers	13.88	15.25	17.98	23.57	27.34
Building cleaning workers	8.50	9.14	11.24	13.63	16.92
Janitors and cleaners, except maids and housekeeping cleaners	8.85	9.75	11.74	14.45	18.44
Maids and housekeeping cleaners	8.26	8.81	10.07	12.50	16.28
Grounds maintenance workers	9.25	10.00	12.00	14.10	16.82
Landscaping and groundskeeping workers	9.25	10.00	12.00	14.78	16.77
Personal care and service occupations					
First-line supervisors/managers of personal service workers	8.00	9.00	10.75	14.26	20.19
Gaming services workers	8.03	14.25	16.85	17.55	18.93
Gaming dealers	8.00	8.00	8.00	8.55	10.76
Ushers, lobby attendants, and ticket takers	8.43	9.05	10.00	12.85	16.09
Miscellaneous entertainment attendants and related workers	8.00	8.12	8.56	10.94	12.49
Amusement and recreation attendants	8.00	8.00	8.25	8.58	9.52
Locker room, coatroom, and dressing room attendants	8.80	10.94	11.46	11.76	16.00
Barbers and cosmetologists	8.00	8.00	8.55	9.18	14.34
Hairdressers, hairstylists, and cosmetologists	8.00	8.00	8.55	9.18	14.34
Miscellaneous personal appearance workers	13.54	13.54	21.10	21.49	46.79
Baggage porters, bellhops, and concierges	7.25	8.40	10.21	13.67	15.43
Baggage porters and bellhops	7.25	7.25	8.60	13.00	13.00
Concierges	8.57	10.15	12.42	15.05	18.96
Tour and travel guides	9.79	10.00	11.00	15.32	19.50
Tour guides and escorts	9.79	10.00	11.00	15.32	19.50
Child care workers	8.40	8.75	10.00	11.83	14.18
Personal and home care aides	10.00	10.40	10.95	12.10	14.58
Recreation and fitness workers	9.00	11.00	14.00	18.00	26.00
Fitness trainers and aerobics instructors	11.23	15.48	20.19	25.70	36.13
Recreation workers	8.77	9.50	12.00	13.39	14.50

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
Sales and related occupations	\$8.55	\$9.94	\$13.60	\$20.28	\$32.30
First-line supervisors/managers, sales workers	13.23	15.17	18.75	24.31	38.46
First-line supervisors/managers of retail sales workers	13.00	15.01	17.37	20.53	24.55
First-line supervisors/managers of non-retail sales workers ...	17.31	22.00	28.67	44.52	46.15
Retail sales workers	8.28	9.00	10.65	14.45	19.30
Cashiers, all workers	8.00	8.75	10.00	12.16	16.41
Cashiers	8.00	8.75	10.00	12.16	16.41
Counter and rental clerks and parts salespersons	9.88	11.68	14.22	20.33	23.21
Counter and rental clerks	9.00	10.00	12.69	15.81	32.30
Parts salespersons	9.94	12.12	15.63	20.75	22.21
Retail salespersons	8.50	9.38	11.53	15.60	20.46
Advertising sales agents	8.65	13.47	17.94	25.88	31.25
Insurance sales agents	15.02	25.00	26.44	34.71	54.81
Securities, commodities, and financial services sales agents	20.58	23.89	41.32	82.04	152.67
Travel agents	11.54	12.00	19.20	28.85	28.85
Sales representatives, wholesale and manufacturing	15.51	20.09	28.09	42.08	56.58
Sales representatives, wholesale and manufacturing, technical and scientific products	21.41	26.44	39.94	48.08	56.80
Sales representatives, wholesale and manufacturing, except technical and scientific products	14.43	18.65	24.80	36.30	52.73
Models, demonstrators, and product promoters	16.25	17.41	21.46	32.66	37.85
Demonstrators and product promoters	16.25	17.41	21.46	32.66	37.85
Real estate brokers and sales agents	11.94	13.00	15.68	18.46	52.16
Real estate sales agents	11.94	13.00	15.68	18.46	52.16
Telemarketers	10.00	11.65	11.65	17.00	19.99
Miscellaneous sales and related workers	9.00	11.00	16.00	20.00	30.60
Office and administrative support occupations	10.16	13.00	16.39	21.00	26.41
First-line supervisors/managers of office and administrative support workers	17.55	20.75	25.24	29.54	34.37
Switchboard operators, including answering service	9.00	10.50	12.38	16.07	18.16
Telephone operators	12.65	12.65	12.65	14.06	19.68
Financial clerks	12.00	14.08	17.00	20.09	23.73
Bill and account collectors	13.00	15.00	18.00	23.89	25.93
Billing and posting clerks and machine operators	12.72	13.91	15.50	19.40	20.77
Bookkeeping, accounting, and auditing clerks	13.49	15.60	18.66	21.15	25.00
Payroll and timekeeping clerks	12.88	17.00	19.03	20.33	24.00
Procurement clerks	13.21	14.42	17.23	21.83	22.40
Tellers	10.79	11.59	13.19	15.37	17.44
Brokerage clerks	11.64	18.49	20.81	22.40	34.61
Credit authorizers, checkers, and clerks	14.60	14.60	19.23	21.51	23.28
Customer service representatives	10.24	12.91	16.00	20.71	27.44
File clerks	9.50	12.00	16.35	17.01	17.01
Hotel, motel, and resort desk clerks	8.50	9.38	11.00	13.99	16.00
Interviewers, except eligibility and loan	10.00	10.50	12.00	16.71	20.41
Loan interviewers and clerks	13.38	14.12	16.33	17.85	20.31

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					
New accounts clerks	\$13.73	\$14.90	\$16.29	\$17.84	\$18.90
Order clerks	11.00	12.25	15.00	18.40	20.00
Human resources assistants, except payroll and timekeeping	14.75	16.44	19.06	20.72	21.82
Receptionists and information clerks	9.50	11.95	14.42	16.82	20.87
Reservation and transportation ticket agents and travel clerks ...	12.04	15.00	19.35	21.78	22.12
Couriers and messengers	8.44	8.44	11.16	12.24	15.00
Dispatchers	11.20	13.77	19.59	22.00	27.64
Dispatchers, except police, fire, and ambulance	12.00	14.00	19.63	22.00	27.64
Meter readers, utilities	16.82	16.82	28.57	31.11	31.11
Production, planning, and expediting clerks	15.00	16.75	22.14	27.00	35.77
Shipping, receiving, and traffic clerks	8.60	10.23	12.30	16.01	18.70
Stock clerks and order fillers	8.61	9.89	12.93	16.11	18.50
Weighers, measurers, checkers, and samplers, recordkeeping	9.70	13.75	14.25	18.44	21.82
Secretaries and administrative assistants	15.00	17.64	22.70	26.65	32.41
Executive secretaries and administrative assistants	16.00	19.86	23.51	27.07	31.82
Legal secretaries	17.31	23.08	26.67	32.22	34.92
Medical secretaries	10.00	16.49	20.82	24.01	35.68
Secretaries, except legal, medical, and executive	10.75	14.25	17.00	19.91	22.76
Data entry and information processing workers	10.28	12.28	13.18	15.25	18.03
Data entry keyers	9.80	11.05	13.18	14.65	16.23
Word processors and typists	15.25	15.25	15.50	24.00	25.75
Insurance claims and policy processing clerks	12.32	15.50	18.17	22.08	26.32
Mail clerks and mail machine operators, except postal service ..	8.00	9.00	11.15	12.57	14.88
Office clerks, general	10.00	12.21	14.50	18.27	22.42
Farming, fishing, and forestry occupations					
Miscellaneous agricultural workers	8.00	9.06	13.94	23.08	25.24
9.00	10.31	13.27	13.94	13.94	
Construction and extraction occupations					
First-line supervisors/managers of construction trades and extraction workers	12.50	16.00	22.65	30.73	37.16
Carpenters	24.38	31.35	38.62	38.62	42.45
Carpet, floor, and tile installers and finishers	15.76	18.00	25.00	28.21	36.50
Cement masons, concrete finishers, and terrazzo workers	12.50	13.13	17.07	18.00	22.75
Cement masons and concrete finishers	15.50	19.00	21.92	28.65	29.50
Construction laborers	15.50	19.00	21.92	28.65	29.50
Construction equipment operators	12.30	14.00	19.00	22.00	28.98
Operating engineers and other construction equipment operators	19.45	21.24	23.67	34.33	36.23
Drywall installers, ceiling tile installers, and tapers	19.45	25.79	34.33	35.79	42.59
Drywall and ceiling tile installers	15.71	15.71	16.69	27.40	35.66
Tapers	15.91	15.91	16.69	35.66	35.66
Electricians	15.71	15.71	15.71	24.00	34.31
Glaziers	16.00	21.57	36.10	36.63	39.66
Painters and paperhanglers	13.09	22.16	42.67	42.67	45.66
12.00	15.18	18.00	22.87	24.00	

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					
Painters, construction and maintenance	\$12.00	\$15.18	\$18.00	\$22.87	\$24.00
Pipelayers, plumbers, pipefitters, and steamfitters	20.47	22.94	30.00	35.60	39.82
Plumbers, pipefitters, and steamfitters	20.47	22.94	30.00	35.60	39.82
Roofers	10.00	12.00	15.50	20.00	24.05
Sheet metal workers	16.13	21.48	30.99	38.00	54.95
Structural iron and steel workers	23.31	23.51	26.65	33.62	34.01
Helpers, construction trades	9.50	11.37	14.00	20.00	26.33
Helpers--carpenters	11.50	13.47	15.00	16.10	20.00
Construction and building inspectors	18.93	21.11	26.00	34.35	34.35
Installation, maintenance, and repair occupations					
First-line supervisors/managers of mechanics, installers, and repairers	13.00	17.00	22.86	30.00	37.30
Computer, automated teller, and office machine repairers	17.83	24.64	36.82	45.64	50.43
Radio and telecommunications equipment installers and repairers	9.50	15.20	17.33	19.44	24.91
Telecommunications equipment installers and repairers, except line installers	20.06	25.87	29.76	32.59	34.41
Miscellaneous electrical and electronic equipment mechanics, installers, and repairers	10.17	15.50	22.50	33.42	38.21
Electrical and electronics repairers, commercial and industrial equipment	18.16	23.50	25.37	33.74	40.34
Electrical and electronics repairers, powerhouse, substation, and relay	36.17	37.81	38.21	40.51	43.79
Aircraft mechanics and service technicians	19.95	25.28	29.74	33.12	40.96
Automotive technicians and repairers	11.40	16.00	21.00	27.93	34.71
Automotive body and related repairers	12.64	18.00	24.00	26.00	34.71
Automotive service technicians and mechanics	11.40	15.00	20.56	28.34	34.30
Bus and truck mechanics and diesel engine specialists	18.14	22.60	26.04	31.08	32.30
Heavy vehicle and mobile equipment service technicians and mechanics	19.33	22.88	25.60	28.76	30.20
Mobile heavy equipment mechanics, except engines	21.92	22.93	26.00	28.76	30.20
Miscellaneous vehicle and mobile equipment mechanic, installers, and repairers	11.09	12.75	14.00	15.00	16.95
Tire repairers and changers	11.09	12.75	14.00	14.00	16.95
Heating, air conditioning, and refrigeration mechanics and installers	18.66	24.00	30.00	33.00	48.92
Industrial machinery installation, repair, and maintenance workers	13.00	16.25	20.50	26.37	33.25
Industrial machinery mechanics	17.00	21.53	24.29	32.62	35.70
Maintenance and repair workers, general	11.00	15.00	18.75	23.15	28.80
Maintenance workers, machinery	12.40	13.84	17.50	22.87	31.93
Line installers and repairers	16.05	20.91	32.79	34.16	41.93
Electrical power-line installers and repairers	34.55	38.78	44.02	44.61	46.67
Telecommunications line installers and repairers	16.05	18.54	28.20	33.71	34.16

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
Installation, maintenance, and repair occupations —Continued					
Precision instrument and equipment repairers	\$19.62	\$21.01	\$21.01	\$25.25	\$29.94
Miscellaneous installation, maintenance, and repair workers	8.50	11.58	15.50	25.39	40.43
Production occupations	8.71	10.72	14.53	20.38	27.83
First-line supervisors/managers of production and operating workers	15.27	19.95	25.36	32.30	39.44
Electrical, electronics, and electromechanical assemblers	8.75	9.54	12.59	14.70	17.87
Electrical and electronic equipment assemblers	8.84	9.45	12.59	12.59	14.90
Electromechanical equipment assemblers	8.02	9.26	12.42	17.87	17.87
Miscellaneous assemblers and fabricators	8.45	9.90	13.05	17.43	21.10
Team assemblers	8.50	8.67	9.25	13.05	17.00
Bakers	9.00	10.42	11.28	13.25	15.98
Butchers and other meat, poultry, and fish processing workers ..	8.00	10.00	15.10	21.22	22.00
Butchers and meat cutters	10.75	13.50	19.84	21.22	22.00
Meat, poultry, and fish cutters and trimmers	8.00	8.00	9.06	10.08	15.66
Miscellaneous food processing workers	9.25	9.82	11.73	14.56	18.85
Food batchmakers	9.82	10.00	13.00	16.05	20.83
Food cooking machine operators and tenders	9.00	9.30	10.00	10.10	10.92
Computer control programmers and operators	14.10	18.00	20.00	23.50	30.00
Computer-controlled machine tool operators, metal and plastic	13.00	16.75	18.71	23.64	30.00
Forming machine setters, operators, and tenders, metal and plastic	11.34	12.00	14.45	18.15	22.09
Machine tool cutting setters, operators, and tenders, metal and plastic	9.00	10.87	14.39	18.54	21.77
Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	12.83	14.74	17.54	20.79	27.00
Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	8.56	9.73	10.87	14.63	17.79
Lathe and turning machine tool setters, operators, and tenders, metal and plastic	8.50	9.75	11.50	18.54	21.77
Machinists	17.25	20.50	24.85	29.65	34.75
Molders and molding machine setters, operators, and tenders, metal and plastic	11.00	13.26	15.05	17.30	18.60
Multiple machine tool setters, operators, and tenders, metal and plastic	10.93	11.28	12.00	14.94	15.01
Tool and die makers	19.50	20.00	23.19	26.30	29.40
Welding, soldering, and brazing workers	12.00	16.46	19.40	24.06	27.10
Welders, cutters, solderers, and brazers	12.36	16.00	20.00	25.99	27.10
Welding, soldering, and brazing machine setters, operators, and tenders	11.71	16.46	17.30	17.63	28.45
Miscellaneous metalworkers and plastic workers	11.00	13.11	16.30	22.13	22.13
Bookbinders and bindery workers	9.00	10.25	10.85	14.75	24.56
Bindery workers	9.00	10.25	10.85	14.75	24.56
Printers	11.24	13.07	17.16	23.00	27.50

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
Production occupations –Continued					
Job printers	\$10.00	\$12.00	\$17.00	\$19.00	\$27.50
Prepress technicians and workers	13.50	21.25	24.30	27.83	30.00
Printing machine operators	10.85	12.78	15.47	19.70	25.00
Laundry and dry-cleaning workers	8.75	9.34	10.57	12.26	13.72
Pressers, textile, garment, and related materials	8.00	8.00	9.00	10.50	11.99
Sewing machine operators	8.00	8.00	9.74	10.50	11.00
Tailors, dressmakers, and sewers	8.00	8.00	13.00	20.00	22.61
Tailors, dressmakers, and custom sewers	8.00	8.00	13.00	20.00	22.61
Textile machine setters, operators, and tenders	8.00	8.20	9.00	12.00	13.15
Miscellaneous textile, apparel, and furnishings workers	10.00	10.00	11.20	20.22	20.22
Cabinetmakers and bench carpenters	11.30	14.00	14.00	16.00	17.00
Woodworking machine setters, operators, and tenders	8.71	11.00	12.25	14.90	21.50
Sawing machine setters, operators, and tenders, wood	9.19	11.70	12.25	19.00	22.12
Woodworking machine setters, operators, and tenders, except sawing	8.71	9.19	11.50	14.13	19.79
Stationary engineers and boiler operators	23.82	26.40	28.85	32.34	35.55
Miscellaneous plant and system operators	19.60	32.20	34.22	35.31	37.33
Chemical processing machine setters, operators, and tenders	13.12	17.60	20.00	21.54	26.53
Separating, filtering, clarifying, precipitating, and still machine setters, operators, and tenders	13.34	18.40	20.00	21.54	26.53
Crushing, grinding, polishing, mixing, and blending workers	8.25	10.00	12.60	15.54	18.31
Mixing and blending machine setters, operators, and tenders	8.25	8.50	10.79	14.00	20.77
Cutting workers	8.75	11.32	15.50	20.10	23.81
Cutting and slicing machine setters, operators, and tenders	8.75	11.00	19.50	20.10	23.81
Inspectors, testers, sorters, samplers, and weighers	9.19	11.30	15.00	20.82	30.57
Packaging and filling machine operators and tenders	9.00	10.50	13.00	19.40	23.32
Painting workers	8.00	9.50	13.00	25.00	36.06
Coating, painting, and spraying machine setters, operators, and tenders	8.00	9.25	10.25	13.00	16.63
Painters, transportation equipment	13.00	17.55	25.00	36.06	36.06
Photographic process workers and processing machine operators	11.00	15.00	20.50	20.50	28.10
Semiconductor processors	12.44	15.09	18.10	20.82	23.07
Miscellaneous production workers	8.00	9.04	12.00	17.09	22.84
Paper goods machine setters, operators, and tenders	9.18	13.50	20.95	23.48	28.82
Helpers--production workers	8.00	8.00	9.16	13.00	17.63
Transportation and material moving occupations	8.50	10.00	14.03	19.40	24.32
First-line supervisors/managers of helpers, laborers, and material movers, hand	16.17	16.28	23.08	23.64	31.01
First-line supervisors/managers of transportation and material-moving machine and vehicle operators	16.65	21.25	26.55	31.62	37.35
Aircraft pilots and flight engineers	25.77	26.55	83.14	131.59	165.74
Airline pilots, copilots, and flight engineers	25.77	26.55	83.39	131.59	165.74
Bus drivers	11.95	13.36	14.75	16.65	17.90

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					
Bus drivers, transit and intercity	\$13.25	\$14.64	\$15.61	\$16.33	\$17.24
Driver/sales workers and truck drivers	10.00	14.91	19.09	23.50	29.55
Driver/sales workers	8.00	8.40	14.91	17.00	24.17
Truck drivers, heavy and tractor-trailer	16.24	18.35	20.20	22.92	26.59
Truck drivers, light or delivery services	9.18	11.52	16.73	24.58	29.92
Taxi drivers and chauffeurs	8.00	8.50	9.25	20.80	20.80
Parking lot attendants	7.95	8.00	10.00	20.00	20.00
Service station attendants	8.40	8.40	9.05	9.55	18.80
Crane and tower operators	27.37	34.78	38.48	38.48	38.48
Dredge, excavating, and loading machine operators	19.50	19.50	21.20	29.14	29.85
Excavating and loading machine and dragline operators	19.50	19.50	21.20	28.85	29.67
Industrial truck and tractor operators	10.00	11.90	14.99	18.82	21.82
Laborers and material movers, hand	8.16	8.98	11.00	13.97	17.74
Cleaners of vehicles and equipment	8.00	9.13	12.50	13.88	16.75
Laborers and freight, stock, and material movers, hand	8.37	9.17	11.85	15.00	18.30
Machine feeders and offbearers	8.50	8.82	9.00	10.00	13.00
Packers and packagers, hand	8.00	8.40	9.23	11.00	16.00

¹ Percentiles designate position in the earnings distribution and are calculated from individual worker earnings and the hours they are scheduled to work. For more information, see chapter 8 of the Handbook of Methods, at http://www.bls.gov/opub/hom/homch8_a.htm.

² The NCS uses the 2000 Standard Occupational Classification coding structure, which defines more than 800 unique occupations, to match jobs sampled by the

survey. Military occupations are excluded from the survey.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.