

Boston–Worcester–Manchester, MA–NH National Compensation Survey October 2007



U.S. Department of Labor
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Preface

Data shown in this bulletin were collected as part of the Bureau of Labor Statistics (BLS) National Compensation Survey (NCS). The survey could not have been conducted without the cooperation of the many private establishments and government agencies that provided pay data included in this bulletin. The Bureau thanks these respondents for their cooperation.

Field economists of the Bureau of Labor Statistics collected and reviewed the survey data. The Office of Compensation and Working Conditions, in cooperation with the Office of Field Operations and the Office of Technology and Survey Processing in the BLS National Office, designed the survey, processed the data, and prepared the survey for publication.

For additional information regarding this survey, please contact any BLS regional office at the address and telephone number listed on the back cover of this bulletin. You may also write to the Bureau of Labor Statistics at:

Division of Compensation Data Analysis and Planning, 2 Massachusetts Avenue, NE., Room 4175, Washington, DC 20212-0001, call (202) 691-6199, or send an e-mail to NCSinfo@bls.gov.

The data contained in this bulletin are also available at <http://www.bls.gov/ncs/ocs/compub.htm>, the BLS Internet site. Data are presented in a Portable Document Format (PDF) file containing the core bulletin, and in an ASCII file containing the published table formats.

Results of earlier surveys of this area are available from BLS regional offices, the Division of Compensation Data Analysis and Planning, or at the BLS Internet site.

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Introduction

The tables in this bulletin summarize the NCS results for the Boston–Worcester–Manchester, MA–NH, Combined Statistical Area (CSA). Data were collected between March 2007 and April 2008; the average reference month is October 2007. Tabulations provide information on earnings of workers in a variety of occupations and at different work levels. Also contained in this bulletin are information on the program, a technical note describing survey procedures, and an appendix with detailed information on occupational classifications.

Most of the earnings estimates in this bulletin are presented as mean hourly earnings. Mean weekly and annual earnings, and the corresponding hours, also are provided for full-time employees in specific occupations. Some occupations, such as teachers and fire fighters, typically have shorter or longer work schedules than do the majority of full-time workers. The weekly and annual estimates are useful for comparing the earnings of occupations having different work schedules.

NCS products

The Bureau's National Compensation Survey provides comprehensive measures of occupational earnings, compensation cost trends, benefit incidence, and detailed plan provisions. The Employment Cost Index, a quarterly measure of the change in employer costs for wages and benefits, is derived from the NCS. Employer Costs for Employee Compensation measures employers' average hourly costs for wages and benefits. NCS also measures the incidence and provisions of benefit plans. This bulletin is limited to data on occupational wages and salaries.

Changes to the publications

The locality wage publications are undergoing a number of significant changes. Please see the bulletins published between September 2006 and July 2007 for information on earlier changes.

The areas covered by the publications are currently being updated to the December 2003 definitions of Combined Statistical Areas, Metropolitan Statistical Areas, and Micropolitan Statistical Areas, as determined by the U.S. Office of Management and Budget (OMB). This bulletin includes a new State and local government sample that reflects the new area definition.

In appendix table 2, the total numbers of establishments in the sampling frame are now benchmarked to the latest available establishment counts, adjusted for establishments that are out of scope for NCS.

About the tables

The tables that follow present data on straight-time occupational earnings, which include wages and salaries, incentive pay, cost-of-living adjustments, and hazard pay. These earnings exclude premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. About 800 detailed occupations, listed in Appendix B, are used to describe all occupations in the civilian nonfarm economy (excluding the Federal Government and private households). Data are not shown for any occupations if they would raise concerns about the confidentiality of the survey respondents or if the data are insufficient to support reliable estimates.

Table 1 presents an overview of all tables in this bulletin. Mean hourly earnings, weekly hours, and relative standard errors are given for all industries, private industry, and State and local government for selected worker and establishment characteristics. The worker characteristics include high-level and intermediate occupational aggregation, full-time or part-time status, union or nonunion status, and time or incentive pay. Establishment characteristics include goods producing, service providing, and size of establishment.

Table 2 presents mean hourly earnings data by work level for occupational major groups and for detailed occupations. Separate data are also shown for full-time and part-time workers. Table 3 provides work level data for private industry workers. Table 4 provides similar data for State and local government workers. Table 5 simplifies the work levels by combining them into broader groups within major and detailed occupations, and for full-time and part-time workers.

Tables 6 through 10 present hourly wage percentiles that describe the distribution of hourly earnings for individual workers within each published occupation. Data are provided for the 10th, 25th, 50th, 75th, and 90th percentiles for detailed occupations within all industries, private industry, State and local government, full-time workers, and part-time workers.

Table 11 presents mean and median hourly, weekly, and annual earnings, and the associated hours, for major occupational groups and detailed occupations for full-time workers. Table 12 provides the same type of information for private industry workers. Table 13 provides similar data for State and local government workers.

Table 14 presents mean hourly earnings data for establishment employment sizes by high-level occupational aggregations in the private sector. Tables 15 and 16 provide

mean and median hourly, weekly, and annual earnings data for full-time employees in private establishments with fewer than 100 workers, and in private establishments with 100 workers or more.

Table 17 presents mean hourly earnings data for union and nonunion workers in all, private, and State and local government establishments by high-level occupational aggregation. Table 18 provides hourly earnings data for time and incentive workers in all and private establishments by

high-level occupational aggregation. Table 19 presents mean hourly earnings data for major industry divisions within the private sector.

Appendix table 1 presents the number of workers represented by the survey, by high-level occupational aggregation and for all industries, private industry, and State and local government. Appendix table 2 provides the number of establishments in the sampling frame and the number of responding and nonresponding establishments.

Table 1. Summary: Mean hourly earnings¹ and weekly hours for selected worker and establishment characteristics, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Worker and establishment characteristics	Civilian workers			Private industry workers			State and local government workers		
	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³	Hourly earnings		Mean weekly hours ³
	Mean	Relative error ² (percent)		Mean	Relative error ² (percent)		Mean	Relative error ² (percent)	
All workers	\$25.43	2.7	34.1	\$25.04	3.0	34.1	\$28.88	2.5	33.7
Worker characteristics^{4,5}									
Management, professional, and related	36.41	3.0	36.8	36.51	3.4	37.3	35.76	2.2	33.8
Management, business, and financial	41.92	3.0	39.7	42.24	3.2	40.1	38.00	5.2	35.9
Professional and related	33.54	3.4	35.4	33.23	4.0	35.8	35.20	1.9	33.3
Service	13.50	2.3	28.7	11.87	2.4	27.9	22.58	2.6	34.4
Sales and office	20.14	4.7	32.6	20.17	5.0	32.8	19.68	6.7	29.7
Sales and related	22.17	9.3	30.7	22.36	9.4	30.8	—	—	—
Office and administrative support	18.79	2.6	34.1	18.62	2.8	34.4	20.71	3.5	30.9
Natural resources, construction, and maintenance	25.47	2.5	39.3	25.59	2.6	39.3	23.91	3.1	39.6
Construction and extraction	26.86	2.5	39.3	26.97	2.5	39.3	25.44	6.3	39.5
Installation, maintenance, and repair	23.29	2.9	39.5	23.44	3.1	39.5	21.41	7.2	39.7
Production, transportation, and material moving	15.19	4.4	34.3	15.01	4.6	34.2	19.53	7.0	36.8
Production	16.10	5.5	39.0	16.08	5.6	39.0	—	—	—
Transportation and material moving	14.40	3.6	31.1	14.05	3.8	30.8	19.72	7.4	36.4
Full time	27.45	2.8	39.2	27.18	3.1	39.5	29.64	2.3	37.5
Part time	13.87	2.5	19.5	13.61	2.6	19.8	18.92	9.5	14.6
Union	26.99	2.3	34.1	24.65	3.7	32.4	30.01	1.7	36.4
Nonunion	25.12	3.4	34.1	25.09	3.5	34.3	26.14	9.3	28.6
Time	25.13	2.7	33.9	24.69	3.0	33.9	28.88	2.5	33.7
Incentive	32.14	8.6	38.4	32.14	8.6	38.4	—	—	—
Establishment characteristics									
Goods producing	(⁶)	(⁶)	(⁶)	27.92	5.2	40.0	(⁶)	(⁶)	(⁶)
Service providing	(⁶)	(⁶)	(⁶)	—	—	—	(⁶)	(⁶)	(⁶)
1-99 workers	21.05	3.7	33.0	20.98	3.9	33.1	22.92	7.3	29.3
100-499 workers	25.13	2.1	34.2	24.48	2.2	34.1	29.44	4.7	34.9
500 workers or more	32.30	5.0	35.8	32.65	5.9	36.1	30.57	2.7	34.8

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

² 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.

³ Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁴ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining. 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.

⁵ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁶ Classification of establishments into goods-producing and service-providing industries applies to private industry only. Industries are determined by the 2002 North American Industry Classification System (NAICS).

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007**

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.43	2.7	\$27.45	2.8	\$13.87	2.5
Management occupations	48.50	3.8	48.58	3.9	—	—
Level 7	22.98	5.3	22.98	5.3	—	—
Level 8	28.26	5.9	28.26	5.9	—	—
Level 9	32.71	7.6	32.77	7.8	—	—
Level 10	41.22	11.3	41.22	11.3	—	—
Level 11	45.69	2.0	45.56	1.9	—	—
Level 12	61.69	6.0	61.96	5.9	—	—
Level 13	79.08	9.4	79.08	9.4	—	—
Not able to be leveled	49.38	4.8	49.52	4.8	—	—
General and operations managers	53.26	12.4	54.08	12.7	—	—
Not able to be leveled	47.88	11.5	47.88	11.5	—	—
Marketing and sales managers	57.31	7.7	57.31	7.7	—	—
Not able to be leveled	57.20	7.4	57.20	7.4	—	—
Marketing managers	58.19	13.0	58.19	13.0	—	—
Not able to be leveled	48.89	8.6	48.89	8.6	—	—
Sales managers	55.85	11.5	55.85	11.5	—	—
Administrative services managers	46.07	9.0	46.07	9.0	—	—
Computer and information systems managers	53.59	8.1	53.59	8.1	—	—
Level 12	59.15	1.8	59.15	1.8	—	—
Financial managers	52.66	6.0	52.66	6.0	—	—
Not able to be leveled	52.06	6.6	52.06	6.6	—	—
Human resources managers	45.12	17.6	45.12	17.6	—	—
Industrial production managers	42.02	1.8	42.02	1.8	—	—
Education administrators	42.92	7.1	43.17	7.5	—	—
Level 11	52.23	6.0	52.23	6.0	—	—
Not able to be leveled	43.25	11.5	44.04	13.5	—	—
Education administrators, elementary and secondary school	53.24	11.7	53.24	11.7	—	—
Education administrators, postsecondary	42.34	6.0	42.72	7.1	—	—
Not able to be leveled	39.05	18.6	39.88	22.7	—	—
Engineering managers	54.19	14.2	54.19	14.2	—	—
Medical and health services managers	45.86	15.5	45.86	15.5	—	—
Not able to be leveled	63.10	33.8	63.10	33.8	—	—
Property, real estate, and community association managers	27.94	5.6	27.94	5.6	—	—
Business and financial operations occupations	33.22	3.6	33.27	3.7	—	—
Level 6	19.91	4.9	20.11	4.7	—	—
Level 7	24.98	2.0	24.98	2.0	—	—
Level 8	27.57	5.1	27.57	5.1	—	—
Level 9	29.88	5.0	29.95	5.2	—	—
Level 10	33.93	7.4	33.93	7.4	—	—
Level 11	42.75	5.1	42.49	5.5	—	—
Level 12	59.23	6.6	59.23	6.6	—	—
Not able to be leveled	32.55	16.3	32.58	16.5	—	—
Buyers and purchasing agents	31.68	11.3	31.68	11.3	—	—
Wholesale and retail buyers, except farm products	28.37	4.5	28.37	4.5	—	—
Purchasing agents, except wholesale, retail, and farm products	33.59	14.9	33.59	14.9	—	—
Claims adjusters, appraisers, examiners, and investigators	26.71	7.5	26.58	8.2	—	—
Claims adjusters, examiners, and investigators	27.45	14.3	27.31	15.3	—	—
Human resources, training, and labor relations specialists	25.84	12.6	25.86	13.0	—	—
Level 9	29.42	4.9	29.93	5.0	—	—
Compensation, benefits, and job analysis specialists	29.79	6.8	30.30	6.9	—	—
Level 9	30.91	3.9	—	—	—	—
Management analysts	42.73	11.9	42.73	11.9	—	—
Accountants and auditors	26.29	6.6	26.29	6.6	—	—
Budget analysts	38.41	14.0	—	—	—	—
Financial analysts and advisors	46.66	7.3	46.66	7.3	—	—
Financial analysts	47.60	7.9	47.60	7.9	—	—
Computer and mathematical science occupations	40.25	2.0	40.20	2.0	—	—
Level 6	20.22	7.3	20.22	7.3	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer and mathematical science occupations						
-Continued						
Level 7	\$27.33	6.7	\$27.33	6.7	-	-
Level 8	28.28	7.5	28.28	7.5	-	-
Level 9	37.29	2.1	37.31	2.2	-	-
Level 10	40.70	4.7	40.70	4.7	-	-
Level 11	47.87	4.8	47.87	4.8	-	-
Level 12	49.54	6.7	49.34	7.0	-	-
Not able to be leveled	39.69	4.1	39.69	4.1	-	-
Computer programmers	29.08	7.7	29.08	7.7	-	-
Computer software engineers	45.16	4.3	45.20	4.2	-	-
Level 9	40.20	3.2	40.35	3.5	-	-
Level 10	43.11	7.6	43.11	7.6	-	-
Level 11	48.70	9.1	48.70	9.1	-	-
Level 12	46.94	9.4	46.94	9.4	-	-
Not able to be leveled	46.61	8.2	46.61	8.2	-	-
Computer software engineers, applications	44.21	4.7	44.21	4.7	-	-
Level 9	41.63	6.3	41.63	6.3	-	-
Computer software engineers, systems software	46.00	4.9	46.07	4.8	-	-
Level 11	49.32	9.6	49.32	9.6	-	-
Level 12	51.77	1.4	51.77	1.4	-	-
Not able to be leveled	43.13	11.9	43.13	11.9	-	-
Computer support specialists	35.96	8.4	35.96	8.4	-	-
Level 9	36.26	4.3	36.26	4.3	-	-
Computer systems analysts	39.66	3.7	39.44	3.6	-	-
Level 9	34.18	4.3	34.18	4.3	-	-
Not able to be leveled	37.79	12.7	37.79	12.7	-	-
Network and computer systems administrators	37.90	9.3	37.90	9.3	-	-
Network systems and data communications analysts	33.70	3.4	33.70	3.4	-	-
Architecture and engineering occupations	36.15	3.3	35.92	2.8	-	-
Level 5	21.97	8.0	-	-	-	-
Level 7	26.62	2.2	26.62	2.2	-	-
Level 9	37.49	5.8	37.49	5.8	-	-
Level 10	43.99	8.1	43.99	8.1	-	-
Level 11	45.00	2.1	45.00	2.1	-	-
Level 12	48.02	4.5	48.64	6.8	-	-
Not able to be leveled	37.77	9.1	37.84	9.1	-	-
Engineers	40.77	1.9	40.55	1.4	-	-
Level 7	28.94	4.9	28.94	4.9	-	-
Level 9	35.02	5.9	35.02	5.9	-	-
Level 10	43.99	8.1	43.99	8.1	-	-
Level 11	45.00	2.1	45.00	2.1	-	-
Level 12	48.02	4.5	48.64	6.8	-	-
Not able to be leveled	41.24	7.5	41.24	7.5	-	-
Civil engineers	29.47	8.5	29.47	8.5	-	-
Computer hardware engineers	41.98	8.8	41.98	8.8	-	-
Electrical and electronics engineers	42.24	3.6	42.24	3.6	-	-
Level 11	44.65	3.1	44.65	3.1	-	-
Not able to be leveled	43.29	15.7	43.29	15.7	-	-
Electrical engineers	41.32	4.6	41.32	4.6	-	-
Electronics engineers, except computer	42.64	4.2	42.64	4.2	-	-
Level 11	44.83	3.6	44.83	3.6	-	-
Industrial engineers, including health and safety	36.96	.9	36.96	.9	-	-
Industrial engineers	36.96	.9	36.96	.9	-	-
Drafters	30.55	9.8	30.65	9.9	-	-
Engineering technicians, except drafters	23.12	3.2	23.14	3.3	-	-
Level 7	23.61	7.0	23.61	7.0	-	-
Electrical and electronic engineering technicians	22.38	4.5	22.38	4.5	-	-
Level 7	23.00	6.2	23.00	6.2	-	-
Life, physical, and social science occupations	31.60	8.5	31.63	8.7	-	-
Level 7	24.36	5.2	24.36	5.2	-	-
Level 9	27.50	17.5	27.41	17.7	-	-
Level 11	30.70	6.6	30.67	6.7	-	-
Level 12	36.68	7.1	36.56	7.0	-	-

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Life, physical, and social science occupations						
—Continued						
Not able to be leveled	\$31.83	6.8	\$32.30	6.6	—	—
Biological scientists	40.62	12.7	40.62	12.7	—	—
Biochemists and biophysicists	40.62	12.7	40.62	12.7	—	—
Physical scientists	28.54	14.3	28.54	14.3	—	—
Market and survey researchers	45.91	20.1	46.26	20.5	—	—
Market research analysts	45.91	20.1	46.26	20.5	—	—
Psychologists	29.73	32.2	—	—	—	—
Community and social services occupations	23.71	10.0	23.89	10.3	\$21.89	16.3
Level 7	19.08	10.4	18.62	10.2	—	—
Level 9	29.68	8.9	29.97	9.5	26.82	7.5
Counselors	24.88	11.9	25.19	11.9	—	—
Level 9	28.82	12.8	28.99	13.0	—	—
Educational, vocational, and school counselors	30.04	16.0	30.56	16.8	—	—
Level 9	31.68	22.3	32.26	23.1	—	—
Social workers	25.26	12.4	25.11	13.3	—	—
Level 7	20.37	12.8	—	—	—	—
Level 9	32.03	10.9	—	—	—	—
Child, family, and school social workers	24.89	19.2	24.89	19.2	—	—
Miscellaneous community and social service specialists	15.77	16.0	—	—	—	—
Social and human service assistants	14.41	12.0	—	—	—	—
Legal occupations	49.45	15.0	51.29	16.7	—	—
Lawyers	70.31	15.0	70.31	15.0	—	—
Education, training, and library occupations	32.92	11.6	35.81	7.6	17.72	15.0
Level 3	12.71	5.8	—	—	—	—
Level 4	14.35	12.4	14.52	13.0	—	—
Level 6	15.02	10.1	—	—	—	—
Level 7	21.50	13.5	21.65	13.6	20.69	28.7
Level 8	—	—	24.94	21.9	—	—
Level 9	40.82	3.1	40.96	3.3	37.15	5.8
Level 10	41.63	5.2	41.41	6.1	—	—
Level 11	50.92	6.9	51.13	6.9	—	—
Level 12	53.51	9.3	53.18	9.1	—	—
Level 13	73.95	11.7	73.95	11.7	—	—
Not able to be leveled	38.92	8.4	42.16	7.5	17.08	13.9
Postsecondary teachers	50.43	6.4	51.56	6.3	30.98	18.1
Level 9	42.76	12.6	43.46	11.9	—	—
Level 10	38.09	4.3	38.60	4.8	—	—
Level 11	50.23	7.8	50.44	7.8	—	—
Level 12	53.51	9.3	53.18	9.1	—	—
Level 13	73.95	11.7	73.95	11.7	—	—
Not able to be leveled	50.05	10.5	51.70	10.9	26.12	22.1
Physical sciences teachers, postsecondary	57.22	4.3	57.22	4.3	—	—
Social sciences teachers, postsecondary	42.92	5.0	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	49.37	7.8	53.53	8.0	—	—
English language and literature teachers, postsecondary	49.85	20.2	—	—	—	—
Miscellaneous postsecondary teachers	45.18	9.1	46.93	9.4	26.95	11.9
Not able to be leveled	43.33	13.2	—	—	—	—
Primary, secondary, and special education school teachers	30.84	16.6	34.51	10.1	—	—
Level 6	13.93	7.9	—	—	—	—
Level 8	—	—	24.84	24.6	—	—
Level 9	42.75	1.6	42.71	1.7	—	—
Not able to be leveled	33.75	7.5	—	—	—	—
Preschool and kindergarten teachers	—	—	16.02	12.2	—	—
Preschool teachers, except special education	—	—	14.94	10.4	—	—
Elementary and middle school teachers	42.18	1.5	42.89	1.5	24.64	25.8
Level 9	43.23	1.8	43.20	1.9	—	—
Elementary school teachers, except special education	42.22	2.2	43.16	2.2	24.64	25.8

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Education, training, and library occupations –Continued						
Elementary school teachers, except special education –Continued						
Level 9	\$43.61	2.8	\$43.59	2.9	–	–
Middle school teachers, except special and vocational education	42.03	3.9	42.03	3.9	–	–
Level 9	42.08	3.6	42.08	3.6	–	–
Secondary school teachers	38.56	1.1	40.77	1.6	–	–
Level 9	40.92	1.8	40.92	1.8	–	–
Secondary school teachers, except special and vocational education	38.56	1.1	40.77	1.6	–	–
Level 9	40.92	1.8	40.92	1.8	–	–
Special education teachers	36.29	13.6	35.86	14.1	–	–
Level 9	43.29	1.3	43.11	1.5	–	–
Special education teachers, preschool, kindergarten, and elementary school	39.32	10.4	38.88	11.0	–	–
Level 9	44.73	6.7	44.67	8.0	–	–
Other teachers and instructors	25.37	10.9	24.05	21.7	\$28.28	16.4
Level 9	28.79	25.8	–	–	–	–
Librarians	28.06	18.1	27.93	18.4	–	–
Teacher assistants	14.62	9.7	14.82	10.8	13.57	8.0
Level 3	13.83	1.0	–	–	–	–
Level 4	14.35	12.4	14.52	13.0	–	–
Arts, design, entertainment, sports, and media occupations						
Level 9	28.44	5.1	28.98	5.1	15.23	19.6
Not able to be leveled	33.02	6.6	33.02	6.6	–	–
Level 9	24.02	11.1	24.36	12.1	–	–
Designers	27.20	13.8	–	–	–	–
Athletes, coaches, umpires, and related workers	25.53	8.6	–	–	–	–
Not able to be leveled	25.53	8.6	–	–	–	–
Coaches and scouts	24.89	14.3	–	–	–	–
Not able to be leveled	24.89	14.3	–	–	–	–
Public relations specialists	30.92	12.8	30.92	12.8	–	–
Writers and editors	38.19	6.8	39.03	8.6	–	–
Editors	35.16	7.3	–	–	–	–
Healthcare practitioner and technical occupations						
Level 4	28.46	3.5	27.12	4.4	33.76	5.3
Level 5	17.78	7.1	17.75	8.4	–	–
Level 6	18.27	5.2	17.85	5.6	22.52	6.9
Level 7	24.50	6.9	24.65	8.8	23.97	8.5
Level 8	27.46	7.5	27.92	4.5	26.11	15.5
Level 9	31.23	16.3	27.94	20.1	42.65	7.4
Level 10	37.79	2.3	35.79	2.4	41.18	3.3
Level 11	35.00	14.5	34.59	15.7	–	–
Not able to be leveled	51.15	6.9	51.91	6.5	–	–
Pharmacists	25.85	2.5	26.04	1.3	24.84	16.3
Physicians and surgeons	48.92	3.3	–	–	–	–
Registered nurses	38.77	16.0	35.23	15.5	–	–
Level 7	36.78	2.4	35.98	3.9	39.16	2.1
Level 8	29.26	1.1	–	–	31.01	6.8
Level 9	39.50	3.1	38.04	7.2	42.33	8.8
Level 11	37.68	2.7	36.14	3.1	40.81	3.8
Therapists	52.58	14.1	–	–	–	–
Clinical laboratory technologists and technicians	29.00	20.1	32.27	7.8	24.74	34.5
Level 4	19.85	9.2	18.99	9.8	25.83	1.6
Level 5	16.15	6.2	16.01	8.5	–	–
Level 7	17.85	3.8	–	–	–	–
Level 11	29.67	9.9	–	–	–	–
Medical and clinical laboratory technologists	21.57	20.4	–	–	–	–
Medical and clinical laboratory technicians	17.99	5.8	17.63	7.9	20.48	13.8
Level 4	16.15	6.2	16.01	8.5	–	–
Level 5	17.35	6.8	–	–	–	–
Diagnostic related technologists and technicians	29.85	11.7	–	–	–	–
Emergency medical technicians and paramedics	16.90	4.3	16.56	6.0	–	–
Level 6	19.78	8.3	–	–	–	–

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
—Continued						
Health diagnosing and treating practitioner support technicians	\$18.73	6.8	\$18.03	10.0	—	—
Licensed practical and licensed vocational nurses	23.35	1.8	24.09	.8	\$22.38	5.0
Medical records and health information technicians	15.62	5.0	15.55	4.6	—	—
Healthcare support occupations	14.82	1.4	14.69	2.4	15.14	4.1
Level 2	13.37	1.8	13.22	1.7	—	—
Level 3	13.58	2.3	13.85	1.9	13.12	2.4
Level 4	15.52	8.5	15.00	9.4	17.34	4.8
Level 5	18.38	10.0	—	—	—	—
Not able to be leveled	14.64	11.3	15.02	10.0	—	—
Nursing, psychiatric, and home health aides	13.24	1.6	13.26	2.4	13.17	3.1
Level 2	13.50	2.4	13.27	1.9	—	—
Level 3	13.53	2.5	13.79	2.5	12.98	2.4
Level 4	12.97	6.3	12.98	6.5	—	—
Home health aides	12.31	2.9	—	—	—	—
Nursing aides, orderlies, and attendants	13.37	3.2	13.58	2.7	12.55	1.7
Level 2	—	—	13.12	2.2	—	—
Level 3	13.51	3.7	13.73	2.5	12.82	3.4
Level 4	13.85	5.7	—	—	—	—
Psychiatric aides	14.58	2.1	—	—	—	—
Miscellaneous healthcare support occupations	17.03	2.5	17.28	2.7	16.49	3.3
Level 3	13.96	6.6	—	—	—	—
Level 4	18.16	6.8	18.41	10.2	17.71	4.0
Medical equipment preparers	15.91	.6	—	—	—	—
Medical transcriptionists	16.45	13.7	—	—	—	—
Protective service occupations	20.98	10.0	21.46	11.0	14.96	26.7
Level 4	11.23	8.3	—	—	—	—
Level 6	25.23	3.3	24.65	3.2	—	—
Level 7	28.18	4.2	28.18	4.2	—	—
Not able to be leveled	16.88	12.6	—	—	—	—
Fire fighters	23.67	6.5	24.01	4.9	—	—
Police officers	25.94	4.3	25.18	1.1	—	—
Level 6	26.09	4.8	24.51	2.7	—	—
Police and sheriff's patrol officers	25.94	4.3	25.18	1.1	—	—
Level 6	26.09	4.8	24.51	2.7	—	—
Security guards and gaming surveillance officers	15.76	8.7	17.25	9.7	11.91	10.2
Security guards	15.76	8.7	17.25	9.7	11.91	10.2
Food preparation and serving related occupations	9.33	2.4	11.60	6.2	7.33	6.0
Level 1	7.89	2.0	7.53	27.7	7.99	5.0
Level 2	7.70	5.2	8.31	16.8	7.26	6.1
Level 3	9.57	8.7	12.62	6.4	6.14	10.3
Level 4	12.68	5.1	12.65	5.2	—	—
Level 5	15.89	3.9	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	18.60	4.5	18.60	4.5	—	—
First-line supervisors/managers of food preparation and serving workers	18.59	4.5	18.59	4.5	—	—
Cooks	12.78	3.9	13.11	2.5	10.80	13.0
Level 3	12.43	9.5	12.74	5.9	—	—
Cooks, institution and cafeteria	12.13	6.4	12.16	6.8	—	—
Cooks, restaurant	12.78	1.9	—	—	—	—
Food preparation workers	12.03	12.3	—	—	10.46	6.0
Level 2	11.35	16.8	—	—	9.44	3.0
Food service, tipped	5.38	17.3	6.29	34.3	4.95	9.4
Level 1	6.01	20.8	—	—	6.55	10.3
Level 2	4.99	10.5	—	—	4.72	17.8
Level 3	5.42	30.2	—	—	4.37	24.3
Bartenders	6.94	6.2	—	—	6.92	5.3
Waiters and waitresses	3.82	30.0	—	—	3.10	12.3
Level 2	2.95	4.5	—	—	—	—
Level 3	4.91	44.0	—	—	3.18	20.7

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
-Continued						
Dining room and cafeteria attendants and bartender helpers	\$7.99	7.6	-	-	\$7.50	3.6
Level 1	7.53	4.5	-	-	7.69	10.3
Fast food and counter workers	8.72	3.7	\$10.16	6.2	8.09	2.3
Level 1	8.29	3.9	-	-	-	-
Level 2	8.76	8.1	-	-	8.15	6.1
Combined food preparation and serving workers, including fast food	8.53	4.1	-	-	7.98	3.0
Level 2	8.60	9.2	-	-	8.26	7.7
Counter attendants, cafeteria, food concession, and coffee shop	8.82	4.4	-	-	8.17	3.2
Dishwashers	9.06	9.9	-	-	-	-
Level 1	9.06	9.9	-	-	-	-
Building and grounds cleaning and maintenance occupations						
.....	13.87	2.5	14.48	3.3	11.79	5.3
Level 1	11.87	4.7	11.64	7.6	12.20	3.2
Level 2	13.40	4.3	14.01	5.2	10.96	6.6
Level 3	15.63	2.7	15.64	2.7	-	-
Not able to be leveled	16.37	13.3	16.57	13.4	-	-
First-line supervisors/managers, building and grounds cleaning and maintenance workers	18.46	16.8	19.30	18.2	-	-
First-line supervisors/managers of housekeeping and janitorial workers	17.73	20.3	-	-	-	-
Building cleaning workers	13.67	2.8	14.30	3.9	11.73	5.4
Level 1	11.85	5.5	11.55	9.2	12.20	3.2
Level 2	13.51	4.0	-	-	10.86	6.5
Level 3	16.00	2.9	15.86	2.9	-	-
Janitors and cleaners, except maids and housekeeping cleaners	13.83	2.5	14.89	3.9	11.80	5.9
Level 1	12.69	1.7	13.19	1.8	12.31	3.2
Level 2	12.53	5.0	13.60	5.6	-	-
Level 3	16.00	2.9	15.86	2.9	-	-
Maids and housekeeping cleaners	9.92	9.2	9.52	10.0	11.15	3.9
Level 1	9.15	10.6	-	-	-	-
Grounds maintenance workers	13.74	11.8	13.59	12.1	-	-
Landscaping and groundskeeping workers	12.44	9.4	12.25	9.3	-	-
Personal care and service occupations						
.....	13.15	7.3	15.40	9.2	10.62	4.4
Level 1	11.03	3.1	-	-	12.20	12.1
Level 2	9.21	4.7	-	-	8.99	5.5
Level 3	10.23	7.3	-	-	10.23	7.3
Level 4	12.54	10.2	12.87	10.9	-	-
Not able to be leveled	15.78	4.7	-	-	-	-
Transportation attendants	32.66	6.4	-	-	-	-
Child care workers	10.18	7.0	-	-	9.09	7.2
Level 2	8.66	3.2	-	-	-	-
Personal and home care aides	10.94	3.0	-	-	-	-
Recreation and fitness workers	13.47	2.5	-	-	13.36	2.3
Fitness trainers and aerobics instructors	13.20	.2	-	-	13.20	.2
Sales and related occupations						
.....	22.17	9.3	27.62	8.2	9.96	3.8
Level 1	8.88	2.0	-	-	8.99	1.5
Level 2	9.47	2.2	-	-	9.28	2.3
Level 3	13.16	3.4	13.79	4.8	10.60	6.7
Level 4	16.85	7.1	18.11	5.8	11.78	4.6
Level 5	19.66	3.9	19.82	4.0	-	-
Level 6	22.04	4.9	22.04	4.9	-	-
Level 7	38.82	16.7	38.82	16.7	-	-
Level 8	39.43	22.6	39.43	22.6	-	-
Level 9	50.82	30.9	50.82	30.9	-	-
Level 11	57.45	8.9	57.63	9.3	-	-
Not able to be leveled	17.26	19.6	17.99	21.7	12.28	16.6
First-line supervisors/managers, sales workers	22.91	13.3	23.20	12.7	-	-

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
First-line supervisors/managers of retail sales workers	\$18.18	3.0	\$18.50	2.3	—	—
Retail sales workers	11.47	8.9	14.01	12.0	\$9.40	1.1
Level 1	8.88	2.0	—	—	8.99	1.5
Level 2	9.45	2.2	—	—	9.26	2.4
Level 3	13.24	3.6	13.94	5.0	10.60	6.7
Level 4	15.52	5.7	16.61	7.5	—	—
Level 5	21.11	7.8	21.70	8.2	—	—
Not able to be leveled	9.97	10.8	10.05	12.9	9.63	2.5
Cashiers, all workers	9.67	3.9	12.10	9.2	9.23	2.8
Level 1	8.84	2.5	—	—	9.00	2.1
Level 2	9.37	5.3	—	—	9.29	5.0
Level 3	14.88	13.3	—	—	—	—
Cashiers	9.65	4.0	12.10	9.2	9.20	2.9
Level 1	8.84	2.5	—	—	9.00	2.1
Level 2	9.37	5.3	—	—	9.29	5.0
Level 3	15.16	13.7	—	—	—	—
Counter and rental clerks and parts salespersons	10.14	7.5	—	—	—	—
Counter and rental clerks	9.50	5.7	—	—	—	—
Retail salespersons	13.34	15.1	15.65	13.4	9.89	4.3
Level 2	10.24	9.5	—	—	9.89	8.0
Level 3	13.50	3.7	14.46	3.4	10.66	7.3
Level 4	15.94	6.1	16.61	7.5	—	—
Level 5	20.49	11.6	21.11	12.6	—	—
Not able to be leveled	11.45	1.1	—	—	—	—
Sales representatives, wholesale and manufacturing	30.29	7.3	30.63	6.8	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	38.17	14.1	38.17	14.1	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.31	9.9	24.73	7.7	—	—
Miscellaneous sales and related workers	24.56	18.4	—	—	—	—
Office and administrative support occupations	18.79	2.6	19.34	2.6	14.98	6.2
Level 1	9.19	3.9	—	—	9.19	3.9
Level 2	13.29	9.2	12.82	6.6	13.89	17.9
Level 3	14.07	2.7	14.08	2.8	13.89	5.8
Level 4	17.19	2.5	17.26	2.8	16.79	2.3
Level 5	20.86	6.6	20.97	7.0	19.15	4.6
Level 6	21.95	5.3	21.95	5.3	—	—
Level 7	24.67	5.7	24.51	5.9	—	—
Not able to be leveled	20.73	6.0	21.35	6.1	14.87	13.9
First-line supervisors/managers of office and administrative support workers	31.47	3.5	31.47	3.5	—	—
Switchboard operators, including answering service	13.91	19.6	—	—	—	—
Financial clerks	17.53	6.8	17.78	7.7	15.80	7.8
Level 2	11.53	2.6	—	—	—	—
Level 3	13.41	8.7	13.41	8.7	—	—
Level 4	15.88	5.7	15.90	6.7	—	—
Level 5	18.84	6.0	—	—	—	—
Level 6	24.09	11.2	24.09	11.2	—	—
Not able to be leveled	20.15	16.7	—	—	—	—
Billing and posting clerks and machine operators	15.15	7.5	15.24	7.6	—	—
Level 3	14.00	10.6	14.00	10.6	—	—
Bookkeeping, accounting, and auditing clerks	19.14	11.1	19.62	12.5	14.84	7.0
Tellers	13.88	5.0	—	—	—	—
Brokerage clerks	18.87	7.0	18.87	7.0	—	—
Customer service representatives	19.64	8.8	20.22	8.9	12.43	7.6
Level 3	13.63	7.4	—	—	—	—
Level 4	17.22	7.3	17.31	7.7	—	—
Level 5	23.18	17.0	23.20	17.2	—	—
Level 6	18.20	3.5	18.20	3.5	—	—
Not able to be leveled	21.20	10.3	—	—	—	—
Interviewers, except eligibility and loan	15.07	.4	—	—	—	—
Library assistants, clerical	15.72	15.7	—	—	—	—
Receptionists and information clerks	14.13	4.6	13.91	3.5	15.55	16.9
Level 2	13.69	7.8	—	—	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Receptionists and information clerks —Continued						
Level 3	\$13.45	4.5	\$13.45	4.5	—	—
Level 4	17.12	10.3	—	—	—	—
Dispatchers	19.53	11.1	20.26	12.0	—	—
Dispatchers, except police, fire, and ambulance	21.24	15.3	—	—	—	—
Production, planning, and expediting clerks	20.93	11.8	20.93	11.8	—	—
Shipping, receiving, and traffic clerks	18.89	12.5	18.97	12.6	—	—
Not able to be leveled	18.97	19.8	18.97	19.8	—	—
Stock clerks and order fillers	11.55	7.6	13.13	7.0	\$9.13	1.5
Level 1	9.19	3.9	—	—	9.19	3.9
Level 2	10.59	6.6	—	—	—	—
Secretaries and administrative assistants	20.98	2.1	21.12	2.4	19.32	9.2
Level 4	17.79	3.3	17.94	4.2	17.25	2.6
Level 5	19.69	4.7	19.69	4.7	—	—
Level 6	23.78	5.2	23.78	5.2	—	—
Level 7	24.52	3.5	24.25	3.7	—	—
Not able to be leveled	19.82	7.4	19.83	7.7	—	—
Executive secretaries and administrative assistants	24.46	2.4	24.46	2.4	—	—
Level 6	23.93	5.8	23.93	5.8	—	—
Level 7	25.05	3.8	25.05	3.8	—	—
Medical secretaries	17.80	3.8	17.88	4.4	—	—
Level 4	17.27	4.5	17.23	5.7	—	—
Secretaries, except legal, medical, and executive	19.19	3.9	19.26	4.0	—	—
Level 4	17.38	3.4	17.48	3.8	—	—
Level 5	18.70	12.0	18.70	12.0	—	—
Not able to be leveled	21.29	5.9	—	—	—	—
Data entry and information processing workers	14.60	6.6	14.58	7.3	14.80	8.6
Level 2	14.46	8.2	—	—	—	—
Level 3	14.30	7.7	—	—	—	—
Data entry keyers	14.01	5.2	14.07	5.6	—	—
Level 2	13.27	1.8	—	—	—	—
Insurance claims and policy processing clerks	16.91	2.8	16.91	2.8	—	—
Level 6	17.66	.2	17.66	.2	—	—
Office clerks, general	19.74	3.8	20.07	3.8	18.53	13.6
Level 3	15.43	5.3	—	—	—	—
Level 4	17.66	6.9	17.93	7.0	—	—
Level 5	21.72	5.2	21.92	5.3	—	—
Construction and extraction occupations	26.86	2.5	26.93	2.7	—	—
Level 4	18.64	2.1	18.64	2.1	—	—
Level 5	24.97	4.4	25.27	5.7	—	—
Level 6	27.08	3.9	27.08	3.9	—	—
Level 7	30.54	5.3	30.63	5.8	—	—
First-line supervisors/managers of construction trades and extraction workers	31.13	10.8	31.13	10.8	—	—
Carpenters	29.39	10.1	29.39	10.1	—	—
Level 7	28.22	7.5	28.22	7.5	—	—
Construction laborers	31.45	16.7	31.45	16.7	—	—
Electricians	24.67	4.5	24.67	4.5	—	—
Level 7	28.31	14.3	28.31	14.3	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	26.27	6.2	26.27	6.2	—	—
Plumbers, pipefitters, and steamfitters	26.27	6.2	26.27	6.2	—	—
Installation, maintenance, and repair occupations	23.29	2.9	23.37	2.8	—	—
Level 4	17.51	2.1	—	—	—	—
Level 5	20.67	8.7	20.75	8.9	—	—
Level 6	24.94	4.1	24.94	4.1	—	—
Level 7	26.42	2.2	26.42	2.2	—	—
Level 8	30.03	.9	30.03	.9	—	—
Not able to be leveled	24.45	12.5	24.45	12.5	—	—
Radio and telecommunications equipment installers and repairers	27.79	6.6	27.79	6.6	—	—
Telecommunications equipment installers and repairers, except line installers	27.79	6.6	27.79	6.6	—	—

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Installation, maintenance, and repair occupations						
—Continued						
Industrial machinery installation, repair, and maintenance workers	\$19.95	6.4	\$19.96	6.4	—	—
Level 5	19.05	2.3	19.05	2.3	—	—
Industrial machinery mechanics	21.85	.2	21.85	.2	—	—
Maintenance and repair workers, general	19.15	10.1	19.15	10.1	—	—
Level 5	19.14	3.2	19.14	3.2	—	—
Line installers and repairers	25.92	5.5	25.92	5.5	—	—
Production occupations	16.10	5.5	16.28	5.4	\$11.45	6.9
Level 1	10.32	2.3	10.36	2.3	—	—
Level 2	12.18	2.5	12.38	2.3	10.52	3.9
Level 3	11.86	11.1	11.74	11.5	—	—
Level 4	16.30	2.4	16.30	2.4	—	—
Level 5	18.31	4.5	18.31	4.5	—	—
Level 6	20.71	5.7	20.71	5.7	—	—
Level 7	26.18	6.2	26.18	6.2	—	—
First-line supervisors/managers of production and operating workers	27.46	13.0	27.46	13.0	—	—
Electrical, electronics, and electromechanical assemblers	15.46	5.9	15.62	6.4	—	—
Level 2	13.10	6.3	13.21	7.4	—	—
Electrical and electronic equipment assemblers	16.44	3.4	16.79	3.3	—	—
Level 2	13.16	9.4	—	—	—	—
Miscellaneous assemblers and fabricators	15.36	3.3	15.45	3.2	—	—
Machinists	23.30	.4	23.30	.4	—	—
Inspectors, testers, sorters, samplers, and weighers	15.77	10.9	15.77	10.9	—	—
Miscellaneous production workers	13.74	5.4	13.88	5.2	11.46	17.2
Transportation and material moving occupations	14.40	3.6	15.85	4.9	10.32	6.3
Level 1	8.84	4.8	9.63	9.2	7.87	1.2
Level 2	12.04	1.7	—	—	12.35	5.1
Level 3	17.43	6.5	17.59	5.5	16.17	20.3
Level 4	17.96	11.5	17.98	11.7	—	—
Level 5	18.50	6.9	18.51	7.1	—	—
Not able to be leveled	18.59	3.7	19.09	3.4	—	—
Bus drivers	16.41	8.6	—	—	14.40	2.4
Bus drivers, school	15.69	2.0	—	—	—	—
Driver/sales workers and truck drivers	16.29	7.7	18.53	9.1	10.13	13.6
Level 3	20.28	8.1	20.90	6.4	—	—
Level 4	19.79	12.9	19.88	12.8	—	—
Truck drivers, heavy and tractor-trailer	20.68	7.0	20.57	7.3	—	—
Level 4	20.18	16.2	20.18	16.2	—	—
Truck drivers, light or delivery services	14.53	23.2	—	—	9.20	28.0
Level 3	18.16	12.6	—	—	—	—
Industrial truck and tractor operators	17.23	8.8	17.48	8.0	—	—
Laborers and material movers, hand	11.64	5.9	12.77	8.2	9.37	1.3
Level 1	9.53	6.3	10.00	10.5	8.83	1.0
Level 2	11.86	7.4	—	—	10.92	6.4
Level 3	14.57	3.6	14.72	3.9	—	—
Not able to be leveled	16.94	11.1	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.32	11.8	13.04	15.2	10.40	6.5
Level 1	10.11	11.6	10.23	14.1	9.69	9.9

See footnotes at end of table.

Table 2. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Transportation and material moving occupations —Continued						
Laborers and freight, stock, and material movers, hand —Continued						
Level 2	\$11.86	7.4	—	—	\$10.92	6.4
Packers and packagers, hand	9.54	2.5	\$10.77	7.6	8.49	2.5
Level 1	8.83	2.8	9.43	11.3	8.49	2.6

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.04	3.0	\$27.18	3.1	\$13.61	2.6
Management occupations	49.10	4.1	49.21	4.1	—	—
Level 7	22.98	5.3	22.98	5.3	—	—
Level 8	28.26	5.9	28.26	5.9	—	—
Level 9	33.01	8.3	33.09	8.6	—	—
Level 10	41.63	12.8	41.63	12.8	—	—
Level 11	45.34	2.1	45.34	2.1	—	—
Level 12	62.66	6.3	62.99	6.1	—	—
Level 13	79.08	9.4	79.08	9.4	—	—
Not able to be leveled	49.92	5.1	50.04	5.2	—	—
General and operations managers	55.50	13.2	56.52	13.5	—	—
Not able to be leveled	47.88	11.5	47.88	11.5	—	—
Marketing and sales managers	57.31	7.7	57.31	7.7	—	—
Not able to be leveled	57.20	7.4	57.20	7.4	—	—
Marketing managers	58.19	13.0	58.19	13.0	—	—
Not able to be leveled	48.89	8.6	48.89	8.6	—	—
Sales managers	55.85	11.5	55.85	11.5	—	—
Computer and information systems managers	53.60	8.4	53.60	8.4	—	—
Financial managers	52.91	6.1	52.91	6.1	—	—
Not able to be leveled	52.06	6.6	52.06	6.6	—	—
Human resources managers	45.12	17.6	45.12	17.6	—	—
Industrial production managers	42.02	1.8	42.02	1.8	—	—
Education administrators	40.39	7.7	40.67	8.4	—	—
Not able to be leveled	39.31	15.7	40.00	18.1	—	—
Education administrators, postsecondary	43.23	6.0	43.67	7.3	—	—
Not able to be leveled	39.05	18.6	39.88	22.7	—	—
Engineering managers	54.07	15.1	54.07	15.1	—	—
Medical and health services managers	48.26	16.3	48.26	16.3	—	—
Business and financial operations occupations	33.53	3.7	33.58	3.8	—	—
Level 6	20.42	4.9	20.42	4.9	—	—
Level 7	24.98	2.0	24.98	2.0	—	—
Level 8	27.68	5.1	27.68	5.1	—	—
Level 9	29.70	5.9	29.78	6.0	—	—
Level 10	33.93	7.4	33.93	7.4	—	—
Level 11	42.49	5.5	42.49	5.5	—	—
Level 12	59.23	6.6	59.23	6.6	—	—
Not able to be leveled	32.83	16.8	32.87	16.9	—	—
Buyers and purchasing agents	31.68	11.3	31.68	11.3	—	—
Wholesale and retail buyers, except farm products	28.37	4.5	28.37	4.5	—	—
Purchasing agents, except wholesale, retail, and farm products	33.59	14.9	33.59	14.9	—	—
Claims adjusters, appraisers, examiners, and investigators	26.71	7.5	26.58	8.2	—	—
Claims adjusters, examiners, and investigators	27.45	14.3	27.31	15.3	—	—
Human resources, training, and labor relations specialists	25.69	13.1	25.71	13.5	—	—
Level 9	29.70	5.4	30.33	5.6	—	—
Compensation, benefits, and job analysis specialists	29.79	6.8	30.30	6.9	—	—
Level 9	30.91	3.9	—	—	—	—
Management analysts	42.73	11.9	42.73	11.9	—	—
Accountants and auditors	26.25	7.5	26.25	7.5	—	—
Financial analysts and advisors	46.66	7.3	46.66	7.3	—	—
Financial analysts	47.60	7.9	47.60	7.9	—	—
Computer and mathematical science occupations	40.35	2.0	40.30	2.0	—	—
Level 6	20.22	7.3	20.22	7.3	—	—
Level 7	27.33	6.7	27.33	6.7	—	—
Level 8	28.28	7.5	28.28	7.5	—	—
Level 9	37.84	2.2	37.87	2.3	—	—
Level 10	40.70	4.7	40.70	4.7	—	—
Level 11	47.87	4.8	47.87	4.8	—	—
Level 12	49.54	6.7	49.34	7.0	—	—
Not able to be leveled	38.99	4.1	38.99	4.1	—	—
Computer programmers	28.84	8.1	28.84	8.1	—	—
Computer software engineers	45.16	4.3	45.20	4.2	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer and mathematical science occupations						
—Continued						
Computer software engineers —Continued						
Level 9	\$40.20	3.2	\$40.35	3.5	—	—
Level 10	43.11	7.6	43.11	7.6	—	—
Level 11	48.70	9.1	48.70	9.1	—	—
Level 12	46.94	9.4	46.94	9.4	—	—
Not able to be leveled	46.61	8.2	46.61	8.2	—	—
Computer software engineers, applications	44.21	4.7	44.21	4.7	—	—
Level 9	41.63	6.3	41.63	6.3	—	—
Computer software engineers, systems software	46.00	4.9	46.07	4.8	—	—
Level 11	49.32	9.6	49.32	9.6	—	—
Level 12	51.77	1.4	51.77	1.4	—	—
Not able to be leveled	43.13	11.9	43.13	11.9	—	—
Computer support specialists	36.50	8.6	36.50	8.6	—	—
Level 9	36.26	4.3	36.26	4.3	—	—
Computer systems analysts	38.92	4.0	38.68	3.7	—	—
Level 9	34.49	4.5	34.49	4.5	—	—
Not able to be leveled	34.13	3.9	34.13	3.9	—	—
Network and computer systems administrators	38.61	9.6	38.61	9.6	—	—
Architecture and engineering occupations	36.28	3.2	36.05	2.8	—	—
Level 5	21.97	8.0	—	—	—	—
Level 7	26.93	2.3	26.93	2.3	—	—
Level 9	37.49	5.8	37.49	5.8	—	—
Level 10	43.99	8.1	43.99	8.1	—	—
Level 11	45.00	2.1	45.00	2.1	—	—
Level 12	48.02	4.5	48.64	6.8	—	—
Not able to be leveled	37.43	9.5	37.49	9.5	—	—
Engineers	40.72	1.9	40.49	1.4	—	—
Level 7	28.94	4.9	28.94	4.9	—	—
Level 9	35.02	5.9	35.02	5.9	—	—
Level 10	43.99	8.1	43.99	8.1	—	—
Level 11	45.00	2.1	45.00	2.1	—	—
Level 12	48.02	4.5	48.64	6.8	—	—
Not able to be leveled	40.95	8.1	40.95	8.1	—	—
Civil engineers	29.47	8.5	29.47	8.5	—	—
Computer hardware engineers	41.98	8.8	41.98	8.8	—	—
Electrical and electronics engineers	42.13	3.7	42.13	3.7	—	—
Level 11	44.65	3.1	44.65	3.1	—	—
Not able to be leveled	42.81	17.9	42.81	17.9	—	—
Electrical engineers	40.89	5.2	40.89	5.2	—	—
Electronics engineers, except computer	42.64	4.2	42.64	4.2	—	—
Level 11	44.83	3.6	44.83	3.6	—	—
Industrial engineers, including health and safety	36.96	.9	36.96	.9	—	—
Industrial engineers	36.96	.9	36.96	.9	—	—
Drafters	30.55	9.8	30.65	9.9	—	—
Engineering technicians, except drafters	23.20	3.6	23.22	3.6	—	—
Level 7	23.83	8.5	23.83	8.5	—	—
Electrical and electronic engineering technicians	22.38	4.5	22.38	4.5	—	—
Level 7	23.00	6.2	23.00	6.2	—	—
Life, physical, and social science occupations	31.37	9.2	31.40	9.4	—	—
Level 7	24.36	5.2	24.36	5.2	—	—
Level 9	27.26	19.1	27.15	19.3	—	—
Level 11	29.81	3.8	—	—	—	—
Level 12	36.68	7.1	36.56	7.0	—	—
Not able to be leveled	31.79	9.2	32.55	8.9	—	—
Biological scientists	40.62	12.7	40.62	12.7	—	—
Biochemists and biophysicists	40.62	12.7	40.62	12.7	—	—
Market and survey researchers	46.42	20.9	46.80	21.3	—	—
Market research analysts	46.42	20.9	46.80	21.3	—	—
Community and social services occupations	17.91	8.5	17.47	6.8	\$20.76	21.1
Level 7	17.83	10.5	17.18	10.0	—	—
Counselors	17.89	8.8	18.06	8.4	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Community and social services occupations						
—Continued						
Social workers	\$19.55	12.1	—	—	—	—
Miscellaneous community and social service specialists	14.53	21.2	—	—	—	—
Legal occupations	55.50	12.2	\$58.37	13.2	—	—
Lawyers	76.29	14.4	76.29	14.4	—	—
Education, training, and library occupations	28.52	22.5	32.40	16.7	\$16.24	15.8
Level 9	30.00	8.0	29.51	7.8	—	—
Level 10	39.13	5.3	39.59	5.0	—	—
Level 11	55.34	7.6	55.34	7.6	—	—
Level 12	53.90	11.4	53.51	11.2	—	—
Level 13	73.95	11.7	73.95	11.7	—	—
Not able to be leveled	43.01	13.2	47.18	12.5	20.28	13.2
Postsecondary teachers	51.14	7.6	52.40	7.4	30.33	20.7
Level 9	39.53	16.2	40.35	15.7	—	—
Level 10	38.06	4.5	38.60	4.8	—	—
Level 11	55.34	7.6	55.34	7.6	—	—
Level 12	53.90	11.4	53.51	11.2	—	—
Level 13	73.95	11.7	73.95	11.7	—	—
Not able to be leveled	49.35	11.4	51.12	12.0	26.12	22.1
Arts, communications, and humanities teachers, postsecondary	48.65	9.2	53.30	9.6	—	—
English language and literature teachers, postsecondary	46.81	32.1	—	—	—	—
Miscellaneous postsecondary teachers	45.67	10.3	47.60	10.5	27.43	12.7
Not able to be leveled	43.33	13.2	—	—	—	—
Primary, secondary, and special education school teachers	—	—	15.88	4.2	—	—
Preschool and kindergarten teachers	—	—	13.67	6.4	—	—
Preschool teachers, except special education	—	—	13.67	6.4	—	—
Other teachers and instructors	21.07	5.8	—	—	25.49	12.5
Arts, design, entertainment, sports, and media occupations	28.91	5.1	29.47	5.1	15.09	20.6
Level 9	33.02	6.6	33.02	6.6	—	—
Not able to be leveled	24.59	12.5	24.94	13.5	—	—
Designers	27.20	13.8	—	—	—	—
Athletes, coaches, umpires, and related workers	25.82	8.5	—	—	—	—
Not able to be leveled	25.82	8.5	—	—	—	—
Coaches and scouts	25.31	14.2	—	—	—	—
Not able to be leveled	25.31	14.2	—	—	—	—
Writers and editors	38.19	6.8	39.03	8.6	—	—
Editors	35.16	7.3	—	—	—	—
Healthcare practitioner and technical occupations	28.25	3.7	26.76	4.7	33.80	5.3
Level 4	17.78	7.1	17.75	8.4	—	—
Level 5	18.27	5.2	17.85	5.6	22.52	6.9
Level 6	24.83	8.4	25.10	11.8	23.97	8.8
Level 7	27.44	7.8	—	—	26.11	15.5
Level 8	31.07	17.3	27.48	21.7	42.65	7.4
Level 9	37.75	2.3	35.14	1.9	41.32	3.3
Level 10	35.00	14.5	34.59	15.7	—	—
Level 11	51.15	6.9	51.91	6.5	—	—
Not able to be leveled	25.80	2.6	25.99	1.3	24.84	16.3
Pharmacists	48.92	3.3	—	—	—	—
Physicians and surgeons	38.77	16.0	35.23	15.5	—	—
Registered nurses	36.85	2.4	35.95	4.2	39.24	2.1
Level 7	—	—	—	—	31.01	6.8
Level 8	40.15	3.1	38.82	7.7	42.33	8.8
Level 9	37.61	2.8	35.49	2.9	40.99	3.8
Level 11	52.58	14.1	—	—	—	—
Therapists	29.00	20.1	32.27	7.8	24.74	34.5
Clinical laboratory technologists and technicians	19.85	9.2	18.99	9.8	25.83	1.6
Level 4	16.15	6.2	16.01	8.5	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare practitioner and technical occupations						
—Continued						
Clinical laboratory technologists and technicians						
—Continued						
Level 5	\$17.85	3.8	—	—	—	—
Level 7	29.67	9.9	—	—	—	—
Medical and clinical laboratory technologists	21.57	20.4	—	—	—	—
Medical and clinical laboratory technicians	17.99	5.8	\$17.63	7.9	\$20.48	13.8
Level 4	16.15	6.2	16.01	8.5	—	—
Level 5	17.35	6.8	—	—	—	—
Emergency medical technicians and paramedics	16.33	4.7	15.89	7.2	—	—
Health diagnosing and treating practitioner support technicians	18.73	6.8	18.03	10.0	—	—
Licensed practical and licensed vocational nurses	23.35	1.8	24.09	.8	22.38	5.0
Medical records and health information technicians	15.62	5.0	15.55	4.6	—	—
Healthcare support occupations	14.75	1.3	14.59	2.3	15.15	4.2
Level 2	13.30	2.4	13.05	1.7	—	—
Level 3	13.51	2.5	13.79	2.1	13.02	2.4
Level 4	15.52	8.5	15.00	9.4	17.34	4.8
Not able to be leveled	14.64	11.3	15.02	10.0	—	—
Nursing, psychiatric, and home health aides	13.18	1.7	13.21	2.6	13.10	3.3
Level 2	13.47	3.1	13.12	2.2	—	—
Level 3	13.45	2.9	13.73	2.9	12.83	2.5
Level 4	12.97	6.3	12.98	6.5	—	—
Home health aides	12.31	2.9	—	—	—	—
Nursing aides, orderlies, and attendants	13.31	3.4	13.54	2.9	12.35	.8
Level 2	—	—	13.12	2.2	—	—
Level 3	13.40	4.1	13.65	3.0	12.54	1.8
Level 4	13.85	5.7	—	—	—	—
Psychiatric aides	14.94	1.4	—	—	—	—
Miscellaneous healthcare support occupations	16.87	2.3	17.05	2.5	16.49	3.3
Level 3	13.96	6.6	—	—	—	—
Level 4	18.16	6.8	18.41	10.2	17.71	4.0
Medical equipment preparers	15.91	.6	—	—	—	—
Medical transcriptionists	16.45	13.7	—	—	—	—
Protective service occupations	14.19	8.4	—	—	11.19	10.0
Security guards and gaming surveillance officers	15.82	10.0	17.72	11.6	11.91	10.2
Security guards	15.82	10.0	17.72	11.6	11.91	10.2
Food preparation and serving related occupations	9.28	2.4	11.56	6.3	7.28	6.3
Level 1	7.84	2.0	7.28	30.3	8.00	5.1
Level 2	7.65	5.2	8.31	16.8	7.17	6.7
Level 3	9.51	9.1	12.65	6.6	6.14	10.3
Level 4	12.65	5.2	12.65	5.2	—	—
Level 5	15.89	3.9	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	18.61	4.6	18.61	4.6	—	—
First-line supervisors/managers of food preparation and serving workers	18.60	4.7	18.60	4.7	—	—
Cooks	12.79	4.0	13.10	2.5	—	—
Level 3	12.41	9.9	12.71	6.2	—	—
Cooks, institution and cafeteria	12.08	7.0	12.08	7.0	—	—
Cooks, restaurant	12.78	1.9	—	—	—	—
Food preparation workers	12.03	12.3	—	—	10.46	6.0
Level 2	11.35	16.8	—	—	9.44	3.0
Food service, tipped	5.35	17.4	6.29	34.3	4.90	9.6
Level 1	6.01	20.8	—	—	6.55	10.3
Level 2	4.91	10.8	—	—	4.56	19.3
Level 3	5.42	30.2	—	—	4.37	24.3
Bartenders	6.94	6.2	—	—	6.92	5.3
Waiters and waitresses	3.82	30.0	—	—	3.10	12.3
Level 2	2.95	4.5	—	—	—	—
Level 3	4.91	44.0	—	—	3.18	20.7

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Food preparation and serving related occupations						
—Continued						
Dining room and cafeteria attendants and bartender helpers	\$7.89	8.1	—	—	\$7.33	2.3
Level 1	7.53	4.5	—	—	7.69	10.3
Fast food and counter workers	8.60	3.5	\$9.94	7.4	8.07	2.4
Level 2	8.72	7.9	—	—	8.07	5.5
Combined food preparation and serving workers, including fast food	8.33	3.7	—	—	7.92	3.1
Level 2	8.50	8.8	—	—	8.14	7.1
Counter attendants, cafeteria, food concession, and coffee shop	8.74	4.3	—	—	—	—
Dishwashers	9.06	9.9	—	—	—	—
Level 1	9.06	9.9	—	—	—	—
Building and grounds cleaning and maintenance occupations						
.....	13.20	3.6	13.75	5.1	11.64	5.3
Level 1	11.77	4.8	11.44	7.8	12.20	3.2
Level 2	13.16	5.3	—	—	10.96	6.6
Level 3	14.47	3.5	14.70	3.6	—	—
First-line supervisors/managers, building and grounds cleaning and maintenance workers	16.37	12.3	—	—	—	—
First-line supervisors/managers of housekeeping and janitorial workers	14.96	9.0	—	—	—	—
Building cleaning workers	13.11	4.0	13.71	5.9	11.58	5.4
Level 1	11.74	5.6	11.30	9.6	12.20	3.2
Level 2	13.27	4.9	—	—	10.86	6.5
Level 3	15.11	4.2	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	12.88	4.0	13.89	5.8	11.63	6.0
Level 1	12.60	1.8	13.06	1.5	12.31	3.2
Level 2	11.81	3.8	12.62	2.4	—	—
Level 3	15.11	4.2	—	—	—	—
Maids and housekeeping cleaners	9.92	9.2	9.52	10.0	11.15	3.9
Level 1	9.15	10.6	—	—	—	—
Grounds maintenance workers	12.44	9.4	12.25	9.3	—	—
Landscaping and groundskeeping workers	12.44	9.4	12.25	9.3	—	—
Personal care and service occupations						
.....	13.20	7.5	15.40	9.2	10.60	4.6
Level 1	11.26	1.8	—	—	—	—
Level 2	9.12	4.6	—	—	8.85	5.2
Level 3	10.23	7.3	—	—	10.23	7.3
Level 4	12.54	10.2	12.87	10.9	—	—
Transportation attendants	32.66	6.4	—	—	—	—
Child care workers	10.19	7.5	—	—	8.96	7.9
Personal and home care aides	10.94	3.0	—	—	—	—
Recreation and fitness workers	13.36	2.1	—	—	13.20	.2
Fitness trainers and aerobics instructors	13.20	.2	—	—	13.20	.2
Sales and related occupations						
.....	22.36	9.4	27.70	8.3	9.92	3.9
Level 1	8.88	2.0	—	—	8.99	1.5
Level 2	9.35	1.9	—	—	9.12	1.8
Level 3	12.95	2.9	13.54	4.5	10.60	6.7
Level 4	16.76	7.9	18.14	6.6	11.78	4.6
Level 5	19.66	3.9	19.82	4.0	—	—
Level 6	22.04	4.9	22.04	4.9	—	—
Level 7	38.82	16.7	38.82	16.7	—	—
Level 8	39.43	22.6	39.43	22.6	—	—
Level 9	50.82	30.9	50.82	30.9	—	—
Level 11	57.45	8.9	57.63	9.3	—	—
Not able to be leveled	17.26	19.6	17.99	21.7	12.28	16.6
First-line supervisors/managers, sales workers	23.25	13.6	23.58	13.0	—	—
First-line supervisors/managers of retail sales workers	18.22	3.5	18.60	2.9	—	—
Retail sales workers	11.43	9.2	13.91	12.2	9.34	1.0
Level 1	8.88	2.0	—	—	8.99	1.5
Level 2	9.33	1.8	—	—	9.10	1.9

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Sales and related occupations —Continued						
Retail sales workers —Continued						
Level 3	\$13.03	3.1	\$13.68	4.7	\$10.60	6.7
Level 4	15.52	5.7	16.61	7.5	—	—
Level 5	21.11	7.8	21.70	8.2	—	—
Not able to be leveled	9.97	10.8	10.05	12.9	9.63	2.5
Cashiers, all workers	9.41	4.5	11.09	7.8	9.10	3.1
Level 1	8.84	2.5	—	—	9.00	2.1
Level 2	9.14	6.5	—	—	9.03	6.0
Level 3	13.04	10.0	—	—	—	—
Cashiers	9.39	4.6	11.09	7.8	9.07	3.2
Level 1	8.84	2.5	—	—	9.00	2.1
Level 2	9.14	6.5	—	—	9.03	6.0
Counter and rental clerks and parts salespersons	10.14	7.5	—	—	—	—
Counter and rental clerks	9.50	5.7	—	—	—	—
Retail salespersons	13.34	15.1	15.65	13.4	9.89	4.3
Level 2	10.24	9.5	—	—	9.89	8.0
Level 3	13.50	3.7	14.46	3.4	10.66	7.3
Level 4	15.94	6.1	16.61	7.5	—	—
Level 5	20.49	11.6	21.11	12.6	—	—
Not able to be leveled	11.45	1.1	—	—	—	—
Sales representatives, wholesale and manufacturing	30.29	7.3	30.63	6.8	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	38.17	14.1	38.17	14.1	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.31	9.9	24.73	7.7	—	—
Miscellaneous sales and related workers	24.56	18.4	—	—	—	—
Office and administrative support occupations	18.62	2.8	19.14	2.9	15.15	6.4
Level 1	9.19	3.9	—	—	9.19	3.9
Level 2	13.36	9.6	12.73	6.7	14.17	18.9
Level 3	13.87	2.9	13.85	2.9	14.20	5.6
Level 4	16.91	2.5	16.91	2.9	16.95	2.1
Level 5	20.76	7.2	20.88	7.6	19.15	4.6
Level 6	22.13	5.9	22.13	5.9	—	—
Level 7	24.72	6.0	24.56	6.2	—	—
Not able to be leveled	20.26	6.8	20.91	6.9	14.87	13.9
First-line supervisors/managers of office and administrative support workers	31.92	3.2	31.92	3.2	—	—
Switchboard operators, including answering service	11.45	11.5	—	—	—	—
Financial clerks	17.48	6.9	17.74	7.8	15.80	7.8
Level 2	11.53	2.6	—	—	—	—
Level 3	13.41	8.7	13.41	8.7	—	—
Level 4	15.88	5.7	15.90	6.7	—	—
Level 5	18.84	6.0	—	—	—	—
Not able to be leveled	20.15	16.7	—	—	—	—
Billing and posting clerks and machine operators	15.15	7.5	15.24	7.6	—	—
Level 3	14.00	10.6	14.00	10.6	—	—
Bookkeeping, accounting, and auditing clerks	19.09	11.2	19.57	12.7	14.84	7.0
Tellers	13.88	5.0	—	—	—	—
Brokerage clerks	18.87	7.0	18.87	7.0	—	—
Customer service representatives	19.46	9.1	20.05	9.3	12.43	7.6
Level 3	13.63	7.4	—	—	—	—
Level 4	17.22	7.3	17.31	7.7	—	—
Level 5	23.18	17.0	23.20	17.2	—	—
Level 6	18.20	3.5	18.20	3.5	—	—
Interviewers, except eligibility and loan	15.07	.4	—	—	—	—
Receptionists and information clerks	14.10	4.7	13.86	3.6	15.55	16.9
Level 2	13.48	9.0	—	—	—	—
Level 3	13.45	4.5	13.45	4.5	—	—
Level 4	17.12	10.3	—	—	—	—
Dispatchers	17.54	6.2	—	—	—	—
Production, planning, and expediting clerks	20.93	11.8	20.93	11.8	—	—
Shipping, receiving, and traffic clerks	18.89	12.5	18.97	12.6	—	—
Not able to be leveled	18.97	19.8	18.97	19.8	—	—
Stock clerks and order fillers	11.35	7.3	12.91	7.0	9.13	1.5

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Stock clerks and order fillers —Continued						
Level 1	\$9.19	3.9	—	—	\$9.19	3.9
Level 2	10.59	6.6	—	—	—	—
Secretaries and administrative assistants	20.95	2.2	\$21.10	2.6	19.32	9.2
Level 4	17.12	3.6	17.08	4.1	17.25	2.6
Level 5	19.18	5.0	19.18	5.0	—	—
Level 6	24.48	3.1	24.48	3.1	—	—
Level 7	24.60	3.8	24.30	4.0	—	—
Not able to be leveled	19.73	8.8	19.74	9.4	—	—
Executive secretaries and administrative assistants	24.97	2.1	24.97	2.1	—	—
Level 6	24.82	3.1	24.82	3.1	—	—
Level 7	25.21	4.5	25.21	4.5	—	—
Medical secretaries	17.72	4.2	17.79	4.8	—	—
Level 4	17.09	5.0	16.97	6.1	—	—
Secretaries, except legal, medical, and executive	18.99	5.1	19.06	5.4	—	—
Level 4	17.19	2.7	17.28	3.2	—	—
Level 5	17.31	14.3	17.31	14.3	—	—
Data entry and information processing workers	14.37	7.3	14.33	8.0	14.80	8.6
Level 2	14.46	8.2	—	—	—	—
Data entry keyers	13.82	5.2	13.88	5.6	—	—
Level 2	13.27	1.8	—	—	—	—
Insurance claims and policy processing clerks	16.91	2.8	16.91	2.8	—	—
Level 6	17.66	.2	17.66	.2	—	—
Office clerks, general	19.98	4.2	20.07	4.2	19.65	13.0
Level 4	17.77	7.5	17.79	7.8	—	—
Level 5	21.76	4.9	22.02	4.8	—	—
Construction and extraction occupations						
Level 4	26.97	2.5	27.04	2.8	—	—
Level 5	18.34	2.3	18.34	2.3	—	—
Level 6	24.97	4.4	25.27	5.7	—	—
Level 7	27.52	3.3	27.52	3.3	—	—
Level 7	30.62	5.5	30.72	6.0	—	—
Carpenters	29.53	10.6	29.53	10.6	—	—
Construction laborers	31.45	16.7	31.45	16.7	—	—
Electricians	24.55	4.4	24.55	4.4	—	—
Level 7	28.31	14.3	28.31	14.3	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	27.76	4.2	27.76	4.2	—	—
Plumbers, pipefitters, and steamfitters	27.76	4.2	27.76	4.2	—	—
Installation, maintenance, and repair occupations						
Level 4	23.44	3.1	23.53	2.9	—	—
Level 5	17.51	2.1	—	—	—	—
Level 6	20.74	9.8	20.84	10.0	—	—
Level 7	24.94	4.1	24.94	4.1	—	—
Level 7	26.42	2.2	26.42	2.2	—	—
Level 8	30.03	.9	30.03	.9	—	—
Not able to be leveled	25.16	19.5	25.16	19.5	—	—
Industrial machinery installation, repair, and maintenance workers	19.86	6.8	19.87	6.9	—	—
Industrial machinery mechanics	21.85	.2	21.85	.2	—	—
Maintenance and repair workers, general	18.75	11.8	18.75	11.8	—	—
Line installers and repairers	25.92	5.5	25.92	5.5	—	—
Production occupations						
Level 1	16.08	5.6	16.26	5.5	11.45	6.9
Level 2	10.32	2.3	10.36	2.3	—	—
Level 3	12.18	2.5	12.38	2.4	10.52	3.9
Level 4	11.86	11.1	11.74	11.5	—	—
Level 5	16.30	2.4	16.30	2.4	—	—
Level 6	18.31	4.5	18.31	4.5	—	—
Level 7	20.71	5.7	20.71	5.7	—	—
Level 7	26.32	6.4	26.32	6.4	—	—
First-line supervisors/managers of production and operating workers	27.46	13.0	27.46	13.0	—	—
Electrical, electronics, and electromechanical assemblers	15.46	5.9	15.62	6.4	—	—

See footnotes at end of table.

Table 3. Private industry workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations —Continued						
Electrical, electronics, and electromechanical assemblers —Continued						
Level 2	\$13.10	6.3	\$13.21	7.4	—	—
Electrical and electronic equipment assemblers	16.44	3.4	16.79	3.3	—	—
Level 2	13.16	9.4	—	—	—	—
Miscellaneous assemblers and fabricators	15.36	3.3	15.45	3.2	—	—
Machinists	23.30	.4	23.30	.4	—	—
Inspectors, testers, sorters, samplers, and weighers	15.77	10.9	15.77	10.9	—	—
Miscellaneous production workers	13.74	5.4	13.88	5.2	\$11.46	17.2
Transportation and material moving occupations						
Level 1	14.05	3.8	15.49	5.3	10.26	6.5
Level 2	8.84	4.8	9.63	9.2	7.87	1.2
Level 3	11.97	1.7	—	—	12.21	5.4
Level 4	17.64	6.9	17.84	5.7	16.17	20.3
Level 5	17.96	11.5	17.98	11.7	—	—
Level 5	18.50	6.9	18.51	7.1	—	—
Not able to be leveled	17.24	6.5	17.85	5.0	—	—
Bus drivers	14.41	2.0	—	—	14.40	2.4
Bus drivers, school	15.79	2.7	—	—	—	—
Driver/sales workers and truck drivers	16.29	7.8	18.53	9.1	9.89	14.6
Level 3	20.28	8.1	20.90	6.4	—	—
Level 4	19.79	12.9	19.88	12.8	—	—
Truck drivers, heavy and tractor-trailer	20.68	7.0	20.57	7.3	—	—
Level 4	20.18	16.2	20.18	16.2	—	—
Truck drivers, light or delivery services	14.48	24.1	—	—	8.64	28.8
Level 3	18.16	12.6	—	—	—	—
Industrial truck and tractor operators	17.23	8.8	17.48	8.0	—	—
Laborers and material movers, hand	11.40	5.8	12.45	8.3	9.37	1.3
Level 1	9.53	6.3	10.00	10.5	8.83	1.0
Level 2	11.86	7.4	—	—	10.92	6.4
Level 3	14.52	3.9	14.69	4.2	—	—
Laborers and freight, stock, and material movers, hand	11.91	12.3	12.51	16.1	10.41	6.5
Level 1	10.11	11.6	10.23	14.1	9.69	9.9
Level 2	11.86	7.4	—	—	10.92	6.4
Packers and packagers, hand	9.54	2.5	10.77	7.6	8.49	2.5
Level 1	8.83	2.8	9.43	11.3	8.49	2.6

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 4. State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$28.88	2.5	\$29.64	2.3	\$18.92	9.5
Management occupations	42.57	7.7	42.31	7.6	—	—
Level 11	47.59	5.5	46.86	5.3	—	—
Not able to be leveled	44.09	12.6	44.25	12.5	—	—
Education administrators	49.26	11.5	49.26	11.5	—	—
Level 11	51.84	4.4	51.84	4.4	—	—
Education administrators, elementary and secondary school	53.24	11.7	53.24	11.7	—	—
Business and financial operations occupations	27.62	12.5	26.90	9.9	—	—
Computer and mathematical science occupations	38.07	14.1	38.07	14.1	—	—
Life, physical, and social science occupations	34.81	10.8	34.81	10.8	—	—
Not able to be leveled	31.90	12.0	31.90	12.0	—	—
Community and social services occupations	30.48	7.8	30.64	8.0	—	—
Level 9	32.35	8.4	32.70	8.6	—	—
Counselors	34.12	12.7	34.30	13.1	—	—
Level 9	32.94	12.8	33.09	13.5	—	—
Educational, vocational, and school counselors	43.53	10.5	44.83	7.9	—	—
Level 9	43.79	10.0	—	—	—	—
Social workers	30.48	10.1	30.82	10.9	—	—
Education, training, and library occupations	37.15	1.6	38.52	2.2	21.83	2.3
Level 3	13.83	1.0	—	—	—	—
Level 4	16.58	2.4	16.79	2.5	—	—
Level 6	19.27	17.4	—	—	—	—
Level 7	24.90	4.4	—	—	—	—
Level 8	39.47	6.1	39.47	6.1	—	—
Level 9	42.78	1.7	42.93	2.1	37.89	8.7
Not able to be leveled	32.83	11.1	35.21	12.5	—	—
Postsecondary teachers	46.86	3.4	47.38	3.5	—	—
Primary, secondary, and special education school teachers	42.02	.3	43.12	.6	21.48	.9
Level 8	42.19	1.2	42.19	1.2	—	—
Level 9	43.53	.1	43.50	.1	—	—
Not able to be leveled	33.75	7.5	—	—	—	—
Elementary and middle school teachers	42.81	.3	43.57	.2	24.64	25.8
Level 9	44.03	.7	44.01	.8	—	—
Elementary school teachers, except special education	43.05	1.4	44.07	1.1	24.64	25.8
Level 9	44.71	1.6	44.70	1.7	—	—
Middle school teachers, except special and vocational education	42.03	3.9	42.03	3.9	—	—
Level 9	42.08	3.6	42.08	3.6	—	—
Secondary school teachers	38.97	.5	41.39	.8	—	—
Level 9	41.70	.4	41.70	.4	—	—
Secondary school teachers, except special and vocational education	38.97	.5	41.39	.8	—	—
Level 9	41.70	.4	41.70	.4	—	—
Special education teachers	43.88	.2	43.79	.0	—	—
Level 9	43.86	.4	43.73	.1	—	—
Special education teachers, preschool, kindergarten, and elementary school	44.53	4.4	44.46	4.8	—	—
Level 9	44.73	6.7	44.67	8.0	—	—
Other teachers and instructors	35.10	15.4	—	—	—	—
Librarians	26.60	25.5	—	—	—	—
Teacher assistants	15.99	4.8	16.32	4.5	14.33	4.0
Level 3	13.83	1.0	—	—	—	—
Level 4	16.58	2.4	16.79	2.5	—	—
Healthcare practitioner and technical occupations	32.35	6.4	32.49	6.9	—	—
Level 9	38.06	8.8	38.33	9.6	—	—
Registered nurses	36.06	8.6	36.20	9.2	—	—
Level 9	38.06	8.8	38.33	9.6	—	—

See footnotes at end of table.

Table 4. **State and local government workers: Mean hourly earnings¹ for full-time and part-time workers² by work levels³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Healthcare support occupations	\$16.07	10.0	—	—	—	—
Protective service occupations	25.92	1.6	\$25.76	0.9	—	—
Level 5	20.38	3.6	20.38	3.6	—	—
Level 6	25.76	3.0	25.14	2.7	—	—
Level 7	28.24	4.2	28.24	4.2	—	—
Fire fighters	23.67	6.5	24.01	4.9	—	—
Police officers	26.02	4.4	25.25	1.1	—	—
Level 6	26.19	4.9	24.59	2.7	—	—
Police and sheriff's patrol officers	26.02	4.4	25.25	1.1	—	—
Level 6	26.19	4.9	24.59	2.7	—	—
Food preparation and serving related occupations	12.40	6.5	—	—	\$10.91	9.1
Building and grounds cleaning and maintenance occupations	17.37	2.6	17.40	2.7	—	—
Level 3	16.58	3.2	16.36	3.1	—	—
Building cleaning workers	16.55	2.1	16.54	1.7	—	—
Level 3	16.58	3.2	16.36	3.1	—	—
Janitors and cleaners, except maids and housekeeping cleaners	16.55	2.1	16.54	1.7	—	—
Level 3	16.58	3.2	16.36	3.1	—	—
Personal care and service occupations	11.00	9.8	—	—	11.00	9.8
Child care workers	10.13	1.3	—	—	10.13	1.3
Office and administrative support occupations	20.71	3.5	21.47	3.7	11.83	6.8
Level 3	16.79	6.4	—	—	—	—
Level 4	20.04	5.1	20.66	3.6	—	—
Level 5	21.90	8.1	21.90	8.1	—	—
Not able to be leveled	24.43	10.0	24.43	10.0	—	—
Secretaries and administrative assistants	21.21	5.6	21.21	5.6	—	—
Level 4	20.71	5.4	20.71	5.4	—	—
Executive secretaries and administrative assistants	22.27	8.9	22.27	8.9	—	—
Secretaries, except legal, medical, and executive	19.84	3.4	19.84	3.4	—	—
Office clerks, general	18.08	8.0	—	—	—	—
Construction and extraction occupations	25.44	6.3	25.44	6.3	—	—
Installation, maintenance, and repair occupations	21.41	7.2	21.41	7.2	—	—
Transportation and material moving occupations	19.72	7.4	19.97	8.7	—	—
Not able to be leveled	21.48	12.0	—	—	—	—

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

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

³ Each occupation for which data are collected in an establishment is evaluated based on four factors, including knowledge, job controls and complexity, contacts, and physical environment. The knowledge factor is tailored to 24 families of closely related jobs. Points are assigned based on the

occupation's rank within each factor. The points are summed to determine the overall level of the occupation. See appendix A for more information.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
All workers	\$25.43	2.7	\$27.45	2.8	\$13.87	2.5
Management occupations	48.50	3.8	48.58	3.9	—	—
Group II	24.60	7.6	—	—	—	—
Group III	44.48	4.8	—	—	—	—
Group IV	88.15	6.3	—	—	—	—
General and operations managers	53.26	12.4	54.08	12.7	—	—
Group III	33.76	11.7	34.14	12.5	—	—
Marketing and sales managers	57.31	7.7	57.31	7.7	—	—
Group III	53.03	8.3	—	—	—	—
Marketing managers	58.19	13.0	58.19	13.0	—	—
Group III	55.73	10.3	55.73	10.3	—	—
Sales managers	55.85	11.5	55.85	11.5	—	—
Administrative services managers	46.07	9.0	46.07	9.0	—	—
Computer and information systems managers	53.59	8.1	53.59	8.1	—	—
Group III	49.87	7.5	49.87	7.5	—	—
Financial managers	52.66	6.0	52.66	6.0	—	—
Group III	48.72	11.2	48.72	11.2	—	—
Human resources managers	45.12	17.6	45.12	17.6	—	—
Industrial production managers	42.02	1.8	42.02	1.8	—	—
Education administrators	42.92	7.1	43.17	7.5	—	—
Group III	47.34	4.3	—	—	—	—
Education administrators, elementary and secondary school	53.24	11.7	53.24	11.7	—	—
Group III	50.82	10.9	50.82	10.9	—	—
Education administrators, postsecondary	42.34	6.0	42.72	7.1	—	—
Group III	46.12	4.2	46.12	4.2	—	—
Engineering managers	54.19	14.2	54.19	14.2	—	—
Group III	47.46	8.1	47.46	8.1	—	—
Medical and health services managers	45.86	15.5	45.86	15.5	—	—
Group III	38.71	9.9	38.71	9.9	—	—
Property, real estate, and community association managers	27.94	5.6	27.94	5.6	—	—
Business and financial operations occupations	33.22	3.6	33.27	3.7	—	—
Group II	24.22	3.7	—	—	—	—
Group III	40.31	6.0	—	—	—	—
Buyers and purchasing agents	31.68	11.3	31.68	11.3	—	—
Group III	39.52	14.1	—	—	—	—
Wholesale and retail buyers, except farm products	28.37	4.5	28.37	4.5	—	—
Purchasing agents, except wholesale, retail, and farm products	33.59	14.9	33.59	14.9	—	—
Claims adjusters, appraisers, examiners, and investigators	26.71	7.5	26.58	8.2	—	—
Group II	23.68	6.6	—	—	—	—
Claims adjusters, examiners, and investigators	27.45	14.3	27.31	15.3	—	—
Group II	23.55	4.6	23.55	4.6	—	—
Human resources, training, and labor relations specialists	25.84	12.6	25.86	13.0	—	—
Group II	23.91	7.5	—	—	—	—
Group III	33.31	10.6	—	—	—	—
Compensation, benefits, and job analysis specialists	29.79	6.8	30.30	6.9	—	—
Group III	30.91	3.9	—	—	—	—
Management analysts	42.73	11.9	42.73	11.9	—	—
Group III	44.85	13.6	44.85	13.6	—	—
Accountants and auditors	26.29	6.6	26.29	6.6	—	—
Group II	24.05	8.5	24.05	8.5	—	—
Group III	36.46	6.8	36.46	6.8	—	—
Budget analysts	38.41	14.0	—	—	—	—
Financial analysts and advisors	46.66	7.3	46.66	7.3	—	—
Group III	46.18	15.0	—	—	—	—
Financial analysts	47.60	7.9	47.60	7.9	—	—
Group III	47.63	17.4	47.63	17.4	—	—
Computer and mathematical science occupations	40.25	2.0	40.20	2.0	—	—
Group II	24.97	6.1	—	—	—	—
Group III	43.59	1.7	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Computer and mathematical science occupations						
—Continued						
Computer programmers	\$29.08	7.7	\$29.08	7.7	—	—
Computer software engineers	45.16	4.3	45.20	4.2	—	—
Group II	31.40	4.5	—	—	—	—
Group III	45.24	2.7	—	—	—	—
Computer software engineers, applications	44.21	4.7	44.21	4.7	—	—
Group III	43.93	4.4	43.93	4.4	—	—
Computer software engineers, systems software	46.00	4.9	46.07	4.8	—	—
Group III	46.42	3.0	46.54	2.9	—	—
Computer support specialists	35.96	8.4	35.96	8.4	—	—
Group II	19.48	9.5	19.48	9.5	—	—
Group III	43.37	7.1	43.37	7.1	—	—
Computer systems analysts	39.66	3.7	39.44	3.6	—	—
Group III	42.33	5.3	42.05	5.0	—	—
Network and computer systems administrators	37.90	9.3	37.90	9.3	—	—
Group III	42.10	6.5	42.10	6.5	—	—
Network systems and data communications analysts	33.70	3.4	33.70	3.4	—	—
Architecture and engineering occupations						
.....	36.15	3.3	35.92	2.8	—	—
Group II	26.43	2.0	—	—	—	—
Group III	42.08	2.1	—	—	—	—
Engineers	40.77	1.9	40.55	1.4	—	—
Group II	30.42	3.0	—	—	—	—
Group III	42.81	2.4	—	—	—	—
Civil engineers	29.47	8.5	29.47	8.5	—	—
Computer hardware engineers	41.98	8.8	41.98	8.8	—	—
Electrical and electronics engineers	42.24	3.6	42.24	3.6	—	—
Group III	42.18	1.7	—	—	—	—
Electrical engineers	41.32	4.6	41.32	4.6	—	—
Electronics engineers, except computer	42.64	4.2	42.64	4.2	—	—
Group III	42.45	1.9	42.45	1.9	—	—
Industrial engineers, including health and safety	36.96	.9	36.96	.9	—	—
Group III	38.17	.2	—	—	—	—
Industrial engineers	36.96	.9	36.96	.9	—	—
Group III	38.17	.2	38.17	.2	—	—
Drafters	30.55	9.8	30.65	9.9	—	—
Group II	27.16	4.9	—	—	—	—
Engineering technicians, except drafters	23.12	3.2	23.14	3.3	—	—
Group II	22.59	5.0	—	—	—	—
Electrical and electronic engineering technicians	22.38	4.5	22.38	4.5	—	—
Group II	21.97	6.0	21.97	6.0	—	—
Life, physical, and social science occupations						
.....	31.60	8.5	31.63	8.7	—	—
Group II	25.52	11.7	—	—	—	—
Group III	30.73	8.9	—	—	—	—
Biological scientists	40.62	12.7	40.62	12.7	—	—
Biochemists and biophysicists	40.62	12.7	40.62	12.7	—	—
Physical scientists	28.54	14.3	28.54	14.3	—	—
Market and survey researchers	45.91	20.1	46.26	20.5	—	—
Group III	38.40	8.9	—	—	—	—
Market research analysts	45.91	20.1	46.26	20.5	—	—
Group III	38.40	8.9	38.40	8.9	—	—
Psychologists	29.73	32.2	—	—	—	—
Community and social services occupations						
.....	23.71	10.0	23.89	10.3	\$21.89	16.3
Group II	17.81	7.7	—	—	—	—
Group III	30.00	7.9	—	—	—	—
Counselors	24.88	11.9	25.19	11.9	—	—
Group II	16.81	10.5	—	—	—	—
Group III	29.19	12.1	—	—	—	—
Educational, vocational, and school counselors	30.04	16.0	30.56	16.8	—	—
Group III	32.07	20.7	32.64	21.3	—	—
Social workers	25.26	12.4	25.11	13.3	—	—
Group II	20.16	10.4	—	—	—	—
Group III	32.13	9.6	—	—	—	—

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Community and social services occupations						
—Continued						
Child, family, and school social workers	\$24.89	19.2	\$24.89	19.2	—	—
Miscellaneous community and social service specialists	15.77	16.0	—	—	—	—
Group II	14.64	12.8	—	—	—	—
Social and human service assistants	14.41	12.0	—	—	—	—
Group II	14.64	12.8	—	—	—	—
Legal occupations	49.45	15.0	51.29	16.7	—	—
Group III	54.08	10.3	—	—	—	—
Lawyers	70.31	15.0	70.31	15.0	—	—
Group III	62.53	15.7	62.53	15.7	—	—
Education, training, and library occupations	32.92	11.6	35.81	7.6	\$17.72	15.0
Group I	13.79	5.6	—	—	—	—
Group II	19.03	18.0	—	—	—	—
Group III	43.14	3.6	—	—	—	—
Group IV	73.95	11.7	—	—	—	—
Postsecondary teachers	50.43	6.4	51.56	6.3	30.98	18.1
Group III	49.39	7.6	—	—	—	—
Group IV	73.95	11.7	—	—	—	—
Physical sciences teachers, postsecondary	57.22	4.3	57.22	4.3	—	—
Social sciences teachers, postsecondary	42.92	5.0	—	—	—	—
Arts, communications, and humanities teachers, postsecondary	49.37	7.8	53.53	8.0	—	—
Group III	51.58	8.6	—	—	—	—
English language and literature teachers, postsecondary	49.85	20.2	—	—	—	—
Miscellaneous postsecondary teachers	45.18	9.1	46.93	9.4	26.95	11.9
Group III	47.97	8.5	—	—	—	—
Primary, secondary, and special education school teachers	30.84	16.6	34.51	10.1	—	—
Group III	42.84	1.6	—	—	—	—
Preschool and kindergarten teachers	—	—	16.02	12.2	—	—
Preschool teachers, except special education	—	—	14.94	10.4	—	—
Group II	—	—	13.97	3.2	—	—
Elementary and middle school teachers	42.18	1.5	42.89	1.5	24.64	25.8
Group II	35.97	1.2	—	—	—	—
Group III	43.35	1.9	—	—	—	—
Elementary school teachers, except special education	42.22	2.2	43.16	2.2	24.64	25.8
Group II	34.72	2.5	—	—	—	—
Group III	43.76	2.9	43.74	3.0	—	—
Middle school teachers, except special and vocational education	42.03	3.9	42.03	3.9	—	—
Group III	42.08	3.6	42.08	3.6	—	—
Secondary school teachers	38.56	1.1	40.77	1.6	—	—
Group III	40.92	1.8	—	—	—	—
Secondary school teachers, except special and vocational education	38.56	1.1	40.77	1.6	—	—
Group III	40.92	1.8	40.92	1.8	—	—
Special education teachers	36.29	13.6	35.86	14.1	—	—
Group III	43.29	1.3	—	—	—	—
Special education teachers, preschool, kindergarten, and elementary school	39.32	10.4	38.88	11.0	—	—
Group III	44.73	6.7	44.67	8.0	—	—
Other teachers and instructors	25.37	10.9	24.05	21.7	28.28	16.4
Group III	28.79	25.8	—	—	—	—
Librarians	28.06	18.1	27.93	18.4	—	—
Teacher assistants	14.62	9.7	14.82	10.8	13.57	8.0
Group I	14.22	9.2	14.36	10.5	13.57	8.0
Arts, design, entertainment, sports, and media occupations	28.44	5.1	28.98	5.1	15.23	19.6
Group II	18.33	11.3	—	—	—	—
Group III	36.07	5.8	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Arts, design, entertainment, sports, and media occupations —Continued						
Designers	\$27.20	13.8	—	—	—	—
Athletes, coaches, umpires, and related workers	25.53	8.6	—	—	—	—
Coaches and scouts	24.89	14.3	—	—	—	—
Public relations specialists	30.92	12.8	\$30.92	12.8	—	—
Writers and editors	38.19	6.8	39.03	8.6	—	—
Group III	39.03	8.6	—	—	—	—
Editors	35.16	7.3	—	—	—	—
Healthcare practitioner and technical occupations						
Group I	15.06	4.6	—	—	—	—
Group II	24.89	4.2	—	—	—	—
Group III	40.40	3.4	—	—	—	—
Pharmacists	48.92	3.3	—	—	—	—
Group III	49.57	2.0	—	—	—	—
Physicians and surgeons	38.77	16.0	35.23	15.5	—	—
Group III	39.09	16.8	—	—	—	—
Registered nurses	36.78	2.4	35.98	3.9	39.16	2.1
Group II	33.27	3.5	32.15	4.7	36.73	5.3
Group III	40.22	4.5	39.96	6.2	40.82	3.3
Therapists	29.00	20.1	32.27	7.8	24.74	34.5
Group II	23.06	17.0	—	—	—	—
Clinical laboratory technologists and technicians	19.85	9.2	18.99	9.8	25.83	1.6
Group I	16.15	6.2	—	—	—	—
Group II	19.74	12.9	—	—	—	—
Medical and clinical laboratory technologists	21.57	20.4	—	—	—	—
Medical and clinical laboratory technicians	17.99	5.8	17.63	7.9	20.48	13.8
Group I	16.15	6.2	16.01	8.5	—	—
Group II	19.91	7.0	19.07	11.8	—	—
Diagnostic related technologists and technicians	29.85	11.7	—	—	—	—
Emergency medical technicians and paramedics	16.90	4.3	16.56	6.0	—	—
Group II	16.87	4.2	16.56	6.0	—	—
Health diagnosing and treating practitioner support technicians	18.73	6.8	18.03	10.0	—	—
Licensed practical and licensed vocational nurses	23.35	1.8	24.09	.8	22.38	5.0
Group II	23.88	1.9	—	—	—	—
Medical records and health information technicians	15.62	5.0	15.55	4.6	—	—
Group I	15.08	4.9	14.94	4.5	—	—
Healthcare support occupations						
Group I	14.57	3.0	—	—	—	—
Group II	18.33	9.2	—	—	—	—
Nursing, psychiatric, and home health aides	13.24	1.6	13.26	2.4	13.17	3.1
Group I	13.31	2.0	—	—	—	—
Home health aides	12.31	2.9	—	—	—	—
Group I	12.31	2.9	—	—	—	—
Nursing aides, orderlies, and attendants	13.37	3.2	13.58	2.7	12.55	1.7
Group I	13.56	2.4	13.75	2.1	12.74	1.4
Psychiatric aides	14.58	2.1	—	—	—	—
Group I	14.49	2.7	—	—	—	—
Miscellaneous healthcare support occupations	17.03	2.5	17.28	2.7	16.49	3.3
Group I	17.38	4.6	—	—	—	—
Medical equipment preparers	15.91	.6	—	—	—	—
Medical transcriptionists	16.45	13.7	—	—	—	—
Protective service occupations						
Group I	13.07	10.0	—	—	—	—
Group II	23.03	9.4	—	—	—	—
Fire fighters	23.67	6.5	24.01	4.9	—	—
Group II	23.76	4.4	23.76	4.4	—	—
Police officers	25.94	4.3	25.18	1.1	—	—
Group II	25.71	3.8	—	—	—	—
Police and sheriff's patrol officers	25.94	4.3	25.18	1.1	—	—
Group II	25.71	3.8	24.85	.7	—	—
Security guards and gaming surveillance officers	15.76	8.7	17.25	9.7	11.91	10.2

See footnotes at end of table.

Table 5. **Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Protective service occupations —Continued						
Security guards and gaming surveillance officers						
—Continued						
Group I	\$14.91	4.7	—	—	—	—
Security guards	15.76	8.7	\$17.25	9.7	\$11.91	10.2
Group I	14.91	4.7	15.37	5.3	—	—
Food preparation and serving related occupations						
Group I	9.33	2.4	11.60	6.2	7.33	6.0
Group II	8.60	1.7	—	—	—	—
Group II	17.47	6.2	—	—	—	—
First-line supervisors/managers, food preparation and serving workers	18.60	4.5	18.60	4.5	—	—
Group II	19.07	8.0	—	—	—	—
First-line supervisors/managers of food preparation and serving workers	18.59	4.5	18.59	4.5	—	—
Group II	19.07	8.0	19.07	8.0	—	—
Cooks	12.78	3.9	13.11	2.5	10.80	13.0
Group I	12.61	6.2	—	—	—	—
Cooks, institution and cafeteria	12.13	6.4	12.16	6.8	—	—
Group I	12.08	7.1	12.11	7.6	—	—
Cooks, restaurant	12.78	1.9	—	—	—	—
Group I	12.24	1.0	—	—	—	—
Food preparation workers	12.03	12.3	—	—	10.46	6.0
Group I	12.03	12.3	—	—	10.46	6.0
Food service, tipped	5.38	17.3	6.29	34.3	4.95	9.4
Group I	5.38	17.3	—	—	—	—
Bartenders	6.94	6.2	—	—	6.92	5.3
Group I	6.94	6.2	—	—	6.92	5.3
Waiters and waitresses	3.82	30.0	—	—	3.10	12.3
Group I	3.82	30.0	—	—	3.10	12.3
Dining room and cafeteria attendants and bartender helpers	7.99	7.6	—	—	7.50	3.6
Group I	7.99	7.6	—	—	7.50	3.6
Fast food and counter workers	8.72	3.7	10.16	6.2	8.09	2.3
Group I	8.72	3.7	—	—	—	—
Combined food preparation and serving workers, including fast food	8.53	4.1	—	—	7.98	3.0
Group I	8.53	4.1	—	—	7.98	3.0
Counter attendants, cafeteria, food concession, and coffee shop	8.82	4.4	—	—	8.17	3.2
Group I	8.82	4.4	—	—	—	—
Dishwashers	9.06	9.9	—	—	—	—
Group I	9.06	9.9	—	—	—	—
Building and grounds cleaning and maintenance occupations						
Group I	13.87	2.5	14.48	3.3	11.79	5.3
Group I	13.30	3.3	—	—	—	—
Group II	21.75	3.9	—	—	—	—
First-line supervisors/managers, building and grounds cleaning and maintenance workers	18.46	16.8	19.30	18.2	—	—
First-line supervisors/managers of housekeeping and janitorial workers	17.73	20.3	—	—	—	—
Building cleaning workers	13.67	2.8	14.30	3.9	11.73	5.4
Group I	13.42	3.1	—	—	—	—
Janitors and cleaners, except maids and housekeeping cleaners	13.83	2.5	14.89	3.9	11.80	5.9
Group I	13.41	2.5	14.34	3.7	11.78	6.0
Maids and housekeeping cleaners	9.92	9.2	9.52	10.0	11.15	3.9
Group I	9.76	9.1	9.26	9.9	11.15	3.9
Grounds maintenance workers	13.74	11.8	13.59	12.1	—	—
Group I	11.39	9.3	—	—	—	—
Landscaping and groundskeeping workers	12.44	9.4	12.25	9.3	—	—
Group I	11.39	9.3	—	—	—	—
Personal care and service occupations						
Group I	13.15	7.3	15.40	9.2	10.62	4.4
Group I	10.89	6.6	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Personal care and service occupations —Continued						
Group II	\$24.51	24.9	—	—	—	—
Transportation attendants	32.66	6.4	—	—	—	—
Child care workers	10.18	7.0	—	—	\$9.09	7.2
Group I	9.91	7.5	—	—	9.01	7.2
Personal and home care aides	10.94	3.0	—	—	—	—
Group I	10.94	3.0	—	—	—	—
Recreation and fitness workers	13.47	2.5	—	—	13.36	2.3
Group I	12.21	8.9	—	—	—	—
Fitness trainers and aerobics instructors	13.20	.2	—	—	13.20	.2
Sales and related occupations	22.17	9.3	\$27.62	8.2	9.96	3.8
Group I	11.41	8.2	—	—	—	—
Group II	29.55	8.5	—	—	—	—
Group III	51.85	20.8	—	—	—	—
First-line supervisors/managers, sales workers	22.91	13.3	23.20	12.7	—	—
Group II	23.89	16.3	—	—	—	—
First-line supervisors/managers of retail sales workers	18.18	3.0	18.50	2.3	—	—
Retail sales workers	11.47	8.9	14.01	12.0	9.40	1.1
Group I	10.88	9.0	—	—	—	—
Group II	24.18	14.9	—	—	—	—
Cashiers, all workers	9.67	3.9	12.10	9.2	9.23	2.8
Group I	9.63	3.6	—	—	—	—
Cashiers	9.65	4.0	12.10	9.2	9.20	2.9
Group I	9.61	3.7	12.26	10.9	9.21	2.9
Counter and rental clerks and parts salespersons	10.14	7.5	—	—	—	—
Counter and rental clerks	9.50	5.7	—	—	—	—
Retail salespersons	13.34	15.1	15.65	13.4	9.89	4.3
Group I	12.26	14.6	14.43	10.4	9.73	5.9
Group II	24.10	17.6	24.94	17.8	—	—
Sales representatives, wholesale and manufacturing	30.29	7.3	30.63	6.8	—	—
Group I	17.78	19.7	—	—	—	—
Group II	23.74	9.5	—	—	—	—
Group III	40.05	4.6	—	—	—	—
Sales representatives, wholesale and manufacturing, technical and scientific products	38.17	14.1	38.17	14.1	—	—
Group III	46.13	9.4	46.13	9.4	—	—
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.31	9.9	24.73	7.7	—	—
Group I	17.78	19.7	—	—	—	—
Miscellaneous sales and related workers	24.56	18.4	—	—	—	—
Office and administrative support occupations	18.79	2.6	19.34	2.6	14.98	6.2
Group I	15.33	3.0	—	—	—	—
Group II	22.78	4.0	—	—	—	—
First-line supervisors/managers of office and administrative support workers	31.47	3.5	31.47	3.5	—	—
Group II	31.29	3.2	31.29	3.2	—	—
Switchboard operators, including answering service	13.91	19.6	—	—	—	—
Group I	13.76	23.4	—	—	—	—
Financial clerks	17.53	6.8	17.78	7.7	15.80	7.8
Group I	14.78	2.8	—	—	—	—
Group II	22.84	7.4	—	—	—	—
Billing and posting clerks and machine operators	15.15	7.5	15.24	7.6	—	—
Group I	14.64	7.6	14.84	7.6	—	—
Bookkeeping, accounting, and auditing clerks	19.14	11.1	19.62	12.5	14.84	7.0
Group I	14.52	2.9	—	—	14.84	7.0
Group II	24.48	6.7	24.48	6.7	—	—
Tellers	13.88	5.0	—	—	—	—
Group I	14.15	.0	—	—	—	—
Brokerage clerks	18.87	7.0	18.87	7.0	—	—
Customer service representatives	19.64	8.8	20.22	8.9	12.43	7.6
Group I	15.65	6.2	16.27	6.9	12.58	4.7
Group II	21.62	14.2	21.62	14.3	—	—
Interviewers, except eligibility and loan	15.07	.4	—	—	—	—
Library assistants, clerical	15.72	15.7	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Office and administrative support occupations						
—Continued						
Receptionists and information clerks	\$14.13	4.6	\$13.91	3.5	\$15.55	16.9
Group I	14.08	4.9	13.89	3.8	16.65	24.6
Dispatchers	19.53	11.1	20.26	12.0	—	—
Group I	17.13	6.3	—	—	—	—
Dispatchers, except police, fire, and ambulance	21.24	15.3	—	—	—	—
Production, planning, and expediting clerks	20.93	11.8	20.93	11.8	—	—
Shipping, receiving, and traffic clerks	18.89	12.5	18.97	12.6	—	—
Group I	16.22	14.5	—	—	—	—
Group II	22.46	3.3	22.46	3.3	—	—
Stock clerks and order fillers	11.55	7.6	13.13	7.0	9.13	1.5
Group I	11.28	8.0	12.91	10.0	9.13	1.5
Secretaries and administrative assistants	20.98	2.1	21.12	2.4	19.32	9.2
Group I	17.58	3.5	—	—	—	—
Group II	22.79	3.3	—	—	—	—
Executive secretaries and administrative assistants	24.46	2.4	24.46	2.4	—	—
Group II	24.75	2.9	24.75	2.9	—	—
Medical secretaries	17.80	3.8	17.88	4.4	—	—
Group I	17.27	4.5	17.23	5.7	—	—
Secretaries, except legal, medical, and executive	19.19	3.9	19.26	4.0	—	—
Group I	16.84	4.4	16.85	5.0	—	—
Group II	20.20	7.3	20.20	7.3	—	—
Data entry and information processing workers	14.60	6.6	14.58	7.3	14.80	8.6
Group I	14.36	7.1	—	—	—	—
Data entry keyers	14.01	5.2	14.07	5.6	—	—
Group I	13.82	5.2	13.88	5.6	—	—
Insurance claims and policy processing clerks	16.91	2.8	16.91	2.8	—	—
Group I	16.24	9.2	16.24	9.2	—	—
Group II	17.32	2.2	17.32	2.2	—	—
Office clerks, general	19.74	3.8	20.07	3.8	18.53	13.6
Group I	17.96	6.8	17.61	6.0	18.60	14.3
Group II	22.52	3.6	22.70	3.8	—	—
Construction and extraction occupations						
Group I	26.86	2.5	26.93	2.7	—	—
Group II	19.81	10.5	—	—	—	—
Group II	28.26	2.7	—	—	—	—
First-line supervisors/managers of construction trades and extraction workers	31.13	10.8	31.13	10.8	—	—
Carpenters	29.39	10.1	29.39	10.1	—	—
Group II	25.84	2.4	25.84	2.4	—	—
Construction laborers	31.45	16.7	31.45	16.7	—	—
Electricians	24.67	4.5	24.67	4.5	—	—
Group I	16.53	3.2	16.53	3.2	—	—
Group II	25.68	7.0	25.68	7.0	—	—
Pipelayers, plumbers, pipefitters, and steamfitters	26.27	6.2	26.27	6.2	—	—
Group II	26.27	6.2	—	—	—	—
Plumbers, pipefitters, and steamfitters	26.27	6.2	26.27	6.2	—	—
Group II	26.27	6.2	26.27	6.2	—	—
Installation, maintenance, and repair occupations						
Group I	23.29	2.9	23.37	2.8	—	—
Group II	15.24	3.9	—	—	—	—
Group II	24.94	2.1	—	—	—	—
Radio and telecommunications equipment installers and repairers	27.79	6.6	27.79	6.6	—	—
Telecommunications equipment installers and repairers, except line installers	27.79	6.6	27.79	6.6	—	—
Industrial machinery installation, repair, and maintenance workers	19.95	6.4	19.96	6.4	—	—
Group II	21.39	3.9	—	—	—	—
Industrial machinery mechanics	21.85	.2	21.85	.2	—	—
Group II	21.43	3.4	21.43	3.4	—	—
Maintenance and repair workers, general	19.15	10.1	19.15	10.1	—	—
Group II	21.48	7.3	21.48	7.3	—	—
Line installers and repairers	25.92	5.5	25.92	5.5	—	—
Group II	25.40	5.2	—	—	—	—

See footnotes at end of table.

Table 5. Combined work levels¹ for civilian workers: Mean hourly earnings² for full-time and part-time workers³, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ⁴ and level	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)	Mean	Relative error ⁵ (percent)
Production occupations	\$16.10	5.5	\$16.28	5.4	\$11.45	6.9
Group I	12.28	5.5	—	—	—	—
Group II	21.47	5.5	—	—	—	—
First-line supervisors/managers of production and operating workers	27.46	13.0	27.46	13.0	—	—
Group II	27.46	13.0	27.46	13.0	—	—
Electrical, electronics, and electromechanical assemblers	15.46	5.9	15.62	6.4	—	—
Group I	13.81	8.6	—	—	—	—
Electrical and electronic equipment assemblers	16.44	3.4	16.79	3.3	—	—
Group I	14.06	9.6	14.35	10.4	—	—
Miscellaneous assemblers and fabricators	15.36	3.3	15.45	3.2	—	—
Machinists	23.30	.4	23.30	.4	—	—
Group II	22.56	4.9	22.56	4.9	—	—
Inspectors, testers, sorters, samplers, and weighers	15.77	10.9	15.77	10.9	—	—
Group I	11.16	11.1	11.16	11.1	—	—
Group II	22.59	6.4	22.59	6.4	—	—
Miscellaneous production workers	13.74	5.4	13.88	5.2	11.46	17.2
Group I	12.83	7.1	—	—	—	—
Transportation and material moving occupations	14.40	3.6	15.85	4.9	10.32	6.3
Group I	12.76	4.3	—	—	—	—
Group II	19.67	4.9	—	—	—	—
Bus drivers	16.41	8.6	—	—	14.40	2.4
Group I	14.47	2.4	—	—	—	—
Bus drivers, school	15.69	2.0	—	—	—	—
Group I	15.51	2.5	—	—	—	—
Driver/sales workers and truck drivers	16.29	7.7	18.53	9.1	10.13	13.6
Group I	15.44	9.2	—	—	—	—
Truck drivers, heavy and tractor-trailer	20.68	7.0	20.57	7.3	—	—
Group I	21.01	9.9	20.85	10.5	—	—
Truck drivers, light or delivery services	14.53	23.2	—	—	9.20	28.0
Group I	14.53	23.2	—	—	9.20	28.0
Industrial truck and tractor operators	17.23	8.8	17.48	8.0	—	—
Group I	17.23	8.8	17.48	8.0	—	—
Laborers and material movers, hand	11.64	5.9	12.77	8.2	9.37	1.3
Group I	10.89	4.3	—	—	—	—
Laborers and freight, stock, and material movers, hand	12.32	11.8	13.04	15.2	10.40	6.5
Group I	11.12	9.7	11.46	13.7	10.41	6.5
Packers and packagers, hand	9.54	2.5	10.77	7.6	8.49	2.5
Group I	9.13	3.7	10.01	9.4	8.49	2.6

¹ Combined work levels simplify the presentation of work levels by combining levels 1 through 15 into four broad groups. Group I combines levels 1-4, group II combines levels 5-8, group III combines levels 9-12, and group IV combines levels 13-15.

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, 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. See appendix A for more information.

³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where

a 40-hour week is the minimum full-time schedule.

⁴ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

⁵ 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 6. Civilian workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.75	\$13.60	\$20.92	\$31.98	\$46.85
Management occupations	24.86	31.86	44.09	57.69	80.02
General and operations managers	21.45	33.32	46.58	57.69	107.76
Marketing and sales managers	36.33	40.87	54.95	71.44	90.80
Marketing managers	36.33	39.21	54.95	77.99	100.47
Sales managers	40.87	42.20	52.89	56.39	90.80
Administrative services managers	38.46	38.89	43.27	60.51	60.81
Computer and information systems managers	42.08	45.59	49.49	58.82	81.10
Financial managers	26.85	31.45	48.08	66.88	80.35
Human resources managers	31.40	35.71	35.71	44.18	84.14
Industrial production managers	23.56	40.50	42.87	49.32	49.32
Education administrators	23.63	28.72	40.48	55.54	62.50
Education administrators, elementary and secondary school	42.75	46.75	52.09	56.73	67.91
Education administrators, postsecondary	24.13	28.05	37.14	56.04	62.50
Engineering managers	38.46	38.92	48.85	56.26	90.72
Medical and health services managers	25.75	31.74	36.09	51.08	108.53
Property, real estate, and community association managers	24.45	25.95	26.37	26.37	35.54
Business and financial operations occupations	18.05	21.79	28.46	38.06	56.00
Buyers and purchasing agents	19.36	20.00	26.86	43.63	56.96
Wholesale and retail buyers, except farm products	13.70	19.43	20.00	30.50	63.05
Purchasing agents, except wholesale, retail, and farm products	19.36	25.51	28.15	45.56	56.96
Claims adjusters, appraisers, examiners, and investigators	17.15	19.85	26.60	31.44	35.90
Claims adjusters, examiners, and investigators	17.59	19.85	28.41	31.94	36.92
Human resources, training, and labor relations specialists	19.00	19.00	23.00	30.71	36.55
Compensation, benefits, and job analysis specialists ..	23.93	24.20	29.23	33.36	33.36
Management analysts	25.82	26.55	38.06	54.20	75.44
Accountants and auditors	17.58	18.79	24.04	31.98	35.90
Budget analysts	28.66	30.46	32.09	49.13	51.83
Financial analysts and advisors	24.04	27.70	36.15	57.28	99.95
Financial analysts	24.04	27.70	35.72	57.28	99.95
Computer and mathematical science occupations	24.36	31.19	40.63	48.53	53.95
Computer programmers	18.43	18.43	32.65	34.22	36.75
Computer software engineers	30.83	36.11	45.82	51.28	57.69
Computer software engineers, applications	30.09	33.87	46.36	51.28	57.21
Computer software engineers, systems software	32.50	40.63	45.61	50.72	60.07
Computer support specialists	16.84	25.37	35.18	49.01	53.90
Computer systems analysts	28.21	30.77	39.06	46.68	51.83
Network and computer systems administrators	22.52	29.84	43.71	44.71	47.33
Network systems and data communications analysts	26.35	32.02	33.79	37.44	37.50
Architecture and engineering occupations	22.40	27.72	37.89	44.10	49.07
Engineers	28.78	32.36	42.02	46.73	52.27
Civil engineers	24.15	24.79	28.78	28.78	42.84
Computer hardware engineers	32.24	35.00	42.18	48.48	50.11
Electrical and electronics engineers	28.48	32.99	42.80	48.56	56.01
Electrical engineers	29.05	32.42	38.71	47.50	58.73
Electronics engineers, except computer	27.03	35.58	43.87	50.16	56.01
Industrial engineers, including health and safety	29.65	31.05	38.20	41.48	44.76
Industrial engineers	29.65	31.05	38.20	41.48	44.76
Drafters	22.81	27.52	27.72	32.64	42.41
Engineering technicians, except drafters	16.40	19.70	22.40	25.68	30.39
Electrical and electronic engineering technicians	14.53	19.70	22.36	24.48	29.16
Life, physical, and social science occupations	17.79	21.44	25.64	40.87	51.42
Biological scientists	26.44	31.16	38.46	49.23	57.21
Biochemists and biophysicists	26.44	31.16	38.46	49.23	57.21
Physical scientists	19.55	23.53	23.53	23.53	54.94
Market and survey researchers	24.13	26.44	43.43	48.75	95.65
Market research analysts	24.13	26.44	43.43	48.75	95.65
Psychologists	11.54	12.50	32.34	41.93	64.31
Community and social services occupations	12.43	16.00	22.33	28.05	35.94

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Community and social services occupations					
—Continued					
Counselors	\$12.56	\$17.95	\$22.12	\$25.87	\$44.22
Educational, vocational, and school counselors	17.94	19.23	22.56	37.95	49.50
Social workers	15.44	17.35	25.02	30.20	33.52
Child, family, and school social workers	15.44	16.00	21.74	30.20	40.37
Miscellaneous community and social service specialists	12.23	12.23	13.21	17.77	22.33
Social and human service assistants	12.23	12.23	12.43	16.36	22.33
Legal occupations	18.85	22.98	36.99	69.97	81.38
Lawyers	36.99	37.77	69.97	81.38	94.71
Education, training, and library occupations	12.40	15.00	31.09	46.23	55.54
Postsecondary teachers	31.04	37.50	47.50	57.69	74.76
Physical sciences teachers, postsecondary	47.50	50.39	53.56	67.18	69.87
Social sciences teachers, postsecondary	36.73	40.55	40.55	41.95	43.92
Arts, communications, and humanities teachers, postsecondary	26.04	38.28	49.20	61.13	72.53
English language and literature teachers, postsecondary	27.70	35.03	54.65	54.65	73.88
Miscellaneous postsecondary teachers	25.93	32.87	43.66	49.21	74.18
Primary, secondary, and special education school teachers	12.18	14.81	30.72	44.72	53.90
Elementary and middle school teachers	26.45	33.67	42.53	51.74	57.42
Elementary school teachers, except special education	24.63	33.11	42.53	52.55	57.74
Middle school teachers, except special and vocational education	29.03	35.07	42.53	48.18	55.28
Secondary school teachers	24.25	30.99	38.99	47.15	54.72
Secondary school teachers, except special and vocational education	24.25	30.99	38.99	47.15	54.72
Special education teachers	18.44	24.38	33.91	47.36	55.98
Special education teachers, preschool, kindergarten, and elementary school	18.44	30.49	36.48	48.77	57.60
Other teachers and instructors	18.49	18.49	19.23	28.82	45.14
Librarians	20.14	20.14	21.09	30.75	54.34
Teacher assistants	8.50	11.36	13.55	17.50	20.58
Arts, design, entertainment, sports, and media occupations	16.41	21.00	26.67	36.06	46.51
Designers	10.00	28.42	28.42	33.79	34.69
Athletes, coaches, umpires, and related workers	16.92	19.33	26.67	32.86	32.86
Coaches and scouts	14.06	17.38	27.37	32.86	32.86
Public relations specialists	22.26	26.44	28.85	31.16	46.64
Writers and editors	25.00	36.06	36.40	46.51	47.49
Editors	24.18	28.96	36.06	36.40	36.40
Healthcare practitioner and technical occupations	14.09	17.74	26.50	34.25	48.00
Pharmacists	43.46	48.00	48.00	54.00	54.00
Physicians and surgeons	23.52	24.06	27.41	61.73	62.50
Registered nurses	25.82	29.62	32.78	43.91	52.89
Therapists	16.95	17.43	31.43	37.60	38.57
Clinical laboratory technologists and technicians	14.42	16.07	17.11	22.50	30.66
Medical and clinical laboratory technologists	15.80	16.07	16.57	28.68	31.90
Medical and clinical laboratory technicians	13.67	16.29	17.36	20.35	22.50
Diagnostic related technologists and technicians	15.57	23.97	35.51	36.36	37.96
Emergency medical technicians and paramedics	13.00	14.00	15.45	18.80	24.24
Health diagnosing and treating practitioner support technicians	15.00	16.34	16.87	20.34	23.45
Licensed practical and licensed vocational nurses	20.77	21.22	23.76	25.21	25.77
Medical records and health information technicians	12.50	13.50	16.24	17.20	17.68
Healthcare support occupations	11.17	12.24	14.42	16.13	20.21
Nursing, psychiatric, and home health aides	10.93	11.63	12.75	14.82	16.13
Home health aides	10.57	11.17	11.95	12.75	15.30
Nursing aides, orderlies, and attendants	11.10	11.75	12.86	15.03	16.26
Psychiatric aides	12.54	14.49	14.82	15.19	15.29
Miscellaneous healthcare support occupations	13.26	14.61	15.79	19.95	22.00
Medical equipment preparers	14.00	14.63	15.89	16.16	18.57

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Healthcare support occupations —Continued					
Medical transcriptionists	\$13.26	\$13.26	\$13.91	\$21.00	\$22.00
Protective service occupations					
Fire fighters	10.33	13.83	21.42	26.34	32.06
Police officers	21.17	21.18	21.57	26.53	30.88
Police and sheriff's patrol officers	20.99	22.83	24.40	28.30	32.34
Security guards and gaming surveillance officers	20.99	22.83	24.40	28.30	32.34
Security guards	9.79	12.88	14.83	16.39	20.40
Security guards	9.79	12.88	14.83	16.39	20.40
Food preparation and serving related occupations					
First-line supervisors/managers, food preparation and serving workers	2.64	7.34	8.50	12.00	15.00
First-line supervisors/managers of food preparation and serving workers	16.22	16.67	17.50	20.00	27.25
Cooks	16.22	16.67	17.50	20.00	27.25
Cooks, institution and cafeteria	9.47	11.00	14.00	14.00	15.00
Cooks, restaurant	9.30	9.85	11.00	14.45	16.53
Food preparation workers	10.00	11.00	12.80	15.00	15.00
Food service, tipped	7.80	9.25	11.85	13.00	18.53
Bartenders	2.63	2.63	3.34	8.00	9.50
Waiters and waitresses	4.00	5.41	8.00	8.00	8.50
Dining room and cafeteria attendants and bartender helpers	2.63	2.63	2.63	2.93	3.80
Fast food and counter workers	4.00	4.73	8.00	9.50	10.93
Combined food preparation and serving workers, including fast food	7.50	7.50	8.50	8.96	11.11
Counter attendants, cafeteria, food concession, and coffee shop	7.00	7.50	7.50	8.96	11.44
Dishwashers	7.50	8.00	8.50	8.75	10.90
Dishwashers	7.53	8.00	8.05	9.50	11.60
Building and grounds cleaning and maintenance occupations					
First-line supervisors/managers, building and grounds cleaning and maintenance workers	10.04	12.00	13.16	16.00	18.77
First-line supervisors/managers of housekeeping and janitorial workers	12.00	12.50	18.52	21.64	34.53
Building cleaning workers	12.00	12.50	12.50	21.26	34.53
Janitors and cleaners, except maids and housekeeping cleaners	10.04	11.89	13.50	16.00	17.97
Maids and housekeeping cleaners	10.04	11.89	12.95	15.50	19.00
Grounds maintenance workers	7.96	7.96	9.97	11.43	12.50
Landscaping and groundskeeping workers	6.00	11.50	12.64	13.16	22.15
Landscaping and groundskeeping workers	6.00	10.75	12.64	13.16	14.82
Personal care and service occupations					
Transportation attendants	7.76	8.77	11.00	13.10	20.85
Child care workers	10.00	25.93	30.73	47.35	47.35
Personal and home care aides	8.00	8.30	9.64	12.25	13.10
Recreation and fitness workers	9.54	10.80	11.11	11.37	11.54
Fitness trainers and aerobics instructors	8.50	10.04	14.40	15.15	18.30
Fitness trainers and aerobics instructors	7.99	10.00	12.00	16.19	19.32
Sales and related occupations					
First-line supervisors/managers, sales workers	8.00	9.69	15.00	26.45	41.83
First-line supervisors/managers of retail sales workers	14.15	16.11	21.25	31.88	31.88
Retail sales workers	12.92	16.11	17.64	20.50	26.92
Cashiers, all workers	8.00	8.49	10.06	12.19	16.83
Cashiers	7.50	8.00	9.00	10.42	12.00
Counter and rental clerks and parts salespersons	7.50	8.00	9.00	10.42	11.94
Counter and rental clerks	8.00	8.00	8.50	11.34	13.50
Retail salespersons	8.00	8.00	8.50	11.34	12.19
Sales representatives, wholesale and manufacturing	8.50	9.00	11.41	14.00	22.50
Sales representatives, wholesale and manufacturing, technical and scientific products	13.75	19.36	25.00	39.90	52.23
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.96	31.30	38.69	50.67	52.23
Miscellaneous sales and related workers	12.50	17.50	21.41	26.44	36.41
Miscellaneous sales and related workers	15.58	16.01	19.81	32.10	50.34
Office and administrative support occupations					
Office and administrative support occupations	11.58	14.13	17.50	22.80	27.43

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Office and administrative support occupations					
—Continued					
First-line supervisors/managers of office and administrative support workers	\$22.50	\$29.11	\$32.75	\$32.75	\$34.56
Switchboard operators, including answering service	8.50	8.50	12.56	14.84	24.32
Financial clerks	11.50	14.13	16.17	19.61	27.43
Billing and posting clerks and machine operators	10.50	12.62	16.17	17.50	18.71
Bookkeeping, accounting, and auditing clerks	14.13	14.13	16.15	24.03	28.03
Tellers	10.76	11.50	13.46	16.60	17.68
Brokerage clerks	15.97	16.44	18.28	19.48	21.80
Customer service representatives	12.26	15.06	17.39	25.85	29.37
Interviewers, except eligibility and loan	11.31	13.50	15.00	16.77	18.14
Library assistants, clerical	8.37	9.79	15.65	20.15	24.08
Receptionists and information clerks	10.21	12.31	13.79	15.29	19.26
Dispatchers	14.75	16.45	17.31	21.00	33.07
Dispatchers, except police, fire, and ambulance	14.75	15.11	21.00	24.95	33.07
Production, planning, and expediting clerks	13.80	20.09	20.80	24.18	27.53
Shipping, receiving, and traffic clerks	11.18	15.27	17.75	22.94	26.17
Stock clerks and order fillers	8.16	9.17	11.10	13.25	15.71
Secretaries and administrative assistants	15.74	17.00	19.81	24.03	26.68
Executive secretaries and administrative assistants	17.59	21.01	24.67	26.68	31.25
Medical secretaries	14.22	16.00	18.04	19.11	20.54
Secretaries, except legal, medical, and executive	13.71	16.16	19.31	21.97	23.90
Data entry and information processing workers	12.42	13.32	13.52	15.88	19.69
Data entry keyers	12.32	13.32	13.52	13.52	18.50
Insurance claims and policy processing clerks	12.54	15.84	17.46	17.93	19.92
Office clerks, general	13.41	15.48	19.08	24.92	25.48
Construction and extraction occupations	16.19	20.00	25.35	34.48	38.57
First-line supervisors/managers of construction trades and extraction workers	24.25	27.75	27.89	37.88	42.45
Carpenters	20.00	22.00	32.92	34.53	37.53
Construction laborers	25.05	25.10	27.91	43.01	43.01
Electricians	14.00	17.35	23.50	28.00	38.57
Pipelayers, plumbers, pipefitters, and steamfitters	22.04	22.04	28.55	29.57	30.25
Plumbers, pipefitters, and steamfitters	22.04	22.04	28.55	29.57	30.25
Installation, maintenance, and repair occupations	14.54	19.25	22.67	28.66	30.00
Radio and telecommunications equipment installers and repairers	19.74	24.66	28.93	31.80	31.80
Telecommunications equipment installers and repairers, except line installers	19.74	24.66	28.93	31.80	31.80
Industrial machinery installation, repair, and maintenance workers	11.00	17.40	20.00	22.98	27.00
Industrial machinery mechanics	15.48	20.00	21.68	23.60	27.00
Maintenance and repair workers, general	11.00	16.19	17.98	22.73	29.31
Line installers and repairers	21.18	22.34	25.33	28.66	31.27
Production occupations	9.20	11.47	14.18	20.13	24.20
First-line supervisors/managers of production and operating workers	18.85	19.00	26.20	34.62	34.62
Electrical, electronics, and electromechanical assemblers	11.09	13.49	14.43	18.02	20.90
Electrical and electronic equipment assemblers	11.09	13.20	16.25	20.17	21.86
Miscellaneous assemblers and fabricators	8.00	12.04	16.61	19.25	21.30
Machinists	18.31	20.55	22.60	28.38	29.92
Inspectors, testers, sorters, samplers, and weighers	8.16	9.94	13.50	20.30	24.97
Miscellaneous production workers	9.94	10.35	12.55	16.22	20.45
Transportation and material moving occupations	7.50	9.75	13.01	18.12	22.82
Bus drivers	13.00	13.00	14.46	19.00	26.55
Bus drivers, school	13.85	13.85	15.53	18.12	19.00
Driver/sales workers and truck drivers	5.75	10.19	19.55	20.36	23.46
Truck drivers, heavy and tractor-trailer	12.54	19.55	20.25	22.82	28.71
Truck drivers, light or delivery services	5.75	5.75	15.00	19.87	23.40
Industrial truck and tractor operators	12.00	13.71	18.73	19.50	20.86
Laborers and material movers, hand	7.50	8.50	10.06	13.85	17.85
Laborers and freight, stock, and material movers, hand	7.50	8.81	11.91	14.19	17.85

See footnotes at end of table.

Table 6. **Civilian workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Transportation and material moving occupations —Continued					
Packers and packagers, hand	\$7.53	\$8.00	\$9.00	\$10.75	\$13.25

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 7. Private industry workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$9.30	\$13.25	\$20.16	\$31.62	\$46.68
Management occupations	25.13	31.86	44.09	58.82	81.10
General and operations managers	23.89	33.32	47.35	57.69	107.76
Marketing and sales managers	36.33	40.87	54.95	71.44	90.80
Marketing managers	36.33	39.21	54.95	77.99	100.47
Sales managers	40.87	42.20	52.89	56.39	90.80
Computer and information systems managers	42.08	45.59	49.49	58.82	81.10
Financial managers	24.67	31.45	52.09	66.88	80.35
Human resources managers	31.40	35.71	35.71	44.18	84.14
Industrial production managers	23.56	40.50	42.87	49.32	49.32
Education administrators	17.00	28.05	37.14	54.86	62.50
Education administrators, postsecondary	24.13	28.72	37.14	56.04	62.50
Engineering managers	38.46	38.46	48.51	54.41	90.72
Medical and health services managers	25.13	32.69	42.00	51.08	108.53
Business and financial operations occupations	18.40	21.89	28.41	38.06	56.00
Buyers and purchasing agents	19.36	20.00	26.86	43.63	56.96
Wholesale and retail buyers, except farm products	13.70	19.43	20.00	30.50	63.05
Purchasing agents, except wholesale, retail, and farm products	19.36	25.51	28.15	45.56	56.96
Claims adjusters, appraisers, examiners, and investigators	17.15	19.85	26.60	31.44	35.90
Claims adjusters, examiners, and investigators	17.59	19.85	28.41	31.94	36.92
Human resources, training, and labor relations specialists	19.00	19.00	22.55	30.71	36.55
Compensation, benefits, and job analysis specialists	23.93	24.20	29.23	33.36	33.36
Management analysts	25.82	26.55	38.06	54.20	75.44
Accountants and auditors	17.58	21.24	24.04	31.98	36.19
Financial analysts and advisors	24.04	27.70	36.15	57.28	99.95
Financial analysts	24.04	27.70	35.72	57.28	99.95
Computer and mathematical science occupations	24.36	31.21	40.74	48.53	53.90
Computer programmers	18.43	18.43	32.65	34.22	36.75
Computer software engineers	30.83	36.11	45.82	51.28	57.69
Computer software engineers, applications	30.09	33.87	46.36	51.28	57.21
Computer software engineers, systems software	32.50	40.63	45.61	50.72	60.07
Computer support specialists	16.84	25.37	34.60	53.31	53.90
Computer systems analysts	28.21	30.63	39.06	46.68	51.83
Network and computer systems administrators	22.52	29.84	43.71	44.71	47.33
Architecture and engineering occupations	22.81	28.07	37.93	43.93	48.99
Engineers	28.76	32.24	41.51	46.73	52.30
Civil engineers	24.15	24.79	28.78	28.78	42.84
Computer hardware engineers	32.24	35.00	42.18	48.48	50.11
Electrical and electronics engineers	28.48	32.99	42.69	48.20	56.01
Electrical engineers	28.93	31.58	37.93	46.24	59.84
Electronics engineers, except computer	27.03	35.58	43.87	50.16	56.01
Industrial engineers, including health and safety	29.65	31.05	38.20	41.48	44.76
Industrial engineers	29.65	31.05	38.20	41.48	44.76
Drafters	22.81	27.52	27.72	32.64	42.41
Engineering technicians, except drafters	15.77	19.70	22.93	25.70	31.13
Electrical and electronic engineering technicians	14.53	19.70	22.36	24.48	29.16
Life, physical, and social science occupations	17.79	21.44	25.64	39.92	51.42
Biological scientists	26.44	31.16	38.46	49.23	57.21
Biochemists and biophysicists	26.44	31.16	38.46	49.23	57.21
Market and survey researchers	24.13	26.44	44.57	51.92	95.65
Market research analysts	24.13	26.44	44.57	51.92	95.65
Community and social services occupations	12.23	13.21	17.35	20.86	25.32
Counselors	11.30	12.89	18.97	20.88	24.36
Social workers	15.20	15.70	17.35	21.00	29.22
Miscellaneous community and social service specialists	12.23	12.23	12.43	13.21	29.20
Legal occupations	21.98	26.97	36.99	81.38	81.95
Lawyers	36.99	68.54	69.97	81.38	96.64
Education, training, and library occupations	12.00	14.81	18.49	40.55	53.56
Postsecondary teachers	29.30	35.03	47.50	60.90	76.56

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Education, training, and library occupations —Continued					
Arts, communications, and humanities teachers, postsecondary	\$20.63	\$35.03	\$49.20	\$62.71	\$74.12
English language and literature teachers, postsecondary	27.70	27.70	35.03	71.61	76.32
Miscellaneous postsecondary teachers	31.76	32.87	43.28	46.23	75.72
Other teachers and instructors	18.49	18.49	19.23	19.23	33.50
Arts, design, entertainment, sports, and media occupations					
Designers	16.92	21.02	26.95	36.06	46.64
Athletes, coaches, umpires, and related workers	10.00	28.42	28.42	33.79	34.69
Coaches and scouts	16.92	26.67	26.67	32.86	32.86
Writers and editors	14.06	17.38	30.84	32.86	32.86
Editors	25.00	36.06	36.40	46.51	47.49
	24.18	28.96	36.06	36.40	36.40
Healthcare practitioner and technical occupations					
Pharmacists	14.09	17.43	26.24	33.92	48.16
Physicians and surgeons	43.46	48.00	48.00	54.00	54.00
Registered nurses	23.52	24.06	27.41	61.73	62.50
Therapists	25.75	29.62	32.86	44.25	53.27
Clinical laboratory technologists and technicians	16.95	17.43	31.43	37.60	38.57
Medical and clinical laboratory technologists	14.42	16.07	17.11	22.50	30.66
Medical and clinical laboratory technicians	15.80	16.07	16.57	28.68	31.90
Emergency medical technicians and paramedics	13.67	16.29	17.36	20.35	22.50
Health diagnosing and treating practitioner support technicians	13.00	13.91	14.68	17.43	21.49
Licensed practical and licensed vocational nurses	15.00	16.34	16.87	20.34	23.45
Medical records and health information technicians	20.77	21.22	23.76	25.21	25.77
	12.50	13.50	16.24	17.20	17.68
Healthcare support occupations					
Nursing, psychiatric, and home health aides	11.17	12.00	14.34	16.08	20.21
Home health aides	10.93	11.63	12.67	14.82	16.13
Nursing aides, orderlies, and attendants	10.57	11.17	11.95	12.75	15.30
Psychiatric aides	11.00	11.66	12.67	14.94	16.29
Miscellaneous healthcare support occupations	13.39	14.66	14.82	15.29	16.91
Medical equipment preparers	13.26	14.61	15.28	18.43	21.50
Medical transcriptionists	14.00	14.63	15.89	16.16	18.57
	13.26	13.26	13.91	21.00	22.00
Protective service occupations					
Security guards and gaming surveillance officers	10.33	10.33	13.83	14.51	17.00
Security guards	9.79	12.88	14.80	15.76	23.96
	9.79	12.88	14.80	15.76	23.96
Food preparation and serving related occupations					
First-line supervisors/managers, food preparation and serving workers	2.64	7.34	8.50	12.00	15.00
First-line supervisors/managers of food preparation and serving workers	16.22	16.67	17.50	20.00	27.25
Cooks	16.22	16.67	17.50	20.00	27.25
Cooks, institution and cafeteria	9.74	11.00	14.00	14.00	15.00
Cooks, restaurant	9.30	9.85	11.00	14.54	16.53
Food preparation workers	10.00	11.00	12.80	15.00	15.00
Food service, tipped	7.80	9.25	11.85	13.00	18.53
Bartenders	2.63	2.63	3.34	8.00	9.30
Waiters and waitresses	4.00	5.41	8.00	8.00	8.50
Dining room and cafeteria attendants and bartender helpers	2.63	2.63	2.63	2.93	3.80
Fast food and counter workers	4.00	4.73	8.00	9.30	10.93
Combined food preparation and serving workers, including fast food	7.50	7.50	8.50	8.75	10.90
Counter attendants, cafeteria, food concession, and coffee shop	7.00	7.50	7.50	8.83	11.11
Dishwashers	7.50	8.00	8.50	8.75	10.47
	7.53	8.00	8.05	9.50	11.60
Building and grounds cleaning and maintenance occupations					
First-line supervisors/managers, building and grounds cleaning and maintenance workers	9.97	11.75	13.10	14.00	16.00
	12.00	12.50	12.50	21.41	21.64

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Building and grounds cleaning and maintenance occupations –Continued					
First-line supervisors/managers of housekeeping and janitorial workers	\$12.00	\$12.50	\$12.50	\$18.52	\$21.26
Building cleaning workers	9.97	11.75	13.10	13.85	16.00
Janitors and cleaners, except maids and housekeeping cleaners	10.04	11.40	12.65	13.15	15.70
Maids and housekeeping cleaners	7.96	7.96	9.97	11.43	12.50
Grounds maintenance workers	6.00	10.75	12.64	13.16	14.82
Landscaping and groundskeeping workers	6.00	10.75	12.64	13.16	14.82
Personal care and service occupations					
Transportation attendants	7.76	8.77	11.00	13.10	20.85
Child care workers	10.00	25.93	30.73	47.35	47.35
Personal and home care aides	8.00	8.30	9.64	12.25	13.10
Recreation and fitness workers	9.54	10.80	11.11	11.37	11.54
Fitness trainers and aerobics instructors	8.50	10.04	14.40	15.15	18.00
	7.99	10.00	12.00	16.19	19.32
Sales and related occupations					
First-line supervisors/managers, sales workers	8.00	9.61	15.00	26.92	41.83
First-line supervisors/managers of retail sales workers	13.46	16.11	24.04	31.88	31.88
Retail sales workers	12.92	15.31	18.00	20.50	26.92
Cashiers, all workers	7.80	8.35	10.00	12.19	16.63
Cashiers	7.50	8.00	8.90	10.28	11.94
Counter and rental clerks and parts salespersons	7.50	8.00	8.80	10.10	11.94
Counter and rental clerks	8.00	8.00	8.50	11.34	13.50
Retail salespersons	8.00	8.00	8.50	11.34	12.19
Sales representatives, wholesale and manufacturing	8.50	9.00	11.41	14.00	22.50
Sales representatives, wholesale and manufacturing, technical and scientific products	13.75	19.36	25.00	39.90	52.23
Sales representatives, wholesale and manufacturing, except technical and scientific products	15.96	31.30	38.69	50.67	52.23
Miscellaneous sales and related workers	12.50	17.50	21.41	26.44	36.41
	15.58	16.01	19.81	32.10	50.34
Office and administrative support occupations					
First-line supervisors/managers of office and administrative support workers	11.50	14.13	17.25	22.50	27.43
Switchboard operators, including answering service	22.50	30.34	32.75	34.56	40.00
Financial clerks	8.50	8.50	11.98	13.61	14.84
Billing and posting clerks and machine operators	11.50	14.13	16.17	19.61	27.43
Bookkeeping, accounting, and auditing clerks	10.50	12.62	16.17	17.50	18.71
Tellers	14.13	14.13	16.15	24.03	28.03
Brokerage clerks	10.76	11.50	13.46	16.60	17.68
Customer service representatives	15.97	16.44	18.28	19.48	21.80
Interviewers, except eligibility and loan	12.26	15.06	16.84	25.03	29.37
Receptionists and information clerks	11.31	13.50	15.00	16.77	18.14
Dispatchers	10.21	12.31	13.79	15.29	19.26
Production, planning, and expediting clerks	14.75	15.51	17.31	18.05	21.00
Shipping, receiving, and traffic clerks	13.80	20.09	20.80	24.18	27.53
Stock clerks and order fillers	11.18	15.27	17.75	22.94	26.17
Secretaries and administrative assistants	8.16	9.00	10.92	12.25	14.19
Executive secretaries and administrative assistants	15.45	16.95	19.80	24.05	26.68
Medical secretaries	19.39	21.54	25.85	26.68	32.33
Secretaries, except legal, medical, and executive	14.21	15.90	17.71	19.11	20.00
Data entry and information processing workers	13.71	16.16	19.23	21.64	23.91
Data entry keyers	12.39	13.32	13.52	13.86	19.69
Insurance claims and policy processing clerks	12.27	13.32	13.52	13.52	13.86
Office clerks, general	12.54	15.84	17.46	17.93	19.92
	13.50	15.48	20.31	24.92	25.48
Construction and extraction occupations					
Carpenters	15.60	20.00	25.50	34.53	38.57
Construction laborers	20.00	22.00	32.92	34.53	37.53
Electricians	25.05	25.10	27.91	43.01	43.01
Pipelayers, plumbers, pipefitters, and steamfitters	14.00	17.19	23.50	28.00	38.57
Plumbers, pipefitters, and steamfitters	22.45	27.11	29.57	30.24	30.25
	22.45	27.11	29.57	30.24	30.25
Installation, maintenance, and repair occupations					
Industrial machinery installation, repair, and maintenance workers	14.54	19.99	22.73	28.66	30.00
	11.00	17.98	20.00	22.73	25.25

See footnotes at end of table.

Table 7. Private industry workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	10	25	Median 50	75	90
Installation, maintenance, and repair occupations					
-Continued					
Industrial machinery mechanics	\$15.48	\$20.00	\$21.68	\$23.60	\$27.00
Maintenance and repair workers, general	11.00	16.19	17.98	22.73	24.00
Line installers and repairers	21.18	22.34	25.33	28.66	31.27
Production occupations					
First-line supervisors/managers of production and operating workers	9.16	11.45	14.18	20.00	24.20
Electrical, electronics, and electromechanical assemblers	18.85	19.00	26.20	34.62	34.62
Electrical and electronic equipment assemblers	11.09	13.49	14.43	18.02	20.90
Miscellaneous assemblers and fabricators	11.09	13.20	16.25	20.17	21.86
Machinists	8.00	12.04	16.61	19.25	21.30
Inspectors, testers, sorters, samplers, and weighers	18.31	20.55	22.60	28.38	29.92
Miscellaneous production workers	8.16	9.94	13.50	20.30	24.97
Transportation and material moving occupations	9.94	10.35	12.55	16.22	20.45
Bus drivers	7.50	9.50	12.96	17.99	20.86
Bus drivers, school	13.00	13.00	13.00	14.46	19.00
Driver/sales workers and truck drivers	13.85	13.85	14.46	19.00	19.00
Truck drivers, heavy and tractor-trailer	5.75	10.00	19.55	20.36	23.46
Truck drivers, light or delivery services	12.54	19.55	20.25	22.82	28.71
Industrial truck and tractor operators	5.75	5.75	15.00	19.87	23.40
Laborers and material movers, hand	12.00	13.71	18.73	19.50	20.86
Laborers and freight, stock, and material movers, hand	7.50	8.29	10.00	13.50	17.85
Packers and packagers, hand	7.50	8.75	11.25	14.00	17.85
	7.53	8.00	9.00	10.75	13.25

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 8. State and local government workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ²	10	25	Median 50	75	90
All workers	\$14.85	\$19.22	\$25.85	\$35.48	\$49.50
Management occupations	22.84	32.15	42.71	53.46	60.81
Education administrators	27.19	42.71	47.07	56.73	67.91
Education administrators, elementary and secondary school	42.75	46.75	52.09	56.73	67.91
Business and financial operations occupations	16.88	17.99	28.62	32.70	35.90
Computer and mathematical science occupations	27.06	29.09	33.65	41.99	67.48
Life, physical, and social science occupations	17.77	21.50	23.59	47.06	64.15
Community and social services occupations	21.09	23.38	26.06	33.69	45.74
Counselors	23.50	25.87	26.58	44.22	57.74
Educational, vocational, and school counselors	30.24	37.95	42.12	49.50	57.74
Social workers	22.41	25.86	30.20	31.44	40.37
Education, training, and library occupations	15.25	25.48	37.88	49.09	55.67
Postsecondary teachers	36.73	38.97	45.23	54.65	61.72
Primary, secondary, and special education school teachers	27.46	33.91	42.53	51.07	56.47
Elementary and middle school teachers	28.01	34.64	42.58	51.99	57.60
Elementary school teachers, except special education	27.60	34.44	42.78	52.76	57.80
Middle school teachers, except special and vocational education	29.03	35.07	42.53	48.18	55.28
Secondary school teachers	24.62	31.38	39.78	47.65	54.88
Secondary school teachers, except special and vocational education	24.62	31.38	39.78	47.65	54.88
Special education teachers	31.98	33.91	43.60	53.26	58.74
Special education teachers, preschool, kindergarten, and elementary school	32.63	33.91	45.98	54.47	58.74
Other teachers and instructors	16.00	28.82	28.82	45.14	55.10
Librarians	20.14	20.14	20.14	26.03	54.34
Teacher assistants	11.66	12.90	14.79	18.20	20.58
Healthcare practitioner and technical occupations	22.09	25.33	30.85	42.22	47.00
Registered nurses	26.38	29.88	32.77	42.22	47.00
Healthcare support occupations	12.54	14.05	14.60	17.77	22.23
Protective service occupations	20.38	22.40	25.70	30.10	32.12
Fire fighters	21.17	21.18	21.57	26.53	30.88
Police officers	20.99	22.83	24.40	28.49	32.50
Police and sheriff's patrol officers	20.99	22.83	24.40	28.49	32.50
Food preparation and serving related occupations	8.25	10.58	11.90	14.06	16.13
Building and grounds cleaning and maintenance occupations	10.93	14.46	17.36	19.25	22.15
Building cleaning workers	10.66	14.22	17.36	18.77	20.16
Janitors and cleaners, except maids and housekeeping cleaners	10.66	14.22	17.36	18.77	20.16
Personal care and service occupations	7.00	7.50	10.00	11.05	14.82
Child care workers	7.00	7.50	10.00	11.05	14.82
Office and administrative support occupations	15.39	17.43	19.98	24.03	28.21
Secretaries and administrative assistants	15.74	17.43	21.02	23.90	25.22
Executive secretaries and administrative assistants	17.43	17.43	23.01	24.83	30.07
Secretaries, except legal, medical, and executive	15.39	15.74	21.02	23.52	23.90
Office clerks, general	11.89	14.90	17.99	19.71	28.21

See footnotes at end of table.

Table 8. **State and local government workers: Hourly wage percentiles¹, Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ²	10	25	Median 50	75	90
Construction and extraction occupations	\$21.00	\$21.94	\$24.25	\$27.75	\$33.80
Installation, maintenance, and repair occupations	14.19	18.10	19.74	25.52	30.84
Transportation and material moving occupations	14.24	15.75	18.00	26.55	26.82

¹ Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly wages are the straight-time 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.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
All workers	\$11.86	\$15.65	\$22.85	\$34.03	\$48.75
Management occupations	24.67	32.19	44.09	57.69	80.02
General and operations managers	21.45	33.32	46.58	57.69	107.76
Marketing and sales managers	36.33	40.87	54.95	71.44	90.80
Marketing managers	36.33	39.21	54.95	77.99	100.47
Sales managers	40.87	42.20	52.89	56.39	90.80
Administrative services managers	38.46	38.89	43.27	60.51	60.81
Computer and information systems managers	42.08	45.59	49.49	58.82	81.10
Financial managers	26.85	31.45	48.08	66.88	80.35
Human resources managers	31.40	35.71	35.71	44.18	84.14
Industrial production managers	23.56	40.50	42.87	49.32	49.32
Education administrators	23.63	28.72	40.48	56.04	62.50
Education administrators, elementary and secondary school	42.75	46.75	52.09	56.73	67.91
Education administrators, postsecondary	24.13	28.05	37.14	56.04	62.50
Engineering managers	38.46	38.92	48.85	56.26	90.72
Medical and health services managers	25.75	31.74	36.09	51.08	108.53
Property, real estate, and community association managers	24.45	25.95	26.37	26.37	35.54
Business and financial operations occupations	18.31	21.79	28.62	38.06	56.00
Buyers and purchasing agents	19.36	20.00	26.86	43.63	56.96
Wholesale and retail buyers, except farm products	13.70	19.43	20.00	30.50	63.05
Purchasing agents, except wholesale, retail, and farm products	19.36	25.51	28.15	45.56	56.96
Claims adjusters, appraisers, examiners, and investigators	17.15	19.85	26.34	31.49	36.00
Claims adjusters, examiners, and investigators	17.55	19.85	28.07	32.69	36.92
Human resources, training, and labor relations specialists	19.00	19.00	22.55	31.83	36.55
Compensation, benefits, and job analysis specialists ..	23.93	25.93	30.71	33.36	33.65
Management analysts	25.82	26.55	38.06	54.20	75.44
Accountants and auditors	17.58	18.79	24.04	31.98	35.90
Financial analysts and advisors	24.04	27.70	36.15	57.28	99.95
Financial analysts	24.04	27.70	35.72	57.28	99.95
Computer and mathematical science occupations	24.36	31.19	40.63	48.53	53.95
Computer programmers	18.43	18.43	32.65	34.22	36.75
Computer software engineers	30.83	36.17	45.87	51.28	57.69
Computer software engineers, applications	30.09	33.87	46.36	51.28	57.21
Computer software engineers, systems software	32.50	40.63	45.67	50.85	60.10
Computer support specialists	16.84	25.37	35.18	49.01	53.90
Computer systems analysts	28.21	30.63	39.06	46.68	51.83
Network and computer systems administrators	22.52	29.84	43.71	44.71	47.33
Network systems and data communications analysts	26.35	32.02	33.79	37.44	37.50
Architecture and engineering occupations	22.40	27.72	36.57	43.04	49.07
Engineers	28.61	32.24	41.14	46.57	52.73
Civil engineers	24.15	24.79	28.78	28.78	42.84
Computer hardware engineers	32.24	35.00	42.18	48.48	50.11
Electrical and electronics engineers	28.48	32.99	42.80	48.56	56.01
Electrical engineers	29.05	32.42	38.71	47.50	58.73
Electronics engineers, except computer	27.03	35.58	43.87	50.16	56.01
Industrial engineers, including health and safety	29.65	31.05	38.20	41.48	44.76
Industrial engineers	29.65	31.05	38.20	41.48	44.76
Drafters	22.81	27.52	27.72	32.64	42.41
Engineering technicians, except drafters	16.40	19.70	22.40	25.68	30.39
Electrical and electronic engineering technicians	14.53	19.70	22.36	24.48	29.16
Life, physical, and social science occupations	17.77	21.44	25.19	40.93	51.42
Biological scientists	26.44	31.16	38.46	49.23	57.21
Biochemists and biophysicists	26.44	31.16	38.46	49.23	57.21
Physical scientists	19.55	23.53	23.53	23.53	54.94
Market and survey researchers	24.13	26.44	44.22	51.92	95.65
Market research analysts	24.13	26.44	44.22	51.92	95.65
Community and social services occupations	12.43	16.00	22.12	27.03	37.95

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Community and social services occupations					
—Continued					
Counselors	\$12.88	\$18.46	\$22.56	\$25.87	\$45.74
Educational, vocational, and school counselors	17.94	19.23	23.54	40.15	57.74
Social workers	15.44	17.35	25.00	30.20	34.88
Child, family, and school social workers	15.44	16.00	21.74	30.20	40.37
Legal occupations					
Lawyers	18.85	22.31	36.99	69.97	81.38
Lawyers	36.99	37.77	69.97	81.38	94.71
Education, training, and library occupations					
Postsecondary teachers	13.56	19.23	34.64	48.84	57.49
Physical sciences teachers, postsecondary	32.30	38.93	49.20	58.54	75.00
Arts, communications, and humanities teachers, postsecondary	47.50	50.39	53.56	67.18	69.87
Miscellaneous postsecondary teachers	35.03	41.58	54.65	62.49	73.88
Miscellaneous postsecondary teachers	31.78	32.87	43.84	51.52	75.72
Primary, secondary, and special education school teachers	14.25	18.10	35.71	47.15	54.70
Preschool and kindergarten teachers	10.00	12.18	14.81	14.81	18.10
Preschool teachers, except special education	10.00	12.18	14.81	14.81	17.50
Elementary and middle school teachers	27.77	34.44	42.55	51.98	57.66
Elementary school teachers, except special education	27.41	34.25	42.78	52.76	57.80
Middle school teachers, except special and vocational education	29.03	35.07	42.53	48.18	55.28
Secondary school teachers	27.41	32.65	40.34	47.78	55.09
Secondary school teachers, except special and vocational education	27.41	32.65	40.34	47.78	55.09
Special education teachers	18.44	24.38	33.91	47.36	55.60
Special education teachers, preschool, kindergarten, and elementary school	18.44	30.49	35.37	47.67	56.47
Other teachers and instructors	18.49	18.49	19.23	21.60	41.64
Librarians	20.14	20.14	21.09	30.75	43.60
Teacher assistants	8.25	11.81	13.62	17.50	20.58
Arts, design, entertainment, sports, and media occupations					
Public relations specialists	17.43	21.02	26.80	36.06	46.64
Writers and editors	22.26	26.44	28.85	31.16	46.64
Writers and editors	25.82	36.06	36.40	46.51	47.49
Healthcare practitioner and technical occupations					
Physicians and surgeons	13.67	17.11	25.41	32.06	46.34
Physicians and surgeons	23.52	24.04	27.41	61.73	61.73
Registered nurses	25.75	28.77	32.70	41.25	52.89
Therapists	24.00	30.17	31.43	36.05	38.57
Clinical laboratory technologists and technicians	14.36	16.07	16.89	21.54	28.60
Medical and clinical laboratory technicians	13.67	16.00	17.35	19.29	22.50
Emergency medical technicians and paramedics	13.00	13.91	14.94	18.36	23.42
Health diagnosing and treating practitioner support technicians	15.00	16.34	16.34	19.95	23.45
Licensed practical and licensed vocational nurses	21.86	22.86	24.00	25.21	26.22
Medical records and health information technicians	13.19	13.50	16.24	17.20	17.20
Healthcare support occupations					
Nursing, psychiatric, and home health aides	11.04	12.00	14.31	16.08	19.95
Nursing, psychiatric, and home health aides	10.82	11.58	12.62	15.14	16.50
Nursing aides, orderlies, and attendants	11.00	12.00	13.03	15.50	16.54
Miscellaneous healthcare support occupations	13.91	14.85	15.28	19.95	22.23
Protective service occupations					
Fire fighters	12.16	13.83	21.88	26.53	32.06
Fire fighters	21.17	21.22	21.58	26.53	30.88
Police officers	20.99	22.83	24.40	26.64	31.11
Police and sheriff's patrol officers	20.99	22.83	24.40	26.64	31.11
Security guards and gaming surveillance officers	12.16	14.18	15.13	17.64	23.96
Security guards	12.16	14.18	15.13	17.64	23.96
Food preparation and serving related occupations					
First-line supervisors/managers, food preparation and serving workers	3.34	8.05	11.30	14.54	17.50
First-line supervisors/managers, food preparation and serving workers	16.22	16.67	17.50	20.00	27.25

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Food preparation and serving related occupations					
–Continued					
First-line supervisors/managers of food preparation and serving workers	\$16.22	\$16.67	\$17.50	\$20.00	\$27.25
Cooks	10.00	11.00	14.00	14.00	15.00
Cooks, institution and cafeteria	9.30	9.85	11.00	14.54	16.53
Food service, tipped	2.93	2.93	3.80	8.50	12.90
Fast food and counter workers	8.25	8.75	9.75	11.11	12.61
Building and grounds cleaning and maintenance occupations					
First-line supervisors/managers, building and grounds cleaning and maintenance workers	10.20	12.50	13.50	16.00	19.03
Building cleaning workers	12.50	12.50	18.52	21.64	34.53
Janitors and cleaners, except maids and housekeeping cleaners	10.20	12.62	13.50	16.00	18.77
Maids and housekeeping cleaners	11.20	12.50	13.73	17.36	19.60
Grounds maintenance workers	7.96	7.96	7.96	11.49	12.71
Landscaping and groundskeeping workers	6.00	11.50	12.64	13.16	22.15
	6.00	10.75	12.50	13.16	14.82
Personal care and service occupations	7.76	10.25	11.37	14.40	30.26
Sales and related occupations	10.25	13.42	21.62	31.88	48.18
First-line supervisors/managers, sales workers	15.00	16.31	24.04	31.88	31.88
First-line supervisors/managers of retail sales workers	15.00	16.11	18.00	20.50	26.92
Retail sales workers	8.00	9.78	12.19	16.00	24.31
Cashiers, all workers	7.48	8.50	11.40	13.83	16.63
Cashiers	7.48	8.50	11.40	13.83	16.63
Retail salespersons	8.92	11.27	12.94	19.10	26.45
Sales representatives, wholesale and manufacturing	13.75	19.90	26.44	39.90	52.23
Sales representatives, wholesale and manufacturing, technical and scientific products	15.96	31.30	38.69	50.67	52.23
Sales representatives, wholesale and manufacturing, except technical and scientific products	12.82	17.57	21.41	27.97	38.46
Office and administrative support occupations	12.31	14.87	17.99	23.40	28.03
First-line supervisors/managers of office and administrative support workers	22.50	29.11	32.75	32.75	34.56
Financial clerks	11.58	14.13	16.17	19.64	27.43
Billing and posting clerks and machine operators	10.50	13.19	16.17	17.50	18.71
Bookkeeping, accounting, and auditing clerks	14.13	14.13	16.50	26.50	28.03
Brokerage clerks	15.97	16.44	18.28	19.48	21.80
Customer service representatives	12.99	15.33	18.44	27.17	29.37
Receptionists and information clerks	11.93	12.31	13.77	15.00	15.97
Dispatchers	14.75	17.31	17.39	21.00	33.07
Production, planning, and expediting clerks	13.80	20.09	20.80	24.18	27.53
Shipping, receiving, and traffic clerks	11.18	15.27	17.75	22.94	26.17
Stock clerks and order fillers	10.25	11.10	12.00	14.19	16.22
Secretaries and administrative assistants	15.74	17.43	20.05	24.05	26.68
Executive secretaries and administrative assistants	17.59	21.01	24.67	26.68	31.25
Medical secretaries	14.00	15.77	18.95	19.11	20.54
Secretaries, except legal, medical, and executive	13.71	16.16	19.49	21.77	23.90
Data entry and information processing workers	13.32	13.32	13.52	13.86	19.69
Data entry keyers	13.00	13.32	13.52	13.52	18.50
Insurance claims and policy processing clerks	12.54	15.84	17.46	17.93	19.92
Office clerks, general	13.50	17.50	19.71	25.00	25.48
Construction and extraction occupations	16.19	20.00	25.50	34.48	38.57
First-line supervisors/managers of construction trades and extraction workers	24.25	27.75	27.89	37.88	42.45
Carpenters	20.00	22.00	32.92	34.53	37.53
Construction laborers	25.05	25.10	27.91	43.01	43.01
Electricians	14.00	17.35	23.50	28.00	38.57
Pipelayers, plumbers, pipefitters, and steamfitters	22.04	22.04	28.55	29.57	30.25
Plumbers, pipefitters, and steamfitters	22.04	22.04	28.55	29.57	30.25
Installation, maintenance, and repair occupations	14.54	19.30	22.73	28.66	30.00

See footnotes at end of table.

Table 9. Full-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ³	Full-time workers				
	10	25	Median 50	75	90
Installation, maintenance, and repair occupations					
—Continued					
Radio and telecommunications equipment installers and repairers	\$19.74	\$24.66	\$28.93	\$31.80	\$31.80
Telecommunications equipment installers and repairers, except line installers	19.74	24.66	28.93	31.80	31.80
Industrial machinery installation, repair, and maintenance workers	11.00	17.40	20.00	22.98	27.00
Industrial machinery mechanics	15.48	20.00	21.68	23.60	27.00
Maintenance and repair workers, general	11.00	16.19	17.98	22.73	29.31
Line installers and repairers	21.18	22.34	25.33	28.66	31.27
Production occupations	9.27	11.50	14.65	20.30	24.97
First-line supervisors/managers of production and operating workers	18.85	19.00	26.20	34.62	34.62
Electrical, electronics, and electromechanical assemblers	11.32	13.52	14.61	18.76	20.90
Electrical and electronic equipment assemblers	11.32	13.60	17.63	20.28	22.60
Miscellaneous assemblers and fabricators	8.00	12.04	16.61	19.25	21.30
Machinists	18.31	20.55	22.60	28.38	29.92
Inspectors, testers, sorters, samplers, and weighers	8.16	9.94	13.50	20.30	24.97
Miscellaneous production workers	10.00	10.95	12.55	16.32	20.45
Transportation and material moving occupations	8.75	10.50	15.32	19.55	23.28
Driver/sales workers and truck drivers	10.00	15.00	19.87	22.82	24.99
Truck drivers, heavy and tractor-trailer	12.54	19.55	19.95	22.82	28.71
Industrial truck and tractor operators	12.25	15.05	18.73	20.86	20.86
Laborers and material movers, hand	7.50	9.18	12.50	15.45	17.85
Laborers and freight, stock, and material movers, hand	7.50	8.75	12.96	17.80	17.85
Packers and packagers, hand	7.53	9.18	11.00	12.50	13.85

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or more than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time 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.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 10. Part-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH
CSA, October 2007

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
All workers	\$7.50	\$8.25	\$10.42	\$15.00	\$24.92
Community and social services occupations	11.65	13.21	23.19	29.23	30.24
Education, training, and library occupations	11.67	12.40	14.93	15.99	26.33
Postsecondary teachers	14.73	21.67	24.11	38.35	53.83
Miscellaneous postsecondary teachers	21.67	24.11	24.11	25.93	33.06
Elementary and middle school teachers	11.67	15.00	21.88	21.88	51.24
Elementary school teachers, except special education	11.67	15.00	21.88	21.88	51.24
Other teachers and instructors	15.99	19.33	23.50	37.30	45.14
Teacher assistants	9.00	11.10	12.72	16.06	18.47
Arts, design, entertainment, sports, and media occupations	10.00	10.00	17.38	21.00	21.00
Healthcare practitioner and technical occupations	17.43	22.40	31.63	44.05	48.50
Registered nurses	27.75	31.01	37.22	46.45	53.16
Therapists	15.39	16.95	17.43	37.60	37.60
Clinical laboratory technologists and technicians	16.29	22.40	26.03	33.01	34.95
Medical and clinical laboratory technicians	16.29	16.29	17.74	22.40	27.00
Licensed practical and licensed vocational nurses	20.77	20.77	20.77	24.12	25.54
Healthcare support occupations	11.60	12.75	14.61	16.38	21.00
Nursing, psychiatric, and home health aides	11.60	12.44	12.75	14.66	15.22
Nursing aides, orderlies, and attendants	11.51	11.60	12.55	13.15	14.10
Miscellaneous healthcare support occupations	10.93	14.61	16.06	18.44	22.00
Protective service occupations	8.95	9.19	12.09	14.69	39.66
Security guards and gaming surveillance officers	9.19	9.19	12.88	14.12	14.80
Security guards	9.19	9.19	12.88	14.12	14.80
Food preparation and serving related occupations	2.63	4.73	8.00	9.00	11.00
Cooks	7.39	9.65	11.50	12.80	12.80
Food preparation workers	7.80	8.50	10.00	12.57	13.00
Food service, tipped	2.63	2.63	3.20	8.00	8.00
Bartenders	4.00	5.41	8.00	8.00	8.00
Waiters and waitresses	2.63	2.63	2.63	2.64	3.20
Dining room and cafeteria attendants and bartender helpers	4.00	7.50	8.00	8.50	9.50
Fast food and counter workers	7.50	7.50	8.00	8.50	8.50
Combined food preparation and serving workers, including fast food	7.00	7.50	7.50	8.00	9.50
Counter attendants, cafeteria, food concession, and coffee shop	7.50	7.50	8.50	8.50	8.50
Building and grounds cleaning and maintenance occupations	9.89	10.04	11.89	12.95	13.10
Building cleaning workers	9.89	10.04	11.89	12.95	13.10
Janitors and cleaners, except maids and housekeeping cleaners	9.95	10.04	12.25	12.95	13.10
Maids and housekeeping cleaners	9.00	11.27	11.43	11.43	11.43
Personal care and service occupations	7.50	8.26	9.79	11.54	15.45
Child care workers	7.50	8.00	8.34	9.00	13.00
Recreation and fitness workers	7.99	10.00	12.00	16.50	21.15
Fitness trainers and aerobics instructors	7.99	10.00	12.00	16.19	19.32
Sales and related occupations	7.80	8.00	9.00	10.50	11.94
Retail sales workers	7.80	8.00	9.00	10.42	11.44
Cashiers, all workers	7.80	8.00	8.97	10.35	11.00
Cashiers	7.80	8.00	8.96	10.30	11.00
Retail salespersons	8.00	8.95	9.00	11.00	11.44
Office and administrative support occupations	8.63	10.45	15.00	17.50	22.00
Financial clerks	11.50	13.00	15.62	18.00	22.00
Bookkeeping, accounting, and auditing clerks	10.90	13.97	14.58	16.38	17.44
Customer service representatives	8.61	8.65	11.81	15.24	19.87

See footnotes at end of table.

Table 10. **Part-time¹ civilian workers: Hourly wage percentiles², Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ³	Part-time workers				
	10	25	Median 50	75	90
Office and administrative support occupations					
—Continued					
Receptionists and information clerks	\$8.47	\$8.63	\$15.00	\$22.00	\$22.00
Stock clerks and order fillers	7.80	8.16	8.90	9.39	10.35
Secretaries and administrative assistants	15.20	17.00	17.00	20.00	30.93
Data entry and information processing workers	12.16	12.42	12.61	17.43	17.43
Office clerks, general	11.89	15.48	17.38	24.92	24.92
Production occupations	9.00	10.00	11.00	13.75	13.75
Miscellaneous production workers	8.82	9.16	9.16	15.47	15.47
Transportation and material moving occupations	5.75	7.70	9.50	13.00	15.90
Bus drivers	13.00	13.00	13.00	13.85	19.00
Driver/sales workers and truck drivers	5.50	5.75	6.50	15.00	20.00
Truck drivers, light or delivery services	5.75	5.75	5.75	14.85	15.90
Laborers and material movers, hand	7.68	8.00	8.90	10.06	11.91
Laborers and freight, stock, and material movers, hand	8.12	8.90	10.06	11.65	12.13
Packers and packagers, hand	7.50	7.99	8.00	9.00	10.00

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Percentiles designate position in the earnings distribution and are calculated from individual-worker earnings and the hours they are scheduled to work. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic. Hourly

wages are the straight-time 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.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$27.45	\$22.85	\$1,077	\$900	39.2	\$54,679	\$45,843	1,992
Management occupations	48.58	44.09	1,940	1,728	39.9	100,306	89,467	2,065
General and operations managers	54.08	46.58	2,172	1,863	40.2	112,919	96,880	2,088
Marketing and sales managers	57.31	54.95	2,280	2,096	39.8	118,563	108,999	2,069
Marketing managers	58.19	54.95	2,326	2,198	40.0	120,967	114,288	2,079
Sales managers	55.85	52.89	2,204	2,096	39.5	114,616	108,999	2,052
Administrative services managers	46.07	43.27	1,824	1,647	39.6	94,872	85,665	2,059
Computer and information systems managers	53.59	49.49	2,096	1,979	39.1	108,992	102,931	2,034
Financial managers	52.66	48.08	2,151	2,104	40.9	111,872	109,401	2,124
Human resources managers	45.12	35.71	1,775	1,413	39.4	92,324	73,476	2,046
Industrial production managers	42.02	42.87	1,781	1,715	42.4	92,631	89,159	2,204
Education administrators	43.17	40.48	1,616	1,709	37.4	80,056	84,863	1,854
Education administrators, elementary and secondary school	53.24	52.09	2,097	2,084	39.4	95,219	89,943	1,788
Education administrators, postsecondary	42.72	37.14	1,523	1,300	35.7	77,130	62,000	1,805
Engineering managers	54.19	48.85	2,230	2,083	41.2	115,975	108,339	2,140
Medical and health services managers	45.86	36.09	1,893	1,382	41.3	98,455	71,864	2,147
Property, real estate, and community association managers	27.94	26.37	1,076	923	38.5	55,936	48,001	2,002
Business and financial operations occupations	33.27	28.62	1,346	1,127	40.4	68,277	57,606	2,052
Buyers and purchasing agents	31.68	26.86	1,318	1,148	41.6	68,512	59,700	2,163
Wholesale and retail buyers, except farm products	28.37	20.00	1,167	900	41.1	60,660	46,800	2,138
Purchasing agents, except wholesale, retail, and farm products	33.59	28.15	1,407	1,148	41.9	73,146	59,700	2,177
Claims adjusters, appraisers, examiners, and investigators	26.58	26.34	1,019	1,011	38.4	52,998	52,562	1,994
Claims adjusters, examiners, and investigators	27.31	28.07	1,048	1,074	38.4	54,487	55,869	1,995
Human resources, training, and labor relations specialists	25.86	22.55	1,038	902	40.2	46,262	39,520	1,789
Compensation, benefits, and job analysis specialists	30.30	30.71	1,258	1,228	41.5	65,426	63,875	2,159
Management analysts	42.73	38.06	1,771	1,522	41.4	92,080	79,154	2,155
Accountants and auditors	26.29	24.04	1,006	962	38.3	52,314	49,999	1,990
Financial analysts and advisors	46.66	36.15	1,986	1,446	42.6	103,296	75,196	2,214
Financial analysts	47.60	35.72	2,061	1,446	43.3	107,196	75,196	2,252
Computer and mathematical science occupations	40.20	40.63	1,610	1,584	40.0	83,708	82,358	2,082
Computer programmers	29.08	32.65	1,141	1,250	39.2	59,321	64,999	2,040
Computer software engineers	45.20	45.87	1,839	1,833	40.7	95,605	95,326	2,115
Computer software engineers, applications	44.21	46.36	1,838	1,858	41.6	95,592	96,595	2,162
Computer software engineers, systems software	46.07	45.67	1,839	1,808	39.9	95,615	94,016	2,075
Computer support specialists	35.96	35.18	1,423	1,364	39.6	73,987	70,913	2,057
Computer systems analysts	39.44	39.06	1,582	1,550	40.1	82,270	80,600	2,086
Network and computer systems administrators	37.90	43.71	1,518	1,749	40.1	78,956	90,923	2,083
Network systems and data communications analysts	33.70	33.79	1,338	1,351	39.7	69,578	70,273	2,065
Architecture and engineering occupations	35.92	36.57	1,471	1,483	41.0	76,501	77,101	2,129
Engineers	40.55	41.14	1,673	1,714	41.3	87,009	89,107	2,146
Civil engineers	29.47	28.78	1,231	1,151	41.8	64,033	59,858	2,173
Computer hardware engineers	41.98	42.18	1,814	1,939	43.2	94,316	100,840	2,247

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Architecture and engineering occupations –Continued								
Electrical and electronics engineers	\$42.24	\$42.80	\$1,734	\$1,792	41.0	\$90,150	\$93,176	2,134
Electrical engineers	41.32	38.71	1,653	1,548	40.0	85,944	80,517	2,080
Electronics engineers, except computer	42.64	43.87	1,771	1,813	41.5	92,102	94,259	2,160
Industrial engineers, including health and safety	36.96	38.20	1,549	1,551	41.9	80,524	80,642	2,179
Industrial engineers	36.96	38.20	1,549	1,551	41.9	80,524	80,642	2,179
Drafters	30.65	27.72	1,191	1,039	38.9	61,957	54,048	2,022
Engineering technicians, except drafters	23.14	22.40	919	882	39.7	47,787	45,889	2,065
Electrical and electronic engineering technicians	22.38	22.36	895	894	40.0	46,540	46,500	2,080
Life, physical, and social science occupations								
Biological scientists	31.63	25.19	1,239	1,025	39.2	63,582	53,290	2,010
Biological scientists	40.62	38.46	1,602	1,538	39.4	83,293	80,001	2,050
Biochemists and biophysicists	40.62	38.46	1,602	1,538	39.4	83,293	80,001	2,050
Physical scientists	28.54	23.53	1,123	941	39.4	57,019	48,940	1,998
Market and survey researchers	46.26	44.22	1,869	1,769	40.4	97,162	91,978	2,100
Market research analysts	46.26	44.22	1,869	1,769	40.4	97,162	91,978	2,100
Community and social services occupations								
Counselors	23.89	22.12	907	815	38.0	44,103	42,126	1,846
Counselors	25.19	22.56	947	833	37.6	44,505	42,126	1,767
Educational, vocational, and school counselors	30.56	23.54	1,120	942	36.6	48,310	43,460	1,581
Social workers	25.11	25.00	952	938	37.9	47,006	48,880	1,872
Child, family, and school social workers	24.89	21.74	928	815	37.3	44,904	42,391	1,804
Legal occupations								
Lawyers	51.29	36.99	1,954	1,480	38.1	101,628	76,945	1,981
Lawyers	70.31	69.97	2,757	2,799	39.2	143,369	145,542	2,039
Education, training, and library occupations								
Postsecondary teachers	35.81	34.64	1,302	1,283	36.4	52,947	51,298	1,479
Postsecondary teachers	51.56	49.20	1,993	1,849	38.6	83,257	74,984	1,615
Physical sciences teachers, postsecondary	57.22	53.56	2,253	2,142	39.4	103,589	104,910	1,810
Arts, communications, and humanities teachers, postsecondary	53.53	54.65	1,955	2,022	36.5	76,047	75,250	1,421
Miscellaneous postsecondary teachers	46.93	43.84	1,722	1,534	36.7	67,173	68,361	1,431
Primary, secondary, and special education school teachers	34.51	35.71	1,251	1,293	36.2	49,038	50,076	1,421
Preschool and kindergarten teachers	16.02	14.81	623	578	38.9	28,634	23,681	1,787
Preschool teachers, except special education	14.94	14.81	584	578	39.1	27,104	23,681	1,815
Elementary and middle school teachers	42.89	42.55	1,492	1,523	34.8	55,329	56,791	1,290
Elementary school teachers, except special education	43.16	42.78	1,504	1,557	34.8	55,752	58,101	1,292
Middle school teachers, except special and vocational education	42.03	42.53	1,454	1,479	34.6	53,993	54,801	1,285
Secondary school teachers	40.77	40.34	1,473	1,473	36.1	54,595	54,745	1,339
Secondary school teachers, except special and vocational education	40.77	40.34	1,473	1,473	36.1	54,595	54,745	1,339
Special education teachers	35.86	33.91	1,317	1,220	36.7	51,594	49,836	1,439

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Education, training, and library occupations –Continued								
Special education teachers, preschool, kindergarten, and elementary school	\$38.88	\$35.37	\$1,432	\$1,347	36.8	\$55,160	\$54,400	1,419
Other teachers and instructors	24.05	19.23	847	769	35.2	38,954	40,000	1,620
Librarians	27.93	21.09	1,037	755	37.1	51,963	39,267	1,861
Teacher assistants	14.82	13.62	486	437	32.8	18,958	17,089	1,279
Arts, design, entertainment, sports, and media occupations								
Public relations specialists	28.98	26.80	1,138	1,076	39.3	59,096	55,950	2,039
Writers and editors	30.92	28.85	1,226	1,106	39.6	63,740	57,500	2,062
	39.03	36.40	1,479	1,442	37.9	76,917	75,001	1,971
Healthcare practitioner and technical occupations								
Physicians and surgeons	27.12	25.41	1,036	951	38.2	53,553	49,280	1,975
Registered nurses	35.23	27.41	1,422	1,096	40.4	73,965	57,013	2,099
Therapists	35.98	32.70	1,307	1,209	36.3	66,920	61,961	1,860
Clinical laboratory technologists and technicians	32.27	31.43	1,212	1,207	37.6	63,041	62,754	1,954
Medical and clinical laboratory technicians	18.99	16.89	755	667	39.7	39,238	34,671	2,067
Emergency medical technicians and paramedics	17.63	17.35	696	684	39.5	36,190	35,589	2,053
Health diagnosing and treating practitioner support technicians	16.56	14.94	661	598	39.9	34,351	31,075	2,074
Licensed practical and licensed vocational nurses	18.03	16.34	716	653	39.7	36,659	33,981	2,033
Medical records and health information technicians	24.09	24.00	931	945	38.6	48,398	49,154	2,009
	15.55	16.24	605	610	38.9	31,441	31,699	2,022
Healthcare support occupations								
Nursing, psychiatric, and home health aides	14.69	14.31	573	556	39.0	29,700	28,724	2,021
Nursing aides, orderlies, and attendants	13.26	12.62	517	496	39.0	26,895	25,792	2,028
Miscellaneous healthcare support occupations	13.58	13.03	524	514	38.6	27,271	26,749	2,007
	17.28	15.28	676	611	39.1	35,029	31,778	2,028
Protective service occupations								
Fire fighters	21.46	21.88	862	906	40.2	44,699	47,109	2,083
Police officers	24.01	21.58	1,061	1,017	44.2	55,159	52,870	2,297
Police and sheriff's patrol officers ...	25.18	24.40	991	976	39.4	51,539	50,744	2,047
Security guards and gaming surveillance officers	25.18	24.40	991	976	39.4	51,539	50,744	2,047
Security guards	17.25	15.13	680	605	39.4	35,335	31,470	2,048
	17.25	15.13	680	605	39.4	35,335	31,470	2,048
Food preparation and serving related occupations								
First-line supervisors/managers, food preparation and serving workers ..	11.60	11.30	443	440	38.2	22,155	21,154	1,910
First-line supervisors/managers of food preparation and serving workers	18.60	17.50	785	763	42.2	38,985	36,400	2,096
Cooks	18.59	17.50	785	756	42.2	38,969	36,400	2,096
Cooks, institution and cafeteria	13.11	14.00	514	560	39.2	26,577	29,120	2,027
Food service, tipped	12.16	11.00	481	440	39.5	24,528	22,880	2,018
Fast food and counter workers	6.29	3.80	220	120	34.9	10,346	6,240	1,646
	10.16	9.75	383	364	37.7	19,109	17,680	1,881
Building and grounds cleaning and maintenance occupations								
First-line supervisors/managers, building and grounds cleaning and maintenance workers	14.48	13.50	574	540	39.6	29,227	28,080	2,019
	19.30	18.52	772	741	40.0	40,148	38,528	2,080

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Building and grounds cleaning and maintenance occupations —Continued								
Building cleaning workers	\$14.30	\$13.50	\$566	\$540	39.6	\$29,436	\$28,080	2,059
Janitors and cleaners, except maids and housekeeping cleaners	14.89	13.73	586	549	39.4	30,497	28,558	2,048
Maids and housekeeping cleaners	9.52	7.96	374	319	39.3	19,432	16,565	2,042
Grounds maintenance workers	13.59	12.64	540	505	39.7	22,359	16,100	1,645
Landscaping and groundskeeping workers	12.25	12.50	486	505	39.7	19,515	15,797	1,592
Personal care and service occupations	15.40	11.37	517	479	33.6	26,310	23,105	1,709
Sales and related occupations	27.62	21.62	1,097	854	39.7	56,807	43,730	2,057
First-line supervisors/managers, sales workers	23.20	24.04	939	962	40.5	47,987	49,999	2,068
First-line supervisors/managers of retail sales workers	18.50	18.00	760	729	41.1	39,546	37,900	2,137
Retail sales workers	14.01	12.19	546	458	38.9	28,214	23,739	2,013
Cashiers, all workers	12.10	11.40	472	434	39.0	23,509	20,581	1,943
Cashiers	12.10	11.40	472	434	39.0	23,509	20,581	1,943
Retail salespersons	15.65	12.94	603	495	38.5	31,359	25,719	2,004
Sales representatives, wholesale and manufacturing	30.63	26.44	1,225	1,000	40.0	63,681	52,000	2,079
Sales representatives, wholesale and manufacturing, technical and scientific products	38.17	38.69	1,540	1,548	40.3	80,062	80,471	2,097
Sales representatives, wholesale and manufacturing, except technical and scientific products	24.73	21.41	982	812	39.7	51,056	42,201	2,064
Office and administrative support occupations	19.34	17.99	748	700	38.7	38,868	36,400	2,010
First-line supervisors/managers of office and administrative support workers	31.47	32.75	1,217	1,310	38.7	63,267	68,120	2,010
Financial clerks	17.78	16.17	691	647	38.9	35,931	33,634	2,021
Billing and posting clerks and machine operators	15.24	16.17	604	647	39.6	31,401	33,634	2,061
Bookkeeping, accounting, and auditing clerks	19.62	16.50	748	666	38.1	38,911	34,649	1,983
Brokerage clerks	18.87	18.28	725	706	38.4	37,705	36,716	1,999
Customer service representatives	20.22	18.44	784	738	38.8	40,779	38,357	2,016
Receptionists and information clerks ..	13.91	13.77	538	548	38.7	27,970	28,494	2,011
Dispatchers	20.26	17.39	802	692	39.6	41,727	36,001	2,059
Production, planning, and expediting clerks	20.93	20.80	808	832	38.6	41,999	43,264	2,007
Shipping, receiving, and traffic clerks	18.97	17.75	753	710	39.7	39,133	36,920	2,063
Stock clerks and order fillers	13.13	12.00	519	480	39.5	26,980	24,960	2,055
Secretaries and administrative assistants	21.12	20.05	811	788	38.4	42,031	40,993	1,990
Executive secretaries and administrative assistants	24.46	24.67	937	923	38.3	48,699	48,001	1,991
Medical secretaries	17.88	18.95	701	749	39.2	36,437	38,938	2,037
Secretaries, except legal, medical, and executive	19.26	19.49	723	756	37.6	37,024	38,150	1,923
Data entry and information processing workers	14.58	13.52	574	541	39.3	29,824	28,122	2,045
Data entry keyers	14.07	13.52	557	541	39.6	28,950	28,122	2,057
Insurance claims and policy processing clerks	16.91	17.46	659	655	39.0	34,262	34,055	2,026
Office clerks, general	20.07	19.71	770	763	38.3	40,026	39,693	1,994

See footnotes at end of table.

Table 11. Full-time¹ civilian workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Construction and extraction occupations	\$26.93	\$25.50	\$1,076	\$1,014	40.0	\$55,090	\$52,728	2,046
First-line supervisors/managers of construction trades and extraction workers	31.13	27.89	1,245	1,116	40.0	64,743	58,011	2,080
Carpenters	29.39	32.92	1,176	1,317	40.0	61,129	68,465	2,080
Construction laborers	31.45	27.91	1,258	1,116	40.0	62,621	58,049	1,991
Electricians	24.67	23.50	987	940	40.0	51,305	48,880	2,080
Pipelayers, plumbers, pipefitters, and steamfitters	26.27	28.55	1,027	1,084	39.1	53,425	56,393	2,034
Plumbers, pipefitters, and steamfitters	26.27	28.55	1,027	1,084	39.1	53,425	56,393	2,034
Installation, maintenance, and repair occupations	23.37	22.73	936	909	40.1	48,410	47,154	2,072
Radio and telecommunications equipment installers and repairers	27.79	28.93	1,098	1,157	39.5	57,083	60,174	2,054
Telecommunications equipment installers and repairers, except line installers	27.79	28.93	1,098	1,157	39.5	57,083	60,174	2,054
Industrial machinery installation, repair, and maintenance workers	19.96	20.00	798	800	40.0	41,517	41,600	2,080
Industrial machinery mechanics	21.85	21.68	874	867	40.0	45,453	45,094	2,080
Maintenance and repair workers, general	19.15	17.98	766	719	40.0	39,833	37,398	2,080
Line installers and repairers	25.92	25.33	1,037	1,013	40.0	53,915	52,686	2,080
Production occupations	16.28	14.65	646	584	39.7	33,598	30,389	2,063
First-line supervisors/managers of production and operating workers	27.46	26.20	1,072	1,048	39.0	55,741	54,500	2,030
Electrical, electronics, and electromechanical assemblers	15.62	14.61	625	584	40.0	32,491	30,389	2,080
Electrical and electronic equipment assemblers	16.79	17.63	671	705	40.0	34,915	36,670	2,080
Miscellaneous assemblers and fabricators	15.45	16.61	594	616	38.5	30,908	32,032	2,000
Machinists	23.30	22.60	932	904	40.0	48,472	47,008	2,080
Inspectors, testers, sorters, samplers, and weighers	15.77	13.50	631	540	40.0	32,811	28,080	2,080
Miscellaneous production workers	13.88	12.55	555	502	40.0	28,872	26,104	2,080
Transportation and material moving occupations	15.85	15.32	614	582	38.8	31,580	29,442	1,993
Driver/sales workers and truck drivers	18.53	19.87	749	782	40.4	38,915	40,664	2,100
Truck drivers, heavy and tractor-trailer	20.57	19.95	841	798	40.9	43,700	41,496	2,125
Industrial truck and tractor operators	17.48	18.73	684	749	39.1	35,558	38,958	2,034
Laborers and material movers, hand	12.77	12.50	508	500	39.8	26,402	26,000	2,068
Laborers and freight, stock, and material movers, hand	13.04	12.96	520	518	39.9	27,052	26,955	2,075
Packers and packagers, hand	10.77	11.00	425	440	39.5	22,108	22,880	2,053

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$27.18	\$22.50	\$1,072	\$874	39.5	\$55,165	\$44,990	2,030
Management occupations	49.21	44.09	1,970	1,767	40.0	102,243	91,894	2,078
General and operations managers	56.52	47.35	2,270	2,131	40.2	118,064	110,808	2,089
Marketing and sales managers	57.31	54.95	2,280	2,096	39.8	118,563	108,999	2,069
Marketing managers	58.19	54.95	2,326	2,198	40.0	120,967	114,288	2,079
Sales managers	55.85	52.89	2,204	2,096	39.5	114,616	108,999	2,052
Computer and information systems managers	53.60	49.49	2,100	1,979	39.2	109,201	102,931	2,037
Financial managers	52.91	52.09	2,168	2,287	41.0	112,738	118,899	2,131
Human resources managers	45.12	35.71	1,775	1,413	39.4	92,324	73,476	2,046
Industrial production managers	42.02	42.87	1,781	1,715	42.4	92,631	89,159	2,204
Education administrators	40.67	37.14	1,494	1,300	36.7	75,878	62,603	1,866
Education administrators, postsecondary	43.67	37.14	1,553	1,441	35.6	78,513	74,940	1,798
Engineering managers	54.07	48.51	2,238	2,083	41.4	116,377	108,339	2,152
Medical and health services managers	48.26	42.00	2,014	1,512	41.7	104,719	78,624	2,170
Business and financial operations occupations	33.58	28.46	1,363	1,148	40.6	69,059	58,469	2,057
Buyers and purchasing agents	31.68	26.86	1,318	1,148	41.6	68,512	59,700	2,163
Wholesale and retail buyers, except farm products	28.37	20.00	1,167	900	41.1	60,660	46,800	2,138
Purchasing agents, except wholesale, retail, and farm products	33.59	28.15	1,407	1,148	41.9	73,146	59,700	2,177
Claims adjusters, appraisers, examiners, and investigators	26.58	26.34	1,019	1,011	38.4	52,998	52,562	1,994
Claims adjusters, examiners, and investigators	27.31	28.07	1,048	1,074	38.4	54,487	55,869	1,995
Human resources, training, and labor relations specialists	25.71	22.55	1,034	902	40.2	45,778	39,520	1,781
Compensation, benefits, and job analysis specialists	30.30	30.71	1,258	1,228	41.5	65,426	63,875	2,159
Management analysts	42.73	38.06	1,771	1,522	41.4	92,080	79,154	2,155
Accountants and auditors	26.25	24.04	1,008	962	38.4	52,436	49,999	1,998
Financial analysts and advisors	46.66	36.15	1,986	1,446	42.6	103,296	75,196	2,214
Financial analysts	47.60	35.72	2,061	1,446	43.3	107,196	75,196	2,252
Computer and mathematical science occupations	40.30	40.63	1,616	1,625	40.1	84,038	84,519	2,085
Computer programmers	28.84	32.65	1,135	1,250	39.4	59,025	64,999	2,047
Computer software engineers	45.20	45.87	1,839	1,833	40.7	95,605	95,326	2,115
Computer software engineers, applications	44.21	46.36	1,838	1,858	41.6	95,592	96,595	2,162
Computer software engineers, systems software	46.07	45.67	1,839	1,808	39.9	95,615	94,016	2,075
Computer support specialists	36.50	34.60	1,446	1,339	39.6	75,210	69,643	2,061
Computer systems analysts	38.68	38.75	1,554	1,539	40.2	80,782	80,040	2,089
Network and computer systems administrators	38.61	43.71	1,562	1,749	40.5	81,213	90,923	2,103
Architecture and engineering occupations	36.05	37.02	1,479	1,517	41.0	76,904	78,901	2,133
Engineers	40.49	41.11	1,671	1,710	41.3	86,905	88,924	2,146
Civil engineers	29.47	28.78	1,231	1,151	41.8	64,033	59,858	2,173
Computer hardware engineers	41.98	42.18	1,814	1,939	43.2	94,316	100,840	2,247
Electrical and electronics engineers	42.13	42.69	1,730	1,792	41.1	89,973	93,176	2,136
Electrical engineers	40.89	37.93	1,636	1,517	40.0	85,061	78,901	2,080
Electronics engineers, except computer	42.64	43.87	1,771	1,813	41.5	92,102	94,259	2,160
Industrial engineers, including health and safety	36.96	38.20	1,549	1,551	41.9	80,524	80,642	2,179
Industrial engineers	36.96	38.20	1,549	1,551	41.9	80,524	80,642	2,179
Drafters	30.65	27.72	1,191	1,039	38.9	61,957	54,048	2,022

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Architecture and engineering occupations –Continued								
Engineering technicians, except drafters	\$23.22	\$22.93	\$929	\$917	40.0	\$48,293	\$47,694	2,080
Electrical and electronic engineering technicians	22.38	22.36	895	894	40.0	46,540	46,500	2,080
Life, physical, and social science occupations								
Biological scientists	31.40	25.19	1,236	1,025	39.4	63,967	53,290	2,037
Biochemists and biophysicists	40.62	38.46	1,602	1,538	39.4	83,293	80,001	2,050
Market and survey researchers	40.62	38.46	1,602	1,538	39.4	83,293	80,001	2,050
Market research analysts	46.80	45.10	1,891	1,863	40.4	98,348	96,886	2,101
Market research analysts	46.80	45.10	1,891	1,863	40.4	98,348	96,886	2,101
Community and social services occupations								
Counselors	17.47	17.21	668	668	38.3	33,665	31,431	1,928
Counselors	18.06	18.97	687	695	38.0	34,679	36,116	1,920
Legal occupations								
Lawyers	58.37	68.54	2,233	2,742	38.3	116,131	142,561	1,990
Lawyers	76.29	69.97	3,014	2,799	39.5	156,740	145,542	2,054
Education, training, and library occupations								
Postsecondary teachers	32.40	26.12	1,261	943	38.9	57,198	44,702	1,766
Arts, communications, and humanities teachers, postsecondary	52.40	49.20	2,048	1,849	39.1	87,410	79,196	1,668
Miscellaneous postsecondary teachers	53.30	49.20	1,941	1,722	36.4	75,467	72,864	1,416
Primary, secondary, and special education school teachers	47.60	43.84	1,771	1,534	37.2	70,055	68,361	1,472
Preschool and kindergarten teachers	15.88	14.81	630	578	39.7	29,080	23,681	1,832
Preschool teachers, except special education	13.67	14.81	537	578	39.3	25,234	23,681	1,845
Preschool teachers, except special education	13.67	14.81	537	578	39.3	25,234	23,681	1,845
Arts, design, entertainment, sports, and media occupations								
Writers and editors	29.47	28.42	1,157	1,137	39.3	60,121	59,114	2,040
Writers and editors	39.03	36.40	1,479	1,442	37.9	76,917	75,001	1,971
Healthcare practitioner and technical occupations								
Physicians and surgeons	26.76	25.22	1,023	941	38.2	53,195	48,926	1,988
Registered nurses	35.23	27.41	1,422	1,096	40.4	73,965	57,013	2,099
Therapists	35.95	32.10	1,301	1,192	36.2	67,670	61,961	1,883
Clinical laboratory technologists and technicians	32.27	31.43	1,212	1,207	37.6	63,041	62,754	1,954
Medical and clinical laboratory technicians	18.99	16.89	755	667	39.7	39,238	34,671	2,067
Emergency medical technicians and paramedics	17.63	17.35	696	684	39.5	36,190	35,589	2,053
Health diagnosing and treating practitioner support technicians	15.89	14.42	636	577	40.0	33,050	29,994	2,080
Licensed practical and licensed vocational nurses	18.03	16.34	716	653	39.7	36,659	33,981	2,033
Medical records and health information technicians	24.09	24.00	931	945	38.6	48,398	49,154	2,009
Medical records and health information technicians	15.55	16.24	605	610	38.9	31,441	31,699	2,022
Healthcare support occupations								
Nursing, psychiatric, and home health aides	14.59	14.03	569	551	39.0	29,561	28,662	2,026
Nursing aides, orderlies, and attendants	13.21	12.48	514	483	38.9	26,747	25,106	2,025
Miscellaneous healthcare support occupations	13.54	12.98	522	507	38.6	27,148	26,362	2,005
Miscellaneous healthcare support occupations	17.05	15.27	666	611	39.1	34,535	31,778	2,025

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Protective service occupations								
Security guards and gaming surveillance officers	\$17.72	\$15.56	\$704	\$622	39.7	\$36,604	\$32,365	2,066
Security guards	17.72	15.56	704	622	39.7	36,604	32,365	2,066
Food preparation and serving related occupations								
First-line supervisors/managers, food preparation and serving workers ..	11.56	11.11	442	440	38.3	22,225	21,840	1,923
First-line supervisors/managers of food preparation and serving workers	18.61	17.50	794	763	42.7	39,973	37,294	2,148
Cooks	18.60	17.50	794	763	42.7	39,968	37,294	2,149
Cooks, institution and cafeteria	13.10	14.00	514	560	39.3	26,753	29,120	2,043
Food service, tipped	12.08	11.00	480	440	39.7	24,967	22,880	2,067
Fast food and counter workers	6.29	3.80	220	120	34.9	10,346	6,240	1,646
	9.94	9.30	376	350	37.8	18,928	17,680	1,903
Building and grounds cleaning and maintenance occupations								
Building cleaning workers	13.75	13.50	544	540	39.6	27,604	28,080	2,007
Janitors and cleaners, except maids and housekeeping cleaners	13.71	13.50	542	540	39.6	28,198	28,080	2,057
Maids and housekeeping cleaners	13.89	13.10	544	505	39.2	28,313	26,250	2,038
Grounds maintenance workers	9.52	7.96	374	319	39.3	19,432	16,565	2,042
Landscaping and groundskeeping workers	12.25	12.50	486	505	39.7	19,515	15,797	1,592
	12.25	12.50	486	505	39.7	19,515	15,797	1,592
Personal care and service occupations								
	15.40	11.37	517	479	33.6	26,310	23,105	1,709
Sales and related occupations								
First-line supervisors/managers, sales workers	27.70	21.62	1,100	854	39.7	56,974	44,403	2,057
First-line supervisors/managers of retail sales workers	23.58	24.04	955	962	40.5	48,745	49,999	2,068
Retail sales workers	18.60	18.26	768	729	41.3	39,934	37,900	2,147
Cashiers, all workers	13.91	12.19	541	458	38.9	27,991	23,739	2,013
Cashiers	11.09	11.01	432	424	38.9	21,455	20,058	1,934
Retail salespersons	11.09	11.01	432	424	38.9	21,455	20,058	1,934
Sales representatives, wholesale and manufacturing	15.65	12.94	603	495	38.5	31,359	25,719	2,004
Sales representatives, wholesale and manufacturing, technical and scientific products	30.63	26.44	1,225	1,000	40.0	63,681	52,000	2,079
Sales representatives, wholesale and manufacturing, except technical and scientific products	38.17	38.69	1,540	1,548	40.3	80,062	80,471	2,097
	24.73	21.41	982	812	39.7	51,056	42,201	2,064
Office and administrative support occupations								
First-line supervisors/managers of office and administrative support workers	19.14	17.68	744	692	38.9	38,706	36,001	2,022
Financial clerks	31.92	32.75	1,243	1,310	39.0	64,655	68,120	2,026
Billing and posting clerks and machine operators	17.74	16.17	690	647	38.9	35,878	33,634	2,023
Bookkeeping, accounting, and auditing clerks	15.24	16.17	604	647	39.6	31,401	33,634	2,061
Brokerage clerks	19.57	16.47	748	666	38.2	38,878	34,649	1,987
Customer service representatives	18.87	18.28	725	706	38.4	37,705	36,716	1,999
Receptionists and information clerks ..	20.05	17.74	776	712	38.7	40,376	36,999	2,014
Production, planning, and expediting clerks	13.86	13.77	537	548	38.7	27,908	28,494	2,013
Shipping, receiving, and traffic clerks ..	20.93	20.80	808	832	38.6	41,999	43,264	2,007
	18.97	17.75	753	710	39.7	39,133	36,920	2,063

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations –Continued								
Stock clerks and order fillers	\$12.91	\$11.55	\$515	\$462	39.9	\$26,772	\$24,024	2,074
Secretaries and administrative assistants	21.10	19.80	817	776	38.7	42,467	40,331	2,012
Executive secretaries and administrative assistants	24.97	25.85	966	969	38.7	50,210	50,400	2,011
Medical secretaries	17.79	18.75	697	714	39.2	36,231	37,128	2,036
Secretaries, except legal, medical, and executive	19.06	19.23	720	738	37.8	37,445	38,357	1,965
Data entry and information processing workers	14.33	13.52	564	541	39.4	29,339	28,122	2,047
Data entry keyers	13.88	13.52	550	541	39.7	28,621	28,122	2,062
Insurance claims and policy processing clerks	16.91	17.46	659	655	39.0	34,262	34,055	2,026
Office clerks, general	20.07	20.73	776	791	38.6	40,331	41,122	2,009
Construction and extraction occupations								
Carpenters	27.04	25.50	1,082	1,020	40.0	55,311	52,728	2,045
Construction laborers	29.53	32.92	1,181	1,317	40.0	61,417	68,465	2,080
Electricians	31.45	27.91	1,258	1,116	40.0	62,621	58,049	1,991
Pipelayers, plumbers, pipefitters, and steamfitters	24.55	23.50	982	940	40.0	51,060	48,880	2,080
Plumbers, pipefitters, and steamfitters	27.76	29.57	1,107	1,183	39.9	57,572	61,506	2,074
Plumbers, pipefitters, and steamfitters	27.76	29.57	1,107	1,183	39.9	57,572	61,506	2,074
Installation, maintenance, and repair occupations								
Industrial machinery installation, repair, and maintenance workers	23.53	22.73	943	909	40.1	48,754	47,278	2,072
Industrial machinery mechanics	19.87	20.00	795	800	40.0	41,327	41,600	2,080
Maintenance and repair workers, general	21.85	21.68	874	867	40.0	45,453	45,094	2,080
Line installers and repairers	18.75	17.98	750	719	40.0	38,994	37,398	2,080
Line installers and repairers	25.92	25.33	1,037	1,013	40.0	53,915	52,686	2,080
Production occupations								
First-line supervisors/managers of production and operating workers	16.26	14.65	645	584	39.7	33,543	30,389	2,063
Electrical, electronics, and electromechanical assemblers	27.46	26.20	1,072	1,048	39.0	55,741	54,500	2,030
Electrical and electronic equipment assemblers	15.62	14.61	625	584	40.0	32,491	30,389	2,080
Miscellaneous assemblers and fabricators	16.79	17.63	671	705	40.0	34,915	36,670	2,080
Machinists	15.45	16.61	594	616	38.5	30,908	32,032	2,000
Machinists	23.30	22.60	932	904	40.0	48,472	47,008	2,080
Inspectors, testers, sorters, samplers, and weighers	15.77	13.50	631	540	40.0	32,811	28,080	2,080
Miscellaneous production workers	13.88	12.55	555	502	40.0	28,872	26,104	2,080

See footnotes at end of table.

Table 12. Full-time¹ private industry workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Transportation and material moving occupations	\$15.49	\$14.67	\$603	\$560	38.9	\$31,214	\$28,410	2,015
Driver/sales workers and truck drivers	18.53	19.87	749	782	40.4	38,915	40,664	2,100
Truck drivers, heavy and tractor-trailer	20.57	19.95	841	798	40.9	43,700	41,496	2,125
Industrial truck and tractor operators ..	17.48	18.73	684	749	39.1	35,558	38,958	2,034
Laborers and material movers, hand ..	12.45	12.20	495	488	39.8	25,727	25,376	2,067
Laborers and freight, stock, and material movers, hand	12.51	12.75	499	510	39.9	25,950	26,520	2,074
Packers and packagers, hand	10.77	11.00	425	440	39.5	22,108	22,880	2,053

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$29.64	\$26.06	\$1,112	\$1,019	37.5	\$51,322	\$49,525	1,731
Management occupations	42.31	42.71	1,642	1,647	38.8	82,214	85,292	1,943
Education administrators	49.26	47.07	1,931	1,883	39.2	90,007	88,910	1,827
Education administrators, elementary and secondary school	53.24	52.09	2,097	2,084	39.4	95,219	89,943	1,788
Business and financial operations occupations	26.90	28.62	1,016	979	37.8	52,833	50,905	1,964
Computer and mathematical science occupations	38.07	33.65	1,477	1,334	38.8	76,819	69,380	2,018
Life, physical, and social science occupations	34.81	23.59	1,287	896	37.0	59,188	54,294	1,700
Community and social services occupations	30.64	26.06	1,154	1,035	37.7	54,154	53,780	1,767
Counselors	34.30	25.97	1,272	1,039	37.1	55,004	53,803	1,604
Educational, vocational, and school counselors	44.83	44.22	1,541	1,461	34.4	57,730	57,260	1,288
Social workers	30.82	30.20	1,166	1,132	37.8	57,290	54,705	1,859
Education, training, and library occupations	38.52	39.45	1,332	1,395	34.6	50,437	53,000	1,309
Postsecondary teachers	47.38	45.44	1,735	1,681	36.6	65,928	65,566	1,392
Primary, secondary, and special education school teachers	43.12	42.78	1,503	1,523	34.9	55,525	56,743	1,288
Elementary and middle school teachers	43.57	42.95	1,511	1,540	34.7	55,771	57,460	1,280
Elementary school teachers, except special education	44.07	43.50	1,530	1,589	34.7	56,354	59,121	1,279
Middle school teachers, except special and vocational education	42.03	42.53	1,454	1,479	34.6	53,993	54,801	1,285
Secondary school teachers	41.39	41.74	1,458	1,462	35.2	54,102	54,455	1,307
Secondary school teachers, except special and vocational education	41.39	41.74	1,458	1,462	35.2	54,102	54,455	1,307
Special education teachers	43.79	43.60	1,538	1,561	35.1	56,650	57,584	1,294
Special education teachers, preschool, kindergarten, and elementary school	44.46	46.19	1,589	1,617	35.7	58,444	59,838	1,314
Teacher assistants	16.32	14.85	514	457	31.5	19,142	16,779	1,173
Healthcare practitioner and technical occupations	32.49	30.85	1,225	1,195	37.7	58,370	57,546	1,797
Registered nurses	36.20	32.77	1,345	1,311	37.2	62,099	64,168	1,716
Protective service occupations	25.76	25.62	1,040	1,034	40.4	54,085	53,781	2,099
Fire fighters	24.01	21.58	1,061	1,017	44.2	55,159	52,870	2,297
Police officers	25.25	24.40	994	976	39.4	51,669	50,744	2,046
Police and sheriff's patrol officers	25.25	24.40	994	976	39.4	51,669	50,744	2,046
Building and grounds cleaning and maintenance occupations	17.40	17.36	691	694	39.7	35,951	36,109	2,066
Building cleaning workers	16.54	17.36	657	667	39.7	34,155	34,807	2,065
Janitors and cleaners, except maids and housekeeping cleaners	16.54	17.36	657	667	39.7	34,155	34,807	2,065
Office and administrative support occupations	21.47	20.54	790	777	36.8	40,478	39,621	1,885
Secretaries and administrative assistants	21.21	21.02	784	805	37.0	39,828	40,993	1,878

See footnotes at end of table.

Table 13. Full-time¹ State and local government workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours, Boston-Worcester-Manchester, MA-NH CSA, October 2007 — Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations –Continued								
Executive secretaries and administrative assistants	\$22.27	\$23.01	\$819	\$841	36.8	\$42,577	\$43,735	1,912
Secretaries, except legal, medical, and executive	19.84	21.02	732	762	36.9	35,896	36,169	1,809
Construction and extraction occupations	25.44	24.25	1,004	882	39.5	52,226	45,843	2,053
Installation, maintenance, and repair occupations	21.41	19.74	850	770	39.7	44,207	40,040	2,065
Transportation and material moving occupations	19.97	18.00	746	720	37.4	35,307	34,528	1,768

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries

paid to employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 14. **Size of establishment: Mean hourly earnings¹ of private industry establishments for major occupational groups, Boston-Worcester-Manchester, MA-NH CSA, October 2007**

Occupational group ²	Total	1-99 workers	100-499 workers	500 workers or more
All workers	\$25.04	\$20.98	\$24.48	\$32.65
Management, professional, and related	36.51	31.95	35.32	40.75
Management, business, and financial	42.24	37.97	41.13	47.09
Professional and related	33.23	27.52	32.49	37.56
Service	11.87	10.77	12.12	14.59
Sales and office	20.17	17.90	22.97	21.48
Sales and related	22.36	18.25	27.31	31.84
Office and administrative support	18.62	17.57	19.52	19.31
Natural resources, construction, and maintenance	25.59	24.26	29.04	26.81
Construction and extraction	26.97	25.27	—	—
Installation, maintenance, and repair	23.44	22.35	24.48	26.46
Production, transportation, and material moving	15.01	14.13	15.07	18.00
Production	16.08	14.67	16.73	17.80
Transportation and material moving	14.05	13.78	13.13	18.29
	Relative error ³ (percent)			
All workers	3.0	3.9	2.2	5.9
Management, professional, and related	3.4	6.1	3.8	5.2
Management, business, and financial	3.2	4.9	4.8	6.3
Professional and related	4.0	7.0	4.7	5.6
Service	2.4	6.1	3.7	3.9
Sales and office	5.0	2.8	9.3	7.2
Sales and related	9.4	6.8	14.9	19.4
Office and administrative support	2.8	4.1	7.0	2.9
Natural resources, construction, and maintenance	2.6	2.8	3.1	2.9
Construction and extraction	2.5	2.6	—	—
Installation, maintenance, and repair	3.1	6.3	4.1	4.1
Production, transportation, and material moving	4.6	7.6	7.0	11.8
Production	5.6	10.2	2.6	15.2
Transportation and material moving	3.8	8.9	11.3	18.6

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

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$23.13	\$19.55	\$917	\$769	39.7	\$46,947	\$39,753	2,030
Management occupations	43.14	37.14	1,760	1,538	40.8	91,020	80,001	2,110
General and operations managers	55.81	57.69	2,297	2,308	41.2	119,447	119,999	2,140
Marketing and sales managers	55.72	52.89	2,215	2,096	39.8	115,203	108,999	2,068
Marketing managers	47.46	36.54	1,919	1,470	40.4	99,779	76,452	2,102
Financial managers	38.48	31.45	1,608	1,415	41.8	83,592	73,600	2,172
Business and financial operations occupations ...	31.18	26.44	1,278	1,075	41.0	62,317	52,000	1,999
Buyers and purchasing agents	27.49	25.51	1,144	1,075	41.6	59,499	55,877	2,164
Computer and mathematical science occupations	41.64	46.68	1,707	1,867	41.0	88,747	97,096	2,131
Computer software engineers	49.34	51.28	2,071	2,149	42.0	107,703	111,767	2,183
Computer systems analysts	41.33	46.68	1,702	1,867	41.2	88,502	97,096	2,141
Architecture and engineering occupations	26.95	26.05	1,101	1,042	40.9	57,266	54,184	2,125
Engineers	33.76	28.78	1,409	1,151	41.7	73,285	59,858	2,170
Life, physical, and social science occupations	32.31	24.04	1,292	962	40.0	67,198	49,999	2,080
Community and social services occupations	16.75	15.97	636	616	38.0	31,999	30,911	1,910
Education, training, and library occupations	16.14	14.81	621	578	38.4	28,632	23,759	1,774
Primary, secondary, and special education school teachers	14.35	14.81	562	578	39.1	26,212	23,681	1,826
Preschool and kindergarten teachers	13.70	14.81	538	578	39.3	25,212	23,681	1,841
Preschool teachers, except special education	13.70	14.81	538	578	39.3	25,212	23,681	1,841
Arts, design, entertainment, sports, and media occupations	25.46	22.96	1,018	918	40.0	52,955	47,751	2,080
Healthcare practitioner and technical occupations	24.24	20.64	942	874	38.9	48,967	45,427	2,020
Healthcare support occupations	14.85	13.82	574	522	38.6	29,843	27,164	2,009
Food preparation and serving related occupations	10.74	10.90	410	385	38.2	20,693	19,344	1,926
Cooks	12.94	14.00	507	560	39.2	26,374	29,120	2,038
Food service, tipped	4.13	2.93	142	103	34.5	6,618	5,333	1,601
Personal care and service occupations	10.73	10.35	410	414	38.2	21,297	21,528	1,984
Sales and related occupations	21.75	21.25	868	836	39.9	45,150	43,482	2,075
First-line supervisors/managers, sales workers	20.09	19.44	824	729	41.0	42,826	37,900	2,132
Retail sales workers	13.83	11.41	545	440	39.4	28,346	22,881	2,050
Retail salespersons	16.21	12.72	632	480	39.0	32,844	24,960	2,026
Sales representatives, wholesale and manufacturing	26.67	25.00	1,065	1,000	39.9	55,379	52,000	2,077
Sales representatives, wholesale and manufacturing, technical and scientific products	31.96	32.55	1,278	1,302	40.0	66,481	67,700	2,080
Sales representatives, wholesale and manufacturing, except technical and scientific products	22.49	21.41	897	812	39.9	46,654	42,201	2,074
Office and administrative support occupations	17.88	16.39	699	647	39.1	36,361	33,634	2,033
Financial clerks	17.26	15.26	677	610	39.2	35,198	31,745	2,039
Bookkeeping, accounting, and auditing clerks	19.45	14.13	752	565	38.7	39,103	29,380	2,010
Customer service representatives	17.29	15.39	677	615	39.1	35,183	32,001	2,035
Receptionists and information clerks	13.87	13.56	533	542	38.4	27,710	28,201	1,998
Shipping, receiving, and traffic clerks	19.58	16.00	772	640	39.4	40,155	33,280	2,051
Secretaries and administrative assistants	21.04	19.11	823	764	39.1	42,784	39,753	2,033
Executive secretaries and administrative assistants	25.01	26.05	960	1,042	38.4	49,915	54,180	1,996

See footnotes at end of table.

Table 15. Establishments with fewer than 100 workers: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Boston-Worcester-Manchester, MA-NH CSA, October 2007
— Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations —Continued								
Office clerks, general	\$20.27	\$21.50	\$795	\$860	39.2	\$41,315	\$44,720	2,038
Construction and extraction occupations	25.32	24.04	1,013	961	40.0	51,525	49,993	2,035
Carpenters	29.56	32.92	1,183	1,317	40.0	61,495	68,465	2,080
Construction laborers	31.45	27.91	1,258	1,116	40.0	62,621	58,049	1,991
Electricians	21.99	21.50	879	860	40.0	45,731	44,720	2,080
Installation, maintenance, and repair occupations	22.38	22.00	899	880	40.2	46,289	45,760	2,068
Industrial machinery installation, repair, and maintenance workers	16.74	17.98	670	719	40.0	34,828	37,398	2,080
Production occupations	14.87	12.50	586	500	39.4	30,490	26,000	2,050
Transportation and material moving occupations	15.21	13.85	587	519	38.6	30,346	26,728	1,995
Driver/sales workers and truck drivers	18.13	19.55	741	782	40.9	38,552	40,664	2,126
Truck drivers, heavy and tractor-trailer	20.59	19.95	852	798	41.4	44,298	41,496	2,152
Laborers and material movers, hand	12.89	12.96	512	518	39.8	26,638	26,955	2,067
Laborers and freight, stock, and material movers, hand	14.19	13.50	567	540	40.0	29,508	28,080	2,080

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
All workers	\$30.48	\$25.64	\$1,197	\$972	39.3	\$61,842	\$50,400	2,029
Management occupations	53.54	49.49	2,117	1,962	39.5	110,061	102,000	2,056
General and operations managers	59.21	43.20	2,180	1,486	36.8	113,370	77,251	1,915
Marketing and sales managers	58.78	54.95	2,339	2,249	39.8	121,642	116,971	2,070
Marketing managers	63.57	62.42	2,527	2,497	39.7	131,388	129,842	2,067
Computer and information systems managers	55.21	49.72	2,157	1,989	39.1	112,162	103,418	2,032
Financial managers	57.29	59.46	2,334	2,404	40.7	121,381	125,000	2,119
Education administrators	44.43	38.33	1,582	1,544	35.6	82,283	80,284	1,852
Education administrators, postsecondary	44.43	38.33	1,582	1,544	35.6	82,283	80,284	1,852
Engineering managers	59.46	52.09	2,491	2,157	41.9	129,523	112,176	2,178
Medical and health services managers	50.36	42.15	2,133	1,512	42.4	110,915	78,624	2,202
Business and financial operations occupations	35.15	29.35	1,417	1,174	40.3	73,682	61,038	2,096
Buyers and purchasing agents	38.59	43.63	1,603	1,530	41.5	83,362	79,543	2,160
Purchasing agents, except wholesale, retail, and farm products	42.24	45.56	1,783	1,745	42.2	92,706	90,750	2,195
Claims adjusters, appraisers, examiners, and investigators	26.17	26.05	1,003	977	38.3	52,136	50,799	1,992
Claims adjusters, examiners, and investigators Human resources, training, and labor relations specialists	26.89	26.92	1,030	1,062	38.3	53,568	55,201	1,992
Compensation, benefits, and job analysis specialists	30.75	29.23	1,244	1,169	40.4	64,683	60,803	2,103
Training and development specialists	29.74	29.23	1,242	1,169	41.8	64,580	60,803	2,172
Management analysts	30.07	25.50	1,195	923	39.7	62,131	47,999	2,066
Accountants and auditors	46.93	36.54	1,814	1,510	38.7	94,330	78,537	2,010
Financial analysts and advisors	23.04	21.24	868	770	37.7	45,122	40,039	1,958
Financial analysts	45.90	34.09	1,993	1,446	43.4	103,644	75,196	2,258
Financial analysts	46.25	31.23	2,037	1,249	44.0	105,905	64,963	2,290
Computer and mathematical science occupations	39.79	39.06	1,583	1,550	39.8	82,319	80,600	2,069
Computer software engineers	44.24	43.25	1,787	1,731	40.4	92,910	90,000	2,100
Computer software engineers, applications	40.89	35.43	1,687	1,469	41.2	87,705	76,399	2,145
Computer software engineers, systems software	46.18	45.88	1,843	1,833	39.9	95,830	95,326	2,075
Computer support specialists	34.12	34.24	1,349	1,284	39.5	70,135	66,774	2,056
Computer systems analysts	36.49	37.33	1,437	1,416	39.4	74,701	73,621	2,047
Network and computer systems administrators	42.02	43.71	1,706	1,749	40.6	88,694	90,923	2,111
Architecture and engineering occupations	38.25	40.11	1,570	1,674	41.1	81,661	87,027	2,135
Engineers	41.76	42.02	1,720	1,720	41.2	89,436	89,440	2,142
Electrical and electronics engineers	42.47	42.80	1,747	1,792	41.1	90,866	93,176	2,140
Electrical engineers	41.91	37.93	1,676	1,517	40.0	87,176	78,901	2,080
Electronics engineers, except computer	42.64	43.87	1,771	1,813	41.5	92,102	94,259	2,160
Industrial engineers, including health and safety Industrial engineers	36.96	38.20	1,549	1,551	41.9	80,524	80,642	2,179
Industrial engineers	36.96	38.20	1,549	1,551	41.9	80,524	80,642	2,179
Drafters	30.65	27.72	1,191	1,039	38.9	61,957	54,048	2,022
Engineering technicians, except drafters	24.54	22.99	982	919	40.0	51,046	47,813	2,080
Electrical and electronic engineering technicians	23.98	22.79	959	912	40.0	49,885	47,403	2,080
Life, physical, and social science occupations	31.03	25.19	1,213	1,025	39.1	62,702	53,290	2,021
Market and survey researchers	52.06	45.10	2,116	1,950	40.6	110,032	101,390	2,113
Market research analysts	52.06	45.10	2,116	1,950	40.6	110,032	101,390	2,113
Community and social services occupations	18.42	17.94	713	695	38.7	35,942	36,116	1,951
Counselors	17.08	17.21	655	688	38.3	32,748	32,000	1,917
Legal occupations	61.70	69.97	2,345	2,767	38.0	121,948	143,892	1,976
Lawyers	86.61	81.38	3,411	3,255	39.4	177,353	169,279	2,048
Education, training, and library occupations	46.84	43.57	1,843	1,678	39.3	82,366	74,984	1,758
Postsecondary teachers	53.91	49.59	2,130	2,015	39.5	92,767	86,348	1,721
Arts, communications, and humanities teachers, postsecondary	53.30	49.20	1,941	1,722	36.4	75,467	72,864	1,416
Miscellaneous postsecondary teachers	49.89	46.23	1,885	1,751	37.8	76,430	69,999	1,532

See footnotes at end of table.

Table 16. Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Boston-Worcester-Manchester, MA-NH CSA, October 2007
— Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Arts, design, entertainment, sports, and media occupations	\$35.21	\$33.79	\$1,348	\$1,274	38.3	\$69,900	\$66,248	1,985
Writers and editors	40.03	36.40	1,491	1,274	37.2	77,519	66,248	1,936
Healthcare practitioner and technical occupations	27.72	26.02	1,054	960	38.0	54,767	49,920	1,976
Physicians and surgeons	32.84	27.41	1,327	1,096	40.4	68,988	57,013	2,101
Registered nurses	36.62	32.70	1,320	1,215	36.0	68,624	63,190	1,874
Therapists	30.01	30.17	1,200	1,207	40.0	62,420	62,754	2,080
Clinical laboratory technologists and technicians ...	18.70	16.57	743	663	39.7	38,625	34,466	2,066
Medical and clinical laboratory technicians	16.72	17.11	658	676	39.4	34,242	35,131	2,047
Health diagnosing and treating practitioner support technicians	18.03	16.34	716	653	39.7	36,659	33,981	2,033
Medical records and health information technicians	16.05	16.24	620	650	38.7	32,265	33,779	2,010
Healthcare support occupations	14.43	14.16	566	556	39.2	29,387	28,933	2,036
Nursing, psychiatric, and home health aides	13.84	13.26	539	528	38.9	28,010	27,477	2,024
Nursing aides, orderlies, and attendants	13.64	13.00	529	518	38.8	27,522	26,957	2,017
Miscellaneous healthcare support occupations	15.20	15.27	608	611	40.0	31,406	31,751	2,066
Protective service occupations	17.17	15.76	687	630	40.0	35,717	32,785	2,080
Security guards and gaming surveillance officers ..	15.81	15.13	632	605	40.0	32,883	31,470	2,080
Security guards	15.81	15.13	632	605	40.0	32,883	31,470	2,080
Food preparation and serving related occupations	13.39	12.66	515	494	38.5	25,666	24,644	1,917
First-line supervisors/managers, food preparation and serving workers	17.96	19.08	711	763	39.6	33,942	37,294	1,889
Building and grounds cleaning and maintenance occupations	13.46	12.65	528	505	39.2	27,460	26,250	2,040
Building cleaning workers	12.94	12.65	507	500	39.2	26,353	26,000	2,036
Janitors and cleaners, except maids and housekeeping cleaners	14.04	13.10	549	506	39.1	28,569	26,312	2,034
Maids and housekeeping cleaners	9.52	7.96	374	319	39.3	19,432	16,565	2,042
Personal care and service occupations	19.70	13.25	597	534	30.3	29,848	27,178	1,515
Sales and related occupations	36.24	23.10	1,430	865	39.4	73,587	44,976	2,030
Retail sales workers	14.04	12.40	535	488	38.1	27,418	25,168	1,953
Cashiers, all workers	11.03	11.40	425	434	38.5	20,743	20,220	1,880
Cashiers	11.03	11.40	425	434	38.5	20,743	20,220	1,880
Retail salespersons	14.96	13.00	569	495	38.0	29,567	25,719	1,976
Sales representatives, wholesale and manufacturing	35.29	31.80	1,413	1,200	40.0	73,452	62,400	2,081
Sales representatives, wholesale and manufacturing, technical and scientific products	45.52	52.23	1,854	2,089	40.7	96,432	108,630	2,118
Office and administrative support occupations	20.02	18.85	776	728	38.7	40,329	37,831	2,014
Financial clerks	18.55	18.00	712	666	38.4	37,019	34,649	1,996
Billing and posting clerks and machine operators	15.57	16.04	612	642	39.3	31,833	33,361	2,045
Bookkeeping, accounting, and auditing clerks ...	19.80	18.00	740	666	37.4	38,463	34,649	1,943
Brokerage clerks	18.87	18.28	725	706	38.4	37,705	36,716	1,999
Customer service representatives	20.81	19.22	804	759	38.6	41,794	39,458	2,008
Receptionists and information clerks	13.86	14.05	541	562	39.0	28,148	29,222	2,030
Production, planning, and expediting clerks	20.93	20.80	808	832	38.6	41,999	43,264	2,007
Shipping, receiving, and traffic clerks	18.18	17.75	727	710	40.0	37,824	36,920	2,080
Stock clerks and order fillers	15.05	14.19	598	568	39.7	31,097	29,515	2,066
Secretaries and administrative assistants	21.15	20.51	812	792	38.4	42,249	41,184	1,998
Executive secretaries and administrative assistants	24.94	25.50	969	969	38.8	50,382	50,400	2,020
Medical secretaries	16.85	16.00	658	631	39.0	34,213	32,808	2,030

See footnotes at end of table.

Table 16. **Establishments with 100 workers or more: Mean and median hourly, weekly, and annual earnings and mean weekly and annual hours for full-time¹ private industry workers, Boston-Worcester-Manchester, MA-NH CSA, October 2007**
— Continued

Occupation ²	Hourly earnings ³		Weekly earnings ⁴			Annual earnings ⁵		
	Mean	Median	Mean	Median	Mean weekly hours	Mean	Median	Mean annual hours
Office and administrative support occupations —Continued								
Secretaries, except legal, medical, and executive	\$18.84	\$18.66	\$700	\$692	37.1	\$36,395	\$36,001	1,932
Insurance claims and policy processing clerks	16.72	16.60	658	643	39.3	34,212	33,446	2,046
Office clerks, general	19.87	19.08	757	763	38.1	39,368	39,693	1,981
Construction and extraction occupations	32.31	33.05	1,292	1,322	40.0	67,154	68,748	2,078
Electricians	33.28	38.57	1,331	1,543	40.0	69,228	80,226	2,080
Pipelayers, plumbers, pipefitters, and steamfitters	27.76	29.57	1,107	1,183	39.9	57,572	61,506	2,074
Plumbers, pipefitters, and steamfitters	27.76	29.57	1,107	1,183	39.9	57,572	61,506	2,074
Installation, maintenance, and repair occupations	25.15	25.33	1,005	1,013	40.0	52,266	52,686	2,078
Industrial machinery installation, repair, and maintenance workers	22.84	22.73	914	909	40.0	47,512	47,278	2,080
Industrial machinery mechanics	22.29	21.68	892	867	40.0	46,366	45,094	2,080
Production occupations	17.16	15.83	684	633	39.8	35,549	32,916	2,072
Electrical, electronics, and electromechanical assemblers	16.06	14.61	643	584	40.0	33,411	30,389	2,080
Electrical and electronic equipment assemblers	17.74	18.02	710	721	40.0	36,899	37,482	2,080
Machinists	24.38	25.81	975	1,032	40.0	50,707	53,685	2,080
Inspectors, testers, sorters, samplers, and weighers	18.84	20.30	754	812	40.0	39,192	42,224	2,080
Miscellaneous production workers	13.45	12.55	538	502	40.0	27,980	26,104	2,080
Transportation and material moving occupations	15.82	15.40	621	616	39.2	32,268	32,032	2,039
Driver/sales workers and truck drivers	19.38	20.05	764	795	39.4	39,663	41,330	2,047
Laborers and material movers, hand	11.99	11.93	477	474	39.7	24,786	24,661	2,067

¹ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

² Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

³ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. See appendix A for more information.

⁴ Mean weekly earnings are the straight-time weekly wages or salaries paid to

employees. Median weekly earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean weekly hours are the hours an employee is scheduled to work in a week, exclusive of overtime.

⁵ Mean annual earnings are the straight-time annual wages or salaries paid to employees. Median annual earnings designates position - one-half of the hours are paid the same as or more than the rate shown. Mean annual hours are the hours an employee is scheduled to work in a year, exclusive of overtime.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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

Table 17. Union¹ and nonunion workers: Mean hourly earnings² for major occupational groups, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupational group ³	Union			Nonunion		
	Civilian workers	Private industry workers	State and local government workers	Civilian workers	Private industry workers	State and local government workers
All workers	\$26.99	\$24.65	\$30.01	\$25.12	\$25.09	\$26.14
Management, professional, and related	37.31	38.00	37.06	36.29	36.45	32.73
Management, business, and financial	38.71	—	39.81	41.99	42.27	37.31
Professional and related	37.21	38.23	36.82	32.76	32.93	28.34
Service	19.98	14.04	23.55	11.91	11.66	18.49
Sales and office	19.97	19.45	21.66	20.17	20.25	17.91
Sales and related	—	—	—	23.04	23.27	—
Office and administrative support	22.94	23.57	21.52	18.10	18.02	19.76
Natural resources, construction, and maintenance	30.70	31.95	23.26	22.40	22.30	—
Construction and extraction	32.40	33.45	24.29	22.77	22.56	—
Installation, maintenance, and repair	26.25	27.47	21.80	22.13	22.18	—
Production, transportation, and material moving	18.02	17.55	20.28	14.49	14.49	—
Production	18.18	18.01	—	15.54	15.56	—
Transportation and material moving	17.87	16.89	19.97	13.62	13.62	—
	Relative error ⁴ (percent)					
All workers	2.3	3.7	1.7	3.4	3.5	9.3
Management, professional, and related	2.3	5.8	2.4	3.4	3.5	8.9
Management, business, and financial	9.8	—	11.3	3.0	3.2	5.7
Professional and related	2.2	6.2	2.0	4.1	4.3	11.5
Service	3.4	3.8	3.2	2.8	2.9	10.8
Sales and office	9.5	12.5	4.1	4.9	5.1	10.7
Sales and related	—	—	—	8.5	8.5	—
Office and administrative support	4.9	6.1	4.1	2.6	2.7	7.4
Natural resources, construction, and maintenance	2.2	2.3	5.1	3.6	3.8	—
Construction and extraction	2.4	2.1	7.9	5.0	5.3	—
Installation, maintenance, and repair	3.5	4.9	8.6	4.5	4.5	—
Production, transportation, and material moving	6.5	8.6	8.6	4.8	4.9	—
Production	11.2	11.9	—	5.9	5.9	—
Transportation and material moving	11.5	17.6	8.7	5.3	5.3	—

¹ Union workers are those whose wages are determined through collective bargaining.

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, 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 18. Time and incentive workers¹: Mean hourly earnings² for major occupational groups, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupational group ³	Time		Incentive	
	Civilian workers	Private industry workers	Civilian workers	Private industry workers
All workers	\$25.13	\$24.69	\$32.14	\$32.14
Management, professional, and related	36.33	36.42	41.39	41.39
Management, business, and financial	41.94	42.28	41.39	41.39
Professional and related	33.54	33.23	—	—
Service	13.49	11.83	—	—
Sales and office	18.24	18.14	37.55	37.55
Sales and related	17.20	17.30	38.70	38.70
Office and administrative support	18.77	18.60	—	—
Natural resources, construction, and maintenance	25.51	25.64	24.62	24.62
Construction and extraction	—	26.85	—	—
Installation, maintenance, and repair	23.38	23.56	22.44	22.44
Production, transportation, and material moving	15.11	14.92	16.16	16.16
Production	16.23	16.21	—	—
Transportation and material moving	14.10	13.69	17.33	17.33
	Relative error ⁴ (percent)			
All workers	2.7	3.0	8.6	8.6
Management, professional, and related	3.0	3.5	12.7	12.7
Management, business, and financial	3.0	3.2	12.7	12.7
Professional and related	3.4	4.0	—	—
Service	2.4	2.7	—	—
Sales and office	3.7	3.9	9.9	9.9
Sales and related	9.5	9.7	12.0	12.0
Office and administrative support	2.6	2.9	—	—
Natural resources, construction, and maintenance	2.3	2.4	14.5	14.5
Construction and extraction	—	2.3	—	—
Installation, maintenance, and repair	2.7	2.8	15.2	15.2
Production, transportation, and material moving	4.8	5.0	13.9	13.9
Production	5.4	5.4	—	—
Transportation and material moving	4.8	5.0	19.2	19.2

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, 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000

Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Table 19. Industry sector¹: Mean hourly earnings² for private industry workers by major occupational group, Boston-Worcester-Manchester, MA-NH CSA, October 2007

Occupational group ³	Goods producing		Service providing						
	Construction	Manufacturing	Trade, transportation, and utilities	Information	Financial activities	Professional and business services	Education and health services	Leisure and hospitality	Other services
All workers	-	\$27.85	\$20.14	-	-	-	\$23.85	-	-
Management, professional, and related	-	39.81	37.50	-	-	-	29.79	-	-
Management, business, and financial	-	41.50	43.85	-	-	-	38.80	-	-
Professional and related	-	38.87	29.95	-	-	-	28.21	-	-
Service	-	-	14.63	-	-	-	13.90	-	-
Sales and office	-	23.18	16.21	-	-	-	18.52	-	-
Sales and related	-	39.31	16.02	-	-	-	-	-	-
Office and administrative support	-	18.35	16.66	-	-	-	18.41	-	-
Natural resources, construction, and maintenance	-	21.59	25.24	-	-	-	24.92	-	-
Installation, maintenance, and repair ..	-	21.14	24.76	-	-	-	-	-	-
Production, transportation, and material moving	-	16.57	15.73	-	-	-	12.14	-	-
Production	-	16.77	19.28	-	-	-	-	-	-
Transportation and material moving ...	-	15.39	15.00	-	-	-	13.32	-	-
	Relative error ⁴ (percent)								
All workers	-	7.5	11.4	-	-	-	1.6	-	-
Management, professional, and related	-	2.7	12.4	-	-	-	6.2	-	-
Management, business, and financial	-	3.7	5.6	-	-	-	2.8	-	-
Professional and related	-	2.4	16.4	-	-	-	6.3	-	-
Service	-	-	5.1	-	-	-	2.2	-	-
Sales and office	-	8.0	13.2	-	-	-	3.8	-	-
Sales and related	-	3.2	16.2	-	-	-	-	-	-
Office and administrative support	-	2.8	9.4	-	-	-	3.5	-	-
Natural resources, construction, and maintenance	-	5.2	7.1	-	-	-	4.3	-	-
Installation, maintenance, and repair ..	-	3.5	7.2	-	-	-	-	-	-
Production, transportation, and material moving	-	1.2	8.0	-	-	-	2.4	-	-
Production	-	3.1	18.0	-	-	-	-	-	-
Transportation and material moving ...	-	13.1	5.3	-	-	-	4.8	-	-

¹ Industry sectors are determined by the 2002 North American Industry Classification System (NAICS).

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, 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. See appendix A for more information.

³ Workers are classified by occupation using the 2000 Standard Occupational Classification (SOC) system. 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.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Appendix A: Technical Note

This section provides basic information on the procedures and concepts used to produce the data contained in this bulletin. It is divided into three parts: Planning for the survey; data collection; and processing and analyzing the data. Although this section answers some questions commonly asked by data users, it is not a comprehensive description of all of the steps required to produce the data.

Planning for the survey

The overall design of the National Compensation Survey (NCS) includes questions of scope, frame, and sample selection.

Survey scope

This survey covered establishments employing one worker or more in private goods-producing industries (mining, construction, and manufacturing); private service-providing industries (trade, transportation, and utilities, information, financial activities, professional and business services, education and health services, leisure and hospitality, and other services); State governments; and local governments. Agriculture, forestry, fishing and hunting, private households, and the Federal Government were excluded from the scope of the survey. For purposes of this survey, an establishment is an economic unit that produces goods or services, a central administrative office, or an auxiliary unit providing support services to a company. For private industries in this survey, the establishment is usually at a single physical location. For State and local governments, an establishment is defined as all locations of a government agency within the sampled area.

The statistical area covered by this survey is defined by the U.S. Office of Management and Budget (OMB) as of December 2003. The Boston–Worcester–Manchester, MA–NH, Combined Statistical Area (CSA) includes:

- Boston–Cambridge–Quincy, MA–NH, Metropolitan Statistical Area: Essex, Middlesex, Norfolk, Plymouth, and Suffolk Counties, MA; and Rockingham and Strafford Counties, NH
- Concord, NH, Micropolitan Statistical Area: Merrimack County, NH
- Laconia, NH, Micropolitan Statistical Area: Belknap County, NH
- Manchester–Nashua, NH, Metropolitan Statistical Area: Hillsborough County, NH

- Worcester, MA, Metropolitan Statistical Area: Worcester County, MA

Sampling frame

The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports. Due to the volatility of industries within the private sector, sampling frames were developed using the most recent month of reference available at the time the sample was selected. Approximately one-fifth of the sample is reselected each year.

Sample design

The sample for this survey area was selected using a two-stage stratified design with probability proportional to employment sampling at each stage. The first stage of sample selection was a probability sample of establishments. The sample of establishments was drawn by first stratifying the sampling frame by industry and ownership. The number of sample establishments allocated to each stratum is approximately proportional to the stratum employment. Each sampled establishment is selected within a stratum with a probability proportional to its employment. Use of this technique means that the larger an establishment's employment, the greater its chance of selection. Weights were applied to each establishment when the data were tabulated so that it represents similar units (by industry and employment size) in the economy that were not selected for collection. The second stage of sample selection, detailed below, was a probability sample of occupations within a sampled establishment.

Data collection

The collection of data from survey respondents required detailed procedures. Field economists collected the data, working out of the Bureau of Labor Statistics' (BLS) Regional Offices and visiting each establishment surveyed. Other contact methods, such as mail and telephone, were used to clarify and update data.

Occupational selection and classification

Identification of the occupations for which wage data were to be collected was a multistep process:

1. Probability-proportional-to-size selection of establishment jobs

2. Classification of jobs into occupations based on the 2000 Standard Occupational Classification (SOC) system
3. Characterization of jobs as full-time versus part-time, union versus nonunion, and time versus incentive
4. Determination of the level of work of each job

For each occupation, wage data were collected for those workers whose jobs could be characterized by the criteria identified in the last three steps. If a specific work level could not be determined, wages were still collected.

In step one, the jobs to be sampled were selected at each establishment by the BLS field economist. A complete list of employees was used for sampling, with each selected worker representing a job within the establishment.

As with the selection of establishments, the selection of a job was based on probability proportional to its size in the establishment. The greater the number of people working in a job in the establishment, the greater its chance of selection.

The number of jobs for which data were collected in each establishment was based on the establishment's employment size. The number of jobs selected followed this schedule:

<i>Number of employees</i>	<i>Number of selected jobs</i>
1-49	Up to 4
50-249	6
250 or more	8

The second step of the process entailed classifying the selected jobs into occupations based on their duties. NCS uses the 2000 Standard Occupational Classification (SOC) system. A selected job may fall into any one of about 800 occupational classifications, from accountant to zoologist. When workers could be classified in more than one occupation, they were classified in the occupation that required the higher skill level. When there was no perceptible difference in skill level, the workers were classified in the occupation that described their primary activity.

Each occupational classification is an element of a broader classification known as a major group. Occupations can fall into any of 22 major groups. Appendix B contains a complete list of all individual occupations, classified by the major group to which they belong.

In step three, certain other job characteristics of the chosen worker were identified. First, the worker was identified as holding either a full-time or part-time job, based on the establishment's definition of those terms. Then, the worker was classified as having a time versus incentive job, depending on whether any part of pay was directly based on the actual production of the worker, rather than solely on hours worked. Finally, the worker was identified as be-

ing in a union job or a nonunion job. See the "Definition of terms" section on the following page for more detail.

Occupational leveling

In the last step before wage data were collected, the work level of each selected job was determined using a "point factor leveling" process. Point factor leveling matches certain aspects of a job to specific levels of work with assigned point values. Points for each factor are then totaled to determine the overall work level for the job.

The NCS program is in the process of converting from a nine-factor to a four-factor occupational leveling system. The conversion is being phased in via annual NCS sample replenishment groups and will require several years for full implementation. The four occupational leveling factors are:

- Knowledge
- Job controls and complexity
- Contacts (nature and purpose)
- Physical environment

Each factor consists of several levels, and each level has an associated description and assigned points. A knowledge guide for 24 families of closely related occupations contains short definitions of the point levels of knowledge expected for the occupations and presents relevant examples. The other three factors use identical descriptions for all occupational categories and contain a definition of each point level within each factor.

The description within each factor best matching the job is chosen. The point levels within each factor are designed to describe the thresholds of distinct levels of work. When a job does not meet the full description of a point level, the next lowest point level is used. Points for the four factors are totaled to determine the overall work level. NCS publishes data for up to 15 work levels.

Most supervisory occupations are evaluated based on their duties and responsibilities. A modified approach is used for professional and administrative supervisors when they direct professional work and are paid primarily to supervise. Such supervisory occupations are leveled based on the work level of the highest position reporting to them.

For a complete description of point factor leveling, refer to the publication "National Compensation Survey: Guide for Evaluating Your Firm's Jobs and Pay," available at the BLS National Compensation Survey Internet site at <http://www.bls.gov/ncs/ocs/sp/nibr0004.pdf>.

Combined work levels

This bulletin includes a table which simplifies the presentation of work levels by combining them into four broad groups. The groups were determined by combinations of knowledge, job controls and complexity, contacts, physical environment, and supervisory duties, and are meant to be

comparable across different occupations. The broad groups and the combined work levels are:

<i>Group designation</i>	<i>Levels combined</i>
Group I	Levels 1–4
Group II	Levels 5–8
Group III	Levels 9–12
Group IV	Levels 13–15

Collection period

Survey data were collected over a 13-month period for 60 metropolitan areas in the NCS program. For 20 small metropolitan areas, data were collected over a 4-month period. For each establishment in the survey, the data reflect the establishment’s most recent information at the time of collection. The payroll reference month shown in the tables reflects the average date of this information for all sample units.

Earnings

Earnings were defined as regular payments from the employer to the employee as compensation for straight-time hourly work, or for any salaried work performed. The following components were included as part of earnings:

- Incentive pay, including commissions, production bonuses, and piece rates
- Cost-of-living allowances
- Hazard pay
- Payments of income deferred due to participation in a salary reduction plan
- Deadhead pay, defined as pay given to transportation workers returning in a vehicle without freight or passengers

The following forms of payments were *not* considered part of straight-time earnings:

- Shift differentials, defined as extra payment for working a schedule that varies from the norm, such as night or weekend work
- Premium pay for overtime, holidays, and weekends
- Bonuses not directly tied to production (such as Christmas and profit-sharing bonuses)
- Uniform and tool allowances
- Free or subsidized room and board
- Payments made by third parties (for example, tips)
- On-call pay

To calculate earnings for various periods (hourly, weekly, and annual), data on work schedules also were collected. For hourly workers, scheduled hours worked per day and per week, exclusive of overtime, were recorded. Annual weeks worked were determined. Because salaried

workers who are exempt from overtime provisions often work beyond the assigned work schedule, their typical number of hours actually worked was collected.

Definition of terms

Full-time worker. Any employee whom the employer considers to be full time.

Part-time worker. Any employee whom the employer considers to be part time.

Time-based worker. Any employee whose earnings are solely tied to an hourly rate or salary.

Incentive worker. Any employee whose earnings are tied, at least in part, to commissions, piece rates, production bonuses, or other incentives based on production or sales.

Nonunion worker. An employee in an occupation not meeting the conditions for union coverage.

Union worker. Any employee is in a union occupation when all of the following conditions are met:

- A labor organization is recognized as the bargaining agent for all workers in the occupation
- Wage and salary rates are determined through collective bargaining or negotiations
- Settlement terms, which must include earnings provisions and may include benefit provisions, are embodied in a signed, mutually binding collective bargaining agreement

Level. A ranking within an occupation based on the requirements of the position.

Processing and analyzing the data

Data were processed and analyzed at the BLS National Office following collection.

Weighting and nonresponse

Sample weights were calculated for each establishment and occupation in the survey. These weights reflected the relative size of the occupation within the establishment and of the establishment within the sample universe. Weights were used to aggregate data for the individual establishments or occupations into the various data series. Some of the establishments surveyed could not supply or refused to supply information. If data were not provided by a sample member during the initial interview, the weights of responding sample members in the same or similar “cells” were adjusted to account for the missing data. This technique assumes that the mean value of data for the nonre-

spondents equals the mean value of data for the respondents at some detailed “cell” level. Responding and nonresponding establishments were classified into these cells according to industry and employment size. Responding and nonresponding occupations within responding establishments were classified into cells that were additionally defined by major occupation group.

If average hourly earnings data were not provided by a sample member during the update interview, then missing average hourly earnings were imputed by multiplying prior average hourly earnings by the rate of change in the average hourly earnings of respondents. The regression model that takes into account available establishment characteristics is used to derive the rate of change in the average hourly earnings.

Establishments that were determined to be out of business or outside the scope of the survey had their weights changed to zero.

Estimation

The wage series in the tables are computed by combining the wages for each sampled occupation. Before being combined, individual wage rates are weighted by the number of workers; the sample weight, adjusted for nonresponding establishments and other factors; and the occupation’s scheduled hours of work. The sample weight reflects the inverse of each unit’s probability of selection at each sample selection stage and four weight adjustment factors. The first factor adjusts for establishment nonresponse and the second factor adjusts for occupational nonresponse. The third factor adjusts for any special situations that may have occurred during data collection. The fourth factor, post-stratification, also called benchmarking, is introduced to adjust estimated employment totals to the current counts of employment by industry. The latest available employment counts were used to derive average hourly earnings in this publication.

Not all calculated series met the criteria for publication. Before any series was published, it was reviewed to make sure that the number of observations underlying it was sufficient. This review prevented the publication of a series that could have revealed information about a specific establishment.

Estimates of the number of workers represent the total in all establishments within the scope of the study, and not the number actually surveyed. Because occupational structures among establishments differ, estimates of the number of workers obtained from the sample of establishments serve to indicate only the relative importance of the occupational groups studied.

Percentiles

The percentiles presented in tables 6 through 10 are computed using earnings reported for individual workers in sampled establishment jobs and their scheduled hours of

work. Establishments in the survey may report only individual-worker earnings for each sampled job. For the calculation of percentile estimates, the individual-worker hourly earnings are appropriately weighted and then arrayed from lowest to highest.

The published 10th, 25th, 50th, 75th, and 90th percentiles designate position in the earnings distribution within each published occupation. At the 50th percentile, the median, half of the hours are paid the same as or more than the rate shown, and half are paid the same as or less than the rate shown. At the 25th percentile, one-fourth of the hours are paid the same as or less than the rate shown. At the 75th percentile, one-fourth are paid the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

Data reliability

The data in this bulletin are estimates from a scientifically selected probability sample. There are two types of errors possible in an estimate based on a sample survey, sampling and nonsampling.

Sampling errors occur because observations come only from a sample and not from an entire population. The sample used for this survey is one of a number of possible samples of the same size that could have been selected using the sample design. Estimates derived from the different samples would differ from each other.

A measure of the variation among these differing estimates is called the standard error or sampling error. It indicates the precision with which an estimate from a particular sample approximates the average result of all possible samples. The relative standard error (RSE) is the standard error divided by the estimate. RSE data are provided alongside the earnings data in the bulletin tables.

The standard error can be used to calculate a “confidence interval” around a sample estimate. As an example, suppose a table shows that mean hourly earnings for all workers were \$17.75, with a relative standard error of 1.0 percent for this estimate. At the 90-percent level, the confidence interval for this estimate is from \$17.46 to \$18.04 (\$17.75 minus and plus \$0.29, where \$0.29 is the product of 1.645 times 1.0 percent times \$17.75). If all possible samples were selected to estimate the population value, the interval from each sample would include the true population value approximately 90 percent of the time.

Nonsampling errors also affect survey results. They can stem from many sources, such as inability to obtain information for some establishments, difficulties with survey definitions, inability of the respondents to provide correct information, or mistakes in recording or coding the data obtained. Although they were not specifically measured, the nonsampling errors were expected to be minimal due to the extensive training of the field economists who gathered the survey data, computer edits of the data, and detailed data review.

Appendix table 1. **Number of workers¹ represented by the survey, Boston-Worcester-Manchester, MA-NH CSA, October 2007**

Occupational group ²	Civilian workers	Private industry workers	State and local government workers
All workers	2,955,100	2,625,600	329,500
Management, professional, and related	1,117,400	935,100	182,300
Management, business, and financial	340,600	311,800	28,800
Professional and related	776,800	623,300	153,500
Service	577,100	502,200	74,900
Sales and office	691,500	647,900	43,700
Sales and related	291,500	283,400	–
Office and administrative support	400,000	364,400	35,600
Natural resources, construction, and maintenance	217,200	201,900	15,300
Construction and extraction	136,900	127,400	9,500
Installation, maintenance, and repair	78,100	72,300	5,800
Production, transportation, and material moving	351,900	338,500	13,400
Production	142,300	140,700	–
Transportation and material moving	209,600	197,800	11,900

¹ The number of workers represented by the survey are rounded to the nearest 100. Estimates of the number of workers provide a description of size and composition of the labor force included in the survey. Estimates are not intended, however, for comparison to other statistical series to measure employment trends or levels.

² Workers are classified by occupation using the

2000 Standard Occupational Classification (SOC) system. See appendix B for more information.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.

Appendix table 2. **Survey establishment response, Boston-Worcester-Manchester, MA-NH CSA, October 2007**

Establishments	Total	Private industry	State and local government
Total in sampling frame ¹	140,030	135,868	4,162
Total in sample	892	812	80
Responding	528	453	75
Refused or unable to provide data	225	220	5
Out of business or not in survey scope	139	139	0

¹ The list of establishments from which the survey sample was selected (sampling frame) was developed from State unemployment insurance reports and is based on the 2002 North American Industry Classification System (NAICS). For private industries, an establishment is usually a single physical location. For State and local governments, an establishment is defined as all locations of a

government entity.

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria.