

News

United
States
Department
of Labor



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USDL-08-195

For release: Wednesday

July 9, 2008

HIGHLIGHTS OF BOSTON-WORCESTER-MANCHESTER NATIONAL COMPENSATION SURVEY OCTOBER 2007

Workers in the Boston-Worcester-Manchester metropolitan area earned an average of \$25.43 per hour in October 2007, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics. Regional Commissioner Denis M. McSweeney noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$33.22 for business and financial operations occupations and \$28.46 for healthcare practitioner and technical occupations. Another occupational group, construction and extraction, had a mean hourly wage rate of \$26.86. The NCS data available for the Boston area include earnings for 21 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Financial analysts, part of the business and financial operations occupational group, earned \$47.60 per hour, while accountants and auditors earned \$26.29. Within the healthcare practitioner and technical occupational group, pharmacists averaged \$48.92 per hour and registered nurses, \$36.78. Electricians, an occupation within the construction and extraction group, registered an average hourly rate of \$24.67.

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$27.45 per hour while their part-time counterparts earned \$13.87. Union workers earned \$26.99 and non-union workers, \$25.12. Workers in establishments with 1-99 workers averaged \$21.05 per hour, those in establishments with 100-499 workers earned \$25.13, and those in establishments with 500 or more employees earned \$32.30.

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

The NCS data reported here covered 892 establishments with one or more workers in private industry and State and local governments. Agricultural establishments, private households, the self-employed, and the Federal Government were excluded from the survey. This sample of

establishments represented 2,955,100 workers in the Boston-Worcester-Manchester Combined Statistical Area (CSA) which is comprised of Essex, Middlesex, Norfolk, Plymouth, Suffolk, and Worcester Counties in Massachusetts and Belknap, Hillsborough, Merrimack, Rockingham, and Strafford Counties in New Hampshire.

Survey Availability

Complete survey results are obtained in the Boston-Worcester-Lawrence MA-NH National Compensation Survey October 2007 which is available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm.

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

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Boston-Worcester-Manchester, MA-NH CSA, October 2007**

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
All workers	\$25.43	2.7	\$27.45	2.8	\$13.87	2.5
Management occupations	48.50	3.8	48.58	3.9	—	—
General and operations managers	53.26	12.4	54.08	12.7	—	—
Marketing and sales managers	57.31	7.7	57.31	7.7	—	—
Marketing managers	58.19	13.0	58.19	13.0	—	—
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	—	—
Financial managers	52.66	6.0	52.66	6.0	—	—
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	—	—
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	—	—
Engineering managers	54.19	14.2	54.19	14.2	—	—
Medical and health services managers	45.86	15.5	45.86	15.5	—	—
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	—	—
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	—	—
Compensation, benefits, and job analysis specialists	29.79	6.8	30.30	6.9	—	—
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	—	—
Computer programmers	29.08	7.7	29.08	7.7	—	—
Computer software engineers	45.16	4.3	45.20	4.2	—	—
Computer software engineers, applications	44.21	4.7	44.21	4.7	—	—
Computer software engineers, systems software	46.00	4.9	46.07	4.8	—	—
Computer support specialists	35.96	8.4	35.96	8.4	—	—
Computer systems analysts	39.66	3.7	39.44	3.6	—	—
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	—	—
Engineers	40.77	1.9	40.55	1.4	—	—
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	—	—
Electrical engineers	41.32	4.6	41.32	4.6	—	—
Electronics engineers, except computer	42.64	4.2	42.64	4.2	—	—
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	—	—
Electrical and electronic engineering technicians	22.38	4.5	22.38	4.5	—	—
Life, physical, and social science occupations	31.60	8.5	31.63	8.7	—	—
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	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Life, physical, and social science occupations —Continued						
Psychologists	\$29.73	32.2	—	—	—	—
Community and social services occupations	23.71	10.0	\$23.89	10.3	\$21.89	16.3
Counselors	24.88	11.9	25.19	11.9	—	—
Educational, vocational, and school counselors	30.04	16.0	30.56	16.8	—	—
Social workers	25.26	12.4	25.11	13.3	—	—
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
Postsecondary teachers	50.43	6.4	51.56	6.3	30.98	18.1
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
Primary, secondary, and special education school teachers	30.84	16.6	34.51	10.1	—	—
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
Elementary school teachers, except special education	42.22	2.2	43.16	2.2	24.64	25.8
Middle school teachers, except special and vocational education	42.03	3.9	42.03	3.9	—	—
Secondary school teachers	38.56	1.1	40.77	1.6	—	—
Secondary school teachers, except special and vocational education	38.56	1.1	40.77	1.6	—	—
Special education teachers	36.29	13.6	35.86	14.1	—	—
Special education teachers, preschool, kindergarten, and elementary school	39.32	10.4	38.88	11.0	—	—
Other teachers and instructors	25.37	10.9	24.05	21.7	28.28	16.4
Librarians	28.06	18.1	27.93	18.4	—	—
Teacher assistants	14.62	9.7	14.82	10.8	13.57	8.0
Arts, design, entertainment, sports, and media occupations	28.44	5.1	28.98	5.1	15.23	19.6
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	—	—
Editors	35.16	7.3	—	—	—	—
Healthcare practitioner and technical occupations	28.46	3.5	27.12	4.4	33.76	5.3
Pharmacists	48.92	3.3	—	—	—	—
Physicians and surgeons	38.77	16.0	35.23	15.5	—	—
Registered nurses	36.78	2.4	35.98	3.9	39.16	2.1
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
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
Diagnostic related technologists and technicians	29.85	11.7	—	—	—	—
Emergency medical technicians and paramedics	16.90	4.3	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
Medical records and health information technicians	15.62	5.0	15.55	4.6	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Healthcare support occupations	\$14.82	1.4	\$14.69	2.4	\$15.14	4.1
Nursing, psychiatric, and home health aides	13.24	1.6	13.26	2.4	13.17	3.1
Home health aides	12.31	2.9	—	—	—	—
Nursing aides, orderlies, and attendants	13.37	3.2	13.58	2.7	12.55	1.7
Psychiatric aides	14.58	2.1	—	—	—	—
Miscellaneous healthcare support occupations	17.03	2.5	17.28	2.7	16.49	3.3
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
Fire fighters	23.67	6.5	24.01	4.9	—	—
Police officers	25.94	4.3	25.18	1.1	—	—
Police and sheriff's patrol officers	25.94	4.3	25.18	1.1	—	—
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
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
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
Food service, tipped	5.38	17.3	6.29	34.3	4.95	9.4
Bartenders	6.94	6.2	—	—	6.92	5.3
Waiters and waitresses	3.82	30.0	—	—	3.10	12.3
Dining room and cafeteria attendants and bartender helpers	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
Combined food preparation and serving workers, including fast food	8.53	4.1	—	—	7.98	3.0
Counter attendants, cafeteria, food concession, and coffee shop	8.82	4.4	—	—	8.17	3.2
Dishwashers	9.06	9.9	—	—	—	—
Building and grounds cleaning and maintenance occupations	13.87	2.5	14.48	3.3	11.79	5.3
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
Janitors and cleaners, except maids and housekeeping cleaners	13.83	2.5	14.89	3.9	11.80	5.9
Maids and housekeeping cleaners	9.92	9.2	9.52	10.0	11.15	3.9
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
Transportation attendants	32.66	6.4	—	—	—	—
Child care workers	10.18	7.0	—	—	9.09	7.2
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
First-line supervisors/managers, sales workers	22.91	13.3	23.20	12.7	—	—
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
Cashiers, all workers	9.67	3.9	12.10	9.2	9.23	2.8
Cashiers	9.65	4.0	12.10	9.2	9.20	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

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Sales and related occupations —Continued						
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
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
Billing and posting clerks and machine operators	15.15	7.5	15.24	7.6	—	—
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
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
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	—	—
Stock clerks and order fillers	11.55	7.6	13.13	7.0	9.13	1.5
Secretaries and administrative assistants	20.98	2.1	21.12	2.4	19.32	9.2
Executive secretaries and administrative assistants	24.46	2.4	24.46	2.4	—	—
Medical secretaries	17.80	3.8	17.88	4.4	—	—
Secretaries, except legal, medical, and executive	19.19	3.9	19.26	4.0	—	—
Data entry and information processing workers	14.60	6.6	14.58	7.3	14.80	8.6
Data entry keyers	14.01	5.2	14.07	5.6	—	—
Insurance claims and policy processing clerks	16.91	2.8	16.91	2.8	—	—
Office clerks, general	19.74	3.8	20.07	3.8	18.53	13.6
Construction and extraction occupations	26.86	2.5	26.93	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	—	—
Construction laborers	31.45	16.7	31.45	16.7	—	—
Electricians	24.67	4.5	24.67	4.5	—	—
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	—	—
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	—	—
Industrial machinery mechanics	21.85	.2	21.85	.2	—	—
Maintenance and repair workers, general	19.15	10.1	19.15	10.1	—	—
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
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	—	—
Electrical and electronic equipment assemblers	16.44	3.4	16.79	3.3	—	—
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

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Boston-Worcester-Manchester, MA-NH CSA, October 2007** — Continued

Occupation ³	Total		Full-time workers		Part-time workers	
	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)	Mean	Relative error ⁴ (percent)
Transportation and material moving occupations	\$14.40	3.6	\$15.85	4.9	\$10.32	6.3
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
Truck drivers, heavy and tractor-trailer	20.68	7.0	20.57	7.3	—	—
Truck drivers, light or delivery services	14.53	23.2	—	—	9.20	28.0
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
Laborers and freight, stock, and material movers, hand	12.32	11.8	13.04	15.2	10.40	6.5
Packers and packagers, hand	9.54	2.5	10.77	7.6	8.49	2.5

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

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

³ Workers are classified by occupation using the 2000 Standard

Occupational Classification (SOC) system.

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

SOURCE: Bureau of Labor Statistics, National Compensation Survey.

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