



General Information: (312) 353-1880
Media Contact: Paul LaPorte
(312) 353-1138

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HIGHLIGHTS OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI NATIONAL COMPENSATION SURVEY: APRIL 2008

Workers in the Minneapolis-St. Paul-St. Cloud Combined Statistical Area earned an average of \$23.00 per hour in April 2008, according to new survey results from the National Compensation Survey (NCS) released by the U.S. Department of Labor's Bureau of Labor Statistics (BLS). Regional Commissioner Jay A. Mousa noted that wage data were reported for workers in a wide range of occupational groups, including average hourly earnings of \$30.25 for healthcare practitioner and technical occupations and \$22.90 for installation, maintenance, and repair occupations. Another occupational group, office and administrative support, had a mean hourly wage rate of \$16.88. The NCS data available for the Minneapolis area include earnings for 21 major occupational groups with additional detail for selected occupations within those groups. (See table 1.)

Registered nurses, part of the healthcare practitioner and technical group, earned \$34.60 per hour. Industrial machinery mechanics, an occupation within installation, maintenance, and repair, earned \$24.68 per hour. Within the office and administrative support group, executive secretaries and administrative assistants averaged \$20.23 per hour. (See table 1.)

Broad coverage of selected occupational characteristics is available from NCS for the local area. Full-time workers averaged \$25.25 per hour while their part-time counterparts earned \$12.56. Union workers earned \$26.76 and non-union workers, \$21.85. Workers in establishments with 1-99 workers averaged \$20.99 per hour, those in establishments with 100-499 workers earned \$20.65, and those in establishments with 500 or more employees earned \$28.71.

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 provided here covered 586 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 1,850,400 workers in the Minneapolis-St. Paul-St. Cloud Combined Statistical Area (CSA), which is comprised of Anoka, Benton, Carver, Chisago, Dakota, Goodhue, Hennepin, Isanti, McLeod, Ramsey, Rice, Scott, Sherburne, Stearns, Washington, and Wright Counties in Minnesota; and, Pierce and St. Croix Counties in Wisconsin.

Survey Availability

Complete survey results are contained in the Minneapolis-St. Paul-St. Cloud, MN-WI National Compensation Survey April 2008. The bulletin is available on the Internet in both text and PDF formats at www.bls.gov/ncs/ocs/compub.htm.

For additional information, please contact the Bureau of Labor Statistics Midwest Information Office in Chicago at (312) 353-1880 from 8 a.m. to 4 p.m. CT.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Minneapolis-St. Paul-St. Cloud, MN-WI CSA, April 2008**

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	\$23.00	2.7	\$25.25	2.7	\$12.56	3.1
Management occupations	42.01	3.6	42.15	3.4	—	—
General and operations managers	37.45	8.2	37.45	8.2	—	—
Marketing and sales managers	46.11	3.1	46.11	3.1	—	—
Computer and information systems managers	54.39	3.9	54.39	3.9	—	—
Financial managers	42.84	13.4	42.23	14.3	—	—
Education administrators	40.11	12.7	40.11	12.7	—	—
Education administrators, elementary and secondary school	50.08	8.2	50.08	8.2	—	—
Medical and health services managers	44.84	6.1	44.88	6.3	—	—
Business and financial operations occupations	35.55	16.4	35.57	16.4	—	—
Buyers and purchasing agents	24.79	7.4	24.79	7.4	—	—
Claims adjusters, appraisers, examiners, and investigators	21.53	9.7	21.53	9.7	—	—
Claims adjusters, examiners, and investigators	21.22	9.5	21.22	9.5	—	—
Human resources, training, and labor relations specialists	24.69	12.6	24.70	12.9	—	—
Management analysts	31.39	3.8	31.39	3.8	—	—
Accountants and auditors	27.14	3.3	27.14	3.3	—	—
Financial analysts and advisors	28.57	7.9	28.57	7.9	—	—
Computer and mathematical science occupations	36.97	2.9	36.97	2.9	—	—
Computer software engineers	42.30	6.4	42.30	6.4	—	—
Computer software engineers, applications	41.46	8.8	41.46	8.8	—	—
Computer software engineers, systems software	43.34	8.0	43.34	8.0	—	—
Computer support specialists	27.85	5.8	27.85	5.8	—	—
Computer systems analysts	40.72	5.2	40.72	5.2	—	—
Network and computer systems administrators	32.65	6.5	32.65	6.5	—	—
Network systems and data communications analysts	30.59	5.6	30.59	5.6	—	—
Architecture and engineering occupations	33.23	8.0	33.69	7.7	—	—
Engineers	40.54	10.2	40.54	10.2	—	—
Engineering technicians, except drafters	25.31	6.8	25.91	7.1	—	—
Life, physical, and social science occupations	33.89	6.9	34.22	6.5	—	—
Market and survey researchers	34.98	11.1	34.98	11.1	—	—
Market research analysts	34.98	11.1	34.98	11.1	—	—
Community and social services occupations	20.75	9.6	21.27	9.1	—	—
Counselors	23.63	2.2	23.33	2.9	—	—
Social workers	23.63	11.2	23.63	11.2	—	—
Miscellaneous community and social service specialists	17.40	8.1	—	—	—	—
Social and human service assistants	16.46	1.9	—	—	—	—
Legal occupations	36.72	9.3	37.09	9.4	—	—
Lawyers	42.96	1.8	42.96	1.8	—	—
Education, training, and library occupations	40.61	10.0	42.54	10.1	14.89	10.8
Postsecondary teachers	64.45	22.8	64.82	22.9	—	—
Primary, secondary, and special education school teachers	36.07	4.5	36.13	4.7	—	—
Preschool and kindergarten teachers	33.31	9.8	33.31	9.8	—	—
Kindergarten teachers, except special education	39.43	6.5	39.43	6.5	—	—
Elementary and middle school teachers	35.78	6.3	35.78	6.3	—	—
Elementary school teachers, except special education	35.28	7.0	35.28	7.0	—	—
Middle school teachers, except special and vocational education	37.37	5.6	37.37	5.6	—	—
Secondary school teachers	38.55	3.8	38.55	3.8	—	—
Secondary school teachers, except special and vocational education	38.55	3.8	38.55	3.8	—	—
Teacher assistants	13.84	4.8	14.63	1.5	12.95	6.9
Arts, design, entertainment, sports, and media occupations	25.36	7.9	25.57	7.7	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Minneapolis-St. Paul-St. Cloud, MN-WI CSA, April 2008** — 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)
Arts, design, entertainment, sports, and media occupations —Continued						
Designers	\$22.84	8.7	\$22.02	9.6	—	—
Graphic designers	22.62	8.2	21.73	9.0	—	—
Healthcare practitioner and technical occupations						
Registered nurses	30.25	2.2	30.04	3.3	\$30.72	3.6
Therapists	34.60	1.9	35.62	2.8	33.58	2.5
Clinical laboratory technologists and technicians	31.65	6.7	31.75	6.9	—	—
Diagnostic related technologists and technicians	23.39	7.1	—	—	—	—
Diagnostic related technologists and technicians	27.02	2.1	—	—	—	—
Licensed practical and licensed vocational nurses	19.89	2.3	20.09	2.3	19.30	1.9
Healthcare support occupations						
Nursing, psychiatric, and home health aides	14.71	6.1	15.33	8.6	13.46	5.2
Home health aides	12.94	5.9	13.21	7.8	12.47	5.6
Home health aides	12.00	4.2	—	—	11.69	5.0
Nursing aides, orderlies, and attendants	13.50	6.6	14.03	6.6	12.76	6.7
Miscellaneous healthcare support occupations	17.07	5.2	17.83	5.3	—	—
Protective service occupations						
Police officers	20.98	11.9	20.88	12.9	21.67	22.4
Police officers	28.52	2.4	28.94	2.0	—	—
Police and sheriff's patrol officers	28.52	2.4	28.94	2.0	—	—
Food preparation and serving related occupations						
First-line supervisors/managers, food preparation and serving workers	9.04	2.4	11.73	4.3	8.03	2.9
First-line supervisors/managers, food preparation and serving workers	16.87	16.5	17.22	18.0	—	—
Cooks	12.13	2.8	12.66	4.0	11.25	6.1
Cooks, restaurant	11.74	1.8	11.80	.8	—	—
Food preparation workers	9.50	6.5	—	—	9.40	7.0
Food service, tipped	6.50	1.8	7.36	6.6	6.36	1.9
Bartenders	7.27	6.1	—	—	6.76	1.4
Waiters and waitresses	6.23	.4	—	—	6.13	1.9
Dining room and cafeteria attendants and bartender helpers	6.85	5.0	—	—	6.87	5.2
Fast food and counter workers	8.40	4.5	—	—	8.36	5.0
Combined food preparation and serving workers, including fast food	8.97	8.5	—	—	9.02	9.5
Dishwashers	8.38	3.0	—	—	—	—
Hosts and hostesses, restaurant, lounge, and coffee shop	8.13	3.2	—	—	7.79	5.6
Building and grounds cleaning and maintenance occupations						
Building cleaning workers	14.33	5.7	15.35	5.9	10.20	1.6
Building cleaning workers	13.18	3.7	13.91	3.7	10.38	1.3
Janitors and cleaners, except maids and housekeeping cleaners	14.32	5.3	15.34	3.6	10.27	1.5
Maids and housekeeping cleaners	11.17	2.5	11.34	3.6	10.57	2.9
Grounds maintenance workers	20.25	7.5	—	—	—	—
Landscaping and groundskeeping workers	20.25	7.5	—	—	—	—
Personal care and service occupations						
Miscellaneous entertainment attendants and related workers	10.26	7.6	11.28	10.2	8.87	8.8
Miscellaneous entertainment attendants and related workers	8.66	4.3	—	—	8.78	3.9
Recreation and fitness workers	10.39	18.2	—	—	7.83	19.9
Recreation workers	10.37	23.8	—	—	—	—
Sales and related occupations						
First-line supervisors/managers, sales workers	21.53	7.9	27.25	7.3	9.37	2.1
First-line supervisors/managers, sales workers	23.15	11.4	23.15	11.4	—	—
First-line supervisors/managers of retail sales workers	19.75	1.3	19.75	1.3	—	—
Retail sales workers	10.91	2.0	12.99	3.0	9.26	1.8
Cashiers, all workers	10.00	.8	11.32	4.0	9.34	2.2
Cashiers	10.00	.8	11.32	4.0	9.34	2.2
Retail salespersons	11.21	1.9	13.21	2.8	9.18	6.1
Securities, commodities, and financial services sales agents	81.33	22.8	81.33	22.8	—	—
Sales representatives, wholesale and manufacturing	29.31	11.0	29.31	11.0	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Minneapolis-St. Paul-St. Cloud, MN-WI CSA, April 2008** — 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, except technical and scientific products	\$28.00	13.8	\$28.00	13.8	—	—
Office and administrative support occupations	16.88	1.4	17.72	1.6	\$12.68	4.8
First-line supervisors/managers of office and administrative support workers	23.51	7.9	23.58	8.1	—	—
Financial clerks	18.00	6.8	18.22	7.6	16.29	10.3
Billing and posting clerks and machine operators	17.12	10.8	—	—	—	—
Bookkeeping, accounting, and auditing clerks	18.65	9.6	18.73	10.1	—	—
Tellers	11.20	6.5	—	—	—	—
Customer service representatives	16.15	4.8	17.30	4.8	12.34	2.6
Order clerks	15.30	6.6	15.89	6.0	—	—
Receptionists and information clerks	14.65	4.2	15.05	4.7	13.23	7.1
Production, planning, and expediting clerks	21.09	4.4	21.09	4.4	—	—
Shipping, receiving, and traffic clerks	14.01	11.0	14.01	11.0	—	—
Stock clerks and order fillers	14.47	5.0	15.96	5.4	10.37	4.4
Secretaries and administrative assistants	19.82	3.9	20.23	3.9	15.81	4.5
Executive secretaries and administrative assistants	20.23	4.5	20.86	4.1	—	—
Secretaries, except legal, medical, and executive	17.64	4.4	17.84	4.6	—	—
Office clerks, general	16.09	5.8	16.41	5.9	13.28	8.7
Construction and extraction occupations	27.68	13.8	27.75	13.9	—	—
Carpenters	20.43	7.9	20.43	7.9	—	—
Installation, maintenance, and repair occupations	22.90	4.1	22.90	4.1	—	—
First-line supervisors/managers of mechanics, installers, and repairers	27.81	10.9	27.81	10.9	—	—
Automotive technicians and repairers	21.05	7.3	21.05	7.3	—	—
Bus and truck mechanics and diesel engine specialists	22.76	4.8	22.76	4.8	—	—
Industrial machinery installation, repair, and maintenance workers	21.69	6.7	21.69	6.7	—	—
Industrial machinery mechanics	24.68	4.3	24.68	4.3	—	—
Maintenance and repair workers, general	18.51	10.8	18.51	10.8	—	—
Production occupations	17.19	3.9	17.48	3.8	9.58	2.7
First-line supervisors/managers of production and operating workers	25.65	4.8	25.65	4.8	—	—
Miscellaneous assemblers and fabricators	13.59	18.2	13.97	20.7	—	—
Butchers and other meat, poultry, and fish processing workers	18.71	12.6	18.71	12.6	—	—
Computer control programmers and operators	23.20	5.3	23.20	5.3	—	—
Machine tool cutting setters, operators, and tenders, metal and plastic	17.37	6.8	17.37	6.8	—	—
Printers	19.74	4.8	19.74	4.8	—	—
Inspectors, testers, sorters, samplers, and weighers	19.12	15.0	19.12	15.0	—	—
Miscellaneous production workers	12.79	4.2	13.20	4.4	—	—

See footnotes at end of table.

Table 1. **Civilian workers: Mean hourly earnings¹ for full-time and part-time workers², Minneapolis-St. Paul-St. Cloud, MN-WI CSA, April 2008** — 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)
Production occupations —Continued						
Helpers--production workers	\$13.37	7.4	—	—	—	—
Transportation and material moving occupations	17.21	13.1	\$19.77	15.1	\$10.90	5.6
Bus drivers	15.95	9.1	—	—	14.38	9.7
Bus drivers, school	14.65	8.6	—	—	14.18	10.1
Driver/sales workers and truck drivers	19.47	4.2	19.47	4.2	—	—
Truck drivers, heavy and tractor-trailer	19.32	4.4	19.32	4.4	—	—
Truck drivers, light or delivery services	19.89	13.8	19.89	13.8	—	—
Dredge, excavating, and loading machine operators	24.86	11.3	—	—	—	—
Industrial truck and tractor operators	15.57	8.7	15.57	8.7	—	—
Laborers and material movers, hand	11.38	7.3	12.98	11.3	9.92	4.7
Laborers and freight, stock, and material movers, hand	12.26	8.6	14.25	10.8	10.26	5.9
Packers and packagers, hand	10.51	5.7	11.00	11.5	9.86	6.1

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.