



*2009 Starting Wages  
and Benefits Survey*

SEPTEMBER 2009

YOUNGSTOWN/WARREN REGIONAL CHAMBER

# STARTING WAGES AND BENEFITS SURVEY 2009

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## INTRODUCTION

In the summer of 2009, the Youngstown/Warren Regional Chamber conducted a study of benefits and starting wages in Mahoning and Trumbull Counties. A list of companies to be surveyed was compiled from the Chamber's membership directory and the Dun & Bradstreet Marketplace database. Surveys were mailed and emailed to selected businesses, and were also available for download through the Chamber's website.

Occupations included in the survey were chosen as representative occupations of interest to industries that are the focus of our business attraction efforts. Job descriptions were taken from the Bureau of Labor Statistics Standard Occupational Code (SOC).

The resulting analysis showed that wages differed among industry sectors for the same Standard Occupation Code. This document presents a compilation of all SOCs combined, as well as detailed by individual industry sectors.

The following tables list a summary of responses for each individual SOC code. The range and median wages are given in both annual and hourly rates. The ALL sector is the compilation of all responses for that SOC. Other sectors are listed if they provide additional wage ranges. Some sectors were suppressed if a limited number of responses were received. Therefore, the individual sector listings do not always total the ALL sector.

Of the 1,797 surveys mailed and emailed, 51 were returned for a response rate of 2.8%.

The distribution of participating firms is as follows:

<b>Business Sector</b>	<b>%</b>	<b>Business Size</b>	<b>%</b>
Manufacturing	27%	Very Small (0-9)	8%
Health Services	29%	Small (10-49)	31%
Finance/Insurance/Real Estate	8%	Medium (50-99)	25%
Construction	0%	Large (100-500)	33%
Wholesale/Distribution Transportation	6%	Very Large (over 500)	2%
Business Support Services Professional Services Education Services	14%		
Retail	8%		
Hospitality/Entertainment	8%		
Government	8%		

## STARTING WAGES

### MANAGEMENT OCCUPATIONS

#### GENERAL AND OPERATIONS MANAGERS

11-1021 - Plan, direct, or coordinate the operations of companies or public and private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Includes owners and managers who head small business establishments whose duties are primarily managerial.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	27	\$10.00 to \$48.08	\$28.85	\$20,000 to \$100,000	\$60,000
Bus.Services	4	\$21.63 to \$41.90	\$30.10	\$45,000 to \$87,160	\$62,604
Financial	2	\$19.23 to \$19.23	\$19.23	\$40,000 to \$40,000	\$40,000
Health Care	5	\$16.83 to \$38.46	\$24.04	\$35,000 to \$80,000	\$50,000
Manufacturing	9	\$10.00 to \$48.08	\$36.06	\$20,000 to \$100,000	\$75,000
Retail/Other	2	\$15.00 to \$15.77	\$15.38	\$31,200 to \$32,800	\$32,000
Trans/Whse	2	\$42.31 to \$43.27	\$42.79	\$88,000 to \$90,000	\$89,000
Government	3	\$21.86 to \$36.54	\$28.06	\$45,469 to \$76,000	\$58,370

#### MARKETING MANAGERS

11-2021 - Determine the demand for products and services offered by a firm and its competitors and identify potential customers. Develop pricing strategies with the goal of maximizing the firm's profits or share of the market while ensuring the firm's customers are satisfied. Oversee product development or monitor trends that indicate the need for new products and services.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	13	\$12.98 to \$41.90	\$23.19	\$27,000 to \$87,160	\$48,229
Bus.Services	3	\$13.00 to \$41.90	\$21.63	\$27,040 to \$87,160	\$45,000
Financial	3	\$14.42 to \$23.19	\$16.83	\$30,000 to \$48,229	\$35,000
Manufacturing	3	\$15.87 to \$38.46	\$36.78	\$33,000 to \$80,000	\$76,500

#### ADMINISTRATIVE SERVICES MANAGERS

11-3031 - Plan, direct, or coordinate supportive services of an organization, such as recordkeeping, mail distribution, telephone operator/receptionist, and other office support services. May oversee facilities planning and maintenance and custodial operations.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	11	\$10.00 to \$61.06	\$19.23	\$20,800 to \$127,000	\$40,000
Bus.Services	2	\$19.23 to \$23.77	\$21.50	\$40,000 to \$49,440	\$44,720
Financial	2	\$12.00 to \$12.02	\$12.01	\$24,960 to \$25,000	\$24,980
Manufacturing	3	\$14.42 to \$61.06	\$26.44	\$30,000 to \$127,000	\$55,000
Government	2	\$28.85 to \$31.81	\$30.33	\$60,000 to \$66,170	\$63,085

#### COMPUTER AND INFORMATION SYSTEMS MANAGERS

11-3021 - Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	8	\$16.00 to \$36.06	\$25.79	\$33,280 to \$75,000	\$53,640
Bus.Services	2	\$28.50 to \$36.06	\$32.28	\$59,280 to \$75,000	\$67,140
Financial	2	\$23.08 to \$29.68	\$26.38	\$48,000 to \$61,724	\$54,862
Health Care	2	\$20.00 to \$31.25	\$25.63	\$41,600 to \$65,000	\$53,300

## FINANCIAL MANAGERS

11-3031 - Plan, direct, and coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	20	\$9.62 to \$43.27	\$24.04	\$20,000 to \$90,000	\$50,000
Bus.Services	5	\$9.62 to \$30.95	\$28.50	\$20,000 to \$64,375	\$59,280
Financial	2	\$14.42 to \$24.04	\$19.23	\$30,000 to \$50,000	\$40,000
Health Care	6	\$15.87 to \$35.00	\$25.24	\$33,000 to \$72,800	\$52,500
Manufacturing	4	\$14.42 to \$34.62	\$17.12	\$30,000 to \$72,000	\$35,600
Retail/Other	2	\$16.35 to \$28.00	\$22.17	\$34,000 to \$58,240	\$46,120

## HUMAN RESOURCES MANAGERS

11-3040 - Plan, direct, and coordinate human resource management activities of an organization to maximize the strategic use of human resources and maintain functions such as employee compensation, recruitment, personnel policies, and regulatory compliance.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	25	\$10.00 to \$40.87	\$18.00	\$20,000 to \$85,000	\$37,440
Bus.Services	3	\$28.50 to \$31.13	\$28.85	\$59,280 to \$64,750	\$60,000
Financial	3	\$12.98 to \$23.19	\$16.83	\$27,000 to \$48,229	\$35,000
Health Care	8	\$12.02 to \$28.85	\$18.62	\$25,000 to \$60,000	\$38,720
Manufacturing	7	\$10.00 to \$40.87	\$15.38	\$20,000 to \$85,000	\$32,000
Retail/Other	2	\$14.42 to \$15.00	\$14.71	\$30,000 to \$31,200	\$30,600

## INDUSTRIAL PRODUCTION MANAGERS

11-3051 - Plan, direct, or coordinate the work activities and resources necessary for manufacturing products in accordance with cost, quality, and quantity specifications.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	6	\$15.00 to \$24.04	\$18.75	\$31,200 to \$50,000	\$39,000

## PURCHASING MANAGERS

11-3061 - Plan, direct, or coordinate the activities of buyers, purchasing officers, and related workers involved in purchasing materials, products, and services.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	11	\$10.00 to \$31.25	\$19.16	\$20,800 to \$65,000	\$39,859
Bus.Services	2	\$24.04 to \$31.13	\$27.58	\$50,000 to \$64,750	\$57,375
Health Care	2	\$16.00 to \$19.23	\$17.62	\$33,280 to \$40,000	\$36,640
Manufacturing	5	\$10.00 to \$31.25	\$16.83	\$20,800 to \$65,000	\$35,000

## TRANSPORTATION, STORAGE AND DISTRIBUTION MANAGERS

11-3071 - Plan, direct, or coordinate transportation, storage, or distribution activities in accordance with governmental policies and regulations.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	8	\$13.75 to \$31.25	\$20.43	\$28,600 to \$65,000	\$42,500
Bus.Services	2	\$28.85 to \$31.13	\$29.99	\$60,000 to \$64,750	\$62,375
Trans/Whse	2	\$16.83 to \$31.25	\$24.04	\$35,000 to \$65,000	\$50,000

## ENGINEERING MANAGERS

11-9041 - Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	6	\$11.00 to \$43.27	\$27.56	\$22,880 to \$90,000	\$57,335
Manufacturing	3	\$22.60 to \$34.62	\$24.00	\$47,000 to \$72,000	\$49,920

## MEDICAL AND HEALTH SERVICES MANAGER

11-9111 - Plan, direct, or coordinate medicine and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$30.00 to \$30.00	\$30.00	\$62,400 to \$62,400	\$62,400

## BUSINESS AND FINANCIAL OPERATIONS

### COST ESTIMATORS

13-1051 - Prepare cost estimates for product manufacturing, construction projects, or services to aid management in bidding on or determining price of product or service. May specialize according to particular service performed or type of product manufactured.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$15.38 to \$17.42	\$17.00	\$31,990 to \$36,235	\$35,360
Manufacturing	2	\$15.38 to \$17.00	\$16.19	\$31,990 to \$35,360	\$33,675

### LOGISTICIANS

13-1081 - Analyze and coordinate the logistical functions of a firm or organization. Responsible for the entire life cycle of a product, including acquisition, distribution, internal allocation, delivery, and final disposal of resources.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$43.27 to \$43.27	\$43.27	\$90,000 to \$90,000	\$90,000

### MANAGEMENT ANALYSTS

13-1111 - Conduct organizational studies and evaluations, design systems and procedures, conduct work simplifications and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Includes program analysts and management consultants.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$24.04 to \$24.04	\$24.04	\$50,000 to \$50,000	\$50,000

### ACCOUNTANTS AND AUDITORS

13-2011 - Examine, analyze, and interpret accounting records for the purpose of giving advice or preparing statements. Install or advise on systems of recording costs or other financial and budgetary data.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	11	\$13.94 to \$29.81	\$17.42	\$29,000 to \$62,000	\$36,235
Bus.Services	4	\$15.60 to \$16.83	\$16.41	\$32,445 to \$35,000	\$34,140
Financial	2	\$13.94 to \$17.42	\$15.68	\$29,000 to \$36,235	\$32,618
Health Care	2	\$19.23 to \$20.00	\$19.62	\$40,000 to \$41,600	\$40,800
Manufacturing	2	\$20.19 to \$29.81	\$25.00	\$42,000 to \$62,000	\$52,000

## BUDGET ANALYSTS

13-2031 - Examine budget estimates for completeness, accuracy, and conformance with procedures and regulations. Analyze budgeting and accounting reports for the purpose of maintaining expenditure controls.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$18.27 to \$21.63	\$19.95	\$38,002 to \$45,000	\$41,501

## FINANCIAL ANALYSTS

13-2051 - Conduct quantitative analyses of information affecting investment programs of public or private institutions.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$13.94 to \$28.00	\$16.74	\$29,000 to \$58,240	\$34,818
Financial	2	\$13.94 to \$14.42	\$14.18	\$29,000 to \$30,000	\$29,500

## BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS

43-3031 - Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	21	\$8.18 to \$19.71	\$11.50	\$17,014 to \$41,000	\$23,920
Bus.Services	4	\$10.00 to \$14.86	\$11.99	\$20,800 to \$30,900	\$24,929
Financial	2	\$8.18 to \$11.54	\$9.86	\$17,014 to \$24,000	\$20,507
Health Care	6	\$9.62 to \$16.00	\$10.79	\$20,000 to \$33,280	\$22,440
Manufacturing	4	\$10.00 to \$19.71	\$12.50	\$20,800 to \$41,000	\$26,000
Retail/Other	2	\$8.75 to \$10.50	\$9.63	\$18,200 to \$21,840	\$20,020
Government	2	\$16.82 to \$16.88	\$16.85	\$34,986 to \$35,100	\$35,043

## COMPUTER AND ENGINEERING OCCUPATIONS

### COMPUTER PROGRAMMERS

15-1021 - Convert project specifications and statements of problems and procedures to detailed logical flow charts for coding into computer language. Develop and write computer programs to store, locate, and retrieve specific documents, data, and information. May program web sites.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$16.83 to \$30.29	\$26.44	\$35,000 to \$63,000	\$55,000
Bus.Services	2	\$24.04 to \$28.85	\$26.44	\$50,000 to \$60,000	\$55,000

### COMPUTER SOFTWARE ENGINEERS, APPLICATIONS

15-1031 - Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$13.63 to \$23.08	\$18.35	\$28,350 to \$48,000	\$38,175

## COMPUTER SOFTWARE ENGINEERS, SYSTEMS SOFTWARE

15-1032 - Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. Apply principles and techniques of computer science, engineering, and mathematical analysis.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$23.08 to \$23.08	\$23.08	\$48,000 to \$48,000	\$48,000

## COMPUTER SUPPORT SPECIALIST

15-1041 - Provide technical assistance to computer system users. Answer questions or resolve computer problems for clients in person, via telephone or from remote location. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	6	\$11.54 to \$24.04	\$17.21	\$24,000 to \$50,000	\$35,798
Financial	2	\$11.54 to \$17.42	\$14.48	\$24,000 to \$36,235	\$30,118

## COMPUTER SYSTEMS ANALYSTS

15-1051 - Analyze science, engineering, business, and all other data processing problems for application to electronic data processing systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software. May supervise computer programmers.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$15.55 to \$25.91	\$20.40	\$32,344 to \$53,893	\$42,430
Financial	2	\$19.16 to \$21.63	\$20.40	\$39,859 to \$45,000	\$42,430

## DATABASE ADMINISTRATORS

15-1061 - Coordinate changes to computer databases, test and implement the database applying knowledge of database management systems. May plan, coordinate, and implement security measures to safeguard computer databases.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$15.38 to \$27.40	\$21.75	\$32,000 to \$57,000	\$45,249
Bus.Services	2	\$19.47 to \$24.04	\$21.75	\$40,498 to \$50,000	\$45,249

## NETWORK AND COMPUTER SYSTEMS ADMINISTRATORS

15-1071 - Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system. Maintain network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network availability. May supervise other network support and client server specialists and plan, coordinate, and implement network security measures.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	7	\$14.42 to \$31.25	\$23.56	\$30,000 to \$65,000	\$49,005
Bus.Services	3	\$23.56 to \$27.24	\$25.00	\$49,005 to \$56,650	\$52,000
Financial	2	\$14.42 to \$21.08	\$17.75	\$30,000 to \$43,845	\$36,923
Manufacturing	2	\$19.00 to \$31.25	\$25.13	\$39,520 to \$65,000	\$52,260

## NETWORK SYSTEMS AND DATA COMMUNICATIONS ANALYSTS

15-1081 - Analyze, design, test, and evaluate network systems, such as local area networks (LAN), wide area networks (WAN), Internet, intranet, and other data communications systems. Perform network modeling, analysis, and planning. Research and recommend network and data communications hardware and software. Includes telecommunications specialists who deal with the interfacing of computer and communications equipment. May supervise computer programmers.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$15.38 to \$17.42	\$16.40	\$32,000 to \$36,235	\$34,118

## COMPUTER SPECIALISTS, ALL OTHER

15-1099 - All computer specialists not listed separately, including web designers, web developers and web administrators.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$11.54 to \$11.54	\$11.54	\$24,000 to \$24,000	\$24,000

## CIVIL ENGINEERS

17-2051 - Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures, and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, water and sewage systems, and waste disposal units. Includes architectural, structural, traffic, ocean, and geo-technical engineers.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$20.00 to \$21.63	\$20.82	\$41,600 to \$45,000	\$43,300

## ELECTRICAL ENGINEERS

17-2071 - Design, develop, test, or supervise the manufacturing and installation of electrical equipment, components, or systems for commercial, industrial, military, or scientific use.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$16.83 to \$23.08	\$19.95	\$35,000 to \$48,000	\$41,500

## HEALTH & SAFETY ENGINEERS

17-2111 - Promote worksite or product safety by applying knowledge of industrial processes, mechanics, chemistry, psychology, and industrial health and safety laws.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$24.04 to \$24.04	\$24.04	\$50,000 to \$50,000	\$50,000

## INDUSTRIAL ENGINEERS

17-2112 - Design, develop, test, and evaluate integrated systems for managing industrial production processes including human work factors, quality control, inventory control, logistics and material flow, cost analysis, and production coordination.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$35.58 to \$35.58	\$35.58	\$74,000 to \$74,000	\$74,000

## MECHANICAL ENGINEERS

17-2141 - Perform engineering duties in planning and designing tools, engines, machines, and other mechanically functioning equipment. Oversee installation, operation, maintenance, and repair of such equipment as centralized heat, gas, water, and steam systems.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$16.83 to \$32.69	\$18.75	\$35,000 to \$68,000	\$39,000

## MECHANICAL DRAFTERS

17-3013 - Prepare detailed working diagrams of machinery and mechanical devices, including dimensions, fastening methods, and other engineering information.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$11.06 to \$14.42	\$12.74	\$23,000 to \$30,000	\$26,500

## ELECTRICAL AND ELECTRONIC ENGINEERING TECHNICIANS

17-3023 - Apply electrical and electronic theory and related knowledge, usually under the direction of engineering staff, to design, build, repair, calibrate, and modify electrical components, circuitry, controls, and machinery for subsequent evaluation and use by engineering staff in making engineering design decisions.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$16.76 to \$27.40	\$22.08	\$34,861 to \$57,000	\$45,930

## INDUSTRIAL ENGINEERING TECHNICIANS AND TECHNOLOGISTS

17-3026 - Apply engineering theory and principles to problems of industrial layout or manufacturing production, usually under the direction of engineering staff. May study and record time, motion, method, and speed involved in performance of production, maintenance, clerical, and other worker operations for such purposes as establishing standard production rates or improving efficiency.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$17.00 to \$17.00	\$17.00	\$35,360 to \$35,360	\$35,360

## MECHANICAL ENGINEERING TECHNICIANS AND TECHNOLOGISTS

17-3027 - Apply theory and principles of mechanical engineering to modify, develop, and test machinery and equipment under direction of engineering staff or physical scientists.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$16.76 to \$29.33	\$17.00	\$34,861 to \$61,000	\$35,360
Manufacturing	2	\$17.00 to \$29.33	\$23.16	\$35,360 to \$61,000	\$48,180

## CHEMISTS

19-2031 - Conduct qualitative and quantitative chemical analyses or chemical experiments in laboratories for quality or process control or to develop new products or knowledge.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$19.23 to \$27.88	\$23.56	\$40,000 to \$58,000	\$49,000

## ENVIRONMENTAL SCIENCE AND PROTECTION TECHNICIANS, INCL. HEALTH

19-4091 - Performs laboratory and field tests to monitor the environment and investigate sources of pollution, including those that affect health. Under direction of an environmental scientist or specialist, may collect samples of gases, soil, water, and other materials for testing and take corrective actions as assigned.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$31.25 to \$31.25	\$31.25	\$65,000 to \$65,000	\$65,000

## COMMUNITY AND SOCIAL SERVICES AND RELATED OCCUPATIONS

### MENTAL HEALTH COUNSELORS

21-1014 - Counsel with emphasis on prevention. Work with individuals and groups to promote optimum mental health. May help individuals deal with addictions and substance abuse; family, parenting, and marital problems; suicide; stress management; problems with self-esteem; and issues associated with aging and mental and emotional health.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$14.42 to \$14.42	\$14.42	\$30,000 to \$30,000	\$30,000

## CHILD, FAMILY AND SCHOOL SOCIAL WORKERS

21-1021 - Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist single parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers on how to deal with problem children.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$11.54 to \$14.63	\$12.99	\$24,000 to \$30,430	\$27,009
Health Care	2	\$11.54 to \$12.50	\$12.02	\$24,000 to \$26,000	\$25,000
Government	2	\$13.47 to \$14.63	\$14.05	\$28,018 to \$30,430	\$29,224

## MENTAL HEALTH AND SUBSTANCE ABUSE SOCIAL WORKERS

21-1023 - Assess and treat individuals with mental, emotional, or substance abuse problems, including abuse of alcohol, tobacco, and/or other drugs. Activities may include individual and group therapy, crisis intervention, case management, client advocacy, prevention, and education.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$18.27 to \$18.27	\$18.27	\$38,000 to \$38,000	\$38,000

## SOCIAL AND HUMAN SERVICE ASSISTANTS

21-1093 - Assist professionals from a wide variety of fields, such as psychology, rehabilitation, or social work, to provide client services, as well as support for families. May assist clients in identifying available benefits and social and community services and help clients obtain them. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or adult daycare.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	5	\$8.50 to \$14.00	\$11.00	\$17,680 to \$29,120	\$22,880
Health Care	3	\$8.50 to \$14.00	\$11.00	\$17,680 to \$29,120	\$22,880
Government	2	\$10.60 to \$12.53	\$11.57	\$22,048 to \$26,062	\$24,055

## HEALTH CARE AND RELATED OCCUPATIONS

### REGISTERED NURSES

29-1111 - Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Includes advance practice nurses such as: nurse practitioners, clinical nurse specialists, certified nurse midwives, and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education and who function in highly autonomous and specialized roles.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	11	\$13.46 to \$24.00	\$21.00	\$28,000 to \$49,920	\$43,680

### MEDICAL AND CLINICAL LABORATORY TECHNOLOGISTS

29-2011 - Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$18.67 to \$18.67	\$18.67	\$38,834 to \$38,834	\$38,834

## MEDICAL AND CLINICAL LABORATORY TECHNICIANS

29-2012 - Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$13.13 to \$13.50	\$13.32	\$27,310 to \$28,080	\$27,695

## RADIOLOGIC TECHNOLOGISTS AND TECHNICIANS

29-2034 - Take X-rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Includes technologists who specialize in other modalities, such as computed tomography and magnetic resonance. Includes workers whose primary duties are to produce images of portions of the human body on X-ray film or fluoroscopic screen.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$13.22 to \$21.00	\$15.59	\$27,500 to \$43,680	\$32,427

## EMERGENCY MEDICAL TECHNICIANS AND PARAMEDICS

29-2041 - Assess injuries, administer emergency medical care, and extricate trapped individuals. Transport injured or sick persons to medical facilities.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$11.94 to \$11.94	\$11.94	\$24,835 to \$24,835	\$24,835

## PHARMACY TECHNICIANS

29-2052 - Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$10.00 to \$14.00	\$11.39	\$20,800 to \$29,120	\$23,691

## LICENSED PRACTICAL & LICENSED VOC NURSE

29-2061 - Care for ill, injured, convalescent, or disabled persons in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	8	\$14.00 to \$17.65	\$14.80	\$29,120 to \$36,712	\$30,784

## HOME HEALTH AIDES

31-1011 - Provide routine, personal healthcare, such as bathing, dressing, or grooming, to elderly, convalescent, or disabled persons in the home of patients or in a residential care facility.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	5	\$8.00 to \$9.50	\$8.50	\$16,640 to \$19,760	\$17,680

## NURSING AIDES, ORDERLIES AND ATTENDANTS

31-1012 - Provide basic patient care under direction of nursing staff. Perform duties, such as feed, bathe, dress, groom, or move patients, or change linens.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	6	\$7.50 to \$9.54	\$8.78	\$15,600 to \$19,843	\$18,252

## OCCUPATIONAL THERAPISTS

29-1122 - Assess, plan, organize, and participate in rehabilitative programs that help restore vocational, homemaking, and daily living skills, as well as general independence, to disabled persons.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	5	\$25.00 to \$35.00	\$26.92	\$52,000 to \$72,800	\$56,000

## OCCUPATIONAL THERAPIST ASSISTANTS

31-2011 - Assist occupational therapists in providing occupational therapy treatments and procedures. May, in accordance with State laws, assist in development of treatment plans, carry out routine functions, direct activity programs, and document the progress of treatments. Generally requires formal training.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	5	\$16.57 to \$21.00	\$17.00	\$34,466 to \$43,680	\$35,360

## PHYSICAL THERAPISTS

29-1123 - Assess, plan, organize, and participate in rehabilitative programs that improve mobility, relieve pain, increase strength, and decrease or prevent deformity of patients suffering from disease or injury.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	5	\$25.20 to \$35.00	\$29.00	\$52,416 to \$72,800	\$60,320

## PHYSICAL THERAPIST ASSISTANTS

31-2021 - Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with State laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	5	\$16.57 to \$22.00	\$17.07	\$34,466 to \$45,760	\$35,500

## DENTAL ASSISTANTS

31-9091 - Assist dentist, set up patient and equipment, and keep records.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$10.78 to \$10.78	\$10.78	\$22,422 to \$22,422	\$22,422

## MEDICAL ASSISTANTS

31-9092 - Perform administrative and certain clinical duties under the direction of physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$10.00 to \$13.50	\$10.13	\$20,800 to \$28,080	\$21,070

## MEDICAL TRANSCRIPTIONISTS

31-9094 - Use transcribing machines with headset and foot pedal to listen to recordings by physicians and other healthcare professionals dictating a variety of medical reports, such as emergency room visits, diagnostic imaging studies, operations, chart reviews, and final summaries. Transcribe dictated reports and translate medical jargon and abbreviations into their expanded forms. Edit as necessary and return reports in either printed or electronic form to the dictator for review and signature, or correction.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$9.00 to \$11.00	\$9.57	\$18,720 to \$22,880	\$19,895

## BUSINESS AND MEDIA RELATED OCCUPATIONS

### MARKET RESEARCH ANALYSTS

19-3021 - Research market conditions in local, regional, or national areas to determine potential sales of a product or service. May gather information on competitors, prices, sales, and methods of marketing and distribution. May use survey results to create a marketing campaign based on regional preferences and buying habits.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$19.16 to \$19.16	\$19.16	\$39,859 to \$39,859	\$39,859

### GRAPHIC DESIGNERS

27-1024 - Design or create graphics to meet specific commercial or promotional needs, such as packaging, displays, or logos. May use a variety of mediums to achieve artistic or decorative effects.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	6	\$12.98 to \$21.08	\$14.32	\$27,000 to \$43,845	\$29,775
Bus.Services	2	\$13.63 to \$15.00	\$14.32	\$28,350 to \$31,200	\$29,775
Financial	2	\$12.98 to \$21.08	\$17.03	\$27,000 to \$43,845	\$35,423

### PUBLIC RELATIONS SPECIALISTS

27-3031 - Engage in promoting or creating good will for individuals, groups, or organizations by writing or selecting favorable publicity material and releasing it through various communications media. May prepare and arrange displays, and make speeches.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	6	\$17.54 to \$28.50	\$24.55	\$36,482 to \$59,280	\$51,065
Bus.Services	2	\$24.04 to \$28.50	\$26.27	\$50,000 to \$59,280	\$54,640
Health Care	2	\$17.54 to \$24.00	\$20.77	\$36,482 to \$49,920	\$43,201

## FOOD SERVICE AND RELATED OCCUPATIONS

### CHEFS AND HEAD COOKS

35-1011 - Direct the preparation, seasoning, and cooking of salads, soups, fish, meats, vegetables, desserts, or other foods. May plan and price menu items, order supplies, and keep records and accounts. May participate in cooking.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$8.50 to \$9.50	\$8.51	\$17,700 to \$19,760	\$18,730
Manufacturing	2	\$8.50 to \$8.51	\$8.50	\$17,700 to \$17,700	\$17,700

### FIRST-LINE SUPERVISORS/MANAGERS

35-1012 - Supervise workers engaged in preparing and serving food.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$18.75 to \$18.75	\$18.75	\$39,000 to \$39,000	\$39,000

### COOKS, ALL OTHER

35-2019 - All cooks not listed separately.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	6	\$7.30 to \$9.05	\$8.25	\$15,184 to \$18,824	\$17,160
Health Care	5	\$7.30 to \$9.05	\$8.50	\$15,184 to \$18,824	\$17,680

## WAITERS AND WAITRESSES

35-3031 - Take orders and serve food and beverages to patrons at tables in dining establishment.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$7.30 to \$7.30	\$7.30	\$15,184 to \$15,184	\$15,184

## FOOD PREPARATION AND SERVING RELATED WORKERS, ALL OTHER

35-9099 - All food preparation and serving related workers not listed separately.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	5	\$7.30 to \$8.00	\$7.50	\$15,184 to \$16,640	\$15,600
Health Care	2	\$7.50 to \$7.50	\$7.50	\$15,600 to \$15,600	\$15,600
Manufacturing	2	\$8.00 to \$8.00	\$8.00	\$16,640 to \$16,640	\$16,640

## CALL CENTER, SALES AND RELATED OCCUPATIONS

### CASHIERS

41-2011 - Receive and disburse money in establishments other than financial institutions. Usually involves use of electronic scanners, cash registers, or related equipment. Often involved in processing credit or debit card transactions and validating checks.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$8.00 to \$18.75	\$9.43	\$16,640 to \$39,000	\$19,614

### RETAIL SALESPERSONS

41-2031 - Sell merchandise, such as furniture, motor vehicles, appliances, or apparel in a retail establishment.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$8.00 to \$10.00	\$9.00	\$16,640 to \$20,800	\$18,720

### SALES REPRESENTATIVES, WHOLESALE/ MANUFACTURING TECH/SCI

41-4011 - Sell goods for wholesalers or manufacturers where technical or scientific knowledge is required in such areas as biology, engineering, chemistry, and electronics, normally obtained from at least 2 years of post-secondary education.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$18.03 to \$33.65	\$25.84	\$37,500 to \$70,000	\$53,750

### SALES REPRESENTATIVES, WHOLESALE/ MANUFACTURING-NOT TECH/SCI

41-4012 - Sell goods for wholesalers or manufacturers to businesses or groups of individuals. Work requires substantial knowledge of items sold.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$15.00 to \$15.00	\$15.00	\$31,200 to \$31,200	\$31,200

### TELEMARKETERS

41-9041 - Solicit orders for goods or services over the telephone.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$9.00 to \$11.06	\$10.03	\$18,720 to \$23,000	\$20,860

## OFFICE AND ADMINISTRATIVE SUPPORT OCCUPATIONS

### BILL AND ACCOUNT COLLECTORS

43-3011 - Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer's account; preparing statements to credit department if customer fails to respond; initiating repossession proceedings or service disconnection; keeping records of collection and status of accounts.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	14	\$9.00 to \$14.00	\$11.00	\$18,720 to \$29,120	\$22,880
Financial	3	\$9.00 to \$11.00	\$10.68	\$18,720 to \$22,880	\$22,214
Health Care	8	\$9.00 to \$14.00	\$12.13	\$18,720 to \$29,120	\$25,230

### BILLING AND POSTING CLERKS AND MACHINE OPERATORS

43-3021 - Compile, compute, and record billing, accounting, statistical, and other numerical data for billing purposes. Prepare billing invoices for services rendered or for delivery or shipment of goods.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	6	\$9.75 to \$12.00	\$10.50	\$20,280 to \$24,960	\$21,840
Health Care	4	\$10.00 to \$12.00	\$11.50	\$20,800 to \$24,960	\$23,920

### TELLERS

43-3071 - Receive and pay out money. Keep records of money and instruments involved in a financial institution's transactions.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$8.00 to \$9.43	\$8.72	\$16,640 to \$19,614	\$18,127

### CUSTOMER SERVICE REPRESENTATIVE

43-4051 - Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	14	\$9.00 to \$26.92	\$10.79	\$18,720 to \$56,000	\$22,437
Bus.Services	3	\$11.97 to \$14.36	\$12.00	\$24,898 to \$29,870	\$24,960
Financial	3	\$10.00 to \$10.18	\$10.00	\$20,800 to \$21,174	\$20,800
Manufacturing	6	\$9.00 to \$26.92	\$11.00	\$18,720 to \$56,000	\$22,880
Trans/Whse	2	\$9.50 to \$11.39	\$10.45	\$19,760 to \$23,700	\$21,730

### ORDER CLERKS

43-4151 - Receive and process incoming orders for materials, merchandise, classified ads, or services such as repairs, installations, or rental of facilities. Duties include informing customers of receipt, prices, shipping dates, and delays; preparing contracts; and handling complaints.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$10.00 to \$10.00	\$10.00	\$20,800 to \$20,800	\$20,800

### SHIPPING, RECEIVING, AND TRAFFIC CLERKS

43-5071 - Verify and keep records on incoming and outgoing shipments. Prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying and recording incoming merchandise or material; and arranging for the transportation of products.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	9	\$8.50 to \$14.33	\$10.00	\$17,680 to \$29,800	\$20,800
Bus.Services	2	\$8.50 to \$11.97	\$10.24	\$17,680 to \$24,898	\$21,289
Manufacturing	4	\$8.75 to \$14.00	\$10.00	\$18,200 to \$29,120	\$20,800

## SECURITY GUARD

33-9032 - Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$7.30 to \$11.97	\$11.34	\$15,184 to \$24,898	\$23,587

## RECEPTIONIST AND INFORMATION CLERKS

43-4171 - Answer inquiries and obtain information for general public, customers, visitors, and other interested parties. Provide information regarding activities conducted at establishment; location of departments, offices, and employees within organization.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	23	\$7.30 to \$18.00	\$10.00	\$15,184 to \$37,440	\$20,800
Bus.Services	4	\$8.32 to \$10.77	\$9.50	\$17,304 to \$22,402	\$19,760
Financial	3	\$8.00 to \$10.00	\$9.43	\$16,640 to \$20,800	\$19,614
Health Care	6	\$7.30 to \$11.00	\$10.00	\$15,184 to \$22,880	\$20,800
Manufacturing	5	\$8.00 to \$10.00	\$9.00	\$16,640 to \$20,800	\$18,720
Trans/Whse	2	\$9.00 to \$11.06	\$10.03	\$18,720 to \$23,000	\$20,860
Government	3	\$10.60 to \$18.00	\$11.39	\$22,048 to \$37,440	\$23,691

## FIRST-LINE SUPERVISORS/MANAGERS OF OFFICE

43-1011 - Directly supervise sales workers in a retail establishment or department. Duties may include management functions, such as purchasing, budgeting, accounting, and personnel work, in addition to supervisory duties.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	8	\$10.00 to \$28.13	\$16.19	\$20,800 to \$58,500	\$33,672
Bus.Services	2	\$16.83 to \$20.30	\$18.56	\$35,000 to \$42,230	\$38,615
Health Care	3	\$10.00 to \$12.02	\$12.02	\$20,800 to \$25,000	\$25,000
Government	2	\$15.55 to \$18.27	\$16.91	\$32,344 to \$38,000	\$35,172

## WORD PROCESSOR/TYPIST

43-9022 - Use word processor/computer or typewriter to type letters, reports, forms, or other material from rough draft, corrected copy, or voice recording. May perform other clerical duties as assigned.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$8.68 to \$10.60	\$9.00	\$18,054 to \$22,048	\$18,720
Financial	2	\$8.68 to \$9.00	\$8.84	\$18,054 to \$18,720	\$18,387

## EXECUTIVE SECRETARIES AND ADMINISTRATIVE ASSISTANTS

43-6011 - Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	16	\$9.00 to \$18.75	\$14.21	\$18,720 to \$39,000	\$29,560
Bus.Services	3	\$12.26 to \$18.00	\$15.56	\$25,501 to \$37,440	\$32,365
Financial	2	\$10.00 to \$15.84	\$12.92	\$20,800 to \$32,941	\$26,871
Health Care	5	\$9.50 to \$14.70	\$14.00	\$19,760 to \$30,580	\$29,120
Manufacturing	3	\$9.00 to \$18.75	\$11.00	\$18,720 to \$39,000	\$22,880
Government	3	\$13.23 to \$16.88	\$15.89	\$27,518 to \$35,100	\$33,051

## MEDICAL SECRETARIES

43-6013 - Perform secretarial duties utilizing specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$8.00 to \$11.00	\$8.99	\$16,640 to \$22,880	\$18,700

## SECRETARIES, EXCEPT LEGAL, MEDICAL & EXECUTIVE

43-6014 - Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	9	\$9.00 to \$17.00	\$10.00	\$18,720 to \$35,360	\$20,800
Health Care	3	\$9.35 to \$10.00	\$10.00	\$19,448 to \$20,800	\$20,800
Government	3	\$12.00 to \$13.77	\$12.00	\$24,960 to \$28,642	\$26,801

## COMPUTER OPERATORS

43-9011 - Monitor and control electronic computer and peripheral electronic data processing equipment to process business, scientific, engineering, and other data according to operating instructions. May enter commands at a computer terminal and set controls on computer and peripheral devices. Monitor and respond to operating and error messages.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$15.00 to \$15.00	\$15.00	\$31,200 to \$31,200	\$31,200

## DATA ENTRY KEYERS

43-9021 - Operate data entry device, such as keyboard or photo composing perforator. Duties may include verifying data and preparing materials for printing.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$10.00 to \$12.00	\$10.55	\$20,800 to \$24,960	\$21,940

## PARALEGALS AND LEGAL ASSISTANTS

23-2011 - Assist lawyers by researching legal precedent, investigating facts, or preparing legal documents. Conduct research to support a legal proceeding, to formulate a defense, or to initiate legal action.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	5	\$10.93 to \$16.83	\$13.40	\$22,734 to \$35,000	\$27,872
Financial	2	\$11.00 to \$15.84	\$13.42	\$22,880 to \$32,941	\$27,911
Government	2	\$10.93 to \$13.40	\$12.17	\$22,734 to \$27,872	\$25,303

## CONSTRUCTION OCCUPATIONS

### CARPENTERS

47-2031 - Construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways to control the proper circulation of air through the passageways and to the working places.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$18.44 to \$28.37	\$19.29	\$38,350 to \$59,000	\$40,123
Government	2	\$18.44 to \$19.29	\$18.86	\$38,350 to \$40,123	\$39,237

## CEMENT MASONS AND CONCRETE FINISHERS

47-2051 - Smooth and finish surfaces of poured concrete, such as floors, walks, sidewalks, roads, or curbs using a variety of hand and power tools. Align forms for sidewalks, curbs, or gutters; patch voids; use saws to cut expansion joints.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$13.25 to \$19.29	\$16.27	\$27,560 to \$40,123	\$33,842

## CONSTRUCTION LABORERS

47-2061 - Perform tasks involving physical labor at building, highway, and heavy construction projects, tunnel and shaft excavations, and demolition sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, clean up rubble and debris, and remove asbestos, lead, and other hazardous waste materials. May assist other craft workers.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$9.00 to \$27.40	\$16.41	\$18,720 to \$57,000	\$35,633
Government	2	\$15.29 to \$17.53	\$16.41	\$34,803 to \$36,462	\$35,633

## ELECTRICIANS

47-2111 - Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$20.25 to \$30.77	\$25.51	\$42,120 to \$64,000	\$53,060

## PAINTERS, CONSTRUCTION AND MAINTENANCE

47-2141 - Paint walls, equipment, buildings, bridges, and other structural surfaces, using brushes, rollers, and spray guns. May remove old paint to prepare surface prior to painting. May mix colors or oils to obtain desired color or consistency.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$14.00 to \$27.88	\$17.73	\$29,120 to \$58,000	\$36,878

## INSTALLATION – MAINTENANCE AND REPAIR OCCUPATIONS

### AUTOMOTIVE SERVICE TECHNICIANS & MECHANICAL

49-3023 - Diagnose, adjust, repair, or overhaul automotive vehicles.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$17.73 to \$20.55	\$19.14	\$36,878 to \$42,744	\$39,811

### MOBILE HEAVY EQUIPMENT MECHANICS, EXCEPT ENGINES

49-3042 - Diagnose, adjust, repair, or overhaul mobile mechanical, hydraulic, and pneumatic equipment, such as cranes, bulldozers, graders, and conveyors, used in construction, logging, and surface mining.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$16.83 to \$17.00	\$16.91	\$35,000 to \$35,360	\$35,180

## MAINTENANCE AND REPAIR WORKERS, GENERAL

49-9042 - Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	12	\$8.76 to \$27.40	\$12.00	\$18,221 to \$57,000	\$24,960
Financial	3	\$9.43 to \$16.37	\$11.00	\$19,614 to \$34,050	\$22,880
Health Care	3	\$8.76 to \$12.00	\$10.85	\$18,221 to \$24,960	\$22,568
Manufacturing	5	\$11.00 to \$27.40	\$14.00	\$22,880 to \$57,000	\$29,120

## MAINTENANCE WORKERS, MACHINERY

49-9043 - Lubricate machinery, change parts, or perform other routine machinery maintenance.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$10.00 to \$19.28	\$17.60	\$20,800 to \$40,102	\$36,609

## MILLWRIGHTS

49-9044 - Install, dismantle, or move machinery and heavy equipment according to layout plans, blueprints, or other drawings.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$28.37 to \$28.37	\$28.37	\$59,000 to \$59,000	\$59,000

## OFFICE CLERKS, GENERAL

43-9061 - Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring limited knowledge of office management systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$8.00 to \$18.27	\$9.00	\$16,640 to \$38,000	\$18,720
Manufacturing	2	\$8.00 to \$18.27	\$13.13	\$16,640 to \$38,000	\$27,320

## PRODUCTION OCCUPATIONS

### FIRST-LINE SUPERVISORS/MANAGERS OF PRODUCTION

51-1011 - Supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	8	\$11.00 to \$27.88	\$18.62	\$22,880 to \$58,000	\$38,720
Bus.Services	2	\$19.23 to \$25.14	\$22.19	\$40,000 to \$52,300	\$46,150
Manufacturing	6	\$11.00 to \$27.88	\$16.21	\$22,880 to \$58,000	\$33,720

### ELECTRICAL AND ELECTRONIC EQUIPMENT ASSEMBLERS

51-2022 - Assemble or modify electrical or electronic equipment, such as computers, test equipment telemetering systems, electric motors, and batteries.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$9.00 to \$10.00	\$9.50	\$18,720 to \$20,800	\$19,760

## ELECTROMECHANICAL EQUIPMENT ASSEMBLERS

51-2023 - Assemble or modify electromechanical equipment or devices, such as servomechanisms, gyros, dynamometers, magnetic drums, tape drives, brakes, control linkage, actuators, and appliances.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$9.00 to \$9.00	\$9.00	\$18,720 to \$18,720	\$18,720

## TEAM ASSEMBLERS

51-2092 - Work as part of a team having responsibility for assembling an entire product or component of a product. Team assemblers can perform all tasks conducted by the team in the assembly process and rotate through all or most of them rather than being assigned to a specific task on a permanent basis. May participate in making management decisions affecting the work. Team leaders who work as part of the team should be included.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$7.50 to \$8.50	\$8.00	\$15,600 to \$17,680	\$16,640

## COMPUTER CONTROLLED MACHINE TOOL OPERATORS, METAL

51-4011 - Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$13.00 to \$17.00	\$15.00	\$27,040 to \$35,360	\$31,200

## EXTRUDING AND DRAWING MACHINE SETTERS, OPERATORS

51-4021 - Set up, operate, or tend machines to extrude or draw thermoplastic or metal materials into tubes, rods, hoses, wire, bars, or structural shapes.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$14.37 to \$14.37	\$14.37	\$29,890 to \$29,890	\$29,890

## ROLLING MACHINE SETTERS, OPERATORS & TENDERS – METAL/PLASTIC

51-4023 - Set up, operate, or tend machines to roll steel or plastic forming bends, beads, knurls, rolls, or plate or to flatten, temper, or reduce gauge of material.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$12.00 to \$27.40	\$15.91	\$24,960 to \$57,000	\$33,093

## CUTTING, PUNCHING, PRESS MACHINE SETTERS/OPERATORS - METAL/ PLASTIC

51-4031 - Set up, operate, or tend machines to saw, cut, shear, slit, punch, crimp, notch, bend, or straighten metal or plastic material.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$14.55 to \$14.55	\$14.55	\$30,264 to \$30,264	\$30,264

## MACHINISTS

51-4041 - Set up and operate a variety of machine tools to produce precision parts and instruments. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, shop mathematics, metal properties, layout, and machining procedures.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	8	\$8.00 to \$29.33	\$13.50	\$16,640 to \$61,000	\$28,080

## POURERS AND CASTERS, METAL

51-4052 - Operate hand-controlled mechanisms to pour and regulate the flow of molten metal into molds to produce castings or ingots.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$9.00 to \$9.00	\$9.00	\$18,720 to \$18,720	\$18,720

## MULTIPLE MACHINE TOOL SETTERS, OPERATORS, AND TENDERS

51-4081 - Set up, operate, or tend more than one type of cutting or forming machine tool or robot.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$11.49 to \$11.49	\$11.49	\$23,899 to \$23,899	\$23,899

## TOOL AND DIE MAKERS

51-4111 - Analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair dies, cutting tools, jigs, fixtures, gauges, and machinists' hand tools.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$15.00 to \$21.40	\$18.20	\$31,200 to \$44,512	\$37,856

## WELDERS, CUTTERS, SOLDERERS, AND BLAZERS

51-4121 - Use hand-welding, flame-cutting, hand soldering, or brazing equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$9.00 to \$17.00	\$12.50	\$18,720 to \$35,360	\$26,000

## PLATING/COATING MACHINE SETTERS, OPERATORS & TENDERS – METAL/PLASTIC

51-4193 - Set up, operate, or tend plating or coating machines to coat metal or plastic products with chromium, zinc, copper, cadmium, nickel, or other metal to protect or decorate surfaces. Includes electrolytic processes.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	2	\$9.00 to \$27.88	\$18.44	\$18,720 to \$58,000	\$38,360

## PRINTING PRESS MACHINE OPERATORS AND TENDERS

51-5023 - Set up or operate various types of printing machines, such as offset, letterset, intaglio, or gravure presses or screen printers to produce print on paper or other materials.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$16.00 to \$16.00	\$16.00	\$33,280 to \$33,280	\$33,280

## CRUSHING, GRINDING, AND POLISHING MACHINE SETTERS

51-9021 - Set up, operate, or tend machines to crush, grind, or polish materials, such as coal, glass, grain, stone, food, or rubber.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$8.00 to \$8.00	\$8.00	\$16,640 to \$16,640	\$16,640

## CUTTING AND SLICING MACHINE SETTERS, OPERATORS, AND TENDERS

51-9032 - Set up, operate, or tend machines that cut or slice materials, such as glass, stone, cork, rubber, tobacco, food, paper, or insulating material.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$15.13 to \$15.13	\$15.13	\$31,470 to \$31,470	\$31,470

## CUTTING, PUNCHING, AND PRESS MACHINE

51-9032-4031 - Set up, operate, or tend machines to saw, cut, shear, slit, punch, crimp, notch, bend, or straighten metal or plastic material.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	4	\$8.00 to \$14.55	\$10.50	\$16,640 to \$30,264	\$21,840

## EXTRUDING, FORMING, PRESSING, AND COMPACTING

51-9041 - Set up, operate, or tend machines, such as glass forming machines, plodder machines, and tuber machines, to shape and form products, such as glassware, food, rubber, soap, brick, tile, clay, wax, tobacco, or cosmetics.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	1	\$11.49 to \$11.49	\$11.49	\$23,899 to \$23,899	\$23,899

## TRANSPORTATION AND MATERIAL MOVING OCCUPATIONS

### FIRST-LINE SUPERVISORS/MANAGERS OF HELPERS, LABORERS

53-1021 - Supervise and coordinate the activities of helpers, laborers, or material movers.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$14.00 to \$27.40	\$24.50	\$29,120 to \$57,000	\$50,960

### TRUCK DRIVERS, HEAVY AND TRACTOR TRAILER

53-3032 - Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 GVW, to transport and deliver goods, livestock, or materials in liquid, loose, or packaged form. May be required to unload truck. May require use of automated routing equipment. Requires commercial drivers' license.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	8	\$8.50 to \$22.96	\$14.00	\$17,680 to \$47,757	\$29,120
Manufacturing	2	\$14.00 to \$14.00	\$14.00	\$29,120 to \$29,120	\$29,120
Trans/Whse	2	\$12.00 to \$14.42	\$13.21	\$24,960 to \$30,000	\$27,480

### CRANE AND TOWER OPERATORS

53-7021 - Operate mechanical boom and cable or tower and cable equipment to lift and move materials, machines, or products in many directions

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$10.00 to \$25.96	\$14.75	\$20,800 to \$54,000	\$30,680

### INDUSTRIAL TRUCK AND TRACTOR OPERATORS

53-7051 - Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	3	\$10.00 to \$21.50	\$14.63	\$20,800 to \$44,720	\$30,430
Manufacturing	2	\$10.00 to \$14.63	\$12.32	\$20,800 to \$30,430	\$25,615

## LABORERS AND FREIGHT, STOCK, AND MATERIAL MOVERS

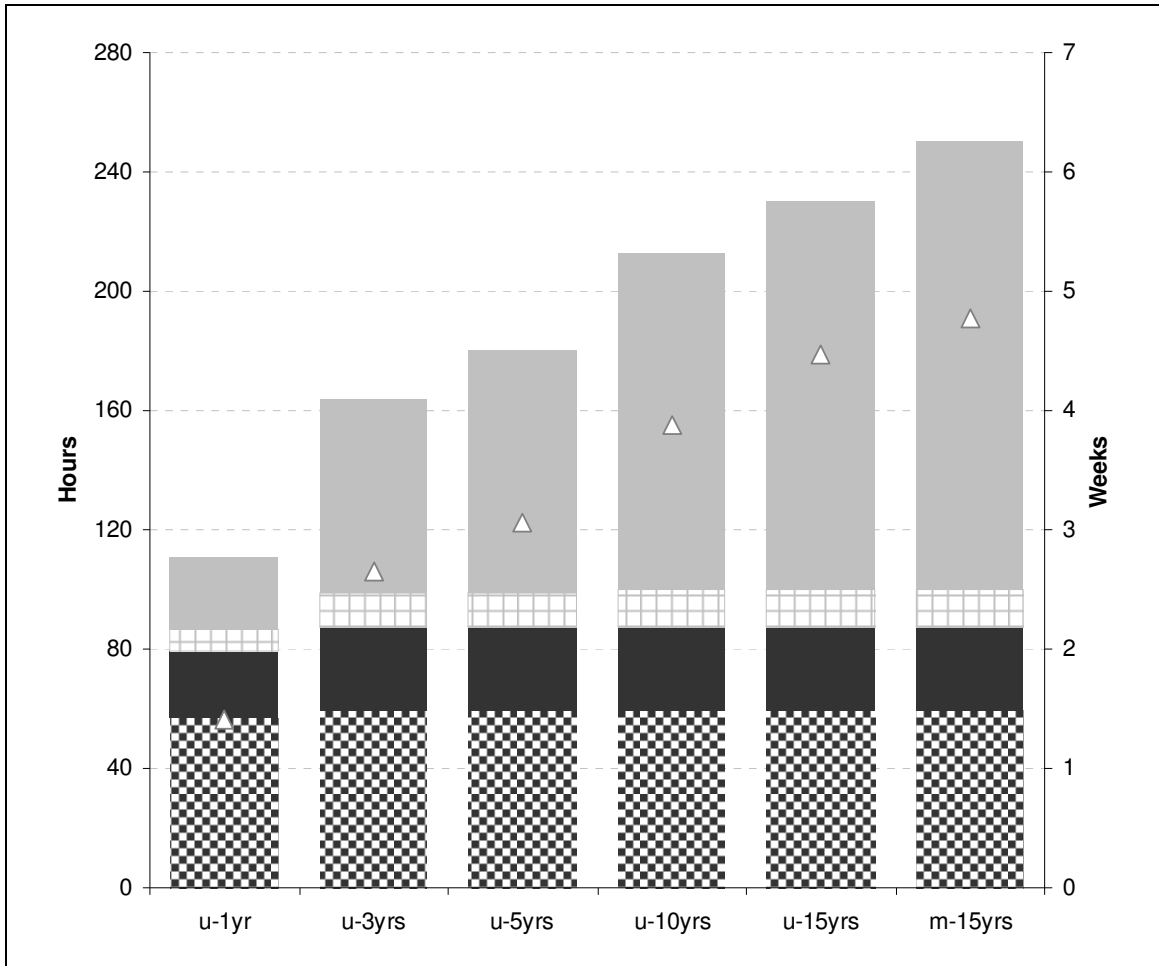
53-7062 - Manually move freight, stock, or other materials or perform other unskilled general labor. Includes all unskilled manual laborers not elsewhere classified.

Sector	Responses	Hourly Rate Range	Hourly Median	Annual Range	Annual Median
All	10	\$9.00 to \$23.08	\$11.14	\$18,720 to \$48,000	\$23,161
Bus.Services	2	\$10.00 to \$11.97	\$10.99	\$20,800 to \$24,898	\$22,849
Manufacturing	5	\$9.00 to \$23.08	\$10.30	\$18,720 to \$48,000	\$21,424

## BENEFITS OFFERED BY EMPLOYERS

Most companies consider a full-time employee to work a minimum of 35 hours per week.

### PAID TIME OFF BENEFITS



Length of Continuous Employment	1 year or less	Under 3 years	Under 5 years	Under 10 years	Under 15 years	More than 15 years
Vacation Time (hour)	24.0	65.0	81.4	113.1	130.1	150.0
Personal Time (hours)	7.5	11.3	11.3	12.4	12.6	12.6
Sick Time (hours)	22.4	28.3	28.3	28.3	28.3	28.3
Paid Holidays (days)	7.1	7.4	7.4	7.4	7.4	7.4
Paid Time Off (PTO) - (hours)	56.6	105.9	122.6	155.1	178.8	190.9

OTHER BENEFITS	RESPONSES
Health Insurance to Employees	<ul style="list-style-type: none"> <li>- The majority of employers offer coverage within the first 3 months of employment.</li> <li>- Although some employers pay between 90-100%, most employers require a 20 to 60% contribution.</li> <li>- Employers may pay for basic plan coverage, and charge employees for plan upgrades.</li> <li>- A combination of HSA, cafeteria, and basic plans are offered.</li> </ul>
Health Insurance to Families	<ul style="list-style-type: none"> <li>- The majority of employers offer coverage within the first 3 months of employment.</li> <li>- Although some employers pay between 90-100%, most employers require a 20 to 60% contribution.</li> <li>- Some employees must pay for the family portion.</li> </ul>
Dental Insurance	<ul style="list-style-type: none"> <li>- The range is split between employers that pay 80-100% of the premium and employers that contribute 0-20% of the premium.</li> </ul>
Vision Care	<ul style="list-style-type: none"> <li>- The range is split between employers that pay 80-100% of the premium and employers that contribute less than 25% of the premium.</li> </ul>
Long-term Disability Insurance	<ul style="list-style-type: none"> <li>- Generally offered after 3 months of employment.</li> <li>- May be offered through AFLAC.</li> <li>- Most employers pay 100%.</li> <li>- Some employees pay 100%.</li> </ul>
Short-term Disability Insurance	<ul style="list-style-type: none"> <li>- Generally offered after 3 months of employment.</li> <li>- May be offered through AFLAC.</li> </ul>
Life Insurance	<ul style="list-style-type: none"> <li>- Generally offered within the first 3 months of employment.</li> <li>- Basic plan offered, with employee option to contribute to amounts greater than basic plan.</li> <li>- The employer generally incurs 100% of the cost.</li> </ul>
Section 125 Flex-Benefits	<ul style="list-style-type: none"> <li>- Generally offered within the first 3 months of employment</li> <li>- The employee generally incurs 100% of the cost.</li> </ul>
Tuition Assistance	<ul style="list-style-type: none"> <li>- 100% of predetermined amount, up to company limit.</li> <li>- Require B or better.</li> <li>- Offered on case - by - case basis.</li> <li>- May only be offered if job-related.</li> </ul>
Wellness Program	<ul style="list-style-type: none"> <li>- Some programs offered as part of medical benefit.</li> <li>- Some employers provide a payroll deduction credit.</li> <li>- Offered as discount to area gyms/health clubs.</li> <li>- Offer medical care/assistance on-site.</li> </ul>
Employee Assistance Program	<ul style="list-style-type: none"> <li>- Some programs offered as part of medical benefit</li> <li>- Most employers pay 100%.</li> <li>- Some employers may qualify the number of visits.</li> <li>- Generally program offered within the first three months of employment.</li> </ul>
Drug & Alcohol Rehab Referral	<ul style="list-style-type: none"> <li>- Some programs offered as part of medical benefit</li> <li>- Most employers pay between 80 and 100%.</li> <li>- Some employers may qualify the number of visits.</li> <li>- Generally program offered within the first three months of employment.</li> </ul>

OTHER BENEFITS	RESPONSES
Housing Assistance	- Generally not offered.
Company-provided Childcare	- Generally not offered.
Stock Options	- Generally not offered.
Retirement Plan	<ul style="list-style-type: none"> <li>- Most employers match employee contributions up to 3%, although contribution ranges between 2% and 5%. State and local government contributions are greater than 5%.</li> <li>- Generally offered after 12 months of employment.</li> </ul>
Profit Sharing (401k)	<ul style="list-style-type: none"> <li>- Generally offered after 12 months of employment, although a few employers offer within the first three months.</li> <li>- Employer contribution ranges between 25% and 50% of employee's wage, up to a 6% match. A few employers offer between 3% and 7.5% of earnings without any employee contribution.</li> </ul>
Recruitment Bonus	<ul style="list-style-type: none"> <li>- Generally not offered.</li> <li>- If offered, eligible 12 months after employment.</li> </ul>
Technology Assistance (pagers, cell phones, etc.)	<ul style="list-style-type: none"> <li>- Offered immediately upon hire as position requires.</li> <li>- Employers commonly pay 100% of technology costs.</li> <li>- Not all employees receive benefit: offered to managers, sales rep, or positions as required.</li> <li>- Costs incurred on personal time are paid by employee.</li> </ul>
Uniforms	<ul style="list-style-type: none"> <li>- Offered immediately upon hire as position requires.</li> <li>- Employers commonly pay 100% of uniform costs.</li> <li>- Some companies provide a one time benefit of a specified amount.</li> </ul>
Other – Please List:	<ul style="list-style-type: none"> <li>- Other benefits offered include:</li> <li>- Production bonus</li> <li>- Bereavement leave</li> <li>- Health Savings Account options</li> <li>- Third-party group discounts</li> </ul>

## ADDITIONAL NOTES:

Overall, the majority of respondents (38%) indicated that there is a three-month/90 day waiting period before any benefit eligibility begins. For example, in regards to Medical benefits, only 11 % of the companies start benefits immediately and 9% start benefits at 6 months or more from date of hire.

In regard to health care benefits (medical, health insurance, vision, and dental), companies pay between 75% and 100% of the total premium for employees, but less than that for the family portion. Employers generally pay half of the costs of dental and vision care premiums that are not included in the health insurance premium. Employee cost percentages for all insurance premiums range between 25% and 60%, although some employees pay 100% of all premiums.

All companies indicated that they adhere to the Family Medical Leave Act. Most companies offer the employee an opportunity to use vacation, personal, sick days or other accumulated time as part of the paid time off. All other time in the twelve-week period is unpaid.

Companies have indicated hiring practices for entry-level positions:\*

- 80% use the newspaper
- 25% are employee referrals
- 76% select from a temporary service or employment agency
- 35% utilize Internet job boards
- 25% recruit from college recruiting/job fairs

Likewise, companies have also indicated how they fill a non-entry level position within their firm:\*

- 35% Promote from within
- 43% Evenly split between internal promotion and outside hiring
- 27% Recruit from the outside

\*Multiple answers allowed.