

APPENDIX D:  
Hourly Wage and Fringe Benefits by  
SOC Major Group Occupation Titles, CNMI: 2011

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SOC Major Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Architecture and Engineering Occupations</b>			<b>Major Group Code: 170000</b>									
Mean	\$14.48	\$12.52	\$0.88	\$0.82	\$0.24	\$1.74	\$0.47	\$2.53	\$1.40	\$0.83	\$0.89	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$50.00	\$50.00	\$3.36	\$4.06	\$0.38	\$4.98	**	\$10.07	\$1.88	\$1.56	\$2.50	--
N	130	130	66	52	16	28	**	22	6	18	13	--
STDev	10.73	8.80	0.78	0.72	0.10	1.37	**	2.88	0.75	0.33	0.63	--
<b>Arts, Design, Entertainment, Sports, and Media Occupations</b>			<b>Major Group Code: 270000</b>									
Mean	\$8.36	\$7.71	\$0.46	\$0.52	\$0.14	\$0.83	\$0.18	\$0.72	\$0.59	\$0.65	\$0.36	NB
Min	\$3.13	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$36.36	\$33.65	\$2.21	\$2.53	\$0.35	\$1.65	\$0.24	\$3.55	\$0.63	\$3.13	\$1.25	--
N	257	257	62	61	12	13	5	10	10	23	19	--
STDev	5.70	5.01	0.44	0.51	0.14	0.51	0.06	1.06	0.02	0.65	0.22	--
<b>Building and Grounds Cleaning and Maintenance Occupations</b>			<b>Major Group Code: 370000</b>									
Mean	\$5.79	\$5.55	\$0.27	\$0.24	\$0.11	\$0.85	NB	\$0.97	\$0.57	\$0.50	\$0.32	\$1.35
Min	\$2.81	\$2.75	\$0.00	\$0.00	\$0.00	\$0.00	--	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$21.48	\$21.48	\$0.86	\$0.86	\$0.35	\$2.03	--	\$1.71	\$1.25	\$1.25	\$0.50	**
N	737	737	83	73	30	21	--	23	25	52	7	**
STDev	1.90	1.72	0.14	0.18	0.05	0.62	--	0.56	0.17	0.19	0.08	**
<b>Business and Financial Operations Occupations</b>			<b>Major Group Code: 130000</b>									
Mean	\$11.56	\$10.39	\$0.69	\$0.62	\$0.19	\$0.98	\$0.24	\$1.91	\$0.63	\$1.07	\$0.75	\$0.56
Min	\$1.88	\$1.88	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$65.89	\$48.08	\$2.42	\$19.05	\$0.75	\$3.17	\$0.71	\$13.07	\$1.88	\$4.53	\$4.69	**
N	645	645	308	292	85	88	25	89	8	35	23	**
STDev	7.23	5.74	0.48	1.13	0.14	0.78	0.16	2.75	0.55	0.94	0.95	**

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SOC Major Group	Hourly Wage Rate Including Fringe	Hourly Wage Rate Excluding Fringe	Individual Fringe Benefit - Hourly Amount									
			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Community and Social Service Occupations</b>			<b>Major Group Code: 210000</b>									
Mean	\$9.12	\$8.25	\$0.46	\$0.44	\$0.20	\$0.94	\$0.16	\$1.37	\$0.48	\$2.01	\$1.19	\$1.57
Min	\$1.00	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	**
Max	\$28.43	\$26.88	\$2.19	\$1.11	\$0.37	\$4.25	\$0.23	\$4.37	**	\$3.13	\$2.25	**
N	370	370	214	210	29	22	8	47	**	11	6	**
STDev	6.14	5.54	0.27	0.20	0.09	0.88	0.05	1.21	**	0.93	0.82	**
<b>Computer and Mathematical Occupations</b>			<b>Major Group Code: 150000</b>									
Mean	\$16.11	\$13.78	\$1.01	\$1.26	\$0.17	\$0.96	\$0.17	\$1.75	\$0.63	\$0.41	\$0.42	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	**	\$0.00	--
Max	\$51.93	\$38.30	\$3.00	\$6.63	\$0.33	\$1.44	\$0.24	\$8.83	**	**	\$0.63	--
N	103	103	64	66	25	24	16	23	**	**	6	--
STDev	9.88	7.16	0.66	1.38	0.07	0.46	0.07	1.99	**	**	0.15	--
<b>Construction and Extraction Occupations</b>			<b>Major Group Code: 470000</b>									
Mean	\$6.21	\$5.93	\$0.41	\$0.40	\$0.12	\$0.84	\$0.21	\$0.79	\$0.97	\$0.67	\$0.73	\$0.27
Min	\$5.00	\$5.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	\$0.00	\$0.00	**
Max	\$24.51	\$21.63	\$1.67	\$1.08	\$0.26	\$1.62	**	\$5.02	**	\$1.25	\$2.25	**
N	772	772	157	134	12	26	**	21	**	45	21	**
STDev	2.52	2.08	0.21	0.17	0.07	0.55	**	1.31	**	0.27	0.46	**
<b>Education, Training, and Library Occupations</b>			<b>Major Group Code: 250000</b>									
Mean	\$16.18	\$14.24	\$0.92	\$0.48	\$0.25	\$1.24	\$0.13	\$1.68	\$1.25	\$1.19	\$0.58	\$1.59
Min	\$1.25	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00
Max	\$53.11	\$44.39	\$2.28	\$1.14	\$0.63	\$3.17	\$0.31	\$8.19	**	\$3.44	\$0.78	\$3.13
N	990	990	111	146	458	273	5	706	**	28	21	15
STDev	7.71	6.51	0.61	0.35	0.10	0.91	0.11	1.54	**	0.53	0.24	0.48

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Farming, Fishing, and Forestry Occupations</b>			<b>Major Group Code: 450000</b>									
Mean	\$6.58	\$6.15	\$0.36	\$0.37	NB	\$0.10	\$0.05	NB	\$0.84	\$0.83	\$0.94	NB
Min	\$2.82	\$2.19	\$0.00	\$0.00	--	**	**	--	\$0.00	\$0.00	**	--
Max	\$16.68	\$15.27	\$0.70	\$0.70	--	**	**	--	\$1.56	\$1.25	**	--
N	135	135	51	46	--	**	**	--	6	11	**	--
STDev	2.61	2.32	0.15	0.14	--	**	**	--	0.38	0.39	**	--
<b>Food Preparation and Serving Related Occupations</b>			<b>Major Group Code: 350000</b>									
Mean	\$5.58	\$5.39	\$0.31	\$0.53	\$0.08	\$0.33	NB	\$0.31	\$0.56	\$0.61	\$0.46	\$0.88
Min	\$2.02	\$2.02	\$0.00	\$0.00	\$0.00	\$0.00	--	**	\$0.00	\$0.00	\$0.00	**
Max	\$23.46	\$23.46	\$2.53	\$2.53	\$0.08	\$0.61	--	**	\$1.75	\$1.56	\$1.25	**
N	1,172	1,172	69	60	35	12	--	**	64	60	23	**
STDev	1.49	1.38	0.29	0.80	0.00	0.23	--	**	0.37	0.28	0.34	**
<b>Healthcare Practitioners and Technical Occupations</b>			<b>Major Group Code: 290000</b>									
Mean	\$23.41	\$21.54	\$0.97	\$0.96	\$0.30	\$1.58	\$0.24	\$2.57	NB	\$5.17	\$1.25	NB
Min	\$3.30	\$3.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--	**	**	--
Max	\$131.29	\$120.19	\$5.55	\$5.55	\$1.17	\$8.05	\$0.51	\$4.17	--	**	**	--
N	404	404	333	308	10	43	36	13	--	**	**	--
STDev	22.73	21.20	0.97	0.95	0.32	1.29	0.11	1.37	--	**	**	--
<b>Healthcare Support Occupations</b>			<b>Major Group Code: 310000</b>									
Mean	\$7.52	\$7.09	\$0.38	\$0.40	NB	\$0.60	\$0.21	NB	NB	\$0.63	\$0.31	\$0.31
Min	\$3.30	\$3.13	\$0.00	\$0.00	--	\$0.00	\$0.00	--	--	**	**	**
Max	\$22.35	\$20.46	\$1.02	\$0.94	--	\$2.18	\$0.38	--	--	**	**	**
N	178	178	83	70	--	17	10	--	--	**	**	**
STDev	3.28	2.88	0.18	0.16	--	0.66	0.09	--	--	**	**	**

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Installation, Maintenance, and Repair Occupations</b>			<b>Major Group Code: 490000</b>									
Mean	\$7.38	\$6.59	\$0.44	\$0.44	\$0.16	\$1.06	\$0.24	\$1.33	\$0.63	\$0.83	\$0.91	\$1.53
Min	\$2.89	\$2.53	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	**
Max	\$35.81	\$25.42	\$2.19	\$4.40	\$4.90	\$4.90	\$0.38	\$6.58	\$1.88	\$2.50	\$2.19	**
N	977	977	300	262	139	128	41	168	19	65	35	**
STDev	4.29	3.05	0.39	0.53	0.41	0.81	0.08	1.40	0.63	0.58	0.63	**
<b>Legal Occupations</b>			<b>Major Group Code: 230000</b>									
Mean	\$28.59	\$26.25	\$1.33	\$1.22	\$0.45	\$2.07	\$0.27	\$3.21	NB	\$4.69	NB	NB
Min	\$3.79	\$3.79	\$0.00	\$0.00	**	\$0.00	**	\$0.00	--	**	--	--
Max	\$116.57	\$116.57	\$5.77	\$2.88	**	\$3.43	**	\$9.37	--	**	--	--
N	108	108	83	83	**	6	**	7	--	**	--	--
STDev	16.43	15.27	0.77	0.59	**	0.87	**	3.26	--	**	--	--
<b>Life, Physical, and Social Science Occupations</b>			<b>Major Group Code: 190000</b>									
Mean	\$12.58	\$11.55	\$0.53	\$0.48	\$0.16	\$1.16	\$0.28	\$0.93	NB	\$1.78	NB	NB
Min	\$5.05	\$5.05	\$0.00	\$0.00	**	\$0.00	**	\$0.00	--	**	--	--
Max	\$29.08	\$28.00	\$2.28	\$1.14	**	\$4.29	**	\$4.17	--	**	--	--
N	127	127	106	105	**	8	**	8	--	**	--	--
STDev	6.10	5.57	0.35	0.25	**	1.46	**	1.35	--	**	--	--
<b>Management Occupations</b>			<b>Major Group Code: 110000</b>									
Mean	\$15.55	\$13.99	\$1.05	\$0.91	\$0.30	\$1.43	\$0.36	\$3.38	\$0.81	\$1.70	\$1.37	\$1.30
Min	\$1.56	\$1.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$125.67	\$120.19	\$13.75	\$19.70	\$1.22	\$16.23	\$2.50	\$20.48	\$3.94	\$21.25	\$14.04	\$1.92
N	1,540	1,540	591	547	135	197	58	133	63	123	78	8
STDev	11.41	9.65	1.01	1.27	0.18	1.68	0.39	3.43	0.74	2.31	2.10	0.41

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Office and Administrative Support Occupations</b>			<b>Major Group Code: 430000</b>									
Mean	\$8.45	\$7.61	\$0.53	\$0.66	\$0.13	\$1.13	\$0.40	\$1.17	\$0.63	\$1.01	\$1.20	\$1.44
Min	\$1.56	\$1.56	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$76.89	\$70.39	\$8.26	\$14.46	\$3.63	\$5.08	\$17.00	\$8.85	\$1.25	\$2.50	\$10.53	\$1.50
N	2,239	2,239	892	834	254	223	122	253	18	44	22	26
STDev	5.85	4.68	0.50	1.09	0.24	0.82	1.55	1.59	0.30	0.59	2.15	0.04
<b>Personal Care and Service Occupations</b>			<b>Major Group Code: 390000</b>									
Mean	\$6.42	\$6.03	\$0.37	\$0.52	\$0.03	\$1.00	\$0.96	NB	\$0.63	\$0.68	\$0.40	NB
Min	\$1.88	\$1.88	\$0.00	\$0.00	**	\$0.00	**	--	\$0.00	\$0.00	\$0.00	--
Max	\$21.01	\$19.23	\$0.89	\$5.05	**	\$1.88	**	--	\$3.13	\$4.06	\$1.25	--
N	465	465	63	54	**	5	**	--	39	45	19	--
STDev	3.20	2.83	0.24	0.94	**	0.84	**	--	0.43	0.67	0.27	--
<b>Production Occupations</b>			<b>Major Group Code: 510000</b>									
Mean	\$7.27	\$6.46	\$0.67	\$0.45	\$0.14	\$1.23	\$0.60	\$2.01	\$1.02	\$0.62	\$0.69	NB
Min	\$3.75	\$3.75	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$36.76	\$26.92	\$4.66	\$1.35	\$0.38	\$4.04	**	\$7.53	\$1.88	\$1.21	\$2.19	--
N	580	580	155	140	94	36	**	81	7	30	15	--
STDev	4.86	3.26	0.72	0.27	0.08	1.20	**	2.02	0.63	0.18	0.58	--
<b>Protective Service Occupations</b>			<b>Major Group Code: 330000</b>									
Mean	\$8.27	\$7.79	\$0.46	\$0.45	\$0.11	\$0.27	NB	\$0.75	\$0.52	\$0.38	NB	NB
Min	\$3.25	\$3.25	\$0.00	\$0.00	\$0.00	**	--	\$0.00	\$0.00	\$0.00	--	--
Max	\$28.36	\$25.96	\$1.94	\$1.94	\$0.13	**	--	\$1.55	\$0.58	\$0.58	--	--
N	917	917	424	430	5	**	--	7	12	16	--	--
STDev	4.07	3.69	0.19	0.20	0.02	**	--	0.62	0.14	0.27	--	--

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			Vacation	Sick Lv	Life Ins	Health	Dental	Retirement	Food Allow	Housing	Transportation	Tuition
<b>Sales and Related Occupations</b>			<b>Major Group Code: 410000</b>									
Mean	\$5.80	\$5.54	\$0.36	\$0.78	\$0.14	\$1.01	\$0.31	\$0.62	\$0.53	\$0.98	\$0.73	NB
Min	\$2.02	\$1.25	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	--
Max	\$50.25	\$38.30	\$2.21	\$11.00	\$0.94	\$1.85	\$0.63	\$2.96	\$1.56	\$1.88	\$1.88	--
N	899	899	80	64	25	57	22	29	10	25	15	--
STDev	2.56	1.89	0.35	1.86	0.17	0.40	0.11	0.78	0.50	0.55	0.46	--
<b>Transportation and Material Moving Occupations</b>			<b>Major Group Code: 530000</b>									
Mean	\$7.11	\$6.70	\$0.40	\$0.53	\$0.13	\$1.28	\$0.26	\$0.68	\$1.61	\$0.75	\$0.72	NB
Min	\$4.06	\$4.06	\$0.00	\$0.00	\$0.00	\$0.00	**	\$0.00	**	\$0.00	\$0.00	--
Max	\$42.96	\$40.00	\$7.50	\$7.50	\$1.52	\$5.08	**	\$2.47	**	\$2.50	\$1.88	--
N	657	657	131	84	53	50	**	81	**	23	17	--
STDev	4.33	3.76	0.82	1.07	0.20	1.32	**	0.67	**	0.50	0.54	--
<b>Grand Summary of Major Occupations</b>												
Mean	\$9.67	\$8.82	\$0.64	\$0.64	\$0.20	\$1.18	\$0.32	\$1.65	\$0.68	\$0.99	\$0.86	\$1.34
Min	\$1.00	\$1.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Max	\$131.29	\$120.19	\$13.75	\$19.70	\$4.90	\$16.23	\$17.00	\$20.48	\$3.94	\$21.25	\$14.04	\$3.13
N	14,402	14,402	4,426	4,121	1,422	1,283	368	1,722	299	665	350	66
STDev	8.5	7.4	0.7	0.9	0.2	1.1	0.9	1.9	0.5	1.3	1.3	0.5

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