



2016 CNMI  
PREVAILING WAGE AND WORKFORCE ASSESSMENT STUDY:  
SOC DETAILED OCCUPATION TITLES AND HOURLY WAGES REPORT

COMMONWEALTH OF THE NORTHERN MARIANA ISLANDS  
DEPARTMENT OF COMMERCE

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## Error Correction Page

This page contains corrections made to this report.

The first public release of this report, dated August 24, 2017, contained eight (8) individual employees' records classified as *552013 - First-Line Supervisors of All Other Tactical Operations Specialists* under SOC Detailed Titles, Table 4.; these records also showed up as *550000 - Military Specific Occupations* under SOC Major Titles, Table C1, Appendix C. Under this revised report, Version 1.1, dated September 5, 2017, these 8 records have been classified, appropriately, under SOC Detailed Code *119161*. Because of the change, *Military Specific Occupations* no longer appears as a category under SOC Major Titles in Appendix C and *First-Line Supervisors of All Other Tactical Operations Specialists* no longer appear under Table 4. SOC Detailed Occupation Titles. The *119161* now with the occupation title *Emergency Preparedness Coordinators*—instead of *Emergency Management Directors*—has increased in numbers to 12 and the wage rates associated with it changed as well. The total number of different (unique) occupation titles declined by one (1) from 524 to 523. See Table 4 and Table A1 for details.

My apology for any inconvenience caused by this error.

Wil Maui  
09/05/17



# INTRODUCTION

The results of the 2016 Prevailing Wage and Workforce Assessment Study (PWWAS) are being made available in two reports: The first one, this report, contains occupation titles and hourly wage statistics only while the second report will cover workers' demographics and other characteristics. This way, employers will have access to current prevailing hourly wage rates in the Commonwealth right away while the second report is being prepared and made available shortly. There is also going to be a third report comparing the three rounds of the CNMI PWWAS.

## THE PURPOSE OF THE STUDY

This is the third round of the CNMI Prevailing Wage and Workforce Assessment Study. The first one was done in 2011 and the second one was done in 2014. The primary purpose of the Study remains the same: "to determine the types of occupations that exist and measure occupation-specific hourly wage rate for each of the identified occupations in the CNMI's economy". Secondly, the Study assesses the CNMI's workforce demographics. The publication of prevailing wage rates in the CNMI became necessary after the implementation of the U.S. Public Law 110-229, which shifted the control of labor and immigration from the CNMI government to the Federal government.

## THE TARGET POPULATION

As it was in the first two enumerations the target population of the Study is all employees in the CNMI, including employees of both the private and the public sectors in Saipan, Tinian and Rota.

## THE STUDY PERIOD

The Study began with the identification and certification of funds and the hiring of a consultant in November 2016. The revision of the PWWAS instrument was completed in January 2017. The field data collection began March 1st and completed on July 28th. Questionnaire reviews began on the first day of the field work, March 3rd, coding began about a week after the start of the field work, while data entry began soon after the coding began. All coding and keying ended at the end of July. Data cleaning began on July 10th and completed in August. Preliminary tabulations and data analysis for this first report began in May and ended with the completion date of this report.

# THE METHODOLOGY

## COMBINATION OF CENSUS AND SAMPLING APPROACH

In this third enumeration, a combination of census and stratified random sampling was used to select businesses and public offices and agencies--hereon referred to as employers--throughout the CNMI for the Study. As in the previous two rounds, a list of employers was obtained from the CNMI Department of Finance and used as the universe to select employers (and hence employees) for the Study. As shown in Table 1, based on Finance data, 91% of all employers and 92% of total employees (W2 count) were in Saipan, 4% and 6% in Tinian, and only 3% and 1% in Rota, respectively. To capture the highest number, if not all, of the different occupations in the CNMI, and based on knowledge gained from the prior two rounds, all employers and

**Table 1. 2016 Employers, Employees, and Number of Employers to be Surveyed.**

Location	Count of Employers	Total Employees (W2s)	Count of Employers Percentage	Total Employees (W2s) Percentage	Number of Employers to be Surveyed
Saipan	1,943	29,415	90.5%	91.7%	1,452
Tinian	80	1,779	3.7%	5.5%	80
Rota	57	346	2.7%	1.1%	57
Guam	9	184	0.4%	0.6%	6
Unknown	57	337	2.7%	1.1%	6
<b>Grand Total</b>	<b>2,146</b>	<b>32,061</b>	<b>100.0%</b>	<b>100.0%</b>	<b>1,601</b>

Source: CNMI Department of Finance, February 2017

employees (i.e. a census) in Tinian and in Rota were included. There were 80 employers in Tinian and 57 in Rota. For Saipan, all employers with 5 or more employees were automatically selected (i.e. a census of all employers with 5 or more employees); there were 852 of these employers in Saipan. For groups of employers with 4, 3, 2, or 1 employees, 100 employers each were randomly selected from each of these 4 groups—a total of 400 employers; hence a total of 1,252 employers in Saipan were selected, initially. In addition, 50 employers each were randomly selected from each of the four employer groups with 4, 3, 2, and 1 employees count—a total of 200—and used as substitutes in situations where a randomly selected employer, for one reason or another, could not participate in the survey. Also, all employers with Guam as their location and employers with unknown location with 5 or more employees (W2s) were included in the Survey. A total of 1,601 employers were selected to be included in the Study: 1,452 in Saipan (1,252 plus 200 alternates), 80 in Tinian, 57 in Rota, 6 in Guam and 6 with unknown locations. Table D1 in Appendix D, shows in further detail, in a table format, employers and employees in the CNMI, based on Finance Department data, and shows the result of the employers' selection process for the Study.

## **DATA COLLECTION STRATEGY**

Data collection for the 2016 PWWAS was undertaken by the CNMI Department of Commerce, Central Statistics Division (Commerce CSD) with the assistance of Dr. Michael Levin and Wil Maui, serving as consultants. Under the CNMI Public Law 7-35, Commerce CSD is the CNMI Government's office authorized to conduct censuses and surveys for the Government; it is the lead agency in conducting surveys in the CNMI and was the lead agency in the two-prior series of the Prevailing Wage and Assessment Studies. It has procedures, expertise, and experience in conducting these types of operations. To collect data from the private sector, Commerce CSD hired and, together with the consultants, trained 12 data collectors (or enumerators) who visited and collected the necessary data from each of the selected employers in the private and public sectors throughout Saipan, Tinian, and Rota. The primary mode of data collection was a personal visit to each of the employers with telephone and email follow-ups when appropriate. The enumerators interviewed the appropriate official from each employer and completed the questionnaire appropriately. In some situations, particularly where many employees were involved, the enumerator went over the questionnaire with the appropriate contact person at the employer's site to be sure the contact person knew how to complete the questionnaire, left the form with contact person to complete, returned later, and picked up the form at a scheduled time. Data were submitted in hard copies on the PWWAS Questionnaire or electronically in MS Excel format. The form of data submission was left up to each employer to decide.

Occupation and wage data from the CNMI government employees were obtained from the CNMI Department of Finance. Data from the autonomous government agencies were obtained with a coordinated effort between Office clerks and the field survey staff.

## **CONFIDENTIALITY AND PROTECTION OF COLLECTED DATA**

Like in the first two rounds, the data collection process for the 2016 PWWAS adhered to the confidentiality and data protection procedures and practices under Commerce CSD. The CNMI Code, Public Law 7-35, also known as the CNMI Statistical Act authorizes, and requires Commerce CSD to establish procedures and practices to ensure maximum confidentiality and protection of all data it collects under the Act. As standard procedure, PWWAS enumerators and clerks were trained on data confidentiality and protection practices and were sworn-in, with "The Oath of Office", as temporary government employees under Commerce CSD, to uphold data confidentiality and protection. A copy of the Oath may be obtained from CSD. The Statistical Act requires Commerce CSD to collect data and CSD expects respondents to respond to CSD's data collection inquiries. As matter of practice, however, CSD collects data more in the spirit of voluntary rather than by strict enforcement of the Law.

Completed questionnaires are kept in a secure, multiple-doors room that is only accessed by sworn-in CSD only employees. The rooms used for the review, coding, and data entry processes are also secured. Only authorized employees are allowed entry into these rooms.

Individual data items on the questionnaire will only be used to derive aggregated statistical information only. No one can obtain individual business forms or records from Commerce CSD; CSD is not authorized to release any individual form and/or record to anyone, not even, the "owner" of the form/record and CSD is liable for any breach of confidentiality.



## THE 2016 PWWAS QUESTIONNAIRE

The data items needed to obtain occupation-specific wage rates and to assess the CNMI's current workforce demographics are contained in the 2016 PWWAS Questionnaire (PWWASQ), attached as Appendix F.

A copy of the instruction and rational document on each of the items in the PWWASQ may be obtained from Commerce CSD. This brief document was handed out to each of the business/organizations visited by enumerators upon request.

The Questionnaire was designed to collect data at the level of an individual employee position. Individual employee names were not collected. The 2016 Questionnaire was a revision of the 2011 Questionnaire. Some of the items that were in the 2011 and 2014 questionnaires were dropped from the 2016, primarily because those items had low response rates by employers in 2011 and 2014.

## THE REFERENCE PERIOD

The Questionnaire was designed to be answered by the owner, human resource (HR) personnel, or manager of a business/organization operating in the CNMI at the time of the Study. The reference period of the Study was November 1st through 16th of 2016, but this reference period was not strictly adhered to. The emphasis was on making sure that the data provided was for period after October 1, 2016, after the incremental increase of the minimum wage in that year. Again, the data collection period was March 1 through July 28, 2017.

## FORM COMPLETION

While we encouraged employers to complete all items in the questionnaire, forms that were not completed fully were accepted. To encourage participation, especially towards the end of the data collection period, employers were asked to provide for at least questionnaire items position title, hourly wage rate, and citizenship. High responses on these items is needed to produce reliable, accurate statistics on hourly wage rates by occupational titles, and citizenship.

## DATA CODING, KEYING, CLEANING, AND TABULATION

As standard practice, a coding dictionary was created from existing dictionaries and used to properly code each of the individual completed questionnaires for the Study. Four office clerks were trained on how to review forms for accuracy and properly code responses to each of the items in the questionnaire. The data dictionary is available at Commerce CSD.

Coded data were keyed into a Microsoft Access database created to house the PWWAS data. In addition to hard copies, some establishments submitted their data in Microsoft Excel format. Data submitted in Excel were coded in Excel and then merged with the rest of the data in MS Access.

Over 91% of all employers submitted data on paper while 9% submitted in Excel format, as shown in Table 3 below. Electronic submission, however, covered 67% (13,223) while paper submission covered 33% (6,604) of total reported individual employees.

The keyed data were reconciled with the hard copies, cleaned of errors, and readied for tabulation.

**Table 2. Survey Forms Submission Type**

Submission Type	Number of Employers Surveyed	Number of Employees Captured in the Survey	Number of Employers Surveyed Percentage	Number of Employees Captured in the Survey Percentage
Electronic	130	13,223	8.8%	66.7%
Paper	1,355	6,604	91.2%	33.3%
<b>Grand Total</b>	<b>1,485</b>	<b>19,827</b>	<b>100.0%</b>	<b>100.0%</b>

## THE RESULTS OF THE STUDY

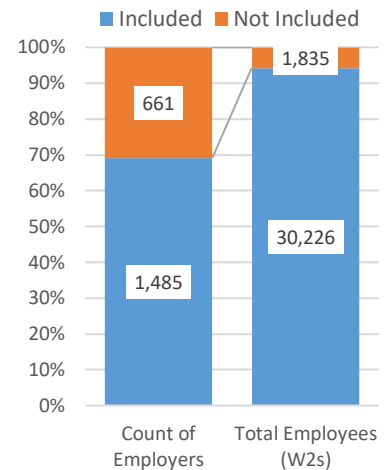
### EMPLOYERS AND EMPLOYEES IN THE CNMI ECONOMY

Based on the Department of Finance data, 2,146 individual employers reported a total of 32,061 employees (W2 counts) in the CNMI in 2016, see Table 3 below for detail.

Initially, 1,401 employers (plus 200 alternates) were to be enumerated for the Study, as described in the Methodology section and in Appendix D. At the end of the data collection period, July 28, 2017, 1,485 employers were visited and a questionnaire was completed for each of them: 1,350 in Saipan, 80 in Tinian, and 57 in Rota. As illustrated in Chart 1,

- Before the field work, per Finance data, these
  - 1,485 (69.2%) employers covered
  - 30,225 (94.3%) of the total employees (w2s)
  - The other 661 (30.8%) employers not included in the Study covered less than 6% (1,835) of total employees.

Chart 1. Employers and Employees Distributions: CNMI 2016



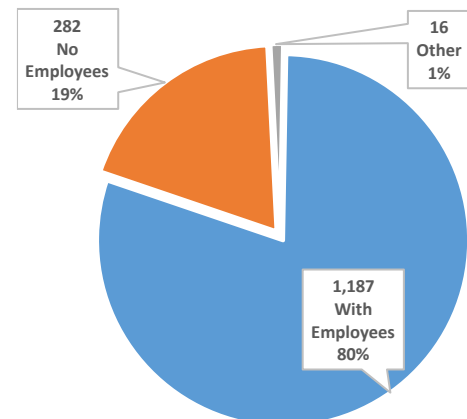
SOURCE: FINANCE, FEB 2017

### EMPLOYERS AND EMPLOYEES AT THE TIME OF THE SURVEY

During the Survey period, March 1 through July 28, 2017, as illustrated in Chart 2 and detailed in Table 3,

- 80% (1,187) of the 1,485 employers visited had employees; while
- 19% (282) did not report employees. Of these,
  - 10.1% had closed-down
  - 2.7% had no employees
  - 2.6% were visited/contacted numerous time, but did not give any employee data
  - 3.6% could not be found or located
- 1% (16) of total employers fell under the *Other* in Chart 2. Of these
  - 0.7% (11) were duplicates, i.e., they belonged under another employer
  - 0.2% (3) were no longer in the CNMI
  - 0.1% (2) were not selected in the selection process, but were visited.

Chart 2. Employers Profile at the Time of Survey  
Source: 2016 PWWAS



### EMPLOYERS AND EMPLOYEES BY FORM COMPLETION STATUS

In Table 3,

- **Completed Full** represent employers who completed the questionnaire fully;
- **Completed Mostly** are those who completed at least questionnaire items *P1*, *P3*, and *P8*--employee *position title*, *hourly wage rate*, and *citizenship*;

**Table 3. Employers and Employees Summary by Completion Status: 2016 PWWAS**

Col 1	Col 2	Col 3	Col 4	Col 5	Col 6	Col 7	Col 8	Col 9	Col 10
Employer Form Completion Status	Count of Employers	Total Employees (W2 Count)	Number of Employers Surveyed	Number of Employees at Time of the Survey	Number of Individual Employees Reported in the Survey	Number of Employers Surveyed Percentage	Total Employees (W2 count) Percentage	Number of Employers Surveyed Percentage	Number of Employees at Time of the Survey Percentage
Completed Full	1,037	14,814	1,037	10,354	10,426	48.3%	46.2%	69.8%	48.9%
Completed Mostly	87	10,804	87	9,535	9,401	4.1%	33.7%	5.9%	45.0%
Completed Minimal	47	1,400	47	1,144	--	2.2%	4.4%	3.2%	5.4%
Refused	16	314	16	161	--	0.7%	1.0%	1.1%	0.8%
Business Closed	150	2,014	150	0	--	7.0%	6.3%	10.1%	--
No employee	40	142	40	0	--	1.9%	0.4%	2.7%	--
Exhausted Visits / Communication	39	260	39	--	--	1.8%	0.8%	2.6%	--
Unable to Locate	53	287	53	--	--	2.5%	0.9%	3.6%	--
Duplicate	11	140	11	--	--	0.5%	0.4%	0.7%	--
Not Located in the CNMI	3	47	3	--	--	0.1%	0.1%	0.2%	--
Not Included in Selection	2	4	2	--	--	0.1%	0.0%	0.1%	--
Employers Not Selected	661	1,835	--	--	--	30.8%	5.7%	0.0%	--
<b>Grand Total</b>	<b>2,146</b>	<b>32,061</b>	<b>1,485</b>	<b>21,194</b>	<b>19,827</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: Prevailing Wage and Workforce Assessment Study, 2016 CNMI

- **Completed Minimal** are those that gave only the employee count and no individual employee data;
- **Refused** are those that refused to participate and signed a formal refusal form;
- **Business Closed** are those that were visited and verified to have closed-down;
- **No Employee** are those who were visited and verified that they no longer have employees;
- **Exhausted Visits/Communication** are those that were visited/contacted numerous times, but did not formally refuse nor give any employee data;
- **Unable to Locate** are those that could not be found or located by the Survey staff;
- **Duplicate** are those that were part of another employer and hence were surveyed under that other employer;
- **Not Located in the CNMI** are those that are no longer located in the CNMI, and
- **Not Included in the Selection** are those that were visited but were not in the list of selected employers.
- **Employers Not Selected** are those that were not selected based on the survey's method of selection and hence were not visited by survey staff. These were only in Saipan and not in Tinian nor Rota since a complete census was done on these later two islands.

## NUMBER OF EMPLOYEES USED IN THE OCCUPATION AND WAGE STATISTICS

A total of 19,827 individual employees reported by 1,124 employers, shown in Table 3 column 6, were used in producing the occupational and hourly wage statistics for this report. The difference between column 5 and column 6 is that column 5 includes the 1,144 and 161 (or 1,305) employees reported by 63 employers who only gave the count of employees, but did not complete or provide data at the level of individual employees. More than half, 10,354 (52.6%) of the 19,827 employees came from *Completed Full* forms while 9,401 (47.4%) came from *Completed Mostly*.

## HOURLY WAGE RATE BY SOC DETAILED OCCUPATION TITLES

Of the 19,827 employees, 19,811 had valid occupation titles classified into 523 different occupations at the SOC Detailed Occupation Titles, the six-digit level. These 523 different occupations and their hourly wage rates are listed in Table 4 below. The occupations are listed in alphabetical order and include the appropriate, corresponding SOC codes. Note that when N (the number of employees) is less than 5, only the mean wage rate is shown while N and median are not shown (blank) for non-disclosure reason. Not all employees had an hourly wage; hence, the Hourly Wage Rate N of 19,518 is less than the total of valid occupation titles.

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Accountants and Auditors	132011	323	\$15.01	\$12.89	\$12.76	\$11.81
Administrative Law Judges, Adjudicators, and Hearing Officers	231021		\$32.31		\$23.69	
Administrative Services Managers	113011	206	\$19.43	\$18.69	\$15.19	\$14.42
Adult Basic and Secondary Education and Literacy Teachers and Instructors	253011		\$28.96		\$20.16	
Advertising and Promotions Managers	112011	18	\$15.76	\$11.45	\$14.24	\$9.76
Advertising Sales Agents	413011	15	\$10.72	\$8.55	\$8.49	\$6.55
Agricultural and Food Science Technicians	194011	15	\$21.58	\$23.81	\$11.33	\$12.87
Agricultural Inspectors	452011	19	\$16.45	\$16.32	\$9.69	\$9.27
Agricultural Workers, All Other	452099	9	\$11.94	\$11.76	\$6.95	\$7.25
Air Traffic Controllers	532021	8	\$29.66	\$32.63	\$25.64	\$28.04
Aircraft Cargo Handling Supervisors	531011	5	\$14.04	\$12.50	\$11.69	\$10.94
Aircraft Mechanics and Service Technicians	493011	20	\$14.80	\$13.44	\$14.00	\$12.77
Airfield Operations Specialists	532022	18	\$11.52	\$10.62	\$9.32	\$8.83
Airline Pilots, Copilots, and Flight Engineers	532011		\$18.75		\$18.75	
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	533011	12	\$6.75	\$6.74	\$6.55	\$6.55
Amusement and Recreation Attendants	393091	33	\$8.58	\$8.13	\$7.89	\$6.55
Anesthesiologists	291061		\$115.39		\$115.39	
Animal Control Workers	339011	12	\$15.41	\$13.69	\$9.74	\$8.74
Animal Trainers	392011	6	\$14.50	\$13.02	\$10.14	\$9.05
Anthropologists and Archeologists	193091		\$28.75		\$22.08	
Appraisers and Assessors of Real Estate	132021		\$18.04		\$13.16	
Architects, Except Landscape and Naval	171011		\$11.12		\$10.74	
Architectural and Civil Drafters	173011	14	\$18.04	\$14.22	\$14.98	\$12.78
Architectural and Engineering Managers	119041	22	\$22.93	\$22.12	\$21.40	\$20.80
Art, Drama, and Music Teachers, Postsecondary	251121	5	\$15.30	\$10.13	\$12.99	\$10.00
Artists and Related Workers, All Other	271019		\$6.50		\$6.50	
Assemblers and Fabricators, All Other	512099		\$7.57		\$7.15	
Audio and Video Equipment Technicians	274011		\$7.17		\$6.79	
Audiologists	291181		\$31.73		\$28.85	
Automotive and Watercraft Service Attendants	536031	90	\$6.85	\$6.55	\$6.73	\$6.55
Automotive Body and Related Repairers	493021	30	\$7.63	\$7.12	\$7.10	\$6.83
Automotive Glass Installers and Repairers	493022	5	\$6.83	\$6.66	\$6.79	\$6.55
Automotive Service Technicians and Mechanics	493023	65	\$8.34	\$6.86	\$7.79	\$6.55

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Baggage Porters and Bellhops	396011	24	\$7.57	\$7.25	\$7.51	\$7.25
Bakers	513011	80	\$7.55	\$7.13	\$7.06	\$6.65
Barbers	395011	13	\$6.66	\$6.55	\$6.55	\$6.55
Bartenders	353011	67	\$7.28	\$7.25	\$6.92	\$6.55
Bill and Account Collectors	433011	19	\$10.92	\$8.50	\$10.30	\$8.50
Billing and Posting Clerks	433021	19	\$10.49	\$9.78	\$9.31	\$9.14
Biological Scientists, All Other	191029	7	\$27.78	\$26.79	\$20.70	\$20.19
Biological Technicians	194021		\$14.30		\$11.94	
Biomedical Engineers	172031		\$42.18		\$36.97	
Bookkeeping, Accounting, and Auditing Clerks	433031	289	\$10.74	\$8.74	\$9.36	\$7.50
Brickmasons and Blockmasons	472021	9	\$10.37	\$6.74	\$8.69	\$6.55
Brokerage Clerks	434011		\$9.78		\$8.00	
Budget Analysts	132031	14	\$24.14	\$26.34	\$19.31	\$20.46
Building Cleaning Workers, All Other	372019	28	\$7.83	\$7.04	\$6.80	\$6.60
Bus and Truck Mechanics and Diesel Engine Specialists	493031	20	\$8.49	\$6.93	\$7.77	\$6.70
Bus Drivers, School or Special Client	533022	55	\$10.84	\$10.79	\$9.08	\$8.82
Bus Drivers, Transit and Intercity	533021	64	\$7.17	\$6.81	\$6.80	\$6.55
Business Operations Specialists, All Other	131199	78	\$12.59	\$8.77	\$11.24	\$8.65
Business Teachers, Postsecondary	251011		\$32.90		\$20.77	
Butchers and Meat Cutters	513021	32	\$7.18	\$6.58	\$6.88	\$6.55
Camera Operators, Television, Video, and Motion Picture	274031		\$6.55		\$6.55	
Captains, Mates, and Pilots of Water Vessels	535021	45	\$14.75	\$13.21	\$14.06	\$12.50
Career/Technical Education Teachers, Middle School	252023		\$19.20		\$17.23	
Career/Technical Education Teachers, Secondary School	252032		\$17.25		\$15.68	
Cargo and Freight Agents	435011	49	\$8.24	\$7.20	\$7.46	\$7.20
Carpenters	472031	295	\$7.03	\$6.70	\$6.79	\$6.55
Carpet Installers	472041	10	\$7.05	\$6.55	\$6.89	\$6.55
Cashiers	412011	422	\$6.87	\$6.55	\$6.69	\$6.55
Cement Masons and Concrete Finishers	472051	208	\$7.01	\$6.75	\$6.77	\$6.55
Chefs and Head Cooks	351011	144	\$18.20	\$15.00	\$17.43	\$14.22
Chemical Technicians	194031		\$23.94		\$19.27	
Chief Executives	111011	160	\$46.90	\$31.28	\$43.46	\$25.00
Childcare Workers	399011	46	\$6.56	\$6.55	\$6.49	\$6.55

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Choreographers	272032		\$8.00		\$8.00	
Civil Engineering Technicians	173022	8	\$17.76	\$16.62	\$16.13	\$15.16
Civil Engineers	172051	26	\$27.12	\$25.12	\$23.34	\$21.55
Claims Adjusters, Examiners, and Investigators	131031	14	\$17.40	\$17.74	\$12.45	\$10.34
Cleaners of Vehicles and Equipment	537061	13	\$6.93	\$6.69	\$6.55	\$6.55
Clergy	212011		\$10.93		\$7.07	
Clinical, Counseling, and School Psychologists	193031	5	\$33.31	\$26.44	\$32.28	\$26.44
Coaches and Scouts	272022		\$18.30		\$15.53	
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	519121		\$8.15		\$7.30	
Coin, Vending, and Amusement Machine Servicers and Repairers	499091	9	\$8.34	\$8.38	\$7.60	\$8.07
Combined Food Preparation and Serving Workers, Including Fast Food	353021	11	\$7.98	\$8.35	\$6.83	\$6.90
Commercial Divers	499092	15	\$8.97	\$8.09	\$8.88	\$8.00
Commercial Pilots	532012	22	\$13.18	\$12.55	\$12.96	\$12.55
Communications Equipment Operators, All Other	432099	5	\$7.85	\$7.63	\$7.85	\$7.63
Communications Teachers, Postsecondary	251122		\$24.37		\$22.15	
Community and Social Service Specialists, All Other	211099	14	\$12.09	\$11.19	\$9.86	\$9.44
Community Health Workers	211094	19	\$13.46	\$12.02	\$10.75	\$9.61
Compensation and Benefits Managers	113111	9	\$15.05	\$17.24	\$12.85	\$14.73
Compensation, Benefits, and Job Analysis Specialists	131141	15	\$20.86	\$20.11	\$15.37	\$15.27
Compliance Officers	131041	54	\$16.97	\$15.79	\$11.95	\$10.00
Computer and Information Systems Managers	113021	15	\$19.20	\$18.55	\$17.18	\$16.82
Computer Network Architects	151143		\$22.04		\$17.67	
Computer Network Support Specialists	151152	60	\$15.80	\$13.61	\$14.53	\$12.88
Computer Occupations, All Other	151199	31	\$21.46	\$20.70	\$18.74	\$17.67
Computer Operators	439011	19	\$15.33	\$13.01	\$11.27	\$9.61
Computer Programmers	151131	9	\$12.14	\$8.05	\$9.81	\$7.00
Computer Systems Analysts	151121	10	\$16.40	\$13.20	\$13.12	\$10.17
Computer User Support Specialists	151151	20	\$13.65	\$13.02	\$12.06	\$11.39
Computer, Automated Teller, and Office Machine Repairers	492011	8	\$8.92	\$9.30	\$7.30	\$7.00
Computer-Controlled Machine Tool Operators, Metal and Plastic	514011		\$6.55		\$6.55	
Concierges	396012	7	\$12.09	\$7.30	\$12.01	\$7.30



**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Conservation Scientists	191031	5	\$13.65	\$12.72	\$8.95	\$8.01
Construction and Building Inspectors	474011	28	\$18.21	\$18.10	\$13.81	\$14.42
Construction and Related Workers, All Other	474099	8	\$7.87	\$7.35	\$7.47	\$7.25
Construction Laborers	472061	220	\$7.59	\$6.60	\$7.11	\$6.55
Construction Managers	119021	41	\$18.14	\$15.93	\$16.30	\$13.75
Cooks, All Other	352019	82	\$7.66	\$7.25	\$7.46	\$7.05
Cooks, Fast Food	352011	38	\$7.63	\$7.22	\$6.58	\$6.55
Cooks, Institution and Cafeteria	352012	70	\$7.91	\$7.25	\$6.98	\$6.75
Cooks, Private Household	352013		\$8.26		\$6.57	
Cooks, Restaurant	352014	291	\$7.76	\$7.05	\$7.16	\$6.55
Cooks, Short Order	352015	27	\$7.55	\$6.63	\$6.69	\$6.55
Correctional Officers and Jailers	333012	70	\$13.52	\$13.07	\$9.25	\$8.82
Correspondence Clerks	434021		\$16.24		\$11.18	
Cost Estimators	131051	5	\$8.87	\$8.43	\$8.75	\$8.35
Costume Attendants	393092	15	\$8.19	\$7.35	\$8.08	\$7.25
Counselors, All Other	211019		\$10.10		\$10.10	
Counter and Rental Clerks	412021	41	\$8.73	\$7.05	\$7.28	\$6.55
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	353022	39	\$6.81	\$6.74	\$6.68	\$6.55
Couriers and Messengers	435021	22	\$11.29	\$9.81	\$10.13	\$7.82
Court Reporters	232091		\$26.92		\$20.46	
Court, Municipal, and License Clerks	434031	33	\$18.17	\$17.04	\$12.48	\$11.30
Craft Artists	271012		\$6.55		\$6.55	
Crane and Tower Operators	537021	5	\$14.40	\$9.75	\$14.27	\$9.75
Credit Analysts	132041	6	\$16.40	\$15.05	\$13.45	\$11.95
Credit Authorizers, Checkers, and Clerks	434041		\$18.54		\$18.27	
Criminal Justice and Law Enforcement Teachers, Postsecondary	251111		\$33.40		\$21.94	
Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	519021		\$8.63		\$8.00	
Customer Service Representatives	434051	382	\$11.47	\$9.12	\$10.52	\$8.06
Dancers	272031	8	\$9.38	\$9.50	\$9.38	\$9.50
Data Entry Keyers	439021	14	\$11.60	\$11.54	\$8.95	\$8.51
Database Administrators	151141	5	\$23.17	\$20.19	\$17.02	\$18.27
Demonstrators and Product Promoters	419011	20	\$8.12	\$7.53	\$7.33	\$6.55
Dental Assistants	319091	22	\$12.37	\$12.23	\$10.19	\$9.43

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

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Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Dental Hygienists	292021	18	\$18.41	\$12.74	\$16.06	\$12.74
Dental Laboratory Technicians	519081		\$12.64		\$11.00	
Dentists, General	291021	8	\$57.03	\$54.02	\$50.79	\$49.04
Detectives and Criminal Investigators	333021	81	\$15.65	\$13.40	\$10.61	\$8.82
Diagnostic Medical Sonographers	292032		\$15.45		\$15.39	
Dietetic Technicians	292051	8	\$9.94	\$9.14	\$9.78	\$9.14
Dietitians and Nutritionists	291031	5	\$27.14	\$26.44	\$25.50	\$25.00
Dining Room and Cafeteria Attendants and Bartender Helpers	359011	53	\$7.15	\$7.05	\$7.02	\$7.05
Directors, Religious Activities and Education	212021		\$9.37		\$9.37	
Dishwashers	359021	15	\$6.69	\$6.64	\$6.55	\$6.55
Dispatchers, Except Police, Fire, and Ambulance	435032	24	\$10.66	\$10.51	\$8.07	\$8.04
Door-to-Door Sales Workers, News and Street Vendors, and Related Workers	419091	7	\$7.50	\$7.50	\$7.50	\$7.50
Drafters, All Other	173019	9	\$10.79	\$9.13	\$10.00	\$9.00
Dredge Operators	537031		\$7.18		\$6.55	
Driver/Sales Workers	533031	73	\$7.20	\$6.90	\$6.72	\$6.55
Earth Drillers, Except Oil and Gas	475021		\$7.28		\$7.28	
Economists	193011		\$39.91		\$24.04	
Editors	273041	5	\$11.68	\$10.50	\$10.18	\$10.50
Education Administrators, All Other	119039	8	\$30.92	\$31.88	\$23.34	\$20.50
Education Administrators, Elementary and Secondary School	119032	9	\$29.31	\$30.76	\$25.22	\$26.44
Education Administrators, Postsecondary	119033	16	\$32.37	\$35.62	\$22.56	\$24.01
Education Administrators, Preschool and Childcare Center/Program	119031	30	\$25.00	\$27.67	\$21.38	\$23.86
Education Teachers, Postsecondary	251081	8	\$32.17	\$32.06	\$20.86	\$20.76
Education, Training, and Library Workers, All Other	259099	16	\$23.80	\$25.63	\$20.51	\$21.33
Educational, Guidance, School, and Vocational Counselors	211012	31	\$21.35	\$19.50	\$18.17	\$17.23
Electric Motor, Power Tool, and Related Repairers	492092	15	\$8.34	\$7.29	\$7.78	\$7.05
Electrical and Electronics Drafters	173012		\$22.95		\$17.00	
Electrical and Electronics Engineering Technicians	173023	43	\$10.53	\$10.13	\$9.35	\$10.00
Electrical and Electronics Installers and Repairers, Transportation Equipment	492093	6	\$7.52	\$6.88	\$6.97	\$6.55
Electrical and Electronics Repairers, Commercial and Industrial Equipment	492094	10	\$7.37	\$7.52	\$6.73	\$6.55



**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

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Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Electrical Engineers	172071	9	\$19.11	\$18.10	\$16.53	\$13.02
Electrical Power-Line Installers and Repairers	499051	28	\$15.88	\$14.17	\$11.59	\$10.18
Electricians	472111	144	\$7.98	\$6.87	\$7.40	\$6.55
Electro-Mechanical Technicians	173024		\$12.15		\$7.40	
Electronic Equipment Installers and Repairers, Motor Vehicles	492096	14	\$7.51	\$7.13	\$7.44	\$7.13
Electronic Home Entertainment Equipment Installers and Repairers	492097	13	\$13.10	\$15.14	\$10.56	\$12.52
Electronics Engineers, Except Computer	172072		\$20.42		\$17.03	
Elementary School Teachers, Except Special Education	252021	277	\$20.10	\$20.71	\$17.92	\$18.58
Eligibility Interviewers, Government Programs	434061	29	\$17.09	\$14.72	\$11.95	\$10.21
Emergency Medical Technicians and Paramedics	292041	16	\$9.13	\$9.03	\$8.57	\$8.50
Emergency Preparedness Coordinators	119161	12	\$15.99	\$14.38	\$10.94	\$10.10
Engineering Technicians, Except Drafters, All Other	173029	12	\$16.00	\$16.31	\$13.31	\$13.82
Engineers, All Other	172199	8	\$14.56	\$7.38	\$13.34	\$7.38
English Language and Literature Teachers, Postsecondary	251123	13	\$24.61	\$31.22	\$16.42	\$19.97
Entertainers and Performers, Sports and Related Workers, All Other	272099	32	\$8.47	\$7.05	\$8.47	\$7.05
Entertainment Attendants and Related Workers, All Other	393099	18	\$7.37	\$7.35	\$7.27	\$7.25
Environmental Engineering Technicians	173025		\$14.65		\$10.17	
Environmental Engineers	172081	10	\$29.09	\$28.91	\$23.75	\$23.91
Environmental Science and Protection Technicians, Including Health	194091	47	\$14.00	\$14.05	\$9.01	\$7.50
Environmental Science Teachers, Postsecondary	251053		\$25.05		\$25.00	
Environmental Scientists and Specialists, Including Health	192041	8	\$18.22	\$16.79	\$12.79	\$13.09
Epidemiologists	191041		\$40.87		\$40.87	
Etchers and Engravers	519194		\$7.47		\$7.30	
Executive Secretaries and Executive Administrative Assistants	436011	266	\$15.64	\$13.43	\$11.74	\$9.61
Extraction Workers, All Other	475099	5	\$7.46	\$7.35	\$7.10	\$7.00
Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	516091		\$6.55		\$6.55	
Family and General Practitioners	291062		\$156.33		\$140.00	
Farm and Home Management Advisors	259021	8	\$30.35	\$31.01	\$18.76	\$19.50
Farm Labor Contractors	131074		\$12.78		\$12.31	

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

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Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Farmers, Ranchers, and Other Agricultural Managers	119013	16	\$9.72	\$6.70	\$7.84	\$6.55
Farmworkers and Laborers, Crop, Nursery, and Greenhouse	452092	32	\$6.94	\$6.55	\$6.63	\$6.55
Farmworkers, Farm, Ranch, and Aquacultural Animals	452093	7	\$6.93	\$6.55	\$6.90	\$6.55
Fashion Designers	271022		\$6.55		\$6.55	
Fiberglass Laminators and Fabricators	512091		\$6.65		\$6.55	
File Clerks	434071	12	\$12.77	\$10.67	\$10.93	\$8.73
Financial Analysts	132051	19	\$21.30	\$20.74	\$17.29	\$16.00
Financial Clerks, All Other	433099	6	\$10.35	\$11.46	\$8.52	\$8.69
Financial Examiners	132061	5	\$41.01	\$27.79	\$32.17	\$20.46
Financial Managers	113031	100	\$23.93	\$20.95	\$21.30	\$18.24
Financial Specialists, All Other	132099	8	\$14.28	\$10.25	\$13.20	\$9.65
Fine Artists, Including Painters, Sculptors, and Illustrators	271013		\$7.33		\$6.60	
Fire Inspectors and Investigators	332021	55	\$13.09	\$12.36	\$10.30	\$9.73
Firefighters	332011	155	\$15.99	\$14.10	\$10.64	\$9.38
First-Line Supervisors of Construction Trades and Extraction Workers	471011	38	\$13.39	\$9.19	\$11.85	\$8.00
First-Line Supervisors of Correctional Officers	331011	14	\$25.54	\$24.62	\$16.83	\$15.34
First-Line Supervisors of Farming, Fishing, and Forestry Workers	451011	9	\$17.13	\$16.94	\$13.17	\$15.27
First-Line Supervisors of Fire Fighting and Prevention Workers	331021	9	\$21.51	\$18.63	\$15.50	\$14.38
First-Line Supervisors of Food Preparation and Serving Workers	351012	175	\$11.53	\$8.96	\$10.46	\$7.60
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	531021	22	\$11.88	\$11.00	\$9.64	\$7.90
First-Line Supervisors of Housekeeping and Janitorial Workers	371011	99	\$13.13	\$9.37	\$11.76	\$8.00
First-Line Supervisors of Landscaping, Lawn Service, and Grounds-keeping Workers	371012	16	\$14.79	\$9.98	\$11.31	\$8.01
First-Line Supervisors of Mechanics, Installers, and Repairers	491011	43	\$15.12	\$12.86	\$13.36	\$10.72
First-Line Supervisors of Non-Retail Sales Workers	411012	40	\$11.06	\$8.38	\$10.38	\$8.38
First-Line Supervisors of Office and Administrative Support Workers	431011	125	\$16.83	\$14.00	\$14.54	\$11.28
First-Line Supervisors of Personal Service Workers	391021	65	\$10.63	\$8.95	\$9.85	\$7.75
First-Line Supervisors of Police and Detectives	331012	34	\$25.56	\$22.15	\$16.52	\$16.83

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

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Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
First-Line Supervisors of Production and Operating Workers	511011	85	\$12.26	\$10.41	\$10.67	\$9.61
First-Line Supervisors of Protective Service Workers, All Other	331099	37	\$12.43	\$10.00	\$10.68	\$8.00
First-Line Supervisors of Retail Sales Workers	411011	156	\$9.20	\$8.34	\$8.51	\$7.50
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	531031	25	\$15.18	\$11.01	\$12.95	\$9.38
Fish and Game Wardens	333031		\$14.20		\$11.07	
Fishers and Related Fishing Workers	453011	19	\$6.61	\$6.55	\$6.55	\$6.55
Fitness Trainers and Aerobics Instructors	399031		\$10.00		\$10.00	
Floral Designers	271023	5	\$6.94	\$6.75	\$6.64	\$6.55
Food Preparation and Serving Related Workers, All Other	359099	185	\$7.16	\$6.80	\$6.74	\$6.55
Food Preparation Workers	352021	107	\$7.19	\$6.61	\$6.74	\$6.55
Food Processing Workers, All Other	513099	28	\$6.93	\$6.63	\$6.78	\$6.55
Food Servers, Nonrestaurant	353041	30	\$7.43	\$7.35	\$7.14	\$7.13
Food Service Managers	119051	64	\$17.09	\$12.53	\$16.16	\$11.77
Forest and Conservation Technicians	194093	5	\$14.78	\$14.84	\$9.87	\$9.27
Forest and Conservation Workers	454011	15	\$18.68	\$17.37	\$11.19	\$9.85
Foresters	191032		\$20.98		\$14.70	
Fundraisers	131131	15	\$22.98	\$24.36	\$18.57	\$19.23
Funeral Attendants	394021		\$6.58		\$6.58	
Gaming Cage Workers	433041	66	\$7.56	\$7.35	\$7.44	\$7.25
Gaming Change Persons and Booth Cashiers	412012	105	\$7.05	\$6.55	\$6.85	\$6.55
Gaming Dealers	393011	248	\$7.62	\$7.35	\$7.52	\$7.25
Gaming Managers	119071	113	\$23.76	\$22.69	\$23.33	\$21.63
Gaming Service Workers, All Other	393019	16	\$6.97	\$7.02	\$6.90	\$6.90
Gaming Supervisors	391011	164	\$16.92	\$17.23	\$16.69	\$17.00
Gaming Surveillance Officers and Gaming Investigators	339031	17	\$12.33	\$8.28	\$11.77	\$7.69
General and Operations Managers	111021	496	\$18.15	\$12.50	\$16.11	\$12.07
Glaziers	472121	15	\$6.98	\$6.57	\$6.96	\$6.55
Graphic Designers	271024	39	\$8.79	\$8.48	\$8.24	\$7.50
Grinding and Polishing Workers, Hand	519022		\$6.55		\$6.55	
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	514033		\$6.77		\$6.72	
Grounds Maintenance Workers, All Other	373019	16	\$8.53	\$8.18	\$6.89	\$6.55

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

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Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Hairdressers, Hairstylists, and Cosmetologists	395012	68	\$6.75	\$6.55	\$6.59	\$6.55
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	172111	9	\$11.20	\$9.52	\$9.68	\$8.40
Health Diagnosing and Treating Practitioners, All Other	291199		\$13.03		\$13.03	
Health Educators	211091		\$12.02		\$12.02	
Health Technologists and Technicians, All Other	292099	18	\$12.03	\$11.20	\$11.87	\$10.75
Healthcare Practitioners and Technical Workers, All Other	299099		\$18.77		\$18.53	
Healthcare Social Workers	211022	16	\$14.94	\$11.78	\$13.90	\$11.06
Healthcare Support Workers, All Other	319099	18	\$9.32	\$7.97	\$9.31	\$7.97
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	499021	66	\$8.46	\$7.57	\$7.53	\$7.00
Heavy and Tractor-Trailer Truck Drivers	533032	105	\$7.74	\$7.00	\$7.31	\$7.00
Helpers, Construction Trades, All Other	473019	49	\$14.87	\$12.62	\$9.87	\$8.40
Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	473011	70	\$9.87	\$7.52	\$9.36	\$6.55
Helpers--Carpenters	473012		\$7.14		\$6.55	
Helpers--Electricians	473013	5	\$8.98	\$6.92	\$7.70	\$6.92
Helpers--Installation, Maintenance, and Repair Workers	499098	128	\$11.22	\$10.51	\$8.70	\$8.04
Helpers--Production Workers	519198	50	\$8.00	\$9.00	\$7.83	\$8.30
Hoist and Winch Operators	537041		\$7.89		\$6.55	
Home Appliance Repairers	499031		\$7.99		\$7.03	
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	359031	70	\$9.06	\$7.85	\$8.90	\$7.50
Hotel, Motel, and Resort Desk Clerks	434081	52	\$7.46	\$7.25	\$7.04	\$6.55
Human Resources Assistants, Except Payroll and Timekeeping	434161	67	\$11.37	\$9.63	\$10.12	\$9.00
Human Resources Managers	113121	64	\$19.29	\$15.93	\$17.91	\$14.50
Human Resources Specialists	131071	58	\$15.71	\$14.19	\$13.41	\$11.90
Industrial Engineers	172112		\$19.05		\$15.96	
Industrial Machinery Mechanics	499041	32	\$13.84	\$13.52	\$11.02	\$10.43
Industrial Production Managers	113051	26	\$15.29	\$10.84	\$12.85	\$9.63
Industrial Truck and Tractor Operators	537051	10	\$7.39	\$6.62	\$6.81	\$6.55
Information and Record Clerks, All Other	434199	36	\$14.39	\$13.22	\$10.40	\$9.14
Inspectors, Testers, Sorters, Samplers, and Weighers	519061		\$19.88		\$15.51	

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

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Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Installation, Maintenance, and Repair Workers, All Other	499099	24	\$8.95	\$7.92	\$7.88	\$7.00
Instructional Coordinators	259031	18	\$28.00	\$27.43	\$23.87	\$24.04
Insurance Claims and Policy Processing Clerks	439041	8	\$11.98	\$8.32	\$11.21	\$8.00
Insurance Sales Agents	413021		\$10.80		\$7.05	
Insurance Underwriters	132053	27	\$11.25	\$10.29	\$9.82	\$9.00
Interior Designers	271025	9	\$16.12	\$9.02	\$14.92	\$7.05
Internists, General	291063	14	\$80.12	\$87.26	\$80.12	\$87.26
Interpreters and Translators	273091	17	\$15.38	\$13.65	\$12.00	\$9.38
Interviewers, Except Eligibility and Loan	434111	30	\$25.73	\$24.17	\$19.86	\$14.42
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	372011	436	\$7.49	\$6.55	\$6.93	\$6.55
Jewelers and Precious Stone and Metal Workers	519071	10	\$6.64	\$6.63	\$6.58	\$6.55
Judges, Magistrate Judges, and Magistrates	231023	9	\$61.57	\$69.65	\$49.69	\$57.69
Judicial Law Clerks	231012	7	\$27.96	\$27.81	\$24.04	\$24.04
Kindergarten Teachers, Except Special Education	252012	13	\$21.49	\$23.26	\$19.13	\$20.87
Labor Relations Specialists	131075	13	\$19.61	\$19.31	\$11.33	\$10.85
Laborers and Freight, Stock, and Material Movers, Hand	537062	13	\$7.27	\$7.35	\$7.18	\$7.25
Landscape Architects	171012	5	\$14.13	\$10.44	\$12.33	\$10.00
Landscaping and Groundskeeping Workers	373011	131	\$7.53	\$7.38	\$6.88	\$6.55
Laundry and Dry-Cleaning Workers	516011	75	\$7.50	\$7.35	\$7.02	\$6.55
Lawyers	231011	49	\$37.51	\$33.57	\$31.84	\$30.25
Legal Secretaries	436012	23	\$12.12	\$10.00	\$10.35	\$10.00
Legal Support Workers, All Other	232099	9	\$25.22	\$24.39	\$17.88	\$18.51
Legislators	111031	25	\$27.66	\$27.20	\$18.97	\$18.89
Librarians	254021		\$29.41		\$20.29	
Library Assistants, Clerical	434121	22	\$11.28	\$10.80	\$8.49	\$8.45
Library Technicians	254031		\$29.11		\$17.89	
Licensed Practical and Licensed Vocational Nurses	292061		\$12.86		\$11.68	
Life, Physical, and Social Science Technicians, All Other	194099	6	\$18.43	\$17.25	\$14.13	\$12.29
Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	339092	50	\$7.47	\$7.34	\$6.81	\$6.55
Light Truck or Delivery Services Drivers	533033	63	\$7.01	\$6.55	\$6.86	\$6.55
Loan Interviewers and Clerks	434131	6	\$17.17	\$15.15	\$14.46	\$12.59
Loan Officers	132072	8	\$21.46	\$22.05	\$16.44	\$17.58

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Locker Room, Coatroom, and Dressing Room Attendants	393093	9	\$7.44	\$7.38	\$6.55	\$6.55
Lodging Managers	119081	10	\$28.50	\$17.96	\$27.76	\$17.79
Logisticians	131081	9	\$11.85	\$8.36	\$9.28	\$8.25
Machine Feeders and Offbearers	537063	5	\$7.04	\$6.73	\$6.85	\$6.65
Machinists	514041	17	\$8.89	\$6.75	\$8.06	\$6.55
Maids and Housekeeping Cleaners	372012	273	\$7.24	\$6.75	\$6.77	\$6.55
Mail Clerks and Mail Machine Operators, Except Postal Service	439051		\$7.10		\$6.55	
Maintenance and Repair Workers, General	499071	377	\$8.09	\$7.00	\$7.29	\$6.55
Maintenance Workers, Machinery	499043	13	\$7.35	\$6.55	\$7.14	\$6.55
Management Analysts	131111	18	\$19.72	\$24.55	\$15.79	\$16.35
Managers, All Other	119199	216	\$14.34	\$7.60	\$13.06	\$7.50
Manicurists and Pedicurists	395092	8	\$6.59	\$6.55	\$6.55	\$6.55
Market Research Analysts and Marketing Specialists	131161	18	\$11.05	\$8.40	\$9.37	\$7.03
Marketing Managers	112021	79	\$18.94	\$14.62	\$17.70	\$13.46
Massage Therapists	319011	82	\$7.05	\$6.55	\$6.90	\$6.55
Mathematical Science Teachers, Postsecondary	251022	6	\$30.21	\$31.22	\$20.45	\$20.31
Mechanical Door Repairers	499011	5	\$7.56	\$6.57	\$6.65	\$6.55
Mechanical Drafters	173013		\$14.12		\$12.76	
Mechanical Engineering Technicians	173027		\$8.00		\$8.00	
Mechanical Engineers	172141	13	\$13.46	\$12.72	\$12.16	\$11.28
Media and Communication Equipment Workers, All Other	274099	15	\$9.41	\$8.00	\$8.67	\$8.00
Medical and Clinical Laboratory Technicians	292012	15	\$15.78	\$15.86	\$14.43	\$14.42
Medical and Clinical Laboratory Technologists	292011	5	\$25.97	\$26.14	\$22.58	\$19.48
Medical and Health Services Managers	119111	109	\$18.27	\$17.79	\$18.04	\$17.79
Medical Assistants	319092	22	\$11.87	\$10.69	\$9.58	\$9.16
Medical Equipment Preparers	319093		\$8.01		\$7.85	
Medical Records and Health Information Technicians	292071	29	\$9.36	\$8.02	\$8.66	\$7.25
Medical Secretaries	436013	12	\$9.83	\$7.10	\$8.94	\$6.55
Medical Transcriptionists	319094		\$11.01		\$11.01	
Meeting, Convention, and Event Planners	131121		\$10.60		\$10.60	
Mental Health and Substance Abuse Social Workers	211023	5	\$14.50	\$10.52	\$13.85	\$10.00
Mental Health Counselors	211014		\$22.02		\$22.02	
Merchandise Displayers and Window Trimmers	271026	19	\$8.62	\$8.50	\$7.77	\$7.75



**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Meter Readers, Utilities	435041	21	\$12.43	\$11.86	\$9.51	\$9.02
Middle School Teachers, Except Special and Career/Technical Education	252022	79	\$19.62	\$20.44	\$17.41	\$18.37
Mixing and Blending Machine Setters, Operators, and Tenders	519023		\$7.76		\$7.02	
Mobile Heavy Equipment Mechanics, Except Engines	493042	49	\$7.88	\$7.25	\$7.42	\$7.00
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	514072	6	\$6.77	\$6.80	\$6.77	\$6.80
Morticians, Undertakers, and Funeral Directors	394031		\$6.83		\$6.83	
Motorboat Mechanics and Service Technicians	493051	19	\$8.62	\$7.30	\$7.45	\$6.90
Motorboat Operators	535022	14	\$12.68	\$14.63	\$11.74	\$12.76
Museum Technicians and Conservators	254013	10	\$17.61	\$15.55	\$10.85	\$9.67
Musicians and Singers	272042	18	\$10.48	\$9.61	\$10.03	\$8.72
Natural Sciences Managers	119121		\$30.72		\$26.44	
Network and Computer Systems Administrators	151142	30	\$23.85	\$23.90	\$21.57	\$20.33
Nurse Midwives	291161		\$35.63		\$35.63	
Nurse Practitioners	291171	159	\$16.38	\$15.57	\$16.28	\$15.57
Nursing Assistants	311014	41	\$9.01	\$8.49	\$8.61	\$8.34
Nursing Instructors and Teachers, Postsecondary	251072		\$32.94		\$20.51	
Obstetricians and Gynecologists	291064		\$80.69		\$80.69	
Occupational Health and Safety Specialists	299011	13	\$14.18	\$13.02	\$11.96	\$10.00
Occupational Health and Safety Technicians	299012	22	\$11.54	\$11.15	\$10.73	\$10.01
Occupational Therapists	291122		\$24.86		\$22.60	
Occupational Therapy Aides	312012		\$10.95		\$7.80	
Occupational Therapy Assistants	312011	5	\$6.61	\$6.55	\$6.57	\$6.55
Office and Administrative Support Workers, All Other	439199	187	\$13.38	\$11.52	\$9.16	\$6.55
Office Clerks, General	439061	147	\$8.16	\$7.25	\$7.38	\$7.00
Office Machine Operators, Except Computer	439071		\$16.00		\$12.89	
Operating Engineers and Other Construction Equipment Operators	472073	94	\$11.77	\$10.35	\$8.06	\$7.60
Ophthalmic Laboratory Technicians	519083		\$10.33		\$10.33	
Ophthalmic Medical Technicians	292057		\$17.26		\$16.41	
Opticians, Dispensing	292081		\$13.41		\$12.00	
Optometrists	291041		\$29.41		\$27.50	
Order Clerks	434151	8	\$7.81	\$7.74	\$6.85	\$6.83

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

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Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Outdoor Power Equipment and Other Small Engine Mechanics	493053		\$7.10		\$6.55	
Packers and Packagers, Hand	537064	13	\$6.57	\$6.55	\$6.55	\$6.55
Painters, Construction and Maintenance	472141	34	\$7.22	\$7.05	\$6.92	\$6.55
Painters, Transportation Equipment	519122	10	\$6.93	\$6.97	\$6.79	\$6.78
Paralegals and Legal Assistants	232011	42	\$19.24	\$15.49	\$16.41	\$11.68
Parts Salespersons	412022	18	\$8.16	\$8.13	\$7.40	\$7.25
Payroll and Timekeeping Clerks	433051	17	\$13.60	\$10.00	\$11.81	\$10.00
Pediatricians, General	291065	6	\$71.99	\$81.01	\$71.99	\$81.01
Personal Care and Service Workers, All Other	399099	34	\$9.99	\$10.64	\$9.78	\$10.50
Personal Financial Advisors	132052		\$20.58		\$16.77	
Pest Control Workers	372021	13	\$7.81	\$7.75	\$7.65	\$7.51
Pharmacists	291051	7	\$49.46	\$55.53	\$46.05	\$50.00
Pharmacy Aides	319095	8	\$10.26	\$9.27	\$9.92	\$8.50
Pharmacy Technicians	292052	20	\$13.65	\$14.21	\$13.32	\$14.21
Phlebotomists	319097	13	\$8.96	\$8.40	\$8.64	\$8.00
Photographers	274021		\$7.14		\$6.70	
Physical Therapist Aides	312022		\$28.04		\$27.53	
Physical Therapist Assistants	312021		\$9.99		\$9.99	
Physical Therapists	291123	13	\$19.13	\$17.84	\$18.36	\$17.31
Physician Assistants	291071	11	\$39.56	\$38.46	\$39.56	\$38.46
Physicians and Surgeons, All Other	291069	11	\$90.65	\$96.15	\$90.52	\$96.15
Pipelayers	472151	5	\$7.09	\$6.75	\$6.61	\$6.60
Plant and System Operators, All Other	518099	7	\$8.84	\$8.46	\$6.69	\$6.55
Plumbers, Pipefitters, and Steamfitters	472152	44	\$7.31	\$7.10	\$6.90	\$6.75
Police and Sheriff's Patrol Officers	333051	156	\$14.78	\$13.90	\$9.65	\$9.38
Police, Fire, and Ambulance Dispatchers	435031		\$15.90		\$13.62	
Postal Service Clerks	435051		\$6.84		\$6.80	
Postal Service Mail Carriers	435052		\$7.10		\$6.55	
Power Plant Operators	518013	35	\$13.92	\$13.27	\$10.42	\$10.01
Prepress Technicians and Workers	515111		\$8.72		\$7.80	
Preschool Teachers, Except Special Education	252011	45	\$9.94	\$7.26	\$9.12	\$6.65
Print Binding and Finishing Workers	515113		\$7.43		\$6.85	
Printing Press Operators	515112	27	\$7.54	\$7.27	\$6.94	\$6.55
Private Detectives and Investigators	339021		\$29.63		\$22.85	



**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

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Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Probation Officers and Correctional Treatment Specialists	211092	17	\$18.52	\$19.53	\$12.86	\$10.34
Procurement Clerks	433061	39	\$13.42	\$13.18	\$11.51	\$10.88
Producers and Directors	272012	78	\$28.42	\$28.42	\$22.14	\$23.69
Production Workers, All Other	519199	10	\$6.71	\$6.70	\$6.66	\$6.55
Production, Planning, and Expediting Clerks	435061	22	\$8.83	\$7.00	\$8.44	\$7.00
Property, Real Estate, and Community Association Managers	119141	59	\$18.46	\$7.50	\$17.67	\$7.50
Protective Service Workers, All Other	339099		\$15.75		\$11.98	
Psychiatric Aides	311013		\$10.58		\$10.58	
Psychiatrists	291066		\$91.35		\$91.35	
Psychology Teachers, Postsecondary	251066		\$31.95		\$20.66	
Public Address System and Other Announcers	273012		\$7.07		\$6.75	
Public Relations and Fundraising Managers	112031	11	\$19.92	\$21.60	\$17.40	\$14.42
Public Relations Specialists	273031	65	\$10.02	\$7.35	\$9.41	\$7.25
Pump Operators, Except Wellhead Pumpers	537072		\$13.71		\$9.53	
Purchasing Agents, Except Wholesale, Retail, and Farm Products	131023	9	\$8.25	\$6.58	\$8.14	\$6.55
Purchasing Managers	113061	47	\$13.08	\$9.25	\$11.62	\$8.00
Radio and Television Announcers	273011	6	\$6.81	\$6.55	\$6.81	\$6.55
Radio Operators	274013	7	\$12.13	\$11.91	\$9.66	\$9.73
Radiologic Technologists	292034	6	\$17.32	\$18.75	\$16.01	\$17.63
Rail Car Repairers	493043		\$6.65		\$6.55	
Real Estate Brokers	419021		\$15.63		\$15.63	
Receptionists and Information Clerks	434171	132	\$8.39	\$7.61	\$7.30	\$7.00
Refuse and Recyclable Material Collectors	537081	26	\$6.86	\$6.75	\$6.71	\$6.55
Registered Nurses	291141	30	\$15.68	\$15.13	\$14.56	\$14.25
Rehabilitation Counselors	211015		\$17.15		\$13.10	
Reinforcing Iron and Rebar Workers	472171	12	\$8.00	\$6.85	\$7.44	\$6.85
Religious Workers, All Other	212099		\$9.83		\$9.83	
Reporters and Correspondents	273022	12	\$9.80	\$10.13	\$8.78	\$8.53
Reservation and Transportation Ticket Agents and Travel Clerks	434181	52	\$8.24	\$8.22	\$7.38	\$6.60
Residential Advisors	399041	16	\$26.80	\$25.96	\$20.88	\$21.64
Respiratory Therapists	291126		\$14.69		\$14.62	
Retail Salespersons	412031	107	\$7.50	\$6.59	\$7.00	\$6.55

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

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Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Riggers	499096		\$6.57		\$6.57	
Sailors and Marine Oilers	535011	5	\$6.86	\$6.60	\$6.83	\$6.55
Sales and Related Workers, All Other	419099		\$32.75		\$32.27	
Sales Engineers	419031		\$19.67		\$18.75	
Sales Managers	112022	113	\$11.82	\$8.40	\$10.98	\$7.75
Sales Representatives, Services, All Other	413099	37	\$8.01	\$7.38	\$7.11	\$6.55
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	414012	310	\$7.75	\$7.20	\$7.52	\$7.00
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	414011	44	\$8.10	\$7.32	\$7.24	\$6.75
Sawing Machine Setters, Operators, and Tenders, Wood	517041		\$9.67		\$9.17	
Secondary School Teachers, Except Special and Career/Technical Education	252031	172	\$19.58	\$18.95	\$17.14	\$17.23
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	436014	244	\$11.30	\$8.21	\$9.30	\$7.80
Security and Fire Alarm Systems Installers	492098		\$7.28		\$6.55	
Security Guards	339032	407	\$6.97	\$6.55	\$6.73	\$6.55
Self-Enrichment Education Teachers	253021	14	\$9.83	\$9.22	\$8.86	\$7.50
Sewers, Hand	516051		\$7.03		\$6.55	
Sewing Machine Operators	516031		\$6.78		\$6.78	
Sheet Metal Workers	472211	8	\$7.24	\$6.66	\$6.91	\$6.55
Ship Engineers	535031		\$8.98		\$8.77	
Shipping, Receiving, and Traffic Clerks	435071	19	\$8.19	\$7.55	\$7.79	\$7.55
Slaughterers and Meat Packers	513023	8	\$8.94	\$7.39	\$6.88	\$6.75
Slot Supervisors	391012	33	\$20.61	\$15.22	\$19.99	\$15.00
Social and Community Service Managers	119151	61	\$20.52	\$18.21	\$16.58	\$15.39
Social and Human Service Assistants	211093	156	\$13.46	\$12.77	\$8.39	\$7.69
Social Science Research Assistants	194061	10	\$18.52	\$17.60	\$14.31	\$13.22
Social Sciences Teachers, Postsecondary, All Other	251069		\$31.22		\$19.97	
Social Scientists and Related Workers, All Other	193099		\$12.03		\$8.56	
Social Workers, All Other	211029	15	\$13.54	\$12.63	\$10.85	\$10.00
Software Developers, Applications	151132	7	\$12.01	\$8.50	\$9.77	\$7.70
Special Education Teachers, Kindergarten and Elementary School	252052	18	\$20.75	\$19.82	\$18.53	\$17.90
Special Education Teachers, Middle School	252053	6	\$24.12	\$24.86	\$21.78	\$22.60
Special Education Teachers, Secondary School	252054	7	\$24.33	\$23.88	\$21.60	\$21.71

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

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Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Stationary Engineers and Boiler Operators	518021		\$7.96		\$6.75	
Statistical Assistants	439111	10	\$15.96	\$15.84	\$14.14	\$13.12
Statisticians	152041	12	\$16.73	\$14.41	\$13.95	\$12.56
Stock Clerks and Order Fillers	435081	340	\$7.28	\$6.55	\$6.84	\$6.55
Structural Iron and Steel Workers	472221	21	\$8.54	\$7.05	\$8.23	\$7.05
Structural Metal Fabricators and Fitters	512041		\$8.16		\$8.08	
Substance Abuse and Behavioral Disorder Counselors	211011	5	\$11.76	\$11.50	\$11.76	\$11.50
Surgeons	291067		\$96.15		\$96.15	
Surveying and Mapping Technicians	173031	8	\$12.59	\$13.30	\$8.00	\$7.82
Surveyors	171022	8	\$14.68	\$12.77	\$11.70	\$11.75
Switchboard Operators, Including Answering Service	432011	22	\$8.67	\$7.89	\$8.41	\$7.89
Tailors, Dressmakers, and Custom Sewers	516052	29	\$7.09	\$6.75	\$6.74	\$6.55
Tax Examiners and Collectors, and Revenue Agents	132081	30	\$14.10	\$13.65	\$9.23	\$8.21
Tax Preparers	132082		\$35.21		\$34.55	
Taxi Drivers and Chauffeurs	533041	132	\$7.86	\$7.35	\$7.23	\$7.13
Teacher Assistants	259041	188	\$10.35	\$8.83	\$9.18	\$7.93
Teachers and Instructors, All Other	253099	109	\$13.78	\$10.00	\$12.52	\$9.28
Technical Writers	273042		\$55.30		\$45.90	
Telecommunications Equipment Installers and Repairers, Except Line Installers	492022	8	\$17.28	\$20.38	\$11.93	\$13.02
Telecommunications Line Installers and Repairers	499052	5	\$16.47	\$16.47	\$14.91	\$16.47
Telemarketers	419041	19	\$6.55	\$6.55	\$6.55	\$6.55
Telephone Operators	432021	8	\$8.43	\$7.59	\$7.58	\$6.65
Tellers	433071	12	\$7.96	\$7.24	\$7.44	\$7.03
Therapists, All Other	291129		\$11.69		\$11.65	
Tile and Marble Setters	472044		\$6.55		\$6.55	
Timing Device Assemblers and Adjusters	512093		\$6.25		\$6.25	
Tire Builders	519197		\$7.51		\$6.55	
Tire Repairers and Changers	493093	6	\$6.66	\$6.60	\$6.63	\$6.55
Title Examiners, Abstractors, and Searchers	232093		\$9.94		\$9.03	
Tour Guides and Escorts	397011	175	\$7.66	\$6.68	\$7.44	\$6.55
Training and Development Managers	113131	18	\$18.54	\$17.61	\$17.40	\$14.71
Training and Development Specialists	131151	14	\$11.89	\$7.35	\$10.56	\$7.25
Transportation Attendants, Except Flight Attendants	536061	23	\$6.82	\$6.55	\$6.67	\$6.55
Transportation Inspectors	536051	22	\$6.86	\$6.55	\$6.77	\$6.55

**Table 4. Detailed Occupation Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

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When N is less than 5, N and median are not shown for non-disclosure reason.

Detailed Title (SOC six-digit occupation title)	Detailed Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Transportation Security Screeners	339093		\$9.14		\$8.15	
Transportation, Storage, and Distribution Managers	113071	27	\$15.93	\$10.20	\$15.23	\$10.20
Travel Agents	413041	54	\$11.93	\$12.71	\$10.64	\$11.54
Travel Guides	397012	22	\$7.99	\$8.00	\$7.57	\$7.50
Tree Trimmers and Pruners	373013		\$6.55		\$6.55	
Umpires, Referees, and Other Sports Officials	272023	5	\$12.23	\$10.33	\$10.31	\$10.00
Upholsterers	516093	7	\$7.87	\$7.73	\$6.89	\$6.75
Urban and Regional Planners	193051	6	\$16.82	\$15.96	\$14.13	\$13.26
Ushers, Lobby Attendants, and Ticket Takers	393031	25	\$7.41	\$7.31	\$6.95	\$6.75
Veterinarians	291131		\$55.07		\$50.00	
Vocational Education Teachers, Postsecondary	251194	18	\$24.76	\$25.05	\$23.64	\$25.00
Waiters and Waitresses	353031	508	\$7.17	\$7.00	\$6.71	\$6.55
Watch Repairers	499064		\$6.55		\$6.55	
Water and Wastewater Treatment Plant and System Operators	518031	24	\$13.62	\$13.37	\$11.09	\$10.09
Web Developers	151134	5	\$11.49	\$8.67	\$10.28	\$7.75
Welders, Cutters, Solderers, and Brazers	514121	41	\$8.35	\$6.85	\$7.99	\$6.85
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	514122	30	\$7.98	\$7.93	\$7.71	\$7.30
Wholesale and Retail Buyers, Except Farm Products	131022		\$7.44		\$7.25	
Word Processors and Typists	439022	7	\$10.76	\$10.69	\$7.12	\$6.92
Zoologists and Wildlife Biologists	191023	6	\$23.18	\$26.60	\$17.23	\$19.18
Grand Total (Overall)		<b>19,518</b>	<b>\$12.38</b>	<b>\$8.25</b>	<b>\$10.87</b>	<b>\$7.35</b>

## Challenges And Limitations

### CHALLENGES

**Five-Month Long Data Collection Period** A shorter period would have been preferable but to ensure reliable and accurate wage statistics data collection period was extended to increase participation coverage.

**Loss of clerical support toward the end of the field work** Office workers (data clerks) contracts expired before their work was completed and contributed to delay in project completion.

**Enumerator Progress** Enumeration progress in Saipan could have been shortened if all enumerators worked each day. Quite typical in these survey work, some enumerators were more productive than others; the slower ones contribute to slow progress in the field work.

**Slow Responses from Some of Employers** Not all employers willingly participated in the survey contributing to delays in the data collection period.

**Incomplete and/or Inaccurate Business Directory Information** A large amount of the establishments' directory data provide to Commerce CSD were no longer correct: many phone numbers were no longer the correct ones for current employers; business locations were no longer correct; some business listed could not be located. The lack of accurate directory information on establishments doing business in the CNMI made it hard, time consuming, and costly to locate establishments for the Study.

## LIMITATIONS

The most notable limitation of the figures in this report is the fact that not all employers participated fully in the survey.

A few companies reported employee pay on a monthly or bi weekly basis that translate to hourly wage rates below the current minimum wage of \$6.55. It earns a space of mention here, but it is not a real limitation on the averages. The average wage rates are not impacted meaningfully: there were only 254 of these individual employees—which amounts to less than 0.02% of 19,518 total individual employees reported with hourly wage.

Not all employers reported on all fringe benefits that they offer to their employees; hence, fringe benefits statistics are understated (or not as accurate as they could be).

## EXCLUSION

This report does not include the workforce demographics assessment of Study. The second report will cover the demographics and the other workforce characteristics in the Study.

## Appendices

There are five appendices to this report. The first three appendices are occupations and wage rates statistics at the other 3 levels of aggregation according to the 2010 SOC structure. These may come in useful in broad-based analysis, particularly the Major Group. In a situation where a specific 6-digit occupation might not have been captured or where an occupation occurs for the first time in the CNMI, the wage statistics at the Broad, Minor, or the Major Group for that occupation might suffice as a proxy.

- Appendix A: SOC Broad Titles, Hourly Wages, and Direct Hourly Wages
- Appendix B: SOC Minor Titles, Hourly Wages, and Direct Hourly Wages
- Appendix C: SOC Major Titles, Hourly Wages, and Direct Hourly Wages
- Appendix D: Tabular Profile of 2016 Employers and Employees and the Result of the Employers' Selection Process for the Study
- Appendix E: The Study Questionnaire



**APPENDIX A: SOC BROAD TITLES, HOURLY WAGES, AND DIRECT HOURLY WAGES**

**Table A1. SOC Broad Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Accountants and Auditors	132010	323	\$15.01	\$12.89	\$12.76	\$11.81
Actors, Producers, and Directors	272010	78	\$28.42	\$28.42	\$22.14	\$23.69
Administrative Services Managers	113010	206	\$19.43	\$18.69	\$15.19	\$14.42
Adult Basic and Secondary Education and Literacy Teachers and Instructors	253010		\$28.96		\$20.16	
Advertising and Promotions Managers	112010	18	\$15.76	\$11.45	\$14.24	\$9.76
Advertising Sales Agents	413010	15	\$10.72	\$8.55	\$8.49	\$6.55
Agricultural and Food Science Technicians	194010	15	\$21.58	\$23.81	\$11.33	\$12.87
Agricultural Inspectors	452010	19	\$16.45	\$16.32	\$9.69	\$9.27
Air Traffic Controllers and Airfield Operations Specialists	532020	26	\$17.10	\$11.43	\$14.34	\$9.00
Aircraft Cargo Handling Supervisors	531010	5	\$14.04	\$12.50	\$11.69	\$10.94
Aircraft Mechanics and Service Technicians	493010	20	\$14.80	\$13.44	\$14.00	\$12.77
Aircraft Pilots and Flight Engineers	532010	24	\$13.65	\$13.56	\$13.44	\$13.56
Ambulance Drivers and Attendants, Except Emergency Medical Technicians	533010	12	\$6.75	\$6.74	\$6.55	\$6.55
Animal Control Workers	339010	12	\$15.41	\$13.69	\$9.74	\$8.74
Animal Trainers	392010	6	\$14.50	\$13.02	\$10.14	\$9.05
Announcers	273010	8	\$6.88	\$6.55	\$6.80	\$6.55
Appraisers and Assessors of Real Estate	132020		\$18.04		\$13.16	
Architects, Except Naval	171010	8	\$13.00	\$10.99	\$11.73	\$10.77
Architectural and Engineering Managers	119040	22	\$22.93	\$22.12	\$21.40	\$20.80
Archivists, Curators, and Museum Technicians	254010	10	\$17.61	\$15.55	\$10.85	\$9.67
Artists and Related Workers	271010		\$6.79		\$6.55	
Arts, Communications, and Humanities Teachers, Postsecondary	251120	20	\$22.26	\$28.04	\$16.14	\$19.97
Athletes, Coaches, Umpires, and Related Workers	272020	8	\$14.51	\$11.65	\$12.27	\$11.25
Audiologists	291180		\$31.73		\$28.85	
Automotive and Watercraft Service Attendants	536030	90	\$6.85	\$6.55	\$6.73	\$6.55
Automotive Technicians and Repairers	493020	100	\$8.05	\$6.86	\$7.53	\$6.55
Baggage Porters, Bellhops, and Concierges	396010	31	\$8.59	\$7.25	\$8.53	\$7.25
Bailiffs, Correctional Officers, and Jailers	333010	70	\$13.52	\$13.07	\$9.25	\$8.82
Bakers	513010	80	\$7.55	\$7.13	\$7.06	\$6.65
Barbers, Hairdressers, Hairstylists and Cosmetologists	395010	81	\$6.74	\$6.55	\$6.59	\$6.55
Bartenders	353010	67	\$7.28	\$7.25	\$6.92	\$6.55
Bill and Account Collectors	433010	19	\$10.92	\$8.50	\$10.30	\$8.50



**Table A1. SOC Broad Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Billing and Posting Clerks	433020	19	\$10.49	\$9.78	\$9.31	\$9.14
Biological Scientists	191020	13	\$25.66	\$26.79	\$19.10	\$20.10
Biological Technicians	194020		\$14.30		\$11.94	
Biomedical Engineers	172030		\$42.18		\$36.97	
Bookkeeping, Accounting, and Auditing Clerks	433030	289	\$10.74	\$8.74	\$9.36	\$7.50
Brick-masons, Block-masons, and Stonemasons	472020	9	\$10.37	\$6.74	\$8.69	\$6.55
Broadcast and Sound Engineering Technicians and Radio Operators	274010	11	\$10.32	\$11.29	\$8.62	\$9.73
Brokerage Clerks	434010		\$9.78		\$8.00	
Budget Analysts	132030	14	\$24.14	\$26.34	\$19.31	\$20.46
Building Cleaning Workers	372010	737	\$7.41	\$6.55	\$6.87	\$6.55
Bus and Truck Mechanics and Diesel Engine Specialists	493030	20	\$8.49	\$6.93	\$7.77	\$6.70
Bus Drivers	533020	119	\$8.86	\$7.39	\$7.85	\$7.05
Business Teachers, Postsecondary	251010		\$32.90		\$20.77	
Butchers and Other Meat, Poultry, and Fish Processing Workers	513020	40	\$7.53	\$6.69	\$6.88	\$6.55
Buyers and Purchasing Agents	131020	13	\$8.00	\$7.41	\$7.86	\$6.75
Cargo and Freight Agents	435010	49	\$8.24	\$7.20	\$7.46	\$7.20
Carpenters	472030	295	\$7.03	\$6.70	\$6.79	\$6.55
Carpet, Floor, and Tile Installers and Finishers	472040	11	\$7.00	\$6.55	\$6.86	\$6.55
Cashiers	412010	527	\$6.90	\$6.55	\$6.72	\$6.55
Cement Masons, Concrete Finishers, and Terrazzo Workers	472050	208	\$7.01	\$6.75	\$6.77	\$6.55
Chemical Technicians	194030		\$23.94		\$19.27	
Chief Executives	111010	160	\$46.90	\$31.28	\$43.46	\$25.00
Childcare Workers	399010	46	\$6.56	\$6.55	\$6.49	\$6.55
Civil Engineers	172050	26	\$27.12	\$25.12	\$23.34	\$21.55
Claims Adjusters, Appraisers, Examiners, and Investigators	131030	14	\$17.40	\$17.74	\$12.45	\$10.34
Clergy	212010		\$10.93		\$7.07	
Clinical Laboratory Technologists and Technicians	292010	20	\$18.33	\$16.86	\$16.47	\$16.35
Compensation and Benefits Managers	113110	9	\$15.05	\$17.24	\$12.85	\$14.73
Compensation, Benefits, and Job Analysis Specialists	131140	15	\$20.86	\$20.11	\$15.37	\$15.27
Compliance Officers	131040	54	\$16.97	\$15.79	\$11.95	\$10.00
Computer and Information Analysts	151120	10	\$16.40	\$13.20	\$13.12	\$10.17

**Table A1. SOC Broad Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Computer and Information Systems Managers	113020	15	\$19.20	\$18.55	\$17.18	\$16.82
Computer Control Programmers and Operators	514010		\$6.55		\$6.55	
Computer Operators	439010	19	\$15.33	\$13.01	\$11.27	\$9.61
Computer Support Specialists	151150	80	\$15.26	\$13.47	\$13.91	\$12.60
Computer, Automated Teller, and Office Machine Repairers	492010	8	\$8.92	\$9.30	\$7.30	\$7.00
Conservation Scientists and Foresters	191030	7	\$15.74	\$13.32	\$10.59	\$10.21
Construction and Building Inspectors	474010	28	\$18.21	\$18.10	\$13.81	\$14.42
Construction Equipment Operators	472070	94	\$11.77	\$10.35	\$8.06	\$7.60
Construction Laborers	472060	220	\$7.59	\$6.60	\$7.11	\$6.55
Construction Managers	119020	41	\$18.14	\$15.93	\$16.30	\$13.75
Control and Valve Installers and Repairers	499010	5	\$7.56	\$6.57	\$6.65	\$6.55
Cooks	352010	511	\$7.75	\$7.20	\$7.11	\$6.55
Correspondence Clerks	434020		\$16.24		\$11.18	
Cost Estimators	131050	5	\$8.87	\$8.43	\$8.75	\$8.35
Counselors	211010	44	\$19.40	\$18.43	\$16.79	\$16.06
Counter and Rental Clerks and Parts Salespersons	412020	59	\$8.56	\$7.39	\$7.32	\$6.55
Couriers and Messengers	435020	22	\$11.29	\$9.81	\$10.13	\$7.82
Court, Municipal, and License Clerks	434030	33	\$18.17	\$17.04	\$12.48	\$11.30
Crane and Tower Operators	537020	5	\$14.40	\$9.75	\$14.27	\$9.75
Credit Analysts	132040	6	\$16.40	\$15.05	\$13.45	\$11.95
Credit Authorizers, Checkers, and Clerks	434040		\$18.54		\$18.27	
Credit Counselors and Loan Officers	132070	8	\$21.46	\$22.05	\$16.44	\$17.58
Crushing, Grinding, Polishing, Mixing, and Blending Workers	519020	8	\$7.52	\$7.32	\$7.09	\$6.90
Customer Service Representatives	434050	382	\$11.47	\$9.12	\$10.52	\$8.06
Dancers and Choreographers	272030	9	\$9.22	\$9.00	\$9.22	\$9.00
Data Entry and Information Processing Workers	439020	21	\$11.32	\$10.96	\$8.34	\$8.50
Database and Systems Administrators and Network Architects	151140	39	\$23.58	\$23.34	\$20.58	\$19.23
Dental Hygienists	292020	18	\$18.41	\$12.74	\$16.06	\$12.74
Dentists	291020	8	\$57.03	\$54.02	\$50.79	\$49.04
Designers	271020	73	\$9.49	\$8.50	\$8.81	\$7.20
Detectives and Criminal Investigators	333020	81	\$15.65	\$13.40	\$10.61	\$8.82
Diagnostic Related Technologists and Technicians	292030	10	\$16.57	\$17.07	\$15.76	\$15.94

**Table A1. SOC Broad Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Dietitians and Nutritionists	291030	5	\$27.14	\$26.44	\$25.50	\$25.00
Dining Room and Cafeteria Attendants and Bartender Helpers	359010	53	\$7.15	\$7.05	\$7.02	\$7.05
Directors, Religious Activities and Education	212020		\$9.37		\$9.37	
Dishwashers	359020	15	\$6.69	\$6.64	\$6.55	\$6.55
Dispatchers	435030	26	\$11.07	\$10.51	\$8.50	\$8.04
Drafters	173010	30	\$16.13	\$13.13	\$13.53	\$10.68
Dredge, Excavating, and Loading Machine Operators	537030		\$7.18		\$6.55	
Driver/Sales Workers and Truck Drivers	533030	241	\$7.39	\$6.93	\$7.01	\$6.60
Earth Drillers, Except Oil and Gas	475020		\$7.28		\$7.28	
Economists	193010		\$39.91		\$24.04	
Education Administrators	119030	63	\$28.24	\$30.83	\$22.48	\$24.04
Education and Library Science Teachers, Postsecondary	251080	8	\$32.17	\$32.06	\$20.86	\$20.76
Electrical and Electronics Engineers	172070	13	\$19.52	\$15.80	\$16.69	\$13.02
Electricians	472110	144	\$7.98	\$6.87	\$7.40	\$6.55
Elementary and Middle School Teachers	252020	357	\$19.99	\$20.71	\$17.81	\$18.58
Eligibility Interviewers, Government Programs	434060	29	\$17.09	\$14.72	\$11.95	\$10.21
Emergency Management Directors	119160	12	\$15.99	\$14.38	\$10.94	\$10.10
Emergency Medical Technicians and Paramedics	292040	16	\$9.13	\$9.03	\$8.57	\$8.50
Engineering Technicians, Except Drafters	173020	70	\$12.29	\$10.13	\$10.72	\$10.00
Environmental Engineers	172080	10	\$29.09	\$28.91	\$23.75	\$23.91
Environmental Scientists and Geoscientists	192040	8	\$18.22	\$16.79	\$12.79	\$13.09
Farm and Home Management Advisors	259020	8	\$30.35	\$31.01	\$18.76	\$19.50
Farmers, Ranchers, and Other Agricultural Managers	119010	16	\$9.72	\$6.70	\$7.84	\$6.55
Fast Food and Counter Workers	353020	50	\$7.07	\$6.74	\$6.72	\$6.55
File Clerks	434070	12	\$12.77	\$10.67	\$10.93	\$8.73
Financial Analysts and Advisors	132050	49	\$15.72	\$14.04	\$13.14	\$12.00
Financial Examiners	132060	5	\$41.01	\$27.79	\$32.17	\$20.46
Financial Managers	113030	100	\$23.93	\$20.95	\$21.30	\$18.24
Fire Inspectors	332020	55	\$13.09	\$12.36	\$10.30	\$9.73
Firefighters	332010	155	\$15.99	\$14.10	\$10.64	\$9.38
First-Line Supervisors of Building and Grounds Cleaning and Maintenance Workers	371010	115	\$13.37	\$9.37	\$11.70	\$8.00
First-Line Supervisors of Construction Trades and Extraction Workers	471010	38	\$13.39	\$9.19	\$11.85	\$8.00

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Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
First-Line Supervisors of Farming, Fishing, and Forestry Workers	451010	9	\$17.13	\$16.94	\$13.17	\$15.27
First-Line Supervisors of Fire Fighting and Prevention Workers	331020	9	\$21.51	\$18.63	\$15.50	\$14.38
First-Line Supervisors of Gaming Workers	391010	197	\$17.54	\$17.23	\$17.24	\$17.00
First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	531020	22	\$11.88	\$11.00	\$9.64	\$7.90
First-Line Supervisors of Law Enforcement Workers	331010	48	\$25.55	\$22.42	\$16.61	\$16.83
First-Line Supervisors of Mechanics, Installers, and Repairers	491010	43	\$15.12	\$12.86	\$13.36	\$10.72
First-Line Supervisors of Office and Administrative Support Workers	431010	125	\$16.83	\$14.00	\$14.54	\$11.28
First-Line Supervisors of Personal Service Workers	391020	65	\$10.63	\$8.95	\$9.85	\$7.75
First-Line Supervisors of Production and Operating Workers	511010	85	\$12.26	\$10.41	\$10.67	\$9.61
First-Line Supervisors of Sales Workers	411010	196	\$9.58	\$8.34	\$8.89	\$7.53
First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	531030	25	\$15.18	\$11.01	\$12.95	\$9.38
Fish and Game Wardens	333030		\$14.20		\$11.07	
Fishers and Related Fishing Workers	453010	19	\$6.61	\$6.55	\$6.55	\$6.55
Food Preparation Workers	352020	107	\$7.19	\$6.61	\$6.74	\$6.55
Food Servers, Nonrestaurant	353040	30	\$7.43	\$7.35	\$7.14	\$7.13
Food Service Managers	119050	64	\$17.09	\$12.53	\$16.16	\$11.77
Forest and Conservation Workers	454010	15	\$18.68	\$17.37	\$11.19	\$9.85
Fundraisers	131130	15	\$22.98	\$24.36	\$18.57	\$19.23
Funeral Attendants	394020		\$6.58		\$6.58	
Gaming Cage Workers	433040	66	\$7.56	\$7.35	\$7.44	\$7.25
Gaming Managers	119070	113	\$23.76	\$22.69	\$23.33	\$21.63
Gaming Services Workers	393010	264	\$7.58	\$7.35	\$7.48	\$7.25
General and Operations Managers	111020	496	\$18.15	\$12.50	\$16.11	\$12.07
Glaziers	472120	15	\$6.98	\$6.57	\$6.96	\$6.55
Grounds Maintenance Workers	373010	149	\$7.62	\$7.50	\$6.88	\$6.55
Health Practitioner Support Technologists and Technicians	292050	32	\$13.17	\$13.58	\$12.82	\$13.24
Health Teachers, Postsecondary	251070		\$32.94		\$20.51	
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	499020	66	\$8.46	\$7.57	\$7.53	\$7.00

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Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Heavy Vehicle and Mobile Equipment Service Technicians and Mechanics	493040	51	\$7.84	\$7.25	\$7.38	\$7.00
Helpers, Construction Trades	473010	128	\$11.66	\$10.11	\$9.40	\$7.25
Hoist and Winch Operators	537040		\$7.89		\$6.55	
Home Appliance Repairers	499030		\$7.99		\$7.03	
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	359030	70	\$9.06	\$7.85	\$8.90	\$7.50
Hotel, Motel, and Resort Desk Clerks	434080	52	\$7.46	\$7.25	\$7.04	\$6.55
Human Resources Assistants, Except Payroll and Timekeeping	434160	67	\$11.37	\$9.63	\$10.12	\$9.00
Human Resources Managers	113120	64	\$19.29	\$15.93	\$17.91	\$14.50
Human Resources Workers	131070	74	\$16.28	\$15.11	\$13.00	\$11.54
Industrial Engineers, Including Health and Safety	172110	11	\$12.62	\$9.71	\$10.82	\$8.40
Industrial Machinery Installation, Repair, and Maintenance Workers	499040	45	\$11.97	\$13.02	\$9.90	\$10.01
Industrial Production Managers	113050	26	\$15.29	\$10.84	\$12.85	\$9.63
Industrial Truck and Tractor Operators	537050	10	\$7.39	\$6.62	\$6.81	\$6.55
Inspectors, Testers, Sorters, Samplers, and Weighers	519060		\$19.88		\$15.51	
Instructional Coordinators	259030	18	\$28.00	\$27.43	\$23.87	\$24.04
Insurance Claims and Policy Processing Clerks	439040	8	\$11.98	\$8.32	\$11.21	\$8.00
Insurance Sales Agents	413020		\$10.80		\$7.05	
Interviewers, Except Eligibility and Loan	434110	30	\$25.73	\$24.17	\$19.86	\$14.42
Jewelers and Precious Stone and Metal Workers	519070	10	\$6.64	\$6.63	\$6.58	\$6.55
Judges, Magistrates, and Other Judicial Workers	231020	11	\$56.25	\$69.52	\$44.96	\$57.69
Laborers and Material Movers, Hand	537060	44	\$6.94	\$6.63	\$6.77	\$6.55
Laundry and Dry-Cleaning Workers	516010	75	\$7.50	\$7.35	\$7.02	\$6.55
Law, Criminal Justice, and Social Work Teachers, Postsecondary	251110		\$33.40		\$21.94	
Lawyers and Judicial Law Clerks	231010	56	\$36.32	\$33.14	\$30.86	\$28.85
Legislators	111030	25	\$27.66	\$27.20	\$18.97	\$18.89
Librarians	254020		\$29.41		\$20.29	
Library Assistants, Clerical	434120	22	\$11.28	\$10.80	\$8.49	\$8.45
Library Technicians	254030		\$29.11		\$17.89	
Licensed Practical and Licensed Vocational Nurses	292060		\$12.86		\$11.68	
Line Installers and Repairers	499050	33	\$15.97	\$14.59	\$12.10	\$10.40
Loan Interviewers and Clerks	434130	6	\$17.17	\$15.15	\$14.46	\$12.59

**Table A1. SOC Broad Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Lodging Managers	119080	10	\$28.50	\$17.96	\$27.76	\$17.79
Logisticians	131080	9	\$11.85	\$8.36	\$9.28	\$8.25
Machine Tool Cutting Setters, Operators, and Tenders, Metal and Plastic	514030		\$6.77		\$6.72	
Machinists	514040	17	\$8.89	\$6.75	\$8.06	\$6.55
Mail Clerks and Mail Machine Operators, Except Postal Service	439050		\$7.10		\$6.55	
Maintenance and Repair Workers, General	499070	377	\$8.09	\$7.00	\$7.29	\$6.55
Management Analysts	131110	18	\$19.72	\$24.55	\$15.79	\$16.35
Market Research Analysts and Marketing Specialists	131160	18	\$11.05	\$8.40	\$9.37	\$7.03
Marketing and Sales Managers	112020	192	\$14.75	\$9.52	\$13.75	\$8.27
Massage Therapists	319010	82	\$7.05	\$6.55	\$6.90	\$6.55
Math and Computer Teachers, Postsecondary	251020	6	\$30.21	\$31.22	\$20.45	\$20.31
Mechanical Engineers	172140	13	\$13.46	\$12.72	\$12.16	\$11.28
Medical and Health Services Managers	119110	109	\$18.27	\$17.79	\$18.04	\$17.79
Medical Records and Health Information Technicians	292070	29	\$9.36	\$8.02	\$8.66	\$7.25
Medical Scientists	191040		\$40.87		\$40.87	
Medical, Dental, and Ophthalmic Laboratory Technicians	519080		\$10.91		\$10.50	
Meeting, Convention, and Event Planners	131120		\$10.60		\$10.60	
Meter Readers, Utilities	435040	21	\$12.43	\$11.86	\$9.51	\$9.02
Miscellaneous Agricultural Workers	452090	48	\$7.88	\$6.55	\$6.73	\$6.55
Miscellaneous Assemblers and Fabricators	512090	5	\$6.94	\$6.75	\$6.73	\$6.55
Miscellaneous Business Operations Specialists	131190	78	\$12.59	\$8.77	\$11.24	\$8.65
Miscellaneous Communications Equipment Operators	432090	5	\$7.85	\$7.63	\$7.85	\$7.63
Miscellaneous Community and Social Service Specialists	211090	208	\$13.77	\$12.77	\$9.10	\$8.65
Miscellaneous Computer Occupations	151190	31	\$21.46	\$20.70	\$18.74	\$17.67
Miscellaneous Construction and Related Workers	474090	8	\$7.87	\$7.35	\$7.47	\$7.25
Miscellaneous Education, Training, and Library Workers	259090	16	\$23.80	\$25.63	\$20.51	\$21.33
Miscellaneous Electrical and Electronic Equipment Mechanics, Installers, and Repairers	492090	59	\$8.93	\$7.38	\$8.03	\$7.00
Miscellaneous Engineers	172190	8	\$14.56	\$7.38	\$13.34	\$7.38
Miscellaneous Entertainers and Performers, Sports and Related Workers	272090	32	\$8.47	\$7.05	\$8.47	\$7.05
Miscellaneous Entertainment Attendants and Related Workers	393090	75	\$8.07	\$7.38	\$7.62	\$7.25
Miscellaneous Extraction Workers	475090	5	\$7.46	\$7.35	\$7.10	\$7.00



**Table A1. SOC Broad Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Miscellaneous Financial Clerks	433090	6	\$10.35	\$11.46	\$8.52	\$8.69
Miscellaneous Financial Specialists	132090	8	\$14.28	\$10.25	\$13.20	\$9.65
Miscellaneous First-Line Supervisors, Protective Service Workers	331090	37	\$12.43	\$10.00	\$10.68	\$8.00
Miscellaneous Food Preparation and Serving Related Workers	359090	185	\$7.16	\$6.80	\$6.74	\$6.55
Miscellaneous Food Processing Workers	513090	28	\$6.93	\$6.63	\$6.78	\$6.55
Miscellaneous Health Diagnosing and Treating Practitioners	291190		\$13.03		\$13.03	
Miscellaneous Health Practitioners and Technical Workers	299090		\$18.77		\$18.53	
Miscellaneous Health Technologists and Technicians	292090	18	\$12.03	\$11.20	\$11.87	\$10.75
Miscellaneous Healthcare Support Occupations	319090	89	\$10.75	\$9.95	\$9.56	\$8.65
Miscellaneous Information and Record Clerks	434190	36	\$14.39	\$13.22	\$10.40	\$9.14
Miscellaneous Installation, Maintenance, and Repair Workers	499090	179	\$10.51	\$10.50	\$8.52	\$8.04
Miscellaneous Legal Support Workers	232090	12	\$22.81	\$24.19	\$16.62	\$17.17
Miscellaneous Life, Physical, and Social Science Technicians	194090	58	\$14.52	\$14.21	\$9.61	\$8.48
Miscellaneous Managers	119190	216	\$14.34	\$7.60	\$13.06	\$7.50
Miscellaneous Media and Communication Equipment Workers	274090	15	\$9.41	\$8.00	\$8.67	\$8.00
Miscellaneous Media and Communication Workers	273090	17	\$15.38	\$13.65	\$12.00	\$9.38
Miscellaneous Office and Administrative Support Workers	439190	187	\$13.38	\$11.52	\$9.16	\$6.55
Miscellaneous Personal Appearance Workers	395090	8	\$6.59	\$6.55	\$6.55	\$6.55
Miscellaneous Personal Care and Service Workers	399090	34	\$9.99	\$10.64	\$9.78	\$10.50
Miscellaneous Plant and System Operators	518090	7	\$8.84	\$8.46	\$6.69	\$6.55
Miscellaneous Postsecondary Teachers	251190	18	\$24.76	\$25.05	\$23.64	\$25.00
Miscellaneous Production Workers	519190	64	\$7.77	\$7.13	\$7.59	\$6.80
Miscellaneous Protective Service Workers	339090	57	\$8.14	\$7.60	\$7.24	\$6.55
Miscellaneous Religious Workers	212090		\$9.83		\$9.83	
Miscellaneous Sales and Related Workers	419090	11	\$16.68	\$7.50	\$16.51	\$7.50
Miscellaneous Sales Representatives, Services	413090	37	\$8.01	\$7.38	\$7.11	\$6.55
Miscellaneous Social Scientists and Related Workers	193090	7	\$19.20	\$14.30	\$14.35	\$9.00
Miscellaneous Teachers and Instructors	253090	109	\$13.78	\$10.00	\$12.52	\$9.28
Miscellaneous Textile, Apparel, and Furnishings Workers	516090	8	\$7.71	\$7.66	\$6.85	\$6.65

**Table A1. SOC Broad Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Miscellaneous Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	493090	6	\$6.66	\$6.60	\$6.63	\$6.55
Models, Demonstrators, and Product Promoters	419010	20	\$8.12	\$7.53	\$7.33	\$6.55
Molders and Molding Machine Setters, Operators, and Tenders, Metal and Plastic	514070	6	\$6.77	\$6.80	\$6.77	\$6.80
Morticians, Undertakers, and Funeral Directors	394030		\$6.83		\$6.83	
Musicians, Singers, and Related Workers	272040	18	\$10.48	\$9.61	\$10.03	\$8.72
Natural Sciences Managers	119120		\$30.72		\$26.44	
News Analysts, Reporters and Correspondents	273020	12	\$9.80	\$10.13	\$8.78	\$8.53
Nurse Midwives	291160		\$35.63		\$35.63	
Nurse Practitioners	291170	159	\$16.38	\$15.57	\$16.28	\$15.57
Nursing, Psychiatric, and Home Health Aides	311010	42	\$9.05	\$8.50	\$8.65	\$8.34
Occupational Health and Safety Specialists and Technicians	299010	35	\$12.52	\$11.65	\$11.19	\$10.01
Occupational Therapy Assistants and Aides	312010	7	\$7.85	\$6.55	\$6.92	\$6.55
Office Clerks, General	439060	147	\$8.16	\$7.25	\$7.38	\$7.00
Office Machine Operators, Except Computer	439070		\$16.00		\$12.89	
Opticians, Dispensing	292080		\$13.41		\$12.00	
Optometrists	291040		\$29.41		\$27.50	
Order Clerks	434150	8	\$7.81	\$7.74	\$6.85	\$6.83
Painters and Paperhangers	472140	34	\$7.22	\$7.05	\$6.92	\$6.55
Painting Workers	519120	11	\$7.04	\$7.00	\$6.83	\$7.00
Paralegals and Legal Assistants	232010	42	\$19.24	\$15.49	\$16.41	\$11.68
Payroll and Timekeeping Clerks	433050	17	\$13.60	\$10.00	\$11.81	\$10.00
Pest Control Workers	372020	13	\$7.81	\$7.75	\$7.65	\$7.51
Pharmacists	291050	7	\$49.46	\$55.53	\$46.05	\$50.00
Photographers	274020		\$7.14		\$6.70	
Physical Sciences Teachers, Postsecondary	251050		\$25.05		\$25.00	
Physical Therapist Assistants and Aides	312020	5	\$17.21	\$10.12	\$17.01	\$10.12
Physician Assistants	291070	11	\$39.56	\$38.46	\$39.56	\$38.46
Physicians and Surgeons	291060	43	\$90.50	\$90.39	\$89.33	\$90.39
Pipelayers, Plumbers, Pipefitters, and Steamfitters	472150	49	\$7.29	\$7.05	\$6.87	\$6.75
Police Officers	333050	156	\$14.78	\$13.90	\$9.65	\$9.38
Postal Service Workers	435050		\$6.93		\$6.72	
Power Plant Operators, Distributors, and Dispatchers	518010	35	\$13.92	\$13.27	\$10.42	\$10.01



**Table A1. SOC Broad Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Precision Instrument and Equipment Repairers	499060		\$6.55		\$6.55	
Preschool and Kindergarten Teachers	252010	58	\$12.53	\$9.40	\$11.37	\$7.26
Printing Workers	515110	32	\$7.69	\$7.41	\$7.05	\$6.55
Private Detectives and Investigators	339020		\$29.63		\$22.85	
Procurement Clerks	433060	39	\$13.42	\$13.18	\$11.51	\$10.88
Production, Planning, and Expediting Clerks	435060	22	\$8.83	\$7.00	\$8.44	\$7.00
Property, Real Estate, and Community Association Managers	119140	59	\$18.46	\$7.50	\$17.67	\$7.50
Psychologists	193030	5	\$33.31	\$26.44	\$32.28	\$26.44
Public Relations and Fundraising Managers	112030	11	\$19.92	\$21.60	\$17.40	\$14.42
Public Relations Specialists	273030	65	\$10.02	\$7.35	\$9.41	\$7.25
Pumping Station Operators	537070		\$13.71		\$9.53	
Purchasing Managers	113060	47	\$13.08	\$9.25	\$11.62	\$8.00
Radio and Telecommunications Equipment Installers and Repairers	492020	8	\$17.28	\$20.38	\$11.93	\$13.02
Real Estate Brokers and Sales Agents	419020		\$15.63		\$15.63	
Receptionists and Information Clerks	434170	132	\$8.39	\$7.61	\$7.30	\$7.00
Recreation and Fitness Workers	399030		\$10.00		\$10.00	
Refuse and Recyclable Material Collectors	537080	26	\$6.86	\$6.75	\$6.71	\$6.55
Registered Nurses	291140	30	\$15.68	\$15.13	\$14.56	\$14.25
Reinforcing Iron and Rebar Workers	472170	12	\$8.00	\$6.85	\$7.44	\$6.85
Reservation and Transportation Ticket Agents and Travel Clerks	434180	52	\$8.24	\$8.22	\$7.38	\$6.60
Residential Advisors	399040	16	\$26.80	\$25.96	\$20.88	\$21.64
Retail Salespersons	412030	107	\$7.50	\$6.59	\$7.00	\$6.55
Sailors and Marine Oilers	535010	5	\$6.86	\$6.60	\$6.83	\$6.55
Sales Engineers	419030		\$19.67		\$18.75	
Sales Representatives, Wholesale and Manufacturing	414010	354	\$7.79	\$7.20	\$7.48	\$7.00
Secondary School Teachers	252030	174	\$19.55	\$18.95	\$17.13	\$17.23
Secretaries and Administrative Assistants	436010	545	\$13.42	\$11.65	\$10.53	\$9.09
Security Guards and Gaming Surveillance Officers	339030	424	\$7.18	\$6.55	\$6.93	\$6.55
Self-Enrichment Education Teachers	253020	14	\$9.83	\$9.22	\$8.86	\$7.50
Sewing Machine Operators	516030		\$6.78		\$6.78	
Sheet Metal Workers	472210	8	\$7.24	\$6.66	\$6.91	\$6.55
Ship and Boat Captains and Operators	535020	59	\$14.26	\$13.75	\$13.51	\$12.50

**Table A1. SOC Broad Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Ship Engineers	535030		\$8.98		\$8.77	
Shipping, Receiving, and Traffic Clerks	435070	19	\$8.19	\$7.55	\$7.79	\$7.55
Small Engine Mechanics	493050	22	\$8.41	\$7.20	\$7.33	\$6.74
Social and Community Service Managers	119150	61	\$20.52	\$18.21	\$16.58	\$15.39
Social Science Research Assistants	194060	10	\$18.52	\$17.60	\$14.31	\$13.22
Social Sciences Teachers, Postsecondary	251060		\$31.58		\$20.31	
Social Workers	211020	36	\$14.30	\$12.37	\$12.62	\$10.79
Software Developers and Programmers	151130	21	\$11.94	\$8.50	\$9.91	\$7.50
Special Education Teachers	252050	31	\$22.21	\$23.88	\$19.85	\$21.71
Stationary Engineers and Boiler Operators	518020		\$7.96		\$6.75	
Statistical Assistants	439110	10	\$15.96	\$15.84	\$14.14	\$13.12
Statisticians	152040	12	\$16.73	\$14.41	\$13.95	\$12.56
Stock Clerks and Order Fillers	435080	340	\$7.28	\$6.55	\$6.84	\$6.55
Structural Iron and Steel Workers	472220	21	\$8.54	\$7.05	\$8.23	\$7.05
Structural Metal Fabricators and Fitters	512040		\$8.16		\$8.08	
Supervisors of Food Preparation and Serving Workers	351010	319	\$14.54	\$9.87	\$13.61	\$9.04
Surveying and Mapping Technicians	173030	8	\$12.59	\$13.30	\$8.00	\$7.82
Surveyors, Cartographers, and Photogrammetrists	171020	8	\$14.68	\$12.77	\$11.70	\$11.75
Switchboard Operators, Including Answering Service	432010	22	\$8.67	\$7.89	\$8.41	\$7.89
Tailors, Dressmakers, and Sewers	516050	32	\$7.08	\$6.68	\$6.73	\$6.55
Tax Examiners, Collectors and Preparers, and Revenue Agents	132080	32	\$15.42	\$13.65	\$10.81	\$8.21
Taxi Drivers and Chauffeurs	533040	132	\$7.86	\$7.35	\$7.23	\$7.13
Teacher Assistants	259040	188	\$10.35	\$8.83	\$9.18	\$7.93
Telemarketers	419040	19	\$6.55	\$6.55	\$6.55	\$6.55
Telephone Operators	432020	8	\$8.43	\$7.59	\$7.58	\$6.65
Television, Video, and Motion Picture Camera Operators and Editors	274030		\$6.55		\$6.55	
Tellers	433070	12	\$7.96	\$7.24	\$7.44	\$7.03
Therapists	291120	20	\$17.78	\$16.83	\$17.15	\$16.83
Tour and Travel Guides	397010	197	\$7.70	\$6.68	\$7.45	\$6.55
Training and Development Managers	113130	18	\$18.54	\$17.61	\$17.40	\$14.71
Training and Development Specialists	131150	14	\$11.89	\$7.35	\$10.56	\$7.25
Transportation Attendants, Except Flight Attendants	536060	23	\$6.82	\$6.55	\$6.67	\$6.55
Transportation Inspectors	536050	22	\$6.86	\$6.55	\$6.77	\$6.55

**Table A1. SOC Broad Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Broad Title (SOC 4-5 digit title)	Broad Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Transportation, Storage, and Distribution Managers	113070	27	\$15.93	\$10.20	\$15.23	\$10.20
Travel Agents	413040	54	\$11.93	\$12.71	\$10.64	\$11.54
Urban and Regional Planners	193050	6	\$16.82	\$15.96	\$14.13	\$13.26
Ushers, Lobby Attendants, and Ticket Takers	393030	25	\$7.41	\$7.31	\$6.95	\$6.75
Veterinarians	291130		\$55.07		\$50.00	
Waiters and Waitresses	353030	508	\$7.17	\$7.00	\$6.71	\$6.55
Water and Wastewater Treatment Plant and System Operators	518030	24	\$13.62	\$13.37	\$11.09	\$10.09
Welding, Soldering, and Brazing Workers	514120	71	\$8.19	\$7.00	\$7.87	\$7.00
Woodworking Machine Setters, Operators, and Tenders	517040		\$9.67		\$9.17	
Writers and Editors	273040	7	\$24.14	\$14.80	\$20.39	\$12.40
<b>Grand Total (Overall)</b>		<b>19,518</b>	<b>\$12.38</b>	<b>\$8.25</b>	<b>\$10.87</b>	<b>\$7.35</b>

**APPENDIX B: SOC MINOR TITLES HOURLY WAGES, AND DIRECT HOURLY WAGES**

**Table B1. SOC Minor Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Minor Title (SOC 3-digit title)	Minor Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Advertising, Marketing, Promotions, Public Relations, and Sales Managers	112000	221	\$15.09	\$10.14	\$13.97	\$9.25
Agricultural Workers	452000	67	\$10.31	\$6.74	\$7.57	\$6.55
Air Transportation Workers	532000	50	\$15.44	\$12.10	\$13.91	\$9.75
Animal Care and Service Workers	392000	6	\$14.50	\$13.02	\$10.14	\$9.05
Architects, Surveyors, and Cartographers	171000	16	\$13.84	\$11.47	\$11.72	\$11.27
Art and Design Workers	271000	76	\$9.38	\$8.49	\$8.72	\$7.13
Assemblers and Fabricators	512000	8	\$7.39	\$7.04	\$7.24	\$6.78
Baggage Porters, Bellhops, and Concierges	396000	31	\$8.59	\$7.25	\$8.53	\$7.25
Building Cleaning and Pest Control Workers	372000	750	\$7.41	\$6.57	\$6.88	\$6.55
Business Operations Specialists	131000	331	\$15.17	\$13.01	\$12.21	\$10.00
Communications Equipment Operators	432000	35	\$8.50	\$7.89	\$8.14	\$7.89
Computer Occupations	151100	181	\$17.79	\$16.07	\$15.67	\$13.89
Construction Trades Workers	472000	1,120	\$7.74	\$6.77	\$7.10	\$6.55
Cooks and Food Preparation Workers	352000	618	\$7.65	\$7.05	\$7.05	\$6.55
Counselors, Social Workers, and Other Community and Social Service Specialists	211000	288	\$14.69	\$13.11	\$10.72	\$9.14
Drafters, Engineering Technicians, and Mapping Technicians	173000	108	\$13.38	\$11.14	\$11.30	\$10.00
Electrical and Electronic Equipment Mechanics, Installers, and Repairers	492000	75	\$9.82	\$7.67	\$8.37	\$7.05
Engineers	172000	82	\$21.01	\$20.87	\$18.08	\$16.83
Entertainers and Performers, Sports and Related Workers	272000	145	\$19.83	\$16.70	\$16.27	\$14.42
Entertainment Attendants and Related Workers	393000	364	\$7.67	\$7.35	\$7.47	\$7.25
Extraction Workers	475000	7	\$7.40	\$7.35	\$7.15	\$7.00
Financial Clerks	433000	467	\$10.54	\$8.13	\$9.33	\$7.50
Financial Specialists	132000	448	\$15.83	\$13.49	\$13.17	\$11.53
Fire Fighting and Prevention Workers	332000	210	\$15.23	\$13.41	\$10.55	\$9.73
Fishing and Hunting Workers	453000	19	\$6.61	\$6.55	\$6.55	\$6.55
Food and Beverage Serving Workers	353000	655	\$7.19	\$7.00	\$6.75	\$6.55
Food Processing Workers	513000	148	\$7.43	\$6.73	\$6.96	\$6.55
Forest, Conservation, and Logging Workers	454000	15	\$18.68	\$17.37	\$11.19	\$9.85
Funeral Service Workers	394000	5	\$6.68	\$6.55	\$6.68	\$6.55
Grounds Maintenance Workers	373000	149	\$7.62	\$7.50	\$6.88	\$6.55

**Table B1. SOC Minor Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Minor Title (SOC 3-digit title)	Minor Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Health Diagnosing and Treating Practitioners	291000	294	\$30.61	\$16.35	\$29.91	\$16.35
Health Technologists and Technicians	292000	149	\$13.40	\$11.54	\$12.48	\$11.00
Helpers, Construction Trades	473000	128	\$11.66	\$10.11	\$9.40	\$7.25
Information and Record Clerks	434000	866	\$11.65	\$9.12	\$9.99	\$7.65
Law Enforcement Workers	333000	310	\$14.72	\$13.46	\$9.82	\$9.38
Lawyers, Judges, and Related Workers	231000	67	\$39.59	\$33.26	\$33.18	\$28.85
Legal Support Workers	232000	54	\$20.03	\$18.04	\$16.45	\$13.50
Librarians, Curators, and Archivists	254000	14	\$20.96	\$17.97	\$13.38	\$10.77
Life Scientists	191000	21	\$23.08	\$24.25	\$17.30	\$17.45
Life, Physical, and Social Science Technicians	194000	88	\$16.28	\$15.74	\$10.66	\$9.32
Material Moving Workers	537000	90	\$7.55	\$6.75	\$7.23	\$6.55
Material Recording, Scheduling, Dispatching, and Distributing Workers	435000	502	\$8.06	\$6.65	\$7.35	\$6.55
Mathematical Science Occupations	152000	12	\$16.73	\$14.41	\$13.95	\$12.56
Media and Communication Equipment Workers	274000	30	\$9.42	\$8.00	\$8.38	\$8.00
Media and Communication Workers	273000	109	\$11.51	\$7.35	\$10.26	\$7.25
Metal Workers and Plastic Workers	514000	99	\$8.15	\$6.90	\$7.77	\$6.85
Motor Vehicle Operators	533000	504	\$7.84	\$7.11	\$7.26	\$6.75
Nursing, Psychiatric, and Home Health Aides	311000	42	\$9.05	\$8.50	\$8.65	\$8.34
Occupational Therapy and Physical Therapist Assistants and Aides	312000	12	\$11.75	\$8.87	\$11.12	\$7.13
Operations Specialties Managers	113000	512	\$19.20	\$17.34	\$16.38	\$14.56
Other Construction and Related Workers	474000	36	\$15.91	\$15.96	\$12.40	\$13.19
Other Education, Training, and Library Occupations	259000	230	\$13.37	\$9.57	\$11.45	\$8.01
Other Food Preparation and Serving Related Workers	359000	323	\$7.55	\$7.05	\$7.24	\$6.55
Other Healthcare Practitioners and Technical Occupations	299000	38	\$13.01	\$11.92	\$11.77	\$10.01
Other Healthcare Support Occupations	319000	171	\$8.97	\$7.26	\$8.28	\$7.09
Other Installation, Maintenance, and Repair Occupations	499000	709	\$9.34	\$7.75	\$8.00	\$7.00
Other Management Occupations	119000	788	\$18.95	\$16.97	\$17.33	\$14.83
Other Office and Administrative Support Workers	439000	395	\$11.46	\$9.92	\$8.74	\$7.05
Other Personal Care and Service Workers	399000	100	\$11.10	\$7.05	\$10.05	\$6.80
Other Production Occupations	519000	101	\$8.16	\$7.00	\$7.80	\$6.80

**Table B1. SOC Minor Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Minor Title (SOC 3-digit title)	Minor Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Other Protective Service Workers	339000	495	\$7.58	\$6.55	\$7.10	\$6.55
Other Sales and Related Workers	419000	52	\$9.72	\$7.50	\$9.36	\$6.55
Other Teachers and Instructors	253000	126	\$13.70	\$9.98	\$12.29	\$9.24
Other Transportation Workers	536000	135	\$6.85	\$6.55	\$6.73	\$6.55
Personal Appearance Workers	395000	89	\$6.73	\$6.55	\$6.58	\$6.55
Physical Scientists	192000	8	\$18.22	\$16.79	\$12.79	\$13.09
Plant and System Operators	518000	67	\$13.19	\$13.27	\$10.21	\$10.01
Postsecondary Teachers	251000	63	\$26.69	\$31.22	\$20.16	\$20.76
Preschool, Primary, Secondary, and Special Education School Teachers	252000	620	\$19.28	\$19.20	\$17.12	\$17.23
Printing Workers	515100	32	\$7.69	\$7.41	\$7.05	\$6.55
Religious Workers	212000	6	\$10.30	\$7.96	\$8.37	\$7.96
Retail Sales Workers	412000	693	\$7.14	\$6.58	\$6.82	\$6.55
Sales Representatives, Services	413000	107	\$10.40	\$9.04	\$9.08	\$7.50
Sales Representatives, Wholesale and Manufacturing	414000	354	\$7.79	\$7.20	\$7.48	\$7.00
Secretaries and Administrative Assistants	436000	545	\$13.42	\$11.65	\$10.53	\$9.09
Social Scientists and Related Workers	193000	19	\$23.25	\$22.90	\$19.51	\$19.23
Supervisors of Building and Grounds Cleaning and Maintenance Workers	371000	115	\$13.37	\$9.37	\$11.70	\$8.00
Supervisors of Construction and Extraction Workers	471000	38	\$13.39	\$9.19	\$11.85	\$8.00
Supervisors of Farming, Fishing, and Forestry Workers	451000	9	\$17.13	\$16.94	\$13.17	\$15.27
Supervisors of Food Preparation and Serving Workers	351000	319	\$14.54	\$9.87	\$13.61	\$9.04
Supervisors of Installation, Maintenance, and Repair Workers	491000	43	\$15.12	\$12.86	\$13.36	\$10.72
Supervisors of Office and Administrative Support Workers	431000	125	\$16.83	\$14.00	\$14.54	\$11.28
Supervisors of Personal Care and Service Workers	391000	262	\$15.82	\$17.23	\$15.41	\$17.00
Supervisors of Production Workers	511000	85	\$12.26	\$10.41	\$10.67	\$9.61
Supervisors of Protective Service Workers	331000	94	\$20.00	\$19.30	\$14.17	\$13.85
Supervisors of Sales Workers	411000	196	\$9.58	\$8.34	\$8.89	\$7.53
Supervisors of Transportation and Material Moving Workers	531000	52	\$13.67	\$11.20	\$11.43	\$8.50
Textile, Apparel, and Furnishings Workers	516000	117	\$7.39	\$7.25	\$6.93	\$6.55
Top Executives	111000	681	\$25.25	\$16.10	\$22.64	\$14.50

**Table B1. SOC Minor Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rate include all applicable fringe benefits while Direct Hourly Wage Rate exclude fringe benefits.

When N is less than 5, N and median are not shown for non-disclosure reason.

Minor Title (SOC 3-digit title)	Minor Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Tour and Travel Guides	397000	197	\$7.70	\$6.68	\$7.45	\$6.55
Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	493000	219	\$8.66	\$7.15	\$8.06	\$6.75
Water Transportation Workers	535000	65	\$13.61	\$12.84	\$12.92	\$12.50
Woodworkers	517000		\$9.67		\$9.17	
<b>Grand Total (Overall)</b>		<b>19,518</b>	<b>\$12.38</b>	<b>\$8.25</b>	<b>\$10.87</b>	<b>\$7.35</b>



**APPENDIX C: SOC MAJOR TITLES, HOURLY WAGES, AND DIRECT HOURLY WAGES**

**Table C1. SOC Major Titles, Hourly Wage Rates, and Direct Hourly Wages Rates: 2016 CNMI**

Source: 2016 Prevailing Wage and Workforce Assessment Study

Notes: Hourly Wage Rates include all applicable fringe benefits while Direct Hourly Wage Rates exclude fringe benefits.

Major Titles (SOC 2-digit title)	Major Code	Hourly Wage Rate N	Hourly Wage Rate Mean	Hourly Wage Rate Median	Direct Hourly Wage Rate Mean	Direct Hourly Wage Rate Median
Architecture and Engineering Occupations	170000	206	\$16.45	\$13.15	\$14.03	\$11.00
Arts, Design, Entertainment, Sports, and Media Occupations	270000	360	\$14.24	\$8.75	\$12.20	\$8.00
Building and Grounds Cleaning and Maintenance Occupations	370000	1,014	\$8.12	\$6.86	\$7.43	\$6.55
Business and Financial Operations Occupations	130000	779	\$15.55	\$13.23	\$12.76	\$10.63
Community and Social Service Occupations	210000	294	\$14.60	\$13.10	\$10.67	\$9.14
Computer and Mathematical Occupations	150000	193	\$17.73	\$16.00	\$15.56	\$13.74
Construction and Extraction Occupations	470000	1,329	\$8.50	\$6.88	\$7.60	\$6.60
Education, Training, and Library Occupations	250000	1,053	\$17.79	\$17.84	\$15.43	\$15.00
Farming, Fishing, and Forestry Occupations	450000	110	\$11.37	\$7.15	\$8.35	\$6.55
Food Preparation and Serving Related Occupations	350000	1,915	\$8.62	\$7.25	\$8.07	\$6.60
Healthcare Practitioners and Technical Occupations	290000	481	\$23.89	\$15.27	\$23.08	\$14.83
Healthcare Support Occupations	310000	225	\$9.13	\$8.00	\$8.50	\$7.50
Installation, Maintenance, and Repair Occupations	490000	1,046	\$9.47	\$7.65	\$8.26	\$7.00
Legal Occupations	230000	121	\$30.86	\$28.51	\$25.71	\$24.04
Life, Physical, and Social Science Occupations	190000	136	\$18.42	\$16.58	\$13.04	\$10.71
Management Occupations	110000	2,202	\$20.57	\$16.22	\$18.41	\$14.42
Office and Administrative Support Occupations	430000	2,935	\$11.35	\$8.99	\$9.54	\$7.55
Personal Care and Service Occupations	390000	1,054	\$10.01	\$7.35	\$9.65	\$7.25
Production Occupations	510000	658	\$8.87	\$7.38	\$8.03	\$6.85
Protective Service Occupations	330000	1,109	\$12.08	\$10.69	\$9.11	\$8.40
Sales and Related Occupations	410000	1,402	\$7.99	\$7.00	\$7.54	\$6.55
Transportation and Material Moving Occupations	530000	896	\$8.84	\$7.04	\$8.20	\$6.75
<b>Grand Total (Overall)</b>		<b>19,518</b>	<b>\$12.38</b>	<b>\$8.25</b>	<b>\$10.87</b>	<b>\$7.35</b>

**APPENDIX D: TABULAR PROFILE OF 2016 EMPLOYERS AND EMPLOYEES AND THE RESULT OF THE EMPLOYERS' SELECTION PROCESS FOR THE STUDY**

**Table D1. Tabular Profile of 2016 Employers and Employees and the Result of Employers' Selection Process for the Survey**

Source: CNMI Department of Finance

Notes: A total of 1,601 were selected for the Study. All employers in Tinian (80) and Rota (57) were included. In Saipan, all employers with 5 or more employees (852) and 100 each randomly selected from each of the employer groups with 4, 3, 2, or 1 employees--a total of 400--were included. Also, not shown in this table, were 200 employers randomly selected as alternates for the 400 randomly selected in Saipan. Six employers from Guam and 6 unknown location with 5 or more employees were also selected.

Island/ Employee Group	Count of Employers (Frequency)	Total Employees (W2s)	Count of Employers Cumulative	Total Employees Cumulative	Count of Employers Cumulative Percentage	Total Employees Cumulative Percentage	Number of Employers to be Surveyed	Number of Employers to be Surveyed Cumulative	Employee Weight
<b>Saipan</b>	<b>1,943</b>	<b>29,415</b>	<b>1,943</b>	<b>29,415</b>	<b>100.0%</b>	<b>100.0%</b>	<b>1,252</b>	<b>1,252</b>	
2,829	1	2,829	1	2,829	0.1%	9.6%	1	1	1
1439	1	1,439	2	4,268	0.1%	14.5%	1	2	1
909	1	909	3	5,177	0.2%	17.6%	1	3	1
775	1	775	4	5,952	0.2%	20.2%	1	4	1
562	1	562	5	6,514	0.3%	22.1%	1	5	1
468	1	468	6	6,982	0.3%	23.7%	1	6	1
433	1	433	7	7,415	0.4%	25.2%	1	7	1
393	1	393	8	7,808	0.4%	26.5%	1	8	1
370	1	370	9	8,178	0.5%	27.8%	1	9	1
361	1	361	10	8,539	0.5%	29.0%	1	10	1
351	1	351	11	8,890	0.6%	30.2%	1	11	1
345	1	345	12	9,235	0.6%	31.4%	1	12	1
324	1	324	13	9,559	0.7%	32.5%	1	13	1
318	1	318	14	9,877	0.7%	33.6%	1	14	1
274	1	274	15	10,151	0.8%	34.5%	1	15	1
243	1	243	16	10,394	0.8%	35.3%	1	16	1
241	1	241	17	10,635	0.9%	36.2%	1	17	1
234	1	234	18	10,869	0.9%	37.0%	1	18	1
215	1	215	19	11,084	1.0%	37.7%	1	19	1
214	1	214	20	11,298	1.0%	38.4%	1	20	1
211	1	211	21	11,509	1.1%	39.1%	1	21	1
196	1	196	22	11,705	1.1%	39.8%	1	22	1
184	1	184	23	11,889	1.2%	40.4%	1	23	1
171	1	171	24	12,060	1.2%	41.0%	1	24	1
159	1	159	25	12,219	1.3%	41.5%	1	25	1
154	1	154	26	12,373	1.3%	42.1%	1	26	1
152	1	152	27	12,525	1.4%	42.6%	1	27	1
150	1	150	28	12,675	1.4%	43.1%	1	28	1
148	1	148	29	12,823	1.5%	43.6%	1	29	1
145	1	145	30	12,968	1.5%	44.1%	1	30	1

**Table D1. Tabular Profile of 2016 Employers and Employees and the Result of Employers' Selection Process for the Survey**

Source: CNMI Department of Finance

Notes: A total of 1,601 were selected for the Study. All employers in Tinian (80) and Rota (57) were included. In Saipan, all employers with 5 or more employees (852) and 100 each randomly selected from each of the employer groups with 4, 3, 2, or 1 employees--a total of 400--were included. Also, not shown in this table, were 200 employers randomly selected as alternates for the 400 randomly selected in Saipan. Six employers from Guam and 6 unknown location with 5 or more employees were also selected.

Island/ Employee Group	Count of Employers (Frequency)	Total Employees (W2s)	Count of Employers Cumulative	Total Employees Cumulative	Count of Employers Cumulative Percentage	Total Employees Cumulative Percentage	Number of Employers to be Surveyed	Number of Employers to be Surveyed Cumulative	Employee Weight
135	1	135	31	13,103	1.6%	44.5%	1	31	1
123	1	123	32	13,226	1.6%	45.0%	1	32	1
122	2	244	34	13,470	1.7%	45.8%	2	34	1
111	1	111	35	13,581	1.8%	46.2%	1	35	1
105	1	105	36	13,686	1.9%	46.5%	1	36	1
99	1	99	37	13,785	1.9%	46.9%	1	37	1
95	2	190	39	13,975	2.0%	47.5%	2	39	1
93	1	93	40	14,068	2.1%	47.8%	1	40	1
91	1	91	41	14,159	2.1%	48.1%	1	41	1
90	1	90	42	14,249	2.2%	48.4%	1	42	1
85	2	170	44	14,419	2.3%	49.0%	2	44	1
83	1	83	45	14,502	2.3%	49.3%	1	45	1
78	1	78	46	14,580	2.4%	49.6%	1	46	1
75	1	75	47	14,655	2.4%	49.8%	1	47	1
72	5	360	52	15,015	2.7%	51.0%	5	52	1
71	1	71	53	15,086	2.7%	51.3%	1	53	1
69	1	69	54	15,155	2.8%	51.5%	1	54	1
67	1	67	55	15,222	2.8%	51.7%	1	55	1
66	4	264	59	15,486	3.0%	52.6%	4	59	1
64	2	128	61	15,614	3.1%	53.1%	2	61	1
63	1	63	62	15,677	3.2%	53.3%	1	62	1
60	1	60	63	15,737	3.2%	53.5%	1	63	1
59	1	59	64	15,796	3.3%	53.7%	1	64	1
58	2	116	66	15,912	3.4%	54.1%	2	66	1
56	3	168	69	16,080	3.6%	54.7%	3	69	1
55	4	220	73	16,300	3.8%	55.4%	4	73	1
54	2	108	75	16,408	3.9%	55.8%	2	75	1
52	4	208	79	16,616	4.1%	56.5%	4	79	1
51	2	102	81	16,718	4.2%	56.8%	2	81	1
50	2	100	83	16,818	4.3%	57.2%	2	83	1
48	2	96	85	16,914	4.4%	57.5%	2	85	1

**Table D1. Tabular Profile of 2016 Employers and Employees and the Result of Employers' Selection Process for the Survey**

Source: CNMI Department of Finance

Notes: A total of 1,601 were selected for the Study. All employers in Tinian (80) and Rota (57) were included. In Saipan, all employers with 5 or more employees (852) and 100 each randomly selected from each of the employer groups with 4, 3, 2, or 1 employees--a total of 400--were included. Also, not shown in this table, were 200 employers randomly selected as alternates for the 400 randomly selected in Saipan. Six employers from Guam and 6 unknown location with 5 or more employees were also selected.

Island/ Employee Group	Count of Employers (Frequency)	Total Employees (W2s)	Count of Employers Cumulative	Total Employees Cumulative	Count of Employers Cumulative Percentage	Total Employees Cumulative Percentage	Number of Employers to be Surveyed	Number of Employers to be Surveyed Cumulative	Employee Weight
47	1	47	86	16,961	4.4%	57.7%	1	86	1
45	1	45	87	17,006	4.5%	57.8%	1	87	1
44	2	88	89	17,094	4.6%	58.1%	2	89	1
43	1	43	90	17,137	4.6%	58.3%	1	90	1
42	2	84	92	17,221	4.7%	58.5%	2	92	1
41	5	205	97	17,426	5.0%	59.2%	5	97	1
40	4	160	101	17,586	5.2%	59.8%	4	101	1
39	4	156	105	17,742	5.4%	60.3%	4	105	1
38	4	152	109	17,894	5.6%	60.8%	4	109	1
37	2	74	111	17,968	5.7%	61.1%	2	111	1
36	5	180	116	18,148	6.0%	61.7%	5	116	1
35	5	175	121	18,323	6.2%	62.3%	5	121	1
34	2	68	123	18,391	6.3%	62.5%	2	123	1
33	8	264	131	18,655	6.7%	63.4%	8	131	1
32	3	96	134	18,751	6.9%	63.7%	3	134	1
31	6	186	140	18,937	7.2%	64.4%	6	140	1
30	9	270	149	19,207	7.7%	65.3%	9	149	1
29	6	174	155	19,381	8.0%	65.9%	6	155	1
28	7	196	162	19,577	8.3%	66.6%	7	162	1
27	8	216	170	19,793	8.7%	67.3%	8	170	1
26	7	182	177	19,975	9.1%	67.9%	7	177	1
25	8	200	185	20,175	9.5%	68.6%	8	185	1
24	7	168	192	20,343	9.9%	69.2%	7	192	1
23	13	299	205	20,642	10.6%	70.2%	13	205	1
22	9	198	214	20,840	11.0%	70.8%	9	214	1
21	11	231	225	21,071	11.6%	71.6%	11	225	1
20	13	260	238	21,331	12.2%	72.5%	13	238	1
19	13	247	251	21,578	12.9%	73.4%	13	251	1
18	17	306	268	21,884	13.8%	74.4%	17	268	1
17	21	357	289	22,241	14.9%	75.6%	21	289	1
16	20	320	309	22,561	15.9%	76.7%	20	309	1

**Table D1. Tabular Profile of 2016 Employers and Employees and the Result of Employers' Selection Process for the Survey**

Source: CNMI Department of Finance

Notes: A total of 1,601 were selected for the Study. All employers in Tinian (80) and Rota (57) were included. In Saipan, all employers with 5 or more employees (852) and 100 each randomly selected from each of the employer groups with 4, 3, 2, or 1 employees--a total of 400--were included. Also, not shown in this table, were 200 employers randomly selected as alternates for the 400 randomly selected in Saipan. Six employers from Guam and 6 unknown location with 5 or more employees were also selected.

Island/ Employee Group	Count of Employers (Frequency)	Total Employees (W2s)	Count of Employers Cumulative	Total Employees Cumulative	Count of Employers Cumulative Percentage	Total Employees Cumulative Percentage	Number of Employers to be Surveyed	Number of Employers to be Surveyed Cumulative	Employee Weight
15	23	345	332	22,906	17.1%	77.9%	23	332	1
14	31	434	363	23,340	18.7%	79.3%	31	363	1
13	26	338	389	23,678	20.0%	80.5%	26	389	1
12	22	264	411	23,942	21.2%	81.4%	22	411	1
11	35	385	446	24,327	23.0%	82.7%	35	446	1
10	37	370	483	24,697	24.9%	84.0%	37	483	1
9	51	459	534	25,156	27.5%	85.5%	51	534	1
8	54	432	588	25,588	30.3%	87.0%	54	588	1
7	59	413	647	26,001	33.3%	88.4%	59	647	1
6	108	648	755	26,649	38.9%	90.6%	108	755	1
5	97	485	852	27,134	43.8%	92.2%	97	852	1
4	167	668	1,019	27,802	52.4%	94.5%	100	952	6.7
3	219	657	1,238	28,459	63.7%	96.7%	100	1,052	6.6
2	275	550	1,513	29,009	77.9%	98.6%	100	1,152	5.5
1	406	406	1,919	29,415	98.8%	100.0%	100	1,252	4.1
0	24	0	1,943	29,415	100.0%	100.0%	0	1,252	
<b>Tinian</b>	<b>80</b>	<b>1,779</b>	<b>80</b>	<b>1,779</b>	<b>100.0%</b>	<b>100.0%</b>	<b>80</b>	<b>80</b>	
698	1	698	1	698	1.3%	39.2%	1	1	1
173	1	173	2	871	2.5%	49.0%	1	2	1
115	1	115	3	986	3.8%	55.4%	1	3	1
90	1	90	4	1,076	5.0%	60.5%	1	4	1
71	1	71	5	1,147	6.3%	64.5%	1	5	1
51	1	51	6	1,198	7.5%	67.3%	1	6	1
47	1	47	7	1,245	8.8%	70.0%	1	7	1
43	1	43	8	1,288	10.0%	72.4%	1	8	1
36	1	36	9	1,324	11.3%	74.4%	1	9	1
32	1	32	10	1,356	12.5%	76.2%	1	10	1
30	1	30	11	1,386	13.8%	77.9%	1	11	1
29	1	29	12	1,415	15.0%	79.5%	1	12	1
25	1	25	13	1,440	16.3%	80.9%	1	13	1
23	1	23	14	1,463	17.5%	82.2%	1	14	1



**Table D1. Tabular Profile of 2016 Employers and Employees and the Result of Employers' Selection Process for the Survey**

Source: CNMI Department of Finance

Notes: A total of 1,601 were selected for the Study. All employers in Tinian (80) and Rota (57) were included. In Saipan, all employers with 5 or more employees (852) and 100 each randomly selected from each of the employer groups with 4, 3, 2, or 1 employees--a total of 400--were included. Also, not shown in this table, were 200 employers randomly selected as alternates for the 400 randomly selected in Saipan. Six employers from Guam and 6 unknown location with 5 or more employees were also selected.

Island/ Employee Group	Count of Employers (Frequency)	Total Employees (W2s)	Count of Employers Cumulative	Total Employees Cumulative	Count of Employers Cumulative Percentage	Total Employees Cumulative Percentage	Number of Employers to be Surveyed	Number of Employers to be Surveyed Cumulative	Employee Weight
19	1	19	15	1,482	18.8%	83.3%	1	15	1
16	1	16	16	1,498	20.0%	84.2%	1	16	1
14	1	14	17	1,512	21.3%	85.0%	1	17	1
13	2	26	19	1,538	23.8%	86.5%	2	19	1
12	1	12	20	1,550	25.0%	87.1%	1	20	1
11	2	22	22	1,572	27.5%	88.4%	2	22	1
10	2	20	24	1,592	30.0%	89.5%	2	24	1
9	3	27	27	1,619	33.8%	91.0%	3	27	1
7	4	28	31	1,647	38.8%	92.6%	4	31	1
6	5	30	36	1,677	45.0%	94.3%	5	36	1
5	3	15	39	1,692	48.8%	95.1%	3	39	1
4	8	32	47	1,724	58.8%	96.9%	8	47	1
3	7	21	54	1,745	67.5%	98.1%	7	54	1
2	8	16	62	1,761	77.5%	99.0%	8	62	1
1	18	18	80	1,779	100.0%	100.0%	18	80	1
<b>Rota</b>	<b>57</b>	<b>346</b>	<b>57</b>	<b>346</b>	<b>100.0%</b>	<b>100.0%</b>	<b>57</b>	<b>57</b>	
30	1	30	1	30	1.8%	8.7%	1	1	1
27	2	54	3	84	5.3%	24.3%	2	3	1
22	1	22	4	106	7.0%	30.6%	1	4	1
20	1	20	5	126	8.8%	36.4%	1	5	1
16	1	16	6	142	10.5%	41.0%	1	6	1
14	1	14	7	156	12.3%	45.1%	1	7	1
13	1	13	8	169	14.0%	48.8%	1	8	1
12	1	12	9	181	15.8%	52.3%	1	9	1
11	2	22	11	203	19.3%	58.7%	2	11	1
9	1	9	12	212	21.1%	61.3%	1	12	1
7	4	28	16	240	28.1%	69.4%	4	16	1
6	3	18	19	258	33.3%	74.6%	3	19	1
5	3	15	22	273	38.6%	78.9%	3	22	1
4	7	28	29	301	50.9%	87.0%	7	29	1
3	4	12	33	313	57.9%	90.5%	4	33	1

**Table D1. Tabular Profile of 2016 Employers and Employees and the Result of Employers' Selection Process for the Survey**

Source: CNMI Department of Finance

Notes: A total of 1,601 were selected for the Study. All employers in Tinian (80) and Rota (57) were included. In Saipan, all employers with 5 or more employees (852) and 100 each randomly selected from each of the employer groups with 4, 3, 2, or 1 employees--a total of 400--were included. Also, not shown in this table, were 200 employers randomly selected as alternates for the 400 randomly selected in Saipan. Six employers from Guam and 6 unknown location with 5 or more employees were also selected.

Island/ Employee Group	Count of Employers (Frequency)	Total Employees (W2s)	Count of Employers Cumulative	Total Employees Cumulative	Count of Employers Cumulative Percentage	Total Employees Cumulative Percentage	Number of Employers to be Surveyed	Number of Employers to be Surveyed Cumulative	Employee Weight
2	9	18	42	331	73.7%	95.7%	9	42	1
1	15	15	57	346	100.0%	100.0%	15	57	1
<b>Guam</b>	<b>9</b>	<b>184</b>	<b>9</b>	<b>184</b>	<b>100.0%</b>	<b>100.0%</b>	<b>6</b>	<b>6</b>	
58	1	58	1	58	11.1%	31.5%	1	1	1
55	1	55	2	113	22.2%	61.4%	1	2	1
21	1	21	3	134	33.3%	72.8%	1	3	1
18	1	18	4	152	44.4%	82.6%	1	4	1
15	1	15	5	167	55.6%	90.8%	1	5	1
10	1	10	6	177	66.7%	96.2%	1	6	1
4	1	4	7	181	77.8%	98.4%	0	6	
2	1	2	8	183	88.9%	99.5%	0	6	
1	1	1	9	184	100.0%	100.0%	0	6	
<b>Unknown</b>	<b>57</b>	<b>337</b>	<b>57</b>	<b>337</b>	<b>100.0%</b>	<b>100.0%</b>	<b>6</b>	<b>6</b>	
126	1	126	1	126	1.8%	37.4%	1	1	1
91	1	91	2	217	3.5%	64.4%	1	2	1
14	1	14	3	231	5.3%	68.5%	1	3	1
12	1	12	4	243	7.0%	72.1%	1	4	1
9	1	9	5	252	8.8%	74.8%	1	5	1
8	2	16	7	268	12.3%	79.5%	1	6	1
4	1	4	8	272	14.0%	80.7%	0	6	
3	6	18	14	290	24.6%	86.1%	0	6	
2	7	14	21	304	36.8%	90.2%	0	6	
1	33	33	54	337	94.7%	100.0%	0	6	
0	3	0	57	337	100.0%	100.0%	0	6	
<b>Grand Total</b>	<b>2,146</b>	<b>32,061</b>	<b>2,146</b>	<b>32,061</b>			<b>1,401</b>	<b>1,401</b>	

## **APPENDIX E: THE STUDY QUESTIONNAIRE**



# 2016 CNMI Prevailing Wage Study (PWS)

<b>Serial Number:</b>
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## Your Answers are Confidential

The Central Statistics Division is now conducting the CNMI Prevailing Wage Study. This 2016 Study is to update the Study conducted in 2014.

Thank you for taking part in the Study – your help is important to our community.

The 1990 Statistical Act, P.L. 7-35 authorizes the Central Statistics Division, Department of Commerce, to conduct this Study. This same law also protects the confidentiality of your answers. Only persons who have sworn to uphold the confidentiality of the Study – and no one else – can see your answers.

The Study will benefit you and our community. Study results will be used to:

- *Help determine prevailing wages for occupations in the CNMI to be used for obtaining work visas for foreign labor hiring.*
- *Assess local work-force training needs and programs, and to be used for business policy decisions by business and local government leaders.*

**Thank you for making the 2016 CNMI Prevailing Wage Study (PWS) a success.**

### For CSD Official Use Only

C1. Enumerator(s) who completed this form:

Enumerator (1):	Signature (1):	Date (1):
Enumerator (2):	Signature (2):	Date (2):

C2. Form Completion Status

- |                      |                                                   |
|----------------------|---------------------------------------------------|
| 1. Completed in full | 4. No employee                                    |
| 2. Completed mostly  | 5. Business closed down                           |
| 3. Incomplete        | 6. Refusal( <i>must complete a refusal form</i> ) |

C2. code

C3. Form Tracking – **CSD Office Staff Only**

Reviewed by:	SOC Coding By:	Other Coding By:	Keyed By:
Initial:	Initial:	Initial:	Initial:
Date:	Date:	Date:	Date:

### Enumerator Notes:

1 <sup>st</sup> Visit:	Self-Enumeration – Forms: <input type="text"/>
	Self-Enumeration –Digital: <input type="text"/>
	Date Interviewed / Dropped Off: <input type="text"/>
2 <sup>nd</sup> Visit:	Contact Information: <input style="width: 100%;" type="text"/>
3 <sup>rd</sup> Visit:	
4 <sup>th</sup> Visit:	Pick up Date: <input type="text"/>
	Date Completed: <input type="text"/>

## Business Information

Please verify your firm's basic information with us: the official name of your establishment or company, the island and village location where you conduct your business, contact person, phone number(s), email, "Doing Business As" (DBA) names, NAICS, and business activity descriptions.

Company Name	Island	Village	Emp Count
Sample			
Person to Contact	Phone	Email	
How many employees do you currently have in your business/organization? . . . . .			Current Number of

Activity	City/Is	Village	Local Address Description	NAICS
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**Employee Information Form**

<b>SERIAL #:</b>	<b>I. Position Occupational Classification</b>			<b>EMP: ___ of ___</b>
For each position currently occupied by an employee in your business, please give the following information: include all positions in your company, including all employee who worked full time or part time, on vacation or was on sick leave, during the two-week period, <b>November 01 – November 14, 2016</b> . Please complete all items on this page.				
P01. Position Title ( <i>please spell in full and give complete title</i> ):				P01. SOC Code:
P02. List the top five most important responsibilities or duties of this position: These responsibilities will be used to properly classify each position into the proper Standard Occupational Classification (SOC).				
1.		4.		
2.		5.		
3.				
P03a. Employee Status 1. Full                      2. Part Time				P03.a Status
P03b. How many hours worked during the period: <b>November 01 – November 14, 2016</b> ?				P03.b # of Hours
P04. Business activity or DBA of this employee/position. ( <i>See B06</i> )				P04. NAICS:
<b>II. Wages</b>				
P05. Please give the hourly wage rate for this position. If the hourly wage is not readily available, you may give the: - weekly pay, - bi-weekly pay, - monthly pay, or - annual amount of pay. The CSD Office will derive the appropriate hourly wage rate.		Hourly Wage Rate:		P05. HW Rate
		Or Weekly Pay:		
		Or Biweekly Pay:		
		Or Monthly Pay:		
		Or Annual Pay:		
P06. Length of time this employee has been in this position: Please give the length of time in Year(s) and Month(s). If exact time is not known, give your best estimate.				P06 Length
		Year(s):	Month(s):	Year      Month
<b>III. Employer Provided Fringe Benefits</b>				
Please indicate the type of employer-provided fringe benefits, the amount, and period of each fringe benefit you currently provide to this position or employee.				
For each benefit you <b>DO</b> provide, Please write "Y" in the "Y/N" box and provide the appropriate benefit Amount and Period. For each benefit you <b>DO NOT</b> provide, please write "N" in the "Y/N" and leave the Amount and Period blank.		Use the following for <b>*Period</b> : 1. Hourly Amount      3. Bi-weekly Amount      5. Annual Amount 2. Weekly Amount      4. Monthly Amount		
P07. Fringe Benefits Type:	Y/N	Amount	*Period	P07. Hourly Fringe
a. Vacation leave				a.
b. Sick leave				b.
c. Life Insurance				c.
d. Health Insurance				d.
e. Dental				e.
f. Retirement				f.
g. Food				g.
h. Housing				h.
i. Transportation				i.
j. Tuition/educational				j.
k. Training				k.
l. Holidays				l.
m. Telecommunication – Radio, Phone, etc.				m.
n. Tips				n.
o. Other: ( <i>specify</i> )				o.
p. Other: ( <i>specify</i> )				p.
q. If no fringe benefit at all is offered to this employee, check this box:		"No fringe"		q.

**Employee Information Form**

IV. Employee Demographics	
<b>P08. Citizenship of Employee</b> 1. U.S. Citizen, CNMI born – (Skip to P10) 2. U.S. Citizen, born in the US, US territory or naturalized – (Skip to P10) 3. Non U.S. Citizen – Freely Associated States (FAS) – (Skip to P10) 4. Non U.S. Citizen – Work Permit (Specify): _____	P08. Citizenship
<b>P09. Employment Visa Type (If not a US Citizen, specify type of visa):</b> 1. CW1 2. H1B 3. Parole in Place 4. H2B 5. Other (Specify): _____	P09. Visa
<b>P10. Gender</b> 1. Male                      2. Female	P10. Gender
<b>P11. Age (If age is unknown, please give best estimate)</b>	P11. Age
<b>P12. Ethnicity or Race:</b> 1. _____ 2. _____	P12. Ethnicity
<b>P13. Highest Education Completed</b> a. Education Level: _____	P13. Education
b. Location of Completed Education 1. CNMI                      3. Non U.S. 2. U.S. or Territory      4. Don't Know Where	b.