Appendix A

List of FLSA Overtime Exemptions

FLSA Overtime Exemptions

1. 29 U.S.C. § 203(e)(3) (the term “employee” does not include individuals employed in agriculture by their parents).

2. 29 U.S.C. § 203(e)(4) (the term “employee” does not include individuals who volunteer to perform services for public agencies).

3. 29 U.S.C. § 207(b) (3) (overtime exemption for certain employees of an independently owned and controlled local enterprise engaged in the wholesale or bulk distribution of petroleum products).

4. 29 U.S.C. § 207(i) (overtime exemption for certain commissioned employees in retail and service establishments).

5. 29 U.S.C. § 207(j) (partial overtime exemption for employees of establishments engaged in care of sick, aged or mentally ill).

6. 29 U.S.C. § 207(k) (partial overtime exemption for fire protection and law enforcement employees).

7. 29 U.S.C. § 207(m) (partial overtime exemption for certain employees stripping, grading, handling, stemming, re-drying, packing or storing tobacco).

8. 29 U.S.C. § 207(n) (partial overtime exemption for rail, trolley and bus drivers engaged in charter activities).

9. 29 U.S.C. § 207(q) (partial overtime exemption for employees receiving remedial education).

10. 29 U.S.C. § 213(a)(1) (minimum wage and overtime exemption for employees employed in a bona fide executive capacity).

11. 29 U.S.C. § 213(a)(1) (minimum wage and overtime exemption for employees employed in a bona fide administrative capacity).

12. 29 U.S.C. § 213(a)(1) (minimum wage and overtime exemption for employees employed in a bona fide professional capacity).

13. 29 U.S.C. § 213(a)(1) (minimum wage and overtime exemption for employees employed in a bona fide outside sales capacity).

14. 29 U.S.C. § 213(a)(3) (minimum wage and overtime exemption for employees of seasonable amusement or recreational establishments).

15. 29 U.S.C. § 213(a)(5) (minimum wage and overtime exemption for employees catching, harvesting, cultivating or farming fish, shellfish, crustacia, sponges, seaweeds, or other aquatic forms of animal and vegetable life).

16. 29 U.S.C. § 213(a)(6) (minimum wage and overtime exemption for certain employees of small farms).

17. 29 U.S.C. § 213(a)(8) (minimum wage and overtime exemption for employees of small newspapers).

18. 29 U.S.C. § 213(a)(10) (minimum wage and overtime exemption for switchboard operators for small telephone companies).

19. 29 U.S.C. § 213(a)(12) (minimum wage and overtime exemption for seaman on non-American vessels).

20. 29 U.S.C. § 213(a)(15) (minimum wage and overtime exemption for casual babysitters).

21. 29 U.S.C. § 213(a)(15) (minimum wage and overtime exemption for domestic service employees who provide companionship services for individuals who, because of age or infirmity, are unable to care for themselves).

22. 29 U.S.C. § 213(a)(16) (minimum wage and overtime exemption for certain federal criminal investigators).

23. 29 U.S.C. § 213(a)(17) (minimum wage and overtime exemption for certain computer employees).

24. 29 U.S.C. § 213(b)(1) (overtime exemption for employees subject to the Motor Carrier Act).

25. 29 U.S.C. § 213(b)(2) (overtime exemption for employees of employers engaged in the operation of a rail carrier).

26. 29 U.S.C. § 213(b)(3) (overtime exemption for employees of carriers subject to the Railway Labor Act).

27. 29 U.S.C. § 213(b)(5) (overtime exemption for outside buyers of poultry, eggs, cream or milk).

28. 29 U.S.C. § 213(b)(6) (overtime exemption for seaman).

29. 29 U.S.C. § 213(b)(9) (overtime exemption for certain employees of small town radio and television stations).

30. 29 U.S.C. § 213(b)(10)(A) (overtime exemption for salesmen, partsmen and mechanics primarily engaged in selling or servicing automobiles, trucks or farm implements).

31. 29 U.S.C. § 213(b)(10)(B) (overtime exemption for trailer, boat and aircraft salesmen).

32. 29 U.S.C. § 213(b)(11) (overtime exemption for certain drivers and drivers' helpers making local deliveries and paid by the trip).

33. 29 U.S.C. § 213(b)(12) (overtime exemption for agricultural employees).

34. 29 U.S.C. § 213(b)(12) (overtime exemption for employees engaged in maintenance of ditches, canals, reservoirs or waterways used for storing water and which are operated on a non-profit or a sharecrop basis).

35. 29 U.S.C. § 213(b)(13) (overtime exemption for agricultural employees who work at livestock auctions during weekends).

36. 29 U.S.C. § 213(b)(14) (overtime exemption for small country grain elevators).

37. 29 U.S.C. § 213(b)(15) (overtime exemption for employees engaged in the processing of maple sap into sugar or syrup).

38. 29 U.S.C. § 213(b)(16) (overtime exemption for certain employees engaged in the transportation of fruits or vegetables).

39. 29 U.S.C. § 213(b)(17) (overtime exemption for taxicab drivers).

40. 29 U.S.C. § 213(b)(20) (overtime exemption for small fire and law enforcement agencies).

41. 29 U.S.C. § 213(b)(21) (overtime exemption for domestic service employees who reside in the household).

42. 29 U.S.C. § 213(b)(24) (overtime exemption for house-parents of nonprofit educational institutions).

43. 29 U.S.C. § 213(b)(27) (overtime exemption for employees of motion picture theaters).

44. 29 U.S.C. § 213(b)(28) (overtime exemption for certain forestry employees).

45. 29 U.S.C. § 213(b)(29) (overtime exemption for certain employees of amusement or recreational establishments located in a national park, national forest or on National Wildlife Refuge System land).

46. 29 U.S.C. § 213(b)(30) (overtime exemption for certain federal criminal investigators).

47. 29 U.S.C. § 213(d) (minimum wage and overtime exemption for newspaper delivery).

48. 29 U.S.C. § 214(d) (minimum wage and overtime exemption for students employed by their elementary or secondary school if such employment is an integral part of the regular education program provided by such school).

Appendix B

Oxford Economics Study

OXFORD ECONOMICS

To: The National Retail Federation
From: Oxford Economics
Date: August 18, 2015
Re: State differences in overtime thresholds.

This letter explores differences between states' prevailing wages pertinent to the Department of Labor's proposed new overtime exemption threshold.[1] It follows up on Oxford Economics' July 17, 2015 letter, which updated estimates from our paper "Rethinking Overtime: How Increasing Overtime Exemption Thresholds will Affect the Retail and Restaurant Industries" to reflect the DOL's proposal.

DOL proposes to set a new overtime threshold at the national 40th percentile of earnings for salaried full-time workers in 2016, without any accommodation for lower-wage industries or areas of the country.[2] The department has also proposed an automatic annual increase in the threshold by indexing it either to the CPI-U or the 40th percentile of nationwide full-time, salary earnings. Our previous letter raised several concerns with this proposal, including that the rule itself would drive lower-wage workers who are currently salaried to hourly status, thus affecting the distribution of salary compensation itself. In particular, indexing the threshold to the 40th percentile has the potential to lead to a vicious cycle where one year's increase in overtime thresholds drives further increases the next year, irrespective of any underlying fundamental change in prices or labor market conditions.

To illustrate this,[3] imagine that the lowest 40% of the salaried full-time wage distribution in 2016 were converted to hourly status, so that only the top 60% of the original distribution of workers continued to be salaried, as in figure 1. If the new overtime threshold were set at the 40th percentile of this new distribution of salaried workers, as in figure 2, it would now be set at the 64th percentile of the original distribution. In 2016, for example, this 64th percentile would be set at approximately $1,400, as opposed to the 40th percentile wage of $970.[4]

[1] See http://www.dol.gov/whd/overtime/NPRM2015.
[2] See http://www.bls.gov/cps/research_series_earnings_nonhourly_workers.htm. "Salaried" here is used to mean, non-hourly paid workers.
[3] Clearly, this is not meant as a literal prediction of what the new rule would mean, since some non-exempt workers still report salaried status in the Current Population Survey, and since the process would be iterative.
[4] This uses our series approximating the DOL numbers, in which the 64th percentile wage in 2014 is roughly 144% of the 40th percentile wage ($933). We then scale this to DOL's forecast for the 40th percentile full-time salaried wage in 2016, $970.

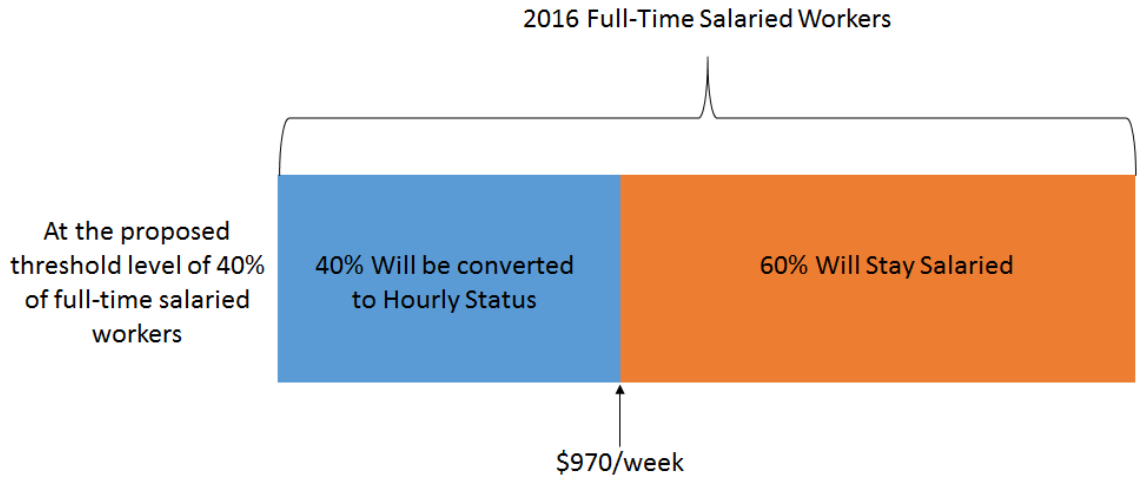

Figure 1. 40th percentile wage before the rule.

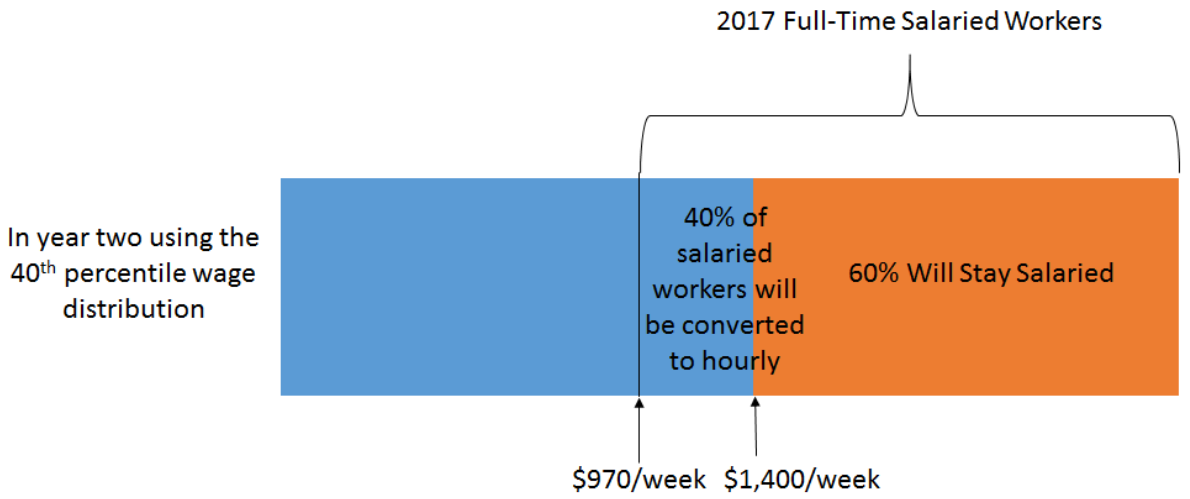

Figure 2. Hypothetical new 40th percentile cut-off of salaried wages in 2017 if all salaried workers below the 2016 cut-off were converted to hourly status.

An additional concern with the DOL's proposal is that it applies a national 40th percentile wage figure across the United States as a whole. While in some states this wage is near the 40th percentile of salaried full-time wages, in relatively lower wage (and lower cost of living) states, it is much higher in the income distribution.

In this letter, we use our best approximation of the DOL's salary full-time wage series to:

- Calculate the percentile that the national 40th percentile of weekly wages for all full-time, salaried employees ($970 in 2016) actually represents in each state – which is the percentage of full-time salaried workers in each state and DC earning below the national 40th percentile wage; and
- Calculate what the 40th percentile salary full-time wage is in each state.

In addition to this, we use data from the American Community Survey to:

- Estimate annual salaries for entry level (between ages 18 and 27 inclusive) full-time workers (who may be paid on an hourly or salary basis), who are college graduates in each state. This reflects differences in costs of living and prevailing wages across states.

I. State-level 40th percentile salaried wages

This section uses microdata from the Current Population Survey (CPS) to explore differences between states in the 40th percentile of salary full-time wages.[5] Figure 3 below[6] shows what the 40th percentile of salary full-time wages equates to in each state.[7] Relatively high-wage states are colored in yellow and relatively low-wage states in red. The red states will be most impacted by DOL's proposed increase in the salary threshold.

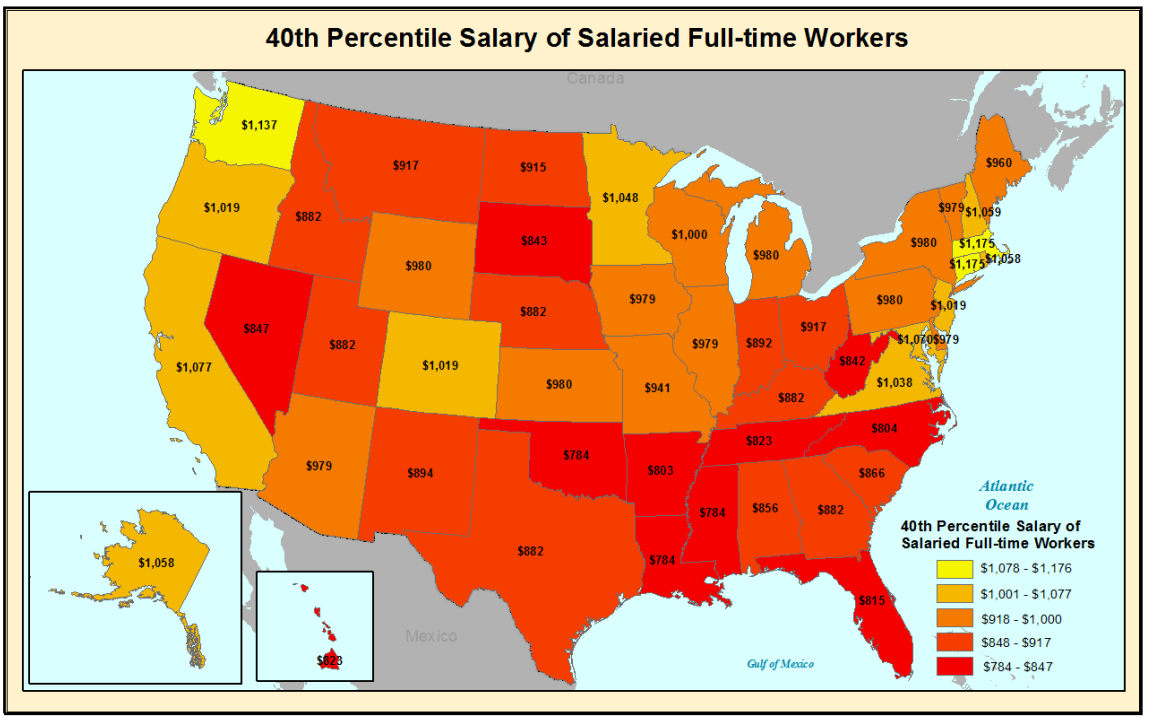

Figure 3. 40th percentile salaried full-time wage by state.

[5] The methodology for constructing the "Oxford best match" series is discussed in greater detail in our previous letter. Starting with the 2014 monthly outgoing rotation groups in the CPS, we used the restriction that peernrt = 2 to screen for non-hourly workers, and that pehrusl ≥ 35 OR (pehrusl = -4 AND pehrftpt = 1) to screen for full-time workers. Responses are weighted by pworwgt, and the small number of respondents under age 16 with wage data are excluded. The difference between data presented in this letter and those presented in that letter are that this letter takes percentiles of pooled data from all 12 months, whereas the other letter took averages of monthly percentiles. This was done to prevent small sample sizes in state-level estimates. The overall change in national estimates is minimal.

[6] The data series for all the maps are presented together in the table at the end of this letter.

[7] The raw wage for each state is scaled by the ratio of DOL's national forecast 40th percentile wage in 2016 ($970) to Oxford's best match national 40th percentile wage in 2014 ($942).

Figure 4 shows what percentile the national 40th percentile ($970 in 2016) actually represents in each state. The percentile value depicted for each state is the percentage of that state's salaried full-time workforce that earns less than $970 per week (the national 40th percentile wage for such workers in 2016). Relatively high-wage states will thus have low percentile values and will be colored in yellow, and relatively low-wage and often lower cost of living states will have high percentile values and will be colored in red. These red states will be most impacted by the new overtime rules.

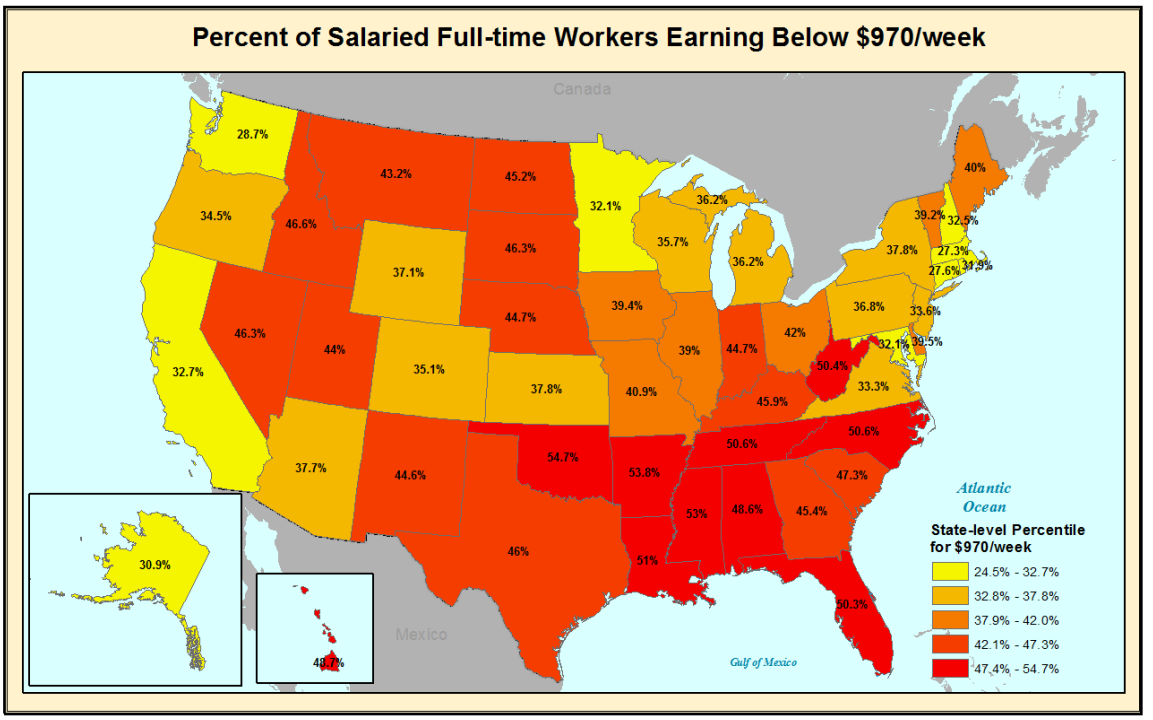

Figure 4. Percentile of salaried full-time state wage distribution that national 40th percentile wage ($970) represents.

II. Entry-level college wages

This section uses 2013 microdata from the American Community Survey[8] to estimate entry-level wages for college graduates by state in 2016.[9] Specifically, entry-level jobs are identified by focusing on younger workers, those between 18 and 27 inclusive. College graduates by default includes anyone with an Associate's Degree or above (those with some college but no degree are excluded), although we also present data for those whose highest degree is an Associate's Degree, as well as for those whose highest degree is a Bachelor's Degree. We restrict attention to those who are currently employed and at work, and who reported working 35 hours or more per week on average, and 50 or more weeks in the preceding year. Data are median annual salaries for the preceding year.[10]

Figure 5 is a map of median annual entry-level wages for all those with a college degree.[11] Relatively high-wage states are colored in yellow and relatively low-wage states in red to match the presentation in the previous section. Figure 6 is an analogous map for those whose highest degree is an Associate's. Figure 7 is an analogous map for those whose highest degree is a Bachelor's.

Generally, wages are higher for those whose highest degree is a Bachelor's than for those whose highest degree is an Associate's, but this is not necessarily the case (and is not the case in Alaska or Oregon) since workers 27 and younger with an Associate's Degree have more experience on average than workers in this same age group with a Bachelor's. In addition, in some states, especially when considering those whose highest degree is an Associate's, we run into issues with small sample sizes. This may be the case in Alaska, for example, where the median wage for such workers is $62,550. Sample sizes are generally not a problem in figure 5, which considers everyone with a college degree.

[8] ACS data was used rather than CPS data because of its larger sample size. Note the difference in reference year from the preceding section, owing to 2014 ACS data not yet being available. Public Use Microdata for 2013 was obtained from https://www.census.gov/programs-surveys/acs/data/pums.html.

[9] Because of the context of the work, the year conversion is accomplished by multiplying by the ratio of DOL's 40th percentile full-time salaried wage series forecast in 2016, $970, and DOL's calculated value in 2013, $921. To obtain original 2013 figures, multiply the presented figures by the reciprocal: 921/970.

[10] Specifically, we restrict age by (agep>=18 AND agep<=27). We restrict for full-time status by (wkhp>=35). We restrict for those who are currently employed and at work by (esr=1 OR esr=4) (1 corresponds to civilian workers and 4 to military workers). We restrict for 50 or more weeks at work in the preceding year by (wkw=1). We restrict for those with a college degree by (schl>=20), for only those whose highest degree is an Associate's by (schl=20) and for only those whose highest degree is a Bachelor's by (schl=21). Note that those with a college degree includes those with graduate degrees, but that this group is too small to report separately. The reported series, median weekly wages, is the median of (wagp/52). All observations are weighted by pwgtp.

[11] Note that figures 5-7 round annual wages to the nearest $50. The data table at the end of the document gives unrounded numbers.

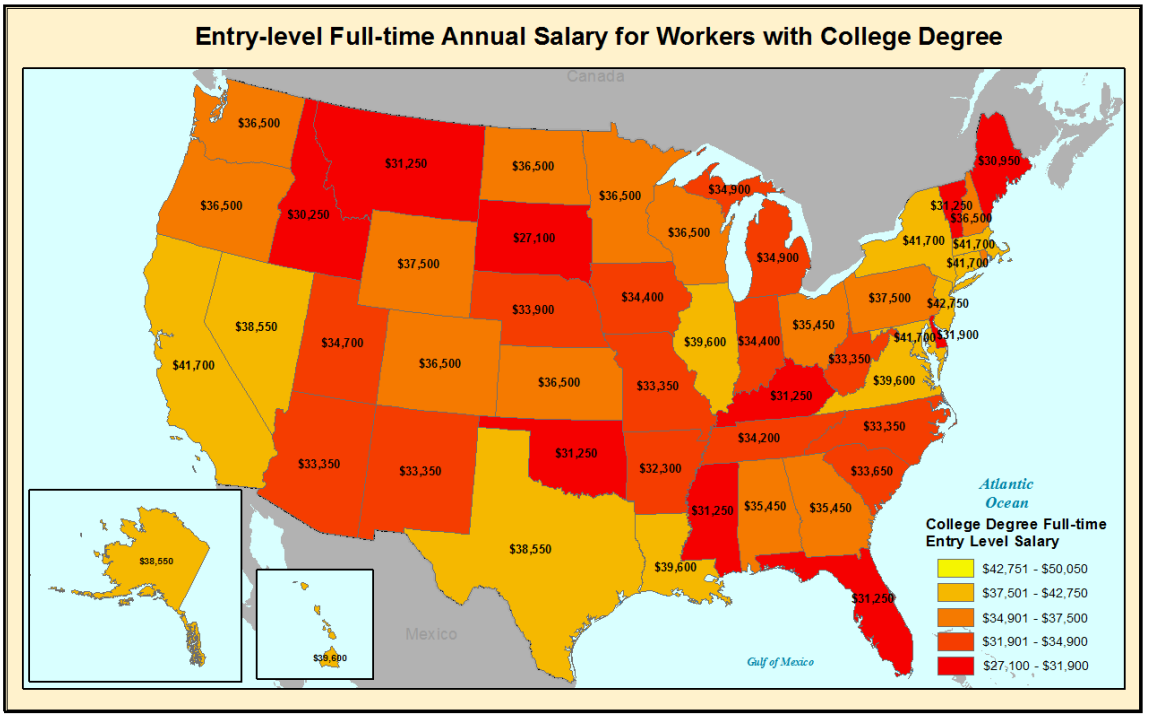

Figure 5. Median entry-level wages for full-time workers with a college degree by state.

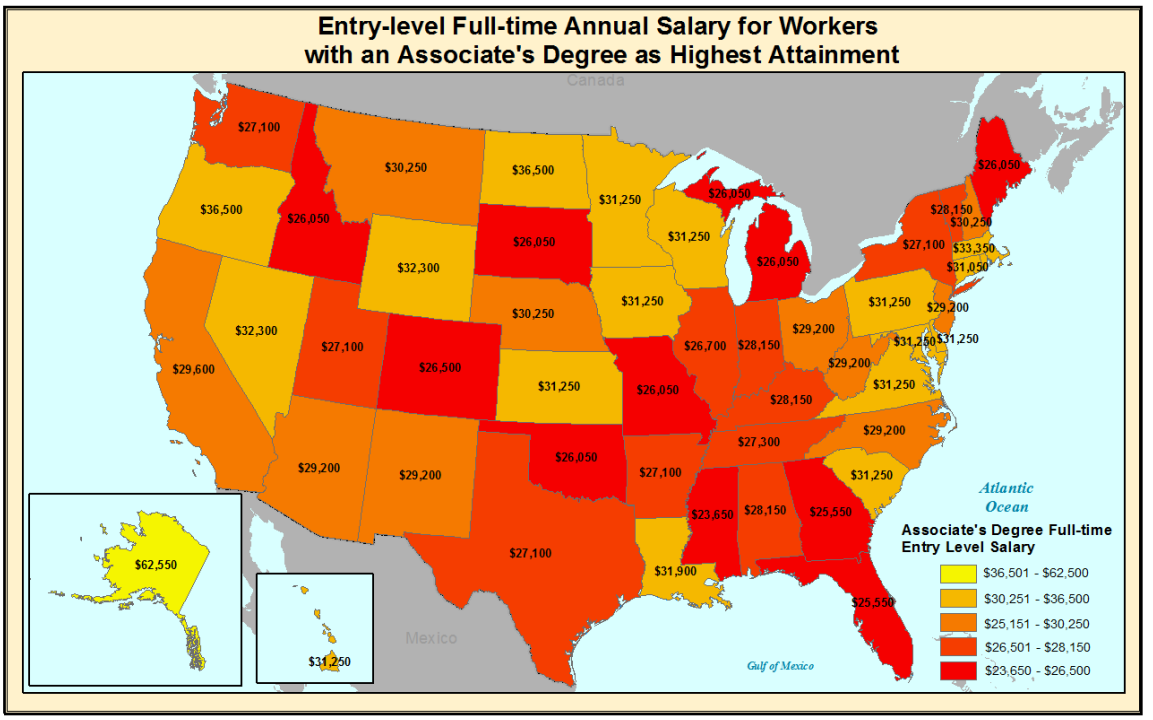

Figure 6. Median entry-level wages for full-time workers whose highest degree is an Associate's by state.

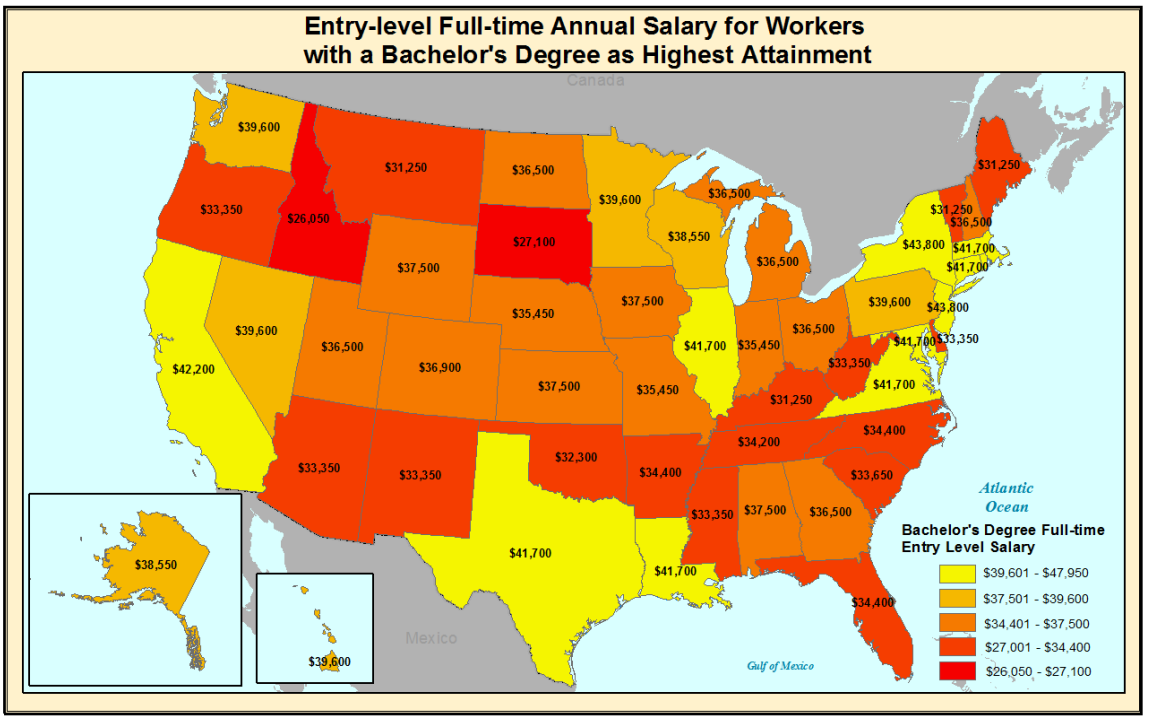

Figure 7. Median entry-level wages for full-time workers whose highest degree is a Bachelor's by state.

III. Data Table

	40th percentile salaried full-time wage	percentage of salaried full-time workforce that earns <$970 per week	College graduate entry-level wage	Associate's only entry-level wage	Bachelor's only entry-level wage
Alabama	$856	48.6%	$35,440	$28,143	$37,524
Alaska	$1,058	30.9%	$38,567	$62,541	$38,567
Arizona	$979	37.7%	$33,355	$29,186	$33,355
Arkansas	$803	53.8%	$32,313	$27,101	$34,397
California	$1,077	32.7%	$41,694	$29,603	$42,215
Colorado	$1,019	35.1%	$36,482	$26,476	$36,899
Connecticut	$1,175	27.6%	$41,694	$31,062	$41,694
Delaware	$979	39.5%	$31,896	$31,270	$33,355
District of Columbia	$1,176	24.5%	$50,033	$31,270	$47,948
Florida	$815	50.3%	$31,270	$25,537	$34,397
Georgia	$882	45.4%	$35,440	$25,329	$36,482
Hawaii	$823	48.7%	$39,609	$31,270	$39,609
Idaho	$882	46.6%	$30,228	$26,059	$26,059
Illinois	$979	39.0%	$39,609	$26,684	$41,694
Indiana	$892	44.7%	$34,397	$28,143	$35,440
Iowa	$979	39.4%	$34,397	$31,270	$37,524
Kansas	$980	37.8%	$36,482	$31,270	$37,524
Kentucky	$882	45.9%	$31,270	$28,143	$31,270
Louisiana	$784	51.0%	$39,609	$31,896	$41,694
Maine	$960	40.0%	$30,958	$26,059	$31,270
Maryland	$1,070	32.1%	$41,694	$31,270	$41,694
Massachusetts	$1,175	27.3%	$41,694	$33,355	$41,694
Michigan	$980	36.2%	$34,919	$26,059	$36,482
Minnesota	$1,048	32.1%	$36,482	$31,270	$39,609
Mississippi	$784	53.0%	$31,270	$23,661	$33,355
Missouri	$941	40.9%	$33,355	$26,059	$35,440
Montana	$917	43.2%	$31,270	$30,228	$31,270
Nebraska	$882	44.7%	$33,876	$30,228	$35,440
Nevada	$847	46.3%	$38,567	$32,313	$39,609
New Hampshire	$1,059	32.5%	$36,482	$30,228	$36,482
New Jersey	$1,019	33.6%	$42,736	$29,186	$43,779
New Mexico	$894	44.6%	$33,355	$29,186	$33,355
New York	$980	37.8%	$41,694	$27,101	$43,779
North Carolina	$804	50.6%	$33,355	$29,186	$34,397
North Dakota	$915	45.2%	$36,482	$36,482	$36,482
Ohio	$917	42.0%	$35,440	$29,186	$36,482
Oklahoma	$784	54.7%	$31,270	$26,059	$32,313
Oregon	$1,019	34.5%	$36,482	$36,482	$33,355
Pennsylvania	$980	36.8%	$37,524	$31,270	$39,609

Rhode Island	$1,058	31.9%	$37,524	$31,270	$41,694
South Carolina	$866	47.3%	$33,668	$31,270	$33,668
South Dakota	$843	46.3%	$27,101	$26,059	$27,101
Tennessee	$823	50.6%	$34,189	$27,309	$34,189
Texas	$882	46.0%	$38,567	$27,101	$41,694
Utah	$882	44.0%	$34,710	$27,101	$36,482
Vermont	$979	39.2%	$31,270	$28,143	$31,270
Virginia	$1,038	33.3%	$39,609	$31,270	$41,694
Washington	$1,137	28.7%	$36,482	$27,101	$39,609
West Virginia	$842	50.4%	$33,355	$29,186	$33,355
Wisconsin	$1,000	35.7%	$36,482	$31,270	$38,567
Wyoming	$980	37.1%	$37,524	$32,313	$37,524

Appendix C

Request for Extension of Comment Period

CHAMBER OF COMMERCE
OF THE
UNITED STATES OF AMERICA

RANDEL K. JOHNSON
SENIOR VICE PRESIDENT
LABOR, IMMIGRATION & EMPLOYEE
BENEFITS

1615 H STREET, N.W.
WASHINGTON, D.C. 20062
202/463-5448 · 202/463-3194 FAX

July 31, 2015

Dr. David Weil, Administrator
Wage and Hour Division
U.S. Department of Labor
200 Constitution Ave., .N.W.
Washington, DC 20210

RE: Request for Extension of Comment Period for Proposed Regulation "Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees" under 29 CFR Part 541 (RIN1235-AA11), July 6, 2015.

Submitted via electronic transmission: www.regulations.gov

Dear Dr. Weil:

The proposed rulemaking on "Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees" under 29 CFR Part 541 (RIN1235-AA11 suffers from several unclear aspects regarding the data compilation and analysis that was performed in support of the regulatory proposal. For the reasons detailed below, we request that the deadline for the comment period be extended by 60 days to November 3, 2015.

To facilitate meaningful comments, the Chamber needs to be able to do the following:

- Replicate the analysis that was conducted by the Department;
- Present other relevant tabulations and analyses using data compiled on the same basis as that presented in the Department's regulatory impact analysis; and
- Understand the assumptions and calculations on which the Department bases its estimations of costs, transfers, and benefits of the proposal through obtaining more detail than is provided in the published material.

Accordingly, to get the necessary answers to our technical questions regarding these data and analysis matters, we request a meeting with the Department's technical staff who conducted the data tabulation and analysis for the *sole purpose* of hearing and answering our technical questions. We expressly do not intend for this meeting to involve the presentation of arguments, alternatives, or proposals. We are interested solely in obtaining technical information that will allow us to proceed effectively and expeditiously to draft comments. In the alternative, we request the opportunity to submit detailed questions that will be answered.

We also note that the regulatory analysis published explains that the data tabulations used in the Department's analysis were based on raw, confidential Bureau of Labor Statistics microdata files of individual responses to the monthly 2011 through 2013 Current Population Surveys, and that commenters cannot expect to replicate the results of the analysis on which the Department relied for its regulatory decisions by compiling and tabulating data from the available public use files of CPS microdata. Since this critical data is not available to the public, this represents a serious limitation on the public's right to comment on a proposed rule under the Administrative Procedure Act, and it represents a major change from past practice. In previous years, the Bureau of Labor Statistics, in order to safeguard its status as an accredited independent statistical agency, refused to conduct special data tabulations and analyses to support regulatory decision making.

Therefore, we further request that the Department provide our analysts, and other analysts representing the interested public, with access to the secret BLS data files that were used for this proposed regulation so that we can ourselves verify the results presented by the Department and perform alternative tabulations and analyses to facilitate our comments. Alternatively, we request that the Department withdraw its notice of proposed rulemaking and analysis based on secret data and publish a transparent analysis based on the public use CPS microdata file that is available to all interested parties.

Because the deficiencies in the published information provided in the regulatory docket have hindered our ability to comment on the proposal, we request that the comment period be extended by 60 days to accommodate the delay in providing us with the complete information needed prior to the time when the requested meeting occurs.

We look forward to your expeditious response.

Sincerely,

Randel K. Johnson
Senior Vice President
Labor, Immigration and Employee Benefits

Appendix D

2015 General Schedule Salary Table

SALARY TABLE 2015-GS
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE
EFFECTIVE JANUARY 2015

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
1	$ 18,161	$ 18,768	$ 19,372	$ 19,973	$ 20,577	$ 20,931	$ 21,528	$ 22,130	$ 22,153	$ 22,712	VARIES
2	20,419	20,905	21,581	22,153	22,403	23,062	23,721	24,380	25,039	25,698	VARIES
3	22,279	23,022	23,765	24,508	25,251	25,994	26,737	27,480	28,223	28,966	743
4	25,011	25,845	26,679	27,513	28,347	29,181	30,015	30,849	31,683	32,517	834
5	27,982	28,915	29,848	30,781	31,714	32,647	33,580	34,513	35,446	36,379	933
6	31,192	32,232	33,272	34,312	35,352	36,392	37,432	38,472	39,512	40,552	1,040
7	34,662	35,817	36,972	38,127	39,282	40,437	41,592	42,747	43,902	45,057	1,155
8	38,387	39,667	40,947	42,227	43,507	44,787	46,067	47,347	48,627	49,907	1,280
9	42,399	43,812	45,225	46,638	48,051	49,464	50,877	52,290	53,703	55,116	1,413
10	46,691	48,247	49,803	51,359	52,915	54,471	56,027	57,583	59,139	60,695	1,556
11	51,298	53,008	54,718	56,428	58,138	59,848	61,558	63,268	64,978	66,688	1,710
12	61,486	63,536	65,586	67,636	69,686	71,736	73,786	75,836	77,886	79,936	2,050
13	73,115	75,552	77,989	80,426	82,863	85,300	87,737	90,174	92,611	95,048	2,437
14	86,399	89,279	92,159	95,039	97,919	100,799	103,679	106,559	109,439	112,319	2,880
15	101,630	105,018	108,406	111,794	115,182	118,570	121,958	125,346	128,734	132,122	3,388

Appendix E

Law360 Article

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Final OT Rule May Go Beyond Salary Hike, Lawyers Say

By **Ben James**

Law360, New York (June 30, 2015, 8:38 PM ET) -- The U.S. Department of Labor's newly proposed rule to expand overtime pay protections won plaudits from worker advocates, but some management-side lawyers warned that the final version could contain changes to the duties tests for overtime eligibility that weren't pitched when the proposal was unveiled Tuesday.

The DOL's **proposed rule** called for hiking the minimum salary a worker must earn to qualify for a "white collar" exemption from the Fair Labor Standards Act's minimum wage and overtime pay requirements from $455 per week — or $23,660 annually — to $970 per week or $50,440 per year, and automatically updating the salary threshold to keep it from becoming outdated.

Business groups and congressional Republicans were quick to criticize the proposed rule. But the presidents of the AFL-CIO, SEIU and United Steelworkers all issued statements voicing support for the proposal, and employment lawyers who represent workers also said the proposal was a positive development.

"It puts millions of workers in a position where they are clearly entitled to overtime, whereas before they were forced to litigate over it," said Outten & Golden LLP partner and class action group co-chair Justin Swartz.

"The new salary level is a win for transparency and bright line rules, and spares practitioners and the courts from delving into the morass that is the duties test as frequently," added Van Kampen Law PC founder Josh Van Kampen.

After President Barack Obama directed Secretary of Labor Tom Perez to revise the DOL's regulations in March 2014, observers speculated that the DOL would increase the salary threshold and might also make changes to the duties tests that factor into overtime eligibility.

In order to qualify for a white collar FLSA exemption, a worker must be paid a fixed salary that meets the minimum threshold, and his or her primary duty must be the performance of exempt work.

The DOL said Tuesday it was not making specific proposals to modify the applicable duties tests but did ask for comment on whether the tests were working as intended, and added that the agency was concerned that the current tests might allow for exemption of employees performing a "disproportionate amount" of nonexempt work.

On Tuesday, former heads of the DOL's wage and hour division — the agency branch that issued the proposal — either expressed concern about, or were openly critical of, the way

the proposal dealt with the duties test question.

Littler Mendelson PC shareholder Tammy McCutchen, who headed the WHD from 2001 to 2004, said some employers were worried the DOL would ambush them with changes to the duties tests in the final rule.

"I have to share the concerns of the people in the business community, that I've talked to this morning, that the DOL will have changes to the duties test in the final rule that we have not had a chance to see and comment on," she said.

"I am a little concerned about what may transpire with the duties test at the end of the day," added Ogletree Deakins Nash Smoak & Stewart PC shareholder Alfred Robinson, a former acting WHD director. "I am surprised that they were not more forthcoming in submitting proposed changes in duties tests, as opposed to kind of leaving a blank page and asking people to fill it in. From my perspective, I think it would have been better to propose some changes to the duties test and have people comment."

If sweeping changes to the duties test are part of the final rule that shouldn't come as a surprise to anyone, said Paul DeCamp, former head of the WHD and current leader of Jackson Lewis PC's wage and hour practice group.

Courts typically give agencies a latitude on final regulatory language — under the "logical outgrowth" doctrine — as long as the regulated community has been kept apprised of the topics under consideration, according to DeCamp.

Here, the DOL clearly believes it has laid the groundwork to revise the duties tests because it has announced the tests are in play, he added.

"I don't think that the DOL is necessarily hiding the ball as much as being cowardly in its approach to rulemaking," DeCamp said.

DeCamp noted that 15 months had elapsed since Obama called for the regulations to be revised, and that the agency had held numerous meetings with employers, workers and other stakeholders during that time.

"This cake is not baked yet, and it is irresponsible for the department to leave so much of the regulatory landscape completely up in the air," said DeCamp. "If the department genuinely does not yet know which way it wants to go on the duties issue, the department should not have issued that NPRM. It is premature because the duties analysis is so critical to how one applies these exemptions."

Not everyone thinks changing the duties tests in the final rule is in the cards. Swartz said it was possible but unlikely, while Van Kampen said the DOL was "concentrating its fire on the new standard salary test."

However, the proposal released Tuesday asked for input on several questions related to the duties tests.

"While the department is not proposing specific regulatory changes at this time, the department is seeking additional information on the duties tests for consideration in the final rule," the proposal said.

The questions posed included what, if any, changes needed to be made, and whether the DOL should look at California's approach as a model.

In addition to meeting salary requirements, California requires workers to spend more than 50 percent of their time on tasks deemed exempt from minimum wage and overtime

requirements. Federal regulations, however, look at a worker's "primary duty" to assess if they qualify for one of the FLSA white collar exemptions.

"If the DOL moves to a California standard for the duties test, the first thing I'm going to do is go out and hire about 100 new associates to help me defend all the new litigation that our firm's clients will face," DeCamp said.

Businesses concerned about the impact of the new regulations should make their voices heard during the comment period and bring up potential changes to the duties tests, even though no specific moves have been proposed, according to attorneys.

The DOL said in an email Tuesday that "while no specific changes are proposed for the duties tests, the NPRM contains a detailed discussion of concerns with the current duties tests and seeks comments on specific questions regarding possible changes. The Administrative Procedure Act does not require agencies to include proposed regulatory text and permits a discussion of issues instead."

--Editing by John Quinn and Emily Kokoll.

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Appendix F

February 11, 2015 Letter to Secretary Perez

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OF THE
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February 11, 2015

The Honorable Thomas Perez
Secretary
United States Department of Labor
200 Constitution Avenue, N.W.
Washington, DC 20210

Dear Secretary Perez:

We, and the Chamber members who were able to participate, appreciated the opportunity to meet with you and discuss the possible revisions to the FLSA overtime pay regulations as well as the Wage and Hour Division's enforcement and compliance efforts. With apologies for the delay, we wish to follow-up on several of these issues raised during the "listening session" meeting with Chamber members.

The U.S. Chamber of Commerce is the world's largest business organization representing the interests of more than 3 million businesses of all sizes, sectors, and regions. Our members range from mom-and-pop shops and local chambers to leading industry associations and large corporations. Weighing heavily on the minds of our members are the pending revisions to the Department of Labor's "white collar" overtime exemption regulations at 29 C.F.R. Part 541.

While we recognize DOL has statutory authority to define and delimit the Section 13(a)(1) exemptions through regulation,[1] undertaking any regulatory change should be done prudently and only after careful consideration of any potential benefits justifying the likely costs. The premise of rampant non-compliance by employers, while convenient rhetoric, is patently false. Our members – and the vast majority of employers – go to great lengths to comply with the law.

There is no dispute that prior to the 2004 white collar regulations employers (including the DOL itself) struggled to interpret the regulations and arrive at a correct determination.[2] The 2004 regulations sought to bring greater clarity to the regulations. Changing these regulations once again, just as the dust is settling, and in the ways that are apparently being contemplated will not bring greater clarity, but will, instead, unsettle years of case law and serve only to further enrich plaintiffs' class action lawyers.

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[1] DOL's regulatory authority as to computer employees was limited by Congress' enactment of Section 13(a)(17) of the Act. Defining and Delimiting the Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees ("Preamble"), Federal Register, Vol. 69, No. 79, 22158-9 (April 23, 2004).

[2] "[W]orkplace changes over the decades and federal case law developments are not reflected in the current regulations … The existing duties tests are so confusing, complex and outdated that often employment lawyers, and even Wage and Hour Division investigators, have difficulty determining whether employees qualify for the exemption." Preamble at 22122.

The following points highlight the concerns of Chamber members and provide suggestions on how the Department can move forward with changes to these regulations with the least amount of disruption, and minimize the complications. In addition, we endorse the letter sent to you by the HR Policy Association on August 20, 2014. We believe this letter does an excellent job of explaining the current FLSA landscape and suggesting constructive changes the Department could pursue to improve compliance with the law, and ultimately, employees being compensated appropriately.

I. ASSESSING THE COSTS AND BENEFITS OF REGULATORY ALTERNATIVES

Given the profound effect the contemplated changes will have, we urge the Department to adhere closely to the guidance and instructions for developing regulations contained in Executive Orders 12866 and 13563 issued by Presidents Clinton and Obama, respectively:

- "assess all costs and benefits of available regulatory alternatives, including the alternative of not regulating;"[3]
- propose a regulation "only upon a reasoned determination that its benefits justify its costs;"[4]
- "tailor its regulations to impose the least burden on society;"[5]
- "select, in choosing among alternative regulatory approaches, those approaches that maximize net benefits;"[6] and
- "use the best available techniques to quantify anticipated present and future benefits and costs as accurately as possible."[7]

We also expect that any proposed regulation will be sent to the Office of Information and Regulatory Affairs (OIRA) for review as specified by E.O. 12866. Such a regulation would likely qualify as a "significant regulatory action" as that term is used in the Executive Order based on its economic impact and possible effect on competition and jobs.[8]

As the executive orders instruct, the Department should identify a range of distinct regulatory alternatives, including the alternative of leaving the current set of regulations in place. Regardless of the alternatives, the Department must avoid relying on mere, anecdotal reporting to justify changes and instead establish an accurate and complete picture of the current regulation baseline which includes: the numbers of employees classified as exempt or non-exempt under existing rules in each affected industry and occupation; weekly hours worked by employees in each classification category including hours worked that would qualify for overtime compensation under the various alternatives, wage rates; and annual earnings.

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[3] Executive Order 12866, Section 1(a).
[4] Executive Order 13563, Section 1(b).
[5] *Ibid.*
[6] *Ibid.*
[7] *Ibid*., Section 1(c).
[8] E.O. 12866, Section 3(f).

Currently available, routinely collected data sources, such as the Current Population Survey and the BLS Current Employment Statistics program do not provide adequate information regarding the actual FLSA overtime classification practices of employers, actual duties of employees within broad occupational titles, or hours and earnings information (particularly on a regionalized and local basis). Instead, to fulfill the Executive Order directions to "use the best available techniques to quantify benefits and costs", the Department should utilize scientific statistical sampling, employer surveys, controlled experiments, empirical interview techniques, and relevant administrative records to establish an accurate baseline from which to measure current classifications, hours, and earnings practices from which it can estimate the likely impacts of various alternative proposals. All efforts should be made to utilize the best and most accurate data, not just the anecdotal examples that create the best sound bite.

The Part 541 regulations were significantly updated just over 10 years ago. Thus, the cost of the uncertainty created by any drastic changes to human resources policies which are still stabilizing from the implementation of the current regulations must be considered. Settlements of FLSA lawsuits should not be used to support findings of misclassification or justify revisions to the existing regulations. In fact, an increase in litigation – and particularly in settlements – may be considered an element of the expected economic impact of regulatory change. Additional economic costs are endured by the entire labor market as both employers and employees learn new rules, analyze existing compensation practices, measure time spent in different types of work activities, restructure work places and compensation practices, adjust budgets, undergo additional training, experience temporary slowing of hiring processes and work flows, and are subject to increased recordkeeping requirements.

Given these significant and complex considerations, we ask that before undertaking a new rulemaking the Department first examine the experience and costs associated with the prior changes to develop a more accurate estimate of the likely costs, detriments and benefits of any proposed new changes to the regulations. While the President has directed DOL to issue proposed regulations, the potential scope and impact of those regulations are entirely left to the discretion of the Department.[9] We are convinced that after an objective and thorough review of the burdens and complications associated with radical changes to the Section 541 regulations, the Department will favor a modest and limited approach to these regulations.

II. REVISING THE PART 541 OVERTIME EXEMPTION REGULATIONS

As an initial matter, the Chamber requests that the Department allow the public no less than 120 days to file comments to any Notice of Proposed Rulemaking. Any proposed changes to the Part 541 regulations will impact a vast cross section of employers. The Department will be best served by public comments that examine obvious and not obvious consequences of the proposed changes thoroughly. Employers will need to provide facts and data on current business practices, compensation practices and how both employees and employers will be impacted.

[9] The Presidential Memorandum to the Secretary of Labor of March 13, 2014 merely directs him to "propose revisions to modernize and streamline the existing regulations," and to "consider how the regulations could be revised to update existing protections consistent with the intent of the Act; address the changing nature of the workplace; and simplify the regulations to make them easier for both workers and businesses to understand and apply."

Business groups like the Chamber will need to work with their memberships to develop this information. A comprehensive and vigorous public comment process cannot be accomplished in less than 120 days.

If a final regulation is issued, the Chamber also requests that the Department provide–at a minimum–an implementation period of at least one year. This is less than was provided for the final companionship exemption rule, which impacted just a small subset of the employers expected to be touched by any proposed Part 541 revisions.[10] Although more than the four-month effective date for the 2004 Part 541 revisions, employers have reported that implementation in 2004 actually took much longer. Employers will need to evaluate whether each individual employee meets the changed exemption requirements. As DOL well knows, depending on a job title or job description is not sufficient in evaluating exemption status. Rather, employers need to determine actual and specific job duties performed by each currently exempt employee, individually, which requires interviewing employees and their supervisors. Even after that evaluation, months of additional work will be required to transition an employee from exempt to non-exempt, which includes: determining changes to wages (same salary, lower salary, hourly), incentive compensation and benefits; ensuring payroll systems are ready to properly calculate the regular rate; implementing new timekeeping systems and policies for employees who may have never tracked their work time before; training of newly non-exempt employees and their supervisors on what is "work" that they must track; and implementing new systems to replace employees' use of mobile devices that will no longer be allowed due to the inability to track work activities out of the workplace.

Moreover, we request that following the implementation period, the Department institute a time-limited non-enforcement policy while undertaking a substantial and substantive compliance assistance program focused on teaching *employers* – both on the new legal requirements for exemption and how those requirements apply to real jobs in the real world. Such a compliance assistance program must include the Wage and Hour Division restoring the Opinion Letter process to respond to requests from employers regarding whether particular jobs and tasks continue to meet the tests for exemption under the revised regulations.

Finally, we request proposing a safe harbor mechanism, to provide relief to ethical employers who unwittingly commit a wage or hour violation under a good-faith belief that they were complying with the law.

A. *Salary Level*

In determining the appropriate salary level, the DOL should be mindful that the purpose of the salary level test is to simplify "enforcement by providing a ready method of screening out the *obviously* nonexempt employees", the addition of which "furnishes a completely objective and precise measure which is not subject to differences of opinion or variations in judgment."[11]

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[10] The Department suspended enforcement until July 1, 2015 and indicated that it would exercise prosecutorial discretion for an additional six months after that. In the interim the regulation has been vacated by the U.S. District Court for the District of Columbia in *Home Care Association of America v. Weil* which the Department has indicated it is appealing.

[11] *See* Report and Recommendations on Proposed Revisions of Regulations, Part 541, by Harry Weiss, Presiding Officer, Wage and Hour and Public Contracts Divisions, U.S. Department of Labor (June 30, 1949) ("1949 Weiss Report") at 8-9.

Salary requirements also furnish[] a practical guide to the inspector as well as to employers and employees in borderline cases."[12]

Therefore, a salary level sufficient to screen out the "obviously" non-exempt employees must not be set at a bar so high as to exclude employees who comfortably meet the duties test for an exemption. Instead, "[r]egulations of general applicability such as these must be drawn in general terms to apply to many thousands of different situations throughout the country."[13] However, it has long been recognized that "such a dividing line cannot be drawn with great precision but can at best be only approximate."[14]

The Department should, therefore, consider the impact of any increase the salary level will have in low-cost living areas such as the South and Mid-West, as well as rural areas. Moreover, DOL should not depart from the long established precedent of exemptions for certain positions. Retail managers and those in the service sector have long been regarded as exempt employees as evidenced by the fact that there was even a higher tolerance for non-exempt work for managers in the retail sector. Profit margins, salary levels, and staffing patterns vary widely across industries and different parts of the country. DOL needs to study these variations carefully. To accomplish this, the Department should study the best available salary data–by using scientific statistical samplings, employer surveys, and relevant administrative records to establish the accurate baseline for current classification and earnings practices. This analysis should consider industry, job, geographical location, and rural versus urban areas. Upon completion, the salary level should then be set *below* the average salary dividing line between those obviously non-exempt and obviously exempt positions. This is the methodology used by the Department when setting the salary-basis level in 1940, 1949, 1958, 1963 and 2004.

Finally, the Department should not adopt automatic increases to the salary level based on an inflationary index. Metropolitan statistics – which are what inflation measures are tied to – wholly fail to account for differences in the cost of living and salary levels between metropolitan versus rural areas. Neither the minimum wage nor the Part 541 salary level has ever been tied to automatic increases, despite many proposals to do so, and there is no foundation for establishing one now. Nor does the FLSA, itself, provide authority for adopting an inflation index. Indeed, in an analogous context, one feature of the proposals to increase the minimum wage endorsed by the President and many Congressional Democrats is to index the minimum wage to inflation which suggests that even if the Secretary has the authority to "define and delimit" the statutory exemptions, this authority does not go so far as to include indexing the salary threshold to inflation.

B. *Duties Tests*

In discussing possible revisions to the current regulatory scheme, the idea of replacing the Part 541 qualitative "primary duty" test with a quantitative test is a continuing theme. The

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[12] *Ibid.*; *See also*, Report and Recommendations on Proposed Revisions of Regulations, Part 541, under the Fair Labor Standards Act, by Harry S. Kantor, Presiding Officer, Wage and Hour and Public Contracts Divisions, U.S. Department of Labor (March 3, 1958) ("1958 Kantor Report") at 2-3 (salary levels "furnish a practical guide to the investigator as well as to employers and employees in borderline cases, and simplify enforcement by providing a ready method of screening out the obviously nonexempt employees").

[13] 1949 Weiss Report at 8-9.

[14] 1949 Weiss Report at 11.

Chamber strongly urges the Department *not to* adopt such a quantitative test. Doing so would not solve any of the perceived problems, but would instead create tremendous burdens upon the regulated community. As we have seen in jurisdictions that have adopted quantitative tests, such measures do not decrease litigation or uncertainty over classifications.[15] In its place, regardless of any effort to regulate around such ambiguities, the central issue will always remain what is – and is not – exempt work. This will incentivize the plaintiffs' bar to systematically attack an employee's classification. Employers will be required to wade through the hour-by-hour – and in some cases – minute-by-minute tasks of their employees, in defending their classification decisions. Such a measure represents the wholesale abandonment of 70 years of case law, setting up potential challenges and further litigation.

Equally troubling are the additional costs that will be borne by every employer as they attempt to time-test employees for time spent in activities. In order to ensure the proper classification, employers would need to put into place systems or other reporting or monitoring measures for all of their employees. These systems would have to track not just hours worked, but the specific quantity of time spent performing exempt versus non-exempt tasks. Additionally, at a minimum, each category of employee and each employee would have to be evaluated separately. Time studies of this kind, which would be necessary to defend against litigation, can easily cost up to $100,000 which would be a significant burden for many employers. Such time testing may require new technology and systems that are not readily available. It also may require periodic retesting, thereby creating a recurring –as opposed to a one-time- cost. Adopting such a measure is imprudent and would prove unduly burdensome and ineffective, and merely create more confusion.

1. ***Executive Exemption***

During our meeting, you expressed concerns with the current "concurrent duties" test and asked our view on possible revisions to the test. We are predisposed to leaving it untouched. However, to the extent you are committed to making changes, we have a few suggestions which, in whole or in part, may address your stated concerns:

1. The current concurrent duties test set forth in 29 C.F.R. § 541.106 can be revised to delineate additional specific managerial duties that the manager, supervisor or assistant manager must also be performing before the rule would apply.

2. The Department could consider reinstituting a version of the pre-2004 "sole-charge" test, which permitted employers to classify one manager (who otherwise meets the duties test for the executive exemption) as exempt during each shift. This test is premised upon the commonsense notion that *someone* must be in charge, and therefore responsible for all management duties, during the entire time a store or business is open regardless of what other duties they may from time to time have to perform. Inclusion of the "sole-charge"

[15] The obvious example is California. We have heard from our members in California that this provision has created uncertainty about what an employer expected an employee to be doing and whether the employee was doing the specific job assigned. What sounds like a straightforward concept quickly becomes impractical when seen in the context of these expectations. Furthermore this provision, as predicted, has become a major source of class action litigation further draining employer resources and undermining the ability of employers to avail themselves of these statutory exemptions with confidence.

test could be used in addition to any other employees at the facility that otherwise meet the executive exemption test.

2. ***Administrative Exemption***

The Chamber appreciates the need for clarity; however we do not believe that regulations are a forum to re-litigate old arguments. We urge the Department not to revisit positions on which hundreds of millions of dollars in litigation costs have already been spent and which are well-settled by the courts. Positions such as pharmaceutical representatives, loan officers, and claims adjusters have been adjudicated. To attempt to overturn court decisions achieved in litigation through regulations would create massive uncertainty and instability, in direct contradiction to what the stated goal of this rulemaking.

3. ***Computer Employee Exemption***

As noted in the 2004 Preamble, the Department's authority to revise the primary duties that must be performed by exempt computer employees is limited by the language of Section 13(a)(17) of the Act. However, the Chamber would welcome the opportunity to work with the Department and Congress to develop a legislative solution to the statutory language that has not kept pace with developments in the computer industry.

III. ENFORCEMENT AND COMPLIANCE

The Chamber recognizes that to have effective regulations, the Department must—at the same time—have effective enforcement and mechanisms to drive compliance. The Chamber believes that the Department can improve its efforts in both arenas.

The Wage and Hour Division's (WHD) approach to FLSA enforcement has become increasingly focused on merely punishing the employer rather than seeking balanced resolutions—regardless of whether the agency is investigating an employer with a long history of violations, or an employer with no prior violations; and regardless of whether there is a clear violation or ambiguity in allegations. In order to achieve and maintain regulatory compliance, WHD must be willing to provide employers with meaningful compliance assistance and to support those employers who evaluate their wage and hour practices and seek to correct any mistakes with DOL supervision of any back wage payments. Instead, WHD's current practice is to offer negligible compliance assistance, refuse to supervise voluntary back wage payments, and to aggressively pursue maximum penalties regardless of the employer's compliance history. This position helps no one, least of all the employees.

Further, utilizing certain investigatory tactics – conducting unannounced investigations, threatening subpoena actions if overbroad documents requests are not responded to within 72 hours, and imposing civil money penalties and liquidated damages in almost every case – have impeded resolution and hindered cooperation. In many cases this has forced employers to contest these actions which only delays employees receiving their compensation. While the WHD should punish bad-faith employers who willfully and/or repeatedly violate the law, not every employer with a wage and hour violation should be handled the same way. Such an approach is counter-productive for good-faith employers who express a willingness to take corrective measures or redress mistakes. Without incentives for voluntary remediation, and

given WHD's limited investigation resources, an all-stick-no-carrot approach cannot effectively accomplish the agency's key mission to ensure our nation's employees are paid in compliance with the FLSA.

To have an effective enforcement program, an agency must have an effective compliance assistance program that provides employers with meaningful assistance regarding the compliance challenges posed by the FLSA in an era of rapidly changing technology. Recently, WHD's compliance assistance efforts appear focused primarily upon assisting employees and their advocacy groups in pursuing litigation against employers rather than helping employers achieve compliance through voluntary means short of litigation.

WHD should develop programs to recognize and reward good faith employers seeking to improve their compliance with the FLSA. We recommend:

- A Voluntary Settlement Program where employers who self-disclose a violation to WHD can agree to pay 100% of back wages, but are not subject to a third-year of willfulness back wages, liquidated damages or civil money penalties, and are issued WH-58 forms to obtain employee waivers;

- Awards for developing and implementing best practice compliance programs.

At the same time, the regulated community would be best served by the WHD reinstituting the 50-year practice of issuing Opinion Letters, providing an analysis of the specific facts present. Other agencies provide this level of guidance to employers and the agency will be fulfilling its mission by continuing the practice. Such efforts provide an invaluable resource to employers in assisting them to comply with the law.

IV. CONCLUSION

The anticipated Department of Labor regulations altering how the statutory exemptions to overtime compensation are applied threaten to upend years of settled law, create tremendous confusion, and have a significantly disruptive effect on millions of workplaces. Such a rulemaking should only be undertaken, if at all, after a thorough examination of the data describing the number of employees and workplaces that would be impacted, and the true nature and breadth of that impact. It should not be undertaken based on isolated or anecdotal examples of violations under the current regulatory regime. Included in the costs that must be accounted for ought to be those associated with the increase in litigation that such new regulations will inevitably create.

As we made clear during our meeting with you, there will also be significant negative impacts on employees who are forced to be reclassified from exempt to non-exempt. The Department must quantify and examine these closely before moving forward with any proposed regulation.

Finally, the WHD's approach to enforcement and compliance assistance must be revised. Any changes in these regulations must be accompanied by comprehensive compliance assistance including restoring the practice of issuing Opinion Letters to help employers understand how these regulations will apply to specific fact patterns. Similarly, the Wage and Hour Division's

approach to enforcement should be reexamined to distinguish those cases with egregious violations from those where the employer has made a good-faith error. Any changes to the Section 541 regulations will undoubtedly generate many of the latter cases.

We appreciate your consideration of these matters and the opportunity we had to meet with you. If we can provide you with any additional information or resources, please do not hesitate to contact me.

Sincerely,

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Appendix G

Additional Tables from CPS Survey Data

Table 4				
Weekly Earning Deciles Excluding Physicians, Lawyers, Teachers & Federal Employees				
Decile	Non-Hourly Workers	Hourly and Non-Hourly Workers	Non-Hourly South + Retail	Hourly and Non-Hourly South + Retail
Min	$0	$0	$0	$0
10	$500	$380	$461	$360
20	$654	$475	$600	$438
30	$769	$560	$731	$515
40	$923	$670	$846	$600
50	$1,058	$769	$962	$715
60	$1,250	$923	$1,153	$840
70	$1,461	$1,115	$1,346	$1,000
80	$1,789	$1,384	$1,634	$1,250
90	$2,308	$1,900	$2,173	$1,730
Max	$2,885	$2,885	$2,885	$2,885
Mean	$1,241	$969	$1,147	$894
Median	$1,058	$769	$962	$715
Mode	$2,885	$2,885	$2,885	$400
SE Mean	0.105	0.064	0.154	0.093
N each decile	4,472,458	9,551,000	1,915,979	4,131,164
Source: Current Population Survey, Public Use Microdata File, Merged 12 months outgoing rotations (Earner Study) supplement.				

Table 5					
Deciles of weekly earnings of non-hourly workers who usually work full time (35+hours per week)					
Decile	All 35 + Hours	Over 40 Hours	35 - 40 Hours	Difference	Percent Difference
Min	0	0	0	0	
10	$500	$673	$462	$211	45.8%
20	$673	$865	$600	$265	44.2%
30	$785	$1,000	$731	$269	36.8%
40	$923	$1,154	$846	$308	36.4%
50	$1,058	$1,350	$962	$388	40.4%
60	$1,250	$1,577	$1,153	$424	36.8%
70	$1,480	$1,923	$1,346	$577	42.9%
80	$1,826	$2,308	$1,558	$750	48.1%
90	$2,308	$2,885	$2,000	$885	44.2%
Max	$2,885	$2,885	$2,885		
Mean Weekly Earnings	$1,248	$1,537	$1,123	$414	36.9%
Source: Current Population Survey, Public Use Microdata File, Merged 12 months outgoing rotations (Earner Study) supplement.					

Table 6				
Proportions usually working over 40 hours per week by earnings deciles for non-hourly workers with usual hours full time (35+ hours) - 2013				
Decile	Usually over 40 hours percent	Number usually over 40 hours	Total number usually full time (35+ hours)	Mean total hours for the over 40 hours group
10	14.8%	756,043	5,108,988	53.7
20	16.9%	936,016	5,551,544	52.3
30	20.0%	637,435	3,181,224	51.7
40	25.3%	1,179,637	4,656,889	51.7
50	28.9%	1,360,210	4,702,797	52.0
60	31.2%	1,598,696	5,121,017	52.1
70	34.1%	1,398,610	4,097,593	52.1
80	36.5%	1,714,936	4,697,245	52.3
90	43.1%	1,967,304	4,567,403	52.8
Top Earners	58.0%	2,681,816	4,627,008	54.3
All	30.7%	14,230,703	46,311,707	52.7
Source: Current Population Survey, Public Use Microdata File, Merged 12 months outgoing rotations (Earner Study) supplement.				

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
1	Chief executives	87,417	1,018,180	1,105,597	92.1%
2	General and operations managers	139,889	840,908	980,797	85.7%
3	Advertising and promotions managers	6,289	46,904	53,193	88.2%
4	Marketing and sales managers	132,919	726,934	859,853	84.5%
5	Public relations managers	9,178	45,511	54,689	83.2%
6	Administrative services managers	36,697	80,650	117,347	68.7%
7	Computer and information systems managers	83,224	498,323	581,547	85.7%
8	Financial managers	229,744	935,797	1,165,541	80.3%
9	Compensation and benefits managers	3,426	8,609	12,035	71.5%
10	Human resources managers	36,343	185,174	221,517	83.6%
11	Training and development managers	9,810	23,739	33,549	70.8%
12	Industrial production managers	44,599	214,101	258,700	82.8%
13	Purchasing managers	41,735	142,239	183,974	77.3%
14	Transportation, storage, and distribution managers	85,747	172,799	258,546	66.8%
15	Farmers, ranchers, and other agricultural managers	32,519	74,489	107,008	69.6%
16	Construction managers	116,304	308,663	424,967	72.6%
17	Education administrators	105,086	641,015	746,101	85.9%
18	Engineering managers	18,024	99,096	117,120	84.6%
19	Food service managers	368,971	445,561	814,532	54.7%
20	Gaming managers	7,032	11,895	18,927	62.8%
21	Lodging managers	30,299	73,688	103,987	70.9%
22	Medical and health services managers	165,894	400,150	566,044	70.7%
23	Natural sciences managers	1,900	11,736	13,636	86.1%
24	Property, real estate, and community association managers	131,263	284,120	415,383	68.4%
25	Social and community service managers	80,599	238,029	318,628	74.7%
26	Emergency management directors	1,712	7,624	9,336	81.7%
27	Managers, all other	653,357	1,968,821	2,622,178	75.1%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
28	Agents and business managers of artists, performers, and athletes	16,779	29,293	46,072	63.6%
29	Purchasing agents and buyers, farm products	9,372	7,554	16,926	44.6%
30	Wholesale and retail buyers, except farm products	96,850	109,343	206,193	53.0%
31	Purchasing agents, except wholesale, retail, and farm products	114,997	171,883	286,880	59.9%
32	Claims adjusters, appraisers, examiners, and investigators	131,868	177,898	309,766	57.4%
33	Compliance officers	60,127	128,690	188,817	68.2%
34	Cost estimators	30,748	85,554	116,302	73.6%
35	Human resource workers	205,488	338,677	544,165	62.2%
36	Compensation, benefits, and job analysis specialists	33,592	43,709	77,301	56.5%
37	Training and development specialists	42,159	76,159	118,318	64.4%
38	Logisticians	38,097	58,671	96,768	60.6%
39	Management analysts	122,563	458,878	581,441	78.9%
40	Meeting, convention, and event planners	50,278	66,621	116,899	57.0%
41	Fundraisers	17,121	80,434	97,555	82.4%
42	Market research analysts and marketing specialists	46,125	165,327	211,452	78.2%
43	Business operations specialists, all other	82,862	109,718	192,580	57.0%
44	Accountants and auditors	512,594	1,157,577	1,670,171	69.3%
45	Appraisers and assessors of real estate	20,450	40,613	61,063	66.5%
46	Budget analysts	17,755	42,718	60,473	70.6%
47	Credit analysts	9,546	21,280	30,826	69.0%
48	Financial analysts	16,780	75,013	91,793	81.7%
49	Personal financial advisors	51,632	250,896	302,528	82.9%
50	Insurance underwriters	27,074	75,061	102,135	73.5%
51	Financial examiners	1,886	9,652	11,538	83.7%
52	Loan counselors and officers	136,210	238,861	375,071	63.7%
53	Tax examiners, collectors, and revenue agents	22,439	40,900	63,339	64.6%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
54	Tax prepares	35,212	45,463	80,675	56.4%
55	Financial specialists, all other	35,078	61,325	96,403	63.6%
56	Computer and information research scientists	3,237	12,888	16,125	79.9%
57	Computer systems analysts	100,276	360,735	461,011	78.2%
58	Information security analysts	13,665	39,654	53,319	74.4%
59	Computer programmers	104,191	347,816	452,007	76.9%
60	Software developers, applications and systems software	169,761	906,453	1,076,214	84.2%
61	Web developers	45,268	110,049	155,317	70.9%
62	Computer support specialists	237,730	267,543	505,273	53.0%
63	Database administrators	20,824	78,092	98,916	78.9%
64	Network and computer systems administrators	57,699	153,380	211,079	72.7%
65	Computer network architects	21,539	110,106	131,645	83.6%
66	Computer occupations, all other	119,956	263,953	383,909	68.8%
67	Actuaries	4,703	24,810	29,513	84.1%
68	Operations research analysts	35,500	86,131	121,631	70.8%
69	Mathematicians, statisticians and miscellaneous mathematical science occupations	17,948	54,916	72,864	75.4%
70	Architects, except naval	27,034	97,696	124,730	78.3%
71	Surveyors, cartographers, and photogrammetrists	18,521	17,037	35,558	47.9%
72	Aerospace engineers	30,778	109,387	140,165	78.0%
73	Agricultural and biomedical engineers	2,388	7,716	10,104	76.4%
74	Chemical engineers	12,839	45,970	58,809	78.2%
75	Civil engineers	87,199	252,474	339,673	74.3%
76	Computer hardware engineers	24,752	73,499	98,251	74.8%
77	Electrical and electronic engineers	67,785	216,193	283,978	76.1%
78	Environmental engineers	15,518	15,812	31,330	50.5%
79	Industrial engineers, including health and safety	39,822	147,136	186,958	78.7%
80	Marine engineers and naval architects	3,170	9,305	12,475	74.6%
81	Materials engineers	12,608	31,248	43,856	71.3%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
82	Mechanical engineers	62,278	239,739	302,017	79.4%
83	Mining and geological engineers, including mining safety engineers	4,035	11,692	15,727	74.3%
84	Nuclear engineers	697	3,842	4,539	84.6%
85	Petroleum engineers	2,014	32,821	34,835	94.2%
86	Engineers, all other	75,735	312,190	387,925	80.5%
87	Drafters	67,501	46,754	114,255	40.9%
88	Engineering technicians, except drafters	250,696	136,017	386,713	35.2%
89	Surveying and mapping technicians	30,240	21,334	51,574	41.4%
90	Agricultural and food scientists	12,452	22,228	34,680	64.1%
91	Biological scientists	27,113	85,205	112,318	75.9%
92	Conservation scientists and foresters	9,832	19,567	29,399	66.6%
93	Medical scientists and life scientists, all other	22,080	116,632	138,712	84.1%
94	Astronomers and physicists	5,028	8,511	13,539	62.9%
95	Atmospheric and space scientists	4,720	6,368	11,088	57.4%
96	Chemists and materials scientists	28,927	83,998	112,925	74.4%
97	Environmental scientists and geoscientists	31,488	52,199	83,687	62.4%
98	Physical scientists, all other	31,375	117,687	149,062	79.0%
99	Economists	2,408	26,796	29,204	91.8%
100	Psychologists	27,045	87,875	114,920	76.5%
101	Urban and regional planners	3,394	17,126	20,520	83.5%
102	Miscellaneous social scientists, including survey researchers and sociologists	17,584	38,159	55,743	68.5%
103	Agricultural and food science technicians	18,077	9,415	27,492	34.2%
104	Biological technicians	10,054	7,874	17,928	43.9%
105	Chemical technicians	41,929	24,139	66,068	36.5%
106	Geological and petroleum technicians	12,969	11,285	24,254	46.5%
107	Miscellaneous life, physical, and social science technicians	81,998	54,486	136,484	39.9%
108	Counselors	279,406	392,720	672,126	58.4%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
109	Social workers	293,463	412,006	705,469	58.4%
110	Probation officers and correctional treatment specialists	43,788	62,781	106,569	58.9%
111	Social and human service assistants	81,876	49,616	131,492	37.7%
112	Miscellaneous community and social service specialists, including health educators and community health workers	55,546	49,661	105,207	47.2%
113	Clergy	36,905	371,535	408,440	91.0%
114	Directors, religious activities and education	11,505	49,514	61,019	81.1%
115	Religious workers, all other	29,265	41,461	70,726	58.6%
116	Lawyers, Judges, magistrates, and other judicial workers	98,856	705,318	804,174	87.7%
117	Judicial law clerks	7,324	5,600	12,924	43.3%
118	Paralegals and legal assistants	180,666	206,179	386,845	53.3%
119	Miscellaneous legal support workers	102,680	116,100	218,780	53.1%
120	Postsecondary teachers	212,277	1,103,877	1,316,154	83.9%
121	Preschool and kindergarten teachers	372,642	297,747	670,389	44.4%
122	Elementary and middle school teachers	475,494	2,572,544	3,048,038	84.4%
123	Secondary school teachers	118,520	948,967	1,067,487	88.9%
124	Special education teachers	87,930	296,872	384,802	77.1%
125	Other teachers and instructors	359,203	235,408	594,611	39.6%
126	Archivists, curators, and museum technicians	15,302	28,093	43,395	64.7%
127	Librarians	73,416	116,124	189,540	61.3%
128	Library technicians	35,177	7,130	42,307	16.9%
129	Teacher assistants	630,591	293,632	924,223	31.8%
130	Other education, training, and library workers	61,679	108,481	170,160	63.8%
131	Artists and related workers	30,348	50,071	80,419	62.3%
132	Designers	293,735	316,719	610,454	51.9%
133	Actors	13,348	23,632	36,980	63.9%
134	Producers and directors	29,119	87,914	117,033	75.1%
135	Athletes, coaches, umpires, and related workers	123,165	125,676	248,841	50.5%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
Occupational Title		Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
136	Dancers and choreographers	2,119	9,509	11,628	81.8%
137	Musicians, singers, and related workers	29,707	77,158	106,865	72.2%
138	Entertainers and performers, sports and related workers, all other	8,038	10,465	18,503	56.6%
139	Announcers	14,437	20,034	34,471	58.1%
140	News analysts, reporters and correspondents	30,775	47,529	78,304	60.7%
141	Public relations specialists	31,981	93,727	125,708	74.6%
142	Editors	30,371	99,165	129,536	76.6%
143	Technical writers	13,173	50,201	63,374	79.2%
144	Writers and authors	28,008	74,296	102,304	72.6%
145	Miscellaneous media and communication workers	38,818	21,014	59,832	35.1%
146	Broadcast and sound engineering technicians and radio operators, ...	50,198	38,097	88,295	43.1%
147	Photographers	45,602	28,484	74,086	38.4%
148	Television, video, and motion picture camera operators and editors	27,144	30,092	57,236	52.6%
149	Chiropractors	762	15,010	15,772	95.2%
150	Dentists	13,428	61,862	75,290	82.2%
151	Dietitians and nutritionists	52,126	50,599	102,725	49.3%
152	Optometrists	9,690	10,451	20,141	51.9%
153	Pharmacists	129,346	140,266	269,612	52.0%
154	Physicians and surgeons	117,195	622,881	740,076	84.2%
155	Physician assistants	62,360	62,344	124,704	50.0%
156	Audiologists	1,227	8,903	10,130	87.9%
157	Occupational therapists	63,026	41,346	104,372	39.6%
158	Physical therapists	120,642	83,657	204,299	40.9%
159	Radiation therapists	12,991	2,367	15,358	15.4%
160	Recreational therapists	8,804	3,619	12,423	29.1%
161	Respiratory therapists	94,166	18,054	112,220	16.1%
162	Speech-language pathologists	37,273	86,594	123,867	69.9%
163	Exercise physiologists and therapists, all other	62,200	67,986	130,186	52.2%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
164	Veterinarians	14,674	39,078	53,752	72.7%
165	Registered nurses	1,994,629	835,355	2,829,984	29.5%
166	Nurse anesthetists	10,962	12,848	23,810	54.0%
167	Nurse midwives and nurse practitioners	52,327	72,660	124,987	58.1%
168	Health diagnosing and treating practitioners, all other	5,399	3,130	8,529	36.7%
169	Clinical laboratory technologists and technicians	258,391	92,932	351,323	26.5%
170	Dental hygienists	123,255	56,263	179,518	31.3%
171	Diagnostic related technologists and technicians	279,553	85,405	364,958	23.4%
172	Emergency medical technicians and paramedics	123,311	40,878	164,189	24.9%
173	Health diagnosing and treating practitioner support technicians	453,271	85,985	539,256	15.9%
174	Licensed practical and licensed vocational nurses	447,328	99,072	546,400	18.1%
175	Medical records and health information technicians	65,047	19,490	84,537	23.1%
176	Opticians, dispensing	32,750	13,426	46,176	29.1%
177	Miscellaneous health technologists and technicians	91,531	38,422	129,953	29.6%
178	Other healthcare practitioners and technical occupations, including podiatrists	31,421	46,337	77,758	59.6%
179	Nursing, psychiatric, and home health aides	1,792,402	257,107	2,049,509	12.5%
180	Occupational therapist assistants and aides	14,597	1,457	16,054	9.1%
181	Physical therapist assistants and aides	58,643	9,993	68,636	14.6%
182	Massage therapists	61,669	35,223	96,892	36.4%
183	Dental assistants	240,402	41,390	281,792	14.7%
184	Medical assistants	394,971	67,990	462,961	14.7%
185	Medical transcriptionists	30,716	12,040	42,756	28.2%
186	Pharmacy aides	27,426	5,681	33,107	17.2%
187	Veterinary assistants and laboratory animal caretakers	39,506	2,974	42,480	7.0%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
188	Phlebotomists	99,325	17,371	116,696	14.9%
189	Miscellaneous healthcare support occupations, including medical equipment preparers	131,240	25,260	156,500	16.1%
190	First-line supervisors/managers of correctional officers	15,936	17,839	33,775	52.8%
191	First-line supervisors/managers of police and detectives	51,361	61,911	113,272	54.7%
192	First-line supervisors/managers of fire fighting and prevention workers	28,295	32,432	60,727	53.4%
193	Supervisors, protective service workers, all other	44,853	48,120	92,973	51.8%
194	Fire fighters	160,694	145,264	305,958	47.5%
195	Fire inspectors	10,422	8,316	18,738	44.4%
196	Bailiffs, correctional officers, and jailers	258,798	162,498	421,296	38.6%
197	Detectives and criminal investigators	72,099	91,772	163,871	56.0%
198	Miscellaneous law enforcement workers	6,630	2,340	8,970	26.1%
199	Police officers	364,180	336,910	701,090	48.1%
200	Animal control workers	8,919	2,629	11,548	22.8%
201	Private detectives and investigators	34,574	40,010	74,584	53.6%
202	Security guards and gaming surveillance officers (33-9030)	646,604	182,518	829,122	22.0%
203	Crossing guards	45,401	10,696	56,097	19.1%
204	Transportation security screeners	20,824	7,380	28,204	26.2%
205	Lifeguards and other recreational and all other protective service workers	170,577	18,545	189,122	9.8%
206	Chefs and head cooks	256,560	154,892	411,452	37.6%
207	First-line supervisors/managers of food preparation and serving workers	377,837	150,962	528,799	28.5%
208	Cooks	1,763,904	178,962	1,942,866	9.2%
209	Food preparation workers	819,483	55,341	874,824	6.3%
210	Bartenders	333,916	57,469	391,385	14.7%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
Occupational Title		Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
211	Combined food preparation and serving workers, including fast food	368,921	16,593	385,514	4.3%
212	Counter attendants, cafeteria, food concession, and coffee shop	217,354	6,688	224,042	3.0%
213	Waiters and waitresses	1,907,994	205,363	2,113,357	9.7%
214	Food servers, nonrestaurant	196,970	30,062	227,032	13.2%
215	Food preparation and serving related workers, ...	325,626	39,752	365,378	10.9%
216	Dishwashers	280,604	16,324	296,928	5.5%
217	Hosts and hostesses, restaurant, lounge, and coffee shop	288,673	14,340	303,013	4.7%
218	First-line supervisors/managers of housekeeping and janitorial workers	124,203	75,332	199,535	37.8%
219	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	59,055	48,121	107,176	44.9%
220	Janitors and building cleaners	1,771,953	377,199	2,149,152	17.6%
221	Maids and housekeeping cleaners	988,746	206,811	1,195,557	17.3%
222	Pest control workers	40,482	21,935	62,417	35.1%
223	Grounds maintenance workers	814,203	176,565	990,768	17.8%
224	First-line supervisors/managers of gaming workers	57,788	53,250	111,038	48.0%
225	First-line supervisors/managers of personal service workers	48,541	39,437	87,978	44.8%
226	Animal trainers	10,657	7,559	18,216	41.5%
227	Nonfarm animal caretakers	93,319	34,822	128,141	27.2%
228	Gaming services workers	85,588	20,616	106,204	19.4%
229	Motion picture projectionists	2,575	0	2,575	0.0%
230	Ushers, lobby attendants, and ticket takers	43,565	108	43,673	0.2%
231	Miscellaneous entertainment attendants and related workers	142,451	29,542	171,993	17.2%
232	Embalmers and funeral attendants	12,583	1,850	14,433	12.8%
233	Morticians, undertakers, and funeral directors	14,283	19,085	33,368	57.2%
234	Barbers	26,872	49,760	76,632	64.9%
235	Hairdressers, hairstylists, and cosmetologists	218,265	286,128	504,393	56.7%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
Occupational Title		Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
236	Miscellaneous personal appearance workers	105,018	137,673	242,691	56.7%
237	Baggage porters, bellhops, and concierges	63,514	28,047	91,561	30.6%
238	Tour and travel guides	31,817	10,677	42,494	25.1%
239	Child care workers	654,654	201,537	856,191	23.5%
240	Personal and home care aides	933,598	210,303	1,143,901	18.4%
241	Recreation and fitness workers	270,620	118,154	388,774	30.4%
242	Residential advisors	26,038	21,085	47,123	44.7%
243	Personal care and service workers, all other	44,257	21,759	66,016	33.0%
244	First-line supervisors/managers of retail sales workers	1,251,891	1,272,617	2,524,508	50.4%
245	First-line supervisors/managers of non-retail sales workers	210,920	569,898	780,818	73.0%
246	Cashiers	2,983,121	288,553	3,271,674	8.8%
247	Counter and rental clerks	57,290	34,772	92,062	37.8%
248	Parts salespersons	59,876	35,143	95,019	37.0%
249	Retail salespersons	2,205,672	883,335	3,089,007	28.6%
250	Advertising sales agents	84,124	150,653	234,777	64.2%
251	Insurance sales agents	145,499	323,111	468,610	69.0%
252	Securities, commodities, and financial services sales agents	51,463	181,105	232,568	77.9%
253	Travel agents	29,058	25,932	54,990	47.2%
254	Sales representatives, services, all other	132,546	261,473	394,019	66.4%
255	Sales representatives, wholesale and manufacturing	314,107	854,398	1,168,505	73.1%
256	Models, demonstrators, and product promoters	58,489	11,678	70,167	16.6%
257	Real estate brokers and sales agents	94,408	365,015	459,423	79.5%
258	Sales engineers	454	32,897	33,351	98.6%
259	Telemarketers	62,430	14,574	77,004	18.9%
260	Door-to-door sales workers, news and street vendors, and related workers	30,273	56,965	87,238	65.3%
261	Sales and related workers, all other	97,113	107,023	204,136	52.4%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
262	First-line supervisors/managers of office and administrative support workers	646,792	705,768	1,352,560	52.2%
263	Switchboard operators, including answering service	23,699	3,651	27,350	13.3%
264	Telephone operators	20,078	8,251	28,329	29.1%
265	Communications equipment operators, all other	803	1,665	2,468	67.5%
266	Bill and account collectors	120,415	44,646	165,061	27.0%
267	Billing and posting clerks and machine operators	360,436	123,000	483,436	25.4%
268	Bookkeeping, accounting, and auditing clerks	680,398	393,239	1,073,637	36.6%
269	Gaming cage workers	12,543	1,718	14,261	12.0%
270	Payroll and timekeeping clerks	96,853	49,608	146,461	33.9%
271	Procurement clerks	15,993	14,978	30,971	48.4%
272	Tellers	274,772	80,949	355,721	22.8%
273	Financial clerks, all other	28,155	28,643	56,798	50.4%
274	Brokerage clerks	1,282	1,584	2,866	55.3%
275	Court, municipal, and license clerks	45,098	35,277	80,375	43.9%
276	Credit authorizers, checkers, and clerks	23,191	20,532	43,723	47.0%
277	Customer service representatives	1,537,204	554,888	2,092,092	26.5%
278	Eligibility interviewers, government programs	43,023	32,441	75,464	43.0%
279	File Clerks	190,311	63,661	253,972	25.1%
280	Hotel, motel, and resort desk clerks	96,561	12,862	109,423	11.8%
281	Interviewers, except eligibility and loan	106,419	38,962	145,381	26.8%
282	Library assistants, clerical	78,970	13,493	92,463	14.6%
283	Loan interviewers and clerks	89,763	72,301	162,064	44.6%
284	New accounts clerks	18,858	9,779	28,637	34.1%
285	Correspondence clerks and order clerks	79,894	28,894	108,788	26.6%
286	Human resources assistants, except payroll and timekeeping	62,048	80,286	142,334	56.4%
287	Receptionists and information clerks	1,080,567	221,518	1,302,085	17.0%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
288	Reservation and transportation ticket agents and travel clerks	87,654	33,605	121,259	27.7%
289	Information and record clerks, all other	71,508	30,607	102,115	30.0%
290	Cargo and freight agents	15,368	12,330	27,698	44.5%
291	Couriers and messengers	116,025	42,509	158,534	26.8%
292	Dispatchers	179,984	91,152	271,136	33.6%
293	Meter readers, utilities	25,790	2,988	28,778	10.4%
294	Postal service clerks	71,137	28,279	99,416	28.4%
295	Postal service mail carriers	220,654	92,471	313,125	29.5%
296	Postal service mail sorters, processors, and processing machine operators	62,240	18,217	80,457	22.6%
297	Production, planning, and expediting clerks	183,611	115,608	299,219	38.6%
298	Shipping, receiving, and traffic clerks	479,279	79,607	558,886	14.2%
299	Stock clerks and order fillers	1,334,463	153,368	1,487,831	10.3%
300	Weighers, measurers, checkers, and samplers, recordkeeping	63,684	16,893	80,577	21.0%
301	Secretaries and administrative assistants	1,674,789	1,075,226	2,750,015	39.1%
302	Computer operators	59,990	34,655	94,645	36.6%
303	Data entry keyers	224,115	71,364	295,479	24.2%
304	Word processors and typists	68,135	40,381	108,516	37.2%
305	Insurance claims and policy processing clerks	181,777	93,708	275,485	34.0%
306	Mail clerks and mail machine operators, except postal service	63,515	8,483	71,998	11.8%
307	Office clerks, general	822,094	321,851	1,143,945	28.1%
308	Office machine operators, except computer	34,835	11,138	45,973	24.2%
309	Proofreaders and copy markers	2,219	1,670	3,889	42.9%
310	Statistical assistants	11,598	10,842	22,440	48.3%
311	Office and administrative support workers, including desktop publishers	305,477	198,621	504,098	39.4%
312	First-line supervisors of farming, fishing, and forestry workers	17,560	17,015	34,575	49.2%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
Occupational Title		Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
313	Agricultural inspectors	7,291	5,551	12,842	43.2%
314	Graders and sorters, agricultural products	84,573	12,554	97,127	12.9%
315	Miscellaneous agricultural workers, including animal breeders	488,759	156,341	645,100	24.2%
316	Fishing and hunting workers	7,236	10,698	17,934	59.7%
317	Forest and conservation workers	8,124	5,760	13,884	41.5%
318	Logging workers	31,185	9,547	40,732	23.4%
319	First-line supervisors/managers of construction trades and extraction workers	327,249	198,524	525,773	37.8%
320	Boilermakers	12,810	3,428	16,238	21.1%
321	Brickmasons, blockmasons, and stonemasons	94,489	20,552	115,041	17.9%
322	Carpenters	604,647	179,497	784,144	22.9%
323	Carpet, floor, and tile installers and finishers	63,591	23,450	87,041	26.9%
324	Cement masons, concrete finishers, and terrazzo workers	36,732	10,407	47,139	22.1%
325	Construction laborers	1,032,653	236,793	1,269,446	18.7%
326	Paving, surfacing, and tamping equipment operators	16,117	3,189	19,306	16.5%
327	Construction equipment operators, except Paving, surfacing, and tamping equipment operators	279,300	51,556	330,856	15.6%
328	Drywall installers, ceiling tile installers, and tapers	62,891	25,920	88,811	29.2%
329	Electricians	530,322	134,204	664,526	20.2%
330	Glaziers	26,865	7,038	33,903	20.8%
331	Insulation workers	40,577	9,753	50,330	19.4%
332	Painters, construction and maintenance and paperhangers	292,437	79,675	372,112	21.4%
333	Pipelayers, plumbers, pipefitters, and steamfitters	355,072	107,005	462,077	23.2%
334	Plasterers and stucco masons	21,798	5,612	27,410	20.5%
335	Reinforcing iron and rebar workers	6,316	2,744	9,060	30.3%
336	Roofers	119,160	40,745	159,905	25.5%
337	Sheet metal workers	81,953	20,467	102,420	20.0%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
338	Structural iron and steel workers	36,411	5,449	41,860	13.0%
339	Helpers, construction trades	47,937	9,288	57,225	16.2%
340	Construction and building inspectors	44,178	32,555	76,733	42.4%
341	Elevator installers and repairers	20,931	6,236	27,167	23.0%
342	Fence erectors	20,712	4,662	25,374	18.4%
343	Hazardous materials removal workers	23,859	5,264	29,123	18.1%
344	Highway maintenance workers	66,055	30,074	96,129	31.3%
345	Rail-track laying and maintenance equipment operators	10,781	4,989	15,770	31.6%
346	Septic tank servicers and sewer pipe cleaners	4,421	2,278	6,699	34.0%
347	Miscellaneous construction and related workers, including photovoltaic installers	23,868	4,546	28,414	16.0%
348	Derrick, rotary drill, and service unit operators, oil, gas, and mining	28,573	9,931	38,504	25.8%
349	Earth drillers, except oil and gas	18,773	7,367	26,140	28.2%
350	Explosives workers, ordnance handling experts, and blasters	6,808	2,205	9,013	24.5%
351	Mining machine operators	45,095	15,201	60,296	25.2%
352	Roustabouts, oil and gas	10,394	1,448	11,842	12.2%
353	Other extraction workers, including roof bolters and helpers	72,316	23,412	95,728	24.5%
354	First-line supervisors/managers of mechanics, installers, and repairers	117,991	146,816	264,807	55.4%
355	Computer, automated teller, and office machine repairers	154,940	108,558	263,498	41.2%
356	Radio and telecommunications equipment installers and repairers	88,902	34,211	123,113	27.8%
357	Avionics technicians	8,691	1,229	9,920	12.4%
358	Electric motor, power tool, and related repairers	20,538	8,728	29,266	29.8%
359	Electrical and electronics repairers, transportation equipment, industrial and utility	14,432	5,219	19,651	26.6%
360	Electronic equipment installers and repairers, motor vehicles	19,857	4,591	24,448	18.8%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
Occupational Title		Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
361	Electronic home entertainment equipment installers and repairers	31,473	11,043	42,516	26.0%
362	Security and fire alarm systems installers	46,997	16,315	63,312	25.8%
363	Aircraft mechanics and service technicians	121,841	37,086	158,927	23.3%
364	Automotive body and related repairers	92,546	42,379	134,925	31.4%
365	Automotive glass installers and repairers	16,803	5,729	22,532	25.4%
366	Automotive service technicians and mechanics	509,722	213,287	723,009	29.5%
367	Bus and truck mechanics and diesel engine specialists	247,144	60,820	307,964	19.7%
368	Heavy vehicle and mobile equipment service technicians and mechanics	166,149	31,932	198,081	16.1%
369	Small engine mechanics	26,892	10,154	37,046	27.4%
370	Miscellaneous vehicle and mobile equipment mechanics, installers, and repairers	71,554	20,210	91,764	22.0%
371	Control and valve installers and repairers	17,611	7,420	25,031	29.6%
372	Heating, air conditioning, and refrigeration mechanics and installers	256,880	75,631	332,511	22.7%
373	Home appliance repairers	28,589	11,373	39,962	28.5%
374	Industrial and refractory machinery mechanics	370,588	74,539	445,127	16.7%
375	Maintenance and repair workers, general	341,979	95,670	437,649	21.9%
376	Maintenance workers, machinery	31,214	5,526	36,740	15.0%
377	Millwrights	60,222	4,635	64,857	7.1%
378	Electrical power-line installers and repairers	93,808	21,050	114,858	18.3%
379	Telecommunications line installers and repairers	133,499	47,174	180,673	26.1%
380	Precision instrument and equipment repairers	37,386	25,179	62,565	40.2%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
Occupational Title		Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
381	Coin, vending, and amusement machine servicers and repairers	23,080	12,600	35,680	35.3%
382	Locksmiths and safe repairers	9,758	6,806	16,564	41.1%
383	Manufactured building and mobile home installers	6,894	3,547	10,441	34.0%
384	Riggers	12,073	1,939	14,012	13.8%
385	Helpers--installation, maintenance, and repair workers	20,443	3,997	24,440	16.4%
386	Other installation, maintenance, and repair workers, ...	118,390	47,718	166,108	28.7%
387	First-line supervisors/managers of production and operating workers	414,385	280,964	695,349	40.4%
388	Aircraft structure, surfaces, rigging, and systems assemblers	14,767	1,150	15,917	7.2%
389	Electrical, electronics, and electromechanical assemblers	121,185	10,327	131,512	7.9%
390	Engine and other machine assemblers	15,547	4,393	19,940	22.0%
391	Structural metal fabricators and fitters	18,043	3,877	21,920	17.7%
392	Miscellaneous assemblers and fabricators	867,750	124,104	991,854	12.5%
393	Bakers	157,118	18,280	175,398	10.4%
394	Butchers and other meat, poultry, and fish processing workers	297,535	26,920	324,455	8.3%
395	Food and tobacco roasting, baking, and drying machine operators and tenders	7,191	1,034	8,225	12.6%
396	Food batchmakers	80,164	5,426	85,590	6.3%
397	Food cooking machine operators and tenders	6,652	1,157	7,809	14.8%
398	Food processing workers, all other	112,658	9,148	121,806	7.5%
399	Computer control programmers and operators	63,738	8,823	72,561	12.2%
400	Extruding and drawing machine setters, operators, and tenders, metal and plastic	14,933	956	15,889	6.0%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
Occupational Title		Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
401	Rolling machine setters, operators, and tenders and forging machine setters, operators, and tenders, metal and plastic	11,913	0	11,913	0.0%
402	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	63,779	8,153	71,932	11.3%
403	Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	48,503	2,117	50,620	4.2%
404	Lathe and turning machine tool setters, operators, and tenders, metal and plastic	11,090	107	11,197	1.0%
405	Machinists	348,184	50,183	398,367	12.6%
406	Metal furnace and kiln operators and tenders	19,671	2,924	22,595	12.9%
407	Molders and molding machine setters, operators, and tenders, metal and plastic	49,168	3,592	52,760	6.8%
408	Tool and die makers	48,794	5,920	54,714	10.8%
409	Welding, soldering, and brazing workers	463,579	78,485	542,064	14.5%
410	Plating and coating machine setters, operators, and tenders, metal and plastic	14,122	1,985	16,107	12.3%
411	Tool grinders, filers, and sharpeners	3,246	708	3,954	17.9%
412	Metalworkers and plastic workers, all other	333,291	33,032	366,323	9.0%
413	Prepress technicians and workers	20,006	6,903	26,909	25.7%
414	Printing press operators	165,184	20,509	185,693	11.0%
415	Print binding and finishing workers	19,965	2,231	22,196	10.1%
416	Laundry and dry-cleaning workers	121,766	23,121	144,887	16.0%
417	Pressers, textile, garment, and related materials	36,745	8,559	45,304	18.9%
418	Sewing machine operators	108,470	40,294	148,764	27.1%
419	Shoe and leather workers and repairers	5,719	1,050	6,769	15.5%
420	Tailors, dressmakers, and sewers	43,957	10,506	54,463	19.3%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
Occupational Title		Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
421	Textile cutting machine setters, operators, and tenders	4,903	2,029	6,932	29.3%
422	Textile knitting and weaving machine setters, operators, and tenders	3,263	0	3,263	0.0%
423	Textile winding, twisting, and drawing out machine setters, operators, and tenders (51-6064)	12,798	0	12,798	0.0%
424	Upholsterers	17,675	5,343	23,018	23.2%
425	Miscellaneous textile, apparel, and furnishings workers, except upholsterers	17,138	1,685	18,823	9.0%
426	Cabinetmakers and bench carpenters	30,771	2,856	33,627	8.5%
427	Furniture finishers	6,280	1,102	7,382	14.9%
428	Sawing machine setters, operators, and tenders, wood	24,452	3,907	28,359	13.8%
429	Woodworking machine setters, operators, and tenders, except sawing	17,847	2,038	19,885	10.2%
430	Miscellaneous woodworkers, including model makers and pattern makers	7,849	2,683	10,532	25.5%
431	Power plant operators, distributors, and dispatchers	30,819	9,749	40,568	24.0%
432	Stationary engineers and boiler operators	67,865	23,379	91,244	25.6%
433	Water and liquid waste treatment plant and system operators	57,282	11,576	68,858	16.8%
434	Miscellaneous plant and system operators	28,909	12,302	41,211	29.9%
435	Chemical processing machine setters, operators, and tenders	41,880	8,128	50,008	16.3%
436	Crushing, grinding, polishing, mixing, and blending workers	77,499	15,148	92,647	16.4%
437	Cutting workers	47,224	4,359	51,583	8.5%
438	Extruding, forming, pressing, and compacting machine setters, operators, and tenders	33,621	0	33,621	0.0%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
439	Furnace, kiln, oven, drier, and kettle operators and tenders	8,845	1,292	10,137	12.7%
440	Inspectors, testers, sorters, samplers, and weighers	519,624	163,745	683,369	24.0%
441	Jewelers and precious stone and metal workers	20,662	7,925	28,587	27.7%
442	Medical, dental, and ophthalmic laboratory technicians	58,344	14,747	73,091	20.2%
443	Packaging and filling machine operators and tenders	308,725	15,667	324,392	4.8%
444	Painting workers	104,695	26,908	131,603	20.4%
445	Photographic process workers and processing machine operators	34,130	7,173	41,303	17.4%
446	Cementing and gluing machine operators and tenders	9,862	1,070	10,932	9.8%
447	Cleaning, washing, and metal pickling equipment operators and tenders	4,382	0	4,382	0.0%
448	Etchers and engravers	3,769	1,113	4,882	22.8%
449	Molders, shapers, and casters, except metal and plastic	27,758	7,401	35,159	21.1%
450	Paper goods machine setters, operators, and tenders	22,092	294	22,386	1.3%
451	Tire builders	24,646	787	25,433	3.1%
452	Helpers--production workers	32,243	1,829	34,072	5.4%
453	Production workers, including semiconductor processors and cooling and freezing equipment operators	805,540	135,596	941,136	14.4%
454	Supervisors, transportation and material moving workers	106,871	74,139	181,010	41.0%
455	Aircraft pilots and flight engineers	49,959	74,992	124,951	60.0%
456	Air traffic controllers and airfield operations specialists	23,205	18,044	41,249	43.7%
457	Flight attendants (53-2031)	61,801	31,479	93,280	33.7%
458	Ambulance drivers and attendants, except emergency medical technicians	13,048	3,658	16,706	21.9%
459	Bus drivers	443,760	121,741	565,501	21.5%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
	Occupational Title	Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
460	Driver/sales workers and truck drivers	1,890,373	1,040,154	2,930,527	35.5%
461	Taxi drivers and chauffeurs	153,194	111,294	264,488	42.1%
462	Motor vehicle operators, all other	53,842	18,236	72,078	25.3%
463	Locomotive engineers and operators	28,472	23,002	51,474	44.7%
464	Railroad brake, signal, switch operators, conductors and yardmasters	34,443	25,665	60,108	42.7%
465	Subway, streetcar, and other rail transportation workers	1,918	2,822	4,740	59.5%
466	Sailors and marine oilers, and ship engineers	17,997	18,940	36,937	51.3%
467	Ship and boat captains and operators	14,091	19,464	33,555	58.0%
468	Parking lot attendants	76,692	11,634	88,326	13.2%
469	Service station attendants	92,335	9,603	101,938	9.4%
470	Transportation inspectors	27,901	15,276	43,177	35.4%
471	Transportation attendants, except flight attendants	31,146	9,492	40,638	23.4%
472	Other transportation workers, including bridge and lock tenders	17,450	7,618	25,068	30.4%
473	Crane and tower operators	61,266	9,640	70,906	13.6%
474	Dredge, excavating, and loading machine operators	23,862	5,022	28,884	17.4%
475	Hoist and winch operators, and conveyor operators and tenders	9,589	1,114	10,703	10.4%
476	Industrial truck and tractor operators	506,185	66,008	572,193	11.5%
477	Cleaners of vehicles and equipment	268,247	49,487	317,734	15.6%
478	Laborers and freight, stock, and material movers, hand	1,574,064	183,326	1,757,390	10.4%
479	Machine feeders and offbearers	21,410	843	22,253	3.8%
480	Packers and packagers, hand	454,706	36,106	490,812	7.4%
481	Pumping station operators	15,322	12,883	28,205	45.7%
482	Refuse and recyclable material collectors	78,012	15,057	93,069	16.2%

Table 7					
Hourly and Non-Hourly Workers by Occupation (includes both full-time and part-time workers 2013)					
Occupational Title		Hourly Worker	Non-hourly worker	All Workers	Percent non-hourly
483	Material moving workers, including mine shuttle operators and tank car, truck, and ship loaders	53,794	11,201	64,995	17.2%
	TOTALS	76,007,943	53,128,658	129,136,601	41.1%

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
1	Chief executives	$1,290	$2,099	44.4	48.5
2	General and operations managers	$1,047	$1,590	42.2	47.3
3	Advertising and promotions managers	$628	$1,744	38.9	44.4
4	Marketing and sales managers	$940	$1,623	41.6	45.8
5	Public relations managers	$1,529	$1,456	41.7	43.6
6	Administrative services managers	$1,009	$1,456	41.6	44.2
7	Computer and information systems managers	$1,308	$1,818	40.7	44.7
8	Financial managers	$856	$1,561	40.6	44.6
9	Compensation and benefits managers	$1,339	$1,416	40.0	41.0
10	Human resources managers	$1,027	$1,539	40.7	44.3
11	Training and development managers	$1,129	$1,488	41.8	44.9
12	Industrial production managers	$1,022	$1,499	43.0	46.0
13	Purchasing managers	$1,149	$1,536	41.3	43.5
14	Transportation, storage, and distribution managers	$822	$1,283	41.4	44.1
15	Farmers, ranchers, and other agricultural managers	$673	$1,073	44.7	51.3
16	Construction managers	$1,204	$1,474	43.2	45.9
17	Education administrators	$859	$1,449	41.0	44.9
18	Engineering managers	$1,523	$2,002	43.8	46.2
19	Food service managers	$583	$1,045	41.2	48.9
20	Gaming managers	$749	$1,610	39.8	43.4
21	Lodging managers	$858	$1,230	42.4	48.5
22	Medical and health services managers	$1,103	$1,522	41.5	44.3
23	Natural sciences managers	$960	$1,856	40.0	47.1

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
24	Property, real estate, and community association managers	$761	$1,226	40.8	42.6
25	Social and community service managers	$1,014	$1,282	40.5	44.2
26	Emergency management directors	$1,241	$1,684	40.0	41.2
27	Managers, all other	$1,060	$1,541	41.5	44.7
28	Agents and business managers of artists, performers, and athletes	$650	$1,635	40.0	46.3
29	Purchasing agents and buyers, farm products	$545	$2,025	40.0	50.2
30	Wholesale and retail buyers, except farm products	$772	$1,153	40.2	43.9
31	Purchasing agents, except wholesale, retail, and farm products	$839	$1,323	40.9	42.5
32	Claims adjusters, appraisers, examiners, and investigators	$878	$1,229	40.1	41.6
33	Compliance officers	$956	$1,479	40.3	43.3
34	Cost estimators	$841	$1,219	40.8	43.4
35	Human resource workers	$876	$1,305	40.7	42.5
36	Compensation, benefits, and job analysis specialists	$960	$1,328	40.0	41.8
37	Training and development specialists	$760	$1,423	40.5	42.2
38	Logisticians	$1,007	$1,271	41.8	42.6
39	Management analysts	$1,161	$1,682	41.2	44.1
40	Meeting, convention, and event planners	$849	$1,251	40.2	43.9
41	Fundraisers	$688	$1,282	39.8	42.9

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
42	Market research analysts and marketing specialists	$862	$1,417	40.7	43.9
43	Business operations specialists, all other	$867	$1,403	41.0	41.7
44	Accountants and auditors	$925	$1,409	40.2	42.8
45	Appraisers and assessors of real estate	$890	$1,383	40.6	42.4
46	Budget analysts	$1,092	$1,562	40.7	40.5
47	Credit analysts	$836	$1,343	41.5	43.0
48	Financial analysts	$973	$1,793	40.8	48.5
49	Personal financial advisors	$1,005	$1,699	40.5	45.0
50	Insurance underwriters	$1,020	$1,242	40.9	41.7
51	Financial examiners	$992	$1,474	42.1	42.2
52	Loan counselors and officers	$885	$1,328	40.9	42.4
53	Tax examiners, collectors, and revenue agents	$1,107	$1,170	40.0	40.4
54	Tax prepares	$590	$1,425	40.1	44.3
55	Financial specialists, all other	$682	$1,536	39.5	43.2
56	Computer and information research scientists	$1,227	$1,775	40.0	42.3
57	Computer systems analysts	$1,229	$1,524	41.1	42.8
58	Information security analysts	$1,291	$1,564	40.0	42.5
59	Computer programmers	$1,175	$1,512	40.8	42.1
60	Software developers, applications and systems software	$1,415	$1,729	40.4	42.7
61	Web developers	$952	$1,311	39.3	42.9
62	Computer support specialists	$925	$1,289	40.2	41.3
63	Database administrators	$977	$1,535	45.5	42.1
64	Network and computer systems administrators	$1,052	$1,447	40.2	42.3
65	Computer network architects	$1,349	$1,763	41.8	44.6

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
66	Computer occupations, all other	$1,000	$1,353	40.7	42.6
67	Actuaries	$2,448	$1,992	47.3	42.3
68	Operations research analysts	$1,274	$1,591	40.6	42.0
69	Mathematicians, statisticians and miscellaneous mathematical science occupations	$1,563	$1,549	40.4	42.1
70	Architects, except naval	$1,070	$1,398	40.6	44.2
71	Surveyors, cartographers, and photogrammetrists	$1,051	$1,307	42.0	40.3
72	Aerospace engineers	$1,746	$1,841	44.5	42.5
73	Agricultural and biomedical engineers	$925	$1,697	40.0	43.2
74	Chemical engineers	$1,132	$1,862	42.6	45.3
75	Civil engineers	$1,279	$1,552	41.1	43.0
76	Computer hardware engineers	$1,330	$1,650	41.3	43.5
77	Electrical and electronic engineers	$1,307	$1,655	41.3	43.9
78	Environmental engineers	$1,351	$1,602	39.6	41.8
79	Industrial engineers, including health and safety	$1,172	$1,493	41.3	42.8
80	Marine engineers and naval architects	$1,195	$1,491	40.9	41.9
81	Materials engineers	$1,333	$1,678	40.0	42.8
82	Mechanical engineers	$1,312	$1,654	41.3	43.4
83	Mining and geological engineers, including mining safety engineers	$1,676	$1,757	42.7	49.9
84	Nuclear engineers	$2,372	$1,701	40.0	40.0
85	Petroleum engineers	$1,686	$1,861	53.5	45.5
86	Engineers, all other	$1,323	$1,677	41.8	43.3
87	Drafters	$1,045	$1,090	41.6	42.4

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
88	Engineering technicians, except drafters	$1,012	$1,209	41.7	41.8
89	Surveying and mapping technicians	$912	$1,234	42.3	44.8
90	Agricultural and food scientists	$841	$1,395	41.3	41.9
91	Biological scientists	$1,148	$1,313	40.7	44.6
92	Conservation scientists and foresters	$1,150	$1,004	40.0	40.9
93	Medical scientists and life scientists, all other	$1,137	$1,495	40.7	43.8
94	Astronomers and physicists	$2,247	$1,722	40.0	44.9
95	Atmospheric and space scientists	$1,425	$1,448	40.0	42.6
96	Chemists and materials scientists	$1,065	$1,376	42.2	42.3
97	Environmental scientists and geoscientists	$1,100	$1,584	40.6	42.1
98	Physical scientists, all other	$1,151	$1,659	40.6	43.8
99	Economists	$1,757	$1,979	40.3	43.0
100	Psychologists	$1,214	$1,340	40.7	41.7
101	Urban and regional planners	$1,196	$1,396	39.8	43.0
102	Miscellaneous social scientists, including survey researchers and sociologists	$950	$1,399	39.8	43.4
103	Agricultural and food science technicians	$719	$985	41.0	40.4
104	Biological technicians	$811	$905	43.0	41.2
105	Chemical technicians	$995	$813	41.7	42.4
106	Geological and petroleum technicians	$1,162	$1,663	51.4	41.2
107	Miscellaneous life, physical, and social science technicians	$861	$1,043	40.8	42.1

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
108	Counselors	$822	$1,076	39.9	41.4
109	Social workers	$878	$1,045	40.1	40.8
110	Probation officers and correctional treatment specialists	$952	$1,031	40.4	40.1
111	Social and human service assistants	$732	$920	40.2	41.3
112	Miscellaneous community and social service specialists, including health educators and community health workers	$707	$1,081	40.5	41.6
113	Clergy	$1,135	$1,114	41.3	47.1
114	Directors, religious activities and education	$830	$1,011	41.2	43.8
115	Religious workers, all other	$501	$833	38.5	49.7
116	Lawyers, Judges, magistrates, and other judicial workers	$1,521	$1,933	43.5	46.3
117	Judicial law clerks	$906	$1,505	38.7	40.9
118	Paralegals and legal assistants	$846	$998	40.2	40.5
119	Miscellaneous legal support workers	$819	$1,117	39.8	41.5
120	Postsecondary teachers	$922	$1,365	40.9	44.2
121	Preschool and kindergarten teachers	$577	$948	39.5	41.1
122	Elementary and middle school teachers	$932	$1,099	40.5	42.8
123	Secondary school teachers	$1,097	$1,165	39.9	43.7
124	Special education teachers	$688	$1,132	38.5	41.9
125	Other teachers and instructors	$807	$1,237	40.0	42.2
126	Archivists, curators, and museum technicians	$1,050	$1,174	40.2	41.3
127	Librarians	$893	$1,059	39.0	40.8

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
128	Library technicians	$691	$966	38.6	39.5
129	Teacher assistants	$582	$624	38.3	39.0
130	Other education, training, and library workers	$910	$1,267	40.1	42.8
131	Artists and related workers	$1,010	$1,322	42.0	42.8
132	Designers	$911	$1,243	40.8	42.6
133	Actors	$0	$795	0.0	40.2
134	Producers and directors	$870	$1,436	43.2	43.2
135	Athletes, coaches, umpires, and related workers	$658	$1,251	40.3	47.2
136	Dancers and choreographers	$1,818	$706	40.0	35.5
137	Musicians, singers, and related workers	$1,109	$1,071	52.1	44.1
138	Entertainers and performers, sports and related workers, all other	$541	$1,015	38.7	42.0
139	Announcers	$775	$1,083	40.2	43.2
140	News analysts, reporters and correspondents	$1,042	$1,383	40.6	42.8
141	Public relations specialists	$857	$1,473	40.7	44.4
142	Editors	$719	$1,289	39.7	43.2
143	Technical writers	$1,280	$1,539	40.7	41.4
144	Writers and authors	$765	$1,330	39.3	42.4
145	Miscellaneous media and communication workers	$872	$852	39.4	39.4
146	Broadcast and sound engineering technicians and radio operators, ...	$1,070	$1,139	42.1	42.6
147	Photographers	$881	$1,198	39.9	41.5
148	Television, video, and motion picture camera operators and editors	$1,126	$1,349	43.2	44.5

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
149	Chiropractors	$1,215	$1,528	40.0	42.1
150	Dentists	$1,008	$1,891	39.0	43.3
151	Dietitians and nutritionists	$897	$1,079	39.2	40.2
152	Optometrists	$1,543	$1,928	38.7	49.5
153	Pharmacists	$1,741	$1,831	40.0	41.9
154	Physicians and surgeons	$1,575	$1,992	44.7	53.3
155	Physician assistants	$1,265	$1,601	41.4	46.8
156	Audiologists	$985	$1,395	40.0	42.8
157	Occupational therapists	$1,325	$1,384	39.6	40.5
158	Physical therapists	$1,306	$1,442	39.7	41.6
159	Radiation therapists	$1,096	$1,678	39.6	40.0
160	Recreational therapists	$903	$1,188	38.8	40.0
161	Respiratory therapists	$1,084	$1,261	38.8	39.5
162	Speech-language pathologists	$1,141	$1,323	39.3	40.8
163	Exercise physiologists and therapists, all other	$956	$932	39.2	43.0
164	Veterinarians	$1,342	$1,610	42.0	46.7
165	Registered nurses	$1,146	$1,264	39.5	41.1
166	Nurse anesthetists	$2,020	$2,368	40.4	44.0
167	Nurse midwives and nurse practitioners	$1,501	$1,661	41.0	42.2
168	Health diagnosing and treating practitioners, all other	$606	$1,766	40.0	45.9
169	Clinical laboratory technologists and technicians	$904	$1,104	40.2	40.3
170	Dental hygienists	$1,010	$1,264	38.1	41.2
171	Diagnostic related technologists and technicians	$984	$1,053	40.3	41.1
172	Emergency medical technicians and paramedics	$835	$1,153	44.4	47.7
173	Health diagnosing and treating practitioner support technicians	$668	$906	39.4	40.3

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
174	Licensed practical and licensed vocational nurses	$796	$1,034	40.0	41.1
175	Medical records and health information technicians	$720	$1,037	40.2	39.8
176	Opticians, dispensing	$667	$1,089	39.2	43.3
177	Miscellaneous health technologists and technicians	$839	$1,493	40.2	41.2
178	Other healthcare practitioners and technical occupations, including podiatrists	$1,076	$1,218	41.0	42.1
179	Nursing, psychiatric, and home health aides	$505	$667	40.2	41.1
180	Occupational therapist assistants and aides	$925	$615	39.5	40.0
181	Physical therapist assistants and aides	$742	$850	40.4	40.0
182	Massage therapists	$621	$722	38.6	39.7
183	Dental assistants	$576	$683	39.1	39.1
184	Medical assistants	$571	$697	39.7	39.8
185	Medical transcriptionists	$650	$618	40.0	40.7
186	Pharmacy aides	$696	$630	39.4	40.3
187	Veterinary assistants and laboratory animal caretakers	$444	$709	39.6	42.0
188	Phlebotomists	$602	$806	40.3	43.9
189	Miscellaneous healthcare support occupations, including medical equipment preparers	$528	$808	39.6	41.7
190	First-line supervisors/managers of correctional officers	$957	$1,139	41.9	44.8
191	First-line supervisors/managers of police and detectives	$1,178	$1,267	43.3	42.4

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
192	First-line supervisors/managers of fire fighting and prevention workers	$1,357	$1,200	49.5	47.5
193	Supervisors, protective service workers, all other	$781	$1,125	41.2	45.2
194	Fire fighters	$1,114	$1,215	49.7	51.6
195	Fire inspectors	$857	$1,044	40.9	40.7
196	Bailiffs, correctional officers, and jailers	$790	$842	41.2	41.7
197	Detectives and criminal investigators	$1,107	$1,379	41.9	44.0
198	Miscellaneous law enforcement workers	$699	$732	39.5	40.5
199	Police officers	$1,074	$1,166	42.2	41.7
200	Animal control workers	$742	$490	39.9	38.4
201	Private detectives and investigators	$900	$1,223	41.0	45.4
202	Security guards and gaming surveillance officers (33-9030)	$599	$840	40.6	41.0
203	Crossing guards	$788	$676	39.8	42.0
204	Transportation security screeners	$846	$854	40.5	40.4
205	Lifeguards and other recreational and all other protective service workers	$564	$767	39.0	39.5
206	Chefs and head cooks	$565	$832	40.8	48.2
207	First-line supervisors/managers of food preparation and serving workers	$513	$778	40.3	45.6
208	Cooks	$453	$575	39.5	44.0
209	Food preparation workers	$428	$612	39.6	41.2
210	Bartenders	$593	$638	40.1	40.1

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
211	Combined food preparation and serving workers, including fast food	$454	$502	39.2	39.7
212	Counter attendants, cafeteria, food concession, and coffee shop	$359	$635	38.4	41.8
213	Waiters and waitresses	$484	$597	39.3	42.2
214	Food servers, nonrestaurant	$594	$802	39.4	40.7
215	Food preparation and serving related workers, ...	$467	$494	38.9	38.6
216	Dishwashers	$412	$420	41.2	45.8
217	Hosts and hostesses, restaurant, lounge, and coffee shop	$423	$532	40.3	40.1
218	First-line supervisors/managers of housekeeping and janitorial workers	$641	$972	41.4	43.8
219	First-line supervisors/managers of landscaping, lawn service, and groundskeeping workers	$833	$981	41.4	44.6
220	Janitors and building cleaners	$543	$659	40.0	40.8
221	Maids and housekeeping cleaners	$465	$484	39.6	39.9
222	Pest control workers	$717	$758	41.8	41.3
223	Grounds maintenance workers	$508	$617	40.5	41.5
224	First-line supervisors/managers of gaming workers	$675	$1,042	40.5	45.1
225	First-line supervisors/managers of personal service workers	$690	$766	39.8	44.5
226	Animal trainers	$837	$1,132	40.2	49.9
227	Nonfarm animal caretakers	$462	$530	39.4	40.9
228	Gaming services workers	$704	$889	39.9	41.6
229	Motion picture projectionists	$621	$0	38.8	0.0

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
230	Ushers, lobby attendants, and ticket takers	$515	$0	44.0	0.0
231	Miscellaneous entertainment attendants and related workers	$506	$882	39.1	42.2
232	Embalmers and funeral attendants	$685	$845	44.0	40.0
233	Morticians, undertakers, and funeral directors	$1,196	$860	43.1	44.3
234	Barbers	$598	$501	39.1	41.8
235	Hairdressers, hairstylists, and cosmetologists	$522	$574	39.8	39.5
236	Miscellaneous personal appearance workers	$577	$586	40.9	43.4
237	Baggage porters, bellhops, and concierges	$481	$802	39.7	41.3
238	Tour and travel guides	$534	$1,158	39.1	45.4
239	Child care workers	$451	$509	40.0	44.4
240	Personal and home care aides	$492	$616	41.6	47.1
241	Recreation and fitness workers	$539	$678	40.7	42.3
242	Residential advisors	$470	$806	39.5	45.9
243	Personal care and service workers, all other	$714	$691	42.6	43.5
244	First-line supervisors/managers of retail sales workers	$610	$1,081	40.6	46.6
245	First-line supervisors/managers of non-retail sales workers	$734	$1,339	42.4	45.5
246	Cashiers	$446	$771	39.2	41.9
247	Counter and rental clerks	$567	$891	40.3	43.8
248	Parts salespersons	$629	$887	42.5	42.8
249	Retail salespersons	$562	$1,026	40.2	43.8
250	Advertising sales agents	$760	$1,235	41.2	43.2
251	Insurance sales agents	$680	$1,178	40.0	42.3

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
252	Securities, commodities, and financial services sales agents	$781	$1,548	40.4	45.1
253	Travel agents	$810	$836	40.0	40.7
254	Sales representatives, services, all other	$773	$1,339	40.7	44.3
255	Sales representatives, wholesale and manufacturing	$715	$1,409	41.7	45.2
256	Models, demonstrators, and product promoters	$654	$951	40.0	45.8
257	Real estate brokers and sales agents	$647	$1,148	40.6	44.4
258	Sales engineers	$1,000	$1,898	40.0	44.0
259	Telemarketers	$560	$687	39.8	41.4
260	Door-to-door sales workers, news and street vendors, and related workers	$663	$818	40.9	43.1
261	Sales and related workers, all other	$671	$1,360	39.7	45.1
262	First-line supervisors/managers of office and administrative support workers	$742	$1,068	40.9	42.6
263	Switchboard operators, including answering service	$650	$679	39.7	51.1
264	Telephone operators	$554	$683	38.5	40.0
265	Communications equipment operators, all other	$493	$481	40.0	40.0
266	Bill and account collectors	$576	$810	40.1	40.9
267	Billing and posting clerks and machine operators	$646	$864	40.3	40.5
268	Bookkeeping, accounting, and auditing clerks	$692	$881	40.2	40.8
269	Gaming cage workers	$597	$1,250	40.0	40.0

Table 8					
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Occupation Title		Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
270	Payroll and timekeeping clerks	$713	$936	40.4	41.2
271	Procurement clerks	$818	$1,624	40.0	46.6
272	Tellers	$514	$698	39.2	39.7
273	Financial clerks, all other	$597	$1,021	41.1	42.8
274	Brokerage clerks	$769	$1,167	40.3	40.0
275	Court, municipal, and license clerks	$666	$806	40.0	39.9
276	Credit authorizers, checkers, and clerks	$684	$1,110	40.3	41.9
277	Customer service representatives	$625	$979	40.2	41.9
278	Eligibility interviewers, government programs	$825	$880	40.0	39.7
279	File Clerks	$658	$818	39.7	40.4
280	Hotel, motel, and resort desk clerks	$487	$533	40.5	46.5
281	Interviewers, except eligibility and loan	$626	$925	39.5	42.5
282	Library assistants, clerical	$583	$970	39.5	40.6
283	Loan interviewers and clerks	$735	$960	40.7	41.7
284	New accounts clerks	$607	$860	40.3	41.9
285	Correspondence clerks and order clerks	$586	$847	40.3	41.4
286	Human resources assistants, except payroll and timekeeping	$766	$1,145	40.3	41.9
287	Receptionists and information clerks	$563	$709	39.7	40.5
288	Reservation and transportation ticket agents and travel clerks	$663	$1,261	40.4	46.1
289	Information and record clerks, all other	$710	$975	40.1	41.4
290	Cargo and freight agents	$671	$862	40.7	41.3

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
291	Couriers and messengers	$799	$814	42.6	41.7
292	Dispatchers	$676	$873	41.0	42.6
293	Meter readers, utilities	$613	$1,074	40.1	40.0
294	Postal service clerks	$966	$950	41.4	40.8
295	Postal service mail carriers	$928	$995	41.6	41.4
296	Postal service mail sorters, processors, and processing machine operators	$836	$976	40.1	42.1
297	Production, planning, and expediting clerks	$765	$1,034	40.9	43.1
298	Shipping, receiving, and traffic clerks	$617	$719	40.7	40.4
299	Stock clerks and order fillers	$549	$741	40.0	40.9
300	Weighers, measurers, checkers, and samplers, recordkeeping	$692	$972	40.9	41.8
301	Secretaries and administrative assistants	$691	$873	40.1	40.8
302	Computer operators	$744	$986	40.0	39.9
303	Data entry keyers	$645	$833	40.0	40.2
304	Word processors and typists	$631	$818	39.4	39.9
305	Insurance claims and policy processing clerks	$638	$889	39.9	41.1
306	Mail clerks and mail machine operators, except postal service	$621	$694	39.4	39.7
307	Office clerks, general	$612	$800	40.0	40.2
308	Office machine operators, except computer	$554	$767	40.0	40.4
309	Proofreaders and copy markers	$627	$741	40.0	44.2
310	Statistical assistants	$855	$964	39.8	40.5
311	Office and administrative support workers, including desktop publishers	$713	$987	40.0	41.1

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
Occupation Title		Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
312	First-line supervisors of farming, fishing, and forestry workers	$508	$1,087	43.7	56.1
313	Agricultural inspectors	$712	$1,575	40.1	44.7
314	Graders and sorters, agricultural products	$450	$617	41.5	40.4
315	Miscellaneous agricultural workers, including animal breeders	$483	$547	44.1	47.5
316	Fishing and hunting workers	$513	$1,004	41.5	74.9
317	Forest and conservation workers	$597	$1,091	40.7	44.5
318	Logging workers	$572	$722	43.6	45.0
319	First-line supervisors/managers of construction trades and extraction workers	$1,095	$1,213	43.7	46.2
320	Boilermakers	$1,137	$1,058	42.8	54.0
321	Brickmasons, blockmasons, and stonemasons	$852	$986	40.8	43.9
322	Carpenters	$804	$706	41.0	41.6
323	Carpet, floor, and tile installers and finishers	$732	$537	40.6	41.4
324	Cement masons, concrete finishers, and terrazzo workers	$757	$846	41.0	41.0
325	Construction laborers	$709	$792	41.0	42.4
326	Paving, surfacing, and tamping equipment operators	$813	$593	45.1	40.0
327	Construction equipment operators, except Paving, surfacing, and tamping equipment operators	$941	$999	43.3	43.8
328	Drywall installers, ceiling tile installers, and tapers	$679	$603	40.5	41.2

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
Occupation Title		Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
329	Electricians	$1,018	$1,101	41.6	42.1
330	Glaziers	$652	$737	39.9	41.7
331	Insulation workers	$822	$633	40.5	42.1
332	Painters, construction and maintenance and paperhangers	$662	$736	40.4	42.2
333	Pipelayers, plumbers, pipefitters, and steamfitters	$1,047	$1,021	41.7	41.7
334	Plasterers and stucco masons	$653	$1,161	39.7	42.5
335	Reinforcing iron and rebar workers	$1,084	$515	42.4	40.0
336	Roofers	$702	$622	41.4	41.2
337	Sheet metal workers	$874	$813	41.5	45.0
338	Structural iron and steel workers	$914	$1,019	41.6	40.0
339	Helpers, construction trades	$636	$380	40.9	42.1
340	Construction and building inspectors	$1,017	$1,058	41.0	42.9
341	Elevator installers and repairers	$1,282	$1,410	40.4	40.4
342	Fence erectors	$730	$602	39.9	38.0
343	Hazardous materials removal workers	$703	$863	42.0	45.6
344	Highway maintenance workers	$832	$775	40.2	40.3
345	Rail-track laying and maintenance equipment operators	$941	$735	40.4	39.7
346	Septic tank servicers and sewer pipe cleaners	$659	$1,154	40.0	44.4
347	Miscellaneous construction and related workers, including photovoltaic installers	$741	$636	40.1	54.9

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Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
348	Derrick, rotary drill, and service unit operators, oil, gas, and mining	$1,059	$1,626	52.4	59.9
349	Earth drillers, except oil and gas	$1,137	$944	53.0	50.3
350	Explosives workers, ordnance handling experts, and blasters	$1,185	$839	51.2	44.6
351	Mining machine operators	$1,231	$1,335	49.4	55.2
352	Roustabouts, oil and gas	$732	$875	48.5	62.4
353	Other extraction workers, including roof bolters and helpers	$1,052	$1,299	50.8	58.7
354	First-line supervisors/managers of mechanics, installers, and repairers	$983	$1,237	42.8	46.4
355	Computer, automated teller, and office machine repairers	$824	$1,122	40.5	41.4
356	Radio and telecommunications equipment installers and repairers	$1,031	$1,077	41.4	41.3
357	Avionics technicians	$1,042	$807	40.8	40.0
358	Electric motor, power tool, and related repairers	$908	$940	40.9	44.4
359	Electrical and electronics repairers, transportation equipment, industrial and utility	$986	$1,031	40.6	47.7
360	Electronic equipment installers and repairers, motor vehicles	$1,062	$1,306	42.1	49.7
361	Electronic home entertainment equipment installers and repairers	$774	$918	41.8	41.8
362	Security and fire alarm systems installers	$850	$990	40.7	42.3

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Occupation Title		Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
363	Aircraft mechanics and service technicians	$987	$1,134	40.8	41.1
364	Automotive body and related repairers	$700	$810	40.4	42.0
365	Automotive glass installers and repairers	$794	$801	40.1	40.9
366	Automotive service technicians and mechanics	$782	$806	41.4	43.1
367	Bus and truck mechanics and diesel engine specialists	$875	$851	41.9	42.6
368	Heavy vehicle and mobile equipment service technicians and mechanics	$967	$1,226	43.6	48.4
369	Small engine mechanics	$699	$885	44.1	44.5
370	Miscellaneous vehicle and mobile equipment mechanics, installers, and repairers	$549	$628	41.2	47.7
371	Control and valve installers and repairers	$1,144	$946	41.7	42.7
372	Heating, air conditioning, and refrigeration mechanics and installers	$901	$953	41.7	41.5
373	Home appliance repairers	$805	$911	40.1	46.7
374	Industrial and refractory machinery mechanics	$960	$1,032	42.9	42.8
375	Maintenance and repair workers, general	$879	$795	41.5	41.4
376	Maintenance workers, machinery	$760	$750	41.1	40.0
377	Millwrights	$1,172	$1,103	45.4	41.6
378	Electrical power-line installers and repairers	$1,040	$1,039	42.0	42.3

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
379	Telecommunications line installers and repairers	$988	$993	41.2	42.7
380	Precision instrument and equipment repairers	$957	$1,009	40.7	42.4
381	Coin, vending, and amusement machine servicers and repairers	$718	$908	41.3	40.2
382	Locksmiths and safe repairers	$833	$711	40.6	39.7
383	Manufactured building and mobile home installers	$1,110	$636	41.8	42.0
384	Riggers	$1,217	$800	51.1	45.7
385	Helpers--installation, maintenance, and repair workers	$713	$300	40.4	40.0
386	Other installation, maintenance, and repair workers, ...	$788	$1,132	41.5	44.0
387	First-line supervisors/managers of production and operating workers	$866	$1,161	42.2	44.4
388	Aircraft structure, surfaces, rigging, and systems assemblers	$720	$1,050	41.8	40.0
389	Electrical, electronics, and electromechanical assemblers	$559	$681	41.2	41.6
390	Engine and other machine assemblers	$1,092	$1,275	44.9	42.3
391	Structural metal fabricators and fitters	$758	$1,665	42.0	50.0
392	Miscellaneous assemblers and fabricators	$630	$773	41.0	41.3
393	Bakers	$581	$610	41.2	40.0
394	Butchers and other meat, poultry, and fish processing workers	$575	$833	40.6	43.7

Table 8					
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	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
395	Food and tobacco roasting, baking, and drying machine operators and tenders	$552	$1,423	39.9	40.0
396	Food batchmakers	$562	$1,039	40.5	40.8
397	Food cooking machine operators and tenders	$400	$250	42.7	47.8
398	Food processing workers, all other	$632	$886	41.0	47.2
399	Computer control programmers and operators	$844	$1,205	42.1	43.3
400	Extruding and drawing machine setters, operators, and tenders, metal and plastic	$649	$184	43.5	38.0
401	Rolling machine setters, operators, and tenders and forging machine setters, operators, and tenders, metal and plastic	$798	$0	40.7	0.0
402	Cutting, punching, and press machine setters, operators, and tenders, metal and plastic	$587	$987	41.9	41.4
403	Grinding, lapping, polishing, and buffing machine tool setters, operators, and tenders, metal and plastic	$692	$1,113	42.0	40.0
404	Lathe and turning machine tool setters, operators, and tenders, metal and plastic	$781	$1,442	44.4	40.0
405	Machinists	$835	$964	42.7	43.2
406	Metal furnace and kiln operators and tenders	$818	$1,324	42.0	41.9

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
Occupation Title		Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
407	Molders and molding machine setters, operators, and tenders, metal and plastic	$762	$881	41.7	40.8
408	Tool and die makers	$911	$702	42.6	42.5
409	Welding, soldering, and brazing workers	$789	$883	42.2	42.7
410	Plating and coating machine setters, operators, and tenders, metal and plastic	$665	$1,092	40.6	47.6
411	Tool grinders, filers, and sharpeners	$1,004	$1,153	43.0	55.0
412	Metalworkers and plastic workers, all other	$646	$823	41.6	41.8
413	Prepress technicians and workers	$619	$827	40.0	48.3
414	Printing press operators	$708	$718	40.6	41.4
415	Print binding and finishing workers	$475	$916	39.6	41.2
416	Laundry and dry-cleaning workers	$427	$564	39.5	41.4
417	Pressers, textile, garment, and related materials	$467	$404	39.3	43.9
418	Sewing machine operators	$451	$520	39.9	41.2
419	Shoe and leather workers and repairers	$602	$0	40.0	0.0
420	Tailors, dressmakers, and sewers	$500	$575	39.1	43.0
421	Textile cutting machine setters, operators, and tenders	$558	$981	42.7	40.0
422	Textile knitting and weaving machine setters, operators, and tenders	$485	$0	40.0	0.0

Table 8					
Hourly and Usual Full-time Non-Hourly Workers by Occupation, Mean Weekly Earnings and Mean Weekly Usual Hours					
	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
423	Textile winding, twisting, and drawing out machine setters, operators, and tenders (51-6064)	$532	$0	39.7	0.0
424	Upholsterers	$616	$662	40.3	41.8
425	Miscellaneous textile, apparel, and furnishings workers, except upholsterers	$495	$1,426	40.3	40.0
426	Cabinetmakers and bench carpenters	$552	$0	39.8	0.0
427	Furniture finishers	$672	$0	41.4	0.0
428	Sawing machine setters, operators, and tenders, wood	$634	$584	43.0	40.0
429	Woodworking machine setters, operators, and tenders, except sawing	$582	$753	41.2	40.0
430	Miscellaneous woodworkers, including model makers and pattern makers	$643	$467	40.1	41.8
431	Power plant operators, distributors, and dispatchers	$1,227	$1,491	42.8	43.1
432	Stationary engineers and boiler operators	$921	$1,209	40.9	44.3
433	Water and liquid waste treatment plant and system operators	$852	$942	41.1	46.3
434	Miscellaneous plant and system operators	$1,014	$1,050	43.1	43.4
435	Chemical processing machine setters, operators, and tenders	$882	$720	40.8	41.9
436	Crushing, grinding, polishing, mixing, and blending workers	$784	$1,232	41.6	43.1
437	Cutting workers	$585	$441	40.3	40.0

Table 8					
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	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
438	Extruding, forming, pressing, and compacting machine setters, operators, and tenders	$630	$0	40.2	0.0
439	Furnace, kiln, oven, drier, and kettle operators and tenders	$844	$1,250	45.3	52.0
440	Inspectors, testers, sorters, samplers, and weighers	$784	$1,093	41.8	44.8
441	Jewelers and precious stone and metal workers	$642	$678	40.6	41.5
442	Medical, dental, and ophthalmic laboratory technicians	$717	$1,169	40.3	41.5
443	Packaging and filling machine operators and tenders	$545	$636	40.5	41.5
444	Painting workers	$689	$815	41.3	41.4
445	Photographic process workers and processing machine operators	$558	$877	40.3	39.7
446	Cementing and gluing machine operators and tenders	$560	$400	41.6	37.0
447	Cleaning, washing, and metal pickling equipment operators and tenders	$481	$0	40.0	0.0
448	Etchers and engravers	$880	$852	40.0	40.0
449	Molders, shapers, and casters, except metal and plastic	$591	$629	40.6	44.8
450	Paper goods machine setters, operators, and tenders	$827	$0	40.3	0.0
451	Tire builders	$669	$1,442	40.3	40.0
452	Helpers--production workers	$527	$0	40.4	0.0

Table 8					
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	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
453	Production workers, including semiconductor processors and cooling and freezing equipment operators	$655	$826	40.9	42.4
454	Supervisors, transportation and material moving workers	$789	$1,124	42.0	46.1
455	Aircraft pilots and flight engineers	$1,129	$1,976	41.7	44.7
456	Air traffic controllers and airfield operations specialists	$1,874	$1,620	40.0	40.5
457	Flight attendants (53-2031)	$1,068	$942	41.1	45.4
458	Ambulance drivers and attendants, except emergency medical technicians	$688	$725	40.3	40.0
459	Bus drivers	$649	$727	39.7	41.0
460	Driver/sales workers and truck drivers	$767	$921	43.2	48.4
461	Taxi drivers and chauffeurs	$692	$658	42.4	46.3
462	Motor vehicle operators, all other	$525	$854	40.0	49.2
463	Locomotive engineers and operators	$1,275	$1,506	52.8	46.4
464	Railroad brake, signal, switch operators, conductors and yardmasters	$1,098	$1,323	45.6	48.3
465	Subway, streetcar, and other rail transportation workers	$1,104	$1,276	41.2	57.3
466	Sailors and marine oilers, and ship engineers	$1,220	$1,579	58.8	68.0
467	Ship and boat captains and operators	$1,389	$1,602	60.3	51.5
468	Parking lot attendants	$472	$730	40.0	51.7

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	Occupation Title	Full-Time Hourly Workers Weekly Earnings (Mean)	Full-Time Non-Hourly Workers Earnings (Mean	Full-Time Hourly Workers Usual Weekly Hours	Full-Time Non-Hourly Workers Usual Weekly Hours
469	Service station attendants	$516	$752	40.3	48.5
470	Transportation inspectors	$968	$1,324	44.3	40.2
471	Transportation attendants, except flight attendants	$764	$942	41.5	40.5
472	Other transportation workers, including bridge and lock tenders	$722	$928	39.8	40.0
473	Crane and tower operators	$993	$1,635	46.0	44.0
474	Dredge, excavating, and loading machine operators	$859	$848	45.3	49.0
475	Hoist and winch operators, and conveyor operators and tenders	$1,168	$0	46.7	0.0
476	Industrial truck and tractor operators	$629	$718	41.5	41.8
477	Cleaners of vehicles and equipment	$494	$540	40.4	41.1
478	Laborers and freight, stock, and material movers, hand	$583	$724	41.0	42.2
479	Machine feeders and offbearers	$534	$385	40.8	40.0
480	Packers and packagers, hand	$511	$443	40.5	40.2
481	Pumping station operators	$1,041	$908	43.1	47.9
482	Refuse and recyclable material collectors	$691	$659	41.4	44.0
483	Material moving workers, including mine shuttle operators and tank car, truck, and ship loaders	$774	$925	42.9	42.3
484	All Occupations	$738	$1,250	40.8	43.7