

## **Office of Foreign Labor Certification CW-1 Wage Table** ***September 30, 2020***

The Northern Mariana Islands U.S. Workforce Act of 2018 requires that the Department of Labor issue prevailing wages for the CW-1 program based on an occupational wage survey conducted by the Governor of the Commonwealth of the Northern Mariana Islands (CNMI) should such a survey be conducted and include the occupation for which a CW-1 visa is sought. In the absence of an approved occupational wage survey, the Occupational Employment Statistics (OES) mean wage for the particular Standard Occupational Classification (SOC) in Guam will be considered the prevailing wage. Where there is no Guam OES mean wage, the prevailing wage issued will be the national mean wage adjusted for purposes of the CW-1 visa program. The wages in the CW-1 Wage Table are effective starting September 30, 2020, and will be valid through June 30, 2021.

The CNMI Governor submitted an occupational wage survey to the Office of Foreign Labor Certification (OFLC), which was conducted using 2018 SOC occupations. Currently, OFLC uses the 2010 SOC occupations to issue prevailing determinations. The wage table (see Table III below) contains 820 SOC occupations:

- 402 are assigned the Governor's survey wage data;
- 74 are assigned the Guam OES mean wage data; and
- 344 are assigned the Adjusted OES wage data.

Sixty-three 2018 SOC surveyed occupations did not directly align with the 2010 SOC occupations. Rather, these occupations aligned with at least one or more 2010 SOC occupations. OFLC assigned the wage using the 2010 SOC occupation that most closely corresponded with the surveyed 2018 SOC occupation. See Table 1 below.

OFLC did not accept 14 2018 SOC surveyed occupations because of the lack of association between the 2018 SOC surveyed occupations and the 2010 SOC occupations. Therefore, there was no 2010 SOC occupation with which to associate the 2018 SOC survey wage. See Table II below.

The wages issued for the CW-1 program are based on the wage source available at the time a prevailing wage determination is issued. Employers issued the Guam OES mean wage that is subsequently replaced by an approved survey wage must file a new application in order to receive the survey wage. A request to change a prevailing determination from OES wage to survey wage is not considered a valid appeal.

The validity period for each individual determination is based upon the date that determination was issued, but it shall not be valid for fewer than 90 days. The validity period of the prevailing wage determination is listed at the bottom of each page of the determination as well as in Section E of Form ETA-9141C, the Application for Prevailing Wage Determination. Form ETA-9141C must be submitted, via the FLAG system, during the prevailing wage determination validity period.

**Table I**

This table provides explanations of the 63 2018 SOC surveyed occupations for the 2010 SOC occupations used on prevailing wage determinations.

<b>2010 SOC Code</b>	<b>2010 SOC Title</b>	<b>SOC Changes and Governor's Survey Wages</b>
11-3011	Administrative Services Managers	The detailed 2010 SOC code 11-3011-Administrative Services Managers occupation was broken into two new SOC occupations, SOC 11-3012 Administrative Services Managers and 11-3013 Facilities Managers. The 2020 survey provided wages at the broad level for the 11-3013 Facilities Manager occupation. Used the survey wage for the SOC code 11-3012 Administrative Services Managers.
11-9031	Education Administrators, Preschool and Childcare Center/Program	The SOC title changed from the 2010 SOC code 11-9031 - Education Administrators, Preschool and Childcare Center/Program. Used wages for the surveyed occupation 11-9031 - Education and Childcare Administrators, Preschool and Daycare.
11-9032	Education Administrators, Elementary and Secondary School	The SOC title changed from the 2010 SOC code 11-9032 - Education Administrators, Elementary and Secondary School. Used wages for the surveyed occupation 11-9032 - Education Administrators, Kindergarten through Secondary.
11-9071	Gaming Managers	The SOC title changed from the 2010 SOC code 11-9071 - Gaming Managers. Used wages for the surveyed occupation 11-9071 - Gambling Managers.
13-2021	Appraisers and Assessors of Real Estate	The SOC code change from 2010 SOC code 13-2021 - Appraisers and Assessors of Real Estate. Used wages for the surveyed occupation 13-2023 - Appraisers and Assessors of Real Estate.
13-2051	Financial Analysts	The SOC title changed from the 2010 SOC code 13-2051 – Financial Analysts. Used wages for the surveyed occupation 13-2051 - Financial and Investment Analysts.
15-1121	Computer Systems Analysts	The SOC code change from 2010 SOC 15-1121 – Computer Systems Analysts. Used wages for the surveyed occupation 15-1211 - Computer Systems Analysts.

<b>2010 SOC Code</b>	<b>2010 SOC Title</b>	<b>SOC Changes and Governor's Survey Wages</b>
15-1111	Computer and Information Research Scientists	The SOC code change from 2010 SOC 15-1111 - Computer and Information Research Scientists. Used wages for the surveyed occupation 15-1221 - Computer and Information Research Scientists.
15-1152	Computer Network Support Specialists	The SOC code change from 2010 SOC 15-1152 - Computer Network Support Specialists. Used wages for the surveyed occupation 15-1231 - Computer Network Support Specialists.
15-1143	Computer Network Architects	The SOC code change from 2010 SOC 15-1143 - Computer Network Architects. Used wages for the surveyed occupation 15-1241 - Computer Network Architects.
15-1141	Database Administrators	The SOC code change from 2010 SOC 15-1141 - Database Administrators. Used wages for the surveyed occupation 15-1242 - Database Administrators.
15-1142	Network and Computer Systems Administrators.	The SOC code change from 2010 SOC 15-1142 - Network and Computer Systems Administrators. Used wages for the surveyed occupation 15-1244 - Network and Computer Systems Administrators.
15-1131	Computer Programmers	The SOC code change from 2010 SOC 15-1131 - Computer Programmers. Used wages for the surveyed occupation 15-1251 - Computer Programmers.
15-1132	Software Developers, Applications	Combines two existing 2010 SOC occupations, 15-1132 – Software Developers, Applications and 15-1133 – Software Developers, Systems Software. Used wages for the surveyed occupation 15-1252 - Software Developers.
15-1133	Software Developers, Systems Software	Combines two existing 2010 SOC occupations, 15-1132 – Software Developers, Applications and 15-1133 – Software Developers, Systems Software. Used wages for the surveyed occupation 15-1252 - Software Developers.
15-1134	Web Developers	The SOC code change from 2010 SOC 15-1134 - Web Developers. Used wages for the surveyed occupation 15-1254 - Web Developers.
15-1199	Computer Occupations, All Other	The SOC code change from 2010 SOC 15-1199- Computer Occupations, All Other. Used wages for the surveyed occupation 15-1299 - Computer Occupations, All Other.

<b>2010 SOC Code</b>	<b>2010 SOC Title</b>	<b>SOC Changes and Governor's Survey Wages</b>
17-2031	Biomedical Engineers	The SOC title changed from the 2010 SOC code 17-2031 - Biomedical Engineers. Used wages for the surveyed occupation 17-2031 - Bioengineers and Biomedical Engineers.
17-3022	Civil Engineering Technicians	The SOC title changed from the 2010 SOC code 17-3022 - Civil Engineering Technicians. Used wages for the surveyed occupation 17-3022 - Civil Engineering Technologists and Technicians.
17-3027	Mechanical Engineering Technicians	The SOC title changed from the 2010 SOC code 17-3027 - Mechanical Engineering Technicians. Used wages for the surveyed occupation 17-3027 - Mechanical Engineering Technologists and Technicians.
17-3029	Engineering Technicians, Except Drafters, All Other	The SOC title changed from the 2010 SOC code 17-3029 - Engineering Technicians, Except Drafters, All Other. Used wages for the surveyed occupation 17-3029 - Engineering Technologists and Technicians, Except Drafters, All Other.
19-4093	Forest and Conservation Technicians	The SOC code change from 2010 SOC 19-4093 - Forest and Conservation Technicians. Used wages for the surveyed occupation 19-4071 - Forest and Conservation Technicians.
21-1012	Educational, Guidance, School, and Vocational Counselors	The SOC title changed from the 2010 SOC code 21-1012 - Educational, Guidance, School, and Vocational Counselors. Used wages for the surveyed occupation 21-1012 - Educational, Guidance, and Career Counselors and Advisors.
21-1091	Health Educators	The SOC title changed from the 2010 SOC code 21-1091 - Health Educators. Used wages for the surveyed occupation 21-1091 - Health Education Specialists.
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	The SOC title changed from the 2010 SOC code 25-3011 - Adult Basic and Secondary Education and Literacy Teachers and Instructors. Used wages for the surveyed occupation 25-3011 - Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors.
25-3021	Self-Enrichment Education Teachers	The SOC title changed from the 2010 SOC code 25-3021 - Self-Enrichment Education Teachers. Used wages for the surveyed occupation 25-3021 - Self-Enrichment Teachers.

<b>2010 SOC Code</b>	<b>2010 SOC Title</b>	<b>SOC Changes and Governor's Survey Wages</b>
25-4021	Librarians	Combines two existing 2010 SOC occupations, 25-4021 – Librarians and 25-9011 - Audio-Visual and Multimedia Collections Specialists. Used survey wages for surveyed occupation 25-4022 - Librarians and Media Collections Specialists.
25-9011	Audio-Visual and Multimedia Collections Specialists	Combines two existing 2010 SOC occupations, 25-4021 – Librarians and 25-9011 - Audio-Visual and Multimedia Collections Specialists. Used survey wages for surveyed occupation 25-4022 - Librarians and Media Collections Specialists.
25-9021	Farm and Home Management Advisors	The SOC title change from 2010 SOC code 25-9021 - Farm and Home Management Advisors. Used wages for the surveyed occupation 25-9021 - Farm and Home Management Educators.
27-3021	Broadcast News Analysts	Combines two existing 2010 SOC occupations, 27-3021- Broadcast News Analysts and 27-3022 - Reporters and Correspondents. Used wages for the surveyed occupation 27-3023 - News Analysts, Reporters, and Journalists.
27-3022	Reporters and Correspondents	Combines two existing 2010 SOC occupations, 27-3021- Broadcast News Analysts and 27-3022 - Reporters and Correspondents. Used wages for the surveyed occupation 27-3023 - News Analysts, Reporters, and Journalists.
29-1061	Anesthesiologists	SOC code change from 2010 SOC code 29-1061 - Anesthesiologists. Used wages for the surveyed occupation 29-1211 - Anesthesiologists.
29-1062	Family and General Practitioners	The SOC code and title change from 2010 SOC code 29-1062 - Family and General Practitioners. Used wages for the surveyed occupation 29-1215 - Family Medicine Physicians.
29-1063	Internists, General	The SOC code and title change from 2010 SOC code 29-1063 - Internists, General. Used wages for the surveyed occupation 29-1216 - General Internal Medicine Physicians.
29-1064	Obstetricians and Gynecologists	The SOC code change from 2010 SOC code 29-1064 - Obstetricians and Gynecologists. Used wages for the surveyed occupation 29-1218 - Obstetricians and Gynecologists.

<b>2010 SOC Code</b>	<b>2010 SOC Title</b>	<b>SOC Changes and Governor's Survey Wages</b>
29-1065	Pediatricians, General	The SOC code change from 2010 SOC code 29-1065 - Pediatricians, General. Used wages for the surveyed occupation 29-1221 - Pediatricians, General.
29-1066	Psychiatrists	The SOC code change from 2010 SOC code 29-1066 - Psychiatrists. Used wages for the surveyed occupation 29-1223 - Psychiatrists.
29-1069	Physicians and Surgeons, All Other	The SOC code change from 2010 SOC code 29-1069 - Physicians and Surgeons, All Other. Used wages for the surveyed occupation 29-1229 - Physicians, All Other.
29-2021	Dental Hygienists	The SOC code change from 2010 SOC code 29-2021 - Dental Hygienists. Used wages for the surveyed occupation 29-1292 - Dental Hygienists.
29-2034	Radiologic Technologists	The SOC title change from 2010 SOC code 29-2034 - Radiologic Technologists. Used wages for the surveyed occupation 29-2034 - Radiologic Technologists and Technicians.
31-1011	Home Health Aides	The SOC code change from 2010 SOC code 31-1011 - Home Health Aides. Used wages for the surveyed occupation 31-1121 - Home Health Aides.
31-1014	Nursing Assistants	The SOC code change from 2010 SOC code 31-1014 - Nursing Assistants. Used wages for the surveyed occupation 31-1131 - Nursing Assistants.
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	Combines two existing 2010 SOC occupations, 35-3021 - Combined Food Preparation and Serving Workers, Including Fast Food and 35-3022 - Counter Attendants, Cafeteria, Food Concession, and Coffee Shop. Used wages for the surveyed occupation 35-3023 - Fast Food and Counter Workers.
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	Combines two existing 2010 SOC occupations, 35-3021 - Combined Food Preparation and Serving Workers, Including Fast Food and 35-3022 - Counter Attendants, Cafeteria, Food Concession, and Coffee Shop. Used wages for the surveyed occupation 35-3023 - Fast Food and Counter Workers.
39-3019	Gaming Service Workers, All Other	The SOC title change from 2010 SOC code 39-3019 - Gaming Service Workers, All Other. Used wages for the surveyed occupation 39-3019 - Gambling Service Workers, All Other.

<b>2010 SOC Code</b>	<b>2010 SOC Title</b>	<b>SOC Changes and Governor's Survey Wages</b>
39-9031	Fitness Trainers and Aerobics Instructors	The SOC title change from 2010 SOC code 39-9031 - Fitness Trainers and Aerobics Instructors. Used wages for the surveyed occupation 39-9031 - Exercise Trainers and Group Fitness Instructors.
43-3041	Gaming Cage Workers.	The SOC title change from 2010 SOC code 43-3041 - Gaming Cage Workers. Used wages for the surveyed occupation 43-3041 - Gambling Cage Workers.
43-5031	Police, Fire, and Ambulance Dispatchers	The SOC title change from 2010 SOC code 43-5031 - Police, Fire, and Ambulance Dispatchers. Used wages for the surveyed occupation 43-5031 - Public Safety Telecommunicators.
43-5071	Shipping, Receiving, and Traffic Clerks	The SOC title change from 2010 SOC code 43-5071 - Shipping, Receiving, and Traffic Clerks. Used wages for the surveyed occupation 43-5071 - Shipping, Receiving, and Inventory Clerks.
43-5081	Stock Clerks and Order Fillers	The SOC code and title change from 2010 SOC code 43-5081 - Stock Clerks and Order Fillers. Used wages for the surveyed occupation 53-7065- Stockers and Order Fillers.
43-6012	Legal Secretaries	The SOC title change from 2010 SOC code 43-6012 - Legal Secretaries. Used wages for the surveyed occupation 43-6012 - Legal Secretaries and Administrative Assistants.
43-6013	Medical Secretaries	The SOC title change from 2010 SOC code 43-6013 - Medical Secretaries. Used wages for the surveyed occupation 43-6013 - Medical Secretaries and Administrative Assistants.
47-2044	Tile and Marble Setters	The SOC title changed from the 2010 SOC code 47-2044 - Tile and Marble Setters. Used wages for the surveyed occupation 47-2044 - Tile and Stone Setters.
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	The SOC title change from 2010 SOC code 49-2097 - Electronic Home Entertainment Equipment Installers and Repairers. Used wages for the surveyed occupation 49-2097 - Audiovisual Equipment Installers and Repairers.
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	The SOC code change from 2010 SOC code 51-9121 - Coating, Painting, and Spraying Machine Setters, Operators, and Tenders. Used wages for the surveyed occupation 51-9124 - Coating, Painting, and Spraying Machine Setters, Operators, and Tenders.

<b>2010 SOC Code</b>	<b>2010 SOC Title</b>	<b>SOC Changes and Governor's Survey Wages</b>
53-1011	Aircraft Cargo Handling Supervisors	The SOC code change from 2010 SOC code 53-1011 - Aircraft Cargo Handling Supervisors. Used wages for the surveyed occupation 53-1041 - Aircraft Cargo Handling Supervisors.
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	The SOC code change from 2010 SOC code 53-1021 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand. Used wages for the surveyed occupation 53-1042 - First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand.
53-3033	Light Truck or Delivery Services Drivers	The SOC title change from 2010 SOC code 53-3033 - Light Truck or Delivery Services Drivers. Used wages for the surveyed occupation 53-3033 - Light Truck Drivers.
53-3021	Bus Drivers, Transit and Intercity	The SOC code change from 2010 SOC code 53-3021 - Bus Drivers, Transit and Intercity. Used wages for the surveyed occupation 53-3052- Bus Drivers, Transit and Intercity.
53-6021	Parking Lot Attendants	The SOC title change from 2010 SOC code 53-6021 - Parking Lot Attendants. Used wages for the surveyed occupation 53-6021 - Parking Attendants.
53-6061	Transportation Attendants, Except Flight Attendants	The SOC title change from 2010 SOC code 53-6061 - Transportation Attendants, Except Flight Attendants. Used wages for the surveyed occupation 53-6061 - Passenger Attendants.
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	The SOC code change from 2010 SOC code 53-1031- First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators. Used wages for the surveyed occupation 53-1043 - First-Line Supervisors of Material-Moving Machine and Vehicle Operators.
53-3041	Taxi Drivers and Chauffeurs	The detailed 2010 SOC code 53-3041 - Taxi Drivers and Chauffeurs occupation was broken into two new SOC occupations, SOC 53-3053 - Shuttle Drivers and Chauffeurs and 53-3054 - Taxi Drivers. The survey provided the broad level wage for both of the new occupations and is used.

**Table II**

This table shows the 14 2018 surveyed occupations that OFLC did not accept.

<b>2018 SOC Code</b>	<b>2018 SOC Title</b>	<b>SOC Changes and Governor's Survey</b>
11-3013	Facilities Managers	The detailed 2010 SOC code 11-3011-Administrative Services Managers occupation was broken into two new SOC occupations, SOC 11-3012 -Administrative Services Managers and 11-3013 Facilities Managers. The 2020 survey provided wages at the broad level for the 11-3013 Facilities Manager occupation. Used the survey wage for the SOC code 11- 3012-Administrative Services Managers.
11-9072	Entertainment and Recreation Managers, Except Gambling	New SOC due to breakout from 2010 11-9199 - Managers, All Other occupation, including title and definition. Did not use survey wage data because not all of the components of the 2010 SOC 11-9199 were included in the survey.
11-9179	Personal Service Managers, All Other	New SOC due to breakout from 2010 11-9199 - Managers, All Other occupation, including title and definition. Did not use survey wage data because not all of the components of the 2010 SOC 11-9199 were included in the survey.
13-1082	Project Management Specialists	New SOC due to breakout from 2010 11-9199 - Managers, All Other and 13-1199 - Business Operations Specialists, All Other occupations, including title and definition. Did not use survey wage data because not all of the components of the 2010 SOC 11-9199 and SOC 13-1199 were included in the survey.
13-2022	Appraisers of Personal and Business Property	This new 2018 occupation does not have a direct crosswalk from one or more 2010 occupations.
25-3031	Substitute Teachers, Short-Term	New SOC due to breakout from 2010 25-3099 - Teachers and Instructors, All Other occupation, including title and definition. Did not use survey wage data because not all of the components of the 2010 25-3099 were included in the survey.
25-9042	Teaching Assistants, Preschool, Elementary, Middle, and Secondary School, Except Special Education	SOC code change, Title and Definition due to breakout from detailed 2010 SOC code 25-9041 - Teacher Assistants. Did not use survey wage data because not all of the components of the 2010 SOC 25-9041 included in the survey.

<b>2018 SOC Code</b>	<b>2018 SOC Title</b>	<b>SOC Changes and Governor's Survey</b>
25-9044	Teaching Assistants, Postsecondary	New Occupation - Not Used -SOC code, title and definition change from 2010 SOC code 25-1191 - Graduate Teaching Assistants.
29-1212	Cardiologists	New SOC due to breakout from 2010 SOC code 29-1069 - Physicians and Surgeons, All Other, including title and definition. Did not use survey wage data because not all of the components of the 2010 SOC 29-1069 included in the survey.
29-1214	Emergency Medicine Physicians	New SOC due to breakout from 2010 SOC code 29-1069 - Physicians and Surgeons, All Other, including title and definition. Did not use survey wage data because not all of the components of the 2010 SOC 29-1069 included in the survey.
29-1249	Surgeons, All Other	New SOC due to breakout from the 2010 SOC code 29-1069 - Physicians and Surgeons, All Other.
29-2042	Emergency Medical Technicians	The 2010 SOC code 29-2041.00 - Emergency Medical Technicians and Paramedics occupation was broken into two new SOC occupations, SOC 29-2042 Emergency Medical Technicians and 29-2043 Paramedics. The 2020 survey did not provide wages for the 29-2043 Paramedics occupation. Used the survey wage for 29-2042 - Emergency Medical Technicians.
29-2072	Medical Records Specialists	SOC code change, SOC title and definition due to breakout from detailed 2010 29-2071 - Medical Records and Health Information Technicians SOC occupation. Did not use survey wage because data not provided for all of the components of the SOC 29-2071 included in the survey.
33-1091	First-Line Supervisors of Security Workers	New SOC due to breakout from 2010 SOC code 33-1099 - First-Line Supervisors of Protective Service Workers, All Other, including title and definition. Did not use survey wage data because not all of the components of the 2010 SOC 33-1099 included in the survey.

**Table III**

This is the CW-1 Wage Table. The wages in the CW-1 Wage Table will be effective starting September 30, 2020, and will be valid through June 30, 2021.

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
11-1011	Chief Executives	Governor's Survey	\$30.49
11-1021	General and Operations Managers	Governor's Survey	\$22.55
11-1031	Legislators	Governor's Survey	\$25.21
11-2011	Advertising and Promotions Managers	Governor's Survey	\$16.63
11-2021	Marketing Managers	Governor's Survey	\$16.39
11-2022	Sales Managers	Governor's Survey	\$15.24
11-2031	Public Relations and Fundraising Managers	Governor's Survey	\$16.63
11-3011	Administrative Services Managers	Governor's Survey	\$19.18
11-3021	Computer and Information Systems Managers	Governor's Survey	\$21.62
11-3031	Financial Managers	Governor's Survey	\$23.98
11-3051	Industrial Production Managers	Governor's Survey	\$21.62
11-3061	Purchasing Managers	Governor's Survey	\$21.62
11-3071	Transportation, Storage, and Distribution Managers	Governor's Survey	\$21.62
11-3111	Compensation and Benefits Managers	OES Adjusted	\$45.16
11-3121	Human Resources Managers	Governor's Survey	\$25.13
11-3131	Training and Development Managers	Governor's Survey	\$21.62
11-9013	Farmers, Ranchers, and Other Agricultural Managers	Governor's Survey	\$21.94
11-9021	Construction Managers	Governor's Survey	\$21.94
11-9031	Education Administrators, Preschool and Childcare Center/Program	Governor's Survey	\$24.08
11-9032	Education Administrators, Elementary and Secondary School	Governor's Survey	\$30.30

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
11-9033	Education Administrators, Postsecondary	Governor's Survey	\$28.20
11-9039	Education Administrators, All Other	Governor's Survey	\$28.20
11-9041	Architectural and Engineering Managers	Governor's Survey	\$21.94
11-9051	Food Service Managers	Governor's Survey	\$19.31
11-9061	Funeral Service Managers	OES Adjusted	\$32.05
11-9071	Gaming Managers	Governor's Survey	\$21.94
11-9081	Lodging Managers	Governor's Survey	\$21.94
11-9111	Medical and Health Services Managers	Governor's Survey	\$26.55
11-9121	Natural Sciences Managers	OES Guam	\$33.45
11-9131	Postmasters and Mail Superintendents	OES Adjusted	\$26.32
11-9141	Property, Real Estate, and Community Association Managers	Governor's Survey	\$21.94
11-9151	Social and Community Service Managers	Governor's Survey	\$21.94
11-9161	Emergency Management Directors	Governor's Survey	\$21.94
11-9199	Managers, All Other	Governor's Survey	\$19.39
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	OES Adjusted	\$32.70
13-1021	Buyers and Purchasing Agents, Farm Products	OES Guam	\$25.56
13-1022	Wholesale and Retail Buyers, Except Farm Products	Governor's Survey	\$15.16
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	Governor's Survey	\$15.16
13-1031	Claims Adjusters, Examiners, and Investigators	Governor's Survey	\$15.16
13-1032	Insurance Appraisers, Auto Damage	OES Adjusted	\$22.30
13-1041	Compliance Officers	Governor's Survey	\$14.08
13-1051	Cost Estimators	Governor's Survey	\$15.16
13-1071	Human Resources Specialists	Governor's Survey	\$14.80
13-1074	Farm Labor Contractors	OES Adjusted	\$20.89

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
13-1075	Labor Relations Specialists	Governor's Survey	\$14.86
13-1081	Logisticians	Governor's Survey	\$15.16
13-1111	Management Analysts	Governor's Survey	\$15.16
13-1121	Meeting, Convention, and Event Planners	Governor's Survey	\$15.16
13-1131	Fundraisers	OES Adjusted	\$21.15
13-1141	Compensation, Benefits, and Job Analysis Specialists	Governor's Survey	\$15.16
13-1151	Training and Development Specialists	Governor's Survey	\$15.16
13-1161	Market Research Analysts and Marketing Specialists	Governor's Survey	\$15.16
13-1199	Business Operations Specialists, All Other	Governor's Survey	\$15.16
13-2011	Accountants and Auditors	Governor's Survey	\$14.85
13-2021	Appraisers and Assessors of Real Estate	Governor's Survey	\$14.52
13-2031	Budget Analysts	Governor's Survey	\$14.52
13-2041	Credit Analysts	Governor's Survey	\$14.52
13-2051	Financial Analysts	Governor's Survey	\$12.97
13-2052	Personal Financial Advisors	Governor's Survey	\$12.97
13-2053	Insurance Underwriters	Governor's Survey	\$10.37
13-2061	Financial Examiners	Governor's Survey	\$14.52
13-2071	Credit Counselors	Governor's Survey	\$14.52
13-2072	Loan Officers	Governor's Survey	\$14.52
13-2081	Tax Examiners and Collectors, and Revenue Agents	Governor's Survey	\$14.52
13-2082	Tax Preparers	Governor's Survey	\$14.52
13-2099	Financial Specialists, All Other	Governor's Survey	\$14.52

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
15-1111	Computer and Information Research Scientists	Governor's Survey	\$15.34
15-1121	Computer Systems Analysts	Governor's Survey	\$15.34
15-1122	Information Security Analysts	OES Guam	\$25.35
15-1131	Computer Programmers	Governor's Survey	\$15.34
15-1132	Software Developers, Applications	Governor's Survey	\$15.34
15-1133	Software Developers, Systems Software	Governor's Survey	\$15.34
15-1134	Web Developers	Governor's Survey	\$15.34
15-1141	Database Administrators	Governor's Survey	\$21.12
15-1142	Network and Computer Systems Administrators	Governor's Survey	\$21.12
15-1143	Computer Network Architects	Governor's Survey	\$21.12
15-1151	Computer User Support Specialists	Governor's Survey	\$12.19
15-1152	Computer Network Support Specialists	Governor's Survey	\$13.59
15-1199	Computer Occupations, All Other	Governor's Survey	\$13.74
15-2011	Actuaries	OES Adjusted	\$40.71
15-2021	Mathematicians	OES Adjusted	\$36.10
15-2031	Operations Research Analysts	OES Adjusted	\$30.49
15-2041	Statisticians	OES Adjusted	\$32.20
15-2091	Mathematical Technicians	OES Adjusted	\$33.85
15-2099	Mathematical Science Occupations, All Other	OES Adjusted	\$33.85
17-1011	Architects, Except Landscape and Naval	OES Guam	\$46.53
17-1012	Landscape Architects	OES Adjusted	\$24.89
17-1021	Cartographers and Photogrammetrists	OES Adjusted	\$23.49
17-1022	Surveyors	OES Adjusted	\$22.86
17-2011	Aerospace Engineers	OES Adjusted	\$40.12
17-2021	Agricultural Engineers	OES Adjusted	\$33.08
17-2031	Biomedical Engineers	Governor's Survey	\$23.36
17-2041	Chemical Engineers	OES Adjusted	\$39.40
17-2051	Civil Engineers	Governor's Survey	\$24.86

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
17-2061	Computer Hardware Engineers	OES Adjusted	\$41.41
17-2071	Electrical Engineers	Governor's Survey	\$23.36
17-2072	Electronics Engineers, Except Computer	Governor's Survey	\$23.36
17-2081	Environmental Engineers	Governor's Survey	\$23.36
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	Governor's Survey	\$23.36
17-2112	Industrial Engineers	OES Guam	\$26.33
17-2121	Marine Engineers and Naval Architects	Governor's Survey	\$23.36
17-2131	Materials Engineers	OES Adjusted	\$32.94
17-2141	Mechanical Engineers	OES Guam	\$28.91
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	OES Adjusted	\$32.64
17-2161	Nuclear Engineers	OES Adjusted	\$40.62
17-2171	Petroleum Engineers	OES Adjusted	\$52.76
17-2199	Engineers, All Other	Governor's Survey	\$23.36
17-3011	Architectural and Civil Drafters	Governor's Survey	\$15.86
17-3012	Electrical and Electronics Drafters	Governor's Survey	\$15.86
17-3013	Mechanical Drafters	OES Adjusted	\$20.36
17-3019	Drafters, All Other	Governor's Survey	\$15.86
17-3021	Aerospace Engineering and Operations Technicians	OES Adjusted	\$23.00
17-3022	Civil Engineering Technicians	Governor's Survey	\$17.25
17-3023	Electrical and Electronic Engineering Technicians	OES Guam	\$26.84
17-3024	Electro-Mechanical Technicians	OES Adjusted	\$20.67
17-3025	Environmental Engineering Technicians	OES Adjusted	\$18.42
17-3026	Industrial Engineering Technicians	OES Adjusted	\$19.99
17-3027	Mechanical Engineering Technicians	Governor's Survey	\$17.25
17-3029	Engineering Technicians, Except Drafters, All Other	Governor's Survey	\$17.25
17-3031	Surveying and Mapping Technicians	Governor's Survey	\$15.86
19-1011	Animal Scientists	OES Adjusted	\$23.07
19-1012	Food Scientists and Technologists	OES Adjusted	\$25.64

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
19-1013	Soil and Plant Scientists	Governor's Survey	\$11.40
19-1021	Biochemists and Biophysicists	Governor's Survey	\$14.55
19-1022	Microbiologists	Governor's Survey	\$14.55
19-1023	Zoologists and Wildlife Biologists	Governor's Survey	\$14.55
19-1029	Biological Scientists, All Other	OES Adjusted	\$29.48
19-1031	Conservation Scientists	Governor's Survey	\$14.55
19-1032	Foresters	Governor's Survey	\$14.55
19-1041	Epidemiologists	Governor's Survey	\$14.55
19-1042	Medical Scientists, Except Epidemiologists	Governor's Survey	\$14.55
19-1099	Life Scientists, All Other	OES Adjusted	\$28.90
19-2011	Astronomers	OES Adjusted	\$41.15
19-2012	Physicists	OES Adjusted	\$44.11
19-2021	Atmospheric and Space Scientists	OES Adjusted	\$32.70
19-2031	Chemists	OES Adjusted	\$28.32
19-2032	Materials Scientists	OES Adjusted	\$33.80
19-2041	Environmental Scientists and Specialists, Including Health	OES Adjusted	\$26.23
19-2042	Geoscientists, Except Hydrologists and Geographers	OES Adjusted	\$36.46
19-2043	Hydrologists	OES Adjusted	\$29.05
19-2099	Physical Scientists, All Other	OES Adjusted	\$37.72
19-3011	Economists	OES Adjusted	\$39.25
19-3022	Survey Researchers	OES Adjusted	\$22.13
19-3031	Clinical, Counseling, and School Psychologists	OES Guam	\$45.17
19-3032	Industrial-Organizational Psychologists	OES Adjusted	\$37.41
19-3039	Psychologists, All Other	OES Adjusted	\$33.06
19-3041	Sociologists	OES Adjusted	\$30.49
19-3051	Urban and Regional Planners	OES Adjusted	\$26.17
19-3091	Anthropologists and Archeologists	OES Adjusted	\$22.48
19-3092	Geographers	OES Adjusted	\$27.59
19-3093	Historians	OES Adjusted	\$23.11
19-3094	Political Scientists	OES Adjusted	\$40.47
19-3099	Social Scientists and Related Workers, All Other	OES Adjusted	\$29.51
19-4011	Agricultural and Food Science Technicians	OES Adjusted	\$14.96

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
19-4021	Biological Technicians	Governor's Survey	\$11.94
19-4031	Chemical Technicians	OES Guam	\$17.60
19-4041	Geological and Petroleum Technicians	OES Adjusted	\$20.46
19-4051	Nuclear Technicians	OES Adjusted	\$27.84
19-4061	Social Science Research Assistants	OES Adjusted	\$17.28
19-4091	Environmental Science and Protection Technicians, Including Health	OES Guam	\$19.15
19-4092	Forensic Science Technicians	Governor's Survey	\$11.94
19-4093	Forest and Conservation Technicians	Governor's Survey	\$11.94
19-4099	Life, Physical, and Social Science Technicians, All Other	Governor's Survey	\$11.94
21-1011	Substance Abuse and Behavioral Disorder Counselors	Governor's Survey	\$18.09
21-1012	Educational, Guidance, School, and Vocational Counselors	Governor's Survey	\$17.97
21-1013	Marriage and Family Therapists	OES Adjusted	\$18.38
21-1014	Mental Health Counselors	Governor's Survey	\$18.09
21-1015	Rehabilitation Counselors	OES Adjusted	\$13.52
21-1019	Counselors, All Other	Governor's Survey	\$18.09
21-1021	Child, Family, and School Social Workers	Governor's Survey	\$13.53
21-1022	Healthcare Social Workers	Governor's Survey	\$14.44
21-1023	Mental Health and Substance Abuse Social Workers	Governor's Survey	\$14.44
21-1029	Social Workers, All Other	Governor's Survey	\$14.44
21-1091	Health Educators	Governor's Survey	\$11.62
21-1092	Probation Officers and Correctional Treatment Specialists	Governor's Survey	\$11.62
21-1093	Social and Human Service Assistants	Governor's Survey	\$14.74
21-1094	Community Health Workers	Governor's Survey	\$11.62
21-1099	Community and Social Service Specialists, All Other	Governor's Survey	\$11.62
21-2011	Clergy	OES Guam	\$12.49

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
21-2021	Directors, Religious Activities and Education	OES Guam	\$40.27
21-2099	Religious Workers, All Other	OES Guam	\$10.63
23-1011	Lawyers	Governor's Survey	\$36.39
23-1012	Judicial Law Clerks	Governor's Survey	\$32.18
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	OES Adjusted	\$33.73
23-1022	Arbitrators, Mediators, and Conciliators	OES Adjusted	\$24.81
23-1023	Judges, Magistrate Judges, and Magistrates	Governor's Survey	\$35.72
23-2011	Paralegals and Legal Assistants	Governor's Survey	\$15.60
23-2091	Court Reporters	OES Adjusted	\$21.88
23-2093	Title Examiners, Abstractors, and Searchers	Governor's Survey	\$15.60
23-2099	Legal Support Workers, All Other	Governor's Survey	\$15.60
25-1011	Business Teachers, Postsecondary	Governor's Survey	\$23.59
25-1021	Computer Science Teachers, Postsecondary	Governor's Survey	\$23.59
25-1022	Mathematical Science Teachers, Postsecondary	Governor's Survey	\$23.59
25-1031	Architecture Teachers, Postsecondary	OES Adjusted	\$69,286
25-1032	Engineering Teachers, Postsecondary	OES Adjusted	\$78,477
25-1041	Agricultural Sciences Teachers, Postsecondary	OES Adjusted	\$62,524
25-1042	Biological Science Teachers, Postsecondary	Governor's Survey	\$23.59
25-1043	Forestry and Conservation Science Teachers, Postsecondary	OES Adjusted	\$63,658
25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	OES Adjusted	\$71,883
25-1052	Chemistry Teachers, Postsecondary	OES Adjusted	\$64,855
25-1053	Environmental Science Teachers, Postsecondary	OES Adjusted	\$65,415
25-1054	Physics Teachers, Postsecondary	OES Adjusted	\$70,777
25-1061	Anthropology and Archeology Teachers, Postsecondary	OES Adjusted	\$66,598
25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	OES Adjusted	\$61,887
25-1063	Economics Teachers, Postsecondary	OES Adjusted	\$83,412
25-1064	Geography Teachers, Postsecondary	OES Adjusted	\$60,578
25-1065	Political Science Teachers, Postsecondary	OES Adjusted	\$71,603

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
25-1066	Psychology Teachers, Postsecondary	Governor's Survey	23.59
25-1067	Sociology Teachers, Postsecondary	OES Adjusted	\$59,668
25-1069	Social Sciences Teachers, Postsecondary, All Other	Governor's Survey	23.59
25-1071	Health Specialties Teachers, Postsecondary	Governor's Survey	23.59
25-1072	Nursing Instructors and Teachers, Postsecondary	Governor's Survey	23.59
25-1081	Education Teachers, Postsecondary	Governor's Survey	\$23.59
25-1082	Library Science Teachers, Postsecondary	OES Adjusted	\$54,019
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	OES Adjusted	\$51,086
25-1112	Law Teachers, Postsecondary	OES Adjusted	\$90,965
25-1113	Social Work Teachers, Postsecondary	OES Adjusted	\$54,537
25-1121	Art, Drama, and Music Teachers, Postsecondary	Governor's Survey	23.59
25-1122	Communications Teachers, Postsecondary	OES Adjusted	\$55,881
25-1123	English Language and Literature Teachers, Postsecondary	Governor's Survey	23.59
25-1124	Foreign Language and Literature Teachers, Postsecondary	OES Adjusted	\$56,119
25-1125	History Teachers, Postsecondary	OES Adjusted	\$58,947
25-1126	Philosophy and Religion Teachers, Postsecondary	Governor's Survey	23.59
25-1191	Graduate Teaching Assistants	OES Adjusted	\$25,522
25-1192	Home Economics Teachers, Postsecondary	OES Adjusted	\$59,689
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	Governor's Survey	23.59
25-1194	Vocational Education Teachers, Postsecondary	OES Adjusted	\$20.34
25-1199	Postsecondary Teachers, All Other	Governor's Survey	\$23.59
25-2011	Preschool Teachers, Except Special Education	Governor's Survey	\$19.59
25-2012	Kindergarten Teachers, Except Special Education	Governor's Survey	\$19.65
25-2021	Elementary School Teachers, Except Special Education	Governor's Survey	\$13.21
25-2022	Middle School Teachers, Except Special and Career/Technical Education	Governor's Survey	\$12.83
25-2023	Career/Technical Education Teachers, Middle School	OES Adjusted	\$45,430

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	Governor's Survey	\$18.91
25-2032	Career/Technical Education Teachers, Secondary School	Governor's Survey	\$18.91
25-2051	Special Education Teachers, Preschool	OES Adjusted	\$46,942
25-2052	Special Education Teachers, Kindergarten and Elementary School	OES Adjusted	\$45,094
25-2053	Special Education Teachers, Middle School	OES Adjusted	\$46,018
25-2054	Special Education Teachers, Secondary School	OES Adjusted	\$45,997
25-2059	Special Education Teachers, All Other	OES Adjusted	\$45,745
25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	Governor's Survey	\$28.50
25-3021	Self-Enrichment Education Teachers	Governor's Survey	\$28.50
25-3099	Teachers and Instructors, All Other	Governor's Survey	\$16.01
25-4011	Archivists	Governor's Survey	\$14.68
25-4012	Curators	OES Adjusted	\$19.90
25-4013	Museum Technicians and Conservators	OES Adjusted	\$16.16
25-4021	Librarians	Governor's Survey	\$14.68
25-4031	Library Technicians	Governor's Survey	\$14.68
25-9011	Audio-Visual and Multimedia Collections Specialists	OES Guam	\$26.74
25-9021	Farm and Home Management Advisors	Governor's Survey	\$10.75
25-9031	Instructional Coordinators	Governor's Survey	\$10.75
25-9041	Teacher Assistants	OES Guam	\$26,600
25-9099	Education, Training, and Library Workers, All Other	OES Guam	\$17.60
27-1011	Art Directors	Governor's Survey	\$9.42
27-1012	Craft Artists	OES Adjusted	\$13.04
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	OES Adjusted	\$21.21
27-1014	Multimedia Artists and Animators	OES Adjusted	\$28.53
27-1019	Artists and Related Workers, All Other	OES Adjusted	\$22.80
27-1021	Commercial and Industrial Designers	OES Adjusted	\$24.84
27-1022	Fashion Designers	OES Adjusted	\$28.98
27-1023	Floral Designers	OES Guam	\$10.26
27-1024	Graphic Designers	Governor's Survey	\$8.93

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
27-1025	Interior Designers	Governor's Survey	\$8.93
27-1026	Merchandise Displayers and Window Trimmers	Governor's Survey	\$8.93
27-1027	Set and Exhibit Designers	OES Adjusted	\$21.03
27-1029	Designers, All Other	OES Adjusted	\$24.74
27-2011	Actors	OES Adjusted	\$20.40
27-2012	Producers and Directors	OES Guam	\$23.61
27-2021	Athletes and Sports Competitors	OES Adjusted	\$65,198
27-2022	Coaches and Scouts	Governor's Survey	\$13.70
27-2023	Umpires, Referees, and Other Sports Officials	Governor's Survey	\$13.70
27-2031	Dancers	Governor's Survey	\$13.70
27-2032	Choreographers	Governor's Survey	\$13.70
27-2041	Music Directors and Composers	OES Adjusted	\$21.76
27-2042	Musicians and Singers	Governor's Survey	\$13.70
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	Governor's Survey	\$13.70
27-3011	Radio and Television Announcers	OES Guam	\$16.45
27-3012	Public Address System and Other Announcers	OES Guam	\$19.51
27-3021	Broadcast News Analysts	Governor's Survey	\$13.19
27-3022	Reporters and Correspondents	Governor's Survey	\$13.19
27-3031	Public Relations Specialists	Governor's Survey	\$13.19
27-3041	Editors	Governor's Survey	\$13.19
27-3042	Technical Writers	Governor's Survey	\$13.19
27-3043	Writers and Authors	OES Adjusted	\$24.86
27-3091	Interpreters and Translators	Governor's Survey	\$13.19
27-3099	Media and Communication Workers, All Other	Governor's Survey	\$13.19
27-4011	Audio and Video Equipment Technicians	OES Guam	\$21.05
27-4012	Broadcast Technicians	OES Adjusted	\$15.75
27-4013	Radio Operators	OES Adjusted	\$15.50

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
27-4014	Sound Engineering Technicians	OES Adjusted	\$22.58
27-4021	Photographers	OES Guam	\$19.06
27-4031	Camera Operators, Television, Video, and Motion Picture	OES Guam	\$12.27
27-4032	Film and Video Editors	OES Adjusted	\$29.38
27-4099	Media and Communication Equipment Workers, All Other	OES Adjusted	\$24.80
29-1011	Chiropractors	OES Adjusted	\$28.61
29-1021	Dentists, General	Governor's Survey	\$43.18
29-1022	Oral and Maxillofacial Surgeons	OES Adjusted	\$79.95
29-1023	Orthodontists	OES Adjusted	\$77.69
29-1024	Prosthodontists	OES Adjusted	\$74.32
29-1029	Dentists, All Other Specialists	OES Adjusted	\$59.91
29-1031	Dietitians and Nutritionists	Governor's Survey	\$43.18
29-1041	Optometrists	OES Guam	\$60.98
29-1051	Pharmacists	Governor's Survey	\$43.18
29-1061	Anesthesiologists	Governor's Survey	\$43.18
29-1062	Family and General Practitioners	Governor's Survey	\$43.18
29-1063	Internists, General	Governor's Survey	\$43.18
29-1064	Obstetricians and Gynecologists	Governor's Survey	\$43.18
29-1065	Pediatricians, General	Governor's Survey	\$43.18
29-1066	Psychiatrists	Governor's Survey	\$43.18
29-1067	Surgeons	OES Adjusted	\$84.82
29-1069	Physicians and Surgeons, All Other	Governor's Survey	\$43.18
29-1071	Physician Assistants	Governor's Survey	\$43.18
29-1081	Podiatrists	Governor's Survey	\$43.18
29-1122	Occupational Therapists	Governor's Survey	\$43.18
29-1123	Physical Therapists	Governor's Survey	\$43.18
29-1124	Radiation Therapists	OES Adjusted	\$30.84

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
29-1125	Recreational Therapists	OES Adjusted	\$17.21
29-1126	Respiratory Therapists	Governor's Survey	\$43.18
29-1127	Speech-Language Pathologists	OES Guam	\$34.04
29-1128	Exercise Physiologists	OES Adjusted	\$18.42
29-1129	Therapists, All Other	OES Adjusted	\$19.72
29-1131	Veterinarians	Governor's Survey	\$43.18
29-1141	Registered Nurses	Governor's Survey	\$22.19
29-1151	Nurse Anesthetists	Governor's Survey	\$43.18
29-1161	Nurse Midwives	OES Guam	\$31.16
29-1171	Nurse Practitioners	Governor's Survey	\$43.18
29-1181	Audiologists	Governor's Survey	\$43.18
29-1199	Health Diagnosing and Treating Practitioners, All Other	OES Adjusted	\$29.97
29-2011	Medical and Clinical Laboratory Technologists	Governor's Survey	\$15.24
29-2012	Medical and Clinical Laboratory Technicians	Governor's Survey	\$15.24
29-2021	Dental Hygienists	Governor's Survey	\$43.18
29-2031	Cardiovascular Technologists and Technicians	Governor's Survey	\$15.24
29-2032	Diagnostic Medical Sonographers	Governor's Survey	\$15.24
29-2033	Nuclear Medicine Technologists	OES Adjusted	\$27.01
29-2034	Radiologic Technologists	Governor's Survey	\$15.24
29-2035	Magnetic Resonance Imaging Technologists	OES Adjusted	\$24.99
29-2041	Emergency Medical Technicians and Paramedics	Governor's Survey	\$15.24
29-2051	Dietetic Technicians	Governor's Survey	\$15.24
29-2052	Pharmacy Technicians	Governor's Survey	\$15.24
29-2053	Psychiatric Technicians	Governor's Survey	\$15.24
29-2054	Respiratory Therapy Technicians	OES Guam	\$15.21
29-2055	Surgical Technologists	OES Adjusted	\$16.86

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
29-2056	Veterinary Technologists and Technicians	Governor's Survey	\$15.24
29-2057	Ophthalmic Medical Technicians	OES Adjusted	\$13.05
29-2061	Licensed Practical and Licensed Vocational Nurses	Governor's Survey	\$15.24
29-2071	Medical Records and Health Information Technicians	OES Guam	\$15.21
29-2081	Opticians, Dispensing	OES Adjusted	\$13.71
29-2091	Orthotists and Prosthetists	OES Adjusted	\$24.51
29-2092	Hearing Aid Specialists	OES Adjusted	\$18.63
29-2099	Health Technologists and Technicians, All Other	Governor's Survey	\$15.24
29-9011	Occupational Health and Safety Specialists	OES Guam	\$26.34
29-9012	Occupational Health and Safety Technicians	OES Adjusted	\$19.01
29-9091	Athletic Trainers	OES Adjusted	\$35,378
29-9092	Genetic Counselors	OES Adjusted	\$28.38
29-9099	Healthcare Practitioners and Technical Workers, All Other	OES Adjusted	\$19.72
31-1011	Home Health Aides	Governor's Survey	\$12.21
31-1013	Psychiatric Aides	OES Adjusted	\$10.97
31-1014	Nursing Assistants	Governor's Survey	\$12.21
31-1015	Orderlies	OES Adjusted	\$10.33
31-2011	Occupational Therapy Assistants	OES Adjusted	\$20.83
31-2012	Occupational Therapy Aides	OES Adjusted	\$11.55
31-2021	Physical Therapist Assistants	OES Adjusted	\$19.70
31-2022	Physical Therapist Aides	OES Adjusted	\$9.82
31-9011	Massage Therapists	Governor's Survey	\$10.60
31-9091	Dental Assistants	Governor's Survey	\$11.66
31-9092	Medical Assistants	Governor's Survey	\$11.66
31-9093	Medical Equipment Preparers	OES Adjusted	\$13.31
31-9094	Medical Transcriptionists	Governor's Survey	\$11.66
31-9095	Pharmacy Aides	Governor's Survey	\$11.66
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	Governor's Survey	\$11.66
31-9097	Phlebotomists	Governor's Survey	\$11.66

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
31-9099	Healthcare Support Workers, All Other	Governor's Survey	\$11.66
33-1011	First-Line Supervisors of Correctional Officers	Governor's Survey	\$15.90
33-1012	First-Line Supervisors of Police and Detectives	Governor's Survey	\$15.90
33-1021	First-Line Supervisors of Fire Fighting and Prevention Workers	Governor's Survey	\$15.90
33-1099	First-Line Supervisors of Protective Service Workers, All Other	Governor's Survey	\$15.90
33-2011	Firefighters	OES Adjusted	\$18.39
33-2021	Fire Inspectors and Investigators	OES Adjusted	\$21.78
33-2022	Forest Fire Inspectors and Prevention Specialists	OES Adjusted	\$17.96
33-3011	Bailiffs	OES Adjusted	\$17.44
33-3012	Correctional Officers and Jailers	OES Adjusted	\$16.87
33-3021	Detectives and Criminal Investigators	OES Adjusted	\$28.95
33-3031	Fish and Game Wardens	OES Adjusted	\$19.41
33-3041	Parking Enforcement Workers	OES Adjusted	\$14.62
33-3051	Police and Sheriff's Patrol Officers	OES Adjusted	\$22.75
33-3052	Transit and Railroad Police	OES Adjusted	\$23.93
33-9011	Animal Control Workers	Governor's Survey	\$8.08
33-9021	Private Detectives and Investigators	OES Guam	\$13.05
33-9031	Gaming Surveillance Officers and Gaming Investigators	Governor's Survey	\$8.03
33-9032	Security Guards	Governor's Survey	\$7.70
33-9091	Crossing Guards	OES Adjusted	\$11.08
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	Governor's Survey	\$8.23
33-9093	Transportation Security Screeners	OES Guam	\$20.95
33-9099	Protective Service Workers, All Other	Governor's Survey	\$8.22
35-1011	Chefs and Head Cooks	Governor's Survey	\$16.18
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	Governor's Survey	\$10.04
35-2011	Cooks, Fast Food	Governor's Survey	\$8.81
35-2012	Cooks, Institution and Cafeteria	Governor's Survey	\$8.81
35-2013	Cooks, Private Household	OES Adjusted	\$15.34

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
35-2014	Cooks, Restaurant	Governor's Survey	\$8.68
35-2015	Cooks, Short Order	Governor's Survey	\$9.05
35-2019	Cooks, All Other	Governor's Survey	\$8.81
35-2021	Food Preparation Workers	Governor's Survey	\$7.99
35-3011	Bartenders	Governor's Survey	\$8.41
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	Governor's Survey	\$8.15
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	Governor's Survey	\$8.15
35-3031	Waiters and Waitresses	Governor's Survey	\$8.50
35-3041	Food Servers, Nonrestaurant	Governor's Survey	\$7.61
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	OES Guam	\$9.06
35-9021	Dishwashers	Governor's Survey	\$7.76
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	Governor's Survey	\$7.76
35-9099	Food Preparation and Serving Related Workers, All Other	Governor's Survey	\$7.57
37-1011	First-Line Supervisors of Housekeeping and Janitorial Workers	Governor's Survey	\$9.37
37-1012	First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	Governor's Survey	\$10.38
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Governor's Survey	\$8.05
37-2012	Maids and Housekeeping Cleaners	Governor's Survey	\$7.59
37-2019	Building Cleaning Workers, All Other	Governor's Survey	\$7.78
37-2021	Pest Control Workers	Governor's Survey	\$7.78
37-3011	Landscaping and Groundskeeping Workers	Governor's Survey	\$8.50
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Governor's Survey	\$8.77
37-3013	Tree Trimmers and Pruners	OES Adjusted	\$14.31

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
37-3019	Grounds Maintenance Workers, All Other	Governor's Survey	\$9.57
39-1011	Gaming Supervisors	OES Adjusted	\$17.45
39-1012	Slot Supervisors	OES Adjusted	\$17.45
39-1021	First-Line Supervisors of Personal Service Workers	OES Guam	\$15.41
39-2011	Animal Trainers	OES Adjusted	\$12.20
39-2021	Nonfarm Animal Caretakers	OES Guam	\$10.91
39-3011	Gaming Dealers	OES Adjusted	\$8.07
39-3012	Gaming and Sports Book Writers and Runners	OES Adjusted	\$9.37
39-3019	Gaming Service Workers, All Other	Governor's Survey	\$8.69
39-3021	Motion Picture Projectionists	OES Adjusted	\$10.06
39-3031	Ushers, Lobby Attendants, and Ticket Takers	OES Adjusted	\$8.37
39-3091	Amusement and Recreation Attendants	Governor's Survey	\$9.43
39-3092	Costume Attendants	OES Adjusted	\$16.49
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	OES Adjusted	\$9.50
39-3099	Entertainment Attendants and Related Workers, All Other	OES Adjusted	\$10.70
39-4011	Embalmers	OES Adjusted	\$16.86
39-4021	Funeral Attendants	OES Adjusted	\$10.04
39-4031	Morticians, Undertakers, and Funeral Directors	OES Adjusted	\$19.64
39-5011	Barbers	Governor's Survey	\$8.45
39-5012	Hairdressers, Hairstylists, and Cosmetologists	Governor's Survey	\$8.08
39-5091	Makeup Artists, Theatrical and Performance	OES Adjusted	\$27.46
39-5092	Manicurists and Pedicurists	OES Adjusted	\$9.22
39-5093	Shampooers	OES Adjusted	\$7.71
39-5094	Skincare Specialists	Governor's Survey	\$8.38
39-6011	Baggage Porters and Bellhops	Governor's Survey	\$8.10
39-6012	Concierges	Governor's Survey	\$7.98
39-7011	Tour Guides and Escorts	Governor's Survey	\$12.14
39-7012	Travel Guides	Governor's Survey	\$12.73
39-9011	Childcare Workers	Governor's Survey	\$7.33
39-9021	Personal Care Aides	OES Guam	\$13.06

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
39-9031	Fitness Trainers and Aerobics Instructors	Governor's Survey	\$8.02
39-9032	Recreation Workers	Governor's Survey	\$8.02
39-9041	Residential Advisors	OES Adjusted	\$10.64
39-9099	Personal Care and Service Workers, All Other	Governor's Survey	\$8.02
41-1011	First-Line Supervisors of Retail Sales Workers	Governor's Survey	\$9.98
41-1012	First-Line Supervisors of Non-Retail Sales Workers	Governor's Survey	\$10.12
41-2011	Cashiers	Governor's Survey	\$8.39
41-2012	Gaming Change Persons and Booth Cashiers	Governor's Survey	\$8.73
41-2021	Counter and Rental Clerks	Governor's Survey	\$8.70
41-2022	Parts Salespersons	Governor's Survey	\$8.70
41-2031	Retail Salespersons	Governor's Survey	\$8.71
41-3011	Advertising Sales Agents	OES Guam	\$16.93
41-3021	Insurance Sales Agents	OES Guam	\$16.90
41-3031	Securities, Commodities, and Financial Services Sales Agents	OES Guam	\$52.29
41-3041	Travel Agents	OES Guam	\$10.83
41-3099	Sales Representatives, Services, All Other	OES Guam	\$15.20
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	Governor's Survey	\$13.17
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	Governor's Survey	\$10.52
41-9011	Demonstrators and Product Promoters	OES Guam	\$10.37
41-9012	Models	OES Adjusted	\$12.26
41-9021	Real Estate Brokers	OES Adjusted	\$27.41
41-9022	Real Estate Sales Agents	OES Adjusted	\$20.88
41-9031	Sales Engineers	OES Adjusted	\$37.95
41-9041	Telemarketers	OES Adjusted	\$10.02
41-9091	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	OES Adjusted	\$11.83
41-9099	Sales and Related Workers, All Other	OES Guam	\$13.64
43-1011	First-Line Supervisors of Office and Administrative Support Workers	Governor's Survey	\$13.62

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
43-2011	Switchboard Operators, Including Answering Service	Governor's Survey	\$10.01
43-2021	Telephone Operators	Governor's Survey	\$10.01
43-2099	Communications Equipment Operators, All Other	Governor's Survey	\$10.01
43-3011	Bill and Account Collectors	Governor's Survey	\$10.53
43-3021	Billing and Posting Clerks	Governor's Survey	\$10.53
43-3031	Bookkeeping, Accounting, and Auditing Clerks	Governor's Survey	\$9.49
43-3041	Gaming Cage Workers	Governor's Survey	\$10.53
43-3051	Payroll and Timekeeping Clerks	Governor's Survey	\$10.53
43-3061	Procurement Clerks	Governor's Survey	\$10.53
43-3071	Tellers	Governor's Survey	\$12.92
43-3099	Financial Clerks, All Other	Governor's Survey	\$10.53
43-4011	Brokerage Clerks	OES Adjusted	\$18.57
43-4021	Correspondence Clerks	OES Adjusted	\$13.32
43-4031	Court, Municipal, and License Clerks	OES Adjusted	\$14.15
43-4041	Credit Authorizers, Checkers, and Clerks	OES Guam	\$17.04
43-4051	Customer Service Representatives	Governor's Survey	\$9.22
43-4061	Eligibility Interviewers, Government Programs	Governor's Survey	\$14.90
43-4071	File Clerks	Governor's Survey	\$10.12
43-4081	Hotel, Motel, and Resort Desk Clerks	Governor's Survey	\$7.98
43-4111	Interviewers, Except Eligibility and Loan	Governor's Survey	\$10.12
43-4121	Library Assistants, Clerical	Governor's Survey	\$10.12
43-4131	Loan Interviewers and Clerks	Governor's Survey	\$10.12
43-4141	New Accounts Clerks	Governor's Survey	\$10.12

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
43-4151	Order Clerks	Governor's Survey	\$10.12
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	Governor's Survey	\$10.12
43-4171	Receptionists and Information Clerks	Governor's Survey	\$10.12
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	Governor's Survey	\$8.50
43-4199	Information and Record Clerks, All Other	Governor's Survey	\$10.12
43-5011	Cargo and Freight Agents	Governor's Survey	\$8.16
43-5021	Couriers and Messengers	Governor's Survey	\$9.08
43-5031	Police, Fire, and Ambulance Dispatchers	Governor's Survey	\$9.08
43-5032	Dispatchers, Except Police, Fire, and Ambulance	Governor's Survey	\$9.08
43-5041	Meter Readers, Utilities	OES Adjusted	\$15.56
43-5051	Postal Service Clerks	Governor's Survey	\$9.08
43-5052	Postal Service Mail Carriers	OES Guam	\$24.64
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	OES Guam	\$24.68
43-5061	Production, Planning, and Expediting Clerks	Governor's Survey	\$9.08
43-5071	Shipping, Receiving, and Traffic Clerks	Governor's Survey	\$9.36
43-5081	Stock Clerks and Order Fillers	Governor's Survey	\$7.58
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	Governor's Survey	\$9.08
43-6011	Executive Secretaries and Executive Administrative Assistants	Governor's Survey	\$15.45
43-6012	Legal Secretaries	Governor's Survey	\$13.65
43-6013	Medical Secretaries	Governor's Survey	\$13.65
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	Governor's Survey	\$10.33
43-9011	Computer Operators	OES Guam	\$35.01
43-9021	Data Entry Keyers	Governor's Survey	\$11.05

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
43-9022	Word Processors and Typists	Governor's Survey	\$11.05
43-9031	Desktop Publishers	OES Adjusted	\$16.40
43-9041	Insurance Claims and Policy Processing Clerks	Governor's Survey	\$11.05
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	OES Adjusted	\$10.98
43-9061	Office Clerks, General	Governor's Survey	\$11.05
43-9071	Office Machine Operators, Except Computer	Governor's Survey	\$11.05
43-9081	Proofreaders and Copy Markers	OES Adjusted	\$14.54
43-9111	Statistical Assistants	Governor's Survey	\$11.05
43-9199	Office and Administrative Support Workers, All Other	Governor's Survey	\$10.50
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	OES Adjusted	\$17.68
45-2011	Agricultural Inspectors	OES Adjusted	\$15.87
45-2021	Animal Breeders	OES Adjusted	\$15.62
45-2041	Graders and Sorters, Agricultural Products	OES Adjusted	\$9.28
45-2091	Agricultural Equipment Operators	OES Adjusted	\$11.21
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	OES Guam	\$9.91
45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	OES Adjusted	\$10.06
45-2099	Agricultural Workers, All Other	OES Adjusted	\$11.42
45-3011	Fishers and Related Fishing Workers	OES Guam	\$13.21
45-3021	Hunters and Trappers	OES Guam	\$13.21
45-4011	Forest and Conservation Workers	OES Adjusted	\$11.03
45-4021	Fallers	OES Adjusted	\$16.72
45-4022	Logging Equipment Operators	OES Adjusted	\$14.15
45-4023	Log Graders and Scalers	OES Adjusted	\$13.16
45-4029	Logging Workers, All Other	OES Adjusted	\$13.59
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	OES Guam	\$21.03
47-2011	Boilermakers	OES Adjusted	\$21.89
47-2021	Brickmasons and Blockmasons	OES Guam	\$17.03
47-2022	Stonemasons	OES Adjusted	\$16.18
47-2031	Carpenters	Governor's Survey	\$13.78
47-2041	Carpet Installers	OES Adjusted	\$15.25
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	OES Adjusted	\$16.36

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
47-2043	Floor Sanders and Finishers	OES Adjusted	\$14.24
47-2044	Tile and Marble Setters	Governor's Survey	\$10.04
47-2051	Cement Masons and Concrete Finishers	Governor's Survey	\$8.34
47-2053	Terrazzo Workers and Finishers	OES Adjusted	\$18.96
47-2061	Construction Laborers	Governor's Survey	\$8.97
47-2071	Paving, Surfacing, and Tamping Equipment Operators	OES Adjusted	\$15.02
47-2072	Pile-Driver Operators	OES Adjusted	\$23.63
47-2073	Operating Engineers and Other Construction Equipment Operators	Governor's Survey	\$10.44
47-2081	Drywall and Ceiling Tile Installers	OES Adjusted	\$17.02
47-2082	Tapers	OES Adjusted	\$20.71
47-2111	Electricians	Governor's Survey	\$10.53
47-2121	Glaziers	OES Adjusted	\$16.77
47-2131	Insulation Workers, Floor, Ceiling, and Wall	OES Adjusted	\$15.18
47-2132	Insulation Workers, Mechanical	OES Adjusted	\$18.21
47-2141	Painters, Construction and Maintenance	Governor's Survey	\$10.04
47-2142	Paperhangers	OES Adjusted	\$14.97
47-2151	Pipelayers	OES Adjusted	\$14.67
47-2152	Plumbers, Pipefitters, and Steamfitters	Governor's Survey	\$10.04
47-2161	Plasterers and Stucco Masons	OES Adjusted	\$16.73
47-2171	Reinforcing Iron and Rebar Workers	OES Guam	\$15.28
47-2181	Roofers	OES Adjusted	\$15.42
47-2211	Sheet Metal Workers	Governor's Survey	\$10.04
47-2221	Structural Iron and Steel Workers	Governor's Survey	\$10.04
47-2231	Solar Photovoltaic Installers	Governor's Survey	\$10.04
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	OES Adjusted	\$12.94
47-3012	Helpers--Carpenters	Governor's Survey	\$10.61
47-3013	Helpers--Electricians	Governor's Survey	\$10.28
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	Governor's Survey	\$10.28

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	Governor's Survey	\$10.28
47-3016	Helpers--Roofers	OES Adjusted	\$11.23
47-3019	Helpers, Construction Trades, All Other	Governor's Survey	\$10.10
47-4011	Construction and Building Inspectors	OES Adjusted	\$21.67
47-4021	Elevator Installers and Repairers	OES Adjusted	\$28.01
47-4031	Fence Erectors	OES Adjusted	\$12.99
47-4041	Hazardous Materials Removal Workers	OES Guam	\$14.26
47-4051	Highway Maintenance Workers	OES Adjusted	\$14.27
47-4061	Rail-Track Laying and Maintenance Equipment Operators	OES Adjusted	\$19.24
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	OES Adjusted	\$14.39
47-4091	Segmental Pavers	OES Guam	\$9.84
47-4099	Construction and Related Workers, All Other	OES Guam	\$9.84
47-5011	Derrick Operators, Oil and Gas	OES Adjusted	\$16.16
47-5012	Rotary Drill Operators, Oil and Gas	OES Adjusted	\$19.21
47-5013	Service Unit Operators, Oil, Gas, and Mining	OES Adjusted	\$17.30
47-5021	Earth Drillers, Except Oil and Gas	OES Adjusted	\$16.45
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	OES Adjusted	\$16.45
47-5041	Continuous Mining Machine Operators	OES Adjusted	\$19.03
47-5042	Mine Cutting and Channeling Machine Operators	OES Adjusted	\$17.59
47-5049	Mining Machine Operators, All Other	OES Adjusted	\$17.59
47-5051	Rock Splitters, Quarry	OES Adjusted	\$12.58
47-5061	Roof Bolters, Mining	OES Adjusted	\$20.04
47-5071	Roustabouts, Oil and Gas	OES Adjusted	\$13.90
47-5081	Helpers--Extraction Workers	OES Guam	\$11.96
47-5099	Extraction Workers, All Other	OES Adjusted	\$17.59
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	OES Guam	\$24.99
49-2011	Computer, Automated Teller, and Office Machine Repairers	Governor's Survey	\$14.63
49-2021	Radio, Cellular, and Tower Equipment Installers and Repairers	Governor's Survey	\$14.63
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	Governor's Survey	\$14.63
49-2091	Avionics Technicians	Governor's Survey	\$14.63
49-2092	Electric Motor, Power Tool, and Related Repairers	Governor's Survey	\$14.63

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	OES Adjusted	\$21.43
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	Governor's Survey	\$14.63
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	Governor's Survey	\$14.63
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	Governor's Survey	\$14.63
49-2097	Electronic Home Entertainment Equipment Installers and Repairers	Governor's Survey	\$14.63
49-2098	Security and Fire Alarm Systems Installers	Governor's Survey	\$14.63
49-3011	Aircraft Mechanics and Service Technicians	Governor's Survey	\$10.67
49-3021	Automotive Body and Related Repairers	Governor's Survey	\$9.70
49-3022	Automotive Glass Installers and Repairers	Governor's Survey	\$9.70
49-3023	Automotive Service Technicians and Mechanics	Governor's Survey	\$8.75
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	Governor's Survey	\$10.67
49-3041	Farm Equipment Mechanics and Service Technicians	OES Adjusted	\$14.68
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	Governor's Survey	\$10.05
49-3043	Rail Car Repairers	OES Adjusted	\$19.12
49-3051	Motorboat Mechanics and Service Technicians	Governor's Survey	\$10.67
49-3052	Motorcycle Mechanics	OES Adjusted	\$13.45
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	Governor's Survey	\$10.67
49-3091	Bicycle Repairers	OES Adjusted	\$10.55
49-3092	Recreational Vehicle Service Technicians	OES Adjusted	\$14.02
49-3093	Tire Repairers and Changers	Governor's Survey	\$10.67
49-9011	Mechanical Door Repairers	OES Adjusted	\$14.72
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	OES Adjusted	\$20.17
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	Governor's Survey	\$9.03
49-9031	Home Appliance Repairers	Governor's Survey	\$8.90

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
49-9041	Industrial Machinery Mechanics	Governor's Survey	\$8.90
49-9043	Maintenance Workers, Machinery	Governor's Survey	\$8.90
49-9044	Millwrights	OES Adjusted	\$19.20
49-9045	Refractory Materials Repairers, Except Brickmasons	OES Adjusted	\$18.76
49-9051	Electrical Power-Line Installers and Repairers	OES Adjusted	\$24.22
49-9052	Telecommunications Line Installers and Repairers	Governor's Survey	\$8.90
49-9061	Camera and Photographic Equipment Repairers	OES Adjusted	\$13.71
49-9062	Medical Equipment Repairers	Governor's Survey	\$8.90
49-9063	Musical Instrument Repairers and Tuners	OES Adjusted	\$13.38
49-9064	Watch Repairers	OES Adjusted	\$15.24
49-9069	Precision Instrument and Equipment Repairers, All Other	Governor's Survey	\$8.90
49-9071	Maintenance and Repair Workers, General	Governor's Survey	\$8.71
49-9081	Wind Turbine Service Technicians	OES Adjusted	\$19.08
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	OES Adjusted	\$12.58
49-9092	Commercial Divers	Governor's Survey	\$8.90
49-9093	Fabric Menders, Except Garment	OES Guam	\$14.83
49-9094	Locksmiths and Safe Repairers	OES Adjusted	\$14.97
49-9095	Manufactured Building and Mobile Home Installers	OES Adjusted	\$11.54
49-9096	Riggers	OES Guam	\$18.92
49-9097	Signal and Track Switch Repairers	OES Adjusted	\$24.47
49-9098	Helpers--Installation, Maintenance, and Repair Workers	Governor's Survey	\$8.90
49-9099	Installation, Maintenance, and Repair Workers, All Other	Governor's Survey	\$8.90
51-1011	First-Line Supervisors of Production and Operating Workers	OES Guam	\$19.99
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	OES Adjusted	\$19.01
51-2021	Coil Winders, Tapers, and Finishers	OES Adjusted	\$13.04
51-2022	Electrical and Electronic Equipment Assemblers	OES Adjusted	\$12.43
51-2023	Electromechanical Equipment Assemblers	OES Adjusted	\$12.43
51-2031	Engine and Other Machine Assemblers	OES Adjusted	\$15.67
51-2041	Structural Metal Fabricators and Fitters	OES Adjusted	\$14.47
51-2091	Fiberglass Laminators and Fabricators	OES Adjusted	\$12.45

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
51-2092	Team Assemblers	OES Guam	\$12.02
51-2093	Timing Device Assemblers and Adjusters	OES Adjusted	\$12.82
51-2099	Assemblers and Fabricators, All Other	OES Guam	\$12.02
51-3011	Bakers	Governor's Survey	\$7.90
51-3021	Butchers and Meat Cutters	Governor's Survey	\$7.97
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	OES Guam	\$11.03
51-3023	Slaughterers and Meat Packers	Governor's Survey	\$7.97
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	OES Adjusted	\$11.40
51-3092	Food Batchmakers	OES Adjusted	\$11.14
51-3093	Food Cooking Machine Operators and Tenders	OES Adjusted	\$10.88
51-3099	Food Processing Workers, All Other	OES Adjusted	\$9.70
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	OES Adjusted	\$14.53
51-4012	Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic	OES Adjusted	\$20.10
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$12.71
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$13.87
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$14.11
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$12.56
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$14.34
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$12.74
51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$14.13
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$15.09
51-4041	Machinists	OES Guam	\$14.98
51-4051	Metal-Refining Furnace Operators and Tenders	OES Adjusted	\$14.57
51-4052	Pourers and Casters, Metal	OES Adjusted	\$13.75
51-4061	Model Makers, Metal and Plastic	OES Adjusted	\$19.33
51-4062	Patternmakers, Metal and Plastic	OES Adjusted	\$16.17
51-4071	Foundry Mold and Coremakers	OES Adjusted	\$12.43

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$11.67
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$12.93
51-4111	Tool and Die Makers	OES Adjusted	\$18.50
51-4121	Welders, Cutters, Solderers, and Brazers	OES Guam	\$18.40
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	OES Adjusted	\$13.55
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$13.41
51-4192	Layout Workers, Metal and Plastic	OES Adjusted	\$16.46
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	OES Adjusted	\$12.00
51-4194	Tool Grinders, Filers, and Sharpeners	OES Adjusted	\$14.13
51-4199	Metal Workers and Plastic Workers, All Other	OES Adjusted	\$12.72
51-5111	Prepress Technicians and Workers	OES Adjusted	\$14.32
51-5112	Printing Press Operators	OES Guam	\$12.73
51-5113	Print Binding and Finishing Workers	OES Adjusted	\$11.82
51-6011	Laundry and Dry-Cleaning Workers	Governor's Survey	\$7.69
51-6021	Pressers, Textile, Garment, and Related Materials	Governor's Survey	\$8.51
51-6031	Sewing Machine Operators	Governor's Survey	\$8.51
51-6041	Shoe and Leather Workers and Repairers	OES Adjusted	\$10.29
51-6042	Shoe Machine Operators and Tenders	OES Adjusted	\$10.28
51-6051	Sewers, Hand	OES Adjusted	\$10.44
51-6052	Tailors, Dressmakers, and Custom Sewers	Governor's Survey	\$8.51
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	OES Adjusted	\$10.37
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	OES Adjusted	\$9.98
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	OES Adjusted	\$10.54
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	OES Adjusted	\$10.35
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	OES Adjusted	\$12.71
51-6092	Fabric and Apparel Patternmakers	OES Adjusted	\$17.75
51-6093	Upholsterers	Governor's Survey	\$8.51
51-6099	Textile, Apparel, and Furnishings Workers, All Other	OES Adjusted	\$10.33

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
51-7011	Cabinetmakers and Bench Carpenters	OES Adjusted	\$12.66
51-7021	Furniture Finishers	OES Adjusted	\$11.56
51-7031	Model Makers, Wood	OES Adjusted	\$19.29
51-7032	Patternmakers, Wood	OES Adjusted	\$21.37
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	OES Adjusted	\$10.82
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	OES Adjusted	\$10.83
51-7099	Woodworkers, All Other	OES Adjusted	\$11.87
51-8011	Nuclear Power Reactor Operators	OES Adjusted	\$33.99
51-8012	Power Distributors and Dispatchers	OES Adjusted	\$29.92
51-8013	Power Plant Operators	OES Adjusted	\$26.71
51-8021	Stationary Engineers and Boiler Operators	OES Adjusted	\$22.20
51-8031	Water and Wastewater Treatment Plant and System Operators	OES Guam	\$22.95
51-8091	Chemical Plant and System Operators	OES Adjusted	\$21.11
51-8092	Gas Plant Operators	OES Adjusted	\$23.91
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	OES Guam	\$20.49
51-8099	Plant and System Operators, All Other	OES Adjusted	\$20.03
51-9011	Chemical Equipment Operators and Tenders	OES Adjusted	\$17.35
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	OES Adjusted	\$15.27
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	Governor's Survey	\$9.81
51-9022	Grinding and Polishing Workers, Hand	Governor's Survey	\$9.81
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	Governor's Survey	\$9.81
51-9031	Cutters and Trimmers, Hand	Governor's Survey	\$9.81
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	OES Adjusted	\$12.37
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	OES Adjusted	\$12.53
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	OES Adjusted	\$13.92
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	Governor's Survey	\$9.81
51-9071	Jewelers and Precious Stone and Metal Workers	Governor's Survey	\$9.81
51-9081	Dental Laboratory Technicians	OES Adjusted	\$14.92
51-9082	Medical Appliance Technicians	OES Adjusted	\$14.88

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
51-9083	Ophthalmic Laboratory Technicians	OES Adjusted	\$11.71
51-9111	Packaging and Filling Machine Operators and Tenders	OES Guam	\$9.05
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	Governor's Survey	\$9.81
51-9122	Painters, Transportation Equipment	OES Guam	\$12.52
51-9123	Painting, Coating, and Decorating Workers	OES Guam	\$15.93
51-9141	Semiconductor Processors	OES Adjusted	\$14.12
51-9151	Photographic Process Workers and Processing Machine Operators	OES Adjusted	\$12.42
51-9191	Adhesive Bonding Machine Operators and Tenders	OES Adjusted	\$12.12
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	OES Adjusted	\$11.52
51-9193	Cooling and Freezing Equipment Operators and Tenders	Governor's Survey	\$7.82
51-9194	Etchers and Engravers	OES Adjusted	\$11.37
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	Governor's Survey	\$7.82
51-9196	Paper Goods Machine Setters, Operators, and Tenders	OES Adjusted	\$13.79
51-9197	Tire Builders	OES Adjusted	\$15.15
51-9198	Helpers--Production Workers	Governor's Survey	\$7.54
51-9199	Production Workers, All Other	Governor's Survey	\$7.82
53-1011	Aircraft Cargo Handling Supervisors	Governor's Survey	\$12.02
53-1021	First-Line Supervisors of Helpers, Laborers, and Material Movers, Hand	Governor's Survey	\$12.02
53-1031	First-Line Supervisors of Transportation and Material-Moving Machine and Vehicle Operators	OES Guam	\$19.63
53-2011	Airline Pilots, Copilots, and Flight Engineers	Governor's Survey	\$12.86
53-2012	Commercial Pilots	Governor's Survey	\$12.86
53-2021	Air Traffic Controllers	Governor's Survey	\$12.86
53-2022	Airfield Operations Specialists	Governor's Survey	\$12.86
53-2031	Flight Attendants	OES Adjusted	\$39,361
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	Governor's Survey	\$8.39
53-3021	Bus Drivers, Transit and Intercity	Governor's Survey	\$8.42

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
53-3022	Bus Drivers, School or Special Client	Governor's Survey	\$8.83
53-3031	Driver/Sales Workers	Governor's Survey	\$7.69
53-3032	Heavy and Tractor-Trailer Truck Drivers	Governor's Survey	\$9.20
53-3033	Light Truck or Delivery Services Drivers	Governor's Survey	\$7.68
53-3041	Taxi Drivers and Chauffeurs	Governor's Survey	\$8.83
53-3099	Motor Vehicle Operators, All Other	Governor's Survey	\$8.39
53-4011	Locomotive Engineers	OES Adjusted	\$24.09
53-4012	Locomotive Firers	OES Adjusted	\$20.99
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	OES Adjusted	\$17.73
53-4021	Railroad Brake, Signal, and Switch Operators	OES Adjusted	\$20.99
53-4031	Railroad Conductors and Yardmasters	OES Adjusted	\$23.00
53-4041	Subway and Streetcar Operators	OES Adjusted	\$21.46
53-4099	Rail Transportation Workers, All Other	OES Adjusted	\$18.23
53-5011	Sailors and Marine Oilers	Governor's Survey	\$14.52
53-5021	Captains, Mates, and Pilots of Water Vessels	Governor's Survey	\$14.63
53-5022	Motorboat Operators	OES Adjusted	\$16.50
53-5031	Ship Engineers	OES Adjusted	\$26.77
53-6011	Bridge and Lock Tenders	OES Adjusted	\$16.11
53-6021	Parking Lot Attendants	Governor's Survey	\$7.85
53-6031	Automotive and Watercraft Service Attendants	Governor's Survey	\$7.85
53-6041	Traffic Technicians	Governor's Survey	\$7.85
53-6051	Transportation Inspectors	OES Guam	\$21.98
53-6061	Transportation Attendants, Except Flight Attendants	Governor's Survey	\$7.85
53-6099	Transportation Workers, All Other	Governor's Survey	\$7.85
53-7011	Conveyor Operators and Tenders	Governor's Survey	\$8.30
53-7021	Crane and Tower Operators	Governor's Survey	\$8.30

<b>SOC Code</b>	<b>SOC Title</b>	<b>Wage Source</b>	<b>Wage Rate</b>
53-7031	Dredge Operators	Governor's Survey	\$8.30
53-7032	Excavating and Loading Machine and Dragline Operators	OES Guam	\$20.31
53-7033	Loading Machine Operators, Underground Mining	OES Adjusted	\$18.08
53-7041	Hoist and Winch Operators	Governor's Survey	\$8.30
53-7051	Industrial Truck and Tractor Operators	Governor's Survey	\$8.30
53-7061	Cleaners of Vehicles and Equipment	Governor's Survey	\$8.03
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Governor's Survey	\$8.19
53-7063	Machine Feeders and Offbearers	Governor's Survey	\$7.85
53-7064	Packers and Packagers, Hand	Governor's Survey	\$7.85
53-7071	Gas Compressor and Gas Pumping Station Operators	Governor's Survey	\$7.47
53-7072	Pump Operators, Except Wellhead Pumpers	OES Adjusted	\$16.53
53-7073	Wellhead Pumpers	OES Adjusted	\$18.54
53-7081	Refuse and Recyclable Material Collectors	Governor's Survey	\$8.30
53-7111	Mine Shuttle Car Operators	OES Adjusted	\$18.08
53-7121	Tank Car, Truck, and Ship Loaders	OES Adjusted	\$16.02
53-7199	Material Moving Workers, All Other	Governor's Survey	\$8.30