

**City of Dover**  
**Collective Bargaining**  
**Background & Comparative Information**



**City of Dover, New Hampshire**

**January, 2024**

## City of Dover, NH FY2025 Labor Negotiations Background Information

### Previous Negotiating Objectives/Accomplishments

- Overarching labor policy and negotiating objectives studied and established by prior City Councils with stated purpose: “to promote fair and equitable compensation and benefits programs consistent with general employment market trends for its employees that will also benefit the City.”
- Contracted and completed a comprehensive wage and benefit survey and implemented a new negotiated classification and pay plan based upon an analysis of market competitiveness and internal equity. The number of grades for classifications have decreased 40 to 24 and the wage schedule steps increased from 12 to 15.
- Instituted insurance premium cost containment strategies through the implementation of a Cafeteria Style benefits program and varied employee co-payment percentage adjustments to incentivize employees to enroll in the lower cost plans with higher deductibles (DMEA, DPEA, DPA, DPAAII, DPFFA, DPFOA, and AFSCME).
- Continue to standardize certain contract provisions between all unions to improve efficiency of contract administration/application (DMEA, DPEA, DPA, DPAAII, DPFFA, DPFOA, and AFSCME).
- Support established compensation philosophy by maintaining step/merit based on longevity and maintaining internal equity and market competitiveness (not the highest/not the lowest). Between fiscal years 2009 to 2014; the City had six (6) consecutive years with no COLA increase and one or more of those years also had employees foregoing step/merit increases; the last six (6) years have provided modest COLA increases based on the CPI-U year-end average with a minimum increase of 1% and maximum increase of 4%.
- Amended contractual language and reduced the growing liability related to retiree health care costs and leave accruals (DMEA, DPEA, DPA, DPAAII, DPFFA, DPFOA, and AFSCME).
- Addressed other work rule issues specific to individual unions/departments.
- Transitioned from self-insured disability program to insured for budgeting purposes.

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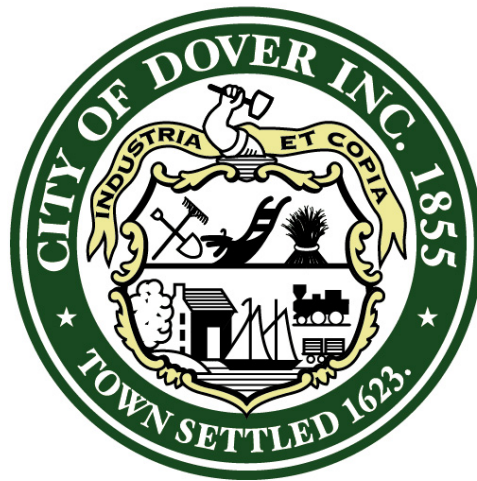
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City of Dover, NH

# Compensation Program Overview

*With FY2024 Market Analysis and  
Survey Data*

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# *City of Dover, NH* Compensation Program Overview

## Program Philosophy

The City of Dover's compensation program is a basic management tool which serves to attract, retain and motivate employees in achieving the objectives of the City. The compensation program is based upon a compensation philosophy outlined in the policy originally adopted by the City Council on April 24, 1996 and is further defined in a report with recommendations prepared by a City Council personnel sub-committee on February 15, 1997. These documents establish and explain the principles that guide the design, implementation and administration of the City's overall program.

*"To ensure fair and equitable treatment of all employees and to encourage the further creation of a team concept within and among all City departments so that the work of the City continues to be completed in a professional and fiscally responsible manner"*

In accordance with the City's compensation philosophy, the City attempts to maintain pay levels for its employees which are based upon median pay rates reported for similar jobs identified in both the public and private sector markets. The City's objective is "to not be the highest and to not be the lowest" in terms of pay rates. Structural adjustments resulting from changes in regional cost of living changes are applied understanding that they will lag the market. Individual pay adjustments are typically based upon continued satisfactory performance, increased experience in the position held and longevity within the organization.

## Program Activities

The City's compensation program ensures that employees are properly rewarded for work performed, that both internal and external equity are maintained, and that control is maintained over compensation costs. As intended, the program helps to attract top talent, retain core employees, and encourage longevity while effectively using financial resources allocated within the City budget. The administration of the City's compensation program involves the following activities:

1. Job Analysis. Each job in the organization is thoroughly analyzed and described. Job descriptions are developed to include a job summary; a list of the job's "essential" functions and related duties; and the necessary skills, experience, and educational requirements (see attached).
2. Job Evaluation. Job evaluation determines what jobs are worth on an absolute basis and relative to other jobs in the organization and is the means

for establishing the City's Classification Plan (see attached). Both qualitative and quantitative methods are used for purposes of checking results of one to the other. The qualitative method consists of a ranking evaluation where positions are paired and ranked in order from highest to lowest value. The quantitative method consists of a point factor comparison where each position has "points" assigned based on the job's complexity, impact, budget, supervisory duties, and so on. Job ranks are based on the total number of points. Jobs that are of greater value to the City have a higher classification grade; jobs of lesser value fill the lower grades.

3. Job Pricing. Job pricing involves determining market based rate ranges; that is, minimum, midpoint, and maximum dollar values for each labor grade. By studying wage and salary surveys, the City relates comparable wages in the public and private sector labor market to the jobs within the organization. A recommended scale of wages is calculated that will allow the organization to compete in the labor market (external equity) while ensuring that jobs of high value to the organization are paid more than those of relatively lower value (internal equity). Ultimately a comparison of market based pay levels is made against the existing Dover pay levels for each labor grade (see attached).
4. Pay Plan. The City's Pay Plan is developed based upon the job pricing activity above and in accordance with the overall compensation philosophy. The pay plan provides a uniform and equitable wage rate schedule consisting of minimum and maximum rates of pay for each class of position and the intermediate steps or increments necessary to allow for advancement based upon satisfactory performance and growth in experience within the organization (see attached). The Pay Plan is incorporated into collective bargaining agreements through the process of negotiations with each of the City's labor unions. Adjustments to the structure to conform with the job pricing results and regional cost of living changes are issues addressed through labor negotiations with a majority of the City's workforce.
5. Pay Administration. Administration of the compensation program involves establishing and monitoring procedures for payment of wages in accordance with the established Classification and Pay Plans and state and federal regulations. Administration entails recruitment and hiring of new employees, documenting current employee performance results, maintaining records of personnel actions including corresponding pay adjustments and processing of wage payments for work performed by employees.



## FY2024 Dover Classification Plan

Classification Title	Pay Plan Grade	Union
ACCOUNT CLERK I	D07	DMEA
ACCOUNT CLERK II	D09	DMEA
ACCOUNTANT I	D13	DMEA
ACCOUNTANT II	D20	DMEA
ADMINISTRATIVE ASSISTANT	D13	non-union
ADMINISTRATIVE MANAGER	D15	non-union
ANIMAL CONTROL OFFICER	D12	DPA
AQUATIC FACILITY MANAGER	D16	DPEA
ARENA FACILITY MANAGER	D17	DPEA
ARENA PROGRAM - MARKETING SUPERVISOR	D16	DPEA
ASSISTANT CITY ENGINEER	D18	DPEA
ASSISTANT CITY MANAGER	D22	non-union
ASSISTANT CITY PLANNER	D17	DMEA
ASSISTANT FIRE MECHANIC	D13	non-union
ASSISTANT LIBRARY DIRECTOR	D19	DMEA
ASSISTANT REC DIRECTOR	D18	DPEA
ASSISTANT TAX ASSESSOR	D17	DMEA
BOOKKEEPER	D12	DMEA
BUILDING INSPECTOR	D15	DMEA
BUILDING MAINTENANCE MECHANIC	D08	DMEA
BUILDING OFFICIAL	D19	DMEA
BUSINESS DEVELOPMENT MANAGER	D19	non-union
BUSINESS DEVELOPMENT SPECIALIST	D14	non-union
CITY ATTORNEY	D24	non-union
CITY CLERK-TAX COLLECTOR	D19	non-union
CITY ENGINEER	D21	DPEA
CITY PLANNER	D19	DMEA
CITY TAX ASSESSOR	D18	DMEA
CITY TREASURER	D18	non-union
CLERK TYPIST I	D06	DMEA
CLERK TYPIST II	D08	DMEA
CUSTODIAN	D07	DMEA
DEPUTY CITY ATTORNEY	D21	non-union
DEPUTY CITY CLERK	D12	DMEA
DEPUTY CITY MANAGER	D24	non-union
DEPUTY COMMUNITY SERVICES DIRECTOR	D21	non-union
DEPUTY FINANCE DIRECTOR	D21	non-union
DEPUTY INFORMATION TECHNOLOGY DIRECTOR	D20	non-union
DEPUTY PARKING MANAGER	D12	DPAAll
DEPUTY TAX COLLECTOR	D12	DMEA
DIRECTOR OF COMMUNITY SERVICES	D23	non-union
DIRECTOR OF FINANCE	D23	non-union
DIRECTOR OF HUMAN RESOURCES	D20	non-union
DIRECTOR OF INFORMATION TECHNOLOGY	D23	non-union
DIRECTOR OF MEDIA SERVICES	D21	non-union
DIRECTOR OF PLANNING & CDBG	D21	non-union
DIRECTOR OF PUBLIC LIBRARY	D21	non-union
DIRECTOR OF PUBLIC WELFARE	D19	non-union
DIRECTOR OF RECREATION	D19	non-union
ELECTRICAL INSPECTOR	D15	DMEA
ENGINEERING TECHNICIAN	D15	DPEA
ENVIRONMENTAL PROJECTS MANAGER	D19	DPEA
EXECUTIVE ASSISTANT TO CITY MANAGER	D15	non-union
EXECUTIVE SECRETARY	D13	non-union
FIRE - RESCUE CHIEF	D23	non-union
FIRE ASSISTANT CHIEF	D20	DPFOA
FIRE CAPTAIN	D18	DPFOA
FIRE DEPUTY CHIEF	D21	DPFOA
FIRE DIVISION CHIEF	D19	DPFOA
FIRE LIEUTENANT	D16	DPFOA
FIRE MECHANIC	D19	non-union
FIREFIGHTER-AEMT	D13	IAFF



## FY2024 Dover Classification Plan

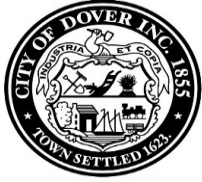
Classification Title	Pay Plan Grade	Union
FIREFIGHTER-EMT	D12	IAFF
FIREFIGHTER-PARAMEDIC	D15	IAFF
FIRE-HEALTH INSPECTOR	D15	DMEA
FIRE-LIFE SAFETY INSPECTOR	D15	DMEA
FLEET SUPERVISOR	D18	DPEA
HEAVY EQUIPMENT MECHANIC I	D12	AFSCME
HEAVY EQUIPMENT MECHANIC II	D13	AFSCME
HEAVY EQUIPMENT OPERATOR I	D11	AFSCME
HEAVY EQUIPMENT OPERATOR II	D13	AFSCME
HUMAN RESOURCES ASSISTANT	D14	non-union
INFORMATION TECHNOLOGY ADMINISTRATOR	D16	non-union
INFORMATION TECHNOLOGY TECHNICIAN	D13	non-union
INVENTORY COORDINATOR	D12	AFSCME
LABORER I	D08	AFSCME
LABORER II	D09	AFSCME
LIBRARIAN I	D13	DMEA
LIBRARIAN II	D15	DMEA
LIBRARY ASSISTANT I	D08	DMEA
LIBRARY ASSISTANT II	D10	DMEA
LIBRARY PAGE	D03	DMEA
MAINTENANCE MECHANIC I	D10	AFSCME
MAINTENANCE MECHANIC II	D11	AFSCME
MAINTENANCE MECHANIC III	D15	DPEA
MAINTENANCE SPECIALIST I	D11	AFSCME
MAINTENANCE SPECIALIST II	D13	AFSCME
MAINTENANCE SPECIALIST III	D16	DPEA
MANAGEMENT ANALYST	D13	non-union
OFFICE MANAGER	D12	DMEA
OFFICE SUPPORT ASSISTANT	D06	non-union
PARKING ENFORCEMENT OFFICER	D09	DPA
PARKING MANAGER	D17	non-union
PAYROLL & BENEFITS ADMINISTRATOR	D12	DMEA
PERSONNEL ASSISTANT	D11	DPAAII
PLANT&PUMP STATION SUPERVISOR	D17	DPEA
PLUMBING INSPECTOR	D15	DMEA
POLICE CAPTAIN	D21	DPAAII
POLICE CHIEF	D23	non-union
POLICE COMMUNICATIONS SUPERVISOR	D16	DPAAII
POLICE DEPUTY COMMUNICATIONS SUPERVISOR	D14	DPAAII
POLICE DISPATCHER I	D10	DPA
POLICE DISPATCHER II	D12	DPA
POLICE LIEUTENANT	D19	DPAAII
POLICE OFFICER I	D13	DPA
POLICE OFFICER II	D15	DPA
POLICE PREVENTION COORDINATOR	D16	DPAAII
POLICE PREVENTION PROGRAMMER	D12	DPA
POLICE PROSECUTOR	D19	DPAAII
POLICE RECORDS SUPERVISOR	D15	DPAAII
POLICE SERGEANT	D17	DPAAII
POLICE SOCIAL WORKER	D15	DPA
POLICE SOCIAL WORK UNIT SUPERVISOR	D17	DPAAII
POLICE VICTIM-WITNESS ADVOCATE	D15	DPA
PROJECT MANAGER	D19	DPEA
PUBLIC WELFARE TECHNICIAN I	D13	DMEA
PUBLIC WELFARE TECHNICIAN II	D14	DMEA
PUBLIC WELFARE TECHNICIAN III	D15	DMEA
PUBLIC WORKS SUPERVISOR	D17	DPEA
PUMP STATION OPERATOR I	D11	AFSCME
PUMP STATION OPERATOR II	D13	AFSCME
PUMP STATION OPERATOR III	D15	DPEA
PURCHASING AGENT	D19	DMEA
RECREATION PROGRAM ASSOCIATE I	D04	non-union



## FY2024 Dover Classification Plan

Classification Title	Pay Plan Grade	Union
RECREATION PROGRAM ASSOCIATE II	D05	non-union
RECREATION PROGRAM ASSOCIATE III	D06	non-union
RECREATION PROGRAM SPECIALIST I	D07	non-union
RECREATION PROGRAM SPECIALIST II	D08	non-union
RECREATION PROGRAM SPECIALIST III	D09	non-union
RECREATION PROGRAM SPECIALIST IV	D10	non-union
RECREATION PROGRAM SUPERVISOR	D13	DPEA
SEASONAL MAINTENANCE WORKER I	D05	non-union
SEASONAL MAINTENANCE WORKER II	D06	non-union
SEASONAL MAINTENANCE WORKER III	D07	non-union
SECRETARY I	D09	DMEA/DPA
SECRETARY II	D10	DMEA/DPA
SOLID WASTE ASSISTANT	D12	AFSCME
SOLID WASTE COORDINATOR	D17	DPEA
SUPERINTENDENT OF FACILITIES, GROUNDS & CEMETERIES	D20	DPEA
SUPERINTENDENT OF PUBLIC WORKS	D20	DPEA
SUPERINTENDENT OF UTILITIES	D20	DPEA
TAX ASSESSING DATA TECHNICIAN	D11	DMEA
TEEN CENTER COUNSELOR	D17	DPA
TELEVISION BROADCAST OPERATOR	D01	non-union
TRUCK DRIVER	D10	AFSCME
UTILITIES SYSTEM SUPERVISOR	D17	DPEA
WORKING FOREMAN	D16	DPEA
WWTP CHIEF OPERATOR	D17	DPEA
WWTP LAB TECHNICIAN	D13	DPEA
WWTP LAB/INDUSTRIAL PRETREATMENT COORDINATOR	D16	DPEA
WWTP OPERATOR I	D14	AFSCME
WWTP OPERATOR II	D16	AFSCME
WWTP SUPERVISOR	D19	DPEA





**FY2024 Wage Schedule**  
**City of Dover, NH**

Grade/Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
D01	\$10.24	\$10.59	\$10.92	\$11.25	\$11.59	\$11.92	\$12.24	\$12.57	\$12.91	\$13.24	\$13.57	\$13.90	\$14.24	\$14.57	\$14.90
D02	\$11.01	\$11.37	\$11.72	\$12.07	\$12.43	\$12.78	\$13.14	\$13.49	\$13.85	\$14.21	\$14.56	\$14.91	\$15.27	\$15.62	\$15.97
D03	\$11.84	\$12.22	\$12.59	\$12.97	\$13.34	\$13.72	\$14.09	\$14.48	\$14.86	\$15.24	\$15.61	\$15.98	\$16.36	\$16.73	\$17.12
D04	\$12.73	\$13.14	\$13.55	\$13.96	\$14.36	\$14.77	\$15.18	\$15.60	\$16.01	\$16.41	\$16.83	\$17.23	\$17.64	\$18.04	\$18.46
D05	\$13.69	\$14.13	\$14.58	\$15.02	\$15.45	\$15.90	\$16.35	\$16.80	\$17.23	\$17.67	\$18.12	\$18.56	\$19.00	\$19.45	\$19.88
D06	\$14.71	\$15.18	\$15.66	\$16.14	\$16.61	\$17.10	\$17.57	\$18.03	\$18.52	\$18.99	\$19.47	\$19.94	\$20.43	\$20.89	\$21.37
D07	\$15.82	\$16.33	\$16.84	\$17.34	\$17.86	\$18.36	\$18.88	\$19.39	\$19.88	\$20.40	\$20.90	\$21.41	\$21.92	\$22.43	\$22.94
D08	\$16.99	\$17.54	\$18.09	\$18.63	\$19.17	\$19.72	\$20.25	\$20.80	\$21.34	\$21.88	\$22.42	\$22.97	\$23.50	\$24.06	\$24.60
D09	\$18.28	\$18.88	\$19.46	\$20.05	\$20.62	\$21.22	\$21.81	\$22.39	\$22.98	\$23.56	\$24.15	\$24.74	\$25.32	\$25.92	\$26.49
D10	\$19.65	\$20.27	\$20.90	\$21.54	\$22.17	\$22.80	\$23.43	\$24.07	\$24.69	\$25.32	\$25.96	\$26.59	\$27.22	\$27.85	\$28.48
D11	\$21.13	\$21.81	\$22.47	\$23.15	\$23.83	\$24.50	\$25.18	\$25.85	\$26.52	\$27.21	\$27.88	\$28.56	\$29.23	\$29.91	\$30.58
D12	\$22.71	\$23.44	\$24.17	\$24.90	\$25.64	\$26.36	\$27.09	\$27.82	\$28.56	\$29.29	\$30.01	\$30.74	\$31.48	\$32.21	\$32.94
D13	\$24.42	\$25.20	\$25.99	\$26.77	\$27.56	\$28.34	\$29.13	\$29.92	\$30.70	\$31.49	\$32.27	\$33.06	\$33.84	\$34.63	\$35.42
D14	\$26.25	\$27.08	\$27.92	\$28.77	\$29.61	\$30.45	\$31.28	\$32.14	\$32.97	\$33.81	\$34.65	\$35.50	\$36.34	\$37.17	\$38.02
D15	\$28.22	\$29.11	\$30.02	\$30.93	\$31.84	\$32.75	\$33.65	\$34.56	\$35.47	\$36.38	\$37.29	\$38.19	\$39.10	\$40.01	\$40.92
D16	\$30.33	\$31.29	\$32.27	\$33.25	\$34.22	\$35.19	\$36.17	\$37.14	\$38.12	\$39.09	\$40.06	\$41.04	\$42.02	\$42.98	\$43.96
D17	\$32.59	\$33.64	\$34.70	\$35.76	\$36.80	\$37.85	\$38.90	\$39.96	\$41.01	\$42.06	\$43.11	\$44.17	\$45.21	\$46.26	\$47.31
D18	\$35.05	\$36.17	\$37.30	\$38.43	\$39.56	\$40.68	\$41.81	\$42.94	\$44.06	\$45.20	\$46.32	\$47.47	\$48.59	\$49.72	\$50.85
D19	\$37.68	\$38.88	\$40.08	\$41.30	\$42.50	\$43.70	\$44.92	\$46.12	\$47.32	\$48.53	\$49.74	\$50.94	\$52.15	\$53.36	\$54.57
D20	\$40.50	\$41.80	\$43.11	\$44.41	\$45.72	\$47.02	\$48.33	\$49.63	\$50.94	\$52.26	\$53.56	\$54.87	\$56.17	\$57.48	\$58.78
D21	\$43.54	\$44.94	\$46.32	\$47.73	\$49.12	\$50.51	\$51.91	\$53.30	\$54.69	\$56.09	\$57.49	\$58.88	\$60.28	\$61.66	\$63.07
D22	\$46.81	\$48.31	\$49.82	\$51.32	\$52.82	\$54.33	\$55.84	\$57.35	\$58.85	\$60.35	\$61.86	\$63.37	\$64.86	\$66.37	\$67.87
D23	\$50.32	\$51.94	\$53.54	\$55.16	\$56.77	\$58.39	\$60.01	\$61.62	\$63.24	\$64.85	\$66.47	\$68.09	\$69.70	\$71.32	\$72.94
D24	\$54.09	\$55.82	\$57.56	\$59.30	\$61.05	\$62.77	\$64.51	\$66.26	\$68.00	\$69.72	\$71.47	\$73.21	\$74.94	\$76.68	\$78.42

# July 2023 Wage Survey

## Annual Wage Survey

Not all fields are available for every position reported

Field	Field Description
Municipality	The municipality name
JobTitle	The standard job title for the occupation
Population	The NH Office of State Planning population estimate for the municipality
# FT EE	The number of full-time employees incumbent in the given occupation
FT Min Salary	The minimum full-time wage rate reported for the given occupation
FT Max Salary	The maximum full-time wage rate reported for the given occupation
FT Salary Comment	Descriptive comments related to the reporting of data related to the full-time occupation
# PT EE	The number of part-time employees incumbent in the given occupation
PT Min Salary	The minimum part-time wage rate reported for the given occupation
PT Max Salary	The maximum part-time wage rate reported for the given occupation

07/01/23

Survey Date

Age Factor July 2023 to July 2023

0.0%

Communities: Bedford  
 Concord  
 Derry  
 Dover  
 Hampton  
 Hudson  
 Keene  
 Laconia  
 Londonderry  
 Merrimack  
 Nashua  
 Portsmouth  
 Rochester  
 Somersworth

## Dover\_Salary Survey Crosswalk

Dover Classification	NHMA Title	Position Match	NHMA Selected Hourly (aged)	Weighted Rate
ACCOUNT CLERK I				0.00
ACCOUNT CLERK II	Account Clerk	100%	22.64	22.64
ACCOUNTANT I	Accountant	80%	32.54	26.03
ACCOUNTANT II	Accountant	115%	40.28	46.33
ADMINISTRATIVE ASSISTANT	Administrative Assistant	100%	25.01	25.01
ADMINISTRATIVE CLERK/CEMETERY COORDINATOR				0.00
ANIMAL CONTROL OFFICER	Animal Control Officer	100%	25.11	25.11
AQUATIC FACILITY MANAGER				0.00
ARENA FACILITY MANAGER				0.00
ARENA PROGRAM & MARKETING SUPERVISOR				0.00
ASSISTANT CITY CLERK				0.00
ASSISTANT CITY ENGINEER				0.00
ASSISTANT CITY MANAGER				0.00
ASSISTANT CITY PLANNER				0.00
ASSISTANT LIBRARY DIRECTOR				0.00
ASSISTANT RECREATION DIRECTOR				0.00
ASSISTANT TAX ASSESSOR	Assistant Appraiser/Assessor	100%	40.51	40.51
BOOKKEEPER	Bookkeeper	100%	23.17	23.17
BUILDING OFFICIAL				0.00
CDBG PROGRAM COORDINATOR				0.00
CITY CLERK/TAX COLLECTOR	Combined Clerk/Tax Collector	100%	41.42	41.42
CITY ENGINEER	City/Town Engineer	100%	48.93	48.93
CITY MANAGER	City/ Town Manager	100%	68.53	68.53
CITY TREASURER				0.00
CLERK TYPIST I				0.00
CLERK TYPIST II	Clerk Typist	100%	19.40	19.40
CONSTRUCTION MANAGER				0.00
CROSSING GUARD			15.53	0.00
CUSTODIAN	Building Custodian	100%	20.94	20.94
DEPUTY CITY CLERK	Deputy Town Clerk	100%	32.48	32.48
DEPUTY COMMUNITY SERVICES DIRECTOR				0.00
DEPUTY TAX COLLECTOR	Deputy Tax Collector	100%	32.48	32.48
DIRECTOR OF BUSINESS ASSISTANCE				0.00
DIRECTOR OF COMMUNITY SERVICES	Director of Public Works	100%	51.76	51.76
DIRECTOR OF FINANCE	Finance Director	100%	54.67	54.67
DIRECTOR OF HUMAN RESOURCES	Personnel/HR Director	100%	38.37	38.37
DIRECTOR OF INFORMATION TECHNOLOGY	Information Technology Manager/Director	100%	57.05	57.05
DIRECTOR OF MAIN STREET PROGRAM				0.00
DIRECTOR OF PLANNING & CDBG	Planning Director	100%	53.61	53.61
DIRECTOR OF PUBLIC LIBRARY	Library Director	100%	48.37	48.37
DIRECTOR OF PUBLIC WELFARE	Welfare Officer/Commissioner	100%	46.27	46.27
DIRECTOR OF RECREATION	Parks/ Recreation Director	100%	50.26	50.26
ELECTRICAL INSPECTOR			32.86	0.00
ENGINEERING TECHNICIAN			32.25	0.00
ENVIRONMENTAL PROJECTS MANAGER				0.00
EXECUTIVE SECRETARY	Executive Secretary/Asst to Board of Selectmen	100%	30.22	30.22
FACILITIES, GROUNDS & CEMETERY SUPERVISOR				0.00
FIRE & RESCUE CHIEF	Fire Chief	100%	56.05	56.05
FIRE ASSISTANT CHIEF	Deputy Fire Chief	100%		0.00
FIRE CAPTAIN	Fire Captain	100%	41.01	41.01
FIRE DEPUTY CHIEF			46.93	0.00
FIRE LIEUTENANT	Fire Lieutenant	100%	37.29	37.29
FIRE MECHANIC				0.00
FIRE/HEALTH INSPECTOR				0.00
FIRE/LIFE SAFETY INSPECTOR				0.00
FIREFIGHTER ON CALL				0.00
FIREFIGHTER/EMTB	Firefighter/EMT-B	100%	27.57	27.57
FIREFIGHTER/EMTI	Firefighter/EMT-I	100%	27.77	27.77
FIREFIGHTER/PARAMEDIC	Firefighter/Paramedic	100%	29.65	29.65
FLEET SUPERVISOR				0.00
GENERAL LEGAL COUNSEL				0.00
GROUNDSKEEPER I				0.00
GROUNDSKEEPER II				0.00
HEAVY EQUIPMENT MECHANIC I				0.00
HEAVY EQUIPMENT MECHANIC II	Heavy Equipment Mechanic	100%	28.52	28.52
HEAVY EQUIPMENT OPERATOR I				0.00
HEAVY EQUIPMENT OPERATOR II	Heavy Equipment Operator	100%	27.28	27.28
INFORMATION TECHNOLOGY ADMINISTRATOR	IT Analyst/Technician	100%		0.00
INVENTORY COORDINATOR				0.00
LABORER I				0.00
LABORER II	Laborer	100%	23.39	23.39
LIBRARIAN I				0.00
LIBRARIAN II	Librarian	100%	30.37	30.37

## Dover\_Salary Survey Crosswalk

Dover Classification	NHMA Title	Position Match	NHMA Selected Hourly (aged)	Weighted Rate
LIBRARY ASSISTANT I	Library Assistant	100%	21.71	21.71
LIBRARY ASSISTANT II				0.00
LIBRARY PAGE	Library Aide	100%		0.00
MAINTENANCE MECHANIC I				0.00
MAINTENANCE MECHANIC II			29.31	0.00
MAINTENANCE MECHANIC III	General Foreman	100%	31.56	31.56
MAINTENANCE SPECIALIST I	Light Equipment Operator	100%		0.00
MAINTENANCE SPECIALIST II				0.00
MAINTENANCE SPECIALIST III				0.00
MANAGEMENT ANALYST				0.00
OFFICE MANAGER	Office Manager	100%	23.75	23.75
PARKING CONTROL OFFICER				0.00
PARKING MANAGER				0.00
PAYROLL & BENEFITS ADMINISTRATOR				0.00
PERSONNEL ASSISTANT			29.63	0.00
PLANNER	Planner	100%	40.04	40.04
PLANT & PUMP STATION SUPERVISOR				0.00
PLUMBING INSPECTOR				0.00
POLICE CAPTAIN	Police Captain	100%	52.46	52.46
POLICE CHIEF	Police Chief	100%	52.73	52.73
POLICE COMMUNICATIONS SUPERVISOR	Police Dispatcher Supervisor	100%		0.00
POLICE DISPATCHER	Police Dispatcher	100%	25.33	25.33
POLICE LIEUTENANT	Police Lieutenant	100%	47.24	47.24
POLICE OFFICER I	Full-Time Police Officer	100%	31.07	31.07
POLICE OFFICER II (Advanced Career Track)				0.00
POLICE PREVENTION COORDINATOR				0.00
POLICE PREVENTION PROGRAMMER				0.00
POLICE PROSECUTOR				0.00
POLICE RECORDS SUPERVISOR				0.00
POLICE SERGEANT	Police Sergeant	100%	41.36	41.36
POLICE VICTIM/WITNESS ADVOCATE				0.00
PUBLIC WELFARE TECHNICIAN I				0.00
PUBLIC WELFARE TECHNICIAN II				0.00
PUBLIC WELFARE TECHNICIAN III				0.00
PUBLIC WORKS SUPERVISOR	SUPERINTENDENT OF PUBLIC WORKS & UTILITIES	100%		0.00
PUMP STATION OPERATOR I				0.00
PUMP STATION OPERATOR II				0.00
PUMP STATION OPERATOR III				0.00
PURCHASING AGENT			35.45	0.00
RECREATION PROGRAM ASSOCIATE I				0.00
RECREATION PROGRAM ASSOCIATE II				0.00
RECREATION PROGRAM ASSOCIATE III				0.00
RECREATION PROGRAM SPECIALIST I				0.00
RECREATION PROGRAM SPECIALIST II				0.00
RECREATION PROGRAM SPECIALIST III				0.00
RECREATION PROGRAM SPECIALIST IV				0.00
RECREATION PROGRAM SUPERVISOR				0.00
SEASONAL MAINTENANCE WORKER I				0.00
SEASONAL MAINTENANCE WORKER II				0.00
SEASONAL MAINTENANCE WORKER III				0.00
SECRETARY I				0.00
SECRETARY II	Secretary	100%	23.49	23.49
SOLID WASTE ASSISTANT	Landfill/Transfer Station/Recycling Attendant	100%		0.00
SOLID WASTE COORDINATOR	Landfill/Transfer Station/Recycling Supervisor	100%		0.00
SUPERINTENDENT OF FACILITIES, GROUNDS & CEMETERY				0.00
SUPERINTENDENT OF PUBLIC WORKS & UTILITIES	SUPERINTENDENT OF PUBLIC WORKS & UTILITIES	100%	54.04	54.04
TAX ASSESSING DATA TECHNICIAN				0.00
TEEN CENTER COUNSELOR				0.00
TELEVISION BROADCAST OPERATOR				0.00
TRUCK DRIVER	Truck Driver	100%	24.99	24.99
UTILITIES SYSTEM SUPERVISOR	Water/Wastewater Superintendent	100%	41.23	41.23
WORKING FOREMAN	General Foreman	100%	32.84	32.84
WWTP CHIEF OPERATOR			37.06	0.00
WWTP LAB TECHNICIAN				0.00
WWTP LAB/INDUSTRIAL PRETREATMENT COORDINATOR				0.00
WWTP OPERATOR I	Water/Wastewater Control, Plant Operator	100%	29.08	29.08
WWTP OPERATOR II				0.00

# May 2022 OES Estimates

## Occupational Employment Statistics (OES) Survey

Bureau of Labor Statistics, Department of Labor

website: <http://stat.bls.gov/oes/home.htm>

phone: 202-691-6569

Not all fields are available for every set of estimates files

Field	Field Description
prim_state	The primary State for the MSA (only on MSA file)
area	The MSA code or the State fips code
st	The State abbreviation (only on the State file)
state	The State name (only on the State file)
area_name	The MSA name (only on the MSA files)
naics	The North American Industry Classification System (NAICS) code for the given industry (only on the national industry files)
naics_title	The North American Industry Classification System (NAICS) title for the given industry (only on the national industry files)
occ_code	The 7-digit Standard Occupational Classification (SOC) code for the occupation
occ_title	The Standard Occupational Classification title for the occupation
group	Contains "major" if this is a SOC major group occupation, otherwise this column is blank
tot_emp	The estimated total employment rounded to the nearest 10 (excludes self-employed)
emp_prse <sup>1</sup>	The percent relative standard error for the employment
pct_total <sup>2</sup>	The percent of industry employment in the given occupation (only on the national industry files)
pct_rpt	The percent of establishments reporting the given occupation in the given industry (only on the national industry files)
h_mean	The mean hourly wage
a_mean	The mean annual wage
mean_prse <sup>1</sup>	The percent relative standard error for the mean wage
h_pct10	The hourly 10th percentile wage
h_pct25	The hourly 25th percentile wage
h_median	The hourly median wage (or the 50th percentile)
h_pct75	The hourly 75th percentile wage
h_pct90	The hourly 90th percentile wage
a_pct10	The annual 10th percentile wage
a_pct25	The annual 25th percentile wage
a_median	The annual median wage (or the 50th percentile)
a_pct75	The annual 75th percentile wage
a_pct90	The annual 90th percentile wage
annual	Contains "TRUE" if only the annual wages are released. The OES program only releases the annual wage for some occupations that typically work fewer than 2080 hours per year, such as teachers, pilots, and entertainment workers.

OES provides annual data on employment and wages for about 800 occupations and 400 nonfarm industries for the nation, plus occupational data by geographic area.

05/01/22 Survey Date

Age Factor May 2022 to July 2023

3.6%

Area/State: US-All States/Areas  
 Boston, MA-NH PMSA  
 New Hampshire-State  
 Portsmouth-Rochester, NH-ME PMSA





## 2023 Market Analysis

Dover Classification	Analysis Grade	Union	Dover Mid-Point	NHMA Survey		ICMA Survey		OES Survey		Market Composite		Benchmark Job
				Rate	Match	Rate	Match	Rate	Match	Rate	Index	
CUSTODIAN	7	DMEA	19.39	20.94	100%			18.69	100%	19.82	0.98	Yes
CLERK TYPIST II	8	DMEA	20.80	19.40	100%			21.74	100%	20.57	1.01	Yes
LIBRARY ASSISTANT I	8	DMEA	20.80	21.71	100%			20.40	100%	21.05	0.99	Yes
ACCOUNT CLERK II	9	DMEA	22.39	22.64	100%			21.04	100%	21.84	1.03	Yes
LABORER II	9	AFSCME	22.39	23.39	100%			21.78	100%	22.58	0.99	Yes
SECRETARY II	10	DMEA	24.07	23.49	100%					23.49	1.02	Yes
TRUCK DRIVER	10	AFSCME	24.07	24.99	100%			27.12	100%	26.06	0.92	Yes
MAINTENANCE MECHANIC II	11	AFSCME	25.85					25.07	100%	25.07	1.03	Yes
PERSONNEL ASSISTANT	11	DPAAIL	25.85					25.93	100%	25.93	1.00	Yes
ANIMAL CONTROL OFFICER	12	DPA	27.82	25.11	100%			24.19	100%	24.65	1.13	Yes
BOOKKEEPER	12	DMEA	27.82	23.17	100%			23.89	100%	23.53	1.18	Yes
FIREFIGHTER/EMTB	12	IAFF	27.82	27.57	100%			24.94	100%	26.26	1.06	Yes
ACCOUNTANT I	13	DMEA	29.92	26.03	80%			31.64	100%	28.84	1.04	Yes
ADMINISTRATIVE ASSISTANT	13	non-union	29.92	25.01	100%			33.10	100%	29.05	1.03	Yes
EXECUTIVE SECRETARY	13	non-union	29.92	30.22	100%			30.84	100%	30.53	0.98	Yes
HEAVY EQUIPMENT MECHANIC II	13	AFSCME	29.92	28.52	100%			30.22	100%	29.37	1.02	Yes
HEAVY EQUIPMENT OPERATOR II	13	AFSCME	29.92	27.28	100%			26.83	100%	27.06	1.11	Yes
POLICE OFFICER I	13	DPA	29.92	31.07	100%			30.43	100%	30.75	0.97	Yes
WWTP OPERATOR I	14	AFSCME	32.14	29.08	100%			30.39	100%	29.73	1.08	Yes
ELECTRICAL INSPECTOR	15	DMEA	34.56					38.32	100%	38.32	0.90	Yes
ENGINEERING TECHNICIAN	15	DPEA	34.56					27.72	100%	27.72	1.25	Yes
FIREFIGHTER/PARAMEDIC	15	IAFF	34.56	29.65	100%			29.65		29.65	1.17	Yes
MAINTENANCE MECHANIC III	15	AFSCME	34.56	31.56	100%			39.65	100%	35.61	0.97	Yes
WORKING FOREMAN	16	DPEA	37.14	32.84	100%			38.50	100%	35.67	1.04	Yes
ASSISTANT TAX ASSESSOR	17	DMEA	39.96	40.51	100%			32.81	100%	36.66	1.09	Yes
UTILITIES SYSTEM SUPERVISOR	17	DPEA	39.96	41.23	100%			39.65	100%	40.44	0.99	Yes
WWTP CHIEF OPERATOR	17	DPEA	39.96					37.59	100%	37.59	1.06	Yes
FIRE CAPTAIN	18	DPFOA	42.94	41.01	100%			39.32	100%	40.16	1.07	Yes
CITY CLERK/TAX COLLECTOR	19	non-union	46.12	41.42	100%			36.38	100%	38.90	1.19	Yes
DIRECTOR OF PUBLIC WELFARE	19	non-union	46.12	46.27	100%					46.27	1.00	Yes
DIRECTOR OF RECREATION	19	non-union	46.12	50.26	100%					50.26	0.92	Yes
PLANNER	19	DMEA	46.12	40.04	100%			38.44	100%	39.24	1.18	Yes
POLICE LIEUTENANT	19	DPAAIL	46.12	47.24	100%			44.61	100%	45.92	1.00	Yes
PURCHASING AGENT	19	DMEA	46.12					52.35	100%	52.35	0.88	Yes
SUPERINTENDENT OF PUBLIC WORKS & UTILITIES	20	DPEA	49.63	54.04	100%			55.57	100%	54.81	0.91	Yes
CITY ENGINEER	21	DPEA	53.30	48.93	100%			43.07	100%	46.00	1.16	Yes
DIRECTOR OF PLANNING & CDBG	21	non-union	53.30	53.61	100%					53.61	0.99	Yes
DIRECTOR OF PUBLIC LIBRARY	21	non-union	53.30	48.37	100%					48.37	1.10	Yes
POLICE CAPTAIN	21	DPAAIL	53.30	52.46	100%					52.46	1.02	Yes
DIRECTOR OF FINANCE	23	non-union	61.62	54.67	100%			71.13	100%	62.90	0.98	Yes
DIRECTOR OF INFORMATION TECHNOLOGY	23	non-union	61.62	57.05	100%			80.43	100%	68.74	0.90	Yes
FIRE & RESCUE CHIEF	23	non-union	61.62	56.05	100%					56.05	1.10	Yes
CITY MANAGER		non-union		68.53	100%			81.28	100%	74.90		Yes
CROSSING GUARD		non-union						18.54	100%	18.54		Yes
TELEVISION BROADCAST OPERATOR	1	non-union	12.57					16.37	100%	16.37	0.77	
LIBRARY PAGE	3	DMEA	14.48					15.35	100%	15.35	0.94	
RECREATION PROGRAM ASSOCIATE I	4	non-union	15.60					13.58	100%	13.58	1.15	
RECREATION PROGRAM ASSOCIATE II	5	non-union	16.80									
SEASONAL MAINTENANCE WORKER I	5	non-union	16.80									
CLERK TYPIST I	6	DMEA	18.03					17.96	100%	17.96	1.00	
RECREATION PROGRAM ASSOCIATE III	6	non-union	18.03					16.13	100%	16.13	1.12	
SEASONAL MAINTENANCE WORKER II	6	non-union	18.03									



## 2023 Market Analysis

Dover Classification	Analysis Grade	Union	Dover Mid-Point	NHMA Survey		ICMA Survey		OES Survey		Market Composite		Benchmark Job
				Rate	Match	Rate	Match	Rate	Match	Rate	Index	
ACCOUNT CLERK I	7	DMEA	19.39					21.44	100%	21.44	0.90	
RECREATION PROGRAM SPECIALIST I	7	non-union	19.39									
SEASONAL MAINTENANCE WORKER III	7	non-union	19.39					18.64	100%	18.64	1.04	
LABORER I	8	AFSCME	20.80					20.07	100%	20.07	1.04	
RECREATION PROGRAM SPECIALIST II	8	non-union	20.80									
PARKING CONTROL OFFICER	9	DPA	22.39					19.72	100%	19.72	1.14	
RECREATION PROGRAM SPECIALIST III	9	non-union	22.39					24.26	100%	24.26	0.92	
SECRETARY I	9	DMEA	22.39					22.53	100%	22.53	0.99	
LIBRARY ASSISTANT II	10	DMEA	24.07									
MAINTENANCE MECHANIC I	10	AFSCME	24.07									
POLICE DISPATCHER	10	DPA	24.07	25.33	100%			24.98	100%	25.15	0.96	
RECREATION PROGRAM SPECIALIST IV	10	non-union	24.07									
HEAVY EQUIPMENT OPERATOR I	11	AFSCME	25.85									
MAINTENANCE SPECIALIST I	11	AFSCME	25.85		100%			30.93	100%	30.93	0.84	
PUMP STATION OPERATOR I	11	AFSCME	25.85									
TAX ASSESSING DATA TECHNICIAN	11	DMEA	25.85									
DEPUTY CITY CLERK	12	DMEA	27.82	32.48	100%					32.48	0.86	
DEPUTY TAX COLLECTOR	12	DMEA	27.82	32.48	100%					32.48	0.86	
HEAVY EQUIPMENT MECHANIC I	12	AFSCME	27.82					24.60	100%	24.60	1.13	
INVENTORY COORDINATOR	12	AFSCME	27.82									
OFFICE MANAGER	12	DMEA	27.82	23.75	100%					23.75	1.17	
PAYROLL & BENEFITS ADMINISTRATOR	12	DMEA	27.82					25.93	100%	25.93	1.07	
POLICE PREVENTION PROGRAMMER	12	DPA	27.82									
SOLID WASTE ASSISTANT	12	AFSCME	27.82									
FIREFIGHTER/EMT I	13	IAFF	29.92	27.77	100%					27.77	1.08	
LIBRARIAN I	13	DMEA	29.92									
MAINTENANCE SPECIALIST II	13	AFSCME	29.92					25.83	100%	25.83	1.16	
MANAGEMENT ANALYST	13	non-union	29.92									
PUBLIC WELFARE TECHNICIAN I	13	DMEA	29.92					19.69	100%	19.69	1.52	
PUMP STATION OPERATOR II	13	AFSCME	29.92					30.78	100%	30.78	0.97	
RECREATION PROGRAM SUPERVISOR	13	DPEA	29.92									
WWTP LAB TECHNICIAN	13	DPEA	29.92					25.11	100%	25.11	1.19	
PUBLIC WELFARE TECHNICIAN II	14	DMEA	32.14									
FIRE/HEALTH INSPECTOR	15	DMEA	34.56									
FIRE/LIFE SAFETY INSPECTOR	15	DMEA	34.56									
LIBRARIAN II	15	DMEA	34.56	30.37	100%				100%	30.37	1.14	
PLUMBING INSPECTOR	15	DMEA	34.56					35.11	100%	35.11	0.98	
POLICE OFFICER II (Advanced Career Track)	15	DPA	34.56									
POLICE RECORDS SUPERVISOR	15	DPAAII	34.56					31.44	100%	31.44	1.10	
POLICE VICTIM/WITNESS ADVOCATE	15	DPA	34.56									
PUBLIC WELFARE TECHNICIAN III	15	DMEA	34.56									
PUMP STATION OPERATOR III	15	DPEA	34.56									
AQUATIC FACILITY MANAGER	16	DPEA	37.14									
ARENA PROGRAM & MARKETING SUPERVISOR	16	DPEA	37.14					45.06	100%	45.06	0.82	
FACILITIES, GROUNDS & CEMETERY SUPERVISOR	16	DPEA	37.14									
FIRE LIEUTENANT	16	DPFOA	37.14	37.29	100%					37.29	1.00	
INFORMATION TECHNOLOGY ADMINISTRATOR	16	non-union	37.14		100%				100%			
MAINTENANCE SPECIALIST III	16	AFSCME	37.14									
POLICE COMMUNICATIONS SUPERVISOR	16	DPAAII	37.14					31.44	100%	31.44	1.18	
POLICE PREVENTION COORDINATOR	16	DPAAII	37.14									
WWTP LAB/INDUSTRIAL PRETREATMENT COORDINATOR	16	DPEA	37.14									
WWTP OPERATOR II	16	AFSCME	37.14									

## 2023 Market Analysis

Dover Classification	Analysis Grade	Union	Dover Mid-Point	NHMA Survey		ICMA Survey		OES Survey		Market Composite		Benchmark Job
				Rate	Match	Rate	Match	Rate	Match	Rate	Index	
ARENA FACILITY MANAGER	17	DPEA	39.96									
ASSISTANT CITY PLANNER	17	DMEA	39.96									
PARKING MANAGER	17	non-union	39.96									
PLANT & PUMP STATION SUPERVISOR	17	DPEA	39.96					38.70	100%	38.70	1.03	
POLICE SERGEANT	17	DPAAII	39.96	41.36	100%					41.36	0.97	
PUBLIC WORKS SUPERVISOR	17	DPEA	39.96		100%							
SOLID WASTE COORDINATOR	17	DPEA	39.96		100%							
TEEN CENTER COUNSELOR	17	DPA	39.96									
ASSISTANT CITY ENGINEER	18	DPEA	42.94									
ASSISTANT RECREATION DIRECTOR	18	DPEA	42.94									
CITY TREASURER	18	non-union	42.94									
FLEET SUPERVISOR	18	DPEA	42.94									
ASSISTANT LIBRARY DIRECTOR	19	DMEA	46.12									
BUILDING OFFICIAL	19	DMEA	46.12									
CDBG PROGRAM COORDINATOR	19	DMEA	46.12					38.44	100%	38.44	1.20	
CONSTRUCTION MANAGER	19	non-union	46.12					52.45	100%	52.45	0.88	
DIRECTOR OF BUSINESS ASSISTANCE	19	non-union	46.12									
ENVIRONMENTAL PROJECTS MANAGER	19	DPEA	46.12					40.80	100%	40.80	1.13	
FIRE MECHANIC	19	non-union	46.12									
POLICE PROSECUTOR	19	DPAAII	46.12									
WWTP SUPERVISOR	19	DPEA	46.12		100%							
ACCOUNTANT II	20	DMEA	49.63	46.33	115%			40.17	100%	43.25	1.15	
DIRECTOR OF HUMAN RESOURCES	20	non-union	49.63	38.37	100%			65.14	100%	51.75	0.96	
FIRE ASSISTANT CHIEF	20	DPFOA	49.63		100%							
SUPERINTENDENT OF FACILITIES, GROUNDS & CEMET	20	DPEA	49.63									
DEPUTY COMMUNITY SERVICES DIRECTOR	21	non-union	53.30									
FIRE DEPUTY CHIEF	21	DPFOA	53.30									
ASSISTANT CITY MANAGER	22	non-union	57.35					74.86	100%	74.86	0.77	
DIRECTOR OF COMMUNITY SERVICES	23	non-union	61.62	51.76	100%					51.76	1.19	
POLICE CHIEF	23	non-union	61.62	52.73	100%					52.73	1.17	
GENERAL LEGAL COUNSEL	24	non-union	66.26					60.63	100%	60.63	1.09	
ADMINISTRATIVE CLERK/CEMETERY COORDINATOR		DMEA										
ASSISTANT CITY CLERK		DMEA						20.98	100%	20.98		
DIRECTOR OF MAIN STREET PROGRAM		non-union										
FIREFIGHTER ON CALL		non-union										
GROUNDSKEEPER I		AFSCME										
GROUNDSKEEPER II		AFSCME										

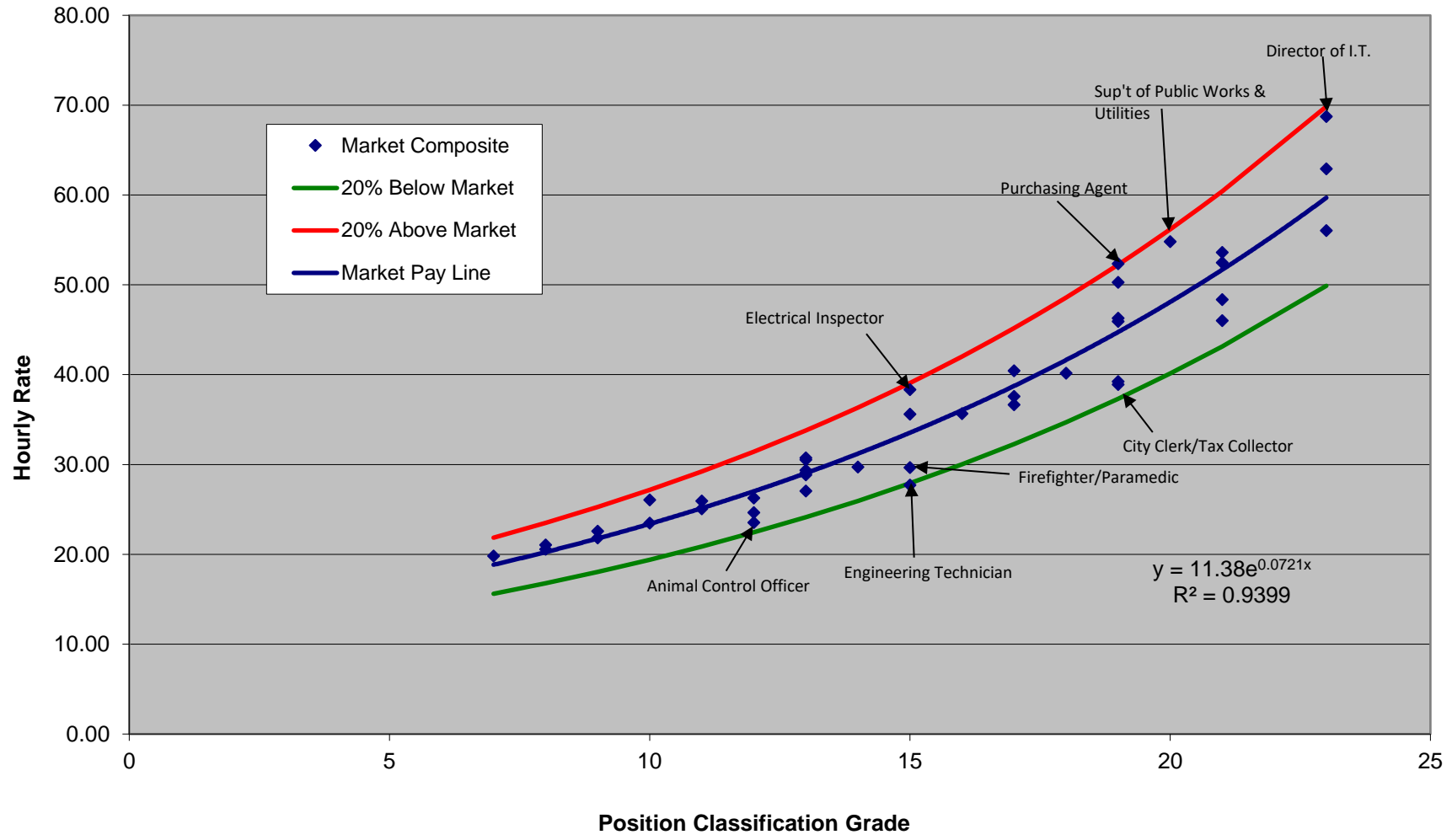
Count of Market Position					
All Positions		Benchmark Positions			
Green Circle	2	2.4%	Green Circle	0	0.0%
Within Market	78	95.1%	Within Market	41	97.6%
Red Circle	2	2.4%	Red Circle	1	2.4%
82		42			

## 2023 Market Model

Dover Classification	Analysis Grade	Dover Grade	Union	Dover Median	Market Composite Median	Market Composite Index	Benchmark Job	Log Market Rate	Predicted Market Rate	20% Below Market	20% Above Market
CUSTODIAN	7	7	DMEA	19.39	19.82	0.96	Yes	1.29702953	18.73	15.61	21.86
CLERK TYPIST II	8	8	DMEA	20.80	20.57	0.93	Yes	1.31316243	20.14	16.79	23.50
LIBRARY ASSISTANT I	8	8	DMEA	20.80	21.05	0.89	Yes	1.32333707	20.14	16.79	23.50
ACCOUNT CLERK II	9	9	DMEA	22.39	21.84	0.96	Yes	1.3392402	21.66	18.05	25.27
LABORER II	9	9	AFSCME	22.39	22.58	1.05	Yes	1.35380426	21.66	18.05	25.27
SECRETARY II	10	10	DMEA	24.07	23.49	0.96	Yes	1.37090981	23.29	19.41	27.18
TRUCK DRIVER	10	10	AFSCME	24.07	26.06	0.94	Yes	1.41591063	23.29	19.41	27.18
MAINTENANCE MECHANIC II	11	11	AFSCME	25.85	25.07	0.87	Yes	1.39908178	25.05	20.87	29.22
PERSONNEL ASSISTANT	11	11	DPAAIL	25.85	25.93	0.94	Yes	1.41372847	25.05	20.87	29.22
ANIMAL CONTROL OFFICER	12	12	DPA	27.82	24.65	0.86	Yes	1.39180853	26.93	22.45	31.42
BOOKKEEPER	12	12	DMEA	27.82	23.53	0.87	Yes	1.37160832	26.93	22.45	31.42
FIREFIGHTER/EMTB	12	12	IAFF	27.82	26.26	1.04	Yes	1.41925512	26.93	22.45	31.42
ACCOUNTANT I	13	13	DMEA	29.92	28.84	0.91	Yes	1.45994773	28.96	24.14	33.79
ADMINISTRATIVE ASSISTANT	13	13	non-union	29.92	29.05	0.96	Yes	1.46320752	28.96	24.14	33.79
EXECUTIVE SECRETARY	13	13	non-union	29.92	30.53	0.93	Yes	1.48471568	28.96	24.14	33.79
HEAVY EQUIPMENT MECHANIC II	13	13	AFSCME	29.92	29.37	0.96	Yes	1.4679003	28.96	24.14	33.79
HEAVY EQUIPMENT OPERATOR II	13	13	AFSCME	29.92	27.06	0.96	Yes	1.43225727	28.96	24.14	33.79
POLICE OFFICER I	13	13	DPA	29.92	30.75	1.05	Yes	1.48784316	28.96	24.14	33.79
WWTP OPERATOR I	14	14	AFSCME	32.14	29.73	1.00	Yes	1.47324766	31.14	25.95	36.34
ELECTRICAL INSPECTOR	15	15	DMEA	34.56	38.32	0.95	Yes	1.58341169	33.49	27.91	39.07
ENGINEERING TECHNICIAN	15	15	DPEA	34.56	27.72	0.98	Yes	1.44282226	33.49	27.91	39.07
FIREFIGHTER/PARAMEDIC	15	15	IAFF	34.56	29.65	1.07	Yes	1.47201308	33.49	27.91	39.07
MAINTENANCE MECHANIC III	15	15	AFSCME	34.56	35.61	0.96	Yes	1.55152455	33.49	27.91	39.07
WORKING FOREMAN	16	16	DPEA	37.14	35.67	0.98	Yes	1.55231201	36.01	30.01	42.01
ASSISTANT TAX ASSESSOR	17	17	DMEA	39.96	36.66	0.97	Yes	1.56419045	38.72	32.27	45.18
UTILITIES SYSTEM SUPERVISOR	17	17	DPEA	39.96	40.44	1.04	Yes	1.60683881	38.72	32.27	45.18
WWTP CHIEF OPERATOR	17	17	DPEA	39.96	37.59	1.03	Yes	1.57510485	38.72	32.27	45.18
FIRE CAPTAIN	18	18	DPFOA	42.94	40.16	1.00	Yes	1.60382047	41.64	34.70	48.58
CITY CLERK/TAX COLLECTOR	19	19	non-union	46.12	38.90	1.10	Yes	1.58996325	44.78	37.31	52.24
DIRECTOR OF PUBLIC WELFARE	19	19	non-union	46.12	46.27	0.95	Yes	1.66533469	44.78	37.31	52.24
DIRECTOR OF RECREATION	19	19	non-union	46.12	50.26	0.96	Yes	1.70126342	44.78	37.31	52.24
PLANNER	19	19	DMEA	46.12	39.24	1.10	Yes	1.59374303	44.78	37.31	52.24
POLICE LIEUTENANT	19	19	DPAAIL	46.12	45.92	0.96	Yes	1.66201941	44.78	37.31	52.24
PURCHASING AGENT	19	19	DMEA	46.12	52.35	0.84	Yes	1.71893227	44.78	37.31	52.24
SUPERINTENDENT OF PUBLIC WORKS & UTILITIES	20	20	DPEA	49.63	54.81	0.99	Yes	1.73883715	48.15	40.13	56.18
CITY ENGINEER	21	21	DPEA	53.30	46.00	1.00	Yes	1.66276221	51.78	43.15	60.41
DIRECTOR OF PLANNING & CDBG	21	21	non-union	53.30	53.61	1.09	Yes	1.72921272	51.78	43.15	60.41
DIRECTOR OF PUBLIC LIBRARY	21	21	non-union	53.30	48.37	0.96	Yes	1.684552	51.78	43.15	60.41
POLICE CAPTAIN	21	21	DPAAIL	53.30	52.46	0.93	Yes	1.71982143	51.78	43.15	60.41
DIRECTOR OF FINANCE	23	23	non-union	61.62	62.90	0.95	Yes	1.79864128	59.87	49.89	69.85
DIRECTOR OF INFORMATION TECHNOLOGY	23	23	non-union	61.62	68.74	0.94	Yes	1.83718924	59.87	49.89	69.85
FIRE & RESCUE CHIEF	23	23	non-union	61.62	56.05	0.99	Yes	1.74858604	59.87	49.89	69.85
CITY MANAGER			non-union		74.90	0.95	Yes	1.87448374	11.27	9.39	13.15
CROSSING GUARD			non-union		18.54	1.07	Yes	1.26805126	11.27	9.39	13.15

Regression Statistics			
Coefficients			
Intercept	1.05186494	Multiple R	0.967616729
X Variable 1	0.03153679	R Square	0.936282135
		Adjusted R Square	0.934648344
		Standard Error	0.036609154
		Observations	41

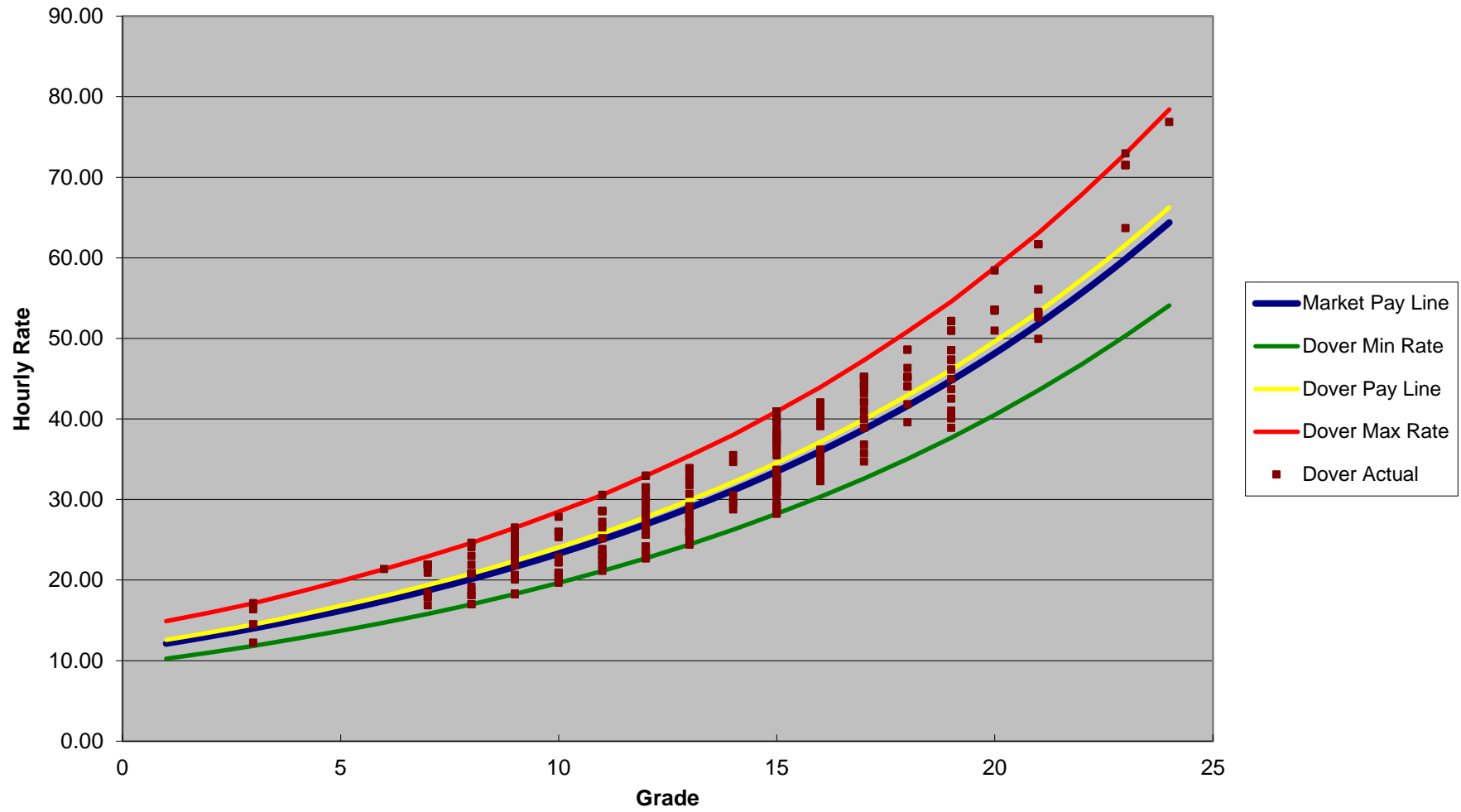
**City of Dover**  
**Market Model of Wage and Grade**  
 As of July, 2023



## 2023 Market Model Structure

Grade	20% Below	Market	20% Above
1	10.10	12.12	14.14
2	10.86	13.03	15.20
3	11.68	14.01	16.35
4	12.56	15.07	17.58
5	13.50	16.20	18.90
6	14.52	17.42	20.33
7	15.61	18.73	21.85
8	16.78	20.14	23.49
9	18.05	21.66	25.27
10	19.41	23.29	27.17
11	20.88	25.05	29.23
12	22.44	26.93	31.42
13	24.13	28.96	33.78
14	25.95	31.14	36.33
15	27.91	33.49	39.07
16	30.01	36.01	42.01
17	32.27	38.72	45.18
18	34.70	41.64	48.58
19	37.32	44.78	52.25
20	40.13	48.15	56.18
21	43.15	51.78	60.41
22	46.40	55.68	64.96
23	49.89	59.87	69.85
24	53.65	64.38	75.11

City of Dover  
Dover Actual with Market Model  
As of July, 2023



FY2024 Pay Plan																	Market Model	Pay Plan to Model
Grade/ Step	Min							Med							Max	Pay Plan Midpoint	Pay Line	Differential
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15			
1	\$10.24	\$10.59	\$10.92	\$11.25	\$11.59	\$11.92	\$12.24	\$12.57	\$12.91	\$13.24	\$13.57	\$13.90	\$14.24	\$14.57	\$14.90	12.57	12.12	-3.6%
2	\$11.01	\$11.37	\$11.72	\$12.07	\$12.43	\$12.78	\$13.14	\$13.49	\$13.85	\$14.21	\$14.56	\$14.91	\$15.27	\$15.62	\$15.97	13.49	13.03	-3.4%
3	\$11.84	\$12.22	\$12.59	\$12.97	\$13.34	\$13.72	\$14.09	\$14.48	\$14.86	\$15.24	\$15.61	\$15.98	\$16.36	\$16.73	\$17.12	14.48	14.01	-3.2%
4	\$12.73	\$13.14	\$13.55	\$13.96	\$14.36	\$14.77	\$15.18	\$15.60	\$16.01	\$16.41	\$16.83	\$17.23	\$17.64	\$18.04	\$18.46	15.60	15.07	-3.4%
5	\$13.69	\$14.13	\$14.58	\$15.02	\$15.45	\$15.90	\$16.35	\$16.80	\$17.23	\$17.67	\$18.12	\$18.56	\$19.00	\$19.45	\$19.88	16.80	16.20	-3.6%
6	\$14.71	\$15.18	\$15.66	\$16.14	\$16.61	\$17.10	\$17.57	\$18.03	\$18.52	\$18.99	\$19.47	\$19.94	\$20.43	\$20.89	\$21.37	18.03	17.42	-3.4%
7	\$15.82	\$16.33	\$16.84	\$17.34	\$17.86	\$18.36	\$18.88	\$19.39	\$19.88	\$20.40	\$20.90	\$21.41	\$21.92	\$22.43	\$22.94	19.39	18.73	-3.4%
8	\$16.99	\$17.54	\$18.09	\$18.63	\$19.17	\$19.72	\$20.25	\$20.80	\$21.34	\$21.88	\$22.42	\$22.97	\$23.50	\$24.06	\$24.60	20.80	20.14	-3.2%
9	\$18.28	\$18.88	\$19.46	\$20.05	\$20.62	\$21.22	\$21.81	\$22.39	\$22.98	\$23.56	\$24.15	\$24.74	\$25.32	\$25.92	\$26.49	22.39	21.66	-3.3%
10	\$19.65	\$20.27	\$20.90	\$21.54	\$22.17	\$22.80	\$23.43	\$24.07	\$24.69	\$25.32	\$25.96	\$26.59	\$27.22	\$27.85	\$28.48	24.07	23.29	-3.2%
11	\$21.13	\$21.81	\$22.47	\$23.15	\$23.83	\$24.50	\$25.18	\$25.85	\$26.52	\$27.21	\$27.88	\$28.56	\$29.23	\$29.91	\$30.58	25.85	25.05	-3.1%
12	\$22.71	\$23.44	\$24.17	\$24.90	\$25.64	\$26.36	\$27.09	\$27.82	\$28.56	\$29.29	\$30.01	\$30.74	\$31.48	\$32.21	\$32.94	27.82	26.93	-3.2%
13	\$24.42	\$25.20	\$25.99	\$26.77	\$27.56	\$28.34	\$29.13	\$29.92	\$30.70	\$31.49	\$32.27	\$33.06	\$33.84	\$34.63	\$35.42	29.92	28.96	-3.2%
14	\$26.25	\$27.08	\$27.92	\$28.77	\$29.61	\$30.45	\$31.28	\$32.14	\$32.97	\$33.81	\$34.65	\$35.50	\$36.34	\$37.17	\$38.02	32.14	31.14	-3.1%
15	\$28.22	\$29.11	\$30.02	\$30.93	\$31.84	\$32.75	\$33.65	\$34.56	\$35.47	\$36.38	\$37.29	\$38.19	\$39.10	\$40.01	\$40.92	34.56	33.49	-3.1%
16	\$30.33	\$31.29	\$32.27	\$33.25	\$34.22	\$35.19	\$36.17	\$37.14	\$38.12	\$39.09	\$40.06	\$41.04	\$42.02	\$42.98	\$43.96	37.14	36.01	-3.0%
17	\$32.59	\$33.64	\$34.70	\$35.76	\$36.80	\$37.85	\$38.90	\$39.96	\$41.01	\$42.06	\$43.11	\$44.17	\$45.21	\$46.26	\$47.31	39.96	38.72	-3.1%
18	\$35.05	\$36.17	\$37.30	\$38.43	\$39.56	\$40.68	\$41.81	\$42.94	\$44.06	\$45.20	\$46.32	\$47.47	\$48.59	\$49.72	\$50.85	42.94	41.64	-3.0%
19	\$37.68	\$38.88	\$40.08	\$41.30	\$42.50	\$43.70	\$44.92	\$46.12	\$47.32	\$48.53	\$49.74	\$50.94	\$52.15	\$53.36	\$54.57	46.12	44.78	-2.9%
20	\$40.50	\$41.80	\$43.11	\$44.41	\$45.72	\$47.02	\$48.33	\$49.63	\$50.94	\$52.26	\$53.56	\$54.87	\$56.17	\$57.48	\$58.78	49.63	48.15	-3.0%
21	\$43.54	\$44.94	\$46.32	\$47.73	\$49.12	\$50.51	\$51.91	\$53.30	\$54.69	\$56.09	\$57.49	\$58.88	\$60.28	\$61.66	\$63.07	53.30	51.78	-2.9%
22	\$46.81	\$48.31	\$49.82	\$51.32	\$52.82	\$54.33	\$55.84	\$57.35	\$58.85	\$60.35	\$61.86	\$63.37	\$64.86	\$66.37	\$67.87	57.35	55.68	-2.9%
23	\$50.32	\$51.94	\$53.54	\$55.16	\$56.77	\$58.39	\$60.01	\$61.62	\$63.24	\$64.85	\$66.47	\$68.09	\$69.70	\$71.32	\$72.94	61.62	59.87	-2.8%
24	\$54.09	\$55.82	\$57.56	\$59.30	\$61.05	\$62.77	\$64.51	\$66.26	\$68.00	\$69.72	\$71.47	\$73.21	\$74.94	\$76.68	\$78.42	66.26	64.38	-2.8%
<b>Average Differential</b>																		-3.2%
<b>Median Differential</b>																		-3.1%

**Covered Employment And Wages**  
**Portsmouth NH-ME Metropolitan NECTA, NH Portion - First Quarter 2023**

NAICS Code	Industry Title	Quarterly Establishments	Employment			Quarterly Average	Average Weekly Wage
			January	February	March		
<b>Total, Private plus Government</b>		<b>4,810</b>	<b>73,075</b>	<b>73,047</b>	<b>73,092</b>	<b>73,079</b>	<b>\$2,869</b>
<b>Total Private</b>		<b>4,659</b>	<b>66,572</b>	<b>66,404</b>	<b>66,426</b>	<b>66,471</b>	<b>\$1,640</b>
<b>101</b>	<b>Goods-Producing Industries</b>	<b>484</b>	<b>11,151</b>	<b>11,164</b>	<b>11,182</b>	<b>11,169</b>	<b>\$1,919</b>
<b>11</b>	<b>Agriculture, Forestry, Fishing and Hunting</b>	n	n	n	n	n	n
111	Crop production	5	24	23	27	25	\$555
112	Animal production and aquaculture	n	n	n	n	n	n
113	Forestry and logging	0	0	0	0	0	\$0
114	Fishing, hunting and trapping	0	0	0	0	0	\$0
115	Agriculture and forestry support activities	n	n	n	n	n	n
<b>21</b>	<b>Mining, Quarrying, and Oil and Gas Extraction</b>	n	n	n	n	n	n
211	Oil and gas extraction	0	0	0	0	0	\$0
212	Mining, except oil and gas	n	n	n	n	n	n
213	Support activities for mining	0	0	0	0	0	\$0
<b>23</b>	<b>Construction</b>	<b>315</b>	<b>2,211</b>	<b>2,247</b>	<b>2,243</b>	<b>2,239</b>	<b>\$1,417</b>
236	Construction of buildings	108	699	714	716	713	\$1,635
237	Heavy and civil engineering construction	13	115	113	108	113	\$1,534
238	Specialty trade contractors	194	1,397	1,420	1,419	1,413	\$1,299
<b>31</b>	<b>Manufacturing</b>	<b>158</b>	<b>8,889</b>	<b>8,868</b>	<b>8,888</b>	<b>8,879</b>	<b>\$2,053</b>
311	Food manufacturing	15	927	916	916	921	\$1,996
312	Beverage and tobacco product manufacturing	13	320	324	327	323	\$870
313	Textile mills	n	n	n	n	n	n
314	Textile product mills	3	4	5	6	4	\$485
315	Apparel manufacturing	n	n	n	n	n	n
316	Leather and allied product manufacturing	0	0	0	0	0	\$0
321	Wood product manufacturing	5	51	50	49	50	\$1,211
322	Paper manufacturing	n	n	n	n	n	n
323	Printing and related support activities	10	138	134	135	134	\$909
324	Petroleum and coal products manufacturing	n	n	n	n	n	n
325	Chemical manufacturing	n	n	n	n	n	n
326	Plastics and rubber products manufacturing	6	379	374	368	373	\$1,428
327	Nonmetallic mineral product manufacturing	10	726	713	722	722	\$1,577
331	Primary metal manufacturing	0	0	0	0	0	\$0
332	Fabricated metal product manufacturing	26	1,732	1,723	1,711	1,722	\$2,680
333	Machinery manufacturing	11	478	478	477	478	\$1,471
334	Computer and electronic product manufacturing	22	792	780	774	782	\$1,851
335	Electrical equipment, appliance, and component manufacturing	9	1,077	1,108	1,135	1,106	\$1,612
336	Transportation equipment manufacturing	3	12	11	11	11	\$2,042
337	Furniture and related product manufacturing	n	n	n	n	n	n
339	Miscellaneous manufacturing	11	372	374	365	371	\$2,344
<b>102</b>	<b>Service-Providing Industries</b>	<b>4,175</b>	<b>55,421</b>	<b>55,240</b>	<b>55,244</b>	<b>55,302</b>	<b>\$1,583</b>
<b>22</b>	<b>Utilities</b>	<b>11</b>	<b>198</b>	<b>200</b>	<b>199</b>	<b>200</b>	<b>\$2,569</b>
221	Utilities	11	198	200	199	200	\$2,569
<b>42</b>	<b>Wholesale Trade</b>	<b>307</b>	<b>2,859</b>	<b>2,860</b>	<b>2,827</b>	<b>2,847</b>	<b>\$2,421</b>
423	Merchant wholesalers, durable goods	156	1,737	1,736	1,734	1,736	\$2,378
424	Merchant wholesalers, nondurable goods	58	745	745	714	732	\$2,127
425	Wholesale trade agents and brokers	93	377	379	379	379	\$3,188
<b>44</b>	<b>Retail Trade</b>	<b>593</b>	<b>9,252</b>	<b>9,138</b>	<b>9,182</b>	<b>9,199</b>	<b>\$941</b>
441	Motor vehicle and parts dealers	76	1,414	1,421	1,432	1,423	\$1,555
444	Building material and garden equipment and supplies dealers	54	965	971	981	974	\$802
445	Food and beverage retailers	50	2,156	2,142	2,136	2,144	\$567
449	Furniture, home furnishings, electronics, and appliance retailers	63	792	777	789	786	\$2,263
455	General merchandise retailers	23	1,422	1,402	1,437	1,419	\$588
456	Health and personal care retailers	48	385	383	387	388	\$918
457	Gasoline stations and fuel dealers	58	451	455	457	455	\$957
458	Clothing, clothing accessories, shoe, and jewelry retailers	83	544	512	522	529	\$639
459	Sporting goods, hobby, musical instrument, book, and miscellaneous retailers	138	1,123	1,075	1,041	1,081	\$649

n = data do not meet disclosure standards  
October 2023



**Covered Employment And Wages**  
**Portsmouth NH-ME Metropolitan NECTA, NH Portion - First Quarter 2023**

NAICS Code	Industry Title	Quarterly Establishments	Employment			Quarterly Average	Average Weekly Wage
			January	February	March		
<b>48</b>	<b>Transportation and Warehousing</b>	<b>77</b>	<b>1,777</b>	<b>1,773</b>	<b>1,732</b>	<b>1,759</b>	<b>\$1,304</b>
481	Air transportation	n	n	n	n	n	n
482	Rail transportation	0	0	0	0	0	\$0
483	Water transportation	0	0	0	0	0	\$0
484	Truck transportation	31	274	263	263	268	\$1,340
485	Transit and ground passenger transportation	12	439	446	437	440	\$505
486	Pipeline transportation	n	n	n	n	n	n
487	Scenic and sightseeing transportation	n	n	n	n	n	n
488	Support activities for transportation	18	398	389	370	385	\$1,498
491	Postal service (non-government)	0	0	0	0	0	\$0
492	Couriers and messengers	5	322	308	309	313	\$1,061
493	Warehousing and storage	5	103	105	105	104	\$1,456
<b>51</b>	<b>Information</b>	<b>96</b>	<b>1,695</b>	<b>1,683</b>	<b>1,654</b>	<b>1,675</b>	<b>\$2,211</b>
512	Motion picture and sound recording industries	8	94	86	86	88	\$545
513	Publishing industries	50	1,054	1,043	1,031	1,042	\$2,476
516	Broadcasting and content providers	n	n	n	n	n	n
517	Telecommunications	12	251	253	250	251	\$2,277
518	Computing infrastructure providers, data processing, web hosting, and related services	20	271	276	261	269	\$1,752
519	Web search portals, libraries, archives, and other information services	n	n	n	n	n	n
<b>52</b>	<b>Finance and Insurance</b>	<b>283</b>	<b>4,036</b>	<b>4,044</b>	<b>4,061</b>	<b>4,046</b>	<b>\$3,027</b>
521	Monetary authorities - central bank	0	0	0	0	0	\$0
522	Credit intermediation and related activities	87	1,672	1,670	1,670	1,669	\$2,567
523	Securities, commodity contracts, and other financial investments and related activities	113	652	655	645	651	\$4,778
524	Insurance carriers and related activities	83	1,712	1,719	1,746	1,726	\$2,811
525	Funds, trusts, and other financial vehicles	0	0	0	0	0	\$0
<b>53</b>	<b>Real Estate and Rental and Leasing</b>	<b>165</b>	<b>867</b>	<b>877</b>	<b>873</b>	<b>875</b>	<b>\$2,377</b>
531	Real estate	147	697	705	705	704	\$1,681
532	Rental and leasing services	n	n	n	n	n	n
533	Lessors of nonfinancial intangible assets (except copyrighted works)	n	n	n	n	n	n
<b>54</b>	<b>Professional, Scientific, and Technical Services</b>	<b>712</b>	<b>6,679</b>	<b>6,697</b>	<b>6,688</b>	<b>6,689</b>	<b>\$2,188</b>
541	Professional, scientific, and technical services	712	6,679	6,697	6,688	6,689	\$2,188
5411	Legal services	79	408	402	400	404	\$1,639
5412	Accounting, tax preparation, bookkeeping, and payroll services	84	696	721	737	717	\$1,411
5413	Architectural, engineering, and related services	115	1,774	1,765	1,764	1,767	\$1,901
5414	Specialized design services	17	154	154	157	155	\$1,357
5415	Computer systems design and related services	160	1,894	1,892	1,893	1,893	\$3,055
5416	Management, scientific, and technical consulting services	167	882	901	898	895	\$2,216
5417	Scientific research and development services	14	149	148	142	147	\$2,699
5418	Advertising, public relations, and related services	30	131	126	125	128	\$1,695
5419	Other professional, scientific, and technical services	46	591	588	572	583	\$1,738
<b>55</b>	<b>Management of Companies and Enterprises</b>	<b>81</b>	<b>1,923</b>	<b>1,925</b>	<b>1,906</b>	<b>1,916</b>	<b>\$3,676</b>
551	Management of companies and enterprises	81	1,923	1,925	1,906	1,916	\$3,676
<b>56</b>	<b>Administrative/Support and Waste Management/Remediation Services</b>	<b>334</b>	<b>4,117</b>	<b>4,102</b>	<b>4,038</b>	<b>4,087</b>	<b>\$1,690</b>
561	Administrative and support services	320	3,938	3,919	3,857	3,905	\$1,672
5611	Office administrative services	70	971	973	960	968	\$2,487
5612	Facilities support services	n	n	n	n	n	n
5613	Employment services	69	1,432	1,431	1,358	1,405	\$1,816
5614	Business support services	18	627	624	629	627	\$1,000
5615	Travel arrangement and reservation services	n	n	n	n	n	n
5616	Investigation and security services	11	171	173	173	173	\$1,247
5617	Services to buildings and dwellings	133	632	613	628	626	\$867
5619	Other support services	10	72	73	75	73	\$1,970
562	Waste management and remediation services	14	179	183	181	182	\$2,078
<b>61</b>	<b>Educational Services</b>	<b>84</b>	<b>1,836</b>	<b>1,828</b>	<b>1,772</b>	<b>1,808</b>	<b>\$1,079</b>
611	Educational services (non-government)	84	1,836	1,828	1,772	1,808	\$1,079
<b>62</b>	<b>Health Care and Social Assistance</b>	<b>484</b>	<b>9,729</b>	<b>9,694</b>	<b>9,746</b>	<b>9,726</b>	<b>\$1,384</b>
621	Ambulatory health care services	363	4,178	4,162	4,134	4,158	\$1,821
622	Hospitals	8	2,670	2,673	2,677	2,674	\$1,288
623	Nursing and residential care facilities	28	1,586	1,567	1,634	1,597	\$1,040
624	Social assistance	85	1,295	1,292	1,301	1,297	\$605

**Covered Employment And Wages**  
**Portsmouth NH-ME Metropolitan NECTA, NH Portion - First Quarter 2023**

NAICS Code	Industry Title	Quarterly Establishments	Employment			Quarterly Average	Average Weekly Wage
			January	February	March		
<b>71</b>	<b>Arts, Entertainment, and Recreation</b>	<b>104</b>	<b>932</b>	<b>985</b>	<b>1,006</b>	<b>972</b>	<b>\$724</b>
711	Performing arts, spectator sports, and related industries	25	155	187	174	173	\$1,021
712	Museums, historical sites, and similar institutions	11	98	108	114	106	\$699
713	Amusements, gambling, and recreation industries	68	679	690	718	693	\$654
<b>72</b>	<b>Accommodation and Food Services</b>	<b>424</b>	<b>7,369</b>	<b>7,276</b>	<b>7,418</b>	<b>7,356</b>	<b>\$579</b>
721	Accommodation	53	1,096	1,086	1,110	1,097	\$756
722	Food services and drinking places	371	6,273	6,190	6,308	6,259	\$548
<b>81</b>	<b>Other Services (Except Public Administration)</b>	<b>391</b>	<b>2,051</b>	<b>2,057</b>	<b>2,036</b>	<b>2,046</b>	<b>\$1,029</b>
811	Repair and maintenance	115	609	620	623	617	\$1,339
812	Personal and laundry services	142	818	816	798	808	\$675
813	Religious, grantmaking, civic, professional, and similar organizations	57	537	536	530	536	\$1,245
814	Private households	77	87	85	85	85	\$803
<b>99</b>	<b>Unclassified Establishments</b>	<b>29</b>	<b>101</b>	<b>101</b>	<b>106</b>	<b>101</b>	<b>\$992</b>
999	Unclassified Establishments	29	101	101	106	101	\$992
<b>Total Government</b>		<b>151</b>	<b>6,503</b>	<b>6,643</b>	<b>6,666</b>	<b>6,608</b>	<b>\$1,229</b>
	Federal Government	31	950	963	955	958	\$1,886
	State Government	53	663	741	748	720	\$891
	Local Government	67	4,890	4,939	4,963	4,930	\$1,151

Data Source: Quarterly Census of Employment and Wages (QCEW). Data represent workers covered by unemployment insurance.  
 Prepared by: Economic and Labor Market Information Bureau, New Hampshire Employment Security • 603-228-4124 • [www.nhes.nh.gov/elmi](http://www.nhes.nh.gov/elmi)

**Covered Employment and Wages by City and Town  
Strafford County - First Quarter 2023**

City/Town	Industry Title	Quarterly Establishments	Employment			Quarterly Average	Average Weekly Wage
			January	February	March		
<b>Barrington</b>	<b>Total, Private plus Government</b>	<b>180</b>	<b>2055</b>	<b>2081</b>	<b>2074</b>	<b>2065</b>	<b>1210</b>
	Total Private	175	1,742	1,739	1,731	1,733	\$1,275
	Goods-Producing Industries	50	837	844	847	844	\$1,354
	Service-Providing Industries	125	905	895	884	889	\$1,200
	Total Government	5	313	342	343	332	\$871
	Federal Government	2	14	17	17	16	\$1,522
	State Government	0	0	0	0	0	\$0
	Local Government	3	299	325	326	316	\$838
<b>Dover</b>	<b>Total, Private plus Government</b>	<b>968</b>	<b>17463</b>	<b>17469</b>	<b>17624</b>	<b>17523</b>	<b>1460</b>
	Total Private	942	15,685	15,704	15,877	15,759	\$1,499
	Goods-Producing Industries	119	1,658	1,639	1,637	1,646	\$1,238
	Service-Providing Industries	823	14,027	14,065	14,240	14,113	\$1,529
	Total Government	26	1,778	1,765	1,747	1,764	\$1,109
	Federal Government	3	53	56	57	55	\$1,640
	State Government	9	82	83	80	82	\$1,090
	Local Government	14	1,643	1,626	1,610	1,627	\$1,092
<b>Durham</b>	<b>Total, Private plus Government</b>	<b>215</b>	<b>5451</b>	<b>5879</b>	<b>5815</b>	<b>5718</b>	<b>1285</b>
	Total Private	197	1,469	1,678	1,636	1,599	\$977
	Goods-Producing Industries	11	172	176	175	175	\$1,774
	Service-Providing Industries	186	1,297	1,502	1,461	1,424	\$879
	Total Government	18	3,982	4,201	4,179	4,119	\$1,405
	Federal Government	4	113	114	114	113	\$1,980
	State Government	9	3,413	3,652	3,616	3,560	\$1,396
	Local Government	5	456	435	449	446	\$1,331
<b>Farmington</b>	<b>Total, Private plus Government</b>	<b>101</b>	<b>892</b>	<b>876</b>	<b>872</b>	<b>879</b>	<b>946</b>
	Total Private	97	585	566	563	571	\$1,002
	Goods-Producing Industries	30	183	179	177	181	\$1,177
	Service-Providing Industries	67	402	387	386	390	\$922
	Total Government	4	307	310	309	308	\$843
	Federal Government	1	13	15	15	14	\$1,163
	State Government	0	0	0	0	0	\$0
	Local Government	3	294	295	294	294	\$827
<b>Lee</b>	<b>Total, Private plus Government</b>	<b>130</b>	<b>1321</b>	<b>1298</b>	<b>1302</b>	<b>1304</b>	<b>787</b>
	Total Private	127	1,186	1,165	1,170	1,171	\$777
	Goods-Producing Industries	15	111	113	111	112	\$993
	Service-Providing Industries	112	1,075	1,052	1,059	1,059	\$754
	Total Government	3	135	133	132	133	\$881
	Federal Government	0	0	0	0	0	\$0
	State Government	1	11	12	11	11	\$399
	Local Government	2	124	121	121	122	\$926
<b>Madbury</b>	<b>Total, Private plus Government</b>	<b>40</b>	<b>304</b>	<b>311</b>	<b>324</b>	<b>313</b>	<b>1031</b>
	Total Private	37	208	214	224	216	\$1,059
	Goods-Producing Industries	10	57	59	60	59	\$1,678
	Service-Providing Industries	27	151	155	164	157	\$827
	Total Government	3	96	97	100	97	\$968
	Federal Government	1	4	4	4	4	\$1,796
	State Government	0	0	0	0	0	\$0
	Local Government	2	92	93	96	93	\$933

Occupational Employment & Wages	SOC Code	May 2022 Estimated Employment	JUNE 2023			
			Entry Level Wage *	Mean (Average) Wage *	Median Wage *	Experienced Wage *
<b>Total all occupations</b>	<b>00-0000</b>	<b>47,530</b>	<b>\$14.74</b>	<b>\$30.02</b>	<b>\$23.31</b>	<b>\$37.66</b>
<b>Management Occupations</b>	<b>11-0000</b>	<b>2,870</b>	<b>\$30.84</b>	<b>\$60.93</b>	<b>\$51.46</b>	<b>\$75.97</b>
General and Operations Managers	11-1021	950	\$27.51	\$60.81	\$45.28	\$77.46
Marketing Managers	11-2021	70	\$39.85	\$66.60	\$62.70	\$79.97
Sales Managers	11-2022	110	\$35.17	\$66.12	\$62.17	\$81.59
Fundraising Managers	11-2033	30	\$41.71	\$60.25	\$53.11	\$69.53
Administrative Services Managers	11-3012	60	\$35.86	\$53.13	\$50.07	\$61.76
Facilities Managers	11-3013	50	\$32.64	\$45.38	\$41.91	\$51.75
Computer and Information Systems Managers	11-3021	320	\$56.71	\$79.21	\$81.13	\$90.46
Financial Managers	11-3031	240	\$41.57	\$68.84	\$63.71	\$82.47
Industrial Production Managers	11-3051	70	\$36.74	\$51.34	\$50.12	\$58.64
Human Resources Managers	11-3121	50	\$42.36	\$67.25	\$58.40	\$79.70
Construction Managers	11-9021	50	\$36.18	\$51.48	\$48.08	\$59.14
Education and Childcare Administrators, Preschool and Daycare	11-9031	50	\$17.53	\$26.38	\$22.83	\$30.79
Education Administrators, Kindergarten through Secondary	11-9032	110	\$75,764	\$97,082	\$100,792	\$107,741
Architectural and Engineering Managers	11-9041	60	\$47.52	\$65.04	\$60.91	\$73.81
Food Service Managers	11-9051	90	\$23.23	\$33.63	\$29.77	\$38.83
Medical and Health Services Managers	11-9111	140	\$40.32	\$71.30	\$60.85	\$86.80
Natural Sciences Managers	11-9121	30	\$52.49	\$69.45	\$63.05	\$77.93
Property, Real Estate, and Community Association Managers	11-9141	60	\$13.21	\$33.28	\$30.10	\$43.31
Social and Community Service Managers	11-9151	50	\$22.47	\$34.01	\$31.54	\$39.78
Managers, All Other	11-9199	60	\$40.52	\$64.38	\$64.88	\$76.32
<b>Business and Financial Operations Occupations</b>	<b>13-0000</b>	<b>2,540</b>	<b>\$24.05</b>	<b>\$40.74</b>	<b>\$37.43</b>	<b>\$49.08</b>
Buyers and Purchasing Agents	13-1020	150	\$22.37	\$33.33	\$30.63	\$38.80
Claims Adjusters, Examiners, and Investigators	13-1031	70	\$24.13	\$37.78	\$30.86	\$44.59
Compliance Officers	13-1041	60	\$24.16	\$36.55	\$38.66	\$42.73
Cost Estimators	13-1051	50	\$24.37	\$35.18	\$31.94	\$40.59
Human Resources Specialists	13-1071	230	\$22.15	\$38.90	\$34.59	\$47.27
Logisticians	13-1081	30	\$26.57	\$36.56	\$38.87	\$41.55
Project Management Specialists	13-1082	300	\$28.87	\$45.08	\$39.96	\$53.19
Management Analysts	13-1111	210	\$36.36	\$59.22	\$51.41	\$70.65
Meeting, Convention, and Event Planners	13-1121	30	\$19.29	\$26.29	\$24.38	\$29.79
Fundraisers	13-1131	50	\$28.25	\$36.08	\$34.81	\$39.99
Compensation, Benefits, and Job Analysis Specialists	13-1141	30	\$30.61	\$38.11	\$33.52	\$41.85
Training and Development Specialists	13-1151	150	\$15.00	\$29.90	\$26.08	\$37.36
Market Research Analysts and Marketing Specialists	13-1161	170	\$18.81	\$32.12	\$29.13	\$38.78
Business Operations Specialists, All Other	13-1199	200	\$28.77	\$51.98	\$51.72	\$63.58
Accountants and Auditors	13-2011	450	\$27.23	\$38.11	\$35.83	\$43.55
Financial and Investment Analysts	13-2051	80	\$31.35	\$42.18	\$41.13	\$47.59
Personal Financial Advisors	13-2052	60	\$25.43	\$47.85	\$40.42	\$59.08
Insurance Underwriters	13-2053	40	\$29.89	\$50.93	\$50.33	\$61.44

\* Some occupations, such as teachers, have a nonstandard workweek and are not paid by the hour. For these occupations, annual salaries are displayed instead of hourly wage. May 2022 occupational wages were updated to June 2023 using Employment Cost Index (ECI) factors.

<b>DOVER - DURHAM AREA</b>	Occupational Employment & Wages	SOC Code	May 2022 Estimated Employment	JUNE 2023			
				Entry Level Wage *	Mean (Average) Wage *	Median Wage *	Experienced Wage *
	Loan Officers	13-2072	70	\$23.63	\$38.68	\$30.65	\$46.21
	Tax Preparers	13-2082	30	\$17.00	\$32.63	\$36.16	\$40.45
	<b>Computer and Mathematical Occupations</b>	<b>15-0000</b>	<b>2,090</b>	<b>\$33.52</b>	<b>\$54.21</b>	<b>\$53.62</b>	<b>\$64.56</b>
	Computer Systems Analysts	15-1211	320	\$41.36	\$60.94	\$61.70	\$70.73
	Computer User Support Specialists	15-1232	290	\$23.51	\$33.13	\$33.80	\$37.94
	Computer Network Architects	15-1241	70	\$47.14	\$67.44	\$66.77	\$77.60
	Network and Computer Systems Administrators	15-1244	230	\$36.93	\$48.38	\$50.28	\$54.11
	Software Developers	15-1252	730	\$41.32	\$59.66	\$61.86	\$68.83
	Software Quality Assurance Analysts and Testers	15-1253	30	\$29.01	\$46.59	\$43.28	\$55.37
	Operations Research Analysts	15-2031	60	\$36.85	\$52.14	\$53.62	\$59.77
	Data Scientists	15-2051	50	\$24.61	\$41.61	\$36.39	\$50.10
	<b>Architecture and Engineering Occupations</b>	<b>17-0000</b>	<b>580</b>	<b>\$26.88</b>	<b>\$40.78</b>	<b>\$39.64</b>	<b>\$47.73</b>
	Civil Engineers	17-2051	60	\$33.01	\$47.68	\$41.74	\$55.01
	Electrical Engineers	17-2071	40	\$38.11	\$51.33	\$47.66	\$57.95
	Industrial Engineers	17-2112	90	\$33.70	\$43.51	\$40.49	\$48.41
	Mechanical Engineers	17-2141	120	\$34.09	\$44.24	\$40.97	\$49.30
	Engineers, All Other	17-2199	50	\$30.31	\$46.24	\$38.48	\$54.19
	Industrial Engineering Technologists and Technicians	17-3026	30	\$22.52	\$28.40	\$26.15	\$31.34
	Mechanical Engineering Technologists and Technicians	17-3027	30	\$23.67	\$31.40	\$25.22	\$35.27
	<b>Life, Physical, and Social Science Occupations</b>	<b>19-0000</b>	<b>420</b>	<b>\$21.99</b>	<b>\$36.55</b>	<b>\$32.27</b>	<b>\$43.84</b>
	Urban and Regional Planners	19-3051	30	\$26.99	\$35.19	\$31.17	\$39.29
	Biological Technicians	19-4021	40	\$19.14	\$25.65	\$24.71	\$28.92
	Life, Physical, and Social Science Technicians, All Other	19-4099	60	\$15.33	\$24.95	\$24.09	\$29.76
	<b>Community and Social Service Occupations</b>	<b>21-0000</b>	<b>600</b>	<b>\$17.85</b>	<b>\$26.52</b>	<b>\$24.61</b>	<b>\$30.86</b>
	Educational, Guidance, and Career Counselors and Advisors	21-1012	160	\$22.42	\$29.46	\$29.80	\$32.99
	Substance abuse, behavioral disorder, and mental health counselors	21-1018	120	\$19.19	\$26.76	\$25.73	\$30.53
	Child, Family, and School Social Workers	21-1021	50	\$19.20	\$27.22	\$25.87	\$31.24
	Healthcare Social Workers	21-1022	40	\$28.73	\$37.12	\$34.97	\$41.33
	Social and Human Service Assistants	21-1093	120	\$14.87	\$17.74	\$17.89	\$19.18
	Community and Social Service Specialists, All Other	21-1099	40	\$18.29	\$23.31	\$22.13	\$25.83
	<b>Legal Occupations</b>	<b>23-0000</b>	<b>140</b>	<b>\$25.10</b>	<b>\$45.94</b>	<b>\$38.48</b>	<b>\$56.35</b>
	Lawyers	23-1011	80	\$34.68	\$58.53	\$47.11	\$70.46
	Paralegals and Legal Assistants	23-2011	50	\$22.36	\$29.53	\$28.91	\$33.10
	<b>Educational Instruction and Library Occupations</b>	<b>25-0000</b>	<b>4,240</b>	<b>\$17.20</b>	<b>\$31.17</b>	<b>\$28.77</b>	<b>\$38.16</b>
	Preschool Teachers, Except Special Education	25-2011	270	\$14.56	\$17.18	\$15.60	\$18.49
	Kindergarten Teachers, Except Special Education	25-2012	50	\$42,210	\$57,107	\$52,166	\$64,556
	Elementary School Teachers, Except Special Education	25-2021	440	\$46,166	\$63,135	\$65,331	\$71,619

\* Some occupations, such as teachers, have a nonstandard workweek and are not paid by the hour. For these occupations, annual salaries are displayed instead of hourly wage. May 2022 occupational wages were updated to June 2023 using Employment Cost Index (ECI) factors.

DOVER - DURHAM AREA Occupational Employment & Wages	SOC Code	May 2022 Estimated Employment	JUNE 2023			
			Entry Level Wage *	Mean (Average) Wage *	Median Wage *	Experienced Wage *
Middle School Teachers, Except Special and Career/Technical Education	25-2022	290	\$49,755	\$69,351	\$66,623	\$79,148
Secondary School Teachers, Except Special and Career/Technical Education	25-2031	390	\$48,286	\$69,035	\$67,080	\$79,408
Career/Technical Education Teachers, Secondary School	25-2032	40	\$56,731	\$68,236	\$67,035	\$73,989
Special Education Teachers, Kindergarten and Elementary School	25-2052	100	\$45,290	\$63,703	\$64,988	\$72,910
Special Education Teachers, Middle School	25-2057	60	\$46,866	\$63,097	\$61,217	\$71,214
Special Education Teachers, Secondary School	25-2058	60	\$44,156	\$59,155	\$56,434	\$66,655
Self-Enrichment Teachers	25-3021	90	\$17.39	\$27.73	\$24.00	\$32.90
Substitute Teachers, Short-Term	25-3031	60	\$13.90	\$20.21	\$15.34	\$23.37
Tutors	25-3041	50	\$13.92	\$20.53	\$22.84	\$23.83
Teachers and Instructors, All Other	25-3099	30	\$37,174	\$59,567	\$65,395	\$70,763
Librarians and Media Collections Specialists	25-4022	90	\$22.97	\$33.66	\$31.78	\$39.01
Library Technicians	25-4031	50	\$16.38	\$20.85	\$19.42	\$23.08
Instructional Coordinators	25-9031	90	\$25.13	\$32.13	\$30.51	\$35.62
Teaching Assistants, Except Postsecondary	25-9045	700	\$26,148	\$35,678	\$36,904	\$40,443
Educational Instruction and Library Workers, All Other	25-9099	30	\$26.06	\$32.83	\$30.79	\$36.22
<b>Arts, Design, Entertainment, Sports, and Media Occupations</b>	<b>27-0000</b>	<b>510</b>	<b>\$17.07</b>	<b>\$28.97</b>	<b>\$25.51</b>	<b>\$34.91</b>
Graphic Designers	27-1024	40	\$21.47	\$29.59	\$25.71	\$33.64
Merchandise Displayers and Window Trimmers	27-1026	60	\$15.19	\$18.97	\$17.93	\$20.87
Coaches and Scouts	27-2022	70	\$42,417	\$75,122	\$66,804	\$91,476
Public Relations Specialists	27-3031	100	\$24.68	\$34.97	\$31.98	\$40.12
Interpreters and Translators	27-3091	40	\$21.39	\$24.00	\$22.50	\$25.31
<b>Healthcare Practitioners and Technical Occupations</b>	<b>29-0000</b>	<b>3,570</b>	<b>\$25.29</b>	<b>\$53.40</b>	<b>\$39.47</b>	<b>\$67.44</b>
Dentists, General	29-1021	50	\$38.70	\$109.34	\$109.22	\$144.66
Dietitians and Nutritionists	29-1031	30	\$28.60	\$32.64	\$30.98	\$34.67
Pharmacists	29-1051	100	\$48.40	\$63.56	\$65.24	\$71.14
Physician Assistants	29-1071	120	\$55.23	\$68.50	\$69.02	\$75.15
Occupational Therapists	29-1122	80	\$31.43	\$40.75	\$39.57	\$45.41
Physical Therapists	29-1123	150	\$34.60	\$43.48	\$41.11	\$47.91
Speech-Language Pathologists	29-1127	70	\$26.59	\$37.93	\$37.49	\$43.60
Veterinarians	29-1131	60	\$38.74	\$63.73	\$63.16	\$76.23
Registered Nurses	29-1141	1,130	\$32.45	\$41.52	\$39.20	\$46.05
Nurse Practitioners	29-1171	140	\$47.08	\$61.65	\$65.25	\$68.93
Emergency Medicine Physicians	29-1214	40	#	\$156.78	#	#
Family Medicine Physicians	29-1215	50	\$93.96	\$119.17	\$113.01	#
Physicians, All Other	29-1229	90	\$37.65	\$135.50	\$118.52	\$184.41
Dental Hygienists	29-1292	90	\$38.58	\$41.22	\$40.62	\$42.54
Clinical Laboratory Technologists and Technicians	29-2010	50	\$27.81	\$34.77	\$33.56	\$38.25
Radiologic Technologists and Technicians	29-2034	120	\$29.00	\$34.79	\$32.52	\$37.69
Emergency Medical Technicians	29-2042	80	\$15.05	\$18.27	\$15.99	\$19.88

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Occupational Employment & Wages	SOC Code	May 2022 Estimated Employment	JUNE 2023			
			Entry Level Wage *	Mean (Average) Wage *	Median Wage *	Experienced Wage *
Pharmacy Technicians	29-2052	160	\$14.99	\$19.41	\$19.28	\$21.61
Surgical Technologists	29-2055	40	\$28.99	\$33.17	\$31.17	\$35.25
Veterinary Technologists and Technicians	29-2056	110	\$17.70	\$21.46	\$20.21	\$23.33
Licensed Practical and Licensed Vocational Nurses	29-2061	130	\$26.59	\$30.82	\$30.40	\$32.94
Medical Records Specialists	29-2072	50	\$15.09	\$19.89	\$18.61	\$22.30
Opticians, Dispensing	29-2081	30	\$17.23	\$23.69	\$20.44	\$26.92
Health Technologists and Technicians, All Other	29-2099	30	\$20.32	\$26.58	\$24.03	\$29.70
Surgical Assistants	29-9093	30	\$23.11	\$29.19	\$32.36	\$32.23
<b>Healthcare Support Occupations</b>	<b>31-0000</b>	<b>1,750</b>	<b>\$14.80</b>	<b>\$19.16</b>	<b>\$18.85</b>	<b>\$21.34</b>
Home Health and Personal Care Aides	31-1120	480	\$13.63	\$15.85	\$15.27	\$16.97
Nursing Assistants	31-1131	610	\$16.49	\$19.16	\$18.85	\$20.49
Physical Therapist Assistants	31-2021	30	\$25.47	\$30.98	\$32.85	\$33.75
Dental Assistants	31-9091	90	\$19.48	\$23.27	\$23.18	\$25.16
Medical Assistants	31-9092	290	\$17.98	\$21.21	\$20.73	\$22.81
Medical Equipment Preparers	31-9093	30	\$21.26	\$25.94	\$23.64	\$28.29
Veterinary Assistants and Laboratory Animal Caretakers	31-9096	50	\$13.66	\$16.07	\$16.12	\$17.29
Healthcare Support Workers, All Other	31-9099	60	\$12.56	\$17.32	\$16.51	\$19.71
<b>Protective Service Occupations</b>	<b>33-0000</b>	<b>920</b>	<b>\$17.53</b>	<b>\$27.64</b>	<b>\$26.77</b>	<b>\$32.70</b>
First-Line Supervisors of Police and Detectives	33-1012	60	\$35.98	\$43.49	\$41.65	\$47.25
First-Line Supervisors of Firefighting and Prevention Workers	33-1021	40	\$32.97	\$39.17	\$38.30	\$42.27
Firefighters	33-2011	270	\$18.99	\$25.96	\$25.63	\$29.45
Detectives and Criminal Investigators	33-3021	30	\$29.33	\$34.37	\$32.87	\$36.90
Police and Sheriff's Patrol Officers	33-3051	280	\$24.82	\$30.36	\$30.00	\$33.12
Security Guards	33-9032	130	\$11.51	\$17.17	\$16.53	\$20.00
<b>Food Preparation and Serving Related Occupations</b>	<b>35-0000</b>	<b>4,380</b>	<b>\$11.03</b>	<b>\$16.14</b>	<b>\$15.02</b>	<b>\$18.69</b>
Chefs and Head Cooks	35-1011	90	\$16.56	\$27.78	\$26.51	\$33.39
First-Line Supervisors of Food Preparation and Serving Workers	35-1012	390	\$16.16	\$21.84	\$21.13	\$24.68
Cooks, Fast Food	35-2011	100	\$13.97	\$16.04	\$15.66	\$17.09
Cooks, Institution and Cafeteria	35-2012	180	\$14.80	\$18.61	\$18.22	\$20.52
Cooks, Restaurant	35-2014	460	\$14.70	\$17.82	\$17.92	\$19.38
Cooks, Short Order	35-2015	280	\$12.52	\$15.09	\$14.74	\$16.37
Food Preparation Workers	35-2021	190	\$12.57	\$15.91	\$15.65	\$17.57
Bartenders	35-3011	210	\$8.88	\$16.76	\$11.05	\$20.70
Fast Food and Counter Workers	35-3023	1,240	\$10.96	\$13.48	\$13.69	\$14.74
Waiters and Waitresses	35-3031	630	\$9.92	\$17.37	\$14.76	\$21.09
Food Servers, Nonrestaurant	35-3041	140	\$12.17	\$14.96	\$15.52	\$16.37
Dining Room and Cafeteria Attendants and Bartender Helpers	35-9011	120	\$8.14	\$11.11	\$10.78	\$12.60
Dishwashers	35-9021	130	\$10.80	\$13.55	\$13.51	\$14.92
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	35-9031	210	\$10.92	\$13.53	\$13.70	\$14.84

\* Some occupations, such as teachers, have a nonstandard workweek and are not paid by the hour. For these occupations, annual salaries are displayed instead of hourly wage. May 2022 occupational wages were updated to June 2023 using Employment Cost Index (ECI) factors.



Occupational Employment & Wages	SOC Code	May 2022 Estimated Employment	JUNE 2023			
			Entry Level Wage *	Mean (Average) Wage *	Median Wage *	Experienced Wage *
<b>Building and Grounds Cleaning and Maintenance Occupations</b>	<b>37-0000</b>	<b>1,370</b>	<b>\$14.50</b>	<b>\$19.31</b>	<b>\$18.71</b>	<b>\$21.70</b>
First-Line Supervisors of Housekeeping and Janitorial Workers	37-1011	90	\$19.18	\$27.52	\$26.16	\$31.68
First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers	37-1012	40	\$19.76	\$28.51	\$24.19	\$32.88
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	37-2011	690	\$14.29	\$17.77	\$18.24	\$19.52
Maids and Housekeeping Cleaners	37-2012	130	\$14.30	\$15.68	\$15.29	\$16.38
Landscaping and Groundskeeping Workers	37-3011	360	\$14.85	\$19.40	\$18.85	\$21.68
<b>Personal Care and Service Occupations</b>	<b>39-0000</b>	<b>1,110</b>	<b>\$11.51</b>	<b>\$17.54</b>	<b>\$16.11</b>	<b>\$20.55</b>
First-Line Supervisors of Entertainment and Recreation Workers, Except Gambling Services	39-1014	30	\$19.35	\$25.91	\$25.40	\$29.20
First-Line Supervisors of Personal Service Workers	39-1022	40	\$16.83	\$22.67	\$21.14	\$25.57
Animal Caretakers	39-2021	190	\$11.71	\$16.10	\$14.54	\$18.29
Amusement and Recreation Attendants	39-3091	90	\$8.96	\$12.29	\$11.17	\$13.96
Hairdressers, Hairstylists, and Cosmetologists	39-5012	150	\$11.88	\$19.39	\$22.02	\$23.15
Childcare Workers	39-9011	150	\$10.59	\$14.30	\$14.79	\$16.16
Exercise Trainers and Group Fitness Instructors	39-9031	130	\$15.23	\$21.04	\$22.04	\$23.94
Recreation Workers	39-9032	140	\$11.53	\$16.40	\$15.40	\$18.83
Residential Advisors	39-9041	60	\$15.05	\$19.66	\$21.33	\$21.98
<b>Sales and Related Occupations</b>	<b>41-0000</b>	<b>4,400</b>	<b>\$12.56</b>	<b>\$21.92</b>	<b>\$16.46</b>	<b>\$26.61</b>
First-Line Supervisors of Retail Sales Workers	41-1011	520	\$17.26	\$25.99	\$23.29	\$30.36
First-Line Supervisors of Non-Retail Sales Workers	41-1012	100	\$26.15	\$44.80	\$43.50	\$54.12
Cashiers	41-2011	1,430	\$11.81	\$13.81	\$13.57	\$14.81
Counter and Rental Clerks	41-2021	140	\$14.56	\$23.11	\$19.66	\$27.39
Parts Salespersons	41-2022	90	\$13.39	\$18.14	\$16.19	\$20.51
Retail Salespersons	41-2031	1,230	\$12.33	\$17.75	\$15.54	\$20.47
Insurance Sales Agents	41-3021	60	\$25.09	\$35.85	\$30.57	\$41.24
Securities, Commodities, and Financial Services Sales Agents	41-3031	30	\$24.65	\$38.96	\$29.93	\$46.12
Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	41-3091	290	\$20.26	\$35.70	\$29.63	\$43.40
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	41-4011	80	\$22.95	\$38.23	\$37.32	\$45.87
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	41-4012	320	\$20.23	\$37.82	\$31.03	\$46.63
<b>Office and Administrative Support Occupations</b>	<b>43-0000</b>	<b>6,150</b>	<b>\$15.83</b>	<b>\$22.53</b>	<b>\$21.03</b>	<b>\$25.87</b>
First-Line Supervisors of Office and Administrative Support Workers	43-1011	430	\$20.90	\$32.46	\$29.78	\$38.25
Bill and Account Collectors	43-3011	50	\$14.25	\$21.28	\$20.63	\$24.80
Billing and Posting Clerks	43-3021	180	\$19.10	\$26.53	\$24.69	\$30.25
Bookkeeping, Accounting, and Auditing Clerks	43-3031	450	\$16.74	\$22.93	\$22.46	\$26.03
Payroll and Timekeeping Clerks	43-3051	30	\$18.62	\$27.21	\$25.67	\$31.50
Tellers	43-3071	110	\$15.86	\$17.85	\$17.88	\$18.84

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<b>DOVER - DURHAM AREA</b>	Occupational Employment & Wages	SOC Code	May 2022 Estimated Employment	JUNE 2023		
				Entry Level Wage *	Mean (Average) Wage *	Median Wage *
Court, Municipal, and License Clerks	43-4031	40	\$16.47	\$23.11	\$24.28	\$26.43
Customer Service Representatives	43-4051	700	\$14.27	\$19.94	\$18.13	\$22.77
Eligibility Interviewers, Government Programs	43-4061	30	\$18.33	\$22.77	\$23.35	\$25.00
Hotel, Motel, and Resort Desk Clerks	43-4081	50	\$13.43	\$15.42	\$15.05	\$16.41
Interviewers, Except Eligibility and Loan	43-4111	100	\$13.73	\$18.81	\$18.66	\$21.34
Library Assistants, Clerical	43-4121	60	\$11.49	\$15.36	\$15.59	\$17.30
Loan Interviewers and Clerks	43-4131	50	\$18.60	\$22.83	\$23.39	\$24.95
New Accounts Clerks	43-4141	50	\$18.06	\$22.00	\$19.98	\$23.98
Order Clerks	43-4151	30	\$17.16	\$20.66	\$20.31	\$22.41
Human Resources Assistants, Except Payroll and Timekeeping	43-4161	40	\$18.13	\$24.21	\$24.07	\$27.26
Receptionists and Information Clerks	43-4171	340	\$13.79	\$17.48	\$17.89	\$19.33
Public Safety Telecommunicators	43-5031	50	\$20.62	\$23.59	\$23.06	\$25.07
Dispatchers, Except Police, Fire, and Ambulance	43-5032	40	\$17.99	\$22.67	\$20.58	\$25.01
Postal Service Clerks	43-5051	40	\$23.04	\$27.93	\$26.81	\$30.37
Postal Service Mail Carriers	43-5052	140	\$20.73	\$26.98	\$24.97	\$30.10
Production, Planning, and Expediting Clerks	43-5061	80	\$17.61	\$26.16	\$24.87	\$30.42
Shipping, Receiving, and Inventory Clerks	43-5071	360	\$15.55	\$20.39	\$19.14	\$22.83
Executive Secretaries and Executive Administrative Assistants	43-6011	110	\$22.74	\$30.61	\$30.46	\$34.55
Medical Secretaries and Administrative Assistants	43-6013	340	\$17.57	\$20.72	\$19.42	\$22.29
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	43-6014	820	\$16.19	\$21.33	\$21.04	\$23.91
Data Entry Keyers	43-9021	60	\$15.43	\$18.57	\$18.03	\$20.13
Insurance Claims and Policy Processing Clerks	43-9041	170	\$21.50	\$25.86	\$22.88	\$28.04
Office Clerks, General	43-9061	920	\$15.98	\$22.90	\$22.17	\$26.35
<b>Farming, Fishing, and Forestry Occupations</b>	<b>45-0000</b>	<b>80</b>	<b>\$12.88</b>	<b>\$19.06</b>	<b>\$17.08</b>	<b>\$22.17</b>
Farmworkers, Farm, Ranch, and Aquacultural Animals	45-2093	40	\$11.42	\$15.55	\$15.91	\$17.62
<b>Construction and Extraction Occupations</b>	<b>47-0000</b>	<b>1,350</b>	<b>\$18.55</b>	<b>\$26.14</b>	<b>\$24.39</b>	<b>\$29.92</b>
First-Line Supervisors of Construction Trades and Extraction Workers	47-1011	140	\$24.50	\$34.08	\$31.78	\$38.87
Carpenters	47-2031	180	\$19.96	\$26.01	\$24.98	\$29.03
Construction Laborers	47-2061	190	\$16.69	\$21.10	\$20.18	\$23.31
Operating Engineers and Other Construction Equipment Operators	47-2073	70	\$21.57	\$26.63	\$25.39	\$29.16
Electricians	47-2111	310	\$18.70	\$27.15	\$27.04	\$31.37
Painters, Construction and Maintenance	47-2141	40	\$16.19	\$20.67	\$19.16	\$22.92
Plumbers, Pipefitters, and Steamfitters	47-2152	80	\$20.64	\$28.53	\$28.98	\$32.48
Construction and Building Inspectors	47-4011	40	\$22.99	\$31.87	\$29.39	\$36.30
Highway Maintenance Workers	47-4051	90	\$18.12	\$22.72	\$23.38	\$25.02
<b>Installation, Maintenance, and Repair Occupations</b>	<b>49-0000</b>	<b>1,680</b>	<b>\$18.80</b>	<b>\$27.84</b>	<b>\$25.73</b>	<b>\$32.36</b>
First-Line Supervisors of Mechanics, Installers, and Repairers	49-1011	200	\$26.69	\$38.39	\$35.22	\$44.25
Computer, Automated Teller, and Office Machine Repairers	49-2011	50	\$19.97	\$25.71	\$24.00	\$28.58

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DOVER - DURHAM AREA Occupational Employment & Wages	SOC Code	May 2022 Estimated Employment	JUNE 2023			
			Entry Level Wage *	Mean (Average) Wage *	Median Wage *	Experienced Wage *
Telecommunications Equipment Installers and Repairers, Except Line Installers	49-2022	50	\$30.43	\$38.95	\$40.97	\$43.20
Automotive Body and Related Repairers	49-3021	50	\$18.23	\$24.61	\$24.27	\$27.80
Automotive Service Technicians and Mechanics	49-3023	220	\$17.79	\$24.76	\$24.38	\$28.25
Bus and Truck Mechanics and Diesel Engine Specialists	49-3031	50	\$23.78	\$29.68	\$31.44	\$32.63
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	49-9021	170	\$23.23	\$29.99	\$31.00	\$33.38
Industrial Machinery Mechanics	49-9041	190	\$22.75	\$28.18	\$27.29	\$30.88
Maintenance and Repair Workers, General	49-9071	360	\$16.21	\$23.21	\$22.45	\$26.72
Helpers--Installation, Maintenance, and Repair Workers	49-9098	30	\$14.11	\$17.21	\$17.62	\$18.76
Installation, Maintenance, and Repair Workers, All Other	49-9099	30	\$16.02	\$23.58	\$24.22	\$27.36
<b>Production Occupations</b>	<b>51-0000</b>	<b>3,370</b>	<b>\$16.29</b>	<b>\$22.98</b>	<b>\$21.05</b>	<b>\$26.31</b>
First-Line Supervisors of Production and Operating Workers	51-1011	240	\$25.32	\$35.86	\$34.08	\$41.12
Coil Winders, Tapers, and Finishers	51-2021	30	\$14.38	\$17.62	\$17.15	\$19.24
Electrical, electronic, and electromechanical assemblers, except coil winders, tapers, and finishers	51-2028	160	\$16.24	\$19.92	\$18.69	\$21.76
Miscellaneous Assemblers and Fabricators	51-2090	320	\$14.36	\$18.53	\$17.38	\$20.62
Bakers	51-3011	40	\$14.30	\$17.26	\$15.82	\$18.74
Butchers and Meat Cutters	51-3021	30	\$17.91	\$22.47	\$23.95	\$24.74
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	51-4031	90	\$19.83	\$22.69	\$23.19	\$24.11
Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	51-4033	80	\$18.02	\$20.59	\$20.27	\$21.87
Machinists	51-4041	160	\$18.69	\$26.83	\$25.92	\$30.89
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	51-4072	50	\$15.18	\$20.37	\$17.89	\$22.95
Welders, Cutters, Solderers, and Brazers	51-4121	70	\$18.58	\$25.27	\$25.24	\$28.62
Metal Workers and Plastic Workers, All Other	51-4199	60	\$18.63	\$22.29	\$22.51	\$24.12
Printing Press Operators	51-5112	90	\$18.22	\$25.27	\$24.73	\$28.81
Laundry and Dry-Cleaning Workers	51-6011	70	\$13.41	\$16.40	\$15.39	\$17.89
Textile Bleaching and Dyeing Machine Operators and Tenders	51-6061	50	\$13.82	\$17.85	\$16.40	\$19.86
Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51-6063	120	\$17.57	\$20.47	\$19.64	\$21.92
Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	51-6064	90	\$16.64	\$19.61	\$17.27	\$21.10
Textile, Apparel, and Furnishings Workers, All Other	51-6099	60	\$16.84	\$22.32	\$23.32	\$25.06
Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51-7042	30	\$16.67	\$19.74	\$18.65	\$21.28
Water and Wastewater Treatment Plant and System Operators	51-8031	40	\$24.22	\$30.15	\$32.08	\$33.11
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	51-9041	90	\$16.31	\$20.17	\$20.49	\$22.09
Inspectors, Testers, Sorters, Samplers, and Weighers	51-9061	320	\$18.23	\$24.60	\$23.83	\$27.78
Packaging and Filling Machine Operators and Tenders	51-9111	30	\$15.71	\$19.45	\$18.37	\$21.31
Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51-9124	40	\$18.52	\$23.26	\$22.57	\$25.64

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<b>DOVER - DURHAM AREA</b>		May 2022 Estimated Employment	<b>JUNE 2023</b>			
			Occupational Employment & Wages	SOC Code	Entry Level Wage *	Mean (Average) Wage *
Computer Numerically Controlled Tool Operators	51-9161	400	\$19.74	\$24.80	\$24.62	\$27.31
Computer Numerically Controlled Tool Programmers	51-9162	30	\$28.38	\$35.46	\$31.67	\$39.01
Helpers--Production Workers	51-9198	50	\$14.57	\$17.09	\$16.18	\$18.34
Production Workers, All Other	51-9199	110	\$14.63	\$18.21	\$17.45	\$20.00
<b>Transportation and Material Moving Occupations</b>	<b>53-0000</b>	<b>3,420</b>	<b>\$12.83</b>	<b>\$19.09</b>	<b>\$17.05</b>	<b>\$22.21</b>
First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors	53-1047	170	\$19.39	\$27.81	\$25.36	\$32.03
Driver/Sales Workers	53-3031	170	\$9.04	\$16.91	\$16.33	\$20.84
Heavy and Tractor-Trailer Truck Drivers	53-3032	430	\$20.46	\$26.62	\$25.36	\$29.71
Light Truck Drivers	53-3033	330	\$11.87	\$20.87	\$17.93	\$25.37
Bus Drivers, School	53-3051	NP	\$18.14	\$22.81	\$24.86	\$25.14
Shuttle Drivers and Chauffeurs	53-3053	40	\$9.11	\$16.00	\$17.37	\$19.44
Automotive and Watercraft Service Attendants	53-6031	30	\$11.32	\$15.53	\$15.72	\$17.64
Cleaners of Vehicles and Equipment	53-7061	70	\$13.25	\$16.61	\$16.42	\$18.29
Laborers and Freight, Stock, and Material Movers, Hand	53-7062	430	\$14.96	\$18.53	\$18.60	\$20.33
Packers and Packagers, Hand	53-7064	330	\$12.31	\$13.59	\$12.69	\$14.22
Stockers and Order Fillers	53-7065	1,120	\$12.78	\$16.00	\$16.00	\$17.61
Refuse and Recyclable Material Collectors	53-7081	40	\$15.22	\$18.79	\$17.36	\$20.58

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General Economic Data

Percent Change in Labor Market Information 2011 - 2023

Index	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
<b>US Consumer Price Index-U*</b>	3.2%	2.1%	1.5%	1.6%	0.1%	1.3%	2.1%	2.4%	1.8%	1.2%	4.7%	8.0%	TBD
<b>Boston-Cambridge-Newton</b>	2.7%	1.6%	1.4%	1.6%	0.6%	1.5%	2.5%	3.3%	1.9%	1.1%	3.3%	7.1%	TBD
<b>Dover Tax Cap Change (fiscal year)</b>	0.0%	1.6%	1.17%	2.0%	1.9%	1.6%	1.2%	1.23%	1.53%	2.4%	2.6%	2.10%	3.83%
<b>Employer Cost Index*</b>													
<b>Civilian Workers</b>	2.0%	1.9%	2.0%	2.2%	2.0%	2.2%	2.6%	2.9%	2.7%	2.5%	4.0%	--	--
<b>State and Local Gov't</b>	1.3%	1.9%	1.9%	2.0%	2.5%	2.4%	2.5%	2.6%	2.9%	2.3%	2.6%	--	--
<b>Total Personal Income</b>													
<b>New Hampshire**</b>	2.3%	1.8%	-1.6%	2.3%	4.3%	2.3%	2.8%	2.6%	5.0%	5.6%	2.8%	-3.3%	
<b>Per Capita Income</b>													
<b>New Hampshire**</b>	1.9%	1.4%	-1.9%	1.7%	4.0%	1.8%	2.2%	2.2%	4.5%	5.0%	2.1%	-3.9%	

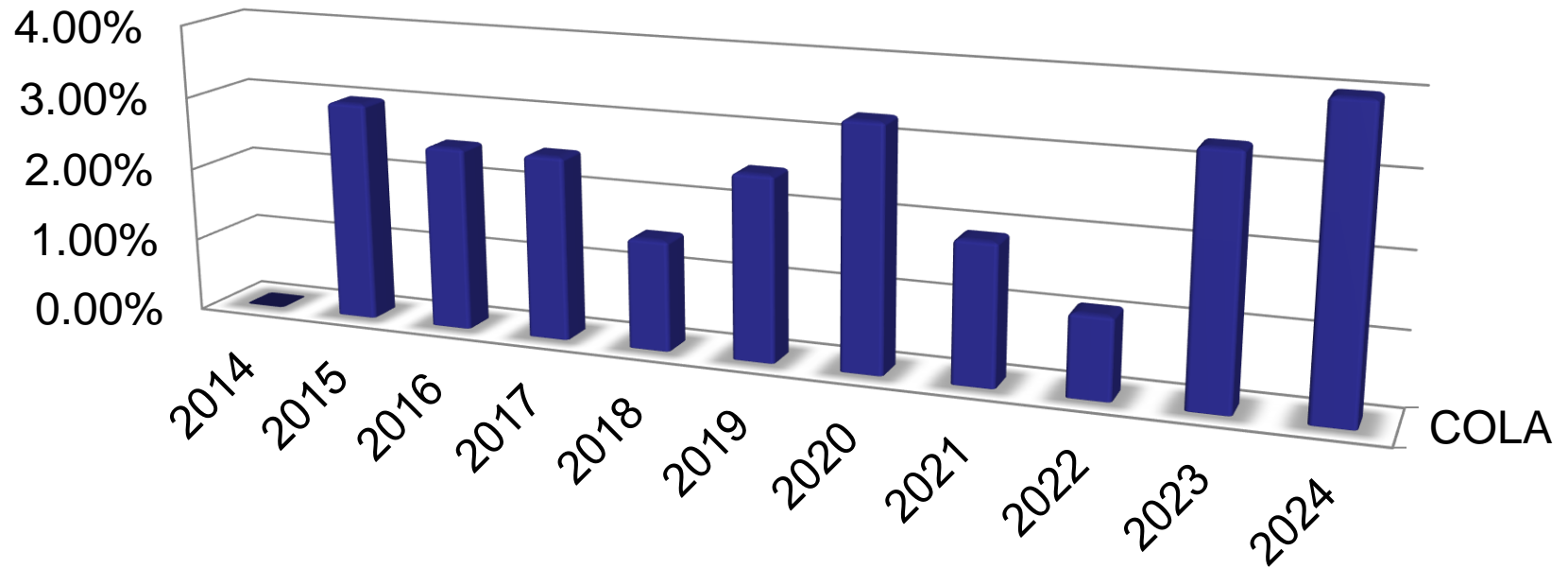
\* Information provided by Bureau of Labor Statistics.

\*\* Information provided by the NH - Regional Economic Analysis Project (REAP) with data provided by the Bureau of Economic Analysis.

-- Data not available

# Salary Increases

**Cost of Living Increases**  
By Fiscal Year



	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
■ COLA	0.00%	3.00%	2.50%	2.50%	1.50%	2.50%	3.30%	1.90%	1.10%	3.30%	4.00%

City History of COLAs and Step/Merit

In all instances when referencing whether step/merit allowed, it is with the understanding that it applies only to those that were eligible to receive a step or merit increase. If employee at top step (maxed) they would not be eligible to receive a step/merit.

**UNION and NON-UNION EMPLOYEES**

<b>Fiscal Year</b>	<b>Start Date</b>	<b>End Date</b>	<b>Union/Non-Union</b>	<b>COLA %</b>	<b>Step/Merit?</b>	<b>Lump Sum Bonus</b>
12	7/1/11	6/30/12	All	0.00%	Y	None
13	7/1/12	6/30/13	All	0.00%	Y	\$1,250 if <u>not</u> eligible for step \$1,000 if eligible for step (Intended for foregoing step in FY10)
14	7/1/13	6/30/14	All	0.00%	Y	\$1,250 if <u>not</u> eligible for step \$1,000 if eligible for step (Intended for foregoing step in FY10)
15	7/1/14	6/30/15	All	3.00%	Y	None
16	7/1/15	6/30/16	All	2.50%	Y	None
17	7/1/16	6/30/17	All	2.50%	Y	None
18	7/1/17	6/30/18	All	1.50%	Y	\$500 top step, performance based bonus
19	7/1/18	6/30/19	All	2.50%	Y	\$500 top step, performance based bonus
20	7/1/19	6/30/20	All	3.30%	Y	\$500 top step, performance based bonus
21	7/1/20	6/30/21	All	1.90%	Y	\$500 top step, performance based bonus
22	7/1/21	6/30/22	All	1.10%	Y	Grandfathered \$500 top step, performance based bonus meeting eligibility requirements
23	7/1/22	6/30/23	All	3.30%	Y	Grandfathered \$500 top step, performance based bonus meeting eligibility requirements
24	7/1/23	6/30/24	All	4.00%	Y	Grandfathered \$500 top step, performance based bonus meeting eligibility requirements

**DEPARTMENT HEADS**

Department Heads receive annual, performance based merit increases on their anniversary date ranging from 0% to 5%. In FY2010, no department heads received a merit increase. In addition, eight Department Heads & the City Manager voluntarily reduced their salaries in FY2010.

Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Local government - Dover, NH - September 2023

Revised: 12/15/2023			BLS COMPARISON DATA					
Compensation Component	City of Dover Workers September 2023		New England September 2023 Private Industry		Northeast Region September 2023 Private Industry		State and Local Gov't Workers (All) September 2023 Nationwide	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
<b>Total Compensation</b>	\$ 61.19	100%	\$ 47.97	100.0%	\$ 48.29	100.0%	\$ 59.90	100.0%
<b>Wages and Salaries</b>	\$ 36.16	59.1%	\$ 32.97	68.7%	\$ 33.45	68.5%	\$ 37.09	62.3%
<b>Total Benefits</b>	\$ 25.02	40.9%	\$ 15.00	31.4%	\$ 14.84	31.5%	\$ 22.81	37.7%
<b>Paid Leave</b>	\$ 4.05	7.3%	\$ 3.88	7.9%	\$ 3.78	7.9%	\$ 4.38	7.5%
<b>Supplemental Pay</b>	\$ 3.24	8.8%	\$ 2.33	3.2%	\$ 1.87	3.3%	\$ 0.59	1.0%
<b>Insurance</b>	\$ 6.69	17.2%	\$ 3.69	8.2%	\$ 3.70	8.6%	\$ 6.70	11.7%
<b>Retirement and Savings</b>	\$ 8.17	17.1%	\$ 1.64	4.8%	\$ 1.89	3.9%	\$ 7.93	11.9%
<b>Legally Required Benefits</b>	\$ 2.88	6.7%	\$ 3.47	7.3%	\$ 3.60	7.8%	\$ 3.20	5.5%

Employer costs per hour worked for employee compensation and costs as a percent of total compensation: Local government - Dover, NH - September 2023

Revised: 12/15/2023

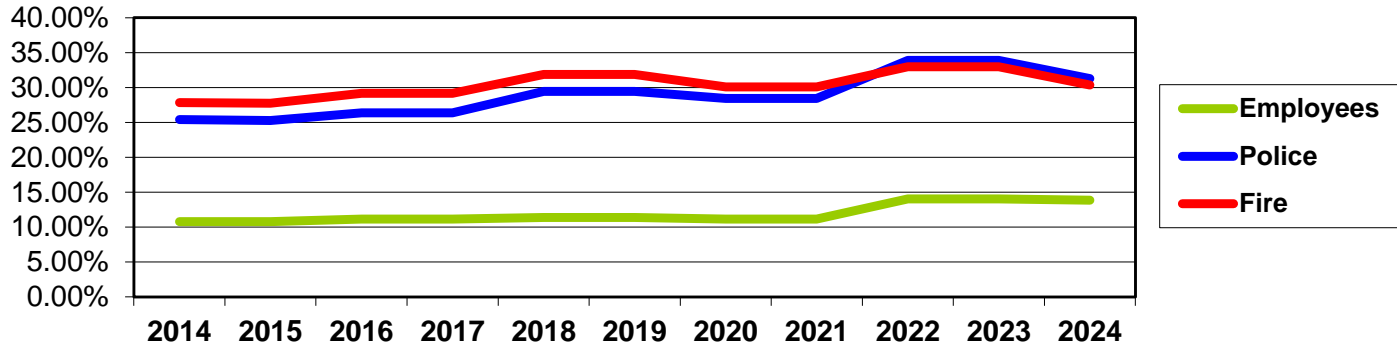
**BLS COMPARISON DATA**

Compensation Component	City of Dover Workers September 2023		New England September 2023 Private Industry		Northeast Region September 2023 Private Industry		State and Local Gov't Workers (All) September 2023 Nationwide	
	Cost	Percent	Cost	Percent	Cost	Percent	Cost	Percent
<b>Total Compensation</b>	\$ 61.19	100%	\$ 47.97	100.0%	\$ 48.29	100.0%	\$ 59.90	100.0%
<b>Wages and Salaries</b>	\$ 36.16	59.1%	\$ 32.97	68.7%	\$ 33.45	69.3%	\$ 37.09	61.9%
<b>Total Benefits</b>	\$ 25.02	40.9%	\$ 15.00	31.3%	\$ 14.84	30.7%	\$ 22.81	38.1%
<b>Paid Leave</b>	\$ 4.05	11.2%	\$ 3.88	8.1%	\$ 3.78	7.8%	\$ 4.38	7.3%
Vacation	\$ 2.77	7.7%						
Holiday	\$ 0.08	0.2%						
Sick	\$ 0.81	2.2%						
Personal	\$ 0.39	1.1%						
<b>Supplemental Pay</b>	\$ 3.24	9.0%	\$ 2.33	4.8%	\$ 1.87	3.9%	\$ 0.59	1.0%
Overtime and Premium	\$ 3.24	9.0%						
Shift Differentials	--	--						
Nonproduction Bonuses	--	--						
<b>Insurance</b>	\$ 6.69	18.5%	\$ 3.69	7.7%	\$ 3.70	7.7%	\$ 6.70	11.2%
Life	\$ 0.05	0.1%						
Health	\$ 6.08	16.8%						
Dental	\$ 0.25	0.7%						
Short-term Disability	\$ 0.19	0.5%						
Long-term Disability	\$ 0.11	0.3%						
<b>Retirement and Savings</b>	\$ 8.17	22.6%	\$ 1.64	3.4%	\$ 1.89	3.9%	\$ 7.93	13.2%
Defined Benefit	\$ 8.17	22.6%						
Defined Contribution	--	--						
<b>Legally Required Benefits</b>	\$ 2.88	8.0%	\$ 3.47	7.2%	\$ 3.60	7.5%	\$ 3.20	5.3%
Social Security and Medicare	\$ 2.21	6.1%						
Social Security	\$ 1.56	4.3%						
Medicare	\$ 0.64	1.8%						
Federal Unemployment Insurance		--						
State Unemployment Insurance	\$ 0.00	0.0%						
Workers' Compensation	\$ 0.67	1.8%						

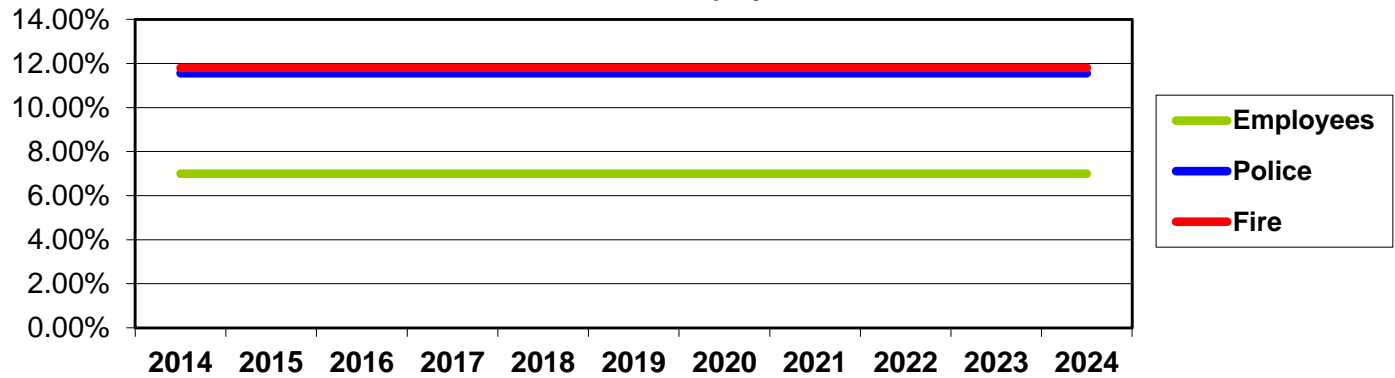


# Trend In Retirement Rates

## Retirement Rates – Employer Contribution



## Retirement Rates – Employee Contribution





## NHRS Employer and Member Contribution Rates since 1971

FY Fiscal Year	Employer Rates*					Member Rates**	
	Non-State Employees	State Employees	Teachers	Police	Fire	Group I	Group II
1971	2.85%	2.85%	3.10%	8.30%	8.30%	Variable	Variable
1972	2.61%	2.61%	3.55%	8.49%	8.86%	Variable	Variable
1973	2.96%	2.96%	3.88%	8.80%	9.05%	Variable	Variable
1974	2.77%	2.77%	4.30%	8.82%	8.31%	Variable	Variable
1975	1.90%	1.90%	2.61%	7.31%	6.76%	Variable	Variable
1976	1.59%	1.59%	1.79%	9.69%	9.52%	Variable	Variable
1977	2.43%	2.43%	3.89%	10.89%	18.44%	Variable	Variable
1978	3.03%	3.03%	2.88%	11.98%	19.05%	4.6%/9.2%	9.3%
1979	3.01%	3.01%	2.88%	11.98%	18.61%	4.6%/9.2%	9.3%
1980	3.00%	3.00%	2.96%	11.77%	13.14%	4.6%/9.2%	9.3%
1981	2.74%	2.74%	2.96%	11.71%	12.86%	4.6%/9.2%	9.3%
1982	2.55%	2.55%	1.80%	21.69%	17.29%	4.6%/9.2%	9.3%
1983	2.56%	2.56%	2.20%	21.40%	17.83%	4.6%/9.2%	9.3%
1984	2.39%	2.39%	0.88%	21.51%	23.12%	4.6%/9.2%	9.3%
1985	2.07%	2.07%	0.92%	21.71%	22.80%	4.6%/9.2%	9.3%
1986	1.27%	1.27%	0.88%	13.00%	15.54%	4.6%/9.2%	9.3%
1987	1.01%	1.01%	0.88%	11.60%	14.70%	4.6%/9.2%	9.3%
1988	2.74%	2.74%	0.65%	7.07%	13.99%	4.6%/9.2%	9.3%
1989	2.47%	2.47%	0.79%	8.20%	13.98%	5.0%	9.3%
1990	2.30%	2.30%	1.37%	9.31%	12.23%	5.0%	9.3%
1991	2.02%	2.02%	1.37%	10.22%	12.65%	5.0%	9.3%
1992	2.33%	2.33%	2.09%	7.97%	7.95%	5.0%	9.3%
1993	2.65%	2.65%	2.79%	5.07%	10.20%	5.0%	9.3%
1994-95	2.65%	2.65%	2.79%	5.07%	10.20%	5.0%	9.3%
1996-97	3.14%	3.14%	3.35%	3.81%	7.49%	5.0%	9.3%
1998-99	3.86%	3.86%	4.05%	5.22%	8.30%	5.0%	9.3%
2000-01	3.94%	3.94%	4.11%	7.13%	8.30%	5.0%	9.3%
2002-03	4.14%	4.14%	3.97%	8.20%	10.17%	5.0%	9.3%
2004-05	5.90%	5.90%	4.06%	12.11%	20.68%	5.0%	9.3%
2006-07	6.81%	6.81%	5.70%	14.90%	22.09%	5.0%	9.3%
2008-09	8.74%	8.74%	8.93%	18.21%	24.49%	5.0%	9.3%
2010-11	9.16%	11.05%	10.70%	19.51%	24.69%	5.0%***	9.3%
2012^	11.09%/8.80%	12.31%/10.08%	13.95%/11.30%	25.57%/19.95%	30.90%/22.89%	7.0%~	11.55%/11.8%~
2013	8.80%	10.08%	11.30%	19.95%	22.89%	7.0%	11.55%/11.8%
2014-15	10.77%	12.13%	14.16%	25.40%/25.30%∞	27.85%/27.74%∞	7.0%	11.55%/11.8%
2016-17	11.17%	12.50%	15.67%	26.38%	29.16%	7.0%	11.55%/11.8%
2018-19	11.38%	12.15%	17.36%	29.43%	31.89%	7.0%	11.55%/11.8%
2020-21	11.17%	11.93%	17.80%	28.43%	30.09%	7.0%	11.55%/11.8%
2022-23	14.06%	14.53%	21.02%	33.88%	32.99%	7.0%	11.55%/11.8%
2024-25	13.53%	13.85%	19.64%	31.28%	30.35%	7.0%	11.55%/11.8%

\* Employer Rates: (1) The rates listed above are the total employer contribution rates. In 2008, legislation was passed to include both a pension and a Medical Subsidy portion as part of the total employer contribution rate, which resulted in a difference in the employer rates for state and non-state Employee members. Visit <https://www.nhrs.org/employers/employer-contribution-rates> to view a breakdown of the pension and Medical Subsidy percentages. (2) Group II employers and members do not pay into Social Security.

\*\* Member Rates: (1) Group I includes Employee and Teacher members; Group II includes Police and Fire members. (2) Member rates are set by the New Hampshire Legislature. Prior to 1977, employee contribution rates were assessed on a sliding scale based on age, and, for Group I only, gender. Prior to 1989, Group I members contributed 4.60% up to the Social Security taxable wage limit and 9.20% on any excess.

\*\*\* The member contribution rate for Group I state employees whose employment began on or after July 1, 2009, was 7.0%.

^ Employer rates were recertified effective Aug. 1, 2011, to reflect 2011 legislative changes. Employers paid the higher rate shown for July 2011 only.

~ Effective July 1, 2011, the member contribution rates increased to 7.0% for all Group I members, 11.55% for all Group II Police members, and 11.80% for all Group II Fire members.

∞ The two rates listed in this column represent employer contribution rates for the state and political subdivisions, respectively. Group II contribution rates differed in this biennium due to the timing of 2011 statutory changes in relation to the state payroll schedule.

Revised 7/2022

# CITY OF DOVER

## Taxes and Retirement Summary

### FICA and Medicare Taxes

Cost Based on Percent of Wage

FICA and Medicare	Employer Cost	Employee Cost	CY2023 Maximum Wages Taxed
FICA	6.20%	6.20%	\$160,200
Medicare	1.45%	1.45%	All

**Notes:**

FICA applies to all employees except Sworn Police Officers and Fire Fighters.

Medicare applies to all employees except Public Safety employees hired before April 1, 1986.

FICA Tax Wage Limit for CY2022 was \$147,000.

### NH Retirement System

Cost based on Percent of Wage

Fiscal Year	Employer Cost		
	Municipal	Police	Fire
2018 and 2019	11.38%	29.43%	31.89%
2020 and 2021	11.17%	28.43%	30.09%
2022 and 2023	14.06%	33.88%	32.99%
<b>State Cost</b>			
Fiscal Year	Employee Cost		
	Municipal	Police	Fire
All Years listed above	7.00%	11.55%	11.80%

#### Normal Retirement Requirements

The New Hampshire Retirement System (NHRS) is a defined benefit plan. Pensions are calculated on a formula based on salary and years of service, not on the amounts contributed to the plan. Municipal (Group I) employees and Police and Fire (Group II) employees retirement age and years of service requirements vary based on date of hire and when the participant is vested in the plan.

#### Normal Retirement Benefits

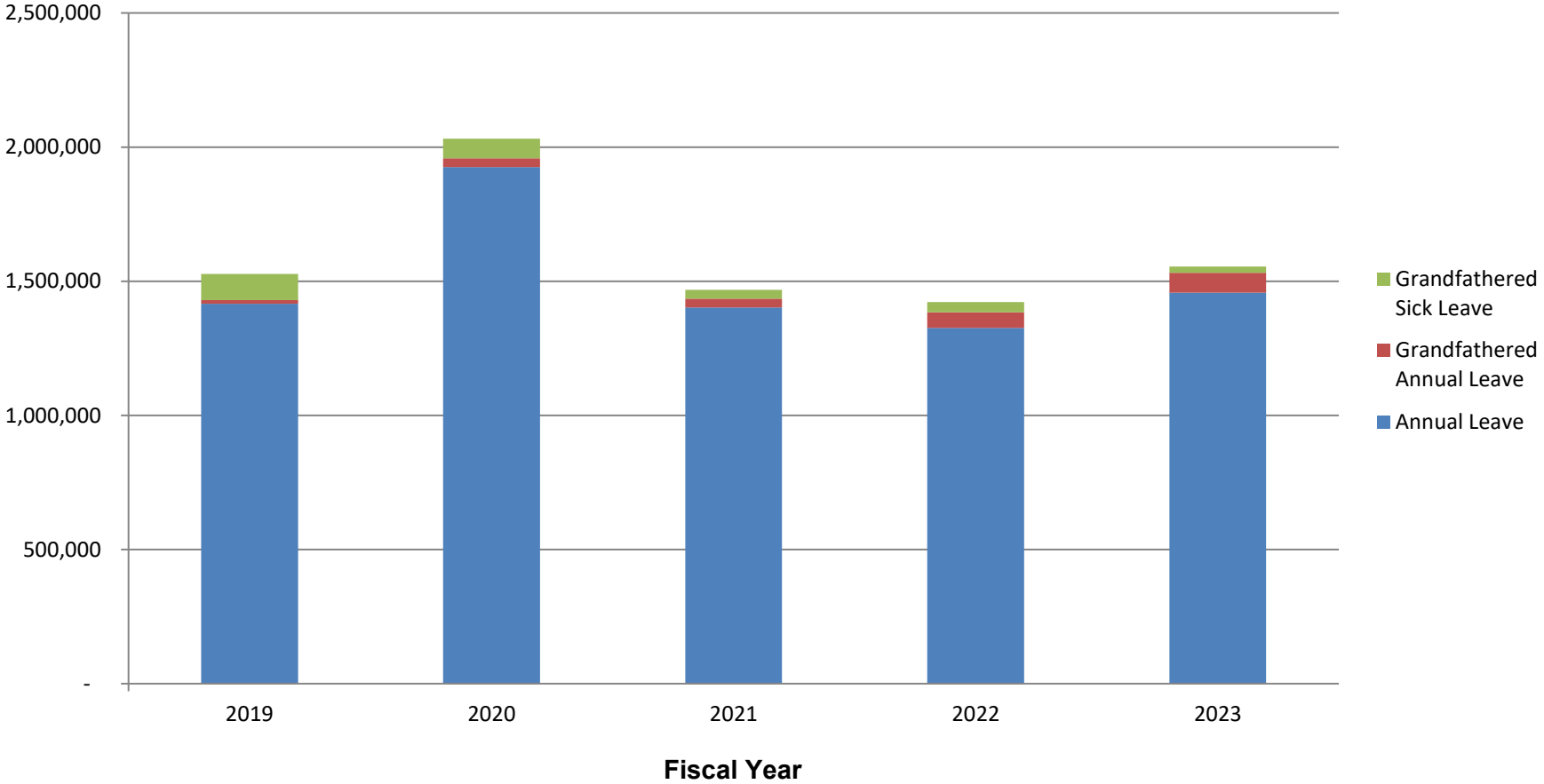
Municipal - Group I and Police & Firefighters - Group II:

Retirement Benefits vary based on each employee group, dates of hire, and when the participant is vested in the plan.

#### Retirement Health Care

By statute, all retirees, at their own cost, may belong to the group health plan of the municipality from which they retired. Retirees that meet certain years of service and age requirements receive a subsidy from NHRS toward the cost of health insurance.

### Compensated Absences Liability Trend



**City of Dover**  
**Compensated Absences Liability**

**Compensated Absences Liability by Fiscal Year End**

Fiscal Year	City	School	Total
2019	1,527,344	2,361,308	3,888,652
2020	2,030,908	2,735,797	4,766,706
2021	1,488,250	2,896,801	4,385,050
2022	1,422,724	2,750,849	4,173,573
2023	1,555,206	2,807,699	4,362,905

**Breakdown of City Compensated Absences Liability by Leave Type**

Fiscal Year	Annual Leave	Grandfathered Annual Leave	Total Annual Leave	Grandfathered Sick Leave	Total Liability
2019	1,416,077	14,256	1,430,333	97,011	1,527,344
2020	1,926,023	32,812	1,958,835	72,073	2,030,908
2021	1,402,352	33,171	1,435,523	32,455	1,467,978
2022	1,326,328	58,433	1,384,761	37,963	1,422,724
2023	1,457,358	74,574	1,531,932	23,273	1,555,206

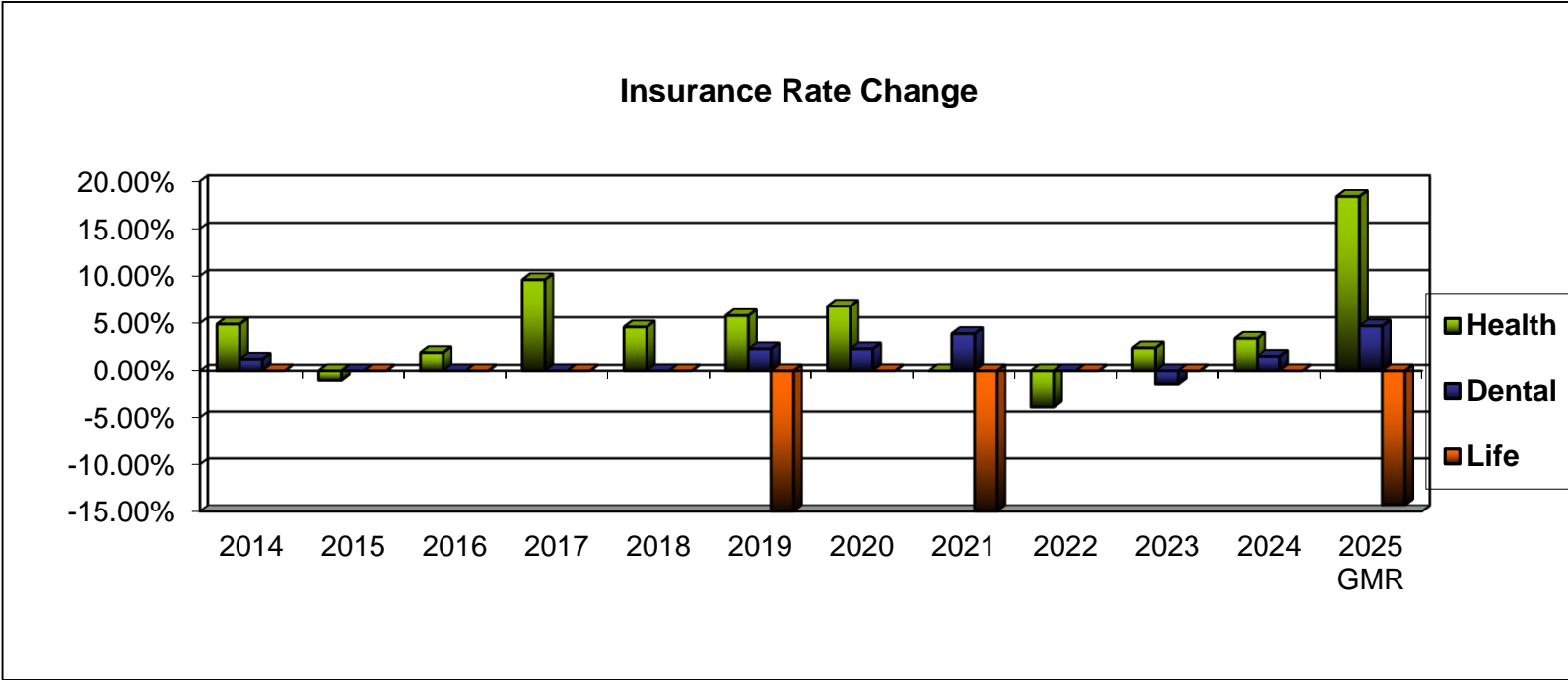
**Fiscal Year 2023 City Compensated Absences Liability by Employee Group**

Description	Annual Leave	Sick Leave	Total Liability
Assoc. of Federal State County & Municipal Employees	90,695	12,032	102,726
Dover Fire Officers Association	159,291	-	159,291
Dover Municipal Employee Association	211,382	11,242	222,624
Dover Professional Employees Association	171,663	-	171,663
Dover Police Administrators Association	164,689	-	164,689
Merit Plan	108,128	-	108,128
City Manager and Department Heads	223,121	8,381	231,503
Dover Police Association	164,178	-	164,178
International Association of Firefighters	230,404	-	230,404
<b>Total Leave Liability</b>	<b>1,523,551</b>	<b>31,655</b>	<b>1,555,206</b>

**Fiscal Year - City Compensated Absences Liability by Fund**

Fund	2019	2020	2021	2022	2023
General Fund	1,313,673	1,652,021	1,277,103	1,206,138	1,352,881
Parking Fund	10,532	19,210	23,094	21,646	18,820
Waterfront TIF Fund	-	-	-	-	9,530
<b>Total Governmental Funds</b>	<b>1,324,205</b>	<b>1,671,231</b>	<b>1,300,197</b>	<b>1,227,784</b>	<b>1,381,231</b>
Other Funds:					
Water Fund	66,224	132,994	47,627	58,959	47,287
Sewer Fund	84,526	158,577	80,061	91,448	84,586
DBIDA Fund	-	-	-	-	-
DoverNet Fund	28,618	37,454	32,672	25,110	27,034
Fleet Maintenance Fund	23,771	30,652	27,692	19,424	15,068
<b>Total Other Funds</b>	<b>203,139</b>	<b>359,677</b>	<b>188,052</b>	<b>194,940</b>	<b>173,975</b>
<b>Total Leave Liability</b>	<b>1,527,344</b>	<b>2,030,908</b>	<b>1,488,250</b>	<b>1,422,724</b>	<b>1,555,206</b>

# Trend In Insurance Rates



	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025 GMR	5 Year Average	10 Year Average
<b>Health</b>	4.90%	-1.10%	1.90%	9.60%	4.60%	5.80%	6.80%	0.00%	-3.90%	2.40%	3.40%	18.40%	1.74%	2.95%
<b>Dental</b>	1.20%	0.00%	0.00%	0.00%	0.00%	2.30%	2.30%	3.90%	0.00%	-1.50%	1.50%	4.70%	1.24%	0.85%
<b>Life</b>	0.00%	0.00%	0.00%	0.00%	0.00%	-15.00%	0.00%	-15.00%	0.00%	0.00%	0.00%	-14.30%	-3.00%	-3.00%

**City of Dover, NH**  
**Flexible Benefits Program**  
**FY2025 GMR**

(DMEA, DPEA, DPA, DPAAII, DPFFA &

Plan Type	Total Cost (savings)			City of Dover Cost (savings)			Employee Cost (savings)			Employee Deduction (savings)			City of Dover Cost		
	Coverage Level			Coverage Level			Coverage Level			Coverage Level			Coverage Level		
	Single	Two-Person	Family	Single	Two-Person	Family	Single	Two-Person	Family	Single	Two-Person	Family	Single	Two-Person	Family
<b>Health Insurance:</b>															
BlueChoice 10/20/45	\$15,248.40	\$30,496.92	\$41,170.80	\$12,503.69	\$25,007.47	\$33,760.06	\$2,744.71	\$5,489.45	\$7,410.74	\$57.18	\$114.36	\$154.39	\$1,041.97	\$2,083.96	\$2,813.34
Access Blue 15	\$13,716.36	\$27,432.72	\$37,034.16	\$13,030.54	\$26,061.08	\$35,182.45	\$685.82	\$1,371.64	\$1,851.71	\$14.29	\$28.58	\$38.58	\$1,085.88	\$2,171.76	\$2,931.87
Access Blue SOS	\$11,250.00	\$22,500.00	\$30,375.00	\$11,250.00	\$22,500.00	\$30,375.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$937.50	\$1,875.00	\$2,531.25
Medicomp III (65 and over)	\$9,344.52	\$18,689.04		\$7,662.51	\$15,325.01	-									
Buyout fixed				\$5,685.00	\$11,370.00	\$15,350.00				\$109.33	\$218.65	\$295.19			
<b>Dental Insurance:</b>															
Delta Dental - Base	\$428.76	\$839.28	\$1,692.24	\$428.76	\$839.28	\$839.28	\$0.00	\$0.00	\$852.96	\$0.00	\$0.00	\$17.77	\$35.73	\$69.94	\$69.94
Delta Dental - Mid	\$620.28	\$1,192.80	\$2,092.20	\$428.76	\$839.28	\$839.28	\$191.52	\$353.52	\$1,252.92	\$3.99	\$7.37	\$26.10	\$35.73	\$69.94	\$69.94
Delta Dental - 1 S	\$681.48	\$1,316.64	\$2,354.88	\$428.76	\$839.28	\$839.28	\$252.72	\$477.36	\$1,515.60	\$5.27	\$9.95	\$31.58	\$35.73	\$69.94	\$69.94
Buyout	(\$428.76)	(\$839.28)	(\$839.28)	\$188.00	\$369.00	\$369.00									
<b>Life and AD&amp;D Insurance:</b>															
1x Life w/ 2x AD&D	\$ .14 per \$1,000 of salary			\$ .14 per \$1,000 of salary											
<b>Other Available Benefits:</b>															
Employee Assistance Program															
<b>Health Insurance: Monthly rates</b>															
BlueChoice 10/20/45	\$1,270.70	\$2,541.41	\$3,430.90	current											
Access Blue 15	\$1,143.03	\$2,286.06	\$3,086.18												
Access Blue SOS	\$937.50	\$1,875.00	\$2,531.25												
Medicomp III NRX(65 and over)	\$311.43														
Medicomp III RX 10/20/45	\$778.71	\$1,557.42													
Subsidy no medicomp	\$375.56	\$751.12													
Subsidy with medicomp	\$236.84	\$473.68													
<b>Dental Insurance: Monthly rates</b>															
Delta Dental - Base 4	\$35.73	\$69.94	\$141.02												
Delta Dental - Mid 3	\$51.69	\$99.40	\$174.35												
Delta Dental - 1S	\$56.79	\$109.72	\$196.24												

City of Dover, NH  
 Flexible Benefits Program  
 FY2025 GMR  
 (AFSCME & DPFOA)

Plan Type	Total Cost (savings)			City of Dover Cost (savings)			Employee Cost (savings)			Employee Deduction (savings)			City of Dover Cost		
	Coverage Level			Coverage Level			Coverage Level			Coverage Level			Coverage Level		
	Single	Two-Person	Family	Single	Two-Person	Family	Single	Two-Person	Family	Single	Two-Person	Family	Single	Two-Person	Family
<b>Health Insurance:</b>															
BlueChoice 5/15/30	\$15,794.52	\$31,589.04	\$42,645.24	\$12,635.62	\$25,271.23	\$34,116.19	\$3,158.90	\$6,317.81	\$8,529.05	\$65.81	\$131.62	\$177.69	\$1,052.97	\$2,105.94	\$2,843.02
Access Blue 15	\$13,716.36	\$27,432.72	\$37,034.16	\$13,030.54	\$26,061.08	\$35,182.45	\$685.82	\$1,371.64	\$1,851.71	\$14.29	\$28.58	\$38.58	\$1,085.88	\$2,171.76	\$2,931.87
Access Blue SOS	\$11,250.00	\$22,500.00	\$30,375.00	\$11,250.00	\$22,500.00	\$30,375.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$937.50	\$1,875.00	\$2,531.25
Medicomp III (65 and over)	\$3,737.16	\$0.00		\$2,989.73	\$5,979.46	-									
Buyout fixed				\$5,685.00	\$11,370.00	\$15,350.00				\$109.33	\$218.65	\$295.19			
<b>Dental Insurance:</b>															
Delta Dental - Base	\$428.76	\$839.28	\$1,692.24	\$428.76	\$839.28	\$839.28	\$0.00	\$0.00	\$852.96	\$0.00	\$0.00	\$17.77	\$35.73	\$69.94	\$69.94
Delta Dental - Mid	\$620.28	\$1,192.80	\$2,092.20	\$428.76	\$839.28	\$839.28	\$191.52	\$353.52	\$1,252.92	\$3.99	\$7.37	\$26.10	\$35.73	\$69.94	\$69.94
Delta Dental - 1 S	\$681.48	\$1,316.64	\$2,354.88	\$428.76	\$839.28	\$839.28	\$252.72	\$477.36	\$1,515.60	\$5.27	\$9.95	\$31.58	\$35.73	\$69.94	\$69.94
Buyout	(\$428.76)	(\$839.28)	(\$839.28)	\$188.00	\$369.00	\$369.00									
<b>Life and AD&amp;D Insurance:</b>															
1x Life w/ 2x AD&D	\$ .14 per \$1,000 of salary			\$ .14 per \$1,000 of salary											
<b>Other Available Benefits:</b>															
Employee Assistance Program															
<b>Health Insurance: Monthly rates</b>															
BlueChoice 5/15/30	\$1,316.21	\$2,632.42	\$3,553.77	current											
Access Blue 15	\$1,143.03	\$2,286.06	\$3,086.18												
Access Blue SOS	\$937.50	\$1,875.00	\$2,531.25												
Medicomp III (65 and over) 5/15/30	\$311.43														
Medicomp III NRX(65 and over)	\$806.63	\$1,613.26													
Subsidy no medicomp	\$375.56	\$751.12													
Subsidy with medicomp	\$236.84	\$473.68													
<b>Dental Insurance: Monthly rates</b>															
Delta Dental - Base 4	\$35.73	\$69.94	\$141.02												
Delta Dental - Mid 3	\$51.69	\$99.40	\$174.35												
Delta Dental - 1S	\$56.79	\$109.72	\$196.24												



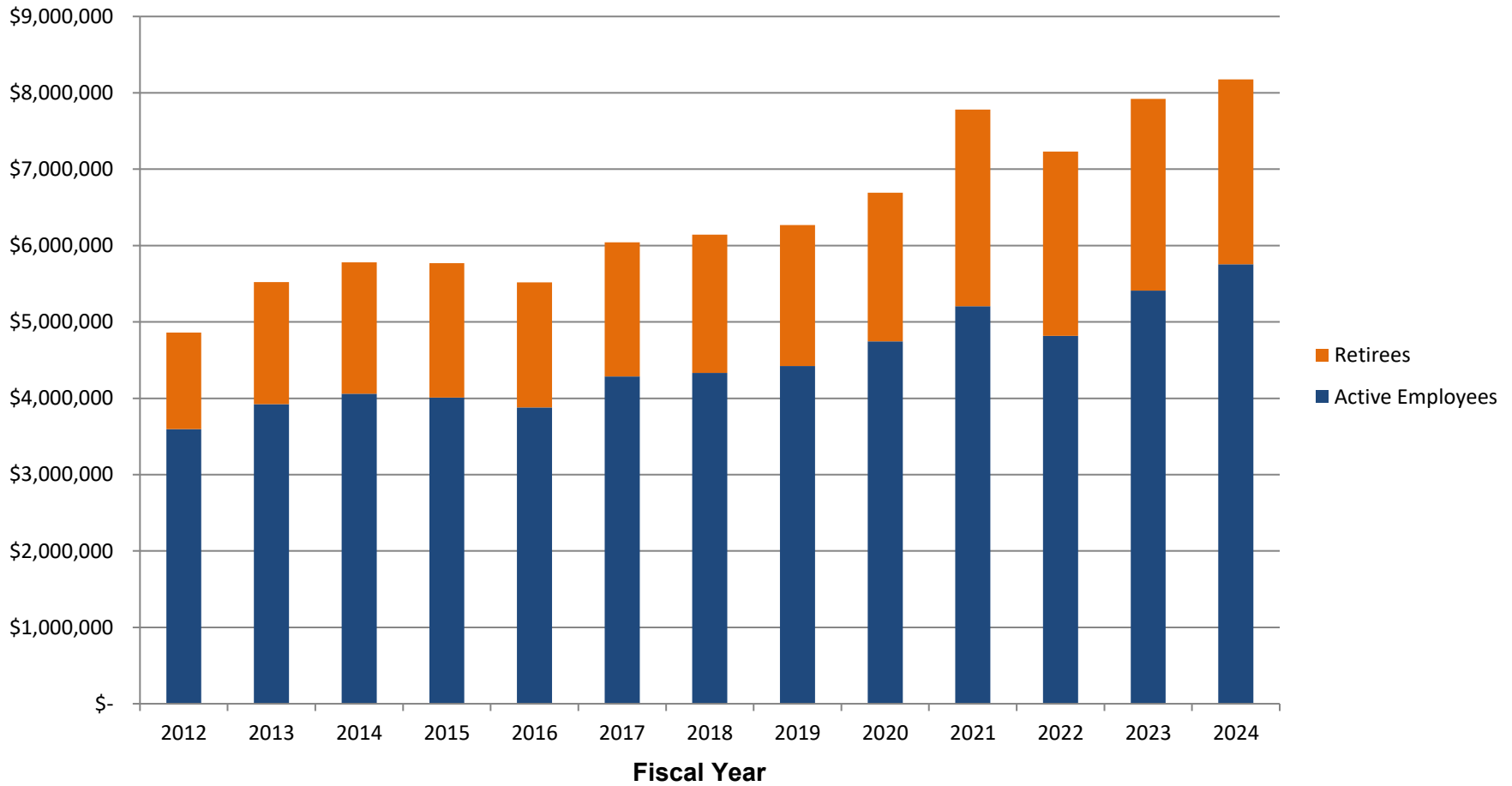
## Health Insurance by Union

Plan	AFSCME	DMEA	DPA	DPAAIL	DPEA	DPFOA	DPFFA	N-U	TOTALS
BlueChoice Single	0	2	2	1	1	1	0	0	7
BlueChoice 2-Person	1	2	1	1	2	0	2	2	11
BlueChoice Family	1	2	4	2	2	5	2	0	18
Access Blue Single	9	6	7	2	5	3	9	4	45
Access Blue 2-Person	3	11	1	2	3	0	1	6	27
Access Blue Family	3	6	4	4	3	4	14	6	44
Access Blue SOS Single	3	2	3	0	1	0	4	0	13
Access Blue SOS 2-Person	0	3	0	0	1	0	0	1	5
Access Blue SOS Family	1	0	0	0	1	1	1	0	4
Health Buyout	11	13	22	13	9	1	14	19	102
<b>TOTALS:</b>	32	47	44	25	28	15	47	38	276

## Dental Insurance by Union

Plan	AFSCME	DMEA	DPA	DPAAIL	DPEA	DPFOA	DPFFA	N-U	TOTALS
Dental - Base - Single	5	5	2	0	1	1	10	0	24
Dental - Base - 2 Person	2	5	2	0	5	0	2	1	17
Dental - Base - Family	1	1	5	1	3	1	2	2	16
Dental - Mid - Single	3	3	1	1	1	1	5	0	15
Dental - Mid - 2 Person	0	5	1	1	0	0	1	2	10
Dental - Mid - Family	1	3	1	4	1	4	8	3	25
Dental - High - Single	5	7	7	3	4	2	2	5	35
Dental - High - 2 Person	3	7	2	4	4	0	3	5	28
Dental - High - Family	4	3	8	6	4	5	6	5	41
Dental - Buyout	8	8	15	5	5	1	8	15	65
<b>TOTALS:</b>	32	47	44	25	28	15	47	38	276

## Health Insurance Budgetary Cost Summary



# City of Dover

## Health and Dental Insurance Budgetary Cost Summary

### Health

Fiscal Year	Active Employees					Employer Cost	Retirees		Total Insured	
	Number	Premiums*	Withholdings	Buyout Savings	Total Savings		Number	City Cost	Number	City Cost
2024	308	8,174,977	484,726	1,935,324	2,420,050	5,754,927	173	2,492,869	481	8,247,796
2023	300	7,921,458	494,791	2,016,422	2,511,213	5,410,245	159	2,286,512	459	7,696,757
2022	283	7,230,333	415,023	1,997,071	2,412,094	4,818,239	149	1,924,995	432	6,743,234
2021	288	7,781,361	516,479	2,059,737	2,576,216	5,205,145	146	2,020,859	434	7,226,004
2020	266	7,313,860	477,101	2,092,910	2,570,011	4,743,849	125	1,949,986	391	6,693,835
2019	257	6,881,798	447,986	2,011,811	2,459,797	4,422,001	123	1,847,549	380	6,269,550
2018	254	6,950,678	519,699	2,098,441	2,618,140	4,332,538	127	1,810,751	381	6,143,289
2017	250	6,792,824	575,343	1,931,633	2,506,976	4,285,848	122	1,756,148	372	6,041,996
2016	237	6,128,073	629,504	1,620,140	2,249,644	3,878,429	122	1,640,761	359	5,519,190
2015	232	6,269,981	784,711	1,474,654	2,259,365	4,010,616	115	1,758,269	347	5,768,885
2014	228	6,266,956	790,195	1,416,830	2,207,025	4,059,931	111	1,720,985	339	5,780,916
2013	227	5,863,938	789,084	1,153,393	1,942,477	3,921,461	106	1,601,543	333	5,523,004
2012	223	5,300,065	738,190	965,472	1,703,662	3,596,403	100	1,264,708	323	4,861,111
Totals		88,876,302	7,662,832	22,773,838	30,436,670	58,439,632		24,075,935		82,515,567

2024	Percent of Premiums	5.9%	23.7%	29.6%		% Total Cost	30.2%
2023		6.2%	25.5%	31.7%	68.3%		29.7%
2022		5.7%	27.6%	33.4%	66.6%		28.5%
2021		6.6%	26.5%	33.1%	66.9%		28.0%
2020		6.5%	28.6%	35.1%	64.9%		29.1%
2019		6.5%	29.2%	35.7%	64.3%		29.5%
2018		7.5%	30.2%	37.7%	62.3%		29.5%
2017		8.5%	28.4%	36.9%	63.1%		29.1%
2016		10.3%	26.4%	36.7%	63.3%		29.7%
2015		12.5%	23.5%	36.0%	64.0%		30.5%
2014		12.6%	22.6%	35.2%	64.8%		29.8%
2013		13.5%	19.7%	33.1%	66.9%		29.0%
2012		13.9%	18.2%	32.1%	67.9%		26.0%
Total %		8.6%	25.6%	34.2%	65.8%		29.2%

### Dental

Fiscal Year	Active Employees					Employer Cost	Retirees		Total Insured	
	Number	Premiums*	Withholdings	Buyout Savings	Total Savings		Number	City Cost	Number	City Cost
2024	309	364,859	143,257	24,731	167,988	196,871	11	11,793	320	208,664
2023	300	343,173	130,060	23,614	153,674	189,499	11	11,616	311	201,115
2022	283	320,408	119,235	24,298	143,533	176,875	12	12,385	295	189,260
2021	289	341,691	131,380	23,412	154,792	186,899	13	14,887	302	201,786
2020	267	304,330	118,075	21,064	139,139	165,191	14	18,274	281	183,465
2019	258	288,084	112,155	19,818	131,973	156,111	11	15,510	269	171,621
2018	255	270,962	97,957	21,028	118,985	151,977	10	13,297	265	165,274
2017	254	271,440	99,172	18,620	117,792	153,648	10	13,297	264	166,945
2016	239	260,613	96,879	19,546	116,425	144,188	10	13,297	249	157,485
2015	240	272,261	106,347	16,404	122,387	149,874	10	13,297	250	163,171
2014	235	270,254	89,611	16,409	106,020	164,234	10	13,297	245	177,531
2013	235	264,113	87,056	14,578	101,634	162,479	10	14,487	245	176,966
2012	238	295,830	91,957	16,593	108,550	187,280	10	13,795	248	201,075
Totals		3,868,018	1,423,141	259,751	1,682,892	2,185,126		179,232		2,364,358

2024	Percent of Premiums	39.3%	6.8%	46.0%	54.0%	% Total Cost	5.7%
2023		37.9%	6.9%	44.8%	55.2%		5.8%
2022		37.2%	7.6%	44.8%	55.2%		6.5%
2021		38.4%	6.9%	45.3%	54.7%		7.4%
2020		38.8%	6.9%	45.7%	54.3%		10.0%
2019		38.9%	6.9%	45.8%	54.2%		9.0%
2018		36.2%	7.8%	43.9%	56.1%		8.0%
2017		36.5%	6.9%	43.4%	56.6%		8.0%
2016		37.2%	7.5%	44.7%	55.3%		8.4%
2015		39.1%	5.9%	45.0%	55.0%		8.1%
2014		33.2%	6.1%	39.2%	60.8%		7.5%
2013		33.0%	5.5%	38.5%	61.5%		8.2%
2012		31.1%	5.6%	36.7%	63.3%		6.9%
Total %		36.8%	6.7%	43.5%	56.5%		30.7%

### Health and Dental

Fiscal Year	Active Employees					Employer Cost	Retirees		Total Insured	
	Number	Premiums*	Withholdings	Buyout Savings	Total Savings		Number	City Cost	Number	City Cost
2024		8,539,836	627,983	1,960,055	2,588,038	5,951,798		2,504,662		8,456,460
2023		8,264,631	624,851	2,040,036	2,664,887	5,599,744		2,298,128		7,897,872
2022		7,550,741	534,258	2,021,369	2,555,627	4,995,114		1,937,380		6,932,494
2021		8,123,052	647,859	2,083,149	2,731,008	5,392,044		2,035,746		7,427,790
2020		7,618,190	595,176	2,113,974	2,709,150	4,909,040		1,968,260		6,877,300
2019		7,169,882	560,141	2,031,629	2,591,770	4,578,112		1,863,059		6,441,171
2018		7,221,640	617,656	2,119,469	2,737,125	4,484,515		1,824,048		6,308,563
2017		7,064,264	674,515	1,950,253	2,624,768	4,439,496		1,769,445		6,208,941
2016		6,388,686	726,383	1,639,686	2,366,069	4,022,617		1,654,058		5,676,675
2015		6,542,242	891,058	1,490,694	2,381,752	4,160,490		1,771,566		5,932,056
2014		6,537,210	879,806	1,433,239	2,313,045	4,224,165		1,734,282		5,958,447
2013		6,128,051	876,140	1,167,971	2,044,111	4,083,940		1,616,030		5,699,970
2012		5,595,895	830,147	982,065	1,812,212	3,783,683		1,278,503		5,062,186
Totals		92,744,320	9,085,973	23,033,589	32,119,562	60,624,758		24,255,167		84,879,925

2024	Percent of Premiums	7.4%	23.0%	30.3%	69.7%	% Total Cost	29.6%
2023		7.6%	24.7%	32.2%	67.8%		29.1%
2022		7.1%	26.8%	33.8%	66.2%		27.9%
2021		8.0%	25.6%	33.6%	66.4%		27.4%
2020		7.8%	27.7%	35.6%	64.4%		28.6%
2019		7.8%	28.3%	36.1%	63.9%		28.9%
2018		8.6%	29.3%	37.9%	62.1%		28.9%
2017		9.5%	27.6%	37.2%	62.8%		28.5%
2016		11.4%	25.7%	37.0%	63.0%		29.1%
2015		13.6%	22.8%	36.4%	63.6%		29.9%
2014		13.5%	21.9%	35.4%	64.6%		29.1%
2013		14.3%	19.1%	33.4%	66.6%		28.4%
2012		14.8%	17.5%	32.4%	67.6%		25.3%
Total %		9.8%	24.8%	34.6%	65.4%		28.6%



**Transmission of material in this release is embargoed until  
 8:30 a.m. (ET) Tuesday, October 31, 2023**

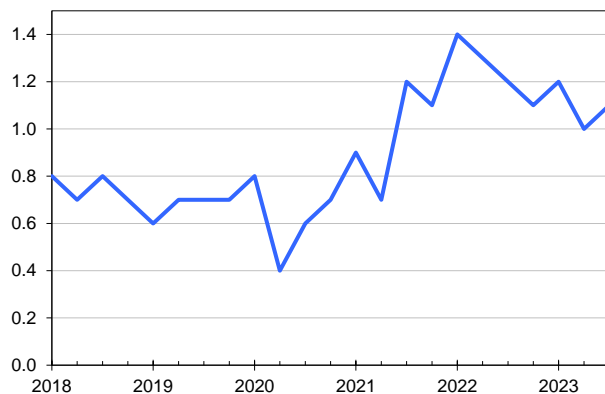
USDL-23-2314

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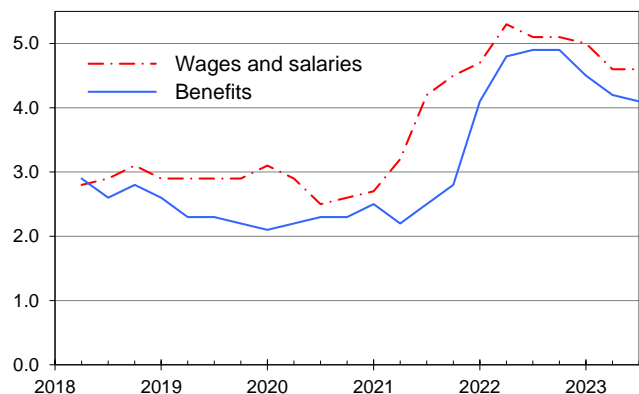
**EMPLOYMENT COST INDEX – SEPTEMBER 2023**

**Compensation costs** for civilian workers increased 1.1 percent, seasonally adjusted, for the 3-month period ending in September 2023, the U.S. Bureau of Labor Statistics reported today. **Wages and salaries** increased 1.2 percent and **benefit costs** increased 0.9 percent from June 2023. (See chart 1 and tables A, 1, 2, and 3.)

**Chart 1. Three-month percent change, seasonally adjusted, civilian workers, total compensation**



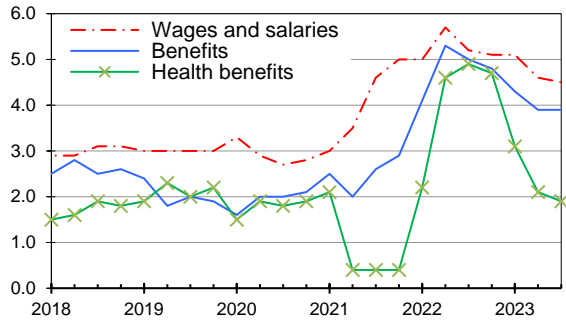
**Chart 2. Twelve-month percent change, not seasonally adjusted, civilian workers**



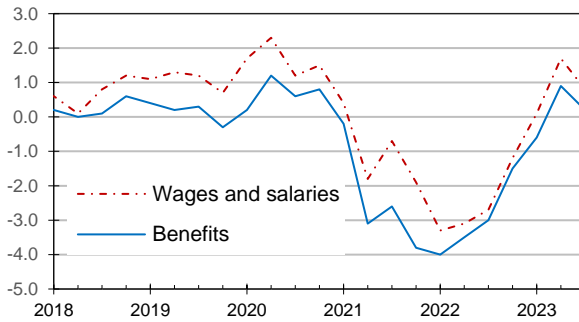
**Compensation costs** for civilian workers increased 4.3 percent for the 12-month period ending in September 2023 and increased 5.0 percent in September 2022. **Wages and salaries** increased 4.6 percent for the 12-month period ending in September 2023 and increased 5.1 percent for the 12-month period ending in September 2022. **Benefit costs** increased 4.1 percent over the year and increased 4.9 percent for the 12-month period ending in September 2022. (See chart 2 and tables A, 4, 8, and 12.)

**Compensation costs** for private industry workers increased 4.3 percent over the year. In September 2022, the increase was 5.2 percent. **Wages and salaries** increased 4.5 percent for the 12-month period ending in September 2023 and increased 5.2 percent in September 2022. The cost of **benefits** increased 3.9 percent for the 12-month period ending in September 2023 and increased 5.0 percent in September 2022. Inflation-adjusted (constant dollar) compensation costs for private industry increased 0.6 percent for the 12-month period ending in September 2023. Inflation-adjusted wages and salaries increased 0.8 percent for the 12 months ending September 2023. Inflation-adjusted benefit costs in the private sector increased 0.2 percent over that same period. (See charts 3, 4, and tables A, 5, 9, and 12.)

**Chart 3. Twelve-month percent change, current dollar, private industry workers**



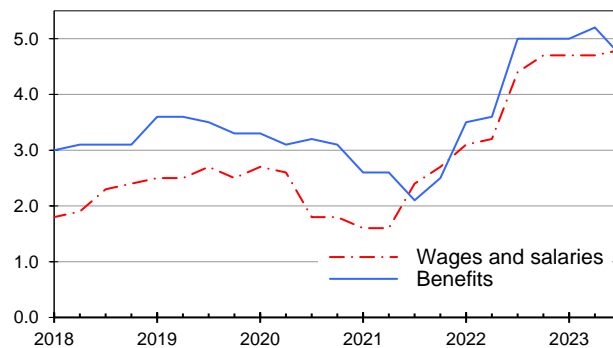
**Chart 4. Twelve-month percent change, constant dollar, private industry workers**



Among private industry **occupational groups**, compensation cost increases for the 12-month period ending in September 2023 ranged from 3.9 percent for production, transportation, and material moving occupations to 4.5 percent for service occupations. Within **industry supersectors**, compensation cost increases ranged from 3.7 percent for manufacturing to 4.9 percent for both education and health services and for other services, except public administration. (See table 5.)

**Compensation costs** for state and local government workers increased 4.8 percent for the 12-month period ending in September 2023, compared with an increase of 4.6 percent in September 2022. **Wages and salaries** increased 4.8 percent for the 12-month period ending in September 2023 and increased 4.4 percent a year ago. **Benefit costs** increased 4.7 percent for the 12-month period ending in September 2023. The prior year increase was 5.0 percent. (See chart 5 and tables A, 7, 11, and 12.)

**Chart 5. Twelve-month percent change, not seasonally adjusted, state and local government workers**



**Table A. Major series of the Employment Cost Index**  
[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted, current dollar			12-month, not seasonally adjusted, constant dollar		
	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
<b>Civilian workers<sup>1</sup></b>								
Compensation <sup>2</sup> .....	1.0	1.1	5.0	4.5	4.3	-2.9	1.6	0.6
Wages and salaries.....	1.0	1.2	5.1	4.6	4.6	-3.0	1.7	0.9
Benefits.....	0.9	0.9	4.9	4.2	4.1	-3.0	1.2	0.4
<b>Private industry</b>								
Compensation <sup>2</sup> .....	1.0	1.0	5.2	4.5	4.3	-2.8	1.5	0.6
Wages and salaries.....	1.0	1.1	5.2	4.6	4.5	-2.7	1.7	0.8
Benefits.....	0.9	0.8	5.0	3.9	3.9	-3.0	0.9	0.2
Health benefits.....	-	-	4.9	2.1	1.9	-	-	-
<b>State and local government</b>								
Compensation <sup>2</sup> .....	1.0	1.5	4.6	4.9	4.8	-3.3	1.9	1.0
Wages and salaries.....	0.8	1.8	4.4	4.7	4.8	-3.5	1.7	1.0
Benefits.....	1.0	1.2	5.0	5.2	4.7	-3.0	2.1	1.0

<sup>1</sup> Includes private industry and state and local government.

<sup>2</sup> Includes wages and salaries and benefits.

Note: All estimates in the table can be found in the public database at [www.bls.gov/eci/data.htm](http://www.bls.gov/eci/data.htm). Dashes indicate data not available.

## TECHNICAL NOTE

The Employment Cost Index (ECI) measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. For information on survey concepts, coverage, methods, nonresponse adjustment, and imputation, see *National Compensation Measures Handbook of Methods* at [www.bls.gov/opub/hom/ncs/home.htm](http://www.bls.gov/opub/hom/ncs/home.htm).

### Sample size

Data for this reference period were collected from a probability sample of approximately 27,900 occupational observations selected from a sample of about 6,900 private industry establishments and approximately 7,500 occupational observations selected from a sample of about 1,400 state and local government establishments that provided data at the initial interview. Beginning December 2021, an additional (fourth) private industry sample is used in estimation to mitigate the impact of decreasing response rates.

### Standard errors

To assist users in ascertaining the reliability of ECI series, standard errors of all current quarter not seasonally adjusted 3- and 12-month percent change series are also available, see [www.bls.gov/eci/factsheets/eci-standard-errors.htm](http://www.bls.gov/eci/factsheets/eci-standard-errors.htm) and the database query tool at [www.bls.gov/eci/data.htm](http://www.bls.gov/eci/data.htm). Standard errors provide users a measure of the precision of an estimate to ensure that it is within an acceptable range for their intended purpose.

### Historical listings

Historical ECI data are available in (xlsx) format at [www.bls.gov/eci/tables.htm](http://www.bls.gov/eci/tables.htm). The continuous occupational and industry series listing uses the Standard Industrial Classification (SIC) Manual and Occupational Classification System (OCS) series from 1975 through 2005 and the North American Industry Classification System (NAICS) and Standard Occupational Classification (SOC) from 2006 to the present. It provides the official series deemed continuous after the change in classification systems. For more information on the criteria used in defining continuous series, see the article published in the *Monthly Labor Review* at [www.bls.gov/opub/mlr/2006/04/art2full.pdf](http://www.bls.gov/opub/mlr/2006/04/art2full.pdf).

### Employer Costs for Employee Compensation data

The costs per hour worked of compensation components are published as part of the Employer Costs for Employee Compensation (ECEC) news release. The ECEC release dates are available at [www.bls.gov/schedule/news\\_release/ecec.htm](http://www.bls.gov/schedule/news_release/ecec.htm). Historical ECEC data are available in xlsx format at [www.bls.gov/ecec/tables.htm](http://www.bls.gov/ecec/tables.htm). Since the ECEC is calculated with current employment weights rather than the fixed weights used in computing the ECI, year-to-year changes in the cost levels usually differ from those in the ECI.

### Fixed employment weights

For additional information on the use of fixed employment weights in computing the ECI, see [www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm](http://www.bls.gov/opub/mlr/2016/article/introducing-2012-fixed-employment-weights-for-the-employment-cost-index.htm). Beginning with the December 2022 release, the ECI introduced new employment weights, see [www.bls.gov/eci/notices/2022/eci-2021-fixed-weights-and-2018-soc-update.htm](http://www.bls.gov/eci/notices/2022/eci-2021-fixed-weights-and-2018-soc-update.htm).

### Additional information

Historical tables are available in (xlsx) format for constant dollar, current dollar, and continuous series, see [www.bls.gov/eci/tables.htm](http://www.bls.gov/eci/tables.htm). ECI release dates are available on the release calendar at [www.bls.gov/schedule/news\\_release/eci.htm](http://www.bls.gov/schedule/news_release/eci.htm). Subscribe to receive the BLS Economic News Release email at [public.govdelivery.com/accounts/USDOLBLS/subscriber/new](mailto:public.govdelivery.com/accounts/USDOLBLS/subscriber/new). If you are deaf, hard of hearing, or have a speech disability, please dial 7-1-1 to access telecommunications relay services.

**Table 1. Employment Cost Index for total compensation, by occupational group and industry<sup>1</sup>**  
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-									
	Jun. 2023	Sep. 2023	Sep. 2021	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	Mar. 2023	Jun. 2023	Sep. 2023	
<b>Civilian workers</b>												
All workers <sup>2</sup> .....	159.0	160.7	1.2	1.1	1.4	1.3	1.2	1.1	1.2	1.0	1.1	
<b>Industry</b>												
Goods-producing industries <sup>3</sup> .....	153.8	155.1	1.1	1.0	1.4	1.2	1.0	0.9	1.2	0.8	0.8	
Manufacturing.....	153.6	154.6	1.3	0.9	1.7	1.1	0.9	0.9	1.1	0.9	0.7	
Service-providing industries <sup>4</sup> .....	160.1	161.9	1.3	1.1	1.3	1.3	1.2	1.2	1.1	1.0	1.1	
Education and health services.....	157.4	159.6	1.0	1.0	1.3	1.0	1.5	1.2	1.2	0.9	1.4	
Educational services.....	155.9	158.1	0.8	0.6	1.1	0.9	1.6	1.1	1.2	0.7	1.4	
Elementary and secondary schools.....	156.4	158.8	0.6	0.6	1.0	0.7	1.7	1.1	1.1	0.8	1.5	
Junior colleges, colleges, universities, and professional schools.....	154.3	156.3	0.8	0.8	1.1	0.9	1.5	1.1	1.3	0.7	1.3	
Health care and social assistance.....	159.0	161.0	1.2	1.5	1.4	1.3	1.4	1.3	1.2	1.1	1.3	
Hospitals.....	159.5	161.4	1.0	1.5	1.4	1.3	1.4	1.2	1.3	1.1	1.2	
Nursing and residential care facilities.....	159.6	161.7	1.6	1.8	1.6	1.6	1.8	1.2	1.3	1.1	1.3	
Public administration.....	162.1	164.8	0.5	0.9	1.4	1.2	1.6	1.1	0.8	1.2	1.7	
<b>Private industry workers</b>												
All workers.....	158.9	160.5	1.5	1.2	1.4	1.3	1.1	1.1	1.2	1.0	1.0	
<b>Occupational group</b>												
Management, professional, and related.....	154.6	156.1	1.3	0.8	1.2	1.3	0.8	1.1	1.1	1.2	1.0	
Management, business, and financial.....	155.6	157.1	1.5	0.6	1.2	1.4	0.5	0.9	1.1	1.2	1.0	
Professional and related.....	153.9	155.5	1.2	1.1	1.2	1.2	1.1	1.1	1.3	1.1	1.0	
Sales and office.....	162.5	163.6	1.3	1.1	1.6	2.0	1.2	1.2	1.2	1.1	0.7	
Sales and related.....	160.7	161.3	1.5	1.0	1.8	2.6	1.0	1.2	1.1	1.1	0.4	
Office and administrative support....	163.4	165.0	1.2	1.1	1.5	1.6	1.3	1.2	1.2	1.0	1.0	
Natural resources, construction, and maintenance.....	156.3	158.1	1.0	1.0	1.2	1.1	1.0	0.9	1.2	0.9	1.2	
Construction, extraction, farming, fishing, and forestry occupations..	155.6	157.1	1.0	0.9	1.2	0.9	1.0	0.9	1.0	1.0	1.0	
Installation, maintenance, and repair.....	157.1	159.1	1.0	1.2	1.1	1.3	1.0	1.0	1.4	0.9	1.3	
Production, transportation, and material moving.....	162.3	163.5	1.6	1.3	1.5	1.2	1.2	0.9	1.2	1.1	0.7	
Production.....	158.5	159.8	1.5	1.2	1.6	1.3	1.3	0.9	1.4	0.9	0.8	
Transportation and material moving.....	167.0	168.2	1.7	1.5	1.4	1.3	1.1	0.9	1.0	1.2	0.7	
Service occupations.....	170.6	172.2	2.0	2.0	1.9	1.8	1.7	1.2	1.2	1.1	0.9	
<b>Industry</b>												
Goods-producing industries <sup>3</sup> .....	153.7	155.0	1.1	1.0	1.4	1.2	0.9	0.9	1.3	0.7	0.8	
Construction.....	154.5	156.2	0.7	1.0	0.8	1.3	1.1	1.0	1.5	0.5	1.1	
Manufacturing.....	153.6	154.6	1.3	0.9	1.7	1.1	0.9	0.9	1.1	0.9	0.7	
Aircraft manufacturing.....	134.1	134.5	7.1	0.4	2.1	0.7	-5.6	0.8	0.9	0.9	0.3	
Service-providing industries <sup>5</sup> .....	160.3	161.9	1.5	1.2	1.4	1.5	1.1	1.1	1.2	1.0	1.0	
Trade, transportation, and utilities.....	164.1	165.6	1.4	1.9	1.4	1.4	1.0	0.9	1.1	1.3	0.9	
Wholesale trade.....	157.4	158.4	1.3	1.6	1.7	1.6	0.7	1.1	0.8	1.5	0.6	
Retail trade.....	168.9	170.8	1.6	2.5	1.6	1.6	1.3	1.0	1.4	1.0	1.1	
Transportation and warehousing. . .	163.1	164.4	1.1	1.0	1.0	0.7	0.8	0.8	0.8	1.4	0.8	
Utilities.....	169.0	171.1	1.0	0.7	0.9	0.7	0.9	1.0	1.0	1.5	1.2	
Information.....	156.0	156.5	1.3	0.9	1.2	1.3	1.2	1.3	1.1	1.0	0.3	
Financial activities.....	156.8	159.0	2.3	-0.4	1.2	1.9	1.0	1.3	0.2	1.0	1.4	
Finance and insurance.....	157.2	159.4	2.5	-0.9	1.0	1.9	0.9	1.4	0.1	1.0	1.4	

See footnotes at end of table.

**Table 1. Employment Cost Index for total compensation, by occupational group and industry<sup>1</sup> — Continued**  
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec.2005=100)		Percent changes for 3-months ended-								
	Jun. 2023	Sep. 2023	Sep. 2021	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	Mar. 2023	Jun. 2023	Sep. 2023
Credit intermediation and related activities.....	156.8	159.4	5.3	-1.3	0.0	2.0	-0.1	1.6	1.5	-0.5	1.7
Insurance carriers and related activities.....	159.2	160.5	1.0	1.0	1.5	1.7	1.1	1.0	1.2	0.9	0.8
Real estate and rental and leasing..	155.3	157.2	1.1	1.6	1.8	1.9	0.9	0.8	1.0	1.1	1.2
Professional and business services. . .	159.0	160.4	1.4	1.1	1.3	1.5	1.1	1.0	1.5	0.8	0.9
Professional, scientific, and technical services.....	160.2	161.4	1.6	0.8	1.1	1.6	1.1	0.8	1.5	0.9	0.7
Administrative and support and waste management and remediation services.....	159.3	161.0	1.5	1.5	1.7	1.5	1.0	1.1	1.5	0.8	1.1
Education and health services.....	157.6	159.6	1.3	1.3	1.5	1.3	1.3	1.3	1.2	1.1	1.3
Educational services.....	154.0	156.0	1.4	0.5	1.3	1.4	1.1	1.2	1.3	0.6	1.3
Junior colleges, colleges, universities, and professional schools.....	153.2	155.1	1.2	0.7	0.9	1.1	1.2	0.9	1.0	0.7	1.2
Health care and social assistance...	158.3	160.3	1.3	1.5	1.5	1.3	1.3	1.3	1.2	1.2	1.3
Hospitals.....	159.4	161.1	1.0	1.6	1.4	1.3	1.3	1.2	1.4	1.2	1.1
Nursing and residential care facilities.....	158.3	160.3	1.6	1.9	1.9	1.6	1.7	1.2	1.4	1.1	1.3
Leisure and hospitality.....	171.2	172.3	2.2	1.8	1.9	1.6	1.6	1.2	1.4	1.1	0.6
Accommodation and food services..	175.1	175.9	2.2	2.0	2.1	1.7	1.5	1.1	1.5	1.2	0.5
Other services, except public administration.....	161.4	163.2	1.4	1.6	1.3	1.0	1.0	0.8	1.7	1.2	1.1
<b>State and local government workers</b>											
All workers.....	159.2	161.6	0.5	0.8	1.1	0.9	1.7	1.1	1.1	1.0	1.5
<b>Industry</b>											
Education and health services.....	157.2	159.6	0.6	0.8	1.0	0.8	1.7	1.1	1.2	0.8	1.5
Educational services.....	156.4	158.7	0.6	0.7	1.0	0.7	1.8	1.1	1.2	0.8	1.5
Schools.....	156.3	158.6	0.6	0.7	1.0	0.7	1.7	1.1	1.2	0.8	1.5
Elementary and secondary schools.....	156.8	159.2	0.5	0.7	1.0	0.7	1.7	1.1	1.1	0.8	1.5
Health care and social assistance...	163.8	166.3	0.7	1.2	1.2	1.2	1.8	1.2	1.1	1.0	1.5
Hospitals.....	160.2	162.6	0.6	1.2	1.1	1.2	1.6	1.1	1.2	1.1	1.5
Public administration.....	162.1	164.8	0.5	0.9	1.4	1.2	1.6	1.1	0.8	1.2	1.7

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

<sup>5</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey



**Table 2. Employment Cost Index for wages and salaries, by occupational group and industry**  
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Jun. 2023	Sep. 2023	Sep. 2021	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	Mar. 2023	Jun. 2023	Sep. 2023
<b>Civilian workers</b>											
All workers <sup>1</sup> .....	158.6	160.5	1.4	1.2	1.2	1.3	1.3	1.2	1.2	1.0	1.2
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	157.2	158.5	0.9	1.2	1.2	1.3	1.2	1.1	1.5	0.6	0.8
Manufacturing.....	157.4	158.4	1.0	1.1	1.4	1.2	1.3	1.1	1.2	0.9	0.6
Service-providing industries <sup>3</sup> .....	159.0	160.9	1.5	1.1	1.3	1.3	1.3	1.2	1.1	1.1	1.2
Education and health services.....	153.1	155.4	1.1	1.1	1.2	1.0	1.6	1.3	1.2	1.0	1.5
Educational services.....	146.1	148.5	0.7	0.5	0.9	0.8	1.6	1.1	1.0	0.7	1.6
Elementary and secondary schools.....	144.6	147.2	0.5	0.4	1.0	0.5	1.9	1.1	0.9	0.7	1.8
Junior colleges, colleges, universities, and professional schools.....	147.5	149.4	1.0	0.7	0.9	0.9	1.4	1.1	1.0	0.7	1.3
Health care and social assistance.....	160.1	162.4	1.4	1.7	1.4	1.3	1.5	1.4	1.4	1.1	1.4
Hospitals.....	160.2	162.2	1.2	1.6	1.4	1.3	1.5	1.3	1.7	1.2	1.2
Nursing and residential care facilities.....	162.8	165.3	1.9	1.9	1.8	1.7	2.0	1.4	1.4	1.2	1.5
<b>Private industry workers</b>											
All workers.....	161.1	162.8	1.6	1.3	1.3	1.4	1.2	1.2	1.2	1.0	1.1
<b>Occupational group</b>											
Management, professional, and related.....	155.8	157.4	1.5	0.8	1.0	1.3	0.9	1.0	1.1	1.2	1.0
Professional and related.....	155.6	157.3	1.3	1.1	1.1	1.1	1.1	1.1	1.4	1.1	1.1
Management, business, and financial.....	156.1	157.8	1.7	0.4	1.0	1.5	0.4	0.9	0.8	1.3	1.1
Sales and office.....	164.6	165.7	1.4	1.1	1.5	2.1	1.1	1.3	1.2	1.1	0.7
Office and administrative support.....	164.6	166.4	1.3	1.3	1.3	1.6	1.3	1.3	1.2	1.0	1.1
Natural resources, construction, and maintenance.....	157.7	159.6	1.1	1.1	1.2	1.1	1.1	1.0	1.5	0.9	1.2
Construction, extraction, farming, fishing, and forestry occupations.....	157.3	159.0	1.1	1.0	1.2	0.9	1.3	1.0	1.2	1.0	1.1
Installation, maintenance, and repair.....	158.3	160.5	1.0	1.2	1.4	1.2	1.1	1.0	1.7	0.8	1.4
Production, transportation, and material moving.....	166.3	167.6	1.5	1.7	1.3	1.4	1.4	1.0	1.2	1.1	0.8
Production.....	162.3	163.6	1.3	1.4	1.3	1.4	1.6	1.1	1.5	0.9	0.8
Transportation and material moving.....	171.1	172.5	1.8	1.8	1.3	1.4	1.2	1.0	1.0	1.2	0.8
Service occupations.....	175.3	177.1	2.2	2.2	1.9	1.9	1.8	1.2	1.4	1.2	1.0
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	157.3	158.6	1.0	1.2	1.2	1.3	1.2	1.1	1.5	0.6	0.8
Construction.....	156.9	158.6	0.8	1.1	0.9	1.4	1.2	1.2	1.8	0.4	1.1
Manufacturing.....	157.4	158.4	1.0	1.1	1.4	1.2	1.3	1.1	1.2	0.9	0.6
Aircraft manufacturing.....	159.2	160.1	0.1	0.5	1.1	0.8	1.0	0.9	0.4	1.1	0.5
Service-providing industries <sup>4</sup> .....	162.1	163.8	1.7	1.3	1.3	1.5	1.2	1.1	1.1	1.1	1.0
Trade, transportation, and utilities.....	165.3	166.9	1.6	2.1	1.2	1.5	0.9	1.0	1.1	1.3	1.0
Wholesale trade.....	154.8	155.8	1.6	1.8	1.5	1.8	0.5	1.1	0.7	1.6	0.6
Retail trade.....	172.0	174.0	1.8	2.8	1.4	1.7	1.3	1.1	1.3	1.0	1.2
Transportation and warehousing.....	166.3	167.7	1.2	1.2	0.8	0.9	0.8	0.9	0.9	1.5	0.8
Utilities.....	162.9	164.9	0.9	0.9	0.8	0.8	0.9	0.8	1.0	1.4	1.2
Information.....	155.0	155.3	1.4	0.7	1.4	0.8	1.3	1.4	1.3	1.0	0.2
Financial activities.....	157.8	160.7	3.0	-1.1	0.7	1.8	0.9	1.6	-0.4	1.3	1.8
Finance and insurance.....	158.3	161.3	3.4	-1.8	0.5	1.8	1.0	1.6	-0.7	1.3	1.9
Credit intermediation and related activities.....	156.0	159.0	7.5	-2.3	-0.9	1.7	-0.6	1.9	1.3	-0.7	1.9
Insurance carriers and related activities.....	158.1	160.0	1.0	0.9	1.3	1.5	1.1	1.0	1.3	1.1	1.2

See footnotes at end of table.

**Table 2. Employment Cost Index for wages and salaries, by occupational group and industry — Continued**  
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Jun. 2023	Sep. 2023	Sep. 2021	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	Mar. 2023	Jun. 2023	Sep. 2023
Real estate and rental and leasing..	156.2	158.4	1.2	1.8	1.9	2.0	0.9	0.9	1.1	1.2	1.4
Professional and business services. . .	160.6	162.1	1.4	1.0	1.3	1.5	1.1	1.0	1.5	0.8	0.9
Professional, scientific, and technical services.....	161.2	162.5	1.6	0.7	1.1	1.6	1.2	0.7	1.4	0.8	0.8
Administrative and support and waste management and remediation services.....	163.6	165.4	1.6	1.7	1.7	1.6	1.3	1.1	1.5	0.8	1.1
Education and health services.....	159.1	161.3	1.4	1.5	1.4	1.3	1.4	1.4	1.4	1.1	1.4
Educational services.....	152.9	154.9	1.5	0.4	1.2	1.6	1.0	1.1	1.3	0.6	1.3
Junior colleges, colleges, universities, and professional schools.....	150.2	152.1	1.0	0.7	0.8	1.0	1.2	0.9	1.0	0.7	1.2
Health care and social assistance... Hospitals.....	160.4	162.6	1.5	1.7	1.5	1.3	1.4	1.4	1.4	1.2	1.4
Nursing and residential care facilities.....	161.1	163.0	1.2	1.7	1.4	1.3	1.4	1.3	1.7	1.2	1.2
Leisure and hospitality.....	163.8	166.3	1.8	2.0	1.9	1.7	1.9	1.4	1.4	1.3	1.5
Accommodation and food services..	177.2	178.4	2.3	2.1	1.9	1.6	1.6	1.3	1.4	1.1	0.7
Other services, except public administration.....	181.2	182.0	2.3	2.3	1.9	1.7	1.5	1.2	1.4	1.3	0.4
<b>State and local government workers</b>	163.9	165.5	1.5	1.7	1.4	1.0	1.1	0.8	1.9	1.4	1.0
All workers.....	147.9	150.6	0.7	0.7	0.9	0.9	1.8	1.1	0.9	0.8	1.8
<b>Industry</b>											
Education and health services.....	146.0	148.5	0.6	0.7	0.8	0.7	1.8	1.1	0.9	0.8	1.7
Educational services.....	144.7	147.2	0.5	0.5	0.9	0.6	1.8	1.1	0.9	0.7	1.7
Schools.....	144.7	147.2	0.5	0.5	0.9	0.6	1.8	1.1	0.9	0.7	1.7
Elementary and secondary schools.....	144.1	146.7	0.4	0.5	0.8	0.5	1.9	1.1	0.8	0.7	1.8
Health care and social assistance... Hospitals.....	156.7	159.5	1.3	1.2	1.0	1.4	1.9	1.3	1.3	0.8	1.8
Public administration.....	155.4	158.3	1.2	1.1	1.0	1.4	1.7	1.1	1.4	0.9	1.9
	151.1	154.3	1.0	1.0	1.3	1.3	1.7	1.2	0.7	1.0	2.1

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

<sup>4</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 3. Employment Cost Index for benefits, by occupational group and industry**  
 [Seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)		Percent changes for 3-months ended-								
	Jun. 2023	Sep. 2023	Sep. 2021	Dec. 2021	Mar. 2022	Jun. 2022	Sep. 2022	Dec. 2022	Mar. 2023	Jun. 2023	Sep. 2023
<b>Civilian workers</b>											
All workers <sup>1</sup> .....	159.8	161.3	0.9	1.0	1.6	1.2	1.0	1.0	1.2	0.9	0.9
<b>Private industry workers</b>											
All workers.....	153.7	155.0	1.1	1.1	1.7	1.3	0.9	0.9	1.1	0.9	0.8
<b>Occupational group</b>											
Management, professional, and related.....	151.9	153.1	1.0	1.1	1.6	1.3	0.8	1.0	1.2	1.1	0.8
Sales and office.....	157.1	158.3	1.0	1.2	2.0	1.5	1.2	1.0	1.0	1.0	0.8
Natural resources, construction, and maintenance.....	153.2	154.8	0.8	0.8	0.9	1.2	0.7	0.7	0.7	0.9	1.0
Production, transportation, and material moving.....	154.2	155.4	1.6	0.7	1.9	1.0	0.7	0.6	1.0	1.0	0.8
Service occupations.....	155.3	156.5	1.4	1.3	1.9	1.6	1.3	1.3	0.7	0.7	0.8
<b>Industry</b>											
Goods-producing industries <sup>2</sup> .....	146.5	147.9	1.4	0.6	1.8	0.8	0.4	0.6	0.7	0.9	1.0
Manufacturing.....	146.3	147.5	1.8	0.4	2.2	0.8	0.3	0.6	0.8	1.0	0.8
Service-providing industries <sup>3</sup> .....	156.2	157.4	1.1	1.1	1.7	1.4	1.1	0.9	1.2	1.0	0.8
<b>State and local government workers</b>											
All workers <sup>1</sup> .....	181.2	183.3	0.4	0.9	1.4	0.9	1.6	1.0	1.5	1.0	1.2

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 4. Employment Cost Index for total compensation, for civilian workers, by occupational group and industry<sup>1</sup>**

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
All workers <sup>2</sup> .....	154.1	159.0	160.8	1.3	1.0	1.1	5.0	4.5	4.3
Excluding incentive paid occupations <sup>3</sup> .....	153.9	158.9	160.7	1.4	1.0	1.1	5.2	4.7	4.4
<b>Occupational group</b>									
Management, professional, and related.....	150.3	155.0	157.0	1.3	1.0	1.3	4.2	4.4	4.5
Management, business, and financial.....	151.1	155.9	157.6	0.7	1.2	1.1	3.8	3.9	4.3
Professional and related.....	149.8	154.5	156.7	1.6	0.8	1.4	4.5	4.7	4.6
Sales and office.....	157.5	163.0	164.2	1.2	1.1	0.7	5.9	4.7	4.3
Sales and related.....	155.2	160.9	161.3	0.9	1.1	0.2	6.4	4.6	3.9
Office and administrative support.....	158.5	163.9	165.7	1.3	1.0	1.1	5.5	4.7	4.5
Natural resources, construction, and maintenance.....	152.2	156.8	158.6	1.1	1.0	1.1	4.5	4.1	4.2
Construction, extraction, farming, fishing, and forestry occupations.....	151.8	156.2	157.7	1.0	1.0	1.0	4.2	3.9	3.9
Installation, maintenance, and repair.....	152.6	157.6	159.7	1.1	1.0	1.3	4.7	4.4	4.7
Production, transportation, and material moving.....	157.3	162.2	163.5	1.2	1.0	0.8	5.4	4.4	3.9
Production.....	153.6	158.7	159.8	1.2	1.0	0.7	5.3	4.5	4.0
Transportation and material moving.....	162.6	167.4	168.9	1.3	1.0	0.9	5.5	4.3	3.9
Service occupations.....	164.0	169.7	171.8	1.9	1.0	1.2	7.0	5.4	4.8
<b>Industry</b>									
Goods-producing industries <sup>4</sup> .....	149.4	154.1	155.1	0.8	1.0	0.6	4.5	4.0	3.8
Manufacturing.....	149.1	153.7	154.6	0.7	0.9	0.6	4.6	3.9	3.7
Service-providing industries <sup>5</sup> .....	154.9	159.9	161.9	1.4	1.0	1.3	5.2	4.6	4.5
Education and health services.....	152.4	156.9	159.7	2.0	0.7	1.8	5.0	5.0	4.8
Educational services.....	151.4	154.7	158.4	2.5	0.4	2.4	4.3	4.7	4.6
Elementary and secondary schools....	151.9	155.0	158.9	2.8	0.4	2.5	4.3	4.9	4.6
Junior colleges, colleges, universities, and professional schools.....	150.1	153.4	156.7	2.3	0.3	2.2	4.3	4.6	4.4
Health care and social assistance.....	153.4	159.0	161.1	1.5	1.0	1.3	5.8	5.2	5.0
Hospitals.....	153.7	159.4	161.3	1.4	0.9	1.2	5.7	5.1	4.9
Nursing and residential care facilities...	154.0	159.3	161.7	2.0	1.0	1.5	7.1	5.5	5.0
Public administration.....	157.4	161.2	165.1	2.2	0.7	2.4	5.2	4.7	4.9

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

<sup>3</sup> The index for this series is not strictly comparable with other series in this table.

<sup>4</sup> Includes mining, construction, and manufacturing.

<sup>5</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry<sup>1</sup>**

[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
All workers.....	154.0	159.2	160.6	1.0	1.1	0.9	5.2	4.5	4.3
Excluding incentive paid occupations <sup>2</sup> .....	153.7	159.0	160.4	1.1	1.1	0.9	5.3	4.5	4.4
<b>Occupational group</b>									
Management, professional, and related.....	149.6	154.7	156.2	0.7	1.2	1.0	4.3	4.2	4.4
Excluding incentive paid occupations <sup>2</sup> .....	148.7	153.8	155.2	0.9	1.1	0.9	4.6	4.3	4.4
Management, business, and financial.....	150.9	155.8	157.2	0.5	1.3	0.9	3.9	3.7	4.2
Excluding incentive paid occupations <sup>2</sup> .....	149.5	154.6	155.8	0.7	1.2	0.8	4.6	4.2	4.2
Professional and related.....	148.7	154.0	155.5	1.1	1.0	1.0	4.6	4.7	4.6
Sales and office.....	157.4	163.1	164.0	1.0	1.1	0.6	6.0	4.7	4.2
Excluding incentive paid occupations <sup>2</sup> .....	158.8	164.8	166.0	1.2	1.1	0.7	6.2	5.0	4.5
Sales and related.....	155.1	160.8	161.2	0.8	1.1	0.2	6.5	4.6	3.9
Excluding incentive paid occupations <sup>2</sup> .....	159.2	165.6	166.5	1.4	1.1	0.5	7.4	5.5	4.6
Office and administrative support.....	158.1	163.7	165.1	1.2	1.1	0.9	5.6	4.7	4.4
Natural resources, construction, and maintenance.....	151.8	156.6	158.2	0.9	1.2	1.0	4.3	4.1	4.2
Construction, extraction, farming, fishing, and forestry occupations.....	151.4	155.8	157.3	0.9	1.1	1.0	4.1	3.8	3.9
Installation, maintenance, and repair.....	152.2	157.3	159.2	0.9	1.1	1.2	4.7	4.3	4.6
Production, transportation, and material moving.....	157.0	161.9	163.2	1.2	1.0	0.8	5.4	4.3	3.9
Excluding incentive paid occupations <sup>2</sup> .....	156.6	161.7	162.9	1.1	1.0	0.7	5.4	4.4	4.0
Production.....	153.5	158.7	159.8	1.1	1.0	0.7	5.4	4.5	4.1
Excluding incentive paid occupations <sup>2</sup> .....	154.0	159.1	160.2	1.0	1.0	0.7	5.4	4.4	4.0
Transportation and material moving.....	162.2	167.1	168.5	1.2	1.0	0.8	5.4	4.2	3.9
Service occupations.....	164.9	170.7	172.3	1.7	1.0	0.9	7.7	5.3	4.5
<b>Industry and occupational group</b>									
Goods-producing industries <sup>3</sup> .....	149.4	154.1	155.1	0.8	1.0	0.6	4.6	4.0	3.8
Excluding incentive paid occupations <sup>2</sup> .....	149.3	153.8	154.8	0.8	1.0	0.7	4.5	3.8	3.7
Management, professional, and related.....	143.4	147.8	148.4	0.1	1.0	0.4	3.5	3.2	3.5
Sales and office.....	155.4	162.6	163.0	1.0	1.4	0.2	6.0	5.7	4.9
Natural resources, construction, and maintenance.....	150.8	155.2	156.6	0.9	1.1	0.9	4.1	3.9	3.8
Production, transportation, and material moving.....	152.0	156.7	157.7	1.2	1.0	0.6	5.5	4.3	3.7
Construction.....	150.2	155.1	156.3	0.8	1.2	0.8	4.4	4.1	4.1
Manufacturing.....	149.1	153.7	154.6	0.7	0.9	0.6	4.6	3.9	3.7
Management, professional, and related.....	144.7	148.9	149.5	0.1	0.9	0.4	3.5	3.0	3.3
Sales and office occupations.....	153.2	158.5	159.4	1.4	1.1	0.6	5.7	4.9	4.0
Natural resources, construction, and maintenance.....	148.5	153.4	154.4	0.7	1.0	0.7	3.6	4.0	4.0
Production, transportation, and material moving.....	151.7	156.5	157.4	1.2	1.0	0.6	5.5	4.4	3.8
Aircraft manufacturing.....	130.8	134.6	134.6	-7.8	0.7	0.0	-4.4	-5.1	2.9
Service-providing industries <sup>4</sup> .....	155.3	160.6	162.1	1.0	1.1	0.9	5.4	4.5	4.4
Excluding incentive paid occupations <sup>2</sup> .....	155.0	160.6	162.0	1.1	1.1	0.9	5.5	4.8	4.5
Management, professional, and related.....	150.7	155.9	157.5	0.9	1.2	1.0	4.4	4.4	4.5
Sales and office.....	157.6	163.1	164.1	1.0	1.1	0.6	6.0	4.6	4.1
Natural resources, construction, and maintenance.....	153.3	158.6	160.6	0.9	1.1	1.3	4.7	4.4	4.8
Production, transportation, and material moving.....	162.6	167.7	169.2	1.2	1.0	0.9	5.3	4.4	4.1
Service occupations.....	164.9	170.7	172.4	1.7	1.0	1.0	7.7	5.3	4.5
Trade, transportation, and utilities.....	158.8	164.4	165.6	0.8	1.4	0.7	5.8	4.3	4.3
Excluding incentive paid occupations <sup>2</sup> .....	158.8	164.7	166.0	1.0	1.2	0.8	5.7	4.8	4.5
Wholesale trade.....	152.2	157.9	158.5	0.5	1.7	0.4	5.8	4.2	4.1
Excluding incentive paid occupations <sup>2</sup> .....	154.7	160.7	161.8	1.2	1.5	0.7	5.9	5.1	4.6

See footnotes at end of table.

**Table 5. Employment Cost Index for total compensation, for private industry workers, by occupational group and industry<sup>1</sup> — Continued**  
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
Service-providing industries - Continued									
Retail trade.....	163.2	169.3	170.6	0.9	1.1	0.8	7.2	4.7	4.5
Excluding incentive paid occupations <sup>2</sup> ....	161.6	167.9	169.2	1.2	1.1	0.8	7.2	5.1	4.7
Transportation and warehousing.....	158.4	163.1	164.5	0.9	1.2	0.9	3.5	3.9	3.9
Utilities.....	163.1	169.2	170.9	0.7	1.4	1.0	3.4	4.5	4.8
Information.....	150.6	156.2	156.4	0.9	1.1	0.1	4.7	4.7	3.9
Financial activities.....	152.9	157.9	159.1	0.3	1.8	0.8	3.6	3.5	4.1
Excluding incentive paid occupations <sup>2</sup> ....	153.2	158.6	159.2	0.7	1.1	0.4	5.8	4.3	3.9
Finance and insurance.....	153.3	158.4	159.5	0.1	1.9	0.7	3.0	3.5	4.0
Credit intermediation and related activities.....	153.7	158.4	160.4	-0.4	1.3	1.3	0.6	2.7	4.4
Excluding incentive paid occupations <sup>2</sup> .....	157.0	162.4	163.4	1.2	0.8	0.6	6.4	4.7	4.1
Insurance carriers and related activities..	154.4	160.0	160.6	0.7	1.4	0.4	5.5	4.3	4.0
Excluding incentive paid occupations <sup>2</sup> .....	152.1	157.8	157.9	0.5	1.3	0.1	5.0	4.2	3.8
Real estate and rental and leasing.....	151.1	155.6	157.4	0.8	1.1	1.2	6.3	3.8	4.2
Excluding incentive paid occupations <sup>2</sup> ....	155.1	160.0	161.2	0.7	1.2	0.7	5.9	3.9	3.9
Professional and business services.....	154.1	159.2	160.7	1.1	0.8	0.9	5.0	4.5	4.3
Professional, scientific, and technical services.....	155.5	160.2	161.7	1.3	0.8	0.9	4.8	4.4	4.0
Administrative and support and waste management and remediation services...	154.1	159.5	161.0	0.9	0.8	0.9	5.8	4.5	4.5
Education and health services.....	152.2	157.5	159.7	1.4	0.9	1.4	5.5	4.9	4.9
Educational services.....	149.9	153.5	156.5	1.7	0.5	2.0	4.4	4.1	4.4
Junior colleges, colleges, universities, and professional schools.....	149.8	152.6	155.6	1.8	0.5	2.0	4.0	3.7	3.9
Health care and social assistance.....	152.7	158.4	160.4	1.4	1.0	1.3	5.8	5.2	5.0
Hospitals.....	153.4	159.4	160.9	1.3	1.0	0.9	5.8	5.2	4.9
Nursing and residential care facilities....	152.7	158.1	160.4	1.9	1.0	1.5	7.2	5.5	5.0
Nursing care facilities <sup>2</sup> .....	152.1	157.9	160.2	1.9	1.2	1.5	7.3	5.8	5.3
Leisure and hospitality.....	165.2	171.1	172.5	1.7	1.1	0.8	7.2	5.4	4.4
Accommodation and food service.....	168.8	175.2	176.1	1.6	1.3	0.5	7.4	5.5	4.3
Other services, except public administration..	155.8	161.6	163.4	1.1	1.2	1.1	5.0	4.9	4.9

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> The index for this series is not strictly comparable with other series in this table.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 6. Employment Cost Index for total compensation, for private industry workers, by bargaining status and Census region and division<sup>1</sup>**  
 [Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
<b>Bargaining status</b>									
Union.....	155.0	159.6	160.9	0.6	0.9	0.8	3.3	3.6	3.8
Goods-producing industries <sup>2</sup> .....	149.0	152.1	153.2	0.1	1.0	0.7	2.5	2.1	2.8
Manufacturing.....	142.8	145.6	146.1	-0.5	0.8	0.3	2.4	1.5	2.3
Service-providing industries <sup>3</sup> .....	159.4	164.9	166.4	0.9	0.9	0.9	3.6	4.4	4.4
Nonunion.....	153.7	159.0	160.4	1.1	1.1	0.9	5.4	4.5	4.4
Goods-producing industries <sup>2</sup> .....	149.2	154.4	155.3	0.9	1.1	0.6	5.0	4.4	4.1
Manufacturing.....	150.7	155.7	156.6	1.0	1.0	0.6	5.1	4.4	3.9
Service-providing industries <sup>3</sup> .....	154.8	160.1	161.6	1.0	1.1	0.9	5.4	4.5	4.4
<b>Census region and division<sup>4</sup></b>									
Northeast.....	155.5	160.7	162.2	1.0	1.1	0.9	4.8	4.4	4.3
New England.....	160.3	165.1	166.7	1.1	1.3	1.0	5.3	4.1	4.0
Middle Atlantic.....	153.8	159.2	160.5	1.1	1.1	0.8	4.6	4.6	4.4
South.....	151.8	157.1	158.8	0.9	1.3	1.1	5.0	4.4	4.6
South Atlantic.....	154.5	160.2	162.2	1.5	1.3	1.2	5.6	5.3	5.0
East South Central.....	151.0	156.6	158.1	0.8	1.2	1.0	5.2	4.5	4.7
West South Central.....	147.6	152.2	153.4	-0.1	1.3	0.8	3.9	3.0	3.9
Midwest.....	151.8	156.4	157.5	1.3	1.2	0.7	5.8	4.3	3.8
East North Central.....	150.1	155.0	156.3	1.4	1.2	0.8	5.8	4.7	4.1
West North Central.....	155.9	159.8	160.2	0.9	1.2	0.3	5.8	3.4	2.8
West.....	157.8	163.5	164.8	0.9	0.9	0.8	5.1	4.5	4.4
Mountain.....	155.4	161.2	162.9	0.6	0.7	1.1	5.4	4.4	4.8
Pacific.....	158.9	164.6	165.7	1.0	0.9	0.7	5.0	4.6	4.3

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

<sup>4</sup> The Census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 7. Employment Cost Index for total compensation, for state and local government workers, by occupational group and industry<sup>1</sup>**  
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
All workers.....	154.4	158.1	161.8	2.5	0.5	2.3	4.6	4.9	4.8
<b>Occupational group</b>									
Management, professional, and related. ....	152.0	155.2	159.1	2.6	0.4	2.5	4.3	4.7	4.7
Professional and related.....	151.8	155.2	158.8	2.6	0.5	2.3	4.2	4.9	4.6
Sales and office.....	157.8	161.9	165.5	2.3	0.7	2.2	4.8	4.9	4.9
Office and administrative support.....	157.8	162.0	165.5	2.3	0.7	2.2	4.7	5.0	4.9
Service occupations.....	161.3	166.3	169.6	2.3	0.7	2.0	5.6	5.5	5.1
<b>Industry</b>									
Education and health services.....	152.6	156.0	159.7	2.7	0.4	2.4	4.4	5.0	4.7
Educational services.....	151.8	155.0	158.9	2.7	0.3	2.5	4.3	4.9	4.7
Schools.....	151.8	155.0	158.8	2.7	0.3	2.5	4.3	4.9	4.6
Elementary and secondary schools. ...	152.3	155.4	159.3	2.8	0.4	2.5	4.2	4.9	4.6
Health care and social assistance.....	158.4	163.0	166.3	2.3	0.6	2.0	5.5	5.2	5.0
Hospitals.....	155.0	159.6	162.7	2.0	0.6	1.9	5.2	5.1	5.0
Public administration.....	157.4	161.2	165.1	2.2	0.7	2.4	5.2	4.7	4.9

<sup>1</sup> Includes wages, salaries, and employer costs for employee benefits.  
 SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey



**Table 8. Employment Cost Index for wages and salaries, for civilian workers, by occupational group and industry**  
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
All workers <sup>1</sup> .....	153.7	158.7	160.7	1.3	1.0	1.3	5.1	4.6	4.6
Excluding incentive paid occupations <sup>2</sup> .....	153.1	158.1	160.1	1.5	1.0	1.3	5.4	4.8	4.6
<b>Occupational group</b>									
Management, professional, and related.....	148.4	152.9	155.1	1.3	1.1	1.4	4.0	4.4	4.5
Management, business, and financial.....	150.9	155.1	157.2	0.7	1.3	1.4	3.5	3.5	4.2
Professional and related.....	147.0	151.7	154.1	1.7	0.9	1.6	4.3	4.9	4.8
Sales and office.....	158.2	163.9	165.2	1.2	1.0	0.8	5.8	4.8	4.4
Sales and related.....	158.1	163.9	164.3	0.8	1.1	0.2	6.2	4.5	3.9
Office and administrative support.....	157.9	163.5	165.6	1.4	1.0	1.3	5.5	5.0	4.9
Natural resources, construction, and maintenance.....	152.2	157.3	159.2	1.2	1.0	1.2	4.7	4.6	4.6
Construction, extraction, farming, fishing, and forestry occupations.....	151.9	157.0	158.5	1.1	1.2	1.0	4.5	4.5	4.3
Installation, maintenance, and repair.....	152.6	157.8	160.1	1.3	1.0	1.5	5.0	4.7	4.9
Production, transportation, and material moving.....	160.1	165.4	166.9	1.5	1.0	0.9	5.8	4.9	4.2
Production.....	156.6	162.3	163.5	1.6	1.1	0.7	5.8	5.3	4.4
Transportation and material moving.....	165.0	170.0	171.8	1.5	1.0	1.1	5.9	4.6	4.1
Service occupations.....	165.0	170.9	173.1	2.0	1.0	1.3	7.7	5.6	4.9
<b>Industry</b>									
Goods-producing industries <sup>3</sup> .....	152.3	157.6	158.5	1.1	1.1	0.6	5.0	4.6	4.1
Manufacturing.....	152.5	157.5	158.4	1.2	1.0	0.6	5.2	4.5	3.9
Service-providing industries <sup>4</sup> .....	154.0	158.9	161.1	1.4	1.0	1.4	5.1	4.7	4.6
Education and health services.....	148.2	152.7	155.7	2.1	0.8	2.0	5.0	5.2	5.1
Educational services.....	142.8	145.4	149.2	2.6	0.4	2.6	3.9	4.5	4.5
Elementary and secondary schools....	141.5	143.9	148.0	2.9	0.4	2.8	3.8	4.7	4.6
Junior colleges, colleges, and universities.....	144.1	146.7	150.1	2.3	0.3	2.3	4.0	4.2	4.2
Health care and social assistance.....	154.0	160.1	162.4	1.6	1.1	1.4	6.0	5.6	5.5
Hospitals.....	153.6	160.0	162.1	1.5	1.0	1.3	5.9	5.8	5.5
Nursing and residential care facilities...	156.6	162.6	165.4	2.2	1.1	1.7	7.6	6.1	5.6
Public administration.....	147.3	150.5	154.8	2.4	0.5	2.9	5.4	4.7	5.1

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

<sup>2</sup> The index for this series is not strictly comparable with other series in this table.

<sup>3</sup> Includes mining, construction, and manufacturing.

<sup>4</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; other services, except public administration; and public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry**  
 [Not seasonally adjusted]

Occupational group and industry	Index value (Dec. 2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
All workers.....	155.9	161.3	162.9	1.1	1.1	1.0	5.2	4.6	4.5
Excluding incentive paid occupations <sup>1</sup> .....	155.3	160.8	162.3	1.2	1.1	0.9	5.6	4.8	4.5
<b>Occupational group</b>									
Management, professional, and related.....	150.8	155.8	157.6	0.9	1.2	1.2	4.1	4.2	4.5
Excluding incentive paid occupations <sup>1</sup> .....	149.3	154.4	155.9	1.0	1.2	1.0	4.6	4.5	4.4
Management, business, and financial.....	151.8	156.3	158.0	0.5	1.4	1.1	3.3	3.4	4.1
Excluding incentive paid occupations <sup>1</sup> .....	149.4	154.0	155.3	0.9	1.2	0.8	4.6	4.1	3.9
Professional and related.....	150.0	155.6	157.3	1.1	1.0	1.1	4.5	4.9	4.9
Sales and office.....	159.4	165.3	166.3	1.1	1.1	0.6	6.0	4.8	4.3
Excluding incentive paid occupations <sup>1</sup> .....	160.3	166.7	168.1	1.3	1.1	0.8	6.3	5.4	4.9
Sales and related.....	158.3	164.1	164.5	0.9	1.1	0.2	6.3	4.6	3.9
Excluding incentive paid occupations <sup>1</sup> .....	161.8	168.5	169.5	1.6	1.0	0.6	7.5	5.8	4.8
Office and administrative support.....	158.8	164.7	166.4	1.3	1.0	1.0	5.6	5.0	4.8
Natural resources, construction, and maintenance.....	152.6	157.9	159.7	1.1	1.1	1.1	4.7	4.6	4.7
Construction, extraction, farming, fishing, and forestry occupations.....	152.4	157.5	159.0	1.1	1.2	1.0	4.5	4.5	4.3
Installation, maintenance, and repair.....	152.9	158.5	160.6	1.1	1.1	1.3	4.9	4.8	5.0
Production, transportation, and material moving.....	160.5	165.8	167.2	1.5	1.0	0.8	5.9	4.8	4.2
Excluding incentive paid occupations <sup>1</sup> .....	160.1	165.6	167.0	1.5	1.0	0.8	5.9	4.9	4.3
Production.....	156.7	162.4	163.6	1.6	1.0	0.7	5.9	5.2	4.4
Excluding incentive paid occupations <sup>1</sup> .....	157.1	162.8	164.0	1.4	1.0	0.7	5.8	5.1	4.4
Transportation and material moving.....	165.8	170.9	172.6	1.3	1.0	1.0	5.8	4.5	4.1
Service occupations.....	168.9	175.3	177.1	1.8	1.1	1.0	8.1	5.7	4.9
<b>Industry and occupational group</b>									
Goods-producing industries <sup>2</sup> .....	152.4	157.7	158.6	1.1	1.1	0.6	5.0	4.6	4.1
Excluding incentive paid occupations <sup>1</sup> .....	152.2	157.2	158.2	1.1	1.0	0.6	4.9	4.5	3.9
Management, professional, and related.....	147.2	151.9	152.4	0.5	1.0	0.3	3.9	3.7	3.5
Sales and office.....	159.9	168.2	168.6	0.9	1.4	0.2	6.4	6.2	5.4
Natural resources, construction, and maintenance.....	152.1	157.2	158.7	1.1	1.2	1.0	4.4	4.5	4.3
Production, transportation, and material moving.....	155.5	160.7	161.7	1.6	1.0	0.6	6.0	5.0	4.0
Construction.....	151.9	157.6	158.7	0.8	1.3	0.7	4.7	4.6	4.5
Manufacturing.....	152.5	157.5	158.4	1.2	1.0	0.6	5.2	4.5	3.9
Management, professional, and related.....	148.0	152.5	153.0	0.5	0.9	0.3	3.9	3.6	3.4
Sales and office.....	155.8	161.8	162.8	1.5	1.2	0.6	5.9	5.4	4.5
Natural resources, construction, and maintenance.....	152.3	157.9	159.4	1.1	0.8	0.9	4.0	4.8	4.7
Production, transportation, and material moving.....	155.4	160.7	161.7	1.6	1.0	0.6	6.1	5.0	4.1
Aircraft manufacturing.....	155.3	159.7	159.9	0.5	0.9	0.1	3.3	3.4	3.0
Service-providing industries <sup>3</sup> .....	156.9	162.3	164.0	1.2	1.2	1.0	5.3	4.6	4.5
Excluding incentive paid occupations <sup>1</sup> .....	156.1	161.7	163.4	1.2	1.1	1.1	5.7	4.9	4.7
Management, professional, and related.....	151.4	156.5	158.3	0.9	1.3	1.2	4.1	4.3	4.6
Sales and office.....	159.3	164.9	166.0	1.1	1.0	0.7	5.9	4.6	4.2
Natural resources, construction, and maintenance.....	153.3	158.9	161.2	1.1	1.1	1.4	5.0	4.7	5.2
Production, transportation, and material moving.....	165.5	170.9	172.6	1.3	1.1	1.0	5.8	4.7	4.3
Service occupations.....	168.9	175.3	177.2	1.8	1.1	1.1	8.1	5.7	4.9
Trade, transportation, and utilities.....	159.7	165.5	166.8	0.8	1.4	0.8	5.9	4.4	4.4
Excluding incentive paid occupations <sup>1</sup> .....	159.4	165.4	166.9	1.2	1.2	0.9	6.1	5.0	4.7
Wholesale trade.....	149.8	155.2	155.9	0.3	1.7	0.5	5.6	3.9	4.1
Excluding incentive paid occupations <sup>1</sup> .....	151.6	157.2	158.5	1.3	1.3	0.8	6.0	5.1	4.6

See footnotes at end of table.

**Table 9. Employment Cost Index for wages and salaries, for private industry workers, by occupational group and industry — Continued**  
 [Not seasonally adjusted]

Occupational group and industry	Index value (Dec. 2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
Service-providing industries - Continued									
Retail trade.....	166.1	172.3	173.9	1.0	1.2	0.9	7.3	4.8	4.7
Excluding incentive paid occupations <sup>1</sup> ....	163.9	170.4	172.0	1.3	1.2	0.9	7.3	5.3	4.9
Transportation and warehousing.....	160.8	166.0	167.6	0.9	1.2	1.0	3.7	4.2	4.2
Utilities.....	157.7	163.1	164.8	0.7	1.2	1.0	3.4	4.2	4.5
Information.....	149.3	155.1	155.1	1.0	0.9	0.0	4.2	4.9	3.9
Financial activities.....	154.1	159.1	160.8	0.1	2.2	1.1	2.3	3.4	4.3
Excluding incentive paid occupations <sup>1</sup> ....	152.7	158.2	159.0	0.9	1.2	0.5	5.5	4.6	4.1
Finance and insurance.....	154.8	159.8	161.3	0.0	2.4	0.9	1.3	3.2	4.2
Credit intermediation and related activities.....	153.4	157.8	160.3	-0.9	1.7	1.6	-2.1	1.9	4.5
Excluding incentive paid occupations <sup>1</sup> .....	155.4	160.8	161.8	1.4	0.9	0.6	6.1	5.0	4.1
Insurance carriers and related activities..	152.9	158.8	160.0	0.7	1.5	0.8	4.9	4.6	4.6
Excluding incentive paid occupations <sup>1</sup> .....	148.9	154.8	155.4	0.5	1.3	0.4	4.4	4.5	4.4
Real estate and rental and leasing.....	151.3	156.3	158.5	0.9	1.2	1.4	6.7	4.2	4.8
Excluding incentive paid occupations <sup>1</sup> ....	155.9	161.2	162.8	0.8	1.2	1.0	6.3	4.2	4.4
Professional and business services.....	155.9	160.6	162.4	1.3	0.7	1.1	5.1	4.4	4.2
Professional, scientific, and technical services.....	156.9	161.1	162.8	1.4	0.8	1.1	4.7	4.1	3.8
Administrative and support and waste management and remediation services...	158.5	163.8	165.5	1.3	0.8	1.0	6.4	4.7	4.4
Education and health services.....	153.3	159.0	161.4	1.6	1.0	1.5	5.7	5.4	5.3
Educational services.....	148.9	152.3	155.5	1.8	0.5	2.1	4.3	4.1	4.4
Junior colleges, colleges, universities, and professional schools.....	147.1	149.7	152.7	1.9	0.5	2.0	3.7	3.7	3.8
Health care and social assistance.....	154.2	160.4	162.7	1.5	1.1	1.4	6.1	5.6	5.5
Hospitals.....	154.3	161.0	162.8	1.4	1.1	1.1	6.0	5.8	5.5
Nursing and residential care facilities.....	157.4	163.6	166.4	2.1	1.1	1.7	7.8	6.2	5.7
Nursing care facilities <sup>1</sup> .....	156.2	163.0	165.9	2.2	1.3	1.8	7.6	6.6	6.2
Leisure and hospitality.....	171.1	177.3	178.8	1.8	1.1	0.8	7.5	5.5	4.5
Accommodation and food service.....	174.7	181.3	182.4	1.7	1.3	0.6	7.7	5.5	4.4
Other services, except public administration..	157.9	164.0	165.8	1.2	1.4	1.1	5.2	5.1	5.0

<sup>1</sup> The index for this series is not strictly comparable with other series in this table.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 10. Employment Cost Index for wages and salaries, for private industry workers, by bargaining status and Census region and division**  
 [Not seasonally adjusted]

Bargaining status and Census region and division	Indexes (Dec.2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
<b>Bargaining status</b>									
Union.....	152.5	157.8	159.3	1.1	1.1	1.0	3.6	4.6	4.5
Goods-producing industries <sup>1</sup> .....	146.0	149.9	150.9	0.9	0.9	0.7	3.2	3.6	3.4
Manufacturing.....	144.4	148.4	149.0	0.8	0.7	0.4	3.2	3.6	3.2
Service-providing industries <sup>2</sup> .....	156.6	162.7	164.5	1.2	1.2	1.1	3.8	5.2	5.0
Nonunion.....	156.3	161.7	163.3	1.1	1.2	1.0	5.4	4.6	4.5
Goods-producing industries <sup>1</sup> .....	153.8	159.4	160.3	1.1	1.1	0.6	5.3	4.8	4.2
Manufacturing.....	154.1	159.4	160.3	1.2	1.0	0.6	5.4	4.7	4.0
Service-providing industries <sup>2</sup> .....	156.9	162.2	164.0	1.2	1.1	1.1	5.4	4.6	4.5
<b>Census region and division<sup>3</sup></b>									
Northeast.....	156.4	161.6	163.3	1.1	1.1	1.1	4.6	4.5	4.4
New England.....	163.6	168.1	170.1	1.2	1.5	1.2	5.3	4.0	4.0
Middle Atlantic.....	153.8	159.2	160.7	1.1	1.0	0.9	4.3	4.6	4.5
South.....	154.7	160.2	162.1	1.0	1.4	1.2	5.0	4.6	4.8
South Atlantic.....	157.6	163.7	166.0	1.6	1.4	1.4	5.6	5.5	5.3
East South Central.....	152.6	158.6	160.1	1.2	1.2	0.9	5.6	5.2	4.9
West South Central.....	150.7	155.0	156.5	-0.3	1.3	1.0	3.6	2.5	3.8
Midwest.....	153.0	157.7	158.9	1.3	1.2	0.8	6.0	4.4	3.9
East North Central.....	151.1	156.1	157.6	1.5	1.2	1.0	5.9	4.8	4.3
West North Central.....	157.7	161.6	162.0	1.1	1.3	0.2	6.2	3.6	2.7
West.....	160.4	166.4	167.9	1.1	0.8	0.9	5.5	4.9	4.7
Mountain.....	158.2	164.4	166.3	0.8	0.7	1.2	5.9	4.7	5.1
Pacific.....	161.5	167.5	168.8	1.3	0.9	0.8	5.3	5.1	4.5

<sup>1</sup> Includes mining, construction, and manufacturing.

<sup>2</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

<sup>3</sup> The Census divisions are defined as follows: New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont; Middle Atlantic: New Jersey, New York, and Pennsylvania; South Atlantic: Delaware, District of Columbia, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia; East South Central: Alabama, Kentucky, Mississippi, and Tennessee; West South Central: Arkansas, Louisiana, Oklahoma, and Texas; East North Central: Illinois, Indiana, Michigan, Ohio, and Wisconsin; West North Central: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, and South Dakota; Mountain: Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, and Wyoming; and Pacific: Alaska, California, Hawaii, Oregon, and Washington.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 11. Employment Cost Index for wages and salaries, for state and local government workers, by occupational group and industry**  
 [Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
All workers.....	144.3	147.2	151.2	2.6	0.4	2.7	4.4	4.7	4.8
<b>Occupational group</b>									
Management, professional, and related. ....	142.2	144.7	148.7	2.7	0.4	2.8	3.9	4.5	4.6
Professional and related.....	141.9	144.5	148.4	2.7	0.3	2.7	3.8	4.6	4.6
Sales and office.....	145.0	148.6	152.7	2.4	0.7	2.8	4.6	4.9	5.3
Office and administrative support.....	145.4	149.1	153.2	2.4	0.7	2.7	4.5	5.0	5.4
Service occupations.....	152.0	156.2	159.9	2.6	0.6	2.4	6.1	5.5	5.2
<b>Industry</b>									
Education and health services.....	142.6	145.2	149.1	2.7	0.3	2.7	4.0	4.6	4.6
Educational services.....	141.6	143.9	147.9	2.8	0.3	2.8	3.9	4.5	4.4
Schools.....	141.6	143.9	147.9	2.8	0.3	2.8	3.9	4.5	4.4
Elementary and secondary schools. ...	141.1	143.4	147.5	2.9	0.4	2.9	3.7	4.6	4.5
Health care and social assistance.....	151.6	156.1	159.6	2.4	0.5	2.2	5.6	5.4	5.3
Hospitals.....	150.3	154.8	158.4	2.2	0.5	2.3	5.4	5.2	5.4
Public administration.....	147.3	150.5	154.8	2.4	0.5	2.9	5.4	4.7	5.1

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 12. Employment Cost Index for benefits, by occupational group, industry, and bargaining status**  
 [Not seasonally adjusted]

Occupational group, industry, and bargaining status	Indexes (Dec. 2005=100)			Percent changes for					
	Sep. 2022	Jun. 2023	Sep. 2023	3-months ended-			12-months ended-		
				Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
<b>Civilian workers</b>									
All workers <sup>1</sup> .....	154.8	159.7	161.1	1.0	0.9	0.9	4.9	4.2	4.1
<b>Private industry workers</b>									
All workers.....	149.2	154.0	155.0	0.7	1.0	0.6	5.0	3.9	3.9
<b>Occupational group</b>									
Management, professional, and related.....	146.9	152.2	153.1	0.6	1.1	0.6	4.7	4.2	4.2
Sales and office.....	152.2	157.4	158.0	0.8	1.2	0.4	6.1	4.2	3.8
Natural resources, construction, and maintenance.....	150.0	153.5	154.9	0.6	1.1	0.9	3.6	3.0	3.3
Production, transportation, and material moving.....	149.8	154.0	154.9	0.5	0.9	0.6	4.2	3.3	3.4
Service occupations.....	151.3	155.5	156.5	1.1	0.6	0.6	6.1	3.9	3.4
<b>Industry</b>									
Goods-producing industries <sup>2</sup> .....	143.3	146.9	147.9	0.2	1.0	0.7	3.7	2.7	3.2
Manufacturing.....	142.8	146.6	147.4	0.0	1.0	0.5	3.7	2.7	3.2
Aircraft manufacturing.....	104.7	107.8	107.7	-18.1	0.6	-0.1	-14.3	-15.6	2.9
Service-providing industries <sup>3</sup> .....	151.3	156.5	157.4	0.9	1.1	0.6	5.4	4.3	4.0
<b>Bargaining status</b>									
Union.....	159.2	162.7	163.8	-0.1	0.7	0.7	2.8	2.1	2.9
Nonunion.....	147.1	152.1	153.0	0.8	1.1	0.6	5.3	4.2	4.0
<b>State and local government workers</b>									
All workers.....	175.4	180.5	183.7	2.2	0.6	1.8	5.0	5.2	4.7

<sup>1</sup> Includes workers in the private nonfarm economy except those in private households, and workers in the public sector, except the federal government.

<sup>2</sup> Includes mining, construction, and manufacturing.

<sup>3</sup> Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

**Table 13. Employment Cost Index for total compensation and wages and salaries, for private industry workers by area**  
 [Not seasonally adjusted]

Census region and metropolitan area <sup>1</sup>	Percent changes for 12-months ended-					
	Total compensation <sup>2</sup>			Wages and salaries		
	Sep. 2022	Jun. 2023	Sep. 2023	Sep. 2022	Jun. 2023	Sep. 2023
<b>Northeast</b>						
Boston-Worcester-Providence, MA-RI-NH-CT CSA.....	5.6	3.8	4.1	5.7	4.2	4.7
New York-Newark, NY-NJ-CT-PA CSA.....	4.7	4.6	4.7	4.6	4.6	4.8
Philadelphia-Reading-Camden, PA-NJ-DE-MD CSA.....	4.4	5.8	5.2	4.9	6.6	5.5
<b>South</b>						
Atlanta-Athens-Clarke County-Sandy Springs, GA CSA.....	5.0	4.3	4.0	5.2	4.6	4.6
Dallas-Fort Worth, TX-OK CSA.....	5.3	4.1	3.6	5.7	4.3	3.8
Houston-The Woodlands, TX CSA.....	5.4	3.3	4.3	5.9	2.6	3.9
Miami-Fort Lauderdale-Port St. Lucie, FL CSA.....	6.7	5.8	5.2	7.1	5.5	4.9
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA CSA....	4.4	5.2	5.2	4.1	5.7	5.5
<b>Midwest</b>						
Chicago-Naperville, IL-IN-WI CSA.....	4.8	4.1	4.2	4.6	4.2	4.1
Detroit-Warren-Ann Arbor, MI CSA.....	5.6	4.3	3.7	5.0	4.1	4.1
Minneapolis-St. Paul, MN-WI CSA.....	5.7	4.0	3.6	5.9	4.1	3.6
<b>West</b>						
Los Angeles-Long Beach, CA CSA.....	5.8	5.0	4.6	6.1	5.3	4.9
Phoenix-Mesa-Scottsdale, AZ MSA.....	5.5	3.9	3.5	6.6	4.3	3.8
San Jose-San Francisco-Oakland, CA CSA.....	4.5	4.3	3.3	4.4	4.4	3.5
Seattle-Tacoma, WA CSA.....	3.0	1.9	4.3	5.9	5.4	4.9

<sup>1</sup> These areas include Consolidated Statistical Areas (CSAs) and Metropolitan Statistical Areas (MSAs). Beginning with the December 2018 release, area definitions are based on Office of Management and Budget Bulletin No. 13-01, dated February 28, 2013. Previous area definitions are based on Office of Management and Budget Bulletin No. 04-03, dated February 18, 2004. For more information on metropolitan area definitions, see [www.census.gov/programs-surveys/metro-micro.html](http://www.census.gov/programs-surveys/metro-micro.html).

<sup>2</sup> Includes wages, salaries, and employer costs for employee benefits.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey