

| Competitive Wage Analysis | | | | | | | | | | | |
|---------------------------|---------------------------------------------------------------------------|-----------|-----------------|-------------------|------------------------|----------------------|-----------------|-----------------|---------|-----------------|-----------------|
| SOC | Description | 2018 Jobs | Annual Openings | Available Workers | Applicants per Opening | Avg. Hourly Earnings | 10th Percentile | 25th Percentile | Median | 75th Percentile | 90th Percentile |
| 43-1011 | First-Line Supervisors of Office and Administrative Support Workers | 11,893 | 1,469 | 411.0 | 3.4 | \$30.68 | \$17.96 | \$23.10 | \$29.26 | \$36.91 | \$45.69 |
| 43-2011 | Switchboard Operators, Including Answering Service | 936 | 120 | 33.0 | 3.3 | \$15.13 | \$10.77 | \$12.37 | \$14.52 | \$17.01 | \$19.42 |
| 43-2021 | Telephone Operators | 87 | 12 | 3.0 | 3.0 | \$20.02 | \$11.72 | \$14.31 | \$18.92 | \$25.58 | \$30.91 |
| 43-2099 | Communications Equipment Operators, All Other | 48 | Insf. Data | 1.6 | 3.5 | \$20.24 | \$10.89 | \$14.64 | \$19.47 | \$24.99 | \$30.03 |
| 43-3011 | Bill and Account Collectors | 1,760 | 214 | 61.6 | 3.5 | \$19.96 | \$14.37 | \$16.27 | \$19.22 | \$23.13 | \$27.27 |
| 43-3021 | Billing and Posting Clerks | 3,953 | 545 | 137.3 | 3.1 | \$20.60 | \$15.04 | \$16.93 | \$20.08 | \$24.14 | \$28.53 |
| 43-3031 | Bookkeeping, Accounting, and Auditing Clerks | 16,240 | 2,100 | 583.2 | 3.3 | \$20.40 | \$12.45 | \$15.92 | \$19.98 | \$24.46 | \$29.08 |
| 43-3041 | Gaming Cage Workers | 138 | 22 | 4.7 | 2.5 | \$14.88 | \$11.60 | \$12.98 | \$14.49 | \$16.38 | \$19.16 |
| 43-3051 | Payroll and Timekeeping Clerks | 1,814 | 214 | 62.6 | 3.6 | \$21.77 | \$13.63 | \$16.67 | \$21.41 | \$26.40 | \$30.49 |
| 43-3061 | Procurement Clerks | 591 | 75 | 20.2 | 3.3 | \$21.40 | \$15.04 | \$17.72 | \$21.50 | \$24.89 | \$28.60 |
| 43-3071 | Tellers | 3,254 | 438 | 111.7 | 3.1 | \$14.82 | \$10.89 | \$12.16 | \$14.19 | \$16.96 | \$20.34 |
| 43-3099 | Financial Clerks, All Other | 1,672 | 202 | 57.2 | 3.5 | \$22.58 | \$14.35 | \$17.60 | \$22.06 | \$27.17 | \$31.99 |
| 43-4011 | Brokerage Clerks | 710 | 106 | 24.1 | 2.9 | \$28.27 | \$19.10 | \$21.48 | \$24.86 | \$29.69 | \$35.59 |
| 43-4021 | Correspondence Clerks | 149 | 19 | 5.1 | 3.3 | \$21.20 | \$11.25 | \$16.94 | \$20.90 | \$24.99 | \$30.17 |
| 43-4031 | Court, Municipal, and License Clerks | 2,033 | 211 | 69.6 | 4.0 | \$20.17 | \$13.90 | \$16.69 | \$20.01 | \$23.68 | \$27.08 |
| 43-4041 | Credit Authorizers, Checkers, and Clerks | 431 | 47 | 14.8 | 3.8 | \$23.06 | \$15.48 | \$17.75 | \$22.19 | \$28.03 | \$33.25 |
| 43-4051 | Customer Service Representatives | 28,616 | 4,184 | 981.2 | 2.8 | \$18.85 | \$11.77 | \$14.06 | \$17.58 | \$22.49 | \$28.27 |
| 43-4061 | Eligibility Interviewers, Government Programs | 1,665 | 181 | 56.4 | 3.8 | \$22.89 | \$17.04 | \$19.11 | \$22.55 | \$26.19 | \$29.87 |
| 43-4071 | File Clerks | 1,058 | 144 | 38.3 | 3.1 | \$18.04 | \$12.85 | \$14.37 | \$17.09 | \$20.92 | \$24.62 |
| 43-4081 | Hotel, Motel, and Resort Desk Clerks | 1,767 | 329 | 59.8 | 2.2 | \$13.07 | \$10.06 | \$11.13 | \$12.70 | \$14.57 | \$16.39 |
| 43-4111 | Interviewers, Except Eligibility and Loan | 2,847 | 393 | 98.3 | 3.1 | \$18.32 | \$10.79 | \$15.16 | \$18.12 | \$21.68 | \$24.74 |
| 43-4121 | Library Assistants, Clerical | 796 | 134 | 26.8 | 2.4 | \$14.39 | \$10.18 | \$11.76 | \$13.82 | \$16.33 | \$18.88 |
| 43-4131 | Loan Interviewers and Clerks | 3,099 | 369 | 105.1 | 3.5 | \$22.79 | \$15.14 | \$18.04 | \$22.15 | \$26.83 | \$31.17 |
| 43-4141 | New Accounts Clerks | 187 | 22 | 6.5 | 3.6 | \$20.06 | \$14.96 | \$16.84 | \$19.64 | \$23.10 | \$26.71 |
| 43-4151 | Order Clerks | 2,025 | 246 | 72.8 | 3.4 | \$17.48 | \$10.52 | \$12.33 | \$16.76 | \$21.17 | \$25.09 |
| 43-4161 | Human Resources Assistants, Except Payroll and Timekeeping | 1,451 | 185 | 49.5 | 3.3 | \$21.35 | \$15.06 | \$17.88 | \$21.35 | \$24.67 | \$28.36 |
| 43-4171 | Receptionists and Information Clerks | 10,792 | 1,776 | 370.7 | 2.6 | \$15.46 | \$9.98 | \$12.33 | \$15.10 | \$18.06 | \$20.89 |
| 43-4181 | Reservation and Transportation Ticket Agents and Travel Clerks | 1,717 | 235 | 58.8 | 3.1 | \$20.24 | \$11.51 | \$13.59 | \$18.93 | \$27.61 | \$30.27 |
| 43-4199 | Information and Record Clerks, All Other | 6,433 | 808 | 218.8 | 3.3 | \$20.87 | \$12.74 | \$16.53 | \$20.30 | \$24.27 | \$29.02 |
| 43-5011 | Cargo and Freight Agents | 686 | 77 | 23.0 | 3.7 | \$24.98 | \$13.16 | \$16.55 | \$21.57 | \$27.87 | \$40.86 |
| 43-5021 | Couriers and Messengers | 1,001 | 118 | 43.0 | 3.7 | \$15.27 | \$10.23 | \$11.89 | \$14.39 | \$17.52 | \$22.23 |
| 43-5031 | Police, Fire, and Ambulance Dispatchers | 740 | 86 | 25.0 | 3.6 | \$25.00 | \$19.20 | \$21.57 | \$24.94 | \$28.56 | \$31.91 |
| 43-5032 | Dispatchers, Except Police, Fire, and Ambulance | 1,849 | 197 | 64.7 | 3.9 | \$21.70 | \$13.56 | \$16.21 | \$20.85 | \$26.13 | \$31.01 |
| 43-5041 | Meter Readers, Utilities | 206 | 18 | 7.0 | 4.7 | \$27.32 | \$17.75 | \$23.08 | \$27.22 | \$31.48 | \$36.57 |
| 43-5051 | Postal Service Clerks | 516 | 43 | 17.6 | 5.0 | \$25.39 | \$19.00 | \$20.36 | \$26.95 | \$29.19 | \$29.36 |
| 43-5052 | Postal Service Mail Carriers | 2,629 | 187 | 90.8 | 5.8 | \$24.02 | \$16.05 | \$17.63 | \$27.19 | \$29.63 | \$29.93 |
| 43-5053 | Postal Service Mail Sorters, Processors, and Processing Machine Operators | 1,779 | 128 | 61.2 | 5.8 | \$23.98 | \$16.42 | \$17.37 | \$26.38 | \$28.99 | \$29.19 |
| 43-5061 | Production, Planning, and Expediting Clerks | 1,659 | 230 | 57.3 | 3.0 | \$25.47 | \$15.51 | \$19.60 | \$25.19 | \$30.06 | \$36.00 |
| 43-5071 | Shipping, Receiving, and Traffic Clerks | 5,907 | 697 | 201.6 | 3.5 | \$16.31 | \$10.52 | \$12.67 | \$15.16 | \$19.13 | \$23.79 |
| 43-5081 | Stock Clerks and Order Fillers | 18,037 | 2,700 | 612.5 | 2.8 | \$14.43 | \$9.73 | \$10.81 | \$12.88 | \$17.01 | \$21.47 |

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|---------|---------------------------------------------------------------------------------|--------|-------|-------|-----|---------|---------|---------|---------|---------|---------|
| 43-5111 | Weighers, Measurers, Checkers, and Samplers, Recordkeeping | 556 | 68 | 18.7 | 3.4 | \$15.06 | \$9.51 | \$10.97 | \$13.30 | \$17.50 | \$22.84 |
| 43-6011 | Executive Secretaries and Executive Administrative Assistants | 6,756 | 736 | 238.8 | 3.9 | \$26.98 | \$18.77 | \$21.49 | \$25.88 | \$31.41 | \$37.56 |
| 43-6012 | Legal Secretaries | 2,108 | 229 | 73.7 | 3.9 | \$26.45 | \$14.75 | \$18.66 | \$24.58 | \$32.42 | \$39.77 |
| 43-6013 | Medical Secretaries | 3,765 | 638 | 127.9 | 2.5 | \$19.38 | \$14.08 | \$16.03 | \$18.75 | \$22.48 | \$25.43 |
| 43-6014 | Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | 24,596 | 2,968 | 860.1 | 3.5 | \$18.99 | \$12.14 | \$14.93 | \$18.34 | \$22.84 | \$27.42 |
| 43-9011 | Computer Operators | 382 | 44 | 14.4 | 3.6 | \$26.59 | \$15.70 | \$19.09 | \$23.92 | \$32.75 | \$42.79 |
| 43-9021 | Data Entry Keyers | 1,701 | 207 | 63.3 | 3.4 | \$17.12 | \$11.03 | \$13.75 | \$16.79 | \$19.85 | \$24.06 |
| 43-9022 | Word Processors and Typists | 303 | 36 | 16.3 | 3.5 | \$17.21 | \$10.20 | \$11.94 | \$17.01 | \$21.62 | \$25.03 |
| 43-9031 | Desktop Publishers | 111 | 12 | 4.5 | 3.8 | \$28.54 | \$20.58 | \$22.48 | \$25.72 | \$34.54 | \$40.61 |
| 43-9041 | Insurance Claims and Policy Processing Clerks | 1,947 | 269 | 66.3 | 3.0 | \$24.86 | \$16.83 | \$19.79 | \$23.75 | \$29.71 | \$35.97 |
| 43-9051 | Mail Clerks and Mail Machine Operators, Except Postal Service | 927 | 113 | 31.6 | 3.4 | \$17.52 | \$11.18 | \$13.19 | \$16.15 | \$20.66 | \$27.33 |
| 43-9061 | Office Clerks, General | 26,564 | 3,747 | 912.6 | 3.0 | \$19.63 | \$11.12 | \$14.11 | \$18.29 | \$23.81 | \$30.14 |
| 43-9071 | Office Machine Operators, Except Computer | 598 | 71 | 20.7 | 3.5 | \$18.39 | \$13.00 | \$15.08 | \$17.62 | \$20.40 | \$25.04 |
| 43-9081 | Proofreaders and Copy Markers | 84 | 14 | 3.7 | 2.4 | \$20.27 | \$9.91 | \$16.25 | \$18.69 | \$22.73 | \$30.66 |
| 43-9111 | Statistical Assistants | 127 | 18 | 4.3 | 2.9 | \$18.20 | \$9.37 | \$10.24 | \$15.83 | \$26.65 | \$29.88 |
| 43-9199 | Office and Administrative Support Workers, All Other | 1,882 | 271 | 69.3 | 2.9 | \$17.17 | \$9.96 | \$11.76 | \$16.20 | \$20.65 | \$25.25 |