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2003

Minnesota

SALARY SURVEY

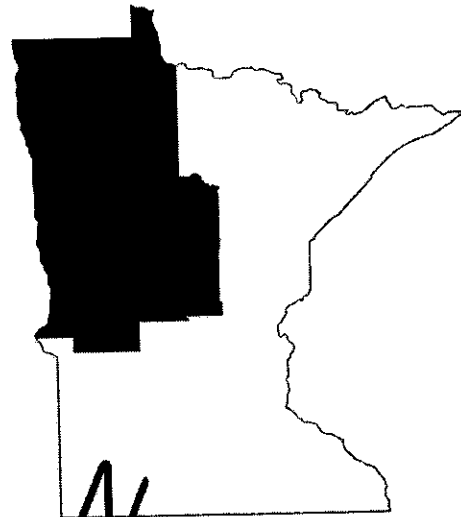


MINNESOTA
DEPARTMENT
OF
EMPLOYMENT
AND
ECONOMIC
DEVELOPMENT

LABOR MARKET
INFORMATION
OFFICE

IN COOPERATION
WITH THE

UNITED STATES
DEPARTMENT
OF LABOR



**NORTHWEST
PLANNING REGION**

A product of the
**Occupational Employment
Statistics (OES) Wage Survey**

February 2004

Occupational Title	Median Wage			Occupational Title	Median Wage		
	Northwest	State	US		Northwest	State	US
Architecture & Engineering				Interpreters and Translators	\$13.71	16.29	16.15
All Other Drafters, Engineering, and Mapping Technicians	\$19.27	21.15	- - -	Media and Communication Workers, All Other	\$13.30	23.24	- - -
Architects, Except Landscape and Naval	\$30.42	27.85	28.05	Merchandise Displayers and Window Trimmers	\$11.56	11.65	11.17
Architectural and Civil Drafters	\$15.75	18.87	18.50	News Analysts, Reporters and Correspondents	\$9.20	13.57	15.12
Civil Engineering Technicians	\$21.01	21.38	18.68	Photographers	\$12.02	14.99	11.91
Civil Engineers	\$25.63	27.85	29.76	Producers and Directors	\$29,686	45,829	47,649
Electrical and Electronic Engineering Technicians	\$18.21	20.81	21.28	Public Relations Specialists	\$18.51	21.84	20.66
Electrical and Electronics Drafters	\$20.16	20.40	20.36	Radio Operators	\$19.59	19.59	15.62
Electrical Engineers	\$26.75	33.44	33.78	Technical Writers	\$19.47	25.78	25.06
Electronics Engineers, Except Computer	\$31.17	34.61	34.64	Writers and Authors	\$15.99	21.10	21.20
Engineers, All Other	\$27.97	34.36	- - -	Building & Grounds Cleaning & Maintenance			
Environmental Engineering Technicians	\$18.44	20.30	18.26	All Other Building and Grounds Cleaning and Maintenance Workers	\$10.05	9.85	- - -
Environmental Engineers	\$23.12	30.10	30.42	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	\$12.88	14.22	13.94
Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	\$35.96	33.18	28.74	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	\$15.76	17.79	16.37
Industrial Engineering Technicians	\$16.97	20.31	20.76	Grounds Maintenance Workers, All Other	\$11.75	11.80	- - -
Industrial Engineers	\$26.13	30.09	30.79	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$9.05	9.92	9.04
Mechanical Drafters	\$16.29	19.84	20.18	Landscaping and Groundskeeping Workers	\$10.00	11.31	9.80
Mechanical Engineering Technicians	\$17.20	20.98	20.45	Maids and Housekeeping Cleaners	\$8.24	8.74	8.14
Mechanical Engineers	\$25.82	29.57	31.15	Business & Financial Operations			
Surveying and Mapping Technicians	\$12.44	16.07	14.48	Accountants and Auditors	\$22.22	24.23	23.29
Surveyors	\$23.03	21.35	19.81	All Other Business Operations and Human Resources Specialists	\$19.27	22.67	- - -
Arts, Design, Entertainment, Sports, & Media				Appraisers and Assessors of Real Estate	\$19.06	25.94	20.69
All Other Art and Design Workers	\$14.44	16.73	- - -	Budget Analysts	\$25.03	25.33	26.00
Announcers	\$8.85	10.03	10.21	Claims Adjusters, Examiners, and Investigators	\$14.64	20.31	21.31
Art Directors	\$22.76	30.19	30.65	Compensation, Benefits, and Job Analysis Specialists	\$18.25	21.21	22.34
Broadcast Technicians	\$11.02	13.82	13.76	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	\$21.86	25.09	22.20
Coaches and Scouts	\$35,312	30,465	28,730	Cost Estimators	\$19.89	22.73	23.56
Commercial and Industrial Designers	\$20.00	22.10	25.89	Credit Analysts	\$21.28	22.55	21.26
Editors	\$17.76	20.16	20.39				
Floral Designers	\$8.17	9.89	9.66				
Graphic Designers	\$13.51	18.07	18.18				
Interior Designers	\$16.10	20.59	19.41				

Note: For explanation of wage symbols, see the Methodology section on page 11.

Occupational Title	Median Wage			Occupational Title	Median Wage		
	Northwest	State	US		Northwest	State	US
Emergency Management Specialists	\$19.23	23.26	21.58	Computer Software Engineers, Systems Software	\$26.37	36.54	36.68
Employment, Recruitment, and Placement Specialists	\$17.82	22.13	19.53	Computer Specialists, All Other	\$22.92	30.54	- - -
Financial Analysts	\$25.90	30.31	28.29	Computer Support Specialists	\$15.32	19.39	19.37
Financial Examiners	\$28.42	30.38	27.85	Computer Systems Analysts	\$26.19	30.92	31.16
Financial Specialists, All Other	\$22.55	23.24	- - -	Database Administrators	\$17.83	28.12	27.49
Insurance Underwriters	\$20.92	24.14	22.59	Network and Computer Systems Administrators	\$21.35	26.89	27.15
Loan Officers	\$21.63	22.41	21.79	Network Systems and Data Communications Analysts	\$21.57	28.39	28.95
Management Analysts	\$28.07	31.95	29.89	Construction & Extraction			
Meeting and Convention Planners	\$14.20	19.10	18.54	All Other Construction Trades and Related Workers	\$17.86	18.77	- - -
Personal Financial Advisors	\$13.76	25.02	28.08	Brickmasons and Blockmasons	\$20.55	26.35	20.72
Purchasing Agents and Buyers, Farm Products	\$23.19	22.94	20.26	Carpenters	\$14.55	19.18	16.94
Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$18.79	23.19	22.34	Carpet Installers	\$12.67	23.93	16.15
Tax Examiners, Collectors, and Revenue Agents	\$23.62	26.03	20.93	Cement Masons and Concrete Finishers	\$15.97	20.95	15.19
Tax Preparers	\$13.15	17.74	12.70	Construction and Building Inspectors	\$19.70	24.66	20.62
Training and Development Specialists	\$19.29	22.23	21.21	Construction Laborers	\$13.29	18.31	12.26
Wholesale and Retail Buyers, Except Farm Products	\$16.40	21.91	20.20	Drywall and Ceiling Tile Installers	\$20.38	23.12	16.70
Community & Social Services				Earth Drillers, Except Oil and Gas	\$17.64	16.71	16.10
All Other Counselors, Social and Religious Workers	\$14.57	16.45	- - -	Electricians	\$19.44	27.34	20.51
Child, Family, and School Social Workers	\$17.81	18.27	16.43	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	\$21.41	26.49	23.62
Clergy	\$18.40	18.95	16.41	Glaziers	\$13.28	18.94	15.66
Educational, Vocational, and School Counselors	\$16.38	17.46	21.85	Helpers, Construction Trades, All Other	\$11.80	16.80	- - -
Health Educators	\$17.74	19.47	17.96	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	\$10.32	20.62	12.09
Medical and Public Health Social Workers	\$16.98	17.41	18.52	Helpers--Carpenters	\$12.19	12.65	10.66
Mental Health and Substance Abuse Social Workers	\$17.85	19.45	16.27	Helpers--Electricians	\$13.57	13.60	11.44
Mental Health Counselors	\$13.09	16.33	14.83	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	\$14.02	12.60	11.02
Probation Officers and Correctional Treatment Specialists	\$16.49	24.22	19.00	Highway Maintenance Workers	\$15.15	17.46	14.07
Rehabilitation Counselors	\$13.83	14.49	12.81	Insulation Workers	\$13.65	17.72	14.33
Social and Human Service Assistants	\$12.77	11.90	11.58	Operating Engineers and Other Construction Equipment Operators	\$16.60	20.67	17.46
Substance Abuse and Behavioral Disorder Counselors	\$17.05	17.09	14.95	Painters, Construction and Maintenance	\$15.81	18.53	14.41
Computer & Mathematical				Paving, Surfacing, and Tamping Equipment Operators	\$16.74	19.61	14.29
Computer Programmers	\$23.17	28.28	29.86				
Computer Software Engineers, Applications	\$28.41	34.77	35.13				

Note: For explanation of wage symbols, see the Methodology section on page 11.

Occupational Title	Median Wage			Occupational Title	Median Wage		
	Northwest	State	US		Northwest	State	US
Pipelayers	\$15.06	21.08	14.12	Preschool Teachers, Except Special Education	\$12.12	11.52	9.54
Plasterers and Stucco Masons	\$20.41	22.79	16.39	Psychology Teachers, Postsecondary	\$53,234	55,198	55,409
Plumbers, Pipefitters, and Steamfitters	\$14.52	26.08	19.90	Recreation and Fitness Studies Teachers, Postsecondary	\$39,362	49,823	44,960
Roofers	\$15.37	17.35	14.95	Secondary School Teachers, Except Special and Vocational Education	\$39,155	43,350	45,289
Sheet Metal Workers	\$15.85	21.44	17.13	Self-Enrichment Education Teachers	\$12.65	17.46	14.52
Structural Iron and Steel Workers	\$21.31	29.28	20.15	Special Education Teachers, Middle School	\$36,518	41,085	42,610
Education, Training, & Library				Special Education Teachers, Preschool, Kindergarten, and Elementary School	\$41,765	44,488	43,991
Adult Literacy, Remedial Education, and GED Teachers and Instructors	\$17.61	19.62	18.03	Special Education Teachers, Secondary School	\$37,913	42,763	45,475
All Other Teachers, Primary, Secondary, and Adult	\$28,450	31,427	- - -	Teacher Assistants	\$21,039	21,634	19,229
Archivists, Curators, and Museum Technicians	\$14.02	19.07	17.48	Vocational Education Teachers, Middle School	\$40,104	42,141	43,888
Art, Drama, and Music Teachers, Postsecondary	\$42,967	45,527	49,009	Vocational Education Teachers, Postsecondary	\$21.61	22.19	19.28
Audio-Visual Collections Specialists	\$22.49	23.24	16.03	Vocational Education Teachers, Secondary School	\$38,697	44,707	45,691
Biological Science Teachers, Postsecondary	\$47,975	52,953	57,294	Farming, Fishing, & Forestry			
Business Teachers, Postsecondary	\$56,365	57,336	56,625	Agricultural Equipment Operators	\$10.03	11.67	8.56
Chemistry Teachers, Postsecondary	\$48,817	57,063	56,635	Agricultural Inspectors	\$20.09	18.23	14.18
Education, Training, and Library Workers, All Other	\$16.41	15.45	- - -	Farming, Fishing, and Forestry Workers, All Other	\$11.03	11.12	- - -
Elementary School Teachers, Except Special Education	\$41,487	43,246	43,053	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$8.61	9.67	7.46
English Language and Literature Teachers, Postsecondary	\$48,726	52,544	48,175	Farmworkers, Farm and Ranch Animals	\$9.32	10.04	8.47
Foreign Language and Literature Teachers, Postsecondary	\$47,692	49,675	47,587	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	\$20.93	19.25	16.93
History Teachers, Postsecondary	\$53,806	54,107	53,368	Graders and Sorters, Agricultural Products	\$9.15	9.95	7.90
Instructional Coordinators	\$26.83	25.86	23.46	Logging Equipment Operators	\$12.87	12.47	13.27
Kindergarten Teachers, Except Special Education	\$38,884	41,874	41,023	Food Preparation & Serving-Related			
Librarians	\$19.33	21.46	21.35	Bartenders	\$7.32	7.46	7.43
Library Technicians	\$9.15	13.41	11.93	Chefs and Head Cooks	\$9.82	14.31	13.84
Mathematical Science Teachers, Postsecondary	\$54,008	56,527	51,812	Combined Food Preparation and Serving Workers, Including Fast Food	\$7.39	7.51	7.18
Middle School Teachers, Except Special and Vocational Education	\$41,568	40,867	43,095	Cooks, Fast Food	\$7.56	7.74	7.11
Nursing Instructors and Teachers, Postsecondary	\$43,522	51,969	51,936	Cooks, Institution and Cafeteria	\$10.34	10.67	8.99
Philosophy and Religion Teachers, Postsecondary	\$49,742	46,940	50,504	Cooks, Restaurant	\$9.61	9.98	9.44
Physics Teachers, Postsecondary	\$42,618	65,089	64,549	Cooks, Short Order	\$8.62	9.03	8.06
Political Science Teachers, Postsecondary	\$52,002	61,663	58,974				

Note: For explanation of wage symbols, see the Methodology section on page 11.

Occupational Title	Median Wage			Occupational Title	Median Wage		
	Northwest	State	US		Northwest	State	US
Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	\$6.97	7.49	7.54	Optometrists	\$36.95	41.44	42.65
Dining Room and Cafeteria Attendants and Bartender Helpers	\$6.96	7.20	7.20	Pediatricians, General	>\$70.00	67.70	66.06
Dishwashers	\$6.82	7.42	7.37	Pharmacists	\$38.29	38.71	38.17
First-Line Supervisors/Managers of Food Preparation and Serving Workers	\$10.39	12.07	12.09	Pharmacy Technicians	\$10.24	13.48	11.03
Food Preparation and Serving Related Workers, All Other	\$7.92	7.97	- - -	Physical Therapists	\$27.91	26.87	28.40
Food Preparation Workers	\$8.56	9.00	8.09	Physician Assistants	\$31.95	33.61	32.04
Food Servers, Nonrestaurant	\$8.05	8.32	7.75	Physicians and Surgeons, All Other	>\$70.00	>70.00	- - -
Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	\$8.33	8.23	7.58	Psychiatrists	>\$70.00	53.62	64.87
Waiters and Waitresses	\$6.66	6.62	7.01	Radiologic Technologists and Technicians	\$18.51	20.86	19.31
Healthcare Practitioners & Technical				Recreational Therapists	\$13.18	16.63	15.13
All Other Health Diagnosing and Treating Practitioners	\$53.10	20.92	- - -	Registered Nurses	\$22.40	25.63	23.82
All Other Health Professionals and Technicians	\$11.16	18.84	- - -	Respiratory Therapists	\$20.09	22.46	19.93
Chiropractors	\$46.36	26.65	32.37	Respiratory Therapy Technicians	\$16.24	16.88	16.91
Dental Hygienists	\$23.92	28.75	27.40	Speech-Language Pathologists	\$22.02	23.11	24.49
Dentists	\$42.37	65.14	61.05	Surgeons	>\$70.00	>70.00	>70.00
Diagnostic Medical Sonographers	\$26.03	25.89	24.11	Surgical Technologists	\$16.29	18.92	15.46
Dietetic Technicians	\$12.10	14.39	11.14	Veterinarians	\$30.43	32.34	31.25
Dietitians and Nutritionists	\$21.32	21.41	20.39	Veterinary Technologists and Technicians	\$11.91	12.41	11.37
Emergency Medical Technicians and Paramedics	\$10.88	12.61	11.90	Healthcare Support			
Family and General Practitioners	>\$70.00	>70.00	64.70	Dental Assistants	\$13.13	15.98	13.50
Internists, General	>\$70.00	68.56	>70.00	Healthcare Support Workers, All Other	\$11.25	12.36	- - -
Licensed Practical and Licensed Vocational Nurses	\$13.82	15.54	15.58	Home Health Aides	\$8.90	9.86	8.97
Medical and Clinical Laboratory Technicians	\$14.59	16.53	14.39	Medical Assistants	\$11.93	12.95	11.86
Medical and Clinical Laboratory Technologists	\$19.04	21.02	21.26	Medical Equipment Preparers	\$10.66	11.65	11.38
Medical Records and Health Information Technicians	\$12.71	12.62	11.84	Medical Transcriptionists	\$12.49	14.37	13.45
Obstetricians and Gynecologists	>\$70.00	>70.00	>70.00	Nursing Aides, Orderlies, and Attendants	\$10.15	11.29	9.88
Occupational Health and Safety Specialists and Technicians	\$17.46	24.88	22.79	Occupational Therapist Assistants	\$16.91	16.27	18.16
Occupational Therapists	\$22.45	23.82	25.75	Pharmacy Aides	\$9.38	9.83	9.13
Opticians, Dispensing	\$11.56	12.95	12.69	Physical Therapist Aides	\$10.39	10.97	10.24
				Physical Therapist Assistants	\$16.43	16.45	17.87
				Veterinary Assistants and Laboratory Animal Caretakers	\$9.31	8.39	8.81
				Installation, Maintenance, & Repair			

Note: For explanation of wage symbols, see the Methodology section on page 11.

Occupational Title	Median Wage			Occupational Title	Median Wage		
	Northwest	State	US		Northwest	State	US
Aircraft Mechanics and Service Technicians	\$13.91	- - -	21.34	Mobile Heavy Equipment Mechanics, Except Engines	\$18.13	19.92	17.82
All Other Vehicle and Mobile Equipment Mechanics, Installers, and Repairers	\$16.35	19.34	- - -	Motorboat Mechanics	\$15.34	15.72	14.40
Automotive Body and Related Repairers	\$16.68	18.29	16.19	Motorcycle Mechanics	\$12.18	13.73	13.43
Automotive Glass Installers and Repairers	\$10.91	17.60	13.32	Outdoor Power Equipment and Other Small Engine Mechanics	\$10.37	12.88	12.29
Automotive Service Technicians and Mechanics	\$13.49	15.28	15.16	Recreational Vehicle Service Technicians	\$12.13	13.75	13.42
Avionics Technicians	\$24.34	23.67	20.83	Telecommunications Equipment Installers and Repairers, Except Line Installers	\$25.85	25.50	23.47
Bus and Truck Mechanics and Diesel Engine Specialists	\$15.05	18.00	17.03	Telecommunications Line Installers and Repairers	\$17.43	16.63	19.64
Coin, Vending, and Amusement Machine Servicers and Repairers	\$15.19	13.05	13.56	Tire Repairers and Changers	\$10.35	9.91	9.99
Computer, Automated Teller, and Office Machine Repairers	\$13.56	17.32	16.47	Legal			
Control and Valve Installers and Repairers, Except Mechanical Door	\$26.56	23.36	21.54	All Other Legal and Related Workers	\$18.59	20.67	- - -
Electric Motor, Power Tool, and Related Repairers	\$14.95	19.45	15.96	Court Reporters	\$27.99	28.12	20.59
Electrical and Electronics Repairers, Commercial and Industrial Equipment	\$21.08	21.54	20.37	Judges, Magistrate Judges, and Magistrates	\$50.58	50.32	46.61
Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	\$23.04	- - -	25.61	Law Clerks	\$18.57	19.65	15.10
Electrical Power-Line Installers and Repairers	\$25.69	26.39	24.04	Lawyers	\$29.95	41.26	44.73
Electronic Home Entertainment Equipment Installers and Repairers	\$11.24	10.41	13.48	Paralegals and Legal Assistants	\$16.31	19.72	18.81
Farm Equipment Mechanics	\$13.37	14.06	13.43	Title Examiners, Abstractors, and Searchers	\$12.61	16.33	16.16
First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	\$20.46	23.62	23.57	Life, Physical, & Social Science			
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$15.44	18.91	17.29	Agricultural and Food Scientists	\$28.95	23.63	24.11
Helpers--Installation, Maintenance, and Repair Workers	\$9.97	11.12	10.62	All Other Life, Physical, and Social Science Technicians	\$15.94	19.33	- - -
Home Appliance Repairers	\$14.76	17.98	15.06	Biological Technicians	\$17.86	15.73	16.21
Industrial Machinery Mechanics	\$18.26	19.95	18.82	Chemists	\$23.56	28.17	26.21
Installation, Maintenance, and Repair Workers, All Other	\$13.16	16.29	- - -	Clinical, Counseling, and School Psychologists	\$24.03	23.21	25.35
Maintenance and Repair Workers, General	\$13.81	16.14	14.55	Conservation Scientists	\$25.42	25.83	24.94
Maintenance Workers, Machinery	\$11.34	15.93	16.11	Environmental Science and Protection Technicians, Including Health	\$17.07	18.00	17.50
Manufactured Building and Mobile Home Installers	\$11.07	12.14	11.48	Environmental Scientists and Specialists, Including Health	\$21.83	24.05	23.58
Millwrights	\$17.13	23.27	20.81	Forest and Conservation Technicians	\$13.09	15.21	15.35
				Foresters	\$24.27	24.85	23.15
				Hydrologists	\$26.51	29.89	28.01
				Life Scientists, All Other	\$23.48	22.70	- - -
				Market Research Analysts	\$23.04	27.33	26.66

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Occupational Title	Median Wage			Occupational Title	Median Wage		
	Northwest	State	US		Northwest	State	US
Physical Scientists, All Other	\$22.61	42.29	---	Sales Managers	\$33.03	44.29	37.18
Social Scientists and Related Workers, All Other	\$27.12	28.27	---	Social and Community Service Managers	\$23.04	23.52	21.34
Urban and Regional Planners	\$22.93	27.28	24.71	Transportation, Storage, and Distribution Managers	\$27.77	31.92	29.55
Zoologists and Wildlife Biologists	\$24.46	23.96	23.65	Office & Administrative Support			
Management				All Other Financial, Information, and Record Clerks	\$14.52	13.67	---
Administrative Services Managers	\$26.48	33.52	26.01	All Other Material Recording, Scheduling, Dispatching, and Distributing Workers	\$12.17	13.29	---
Advertising and Promotions Managers	\$26.78	36.72	28.31	All Other Secretaries, Administrative Assistants, and Other Office Support Workers	\$11.71	12.50	---
Chief Executives	\$51.80	>70.00	62.55	Bill and Account Collectors	\$12.89	14.22	13.27
Computer and Information Systems Managers	\$33.78	45.19	42.23	Billing and Posting Clerks and Machine Operators	\$11.78	13.80	12.93
Construction Managers	\$28.08	34.64	31.46	Bookkeeping, Accounting, and Auditing Clerks	\$11.65	14.53	13.56
Education Administrators, Elementary and Secondary School	\$70,741	79,720	73,669	Brokerage Clerks	\$13.01	14.84	16.46
Education Administrators, Postsecondary	\$29.07	35.05	32.03	Cargo and Freight Agents	\$24.17	16.65	15.56
Education Administrators, Preschool and Child Care Center/Program	\$18.26	16.12	16.52	Communications Equipment Operators, All Other	\$8.75	---	---
Engineering Managers	\$40.05	45.27	45.04	Computer Operators	\$13.30	15.45	14.69
Financial Managers	\$36.64	42.58	36.33	Couriers and Messengers	\$10.41	---	9.60
Food Service Managers	\$16.91	19.19	17.73	Court, Municipal, and License Clerks	\$12.77	14.90	13.52
Funeral Directors	\$22.13	24.21	21.49	Customer Service Representatives	\$11.85	14.02	13.00
General and Operations Managers	\$27.45	36.16	33.80	Data Entry Keyers	\$9.49	11.68	11.10
Human Resources Managers	\$32.59	39.18	32.06	Desktop Publishers	\$13.12	16.87	15.66
Industrial Production Managers	\$30.25	35.65	33.36	Dispatchers, Except Police, Fire, and Ambulance	\$13.36	18.11	15.00
Legislators	\$13,990	14,435	7.54	Eligibility Interviewers, Government Programs	\$14.62	17.83	15.36
Lodging Managers	\$13.85	16.57	16.83	Executive Secretaries and Administrative Assistants	\$14.83	17.14	16.55
Managers, All Other	\$28.66	37.57	---	File Clerks	\$9.16	10.74	9.92
Marketing Managers	\$36.50	47.46	38.77	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$16.67	20.04	19.23
Medical and Health Services Managers	\$29.50	32.23	30.40	Hotel, Motel, and Resort Desk Clerks	\$8.30	8.62	8.60
Natural Sciences Managers	\$39.67	38.02	40.75	Human Resources Assistants, Except Payroll and Timekeeping	\$14.37	15.93	15.07
Postmasters and Mail Superintendents	\$22.99	24.15	24.05	Insurance Claims and Policy Processing Clerks	\$11.93	14.35	14.30
Property, Real Estate, and Community Association Managers	\$14.17	20.15	18.27	Interviewers, Except Eligibility and Loan	\$10.58	11.70	10.75
Public Relations Managers	\$31.85	34.22	30.04	Legal Secretaries	\$12.86	20.38	17.35
Purchasing Managers	\$29.59	35.30	29.67	Library Assistants, Clerical	\$7.88	10.62	9.63

Note: For explanation of wage symbols, see the Methodology section on page 11.

Occupational Title	Median Wage			Occupational Title	Median Wage		
	Northwest	State	US		Northwest	State	US
Loan Interviewers and Clerks	\$11.96	13.77	13.79	Gaming and Sports Book Writers and Runners	\$7.67	8.30	9.24
Medical Secretaries	\$11.39	13.57	12.60	Gaming Dealers	\$7.58	12.23	6.99
Meter Readers, Utilities	\$18.54	19.89	14.28	Gaming Supervisors	\$12.77	12.58	19.47
New Accounts Clerks	\$12.97	13.09	12.48	Gaming Workers, All Other	\$9.90	9.13	- - -
Office Clerks, General	\$10.52	12.02	11.04	Hairdressers, Hairstylists, and Cosmetologists	\$8.84	10.82	9.40
Office Machine Operators, Except Computer	\$12.26	11.48	10.79	Manicurists and Pedicurists	\$7.88	8.87	8.58
Payroll and Timekeeping Clerks	\$13.42	15.56	14.36	Nonfarm Animal Caretakers	\$6.94	8.62	8.46
Police, Fire, and Ambulance Dispatchers	\$14.96	16.97	13.71	Personal and Home Care Aides	\$8.74	9.79	8.05
Postal Service Clerks	\$19.65	19.73	19.66	Personal Care and Service Workers, All Other	\$7.87	8.76	- - -
Postal Service Mail Carriers	\$18.79	19.46	19.58	Recreation Workers	\$9.29	9.91	8.95
Postal Service Mail Sorters, Processors, and Processing Machine Operators	\$16.80	18.96	18.90	Slot Key Persons	\$9.18	10.81	11.34
Procurement Clerks	\$12.75	13.81	14.66	Tour Guides and Escorts	\$15.10	9.70	9.17
Production, Planning, and Expediting Clerks	\$13.78	17.87	16.67	Ushers, Lobby Attendants, and Ticket Takers	\$6.69	6.71	7.23
Proofreaders and Copy Markers	\$10.10	12.34	12.04	Production			
Receptionists and Information Clerks	\$9.70	11.39	10.48	All Other Food Processing Workers	\$8.87	10.06	- - -
Reservation and Transportation Ticket Agents and Travel Clerks	\$9.18	- - -	12.56	All Other Printing Workers	\$13.20	13.70	- - -
Secretaries, Except Legal, Medical, and Executive	\$12.36	14.94	12.53	Assemblers and Fabricators, All Other	\$11.59	12.28	- - -
Shipping, Receiving, and Traffic Clerks	\$11.79	12.94	11.60	Bakers	\$9.24	10.59	10.19
Stock Clerks and Order Fillers	\$8.30	10.00	9.54	Butchers and Meat Cutters	\$10.76	14.38	12.63
Switchboard Operators, Including Answering Service	\$10.51	11.44	10.50	Cabinetmakers and Bench Carpenters	\$11.20	14.27	11.89
Tellers	\$8.69	10.15	10.11	Chemical Equipment Operators and Tenders	\$14.15	16.16	18.55
Weighers, Measurers, Checkers, and Samplers, Recordkeeping	\$13.12	11.53	11.97	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	\$11.30	10.55	11.32
Word Processors and Typists	\$11.52	12.96	13.24	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	\$12.01	15.02	12.53
Personal Care & Service				Computer-Controlled Machine Tool Operators, Metal and Plastic	\$12.68	16.54	14.40
Amusement and Recreation Attendants	\$7.69	7.81	7.40	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	\$15.30	14.83	13.22
Baggage Porters and Bellhops	\$6.72	8.47	8.84	Cutters and Trimmers, Hand	\$10.42	15.27	10.91
Child Care Workers	\$8.55	8.12	8.10	Cutting and Slicing Machine Setters, Operators, and Tenders	\$12.58	14.02	12.73
First-Line Supervisors/Managers of Personal Service Workers	\$12.78	14.52	14.34	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$13.99	12.61	12.17
Fitness Trainers and Aerobics Instructors	\$8.03	10.80	11.86				
Funeral Attendants	\$6.83	9.82	9.02				

Note: For explanation of wage symbols, see the Methodology section on page 11.

Occupational Title	Median Wage			Occupational Title	Median Wage		
	Northwest	State	US		Northwest	State	US
Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$12.82	15.03	13.63	Painters, Transportation Equipment	\$12.71	14.44	16.62
Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	\$9.94	12.78	13.15	Paper Goods Machine Setters, Operators, and Tenders	\$10.19	15.08	14.00
Fiberglass Laminators and Fabricators	\$10.90	12.47	12.19	Patternmakers, Metal and Plastic	\$14.89	17.04	16.58
First-Line Supervisors/Managers of Production and Operating Workers	\$17.29	21.40	21.27	Petroleum Pump System Operators, Refinery Operators, and Gaugers	\$14.67	- - -	24.41
Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	\$13.51	13.88	11.52	Photographic Process Workers	\$8.39	- - -	10.02
Food Batchmakers	\$11.86	12.47	10.86	Photographic Processing Machine Operators	\$8.58	10.58	9.33
Food Cooking Machine Operators and Tenders	\$11.49	12.41	10.83	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	\$13.24	14.52	12.59
Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	\$13.77	19.75	13.97	Prepress Technicians and Workers	\$17.18	17.39	15.44
Gas Plant Operators	\$24.64	23.37	23.95	Pressers, Textile, Garment, and Related Materials	\$9.53	10.37	8.46
Grinding and Polishing Workers, Hand	\$10.48	12.96	11.38	Printing Machine Operators	\$12.67	17.07	14.38
Grinding, Lapping, Polishing, & Buffing Machine Tool Setters, Operators, & Tenders, Metal & Plastic	\$10.13	14.14	12.94	Production Workers, All Other	\$13.22	13.52	- - -
Helpers--Production Workers	\$9.67	10.75	9.53	Sawing Machine Setters, Operators, and Tenders, Wood	\$12.55	12.37	10.94
Inspectors, Testers, Sorters, Samplers, and Weighers	\$12.46	14.94	13.41	Sewing Machine Operators	\$10.44	10.51	8.65
Jewelers and Precious Stone and Metal Workers	\$12.87	14.44	13.01	Stationary Engineers and Boiler Operators	\$19.46	20.71	21.42
Job Printers	\$12.47	16.68	14.91	Structural Metal Fabricators and Fitters	\$14.08	15.40	14.18
Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	\$13.46	15.94	14.99	Team Assemblers	\$12.03	12.40	11.23
Laundry and Dry-Cleaning Workers	\$8.66	9.73	8.32	Textile Cutting Machine Setters, Operators, and Tenders	\$10.95	10.02	10.07
Machinists	\$14.26	17.51	16.14	Tool and Die Makers	\$19.12	22.58	21.17
Meat, Poultry, and Fish Cutters and Trimmers	\$10.48	9.04	8.83	Tool Grinders, Filers, and Sharpeners	\$15.36	15.30	14.57
Metal Workers and Plastic Workers, All Other	\$11.16	13.43	- - -	Water and Liquid Waste Treatment Plant and System Operators	\$16.53	19.12	16.54
Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	\$14.14	17.11	14.47	Welders, Cutters, Solderers, and Brazers	\$13.54	15.74	14.45
Mixing and Blending Machine Setters, Operators, and Tenders	\$13.55	15.77	13.63	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	\$13.47	14.82	14.32
Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$11.39	13.55	11.51	Woodworkers, All Other	\$12.45	11.85	- - -
Numerical Tool and Process Control Programmers	\$15.15	20.56	18.59	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	\$11.38	13.02	10.91
Ophthalmic Laboratory Technicians	\$12.31	10.83	10.78	Protective Service			
Packaging and Filling Machine Operators and Tenders	\$11.60	11.96	10.51	Bailiffs	\$12.63	12.44	16.21
				Correctional Officers and Jailers	\$14.07	17.74	16.19
				Crossing Guards	\$9.74	8.83	9.25
				Detectives and Criminal Investigators	\$22.94	27.26	25.46

Note: For explanation of wage symbols, see the Methodology section on page 11.

Occupational Title	Median Wage			Occupational Title	Median Wage		
	Northwest	State	US		Northwest	State	US
Fire Fighters	\$14.53	12.23	17.95	Securities, Commodities, and Financial Services Sales Agents	\$27.36	- - -	30.21
First-Line Supervisors/Managers of Correctional Officers	\$20.67	25.65	22.26	Telemarketers	\$8.67	10.60	9.69
First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	\$23.71	27.45	27.47	Travel Agents	\$11.00	12.58	13.19
First-Line Supervisors/Managers of Police and Detectives	\$22.96	29.60	30.22	Transportation & Material Moving			
First-Line Supervisors/Managers of Protective Service Workers, Except Police, Fire and Corrections	\$8.59	15.10	- - -	Aircraft Cargo Handling Supervisors	\$13.54	19.47	18.45
Fish and Game Wardens	\$26.73	29.20	20.32	All Other Air Transportation Workers	\$9.16	11.70	- - -
Police and Sheriff's Patrol Officers	\$17.64	21.93	20.94	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	\$8.79	8.49	9.46
Private Detectives and Investigators	\$13.36	13.04	14.52	Bus Drivers, School	\$12.39	12.77	11.10
Protective Service Workers, All Other	\$8.56	11.30	- - -	Bus Drivers, Transit and Intercity	\$11.84	16.38	14.65
Security Guards	\$9.27	10.54	9.48	Cleaners of Vehicles and Equipment	\$8.31	9.02	8.45
Sales & Related				Commercial Pilots	\$36,649	50,094	49,432
Advertising Sales Agents	\$12.38	16.72	18.66	Conveyor Operators and Tenders	\$12.40	12.05	12.02
Cashiers	\$7.03	8.06	7.64	Crane and Tower Operators	\$13.39	17.37	18.00
Counter and Rental Clerks	\$7.10	8.14	8.56	Driver/Sales Workers	\$12.85	13.78	10.22
Demonstrators and Product Promoters	\$8.11	9.17	10.10	Excavating and Loading Machine and Dragline Operators	\$15.56	19.25	16.05
Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	\$11.46	12.17	12.55	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	\$16.55	18.90	18.41
First-Line Supervisors/Managers of Non-Retail Sales Workers	\$25.94	32.33	26.27	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	\$17.27	20.07	21.26
First-Line Supervisors/Managers of Retail Sales Workers	\$13.59	15.01	14.72	Industrial Truck and Tractor Operators	\$12.26	14.46	12.92
Gaming Change Persons and Booth Cashiers	\$7.81	9.68	9.71	Laborers and Freight, Stock, and Material Movers, Hand	\$10.33	11.34	9.77
Insurance Sales Agents	\$19.69	22.37	20.19	Machine Feeders and Offbearers	\$13.02	12.29	10.82
Parts Salespersons	\$10.94	13.66	11.86	Motor Vehicle Operators, All Other	\$9.57	9.02	- - -
Real Estate Sales Agents	\$22.63	35.88	15.32	Packers and Packagers, Hand	\$8.63	9.22	8.27
Retail Salespersons	\$8.08	9.00	8.77	Refuse and Recyclable Material Collectors	\$12.37	15.72	11.95
Sales and Related Workers, All Other	\$14.87	18.47	- - -	Service Station Attendants	\$8.34	8.94	8.21
Sales Engineers	\$26.90	35.82	31.54	Taxi Drivers and Chauffeurs	\$9.45	9.64	9.18
Sales Representatives, Services, All Other	\$14.38	23.81	- - -	Transportation Workers, All Other	\$6.85	10.20	- - -
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$19.22	25.06	21.17	Truck Drivers, Heavy and Tractor-Trailer	\$14.50	17.85	16.46
Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	\$23.57	31.03	27.62	Truck Drivers, Light or Delivery Services	\$10.49	12.56	11.83

Note: For explanation of wage symbols, see the Methodology section on page 11.

2003 Minnesota Occupational Wage Survey Methodology

Data in this brochure come from the bi-annual Occupational Employment Statistics (OES) Wage Survey, which measures employment and wage rates for workers in non-farm establishments statewide. This brochure contains the publishable median wages from the Northwest Planning Region, Minnesota, and the U.S. from the 1999, 2000, 2001 (wages from 1999, 2000, and 2001 are updated to 2002), and 2002 survey rounds combined. Counties within the Northwest Planning Region include Becker, Beltrami, Cass, Clay, Clearwater, Crow Wing, Douglas, Grant, Hubbard, Kittson, Lake of the Woods, Mahnomen, Marshall, Morrison, Norman, Otter Tail, Pennington, Polk, Pope, Red Lake, Roseau, Stevens, Todd, Traverse, Wadena, and Wilkin. The statewide response rate for the three and a half years combined was 77.4 percent (20,227 responses out of 26,149 establishments surveyed).

The semi-annual OES survey is mailed to selected establishments to obtain data from every Metropolitan Statistical Area (MSA) and the rest (balance) of the state, across all surveyed industries. The wages were then escalated to the fourth quarter of 2003 using ECI factors as published by the Bureau of Labor Statistics (BLS). This escalating procedure is intended to provide a more current representation of the wage.

The survey is conducted by the Minnesota Department of Employment and Economic Development's (DEED) Labor Market Information office in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics (BLS). In addition to preparing and mailing the surveys, DEED staff makes follow-up phone calls to request data from non-respondents or to clarify data. Collected data are then used to calculate national, statewide, MSA, balance of state, and planning region estimates.

Data Notes:

Dash (- - -) indicates data did not meet confidentiality and/or reliability requirements.

>70.00 indicates a median wage greater than \$70.00 an hour.

Occupations that do not report hourly wages (e.g. Teachers) have annual wages presented.

How to Obtain the Complete 2003 Minnesota Salary Survey

The 2003 Minnesota Salary Survey includes data for the State, its Metropolitan Statistical Areas (MSAs), the Balance of State and the United States. Occupational employment and six wage estimates (a mean wage and the 10th, 25th, 50th, 75th and 90th percentiles) are included for each occupation.

Visit <http://www.mnwfc.org/lmi/oes/index.htm> to obtain the full data set.

For further information or analyst assistance, call our Labor Market Information Helpline:

Northwest Regional Analyst: 218.759.8234
Twin Cities Metropolitan Area: 651.282.2714
Toll-free Greater Minnesota: 1.888.234.1114

These data are also available in alternative formats such as large print, Braille, computer diskette or audio tape upon request.

MINNESOTA DEPARTMENT
OF EMPLOYMENT AND ECONOMIC
DEVELOPMENT

LABOR MARKET INFORMATION OFFICE

390 NORTH ROBERT STREET
ST. PAUL, MN 55101

Penalty for Private Use, \$300



Labor Market Information HelpLine:
651.282.2714

Labor Market Information Receptionist:
651.296.6545

1.888.234.1114 (toll free)

FAX: 651.282.5429

E-MAIL: mdes.pubs@state.mn.us

INTERNET: www.mnwfc.org/lmi

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